

2022 Office of Personnel Management Federal Employee Viewpoint Survey:

Report by Agency

File Index

Report Navigation Notes:

File Index - Click any item number (e.g., Q1) to link to that specific item results.

Each individual item report includes a '[Click here to return to the File Index](#)' link at the bottom of each item report.

Survey Items

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I feel encouraged to come up with new and better ways of doing things.
Q3	My work gives me a feeling of personal accomplishment.
Q4	I know what is expected of me on the job.
Q5	My workload is reasonable.
Q6	My talents are used well in the workplace.
Q7	I know how my work relates to the agency's goals.
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q9	I have enough information to do my job well.
Q10	I receive the training I need to do my job well.
Q11	I am held accountable for the quality of work I produce.
Q12	Continually changing work priorities make it hard for me to produce high quality work.
Q13	I have a clear idea of how well I am doing my job.

Survey Items

Item	Item Text
Q14	The people I work with cooperate to get the job done.
Q15_1	In my work unit poor performers usually: Remain in the work unit and improve their performance overtime
Q15_2	In my work unit poor performers usually: Remain in the work unit and continue to underperform
Q15_3	In my work unit poor performers usually: Leave the work unit - removed or transferred
Q15_4	In my work unit poor performers usually: Leave the work unit - quit
Q15_5	In my work unit poor performers usually: There are no poor performers in my work unit
Q15_6	In my work unit poor performers usually: Do not Know
Q16	In my work unit, differences in performance are recognized in a meaningful way.
Q17	Employees in my work unit share job knowledge.
Q18	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q19	Employees in my work unit meet the needs of our customers.
Q20	Employees in my work unit contribute positively to my agency's performance.
Q21	Employees in my work unit produce high-quality work.
Q22	Employees in my work unit adapt to changing priorities.
Q23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.
Q24	I can influence decisions in my work unit.
Q25	I know what my work unit's goals are.
Q26	My work unit commits resources to develop new ideas.
Q27	My work unit successfully manages disruptions to our work.
Q28	Employees in my work unit consistently look for new ways to improve how they do their work.
Q29	Employees in my work unit incorporate new ideas into their work.
Q30	Employees in my work unit approach change as an opportunity.

Survey Items

Item	Item Text
Q31	Employees in my work unit consider customer needs a top priority.
Q32	Employees in my work unit consistently look for ways to improve customer service.
Q33	Employees in my work unit support my need to balance my work and personal responsibilities.
Q34	Employees in my work unit are typically under too much pressure to meet work goals.
Q35	Employees are recognized for providing high quality products and services.
Q36	Employees are protected from health and safety hazards on the job.
Q37	My organization is successful at accomplishing its mission.
Q38	I have a good understanding of my organization's priorities.
Q39	My organization effectively adapts to changing government priorities.
Q40	My organization has prepared me for potential physical security threats.
Q41	My organization has prepared me for potential cybersecurity threats.
Q42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.
Q43	I recommend my organization as a good place to work.
Q44	I believe the results of this survey will be used to make my agency a better place to work.
Q45	My supervisor is committed to a workforce representative of all segments of society.
Q46	Supervisors in my work unit support employee development.
Q47	My supervisor supports my need to balance work and other life issues.
Q48	My supervisor listens to what I have to say.
Q49	My supervisor treats me with respect.
Q50	I have trust and confidence in my supervisor.
Q51	My supervisor holds me accountable for achieving results.
Q52	Overall, how good a job do you feel is being done by your immediate supervisor?

Survey Items

Item	Item Text
Q53	My supervisor provides me with constructive suggestions to improve my job performance.
Q54	My supervisor provides me with performance feedback throughout the year.
Q55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q56	My organization's senior leaders maintain high standards of honesty and integrity.
Q57	Managers communicate the goals of the organization.
Q58	Managers promote communication among different work units.
Q59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q60	I have a high level of respect for my organization's senior leaders.
Q61	Senior leaders demonstrate support for Work-Life programs.
Q62	Management encourages innovation.
Q63	Management makes effective changes to address challenges facing our organization.
Q64	Management involves employees in decisions that affect their work.
Q65	How satisfied are you with your involvement in decisions that affect your work?
Q66	How satisfied are you with the information you receive from management on what's going on in your organization?
Q67	How satisfied are you with the recognition you receive for doing a good job?
Q68	Considering everything, how satisfied are you with your job?
Q69	Considering everything, how satisfied are you with your pay?
Q70	Considering everything, how satisfied are you with your organization?
Q71	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q72	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q73	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q74	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Survey Items

Item	Item Text
Q75	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q76	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q77	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q78	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q79	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q80	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q81	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q82	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q83	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q84	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q85	My job inspires me.
Q86	The work I do gives me a sense of accomplishment.
Q87	I feel a strong personal attachment to my organization.
Q88	I identify with the mission of my organization.
Q89	It is important to me that my work contribute to the common good.
Q90	What percentage of your work time are you currently required to be physically present at your agency worksite?
Q91	Please select the response that BEST describes your current remote work or teleworking schedule.
Q91A	What is your current remote work status?
Q92	Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?
Q93	Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?
Q94	My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.
Q95	Please select the response that BEST describes how employees in your work unit currently report to work:

Survey Items

Item	Item Text
Q96	My organization's senior leaders support policies and procedures to protect employee health and safety.
Q97	My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.
Q98	My supervisor supports my efforts to stay healthy and safe while working.
Q99	My supervisor creates an environment where I can voice my concerns about staying healthy and safe.
PPL1	Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?
PPL2_1	For what purpose did you use Paid Parental Leave? Birth of a child
PPL2_2	For what purpose did you use Paid Parental Leave? Placement of a child for adoption
PPL2_3	For what purpose did you use Paid Parental Leave? Placement of a child for foster care
PPL3	How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?
PPL4_1	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not need to use the full 12 weeks of leave
PPL4_2	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me
PPL4_3	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period
PPL4_4	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel I could be away from job responsibilities for a full 12 weeks
PPL4_5	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Concerned about the impact using the leave would have on my career advancement
PPL4_6	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my coworkers supported my use of all 12 weeks of the leave
PPL4_7	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my supervisor supported my use of all 12 weeks of the leave
PPL4_8	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Other reason

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
CSOSA	24.1 %	40.3 %	15.3 %	13.3 %	7.0 %	343
DHS	20.3 %	39.1 %	17.6 %	14.3 %	8.6 %	72,494
DOC	27.7 %	44.9 %	15.5 %	8.3 %	3.5 %	20,905
DOE	34.8 %	43.7 %	11.9 %	6.8 %	2.8 %	8,547
DOI	27.3 %	44.9 %	14.3 %	9.5 %	4.0 %	26,852
DOJ	21.1 %	39.5 %	16.5 %	14.6 %	8.2 %	25,694
DOL	27.6 %	41.0 %	16.1 %	10.2 %	5.2 %	7,498
DOT	26.7 %	44.4 %	14.1 %	9.9 %	4.9 %	19,861
ED	30.0 %	43.7 %	13.6 %	9.1 %	3.6 %	2,686
EEOC	32.9 %	40.5 %	13.4 %	9.2 %	4.0 %	1,093
EPA	29.8 %	47.2 %	12.5 %	7.5 %	3.0 %	7,720
FCC	31.9 %	41.2 %	12.9 %	9.2 %	4.8 %	523
FERC	42.1 %	40.9 %	9.0 %	5.9 %	2.1 %	1,074
FTC	42.8 %	39.9 %	10.1 %	5.4 %	1.8 %	781
GSA	42.2 %	40.9 %	10.1 %	4.8 %	2.1 %	7,453

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
HHS	33.4 %	43.7 %	12.6 %	7.2 %	3.1 %	50,076
HUD	32.7 %	43.9 %	12.7 %	6.9 %	3.8 %	4,836
NARA	29.6 %	41.4 %	14.3 %	8.0 %	6.6 %	1,394
NCUA	30.6 %	45.1 %	11.8 %	8.9 %	3.6 %	901
NLRB	24.8 %	46.6 %	14.4 %	10.8 %	3.5 %	698
NRC	30.6 %	44.8 %	12.7 %	8.6 %	3.3 %	1,886
NSF	48.4 %	36.1 %	9.1 %	4.5 %	1.9 %	1,043
OMB	32.4 %	45.8 %	12.4 %	6.8 %	2.7 %	433
OPM	29.8 %	43.3 %	14.1 %	8.4 %	4.4 %	1,503
PBGC	46.2 %	40.8 %	9.1 %	2.7 %	1.2 %	603
RRB	26.9 %	38.9 %	17.7 %	10.8 %	5.8 %	366
SBA	29.7 %	41.5 %	15.6 %	9.5 %	3.8 %	3,497
SSA	17.4 %	37.7 %	18.8 %	16.6 %	9.5 %	26,367
State	22.9 %	45.0 %	15.3 %	12.0 %	4.9 %	7,877
USAGM	24.6 %	38.7 %	18.2 %	10.2 %	8.3 %	680
USAID	27.4 %	47.3 %	13.7 %	8.5 %	3.1 %	1,759
USDA	22.6 %	46.7 %	16.6 %	10.5 %	3.7 %	43,054

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
USDT	27.8 %	42.9 %	14.3 %	10.0 %	5.0 %	35,458
Small Agencies	31.1 %	42.4 %	13.7 %	7.9 %	4.8 %	5,991
DOD Overall	27.2 %	42.1 %	15.0 %	10.6 %	5.1 %	162,245
USACE	31.1 %	46.6 %	12.1 %	7.3 %	2.9 %	18,323
Air Force	29.2 %	41.5 %	14.5 %	10.2 %	4.6 %	30,986
†Army	25.9 %	40.3 %	15.7 %	11.9 %	6.2 %	41,586
†Navy	25.3 %	44.1 %	15.2 %	10.6 %	4.7 %	35,159
MarineCorps	24.3 %	40.2 %	17.1 %	12.2 %	6.2 %	4,503
DOD 4thEstate	29.2 %	41.2 %	14.4 %	9.7 %	5.5 %	31,688

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
CSOSA	24.1 %	35.9 %	16.3 %	13.0 %	10.7 %	339
DHS	19.8 %	32.0 %	18.9 %	17.0 %	12.3 %	71,762
DOC	26.2 %	38.1 %	18.3 %	11.5 %	5.8 %	20,671
DOE	35.6 %	39.2 %	12.5 %	8.4 %	4.3 %	8,495
DOI	28.2 %	41.1 %	15.1 %	10.5 %	5.2 %	26,567
DOJ	19.8 %	33.9 %	17.2 %	17.3 %	11.8 %	25,467
DOL	28.1 %	37.2 %	16.6 %	11.3 %	6.9 %	7,439
DOT	26.7 %	38.4 %	15.6 %	12.2 %	7.2 %	19,671
ED	32.1 %	38.1 %	14.6 %	9.8 %	5.4 %	2,657
EEOC	32.4 %	34.4 %	14.3 %	12.4 %	6.4 %	1,083
EPA	32.9 %	42.0 %	12.4 %	8.7 %	4.1 %	7,675
FCC	28.8 %	41.5 %	16.3 %	7.6 %	5.7 %	512
FERC	35.2 %	35.6 %	14.1 %	9.4 %	5.7 %	1,064
FTC	39.4 %	34.1 %	13.7 %	9.2 %	3.6 %	772
GSA	41.9 %	37.1 %	11.7 %	6.4 %	2.9 %	7,396

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
HHS	33.5 %	40.3 %	13.9 %	8.4 %	3.9 %	49,638
HUD	32.6 %	38.9 %	14.3 %	9.0 %	5.1 %	4,803
NARA	33.0 %	35.8 %	14.2 %	9.1 %	7.9 %	1,382
NCUA	27.6 %	38.2 %	16.2 %	12.5 %	5.5 %	892
NLRB	22.4 %	33.6 %	16.9 %	16.5 %	10.6 %	685
NRC	29.6 %	41.5 %	14.0 %	9.6 %	5.3 %	1,868
NSF	48.9 %	31.0 %	10.7 %	7.0 %	2.4 %	1,032
OMB	39.6 %	40.9 %	10.6 %	6.3 %	2.5 %	430
OPM	32.5 %	36.6 %	14.3 %	10.9 %	5.7 %	1,487
PBGC	44.9 %	37.8 %	9.1 %	5.6 %	2.7 %	597
RRB	27.4 %	36.8 %	13.9 %	12.4 %	9.4 %	370
SBA	28.1 %	36.0 %	19.0 %	11.5 %	5.4 %	3,465
SSA	16.8 %	32.9 %	20.3 %	18.0 %	12.0 %	25,955
State	22.3 %	40.9 %	17.4 %	13.2 %	6.1 %	7,837
USAGM	27.4 %	36.7 %	15.9 %	10.4 %	9.6 %	674
USAID	26.0 %	42.9 %	15.1 %	11.3 %	4.7 %	1,753
USDA	22.1 %	41.1 %	18.1 %	13.0 %	5.7 %	42,560

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
USDT	26.8 %	37.5 %	17.1 %	12.0 %	6.6 %	35,202
Small Agencies	32.0 %	37.9 %	14.1 %	10.3 %	5.7 %	5,932
DOD Overall	28.2 %	39.0 %	15.2 %	11.3 %	6.4 %	160,651
USACE	30.0 %	43.4 %	14.4 %	8.7 %	3.5 %	18,157
Air Force	30.8 %	38.6 %	14.2 %	10.5 %	5.9 %	30,693
†Army	27.0 %	38.2 %	15.6 %	12.1 %	7.1 %	41,134
†Navy	26.5 %	40.3 %	15.5 %	11.5 %	6.2 %	34,846
MarineCorps	25.7 %	36.6 %	16.7 %	13.4 %	7.5 %	4,466
DOD 4thEstate	29.7 %	37.4 %	15.3 %	10.8 %	6.8 %	31,355

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
CSOSA	30.4 %	43.3 %	14.8 %	6.1 %	5.4 %	332
DHS	25.0 %	38.1 %	16.3 %	10.6 %	9.9 %	71,586
DOC	31.6 %	45.2 %	13.6 %	6.4 %	3.2 %	20,718
DOE	35.4 %	41.9 %	13.2 %	6.2 %	3.4 %	8,481
DOI	30.8 %	44.3 %	14.0 %	7.4 %	3.5 %	26,622
DOJ	26.9 %	38.7 %	15.0 %	10.8 %	8.7 %	25,429
DOL	34.3 %	41.4 %	13.4 %	6.4 %	4.5 %	7,438
DOT	30.4 %	43.4 %	13.6 %	7.8 %	4.7 %	19,687
ED	35.3 %	42.0 %	13.1 %	6.7 %	3.0 %	2,665
EEOC	45.8 %	36.0 %	9.9 %	5.5 %	2.8 %	1,086
EPA	35.3 %	45.0 %	11.6 %	5.5 %	2.7 %	7,657
FCC	33.6 %	43.7 %	10.3 %	7.8 %	4.6 %	516
FERC	40.6 %	38.2 %	11.6 %	5.8 %	3.9 %	1,071
FTC	41.1 %	40.6 %	10.4 %	5.0 %	2.9 %	778
GSA	39.3 %	40.7 %	12.7 %	5.1 %	2.3 %	7,416

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
HHS	37.2 %	42.3 %	12.1 %	5.6 %	2.8 %	49,739
HUD	34.1 %	42.9 %	12.8 %	6.3 %	4.0 %	4,805
NARA	39.3 %	40.1 %	11.6 %	5.2 %	3.8 %	1,380
NCUA	31.8 %	43.2 %	14.4 %	7.4 %	3.1 %	892
NLRB	36.0 %	45.0 %	10.3 %	5.5 %	3.1 %	690
NRC	31.2 %	44.5 %	13.3 %	7.6 %	3.4 %	1,862
NSF	48.9 %	34.8 %	9.6 %	4.4 %	2.4 %	1,042
OMB	41.2 %	41.3 %	9.7 %	5.7 %	2.1 %	432
OPM	35.2 %	40.3 %	13.2 %	7.0 %	4.3 %	1,494
PBGC	47.9 %	38.9 %	7.9 %	3.2 %	2.1 %	602
RRB	31.4 %	46.5 %	12.1 %	6.4 %	3.6 %	366
SBA	41.8 %	41.4 %	10.2 %	4.1 %	2.5 %	3,464
SSA	24.4 %	41.8 %	15.7 %	10.4 %	7.7 %	25,944
State	29.4 %	43.2 %	14.3 %	8.8 %	4.3 %	7,829
USAGM	34.2 %	40.9 %	11.7 %	5.9 %	7.3 %	677
USAID	30.2 %	45.1 %	13.8 %	7.5 %	3.5 %	1,758
USDA	26.3 %	45.6 %	15.6 %	8.3 %	4.1 %	42,593

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
USDT	30.5 %	42.4 %	14.3 %	7.9 %	5.0 %	35,158
Small Agencies	34.8 %	41.6 %	13.2 %	6.5 %	3.9 %	5,948
DOD Overall	29.4 %	42.3 %	14.7 %	8.6 %	5.0 %	160,653
USACE	31.0 %	46.7 %	13.0 %	6.5 %	2.8 %	18,137
Air Force	30.0 %	42.1 %	14.3 %	8.7 %	4.8 %	30,718
†Army	29.8 %	41.9 %	14.6 %	8.5 %	5.3 %	41,168
†Navy	27.2 %	43.4 %	15.3 %	9.1 %	5.0 %	34,769
MarineCorps	28.5 %	37.8 %	17.6 %	10.0 %	6.2 %	4,463
DOD 4thEstate	32.0 %	41.0 %	14.2 %	8.0 %	4.9 %	31,398

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
CSOSA	35.1 %	47.0 %	9.1 %	4.8 %	4.0 %	344
DHS	32.1 %	47.6 %	10.4 %	5.7 %	4.2 %	71,807
DOC	38.4 %	47.2 %	8.5 %	4.1 %	1.8 %	20,739
DOE	35.9 %	48.0 %	8.9 %	5.0 %	2.2 %	8,476
DOI	30.0 %	49.9 %	11.4 %	6.0 %	2.7 %	26,577
DOJ	30.1 %	48.0 %	11.5 %	6.7 %	3.8 %	25,433
DOL	35.8 %	46.8 %	9.1 %	5.3 %	3.1 %	7,458
DOT	33.6 %	48.8 %	9.8 %	5.1 %	2.8 %	19,637
ED	36.8 %	46.1 %	9.3 %	5.3 %	2.5 %	2,639
EEOC	43.5 %	38.6 %	8.8 %	7.0 %	2.1 %	1,090
EPA	33.7 %	50.5 %	9.2 %	4.7 %	1.9 %	7,667
FCC	41.0 %	43.9 %	7.8 %	4.3 %	3.0 %	515
FERC	45.7 %	40.0 %	8.0 %	4.2 %	2.1 %	1,065
FTC	40.2 %	41.2 %	8.6 %	6.9 %	3.0 %	771
GSA	43.9 %	43.4 %	7.7 %	3.6 %	1.4 %	7,382

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
HHS	38.6 %	47.4 %	8.2 %	4.1 %	1.7 %	49,588
HUD	35.9 %	47.0 %	8.7 %	5.5 %	2.9 %	4,798
NARA	38.6 %	46.5 %	8.0 %	4.3 %	2.6 %	1,384
NCUA	35.2 %	47.3 %	8.1 %	6.5 %	2.9 %	893
NLRB	35.0 %	47.2 %	9.1 %	5.6 %	3.2 %	695
NRC	36.1 %	48.6 %	8.1 %	5.1 %	2.1 %	1,866
NSF	48.1 %	38.1 %	7.2 %	5.2 %	1.4 %	1,037
OMB	32.5 %	43.5 %	13.2 %	8.0 %	2.8 %	430
OPM	41.2 %	42.9 %	8.5 %	5.0 %	2.5 %	1,493
PBGC	54.7 %	39.0 %	3.4 %	2.2 %	0.7 %	598
RRB	37.5 %	48.3 %	6.3 %	4.3 %	3.6 %	367
SBA	44.1 %	44.3 %	6.3 %	3.4 %	2.0 %	3,463
SSA	30.9 %	48.9 %	10.3 %	6.1 %	3.8 %	25,943
State	28.4 %	50.6 %	11.7 %	6.7 %	2.5 %	7,819
USAGM	35.3 %	45.2 %	10.3 %	4.4 %	4.8 %	680
USAID	25.6 %	51.6 %	12.6 %	7.3 %	2.9 %	1,748
USDA	28.4 %	52.4 %	11.1 %	5.7 %	2.4 %	42,574

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
USDT	35.9 %	48.1 %	8.6 %	4.7 %	2.7 %	35,165
Small Agencies	37.3 %	45.0 %	9.2 %	5.5 %	3.0 %	5,937
DOD Overall	33.7 %	47.4 %	10.3 %	5.8 %	2.8 %	160,660
USACE	32.6 %	51.5 %	9.6 %	4.6 %	1.6 %	18,146
Air Force	34.6 %	46.3 %	10.2 %	6.1 %	2.8 %	30,677
†Army	34.2 %	46.9 %	10.1 %	5.8 %	3.1 %	41,167
†Navy	31.1 %	49.2 %	11.1 %	5.9 %	2.7 %	34,822
MarineCorps	33.6 %	44.7 %	11.6 %	7.0 %	3.2 %	4,458
DOD 4thEstate	36.9 %	46.0 %	9.2 %	5.0 %	2.9 %	31,390

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
CSOSA	22.5 %	40.7 %	16.8 %	9.3 %	10.6 %	342
DHS	18.5 %	41.8 %	15.5 %	13.3 %	10.9 %	72,426
DOC	18.5 %	41.9 %	15.9 %	15.0 %	8.6 %	20,866
DOE	19.9 %	42.5 %	13.8 %	15.1 %	8.7 %	8,524
DOI	14.6 %	39.1 %	16.2 %	18.4 %	11.7 %	26,801
DOJ	16.6 %	42.0 %	14.7 %	15.0 %	11.7 %	25,653
DOL	19.0 %	40.1 %	15.2 %	14.6 %	11.0 %	7,495
DOT	18.7 %	43.3 %	14.5 %	14.1 %	9.3 %	19,835
ED	19.3 %	37.7 %	13.4 %	17.4 %	12.2 %	2,670
EEOC	23.6 %	33.9 %	13.7 %	16.7 %	12.1 %	1,087
EPA	16.5 %	41.7 %	15.5 %	16.8 %	9.5 %	7,700
FCC	27.3 %	44.2 %	11.0 %	11.4 %	6.1 %	521
FERC	26.4 %	38.5 %	13.2 %	12.9 %	9.1 %	1,073
FTC	27.2 %	41.2 %	12.4 %	12.4 %	6.7 %	777
GSA	27.3 %	41.9 %	13.6 %	11.1 %	6.2 %	7,446

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
HHS	21.9 %	43.1 %	14.3 %	13.6 %	7.1 %	50,000
HUD	21.9 %	42.4 %	13.8 %	13.3 %	8.5 %	4,823
NARA	25.0 %	41.1 %	13.5 %	13.0 %	7.4 %	1,397
NCUA	14.1 %	37.6 %	15.8 %	20.0 %	12.5 %	900
NLRB	18.6 %	28.5 %	10.3 %	17.7 %	24.9 %	696
NRC	19.7 %	46.0 %	13.0 %	13.2 %	8.1 %	1,880
NSF	22.8 %	35.2 %	15.3 %	17.1 %	9.6 %	1,042
OMB	16.5 %	39.3 %	12.6 %	20.4 %	11.1 %	432
OPM	20.1 %	39.9 %	14.3 %	16.0 %	9.7 %	1,502
PBGC	41.1 %	41.9 %	8.8 %	4.8 %	3.4 %	605
RRB	18.9 %	38.6 %	15.5 %	15.5 %	11.6 %	370
SBA	31.3 %	42.9 %	11.7 %	8.7 %	5.4 %	3,493
SSA	13.5 %	31.7 %	15.3 %	19.2 %	20.2 %	26,236
State	14.3 %	37.7 %	15.8 %	18.5 %	13.7 %	7,883
USAGM	19.2 %	43.9 %	15.8 %	10.2 %	10.8 %	680
USAID	10.5 %	36.6 %	17.1 %	21.0 %	14.8 %	1,762
USDA	14.7 %	40.7 %	16.2 %	17.0 %	11.4 %	42,981

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
USDT	20.8 %	42.6 %	14.3 %	13.5 %	8.8 %	35,390
Small Agencies	22.4 %	40.4 %	13.4 %	14.4 %	9.4 %	5,973
DOD Overall	20.7 %	43.8 %	14.3 %	13.3 %	7.9 %	162,041
USACE	17.8 %	45.6 %	15.2 %	14.3 %	7.1 %	18,289
Air Force	21.5 %	43.8 %	13.9 %	13.3 %	7.5 %	30,966
†Army	20.8 %	42.7 %	14.0 %	13.6 %	8.9 %	41,543
†Navy	18.8 %	45.6 %	14.9 %	13.2 %	7.5 %	35,103
MarineCorps	20.8 %	40.5 %	16.4 %	14.5 %	7.8 %	4,495
DOD 4thEstate	23.5 %	43.0 %	13.4 %	12.1 %	8.1 %	31,645

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
CSOSA	21.6 %	36.5 %	18.8 %	9.8 %	13.3 %	340
DHS	18.1 %	35.4 %	19.0 %	14.9 %	12.6 %	71,485
DOC	22.1 %	43.4 %	17.6 %	11.0 %	5.9 %	20,613
DOE	27.7 %	43.6 %	13.4 %	9.7 %	5.6 %	8,465
DOI	21.4 %	43.8 %	17.2 %	11.4 %	6.3 %	26,525
DOJ	18.9 %	37.3 %	16.9 %	15.3 %	11.7 %	25,359
DOL	24.6 %	39.5 %	17.2 %	11.2 %	7.5 %	7,408
DOT	23.1 %	42.9 %	15.4 %	11.2 %	7.4 %	19,627
ED	25.0 %	41.4 %	14.6 %	12.7 %	6.3 %	2,641
EEOC	30.2 %	39.3 %	15.4 %	10.0 %	5.2 %	1,077
EPA	23.2 %	45.4 %	15.5 %	10.6 %	5.2 %	7,626
FCC	30.1 %	38.9 %	15.0 %	10.2 %	5.8 %	519
FERC	33.3 %	39.6 %	14.0 %	9.0 %	4.1 %	1,071
FTC	33.2 %	40.8 %	11.9 %	10.3 %	3.8 %	773
GSA	33.0 %	41.9 %	13.6 %	7.3 %	4.2 %	7,384

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
HHS	27.2 %	43.2 %	15.2 %	9.6 %	4.8 %	49,462
HUD	26.6 %	41.2 %	15.7 %	9.6 %	6.9 %	4,767
NARA	26.4 %	39.0 %	15.7 %	10.2 %	8.7 %	1,383
NCUA	24.0 %	44.0 %	14.9 %	11.3 %	5.9 %	890
NLRB	23.9 %	42.4 %	17.2 %	10.3 %	6.2 %	692
NRC	22.8 %	44.3 %	14.7 %	11.8 %	6.4 %	1,865
NSF	35.6 %	37.7 %	12.8 %	10.0 %	3.9 %	1,034
OMB	28.8 %	43.1 %	12.3 %	11.9 %	3.8 %	427
OPM	26.2 %	40.7 %	16.5 %	10.3 %	6.4 %	1,488
PBGC	41.9 %	37.6 %	11.9 %	6.0 %	2.6 %	596
RRB	23.7 %	37.0 %	16.8 %	11.8 %	10.7 %	367
SBA	28.3 %	39.8 %	15.8 %	10.0 %	6.1 %	3,440
SSA	16.3 %	35.1 %	20.3 %	15.8 %	12.6 %	25,753
State	18.3 %	40.4 %	17.7 %	15.2 %	8.4 %	7,797
USAGM	24.3 %	39.3 %	12.7 %	11.6 %	12.0 %	670
USAID	17.6 %	44.1 %	16.4 %	14.8 %	7.0 %	1,735
USDA	18.7 %	44.7 %	18.3 %	12.2 %	6.0 %	42,447

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
USDT	23.5 %	40.5 %	17.6 %	11.2 %	7.2 %	35,065
Small Agencies	26.7 %	41.4 %	14.5 %	10.7 %	6.7 %	5,920
DOD Overall	23.8 %	41.1 %	15.9 %	11.8 %	7.3 %	160,128
USACE	24.4 %	47.3 %	14.7 %	9.4 %	4.2 %	18,074
Air Force	25.3 %	40.7 %	15.5 %	11.7 %	6.8 %	30,581
†Army	23.7 %	40.2 %	15.7 %	12.2 %	8.1 %	41,006
†Navy	21.4 %	42.4 %	16.4 %	12.4 %	7.4 %	34,713
MarineCorps	23.7 %	37.7 %	17.2 %	12.7 %	8.8 %	4,441
DOD 4thEstate	25.7 %	39.9 %	16.1 %	10.9 %	7.5 %	31,313

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(7) I know how my work relates to the agency's goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
CSOSA	44.3 %	45.9 %	5.6 %	2.0 %	2.2 %	342
DHS	32.6 %	45.9 %	10.7 %	4.7 %	6.0 %	72,273
DOC	40.5 %	48.1 %	7.4 %	2.6 %	1.5 %	20,844
DOE	44.0 %	45.0 %	6.7 %	2.4 %	1.8 %	8,514
DOI	35.7 %	49.1 %	9.5 %	3.5 %	2.2 %	26,801
DOJ	31.8 %	46.5 %	12.0 %	5.3 %	4.4 %	25,636
DOL	42.5 %	45.1 %	7.4 %	2.7 %	2.3 %	7,476
DOT	37.0 %	47.7 %	9.1 %	3.5 %	2.7 %	19,802
ED	40.8 %	46.7 %	8.1 %	2.6 %	1.8 %	2,680
EEOC	52.8 %	37.0 %	6.0 %	2.4 %	1.8 %	1,080
EPA	43.2 %	46.7 %	6.5 %	2.1 %	1.5 %	7,693
FCC	41.1 %	44.9 %	8.2 %	4.1 %	1.7 %	522
FERC	51.8 %	38.7 %	6.3 %	1.6 %	1.6 %	1,072
FTC	47.2 %	34.5 %	10.0 %	5.5 %	2.7 %	779
GSA	46.3 %	43.5 %	7.1 %	1.9 %	1.2 %	7,427

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(7) I know how my work relates to the agency's goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
HHS	44.1 %	45.6 %	6.8 %	2.1 %	1.4 %	49,928
HUD	40.4 %	46.4 %	8.1 %	3.1 %	2.0 %	4,818
NARA	44.0 %	42.3 %	8.0 %	2.9 %	2.8 %	1,383
NCUA	39.7 %	45.1 %	9.2 %	3.8 %	2.1 %	900
NLRB	43.5 %	46.5 %	6.1 %	1.6 %	2.3 %	699
NRC	43.7 %	45.5 %	6.8 %	2.5 %	1.4 %	1,885
NSF	59.7 %	32.9 %	4.8 %	1.8 %	0.7 %	1,041
OMB	35.2 %	48.1 %	10.1 %	4.4 %	2.2 %	431
OPM	43.6 %	43.7 %	8.1 %	2.4 %	2.1 %	1,500
PBGC	61.9 %	35.0 %	2.1 %	0.3 %	0.7 %	604
RRB	45.9 %	43.6 %	5.4 %	2.4 %	2.7 %	366
SBA	46.5 %	43.7 %	6.5 %	1.7 %	1.6 %	3,481
SSA	33.7 %	50.5 %	9.5 %	3.4 %	2.9 %	26,291
State	36.8 %	48.9 %	8.7 %	3.8 %	1.9 %	7,868
USAGM	40.3 %	42.6 %	9.9 %	2.5 %	4.7 %	679
USAID	37.5 %	50.6 %	8.2 %	2.3 %	1.4 %	1,760
USDA	31.7 %	52.3 %	10.4 %	3.6 %	2.1 %	42,949

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(7) I know how my work relates to the agency's goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
USDT	37.1 %	48.8 %	8.8 %	3.0 %	2.3 %	35,363
Small Agencies	44.6 %	42.5 %	7.3 %	3.3 %	2.2 %	5,981
DOD Overall	37.1 %	47.8 %	9.2 %	3.5 %	2.3 %	161,745
USACE	36.8 %	51.1 %	8.2 %	2.6 %	1.3 %	18,268
Air Force	38.8 %	46.4 %	8.8 %	3.8 %	2.2 %	30,897
†Army	36.2 %	47.3 %	9.8 %	3.9 %	2.8 %	41,457
†Navy	35.4 %	49.9 %	9.3 %	3.4 %	2.1 %	35,023
MarineCorps	35.9 %	46.3 %	11.1 %	4.0 %	2.6 %	4,495
DOD 4thEstate	39.6 %	46.5 %	8.6 %	2.9 %	2.3 %	31,605

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
CSOSA	22.7 %	31.4 %	24.2 %	9.3 %	12.4 %	326	22
DHS	28.0 %	34.7 %	16.5 %	10.6 %	10.2 %	70,226	2,664
DOC	34.2 %	38.3 %	15.8 %	6.3 %	5.3 %	19,611	1,359
DOE	43.9 %	34.2 %	11.1 %	5.7 %	5.0 %	8,273	295
DOI	31.3 %	37.9 %	14.3 %	9.2 %	7.4 %	25,931	1,036
DOJ	27.5 %	33.6 %	15.9 %	11.4 %	11.7 %	24,724	1,097
DOL	37.8 %	33.7 %	14.4 %	7.0 %	7.1 %	7,128	409
DOT	36.3 %	37.5 %	12.5 %	6.9 %	6.6 %	19,125	833
ED	39.3 %	35.2 %	13.8 %	6.1 %	5.6 %	2,495	194
EEOC	35.2 %	32.5 %	17.2 %	6.5 %	8.6 %	1,032	69
EPA	36.2 %	39.1 %	14.0 %	6.2 %	4.6 %	7,277	464
FCC	39.3 %	33.9 %	14.2 %	7.2 %	5.5 %	490	34
FERC	54.1 %	28.7 %	10.5 %	3.9 %	2.8 %	1,009	66
FTC	50.2 %	30.0 %	11.1 %	4.5 %	4.1 %	735	46
GSA	45.7 %	33.9 %	12.9 %	4.0 %	3.5 %	7,147	331

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
HHS	35.6 %	37.5 %	15.0 %	6.7 %	5.2 %	47,435	2,762
HUD	37.1 %	35.2 %	15.1 %	6.4 %	6.2 %	4,546	297
NARA	39.6 %	32.7 %	13.6 %	7.5 %	6.6 %	1,336	66
NCUA	45.6 %	34.8 %	9.1 %	6.4 %	4.0 %	861	39
NLRB	37.3 %	35.5 %	16.0 %	6.2 %	5.1 %	650	54
NRC	40.3 %	36.7 %	11.0 %	6.5 %	5.5 %	1,806	80
NSF	49.9 %	29.8 %	11.4 %	5.8 %	3.1 %	982	65
OMB	47.1 %	35.5 %	9.7 %	3.8 %	3.9 %	411	22
OPM	38.5 %	34.5 %	15.9 %	5.5 %	5.6 %	1,411	99
PBGC	50.4 %	31.1 %	12.9 %	2.9 %	2.7 %	569	36
RRB	40.0 %	32.4 %	15.2 %	5.5 %	6.9 %	355	18
SBA	42.4 %	33.1 %	14.4 %	5.8 %	4.3 %	3,378	136
SSA	28.4 %	36.8 %	18.7 %	8.2 %	7.9 %	25,179	1,264
State	29.2 %	37.9 %	14.3 %	10.6 %	8.0 %	7,614	334
USAGM	27.5 %	31.9 %	19.3 %	8.8 %	12.5 %	642	47
USAID	34.8 %	40.0 %	11.7 %	8.6 %	4.9 %	1,685	82
USDA	28.0 %	40.6 %	15.8 %	9.2 %	6.3 %	41,520	1,724

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
USDT	38.0 %	36.2 %	13.9 %	6.2 %	5.7 %	33,733	1,940
Small Agencies	39.4 %	33.2 %	13.5 %	6.9 %	7.1 %	5,644	358
DOD Overall	36.4 %	35.9 %	12.9 %	7.8 %	7.0 %	157,834	5,084
USACE	37.8 %	40.0 %	12.0 %	5.9 %	4.3 %	17,784	590
Air Force	38.8 %	35.2 %	11.7 %	7.6 %	6.7 %	30,287	854
†Army	35.6 %	34.7 %	13.4 %	8.4 %	7.8 %	40,636	1,145
†Navy	34.9 %	37.8 %	13.2 %	7.5 %	6.5 %	34,226	1,061
Marine Corps	32.3 %	33.4 %	15.0 %	10.0 %	9.3 %	4,399	134
DOD 4thEstate	37.3 %	34.7 %	13.4 %	7.2 %	7.5 %	30,502	1,300

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
CSOSA	24.3 %	48.3 %	14.7 %	10.2 %	2.5 %	347
DHS	22.0 %	49.9 %	14.7 %	9.6 %	3.7 %	72,910
DOC	26.5 %	53.0 %	12.3 %	6.6 %	1.7 %	20,956
DOE	27.4 %	52.2 %	11.8 %	6.7 %	2.0 %	8,576
DOI	21.0 %	52.8 %	14.9 %	9.1 %	2.1 %	26,973
DOJ	21.0 %	49.7 %	15.5 %	10.2 %	3.6 %	25,831
DOL	26.4 %	48.8 %	13.7 %	8.1 %	2.9 %	7,533
DOT	23.3 %	52.4 %	13.5 %	8.5 %	2.3 %	19,953
ED	25.2 %	51.2 %	12.2 %	9.1 %	2.3 %	2,690
EEOC	32.6 %	47.4 %	9.9 %	8.0 %	2.0 %	1,098
EPA	23.9 %	54.7 %	12.5 %	7.1 %	1.7 %	7,746
FCC	30.8 %	50.2 %	10.6 %	6.5 %	1.9 %	524
FERC	39.1 %	45.1 %	9.9 %	4.8 %	1.0 %	1,077
FTC	33.7 %	44.3 %	10.4 %	8.5 %	3.0 %	781
GSA	34.8 %	49.5 %	9.8 %	4.8 %	1.1 %	7,480

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
HHS	29.1 %	52.1 %	11.3 %	6.1 %	1.4 %	50,221
HUD	25.8 %	49.9 %	13.1 %	8.7 %	2.5 %	4,845
NARA	27.5 %	49.8 %	12.1 %	7.3 %	3.4 %	1,402
NCUA	23.9 %	50.8 %	13.0 %	9.2 %	3.1 %	902
NLRB	26.6 %	49.3 %	12.0 %	9.0 %	3.1 %	704
NRC	29.6 %	53.1 %	9.9 %	5.3 %	2.2 %	1,887
NSF	37.6 %	45.5 %	8.5 %	7.2 %	1.2 %	1,048
OMB	18.0 %	55.6 %	12.5 %	11.5 %	2.4 %	432
OPM	25.7 %	50.6 %	12.4 %	8.3 %	3.0 %	1,513
PBGC	48.3 %	43.2 %	5.6 %	2.0 %	0.9 %	606
RRB	25.6 %	51.7 %	12.2 %	8.2 %	2.3 %	372
SBA	30.7 %	48.8 %	11.0 %	7.7 %	1.8 %	3,515
SSA	20.8 %	48.8 %	15.3 %	11.0 %	4.1 %	26,458
State	19.6 %	52.9 %	15.4 %	9.8 %	2.3 %	7,943
USAGM	28.3 %	45.1 %	14.9 %	8.2 %	3.6 %	689
USAID	17.6 %	56.0 %	14.5 %	10.0 %	1.9 %	1,763
USDA	18.7 %	52.5 %	16.4 %	10.0 %	2.4 %	43,268

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
USDT	23.5 %	48.5 %	13.9 %	10.0 %	4.0 %	35,686
Small Agencies	28.0 %	49.0 %	12.4 %	8.4 %	2.3 %	6,011
DOD Overall	24.8 %	50.2 %	13.7 %	8.8 %	2.5 %	162,968
USACE	24.0 %	54.8 %	12.9 %	6.9 %	1.4 %	18,373
Air Force	25.4 %	50.1 %	13.2 %	8.9 %	2.4 %	31,145
†Army	26.0 %	48.9 %	13.7 %	8.7 %	2.6 %	41,801
†Navy	22.2 %	51.8 %	14.5 %	9.0 %	2.4 %	35,289
MarineCorps	25.5 %	46.7 %	15.1 %	9.8 %	2.8 %	4,532
DOD 4thEstate	26.8 %	49.1 %	13.0 %	8.6 %	2.6 %	31,828

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) I receive the training I need to do my job well.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
CSOSA	22.9 %	44.1 %	18.6 %	11.4 %	3.1 %	347
DHS	19.4 %	43.2 %	19.0 %	12.5 %	5.9 %	72,924
DOC	25.0 %	48.8 %	15.9 %	7.8 %	2.6 %	20,963
DOE	27.7 %	46.2 %	16.2 %	7.4 %	2.5 %	8,572
DOI	19.4 %	45.9 %	19.7 %	11.2 %	3.7 %	26,972
DOJ	17.2 %	41.3 %	19.9 %	14.5 %	7.2 %	25,823
DOL	22.2 %	43.5 %	19.2 %	10.1 %	4.9 %	7,534
DOT	21.2 %	45.2 %	18.5 %	10.8 %	4.4 %	19,945
ED	23.6 %	44.4 %	19.4 %	9.1 %	3.4 %	2,692
EEOC	29.9 %	42.7 %	15.6 %	9.2 %	2.6 %	1,098
EPA	21.2 %	48.2 %	18.6 %	9.2 %	2.7 %	7,737
FCC	26.1 %	46.8 %	17.3 %	7.6 %	2.3 %	526
FERC	37.8 %	40.9 %	14.6 %	5.2 %	1.6 %	1,078
FTC	31.8 %	43.1 %	18.0 %	5.5 %	1.5 %	782
GSA	35.3 %	44.7 %	13.3 %	5.0 %	1.6 %	7,476

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) I receive the training I need to do my job well.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
HHS	27.8 %	46.6 %	16.1 %	7.2 %	2.2 %	50,214
HUD	24.9 %	45.6 %	16.9 %	9.1 %	3.5 %	4,850
NARA	24.2 %	43.7 %	17.9 %	8.8 %	5.4 %	1,404
NCUA	21.4 %	44.4 %	17.6 %	11.7 %	4.9 %	902
NLRB	19.4 %	41.5 %	18.6 %	14.5 %	6.0 %	704
NRC	26.9 %	47.2 %	15.8 %	7.9 %	2.2 %	1,887
NSF	42.0 %	40.7 %	10.9 %	5.5 %	1.0 %	1,047
OMB	14.6 %	39.1 %	30.1 %	13.4 %	2.8 %	433
OPM	23.5 %	44.5 %	19.7 %	8.1 %	4.1 %	1,510
PBGC	49.1 %	39.1 %	8.6 %	2.9 %	0.3 %	604
RRB	26.2 %	41.4 %	17.6 %	10.6 %	4.1 %	372
SBA	27.9 %	44.1 %	16.3 %	8.6 %	3.1 %	3,513
SSA	17.0 %	41.8 %	19.4 %	15.1 %	6.6 %	26,458
State	15.6 %	40.4 %	21.9 %	16.7 %	5.4 %	7,949
USAGM	19.9 %	42.3 %	23.1 %	9.6 %	5.1 %	689
USAID	16.6 %	47.7 %	22.0 %	11.0 %	2.7 %	1,769
USDA	17.2 %	45.2 %	20.8 %	12.8 %	4.0 %	43,247

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) I receive the training I need to do my job well.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
USDT	20.5 %	42.0 %	17.8 %	13.4 %	6.3 %	35,686
Small Agencies	25.3 %	42.7 %	18.8 %	9.5 %	3.8 %	6,006
DOD Overall	21.8 %	43.0 %	19.2 %	11.5 %	4.5 %	162,945
USACE	22.3 %	47.2 %	17.7 %	9.8 %	3.0 %	18,375
Air Force	22.4 %	43.1 %	19.0 %	11.4 %	4.1 %	31,134
†Army	22.9 %	42.2 %	18.6 %	11.5 %	4.8 %	41,794
†Navy	19.3 %	43.5 %	20.3 %	12.1 %	4.7 %	35,286
MarineCorps	20.4 %	38.9 %	22.8 %	12.5 %	5.4 %	4,534
DOD 4thEstate	24.1 %	43.0 %	17.9 %	10.4 %	4.5 %	31,822

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(11) I am held accountable for the quality of work I produce.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
CSOSA	42.5 %	43.8 %	9.0 %	1.3 %	3.4 %	348
DHS	32.7 %	48.6 %	11.2 %	4.8 %	2.7 %	72,815
DOC	42.6 %	48.1 %	6.5 %	2.0 %	0.7 %	20,956
DOE	40.1 %	50.9 %	6.6 %	1.7 %	0.6 %	8,572
DOI	31.6 %	54.8 %	9.6 %	3.1 %	0.9 %	26,946
DOJ	30.7 %	50.2 %	10.7 %	5.5 %	2.9 %	25,810
DOL	44.0 %	48.2 %	5.9 %	1.3 %	0.6 %	7,540
DOT	35.0 %	51.4 %	8.6 %	3.4 %	1.5 %	19,934
ED	45.2 %	47.9 %	5.0 %	1.5 %	0.4 %	2,683
EEOC	48.8 %	44.9 %	4.4 %	1.1 %	0.8 %	1,101
EPA	36.7 %	54.0 %	7.1 %	1.8 %	0.4 %	7,728
FCC	41.5 %	50.4 %	6.4 %	1.5 %	0.2 %	520
FERC	48.0 %	44.2 %	6.0 %	1.5 %	0.4 %	1,077
FTC	47.4 %	44.9 %	6.0 %	1.4 %	0.3 %	778
GSA	49.0 %	44.9 %	4.9 %	0.8 %	0.3 %	7,483

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(11) I am held accountable for the quality of work I produce.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
HHS	43.1 %	49.2 %	5.8 %	1.5 %	0.5 %	50,173
HUD	43.8 %	48.8 %	5.6 %	1.2 %	0.6 %	4,850
NARA	42.3 %	47.2 %	7.1 %	2.1 %	1.3 %	1,402
NCUA	46.1 %	45.6 %	5.1 %	1.7 %	1.4 %	902
NLRB	39.9 %	51.6 %	6.5 %	1.3 %	0.6 %	700
NRC	35.2 %	54.0 %	7.5 %	1.9 %	1.4 %	1,888
NSF	51.9 %	41.7 %	4.1 %	1.9 %	0.5 %	1,044
OMB	38.3 %	47.1 %	11.3 %	2.9 %	0.4 %	433
OPM	45.5 %	46.5 %	5.6 %	1.4 %	1.0 %	1,509
PBGC	56.4 %	40.4 %	2.5 %	0.6 %	0.1 %	604
RRB	45.9 %	44.9 %	7.3 %	0.7 %	1.1 %	373
SBA	49.0 %	44.3 %	4.6 %	1.7 %	0.4 %	3,513
SSA	35.5 %	51.4 %	8.0 %	3.5 %	1.7 %	26,431
State	29.7 %	54.1 %	10.4 %	4.8 %	1.0 %	7,946
USAGM	35.9 %	51.2 %	8.8 %	2.1 %	2.0 %	691
USAID	30.6 %	54.5 %	10.6 %	3.7 %	0.6 %	1,765
USDA	31.5 %	55.6 %	9.0 %	3.1 %	0.9 %	43,227

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(11) I am held accountable for the quality of work I produce.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
USDT	41.9 %	49.6 %	6.0 %	1.7 %	0.8 %	35,648
Small Agencies	40.8 %	49.3 %	7.1 %	1.9 %	0.9 %	6,012
DOD Overall	37.4 %	51.1 %	7.8 %	2.7 %	1.0 %	162,823
USACE	34.4 %	55.1 %	7.5 %	2.3 %	0.7 %	18,368
Air Force	38.2 %	50.6 %	7.5 %	2.7 %	0.9 %	31,132
†Army	37.8 %	50.6 %	7.9 %	2.7 %	1.0 %	41,738
†Navy	34.3 %	52.7 %	8.6 %	3.1 %	1.2 %	35,260
MarineCorps	37.3 %	50.1 %	9.2 %	2.2 %	1.2 %	4,522
DOD 4thEstate	42.7 %	48.2 %	6.2 %	1.9 %	1.0 %	31,803

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) Continually changing work priorities make it hard for me to produce high quality work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
CSOSA	5.7 %	22.6 %	22.7 %	23.1 %	25.9 %	337	11
DHS	7.1 %	23.7 %	25.7 %	24.7 %	18.8 %	71,559	1,317
DOC	6.9 %	27.4 %	26.5 %	24.4 %	14.8 %	20,384	576
DOE	7.9 %	29.5 %	26.2 %	23.4 %	13.2 %	8,427	145
DOI	5.3 %	23.7 %	27.1 %	27.6 %	16.3 %	26,483	485
DOJ	6.8 %	26.1 %	24.5 %	24.5 %	18.0 %	25,192	630
DOL	7.1 %	25.4 %	25.6 %	24.0 %	17.8 %	7,387	155
DOT	6.3 %	25.5 %	26.4 %	25.6 %	16.3 %	19,510	437
ED	7.1 %	26.1 %	24.0 %	24.9 %	17.9 %	2,628	62
EEOC	9.9 %	26.1 %	23.9 %	22.0 %	18.1 %	1,078	21
EPA	5.9 %	29.3 %	26.8 %	24.5 %	13.5 %	7,583	157
FCC	10.6 %	30.4 %	27.9 %	19.6 %	11.5 %	505	21
FERC	12.7 %	29.3 %	22.4 %	21.2 %	14.4 %	1,054	24
FTC	9.1 %	28.9 %	22.2 %	21.0 %	18.8 %	762	19
GSA	8.0 %	25.9 %	26.1 %	23.8 %	16.2 %	7,319	155

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) Continually changing work priorities make it hard for me to produce high quality work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
HHS	7.5 %	28.8 %	26.5 %	24.2 %	13.0 %	48,903	1,295
HUD	7.4 %	27.1 %	25.3 %	23.4 %	16.9 %	4,722	124
NARA	10.2 %	27.3 %	25.6 %	21.6 %	15.4 %	1,360	42
NCUA	5.9 %	23.0 %	22.3 %	30.1 %	18.8 %	895	7
NLRB	7.5 %	18.9 %	21.1 %	26.4 %	26.1 %	685	17
NRC	8.0 %	31.2 %	23.4 %	23.2 %	14.3 %	1,853	33
NSF	11.8 %	32.1 %	22.3 %	21.4 %	12.4 %	1,022	23
OMB	5.8 %	26.6 %	22.6 %	27.3 %	17.7 %	431	1
OPM	7.5 %	26.6 %	24.7 %	25.2 %	16.0 %	1,478	34
PBGC	17.1 %	37.4 %	24.0 %	13.6 %	7.8 %	574	30
RRB	11.6 %	26.9 %	30.5 %	21.7 %	9.2 %	360	13
SBA	14.1 %	30.0 %	25.5 %	19.1 %	11.3 %	3,452	67
SSA	5.9 %	20.6 %	23.5 %	26.8 %	23.3 %	26,073	392
State	4.6 %	27.2 %	24.6 %	27.2 %	16.4 %	7,788	157
USAGM	5.5 %	23.9 %	30.7 %	24.8 %	15.1 %	670	21
USAID	3.8 %	20.5 %	22.5 %	32.2 %	21.0 %	1,739	27
USDA	4.9 %	22.6 %	27.1 %	27.7 %	17.7 %	42,480	794

(12) Continually changing work priorities make it hard for me to produce high quality work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
USDT	6.6 %	23.7 %	25.9 %	25.7 %	18.1 %	34,809	887
Small Agencies	9.0 %	28.2 %	23.8 %	23.2 %	15.8 %	5,878	133
DOD Overall	7.5 %	26.7 %	26.0 %	24.4 %	15.5 %	159,209	3,741
USACE	6.5 %	28.6 %	26.4 %	25.4 %	13.1 %	18,021	356
Air Force	7.5 %	27.3 %	25.9 %	24.2 %	15.2 %	30,392	762
†Army	7.9 %	26.0 %	25.7 %	24.8 %	15.6 %	40,852	935
†Navy	7.0 %	26.6 %	26.3 %	24.7 %	15.5 %	34,486	792
MarineCorps	8.5 %	24.0 %	26.7 %	23.4 %	17.4 %	4,403	126
DOD 4thEstate	8.2 %	27.0 %	25.5 %	23.2 %	16.1 %	31,055	770

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have a clear idea of how well I am doing my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
CSOSA	26.8 %	47.2 %	13.9 %	7.1 %	5.1 %	348
DHS	22.6 %	47.4 %	16.8 %	8.8 %	4.4 %	72,899
DOC	26.6 %	51.6 %	13.2 %	6.5 %	2.1 %	20,969
DOE	28.6 %	52.2 %	12.9 %	4.6 %	1.6 %	8,575
DOI	21.5 %	52.5 %	16.2 %	7.6 %	2.3 %	26,971
DOJ	21.8 %	48.1 %	16.5 %	9.4 %	4.3 %	25,818
DOL	27.3 %	48.7 %	14.3 %	6.2 %	3.4 %	7,541
DOT	24.8 %	51.7 %	14.0 %	6.8 %	2.7 %	19,955
ED	29.1 %	50.4 %	13.1 %	5.1 %	2.3 %	2,691
EEOC	32.9 %	45.6 %	12.6 %	6.2 %	2.7 %	1,101
EPA	25.2 %	54.4 %	13.2 %	5.7 %	1.5 %	7,736
FCC	32.6 %	50.4 %	9.9 %	5.5 %	1.6 %	524
FERC	34.1 %	47.6 %	10.3 %	5.5 %	2.4 %	1,076
FTC	35.2 %	49.2 %	8.8 %	5.1 %	1.7 %	779
GSA	36.7 %	48.4 %	10.4 %	3.4 %	1.1 %	7,479

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have a clear idea of how well I am doing my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
HHS	29.5 %	51.2 %	12.5 %	5.1 %	1.7 %	50,206
HUD	30.1 %	49.5 %	12.1 %	6.0 %	2.4 %	4,848
NARA	30.1 %	49.2 %	13.2 %	5.0 %	2.4 %	1,401
NCUA	26.7 %	52.2 %	13.0 %	5.8 %	2.2 %	900
NLRB	24.6 %	51.6 %	12.9 %	8.5 %	2.4 %	701
NRC	26.2 %	53.7 %	11.8 %	5.6 %	2.7 %	1,886
NSF	39.8 %	45.4 %	9.0 %	4.5 %	1.3 %	1,046
OMB	22.0 %	46.8 %	16.8 %	10.7 %	3.7 %	432
OPM	32.5 %	48.7 %	11.9 %	4.9 %	2.0 %	1,510
PBGC	46.5 %	45.0 %	7.0 %	0.9 %	0.5 %	605
RRB	29.7 %	47.0 %	15.0 %	5.8 %	2.4 %	372
SBA	32.0 %	49.0 %	12.2 %	4.9 %	1.9 %	3,512
SSA	21.3 %	49.6 %	16.8 %	8.7 %	3.7 %	26,460
State	19.0 %	50.9 %	17.5 %	9.8 %	2.8 %	7,937
USAGM	34.6 %	45.5 %	10.8 %	4.7 %	4.3 %	689
USAID	18.7 %	53.5 %	15.5 %	9.0 %	3.3 %	1,768
USDA	20.3 %	53.3 %	16.8 %	7.3 %	2.2 %	43,257

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have a clear idea of how well I am doing my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
USDT	27.5 %	49.6 %	13.6 %	6.4 %	2.8 %	35,694
Small Agencies	29.1 %	48.4 %	13.5 %	6.4 %	2.7 %	6,009
DOD Overall	25.8 %	48.9 %	14.8 %	7.5 %	3.0 %	162,933
USACE	24.4 %	54.7 %	13.7 %	5.5 %	1.6 %	18,383
Air Force	26.9 %	48.1 %	14.4 %	7.6 %	2.9 %	31,139
†Army	26.3 %	48.2 %	14.7 %	7.7 %	3.1 %	41,772
†Navy	22.5 %	50.3 %	16.1 %	8.2 %	3.0 %	35,288
MarineCorps	25.7 %	46.6 %	15.7 %	8.2 %	3.8 %	4,531
DOD 4thEstate	30.0 %	47.7 %	13.0 %	6.4 %	2.9 %	31,820

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
CSOSA	36.6 %	40.9 %	13.5 %	5.7 %	3.4 %	349
DHS	33.3 %	42.7 %	12.3 %	7.7 %	3.9 %	72,904
DOC	40.5 %	42.4 %	10.6 %	4.7 %	1.8 %	20,960
DOE	48.3 %	39.5 %	7.5 %	3.2 %	1.5 %	8,566
DOI	37.7 %	43.3 %	10.1 %	6.3 %	2.6 %	26,964
DOJ	33.7 %	40.6 %	11.4 %	9.0 %	5.3 %	25,809
DOL	45.2 %	39.9 %	9.0 %	3.9 %	2.1 %	7,530
DOT	41.4 %	42.7 %	8.7 %	4.9 %	2.3 %	19,937
ED	50.7 %	36.7 %	7.2 %	3.3 %	2.1 %	2,692
EEOC	49.1 %	36.6 %	9.0 %	3.8 %	1.5 %	1,098
EPA	46.6 %	41.4 %	7.4 %	3.3 %	1.4 %	7,735
FCC	51.0 %	35.5 %	7.7 %	3.7 %	2.1 %	524
FERC	56.6 %	35.0 %	5.5 %	2.3 %	0.5 %	1,075
FTC	70.9 %	25.2 %	2.2 %	1.0 %	0.6 %	780
GSA	53.2 %	36.3 %	6.4 %	3.0 %	1.1 %	7,480

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
HHS	45.2 %	40.0 %	8.5 %	4.4 %	1.8 %	50,202
HUD	46.4 %	39.5 %	7.7 %	4.6 %	1.8 %	4,844
NARA	45.0 %	40.6 %	7.8 %	3.9 %	2.7 %	1,400
NCUA	49.2 %	39.2 %	5.6 %	4.2 %	1.9 %	900
NLRB	48.1 %	39.4 %	8.3 %	3.7 %	0.6 %	701
NRC	49.3 %	39.3 %	6.2 %	4.0 %	1.1 %	1,888
NSF	53.4 %	35.6 %	6.3 %	3.6 %	1.1 %	1,043
OMB	58.6 %	32.3 %	4.7 %	4.0 %	0.4 %	429
OPM	47.0 %	39.2 %	8.2 %	3.6 %	2.0 %	1,509
PBGC	57.3 %	34.4 %	5.1 %	1.8 %	1.4 %	604
RRB	36.4 %	43.6 %	11.2 %	6.2 %	2.6 %	372
SBA	51.2 %	37.7 %	6.9 %	2.8 %	1.4 %	3,513
SSA	28.9 %	43.6 %	14.0 %	9.1 %	4.5 %	26,440
State	40.0 %	43.8 %	8.2 %	5.8 %	2.1 %	7,939
USAGM	35.6 %	43.6 %	11.7 %	4.5 %	4.6 %	690
USAID	41.8 %	42.7 %	7.5 %	6.2 %	1.8 %	1,760
USDA	37.4 %	44.5 %	10.1 %	5.9 %	2.1 %	43,249

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
USDT	41.4 %	41.0 %	10.1 %	5.0 %	2.5 %	35,674
Small Agencies	48.4 %	38.0 %	7.6 %	3.7 %	2.3 %	6,004
DOD Overall	36.7 %	43.8 %	10.1 %	6.5 %	2.9 %	162,872
USACE	38.0 %	46.7 %	9.0 %	4.7 %	1.6 %	18,366
Air Force	37.7 %	43.4 %	9.7 %	6.5 %	2.8 %	31,122
†Army	35.2 %	43.7 %	10.9 %	6.9 %	3.4 %	41,761
†Navy	36.2 %	45.2 %	9.7 %	6.4 %	2.5 %	35,279
MarineCorps	35.6 %	42.0 %	10.9 %	7.7 %	3.8 %	4,533
DOD 4thEstate	39.2 %	41.6 %	9.9 %	6.2 %	3.1 %	31,811

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.

***[Click here to return to File Index](#)

(Q15_1) In my work unit poor performers usually: Remain in the work unit and improve their performance overtime

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	16.1 %	90,477	465,908
CSOSA	17.4 %	57	290
DHS	16.9 %	12,847	60,062
DOC	16.7 %	3,528	17,430
DOE	15.5 %	1,333	7,234
DOI	13.9 %	3,786	23,185
DOJ	13.2 %	3,514	22,286
DOL	15.4 %	1,199	6,326
DOT	14.4 %	2,948	16,998
ED	15.7 %	418	2,271
EEOC	13.8 %	152	946
EPA	14.2 %	1,122	6,613
FCC	15.5 %	78	447
FERC	20.0 %	215	864
FTC	18.5 %	146	631
GSA	18.1 %	1,365	6,109
HHS	17.0 %	8,562	41,602
HUD	15.0 %	741	4,115
NARA	19.3 %	253	1,148
NCUA	13.8 %	124	778
NLRB	13.3 %	97	606
NRC	15.0 %	283	1,603
NSF	18.1 %	191	857
OMB	12.4 %	56	375
OPM	17.6 %	259	1,248
PBGC	18.3 %	112	492
RRB	18.3 %	67	305
SBA	17.3 %	593	2,918
SSA	15.8 %	4,182	22,244
State	16.5 %	1,344	6,602
USAGM	19.2 %	135	555
USAID	18.3 %	327	1,439
USDA	14.9 %	6,362	36,878
USDT	17.7 %	6,262	29,374
Small Agencies	15.6 %	931	5,076
DOD Overall	16.4 %	26,888	136,001
USACE	17.3 %	3,198	15,187

(Q15_1) In my work unit poor performers usually: Remain in the work unit and improve their performance overtime

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	16.1 %	90,477	465,908
Air Force	16.2 %	5,028	26,090
†Army	15.1 %	6,478	35,307

(Q15_1) In my work unit poor performers usually: Remain in the work unit and improve their performance overtime

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	16.1 %	90,477	465,908
†Navy	17.5 %	6,052	29,220
Marine Corps	15.4 %	709	3,822
DOD 4th Estate	17.0 %	5,423	26,375

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.

***[Click here to return to File Index](#)

(Q15_2) In my work unit poor performers usually: Remain in the work unit and continue to underperform

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	42.2 %	215,218	341,167
CSOSA	33.9 %	119	228
DHS	50.7 %	34,324	38,585
DOC	28.1 %	5,793	15,165
DOE	29.9 %	2,561	6,006
DOI	38.5 %	10,297	16,674
DOJ	50.4 %	11,883	13,917
DOL	27.3 %	2,028	5,497
DOT	40.9 %	7,495	12,451
ED	30.0 %	818	1,871
EEOC	21.4 %	240	858
EPA	32.5 %	2,527	5,208
FCC	32.3 %	174	351
FERC	27.2 %	295	784
FTC	28.3 %	224	553
GSA	24.9 %	1,870	5,604
HHS	31.6 %	15,435	34,729
HUD	27.5 %	1,339	3,517
NARA	30.9 %	446	955
NCUA	31.0 %	281	621
NLRB	29.8 %	197	506
NRC	34.0 %	649	1,237
NSF	31.4 %	333	715
OMB	28.7 %	116	315
OPM	33.2 %	481	1,026
PBGC	20.1 %	124	480
RRB	31.9 %	113	259
SBA	24.5 %	910	2,601
SSA	43.0 %	11,404	15,022
State	48.2 %	3,740	4,206
USAGM	36.7 %	254	436
USAID	43.0 %	754	1,012
USDA	41.0 %	17,528	25,712
USDT	28.8 %	10,384	25,252
Small Agencies	27.5 %	1,636	4,371
DOD Overall	44.4 %	68,446	94,443
USACE	38.4 %	7,083	11,302

(Q15_2) In my work unit poor performers usually: Remain in the work unit and continue to underperform

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	42.2 %	215,218	341,167
Air Force	46.0 %	13,938	17,180
†Army	47.0 %	18,920	22,865

(Q15_2) In my work unit poor performers usually: Remain in the work unit and continue to underperform

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	42.2 %	215,218	341,167
†Navy	44.3 %	15,064	20,208
Marine Corps	45.6 %	1,987	2,544
DOD 4th Estate	38.4 %	11,454	20,344

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.

***[Click here to return to File Index](#)

(Q15_3) In my work unit poor performers usually: Leave the work unit - removed or transferred

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	10.1 %	53,497	502,888
CSOSA	10.6 %	39	308
DHS	9.8 %	7,458	65,451
DOC	8.7 %	1,948	19,010
DOE	8.8 %	765	7,802
DOI	8.2 %	2,281	24,690
DOJ	9.9 %	2,225	23,575
DOL	7.3 %	562	6,963
DOT	8.3 %	1,671	18,275
ED	7.1 %	192	2,497
EEOC	8.6 %	97	1,001
EPA	6.8 %	551	7,184
FCC	7.5 %	37	488
FERC	4.1 %	46	1,033
FTC	8.2 %	65	712
GSA	8.8 %	680	6,794
HHS	8.7 %	4,474	45,690
HUD	7.3 %	358	4,498
NARA	7.3 %	97	1,304
NCUA	8.6 %	77	825
NLRB	4.5 %	32	671
NRC	8.5 %	161	1,725
NSF	7.4 %	80	968
OMB	9.5 %	31	400
OPM	10.0 %	148	1,359
PBGC	8.9 %	57	547
RRB	12.9 %	47	325
SBA	14.7 %	496	3,015
SSA	7.3 %	1,939	24,487
State	11.4 %	932	7,014
USAGM	6.7 %	51	639
USAID	11.1 %	200	1,566
USDA	8.2 %	3,530	39,710
USDT	7.8 %	2,839	32,797
Small Agencies	7.3 %	444	5,563
DOD Overall	11.6 %	18,887	144,002
USACE	10.6 %	1,960	16,425

(Q15_3) In my work unit poor performers usually: Leave the work unit - removed or transferred

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	10.1 %	53,497	502,888
Air Force	12.2 %	3,894	27,224
†Army	10.4 %	4,384	37,401

(Q15_3) In my work unit poor performers usually: Leave the work unit - removed or transferred

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	10.1 %	53,497	502,888
†Navy	13.0 %	4,662	30,610
Marine Corps	10.9 %	544	3,987
DOD 4th Estate	10.7 %	3,443	28,355

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.

***[Click here to return to File Index](#)

(Q15_4) In my work unit poor performers usually: Leave the work unit - quit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	6.3 %	34,270	522,115
CSOSA	2.8 %	11	336
DHS	7.2 %	5,297	67,612
DOC	7.6 %	1,651	19,307
DOE	5.4 %	469	8,098
DOI	6.6 %	1,762	25,209
DOJ	5.1 %	1,317	24,483
DOL	6.0 %	468	7,057
DOT	3.4 %	733	19,213
ED	4.9 %	132	2,557
EEOC	5.9 %	67	1,031
EPA	3.5 %	286	7,449
FCC	4.1 %	21	504
FERC	4.9 %	54	1,025
FTC	8.6 %	70	707
GSA	4.9 %	376	7,098
HHS	5.7 %	2,883	47,281
HUD	4.4 %	224	4,632
NARA	6.8 %	94	1,307
NCUA	5.8 %	52	850
NLRB	5.1 %	35	668
NRC	3.7 %	71	1,815
NSF	5.0 %	54	994
OMB	12.6 %	52	379
OPM	5.8 %	91	1,416
PBGC	3.6 %	22	582
RRB	9.4 %	34	338
SBA	5.5 %	186	3,325
SSA	5.9 %	1,486	24,940
State	5.7 %	519	7,427
USAGM	3.2 %	22	668
USAID	7.4 %	137	1,629
USDA	6.2 %	2,593	40,647
USDT	5.4 %	1,848	33,788
Small Agencies	6.0 %	371	5,636
DOD Overall	6.8 %	10,782	152,107
USACE	6.8 %	1,271	17,114

(Q15_4) In my work unit poor performers usually: Leave the work unit - quit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	6.3 %	34,270	522,115
Air Force	6.5 %	1,917	29,201
†Army	6.8 %	2,700	39,085

(Q15_4) In my work unit poor performers usually: Leave the work unit - quit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	6.3 %	34,270	522,115
†Navy	6.8 %	2,368	32,904
Marine Corps	7.7 %	329	4,202
DOD 4th Estate	6.9 %	2,197	29,601

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.

***[Click here to return to File Index](#)

(Q15_5) In my work unit poor performers usually: There are no poor performers in my work unit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	19.5 %	116,384	440,001
CSOSA	20.9 %	70	277
DHS	16.1 %	12,518	60,391
DOC	19.4 %	4,142	16,816
DOE	28.9 %	2,468	6,099
DOI	24.9 %	6,811	20,160
DOJ	17.7 %	5,069	20,731
DOL	24.3 %	1,826	5,699
DOT	21.9 %	4,616	15,330
ED	25.7 %	692	1,997
EEOC	24.2 %	264	834
EPA	28.7 %	2,193	5,542
FCC	25.9 %	141	384
FERC	26.1 %	284	795
FTC	24.7 %	184	593
GSA	31.2 %	2,350	5,124
HHS	24.0 %	12,360	37,804
HUD	24.9 %	1,220	3,636
NARA	24.8 %	352	1,049
NCUA	26.8 %	239	663
NLRB	26.0 %	190	513
NRC	26.5 %	500	1,386
NSF	25.7 %	270	778
OMB	37.8 %	168	263
OPM	20.9 %	342	1,165
PBGC	32.7 %	195	409
RRB	21.7 %	83	289
SBA	19.4 %	715	2,796
SSA	13.2 %	3,571	22,855
State	19.0 %	1,517	6,429
USAGM	22.3 %	156	534
USAID	20.3 %	362	1,404
USDA	21.9 %	9,624	33,616
USDT	17.5 %	6,442	29,194
Small Agencies	31.3 %	1,880	4,127
DOD Overall	19.0 %	32,570	130,319
USACE	22.1 %	4,049	14,336

(Q15_5) In my work unit poor performers usually: There are no poor performers in my work unit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	19.5 %	116,384	440,001
Air Force	17.9 %	5,784	25,334
†Army	18.8 %	8,200	33,585

(Q15_5) In my work unit poor performers usually: There are no poor performers in my work unit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	19.5 %	116,384	440,001
†Navy	19.3 %	6,997	28,275
Marine Corps	19.8 %	948	3,583
DOD 4th Estate	19.7 %	6,592	25,206

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.

***[Click here to return to File Index](#)

(Q15_6) In my work unit poor performers usually: Do not Know

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	20.8 %	123,932	432,453
CSOSA	24.4 %	88	259
DHS	17.1 %	13,266	59,643
DOC	32.6 %	6,726	14,232
DOE	22.6 %	1,925	6,642
DOI	20.2 %	5,362	21,609
DOJ	17.1 %	4,875	20,925
DOL	29.9 %	2,258	5,267
DOT	21.3 %	4,458	15,488
ED	27.5 %	731	1,958
EEOC	34.5 %	374	724
EPA	24.0 %	1,845	5,890
FCC	25.1 %	128	397
FERC	28.0 %	298	781
FTC	25.8 %	201	576
GSA	23.9 %	1,734	5,740
HHS	25.0 %	12,643	37,521
HUD	30.6 %	1,454	3,402
NARA	23.9 %	330	1,071
NCUA	23.5 %	214	688
NLRB	30.0 %	212	491
NRC	23.6 %	436	1,450
NSF	24.2 %	247	801
OMB	14.9 %	67	364
OPM	26.3 %	387	1,120
PBGC	24.5 %	147	457
RRB	25.3 %	95	277
SBA	32.0 %	1,049	2,462
SSA	27.9 %	7,211	19,215
State	14.7 %	1,183	6,763
USAGM	20.2 %	134	556
USAID	17.1 %	297	1,469
USDA	20.8 %	8,929	34,311
USDT	35.4 %	12,295	23,341
Small Agencies	22.6 %	1,372	4,635
DOD Overall	18.5 %	30,961	131,928
USACE	19.4 %	3,542	14,843

(Q15_6) In my work unit poor performers usually: Do not Know

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	20.8 %	123,932	432,453
Air Force	18.0 %	5,555	25,563
†Army	17.4 %	7,192	34,593

(Q15_6) In my work unit poor performers usually: Do not Know

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	20.8 %	123,932	432,453
†Navy	17.7 %	6,365	28,907
Marine Corps	16.7 %	714	3,817
DOD 4th Estate	23.3 %	7,593	24,205

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
CSOSA	12.8 %	34.5 %	23.7 %	13.8 %	15.2 %	297	50
DHS	8.8 %	26.8 %	26.8 %	20.9 %	16.8 %	66,929	5,979
DOC	11.0 %	36.5 %	28.5 %	16.2 %	7.9 %	17,634	3,321
DOE	14.0 %	37.8 %	27.1 %	13.8 %	7.3 %	7,385	1,185
DOI	8.6 %	32.5 %	29.7 %	18.5 %	10.7 %	23,482	3,472
DOJ	8.1 %	26.5 %	25.1 %	22.4 %	17.8 %	23,075	2,729
DOL	13.9 %	34.8 %	26.9 %	14.3 %	10.1 %	6,291	1,244
DOT	10.1 %	31.7 %	27.7 %	17.1 %	13.3 %	17,475	2,469
ED	14.1 %	36.8 %	25.4 %	15.7 %	8.0 %	2,268	418
EEOC	18.8 %	37.4 %	22.9 %	13.8 %	7.1 %	871	229
EPA	10.7 %	37.7 %	27.4 %	16.4 %	7.8 %	6,446	1,291
FCC	12.4 %	36.5 %	24.1 %	17.9 %	9.1 %	431	94
FERC	21.1 %	38.6 %	24.4 %	9.8 %	6.2 %	911	165
FTC	20.8 %	37.1 %	27.8 %	10.9 %	3.4 %	650	129
GSA	19.7 %	38.2 %	26.5 %	10.7 %	4.9 %	6,555	916

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
HHS	13.5 %	37.7 %	26.6 %	14.7 %	7.5 %	43,376	6,785
HUD	16.1 %	38.2 %	25.4 %	12.6 %	7.7 %	4,013	834
NARA	15.6 %	34.0 %	28.0 %	14.7 %	7.8 %	1,217	181
NCUA	13.4 %	33.8 %	24.5 %	18.0 %	10.3 %	779	120
NLRB	11.4 %	34.0 %	23.9 %	19.0 %	11.6 %	583	120
NRC	13.6 %	38.9 %	25.1 %	13.7 %	8.7 %	1,646	236
NSF	19.2 %	37.4 %	24.8 %	12.2 %	6.4 %	892	156
OMB	10.4 %	38.7 %	25.5 %	16.9 %	8.5 %	392	39
OPM	13.6 %	36.1 %	25.8 %	14.9 %	9.5 %	1,300	210
PBGC	24.5 %	35.0 %	23.0 %	12.2 %	5.2 %	516	89
RRB	13.3 %	32.9 %	26.4 %	18.2 %	9.3 %	318	54
SBA	14.9 %	33.4 %	30.1 %	14.1 %	7.6 %	2,967	549
SSA	7.5 %	24.5 %	27.9 %	22.4 %	17.7 %	22,911	3,529
State	6.7 %	30.9 %	28.4 %	22.6 %	11.3 %	7,308	632
USAGM	12.9 %	31.9 %	25.5 %	14.9 %	14.8 %	616	76
USAID	7.5 %	34.0 %	30.7 %	18.6 %	9.2 %	1,605	161
USDA	7.6 %	30.0 %	29.9 %	20.2 %	12.3 %	38,502	4,734

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
USDT	13.6 %	33.3 %	27.6 %	15.3 %	10.3 %	28,835	6,825
Small Agencies	13.7 %	34.0 %	26.4 %	15.6 %	10.3 %	5,134	872
DOD Overall	10.6 %	32.5 %	27.0 %	18.0 %	12.0 %	147,576	15,329
USACE	10.4 %	37.0 %	28.4 %	16.0 %	8.2 %	16,530	1,848
Air Force	11.2 %	33.3 %	26.6 %	18.0 %	10.9 %	28,489	2,634
†Army	10.1 %	30.7 %	26.8 %	18.8 %	13.6 %	38,381	3,388
†Navy	9.2 %	32.2 %	27.8 %	18.6 %	12.2 %	32,088	3,209
MarineCorps	9.8 %	28.5 %	28.5 %	19.3 %	13.9 %	4,214	319
DOD 4thEstate	13.4 %	34.6 %	25.5 %	15.3 %	11.2 %	27,874	3,931

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) Employees in my work unit share job knowledge.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
CSOSA	31.2 %	52.0 %	7.8 %	7.9 %	1.1 %	345	3
DHS	28.7 %	49.2 %	11.9 %	6.5 %	3.7 %	72,484	460
DOC	32.6 %	47.8 %	10.9 %	6.0 %	2.7 %	20,698	269
DOE	41.1 %	44.3 %	8.3 %	4.5 %	1.9 %	8,529	41
DOI	31.5 %	48.5 %	10.6 %	6.2 %	3.1 %	26,809	172
DOJ	29.3 %	46.3 %	11.7 %	7.9 %	4.8 %	25,621	191
DOL	39.1 %	44.7 %	9.5 %	4.5 %	2.2 %	7,456	74
DOT	34.9 %	49.2 %	9.2 %	4.5 %	2.1 %	19,840	112
ED	41.2 %	43.9 %	7.5 %	5.1 %	2.3 %	2,664	30
EEOC	43.8 %	41.6 %	8.6 %	4.1 %	1.9 %	1,092	8
EPA	39.9 %	46.2 %	8.1 %	4.0 %	1.9 %	7,700	43
FCC	40.6 %	43.0 %	10.7 %	3.4 %	2.2 %	520	6
FERC	53.1 %	38.5 %	5.2 %	2.5 %	0.7 %	1,069	6
FTC	64.2 %	29.7 %	3.8 %	1.4 %	0.9 %	778	2
GSA	49.3 %	40.0 %	6.3 %	3.4 %	0.9 %	7,454	32

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) Employees in my work unit share job knowledge.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
HHS	37.2 %	45.6 %	9.6 %	5.1 %	2.4 %	49,895	328
HUD	41.5 %	42.9 %	8.1 %	5.0 %	2.6 %	4,817	38
NARA	39.1 %	45.4 %	8.4 %	4.4 %	2.8 %	1,393	12
NCUA	44.2 %	44.1 %	5.9 %	3.6 %	2.2 %	897	4
NLRB	42.7 %	44.8 %	6.1 %	4.7 %	1.6 %	698	4
NRC	41.5 %	45.1 %	7.0 %	4.6 %	1.9 %	1,874	14
NSF	49.0 %	39.0 %	5.6 %	4.7 %	1.7 %	1,042	4
OMB	46.6 %	43.0 %	6.2 %	3.2 %	0.9 %	432	0
OPM	38.8 %	46.7 %	8.0 %	4.5 %	2.0 %	1,500	9
PBGC	50.4 %	38.4 %	7.3 %	2.1 %	1.8 %	602	3
RRB	38.2 %	45.2 %	9.9 %	5.1 %	1.6 %	368	5
SBA	40.8 %	44.7 %	7.7 %	4.4 %	2.4 %	3,489	24
SSA	29.4 %	49.2 %	11.4 %	6.5 %	3.6 %	26,205	256
State	32.3 %	49.8 %	9.2 %	6.0 %	2.8 %	7,887	54
USAGM	25.4 %	47.7 %	14.2 %	7.6 %	5.1 %	678	14
USAID	33.4 %	50.7 %	8.8 %	5.0 %	2.1 %	1,761	6
USDA	30.6 %	50.9 %	10.7 %	5.5 %	2.3 %	43,030	231

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) Employees in my work unit share job knowledge.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
USDT	40.4 %	44.8 %	8.0 %	4.3 %	2.5 %	35,368	316
Small Agencies	41.6 %	42.2 %	8.3 %	5.3 %	2.5 %	5,977	35
DOD Overall	30.2 %	48.7 %	11.1 %	6.5 %	3.4 %	162,139	814
USACE	33.1 %	51.4 %	9.0 %	4.7 %	1.8 %	18,288	92
Air Force	30.3 %	48.6 %	11.0 %	6.8 %	3.4 %	30,991	151
†Army	28.1 %	48.4 %	12.1 %	7.2 %	4.0 %	41,578	208
†Navy	30.6 %	50.0 %	10.5 %	6.0 %	3.0 %	35,128	163
MarineCorps	26.8 %	46.7 %	13.8 %	8.4 %	4.3 %	4,517	17
DOD 4thEstate	33.4 %	46.7 %	10.4 %	6.0 %	3.5 %	31,637	183

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
CSOSA	32.3 %	49.8 %	9.5 %	6.6 %	1.9 %	339	9
DHS	25.1 %	50.5 %	14.2 %	6.6 %	3.7 %	72,206	754
DOC	32.3 %	51.2 %	10.8 %	4.1 %	1.6 %	20,435	543
DOE	37.3 %	49.0 %	8.1 %	3.9 %	1.7 %	8,491	84
DOI	28.0 %	51.7 %	11.9 %	6.0 %	2.4 %	26,693	288
DOJ	25.9 %	49.0 %	14.4 %	6.7 %	4.1 %	25,532	285
DOL	34.9 %	48.6 %	9.8 %	4.5 %	2.3 %	7,366	168
DOT	30.1 %	51.6 %	10.7 %	5.4 %	2.2 %	19,753	205
ED	36.9 %	46.1 %	9.9 %	4.7 %	2.4 %	2,650	42
EEOC	42.7 %	44.1 %	8.3 %	3.9 %	1.0 %	1,077	21
EPA	34.3 %	50.0 %	9.0 %	4.7 %	2.0 %	7,660	85
FCC	41.0 %	44.3 %	9.2 %	3.3 %	2.3 %	516	8
FERC	47.9 %	41.4 %	6.6 %	2.7 %	1.4 %	1,070	9
FTC	60.7 %	32.6 %	3.8 %	1.9 %	0.9 %	773	8
GSA	44.2 %	44.1 %	8.0 %	2.9 %	0.9 %	7,420	69

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
HHS	35.5 %	49.1 %	9.6 %	4.1 %	1.7 %	49,703	527
HUD	35.9 %	47.0 %	10.3 %	4.5 %	2.3 %	4,785	73
NARA	34.4 %	47.2 %	11.6 %	4.5 %	2.2 %	1,381	21
NCUA	38.9 %	46.4 %	7.4 %	4.9 %	2.5 %	893	8
NLRB	39.5 %	47.1 %	7.4 %	3.7 %	2.3 %	694	7
NRC	37.0 %	48.5 %	6.3 %	5.7 %	2.5 %	1,871	17
NSF	48.7 %	40.5 %	5.6 %	4.0 %	1.2 %	1,042	7
OMB	44.8 %	42.9 %	6.5 %	5.0 %	0.8 %	428	3
OPM	33.6 %	48.6 %	10.6 %	4.6 %	2.5 %	1,493	21
PBGC	55.6 %	36.7 %	5.0 %	2.1 %	0.5 %	600	5
RRB	30.9 %	50.6 %	11.3 %	5.2 %	2.0 %	364	8
SBA	36.8 %	47.9 %	9.8 %	3.7 %	1.8 %	3,471	47
SSA	22.8 %	50.1 %	15.0 %	8.1 %	4.1 %	25,885	578
State	26.5 %	53.1 %	11.9 %	6.2 %	2.4 %	7,878	71
USAGM	24.3 %	51.8 %	12.7 %	5.8 %	5.4 %	675	14
USAID	27.5 %	52.0 %	11.4 %	6.8 %	2.2 %	1,749	18
USDA	25.9 %	52.7 %	12.9 %	6.2 %	2.2 %	42,840	437

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
USDT	30.5 %	48.7 %	12.0 %	5.9 %	2.9 %	34,897	809
Small Agencies	39.5 %	45.9 %	8.0 %	4.5 %	2.2 %	5,956	56
DOD Overall	27.1 %	51.2 %	12.6 %	6.2 %	2.9 %	161,518	1,508
USACE	29.7 %	54.6 %	9.9 %	4.3 %	1.5 %	18,213	171
Air Force	26.5 %	50.7 %	13.0 %	6.7 %	3.0 %	30,873	285
†Army	27.1 %	50.6 %	12.9 %	6.3 %	3.1 %	41,450	348
†Navy	26.0 %	52.4 %	12.6 %	6.3 %	2.7 %	35,010	297
Marine Corps	26.5 %	49.4 %	13.6 %	7.0 %	3.4 %	4,491	39
DOD 4th Estate	29.9 %	49.7 %	11.9 %	5.6 %	2.8 %	31,481	368

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) Employees in my work unit meet the needs of our customers.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
CSOSA	44.1 %	42.9 %	11.0 %	1.7 %	0.2 %	333	12
DHS	36.5 %	45.9 %	13.9 %	2.6 %	1.1 %	67,786	4,462
DOC	42.1 %	49.5 %	7.5 %	0.7 %	0.2 %	18,684	2,118
DOE	47.2 %	46.3 %	5.7 %	0.6 %	0.1 %	8,213	291
DOI	33.3 %	53.1 %	11.4 %	1.9 %	0.3 %	25,603	1,081
DOJ	35.1 %	44.8 %	15.3 %	3.7 %	1.0 %	23,562	1,976
DOL	46.4 %	45.2 %	7.3 %	0.8 %	0.3 %	6,891	607
DOT	42.1 %	48.1 %	8.4 %	1.2 %	0.2 %	19,099	654
ED	47.7 %	42.7 %	8.1 %	1.2 %	0.2 %	2,575	101
EEOC	48.4 %	42.3 %	7.6 %	1.4 %	0.3 %	999	92
EPA	38.1 %	52.6 %	8.5 %	0.6 %	0.2 %	7,325	362
FCC	49.9 %	43.3 %	5.8 %	0.9 %	0.0%	487	31
FERC	55.0 %	39.0 %	5.3 %	0.5 %	0.2 %	983	88
FTC	63.1 %	33.7 %	2.4 %	0.8 %	0.1 %	711	65
GSA	51.8 %	42.6 %	5.1 %	0.5 %	0.0 %	7,198	220

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) Employees in my work unit meet the needs of our customers.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
HHS	46.4 %	45.3 %	7.3 %	0.9 %	0.2 %	47,229	2,598
HUD	49.5 %	42.4 %	6.8 %	1.0 %	0.4 %	4,538	271
NARA	48.4 %	42.1 %	7.8 %	1.3 %	0.3 %	1,305	73
NCUA	42.3 %	48.9 %	7.5 %	0.8 %	0.5 %	854	43
NLRB	46.2 %	43.8 %	8.5 %	1.2 %	0.3 %	652	46
NRC	43.4 %	47.9 %	7.6 %	1.0 %	0.2 %	1,796	76
NSF	51.0 %	43.9 %	4.7 %	0.2 %	0.1 %	1,021	21
OMB	43.8 %	47.3 %	8.0 %	0.9 %	0.0%	410	18
OPM	44.7 %	45.7 %	8.5 %	0.7 %	0.4 %	1,452	46
PBGC	63.8 %	33.1 %	2.8 %	0.3 %	0.0%	584	14
RRB	42.5 %	46.7 %	10.3 %	0.5 %	0.0%	349	22
SBA	50.8 %	41.4 %	6.8 %	0.9 %	0.1 %	3,284	201
SSA	30.1 %	50.1 %	16.6 %	2.6 %	0.5 %	24,255	1,976
State	32.0 %	56.7 %	9.8 %	1.4 %	0.1 %	7,637	207
USAGM	38.6 %	45.3 %	12.4 %	3.0 %	0.6 %	633	38
USAID	31.4 %	55.9 %	11.7 %	1.1 %	0.0%	1,710	46
USDA	37.5 %	49.3 %	11.2 %	1.7 %	0.3 %	40,968	1,894

(19) Employees in my work unit meet the needs of our customers.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
USDT	44.4 %	45.2 %	8.7 %	1.3 %	0.4 %	32,103	3,288
Small Agencies	48.5 %	43.3 %	6.8 %	1.2 %	0.3 %	5,665	297
DOD Overall	39.5 %	48.9 %	9.8 %	1.5 %	0.3 %	157,001	4,479
USACE	37.9 %	52.7 %	8.4 %	0.9 %	0.1 %	17,682	522
Air Force	37.3 %	50.7 %	10.0 %	1.7 %	0.3 %	30,084	772
†Army	41.0 %	47.0 %	10.1 %	1.6 %	0.3 %	40,435	950
†Navy	37.4 %	50.7 %	10.1 %	1.5 %	0.3 %	34,051	914
MarineCorps	40.7 %	47.7 %	9.9 %	1.5 %	0.3 %	4,411	88
DOD 4thEstate	45.4 %	44.4 %	8.4 %	1.4 %	0.3 %	30,338	1,233

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees in my work unit contribute positively to my agency's performance.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
CSOSA	48.6 %	37.5 %	12.5 %	1.2 %	0.2 %	322	17
DHS	39.0 %	38.9 %	16.6 %	4.0 %	1.6 %	68,817	2,317
DOC	50.3 %	41.0 %	7.4 %	1.0 %	0.3 %	18,948	1,593
DOE	56.3 %	36.6 %	6.0 %	0.8 %	0.2 %	8,225	198
DOI	43.4 %	42.9 %	10.8 %	2.4 %	0.6 %	25,706	614
DOJ	39.8 %	37.4 %	15.7 %	5.3 %	1.7 %	24,440	745
DOL	54.3 %	36.8 %	7.6 %	0.9 %	0.4 %	6,973	430
DOT	48.7 %	39.4 %	9.8 %	1.9 %	0.4 %	18,928	515
ED	58.4 %	33.8 %	6.5 %	1.0 %	0.3 %	2,569	79
EEOC	59.1 %	32.7 %	6.9 %	1.0 %	0.3 %	1,010	76
EPA	52.8 %	39.8 %	6.4 %	0.8 %	0.2 %	7,418	210
FCC	61.8 %	31.5 %	5.5 %	1.0 %	0.3 %	492	19
FERC	63.5 %	31.5 %	4.1 %	0.7 %	0.2 %	1,032	28
FTC	74.6 %	23.0 %	2.0 %	0.2 %	0.1 %	755	15
GSA	60.8 %	33.2 %	5.2 %	0.7 %	0.1 %	7,142	176

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees in my work unit contribute positively to my agency's performance.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
HHS	55.3 %	35.5 %	7.4 %	1.4 %	0.4 %	48,033	1,288
HUD	56.2 %	35.3 %	6.9 %	1.2 %	0.4 %	4,542	208
NARA	56.9 %	32.9 %	8.0 %	1.5 %	0.6 %	1,319	45
NCUA	51.7 %	39.3 %	7.2 %	1.2 %	0.6 %	858	27
NLRB	57.7 %	36.6 %	5.0 %	0.5 %	0.2 %	657	34
NRC	53.5 %	38.2 %	6.9 %	1.1 %	0.3 %	1,814	43
NSF	66.6 %	28.2 %	3.9 %	1.1 %	0.2 %	1,027	10
OMB	59.9 %	35.9 %	4.0 %	0.2 %	0.0%	417	10
OPM	54.5 %	36.2 %	7.8 %	0.8 %	0.7 %	1,436	51
PBGC	71.2 %	25.4 %	2.6 %	0.9 %	0.0%	581	11
RRB	48.3 %	38.4 %	11.6 %	1.6 %	0.2 %	351	15
SBA	60.7 %	31.4 %	6.5 %	1.0 %	0.3 %	3,298	139
SSA	35.9 %	43.4 %	16.8 %	3.1 %	0.8 %	24,074	1,727
State	44.1 %	44.6 %	9.4 %	1.7 %	0.2 %	7,673	120
USAGM	47.1 %	37.0 %	11.8 %	3.3 %	0.8 %	633	28
USAID	44.8 %	44.1 %	9.8 %	1.2 %	0.1 %	1,709	28
USDA	43.2 %	42.5 %	11.8 %	2.0 %	0.5 %	41,200	1,088

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees in my work unit contribute positively to my agency's performance.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
USDT	50.9 %	37.7 %	9.2 %	1.7 %	0.6 %	32,418	2,530
Small Agencies	59.5 %	33.0 %	5.8 %	1.4 %	0.3 %	5,773	134
DOD Overall	44.1 %	41.1 %	11.8 %	2.4 %	0.6 %	155,309	3,689
USACE	44.8 %	44.6 %	9.0 %	1.4 %	0.2 %	17,565	380
Air Force	43.0 %	42.2 %	11.8 %	2.5 %	0.5 %	29,754	633
†Army	43.7 %	40.1 %	12.7 %	2.8 %	0.7 %	39,949	774
†Navy	42.7 %	42.8 %	11.9 %	2.1 %	0.5 %	33,651	765
MarineCorps	43.2 %	39.9 %	13.4 %	2.7 %	0.8 %	4,347	71
DOD 4thEstate	49.5 %	37.0 %	10.5 %	2.2 %	0.8 %	30,043	1,066

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees in my work unit produce high-quality work.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
CSOSA	43.3 %	38.7 %	15.5 %	1.9 %	0.5 %	329	14
DHS	35.8 %	39.9 %	18.7 %	4.2 %	1.4 %	69,632	2,446
DOC	45.3 %	43.8 %	9.6 %	1.0 %	0.3 %	18,954	1,781
DOE	50.8 %	40.1 %	7.9 %	0.9 %	0.2 %	8,310	185
DOI	40.4 %	43.5 %	13.0 %	2.6 %	0.5 %	26,054	587
DOJ	36.6 %	38.8 %	17.8 %	5.4 %	1.4 %	24,736	768
DOL	48.3 %	40.0 %	9.9 %	1.4 %	0.4 %	6,964	513
DOT	44.1 %	41.5 %	12.0 %	2.0 %	0.3 %	19,206	515
ED	53.6 %	36.1 %	8.7 %	1.4 %	0.2 %	2,578	88
EEOC	53.0 %	36.7 %	8.7 %	1.4 %	0.3 %	992	93
EPA	48.2 %	42.7 %	8.0 %	0.9 %	0.2 %	7,471	213
FCC	56.4 %	34.1 %	7.6 %	1.7 %	0.3 %	499	17
FERC	57.9 %	35.9 %	5.5 %	0.2 %	0.5 %	1,047	26
FTC	70.2 %	26.8 %	2.6 %	0.1 %	0.2 %	768	8
GSA	55.3 %	36.4 %	7.3 %	1.0 %	0.1 %	7,193	205

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees in my work unit produce high-quality work.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
HHS	51.3 %	38.0 %	9.0 %	1.4 %	0.3 %	48,420	1,285
HUD	51.2 %	37.5 %	9.4 %	1.5 %	0.4 %	4,557	246
NARA	51.4 %	36.9 %	9.7 %	1.6 %	0.3 %	1,326	53
NCUA	43.1 %	45.5 %	9.3 %	1.6 %	0.4 %	871	27
NLRB	51.3 %	40.5 %	7.6 %	0.3 %	0.2 %	669	29
NRC	46.6 %	42.4 %	9.6 %	1.4 %	0.0 %	1,832	37
NSF	60.2 %	32.8 %	6.3 %	0.5 %	0.2 %	1,027	9
OMB	57.8 %	35.5 %	6.5 %	0.2 %	0.0%	421	6
OPM	48.9 %	39.3 %	10.2 %	1.2 %	0.4 %	1,445	49
PBGC	63.4 %	31.5 %	4.2 %	0.9 %	0.0%	582	16
RRB	40.0 %	44.4 %	13.3 %	2.3 %	0.0%	354	18
SBA	53.9 %	35.6 %	8.8 %	1.4 %	0.3 %	3,312	161
SSA	30.5 %	42.7 %	21.7 %	4.3 %	0.8 %	24,134	2,016
State	38.5 %	46.7 %	13.1 %	1.6 %	0.2 %	7,738	115
USAGM	39.7 %	39.3 %	15.6 %	4.6 %	0.7 %	652	19
USAID	38.0 %	46.2 %	14.0 %	1.8 %	0.0%	1,722	25
USDA	39.9 %	43.4 %	14.1 %	2.3 %	0.4 %	41,703	1,088

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees in my work unit produce high-quality work.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
USDT	46.2 %	40.2 %	11.4 %	1.8 %	0.4 %	32,317	2,998
Small Agencies	53.1 %	37.2 %	7.8 %	1.4 %	0.5 %	5,812	144
DOD Overall	40.1 %	42.7 %	14.0 %	2.6 %	0.5 %	157,356	3,713
USACE	40.3 %	46.2 %	11.5 %	1.6 %	0.2 %	17,766	387
Air Force	38.5 %	43.9 %	14.4 %	2.6 %	0.6 %	30,144	641
†Army	40.5 %	41.3 %	14.7 %	2.8 %	0.6 %	40,525	765
†Navy	39.1 %	44.4 %	13.6 %	2.5 %	0.4 %	34,119	756
MarineCorps	39.2 %	40.6 %	16.2 %	3.5 %	0.4 %	4,416	69
DOD 4thEstate	44.9 %	39.4 %	12.7 %	2.5 %	0.6 %	30,386	1,095

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) Employees in my work unit adapt to changing priorities.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
CSOSA	44.8 %	33.5 %	19.0 %	1.6 %	1.1 %	333	12
DHS	39.4 %	36.0 %	18.0 %	4.9 %	1.7 %	69,918	2,164
DOC	42.2 %	40.8 %	14.3 %	2.1 %	0.5 %	18,739	1,965
DOE	51.0 %	36.8 %	10.1 %	1.7 %	0.4 %	8,288	196
DOI	39.1 %	40.8 %	15.5 %	3.7 %	0.9 %	25,948	682
DOJ	37.3 %	36.2 %	17.8 %	6.7 %	2.0 %	24,588	900
DOL	48.2 %	36.8 %	12.0 %	2.4 %	0.6 %	6,957	511
DOT	43.7 %	37.9 %	14.3 %	3.4 %	0.7 %	19,168	536
ED	55.1 %	33.0 %	9.8 %	1.8 %	0.4 %	2,575	92
EEOC	52.6 %	35.1 %	9.7 %	1.9 %	0.6 %	996	92
EPA	45.1 %	41.5 %	11.3 %	1.7 %	0.4 %	7,418	254
FCC	56.1 %	32.7 %	8.7 %	2.2 %	0.3 %	490	23
FERC	57.6 %	33.0 %	8.0 %	1.3 %	0.1 %	1,027	42
FTC	62.5 %	32.0 %	4.9 %	0.5 %	0.1 %	752	20
GSA	55.4 %	33.9 %	8.9 %	1.6 %	0.2 %	7,189	200

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) Employees in my work unit adapt to changing priorities.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
HHS	49.7 %	36.0 %	11.3 %	2.4 %	0.6 %	48,133	1,513
HUD	50.4 %	36.1 %	10.9 %	2.0 %	0.6 %	4,573	221
NARA	52.9 %	31.5 %	12.7 %	2.0 %	0.8 %	1,322	53
NCUA	46.3 %	40.7 %	10.5 %	1.7 %	0.8 %	872	23
NLRB	48.3 %	38.0 %	12.3 %	1.2 %	0.2 %	660	37
NRC	42.9 %	42.1 %	11.6 %	2.7 %	0.7 %	1,821	46
NSF	55.1 %	33.6 %	9.4 %	1.7 %	0.2 %	1,018	21
OMB	60.8 %	31.9 %	6.7 %	0.7 %	0.0%	421	5
OPM	52.7 %	33.0 %	11.7 %	2.0 %	0.6 %	1,440	49
PBGC	64.4 %	28.0 %	6.5 %	0.9 %	0.2 %	575	23
RRB	45.4 %	37.3 %	13.1 %	4.2 %	0.0%	347	24
SBA	60.1 %	29.7 %	8.4 %	1.5 %	0.2 %	3,350	121
SSA	35.3 %	38.7 %	20.0 %	4.9 %	1.0 %	24,315	1,795
State	40.8 %	41.4 %	14.6 %	2.9 %	0.4 %	7,724	120
USAGM	41.7 %	34.9 %	16.4 %	6.1 %	0.9 %	643	23
USAID	41.7 %	42.3 %	13.2 %	2.6 %	0.3 %	1,725	27
USDA	39.0 %	40.6 %	16.2 %	3.5 %	0.8 %	41,598	1,201

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) Employees in my work unit adapt to changing priorities.

Agency	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
USDT	46.8 %	36.9 %	12.6 %	2.8 %	0.8 %	32,649	2,662
Small Agencies	52.3 %	34.8 %	9.7 %	2.5 %	0.7 %	5,767	179
DOD Overall	41.1 %	38.4 %	15.5 %	4.2 %	0.9 %	157,224	3,817
USACE	42.0 %	41.9 %	13.3 %	2.4 %	0.5 %	17,703	425
Air Force	39.1 %	39.3 %	16.4 %	4.4 %	0.8 %	30,078	695
†Army	40.8 %	37.3 %	16.3 %	4.4 %	1.1 %	40,543	754
†Navy	41.1 %	39.4 %	14.9 %	3.9 %	0.7 %	34,083	788
MarineCorps	40.7 %	37.5 %	16.0 %	5.0 %	0.8 %	4,422	67
DOD 4thEstate	45.0 %	35.7 %	14.4 %	3.9 %	1.0 %	30,395	1,088

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
CSOSA	16.5 %	37.3 %	30.1 %	9.6 %	6.5 %	238	110
DHS	12.8 %	40.1 %	26.1 %	12.9 %	8.1 %	62,807	10,110
DOC	18.7 %	43.3 %	28.5 %	6.6 %	2.9 %	16,625	4,328
DOE	25.0 %	46.6 %	19.1 %	6.5 %	2.7 %	7,328	1,245
DOI	17.1 %	47.2 %	22.9 %	8.8 %	4.0 %	22,600	4,367
DOJ	14.4 %	40.8 %	22.5 %	13.2 %	9.1 %	21,849	3,960
DOL	21.8 %	40.9 %	25.0 %	7.6 %	4.7 %	6,195	1,341
DOT	16.3 %	42.8 %	24.2 %	11.0 %	5.8 %	16,638	3,304
ED	27.1 %	43.5 %	21.5 %	5.3 %	2.7 %	2,025	666
EEOC	26.3 %	43.2 %	21.7 %	5.7 %	3.1 %	957	141
EPA	24.3 %	47.4 %	20.0 %	5.5 %	2.7 %	6,538	1,202
FCC	23.8 %	45.0 %	26.1 %	3.4 %	1.7 %	380	144
FERC	32.1 %	44.1 %	19.9 %	3.0 %	1.0 %	898	181
FTC	49.3 %	37.2 %	11.2 %	1.7 %	0.6 %	700	79
GSA	26.8 %	43.8 %	22.1 %	5.1 %	2.3 %	6,139	1,341

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
HHS	22.9 %	47.9 %	20.7 %	6.0 %	2.5 %	42,698	7,492
HUD	22.9 %	42.0 %	24.1 %	7.3 %	3.7 %	4,180	675
NARA	22.4 %	43.3 %	22.4 %	5.5 %	6.4 %	1,035	365
NCUA	24.1 %	46.7 %	19.1 %	5.4 %	4.7 %	704	197
NLRB	28.5 %	40.5 %	21.2 %	6.7 %	3.0 %	453	251
NRC	20.8 %	46.5 %	21.7 %	6.9 %	4.1 %	1,498	389
NSF	35.9 %	44.9 %	14.0 %	3.3 %	1.8 %	955	92
OMB	30.7 %	49.0 %	14.0 %	3.8 %	2.6 %	322	107
OPM	22.7 %	43.6 %	24.1 %	5.8 %	3.8 %	1,327	185
PBGC	34.8 %	42.6 %	17.9 %	3.1 %	1.7 %	485	119
RRB	19.2 %	36.8 %	28.9 %	9.4 %	5.7 %	271	102
SBA	19.8 %	40.5 %	25.7 %	9.3 %	4.8 %	2,946	566
SSA	11.0 %	33.4 %	31.1 %	14.1 %	10.4 %	20,911	5,550
State	15.0 %	51.1 %	21.0 %	9.8 %	3.2 %	7,145	796
USAGM	20.6 %	38.8 %	26.4 %	8.3 %	5.9 %	520	168
USAID	19.3 %	52.8 %	18.9 %	6.9 %	2.1 %	1,578	187
USDA	13.2 %	41.2 %	26.3 %	12.9 %	6.3 %	37,289	5,950

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
USDT	15.9 %	38.8 %	27.3 %	10.9 %	7.2 %	29,551	6,127
Small Agencies	29.7 %	44.5 %	17.8 %	4.5 %	3.5 %	4,823	1,183
DOD Overall	13.7 %	43.2 %	25.5 %	11.7 %	5.9 %	139,426	23,520
USACE	15.2 %	48.0 %	24.7 %	8.7 %	3.4 %	16,082	2,291
Air Force	13.5 %	42.8 %	25.1 %	12.8 %	5.7 %	27,163	3,983
†Army	14.1 %	43.1 %	24.9 %	11.5 %	6.4 %	35,886	5,912
†Navy	12.1 %	42.8 %	26.6 %	12.4 %	6.1 %	29,947	5,326
Marine Corps	13.9 %	41.4 %	25.4 %	12.5 %	6.8 %	3,730	804
DOD 4thEstate	15.6 %	43.7 %	25.4 %	9.8 %	5.5 %	26,618	5,204

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I can influence decisions in my work unit.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
CSOSA	18.0 %	41.7 %	23.3 %	9.1 %	7.8 %	349
DHS	17.6 %	39.4 %	22.4 %	13.2 %	7.5 %	72,889
DOC	17.8 %	38.9 %	25.3 %	12.0 %	6.0 %	20,951
DOE	29.8 %	44.7 %	14.5 %	7.5 %	3.4 %	8,566
DOI	21.7 %	47.2 %	18.0 %	8.9 %	4.1 %	26,966
DOJ	17.5 %	41.1 %	20.7 %	13.3 %	7.4 %	25,815
DOL	21.5 %	41.1 %	21.5 %	9.8 %	6.1 %	7,534
DOT	21.7 %	46.4 %	17.7 %	9.1 %	5.1 %	19,940
ED	25.7 %	43.9 %	17.7 %	8.6 %	4.1 %	2,684
EEOC	23.6 %	38.8 %	22.4 %	10.5 %	4.7 %	1,097
EPA	25.0 %	48.2 %	16.1 %	7.5 %	3.2 %	7,738
FCC	24.3 %	44.2 %	17.0 %	9.5 %	4.9 %	524
FERC	32.7 %	41.5 %	14.9 %	7.3 %	3.6 %	1,074
FTC	37.6 %	42.7 %	12.3 %	5.5 %	1.9 %	776
GSA	32.1 %	43.1 %	16.5 %	5.8 %	2.5 %	7,480

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I can influence decisions in my work unit.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
HHS	23.8 %	45.5 %	19.1 %	8.1 %	3.5 %	50,180
HUD	23.3 %	43.9 %	20.0 %	8.7 %	4.1 %	4,854
NARA	26.8 %	40.5 %	18.2 %	8.8 %	5.7 %	1,401
NCUA	24.3 %	45.7 %	18.9 %	7.1 %	4.1 %	901
NLRB	18.4 %	41.5 %	21.8 %	13.0 %	5.4 %	703
NRC	25.3 %	47.5 %	15.9 %	7.5 %	3.8 %	1,886
NSF	35.0 %	42.3 %	14.2 %	6.3 %	2.3 %	1,047
OMB	35.2 %	48.5 %	8.9 %	5.5 %	1.8 %	431
OPM	24.0 %	39.3 %	20.3 %	10.6 %	5.8 %	1,508
PBGC	33.1 %	44.7 %	16.1 %	4.5 %	1.6 %	605
RRB	19.4 %	40.1 %	23.6 %	11.0 %	5.8 %	373
SBA	19.2 %	38.0 %	27.8 %	10.4 %	4.6 %	3,512
SSA	13.1 %	35.2 %	28.1 %	15.5 %	8.2 %	26,445
State	26.1 %	45.6 %	15.0 %	9.5 %	3.9 %	7,938
USAGM	18.9 %	42.8 %	20.0 %	9.9 %	8.4 %	690
USAID	28.8 %	46.5 %	14.7 %	7.0 %	3.0 %	1,767
USDA	16.8 %	47.6 %	21.8 %	9.9 %	3.9 %	43,235

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I can influence decisions in my work unit.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
USDT	17.9 %	38.9 %	25.9 %	11.4 %	5.9 %	35,668
Small Agencies	27.5 %	43.7 %	16.0 %	8.6 %	4.1 %	6,004
DOD Overall	20.9 %	44.0 %	19.3 %	10.5 %	5.3 %	162,909
USACE	22.0 %	49.1 %	17.9 %	8.0 %	3.0 %	18,374
Air Force	21.9 %	43.2 %	18.5 %	10.9 %	5.4 %	31,134
†Army	19.6 %	42.5 %	20.4 %	11.4 %	6.1 %	41,776
†Navy	20.9 %	46.3 %	18.1 %	10.0 %	4.7 %	35,286
MarineCorps	19.8 %	41.2 %	21.2 %	11.0 %	6.8 %	4,534
DOD 4thEstate	21.8 %	42.4 %	20.8 %	9.8 %	5.1 %	31,805

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) I know what my work unit's goals are.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
CSOSA	37.3 %	45.8 %	9.5 %	4.5 %	2.9 %	348
DHS	28.5 %	50.2 %	12.0 %	5.8 %	3.5 %	72,857
DOC	34.2 %	51.4 %	9.1 %	3.8 %	1.5 %	20,945
DOE	38.1 %	48.2 %	8.5 %	3.5 %	1.7 %	8,554
DOI	27.6 %	52.6 %	12.0 %	5.7 %	2.2 %	26,952
DOJ	27.9 %	50.7 %	12.6 %	6.1 %	2.7 %	25,791
DOL	37.0 %	48.2 %	8.7 %	4.0 %	2.1 %	7,528
DOT	30.7 %	51.9 %	10.8 %	4.6 %	2.0 %	19,917
ED	37.4 %	47.0 %	9.3 %	4.4 %	2.0 %	2,683
EEOC	40.1 %	43.3 %	9.6 %	5.4 %	1.5 %	1,097
EPA	33.8 %	52.0 %	8.9 %	4.1 %	1.3 %	7,727
FCC	38.6 %	47.2 %	8.2 %	4.8 %	1.1 %	524
FERC	46.0 %	43.1 %	6.4 %	3.5 %	1.0 %	1,077
FTC	45.7 %	41.4 %	8.4 %	3.8 %	0.7 %	779
GSA	43.8 %	45.1 %	7.6 %	2.4 %	1.0 %	7,467

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) I know what my work unit's goals are.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
HHS	36.5 %	50.1 %	8.6 %	3.5 %	1.3 %	50,142
HUD	37.3 %	48.5 %	8.5 %	3.5 %	2.2 %	4,844
NARA	37.3 %	48.1 %	8.0 %	4.7 %	1.8 %	1,403
NCUA	33.4 %	53.1 %	8.2 %	2.8 %	2.5 %	899
NLRB	30.9 %	51.0 %	9.8 %	5.6 %	2.7 %	699
NRC	37.1 %	49.6 %	7.7 %	4.1 %	1.5 %	1,884
NSF	45.9 %	40.6 %	7.6 %	5.1 %	0.8 %	1,046
OMB	32.3 %	46.0 %	12.4 %	6.6 %	2.8 %	430
OPM	39.2 %	47.3 %	8.0 %	3.1 %	2.3 %	1,510
PBGC	56.5 %	36.5 %	5.7 %	1.0 %	0.3 %	603
RRB	40.5 %	44.9 %	9.8 %	2.1 %	2.7 %	373
SBA	39.5 %	48.7 %	8.2 %	2.5 %	1.1 %	3,512
SSA	28.4 %	53.8 %	11.0 %	4.8 %	2.1 %	26,433
State	32.9 %	50.5 %	10.0 %	5.0 %	1.6 %	7,941
USAGM	34.7 %	45.3 %	11.9 %	4.6 %	3.5 %	691
USAID	32.0 %	48.9 %	10.3 %	6.6 %	2.2 %	1,765
USDA	26.5 %	55.5 %	11.7 %	4.8 %	1.5 %	43,225

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) I know what my work unit's goals are.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
USDT	32.2 %	51.1 %	10.4 %	4.3 %	2.0 %	35,639
Small Agencies	37.6 %	46.8 %	9.2 %	4.5 %	1.9 %	6,006
DOD Overall	31.3 %	51.4 %	10.5 %	4.8 %	2.0 %	162,861
USACE	29.8 %	55.8 %	9.5 %	3.7 %	1.2 %	18,370
Air Force	31.5 %	50.8 %	10.5 %	5.1 %	2.0 %	31,125
†Army	30.5 %	51.2 %	10.8 %	5.2 %	2.3 %	41,757
†Navy	30.4 %	52.4 %	10.7 %	4.7 %	1.9 %	35,276
MarineCorps	32.0 %	47.8 %	12.1 %	5.5 %	2.7 %	4,531
DOD 4thEstate	34.4 %	50.2 %	9.6 %	3.9 %	1.9 %	31,802

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My work unit commits resources to develop new ideas.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
CSOSA	18.5 %	38.1 %	21.1 %	11.5 %	10.8 %	318	29
DHS	12.8 %	29.7 %	25.8 %	17.9 %	13.9 %	68,768	4,109
DOC	16.5 %	37.0 %	24.2 %	14.1 %	8.1 %	18,794	2,154
DOE	21.5 %	41.1 %	20.8 %	10.8 %	5.8 %	8,298	267
DOI	16.0 %	39.8 %	23.2 %	13.5 %	7.5 %	25,978	980
DOJ	12.8 %	31.4 %	24.5 %	17.6 %	13.7 %	24,257	1,537
DOL	18.9 %	36.8 %	23.5 %	12.6 %	8.2 %	6,981	556
DOT	16.2 %	38.2 %	23.0 %	14.1 %	8.5 %	18,984	934
ED	18.8 %	37.3 %	22.0 %	14.7 %	7.3 %	2,520	168
EEOC	24.2 %	31.4 %	22.6 %	14.4 %	7.4 %	982	118
EPA	17.2 %	41.9 %	21.5 %	13.3 %	6.1 %	7,425	305
FCC	17.5 %	39.0 %	26.2 %	10.6 %	6.7 %	485	38
FERC	29.6 %	36.2 %	18.8 %	10.3 %	5.1 %	1,005	71
FTC	36.3 %	40.0 %	15.0 %	6.6 %	2.1 %	745	34
GSA	28.0 %	41.4 %	19.0 %	8.1 %	3.5 %	7,196	276

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My work unit commits resources to develop new ideas.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
HHS	22.3 %	42.1 %	20.3 %	10.3 %	5.0 %	47,918	2,253
HUD	22.0 %	40.0 %	22.3 %	9.6 %	6.1 %	4,588	257
NARA	19.1 %	36.5 %	23.0 %	13.2 %	8.2 %	1,305	93
NCUA	21.7 %	39.7 %	19.2 %	12.5 %	6.9 %	861	38
NLRB	14.1 %	24.8 %	20.3 %	23.1 %	17.7 %	630	71
NRC	17.8 %	44.0 %	20.0 %	12.0 %	6.2 %	1,787	97
NSF	31.0 %	39.5 %	16.6 %	9.5 %	3.3 %	1,030	16
OMB	22.1 %	41.0 %	19.3 %	12.6 %	5.0 %	422	9
OPM	20.3 %	36.6 %	22.8 %	12.7 %	7.6 %	1,423	89
PBGC	37.1 %	39.9 %	14.9 %	5.3 %	2.8 %	570	33
RRB	14.4 %	36.3 %	23.4 %	15.9 %	10.0 %	336	35
SBA	18.9 %	34.2 %	27.6 %	12.3 %	7.0 %	3,129	386
SSA	10.8 %	26.7 %	29.6 %	19.2 %	13.6 %	23,617	2,821
State	13.9 %	36.7 %	23.4 %	17.4 %	8.7 %	7,686	258
USAGM	16.4 %	36.4 %	23.6 %	12.7 %	10.9 %	644	45
USAID	15.7 %	41.9 %	22.1 %	13.3 %	7.0 %	1,725	42
USDA	13.4 %	37.4 %	27.2 %	15.1 %	7.0 %	41,093	2,140

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My work unit commits resources to develop new ideas.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
USDT	17.7 %	35.7 %	24.8 %	13.4 %	8.4 %	31,904	3,740
Small Agencies	22.3 %	38.2 %	20.8 %	11.9 %	6.9 %	5,755	240
DOD Overall	15.0 %	36.3 %	24.5 %	15.1 %	9.2 %	155,909	6,920
USACE	16.6 %	42.5 %	23.5 %	12.2 %	5.2 %	17,741	623
Air Force	15.7 %	37.2 %	24.1 %	14.6 %	8.3 %	29,890	1,228
†Army	14.4 %	34.7 %	24.6 %	16.1 %	10.1 %	40,165	1,610
†Navy	13.6 %	36.6 %	24.8 %	15.5 %	9.5 %	33,935	1,330
MarineCorps	15.0 %	31.8 %	25.1 %	16.6 %	11.6 %	4,385	144
DOD 4thEstate	17.2 %	36.1 %	24.2 %	13.6 %	8.9 %	29,793	1,985

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) My work unit successfully manages disruptions to our work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
CSOSA	24.5 %	41.7 %	18.1 %	7.3 %	8.3 %	333	14
DHS	18.3 %	44.0 %	20.6 %	9.8 %	7.3 %	70,700	2,208
DOC	21.6 %	47.7 %	19.5 %	7.2 %	4.0 %	19,322	1,643
DOE	28.0 %	49.0 %	14.3 %	5.9 %	2.8 %	8,341	234
DOI	18.9 %	48.3 %	19.6 %	8.6 %	4.5 %	26,155	807
DOJ	19.1 %	44.4 %	18.7 %	10.2 %	7.6 %	24,936	860
DOL	25.9 %	47.9 %	16.7 %	5.6 %	4.0 %	7,098	442
DOT	21.8 %	47.8 %	17.8 %	7.9 %	4.7 %	19,239	705
ED	27.2 %	48.1 %	14.6 %	6.5 %	3.6 %	2,575	116
EEOC	31.8 %	43.3 %	15.0 %	6.1 %	3.8 %	1,025	73
EPA	22.8 %	52.3 %	16.1 %	6.1 %	2.7 %	7,456	286
FCC	27.4 %	49.9 %	14.5 %	5.3 %	2.9 %	500	23
FERC	37.3 %	44.4 %	13.4 %	3.2 %	1.8 %	1,038	41
FTC	48.9 %	38.8 %	9.0 %	2.2 %	1.1 %	758	22
GSA	32.3 %	47.5 %	13.5 %	4.6 %	2.1 %	7,245	235

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) My work unit successfully manages disruptions to our work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
HHS	26.1 %	48.0 %	16.3 %	6.2 %	3.4 %	48,225	1,966
HUD	26.8 %	46.5 %	16.7 %	6.6 %	3.3 %	4,629	219
NARA	28.7 %	45.2 %	16.3 %	5.6 %	4.2 %	1,352	51
NCUA	30.5 %	46.9 %	13.2 %	6.0 %	3.3 %	878	23
NLRB	22.0 %	49.6 %	14.5 %	8.5 %	5.4 %	655	45
NRC	24.3 %	49.5 %	16.1 %	7.0 %	3.1 %	1,820	67
NSF	34.8 %	44.5 %	11.3 %	7.2 %	2.2 %	1,021	26
OMB	31.4 %	45.7 %	10.9 %	8.1 %	3.8 %	425	6
OPM	26.2 %	42.8 %	18.6 %	8.1 %	4.3 %	1,450	58
PBGC	43.5 %	43.1 %	10.1 %	2.3 %	1.1 %	579	25
RRB	23.9 %	50.1 %	15.5 %	6.1 %	4.5 %	353	20
SBA	29.0 %	47.4 %	16.1 %	4.8 %	2.7 %	3,340	174
SSA	16.0 %	43.2 %	23.0 %	10.8 %	6.9 %	24,715	1,735
State	19.6 %	49.1 %	17.0 %	9.8 %	4.6 %	7,770	170
USAGM	23.2 %	47.0 %	20.0 %	5.2 %	4.6 %	666	26
USAID	21.8 %	48.7 %	17.3 %	8.5 %	3.7 %	1,730	38
USDA	16.8 %	48.9 %	21.1 %	9.0 %	4.1 %	41,763	1,472

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) My work unit successfully manages disruptions to our work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
USDT	23.7 %	46.3 %	18.5 %	7.0 %	4.5 %	33,026	2,622
Small Agencies	29.1 %	45.9 %	14.7 %	6.3 %	3.9 %	5,834	171
DOD Overall	18.0 %	46.1 %	20.0 %	9.9 %	5.9 %	158,368	4,543
USACE	19.4 %	51.7 %	18.6 %	7.1 %	3.2 %	17,898	481
Air Force	17.5 %	45.4 %	20.6 %	10.7 %	5.9 %	30,318	821
†Army	17.4 %	44.5 %	20.3 %	10.8 %	6.9 %	40,761	1,011
†Navy	17.2 %	47.7 %	20.2 %	9.6 %	5.4 %	34,375	907
MarineCorps	18.1 %	43.4 %	20.9 %	10.2 %	7.3 %	4,426	105
DOD 4thEstate	21.7 %	46.5 %	18.2 %	8.0 %	5.5 %	30,590	1,218

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
CSOSA	25.9 %	41.9 %	19.9 %	6.4 %	5.9 %	320	19
DHS	17.9 %	37.7 %	24.0 %	14.0 %	6.3 %	69,793	2,450
DOC	23.0 %	47.7 %	19.8 %	7.3 %	2.2 %	18,902	1,902
DOE	27.9 %	46.9 %	17.3 %	6.3 %	1.6 %	8,287	246
DOI	20.9 %	47.3 %	20.6 %	8.6 %	2.6 %	25,949	817
DOJ	17.6 %	39.5 %	22.5 %	13.9 %	6.5 %	24,467	972
DOL	24.7 %	45.7 %	19.7 %	7.2 %	2.6 %	6,892	591
DOT	20.7 %	45.1 %	21.5 %	9.5 %	3.3 %	19,067	721
ED	28.3 %	45.5 %	17.2 %	6.7 %	2.3 %	2,551	125
EEOC	32.7 %	44.3 %	14.6 %	5.9 %	2.4 %	969	113
EPA	25.2 %	48.6 %	18.2 %	6.5 %	1.5 %	7,374	303
FCC	23.8 %	44.1 %	21.0 %	7.5 %	3.6 %	478	44
FERC	32.7 %	42.5 %	16.8 %	5.8 %	2.1 %	1,015	58
FTC	43.2 %	42.5 %	9.6 %	4.0 %	0.7 %	762	18
GSA	34.5 %	44.8 %	14.6 %	5.0 %	1.1 %	7,185	239

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
HHS	27.1 %	46.3 %	17.7 %	6.8 %	2.1 %	48,040	1,859
HUD	27.9 %	45.8 %	17.5 %	6.5 %	2.3 %	4,564	257
NARA	29.0 %	42.4 %	18.1 %	7.2 %	3.4 %	1,337	53
NCUA	27.4 %	44.9 %	17.0 %	7.8 %	2.9 %	861	34
NLRB	21.6 %	44.5 %	21.1 %	9.7 %	3.1 %	629	64
NRC	21.5 %	49.6 %	18.6 %	8.2 %	2.2 %	1,800	78
NSF	35.9 %	43.9 %	13.8 %	4.9 %	1.5 %	1,016	23
OMB	32.7 %	51.2 %	9.5 %	6.1 %	0.4 %	418	9
OPM	27.9 %	44.4 %	17.7 %	7.5 %	2.6 %	1,426	66
PBGC	36.9 %	41.5 %	14.6 %	5.1 %	1.8 %	573	28
RRB	19.3 %	41.7 %	23.4 %	11.0 %	4.6 %	336	32
SBA	31.3 %	42.7 %	17.4 %	6.6 %	2.0 %	3,284	212
SSA	16.3 %	37.7 %	25.3 %	14.9 %	5.8 %	23,918	2,267
State	18.1 %	44.6 %	22.4 %	11.4 %	3.5 %	7,635	160
USAGM	23.3 %	40.8 %	20.9 %	9.6 %	5.3 %	654	28
USAID	21.3 %	45.8 %	20.4 %	9.9 %	2.6 %	1,715	35
USDA	19.1 %	46.2 %	22.6 %	9.5 %	2.6 %	41,436	1,431

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
USDT	26.5 %	45.4 %	17.8 %	7.5 %	2.8 %	32,519	2,729
Small Agencies	28.4 %	44.9 %	17.0 %	6.9 %	2.7 %	5,748	222
DOD Overall	19.5 %	44.1 %	22.2 %	10.6 %	3.6 %	156,780	4,540
USACE	20.6 %	49.0 %	20.8 %	7.6 %	1.9 %	17,780	502
Air Force	19.6 %	43.9 %	21.9 %	11.0 %	3.5 %	30,021	778
†Army	19.1 %	43.1 %	22.3 %	11.4 %	4.0 %	40,303	1,011
†Navy	18.2 %	45.0 %	22.9 %	10.4 %	3.5 %	34,020	864
Marine Corps	19.6 %	40.4 %	23.5 %	12.2 %	4.3 %	4,379	96
DOD 4thEstate	22.4 %	43.7 %	20.8 %	9.4 %	3.6 %	30,277	1,289

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) Employees in my work unit incorporate new ideas into their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
CSOSA	24.4 %	41.0 %	21.1 %	7.8 %	5.7 %	319	13
DHS	17.0 %	37.6 %	24.7 %	14.4 %	6.4 %	68,927	2,484
DOC	22.6 %	48.3 %	19.9 %	7.1 %	2.2 %	18,658	1,896
DOE	27.8 %	47.8 %	16.6 %	6.1 %	1.8 %	8,226	237
DOI	21.2 %	49.0 %	19.3 %	7.9 %	2.5 %	25,696	729
DOJ	17.3 %	40.7 %	22.3 %	13.5 %	6.2 %	24,184	959
DOL	24.6 %	46.1 %	19.5 %	7.3 %	2.5 %	6,827	575
DOT	20.5 %	45.9 %	21.2 %	9.4 %	3.0 %	18,828	705
ED	28.4 %	44.6 %	17.9 %	6.4 %	2.7 %	2,544	118
EEOC	31.1 %	45.2 %	15.4 %	5.9 %	2.5 %	965	110
EPA	25.6 %	51.3 %	16.0 %	5.6 %	1.5 %	7,351	268
FCC	24.2 %	48.5 %	16.7 %	7.2 %	3.5 %	476	40
FERC	33.3 %	40.5 %	17.8 %	5.9 %	2.5 %	1,016	46
FTC	45.7 %	42.4 %	8.3 %	2.9 %	0.8 %	753	14
GSA	34.3 %	45.5 %	14.7 %	4.5 %	1.1 %	7,143	229

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) Employees in my work unit incorporate new ideas into their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
HHS	27.4 %	47.2 %	16.9 %	6.4 %	2.0 %	47,640	1,738
HUD	27.9 %	46.6 %	17.2 %	6.0 %	2.2 %	4,536	247
NARA	26.9 %	45.7 %	16.4 %	7.6 %	3.4 %	1,319	58
NCUA	27.2 %	45.0 %	17.5 %	7.4 %	2.9 %	848	38
NLRB	21.5 %	43.0 %	22.4 %	9.9 %	3.2 %	627	59
NRC	21.3 %	51.4 %	18.5 %	6.5 %	2.3 %	1,807	54
NSF	36.0 %	45.3 %	12.8 %	4.4 %	1.5 %	1,007	23
OMB	34.9 %	50.9 %	8.8 %	4.7 %	0.7 %	410	10
OPM	27.3 %	44.5 %	17.9 %	7.7 %	2.5 %	1,419	63
PBGC	35.7 %	45.5 %	13.2 %	4.1 %	1.5 %	566	27
RRB	17.7 %	42.4 %	24.2 %	11.4 %	4.4 %	327	39
SBA	29.3 %	42.6 %	19.4 %	6.4 %	2.2 %	3,242	217
SSA	15.2 %	38.0 %	26.3 %	14.7 %	5.8 %	23,416	2,371
State	18.4 %	48.2 %	20.6 %	9.8 %	3.0 %	7,604	140
USAGM	23.2 %	43.5 %	19.0 %	9.0 %	5.2 %	649	27
USAID	22.4 %	50.0 %	17.1 %	8.2 %	2.3 %	1,696	35
USDA	18.4 %	47.8 %	22.0 %	9.3 %	2.5 %	40,939	1,373

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) Employees in my work unit incorporate new ideas into their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
USDT	25.3 %	45.3 %	19.0 %	7.6 %	2.8 %	32,067	2,850
Small Agencies	28.0 %	46.7 %	16.4 %	6.1 %	2.7 %	5,704	198
DOD Overall	19.2 %	45.7 %	21.6 %	10.0 %	3.5 %	154,749	4,570
USACE	21.0 %	49.9 %	20.0 %	7.2 %	1.9 %	17,556	503
Air Force	19.6 %	45.8 %	21.1 %	10.1 %	3.4 %	29,654	762
†Army	18.7 %	44.5 %	22.3 %	10.6 %	3.9 %	39,785	997
†Navy	17.7 %	47.1 %	22.0 %	9.9 %	3.3 %	33,602	846
MarineCorps	18.5 %	42.7 %	23.0 %	11.3 %	4.4 %	4,335	91
DOD 4thEstate	21.8 %	44.5 %	20.7 %	9.6 %	3.4 %	29,817	1,371

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) Employees in my work unit approach change as an opportunity.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
CSOSA	20.0 %	35.5 %	27.3 %	11.6 %	5.6 %	323	14
DHS	14.7 %	32.1 %	28.6 %	16.8 %	7.8 %	68,644	2,607
DOC	18.1 %	39.6 %	28.6 %	10.5 %	3.3 %	18,404	2,132
DOE	22.9 %	42.6 %	23.5 %	8.5 %	2.6 %	8,148	265
DOI	16.1 %	40.1 %	28.1 %	11.9 %	3.8 %	25,591	845
DOJ	14.0 %	32.9 %	27.6 %	17.2 %	8.3 %	24,037	1,092
DOL	21.2 %	40.0 %	26.2 %	9.3 %	3.2 %	6,822	586
DOT	17.3 %	37.9 %	26.9 %	13.1 %	4.8 %	18,760	745
ED	24.5 %	40.7 %	23.4 %	8.6 %	2.9 %	2,517	138
EEOC	26.3 %	40.8 %	21.6 %	8.4 %	2.9 %	952	121
EPA	19.7 %	44.0 %	25.5 %	8.7 %	2.1 %	7,278	337
FCC	21.1 %	40.7 %	26.9 %	7.4 %	3.9 %	469	47
FERC	29.2 %	37.4 %	23.7 %	6.9 %	2.9 %	988	71
FTC	36.4 %	38.3 %	20.4 %	3.8 %	1.1 %	739	29
GSA	29.2 %	41.3 %	20.6 %	7.3 %	1.6 %	7,116	254

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) Employees in my work unit approach change as an opportunity.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
HHS	23.4 %	42.7 %	22.8 %	8.6 %	2.6 %	47,388	2,016
HUD	24.1 %	41.9 %	22.6 %	8.5 %	2.9 %	4,472	286
NARA	22.9 %	35.7 %	25.8 %	11.1 %	4.5 %	1,322	61
NCUA	19.3 %	39.2 %	27.4 %	9.8 %	4.2 %	843	46
NLRB	17.6 %	36.0 %	28.8 %	14.2 %	3.5 %	621	61
NRC	16.6 %	41.6 %	27.4 %	10.7 %	3.7 %	1,790	71
NSF	29.2 %	42.3 %	18.4 %	7.6 %	2.5 %	1,015	20
OMB	32.9 %	46.0 %	11.7 %	8.2 %	1.2 %	415	9
OPM	25.7 %	38.0 %	22.4 %	10.2 %	3.8 %	1,411	70
PBGC	33.6 %	40.6 %	18.7 %	5.7 %	1.4 %	562	36
RRB	18.6 %	39.9 %	24.5 %	13.3 %	3.8 %	326	39
SBA	30.2 %	41.4 %	19.9 %	6.3 %	2.2 %	3,240	195
SSA	13.4 %	32.9 %	30.1 %	16.8 %	6.6 %	23,447	2,253
State	15.5 %	40.5 %	26.8 %	13.3 %	4.0 %	7,520	203
USAGM	21.9 %	38.9 %	24.4 %	10.3 %	4.4 %	640	34
USAID	18.7 %	42.8 %	24.6 %	11.0 %	2.8 %	1,693	41
USDA	14.8 %	38.3 %	29.4 %	13.7 %	3.9 %	40,763	1,523

(30) Employees in my work unit approach change as an opportunity.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
USDT	21.6 %	39.7 %	24.7 %	10.3 %	3.7 %	31,807	2,970
Small Agencies	24.0 %	40.7 %	22.8 %	9.4 %	3.1 %	5,655	257
DOD Overall	16.3 %	37.7 %	27.3 %	13.8 %	4.8 %	154,508	4,666
USACE	17.3 %	42.3 %	27.2 %	10.5 %	2.8 %	17,535	548
Air Force	16.4 %	38.0 %	26.9 %	13.9 %	4.9 %	29,601	793
†Army	16.0 %	36.5 %	27.4 %	14.7 %	5.3 %	39,751	1,002
†Navy	15.0 %	37.9 %	28.2 %	14.1 %	4.7 %	33,527	889
MarineCorps	16.9 %	34.0 %	29.4 %	13.7 %	5.8 %	4,326	87
DOD 4thEstate	19.2 %	38.5 %	25.5 %	12.3 %	4.6 %	29,768	1,347

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Employees in my work unit consider customer needs a top priority.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
CSOSA	34.7 %	43.5 %	14.4 %	3.6 %	3.8 %	323	15
DHS	24.5 %	36.3 %	23.3 %	9.7 %	6.1 %	68,266	3,109
DOC	35.4 %	45.0 %	14.2 %	3.9 %	1.5 %	18,907	1,642
DOE	40.2 %	44.3 %	11.5 %	2.8 %	1.3 %	8,206	237
DOI	29.5 %	44.9 %	17.7 %	5.6 %	2.4 %	25,478	983
DOJ	23.3 %	38.5 %	23.2 %	9.3 %	5.7 %	23,203	1,885
DOL	35.6 %	45.1 %	13.5 %	3.9 %	1.9 %	6,956	462
DOT	33.9 %	44.9 %	14.4 %	4.7 %	2.1 %	19,007	521
ED	41.5 %	42.5 %	11.1 %	3.7 %	1.2 %	2,571	77
EEOC	37.6 %	45.6 %	12.1 %	2.9 %	1.7 %	1,007	67
EPA	33.1 %	47.4 %	15.1 %	3.3 %	1.2 %	7,309	295
FCC	34.2 %	44.9 %	16.4 %	3.1 %	1.4 %	483	34
FERC	42.8 %	39.0 %	14.3 %	1.9 %	2.1 %	965	95
FTC	53.3 %	34.7 %	10.0 %	1.5 %	0.5 %	701	73
GSA	48.6 %	40.5 %	8.1 %	1.9 %	0.8 %	7,245	138

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Employees in my work unit consider customer needs a top priority.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
HHS	39.3 %	44.0 %	12.0 %	3.3 %	1.4 %	47,132	2,272
HUD	38.8 %	44.6 %	11.8 %	3.1 %	1.7 %	4,611	173
NARA	40.9 %	41.5 %	12.2 %	3.7 %	1.7 %	1,333	49
NCUA	33.4 %	44.8 %	13.7 %	5.0 %	3.1 %	846	41
NLRB	34.1 %	48.1 %	12.3 %	3.5 %	2.0 %	630	55
NRC	31.3 %	45.8 %	17.3 %	4.2 %	1.5 %	1,769	89
NSF	46.6 %	40.0 %	9.8 %	2.5 %	1.1 %	1,014	14
OMB	44.8 %	41.7 %	9.3 %	3.7 %	0.5 %	401	20
OPM	45.0 %	41.2 %	9.3 %	2.4 %	2.1 %	1,453	34
PBGC	55.0 %	35.9 %	5.9 %	2.4 %	0.9 %	580	16
RRB	40.3 %	43.8 %	11.4 %	3.2 %	1.3 %	348	21
SBA	48.3 %	38.7 %	9.2 %	2.6 %	1.3 %	3,341	122
SSA	27.9 %	44.8 %	16.2 %	7.1 %	3.9 %	24,366	1,428
State	29.8 %	46.5 %	15.4 %	6.1 %	2.2 %	7,510	209
USAGM	32.8 %	40.8 %	16.3 %	6.0 %	4.0 %	649	31
USAID	31.1 %	47.8 %	13.9 %	5.7 %	1.6 %	1,686	47
USDA	31.9 %	44.1 %	16.5 %	5.4 %	2.2 %	40,896	1,417

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Employees in my work unit consider customer needs a top priority.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
USDT	36.9 %	44.9 %	12.7 %	3.7 %	1.8 %	32,664	2,156
Small Agencies	40.9 %	40.8 %	13.2 %	3.4 %	1.8 %	5,641	259
DOD Overall	34.5 %	44.6 %	13.7 %	4.9 %	2.3 %	156,503	2,884
USACE	31.4 %	48.8 %	14.7 %	3.7 %	1.4 %	17,674	365
Air Force	33.0 %	44.5 %	14.5 %	5.5 %	2.5 %	29,928	503
†Army	34.7 %	43.9 %	13.7 %	5.2 %	2.5 %	40,171	618
†Navy	33.6 %	45.7 %	13.8 %	4.7 %	2.2 %	33,955	538
MarineCorps	34.6 %	42.1 %	15.6 %	5.3 %	2.4 %	4,370	58
DOD 4thEstate	39.9 %	42.8 %	11.2 %	4.0 %	2.0 %	30,405	802

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) Employees in my work unit consistently look for ways to improve customer service.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
CSOSA	28.8 %	36.0 %	24.7 %	4.3 %	6.2 %	323	17
DHS	19.1 %	32.7 %	28.9 %	12.2 %	7.1 %	68,158	3,587
DOC	26.5 %	42.9 %	22.6 %	6.0 %	1.9 %	18,693	2,012
DOE	30.2 %	43.0 %	20.6 %	4.7 %	1.6 %	8,168	323
DOI	22.2 %	40.9 %	26.0 %	8.0 %	2.9 %	25,294	1,302
DOJ	17.7 %	33.8 %	29.9 %	11.8 %	6.9 %	23,044	2,165
DOL	27.9 %	41.6 %	22.3 %	5.7 %	2.5 %	6,821	615
DOT	24.0 %	41.3 %	23.8 %	8.1 %	2.8 %	18,929	751
ED	34.1 %	41.2 %	17.4 %	5.6 %	1.6 %	2,541	117
EEOC	32.9 %	42.1 %	18.0 %	4.7 %	2.3 %	987	86
EPA	25.4 %	44.5 %	23.2 %	5.5 %	1.4 %	7,204	429
FCC	28.8 %	39.1 %	24.9 %	5.3 %	1.9 %	471	46
FERC	34.6 %	38.2 %	22.0 %	3.3 %	1.9 %	943	121
FTC	46.8 %	34.0 %	16.8 %	1.8 %	0.6 %	680	93
GSA	39.9 %	41.7 %	14.1 %	3.3 %	1.0 %	7,207	194

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) Employees in my work unit consistently look for ways to improve customer service.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
HHS	30.7 %	43.2 %	19.0 %	5.2 %	1.8 %	46,687	2,891
HUD	32.0 %	41.6 %	19.3 %	4.8 %	2.3 %	4,555	241
NARA	31.4 %	39.9 %	20.3 %	5.6 %	2.8 %	1,323	64
NCUA	28.5 %	38.5 %	23.0 %	7.0 %	3.1 %	841	54
NLRB	25.4 %	40.5 %	25.1 %	6.7 %	2.3 %	617	71
NRC	23.3 %	42.7 %	25.3 %	6.7 %	2.0 %	1,747	115
NSF	37.7 %	40.4 %	16.1 %	4.0 %	1.7 %	1,011	26
OMB	36.4 %	40.6 %	16.0 %	6.3 %	0.7 %	395	29
OPM	35.1 %	40.0 %	18.6 %	3.9 %	2.4 %	1,434	55
PBGC	46.0 %	38.3 %	10.4 %	3.9 %	1.3 %	570	27
RRB	28.1 %	41.2 %	21.6 %	6.8 %	2.3 %	334	33
SBA	39.3 %	37.4 %	16.9 %	4.5 %	1.9 %	3,293	173
SSA	20.1 %	36.7 %	27.0 %	11.2 %	5.0 %	24,027	1,975
State	21.8 %	41.4 %	24.8 %	9.2 %	2.8 %	7,515	268
USAGM	27.4 %	36.5 %	24.5 %	7.0 %	4.7 %	642	37
USAID	24.5 %	42.4 %	22.8 %	8.4 %	2.0 %	1,693	49
USDA	22.8 %	41.4 %	25.4 %	7.7 %	2.6 %	40,717	1,883

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) Employees in my work unit consistently look for ways to improve customer service.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
USDT	29.9 %	42.2 %	19.9 %	5.5 %	2.4 %	32,345	2,742
Small Agencies	32.2 %	40.3 %	19.9 %	5.2 %	2.5 %	5,589	338
DOD Overall	23.6 %	41.1 %	23.8 %	8.3 %	3.2 %	155,787	4,678
USACE	22.9 %	45.4 %	23.9 %	6.1 %	1.8 %	17,603	563
Air Force	22.9 %	41.0 %	24.0 %	8.9 %	3.3 %	29,810	823
†Army	24.3 %	40.5 %	23.4 %	8.4 %	3.4 %	40,128	969
†Navy	21.3 %	41.3 %	25.6 %	8.7 %	3.2 %	33,793	930
MarineCorps	23.8 %	40.1 %	23.7 %	8.8 %	3.6 %	4,376	76
DOD 4thEstate	28.7 %	40.9 %	20.9 %	6.6 %	2.8 %	30,077	1,317

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
CSOSA	34.7 %	36.2 %	17.5 %	5.7 %	5.8 %	329	11
DHS	23.2 %	36.5 %	19.9 %	9.7 %	10.8 %	69,953	1,410
DOC	31.8 %	42.0 %	16.0 %	5.9 %	4.2 %	19,519	1,017
DOE	41.3 %	40.7 %	11.2 %	3.7 %	3.1 %	8,342	102
DOI	31.3 %	43.1 %	14.9 %	6.0 %	4.7 %	26,108	334
DOJ	24.0 %	38.7 %	17.8 %	9.4 %	10.0 %	24,688	377
DOL	35.5 %	41.4 %	13.8 %	5.2 %	4.0 %	7,117	275
DOT	31.5 %	41.7 %	14.7 %	6.1 %	6.1 %	19,229	325
ED	45.2 %	39.0 %	10.1 %	3.4 %	2.4 %	2,594	49
EEOC	39.9 %	38.6 %	12.7 %	4.6 %	4.3 %	1,024	43
EPA	38.1 %	44.3 %	11.7 %	3.9 %	2.1 %	7,492	124
FCC	40.3 %	38.1 %	14.0 %	5.1 %	2.6 %	503	12
FERC	50.5 %	35.2 %	9.1 %	2.9 %	2.3 %	1,038	16
FTC	57.1 %	31.7 %	6.8 %	2.3 %	2.0 %	770	4
GSA	46.3 %	38.8 %	10.1 %	3.1 %	1.8 %	7,243	104

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
HHS	37.5 %	41.0 %	13.2 %	5.0 %	3.3 %	48,577	723
HUD	38.2 %	40.7 %	13.6 %	4.1 %	3.5 %	4,647	112
NARA	39.9 %	36.8 %	14.7 %	3.9 %	4.6 %	1,359	28
NCUA	35.2 %	42.2 %	12.6 %	5.8 %	4.2 %	871	14
NLRB	32.7 %	40.3 %	14.1 %	6.8 %	6.1 %	671	20
NRC	39.4 %	42.2 %	10.3 %	5.2 %	2.9 %	1,834	22
NSF	46.9 %	34.7 %	10.9 %	5.1 %	2.4 %	1,019	8
OMB	41.0 %	39.6 %	10.3 %	7.1 %	2.0 %	419	3
OPM	39.5 %	39.6 %	13.6 %	3.9 %	3.4 %	1,435	32
PBGC	57.1 %	32.5 %	7.3 %	1.8 %	1.3 %	585	10
RRB	30.6 %	42.7 %	17.9 %	2.7 %	6.1 %	360	9
SBA	35.3 %	39.7 %	16.4 %	4.7 %	3.9 %	3,342	110
SSA	20.8 %	37.7 %	23.0 %	9.9 %	8.7 %	24,507	1,252
State	24.3 %	42.0 %	16.9 %	9.6 %	7.2 %	7,631	87
USAGM	28.5 %	41.5 %	17.5 %	6.5 %	6.0 %	653	21
USAID	28.2 %	44.6 %	14.0 %	8.1 %	5.1 %	1,714	15
USDA	28.4 %	44.0 %	15.6 %	6.8 %	5.2 %	41,766	624

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
USDT	34.4 %	40.2 %	15.5 %	5.3 %	4.6 %	33,459	1,445
Small Agencies	41.3 %	38.6 %	11.6 %	4.9 %	3.6 %	5,814	85
DOD Overall	28.2 %	42.0 %	17.2 %	7.0 %	5.6 %	157,014	2,219
USACE	30.7 %	45.9 %	14.9 %	5.3 %	3.3 %	17,839	223
Air Force	28.2 %	42.2 %	17.2 %	7.2 %	5.2 %	30,037	380
†Army	26.4 %	41.4 %	18.3 %	7.5 %	6.4 %	40,257	507
†Navy	27.8 %	42.8 %	16.8 %	7.0 %	5.7 %	33,993	416
Marine Corps	27.5 %	39.5 %	18.6 %	8.0 %	6.3 %	4,377	46
DOD 4thEstate	31.8 %	41.0 %	15.9 %	6.2 %	5.1 %	30,511	647

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
CSOSA	9.3 %	29.7 %	30.5 %	16.7 %	13.7 %	321	15
DHS	9.9 %	28.6 %	30.2 %	19.2 %	12.1 %	69,227	2,506
DOC	8.9 %	30.7 %	29.2 %	19.8 %	11.5 %	18,971	1,717
DOE	11.7 %	34.6 %	28.4 %	17.1 %	8.2 %	8,198	298
DOI	8.0 %	29.2 %	31.0 %	21.2 %	10.7 %	25,822	848
DOJ	10.5 %	30.9 %	28.3 %	18.9 %	11.3 %	24,405	903
DOL	10.3 %	29.7 %	27.2 %	19.7 %	13.1 %	6,959	484
DOT	10.7 %	32.0 %	29.6 %	17.9 %	9.8 %	18,929	767
ED	10.3 %	31.3 %	25.9 %	18.9 %	13.5 %	2,543	128
EEOC	11.8 %	27.3 %	23.4 %	23.1 %	14.4 %	990	77
EPA	8.5 %	34.0 %	29.1 %	19.0 %	9.4 %	7,308	355
FCC	12.0 %	39.0 %	27.0 %	14.0 %	8.0 %	470	39
FERC	14.9 %	33.4 %	25.2 %	14.8 %	11.7 %	1,040	32
FTC	16.1 %	38.4 %	22.0 %	13.7 %	9.8 %	750	27
GSA	13.4 %	32.1 %	25.8 %	17.0 %	11.7 %	7,118	281

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
HHS	10.3 %	32.8 %	27.9 %	18.7 %	10.2 %	47,657	2,031
HUD	11.1 %	32.0 %	27.8 %	17.8 %	11.3 %	4,520	276
NARA	13.0 %	33.4 %	28.2 %	13.5 %	11.9 %	1,321	54
NCUA	6.9 %	28.9 %	26.6 %	23.6 %	14.0 %	844	49
NLRB	9.2 %	20.6 %	19.9 %	24.5 %	25.8 %	658	32
NRC	11.6 %	37.2 %	26.1 %	16.7 %	8.4 %	1,808	66
NSF	13.6 %	34.0 %	25.3 %	17.6 %	9.5 %	998	34
OMB	11.4 %	36.0 %	22.6 %	20.7 %	9.3 %	417	8
OPM	11.8 %	28.5 %	28.0 %	19.1 %	12.6 %	1,430	64
PBGC	19.9 %	40.8 %	22.1 %	9.1 %	8.2 %	569	28
RRB	13.9 %	26.4 %	28.4 %	23.3 %	8.0 %	345	24
SBA	15.1 %	33.1 %	27.8 %	14.3 %	9.8 %	3,274	191
SSA	6.3 %	19.2 %	25.6 %	25.5 %	23.4 %	24,321	1,763
State	6.7 %	30.5 %	27.3 %	22.5 %	13.0 %	7,580	159
USAGM	8.4 %	27.6 %	29.2 %	21.0 %	13.8 %	644	33
USAID	4.4 %	27.0 %	27.4 %	26.6 %	14.5 %	1,707	37
USDA	7.7 %	28.1 %	31.4 %	21.6 %	11.2 %	41,130	1,526

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
USDT	9.7 %	27.6 %	28.8 %	20.8 %	13.0 %	32,279	2,707
Small Agencies	12.4 %	33.9 %	26.2 %	17.0 %	10.6 %	5,730	215
DOD Overall	11.8 %	33.0 %	28.8 %	17.5 %	9.0 %	155,660	4,690
USACE	9.3 %	33.7 %	30.0 %	18.6 %	8.3 %	17,668	537
Air Force	12.3 %	34.8 %	28.0 %	17.0 %	7.9 %	29,839	780
†Army	12.0 %	32.1 %	28.3 %	18.0 %	9.5 %	40,017	1,020
†Navy	11.1 %	33.2 %	29.9 %	17.1 %	8.7 %	33,778	919
MarineCorps	12.9 %	29.9 %	30.7 %	17.0 %	9.4 %	4,355	96
DOD 4thEstate	12.6 %	31.5 %	27.7 %	17.6 %	10.5 %	30,003	1,338

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
CSOSA	17.9 %	40.9 %	16.0 %	13.0 %	12.2 %	324	14
DHS	13.6 %	36.3 %	19.3 %	17.2 %	13.6 %	70,354	1,504
DOC	19.3 %	46.9 %	16.3 %	11.3 %	6.1 %	20,006	729
DOE	21.9 %	46.8 %	16.1 %	9.9 %	5.2 %	8,308	210
DOI	15.2 %	44.3 %	19.3 %	13.4 %	7.8 %	25,883	763
DOJ	13.3 %	36.5 %	18.3 %	18.0 %	14.0 %	24,520	631
DOL	20.5 %	43.8 %	17.1 %	11.3 %	7.4 %	7,186	277
DOT	16.9 %	42.1 %	17.9 %	13.7 %	9.5 %	19,120	582
ED	21.4 %	46.0 %	16.4 %	10.1 %	6.1 %	2,577	95
EEOC	28.4 %	45.9 %	11.7 %	9.2 %	4.8 %	1,024	54
EPA	21.3 %	51.9 %	14.9 %	8.1 %	3.8 %	7,470	185
FCC	22.5 %	42.0 %	18.7 %	10.4 %	6.4 %	497	20
FERC	32.3 %	45.6 %	13.2 %	5.6 %	3.3 %	1,041	32
FTC	27.4 %	43.1 %	14.3 %	10.6 %	4.5 %	764	13
GSA	29.6 %	46.6 %	14.2 %	6.5 %	3.1 %	7,256	155

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
HHS	22.4 %	46.4 %	16.0 %	10.1 %	5.1 %	48,601	1,178
HUD	25.7 %	44.7 %	15.2 %	9.0 %	5.4 %	4,599	204
NARA	20.6 %	45.7 %	16.3 %	10.3 %	7.1 %	1,349	41
NCUA	20.3 %	41.4 %	17.1 %	13.2 %	8.0 %	868	26
NLRB	18.0 %	43.0 %	14.9 %	13.8 %	10.3 %	661	31
NRC	21.6 %	51.3 %	13.1 %	8.8 %	5.2 %	1,839	38
NSF	33.4 %	45.0 %	10.8 %	6.5 %	4.3 %	1,019	18
OMB	24.5 %	51.8 %	13.2 %	7.2 %	3.3 %	422	8
OPM	23.2 %	43.8 %	16.7 %	9.9 %	6.5 %	1,439	50
PBGC	32.1 %	48.2 %	10.9 %	6.8 %	2.0 %	584	16
RRB	18.4 %	37.5 %	21.1 %	12.3 %	10.7 %	347	20
SBA	21.6 %	41.8 %	19.5 %	11.0 %	6.2 %	3,317	156
SSA	13.0 %	37.5 %	19.3 %	18.1 %	12.1 %	24,949	994
State	14.1 %	46.2 %	18.0 %	14.6 %	7.1 %	7,604	130
USAGM	15.7 %	41.6 %	20.6 %	12.0 %	10.1 %	661	25
USAID	14.8 %	49.5 %	16.8 %	12.8 %	6.1 %	1,699	34
USDA	12.5 %	40.0 %	21.5 %	16.7 %	9.2 %	41,237	1,393

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
USDT	19.5 %	44.1 %	17.3 %	11.8 %	7.3 %	33,222	1,858
Small Agencies	20.9 %	43.2 %	16.8 %	11.8 %	7.2 %	5,801	145
DOD Overall	17.5 %	42.5 %	18.0 %	13.4 %	8.5 %	156,566	3,556
USACE	17.7 %	48.6 %	17.9 %	10.7 %	5.1 %	17,831	390
Air Force	18.6 %	43.7 %	17.6 %	12.7 %	7.5 %	29,882	625
†Army	16.8 %	40.3 %	18.3 %	14.5 %	10.2 %	40,164	838
†Navy	15.9 %	43.4 %	18.5 %	14.0 %	8.2 %	33,885	706
MarineCorps	15.4 %	36.2 %	20.2 %	16.6 %	11.5 %	4,349	84
DOD 4thEstate	20.9 %	42.4 %	16.8 %	11.6 %	8.3 %	30,455	913

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
CSOSA	21.1 %	36.1 %	16.3 %	11.2 %	15.4 %	330	6
DHS	21.7 %	40.0 %	15.3 %	11.3 %	11.6 %	70,529	1,352
DOC	35.8 %	42.1 %	12.1 %	5.9 %	4.1 %	19,693	1,041
DOE	47.7 %	40.3 %	7.0 %	2.9 %	2.0 %	8,317	197
DOI	29.7 %	48.3 %	11.6 %	6.6 %	3.8 %	26,071	580
DOJ	20.8 %	41.4 %	15.4 %	11.7 %	10.7 %	24,693	453
DOL	38.9 %	41.7 %	10.7 %	5.1 %	3.6 %	7,167	290
DOT	34.5 %	45.2 %	10.1 %	5.9 %	4.3 %	19,221	486
ED	40.5 %	41.2 %	12.2 %	4.0 %	2.1 %	2,507	162
EEOC	34.9 %	36.4 %	12.3 %	8.4 %	8.0 %	1,037	42
EPA	37.2 %	43.2 %	11.2 %	5.4 %	3.0 %	7,375	281
FCC	45.6 %	40.0 %	10.2 %	2.9 %	1.3 %	491	26
FERC	56.3 %	34.5 %	6.2 %	1.4 %	1.6 %	1,042	30
FTC	61.5 %	29.2 %	6.1 %	2.6 %	0.7 %	751	24
GSA	48.3 %	36.6 %	9.4 %	3.4 %	2.3 %	7,137	272

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
HHS	41.0 %	43.2 %	9.6 %	3.8 %	2.4 %	47,809	1,968
HUD	28.8 %	38.9 %	15.2 %	9.7 %	7.3 %	4,620	182
NARA	35.9 %	42.7 %	10.4 %	5.5 %	5.4 %	1,361	34
NCUA	52.0 %	35.9 %	7.6 %	2.2 %	2.3 %	874	21
NLRB	23.6 %	40.1 %	13.5 %	12.3 %	10.5 %	679	13
NRC	35.0 %	36.3 %	11.9 %	9.7 %	7.1 %	1,841	34
NSF	58.4 %	31.9 %	7.4 %	1.2 %	1.0 %	1,007	31
OMB	32.6 %	41.6 %	15.4 %	6.1 %	4.3 %	416	14
OPM	35.3 %	40.2 %	12.7 %	6.6 %	5.2 %	1,426	68
PBGC	59.3 %	33.7 %	5.5 %	1.0 %	0.6 %	575	25
RRB	33.4 %	40.1 %	15.7 %	6.1 %	4.8 %	359	6
SBA	37.5 %	40.6 %	14.5 %	4.5 %	2.9 %	3,228	247
SSA	26.7 %	41.4 %	14.5 %	9.3 %	8.1 %	25,121	844
State	27.5 %	44.9 %	13.1 %	8.9 %	5.5 %	7,543	194
USAGM	23.0 %	38.1 %	16.4 %	10.5 %	11.9 %	665	20
USAID	32.1 %	43.0 %	12.4 %	8.5 %	4.0 %	1,652	76
USDA	25.5 %	49.4 %	13.5 %	7.1 %	4.5 %	41,557	1,091

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
USDT	27.6 %	39.8 %	14.9 %	9.5 %	8.2 %	33,596	1,481
Small Agencies	40.6 %	38.1 %	10.7 %	6.0 %	4.5 %	5,785	163
DOD Overall	32.8 %	46.5 %	10.9 %	5.9 %	3.9 %	157,523	2,653
USACE	36.0 %	49.6 %	8.4 %	4.0 %	2.0 %	17,958	261
Air Force	34.7 %	46.6 %	9.9 %	5.4 %	3.4 %	30,081	424
†Army	31.7 %	46.0 %	11.5 %	6.4 %	4.3 %	40,411	619
†Navy	30.2 %	48.3 %	11.2 %	6.2 %	4.0 %	34,107	507
MarineCorps	28.1 %	44.6 %	13.7 %	8.2 %	5.4 %	4,382	54
DOD 4thEstate	37.2 %	42.7 %	10.6 %	5.2 %	4.3 %	30,584	788

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) My organization is successful at accomplishing its mission.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
CSOSA	24.7 %	46.7 %	18.3 %	6.6 %	3.6 %	326	10
DHS	23.5 %	47.2 %	15.2 %	6.3 %	7.8 %	70,693	1,145
DOC	31.6 %	52.6 %	11.3 %	3.2 %	1.4 %	19,964	749
DOE	37.4 %	49.5 %	9.0 %	2.9 %	1.3 %	8,392	121
DOI	21.8 %	52.2 %	16.0 %	6.9 %	3.1 %	26,048	578
DOJ	22.7 %	47.5 %	16.3 %	7.9 %	5.6 %	24,689	430
DOL	34.0 %	48.9 %	11.1 %	3.8 %	2.1 %	7,243	209
DOT	30.3 %	51.6 %	12.1 %	4.0 %	2.0 %	19,340	359
ED	29.8 %	50.3 %	12.5 %	5.0 %	2.4 %	2,587	80
EEOC	32.8 %	47.6 %	12.0 %	4.8 %	2.8 %	1,048	30
EPA	28.4 %	55.0 %	10.9 %	4.2 %	1.5 %	7,500	152
FCC	36.7 %	49.4 %	7.5 %	5.2 %	1.2 %	506	12
FERC	46.2 %	42.7 %	7.5 %	2.5 %	1.1 %	1,058	14
FTC	33.9 %	42.2 %	13.4 %	7.0 %	3.5 %	771	7
GSA	42.8 %	46.7 %	7.9 %	1.9 %	0.7 %	7,318	85

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) My organization is successful at accomplishing its mission.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
HHS	34.1 %	49.9 %	11.3 %	3.3 %	1.5 %	48,845	906
HUD	30.4 %	50.4 %	12.6 %	4.3 %	2.3 %	4,679	123
NARA	27.1 %	51.1 %	13.7 %	4.7 %	3.4 %	1,342	51
NCUA	33.6 %	50.6 %	10.0 %	3.7 %	2.0 %	877	19
NLRB	25.4 %	50.0 %	12.4 %	7.8 %	4.3 %	677	12
NRC	35.0 %	50.6 %	9.5 %	3.3 %	1.6 %	1,848	28
NSF	57.4 %	35.3 %	4.5 %	1.7 %	1.0 %	1,024	13
OMB	30.4 %	49.8 %	11.3 %	6.2 %	2.3 %	422	7
OPM	30.6 %	50.9 %	11.9 %	4.1 %	2.5 %	1,456	33
PBGC	58.2 %	38.0 %	2.4 %	1.2 %	0.2 %	597	4
RRB	26.2 %	51.5 %	14.8 %	5.2 %	2.3 %	352	16
SBA	37.3 %	48.7 %	9.8 %	2.7 %	1.4 %	3,386	92
SSA	18.4 %	48.7 %	19.9 %	8.2 %	4.8 %	24,919	1,015
State	22.8 %	53.4 %	15.1 %	6.4 %	2.2 %	7,603	125
USAGM	25.6 %	47.7 %	18.0 %	4.3 %	4.5 %	658	26
USAID	21.0 %	56.1 %	15.8 %	5.3 %	1.7 %	1,696	36
USDA	21.7 %	53.2 %	16.1 %	6.3 %	2.7 %	41,695	920

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) My organization is successful at accomplishing its mission.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
USDT	25.7 %	50.5 %	15.7 %	5.2 %	2.9 %	33,418	1,605
Small Agencies	33.4 %	46.7 %	11.9 %	5.1 %	3.0 %	5,844	110
DOD Overall	29.1 %	51.8 %	12.9 %	4.4 %	1.9 %	157,220	2,839
USACE	30.0 %	55.5 %	10.4 %	3.1 %	1.0 %	17,989	230
Air Force	31.3 %	51.8 %	11.6 %	3.8 %	1.5 %	29,936	538
†Army	29.1 %	50.7 %	13.4 %	4.6 %	2.2 %	40,282	709
†Navy	25.6 %	53.8 %	13.9 %	4.9 %	1.8 %	33,929	665
MarineCorps	26.6 %	49.7 %	16.5 %	5.4 %	1.8 %	4,364	66
DOD 4thEstate	32.2 %	49.5 %	12.0 %	4.0 %	2.2 %	30,720	631

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) I have a good understanding of my organization's priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
CSOSA	29.6 %	45.6 %	11.6 %	9.5 %	3.7 %	333
DHS	26.9 %	47.0 %	12.6 %	8.2 %	5.3 %	71,842
DOC	31.1 %	50.5 %	11.2 %	5.3 %	1.9 %	20,713
DOE	34.5 %	47.5 %	10.6 %	5.3 %	2.1 %	8,512
DOI	22.8 %	50.8 %	15.1 %	8.5 %	2.8 %	26,630
DOJ	24.5 %	48.2 %	14.3 %	9.3 %	3.7 %	25,091
DOL	35.3 %	46.2 %	10.9 %	5.3 %	2.3 %	7,456
DOT	27.9 %	49.6 %	12.7 %	7.1 %	2.8 %	19,690
ED	30.8 %	48.4 %	11.8 %	6.8 %	2.2 %	2,667
EEOC	37.6 %	46.4 %	8.9 %	5.2 %	1.9 %	1,077
EPA	30.2 %	51.5 %	10.8 %	5.9 %	1.6 %	7,642
FCC	32.1 %	44.6 %	13.7 %	6.9 %	2.7 %	516
FERC	42.3 %	41.5 %	8.3 %	5.7 %	2.2 %	1,069
FTC	27.8 %	37.1 %	13.4 %	15.1 %	6.5 %	778
GSA	40.4 %	46.2 %	8.9 %	3.2 %	1.3 %	7,409

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) I have a good understanding of my organization's priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
HHS	33.2 %	49.8 %	10.8 %	4.8 %	1.4 %	49,722
HUD	32.2 %	48.6 %	11.5 %	5.2 %	2.5 %	4,803
NARA	32.4 %	45.6 %	12.4 %	6.5 %	3.2 %	1,395
NCUA	31.8 %	46.4 %	11.9 %	7.1 %	2.8 %	896
NLRB	29.7 %	49.2 %	10.2 %	8.0 %	2.9 %	690
NRC	30.1 %	47.7 %	12.4 %	7.0 %	2.7 %	1,874
NSF	50.8 %	35.0 %	7.0 %	5.1 %	2.0 %	1,034
OMB	27.3 %	39.5 %	14.3 %	14.5 %	4.5 %	429
OPM	32.6 %	50.1 %	9.8 %	5.2 %	2.3 %	1,491
PBGC	58.8 %	34.5 %	4.9 %	1.3 %	0.4 %	602
RRB	35.6 %	46.0 %	10.8 %	5.1 %	2.6 %	368
SBA	39.9 %	45.9 %	9.0 %	3.8 %	1.4 %	3,470
SSA	24.9 %	51.9 %	13.2 %	7.1 %	2.9 %	25,922
State	27.5 %	51.4 %	11.7 %	7.2 %	2.2 %	7,730
USAGM	31.9 %	43.1 %	14.9 %	5.7 %	4.4 %	686
USAID	27.8 %	49.6 %	11.7 %	8.9 %	2.0 %	1,731
USDA	23.5 %	53.1 %	14.2 %	7.1 %	2.1 %	42,610

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) I have a good understanding of my organization's priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
USDT	27.9 %	50.4 %	13.1 %	6.1 %	2.5 %	35,005
Small Agencies	32.7 %	44.7 %	11.7 %	7.7 %	3.2 %	5,945
DOD Overall	28.4 %	49.1 %	13.2 %	6.9 %	2.4 %	160,002
USACE	26.8 %	53.9 %	12.3 %	5.4 %	1.6 %	18,212
Air Force	29.5 %	48.2 %	13.3 %	6.9 %	2.1 %	30,472
†Army	27.9 %	48.6 %	13.6 %	7.3 %	2.6 %	40,979
†Navy	26.1 %	50.7 %	13.5 %	7.1 %	2.5 %	34,579
MarineCorps	27.8 %	45.6 %	14.3 %	9.1 %	3.2 %	4,422
DOD 4thEstate	32.7 %	47.8 %	11.8 %	5.7 %	2.1 %	31,338

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(39) My organization effectively adapts to changing government priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
CSOSA	19.2 %	40.1 %	23.2 %	9.5 %	8.0 %	319	18
DHS	19.6 %	42.4 %	20.5 %	9.6 %	8.0 %	70,286	1,594
DOC	22.9 %	47.9 %	20.0 %	6.5 %	2.7 %	19,259	1,480
DOE	27.7 %	46.9 %	16.4 %	6.1 %	2.9 %	8,255	262
DOI	16.2 %	46.4 %	23.9 %	9.5 %	4.1 %	25,708	942
DOJ	16.4 %	40.8 %	22.5 %	12.0 %	8.2 %	24,255	883
DOL	26.8 %	45.7 %	17.4 %	6.3 %	3.9 %	7,131	332
DOT	21.3 %	44.4 %	20.5 %	9.2 %	4.7 %	19,082	623
ED	26.3 %	48.5 %	15.7 %	6.1 %	3.4 %	2,592	80
EEOC	29.4 %	43.8 %	15.7 %	7.0 %	4.1 %	1,020	59
EPA	21.8 %	52.0 %	17.3 %	6.5 %	2.5 %	7,431	221
FCC	29.1 %	49.4 %	14.7 %	4.4 %	2.3 %	498	20
FERC	36.2 %	42.9 %	14.1 %	4.2 %	2.6 %	1,037	36
FTC	27.4 %	40.8 %	18.6 %	9.1 %	4.2 %	743	33
GSA	36.5 %	45.9 %	12.2 %	4.0 %	1.3 %	7,285	125

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(39) My organization effectively adapts to changing government priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
HHS	28.3 %	48.9 %	16.0 %	4.8 %	2.1 %	47,994	1,772
HUD	24.3 %	47.0 %	18.9 %	6.3 %	3.5 %	4,626	182
NARA	24.8 %	45.4 %	18.8 %	6.5 %	4.5 %	1,325	66
NCUA	28.6 %	48.6 %	14.3 %	5.4 %	3.1 %	861	35
NLRB	21.3 %	45.0 %	17.4 %	9.6 %	6.6 %	661	30
NRC	19.7 %	44.7 %	22.2 %	8.1 %	5.2 %	1,807	70
NSF	43.6 %	40.5 %	10.0 %	4.3 %	1.7 %	1,010	27
OMB	34.5 %	47.0 %	10.9 %	5.8 %	1.8 %	426	3
OPM	27.8 %	48.3 %	15.8 %	5.0 %	3.1 %	1,446	47
PBGC	45.3 %	43.1 %	9.6 %	1.4 %	0.6 %	574	27
RRB	28.2 %	42.5 %	18.8 %	7.1 %	3.4 %	343	24
SBA	36.3 %	44.3 %	13.6 %	3.9 %	1.9 %	3,357	122
SSA	18.5 %	44.5 %	21.0 %	9.8 %	6.2 %	24,929	1,033
State	18.7 %	49.3 %	18.8 %	9.4 %	3.8 %	7,603	134
USAGM	20.8 %	46.5 %	19.9 %	6.2 %	6.7 %	638	47
USAID	21.0 %	52.3 %	16.6 %	8.1 %	2.0 %	1,698	32
USDA	16.1 %	45.8 %	23.7 %	10.0 %	4.4 %	41,352	1,301

(39) My organization effectively adapts to changing government priorities.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
USDT	23.6 %	46.6 %	18.3 %	7.2 %	4.2 %	33,334	1,728
Small Agencies	25.7 %	44.2 %	18.5 %	7.4 %	4.2 %	5,718	236
DOD Overall	21.3 %	46.5 %	20.3 %	8.1 %	3.8 %	155,573	4,564
USACE	21.3 %	50.4 %	19.4 %	6.3 %	2.5 %	17,734	492
Air Force	22.1 %	46.8 %	20.3 %	7.6 %	3.3 %	29,611	887
†Army	21.4 %	46.2 %	20.2 %	8.3 %	3.9 %	40,003	1,005
†Navy	18.5 %	46.6 %	21.4 %	9.1 %	4.3 %	33,569	1,035
MarineCorps	20.3 %	43.6 %	22.7 %	9.1 %	4.3 %	4,338	92
DOD 4thEstate	25.3 %	45.8 %	18.3 %	6.8 %	3.8 %	30,318	1,053

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) My organization has prepared me for potential physical security threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
CSOSA	18.4 %	47.5 %	16.2 %	11.4 %	6.4 %	325	5
DHS	19.5 %	46.5 %	16.5 %	10.1 %	7.4 %	70,634	818
DOC	20.5 %	43.8 %	19.5 %	11.0 %	5.1 %	19,747	911
DOE	30.0 %	48.9 %	13.1 %	5.7 %	2.4 %	8,333	147
DOI	14.3 %	44.7 %	21.4 %	14.1 %	5.6 %	25,885	628
DOJ	18.8 %	48.0 %	15.7 %	11.2 %	6.2 %	24,625	316
DOL	28.3 %	49.7 %	13.3 %	5.6 %	3.2 %	7,306	128
DOT	26.3 %	53.3 %	12.0 %	5.5 %	2.9 %	19,366	255
ED	20.1 %	38.0 %	25.2 %	12.1 %	4.6 %	2,484	181
EEOC	22.3 %	42.9 %	13.8 %	13.5 %	7.4 %	1,038	33
EPA	18.6 %	46.9 %	20.1 %	11.2 %	3.2 %	7,339	281
FCC	22.8 %	45.2 %	19.4 %	9.9 %	2.7 %	493	23
FERC	32.6 %	40.7 %	18.1 %	6.3 %	2.4 %	1,022	46
FTC	26.9 %	40.1 %	22.4 %	8.9 %	1.7 %	712	61
GSA	29.7 %	44.1 %	17.7 %	6.5 %	2.1 %	7,141	246

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) My organization has prepared me for potential physical security threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
HHS	26.8 %	49.8 %	14.9 %	6.2 %	2.3 %	48,164	1,452
HUD	18.9 %	37.7 %	21.8 %	14.6 %	7.0 %	4,595	192
NARA	27.3 %	52.9 %	12.8 %	4.7 %	2.3 %	1,361	26
NCUA	28.2 %	44.1 %	15.8 %	8.0 %	3.9 %	879	19
NLRB	21.2 %	46.7 %	16.0 %	11.4 %	4.7 %	680	10
NRC	22.1 %	46.5 %	18.2 %	9.7 %	3.6 %	1,825	43
NSF	27.4 %	39.4 %	22.4 %	8.5 %	2.3 %	973	62
OMB	22.8 %	46.1 %	18.5 %	9.6 %	2.9 %	413	16
OPM	23.9 %	42.6 %	20.1 %	10.3 %	3.0 %	1,412	77
PBGC	38.6 %	40.8 %	15.0 %	4.6 %	1.0 %	571	27
RRB	28.8 %	45.3 %	12.2 %	7.9 %	5.8 %	363	1
SBA	26.2 %	39.2 %	20.8 %	9.5 %	4.3 %	3,315	154
SSA	21.5 %	52.4 %	14.0 %	7.2 %	4.9 %	25,478	335
State	23.0 %	48.5 %	15.7 %	9.2 %	3.7 %	7,506	172
USAGM	22.7 %	46.5 %	17.5 %	8.3 %	5.0 %	670	15
USAID	26.4 %	49.5 %	15.1 %	6.5 %	2.5 %	1,677	45
USDA	15.5 %	46.9 %	20.5 %	12.0 %	5.0 %	41,726	735

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) My organization has prepared me for potential physical security threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
USDT	25.7 %	50.1 %	13.9 %	6.6 %	3.8 %	34,278	612
Small Agencies	21.9 %	40.8 %	20.3 %	11.9 %	5.1 %	5,663	272
DOD Overall	26.6 %	51.8 %	12.8 %	6.0 %	2.7 %	157,682	1,531
USACE	24.5 %	53.9 %	13.6 %	5.8 %	2.2 %	17,956	198
Air Force	25.5 %	50.8 %	14.2 %	6.8 %	2.7 %	29,921	335
†Army	26.0 %	50.7 %	13.5 %	6.6 %	3.2 %	40,374	405
†Navy	27.1 %	54.8 %	10.9 %	4.9 %	2.3 %	34,202	189
MarineCorps	24.1 %	48.0 %	15.2 %	8.2 %	4.5 %	4,373	30
DOD 4thEstate	30.2 %	50.2 %	12.1 %	5.2 %	2.4 %	30,856	374

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) My organization has prepared me for potential cybersecurity threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
CSOSA	28.5 %	55.3 %	10.7 %	2.9 %	2.6 %	327	4
DHS	20.4 %	52.0 %	15.9 %	6.8 %	4.8 %	70,603	892
DOC	33.2 %	55.8 %	7.4 %	2.5 %	1.1 %	20,407	248
DOE	33.7 %	53.9 %	8.7 %	2.5 %	1.1 %	8,409	81
DOI	23.2 %	60.9 %	11.1 %	3.3 %	1.5 %	26,221	302
DOJ	21.5 %	54.6 %	14.0 %	6.1 %	3.8 %	24,675	286
DOL	36.3 %	54.4 %	6.9 %	1.6 %	0.9 %	7,378	58
DOT	29.2 %	58.4 %	8.7 %	2.6 %	1.2 %	19,434	194
ED	48.2 %	46.8 %	3.7 %	0.6 %	0.7 %	2,656	9
EEOC	30.7 %	55.9 %	8.0 %	3.8 %	1.5 %	1,055	16
EPA	29.5 %	59.6 %	7.8 %	2.3 %	0.6 %	7,553	68
FCC	37.9 %	53.2 %	6.8 %	2.0 %	0.1 %	509	4
FERC	41.6 %	47.9 %	6.6 %	2.9 %	1.1 %	1,053	19
FTC	48.4 %	46.6 %	3.1 %	1.5 %	0.4 %	761	11
GSA	36.8 %	52.6 %	8.0 %	2.0 %	0.5 %	7,287	100

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) My organization has prepared me for potential cybersecurity threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
HHS	35.9 %	55.1 %	6.9 %	1.4 %	0.6 %	49,228	411
HUD	29.3 %	55.7 %	10.0 %	3.1 %	1.9 %	4,714	76
NARA	33.9 %	55.0 %	7.6 %	2.1 %	1.5 %	1,380	13
NCUA	30.9 %	55.9 %	8.9 %	2.9 %	1.4 %	894	5
NLRB	31.8 %	58.5 %	7.1 %	1.4 %	1.1 %	689	2
NRC	32.7 %	56.5 %	7.2 %	2.8 %	0.9 %	1,849	20
NSF	37.9 %	48.6 %	9.6 %	3.1 %	0.7 %	1,008	27
OMB	23.5 %	51.8 %	15.2 %	7.1 %	2.3 %	413	16
OPM	36.4 %	53.7 %	7.0 %	1.7 %	1.2 %	1,469	19
PBGC	47.7 %	45.8 %	5.2 %	1.0 %	0.3 %	593	7
RRB	36.6 %	49.9 %	8.3 %	3.4 %	1.8 %	363	1
SBA	38.1 %	50.6 %	7.3 %	2.7 %	1.4 %	3,434	35
SSA	26.1 %	58.6 %	10.0 %	3.2 %	2.2 %	25,563	246
State	24.3 %	54.9 %	11.8 %	6.6 %	2.5 %	7,591	87
USAGM	36.0 %	52.8 %	8.1 %	1.8 %	1.3 %	680	7
USAID	29.8 %	58.1 %	8.8 %	2.4 %	0.9 %	1,705	19
USDA	22.0 %	61.4 %	12.0 %	3.4 %	1.3 %	42,046	406

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) My organization has prepared me for potential cybersecurity threats.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
USDT	28.3 %	54.0 %	11.2 %	4.4 %	2.2 %	34,366	531
Small Agencies	32.5 %	53.5 %	8.9 %	3.3 %	1.7 %	5,861	80
DOD Overall	29.6 %	55.8 %	10.0 %	3.1 %	1.4 %	157,950	1,324
USACE	28.0 %	58.9 %	9.9 %	2.4 %	0.9 %	17,978	185
Air Force	29.2 %	55.5 %	10.3 %	3.4 %	1.6 %	30,009	254
†Army	29.7 %	55.4 %	10.2 %	3.2 %	1.6 %	40,461	337
†Navy	28.1 %	57.0 %	10.2 %	3.3 %	1.4 %	34,160	241
MarineCorps	28.6 %	53.9 %	11.6 %	4.0 %	2.0 %	4,365	35
DOD 4thEstate	34.0 %	54.0 %	8.6 %	2.3 %	1.1 %	30,977	272

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
CSOSA	12.3 %	28.6 %	27.6 %	12.2 %	19.2 %	301	30
DHS	13.8 %	26.3 %	22.4 %	16.6 %	20.9 %	68,005	3,471
DOC	21.8 %	38.9 %	21.0 %	9.8 %	8.5 %	18,117	2,540
DOE	24.9 %	36.5 %	19.3 %	10.5 %	8.8 %	7,851	632
DOI	17.1 %	35.8 %	21.6 %	14.0 %	11.5 %	24,739	1,788
DOJ	12.8 %	25.0 %	20.7 %	18.6 %	23.0 %	23,587	1,342
DOL	23.9 %	34.5 %	20.2 %	10.1 %	11.3 %	6,675	755
DOT	20.4 %	35.7 %	21.0 %	12.1 %	10.7 %	18,136	1,471
ED	21.9 %	33.8 %	22.2 %	12.5 %	9.6 %	2,343	318
EEOC	25.8 %	34.0 %	18.8 %	11.4 %	9.9 %	945	129
EPA	21.1 %	38.2 %	21.2 %	11.4 %	8.2 %	6,893	728
FCC	22.2 %	39.4 %	19.2 %	10.1 %	9.0 %	455	60
FERC	32.4 %	36.5 %	17.8 %	6.7 %	6.5 %	973	98
FTC	30.8 %	31.2 %	19.1 %	9.5 %	9.4 %	705	67
GSA	30.1 %	36.5 %	20.1 %	7.4 %	5.9 %	6,740	641

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
HHS	22.3 %	36.7 %	21.3 %	11.0 %	8.7 %	45,037	4,562
HUD	20.5 %	33.5 %	24.6 %	10.6 %	10.9 %	4,241	549
NARA	23.5 %	34.9 %	19.2 %	11.0 %	11.5 %	1,283	107
NCUA	22.9 %	34.0 %	20.5 %	11.9 %	10.7 %	815	80
NLRB	20.3 %	34.6 %	21.3 %	13.2 %	10.5 %	624	67
NRC	19.0 %	34.7 %	21.8 %	13.5 %	11.1 %	1,714	154
NSF	32.1 %	35.8 %	18.2 %	9.1 %	4.9 %	974	60
OMB	27.4 %	37.4 %	18.6 %	9.2 %	7.4 %	394	34
OPM	21.9 %	35.4 %	21.5 %	11.2 %	10.0 %	1,323	166
PBGC	29.3 %	38.4 %	19.9 %	7.4 %	5.0 %	548	51
RRB	27.0 %	30.1 %	21.4 %	10.5 %	10.9 %	335	29
SBA	28.7 %	35.7 %	20.2 %	8.3 %	7.1 %	3,128	334
SSA	16.8 %	31.3 %	23.1 %	14.7 %	14.1 %	23,839	1,949
State	13.5 %	30.0 %	22.7 %	18.7 %	15.2 %	7,358	328
USAGM	19.3 %	29.2 %	19.8 %	14.1 %	17.7 %	636	48
USAID	14.8 %	37.4 %	21.8 %	15.1 %	11.0 %	1,638	84
USDA	16.2 %	37.3 %	22.7 %	13.6 %	10.1 %	39,745	2,711

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
USDT	23.0 %	36.0 %	20.4 %	10.9 %	9.8 %	31,329	3,539
Small Agencies	21.2 %	33.7 %	20.2 %	12.8 %	12.1 %	5,443	498
DOD Overall	20.5 %	34.1 %	20.8 %	12.7 %	11.8 %	151,013	8,247
USACE	20.7 %	39.8 %	20.9 %	10.7 %	8.0 %	17,252	917
Air Force	22.9 %	34.3 %	19.6 %	12.2 %	11.1 %	28,877	1,394
†Army	19.5 %	32.8 %	21.1 %	13.6 %	13.0 %	38,949	1,848
†Navy	18.9 %	34.9 %	21.6 %	12.9 %	11.7 %	32,717	1,672
Marine Corps	18.7 %	30.5 %	22.3 %	14.6 %	14.0 %	4,220	180
DOD 4th Estate	22.3 %	33.7 %	20.3 %	11.8 %	11.9 %	28,998	2,236

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
CSOSA	17.9 %	36.7 %	26.4 %	9.3 %	9.7 %	328
DHS	19.9 %	35.5 %	22.9 %	11.5 %	10.2 %	71,464
DOC	31.2 %	41.8 %	16.7 %	6.6 %	3.8 %	20,649
DOE	35.0 %	40.4 %	14.6 %	6.3 %	3.7 %	8,482
DOI	25.7 %	41.2 %	19.4 %	8.7 %	4.9 %	26,542
DOJ	21.0 %	35.2 %	22.0 %	12.3 %	9.5 %	24,922
DOL	31.2 %	38.0 %	17.7 %	7.5 %	5.5 %	7,434
DOT	30.2 %	41.1 %	16.3 %	7.9 %	4.6 %	19,609
ED	27.2 %	39.9 %	19.8 %	8.3 %	4.8 %	2,658
EEOC	32.3 %	38.2 %	17.6 %	7.6 %	4.3 %	1,070
EPA	34.8 %	42.6 %	15.0 %	5.1 %	2.5 %	7,621
FCC	36.3 %	37.5 %	16.0 %	6.9 %	3.4 %	515
FERC	53.1 %	31.2 %	9.8 %	3.9 %	2.0 %	1,071
FTC	37.1 %	35.0 %	14.3 %	9.1 %	4.4 %	773
GSA	46.8 %	36.6 %	11.3 %	3.4 %	1.9 %	7,379

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
HHS	34.4 %	41.3 %	16.0 %	5.4 %	2.9 %	49,608
HUD	27.4 %	40.7 %	19.1 %	7.5 %	5.3 %	4,780
NARA	25.4 %	38.6 %	21.2 %	7.5 %	7.3 %	1,389
NCUA	34.5 %	40.5 %	15.3 %	6.5 %	3.2 %	898
NLRB	24.0 %	35.6 %	20.6 %	11.5 %	8.3 %	692
NRC	27.9 %	38.6 %	17.4 %	10.5 %	5.6 %	1,869
NSF	53.6 %	31.2 %	9.4 %	3.5 %	2.4 %	1,036
OMB	29.6 %	42.8 %	15.1 %	7.9 %	4.6 %	429
OPM	31.5 %	39.9 %	18.1 %	6.3 %	4.2 %	1,482
PBGC	56.8 %	31.7 %	7.6 %	2.5 %	1.4 %	598
RRB	27.6 %	40.5 %	17.3 %	7.8 %	6.8 %	363
SBA	37.5 %	38.5 %	15.5 %	5.2 %	3.4 %	3,463
SSA	19.2 %	35.3 %	22.1 %	12.9 %	10.5 %	25,806
State	22.1 %	42.3 %	21.4 %	9.3 %	4.8 %	7,675
USAGM	21.2 %	36.9 %	24.8 %	10.5 %	6.6 %	681
USAID	24.8 %	43.5 %	19.7 %	8.0 %	4.0 %	1,718
USDA	22.6 %	41.9 %	21.1 %	9.3 %	5.0 %	42,440

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
USDT	28.6 %	40.4 %	18.9 %	7.3 %	4.8 %	34,873
Small Agencies	30.8 %	38.9 %	17.3 %	7.8 %	5.2 %	5,936
DOD Overall	25.8 %	39.1 %	20.3 %	9.1 %	5.7 %	159,192
USACE	32.2 %	44.2 %	15.3 %	5.7 %	2.6 %	18,173
Air Force	26.9 %	38.8 %	19.8 %	8.8 %	5.7 %	30,249
†Army	24.0 %	38.1 %	21.7 %	9.9 %	6.4 %	40,771
†Navy	24.4 %	40.3 %	20.7 %	9.2 %	5.5 %	34,385
MarineCorps	21.8 %	34.7 %	24.3 %	11.5 %	7.8 %	4,402
DOD 4thEstate	28.8 %	38.6 %	18.8 %	8.2 %	5.5 %	31,212

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
CSOSA	20.1 %	23.0 %	23.9 %	10.8 %	22.2 %	306	25
DHS	15.0 %	25.6 %	22.8 %	14.1 %	22.6 %	67,311	4,226
DOC	19.6 %	35.2 %	23.5 %	11.7 %	10.1 %	18,842	1,839
DOE	19.4 %	33.3 %	23.5 %	12.2 %	11.7 %	8,069	425
DOI	13.0 %	29.0 %	27.6 %	15.6 %	14.8 %	24,554	1,992
DOJ	11.5 %	20.9 %	24.6 %	19.0 %	24.0 %	22,635	2,316
DOL	19.9 %	32.1 %	23.5 %	11.7 %	12.9 %	6,824	616
DOT	15.3 %	29.8 %	25.7 %	14.3 %	15.0 %	18,193	1,439
ED	18.9 %	31.9 %	22.9 %	14.0 %	12.3 %	2,468	195
EEOC	21.4 %	33.3 %	19.4 %	11.3 %	14.6 %	966	107
EPA	16.0 %	35.8 %	26.3 %	12.3 %	9.6 %	7,070	555
FCC	19.2 %	31.4 %	25.4 %	13.6 %	10.4 %	459	57
FERC	35.0 %	34.9 %	15.8 %	7.6 %	6.6 %	1,020	51
FTC	24.8 %	32.3 %	17.9 %	14.2 %	10.9 %	724	49
GSA	29.3 %	36.9 %	19.5 %	8.1 %	6.2 %	7,030	364

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
HHS	22.9 %	36.9 %	22.5 %	9.6 %	8.0 %	46,525	3,119
HUD	19.6 %	33.0 %	24.1 %	11.2 %	12.1 %	4,410	383
NARA	18.0 %	31.1 %	21.9 %	12.9 %	16.1 %	1,319	71
NCUA	27.5 %	35.4 %	16.5 %	10.2 %	10.5 %	860	39
NLRB	13.3 %	25.7 %	19.5 %	16.2 %	25.3 %	630	62
NRC	14.6 %	31.1 %	23.4 %	15.5 %	15.4 %	1,791	77
NSF	33.6 %	35.0 %	17.7 %	8.1 %	5.7 %	981	54
OMB	14.8 %	35.4 %	23.7 %	17.7 %	8.4 %	409	20
OPM	20.7 %	32.2 %	22.9 %	13.6 %	10.5 %	1,392	98
PBGC	33.2 %	35.9 %	18.8 %	6.7 %	5.4 %	561	37
RRB	18.6 %	27.4 %	25.7 %	13.6 %	14.7 %	323	42
SBA	32.0 %	34.7 %	19.8 %	6.7 %	6.8 %	3,249	220
SSA	15.7 %	28.6 %	24.3 %	14.3 %	17.0 %	23,740	2,088
State	11.0 %	26.9 %	27.8 %	18.2 %	16.2 %	6,992	685
USAGM	23.6 %	32.9 %	20.7 %	8.3 %	14.5 %	632	50
USAID	14.1 %	35.3 %	23.1 %	15.3 %	12.1 %	1,627	95
USDA	13.8 %	28.5 %	27.5 %	15.5 %	14.8 %	39,541	2,940

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
USDT	18.2 %	30.0 %	24.1 %	13.3 %	14.4 %	32,250	2,667
Small Agencies	20.8 %	31.5 %	21.5 %	13.6 %	12.7 %	5,532	416
DOD Overall	14.4 %	25.8 %	27.5 %	15.5 %	16.8 %	147,759	11,570
USACE	16.4 %	33.3 %	26.2 %	13.1 %	11.0 %	17,088	1,098
Air Force	13.3 %	24.0 %	29.1 %	16.6 %	17.0 %	27,649	2,614
†Army	14.4 %	25.1 %	27.0 %	15.6 %	17.9 %	37,881	2,926
†Navy	12.9 %	25.3 %	27.8 %	16.5 %	17.5 %	31,935	2,481
Marine Corps	12.7 %	21.3 %	29.5 %	15.9 %	20.5 %	4,053	349
DOD 4thEstate	19.1 %	29.8 %	25.1 %	12.4 %	13.6 %	29,153	2,102

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
CSOSA	41.8 %	38.0 %	12.8 %	2.3 %	5.1 %	306	23
DHS	35.0 %	38.5 %	17.3 %	4.3 %	4.8 %	67,223	4,076
DOC	47.0 %	37.3 %	11.0 %	2.5 %	2.2 %	18,884	1,735
DOE	49.8 %	35.8 %	9.8 %	2.4 %	2.2 %	7,956	517
DOI	39.1 %	39.5 %	13.9 %	4.0 %	3.5 %	24,776	1,687
DOJ	35.0 %	36.5 %	16.8 %	5.4 %	6.4 %	23,045	1,809
DOL	48.4 %	35.1 %	10.7 %	2.7 %	3.2 %	6,866	555
DOT	43.8 %	37.6 %	12.5 %	3.1 %	3.0 %	18,303	1,292
ED	52.2 %	33.8 %	9.1 %	2.4 %	2.6 %	2,511	148
EEOC	55.9 %	29.3 %	10.3 %	2.6 %	1.9 %	1,010	61
EPA	48.0 %	38.1 %	10.1 %	2.3 %	1.5 %	7,158	439
FCC	47.7 %	32.1 %	10.6 %	5.0 %	4.5 %	473	40
FERC	60.4 %	29.8 %	7.1 %	1.4 %	1.3 %	1,000	67
FTC	65.6 %	27.0 %	4.7 %	1.4 %	1.4 %	739	31
GSA	57.0 %	31.7 %	8.3 %	1.5 %	1.4 %	7,040	336

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
HHS	48.6 %	35.8 %	10.4 %	2.9 %	2.3 %	47,248	2,288
HUD	51.4 %	32.3 %	11.1 %	2.4 %	2.9 %	4,502	281
NARA	48.3 %	34.4 %	11.6 %	2.4 %	3.3 %	1,275	110
NCUA	52.1 %	36.2 %	8.0 %	1.7 %	2.0 %	836	60
NLRB	48.9 %	35.7 %	10.7 %	3.1 %	1.5 %	645	45
NRC	48.5 %	38.4 %	8.6 %	2.5 %	2.0 %	1,735	125
NSF	59.8 %	28.4 %	8.2 %	2.4 %	1.3 %	999	37
OMB	51.5 %	33.9 %	7.6 %	4.4 %	2.5 %	407	21
OPM	49.3 %	36.4 %	9.8 %	2.1 %	2.4 %	1,413	76
PBGC	58.8 %	30.6 %	7.8 %	1.8 %	1.0 %	570	25
RRB	43.7 %	34.3 %	15.4 %	3.7 %	3.0 %	330	33
SBA	51.2 %	33.1 %	11.8 %	2.2 %	1.8 %	3,212	242
SSA	34.2 %	39.6 %	17.3 %	4.4 %	4.5 %	23,621	2,129
State	41.9 %	38.9 %	11.8 %	4.2 %	3.3 %	7,261	390
USAGM	39.4 %	39.2 %	12.0 %	3.4 %	6.0 %	648	35
USAID	48.1 %	37.1 %	9.0 %	3.3 %	2.5 %	1,645	70
USDA	38.8 %	42.1 %	13.3 %	3.2 %	2.6 %	40,095	2,253

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
USDT	46.9 %	36.5 %	11.1 %	2.5 %	3.0 %	32,241	2,562
Small Agencies	50.3 %	34.4 %	10.0 %	2.4 %	2.9 %	5,621	304
DOD Overall	39.7 %	37.9 %	14.7 %	3.9 %	3.9 %	149,638	9,107
USACE	41.8 %	40.6 %	12.6 %	2.8 %	2.2 %	17,134	1,002
Air Force	40.9 %	37.1 %	14.4 %	3.9 %	3.7 %	28,265	1,859
†Army	37.9 %	37.8 %	15.2 %	4.5 %	4.7 %	38,567	2,082
†Navy	38.3 %	39.1 %	15.5 %	3.5 %	3.5 %	32,211	2,076
MarineCorps	36.6 %	36.5 %	17.0 %	4.9 %	5.0 %	4,172	218
DOD 4thEstate	44.3 %	36.2 %	12.3 %	3.3 %	3.9 %	29,289	1,870

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
CSOSA	45.1 %	36.4 %	8.8 %	4.1 %	5.5 %	316	13
DHS	33.5 %	36.6 %	15.4 %	7.5 %	7.2 %	70,358	997
DOC	45.8 %	37.0 %	9.9 %	4.3 %	3.0 %	20,232	403
DOE	52.1 %	34.4 %	8.1 %	3.1 %	2.3 %	8,399	82
DOI	41.5 %	38.1 %	10.8 %	5.4 %	4.2 %	26,129	356
DOJ	35.0 %	35.7 %	13.7 %	7.6 %	8.0 %	24,528	346
DOL	45.3 %	34.1 %	11.5 %	4.6 %	4.4 %	7,289	138
DOT	43.1 %	37.4 %	10.2 %	4.9 %	4.4 %	19,313	298
ED	49.8 %	34.6 %	8.7 %	3.9 %	2.9 %	2,617	48
EEOC	52.1 %	32.0 %	9.6 %	3.1 %	3.2 %	1,052	19
EPA	47.1 %	37.8 %	9.2 %	3.6 %	2.3 %	7,519	87
FCC	47.6 %	32.1 %	10.2 %	6.6 %	3.6 %	505	9
FERC	60.5 %	29.7 %	6.5 %	2.1 %	1.2 %	1,060	8
FTC	66.5 %	25.1 %	4.8 %	2.2 %	1.4 %	762	9
GSA	59.1 %	30.9 %	6.2 %	2.0 %	1.9 %	7,332	55

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
HHS	48.6 %	34.6 %	9.6 %	3.9 %	3.3 %	49,077	510
HUD	51.5 %	33.6 %	8.3 %	3.3 %	3.1 %	4,715	69
NARA	47.0 %	34.9 %	8.8 %	4.4 %	4.8 %	1,366	19
NCUA	51.7 %	35.0 %	8.0 %	2.2 %	3.1 %	893	4
NLRB	43.8 %	36.0 %	12.3 %	4.4 %	3.6 %	673	18
NRC	52.3 %	36.3 %	6.6 %	2.7 %	2.1 %	1,836	29
NSF	62.2 %	26.6 %	7.3 %	2.2 %	1.7 %	1,028	8
OMB	49.2 %	34.6 %	8.9 %	5.6 %	1.7 %	421	8
OPM	46.6 %	36.2 %	10.2 %	3.3 %	3.6 %	1,474	16
PBGC	63.2 %	28.8 %	4.6 %	1.5 %	1.9 %	594	3
RRB	40.0 %	36.5 %	12.9 %	5.5 %	5.0 %	356	7
SBA	45.6 %	34.9 %	11.5 %	4.7 %	3.3 %	3,391	66
SSA	31.6 %	36.9 %	15.6 %	8.3 %	7.6 %	25,164	622
State	36.4 %	40.4 %	12.2 %	6.2 %	4.7 %	7,552	110
USAGM	35.8 %	38.6 %	11.9 %	6.1 %	7.6 %	676	9
USAID	43.8 %	38.6 %	9.5 %	5.3 %	2.8 %	1,694	22
USDA	39.6 %	41.1 %	11.4 %	4.6 %	3.3 %	41,836	553

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
USDT	46.1 %	35.0 %	10.1 %	4.4 %	4.5 %	34,068	777
Small Agencies	49.6 %	33.3 %	9.1 %	4.1 %	3.9 %	5,877	56
DOD Overall	39.5 %	37.7 %	12.2 %	5.6 %	5.0 %	157,037	1,915
USACE	44.4 %	39.5 %	9.5 %	3.8 %	2.8 %	18,014	150
Air Force	40.7 %	36.9 %	12.4 %	5.5 %	4.6 %	29,760	424
†Army	37.0 %	37.2 %	13.3 %	6.4 %	6.1 %	40,191	496
†Navy	38.5 %	39.7 %	11.8 %	5.4 %	4.6 %	33,934	387
MarineCorps	35.9 %	37.0 %	13.3 %	7.6 %	6.1 %	4,350	43
DOD 4thEstate	43.6 %	35.4 %	10.9 %	5.1 %	5.1 %	30,788	415

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
CSOSA	55.3 %	29.8 %	9.4 %	2.9 %	2.5 %	328
DHS	43.4 %	33.1 %	12.6 %	5.8 %	5.1 %	70,911
DOC	55.8 %	30.8 %	8.2 %	3.1 %	2.1 %	20,522
DOE	63.1 %	27.8 %	5.5 %	2.2 %	1.5 %	8,436
DOI	53.4 %	32.5 %	8.2 %	3.4 %	2.5 %	26,309
DOJ	45.7 %	31.9 %	10.1 %	6.2 %	6.1 %	24,704
DOL	58.4 %	28.6 %	7.3 %	2.9 %	2.7 %	7,384
DOT	54.6 %	31.2 %	7.4 %	3.6 %	3.2 %	19,508
ED	67.3 %	24.4 %	4.8 %	1.8 %	1.6 %	2,652
EEOC	61.9 %	27.2 %	6.1 %	2.5 %	2.3 %	1,061
EPA	60.6 %	30.3 %	5.6 %	2.2 %	1.2 %	7,562
FCC	61.2 %	27.2 %	7.7 %	2.2 %	1.6 %	512
FERC	72.3 %	21.2 %	4.2 %	1.2 %	1.1 %	1,066
FTC	70.9 %	23.0 %	2.6 %	1.9 %	1.6 %	768
GSA	68.5 %	24.2 %	4.8 %	1.6 %	1.0 %	7,336

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
HHS	58.6 %	29.2 %	7.3 %	2.8 %	2.1 %	49,292
HUD	60.8 %	27.2 %	7.4 %	2.4 %	2.2 %	4,756
NARA	62.9 %	26.9 %	5.0 %	2.5 %	2.7 %	1,383
NCUA	57.7 %	30.4 %	6.7 %	2.5 %	2.7 %	893
NLRB	53.6 %	31.9 %	6.4 %	4.7 %	3.5 %	689
NRC	64.8 %	26.9 %	4.5 %	2.6 %	1.3 %	1,859
NSF	64.9 %	26.0 %	5.7 %	1.8 %	1.7 %	1,029
OMB	60.5 %	27.1 %	8.5 %	2.9 %	0.9 %	426
OPM	63.5 %	26.6 %	5.3 %	2.3 %	2.3 %	1,479
PBGC	73.4 %	22.3 %	2.4 %	1.1 %	0.7 %	591
RRB	54.9 %	32.3 %	7.1 %	1.9 %	3.8 %	359
SBA	55.0 %	30.7 %	9.4 %	2.7 %	2.0 %	3,437
SSA	40.8 %	35.4 %	12.5 %	6.3 %	5.0 %	25,603
State	45.3 %	34.7 %	9.8 %	6.6 %	3.6 %	7,591
USAGM	47.1 %	32.4 %	11.1 %	4.3 %	5.2 %	674
USAID	52.8 %	33.4 %	6.9 %	4.3 %	2.7 %	1,706
USDA	51.8 %	34.4 %	8.1 %	3.5 %	2.2 %	42,061

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
USDT	56.2 %	29.4 %	8.2 %	3.2 %	2.9 %	34,609
Small Agencies	60.3 %	28.1 %	6.2 %	2.9 %	2.5 %	5,909
DOD Overall	50.2 %	33.9 %	8.9 %	4.0 %	3.0 %	157,840
USACE	53.9 %	34.9 %	7.0 %	2.6 %	1.6 %	18,080
Air Force	51.5 %	33.1 %	8.7 %	3.9 %	2.8 %	29,934
†Army	47.0 %	34.7 %	10.1 %	4.6 %	3.6 %	40,399
†Navy	49.8 %	35.1 %	8.6 %	3.8 %	2.7 %	34,054
MarineCorps	48.0 %	33.8 %	9.9 %	4.6 %	3.6 %	4,354
DOD 4thEstate	54.2 %	31.0 %	8.0 %	3.5 %	3.2 %	31,019

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
CSOSA	53.5 %	28.2 %	11.0 %	3.0 %	4.4 %	319
DHS	42.7 %	35.9 %	11.1 %	5.6 %	4.6 %	70,339
DOC	54.3 %	31.7 %	7.2 %	4.2 %	2.5 %	20,400
DOE	58.4 %	29.8 %	6.8 %	3.0 %	2.1 %	8,395
DOI	49.3 %	33.7 %	8.9 %	4.8 %	3.2 %	26,140
DOJ	43.5 %	32.1 %	11.2 %	6.9 %	6.2 %	24,528
DOL	54.5 %	30.4 %	7.9 %	3.9 %	3.4 %	7,357
DOT	52.6 %	32.3 %	7.8 %	4.1 %	3.1 %	19,406
ED	61.9 %	26.8 %	5.8 %	3.0 %	2.5 %	2,641
EEOC	58.3 %	27.7 %	6.8 %	5.2 %	2.1 %	1,063
EPA	56.7 %	31.3 %	6.7 %	3.2 %	2.1 %	7,527
FCC	55.5 %	30.7 %	7.1 %	4.1 %	2.6 %	507
FERC	70.3 %	22.3 %	3.8 %	1.9 %	1.6 %	1,062
FTC	67.7 %	25.0 %	4.1 %	1.7 %	1.5 %	766
GSA	65.6 %	24.9 %	5.7 %	2.3 %	1.5 %	7,309

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
HHS	55.7 %	30.2 %	7.8 %	3.8 %	2.5 %	49,097
HUD	57.3 %	28.7 %	7.3 %	3.6 %	3.0 %	4,722
NARA	58.7 %	27.0 %	7.1 %	4.0 %	3.2 %	1,377
NCUA	56.9 %	32.7 %	5.7 %	2.1 %	2.6 %	888
NLRB	52.6 %	32.7 %	7.5 %	4.3 %	2.8 %	686
NRC	57.8 %	30.3 %	6.1 %	3.4 %	2.4 %	1,851
NSF	64.8 %	24.1 %	5.7 %	4.1 %	1.4 %	1,023
OMB	61.0 %	27.8 %	6.0 %	3.3 %	2.0 %	425
OPM	57.7 %	29.4 %	6.3 %	3.3 %	3.2 %	1,481
PBGC	69.0 %	23.3 %	4.0 %	1.5 %	2.1 %	594
RRB	48.8 %	31.5 %	11.4 %	5.6 %	2.7 %	358
SBA	54.0 %	32.0 %	8.5 %	3.3 %	2.2 %	3,418
SSA	41.1 %	36.9 %	10.9 %	6.3 %	4.9 %	25,339
State	47.1 %	34.3 %	9.5 %	5.6 %	3.5 %	7,543
USAGM	43.4 %	35.2 %	10.1 %	6.1 %	5.3 %	671
USAID	52.8 %	32.1 %	7.4 %	5.2 %	2.6 %	1,699
USDA	48.2 %	35.7 %	8.9 %	4.4 %	2.7 %	41,827

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
USDT	53.9 %	30.3 %	8.2 %	4.0 %	3.6 %	34,441
Small Agencies	57.5 %	28.8 %	6.9 %	3.8 %	3.0 %	5,888
DOD Overall	47.8 %	34.0 %	9.4 %	5.1 %	3.7 %	156,867
USACE	51.4 %	35.2 %	7.9 %	3.4 %	2.1 %	17,965
Air Force	49.4 %	32.9 %	8.9 %	5.3 %	3.5 %	29,751
†Army	44.8 %	34.6 %	10.4 %	5.8 %	4.3 %	40,098
†Navy	46.9 %	35.7 %	9.2 %	4.7 %	3.4 %	33,894
MarineCorps	45.6 %	33.1 %	10.3 %	6.2 %	4.8 %	4,327
DOD 4thEstate	51.5 %	31.3 %	8.6 %	4.7 %	3.9 %	30,832

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
CSOSA	57.5 %	29.3 %	7.5 %	2.7 %	3.0 %	324
DHS	48.3 %	35.7 %	9.1 %	3.4 %	3.5 %	70,740
DOC	60.1 %	28.7 %	6.4 %	2.7 %	2.2 %	20,494
DOE	63.6 %	27.2 %	5.6 %	2.0 %	1.7 %	8,427
DOI	54.3 %	31.6 %	7.8 %	3.5 %	2.8 %	26,262
DOJ	48.9 %	32.0 %	9.6 %	4.5 %	4.9 %	24,620
DOL	59.8 %	28.5 %	6.3 %	2.4 %	3.0 %	7,379
DOT	58.5 %	30.2 %	6.5 %	2.4 %	2.5 %	19,451
ED	66.0 %	24.4 %	4.8 %	2.3 %	2.5 %	2,643
EEOC	64.0 %	25.3 %	6.2 %	2.6 %	1.9 %	1,060
EPA	62.4 %	28.0 %	5.6 %	2.3 %	1.7 %	7,555
FCC	59.2 %	29.0 %	4.9 %	4.4 %	2.5 %	512
FERC	74.1 %	19.4 %	3.6 %	1.4 %	1.5 %	1,061
FTC	74.9 %	18.4 %	3.4 %	2.1 %	1.1 %	769
GSA	69.2 %	23.5 %	4.6 %	1.4 %	1.3 %	7,332

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
HHS	60.4 %	28.0 %	6.7 %	2.8 %	2.1 %	49,219
HUD	61.1 %	26.4 %	6.7 %	3.0 %	2.7 %	4,740
NARA	62.1 %	25.2 %	7.3 %	2.3 %	3.0 %	1,381
NCUA	62.6 %	28.9 %	4.6 %	1.8 %	2.2 %	894
NLRB	57.4 %	30.8 %	6.6 %	2.7 %	2.6 %	688
NRC	63.0 %	27.9 %	4.7 %	2.7 %	1.7 %	1,861
NSF	69.8 %	21.3 %	3.9 %	3.4 %	1.6 %	1,032
OMB	65.9 %	26.5 %	4.5 %	1.4 %	1.6 %	423
OPM	63.5 %	26.3 %	5.2 %	2.4 %	2.6 %	1,481
PBGC	71.1 %	22.4 %	3.5 %	1.8 %	1.1 %	596
RRB	55.0 %	32.4 %	7.8 %	2.8 %	1.9 %	358
SBA	59.7 %	29.4 %	6.8 %	2.4 %	1.8 %	3,423
SSA	47.7 %	36.8 %	8.5 %	3.5 %	3.5 %	25,538
State	53.7 %	32.1 %	7.4 %	3.8 %	2.9 %	7,579
USAGM	49.0 %	33.1 %	9.3 %	3.4 %	5.2 %	672
USAID	59.0 %	29.5 %	5.4 %	3.4 %	2.7 %	1,709
USDA	54.0 %	33.5 %	7.3 %	2.9 %	2.2 %	41,991

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
USDT	58.6 %	28.9 %	6.9 %	2.6 %	3.0 %	34,525
Small Agencies	62.3 %	26.1 %	6.0 %	2.7 %	2.9 %	5,897
DOD Overall	53.2 %	32.7 %	7.8 %	3.3 %	3.1 %	157,492
USACE	57.0 %	32.8 %	6.3 %	2.1 %	1.9 %	18,048
Air Force	54.7 %	31.3 %	7.6 %	3.5 %	3.0 %	29,855
†Army	50.0 %	34.1 %	8.5 %	3.6 %	3.7 %	40,267
†Navy	53.0 %	33.9 %	7.5 %	2.9 %	2.7 %	33,998
MarineCorps	50.0 %	32.2 %	9.6 %	3.9 %	4.3 %	4,350
DOD 4thEstate	56.4 %	30.0 %	7.3 %	3.1 %	3.2 %	30,974

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
CSOSA	48.1 %	26.8 %	13.9 %	5.3 %	6.0 %	319
DHS	42.1 %	31.0 %	14.1 %	6.6 %	6.3 %	70,399
DOC	53.2 %	28.2 %	10.2 %	4.9 %	3.5 %	20,390
DOE	56.3 %	26.9 %	9.4 %	4.3 %	3.1 %	8,402
DOI	47.6 %	28.9 %	12.2 %	6.1 %	5.2 %	26,161
DOJ	42.1 %	27.6 %	13.7 %	8.2 %	8.5 %	24,510
DOL	53.6 %	26.9 %	10.1 %	4.5 %	4.9 %	7,345
DOT	51.4 %	28.2 %	10.4 %	5.3 %	4.7 %	19,367
ED	58.3 %	24.7 %	9.5 %	3.9 %	3.6 %	2,635
EEOC	57.7 %	23.5 %	9.6 %	5.7 %	3.5 %	1,053
EPA	54.6 %	27.8 %	10.2 %	4.5 %	3.0 %	7,518
FCC	53.4 %	26.0 %	10.3 %	4.4 %	5.9 %	507
FERC	68.6 %	20.3 %	6.3 %	2.4 %	2.4 %	1,058
FTC	69.3 %	20.0 %	6.4 %	2.3 %	2.0 %	767
GSA	63.5 %	23.8 %	7.6 %	2.7 %	2.4 %	7,300

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
HHS	54.1 %	27.1 %	10.4 %	4.7 %	3.6 %	49,009
HUD	55.1 %	25.5 %	10.2 %	4.7 %	4.4 %	4,717
NARA	55.0 %	24.6 %	11.6 %	4.7 %	4.2 %	1,377
NCUA	55.8 %	27.4 %	10.5 %	3.2 %	3.2 %	891
NLRB	52.3 %	30.8 %	8.9 %	4.0 %	4.1 %	687
NRC	54.2 %	29.0 %	8.6 %	4.7 %	3.5 %	1,850
NSF	62.0 %	21.5 %	8.0 %	5.2 %	3.2 %	1,025
OMB	58.0 %	25.1 %	9.0 %	4.6 %	3.4 %	424
OPM	56.4 %	26.1 %	10.0 %	3.8 %	3.8 %	1,473
PBGC	65.2 %	22.7 %	7.6 %	2.2 %	2.3 %	592
RRB	47.7 %	25.5 %	14.3 %	6.4 %	6.1 %	357
SBA	54.8 %	28.3 %	10.2 %	3.9 %	2.8 %	3,410
SSA	40.0 %	30.5 %	15.1 %	7.4 %	7.0 %	25,338
State	45.8 %	29.4 %	12.7 %	6.8 %	5.3 %	7,551
USAGM	41.8 %	30.8 %	14.3 %	5.6 %	7.5 %	671
USAID	51.2 %	27.8 %	10.5 %	5.9 %	4.7 %	1,691
USDA	47.0 %	30.7 %	12.1 %	5.8 %	4.4 %	41,813

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
USDT	52.1 %	26.8 %	11.4 %	5.0 %	4.8 %	34,386
Small Agencies	55.7 %	24.4 %	10.5 %	4.5 %	5.0 %	5,876
DOD Overall	46.5 %	29.5 %	12.2 %	6.2 %	5.7 %	156,744
USACE	50.2 %	31.1 %	10.6 %	4.8 %	3.3 %	17,957
Air Force	48.2 %	28.5 %	11.8 %	6.1 %	5.4 %	29,720
†Army	43.5 %	29.8 %	13.0 %	7.0 %	6.7 %	40,052
†Navy	45.8 %	30.9 %	12.2 %	5.7 %	5.3 %	33,861
MarineCorps	43.9 %	28.3 %	12.9 %	7.4 %	7.6 %	4,325
DOD 4thEstate	49.9 %	27.2 %	11.5 %	5.7 %	5.7 %	30,829

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor holds me accountable for achieving results.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
CSOSA	55.4 %	32.5 %	8.5 %	1.4 %	2.2 %	324
DHS	43.5 %	39.2 %	12.1 %	2.9 %	2.3 %	70,717
DOC	53.4 %	37.7 %	7.0 %	1.3 %	0.7 %	20,467
DOE	56.4 %	36.0 %	6.1 %	0.9 %	0.6 %	8,422
DOI	45.9 %	40.2 %	10.5 %	2.3 %	1.1 %	26,291
DOJ	43.1 %	38.2 %	12.1 %	3.7 %	2.9 %	24,625
DOL	57.0 %	35.3 %	6.1 %	0.9 %	0.8 %	7,374
DOT	50.9 %	37.6 %	8.4 %	1.8 %	1.3 %	19,470
ED	61.4 %	31.8 %	5.1 %	0.7 %	1.0 %	2,645
EEOC	62.1 %	31.5 %	5.0 %	0.8 %	0.6 %	1,060
EPA	53.0 %	38.9 %	6.4 %	1.2 %	0.5 %	7,550
FCC	52.0 %	38.6 %	8.0 %	0.9 %	0.5 %	507
FERC	65.2 %	30.2 %	3.5 %	0.7 %	0.5 %	1,062
FTC	65.8 %	29.4 %	3.8 %	0.7 %	0.4 %	767
GSA	65.3 %	29.7 %	4.1 %	0.5 %	0.4 %	7,312

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor holds me accountable for achieving results.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
HHS	55.3 %	35.9 %	6.7 %	1.2 %	0.7 %	49,216
HUD	58.6 %	34.4 %	5.2 %	1.0 %	0.9 %	4,751
NARA	55.8 %	34.0 %	7.3 %	1.8 %	1.1 %	1,374
NCUA	59.0 %	34.3 %	5.1 %	0.7 %	0.9 %	896
NLRB	52.8 %	38.1 %	7.3 %	1.3 %	0.5 %	682
NRC	53.1 %	38.7 %	6.1 %	1.5 %	0.6 %	1,860
NSF	61.5 %	30.4 %	6.9 %	0.5 %	0.7 %	1,027
OMB	53.1 %	34.6 %	9.6 %	1.4 %	1.3 %	427
OPM	59.0 %	33.4 %	5.8 %	1.3 %	0.6 %	1,481
PBGC	65.7 %	31.9 %	2.3 %	0.0%	0.2 %	592
RRB	51.3 %	35.1 %	11.0 %	1.5 %	1.2 %	360
SBA	57.0 %	35.0 %	6.7 %	0.7 %	0.6 %	3,428
SSA	44.7 %	43.2 %	9.3 %	1.5 %	1.3 %	25,533
State	43.2 %	41.5 %	11.1 %	3.0 %	1.1 %	7,553
USAGM	44.9 %	39.2 %	10.9 %	2.0 %	3.0 %	670
USAID	49.1 %	38.7 %	9.1 %	2.4 %	0.8 %	1,707
USDA	46.7 %	41.6 %	9.0 %	1.8 %	0.9 %	42,028

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor holds me accountable for achieving results.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
USDT	53.8 %	35.7 %	8.3 %	1.1 %	1.1 %	34,516
Small Agencies	56.3 %	34.3 %	6.7 %	1.5 %	1.2 %	5,900
DOD Overall	47.5 %	39.4 %	9.7 %	2.1 %	1.3 %	157,512
USACE	48.5 %	41.3 %	8.0 %	1.5 %	0.7 %	18,039
Air Force	48.7 %	38.5 %	9.5 %	2.1 %	1.3 %	29,875
†Army	46.1 %	40.0 %	10.2 %	2.2 %	1.5 %	40,284
†Navy	45.1 %	40.9 %	10.4 %	2.3 %	1.2 %	34,033
MarineCorps	47.1 %	39.0 %	10.2 %	2.5 %	1.3 %	4,348
DOD 4thEstate	52.9 %	36.6 %	7.8 %	1.5 %	1.3 %	30,933

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
CSOSA	51.3 %	25.2 %	14.9 %	4.6 %	4.0 %	327
DHS	46.2 %	28.9 %	15.3 %	5.3 %	4.3 %	71,117
DOC	57.2 %	26.1 %	10.9 %	3.4 %	2.4 %	20,578
DOE	59.6 %	25.2 %	9.9 %	3.2 %	2.1 %	8,457
DOI	49.7 %	28.0 %	13.4 %	5.0 %	3.9 %	26,388
DOJ	45.3 %	25.9 %	15.6 %	6.9 %	6.3 %	24,723
DOL	57.0 %	25.2 %	10.8 %	3.8 %	3.1 %	7,404
DOT	54.2 %	26.9 %	11.5 %	4.1 %	3.4 %	19,538
ED	60.0 %	24.9 %	9.8 %	2.7 %	2.7 %	2,655
EEOC	61.7 %	21.9 %	10.6 %	4.0 %	1.8 %	1,066
EPA	58.0 %	26.9 %	10.3 %	2.9 %	1.9 %	7,578
FCC	62.3 %	18.7 %	11.6 %	3.7 %	3.8 %	512
FERC	69.8 %	19.6 %	7.1 %	1.9 %	1.6 %	1,066
FTC	73.9 %	17.5 %	5.3 %	1.6 %	1.8 %	764
GSA	67.2 %	21.7 %	7.5 %	2.3 %	1.3 %	7,359

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
HHS	57.2 %	25.5 %	11.2 %	3.5 %	2.6 %	49,403
HUD	59.9 %	23.1 %	10.5 %	3.7 %	2.8 %	4,767
NARA	58.6 %	24.1 %	11.5 %	2.7 %	3.1 %	1,384
NCUA	58.0 %	27.6 %	10.3 %	2.7 %	1.5 %	896
NLRB	56.9 %	28.2 %	9.7 %	2.5 %	2.7 %	689
NRC	60.0 %	24.6 %	10.0 %	3.3 %	2.1 %	1,863
NSF	66.3 %	20.2 %	8.1 %	3.1 %	2.3 %	1,030
OMB	55.5 %	26.0 %	12.7 %	3.8 %	2.0 %	426
OPM	59.7 %	24.6 %	10.3 %	2.5 %	2.9 %	1,484
PBGC	70.2 %	20.4 %	6.2 %	1.8 %	1.5 %	593
RRB	51.4 %	26.2 %	15.6 %	3.7 %	3.0 %	358
SBA	60.8 %	25.2 %	9.2 %	2.4 %	2.4 %	3,450
SSA	44.7 %	29.3 %	16.6 %	5.2 %	4.2 %	25,655
State	46.0 %	29.7 %	14.4 %	5.8 %	4.1 %	7,617
USAGM	46.8 %	27.7 %	13.6 %	5.6 %	6.2 %	679
USAID	51.2 %	28.5 %	12.3 %	5.1 %	3.0 %	1,712
USDA	50.1 %	29.3 %	13.2 %	4.4 %	2.9 %	42,204

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
USDT	56.8 %	24.8 %	11.3 %	3.7 %	3.3 %	34,697
Small Agencies	57.9 %	23.7 %	11.3 %	3.4 %	3.7 %	5,912
DOD Overall	48.8 %	27.9 %	13.7 %	5.3 %	4.2 %	158,242
USACE	52.8 %	28.9 %	12.0 %	3.7 %	2.6 %	18,117
Air Force	50.1 %	27.8 %	12.9 %	5.2 %	4.0 %	30,019
†Army	45.8 %	28.4 %	14.9 %	5.9 %	5.0 %	40,500
†Navy	48.4 %	28.7 %	14.0 %	5.2 %	3.8 %	34,158
Marine Corps	46.3 %	27.1 %	14.9 %	6.4 %	5.3 %	4,368
DOD 4thEstate	52.8 %	25.6 %	12.7 %	4.8 %	4.1 %	31,080

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
CSOSA	43.4 %	29.4 %	16.0 %	5.4 %	5.7 %	328
DHS	32.9 %	34.5 %	18.6 %	8.7 %	5.3 %	71,137
DOC	40.4 %	36.2 %	14.4 %	5.9 %	3.1 %	20,580
DOE	40.0 %	37.6 %	14.5 %	5.3 %	2.5 %	8,461
DOI	31.5 %	37.7 %	18.0 %	8.7 %	4.0 %	26,395
DOJ	31.7 %	33.4 %	17.7 %	10.5 %	6.7 %	24,734
DOL	42.3 %	34.6 %	13.5 %	5.7 %	3.9 %	7,405
DOT	37.5 %	36.3 %	15.9 %	6.7 %	3.7 %	19,561
ED	44.5 %	34.4 %	12.6 %	5.2 %	3.2 %	2,657
EEOC	47.9 %	31.0 %	12.4 %	6.1 %	2.6 %	1,062
EPA	36.3 %	39.7 %	14.7 %	6.7 %	2.6 %	7,587
FCC	39.7 %	34.5 %	15.9 %	6.3 %	3.6 %	512
FERC	49.0 %	34.7 %	11.0 %	3.7 %	1.6 %	1,069
FTC	53.8 %	31.6 %	9.3 %	2.8 %	2.4 %	764
GSA	52.7 %	32.1 %	9.8 %	3.9 %	1.6 %	7,365

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
HHS	40.8 %	35.7 %	14.6 %	6.1 %	2.9 %	49,465
HUD	45.5 %	32.2 %	13.3 %	5.5 %	3.5 %	4,773
NARA	41.3 %	32.8 %	16.8 %	5.5 %	3.5 %	1,388
NCUA	45.0 %	34.9 %	12.7 %	5.4 %	2.0 %	896
NLRB	37.8 %	38.5 %	14.4 %	5.4 %	3.9 %	686
NRC	39.6 %	38.6 %	13.3 %	6.0 %	2.5 %	1,862
NSF	45.2 %	33.3 %	12.7 %	6.6 %	2.3 %	1,035
OMB	33.0 %	34.4 %	19.5 %	9.4 %	3.7 %	426
OPM	42.8 %	34.6 %	14.4 %	5.1 %	3.1 %	1,482
PBGC	54.2 %	31.9 %	8.8 %	3.6 %	1.5 %	599
RRB	35.4 %	33.8 %	17.9 %	8.6 %	4.3 %	360
SBA	46.1 %	31.8 %	14.3 %	5.0 %	2.8 %	3,443
SSA	32.5 %	36.5 %	17.9 %	8.4 %	4.7 %	25,666
State	28.1 %	36.7 %	19.2 %	10.9 %	5.0 %	7,621
USAGM	32.0 %	37.5 %	18.0 %	6.5 %	5.9 %	679
USAID	31.5 %	37.5 %	17.3 %	9.2 %	4.4 %	1,712
USDA	32.9 %	38.4 %	17.9 %	7.6 %	3.2 %	42,250

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
USDT	42.9 %	33.2 %	14.3 %	5.9 %	3.6 %	34,723
Small Agencies	40.2 %	34.2 %	14.5 %	7.4 %	3.7 %	5,914
DOD Overall	33.7 %	35.3 %	17.6 %	8.5 %	4.9 %	158,315
USACE	35.7 %	39.8 %	15.0 %	6.7 %	2.8 %	18,121
Air Force	34.8 %	34.7 %	17.3 %	8.4 %	4.9 %	30,026
†Army	32.6 %	34.4 %	18.4 %	9.1 %	5.6 %	40,527
†Navy	31.2 %	37.2 %	18.2 %	8.7 %	4.7 %	34,175
Marine Corps	32.9 %	32.5 %	18.8 %	9.1 %	6.7 %	4,369
DOD 4th Estate	38.9 %	33.6 %	15.6 %	7.4 %	4.5 %	31,097

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) My supervisor provides me with performance feedback throughout the year.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
CSOSA	41.2 %	35.3 %	11.4 %	4.6 %	7.6 %	322	5
DHS	34.2 %	37.5 %	15.1 %	7.4 %	5.8 %	70,455	713
DOC	43.2 %	38.8 %	10.5 %	4.6 %	2.9 %	20,430	160
DOE	43.3 %	39.8 %	10.4 %	4.2 %	2.3 %	8,410	59
DOI	32.4 %	40.8 %	14.6 %	7.6 %	4.6 %	26,097	314
DOJ	33.0 %	36.8 %	14.7 %	8.1 %	7.4 %	24,487	263
DOL	43.1 %	37.4 %	10.6 %	5.2 %	3.8 %	7,358	60
DOT	40.4 %	39.4 %	11.2 %	5.4 %	3.6 %	19,414	148
ED	45.1 %	36.0 %	10.5 %	5.1 %	3.3 %	2,626	30
EEOC	48.0 %	34.1 %	10.0 %	5.0 %	2.8 %	1,057	9
EPA	37.4 %	42.1 %	12.3 %	5.9 %	2.3 %	7,527	67
FCC	38.9 %	38.2 %	12.5 %	6.3 %	4.1 %	504	7
FERC	51.2 %	35.8 %	9.1 %	2.6 %	1.3 %	1,058	9
FTC	54.4 %	32.9 %	7.0 %	3.6 %	2.1 %	763	2
GSA	53.4 %	34.0 %	8.0 %	3.0 %	1.6 %	7,327	44

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) My supervisor provides me with performance feedback throughout the year.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
HHS	41.3 %	37.6 %	12.4 %	5.5 %	3.2 %	49,079	392
HUD	45.5 %	34.0 %	12.0 %	4.7 %	3.7 %	4,743	32
NARA	43.8 %	37.1 %	10.9 %	4.9 %	3.3 %	1,373	13
NCUA	45.2 %	38.0 %	9.2 %	5.7 %	1.9 %	889	7
NLRB	36.5 %	37.3 %	13.1 %	8.0 %	5.1 %	676	11
NRC	39.4 %	40.7 %	11.4 %	5.8 %	2.7 %	1,843	22
NSF	45.8 %	35.0 %	11.2 %	5.3 %	2.7 %	1,023	11
OMB	29.3 %	32.9 %	17.8 %	14.3 %	5.7 %	414	11
OPM	48.8 %	35.8 %	8.7 %	4.0 %	2.9 %	1,479	10
PBGC	59.9 %	31.4 %	5.8 %	2.2 %	0.7 %	600	0
RRB	38.2 %	36.9 %	15.8 %	5.4 %	3.7 %	355	5
SBA	48.9 %	33.9 %	10.2 %	4.0 %	3.0 %	3,431	22
SSA	35.5 %	42.5 %	12.2 %	5.7 %	4.1 %	25,484	205
State	28.1 %	39.0 %	16.9 %	9.9 %	6.1 %	7,505	116
USAGM	32.3 %	40.4 %	14.6 %	6.7 %	6.0 %	670	8
USAID	31.3 %	39.2 %	15.5 %	10.0 %	4.0 %	1,684	28
USDA	36.8 %	41.9 %	12.7 %	5.4 %	3.3 %	41,885	368

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) My supervisor provides me with performance feedback throughout the year.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
USDT	44.8 %	35.9 %	11.0 %	4.7 %	3.6 %	34,397	340
Small Agencies	41.2 %	37.1 %	11.7 %	5.9 %	4.1 %	5,870	47
DOD Overall	35.1 %	37.8 %	14.0 %	7.4 %	5.7 %	156,731	1,636
USACE	35.9 %	41.6 %	12.8 %	6.2 %	3.4 %	17,968	162
Air Force	37.6 %	37.5 %	12.9 %	6.9 %	5.1 %	29,701	338
†Army	33.8 %	36.8 %	14.9 %	8.0 %	6.5 %	40,084	452
†Navy	31.6 %	39.3 %	15.4 %	7.9 %	5.8 %	33,890	289
MarineCorps	33.8 %	35.8 %	15.2 %	7.8 %	7.3 %	4,330	41
DOD 4thEstate	40.7 %	36.2 %	11.9 %	6.2 %	4.9 %	30,758	354

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
CSOSA	14.8 %	25.9 %	23.2 %	17.5 %	18.7 %	313	12
DHS	13.6 %	26.4 %	21.3 %	16.0 %	22.8 %	69,432	1,303
DOC	16.6 %	35.6 %	23.8 %	13.6 %	10.4 %	19,508	987
DOE	19.9 %	36.2 %	21.5 %	12.1 %	10.4 %	8,308	126
DOI	12.8 %	31.2 %	25.5 %	17.1 %	13.4 %	25,490	760
DOJ	12.5 %	24.9 %	21.9 %	18.5 %	22.2 %	24,040	553
DOL	20.6 %	34.0 %	21.1 %	12.1 %	12.1 %	7,133	242
DOT	15.4 %	30.7 %	23.9 %	15.2 %	14.7 %	19,052	452
ED	19.0 %	35.3 %	21.4 %	14.3 %	10.0 %	2,588	64
EEOC	27.0 %	30.7 %	20.1 %	12.5 %	9.7 %	1,012	40
EPA	18.0 %	38.9 %	23.1 %	12.2 %	7.8 %	7,397	157
FCC	19.4 %	34.3 %	22.0 %	15.8 %	8.6 %	490	16
FERC	34.5 %	34.3 %	16.3 %	8.0 %	7.0 %	1,055	12
FTC	15.3 %	20.5 %	18.6 %	21.0 %	24.7 %	762	6
GSA	28.7 %	39.2 %	18.4 %	8.7 %	5.0 %	7,228	111

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
HHS	22.2 %	38.3 %	21.2 %	11.0 %	7.3 %	48,067	1,192
HUD	21.3 %	35.7 %	20.9 %	11.4 %	10.7 %	4,635	111
NARA	18.0 %	31.2 %	23.3 %	14.6 %	12.9 %	1,347	34
NCUA	21.6 %	35.1 %	19.2 %	13.9 %	10.2 %	879	11
NLRB	19.3 %	29.2 %	18.2 %	16.4 %	16.9 %	669	14
NRC	14.3 %	35.2 %	20.5 %	15.9 %	14.1 %	1,835	23
NSF	30.3 %	38.9 %	15.9 %	9.1 %	5.7 %	1,024	8
OMB	15.0 %	36.3 %	22.0 %	15.1 %	11.7 %	424	5
OPM	23.2 %	34.2 %	21.3 %	12.6 %	8.6 %	1,436	43
PBGC	29.4 %	40.8 %	19.1 %	6.9 %	3.7 %	578	18
RRB	19.9 %	33.3 %	20.5 %	11.3 %	15.0 %	338	20
SBA	27.3 %	33.4 %	21.7 %	10.0 %	7.6 %	3,298	136
SSA	13.1 %	26.4 %	24.1 %	17.5 %	19.0 %	24,456	1,064
State	13.7 %	33.1 %	23.5 %	16.7 %	12.9 %	7,448	115
USAGM	16.4 %	31.1 %	23.1 %	14.9 %	14.4 %	656	15
USAID	15.9 %	38.1 %	20.3 %	15.9 %	9.8 %	1,680	26
USDA	12.7 %	30.9 %	25.9 %	17.1 %	13.3 %	40,811	1,212

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
USDT	18.4 %	33.3 %	22.9 %	13.7 %	11.6 %	33,201	1,329
Small Agencies	19.2 %	33.2 %	20.4 %	14.8 %	12.3 %	5,776	110
DOD Overall	16.9 %	32.6 %	23.4 %	14.7 %	12.4 %	153,887	3,432
USACE	17.0 %	37.2 %	24.2 %	13.4 %	8.2 %	17,675	373
Air Force	19.0 %	34.1 %	22.3 %	13.8 %	10.8 %	29,119	694
†Army	16.4 %	31.8 %	23.3 %	15.1 %	13.4 %	39,448	799
†Navy	14.7 %	31.3 %	24.7 %	16.0 %	13.3 %	33,197	737
Marine Corps	15.6 %	28.8 %	22.8 %	16.3 %	16.5 %	4,256	90
DOD 4th Estate	18.8 %	33.6 %	22.4 %	13.0 %	12.2 %	30,192	739

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
CSOSA	13.7 %	30.4 %	24.3 %	11.9 %	19.8 %	298	24
DHS	19.1 %	31.5 %	22.0 %	9.7 %	17.7 %	66,532	3,730
DOC	25.9 %	40.8 %	20.7 %	5.9 %	6.6 %	17,970	2,394
DOE	29.0 %	38.3 %	18.5 %	6.5 %	7.7 %	7,921	472
DOI	19.5 %	37.2 %	23.9 %	9.5 %	9.8 %	24,003	2,083
DOJ	19.4 %	30.5 %	20.9 %	11.5 %	17.8 %	22,975	1,436
DOL	28.8 %	36.0 %	19.0 %	6.4 %	9.8 %	6,711	630
DOT	21.5 %	36.2 %	22.1 %	8.8 %	11.5 %	17,983	1,374
ED	26.1 %	39.5 %	21.7 %	5.9 %	6.7 %	2,436	200
EEOC	33.9 %	33.3 %	18.7 %	5.9 %	8.1 %	961	90
EPA	26.7 %	43.2 %	18.7 %	5.8 %	5.6 %	7,039	477
FCC	30.5 %	39.4 %	20.3 %	5.2 %	4.7 %	458	45
FERC	48.4 %	33.7 %	11.9 %	2.1 %	3.9 %	1,021	38
FTC	22.5 %	26.7 %	21.4 %	13.4 %	16.0 %	720	45
GSA	37.4 %	39.2 %	15.9 %	4.0 %	3.5 %	6,932	360

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
HHS	29.6 %	39.8 %	19.2 %	5.8 %	5.5 %	46,029	2,953
HUD	27.7 %	36.2 %	20.8 %	6.3 %	9.0 %	4,369	340
NARA	24.0 %	35.5 %	22.2 %	7.9 %	10.5 %	1,291	88
NCUA	28.7 %	36.5 %	18.6 %	7.7 %	8.5 %	836	53
NLRB	28.8 %	37.4 %	17.5 %	6.5 %	9.8 %	640	38
NRC	23.2 %	38.9 %	17.0 %	9.9 %	11.0 %	1,771	80
NSF	43.4 %	35.2 %	12.7 %	4.7 %	3.9 %	983	43
OMB	27.2 %	42.5 %	19.3 %	6.7 %	4.3 %	406	22
OPM	28.6 %	36.4 %	21.2 %	6.6 %	7.3 %	1,360	106
PBGC	36.7 %	41.1 %	17.0 %	2.3 %	2.9 %	550	42
RRB	28.5 %	38.2 %	19.7 %	3.3 %	10.4 %	321	35
SBA	34.4 %	36.2 %	20.1 %	4.3 %	5.0 %	3,105	289
SSA	18.9 %	33.6 %	26.4 %	8.6 %	12.5 %	22,705	2,573
State	22.9 %	39.8 %	21.4 %	8.1 %	7.8 %	7,125	404
USAGM	21.8 %	35.9 %	21.9 %	7.0 %	13.5 %	620	42
USAID	24.6 %	42.7 %	18.3 %	8.5 %	5.9 %	1,601	97
USDA	18.2 %	37.3 %	25.4 %	9.4 %	9.7 %	38,575	3,154

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
USDT	25.0 %	37.8 %	21.8 %	7.0 %	8.5 %	31,079	3,267
Small Agencies	28.3 %	36.7 %	18.2 %	7.6 %	9.2 %	5,495	351
DOD Overall	24.9 %	37.5 %	20.6 %	7.7 %	9.3 %	147,757	8,364
USACE	25.9 %	42.8 %	18.9 %	6.4 %	6.0 %	16,965	950
Air Force	28.0 %	37.7 %	19.1 %	7.2 %	8.0 %	28,044	1,536
†Army	23.3 %	36.0 %	21.8 %	8.4 %	10.5 %	38,034	1,914
†Navy	23.0 %	38.4 %	21.2 %	7.9 %	9.5 %	31,893	1,793
MarineCorps	23.0 %	33.1 %	22.2 %	9.7 %	12.0 %	4,117	202
DOD 4thEstate	26.5 %	37.6 %	20.0 %	6.8 %	9.2 %	28,704	1,969

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Managers communicate the goals of the organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
CSOSA	16.5 %	38.7 %	18.6 %	11.0 %	15.2 %	314	7
DHS	17.9 %	38.8 %	19.0 %	10.8 %	13.5 %	69,563	840
DOC	22.7 %	48.2 %	16.6 %	7.4 %	5.1 %	19,764	596
DOE	27.2 %	46.1 %	14.8 %	6.8 %	5.1 %	8,334	61
DOI	16.2 %	43.5 %	21.1 %	11.1 %	8.1 %	25,785	374
DOJ	16.3 %	37.6 %	20.2 %	12.7 %	13.2 %	24,138	338
DOL	27.2 %	45.5 %	14.4 %	6.4 %	6.5 %	7,240	100
DOT	21.0 %	45.0 %	17.2 %	8.8 %	8.0 %	19,121	253
ED	25.4 %	45.9 %	15.8 %	8.1 %	4.7 %	2,604	32
EEOC	33.8 %	43.9 %	11.8 %	6.2 %	4.4 %	1,032	13
EPA	22.8 %	49.5 %	16.0 %	7.5 %	4.2 %	7,430	76
FCC	23.1 %	45.6 %	16.0 %	10.2 %	5.1 %	495	8
FERC	38.0 %	39.7 %	12.3 %	5.4 %	4.5 %	1,054	6
FTC	29.2 %	34.6 %	15.1 %	10.9 %	10.3 %	754	10
GSA	36.9 %	45.4 %	11.3 %	3.9 %	2.4 %	7,233	48

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Managers communicate the goals of the organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
HHS	26.7 %	46.7 %	15.8 %	6.4 %	4.4 %	48,377	648
HUD	28.2 %	45.4 %	15.4 %	5.7 %	5.3 %	4,650	46
NARA	26.1 %	45.1 %	15.1 %	7.2 %	6.5 %	1,357	14
NCUA	25.8 %	43.0 %	16.9 %	7.6 %	6.7 %	876	12
NLRB	25.7 %	47.2 %	14.3 %	5.6 %	7.3 %	676	6
NRC	21.0 %	51.1 %	14.2 %	7.6 %	6.1 %	1,836	14
NSF	37.4 %	39.5 %	13.2 %	6.0 %	3.8 %	1,024	4
OMB	24.1 %	43.5 %	17.9 %	8.6 %	5.9 %	426	2
OPM	28.4 %	46.3 %	14.3 %	6.6 %	4.5 %	1,453	19
PBGC	39.8 %	44.9 %	9.8 %	3.1 %	2.4 %	592	3
RRB	25.8 %	48.4 %	13.4 %	5.4 %	7.0 %	353	6
SBA	33.0 %	43.8 %	13.0 %	5.9 %	4.3 %	3,340	70
SSA	21.0 %	49.1 %	15.7 %	7.0 %	7.2 %	24,982	398
State	18.4 %	48.1 %	17.7 %	9.7 %	6.1 %	7,461	68
USAGM	18.9 %	42.6 %	17.6 %	11.2 %	9.7 %	647	19
USAID	20.5 %	49.4 %	15.6 %	9.5 %	5.0 %	1,697	7
USDA	16.9 %	47.3 %	20.2 %	9.2 %	6.3 %	41,066	743

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Managers communicate the goals of the organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
USDT	25.5 %	47.7 %	15.0 %	6.3 %	5.5 %	33,701	598
Small Agencies	24.4 %	44.4 %	15.2 %	8.6 %	7.3 %	5,815	55
DOD Overall	20.8 %	43.0 %	18.7 %	9.8 %	7.7 %	154,298	2,265
USACE	20.6 %	47.9 %	18.3 %	8.6 %	4.6 %	17,719	259
Air Force	22.0 %	42.7 %	18.6 %	9.7 %	7.0 %	29,212	454
†Army	19.8 %	41.5 %	19.6 %	10.3 %	8.8 %	39,442	590
†Navy	19.1 %	44.0 %	19.0 %	10.2 %	7.7 %	33,309	477
MarineCorps	19.4 %	37.6 %	20.4 %	12.2 %	10.4 %	4,257	65
DOD 4thEstate	24.3 %	44.5 %	16.2 %	7.7 %	7.3 %	30,359	420

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) Managers promote communication among different work units.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
CSOSA	13.4 %	34.2 %	19.4 %	13.0 %	20.0 %	311	10
DHS	16.9 %	32.9 %	20.7 %	13.2 %	16.4 %	68,428	1,810
DOC	20.0 %	40.3 %	20.6 %	11.3 %	7.8 %	18,923	1,382
DOE	25.3 %	40.9 %	17.4 %	9.7 %	6.7 %	8,222	144
DOI	16.0 %	38.5 %	21.7 %	13.5 %	10.4 %	25,391	703
DOJ	15.2 %	32.6 %	21.7 %	14.6 %	16.0 %	23,571	844
DOL	25.0 %	37.6 %	18.9 %	9.8 %	8.8 %	7,056	263
DOT	20.6 %	40.7 %	18.5 %	10.4 %	9.7 %	18,851	502
ED	24.1 %	42.0 %	16.7 %	10.6 %	6.5 %	2,572	68
EEOC	29.7 %	40.1 %	15.9 %	7.4 %	6.8 %	1,006	37
EPA	20.7 %	43.2 %	19.4 %	10.7 %	6.0 %	7,295	189
FCC	23.6 %	43.9 %	15.6 %	10.5 %	6.5 %	488	17
FERC	39.0 %	37.1 %	13.0 %	6.0 %	4.9 %	1,034	23
FTC	31.2 %	33.4 %	15.3 %	9.8 %	10.3 %	739	24
GSA	35.4 %	41.5 %	13.7 %	5.7 %	3.6 %	7,129	123

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) Managers promote communication among different work units.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
HHS	24.9 %	41.7 %	18.4 %	9.1 %	5.9 %	47,620	1,240
HUD	27.2 %	40.5 %	16.9 %	8.3 %	7.1 %	4,590	122
NARA	24.5 %	37.8 %	18.9 %	9.2 %	9.6 %	1,335	36
NCUA	23.5 %	39.1 %	16.9 %	11.8 %	8.7 %	869	18
NLRB	24.2 %	35.1 %	16.5 %	12.6 %	11.5 %	652	26
NRC	21.3 %	46.1 %	17.1 %	9.1 %	6.4 %	1,800	44
NSF	33.8 %	35.9 %	15.9 %	9.0 %	5.4 %	1,009	13
OMB	27.5 %	45.8 %	14.9 %	7.2 %	4.6 %	416	8
OPM	26.2 %	40.4 %	16.2 %	10.3 %	6.8 %	1,423	36
PBGC	37.2 %	43.9 %	9.8 %	5.7 %	3.5 %	576	16
RRB	23.0 %	34.7 %	22.2 %	8.6 %	11.5 %	341	17
SBA	31.3 %	37.3 %	16.2 %	8.4 %	6.8 %	3,266	132
SSA	18.5 %	37.6 %	19.9 %	12.1 %	11.9 %	24,325	1,008
State	16.2 %	42.0 %	20.6 %	12.8 %	8.5 %	7,370	133
USAGM	19.7 %	36.5 %	21.1 %	10.8 %	11.9 %	644	21
USAID	18.4 %	43.7 %	18.1 %	13.1 %	6.6 %	1,667	20
USDA	16.1 %	40.6 %	22.8 %	12.1 %	8.4 %	40,399	1,334

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) Managers promote communication among different work units.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
USDT	23.9 %	40.9 %	18.4 %	9.2 %	7.7 %	32,745	1,563
Small Agencies	22.6 %	37.3 %	18.6 %	11.1 %	10.4 %	5,709	124
DOD Overall	19.7 %	38.5 %	20.6 %	11.8 %	9.4 %	152,074	4,093
USACE	20.5 %	43.9 %	19.8 %	9.8 %	6.0 %	17,451	429
Air Force	21.2 %	38.6 %	20.2 %	11.6 %	8.4 %	28,804	794
†Army	18.9 %	36.9 %	21.2 %	12.3 %	10.7 %	38,967	977
†Navy	17.9 %	39.5 %	21.2 %	12.1 %	9.3 %	32,769	902
MarineCorps	18.3 %	33.6 %	22.0 %	13.5 %	12.5 %	4,214	100
DOD 4thEstate	22.4 %	38.8 %	18.6 %	10.6 %	9.6 %	29,869	891

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628	29,177
CSOSA	24.4 %	27.4 %	27.0 %	10.3 %	10.8 %	302	24
DHS	27.0 %	30.0 %	21.4 %	9.1 %	12.4 %	67,743	3,091
DOC	33.1 %	36.0 %	19.4 %	6.2 %	5.3 %	18,312	2,200
DOE	36.8 %	34.7 %	17.3 %	5.8 %	5.3 %	8,069	377
DOI	27.4 %	34.5 %	21.5 %	8.5 %	8.1 %	24,771	1,542
DOJ	25.2 %	28.9 %	21.6 %	10.9 %	13.4 %	23,327	1,299
DOL	38.2 %	31.8 %	16.5 %	6.4 %	7.1 %	6,996	388
DOT	32.2 %	33.6 %	19.1 %	7.4 %	7.7 %	18,550	971
ED	37.5 %	34.3 %	17.4 %	5.8 %	5.0 %	2,516	133
EEOC	45.3 %	30.7 %	13.8 %	5.5 %	4.8 %	994	65
EPA	36.0 %	37.7 %	16.5 %	5.5 %	4.3 %	7,277	279
FCC	46.1 %	30.8 %	12.9 %	5.9 %	4.3 %	482	25
FERC	50.5 %	30.3 %	11.1 %	4.5 %	3.7 %	1,045	22
FTC	41.9 %	27.7 %	15.0 %	7.3 %	8.1 %	730	37
GSA	47.9 %	32.6 %	12.9 %	3.6 %	3.0 %	7,087	254

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628	29,177
HHS	37.6 %	34.7 %	17.2 %	5.6 %	4.9 %	47,011	2,318
HUD	41.5 %	33.3 %	14.0 %	5.3 %	5.9 %	4,515	240
NARA	40.2 %	33.7 %	15.5 %	4.6 %	6.0 %	1,317	63
NCUA	35.4 %	35.4 %	18.4 %	5.0 %	5.8 %	847	47
NLRB	39.0 %	35.5 %	15.3 %	5.0 %	5.2 %	667	19
NRC	30.6 %	38.4 %	18.1 %	6.8 %	6.1 %	1,812	46
NSF	48.5 %	29.5 %	14.2 %	4.4 %	3.5 %	1,006	25
OMB	40.3 %	34.0 %	14.1 %	7.2 %	4.4 %	412	15
OPM	39.4 %	34.1 %	17.0 %	4.3 %	5.1 %	1,402	75
PBGC	50.8 %	34.3 %	10.3 %	3.1 %	1.5 %	572	24
RRB	35.3 %	38.9 %	12.2 %	8.3 %	5.4 %	333	25
SBA	45.6 %	32.3 %	13.6 %	4.4 %	4.1 %	3,174	260
SSA	29.5 %	32.6 %	21.0 %	7.9 %	9.0 %	23,776	1,751
State	29.1 %	34.9 %	21.5 %	7.6 %	6.8 %	7,292	282
USAGM	32.2 %	30.0 %	18.3 %	9.9 %	9.7 %	641	37
USAID	28.9 %	37.8 %	20.3 %	7.2 %	5.7 %	1,644	64
USDA	26.9 %	36.1 %	22.1 %	8.1 %	6.7 %	39,646	2,445

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628	29,177
USDT	35.9 %	34.0 %	17.6 %	6.0 %	6.5 %	31,817	2,776
Small Agencies	36.4 %	31.3 %	18.2 %	6.6 %	7.5 %	5,625	263
DOD Overall	29.5 %	33.9 %	20.5 %	8.1 %	8.1 %	149,918	7,695
USACE	32.5 %	37.5 %	18.5 %	6.3 %	5.3 %	17,290	801
Air Force	31.3 %	33.9 %	19.7 %	7.8 %	7.4 %	28,486	1,375
†Army	27.6 %	33.0 %	21.7 %	8.6 %	9.2 %	38,494	1,847
†Navy	27.4 %	34.9 %	21.6 %	8.4 %	7.7 %	32,212	1,789
Marine Corps	28.2 %	29.5 %	20.5 %	10.4 %	11.4 %	4,136	208
DOD 4th Estate	33.6 %	33.2 %	18.4 %	6.7 %	8.0 %	29,300	1,675

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
CSOSA	21.8 %	32.3 %	22.2 %	12.0 %	11.7 %	321	2
DHS	21.7 %	31.4 %	21.0 %	10.7 %	15.2 %	69,827	693
DOC	25.9 %	38.8 %	21.2 %	8.1 %	6.1 %	19,979	476
DOE	28.2 %	37.8 %	18.3 %	8.4 %	7.3 %	8,352	75
DOI	20.2 %	36.0 %	24.4 %	11.0 %	8.4 %	25,701	490
DOJ	20.8 %	29.9 %	21.1 %	12.8 %	15.4 %	24,196	268
DOL	30.4 %	34.6 %	19.0 %	7.7 %	8.2 %	7,253	107
DOT	22.3 %	34.5 %	22.1 %	10.8 %	10.3 %	19,133	298
ED	27.0 %	38.7 %	20.2 %	8.2 %	6.0 %	2,615	32
EEOC	35.3 %	35.4 %	16.1 %	5.9 %	7.2 %	1,035	17
EPA	26.9 %	41.3 %	19.2 %	7.8 %	4.7 %	7,466	66
FCC	28.7 %	39.2 %	18.8 %	9.9 %	3.4 %	499	8
FERC	47.8 %	31.1 %	11.4 %	5.4 %	4.3 %	1,058	4
FTC	19.1 %	24.9 %	18.7 %	17.1 %	20.3 %	760	6
GSA	37.8 %	38.4 %	15.5 %	5.2 %	3.1 %	7,247	62

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
HHS	32.6 %	39.1 %	17.6 %	6.3 %	4.4 %	48,660	510
HUD	29.2 %	36.8 %	19.1 %	7.2 %	7.8 %	4,687	45
NARA	23.6 %	36.0 %	21.0 %	9.2 %	10.2 %	1,365	14
NCUA	27.8 %	37.3 %	17.7 %	9.5 %	7.7 %	889	1
NLRB	31.2 %	32.6 %	16.2 %	9.4 %	10.6 %	673	6
NRC	22.0 %	38.3 %	17.2 %	11.3 %	11.1 %	1,841	10
NSF	41.4 %	35.2 %	13.2 %	5.8 %	4.4 %	1,023	3
OMB	24.9 %	39.6 %	19.4 %	8.9 %	7.2 %	425	3
OPM	31.8 %	38.4 %	18.7 %	6.1 %	4.9 %	1,455	20
PBGC	35.2 %	41.5 %	16.7 %	4.3 %	2.3 %	587	10
RRB	27.6 %	37.8 %	20.3 %	6.8 %	7.5 %	351	5
SBA	38.9 %	35.1 %	16.9 %	4.9 %	4.3 %	3,357	67
SSA	21.2 %	33.5 %	24.5 %	10.1 %	10.6 %	24,842	603
State	23.9 %	38.0 %	20.7 %	10.4 %	7.0 %	7,486	54
USAGM	26.9 %	33.4 %	18.7 %	10.2 %	10.7 %	657	12
USAID	24.5 %	39.5 %	20.5 %	10.3 %	5.2 %	1,690	10
USDA	20.2 %	35.4 %	24.3 %	11.3 %	8.8 %	41,214	694

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
USDT	26.3 %	37.7 %	21.1 %	7.9 %	7.0 %	33,709	686
Small Agencies	27.4 %	35.9 %	18.2 %	9.7 %	8.8 %	5,818	57
DOD Overall	27.1 %	36.5 %	19.8 %	9.1 %	7.6 %	155,283	1,594
USACE	27.7 %	40.8 %	18.8 %	7.6 %	5.1 %	17,883	160
Air Force	30.0 %	36.0 %	18.5 %	8.7 %	6.7 %	29,375	316
†Army	26.2 %	36.0 %	20.3 %	9.4 %	8.1 %	39,776	362
†Navy	24.5 %	36.7 %	20.7 %	9.9 %	8.2 %	33,476	360
MarineCorps	25.5 %	34.1 %	20.6 %	10.0 %	9.8 %	4,275	44
DOD 4thEstate	28.9 %	36.9 %	19.2 %	7.9 %	7.1 %	30,498	352

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) Senior leaders demonstrate support for Work-Life programs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
CSOSA	21.7 %	38.3 %	18.9 %	9.1 %	12.0 %	303	17
DHS	19.6 %	30.5 %	23.3 %	11.1 %	15.5 %	66,600	3,556
DOC	26.9 %	40.1 %	19.2 %	7.2 %	6.6 %	18,611	1,737
DOE	33.5 %	40.5 %	15.1 %	5.8 %	5.1 %	8,057	336
DOI	21.5 %	39.9 %	23.5 %	8.3 %	6.9 %	23,878	2,185
DOJ	17.6 %	29.4 %	23.6 %	13.2 %	16.2 %	22,534	1,800
DOL	31.7 %	38.4 %	17.2 %	5.9 %	6.8 %	6,843	471
DOT	24.1 %	37.6 %	20.4 %	8.7 %	9.2 %	18,062	1,231
ED	30.9 %	43.4 %	15.8 %	5.5 %	4.4 %	2,510	120
EEOC	33.3 %	34.9 %	17.4 %	7.2 %	7.1 %	962	89
EPA	29.2 %	45.6 %	16.0 %	5.9 %	3.3 %	7,118	370
FCC	28.9 %	43.4 %	16.7 %	6.5 %	4.5 %	461	39
FERC	50.9 %	32.4 %	10.1 %	3.5 %	3.1 %	1,031	24
FTC	29.6 %	40.5 %	14.5 %	7.2 %	8.3 %	715	48
GSA	42.5 %	39.8 %	12.1 %	3.3 %	2.3 %	7,069	211

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) Senior leaders demonstrate support for Work-Life programs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
HHS	33.2 %	40.0 %	17.1 %	5.5 %	4.1 %	46,659	2,303
HUD	29.1 %	40.0 %	17.6 %	5.9 %	7.4 %	4,492	209
NARA	30.2 %	41.4 %	17.8 %	4.6 %	5.9 %	1,297	71
NCUA	32.7 %	41.9 %	13.4 %	5.7 %	6.4 %	873	14
NLRB	26.9 %	33.5 %	14.3 %	11.2 %	14.1 %	640	36
NRC	24.4 %	38.5 %	15.2 %	10.8 %	11.1 %	1,810	34
NSF	45.3 %	36.9 %	11.4 %	4.1 %	2.4 %	994	32
OMB	25.4 %	40.6 %	16.8 %	9.9 %	7.3 %	409	18
OPM	34.7 %	38.4 %	16.3 %	5.3 %	5.4 %	1,406	62
PBGC	44.7 %	39.9 %	11.2 %	2.7 %	1.6 %	567	28
RRB	26.8 %	41.3 %	19.7 %	5.2 %	7.0 %	327	24
SBA	34.4 %	34.7 %	20.2 %	5.7 %	5.1 %	3,160	244
SSA	18.3 %	30.9 %	27.4 %	11.3 %	12.1 %	23,253	1,998
State	18.8 %	35.3 %	21.7 %	14.1 %	10.1 %	7,207	299
USAGM	23.0 %	38.2 %	22.5 %	7.0 %	9.2 %	621	45
USAID	20.8 %	42.2 %	19.7 %	10.8 %	6.5 %	1,618	68
USDA	20.6 %	40.9 %	23.0 %	8.4 %	7.2 %	39,074	2,572

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) Senior leaders demonstrate support for Work-Life programs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
USDT	26.5 %	37.7 %	20.5 %	7.8 %	7.5 %	31,664	2,540
Small Agencies	30.8 %	37.7 %	16.6 %	7.7 %	7.3 %	5,574	267
DOD Overall	24.5 %	35.9 %	21.9 %	9.4 %	8.2 %	146,574	9,527
USACE	25.3 %	42.0 %	20.3 %	7.4 %	4.9 %	16,909	1,043
Air Force	27.3 %	36.5 %	21.0 %	8.4 %	6.8 %	27,568	1,995
†Army	23.7 %	34.8 %	22.7 %	9.9 %	9.0 %	37,382	2,533
†Navy	21.9 %	35.6 %	22.9 %	10.4 %	9.2 %	31,506	2,159
MarineCorps	21.6 %	30.7 %	24.1 %	11.8 %	11.9 %	4,024	279
DOD 4thEstate	27.4 %	36.9 %	20.1 %	7.9 %	7.6 %	29,185	1,518

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
CSOSA	15.2 %	33.2 %	25.5 %	11.9 %	14.2 %	304	13
DHS	16.9 %	28.8 %	24.8 %	13.9 %	15.6 %	68,260	2,015
DOC	22.3 %	37.5 %	23.1 %	10.3 %	6.7 %	19,315	1,048
DOE	25.2 %	39.0 %	21.2 %	8.9 %	5.6 %	8,136	254
DOI	16.6 %	36.1 %	27.5 %	12.1 %	7.8 %	24,966	1,124
DOJ	15.0 %	28.6 %	25.6 %	15.2 %	15.6 %	23,300	1,081
DOL	25.6 %	35.3 %	21.6 %	9.5 %	8.0 %	7,046	284
DOT	20.8 %	36.2 %	23.2 %	10.7 %	9.1 %	18,667	680
ED	23.9 %	36.5 %	23.3 %	10.5 %	5.8 %	2,544	85
EEOC	27.9 %	34.6 %	20.3 %	9.1 %	8.1 %	998	46
EPA	22.1 %	42.0 %	22.9 %	8.7 %	4.3 %	7,254	230
FCC	22.1 %	37.5 %	25.4 %	10.8 %	4.2 %	474	29
FERC	32.4 %	30.7 %	21.2 %	8.8 %	6.8 %	1,034	22
FTC	26.0 %	34.5 %	20.8 %	10.4 %	8.2 %	734	29
GSA	36.7 %	39.6 %	15.9 %	5.0 %	2.8 %	7,164	123

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
HHS	27.3 %	39.1 %	21.2 %	7.7 %	4.6 %	47,421	1,565
HUD	25.7 %	37.9 %	21.5 %	8.3 %	6.6 %	4,580	138
NARA	22.6 %	34.9 %	23.5 %	9.2 %	9.8 %	1,319	53
NCUA	22.3 %	37.2 %	21.2 %	10.6 %	8.6 %	866	23
NLRB	19.2 %	29.0 %	22.6 %	17.8 %	11.5 %	658	23
NRC	23.6 %	46.3 %	16.9 %	7.2 %	6.0 %	1,821	25
NSF	40.5 %	36.6 %	13.5 %	6.1 %	3.3 %	1,007	15
OMB	28.5 %	41.0 %	19.5 %	7.3 %	3.6 %	423	5
OPM	29.0 %	36.0 %	21.4 %	7.6 %	6.1 %	1,429	37
PBGC	34.9 %	41.5 %	16.4 %	4.3 %	2.9 %	571	22
RRB	21.0 %	33.4 %	23.5 %	11.8 %	10.3 %	336	17
SBA	29.7 %	32.3 %	23.4 %	9.0 %	5.6 %	3,237	172
SSA	16.3 %	30.4 %	26.6 %	14.2 %	12.5 %	24,253	1,066
State	16.2 %	36.5 %	25.4 %	13.9 %	7.9 %	7,352	156
USAGM	20.8 %	35.4 %	22.7 %	10.6 %	10.5 %	639	26
USAID	17.1 %	39.9 %	25.5 %	12.4 %	5.1 %	1,652	36
USDA	16.5 %	36.0 %	27.9 %	12.4 %	7.2 %	40,093	1,633

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
USDT	22.4 %	36.1 %	23.7 %	10.2 %	7.6 %	32,578	1,623
Small Agencies	21.9 %	36.8 %	23.2 %	10.3 %	7.7 %	5,665	184
DOD Overall	22.6 %	36.7 %	23.1 %	10.1 %	7.5 %	151,397	4,930
USACE	22.1 %	40.8 %	23.5 %	8.9 %	4.6 %	17,401	587
Air Force	26.3 %	37.6 %	20.8 %	8.9 %	6.4 %	28,695	910
†Army	21.0 %	34.6 %	24.6 %	11.2 %	8.6 %	38,662	1,320
†Navy	20.8 %	38.1 %	23.4 %	10.2 %	7.5 %	32,716	993
MarineCorps	19.4 %	31.2 %	26.0 %	12.1 %	11.3 %	4,173	133
DOD 4thEstate	23.9 %	36.4 %	22.6 %	9.5 %	7.6 %	29,750	987

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) Management makes effective changes to address challenges facing our organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
CSOSA	18.0 %	30.0 %	23.2 %	11.4 %	17.5 %	307	12
DHS	15.7 %	29.0 %	23.8 %	14.5 %	17.0 %	68,107	2,105
DOC	19.0 %	35.7 %	24.4 %	12.4 %	8.5 %	19,234	1,137
DOE	22.3 %	37.3 %	21.7 %	11.2 %	7.4 %	8,099	280
DOI	14.7 %	33.2 %	27.1 %	14.7 %	10.3 %	24,894	1,195
DOJ	14.2 %	27.3 %	23.8 %	16.7 %	18.0 %	23,425	943
DOL	23.3 %	35.7 %	21.9 %	10.5 %	8.6 %	7,025	310
DOT	18.2 %	32.8 %	24.0 %	13.3 %	11.6 %	18,617	727
ED	22.4 %	34.6 %	23.3 %	12.7 %	7.1 %	2,530	105
EEOC	28.0 %	34.4 %	18.4 %	10.5 %	8.7 %	1,001	45
EPA	18.8 %	38.7 %	24.4 %	12.1 %	5.9 %	7,217	290
FCC	22.9 %	36.8 %	26.5 %	9.5 %	4.3 %	471	31
FERC	34.1 %	34.4 %	16.8 %	8.6 %	6.1 %	1,039	19
FTC	23.9 %	32.6 %	17.6 %	13.0 %	12.9 %	739	25
GSA	32.7 %	38.6 %	17.8 %	7.1 %	3.8 %	7,098	189

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) Management makes effective changes to address challenges facing our organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
HHS	24.9 %	38.9 %	21.4 %	9.3 %	5.5 %	47,192	1,780
HUD	23.2 %	35.7 %	22.4 %	10.0 %	8.7 %	4,534	184
NARA	22.5 %	35.0 %	21.1 %	11.0 %	10.3 %	1,311	52
NCUA	21.9 %	38.2 %	18.6 %	12.1 %	9.2 %	871	16
NLRB	18.6 %	33.0 %	17.3 %	15.8 %	15.3 %	659	21
NRC	15.9 %	33.0 %	23.6 %	15.0 %	12.6 %	1,796	53
NSF	33.6 %	34.5 %	18.2 %	8.8 %	4.9 %	1,007	21
OMB	22.0 %	33.2 %	23.5 %	15.0 %	6.3 %	418	9
OPM	25.0 %	36.8 %	20.9 %	10.3 %	7.0 %	1,415	54
PBGC	35.4 %	43.2 %	14.7 %	3.7 %	3.1 %	571	25
RRB	23.5 %	33.8 %	19.2 %	12.6 %	11.0 %	336	18
SBA	31.6 %	36.6 %	18.5 %	8.0 %	5.3 %	3,255	154
SSA	16.3 %	32.4 %	24.1 %	14.2 %	12.9 %	24,318	995
State	14.1 %	32.3 %	26.8 %	16.6 %	10.2 %	7,340	172
USAGM	19.7 %	34.5 %	23.2 %	11.0 %	11.6 %	634	30
USAID	14.5 %	33.3 %	27.4 %	16.7 %	8.1 %	1,640	47
USDA	14.5 %	32.6 %	27.5 %	15.3 %	10.2 %	40,038	1,686

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) Management makes effective changes to address challenges facing our organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
USDT	20.9 %	35.7 %	22.7 %	11.7 %	9.0 %	32,685	1,596
Small Agencies	20.7 %	35.5 %	22.1 %	12.4 %	9.4 %	5,668	184
DOD Overall	19.4 %	33.9 %	24.2 %	13.0 %	9.5 %	150,622	5,629
USACE	19.1 %	39.4 %	23.5 %	11.9 %	6.1 %	17,339	633
Air Force	21.6 %	34.2 %	23.7 %	12.1 %	8.4 %	28,450	1,114
†Army	19.1 %	32.9 %	24.4 %	13.3 %	10.4 %	38,533	1,430
†Navy	16.8 %	33.2 %	25.5 %	14.5 %	10.1 %	32,504	1,182
MarineCorps	18.1 %	30.3 %	24.4 %	14.1 %	13.1 %	4,152	151
DOD 4thEstate	21.9 %	35.4 %	22.2 %	11.3 %	9.1 %	29,644	1,119

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management involves employees in decisions that affect their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
CSOSA	14.3 %	23.0 %	21.3 %	16.4 %	25.0 %	307	10
DHS	12.8 %	22.8 %	22.8 %	17.8 %	23.8 %	68,216	1,994
DOC	15.3 %	29.9 %	24.4 %	16.5 %	14.0 %	19,139	1,244
DOE	19.7 %	33.6 %	22.1 %	13.6 %	10.9 %	8,113	279
DOI	12.6 %	29.0 %	26.2 %	17.6 %	14.6 %	25,029	1,116
DOJ	11.6 %	21.5 %	21.8 %	20.2 %	24.9 %	23,508	901
DOL	19.4 %	30.1 %	21.8 %	15.0 %	13.7 %	7,029	301
DOT	15.9 %	29.4 %	23.5 %	15.7 %	15.5 %	18,673	694
ED	18.2 %	31.6 %	22.7 %	16.2 %	11.3 %	2,554	88
EEOC	22.0 %	30.7 %	19.4 %	15.7 %	12.1 %	1,002	42
EPA	16.5 %	35.3 %	24.2 %	14.9 %	9.1 %	7,238	283
FCC	18.2 %	32.0 %	24.4 %	16.5 %	9.0 %	480	20
FERC	31.8 %	30.3 %	18.9 %	10.6 %	8.3 %	1,042	20
FTC	22.5 %	27.1 %	18.3 %	13.9 %	18.2 %	744	20
GSA	28.3 %	33.6 %	20.7 %	10.6 %	6.8 %	7,088	208

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management involves employees in decisions that affect their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
HHS	20.6 %	33.5 %	23.0 %	13.5 %	9.3 %	47,173	1,855
HUD	20.3 %	30.0 %	23.3 %	14.3 %	12.1 %	4,561	152
NARA	18.4 %	29.0 %	22.6 %	14.2 %	15.7 %	1,329	44
NCUA	17.5 %	29.6 %	20.5 %	19.6 %	12.8 %	875	16
NLRB	16.3 %	26.9 %	18.5 %	18.9 %	19.5 %	667	14
NRC	14.3 %	31.3 %	22.9 %	15.7 %	15.7 %	1,804	40
NSF	27.6 %	33.8 %	18.5 %	11.9 %	8.2 %	1,007	18
OMB	19.7 %	40.1 %	19.7 %	13.3 %	7.3 %	416	10
OPM	21.2 %	31.3 %	22.1 %	13.9 %	11.6 %	1,418	51
PBGC	28.7 %	36.1 %	22.2 %	8.1 %	4.9 %	567	26
RRB	17.9 %	27.7 %	21.5 %	15.9 %	17.0 %	339	16
SBA	23.8 %	26.7 %	24.4 %	14.1 %	11.0 %	3,227	171
SSA	12.6 %	23.5 %	22.4 %	20.3 %	21.2 %	24,442	943
State	12.1 %	29.2 %	25.5 %	19.6 %	13.6 %	7,320	190
USAGM	16.2 %	27.2 %	26.0 %	13.6 %	16.9 %	634	30
USAID	13.3 %	32.7 %	24.8 %	18.0 %	11.2 %	1,657	38
USDA	12.3 %	27.2 %	26.4 %	19.0 %	15.1 %	40,180	1,572

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management involves employees in decisions that affect their work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
USDT	17.2 %	28.7 %	22.8 %	16.8 %	14.5 %	32,658	1,577
Small Agencies	18.3 %	30.7 %	22.0 %	14.7 %	14.3 %	5,710	149
DOD Overall	16.3 %	28.8 %	23.7 %	16.6 %	14.5 %	150,744	5,607
USACE	16.3 %	34.0 %	25.1 %	15.0 %	9.7 %	17,321	677
Air Force	18.7 %	29.8 %	22.8 %	15.9 %	12.8 %	28,490	1,104
†Army	16.0 %	28.2 %	23.4 %	16.6 %	15.8 %	38,692	1,288
†Navy	14.1 %	28.2 %	24.6 %	18.0 %	15.1 %	32,509	1,209
MarineCorps	14.5 %	25.6 %	24.1 %	16.8 %	19.0 %	4,182	115
DOD 4thEstate	17.7 %	28.6 %	23.5 %	15.6 %	14.5 %	29,550	1,214

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q65) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
CSOSA	12.6 %	26.7 %	27.6 %	20.3 %	12.9 %	312
DHS	12.7 %	28.8 %	26.8 %	20.3 %	11.5 %	69,918
DOC	14.9 %	34.3 %	26.8 %	17.0 %	7.0 %	20,324
DOE	21.8 %	39.6 %	21.4 %	12.4 %	4.8 %	8,390
DOI	14.7 %	37.0 %	25.4 %	17.0 %	6.0 %	26,007
DOJ	12.5 %	28.2 %	25.3 %	22.4 %	11.6 %	24,230
DOL	19.0 %	34.9 %	24.4 %	14.8 %	6.9 %	7,335
DOT	16.6 %	36.5 %	24.2 %	16.0 %	6.7 %	19,319
ED	18.2 %	37.2 %	23.4 %	15.7 %	5.4 %	2,627
EEOC	21.9 %	33.6 %	22.3 %	15.6 %	6.5 %	1,044
EPA	17.8 %	41.1 %	22.7 %	13.9 %	4.4 %	7,494
FCC	21.0 %	37.8 %	21.7 %	15.9 %	3.6 %	504
FERC	28.8 %	36.4 %	18.5 %	11.5 %	4.8 %	1,057
FTC	19.3 %	35.3 %	21.9 %	17.7 %	6.0 %	762
GSA	28.2 %	38.7 %	19.8 %	10.2 %	3.2 %	7,275

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q65) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
HHS	20.1 %	39.6 %	23.1 %	13.0 %	4.2 %	48,896
HUD	19.8 %	35.3 %	24.1 %	14.7 %	6.2 %	4,711
NARA	19.2 %	36.4 %	22.3 %	13.7 %	8.4 %	1,369
NCUA	16.2 %	36.2 %	22.9 %	18.6 %	6.1 %	885
NLRB	16.4 %	30.5 %	20.6 %	22.9 %	9.6 %	683
NRC	16.4 %	37.7 %	22.4 %	17.0 %	6.4 %	1,843
NSF	29.9 %	38.3 %	16.1 %	11.7 %	4.0 %	1,024
OMB	18.4 %	36.8 %	24.2 %	16.8 %	3.8 %	429
OPM	21.6 %	35.1 %	22.8 %	14.6 %	5.9 %	1,466
PBGC	33.7 %	43.0 %	13.8 %	7.2 %	2.3 %	593
RRB	20.2 %	32.0 %	25.0 %	15.6 %	7.2 %	348
SBA	21.7 %	34.6 %	26.1 %	13.1 %	4.5 %	3,395
SSA	10.3 %	26.9 %	28.2 %	23.7 %	10.9 %	25,181
State	13.2 %	36.0 %	25.4 %	19.0 %	6.5 %	7,466
USAGM	15.3 %	37.3 %	23.8 %	13.8 %	9.7 %	664
USAID	13.1 %	41.3 %	23.5 %	16.7 %	5.5 %	1,689
USDA	12.3 %	35.0 %	27.7 %	18.9 %	6.2 %	41,626

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q65) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
USDT	16.5 %	33.4 %	25.6 %	17.0 %	7.5 %	34,117
Small Agencies	19.2 %	36.4 %	20.7 %	16.9 %	6.8 %	5,855
DOD Overall	17.1 %	35.5 %	24.5 %	16.4 %	6.6 %	155,491
USACE	17.2 %	41.5 %	24.0 %	13.4 %	3.9 %	17,901
Air Force	18.9 %	36.3 %	22.9 %	15.9 %	6.1 %	29,435
†Army	16.7 %	34.3 %	24.5 %	17.2 %	7.3 %	39,752
†Navy	15.2 %	35.5 %	25.9 %	16.9 %	6.5 %	33,510
Marine Corps	16.5 %	31.1 %	26.8 %	17.8 %	7.8 %	4,279
DOD 4thEstate	18.5 %	35.3 %	23.9 %	15.5 %	6.8 %	30,614

SOURCE: Federal Employee Viewpoint Survey

**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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q66) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
CSOSA	12.2 %	30.4 %	21.7 %	21.9 %	13.8 %	313
DHS	13.6 %	32.2 %	23.7 %	19.2 %	11.3 %	69,742
DOC	17.0 %	40.7 %	22.7 %	14.1 %	5.5 %	20,251
DOE	23.4 %	41.7 %	18.7 %	12.0 %	4.2 %	8,364
DOI	14.1 %	38.0 %	24.2 %	17.2 %	6.5 %	25,918
DOJ	12.3 %	30.4 %	23.7 %	21.6 %	12.1 %	24,156
DOL	20.2 %	37.7 %	21.7 %	14.0 %	6.4 %	7,320
DOT	17.3 %	38.6 %	21.4 %	15.5 %	7.2 %	19,259
ED	19.4 %	41.1 %	20.4 %	14.2 %	4.9 %	2,618
EEOC	23.7 %	38.4 %	19.3 %	13.2 %	5.5 %	1,048
EPA	19.1 %	44.5 %	19.6 %	12.6 %	4.1 %	7,462
FCC	17.0 %	38.0 %	24.4 %	15.8 %	4.8 %	501
FERC	31.6 %	40.4 %	14.7 %	8.5 %	4.8 %	1,060
FTC	23.0 %	34.7 %	18.3 %	17.1 %	6.9 %	759
GSA	31.8 %	42.8 %	15.8 %	7.4 %	2.3 %	7,268

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q66) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
HHS	21.6 %	41.8 %	20.6 %	11.9 %	4.0 %	48,770
HUD	20.9 %	39.4 %	20.8 %	13.0 %	5.9 %	4,700
NARA	21.3 %	41.3 %	18.4 %	11.7 %	7.3 %	1,363
NCUA	20.3 %	41.3 %	20.1 %	12.7 %	5.6 %	884
NLRB	17.6 %	36.5 %	17.8 %	19.2 %	8.9 %	681
NRC	18.5 %	43.6 %	19.0 %	13.1 %	5.8 %	1,839
NSF	30.4 %	39.6 %	14.4 %	12.2 %	3.4 %	1,021
OMB	21.5 %	41.3 %	17.4 %	15.1 %	4.7 %	429
OPM	22.8 %	40.9 %	19.1 %	12.3 %	4.9 %	1,467
PBGC	35.3 %	42.8 %	12.9 %	6.6 %	2.4 %	595
RRB	23.0 %	32.7 %	24.3 %	14.8 %	5.1 %	349
SBA	23.8 %	38.6 %	19.3 %	12.7 %	5.6 %	3,384
SSA	12.9 %	34.7 %	24.5 %	18.6 %	9.4 %	25,087
State	14.3 %	41.0 %	22.9 %	15.6 %	6.2 %	7,457
USAGM	17.3 %	36.4 %	23.7 %	13.3 %	9.3 %	664
USAID	14.9 %	46.2 %	19.4 %	14.7 %	4.8 %	1,681
USDA	12.7 %	37.8 %	25.5 %	17.8 %	6.2 %	41,474

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q66) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
USDT	19.1 %	39.7 %	21.1 %	13.7 %	6.4 %	34,038
Small Agencies	20.6 %	38.4 %	19.2 %	14.9 %	6.8 %	5,831
DOD Overall	16.6 %	36.5 %	22.6 %	17.0 %	7.1 %	154,999
USACE	16.8 %	42.4 %	22.9 %	13.6 %	4.2 %	17,828
Air Force	17.6 %	36.4 %	21.9 %	17.2 %	6.8 %	29,344
†Army	16.1 %	34.9 %	22.6 %	18.2 %	8.1 %	39,621
†Navy	15.0 %	36.9 %	23.7 %	17.4 %	7.0 %	33,419
Marine Corps	15.0 %	32.2 %	24.2 %	18.9 %	9.7 %	4,262
DOD 4thEstate	19.8 %	38.1 %	21.1 %	14.5 %	6.5 %	30,525

SOURCE: Federal Employee Viewpoint Survey

**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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q67) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
CSOSA	18.4 %	32.5 %	22.6 %	14.8 %	11.6 %	311
DHS	15.4 %	30.6 %	24.3 %	16.7 %	13.0 %	69,736
DOC	19.5 %	40.1 %	22.0 %	12.1 %	6.3 %	20,261
DOE	25.0 %	40.2 %	20.4 %	9.3 %	5.1 %	8,371
DOI	18.1 %	38.2 %	23.2 %	13.5 %	7.0 %	25,945
DOJ	15.7 %	31.3 %	22.7 %	16.6 %	13.6 %	24,164
DOL	23.0 %	36.1 %	21.9 %	11.9 %	7.2 %	7,315
DOT	20.2 %	36.8 %	21.5 %	12.8 %	8.7 %	19,268
ED	23.3 %	39.7 %	19.7 %	11.2 %	6.1 %	2,611
EEOC	28.7 %	38.7 %	19.0 %	8.5 %	5.0 %	1,047
EPA	22.6 %	43.7 %	19.4 %	9.6 %	4.7 %	7,486
FCC	24.3 %	39.4 %	20.9 %	9.8 %	5.6 %	502
FERC	34.2 %	39.4 %	14.4 %	8.0 %	3.9 %	1,056
FTC	29.0 %	37.8 %	17.9 %	10.6 %	4.7 %	762
GSA	32.1 %	39.5 %	17.6 %	7.5 %	3.4 %	7,261

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q67) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
HHS	24.8 %	39.0 %	20.0 %	11.0 %	5.2 %	48,791
HUD	27.6 %	39.0 %	19.0 %	8.9 %	5.5 %	4,699
NARA	23.4 %	36.9 %	22.1 %	10.0 %	7.6 %	1,364
NCUA	19.4 %	36.9 %	20.4 %	15.1 %	8.3 %	881
NLRB	21.7 %	33.8 %	19.9 %	16.3 %	8.4 %	680
NRC	22.3 %	43.5 %	18.0 %	10.8 %	5.4 %	1,843
NSF	40.4 %	35.4 %	13.4 %	7.0 %	3.9 %	1,021
OMB	23.5 %	42.6 %	18.3 %	11.5 %	4.2 %	427
OPM	24.6 %	37.8 %	20.6 %	10.6 %	6.4 %	1,468
PBGC	39.6 %	39.8 %	13.2 %	4.9 %	2.5 %	594
RRB	20.8 %	36.8 %	19.1 %	13.8 %	9.4 %	350
SBA	25.9 %	38.4 %	21.3 %	9.5 %	4.9 %	3,380
SSA	14.7 %	32.6 %	23.3 %	17.5 %	12.0 %	25,099
State	15.3 %	35.1 %	24.4 %	16.5 %	8.8 %	7,460
USAGM	20.7 %	33.3 %	19.0 %	15.4 %	11.7 %	660
USAID	13.5 %	40.5 %	21.7 %	16.5 %	7.6 %	1,689
USDA	14.7 %	35.8 %	25.4 %	15.8 %	8.3 %	41,505

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q67) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
USDT	22.0 %	37.8 %	21.2 %	11.8 %	7.2 %	34,085
Small Agencies	23.6 %	37.8 %	19.8 %	11.3 %	7.5 %	5,836
DOD Overall	20.1 %	35.1 %	22.2 %	13.7 %	8.8 %	155,121
USACE	20.7 %	41.1 %	21.3 %	11.7 %	5.3 %	17,864
Air Force	22.2 %	35.1 %	21.4 %	13.0 %	8.2 %	29,367
†Army	19.1 %	33.8 %	22.2 %	14.7 %	10.2 %	39,643
†Navy	17.7 %	35.6 %	24.0 %	14.0 %	8.7 %	33,440
Marine Corps	19.1 %	31.5 %	23.4 %	15.2 %	10.7 %	4,270
DOD 4thEstate	23.3 %	35.6 %	20.3 %	12.5 %	8.3 %	30,537

SOURCE: Federal Employee Viewpoint Survey

**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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q68) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
CSOSA	27.0 %	37.6 %	20.7 %	8.3 %	6.3 %	316
DHS	20.8 %	38.2 %	18.6 %	12.8 %	9.5 %	69,522
DOC	26.0 %	45.6 %	15.4 %	8.8 %	4.1 %	20,228
DOE	30.6 %	44.1 %	14.2 %	7.6 %	3.6 %	8,351
DOI	24.5 %	43.6 %	16.8 %	10.4 %	4.7 %	25,892
DOJ	21.5 %	37.5 %	17.8 %	13.9 %	9.4 %	24,102
DOL	28.7 %	41.5 %	15.7 %	8.7 %	5.3 %	7,292
DOT	27.3 %	43.3 %	14.7 %	9.7 %	5.0 %	19,225
ED	29.5 %	43.0 %	15.1 %	8.4 %	4.0 %	2,617
EEOC	33.2 %	42.3 %	11.4 %	9.0 %	4.1 %	1,046
EPA	29.3 %	47.2 %	13.6 %	7.0 %	3.0 %	7,459
FCC	30.7 %	44.7 %	12.7 %	9.4 %	2.6 %	503
FERC	39.4 %	37.6 %	12.1 %	7.7 %	3.3 %	1,055
FTC	28.5 %	40.4 %	14.8 %	11.4 %	4.8 %	757
GSA	38.8 %	41.0 %	12.0 %	6.0 %	2.2 %	7,259

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q68) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
HHS	31.1 %	44.4 %	14.2 %	7.2 %	3.1 %	48,715
HUD	29.8 %	43.7 %	14.2 %	7.7 %	4.7 %	4,687
NARA	29.1 %	42.2 %	14.8 %	9.3 %	4.7 %	1,362
NCUA	26.0 %	43.5 %	17.5 %	8.3 %	4.7 %	882
NLRB	28.2 %	35.5 %	15.1 %	13.8 %	7.4 %	682
NRC	24.9 %	44.9 %	14.6 %	10.5 %	5.1 %	1,839
NSF	44.2 %	37.3 %	9.9 %	5.4 %	3.1 %	1,023
OMB	27.9 %	40.8 %	19.7 %	9.2 %	2.5 %	428
OPM	28.8 %	44.5 %	14.3 %	7.9 %	4.5 %	1,461
PBGC	46.8 %	40.2 %	8.0 %	3.5 %	1.5 %	591
RRB	27.4 %	41.5 %	17.2 %	8.0 %	6.0 %	349
SBA	38.5 %	41.1 %	12.6 %	5.0 %	2.8 %	3,383
SSA	17.6 %	38.9 %	18.7 %	15.1 %	9.7 %	25,050
State	20.7 %	42.6 %	17.4 %	12.9 %	6.4 %	7,443
USAGM	24.1 %	45.3 %	14.6 %	8.8 %	7.1 %	665
USAID	20.6 %	44.8 %	18.7 %	11.3 %	4.6 %	1,686
USDA	21.3 %	44.1 %	18.1 %	11.5 %	5.0 %	41,435

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q68) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
USDT	26.2 %	43.2 %	16.0 %	9.4 %	5.2 %	34,014
Small Agencies	28.0 %	42.6 %	15.2 %	9.5 %	4.7 %	5,818
DOD Overall	25.2 %	41.7 %	16.7 %	10.7 %	5.7 %	154,680
USACE	27.0 %	46.5 %	15.2 %	8.0 %	3.3 %	17,812
Air Force	26.3 %	41.5 %	15.5 %	10.9 %	5.7 %	29,290
†Army	24.9 %	41.0 %	17.2 %	10.8 %	6.1 %	39,527
†Navy	23.0 %	42.1 %	18.0 %	11.1 %	5.8 %	33,341
MarineCorps	23.9 %	37.7 %	19.4 %	12.1 %	6.8 %	4,255
DOD 4thEstate	28.0 %	41.5 %	15.4 %	9.7 %	5.4 %	30,455

SOURCE: Federal Employee Viewpoint Survey

**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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q69) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
CSOSA	21.8 %	44.1 %	18.9 %	12.5 %	2.7 %	317
DHS	16.7 %	33.7 %	16.1 %	17.0 %	16.5 %	69,844
DOC	17.4 %	38.6 %	17.4 %	17.3 %	9.3 %	20,305
DOE	23.0 %	42.1 %	15.6 %	13.1 %	6.2 %	8,386
DOI	15.9 %	37.8 %	17.3 %	18.3 %	10.6 %	25,984
DOJ	15.3 %	35.3 %	16.6 %	18.8 %	14.1 %	24,211
DOL	21.2 %	38.9 %	17.0 %	15.3 %	7.6 %	7,326
DOT	20.2 %	39.7 %	16.8 %	14.9 %	8.3 %	19,295
ED	24.0 %	39.9 %	15.1 %	14.7 %	6.3 %	2,622
EEOC	21.2 %	39.4 %	14.7 %	15.9 %	8.8 %	1,045
EPA	23.2 %	44.3 %	14.8 %	12.1 %	5.6 %	7,493
FCC	18.2 %	44.2 %	16.4 %	13.2 %	8.0 %	500
FERC	23.1 %	38.5 %	19.4 %	13.1 %	5.9 %	1,062
FTC	13.7 %	30.4 %	13.3 %	24.9 %	17.7 %	763
GSA	27.0 %	43.3 %	15.0 %	10.6 %	4.1 %	7,270

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q69) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
HHS	21.7 %	40.9 %	16.9 %	14.1 %	6.3 %	48,844
HUD	26.4 %	43.0 %	15.2 %	10.6 %	4.8 %	4,712
NARA	24.0 %	32.7 %	16.3 %	14.6 %	12.3 %	1,368
NCUA	17.8 %	31.7 %	14.3 %	20.3 %	15.9 %	885
NLRB	19.1 %	35.0 %	17.6 %	17.2 %	11.1 %	685
NRC	22.4 %	45.5 %	14.7 %	12.1 %	5.3 %	1,845
NSF	34.3 %	41.7 %	11.9 %	8.4 %	3.7 %	1,021
OMB	21.8 %	40.7 %	19.8 %	13.8 %	3.9 %	430
OPM	23.1 %	42.9 %	15.9 %	12.3 %	5.9 %	1,467
PBGC	27.9 %	41.6 %	16.6 %	9.0 %	4.8 %	596
RRB	20.2 %	38.5 %	16.1 %	16.9 %	8.3 %	348
SBA	23.1 %	40.3 %	18.0 %	13.2 %	5.4 %	3,384
SSA	14.3 %	36.7 %	18.5 %	19.1 %	11.3 %	25,154
State	17.6 %	41.3 %	17.2 %	16.6 %	7.3 %	7,477
USAGM	20.2 %	42.6 %	17.3 %	11.8 %	8.1 %	660
USAID	16.0 %	44.4 %	16.7 %	15.8 %	7.2 %	1,686
USDA	13.1 %	35.1 %	18.5 %	19.7 %	13.6 %	41,558

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q69) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
USDT	18.1 %	37.8 %	17.4 %	16.8 %	10.0 %	34,093
Small Agencies	21.2 %	40.7 %	16.2 %	14.2 %	7.7 %	5,842
DOD Overall	17.5 %	39.7 %	17.4 %	15.8 %	9.6 %	155,321
USACE	16.9 %	41.3 %	18.3 %	16.1 %	7.5 %	17,892
Air Force	17.0 %	38.7 %	16.7 %	16.9 %	10.7 %	29,412
†Army	18.0 %	39.7 %	17.2 %	15.3 %	9.8 %	39,675
†Navy	15.9 %	39.7 %	18.2 %	16.4 %	9.8 %	33,486
MarineCorps	16.0 %	36.1 %	19.5 %	17.5 %	11.0 %	4,271
DOD 4thEstate	21.5 %	42.0 %	16.6 %	12.9 %	6.9 %	30,585

SOURCE: Federal Employee Viewpoint Survey

**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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q70) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
CSOSA	16.8 %	37.9 %	23.9 %	12.3 %	9.1 %	317
DHS	16.0 %	35.5 %	21.4 %	14.8 %	12.3 %	69,913
DOC	22.0 %	45.7 %	18.3 %	9.5 %	4.5 %	20,306
DOE	26.3 %	45.1 %	16.0 %	8.5 %	4.1 %	8,382
DOI	18.7 %	42.8 %	20.7 %	12.2 %	5.6 %	26,004
DOJ	16.6 %	35.2 %	19.9 %	16.5 %	11.9 %	24,226
DOL	24.9 %	41.5 %	18.0 %	9.7 %	5.8 %	7,316
DOT	21.0 %	43.0 %	18.4 %	11.1 %	6.5 %	19,303
ED	23.2 %	43.3 %	19.3 %	10.0 %	4.3 %	2,621
EEOC	27.8 %	42.3 %	14.6 %	9.6 %	5.7 %	1,045
EPA	24.8 %	48.5 %	15.4 %	7.9 %	3.4 %	7,488
FCC	25.9 %	45.2 %	16.9 %	9.8 %	2.2 %	503
FERC	38.7 %	40.5 %	12.4 %	5.3 %	3.2 %	1,060
FTC	24.2 %	37.7 %	16.4 %	14.8 %	7.0 %	762
GSA	36.8 %	42.9 %	13.0 %	5.2 %	2.1 %	7,275

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q70) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
HHS	27.0 %	45.0 %	16.9 %	7.7 %	3.3 %	48,851
HUD	24.3 %	43.6 %	17.5 %	8.8 %	5.7 %	4,713
NARA	23.8 %	40.5 %	18.5 %	10.9 %	6.4 %	1,368
NCUA	23.8 %	43.5 %	18.0 %	9.0 %	5.8 %	887
NLRB	20.2 %	36.7 %	18.1 %	15.6 %	9.5 %	684
NRC	20.8 %	43.3 %	17.2 %	12.8 %	5.9 %	1,841
NSF	44.6 %	37.2 %	9.5 %	5.7 %	3.0 %	1,022
OMB	26.7 %	41.3 %	16.9 %	11.0 %	4.0 %	430
OPM	25.7 %	43.7 %	17.5 %	8.3 %	4.8 %	1,466
PBGC	45.4 %	41.7 %	8.2 %	3.3 %	1.4 %	594
RRB	25.3 %	39.5 %	20.2 %	8.5 %	6.4 %	350
SBA	33.2 %	41.8 %	15.4 %	6.2 %	3.4 %	3,388
SSA	14.0 %	37.4 %	22.0 %	16.0 %	10.6 %	25,173
State	16.0 %	42.3 %	20.7 %	14.9 %	6.1 %	7,470
USAGM	20.1 %	42.2 %	20.0 %	10.1 %	7.6 %	666
USAID	18.0 %	46.4 %	19.8 %	11.4 %	4.3 %	1,684
USDA	15.6 %	41.7 %	22.5 %	13.5 %	6.8 %	41,591

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q70) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
USDT	21.2 %	42.8 %	19.7 %	10.1 %	6.2 %	34,122
Small Agencies	24.1 %	42.0 %	17.2 %	10.5 %	6.2 %	5,842
DOD Overall	20.4 %	40.6 %	20.1 %	12.3 %	6.7 %	155,483
USACE	22.6 %	47.4 %	17.9 %	8.7 %	3.4 %	17,896
Air Force	22.1 %	40.7 %	19.0 %	11.9 %	6.3 %	29,431
†Army	19.8 %	39.3 %	20.5 %	12.7 %	7.6 %	39,765
†Navy	17.6 %	40.9 %	21.5 %	13.2 %	6.8 %	33,495
MarineCorps	18.6 %	35.0 %	22.6 %	15.3 %	8.5 %	4,276
DOD 4thEstate	23.7 %	40.9 %	18.4 %	10.9 %	6.0 %	30,620

SOURCE: Federal Employee Viewpoint Survey

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

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***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(71) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses							
CSOSA							
DHS							
DOC							
DOE							
DOI							
DOJ							
DOL							
DOT							
ED							
EEOC							
EPA							
FCC							
FERC							
FTC							
GSA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
HHS							
HUD							
NARA							
NCUA							
NLRB							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
MarineCorps							
DOD 4thEstate							

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
CSOSA							
DHS							
DOC							
DOE							
DOI							
DOJ							
DOL							
DOT							
ED							
EEOC							
EPA							
FCC							
FERC							
FTC							
GSA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
HHS							
HUD							
NARA							
NCUA							
NLRB							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
MarineCorps							
DOD 4thEstate							

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***[Click here to return to File Index](#)

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All Responses							
CSOSA							
DHS							
DOC							
DOE							
DOI							
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DOL							
DOT							
ED							
EEOC							
EPA							
FCC							
FERC							
FTC							
GSA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
HHS							
HUD							
NARA							
NCUA							
NLRB							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							

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All Responses							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
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MarineCorps							
DOD 4thEstate							

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***[Click here to return to File Index](#)

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All Responses							
CSOSA							
DHS							
DOC							
DOE							
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ED							
EEOC							
EPA							
FCC							
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FTC							
GSA							

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All Responses							
HHS							
HUD							
NARA							
NCUA							
NLRB							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
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USAID							
USDA							

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USDT							
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DOD Overall							
USACE							
Air Force							
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MarineCorps							
DOD 4thEstate							

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***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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All Responses							
CSOSA							
DHS							
DOC							
DOE							
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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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***[Click here to return to File Index](#)

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***[Click here to return to File Index](#)

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***[Click here to return to File Index](#)

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***[Click here to return to File Index](#)

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DOD Overall							
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MarineCorps							
DOD 4thEstate							

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***[Click here to return to File Index](#)

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NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
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SmallAgencies							
DOD Overall							
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Air Force							
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MarineCorps							
DOD 4thEstate							

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***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(81) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses							
CSOSA							
DHS							
DOC							
DOE							
DOI							
DOJ							
DOL							
DOT							
ED							
EEOC							
EPA							
FCC							
FERC							
FTC							
GSA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(81) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses							
HHS							
HUD							
NARA							
NCUA							
NLRB							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(81) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
MarineCorps							
DOD 4thEstate							

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(82) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
CSOSA								
DHS								
DOC								
DOE								
DOI								
DOJ								
DOL								
DOT								
ED								
EEOC								
EPA								
FCC								
FERC								
FTC								
GSA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(82) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(82) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†Navy								
MarineCorps								
DOD 4thEstate								

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(83) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
CSOSA								
DHS								
DOC								
DOE								
DOI								
DOJ								
DOL								
DOT								
ED								
EEOC								
EPA								
FCC								
FERC								
FTC								
GSA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(83) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(83) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†Navy								
MarineCorps								
DOD 4thEstate								

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(84) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
CSOSA								
DHS								
DOC								
DOE								
DOI								
DOJ								
DOL								
DOT								
ED								
EEOC								
EPA								
FCC								
FERC								
FTC								
GSA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(84) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(84) Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge	No Accessibility Need
All Responses								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†Navy								
MarineCorps								
DOD 4thEstate								

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(85) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
CSOSA	28.0 %	34.7 %	18.7 %	10.5 %	8.1 %	310
DHS	19.2 %	33.4 %	22.5 %	14.0 %	10.9 %	69,520
DOC	22.3 %	39.8 %	22.8 %	10.4 %	4.6 %	20,193
DOE	24.9 %	40.8 %	20.7 %	9.4 %	4.1 %	8,362
DOI	23.5 %	40.6 %	20.8 %	10.4 %	4.7 %	25,834
DOJ	21.1 %	34.0 %	19.7 %	15.3 %	9.9 %	24,019
DOL	25.6 %	37.5 %	21.9 %	9.9 %	5.1 %	7,285
DOT	21.8 %	40.0 %	21.8 %	11.0 %	5.4 %	19,188
ED	24.9 %	41.0 %	19.4 %	10.2 %	4.5 %	2,611
EEOC	39.3 %	35.8 %	15.0 %	6.5 %	3.4 %	1,039
EPA	26.2 %	43.4 %	18.8 %	8.2 %	3.4 %	7,441
FCC	20.2 %	40.2 %	23.1 %	10.3 %	6.2 %	493
FERC	29.1 %	38.9 %	18.1 %	9.1 %	4.7 %	1,058
FTC	30.0 %	36.9 %	20.3 %	9.5 %	3.3 %	755
GSA	28.5 %	38.7 %	21.2 %	8.2 %	3.4 %	7,228

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(85) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
HHS	29.5 %	41.6 %	18.0 %	7.8 %	3.0 %	48,724
HUD	26.4 %	39.5 %	20.1 %	9.2 %	4.8 %	4,671
NARA	24.8 %	37.2 %	20.1 %	11.5 %	6.4 %	1,367
NCUA	18.8 %	39.3 %	25.0 %	11.5 %	5.5 %	884
NLRB	25.0 %	39.3 %	20.7 %	10.2 %	4.8 %	669
NRC	20.1 %	39.6 %	23.0 %	11.8 %	5.5 %	1,838
NSF	37.6 %	35.0 %	18.0 %	6.5 %	2.9 %	1,023
OMB	32.9 %	38.8 %	17.6 %	7.7 %	2.9 %	427
OPM	24.2 %	38.3 %	22.0 %	10.1 %	5.5 %	1,457
PBGC	37.6 %	36.0 %	18.0 %	6.2 %	2.2 %	586
RRB	22.9 %	38.2 %	19.9 %	9.8 %	9.1 %	348
SBA	34.5 %	39.7 %	16.7 %	6.5 %	2.6 %	3,366
SSA	16.5 %	33.1 %	23.8 %	16.1 %	10.5 %	25,028
State	21.8 %	38.2 %	20.6 %	13.2 %	6.2 %	7,416
USAGM	30.1 %	39.5 %	17.1 %	7.2 %	6.1 %	668
USAID	25.7 %	40.0 %	18.7 %	11.3 %	4.3 %	1,679
USDA	19.3 %	39.6 %	23.7 %	12.0 %	5.3 %	41,309

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(85) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
USDT	21.5 %	36.9 %	23.7 %	11.7 %	6.2 %	33,781
Small Agencies	25.3 %	38.9 %	20.6 %	10.3 %	4.9 %	5,812
DOD Overall	21.5 %	37.8 %	22.6 %	12.1 %	6.0 %	154,634
USACE	21.5 %	42.1 %	22.5 %	10.2 %	3.8 %	17,879
Air Force	22.0 %	37.9 %	22.1 %	12.2 %	5.8 %	29,239
†Army	22.3 %	37.6 %	22.1 %	11.9 %	6.1 %	39,542
†Navy	19.3 %	37.3 %	23.5 %	13.4 %	6.6 %	33,283
MarineCorps	21.5 %	35.2 %	24.7 %	11.7 %	6.9 %	4,245
DOD 4thEstate	23.3 %	37.8 %	22.2 %	10.8 %	5.9 %	30,446

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) The work I do gives me a sense of accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
CSOSA	34.8 %	43.5 %	12.6 %	4.2 %	4.9 %	309
DHS	25.4 %	40.1 %	15.9 %	9.6 %	9.0 %	69,249
DOC	30.1 %	47.3 %	13.3 %	6.1 %	3.2 %	20,142
DOE	32.8 %	44.6 %	13.3 %	6.2 %	3.1 %	8,338
DOI	30.2 %	46.8 %	13.0 %	6.6 %	3.3 %	25,728
DOJ	27.3 %	39.7 %	14.5 %	10.4 %	8.1 %	23,934
DOL	33.0 %	44.5 %	13.2 %	5.8 %	3.6 %	7,251
DOT	30.2 %	45.6 %	13.2 %	7.3 %	3.8 %	19,096
ED	32.6 %	44.0 %	13.1 %	7.1 %	3.2 %	2,602
EEOC	44.9 %	37.9 %	10.3 %	4.1 %	2.8 %	1,036
EPA	32.7 %	47.3 %	12.1 %	5.4 %	2.5 %	7,412
FCC	27.6 %	48.6 %	12.1 %	7.9 %	3.8 %	493
FERC	37.7 %	41.6 %	11.7 %	5.5 %	3.5 %	1,050
FTC	37.7 %	43.2 %	10.4 %	5.9 %	2.8 %	753
GSA	36.2 %	42.7 %	13.0 %	5.4 %	2.6 %	7,213

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) The work I do gives me a sense of accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
HHS	36.6 %	44.8 %	11.4 %	5.1 %	2.2 %	48,586
HUD	32.6 %	44.4 %	13.0 %	6.2 %	3.7 %	4,654
NARA	33.8 %	43.4 %	12.2 %	6.3 %	4.3 %	1,366
NCUA	26.4 %	47.7 %	13.9 %	7.8 %	4.3 %	880
NLRB	34.7 %	42.0 %	11.7 %	7.1 %	4.5 %	664
NRC	29.2 %	45.1 %	14.1 %	7.6 %	4.0 %	1,836
NSF	44.9 %	37.7 %	10.2 %	4.7 %	2.5 %	1,017
OMB	36.2 %	46.1 %	10.9 %	4.9 %	2.0 %	425
OPM	33.1 %	43.0 %	13.9 %	6.3 %	3.8 %	1,441
PBGC	46.6 %	40.1 %	8.4 %	3.5 %	1.3 %	584
RRB	33.5 %	44.0 %	13.1 %	5.7 %	3.6 %	348
SBA	42.4 %	42.8 %	9.5 %	3.2 %	2.1 %	3,350
SSA	25.1 %	44.3 %	14.7 %	9.3 %	6.7 %	24,940
State	27.8 %	44.6 %	14.5 %	8.4 %	4.8 %	7,388
USAGM	35.8 %	43.3 %	9.8 %	5.8 %	5.3 %	664
USAID	28.8 %	43.7 %	14.7 %	8.7 %	4.1 %	1,676
USDA	26.6 %	47.3 %	14.6 %	7.7 %	3.8 %	41,094

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) The work I do gives me a sense of accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
USDT	28.5 %	45.0 %	14.8 %	7.1 %	4.6 %	33,678
Small Agencies	32.5 %	43.9 %	13.5 %	6.4 %	3.6 %	5,787
DOD Overall	28.9 %	44.6 %	14.4 %	7.7 %	4.4 %	153,967
USACE	28.5 %	48.7 %	13.5 %	6.5 %	2.8 %	17,787
Air Force	29.3 %	44.5 %	14.0 %	7.8 %	4.5 %	29,114
†Army	29.9 %	44.0 %	14.5 %	7.4 %	4.2 %	39,341
†Navy	26.6 %	45.5 %	14.7 %	8.4 %	4.7 %	33,171
MarineCorps	29.3 %	42.8 %	15.6 %	7.4 %	4.8 %	4,224
DOD 4thEstate	31.0 %	43.3 %	14.2 %	7.0 %	4.4 %	30,330

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) I feel a strong personal attachment to my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
CSOSA	23.3 %	29.8 %	26.5 %	12.3 %	8.1 %	310
DHS	21.8 %	31.9 %	22.6 %	12.8 %	10.9 %	69,495
DOC	25.3 %	36.7 %	23.6 %	9.6 %	4.8 %	20,222
DOE	28.0 %	36.3 %	20.9 %	9.8 %	4.9 %	8,367
DOI	27.7 %	36.4 %	21.0 %	9.6 %	5.4 %	25,844
DOJ	23.6 %	31.3 %	20.7 %	13.6 %	10.8 %	24,023
DOL	27.7 %	34.1 %	23.4 %	9.0 %	5.8 %	7,283
DOT	24.6 %	35.8 %	22.3 %	10.9 %	6.3 %	19,195
ED	27.7 %	35.0 %	21.4 %	10.3 %	5.5 %	2,615
EEOC	37.3 %	34.1 %	17.4 %	6.6 %	4.6 %	1,040
EPA	31.3 %	39.1 %	19.0 %	7.0 %	3.6 %	7,436
FCC	24.4 %	40.0 %	20.9 %	10.1 %	4.5 %	495
FERC	35.5 %	35.0 %	17.3 %	7.7 %	4.5 %	1,056
FTC	40.6 %	34.2 %	13.7 %	8.6 %	3.0 %	756
GSA	32.8 %	35.9 %	20.6 %	7.5 %	3.3 %	7,249

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) I feel a strong personal attachment to my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
HHS	31.0 %	37.7 %	20.3 %	7.7 %	3.3 %	48,747
HUD	26.6 %	35.3 %	23.1 %	9.4 %	5.5 %	4,681
NARA	26.3 %	36.0 %	21.8 %	8.6 %	7.3 %	1,371
NCUA	26.3 %	34.9 %	22.7 %	10.2 %	5.9 %	883
NLRB	30.5 %	36.3 %	18.4 %	8.6 %	6.2 %	672
NRC	23.1 %	34.8 %	23.0 %	12.2 %	6.9 %	1,843
NSF	41.3 %	32.1 %	17.3 %	6.7 %	2.5 %	1,021
OMB	33.7 %	35.7 %	18.7 %	8.3 %	3.6 %	427
OPM	26.7 %	34.7 %	23.8 %	10.1 %	4.7 %	1,454
PBGC	39.8 %	33.7 %	18.3 %	6.1 %	2.1 %	588
RRB	25.9 %	34.9 %	22.7 %	9.3 %	7.1 %	348
SBA	35.1 %	36.2 %	19.7 %	5.5 %	3.5 %	3,370
SSA	18.6 %	31.4 %	25.5 %	14.1 %	10.4 %	25,034
State	26.0 %	35.3 %	20.9 %	12.2 %	5.6 %	7,425
USAGM	31.4 %	38.0 %	17.6 %	6.5 %	6.5 %	670
USAID	27.4 %	41.5 %	16.8 %	9.9 %	4.4 %	1,680
USDA	22.4 %	36.7 %	23.4 %	11.6 %	6.0 %	41,318

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) I feel a strong personal attachment to my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
USDT	23.1 %	34.3 %	25.1 %	10.9 %	6.5 %	33,847
Small Agencies	29.2 %	35.8 %	20.4 %	9.2 %	5.4 %	5,815
DOD Overall	24.0 %	34.4 %	22.9 %	11.7 %	6.9 %	154,672
USACE	25.8 %	39.2 %	21.7 %	9.1 %	4.2 %	17,867
Air Force	25.1 %	33.9 %	22.1 %	12.1 %	6.8 %	29,253
†Army	24.2 %	34.4 %	22.8 %	11.4 %	7.2 %	39,534
†Navy	21.5 %	34.5 %	23.9 %	12.8 %	7.4 %	33,317
MarineCorps	25.1 %	31.5 %	22.8 %	12.4 %	8.2 %	4,246
DOD 4thEstate	25.9 %	34.4 %	22.8 %	10.4 %	6.5 %	30,455

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
CSOSA	33.0 %	44.8 %	15.0 %	4.2 %	3.0 %	309
DHS	29.7 %	43.7 %	15.1 %	4.9 %	6.6 %	69,267
DOC	31.8 %	47.8 %	15.3 %	3.0 %	2.1 %	20,151
DOE	35.4 %	45.1 %	14.6 %	3.0 %	1.9 %	8,336
DOI	35.0 %	45.4 %	14.0 %	3.4 %	2.2 %	25,790
DOJ	30.8 %	42.6 %	16.0 %	5.4 %	5.3 %	23,950
DOL	37.8 %	45.6 %	12.1 %	2.3 %	2.2 %	7,261
DOT	30.9 %	47.2 %	15.1 %	4.2 %	2.6 %	19,142
ED	39.1 %	44.2 %	12.2 %	2.7 %	1.8 %	2,605
EEOC	58.9 %	34.3 %	5.6 %	0.5 %	0.7 %	1,040
EPA	46.7 %	43.2 %	7.2 %	1.7 %	1.1 %	7,430
FCC	29.1 %	48.2 %	16.6 %	4.0 %	2.1 %	494
FERC	38.5 %	41.3 %	15.2 %	2.7 %	2.2 %	1,054
FTC	55.5 %	34.1 %	7.2 %	2.2 %	0.9 %	755
GSA	35.6 %	44.3 %	15.6 %	3.0 %	1.6 %	7,221

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
HHS	40.0 %	46.2 %	10.7 %	1.9 %	1.2 %	48,654
HUD	38.4 %	45.5 %	11.2 %	2.6 %	2.2 %	4,668
NARA	33.0 %	45.8 %	15.3 %	2.8 %	3.1 %	1,362
NCUA	32.6 %	45.8 %	15.5 %	4.1 %	2.0 %	879
NLRB	43.5 %	43.7 %	9.4 %	1.5 %	1.9 %	670
NRC	34.3 %	48.3 %	12.4 %	3.0 %	2.0 %	1,836
NSF	52.8 %	36.1 %	8.6 %	1.2 %	1.3 %	1,022
OMB	41.0 %	46.8 %	9.4 %	1.2 %	1.7 %	425
OPM	31.7 %	46.7 %	15.9 %	3.5 %	2.3 %	1,451
PBGC	50.7 %	39.2 %	7.3 %	2.3 %	0.5 %	588
RRB	34.0 %	48.3 %	13.7 %	1.7 %	2.4 %	345
SBA	45.8 %	43.0 %	8.6 %	1.5 %	1.1 %	3,357
SSA	25.9 %	46.9 %	18.7 %	4.6 %	4.0 %	24,910
State	31.9 %	46.1 %	14.9 %	4.2 %	2.8 %	7,398
USAGM	40.8 %	41.7 %	12.2 %	2.4 %	2.9 %	664
USAID	42.6 %	45.6 %	8.1 %	2.2 %	1.4 %	1,679
USDA	28.0 %	48.6 %	16.5 %	4.2 %	2.6 %	41,221

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
USDT	27.3 %	46.8 %	18.9 %	3.8 %	3.1 %	33,722
Small Agencies	38.3 %	44.5 %	12.1 %	2.8 %	2.3 %	5,809
DOD Overall	30.3 %	46.2 %	16.4 %	4.2 %	2.8 %	154,257
USACE	28.8 %	49.6 %	16.4 %	3.4 %	1.7 %	17,838
Air Force	30.6 %	44.9 %	16.8 %	4.8 %	2.9 %	29,157
†Army	30.1 %	46.2 %	16.4 %	4.1 %	3.1 %	39,436
†Navy	28.3 %	47.1 %	17.3 %	4.5 %	2.8 %	33,216
MarineCorps	31.9 %	43.5 %	16.9 %	4.4 %	3.3 %	4,246
DOD 4thEstate	34.1 %	46.4 %	13.9 %	3.1 %	2.5 %	30,364

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) It is important to me that my work contribute to the common good.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
CSOSA	51.9 %	38.8 %	6.3 %	2.0 %	0.9 %	310
DHS	46.1 %	42.5 %	7.5 %	1.4 %	2.5 %	69,494
DOC	49.9 %	42.2 %	6.3 %	0.8 %	0.8 %	20,224
DOE	52.0 %	40.3 %	6.3 %	0.7 %	0.7 %	8,366
DOI	52.1 %	40.8 %	5.7 %	0.7 %	0.7 %	25,876
DOJ	49.3 %	39.9 %	6.9 %	1.7 %	2.2 %	24,025
DOL	52.6 %	40.0 %	6.2 %	0.5 %	0.7 %	7,289
DOT	49.1 %	43.3 %	5.8 %	1.0 %	0.8 %	19,213
ED	55.8 %	38.6 %	4.4 %	0.5 %	0.7 %	2,619
EEOC	66.1 %	30.3 %	3.2 %	0.2 %	0.2 %	1,037
EPA	60.8 %	35.5 %	3.1 %	0.3 %	0.3 %	7,446
FCC	49.3 %	42.8 %	6.6 %	0.3 %	1.0 %	495
FERC	59.5 %	34.3 %	5.0 %	0.4 %	0.8 %	1,057
FTC	74.0 %	24.0 %	2.0 %	. %	0.0%	756
GSA	54.1 %	38.8 %	6.1 %	0.6 %	0.5 %	7,248

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) It is important to me that my work contribute to the common good.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
HHS	57.2 %	37.7 %	4.2 %	0.5 %	0.4 %	48,775
HUD	53.9 %	39.8 %	4.9 %	0.7 %	0.8 %	4,678
NARA	50.2 %	41.1 %	6.7 %	0.7 %	1.3 %	1,365
NCUA	47.5 %	44.4 %	6.2 %	0.9 %	1.0 %	884
NLRB	59.5 %	36.0 %	3.3 %	0.3 %	0.9 %	673
NRC	48.8 %	43.9 %	5.9 %	0.7 %	0.7 %	1,841
NSF	68.1 %	26.5 %	4.5 %	0.5 %	0.4 %	1,023
OMB	71.1 %	26.4 %	1.9 %	0.0%	0.7 %	429
OPM	51.5 %	41.4 %	5.4 %	0.6 %	1.1 %	1,457
PBGC	61.6 %	32.9 %	4.4 %	0.8 %	0.3 %	589
RRB	48.1 %	42.9 %	6.6 %	1.0 %	1.4 %	349
SBA	59.2 %	36.3 %	3.6 %	0.5 %	0.3 %	3,373
SSA	45.5 %	45.5 %	6.6 %	1.0 %	1.3 %	25,071
State	56.4 %	37.1 %	4.8 %	0.9 %	0.8 %	7,410
USAGM	50.9 %	40.2 %	6.1 %	0.7 %	2.0 %	666
USAID	62.2 %	34.1 %	2.8 %	0.6 %	0.2 %	1,679
USDA	46.8 %	45.2 %	6.4 %	0.8 %	0.8 %	41,352

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) It is important to me that my work contribute to the common good.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
USDT	43.9 %	46.0 %	8.0 %	1.0 %	1.1 %	33,847
Small Agencies	54.0 %	39.3 %	5.4 %	0.6 %	0.8 %	5,818
DOD Overall	47.4 %	43.9 %	6.8 %	1.0 %	0.9 %	154,667
USACE	46.7 %	45.8 %	6.4 %	0.7 %	0.5 %	17,885
Air Force	48.2 %	42.9 %	7.0 %	0.9 %	0.9 %	29,250
†Army	47.5 %	43.9 %	6.6 %	1.0 %	1.1 %	39,528
†Navy	45.2 %	45.6 %	7.3 %	1.1 %	0.8 %	33,319
MarineCorps	49.4 %	42.5 %	6.6 %	0.8 %	0.7 %	4,251
DOD 4thEstate	50.2 %	42.3 %	5.9 %	0.7 %	0.8 %	30,434

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) What percentage of your work time are you currently required to be physically present at your agency worksite?

Agency	Not Physically Required at Agency Worksite	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	17.9 %	15.1 %	9.1 %	8.7 %	13.4 %	35.7 %	533,035
CSOSA	18.3 %	11.3 %	28.4 %	24.8 %	6.4 %	10.7 %	312
DHS	9.5 %	12.1 %	7.9 %	6.2 %	11.2 %	53.1 %	69,789
DOC	54.3 %	13.6 %	6.6 %	9.5 %	9.1 %	6.8 %	20,302
DOE	26.7 %	27.5 %	12.7 %	12.7 %	9.4 %	11.0 %	8,391
DOI	16.2 %	20.3 %	11.4 %	8.8 %	16.0 %	27.2 %	25,898
DOJ	2.6 %	5.8 %	4.9 %	8.7 %	15.6 %	62.4 %	24,097
DOL	33.1 %	28.0 %	17.8 %	7.7 %	7.9 %	5.4 %	7,304
DOT	18.9 %	27.6 %	15.3 %	9.0 %	8.1 %	21.1 %	19,252
ED	67.9 %	18.6 %	6.7 %	2.5 %	1.9 %	2.4 %	2,628
EEOC	17.2 %	18.8 %	48.3 %	12.2 %	2.1 %	1.4 %	1,038
EPA	21.9 %	46.3 %	16.2 %	7.1 %	6.4 %	2.1 %	7,454
FCC	81.4 %	9.2 %	3.4 %	1.3 %	1.7 %	3.0 %	498
FERC	85.6 %	5.0 %	4.8 %	2.6 %	0.9 %	1.0 %	1,061
FTC	82.5 %	14.0 %	1.8 %	0.8 %	0.5 %	0.4 %	754
GSA	43.4 %	30.7 %	13.2 %	4.6 %	5.5 %	2.6 %	7,265

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) What percentage of your work time are you currently required to be physically present at your agency worksite?

Agency	Not Physically Required at Agency Worksite	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	17.9 %	15.1 %	9.1 %	8.7 %	13.4 %	35.7 %	533,035
HHS	38.7 %	22.8 %	8.5 %	4.5 %	7.1 %	18.4 %	48,911
HUD	15.6 %	54.9 %	19.9 %	3.9 %	4.1 %	1.6 %	4,691
NARA	23.4 %	8.6 %	5.1 %	7.8 %	21.3 %	33.9 %	1,368
NCUA	87.6 %	8.2 %	1.5 %	0.8 %	0.7 %	1.2 %	886
NLRB	15.0 %	24.8 %	26.4 %	23.7 %	6.9 %	3.3 %	675
NRC	10.6 %	8.6 %	56.8 %	15.2 %	6.8 %	2.1 %	1,843
NSF	74.7 %	9.7 %	9.4 %	2.9 %	2.3 %	1.0 %	1,024
OMB	31.9 %	13.1 %	44.2 %	6.5 %	3.1 %	1.2 %	429
OPM	35.1 %	24.8 %	20.2 %	8.4 %	4.3 %	7.1 %	1,463
PBGC	88.2 %	5.8 %	1.3 %	0.7 %	1.2 %	2.8 %	593
RRB	6.5 %	37.0 %	14.7 %	13.2 %	21.5 %	7.0 %	352
SBA	60.4 %	18.1 %	9.9 %	2.0 %	2.2 %	7.3 %	3,398
SSA	30.1 %	21.5 %	8.0 %	14.0 %	18.8 %	7.6 %	25,134
State	8.6 %	11.8 %	11.2 %	10.8 %	20.5 %	37.2 %	7,439
USAGM	17.9 %	26.5 %	11.7 %	12.7 %	16.3 %	14.9 %	672
USAID	24.2 %	27.7 %	11.6 %	5.9 %	11.3 %	19.2 %	1,689
USDA	20.7 %	13.3 %	8.2 %	7.2 %	18.8 %	31.8 %	41,464

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) What percentage of your work time are you currently required to be physically present at your agency worksite?

Agency	Not Physically Required at Agency Worksite	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	17.9 %	15.1 %	9.1 %	8.7 %	13.4 %	35.7 %	533,035
USDT	33.8 %	29.6 %	12.8 %	6.3 %	5.6 %	11.9 %	33,991
Small Agencies	31.9 %	26.0 %	19.6 %	7.5 %	6.7 %	8.4 %	5,826
DOD Overall	12.4 %	11.3 %	8.3 %	10.1 %	15.6 %	42.2 %	155,144
USACE	12.4 %	15.3 %	18.5 %	14.6 %	16.7 %	22.6 %	17,931
Air Force	9.4 %	10.7 %	6.7 %	8.3 %	17.5 %	47.4 %	29,340
†Army	12.9 %	7.6 %	6.5 %	7.9 %	13.9 %	51.3 %	39,652
†Navy	8.2 %	10.0 %	8.8 %	14.8 %	18.1 %	40.2 %	33,413
Marine Corps	3.4 %	4.7 %	6.3 %	9.8 %	20.3 %	55.6 %	4,261
DOD 4th Estate	28.1 %	22.9 %	10.8 %	7.0 %	8.8 %	22.4 %	30,547

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q91) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework
All Responses	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %
CSOSA	12.2 %	58.1 %	16.2 %	2.5 %	2.3 %	5.6 %	0.0%	2.0 %	1.0 %
DHS	9.5 %	17.9 %	11.8 %	2.6 %	5.4 %	44.4 %	0.3 %	4.4 %	3.7 %
DOC	42.3 %	28.7 %	15.5 %	2.7 %	4.2 %	3.5 %	0.3 %	0.9 %	1.9 %
DOE	22.4 %	38.0 %	22.6 %	2.7 %	4.7 %	6.5 %	0.2 %	1.4 %	1.4 %
DOI	13.5 %	28.1 %	18.3 %	4.5 %	13.4 %	14.4 %	0.8 %	2.6 %	4.4 %
DOJ	2.4 %	8.5 %	15.4 %	2.2 %	7.4 %	46.9 %	2.2 %	9.8 %	5.0 %
DOL	31.2 %	40.2 %	19.0 %	1.7 %	3.8 %	1.6 %	0.2 %	1.0 %	1.5 %
DOT	15.7 %	40.2 %	19.2 %	1.9 %	6.1 %	12.2 %	0.6 %	2.4 %	1.7 %
ED	66.5 %	22.7 %	8.5 %	0.4 %	1.0 %	0.2 %	0.0 %	0.0 %	0.7 %
EEOC	14.2 %	60.2 %	24.0 %	0.4 %	0.5 %	0.0%	. %	0.1 %	0.7 %
EPA	13.2 %	57.3 %	24.1 %	1.4 %	2.4 %	0.4 %	0.2 %	0.3 %	0.8 %
FCC	54.2 %	39.1 %	4.1 %	0.5 %	1.3 %	0.8 %	0.0%	. %	. %
FERC	32.7 %	52.8 %	12.2 %	0.7 %	0.9 %	0.1 %	0.0%	0.2 %	0.5 %
FTC	24.9 %	67.5 %	5.2 %	0.9 %	1.0 %	0.1 %	0.0%	0.2 %	0.2 %
GSA	44.2 %	35.9 %	16.5 %	1.1 %	1.2 %	0.4 %	0.0 %	0.3 %	0.5 %

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q91) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework
All Responses	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %
HHS	38.4 %	26.7 %	12.4 %	1.8 %	4.6 %	10.2 %	0.7 %	2.7 %	2.4 %
HUD	9.9 %	67.0 %	20.5 %	0.7 %	0.8 %	0.2 %	0.0 %	0.3 %	0.6 %
NARA	19.1 %	17.6 %	19.6 %	5.3 %	13.3 %	13.5 %	1.5 %	3.9 %	6.2 %
NCUA	56.6 %	31.7 %	3.7 %	0.7 %	3.1 %	0.6 %	0.0%	0.7 %	3.0 %
NLRB	14.1 %	54.1 %	25.5 %	2.3 %	1.4 %	0.7 %	0.0%	0.8 %	1.3 %
NRC	9.8 %	52.4 %	31.2 %	1.6 %	3.3 %	0.4 %	0.1 %	0.5 %	0.8 %
NSF	45.2 %	41.1 %	10.2 %	0.6 %	2.2 %	0.0%	. %	. %	0.7 %
OMB	22.5 %	59.5 %	14.3 %	1.7 %	0.8 %	0.0%	. %	0.4 %	0.9 %
OPM	34.6 %	37.3 %	20.8 %	0.6 %	1.3 %	2.8 %	0.3 %	0.7 %	1.6 %
PBGC	52.9 %	39.4 %	5.2 %	0.0%	1.2 %	. %	. %	. %	1.3 %
RRB	7.0 %	46.5 %	34.7 %	1.9 %	1.4 %	1.9 %	0.3 %	2.5 %	3.8 %
SBA	53.6 %	33.5 %	7.3 %	0.5 %	1.7 %	1.7 %	0.1 %	0.6 %	1.1 %
SSA	22.3 %	34.5 %	35.5 %	0.7 %	1.1 %	0.6 %	0.4 %	0.5 %	4.4 %
State	8.3 %	23.2 %	18.2 %	6.4 %	18.4 %	14.5 %	2.0 %	4.2 %	4.7 %
USAGM	17.8 %	34.5 %	32.4 %	1.9 %	4.3 %	3.9 %	1.1 %	2.6 %	1.5 %
USAID	19.3 %	38.6 %	14.3 %	3.0 %	14.8 %	2.7 %	0.1 %	5.4 %	1.9 %
USDA	19.3 %	18.8 %	17.0 %	4.6 %	16.8 %	15.0 %	0.6 %	2.8 %	5.1 %

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q91) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework
All Responses	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %
USDT	20.0 %	49.4 %	16.6 %	1.6 %	2.6 %	4.6 %	0.6 %	2.3 %	2.3 %
Small Agencies	23.9 %	45.8 %	19.3 %	1.4 %	2.3 %	4.4 %	0.3 %	0.9 %	1.5 %
DOD Overall	8.9 %	21.8 %	17.1 %	3.4 %	13.5 %	19.3 %	1.8 %	9.3 %	4.9 %
USACE	9.7 %	31.7 %	24.8 %	3.3 %	12.4 %	10.8 %	0.5 %	2.1 %	4.7 %
Air Force	6.6 %	19.3 %	14.6 %	4.0 %	17.1 %	20.9 %	2.3 %	10.1 %	5.2 %
†Army	8.7 %	17.4 %	13.6 %	2.9 %	12.8 %	23.8 %	2.0 %	13.3 %	5.5 %
†Navy	6.9 %	19.0 %	22.4 %	3.9 %	14.6 %	17.5 %	2.2 %	8.3 %	5.1 %
MarineCorps	3.8 %	10.9 %	18.0 %	4.6 %	18.0 %	23.8 %	1.3 %	14.0 %	5.6 %
DOD 4thEstate	18.5 %	40.1 %	14.7 %	1.9 %	5.4 %	13.1 %	0.6 %	3.2 %	2.5 %

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.

***[Click here to return to File Index](#)

Item Response Total**
529,973
309
69,218
20,099
8,371
25,809
23,891
7,282
19,172
2,624
1,034
7,420
497
1,054
750
7,256

Item Response Total**
529,973
48,696
4,669
1,365
877
671
1,839
1,018
428
1,465
589
352
3,383
25,014
7,395
671
1,679
41,235

Item Response Total**
529,973
33,813
5,799
154,229
17,869
29,169
39,374
33,252
4,239
30,326

(Q91A) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	Approved remote work agreement and live within the local commuting area (less than 50 miles away)	Approved remote work agreement and live outside the local commuting area (more than 50 miles away)	Item Response Total**
All Responses	74.9 %	25.1 %	100,673
CSOSA	86.5 %	13.5 %	27
DHS	64.5 %	35.5 %	9,145
DOC	60.3 %	39.7 %	8,889
DOE	80.0 %	20.0 %	1,876
DOI	56.0 %	44.0 %	3,537
DOJ	63.2 %	36.8 %	953
DOL	73.2 %	26.8 %	2,482
DOT	67.5 %	32.5 %	3,171
ED	81.0 %	19.0 %	1,739
EEOC	61.9 %	38.1 %	146
EPA	79.2 %	20.8 %	959
FCC	89.8 %	10.2 %	260
FERC	90.0 %	10.0 %	336
FTC	86.1 %	13.9 %	175
GSA	77.6 %	22.4 %	3,319

(Q91A) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	Approved remote work agreement and live within the local commuting area (less than 50 miles away)	Approved remote work agreement and live outside the local commuting area (more than 50 miles away)	Item Response Total**
All Responses	74.9 %	25.1 %	100,673
HHS	80.3 %	19.7 %	19,820
HUD	75.0 %	25.0 %	449
NARA	90.1 %	9.9 %	249
NCUA	73.5 %	26.5 %	486
NLRB	62.4 %	37.6 %	88
NRC	33.1 %	66.9 %	174
NSF	75.5 %	24.5 %	452
OMB	48.2 %	51.8 %	73
OPM	59.5 %	40.5 %	552
PBGC	89.1 %	10.9 %	306
RRB	66.3 %	33.7 %	23
SBA	37.3 %	62.7 %	1,609
SSA	91.0 %	9.0 %	5,944
State	60.3 %	39.7 %	650
USAGM	84.2 %	15.8 %	119
USAID	67.5 %	32.5 %	323
USDA	70.2 %	29.8 %	8,303

(Q91A) Please select the response that BEST describes your current remote work or teleworking schedule.

Agency	Approved remote work agreement and live within the local commuting area (less than 50 miles away)	Approved remote work agreement and live outside the local commuting area (more than 50 miles away)	Item Response Total**
All Responses	74.9 %	25.1 %	100,673
USDT	87.7 %	12.3 %	6,437
Small Agencies	67.7 %	32.3 %	1,367
DOD Overall	80.4 %	19.6 %	16,235
USACE	51.8 %	48.2 %	1,701
Air Force	83.5 %	16.5 %	2,032
†Army	82.7 %	17.3 %	3,730
†Navy	75.8 %	24.2 %	2,486
Marine Corps	74.1 %	25.9 %	172
DOD 4th Estate	85.7 %	14.3 %	6,114

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.

***[Click here to return to File Index](#)

(Q92) Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

Agency	No	Yes	Item Response Total**
All Responses	71.7 %	28.3 %	529,243
CSOSA	35.8 %	64.2 %	310
DHS	81.8 %	18.2 %	69,083
DOC	53.4 %	46.6 %	20,090
DOE	67.8 %	32.2 %	8,355
DOI	74.2 %	25.8 %	25,758
DOJ	87.1 %	12.9 %	23,840
DOL	67.7 %	32.3 %	7,260
DOT	58.5 %	41.5 %	19,148
ED	67.8 %	32.2 %	2,610
EEOC	57.2 %	42.8 %	1,035
EPA	73.1 %	26.9 %	7,418
FCC	52.9 %	47.1 %	495
FERC	61.7 %	38.3 %	1,052
FTC	65.0 %	35.0 %	747
GSA	48.7 %	51.3 %	7,229

(Q92) Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

Agency	No	Yes	Item Response Total**
All Responses	71.7 %	28.3 %	529,243
HHS	67.9 %	32.1 %	48,581
HUD	67.6 %	32.4 %	4,660
NARA	61.1 %	38.9 %	1,366
NCUA	53.2 %	46.8 %	880
NLRB	39.0 %	61.0 %	671
NRC	47.6 %	52.4 %	1,838
NSF	66.9 %	33.1 %	1,019
OMB	64.7 %	35.3 %	425
OPM	62.8 %	37.2 %	1,462
PBGC	40.4 %	59.6 %	592
RRB	56.3 %	43.7 %	352
SBA	72.0 %	28.0 %	3,376
SSA	68.4 %	31.6 %	24,955
State	73.6 %	26.4 %	7,388
USAGM	63.1 %	36.9 %	669
USAID	68.1 %	31.9 %	1,675
USDA	74.3 %	25.7 %	41,211

(Q92) Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

Agency	No	Yes	Item Response Total**
All Responses	71.7 %	28.3 %	529,243
USDT	55.0 %	45.0 %	33,771
Small Agencies	64.5 %	35.5 %	5,802
DOD Overall	71.9 %	28.1 %	154,120
USACE	62.5 %	37.5 %	17,836
Air Force	78.0 %	22.0 %	29,142
†Army	76.4 %	23.6 %	39,375
†Navy	69.6 %	30.4 %	33,226
Marine Corps	74.3 %	25.7 %	4,238
DOD 4th Estate	59.4 %	40.6 %	30,303

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Agency	No	Yes To Retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, Other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
CSOSA	70.4 %	8.4 %	1.5 %	15.0 %	2.1 %	2.7 %	310
DHS	73.1 %	4.8 %	2.6 %	11.7 %	2.7 %	5.1 %	68,780
DOC	78.5 %	4.8 %	1.1 %	8.0 %	2.8 %	4.7 %	20,100
DOE	79.3 %	4.5 %	2.3 %	7.6 %	2.5 %	3.8 %	8,339
DOI	79.4 %	4.3 %	2.1 %	8.0 %	2.2 %	3.9 %	25,759
DOJ	70.1 %	5.4 %	1.9 %	11.7 %	5.1 %	5.8 %	23,755
DOL	78.1 %	4.9 %	1.4 %	9.6 %	2.2 %	3.8 %	7,258
DOT	75.4 %	6.0 %	4.7 %	6.6 %	3.1 %	4.2 %	19,116
ED	87.4 %	3.1 %	0.7 %	5.6 %	1.3 %	2.1 %	2,606
EEOC	71.9 %	5.7 %	1.0 %	13.6 %	2.1 %	5.7 %	1,031
EPA	82.7 %	5.4 %	2.4 %	5.3 %	1.7 %	2.5 %	7,410
FCC	81.8 %	6.1 %	1.4 %	4.5 %	3.3 %	2.9 %	496
FERC	76.0 %	3.4 %	1.0 %	9.2 %	5.0 %	5.4 %	1,055
FTC	86.7 %	3.2 %	0.8 %	3.1 %	2.7 %	3.5 %	748
GSA	80.9 %	4.8 %	3.0 %	7.4 %	1.1 %	2.8 %	7,232

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Agency	No	Yes To Retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, Other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
HHS	84.0 %	3.5 %	2.1 %	5.8 %	1.6 %	2.9 %	48,557
HUD	71.7 %	5.7 %	1.6 %	13.5 %	2.5 %	5.0 %	4,655
NARA	79.3 %	4.6 %	1.3 %	9.6 %	1.1 %	4.1 %	1,364
NCUA	79.8 %	3.8 %	2.0 %	7.6 %	2.6 %	4.2 %	880
NLRB	72.3 %	6.5 %	0.9 %	9.6 %	4.8 %	5.9 %	669
NRC	62.6 %	7.7 %	2.1 %	16.4 %	4.9 %	6.2 %	1,837
NSF	85.6 %	4.8 %	1.2 %	4.2 %	1.3 %	3.0 %	1,018
OMB	76.4 %	2.6 %	0.2 %	11.4 %	4.9 %	4.5 %	426
OPM	79.4 %	4.3 %	2.5 %	10.0 %	1.0 %	2.9 %	1,455
PBGC	88.6 %	3.5 %	0.5 %	4.8 %	0.5 %	2.2 %	591
RRB	71.2 %	8.8 %	2.1 %	12.8 %	2.4 %	2.8 %	350
SBA	79.6 %	3.0 %	1.4 %	9.5 %	2.2 %	4.2 %	3,372
SSA	70.5 %	5.7 %	2.6 %	11.3 %	3.8 %	6.1 %	24,958
State	73.8 %	5.3 %	3.1 %	7.6 %	5.3 %	4.9 %	7,394
USAGM	80.1 %	5.2 %	0.9 %	6.5 %	1.9 %	5.4 %	671
USAID	78.1 %	3.5 %	3.6 %	5.3 %	4.6 %	4.9 %	1,672
USDA	78.0 %	4.8 %	2.6 %	7.2 %	3.4 %	4.0 %	41,178

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Agency	No	Yes To Retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, Other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
USDT	74.5 %	6.8 %	3.6 %	7.4 %	2.7 %	5.1 %	33,720
Small Agencies	77.5 %	3.7 %	0.7 %	10.6 %	2.7 %	4.7 %	5,783
DOD Overall	72.1 %	4.9 %	1.8 %	12.9 %	3.1 %	5.1 %	153,904
USACE	78.1 %	3.9 %	2.5 %	9.2 %	2.2 %	4.1 %	17,833
Air Force	73.8 %	4.7 %	2.1 %	11.4 %	2.9 %	5.1 %	29,106
†Army	70.8 %	5.0 %	1.5 %	14.7 %	2.7 %	5.3 %	39,323
†Navy	70.5 %	4.9 %	1.8 %	13.1 %	4.3 %	5.4 %	33,166
Marine Corps	66.3 %	5.3 %	1.4 %	17.3 %	3.4 %	6.3 %	4,233
DOD 4th Estate	74.5 %	5.2 %	1.9 %	12.2 %	1.9 %	4.3 %	30,243

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
AllResponses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
CSOSA	18.0 %	36.3 %	24.9 %	12.4 %	8.5 %	292	19
DHS	17.7 %	31.0 %	31.7 %	9.4 %	10.2 %	52,381	16,786
DOC	22.2 %	32.4 %	24.6 %	10.0 %	10.8 %	15,849	4,318
DOE	30.5 %	37.4 %	18.1 %	7.4 %	6.6 %	7,887	479
DOI	21.5 %	39.0 %	25.2 %	8.0 %	6.3 %	22,760	3,046
DOJ	15.9 %	28.0 %	30.1 %	12.5 %	13.5 %	19,266	4,616
DOL	27.6 %	37.2 %	19.9 %	8.2 %	7.2 %	6,603	677
DOT	22.1 %	34.2 %	24.0 %	9.9 %	9.8 %	17,094	2,065
ED	36.9 %	36.1 %	20.8 %	3.9 %	2.4 %	2,244	370
EEOC	20.3 %	29.0 %	21.3 %	13.1 %	16.2 %	1,002	30
EPA	27.1 %	41.0 %	19.1 %	7.8 %	5.0 %	7,121	315
FCC	19.0 %	32.2 %	35.6 %	6.5 %	6.6 %	453	44
FERC	31.3 %	35.6 %	16.9 %	9.3 %	6.9 %	1,011	42
FTC	30.9 %	43.1 %	16.1 %	7.1 %	2.8 %	735	17
GSA	35.5 %	36.2 %	16.8 %	6.6 %	4.9 %	6,615	628

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
AllResponses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
HHS	30.3 %	38.2 %	22.3 %	5.5 %	3.8 %	42,349	6,314
HUD	18.2 %	31.4 %	22.5 %	12.9 %	15.0 %	4,408	265
NARA	30.2 %	35.7 %	18.8 %	7.6 %	7.7 %	1,292	77
NCUA	31.8 %	32.6 %	25.4 %	4.0 %	6.1 %	720	164
NLRB	20.1 %	31.7 %	19.2 %	15.2 %	13.8 %	653	20
NRC	11.3 %	25.7 %	21.4 %	20.5 %	21.1 %	1,801	40
NSF	37.6 %	30.5 %	24.5 %	4.8 %	2.5 %	959	60
OMB	16.2 %	41.2 %	21.9 %	11.5 %	9.2 %	405	24
OPM	30.4 %	35.3 %	20.3 %	7.3 %	6.7 %	1,254	206
PBGC	28.2 %	32.7 %	31.0 %	5.4 %	2.8 %	484	106
RRB	25.7 %	39.7 %	18.4 %	10.1 %	6.1 %	339	12
SBA	20.3 %	29.1 %	36.1 %	7.3 %	7.3 %	2,646	737
SSA	17.7 %	33.0 %	24.1 %	12.6 %	12.7 %	23,949	1,049
State	16.4 %	35.6 %	27.0 %	12.4 %	8.5 %	6,581	816
USAGM	20.6 %	35.1 %	26.7 %	8.7 %	8.9 %	597	74
USAID	18.1 %	34.9 %	22.9 %	14.7 %	9.5 %	1,588	96
USDA	19.0 %	37.2 %	27.6 %	8.7 %	7.5 %	34,407	6,854

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
AllResponses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
USDT	17.2 %	32.8 %	25.5 %	11.8 %	12.7 %	31,124	2,704
SmallAgencies	25.0 %	33.3 %	21.9 %	9.6 %	10.2 %	5,289	519
DOD Overall	18.5 %	32.6 %	30.6 %	9.6 %	8.7 %	127,614	26,597
USACE	19.3 %	38.4 %	27.0 %	9.0 %	6.3 %	15,622	2,241
Air Force	19.6 %	33.4 %	30.8 %	8.9 %	7.3 %	22,849	6,289
†Army	17.5 %	31.0 %	32.7 %	9.4 %	9.3 %	31,136	8,278
†Navy	16.3 %	31.9 %	30.8 %	10.9 %	10.0 %	27,888	5,347
MarineCorps	16.1 %	28.4 %	33.6 %	10.9 %	11.0 %	3,441	803
DOD 4thEstate	23.2 %	34.1 %	26.6 %	8.3 %	7.8 %	26,678	3,639

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Agency	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
CSOSA	13.8 %	73.2 %	5.5 %	7.5 %	310
DHS	46.1 %	45.0 %	4.1 %	4.8 %	69,187
DOC	4.5 %	62.4 %	26.8 %	6.3 %	20,163
DOE	10.1 %	73.3 %	11.4 %	5.2 %	8,362
DOI	19.4 %	72.6 %	4.7 %	3.2 %	25,815
DOJ	58.5 %	36.8 %	0.8 %	3.9 %	23,880
DOL	5.5 %	73.7 %	14.9 %	5.9 %	7,282
DOT	18.1 %	65.6 %	9.6 %	6.6 %	19,171
ED	1.6 %	69.9 %	25.0 %	3.5 %	2,612
EEOC	6.0 %	79.0 %	5.5 %	9.6 %	1,031
EPA	2.1 %	89.9 %	4.9 %	3.1 %	7,433
FCC	0.6 %	57.7 %	35.1 %	6.6 %	495
FERC	0.6 %	59.1 %	37.6 %	2.7 %	1,054
FTC	0.3 %	78.7 %	18.8 %	2.2 %	751
GSA	6.2 %	56.9 %	30.3 %	6.6 %	7,251

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Agency	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
HHS	14.3 %	60.9 %	20.6 %	4.3 %	48,721
HUD	5.6 %	78.5 %	5.5 %	10.5 %	4,677
NARA	17.7 %	69.0 %	10.2 %	3.2 %	1,369
NCUA	0.0%	56.4 %	37.4 %	6.2 %	886
NLRB	3.3 %	87.9 %	2.7 %	6.0 %	673
NRC	4.2 %	91.5 %	1.3 %	3.1 %	1,842
NSF	0.4 %	86.7 %	10.5 %	2.4 %	1,022
OMB	1.8 %	87.6 %	7.6 %	3.0 %	427
OPM	5.2 %	75.9 %	13.4 %	5.4 %	1,462
PBGC	0.4 %	22.2 %	74.2 %	3.2 %	593
RRB	10.0 %	79.8 %	1.1 %	9.1 %	351
SBA	2.1 %	58.1 %	34.4 %	5.4 %	3,383
SSA	2.3 %	81.0%	13.0 %	3.7 %	24,989
State	32.6 %	61.4 %	2.5 %	3.5 %	7,386
USAGM	9.2 %	82.4 %	4.4 %	4.0 %	672
USAID	14.0 %	72.0 %	9.8 %	4.1 %	1,684
USDA	28.2 %	58.4 %	9.9 %	3.5 %	41,283

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Agency	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
USDT	8.0 %	62.9 %	22.3 %	6.7 %	33,806
Small Agencies	8.3 %	70.5 %	15.8 %	5.4 %	5,814
DOD Overall	33.6 %	57.0 %	5.4 %	4.0 %	154,288
USACE	17.8 %	74.1 %	3.6 %	4.5 %	17,882
Air Force	40.1 %	51.7 %	4.2 %	4.0 %	29,166
†Army	40.2 %	50.9 %	5.5 %	3.3 %	39,431
†Navy	29.6 %	63.9 %	2.9 %	3.5 %	33,236
Marine Corps	47.9 %	48.3 %	0.7 %	3.2 %	4,243
DOD 4thEstate	18.5 %	60.8 %	14.7 %	6.1 %	30,330

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(96) My organization's senior leaders support policies and procedures to protect employee health and safety.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
CSOSA	22.7 %	43.7 %	15.9 %	9.8 %	7.9 %	305	5
DHS	24.3 %	39.5 %	16.8 %	8.5 %	10.8 %	67,118	2,188
DOC	35.3 %	44.0 %	11.3 %	5.0 %	4.4 %	19,198	989
DOE	43.9 %	39.8 %	8.9 %	3.8 %	3.6 %	8,205	163
DOI	30.7 %	46.6 %	13.2 %	5.3 %	4.2 %	25,084	707
DOJ	22.2 %	39.6 %	17.4 %	10.0 %	10.8 %	23,054	845
DOL	37.2 %	42.6 %	11.3 %	4.5 %	4.3 %	7,019	267
DOT	31.6 %	42.9 %	13.2 %	6.4 %	6.0 %	18,538	629
ED	40.5 %	43.7 %	10.9 %	3.0 %	1.9 %	2,494	122
EEOC	34.3 %	37.1 %	10.9 %	8.6 %	9.0 %	1,000	32
EPA	34.5 %	45.3 %	11.4 %	5.5 %	3.4 %	7,278	152
FCC	42.3 %	42.3 %	11.0 %	3.3 %	1.0 %	478	19
FERC	56.6 %	34.1 %	5.5 %	2.0 %	1.7 %	1,036	19
FTC	49.6 %	38.2 %	8.7 %	2.4 %	1.1 %	741	14
GSA	49.9 %	36.6 %	8.4 %	2.9 %	2.1 %	7,078	157

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(96) My organization's senior leaders support policies and procedures to protect employee health and safety.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
HHS	42.4 %	42.9 %	9.1 %	3.1 %	2.4 %	47,547	1,171
HUD	27.7 %	40.6 %	15.3 %	8.2 %	8.2 %	4,557	111
NARA	40.3 %	40.9 %	9.9 %	4.1 %	4.7 %	1,347	23
NCUA	53.6 %	36.3 %	5.9 %	1.9 %	2.3 %	875	12
NLRB	28.2 %	35.5 %	14.6 %	12.3 %	9.5 %	658	10
NRC	24.7 %	38.2 %	13.8 %	12.8 %	10.5 %	1,823	20
NSF	56.6 %	32.2 %	6.9 %	2.7 %	1.6 %	1,002	18
OMB	32.5 %	46.2 %	11.7 %	5.4 %	4.2 %	421	7
OPM	38.9 %	42.5 %	10.0 %	3.8 %	4.8 %	1,422	40
PBGC	51.5 %	41.7 %	4.7 %	1.6 %	0.5 %	566	23
RRB	36.8 %	41.8 %	10.3 %	5.3 %	5.8 %	339	11
SBA	40.4 %	40.1 %	11.7 %	4.5 %	3.3 %	3,163	214
SSA	25.0 %	43.2 %	16.4 %	7.8 %	7.6 %	23,882	1,028
State	27.4 %	45.5 %	14.6 %	7.4 %	5.2 %	7,238	136
USAGM	27.8 %	41.9 %	15.5 %	7.2 %	7.7 %	653	14
USAID	26.6 %	46.5 %	14.5 %	7.9 %	4.5 %	1,630	44
USDA	27.0 %	48.7 %	14.5 %	5.2 %	4.6 %	39,954	1,263

(96) My organization's senior leaders support policies and procedures to protect employee health and safety.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
USDT	28.3 %	41.5 %	15.0 %	7.7 %	7.5 %	32,462	1,310
SmallAgencies	37.8 %	39.1 %	10.8 %	6.2 %	6.1 %	5,713	108
DOD Overall	32.7 %	43.7 %	12.9 %	5.8 %	4.9 %	149,947	4,156
USACE	33.2 %	48.1 %	11.1 %	4.4 %	3.3 %	17,457	399
Air Force	35.0 %	43.6 %	11.9 %	5.3 %	4.1 %	28,212	913
†Army	31.9 %	43.1 %	13.6 %	6.1 %	5.3 %	38,210	1,158
†Navy	30.1 %	44.7 %	13.6 %	6.3 %	5.2 %	32,414	788
MarineCorps	28.6 %	40.8 %	15.7 %	8.0 %	6.9 %	4,097	141
DOD 4thEstate	36.3 %	42.0 %	11.9 %	4.8 %	5.0 %	29,557	757

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(97) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
CSOSA	19.2 %	42.8 %	16.4 %	12.0 %	9.7 %	296	3
DHS	23.0 %	39.2 %	19.7 %	8.6 %	9.6 %	62,358	5,585
DOC	31.9 %	43.3 %	13.7 %	6.4 %	4.8 %	18,370	1,495
DOE	38.8 %	42.0 %	10.4 %	5.0 %	3.7 %	8,092	155
DOI	26.2 %	43.7 %	16.9 %	8.4 %	4.8 %	24,418	1,013
DOJ	21.6 %	39.7 %	18.8 %	9.7 %	10.2 %	21,612	1,901
DOL	33.4 %	43.4 %	11.8 %	6.4 %	5.1 %	6,948	218
DOT	27.7 %	42.1 %	15.0 %	8.4 %	6.8 %	18,142	681
ED	32.8 %	41.6 %	14.2 %	7.4 %	4.0 %	2,428	129
EEOC	34.2 %	37.5 %	10.4 %	9.1 %	8.7 %	1,008	10
EPA	32.4 %	46.4 %	12.2 %	5.9 %	3.1 %	7,297	42
FCC	24.8 %	40.8 %	13.8 %	13.8 %	6.8 %	476	11
FERC	55.6 %	30.9 %	7.1 %	3.9 %	2.4 %	1,036	9
FTC	32.3 %	38.4 %	11.6 %	10.4 %	7.4 %	744	4
GSA	49.8 %	39.4 %	7.3 %	2.1 %	1.4 %	6,968	159

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(97) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
HHS	37.4 %	42.2 %	12.1 %	5.2 %	3.1 %	46,533	1,396
HUD	25.3 %	40.4 %	14.8 %	10.1 %	9.3 %	4,540	35
NARA	37.4 %	43.1 %	9.2 %	5.3 %	5.0 %	1,330	15
NCUA	39.7 %	36.5 %	10.1 %	8.5 %	5.2 %	853	17
NLRB	26.7 %	41.3 %	13.6 %	8.2 %	10.2 %	650	5
NRC	22.0 %	44.8 %	13.6 %	10.8 %	8.8 %	1,812	13
NSF	43.9 %	33.0 %	11.4 %	7.2 %	4.5 %	999	11
OMB	29.7 %	41.1 %	14.7 %	10.0 %	4.6 %	417	5
OPM	37.3 %	43.6 %	10.2 %	5.2 %	3.8 %	1,396	41
PBGC	38.8 %	39.3 %	11.5 %	6.9 %	3.6 %	552	21
RRB	37.3 %	46.3 %	7.2 %	4.6 %	4.5 %	335	6
SBA	34.6 %	37.0 %	16.8 %	6.8 %	4.7 %	2,960	338
SSA	22.6 %	43.2 %	15.7 %	9.7 %	8.8 %	23,730	610
State	24.6 %	45.0 %	16.2 %	9.2 %	5.0 %	7,028	208
USAGM	27.0 %	44.4 %	15.1 %	7.3 %	6.3 %	642	12
USAID	25.9 %	47.4 %	12.5 %	8.8 %	5.4 %	1,621	35
USDA	24.4 %	47.3 %	16.8 %	6.9 %	4.6 %	38,418	2,177

(97) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
USDT	28.0 %	44.4 %	13.8 %	7.5 %	6.3 %	32,396	774
SmallAgencies	33.3 %	38.4 %	11.7 %	9.1 %	7.4 %	5,588	140
DOD Overall	26.8 %	39.8 %	17.9 %	9.0 %	6.6 %	141,845	9,856
USACE	27.2 %	45.4 %	15.0 %	7.5 %	4.8 %	16,925	690
Air Force	27.9 %	39.2 %	18.2 %	8.7 %	5.9 %	26,256	2,479
†Army	26.1 %	38.4 %	18.8 %	9.4 %	7.4 %	35,279	3,340
†Navy	24.6 %	40.8 %	18.2 %	9.6 %	6.8 %	30,756	1,951
MarineCorps	24.8 %	35.7 %	20.4 %	10.8 %	8.3 %	3,856	314
DOD 4thEstate	31.1 %	40.5 %	15.1 %	7.5 %	5.8 %	28,773	1,082

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(98) My supervisor supports my efforts to stay healthy and safe while working.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
CSOSA	48.2 %	37.3 %	9.1 %	2.4 %	3.1 %	308	1
DHS	37.0 %	41.2 %	12.2 %	4.2 %	5.4 %	68,111	1,153
DOC	52.7 %	37.3 %	6.6 %	1.8 %	1.6 %	19,688	512
DOE	58.9 %	33.6 %	4.8 %	1.3 %	1.4 %	8,290	75
DOI	48.2 %	39.8 %	6.9 %	2.8 %	2.3 %	25,542	264
DOJ	36.2 %	41.1 %	11.9 %	5.1 %	5.8 %	23,446	444
DOL	52.8 %	36.5 %	6.8 %	1.8 %	2.2 %	7,167	124
DOT	48.5 %	38.5 %	7.4 %	2.8 %	2.9 %	18,899	256
ED	63.0 %	31.2 %	4.3 %	0.7 %	0.8 %	2,578	41
EEOC	57.1 %	32.0 %	6.2 %	2.5 %	2.2 %	1,015	19
EPA	57.5 %	34.9 %	4.8 %	1.6 %	1.2 %	7,391	43
FCC	60.2 %	31.8 %	5.0 %	1.3 %	1.8 %	492	5
FERC	69.7 %	24.3 %	4.0 %	0.6 %	1.4 %	1,046	9
FTC	74.5 %	21.9 %	2.2 %	0.3 %	1.0 %	746	7
GSA	63.9 %	29.6 %	4.5 %	1.0 %	1.0 %	7,139	101

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(98) My supervisor supports my efforts to stay healthy and safe while working.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
HHS	56.6 %	34.1 %	6.0 %	1.8 %	1.5 %	48,173	546
HUD	53.6 %	34.3 %	7.3 %	2.3 %	2.6 %	4,618	52
NARA	56.0 %	33.4 %	5.2 %	2.1 %	3.3 %	1,355	13
NCUA	60.6 %	33.1 %	3.8 %	1.3 %	1.1 %	879	8
NLRB	51.3 %	36.5 %	7.1 %	2.8 %	2.3 %	661	10
NRC	54.5 %	35.8 %	5.3 %	2.1 %	2.3 %	1,826	16
NSF	70.4 %	25.5 %	3.6 %	0.1 %	0.4 %	1,005	16
OMB	61.6 %	33.0 %	3.5 %	1.0 %	1.0 %	426	2
OPM	54.6 %	35.3 %	6.0 %	2.1 %	2.0 %	1,443	22
PBGC	68.4 %	28.1 %	2.5 %	0.6 %	0.4 %	585	5
RRB	50.9 %	35.3 %	8.7 %	3.3 %	1.9 %	342	8
SBA	52.7 %	36.1 %	7.6 %	2.1 %	1.6 %	3,209	163
SSA	36.3 %	43.5 %	11.6 %	4.2 %	4.5 %	24,394	528
State	42.7 %	42.2 %	8.8 %	3.4 %	3.0 %	7,301	74
USAGM	41.9 %	39.9 %	9.8 %	3.2 %	5.2 %	660	8
USAID	49.2 %	39.6 %	7.3 %	2.3 %	1.7 %	1,652	27
USDA	43.9 %	44.0 %	7.8 %	2.3 %	2.0 %	40,669	538

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(98) My supervisor supports my efforts to stay healthy and safe while working.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
USDT	45.6 %	38.8 %	9.3 %	3.0 %	3.3 %	33,047	727
SmallAgencies	58.3 %	32.5 %	4.9 %	2.2 %	2.1 %	5,756	61
DOD Overall	43.7 %	41.2 %	8.9 %	3.2 %	3.0 %	152,225	1,902
USACE	46.6 %	42.9 %	6.9 %	2.0 %	1.5 %	17,680	178
Air Force	45.0 %	40.2 %	8.7 %	3.2 %	2.8 %	28,753	381
†Army	41.1 %	41.9 %	9.9 %	3.6 %	3.4 %	38,867	511
†Navy	42.4 %	43.0 %	8.8 %	3.0 %	2.8 %	32,784	420
MarineCorps	40.8 %	39.9 %	10.9 %	4.5 %	4.0 %	4,170	69
DOD 4thEstate	48.7 %	38.0 %	7.8 %	2.7 %	2.8 %	29,971	343

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(99) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
CSOSA	43.6 %	35.8 %	14.1 %	2.1 %	4.3 %	304	4
DHS	35.1 %	38.3 %	14.3 %	5.6 %	6.8 %	67,351	1,504
DOC	49.9 %	36.4 %	8.6 %	2.7 %	2.4 %	19,320	735
DOE	56.7 %	32.8 %	6.3 %	2.0 %	2.2 %	8,216	112
DOI	45.3 %	38.0 %	9.4 %	4.0 %	3.4 %	25,320	368
DOJ	34.4 %	37.0 %	13.9 %	6.9 %	7.8 %	23,179	583
DOL	50.6 %	35.4 %	8.0 %	2.7 %	3.2 %	7,078	170
DOT	46.4 %	37.5 %	9.0 %	3.5 %	3.6 %	18,725	337
ED	59.9 %	31.4 %	6.3 %	1.0 %	1.5 %	2,546	57
EEOC	54.6 %	30.7 %	8.9 %	3.0 %	2.8 %	1,011	16
EPA	54.8 %	34.8 %	6.5 %	2.2 %	1.7 %	7,323	81
FCC	56.1 %	31.9 %	7.0 %	2.7 %	2.4 %	481	11
FERC	66.7 %	25.9 %	4.5 %	1.0 %	1.9 %	1,042	11
FTC	71.1 %	24.1 %	2.9 %	0.7 %	1.2 %	739	14
GSA	61.9 %	29.6 %	5.6 %	1.4 %	1.4 %	7,072	140

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(99) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
HHS	53.8 %	33.5 %	7.9 %	2.7 %	2.2 %	47,705	759
HUD	51.7 %	33.1 %	8.6 %	3.3 %	3.3 %	4,572	64
NARA	53.8 %	30.8 %	8.3 %	3.0 %	4.1 %	1,342	21
NCUA	57.1 %	33.6 %	5.5 %	1.8 %	2.1 %	874	12
NLRB	50.4 %	37.0 %	6.0 %	3.3 %	3.3 %	649	18
NRC	51.5 %	35.0 %	7.7 %	3.6 %	2.2 %	1,819	19
NSF	67.6 %	24.5 %	5.3 %	1.6 %	1.0 %	998	19
OMB	62.3 %	30.3 %	4.2 %	1.7 %	1.6 %	419	4
OPM	52.4 %	35.5 %	7.3 %	2.1 %	2.8 %	1,421	34
PBGC	64.3 %	29.2 %	4.4 %	1.3 %	0.7 %	572	10
RRB	46.3 %	38.5 %	8.1 %	4.3 %	2.8 %	340	9
SBA	49.4 %	35.0 %	9.9 %	2.9 %	2.8 %	3,154	178
SSA	33.9 %	40.1 %	13.8 %	6.2 %	6.0 %	24,106	668
State	40.8 %	40.5 %	10.2 %	4.9 %	3.6 %	7,225	102
USAGM	41.9 %	37.8 %	11.1 %	3.3 %	5.9 %	645	15
USAID	48.8 %	37.7 %	7.4 %	3.5 %	2.5 %	1,638	28
USDA	41.5 %	42.1 %	9.9 %	3.6 %	2.9 %	40,295	726

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(99) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
AllResponses	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
USDT	44.5 %	37.1 %	10.6 %	3.9 %	3.9 %	32,758	828
SmallAgencies	55.9 %	31.5 %	6.6 %	3.1 %	3.0 %	5,705	86
DOD Overall	41.3 %	39.2 %	10.9 %	4.5 %	4.1 %	150,748	2,621
USACE	44.0 %	41.7 %	8.8 %	3.2 %	2.2 %	17,518	255
Air Force	42.6 %	38.2 %	10.7 %	4.4 %	4.1 %	28,502	495
†Army	38.9 %	39.4 %	11.7 %	5.1 %	4.9 %	38,476	697
†Navy	39.8 %	41.1 %	10.9 %	4.4 %	3.8 %	32,489	555
MarineCorps	39.3 %	37.2 %	12.3 %	5.6 %	5.6 %	4,119	99
DOD 4thEstate	46.1 %	36.3 %	10.0 %	3.8 %	3.8 %	29,644	520

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Agency	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %
CSOSA	2.8 %	93.1 %	2.5 %	0.9 %	0.0%	0.8 %
DHS	4.4 %	91.7 %	1.7 %	0.6 %	0.9 %	0.7 %
DOC	3.2 %	93.8 %	1.2 %	0.9 %	0.5 %	0.4 %
DOE	3.4 %	94.3 %	0.5 %	0.9 %	0.6 %	0.3 %
DOI	3.5 %	92.6 %	1.9 %	1.0 %	0.7 %	0.4 %
DOJ	5.3 %	91.4 %	1.1 %	0.6 %	1.0 %	0.7 %
DOL	3.4 %	94.4 %	0.8 %	0.4 %	0.5 %	0.5 %
DOT	3.6 %	93.8 %	1.0 %	0.6 %	0.6 %	0.4 %
ED	3.1 %	94.5 %	0.7 %	0.6 %	0.7 %	0.4 %
EEOC	2.8 %	93.8 %	2.1 %	0.4 %	0.6 %	0.3 %
EPA	3.2 %	95.0 %	0.6 %	0.4 %	0.5 %	0.2 %
FCC	2.0 %	94.5 %	1.4 %	1.1 %	0.1 %	0.8 %
FERC	7.8 %	90.9 %	0.3 %	0.4 %	0.6 %	0.1 %
FTC	7.7 %	90.4 %	0.9 %	0.4 %	0.7 %	0.0%
GSA	3.7 %	93.0 %	1.5 %	0.7 %	0.5 %	0.7 %

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Agency	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %
HHS	3.6 %	92.4 %	1.8 %	0.9 %	0.8 %	0.6 %
HUD	2.7 %	94.2 %	1.5 %	0.7 %	0.4 %	0.5 %
NARA	2.4 %	94.1 %	1.8 %	0.7 %	0.1 %	0.9 %
NCUA	7.1 %	91.8 %	0.6 %	0.3 %	0.1 %	0.1 %
NLRB	4.2 %	94.4 %	0.4 %	0.3 %	0.2 %	0.5 %
NRC	3.0 %	95.1 %	0.7 %	0.5 %	0.6 %	0.1 %
NSF	3.1 %	94.4 %	0.8 %	1.0 %	0.2 %	0.4 %
OMB	8.0 %	91.0 %	0.2 %	0.0%	0.4 %	0.4 %
OPM	3.2 %	93.7 %	1.5 %	0.7 %	0.3 %	0.5 %
PBGC	4.9 %	93.6 %	0.1 %	0.5 %	0.7 %	0.2 %
RRB	1.6 %	97.1 %	0.7 %	0.6 %	0.0%	. %
SBA	1.1 %	95.1 %	1.7 %	0.7 %	1.0 %	0.4 %
SSA	3.1 %	93.2 %	1.6 %	0.7 %	0.7 %	0.6 %
State	4.3 %	93.1 %	0.8 %	0.6 %	0.8 %	0.4 %
USAGM	4.6 %	92.0 %	2.6 %	0.3 %	0.5 %	0.0%
USAID	5.5 %	91.9 %	0.9 %	0.8 %	0.7 %	0.2 %
USDA	4.0 %	92.8 %	1.3 %	0.6 %	0.7 %	0.5 %

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Agency	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %
USDT	2.7 %	93.6 %	1.6 %	0.8 %	0.7 %	0.5 %
Small Agencies	4.2 %	93.2 %	1.1 %	0.5 %	0.6 %	0.3 %
DOD Overall	3.3 %	93.5 %	1.5 %	0.6 %	0.6 %	0.4 %
USACE	4.8 %	92.7 %	1.0 %	0.6 %	0.6 %	0.4 %
Air Force	3.3 %	94.2 %	1.1 %	0.5 %	0.6 %	0.3 %
†Army	2.7 %	93.4 %	2.1 %	0.6 %	0.7 %	0.6 %
†Navy	4.0 %	93.1 %	1.4 %	0.6 %	0.6 %	0.3 %
Marine Corps	2.5 %	93.8 %	1.8 %	0.5 %	0.8 %	0.6 %
DOD 4thEstate	2.9 %	93.8 %	1.5 %	0.7 %	0.6 %	0.5 %

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.

***[Click here to return to File Index](#)

Item Response Total**
529,150
308
69,198
20,154
8,361
25,742
23,853
7,276
19,131
2,612
1,031
7,413
494
1,052
749
7,239

Item Response Total**
529,150
48,604
4,671
1,370
886
664
1,837
1,019
425
1,456
589
351
3,369
24,898
7,371
664
1,677
41,186

Item Response Total**
529,150
33,691
5,809
154,000
17,849
29,074
39,349
33,202
4,235
30,291

(PPL2_1) For what purpose did you use Paid Parental Leave? Birth of a child

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	96.3 %	16,758	639
CSOSA	100%	7	0
DHS	97.1 %	2,446	90
DOC	97.3 %	704	19
DOE	97.7 %	275	6
DOI	96.6 %	841	32
DOJ	95.7 %	1,076	52
DOL	96.2 %	234	9
DOT	95.7 %	486	19
ED	97.6 %	83	2
EEOC	92.7 %	26	2
EPA	95.6 %	237	9
FCC	100%	11	0
FERC	98.5 %	80	1
FTC	96.9 %	54	2
GSA	96.6 %	264	9
HHS	97.0 %	1,728	47
HUD	97.1 %	122	4
NARA	100%	35	0
NCUA	93.4 %	59	4
NLRB	95.1 %	26	1
NRC	94.9 %	55	3
NSF	100%	31	0
OMB	100%	33	0
OPM	98.3 %	45	1
PBGC	96.9 %	25	1
RRB	100%	4	0
SBA	96.0 %	40	2
SSA	95.2 %	714	39
State	96.1 %	293	13
USAGM	95.9 %	29	1
USAID	96.8 %	88	3
USDA	97.4 %	1,454	41
USDT	95.2 %	794	43
Small Agencies	97.4 %	246	7
DOD Overall	96.0 %	4,113	177
USACE	97.3 %	791	23

(PPL2_1) For what purpose did you use Paid Parental Leave? Birth of a child

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	96.3 %	16,758	639
Air Force	95.9 %	654	33
†Army	94.9 %	805	44

(PPL2_1) For what purpose did you use Paid Parental Leave? Birth of a child

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	96.3 %	16,758	639
†Navy	96.5 %	1,023	39
Marine Corps	95.4 %	65	4
DOD 4th Estate	96.2 %	775	34

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.

***[Click here to return to File Index](#)

(PPL2_2) For what purpose did you use Paid Parental Leave? Placement of a child for adoption

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	1.8 %	325	17,072
CSOSA	0.0%	0	7
DHS	1.5 %	47	2,489
DOC	1.9 %	13	710
DOE	2.3 %	6	275
DOI	1.7 %	15	858
DOJ	2.6 %	31	1,097
DOL	2.0 %	3	240
DOT	2.2 %	9	496
ED	2.4 %	2	83
EEOC	7.5 %	2	26
EPA	1.7 %	4	242
FCC	0.0%	0	11
FERC	1.5 %	1	80
FTC	0.0%	0	56
GSA	2.4 %	6	267
HHS	1.8 %	30	1,745
HUD	2.2 %	3	123
NARA	0.0%	0	35
NCUA	2.9 %	2	61
NLRB	0.0%	0	27
NRC	1.6 %	1	57
NSF	0.0%	0	31
OMB	0.0%	0	33
OPM	1.7 %	1	45
PBGC	3.1 %	1	25
RRB	0.0%	0	4
SBA	2.4 %	1	41
SSA	1.7 %	14	739
State	2.1 %	5	301
USAGM	0.0%	0	30
USAID	3.2 %	3	88
USDA	0.9 %	15	1,480
USDT	2.6 %	22	815
Small Agencies	2.6 %	7	246
DOD Overall	1.7 %	81	4,209
USACE	1.3 %	11	803

(PPL2_2) For what purpose did you use Paid Parental Leave? Placement of a child for adoption

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	1.8 %	325	17,072
Air Force	2.0 %	17	670
†Army	2.6 %	24	825

(PPL2_2) For what purpose did you use Paid Parental Leave? Placement of a child for adoption

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	1.8 %	325	17,072
†Navy	1.3 %	14	1,048
Marine Corps	0.0%	0	69
DOD 4th Estate	1.6 %	15	794

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.

***[Click here to return to File Index](#)

(PPL2_3) For what purpose did you use Paid Parental Leave? Placement of a child for foster care

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.5 %	408	16,989
CSOSA	0.0%	0	7
DHS	2.2 %	65	2,471
DOC	1.4 %	10	713
DOE	0.0%	0	281
DOI	2.2 %	21	852
DOJ	2.8 %	30	1,098
DOL	1.9 %	6	237
DOT	2.4 %	11	494
ED	0.0%	0	85
EEOC	8.3 %	2	26
EPA	2.7 %	5	241
FCC	0.0%	0	11
FERC	0.0%	0	81
FTC	3.1 %	2	54
GSA	1.0 %	3	270
HHS	1.9 %	28	1,747
HUD	0.8 %	1	125
NARA	0.0%	0	35
NCUA	3.7 %	2	61
NLRB	4.9 %	1	26
NRC	3.5 %	2	56
NSF	0.0%	0	31
OMB	0.0%	0	33
OPM	0.0%	0	46
PBGC	0.0%	0	26
RRB	0.0%	0	4
SBA	1.6 %	1	41
SSA	3.4 %	29	724
State	1.8 %	8	298
USAGM	4.1 %	1	29
USAID	0.0%	0	91
USDA	2.0 %	30	1,465
USDT	3.1 %	28	809
Small Agencies	0.7 %	2	251
DOD Overall	2.8 %	120	4,170
USACE	1.5 %	14	800

(PPL2_3) For what purpose did you use Paid Parental Leave? Placement of a child for foster care

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.5 %	408	16,989
Air Force	3.4 %	26	661
†Army	3.3 %	27	822

(PPL2_3) For what purpose did you use Paid Parental Leave? Placement of a child for foster care

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.5 %	408	16,989
†Navy	2.4 %	28	1,034
Marine Corps	4.6 %	4	65
DOD 4th Estate	2.4 %	21	788

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.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Agency	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
CSOSA	100%	0.0%	. %	. %	. %	7
DHS	86.9 %	7.2 %	2.2 %	2.1 %	1.6 %	2,549
DOC	85.5 %	8.0 %	2.3 %	2.2 %	2.0 %	727
DOE	76.1 %	11.6 %	4.6 %	3.4 %	4.3 %	282
DOI	72.0 %	14.4 %	6.1 %	4.3 %	3.3 %	876
DOJ	81.4 %	11.0 %	2.6 %	3.3 %	1.8 %	1,119
DOL	83.8 %	8.1 %	3.0 %	1.4 %	3.7 %	245
DOT	78.5 %	10.4 %	3.6 %	4.5 %	3.0 %	509
ED	96.1 %	1.2 %	1.6 %	1.1 %	0.0%	84
EEOC	95.9 %	4.1 %	0.0%	. %	. %	28
EPA	85.1 %	9.3 %	1.7 %	2.8 %	1.1 %	245
FCC	58.3 %	33.9 %	0.0%	7.8 %	. %	11
FERC	81.1 %	15.4 %	2.4 %	1.1 %	0.0%	81
FTC	92.0 %	6.4 %	1.6 %	0.0%	. %	55
GSA	83.5 %	9.0 %	4.5 %	1.7 %	1.3 %	273

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Agency	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
HHS	85.5 %	6.8 %	2.5 %	2.4 %	2.8 %	1,782
HUD	87.9 %	8.8 %	2.5 %	0.8 %	0.0%	125
NARA	89.3 %	4.9 %	5.8 %	0.0%	. %	35
NCUA	87.0 %	6.1 %	5.4 %	1.5 %	0.0%	63
NLRB	100%	0.0%	. %	. %	. %	27
NRC	79.7 %	6.6 %	1.5 %	5.2 %	7.0 %	58
NSF	94.5 %	0.0%	. %	5.5 %	. %	31
OMB	100%	0.0%	. %	. %	. %	33
OPM	84.8 %	12.6 %	0.0%	2.6 %	. %	45
PBGC	77.3 %	10.3 %	7.0 %	5.4 %	0.0%	26
RRB	100%	0.0%	. %	. %	. %	4
SBA	72.6 %	2.0 %	10.9 %	9.0 %	5.6 %	42
SSA	87.8 %	5.2 %	2.5 %	2.4 %	2.1 %	755
State	80.7 %	11.5 %	3.5 %	3.5 %	0.9 %	305
USAGM	77.8 %	9.5 %	2.5 %	3.1 %	7.1 %	30
USAID	84.0 %	10.1 %	2.3 %	3.6 %	0.0%	92
USDA	73.7 %	11.1 %	4.8 %	6.4 %	4.1 %	1,500

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Agency	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
USDT	83.2 %	8.7 %	2.5 %	2.6 %	3.0 %	842
Small Agencies	85.8 %	10.8 %	1.1 %	2.1 %	0.3 %	253
DOD Overall	79.5 %	9.6 %	3.8 %	4.4 %	2.7 %	4,304
USACE	73.0 %	12.4 %	5.0 %	5.9 %	3.8 %	816
Air Force	78.3 %	9.7 %	3.3 %	5.0 %	3.6 %	691
†Army	81.6 %	8.1 %	3.5 %	4.5 %	2.3 %	850
†Navy	79.6 %	10.3 %	4.1 %	3.8 %	2.2 %	1,065
Marine Corps	77.1 %	7.7 %	10.3 %	2.6 %	2.3 %	70
DOD 4th Estate	82.2 %	9.4 %	2.0 %	3.9 %	2.6 %	812

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.

***[Click here to return to File Index](#)

(PPL4_1) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not need to use the full 12 weeks of leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	28.7 %	946	2,154
CSOSA	--	--	--
DHS	23.4 %	84	274
DOC	35.2 %	35	60
DOE	34.9 %	23	42
DOI	27.1 %	61	164
DOJ	24.9 %	54	147
DOL	47.1 %	20	22
DOT	26.3 %	26	75
ED	--	--	--
EEOC	--	--	--
EPA	32.3 %	12	21
FCC	--	--	--
FERC	39.9 %	6	9
FTC	--	--	--
GSA	42.0 %	19	25
HHS	27.5 %	73	174
HUD	24.7 %	4	11
NARA	--	--	--
NCUA	49.3 %	4	4
NLRB	--	--	--
NRC	39.9 %	5	7
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	86.1 %	5	1
RRB	--	--	--
SBA	47.8 %	6	6
SSA	25.9 %	24	67
State	19.3 %	11	37
USAGM	--	--	--
USAID	--	--	--
USDA	29.0 %	111	266
USDT	38.5 %	61	82
Small Agencies	28.1 %	10	25
DOD Overall	29.9 %	278	604
USACE	33.3 %	72	135

(PPL4_1) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not need to use the full 12 weeks of leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	28.7 %	946	2,154
Air Force	35.1 %	55	95
†Army	22.3 %	38	116

(PPL4_1) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not need to use the full 12 weeks of leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	28.7 %	946	2,154
†Navy	28.2 %	64	155
Marine Corps	--	--	--
DOD 4th Estate	34.2 %	46	92

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.

***[Click here to return to File Index](#)

(PPL4_2) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.4 %	71	3,029
CSOSA	--	--	--
DHS	11.6 %	35	323
DOC	--	--	--
DOE	--	--	--
DOI	--	--	--
DOJ	--	--	--
DOL	--	--	--
DOT	--	--	--
ED	--	--	--
EEOC	--	--	--
EPA	--	--	--
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	--	--	--
HHS	--	--	--
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	--	--	--
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	6.0 %	5	86
State	--	--	--
USAGM	--	--	--
USAID	--	--	--
USDA	--	--	--
USDT	10.1 %	11	132
Small Agencies	--	--	--
DOD Overall	0.8 %	6	876
USACE	--	--	--

(PPL4_2) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.4 %	71	3,029
Air Force	--	--	--
†Army	--	--	--

(PPL4_2) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	2.4 %	71	3,029
†Navy	--	--	--
Marine Corps	--	--	--
DOD 4th Estate	--	--	--

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.

***[Click here to return to File Index](#)

(PPL4_3) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	3.7 %	111	2,989
CSOSA	--	--	--
DHS	7.6 %	22	336
DOC	6.1 %	5	90
DOE	--	--	--
DOI	--	--	--
DOJ	2.3 %	4	197
DOL	--	--	--
DOT	4.1 %	5	96
ED	--	--	--
EEOC	--	--	--
EPA	--	--	--
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	--	--	--
HHS	4.4 %	12	235
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	--	--	--
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	--	--	--
State	--	--	--
USAGM	--	--	--
USAID	--	--	--
USDA	1.7 %	7	370
USDT	4.8 %	6	137
Small Agencies	--	--	--
DOD Overall	3.7 %	32	850
USACE	2.8 %	6	201

(PPL4_3) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	3.7 %	111	2,989
Air Force	5.3 %	8	142
†Army	3.8 %	6	148

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(PPL4_3) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	3.7 %	111	2,989
†Navy	1.7 %	5	214
Marine Corps	--	--	--
DOD 4th Estate	3.9 %	5	133

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.

***[Click here to return to File Index](#)

(PPL4_4) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel I could be away from job responsibilities for a full 12 weeks

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	57.0 %	1,792	1,308
CSOSA	--	--	--
DHS	41.4 %	159	199
DOC	65.9 %	58	37
DOE	60.8 %	40	25
DOI	66.4 %	149	76
DOJ	60.0 %	119	82
DOL	34.4 %	15	27
DOT	55.8 %	57	44
ED	--	--	--
EEOC	--	--	--
EPA	59.2 %	20	13
FCC	--	--	--
FERC	65.2 %	10	5
FTC	--	--	--
GSA	59.8 %	26	18
HHS	51.5 %	130	117
HUD	52.5 %	8	7
NARA	--	--	--
NCUA	52.3 %	4	4
NLRB	--	--	--
NRC	83.2 %	10	2
NSF	--	--	--
OMB	--	--	--
OPM	89.3 %	6	1
PBGC	--	--	--
RRB	--	--	--
SBA	39.6 %	5	7
SSA	49.2 %	46	45
State	57.6 %	26	22
USAGM	--	--	--
USAID	63.0 %	8	5
USDA	66.2 %	254	123
USDT	48.3 %	73	70
Small Agencies	71.3 %	24	11
DOD Overall	58.4 %	531	351
USACE	66.5 %	137	70

(PPL4_4) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel I could be away from job responsibilities for a full 12 weeks

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	57.0 %	1,792	1,308
Air Force	60.9 %	90	60
†Army	50.8 %	81	73

(PPL4_4) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel I could be away from job responsibilities for a full 12 weeks

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	57.0 %	1,792	1,308
†Navy	61.5 %	138	81
Marine Corps	57.5 %	9	5
DOD 4th Estate	49.7 %	76	62

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.

***[Click here to return to File Index](#)

(PPL4_5) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Concerned about the impact using the leave would have on my career advancement

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	29.0 %	856	2,244
CSOSA	--	--	--
DHS	25.5 %	91	267
DOC	33.9 %	31	64
DOE	26.2 %	17	48
DOI	27.7 %	59	166
DOJ	28.4 %	51	150
DOL	33.0 %	15	27
DOT	35.7 %	33	68
ED	--	--	--
EEOC	--	--	--
EPA	32.6 %	10	23
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	21.9 %	9	35
HHS	21.3 %	54	193
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	49.9 %	6	6
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	31.4 %	27	64
State	32.5 %	15	33
USAGM	--	--	--
USAID	41.2 %	5	8
USDA	29.8 %	107	270
USDT	25.8 %	35	108
Small Agencies	52.9 %	17	18
DOD Overall	29.5 %	251	631
USACE	24.2 %	51	156

(PPL4_5) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Concerned about the impact using the leave would have on my career advancement

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	29.0 %	856	2,244
Air Force	30.8 %	47	103
†Army	31.2 %	46	108

(PPL4_5) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Concerned about the impact using the leave would have on my career advancement

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	29.0 %	856	2,244
†Navy	31.6 %	69	150
Marine Corps	28.6 %	5	9
DOD 4th Estate	21.4 %	33	105

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.

***[Click here to return to File Index](#)

(PPL4_6) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my coworkers supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	13.2 %	372	2,728
CSOSA	--	--	--
DHS	9.2 %	31	327
DOC	8.4 %	7	88
DOE	13.0 %	8	57
DOI	13.2 %	29	196
DOJ	12.5 %	21	180
DOL	--	--	--
DOT	15.4 %	14	87
ED	--	--	--
EEOC	--	--	--
EPA	--	--	--
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	--	--	--
HHS	7.4 %	17	230
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	--	--	--
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	14.0 %	12	79
State	13.6 %	7	41
USAGM	--	--	--
USAID	--	--	--
USDA	21.4 %	78	299
USDT	3.9 %	6	137
Small Agencies	13.0 %	4	31
DOD Overall	14.3 %	121	761
USACE	15.7 %	31	176

(PPL4_6) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my coworkers supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	13.2 %	372	2,728
Air Force	15.3 %	20	130
†Army	11.6 %	19	135

(PPL4_6) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my coworkers supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	13.2 %	372	2,728
†Navy	16.9 %	36	183
Marine Corps	--	--	--
DOD 4th Estate	8.0 %	13	125

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.

***[Click here to return to File Index](#)

(PPL4_7) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my supervisor supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	15.4 %	422	2,678
CSOSA	--	--	--
DHS	9.5 %	36	322
DOC	14.0 %	12	83
DOE	7.5 %	5	60
DOI	15.8 %	34	191
DOJ	14.6 %	26	175
DOL	21.4 %	8	34
DOT	18.3 %	16	85
ED	--	--	--
EEOC	--	--	--
EPA	--	--	--
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	--	--	--
HHS	9.1 %	20	227
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	--	--	--
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	13.9 %	13	78
State	19.3 %	10	38
USAGM	--	--	--
USAID	--	--	--
USDA	21.5 %	77	300
USDT	7.2 %	10	133
Small Agencies	21.7 %	7	28
DOD Overall	17.3 %	135	747
USACE	11.6 %	24	183

(PPL4_7) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my supervisor supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	15.4 %	422	2,678
Air Force	15.4 %	21	129
†Army	18.1 %	28	126

(PPL4_7) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my supervisor supported my use of all 12 weeks of the leave

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	15.4 %	422	2,678
†Navy	20.9 %	45	174
Marine Corps	--	--	--
DOD 4th Estate	12.8 %	14	124

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.

***[Click here to return to File Index](#)

(PPL4_8) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Other reason

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	23.9 %	699	2,401
CSOSA	--	--	--
DHS	28.6 %	108	250
DOC	20.1 %	20	75
DOE	23.0 %	15	50
DOI	19.7 %	44	181
DOJ	22.6 %	47	154
DOL	15.5 %	6	36
DOT	23.2 %	23	78
ED	--	--	--
EEOC	--	--	--
EPA	21.5 %	7	26
FCC	--	--	--
FERC	--	--	--
FTC	--	--	--
GSA	13.4 %	6	38
HHS	28.8 %	65	182
HUD	--	--	--
NARA	--	--	--
NCUA	--	--	--
NLRB	--	--	--
NRC	--	--	--
NSF	--	--	--
OMB	--	--	--
OPM	--	--	--
PBGC	--	--	--
RRB	--	--	--
SBA	--	--	--
SSA	24.0 %	22	69
State	26.0 %	12	36
USAGM	--	--	--
USAID	--	--	--
USDA	20.4 %	73	304
USDT	23.2 %	28	115
Small Agencies	15.1 %	6	29
DOD Overall	24.5 %	196	686
USACE	17.9 %	35	172

(PPL4_8) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Other reason

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	23.9 %	699	2,401
Air Force	20.6 %	30	120
†Army	30.9 %	44	110

(PPL4_8) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Other reason

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	23.9 %	699	2,401
†Navy	25.8 %	53	166
Marine Corps	--	--	--
DOD 4th Estate	22.8 %	31	107

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

***[Click here to return to File Index](#)