

2023 Office of Personnel Management Federal Employee Viewpoint Survey:
Report by Agency

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Report Navigation Notes:

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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	I have a clear idea of how well I am doing my job.
Q13	I have the autonomy to decide how I do my job.
Q14	I can make decisions about my work without getting permission first.
Q15	The people I work with cooperate to get the job done.
Q16 1	In my work unit poor performers usually: Remain in the work unit and improve their performance over time
Q16 2	In my work unit poor performers usually: Remain in the work unit and continue to underperform
Q16 3	In my work unit poor performers usually: Leave the work unit - removed or transferred
Q16 4	In my work unit poor performers usually: Leave the work unit - quit
Q16 5	In my work unit poor performers usually: There are no poor performers in my work unit
Q16 6	In my work unit poor performers usually: Do Not Know
Q17	In my work unit, differences in performance are recognized in a meaningful way.
Q18	Employees in my work unit share job knowledge.
Q19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q20	Employees in my work unit meet the needs of our customers.
Q21	Employees in my work unit contribute positively to my agency's performance.
Q22	Employees in my work unit produce high-quality work.
Q23	Employees in my work unit adapt to changing priorities.
Q24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Survey Items

Item	Item Text
Q25	I can influence decisions in my work unit.
Q26	I know what my work unit’s goals are.
Q27	My work unit commits resources to develop new ideas.
Q28	My work unit successfully manages disruptions to our work.
Q29	Employees in my work unit consistently look for new ways to improve how they do their work.
Q30	Employees in my work unit incorporate new ideas into their work.
Q31	Employees in my work unit approach change as an opportunity.
Q32	Employees in my work unit consider customer needs a top priority.
Q33	Employees in my work unit consistently look for ways to improve customer service.
Q34	Employees in my work unit support my need to balance my work and personal responsibilities.
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 shares results from the Federal Employee Viewpoint Survey (FEVS).
Q40	Information is openly shared in my organization.
Q41	The approval process in my organization allows timely delivery of my work.
Q42	My organization effectively adapts to changing government priorities.
Q43	My organization has prepared me for potential physical security threats.
Q44	My organization has prepared me for potential cybersecurity threats.
Q45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.
Q46	I recommend my organization as a good place to work.
Q47	I believe the results of this survey will be used to make my agency a better place to work.
Q48	Supervisors in my work unit support employee development.
Q49	My supervisor supports my need to balance work and other life issues.
Q50	My supervisor listens to what I have to say.
Q51	My supervisor treats me with respect.
Q52	I have trust and confidence in my supervisor.
Q53	My supervisor holds me accountable for achieving results.
Q54	Overall, how good a job do you feel is being done by your immediate supervisor?
Q55	My supervisor provides me with constructive suggestions to improve my job performance.
Q56	My supervisor provides me with performance feedback throughout the year.
Q57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q58	My organization's senior leaders maintain high standards of honesty and integrity.
Q59	Managers communicate the goals of the organization.
Q60	Managers promote communication among different work units.

Survey Items

Item	Item Text
Q61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q62	I have a high level of respect for my organization's senior leaders.
Q63	Senior leaders demonstrate support for Work-Life programs.
Q64	Management encourages innovation.
Q65	Management makes effective changes to address challenges facing our organization.
Q66	Management involves employees in decisions that affect their work.
Q67	How satisfied are you with your involvement in decisions that affect your work?
Q68	How satisfied are you with the information you receive from management on what's going on in your organization?
Q69	How satisfied are you with the recognition you receive for doing a good job?
Q70	Considering everything, how satisfied are you with your job?
Q71	Considering everything, how satisfied are you with your pay?
Q72	Considering everything, how satisfied are you with your organization?
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.
Q75	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
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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	Item has been redacted in response to Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
Q86	My job inspires me.
Q87	The work I do gives me a sense of accomplishment.
Q88	I feel a strong personal attachment to my organization.
Q89	I identify with the mission of my organization.
Q90	It is important to me that my work contribute to the common good.
Q91	Please select the response that BEST describes your current remote work or teleworking schedule.
Q91a	What is your current remote work status?

2023 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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
CSOSA	29.2 %	36.2 %	16.9 %	9.5 %	8.2 %	423
DHS	23.0 %	40.8 %	16.7 %	12.5 %	7.0 %	91,085
DOC	29.2 %	45.1 %	14.8 %	7.8 %	3.1 %	25,787
DOE	38.1 %	42.5 %	10.4 %	6.2 %	2.8 %	9,444
DOI	30.3 %	45.1 %	12.9 %	8.4 %	3.4 %	35,768
DOJ	23.5 %	40.2 %	15.8 %	13.5 %	7.0 %	33,868
DOL	30.2 %	41.1 %	14.2 %	9.7 %	4.8 %	9,167
DOT	28.7 %	44.4 %	13.4 %	9.2 %	4.2 %	20,518
ED	28.6 %	44.6 %	14.5 %	8.3 %	4.0 %	2,747
EEOC	40.4 %	36.2 %	12.6 %	7.0 %	3.8 %	1,373
EPA	32.2 %	46.2 %	11.5 %	7.2 %	2.9 %	9,182
FCC	34.6 %	39.4 %	13.4 %	8.2 %	4.4 %	518
FERC	44.1 %	38.7 %	9.4 %	5.5 %	2.2 %	1,189
FTC	50.2 %	35.2 %	8.1 %	4.9 %	1.6 %	828
GSA	46.1 %	39.3 %	8.7 %	4.1 %	1.7 %	8,042
HHS	33.9 %	43.9 %	12.2 %	7.2 %	2.8 %	58,738
HUD	36.0 %	41.4 %	12.1 %	6.9 %	3.5 %	5,604

2023 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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
NARA	30.8 %	38.8 %	14.6 %	9.8 %	6.0 %	1,489
NCUA	36.2 %	41.8 %	11.9 %	6.7 %	3.3 %	906
NLRB	28.7 %	43.6 %	14.5 %	8.8 %	4.4 %	530
NRC	32.0 %	43.5 %	12.3 %	8.3 %	4.0 %	1,901
NSF	46.6 %	37.1 %	10.0 %	4.7 %	1.6 %	1,066
OMB	32.7 %	48.7 %	10.8 %	4.8 %	2.9 %	459
OPM	35.2 %	40.8 %	12.0 %	8.2 %	3.8 %	1,585
PBGC	53.7 %	33.3 %	8.2 %	3.5 %	1.3 %	699
RRB	31.0 %	38.4 %	13.7 %	11.1 %	5.8 %	405
SBA	30.3 %	41.9 %	14.7 %	8.8 %	4.3 %	3,543
SSA	18.1 %	36.6 %	18.7 %	16.5 %	10.0 %	25,596
State	22.3 %	44.4 %	15.2 %	13.0 %	5.2 %	9,283
USAGM	26.4 %	40.9 %	15.0 %	9.8 %	7.9 %	717
USAID	26.0 %	45.1 %	13.7 %	11.4 %	3.8 %	1,976
USDA	25.0 %	46.9 %	15.4 %	9.3 %	3.4 %	48,080
USDT	28.0 %	43.1 %	13.8 %	10.1 %	4.9 %	42,045
Small Agencies	32.2 %	41.7 %	12.7 %	8.9 %	4.5 %	6,484

2023 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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
DOD Overall	29.9 %	41.7 %	13.7 %	10.0 %	4.7 %	160,877
USACE	34.1 %	45.7 %	10.9 %	6.6 %	2.7 %	14,743
Air Force	32.2 %	41.6 %	12.7 %	9.2 %	4.3 %	29,285
†Army	31.0 %	40.5 %	13.7 %	9.9 %	4.9 %	37,785
†Navy	28.6 %	44.5 %	13.5 %	9.5 %	4.0 %	34,353
Marine Corps	28.0 %	38.2 %	15.1 %	12.5 %	6.2 %	4,654
DOD 4th Estate	26.8 %	39.7 %	15.3 %	12.0 %	6.3 %	40,057

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.

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2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
CSOSA	26.0 %	36.7 %	15.4 %	13.4 %	8.5 %	421
DHS	22.0 %	33.3 %	18.8 %	15.7 %	10.3 %	90,165
DOC	26.9 %	37.9 %	18.1 %	11.8 %	5.3 %	25,486
DOE	39.4 %	38.3 %	10.7 %	7.7 %	4.0 %	9,387
DOI	30.8 %	40.8 %	14.5 %	9.3 %	4.6 %	35,432
DOJ	21.7 %	34.2 %	17.5 %	16.4 %	10.1 %	33,572
DOL	30.5 %	36.8 %	16.0 %	10.2 %	6.5 %	9,098
DOT	29.3 %	38.0 %	15.3 %	11.2 %	6.1 %	20,335
ED	30.9 %	39.2 %	13.4 %	11.0 %	5.4 %	2,739
EEOC	35.3 %	33.6 %	13.4 %	11.3 %	6.4 %	1,361
EPA	34.9 %	41.5 %	11.9 %	8.0 %	3.7 %	9,121
FCC	34.1 %	36.9 %	14.4 %	8.7 %	5.9 %	513
FERC	36.7 %	33.4 %	14.9 %	10.8 %	4.2 %	1,184
FTC	44.8 %	34.8 %	10.0 %	8.0 %	2.4 %	824
GSA	46.2 %	35.1 %	10.2 %	5.8 %	2.7 %	7,969
HHS	33.9 %	40.1 %	13.7 %	8.5 %	3.8 %	58,259
HUD	35.2 %	37.0 %	13.4 %	9.6 %	4.7 %	5,564

2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
NARA	32.9 %	34.6 %	13.8 %	10.5 %	8.2 %	1,466
NCUA	28.9 %	35.9 %	17.2 %	12.0 %	6.0 %	892
NLRB	26.9 %	36.1 %	15.8 %	12.0 %	9.2 %	530
NRC	30.0 %	40.7 %	14.4 %	9.4 %	5.5 %	1,888
NSF	47.0 %	32.4 %	10.8 %	7.2 %	2.6 %	1,065
OMB	41.1 %	39.5 %	11.6 %	4.0 %	3.8 %	457
OPM	37.3 %	35.5 %	13.3 %	8.9 %	4.9 %	1,577
PBGC	50.6 %	33.5 %	8.8 %	5.3 %	1.8 %	698
RRB	28.0 %	36.1 %	15.9 %	12.9 %	7.2 %	402
SBA	29.6 %	37.8 %	17.1 %	9.8 %	5.8 %	3,504
SSA	17.7 %	31.6 %	19.6 %	18.1 %	13.0 %	25,215
State	22.4 %	40.1 %	16.4 %	14.6 %	6.5 %	9,213
USAGM	27.9 %	37.2 %	14.7 %	10.6 %	9.6 %	709
USAID	24.8 %	40.1 %	15.9 %	14.0 %	5.2 %	1,958
USDA	23.8 %	41.1 %	17.7 %	12.1 %	5.3 %	47,570
USDT	26.6 %	37.4 %	17.3 %	12.0 %	6.7 %	41,798
Small Agencies	32.3 %	37.2 %	13.8 %	10.2 %	6.5 %	6,434

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(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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
DOD Overall	30.8 %	38.2 %	14.1 %	10.9 %	6.1 %	159,242
USACE	32.6 %	42.4 %	13.3 %	8.0 %	3.6 %	14,591
Air Force	34.1 %	37.5 %	12.9 %	10.2 %	5.4 %	29,000
†Army	31.5 %	37.7 %	14.0 %	10.5 %	6.3 %	37,401
†Navy	29.3 %	40.1 %	14.4 %	10.8 %	5.4 %	34,020
Marine Corps	29.2 %	34.9 %	15.3 %	12.9 %	7.7 %	4,608
DOD 4th Estate	27.7 %	36.7 %	15.0 %	12.7 %	7.9 %	39,622

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.

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2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
CSOSA	33.0 %	39.7 %	14.4 %	7.7 %	5.2 %	416
DHS	27.1 %	39.2 %	16.3 %	9.3 %	8.0 %	90,006
DOC	32.5 %	44.7 %	13.7 %	6.0 %	3.1 %	25,578
DOE	38.9 %	41.5 %	11.6 %	5.2 %	2.8 %	9,408
DOI	33.3 %	43.7 %	13.1 %	6.5 %	3.3 %	35,456
DOJ	29.1 %	39.0 %	14.6 %	10.1 %	7.3 %	33,500
DOL	36.5 %	41.1 %	13.0 %	6.0 %	3.5 %	9,097
DOT	32.6 %	43.1 %	13.0 %	7.4 %	3.9 %	20,331
ED	34.7 %	42.6 %	12.9 %	6.5 %	3.4 %	2,748
EEOC	49.4 %	33.6 %	10.0 %	4.5 %	2.4 %	1,359
EPA	38.0 %	43.8 %	10.5 %	5.2 %	2.4 %	9,139
FCC	34.5 %	40.5 %	12.7 %	7.1 %	5.2 %	515
FERC	39.7 %	40.9 %	11.1 %	6.1 %	2.1 %	1,184
FTC	48.2 %	37.3 %	8.9 %	3.7 %	1.9 %	823
GSA	43.4 %	38.6 %	11.3 %	4.5 %	2.3 %	7,999
HHS	37.7 %	42.3 %	12.0 %	5.5 %	2.6 %	58,332
HUD	37.6 %	40.2 %	12.0 %	6.4 %	3.8 %	5,566

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
NARA	38.3 %	38.2 %	12.6 %	6.1 %	4.8 %	1,468
NCUA	36.8 %	40.5 %	12.0 %	7.3 %	3.5 %	900
NLRB	38.7 %	41.5 %	11.4 %	5.7 %	2.7 %	531
NRC	32.5 %	43.5 %	11.9 %	7.3 %	4.9 %	1,881
NSF	47.4 %	34.4 %	10.1 %	6.4 %	1.7 %	1,062
OMB	45.9 %	36.9 %	10.8 %	3.6 %	2.8 %	460
OPM	39.0 %	40.3 %	11.7 %	5.6 %	3.4 %	1,570
PBGC	52.3 %	33.9 %	8.6 %	3.2 %	2.0 %	693
RRB	37.5 %	42.9 %	9.6 %	6.9 %	3.1 %	402
SBA	41.6 %	40.1 %	10.6 %	4.5 %	3.1 %	3,501
SSA	25.7 %	40.9 %	15.3 %	10.1 %	8.0 %	25,207
State	28.8 %	43.0 %	14.5 %	9.2 %	4.5 %	9,212
USAGM	33.7 %	39.0 %	15.8 %	5.7 %	5.8 %	711
USAID	30.5 %	41.5 %	15.3 %	9.0 %	3.7 %	1,962
USDA	27.9 %	45.6 %	15.0 %	7.6 %	3.9 %	47,547
USDT	30.4 %	42.2 %	14.8 %	7.8 %	4.9 %	41,646
Small Agencies	36.7 %	40.9 %	12.1 %	6.3 %	4.0 %	6,466

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
DOD Overall	32.1 %	41.5 %	13.8 %	7.9 %	4.6 %	159,426
USACE	33.8 %	44.8 %	12.9 %	5.8 %	2.8 %	14,630
Air Force	33.5 %	40.5 %	13.6 %	7.8 %	4.6 %	29,021
†Army	33.6 %	40.9 %	13.3 %	7.6 %	4.6 %	37,489
†Navy	29.6 %	43.3 %	14.5 %	8.3 %	4.3 %	34,020
Marine Corps	31.7 %	39.3 %	14.4 %	8.8 %	5.8 %	4,605
DOD 4th Estate	31.3 %	40.7 %	14.1 %	8.5 %	5.4 %	39,661

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.

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2023 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	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
CSOSA	41.4 %	41.3 %	8.9 %	6.1 %	2.3 %	414
DHS	34.5 %	46.9 %	9.9 %	5.1 %	3.6 %	90,163
DOC	38.8 %	47.1 %	7.9 %	4.3 %	1.9 %	25,559
DOE	38.1 %	46.5 %	9.1 %	4.2 %	2.1 %	9,351
DOI	32.0 %	49.0 %	10.6 %	5.8 %	2.5 %	35,441
DOJ	32.2 %	47.3 %	10.6 %	6.3 %	3.6 %	33,504
DOL	37.4 %	45.6 %	9.5 %	4.7 %	2.8 %	9,078
DOT	34.4 %	48.0 %	9.8 %	5.2 %	2.6 %	20,266
ED	36.8 %	46.8 %	8.5 %	5.6 %	2.4 %	2,740
EEOC	44.2 %	41.0 %	6.4 %	6.1 %	2.2 %	1,355
EPA	35.0 %	49.3 %	8.9 %	4.9 %	2.0 %	9,111
FCC	37.3 %	45.2 %	6.6 %	7.0 %	3.9 %	512
FERC	46.4 %	41.7 %	7.0 %	3.6 %	1.3 %	1,177
FTC	44.1 %	42.5 %	7.3 %	4.4 %	1.6 %	818
GSA	46.9 %	41.2 %	7.2 %	3.2 %	1.5 %	7,990
HHS	38.4 %	47.3 %	8.4 %	4.0 %	1.8 %	58,225
HUD	39.1 %	43.4 %	8.7 %	5.8 %	3.0 %	5,557

2023 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	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
NARA	39.8 %	42.2 %	9.6 %	5.2 %	3.2 %	1,478
NCUA	37.3 %	47.3 %	8.3 %	4.3 %	2.8 %	901
NLRB	40.4 %	39.5 %	9.8 %	5.8 %	4.6 %	529
NRC	35.5 %	47.6 %	9.4 %	5.2 %	2.3 %	1,885
NSF	45.8 %	38.5 %	7.9 %	6.0 %	1.8 %	1,059
OMB	31.2 %	46.1 %	13.6 %	5.5 %	3.5 %	460
OPM	41.8 %	43.3 %	8.4 %	3.9 %	2.6 %	1,565
PBGC	58.1 %	36.8 %	3.9 %	0.8 %	0.4 %	692
RRB	37.1 %	48.7 %	7.0 %	4.1 %	3.0 %	403
SBA	43.5 %	43.3 %	7.5 %	3.7 %	2.0 %	3,508
SSA	30.2 %	48.3 %	10.4 %	6.6 %	4.5 %	25,192
State	26.7 %	50.3 %	12.3 %	7.9 %	2.8 %	9,235
USAGM	36.9 %	45.0 %	9.4 %	4.3 %	4.4 %	703
USAID	25.9 %	47.4 %	14.3 %	8.9 %	3.6 %	1,955
USDA	29.1 %	51.3 %	11.1 %	6.2 %	2.4 %	47,504
USDT	36.0 %	47.9 %	8.7 %	4.8 %	2.7 %	41,617
Small Agencies	37.5 %	43.5 %	9.5 %	6.0 %	3.5 %	6,430

2023 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	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
DOD Overall	35.4 %	45.9 %	9.9 %	5.9 %	2.9 %	159,052
USACE	34.1 %	50.0 %	9.7 %	4.5 %	1.7 %	14,616
Air Force	36.7 %	44.5 %	9.5 %	6.2 %	3.1 %	28,936
†Army	36.4 %	44.8 %	10.0 %	6.0 %	2.9 %	37,393
†Navy	32.5 %	48.5 %	10.6 %	6.0 %	2.5 %	33,895
Marine Corps	36.7 %	43.2 %	10.5 %	6.0 %	3.6 %	4,615
DOD 4th Estate	36.3 %	45.3 %	9.4 %	5.9 %	3.3 %	39,597

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.

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2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
CSOSA	28.7 %	42.2 %	11.3 %	10.7 %	7.1 %	424
DHS	20.8 %	43.2 %	15.1 %	12.2 %	8.8 %	90,885
DOC	18.3 %	41.1 %	16.6 %	15.2 %	8.7 %	25,734
DOE	21.1 %	42.2 %	14.5 %	14.3 %	7.9 %	9,427
DOI	15.8 %	39.0 %	16.0 %	18.2 %	11.1 %	35,692
DOJ	17.4 %	41.2 %	14.9 %	15.4 %	11.1 %	33,813
DOL	20.6 %	39.6 %	14.8 %	14.3 %	10.7 %	9,154
DOT	19.5 %	43.5 %	14.7 %	13.9 %	8.3 %	20,481
ED	19.3 %	37.2 %	13.1 %	16.8 %	13.6 %	2,748
EEOC	26.1 %	32.3 %	14.8 %	14.6 %	12.2 %	1,363
EPA	16.3 %	42.2 %	15.3 %	17.0 %	9.1 %	9,190
FCC	26.8 %	43.4 %	12.8 %	7.6 %	9.4 %	516
FERC	30.5 %	39.2 %	11.8 %	10.5 %	8.0 %	1,192
FTC	29.3 %	39.0 %	12.6 %	11.5 %	7.6 %	825
GSA	31.0 %	40.7 %	12.5 %	10.9 %	5.0 %	8,039
HHS	21.8 %	42.8 %	14.6 %	13.5 %	7.2 %	58,619
HUD	24.1 %	39.4 %	14.5 %	13.3 %	8.7 %	5,598

2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
NARA	23.8 %	37.8 %	14.7 %	14.3 %	9.5 %	1,479
NCUA	16.4 %	37.3 %	16.3 %	17.6 %	12.4 %	904
NLRB	21.0 %	27.0 %	13.2 %	16.3 %	22.6 %	531
NRC	21.4 %	41.6 %	14.3 %	14.5 %	8.2 %	1,895
NSF	21.8 %	32.2 %	16.5 %	18.0 %	11.4 %	1,066
OMB	17.0 %	41.9 %	12.6 %	20.1 %	8.4 %	461
OPM	22.4 %	40.9 %	15.0 %	13.4 %	8.3 %	1,583
PBGC	50.1 %	35.7 %	8.5 %	4.6 %	1.1 %	699
RRB	18.0 %	41.9 %	15.7 %	13.4 %	11.1 %	407
SBA	30.4 %	45.2 %	11.5 %	8.0 %	4.9 %	3,530
SSA	13.8 %	30.4 %	14.4 %	19.6 %	21.9 %	25,537
State	12.4 %	35.7 %	15.4 %	20.2 %	16.2 %	9,298
USAGM	23.3 %	44.7 %	15.1 %	8.7 %	8.1 %	711
USAID	11.1 %	35.3 %	15.9 %	21.7 %	16.0 %	1,965
USDA	15.5 %	40.3 %	16.1 %	17.2 %	11.0 %	48,000
USDT	21.6 %	42.9 %	14.9 %	12.6 %	7.9 %	41,971
Small Agencies	22.3 %	39.3 %	14.3 %	14.2 %	9.9 %	6,469

2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
DOD Overall	22.0 %	43.3 %	14.1 %	12.8 %	7.8 %	160,627
USACE	19.8 %	45.1 %	15.1 %	13.3 %	6.6 %	14,712
Air Force	23.4 %	43.2 %	13.6 %	12.6 %	7.3 %	29,245
†Army	23.0 %	42.6 %	14.2 %	12.5 %	7.8 %	37,734
†Navy	20.1 %	45.5 %	14.6 %	12.7 %	7.2 %	34,259
Marine Corps	22.8 %	40.7 %	14.7 %	13.4 %	8.3 %	4,657
DOD 4th Estate	21.9 %	41.7 %	13.6 %	13.6 %	9.2 %	40,020

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.

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2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
CSOSA	23.0 %	37.4 %	18.4 %	9.7 %	11.4 %	420
DHS	20.2 %	36.5 %	18.7 %	13.9 %	10.7 %	89,943
DOC	22.9 %	43.5 %	17.2 %	10.9 %	5.5 %	25,489
DOE	30.2 %	42.9 %	13.1 %	8.9 %	4.9 %	9,343
DOI	23.8 %	43.9 %	15.8 %	10.8 %	5.7 %	35,395
DOJ	20.4 %	37.9 %	16.7 %	14.3 %	10.6 %	33,450
DOL	25.6 %	40.4 %	16.7 %	10.5 %	6.7 %	9,073
DOT	24.3 %	43.0 %	15.2 %	10.9 %	6.6 %	20,290
ED	24.9 %	41.4 %	15.5 %	11.8 %	6.4 %	2,726
EEOC	32.7 %	37.3 %	15.1 %	8.6 %	6.3 %	1,359
EPA	24.8 %	45.5 %	14.5 %	10.1 %	5.2 %	9,094
FCC	31.1 %	36.8 %	16.6 %	10.3 %	5.2 %	512
FERC	34.2 %	39.3 %	14.1 %	8.6 %	3.9 %	1,182
FTC	38.0 %	39.7 %	10.6 %	7.9 %	3.8 %	821
GSA	37.2 %	40.2 %	11.7 %	7.3 %	3.6 %	7,959
HHS	27.3 %	43.3 %	15.0 %	9.6 %	4.8 %	58,073
HUD	28.1 %	39.7 %	14.8 %	11.0 %	6.4 %	5,535

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
NARA	28.7 %	34.5 %	16.8 %	11.2 %	8.8 %	1,480
NCUA	25.8 %	42.2 %	14.3 %	12.2 %	5.5 %	900
NLRB	30.7 %	36.5 %	15.7 %	9.8 %	7.3 %	527
NRC	23.5 %	42.8 %	15.2 %	11.3 %	7.2 %	1,876
NSF	35.3 %	37.5 %	12.5 %	11.0 %	3.7 %	1,048
OMB	30.3 %	44.8 %	10.1 %	9.6 %	5.2 %	455
OPM	29.2 %	39.9 %	15.5 %	9.1 %	6.3 %	1,572
PBGC	44.2 %	37.7 %	10.5 %	5.1 %	2.5 %	696
RRB	26.2 %	39.6 %	17.2 %	9.3 %	7.7 %	404
SBA	29.3 %	39.1 %	14.8 %	10.6 %	6.1 %	3,492
SSA	16.5 %	34.7 %	19.5 %	15.7 %	13.6 %	25,065
State	17.1 %	40.4 %	18.0 %	16.0 %	8.6 %	9,203
USAGM	26.2 %	36.3 %	15.5 %	10.4 %	11.6 %	703
USAID	18.6 %	38.5 %	18.0 %	17.1 %	7.8 %	1,936
USDA	19.8 %	44.8 %	17.6 %	11.9 %	5.9 %	47,468
USDT	23.4 %	39.6 %	18.0 %	11.6 %	7.4 %	41,548
Small Agencies	26.9 %	40.5 %	13.8 %	11.6 %	7.2 %	6,422

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
DOD Overall	26.0 %	40.4 %	15.1 %	11.6 %	6.9 %	158,971
USACE	26.6 %	45.5 %	14.6 %	9.0 %	4.3 %	14,591
Air Force	28.0 %	39.3 %	14.2 %	11.7 %	6.8 %	28,971
†Army	27.1 %	39.7 %	14.8 %	11.4 %	7.0 %	37,350
†Navy	23.4 %	42.6 %	15.9 %	11.7 %	6.5 %	33,953
Marine Corps	27.1 %	36.8 %	15.7 %	12.1 %	8.3 %	4,593
DOD 4th Estate	25.0 %	39.0 %	15.6 %	12.4 %	8.0 %	39,513

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.

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2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
CSOSA	46.0 %	42.7 %	5.8 %	2.8 %	2.7 %	425
DHS	34.9 %	45.3 %	10.4 %	4.4 %	4.9 %	90,865
DOC	41.1 %	47.8 %	7.3 %	2.4 %	1.4 %	25,714
DOE	47.2 %	42.5 %	6.4 %	2.3 %	1.5 %	9,422
DOI	37.6 %	47.6 %	9.4 %	3.4 %	2.0 %	35,712
DOJ	33.3 %	46.2 %	11.3 %	5.2 %	4.0 %	33,791
DOL	44.1 %	44.7 %	6.7 %	2.3 %	2.1 %	9,135
DOT	38.7 %	46.9 %	8.8 %	3.3 %	2.3 %	20,451
ED	41.1 %	46.9 %	7.2 %	2.9 %	1.9 %	2,758
EEOC	54.9 %	35.8 %	5.5 %	2.1 %	1.7 %	1,359
EPA	45.4 %	45.7 %	5.5 %	2.0 %	1.3 %	9,175
FCC	44.0 %	44.2 %	6.1 %	2.6 %	3.1 %	516
FERC	52.6 %	38.8 %	5.6 %	2.1 %	0.9 %	1,184
FTC	52.8 %	33.9 %	6.9 %	4.1 %	2.2 %	827
GSA	50.4 %	40.7 %	5.8 %	1.9 %	1.2 %	8,014
HHS	44.0 %	45.5 %	7.0 %	2.2 %	1.3 %	58,558
HUD	44.3 %	43.4 %	7.0 %	2.9 %	2.4 %	5,597

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
NARA	45.1 %	41.4 %	8.2 %	2.4 %	3.0 %	1,478
NCUA	43.8 %	42.3 %	8.4 %	2.5 %	2.9 %	901
NLRB	50.5 %	39.5 %	4.8 %	2.4 %	2.8 %	529
NRC	44.8 %	45.1 %	6.2 %	2.5 %	1.6 %	1,902
NSF	54.9 %	35.3 %	5.4 %	3.0 %	1.3 %	1,063
OMB	42.5 %	41.7 %	8.2 %	4.4 %	3.3 %	459
OPM	47.2 %	42.6 %	6.7 %	1.4 %	2.1 %	1,584
PBGC	66.6 %	29.7 %	2.5 %	0.3 %	0.9 %	696
RRB	46.8 %	42.0 %	6.8 %	2.9 %	1.4 %	405
SBA	46.9 %	43.2 %	6.5 %	1.8 %	1.7 %	3,536
SSA	33.3 %	50.0 %	9.8 %	3.3 %	3.6 %	25,527
State	36.5 %	48.5 %	8.9 %	4.0 %	2.1 %	9,255
USAGM	45.1 %	40.4 %	7.6 %	3.2 %	3.7 %	711
USAID	37.5 %	48.1 %	8.2 %	3.9 %	2.4 %	1,976
USDA	33.6 %	51.3 %	9.7 %	3.5 %	2.0 %	47,987
USDT	37.0 %	48.6 %	9.1 %	3.0 %	2.3 %	41,930
Small Agencies	45.2 %	41.3 %	7.3 %	3.2 %	3.0 %	6,467

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
DOD Overall	39.5 %	46.0 %	8.7 %	3.5 %	2.3 %	160,426
USACE	38.8 %	49.2 %	8.0 %	2.5 %	1.5 %	14,706
Air Force	42.1 %	43.8 %	8.2 %	3.7 %	2.2 %	29,206
†Army	39.6 %	45.4 %	8.8 %	3.6 %	2.6 %	37,686
†Navy	38.2 %	48.4 %	8.3 %	3.3 %	1.8 %	34,248
Marine Corps	40.1 %	42.9 %	10.3 %	3.7 %	3.0 %	4,640
DOD 4th Estate	38.0 %	46.3 %	9.4 %	3.6 %	2.6 %	39,940

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.

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(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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
CSOSA	25.7 %	33.0 %	19.3 %	9.4 %	12.7 %	400	23
DHS	29.6 %	33.9 %	17.0 %	9.7 %	9.8 %	87,897	3,252
DOC	34.9 %	37.5 %	16.0 %	6.4 %	5.2 %	24,069	1,687
DOE	46.8 %	32.5 %	10.7 %	5.1 %	4.8 %	9,105	332
DOI	33.8 %	37.2 %	13.9 %	8.3 %	6.8 %	34,512	1,252
DOJ	28.8 %	32.2 %	16.2 %	11.4 %	11.5 %	32,545	1,365
DOL	40.3 %	32.7 %	14.7 %	5.9 %	6.4 %	8,722	445
DOT	37.7 %	36.1 %	13.6 %	6.7 %	5.9 %	19,608	893
ED	41.0 %	33.1 %	14.1 %	6.3 %	5.5 %	2,585	180
EEOC	37.8 %	31.2 %	15.0 %	7.5 %	8.5 %	1,316	60
EPA	38.4 %	37.5 %	13.4 %	5.9 %	4.8 %	8,663	527
FCC	39.4 %	34.1 %	15.7 %	4.7 %	6.1 %	485	32
FERC	53.8 %	30.3 %	9.9 %	2.8 %	3.1 %	1,119	72
FTC	56.4 %	27.7 %	9.7 %	4.0 %	2.3 %	781	46
GSA	50.4 %	31.0 %	11.6 %	3.6 %	3.5 %	7,697	345
HHS	37.2 %	37.0 %	14.5 %	6.4 %	5.0 %	55,694	3,037
HUD	40.0 %	33.0 %	14.9 %	5.9 %	6.1 %	5,292	309
NARA	40.4 %	29.6 %	15.6 %	6.3 %	8.1 %	1,419	76
NCUA	46.1 %	32.8 %	10.1 %	6.9 %	4.1 %	874	32
NLRB	44.9 %	30.5 %	13.7 %	4.8 %	6.1 %	488	43

2023 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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
NRC	39.9 %	32.9 %	13.4 %	7.6 %	6.3 %	1,827	68
NSF	49.4 %	29.8 %	11.5 %	5.3 %	4.0 %	999	67
OMB	53.7 %	31.1 %	9.0 %	4.8 %	1.4 %	432	28
OPM	43.2 %	32.6 %	13.3 %	5.5 %	5.3 %	1,472	112
PBGC	53.8 %	27.9 %	11.6 %	3.4 %	3.3 %	654	42
RRB	42.2 %	31.8 %	13.5 %	4.5 %	8.0 %	382	27
SBA	41.0 %	32.6 %	15.1 %	5.8 %	5.4 %	3,391	150
SSA	29.6 %	34.8 %	18.4 %	8.5 %	8.8 %	24,380	1,219
State	28.3 %	37.8 %	14.7 %	11.1 %	8.0 %	8,918	399
USAGM	26.1 %	34.5 %	18.3 %	10.1 %	10.9 %	670	45
USAID	33.8 %	37.5 %	13.5 %	9.2 %	6.0 %	1,883	85
USDA	29.6 %	39.2 %	16.3 %	8.6 %	6.4 %	46,312	1,830
USDT	38.5 %	34.8 %	14.4 %	6.3 %	6.0 %	39,831	2,301
Small Agencies	38.8 %	32.0 %	14.3 %	7.2 %	7.7 %	6,109	377
DOD Overall	39.1 %	33.5 %	12.9 %	7.4 %	7.1 %	156,274	4,830
USACE	41.2 %	37.0 %	11.8 %	5.5 %	4.6 %	14,325	426
Air Force	42.5 %	33.3 %	11.0 %	6.9 %	6.4 %	28,626	697
†Army	40.1 %	32.1 %	13.1 %	7.4 %	7.4 %	36,790	1,057
†Navy	37.2 %	35.8 %	13.4 %	7.3 %	6.4 %	33,319	1,042
Marine Corps	35.8 %	29.0 %	16.4 %	9.4 %	9.3 %	4,561	118

2023 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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
DOD 4th Estate	36.3 %	32.8 %	14.0 %	8.4 %	8.6 %	38,653	1,490

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.

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2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
CSOSA	26.2 %	48.6 %	14.5 %	8.7 %	2.0 %	421
DHS	21.9 %	50.5 %	14.2 %	9.6 %	3.8 %	91,327
DOC	24.7 %	54.3 %	11.7 %	7.4 %	2.0 %	25,813
DOE	26.8 %	52.4 %	11.6 %	7.2 %	2.0 %	9,454
DOI	20.4 %	53.3 %	14.8 %	9.2 %	2.3 %	35,826
DOJ	20.8 %	50.3 %	14.6 %	10.7 %	3.7 %	33,955
DOL	24.8 %	50.3 %	13.3 %	8.4 %	3.2 %	9,187
DOT	21.6 %	53.0 %	13.6 %	9.2 %	2.6 %	20,553
ED	23.3 %	51.9 %	12.9 %	9.3 %	2.6 %	2,762
EEOC	34.4 %	46.1 %	9.4 %	8.0 %	2.1 %	1,375
EPA	22.6 %	55.2 %	12.4 %	7.9 %	2.0 %	9,196
FCC	28.6 %	49.0 %	10.2 %	9.5 %	2.8 %	519
FERC	36.4 %	47.3 %	10.1 %	5.0 %	1.2 %	1,193
FTC	34.1 %	49.4 %	8.9 %	6.5 %	1.2 %	828
GSA	36.5 %	47.8 %	9.6 %	4.7 %	1.4 %	8,059
HHS	27.2 %	52.8 %	11.4 %	6.9 %	1.8 %	58,785
HUD	26.5 %	48.1 %	12.5 %	9.9 %	3.0 %	5,618

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
NARA	27.7 %	47.3 %	11.5 %	8.8 %	4.7 %	1,489
NCUA	24.3 %	51.5 %	12.3 %	8.4 %	3.5 %	907
NLRB	29.8 %	44.8 %	10.2 %	10.9 %	4.4 %	533
NRC	28.0 %	52.2 %	10.7 %	6.8 %	2.3 %	1,904
NSF	33.8 %	45.0 %	11.0 %	8.2 %	1.9 %	1,066
OMB	19.6 %	49.4 %	19.9 %	9.0 %	2.0 %	460
OPM	27.4 %	47.9 %	13.7 %	8.0 %	3.0 %	1,586
PBGC	49.1 %	41.7 %	5.8 %	3.1 %	0.4 %	702
RRB	24.3 %	52.6 %	14.2 %	6.7 %	2.3 %	404
SBA	30.2 %	48.0 %	11.9 %	7.6 %	2.3 %	3,545
SSA	18.3 %	48.7 %	14.7 %	12.5 %	5.8 %	25,652
State	15.9 %	53.4 %	15.3 %	12.1 %	3.3 %	9,300
USAGM	26.2 %	51.3 %	13.8 %	5.6 %	3.1 %	721
USAID	16.5 %	51.8 %	14.6 %	14.0 %	3.1 %	1,977
USDA	17.5 %	51.6 %	16.5 %	11.5 %	2.9 %	48,174
USDT	21.2 %	47.9 %	14.7 %	11.5 %	4.6 %	42,131
Small Agencies	25.9 %	49.0 %	12.1 %	9.4 %	3.7 %	6,497

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
DOD Overall	23.9 %	50.0 %	13.7 %	9.6 %	2.9 %	161,177
USACE	23.2 %	54.2 %	13.1 %	7.8 %	1.7 %	14,750
Air Force	25.0 %	49.1 %	13.3 %	9.9 %	2.8 %	29,347
†Army	25.4 %	49.1 %	13.3 %	9.3 %	2.9 %	37,861
†Navy	21.2 %	52.2 %	14.6 %	9.4 %	2.5 %	34,393
Marine Corps	26.2 %	46.4 %	14.5 %	9.6 %	3.4 %	4,663
DOD 4th Estate	23.8 %	49.0 %	13.6 %	10.3 %	3.4 %	40,163

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.

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2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
CSOSA	26.3 %	46.4 %	16.4 %	6.9 %	4.0 %	420
DHS	21.0 %	44.5 %	17.1 %	11.9 %	5.4 %	90,594
DOC	24.9 %	48.8 %	15.2 %	8.5 %	2.5 %	25,593
DOE	28.8 %	45.3 %	15.5 %	7.8 %	2.6 %	9,396
DOI	21.2 %	46.1 %	18.4 %	10.9 %	3.4 %	35,549
DOJ	19.0 %	42.1 %	17.8 %	14.7 %	6.3 %	33,733
DOL	23.8 %	42.3 %	18.1 %	11.2 %	4.6 %	9,098
DOT	21.7 %	45.1 %	17.6 %	11.2 %	4.4 %	20,352
ED	23.2 %	44.9 %	18.2 %	10.2 %	3.5 %	2,744
EEOC	32.9 %	41.6 %	14.1 %	7.9 %	3.5 %	1,366
EPA	21.7 %	47.5 %	18.1 %	9.7 %	3.0 %	9,139
FCC	30.1 %	40.5 %	17.0 %	7.8 %	4.6 %	517
FERC	35.6 %	42.1 %	14.0 %	6.5 %	1.9 %	1,185
FTC	33.4 %	44.4 %	13.4 %	7.0 %	1.8 %	824
GSA	37.8 %	43.7 %	11.8 %	4.9 %	1.7 %	8,020
HHS	27.8 %	46.5 %	15.4 %	7.8 %	2.4 %	58,426
HUD	27.1 %	43.7 %	15.6 %	9.8 %	3.8 %	5,563

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
NARA	26.9 %	41.8 %	16.2 %	9.7 %	5.4 %	1,482
NCUA	24.8 %	45.5 %	14.2 %	11.1 %	4.3 %	897
NLRB	23.6 %	37.7 %	15.6 %	15.3 %	7.8 %	525
NRC	26.1 %	47.1 %	15.6 %	7.9 %	3.2 %	1,895
NSF	39.8 %	41.6 %	12.0 %	5.3 %	1.2 %	1,062
OMB	16.1 %	39.3 %	28.4 %	12.9 %	3.3 %	461
OPM	27.0 %	44.5 %	17.0 %	7.7 %	3.8 %	1,579
PBGC	49.3 %	37.8 %	9.1 %	3.4 %	0.4 %	696
RRB	24.7 %	43.8 %	17.9 %	10.1 %	3.5 %	404
SBA	27.5 %	43.5 %	16.8 %	8.9 %	3.3 %	3,509
SSA	16.6 %	40.8 %	18.6 %	15.8 %	8.2 %	25,329
State	14.3 %	39.8 %	20.8 %	18.9 %	6.1 %	9,253
USAGM	21.7 %	45.4 %	19.8 %	8.3 %	4.9 %	704
USAID	15.5 %	44.2 %	20.9 %	15.3 %	4.0 %	1,956
USDA	17.9 %	45.6 %	19.3 %	13.2 %	4.0 %	47,707
USDT	19.9 %	40.9 %	17.8 %	14.4 %	7.1 %	41,733
Small Agencies	25.1 %	41.8 %	18.4 %	10.6 %	4.1 %	6,446

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
DOD Overall	23.3 %	43.1 %	17.4 %	11.6 %	4.6 %	159,800
USACE	23.6 %	46.7 %	16.5 %	9.9 %	3.3 %	14,659
Air Force	24.7 %	42.5 %	16.7 %	11.8 %	4.3 %	29,066
†Army	24.8 %	43.0 %	16.6 %	10.8 %	4.7 %	37,572
†Navy	20.4 %	44.4 %	19.1 %	11.7 %	4.4 %	34,115
Marine Corps	24.0 %	38.6 %	19.4 %	12.9 %	5.3 %	4,627
DOD 4th Estate	22.8 %	42.1 %	17.2 %	12.5 %	5.5 %	39,761

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.

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2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
CSOSA	39.4 %	50.3 %	5.4 %	3.0 %	1.9 %	424
DHS	31.8 %	49.6 %	10.9 %	4.6 %	3.1 %	90,749
DOC	38.7 %	50.8 %	7.2 %	2.4 %	0.9 %	25,682
DOE	40.7 %	49.5 %	7.0 %	1.8 %	1.0 %	9,417
DOI	31.4 %	54.0 %	9.7 %	3.5 %	1.4 %	35,647
DOJ	30.0 %	50.5 %	10.7 %	5.4 %	3.5 %	33,734
DOL	41.0 %	50.1 %	6.6 %	1.4 %	1.0 %	9,129
DOT	34.0 %	52.0 %	9.0 %	3.2 %	1.9 %	20,419
ED	40.2 %	52.2 %	5.0 %	1.5 %	1.0 %	2,752
EEOC	46.5 %	45.4 %	5.1 %	1.7 %	1.3 %	1,368
EPA	35.8 %	54.1 %	7.2 %	2.2 %	0.8 %	9,156
FCC	37.4 %	52.5 %	7.0 %	1.4 %	1.6 %	514
FERC	44.7 %	46.8 %	5.5 %	2.0 %	1.0 %	1,190
FTC	49.5 %	44.2 %	4.8 %	1.3 %	0.3 %	826
GSA	49.7 %	43.6 %	5.1 %	1.1 %	0.6 %	8,051
HHS	40.2 %	51.0 %	6.3 %	1.7 %	0.8 %	58,536
HUD	42.8 %	48.1 %	6.4 %	1.8 %	0.9 %	5,591

2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
NARA	40.8 %	46.1 %	8.3 %	2.7 %	2.0 %	1,490
NCUA	44.1 %	46.2 %	6.5 %	1.7 %	1.5 %	904
NLRB	43.0 %	45.3 %	8.8 %	2.0 %	1.0 %	529
NRC	35.1 %	52.3 %	8.3 %	2.7 %	1.6 %	1,893
NSF	47.5 %	43.6 %	6.5 %	1.6 %	0.8 %	1,065
OMB	32.8 %	51.1 %	11.2 %	4.5 %	0.5 %	458
OPM	44.4 %	47.6 %	5.4 %	1.4 %	1.2 %	1,581
PBGC	60.0 %	36.8 %	2.6 %	0.4 %	0.3 %	697
RRB	39.5 %	50.3 %	5.7 %	2.7 %	1.7 %	405
SBA	44.0 %	47.7 %	6.0 %	1.4 %	0.9 %	3,523
SSA	31.2 %	52.4 %	9.8 %	3.8 %	2.7 %	25,452
State	26.0 %	53.8 %	12.6 %	5.9 %	1.7 %	9,268
USAGM	34.9 %	49.9 %	10.1 %	1.9 %	3.2 %	708
USAID	28.1 %	53.3 %	11.6 %	5.6 %	1.4 %	1,970
USDA	29.1 %	56.1 %	9.9 %	3.5 %	1.3 %	47,838
USDT	37.6 %	52.0 %	7.1 %	1.9 %	1.4 %	41,825
Small Agencies	38.7 %	49.6 %	7.3 %	2.6 %	1.7 %	6,467

2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
DOD Overall	36.8 %	50.7 %	8.3 %	2.8 %	1.4 %	160,212
USACE	34.3 %	54.2 %	7.9 %	2.6 %	1.0 %	14,691
Air Force	38.4 %	49.4 %	8.1 %	2.7 %	1.3 %	29,161
†Army	37.7 %	49.9 %	8.1 %	2.7 %	1.5 %	37,645
†Navy	33.7 %	53.0 %	8.9 %	3.0 %	1.4 %	34,202
Marine Corps	38.3 %	49.0 %	8.6 %	2.7 %	1.6 %	4,644
DOD 4th Estate	38.0 %	49.6 %	8.0 %	2.8 %	1.6 %	39,869

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
CSOSA	30.6 %	49.5 %	9.7 %	8.1 %	2.1 %	426
DHS	26.7 %	46.7 %	14.7 %	7.8 %	4.1 %	90,737
DOC	31.3 %	49.2 %	11.9 %	5.7 %	1.9 %	25,664
DOE	35.4 %	47.7 %	10.6 %	4.4 %	1.9 %	9,413
DOI	26.9 %	49.9 %	14.3 %	6.6 %	2.3 %	35,610
DOJ	25.8 %	46.9 %	14.3 %	8.7 %	4.3 %	33,735
DOL	32.6 %	47.4 %	11.7 %	5.7 %	2.6 %	9,141
DOT	29.4 %	48.8 %	13.1 %	6.0 %	2.7 %	20,424
ED	34.2 %	48.4 %	10.3 %	5.0 %	2.1 %	2,757
EEOC	37.7 %	45.5 %	9.0 %	5.3 %	2.4 %	1,364
EPA	31.3 %	51.0 %	10.6 %	5.5 %	1.6 %	9,143
FCC	34.9 %	46.2 %	11.6 %	3.8 %	3.5 %	518
FERC	41.3 %	42.5 %	10.1 %	4.9 %	1.3 %	1,182
FTC	44.7 %	41.7 %	9.3 %	3.1 %	1.2 %	824
GSA	44.5 %	42.9 %	8.4 %	2.8 %	1.4 %	8,028
HHS	33.8 %	48.0 %	11.6 %	4.9 %	1.7 %	58,515
HUD	35.6 %	45.9 %	11.5 %	4.8 %	2.2 %	5,595

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
NARA	34.0 %	45.6 %	10.9 %	6.0 %	3.5 %	1,487
NCUA	35.3 %	46.4 %	10.9 %	4.7 %	2.7 %	905
NLRB	32.6 %	43.4 %	12.3 %	8.7 %	3.0 %	532
NRC	31.3 %	48.4 %	10.6 %	6.8 %	2.9 %	1,898
NSF	43.9 %	41.0 %	8.0 %	5.5 %	1.7 %	1,063
OMB	25.2 %	47.2 %	16.8 %	8.4 %	2.5 %	456
OPM	38.3 %	46.7 %	9.0 %	4.1 %	1.9 %	1,574
PBGC	56.1 %	36.6 %	4.8 %	2.0 %	0.4 %	696
RRB	28.6 %	50.3 %	13.2 %	5.2 %	2.7 %	410
SBA	36.4 %	45.1 %	11.2 %	5.3 %	2.0 %	3,522
SSA	23.2 %	47.9 %	15.4 %	8.8 %	4.6 %	25,441
State	19.7 %	49.7 %	17.2 %	10.2 %	3.1 %	9,281
USAGM	37.0 %	43.6 %	11.3 %	4.3 %	3.8 %	713
USAID	22.6 %	47.0 %	16.8 %	9.7 %	3.9 %	1,973
USDA	23.5 %	51.2 %	15.7 %	7.2 %	2.3 %	47,856
USDT	29.2 %	47.4 %	13.6 %	6.7 %	3.2 %	41,894
Small Agencies	32.2 %	46.6 %	11.9 %	6.6 %	2.7 %	6,468

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
DOD Overall	30.7 %	46.1 %	13.2 %	7.0 %	3.0 %	160,352
USACE	30.2 %	50.1 %	12.5 %	5.3 %	1.9 %	14,683
Air Force	32.3 %	44.8 %	12.8 %	7.2 %	3.0 %	29,167
†Army	31.9 %	45.5 %	12.8 %	6.8 %	3.1 %	37,684
†Navy	27.4 %	48.0 %	14.4 %	7.4 %	2.8 %	34,225
Marine Corps	32.3 %	43.6 %	13.8 %	6.6 %	3.7 %	4,641
DOD 4th Estate	31.1 %	45.4 %	12.8 %	7.1 %	3.6 %	39,952

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have the autonomy to decide how I do my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
CSOSA	25.5 %	42.6 %	15.0 %	9.0 %	7.9 %	424
DHS	22.8 %	40.8 %	17.8 %	11.0 %	7.5 %	91,229
DOC	30.6 %	44.7 %	13.9 %	7.4 %	3.5 %	25,791
DOE	36.4 %	42.9 %	10.9 %	6.1 %	3.6 %	9,454
DOI	30.4 %	46.6 %	13.0 %	6.6 %	3.4 %	35,792
DOJ	24.7 %	43.3 %	15.6 %	9.8 %	6.5 %	33,928
DOL	30.3 %	42.8 %	14.5 %	7.7 %	4.8 %	9,176
DOT	28.5 %	45.9 %	13.6 %	7.2 %	4.8 %	20,532
ED	28.1 %	44.4 %	12.5 %	9.1 %	6.0 %	2,764
EEOC	36.3 %	36.3 %	13.4 %	8.5 %	5.5 %	1,372
EPA	31.6 %	46.3 %	12.0 %	6.7 %	3.5 %	9,188
FCC	32.4 %	41.8 %	11.8 %	6.3 %	7.8 %	515
FERC	38.2 %	36.9 %	12.6 %	8.9 %	3.5 %	1,190
FTC	36.8 %	38.6 %	11.4 %	9.2 %	4.0 %	826
GSA	42.8 %	39.9 %	10.2 %	4.6 %	2.6 %	8,062
HHS	31.1 %	44.9 %	13.8 %	6.9 %	3.3 %	58,736
HUD	30.9 %	41.9 %	14.5 %	7.9 %	4.9 %	5,615

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have the autonomy to decide how I do my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
NARA	33.2 %	39.2 %	14.3 %	7.6 %	5.8 %	1,489
NCUA	30.8 %	43.8 %	12.3 %	8.5 %	4.5 %	907
NLRB	25.5 %	40.2 %	13.4 %	10.2 %	10.6 %	533
NRC	28.7 %	44.1 %	14.1 %	8.4 %	4.6 %	1,902
NSF	40.9 %	37.5 %	11.1 %	6.5 %	4.1 %	1,068
OMB	41.1 %	38.0 %	11.3 %	6.2 %	3.4 %	459
OPM	35.4 %	41.6 %	13.1 %	5.7 %	4.3 %	1,587
PBGC	47.5 %	35.9 %	9.7 %	4.8 %	2.1 %	702
RRB	26.9 %	43.8 %	16.6 %	8.4 %	4.3 %	407
SBA	27.8 %	42.9 %	16.9 %	8.4 %	4.0 %	3,534
SSA	17.2 %	38.0 %	19.5 %	14.2 %	11.0 %	25,596
State	21.9 %	44.6 %	16.2 %	11.3 %	5.9 %	9,314
USAGM	26.9 %	39.8 %	17.0 %	8.6 %	7.6 %	716
USAID	23.9 %	46.2 %	13.5 %	11.4 %	5.0 %	1,978
USDA	23.8 %	49.3 %	16.0 %	7.4 %	3.6 %	48,123
USDT	24.9 %	41.2 %	18.0 %	10.1 %	5.8 %	42,112
Small Agencies	31.6 %	42.1 %	11.8 %	9.1 %	5.4 %	6,489

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) I have the autonomy to decide how I do my job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
DOD Overall	30.3 %	44.0 %	13.5 %	7.5 %	4.6 %	161,069
USACE	30.9 %	49.0 %	12.0 %	5.5 %	2.6 %	14,736
Air Force	33.2 %	42.8 %	12.3 %	7.2 %	4.6 %	29,326
†Army	30.4 %	43.9 %	13.6 %	7.5 %	4.6 %	37,865
†Navy	29.2 %	46.2 %	13.8 %	6.9 %	3.8 %	34,369
Marine Corps	29.8 %	41.3 %	14.8 %	8.1 %	6.0 %	4,663
DOD 4th Estate	28.1 %	42.1 %	14.8 %	9.0 %	6.0 %	40,110

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(14) I can make decisions about my work without getting permission first.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
CSOSA	18.9 %	41.8 %	19.6 %	10.4 %	9.2 %	426
DHS	18.1 %	38.0 %	20.9 %	13.7 %	9.2 %	91,351
DOC	23.1 %	43.5 %	19.0 %	10.3 %	4.2 %	25,791
DOE	28.8 %	43.5 %	14.9 %	8.6 %	4.3 %	9,453
DOI	22.3 %	45.9 %	17.9 %	9.4 %	4.5 %	35,820
DOJ	18.9 %	41.7 %	19.0 %	12.6 %	7.8 %	33,974
DOL	22.3 %	41.2 %	19.7 %	11.2 %	5.6 %	9,187
DOT	22.1 %	45.4 %	18.3 %	9.2 %	5.1 %	20,553
ED	21.0 %	40.9 %	17.2 %	13.7 %	7.1 %	2,768
EEOC	27.4 %	36.2 %	18.1 %	11.9 %	6.4 %	1,376
EPA	22.2 %	44.5 %	18.6 %	10.3 %	4.4 %	9,190
FCC	21.5 %	40.8 %	18.3 %	11.8 %	7.7 %	515
FERC	26.5 %	37.7 %	17.4 %	12.9 %	5.5 %	1,191
FTC	28.1 %	35.7 %	18.1 %	13.4 %	4.7 %	827
GSA	35.4 %	42.1 %	13.2 %	6.3 %	3.1 %	8,055
HHS	22.7 %	42.0 %	19.7 %	11.1 %	4.5 %	58,778
HUD	24.7 %	41.0 %	18.1 %	10.8 %	5.4 %	5,620

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(14) I can make decisions about my work without getting permission first.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
NARA	26.8 %	39.6 %	17.0 %	9.8 %	6.8 %	1,494
NCUA	22.5 %	43.6 %	17.5 %	10.7 %	5.7 %	902
NLRB	20.4 %	36.3 %	19.7 %	13.9 %	9.7 %	535
NRC	22.2 %	41.0 %	18.5 %	12.8 %	5.4 %	1,901
NSF	31.5 %	39.2 %	15.5 %	9.3 %	4.5 %	1,065
OMB	34.0 %	38.2 %	15.3 %	9.4 %	3.1 %	460
OPM	28.1 %	42.5 %	16.8 %	7.9 %	4.7 %	1,588
PBGC	35.7 %	38.6 %	15.1 %	8.3 %	2.4 %	699
RRB	18.9 %	43.6 %	20.3 %	11.9 %	5.2 %	409
SBA	21.6 %	39.5 %	21.7 %	11.6 %	5.6 %	3,549
SSA	14.2 %	38.8 %	22.5 %	14.7 %	9.8 %	25,636
State	15.7 %	41.7 %	19.6 %	16.0 %	7.1 %	9,324
USAGM	19.1 %	36.3 %	21.4 %	13.6 %	9.5 %	718
USAID	17.7 %	40.4 %	19.6 %	15.9 %	6.4 %	1,973
USDA	17.9 %	46.7 %	20.3 %	10.5 %	4.6 %	48,225
USDT	20.0 %	40.2 %	20.8 %	12.6 %	6.4 %	42,169
Small Agencies	22.9 %	41.0 %	17.2 %	12.5 %	6.4 %	6,497

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(14) I can make decisions about my work without getting permission first.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
DOD Overall	24.3 %	43.3 %	17.1 %	9.8 %	5.5 %	161,230
USACE	24.6 %	48.1 %	16.7 %	7.5 %	3.2 %	14,749
Air Force	27.6 %	42.4 %	15.5 %	9.0 %	5.5 %	29,340
†Army	24.5 %	42.7 %	17.0 %	10.1 %	5.9 %	37,900
†Navy	22.9 %	46.5 %	17.4 %	8.9 %	4.3 %	34,396
Marine Corps	24.5 %	39.0 %	18.5 %	11.2 %	6.8 %	4,673
DOD 4th Estate	22.0 %	40.8 %	18.6 %	11.6 %	7.0 %	40,172

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
CSOSA	40.6 %	43.3 %	10.6 %	4.2 %	1.3 %	427
DHS	34.3 %	43.8 %	11.9 %	6.8 %	3.2 %	91,480
DOC	42.3 %	41.4 %	10.3 %	4.3 %	1.6 %	25,835
DOE	52.0 %	37.5 %	6.1 %	3.1 %	1.3 %	9,462
DOI	40.4 %	42.5 %	9.7 %	5.3 %	2.1 %	35,881
DOJ	35.4 %	41.8 %	10.6 %	8.1 %	4.1 %	34,006
DOL	47.1 %	40.3 %	7.2 %	3.7 %	1.7 %	9,193
DOT	44.2 %	41.9 %	7.8 %	4.4 %	1.7 %	20,563
ED	52.2 %	36.0 %	6.3 %	3.7 %	1.8 %	2,770
EEOC	50.9 %	36.3 %	7.5 %	3.5 %	1.8 %	1,376
EPA	49.8 %	39.3 %	6.5 %	3.0 %	1.5 %	9,203
FCC	53.8 %	33.6 %	6.0 %	4.6 %	1.9 %	518
FERC	57.0 %	34.8 %	5.2 %	2.3 %	0.8 %	1,193
FTC	71.4 %	23.9 %	3.6 %	1.0 %	0.1 %	828
GSA	57.4 %	33.8 %	5.6 %	2.0 %	1.2 %	8,069
HHS	46.9 %	39.5 %	7.9 %	4.1 %	1.7 %	58,857
HUD	47.8 %	39.1 %	7.1 %	3.9 %	2.1 %	5,620

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
NARA	47.4 %	36.9 %	8.3 %	4.6 %	2.8 %	1,496
NCUA	49.8 %	39.1 %	5.8 %	2.7 %	2.5 %	906
NLRB	51.4 %	34.8 %	6.8 %	5.1 %	1.9 %	534
NRC	50.9 %	37.2 %	6.8 %	3.2 %	1.9 %	1,902
NSF	57.6 %	32.7 %	6.0 %	2.8 %	0.9 %	1,066
OMB	58.6 %	33.0 %	5.9 %	1.4 %	1.1 %	460
OPM	50.2 %	36.5 %	7.6 %	4.0 %	1.7 %	1,588
PBGC	64.7 %	28.8 %	4.2 %	1.1 %	1.1 %	699
RRB	40.7 %	41.4 %	10.3 %	6.5 %	1.1 %	407
SBA	50.8 %	38.1 %	7.4 %	2.3 %	1.4 %	3,556
SSA	30.0 %	43.6 %	13.1 %	8.9 %	4.5 %	25,679
State	38.4 %	44.8 %	9.1 %	5.7 %	2.0 %	9,343
USAGM	40.6 %	42.3 %	9.8 %	3.7 %	3.6 %	726
USAID	40.3 %	43.3 %	8.6 %	5.7 %	2.2 %	1,978
USDA	39.6 %	43.9 %	9.5 %	5.2 %	1.9 %	48,242
USDT	43.4 %	40.7 %	9.3 %	4.4 %	2.3 %	42,249
Small Agencies	49.9 %	36.9 %	7.0 %	3.9 %	2.3 %	6,498

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
DOD Overall	39.5 %	42.8 %	9.3 %	5.9 %	2.4 %	161,443
USACE	42.1 %	44.8 %	7.8 %	3.8 %	1.5 %	14,762
Air Force	40.8 %	42.1 %	8.8 %	5.9 %	2.3 %	29,378
†Army	39.4 %	42.9 %	9.3 %	5.8 %	2.6 %	37,955
†Navy	39.5 %	44.2 %	9.2 %	5.2 %	2.0 %	34,433
Marine Corps	36.5 %	43.2 %	10.7 %	7.1 %	2.5 %	4,683
DOD 4th Estate	37.9 %	41.4 %	10.4 %	7.2 %	3.2 %	40,232

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_1) In my work unit poor performers usually: Remain in the work unit and improve their performance over

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	17.7 %	111,078	512,927
CSOSA	19.4 %	85	342
DHS	19.1 %	18,429	73,054
DOC	17.9 %	4,633	21,197
DOE	16.2 %	1,544	7,920
DOI	15.7 %	5,586	30,281
DOJ	14.7 %	5,134	28,872
DOL	17.0 %	1,611	7,576
DOT	16.0 %	3,403	17,171
ED	16.1 %	445	2,317
EEOC	15.9 %	221	1,154
EPA	15.4 %	1,412	7,800
FCC	15.2 %	79	436
FERC	22.3 %	268	921
FTC	19.2 %	156	670
GSA	19.0 %	1,554	6,518
HHS	18.2 %	10,708	48,134
HUD	15.9 %	909	4,720
NARA	22.3 %	316	1,179
NCUA	16.1 %	144	762
NLRB	19.9 %	104	430
NRC	13.5 %	267	1,638
NSF	18.6 %	199	865
OMB	13.1 %	63	398
OPM	19.8 %	307	1,280
PBGC	16.8 %	117	584
RRB	20.8 %	84	326
SBA	22.1 %	779	2,765
SSA	16.3 %	4,210	21,464
State	17.6 %	1,650	7,693

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_1) In my work unit poor performers usually: Remain in the work unit and improve their performance over time

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	17.7 %	111,078	512,927
USAGM	19.6 %	140	582
USAID	20.2 %	395	1,584
USDA	16.1 %	7,661	40,574
USDT	21.2 %	8,665	33,578
Small Agencies	16.1 %	1,062	5,431
DOD Overall	17.9 %	28,738	132,711
USACE	17.7 %	2,647	12,118
Air Force	18.2 %	5,371	24,006
†Army	17.4 %	6,617	31,337
†Navy	19.0 %	6,422	28,024
Marine Corps	17.6 %	827	3,855
DOD 4th Estate	16.9 %	6,854	33,371

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	41.2 %	236,950	387,055
CSOSA	32.7 %	145	282
DHS	49.9 %	43,103	48,380
DOC	26.9 %	6,769	19,061
DOE	28.3 %	2,660	6,804
DOI	37.2 %	13,135	22,732
DOJ	50.2 %	15,886	18,120
DOL	26.3 %	2,428	6,759
DOT	38.2 %	7,187	13,387
ED	28.4 %	790	1,972
EEOC	20.2 %	282	1,093
EPA	31.1 %	2,883	6,329
FCC	30.1 %	155	360
FERC	27.9 %	332	857
FTC	26.0 %	217	609
GSA	22.2 %	1,773	6,299
HHS	30.5 %	18,039	40,803
HUD	28.0 %	1,587	4,042
NARA	30.1 %	459	1,036
NCUA	28.6 %	259	647
NLRB	32.0 %	132	402
NRC	34.5 %	661	1,244
NSF	32.5 %	353	711
OMB	27.9 %	123	338
OPM	27.5 %	415	1,172
PBGC	20.2 %	141	560
RRB	28.4 %	116	294
SBA	25.3 %	893	2,651
SSA	43.4 %	11,103	14,571
State	49.2 %	4,476	4,867

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	41.2 %	236,950	387,055
USAGM	34.8 %	253	469
USAID	44.5 %	873	1,106
USDA	40.2 %	19,080	29,155
USDT	27.9 %	12,034	30,209
Small Agencies	28.0 %	1,799	4,694
DOD Overall	43.2 %	66,409	95,040
USACE	36.2 %	5,316	9,449
Air Force	44.6 %	12,777	16,600
†Army	43.6 %	15,937	22,017
†Navy	42.6 %	14,215	20,231
Marine Corps	44.9 %	1,998	2,684
DOD 4th Estate	43.1 %	16,166	24,059

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	10.2 %	60,440	563,565
CSOSA	9.1 %	39	388
DHS	9.9 %	9,428	82,055
DOC	9.3 %	2,477	23,353
DOE	9.3 %	886	8,578
DOI	8.4 %	3,032	32,835
DOJ	10.0 %	2,966	31,040
DOL	7.9 %	751	8,436
DOT	8.6 %	1,803	18,771
ED	7.1 %	195	2,567
EEOC	8.6 %	120	1,255
EPA	7.2 %	674	8,538
FCC	7.5 %	41	474
FERC	4.8 %	57	1,132
FTC	8.4 %	69	757
GSA	9.2 %	754	7,318
HHS	8.8 %	5,256	53,586
HUD	7.8 %	448	5,181
NARA	8.3 %	116	1,379
NCUA	8.1 %	74	832
NLRB	4.3 %	21	513
NRC	6.6 %	129	1,776
NSF	7.6 %	82	982
OMB	10.0 %	43	418
OPM	10.8 %	174	1,413
PBGC	8.5 %	61	640
RRB	11.2 %	44	366
SBA	12.1 %	429	3,115
SSA	7.0 %	1,821	23,853
State	11.7 %	1,102	8,241

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	10.2 %	60,440	563,565
USAGM	6.9 %	54	668
USAID	11.5 %	226	1,753
USDA	8.4 %	3,933	44,302
USDT	8.6 %	3,658	38,585
Small Agencies	7.3 %	474	6,019
DOD Overall	11.8 %	19,003	142,446
USACE	10.6 %	1,632	13,133
Air Force	12.2 %	3,584	25,793
†Army	10.7 %	4,116	33,838
†Navy	13.9 %	4,798	29,648
Marine Corps	11.3 %	537	4,145
DOD 4th Estate	10.6 %	4,336	35,889

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_4) In my work unit poor performers usually: Leave the work unit - quit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	6.4 %	38,713	585,292
CSOSA	2.4 %	12	415
DHS	6.5 %	6,257	85,226
DOC	7.7 %	2,063	23,767
DOE	5.1 %	490	8,974
DOI	6.5 %	2,334	33,533
DOJ	5.0 %	1,704	32,302
DOL	6.4 %	598	8,589
DOT	3.8 %	817	19,757
ED	4.5 %	129	2,633
EEOC	6.1 %	84	1,291
EPA	3.8 %	354	8,858
FCC	2.1 %	12	503
FERC	5.3 %	64	1,125
FTC	8.7 %	72	754
GSA	5.0 %	407	7,665
HHS	5.7 %	3,382	55,460
HUD	4.7 %	274	5,355
NARA	5.9 %	88	1,407
NCUA	5.2 %	46	860
NLRB	7.4 %	34	500
NRC	3.4 %	68	1,837
NSF	4.3 %	49	1,015
OMB	12.7 %	58	403
OPM	5.6 %	95	1,492
PBGC	4.9 %	35	666
RRB	8.0 %	31	379
SBA	4.5 %	156	3,388
SSA	5.6 %	1,379	24,295
State	6.0 %	616	8,727

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_4) In my work unit poor performers usually: Leave the work unit - quit

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	6.4 %	38,713	585,292
USAGM	2.4 %	19	703
USAID	7.6 %	149	1,830
USDA	6.1 %	2,824	45,411
USDT	6.4 %	2,502	39,741
Small Agencies	6.9 %	461	6,032
DOD Overall	7.1 %	11,050	150,399
USACE	6.8 %	1,001	13,764
Air Force	6.8 %	1,914	27,463
†Army	6.8 %	2,463	35,491
†Navy	7.4 %	2,471	31,975
Marine Corps	8.2 %	373	4,309
DOD 4th Estate	7.2 %	2,828	37,397

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	19.3 %	128,385	495,620
CSOSA	21.1 %	88	339
DHS	15.5 %	14,794	76,689
DOC	19.4 %	4,931	20,899
DOE	28.8 %	2,726	6,738
DOI	24.4 %	9,005	26,862
DOJ	17.3 %	6,380	27,626
DOL	24.4 %	2,280	6,907
DOT	22.3 %	4,863	15,711
ED	26.9 %	743	2,019
EEOC	25.0 %	340	1,035
EPA	28.0 %	2,578	6,634
FCC	26.4 %	140	375
FERC	27.9 %	333	856
FTC	24.2 %	196	630
GSA	31.1 %	2,540	5,532
HHS	23.5 %	13,781	45,061
HUD	24.2 %	1,366	4,263
NARA	22.4 %	351	1,144
NCUA	27.3 %	253	653
NLRB	23.0 %	156	378
NRC	27.3 %	523	1,382
NSF	25.7 %	269	795
OMB	32.4 %	155	306
OPM	22.7 %	397	1,190
PBGC	34.4 %	243	458
RRB	22.8 %	95	315
SBA	18.3 %	663	2,881
SSA	13.0 %	3,502	22,172
State	18.1 %	1,722	7,621

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_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	19.3 %	128,385	495,620
USAGM	24.9 %	179	543
USAID	18.7 %	375	1,604
USDA	22.0 %	10,865	37,370
USDT	17.3 %	7,671	34,572
Small Agencies	30.5 %	1,994	4,499
DOD Overall	18.9 %	31,888	129,561
USACE	23.4 %	3,430	11,335
Air Force	17.8 %	5,418	23,959
†Army	19.5 %	7,667	30,287
†Navy	19.2 %	6,819	27,627
Marine Corps	18.9 %	942	3,740
DOD 4th Estate	17.9 %	7,612	32,613

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_6) In my work unit poor performers usually: Do Not Know

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	20.4 %	135,771	488,234
CSOSA	26.1 %	107	320
DHS	16.5 %	15,874	75,609
DOC	31.9 %	8,410	17,420
DOE	23.2 %	2,195	7,269
DOI	20.0 %	7,133	28,734
DOJ	16.5 %	6,065	27,941
DOL	29.2 %	2,586	6,601
DOT	21.7 %	4,651	15,923
ED	27.3 %	749	2,013
EEOC	33.1 %	451	924
EPA	25.1 %	2,313	6,899
FCC	27.1 %	131	384
FERC	23.6 %	276	913
FTC	27.1 %	227	599
GSA	24.8 %	1,961	6,111
HHS	25.1 %	14,643	44,199
HUD	29.3 %	1,610	4,019
NARA	23.6 %	346	1,149
NCUA	23.1 %	206	700
NLRB	24.2 %	138	396
NRC	24.0 %	446	1,459
NSF	22.7 %	237	827
OMB	18.6 %	83	378
OPM	27.9 %	424	1,163
PBGC	24.2 %	169	532
RRB	24.3 %	100	310
SBA	30.5 %	1,061	2,483
SSA	26.7 %	6,722	18,952
State	13.1 %	1,271	8,072

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16_6) In my work unit poor performers usually: Do Not Know

Agency	% of Participants	Participants Total	Non Participants Total
All Responses	20.4 %	135,771	488,234
USAGM	19.5 %	137	585
USAID	15.2 %	303	1,676
USDA	19.9 %	9,565	38,670
USDT	33.1 %	13,544	28,699
Small Agencies	22.0 %	1,424	5,069
DOD Overall	18.1 %	30,213	131,236
USACE	19.6 %	2,879	11,886
Air Force	17.6 %	5,121	24,256
†Army	17.8 %	6,814	31,140
†Navy	17.1 %	5,980	28,466
Marine Corps	16.0 %	760	3,922
DOD 4th Estate	20.4 %	8,659	31,566

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
CSOSA	16.0 %	33.2 %	26.4 %	13.8 %	10.7 %	366	60
DHS	10.6 %	28.8 %	26.8 %	19.1 %	14.7 %	84,862	6,657
DOC	12.6 %	36.9 %	27.8 %	15.1 %	7.6 %	21,895	3,944
DOE	16.1 %	40.1 %	25.1 %	12.1 %	6.6 %	8,190	1,272
DOI	10.6 %	34.4 %	29.1 %	16.7 %	9.2 %	31,553	4,327
DOJ	9.5 %	28.3 %	25.2 %	20.7 %	16.3 %	30,801	3,205
DOL	16.2 %	36.2 %	25.9 %	13.5 %	8.2 %	7,768	1,411
DOT	12.5 %	33.4 %	27.2 %	15.1 %	11.9 %	18,025	2,552
ED	17.4 %	37.1 %	24.2 %	13.2 %	8.1 %	2,334	429
EEOC	19.7 %	37.5 %	23.0 %	13.2 %	6.6 %	1,121	254
EPA	12.6 %	38.6 %	26.1 %	15.3 %	7.5 %	7,695	1,496
FCC	12.4 %	39.3 %	24.1 %	13.5 %	10.6 %	421	97
FERC	20.7 %	39.1 %	22.6 %	12.2 %	5.4 %	1,013	181
FTC	20.2 %	42.5 %	23.0 %	10.4 %	4.0 %	692	135
GSA	23.2 %	39.4 %	23.8 %	8.9 %	4.7 %	7,077	995
HHS	15.4 %	39.0 %	25.3 %	13.4 %	7.0 %	51,594	7,261
HUD	18.9 %	38.1 %	23.0 %	12.2 %	7.8 %	4,729	899
NARA	17.5 %	34.4 %	22.3 %	15.3 %	10.5 %	1,320	177
NCUA	17.8 %	37.2 %	22.0 %	13.1 %	9.9 %	791	114
NLRB	16.0 %	38.3 %	19.0 %	14.8 %	11.9 %	447	88

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
NRC	13.6 %	37.3 %	25.8 %	14.9 %	8.5 %	1,638	265
NSF	20.5 %	36.9 %	23.2 %	13.3 %	6.1 %	931	138
OMB	12.6 %	34.7 %	27.5 %	17.4 %	7.7 %	406	54
OPM	16.9 %	38.8 %	25.9 %	11.6 %	6.9 %	1,353	236
PBGC	26.3 %	36.5 %	23.1 %	10.4 %	3.7 %	582	119
RRB	17.7 %	28.6 %	27.8 %	17.9 %	8.0 %	356	53
SBA	15.9 %	33.1 %	29.4 %	14.3 %	7.3 %	3,042	518
SSA	8.9 %	24.8 %	26.3 %	21.5 %	18.5 %	22,628	3,040
State	7.6 %	31.4 %	27.0 %	22.3 %	11.7 %	8,720	630
USAGM	13.3 %	35.3 %	24.6 %	13.5 %	13.2 %	663	61
USAID	7.6 %	35.4 %	26.5 %	20.1 %	10.4 %	1,807	175
USDA	9.4 %	31.7 %	29.0 %	18.7 %	11.2 %	43,421	4,841
USDT	14.8 %	34.3 %	26.6 %	14.4 %	10.0 %	35,466	6,778
Small Agencies	15.2 %	34.0 %	26.3 %	14.8 %	9.7 %	5,597	900
DOD Overall	12.4 %	33.8 %	25.9 %	16.4 %	11.5 %	147,231	14,240
USACE	12.3 %	38.0 %	27.2 %	14.5 %	8.1 %	13,239	1,527
Air Force	13.3 %	34.8 %	25.5 %	16.0 %	10.3 %	27,141	2,254
†Army	13.0 %	33.4 %	25.7 %	16.0 %	11.9 %	34,813	3,141
†Navy	10.8 %	34.7 %	26.9 %	16.4 %	11.2 %	31,635	2,807
Marine Corps	12.4 %	31.0 %	27.2 %	17.0 %	12.5 %	4,364	319

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
DOD 4th Estate	12.6 %	31.6 %	25.0 %	17.6 %	13.2 %	36,039	4,192

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
CSOSA	39.0 %	43.9 %	10.8 %	3.6 %	2.8 %	426	2
DHS	31.2 %	48.3 %	11.3 %	5.8 %	3.4 %	90,895	646
DOC	34.3 %	46.8 %	10.7 %	5.4 %	2.7 %	25,533	329
DOE	44.4 %	42.9 %	7.2 %	3.6 %	1.9 %	9,424	41
DOI	34.8 %	46.8 %	10.6 %	5.5 %	2.4 %	35,693	203
DOJ	31.6 %	45.9 %	11.3 %	7.0 %	4.4 %	33,837	191
DOL	42.5 %	42.6 %	8.3 %	4.4 %	2.2 %	9,124	74
DOT	37.7 %	47.3 %	8.8 %	4.2 %	2.1 %	20,467	115
ED	43.7 %	42.6 %	7.6 %	3.8 %	2.4 %	2,748	18
EEOC	49.5 %	37.9 %	7.8 %	3.7 %	1.1 %	1,353	22
EPA	43.0 %	44.7 %	7.0 %	3.7 %	1.6 %	9,154	50
FCC	41.0 %	43.6 %	8.3 %	4.2 %	3.0 %	515	3
FERC	53.1 %	37.7 %	5.5 %	2.4 %	1.4 %	1,187	6
FTC	65.8 %	27.3 %	4.3 %	2.0 %	0.6 %	826	3
GSA	53.8 %	36.4 %	6.2 %	2.4 %	1.2 %	8,033	43
HHS	39.4 %	44.4 %	9.2 %	4.6 %	2.3 %	58,486	407
HUD	44.0 %	41.3 %	7.7 %	4.5 %	2.4 %	5,584	41
NARA	44.8 %	40.1 %	7.4 %	4.7 %	3.0 %	1,487	9
NCUA	47.8 %	40.8 %	6.3 %	2.5 %	2.6 %	906	2
NLRB	51.7 %	37.6 %	4.8 %	2.8 %	3.1 %	528	7

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
NRC	41.3 %	45.7 %	6.9 %	3.6 %	2.4 %	1,889	14
NSF	50.7 %	37.9 %	6.5 %	3.3 %	1.7 %	1,057	6
OMB	52.5 %	38.4 %	4.7 %	2.7 %	1.7 %	459	2
OPM	44.4 %	42.3 %	7.1 %	3.9 %	2.2 %	1,580	11
PBGC	54.4 %	36.3 %	5.5 %	3.1 %	0.7 %	695	5
RRB	40.2 %	43.2 %	9.4 %	4.8 %	2.3 %	407	3
SBA	41.6 %	43.8 %	8.5 %	4.1 %	1.9 %	3,526	31
SSA	30.3 %	48.1 %	11.4 %	6.5 %	3.8 %	25,478	228
State	32.4 %	49.4 %	9.4 %	6.1 %	2.6 %	9,308	33
USAGM	27.5 %	47.6 %	15.6 %	4.7 %	4.7 %	713	12
USAID	32.0 %	50.5 %	9.1 %	5.6 %	2.8 %	1,971	10
USDA	33.1 %	49.1 %	10.2 %	5.3 %	2.2 %	48,003	268
USDT	44.1 %	42.4 %	7.4 %	3.8 %	2.3 %	42,003	289
Small Agencies	43.9 %	40.8 %	8.4 %	4.1 %	2.8 %	6,465	40
DOD Overall	33.1 %	46.8 %	10.7 %	6.2 %	3.2 %	160,780	800
USACE	37.5 %	48.1 %	8.8 %	3.8 %	1.8 %	14,710	70
Air Force	34.4 %	46.1 %	10.4 %	6.0 %	3.1 %	29,258	142
†Army	31.7 %	46.5 %	11.4 %	6.8 %	3.7 %	37,798	189
†Navy	33.9 %	48.2 %	9.9 %	5.5 %	2.6 %	34,296	166
Marine Corps	30.7 %	45.0 %	12.8 %	7.6 %	3.8 %	4,656	31

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
DOD 4th Estate	31.8 %	46.2 %	11.3 %	6.8 %	3.9 %	40,062	202

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
CSOSA	37.6 %	43.3 %	11.6 %	4.7 %	2.7 %	421	7
DHS	27.7 %	50.1 %	13.5 %	5.6 %	3.2 %	90,651	917
DOC	33.8 %	50.6 %	10.3 %	3.8 %	1.5 %	25,174	687
DOE	40.7 %	46.3 %	8.1 %	3.5 %	1.4 %	9,388	79
DOI	31.2 %	50.2 %	11.3 %	5.3 %	2.1 %	35,546	352
DOJ	28.5 %	48.5 %	13.0 %	6.5 %	3.6 %	33,739	290
DOL	37.4 %	47.2 %	9.6 %	3.8 %	2.0 %	9,055	148
DOT	33.4 %	49.7 %	10.2 %	4.7 %	2.0 %	20,376	206
ED	39.4 %	45.5 %	8.1 %	4.8 %	2.2 %	2,731	34
EEOC	42.7 %	44.4 %	7.8 %	3.6 %	1.6 %	1,359	19
EPA	36.9 %	48.6 %	8.6 %	4.2 %	1.7 %	9,119	91
FCC	41.6 %	43.1 %	8.6 %	4.2 %	2.5 %	516	3
FERC	48.0 %	41.6 %	6.4 %	3.0 %	1.0 %	1,179	14
FTC	63.8 %	30.4 %	3.9 %	1.7 %	0.2 %	823	5
GSA	48.5 %	41.6 %	6.6 %	2.3 %	1.1 %	7,995	84
HHS	37.3 %	47.9 %	9.4 %	3.8 %	1.6 %	58,317	590
HUD	38.8 %	44.8 %	9.5 %	4.5 %	2.4 %	5,567	71
NARA	37.5 %	44.6 %	11.4 %	3.6 %	2.9 %	1,488	14
NCUA	42.7 %	43.7 %	6.6 %	4.9 %	2.0 %	903	5
NLRB	47.6 %	41.2 %	6.7 %	1.5 %	3.0 %	527	9

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
NRC	37.4 %	46.8 %	8.2 %	5.1 %	2.6 %	1,887	15
NSF	48.7 %	39.4 %	7.7 %	3.3 %	0.9 %	1,060	6
OMB	46.3 %	43.8 %	6.5 %	2.1 %	1.2 %	455	5
OPM	37.7 %	46.0 %	9.9 %	4.2 %	2.2 %	1,579	14
PBGC	58.5 %	35.7 %	4.1 %	1.2 %	0.6 %	698	4
RRB	33.3 %	47.5 %	11.6 %	5.4 %	2.2 %	408	2
SBA	38.2 %	47.0 %	9.1 %	3.7 %	2.0 %	3,506	54
SSA	23.9 %	48.5 %	14.5 %	8.5 %	4.6 %	25,244	471
State	26.4 %	52.9 %	11.8 %	6.9 %	2.0 %	9,278	64
USAGM	28.2 %	49.1 %	13.2 %	5.4 %	4.0 %	704	18
USAID	27.4 %	51.6 %	12.3 %	6.4 %	2.3 %	1,963	18
USDA	28.5 %	52.0 %	11.7 %	5.8 %	1.9 %	47,841	457
USDT	32.6 %	46.7 %	12.4 %	5.5 %	2.8 %	41,485	786
Small Agencies	41.1 %	44.1 %	8.1 %	4.4 %	2.4 %	6,448	58
DOD Overall	30.1 %	49.5 %	11.9 %	5.9 %	2.6 %	160,274	1,298
USACE	33.2 %	51.2 %	9.8 %	4.2 %	1.5 %	14,651	120
Air Force	30.3 %	49.0 %	11.7 %	6.3 %	2.7 %	29,172	222
†Army	30.9 %	48.9 %	12.0 %	5.5 %	2.7 %	37,708	278
†Navy	29.3 %	51.2 %	11.4 %	5.8 %	2.3 %	34,205	261
Marine Corps	28.7 %	47.7 %	13.3 %	7.0 %	3.4 %	4,655	32

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
DOD 4th Estate	29.1 %	48.8 %	12.9 %	6.2 %	3.1 %	39,883	385

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) 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
AllResponses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
CSOSA	53.1 %	36.1 %	9.7 %	0.8 %	0.3 %	414	13
DHS	36.6 %	45.8 %	14.0 %	2.5 %	1.0 %	86,315	4,728
DOC	42.6 %	49.1 %	7.4 %	0.8 %	0.2 %	23,022	2,740
DOE	49.4 %	44.0 %	5.6 %	0.7 %	0.3 %	9,145	294
DOI	35.8 %	51.7 %	10.5 %	1.7 %	0.4 %	34,357	1,393
DOJ	35.2 %	45.1 %	15.0 %	3.5 %	1.2 %	31,497	2,347
DOL	48.9 %	42.9 %	7.0 %	1.0 %	0.3 %	8,600	556
DOT	43.5 %	46.9 %	8.3 %	1.1 %	0.2 %	19,840	655
ED	46.8 %	42.5 %	8.8 %	1.6 %	0.2 %	2,662	100
EEOC	50.0 %	41.9 %	7.2 %	0.5 %	0.4 %	1,279	96
EPA	42.0 %	49.9 %	7.1 %	0.8 %	0.2 %	8,811	374
FCC	50.2 %	39.1 %	9.0 %	1.5 %	0.3 %	482	34
FERC	56.4 %	38.3 %	4.3 %	0.4 %	0.5 %	1,091	98
FTC	67.6 %	28.3 %	3.8 %	0.3 %	0.0%	760	66
GSA	56.0 %	38.9 %	4.6 %	0.4 %	0.1 %	7,815	221
HHS	47.6 %	43.9 %	7.3 %	0.9 %	0.2 %	56,098	2,589
HUD	49.9 %	41.4 %	7.5 %	0.9 %	0.4 %	5,344	262
NARA	49.8 %	41.6 %	6.8 %	1.2 %	0.7 %	1,424	63
NCUA	45.3 %	46.0 %	6.6 %	1.4 %	0.6 %	876	28
NLRB	49.4 %	40.6 %	9.7 %	0.4 %	0.0%	494	41

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) 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
AllResponses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
NRC	44.1 %	47.7 %	6.7 %	1.2 %	0.3 %	1,843	60
NSF	52.8 %	40.7 %	5.7 %	0.6 %	0.3 %	1,048	17
OMB	39.7 %	50.6 %	8.1 %	1.0 %	0.7 %	442	16
OPM	47.5 %	44.1 %	7.2 %	1.1 %	0.1 %	1,546	45
PBGC	70.6 %	27.2 %	1.9 %	0.3 %	0.0%	679	19
RRB	47.0 %	42.6 %	8.9 %	1.6 %	0.0%	386	20
SBA	51.9 %	40.7 %	6.2 %	0.9 %	0.3 %	3,322	211
SSA	29.8 %	48.7 %	17.9 %	3.0 %	0.7 %	23,989	1,596
State	30.1 %	57.4 %	10.9 %	1.3 %	0.3 %	9,086	194
USAGM	42.7 %	41.5 %	11.1 %	3.6 %	1.1 %	691	29
USAID	30.1 %	55.3 %	12.8 %	1.6 %	0.2 %	1,905	70
USDA	38.2 %	49.0 %	11.0 %	1.6 %	0.3 %	46,294	1,808
USDT	43.9 %	45.4 %	9.0 %	1.3 %	0.4 %	38,925	3,129
SmallAgencies	48.0 %	42.8 %	7.5 %	1.3 %	0.4 %	6,178	301
DOD Overall	41.1 %	47.4 %	9.8 %	1.5 %	0.3 %	156,921	3,978
USACE	40.0 %	50.5 %	8.3 %	1.0 %	0.2 %	14,349	371
Air Force	39.0 %	49.1 %	10.1 %	1.4 %	0.3 %	28,614	667
†Army	44.2 %	44.6 %	9.3 %	1.5 %	0.4 %	36,984	818
†Navy	39.1 %	49.6 %	9.7 %	1.5 %	0.2 %	33,549	795
Marine Corps	42.6 %	45.5 %	10.2 %	1.3 %	0.4 %	4,570	89

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) 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
AllResponses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
DOD 4th Estate	41.7 %	46.1 %	10.4 %	1.5 %	0.3 %	38,855	1,238

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) 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
AllResponses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
CSOSA	53.6 %	34.2 %	9.3 %	1.8 %	1.1 %	410	10
DHS	39.8 %	39.0 %	16.2 %	3.7 %	1.3 %	87,651	2,399
DOC	51.2 %	40.7 %	6.9 %	1.0 %	0.3 %	23,513	2,015
DOE	59.5 %	33.8 %	5.5 %	0.9 %	0.3 %	9,184	193
DOI	45.6 %	41.3 %	10.7 %	2.0 %	0.5 %	34,678	736
DOJ	40.1 %	38.3 %	15.1 %	4.7 %	1.8 %	32,685	831
DOL	56.5 %	35.0 %	7.1 %	1.0 %	0.4 %	8,701	398
DOT	50.5 %	38.5 %	8.9 %	1.7 %	0.4 %	19,808	493
ED	58.4 %	33.6 %	6.4 %	1.2 %	0.4 %	2,671	76
EEOC	63.0 %	29.6 %	6.3 %	0.7 %	0.4 %	1,294	74
EPA	56.4 %	37.0 %	5.6 %	0.8 %	0.2 %	8,896	200
FCC	64.0 %	28.1 %	5.8 %	1.9 %	0.1 %	497	17
FERC	64.7 %	30.2 %	3.5 %	1.2 %	0.5 %	1,158	26
FTC	78.0 %	19.3 %	2.4 %	0.2 %	0.0%	816	8
GSA	65.0 %	29.9 %	4.3 %	0.7 %	0.1 %	7,791	180
HHS	56.5 %	34.4 %	7.4 %	1.3 %	0.4 %	56,825	1,396
HUD	57.0 %	34.0 %	7.3 %	1.3 %	0.4 %	5,345	217
NARA	57.5 %	33.3 %	7.2 %	1.2 %	0.9 %	1,439	42
NCUA	53.7 %	38.0 %	6.6 %	0.8 %	0.9 %	880	20
NLRB	62.5 %	30.7 %	6.7 %	0.1 %	0.0%	515	15

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) 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
AllResponses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
NRC	52.3 %	39.1 %	7.1 %	1.1 %	0.4 %	1,853	35
NSF	64.9 %	29.8 %	4.5 %	0.3 %	0.4 %	1,043	13
OMB	58.2 %	36.3 %	4.5 %	0.3 %	0.6 %	449	7
OPM	58.8 %	32.1 %	7.7 %	1.2 %	0.3 %	1,539	37
PBGC	75.7 %	21.3 %	2.9 %	0.2 %	0.0%	678	16
RRB	52.3 %	35.7 %	10.3 %	1.6 %	0.2 %	393	11
SBA	58.8 %	33.4 %	6.3 %	1.2 %	0.3 %	3,334	169
SSA	36.0 %	42.3 %	17.2 %	3.5 %	1.0 %	23,865	1,422
State	42.8 %	44.8 %	10.4 %	1.7 %	0.3 %	9,095	108
USAGM	47.9 %	37.3 %	10.3 %	3.3 %	1.3 %	683	19
USAID	41.9 %	45.4 %	10.9 %	1.8 %	0.1 %	1,927	36
USDA	44.9 %	41.7 %	11.2 %	1.8 %	0.5 %	46,537	1,058
USDT	50.6 %	37.7 %	9.5 %	1.6 %	0.6 %	39,175	2,433
SmallAgencies	59.2 %	32.3 %	6.7 %	1.3 %	0.5 %	6,302	135
DOD Overall	46.1 %	39.6 %	11.4 %	2.3 %	0.6 %	155,799	3,337
USACE	48.2 %	41.4 %	8.8 %	1.3 %	0.3 %	14,291	277
Air Force	45.5 %	40.4 %	11.3 %	2.2 %	0.5 %	28,428	511
†Army	47.4 %	38.0 %	11.5 %	2.4 %	0.7 %	36,686	685
†Navy	45.2 %	41.3 %	10.9 %	2.1 %	0.5 %	33,267	709
Marine Corps	45.8 %	37.4 %	14.0 %	2.4 %	0.5 %	4,537	78

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) 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
AllResponses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
DOD 4th Estate	45.6 %	38.5 %	12.4 %	2.7 %	0.7 %	38,590	1,077

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) 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
AllResponses	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
CSOSA	50.5 %	33.7 %	12.8 %	1.8 %	1.1 %	411	14
DHS	37.0 %	39.2 %	18.5 %	4.2 %	1.2 %	88,412	2,509
DOC	46.7 %	42.8 %	9.2 %	1.1 %	0.2 %	23,453	2,282
DOE	54.8 %	36.9 %	7.1 %	0.9 %	0.3 %	9,253	174
DOI	43.7 %	41.3 %	12.2 %	2.3 %	0.5 %	35,031	686
DOJ	38.0 %	38.2 %	17.1 %	5.1 %	1.6 %	33,014	789
DOL	51.8 %	37.4 %	9.2 %	1.3 %	0.3 %	8,704	447
DOT	47.3 %	39.5 %	10.8 %	2.0 %	0.4 %	19,936	532
ED	55.2 %	34.8 %	8.0 %	1.7 %	0.4 %	2,687	69
EEOC	56.3 %	33.1 %	9.2 %	0.9 %	0.6 %	1,281	93
EPA	53.0 %	39.0 %	7.0 %	0.8 %	0.2 %	8,980	198
FCC	60.3 %	28.5 %	9.2 %	1.5 %	0.5 %	500	14
FERC	57.2 %	35.5 %	6.2 %	0.7 %	0.4 %	1,162	22
FTC	74.3 %	21.8 %	3.6 %	0.3 %	0.0%	818	7
GSA	60.7 %	32.2 %	6.2 %	0.8 %	0.1 %	7,820	202
HHS	53.3 %	36.1 %	8.9 %	1.4 %	0.3 %	57,236	1,341
HUD	52.7 %	36.2 %	9.1 %	1.4 %	0.6 %	5,370	228
NARA	54.6 %	34.4 %	8.2 %	1.9 %	0.9 %	1,435	45
NCUA	46.9 %	42.3 %	9.1 %	0.8 %	0.9 %	886	17
NLRB	53.4 %	36.8 %	9.2 %	0.6 %	0.0%	514	20

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) 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
AllResponses	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
NRC	47.8 %	41.1 %	9.4 %	1.5 %	0.3 %	1,864	37
NSF	56.9 %	35.4 %	6.7 %	0.7 %	0.4 %	1,056	10
OMB	57.6 %	36.1 %	5.3 %	0.6 %	0.5 %	453	6
OPM	52.7 %	37.2 %	8.6 %	1.2 %	0.2 %	1,547	39
PBGC	69.3 %	26.8 %	3.4 %	0.3 %	0.2 %	679	18
RRB	45.7 %	37.3 %	15.3 %	1.6 %	0.0%	386	18
SBA	53.7 %	35.4 %	9.0 %	1.6 %	0.3 %	3,331	194
SSA	31.5 %	40.9 %	21.8 %	4.7 %	1.0 %	23,902	1,640
State	36.8 %	46.6 %	14.2 %	2.1 %	0.3 %	9,168	112
USAGM	43.9 %	37.3 %	12.9 %	4.2 %	1.7 %	703	12
USAID	37.0 %	46.5 %	14.7 %	1.8 %	0.1 %	1,939	35
USDA	42.5 %	42.1 %	12.8 %	2.2 %	0.4 %	46,958	1,043
USDT	46.7 %	39.4 %	11.6 %	1.8 %	0.5 %	39,073	2,906
SmallAgencies	54.2 %	35.9 %	8.1 %	1.2 %	0.6 %	6,341	130
DOD Overall	42.9 %	40.6 %	13.4 %	2.6 %	0.5 %	157,237	3,350
USACE	44.0 %	42.8 %	11.2 %	1.7 %	0.3 %	14,389	302
Air Force	41.7 %	41.8 %	13.5 %	2.5 %	0.5 %	28,713	515
†Army	44.6 %	38.6 %	13.3 %	2.8 %	0.7 %	37,076	658
†Navy	42.0 %	42.5 %	12.9 %	2.2 %	0.4 %	33,548	704
Marine Corps	42.6 %	39.2 %	14.8 %	3.0 %	0.4 %	4,573	78

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) 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
AllResponses	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
DOD 4th Estate	42.9 %	39.1 %	14.4 %	2.9 %	0.6 %	38,938	1,093

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(23) 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
AllResponses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
CSOSA	52.1 %	28.5 %	14.9 %	2.9 %	1.6 %	415	10
DHS	40.6 %	35.3 %	17.7 %	4.8 %	1.6 %	88,459	2,169
DOC	43.6 %	39.7 %	13.7 %	2.4 %	0.6 %	23,277	2,365
DOE	54.2 %	33.8 %	9.7 %	1.7 %	0.6 %	9,215	175
DOI	41.9 %	38.4 %	14.8 %	4.0 %	1.0 %	34,833	805
DOJ	37.6 %	36.0 %	17.6 %	6.5 %	2.3 %	32,783	944
DOL	51.7 %	35.0 %	10.8 %	2.0 %	0.4 %	8,664	459
DOT	46.5 %	35.4 %	13.9 %	3.4 %	0.8 %	19,890	512
ED	56.0 %	32.6 %	9.1 %	1.8 %	0.5 %	2,683	71
EEOC	56.2 %	31.5 %	9.9 %	1.5 %	0.9 %	1,271	95
EPA	49.5 %	37.7 %	10.6 %	1.7 %	0.5 %	8,907	254
FCC	61.5 %	27.1 %	8.7 %	2.4 %	0.1 %	499	16
FERC	58.1 %	32.2 %	7.2 %	1.8 %	0.7 %	1,154	29
FTC	70.1 %	24.2 %	5.4 %	0.2 %	0.1 %	809	15
GSA	60.2 %	30.5 %	7.8 %	1.3 %	0.3 %	7,791	190
HHS	51.3 %	34.4 %	11.0 %	2.6 %	0.7 %	56,884	1,474
HUD	51.8 %	34.5 %	10.6 %	2.5 %	0.6 %	5,321	244
NARA	51.0 %	33.0 %	12.4 %	2.6 %	1.0 %	1,435	43
NCUA	52.2 %	35.7 %	9.8 %	1.1 %	1.2 %	886	15
NLRB	51.4 %	33.6 %	12.4 %	2.4 %	0.2 %	508	23

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(23) 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
AllResponses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
NRC	43.7 %	39.3 %	13.2 %	3.3 %	0.6 %	1,859	36
NSF	53.4 %	34.1 %	9.8 %	2.1 %	0.6 %	1,048	12
OMB	63.3 %	27.3 %	8.4 %	0.6 %	0.5 %	445	8
OPM	54.5 %	32.3 %	9.7 %	3.1 %	0.4 %	1,540	40
PBGC	68.9 %	25.8 %	4.7 %	0.4 %	0.2 %	673	22
RRB	47.2 %	36.7 %	13.5 %	2.4 %	0.2 %	394	14
SBA	58.9 %	30.3 %	8.5 %	1.9 %	0.5 %	3,365	154
SSA	36.3 %	37.5 %	19.7 %	5.2 %	1.3 %	24,005	1,456
State	39.3 %	40.6 %	15.8 %	3.5 %	0.8 %	9,141	118
USAGM	43.3 %	35.5 %	14.2 %	4.7 %	2.3 %	693	20
USAID	40.4 %	40.5 %	15.5 %	3.0 %	0.7 %	1,930	36
USDA	41.3 %	39.2 %	15.0 %	3.6 %	0.8 %	46,804	1,094
USDT	47.7 %	35.6 %	12.9 %	2.9 %	0.9 %	39,471	2,404
SmallAgencies	53.0 %	33.3 %	10.0 %	2.6 %	1.1 %	6,295	154
DOD Overall	43.4 %	36.1 %	15.1 %	4.3 %	1.1 %	156,991	3,293
USACE	44.9 %	38.9 %	12.9 %	2.7 %	0.7 %	14,341	295
Air Force	41.8 %	37.3 %	15.5 %	4.4 %	1.0 %	28,638	523
†Army	45.2 %	34.7 %	14.5 %	4.4 %	1.2 %	37,008	667
†Navy	43.8 %	37.0 %	14.5 %	3.9 %	0.9 %	33,534	683
Marine Corps	43.3 %	33.6 %	17.2 %	4.8 %	1.1 %	4,579	71

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(23) 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
AllResponses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
DOD 4th Estate	42.2 %	35.1 %	16.3 %	5.1 %	1.3 %	38,891	1,054

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
CSOSA	23.6 %	41.1 %	22.8 %	7.8 %	4.8 %	326	97
DHS	14.8 %	40.0 %	25.0 %	12.2 %	7.9 %	81,238	9,693
DOC	20.5 %	42.7 %	27.8 %	6.1 %	3.0 %	21,207	4,539
DOE	28.4 %	45.2 %	18.2 %	5.5 %	2.8 %	8,325	1,103
DOI	19.3 %	46.4 %	22.0 %	8.3 %	3.9 %	30,870	4,828
DOJ	16.1 %	41.2 %	22.5 %	12.2 %	8.0 %	29,525	4,322
DOL	24.3 %	42.0 %	21.9 %	7.1 %	4.7 %	7,982	1,188
DOT	20.1 %	43.2 %	22.0 %	9.4 %	5.3 %	17,783	2,677
ED	30.0 %	43.0 %	19.2 %	5.5 %	2.3 %	2,065	697
EEOC	29.4 %	40.3 %	20.2 %	6.4 %	3.7 %	1,220	152
EPA	27.7 %	47.0 %	17.8 %	5.0 %	2.5 %	8,139	1,045
FCC	30.7 %	40.5 %	20.1 %	5.7 %	2.9 %	422	95
FERC	34.1 %	44.8 %	15.5 %	3.9 %	1.6 %	1,045	140
FTC	51.1 %	37.2 %	9.5 %	1.7 %	0.5 %	776	51
GSA	31.7 %	42.6 %	18.4 %	5.1 %	2.3 %	6,935	1,100
HHS	25.9 %	46.4 %	19.6 %	5.6 %	2.5 %	51,163	7,496
HUD	24.0 %	41.6 %	23.0 %	7.2 %	4.3 %	4,844	755
NARA	26.5 %	38.5 %	20.2 %	7.6 %	7.2 %	1,210	281
NCUA	31.1 %	42.1 %	19.3 %	4.7 %	2.9 %	781	126
NLRB	35.2 %	41.2 %	16.9 %	2.9 %	3.8 %	409	124

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
NRC	21.5 %	46.6 %	20.4 %	7.3 %	4.3 %	1,637	258
NSF	36.9 %	45.3 %	12.0 %	4.7 %	1.2 %	993	69
OMB	29.5 %	50.4 %	14.9 %	3.8 %	1.4 %	416	44
OPM	29.0 %	41.8 %	19.6 %	6.3 %	3.3 %	1,385	201
PBGC	44.3 %	37.9 %	13.5 %	2.6 %	1.7 %	567	129
RRB	18.4 %	45.7 %	23.6 %	8.1 %	4.2 %	306	98
SBA	20.8 %	42.2 %	25.8 %	6.9 %	4.2 %	2,989	558
SSA	12.3 %	33.5 %	30.0 %	12.9 %	11.4 %	21,849	3,714
State	16.2 %	50.2 %	20.3 %	9.8 %	3.6 %	8,530	757
USAGM	23.6 %	39.6 %	23.1 %	6.2 %	7.6 %	567	156
USAID	19.7 %	50.0 %	19.4 %	8.3 %	2.6 %	1,792	176
USDA	15.3 %	41.7 %	25.0 %	11.8 %	6.2 %	42,124	6,009
USDT	17.4 %	38.0 %	25.7 %	11.0 %	7.8 %	35,485	6,606
Small Agencies	32.0 %	43.4 %	16.3 %	4.9 %	3.4 %	5,440	1,039
DOD Overall	16.3 %	43.1 %	24.5 %	10.5 %	5.7 %	141,876	18,962
USACE	18.1 %	48.2 %	22.5 %	7.9 %	3.3 %	13,316	1,395
Air Force	16.3 %	43.1 %	23.9 %	11.1 %	5.7 %	26,251	3,016
†Army	17.0 %	42.9 %	23.8 %	10.3 %	6.0 %	33,130	4,672
†Navy	14.4 %	42.5 %	26.2 %	11.2 %	5.8 %	30,018	4,266
Marine Corps	16.2 %	42.1 %	25.4 %	10.1 %	6.3 %	4,002	665

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
DOD 4th Estate	17.0 %	42.7 %	24.6 %	9.9 %	5.8 %	35,159	4,948

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
CSOSA	23.2 %	41.9 %	18.1 %	10.5 %	6.3 %	422
DHS	21.2 %	42.0 %	20.9 %	10.7 %	5.2 %	91,027
DOC	22.2 %	41.2 %	22.5 %	10.1 %	4.0 %	25,753
DOE	35.6 %	44.6 %	12.0 %	5.4 %	2.4 %	9,435
DOI	27.5 %	47.7 %	15.0 %	7.3 %	2.6 %	35,741
DOJ	22.0 %	43.6 %	18.2 %	11.4 %	4.8 %	33,683
DOL	26.8 %	42.7 %	19.3 %	7.5 %	3.7 %	9,161
DOT	27.6 %	46.9 %	15.0 %	7.4 %	3.2 %	20,478
ED	29.6 %	44.7 %	14.6 %	7.6 %	3.5 %	2,756
EEOC	29.2 %	38.1 %	20.6 %	8.2 %	3.8 %	1,371
EPA	31.9 %	46.7 %	13.1 %	6.0 %	2.3 %	9,159
FCC	32.0 %	41.6 %	15.8 %	7.5 %	3.2 %	517
FERC	38.4 %	39.0 %	13.6 %	7.1 %	2.0 %	1,191
FTC	47.2 %	38.8 %	8.0 %	5.1 %	0.8 %	824
GSA	39.3 %	41.3 %	13.1 %	4.6 %	1.7 %	8,040
HHS	28.5 %	45.4 %	16.8 %	6.9 %	2.5 %	58,709
HUD	29.6 %	42.9 %	17.0 %	7.2 %	3.2 %	5,600

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
NARA	30.7 %	38.8 %	16.3 %	8.9 %	5.3 %	1,485
NCUA	29.9 %	44.4 %	15.3 %	6.8 %	3.7 %	906
NLRB	29.3 %	40.9 %	16.1 %	9.3 %	4.5 %	532
NRC	29.6 %	47.2 %	14.0 %	6.5 %	2.8 %	1,901
NSF	38.1 %	41.6 %	13.2 %	5.0 %	2.1 %	1,062
OMB	39.7 %	43.9 %	10.0 %	4.8 %	1.7 %	461
OPM	31.5 %	40.6 %	16.5 %	8.4 %	3.0 %	1,579
PBGC	38.8 %	40.7 %	14.1 %	5.2 %	1.2 %	695
RRB	24.4 %	40.9 %	21.2 %	10.4 %	3.1 %	405
SBA	24.1 %	40.5 %	23.2 %	8.6 %	3.6 %	3,540
SSA	15.9 %	36.3 %	25.2 %	15.5 %	7.2 %	25,513
State	28.9 %	46.4 %	13.4 %	8.0 %	3.3 %	9,248
USAGM	23.6 %	41.3 %	19.3 %	8.9 %	6.8 %	724
USAID	31.2 %	44.5 %	13.0 %	8.4 %	3.0 %	1,960
USDA	21.9 %	49.0 %	18.3 %	8.0 %	2.7 %	48,008
USDT	21.2 %	40.0 %	23.6 %	10.7 %	4.4 %	42,045
Small Agencies	32.6 %	42.9 %	13.7 %	7.4 %	3.4 %	6,481

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
DOD Overall	26.5 %	45.1 %	16.1 %	8.7 %	3.6 %	160,279
USACE	28.0 %	48.3 %	15.3 %	6.1 %	2.2 %	14,702
Air Force	28.7 %	44.4 %	14.9 %	8.4 %	3.6 %	29,166
†Army	26.1 %	45.2 %	16.3 %	8.7 %	3.6 %	37,674
†Navy	26.9 %	47.3 %	15.2 %	7.9 %	2.8 %	34,171
Marine Corps	26.6 %	43.7 %	16.0 %	9.9 %	3.9 %	4,645
DOD 4th Estate	23.5 %	42.4 %	18.7 %	10.6 %	4.8 %	39,921

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
CSOSA	40.8 %	44.2 %	8.4 %	3.4 %	3.2 %	423
DHS	32.2 %	49.4 %	10.7 %	5.1 %	2.7 %	91,061
DOC	37.4 %	49.7 %	8.3 %	3.4 %	1.3 %	25,744
DOE	43.1 %	45.0 %	7.2 %	3.1 %	1.5 %	9,437
DOI	32.6 %	49.7 %	10.9 %	5.2 %	1.6 %	35,734
DOJ	31.8 %	49.4 %	10.8 %	5.6 %	2.4 %	33,678
DOL	40.4 %	47.4 %	7.5 %	3.0 %	1.7 %	9,160
DOT	35.0 %	49.5 %	9.6 %	4.1 %	1.9 %	20,487
ED	41.7 %	45.9 %	7.6 %	3.1 %	1.6 %	2,754
EEOC	44.9 %	41.5 %	8.2 %	4.1 %	1.3 %	1,373
EPA	38.8 %	48.7 %	7.8 %	3.4 %	1.4 %	9,165
FCC	37.9 %	49.2 %	6.2 %	4.0 %	2.7 %	518
FERC	48.4 %	41.1 %	6.7 %	2.9 %	0.8 %	1,191
FTC	55.4 %	35.2 %	6.0 %	2.9 %	0.5 %	826
GSA	49.2 %	41.4 %	6.1 %	2.4 %	0.9 %	8,040
HHS	39.6 %	47.7 %	8.0 %	3.5 %	1.2 %	58,723
HUD	42.0 %	44.5 %	7.8 %	3.9 %	1.8 %	5,605

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
NARA	43.9 %	41.7 %	8.1 %	4.0 %	2.4 %	1,494
NCUA	39.6 %	47.0 %	7.8 %	3.9 %	1.7 %	905
NLRB	45.6 %	40.7 %	6.7 %	4.4 %	2.6 %	532
NRC	39.5 %	49.2 %	6.3 %	3.5 %	1.5 %	1,897
NSF	48.7 %	37.5 %	8.4 %	3.9 %	1.5 %	1,066
OMB	35.1 %	44.4 %	11.2 %	7.7 %	1.6 %	461
OPM	44.1 %	44.1 %	6.6 %	3.9 %	1.3 %	1,582
PBGC	60.9 %	35.2 %	2.8 %	0.8 %	0.3 %	699
RRB	41.9 %	46.3 %	7.4 %	2.7 %	1.7 %	406
SBA	43.0 %	45.0 %	7.9 %	2.8 %	1.4 %	3,539
SSA	29.3 %	52.4 %	10.5 %	5.2 %	2.6 %	25,511
State	34.5 %	49.5 %	9.1 %	5.0 %	1.9 %	9,249
USAGM	40.2 %	42.0 %	10.5 %	3.8 %	3.5 %	722
USAID	32.8 %	45.9 %	10.7 %	8.4 %	2.3 %	1,961
USDA	31.0 %	53.3 %	10.2 %	4.2 %	1.3 %	48,032
USDT	34.9 %	49.5 %	9.4 %	4.3 %	1.9 %	42,072
Small Agencies	41.2 %	43.6 %	8.2 %	4.9 %	2.2 %	6,478

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
DOD Overall	35.7 %	48.6 %	9.3 %	4.6 %	1.8 %	160,321
USACE	35.0 %	51.5 %	8.7 %	3.7 %	1.1 %	14,706
Air Force	37.0 %	47.2 %	9.1 %	4.8 %	1.9 %	29,159
†Army	35.9 %	47.9 %	9.5 %	4.7 %	1.9 %	37,688
†Navy	34.7 %	50.5 %	9.0 %	4.4 %	1.4 %	34,176
Marine Corps	36.6 %	46.1 %	10.5 %	4.9 %	1.9 %	4,644
DOD 4th Estate	35.3 %	48.8 %	9.3 %	4.7 %	2.0 %	39,948

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
CSOSA	22.4 %	34.8 %	23.0 %	11.3 %	8.5 %	398	25
DHS	16.2 %	31.6 %	25.3 %	15.9 %	11.1 %	87,067	3,950
DOC	19.4 %	37.2 %	23.9 %	12.6 %	6.8 %	23,398	2,373
DOE	26.7 %	40.9 %	18.2 %	9.4 %	4.9 %	9,219	220
DOI	20.3 %	41.0 %	21.0 %	11.8 %	5.9 %	34,886	850
DOJ	16.2 %	33.3 %	22.8 %	16.5 %	11.2 %	32,286	1,385
DOL	22.0 %	37.4 %	22.1 %	11.5 %	7.0 %	8,657	508
DOT	20.9 %	37.9 %	21.6 %	12.3 %	7.3 %	19,760	727
ED	20.7 %	37.3 %	20.3 %	13.4 %	8.2 %	2,606	151
EEOC	26.8 %	34.3 %	20.6 %	12.6 %	5.7 %	1,277	95
EPA	22.5 %	42.8 %	18.8 %	11.2 %	4.7 %	8,886	285
FCC	21.9 %	41.9 %	18.3 %	10.8 %	7.0 %	482	33
FERC	33.2 %	37.3 %	17.6 %	8.4 %	3.6 %	1,137	52
FTC	41.1 %	40.2 %	10.4 %	7.0 %	1.3 %	798	28
GSA	35.6 %	38.7 %	16.1 %	6.8 %	2.9 %	7,792	244
HHS	25.5 %	41.3 %	19.3 %	9.5 %	4.4 %	56,772	1,938
HUD	26.3 %	39.2 %	19.4 %	10.1 %	5.1 %	5,385	211
NARA	24.0 %	34.2 %	20.6 %	13.0 %	8.2 %	1,427	66
NCUA	26.0 %	38.7 %	18.0 %	11.5 %	5.7 %	886	20
NLRB	18.9 %	27.6 %	23.6 %	15.1 %	14.8 %	487	45

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
NRC	20.2 %	42.2 %	20.8 %	11.2 %	5.5 %	1,836	62
NSF	32.4 %	39.5 %	15.8 %	8.3 %	4.0 %	1,054	11
OMB	28.7 %	42.8 %	16.2 %	9.2 %	3.1 %	450	11
OPM	24.8 %	38.1 %	20.2 %	10.0 %	7.0 %	1,511	73
PBGC	40.7 %	38.4 %	14.3 %	4.7 %	1.9 %	659	35
RRB	20.3 %	31.5 %	27.9 %	13.4 %	6.9 %	368	35
SBA	23.1 %	35.6 %	24.6 %	10.2 %	6.5 %	3,206	333
SSA	12.7 %	27.6 %	27.7 %	18.7 %	13.3 %	23,405	2,112
State	15.3 %	37.7 %	21.3 %	17.1 %	8.6 %	9,043	210
USAGM	18.6 %	35.4 %	25.6 %	10.2 %	10.2 %	697	27
USAID	18.6 %	40.2 %	19.2 %	14.6 %	7.3 %	1,932	29
USDA	17.6 %	39.1 %	24.4 %	13.4 %	5.6 %	46,279	1,743
USDT	20.8 %	35.3 %	24.3 %	12.3 %	7.3 %	38,796	3,255
Small Agencies	25.4 %	38.7 %	18.2 %	11.5 %	6.2 %	6,284	189
DOD Overall	19.5 %	37.4 %	22.1 %	13.3 %	7.7 %	155,300	4,964
USACE	21.5 %	42.3 %	20.6 %	10.5 %	5.0 %	14,317	386
Air Force	21.0 %	37.7 %	21.4 %	12.8 %	7.2 %	28,389	759
†Army	19.9 %	37.7 %	21.8 %	13.1 %	7.6 %	36,621	1,044
†Navy	18.1 %	38.9 %	22.3 %	13.4 %	7.2 %	33,284	886
Marine Corps	18.7 %	33.2 %	23.8 %	14.6 %	9.7 %	4,515	131

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
DOD 4th Estate	18.5 %	34.2 %	23.2 %	14.7 %	9.3 %	38,174	1,758

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
CSOSA	29.8 %	44.2 %	15.8 %	4.9 %	5.4 %	410	13
DHS	21.8 %	44.2 %	19.3 %	8.6 %	6.1 %	88,856	2,205
DOC	23.6 %	47.0 %	18.8 %	6.9 %	3.7 %	23,781	1,992
DOE	32.1 %	46.9 %	13.2 %	5.1 %	2.7 %	9,214	229
DOI	22.6 %	47.0 %	18.4 %	8.0 %	3.9 %	34,859	899
DOJ	22.3 %	44.1 %	17.9 %	9.1 %	6.7 %	32,790	906
DOL	30.0 %	46.1 %	15.0 %	5.3 %	3.6 %	8,756	423
DOT	25.3 %	47.5 %	16.4 %	6.8 %	4.0 %	19,851	632
ED	31.9 %	44.4 %	13.6 %	6.9 %	3.1 %	2,660	99
EEOC	33.8 %	41.6 %	15.2 %	5.9 %	3.7 %	1,299	72
EPA	26.9 %	49.7 %	14.5 %	6.2 %	2.6 %	8,839	330
FCC	32.3 %	45.1 %	11.6 %	7.0 %	3.9 %	492	25
FERC	41.0 %	43.4 %	10.3 %	3.0 %	2.3 %	1,154	39
FTC	54.1 %	36.5 %	7.0 %	2.1 %	0.4 %	801	25
GSA	39.2 %	43.4 %	11.9 %	3.5 %	1.9 %	7,812	235
HHS	29.0 %	46.5 %	15.3 %	6.1 %	3.2 %	56,744	1,989
HUD	29.2 %	45.1 %	15.7 %	6.4 %	3.6 %	5,403	204
NARA	31.8 %	40.4 %	15.0 %	7.5 %	5.4 %	1,456	34
NCUA	35.6 %	44.4 %	11.4 %	5.3 %	3.4 %	892	14
NLRB	31.3 %	44.2 %	12.9 %	6.5 %	5.1 %	504	30

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
NRC	25.1 %	50.0 %	13.5 %	8.1 %	3.3 %	1,845	55
NSF	37.4 %	41.3 %	13.5 %	5.7 %	2.2 %	1,037	28
OMB	32.7 %	46.5 %	12.9 %	5.6 %	2.3 %	452	8
OPM	31.2 %	44.6 %	14.6 %	6.2 %	3.3 %	1,539	46
PBGC	46.3 %	39.5 %	10.8 %	2.6 %	0.9 %	676	22
RRB	30.1 %	47.3 %	14.7 %	5.4 %	2.6 %	392	14
SBA	31.1 %	46.3 %	16.0 %	3.9 %	2.7 %	3,371	171
SSA	18.2 %	41.8 %	21.0 %	11.2 %	7.8 %	24,152	1,357
State	20.5 %	47.1 %	17.1 %	10.0 %	5.3 %	9,109	146
USAGM	26.7 %	44.6 %	16.9 %	5.3 %	6.5 %	702	22
USAID	21.9 %	46.2 %	18.1 %	9.0 %	4.8 %	1,929	32
USDA	20.4 %	48.3 %	19.5 %	8.1 %	3.8 %	46,742	1,293
USDT	26.4 %	45.1 %	17.5 %	6.6 %	4.3 %	39,795	2,259
Small Agencies	31.7 %	44.6 %	13.7 %	6.1 %	3.9 %	6,328	153
DOD Overall	22.2 %	45.0 %	18.3 %	9.1 %	5.4 %	156,664	3,647
USACE	24.3 %	49.9 %	16.5 %	6.5 %	2.9 %	14,393	322
Air Force	22.7 %	44.2 %	18.2 %	9.3 %	5.7 %	28,523	634
†Army	22.2 %	44.6 %	18.5 %	9.0 %	5.6 %	36,894	786
†Navy	21.6 %	47.1 %	18.2 %	8.7 %	4.4 %	33,447	722
Marine Corps	21.5 %	42.3 %	19.9 %	9.9 %	6.5 %	4,549	93

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
DOD 4th Estate	22.0 %	43.2 %	18.2 %	9.9 %	6.7 %	38,858	1,090

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
CSOSA	22.5 %	47.4 %	19.2 %	7.4 %	3.4 %	406	16
DHS	19.6 %	38.4 %	23.7 %	12.7 %	5.6 %	88,201	2,253
DOC	24.7 %	46.8 %	19.4 %	6.8 %	2.3 %	23,348	2,285
DOE	31.5 %	46.3 %	15.7 %	4.7 %	1.9 %	9,216	202
DOI	24.0 %	46.8 %	18.8 %	8.1 %	2.4 %	34,755	823
DOJ	19.5 %	40.2 %	21.4 %	12.9 %	6.0 %	32,435	909
DOL	28.4 %	44.6 %	18.0 %	6.5 %	2.5 %	8,650	478
DOT	23.9 %	44.5 %	20.0 %	8.3 %	3.4 %	19,786	586
ED	29.3 %	46.6 %	15.7 %	5.7 %	2.7 %	2,647	99
EEOC	33.4 %	42.8 %	16.6 %	5.4 %	1.8 %	1,256	105
EPA	27.6 %	48.2 %	16.5 %	5.9 %	1.9 %	8,817	306
FCC	25.0 %	44.8 %	20.1 %	7.4 %	2.7 %	488	22
FERC	34.1 %	41.5 %	17.5 %	5.4 %	1.5 %	1,142	49
FTC	48.1 %	39.4 %	8.2 %	3.9 %	0.4 %	807	17
GSA	40.7 %	41.4 %	12.9 %	3.9 %	1.1 %	7,782	209
HHS	29.3 %	45.7 %	16.7 %	6.4 %	2.0 %	56,785	1,721
HUD	30.5 %	44.1 %	16.3 %	6.7 %	2.4 %	5,375	217
NARA	31.4 %	41.6 %	16.1 %	6.8 %	4.1 %	1,426	56
NCUA	30.4 %	42.2 %	17.9 %	6.8 %	2.7 %	876	27
NLRB	26.2 %	41.8 %	19.6 %	8.7 %	3.6 %	500	27

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
NRC	22.0 %	47.1 %	20.2 %	8.0 %	2.7 %	1,844	57
NSF	38.4 %	40.9 %	14.1 %	5.1 %	1.4 %	1,038	19
OMB	38.0 %	44.7 %	12.7 %	3.3 %	1.3 %	451	9
OPM	32.5 %	44.2 %	15.3 %	5.5 %	2.4 %	1,530	45
PBGC	42.6 %	40.5 %	12.3 %	3.6 %	1.0 %	675	22
RRB	23.4 %	42.4 %	23.3 %	6.7 %	4.2 %	372	27
SBA	30.9 %	44.0 %	17.0 %	5.6 %	2.4 %	3,337	190
SSA	16.8 %	37.3 %	24.8 %	14.4 %	6.7 %	23,666	1,655
State	18.7 %	43.9 %	22.0 %	12.0 %	3.4 %	9,014	122
USAGM	24.1 %	42.7 %	20.3 %	8.7 %	4.3 %	693	21
USAID	21.9 %	45.0 %	20.3 %	10.3 %	2.6 %	1,913	34
USDA	20.9 %	46.7 %	21.2 %	8.8 %	2.5 %	46,465	1,213
USDT	27.8 %	44.0 %	17.8 %	7.3 %	3.1 %	39,337	2,386
Small Agencies	31.1 %	44.2 %	15.5 %	6.8 %	2.4 %	6,276	181
DOD Overall	22.4 %	44.0 %	20.4 %	9.7 %	3.5 %	155,712	3,391
USACE	23.7 %	48.3 %	19.1 %	6.9 %	2.0 %	14,319	330
Air Force	22.8 %	43.9 %	20.5 %	9.5 %	3.3 %	28,390	532
†Army	22.8 %	43.4 %	20.3 %	9.7 %	3.7 %	36,694	698
†Navy	21.2 %	45.5 %	20.6 %	9.7 %	3.1 %	33,236	641
Marine Corps	22.8 %	40.4 %	22.0 %	10.9 %	3.9 %	4,520	84

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
DOD 4th Estate	22.3 %	42.6 %	20.4 %	10.2 %	4.5 %	38,553	1,106

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
CSOSA	23.4 %	46.0 %	19.0 %	7.8 %	3.9 %	398	17
DHS	18.8 %	38.6 %	24.3 %	12.7 %	5.6 %	87,209	2,318
DOC	24.6 %	47.4 %	19.1 %	6.6 %	2.3 %	23,084	2,308
DOE	31.9 %	46.8 %	14.4 %	5.0 %	2.0 %	9,141	196
DOI	24.2 %	48.2 %	17.7 %	7.7 %	2.2 %	34,429	773
DOJ	19.6 %	40.9 %	21.4 %	12.5 %	5.6 %	32,136	929
DOL	28.0 %	45.3 %	17.7 %	6.5 %	2.5 %	8,567	496
DOT	23.4 %	46.0 %	19.5 %	7.9 %	3.1 %	19,602	564
ED	28.8 %	46.9 %	15.2 %	6.4 %	2.8 %	2,636	100
EEOC	31.8 %	44.3 %	16.3 %	5.8 %	1.8 %	1,258	100
EPA	28.6 %	50.1 %	14.7 %	4.9 %	1.7 %	8,748	295
FCC	26.7 %	47.4 %	16.3 %	7.1 %	2.6 %	487	18
FERC	34.7 %	41.5 %	16.5 %	5.7 %	1.5 %	1,141	42
FTC	51.3 %	38.6 %	6.7 %	3.1 %	0.3 %	808	10
GSA	40.3 %	42.0 %	12.9 %	3.6 %	1.2 %	7,712	211
HHS	29.6 %	46.3 %	16.2 %	6.0 %	1.9 %	56,467	1,611
HUD	30.5 %	43.6 %	17.5 %	6.1 %	2.4 %	5,329	216
NARA	29.6 %	42.0 %	16.8 %	7.5 %	4.1 %	1,401	63
NCUA	29.6 %	43.4 %	17.6 %	6.8 %	2.6 %	873	26
NLRB	25.8 %	42.4 %	20.5 %	7.0 %	4.3 %	499	25

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
NRC	23.2 %	46.2 %	20.7 %	7.5 %	2.5 %	1,828	54
NSF	39.8 %	41.7 %	13.2 %	4.1 %	1.2 %	1,038	15
OMB	40.9 %	44.4 %	10.7 %	2.5 %	1.6 %	446	11
OPM	32.4 %	43.0 %	17.1 %	5.0 %	2.5 %	1,520	49
PBGC	44.4 %	39.5 %	11.8 %	3.5 %	0.8 %	674	19
RRB	21.6 %	38.9 %	26.9 %	8.0 %	4.6 %	369	28
SBA	28.8 %	43.3 %	19.5 %	5.9 %	2.5 %	3,318	178
SSA	15.9 %	37.5 %	25.6 %	14.4 %	6.7 %	23,280	1,725
State	19.0 %	47.0 %	20.1 %	10.8 %	3.0 %	8,955	125
USAGM	23.3 %	45.3 %	18.7 %	8.9 %	3.8 %	682	19
USAID	22.1 %	47.7 %	19.1 %	8.7 %	2.3 %	1,894	28
USDA	20.5 %	47.5 %	20.9 %	8.6 %	2.5 %	45,977	1,191
USDT	26.5 %	43.8 %	19.1 %	7.6 %	3.1 %	38,821	2,543
Small Agencies	31.0 %	44.7 %	15.6 %	6.2 %	2.5 %	6,229	166
DOD Overall	22.4 %	45.3 %	20.0 %	9.1 %	3.4 %	153,846	3,404
USACE	24.1 %	49.2 %	18.4 %	6.4 %	1.9 %	14,172	321
Air Force	23.2 %	45.2 %	19.7 %	8.7 %	3.3 %	28,061	516
†Army	22.8 %	44.8 %	19.7 %	9.3 %	3.5 %	36,264	672
†Navy	21.1 %	47.1 %	20.1 %	8.9 %	2.8 %	32,854	669
Marine Corps	22.2 %	42.8 %	20.7 %	10.4 %	3.9 %	4,465	89

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
DOD 4th Estate	21.9 %	43.2 %	20.8 %	9.8 %	4.3 %	38,030	1,137

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
CSOSA	19.2 %	41.4 %	24.0 %	10.7 %	4.8 %	391	18
DHS	16.5 %	34.0 %	27.6 %	15.2 %	6.7 %	87,039	2,382
DOC	20.6 %	39.5 %	27.1 %	9.7 %	3.1 %	22,831	2,548
DOE	26.7 %	41.8 %	22.0 %	7.0 %	2.5 %	9,122	229
DOI	19.2 %	40.5 %	25.7 %	11.0 %	3.5 %	34,295	924
DOJ	16.0 %	34.0 %	26.8 %	15.8 %	7.5 %	31,957	1,056
DOL	24.8 %	39.2 %	24.5 %	8.4 %	3.1 %	8,487	544
DOT	20.2 %	39.2 %	25.0 %	11.1 %	4.5 %	19,524	627
ED	24.8 %	42.1 %	22.0 %	8.2 %	2.8 %	2,603	112
EEOC	27.8 %	41.6 %	21.3 %	7.0 %	2.2 %	1,258	97
EPA	22.7 %	43.5 %	23.2 %	8.1 %	2.5 %	8,677	359
FCC	22.2 %	43.9 %	22.2 %	9.5 %	2.2 %	480	30
FERC	30.6 %	36.5 %	24.4 %	6.8 %	1.7 %	1,126	53
FTC	41.5 %	40.1 %	13.9 %	3.9 %	0.6 %	788	24
GSA	35.2 %	40.5 %	17.4 %	5.5 %	1.3 %	7,716	229
HHS	25.6 %	42.7 %	21.5 %	7.8 %	2.5 %	56,025	1,909
HUD	26.9 %	40.1 %	22.7 %	7.6 %	2.7 %	5,282	254
NARA	25.3 %	35.4 %	22.2 %	11.5 %	5.6 %	1,399	64
NCUA	22.6 %	40.2 %	24.7 %	9.6 %	3.0 %	867	28
NLRB	20.3 %	36.2 %	27.5 %	9.5 %	6.5 %	494	33

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
NRC	17.9 %	39.4 %	27.5 %	11.5 %	3.6 %	1,825	57
NSF	32.1 %	38.1 %	20.4 %	7.1 %	2.3 %	1,033	22
OMB	36.5 %	40.3 %	15.7 %	6.4 %	1.1 %	446	14
OPM	27.9 %	40.2 %	21.5 %	8.0 %	2.4 %	1,517	47
PBGC	40.5 %	38.7 %	15.9 %	3.9 %	1.0 %	661	29
RRB	22.6 %	36.1 %	27.2 %	10.6 %	3.5 %	364	30
SBA	29.5 %	41.8 %	20.1 %	5.9 %	2.8 %	3,286	189
SSA	14.4 %	32.8 %	29.2 %	16.3 %	7.4 %	23,234	1,711
State	15.9 %	39.5 %	26.1 %	14.1 %	4.3 %	8,953	149
USAGM	21.8 %	37.0 %	26.4 %	8.8 %	6.0 %	687	20
USAID	18.0 %	42.2 %	24.8 %	11.7 %	3.4 %	1,883	37
USDA	16.9 %	39.2 %	28.2 %	12.2 %	3.4 %	45,833	1,253
USDT	23.3 %	39.6 %	23.9 %	9.5 %	3.8 %	38,593	2,576
Small Agencies	26.2 %	40.3 %	21.2 %	9.0 %	3.4 %	6,213	210
DOD Overall	19.0 %	38.4 %	25.5 %	12.4 %	4.7 %	153,699	3,542
USACE	20.3 %	42.4 %	25.2 %	9.2 %	2.9 %	14,169	338
Air Force	19.4 %	38.1 %	25.7 %	12.3 %	4.5 %	28,009	579
†Army	19.5 %	38.8 %	24.7 %	12.2 %	4.8 %	36,276	727
†Navy	17.7 %	38.9 %	26.6 %	12.4 %	4.4 %	32,789	675
Marine Corps	18.7 %	35.7 %	26.0 %	14.3 %	5.3 %	4,471	80

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
DOD 4th Estate	19.1 %	37.2 %	24.8 %	13.2 %	5.7 %	37,985	1,143

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
CSOSA	37.9 %	46.5 %	10.3 %	3.2 %	2.1 %	412	8
DHS	26.1 %	37.0 %	22.9 %	8.7 %	5.4 %	86,528	3,092
DOC	37.1 %	44.4 %	13.8 %	3.3 %	1.4 %	23,457	1,989
DOE	43.5 %	41.9 %	10.9 %	2.4 %	1.3 %	9,150	192
DOI	31.9 %	44.0 %	16.7 %	5.2 %	2.1 %	34,151	1,083
DOJ	25.4 %	39.1 %	21.9 %	8.3 %	5.3 %	30,977	2,049
DOL	39.5 %	42.9 %	12.8 %	3.0 %	1.7 %	8,661	412
DOT	36.6 %	44.0 %	13.3 %	3.8 %	2.2 %	19,747	442
ED	41.2 %	44.4 %	9.7 %	3.0 %	1.8 %	2,650	63
EEOC	42.3 %	41.5 %	10.8 %	4.2 %	1.2 %	1,288	62
EPA	37.5 %	45.5 %	12.8 %	3.1 %	1.0 %	8,702	334
FCC	38.2 %	45.6 %	11.1 %	3.0 %	2.1 %	481	28
FERC	42.8 %	38.0 %	15.5 %	2.2 %	1.5 %	1,090	91
FTC	59.9 %	28.8 %	10.1 %	0.7 %	0.6 %	737	82
GSA	54.3 %	36.4 %	6.9 %	1.7 %	0.7 %	7,822	122
HHS	41.8 %	42.9 %	11.1 %	2.9 %	1.3 %	55,936	2,095
HUD	41.7 %	42.4 %	11.1 %	3.3 %	1.5 %	5,379	165
NARA	45.3 %	37.7 %	11.2 %	3.3 %	2.5 %	1,440	40
NCUA	35.0 %	43.2 %	16.0 %	4.0 %	1.8 %	870	27
NLRB	39.9 %	46.2 %	9.2 %	2.9 %	1.9 %	490	37

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
NRC	33.4 %	45.3 %	15.4 %	4.1 %	1.8 %	1,835	55
NSF	50.9 %	37.7 %	7.8 %	2.6 %	1.1 %	1,036	13
OMB	48.3 %	33.2 %	12.5 %	4.6 %	1.3 %	440	14
OPM	47.9 %	39.8 %	8.9 %	2.2 %	1.1 %	1,545	24
PBGC	59.9 %	33.2 %	6.2 %	0.5 %	0.3 %	673	15
RRB	45.1 %	40.0 %	10.3 %	3.7 %	0.9 %	381	19
SBA	48.7 %	39.0 %	8.6 %	2.5 %	1.2 %	3,381	117
SSA	28.4 %	44.2 %	15.9 %	7.0 %	4.5 %	23,964	1,111
State	29.6 %	46.2 %	16.3 %	5.9 %	2.2 %	8,864	191
USAGM	30.4 %	41.8 %	17.3 %	6.0 %	4.4 %	676	19
USAID	31.0 %	45.9 %	14.7 %	6.5 %	2.0 %	1,870	52
USDA	33.3 %	44.1 %	15.6 %	5.0 %	2.0 %	45,875	1,283
USDT	38.4 %	43.5 %	12.7 %	3.5 %	1.9 %	39,415	1,891
Small Agencies	42.5 %	41.2 %	10.9 %	3.5 %	2.0 %	6,166	231
DOD Overall	37.3 %	43.3 %	12.6 %	4.5 %	2.3 %	155,230	2,363
USACE	34.5 %	47.4 %	13.4 %	3.3 %	1.4 %	14,255	255
Air Force	36.4 %	43.1 %	13.1 %	5.1 %	2.3 %	28,235	393
†Army	38.2 %	42.9 %	12.4 %	4.1 %	2.3 %	36,596	463
†Navy	36.6 %	44.7 %	12.4 %	4.4 %	1.9 %	33,152	435
Marine Corps	38.1 %	40.5 %	13.8 %	4.8 %	2.7 %	4,511	54

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
DOD 4th Estate	38.7 %	42.0 %	12.1 %	4.5 %	2.8 %	38,481	763

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
CSOSA	31.2 %	44.1 %	14.7 %	6.8 %	3.1 %	407	12
DHS	21.0 %	33.8 %	27.9 %	11.1 %	6.2 %	86,463	3,634
DOC	28.7 %	42.6 %	21.5 %	5.3 %	1.9 %	23,134	2,423
DOE	34.0 %	41.7 %	18.6 %	3.8 %	1.9 %	9,105	294
DOI	24.8 %	41.2 %	24.4 %	7.1 %	2.5 %	33,915	1,496
DOJ	20.1 %	34.6 %	28.0 %	11.0 %	6.3 %	30,843	2,367
DOL	31.4 %	41.4 %	20.6 %	4.5 %	2.1 %	8,519	576
DOT	27.5 %	41.1 %	22.1 %	6.4 %	2.8 %	19,661	634
ED	34.2 %	43.6 %	15.9 %	4.2 %	2.1 %	2,622	114
EEOC	37.6 %	39.0 %	16.8 %	4.8 %	1.8 %	1,262	99
EPA	29.4 %	43.7 %	20.8 %	4.8 %	1.4 %	8,598	490
FCC	28.0 %	45.4 %	19.1 %	5.1 %	2.4 %	471	41
FERC	34.2 %	38.3 %	22.8 %	2.9 %	1.8 %	1,064	123
FTC	51.3 %	32.0 %	14.8 %	1.0 %	0.9 %	707	113
GSA	45.8 %	38.2 %	12.2 %	3.0 %	0.8 %	7,787	186
HHS	33.9 %	42.1 %	17.7 %	4.6 %	1.7 %	55,556	2,730
HUD	34.8 %	40.7 %	17.6 %	4.9 %	2.1 %	5,332	238
NARA	35.5 %	37.7 %	17.5 %	5.8 %	3.5 %	1,413	61
NCUA	29.5 %	41.6 %	21.3 %	5.0 %	2.7 %	872	31
NLRB	30.4 %	37.9 %	23.9 %	4.6 %	3.2 %	479	47

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
NRC	24.0 %	41.4 %	25.2 %	7.2 %	2.2 %	1,808	83
NSF	40.5 %	39.2 %	14.5 %	4.4 %	1.3 %	1,035	17
OMB	39.4 %	34.8 %	19.5 %	5.0 %	1.3 %	443	14
OPM	38.6 %	39.1 %	16.3 %	4.2 %	1.9 %	1,526	48
PBGC	50.5 %	35.7 %	11.7 %	1.9 %	0.2 %	671	24
RRB	30.3 %	39.4 %	23.6 %	4.6 %	2.0 %	371	29
SBA	39.8 %	38.1 %	16.7 %	3.8 %	1.6 %	3,327	177
SSA	21.0 %	36.9 %	25.4 %	10.9 %	5.9 %	23,644	1,576
State	21.6 %	40.9 %	25.3 %	9.2 %	3.0 %	8,888	238
USAGM	24.5 %	39.5 %	23.7 %	8.2 %	4.0 %	683	27
USAID	23.8 %	42.3 %	22.2 %	8.9 %	2.8 %	1,871	65
USDA	24.8 %	42.0 %	23.7 %	7.1 %	2.4 %	45,727	1,758
USDT	31.9 %	40.8 %	19.2 %	5.5 %	2.6 %	39,065	2,521
Small Agencies	34.1 %	41.0 %	17.1 %	5.4 %	2.4 %	6,123	312
DOD Overall	26.9 %	40.6 %	22.0 %	7.4 %	3.1 %	154,713	3,828
USACE	26.6 %	43.9 %	22.2 %	5.3 %	1.9 %	14,200	402
Air Force	26.1 %	40.2 %	22.8 %	7.9 %	3.1 %	28,145	655
†Army	28.2 %	40.6 %	20.8 %	7.2 %	3.2 %	36,540	752
†Navy	24.6 %	41.4 %	23.3 %	7.9 %	2.8 %	32,997	778
Marine Corps	28.4 %	38.1 %	22.3 %	7.6 %	3.7 %	4,499	86

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
DOD 4th Estate	28.6 %	39.8 %	20.9 %	7.0 %	3.7 %	38,332	1,155

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
CSOSA	32.8 %	44.3 %	13.5 %	4.6 %	4.8 %	414	7
DHS	26.6 %	36.7 %	19.2 %	8.3 %	9.2 %	89,141	1,256
DOC	35.5 %	41.0 %	14.6 %	4.9 %	4.0 %	24,486	1,117
DOE	46.7 %	38.0 %	9.3 %	3.3 %	2.7 %	9,324	80
DOI	35.6 %	41.5 %	13.5 %	5.3 %	4.1 %	35,232	314
DOJ	27.8 %	38.9 %	15.8 %	8.1 %	9.4 %	32,910	404
DOL	40.8 %	39.0 %	12.7 %	3.9 %	3.5 %	8,889	225
DOT	36.0 %	40.9 %	12.9 %	5.0 %	5.2 %	20,077	274
ED	46.5 %	39.0 %	9.1 %	2.9 %	2.6 %	2,715	30
EEOC	42.0 %	37.8 %	12.6 %	4.2 %	3.4 %	1,323	41
EPA	42.0 %	42.5 %	9.6 %	3.5 %	2.4 %	8,996	113
FCC	42.9 %	40.2 %	8.7 %	3.6 %	4.6 %	503	7
FERC	56.3 %	33.3 %	6.5 %	1.9 %	1.9 %	1,173	13
FTC	61.4 %	28.9 %	5.3 %	3.3 %	1.0 %	820	3
GSA	53.3 %	34.6 %	8.1 %	2.3 %	1.7 %	7,898	89
HHS	40.3 %	40.2 %	11.9 %	4.5 %	3.2 %	57,741	701
HUD	42.6 %	37.6 %	12.5 %	4.1 %	3.2 %	5,487	93
NARA	44.2 %	36.4 %	11.7 %	3.7 %	4.1 %	1,466	17
NCUA	37.5 %	39.3 %	12.8 %	5.8 %	4.7 %	891	12
NLRB	40.3 %	37.8 %	10.1 %	4.6 %	7.3 %	513	16

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
NRC	43.6 %	40.1 %	9.3 %	4.4 %	2.6 %	1,888	11
NSF	49.4 %	32.8 %	9.6 %	4.9 %	3.3 %	1,049	7
OMB	46.6 %	37.2 %	7.9 %	6.2 %	2.0 %	451	4
OPM	46.4 %	37.2 %	9.9 %	3.6 %	2.9 %	1,544	31
PBGC	63.5 %	27.5 %	6.8 %	1.0 %	1.1 %	692	3
RRB	38.0 %	37.2 %	16.3 %	4.9 %	3.5 %	398	5
SBA	39.5 %	37.4 %	15.5 %	3.6 %	4.0 %	3,430	90
SSA	23.1 %	36.6 %	20.9 %	9.6 %	9.8 %	24,365	931
State	25.8 %	41.5 %	15.7 %	9.5 %	7.6 %	9,057	81
USAGM	28.9 %	40.8 %	17.7 %	6.0 %	6.6 %	698	15
USAID	28.8 %	42.8 %	14.1 %	7.9 %	6.5 %	1,919	19
USDA	32.6 %	42.8 %	14.0 %	5.7 %	4.9 %	47,165	481
USDT	36.7 %	38.9 %	14.8 %	5.0 %	4.7 %	40,503	1,206
Small Agencies	44.6 %	37.1 %	9.9 %	4.2 %	4.1 %	6,377	61
DOD Overall	32.7 %	40.7 %	15.0 %	6.1 %	5.5 %	157,369	1,611
USACE	36.4 %	43.4 %	12.6 %	4.3 %	3.3 %	14,494	132
Air Force	33.5 %	40.5 %	14.9 %	6.0 %	5.1 %	28,633	253
†Army	32.6 %	40.6 %	15.4 %	6.0 %	5.3 %	37,048	331
†Navy	32.2 %	41.9 %	14.5 %	6.0 %	5.3 %	33,519	338
Marine Corps	31.7 %	38.5 %	16.8 %	6.4 %	6.6 %	4,560	46

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
DOD 4th Estate	31.8 %	39.1 %	15.6 %	6.7 %	6.8 %	39,115	511

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.

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2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
CSOSA	20.5 %	37.0 %	19.7 %	12.1 %	10.7 %	401	11
DHS	16.0 %	37.1 %	20.1 %	15.3 %	11.5 %	88,406	1,707
DOC	21.5 %	45.7 %	16.4 %	10.4 %	6.0 %	24,700	881
DOE	26.3 %	45.9 %	15.1 %	8.2 %	4.6 %	9,143	261
DOI	18.1 %	44.4 %	19.0 %	12.0 %	6.5 %	34,604	894
DOJ	15.8 %	36.9 %	18.3 %	16.5 %	12.5 %	32,335	711
DOL	24.9 %	43.5 %	15.2 %	10.0 %	6.4 %	8,816	289
DOT	19.9 %	42.4 %	17.7 %	11.6 %	8.5 %	19,660	617
ED	23.0 %	45.8 %	16.2 %	9.8 %	5.1 %	2,673	72
EEOC	31.0 %	42.3 %	13.6 %	7.7 %	5.3 %	1,316	47
EPA	24.6 %	49.5 %	13.9 %	7.9 %	4.1 %	8,884	184
FCC	22.2 %	48.2 %	13.8 %	8.7 %	7.1 %	491	18
FERC	33.9 %	43.4 %	12.8 %	7.6 %	2.4 %	1,154	35
FTC	36.1 %	43.3 %	11.8 %	6.0 %	2.9 %	809	15
GSA	35.6 %	43.0 %	13.0 %	5.5 %	2.9 %	7,813	155
HHS	24.7 %	45.5 %	15.8 %	9.2 %	4.7 %	57,055	1,355
HUD	30.4 %	43.9 %	13.8 %	7.4 %	4.6 %	5,406	161
NARA	25.0 %	42.9 %	13.4 %	11.3 %	7.4 %	1,454	28
NCUA	25.6 %	43.6 %	14.6 %	9.7 %	6.5 %	885	17
NLRB	26.5 %	44.2 %	12.6 %	9.3 %	7.4 %	512	20

2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
NRC	23.9 %	45.9 %	13.8 %	10.1 %	6.3 %	1,853	44
NSF	32.8 %	41.7 %	11.6 %	8.8 %	5.2 %	1,035	20
OMB	27.8 %	51.2 %	10.3 %	7.0 %	3.7 %	446	13
OPM	30.8 %	42.4 %	13.7 %	8.0 %	5.1 %	1,528	46
PBGC	41.1 %	41.2 %	11.7 %	4.3 %	1.7 %	678	17
RRB	22.2 %	36.6 %	18.4 %	12.8 %	10.1 %	374	24
SBA	22.5 %	41.3 %	18.3 %	11.5 %	6.4 %	3,388	132
SSA	14.4 %	35.8 %	18.3 %	17.7 %	13.9 %	24,421	734
State	16.0 %	44.4 %	17.9 %	13.9 %	7.8 %	8,926	123
USAGM	17.3 %	41.1 %	20.9 %	9.2 %	11.4 %	704	15
USAID	16.2 %	44.3 %	19.4 %	13.4 %	6.6 %	1,881	43
USDA	15.3 %	41.2 %	20.8 %	15.0 %	7.7 %	46,173	1,312
USDT	21.1 %	42.4 %	17.7 %	11.7 %	7.1 %	39,545	2,018
Small Agencies	21.9 %	42.8 %	16.6 %	11.6 %	7.1 %	6,294	145
DOD Overall	20.4 %	41.7 %	17.4 %	12.4 %	8.1 %	154,682	3,358
USACE	21.5 %	46.1 %	17.0 %	10.1 %	5.2 %	14,283	291
Air Force	22.1 %	43.1 %	16.9 %	11.2 %	6.7 %	28,121	568
†Army	21.0 %	40.8 %	17.2 %	12.3 %	8.6 %	36,442	739
†Navy	19.1 %	43.1 %	17.8 %	12.5 %	7.5 %	32,991	643
Marine Corps	18.4 %	37.5 %	19.5 %	14.8 %	9.8 %	4,491	86

2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
DOD 4th Estate	19.4 %	39.2 %	17.5 %	13.8 %	10.1 %	38,354	1,031

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.

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2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
CSOSA	23.5 %	44.6 %	14.7 %	7.9 %	9.3 %	400	15
DHS	25.0 %	41.2 %	15.7 %	9.7 %	8.2 %	88,303	1,857
DOC	36.8 %	42.5 %	12.6 %	5.1 %	2.9 %	24,171	1,423
DOE	52.6 %	37.7 %	6.3 %	1.9 %	1.4 %	9,186	219
DOI	33.0 %	47.5 %	11.5 %	5.2 %	2.9 %	34,609	890
DOJ	24.7 %	43.0 %	14.4 %	9.6 %	8.4 %	32,347	704
DOL	43.8 %	40.0 %	10.0 %	3.7 %	2.6 %	8,701	397
DOT	39.4 %	45.0 %	9.0 %	3.9 %	2.7 %	19,688	594
ED	43.1 %	39.4 %	12.6 %	3.1 %	1.7 %	2,526	225
EEOC	43.7 %	38.8 %	10.3 %	3.7 %	3.5 %	1,329	35
EPA	41.4 %	42.8 %	9.6 %	4.2 %	2.0 %	8,682	379
FCC	40.7 %	45.2 %	8.2 %	3.4 %	2.5 %	478	27
FERC	59.6 %	33.7 %	4.7 %	0.8 %	1.3 %	1,161	26
FTC	66.5 %	26.2 %	5.2 %	1.5 %	0.6 %	780	42
GSA	55.5 %	34.0 %	7.8 %	1.5 %	1.2 %	7,602	364
HHS	44.1 %	42.2 %	9.3 %	2.8 %	1.6 %	55,829	2,605
HUD	37.3 %	40.7 %	13.2 %	5.1 %	3.7 %	5,322	250
NARA	38.7 %	41.7 %	8.6 %	6.4 %	4.6 %	1,434	50
NCUA	45.0 %	38.5 %	9.1 %	4.3 %	3.0 %	883	19
NLRB	38.2 %	42.9 %	10.4 %	4.5 %	4.0 %	510	20

2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
NRC	45.5 %	38.2 %	9.5 %	4.3 %	2.5 %	1,855	44
NSF	56.8 %	30.9 %	9.1 %	1.8 %	1.5 %	1,011	45
OMB	33.2 %	40.7 %	15.9 %	7.0 %	3.2 %	438	21
OPM	44.6 %	38.5 %	10.4 %	4.0 %	2.5 %	1,481	92
PBGC	60.8 %	29.0 %	7.0 %	2.0 %	1.1 %	673	23
RRB	39.3 %	38.8 %	13.1 %	4.4 %	4.4 %	384	14
SBA	41.2 %	40.5 %	12.8 %	3.2 %	2.3 %	3,292	224
SSA	29.3 %	42.5 %	13.6 %	8.0 %	6.7 %	24,347	822
State	29.3 %	46.4 %	13.0 %	7.4 %	3.9 %	8,801	248
USAGM	24.1 %	44.4 %	18.9 %	6.7 %	5.9 %	682	36
USAID	34.3 %	44.8 %	12.2 %	6.0 %	2.6 %	1,836	88
USDA	28.3 %	49.3 %	13.1 %	5.9 %	3.3 %	46,154	1,339
USDT	33.1 %	42.2 %	13.2 %	6.7 %	4.8 %	40,110	1,442
Small Agencies	44.2 %	38.4 %	10.7 %	3.9 %	2.8 %	6,164	275
DOD Overall	36.4 %	45.2 %	10.4 %	5.0 %	3.1 %	155,394	2,725
USACE	41.1 %	46.3 %	7.9 %	3.0 %	1.7 %	14,372	211
Air Force	38.6 %	44.1 %	9.4 %	4.8 %	3.1 %	28,317	386
†Army	36.6 %	44.7 %	10.6 %	4.9 %	3.1 %	36,546	654
†Navy	33.9 %	47.4 %	10.9 %	5.1 %	2.8 %	33,153	504
Marine Corps	32.1 %	43.8 %	13.3 %	6.9 %	3.9 %	4,515	63

2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
DOD 4th Estate	36.3 %	44.1 %	10.5 %	5.4 %	3.7 %	38,491	907

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.

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2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
CSOSA	24.8 %	52.6 %	12.4 %	5.8 %	4.4 %	404	12
DHS	26.6 %	46.3 %	14.7 %	5.8 %	6.6 %	89,082	1,089
DOC	33.2 %	51.6 %	10.8 %	3.1 %	1.4 %	24,686	897
DOE	41.7 %	46.1 %	8.2 %	2.8 %	1.3 %	9,283	127
DOI	25.6 %	50.4 %	15.1 %	6.1 %	2.8 %	34,845	633
DOJ	24.5 %	46.2 %	16.2 %	7.5 %	5.6 %	32,585	480
DOL	37.4 %	47.6 %	9.4 %	3.5 %	2.1 %	8,919	179
DOT	33.3 %	49.9 %	11.0 %	3.8 %	2.0 %	19,908	371
ED	32.6 %	47.5 %	12.3 %	5.0 %	2.7 %	2,681	65
EEOC	38.4 %	44.8 %	10.3 %	4.4 %	2.1 %	1,337	27
EPA	34.3 %	52.2 %	9.4 %	3.1 %	1.1 %	8,933	137
FCC	35.4 %	48.9 %	10.1 %	4.0 %	1.6 %	502	6
FERC	47.9 %	42.0 %	7.3 %	1.8 %	1.0 %	1,172	17
FTC	42.4 %	39.1 %	10.8 %	5.8 %	1.9 %	817	5
GSA	49.4 %	41.8 %	6.4 %	1.6 %	0.7 %	7,860	99
HHS	36.4 %	48.1 %	11.0 %	3.1 %	1.4 %	57,445	974
HUD	36.4 %	46.5 %	11.1 %	3.8 %	2.3 %	5,475	89
NARA	31.9 %	45.5 %	13.7 %	5.3 %	3.7 %	1,460	23
NCUA	37.6 %	48.1 %	8.4 %	4.0 %	1.9 %	888	13
NLRB	34.1 %	44.3 %	11.6 %	6.5 %	3.4 %	522	8

2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
NRC	37.3 %	47.1 %	9.5 %	4.1 %	2.1 %	1,870	26
NSF	52.7 %	36.6 %	7.4 %	1.8 %	1.6 %	1,045	8
OMB	37.2 %	47.2 %	9.7 %	4.1 %	1.8 %	448	11
OPM	37.0 %	46.1 %	11.4 %	3.6 %	1.9 %	1,541	35
PBGC	63.8 %	31.7 %	3.7 %	0.4 %	0.4 %	688	8
RRB	31.0 %	51.5 %	13.1 %	3.3 %	1.1 %	387	10
SBA	39.2 %	47.2 %	9.5 %	2.8 %	1.3 %	3,411	99
SSA	19.4 %	45.5 %	19.1 %	9.5 %	6.6 %	24,367	802
State	22.7 %	53.2 %	15.4 %	6.4 %	2.3 %	8,935	118
USAGM	28.1 %	46.4 %	15.3 %	5.3 %	4.9 %	696	24
USAID	21.3 %	53.1 %	16.5 %	6.7 %	2.5 %	1,902	20
USDA	24.6 %	52.1 %	15.1 %	5.7 %	2.4 %	46,720	779
USDT	28.2 %	49.7 %	15.4 %	4.2 %	2.5 %	39,918	1,632
Small Agencies	35.3 %	44.0 %	12.3 %	5.3 %	3.2 %	6,337	103
DOD Overall	32.2 %	49.2 %	12.4 %	4.2 %	1.9 %	155,534	2,554
USACE	33.2 %	52.9 %	9.8 %	3.1 %	1.0 %	14,379	205
Air Force	34.9 %	48.7 %	11.2 %	3.7 %	1.6 %	28,271	418
†Army	34.8 %	47.6 %	11.9 %	3.9 %	1.8 %	36,680	528
†Navy	28.7 %	51.9 %	13.0 %	4.6 %	1.7 %	33,088	560
Marine Corps	30.5 %	47.5 %	14.9 %	4.6 %	2.4 %	4,500	76

2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
DOD 4th Estate	30.1 %	48.1 %	14.2 %	5.0 %	2.7 %	38,616	767

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.

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2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
CSOSA	31.0 %	46.1 %	12.7 %	5.8 %	4.5 %	415
DHS	30.8 %	45.3 %	12.2 %	7.1 %	4.6 %	90,165
DOC	33.7 %	48.2 %	11.1 %	5.1 %	1.9 %	25,606
DOE	39.3 %	44.0 %	9.8 %	5.0 %	1.9 %	9,412
DOI	26.8 %	48.6 %	14.5 %	7.6 %	2.5 %	35,507
DOJ	27.6 %	46.5 %	13.5 %	8.6 %	3.9 %	33,062
DOL	39.6 %	44.0 %	9.6 %	4.7 %	2.1 %	9,103
DOT	32.1 %	46.7 %	12.0 %	6.7 %	2.5 %	20,288
ED	33.5 %	47.6 %	10.7 %	6.0 %	2.3 %	2,751
EEOC	45.3 %	41.1 %	8.8 %	2.9 %	1.8 %	1,362
EPA	35.1 %	48.7 %	9.8 %	5.0 %	1.4 %	9,074
FCC	31.3 %	47.2 %	11.3 %	7.8 %	2.4 %	508
FERC	44.9 %	41.5 %	8.0 %	4.5 %	1.0 %	1,190
FTC	37.2 %	37.7 %	11.8 %	9.9 %	3.4 %	824
GSA	46.8 %	41.8 %	7.8 %	2.6 %	1.0 %	7,967
HHS	35.8 %	47.0 %	10.8 %	4.8 %	1.6 %	58,437
HUD	39.0 %	44.2 %	9.6 %	5.2 %	1.9 %	5,571

2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
NARA	36.4 %	43.7 %	9.8 %	5.9 %	4.2 %	1,485
NCUA	36.6 %	45.4 %	10.0 %	5.7 %	2.3 %	902
NLRB	39.8 %	43.5 %	7.9 %	6.2 %	2.7 %	532
NRC	31.7 %	44.8 %	13.0 %	7.4 %	3.0 %	1,900
NSF	44.7 %	36.7 %	8.2 %	6.9 %	3.5 %	1,056
OMB	29.3 %	45.2 %	12.3 %	9.1 %	4.0 %	459
OPM	39.2 %	44.0 %	10.5 %	4.0 %	2.2 %	1,578
PBGC	61.2 %	31.7 %	4.7 %	1.6 %	0.8 %	695
RRB	40.6 %	42.1 %	11.7 %	4.0 %	1.6 %	399
SBA	41.3 %	44.1 %	9.0 %	4.1 %	1.4 %	3,514
SSA	26.7 %	48.6 %	13.4 %	7.4 %	3.9 %	25,184
State	29.3 %	49.1 %	12.1 %	7.2 %	2.3 %	9,051
USAGM	33.9 %	43.0 %	13.9 %	5.0 %	4.2 %	720
USAID	30.7 %	46.1 %	11.4 %	8.7 %	3.1 %	1,924
USDA	26.9 %	51.4 %	13.2 %	6.5 %	1.9 %	47,505
USDT	31.2 %	48.0 %	12.9 %	5.6 %	2.4 %	41,571
Small Agencies	34.0 %	41.9 %	12.2 %	8.2 %	3.8 %	6,446

2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
DOD Overall	32.6 %	46.2 %	12.4 %	6.5 %	2.4 %	158,124
USACE	31.3 %	49.9 %	12.0 %	5.3 %	1.5 %	14,592
Air Force	34.0 %	44.9 %	12.0 %	6.8 %	2.3 %	28,693
†Army	34.1 %	44.6 %	12.4 %	6.4 %	2.5 %	37,212
†Navy	30.2 %	48.2 %	12.7 %	6.5 %	2.3 %	33,652
Marine Corps	32.1 %	44.2 %	13.3 %	7.4 %	3.1 %	4,579
DOD 4th Estate	32.2 %	46.6 %	12.5 %	6.1 %	2.6 %	39,396

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
CSOSA	22.5 %	41.3 %	14.4 %	12.0 %	9.7 %	381	33
DHS	26.1 %	42.7 %	16.6 %	8.3 %	6.3 %	84,511	4,959
DOC	35.7 %	48.0 %	10.5 %	3.8 %	2.1 %	23,709	1,737
DOE	45.4 %	42.3 %	7.7 %	2.7 %	1.8 %	9,121	253
DOI	28.1 %	45.9 %	16.0 %	6.6 %	3.4 %	32,753	2,567
DOJ	18.5 %	38.3 %	19.9 %	13.6 %	9.7 %	29,022	3,673
DOL	37.1 %	43.4 %	12.0 %	4.7 %	2.8 %	8,579	464
DOT	28.6 %	44.7 %	15.0 %	7.1 %	4.6 %	18,906	1,230
ED	35.2 %	49.1 %	9.3 %	4.0 %	2.3 %	2,646	77
EEOC	41.6 %	42.1 %	10.9 %	3.6 %	1.8 %	1,275	77
EPA	41.2 %	46.8 %	8.1 %	2.7 %	1.1 %	8,635	368
FCC	24.2 %	41.7 %	16.3 %	10.3 %	7.5 %	423	73
FERC	64.1 %	31.1 %	3.1 %	1.0 %	0.7 %	1,169	18
FTC	45.1 %	38.5 %	7.7 %	7.0 %	1.7 %	784	38
GSA	55.2 %	37.7 %	5.1 %	1.3 %	0.8 %	7,799	128
HHS	43.0 %	42.3 %	9.3 %	3.5 %	1.9 %	55,901	2,235
HUD	37.7 %	46.8 %	10.3 %	3.2 %	1.9 %	5,346	191
NARA	43.9 %	41.1 %	9.0 %	3.6 %	2.4 %	1,417	56
NCUA	49.1 %	40.2 %	6.3 %	2.1 %	2.4 %	888	9
NLRB	27.6 %	44.2 %	14.3 %	8.6 %	5.3 %	471	60

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
NRC	43.6 %	45.3 %	5.8 %	2.9 %	2.4 %	1,861	29
NSF	48.0 %	37.6 %	6.9 %	5.5 %	2.0 %	1,026	21
OMB	45.9 %	46.1 %	4.2 %	2.6 %	1.1 %	436	20
OPM	46.0 %	42.3 %	7.2 %	3.1 %	1.3 %	1,521	44
PBGC	54.8 %	34.4 %	8.7 %	1.5 %	0.7 %	673	20
RRB	30.3 %	38.0 %	16.3 %	7.7 %	7.6 %	345	48
SBA	39.4 %	44.4 %	10.5 %	3.4 %	2.3 %	3,370	122
SSA	24.5 %	49.0 %	14.7 %	7.0 %	4.8 %	23,764	1,168
State	22.2 %	47.7 %	15.6 %	9.3 %	5.1 %	8,157	776
USAGM	30.8 %	48.9 %	13.4 %	3.3 %	3.6 %	682	27
USAID	26.4 %	50.0 %	12.6 %	7.7 %	3.4 %	1,791	113
USDA	24.1 %	47.1 %	17.8 %	7.7 %	3.4 %	43,852	3,262
USDT	33.2 %	46.0 %	11.8 %	5.8 %	3.2 %	39,170	1,851
Small Agencies	38.1 %	42.8 %	9.7 %	5.6 %	3.8 %	6,162	236
DOD Overall	25.5 %	40.1 %	16.7 %	10.5 %	7.2 %	144,109	12,676
USACE	31.3 %	47.8 %	13.0 %	5.1 %	2.7 %	13,753	767
Air Force	23.8 %	37.8 %	18.9 %	11.8 %	7.7 %	25,093	3,353
†Army	27.2 %	39.2 %	16.0 %	10.2 %	7.4 %	34,156	2,735
†Navy	22.9 %	42.2 %	17.2 %	10.8 %	6.9 %	30,630	2,745
Marine Corps	16.7 %	33.0 %	20.7 %	16.9 %	12.7 %	4,057	474

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
DOD 4th Estate	27.9 %	40.3 %	15.2 %	9.4 %	7.1 %	36,420	2,602

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) Information is openly shared in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
CSOSA	14.5 %	30.0 %	20.9 %	18.4 %	16.1 %	396	7
DHS	16.3 %	35.4 %	21.7 %	16.1 %	10.6 %	86,314	1,217
DOC	20.6 %	42.2 %	20.0 %	11.7 %	5.4 %	24,205	678
DOE	28.5 %	41.5 %	16.4 %	9.6 %	4.1 %	9,119	69
DOI	17.2 %	40.6 %	21.4 %	14.3 %	6.5 %	33,958	434
DOJ	11.9 %	30.4 %	22.6 %	21.9 %	13.2 %	31,399	471
DOL	23.8 %	38.7 %	19.3 %	11.7 %	6.5 %	8,736	137
DOT	19.7 %	40.4 %	19.4 %	13.3 %	7.1 %	19,381	265
ED	20.7 %	39.6 %	18.8 %	15.0 %	5.9 %	2,641	20
EEOC	28.0 %	37.1 %	18.1 %	12.0 %	4.8 %	1,305	24
EPA	23.2 %	44.7 %	18.3 %	10.2 %	3.7 %	8,720	83
FCC	19.1 %	36.6 %	19.2 %	16.9 %	8.2 %	475	11
FERC	40.0 %	39.3 %	12.0 %	5.8 %	2.9 %	1,158	9
FTC	26.5 %	36.8 %	14.2 %	17.9 %	4.5 %	800	7
GSA	40.9 %	40.6 %	11.6 %	4.8 %	2.0 %	7,768	50
HHS	25.0 %	41.5 %	18.4 %	10.6 %	4.6 %	56,286	781
HUD	24.9 %	40.7 %	17.9 %	10.7 %	5.8 %	5,374	63
NARA	28.5 %	36.0 %	15.6 %	12.1 %	7.8 %	1,421	15
NCUA	24.2 %	43.6 %	15.7 %	10.9 %	5.5 %	879	8
NLRB	19.1 %	36.6 %	21.0 %	14.7 %	8.6 %	494	14

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) Information is openly shared in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
NRC	23.7 %	41.6 %	17.9 %	10.4 %	6.5 %	1,835	13
NSF	26.6 %	35.3 %	15.5 %	14.3 %	8.4 %	1,028	6
OMB	23.7 %	43.4 %	16.0 %	13.8 %	3.3 %	449	4
OPM	28.6 %	38.8 %	18.0 %	10.2 %	4.3 %	1,524	22
PBGC	41.5 %	36.2 %	14.9 %	6.3 %	1.2 %	672	14
RRB	19.7 %	39.4 %	20.2 %	14.1 %	6.6 %	375	11
SBA	27.0 %	39.0 %	18.5 %	10.1 %	5.3 %	3,360	49
SSA	14.9 %	35.3 %	20.9 %	17.9 %	11.0 %	23,688	508
State	12.5 %	36.7 %	23.5 %	19.3 %	8.1 %	8,720	73
USAGM	19.8 %	40.2 %	23.4 %	8.6 %	8.0 %	669	17
USAID	15.2 %	42.5 %	19.7 %	17.0 %	5.6 %	1,831	11
USDA	15.5 %	40.5 %	23.2 %	14.7 %	6.1 %	45,263	611
USDT	22.6 %	41.2 %	18.7 %	12.0 %	5.5 %	39,295	701
Small Agencies	21.3 %	36.4 %	18.4 %	15.1 %	8.8 %	6,213	58
DOD Overall	18.3 %	38.1 %	20.5 %	14.9 %	8.1 %	150,979	1,834
USACE	19.5 %	44.1 %	19.8 %	11.5 %	5.1 %	14,039	197
Air Force	18.8 %	38.6 %	20.0 %	14.9 %	7.7 %	27,321	354
†Army	19.1 %	37.4 %	20.3 %	14.7 %	8.4 %	35,626	353
†Navy	16.8 %	39.2 %	21.7 %	14.9 %	7.4 %	32,180	358
Marine Corps	14.4 %	32.3 %	22.6 %	19.6 %	11.1 %	4,310	63

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(40) Information is openly shared in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
DOD 4th Estate	18.8 %	36.6 %	19.8 %	15.4 %	9.4 %	37,503	509

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) The approval process in my organization allows timely delivery of my work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
CSOSA	16.2 %	36.0 %	22.5 %	14.8 %	10.4 %	394	12
DHS	14.7 %	37.9 %	25.2 %	13.4 %	8.8 %	86,004	2,408
DOC	18.2 %	42.9 %	21.0 %	11.8 %	6.0 %	24,347	863
DOE	21.3 %	40.2 %	19.4 %	12.4 %	6.8 %	9,189	108
DOI	12.8 %	36.8 %	23.9 %	17.0 %	9.5 %	34,170	748
DOJ	12.5 %	36.6 %	22.2 %	16.8 %	11.9 %	31,656	601
DOL	20.0 %	41.4 %	19.4 %	12.2 %	7.0 %	8,771	184
DOT	16.2 %	39.8 %	21.5 %	13.8 %	8.7 %	19,628	335
ED	15.9 %	34.4 %	19.4 %	17.6 %	12.8 %	2,652	42
EEOC	25.5 %	39.1 %	17.3 %	11.8 %	6.2 %	1,310	23
EPA	16.0 %	42.9 %	19.9 %	14.7 %	6.5 %	8,835	103
FCC	14.6 %	39.8 %	19.8 %	15.7 %	10.0 %	490	5
FERC	31.1 %	38.4 %	14.6 %	9.4 %	6.6 %	1,176	3
FTC	25.1 %	37.1 %	16.7 %	13.2 %	7.9 %	801	10
GSA	33.6 %	40.3 %	14.9 %	8.1 %	3.2 %	7,809	66
HHS	19.6 %	41.4 %	20.0 %	12.7 %	6.2 %	56,552	1,016
HUD	20.7 %	40.9 %	17.8 %	12.8 %	7.8 %	5,437	64
NARA	23.6 %	37.1 %	21.8 %	10.9 %	6.6 %	1,397	53
NCUA	17.9 %	40.6 %	16.9 %	14.7 %	10.0 %	881	8
NLRB	19.5 %	38.5 %	19.8 %	11.7 %	10.6 %	518	5

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) The approval process in my organization allows timely delivery of my work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
NRC	17.1 %	42.7 %	18.3 %	13.4 %	8.5 %	1,848	18
NSF	24.4 %	39.0 %	15.8 %	13.0 %	7.9 %	1,029	10
OMB	19.3 %	38.0 %	20.6 %	15.5 %	6.6 %	445	11
OPM	23.0 %	37.2 %	19.9 %	13.9 %	6.0 %	1,505	44
PBGC	40.7 %	41.9 %	10.8 %	4.8 %	1.9 %	673	11
RRB	19.3 %	43.5 %	22.0 %	10.8 %	4.4 %	376	11
SBA	25.9 %	43.5 %	17.9 %	8.7 %	4.1 %	3,381	70
SSA	12.9 %	35.5 %	25.6 %	15.2 %	10.7 %	23,423	1,102
State	8.8 %	32.9 %	22.5 %	22.4 %	13.4 %	8,733	118
USAGM	17.0 %	41.6 %	24.7 %	9.7 %	7.0 %	674	23
USAID	8.2 %	26.9 %	18.7 %	28.3 %	17.9 %	1,857	23
USDA	12.0 %	38.0 %	24.3 %	17.1 %	8.6 %	45,533	908
USDT	19.6 %	41.8 %	21.9 %	11.3 %	5.4 %	39,189	1,255
Small Agencies	17.9 %	36.1 %	18.6 %	16.3 %	11.1 %	6,248	94
DOD Overall	16.2 %	39.5 %	22.0 %	14.0 %	8.3 %	152,247	2,793
USACE	14.9 %	40.8 %	21.9 %	15.2 %	7.3 %	14,167	210
Air Force	17.2 %	40.0 %	21.8 %	13.3 %	7.7 %	27,725	453
†Army	17.4 %	39.5 %	21.2 %	13.4 %	8.5 %	35,899	549
†Navy	13.8 %	39.5 %	22.7 %	15.4 %	8.6 %	32,449	530
Marine Corps	14.6 %	37.9 %	23.3 %	15.6 %	8.7 %	4,389	75

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(41) The approval process in my organization allows timely delivery of my work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
DOD 4th Estate	17.0 %	38.7 %	22.2 %	13.5 %	8.4 %	37,618	976

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
CSOSA	18.1 %	42.4 %	22.1 %	10.7 %	6.6 %	380	22
DHS	19.3 %	43.7 %	21.3 %	9.1 %	6.7 %	86,579	1,769
DOC	21.5 %	47.8 %	21.6 %	6.2 %	2.9 %	23,325	1,761
DOE	27.4 %	46.9 %	17.4 %	5.5 %	2.8 %	9,014	254
DOI	16.1 %	45.0 %	25.7 %	9.1 %	4.2 %	33,579	1,253
DOJ	14.9 %	40.5 %	23.8 %	12.6 %	8.3 %	31,210	1,013
DOL	25.6 %	47.4 %	18.3 %	5.5 %	3.3 %	8,635	314
DOT	20.5 %	44.4 %	22.0 %	8.3 %	4.8 %	19,312	553
ED	22.6 %	46.7 %	18.8 %	7.7 %	4.2 %	2,615	63
EEOC	28.4 %	46.8 %	15.5 %	5.9 %	3.3 %	1,276	55
EPA	22.0 %	51.5 %	18.6 %	5.9 %	2.0 %	8,648	233
FCC	22.0 %	49.1 %	18.4 %	8.0 %	2.6 %	480	12
FERC	37.2 %	43.2 %	12.7 %	3.8 %	3.1 %	1,134	39
FTC	34.5 %	42.5 %	13.7 %	6.8 %	2.4 %	774	31
GSA	40.1 %	43.8 %	11.7 %	3.2 %	1.2 %	7,761	105
HHS	26.1 %	48.5 %	17.9 %	5.0 %	2.4 %	55,573	1,772
HUD	25.2 %	46.2 %	18.9 %	5.9 %	3.7 %	5,300	172
NARA	24.9 %	42.2 %	19.2 %	8.9 %	4.7 %	1,395	62
NCUA	24.6 %	51.1 %	15.0 %	6.0 %	3.2 %	861	23
NLRB	24.8 %	46.5 %	14.7 %	7.9 %	6.1 %	495	25

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
NRC	17.5 %	41.6 %	23.2 %	11.6 %	6.1 %	1,812	52
NSF	31.5 %	41.5 %	16.7 %	6.1 %	4.2 %	1,019	18
OMB	36.7 %	46.9 %	12.1 %	2.6 %	1.8 %	440	10
OPM	30.0 %	46.0 %	15.4 %	5.7 %	2.9 %	1,500	43
PBGC	45.6 %	40.7 %	10.8 %	1.9 %	0.9 %	657	27
RRB	26.1 %	45.7 %	20.0 %	4.5 %	3.7 %	367	22
SBA	33.0 %	46.6 %	14.2 %	3.7 %	2.5 %	3,342	111
SSA	17.1 %	43.6 %	21.9 %	10.0 %	7.5 %	23,574	911
State	14.0 %	45.2 %	24.3 %	11.4 %	5.2 %	8,657	156
USAGM	22.2 %	39.4 %	25.3 %	6.9 %	6.2 %	644	52
USAID	15.2 %	46.7 %	23.1 %	9.9 %	5.1 %	1,847	29
USDA	15.3 %	45.6 %	24.7 %	10.0 %	4.4 %	45,261	1,178
USDT	24.4 %	46.7 %	19.6 %	6.0 %	3.3 %	38,878	1,545
Small Agencies	22.3 %	42.8 %	20.6 %	9.2 %	5.1 %	6,072	245
DOD Overall	20.6 %	46.0 %	20.9 %	8.1 %	4.4 %	150,577	4,021
USACE	19.7 %	48.9 %	21.1 %	7.3 %	3.0 %	13,944	403
Air Force	21.5 %	47.1 %	19.7 %	7.7 %	4.0 %	27,367	709
†Army	22.4 %	45.9 %	19.9 %	7.6 %	4.4 %	35,580	828
†Navy	17.8 %	46.3 %	22.3 %	9.2 %	4.5 %	32,048	841
Marine Corps	18.1 %	44.8 %	23.1 %	8.8 %	5.2 %	4,356	115

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
DOD 4th Estate	21.0 %	43.9 %	21.7 %	8.3 %	5.2 %	37,282	1,125

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
CSOSA	19.3 %	47.2 %	17.4 %	9.1 %	7.0 %	409	2
DHS	21.9 %	46.5 %	17.1 %	8.1 %	6.5 %	88,372	1,011
DOC	23.9 %	45.0 %	19.4 %	7.9 %	3.8 %	24,431	934
DOE	35.3 %	46.6 %	12.3 %	3.6 %	2.3 %	9,202	156
DOI	19.2 %	46.6 %	20.3 %	9.6 %	4.3 %	34,443	814
DOJ	20.0 %	47.6 %	16.7 %	9.3 %	6.4 %	32,208	435
DOL	30.5 %	47.7 %	14.3 %	4.8 %	2.7 %	8,869	166
DOT	29.5 %	51.8 %	11.9 %	4.0 %	2.8 %	19,878	267
ED	24.5 %	39.7 %	24.4 %	7.7 %	3.7 %	2,550	166
EEOC	31.3 %	42.4 %	15.5 %	6.0 %	4.9 %	1,330	19
EPA	23.7 %	48.1 %	18.3 %	7.5 %	2.4 %	8,710	275
FCC	26.0 %	43.3 %	19.6 %	7.4 %	3.6 %	471	23
FERC	38.3 %	41.1 %	12.8 %	5.2 %	2.5 %	1,153	27
FTC	36.9 %	38.6 %	18.1 %	5.5 %	0.9 %	775	42
GSA	39.8 %	40.8 %	14.4 %	3.6 %	1.4 %	7,733	186
HHS	30.8 %	49.5 %	13.9 %	3.9 %	1.8 %	56,692	1,294
HUD	24.1 %	41.6 %	19.2 %	9.8 %	5.2 %	5,389	137
NARA	34.1 %	47.7 %	11.4 %	3.9 %	2.8 %	1,450	20
NCUA	31.6 %	46.0 %	14.3 %	4.8 %	3.3 %	884	11
NLRB	30.4 %	44.5 %	15.2 %	5.9 %	3.9 %	519	8

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
NRC	26.3 %	47.5 %	15.7 %	6.3 %	4.2 %	1,842	45
NSF	31.6 %	38.2 %	19.9 %	6.7 %	3.6 %	983	61
OMB	28.8 %	46.4 %	16.5 %	5.9 %	2.3 %	444	13
OPM	32.3 %	42.3 %	17.9 %	4.6 %	2.9 %	1,474	90
PBGC	46.9 %	35.5 %	12.4 %	4.0 %	1.3 %	678	15
RRB	29.3 %	53.5 %	10.3 %	4.6 %	2.4 %	386	8
SBA	30.8 %	41.2 %	19.2 %	5.9 %	2.9 %	3,380	105
SSA	23.6 %	51.9 %	14.2 %	5.5 %	4.9 %	24,521	342
State	22.1 %	50.2 %	16.8 %	7.1 %	3.8 %	8,718	213
USAGM	24.9 %	44.1 %	18.2 %	8.5 %	4.3 %	690	14
USAID	26.8 %	52.9 %	13.4 %	4.9 %	2.0 %	1,872	27
USDA	18.5 %	48.7 %	19.5 %	9.0 %	4.3 %	46,252	833
USDT	28.7 %	48.9 %	13.8 %	5.3 %	3.4 %	40,385	636
Small Agencies	25.3 %	41.5 %	19.9 %	8.6 %	4.7 %	6,158	229
DOD Overall	29.1 %	51.0 %	12.6 %	4.5 %	2.8 %	155,062	1,537
USACE	27.6 %	52.7 %	13.4 %	4.2 %	2.1 %	14,346	150
Air Force	29.9 %	50.3 %	12.6 %	4.6 %	2.6 %	28,161	275
†Army	29.5 %	49.3 %	13.2 %	4.8 %	3.1 %	36,438	394
†Navy	28.8 %	53.4 %	11.5 %	3.8 %	2.5 %	33,092	223
Marine Corps	24.6 %	48.6 %	15.9 %	6.2 %	4.7 %	4,490	40

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
DOD 4th Estate	28.9 %	50.9 %	12.6 %	4.6 %	3.0 %	38,535	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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
CSOSA	26.4 %	56.9 %	11.7 %	2.8 %	2.1 %	402	3
DHS	22.7 %	50.3 %	16.5 %	5.9 %	4.6 %	87,426	1,021
DOC	32.9 %	55.5 %	8.4 %	2.1 %	1.2 %	24,790	322
DOE	37.3 %	50.6 %	9.0 %	1.8 %	1.3 %	9,195	85
DOI	24.8 %	57.5 %	12.9 %	3.3 %	1.6 %	34,539	426
DOJ	22.0 %	52.8 %	15.3 %	5.7 %	4.3 %	31,923	358
DOL	36.6 %	53.0 %	8.0 %	1.5 %	1.0 %	8,868	70
DOT	31.0 %	55.2 %	9.6 %	2.4 %	1.7 %	19,753	190
ED	45.4 %	48.0 %	5.0 %	1.0 %	0.7 %	2,667	16
EEOC	38.2 %	50.8 %	8.4 %	1.4 %	1.2 %	1,333	10
EPA	30.5 %	58.3 %	8.5 %	1.9 %	0.9 %	8,809	62
FCC	36.2 %	55.0 %	6.1 %	2.0 %	0.8 %	487	5
FERC	45.1 %	45.3 %	7.1 %	1.4 %	1.1 %	1,165	15
FTC	51.8 %	44.1 %	3.5 %	0.6 %	0.0%	806	7
GSA	45.8 %	45.7 %	6.8 %	1.1 %	0.6 %	7,776	79
HHS	36.5 %	53.5 %	7.8 %	1.5 %	0.7 %	56,953	496
HUD	33.8 %	53.3 %	9.0 %	2.3 %	1.5 %	5,407	52
NARA	36.6 %	48.8 %	9.9 %	2.7 %	2.1 %	1,433	10
NCUA	29.9 %	53.4 %	10.5 %	4.0 %	2.3 %	875	8
NLRB	38.6 %	51.7 %	7.9 %	1.0 %	0.8 %	516	3

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
NRC	33.4 %	52.9 %	9.3 %	2.7 %	1.7 %	1,849	20
NSF	37.1 %	44.7 %	12.1 %	4.9 %	1.2 %	1,005	26
OMB	28.7 %	53.1 %	11.5 %	5.3 %	1.4 %	437	12
OPM	41.9 %	49.0 %	6.6 %	1.4 %	1.1 %	1,533	19
PBGC	52.1 %	39.7 %	5.8 %	2.1 %	0.3 %	671	12
RRB	34.9 %	56.1 %	7.1 %	1.4 %	0.5 %	377	6
SBA	38.3 %	50.0 %	8.6 %	2.0 %	1.1 %	3,426	28
SSA	26.8 %	56.6 %	10.8 %	3.1 %	2.7 %	24,350	214
State	21.6 %	55.2 %	14.4 %	5.8 %	3.1 %	8,721	98
USAGM	34.8 %	51.2 %	9.0 %	2.1 %	2.8 %	696	3
USAID	29.2 %	56.7 %	10.0 %	2.6 %	1.6 %	1,859	15
USDA	22.4 %	58.5 %	14.1 %	3.3 %	1.6 %	46,126	488
USDT	30.0 %	51.4 %	12.3 %	4.0 %	2.3 %	40,001	568
Small Agencies	33.2 %	53.4 %	8.9 %	2.5 %	2.0 %	6,243	72
DOD Overall	30.9 %	54.0 %	10.6 %	2.7 %	1.8 %	153,850	1,224
USACE	29.6 %	56.6 %	10.7 %	2.0 %	1.0 %	14,237	127
Air Force	32.6 %	53.1 %	9.9 %	2.8 %	1.6 %	27,949	214
†Army	31.6 %	52.8 %	10.9 %	2.8 %	2.0 %	36,178	313
†Navy	29.0 %	54.9 %	11.3 %	3.0 %	1.7 %	32,782	232
Marine Corps	27.6 %	53.7 %	12.7 %	3.4 %	2.6 %	4,452	35

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
DOD 4th Estate	31.2 %	54.9 %	10.0 %	2.3 %	1.7 %	38,252	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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
CSOSA	16.0 %	29.1 %	23.5 %	12.4 %	19.0 %	384	28
DHS	16.1 %	27.2 %	22.2 %	14.8 %	19.8 %	85,949	3,178
DOC	24.3 %	37.9 %	20.5 %	9.2 %	8.2 %	22,865	2,474
DOE	30.0 %	35.9 %	17.5 %	8.9 %	7.7 %	8,867	478
DOI	19.7 %	35.9 %	21.8 %	11.8 %	10.9 %	33,520	1,759
DOJ	14.7 %	25.2 %	20.7 %	17.2 %	22.2 %	31,314	1,246
DOL	26.9 %	33.9 %	20.6 %	8.8 %	9.9 %	8,404	619
DOT	22.4 %	36.4 %	19.9 %	10.5 %	10.7 %	18,912	1,158
ED	23.8 %	34.0 %	23.3 %	10.9 %	8.1 %	2,511	215
EEOC	29.8 %	30.1 %	20.9 %	8.6 %	10.6 %	1,253	88
EPA	24.0 %	38.9 %	19.8 %	10.0 %	7.3 %	8,416	569
FCC	27.1 %	37.3 %	17.4 %	9.4 %	8.8 %	463	37
FERC	37.3 %	34.6 %	18.1 %	5.1 %	4.8 %	1,090	92
FTC	40.5 %	29.1 %	17.3 %	8.1 %	5.0 %	750	67
GSA	37.1 %	34.9 %	17.5 %	5.7 %	4.9 %	7,449	444
HHS	25.5 %	36.7 %	20.3 %	9.4 %	8.1 %	54,204	3,717
HUD	24.4 %	33.5 %	23.4 %	9.0 %	9.7 %	5,114	404
NARA	28.3 %	30.2 %	19.1 %	10.1 %	12.2 %	1,372	80
NCUA	24.5 %	33.5 %	20.7 %	11.8 %	9.4 %	839	56
NLRB	27.2 %	35.5 %	21.5 %	7.5 %	8.2 %	500	29

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
NRC	19.4 %	32.7 %	21.8 %	13.6 %	12.5 %	1,780	101
NSF	31.7 %	32.7 %	18.1 %	9.3 %	8.2 %	976	63
OMB	30.6 %	42.4 %	14.9 %	7.1 %	5.0 %	421	34
OPM	29.6 %	31.5 %	20.9 %	8.9 %	9.1 %	1,447	112
PBGC	39.9 %	32.1 %	17.7 %	6.8 %	3.6 %	642	50
RRB	27.2 %	36.8 %	21.1 %	6.2 %	8.6 %	360	29
SBA	30.2 %	32.8 %	20.9 %	8.2 %	7.8 %	3,272	212
SSA	17.4 %	30.4 %	22.2 %	13.2 %	16.8 %	23,428	1,410
State	13.6 %	29.2 %	22.6 %	18.5 %	16.0 %	8,554	335
USAGM	19.1 %	32.5 %	23.5 %	10.6 %	14.3 %	658	39
USAID	15.8 %	32.1 %	23.6 %	16.0 %	12.6 %	1,830	74
USDA	17.8 %	36.7 %	22.8 %	12.4 %	10.3 %	44,837	2,158
USDT	24.9 %	35.4 %	20.2 %	9.8 %	9.7 %	38,042	2,766
Small Agencies	23.5 %	31.8 %	19.8 %	11.9 %	12.9 %	5,970	417
DOD Overall	22.8 %	33.5 %	20.0 %	11.4 %	12.3 %	150,030	6,163
USACE	23.6 %	38.8 %	19.4 %	9.4 %	8.7 %	13,913	594
Air Force	25.7 %	33.8 %	18.2 %	10.6 %	11.8 %	27,378	1,020
†Army	23.3 %	33.1 %	20.0 %	11.3 %	12.3 %	35,368	1,335
†Navy	20.6 %	34.4 %	21.0 %	12.0 %	12.0 %	31,994	1,220
Marine Corps	20.5 %	29.3 %	22.5 %	12.4 %	15.3 %	4,353	164

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
DOD 4th Estate	21.7 %	31.9 %	20.6 %	11.9 %	13.9 %	37,024	1,830

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(46) 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	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
CSOSA	19.1 %	34.4 %	25.6 %	11.7 %	9.2 %	413
DHS	23.8 %	38.5 %	20.6 %	9.6 %	7.5 %	89,656
DOC	33.6 %	41.2 %	15.6 %	6.3 %	3.3 %	25,448
DOE	39.9 %	38.7 %	13.0 %	5.2 %	3.2 %	9,378
DOI	29.4 %	41.2 %	17.3 %	8.0 %	4.1 %	35,355
DOJ	23.3 %	35.5 %	20.0 %	12.2 %	9.1 %	32,741
DOL	34.2 %	39.1 %	15.3 %	6.4 %	5.0 %	9,064
DOT	33.7 %	41.0 %	14.6 %	6.7 %	4.0 %	20,164
ED	28.3 %	39.5 %	19.1 %	8.6 %	4.5 %	2,722
EEOC	39.4 %	35.0 %	13.9 %	6.7 %	5.0 %	1,353
EPA	39.3 %	41.6 %	11.7 %	5.0 %	2.3 %	9,011
FCC	36.8 %	37.9 %	12.6 %	7.8 %	4.8 %	497
FERC	55.3 %	31.0 %	9.3 %	2.9 %	1.4 %	1,186
FTC	44.9 %	32.9 %	12.2 %	7.9 %	2.2 %	822
GSA	54.0 %	33.1 %	8.6 %	2.8 %	1.5 %	7,925
HHS	37.2 %	40.3 %	14.6 %	5.4 %	2.5 %	58,240
HUD	32.7 %	39.1 %	16.3 %	7.3 %	4.7 %	5,551

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(46) 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	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
NARA	28.6 %	38.1 %	18.0 %	8.6 %	6.6 %	1,479
NCUA	40.0 %	40.8 %	11.9 %	4.6 %	2.7 %	896
NLRB	31.7 %	33.8 %	18.6 %	9.9 %	5.9 %	529
NRC	28.5 %	37.1 %	18.5 %	9.2 %	6.7 %	1,891
NSF	48.1 %	32.3 %	12.1 %	4.0 %	3.5 %	1,049
OMB	37.9 %	41.7 %	14.0 %	4.0 %	2.4 %	455
OPM	37.4 %	39.7 %	12.7 %	6.1 %	4.1 %	1,568
PBGC	61.2 %	28.7 %	7.2 %	2.2 %	0.7 %	692
RRB	31.5 %	43.0 %	14.8 %	6.3 %	4.4 %	394
SBA	39.1 %	38.8 %	14.4 %	4.3 %	3.4 %	3,503
SSA	19.4 %	32.8 %	20.1 %	14.9 %	12.7 %	24,966
State	22.4 %	41.8 %	20.1 %	10.4 %	5.3 %	8,980
USAGM	23.3 %	40.7 %	19.7 %	8.5 %	7.8 %	712
USAID	24.3 %	41.9 %	19.4 %	10.0 %	4.5 %	1,897
USDA	25.7 %	42.1 %	19.1 %	8.7 %	4.3 %	47,227
USDT	31.1 %	39.9 %	17.4 %	7.2 %	4.4 %	41,246
Small Agencies	32.4 %	37.3 %	15.3 %	9.3 %	5.8 %	6,408

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(46) 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	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
DOD Overall	28.5 %	39.0 %	18.3 %	8.9 %	5.4 %	156,861
USACE	36.2 %	41.7 %	13.9 %	5.4 %	2.7 %	14,519
Air Force	29.6 %	38.8 %	17.8 %	8.5 %	5.3 %	28,459
†Army	29.1 %	37.9 %	18.2 %	9.1 %	5.6 %	36,908
†Navy	26.7 %	41.2 %	18.5 %	8.6 %	5.0 %	33,358
Marine Corps	25.1 %	35.8 %	20.9 %	11.3 %	7.0 %	4,534
DOD 4th Estate	27.0 %	37.8 %	19.3 %	9.8 %	6.1 %	39,083

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
CSOSA	17.9 %	28.0 %	21.8 %	13.0 %	19.3 %	390	23
DHS	19.0 %	27.7 %	22.7 %	12.9 %	17.7 %	85,259	4,476
DOC	23.3 %	35.5 %	21.6 %	11.3 %	8.2 %	23,671	1,824
DOE	25.2 %	33.4 %	21.8 %	10.3 %	9.2 %	9,045	338
DOI	17.7 %	31.6 %	25.2 %	13.6 %	11.9 %	33,232	2,172
DOJ	14.1 %	22.4 %	23.8 %	18.2 %	21.6 %	30,261	2,508
DOL	24.5 %	32.7 %	22.0 %	10.4 %	10.4 %	8,506	573
DOT	19.2 %	29.8 %	24.2 %	13.6 %	13.2 %	18,937	1,256
ED	19.3 %	30.9 %	22.4 %	14.7 %	12.7 %	2,583	146
EEOC	26.0 %	28.9 %	22.8 %	10.8 %	11.6 %	1,263	96
EPA	21.0 %	36.6 %	23.5 %	10.8 %	8.0 %	8,512	509
FCC	20.0 %	30.6 %	25.1 %	13.6 %	10.7 %	442	56
FERC	41.8 %	32.4 %	14.5 %	7.0 %	4.3 %	1,148	40
FTC	30.1 %	30.7 %	16.1 %	12.5 %	10.6 %	776	46
GSA	39.5 %	32.6 %	17.0 %	6.5 %	4.4 %	7,649	287
HHS	27.2 %	36.6 %	20.5 %	9.0 %	6.7 %	55,550	2,733
HUD	24.6 %	32.8 %	22.3 %	10.6 %	9.7 %	5,244	308
NARA	21.6 %	28.8 %	21.1 %	12.5 %	16.0 %	1,412	67
NCUA	33.5 %	32.3 %	17.2 %	8.4 %	8.5 %	875	22
NLRB	18.4 %	24.8 %	21.9 %	19.1 %	15.8 %	478	48

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
NRC	18.0 %	28.6 %	22.7 %	16.0 %	14.7 %	1,817	75
NSF	33.6 %	28.3 %	18.5 %	12.1 %	7.6 %	1,004	43
OMB	19.1 %	37.0 %	22.6 %	14.9 %	6.3 %	437	18
OPM	28.3 %	32.2 %	21.2 %	10.3 %	7.9 %	1,494	78
PBGC	47.3 %	29.3 %	14.5 %	5.7 %	3.2 %	662	32
RRB	25.7 %	32.1 %	23.1 %	12.3 %	6.7 %	366	29
SBA	34.8 %	34.9 %	17.1 %	7.1 %	6.2 %	3,348	155
SSA	17.4 %	27.3 %	22.1 %	14.6 %	18.5 %	23,390	1,574
State	13.1 %	26.6 %	26.4 %	18.9 %	14.9 %	8,380	602
USAGM	23.8 %	33.5 %	21.2 %	9.2 %	12.4 %	669	45
USAID	12.1 %	32.7 %	24.1 %	18.4 %	12.7 %	1,802	95
USDA	16.5 %	29.9 %	26.0 %	15.0 %	12.6 %	44,583	2,668
USDT	22.5 %	31.8 %	22.2 %	11.7 %	11.8 %	38,751	2,531
Small Agencies	23.6 %	28.8 %	20.0 %	14.4 %	13.2 %	6,112	304
DOD Overall	17.8 %	27.1 %	25.5 %	14.8 %	14.8 %	147,236	9,729
USACE	21.0 %	33.5 %	23.5 %	11.9 %	10.1 %	13,828	709
Air Force	16.6 %	25.3 %	27.1 %	15.8 %	15.1 %	26,360	2,115
†Army	19.3 %	27.0 %	24.7 %	14.3 %	14.8 %	34,801	2,143
†Navy	15.4 %	27.2 %	26.5 %	15.7 %	15.2 %	31,337	2,032
Marine Corps	15.2 %	23.4 %	27.8 %	16.3 %	17.4 %	4,214	326

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
DOD 4th Estate	19.9 %	27.9 %	23.6 %	13.9 %	14.7 %	36,696	2,404

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
CSOSA	44.3 %	38.0 %	9.6 %	3.6 %	4.5 %	396	5
DHS	34.7 %	37.7 %	14.3 %	7.0 %	6.3 %	87,315	641
DOC	47.1 %	36.7 %	9.4 %	3.9 %	2.9 %	24,790	248
DOE	54.8 %	33.2 %	6.7 %	2.8 %	2.5 %	9,182	52
DOI	43.4 %	38.0 %	10.3 %	4.7 %	3.6 %	34,399	202
DOJ	36.0 %	36.8 %	12.9 %	7.2 %	7.1 %	32,014	227
DOL	47.2 %	35.3 %	9.4 %	4.0 %	4.1 %	8,885	83
DOT	45.4 %	36.6 %	9.2 %	4.7 %	4.1 %	19,606	153
ED	49.6 %	35.2 %	8.2 %	3.9 %	3.0 %	2,667	34
EEOC	52.2 %	31.9 %	7.8 %	4.2 %	4.0 %	1,316	14
EPA	50.4 %	36.0 %	7.5 %	3.8 %	2.3 %	8,855	60
FCC	45.3 %	36.1 %	8.4 %	5.9 %	4.2 %	486	5
FERC	63.6 %	26.0 %	5.3 %	3.4 %	1.6 %	1,163	10
FTC	70.3 %	21.8 %	5.2 %	2.0 %	0.8 %	806	8
GSA	62.4 %	28.4 %	5.3 %	2.0 %	2.0 %	7,771	32
HHS	49.3 %	34.2 %	9.2 %	4.2 %	3.1 %	57,014	386
HUD	53.2 %	32.1 %	7.6 %	3.8 %	3.2 %	5,452	36
NARA	48.2 %	32.6 %	9.9 %	4.5 %	4.9 %	1,438	11
NCUA	54.8 %	31.6 %	7.8 %	3.6 %	2.3 %	876	6
NLRB	48.4 %	36.1 %	7.8 %	5.3 %	2.4 %	505	11

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
NRC	51.4 %	36.8 %	6.3 %	2.7 %	2.8 %	1,846	12
NSF	60.0 %	29.7 %	5.4 %	2.4 %	2.5 %	1,039	3
OMB	50.3 %	35.2 %	8.9 %	3.9 %	1.8 %	447	3
OPM	52.9 %	33.6 %	7.4 %	3.2 %	2.9 %	1,534	18
PBGC	68.2 %	23.1 %	6.0 %	1.7 %	1.0 %	683	4
RRB	43.9 %	36.7 %	11.7 %	4.4 %	3.2 %	381	7
SBA	44.7 %	35.4 %	10.9 %	5.4 %	3.6 %	3,410	44
SSA	32.1 %	36.3 %	14.8 %	8.4 %	8.4 %	24,083	265
State	36.1 %	40.6 %	11.9 %	6.7 %	4.7 %	8,746	63
USAGM	34.8 %	38.7 %	13.3 %	5.4 %	7.8 %	690	10
USAID	40.3 %	39.5 %	9.9 %	6.3 %	3.9 %	1,874	3
USDA	41.4 %	40.5 %	10.3 %	4.7 %	3.1 %	46,228	322
USDT	45.7 %	34.5 %	10.2 %	5.0 %	4.6 %	40,086	488
Small Agencies	49.9 %	33.6 %	8.7 %	3.8 %	3.9 %	6,296	39
DOD Overall	41.5 %	37.0 %	11.1 %	5.5 %	4.9 %	152,793	1,022
USACE	47.6 %	37.4 %	8.5 %	3.9 %	2.6 %	14,216	66
Air Force	42.9 %	36.7 %	10.5 %	5.4 %	4.5 %	27,730	196
†Army	41.5 %	36.7 %	11.2 %	5.5 %	5.1 %	35,923	220
†Navy	40.6 %	39.1 %	10.9 %	5.1 %	4.3 %	32,554	178
Marine Corps	38.9 %	36.1 %	12.6 %	7.2 %	5.2 %	4,413	33

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
DOD 4th Estate	39.8 %	35.0 %	12.3 %	6.4 %	6.5 %	37,957	329

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
CSOSA	57.8 %	28.1 %	6.7 %	2.8 %	4.4 %	412
DHS	45.6 %	32.4 %	11.8 %	5.5 %	4.7 %	89,331
DOC	58.6 %	29.0 %	7.2 %	3.1 %	2.0 %	25,412
DOE	66.4 %	25.2 %	4.9 %	1.9 %	1.6 %	9,359
DOI	56.8 %	30.6 %	7.2 %	3.1 %	2.3 %	35,247
DOJ	48.6 %	30.3 %	9.2 %	5.8 %	6.1 %	32,607
DOL	62.2 %	26.5 %	6.0 %	2.6 %	2.6 %	9,039
DOT	58.2 %	28.8 %	6.7 %	3.2 %	3.2 %	20,098
ED	67.9 %	24.1 %	4.8 %	1.6 %	1.6 %	2,715
EEOC	62.0 %	25.5 %	6.5 %	3.1 %	2.9 %	1,348
EPA	64.3 %	27.1 %	5.0 %	2.3 %	1.3 %	8,963
FCC	60.4 %	27.6 %	4.9 %	4.5 %	2.6 %	493
FERC	76.3 %	17.0 %	4.0 %	1.5 %	1.2 %	1,183
FTC	75.1 %	19.2 %	2.4 %	2.2 %	1.1 %	818
GSA	72.5 %	20.9 %	4.0 %	1.4 %	1.2 %	7,891
HHS	60.1 %	28.0 %	6.8 %	3.0 %	2.1 %	58,070
HUD	63.1 %	25.7 %	6.0 %	2.8 %	2.4 %	5,537

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
NARA	62.9 %	24.8 %	7.3 %	2.3 %	2.6 %	1,475
NCUA	60.7 %	26.5 %	6.4 %	3.5 %	3.0 %	896
NLRB	60.4 %	27.1 %	6.3 %	2.0 %	4.2 %	524
NRC	65.9 %	25.8 %	4.8 %	1.7 %	1.8 %	1,887
NSF	68.3 %	21.8 %	5.7 %	2.7 %	1.5 %	1,048
OMB	63.0 %	26.3 %	5.6 %	2.7 %	2.3 %	454
OPM	67.5 %	24.4 %	4.5 %	1.8 %	1.7 %	1,565
PBGC	79.0 %	17.2 %	2.2 %	1.2 %	0.3 %	695
RRB	55.4 %	32.0 %	6.7 %	3.7 %	2.2 %	392
SBA	55.6 %	31.0 %	8.3 %	3.1 %	2.0 %	3,489
SSA	42.5 %	33.5 %	11.6 %	6.5 %	6.0 %	24,879
State	46.8 %	33.2 %	10.0 %	5.9 %	4.1 %	8,927
USAGM	45.8 %	34.9 %	9.9 %	3.6 %	5.8 %	708
USAID	49.1 %	33.6 %	8.6 %	5.2 %	3.4 %	1,888
USDA	54.9 %	31.9 %	7.3 %	3.5 %	2.3 %	47,035
USDT	56.3 %	28.6 %	8.5 %	3.5 %	3.2 %	41,075
Small Agencies	62.5 %	25.5 %	6.0 %	2.9 %	3.0 %	6,397

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
DOD Overall	53.5 %	31.3 %	8.3 %	3.8 %	3.1 %	156,208
USACE	58.7 %	30.6 %	6.4 %	2.6 %	1.7 %	14,507
Air Force	55.0 %	30.7 %	7.7 %	3.6 %	2.9 %	28,332
†Army	52.9 %	31.4 %	8.8 %	3.7 %	3.2 %	36,769
†Navy	53.6 %	32.4 %	7.9 %	3.5 %	2.5 %	33,191
Marine Corps	51.2 %	31.3 %	9.8 %	4.1 %	3.7 %	4,510
DOD 4th Estate	51.4 %	30.6 %	9.2 %	4.6 %	4.2 %	38,899

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
CSOSA	55.4 %	27.9 %	6.7 %	6.4 %	3.6 %	404
DHS	44.3 %	35.1 %	11.0 %	5.3 %	4.3 %	88,974
DOC	56.2 %	30.0 %	7.3 %	4.1 %	2.4 %	25,319
DOE	62.2 %	26.4 %	6.2 %	2.8 %	2.4 %	9,331
DOI	52.3 %	31.3 %	8.8 %	4.4 %	3.1 %	35,135
DOJ	45.4 %	31.5 %	10.3 %	7.0 %	5.8 %	32,501
DOL	58.1 %	28.1 %	7.1 %	3.6 %	3.1 %	9,021
DOT	55.4 %	30.2 %	7.2 %	4.1 %	3.1 %	20,047
ED	62.3 %	26.4 %	6.2 %	2.8 %	2.2 %	2,708
EEOC	61.3 %	24.4 %	7.1 %	3.5 %	3.7 %	1,349
EPA	60.3 %	28.6 %	5.9 %	3.2 %	1.9 %	8,951
FCC	57.0 %	28.7 %	6.9 %	2.7 %	4.7 %	495
FERC	71.3 %	20.1 %	4.9 %	2.1 %	1.6 %	1,183
FTC	73.6 %	19.7 %	3.1 %	2.3 %	1.3 %	820
GSA	69.0 %	22.1 %	5.3 %	2.2 %	1.4 %	7,881
HHS	57.0 %	28.9 %	7.9 %	3.8 %	2.4 %	57,915
HUD	59.4 %	26.8 %	6.7 %	4.0 %	3.0 %	5,502

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
NARA	57.2 %	28.0 %	7.8 %	3.6 %	3.4 %	1,475
NCUA	58.1 %	29.1 %	6.8 %	2.8 %	3.2 %	894
NLRB	56.9 %	30.3 %	6.1 %	3.2 %	3.4 %	524
NRC	58.8 %	29.0 %	6.5 %	3.3 %	2.4 %	1,881
NSF	65.7 %	22.5 %	5.8 %	3.9 %	2.1 %	1,044
OMB	62.5 %	27.7 %	5.7 %	2.4 %	1.8 %	454
OPM	63.7 %	26.2 %	4.9 %	2.7 %	2.5 %	1,560
PBGC	75.4 %	18.4 %	3.8 %	1.0 %	1.4 %	690
RRB	48.4 %	35.8 %	9.3 %	2.6 %	3.8 %	391
SBA	54.7 %	30.7 %	8.8 %	3.3 %	2.6 %	3,470
SSA	42.0 %	34.7 %	10.7 %	6.5 %	6.0 %	24,724
State	46.3 %	34.6 %	9.5 %	6.0 %	3.6 %	8,917
USAGM	46.0 %	32.9 %	10.0 %	5.3 %	5.9 %	705
USAID	49.6 %	32.7 %	8.3 %	5.5 %	3.8 %	1,884
USDA	50.5 %	33.5 %	8.7 %	4.5 %	2.7 %	46,874
USDT	53.9 %	29.7 %	8.6 %	4.1 %	3.7 %	40,974
Small Agencies	59.2 %	26.8 %	6.4 %	4.0 %	3.7 %	6,365

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
DOD Overall	50.6 %	31.4 %	9.1 %	5.0 %	3.8 %	155,592
USACE	55.2 %	31.6 %	7.4 %	3.5 %	2.2 %	14,434
Air Force	52.7 %	30.0 %	8.6 %	4.9 %	3.8 %	28,200
†Army	49.9 %	31.7 %	9.5 %	5.1 %	3.9 %	36,589
†Navy	50.5 %	33.0 %	8.9 %	4.4 %	3.2 %	33,111
Marine Corps	48.3 %	31.6 %	10.0 %	5.9 %	4.2 %	4,496
DOD 4th Estate	48.6 %	30.7 %	9.8 %	6.0 %	4.9 %	38,762

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
CSOSA	59.8 %	25.1 %	8.7 %	3.0 %	3.5 %	413
DHS	49.5 %	35.1 %	8.8 %	3.2 %	3.4 %	89,301
DOC	61.5 %	27.7 %	6.0 %	2.5 %	2.2 %	25,421
DOE	65.9 %	25.1 %	4.9 %	2.2 %	1.9 %	9,360
DOI	56.9 %	29.6 %	7.5 %	3.2 %	2.8 %	35,270
DOJ	50.5 %	31.5 %	8.8 %	4.4 %	4.9 %	32,599
DOL	62.4 %	26.8 %	5.7 %	2.4 %	2.7 %	9,044
DOT	60.2 %	29.0 %	5.8 %	2.4 %	2.6 %	20,121
ED	65.8 %	24.0 %	5.3 %	2.6 %	2.3 %	2,707
EEOC	64.8 %	23.6 %	5.2 %	3.3 %	3.2 %	1,353
EPA	65.3 %	25.7 %	5.0 %	2.1 %	1.9 %	8,986
FCC	61.1 %	27.1 %	4.8 %	2.8 %	4.3 %	497
FERC	73.6 %	19.4 %	3.6 %	2.3 %	1.1 %	1,185
FTC	78.0 %	17.0 %	2.7 %	2.2 %	0.1 %	820
GSA	72.4 %	20.4 %	4.5 %	1.4 %	1.3 %	7,908
HHS	61.3 %	27.3 %	6.5 %	2.7 %	2.2 %	58,095
HUD	63.5 %	24.7 %	6.2 %	2.8 %	2.9 %	5,528

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
NARA	61.7 %	25.4 %	7.4 %	2.2 %	3.3 %	1,473
NCUA	65.0 %	25.0 %	5.7 %	1.8 %	2.5 %	894
NLRB	61.5 %	27.9 %	6.0 %	1.6 %	3.0 %	523
NRC	63.1 %	27.6 %	5.1 %	2.1 %	2.0 %	1,887
NSF	71.2 %	20.0 %	4.2 %	2.7 %	2.0 %	1,048
OMB	68.6 %	23.7 %	3.9 %	2.2 %	1.6 %	453
OPM	67.3 %	24.0 %	4.6 %	1.8 %	2.4 %	1,564
PBGC	77.9 %	16.8 %	3.4 %	0.8 %	1.0 %	690
RRB	55.2 %	30.0 %	8.7 %	3.7 %	2.3 %	392
SBA	59.0 %	30.0 %	6.8 %	2.2 %	2.1 %	3,485
SSA	47.8 %	35.6 %	8.5 %	3.7 %	4.4 %	24,845
State	52.6 %	32.2 %	8.0 %	3.8 %	3.4 %	8,947
USAGM	49.2 %	33.5 %	8.9 %	3.5 %	4.9 %	709
USAID	55.6 %	30.3 %	6.8 %	3.8 %	3.5 %	1,890
USDA	55.5 %	31.9 %	7.1 %	3.0 %	2.4 %	47,034
USDT	58.2 %	28.8 %	7.0 %	2.9 %	3.1 %	41,082
Small Agencies	63.7 %	24.2 %	5.9 %	2.9 %	3.3 %	6,389

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
DOD Overall	55.5 %	30.4 %	7.7 %	3.3 %	3.2 %	156,218
USACE	60.3 %	29.4 %	6.1 %	2.4 %	1.8 %	14,484
Air Force	57.4 %	28.9 %	7.2 %	3.2 %	3.3 %	28,339
†Army	54.4 %	30.8 %	8.1 %	3.4 %	3.2 %	36,773
†Navy	56.0 %	31.5 %	7.2 %	2.8 %	2.5 %	33,207
Marine Corps	52.1 %	31.2 %	9.2 %	3.9 %	3.6 %	4,507
DOD 4th Estate	53.5 %	30.1 %	8.4 %	3.9 %	4.1 %	38,908

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
CSOSA	51.3 %	20.6 %	13.3 %	7.5 %	7.3 %	410
DHS	43.6 %	30.7 %	13.6 %	6.2 %	5.9 %	89,083
DOC	54.9 %	27.1 %	9.8 %	4.7 %	3.6 %	25,341
DOE	60.1 %	24.3 %	8.2 %	3.9 %	3.6 %	9,345
DOI	50.6 %	27.7 %	11.2 %	5.8 %	4.8 %	35,190
DOJ	44.1 %	26.3 %	13.1 %	8.3 %	8.2 %	32,515
DOL	55.9 %	25.5 %	9.4 %	4.7 %	4.5 %	9,031
DOT	53.3 %	27.4 %	9.7 %	4.9 %	4.7 %	20,055
ED	59.7 %	23.7 %	8.6 %	4.0 %	3.9 %	2,706
EEOC	58.9 %	21.1 %	10.7 %	4.7 %	4.6 %	1,349
EPA	57.5 %	25.3 %	9.6 %	4.5 %	3.0 %	8,970
FCC	57.0 %	24.9 %	7.9 %	3.9 %	6.2 %	490
FERC	68.3 %	19.6 %	6.9 %	3.1 %	2.2 %	1,185
FTC	72.8 %	18.1 %	5.6 %	2.4 %	1.1 %	817
GSA	66.9 %	20.8 %	7.2 %	3.0 %	2.1 %	7,894
HHS	55.4 %	25.9 %	10.4 %	4.8 %	3.6 %	57,944
HUD	58.0 %	23.2 %	9.4 %	4.8 %	4.6 %	5,514

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
NARA	54.8 %	24.5 %	10.6 %	5.5 %	4.5 %	1,465
NCUA	57.9 %	25.7 %	8.7 %	3.6 %	4.0 %	892
NLRB	55.5 %	26.9 %	10.5 %	3.2 %	4.0 %	525
NRC	55.9 %	26.1 %	8.6 %	5.6 %	3.8 %	1,886
NSF	60.6 %	23.3 %	7.5 %	4.7 %	3.9 %	1,042
OMB	61.1 %	22.0 %	8.6 %	5.1 %	3.2 %	454
OPM	61.7 %	22.2 %	8.4 %	4.4 %	3.4 %	1,561
PBGC	73.7 %	17.8 %	5.0 %	1.9 %	1.5 %	686
RRB	50.5 %	28.1 %	10.0 %	5.5 %	6.1 %	390
SBA	54.2 %	27.9 %	10.9 %	3.8 %	3.2 %	3,469
SSA	40.3 %	29.0 %	14.5 %	8.2 %	8.0 %	24,784
State	43.9 %	29.7 %	12.6 %	7.8 %	6.0 %	8,919
USAGM	45.1 %	28.2 %	12.9 %	5.4 %	8.4 %	702
USAID	46.7 %	28.6 %	11.4 %	7.1 %	6.1 %	1,887
USDA	49.2 %	28.9 %	11.7 %	5.8 %	4.4 %	46,931
USDT	52.2 %	25.9 %	11.6 %	5.4 %	4.9 %	40,963
Small Agencies	55.7 %	24.8 %	9.2 %	5.1 %	5.2 %	6,377

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
DOD Overall	49.1 %	27.2 %	11.7 %	6.1 %	5.9 %	155,803
USACE	53.8 %	27.8 %	10.0 %	4.7 %	3.7 %	14,454
Air Force	50.9 %	26.3 %	10.9 %	6.1 %	5.9 %	28,258
†Army	48.4 %	27.3 %	12.1 %	6.2 %	6.0 %	36,655
†Navy	49.1 %	28.6 %	11.7 %	5.7 %	5.0 %	33,137
Marine Corps	46.4 %	26.3 %	13.8 %	7.0 %	6.5 %	4,497
DOD 4th Estate	47.0 %	26.4 %	12.4 %	6.8 %	7.4 %	38,802

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
CSOSA	57.6 %	32.6 %	6.1 %	1.2 %	2.6 %	412
DHS	45.8 %	37.6 %	11.5 %	2.8 %	2.3 %	89,108
DOC	55.7 %	35.9 %	6.3 %	1.4 %	0.7 %	25,383
DOE	61.4 %	31.5 %	5.4 %	0.9 %	0.8 %	9,364
DOI	49.8 %	37.7 %	9.1 %	2.1 %	1.3 %	35,249
DOJ	45.5 %	36.7 %	11.1 %	3.5 %	3.2 %	32,566
DOL	60.7 %	32.6 %	5.1 %	0.8 %	0.8 %	9,025
DOT	54.0 %	35.4 %	7.4 %	1.7 %	1.5 %	20,078
ED	63.4 %	30.2 %	4.9 %	0.6 %	0.9 %	2,711
EEOC	63.1 %	29.2 %	5.9 %	0.9 %	0.9 %	1,347
EPA	57.6 %	35.1 %	5.8 %	1.1 %	0.5 %	8,987
FCC	56.6 %	35.4 %	4.7 %	1.9 %	1.3 %	494
FERC	66.7 %	27.1 %	4.3 %	1.2 %	0.7 %	1,184
FTC	70.6 %	24.8 %	3.8 %	0.6 %	0.1 %	818
GSA	69.5 %	25.7 %	3.9 %	0.5 %	0.4 %	7,889
HHS	57.8 %	33.4 %	6.7 %	1.3 %	0.8 %	58,010
HUD	61.6 %	30.8 %	5.8 %	1.1 %	0.8 %	5,530

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
NARA	57.0 %	32.2 %	7.9 %	1.3 %	1.5 %	1,469
NCUA	62.9 %	31.3 %	4.2 %	0.5 %	1.1 %	894
NLRB	59.9 %	31.9 %	6.7 %	0.6 %	0.9 %	525
NRC	56.6 %	34.9 %	6.3 %	1.5 %	0.8 %	1,884
NSF	64.9 %	28.2 %	4.9 %	1.2 %	0.8 %	1,047
OMB	54.2 %	31.5 %	10.3 %	2.4 %	1.6 %	455
OPM	64.4 %	28.5 %	5.4 %	1.0 %	0.7 %	1,565
PBGC	74.9 %	22.6 %	2.1 %	0.3 %	0.1 %	687
RRB	54.0 %	38.2 %	5.5 %	1.5 %	0.8 %	386
SBA	57.5 %	33.9 %	6.8 %	0.9 %	0.9 %	3,478
SSA	45.8 %	41.2 %	9.2 %	1.8 %	2.0 %	24,843
State	43.6 %	41.0 %	10.9 %	3.1 %	1.5 %	8,910
USAGM	46.0 %	38.5 %	9.4 %	2.7 %	3.4 %	706
USAID	45.2 %	39.5 %	10.4 %	2.8 %	2.0 %	1,887
USDA	49.6 %	38.9 %	8.6 %	1.9 %	1.0 %	47,007
USDT	54.8 %	34.3 %	8.2 %	1.3 %	1.4 %	40,990
Small Agencies	58.0 %	32.5 %	6.6 %	1.5 %	1.4 %	6,384

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
DOD Overall	51.4 %	36.1 %	9.0 %	2.0 %	1.4 %	155,935
USACE	53.5 %	36.4 %	7.9 %	1.5 %	0.8 %	14,481
Air Force	53.1 %	34.9 %	8.6 %	2.0 %	1.4 %	28,267
†Army	51.4 %	36.2 %	8.8 %	2.1 %	1.5 %	36,670
†Navy	49.3 %	37.9 %	9.5 %	2.1 %	1.2 %	33,153
Marine Corps	50.5 %	36.4 %	9.5 %	2.0 %	1.6 %	4,507
DOD 4th Estate	51.4 %	35.3 %	9.5 %	2.0 %	1.8 %	38,857

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
CSOSA	48.9 %	26.8 %	15.8 %	5.8 %	2.6 %	413
DHS	46.5 %	29.8 %	15.1 %	4.6 %	3.9 %	89,284
DOC	56.5 %	27.0 %	10.8 %	3.5 %	2.3 %	25,411
DOE	60.6 %	24.5 %	9.3 %	3.3 %	2.3 %	9,359
DOI	49.3 %	29.1 %	13.4 %	4.8 %	3.4 %	35,245
DOJ	44.8 %	27.0 %	15.9 %	6.6 %	5.7 %	32,535
DOL	57.6 %	25.5 %	10.7 %	3.3 %	3.0 %	9,030
DOT	54.4 %	26.9 %	11.7 %	3.6 %	3.4 %	20,104
ED	60.3 %	24.1 %	10.2 %	2.8 %	2.6 %	2,705
EEOC	61.5 %	20.9 %	11.1 %	3.3 %	3.3 %	1,349
EPA	57.6 %	27.4 %	10.1 %	3.0 %	1.9 %	8,983
FCC	63.4 %	19.7 %	9.2 %	3.8 %	3.9 %	497
FERC	66.8 %	21.6 %	8.4 %	1.7 %	1.5 %	1,184
FTC	75.4 %	16.6 %	6.2 %	1.1 %	0.7 %	818
GSA	67.1 %	22.0 %	7.6 %	1.8 %	1.5 %	7,909
HHS	56.3 %	26.1 %	11.6 %	3.6 %	2.5 %	58,069
HUD	60.1 %	23.2 %	10.5 %	3.4 %	2.7 %	5,523

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
NARA	56.7 %	25.2 %	12.0 %	2.7 %	3.4 %	1,470
NCUA	59.9 %	25.4 %	9.3 %	3.5 %	1.9 %	897
NLRB	61.9 %	22.9 %	10.1 %	4.0 %	1.1 %	523
NRC	57.4 %	26.4 %	10.4 %	2.8 %	3.0 %	1,888
NSF	64.2 %	21.7 %	9.0 %	2.7 %	2.4 %	1,043
OMB	55.4 %	28.1 %	10.5 %	3.5 %	2.4 %	453
OPM	63.9 %	22.2 %	8.6 %	2.9 %	2.5 %	1,562
PBGC	74.2 %	17.9 %	6.4 %	1.2 %	0.3 %	689
RRB	51.6 %	29.5 %	10.3 %	6.1 %	2.5 %	389
SBA	58.9 %	26.0 %	9.6 %	3.1 %	2.4 %	3,489
SSA	42.9 %	29.8 %	16.8 %	5.7 %	4.8 %	24,828
State	42.6 %	30.9 %	16.1 %	6.1 %	4.3 %	8,922
USAGM	46.7 %	26.4 %	13.9 %	6.6 %	6.4 %	708
USAID	44.9 %	30.5 %	15.6 %	4.7 %	4.3 %	1,889
USDA	49.4 %	29.6 %	13.5 %	4.4 %	3.1 %	47,048
USDT	55.1 %	25.7 %	12.1 %	3.8 %	3.3 %	41,023
Small Agencies	56.5 %	25.3 %	10.5 %	3.9 %	3.7 %	6,397

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
DOD Overall	49.2 %	27.6 %	13.8 %	5.2 %	4.2 %	156,003
USACE	53.5 %	28.6 %	11.7 %	3.6 %	2.6 %	14,474
Air Force	50.9 %	26.6 %	13.3 %	5.1 %	4.1 %	28,284
†Army	48.5 %	27.9 %	13.8 %	5.3 %	4.4 %	36,750
†Navy	48.8 %	29.0 %	13.8 %	4.9 %	3.5 %	33,161
Marine Corps	47.4 %	27.2 %	15.1 %	5.8 %	4.6 %	4,503
DOD 4th Estate	47.8 %	26.6 %	14.6 %	5.9 %	5.2 %	38,831

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
CSOSA	44.2 %	31.8 %	14.2 %	6.5 %	3.3 %	413
DHS	35.9 %	34.0 %	17.6 %	7.7 %	4.7 %	89,339
DOC	43.9 %	34.3 %	13.1 %	5.9 %	2.8 %	25,426
DOE	46.0 %	34.1 %	12.1 %	5.1 %	2.7 %	9,361
DOI	35.3 %	36.3 %	17.0 %	7.7 %	3.7 %	35,256
DOJ	34.3 %	32.7 %	17.1 %	9.7 %	6.2 %	32,555
DOL	46.8 %	32.8 %	11.8 %	5.4 %	3.2 %	9,042
DOT	40.7 %	34.7 %	14.8 %	6.3 %	3.5 %	20,129
ED	48.7 %	32.2 %	11.6 %	4.5 %	3.0 %	2,708
EEOC	50.3 %	29.5 %	11.3 %	5.5 %	3.4 %	1,350
EPA	40.8 %	36.5 %	14.2 %	6.1 %	2.5 %	8,982
FCC	41.1 %	36.1 %	12.6 %	6.3 %	3.8 %	497
FERC	51.4 %	31.4 %	10.8 %	4.3 %	2.2 %	1,183
FTC	61.2 %	24.8 %	8.9 %	3.4 %	1.7 %	819
GSA	57.1 %	28.8 %	8.8 %	3.4 %	1.9 %	7,914
HHS	43.6 %	33.6 %	14.0 %	6.0 %	2.8 %	58,119
HUD	49.0 %	29.8 %	12.2 %	5.6 %	3.4 %	5,536

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
NARA	43.4 %	32.0 %	13.7 %	6.9 %	3.9 %	1,476
NCUA	47.7 %	33.2 %	11.1 %	5.6 %	2.5 %	897
NLRB	45.3 %	30.0 %	14.7 %	6.5 %	3.6 %	524
NRC	40.0 %	37.5 %	12.8 %	6.4 %	3.3 %	1,885
NSF	48.1 %	28.4 %	14.5 %	7.0 %	1.9 %	1,049
OMB	35.1 %	33.7 %	18.6 %	8.7 %	4.0 %	452
OPM	49.4 %	32.2 %	10.9 %	4.9 %	2.5 %	1,568
PBGC	61.0 %	28.0 %	7.4 %	2.7 %	1.0 %	692
RRB	41.2 %	34.7 %	13.1 %	8.3 %	2.7 %	393
SBA	47.0 %	30.3 %	14.2 %	5.8 %	2.8 %	3,499
SSA	33.8 %	34.8 %	17.5 %	8.5 %	5.4 %	24,838
State	29.4 %	35.6 %	18.0 %	11.8 %	5.2 %	8,924
USAGM	36.3 %	34.4 %	16.1 %	6.8 %	6.4 %	714
USAID	33.2 %	34.3 %	16.9 %	10.7 %	4.9 %	1,894
USDA	35.7 %	36.6 %	16.7 %	7.9 %	3.2 %	47,073
USDT	44.9 %	31.3 %	14.1 %	5.9 %	3.7 %	41,059
Small Agencies	43.6 %	32.1 %	13.3 %	6.8 %	4.2 %	6,390

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
DOD Overall	37.6 %	33.3 %	16.2 %	8.2 %	4.8 %	156,106
USACE	39.9 %	36.6 %	14.2 %	6.4 %	3.0 %	14,498
Air Force	38.7 %	32.6 %	16.0 %	8.0 %	4.8 %	28,304
†Army	37.6 %	33.3 %	15.6 %	8.6 %	4.9 %	36,773
†Navy	35.9 %	34.8 %	16.8 %	8.1 %	4.4 %	33,169
Marine Corps	37.1 %	31.6 %	17.6 %	8.6 %	5.1 %	4,500
DOD 4th Estate	37.7 %	31.4 %	16.6 %	8.7 %	5.6 %	38,862

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
CSOSA	46.1 %	29.6 %	13.9 %	5.4 %	5.0 %	408	4
DHS	37.3 %	36.6 %	14.3 %	6.5 %	5.3 %	88,640	725
DOC	46.6 %	36.5 %	9.7 %	4.8 %	2.5 %	25,293	145
DOE	49.1 %	35.2 %	9.2 %	4.0 %	2.6 %	9,323	47
DOI	36.4 %	38.6 %	13.9 %	7.0 %	4.0 %	34,967	317
DOJ	35.9 %	36.2 %	13.3 %	7.7 %	6.9 %	32,254	315
DOL	48.1 %	34.3 %	10.0 %	4.5 %	3.0 %	8,986	63
DOT	44.1 %	37.3 %	10.4 %	4.8 %	3.4 %	19,962	169
ED	48.7 %	34.2 %	9.9 %	4.5 %	2.8 %	2,699	16
EEOC	49.8 %	34.0 %	7.5 %	5.5 %	3.1 %	1,343	6
EPA	42.4 %	38.6 %	11.4 %	5.3 %	2.4 %	8,919	73
FCC	43.0 %	35.9 %	11.7 %	3.7 %	5.7 %	488	8
FERC	53.8 %	33.7 %	7.1 %	3.8 %	1.5 %	1,179	6
FTC	59.9 %	27.4 %	8.9 %	2.5 %	1.4 %	817	2
GSA	57.3 %	30.2 %	7.8 %	2.8 %	1.9 %	7,881	36
HHS	43.9 %	35.3 %	12.2 %	5.4 %	3.2 %	57,691	479
HUD	49.3 %	30.6 %	11.1 %	5.1 %	3.9 %	5,501	31
NARA	49.7 %	33.6 %	9.5 %	3.6 %	3.5 %	1,469	8
NCUA	49.5 %	35.4 %	8.4 %	4.8 %	2.0 %	894	3
NLRB	42.5 %	33.2 %	14.8 %	5.7 %	3.8 %	519	3

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
NRC	40.6 %	39.6 %	11.7 %	4.9 %	3.2 %	1,874	15
NSF	48.5 %	31.6 %	10.9 %	5.8 %	3.2 %	1,035	13
OMB	31.6 %	33.4 %	16.8 %	12.4 %	5.8 %	447	5
OPM	55.2 %	31.5 %	7.5 %	2.9 %	2.9 %	1,563	7
PBGC	66.3 %	26.7 %	4.8 %	1.2 %	1.0 %	692	0
RRB	44.6 %	35.9 %	9.9 %	5.0 %	4.6 %	392	1
SBA	49.8 %	33.5 %	9.7 %	4.0 %	3.0 %	3,469	26
SSA	36.5 %	40.6 %	12.2 %	5.9 %	4.8 %	24,685	184
State	30.2 %	36.7 %	15.3 %	11.2 %	6.6 %	8,816	112
USAGM	37.2 %	36.3 %	14.0 %	5.7 %	6.8 %	713	0
USAID	32.3 %	37.0 %	15.5 %	8.9 %	6.2 %	1,878	14
USDA	39.1 %	39.3 %	12.3 %	5.7 %	3.6 %	46,688	400
USDT	46.6 %	34.1 %	10.9 %	4.6 %	3.7 %	40,584	500
Small Agencies	44.6 %	33.7 %	11.4 %	6.3 %	4.0 %	6,355	45
DOD Overall	38.9 %	35.3 %	13.1 %	7.0 %	5.7 %	154,604	1,543
USACE	40.7 %	37.6 %	12.1 %	6.0 %	3.7 %	14,374	126
Air Force	41.2 %	34.6 %	12.3 %	6.5 %	5.5 %	28,004	313
†Army	38.6 %	34.8 %	13.4 %	7.2 %	6.0 %	36,403	367
†Navy	36.0 %	37.5 %	14.0 %	7.2 %	5.3 %	32,885	300
Marine Corps	37.4 %	33.4 %	15.0 %	7.9 %	6.3 %	4,467	33

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
DOD 4th Estate	39.8 %	33.8 %	12.7 %	7.2 %	6.5 %	38,471	404

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
CSOSA	14.7 %	29.3 %	24.0 %	13.4 %	18.6 %	398	12
DHS	15.8 %	28.2 %	21.8 %	15.0 %	19.1 %	87,405	1,444
DOC	18.4 %	35.6 %	23.8 %	12.8 %	9.3 %	24,172	1,182
DOE	23.0 %	35.7 %	21.1 %	11.5 %	8.7 %	9,213	122
DOI	14.7 %	32.0 %	25.7 %	15.8 %	11.8 %	34,200	933
DOJ	14.7 %	25.7 %	21.4 %	17.7 %	20.5 %	31,746	599
DOL	23.3 %	33.9 %	20.3 %	11.7 %	10.9 %	8,771	236
DOT	16.8 %	31.9 %	22.9 %	14.4 %	14.0 %	19,605	442
ED	18.9 %	34.3 %	22.3 %	12.6 %	11.9 %	2,659	41
EEOC	30.9 %	31.7 %	17.9 %	9.6 %	9.8 %	1,294	41
EPA	20.2 %	38.3 %	22.2 %	11.8 %	7.6 %	8,815	147
FCC	21.5 %	33.5 %	19.0 %	13.8 %	12.2 %	479	12
FERC	34.1 %	34.9 %	16.5 %	8.5 %	6.0 %	1,174	8
FTC	19.4 %	26.5 %	18.8 %	18.0 %	17.4 %	797	14
GSA	35.3 %	36.7 %	16.5 %	7.4 %	4.2 %	7,768	109
HHS	23.4 %	37.5 %	20.9 %	10.8 %	7.4 %	56,749	1,168
HUD	25.3 %	34.8 %	19.9 %	10.2 %	9.9 %	5,417	98
NARA	21.2 %	27.2 %	23.9 %	13.6 %	14.0 %	1,439	31
NCUA	22.9 %	35.6 %	21.1 %	11.3 %	9.0 %	889	8
NLRB	23.2 %	34.7 %	16.2 %	11.4 %	14.6 %	513	10

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
NRC	14.8 %	31.0 %	21.8 %	18.0 %	14.4 %	1,858	24
NSF	24.5 %	31.9 %	18.0 %	12.6 %	13.0 %	1,039	3
OMB	18.7 %	40.8 %	20.0 %	13.1 %	7.5 %	442	9
OPM	28.6 %	33.2 %	19.1 %	10.9 %	8.2 %	1,533	31
PBGC	36.3 %	34.4 %	18.7 %	7.0 %	3.6 %	674	15
RRB	25.4 %	33.0 %	21.9 %	9.6 %	10.1 %	374	18
SBA	26.5 %	36.1 %	20.7 %	9.0 %	7.7 %	3,387	91
SSA	14.0 %	25.7 %	22.7 %	16.5 %	21.0 %	23,923	802
State	13.1 %	31.3 %	23.0 %	18.6 %	13.9 %	8,742	115
USAGM	18.7 %	32.1 %	24.7 %	9.4 %	15.1 %	683	22
USAID	13.0 %	32.0 %	22.1 %	18.6 %	14.3 %	1,867	17
USDA	14.5 %	32.3 %	25.1 %	16.1 %	12.0 %	45,708	1,168
USDT	20.3 %	33.1 %	22.7 %	12.8 %	11.1 %	39,394	1,399
Small Agencies	19.9 %	29.9 %	20.4 %	14.9 %	15.0 %	6,276	90
DOD Overall	18.9 %	32.5 %	22.2 %	14.1 %	12.3 %	152,235	3,018
USACE	19.1 %	36.4 %	23.2 %	12.6 %	8.7 %	14,126	313
Air Force	20.6 %	33.4 %	21.3 %	13.7 %	10.9 %	27,605	534
†Army	20.5 %	32.5 %	21.6 %	13.3 %	12.0 %	35,919	644
†Navy	16.7 %	32.3 %	23.4 %	15.2 %	12.4 %	32,370	631
Marine Corps	17.5 %	28.1 %	23.1 %	16.1 %	15.2 %	4,387	81

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
DOD 4th Estate	17.8 %	31.2 %	22.2 %	14.5 %	14.3 %	37,828	815

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
CSOSA	18.3 %	32.1 %	24.1 %	9.7 %	15.7 %	374	32
DHS	21.3 %	33.1 %	21.6 %	8.9 %	15.1 %	84,203	4,079
DOC	27.1 %	40.9 %	20.8 %	5.5 %	5.7 %	22,504	2,699
DOE	32.1 %	37.3 %	17.8 %	6.1 %	6.7 %	8,844	427
DOI	21.7 %	38.3 %	22.9 %	8.4 %	8.6 %	32,347	2,578
DOJ	21.2 %	30.9 %	20.7 %	10.6 %	16.5 %	30,645	1,532
DOL	31.6 %	35.8 %	18.1 %	5.9 %	8.6 %	8,381	592
DOT	23.7 %	36.0 %	21.7 %	7.9 %	10.8 %	18,610	1,312
ED	26.2 %	39.5 %	19.7 %	6.6 %	7.9 %	2,510	177
EEOC	37.7 %	32.1 %	17.7 %	4.1 %	8.4 %	1,254	87
EPA	29.9 %	42.4 %	17.3 %	5.3 %	5.2 %	8,420	488
FCC	32.7 %	35.8 %	20.1 %	4.4 %	7.0 %	444	41
FERC	48.5 %	33.4 %	12.0 %	2.8 %	3.3 %	1,132	48
FTC	28.2 %	29.4 %	18.1 %	11.6 %	12.7 %	761	46
GSA	43.2 %	36.5 %	14.1 %	3.0 %	3.2 %	7,488	338
HHS	30.6 %	39.4 %	18.8 %	5.7 %	5.5 %	54,529	3,091
HUD	31.5 %	35.6 %	19.6 %	6.0 %	7.3 %	5,136	343
NARA	26.6 %	33.3 %	21.5 %	8.4 %	10.2 %	1,369	91
NCUA	30.0 %	37.3 %	19.4 %	6.1 %	7.2 %	847	43
NLRB	36.8 %	37.0 %	15.0 %	2.4 %	8.8 %	488	31

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
NRC	22.7 %	36.0 %	18.1 %	12.0 %	11.2 %	1,790	83
NSF	31.1 %	33.6 %	17.1 %	8.8 %	9.5 %	1,014	25
OMB	33.5 %	39.9 %	16.6 %	6.5 %	3.5 %	428	23
OPM	34.9 %	36.9 %	16.4 %	6.1 %	5.7 %	1,461	98
PBGC	43.4 %	34.5 %	16.6 %	2.9 %	2.5 %	650	38
RRB	36.8 %	34.1 %	20.7 %	1.8 %	6.6 %	353	38
SBA	33.2 %	37.7 %	19.4 %	4.6 %	5.1 %	3,234	227
SSA	19.0 %	32.7 %	25.8 %	8.5 %	13.9 %	22,310	2,201
State	21.4 %	39.6 %	21.1 %	8.9 %	8.9 %	8,396	426
USAGM	22.1 %	34.0 %	26.1 %	5.9 %	11.9 %	653	46
USAID	21.1 %	41.6 %	20.6 %	8.8 %	7.9 %	1,768	98
USDA	19.8 %	38.5 %	24.4 %	8.7 %	8.6 %	43,414	3,115
USDT	26.7 %	37.4 %	21.8 %	6.4 %	7.8 %	36,990	3,476
Small Agencies	27.9 %	34.4 %	19.5 %	7.9 %	10.4 %	5,989	341
DOD Overall	27.1 %	36.8 %	19.7 %	7.4 %	9.0 %	146,496	7,820
USACE	27.9 %	41.3 %	18.3 %	6.0 %	6.5 %	13,616	758
Air Force	30.4 %	37.1 %	18.0 %	6.6 %	7.9 %	26,590	1,380
†Army	28.0 %	35.9 %	19.4 %	7.5 %	9.2 %	34,804	1,545
†Navy	25.2 %	38.4 %	20.5 %	7.5 %	8.5 %	31,176	1,639
Marine Corps	25.5 %	31.9 %	22.0 %	9.2 %	11.4 %	4,230	204

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
DOD 4th Estate	24.3 %	35.6 %	21.2 %	7.9 %	11.0 %	36,080	2,294

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
CSOSA	19.4 %	40.0 %	18.4 %	11.5 %	10.6 %	398	9
DHS	20.3 %	40.1 %	18.5 %	9.8 %	11.2 %	87,680	902
DOC	24.3 %	48.3 %	15.9 %	6.8 %	4.6 %	24,566	706
DOE	30.3 %	45.8 %	13.5 %	6.0 %	4.4 %	9,260	64
DOI	18.6 %	44.2 %	20.2 %	10.3 %	6.7 %	34,620	443
DOJ	18.2 %	38.6 %	19.5 %	11.7 %	12.0 %	31,864	376
DOL	30.7 %	45.0 %	13.8 %	5.5 %	5.0 %	8,854	131
DOT	23.1 %	45.2 %	16.8 %	8.1 %	6.9 %	19,787	188
ED	25.8 %	47.8 %	14.6 %	7.1 %	4.7 %	2,665	34
EEOC	36.6 %	42.6 %	11.4 %	5.0 %	4.4 %	1,325	16
EPA	25.7 %	49.6 %	14.7 %	6.7 %	3.3 %	8,846	91
FCC	26.9 %	42.8 %	14.9 %	8.1 %	7.4 %	486	5
FERC	40.6 %	38.9 %	11.8 %	4.9 %	3.9 %	1,171	9
FTC	34.0 %	36.5 %	14.3 %	9.0 %	6.3 %	811	1
GSA	42.7 %	42.4 %	9.6 %	3.3 %	2.1 %	7,809	49
HHS	28.5 %	46.0 %	15.2 %	6.2 %	4.1 %	57,030	743
HUD	31.7 %	45.3 %	12.7 %	5.4 %	5.0 %	5,447	48
NARA	29.1 %	41.7 %	14.6 %	7.0 %	7.6 %	1,445	21
NCUA	31.2 %	44.1 %	13.4 %	6.3 %	5.0 %	884	11
NLRB	31.0 %	45.7 %	13.3 %	5.0 %	5.0 %	514	8

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
NRC	21.7 %	48.8 %	14.6 %	8.3 %	6.5 %	1,872	6
NSF	31.4 %	41.9 %	12.4 %	7.9 %	6.4 %	1,036	6
OMB	25.8 %	46.1 %	15.0 %	8.2 %	4.9 %	442	7
OPM	32.2 %	44.6 %	13.6 %	6.0 %	3.7 %	1,544	16
PBGC	47.4 %	39.6 %	9.2 %	2.2 %	1.5 %	685	6
RRB	28.9 %	43.8 %	14.4 %	6.4 %	6.5 %	382	9
SBA	32.1 %	44.6 %	13.8 %	4.9 %	4.7 %	3,415	53
SSA	21.2 %	48.0 %	15.4 %	6.9 %	8.4 %	24,342	301
State	17.7 %	45.8 %	18.8 %	11.2 %	6.5 %	8,793	53
USAGM	20.4 %	43.3 %	20.4 %	6.6 %	9.2 %	687	14
USAID	18.2 %	48.2 %	16.6 %	10.0 %	7.0 %	1,869	7
USDA	18.7 %	47.5 %	19.6 %	8.5 %	5.7 %	46,100	670
USDT	27.8 %	45.8 %	14.9 %	6.4 %	5.1 %	39,996	663
Small Agencies	25.4 %	42.9 %	15.5 %	9.1 %	7.1 %	6,302	52
DOD Overall	23.2 %	42.7 %	17.8 %	9.2 %	7.1 %	152,917	1,959
USACE	23.5 %	46.4 %	17.5 %	7.8 %	4.8 %	14,221	185
Air Force	24.7 %	42.1 %	17.4 %	9.2 %	6.6 %	27,726	340
†Army	24.0 %	41.2 %	18.1 %	9.3 %	7.4 %	36,036	454
†Navy	21.4 %	44.1 %	18.3 %	9.4 %	6.8 %	32,523	397
Marine Corps	21.5 %	39.4 %	19.0 %	11.3 %	8.8 %	4,403	63

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
DOD 4th Estate	22.9 %	43.1 %	17.3 %	8.8 %	7.9 %	38,008	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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
CSOSA	17.9 %	33.0 %	21.7 %	10.4 %	17.0 %	393	12
DHS	19.0 %	34.4 %	20.8 %	12.3 %	13.5 %	86,248	2,030
DOC	21.8 %	39.7 %	20.9 %	10.5 %	7.1 %	23,528	1,656
DOE	28.0 %	41.6 %	16.5 %	8.0 %	5.8 %	9,156	131
DOI	18.2 %	39.5 %	21.0 %	12.3 %	8.9 %	34,086	818
DOJ	17.2 %	33.4 %	21.0 %	14.1 %	14.2 %	31,311	852
DOL	27.8 %	38.9 %	16.5 %	9.5 %	7.3 %	8,674	280
DOT	22.8 %	40.8 %	17.9 %	9.9 %	8.6 %	19,510	416
ED	24.2 %	42.2 %	16.6 %	9.3 %	7.7 %	2,629	53
EEOC	33.6 %	36.0 %	14.9 %	7.7 %	7.8 %	1,295	35
EPA	23.4 %	43.2 %	18.1 %	10.2 %	5.2 %	8,686	209
FCC	27.0 %	42.2 %	12.2 %	10.1 %	8.5 %	473	13
FERC	40.4 %	37.3 %	11.9 %	6.3 %	4.1 %	1,154	18
FTC	34.9 %	33.5 %	17.1 %	8.6 %	5.9 %	790	20
GSA	41.3 %	38.7 %	11.7 %	5.4 %	2.9 %	7,725	94
HHS	26.6 %	41.2 %	18.0 %	8.7 %	5.6 %	56,141	1,380
HUD	29.6 %	40.4 %	15.7 %	7.5 %	6.9 %	5,362	105
NARA	26.5 %	34.5 %	18.7 %	10.5 %	9.8 %	1,406	48
NCUA	28.1 %	38.2 %	16.7 %	9.6 %	7.4 %	870	21
NLRB	29.5 %	36.9 %	17.1 %	7.2 %	9.2 %	505	16

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
NRC	20.6 %	45.0 %	16.0 %	10.6 %	7.7 %	1,833	35
NSF	27.2 %	38.1 %	16.9 %	10.2 %	7.6 %	1,025	7
OMB	28.4 %	42.5 %	14.6 %	9.2 %	5.3 %	439	10
OPM	30.6 %	39.0 %	16.7 %	7.7 %	6.1 %	1,519	29
PBGC	46.0 %	36.8 %	10.6 %	4.7 %	1.8 %	672	16
RRB	28.3 %	37.7 %	17.0 %	9.3 %	7.7 %	375	15
SBA	29.9 %	38.7 %	17.3 %	7.6 %	6.5 %	3,330	127
SSA	18.9 %	36.7 %	19.8 %	11.6 %	12.9 %	23,770	792
State	15.6 %	39.8 %	21.3 %	14.3 %	9.0 %	8,691	125
USAGM	20.1 %	39.1 %	21.0 %	8.9 %	10.9 %	683	19
USAID	16.2 %	40.4 %	22.0 %	12.4 %	9.0 %	1,850	20
USDA	17.9 %	41.4 %	21.5 %	11.5 %	7.7 %	45,413	1,200
USDT	25.7 %	38.8 %	19.0 %	9.0 %	7.5 %	38,907	1,636
Small Agencies	22.9 %	37.7 %	17.8 %	11.4 %	10.3 %	6,198	129
DOD Overall	22.1 %	38.1 %	19.9 %	11.1 %	8.8 %	150,721	3,603
USACE	23.2 %	42.6 %	18.3 %	10.1 %	5.8 %	14,001	339
Air Force	23.5 %	38.6 %	19.4 %	10.6 %	7.9 %	27,331	613
†Army	22.9 %	37.5 %	19.8 %	10.9 %	8.9 %	35,608	750
†Navy	20.4 %	39.1 %	20.6 %	11.3 %	8.6 %	32,059	740
Marine Corps	20.4 %	35.8 %	20.3 %	13.1 %	10.4 %	4,355	98

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
DOD 4th Estate	21.3 %	36.4 %	20.1 %	11.4 %	10.7 %	37,367	1,063

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646	29,543
CSOSA	29.2 %	35.9 %	18.2 %	7.8 %	8.9 %	382	28
DHS	29.8 %	31.1 %	20.8 %	8.2 %	10.1 %	85,079	3,612
DOC	34.3 %	36.3 %	18.2 %	6.0 %	5.1 %	22,548	2,755
DOE	40.8 %	32.8 %	16.0 %	5.4 %	4.9 %	8,995	321
DOI	30.2 %	34.6 %	20.6 %	7.9 %	6.7 %	33,256	1,821
DOJ	27.7 %	29.7 %	20.8 %	10.0 %	11.9 %	30,877	1,386
DOL	41.9 %	31.2 %	16.0 %	4.9 %	6.0 %	8,613	387
DOT	35.1 %	33.3 %	17.8 %	6.7 %	7.1 %	19,136	874
ED	39.9 %	32.6 %	16.8 %	5.4 %	5.2 %	2,566	130
EEOC	48.0 %	28.9 %	12.5 %	4.7 %	5.8 %	1,275	62
EPA	38.3 %	36.2 %	16.9 %	4.8 %	3.7 %	8,595	352
FCC	50.9 %	26.5 %	11.7 %	4.9 %	6.0 %	467	25
FERC	53.9 %	27.9 %	11.8 %	3.4 %	3.0 %	1,149	26
FTC	49.7 %	24.7 %	14.0 %	5.6 %	6.1 %	779	36
GSA	52.2 %	30.6 %	12.1 %	2.7 %	2.5 %	7,603	263
HHS	39.1 %	34.0 %	16.8 %	5.4 %	4.6 %	55,362	2,506
HUD	44.5 %	32.0 %	14.0 %	4.7 %	4.8 %	5,266	230
NARA	39.9 %	31.6 %	16.5 %	5.3 %	6.7 %	1,404	62
NCUA	39.1 %	35.3 %	16.3 %	5.4 %	4.0 %	842	54
NLRB	48.2 %	31.4 %	11.8 %	2.5 %	6.1 %	489	30

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646	29,543
NRC	30.5 %	36.1 %	19.2 %	7.2 %	7.0 %	1,835	43
NSF	45.9 %	29.2 %	15.9 %	4.3 %	4.7 %	1,016	20
OMB	39.6 %	35.0 %	15.5 %	7.1 %	2.8 %	433	15
OPM	44.6 %	33.0 %	13.9 %	3.8 %	4.6 %	1,484	74
PBGC	56.6 %	31.0 %	8.2 %	2.9 %	1.3 %	671	17
RRB	46.1 %	32.4 %	11.2 %	5.1 %	5.2 %	366	26
SBA	44.9 %	33.1 %	13.5 %	3.8 %	4.7 %	3,248	223
SSA	29.9 %	31.7 %	20.8 %	7.9 %	9.7 %	23,279	1,408
State	28.8 %	34.1 %	21.2 %	8.7 %	7.2 %	8,595	260
USAGM	33.7 %	30.0 %	19.9 %	5.3 %	11.1 %	669	38
USAID	26.9 %	38.1 %	19.7 %	8.7 %	6.7 %	1,818	60
USDA	29.5 %	35.8 %	21.0 %	7.4 %	6.3 %	44,631	2,227
USDT	37.6 %	32.9 %	17.5 %	5.8 %	6.2 %	37,591	3,183
Small Agencies	37.1 %	31.6 %	16.9 %	6.9 %	7.6 %	6,057	291
DOD Overall	32.1 %	33.2 %	19.5 %	7.7 %	7.6 %	148,270	6,698
USACE	35.6 %	35.6 %	17.5 %	6.4 %	4.8 %	13,874	545
Air Force	33.7 %	33.4 %	18.7 %	7.0 %	7.1 %	26,968	1,086
†Army	32.4 %	32.7 %	19.3 %	7.7 %	7.9 %	35,141	1,385
†Navy	30.2 %	34.8 %	20.5 %	7.8 %	6.8 %	31,368	1,564
Marine Corps	32.0 %	30.5 %	19.2 %	9.2 %	9.1 %	4,255	206

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646	29,543
DOD 4th Estate	30.9 %	31.7 %	20.0 %	8.4 %	9.0 %	36,664	1,912

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
CSOSA	21.7 %	37.2 %	20.9 %	10.3 %	9.8 %	407	5
DHS	24.4 %	33.0 %	20.4 %	9.5 %	12.7 %	87,966	840
DOC	27.7 %	38.9 %	20.7 %	7.4 %	5.3 %	24,668	606
DOE	31.7 %	36.2 %	18.0 %	8.0 %	6.2 %	9,252	72
DOI	22.5 %	36.4 %	23.7 %	9.9 %	7.6 %	34,526	578
DOJ	22.6 %	30.8 %	20.2 %	12.2 %	14.2 %	31,990	269
DOL	33.3 %	34.3 %	18.5 %	6.8 %	7.0 %	8,887	109
DOT	24.5 %	34.9 %	21.6 %	9.6 %	9.5 %	19,758	252
ED	27.3 %	36.5 %	20.4 %	8.0 %	7.7 %	2,675	24
EEOC	41.1 %	31.6 %	14.7 %	6.0 %	6.6 %	1,324	14
EPA	29.4 %	40.3 %	18.7 %	6.7 %	4.8 %	8,876	63
FCC	29.5 %	37.2 %	18.1 %	8.7 %	6.5 %	491	2
FERC	46.4 %	33.5 %	12.4 %	4.8 %	2.9 %	1,175	6
FTC	24.0 %	29.0 %	18.3 %	13.6 %	15.0 %	809	6
GSA	43.6 %	35.6 %	13.9 %	4.1 %	2.8 %	7,808	64
HHS	33.6 %	38.6 %	17.3 %	6.1 %	4.4 %	57,288	605
HUD	32.6 %	36.4 %	17.4 %	6.8 %	6.8 %	5,453	58
NARA	27.7 %	31.8 %	20.9 %	9.6 %	9.9 %	1,441	24
NCUA	31.3 %	36.8 %	16.6 %	7.7 %	7.6 %	892	5
NLRB	36.1 %	33.7 %	15.3 %	6.5 %	8.4 %	519	5

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
NRC	22.7 %	33.4 %	19.5 %	13.4 %	10.9 %	1,871	12
NSF	31.4 %	31.7 %	15.2 %	10.5 %	11.2 %	1,036	5
OMB	31.1 %	40.4 %	18.4 %	5.8 %	4.5 %	446	2
OPM	36.7 %	37.0 %	14.8 %	6.4 %	5.1 %	1,552	10
PBGC	41.2 %	36.9 %	15.0 %	3.9 %	2.9 %	678	11
RRB	36.5 %	36.0 %	17.3 %	5.4 %	4.8 %	383	10
SBA	38.9 %	35.8 %	16.3 %	5.0 %	4.0 %	3,430	48
SSA	21.7 %	32.2 %	23.6 %	9.9 %	12.7 %	24,143	512
State	23.7 %	36.6 %	20.4 %	11.1 %	8.2 %	8,783	60
USAGM	27.8 %	35.0 %	21.3 %	7.3 %	8.7 %	696	11
USAID	21.3 %	36.6 %	19.8 %	13.9 %	8.3 %	1,864	11
USDA	21.9 %	36.6 %	23.3 %	10.5 %	7.7 %	46,094	712
USDT	28.4 %	37.1 %	20.9 %	7.2 %	6.3 %	39,913	816
Small Agencies	27.2 %	33.3 %	19.4 %	9.9 %	10.1 %	6,312	43
DOD Overall	29.4 %	35.5 %	19.0 %	8.6 %	7.4 %	153,389	1,525
USACE	29.6 %	39.5 %	18.2 %	7.4 %	5.4 %	14,265	148
Air Force	31.8 %	35.0 %	18.4 %	8.1 %	6.8 %	27,791	275
†Army	31.3 %	35.1 %	18.0 %	8.5 %	7.2 %	36,196	300
†Navy	26.9 %	36.6 %	20.0 %	9.2 %	7.4 %	32,633	310
Marine Corps	29.0 %	32.3 %	20.2 %	9.3 %	9.2 %	4,422	44

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
DOD 4th Estate	27.4 %	34.9 %	19.9 %	9.1 %	8.7 %	38,082	448

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) 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	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
CSOSA	22.9 %	38.9 %	20.8 %	7.6 %	9.8 %	389	20
DHS	22.1 %	32.0 %	23.1 %	10.2 %	12.6 %	84,236	4,259
DOC	28.6 %	40.7 %	18.9 %	6.7 %	5.1 %	23,055	2,118
DOE	36.4 %	38.3 %	15.5 %	5.4 %	4.5 %	8,983	316
DOI	23.3 %	39.9 %	22.9 %	8.0 %	6.0 %	32,321	2,654
DOJ	19.7 %	30.3 %	23.4 %	12.0 %	14.5 %	30,057	2,102
DOL	34.4 %	37.5 %	16.9 %	5.7 %	5.5 %	8,469	507
DOT	25.4 %	38.1 %	20.5 %	8.0 %	8.0 %	18,753	1,150
ED	30.6 %	38.5 %	17.7 %	6.6 %	6.6 %	2,548	140
EEOC	36.9 %	32.0 %	17.2 %	6.2 %	7.8 %	1,257	78
EPA	30.5 %	42.8 %	16.3 %	6.4 %	3.9 %	8,451	455
FCC	32.6 %	38.0 %	16.3 %	7.8 %	5.3 %	467	22
FERC	49.8 %	35.0 %	8.2 %	4.2 %	2.8 %	1,149	29
FTC	38.3 %	35.4 %	15.5 %	4.2 %	6.6 %	738	75
GSA	48.1 %	35.5 %	11.5 %	2.7 %	2.1 %	7,652	204
HHS	33.3 %	39.2 %	17.6 %	5.9 %	4.1 %	54,919	2,824
HUD	32.0 %	37.7 %	17.1 %	6.5 %	6.7 %	5,282	220
NARA	31.1 %	38.1 %	19.7 %	5.9 %	5.3 %	1,382	77
NCUA	33.9 %	41.6 %	12.9 %	5.9 %	5.8 %	880	13
NLRB	32.3 %	35.8 %	15.0 %	7.0 %	9.9 %	495	28

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) 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	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
NRC	26.5 %	36.3 %	16.4 %	9.8 %	10.9 %	1,826	52
NSF	36.1 %	34.6 %	15.3 %	7.0 %	7.0 %	991	44
OMB	30.2 %	39.0 %	16.1 %	9.3 %	5.5 %	425	22
OPM	39.1 %	38.8 %	14.0 %	3.6 %	4.6 %	1,487	74
PBGC	48.8 %	35.8 %	11.3 %	2.5 %	1.6 %	662	26
RRB	38.0 %	39.5 %	12.3 %	3.9 %	6.4 %	353	36
SBA	35.4 %	36.3 %	19.1 %	5.0 %	4.2 %	3,257	197
SSA	19.4 %	31.4 %	25.4 %	10.6 %	13.2 %	22,864	1,627
State	17.5 %	32.9 %	22.3 %	15.2 %	12.0 %	8,447	374
USAGM	24.0 %	39.3 %	22.4 %	5.6 %	8.7 %	655	50
USAID	16.9 %	34.6 %	21.5 %	14.6 %	12.4 %	1,791	77
USDA	22.4 %	41.6 %	22.0 %	7.8 %	6.3 %	44,082	2,519
USDT	28.2 %	36.6 %	21.3 %	7.3 %	6.7 %	37,691	2,881
Small Agencies	29.2 %	36.2 %	17.2 %	8.5 %	9.0 %	6,051	295
DOD Overall	27.0 %	35.2 %	21.1 %	8.7 %	8.0 %	145,640	8,733
USACE	28.0 %	41.0 %	19.0 %	6.9 %	5.2 %	13,590	789
Air Force	29.3 %	35.5 %	20.3 %	8.0 %	6.8 %	26,299	1,670
†Army	28.6 %	35.1 %	20.4 %	8.4 %	7.5 %	34,513	1,867
†Navy	24.4 %	35.9 %	21.9 %	9.5 %	8.3 %	30,965	1,852
Marine Corps	24.2 %	30.9 %	23.5 %	10.6 %	10.8 %	4,159	285

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(63) 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	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
DOD 4th Estate	25.5 %	33.5 %	21.9 %	9.3 %	9.8 %	36,114	2,270

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
CSOSA	18.2 %	34.1 %	27.4 %	9.0 %	11.3 %	397	11
DHS	19.4 %	30.3 %	24.7 %	12.8 %	12.8 %	86,380	2,218
DOC	23.4 %	37.7 %	22.9 %	9.8 %	6.2 %	23,871	1,346
DOE	29.4 %	38.2 %	19.7 %	7.8 %	4.9 %	9,096	213
DOI	19.0 %	37.2 %	26.0 %	10.8 %	6.9 %	33,764	1,250
DOJ	17.1 %	29.8 %	25.1 %	14.6 %	13.6 %	31,001	1,166
DOL	28.4 %	35.9 %	20.5 %	8.6 %	6.7 %	8,698	277
DOT	23.4 %	36.6 %	22.0 %	10.4 %	7.6 %	19,407	551
ED	23.6 %	37.2 %	22.3 %	10.1 %	6.8 %	2,616	78
EEOC	32.1 %	31.6 %	19.2 %	9.6 %	7.5 %	1,292	44
EPA	24.9 %	42.7 %	20.3 %	7.9 %	4.2 %	8,688	236
FCC	28.7 %	32.8 %	22.3 %	9.9 %	6.2 %	472	19
FERC	34.0 %	31.0 %	20.3 %	9.4 %	5.4 %	1,160	18
FTC	32.6 %	37.6 %	17.5 %	6.4 %	6.0 %	784	33
GSA	43.4 %	35.3 %	14.6 %	4.2 %	2.6 %	7,719	140
HHS	28.3 %	39.1 %	20.5 %	7.6 %	4.5 %	56,151	1,630
HUD	29.2 %	37.2 %	20.2 %	7.4 %	6.0 %	5,346	151
NARA	25.9 %	30.6 %	23.6 %	10.3 %	9.6 %	1,408	52
NCUA	24.4 %	36.6 %	19.6 %	12.3 %	7.1 %	872	24
NLRB	22.4 %	35.2 %	20.0 %	12.8 %	9.6 %	506	17

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
NRC	23.3 %	42.0 %	19.7 %	8.4 %	6.7 %	1,845	32
NSF	35.0 %	35.5 %	16.6 %	7.3 %	5.6 %	1,023	18
OMB	29.0 %	41.4 %	18.5 %	7.7 %	3.4 %	442	6
OPM	33.2 %	37.3 %	18.0 %	7.1 %	4.5 %	1,522	38
PBGC	39.8 %	36.2 %	17.4 %	4.5 %	2.1 %	669	19
RRB	27.7 %	36.4 %	21.2 %	8.1 %	6.6 %	360	31
SBA	30.5 %	34.0 %	21.7 %	8.5 %	5.4 %	3,305	155
SSA	16.8 %	29.8 %	25.5 %	13.9 %	14.0 %	23,835	740
State	15.9 %	36.9 %	24.6 %	14.2 %	8.5 %	8,662	165
USAGM	21.6 %	38.3 %	22.3 %	8.8 %	9.0 %	678	25
USAID	16.2 %	40.0 %	23.3 %	13.2 %	7.3 %	1,834	34
USDA	18.6 %	37.8 %	26.3 %	10.9 %	6.5 %	45,203	1,454
USDT	24.5 %	35.0 %	23.3 %	9.9 %	7.4 %	38,821	1,766
Small Agencies	23.7 %	34.5 %	22.9 %	10.8 %	8.1 %	6,157	187
DOD Overall	25.0 %	36.5 %	22.0 %	9.4 %	7.1 %	150,311	4,284
USACE	24.7 %	39.7 %	22.7 %	8.2 %	4.7 %	13,952	439
Air Force	28.1 %	37.7 %	20.2 %	7.9 %	6.0 %	27,302	700
†Army	25.5 %	35.5 %	22.3 %	9.6 %	7.2 %	35,450	953
†Navy	23.6 %	38.7 %	22.0 %	9.3 %	6.5 %	32,110	780
Marine Corps	22.5 %	33.3 %	23.5 %	11.1 %	9.5 %	4,316	129

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(64) Management encourages innovation.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
DOD 4th Estate	23.0 %	33.7 %	23.2 %	10.9 %	9.3 %	37,181	1,283

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
CSOSA	17.8 %	31.3 %	26.0 %	10.8 %	14.1 %	403	9
DHS	18.3 %	31.2 %	23.8 %	13.1 %	13.6 %	86,054	2,376
DOC	20.4 %	35.9 %	24.1 %	11.8 %	7.8 %	23,635	1,554
DOE	25.4 %	36.9 %	21.2 %	9.8 %	6.7 %	9,025	280
DOI	16.9 %	34.4 %	26.3 %	13.4 %	9.1 %	33,468	1,492
DOJ	15.9 %	28.4 %	23.6 %	16.1 %	16.0 %	31,010	1,104
DOL	26.1 %	36.2 %	20.9 %	9.3 %	7.5 %	8,608	359
DOT	20.2 %	33.9 %	23.0 %	12.6 %	10.3 %	19,266	665
ED	22.2 %	34.9 %	22.9 %	11.6 %	8.4 %	2,596	91
EEOC	32.0 %	31.7 %	18.5 %	9.7 %	8.1 %	1,285	44
EPA	20.4 %	39.8 %	23.7 %	10.9 %	5.2 %	8,552	358
FCC	25.1 %	38.9 %	18.9 %	9.7 %	7.4 %	469	20
FERC	35.9 %	36.6 %	16.6 %	6.4 %	4.5 %	1,151	27
FTC	30.2 %	33.1 %	16.9 %	10.9 %	9.0 %	780	32
GSA	39.2 %	36.1 %	16.3 %	5.5 %	3.0 %	7,640	204
HHS	26.0 %	38.1 %	21.4 %	9.0 %	5.5 %	55,692	2,003
HUD	26.6 %	35.6 %	21.4 %	9.0 %	7.4 %	5,305	189
NARA	24.5 %	30.3 %	22.6 %	11.3 %	11.2 %	1,399	61
NCUA	24.4 %	35.5 %	19.7 %	11.8 %	8.6 %	878	15
NLRB	21.3 %	36.9 %	19.7 %	11.6 %	10.5 %	504	20

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
NRC	16.1 %	30.8 %	23.9 %	16.7 %	12.5 %	1,826	48
NSF	26.1 %	33.0 %	21.0 %	11.0 %	9.0 %	1,034	8
OMB	24.6 %	40.9 %	20.1 %	7.7 %	6.6 %	430	14
OPM	29.7 %	38.1 %	18.2 %	7.4 %	6.7 %	1,502	59
PBGC	41.0 %	37.0 %	14.8 %	5.3 %	2.0 %	660	28
RRB	28.2 %	38.8 %	17.5 %	8.3 %	7.3 %	368	25
SBA	31.0 %	37.9 %	18.8 %	7.3 %	5.1 %	3,316	141
SSA	16.8 %	31.0 %	23.2 %	14.2 %	14.8 %	23,765	815
State	13.4 %	31.7 %	26.4 %	17.5 %	11.1 %	8,626	190
USAGM	19.4 %	38.2 %	24.9 %	8.6 %	9.0 %	665	39
USAID	13.0 %	30.9 %	24.8 %	20.6 %	10.8 %	1,826	37
USDA	16.3 %	34.0 %	26.4 %	14.3 %	9.1 %	44,971	1,653
USDT	23.0 %	35.5 %	23.0 %	10.5 %	8.1 %	38,528	2,038
Small Agencies	21.8 %	32.6 %	21.4 %	13.5 %	10.8 %	6,155	185
DOD Overall	21.8 %	33.7 %	23.2 %	12.1 %	9.1 %	149,140	5,166
USACE	22.0 %	37.9 %	23.2 %	10.4 %	6.4 %	13,858	507
Air Force	23.9 %	34.0 %	22.6 %	11.3 %	8.2 %	27,024	925
†Army	22.8 %	33.9 %	22.7 %	11.8 %	8.9 %	35,238	1,122
†Navy	19.2 %	34.0 %	24.5 %	12.9 %	9.3 %	31,729	1,077
Marine Corps	20.9 %	30.7 %	23.8 %	13.9 %	10.7 %	4,280	166

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
DOD 4th Estate	21.1 %	32.3 %	23.0 %	12.8 %	10.9 %	37,011	1,369

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
CSOSA	14.4 %	27.6 %	22.0 %	17.1 %	18.9 %	395	15
DHS	15.6 %	24.7 %	23.0 %	16.8 %	19.9 %	86,278	2,197
DOC	17.2 %	31.1 %	24.3 %	15.3 %	12.2 %	23,769	1,451
DOE	22.5 %	33.6 %	21.9 %	12.7 %	9.3 %	9,090	230
DOI	15.1 %	31.0 %	25.6 %	15.9 %	12.3 %	33,782	1,266
DOJ	13.8 %	23.1 %	21.7 %	19.2 %	22.1 %	31,197	1,003
DOL	22.6 %	31.4 %	21.3 %	13.3 %	11.5 %	8,677	306
DOT	18.1 %	30.3 %	22.4 %	14.8 %	14.4 %	19,332	621
ED	18.5 %	30.9 %	23.2 %	15.1 %	12.3 %	2,615	83
EEOC	28.2 %	27.7 %	18.3 %	14.1 %	11.7 %	1,283	48
EPA	17.7 %	36.9 %	23.1 %	13.6 %	8.7 %	8,648	278
FCC	22.4 %	33.7 %	18.9 %	15.1 %	9.9 %	466	18
FERC	33.5 %	32.0 %	17.1 %	11.5 %	5.9 %	1,157	21
FTC	26.8 %	30.0 %	17.8 %	11.9 %	13.5 %	784	30
GSA	34.5 %	33.1 %	18.3 %	8.6 %	5.5 %	7,669	175
HHS	22.1 %	33.4 %	22.4 %	13.1 %	9.0 %	55,939	1,826
HUD	23.3 %	31.3 %	21.1 %	13.3 %	11.0 %	5,352	153
NARA	22.1 %	24.3 %	21.8 %	15.4 %	16.3 %	1,412	42
NCUA	19.8 %	32.6 %	21.1 %	13.9 %	12.6 %	874	22
NLRB	19.7 %	35.0 %	19.9 %	14.8 %	10.6 %	508	17

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
NRC	15.5 %	31.8 %	23.5 %	15.5 %	13.7 %	1,842	44
NSF	22.0 %	27.1 %	19.0 %	14.9 %	16.9 %	1,027	13
OMB	24.4 %	37.7 %	17.6 %	12.8 %	7.6 %	437	10
OPM	25.2 %	32.9 %	20.7 %	10.7 %	10.6 %	1,516	47
PBGC	36.9 %	32.5 %	19.0 %	8.1 %	3.5 %	662	23
RRB	21.3 %	30.5 %	21.1 %	15.0 %	12.0 %	366	19
SBA	24.6 %	30.1 %	22.1 %	13.2 %	10.0 %	3,307	157
SSA	13.9 %	23.6 %	21.8 %	19.0 %	21.6 %	23,891	705
State	11.8 %	28.9 %	24.7 %	20.3 %	14.3 %	8,598	222
USAGM	16.6 %	31.2 %	24.5 %	13.7 %	13.9 %	681	24
USAID	11.6 %	28.9 %	24.0 %	19.5 %	16.0 %	1,829	45
USDA	14.2 %	29.0 %	25.7 %	17.5 %	13.5 %	45,217	1,502
USDT	19.5 %	29.3 %	23.0 %	14.9 %	13.3 %	38,846	1,701
Small Agencies	19.6 %	29.1 %	20.7 %	16.1 %	14.6 %	6,181	168
DOD Overall	18.7 %	29.3 %	22.8 %	15.4 %	13.7 %	149,653	4,874
USACE	19.3 %	33.6 %	23.2 %	14.3 %	9.7 %	13,915	463
Air Force	20.7 %	30.3 %	21.9 %	14.6 %	12.6 %	27,119	888
†Army	19.8 %	29.8 %	22.3 %	14.9 %	13.2 %	35,352	1,043
†Navy	16.5 %	29.5 %	24.4 %	16.2 %	13.4 %	31,740	1,112
Marine Corps	17.4 %	26.1 %	23.1 %	17.0 %	16.4 %	4,319	128

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
DOD 4th Estate	17.6 %	26.9 %	22.5 %	16.3 %	16.7 %	37,208	1,240

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(67) 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	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
CSOSA	13.5 %	33.5 %	23.7 %	19.2 %	10.2 %	407
DHS	15.0 %	31.4 %	26.5 %	18.0 %	9.2 %	88,208
DOC	17.1 %	35.8 %	25.9 %	15.4 %	5.8 %	25,164
DOE	24.9 %	39.5 %	19.4 %	11.9 %	4.2 %	9,302
DOI	16.9 %	39.0 %	24.1 %	14.9 %	5.1 %	34,911
DOJ	14.4 %	30.5 %	24.4 %	20.8 %	10.0 %	32,060
DOL	21.3 %	36.8 %	23.3 %	12.5 %	6.1 %	8,973
DOT	19.1 %	37.0 %	22.6 %	15.3 %	5.9 %	19,916
ED	18.5 %	35.5 %	22.2 %	17.2 %	6.5 %	2,687
EEOC	25.8 %	33.5 %	21.0 %	13.3 %	6.4 %	1,331
EPA	19.7 %	41.4 %	21.0 %	13.3 %	4.6 %	8,887
FCC	25.9 %	37.7 %	17.9 %	13.2 %	5.3 %	488
FERC	30.8 %	38.3 %	17.1 %	10.2 %	3.6 %	1,179
FTC	27.9 %	36.2 %	17.1 %	14.1 %	4.7 %	814
GSA	33.5 %	38.0 %	17.6 %	8.2 %	2.7 %	7,845
HHS	21.4 %	39.4 %	22.4 %	12.8 %	4.0 %	57,630
HUD	21.5 %	37.1 %	22.2 %	13.7 %	5.5 %	5,494

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(67) 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	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
NARA	22.6 %	32.4 %	19.8 %	16.9 %	8.3 %	1,455
NCUA	20.7 %	34.1 %	21.4 %	18.0 %	5.8 %	893
NLRB	23.9 %	33.9 %	18.8 %	15.6 %	7.9 %	524
NRC	17.5 %	36.8 %	23.3 %	16.0 %	6.4 %	1,879
NSF	25.1 %	33.8 %	18.8 %	17.2 %	5.1 %	1,037
OMB	20.5 %	43.0 %	19.1 %	13.3 %	4.1 %	449
OPM	26.5 %	36.0 %	20.0 %	12.5 %	5.0 %	1,560
PBGC	41.4 %	36.6 %	13.2 %	7.2 %	1.6 %	683
RRB	24.2 %	36.7 %	20.2 %	13.6 %	5.3 %	391
SBA	23.0 %	36.1 %	24.5 %	11.6 %	4.8 %	3,453
SSA	12.0 %	27.8 %	26.0 %	22.9 %	11.3 %	24,507
State	12.5 %	36.4 %	25.0 %	19.9 %	6.3 %	8,771
USAGM	16.5 %	36.2 %	25.0 %	13.6 %	8.8 %	704
USAID	12.8 %	34.7 %	22.7 %	22.5 %	7.2 %	1,862
USDA	14.2 %	36.4 %	26.8 %	17.1 %	5.5 %	46,526
USDT	18.0 %	34.5 %	25.3 %	15.5 %	6.6 %	40,453
Small Agencies	20.8 %	34.5 %	21.0 %	16.6 %	7.1 %	6,336

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(67) 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	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
DOD Overall	19.5 %	36.2 %	23.0 %	15.2 %	6.2 %	153,760
USACE	20.4 %	40.9 %	22.3 %	12.6 %	3.9 %	14,329
Air Force	21.6 %	36.3 %	21.6 %	14.6 %	5.9 %	27,847
†Army	20.4 %	36.4 %	22.6 %	14.6 %	6.1 %	36,232
†Navy	17.4 %	37.5 %	24.5 %	15.0 %	5.6 %	32,696
Marine Corps	18.9 %	33.4 %	24.5 %	16.0 %	7.2 %	4,416
DOD 4th Estate	18.0 %	33.6 %	23.1 %	17.4 %	7.9 %	38,240

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(68) 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	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
CSOSA	14.4 %	33.2 %	22.1 %	17.8 %	12.4 %	405
DHS	15.6 %	34.5 %	24.2 %	16.9 %	8.8 %	87,879
DOC	17.6 %	40.8 %	23.0 %	13.5 %	5.2 %	25,072
DOE	25.2 %	41.7 %	18.9 %	10.3 %	3.8 %	9,292
DOI	15.6 %	39.1 %	24.2 %	15.6 %	5.5 %	34,772
DOJ	13.9 %	31.4 %	23.8 %	21.0 %	10.0 %	31,948
DOL	22.5 %	39.3 %	20.8 %	11.7 %	5.7 %	8,954
DOT	19.2 %	38.8 %	21.8 %	13.9 %	6.3 %	19,854
ED	18.8 %	40.0 %	21.1 %	14.6 %	5.6 %	2,681
EEOC	27.8 %	37.3 %	18.3 %	11.3 %	5.3 %	1,332
EPA	19.6 %	44.2 %	20.1 %	12.4 %	3.6 %	8,863
FCC	23.9 %	37.7 %	17.2 %	15.5 %	5.7 %	486
FERC	33.3 %	41.7 %	13.3 %	8.4 %	3.3 %	1,177
FTC	29.7 %	36.6 %	16.5 %	12.8 %	4.4 %	813
GSA	36.1 %	40.7 %	15.1 %	6.0 %	2.1 %	7,838
HHS	22.4 %	41.7 %	20.6 %	11.5 %	3.8 %	57,511
HUD	23.8 %	40.0 %	19.7 %	11.9 %	4.7 %	5,478

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(68) 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	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
NARA	25.4 %	35.8 %	20.6 %	11.9 %	6.4 %	1,460
NCUA	24.7 %	39.3 %	20.7 %	9.6 %	5.6 %	892
NLRB	22.9 %	37.2 %	20.6 %	12.7 %	6.6 %	524
NRC	18.6 %	39.7 %	19.6 %	15.2 %	6.8 %	1,872
NSF	24.1 %	34.0 %	18.4 %	16.1 %	7.4 %	1,035
OMB	22.2 %	44.6 %	19.1 %	10.2 %	4.0 %	449
OPM	28.8 %	38.2 %	19.2 %	9.9 %	3.9 %	1,557
PBGC	40.3 %	38.0 %	15.1 %	5.8 %	0.8 %	681
RRB	23.9 %	40.2 %	19.9 %	10.5 %	5.5 %	391
SBA	25.1 %	40.1 %	20.0 %	10.2 %	4.5 %	3,444
SSA	14.0 %	34.0 %	24.7 %	17.6 %	9.6 %	24,388
State	13.1 %	39.1 %	23.6 %	18.2 %	6.0 %	8,742
USAGM	17.3 %	40.2 %	25.1 %	10.3 %	7.0 %	700
USAID	13.0 %	41.0 %	21.8 %	18.1 %	6.1 %	1,853
USDA	14.2 %	38.4 %	25.4 %	16.4 %	5.7 %	46,354
USDT	20.1 %	39.4 %	21.8 %	13.0 %	5.7 %	40,331
Small Agencies	20.9 %	36.9 %	20.0 %	15.4 %	6.8 %	6,316

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(68) 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	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
DOD Overall	18.8 %	36.7 %	22.4 %	15.7 %	6.5 %	153,276
USACE	19.6 %	41.6 %	21.4 %	13.1 %	4.3 %	14,279
Air Force	20.1 %	36.4 %	21.4 %	16.0 %	6.2 %	27,768
†Army	19.8 %	36.2 %	21.7 %	15.6 %	6.7 %	36,108
†Navy	16.9 %	38.2 %	23.7 %	15.3 %	6.0 %	32,582
Marine Corps	17.6 %	31.5 %	25.0 %	18.1 %	7.8 %	4,409
DOD 4th Estate	18.1 %	35.4 %	22.7 %	16.1 %	7.6 %	38,130

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(69) 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	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
CSOSA	17.5 %	35.0 %	22.8 %	13.8 %	10.9 %	406
DHS	17.3 %	32.3 %	23.7 %	15.7 %	11.1 %	88,048
DOC	20.8 %	39.2 %	21.8 %	11.9 %	6.1 %	25,124
DOE	29.2 %	39.5 %	17.9 %	8.8 %	4.5 %	9,282
DOI	19.8 %	38.9 %	22.5 %	12.2 %	6.5 %	34,838
DOJ	18.1 %	31.5 %	21.8 %	16.1 %	12.4 %	31,980
DOL	25.4 %	37.5 %	20.4 %	10.0 %	6.7 %	8,950
DOT	22.5 %	37.1 %	20.5 %	12.0 %	7.8 %	19,872
ED	23.7 %	39.9 %	20.2 %	10.8 %	5.4 %	2,682
EEOC	31.1 %	37.4 %	16.6 %	8.8 %	6.1 %	1,333
EPA	24.6 %	42.7 %	18.7 %	9.5 %	4.6 %	8,884
FCC	29.0 %	37.9 %	16.7 %	9.7 %	6.8 %	487
FERC	37.2 %	36.0 %	15.4 %	7.9 %	3.5 %	1,178
FTC	36.3 %	35.2 %	15.8 %	8.5 %	4.2 %	814
GSA	37.1 %	37.6 %	15.2 %	7.1 %	3.0 %	7,842
HHS	26.2 %	38.8 %	19.3 %	10.7 %	5.1 %	57,535
HUD	31.7 %	37.6 %	16.9 %	8.8 %	5.1 %	5,486

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(69) 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	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
NARA	27.3 %	34.1 %	18.3 %	12.7 %	7.6 %	1,448
NCUA	24.6 %	35.6 %	20.5 %	12.8 %	6.5 %	891
NLRB	27.6 %	35.5 %	17.9 %	10.6 %	8.4 %	523
NRC	24.0 %	38.7 %	20.0 %	11.4 %	5.8 %	1,871
NSF	35.5 %	34.3 %	15.1 %	11.0 %	4.0 %	1,034
OMB	25.4 %	40.1 %	19.3 %	10.8 %	4.3 %	447
OPM	30.8 %	36.9 %	18.3 %	8.5 %	5.5 %	1,558
PBGC	46.0 %	35.1 %	11.3 %	5.8 %	1.7 %	681
RRB	26.0 %	35.3 %	18.5 %	11.5 %	8.7 %	392
SBA	26.8 %	36.5 %	20.5 %	10.3 %	5.7 %	3,447
SSA	15.9 %	30.9 %	22.1 %	17.7 %	13.4 %	24,437
State	15.0 %	35.2 %	22.6 %	17.7 %	9.6 %	8,767
USAGM	20.3 %	34.8 %	21.6 %	11.3 %	12.0 %	699
USAID	15.4 %	35.6 %	24.2 %	16.5 %	8.4 %	1,858
USDA	16.9 %	36.6 %	24.0 %	14.8 %	7.7 %	46,431
USDT	22.9 %	36.8 %	21.1 %	12.0 %	7.2 %	40,380
Small Agencies	24.1 %	36.7 %	19.4 %	11.8 %	8.0 %	6,330

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(69) 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	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
DOD Overall	21.9 %	34.5 %	21.7 %	13.1 %	8.9 %	153,420
USACE	23.0 %	39.4 %	20.3 %	11.3 %	6.0 %	14,293
Air Force	24.1 %	34.8 %	21.0 %	12.0 %	8.2 %	27,781
†Army	22.5 %	33.8 %	21.5 %	13.1 %	9.1 %	36,152
†Navy	19.5 %	35.8 %	22.8 %	13.3 %	8.6 %	32,617
Marine Corps	21.6 %	31.3 %	23.5 %	13.7 %	9.9 %	4,417
DOD 4th Estate	21.0 %	32.8 %	21.3 %	14.5 %	10.3 %	38,160

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
CSOSA	23.7 %	43.9 %	17.7 %	9.4 %	5.3 %	405
DHS	23.3 %	40.7 %	18.4 %	10.4 %	7.2 %	87,778
DOC	27.7 %	45.1 %	15.4 %	8.2 %	3.5 %	25,071
DOE	34.3 %	43.6 %	12.5 %	6.4 %	3.2 %	9,271
DOI	26.6 %	44.5 %	15.5 %	9.1 %	4.2 %	34,740
DOJ	23.4 %	37.8 %	17.2 %	13.1 %	8.5 %	31,909
DOL	31.7 %	41.6 %	14.2 %	7.8 %	4.7 %	8,943
DOT	30.0 %	42.7 %	14.2 %	8.5 %	4.6 %	19,840
ED	28.8 %	43.9 %	15.4 %	7.8 %	4.1 %	2,679
EEOC	37.0 %	38.5 %	12.6 %	7.5 %	4.4 %	1,325
EPA	32.1 %	45.4 %	12.6 %	7.0 %	3.0 %	8,864
FCC	33.0 %	41.4 %	11.0 %	10.3 %	4.3 %	483
FERC	41.1 %	39.2 %	10.6 %	7.1 %	1.9 %	1,177
FTC	39.9 %	37.3 %	10.6 %	9.6 %	2.7 %	806
GSA	44.5 %	38.6 %	10.1 %	4.8 %	2.1 %	7,829
HHS	31.7 %	44.3 %	14.0 %	7.1 %	2.9 %	57,428
HUD	33.0 %	41.3 %	13.1 %	8.0 %	4.6 %	5,477

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
NARA	29.5 %	40.6 %	14.1 %	10.2 %	5.5 %	1,453
NCUA	29.7 %	43.7 %	15.8 %	7.4 %	3.4 %	893
NLRB	32.6 %	38.8 %	12.1 %	9.2 %	7.2 %	521
NRC	27.5 %	41.7 %	16.4 %	9.3 %	5.0 %	1,871
NSF	36.8 %	40.2 %	12.8 %	7.3 %	3.0 %	1,030
OMB	32.5 %	41.8 %	14.3 %	8.5 %	2.8 %	447
OPM	34.3 %	41.8 %	12.5 %	8.0 %	3.5 %	1,554
PBGC	51.1 %	36.7 %	8.2 %	3.0 %	1.0 %	683
RRB	28.1 %	47.5 %	12.0 %	8.9 %	3.6 %	391
SBA	36.9 %	41.4 %	13.0 %	5.7 %	3.0 %	3,448
SSA	18.6 %	37.1 %	18.1 %	15.1 %	11.1 %	24,360
State	20.5 %	42.0 %	17.5 %	13.9 %	6.1 %	8,747
USAGM	26.4 %	45.8 %	13.6 %	7.9 %	6.4 %	700
USAID	19.3 %	43.3 %	18.6 %	12.8 %	6.0 %	1,857
USDA	23.4 %	44.0 %	17.3 %	10.6 %	4.7 %	46,314
USDT	27.1 %	42.6 %	16.4 %	9.0 %	5.0 %	40,311
Small Agencies	28.9 %	41.5 %	14.9 %	9.6 %	5.1 %	6,325

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
DOD Overall	27.3 %	41.2 %	16.0 %	10.1 %	5.4 %	153,063
USACE	29.9 %	44.6 %	14.3 %	7.9 %	3.4 %	14,264
Air Force	28.5 %	40.6 %	15.3 %	10.3 %	5.3 %	27,726
†Army	28.7 %	40.4 %	15.8 %	9.6 %	5.5 %	36,034
†Navy	25.0 %	42.9 %	16.4 %	10.6 %	5.1 %	32,560
Marine Corps	27.0 %	38.3 %	17.4 %	11.3 %	6.0 %	4,407
DOD 4th Estate	26.1 %	40.5 %	16.7 %	10.5 %	6.2 %	38,072

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
CSOSA	25.1 %	42.3 %	17.3 %	10.6 %	4.7 %	407
DHS	19.8 %	37.6 %	18.2 %	15.1 %	9.3 %	88,198
DOC	18.2 %	38.0 %	17.4 %	17.2 %	9.2 %	25,141
DOE	25.6 %	41.3 %	15.6 %	12.2 %	5.2 %	9,297
DOI	16.6 %	37.4 %	17.4 %	17.8 %	10.8 %	34,887
DOJ	16.2 %	34.6 %	16.1 %	18.5 %	14.6 %	32,039
DOL	22.7 %	39.2 %	16.6 %	13.9 %	7.5 %	8,964
DOT	22.0 %	39.2 %	16.9 %	14.1 %	7.8 %	19,906
ED	23.4 %	43.4 %	14.4 %	13.1 %	5.7 %	2,687
EEOC	25.6 %	35.1 %	14.6 %	15.7 %	8.9 %	1,334
EPA	23.3 %	44.0 %	14.7 %	12.9 %	5.1 %	8,897
FCC	24.7 %	38.6 %	13.2 %	15.3 %	8.2 %	487
FERC	24.4 %	37.7 %	16.9 %	14.0 %	6.9 %	1,179
FTC	15.8 %	31.2 %	14.7 %	24.2 %	14.0 %	814
GSA	31.2 %	40.7 %	14.0 %	10.2 %	3.8 %	7,853
HHS	22.3 %	40.7 %	17.0 %	14.1 %	5.9 %	57,628
HUD	28.0 %	43.1 %	14.0 %	10.6 %	4.3 %	5,491

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
NARA	23.6 %	32.1 %	15.3 %	15.9 %	13.0 %	1,458
NCUA	26.4 %	35.1 %	15.6 %	13.8 %	9.1 %	893
NLRB	24.4 %	35.1 %	15.7 %	16.7 %	8.2 %	522
NRC	24.3 %	42.1 %	16.5 %	11.2 %	6.0 %	1,879
NSF	32.3 %	39.3 %	12.4 %	10.6 %	5.3 %	1,036
OMB	26.0 %	37.9 %	17.3 %	14.2 %	4.6 %	449
OPM	26.7 %	41.9 %	15.2 %	11.6 %	4.6 %	1,555
PBGC	32.6 %	40.4 %	15.1 %	9.1 %	2.8 %	683
RRB	22.7 %	39.6 %	14.9 %	16.0 %	6.8 %	389
SBA	23.4 %	40.9 %	17.1 %	13.1 %	5.4 %	3,443
SSA	14.8 %	34.5 %	17.2 %	19.7 %	13.8 %	24,480
State	16.8 %	40.8 %	17.2 %	16.9 %	8.3 %	8,781
USAGM	22.2 %	45.0 %	14.3 %	11.7 %	6.7 %	701
USAID	17.2 %	44.3 %	16.8 %	15.0 %	6.8 %	1,860
USDA	14.0 %	33.9 %	17.7 %	20.1 %	14.3 %	46,479
USDT	18.4 %	36.4 %	17.8 %	17.2 %	10.2 %	40,461
Small Agencies	22.0 %	39.4 %	16.4 %	14.2 %	8.0 %	6,334

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
DOD Overall	19.5 %	39.2 %	17.1 %	15.1 %	9.1 %	153,646
USACE	19.6 %	41.3 %	17.6 %	14.5 %	7.1 %	14,311
Air Force	19.4 %	38.3 %	16.7 %	15.8 %	9.9 %	27,840
†Army	21.5 %	40.3 %	16.9 %	13.5 %	7.9 %	36,208
†Navy	17.6 %	39.0 %	18.1 %	15.7 %	9.6 %	32,673
Marine Corps	16.7 %	36.3 %	17.3 %	17.9 %	11.8 %	4,414
DOD 4th Estate	20.0 %	38.7 %	16.4 %	15.3 %	9.5 %	38,200

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
CSOSA	17.4 %	36.8 %	26.4 %	10.5 %	8.9 %	403
DHS	18.7 %	38.4 %	21.1 %	12.7 %	9.1 %	88,213
DOC	23.5 %	45.7 %	18.2 %	8.6 %	3.9 %	25,166
DOE	30.3 %	44.6 %	14.2 %	7.1 %	3.8 %	9,296
DOI	20.5 %	43.6 %	19.7 %	11.1 %	5.1 %	34,912
DOJ	17.9 %	35.7 %	19.4 %	15.8 %	11.2 %	32,039
DOL	27.4 %	42.3 %	16.3 %	8.9 %	5.1 %	8,962
DOT	23.9 %	42.3 %	18.1 %	9.8 %	6.0 %	19,913
ED	22.8 %	44.1 %	18.4 %	9.9 %	4.9 %	2,690
EEOC	33.8 %	39.0 %	13.7 %	8.5 %	5.0 %	1,332
EPA	27.5 %	47.8 %	14.8 %	7.0 %	2.9 %	8,882
FCC	30.4 %	41.6 %	14.7 %	7.3 %	6.0 %	487
FERC	38.8 %	42.2 %	11.3 %	5.6 %	2.1 %	1,178
FTC	33.3 %	38.6 %	12.9 %	10.3 %	5.0 %	811
GSA	43.0 %	40.3 %	10.6 %	4.2 %	1.9 %	7,842
HHS	27.7 %	45.0 %	16.8 %	7.5 %	3.0 %	57,633
HUD	27.4 %	42.7 %	16.4 %	8.4 %	5.0 %	5,490

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
NARA	24.8 %	37.3 %	20.0 %	11.5 %	6.4 %	1,459
NCUA	29.9 %	41.9 %	16.3 %	7.9 %	3.9 %	893
NLRB	26.1 %	39.7 %	16.9 %	9.6 %	7.7 %	524
NRC	21.6 %	39.6 %	19.5 %	12.3 %	7.0 %	1,876
NSF	34.4 %	37.6 %	14.9 %	8.1 %	5.0 %	1,035
OMB	28.0 %	46.4 %	16.1 %	6.1 %	3.4 %	449
OPM	30.6 %	42.8 %	14.3 %	7.8 %	4.4 %	1,558
PBGC	51.0 %	35.8 %	9.5 %	2.4 %	1.2 %	686
RRB	28.5 %	41.4 %	18.7 %	7.9 %	3.4 %	390
SBA	32.9 %	42.0 %	15.9 %	6.2 %	2.9 %	3,453
SSA	14.9 %	34.4 %	20.8 %	16.9 %	13.0 %	24,501
State	14.5 %	42.0 %	22.0 %	14.9 %	6.6 %	8,778
USAGM	21.7 %	45.2 %	16.8 %	9.4 %	6.9 %	702
USAID	17.3 %	42.3 %	20.8 %	13.7 %	5.8 %	1,860
USDA	17.4 %	42.2 %	21.9 %	12.7 %	5.8 %	46,517
USDT	22.3 %	42.7 %	20.1 %	9.3 %	5.5 %	40,446
Small Agencies	25.2 %	40.1 %	16.5 %	11.5 %	6.7 %	6,337

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
DOD Overall	22.4 %	40.3 %	19.2 %	11.6 %	6.4 %	153,726
USACE	25.1 %	46.0 %	17.2 %	8.1 %	3.5 %	14,315
Air Force	24.4 %	40.3 %	18.1 %	11.0 %	6.1 %	27,843
†Army	23.7 %	39.7 %	18.6 %	11.4 %	6.6 %	36,236
†Navy	19.9 %	41.2 %	20.6 %	12.2 %	6.1 %	32,688
Marine Corps	21.2 %	35.3 %	22.2 %	13.4 %	8.0 %	4,418
DOD 4th Estate	21.2 %	39.4 %	19.5 %	12.5 %	7.4 %	38,226

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(73) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(73) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(73) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(74) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(74) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(74) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(75) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(75) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(75) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(76) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(76) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(76) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(77) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(77) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
Small Agencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(77) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(78) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(78) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(78) 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							
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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(79) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(79) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(79) 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							
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.
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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(80) 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(80) 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(80) 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							
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.
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2023 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							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 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							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 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							
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.
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2023 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
AllResponses							
CSOSA							
DHS							
DOC							
DOE							
DOI							
DOJ							
DOL							
DOT							
ED							
EEOC							
EPA							
FCC							
FERC							
FTC							
GSA							
HHS							
HUD							
NARA							
NCUA							
NLRB							

2023 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
AllResponses							
NRC							
NSF							
OMB							
OPM							
PBGC							
RRB							
SBA							
SSA							
State							
USAGM							
USAID							
USDA							
USDT							
SmallAgencies							
DOD Overall							
USACE							
Air Force							
†Army							
†Navy							
Marine Corps							

2023 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
AllResponses							
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.
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2023 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								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								

2023 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								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†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.

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2023 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								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								

2023 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								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(85) 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								
HHS								
HUD								
NARA								
NCUA								
NLRB								
NRC								
NSF								
OMB								
OPM								
PBGC								

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(85) 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								
RRB								
SBA								
SSA								
State								
USAGM								
USAID								
USDA								
USDT								
Small Agencies								
DOD Overall								
USACE								
Air Force								
†Army								
†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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
CSOSA	20.5 %	42.6 %	22.4 %	8.8 %	5.6 %	401
DHS	21.9 %	35.4 %	22.2 %	11.9 %	8.7 %	87,679
DOC	24.4 %	39.6 %	22.0 %	9.6 %	4.5 %	25,020
DOE	29.8 %	40.2 %	18.5 %	7.7 %	3.8 %	9,261
DOI	26.4 %	40.7 %	19.5 %	9.3 %	4.1 %	34,704
DOJ	23.2 %	34.1 %	19.9 %	13.5 %	9.2 %	31,831
DOL	28.8 %	38.5 %	19.6 %	8.7 %	4.4 %	8,910
DOT	25.3 %	39.8 %	19.7 %	10.1 %	5.1 %	19,749
ED	27.0 %	39.0 %	20.5 %	9.0 %	4.5 %	2,660
EEOC	40.6 %	37.4 %	13.6 %	4.6 %	3.8 %	1,322
EPA	29.2 %	43.3 %	16.7 %	7.7 %	3.0 %	8,798
FCC	22.0 %	40.4 %	21.4 %	9.5 %	6.7 %	482
FERC	29.2 %	38.9 %	18.9 %	9.3 %	3.8 %	1,170
FTC	35.9 %	38.8 %	16.8 %	6.5 %	2.0 %	813
GSA	33.7 %	37.9 %	18.0 %	7.2 %	3.2 %	7,772
HHS	31.6 %	41.2 %	17.3 %	7.1 %	2.8 %	57,321
HUD	29.4 %	38.2 %	18.8 %	8.6 %	5.0 %	5,454

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
NARA	29.1 %	35.2 %	19.2 %	10.0 %	6.5 %	1,442
NCUA	24.3 %	39.6 %	20.9 %	10.9 %	4.4 %	889
NLRB	35.6 %	34.9 %	15.0 %	9.5 %	5.1 %	520
NRC	21.6 %	37.3 %	23.4 %	12.5 %	5.3 %	1,869
NSF	38.6 %	35.1 %	14.6 %	7.8 %	4.0 %	1,033
OMB	34.5 %	40.9 %	14.0 %	7.8 %	2.9 %	446
OPM	29.0 %	38.7 %	18.9 %	9.3 %	4.1 %	1,555
PBGC	40.9 %	36.5 %	14.6 %	5.7 %	2.4 %	683
RRB	24.9 %	43.0 %	19.9 %	9.2 %	3.1 %	388
SBA	35.5 %	38.3 %	16.8 %	5.9 %	3.5 %	3,429
SSA	18.1 %	33.1 %	22.1 %	15.4 %	11.2 %	24,286
State	22.5 %	38.3 %	20.4 %	12.6 %	6.2 %	8,676
USAGM	32.4 %	35.3 %	18.6 %	7.6 %	6.2 %	698
USAID	26.0 %	38.7 %	19.0 %	11.0 %	5.3 %	1,850
USDA	21.9 %	39.7 %	22.2 %	11.2 %	4.9 %	46,200
USDT	23.0 %	36.8 %	22.7 %	11.2 %	6.3 %	39,974
Small Agencies	28.0 %	37.5 %	19.7 %	9.7 %	5.2 %	6,298

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(86) My job inspires me.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
DOD Overall	24.5 %	37.8 %	20.9 %	11.1 %	5.8 %	152,511
USACE	24.4 %	41.2 %	21.4 %	9.0 %	3.9 %	14,280
Air Force	25.3 %	37.4 %	20.3 %	11.3 %	5.8 %	27,585
†Army	26.0 %	38.0 %	19.9 %	10.5 %	5.7 %	35,956
†Navy	21.8 %	37.8 %	22.4 %	12.0 %	5.9 %	32,418
Marine Corps	25.1 %	35.8 %	21.4 %	11.5 %	6.2 %	4,381
DOD 4th Estate	24.9 %	37.1 %	20.8 %	11.1 %	6.1 %	37,891

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
CSOSA	31.0 %	46.0 %	13.5 %	4.4 %	5.0 %	400
DHS	28.0 %	41.1 %	15.5 %	8.1 %	7.4 %	87,530
DOC	32.2 %	45.9 %	12.9 %	5.8 %	3.2 %	25,022
DOE	37.3 %	43.1 %	11.7 %	5.0 %	2.9 %	9,247
DOI	33.0 %	45.4 %	12.4 %	6.1 %	3.1 %	34,666
DOJ	29.3 %	39.6 %	14.0 %	9.5 %	7.6 %	31,763
DOL	36.1 %	43.2 %	12.4 %	5.2 %	3.1 %	8,902
DOT	32.6 %	44.3 %	12.8 %	6.5 %	3.8 %	19,732
ED	33.8 %	43.0 %	12.9 %	7.2 %	3.2 %	2,661
EEOC	46.9 %	37.1 %	9.4 %	4.1 %	2.5 %	1,325
EPA	36.5 %	45.1 %	10.9 %	5.0 %	2.5 %	8,802
FCC	29.6 %	46.6 %	11.8 %	6.1 %	5.8 %	484
FERC	38.4 %	41.9 %	10.0 %	7.2 %	2.5 %	1,167
FTC	44.7 %	40.5 %	8.0 %	4.9 %	1.9 %	811
GSA	41.6 %	40.6 %	11.0 %	4.5 %	2.3 %	7,769
HHS	38.4 %	43.7 %	11.0 %	4.7 %	2.1 %	57,308
HUD	35.6 %	41.9 %	12.7 %	6.1 %	3.8 %	5,471

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
NARA	38.8 %	37.2 %	12.4 %	6.8 %	4.7 %	1,453
NCUA	34.1 %	43.8 %	11.4 %	6.8 %	3.9 %	892
NLRB	42.3 %	37.3 %	10.7 %	5.3 %	4.4 %	514
NRC	30.5 %	44.0 %	14.3 %	7.5 %	3.6 %	1,861
NSF	45.5 %	35.5 %	11.1 %	4.9 %	3.0 %	1,031
OMB	40.8 %	43.1 %	8.4 %	4.9 %	2.7 %	446
OPM	37.1 %	41.9 %	12.4 %	5.7 %	3.0 %	1,544
PBGC	49.3 %	35.4 %	9.6 %	4.3 %	1.4 %	683
RRB	37.1 %	43.6 %	12.7 %	4.6 %	2.0 %	385
SBA	42.4 %	40.8 %	10.9 %	3.4 %	2.5 %	3,418
SSA	26.3 %	43.5 %	14.0 %	8.7 %	7.4 %	24,218
State	28.9 %	43.1 %	14.3 %	8.7 %	5.0 %	8,679
USAGM	35.9 %	42.7 %	11.5 %	4.6 %	5.3 %	694
USAID	28.5 %	42.4 %	16.4 %	8.2 %	4.5 %	1,846
USDA	29.0 %	46.6 %	13.7 %	7.0 %	3.6 %	46,061
USDT	30.0 %	43.6 %	14.9 %	7.0 %	4.5 %	39,971
Small Agencies	34.8 %	42.4 %	12.1 %	6.4 %	4.3 %	6,301

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
DOD Overall	31.9 %	43.3 %	13.6 %	7.1 %	4.2 %	152,244
USACE	31.4 %	46.7 %	13.0 %	5.8 %	3.1 %	14,269
Air Force	32.7 %	42.3 %	13.2 %	7.5 %	4.3 %	27,529
†Army	33.1 %	42.8 %	13.3 %	6.7 %	4.1 %	35,890
†Navy	29.2 %	44.7 %	14.2 %	7.6 %	4.2 %	32,362
Marine Corps	34.1 %	40.7 %	14.1 %	6.4 %	4.7 %	4,376
DOD 4th Estate	32.5 %	42.8 %	13.5 %	6.9 %	4.3 %	37,818

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
CSOSA	19.4 %	33.2 %	26.2 %	14.0 %	7.3 %	403
DHS	24.2 %	32.9 %	22.9 %	11.0 %	8.9 %	87,747
DOC	27.2 %	36.5 %	22.6 %	9.1 %	4.7 %	25,092
DOE	32.4 %	34.8 %	19.9 %	8.4 %	4.5 %	9,271
DOI	29.9 %	36.1 %	20.1 %	9.0 %	4.9 %	34,782
DOJ	25.7 %	31.1 %	20.0 %	13.0 %	10.2 %	31,868
DOL	30.3 %	34.4 %	21.5 %	8.7 %	5.1 %	8,935
DOT	27.5 %	35.4 %	21.5 %	9.6 %	6.0 %	19,802
ED	27.4 %	35.7 %	22.1 %	10.0 %	4.8 %	2,668
EEOC	39.0 %	31.9 %	18.0 %	6.3 %	4.8 %	1,323
EPA	33.3 %	38.2 %	17.5 %	7.4 %	3.6 %	8,840
FCC	25.7 %	40.2 %	19.9 %	7.7 %	6.5 %	481
FERC	34.9 %	34.7 %	18.0 %	9.1 %	3.3 %	1,172
FTC	42.1 %	36.1 %	14.2 %	5.2 %	2.3 %	815
GSA	38.2 %	34.2 %	18.4 %	6.4 %	2.9 %	7,805
HHS	32.5 %	37.3 %	19.7 %	7.4 %	3.1 %	57,438
HUD	29.9 %	35.4 %	20.6 %	8.7 %	5.5 %	5,477

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
NARA	30.2 %	33.8 %	18.9 %	10.7 %	6.5 %	1,451
NCUA	28.9 %	35.5 %	20.1 %	9.7 %	5.8 %	893
NLRB	40.2 %	32.2 %	16.6 %	7.0 %	4.0 %	520
NRC	25.3 %	31.9 %	24.1 %	12.5 %	6.2 %	1,876
NSF	39.5 %	30.4 %	17.7 %	7.7 %	4.8 %	1,032
OMB	36.9 %	34.7 %	16.3 %	8.8 %	3.3 %	445
OPM	30.6 %	34.1 %	21.2 %	9.4 %	4.7 %	1,551
PBGC	45.6 %	31.4 %	15.8 %	4.9 %	2.3 %	683
RRB	32.8 %	34.8 %	18.8 %	8.2 %	5.3 %	387
SBA	36.8 %	34.6 %	18.8 %	6.2 %	3.7 %	3,431
SSA	19.7 %	30.4 %	24.1 %	14.5 %	11.2 %	24,308
State	25.7 %	35.3 %	21.1 %	11.2 %	6.7 %	8,712
USAGM	33.5 %	34.1 %	18.4 %	7.6 %	6.4 %	698
USAID	26.7 %	36.9 %	20.0 %	10.6 %	5.8 %	1,852
USDA	24.5 %	36.9 %	22.3 %	10.8 %	5.4 %	46,282
USDT	24.4 %	33.7 %	24.9 %	10.7 %	6.3 %	40,099
Small Agencies	31.3 %	32.5 %	20.7 %	9.7 %	5.9 %	6,302

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
DOD Overall	26.4 %	34.3 %	21.6 %	11.1 %	6.7 %	152,831
USACE	28.1 %	38.3 %	20.6 %	8.7 %	4.2 %	14,318
Air Force	27.5 %	33.2 %	20.8 %	11.6 %	6.9 %	27,633
†Army	27.8 %	34.6 %	20.7 %	10.2 %	6.7 %	36,025
†Navy	23.8 %	34.4 %	23.0 %	12.1 %	6.7 %	32,501
Marine Corps	27.8 %	33.2 %	20.1 %	11.6 %	7.3 %	4,392
DOD 4th Estate	25.6 %	34.0 %	22.4 %	11.2 %	6.8 %	37,962

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
CSOSA	30.9 %	50.7 %	12.6 %	3.0 %	2.8 %	399
DHS	32.3 %	43.5 %	14.7 %	4.3 %	5.2 %	87,596
DOC	33.9 %	46.0 %	14.8 %	3.2 %	2.0 %	25,035
DOE	39.4 %	43.1 %	12.8 %	2.8 %	1.9 %	9,257
DOI	37.3 %	44.1 %	13.9 %	3.0 %	1.8 %	34,713
DOJ	32.9 %	41.2 %	15.7 %	5.1 %	5.1 %	31,791
DOL	40.8 %	43.8 %	11.4 %	2.2 %	1.8 %	8,911
DOT	33.9 %	46.3 %	13.8 %	3.4 %	2.6 %	19,752
ED	39.6 %	42.9 %	13.6 %	2.5 %	1.4 %	2,662
EEOC	57.5 %	34.7 %	6.0 %	1.0 %	0.9 %	1,330
EPA	49.9 %	40.4 %	6.8 %	1.6 %	1.2 %	8,825
FCC	31.7 %	46.4 %	16.0 %	3.8 %	2.2 %	480
FERC	39.7 %	42.5 %	13.0 %	3.6 %	1.3 %	1,169
FTC	57.7 %	34.2 %	4.7 %	2.3 %	1.1 %	808
GSA	41.2 %	41.3 %	13.5 %	2.5 %	1.5 %	7,773
HHS	41.8 %	44.4 %	10.7 %	2.0 %	1.1 %	57,338
HUD	42.3 %	43.3 %	9.8 %	2.5 %	2.2 %	5,475

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
NARA	38.3 %	43.2 %	12.5 %	3.6 %	2.4 %	1,451
NCUA	37.7 %	42.7 %	13.9 %	2.7 %	3.0 %	892
NLRB	49.9 %	39.1 %	7.2 %	1.7 %	2.1 %	516
NRC	36.8 %	46.3 %	12.0 %	3.2 %	1.7 %	1,869
NSF	48.4 %	36.6 %	10.7 %	2.5 %	1.8 %	1,033
OMB	43.7 %	44.6 %	7.6 %	2.0 %	2.0 %	443
OPM	34.5 %	45.8 %	14.8 %	3.1 %	1.8 %	1,552
PBGC	54.6 %	36.6 %	7.0 %	1.1 %	0.6 %	683
RRB	39.5 %	46.1 %	11.9 %	1.0 %	1.4 %	387
SBA	45.7 %	42.0 %	9.5 %	1.4 %	1.4 %	3,428
SSA	26.9 %	46.0 %	18.0 %	4.4 %	4.7 %	24,263
State	33.2 %	45.2 %	14.5 %	4.0 %	3.0 %	8,679
USAGM	41.7 %	40.5 %	12.2 %	2.1 %	3.5 %	699
USAID	43.5 %	43.7 %	9.0 %	2.1 %	1.6 %	1,844
USDA	30.0 %	48.1 %	15.5 %	3.9 %	2.5 %	46,183
USDT	29.3 %	45.1 %	19.0 %	3.6 %	3.1 %	40,009
Small Agencies	41.8 %	40.5 %	12.0 %	3.0 %	2.7 %	6,292

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(89) I identify with the mission of my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
DOD Overall	33.1 %	44.7 %	15.5 %	3.9 %	2.8 %	152,452
USACE	31.7 %	47.0 %	16.2 %	3.1 %	2.0 %	14,272
Air Force	33.7 %	42.6 %	16.2 %	4.5 %	3.1 %	27,564
†Army	34.1 %	44.6 %	14.7 %	3.8 %	2.8 %	35,927
†Navy	31.5 %	46.1 %	15.9 %	3.9 %	2.6 %	32,405
Marine Corps	34.6 %	43.0 %	16.6 %	3.2 %	2.7 %	4,385
DOD 4th Estate	33.1 %	45.4 %	15.2 %	3.6 %	2.7 %	37,899

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.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
CSOSA	48.9 %	42.6 %	5.6 %	1.0 %	1.9 %	403
DHS	47.7 %	41.7 %	7.4 %	1.2 %	2.0 %	87,803
DOC	51.7 %	40.8 %	6.0 %	0.8 %	0.7 %	25,110
DOE	55.8 %	37.6 %	5.3 %	0.6 %	0.7 %	9,280
DOI	53.6 %	39.3 %	5.7 %	0.7 %	0.7 %	34,801
DOJ	51.0 %	38.5 %	6.8 %	1.4 %	2.2 %	31,889
DOL	55.3 %	38.1 %	5.3 %	0.6 %	0.7 %	8,935
DOT	51.3 %	41.5 %	5.6 %	0.8 %	0.8 %	19,819
ED	57.4 %	36.3 %	5.1 %	0.8 %	0.4 %	2,672
EEOC	64.6 %	30.6 %	3.7 %	0.4 %	0.7 %	1,323
EPA	63.2 %	32.7 %	3.2 %	0.5 %	0.3 %	8,844
FCC	54.3 %	39.2 %	4.4 %	1.3 %	0.8 %	482
FERC	61.8 %	32.1 %	4.5 %	1.1 %	0.5 %	1,169
FTC	73.6 %	24.2 %	1.8 %	0.2 %	0.1 %	812
GSA	58.0 %	36.2 %	4.9 %	0.4 %	0.5 %	7,803
HHS	58.5 %	36.5 %	4.1 %	0.5 %	0.4 %	57,498
HUD	56.1 %	37.7 %	4.7 %	0.7 %	0.8 %	5,479

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
NARA	55.2 %	36.5 %	6.4 %	1.0 %	0.8 %	1,452
NCUA	50.7 %	39.7 %	6.5 %	1.8 %	1.3 %	891
NLRB	61.7 %	32.1 %	4.9 %	0.5 %	0.9 %	519
NRC	51.4 %	41.3 %	5.7 %	0.9 %	0.7 %	1,875
NSF	66.3 %	27.6 %	5.1 %	0.3 %	0.6 %	1,037
OMB	67.5 %	30.0 %	2.1 %	0.0%	0.4 %	446
OPM	55.3 %	36.9 %	6.4 %	0.5 %	0.8 %	1,557
PBGC	62.1 %	33.1 %	3.9 %	0.7 %	0.2 %	684
RRB	53.0 %	40.1 %	6.1 %	0.3 %	0.5 %	390
SBA	59.0 %	35.4 %	4.6 %	0.4 %	0.6 %	3,437
SSA	45.7 %	44.6 %	6.7 %	1.1 %	1.8 %	24,353
State	57.6 %	36.2 %	4.9 %	0.6 %	0.8 %	8,709
USAGM	51.6 %	39.2 %	6.0 %	0.9 %	2.3 %	698
USAID	62.8 %	32.8 %	3.3 %	0.5 %	0.6 %	1,852
USDA	48.7 %	44.0 %	5.8 %	0.8 %	0.7 %	46,312
USDT	45.7 %	44.5 %	7.8 %	1.0 %	1.1 %	40,147
Small Agencies	57.5 %	36.3 %	4.5 %	0.7 %	0.9 %	6,315

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
DOD Overall	49.9 %	42.0 %	6.3 %	0.9 %	1.0 %	152,803
USACE	49.4 %	43.0 %	6.1 %	0.7 %	0.7 %	14,316
Air Force	51.5 %	40.3 %	6.2 %	1.1 %	1.0 %	27,661
†Army	50.2 %	41.7 %	6.2 %	0.8 %	1.1 %	35,990
†Navy	47.5 %	43.9 %	6.8 %	1.0 %	0.9 %	32,482
Marine Corps	50.7 %	41.2 %	6.3 %	0.9 %	0.9 %	4,390
DOD 4th Estate	50.5 %	41.8 %	6.0 %	0.7 %	1.0 %	37,964

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.

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2023 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	Item Response Total**
All Responses	14.3 %	22.7 %	17.0 %	3.7 %	10.3 %	20.6 %	1.0 %	5.9 %	4.4 %	597,994
CSOSA	5.5 %	54.2 %	26.7 %	2.2 %	2.9 %	4.9 %	0.0%	3.4 %	0.2 %	405
DHS	10.8 %	15.6 %	10.2 %	3.1 %	5.1 %	46.8 %	0.3 %	4.2 %	3.9 %	87,833
DOC	42.9 %	23.3 %	17.2 %	3.7 %	6.1 %	3.4 %	0.3 %	1.1 %	2.0 %	25,076
DOE	22.4 %	40.0 %	19.9 %	3.3 %	4.9 %	6.7 %	0.2 %	1.3 %	1.3 %	9,286
DOI	15.6 %	22.7 %	16.3 %	5.9 %	15.2 %	16.1 %	0.7 %	2.5 %	5.0 %	34,830
DOJ	2.2 %	7.8 %	14.8 %	3.4 %	8.0 %	47.6 %	2.0 %	9.4 %	4.7 %	31,877
DOL	36.1 %	37.9 %	15.9 %	2.1 %	4.6 %	1.2 %	0.0 %	0.6 %	1.5 %	8,929
DOT	18.6 %	41.1 %	17.5 %	2.4 %	6.8 %	9.3 %	0.5 %	2.0 %	1.9 %	19,850
ED	72.4 %	19.1 %	6.3 %	0.5 %	0.9 %	0.2 %	0.1 %	0.1 %	0.5 %	2,674
EEOC	11.9 %	54.7 %	30.9 %	0.6 %	0.9 %	0.1 %	0.1 %	0.2 %	0.7 %	1,327
EPA	19.6 %	58.8 %	16.7 %	1.3 %	2.2 %	0.5 %	0.1 %	0.1 %	0.9 %	8,861
FCC	12.1 %	69.9 %	15.8 %	0.4 %	0.5 %	0.7 %	0.0%	0.3 %	0.3 %	489
FERC	6.6 %	74.1 %	17.1 %	0.7 %	0.7 %	0.2 %	0.0%	0.0%	0.6 %	1,172
FTC	8.8 %	78.7 %	9.9 %	0.8 %	1.3 %	0.1 %	0.0%	0.1 %	0.2 %	812
GSA	50.3 %	35.1 %	11.4 %	0.9 %	1.1 %	0.4 %	0.0 %	0.3 %	0.3 %	7,814
HHS	37.7 %	27.7 %	11.3 %	2.2 %	4.5 %	10.5 %	0.7 %	2.6 %	2.9 %	57,475
HUD	14.1 %	65.5 %	18.7 %	0.5 %	0.6 %	0.1 %	0.0%	0.1 %	0.5 %	5,482
NARA	18.5 %	12.2 %	29.6 %	7.0 %	12.2 %	10.9 %	1.5 %	2.4 %	5.8 %	1,449
NCUA	26.3 %	42.7 %	14.8 %	2.4 %	4.2 %	3.8 %	0.1 %	1.3 %	4.3 %	877
NLRB	12.3 %	55.9 %	23.7 %	1.8 %	2.9 %	0.6 %	0.4 %	0.1 %	2.2 %	516
NRC	8.9 %	53.4 %	30.5 %	2.5 %	2.4 %	1.3 %	0.1 %	0.1 %	1.0 %	1,875
NSF	23.1 %	59.6 %	13.0 %	1.4 %	2.0 %	0.0%	0.00%	0.4 %	0.5 %	1,028
OMB	19.6 %	46.6 %	29.2 %	2.2 %	1.2 %	0.2 %	0.0%	0.0%	1.0 %	445
OPM	39.6 %	39.7 %	14.5 %	0.9 %	1.8 %	1.9 %	0.0%	0.4 %	1.3 %	1,555
PBGC	15.7 %	67.8 %	14.6 %	0.5 %	0.3 %	0.0%	0.1 %	0.0%	0.9 %	681
RRB	17.6 %	41.1 %	27.9 %	2.4 %	2.6 %	1.8 %	0.0%	2.0 %	4.7 %	389
SBA	46.6 %	37.6 %	8.3 %	0.8 %	1.4 %	3.2 %	0.1 %	1.0 %	0.9 %	3,450

2023 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	Item Response Total**
All Responses	14.3 %	22.7 %	17.0 %	3.7 %	10.3 %	20.6 %	1.0 %	5.9 %	4.4 %	597,994
SSA	29.2 %	26.0 %	36.3 %	0.9 %	1.1 %	0.5 %	0.4 %	1.2 %	4.5 %	24,411
State	6.9 %	19.0 %	17.4 %	7.0 %	18.5 %	18.2 %	1.8 %	5.6 %	5.5 %	8,726
USAGM	13.6 %	37.1 %	32.5 %	2.3 %	4.1 %	4.6 %	1.6 %	2.3 %	1.9 %	701
USAID	18.2 %	35.2 %	11.4 %	3.0 %	18.5 %	4.1 %	0.1 %	6.8 %	2.7 %	1,852
USDA	22.2 %	14.8 %	13.8 %	6.2 %	18.8 %	14.6 %	0.6 %	3.0 %	6.0 %	46,339
USDT	18.9 %	51.0 %	12.9 %	1.6 %	2.4 %	6.2 %	0.9 %	3.2 %	2.8 %	40,164
Small Agencies	26.6 %	42.1 %	19.2 %	1.7 %	3.2 %	4.2 %	0.3 %	0.9 %	1.9 %	6,308
DOD Overall	7.5 %	18.9 %	19.5 %	4.4 %	14.4 %	19.4 %	1.4 %	9.0 %	5.5 %	153,036
USACE	9.4 %	27.1 %	27.5 %	4.5 %	14.4 %	9.8 %	0.5 %	2.3 %	4.6 %	14,317
Air Force	4.5 %	17.9 %	18.6 %	5.5 %	18.5 %	19.2 %	1.8 %	8.7 %	5.3 %	27,688
†Army	6.5 %	16.9 %	18.2 %	3.9 %	14.4 %	20.1 %	1.6 %	11.6 %	6.8 %	36,075
†Navy	5.5 %	17.6 %	25.8 %	5.3 %	15.9 %	15.3 %	1.4 %	7.7 %	5.5 %	32,559
Marine Corps	2.3 %	9.1 %	16.5 %	5.5 %	19.4 %	25.5 %	1.6 %	13.0 %	7.1 %	4,394
DOD 4th Estate	15.0 %	23.8 %	13.2 %	2.3 %	7.1 %	25.1 %	1.0 %	8.6 %	3.9 %	38,003

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.

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