Empowering Employees. Inspiring Change.

Report by Demographics

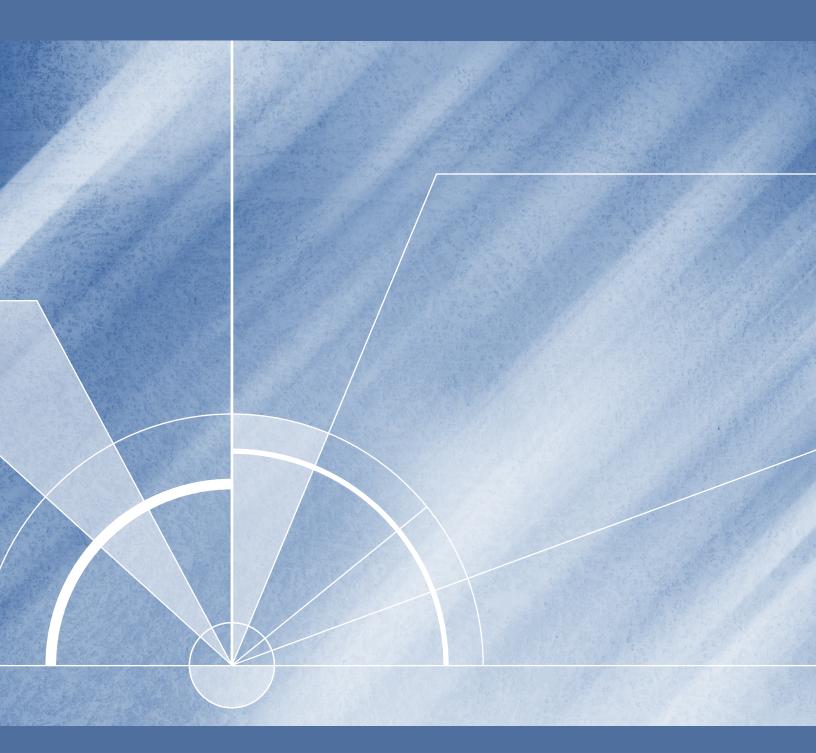


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2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year's survey. Of the 889,590 employees who received the FEVS, 407,789 completed the survey for a governmentwide response rate of 45.8 percent.

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning April 26th and May 3rd.

Data Weighting

Data collected from the 2016 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2016 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: www.opm.gov/FEVS.

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

	Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**	
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
Work Location																		
Headquarters	23.2%	21.9%	19.9%	42.2%	42.5%	41.7%	15.1%	15.5%	16.6%	13.3%	13.7%	14.9%	6.2%	6.4%	6.9%	155,920	156,650	143,120
Field	19.3%	18.1%	16.7%	42.1%	41.8%	41.4%	16.6%	17.0%	17.5%	15.0%	15.9%	16.9%	7.0%	7.3%	7.5%	230,030	240,583	222,551
Supervisory Status																		
Non-Supervisor	18.6%	17.4%	15.9%	41.0%	40.8%	40.3%	17.1%	17.6%	18.2%	15.6%	16.3%	17.4%	7.7%	8.0%	8.2%	253,532	261,444	241,474
Team Leader	20.6%	19.4%	18.5%	43.7%	44.2%	42.9%	15.4%	15.5%	16.5%	14.4%	14.7%	15.8%	5.9%	6.2%	6.4%	49,572	53,415	49,649
Supervisor	24.6%	23.5%	20.9%	46.3%	46.1%	45.6%	13.9%	14.6%	15.5%	10.9%	11.7%	13.2%	4.3%	4.2%	4.8%	52,338	52,588	48,693
Manager	33.1%	31.6%	28.2%	43.8%	44.2%	44.7%	11.4%	11.2%	12.7%	8.3%	9.6%	10.7%	3.3%	3.3%	3.7%	24,772	24,395	21,635
Senior Leader	46.2%	44.1%	40.1%	35.1%	36.8%	39.0%	8.9%	8.8%	9.6%	6.7%	6.9%	7.3%	3.1%	3.3%	4.0%	8,126	8,067	7,061
Sex																		
Male	21.3%	19.9%	18.0%	42.5%	42.3%	42.1%	15.7%	16.3%	16.9%	13.8%	14.5%	15.7%	6.8%	7.0%	7.2%	197,055	205,556	189,055
Female	20.3%	19.1%	17.7%	41.8%	41.9%	40.9%	16.3%	16.6%	17.5%	15.0%	15.7%	16.7%	6.6%	6.8%	7.3%	185,561	189,053	175,223
Hispanic or Latino																		
Yes	21.1%	19.5%	18.4%	38.1%	38.2%	37.7%	16.3%	16.8%	17.1%	16.0%	16.1%	17.0%	8.5%	9.4%	9.7%	33,622	34,001	30,840
No	20.9%	19.6%	17.9%	42.7%	42.6%	42.0%	15.9%	16.3%	17.2%	14.1%	14.9%	16.0%	6.4%	6.6%	6.9%	345,077	356,781	329,658
Race																		
American Indian/ Alaska Native	16.6%	17.0%	14.4%	37.8%	39.2%	38.9%	18.8%	17.9%	19.2%	17.3%	16.2%	17.6%	9.7%	9.7%	9.9%	7,845	8,387	7,566
Asian Black/African	24.3%	23.2%	22.4%	44.8%	45.3%	44.0%	15.4%	16.1%	17.1%	10.6%	9.9%	10.9%	5.0%	5.6%	5.5%	19,571	18,723	17,126
American Native Hawaiian/	23.0%	21.7%	19.8%	40.1%	39.8%	40.0%	14.7%	15.6%	15.9%	13.8%	14.3%	14.9%	8.4%	8.5%	9.3%	58,118	60,293	56,139
Pacific Islander	20.0%	18.9%	18.3%	39.9%	40.1%	39.6%	17.6%	16.7%	17.9%	14.4%	17.6%	15.2%	8.1%	6.7%	9.0%	2,209	2,477	2,338
White	20.7%	19.3%	17.5%	43.2%	43.1%	42.5%	15.9%	16.2%	17.2%	14.3%	15.2%	16.4%	5.9%	6.2%	6.4%	264,771	274,329	253,436
Two or more races (Not Hispanic/ Latino)	17.9%	16.5%	15.7%	37.2%	36.9%	37.0%	17.5%	17.8%	18.0%	17.0%	18.9%	18.9%	10.4%	10.0%	10.4%	14,402	14,482	13,074

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr			Disagree	ı	Stro	ngly Disa	gree	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
Age Group																		
25 and under	26.6%	24.1%	22.0%	45.9%	46.9%	46.8%	11.9%	13.7%	13.5%	11.3%	10.5%	12.4%	4.4%	4.8%	5.4%	2,846	2,774	2,802
26-29	22.7%	20.3%	17.9%	44.3%	43.7%	43.9%	13.3%	14.7%	15.3%	13.7%	14.9%	15.6%	6.0%	6.4%	7.2%	11,488	12,768	12,979
30-39	20.7%	19.3%	17.6%	42.5%	42.1%	41.1%	14.7%	15.1%	15.9%	15.1%	15.7%	17.4%	7.0%	7.7%	8.0%	76,294	74,945	67,549
40-49	20.5%	19.5%	17.6%	41.4%	41.5%	41.4%	15.8%	15.9%	16.8%	15.2%	15.8%	16.7%	7.2%	7.3%	7.5%	106,161	110,963	104,824
50-59	20.5%	19.0%	17.5%	42.1%	42.0%	41.3%	16.9%	17.4%	18.2%	14.0%	14.9%	16.0%	6.5%	6.6%	7.0%	146,045	152,615	142,346
60+	19.6%	18.6%	17.6%	41.6%	41.8%	41.1%	18.9%	19.2%	19.8%	13.7%	14.0%	15.1%	6.2%	6.4%	6.5%	62,873	65,000	58,701
Level of Education																		
Less than High School H.S. Diploma/	20.9%	25.9%	20.1%	42.2%	43.0%	42.3%	15.8%	15.7%	16.5%	13.8%	7.9%	12.1%	7.3%	7.4%	9.0%	363	411	397
GED or equiv Trade/Technical	19.7%	18.7%	17.5%	42.9%	42.8%	43.5%	18.8%	19.2%	19.6%	12.8%	13.0%	13.1%	5.8%	6.3%	6.3%	16,332	19,421	19,119
Certificate Some College	15.9%	15.7%	14.5%	40.3%	39.9%	39.9%	20.6%	19.9%	20.2%	15.7%	16.7%	17.4%	7.5%	7.7%	8.0%	8,229	9,611	9,034
(no degree) Associate's	18.3%	17.3%	16.0%	39.3%	39.6%	39.1%	18.5%	18.6%	18.8%	16.0%	16.3%	17.6%	8.0%	8.1%	8.4%	52,994	60,339	58,058
Degree Bachelor's	18.0%	17.6%	15.7%	40.5%	40.0%	39.1%	17.8%	18.0%	19.3%	15.9%	16.6%	17.7%	7.8%	7.8%	8.2%	27,927	31,416	29,554
Degree	20.1%	18.7%	17.2%	43.5%	43.4%	42.9%	15.6%	16.0%	16.9%	14.3%	15.1%	16.1%	6.5%	6.8%	6.9%	132,552	136,033	125,230
Master's Degree Doctoral/ Professional	24.0%	22.4%	20.2%	42.8%	42.9%	42.4%	13.8%	14.3%	15.2%	13.3%	14.2%	15.5%	6.1%	6.3%	6.7%	102,066	98,396	87,788
Degree	25.4%	24.3%	23.0%	42.6%	42.9%	41.7%	13.8%	14.1%	14.8%	12.5%	12.9%	14.2%	5.7%	5.8%	6.3%	44,263	41,101	36,727
Pay Category																		
Federal Wage	45.00/	40.00/	44.50/	00.00/	00.00/	00.00/	40.00/	40.00/	40.00/	47.00/	40.00/	47.00/	0.00/	0.00/	0.00/	0.000	40.700	10.010
System	15.9%	16.0%	14.5%	39.0%	39.6%	39.3%	19.0%	19.0%	19.2%	17.3%	16.9%	17.8%	8.8%	8.6%	9.3%	9,602	12,700	12,318
GS 1-6	17.1%	16.0%	15.7%	37.7%	37.5%	36.5%	19.0%	19.3%	19.6%	16.5%	17.1%	18.2%	9.6%	10.1%	10.0%	18,757	22,043	22,083
GS 7-12	19.3%	17.9%	16.3%	41.6%	41.6%	41.0%	16.7%	16.8%	17.8%	15.3%	16.1%	17.1%	7.1%	7.5%	7.7%	153,769	166,813	158,137
GS 13-15	24.7%	23.2%	21.2%	44.8%	44.9%	44.4%	13.7%	14.2%	15.2%	11.8%	12.6%	13.8%	4.9%	5.1%	5.4%	170,002	162,725	144,364
SES	55.4%	50.4%	46.1%	33.4%	35.2%	36.9%	6.5%	7.3%	9.0%	3.0%	5.1%	5.9%	1.6%	2.1%	2.1%	5,790	5,720	4,902
SL/ST	29.1%	26.0%	27.0%	42.6%	42.8%	40.9%	11.8%	14.0%	15.0%	10.7%	12.8%	11.5%	5.8%	4.5%	5.5%	1,577	1,546	1,387
Other	18.1%	18.2%	16.8%	42.0%	41.1%	41.8%	17.3%	18.2%	17.5%	15.1%	15.7%	16.5%	7.5%	6.7%	7.3%	25,927	25,688	23,113

^{**}Unweighted count of responses to a question.

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

	Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**	
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
Time in Federal																		
Government																		
< 1 year	33.7%	32.5%	29.1%	43.7%	44.9%	45.6%	12.1%	12.0%	12.7%	7.7%	7.8%	8.8%	2.8%	2.8%	3.8%	6,869	6,055	3,166
1-3 years	26.1%	23.7%	22.3%	43.3%	43.7%	43.2%	13.9%	14.7%	14.9%	12.1%	12.8%	14.1%	4.6%	5.1%	5.5%	30,000	28,330	32,920
4-5 years	21.4%	20.3%	18.3%	42.4%	42.9%	42.3%	15.8%	15.0%	15.9%	14.2%	15.2%	16.3%	6.3%	6.6%	7.1%	30,189	41,192	43,396
6-10 years	19.8%	18.5%	17.0%	41.7%	41.3%	40.2%	15.5%	16.3%	16.9%	15.6%	16.4%	17.6%	7.4%	7.6%	8.3%	92,065	88,035	73,552
11-14 years	18.8%	17.3%	15.8%	41.0%	41.1%	40.5%	16.8%	17.1%	18.3%	15.7%	16.4%	17.5%	7.7%	8.1%	7.8%	55,071	56,901	51,471
15-20 years	18.5%	17.8%	15.9%	41.0%	40.7%	40.8%	17.0%	16.9%	17.4%	15.5%	16.6%	17.4%	7.9%	8.0%	8.4%	51,948	48,914	40,119
> 20 years	20.5%	19.5%	17.7%	43.1%	42.7%	42.1%	17.0%	17.6%	18.6%	13.2%	13.8%	15.0%	6.2%	6.4%	6.7%	120,077	128,644	122,372
Time with																		
Current Agency < 1 year	32.2%	31.6%	28.4%	42.8%	43.9%	43.8%	12.3%	12.0%	13.8%	9.0%	8.9%	9.4%	3.7%	3.7%	4.5%	13,201	11,933	6,524
1-3 years		23.1%		41.9%	42.3%			14.5%	15.2%		14.1%		5.7% 5.7%	6.0%	6.7%	·	•	•
4-5 years	25.4%	23.1% 19.5%	21.6% 17.4%	41.3%	42.3% 41.9%	41.5% 41.4%	14.1% 16.0%	14.5%		12.8% 14.9%	15.6%	15.0% 17.0%	5.7% 7.5%	7.5%	7.9%	47,834	44,668	49,973 51.907
•	20.3%								16.2%							38,256	50,049	- ,
6-10 years	18.6%	17.7%	16.3%	41.6%	40.9%	40.1%	16.1%	16.8%	17.5%	16.0%	16.7%	17.8%	7.7%	8.0%	8.3%	98,397	96,054	81,156
11-20 years	18.4%	17.4%	15.9%	41.5%	41.3%	41.1%	17.1%	17.3%	18.2%	15.7%	16.2%	17.1%	7.4%	7.7%	7.7%	99,112	99,264	86,586
> 20 years	21.1%	19.7%	17.9%	44.2%	44.0%	43.5%	16.9%	17.6%	18.5%	12.3%	13.1%	14.3%	5.4%	5.7%	5.8%	88,097	94,847	89,612
Leaving																		
No	26.0%	24.4%	22.4%	46.4%	46.6%	46.5%	14.6%	15.1%	16.0%	9.8%	10.4%	11.4%	3.2%	3.4%	3.6%	260,328	264,199	241,059
Yes, to retire	17.2%	16.7%	15.1%	43.1%	42.6%	41.7%	19.1%	19.7%	20.6%	14.3%	14.9%	16.1%	6.3%	6.1%	6.5%	22,405	24,190	23,145
Yes, to other job in Govt	10.8%	10.0%	8.9%	34.0%	33.1%	31.8%	18.3%	18.4%	18.8%	23.5%	24.7%	26.0%	13.4%	13.8%	14.5%	70,856	73,625	68,298
Yes, to other job	10.070	10.070	0.070	04.070	00.170	01.070	10.070	10.470	10.070	20.070	24.770	20.070	10.470	10.070	14.070	70,000	70,020	00,200
outside Govt	8.3%	7.7%	7.3%	30.3%	30.6%	29.3%	16.9%	17.5%	18.5%	27.4%	26.8%	28.0%	17.1%	17.3%	17.0%	13,825	15,895	15,664
Yes, other	7.9%	7.4%	7.2%	28.4%	28.5%	27.9%	20.7%	20.1%	20.6%	26.1%	26.3%	27.3%	17.0%	17.7%	17.0%	18,069	19,372	18,105
Retiring																		
Within 1 year	17.2%	16.4%	15.1%	41.4%	41.3%	40.0%	18.8%	18.7%	20.3%	15.0%	15.9%	17.0%	7.7%	7.7%	7.6%	13,643	14,910	14,031
Between 1-3 years	17.9%	17.2%	15.7%	43.1%	42.4%	42.0%	19.0%	19.5%	20.3%	13.9%	14.5%	15.6%	6.2%	6.4%	6.4%	38,194	40,101	36,481
Between 3-5 years	19.0%	17.5%	16.4%	42.7%	42.1%	42.1%	17.7%	18.8%	19.1%	14.2%	15.2%	15.8%	6.3%	6.4%	6.7%	42,401	43,637	39,788
5 or more years	21.6%	20.3%	18.5%	42.1%	42.2%	41.7%	15.3%	15.6%	16.4%	14.3%	15.0%	16.2%	6.7%	7.0%	7.3%	288,557	295,473	272,454

^{**}Unweighted count of responses to a question.

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

	Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**	
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
Self-Identify as:																		
Heterosexual	21.7%	20.4%	18.5%	42.9%	42.8%	42.3%	15.5%	16.0%	16.9%	13.6%	14.4%	15.5%	6.2%	6.4%	6.8%	307,822	318,734	295,000
LGBT*	22.1%	20.3%	19.2%	40.3%	40.6%	38.6%	14.5%	14.3%	15.2%	15.5%	15.9%	17.7%	7.6%	8.9%	9.3%	11,364	11,074	9,841
Prefer not to say	15.1%	14.0%	13.4%	37.1%	38.1%	37.6%	19.6%	19.2%	19.6%	18.5%	18.6%	19.4%	9.7%	10.1%	10.0%	47,201	48,276	43,942
Military Service																		
No Prior Military Service Currently in	20.6%	19.5%	18.0%	43.3%	43.1%	42.6%	15.9%	16.3%	17.0%	14.0%	14.6%	15.7%	6.3%	6.4%	6.8%	278,753	282,169	258,600
Guard/Reserves	23.2%	20.8%	18.7%	40.4%	41.2%	42.6%	14.3%	14.5%	15.2%	14.8%	15.7%	15.8%	7.3%	7.8%	7.8%	6,172	7,017	6,540
Retired Separated/	23.8%	21.8%	20.2%	42.3%	42.9%	41.6%	16.0%	16.2%	17.6%	12.6%	13.7%	14.8%	5.4%	5.4%	5.9%	39,806	43,454	41,762
Discharged	19.0%	18.0%	15.8%	38.8%	38.3%	38.2%	16.7%	17.3%	17.8%	16.6%	17.1%	18.6%	9.0%	9.3%	9.6%	55,954	59,792	55,284
Disability																		
Yes	19.6%	18.4%	16.5%	37.2%	36.4%	36.1%	16.7%	17.3%	18.0%	16.6%	17.6%	18.6%	9.9%	10.3%	10.8%	51,877	53,693	49,166
No	21.1%	19.8%	18.1%	43.2%	43.2%	42.6%	15.8%	16.2%	17.0%	13.8%	14.5%	15.6%	6.0%	6.3%	6.6%	329,970	339,934	313,992

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

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

	Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**	
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
Work Location																		
Headquarters	21.4%	20.8%	19.3%	50.4%	50.7%	51.4%	14.0%	14.1%	14.4%	10.7%	10.8%	11.4%	3.6%	3.5%	3.5%	154,888	155,650	141,766
Field	18.4%	17.5%	16.6%	51.2%	51.7%	52.0%	14.9%	15.3%	15.4%	11.7%	11.7%	12.3%	3.8%	3.8%	3.7%	228,381	239,123	220,352
Supervisory Status																		
Non-Supervisor	18.0%	17.4%	16.4%	50.7%	51.0%	51.4%	15.3%	15.6%	15.7%	11.9%	12.0%	12.5%	4.1%	4.1%	3.9%	251,727	259,760	239,033
Team Leader	19.4%	18.6%	17.7%	51.9%	52.7%	52.7%	14.2%	14.2%	14.7%	11.0%	11.3%	11.6%	3.5%	3.2%	3.2%	49,227	53,128	49,205
Supervisor	21.3%	20.5%	19.0%	52.4%	52.9%	53.2%	13.2%	14.0%	14.0%	10.2%	10.0%	10.8%	2.9%	2.7%	3.0%	51,987	52,265	48,228
Manager	28.0%	26.5%	24.8%	50.4%	51.3%	52.4%	10.5%	11.2%	11.3%	8.4%	8.3%	9.1%	2.6%	2.6%	2.4%	24,616	24,246	21,452
Senior Leader	42.6%	41.0%	37.3%	40.4%	43.3%	46.2%	9.0%	7.4%	8.3%	6.0%	5.7%	5.8%	2.1%	2.5%	2.3%	8,081	8,010	6,999
Sex																		
Male	19.9%	19.1%	17.8%	50.8%	51.1%	51.9%	14.6%	15.0%	15.3%	10.8%	11.0%	11.4%	3.9%	3.8%	3.6%	195,700	204,336	187,222
Female	19.0%	18.3%	17.5%	51.2%	51.9%	51.8%	14.4%	14.5%	14.6%	11.9%	11.8%	12.5%	3.5%	3.6%	3.6%	184,267	187,808	173,498
Hispanic or Latino																		
Yes	20.4%	20.0%	18.9%	48.2%	48.4%	49.2%	15.0%	15.3%	15.4%	11.6%	11.7%	11.6%	4.9%	4.6%	4.8%	33,378	33,772	30,451
No	19.5%	18.7%	17.6%	51.3%	51.8%	52.2%	14.4%	14.7%	14.9%	11.2%	11.3%	11.9%	3.6%	3.5%	3.5%	342,700	354,583	326,542
Race																		
American Indian/ Alaska Native	16.7%	17.3%	15.1%	48.0%	49.2%	49.8%	16.1%	17.0%	17.1%	13.1%	11.8%	13.1%	6.0%	4.7%	4.9%	7,779	8,308	7,462
Asian Black/African	22.5%	21.8%	21.3%	51.5%	52.1%	52.4%	14.4%	14.8%	14.8%	8.7%	8.3%	8.7%	2.8%	3.0%	2.9%	19,459	18,595	16,971
American Native Hawaiian/	23.3%	22.9%	21.8%	50.3%	50.0%	51.0%	12.7%	13.3%	13.3%	9.8%	9.9%	10.1%	4.0%	3.9%	3.9%	57,572	59,740	55,407
Pacific Islander	19.7%	20.0%	18.1%	49.1%	48.2%	49.3%	14.6%	15.7%	17.5%	12.3%	12.2%	10.3%	4.3%	3.9%	4.9%	2,195	2,457	2,303
White	19.0%	18.1%	16.9%	51.6%	52.1%	52.6%	14.4%	14.7%	14.9%	11.5%	11.6%	12.2%	3.4%	3.5%	3.4%	263,063	272,832	251,188
Two or more races (Not Hispanic/ Latino)	16.1%	15.3%	14.7%	46.5%	48.4%	47.7%	18.3%	17.4%	18.5%	13.9%	13.8%	14.0%	5.2%	5.1%	5.1%	14,288	14,409	12,937

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

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

Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**	
2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
23.2%	18.4%	18.2%	53.3%	57.4%	55.5%	11.7%	12.7%	13.9%	9.1%	8.9%	10.0%	2.7%	2.6%	2.3%	2,837	2,775	2,792
18.3%	18.0%	16.3%	52.9%	53.0%	52.8%	15.0%	14.3%	15.7%	10.8%	10.8%	11.6%	3.0%	3.9%	3.6%	11,461	12,741	12,925
17.9%	16.9%	16.3%	51.2%	51.3%	51.4%	14.6%	15.4%	15.3%	12.2%	12.3%	12.8%	4.1%	4.2%	4.2%	75,956	74,700	67,194
18.6%	18.2%	16.9%	50.6%	50.9%	52.2%	14.9%	14.9%	15.0%	11.9%	11.9%	12.3%	4.0%	4.1%	3.7%	105,554	110,481	104,013
20.0%	19.2%	17.8%	50.8%	51.4%	51.5%	14.7%	14.9%	15.4%	11.0%	11.2%	11.8%	3.5%	3.3%	3.5%	144,930	151,481	140,745
21.2%	20.7%	20.1%	50.7%	51.0%	51.3%	14.6%	14.9%	15.0%	10.3%	10.4%	10.5%	3.2%	3.0%	3.1%	62,142	64,238	57,655
25.0%	28.7%	19.7%	53.1%	42.3%	50.8%	13.7%	16.2%	17.0%	4.7%	5.7%	7.3%	3.5%	7.1%	5.1%	353	405	383
21.2%	21.0%	20.0%	52.9%	52.6%	52.3%	13.8%	14.3%	14.7%	9.0%	8.8%	10.0%	3.0%	3.3%	3.0%	16,194	19,258	18,850
16.6%	17.7%	17.0%	52.2%	50.1%	51.0%	16.0%	16.8%	17.2%	11.5%	11.5%	10.9%	3.7%	3.9%	3.9%	8,119	9,497	8,893
19.2%	18.5%	17.9%	49.6%					15.7%	11.7%	11.4%	11.9%	3.9%		3.8%	52,503	59,885	57,368
18.5%															,	•	29,188
															,	•	124,144
20.3%	19.4%	17.6%	51.2%	51.3%	52.1%	13.4%	14.3%	14.4%	11.3%	11.4%	12.3%	3.7%	3.6%	3.6%	101,435	97,851	87,040
23.8%	22.8%	22.3%	50.1%	50.7%	50.8%	13.0%	12.9%	12.7%	9.6%	10.4%	10.9%	3.4%	3.2%	3.2%	44,007	40,876	36,449
40.00/	40.40/	40.40/	50 OO/	FO 00/	FO 00/	47 00/	40.70/	40.00/	44.00/	40.00/	44 70/	2.00/	2.00/	2.70/	0.500	40.500	40.470
															,	•	12,173
															,	•	21,738
															,	•	156,495
															,	•	143,161
															,	•	4,862
															,	,	1,373 22,923
	2016 19.3% 23.2% 18.3% 17.9% 18.6% 20.0% 21.2% 25.0% 21.2% 16.6% 19.2% 18.5% 18.4% 20.3%	2016 2015 19.3% 18.6% 23.2% 18.4% 18.3% 18.0% 17.9% 16.9% 18.6% 18.2% 20.0% 19.2% 21.2% 20.7% 25.0% 28.7% 21.2% 21.0% 16.6% 17.7% 19.2% 18.5% 18.5% 18.3% 18.4% 17.4% 20.3% 19.4% 23.8% 22.8% 16.9% 18.1% 20.8% 19.9% 18.3% 17.4% 21.6% 20.4% 50.0% 46.5% 27.2% 25.2%	2016 2015 2014 19.3% 18.6% 17.5% 23.2% 18.4% 18.2% 18.3% 18.0% 16.3% 17.9% 16.9% 16.3% 18.6% 18.2% 16.9% 20.0% 19.2% 17.8% 21.2% 20.7% 20.1% 25.0% 28.7% 19.7% 21.2% 21.0% 20.0% 16.6% 17.7% 17.0% 19.2% 18.5% 17.9% 18.5% 18.3% 16.8% 18.4% 17.4% 16.4% 20.3% 19.4% 17.6% 23.8% 22.8% 22.3% 16.9% 18.1% 16.4% 20.8% 19.9% 19.9% 18.3% 17.4% 16.2% 21.6% 20.4% 19.3% 50.0% 46.5% 43.8% 27.2% 25.2% 25.1%	2016 2015 2014 2016 19.3% 18.6% 17.5% 50.9% 23.2% 18.4% 18.2% 53.3% 18.3% 18.0% 16.3% 52.9% 17.9% 16.9% 16.3% 51.2% 18.6% 18.2% 16.9% 50.6% 20.0% 19.2% 17.8% 50.8% 21.2% 20.7% 20.1% 50.7% 25.0% 28.7% 19.7% 53.1% 21.2% 21.0% 20.0% 52.9% 16.6% 17.7% 17.0% 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^{**}Unweighted count of responses to a question.

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

	Strongly Agree			Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Re	esponse T	otal**	
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
Time in Federal																		
Government < 1 year	04.40/	04.00/	24.50/	50.00/	E0.00/	F0 00/	40.70/	40.00/	40.00/	40.40/	9.1%	40.00/	4.00/	0.70/	2.20/	0.000	0.004	2.445
1-3 years	24.4%	24.3%	21.5%	50.9%	50.6%	53.3%	12.7%	13.3%	12.0%	10.1%		10.0%	1.9%	2.7%	3.2%	6,832	6,031	3,145
Ť	21.7%	20.6%	19.1%	51.4%	51.2%	52.3%	13.7%	14.6%	14.8%	10.5%	10.6%	11.0%	2.7%	3.0%	2.7%	29,849	28,179	32,715
4-5 years	19.4%	18.7%	16.8%	50.8%	51.8%	52.4%	14.9%	14.6%	14.9%	11.3%	11.5%	12.2%	3.7%	3.5%	3.6%	30,017	40,978	43,070
6-10 years	18.1%	17.4%	16.9%	51.1%	51.3%	51.2%	14.8%	15.2%	15.6%	12.0%	12.0%	12.3%	4.0%	4.1%	3.9%	91,482	87,563	72,888
11-14 years	18.1%	16.9%	16.2%	49.9%	51.3%	51.4%	15.5%	15.8%	15.9%	12.3%	11.8%	12.6%	4.2%	4.1%	3.9%	54,708	56,612	51,038
15-20 years	18.2%	17.8%	17.0%	50.4%	50.6%	51.2%	15.2%	15.0%	15.2%	11.9%	12.3%	12.5%	4.3%	4.4%	4.1%	51,543	48,602	39,664
> 20 years Time with	21.0%	20.2%	18.7%	51.5%	51.8%	52.2%	13.7%	14.2%	14.4%	10.2%	10.6%	11.2%	3.5%	3.2%	3.4%	119,099	127,602	120,887
Current Agency																		
< 1 year	22.9%	22.9%	20.2%	49.1%	49.5%	51.0%	13.0%	13.8%	13.4%	11.8%	10.3%	11.8%	3.1%	3.6%	3.6%	13,130	11,876	6,478
1-3 years	21.2%	19.9%	18.8%	49.8%	49.6%	50.4%	14.1%	14.9%	15.2%	11.4%	11.9%	12.0%	3.5%	3.7%	3.6%	47.568	44.406	49,585
4-5 years	18.8%	18.3%	16.2%	50.4%	51.2%	51.9%	15.2%	14.8%	15.3%	11.6%	11.8%	12.7%	4.0%	3.8%	3.8%	38,016	49,784	51,460
6-10 years	17.7%	17.2%	16.8%	50.9%	51.4%	51.4%	15.2%	15.3%	15.6%	12.1%	12.0%	12.2%	4.0%	4.1%	3.9%	97.752	95.525	80,395
11-20 years	18.5%	17.8%	16.9%	51.0%	51.4%	52.1%	15.1%	15.4%	15.2%	11.5%	11.5%	12.1%	4.0%	3.9%	3.8%	98,378	98.647	85,720
> 20 years	21.6%	20.5%	19.2%	52.6%	52.9%	53.2%	13.1%	13.7%	14.0%	9.6%	10.0%	10.6%	3.1%	2.8%	3.0%	87,377	94,088	88,562
Leaving																7.	,,,,,,	
No	23.4%	22.5%	21.3%	54.6%	55.1%	55.7%	12.4%	12.7%	12.9%	7.8%	7.9%	8.3%	1.8%	1.8%	1.8%	258,594	262,626	238,917
Yes, to retire	19.6%	19.1%	17.2%	51.4%	52.0%	52.7%	14.7%	15.1%	15.0%	10.7%	10.6%	11.5%	3.5%	3.2%	3.6%	22,175	23,934	22,746
Yes, to other job																	•	
in Govt	11.8%	11.2%	10.6%	43.9%	44.2%	44.5%	18.5%	18.6%	18.9%	18.4%	18.5%	18.9%	7.3%	7.5%	7.2%	70,390	73,208	67,617
Yes, to other job outside Govt	9.0%	8.5%	7.7%	41.2%	41.0%	41.1%	18.2%	19.4%	20.8%	21.4%	21.7%	22.0%	10.1%	9.4%	8.5%	13,718	15,796	15,514
Yes, other	8.8%	9.1%	8.5%	39.7%	40.5%	41.2%	22.1%	21.8%	21.2%	20.1%	19.4%	20.8%	9.3%	9.1%	8.3%	17,930	19,231	17,907
Retiring	0.070	0.170	0.070	0011 70	10.070	11.270		21.070	21.270	201170	10.170	20.070	0.070	0.170	0.070	11,000	10,201	11,001
Within 1 year	19.6%	18.7%	17.3%	50.1%	50.5%	50.4%	15.0%	15.0%	15.5%	10.9%	12.1%	12.5%	4.4%	3.7%	4.3%	13,506	14,762	13,793
Between 1-3 years	19.4%	18.9%	17.6%	51.9%	51.7%	52.7%	14.7%	15.4%	15.0%	10.6%	10.7%	11.5%	3.4%	3.7%	3.1%	37,804	39,711	35,901
Between 3-5 years	19.4%	18.5%	17.0%	51.4%	51.7%	52.7 %	14.6%	15.4%	15.0%	11.0%	11.3%	11.7%	3.4%	3.3%	3.4%	41,993	43,219	39,264
5 or more years	19.5%	18.8%	17.7%	50.9%	51.6%	51.9%	14.6%	14.7%	14.9%	11.4%	11.4%	11.7%	3.4%	3.8%	3.4%	286,827	293,972	270,267

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
Self-Identify as:																		
Heterosexual	20.5%	19.7%	18.4%	51.7%	52.2%	52.7%	13.8%	14.1%	14.4%	10.6%	10.7%	11.2%	3.3%	3.3%	3.3%	305,729	316,793	292,221
LGBT*	18.1%	18.5%	17.7%	49.8%	49.9%	48.3%	14.7%	14.4%	15.4%	12.5%	12.1%	13.5%	4.8%	5.1%	5.0%	11,302	11,020	9,739
Prefer not to say	13.8%	13.4%	13.3%	46.5%	46.9%	47.5%	18.4%	19.0%	18.7%	15.4%	14.9%	15.4%	5.9%	5.8%	5.2%	46,829	47,927	43,414
Military Service																		
No Prior Military Service Currently in	18.9%	18.2%	17.3%	51.8%	52.2%	52.5%	14.5%	14.7%	14.9%	11.3%	11.3%	11.9%	3.5%	3.5%	3.5%	276,862	280,451	256,183
Guard/Reserves	20.1%	19.9%	18.3%	48.4%	49.9%	51.2%	14.6%	14.7%	14.7%	12.0%	11.1%	11.7%	4.8%	4.4%	4.1%	6,153	6,999	6,505
Retired Separated/	24.1%	22.9%	21.6%	50.6%	51.4%	51.9%	13.4%	13.6%	13.6%	9.0%	9.5%	10.1%	2.9%	2.7%	2.9%	39,525	43,156	41,278
Discharged	18.3%	17.8%	16.3%	49.0%	49.1%	49.9%	15.1%	15.8%	16.3%	12.7%	12.7%	13.1%	4.9%	4.7%	4.4%	55,509	59,382	54,692
Disability																		
Yes	19.5%	19.1%	17.8%	46.7%	46.9%	47.5%	15.9%	15.8%	15.9%	12.6%	13.1%	13.6%	5.2%	5.1%	5.2%	51,410	53,250	48,565
No	19.6%	18.7%	17.7%	51.9%	52.3%	52.7%	14.2%	14.6%	14.8%	11.0%	11.0%	11.5%	3.4%	3.4%	3.3%	327,785	337,924	311,021

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

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

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
Work Location																		
Headquarters	24.5%	23.6%	21.9%	37.2%	37.2%	37.3%	16.9%	17.3%	17.9%	13.8%	14.2%	15.0%	7.7%	7.8%	7.9%	153,951	154,494	140,967
Field	20.1%	18.8%	17.8%	35.6%	35.5%	35.4%	18.3%	18.7%	19.3%	16.3%	17.2%	17.7%	9.6%	9.8%	9.8%	226,741	237,177	218,944
Supervisory Status																		
Non-Supervisor	19.0%	17.8%	16.7%	35.1%	34.9%	35.0%	19.3%	19.7%	20.2%	16.7%	17.4%	17.9%	10.0%	10.2%	10.2%	250,033	257,722	237,572
Team Leader	22.5%	21.7%	20.7%	38.0%	37.9%	37.8%	16.3%	16.6%	17.4%	15.1%	15.5%	15.9%	8.2%	8.3%	8.3%	48,939	52,664	48,930
Supervisor	26.5%	25.2%	23.6%	40.2%	40.5%	39.8%	15.1%	15.6%	16.2%	12.3%	12.8%	14.1%	5.8%	5.9%	6.2%	51,594	51,871	47,947
Manager	36.4%	34.4%	32.2%	37.7%	38.5%	38.8%	12.1%	12.2%	12.9%	9.2%	10.3%	11.1%	4.6%	4.6%	5.0%	24,448	24,092	21,286
Senior Leader	50.4%	48.0%	45.7%	29.8%	32.0%	33.9%	9.0%	8.9%	9.7%	6.6%	7.6%	6.4%	4.2%	3.5%	4.4%	8,026	7,944	6,963
Sex																		
Male	22.0%	20.8%	19.3%	35.7%	35.4%	35.6%	17.7%	18.2%	19.0%	15.2%	16.0%	16.4%	9.4%	9.7%	9.6%	194,082	202,514	185,752
Female	21.6%	20.4%	19.3%	37.0%	37.3%	36.9%	17.9%	18.2%	18.5%	15.5%	16.1%	16.8%	8.0%	8.1%	8.4%	183,297	186,543	172,753
Hispanic or Latino																		
Yes	21.5%	20.0%	19.2%	33.7%	33.6%	33.0%	17.8%	18.4%	19.0%	15.9%	16.7%	17.5%	11.1%	11.2%	11.4%	33,033	33,489	30,282
No	21.9%	20.7%	19.4%	36.6%	36.5%	36.6%	17.7%	18.1%	18.7%	15.2%	15.9%	16.5%	8.5%	8.7%	8.8%	340,502	351,793	324,520
Race																		
American Indian/ Alaska Native	18.0%	18.4%	15.4%	33.9%	34.5%	36.7%	20.3%	19.8%	20.1%	16.8%	16.6%	17.0%	11.0%	10.6%	10.8%	7,718	8,215	7,422
Asian Black/African	23.8%	23.2%	22.1%	40.1%	40.2%	39.8%	18.2%	18.8%	19.6%	11.4%	10.7%	11.8%	6.5%	7.1%	6.8%	19,404	18,530	16,909
American Native Hawaiian/	23.2%	22.2%	20.6%	37.1%	37.3%	37.5%	17.2%	17.7%	17.9%	13.9%	14.2%	15.1%	8.6%	8.7%	8.9%	57,236	59,256	55,147
Pacific Islander	21.1%	20.5%	20.1%	36.6%	35.9%	37.3%	18.8%	18.3%	18.6%	14.9%	16.7%	14.7%	8.6%	8.5%	9.3%	2,183	2,442	2,292
White	22.1%	20.6%	19.4%	36.3%	36.1%	36.1%	17.5%	18.0%	18.6%	15.6%	16.5%	17.1%	8.5%	8.8%	8.9%	261,174	270,660	249,504
Two or more races (Not Hispanic/ Latino)	18.1%	17.8%	17.1%	31.4%	31.9%	31.8%	19.1%	19.4%	20.0%	18.1%	18.0%	18.6%	13.3%	12.9%	12.5%	14,188	14,275	12,870

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

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

	Stı	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Re	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
Age Group																		
25 and under	23.0%	19.9%	18.9%	35.9%	36.0%	34.3%	18.8%	20.8%	20.5%	14.5%	14.5%	17.7%	7.8%	8.8%	8.6%	2,817	2,760	2,781
26-29	20.5%	18.8%	17.4%	34.5%	33.9%	33.9%	17.8%	18.6%	19.2%	17.5%	18.2%	18.9%	9.6%	10.5%	10.7%	11,385	12,682	12,875
30-39	20.3%	19.0%	18.0%	34.9%	34.8%	34.6%	17.5%	18.1%	18.4%	17.1%	17.4%	18.2%	10.2%	10.8%	10.8%	75,568	74,267	66,899
40-49	21.6%	20.6%	19.4%	36.3%	36.4%	36.6%	17.2%	17.6%	18.4%	15.7%	16.1%	16.7%	9.2%	9.3%	9.0%	104,765	109,555	103,349
50-59	22.2%	21.0%	19.7%	37.2%	37.1%	36.9%	18.1%	18.3%	19.1%	14.5%	15.6%	16.0%	8.0%	8.0%	8.3%	143,875	150,155	139,632
60+	21.4%	20.5%	19.0%	36.5%	36.3%	36.5%	19.6%	20.1%	20.8%	14.5%	15.3%	15.7%	8.0%	7.8%	7.9%	61,730	63,694	57,414
Level of Education																		
Less than High School H.S. Diploma/	15.4%	25.9%	22.3%	45.2%	36.7%	42.8%	18.3%	22.0%	15.9%	14.9%	7.5%	8.6%	6.2%	7.9%	10.4%	353	400	385
GED or equiv Trade/Technical	21.5%	20.4%	19.5%	38.5%	39.2%	39.6%	20.0%	19.1%	19.8%	13.0%	13.9%	13.8%	7.0%	7.4%	7.3%	16,041	19,051	18,741
Certificate Some College	17.5%	18.0%	16.7%	38.0%	35.8%	36.1%	20.0%	20.3%	21.4%	15.2%	16.2%	16.0%	9.2%	9.7%	9.7%	8,094	9,411	8,861
(no degree) Associate's	20.0%	19.5%	18.5%	35.4%	35.4%	35.2%	19.1%	19.1%	19.5%	15.8%	16.4%	17.0%	9.7%	9.7%	9.7%	52,097	59,340	56,962
Degree Bachelor's	20.2%	19.3%	17.9%	35.0%	35.8%	35.2%	18.8%	18.8%	19.6%	16.5%	16.5%	17.8%	9.5%	9.5%	9.4%	27,504	30,919	29,031
Degree	21.1%	19.7%	18.6%	36.5%	36.4%	36.5%	18.0%	18.5%	19.0%	15.7%	16.4%	16.9%	8.7%	9.1%	9.0%	130,791	134,272	123,323
Master's Degree Doctoral/ Professional	24.6%	22.9%	21.2%	36.7%	36.8%	36.9%	16.0%	16.7%	17.2%	14.5%	15.4%	16.1%	8.2%	8.2%	8.5%	100,798	97,167	86,542
Degree	23.6%	23.2%	21.7%	35.3%	33.9%	33.7%	16.4%	16.8%	17.8%	15.4%	16.5%	17.0%	9.3%	9.6%	9.8%	43,786	40,590	36,270
Pay Category																		
Federal Wage	47.40/	47.00/	40.00/	04.00/	05.00/	05.40/	00.00/	40.00/	40.00/	47 50/	47.00/	47.00/	44.00/	40.70/	40.00/	0.440	40.447	40.000
System	17.1%	17.8%	16.9%	34.2%	35.0%	35.1%	20.2%	19.2%	19.6%	17.5%	17.3%	17.8%	11.0%	10.7%	10.6%	9,442	12,447	12,068
GS 1-6	18.7%	18.1%	17.7%	34.6%	35.4%	35.5%	20.1%	20.3%	20.0%	16.2%	16.2%	16.9%	10.3%	10.0%	9.9%	18,457	21,597	21,683
GS 7-12	20.1%	18.7%	17.5%	35.9%	36.1%	35.9%	18.9%	19.0%	19.8%	15.9%	16.7%	17.3%	9.2%	9.6%	9.5%	151,496	164,370	155,575
GS 13-15	26.0%	24.6%	23.1%	38.2%	37.4%	37.6%	15.4%	16.2%	16.8%	13.4%	14.4%	14.9%	7.1%	7.4%	7.6%	167,899	160,657	142,234
SES	58.5%	54.2%	52.4%	26.6%	29.3%	29.8%	7.3%	7.1%	8.1%	4.5%	6.3%	6.4%	3.1%	3.1%	3.3%	5,722	5,647	4,842
SL/ST Other	27.8%	28.6%	27.6%	36.5%	30.0%	32.0%	14.6%	18.5%	16.8%	12.8%	14.0%	16.2%	8.3%	9.0%	7.4%	1,562	1,520	1,369
Other	18.2%	17.6%	16.5%	34.2%	34.1%	34.6%	18.2%	19.1%	19.2%	18.4%	18.7%	19.0%	11.1%	10.5%	10.7%	25,579	25,385	22,751

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
Time in Federal																		
Government	00.00/	00.50/	07.00/	07.00/	07.00/	07.40/	47.00/	40.00/	47.00/	44.00/	40.00/	40.70/	4.00/	4.00/	E 40/	0.707	E 00E	0.400
< 1 year	29.3%	28.5%	27.0%	37.8%	37.6%	37.4%	17.3%	18.3%	17.8%	11.0%	10.8%	12.7%	4.6%	4.8%	5.1%	6,787	5,985	3,132
1-3 years	25.1%	22.4%	22.2%	35.5%	36.3%	36.5%	17.7%	18.3%	18.3%	14.2%	15.3%	15.2%	7.5%	7.8%	7.7%	29,666	27,980	32,500
4-5 years	22.2%	20.7%	18.7%	35.2%	36.0%	35.9%	17.9%	18.0%	18.5%	16.0%	16.2%	17.4%	8.8%	9.1%	9.5%	29,844	40,703	42,838
6-10 years	20.4%	19.3%	18.4%	35.4%	35.0%	34.5%	17.8%	18.2%	18.7%	16.6%	17.4%	18.0%	9.9%	10.2%	10.5%	90,881	86,915	72,509
11-14 years	20.2%	18.7%	17.7%	35.1%	35.6%	35.3%	18.1%	18.1%	18.8%	16.7%	17.1%	18.0%	9.9%	10.4%	10.2%	54,302	56,173	50,658
15-20 years	20.2%	19.5%	18.1%	36.0%	35.6%	35.7%	17.9%	18.3%	19.1%	16.1%	16.7%	17.2%	9.8%	10.0%	9.9%	51,135	48,137	39,421
> 20 years	22.6%	21.9%	20.0%	38.4%	37.6%	37.9%	17.7%	18.3%	19.2%	13.6%	14.7%	15.2%	7.7%	7.5%	7.7%	118,325	126,563	120,136
Time with Current Agency																		
< 1 year	29.7%	28.8%	27.2%	37.3%	37.7%	37.5%	16.6%	17.3%	17.5%	10.9%	11.0%	12.0%	5.5%	5.2%	5.8%	13,037	11.786	6,444
1-3 years	24.8%	22.4%	21.8%	35.6%	35.7%	35.8%	17.0%	17.9%	18.1%	14.4%	15.4%	15.6%	8.2%	8.5%	8.7%	47,229	44,086	49,315
4-5 years	21.4%	20.0%	18.2%	34.9%	35.7%	35.3%	17.8%	17.9%	18.8%	16.5%	16.7%	17.9%	9.4%	9.7%	9.9%	37.800	49,407	51,205
6-10 years	19.5%	18.7%	18.0%	35.1%	34.9%	34.7%	18.3%	18.5%	18.7%	17.0%	17.7%	18.1%	10.1%	10.3%	10.5%	97.085	94.783	79,906
11-20 years	19.5%	19.2%	17.9%	35.1%	35.8%	36.0%	18.4%	18.4%	19.2%	16.2%	16.7%	17.3%	9.6%	9.9%	9.6%	97,065 97.646	94,763	79,900 85,140
> 20 years		19.2%	20.3%	39.2%	38.5%			18.2%		13.0%	14.3%		7.0%	9.9% 6.8%		, , , ,	- ,	,
,	23.4%	22.2%	20.3%	39.2%	38.5%	38.6%	17.3%	18.2%	19.1%	13.0%	14.3%	14.8%	7.0%	6.8%	7.1%	86,845	93,355	87,991
Leaving																		
No	26.8%	25.4%	23.9%	40.3%	40.3%	40.4%	17.0%	17.5%	18.1%	11.4%	12.2%	12.7%	4.5%	4.7%	4.9%	256,958	260,604	237,510
Yes, to retire Yes, to other job	19.0%	18.6%	16.9%	38.1%	36.8%	36.4%	19.5%	20.2%	21.6%	15.1%	16.6%	16.6%	8.3%	7.8%	8.5%	22,024	23,737	22,609
in Govt	12.2%	11.2%	10.7%	28.7%	28.6%	28.5%	19.3%	19.7%	19.7%	23.4%	23.7%	24.5%	16.3%	16.8%	16.6%	69,770	72,583	67,140
Yes, to other job																,	-,	,
outside Govt	8.9%	8.1%	7.7%	23.0%	23.3%	24.0%	17.3%	17.9%	17.7%	26.8%	26.9%	27.7%	24.1%	23.7%	22.9%	13,663	15,702	15,444
Yes, other	9.0%	8.5%	8.3%	23.3%	24.2%	23.4%	20.2%	19.7%	21.3%	25.2%	25.8%	25.9%	22.3%	21.9%	21.1%	17,812	19,079	17,795
Retiring																		
Within 1 year	19.0%	18.3%	16.8%	36.6%	35.4%	34.5%	19.3%	18.9%	20.7%	15.2%	17.8%	17.6%	9.9%	9.6%	10.5%	13,413	14,641	13,708
Between 1-3 years	19.9%	19.1%	17.9%	37.5%	37.0%	37.0%	19.4%	19.9%	21.0%	14.8%	16.0%	16.3%	8.3%	8.1%	7.8%	37,533	39,391	35,749
Between 3-5 years	21.1%	20.1%	19.0%	36.8%	36.4%	36.8%	18.9%	19.4%	19.4%	15.2%	16.0%	16.5%	8.0%	8.1%	8.3%	41,748	42,843	38,993
5 or more years	22.3%	21.0%	19.7%	36.1%	36.2%	36.2%	17.3%	17.7%	18.3%	15.4%	16.0%	16.6%	8.9%	9.1%	9.2%	284,892	291,705	268,595

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
Self-Identify as:																		
Heterosexual	22.8%	21.6%	20.1%	37.1%	36.9%	36.8%	17.4%	17.9%	18.5%	14.6%	15.4%	16.1%	8.0%	8.2%	8.4%	303,681	314,296	290,390
LGBT*	22.9%	21.8%	20.6%	33.5%	33.7%	32.4%	16.1%	16.1%	17.3%	16.6%	16.8%	18.1%	10.9%	11.7%	11.5%	11,197	10,930	9,703
Prefer not to say	15.5%	14.3%	14.2%	32.0%	32.4%	32.8%	20.2%	20.1%	20.7%	19.1%	20.0%	19.7%	13.3%	13.2%	12.7%	46,496	47,518	43,192
Military Service																		
No Prior Military Service Currently in	21.2%	20.2%	18.9%	37.1%	36.8%	36.8%	18.0%	18.5%	18.9%	15.4%	16.0%	16.7%	8.4%	8.6%	8.7%	275,157	278,441	254,845
Guard/Reserves	23.8%	21.3%	20.9%	35.2%	34.6%	36.3%	15.5%	17.6%	17.0%	15.1%	16.6%	15.7%	10.3%	10.0%	10.1%	6,113	6,936	6,458
Retired Separated/	26.9%	25.1%	23.9%	37.1%	37.6%	37.2%	16.5%	16.9%	17.5%	12.6%	13.6%	14.4%	7.0%	6.8%	7.1%	39,174	42,756	40,955
Discharged	20.0%	18.9%	17.3%	33.3%	33.6%	33.7%	18.2%	18.1%	19.6%	17.0%	17.7%	18.0%	11.4%	11.7%	11.5%	55,066	58,791	54,228
Disability																		
Yes	21.6%	20.2%	18.7%	32.3%	32.8%	32.7%	17.9%	18.2%	18.9%	16.6%	17.1%	17.6%	11.7%	11.6%	12.1%	51,015	52,726	48,278
No	21.9%	20.7%	19.5%	37.1%	36.9%	36.9%	17.8%	18.2%	18.7%	15.0%	15.8%	16.4%	8.2%	8.5%	8.5%	325,622	335,348	309,138

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
Work Location																		
Headquarters	30.9%	30.1%	28.0%	41.9%	41.8%	42.6%	13.7%	14.3%	14.8%	8.5%	8.7%	9.4%	4.9%	5.2%	5.2%	154,967	155,884	142,219
Field	28.9%	27.6%	26.5%	42.3%	42.3%	42.9%	14.3%	14.7%	14.8%	8.8%	9.5%	9.9%	5.7%	6.0%	5.9%	228,559	239,441	220,977
Supervisory Status																		
Non-Supervisor	26.9%	26.0%	24.6%	42.3%	42.1%	42.7%	15.3%	15.7%	15.9%	9.4%	9.9%	10.4%	6.1%	6.4%	6.4%	251,905	260,125	239,856
Team Leader	31.0%	29.7%	28.7%	43.6%	43.4%	43.9%	12.7%	13.4%	13.7%	8.2%	8.6%	9.1%	4.6%	4.9%	4.6%	49,273	53,160	49,332
Supervisor	33.9%	33.0%	31.0%	43.0%	43.3%	44.1%	12.2%	12.2%	12.8%	7.2%	7.6%	8.2%	3.7%	3.8%	3.9%	51,991	52,332	48,337
Manager	43.8%	40.9%	39.6%	38.6%	39.4%	40.3%	8.9%	10.0%	10.2%	5.6%	6.4%	6.9%	3.1%	3.3%	3.1%	24,651	24,315	21,474
Senior Leader	56.5%	55.4%	53.1%	29.3%	31.0%	32.8%	7.6%	6.2%	6.8%	4.2%	4.5%	4.1%	2.4%	2.8%	3.3%	8,082	8,030	7,027
Sex																		
Male	29.2%	28.0%	26.5%	41.7%	41.4%	42.3%	14.4%	14.9%	15.3%	8.8%	9.5%	10.0%	5.9%	6.2%	6.0%	195,689	204,500	187,662
Female	30.5%	29.5%	28.0%	42.9%	43.2%	43.6%	13.5%	13.9%	14.0%	8.4%	8.6%	9.2%	4.7%	4.9%	5.1%	184,523	188,181	174,145
Hispanic or Latino																		
Yes	31.2%	30.3%	28.7%	39.2%	38.7%	39.4%	14.0%	14.4%	14.7%	8.8%	9.4%	9.6%	6.8%	7.3%	7.5%	33,428	33,813	30,601
No	29.7%	28.5%	27.0%	42.6%	42.6%	43.2%	14.0%	14.4%	14.7%	8.6%	9.1%	9.6%	5.2%	5.4%	5.4%	342,891	355,068	327,450
Race																		
American Indian/ Alaska Native	27.6%	29.3%	26.5%	41.1%	39.8%	42.3%	15.1%	15.4%	15.6%	9.5%	9.3%	9.1%	6.7%	6.2%	6.5%	7,770	8,309	7,504
Asian Black/African	32.9%	31.5%	29.8%	43.5%	44.2%	44.9%	13.3%	14.1%	14.2%	6.4%	6.1%	6.9%	4.0%	4.1%	4.2%	19,452	18,635	17,000
American Native Hawaiian/	32.1%	31.5%	29.7%	41.1%	41.2%	42.1%	13.8%	13.9%	14.0%	7.6%	7.8%	8.4%	5.4%	5.5%	5.7%	57,659	59,940	55,683
Pacific Islander	29.2%	28.2%	28.1%	39.9%	40.8%	39.4%	16.0%	14.4%	18.4%	9.3%	9.9%	7.8%	5.6%	6.7%	6.3%	2,196	2,465	2,313
White	29.6%	28.2%	26.7%	42.8%	42.7%	43.3%	13.7%	14.2%	14.5%	8.8%	9.5%	10.1%	5.1%	5.5%	5.4%	263,195	273,103	251,804
Two or more races (Not Hispanic/ Latino)	26.5%	25.5%	24.9%	38.4%	38.5%	39.4%	15.8%	16.7%	16.8%	11.0%	11.5%	10.9%	8.3%	7.8%	7.9%	14,335	14,420	12,991

SOURCE: Federal Employee Viewpoint Survey

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

	Str	rongly Ag	ree		Agree			either Agr			Disagree		Stro	ngly Disa	gree	Item Re	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
Age Group																		
25 and under	27.1%	23.8%	21.2%	43.5%	45.0%	41.9%	14.6%	16.0%	19.1%	8.8%	10.3%	12.2%	6.0%	4.9%	5.7%	2,834	2,764	2,790
26-29	24.6%	22.8%	20.7%	42.0%	40.4%	41.3%	16.2%	17.4%	17.5%	10.2%	11.6%	12.5%	7.0%	7.8%	7.9%	11,445	12,720	12,929
30-39	26.3%	24.9%	23.6%	41.5%	41.7%	41.6%	15.6%	15.8%	16.2%	9.9%	10.6%	11.3%	6.7%	7.0%	7.3%	75,929	74,686	67,261
40-49	28.6%	27.8%	26.1%	42.2%	42.0%	43.1%	14.3%	14.7%	15.2%	9.2%	9.5%	9.8%	5.6%	6.0%	5.9%	105,516	110,478	104,201
50-59	30.6%	29.5%	28.3%	42.5%	42.6%	43.2%	13.8%	14.3%	14.4%	8.2%	8.7%	9.2%	4.8%	4.9%	4.9%	145,107	151,809	141,268
60+	33.7%	33.4%	31.7%	42.7%	42.4%	43.4%	12.6%	12.9%	13.3%	7.1%	7.3%	7.6%	3.9%	4.0%	4.0%	62,297	64,546	58,103
Level of Education																		
Less than High School H.S. Diploma/	25.7%	33.1%	30.7%	45.0%	41.7%	40.5%	16.6%	13.9%	16.9%	6.4%	5.8%	3.1%	6.3%	5.5%	8.8%	360	407	392
GED or equiv Trade/Technical	30.0%	28.9%	28.2%	43.3%	43.6%	44.4%	14.8%	14.7%	14.8%	7.4%	7.8%	7.9%	4.4%	5.1%	4.7%	16,212	19,292	18,948
Certificate Some College	28.0%	27.5%	26.7%	43.8%	43.3%	43.6%	14.3%	14.4%	15.3%	8.9%	9.4%	8.9%	5.0%	5.4%	5.5%	8,156	9,544	8,952
(no degree) Associate's	28.8%	28.2%	27.1%	41.5%	41.2%	41.6%	14.8%	14.9%	15.2%	8.8%	9.4%	10.0%	6.2%	6.3%	6.2%	52,602	60,030	57,599
Degree Bachelor's	28.5%	27.8%	26.0%	42.1%	41.5%	42.2%	14.6%	15.1%	15.8%	9.1%	9.4%	9.9%	5.7%	6.2%	6.1%	27,716	31,244	29,330
Degree	28.0%	26.8%	25.5%	42.9%	42.8%	43.6%	14.5%	15.0%	15.2%	9.1%	9.7%	10.1%	5.5%	5.8%	5.7%	131,744	135,422	124,476
Master's Degree Doctoral/ Professional	31.1%	29.6%	27.5%	41.7%	42.1%	42.8%	13.4%	14.1%	14.3%	8.7%	9.1%	9.9%	5.0%	5.2%	5.5%	101,483	97,927	87,205
Degree	36.3%	35.5%	33.9%	41.6%	41.5%	42.2%	11.3%	11.4%	11.7%	6.5%	7.1%	7.9%	4.3%	4.4%	4.4%	44,018	40,933	36,515
Pay Category																		
Federal Wage								/										
System	26.2%	26.6%	24.3%	41.5%	41.8%	42.3%	16.2%	16.2%	16.9%	9.4%	9.3%	10.2%	6.8%	6.1%	6.2%	9,546	12,621	12,223
GS 1-6	26.8%	26.8%	26.1%	41.5%	41.0%	41.5%	15.7%	15.7%	16.1%	9.5%	10.1%	9.8%	6.6%	6.5%	6.6%	18,597	21,867	21,916
GS 7-12	27.9%	26.8%	25.5%	42.8%	42.5%	42.9%	14.7%	15.1%	15.5%	9.1%	9.4%	10.1%	5.6%	6.1%	6.1%	152,692	165,967	157,044
GS 13-15	33.2%	31.6%	30.0%	42.2%	42.5%	43.4%	12.5%	12.9%	13.1%	7.7%	8.4%	8.9%	4.4%	4.6%	4.5%	169,097	162,028	143,441
SES	67.9%	63.5%	62.2%	23.9%	26.0%	27.7%	4.3%	4.9%	5.2%	2.3%	3.4%	3.3%	1.6%	2.2%	1.6%	5,763	5,704	4,875
SL/ST	45.5%	42.9%	39.0%	36.9%	40.0%	43.0%	10.1%	8.5%	10.7%	4.0%	6.4%	4.8%	3.6%	2.2%	2.4%	1,565	1,536	1,383
Other	27.8%	27.1%	25.7%	42.3%	41.4%	43.3%	14.3%	15.6%	14.8%	9.5%	9.8%	10.2%	6.1%	6.2%	6.1%	25,728	25,574	22,943

^{**}Unweighted count of responses to a question.

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

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
Time in Federal																		
Government < 1 year	20.00/	25.40/	24.50/	44.00/	42.00/	44.40/	44.60/	44.50/	44.00/	5.4%	0.00/	C 00/	0.00/	2.40/	0.00/	0.000	0.000	2.455
1-3 years	38.2%	35.4%	34.5%	41.9%	43.8%	44.1%	11.6%	11.5%	11.9%		6.3%	6.9%	2.9%	3.1%	2.6%	6,836	6,028	3,155
•	31.8%	30.6%	28.6%	42.4%	42.3%	42.7%	14.1%	14.5%	14.7%	7.5%	8.2%	9.3%	4.2%	4.5%	4.7%	29,843	28,189	32,734
4-5 years	28.7%	27.3%	25.0%	42.0%	41.7%	43.0%	14.4%	15.5%	15.7%	9.4%	9.8%	10.4%	5.6%	5.7%	5.9%	30,016	41,027	43,162
6-10 years	27.7%	26.8%	25.9%	41.9%	41.9%	41.9%	14.9%	15.0%	15.5%	9.6%	10.0%	10.2%	6.0%	6.4%	6.6%	91,519	87,659	73,122
11-14 years	28.3%	26.7%	25.3%	41.5%	41.7%	42.6%	14.8%	15.2%	15.3%	9.4%	9.9%	10.5%	6.0%	6.5%	6.3%	54,668	56,633	51,156
15-20 years	28.7%	27.8%	26.6%	41.8%	41.7%	42.5%	14.2%	14.8%	14.7%	9.1%	9.3%	10.0%	6.2%	6.5%	6.3%	51,578	48,624	39,814
> 20 years	31.7%	30.8%	29.1%	43.2%	42.8%	43.7%	12.9%	13.4%	13.8%	7.6%	8.3%	8.7%	4.6%	4.8%	4.7%	119,318	127,968	121,376
Time with Current Agency																		
< 1 year	35.7%	34.5%	32.6%	41.1%	42.4%	42.5%	12.8%	12.3%	13.8%	6.4%	6.8%	7.4%	3.9%	3.9%	3.6%	13,128	11,882	6,487
1-3 years	31.2%	29.3%	27.8%	41.2%	41.6%	41.5%	14.2%	14.7%	15.0%	8.3%	9.0%	10.0%	5.0%	5.4%	5.6%	47.546	44.452	49,697
4-5 years	27.9%	26.9%	24.4%	41.5%	41.4%	42.8%	14.6%	15.4%	15.8%	9.9%	10.1%	10.8%	6.1%	6.2%	6.2%	38.028	49,832	51,599
6-10 years	27.1%	26.6%	25.8%	42.3%	41.7%	42.2%	14.8%	15.2%	15.2%	9.7%	10.0%	10.2%	6.1%	6.5%	6.5%	97.743	95.640	80,617
11-20 years	28.7%	27.7%	26.4%	42.1%	42.0%	42.9%	14.5%	14.8%	14.9%	8.9%	9.4%	9.8%	5.8%	6.1%	5.9%	98,433	98.733	85,975
> 20 years	33.2%	31.6%	29.9%	43.6%	43.7%	44.4%	12.1%	12.8%	13.4%	7.1%	7.8%	8.2%	4.0%	4.2%	4.1%	87,588	94,349	88,929
Leaving	00:278	01.070	20.070	101070	10.1 70	11.170	121170	12.070	10.170	71170	7.070	0.270	110 70	1.270	1.170	01,000	0 1,0 10	00,020
No	36.0%	34.7%	33.1%	45.3%	45.4%	46.3%	11.5%	12.0%	12.4%	5.1%	5.5%	5.8%	2.1%	2.3%	2.3%	258,863	263,005	239,626
Yes, to retire	28.1%	28.3%	25.6%	43.6%	42.5%	43.8%	14.2%	14.3%	15.6%	8.7%	9.8%	9.7%	5.4%	5.1%	5.2%	22,246	24,023	22,913
Yes, to other job	20.170	20.070	20.070	40.070	42.070	40.070	14.270	14.070	10.070	0.770	0.070	0.1 70	0.470	0.170	0.270	22,240	24,020	22,010
in Govt	17.4%	16.1%	15.3%	36.2%	36.4%	36.5%	19.4%	19.7%	19.5%	16.1%	16.3%	17.2%	10.8%	11.5%	11.5%	70,314	73,268	67,770
Yes, to other job outside Govt	13.1%	12.7%	12.0%	32.2%	31.7%	32.3%	18.9%	19.4%	19.7%	18.8%	19.0%	19.9%	16.9%	17.1%	16.1%	13,731	15,807	15,533
	13.1%	13.9%			31.1%		20.8%		20.7%	16.7%				16.0%		· '	,	,
Yes, other	13.4%	13.9%	12.5%	33.2%	31.1%	32.0%	20.8%	20.7%	20.7%	16.7%	18.3%	19.4%	15.9%	16.0%	15.3%	17,904	19,247	17,956
Retiring		0= =0/	0= 101		10 101		4.4.00/	10.00/	4= 00/		4.4.407	10.10/		- 00/	- 404		4 4 0 4 0	10.001
Within 1 year	27.6%	27.7%	25.4%	41.9%	40.4%	41.5%	14.0%	13.8%	15.6%	9.6%	11.1%	10.4%	6.9%	7.0%	7.1%	13,530	14,818	13,891
Between 1-3 years	29.2%	28.6%	27.1%	43.4%	43.3%	44.1%	14.1%	14.1%	14.6%	8.6%	8.8%	9.2%	4.7%	5.2%	4.9%	37,917	39,858	36,163
Between 3-5 years	30.2%	29.3%	27.9%	42.8%	42.5%	43.4%	13.9%	14.5%	14.4%	8.5%	8.9%	9.5%	4.6%	4.9%	4.8%	42,073	43,376	39,411
5 or more years	29.8%	28.6%	27.1%	42.1%	42.1%	42.8%	14.0%	14.5%	14.8%	8.6%	9.1%	9.7%	5.4%	5.7%	5.7%	286,859	294,155	270,844

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
Self-Identify as:																		
Heterosexual	30.9%	29.8%	28.1%	42.6%	42.5%	43.2%	13.5%	13.9%	14.2%	8.1%	8.6%	9.3%	4.9%	5.2%	5.2%	305,906	317,192	293,030
LGBT*	31.1%	29.1%	28.4%	40.4%	39.9%	39.4%	13.4%	13.4%	14.5%	9.1%	10.2%	10.4%	6.0%	7.3%	7.3%	11,298	11,028	9,777
Prefer not to say	22.7%	21.4%	21.4%	40.7%	40.6%	40.8%	17.1%	18.0%	18.1%	11.7%	11.9%	11.9%	7.7%	8.1%	7.7%	46,867	48,029	43,608
Military Service																		
No Prior Military Service Currently in	29.6%	28.6%	27.2%	43.3%	43.1%	43.7%	13.8%	14.2%	14.5%	8.3%	8.8%	9.3%	5.1%	5.3%	5.3%	277,101	280,838	256,919
Guard/Reserves	27.8%	25.6%	24.0%	41.3%	40.7%	42.5%	14.5%	16.2%	15.8%	9.7%	11.1%	10.9%	6.7%	6.3%	6.8%	6,135	6,985	6,506
Retired Separated/	33.2%	32.0%	30.5%	41.2%	41.7%	42.3%	13.8%	13.9%	13.9%	7.6%	8.2%	9.0%	4.2%	4.2%	4.2%	39,531	43,231	41,467
Discharged	28.0%	26.8%	24.9%	39.8%	39.4%	40.4%	14.7%	15.5%	16.1%	10.4%	10.7%	11.1%	7.1%	7.7%	7.6%	55,530	59,473	54,845
Disability																		
Yes	30.0%	29.1%	27.4%	38.6%	38.4%	38.9%	14.7%	14.8%	15.3%	9.6%	10.3%	10.9%	7.1%	7.3%	7.5%	51,444	53,349	48,801
No	29.7%	28.6%	27.1%	43.0%	42.9%	43.6%	13.8%	14.3%	14.7%	8.4%	8.9%	9.4%	5.0%	5.3%	5.2%	327,994	338,352	311,893

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(5) I like the kind of work I do.

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
Work Location																		
Headquarters	40.0%	39.3%	37.2%	42.8%	43.1%	44.2%	10.9%	11.1%	11.7%	4.3%	4.3%	4.7%	2.1%	2.2%	2.3%	154,020	154,273	140,607
Field	40.1%	39.2%	38.4%	43.5%	44.1%	44.4%	10.6%	10.6%	10.9%	3.8%	3.9%	4.1%	2.0%	2.2%	2.1%	226,951	236,595	218,370
Supervisory Status																		
Non-Supervisor	37.4%	36.8%	35.3%	44.0%	44.5%	44.9%	11.7%	11.8%	12.3%	4.5%	4.4%	4.8%	2.4%	2.5%	2.6%	250,148	257,032	236,892
Team Leader	42.6%	41.6%	41.0%	43.5%	43.7%	44.2%	9.3%	9.5%	9.7%	3.2%	3.5%	3.5%	1.4%	1.7%	1.5%	48,951	52,609	48,845
Supervisor	43.6%	43.3%	42.1%	43.3%	43.4%	44.3%	8.7%	8.9%	9.1%	3.0%	3.1%	3.3%	1.3%	1.3%	1.3%	51,682	51,833	47,820
Manager	51.6%	49.7%	48.6%	38.0%	39.6%	40.4%	6.6%	6.9%	7.1%	2.4%	2.7%	3.0%	1.3%	1.1%	0.9%	24,507	24,059	21,265
Senior Leader	64.6%	62.3%	60.6%	27.4%	29.2%	30.3%	4.9%	5.6%	6.1%	1.8%	1.7%	2.0%	1.3%	1.2%	1.0%	8,047	7,968	6,956
Sex																		
Male	39.7%	39.1%	37.8%	43.0%	43.3%	44.1%	11.0%	11.1%	11.5%	4.1%	4.1%	4.4%	2.2%	2.4%	2.2%	194,259	202,030	185,250
Female	40.8%	39.8%	38.5%	43.6%	44.4%	44.6%	10.1%	10.2%	10.6%	3.8%	3.8%	4.2%	1.8%	1.9%	2.1%	183,428	186,233	172,365
Hispanic or Latino																		
Yes	45.0%	45.0%	43.3%	39.6%	39.3%	40.1%	9.5%	9.4%	10.2%	3.5%	3.8%	3.7%	2.4%	2.6%	2.7%	33,097	33,441	30,171
No	39.6%	38.8%	37.5%	43.6%	44.3%	44.8%	10.7%	10.8%	11.2%	4.0%	4.0%	4.4%	2.0%	2.1%	2.1%	340,719	351,052	323,737
Race																		
American Indian/ Alaska Native	43.3%	44.0%	42.9%	40.8%	42.1%	42.9%	10.3%	9.5%	9.8%	3.2%	2.7%	3.0%	2.4%	1.7%	1.5%	7,726	8,202	7,399
Asian Black/African	41.2%	40.7%	38.5%	43.9%	43.9%	45.5%	10.5%	10.9%	11.2%	3.0%	2.9%	3.1%	1.4%	1.6%	1.7%	19,408	18,506	16,899
American Native Hawaiian/	42.6%	41.3%	40.6%	40.8%	41.5%	41.9%	10.2%	10.8%	10.8%	3.9%	3.9%	3.9%	2.4%	2.5%	2.8%	57,218	59,066	54,882
Pacific Islander	42.5%	42.5%	41.7%	42.0%	42.9%	41.5%	9.9%	8.4%	11.5%	3.6%	2.3%	2.9%	2.0%	3.8%	2.4%	2,191	2,445	2,293
White	39.8%	39.0%	37.6%	44.0%	44.5%	45.0%	10.3%	10.4%	10.9%	4.0%	4.1%	4.5%	1.9%	2.0%	2.0%	261,437	270,128	248,971
Two or more races (Not Hispanic/ Latino)	37.8%	37.2%	35.5%	41.1%	42.2%	43.2%	13.3%	13.2%	13.1%	4.7%	4.6%	4.8%	3.1%	2.9%	3.3%	14.182	14.262	12.837

SOURCE: Federal Employee Viewpoint Survey

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(5) I like the kind of work I do.

| Str | ongly Ag | ree | | Agree
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 | | Disagree | | Stro | ngly Disa | gree
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2016	2015	2014	2016	2015
 | 2014 | 2016

 | 2015
 | 2014

 | 2016 | 2015 | 2014 | 2016 | 2015 | 2014
 | 2016 | 2015 | 2014 |
| 39.8% | 39.0% | 37.7% | 43.4% | 43.8%
 | 44.4% | 10.8%

 | 10.9%
 | 11.3%

 | 4.0% | 4.1% | 4.4% | 2.0% | 2.2% | 2.2%
 | 401,675 | 414,001 | 384,679 |
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 | | | |
| 31.5% | 28.5% | 27.2% | 44.3% | 48.6%
 | 47.7% | 15.0%

 | 13.8%
 | 15.6%

 | 6.5% | 6.4% | 6.8% | 2.7% | 2.6% | 2.7%
 | 2,828 | 2,750 | 2,784 |
| 32.2% | 30.7% | 28.5% | 44.3% | 43.7%
 | 44.6% | 14.4%

 | 15.9%
 | 16.4%

 | 6.0% | 6.0% | 6.5% | 3.0% | 3.7% | 3.9%
 | 11,389 | 12,670 | 12,842 |
| 35.7% | 34.7% | 33.9% | 43.9% | 44.8%
 | 44.9% | 12.8%

 | 12.8%
 | 12.9%

 | 5.2% | 4.9% | 5.5% | 2.5% | 2.8% | 2.8%
 | 75,607 | 74,221 | 66,831 |
| 39.9% | 39.6% | 37.8% | 44.0% | 43.7%
 | 44.9% | 10.3%

 | 10.4%
 | 11.0%

 | 3.8% | 4.0% | 4.2% | 2.1% | 2.3% | 2.1%
 | 104,873 | 109,440 | 103,169 |
| 41.2% | 40.5% | 39.4% | 43.2% | 43.8%
 | 44.2% | 10.2%

 | 10.1%
 | 10.5%

 | 3.6% | 3.7% | 3.9% | 1.8% | 1.8% | 1.9%
 | 143,927 | 149,679 | 139,206 |
| 45.0% | 44.4% | 43.1% | 41.7% | 42.2%
 | 43.0% | 8.7%

 | 8.9%
 | 9.4%

 | 3.1% | 2.9% | 3.0% | 1.5% | 1.5% | 1.6%
 | 61,775 | 63,477 | 57,124 |
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 | | | |
| 38.9% | 46.9% | 45.1% | 45.9% | 36.5%
 | 36.3% | 9.9%

 | 9.9%
 | 12.7%

 | 1.8% | 3.7% | 1.7% | 3.5% | 3.0% | 4.2%
 | 356 | 396 | 384 |
| 43.2% | 41.6% | 40.7% | 42.8% | 44.2%
 | 44.9% | 9.6%

 | 9.9%
 | 9.5%

 | 2.8% | 2.4% | 3.0% | 1.7% | 1.9% | 1.9%
 | 16,038 | 19,014 | 18,661 |
| 42.7% | 43.5% | 41.6% | 43.5% | 43.0%
 | 44.3% | 9.3%

 | 9.3%
 | 9.3%

 | 3.0% | 2.6% | 3.0% | 1.5% | 1.6% | 1.9%
 | 8,067 | 9,393 | 8,825 |
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| 39.5% | 38.3% | 30.5% | 42.8% | 43.8%
 | 44.7% | 10.7%

 | 11.0%
 | 11.4%

 | 4.7% | 4.8% | 5.1% | 2.2% | 2.1% | 2.3%
 | 100,923 | 96,933 | 86,334 |
| 44.2% | 43.5% | 42.1% | 41.6% | 42.0%
 | 42.6% | 9.2%

 | 9.3%
 | 9.5%

 | 3.3% | 3.6% | 4.0% | 1.7% | 1.7% | 1.8%
 | 43,821 | 40,564 | 36,148 |
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2014 2014 | | Stro- S | No Disagre No | | 2016 2015 2014 2015 2014 2015 2015 2014 2015 | 2016 |

^{**}Unweighted count of responses to a question.

(5) I like the kind of work I do.

	St	rongly Ag	ree		Agree			either Agr or Disagro			Disagree		Stro	ngly Disa	ngree	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
Time in Federal Government																		
< 1 year	46.9%	44.4%	44.1%	39.5%	41.3%	41.3%	8.7%	9.7%	10.2%	3.4%	3.3%	3.6%	1.6%	1.3%	0.9%	6,795	5,983	3,136
1-3 years	41.9%	41.1%	39.1%	41.9%	42.0%	42.7%	10.7%	11.1%	11.7%	3.7%	3.9%	4.5%	1.7%	1.8%	2.0%	29,659	27,960	32,425
4-5 years	39.2%	37.3%	35.5%	42.8%	44.0%	44.6%	11.4%	11.8%	12.6%	4.6%	4.6%	4.9%	2.0%	2.2%	2.3%	29,821	40,620	42,681
6-10 years	38.4%	37.7%	36.9%	43.7%	44.2%	44.6%	11.4%	11.4%	11.4%	4.3%	4.3%	4.5%	2.2%	2.4%	2.5%	90,985	86,735	72,334
11-14 years	39.0%	38.6%	37.7%	43.4%	44.3%	44.9%	11.1%	10.7%	11.1%	4.2%	4.1%	4.2%	2.3%	2.3%	2.1%	54,341	56,030	50,586
15-20 years	40.3%	40.0%	38.4%	43.4%	43.4%	43.9%	10.2%	10.7%	11.1%	4.2%	3.8%	4.2%	2.3%	2.3%	2.1%	54,341	48,117	•
> 20 years		40.0%			44.0%		9.6%									1	,	39,323
Time with	41.3%	40.7%	39.3%	43.7%	44.0%	44.6%	9.6%	9.8%	10.2%	3.5%	3.6%	3.9%	1.9%	1.9%	2.0%	118,399	126,213	119,793
Current Agency																		
< 1 year	44.1%	43.2%	42.4%	39.9%	40.7%	40.7%	9.9%	10.4%	11.2%	3.9%	4.0%	4.0%	2.1%	1.8%	1.7%	13,050	11,763	6,449
1-3 years	41.0%	39.8%	37.9%	41.3%	42.0%	42.7%	11.3%	11.5%	11.9%	4.3%	4.4%	5.0%	2.1%	2.2%	2.5%	47,292	44,035	49,202
4-5 years	38.8%	37.2%	35.4%	42.7%	43.9%	44.6%	11.4%	11.9%	12.5%	4.7%	4.6%	5.1%	2.3%	2.4%	2.4%	37,786	49,331	51,040
6-10 years	38.2%	38.0%	37.2%	44.2%	44.3%	44.8%	11.3%	11.1%	11.4%	4.2%	4.2%	4.2%	2.2%	2.4%	2.4%	97,135	94,614	79,738
11-20 years	39.7%	39.6%	38.5%	43.9%	44.2%	44.7%	10.5%	10.2%	10.8%	3.8%	3.7%	4.0%	2.1%	2.2%	2.1%	97,765	97,676	84,944
> 20 years	42.3%	41.2%	39.9%	43.8%	44.3%	44.9%	9.1%	9.5%	9.8%	3.2%	3.4%	3.7%	1.6%	1.6%	1.8%	86,892	93,028	87,711
Leaving																		
No	46.0%	45.3%	43.9%	43.5%	43.9%	44.8%	7.8%	7.8%	8.3%	2.0%	2.1%	2.2%	0.8%	0.8%	0.8%	257,225	260,298	237,040
Yes, to retire	38.1%	37.3%	36.1%	44.6%	45.3%	45.8%	10.8%	11.1%	11.1%	4.4%	4.3%	4.6%	2.1%	2.1%	2.3%	22,038	23,620	22,518
Yes, to other job	001170	0070	00.170	1 70	101070	101070	10.070	, 0	, 0	,				,	2.070	,,	_0,0_0	,0.0
in Govt	28.6%	27.4%	26.5%	43.0%	44.1%	43.8%	16.3%	16.3%	16.6%	8.0%	7.7%	8.4%	4.2%	4.6%	4.7%	69,843	72,370	66,959
Yes, to other job outside Govt	24.5%	23.1%	22.4%	40.9%	41.8%	42.2%	17.3%	17.9%	17.9%	10.2%	10.2%	11.0%	7.1%	7.0%	6.6%	13,630	15,626	15,361
Yes, other	25.5%	26.2%	24.7%	41.7%	40.3%	41.0%	18.8%	18.9%	19.3%	8.0%	8.2%	9.2%	5.9%	6.5%	5.9%	17,753	18,979	17,694
Retiring	25.5%	20.270	24.770	41.770	40.5%	41.070	10.076	10.970	19.5%	0.0%	0.270	9.270	5.5%	0.5%	5.9%	17,755	10,979	17,094
· ·	07.00/	20.40/	00.40/	40.00/	40.00/	40.50/	40.00/	44.50/	44.00/	4.00/	F 00/	E 00/	0.00/	2.00/	0.40/	40 440	44.553	40.004
Within 1 year	37.6%	36.4%	36.4%	43.8%	43.9%	43.5%	10.8%	11.5%	11.8%	4.8%	5.2%	5.2%	2.9%	3.0%	3.1%	13,416	14,557	13,621
Between 1-3 years	39.4%	39.2%	37.5%	44.4%	44.0%	45.7%	10.5%	10.9%	10.8%	3.9%	3.9%	4.1%	1.8%	2.0%	2.0%	37,546	39,210	35,571
Between 3-5 years	40.8%	40.1%	39.1%	43.3%	44.5%	44.8%	10.4%	9.8%	10.3%	3.7%	3.7%	3.9%	1.8%	1.9%	1.9%	41,699	42,722	38,859
5 or more years	40.2%	39.5%	38.1%	43.1%	43.7%	44.2%	10.6%	10.7%	11.2%	4.0%	4.0%	4.3%	2.0%	2.1%	2.2%	285,172	291,295	268,061

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

(5) I like the kind of work I do.

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
Self-Identify as:																		
Heterosexual	41.3%	40.5%	39.0%	43.0%	43.6%	44.2%	10.1%	10.2%	10.6%	3.8%	3.8%	4.1%	1.9%	2.0%	2.0%	303,914	313,721	289,670
LGBT*	40.2%	39.0%	38.6%	41.0%	42.3%	41.9%	11.2%	11.0%	11.4%	4.6%	4.8%	5.0%	3.0%	2.8%	3.2%	11,222	10,902	9,672
Prefer not to say	33.9%	33.3%	32.4%	44.8%	45.1%	45.5%	13.4%	13.5%	14.0%	5.1%	5.0%	5.1%	2.8%	3.1%	2.9%	46,509	47,353	43,051
Military Service																		
No Prior Military Service Currently in	39.3%	38.5%	37.3%	44.2%	44.6%	45.1%	10.6%	10.8%	11.2%	4.0%	4.0%	4.3%	1.9%	2.1%	2.1%	275,362	277,890	254,245
Guard/Reserves	38.8%	37.9%	36.1%	43.4%	43.2%	44.4%	10.9%	12.2%	12.2%	4.5%	4.0%	4.6%	2.5%	2.8%	2.7%	6,098	6,927	6,453
Retired Separated/	45.0%	44.2%	42.8%	41.0%	41.9%	42.7%	9.4%	9.0%	9.3%	3.2%	3.5%	3.7%	1.5%	1.5%	1.5%	39,186	42,644	40,814
Discharged	39.7%	39.2%	37.7%	41.8%	42.2%	42.7%	11.3%	11.4%	12.2%	4.5%	4.4%	4.7%	2.7%	2.8%	2.7%	55,112	58,660	54,049
Disability																		
Yes	42.1%	41.3%	40.0%	39.7%	40.5%	40.9%	11.1%	11.2%	11.5%	4.3%	4.1%	4.5%	2.9%	2.8%	3.0%	51,055	52,556	48,052
No	39.8%	39.1%	37.7%	44.0%	44.4%	45.0%	10.5%	10.6%	11.1%	3.9%	4.0%	4.2%	1.8%	2.0%	2.0%	325,848	334,722	308,433

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

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

	Stı	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
Work Location																		
Headquarters	32.6%	32.0%	30.8%	46.5%	47.0%	48.1%	11.0%	11.1%	11.3%	6.8%	6.8%	6.8%	3.0%	3.1%	3.0%	154,232	155,175	141,633
Field	30.9%	30.3%	29.7%	48.6%	48.7%	49.1%	10.9%	11.1%	11.5%	6.5%	6.7%	6.9%	3.0%	3.0%	3.0%	227,722	238,545	220,349
Supervisory Status																		
Non-Supervisor	30.3%	29.8%	29.0%	48.4%	48.7%	49.3%	11.4%	11.4%	11.6%	6.8%	6.8%	6.9%	3.2%	3.3%	3.2%	250,828	259,065	238,975
Team Leader	31.3%	31.1%	30.4%	48.3%	47.6%	48.2%	10.7%	11.3%	11.6%	6.8%	7.0%	7.2%	2.8%	2.9%	2.7%	49,079	52,985	49,163
Supervisor	33.0%	32.1%	30.9%	47.9%	48.3%	49.0%	10.3%	10.7%	11.0%	6.2%	6.5%	6.6%	2.5%	2.4%	2.5%	51,818	52,127	48,244
Manager	39.6%	38.0%	37.1%	43.8%	44.4%	44.7%	8.8%	9.0%	9.9%	5.4%	6.0%	5.9%	2.4%	2.6%	2.4%	24,542	24,183	21,409
Senior Leader	53.3%	52.1%	49.4%	33.7%	35.7%	36.8%	6.6%	6.5%	7.4%	4.2%	3.8%	4.2%	2.2%	2.0%	2.2%	8,054	7,998	6,998
Sex																		
Male	31.0%	30.5%	29.3%	47.6%	47.8%	48.7%	11.5%	11.6%	12.0%	6.6%	6.8%	6.8%	3.3%	3.3%	3.1%	195,065	203,790	187,178
Female	32.7%	32.0%	31.4%	48.2%	48.5%	48.8%	10.1%	10.3%	10.4%	6.5%	6.5%	6.7%	2.5%	2.7%	2.7%	183,592	187,304	173,420
Hispanic or Latino																		
Yes	36.0%	36.6%	34.9%	44.6%	44.0%	45.9%	10.0%	10.0%	10.2%	5.8%	5.9%	5.8%	3.6%	3.4%	3.2%	33,287	33,677	30,480
No	31.3%	30.5%	29.7%	48.2%	48.6%	49.1%	10.9%	11.1%	11.4%	6.7%	6.8%	6.9%	2.9%	3.0%	2.9%	341,519	353,647	326,410
Race																		
American Indian/ Alaska Native	33.1%	34.5%	32.4%	45.3%	45.2%	47.0%	11.4%	11.0%	11.3%	6.3%	6.1%	6.0%	3.9%	3.3%	3.3%	7,742	8,301	7,473
Asian Black/African	37.8%	37.2%	35.3%	47.4%	48.4%	49.6%	8.5%	8.6%	8.9%	4.3%	4.0%	4.2%	2.0%	1.9%	2.0%	19,396	18,562	16,934
American Native Hawaiian/	36.9%	36.2%	35.6%	45.4%	46.1%	46.4%	9.7%	9.3%	9.6%	5.2%	5.2%	5.4%	2.9%	3.2%	3.0%	57,404	59,659	55,407
Pacific Islander	35.2%	36.6%	34.6%	47.5%	44.9%	46.1%	8.6%	9.5%	10.8%	5.3%	5.7%	5.6%	3.4%	3.2%	2.8%	2,192	2,452	2,312
White	30.5%	29.7%	28.8%	48.7%	48.8%	49.5%	11.0%	11.4%	11.6%	6.9%	7.1%	7.2%	2.9%	3.0%	2.8%	262,146	272,000	251,079
Two or more races (Not Hispanic/ Latino)	27.9%	28.3%	26.9%	44.9%	46.2%	46.0%	13.6%	12.9%	14.4%	9.2%	8.3%	8.4%	4.4%	4.3%	4.3%	14,240	14,364	12,942

SOURCE: Federal Employee Viewpoint Survey

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

Str	ongly Agı	ree		Agree			U			Disagree		Stro	ngly Disa	gree	Item Re	esponse To	otal**
2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
34.8%	31.8%	30.4%	49.2%	52.3%	52.4%	8.7%	8.9%	10.7%	5.5%	5.2%	5.1%	1.8%	1.8%	1.3%	2,821	2,758	2,776
30.7%	29.1%	27.0%	49.6%	50.3%	51.1%	10.8%	10.7%	12.3%	6.2%	6.9%	6.7%	2.7%	3.0%	2.9%	11,407	12,694	12,890
29.0%	28.1%	27.7%	49.2%	49.3%	49.3%	11.5%	11.8%	11.9%	7.1%	7.3%	7.7%	3.2%	3.5%	3.4%	75,651	74,423	67,066
30.8%	30.5%	29.5%	48.1%	48.0%	49.1%	11.2%	11.2%	11.4%	6.7%	7.0%	7.0%	3.2%	3.3%	3.0%	105,131	110,076	103,878
32.3%	31.7%	30.8%	47.3%	47.8%	48.2%	10.9%	11.1%	11.6%	6.6%	6.6%	6.6%	2.9%	2.8%	2.9%	144,419	151,110	140,754
34.9%	34.5%	33.5%	46.3%	46.7%	47.8%	10.5%	10.8%	10.7%	5.9%	5.5%	5.6%	2.5%	2.4%	2.3%	62,021	64,213	57,829
34.9%	41.8%	41.4%	47.4%	41.9%	41.6%	8.6%	9.0%	9.2%	4.9%	3.4%	1.8%	4.2%	3.9%	6.1%	355	407	387
37.6%	36.6%	37.0%	47.9%	48.4%	47.9%	8.2%	8.9%	8.6%	4.3%	4.0%	4.5%	2.1%	2.1%	2.1%	16,135	19,198	18,908
35.0%	33.6%	33.6%	47.2%	47.5%	47.2%	9.8%	10.3%	11.0%	5.5%	5.8%	5.4%	2.5%	2.9%	2.8%	8,145	9,506	8,915
33.9%											6.1%			3.0%	52,424	59,781	57,430
															,	•	29,242
															,	•	124,088
30.1%	29.2%	27.6%	48.1%	48.5%	49.1%	11.3%	11.6%	12.2%	7.3%	7.5%	7.9%	3.1%	3.2%	3.2%	100,991	97,522	86,871
33.3%	31.6%	31.2%	46.9%	47.3%	47.8%	10.6%	11.2%	11.1%	6.1%	6.9%	7.1%	3.0%	3.1%	2.9%	43,815	40,730	36,351
24 50/	20.00/	24.00/	40.70/	40.50/	40.00/	40 50/	40 50/	40.50/	C 40/	C 00/	C F0/	2.00/	0.00/	0.00/	0.540	40.500	10.100
															,	•	12,169
															,	•	21,811
															,	•	156,571
															,	•	142,955
															,	•	4,860
															,	,	1,369 22,867
	34.8% 30.7% 29.0% 30.8% 32.3% 34.9% 37.6% 35.0% 32.8% 29.9% 30.1%	2016 2015 31.5% 30.9% 34.8% 31.8% 30.7% 29.1% 29.0% 28.1% 30.8% 30.5% 32.3% 31.7% 34.9% 34.5% 34.9% 41.8% 37.6% 36.6% 35.0% 33.6% 32.8% 32.8% 29.9% 29.3% 30.1% 29.2% 31.5% 32.2% 36.6% 30.9% 30.2% 31.4% 30.6% 59.3% 55.1% 40.4% 35.1%	31.5% 30.9% 30.0% 34.8% 31.8% 30.4% 30.7% 29.1% 27.0% 29.0% 28.1% 27.7% 30.8% 30.5% 29.5% 32.3% 31.7% 30.8% 34.9% 41.8% 41.4% 37.6% 36.6% 37.0% 35.0% 33.6% 33.3% 32.8% 32.8% 31.3% 29.9% 29.3% 28.0% 30.1% 29.2% 27.6% 31.5% 32.2% 31.2% 31.5% 32.2% 31.6% 36.2% 36.6% 36.5% 30.9% 30.2% 29.2% 31.4% 30.6% 29.5% 59.3% 55.1% 53.5% 40.4% 35.1% 33.8%	2016 2015 2014 2016 31.5% 30.9% 30.0% 47.9% 34.8% 31.8% 30.4% 49.2% 30.7% 29.1% 27.0% 49.6% 29.0% 28.1% 27.7% 49.2% 30.8% 30.5% 29.5% 48.1% 32.3% 31.7% 30.8% 47.3% 34.9% 41.8% 41.4% 47.4% 37.6% 36.6% 37.0% 47.9% 35.0% 33.6% 33.3% 46.2% 32.8% 32.8% 31.3% 47.4% 29.9% 29.3% 28.0% 48.9% 30.1% 29.2% 27.6% 48.1% 33.3% 31.6% 31.2% 46.9% 31.5% 32.2% 31.6% 48.7% 36.2% 36.6% 36.5% 47.4% 30.9% 30.2% 29.2% 48.2% 31.4% 30.6% 29.5% 47.3% 59.3% 55.1%<	2016 2015 2014 2016 2015 31.5% 30.9% 30.0% 47.9% 48.2% 34.8% 31.8% 30.4% 49.2% 52.3% 30.7% 29.1% 27.0% 49.6% 50.3% 29.0% 28.1% 27.7% 49.2% 49.3% 30.8% 30.5% 29.5% 48.1% 48.0% 32.3% 31.7% 30.8% 47.3% 47.8% 34.9% 41.8% 41.4% 47.4% 41.9% 37.6% 36.6% 37.0% 47.9% 48.4% 35.0% 33.6% 33.6% 47.2% 47.5% 32.8% 32.8% 31.3% 47.4% 46.8% 29.9% 29.3% 28.0% 48.9% 49.2% 30.1% 29.2% 27.6% 48.1% 48.5% 31.5% 32.2% 31.6% 48.7% 48.5% 30.9% 30.2% 29.2% 48.7% 46.5% 30.9%	2016 2015 2014 2016 2015 2014 31.5% 30.9% 30.0% 47.9% 48.2% 48.8% 34.8% 31.8% 30.4% 49.2% 52.3% 52.4% 30.7% 29.1% 27.0% 49.6% 50.3% 51.1% 29.0% 28.1% 27.7% 49.2% 49.3% 49.3% 30.8% 30.5% 29.5% 48.1% 48.0% 49.1% 32.3% 31.7% 30.8% 47.3% 47.8% 48.2% 34.9% 41.8% 41.4% 47.4% 41.9% 41.6% 37.6% 36.6% 37.0% 47.9% 48.4% 47.9% 35.0% 33.6% 33.3% 46.2% 46.9% 46.8% 32.8% 32.8% 31.3% 47.4% 46.8% 48.2% 29.9% 29.3% 28.0% 48.9% 49.2% 50.3% 30.1% 29.2% 27.6% 48.1% 48.5% 49.1%	Strongly Agree Agree Agree ntd 2016 2015 2014 2016 2015 2014 2016 31.5% 30.9% 30.0% 47.9% 48.2% 48.8% 11.0% 34.8% 31.8% 30.4% 49.2% 52.3% 52.4% 8.7% 30.7% 29.1% 27.0% 49.6% 50.3% 51.1% 10.8% 29.0% 28.1% 27.7% 49.2% 49.3% 49.3% 11.5% 30.8% 30.5% 29.5% 48.1% 48.0% 49.1% 11.2% 32.3% 31.7% 30.8% 47.3% 47.8% 48.2% 10.9% 34.9% 41.8% 41.4% 47.4% 41.9% 41.6% 8.6% 37.6% 36.6% 37.0% 47.9% 48.4% 47.9% 8.2% 33.9% 33.6% 33.3% 46.2% 46.9% 46.8% 10.8% 32.8% 32.8% 31.3% 47.4% 46.8%	Strongly Agree Agree Agree nor Disagn 2016 2015 2014 2016 2015 2014 2016 2015 31.5% 30.9% 30.0% 47.9% 48.2% 48.8% 11.0% 11.2% 34.8% 31.8% 30.4% 49.2% 52.3% 52.4% 8.7% 8.9% 30.7% 29.1% 27.0% 49.6% 50.3% 51.1% 10.8% 10.7% 29.0% 28.1% 27.7% 49.2% 49.3% 49.3% 11.5% 11.8% 30.8% 30.5% 29.5% 48.1% 48.0% 49.1% 11.2% 11.2% 32.3% 31.7% 30.8% 47.3% 47.8% 48.2% 10.9% 11.1% 34.9% 41.8% 41.4% 47.4% 41.9% 41.6% 8.6% 9.0% 37.6% 36.6% 37.0% 47.9% 48.4% 47.9% 8.2% 8.9% 35.0% 33.6% 47.2% 47.5%	2016 2015 2014 2016 2015 2014 2016 2015 2014 2016 2015 2014 31.5% 30.9% 30.0% 47.9% 48.2% 48.8% 11.0% 11.2% 11.5% 34.8% 31.8% 30.4% 49.2% 52.3% 52.4% 8.7% 8.9% 10.7% 30.7% 29.1% 27.7% 49.2% 49.3% 49.3% 11.5% 11.8% 11.9% 30.8% 30.5% 29.5% 48.1% 48.0% 49.1% 11.2% 11.2% 11.4% 32.3% 31.7% 30.8% 47.3% 47.8% 48.2% 10.9% 11.1% 11.6% 34.9% 41.8% 41.4% 47.4% 41.9% 41.6% 8.6% 9.0% 9.2% 37.6% 36.6% 37.0% 47.9% 48.4% 47.9% 8.2% 8.9% 8.6% 33.9% 33.6% 33.3% 46.2% 46.9% 47.2% 9.8% 10.3%<	2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2015 2014 2015	2016 2015 2014 2015 2014 2015 2014 2016 2015 2014		Stro- S	No. Disagre No. Disagr	1.0 1.0	2016 2015 2014 2015 2014 2015 2015 2015 2015 2015 2014 2015	2016

^{**}Unweighted count of responses to a question.

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

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
Time in Federal																		
Government < 1 year	20.00/	27.00/	24.20/	47.00/	40.00/	40.00/	0.40/	40.00/	0.00/	5 au/	4.00/	C 40/	4.00/	4.70/	4.40/	0.040	0.040	2.440
1-3 years	36.6%	37.2%	34.2%	47.2%	46.3%	48.8%	9.1% 10.7%	10.2%	9.2%	5.3%	4.6%	6.4%	1.8%	1.7%	1.4%	6,818	6,013	3,140
•	34.7%	33.6%	32.5%	47.2%	48.0%	48.4%		9.9%	10.8%	5.5%	6.1%	6.0%	2.0%	2.4%	2.3%	29,753	28,122	32,639
4-5 years	31.3%	30.4%	28.7%	48.0%	48.7%	50.0%	11.4%	11.3%	11.6%	6.4%	6.9%	7.1%	3.0%	2.7%	2.7%	29,907	40,840	43,058
6-10 years	30.3%	29.5%	28.9%	48.3%	48.7%	48.8%	11.1%	11.5%	11.7%	7.2%	7.0%	7.1%	3.1%	3.3%	3.4%	91,116	87,353	72,876
11-14 years	29.7%	28.9%	28.8%	48.1%	48.5%	48.6%	11.6%	11.9%	12.0%	7.2%	7.3%	7.4%	3.5%	3.4%	3.3%	54,515	56,423	50,998
15-20 years	30.4%	30.1%	29.4%	47.7%	47.8%	48.0%	11.3%	11.3%	12.0%	7.1%	7.2%	7.3%	3.5%	3.7%	3.2%	51,362	48,427	39,647
> 20 years	33.2%	32.9%	31.7%	47.6%	47.5%	48.6%	10.3%	10.6%	10.7%	6.1%	6.2%	6.2%	2.8%	2.8%	2.8%	118,738	127,345	120,941
Time with Current Agency																		
< 1 year	34.4%	34.6%	32.0%	45.3%	46.1%	47.0%	11.2%	11.1%	11.2%	6.6%	5.7%	7.4%	2.5%	2.5%	2.5%	13,093	11,838	6,459
1-3 years	33.6%	32.0%	31.3%	46.4%	46.9%	47.4%	11.0%	11.0%	11.5%	6.3%	7.1%	6.9%	2.6%	3.0%	2.9%	47.393	44.292	49,531
4-5 years	30.5%	29.9%	28.3%	48.0%	48.3%	49.7%	11.3%	11.5%	11.7%	6.9%	7.1%	7.3%	3.3%	3.1%	2.9%	37.855	49,617	51,456
6-10 years	29.8%	29.6%	28.9%	48.5%	48.7%	48.9%	11.3%	11.3%	11.7%	7.2%	7.1%	7.2%	3.2%	3.4%	3.3%	97.363	95,263	80,341
11-20 years	30.4%	30.1%	29.8%	48.2%	48.3%	48.6%	11.1%	11.4%	11.7%	6.9%	6.9%	6.9%	3.4%	3.3%	3.1%	98,065	98,360	85,658
> 20 years	34.3%	33.3%	32.2%	48.1%	48.3%	49.2%	9.7%	10.1%	10.4%	5.5%	5.8%	5.7%	2.4%	2.5%	2.5%	87,153	93,924	88,637
Leaving	0 110 70	00.070	02.270	101170	10.070	10.270	311 70	10.170	10.170	0.070	0.070	0.1 70	21170	2.070	2.070	01,100	00,021	00,001
No	37.0%	36.3%	35.3%	49.3%	49.6%	50.3%	8.5%	8.7%	9.0%	3.9%	4.1%	4.2%	1.3%	1.3%	1.3%	257,922	262,096	238,949
Yes, to retire	31.3%	31.1%	30.2%	48.8%	49.3%	49.7%	10.8%	10.6%	11.5%	6.5%	6.4%	5.9%	2.6%	2.5%	2.7%	22,135	23,879	22,789
Yes, to other job	01.070	01.170	00.270	40.070	40.070	40.770	10.070	10.070	11.070	0.070	0.470	0.070	2.070	2.070	2.7 70	22,100	20,070	22,700
in Govt	21.3%	20.7%	20.1%	44.9%	45.0%	45.4%	15.6%	15.8%	16.1%	12.1%	12.1%	12.1%	6.1%	6.4%	6.2%	69,973	72,873	67,500
Yes, to other job outside Govt	16.7%	16.2%	15.4%	44.2%	44.7%	45.5%	16.7%	16.7%	17.4%	14.6%	14.3%	14.5%	7.8%	8.1%	7.3%	13,637	15,733	15,471
		17.8%	17.7%		44.7%		17.7%			13.0%				8.1%		·	,	•
Yes, other	17.1%	17.8%	17.7%	43.4%	43.8%	43.5%	17.7%	17.5%	17.4%	13.0%	12.7%	13.7%	8.9%	8.1%	7.7%	17,830	19,175	17,860
Retiring	A 4 0 /	22.22/	22.22/	47 40/	10.00/	10.00/	40 -01	44.00/	4.4.07	2.20/		2 =21		2 101	0.00/	40.404		10.010
Within 1 year	31.5%	29.9%	30.3%	47.6%	48.3%	48.2%	10.7%	11.2%	11.4%	6.9%	7.2%	6.5%	3.3%	3.4%	3.6%	13,481	14,718	13,819
Between 1-3 years	31.7%	31.6%	30.4%	48.8%	48.1%	49.6%	10.7%	11.4%	11.3%	6.1%	6.2%	6.2%	2.7%	2.7%	2.5%	37,740	39,649	35,998
Between 3-5 years	32.2%	31.1%	30.3%	47.3%	48.3%	48.9%	11.3%	11.5%	11.3%	6.3%	6.4%	6.6%	2.9%	2.8%	2.8%	41,887	43,167	39,291
5 or more years	31.6%	31.0%	30.1%	47.9%	48.2%	48.7%	10.8%	11.0%	11.3%	6.7%	6.8%	6.9%	3.0%	3.1%	2.9%	285,733	293,094	269,982

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
Self-Identify as:																		
Heterosexual	33.0%	32.3%	31.3%	47.9%	48.3%	48.9%	10.3%	10.4%	10.8%	6.1%	6.2%	6.4%	2.6%	2.7%	2.7%	304,742	315,923	292,109
LGBT*	30.2%	30.2%	30.4%	45.8%	45.2%	46.0%	11.8%	12.1%	11.8%	8.3%	8.1%	7.4%	4.0%	4.4%	4.4%	11,252	10,984	9,727
Prefer not to say	24.5%	24.0%	24.1%	47.4%	47.4%	48.3%	14.1%	14.7%	14.4%	9.1%	9.2%	9.1%	4.9%	4.6%	4.2%	46,622	47,808	43,426
Military Service																		
No Prior Military Service Currently in	31.3%	30.6%	29.8%	49.0%	49.3%	49.8%	10.6%	10.8%	11.1%	6.4%	6.5%	6.6%	2.7%	2.8%	2.7%	275,901	279,679	256,017
Guard/Reserves	30.6%	29.7%	29.4%	46.8%	47.0%	48.6%	12.0%	12.1%	11.1%	7.2%	7.4%	7.3%	3.5%	3.8%	3.5%	6,127	6,968	6,501
Retired Separated/	36.0%	35.0%	34.1%	44.7%	45.9%	45.9%	10.5%	10.4%	11.0%	6.0%	6.1%	6.2%	2.8%	2.5%	2.8%	39,399	43,064	41,325
Discharged	30.1%	30.2%	28.9%	46.5%	46.2%	47.3%	11.8%	12.1%	12.3%	7.6%	7.6%	7.7%	3.9%	3.9%	3.8%	55,340	59,247	54,693
Disability																		
Yes	32.3%	32.0%	31.2%	43.8%	44.0%	44.2%	11.8%	12.1%	12.6%	7.6%	7.6%	7.7%	4.5%	4.2%	4.4%	51,235	53,131	48,596
No	31.6%	31.0%	30.1%	48.7%	48.9%	49.6%	10.7%	10.8%	11.1%	6.4%	6.5%	6.6%	2.6%	2.8%	2.6%	326,673	337,020	310,901

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(7) When needed I am willing to put in the extra effort to get a job done.

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
Work Location																		
Headquarters	64.9%	64.3%	63.2%	31.2%	31.7%	32.8%	2.4%	2.6%	2.6%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%	155,055	155,805	142,211
Field	62.6%	61.8%	61.0%	33.0%	33.6%	34.4%	2.8%	2.9%	2.9%	0.8%	0.9%	0.9%	0.8%	0.9%	0.8%	228,766	239,330	221,210
Supervisory Status																		
Non-Supervisor	60.8%	59.9%	59.1%	34.4%	35.0%	35.9%	3.0%	3.2%	3.2%	0.9%	0.9%	1.0%	0.9%	0.9%	0.9%	252,091	260,083	239,947
Team Leader	65.9%	65.2%	64.8%	30.8%	31.2%	31.8%	2.1%	2.2%	2.1%	0.6%	0.7%	0.8%	0.6%	0.6%	0.5%	49,331	53,157	49,378
Supervisor	67.9%	67.9%	66.5%	29.1%	29.2%	30.3%	1.8%	1.7%	2.0%	0.6%	0.6%	0.6%	0.6%	0.6%	0.5%	52,045	52,280	48,392
Manager	74.5%	74.1%	73.5%	23.3%	23.7%	24.1%	1.3%	1.2%	1.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.5%	24,652	24,246	21,505
Senior Leader	82.2%	80.9%	79.1%	15.7%	17.2%	18.9%	0.9%	1.0%	1.1%	0.6%	0.1%	0.2%	0.6%	0.7%	0.7%	8,082	8,015	7,025
Sex																		
Male	62.2%	61.5%	60.6%	32.9%	33.3%	34.3%	3.0%	3.1%	3.2%	1.0%	1.0%	1.1%	1.0%	1.0%	0.9%	195,909	204,360	187,767
Female	65.1%	64.3%	63.4%	31.7%	32.4%	33.2%	2.0%	2.3%	2.2%	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%	184,604	188,146	174,249
Hispanic or Latino																		
Yes	65.8%	65.6%	64.4%	29.2%	29.0%	30.2%	2.9%	3.2%	3.3%	0.9%	1.1%	1.0%	1.3%	1.2%	1.2%	33,410	33,802	30,631
No	63.3%	62.4%	61.6%	32.7%	33.4%	34.2%	2.6%	2.6%	2.7%	0.8%	0.8%	0.9%	0.7%	0.8%	0.7%	343,234	354,901	327,644
Race																		
American Indian/	=0 40/	50.5 0/	57.00 /	0.4.50/	0.4.40/	07.00/	0.00/	4.00/	0.50/	4.40/	0.00/	0.70/	4.00/	4.00/	4.00/		0.000	7.544
Alaska Native	59.4%	59.5%	57.6%	34.5%	34.4%	37.2%	3.8%	4.3%	3.5%	1.1%	0.6%	0.7%	1.2%	1.2%	1.0%	7,793	8,323	7,514
Asian Black/African	64.7%	63.5%	62.0%	31.5%	32.5%	33.9%	2.3%	2.7%	2.5%	0.7%	0.6%	0.7%	0.8%	0.7%	0.8%	19,474	18,625	17,015
American	63.4%	63.1%	62.2%	32.2%	32.2%	33.4%	2.6%	2.8%	2.8%	0.9%	0.8%	0.8%	0.8%	1.0%	0.9%	57,759	59,933	55,726
Native Hawaiian/																		
Pacific Islander	64.2%	60.5%	58.8%	30.6%	34.0%	34.4%	2.8%	3.2%	4.7%	1.4%	1.1%	1.0%	1.0%	1.2%	1.1%	2,199	2,474	2,322
White	63.7%	62.9%	62.1%	32.4%	33.0%	33.8%	2.5%	2.5%	2.5%	0.7%	0.8%	0.9%	0.7%	0.7%	0.7%	263,360	272,943	251,924
Two or more races (Not Hispanic/																		
Latino)	64.0%	62.7%	61.6%	30.2%	31.5%	32.3%	3.4%	3.5%	3.9%	1.0%	0.9%	1.1%	1.3%	1.4%	1.1%	14,298	14,391	12,999

SOURCE: Federal Employee Viewpoint Survey

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(7) When needed I am willing to put in the extra effort to get a job done.

	Stı	rongly Ag	ree		Agree			either Agr or Disagre			Disagree	1	Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
Age Group																		
25 and under	65.4%	62.0%	61.0%	30.1%	34.3%	34.3%	2.9%	2.5%	3.3%	0.5%	0.9%	0.9%	1.1%	0.3%	0.6%	2,837	2,766	2,787
26-29	62.4%	61.1%	60.6%	33.5%	33.9%	34.5%	2.8%	3.1%	3.0%	0.7%	0.6%	1.0%	0.7%	1.3%	0.8%	11,446	12,728	12,926
30-39	62.7%	61.8%	61.3%	32.6%	33.3%	33.8%	2.8%	3.0%	3.0%	0.9%	0.9%	1.0%	0.9%	0.9%	0.9%	75,994	74,682	67,300
40-49	64.0%	63.6%	62.5%	31.7%	31.7%	33.2%	2.7%	2.8%	2.7%	0.8%	0.9%	0.9%	0.8%	0.9%	0.8%	105,678	110,452	104,286
50-59	63.6%	62.7%	61.8%	32.3%	33.3%	34.0%	2.6%	2.6%	2.7%	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	145,126	151,672	141,295
60+	62.0%	61.6%	60.6%	34.0%	34.4%	35.3%	2.7%	2.6%	2.8%	0.7%	0.7%	0.7%	0.6%	0.7%	0.6%	62,379	64,524	58,168
Level of Education																		
Less than High School H.S. Diploma/	54.4%	52.3%	50.9%	35.3%	37.2%	37.1%	7.3%	7.4%	9.1%	0.6%	0.6%	0.2%	2.4%	2.5%	2.7%	357	406	389
GED or equiv Trade/Technical	59.7%	58.5%	58.1%	35.5%	36.3%	36.6%	3.3%	3.5%	3.6%	0.7%	0.7%	0.8%	0.7%	1.0%	0.7%	16,232	19,302	19,005
Certificate Some College	61.6%	59.5%	58.2%	34.2%	35.0%	36.6%	3.1%	3.6%	3.2%	0.5%	1.1%	1.0%	0.6%	0.8%	1.0%	8,169	9,552	8,959
(no degree) Associate's	62.7%	62.2%	61.5%	32.7%	32.9%	33.7%	2.9%	3.0%	3.0%	0.9%	0.9%	1.0%	0.9%	1.0%	0.9%	52,654	60,028	57,641
Degree Bachelor's	62.7%	61.5%	60.6%	32.8%	33.6%	34.7%	2.8%	3.1%	2.9%	0.9%	0.9%	1.0%	0.9%	0.9%	0.9%	27,775	31,235	29,343
Degree	62.3%	61.7%	60.8%	33.4%	33.9%	34.9%	2.7%	2.8%	2.8%	0.9%	0.9%	0.8%	0.8%	0.8%	0.7%	131,862	135,332	124,550
Master's Degree Doctoral/ Professional	65.3%	64.8%	63.8%	30.9%	31.5%	32.4%	2.3%	2.2%	2.3%	0.7%	0.8%	0.8%	0.7%	0.7%	0.7%	101,520	97,856	87,218
Degree	68.5%	68.2%	67.4%	28.7%	28.7%	29.4%	1.7%	2.0%	1.9%	0.6%	0.5%	0.7%	0.5%	0.6%	0.6%	44,027	40,906	36,527
Pay Category																		
Federal Wage																		
System	58.7%	57.1%	55.6%	35.6%	36.8%	38.2%	3.5%	3.8%	3.9%	1.2%	1.2%	1.5%	1.0%	1.2%	0.9%	9,567	12,608	12,212
GS 1-6	61.3%	59.9%	59.9%	33.8%	34.8%	35.1%	3.1%	3.5%	3.4%	0.9%	0.9%	0.7%	0.8%	1.0%	1.0%	18,630	21,902	21,907
GS 7-12	61.7%	61.2%	60.2%	33.7%	34.1%	35.2%	2.9%	2.9%	2.9%	0.8%	0.9%	0.9%	0.8%	0.9%	0.8%	152,876	165,947	157,179
GS 13-15	67.1%	66.4%	65.8%	29.7%	30.3%	30.8%	1.9%	2.0%	2.1%	0.6%	0.7%	0.7%	0.6%	0.6%	0.6%	169,099	161,856	143,485
SES	87.8%	85.5%	84.4%	10.9%	13.1%	14.1%	0.8%	0.7%	1.0%	0.2%	0.4%	0.3%	0.4%	0.3%	0.2%	5,759	5,694	4,880
SL/ST	71.3%	72.7%	68.9%	26.3%	25.1%	28.3%	1.5%	1.7%	2.0%	0.2%	0.2%	0.1%	0.8%	0.3%	0.7%	1,570	1,530	1,379
Other	62.0%	61.8%	60.9%	33.5%	33.5%	34.5%	2.9%	2.9%	2.9%	0.9%	0.8%	0.9%	0.7%	0.9%	0.8%	25,794	25,579	22,992

^{**}Unweighted count of responses to a question.

(7) When needed I am willing to put in the extra effort to get a job done.

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
Time in Federal																		
Government	70.00/	74.40/	00.70/	05.40/	00.00/	00.00/	4.00/	4.00/	4.00/	0.00/	0.00/	0.50/	0.40/	0.00/	0.40/	0.040	0.004	0.450
< 1 year	73.2%	71.1%	69.7%	25.1%	26.6%	28.0%	1.2%	1.9%	1.3%	0.2%	0.3%	0.5%	0.4%	0.2%	0.4%	6,843	6,031	3,150
1-3 years	68.1%	66.4%	66.4%	29.0%	30.6%	30.7%	2.1%	2.0%	2.0%	0.4%	0.6%	0.5%	0.4%	0.4%	0.4%	29,864	28,183	32,734
4-5 years	64.3%	63.8%	62.7%	31.7%	31.9%	33.1%	2.6%	2.8%	2.7%	0.6%	0.8%	0.8%	0.8%	0.8%	0.6%	30,059	41,010	43,179
6-10 years	62.9%	62.6%	61.7%	32.6%	32.8%	33.5%	2.7%	2.9%	2.8%	0.9%	0.9%	1.0%	0.8%	0.9%	0.9%	91,550	87,615	73,162
11-14 years	62.1%	61.4%	60.3%	33.2%	33.7%	34.9%	3.0%	3.0%	3.1%	1.0%	0.9%	0.9%	0.8%	1.0%	0.9%	54,772	56,607	51,160
15-20 years	62.4%	61.3%	60.8%	32.9%	33.8%	34.5%	2.8%	3.0%	2.8%	0.9%	0.9%	1.0%	1.0%	1.0%	0.9%	51,617	48,637	39,853
> 20 years	62.2%	61.6%	60.3%	33.6%	34.1%	35.1%	2.6%	2.7%	2.9%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	119,379	127,865	121,503
Time with Current Agency																		
< 1 year	69.8%	68.7%	67.0%	27.3%	28.6%	29.7%	1.9%	1.9%	1.9%	0.5%	0.4%	0.7%	0.4%	0.4%	0.7%	13,132	11,882	6,484
1-3 years	67.2%	65.8%	65.3%	29.4%	30.8%	31.2%	2.2%	2.2%	2.4%	0.5%	0.4%	0.6%	0.4%	0.4%	0.7 %	47,600	44,422	49,673
4-5 years	63.2%	63.3%	62.0%	32.6%	32.2%	33.6%	2.6%	2.2%	2.4 %	0.8%	0.8%	0.8%	0.8%	0.8%	0.7%	38,070	49,814	51,622
6-10 years	62.5%	62.3%	61.5%	33.0%	32.2%	33.7%	2.8%	2.9%	2.8%	0.9%	0.8 %	1.0%	0.8%	1.0%	0.7 %	97.816	95,578	80,675
11-20 years	61.9%	61.1%	60.3%	33.3%	34.0%	35.0%	3.0%	3.0%	2.6%	0.9%	0.9%		0.9%	1.0%		. , ,	,	,
•												1.0%			0.8%	98,555	98,743	86,066
> 20 years	62.5%	61.5%	60.3%	33.7%	34.4%	35.4%	2.4%	2.6%	2.8%	0.8%	0.8%	0.8%	0.7%	0.6%	0.7%	87,600	94,277	88,990
Leaving																		
No	66.4%	65.7%	64.6%	31.0%	31.6%	32.6%	1.8%	1.9%	1.9%	0.4%	0.4%	0.5%	0.3%	0.3%	0.4%	259,047	262,927	239,774
Yes, to retire Yes, to other job	55.7%	54.4%	54.1%	38.9%	39.9%	39.8%	3.4%	3.7%	4.0%	1.0%	1.2%	1.2%	1.0%	0.7%	0.8%	22,242	24,013	22,920
in Govt	60.1%	59.3%	58.9%	33.6%	33.9%	34.5%	3.5%	3.9%	3.7%	1.4%	1.4%	1.5%	1.4%	1.6%	1.4%	70,392	73,205	67,782
Yes, to other job	001170	00.070	00.070	00.070	00.070	01.070	0.070	0.070	0.1 70	11170	1.170	1.070	11.170	1.070	1.170	. 0,002	70,200	01,102
outside Govt	56.1%	55.2%	55.8%	34.3%	35.4%	35.2%	5.0%	4.5%	4.9%	2.0%	2.6%	2.2%	2.6%	2.4%	1.8%	13,751	15,776	15,560
Yes, other	53.6%	53.5%	52.2%	35.9%	36.4%	37.5%	6.0%	5.8%	6.2%	1.9%	2.0%	2.0%	2.6%	2.3%	2.0%	17,934	19,240	17,961
Retiring																		
Within 1 year	56.2%	54.3%	54.5%	37.8%	39.2%	39.0%	3.8%	3.9%	4.0%	1.0%	1.3%	1.4%	1.2%	1.2%	1.1%	13,548	14,803	13,906
Between 1-3 years	58.6%	58.0%	56.6%	36.8%	37.1%	38.2%	2.9%	3.1%	3.4%	0.9%	1.0%	1.1%	0.8%	0.8%	0.7%	37,935	39,835	36,186
Between 3-5 years	62.0%	60.4%	59.5%	33.6%	34.9%	36.0%	2.8%	2.9%	2.8%	0.9%	0.9%	0.9%	0.8%	0.8%	0.8%	42,130	43,346	39,459
5 or more years	64.6%	64.0%	63.1%	31.4%	31.9%	32.7%	2.5%	2.6%	2.6%	0.8%	0.8%	0.8%	0.7%	0.8%	0.7%	287,062	294,047	270,962

^{**}Unweighted count of responses to a question.

(7) When needed I am willing to put in the extra effort to get a job done.

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
Self-Identify as:																		
Heterosexual	64.6%	63.9%	63.0%	31.7%	32.2%	33.2%	2.3%	2.4%	2.4%	0.7%	0.8%	0.8%	0.6%	0.7%	0.7%	306,177	317,066	293,218
LGBT*	64.4%	62.5%	62.9%	29.9%	31.7%	31.2%	3.0%	3.5%	3.1%	1.3%	1.1%	1.4%	1.5%	1.1%	1.4%	11,295	11,029	9,766
Prefer not to say	56.9%	55.6%	54.7%	36.3%	37.2%	38.3%	4.2%	4.7%	4.6%	1.2%	1.2%	1.2%	1.3%	1.4%	1.2%	46,890	47,956	43,631
Military Service																		
No Prior Military Service Currently in	63.5%	62.9%	62.1%	32.7%	33.2%	34.0%	2.4%	2.5%	2.5%	0.7%	0.7%	0.7%	0.7%	0.7%	0.6%	277,291	280,729	257,095
Guard/Reserves	62.0%	61.3%	60.1%	32.7%	33.2%	34.4%	3.0%	3.3%	3.7%	1.3%	0.8%	1.0%	1.0%	1.3%	0.8%	6,140	6,977	6,496
Retired Separated/	65.2%	64.3%	63.4%	30.7%	31.4%	32.1%	2.6%	2.7%	2.7%	0.8%	0.9%	1.0%	0.7%	0.7%	0.8%	39,534	43,190	41,458
Discharged	62.2%	61.6%	60.3%	32.5%	32.7%	34.1%	3.1%	3.4%	3.3%	1.1%	1.1%	1.2%	1.1%	1.2%	1.1%	55,638	59,455	54,892
Disability																		
Yes	63.8%	63.2%	61.9%	30.7%	31.1%	32.0%	3.2%	3.4%	3.8%	1.1%	1.1%	1.1%	1.2%	1.2%	1.2%	51,521	53,293	48,762
No	63.4%	62.7%	61.8%	32.7%	33.2%	34.1%	2.5%	2.6%	2.5%	0.7%	0.8%	0.8%	0.7%	0.7%	0.7%	328,223	338,238	312,132

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(8) I am constantly looking for ways to do my job better.

	Stı	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
Work Location																		
Headquarters	50.7%	49.6%	48.3%	41.1%	41.7%	42.5%	6.6%	7.0%	7.5%	1.0%	1.1%	1.1%	0.6%	0.6%	0.6%	155,306	156,161	142,638
Field	48.4%	47.0%	46.1%	42.0%	43.0%	43.8%	7.6%	7.9%	8.1%	1.2%	1.3%	1.3%	0.7%	0.8%	0.7%	229,162	239,892	221,949
Supervisory Status																		
Non-Supervisor	46.5%	45.0%	44.0%	43.0%	43.9%	44.7%	8.3%	8.8%	9.1%	1.3%	1.4%	1.4%	0.8%	0.8%	0.8%	252,578	260,663	240,745
Team Leader	51.5%	50.6%	50.5%	41.4%	42.0%	41.8%	5.7%	5.9%	6.3%	0.9%	1.0%	1.0%	0.5%	0.5%	0.5%	49,386	53,293	49,534
Supervisor	53.4%	52.9%	51.6%	40.2%	40.8%	42.0%	5.1%	5.1%	5.3%	0.8%	0.7%	0.8%	0.5%	0.5%	0.4%	52,147	52,399	48,554
Manager	61.8%	60.5%	58.9%	34.2%	35.2%	36.4%	3.1%	3.4%	3.7%	0.4%	0.5%	0.5%	0.4%	0.4%	0.4%	24,657	24,312	21,551
Senior Leader	73.4%	70.4%	68.7%	22.9%	26.2%	27.9%	2.4%	2.4%	2.6%	0.7%	0.4%	0.3%	0.5%	0.5%	0.5%	8,087	8,043	7,033
Sex																		
Male	48.0%	46.9%	45.8%	42.3%	43.0%	43.9%	7.4%	7.8%	8.2%	1.4%	1.4%	1.4%	0.9%	0.9%	0.8%	196,356	204,938	188,482
Female	51.0%	49.5%	48.5%	40.9%	42.0%	42.6%	6.8%	7.2%	7.5%	0.9%	0.9%	0.9%	0.4%	0.5%	0.5%	184,812	188,491	174,726
Hispanic or Latino																		
Yes	55.3%	54.7%	52.5%	36.2%	36.5%	38.4%	6.3%	6.3%	7.1%	1.2%	1.4%	1.0%	1.0%	1.0%	1.0%	33,507	33,897	30,729
No	48.7%	47.3%	46.4%	42.3%	43.2%	43.8%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.6%	343,759	355,715	328,696
Race																		
American Indian/ Alaska Native	47.2%	47.7%	46.7%	42.6%	42.5%	43.5%	8.1%	8.0%	7.7%	1.0%	1.0%	1.0%	1.1%	0.8%	1.1%	7.778	8,355	7,529
Asian	54.7%	53.5%	52.9%	38.7%	39.4%	40.1%	5.0%	5.6%	5.5%	0.8%	0.9%	0.9%	0.7%	0.5%	0.6%	19,482	18,650	17,046
Black/African	34.7 /0	33.370	32.970	30.7 /6	39.470	40.170	3.0 /6	3.070	3.570	0.0 /6	0.570	0.570	0.7 /6	0.570	0.070	19,402	10,030	17,040
American	51.4%	50.9%	49.5%	40.3%	40.4%	41.5%	6.6%	6.9%	7.2%	1.0%	1.0%	1.0%	0.7%	0.8%	0.7%	57,840	60,065	55,925
Native Hawaiian/ Pacific Islander	54.9%	51.8%	50.4%	38.1%	39.2%	39.3%	5.3%	6.4%	8.0%	0.9%	1.3%	1.3%	0.8%	1.3%	1.0%	2,205	2,470	2,323
White	48.3%	46.9%	45.8%	42.5%	43.5%	39.3% 44.2%	7.3%	7.7%	8.1%	1.2%	1.2%	1.3%	0.6%	0.7%	0.6%	263.841	2,470	2,323
Two or more races (Not Hispanic/								, .	2						,		,	,
Latino)	51.6%	49.4%	48.9%	38.7%	39.9%	40.3%	7.6%	8.1%	8.4%	1.3%	1.4%	1.3%	0.9%	1.2%	1.0%	14,364	14,455	13,040

SOURCE: Federal Employee Viewpoint Survey

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(8) I am constantly looking for ways to do my job better.

	Str	ongly Ag	ree		Agree			either Agr			Disagree	ı	Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
Age Group																		
25 and under	48.3%	45.8%	47.0%	43.8%	44.2%	42.6%	6.3%	8.5%	9.0%	0.6%	1.2%	0.9%	1.1%	0.3%	0.4%	2,840	2,768	2,788
26-29	49.5%	46.7%	45.6%	42.0%	42.8%	43.8%	6.8%	8.2%	8.5%	1.1%	1.3%	1.4%	0.7%	1.0%	0.7%	11,475	12,741	12,954
30-39	49.8%	48.0%	47.6%	40.8%	42.3%	42.4%	7.1%	7.4%	7.8%	1.4%	1.4%	1.4%	0.8%	0.9%	0.8%	76,138	74,797	67,413
40-49	50.5%	49.5%	48.1%	40.7%	41.4%	42.9%	7.0%	7.1%	7.2%	1.2%	1.2%	1.1%	0.7%	0.8%	0.7%	105,878	110,681	104,625
50-59	48.7%	47.4%	46.6%	42.4%	43.1%	43.5%	7.2%	7.7%	8.1%	1.0%	1.1%	1.2%	0.7%	0.6%	0.6%	145,402	152,127	141,871
60+	46.9%	45.9%	44.4%	43.4%	44.2%	45.2%	8.1%	8.3%	8.7%	1.0%	1.0%	1.1%	0.6%	0.6%	0.6%	62,402	64,708	58,378
Level of Education																		
Less than High School H.S. Diploma/	46.6%	45.7%	43.8%	39.8%	39.9%	42.7%	8.0%	10.0%	10.2%	3.3%	2.2%	0.7%	2.3%	2.3%	2.6%	356	408	390
GED or equiv Trade/Technical	46.6%	45.4%	44.3%	43.9%	44.5%	45.5%	8.0%	8.3%	8.5%	0.9%	0.9%	1.0%	0.6%	0.9%	0.8%	16,246	19,340	19,032
Certificate Some College	48.3%	46.6%	45.1%	42.3%	43.7%	44.8%	7.5%	7.7%	8.1%	1.3%	1.1%	1.0%	0.7%	0.8%	0.9%	8,188	9,569	8,995
(no degree) Associate's	49.9%	48.6%	47.8%	40.9%	41.8%	42.2%	7.4%	7.5%	8.1%	1.0%	1.2%	1.2%	0.8%	0.9%	0.7%	52,780	60,150	57,907
Degree Bachelor's	49.2%	48.2%	47.0%	41.8%	42.3%	43.2%	7.0%	7.7%	7.8%	1.1%	1.0%	1.2%	0.8%	0.8%	0.7%	27,805	31,345	29,461
Degree	47.6%	46.3%	45.3%	42.8%	43.7%	44.5%	7.7%	8.0%	8.3%	1.2%	1.4%	1.3%	0.7%	0.7%	0.6%	132,116	135,660	124,884
Master's Degree Doctoral/ Professional	51.3%	49.8%	48.5%	40.5%	41.8%	42.6%	6.4%	6.6%	7.0%	1.1%	1.1%	1.3%	0.6%	0.6%	0.6%	101,658	98,111	87,528
Degree	51.2%	50.6%	50.1%	40.6%	40.5%	40.8%	6.6%	7.3%	7.5%	1.1%	1.1%	1.1%	0.4%	0.5%	0.5%	44,088	40,963	36,610
Pay Category																		
Federal Wage	40.00/	45.00/	44.40/	40.00/	44.00/	45 40/	7 70/	0.40/	0.00/	4.00/	4.00/	4.70/	0.00/	4.00/	0.70/	0.570	40.005	40.004
System	46.9%	45.0%	44.4%	42.8%	44.6%	45.1%	7.7%	8.1%	8.2%	1.6%	1.3%	1.7%	0.9%	1.0%	0.7%	9,578	12,665	12,284
GS 1-6	50.2%	48.8%	47.9%	40.5%	41.3%	41.9%	7.6%	7.9%	8.3%	1.0%	1.0%	1.0%	0.7%	0.9%	0.9%	18,691	21,946	22,007
GS 7-12	48.5%	47.0%	45.9%	42.1%	43.2%	44.0%	7.5%	7.7%	8.3%	1.2%	1.3%	1.2%	0.7%	0.8%	0.7%	153,161	166,349	157,686
GS 13-15	50.4%	49.4%	48.4%	41.5%	42.1%	42.8%	6.4%	6.8%	7.1%	1.0%	1.1%	1.2%	0.6%	0.5%	0.5%	169,344	162,203	143,918
SES	75.6%	73.6%	72.2%	22.1%	23.0%	25.3%	1.7%	2.8%	2.1%	0.2%	0.2%	0.2%	0.5%	0.4%	0.3%	5,762	5,710	4,881
SL/ST Other	57.4%	58.4%	55.7%	34.3%	36.1%	37.9%	6.4%	4.8%	5.0%	1.1%	0.3%	0.4%	0.8%	0.4%	1.0%	1,571	1,544	1,383
Other	47.1%	46.4%	45.9%	42.6%	42.5%	43.4%	8.0%	8.8%	8.6%	1.5%	1.4%	1.5%	0.8%	0.9%	0.7%	25,831	25,625	23,048

^{**}Unweighted count of responses to a question.

(8) I am constantly looking for ways to do my job better.

	Sti	rongly Ag	ree		Agree			either Agr or Disagro			Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
Time in Federal																		
Government	00.00/	FO 00/	E0 E0/	0.4.70/	00.50/	00.00/	0.40/	0.70/	0.00/	0.00/	0.40/	0.00/	0.00/	0.00/	0.40/	0.050	0.007	0.450
< 1 year	62.2%	59.2%	58.5%	34.7%	36.5%	36.6%	2.4%	3.7%	3.9%	0.3%	0.4%	0.6%	0.3%	0.3%	0.4%	6,850	6,037	3,159
1-3 years	56.4%	54.3%	53.7%	38.0%	38.9%	39.4%	4.7%	5.7%	5.7%	0.5%	0.7%	0.8%	0.4%	0.4%	0.4%	29,901	28,247	32,843
4-5 years	51.1%	49.9%	48.9%	41.0%	41.7%	42.4%	6.2%	6.5%	7.1%	1.1%	1.2%	1.1%	0.6%	0.6%	0.6%	30,115	41,093	43,309
6-10 years	49.4%	48.5%	47.6%	41.5%	42.1%	42.8%	7.1%	7.4%	7.6%	1.3%	1.2%	1.3%	0.7%	0.8%	0.7%	91,800	87,825	73,387
11-14 years	48.1%	46.5%	45.6%	41.9%	43.3%	43.9%	7.9%	7.9%	8.3%	1.4%	1.4%	1.4%	0.8%	0.9%	0.8%	54,869	56,733	51,328
15-20 years	47.8%	46.6%	45.7%	42.2%	43.4%	44.1%	7.8%	7.8%	8.2%	1.2%	1.4%	1.2%	0.9%	0.9%	0.8%	51,731	48,756	39,984
> 20 years Time with	45.9%	45.0%	43.4%	43.9%	44.3%	45.4%	8.3%	8.8%	9.2%	1.2%	1.2%	1.3%	0.7%	0.7%	0.7%	119,468	128,191	121,904
Current Agency																		
< 1 year	60.0%	58.5%	55.7%	35.5%	36.7%	37.7%	3.5%	4.1%	5.0%	0.5%	0.4%	1.0%	0.4%	0.3%	0.6%	13,166	11,905	6,504
1-3 years	56.0%	53.9%	52.8%	37.8%	39.0%	39.8%	5.0%	5.8%	6.1%	0.7%	0.9%	0.9%	0.5%	0.5%	0.5%	47.661	44.556	49,853
4-5 years	50.1%	49.2%	48.0%	41.6%	41.9%	43.0%	6.6%	6.9%	7.3%	1.1%	1.2%	1.1%	0.7%	0.7%	0.6%	38.133	49,924	51,794
6-10 years	48.4%	47.5%	47.1%	42.1%	42.7%	43.1%	7.5%	7.7%	7.8%	1.3%	1.3%	1.3%	0.7%	0.9%	0.7%	98.077	95.796	80,970
11-20 years	47.0%	45.9%	45.1%	42.6%	43.6%	44.3%	8.2%	8.2%	8.5%	1.3%	1.5%	1.3%	0.9%	0.9%	0.8%	98,711	98,936	86,280
> 20 years	45.3%	44.0%	42.6%	44.5%	45.2%	46.0%	8.4%	8.9%	9.4%	1.1%	1.2%	1.3%	0.6%	0.6%	0.6%	87,666	94,523	89,278
Leaving	101070	111070	.2.070	111070		101070	01170	0.070	01170	11176	,		0.070	0.070	0.070	01,000	0.,020	00,2.0
No	51.6%	50.5%	49.4%	41.4%	42.2%	43.1%	6.0%	6.3%	6.5%	0.7%	0.8%	0.8%	0.3%	0.3%	0.3%	259,287	263,338	240,349
Yes, to retire	38.9%	38.2%	37.0%	47.9%	47.8%	48.1%	10.5%	11.6%	12.3%	1.7%	1.7%	1.6%	1.0%	0.6%	0.9%	22,253	24,076	22,993
Yes, to other job	55.575	00.270	0.1070	111070		101170	101070		.2.070	,0	,0		11070	0.070	0.070	,	,	,000
in Govt	48.0%	45.8%	45.4%	40.8%	42.3%	42.8%	8.3%	8.7%	8.9%	1.7%	1.8%	1.8%	1.2%	1.3%	1.1%	70,681	73,494	68,149
Yes, to other job outside Govt	43.3%	41.4%	41.1%	40.6%	42.7%	43.2%	10.8%	10.6%	11.0%	3.2%	3.2%	2.8%	2.1%	2.2%	1.9%	13,783	15,863	15,626
Yes, other	41.1%	41.3%	40.0%	43.0%	42.6%	42.8%	11.6%	11.6%	12.8%	2.2%	2.3%	2.7%	2.0%	2.3%	1.7%	18,001	19.326	18,049
Retiring	71.170	41.570	40.070	43.0 /6	42.070	42.070	11.076	11.070	12.070	2.2 /0	2.570	2.7 /0	2.0 /0	2.570	1.7 70	10,001	19,520	10,043
Within 1 year	39.4%	38.3%	36.7%	47.1%	47.0%	47.2%	10.4%	11.6%	12.8%	1.9%	2.1%	2.1%	1.2%	1.1%	1.1%	13,554	14,848	13,941
Between 1-3 years	42.1%	36.3% 41.0%	40.0%	46.2%	46.9%	47.2% 47.6%	9.5%	10.1%	10.2%	1.4%	1.3%	2.1% 1.4%	0.8%	0.7%	0.7%	·	,	,
,																37,962	39,943	36,311
Between 3-5 years 5 or more years	46.0%	44.7%	43.4%	44.0%	44.8%	45.8%	8.2%	8.6%	8.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	42,164	43,465	39,641
o or more years	51.0%	49.6%	48.7%	40.6%	41.6%	42.3%	6.6%	6.9%	7.2%	1.1%	1.2%	1.1%	0.6%	0.7%	0.6%	287,646	294,678	271,769

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

(8) I am constantly looking for ways to do my job better.

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
Self-Identify as:																		
Heterosexual	50.2%	49.0%	47.8%	41.5%	42.2%	43.0%	6.7%	7.1%	7.5%	1.0%	1.1%	1.1%	0.6%	0.6%	0.6%	306,673	317,804	294,119
LGBT*	49.4%	46.6%	47.1%	39.9%	42.6%	41.0%	7.4%	8.2%	8.7%	2.0%	1.5%	1.8%	1.4%	1.1%	1.4%	11,326	11,030	9,810
Prefer not to say	44.3%	42.0%	41.4%	43.3%	44.7%	45.4%	9.5%	10.4%	10.4%	1.6%	1.7%	1.8%	1.2%	1.2%	1.1%	46,996	48,108	43,784
Military Service																		
No Prior Military Service Currently in	48.3%	47.1%	46.2%	42.5%	43.2%	43.9%	7.4%	7.8%	8.1%	1.1%	1.2%	1.2%	0.6%	0.6%	0.6%	277,688	281,281	257,811
Guard/Reserves	51.9%	50.8%	48.7%	40.1%	41.2%	42.4%	6.0%	5.9%	7.1%	1.3%	1.0%	1.1%	0.7%	1.1%	0.7%	6,161	6,994	6,529
Retired Separated/	52.6%	51.1%	50.4%	40.3%	41.2%	41.8%	5.7%	6.2%	6.2%	0.9%	0.9%	1.0%	0.5%	0.5%	0.6%	39,620	43,347	41,628
Discharged	49.8%	48.5%	46.8%	40.4%	41.4%	42.5%	7.4%	7.7%	8.3%	1.4%	1.4%	1.4%	1.0%	1.0%	1.0%	55,775	59,636	55,136
Disability																		
Yes	52.7%	51.2%	49.8%	37.9%	39.4%	40.1%	7.2%	7.2%	7.7%	1.2%	1.2%	1.4%	1.0%	1.0%	1.0%	51,644	53,515	48,998
No	48.6%	47.4%	46.4%	42.5%	43.2%	43.9%	7.1%	7.6%	7.9%	1.1%	1.2%	1.2%	0.6%	0.7%	0.6%	328,741	338,932	313,058

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
Work Location																					
Headquarters	12.8%	12.5%	11.6%	36.7%	37.0%	36.9%	15.7%	15.9%	16.0%	21.7%	21.5%	22.2%	13.2%	13.1%	13.4%	155,394	156,086	142,651	347	391	340
Field	10.3%	9.9%	8.9%	34.5%	34.3%	33.8%	16.0%	16.1%	16.5%	23.2%	23.8%	24.7%	16.0%	15.8%	16.2%	229,277	239,835	221,931	486	550	482
Supervisory Status																					
Non-Supervisor	12.1%	11.7%	10.6%	37.4%	37.5%	37.3%	16.4%	16.7%	16.9%	20.6%	20.8%	21.6%	13.5%	13.4%	13.7%	252,514	260,386	240,579	700	779	657
Team Leader	8.9%	8.8%	8.1%	31.3%	31.5%	31.2%	15.7%	15.9%	16.3%	26.2%	26.3%	26.9%	17.9%	17.4%	17.4%	49,470	53,306	49,557	62	88	72
Supervisor	9.2%	8.9%	7.8%	31.6%	31.0%	29.7%	14.6%	14.4%	15.1%	26.6%	27.9%	28.5%	18.1%	17.9%	18.9%	52,224	52,497	48,620	62	50	67
Manager	10.4%	9.4%	8.6%	30.1%	29.5%	27.9%	13.2%	13.3%	13.3%	27.5%	29.6%	30.4%	18.8%	18.3%	19.8%	24,722	24,353	21,616	12	23	19
Senior Leader	16.4%	15.2%	14.3%	33.7%	31.7%	34.6%	13.4%	13.2%	12.5%	23.3%	25.8%	24.6%	13.2%	14.1%	14.0%	8,101	8,047	7,040	12	9	17
Sex																					
Male	10.8%	10.5%	9.3%	34.5%	34.2%	33.7%	16.2%	16.6%	16.9%	22.6%	23.0%	24.0%	15.9%	15.7%	16.1%	196,445	204,907	188,536	418	503	395
Female	11.8%	11.4%	10.7%	36.7%	37.0%	36.8%	15.5%	15.3%	15.6%	22.5%	22.8%	23.2%	13.6%	13.5%	13.8%	184,887	188,409	174,653	410	428	419
Hispanic or Latino																					
Yes	13.2%	12.9%	11.6%	33.8%	34.2%	33.9%	15.7%	15.9%	16.3%	20.7%	20.8%	21.5%	16.7%	16.1%	16.7%	33,500	33,876	30,721	95	107	91
No	11.1%	10.7%	9.7%	35.6%	35.6%	35.3%	15.9%	16.1%	16.3%	22.7%	23.1%	23.9%	14.7%	14.5%	14.9%	343,938	355,611	328,691	714	818	717
Race																					
American Indian/ Alaska Native	11.1%	11.2%	9.9%	33.7%	34.1%	33.9%	17.7%	17.4%	17.7%	20.9%	21.0%	21.8%	16.6%	16.3%	16.7%	7,789	8,342	7,522	34	21	31
Asian Black/African	14.7%	14.5%	13.1%	39.1%	40.2%	40.1%	17.5%	17.9%	18.3%	17.4%	16.6%	17.6%	11.3%	10.7%	10.9%	19,524	18,642	17,055	41	52	43
American Native Hawaiian/	16.5%	16.0%	14.9%	39.6%	39.6%	40.2%	15.0%	15.1%	15.3%	17.4%	17.9%	18.2%	11.4%	11.4%	11.4%	57,809	60,026	55,857	196	198	194
Pacific Islander	13.8%	12.8%	12.0%	34.5%	35.0%	35.4%	17.3%	19.2%	17.9%	20.1%	20.0%	18.5%	14.3%	13.0%	16.2%	2,204	2,472	2,332	6	11	8
White	10.0%	9.5%	8.6%	34.6%	34.6%	33.9%	15.7%	15.9%	16.2%	24.2%	24.6%	25.4%	15.6%	15.5%	15.9%	264,037	273,578	252,832	448	524	466
Two or more races (Not Hispanic/ Latino)	10.0%	9.7%	8.5%	31.7%	31.1%	31.0%	16.3%	16.4%	16.5%	22.9%	24.6%	25.0%	19.1%	18.1%	19.1%	14,349	14,414	13,027	47	62	34

SOURCE: Federal Employee Viewpoint Survey

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(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		l	Disagree)	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do I	Not Knov	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
Age Group																					
25 and under	17.6%	15.7%	15.0%	40.8%	42.5%	38.2%	15.5%	15.9%	16.9%	16.8%	17.3%	18.6%	9.3%	8.6%	11.3%	2,840	2,766	2,790	7	10	10
26-29	13.3%	12.7%	10.7%	37.1%	37.2%	36.4%	15.2%	15.3%	16.6%	20.7%	20.4%	22.3%	13.7%	14.5%	14.0%	11,463	12,738	12,939	21	34	29
30-39	11.0%	10.7%	9.5%	34.3%	34.5%	34.0%	15.3%	15.3%	16.1%	23.1%	23.4%	23.9%	16.3%	16.0%	16.6%	76,101	74,736	67,393	146	171	141
40-49	10.8%	10.7%	9.6%	34.7%	34.6%	34.8%	15.6%	15.7%	15.9%	22.9%	23.3%	24.0%	16.0%	15.6%	15.7%	105,821	110,608	104,517	222	263	235
50-59	11.1%	10.5%	9.6%	35.5%	35.4%	34.8%	16.4%	16.7%	16.8%	22.7%	23.1%	24.1%	14.3%	14.3%	14.7%	145,538	152,075	141,886	331	371	340
60+	11.5%	10.9%	10.5%	36.8%	36.7%	36.5%	17.1%	17.4%	17.4%	21.9%	22.1%	22.6%	12.7%	12.9%	13.0%	62,530	64,729	58,449	191	186	176
Level of Education																,	,				
Less than High School H.S. Diploma/	16.5%	19.2%	14.3%	36.5%	40.2%	46.0%	19.1%	20.8%	21.4%	18.8%	10.4%	7.6%	9.1%	9.5%	10.6%	355	405	384	8	5	10
GED or equiv Trade/Technical	15.0%	13.9%	12.8%	39.5%	39.0%	39.4%	17.1%	18.1%	18.0%	17.5%	18.0%	18.5%	10.9%	10.9%	11.3%	16,241	19,308	19,023	54	88	64
Certificate Some College	11.1%	11.1%	11.0%	37.0%	35.7%	35.2%	17.9%	18.7%	18.5%	21.0%	20.3%	21.3%	13.0%	14.3%	14.0%	8,181	9,545	8,987	22	42	30
(no degree) Associate's	11.8%	11.6%	11.0%	35.2%	36.1%	34.8%	17.1%	16.9%	17.3%	20.6%	21.0%	22.0%	15.2%	14.5%	14.8%	52,767	60,117	57,877	140	173	157
Degree Bachelor's	12.0%	11.9%			35.4%				16.5%		22.0%	22.8%	15.2%	14.3%	15.1%	27,838	31,318	29,459	66	81	76
Degree	11.0%	10.3%	9.5%	35.7%	35.7%	35.3%	15.5%	15.8%	16.1%	22.9%	23.3%	24.1%	15.0%	14.9%	15.0%	132,155	135,631	124,932	281	285	248
Master's Degree Doctoral/ Professional	10.7%	10.4%					15.0%				24.5%			15.1%		101,735	98,100	87,519	193	208	174
Degree	10.0%	9.6%	8.8%	32.7%	31.8%	31.9%	15.1%	15.1%	14.7%	26.0%	26.6%	26.5%	16.2%	16.8%	18.1%	44,158	41,001	36,634	68	58	64
Pay Category Federal Wage																					
System	9.5%	9.6%	8.3%	30.9%	32.3%	32.0%	17.8%	18.3%	18.2%	24.1%	24.1%	24.9%	17.7%	15.7%	16.6%	9,574	12,619	12,274	30	44	31
GS 1-6	15.1%	14.6%	13.6%	38.7%	39.2%	39.7%	16.9%	17.5%	17.6%	17.1%	16.6%	17.4%	12.2%	12.1%	11.7%	18,627	21,886	21,962	90	108	95
GS 7-12	11.9%	11.6%	10.5%						16.3%		21.4%				14.5%	153,150	166,292	157,609	410	413	415
GS 13-15	10.1%	9.4%	8.6%		33.5%	32.7%	15.2%	15.1%			26.1%	26.9%	15.7%	15.9%	16.5%	169,582	162,303	144,054	250	290	212
SES	17.0%	15.9%	14.0%		33.0%	34.7%		12.8%	12.1%		26.1%	26.7%	11.3%	12.3%	12.5%	5,780	5,717	4,893	2	3	5
SL/ST	10.8%	11.2%	9.7%	30.4%		32.0%		14.9%	14.6%		26.4%	24.2%	15.1%	18.4%	19.5%	1,570	1,538	1,385	4	4	3
Other	8.7%	8.8%	8.1%		33.1%				17.2%		25.0%	25.5%	18.2%	16.2%	16.7%	25,835	25,575	23,033	63	78	65

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

(9) I have sufficient resources to get my job done.

	Stro	Strongly Agree 2016 2015 2014			Agree			ither Ag r Disagr			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
Time in Federal																					
Government																					
< 1 year	19.9%		17.5%		42.1%	42.7%	14.9%		15.3%		13.9%		6.6%	6.8%	7.3%	6,836	6,014	3,147	29	28	11
1-3 years	15.0%	14.5%	12.7%	38.7%	38.7%	38.0%	15.1%	15.6%	16.6%	19.8%	19.8%	20.6%	11.4%	11.3%	12.1%	29,913	28,256	32,819	50	54	70
4-5 years	11.4%	11.5%	9.9%	35.8%	36.3%	36.2%	15.6%	15.6%	16.5%	22.0%	22.6%	23.0%	15.2%	14.1%	14.4%	30,088	41,089	43,298	79	69	82
6-10 years	10.4%	9.9%	9.6%	34.6%	34.7%	34.1%	16.3%	16.1%	16.2%	22.9%	23.4%	24.2%	15.8%	15.9%	16.0%	91,826	87,754	73,365	173	201	159
11-14 years	9.6%	9.3%	8.4%	33.3%	33.7%	33.0%	16.0%	16.5%	16.2%	23.9%	24.2%	25.1%	17.2%	16.4%	17.4%	54,903	56,728	51,361	101	144	109
15-20 years	10.1%	9.6%	8.6%	33.6%	33.9%	33.7%	16.1%	15.7%	16.5%	23.2%	24.0%	24.7%	16.9%	16.7%	16.5%	51,746	48,742	39,972	118	122	102
> 20 years	11.2%	10.7%	9.8%	36.1%	35.4%	35.1%	15.8%	16.3%	16.3%	22.9%	23.3%	24.1%	14.0%	14.3%	14.7%	119,604	128,176	121,935	295	329	299
Time with																					
Current Agency																					
< 1 year	19.3%	20.2%	17.1%	40.5%	40.6%	40.9%	15.2%	15.6%	15.2%	16.7%	15.8%	18.0%	8.3%	7.9%	8.8%	13,138	11,875	6,491	55	37	21
1-3 years	14.5%	13.6%	12.2%	38.0%	37.6%	37.1%	15.2%	15.5%	16.4%	19.9%	20.5%	21.1%	12.5%	12.7%	13.1%	47,691	44,553	49,822	87	103	108
4-5 years	11.0%	11.0%	9.4%	34.9%	35.8%	35.8%	15.9%	15.8%	16.5%	22.5%	22.6%	23.3%	15.8%	14.8%	14.9%	38,109	49,898	51,753	100	96	114
6-10 years	9.8%	9.7%	9.5%	34.4%	34.5%	34.0%	16.1%	16.2%	16.1%	23.4%	23.7%	24.2%	16.3%	16.0%	16.2%	98,126	95,734	80,929	185	228	177
11-20 years	9.7%	9.5%	8.5%	33.7%	33.9%	33.5%	16.2%	16.2%	16.4%	23.8%	24.2%	25.0%	16.5%	16.2%	16.5%	98,753	98,932	86,367	210	253	200
> 20 years	11.0%	10.2%	9.5%	36.0%	35.4%	34.7%	15.8%	16.3%	16.2%	23.2%	23.8%	24.8%	14.0%	14.3%	14.8%	87,789	94,529	89,314	198	221	199
Leaving																					
No	13.7%	13.3%	12.2%	39.5%	39.4%	39.0%	16.2%	16.2%	16.5%	20.6%	21.1%	22.0%	10.0%	10.0%	10.4%	259,614	263,479	240,483	395	452	394
Yes, to retire	10.0%	9.7%	8.7%	36.0%	35.0%	34.9%	15.8%	17.2%	17.1%	23.3%	23.7%	24.8%	14.9%	14.4%	14.6%	22,301	24,079	23,043	65	75	70
Yes, to other job																					
in Govt	6.9%	6.4%	5.8%	27.8%	28.1%	28.4%	15.1%	15.3%	15.5%	26.2%	26.8%	26.7%	24.0%	23.4%	23.6%	70,589	73,321	68,038	218	262	213
Yes, to other job outside Govt	4.0%	4.3%	3.7%	21 7%	21.6%	20.9%	13 1%	14.1%	14 2%	28 9%	27.8%	20 1%	32 3%	32.2%	32 1%	13,762	15,838	15,596	52	54	56
Yes, other	4.5%	4.8%	4.3%		24.2%			16.8%			26.7%			27.6%		17,925	19,259	18,012	113	102	92
Retiring	4.576	4.070	4.570	24.076	24.270	23.7 /0	10.7 /6	10.070	17.170	20.078	20.770	21.170	20.2 /6	27.070	21.270	17,323	19,209	10,012	113	102	32
	40.40/	0.40/	0.70/	25.00/	22.40/	22.00/	40.00/	47.00/	40.40/	04.00/	00.70/	25.00/	40 50/	40.50/	40.00/	40 574	14.040	40.070	44	5 0	4.4
Within 1 year	10.1%	9.4%	8.7%	35.6%	33.4%	33.6%	16.0%	17.0%			23.7%				16.3%	13,571	14,840	13,972	44	53	44
Between 1-3 years	9.9%	9.7%	8.9%		35.9%	35.5%	16.0%				23.4%					38,032	39,957	36,349	95	99	86
Between 3-5 years	10.5%		9.1%		35.0%	34.9%	17.0%	16.8%			24.0%					42,240	43,476	39,662	91	103	93
5 or more years	11.6%	11.2%	10.1%	35.5%	35.5%	35.1%	15.7%	15.8%	16.1%	22.3%	22.7%	23.5%	15.0%	14.8%	15.1%	287,688	294,571	271,702	588	661	581

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

(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagre	е	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
Self-Identify as:																					
Heterosexual	11.9%	11.4%	10.3%	36.5%	36.4%	35.8%	15.6%	15.8%	16.1%	22.0%	22.6%	23.4%	13.9%	13.8%	14.4%	306,924	317,784	294,225	575	658	559
LGBT*	10.1%	10.3%	8.8%	32.4%	32.6%	31.7%	14.3%	14.7%	15.0%	24.8%	23.7%	25.7%	18.5%	18.7%	18.8%	11,318	11,041	9,794	24	29	32
Prefer not to say	7.9%	7.6%	7.6%	29.6%	30.2%	30.3%	17.3%	17.5%	17.8%	25.1%	24.9%	25.4%	20.0%	19.8%	18.9%	46,940	48,041	43,734	177	188	178
Military Service																					
No Prior Military Service Currently in	11.0%	10.6%	9.8%	35.8%	35.8%	35.5%	16.0%	16.0%	16.3%	22.8%	23.3%	23.7%	14.4%	14.4%	14.8%	277,868	281,267	257,808	573	641	563
Guard/Reserves	11.0%	11.9%	9.7%	32.7%	34.1%	33.7%	15.5%	13.5%	16.5%	23.5%	22.6%	23.8%	17.2%	17.9%	16.2%	6,150	7,001	6,524	16	13	14
Retired Separated/	13.3%	12.4%	11.2%	37.0%	37.2%	36.4%	15.5%	16.0%	15.7%	21.1%	22.1%	23.4%	13.1%	12.4%	13.3%	39,676	43,341	41,679	71	72	73
Discharged	10.7%	10.7%	9.2%	33.4%	33.1%	32.8%	15.8%	16.6%	16.8%	22.5%	22.5%	23.9%	17.6%	17.0%	17.3%	55,730	59,551	55,104	155	192	148
Disability																					
Yes	12.1%	11.6%	10.2%	32.6%	32.6%	32.4%	15.8%	16.2%	16.5%	21.9%	22.3%	23.4%	17.7%	17.3%	17.5%	51,576	53,402	48,940	206	226	194
No	11.1%	10.8%	9.8%	36.1%	36.0%	35.6%	15.8%	16.0%	16.3%	22.6%	23.0%	23.7%	14.3%	14.2%	14.6%	329,003	338,944	313,134	616	699	618

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(10) My workload is reasonable.

	Stro	ongly Ag	gree		Agree			ither Ag r Disagr		ı	Disagree	e	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do N	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
Work Location																					
Headquarters	13.1%	12.7%	11.8%	45.6%	45.7%	46.2%	15.9%	16.3%	16.3%	15.9%	16.0%	16.2%	9.5%	9.4%	9.4%	154,599	155,420	141,798	262	292	236
Field	11.3%	10.9%	9.9%	45.6%	45.5%	45.9%	16.1%	16.5%	16.7%	16.4%	16.6%	17.0%	10.5%	10.5%	10.6%	228,005	238,776	220,476	364	419	390
Supervisory Status																					
Non-Supervisor	12.8%	12.3%	11.3%	47.4%	47.4%	47.9%	15.9%	16.3%	16.5%	14.5%	14.6%	14.9%	9.4%	9.4%	9.4%	251,222	259,343	239,071	507	555	498
Team Leader	9.6%	9.9%	9.2%	43.4%	42.7%	43.5%	17.1%	17.3%	17.3%	18.5%	18.8%	18.9%	11.3%	11.2%	11.2%	49,175	53,048	49,266	49	76	47
Supervisor	9.8%	9.2%	8.3%	41.7%	41.9%	41.0%	16.0%	16.4%	16.8%	20.5%	20.8%	22.0%	12.0%	11.8%	12.0%	51,927	52,222	48,286	46	47	56
Manager	11.5%	10.7%	9.3%	40.7%	40.2%	41.1%	15.5%	15.7%	15.4%	20.4%	21.6%	21.7%	11.9%	11.9%	12.4%	24,574	24,236	21,459	15	27	19
Senior Leader	18.5%	17.6%	15.8%	41.1%	40.7%	42.7%	14.0%	14.2%	15.0%	17.7%	18.5%	17.2%	8.7%	9.0%	9.3%	8,067	7,991	6,994	9	8	13
Sex																					
Male	12.1%	11.7%	10.5%	46.6%	46.5%	47.0%	16.5%	17.1%	17.4%	15.1%	15.3%	15.7%	9.6%	9.5%	9.4%	195,337	204,039	187,319	326	394	306
Female	11.9%	11.5%	10.8%	44.6%	44.5%	44.8%	15.4%	15.5%	15.5%	17.4%	17.7%	17.9%	10.7%	10.8%	11.0%	183,975	187,556	173,547	285	301	317
Hispanic or Latino																					
Yes	13.9%	13.4%	12.4%	43.0%	43.7%	43.9%	16.1%	16.6%	16.4%	15.1%	14.8%	15.8%	11.9%	11.5%	11.5%	33,301	33,727	30,502	81	69	80
No	11.9%	11.4%	10.4%	46.1%	45.9%	46.4%	15.9%	16.3%	16.5%	16.2%	16.5%	16.7%	9.9%	9.8%	9.9%	342,146	354,075	326,636	518	614	534
Race																					
American Indian/		40 =0/	10.10/				40.00/	4= 00/	4= =0/		4.4.07	40.00/		4.4.007	4.4 = 0.4						
Alaska Native				43.8%							14.4%			11.2%		7,718	8,287	7,462	24	17	27
Asian Black/African	15.3%	15.2%	13.7%	47.0%	47.2%	48.2%	17.1%	16.7%	17.6%	12.8%	12.8%	13.0%	7.8%	8.0%	7.6%	19,429	18,549	16,949	26	38	28
American	15.7%	15.4%	14.3%	47.4%	46.4%	47.7%	14.2%	14.9%	14.8%	13.0%	13.5%	13.8%	9.7%	9.7%	9.5%	57,521	59,693	55,420	113	137	129
Native Hawaiian/																					
Pacific Islander	15.4%			43.6%							12.2%				11.4%	2,186	2,452	2,299	5	9	7
White	11.2%	10.5%	9.7%	45.8%	45.8%	46.2%	16.0%	16.4%	16.5%	17.1%	17.3%	17.5%	10.0%	9.9%	10.1%	262,647	272,497	251,353	374	401	355
Two or more races (Not Hispanic/																					
Latino)	11.0%	10.5%	9.5%	41.3%	41.5%	41.0%	17.5%	17.9%	18.9%	17.1%	17.4%	17.7%	13.1%	12.7%	12.9%	14,264	14,351	12,926	34	50	41

SOURCE: Federal Employee Viewpoint Survey

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(10) My workload is reasonable.

	Stro	ongly Ag	jree		Agree			ither Ag			Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Total**	Do N	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
Age Group																					
25 and under	18.1%	18.5%	17.1%	50.3%	50.8%	51.1%	14.4%	14.7%	14.1%	10.6%	10.9%	11.4%	6.7%	5.1%	6.3%	2,831	2,768	2,788	7	2	3
26-29	14.9%	13.6%	12.3%	46.6%	47.5%	48.9%	15.8%	15.8%	16.0%	14.1%	14.7%	14.1%	8.6%	8.4%	8.8%	11,448	12,711	12,899	16	26	19
30-39	11.7%	11.6%	10.7%	45.2%	45.1%	45.4%	15.8%	16.5%	16.6%	16.4%	16.3%	16.5%	10.8%	10.6%	10.8%	75,843	74,532	67,150	104	133	118
40-49	11.5%	11.2%	10.3%	45.1%	44.9%	45.7%	16.0%	16.5%	16.3%	16.6%	16.7%	17.0%	10.8%	10.8%	10.7%	105,331	110,176	103,973	172	236	179
50-59	11.6%	10.9%	10.0%	45.5%	45.3%	45.3%	16.2%	16.5%	17.0%	16.6%	17.1%	17.5%	10.1%	10.2%	10.2%	144,595	151,324	140,832	266	255	267
60+	12.4%	11.9%	10.9%	46.9%	47.0%	47.4%	17.0%	17.0%	17.2%	15.0%	15.4%	15.8%	8.7%	8.7%	8.7%	62,078	64,262	57,817	125	129	131
Level of Education																					
Less than High School H.S. Diploma/	15.7%	18.6%	13.3%	50.6%	43.9%	46.0%	19.3%	17.7%	19.9%	7.6%	9.0%	9.9%	7.0%	10.7%	11.0%	354	402	384	5	3	4
GED or equiv Trade/Technical	15.1%	14.6%	13.5%	49.6%	49.1%	49.9%	15.4%	15.9%	16.1%	12.4%	12.8%	12.7%	7.6%	7.6%	7.9%	16,174	19,209	18,897	27	49	45
Certificate Some College	11.5%	12.1%	11.5%	48.5%	47.4%	47.4%	16.9%	17.6%	17.9%	14.3%	13.2%	14.0%	8.8%	9.7%	9.3%	8,124	9,509	8,914	15	23	18
(no degree) Associate's		12.2%			46.0%						14.8%					52,441	59,808	57,436	95	126	126
Degree Bachelor's Degree		12.5% 10.8%			45.7% 45.8%		16.3% 16.0%		16.9% 16.4%		15.5% 16.9%		10.3%	9.9%	10.2% 10.0%	27,652 131,475	31,174 135,054	29,239 124,180	53 227	50 235	59 200
Master's Degree																,	•	,			
Doctoral/ Professional	11.770	11.2%	9.8%	45.5%	44.9%	45.4%	15.5%	15.9%	16.2%	17.176	17.7%	16.0%	10.2%	10.3%	10.6%	101,238	97,680	87,032	139	169	120
Degree	11.6%	11.1%	10.3%	43.9%	43.4%	44.2%	16.0%	16.3%	16.3%	18.2%	18.3%	18.4%	10.4%	10.9%	10.8%	43,928	40,844	36,397	57	49	50
Pay Category																					
Federal Wage	40.40/	40.00/	40.50/	40.00/	40.40/	40.00/	46.70/	47.50/	40.00/	40.00/	40.50/	40.70/	0.00/	0.00/	0.00/	0.502	40.570	40 474	45	25	10
System		12.6%			49.1%	49.0%		17.5%	18.2%			13.7%	8.6%	8.2%	8.6%	9,503	12,572	12,171	15	25	19
GS 1-6		15.3%			46.1%		15.9%	16.0%	16.6%		13.1%	13.0%	9.5%	9.4%	9.6%	18,520	21,745	21,786	48	68	72
GS 7-12 GS 13-15		11.8%			45.7%		15.7%		16.3%		15.7%	16.4%	10.3%	10.5%	10.4%	152,330	165,437	156,571	273	361	338
SES	10.9%	10.2%	9.6%		44.8%	45.4%	16.2%	16.4%	16.5%			18.6%	9.8%	9.9%	10.0%	168,722	161,731	143,188	226	195	149
SES SL/ST	20.2%	18.0%			41.2%		12.9%		14.3%		18.9%	17.5%	6.8%	8.3%	8.9%	5,756	5,678	4,862	0	3	5
Other	13.5%	14.1%			41.5%		16.6%		17.4%		16.1%		8.4%	11.4%	10.1%	1,564	1,522	1,375	0 57	4 51	3
Olliei	10.0%	10.2%	8.9%	42.9%	45.7%	45.7%	17.0%	16.4%	17.2%	17.9%	17.4%	17.5%	12.2%	10.3%	10.7%	25,689	25,504	22,929	57	51	39

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

(10) My workload is reasonable.

	Stro	ongly Ag	ree		Agree			ther Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do I	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
Time in Federal																					
Government		00.404	0.4.00/		10.00/	- 4 - 2 4	44.00/	10.00/	4 4 00/	- 40/	0.00/	0.00/						0.400		4.0	
< 1 year	23.6%	23.4%				51.5%		13.2%		8.1%	9.3%	9.2%	4.1%	4.9%	4.0%	6,816	6,015	3,138	15	16	11
1-3 years	16.9%					49.2%		15.7%			12.9%	13.0%	7.3%	7.6%	8.0%	29,775	28,164	32,683	42	52	54
4-5 years	12.4%	12.4%	11.0%	46.4%	46.8%	47.5%	15.7%	16.0%	16.1%	15.3%	15.8%	16.1%	10.2%	9.0%	9.3%	29,959	40,930	43,063	56	62	63
6-10 years	11.2%	10.9%	10.3%	45.7%	45.5%	45.2%		16.4%		16.3%	16.6%	16.8%	10.7%	10.6%	10.8%	91,364	87,431	72,984	137	152	111
11-14 years	10.3%	10.0%	9.1%	44.1%	44.6%	44.9%	16.6%	17.2%	17.1%	17.4%	17.3%	18.0%	11.6%	10.8%	10.9%	54,583	56,512	51,031	89	104	78
15-20 years	10.5%	10.0%	9.3%	44.1%	44.3%	44.8%	16.6%	16.9%	16.9%	17.6%	17.2%	17.4%	11.2%	11.6%	11.6%	51,448	48,488	39,662	95	97	82
> 20 years	11.4%	10.9%	9.9%	45.6%	45.2%	45.5%	16.5%	16.5%	16.9%	16.7%	17.3%	17.6%	9.8%	10.1%	10.1%	118,921	127,464	121,017	196	226	229
Time with																					
Current Agency	00.00/	04.00/	40.00/	50.00 /	40.40/	50.00 /	40.40/	4.4.07	4.4.00/	0.00/	40.00/	0.00/	0/	5.70 /	5 00/	40.000	44.000	0.400		00	00
< 1 year		21.8%				50.2%		14.1%		9.3%	10.3%	9.9%	5.7%	5.7%	5.3%	13,098	11,838	6,463	39	36	20
1-3 years		15.0%				47.9%		15.7%			14.1%	13.9%	8.5%	8.7%	9.0%	47,451	44,379	49,573	76	86	89
4-5 years		11.8%			46.5%	47.1%		16.1%		15.9%		16.5%	10.8%	9.9%	10.0%	37,941	49,729	51,462	78	71	82
6-10 years	10.5%	10.4%	10.0%		45.1%	44.8%	16.3%	16.6%			17.0%				10.9%	97,606	95,368	80,457	135	186	142
11-20 years	10.2%	9.9%	9.1%	44.5%	44.6%	44.8%	16.8%	17.1%	17.2%	17.3%	17.5%	17.8%	11.1%	10.9%	11.0%	98,185	98,445	85,747	164	165	136
> 20 years	11.4%	10.6%	9.7%	46.0%	45.8%	45.9%	16.4%	16.6%	16.9%	16.9%	17.4%	17.8%	9.3%	9.6%	9.7%	87,282	94,023	88,654	131	155	153
Leaving																					
No	14.5%	14.0%	12.9%	49.9%	49.7%	50.3%	15.3%	15.6%	15.9%	14.1%	14.4%	14.6%	6.2%	6.3%	6.3%	258,370	262,386	239,064	254	296	282
Yes, to retire Yes, to other job	11.0%	10.2%	9.1%	45.7%	46.1%	46.1%	16.3%	17.0%	17.6%	16.5%	17.2%	17.4%	10.4%	9.5%	9.8%	22,130	23,931	22,830	40	52	51
in Govt Yes, to other job	7.3%	7.0%	6.4%		37.9%						20.1%			17.4%		70,173	73,028	67,614	193	216	172
outside Govt	5.7%	5.3%	5.2%	32.8%	33.2%	33.5%			17.2%		22.5%			21.6%		13,669	15,761	15,484	39	51	41
Yes, other	5.2%	5.7%	5.3%	34.2%	33.7%	33.7%	19.7%	19.8%	19.8%	20.1%	20.8%	21.3%	20.9%	20.1%	19.8%	17,817	19,142	17,865	95	89	81
Retiring																					
Within 1 year	11.0%	9.9%	9.4%	45.1%	45.2%	44.0%	17.1%	16.4%	17.3%	15.5%	17.5%	17.8%	11.3%	11.0%	11.5%	13,460	14,736	13,834	30	36	36
Between 1-3 years	10.6%	10.5%	9.2%	46.2%	45.8%	46.7%	16.0%	17.1%	17.2%	16.9%	16.9%	17.2%	10.2%	9.7%	9.7%	37,768	39,721	36,024	72	57	68
Between 3-5 years	10.9%	10.4%	9.5%	45.8%	45.6%	45.9%	16.6%	16.8%	17.1%	17.0%	17.3%	17.2%	9.7%	9.9%	10.3%	41,927	43,226	39,332	74	57	81
5 or more years	12.4%	11.9%	11.0%	45.7%	45.7%	46.2%	15.9%	16.3%	16.3%	16.0%	16.1%	16.5%	10.1%	10.0%	10.0%	286,326	293,429	270,185	438	541	428

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

(10) My workload is reasonable.

	Stro	Strongly Agree 2016 2015 2014			Agree			ither Ag r Disagr		ı	Disagree	•	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do N	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
Self-Identify as:																					
Heterosexual	12.7%	12.1%	11.1%	46.7%	46.5%	46.8%	15.5%	15.9%	16.2%	15.6%	16.0%	16.3%	9.5%	9.4%	9.6%	305,292	316,470	292,376	405	471	429
LGBT*	11.3%	11.4%	10.3%	42.5%	42.9%	42.6%	15.5%	15.7%	16.1%	18.4%	17.2%	18.1%	12.3%	12.8%	12.9%	11,260	10,983	9,756	28	30	18
Prefer not to say	8.3%	8.3%	8.3%	40.5%	41.0%	41.8%	18.9%	19.2%	19.1%	18.6%	18.3%	18.2%	13.7%	13.2%	12.6%	46,685	47,795	43,402	147	154	134
Military Service																					
No Prior Military Service Currently in	11.5%	11.0%			45.6%								10.0%			Í	•	Í	427	443	431
Guard/Reserves	12.7%		11.5%		44.7%			14.8%					11.5%			6,137	6,976	6,498	9	13	14
Retired Separated/	14.8%	13.9%	12.7%	47.8%	48.0%	48.4%	14.8%	15.3%	15.3%	14.2%	14.6%	15.1%	8.4%	8.1%	8.5%	39,398	43,119	41,359	68	63	49
Discharged	11.8%	11.7%	10.2%	44.8%	44.3%	44.9%	16.5%	17.4%	17.7%	15.5%	15.7%	16.2%	11.4%	10.9%	11.0%	55,408	59,280	54,718	104	169	112
Disability																					
Yes	12.6%	12.4%	10.9%	42.4%	42.1%	42.6%	16.2%	16.5%	17.0%	16.1%	16.5%	17.1%	12.7%	12.5%	12.5%	51,249	53,106	48,575	131	157	136
No	12.0%	11.4%	10.6%	46.5%	46.4%	46.7%	15.9%	16.4%	16.5%	16.1%	16.3%	16.6%	9.5%	9.5%	9.6%	327,318	337,522	311,189	475	533	481

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Stro	ongly A	jree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
Work Location																					
Headquarters	18.8%	18.2%	16.9%	41.1%	41.2%	40.9%	15.8%	16.1%	16.5%	14.2%	14.4%	15.1%	10.2%	10.1%	10.5%	151,478	151,379	137,935	639	667	687
Field	16.3%	15.7%	14.9%	41.5%	41.2%	41.1%	16.6%	16.9%	17.2%	14.8%	15.3%	15.8%	10.8%	10.9%	11.0%	223,034	232,263	214,101	984	1,105	1,019
Supervisory Status																					
Non-Supervisor	15.5%	14.9%	14.0%	39.8%	39.6%	39.5%	17.4%	17.8%	18.1%	15.6%	15.9%	16.5%	11.7%	11.8%	12.0%	245,856	252,439	232,459	1,292	1,378	1,344
Team Leader	17.8%	17.4%	17.0%	42.7%	43.1%	42.4%	15.1%	14.8%	15.5%	14.2%	14.7%	15.4%	10.2%	9.9%	9.7%	48,218	51,638	47,867	147	187	166
Supervisor	19.6%	18.9%	17.5%	46.4%	46.2%	46.2%	14.7%	15.2%	15.4%	11.9%	12.4%	13.0%	7.4%	7.3%	7.9%	50,807	50,821	46,836	130	143	135
Manager	26.5%	25.5%	23.8%	46.6%	45.9%	46.4%	11.4%	11.5%	12.8%	9.7%	10.7%	10.7%	5.8%	6.3%	6.4%	24,035	23,571	20,781	44	53	57
Senior Leader	40.7%	38.4%	36.9%	37.9%	40.3%	40.6%	8.5%	9.5%	8.6%	6.8%	7.4%	7.9%	6.1%	4.4%	6.1%	7,897	7,761	6,800	15	19	18
Sex																					
Male	17.2%	16.5%	15.5%	41.2%	41.0%	41.0%	16.4%	16.5%	17.2%	14.2%	14.9%	15.2%	11.0%	11.1%	11.2%	190,992	198,303	181,624	867	966	901
Female	17.5%	16.9%	16.1%	41.7%	41.8%	41.4%	16.1%	16.5%	16.5%	14.9%	14.9%	15.8%	9.9%	9.9%	10.2%	180,283	182,835	169,079	726	780	794
Hispanic or Latino																					
Yes	18.8%	18.5%	17.4%	38.6%	37.7%	38.5%	16.5%	16.6%	16.6%	13.9%	14.2%	14.5%	12.2%	13.0%	13.0%	32,564	32,751	29,588	176	203	185
No	17.2%	16.5%	15.6%	41.8%	41.8%	41.5%	16.2%	16.5%	16.9%	14.6%	15.0%	15.5%	10.3%	10.2%	10.5%	334,941	344,705	317,473	1,384	1,536	1,494
Race																					
American Indian/ Alaska Native	17.6%	17.2%	16 3%	40.0%	40.0%	40.0%	17.0%	17 2%	17 9%	13.2%	13.7%	14 1%	12.3%	11.8%	11 7%	7,559	8.011	7.241	39	45	49
Asian		21.2%				43.8%		17.4%			10.3%			7.7%	7.8%	19,131	18,236	16,650	82	69	77
Black/African			_0.070	10.070	101070	101070	10.070	,0	. 0.0 / 0	101070	. 0.0 / 0		11070	,		10,101	.0,200	. 0,000	-		
American	19.3%	18.7%	17.6%	39.4%	39.1%	39.4%	16.3%	16.8%	17.1%	14.0%	14.0%	14.5%	10.9%	11.5%	11.5%	56,237	58,003	53,879	303	330	322
Native Hawaiian/ Pacific Islander	20.4%	21.6%	18 3%	43 1%	39.0%	39.7%	15 9%	18.0%	20.5%	10.8%	12.0%	11 1%	9.9%	9.4%	10.4%	2,149	2,401	2,245	8	19	16
White		16.2%				42.1%		16.0%			15.3%			10.1%	10.4%	257,052	•	,	966	1.089	1.058
Two or more races (Not Hispanic/																,	,	,		,	,
Latino)	14.1%	13.7%	13.0%	34.7%	35.5%	35.3%	18.1%	18.1%	19.2%	16.8%	17.8%	17.7%	16.2%	14.9%	14.8%	13,943	13,909	12,565	105	112	82

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
Age Group																					
25 and under	16.9%	15.0%	15.1%	43.6%	44.0%	40.7%	17.1%	18.1%	20.1%	13.5%	12.8%	15.3%	8.8%	10.1%	8.9%	2,802	2,733	2,753	12	6	8
26-29	15.5%	15.0%	12.7%	40.9%	39.7%	39.8%	18.4%	17.6%	18.6%	15.2%	16.4%	16.5%	10.0%	11.3%	12.4%	11,293	12,566	12,724	33	42	48
30-39	15.3%	14.6%	13.7%	40.6%	40.7%	39.5%	16.8%	17.0%	17.5%	16.0%	16.1%	16.8%	11.4%	11.7%	12.5%	74,831	73,378	66,126	270	275	298
40-49	16.7%	16.3%	15.3%	41.4%	41.2%	41.6%	16.1%	16.3%	16.6%	14.6%	15.0%	15.7%	11.2%	11.1%	10.9%	103,321	107,623	101,357	401	509	482
50-59	18.1%	17.3%	16.4%	41.8%	41.9%	41.5%	16.1%	16.5%	17.0%	14.1%	14.6%	15.1%	9.9%	9.8%	10.0%	140,989	146,362	136,018	699	733	699
60+	18.5%	18.1%	17.3%	41.0%	41.0%	41.5%	17.2%	17.3%	17.6%	13.7%	14.1%	14.3%	9.6%	9.4%	9.3%	60,269	61,859	55,516	332	368	334
Level of Education																					
Less than High School H.S. Diploma/	24.0%	27.9%	20.4%	49.3%	40.5%	50.3%	13.8%	17.4%	18.1%	5.1%	7.9%	5.8%	7.8%	6.4%	5.5%	341	388	371	6	6	5
GED or equiv Trade/Technical	20.7%	20.3%	20.0%	45.1%	44.9%	45.5%	17.0%	16.9%	16.9%	10.3%	11.2%	10.9%	6.9%	6.7%	6.7%	15,760	18,637	18,227	64	99	91
Certificate Some College			17.3%				17.8%				13.2%		9.0%	9.1%	8.8%	7,920	9,154	8,576	44	58	45
(no degree) Associate's			16.4%				17.5%				14.1%	14.9%		10.6%	10.6%	51,075	57,948	55,569	254	298	298
Degree Bachelor's Degree	16.2%		15.8% 14.4%			40.9% 41.8%			17.5% 17.3%		14.7% 15.3%	15.0%	10.4%	10.0%	10.8%	27,032 128.863	30,273 131.525	28,312 120.861	118 477	145 581	143 585
Master's Degree																-,	, , , ,	.,			395
Doctoral/ Professional	17.5%	16.3%	15.2%	40.0%	40.4%	39.6%	15.3%	15.6%	10.1%	15.6%	16.2%	16.8%	11.3%	11.6%	12.3%	99,237	95,325	84,759	475	427	393
Degree	18.7%	17.9%	17.2%	41.5%	41.2%	40.7%	14.6%	14.7%	14.6%	14.5%	15.1%	16.2%	10.8%	11.1%	11.3%	43,080	39,869	35,580	170	146	135
Pay Category																					
Federal Wage	46 49/	17 20/	15 70/	40.69/	40.00/	44.00/	47.60/	16.00/	17 00/	44 50/	14 40/	14.00/	44 20/	10.69/	10.70/	0.242	10 150	11 704	F2	67	60
System		17.2%			40.8%				17.8%			14.0%		10.6%	10.7%	9,243	12,152	11,724	53	67	69
GS 1-6		17.9%				37.6%		17.6%			14.8%			11.8%	12.3%	18,035	20,997	21,066	132	173	157
GS 7-12	16.3%		14.6%		40.5%			17.4%		14.9%	15.4%	16.0%	11.0%	11.2%	11.3%	149,015	160,933	152,167	735	856	857
GS 13-15	18.8%		17.0%		43.7%			14.8%	15.4%	13.8%	14.3%	14.7%	9.1%	9.3%	9.5%	165,349	157,680	139,389	581	560	511
SES			41.4%		38.2%	38.9%	6.4%	7.3%	8.5%	5.7%	6.7%	7.1%	3.7%	4.5%	4.1%	5,637	5,528	4,743	3	9	7
SL/ST	25.4%		21.5%		42.3%			13.7%	13.8%		14.3%	13.7%	7.6%	7.4%	9.2%	1,534	1,494	1,336	3	5	3
Other	15.1%	14.7%	13.2%	40.5%	40.5%	40.6%	17.1%	17.6%	17.3%	15.6%	15.9%	17.2%	11.8%	11.4%	11.6%	25,181	24,839	22,215	111	106	97

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

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

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
Time in Federal																					
Government < 1 year	23.8%	24 20/	24 50/	44.2%	42 60/	11 E0/	45 20/	15.4%	15.00/	44 20/	10.5%	11 60/	E 60/	6.4%	7 40/	6,750	5,916	3,091	14	12	17
1-3 years		18.5%				44.5%							5.6%	9.4%	7.4%	,	,		14	88	17 129
4-5 years	19.8% 17.1%				41.6% 40.1%	41.0% 40.0%	16.3%	16.5%			14.0% 16.1%	14.4%	8.9%	9.4%	10.1%	29,306	27,587 40,035	31,971 42,094	102 143	177	178
•																29,419	,				
6-10 years	15.8%				40.1%	39.6%	16.4%				16.2%	16.4%		11.7%		89,595	85,296	71,074	352	408	357
11-14 years	15.7%	15.0%			40.8%	40.4%	16.8%				15.7%	16.2%				53,494	55,051	49,605	238	254	235
15-20 years	16.6%		15.2%		41.1%	40.6%	16.0%	16.7%			15.1%	15.5%				50,287	47,157	38,494	261	246	235
> 20 years Time with	18.5%	17.9%	16.7%	43.3%	42.9%	43.2%	16.0%	16.4%	16.8%	12.9%	13.6%	14.3%	9.3%	9.2%	9.1%	115,906	123,378	116,962	518	591	559
Current Agency																					
< 1 year	23.5%	23.4%	21.6%	41.6%	42.3%	42.0%	15.6%	15.4%	16.4%	12.0%	11.6%	11.7%	7.2%	7.3%	8.2%	12,933	11,606	6,340	44	41	30
1-3 years	19.3%	18.0%	17.1%	40.5%	40.5%	39.6%	16.2%	16.5%	16.7%	14.1%	14.5%	15.3%	10.0%	10.4%	11.4%	46,637	43,350	48,455	195	184	227
4-5 years	16.5%	15.8%	14.1%	39.9%	39.8%	39.6%	16.4%	16.3%	17.2%	15.7%	16.3%	17.1%	11.5%	11.8%	12.0%	37,209	48,563	50,202	190	223	242
6-10 years	15.2%	15.2%	14.6%	40.2%	39.9%	40.0%	16.5%	16.7%	17.0%	16.1%	16.2%	16.3%	12.0%	11.9%	12.0%	95,617	92,937	78,298	404	479	397
11-20 years	16.1%	15.5%	15.1%	41.3%	41.2%	41.1%	16.7%	17.1%	17.2%	14.9%	15.2%	15.6%	11.1%	11.0%	11.0%	96,010	95,804	83,189	451	475	431
> 20 years	19.2%	18.1%	16.9%	44.6%	44.4%	44.4%	15.6%	16.2%	16.8%	12.2%	13.1%	13.8%	8.5%	8.2%	8.1%	85,074	90,953	85,657	333	365	371
Leaving																					
No	21.7%	20.9%	19.6%	47.7%	47.6%	47.7%	15.4%	15.8%	16.2%	10.4%	10.7%	11.4%	4.8%	4.9%	5.0%	253,383	255,905	232.882	582	635	635
Yes, to retire	16.2%	16.3%	14.9%	42.2%	41.1%	41.5%		18.0%		13.9%	15.3%	15.7%	10.2%	9.2%	9.6%	21,482	23,040	21,906	114	147	145
Yes, to other job																, -	-,-	ŕ			
in Govt	8.6%	7.9%	7.7%	28.3%	28.5%	27.7%	18.1%	18.1%	18.4%	23.5%	23.9%	24.0%	21.6%	21.5%	22.2%	68,481	70,892	65,538	557	603	581
Yes, to other job outside Govt	6.0%	5.2%	5.6%	23.9%	25.1%	24.2%	15 4%	14.9%	16.3%	25.7%	25.7%	25.6%	29 1%	29.2%	28.3%	13,342	15,281	15,023	147	158	145
Yes, other	6.5%	6.5%	6.6%		24.6%	24.4%		19.1%			23.8%					17,363	18,536	17,239	222	236	196
Retiring	0.070	0.070	0.070	, ,	2.1.070	,	101070	, .	.0.2,0	,0	20.070			20.070	20.270	11,000	. 0,000	,			
Within 1 year	16.2%	16.0%	14 8%	40.8%	39.5%	39.7%	16.9%	16.3%	17.0%	13.6%	16.2%	16.4%	12.4%	12.0%	12.0%	13,035	14,164	13,271	87	120	90
Between 1-3 years	16.7%	16.4%			41.9%	42.3%		17.8%			14.4%		9.6%	9.5%	9.4%	36,781	38,346	34,664	188	203	175
Between 3-5 years	17.2%		16.1%		41.9%	41.9%	16.7%				14.5%	15.1%	9.7%	9.7%	9.5%	40,853	41.773	37,893	218	198	199
5 or more years	17.4%		15.7%		41.3%	41.1%		16.3%	16.8%		14.5%	15.1%		10.7%	11.0%	280,769	286,339	263,405	1.100	1,229	1,203

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

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

	Stro	ongly Ag	ree		Agree			ither Ag r Disagı		I	Disagree	9	Stror	ngly Disa	agree	Item R	esponse ⁻	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
Self-Identify as:																					
Heterosexual	18.2%	17.4%	16.3%	42.3%	42.1%	41.9%	15.8%	16.2%	16.6%	13.9%	14.4%	15.1%	9.8%	9.8%	10.2%	298,947	308,138	284,291	1,147	1,292	1,243
LGBT*	16.5%	16.4%	16.1%	39.5%	38.9%	37.3%	15.0%	14.9%	15.9%	16.3%	15.6%	16.6%	12.6%	14.3%	14.1%	11,047	10,727	9,485	46	52	49
Prefer not to say	12.5%	12.2%	12.2%	36.5%	36.7%	36.7%	18.6%	19.3%	19.5%	17.6%	17.6%	17.9%	14.8%	14.3%	13.7%	45,536	46,342	42,012	317	324	313
Military Service																					
No Prior Military Service Currently in	16.8%	16.1%	15.2%	42.4%	42.2%	42.0%	16.4%	16.8%	17.1%	14.5%	14.8%	15.5%	10.0%	10.0%	10.2%	270,802	272,949	249,443	1,086	1,104	1,114
Guard/Reserves	18.1%	17.5%	15.8%	41.2%	39.4%	40.8%	15.5%	16.4%	16.4%	13.1%	14.7%	15.1%	12.1%	12.0%	11.9%	6,043	6,843	6,345	25	26	37
Retired Separated/		20.9%	20.1%		42.2%									8.6%	9.1%	38,463	41,802	39,933	190	196	176
Discharged	15.9%	15.5%	14.5%	37.9%	38.0%	38.1%	16.7%	17.0%	17.4%	16.2%	16.2%	16.5%	13.3%	13.3%	13.5%	54,110	57,442	52,974	280	411	343
Disability																					
Yes	17.6%	17.4%	16.7%	36.4%	36.0%	35.4%	16.2%	16.3%	16.8%	15.6%	16.1%	16.5%	14.3%	14.1%	14.6%	49,939	51,413	46,869	358	376	365
No	17.3%	16.6%	15.6%	42.5%	42.3%	42.2%	16.2%	16.6%	17.0%	14.3%	14.7%	15.3%	9.7%	9.8%	10.0%	320,587	328,740	302,746	1,232	1,375	1,318

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Aç	gree		Agree			ither Ag or Disagr		ı	Disagre	e	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
Work Location																					
Headquarters	33.9%	32.8%	31.2%	50.3%	51.1%	51.9%	9.4%	9.7%	9.9%	3.9%	4.0%	4.4%	2.5%	2.4%	2.5%	154,440	155,205	141,836	425	480	506
Field	30.4%	29.2%	27.9%	52.1%	52.5%	53.4%	10.1%	10.5%	10.9%	4.4%	4.7%	4.8%	3.0%	3.1%	3.0%	227,641	238,286	220,520	801	902	892
Supervisory Status																					
Non-Supervisor	28.9%	27.6%	26.5%	52.7%	53.3%	53.9%	10.8%	11.1%	11.5%	4.5%	4.7%	4.9%	3.1%	3.2%	3.1%	250,713	258,713	238,978	1,009	1,117	1,149
Team Leader	32.0%	31.5%	30.1%	51.5%	51.3%	52.3%	9.4%	9.9%	10.1%	4.4%	4.6%	4.9%	2.7%	2.7%	2.6%	49,157	52,966	49,287	110	141	132
Supervisor	36.7%	35.7%	33.7%	50.3%	50.7%	52.6%	7.7%	8.2%	8.1%	3.3%	3.5%	3.6%	1.9%	2.0%	2.0%	51,920	52,204	48,375	82	82	94
Manager	47.3%	45.6%	43.4%	44.0%	44.2%	46.0%	4.9%	5.6%	6.1%	2.2%	2.9%	2.9%	1.5%	1.7%	1.5%	24,579	24,236	21,507	21	37	28
Senior Leader	62.7%	59.4%	56.5%	30.2%	34.5%	35.3%	3.6%	3.5%	5.2%	1.8%	1.5%	1.7%	1.6%	1.1%	1.3%	8,067	8,009	7,017	11	11	15
Sex																					
Male	30.9%	29.7%	28.2%	50.4%	50.7%	51.9%	10.5%	11.1%	11.5%	4.8%	5.1%	5.2%	3.4%	3.5%	3.3%	194,995	203,467	187,240	714	849	799
Female	32.9%	31.8%	30.6%	52.9%	53.8%	54.3%	8.8%	8.9%	9.3%	3.4%	3.5%	3.8%	2.0%	2.0%	2.1%	183,808	187,426	173,733	474	508	587
Hispanic or Latino																					
Yes	33.9%	33.5%	31.6%	48.5%	48.4%	50.4%	9.8%	10.1%	10.3%	4.1%	4.4%	4.2%	3.7%	3.6%	3.6%	33,242	33,645	30,490	132	150	159
No	31.6%	30.3%	29.0%	51.9%	52.5%	53.2%	9.7%	10.1%	10.5%	4.2%	4.4%	4.6%	2.7%	2.7%	2.7%	341,707	353,462	326,731	1,030	1,188	1,214
Race																					
American Indian/	00.00/	00.00/	00.00/	- 4 00/	E4 00/	50.00 /	44.00/	44.40/	44.50/	4.40/	4.50/	0.70/	o =0/	0.00/	0.50/		0.000	7 470		0.4	40
Alaska Native	29.9%			51.2%				11.4%		4.1%	4.5%	3.7%	3.5%	3.6%	3.5%	7,700	8,282	7,476	36	34	48
Asian Black/African	37.4%	35.5%	34.1%	50.8%	52.3%	53.2%	7.7%	7.9%	8.3%	2.3%	2.6%	2.6%	1.7%	1.7%	1.9%	19,414	18,555	16,940	50	52	61
American	35.4%	34.6%	33.4%	51.5%	51.6%	52.2%	8.2%	8.2%	8.8%	2.6%	3.2%	3.2%	2.2%	2.3%	2.4%	57,417	59,605	55,509	180	201	234
Native Hawaiian/																					
Pacific Islander	36.4%			49.6%			8.0%	10.1%		2.5%	2.5%	3.1%	3.5%	3.4%	3.9%	2,180	2,452	2,308	6	13	10
White	30.8%	29.6%	28.2%	51.7%	52.3%	53.1%	10.0%	10.5%	10.8%	4.6%	4.8%	5.0%	2.9%	2.9%	2.8%	262,315	271,965	251,351	768	876	881
Two or more races (Not Hispanic/																					
Latino)	30.4%	29.2%	27.7%	48.9%	50.6%	51.4%	11.1%	11.6%	11.9%	5.5%	4.9%	5.1%	4.2%	3.8%	3.9%	14,245	14,290	12,918	77	95	72

SOURCE: Federal Employee Viewpoint Survey

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(12) I know how my work relates to the agency's goals and priorities.

	Str	ongly Ag	gree		Agree			ither Ag r Disagr			Disagre	•	Stror	ngly Disa	agree	Item R	esponse ¹	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
Age Group																					
25 and under	33.0%	28.0%	28.7%	52.4%	56.0%	55.8%	9.1%	9.5%	8.5%	3.2%	4.3%	5.2%	2.2%	2.1%	1.7%	2,830	2,761	2,787	6	6	10
26-29	28.8%	27.5%	25.9%	53.3%	53.4%	53.7%	10.1%	10.5%	11.2%	4.8%	5.0%	5.5%	2.9%	3.6%	3.7%	11,416	12,681	12,886	29	31	36
30-39	29.1%	27.7%	26.5%	52.6%	53.2%	53.5%	9.9%	10.3%	11.0%	4.9%	5.3%	5.4%	3.4%	3.5%	3.7%	75,721	74,397	67,056	183	206	235
40-49	31.2%	30.4%	28.7%	51.6%	51.8%	53.3%	9.7%	10.1%	10.4%	4.4%	4.5%	4.6%	3.1%	3.2%	2.9%	105,145	110,002	103,947	349	406	407
50-59	33.0%	31.6%	30.4%	51.2%	52.0%	52.6%	9.7%	10.1%	10.5%	3.8%	4.0%	4.2%	2.4%	2.4%	2.3%	144,428	151,065	140,919	508	519	562
60+	32.4%	31.6%	30.3%	51.0%	51.4%	52.6%	10.6%	10.9%	11.1%	3.8%	3.8%	4.0%	2.2%	2.3%	2.1%	62,023	64,125	57,950	259	326	283
Level of Education																					
Less than High School H.S. Diploma/	30.1%	33.6%	26.5%	52.1%	47.1%	51.0%	9.9%	13.1%	15.5%	3.8%	2.5%	1.2%	4.1%	3.7%	5.7%	351	396	382	5	8	10
GED or equiv Trade/Technical	30.5%	29.5%	28.8%	54.0%	54.0%	54.4%	10.5%	11.0%	11.3%	3.0%	3.1%	3.4%	2.0%	2.3%	2.1%	16,139	19,158	18,897	55	96	97
Certificate Some College	28.8%	28.3%	27.1%	53.9%	52.9%	54.1%	11.1%	12.0%	11.6%	3.9%	4.0%	4.4%	2.4%	2.8%	2.7%	8,091	9,484	8,940	38	33	43
(no degree) Associate's			29.5%			52.4%		10.8%		3.8%	4.0%	4.2%	2.9%	2.9%	2.9%	52,324	59,660	57,427	206	279	273
Degree Bachelor's Degree	30.9%		27.7% 28.0%		52.1%	53.8% 54.0%	9.8%	11.4%	11.3%	4.3% 4.5%	4.2% 4.7%	4.3% 4.8%	3.1% 2.9%	2.8%	2.8%	27,599 131,298	31,091 134.846	29,263 124.161	103 433	132 453	131 478
· ·																'	, , , , ,	, -			
Master's Degree Doctoral/ Professional	34.1%	32.7%	30.5%	50.0%	50.7%	52.0%	8.7%	9.1%	9.8%	4.3%	4.6%	4.8%	2.8%	2.8%	2.9%	101,149	97,539	87,065	271	270	274
Degree	35.9%	34.6%	33.1%	48.9%	49.2%	49.7%	8.5%	9.1%	9.4%	4.1%	4.6%	5.0%	2.5%	2.6%	2.8%	43,918	40,802	36,434	89	102	97
Pay Category																					
Federal Wage	20.20/	07.00/	05.70/	52.00/	F2 00/	F2 00/	40.50/	40.50/	40.00/	4.00/	4.40/	4.50/	2.20/	0.00/	2.00/	0.400	40 505	40 477	24	00	70
System GS 1-6	26.3%	27.3%	25.7%	53.0%		53.9%				4.9%	4.4%	4.5%	3.3%	2.8%	3.0%	9,493	12,535	12,177	34	68	73
	30.2%	29.2%				53.1%		11.3%		3.2%	3.7%	3.6%	2.3%	2.6%	2.5%	18,460	21,687	21,807	97	119	117
GS 7-12	30.0%		27.6%		53.3%		10.1%	10.3%	10.6%	4.2%	4.4%	4.6%	2.9%	3.0%	2.9%	152,081	165,082	156,559	555	688	715
GS 13-15	35.2%	33.7%			50.0%		8.5%	9.0%	9.4%	4.3%	4.6%	4.8%	2.7%	2.7%	2.8%	168,526	161,516	143,262	445	404	402
SES	70.9%		64.7%		27.3%		2.3%	3.3%	3.5%	1.3%	1.4%	1.6%	1.0%	0.8%	0.8%	5,760	5,694	4,880	0	3	4
SL/ST Other	43.7%	37.9%			48.5%	48.5%	8.9%	7.0%	8.6%	3.7%	4.3%	5.0%	2.9%	2.3%	1.6%	1,566	1,527	1,383	1	3	3
Other	29.4%	28.2%	26.7%	52.2%	52.6%	53.6%	10.6%	11.3%	11./%	4.6%	4.9%	5.3%	3.1%	3.1%	2.7%	25,663	25,433	22,896	88	100	90

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

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree	e	Stroi	ngly Dis	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
Time in Federal																					
Government																					
< 1 year	38.5%	39.1%	34.9%		48.7%	53.2%	6.8%	8.4%	7.8%	2.7%	2.3%	3.0%	1.4%	1.5%	1.1%	6,828	6,009	3,143	15	10	9
1-3 years	34.2%		31.5%		52.9%	52.6%	8.6%	9.2%	9.6%	3.6%	3.7%	4.1%	1.9%	2.0%	2.2%	29,754	28,110	32,646	72	73	110
4-5 years	32.0%	30.1%			52.2%	53.7%	9.7%	10.3%	10.8%	4.1%	4.8%	5.0%	2.9%	2.6%	2.8%	29,917	40,846	43,066	88	117	135
6-10 years	30.2%	28.9%	28.2%	51.9%	52.6%	52.7%	10.2%	10.3%	10.7%	4.7%	4.9%	5.1%	3.0%	3.3%	3.3%	91,225	87,279	72,925	263	288	282
11-14 years	30.5%	29.1%	28.1%	51.2%	52.0%	52.9%	10.4%	10.7%	10.9%	4.5%	4.8%	5.0%	3.4%	3.4%	3.1%	54,487	56,372	50,988	166	197	207
15-20 years	30.7%	29.5%	28.3%	51.0%	52.0%	52.9%	10.3%	10.3%	10.6%	4.7%	4.7%	4.8%	3.3%	3.5%	3.4%	51,376	48,405	39,698	189	188	191
> 20 years	32.7%	32.1%	30.2%	51.5%	51.5%	52.9%	9.6%	10.1%	10.6%	3.7%	3.9%	4.1%	2.5%	2.4%	2.3%	118,749	127,277	121,194	431	513	472
Time with																					
Current Agency	00.00/	07.00/	00.50/	40.00/	40.40/	FO 70/	7 70/	0.00/	0.00/	0.40/	0.00/	0.40/	4.00/	4.00/	4.00/	40.000	44.000	0.405	40	00	05
< 1 year	38.2%	37.2%	33.5%		49.4%	52.7%	7.7%	8.6%	8.6%	3.4%	3.0%	3.4%	1.9%	1.8%	1.8%	13,090	11,822	6,465	40	29	25
1-3 years		31.9%			52.0%	52.1%	9.2%	9.6%	9.9%	3.8%	4.1%	4.4%	2.3%	2.4%	2.6%	47,405	44,315	49,546	125	141	180
4-5 years	31.1%				52.2%	53.6%	9.8%		11.1%	4.4%	5.0%	5.1%	3.1%	3.0%	3.1%	37,868	49,611	51,462	128	148	179
6-10 years	29.6%	28.7%			52.6%	52.9%	10.2%	10.5%		4.7%	4.8%	5.1%	3.2%	3.4%	3.2%	97,438	95,200	80,409	300	320	327
11-20 years	30.8%	29.9%	28.7%		51.8%	53.0%	10.4%		10.6%	4.4%	4.6%	4.6%	3.2%	3.2%	3.0%	98,075	98,254	85,736	333	374	365
> 20 years	33.5%	32.2%	30.5%	51.4%	51.9%	53.0%	9.3%	10.0%	10.5%	3.6%	3.7%	3.9%	2.2%	2.2%	2.1%	87,163	93,868	88,825	293	366	317
Leaving																					
No	36.3%	34.8%	33.4%	51.9%	52.6%	53.7%	7.8%	8.3%	8.5%	2.7%	2.9%	3.1%	1.3%	1.4%	1.3%	258,121	262,123	239,265	564	591	621
Yes, to retire Yes, to other job	28.4%	27.9%	26.6%	53.4%	52.9%	53.8%	11.1%	12.0%	12.5%	4.4%	4.3%	4.4%	2.7%	2.8%	2.6%	22,105	23,873	22,829	87	120	116
in Govt	23.9%	23.2%	21.9%	50.8%	51.1%	51.8%	13.1%	13.0%	13.4%	6.9%	7.2%	7.4%	5.4%	5.5%	5.6%	70,007	72,744	67,559	329	409	375
Yes, to other job																					
outside Govt		17.7%			49.5%	48.5%	14.3%	14.9%		9.8%	10.1%	10.1%	8.7%	7.9%	8.0%	13,648	15,710	15,443	83	98	127
Yes, other	18.9%	19.1%	17.6%	48.9%	48.7%	49.8%	16.2%	16.2%	16.8%	8.4%	8.3%	8.8%	7.5%	7.6%	7.0%	17,745	19,079	17,831	161	156	160
Retiring																					
Within 1 year		27.8%		52.4%	51.5%	52.3%	11.7%	12.1%	12.2%	4.6%	5.1%	5.1%	3.1%	3.5%	3.6%	13,447	14,702	13,835	61	95	70
Between 1-3 years	30.3%	29.0%	27.7%	52.5%	52.9%	54.0%	10.8%	11.3%	11.6%	4.0%	4.1%	4.5%	2.5%	2.7%	2.2%	37,706	39,618	36,081	160	176	166
Between 3-5 years	31.8%	30.3%	29.5%	51.6%	52.1%	53.1%	10.1%	10.9%	10.7%	4.1%	4.2%	4.1%	2.4%	2.5%	2.6%	41,885	43,169	39,367	155	161	166
5 or more years	32.1%	30.9%	29.5%	51.3%	52.0%	52.8%	9.5%	9.8%	10.2%	4.2%	4.4%	4.7%	2.9%	2.9%	2.8%	285,941	292,935	270,189	816	918	980

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

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı			Disagree	е	Stro	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
Self-Identify as:																					
Heterosexual	32.9%	31.6%	30.0%	51.6%	52.2%	53.1%	9.3%	9.6%	10.0%	3.8%	4.1%	4.3%	2.5%	2.5%	2.5%	304,936	315,913	292,474	796	926	977
LGBT*	33.1%	31.8%	31.5%	49.2%	49.8%	49.9%	9.6%	9.6%	9.7%	4.8%	4.9%	5.0%	3.3%	3.8%	3.9%	11,259	10,993	9,759	39	31	39
Prefer not to say	25.0%	24.0%	23.6%	51.2%	51.8%	52.4%	12.5%	13.5%	13.6%	6.5%	6.2%	6.1%	4.7%	4.5%	4.2%	46,548	47,648	43,375	293	318	292
Military Service																					
No Prior Military Service Currently in	31.3%	30.2%	28.9%	52.4%	53.0%	53.7%	9.7%	10.0%	10.3%	4.1%	4.2%	4.5%	2.6%	2.7%	2.6%	276,061	279,665	256,305	821	859	927
Guard/Reserves	31.4%	29.9%	28.3%	50.9%	51.9%	52.9%	9.5%	10.1%	10.9%	4.4%	4.9%	4.4%	3.9%	3.2%	3.5%	6,107	6,950	6,490	24	26	26
Retired Separated/	37.6%	35.5%	34.5%	48.9%	50.1%	50.4%	8.1%	8.7%	9.4%	3.4%	3.6%	3.7%	1.9%	2.1%	2.0%	39,396	43,067	41,399	117	131	144
Discharged	29.2%	28.6%	26.7%	50.5%	50.4%	51.9%	11.3%	11.7%	12.0%	5.1%	5.5%	5.5%	3.9%	3.9%	3.9%	55,336	59,056	54,719	223	334	272
Disability																					
Yes	32.7%	32.0%	30.5%	48.9%	49.0%	49.5%	10.5%	10.6%	11.7%	4.4%	4.7%	4.7%	3.5%	3.6%	3.5%	51,190	52,999	48,571	243	276	282
No	31.6%	30.3%	29.0%	52.0%	52.6%	53.5%	9.6%	10.0%	10.3%	4.1%	4.3%	4.6%	2.6%	2.7%	2.6%	326,857	336,926	311,282	941	1,075	1,100

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(13) The work I do is important.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı		ı	Disagree	e	Stro	ngly Disa	agree	Item R	esponse ⁻	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
Work Location																					
Headquarters	49.5%	49.2%	47.3%	40.3%	40.3%	41.9%	6.9%	7.2%	7.4%	1.9%	2.0%	2.0%	1.4%	1.3%	1.4%	153,023	153,711	140,210	430	440	406
Field	50.8%	50.0%	48.8%	39.8%	40.2%	41.0%	6.3%	6.6%	6.9%	1.7%	1.8%	1.9%	1.4%	1.4%	1.3%	225,762	236,320	218,344	629	661	631
Supervisory Status																					
Non-Supervisor	47.3%	46.7%	45.3%	41.7%	42.0%	43.0%	7.4%	7.6%	8.0%	2.1%	2.1%	2.2%	1.6%	1.6%	1.6%	248,696	256,500	236,549	868	888	812
Team Leader	52.5%	52.9%	51.0%	39.4%	38.5%	40.2%	5.5%	5.8%	6.1%	1.5%	1.7%	1.6%	1.1%	1.1%	1.1%	48,690	52,492	48,789	92	119	114
Supervisor	55.8%	55.0%	53.7%	37.4%	37.9%	39.3%	4.7%	4.9%	5.1%	1.3%	1.3%	1.2%	0.9%	0.9%	0.8%	51,432	51,692	47,821	76	72	88
Manager	64.1%	62.6%	62.2%	31.2%	32.4%	32.4%	3.1%	3.3%	3.8%	0.9%	0.9%	0.9%	0.6%	0.7%	0.7%	24,330	24,005	21,268	21	25	21
Senior Leader	74.1%	72.4%	69.8%	21.8%	24.2%	25.5%	2.8%	2.2%	3.3%	0.5%	0.7%	0.7%	0.8%	0.5%	0.6%	7,979	7,924	6,898	9	6	10
Sex																					
Male	49.5%	49.0%	47.7%	39.9%	39.9%	41.1%	7.0%	7.4%	7.6%	2.0%	2.1%	2.1%	1.6%	1.7%	1.6%	193,432	201,859	185,245	600	623	584
Female	51.6%	51.1%	49.4%	40.2%	40.6%	41.6%	5.7%	5.8%	6.3%	1.5%	1.5%	1.6%	1.0%	1.0%	1.1%	182,110	185,591	171,964	421	452	426
Hispanic or Latino																					
Yes	55.6%	55.8%	54.1%	35.4%	34.9%	36.5%	5.6%	6.0%	6.2%	1.7%	1.6%	1.6%	1.7%	1.7%	1.6%	32,888	33,315	30,179	113	119	111
No	49.9%	49.3%	47.8%	40.5%	40.8%	41.8%	6.5%	6.8%	7.1%	1.8%	1.9%	1.9%	1.3%	1.3%	1.3%	338,837	350,386	323,330	895	939	884
Race																					
American Indian/																					
Alaska Native	52.6%			37.7%			6.3%	5.0%	5.9%	1.4%	1.5%	1.3%	2.0%	1.5%	1.4%	7,683	8,182	7,406	21	19	26
Asian Black/African	53.5%	52.0%	50.0%	38.9%	40.5%	41.7%	5.4%	5.4%	5.9%	1.2%	1.2%	1.4%	0.9%	0.9%	0.9%	19,293	18,446	16,816	39	35	50
American	55.7%	55.4%	53.8%	37.1%	37.3%	38.6%	5.0%	5.1%	5.4%	1.1%	1.0%	1.1%	1.1%	1.2%	1.1%	56.882	58.967	54.825	173	178	148
Native Hawaiian/						001070					,	,			,.		,	- 1,			
Pacific Islander	56.5%	54.1%	55.0%	36.2%	38.7%	36.4%	4.5%	4.3%	5.9%	1.2%	1.3%	1.6%	1.7%	1.6%	1.0%	2,164	2,432	2,281	5	10	10
White	49.1%	48.5%	47.0%	40.9%	41.0%	42.2%	6.7%	7.0%	7.4%	1.9%	2.1%	2.1%	1.4%	1.4%	1.4%	260,052	269,640	248,846	643	680	640
Two or more races (Not Hispanic/																					
Latino)	49.1%	49.4%	48.9%	38.2%	38.7%	39.1%	8.2%	8.0%	8.1%	2.3%	2.0%	2.0%	2.2%	1.8%	2.0%	14.104	14.197	12.751	72	88	57

SOURCE: Federal Employee Viewpoint Survey

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(13) The work I do is important.

	Str	ongly A	gree		Agree			ither Ag r Disagı			Disagree	•	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
Age Group																					
25 and under	45.5%	45.0%	41.2%	41.6%	42.5%	43.3%	8.7%	8.3%	10.8%	2.3%	2.4%	3.4%	1.9%	1.9%	1.4%	2,808	2,744	2,778	9	7	0
26-29	45.5%	43.5%	41.6%	42.0%	42.4%	42.9%	8.2%	8.9%	9.9%	2.4%	3.0%	3.2%	1.8%	2.2%	2.3%	11,330	12,646	12,842	32	26	35
30-39	47.4%	46.9%	45.6%	40.8%	41.4%	41.6%	7.6%	7.6%	8.4%	2.4%	2.3%	2.5%	1.8%	1.8%	1.8%	75,251	73,990	66,700	193	213	203
40-49	50.8%	50.3%	48.5%	39.9%	40.0%	41.8%	6.2%	6.5%	6.7%	1.7%	1.8%	1.8%	1.4%	1.5%	1.3%	104,290	109,092	102,879	300	335	326
50-59	51.6%	50.9%	49.8%	39.5%	40.0%	41.0%	6.2%	6.3%	6.4%	1.5%	1.6%	1.6%	1.2%	1.1%	1.1%	143,010	149,377	139,164	407	419	415
60+	51.4%	51.6%	50.4%	40.2%	39.8%	40.7%	6.0%	6.2%	6.4%	1.4%	1.4%	1.5%	1.0%	1.0%	1.0%	61,389	63,504	57,128	208	172	159
Level of Education																					
Less than High School H.S. Diploma/	51.4%	49.2%	50.8%	36.3%	37.4%	38.2%	8.2%	11.2%	8.2%	0.9%	0.5%	0.3%	3.2%	1.6%	2.5%	354	399	383	5	3	3
GED or equiv Trade/Technical	51.3%	51.6%	50.0%	40.9%	40.6%	42.3%	5.6%	5.7%	6.0%	1.1%	1.1%	0.8%	1.0%	1.0%	0.9%	15,992	18,979	18,690	34	63	61
Certificate Some College	52.9%	51.5%	50.9%	40.1%	40.9%	41.6%	5.2%	5.7%	5.6%	0.9%	1.0%	1.1%	0.8%	0.9%	0.9%	8,037	9,410	8,831	31	18	27
(no degree) Associate's			51.2%		39.2%		5.8%	6.0%	6.2%	1.3%	1.4%	1.3%	1.3%	1.3%	1.2%	51,838	59,165	56,706	145	162	184
Degree Bachelor's		51.5%			39.9%		5.3%	6.2%	6.4%	1.4%	1.3%	1.3%	1.4%	1.2%	1.2%	27,408	30,788	28,955	86	106	74
Degree			46.3%		41.5%		7.0%	7.1%	7.8%	2.0%	2.1%	2.2%	1.4%	1.5%	1.4%	130,165	133,694	122,996	383	369	343
Master's Degree Doctoral/ Professional	49.6%	48.5%	46.5%	39.5%	40.2%	41.5%	7.2%	7.4%	7.8%	2.2%	2.3%	2.6%	1.5%	1.5%	1.6%	100,269	96,641	86,141	259	265	252
Degree	54.7%	53.8%	52.5%	36.7%	37.2%	38.1%	5.6%	5.9%	6.1%	1.7%	1.8%	2.0%	1.3%	1.2%	1.3%	43,538	40,431	36,064	89	101	86
Pay Category																					
Federal Wage																					
System	49.1%		47.9%		42.6%	43.4%	6.1%	6.3%	6.7%	1.2%	1.1%	1.0%	1.2%	1.0%	1.0%	9,429	12,411	12,059	34	32	30
GS 1-6			50.2%		40.1%		6.1%	6.2%	6.7%	1.3%	1.3%	1.3%	1.0%	1.1%	1.1%	18,341	21,518	21,571	64	85	68
GS 7-12	49.3%		47.4%		40.7%		6.7%	6.9%	7.2%	1.8%	1.9%	2.0%	1.5%	1.5%	1.4%	150,849	163,719	155,060	470	528	488
GS 13-15	50.0%		47.8%		39.9%		6.8%	7.1%	7.3%	2.1%	2.2%	2.3%	1.4%	1.4%	1.4%	166,926	159,935	141,652	423	385	391
SES	80.0%	77.5%	75.8%	17.2%	18.7%	20.1%	1.8%	2.4%	2.9%	0.5%	1.0%	0.8%	0.5%	0.4%	0.3%	5,699	5,635	4,802	2	3	4
SL/ST	63.1%		60.1%	30.5%		35.3%	4.2%	2.6%	3.3%	0.9%	0.8%	0.7%	1.3%	0.3%	0.5%	1,548	1,521	1,357	2	2	4
Other	54.4%	52.6%	51.0%	37.8%	38.9%	39.8%	5.2%	5.6%	6.3%	1.4%	1.6%	1.7%	1.1%	1.3%	1.1%	25,462	25,254	22,666	55	69	44

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

(13) The work I do is important.

	Stro	ongly Ag	ree		Agree			ither Agı r Disagr		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
Time in Federal																					
Government					0= 00/	0= 10/	- 40/	- 00/		4 40/	4 40/	4.40/	a =n/	0 =0/	0.40/			0.400			_
< 1 year	57.0%		55.6%		35.0%	37.1%	5.1%	5.2%	5.5%	1.4%	1.1%	1.4%	0.7%	0.5%	0.4%	6,775	5,984	3,126	14	9	5
1-3 years	54.5%	53.5%			38.0%	39.5%	5.7%	6.0%	6.8%	1.5%	1.5%	1.8%	0.9%	0.9%	1.0%	29,591	27,862	32,408	64	57	70
4-5 years	50.9%		45.8%		40.9%	42.6%	6.4%	7.0%	7.7%	1.7%	2.2%	2.4%	1.3%	1.5%	1.5%	29,693	40,556	42,688	77	99	106
6-10 years	49.2%	49.0%			40.6%	40.9%	6.7%	6.8%	7.2%	2.1%	2.0%	2.1%	1.6%	1.6%	1.5%	90,428	86,654	72,330	242	240	199
11-14 years	49.8%	49.4%			40.3%	40.5%	6.5%	6.8%	7.1%	1.8%	1.9%	1.9%	1.6%	1.5%	1.5%	54,060	55,949	50,483	150	171	154
15-20 years	49.4%	49.4%	47.8%	40.3%	40.1%	41.5%	6.8%	7.0%	7.3%	1.9%	1.9%	1.8%	1.6%	1.7%	1.5%	50,902	47,928	39,241	169	157	155
> 20 years	49.9%	49.7%	48.1%	40.7%	40.8%	42.4%	6.5%	6.7%	6.7%	1.6%	1.7%	1.6%	1.2%	1.2%	1.2%	117,600	125,862	119,571	340	368	343
Time with Current Agency																					
< 1 year	54.0%	55.5%	52.4%	37.4%	36.9%	39.0%	6.0%	5.7%	6.4%	1.6%	1.2%	1.4%	1.0%	0.9%	0.8%	12,999	11,755	6,439	30	25	13
1-3 years	52.7%	51.8%			38.7%	40.0%	6.2%	6.5%	7.4%	1.8%	1.8%	2.1%	1.1%	1.2%	1.3%	47.071	43.896	49.140	123	114	123
4-5 years	49.8%	47.9%			41.1%		6.8%	7.2%	7.8%	1.8%	2.3%	2.4%	1.5%	1.6%	1.6%	37,563	49,207	50,976	107	136	133
6-10 years	48.9%	48.8%			40.7%	40.7%	6.6%	6.9%	7.2%	2.1%	1.9%	2.0%	1.6%	1.6%	1.5%	96.586	94,443	79.680	268	276	238
11-20 years	49.9%		48.9%		40.1%	41.1%	6.7%	6.7%	6.8%	1.8%	1.8%	1.8%	1.5%	1.5%	1.4%	97.291	97,440	84.740	274	293	284
> 20 years	101070				41.0%		6.1%	6.5%	6.5%	1.5%	1.6%	1.5%	1.0%	1.0%	1.1%	86,251	92,834	87,671	243	257	231
Leaving	00.070	10.070	10.070	101070	11.070	12.070	G1170	0.070	0.070	11070	1.070	1.070	110 70	1.070	1.170	00,201	02,001	01,011		201	201
No	55.0%	54.4%	52.8%	38.9%	39.2%	40.6%	4.7%	4.8%	5.0%	0.9%	1.0%	1.0%	0.5%	0.6%	0.5%	255,971	259,775	236,887	392	431	391
Yes, to retire		46.1%			42.8%	44.2%	7.4%	7.7%	8.0%	2.2%	1.9%	2.0%	1.5%	1.4%	1.3%	21,872	23,646	22,548	73	64	66
Yes, to other job	43.070	40.170	77.570	43.170	42.070	77.270	7.470	7.770	0.070	2.2 /0	1.570	2.070	1.570	1.470	1.570	21,072	20,040	22,540	,,,	04	00
in Govt	42.3%	41.5%	40.5%	41.9%	42.5%	42.7%	9.7%	9.9%	10.6%	3.4%	3.4%	3.5%	2.7%	2.7%	2.7%	69,370	72,158	66,754	358	361	318
Yes, to other job outside Govt	20.00/	38.0%	36.2%	40.69/	39.9%	44 40/	44 50/	12.2%	10.00/	4.8%	5.5%	5.5%	5.1%	4.4%	4.6%	13,525	15.594	15 211	78	86	113
	38.0%						11.5%									·	-,	15,311			
Yes, other Retiring	39.1%	39.2%	30.1%	42.1%	40.9%	41.6%	11.3%	12.3%	13.1%	3.7%	3.8%	3.6%	3.7%	3.8%	3.6%	17,611	18,881	17,637	150	151	144
	45.00/	45.00/	45.00/	40 50/	40.00/	40.00/	7.00/	0.00/	0.40/	0.40/	0.00/	0.00/	4.00/	0.00/	0.00/	40.000	44.575	40.040	50	47	40
Within 1 year	45.6%	45.2%	45.0%		42.0%	43.0%	7.9%	8.3%	8.1%	2.1%	2.6%	2.0%	1.9%	2.0%	2.0%	13,326	14,575	13,646	56	47	49
Between 1-3 years	48.2%	47.6%			42.2%	43.2%	6.8%	7.2%	7.3%	1.8%	1.8%	2.0%	1.2%	1.2%	1.2%	37,305	39,172	35,595	129	132	120
Between 3-5 years	50.4%	50.1%	48.3%	40.3%	40.3%	42.3%	6.3%	6.8%	6.6%	1.6%	1.7%	1.6%	1.4%	1.1%	1.2%	41,467	42,680	38,889	122	117	101
5 or more years	50.9%	50.3%	48.8%	39.6%	39.9%	41.0%	6.4%	6.5%	7.0%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	283,627	290,526	267,583	718	783	735

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

(13) The work I do is important.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagr			Disagre	9	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
Self-Identify as:																					
Heterosexual	51.5%	51.0%	49.4%	39.7%	39.9%	41.0%	6.0%	6.2%	6.6%	1.6%	1.7%	1.8%	1.2%	1.2%	1.2%	302,310	313,105	289,495	702	736	707
LGBT*	52.8%	51.4%	49.9%	37.2%	37.2%	38.7%	6.0%	6.9%	7.0%	2.0%	2.7%	2.3%	2.0%	1.8%	2.2%	11,152	10,881	9,639	38	36	26
Prefer not to say	44.3%	43.7%	42.3%	41.9%	42.3%	43.5%	9.0%	9.3%	9.5%	2.6%	2.4%	2.6%	2.3%	2.3%	2.0%	46,165	47,248	42,889	227	239	200
Military Service																					
No Prior Military Service Currently in Guard/Reserves		49.4%					6.5%	6.7%	7.0%	1.8%	1.8%	1.9%	1.3%	1.3%	1.3%	273,708	,	253,748	694	722	680
		47.5%			41.4%		6.0%	7.4%	7.1%	2.3%	1.9%	2.3%	1.8%	1.8%	1.8%	6,071	6,917	6,438	19	21	21
Retired Separated/ Discharged		53.0% 49.9%			38.9%		5.4% 7.2%	5.8% 7.2%	5.9% 7.9%	1.3% 2.1%	1.4% 2.2%	1.4% 2.0%	1.1%	0.9%	0.9%	39,036 54,847	42,637 58,599	40,879 54,097	89 218	89 236	95 201
Disability						101011	11276						111 /6			- 1,5		,			
Yes	52.9%	52.5%	51.0%	37.1%	37.1%	38.3%	6.5%	6.7%	7.1%	1.8%	1.9%	1.8%	1.8%	1.7%	1.7%	50,700	52,510	47,886	193	207	204
No	50.0%	49.4%	47.9%	40.6%	40.8%	41.9%	6.4%	6.7%	7.0%	1.8%	1.8%	1.9%	1.3%	1.3%	1.3%	324,089	333,961	308,195	831	862	804

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly A	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
Work Location																					
Headquarters	24.5%	24.1%	22.9%	41.9%	42.7%	43.1%	13.6%	13.6%	14.1%	12.4%	12.1%	12.4%	7.6%	7.5%	7.5%	154,763	155,564	142,226	607	601	539
Field	22.5%	21.9%	21.6%	42.9%	43.3%	44.0%	14.1%	14.4%	14.4%	12.4%	12.4%	12.4%	8.0%	8.0%	7.7%	228,149	238,800	221,040	1,045	1,111	1,043
Supervisory Status																					
Non-Supervisor	22.1%	21.6%	21.0%	42.4%	43.0%	43.5%	14.3%	14.6%	14.8%	12.7%	12.6%	12.6%	8.4%	8.3%	8.1%	251,346	259,347	239,646	1,298	1,353	1,264
Team Leader	21.5%	21.1%	20.7%	41.6%	41.8%	42.5%	14.6%	14.8%	14.7%	13.8%	13.7%	13.8%	8.6%	8.5%	8.4%	49,195	53,065	49,362	189	191	180
Supervisor	25.4%	25.6%	24.4%	44.7%	45.6%	45.8%	13.1%	12.5%	13.1%	10.9%	10.6%	11.0%	5.9%	5.7%	5.7%	52,054	52,290	48,500	115	123	107
Manager	31.9%	31.5%	30.3%	43.5%	43.5%	44.9%	10.5%	10.3%	10.4%	9.4%	9.8%	9.7%	4.7%	4.9%	4.7%	24,616	24,285	21,555	39	43	31
Senior Leader	42.5%	38.9%	38.9%	35.5%	39.3%	40.5%	9.6%	9.6%	9.1%	7.3%	8.1%	7.5%	5.1%	4.1%	4.0%	8,082	8,022	7,024	13	16	15
Sex																					
Male	24.3%	23.6%	22.9%	43.4%	44.1%	44.8%	14.0%	14.3%	14.5%	11.1%	10.9%	11.0%	7.2%	7.0%	6.9%	195,638	204,140	187,910	767	824	744
Female	22.0%	21.7%	21.1%	41.3%	41.8%	42.2%	13.9%	13.7%	14.0%	14.2%	14.0%	14.2%	8.6%	8.7%	8.5%	184,001	187,631	173,971	852	849	822
Hispanic or Latino																					
Yes	26.5%	25.9%	25.1%	39.2%	40.2%	40.8%	13.8%	14.1%	14.1%	11.5%	10.9%	11.4%	9.0%	8.9%	8.7%	33,354	33,694	30,600	168	190	160
No	23.0%	22.5%	21.8%	42.9%	43.5%	44.0%	13.9%	14.0%	14.3%	12.5%	12.4%	12.5%	7.7%	7.6%	7.4%	342,435	354,286	327,534	1,417	1,457	1,378
Race																					
American Indian/ Alaska Native	21.3%	22.1%	21.2%	41.1%	42.1%	42.9%	16.1%	14.1%	14.9%	12.1%	12.9%	11.9%	9.5%	8.9%	9.1%	7,752	8,292	7,490	42	42	45
Asian Black/African	25.9%	26.1%	24.9%	43.3%	45.1%	46.1%	14.6%	13.9%	13.9%	10.1%	9.1%	9.2%	6.1%	5.7%	5.9%	19,425	18,598	17,006	69	62	56
American Native Hawaiian/	28.1%	27.5%	26.6%	44.0%	43.6%	45.2%	11.8%	12.7%	12.2%	9.6%	9.7%	9.6%	6.6%	6.5%	6.3%	57,658	59,843	55,736	237	265	245
Pacific Islander	27.3%	25.4%	24.1%	40.0%	42.4%	40.8%	13.8%	14.5%	16.7%	10.4%	9.8%	10.3%	8.4%	7.9%	8.2%	2,199	2,455	2,322	7	18	9
White	22.3%	21.7%	21.1%	42.5%	43.2%	43.6%	14.2%	14.2%	14.5%	13.1%	13.0%	13.2%	7.9%	8.0%	7.7%	262,780	272,464	251,855	1,089	1,094	1,056
Two or more races (Not Hispanic/ Latino)	21.5%	21.4%	20.0%	39.7%	39.2%	39.5%	14.8%	15.2%	16.2%	14.1%	14.3%	14.4%	10.0%	9.9%	9.9%	14,287	14,361	12,979	72	91	64

SOURCE: Federal Employee Viewpoint Survey

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(14) Physical conditions allow employees to perform their jobs well.

Age Group 25 and under 27.4%	21.8% 22.7%	23.4%	41.0%	2015 43.1% 40.4%		2016 14.0%	2015 14.1%	2014 14.3%	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Age Group 25 and under 27.4%	26.1% 21.8% 22.7%	23.4%	41.0%			14.0%	14.1%	14.3%	12 40/											
25 and under 27.4 %	21.8% 22.7%	20.7%		40.4%	42.20/				12.470	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
	21.8% 22.7%	20.7%		40.4%	42 20/															
26-29 23.6 %	22.7%		39.8%		42.2%	13.1%	14.2%	14.0%	11.1%	12.0%	12.1%	7.4%	7.3%	8.4%	2,834	2,756	2,791	11	12	10
		22.00/	00.070	40.4%	42.2%	14.4%	14.7%	14.6%	13.3%	13.8%	13.4%	8.9%	9.2%	9.2%	11,418	12,686	12,904	40	50	50
30-39 22.8%		22.0%	41.2%	41.7%	42.1%	14.0%	13.8%	14.3%	13.2%	12.9%	12.8%	8.7%	8.8%	8.7%	75,804	74,512	67,180	274	274	255
40-49 23.5%	23.5%	22.6%	42.8%	43.1%	44.1%	13.6%	13.7%	13.8%	12.1%	11.9%	12.1%	8.1%	7.8%	7.3%	105,390	110,241	104,217	426	450	412
50-59 23.4%	22.4%	21.7%	43.0%	43.9%	44.1%	13.9%	14.1%	14.3%	12.2%	12.2%	12.5%	7.5%	7.3%	7.3%	144,850	151,441	141,364	652	673	660
60+ 22.0%	21.5%	21.3%	43.7%	44.2%	44.4%	14.9%	15.1%	15.4%	12.3%	12.0%	12.2%	7.1%	7.1%	6.9%	62,166	64,367	58,100	367	374	341
Level of Education																				
Less than High School H.S. Diploma/	28.6%	25.5%	44.8%	39.5%	45.0%	14.4%	17.8%	14.3%	9.2%	6.1%	7.6%	7.5%	8.0%	7.7%	353	399	385	9	7	9
GED or equiv Trade/Technical 22.9%	22.9%	22.9%	44.3%	43.7%	44.6%	14.9%	15.3%	14.8%	10.7%	10.9%	10.9%	7.2%	7.2%	6.7%	16,211	19,236	18,966	64	108	90
Certificate 22.6% Some College	20.9%					14.9%				11.0%	11.1%	7.8%	8.7%	8.1%	8,160	9,513	8,964	40	53	42
Associate's	22.6%					14.7%					12.3%	8.5%	8.2%	7.8%	52,541	59,867	57,644	227	302	288
Bachelor's	22.0%					14.3%					12.3%	8.5%	8.4%	8.3%	27,682	31,205	29,353	143	147	141
	22.6%			43.8%			13.5%			12.5%		7.7%	7.6%	7.5%	131,551	135,086	124,481	595	564	532
Master's Degree Doctoral/ Professional	23.4%	22.6%	42.2%	43.1%	43.6%	13.0%	13.5%	13.3%	12.8%	12.4%	12.9%	7.6%	7.5%	7.5%	101,305	97,727	87,225	366	381	332
Degree 24.4 %	24.0%	23.4%	41.9%	42.2%	42.6%	13.4%	13.4%	13.6%	13.0%	13.1%	13.2%	7.3%	7.3%	7.2%	43,918	40,832	36,490	177	127	134
Pay Category																				
Federal Wage	20.00/	40.40/	42.00/	44.00/	44.00/	40.40/	40.00/	40.50/	40.00/	40.00/	40.40/	0.20/	7.50/	7 40/	0.540	10.000	40.007	20	47	50
System 19.9%			43.0%		44.9%		16.8%	16.5%	12.8%	10.9%	12.1%	8.3%	7.5%	7.4%	9,546	12,602	12,237	30	47	50
	23.3%			40.4%			15.0%				12.4%	9.2%	9.2%	8.3%	18,544	21,759	21,853	131	173	170
GS 7-12 22.4% GS 13-15 25.8%		21.1%		43.2%			14.5%			12.5%	12.6%	8.0%	8.0%	7.8%	152,547	•	157,075	683	795 560	757 506
		24.4%		44.4%	44.7%		12.6%	12.9%		11.5%	11.5%	6.5%	6.5%	6.4%	168,748	161,675	143,526	664	560	506
2		42.9%		37.2%		8.4%	8.4%	9.0%	6.7%	7.9%	6.9%	3.0%	3.2%	2.9%	5,753	5,693	4,879	3	6	5
20.070	25.5% 19.3%	25.1%		39.5%	40.8%		15.0%	13.1%		13.7%	13.6%	6.3% 10.7%	6.3% 10.4%	7.4% 10.3%	1,565 25,708	1,525 25,505	1,380 22,938	5 125	10 106	3 92

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

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree	9	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
Time in Federal																					
Government																					
< 1 year		32.1%			41.3%	44.2%		12.3%		10.9%	9.9%	10.7%	4.9%	4.4%	5.0%	6,828	6,025	3,146	22	15	12
1-3 years	26.7%		24.6%		41.0%	43.1%		14.2%			12.3%	12.2%	7.0%	7.0%	6.7%	29,821	28,156	32,758	96	98	94
4-5 years					42.3%	42.8%		14.0%		13.3%		12.6%	8.2%	7.9%	7.9%	29,948	40,934	43,159	134	163	166
6-10 years		21.8%			42.5%	42.4%		14.0%			13.1%	12.9%	8.5%	8.8%	8.7%	91,408	87,435	73,119	367	356	306
11-14 years	21.8%	21.4%	21.2%	42.0%	42.9%	42.9%	14.6%	14.2%	14.8%	12.9%	12.7%	12.9%	8.8%	8.8%	8.2%	54,605	56,490	51,117	256	259	251
15-20 years	22.4%	22.1%	21.6%	42.4%	43.4%	44.4%	14.2%	14.3%	14.4%	12.6%	12.1%	12.0%	8.4%	8.1%	7.6%	51,534	48,528	39,794	229	227	207
> 20 years	23.4%	22.9%	21.9%	44.3%	44.8%	45.2%	13.8%	14.2%	14.2%	11.5%	11.4%	12.0%	6.9%	6.8%	6.7%	119,048	127,621	121,484	548	584	550
Time with Current Agency																					
< 1 year	29 9%	31.0%	27.4%	41 3%	41.3%	43.9%	12.4%	12.4%	12 3%	10.8%	9.8%	10.7%	5.6%	5.4%	5.8%	13,118	11,862	6,485	53	33	27
1-3 years		25.2%			41.5%	42.9%		13.9%			12.2%	12.0%	7.2%	7.3%	7.1%	47,527	44,411	49,716	143	155	155
4-5 years	22.9%				42.5%	43.2%		14.2%			12.7%	12.9%	8.5%	8.1%	8.0%	37,938	49,704	51,582	179	215	210
6-10 years		21.7%			42.6%	42.6%		14.0%			12.9%	12.8%	8.6%	8.8%	8.7%	97,658	95,358	80,619	404	413	380
11-20 years		21.5%		42.5%	43.4%	44.0%	14.6%			12.5%		12.5%	8.5%	8.2%	7.7%	98,259	98.528	85,965	469	444	414
> 20 years	23.3%	22.4%	21.8%	44.5%	45.2%	45.3%		14.2%	14.2%		11.5%	12.1%	6.6%	6.6%	6.6%	87,385	94,095	88,987	389	430	389
Leaving																					
No	26.4%	25.8%	25.0%	43.9%	44.4%	45.0%	13.1%	13.3%	13.4%	11.1%	11.0%	11.1%	5.5%	5.5%	5.5%	258,529	262,527	239,679	897	900	820
Yes, to retire Yes, to other job	19.7%	20.1%	18.5%	44.6%	44.5%	45.4%	15.4%	15.4%	15.9%	12.7%	12.4%	12.9%	7.6%	7.7%	7.3%	22,176	23,984	22,921	111	115	133
in Govt Yes, to other job	18.4%	17.6%	17.7%	40.1%	41.3%	41.4%	15.0%	14.9%	15.5%	14.8%	14.4%	14.5%	11.7%	11.7%	10.9%	70,259	73,058	67,807	378	392	369
outside Govt	14.2%	13.8%	13.9%	36.7%	36.7%	38.4%	15.8%	15.8%	15.5%	16.8%	17.5%	16.8%	16.4%	16.2%	15.5%	13,672	15,714	15,538	98	118	92
Yes, other	14.0%	14.1%	13.6%	36.8%	36.8%	38.1%	17.5%	17.5%	17.6%	16.3%	16.4%	16.2%	15.5%	15.1%	14.4%	17,837	19,125	17,904	154	181	164
Retiring																					
Within 1 year	19.6%	20.2%	19.0%	44.1%	43.9%	45.1%	15.3%	15.4%	15.5%	12.6%	12.2%	12.8%	8.3%	8.3%	7.7%	13,478	14,781	13,895	89	83	81
Between 1-3 years	20.9%	20.5%	19.7%	44.7%	44.6%	45.3%	14.4%	14.9%	15.5%	12.7%	12.3%	12.4%	7.3%	7.6%	7.1%	37,847	39,761	36,151	186	192	204
Between 3-5 years	21.9%	21.5%	20.7%	43.4%	44.1%	44.5%	14.8%	14.7%	14.8%	12.4%	12.5%	12.7%	7.5%	7.2%	7.3%	41,964	43,242	39,514	218	214	174
5 or more years	23.9%	23.3%	22.7%	42.1%	42.8%	43.3%	13.7%	13.8%	14.0%	12.4%	12.3%	12.3%	7.9%	7.8%	7.7%	286,516	293,494	270,821	1,130	1,191	1,092

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

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagr		-	Disagree	9	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
Self-Identify as:																					
Heterosexual	24.4%	23.6%	23.0%	43.0%	43.7%	44.2%	13.5%	13.7%	13.8%	11.9%	11.9%	12.0%	7.2%	7.1%	7.0%	305,588	316,596	293,221	1,178	1,187	1,125
LGBT*	21.8%	22.9%	20.9%	39.6%	39.4%	38.0%	13.1%	12.9%	14.9%	15.0%	13.9%	15.2%	10.6%	10.9%	11.1%	11,275	10,998	9,757	52	64	47
Prefer not to say	17.2%	17.8%	17.0%	40.1%	39.9%	41.0%	16.3%	16.5%	17.1%	15.3%	14.6%	14.6%	11.0%	11.3%	10.2%	46,715	47,809	43,522	299	335	302
Military Service																					
No Prior Military Service Currently in			21.7%			43.2%			14.2%					8.2%	7.9%	276,582	,	256,837	1,181	1,205	1,103
Guard/Reserves	26.4%	25.1%	24.2%			45.0%			14.1%			10.4%		7.1%	6.3%	6,140	6,983	6,509	16	15	21
Retired Separated/			24.2%			45.5%			13.2%		10.7%			5.8%	6.0%	39,509	43,208	41,545	148	142	150
Discharged	23.2%	22.7%	21.6%	42.2%	42.6%	43.6%	14.3%	15.0%	15.2%	11.8%	11.8%	12.0%	8.5%	7.8%	7.6%	55,521	59,333	54,921	255	298	274
Disability																					
Yes	23.3%	22.5%	21.7%	39.5%	40.3%	40.5%	14.5%	14.9%	15.2%	12.8%				9.5%	9.3%	51,338	53,157	48,739	334	364	318
No	23.3%	22.9%	22.2%	43.2%	43.6%	44.3%	13.8%	13.9%	14.1%	12.3%	12.2%	12.2%	7.4%	7.4%	7.2%	327,560	337,648	312,036	1,270	1,301	1,235

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
Work Location																					
Headquarters	29.5%	28.6%	27.1%	42.4%	43.0%	43.4%	13.7%	13.7%	14.1%	7.8%	8.1%	8.5%	6.7%	6.6%	7.0%	152,594	153,418	140,732	2,753	2,628	1,921
Field	25.8%	25.0%	23.7%	42.8%	43.0%	43.3%	14.3%	14.6%	15.2%	8.9%	9.2%	9.5%	8.3%	8.2%	8.3%	226,405	236,839	219,435	2,876	2,929	2,476
Supervisory Status																					
Non-Supervisor	25.4%	24.6%	23.4%	42.7%	43.0%	43.4%	14.8%	14.9%	15.4%	8.9%	9.3%	9.5%	8.3%	8.2%	8.4%	248,400	256,429	237,550	4,225	4,086	3,161
Team Leader	28.5%	27.8%	26.9%	42.7%	43.3%	43.6%	13.5%	13.4%	13.5%	8.2%	8.3%	8.6%	7.2%	7.2%	7.3%	48,873	52,628	49,030	568	596	487
Supervisor	29.4%	28.6%	26.7%	43.8%	44.2%	44.2%	12.9%	13.4%	14.2%	7.8%	7.8%	8.5%	6.0%	6.0%	6.4%	51,613	51,863	48,093	550	547	479
Manager	35.4%	34.1%	32.0%	41.4%	41.3%	42.7%	11.3%	11.9%	12.5%	6.7%	7.1%	7.3%	5.2%	5.5%	5.4%	24,449	24,060	21,359	231	244	204
Senior Leader	45.0%	42.4%	39.5%	34.5%	35.6%	36.9%	9.7%	11.0%	11.0%	5.3%	6.1%	7.0%	5.5%	5.0%	5.6%	7,989	7,928	6,955	100	106	89
Sex																					
Male	26.8%	25.9%	24.6%	42.7%	43.2%	43.7%	14.6%	14.8%	15.2%	8.0%	8.4%	8.6%	7.9%	7.7%	7.8%	193,684	202,087	186,240	2,724	2,775	2,229
Female	27.8%	27.0%	25.6%	42.6%	42.8%	43.0%	13.3%	13.4%	14.1%	9.0%	9.3%	9.6%	7.3%	7.5%	7.7%	182,048	185,645	172,572	2,834	2,720	2,125
Hispanic or Latino																					
Yes	27.8%	27.3%	26.2%	40.0%	40.1%	40.1%	14.2%	14.5%	15.1%	8.6%	9.1%	9.1%	9.4%	9.1%	9.6%	32,998	33,394	30,309	468	480	401
No	27.2%	26.3%	24.9%	43.0%	43.4%	43.8%	14.0%	14.1%	14.7%	8.4%	8.8%	9.1%	7.4%	7.4%	7.5%	338,930	350,554	324,780	5,010	4,973	3,915
Race																					
American Indian/																					
Alaska Native		23.6%				40.6%			16.9%	9.6%	10.3%	9.9%	10.9%	10.8%	11.1%	7,674	8,203	7,437	131	114	104
Asian Black/African	27.7%	27.3%	26.0%	44.8%	46.2%	45.7%	15.2%	14.5%	15.2%	6.6%	6.4%	7.1%	5.8%	5.6%	6.0%	19,276	18,393	16,854	255	252	200
American	28.7%	27.9%	26.5%	39.4%	40.2%	40.9%	13.5%	13.2%	13.9%	9.0%	9.2%	9.5%	9.4%	9.5%	9.1%	57,022	59,149	55,230	883	891	672
Native Hawaiian/																·					
Pacific Islander	28.0%	26.5%	24.7%			41.6%		15.9%		7.9%	8.2%	8.2%	8.0%	8.5%	8.8%	2,184	2,442	2,303	25	34	25
White	27.5%	26.5%	25.1%	43.6%	43.9%	44.3%	13.7%	14.1%	14.5%	8.3%	8.6%	9.0%	7.0%	6.8%	7.1%	260,206	269,823	249,784	3,681	3,627	2,966
Two or more races (Not Hispanic/																					
Latino)	23.3%	23.4%	22.3%	40.0%	39.9%	40.2%	15.7%	16.0%	16.9%	10.2%	10.1%	9.9%	10.9%	10.5%	10.7%	14,054	14,144	12,826	300	286	204

SOURCE: Federal Employee Viewpoint Survey

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(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
Age Group																					
25 and under	28.9%	28.4%	27.7%	45.4%	44.3%	43.9%	14.1%	13.6%	15.2%	5.2%	7.1%	7.8%	6.5%	6.5%	5.3%	2,729	2,688	2,728	105	83	71
26-29	29.3%	27.1%	25.8%	42.7%	43.6%	46.0%	13.1%	13.2%	12.9%	7.4%	8.2%	7.4%	7.5%	8.0%	7.9%	11,186	12,439	12,714	287	304	231
30-39	27.1%	26.6%	25.4%	42.8%	43.0%	43.3%	13.9%	14.2%	14.4%	8.3%	8.6%	8.9%	8.0%	7.6%	8.0%	74,543	73,256	66,401	1,553	1,484	1,001
40-49	27.3%	26.5%	25.3%	42.6%	42.8%	43.6%	13.8%	14.1%	14.4%	8.4%	8.8%	9.0%	7.9%	7.8%	7.8%	104,329	109,057	103,279	1,476	1,560	1,250
50-59	26.7%	25.8%	24.3%	42.8%	43.1%	43.2%	14.4%	14.5%	15.4%	8.7%	9.1%	9.4%	7.5%	7.6%	7.7%	143,610	150,143	140,277	1,866	1,816	1,589
60+	25.9%	24.7%	23.6%	41.9%	43.3%	43.0%	15.7%	15.5%	16.3%	9.3%	9.2%	9.7%	7.3%	7.3%	7.5%	61,896	63,990	57,784	688	714	647
Level of Education																					
Less than High School H.S. Diploma/	30.3%	25.6%	26.3%	42.0%	44.1%	43.4%	16.0%	15.6%	17.6%	5.1%	6.9%	6.0%	6.6%	7.8%	6.6%	349	401	384	12	6	9
GED or equiv Trade/Technical	27.7%	27.1%	26.0%	42.9%	43.0%	43.4%	13.5%	13.7%	14.8%	8.4%	8.6%	8.2%	7.6%	7.6%	7.5%	16,131	19,113	18,887	139	199	156
Some College		24.9%				40.6%		15.6%		9.0%	9.3%	10.5%	8.9%	8.7%	9.2%	8,105	9,443	8,909	81	101	91
Associate's			25.3%				14.1%			9.0%	9.3%	9.7%	9.3%	9.3%	9.2%	52,148	59,411	57,262	621	711	613
Bachelor's	26.8% 26.2%	26.2%	24.4%			42.3% 44.9%		14.6% 14.1%		9.2% 8.5%	9.3% 8.7%	9.1%	9.4% 7.2%	8.6% 7.3%	8.9% 7.3%	27,404 130,439	30,911	29,086 123,549	1.734	395 1.704	357 1.356
		27.6%				44.3%		13.7%		7.9%	8.3%	8.8%	6.7%	6.7%	7.0%	99,972	96,404	86,347	1,730	1,644	1,191
Doctoral/ Professional	20.776	21.070	23.1 /0	43.376	43.7 /0	44.570	13.470	13.7 /0	14.570	7.576	0.570	0.070	0.776	0.770	7.070	33,312	30,404	00,547	1,730	1,044	1,191
Degree 2	29.1%	27.7%	26.3%	42.4%	43.0%	43.5%	14.0%	14.6%	14.6%	8.0%	8.5%	8.9%	6.5%	6.2%	6.7%	43,247	40,185	35,990	860	770	608
Pay Category																					
Federal Wage System	23.3%	23.3%	22.1%	39.7%	41.2%	41.2%	15.2%	14.9%	15.6%	10.0%	10.4%	10.3%	11.8%	10.2%	10.8%	9,417	12 446	12,091	157	171	176
•	23.3 <i>%</i> 26.9%	26.5%					14.4%	14.8%		9.1%	9.7%	9.9%	9.4%	9.3%	9.7%	18,214	12,446 21,449	21,670	448	446	335
	26.5% 26.7%				43.4%									9.5% 7.5%			,	· ·			
		26.0%	24.5%		45.0%	43.9% 45.2%	14.3% 13.0%	14.3% 13.3%	14.9%	8.4% 7.3%	8.7% 7.5%	9.1% 7.9%	7.4% 5.5%	7.5% 5.6%	7.6%	150,903	163,900	155,804	2,304 2.073	2,393 1.940	1,859
	30.0%							9.5%	13.8%						5.8%	167,426	160,290	142,471	,	,	1,501
	47.2%		41.8%	33.9%		36.5%	9.2%		10.1%	5.7%	6.2%	6.8%	3.9%	4.7%	4.9%	5,719 4 550	5,639	4,831	43	66	55 27
011	31.6%		26.1%	39.2%		43.4%		12.8%	13.8% 16.8%	7.4%	6.8%	10.0%	6.5% 13.4%	7.1%	6.7% 11.5%	1,550 25,253	1,497 25,057	1,360 22,594	20 569	34 509	27 424

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

(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	jree		Agree			ther Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
Time in Federal																					
Government		00.00/	00.404	40.00/	10.00/	10 101	40.00/	10.10/	00.00/				/	0.00/	0.00/			0 =00			0=1
< 1 year		30.0%	28.4%		42.8%	43.4%	18.6%	19.4%		3.9%	4.8%	4.1%	2.8%	3.0%	3.9%	6,093	5,378	2,780	755	656	371
1-3 years	30.9%	29.6%	28.8%		42.9%	43.9%	13.2%	13.5%		7.2%	7.9%	7.5%	5.8%	6.1%	6.0%	29,223	27,670	32,295	683	576	539
4-5 years	28.8%		26.3%		43.7%	44.2%	13.9%	13.2%		8.3%	8.3%	8.7%	7.0%	6.9%	6.8%	29,574	40,440	42,739	515	602	542
6-10 years	26.7%	26.3%			42.7%	42.8%		13.9%		8.7%	9.1%	9.5%	8.0%	8.0%	8.5%	90,499	86,502	72,500	1,295	1,251	849
11-14 years	25.2%	24.3%			42.4%	42.8%	14.4%	14.6%		9.2%	9.6%	9.9%	9.4%	9.0%	9.1%	54,191	56,031	50,790	680	698	539
15-20 years	25.6%	24.6%	23.6%	42.1%	42.7%	43.1%	14.5%	15.2%	15.1%	9.0%	9.3%	9.7%	8.8%	8.2%	8.5%	51,151	48,117	39,536	588	590	453
> 20 years	26.9%	26.0%	24.3%	43.2%	43.6%	43.7%	14.3%	14.3%	15.2%	8.4%	8.7%	9.2%	7.1%	7.4%	7.6%	118,512	126,972	120,857	1,124	1,173	1,106
Time with Current Agency																					
< 1 year	30.6%	29.8%	27.0%	41.2%	41.5%	43.1%	20.1%	20.1%	21.3%	4.4%	5.0%	4.5%	3.6%	3.7%	4.0%	11,520	10,498	5,705	1,633	1,387	795
1-3 years	30.5%	29.3%	28.2%	42.1%	42.5%	43.2%	13.4%	13.5%	14.0%	7.5%	8.3%	7.9%	6.4%	6.4%	6.6%	46,834	43,771	49,126	858	765	709
4-5 years	27.9%	27.4%	25.5%	42.4%	43.4%	44.0%	13.3%	13.4%	14.1%	8.6%	8.4%	8.9%	7.8%	7.4%	7.5%	37,658	49,261	51,195	447	581	557
6-10 years	26.2%	25.9%	24.6%	42.9%	42.8%	42.4%	13.7%	13.7%	14.6%	8.9%	9.2%	9.7%	8.4%	8.4%	8.7%	97,050	94,668	80,110	1,035	1,077	787
11-20 years	25.1%	24.3%	23.1%	42.1%	42.6%	43.0%	14.5%	14.8%	15.2%	9.2%	9.6%	9.8%	9.0%	8.8%	8.9%	97,782	97,936	85,512	957	960	834
> 20 years	27.4%	26.0%	24.4%	43.8%	44.2%	44.5%	13.8%	14.3%	15.0%	8.4%	8.6%	9.1%	6.5%	6.8%	7.0%	87,117	93,749	88,626	678	760	710
Leaving																					
No	31.4%	30.4%	29.0%	45.1%	45.2%	45.6%	12.4%	12.8%	13.3%	6.8%	7.0%	7.3%	4.4%	4.6%	4.8%	256,171	260,154	238,030	3,281	3,085	2,335
Yes, to retire	24.2%	23.0%	21.1%	42.3%	44.4%	44.2%	15.9%	15.5%	16.7%	9.4%	9.4%	10.2%	8.2%	7.6%	7.8%	22,145	23,838	22,833	183	239	219
Yes, to other job																					
in Govt Yes, to other job	19.8%	19.4%	18.4%	38.3%	38.9%	39.0%	16.6%	16.6%	16.8%	11.6%	12.2%	12.5%	13.6%	12.9%	13.3%	69,229	71,961	66,925	1,391	1,442	1,173
outside Govt	15.5%	15.0%	14.6%	35.9%	36.6%	37.7%	17.5%	17.8%	17.2%	13.5%	13.9%	14.1%	17.5%	16.7%	16.3%	13,490	15,531	15,316	287	321	285
Yes, other	14.9%	14.7%	14.0%	34.5%	35.5%	35.9%	20.1%	18.4%	20.3%	12.9%	13.9%	13.0%	17.6%	17.4%	16.8%	17,500	18,824	17,679	482	479	368
Retiring																					
Within 1 year	24.0%	22.6%	21.3%	41.6%	43.7%	42.9%	16.0%	15.4%	15.8%	9.3%	9.6%	10.6%	9.1%	8.7%	9.3%	13,452	14,679	13,824	132	162	148
Between 1-3 years	25.1%	23.9%	22.2%	42.8%	43.6%	44.1%	15.5%	15.5%	16.4%	9.5%	9.5%	9.7%	7.2%	7.6%	7.6%	37,673	39,572	35,994	374	369	352
Between 3-5 years	25.6%	24.4%	23.5%	43.5%	43.3%	43.1%	14.6%		15.7%	8.8%	9.4%	10.0%	7.6%	7.6%	7.6%	41,753	43,003	39,243	466	460	408
5 or more years	27.8%	27.1%	25.8%	42.6%	43.0%	43.4%	13.7%	13.8%		8.2%	8.6%	8.8%	7.6%	7.5%	7.7%	283,055	290,012	268,270	4,584	4,466	3,415

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

(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
Self-Identify as:																					
Heterosexual	28.3%	27.3%	25.9%	43.0%	43.3%	43.7%	13.5%	13.7%	14.1%	8.1%	8.5%	8.9%	7.1%	7.2%	7.4%	302,612	313,454	290,791	4,212	4,174	3,329
LGBT*	28.3%	28.2%	26.2%	40.5%	40.1%	40.9%	13.3%	13.0%	14.1%	8.8%	9.8%	9.4%	9.1%	8.8%	9.4%	11,099	10,823	9,665	220	225	137
Prefer not to say	20.3%	19.9%	19.3%	40.5%	41.8%	41.9%	17.9%	17.6%	18.5%	10.4%	10.4%	10.2%	10.9%	10.2%	10.2%	46,158	47,269	43,150	839	819	653
Military Service																					
No Prior Military Service Currently in	26.5%	25.8%	24.6%	43.4%	43.7%	44.0%	13.8%	14.0%	14.4%	8.7%	9.0%	9.3%	7.5%	7.5%	7.7%	274,057	277,560	254,925	3,766	3,622	2,878
Guard/Reserves	29.6%	27.6%	26.4%	41.6%	42.5%	43.2%	12.8%	14.7%	15.5%	7.7%	8.0%	7.8%	8.4%	7.3%	7.1%	5,993	6,821	6,384	161	169	145
Retired Separated/					44.0%			13.1%	13.8%	6.3%	6.8%	7.1%	5.5%	5.7%	5.8%	38,973	42,637	41,115	683	647	531
Discharged	25.8%	25.4%	23.5%	40.4%	40.4%	41.2%	15.2%	15.5%	16.2%	9.2%	9.6%	9.7%	9.4%	9.1%	9.5%	54,825	58,574	54,341	920	1,020	767
Disability																					
Yes	27.0%	26.1%	24.8%	38.5%	38.9%	38.9%	15.1%	15.0%	15.7%	9.1%	9.7%	10.1%	10.3%	10.2%	10.5%	50,602	52,463	48,171	1,027	997	817
No	27.3%	26.4%	25.1%	43.5%	43.8%	44.3%	13.8%	14.0%	14.5%	8.3%	8.6%	8.9%	7.1%	7.1%	7.2%	324,390	334,308	309,529	4,512	4,481	3,528

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(16) I am held accountable for achieving results.

	Stro	ongly A	jree		Agree			ither Ag r Disagr			Disagre	e	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
Work Location																					
Headquarters	32.3%	31.4%	30.1%	50.9%	51.7%	52.3%	11.2%	11.4%	11.8%	3.6%	3.5%	3.8%	2.1%	2.0%	2.0%	154,068	154,872	141,676	758	759	609
Field	29.4%	28.5%	27.6%	51.3%	51.8%	52.8%	12.5%	12.6%	12.8%	4.2%	4.3%	4.3%	2.7%	2.8%	2.6%	227,475	238,087	220,444	1,044	1,157	1,013
Supervisory Status																					
Non-Supervisor	27.8%	27.0%	25.8%	52.1%	52.5%	53.5%	13.2%	13.5%	13.6%	4.2%	4.3%	4.4%	2.7%	2.8%	2.6%	250,363	258,322	238,821	1,446	1,517	1,287
Team Leader	30.9%	30.1%	29.7%	50.5%	51.9%	52.0%	11.7%	11.2%	11.8%	4.4%	4.3%	4.2%	2.5%	2.5%	2.3%	49,102	52,939	49,266	169	201	159
Supervisor	35.4%	34.9%	33.7%	51.4%	51.7%	52.6%	8.9%	8.8%	9.2%	2.8%	3.1%	3.0%	1.7%	1.5%	1.6%	51,849	52,144	48,319	134	138	136
Manager	43.7%	42.4%	41.9%	45.8%	46.3%	46.8%	6.9%	7.7%	7.4%	2.4%	2.4%	2.6%	1.2%	1.2%	1.3%	24,533	24,208	21,504	52	50	39
Senior Leader	56.6%	54.0%	51.9%	35.1%	37.4%	38.7%	5.0%	6.2%	6.5%	1.6%	1.3%	1.5%	1.7%	1.1%	1.4%	8,042	7,991	7,009	17	19	18
Sex																					
Male	29.2%	28.3%	27.3%	50.6%	51.2%	52.1%	12.7%	12.9%	13.1%	4.5%	4.6%	4.7%	3.0%	3.0%	2.8%	194,972	203,467	187,274	898	998	824
Female	32.2%	31.3%	30.1%	51.9%	52.6%	53.3%	11.0%	11.1%	11.5%	3.2%	3.2%	3.3%	1.7%	1.9%	1.8%	183,280	186,908	173,460	886	884	789
Hispanic or Latino																					
Yes	33.2%	32.4%	30.7%	47.2%	47.5%	48.8%	12.5%	12.6%	13.3%	3.7%	4.1%	4.0%	3.3%	3.3%	3.3%	33,217	33,566	30,482	159	202	187
No	30.2%	29.3%	28.3%	51.6%	52.3%	53.1%	11.8%	12.1%	12.3%	4.0%	4.0%	4.1%	2.3%	2.4%	2.2%	341,197	353,051	326,511	1,587	1,653	1,404
Race																					
American Indian/ Alaska Native	28.4%	28.0%	27 1%	50.2%	49 2%	51 2%	14 4%	14 6%	14 1%	3.9%	3.5%	4.0%	3.1%	3.9%	3.6%	7,706	8,239	7,440	49	51	51
Asian	33.7%			51.9%				10.0%		2.6%	2.6%	2.6%	1.7%	1.6%	1.6%	19,355	18,494	16,917	90	94	73
Black/African	33.770	32.070	31.470	01.570	33.Z /0	04.070	10.170	10.070	10.270	2.070	2.070	2.070	1.7 70	1.070	1.070	13,555	10,404	10,517	30	54	73
American	34.8%	33.7%	32.5%	50.2%	51.1%	52.0%	10.5%	10.5%	10.7%	2.5%	2.5%	2.6%	2.0%	2.2%	2.2%	57,307	59,568	55,483	291	276	255
Native Hawaiian/ Pacific Islander	34.1%	32 1%	20.8%	49.2%	51 N%	50 7%	10.6%	11.0%	10 7%	2.6%	2.8%	3.8%	3.5%	3.1%	3.0%	2.185	2.445	2.299	9	15	21
White				51.5%				12.4%		4.4%	4.4%	4.5%	2.5%	2.5%	2.3%	,	, -	251,253	1,128	1,221	1,013
Two or more races	29.0 /6	20.070	21.070	31.3%	JZ. 1 /0	JZ.8 /0	14.1/0	14.4/0	14.1 /0	→.→ /0	4.4 /0	4.5/0	2.0/0	2.5/0	2.3/0	202,020	21 1,004	201,200	1,120	1,441	1,013
(Not Hispanic/																					
Latino)	29.4%	29.0%	28.3%	48.6%	49.3%	50.9%	13.8%	13.3%	13.1%	4.6%	5.0%	4.3%	3.6%	3.4%	3.4%	14,206	14,291	12,916	111	114	98

SOURCE: Federal Employee Viewpoint Survey

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(16) I am held accountable for achieving results.

	Stro	ongly Aç	gree		Agree			ither Ag			Disagree	•	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
Age Group																					
25 and under	31.6%	29.3%	28.3%	50.6%	52.9%	52.7%	12.5%	12.3%	11.0%	3.2%	4.0%	5.5%	2.0%	1.5%	2.4%	2,813	2,754	2,780	16	7	9
26-29	28.4%	26.8%	24.9%	49.6%	50.7%	51.8%	12.9%	12.4%	13.3%	5.8%	5.4%	6.2%	3.4%	4.7%	3.8%	11,378	12,647	12,855	49	81	77
30-39	27.9%	26.8%	25.9%	49.6%	50.4%	51.1%	13.3%	13.4%	13.6%	5.7%	5.8%	6.1%	3.5%	3.6%	3.4%	75,453	74,215	66,978	441	391	338
40-49	30.4%	29.6%	28.4%	50.8%	51.2%	52.4%	12.1%	12.4%	12.7%	4.2%	4.1%	4.1%	2.6%	2.7%	2.4%	105,034	109,800	103,881	478	579	504
50-59	31.4%	30.6%	29.7%	52.1%	52.7%	53.5%	11.5%	11.7%	11.9%	3.0%	3.2%	3.1%	1.9%	1.9%	1.8%	144,327	150,914	140,878	670	704	599
60+	31.3%	30.3%	29.7%	53.0%	54.3%	54.5%	11.5%	11.5%	11.7%	2.6%	2.5%	2.5%	1.5%	1.5%	1.6%	61,957	64,124	57,867	294	307	268
Level of Education																					
Less than High School H.S. Diploma/	27.1%	30.8%	27.8%	53.4%	49.7%	51.9%	12.4%	13.1%	12.1%	3.5%	1.7%	4.0%	3.6%	4.7%	4.2%	354	393	381	7	10	5
GED or equiv Trade/Technical	29.2%	28.5%	27.9%	52.4%	53.1%	53.9%	12.9%	13.0%	13.0%	3.4%	3.0%	3.1%	2.1%	2.4%	2.1%	16,104	19,113	18,888	75	139	95
Certificate Some College	27.7%	26.3%	27.2%	51.3%	51.3%	51.3%	14.1%	14.8%	14.7%	3.9%	4.6%	4.1%	3.0%	3.0%	2.8%	8,114	9,482	8,910	43	41	53
(no degree) Associate's		29.7%				51.2%		13.1%		3.7%	3.8%	3.8%	2.9%	2.8%	2.6%	52,339	59,645	57,502	264	290	257
Degree Bachelor's		29.9%				51.5%		12.8%		4.3%	4.1%	4.2%	2.8%	2.8%	2.7%	27,606	31,092	29,259	123	151	134
Degree		28.6%				53.7%		11.9%		4.2%	4.2%	4.4%	2.5%	2.6%	2.4%	131,175	134,711	,	582	602	537
Master's Degree Doctoral/ Professional	32.0%	30.8%	29.1%	50.7%	51.9%	52.9%	11.1%	11.2%	11.7%	3.9%	4.0%	4.1%	2.2%	2.1%	2.2%	100,908	97,385	86,939	454	434	361
Degree	32.9%	31.5%	30.9%	50.8%	51.4%	52.1%	11.0%	11.0%	11.3%	3.6%	4.1%	3.9%	1.7%	2.0%	1.8%	43,727	40,636	36,333	242	229	185
Pay Category																					
Federal Wage																					
System	25.2%		25.7%		50.3%		15.2%		15.1%	6.1%	5.2%	5.1%	4.2%	4.0%	3.4%	9,485	12,548	12,180	56	59	60
GS 1-6		29.1%			50.1%			14.3%		3.5%	3.8%	3.6%	2.8%	2.7%	2.7%	18,430	21,640	21,747	139	176	156
GS 7-12	29.7%		27.5%		52.5%		11.9%	12.2%		3.9%	4.0%	4.1%	2.5%	2.7%	2.4%	151,894	164,966	156,565	799	903	761
GS 13-15	33.1%	31.9%			51.6%		10.6%	10.7%	11.0%	3.7%	3.8%	3.8%	1.9%	1.9%	1.9%	168,335	161,251	143,154	652	609	499
SES	61.9%		56.6%		34.2%		4.9%	4.6%	5.7%	1.3%	1.9%	1.8%	0.7%	0.6%	0.9%	5,728	5,672	4,868	6	7	10
SL/ST	39.2%		36.4%		49.4%		9.8%	11.6%	9.4%	3.8%	3.4%	2.9%	1.5%	1.3%	1.3%	1,553	1,522	1,371	7	9	9
Other	26.6%	26.3%	25.9%	51.8%	52.7%	52.8%	14.3%	13.6%	13.9%	4.5%	4.5%	4.6%	2.8%	3.0%	2.8%	25,581	25,360	22,861	153	154	126

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

(16) I am held accountable for achieving results.

All Responses 30.3% 29.3% 28.3% 51.3% 51.9% 52.8% 12.1% 12.2% 12.5% 3.9% 4.0% 4.0% 2.4% 2.5% 2.4% 402,229 416,218 387,980 1,953 2.05 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree)	Stroi	ngly Dis	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
Time in Federal Government		2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
Section Sect	All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
 1 year 35.2% 34.7% 32.2% 32.7% 31.7% 30.9% 50.2% 50.2%																						
1-3 years 32.7% 31.7% 30.9% 50.2% 50.9% 51.6% 11.4% 11.5% 11.4% 3.7% 3.7% 3.9% 2.0% 2.1% 2.1% 29.678 28.059 32.645 144 15.4																						
4-5 years 30.5% 29.0% 27.4% 50.3% 51.0% 52.1% 12.7% 12.3% 12.8% 4.0% 4.8% 5.0% 2.6% 2.8% 2.6% 29.851 40.820 43.008 154 17.6 6-10 years 29.3% 28.4% 27.5% 50.6% 51.2% 51.5% 12.3% 12.7% 13.0% 4.8% 4.7% 5.0% 2.9% 3.0% 2.9% 91.062 87.148 72.873 442 4.7 11-14 years 28.6% 28.2% 27.2% 50.9% 51.3% 52.9% 12.8% 12.8% 12.8% 13.1% 4.7% 4.4% 4.5% 3.0% 2.9% 3.0% 2.9% 91.062 87.148 72.873 442 4.7 15-20 years 31.6% 30.6% 29.5% 52.5% 53.2% 54.0% 12.8% 12.8% 12.8% 12.8% 12.8% 3.0% 2.9% 3.0% 2.9% 2.8% 2.6% 54.473 56.30 51.027 241 21.02 29.8% 20.9 years 13.3% 31.1% 31.3% 51.1% 51.6% 53.1% 12.7% 11.7% 11.7% 11.7% 11.7% 11.7% 11.8% 11.7% 11.7% 11.8% 11.7% 11.8% 1	•																·	,			97	49
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11-14 years	•																, , , , ,	-,	-,		171	185
15-20 years 29.8% 29.0% 27.8% 50.9% 51.8% 53.0% 12.7% 12.6% 12.9% 3.8% 4.1% 3.9% 2.8% 2.6% 2.4% 51,351 48,367 39,708 233 22 25 years 31.6% 30.6% 29.5% 52.5% 53.2% 54.0% 11.2% 11.4% 11.7% 2.9% 3.0% 2.9% 1.8% 1.8% 1.8% 1.8% 1.8% 127,145 121,063 509 56 509 56 509 56 509 56 509 56 509 56 509 56 509 56 509 56 509 56 509 50 509 50 509 50 509 50 50 509 50 509 50 50 509 50 50 509 50 50 50 509 50 50 50 50 50 50 50 50 50 50 50 50 50	·																·	,			425	362
20 years 31.6% 30.6% 29.5% 53.2% 54.0% 11.2% 11.4% 11.7% 2.9% 3.0% 2.9% 1.8% 1.8% 1.8% 118,648 127,145 121,063 509 51	•	28.6%	28.2%	27.2%	50.9%	51.3%	52.6%	12.8%	12.8%	13.1%	4.7%	4.4%	4.5%	3.0%	3.2%	2.6%	·	56,308	51,027	241	287	210
Time with Current Agency 4 1 year 34.3% 34.1% 31.3% 51.1% 51.6% 53.1% 10.7% 10.8% 11.7% 3.6% 3.7% 4.0% 2.1% 2.3% 2.2% 47,310 44,237 49,541 221 23 45.5 years 29.9% 29.9% 27.1% 50.6% 51.0% 52.4% 12.7% 12.9% 4.9% 4.7% 4.9% 2.7% 2.9% 2.7% 37,835 49,536 51,427 167 22 6.10 years 28.8% 28.2% 27.8% 51.0% 51.5% 51.6% 12.3% 12.7% 12.9% 4.9% 4.7% 4.8% 3.0% 3.1% 2.9% 97,364 95,098 80,364 426 44.120 years 29.2% 28.7% 27.6% 51.1% 51.6% 53.1% 12.8% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,782 430 44.5 years 29.9 years 31.9% 30.3% 32.0% 52.2% 52.9% 53.7% 9.8% 10.0% 10.3% 2.8% 2.7% 2.8% 3.0% 3.0% 1.6% 1.6% 1.7% 87,103 93,778 88,708 356 4.2 years No Yes, to retire Yes, to other job outside Govt Yes, to ther job outside Govt Yes, other 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 19.2% 10.0% 17.1% 6.9% 6.9% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20.2 years Within 1 year 27.2% 26.5% 25.7% 53.2% 53.2% 53.8% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13.821 66 59.5 years 34.9% 32.9% 25.5% 55.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13.821 66 59.5 years 34.0% 32.0	•	29.8%	29.0%	27.8%	50.9%	51.8%	53.0%	12.7%	12.6%	12.9%	3.8%	4.1%	3.9%	2.8%	2.6%	2.4%	51,351	48,367	39,708	233	224	197
Current Agency 4 1 year 34.3% 34.1% 31.3% 51.1% 51.6% 53.1% 10.7% 10.8% 10.8% 10.8% 2.5% 2.2% 3.0% 1.4% 1.3% 1.9% 12,904 11,672 6,388 203 13.1% 1.3 years 33.0% 31.6% 30.5% 49.9% 50.8% 51.5% 11.3% 11.6% 11.7% 3.6% 3.7% 4.0% 2.1% 2.3% 2.2% 47,310 44,237 49,541 221 2.2% 4.5 years 29.9% 29.0% 27.1% 50.6% 51.0% 52.4% 12.7% 12.4% 13.0% 4.0% 4.7% 4.8% 3.0% 3.1% 2.9% 97,364 95,008 80,364 426 48 11-20 years 28.8% 28.2% 27.8% 51.0% 55.1% 51.1% 51.6% 53.1% 12.8% 13.0% 11.5% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,782 430 44 25.29 years 31.9% 30.3% 29.5% 52.9% 53.9% 54.4% 10.8% 11.2% 11.5% 13.6% 3.2% 3.2% 3.2% 1.2% 12.8% 13.0% 10.0% 10.3% 2.8% 2.7% 2.8% 10.6% 1.6% 1.5% 1.2% 12.8% 13.0% 10.0% 10.3% 2.8% 2.7% 2.8% 10.0% 10.0% 10.3% 2.8% 2.7% 2.8% 10.0% 10.0% 10.3% 2.8% 2.8% 10.0% 10.0% 10.3% 10.0% 10.	,	31.6%	30.6%	29.5%	52.5%	53.2%	54.0%	11.2%	11.4%	11.7%	2.9%	3.0%	2.9%	1.8%	1.8%	1.8%	118,648	127,145	121,063	509	588	495
 1 year 34.3% 34.1% 31.3% 51.1% 51.6% 53.1% 10.7% 10.8% 10.8% 2.5% 2.2% 3.0% 1.4% 1.3% 1.9% 12.904 11,672 6,388 203 17.3 years 33.0% 31.6% 30.5% 49.9% 50.8% 51.5% 11.3% 11.6% 11.7% 3.6% 3.7% 4.0% 2.1% 2.3% 2.2% 47,310 44,237 49,541 221 22.4 5.9 years 29.9% 29.0% 27.1% 50.6% 51.0% 52.4% 12.7% 12.4% 13.0% 4.0% 4.7% 4.9% 2.7% 2.9% 2.7% 37,835 49,536 51,427 167 22.6 years 29.9% 28.7% 28.7% 27.6% 51.0% 51.3% 51.6% 12.3% 12.7% 12.9% 4.9% 4.7% 4.8% 3.0% 3.1% 2.9% 97,364 95,098 80,364 426 48.2 years 20 years 29.2% 28.7% 27.6% 51.1% 51.6% 53.1% 12.8% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,762 430 4.2 years 20 years 31.9% 30.3% 32.0% 52.9% 53.9% 54.4% 10.8% 11.2% 11.5% 2.8% 3.0% 3.0% 3.0% 1.6% 1.6% 1.6% 1.7% 87,103 93,778 88,708 356 4.2 years No 34.0% 33.0% 32.0% 52.2% 52.9% 53.7% 54.5% 55.8% 12.6% 13.5% 13.4% 3.2% 3.3% 3.2% 2.4% 1.9% 2.1% 22,113 23,885 22,810 96 12.5% to other job in Govt Yes, to other job outside Govt 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13.617 15,666 15,454 118 14.2 yes, other Within 1 year 27.2% 26.5% 25.7% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9.5 yet) Within 1 year 27.2% 26.5% 25.7% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9.5 yet) 																						
1-3 years 33.0% 31.6% 30.5% 49.9% 50.8% 51.5% 11.3% 11.6% 11.7% 3.6% 3.7% 4.0% 2.1% 2.3% 2.2% 47,310 44,237 49,541 221 22 45 years 29.9% 29.0% 27.1% 50.6% 51.0% 52.4% 12.7% 12.4% 13.0% 4.0% 4.7% 4.9% 2.7% 2.9% 2.7% 37,835 49,536 51,427 167 22 6-10 years 28.8% 28.2% 27.8% 51.0% 51.3% 51.6% 12.3% 12.7% 12.9% 4.9% 4.7% 4.8% 3.0% 3.1% 2.9% 97,364 95,098 80,364 426 44 11-20 years 29.2% 28.7% 27.6% 51.1% 51.6% 53.1% 12.8% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,782 430 44 > 20 years 31.9% 30.3% 29.5% 52.9% 53.9% 54.4% 10.8% 11.2% 11.5% 2.8% 3.0% 3.0% 1.6% 1.6% 1.7% 87,103 93,778 88,708 356 42		34 3%	34 1%	31 3%	51 1%	51.6%	53.1%	10.7%	10.8%	10.8%	2 5%	2 2%	3.0%	1 4%	1 3%	1 9%	12 904	11 672	6 388	203	177	97
4-5 years	•																· ·	,			211	199
6-10 years 28.8% 28.2% 27.8% 51.0% 51.3% 51.6% 12.3% 12.7% 12.9% 4.9% 4.7% 4.8% 3.0% 3.1% 2.9% 97,364 95,998 80,364 426 445 11-20 years 29.2% 28.7% 27.6% 51.1% 51.6% 53.1% 12.8% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,782 430 44 220 years 31.9% 30.3% 29.5% 52.9% 53.9% 54.4% 10.8% 11.2% 11.5% 28.8% 3.0% 3.0% 1.6% 1.6% 1.7% 87,103 93,778 88,708 356 42 12.8 12.8 12.8 12.8 12.8 12.8 12.8 12.	•																·	,	- 7 -		211	213
11-20 years 29.2% 28.7% 27.6% 51.1% 51.6% 53.1% 12.8% 12.8% 13.0% 4.2% 4.2% 4.0% 2.8% 2.8% 2.4% 97,982 98,224 85,782 430 44.2% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.2% 19.3% 19.2% 19.2% 19.2% 19.3% 19.2%	•																·	,			453	390
> 20 years 31.9% 30.3% 29.5% 52.9% 53.9% 54.4% 10.8% 11.2% 11.5% 2.8% 3.0% 3.0% 1.6% 1.6% 1.6% 1.7% 87,103 93,778 88,708 356 42.2% Leaving No 34.0% 33.0% 32.0% 52.2% 52.9% 53.7% 9.8% 10.0% 10.3% 2.8% 2.7% 2.8% 1.2% 1.3% 1.2% 257,751 261,750 239,020 883 92 Yes, to retire Yes, to other job outside Govt Yes, to other job outside Govt Yes, other 24.6% 23.7% 22.6% 49.0% 49.7% 50.8% 15.8% 15.7% 15.8% 6.1% 6.4% 6.5% 4.5% 4.6% 4.3% 69,881 72,700 67,561 490 50 Yes, to other job outside Govt Yes, other 20.3% 19.2% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 14 Yes, other 20.5% 20.2%	·																·	,			443	378
Leaving No 34.0% 33.0% 32.0% 52.2% 52.9% 53.7% 9.8% 10.0% 10.3% 2.8% 2.7% 2.8% 1.2% 1.3% 1.2% 257,751 261,750 239,020 883 92 Yes, to retire Yes, to other job in Govt Yes, to other job outside Govt Yes, to other job outside Govt Yes, to other job outside Govt Yes, other 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 14 Yes, other 20.5% 20.2% 19.4% 46.9% 47.5% 48.2% 19.2% 19.3% 20.1% 7.1% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20 Retiring Within 1 year 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9.8% <	·																·	,	,		421	342
No 34.0% 33.0% 32.0% 52.2% 52.9% 53.7% 9.8% 10.0% 10.3% 2.8% 2.7% 2.8% 1.2% 1.3% 1.2% 257,751 261,750 239,020 883 92 27.1% 26.9% 25.5% 54.7% 54.5% 55.8% 12.6% 13.5% 13.4% 3.2% 3.3% 3.2% 2.4% 1.9% 2.1% 22,113 23,885 22,810 96 12 22 20,000 12 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 142 20.5% 20.5% 20.2% 19.4% 46.9% 47.5% 48.2% 19.2% 19.3% 20.1% 7.1% 6.9% 6.9% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20 20 20 20 20 20 20 20 20 20 20 20 20	•	011070	00.070	20.070	02.070	00.070	01.170	101070	11.270	11.070	21070	0.070	0.070	11070	1.070	1.1 70	01,100	00,110	00,700			0 1.2
Yes, to retire Yes, to other job outside Govt Yes, other Within 1 year 27.1% 26.9% 25.5% 54.7% 54.5% 55.8% 12.6% 13.5% 13.4% 3.2% 3.3% 3.2% 2.4% 1.9% 2.1% 22,113 23,885 22,810 96 12.6% 13.5% 15.8% 15.7% 15.8% 6.1% 6.4% 6.5% 4.6% 4.3% 69,881 72,700 67,561 490 56.2% 6.1% 6.4% 6.5% 4.5% 4.6% 4.3% 69,881 72,700 67,561 490 56.2% 6.1% 6.2% 6.1% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20.5% 20.2% 19.4% 46.9% 47.5% 48.2% 19.2% 19.3% 20.1% 7.1% 6.9% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20.5% 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9.8%	•	34.0%	33.0%	32.0%	52 2%	52 9%	53.7%	9.8%	10.0%	10.3%	2.8%	2 7%	2.8%	1 2%	1.3%	1 2%	257 751	261 750	239 020	883	926	810
Yes, to other job in Govt Yes, to other job outside Govt Yes, other 20.5% 20.2% 19.4% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 14 14 15 15 15 15 15 15 15 15 15 15 15 15 15																	·	,			120	110
Yes, to other job outside Govt 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 14 Yes, other 20.5% 20.2% 19.4% 46.9% 47.5% 48.2% 19.2% 19.3% 20.1% 7.1% 6.9% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20 Retiring Within 1 year 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 99	*	27.170	20.070	20.070	04.770	04.070	00.070	12.070	10.070	10.470	0.270	0.070	0.270	2.470	1.0 70	2.170	22,110	20,000	22,010	00	120	110
outside Govt Yes, other 20.3% 19.2% 19.8% 45.8% 45.6% 46.7% 17.7% 17.9% 17.6% 9.2% 10.0% 9.3% 7.0% 7.3% 6.7% 13,617 15,666 15,454 118 14 15 15 15 15 15 15 15 15 15 15 15 15 15		24.6%	23.7%	22.6%	49.0%	49.7%	50.8%	15.8%	15.7%	15.8%	6.1%	6.4%	6.5%	4.5%	4.6%	4.3%	69,881	72,700	67,561	490	516	414
Yes, other 20.5% 20.2% 19.4% 46.9% 47.5% 48.2% 19.2% 19.3% 20.1% 7.1% 6.9% 6.9% 6.2% 6.1% 5.4% 17,733 19,024 17,845 212 20 Retiring Within 1 year 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9	,	20.29/	10 20/	10 00/	AE 00/	4E 69/	46 70/	47 70/	17.00/	17 60/	0.20/	10.00/	0.20/	7.00/	7 20/	6 70/	12 617	15 666	15 151	110	142	125
Retiring 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 2.7% 2.8% 13,467 14,708 13,821 66 9																	·	-,			205	173
Within 1 year 27.2% 26.5% 25.7% 53.2% 53.3% 54.4% 13.6% 13.8% 13.5% 3.0% 3.7% 3.6% 3.0% 2.7% 2.8% 13,467 14,708 13,821 66 9	•	20.5 /6	20.270	13.470	40.376	47.570	40.2 /6	19.2 /0	19.576	20.170	7.170	0.970	0.970	0.2 /0	0.170	J.4 /0	17,733	19,024	17,045	212	203	173
	•	27 20/	26 50/	25 70/	52 20/	52 20/	5/ /0/	12 60/	12 00/	12 50/	2 00/	2 70/	3 60/	2 00/	2 70/	2 00/	12 467	14 700	12 021	66	96	78
Detween 1-5 years 23.3 /0 20.270 21.3 /0 33.0 /0 34.2 /0 33.1 /0 12.3 /0 12.3 /0 12.3 /0 3.1 /0 3.2 /0 3.0 2.0 /0 1.0 /0 1.0 /0 37.0 /0 39,034 30,043 108 1.0	•																·	,			150	143
Between 3-5 years 30,3% 29,4% 28.6% 53,1% 53,1% 54,2% 11.8% 12.4% 12.2% 3.0% 3.4% 3.0% 1.9% 1.8% 1.9% 41.907 43,144 39,351 174 20	,																·	,				
	_																·	,			202 1,425	186 1,182

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

(16) I am held accountable for achieving results.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagr			Disagree	•	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
Self-Identify as:																					
Heterosexual	31.6%	30.6%	29.4%	51.2%	51.8%	52.7%	11.3%	11.5%	11.8%	3.7%	3.8%	3.9%	2.2%	2.3%	2.1%	304,564	315,600	292,373	1,243	1,306	1,153
LGBT*	30.9%	29.8%	29.5%	49.0%	49.7%	49.6%	12.0%	12.3%	12.1%	5.3%	5.1%	5.1%	2.9%	3.1%	3.8%	11,233	10,942	9,731	52	66	48
Prefer not to say	24.4%	23.8%	23.3%	50.8%	51.6%	52.4%	15.9%	15.9%	16.0%	5.1%	5.0%	4.9%	3.8%	3.7%	3.4%	46,468	47,526	43,334	381	411	310
Military Service																					
No Prior Military Service Currently in		29.0%			52.7%			12.0%	12.2%	3.9%	4.0%	4.0%	2.3%	2.3%	2.2%		279,159	ŕ	1,303	1,324	1,159
Guard/Reserves	32.6%	29.1%	29.0%		50.2%			12.3%	13.0%	4.8%	4.5%	4.1%	3.1%	3.8%	3.2%	6,096	6,951	6,491	32	29	26
Retired Separated/		33.9%				51.5%			10.8%	2.9%	3.0%	2.9%	1.8%	1.7%	1.8%	39,376	43,049	41,432	148	163	134
Discharged	28.8%	28.6%	27.1%	49.7%	49.7%	50.7%	13.2%	13.5%	13.9%	4.8%	4.7%	5.1%	3.4%	3.5%	3.2%	55,315	59,107	54,709	285	340	269
Disability																					
Yes	32.5%	32.0%	30.7%	48.1%	48.5%	49.3%	12.4%	12.7%	12.9%	3.8%	3.7%	4.0%	3.2%	3.2%	3.0%	51,181	52,949	48,583	294	341	279
No	30.1%	29.1%	28.1%	51.8%	52.4%	53.3%	11.8%	12.0%	12.3%	4.0%	4.1%	4.1%	2.3%	2.4%	2.2%	326,332	336,485	311,040	1,479	1,518	1,315

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Stro	ongly A	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse [*]	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
Work Location																					
Headquarters	27.5%	26.6%	24.9%	36.4%	36.7%	37.2%	17.8%	18.3%	19.0%	8.6%	8.6%	9.0%	9.8%	9.8%	9.9%	146,903	147,522	134,905	8,181	8,251	7,491
Field	24.7%	23.5%	22.3%	36.7%	36.9%	37.2%	17.8%	18.6%	19.0%	9.7%	9.9%	10.3%	11.0%	11.2%	11.2%	220,136	230,339	213,347	8,653	9,069	8,218
Supervisory Status																					
Non-Supervisor	22.7%	21.7%	20.5%	36.7%	36.7%	37.1%	19.4%	20.1%	20.5%	9.8%	9.8%	10.2%	11.4%	11.7%	11.6%	239,251	246,886	228,255	12,870	13,155	12,001
Team Leader	25.2%	24.3%	23.3%	36.9%	37.0%	37.0%	17.3%	17.9%	18.6%	9.7%	10.1%	10.3%	10.9%	10.6%	10.8%	47,120	50,864	47,374	2,216	2,307	2,065
Supervisor	31.6%	30.3%	28.5%	38.0%	39.0%	39.1%	14.6%	15.2%	15.8%	8.0%	7.9%	8.5%	7.8%	7.6%	8.1%	50,688	50,879	47,197	1,389	1,441	1,304
Manager	42.7%	41.0%	38.8%	34.1%	35.7%	36.3%	10.4%	10.3%	11.5%	6.1%	6.6%	6.7%	6.7%	6.4%	6.7%	24,240	23,837	21,197	386	427	353
Senior Leader	54.5%	53.3%	51.2%	27.1%	28.8%	30.6%	8.3%	8.3%	9.3%	4.0%	4.5%	4.4%	6.2%	5.0%	4.6%	8,004	7,936	6,954	76	91	85
Sex																					
Male	27.6%	26.4%	24.8%	36.9%	37.0%	37.8%	16.9%	17.9%	18.4%	8.5%	8.6%	9.1%	10.1%	10.2%	10.0%	187,681	195,868	180,438	8,412	8,734	7,800
Female	23.4%	22.4%	21.3%	36.5%	36.8%	36.7%	19.0%	19.3%	19.9%	10.1%	10.3%	10.6%	11.0%	11.2%	11.5%	176,280	179,678	166,570	8,181	8,276	7,742
Hispanic or Latino																					
Yes	26.3%	25.0%	23.7%	33.7%	34.8%	34.3%	17.7%	18.1%	18.7%	9.5%	9.5%	10.1%	12.8%	12.6%	13.2%	32,285	32,597	29,693	1,094	1,151	961
No	25.8%	24.7%	23.3%	37.1%	37.2%	37.7%	17.8%	18.5%	19.0%	9.2%	9.3%	9.7%	10.2%	10.3%	10.4%	327,988	339,351	313,781	15,288	15,647	14,351
Race																					
American Indian/ Alaska Native	19.9%	19.0%	17.9%	31.9%	33.6%	33.4%	20.8%	20.9%	21.6%	11.1%	10.3%	10.8%	16.2%	16.0%	16.3%	7,555	8,096	7,308	227	216	204
Asian Black/African	25.9%	25.7%	23.5%	42.2%	42.7%	42.0%	18.3%	18.3%	20.3%	6.4%	6.0%	6.4%	7.3%	7.3%	7.7%	18,616	17,787	16,265	845	804	725
American Native Hawaiian/	24.1%	22.7%	21.6%	35.7%	35.4%	36.1%	20.2%	21.1%	21.3%	8.8%	9.0%	9.3%	11.1%	11.8%	11.8%	55,426	57,565	53,474	2,210	2,296	2,204
Pacific Islander	25.3%	24.9%	23.3%	36.9%	34.8%	36.6%	17.3%	20.0%	19.8%	8.8%	9.3%	9.0%	11.7%	11.0%	11.3%	2,142	2,408	2,263	56	56	63
White	27.1%	25.8%	24.3%	37.2%	37.5%	38.0%	16.7%	17.4%	18.0%	9.2%	9.4%	9.8%	9.8%	9.9%	9.9%	251,807	261,069	241,524	11,776	12,055	10,957
Two or more races (Not Hispanic/ Latino)	21.7%	21.2%	20.2%	30.6%	31.9%	31.1%	19.3%	19.7%	20.9%	11.6%	11.8%	11.8%	16.8%	15.5%	15.9%	13,708	13,748	12,440	613	670	583

SOURCE: Federal Employee Viewpoint Survey

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

All Responses		Str	ongly Ag	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
Page Group 28-94 27.28 25.98 42.09 43.04 41.14 39.38 41.79 16.39 16.19 16.99 17.59 16.99 10.99 10.99 10.81 11.997 12.211 641 72.8 71.6 72.99 7		2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
25 and under 28.9% 27.2% 25.9% 42.0% 43.1% 42.6% 17.0% 17.8% 16.1% 5.4% 5.9% 8.1% 6.0% 6.0% 7.2% 26.78 2.623 2.633 159 159 140 156 26-29 25.8% 26.1% 23.4% 41.1% 33.3% 41.7% 16.3% 16.4% 16.9% 3.2% 8.3% 8.9% 9.0% 8.6% 9.5% 9.0% 10.8% 72.024 70.632 63.90 39.71 3.975 3.437 40-49 25.2% 24.4% 22.8% 36.2% 36.1% 36.0% 36.0% 36.0% 18.6% 18.6% 18.9% 17.5% 49.4% 9.9% 9.9% 10.0% 10.4% 11.7% 11.3% 10.0977 10.6,635 99.929 4.17 4.75 4.40 50-59 26.4% 24.0% 22.8% 36.2% 36.7% 37.4% 20.4% 20.5% 21.3% 9.4% 9.5% 9.9% 9.9% 10.0% 10.8% 10.8% 10.8% 10.9977 10.6,635 99.929 4.17 4.75 4.40 50-59 26.4% 24.0% 22.8% 36.2% 36.2% 37.4% 20.5% 21.3% 9.4% 9.5% 9.9% 9.9% 10.0% 10.8% 10.8% 10.9977 10.6,635 99.929 4.17 4.75 4.40 50-59 26.28 10.0% 1	All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
26-29	Age Group																					
3-99	25 and under	28.9%	27.2%	25.9%	42.0%	43.1%	42.6%	17.0%	17.8%	16.1%	5.4%	5.9%	8.1%	6.6%	6.0%	7.2%	2,678	2,623	2,639	159	140	156
40-49	26-29	25.8%	26.1%	23.4%	41.1%	39.3%	41.7%	16.3%	16.4%	16.9%	8.3%	8.8%	9.0%	8.6%	9.5%	9.0%	10,810	11,997	12,211	641	728	716
50-59	30-39	25.8%	24.8%	23.1%	37.8%	38.0%	38.6%	16.6%	16.9%	17.5%	9.4%	9.7%	10.0%	10.4%	10.7%	10.8%	72,024	70,632	63,920	3,971	3,975	3,437
Column C	40-49	25.2%	24.4%	22.9%	36.2%	36.1%	36.9%	17.8%	18.4%	19.0%	9.5%	9.4%	10.0%	11.4%	11.7%	11.3%	100,977	105,636	99,929	4,617	4,750	4,404
Less than High School H.S. Diploma/ GED or equiv TraderTechnical Certificate Some College (no degree) 23.4% 21.6% 21.6% 35.6% 36.8% 35.6% 35.9% 21.3%	50-59	25.4%	24.0%	22.8%	35.9%	36.0%	36.0%	18.5%	19.6%	20.3%	9.4%	9.6%	9.9%	10.8%	10.8%	11.0%	139,323	145,634	135,938	5,814	6,092	5,628
Less than High School H.S. Diploma/ GED or equiv Trade/Technical Certificate Some College (no degree) Associate's Degree Bachelor's Degree Bachelor's Degree Doctoral/ Professional Degree 30.3% 29.2% 27.6% 36.6% 36.7% 36.7% 36.7% 36.8%	60+	25.1%	23.8%	22.9%	36.2%	37.7%	37.4%	20.4%	20.5%	21.3%	9.1%	9.0%	9.3%	9.2%	9.0%	9.2%	59,904	61,967	55,900	2,513	2,617	2,405
High School H.S. Diploma/ GED or equiv Trade/Technical Certificate Some College (no degree) Associate's Degree Bachelor's Degree Doctoral/ Professional Degree Poctoral/ Professional Degree Poctoral/ Professional Degree System 91.07 19.27 17.08 19.07 19	Level of Education																					
Trade/Technical Certificate Some College (no degree) 21.1% 19.3% 18.1% 36.7% 36.1% 35.9% 20.6% 21.3% 23.0% 9.8% 11.0% 10.6% 11.8% 12.2% 12.4% 7,953 9.250 8.723 213 277 241 241 241 241 241 241 241 241 241 241	High School	18.2%	21.6%	15.7%	40.8%	35.6%	43.6%	21.2%	20.5%	25.8%	5.0%	7.0%	4.8%	14.9%	15.3%	10.2%	340	388	368	22	21	23
Some College (no degree) Associate's Degree 23.4% 22.3% 21.6% 34.8% 35.2% 34.8% 35.2% 34.8% 20.2% 20.2% 20.7% 98.8% 10.1% 11.0% 12.2% 12.0% 11.8% 51,075 58,113 55,999 1,539 1,861 1,751 1		23.2%	21.9%	21.3%	38.1%	38.6%	39.2%	21.3%	21.9%	21.3%	8.4%	8.4%	9.3%	9.1%	9.1%	8.9%	15,770	18,713	18,425	422	550	521
Associate's Degree Bachelor's	Some College																	•	ŕ			
Bachelor's Degree	Associate's																·	•		ĺ	,	,
Master's Degree Doctoral/ Professional Degree 30.3% 29.2% 27.6% 35.9% 35.7% 36.4% 15.8% 16.8% 17.2% 8.8% 8.7% 9.2% 9.9% 10.2% 10.3% 96,414 92,972 82,952 5,105 4,957 4,456 Pay Category Federal Wage System 19.1% 19.2% 17.8% 33.8% 35.4% 36.5% 35.9% 35.9% 21.1%	Bachelor's																	•			•	
Doctoral/ Professional Degree 30.3% 29.2% 27.6% 35.9% 35.7% 36.4% 15.8% 16.3% 17.0% 8.4% 8.8% 8.8% 8.8% 9.6% 9.9% 10.3% 41,203 38,260 34,166 2,872 2,657 2,420	· ·																,	,	., .	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-,	,
Pay Category Federal Wage System 19.1% 19.2% 17.8% 33.8% 35.4% 34.6% 20.8% 20.8% 21.6% 11.5% 11.1% 12.5% 14.8% 13.4% 13.4% 13.4% 9,317 12,291 11,940 237 310 312 GS 1-6 21.7% 21.0% 20.2% 36.0% 36.5% 35.9% 21.1% 21.1% 21.7% 9.2% 9.4% 10.1% 12.0% 12.0% 12.1% 17,980 21,048 21,164 622 781 755 GS 7-12 23.7% 22.7% 21.5% 37.5% 37.2% 37.9% 18.8% 19.4% 19.8% 9.4% 9.6% 9.9% 10.6% 11.1% 10.9% 146,449 158,952 150,905 6,426 6,989 6,451 GS 13-15 31.1% 29.6% 27.9% 37.9% 18.8% 16.9% 8.2% 8.4% 8.6% 8.7% 8.9% 160,971 153,962 136,681 8,235 8,053	Doctoral/	20.97	27.076	25.576	30.0%	30.7 /6	37.070	13.0 /6	10.076	17.2/0	0.0 /6	0.7 /6	9.2 /0	9.976	10.2 /6	10.5 /6	30,414	92,912	02,932	5,105	4,937	4,430
Federal Wage System 19.1% 19.2% 17.8% 33.8% 35.4% 34.6% 20.8% 21.6% 11.5% 11.1% 12.5% 14.8% 13.4% 13.4% 13.4% 9,317 12,291 11,940 237 310 312 GS 1-6 21.7% 21.0% 20.2% 36.0% 36.5% 35.9% 21.1% 21.1% 21.7% 9.2% 9.4% 10.1% 12.0% 12.0% 12.0% 12.1% 17,980 21,048 21,164 622 781 755 GS 7-12 23.7% 22.7% 21.5% 37.5% 37.2% 37.9% 18.8% 19.4% 19.8% 9.4% 9.6% 9.9% 10.6% 11.1% 10.9% 146,449 158,952 150,905 6,426 6,989 6,451 GS 13-15 31.1% 29.6% 27.9% 37.0% 37.2% 38.0% 15.2% 16.1% 16.9% 8.2% 8.4% 8.4% 8.6% 8.7% 8.9% 160,971 153,962 136,681 8,235 8,053 7,097 SES 64.9% 61.8% 59.7% 23.9% 24.9% 26.4% 5.1% 6.6% 6.8% 2.9% 3.3% 3.6% 3.1% 3.4% 3.5% 5,706 5,627 4,839 46 59 50 SL/ST 32.9% 34.2% 30.4% 33.8% 32.4% 33.6% 17.7% 16.4% 16.6% 7.3% 8.5% 9.3% 8.4% 8.5% 10.1% 1,520 1,485 1,342 46 53 43	Degree	30.3%	29.2%	27.6%	35.9%	35.7%	36.4%	15.8%	16.3%	17.0%	8.4%	8.8%	8.8%	9.6%	9.9%	10.3%	41,203	38,260	34,166	2,872	2,657	2,420
System 19.1% 19.2% 17.8% 33.8% 35.4% 34.6% 20.8% 20.8% 21.6% 11.5% 11.1% 12.5% 14.8% 13.4% 13.4% 9,317 12,291 11,940 237 310 312 GS 1-6 21.7% 21.0% 20.2% 36.0% 36.5% 35.9% 21.1% 21.1% 21.7% 9.2% 9.4% 10.1% 12.0% 12.0% 12.1% 17,980 21,048 21,164 622 781 755 GS 7-12 23.7% 22.7% 21.5% 37.5% 37.2% 37.9% 18.8% 19.4% 19.8% 9.9% 10.6% 11.1% 10.9% 146,449 158,952 150,905 6,426 6,989 6,451 GS 13-15 31.1% 29.6% 27.9% 38.0% 15.2% 16.1% 16.9% 8.2% 8.4% 8.6% 8.7% 8.9% 160,971 153,962 136,681 8,235 8,053 7,097 SES 32.9%																						
GS 1-6 GS 7-12 GS 13-15 GS 13-15 GS 13-15 SES GA 96 GA 97 GA	•	40.49/	10.00/	17 00/	22 00/	25 40/	24.60/	20.00/	20.00/	24.60/	44 50/	11 10/	10 50/	44 00/	12 40/	12 40/	0.247	10 001	11 040	227	210	242
GS 7-12 GS 7-12 J.5% 22.7% 21.5% 37.5% 37.2% 37.9% 18.8% 19.4% 19.8% 9.4% 9.6% 9.9% 10.6% 11.1% 10.9% 146,449 158,952 150,905 6,426 6,989 6,451 31.1% 29.6% 27.9% 37.0% 37.2% 38.0% 15.2% 16.1% 16.9% 8.2% 8.4% 8.4% 8.4% 8.6% 8.7% 8.9% 160,971 153,962 136,681 8,235 8,053 7,097 8.2% 150,905 64.9% 61.8% 59.7% 23.9% 24.9% 26.4% 5.1% 6.6% 6.8% 2.9% 3.3% 3.6% 3.1% 3.4% 3.5% 5,706 5,627 4,839 46 59 50 10.0% 11.1% 10.9% 146,449 158,952 150,905 6,426 6,989 6,451 10.0% 15.0%	•																					
GS 13-15 31.1% 29.6% 27.9% 37.0% 37.2% 38.0% 15.2% 16.1% 16.9% 8.2% 8.4% 8.4% 8.6% 8.7% 8.9% 160,971 153,962 136,681 8,235 8,053 7,097 SES 64.9% 61.8% 59.7% 23.9% 24.9% 26.4% 5.1% 6.6% 6.8% 2.9% 3.3% 3.6% 3.1% 3.4% 3.5% 5,706 5,627 4,839 46 59 50 SL/ST 32.9% 34.2% 30.4% 33.8% 32.4% 33.6% 17.7% 16.4% 16.6% 7.3% 8.5% 9.3% 8.4% 8.5% 10.1% 1,520 1,485 1,342 46 53 43																		,	· ·			
SES 64.9% 61.8% 59.7% 23.9% 24.9% 26.4% 5.1% 6.6% 6.8% 2.9% 3.3% 3.6% 3.1% 3.4% 3.5% 5,706 5,627 4,839 46 59 50 SL/ST 32.9% 34.2% 30.4% 33.8% 32.4% 33.6% 17.7% 16.4% 16.6% 7.3% 8.5% 9.3% 8.4% 8.5% 10.1% 1,520 1,485 1,342 46 53 43																	,	,	· ·	1	,	,
SL/ST 32.9% 34.2% 30.4% 33.8% 32.4% 33.6% 17.7% 16.4% 16.6% 7.3% 8.5% 9.3% 8.4% 8.5% 10.1% 1,520 1,485 1,342 46 53 43																	,	,	,	-,	-,	,
																		-,-	,			
Other 22.0% 21.4% 21.0% 34.5% 36.1% 35.4% 18.6% 18.4% 18.8% 11.3% 11.2% 11.8% 13.5% 12.8% 13.0% 24.645 24.533 22.063 1,139 1.015 936	Other																,	,	22,063			936

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

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

	Stro	ongly Ag	gree		Agree			ither Ag		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
Time in Federal Government																					
< 1 year	34.8%	35.2%	29.3%	39.8%	40.7%	42.1%	16.8%	15.1%	18.4%	4.8%	4.8%	5.8%	3.8%	4.3%	4.3%	6,410	5,617	2,904	434	408	245
1-3 years	30.0%	28.6%	28.1%	38.6%	38.5%	39.4%	16.8%	17.7%	17.0%	7.2%	7.6%	8.0%	7.3%	7.6%	7.5%	28,427	26,887	31,279	1,436	1,320	1,521
4-5 years	27.3%	26.3%	24.6%	37.5%	38.5%	39.0%	17.0%	17.2%	18.0%	8.9%	8.8%	8.9%	9.3%	9.2%	9.6%	28,692	39,072	41,201	1,357	1,932	-
6-10 years	25.1%	23.9%	22.3%	37.1%	36.8%	36.9%	17.0%	18.2%	18.7%	9.6%	9.7%	10.3%	11.2%	11.4%	11.8%	87,354	83,627	70,081	4,255	3,986	3,186
11-14 years	24.1%	23.1%	21.4%	35.0%	35.7%	36.1%	18.5%	18.2%	19.2%	10.4%	10.3%	10.8%	12.1%	12.7%	12.4%	52,343	54,204	49,066	2,409	2,423	2,180
15-20 years	23.6%	22.6%	21.3%	34.9%	35.0%	35.8%	18.5%	19.2%	19.4%	10.3%	10.4%	10.9%	12.7%	12.7%	12.5%	49,486	46,592	38,249	2,164	2,023	1,646
> 20 years	25.3%	24.0%	22.7%	36.6%	36.8%	36.8%	18.8%	19.7%	20.5%	9.0%	9.3%	9.6%	10.3%	10.2%	10.4%	114,626	122,723	116,779	4,733	5,180	4,888
Time with Current Agency																					
< 1 year	33.4%	33.9%	29.1%	38.2%	39.0%	40.7%	17.7%	16.4%	18.8%	5.4%	4.9%	5.8%	5.2%	5.7%	5.6%	12,251	10,996	6,010	903	854	485
1-3 years	29.0%	27.6%	26.9%	37.8%	38.0%	38.3%	17.0%	17.4%	17.4%	7.7%	8.1%	8.5%	8.5%	8.8%	8.9%	45,339	42,437	47,536	2,258	2,052	2,250
4-5 years	26.4%	25.3%	23.4%	36.2%	37.5%	38.2%	17.2%	17.3%	18.5%	9.6%	9.3%	9.3%	10.6%	10.6%	10.6%	36,402	47,540	49,351	1,655	2,273	2,338
6-10 years	24.0%	23.2%	22.0%	36.8%	36.3%	36.3%	17.4%	18.7%	19.0%	9.9%	10.1%	10.6%	11.8%	11.8%	12.1%	93,438	91,322	77,274	4,444	4,266	3,541
11-20 years	23.6%	22.8%	21.2%	35.2%	35.5%	36.1%	18.8%	19.1%	19.6%	10.3%	10.3%	10.9%	12.2%	12.4%	12.2%	94,507	94,610	82,681	4,054	4,069	3,466
> 20 years	26.4%	24.5%	23.3%	37.5%	37.7%	37.6%	18.2%	19.4%	20.2%	8.6%	9.1%	9.3%	9.3%	9.3%	9.5%	84,201	90,648	85,580	3,371	3,693	3,533
Leaving																					
No	30.3%	29.0%	27.4%	40.0%	40.0%	40.4%	16.9%	17.7%	18.4%	6.9%	7.1%	7.6%	5.8%	6.1%	6.2%	248,369	252,123	230,396	10,580	10,669	9,567
Yes, to retire Yes, to other job	23.0%	22.2%	20.8%	38.4%	38.5%	37.9%	19.1%	20.2%	21.7%	9.3%	9.7%	10.1%	10.1%	9.4%	9.6%	21,394	23,126	22,090	845	920	896
in Govt Yes, to other job	17.1%	16.1%	15.4%	29.8%	30.3%	30.9%	19.5%	20.0%	20.2%	14.2%	13.8%	14.2%	19.5%	19.7%	19.2%	66,968	69,587	64,653	3,527	3,691	3,311
outside Govt	15.1%	15.8%	14.4%	28.8%	28.6%	30.3%	17.6%	17.8%	17.5%	15.0%	15.1%	14.5%	23.4%	22.7%	23.3%	13,008	14,923	14,697	762	914	901
Yes, other	13.0%	12.5%	12.1%	26.4%	27.2%	27.5%	21.1%	20.3%	20.9%	14.6%	15.3%	15.4%	24.9%	24.7%	24.1%	16,931	18,213	17,058	1,027	1,054	974
Retiring																					
Within 1 year	23.6%	22.2%	20.8%	37.4%	38.7%	36.3%	18.3%	18.5%	20.9%	9.2%	10.0%	10.2%	11.5%	10.6%	11.7%	13,012	14,214	13,373	526	610	
Between 1-3 years	23.9%	22.8%			37.2%	37.9%	19.8%	20.3%	20.7%	9.5%	9.6%	9.8%	9.9%	10.1%	9.7%	36,500	38,421	34,909	1,464	1,455	1,364
Between 3-5 years	24.9%	23.3%	22.4%	36.2%	36.2%	36.5%	18.9%	19.9%	20.3%	9.6%	10.1%	10.2%	10.5%	10.5%	10.5%	40,554	41,763	38,061	1,570	1,628	1,500
5 or more years	26.3%	25.2%	23.7%	36.8%	36.9%	37.4%	17.4%	18.0%	18.5%	9.1%	9.2%	9.6%	10.4%	10.7%	10.7%	274,107	280,627	259,248	12,992	13,365	12,031

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

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

	Stro	ongly Aç	jree		Agree			ther Agı r Disagr		ı	Disagree	•	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
Self-Identify as:																					
Heterosexual	27.0%	25.8%	24.2%	37.4%	37.5%	37.9%	17.3%	17.9%	18.6%	8.7%	8.9%	9.4%	9.6%	9.8%	9.9%	293,659	304,168	281,885	12,536	12,950	11,777
LGBT*	25.9%	25.1%	23.6%	33.9%	33.8%	34.0%	16.7%	16.7%	17.1%	10.5%	10.3%	11.1%	13.0%	14.1%	14.2%	10,761	10,467	9,278	540	566	510
Prefer not to say	18.3%	17.2%	17.5%	32.7%	33.3%	33.4%	21.3%	22.0%	22.1%	11.9%	12.0%	12.0%	15.8%	15.5%	15.1%	44,408	45,382	41,384	2,533	2,608	2,315
Military Service																					
No Prior Military Service Currently in Guard/Reserves		23.5% 28.3%			37.8% 36.9%				19.4% 15.5%	9.3% 8.2%	9.6% 8.3%	9.8% 8.8%	10.1% 11.6%	10.1% 11.4%	10.3% 10.9%	264,032 5,978	267,260 6,782	245,146	13,254 164	13,462 194	12,205 183
Retired Separated/ Discharged	32.4%	30.9%	29.3%	36.3%	37.2%	37.1%		16.3%	17.0%	7.6%	7.3%	8.1%	8.3%	8.3%	8.5%	38,550 53.634	42,095 57,331	40,528	1,033	1,144	1,083
Disability	2 :: 1 70	20.070	2 70	J 70	3070	3 70	. 5.270	. 3.1 70	. 5.0 70	/ 0	. 5.270	. 5.7 70	151670	. 5.676	. 5.670	23,001	3.,001	33,102	_,000	_, , , , ,	.,510
Yes	25.1%	24.0%	22.4%	31.7%	31.6%	31.9%	17.8%	18.7%	19.4%	10.3%	10.1%	10.8%	15.1%	15.5%	15.5%	49,617	51,427	47,138	1,947	1,923	1,771
No	25.9%	24.8%	23.5%	37.8%	38.0%	38.3%	17.8%	18.4%	19.0%	9.0%	9.2%	9.5%	9.5%	9.6%	9.7%	313,687	323,216	298,872	14,534	15,022	13,649

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(18) My training needs are assessed.

	Stro	ongly A	gree		Agree			ither Ag r Disagı		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse [*]	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
Work Location																					
Headquarters	15.9%	15.3%	13.5%	37.9%	37.6%	36.7%	22.6%	22.6%	23.2%	14.6%	15.3%	16.4%	9.0%	9.3%	10.1%	153,691	154,310	140,923	1,527	1,601	1,535
Field	14.2%	13.3%	12.1%	38.1%	37.8%	37.1%	22.8%	23.2%	23.8%	15.4%	15.8%	16.6%	9.5%	9.9%	10.3%	226,780	237,081	219,298	2,178	2,483	2,347
Supervisory Status																					
Non-Supervisor	13.9%	13.1%	11.9%	37.8%	37.5%	36.8%	23.2%	23.3%	24.0%	15.2%	15.8%	16.5%	9.8%	10.2%	10.7%	249,479	257,128	237,350	2,870	3,149	3,020
Team Leader	13.8%	13.4%	12.1%	38.4%	37.9%	37.1%	22.6%	22.8%	23.3%	15.8%	16.2%	17.2%	9.4%	9.8%	10.4%	48,993	52,774	49,013	403	442	458
Supervisor	16.5%	15.6%	13.7%	39.7%	39.6%	38.6%	22.1%	22.2%	23.2%	14.4%	14.9%	16.2%	7.3%	7.7%	8.3%	51,758	52,020	48,195	314	327	305
Manager	21.6%	20.0%	17.5%	38.1%	37.3%	37.5%	20.2%	21.1%	21.4%	13.0%	14.5%	15.9%	7.1%	7.0%	7.7%	24,552	24,129	21,450	105	146	117
Senior Leader	31.8%	28.9%	25.5%	34.3%	33.5%	35.1%	18.5%	20.3%	20.9%	8.7%	11.1%	11.4%	6.7%	6.1%	7.2%	8,032	7,955	6,983	48	60	46
Sex																					
Male	14.8%	14.0%	12.3%	37.9%	37.4%	36.8%	22.9%	23.3%	24.1%	14.7%	15.2%	16.2%	9.6%	10.1%	10.5%	194,350	202,517	186,239	1,817	2,107	1,988
Female	15.1%	14.2%	13.1%	38.5%	38.4%	37.5%	22.4%	22.4%	22.9%	15.3%	16.0%	16.8%	8.7%	9.0%	9.7%	182,860	186,305	172,588	1,822	1,914	1,873
Hispanic or Latino																					
Yes	16.0%	14.9%	14.1%	36.7%	36.3%	35.8%	22.8%	22.9%	23.0%	14.0%	14.6%	15.3%	10.4%	11.3%	11.8%	33,102	33,456	30,377	341	377	324
No	14.9%	14.0%	12.5%	38.4%	38.1%	37.3%	22.6%	22.9%	23.6%	15.1%	15.7%	16.6%	9.1%	9.4%	9.9%	340,287	351,607	324,776	3,242	3,597	3,465
Race																					
American Indian/ Alaska Native	13.0%	13.2%	11.0%	34.2%	33.7%	33.7%	25.5%	24.7%	24.9%	14.3%	16.1%	16.8%	13.1%	12.2%	13.7%	7,677	8,214	7,413	91	94	102
Asian Black/African	17.0%	17.1%	15.2%	43.2%	42.7%	42.8%	22.2%	22.6%	23.8%	10.8%	10.8%	10.9%	6.8%	6.8%	7.2%	19,279	18,448	16,831	208	190	180
American Native Hawaiian/	17.1%	16.2%	15.0%	39.8%	39.2%	39.4%	21.2%	21.7%	21.9%	13.1%	13.2%	13.9%	8.8%	9.7%	9.8%	57,160	59,260	55,151	562	607	601
Pacific Islander	16.5%	15.2%	14.8%	39.1%	39.3%	36.6%	22.4%	24.3%	25.3%	12.4%	13.1%	12.6%	9.6%	8.0%	10.7%	2,180	2,442	2,292	21	26	33
White	14.6%	13.7%	12.2%	38.1%	37.7%	36.8%	22.7%	22.9%	23.7%	15.6%	16.3%	17.4%	9.0%	9.4%	10.0%	261,342	270,620	249,975	2,364	2,680	2,535
Two or more races (Not Hispanic/ Latino)	12.7%	12.6%	11.1%	32.6%	33.2%	32.3%	24.6%	24.3%	24.6%	16.3%	17.5%	18.0%	13.7%	12.5%	14.0%	14,177	14,240	12,839	177	196	191

SOURCE: Federal Employee Viewpoint Survey

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(18) My training needs are assessed.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Dis	agree	Item R	esponse T	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
Age Group																					
25 and under	20.1%	19.1%	19.4%	45.8%	45.8%	42.4%	18.8%	19.1%	20.2%	9.9%	10.6%	11.2%	5.3%	5.3%	6.9%	2,810	2,749	2,769	28	19	26
26-29	17.4%	16.4%	13.6%	41.7%	40.6%	39.4%	19.9%	20.1%	21.4%	13.3%	13.3%	15.8%	7.7%	9.5%	9.8%	11,371	12,620	12,816	95	111	131
30-39	14.7%	13.9%	12.5%	38.1%	37.4%	36.9%	21.5%	21.6%	21.9%	15.9%	16.7%	17.7%	9.9%	10.4%	11.1%	75,483	74,044	66,790	650	707	621
40-49	14.5%	14.1%	12.5%	37.4%	36.9%	36.6%	22.3%	22.7%	23.0%	15.7%	16.1%	17.2%	10.0%	10.2%	10.8%	104,815	109,526	103,386	960	1,063	1,097
50-59	14.7%	13.6%	12.3%	38.2%	37.8%	36.9%	23.2%	23.9%	24.9%	14.9%	15.5%	16.1%	9.0%	9.2%	9.9%	143,789	150,168	140,041	1,476	1,658	1,583
60+	14.4%	13.6%	12.5%	38.0%	38.4%	37.7%	26.3%	25.6%	26.8%	13.6%	14.2%	14.9%	7.8%	8.2%	8.1%	61,546	63,643	57,378	779	849	788
Level of Education																					
Less than High School H.S. Diploma/	14.7%	22.0%	12.0%	42.4%	40.4%	50.7%	26.7%	22.2%	19.5%	7.5%	7.8%	7.7%	8.8%	7.6%	10.0%	343	393	375	12	6	13
GED or equiv Trade/Technical	16.0%	15.6%	14.2%	42.7%	43.4%	43.7%	23.8%	23.9%	24.4%	11.0%	10.5%	11.3%	6.5%	6.6%	6.4%	16,079	19,046	18,786	125	206	185
Certificate Some College		13.4%				39.2%					13.8%		8.4%	8.5%	8.9%	8,064	9,419	8,873	91	102	97
(no degree) Associate's			13.1%			37.1%					14.1%	15.1%	9.2%	9.6%	10.1%	52,188	59,366	57,104	510	649	673
Degree Bachelor's Degree	14.8%	13.5%	12.7%			37.6% 37.5%					14.6% 16.0%	14.9%	9.8%	9.7%	10.4%	27,525 130,819	30,942 134.176	29,097 123.473	1,213	330 1.333	302 1.289
Master's Degree		14.4%				35.3%					17.3%		9.9%			100,723	97,118	86,639	883	907	830
Doctoral/ Professional	15.6%	14.470	12.5%	36.7%	30.2%	33.3%	21.270	21.0%	22.270	10.0%	17.5%	10.0%	9.9%	10.4%	11.470	100,723	97,110	60,039	003	907	630
Degree	16.0%	14.8%	13.4%	35.5%	35.3%	34.4%	23.4%	23.3%	24.2%	16.1%	17.4%	18.1%	8.9%	9.3%	9.8%	43,528	40,425	36,083	558	523	487
Pay Category																					
Federal Wage System	12.5%	12 10/	11.6%	27 40/	37.9%	27 50/	24.9%	24.7%	25.6%	14.5%	14.4%	14.6%	10.6%	9.9%	10.7%	9,440	12,496	12 106	120	115	155
GS 1-6																1	•	12,106			
GS 7-12	16.1%	15.7%			39.8%			23.6%			12.5%	12.4%	8.4%	8.5%	8.5%	18,388	21,504	21,622	236	364	312
GS 7-12 GS 13-15	14.2%				37.6%				23.9%	15.1%	15.6%	16.6%	9.7%	10.2%	10.6%	151,439	164,222	155,671	1,613	1,853	1,759
SES	15.9%		12.8%		36.8%			22.2%	22.8%	15.9%	16.8%	18.1%	8.9%	9.5%	10.2%	167,897	160,719	142,426	1,397	1,411	1,370
SL/ST	34.8%		27.6%		32.2%				21.1%		12.2%	13.7%	4.2%	5.6%	6.2%	5,724	5,668	4,861	27	21	28
Other	20.0%		13.7%			41.3%			22.2%		15.4%	14.1%	8.4%	9.1%	8.7%	1,542	1,511	1,368	23	26	15 257
Outer	13.3%	12.9%	12.4%	38.8%	40.5%	38.7%	23.8%	23.0%	23.6%	15.2%	15.3%	15.9%	8.8%	8.3%	9.3%	25,522	25,246	22,768	272	309	257

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

(18) My training needs are assessed.

	Stro	ongly Ag	jree		Agree			ither Ag or Disago		ı	Disagree	9	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
Time in Federal																					
Government																					
< 1 year	21.8%		20.0%		44.2%	46.9%				8.7%	9.9%	9.8%	5.3%	4.3%	4.7%	6,740	5,946	3,088	104	88	70
1-3 years	19.1%		16.3%		40.4%	40.2%		20.9%			13.1%		6.7%	7.2%	7.9%	29,580	27,948	32,496	298	274	315
4-5 years	15.0%	14.3%	12.9%	38.7%	38.2%	37.2%	22.2%	22.0%	22.4%	15.0%	15.8%	17.3%	9.1%	9.7%	10.2%	29,816	40,652	42,843	273	423	428
6-10 years	14.1%	13.2%	12.1%	37.2%	37.0%	36.0%		22.6%		16.2%	16.7%	17.2%	10.3%	10.6%	11.3%	90,910	86,852	72,570	850	868	746
11-14 years	13.8%	12.7%	11.1%	36.4%	36.6%	35.7%	23.2%	23.6%	24.4%	16.4%	16.5%	17.7%	10.3%	10.7%	11.2%	54,305	56,099	50,717	523	559	530
15-20 years	13.2%	12.5%	11.6%	36.6%	36.3%	35.7%	23.5%	23.5%	23.9%	16.3%	16.7%	17.3%	10.3%	11.0%	11.4%	51,202	48,132	39,451	488	550	469
> 20 years	14.8%	13.9%	12.2%	38.6%	38.2%	37.5%	23.9%	24.2%	24.9%	14.1%	14.9%	15.9%	8.5%	8.9%	9.5%	118,176	126,559	120,316	1,165	1,335	1,353
Time with																					
Current Agency	24 224	00.00/	40.00/		10.10/	10.00/		40 =04	40 =0/	40.40/	10.00/	44.004	2 22/	- 00/	0.00/		44 = 40			400	110
< 1 year		22.8%			42.1%			18.7%			10.9%		6.3%	5.6%	6.2%	12,944	11,718	6,385	213	169	112
1-3 years		17.5%			38.9%	38.3%		21.1%			13.9%		8.0%	8.6%	9.4%	47,150	44,076	49,336	467	430	464
4-5 years	14.4%		12.1%		37.5%	36.5%		22.0%			16.2%		10.0%	10.6%	11.2%	37,760	49,352	51,200	344	519	520
6-10 years	13.5%	12.8%	11.9%	36.8%	36.4%	36.0%	22.8%	23.0%	23.5%	16.3%	16.8%	17.2%	10.6%	10.9%	11.4%	97,128	94,740	79,986	914	958	879
11-20 years	13.3%	12.5%	11.3%	37.1%	36.8%	36.2%	23.6%	23.9%	24.6%	16.1%	16.5%	17.4%	9.9%	10.3%	10.5%	97,705	97,767	85,214	902	1,015	953
> 20 years	15.0%	13.7%	12.2%	39.4%	39.1%	38.0%	24.1%	24.5%	25.5%	13.8%	14.6%	15.6%	7.7%	8.0%	8.7%	86,760	93,331	88,164	831	973	960
Leaving																					
No	18.4%	17.4%	15.7%	42.8%	42.5%	42.0%	21.7%	22.1%	22.9%	11.9%	12.6%	13.5%	5.2%	5.4%	5.9%	257,139	260,831	237,931	1,981	2,131	2,057
Yes, to retire Yes, to other job	12.3%	12.3%	10.4%	38.2%	38.0%	37.5%	26.2%	26.6%	27.7%	14.6%	14.8%	15.4%	8.7%	8.3%	8.9%	21,918	23,710	22,644	269	301	303
in Govt Yes, to other job	8.3%	7.6%	6.9%	28.7%	28.0%	26.8%	23.9%	23.7%	24.0%	21.5%	22.3%	23.0%	17.6%	18.5%	19.3%	69,770	72,369	67,165	865	1,020	923
outside Govt	6.1%	5.8%	5.1%	25.1%	25.1%	25.5%	23.3%	22.6%	22.1%	23.8%	24.9%	24.7%	21.7%	21.7%	22.5%	13,581	15,603	15,345	203	252	270
Yes, other	6.4%	5.6%	5.6%	26.3%	26.7%	25.3%	25.9%	26.2%	26.8%	21.7%	21.4%	22.3%	19.7%	20.1%	20.0%	17,617	18,916	17,706	375	388	347
Retiring																					
Within 1 year	12.2%	11.8%	10.4%	36.4%	37.0%	36.1%	26.2%	26.0%	27.2%	15.0%	14.8%	15.7%	10.3%	10.3%	10.6%	13,334	14,602	13,727	179	207	188
Between 1-3 years	13.3%	12.4%	11.2%	39.1%	38.5%	37.6%	25.4%	25.7%	26.6%	14.2%	14.7%	15.9%	8.0%	8.7%	8.7%	37,503	39,378	35,798	404	455	437
Between 3-5 years	13.7%	12.9%	11.6%	38.6%	37.6%	37.5%		24.8%			15.8%	16.1%	8.6%	8.9%	9.5%	41,699	42,899	39,098	445	461	439
5 or more years				38.1%										9.8%	10.3%	, , , , , , ,	,	,	2,610	2,887	2,758

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

(18) My training needs are assessed.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree	9	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
Self-Identify as:																					
Heterosexual	15.7%	14.8%	13.2%	39.1%	38.6%	37.9%	22.3%	22.6%	23.4%	14.5%	15.1%	16.1%	8.5%	8.9%	9.5%	303,782	314,386	290,863	2,642	2,971	2,870
LGBT*	14.6%	14.7%	13.2%	34.2%	34.6%	33.3%	22.4%	21.0%	21.8%	17.3%	17.4%	17.9%	11.5%	12.3%	13.9%	11,217	10,899	9,677	104	126	123
Prefer not to say	10.4%	9.7%	9.3%	33.6%	33.7%	33.3%	25.1%	25.4%	25.5%	17.6%	18.0%	18.4%	13.4%	13.2%	13.4%	46,292	47,292	43,092	677	729	653
Military Service																					
No Prior Military Service Currently in		13.7%	,,				22.8%							9.0%	9.6%	274,885	,	254,755	2,648	2,814	2,738
Guard/Reserves	15.8%	15.3%	13.7%	39.6%	38.3%	38.4%	20.1%	20.8%	21.0%	14.7%	14.9%	16.7%	9.7%	10.7%	10.2%	6,116	6,923	6,467	42	59	59
Retired Separated/			14.7%		37.7%									8.5%	9.3%	39,238	42,866	41,216	343	390	354
Discharged	14.1%	13.6%	11.8%	35.6%	34.8%	34.7%	23.0%	23.6%	24.1%	15.4%	16.0%	16.8%	11.9%	11.9%	12.6%	55,099	58,751	54,386	579	741	661
Disability																					
Yes					33.9%				23.9%					12.8%	13.4%	50,941	52,707	48,179	629	683	713
No	14.9%	14.0%	12.6%	38.9%	38.6%	37.9%	22.7%	22.9%	23.5%	14.9%	15.5%	16.5%	8.5%	8.9%	9.5%	325,523	335,142	309,569	3,001	3,329	3,120

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly A	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse [*]	Γotal**	No Ba	asis to J	udge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10,380	10,590	8,987
Work Location																					
Headquarters	30.6%	29.7%	28.2%	39.6%	39.8%	40.3%	13.1%	13.4%	13.9%	9.6%	10.0%	10.4%	7.1%	7.1%	7.3%	151,428	152,158	139,548	4,567	4,477	3,576
Field	27.6%	26.6%	25.6%	40.9%	40.8%	41.3%	13.7%	14.2%	14.7%	10.2%	10.6%	10.6%	7.5%	7.8%	7.7%	224,939	235,255	217,971	5,110	5,327	4,578
Supervisory Status																					
Non-Supervisor	27.1%	26.1%	25.2%	40.9%	41.0%	41.2%	14.0%	14.3%	14.8%	10.3%	10.6%	10.8%	7.8%	7.9%	8.0%	246,529	254,434	235,764	7,091	7,019	5,705
Team Leader	29.4%	28.6%	27.6%	39.8%	39.7%	41.0%	13.0%	13.9%	13.7%	10.4%	10.4%	10.5%	7.4%	7.4%	7.2%	48,539	52,234	48,630	1,038	1,187	1,037
Supervisor	31.0%	30.3%	28.2%	40.9%	40.9%	41.4%	12.9%	13.0%	14.2%	9.2%	9.5%	9.7%	6.1%	6.3%	6.6%	51,352	51,501	47,768	995	1,065	915
Manager	37.0%	35.6%	33.7%	38.1%	36.5%	38.5%	11.2%	12.6%	12.6%	8.4%	9.4%	9.2%	5.3%	5.9%	6.0%	24,309	23,973	21,247	452	413	384
Senior Leader	45.7%	43.4%	41.7%	32.1%	33.2%	33.2%	11.1%	10.1%	11.5%	6.0%	7.0%	7.6%	5.1%	6.3%	6.0%	7,946	7,859	6,872	182	196	180
Sex																					
Male	27.5%	26.8%	25.4%	41.0%	40.9%	41.7%	14.2%	14.6%	15.1%	9.8%	10.1%	10.3%	7.5%	7.7%	7.6%	192,562	200,826	185,142	4,499	4,659	3,868
Female	30.3%	29.2%	28.3%	39.9%	40.0%	40.1%	12.5%	12.9%	13.4%	10.2%	10.6%	10.7%	7.1%	7.3%	7.5%	180,564	184,031	171,010	5,087	5,067	4,244
Hispanic or Latino																					
Yes	30.0%	29.2%	28.6%	39.2%	38.9%	39.4%	13.4%	14.4%	14.6%	9.4%	9.4%	9.5%	8.0%	8.1%	8.0%	32,862	33,179	30,149	777	819	676
No	28.7%	27.7%	26.5%	40.7%	40.7%	41.2%	13.4%	13.8%	14.3%	10.0%	10.4%	10.6%	7.2%	7.4%	7.5%	336,473	347,961	322,319	8,683	8,798	7,340
Race																					
American Indian/ Alaska Native	25.8%	26.8%	24.4%	39.7%	40.2%	41.3%	15.6%	14.5%	15.5%	10.3%	9.2%	9.8%	8.5%	9.3%	9.1%	7,665	8,205	7,398	175	175	162
Asian Black/African	30.3%	29.2%	28.3%	43.6%	44.9%	44.1%	14.8%	14.6%	16.1%	6.8%	6.6%	6.8%	4.5%	4.7%	4.8%	19,085	18,220	16,705	493	487	393
American Native Hawaiian/	32.1%	31.3%	29.8%	39.5%	39.2%	40.3%	11.6%	12.4%	12.8%	8.9%	8.9%	9.2%	7.9%	8.2%	8.0%	56,695	58,823	54,961	1,455	1,489	1,193
Pacific Islander	30.3%	27.4%	28.0%	42.1%	43.0%	41.0%	13.5%	15.1%	16.7%	7.7%	8.2%	7.5%	6.5%	6.2%	6.8%	2,173	2,437	2,303	43	43	35
White	28.4%	27.3%	26.2%	40.7%	40.7%	41.2%	13.4%	13.9%	14.2%	10.4%	10.8%	11.0%	7.1%	7.2%	7.4%	258,312	267,682	247,820	6,512	6,623	5,588
Two or more races (Not Hispanic/ Latino)	25.9%	25.6%	24.0%	37.3%	37.1%	38.6%	15.5%	15.7%	15.9%	11.0%	11.9%	11.3%	10.3%	9.7%	10.1%	13,991	14,061	12,708	412	426	372

SOURCE: Federal Employee Viewpoint Survey

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(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagr		ı	Disagree)	Stron	ngly Disa	agree	Item R	esponse 1	Γotal**	No Ba	sis to J	udge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10,380	10,590	8,987
Age Group																					
25 and under	31.7%	29.0%	30.1%	43.3%	44.1%	43.2%	12.1%	13.2%	12.6%	7.4%	8.7%	9.1%	5.5%	5.1%	5.0%	2,684	2,620	2,663	166	155	140
26-29	27.9%	27.6%	27.4%	42.6%	41.3%	41.7%	12.9%	12.3%	13.0%	10.3%	11.7%	10.6%	6.2%	7.1%	7.3%	11,049	12,368	12,613	454	408	359
30-39	28.3%	26.8%	26.4%	40.1%	40.5%	40.6%	12.8%	13.5%	13.5%	11.0%	11.3%	11.4%	7.8%	8.0%	8.1%	74,072	72,756	66,094	2,278	2,217	1,486
40-49	28.5%	28.1%	26.4%	40.3%	40.3%	41.0%	13.2%	13.7%	14.3%	10.4%	10.3%	10.6%	7.7%	7.7%	7.6%	103,591	108,295	102,544	2,620	2,695	2,298
50-59	28.8%	27.8%	26.3%	40.4%	40.3%	40.7%	14.0%	14.5%	15.1%	9.7%	10.1%	10.3%	7.1%	7.4%	7.6%	142,737	149,140	139,211	3,326	3,437	3,115
60+	28.1%	27.3%	26.0%	41.1%	41.4%	42.3%	15.3%	15.3%	15.9%	8.8%	9.4%	9.5%	6.8%	6.6%	6.4%	61,336	63,331	57,162	1,494	1,609	1,485
Level of Education																					
Less than High School H.S. Diploma/	32.6%	35.0%	29.0%	40.2%	39.1%	44.8%	14.5%	14.5%	13.8%	5.8%	4.1%	4.5%	6.9%	7.2%	7.9%	349	398	387	13	14	10
GED or equiv Trade/Technical	30.9%	29.8%	29.6%	41.4%	43.9%	42.7%	13.7%	13.2%	14.0%	7.9%	7.2%	7.8%	6.1%	5.9%	5.8%	16,002	18,997	18,683	334	412	412
Certificate Some College	27.7%	26.9%	26.0%	42.0%	41.5%	40.9%	14.0%	15.1%	15.1%	8.7%	9.3%	10.2%	7.6%	7.2%	7.8%	8,062	9,384	8,815	157	212	216
(no degree) Associate's	28.9%	28.3%			40.0%	40.6%		14.0%		9.4%	9.6%	9.8%	7.7%	8.1%	7.7%	51,808	58,974	56,804	1,187	1,363	1,260
Degree Bachelor's		27.9%				40.9%				9.7%	9.7%	9.5%	7.8%	7.7%	7.9%	27,206	30,695	28,939	713	745	617
Degree		27.0%			41.2%	41.8%		14.1%		10.2%	10.5%	10.7%	7.1%	7.3%	7.2%	129,609	133,042	122,754	3,005	2,986	2,522
Master's Degree Doctoral/ Professional	29.6%	28.2%	26.3%	39.1%	39.1%	40.1%	13.0%	13.5%	14.0%	10.7%	11.4%	11.6%	7.6%	7.8%	8.0%	99,436	95,771	85,826	2,650	2,604	1,946
Degree	29.7%	27.6%	26.6%	39.1%	39.9%	39.9%	13.8%	13.6%	14.3%	10.5%	11.5%	11.3%	7.0%	7.4%	7.8%	42,716	39,670	35,539	1,567	1,428	1,173
Pay Category																					
Federal Wage System	24 60/	24.2%	24.00/	40 69/	41.7%	40.7%	14.8%	15.2%	15.9%	10.2%	9.8%	10.4%	9.8%	9.1%	8.9%	9,380	12,391	12,047	228	303	273
GS 1-6			29.0%											7.1%		'	,				
GS 1-6 GS 7-12	30.9%				41.3%	40.4%		13.3%		8.5%	8.7%	9.2%	7.8%		7.9%	18,127	21,249	21,498	646	775	592
GS 7-12 GS 13-15	28.4%		26.3%			41.8%		14.0%		9.7%	10.1%	10.4%	7.0%	7.2%	7.3%	149,843	162,750		3,940	4,074	3,427
	30.5%	29.4%			39.6%	40.3%	13.2%	13.5%	14.1%	10.0%	10.6%	10.9%	6.5%	6.9%	7.0%	166,372	159,222	141,455	3,681	3,509	2,893
SES	47.0%		41.2%		32.2%	34.2%	9.8%	9.7%	11.0%	6.5%	8.0%	7.6%	4.7%	6.5%	6.0%	5,690	5,582	4,803	103	133	98
SL/ST Other	30.6%		29.9%		37.5%	38.0%		14.2%	12.7%	11.2%	10.7%	11.7%	5.7%	7.6%	7.8%	1,528	1,489	1,340	46	54	47
Ouici	22.6%	21.8%	22.2%	38.9%	39.5%	40.5%	15.1%	15.0%	16.0%	13.1%	12.8%	11.4%	10.4%	10.8%	9.9%	24,929	24,720	22,268	999	956	829

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly Ag	jree		Agree			ther Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	No Ba	sis to J	udge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10,380	10,590	8,987
Time in Federal																					
Government		00.40/	0= 404	44.00/		10.00/	4= 40/	10.00/	4 4 60/		- 00/	/	a =0/	0 =0/	. =0/					4 400	
< 1 year		29.1%			44.3%	46.0%	17.6%	16.8%		6.4%	7.0%	7.2%	3.7%	2.7%	4.5%	5,595	4,921	2,555	1,278	1,132	607
1-3 years	31.7%				41.4%	42.2%	12.4%	13.3%		9.0%	9.8%	9.9%	5.8%	6.1%	6.4%	29,049	27,442	32,055	954	884	856
4-5 years	29.4%		27.1%		41.2%	41.2%	13.2%	12.8%		10.1%	10.8%	10.8%	7.1%	7.1%	7.4%	29,495	40,274	42,633	705	923	773
6-10 years		27.5%			40.0%	40.4%		13.6%			10.9%	11.1%	7.8%	8.0%	8.0%	90,038	86,026	72,112	2,082	1,999	1,448
11-14 years	26.8%	26.1%			40.4%	41.0%	13.9%	14.1%			10.7%	11.0%	8.1%	8.7%	8.3%	53,926	55,711	50,471	1,156	1,192	1,008
15-20 years	27.8%	27.0%	26.2%	40.2%	40.0%	40.9%	13.5%	14.3%	14.2%	10.4%	10.6%	10.6%	8.1%	8.1%	8.1%	50,868	47,893	39,256	1,078	1,020	864
> 20 years	29.2%	28.3%	26.7%	40.7%	40.4%	40.8%	14.0%	14.5%	15.2%	9.1%	9.6%	10.0%	7.0%	7.2%	7.3%	117,640	125,933	119,702	2,445	2,691	2,650
Time with Current Agency																					
< 1 year	31.2%	30.1%	28.0%	40.5%	42.1%	43.1%	16.3%	16.4%	16.1%	7.3%	7.2%	7.5%	4.7%	4.2%	5.3%	10,768	9,773	5,357	2,445	2,156	1,162
1-3 years	31.2%	29.3%	28.3%	40.7%	40.4%	40.9%	12.4%	13.2%	13.5%	9.2%	10.2%	10.2%	6.5%	6.8%	7.1%	46,617	43,530	48,891	1,224	1,140	1,073
4-5 years	29.2%	28.2%	26.6%	39.8%	40.7%	41.1%	13.1%	12.7%	13.6%	10.6%	10.7%	10.8%	7.4%	7.7%	7.9%	37,572	49,155	51,060	697	906	862
6-10 years	27.8%	27.3%	26.3%	40.2%	40.0%	40.4%	13.1%	13.7%	14.1%	10.9%	10.9%	11.0%	8.0%	8.2%	8.1%	96,592	94,208	79,674	1,850	1,840	1,487
11-20 years	27.1%	26.4%	25.3%	40.5%	40.3%	41.0%	13.9%	14.3%	14.8%	10.6%	10.7%	10.8%	7.9%	8.3%	8.1%	97,329	97,402	84,859	1,784	1,863	1,740
> 20 years	29.4%	28.2%	26.7%	41.1%	41.0%	41.4%	14.1%	14.6%	15.3%	8.7%	9.5%	9.9%	6.6%	6.7%	6.8%	86,455	92,922	87,724	1,656	1,894	1,860
Leaving																					
No	32.7%	31.3%	30.2%	42.4%	42.7%	43.1%	12.5%	13.1%	13.4%	8.1%	8.3%	8.6%	4.4%	4.7%	4.7%	253,982	257,804	235,873	6,340	6,293	5,145
Yes, to retire	26.5%	26.4%	24.6%	41.4%	42.3%	42.4%	16.1%	15.2%	16.6%	9.1%	9.5%	9.5%	7.0%	6.7%	6.9%	21,933	23,645	22,576	471	527	541
Yes, to other job																					
in Govt Yes, to other job	21.9%	21.4%	20.0%	36.1%	35.9%	36.8%	14.8%	15.0%	15.5%	14.2%	14.6%	14.7%	13.0%	13.1%	13.1%	69,061	71,723	66,738	1,866	1,974	1,593
outside Govt	17.5%	17.0%	16.7%	35.0%	33.9%	34.3%	15.1%	15.6%	15.6%	15.9%	17.0%	16.8%	16.5%	16.5%	16.6%	13,483	15,457	15,306	357	443	353
Yes, other	17.1%	18.0%	17.4%	36.2%	34.4%	35.7%	17.3%	17.5%	18.0%	13.7%	14.8%	14.4%	15.7%	15.4%	14.4%	17,453	18,803	17,590	632	578	533
Retiring																					
Within 1 year	26.7%	26.6%	24.8%	40.2%	41.0%	41.5%	16.1%	14.4%	16.1%	9.5%	9.8%	9.5%	7.4%	8.2%	8.1%	13,354	14,581	13,661	287	335	353
Between 1-3 years	27.1%	26.7%	25.4%	41.8%	41.6%	42.0%		15.1%		9.2%	9.9%	9.8%	6.9%	6.7%	6.8%	37,401	39,231	35,666	775	847	793
Between 3-5 years	28.3%	26.9%	25.7%	41.0%	40.9%	41.7%	13.7%	14.8%		9.7%	10.0%	10.2%	7.3%	7.4%	7.3%	41,492	42,670	38,908	903	935	872
5 or more years	29.1%		27.0%	40.3%		40.8%		13.6%		10.1%		10.7%	7.3%	7.6%	7.6%	281,079	,	266,414	7,593	7,565	6,061

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly Aç	jree		Agree			ther Agr r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Total**	No Ba	sis to J	udge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10,380	10,590	8,987
Self-Identify as:																					
Heterosexual	29.8%	28.8%	27.5%	40.8%	40.8%	41.3%	13.1%	13.5%	13.9%	9.5%	9.9%	10.2%	6.8%	7.1%	7.2%	300,472	311,170	288,684	7,425	7,542	6,286
LGBT*	28.6%	27.9%	26.8%	38.4%	37.2%	38.0%	12.5%	12.5%	13.8%	11.5%	13.0%	12.5%	8.9%	9.5%	8.9%	11,050	10,767	9,610	322	310	233
Prefer not to say	22.9%	22.1%	21.6%	39.2%	39.2%	39.6%	15.6%	16.5%	17.3%	12.2%	12.4%	11.9%	10.1%	9.7%	9.6%	45,874	46,890	42,764	1,340	1,397	1,187
Military Service																					
No Prior Military Service Currently in	28.3%	27.2%	26.3%	41.0%	41.2%	41.4%	13.4%	13.8%	14.2%	10.2%	10.6%	10.7%	7.1%	7.3%	7.4%	272,112	275,459	252,953	6,745	6,712	5,637
Guard/Reserves	30.1%	27.5%	26.2%	38.3%	41.3%	41.6%	13.8%	13.4%	13.8%	9.4%	9.9%	10.2%	8.3%	7.9%	8.2%	5,931	6,759	6,348	246	254	194
Retired Separated/	33.1%	31.8%	30.1%	39.8%	39.7%	40.7%	12.7%	13.8%	14.0%	8.5%	8.6%	8.8%	6.0%	6.2%	6.5%	38,758	42,300	40,755	1,028	1,154	994
Discharged	26.9%	27.1%	25.2%	39.6%	38.8%	39.9%	14.3%	14.6%	15.0%	10.4%	10.5%	11.0%	8.8%	8.9%	8.9%	54,475	58,245	54,061	1,482	1,526	1,228
Disability																					
Yes	28.6%	28.3%	26.7%	38.0%	37.2%	37.9%	13.2%	14.0%	14.6%	10.4%	10.5%	10.6%	9.8%	10.0%	10.3%	50,429	52,163	47,965	1,436	1,529	1,201
No	28.8%	27.7%	26.6%	41.0%	41.2%	41.6%	13.5%	13.9%	14.3%	9.9%	10.2%	10.5%	6.8%	7.0%	7.0%	321,978	331,738	307,068	8,098	8,166	6,898

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Str	ongly Ag	ree		Agree			either Agr			Disagree		Stro	ngly Disa	igree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
Work Location																		
Headquarters	29.5%	28.4%	27.2%	45.3%	46.3%	46.6%	12.8%	13.1%	13.2%	8.8%	8.8%	9.2%	3.7%	3.5%	3.7%	155,903	156,553	142,957
Field	26.3%	25.1%	24.4%	46.7%	47.0%	47.1%	13.6%	14.1%	14.3%	9.5%	9.8%	10.2%	4.0%	4.0%	4.0%	229,934	240,380	222,266
Supervisory Status																		
Non-Supervisor	26.5%	25.4%	24.6%	45.5%	46.1%	46.3%	14.1%	14.5%	14.5%	9.7%	9.8%	10.3%	4.3%	4.3%	4.3%	253,482	261,260	241,133
Team Leader	26.1%	24.5%	24.6%	46.6%	47.4%	47.1%	13.7%	14.1%	14.1%	9.9%	10.3%	10.4%	3.7%	3.6%	3.8%	49,560	53,392	49,624
Supervisor	30.0%	29.0%	27.3%	48.9%	49.2%	49.9%	10.9%	11.4%	11.9%	7.6%	7.9%	8.2%	2.6%	2.5%	2.7%	52,325	52,519	48,635
Manager	34.4%	32.4%	30.9%	47.6%	48.3%	49.2%	9.5%	10.1%	10.7%	6.3%	6.8%	7.1%	2.3%	2.3%	2.1%	24,752	24,375	21,615
Senior Leader	42.3%	41.6%	39.9%	41.2%	43.4%	43.4%	8.9%	7.4%	9.2%	5.2%	5.8%	5.4%	2.3%	1.8%	2.1%	8,110	8,054	7,046
Sex																		
Male	28.3%	27.2%	26.3%	46.9%	47.3%	47.8%	13.1%	13.5%	13.7%	8.2%	8.6%	8.8%	3.5%	3.5%	3.5%	196,937	205,408	188,818
Female	26.5%	25.1%	24.4%	45.2%	46.0%	45.9%	13.6%	14.1%	14.2%	10.5%	10.6%	11.1%	4.3%	4.2%	4.5%	185,558	188,894	174,987
Hispanic or Latino																		
Yes	26.5%	24.8%	24.2%	43.5%	43.6%	44.1%	14.8%	15.5%	15.3%	10.4%	10.7%	11.2%	4.9%	5.4%	5.2%	33,618	33,980	30,779
No	27.7%	26.5%	25.6%	46.5%	47.1%	47.3%	13.1%	13.5%	13.7%	9.1%	9.3%	9.6%	3.7%	3.6%	3.7%	344,969	356,487	329,241
Race																		
American Indian/ Alaska Native	22.1%	21.6%	21.5%	42.3%	42.0%	41.3%	17.4%	17.8%	18.0%	11.7%	12.1%	12.9%	6.5%	6.6%	6.4%	7,822	8,353	7,525
Asian Black/African	28.2%	26.2%	24.8%	47.6%	49.4%	50.6%	13.8%	14.9%	14.6%	7.1%	6.6%	6.8%	3.3%	2.9%	3.2%	19,567	18,685	17,085
American Native Hawaiian/	28.2%	27.3%	26.6%	45.6%	45.9%	46.2%	13.6%	14.0%	13.8%	8.3%	8.6%	9.0%	4.4%	4.3%	4.4%	58,106	60,259	56,029
Pacific Islander	25.1%	25.7%	23.5%	44.7%	42.7%	42.2%	15.9%	16.7%	18.6%	8.7%	10.5%	10.5%	5.6%	4.4%	5.2%	2,218	2,477	2,335
White	28.0%	26.6%	25.8%	46.5%	47.2%	47.3%	12.7%	13.0%	13.4%	9.4%	9.6%	9.9%	3.5%	3.5%	3.6%	264,676	274,144	253,154
Two or more races (Not Hispanic/ Latino)	24.8%	23.2%	22.5%	43.0%	44.3%	44.1%	15.8%	15.9%	16.1%	10.8%	11.4%	11.8%	5.6%	5.2%	5.5%	14,405	14,484	13,061

SOURCE: Federal Employee Viewpoint Survey

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree	ı	Stro	ngly Disa	gree	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
Age Group																		
25 and under	27.0%	25.2%	25.5%	46.4%	47.7%	45.4%	14.2%	13.3%	14.6%	9.4%	9.9%	10.1%	3.0%	4.0%	4.5%	2,845	2,776	2,801
26-29	24.5%	23.4%	21.8%	45.2%	46.9%	47.7%	15.6%	14.9%	15.3%	10.0%	10.1%	11.0%	4.7%	4.7%	4.2%	11,496	12,771	12,974
30-39	24.7%	23.4%	22.3%	46.0%	46.8%	46.8%	14.3%	14.5%	14.7%	10.3%	10.7%	11.3%	4.6%	4.6%	4.9%	76,332	74,941	67,568
40-49	26.3%	25.0%	24.4%	46.5%	46.6%	47.2%	13.1%	14.1%	14.1%	9.9%	10.1%	10.2%	4.2%	4.1%	4.1%	106,193	110,930	104,764
50-59	28.3%	27.0%	26.0%	46.2%	46.9%	47.0%	13.2%	13.7%	14.0%	8.7%	9.0%	9.4%	3.6%	3.4%	3.5%	145,982	152,485	142,111
60+	30.7%	29.7%	29.1%	45.5%	46.7%	46.7%	13.2%	13.1%	13.5%	7.8%	7.6%	7.9%	2.7%	2.9%	2.8%	62,753	64,821	58,441
Level of Education																		
Less than High School H.S. Diploma/	23.9%	27.6%	23.5%	41.6%	43.5%	37.4%	18.3%	14.3%	21.1%	9.9%	9.1%	10.8%	6.2%	5.4%	7.1%	363	410	393
GED or equiv Trade/Technical	26.2%	24.4%	24.0%	43.4%	44.4%	45.2%	16.1%	16.7%	16.4%	10.1%	10.1%	10.0%	4.2%	4.5%	4.4%	16,311	19,370	19,038
Certificate Some College	22.2%	21.9%	21.1%	45.4%	44.8%	44.9%	16.4%	16.8%	16.9%	11.2%	12.0%	12.1%	4.7%	4.5%	5.0%	8,222	9,585	8,999
(no degree) Associate's	24.7%	23.6%	23.0%	44.2%	44.9%	44.9%	15.7%	16.1%	15.9%	10.7%	10.7%	11.1%	4.6%	4.7%	5.0%	52,945	60,272	57,974
Degree Bachelor's	24.9%	23.4%	23.0%	44.9%	45.5%	44.8%	14.8%	15.1%	15.5%	11.0%	11.1%	12.0%	4.4%	4.9%	4.7%	27,928	31,416	29,493
Degree	27.3%	26.3%	25.6%	47.3%	48.1%	48.4%	12.8%	13.2%	13.3%	8.9%	8.9%	9.3%	3.7%	3.5%	3.5%	132,557	135,951	125,110
Master's Degree Doctoral/ Professional	29.9%	28.8%	27.4%	47.0%	47.6%	48.2%	11.6%	11.8%	12.3%	8.1%	8.5%	8.8%	3.4%	3.2%	3.3%	102,014	98,334	87,727
Degree	32.9%	31.8%	31.2%	46.3%	46.7%	47.4%	10.7%	11.3%	11.0%	7.2%	7.5%	7.7%	3.0%	2.6%	2.7%	44,260	41,078	36,701
Pay Category																		
Federal Wage	20.00/	40.00/	40.00/	44.00/	40.00/	45 70/	47.40/	47 40/	47.00/	44.60/	40.00/	40.00/	E 00/	F F0/	E 40/	0.504	40.000	40.000
System	20.6%	19.9%	19.3%	44.9%	46.6%	45.7%	17.1%	17.1%	17.2%	11.6%	10.9%	12.6%	5.8%	5.5%	5.1%	9,591	12,682	12,262
GS 1-6	22.6%	22.1%	21.8%	42.3%	42.3%	42.4%	16.7%	17.5%	16.6%	12.2%	12.2%	12.5%	6.3%	6.0%	6.6%	18,739	21,962	22,013
GS 7-12	26.0%	24.8%	24.2%	46.1%	46.5%	46.9%	14.1%	14.5%	14.6%	9.8%	10.0%	10.3%	4.0%	4.1%	4.0%	153,714	166,718	157,948
GS 13-15	32.0%	30.9%	29.7%	47.3%	48.0%	48.7%	10.8%	11.1%	11.4%	7.3%	7.4%	7.6%	2.7%	2.6%	2.7%	169,981	162,650	144,244
SES	52.0%	50.2%	47.7%	39.2%	40.6%	42.5%	5.3%	4.7%	5.6%	2.4%	3.3%	3.0%	1.0%	1.2%	1.1%	5,776	5,714	4,899
SL/ST Other	34.6%	29.0%	32.2%	45.6%	47.4%	47.5%	10.4%	12.7%	9.4%	7.0%	7.9%	8.2%	2.4%	2.9%	2.6%	1,572	1,542	1,383
Other	25.5%	24.1%	23.6%	47.1%	48.3%	47.6%	13.8%	13.9%	14.2%	9.5%	10.2%	10.7%	4.1%	3.5%	3.9%	25,926	25,658	23,087

^{**}Unweighted count of responses to a question.

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

	Str	rongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
Time in Federal																		
Government	00.00/	00.00/	04.40/	40.00/	45.00/	40.00/	40.00/	44.00/	44.70/	7.00/	7.00/	0.00/	0.00/	0.40/	0.00/	0.070	0.050	0.400
< 1 year	33.6%	33.3%	31.1%	46.0%	45.3%	46.0%	10.0%	11.8%	11.7%	7.8%	7.2%	8.9%	2.6%	2.4%	2.3%	6,873	6,050	3,160
1-3 years	28.1%	26.8%	26.4%	44.6%	45.7%	46.1%	13.7%	14.1%	13.5%	9.3%	9.5%	10.1%	4.3%	3.9%	3.9%	29,985	28,317	32,893
4-5 years	25.7%	25.3%	23.9%	46.6%	46.4%	46.6%	14.1%	13.9%	14.8%	9.8%	10.2%	10.4%	3.9%	4.2%	4.2%	30,183	41,159	43,376
6-10 years	25.8%	24.2%	23.5%	46.0%	46.6%	46.5%	14.0%	14.7%	14.4%	10.0%	10.2%	11.0%	4.2%	4.4%	4.6%	92,074	88,004	73,493
11-14 years	25.9%	24.5%	23.7%	46.9%	47.6%	47.1%	13.5%	13.8%	15.0%	9.6%	10.1%	10.1%	4.2%	4.1%	4.0%	55,053	56,876	51,420
15-20 years	27.1%	25.5%	24.5%	45.6%	46.3%	47.0%	13.4%	14.1%	14.3%	9.7%	10.0%	10.1%	4.2%	4.0%	4.1%	51,903	48,861	40,046
> 20 years	30.2%	29.1%	28.2%	46.4%	47.2%	47.7%	12.3%	12.7%	12.7%	7.9%	8.0%	8.3%	3.1%	3.0%	3.2%	120,019	128,495	122,143
Time with Current Agency																		
< 1 year	33.0%	32.8%	31.8%	45.7%	44.9%	44.8%	10.5%	11.5%	12.1%	7.4%	7.3%	8.1%	3.3%	3.4%	3.2%	13,199	11,927	6,515
1-3 years	27.9%	26.3%	25.9%	44.5%	45.1%	45.3%	13.6%	14.2%	14.1%	9.6%	10.1%	10.5%	4.4%	4.3%	4.2%	47.813	44.652	49.917
4-5 years	25.2%	24.9%	23.5%	46.0%	46.4%	46.7%	14.3%	14.0%	14.7%	10.1%	10.2%	10.6%	4.3%	4.4%	4.5%	38,241	50,009	51,868
6-10 years	25.4%	24.1%	23.7%	46.3%	46.6%	46.6%	13.9%	14.7%	14.5%	10.2%	10.3%	10.7%	4.2%	4.3%	4.5%	98.399	96.024	81,081
11-20 years	26.9%	25.3%	24.5%	46.3%	47.3%	47.5%	13.5%	13.9%	14.3%	9.4%	9.7%	9.9%	3.9%	3.8%	3.8%	99.062	99.184	86,479
> 20 years	31.1%	29.8%	28.7%	47.0%	47.9%	48.4%	11.9%	12.2%	12.3%	7.3%	7.5%	7.8%	2.7%	2.7%	2.8%	88,059	94,726	89,440
Leaving	31.170	23.070	20.770	47.070	47.570	70.770	11.570	12.270	12.570	7.570	7.570	7.070	2.1 /0	2.1 /0	2.070	00,000	34,720	03,440
No	32.0%	30.5%	29.5%	47.9%	48.7%	48.9%	11.3%	12.0%	12.2%	6.7%	6.7%	7.2%	2.1%	2.1%	2.2%	260,217	263,947	240,687
Yes, to retire	28.1%	27.7%	26.8%	46.2%	46.8%	47.3%	14.2%	13.6%	13.4%	8.3%	8.9%	9.3%	3.2%	3.0%	3.2%	22,363	24,135	23,075
Yes, to other job	20.176	21.1 /0	20.070	40.2 /6	40.070	47.570	14.2 /0	13.0 /0	13.470	0.5 /6	0.970	9.570	J.2 /0	3.070	3.2 /0	22,303	24,100	25,075
in Govt	18.4%	17.2%	17.0%	43.1%	43.3%	43.5%	17.0%	17.3%	17.1%	14.4%	14.9%	15.0%	7.2%	7.3%	7.3%	70,886	73,643	68,272
Yes, to other job outside Govt	40.00/	40.00/	40.40/	40.5%	40.00/	41.7%	17.5%	40.00/	17.1%	16.3%	17.1%	47.00/	9.5%	8.3%	8.1%	42.020	45.000	45.050
	16.3%	16.3%	16.1%		42.0%			16.2%				17.0%				13,830	15,889	15,650
Yes, other	14.5%	14.9%	14.5%	40.0%	39.5%	40.3%	19.0%	19.7%	19.5%	16.7%	16.4%	16.6%	9.8%	9.5%	9.1%	18,059	19,368	18,104
Retiring		o= .o.			10.00	10.10	40 =0:	10.00	10.101		·	o =o/		a =a/		40.045	44.00:	10.00=
Within 1 year	27.0%	27.4%	26.5%	46.9%	46.0%	46.4%	13.7%	13.3%	13.4%	8.6%	9.7%	9.7%	3.8%	3.7%	4.0%	13,618	14,884	13,987
Between 1-3 years	29.1%	28.3%	27.6%	45.9%	46.7%	47.2%	13.6%	13.5%	13.5%	8.5%	8.5%	8.7%	3.1%	2.9%	2.9%	38,150	40,012	36,373
Between 3-5 years	29.5%	27.8%	26.7%	46.3%	47.0%	47.8%	12.6%	13.5%	13.4%	8.8%	8.6%	9.0%	2.8%	3.1%	3.2%	42,352	43,559	39,692
5 or more years	27.1%	25.8%	25.0%	46.1%	46.8%	46.9%	13.3%	13.8%	14.0%	9.4%	9.6%	10.0%	4.1%	4.0%	4.1%	288,546	295,360	272,228

^{**}Unweighted count of responses to a question.

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

	Str	ongly Ag	ree		Agree			either Agr or Disagre			Disagree		Stro	ngly Disa	gree	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
Self-Identify as:																		
Heterosexual	28.3%	27.0%	26.1%	46.5%	47.2%	47.3%	12.9%	13.2%	13.5%	8.8%	9.1%	9.5%	3.5%	3.5%	3.7%	307,721	318,463	294,624
LGBT*	27.6%	26.3%	25.7%	44.4%	44.0%	43.6%	12.6%	13.0%	14.0%	10.5%	11.6%	11.6%	5.0%	5.2%	5.0%	11,360	11,079	9,827
Prefer not to say	22.6%	21.8%	21.4%	44.2%	44.5%	44.9%	15.9%	17.1%	16.7%	11.7%	11.3%	11.7%	5.5%	5.3%	5.4%	47,197	48,242	43,868
Military Service																		
No Prior Military Service Currently in	27.6%	26.2%	25.5%	46.7%	47.3%	47.3%	13.0%	13.5%	13.7%	9.1%	9.3%	9.7%	3.6%	3.7%	3.8%	278,694	281,956	258,258
Guard/Reserves	27.7%	26.0%	24.2%	44.5%	46.4%	47.9%	14.8%	14.1%	14.4%	8.5%	8.9%	9.6%	4.6%	4.6%	4.0%	6,172	7,011	6,538
Retired Separated/	30.7%	30.1%	28.8%	46.1%	46.4%	46.8%	12.3%	13.0%	13.1%	7.9%	7.8%	8.3%	3.0%	2.7%	3.1%	39,785	43,426	41,698
Discharged	25.2%	24.1%	23.2%	44.5%	45.2%	45.8%	14.5%	14.9%	15.0%	10.6%	11.0%	11.1%	5.1%	4.8%	4.9%	55,914	59,737	55,215
Disability																		
Yes	26.3%	25.1%	24.4%	42.6%	43.0%	43.4%	14.7%	15.6%	15.2%	11.0%	11.0%	11.6%	5.5%	5.3%	5.4%	51,839	53,643	49,069
No	27.8%	26.5%	25.7%	46.9%	47.5%	47.6%	13.0%	13.4%	13.6%	8.8%	9.1%	9.4%	3.5%	3.5%	3.6%	329,891	339,678	313,607

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
Work Location																					
Headquarters	11.1%	10.3%	9.8%	35.7%	35.4%	34.6%	23.7%	24.4%	25.0%	18.5%	18.9%	19.6%	11.1%	10.9%	11.0%	150,857	151,441	137,878	5,018	5,162	5,168
Field	8.1%	7.5%	7.2%	32.1%	31.6%	31.3%	25.7%	26.1%	26.7%	20.8%	21.4%	21.6%	13.2%	13.3%	13.2%	221,554	231,680	213,839	8,371	8,874	8,631
Supervisory Status																					
Non-Supervisor	9.3%	8.5%	8.2%	33.2%	32.7%	32.4%	26.3%	27.1%	27.7%	19.0%	19.5%	19.7%	12.3%	12.1%	12.0%	241,738	249,114	229,330	11,728	12,278	12,002
Team Leader	7.1%	6.9%	6.8%	30.9%	30.4%	30.0%	24.6%	24.7%	24.9%	23.3%	23.5%	24.3%	14.2%	14.5%	14.0%	48,553	52,353	48,536	991	1,071	1,126
Supervisor	9.2%	8.6%	7.9%	35.3%	35.3%	33.9%	22.3%	22.2%	22.6%	21.1%	21.7%	22.7%	12.1%	12.2%	12.9%	51,658	51,955	48,006	652	612	660
Manager	12.0%	11.4%	10.0%	37.6%	36.9%	36.1%	19.1%	18.5%	19.9%	20.6%	22.0%	22.0%	10.7%	11.3%	12.0%	24,633	24,229	21,502	119	150	125
Senior Leader	18.9%	18.2%	17.7%	40.2%	39.9%	38.3%	16.8%	15.9%	17.0%	15.3%	17.1%	17.9%	8.7%	8.9%	9.2%	8,075	8,010	7,012	48	45	48
Sex																					
Male	9.0%	8.3%	7.8%	32.5%	31.9%	31.6%	25.1%	25.8%	26.3%	20.1%	20.8%	21.2%	13.3%	13.3%	13.1%	191,105	199,326	182,897	5,895	6,190	6,101
Female	9.6%	9.0%	8.7%	34.9%	34.7%	33.9%	24.8%	25.2%	25.8%	19.5%	20.0%	20.4%	11.2%	11.1%	11.3%	178,182	181,351	167,548	7,296	7,660	7,571
Hispanic or Latino																					
Yes	10.6%	9.5%	9.1%	31.7%	31.5%	31.2%	26.1%	25.8%	26.1%	17.7%	19.1%	19.6%	13.9%	14.1%	13.9%	32,477	32,860	29,744	1,152	1,133	1,069
No	9.1%	8.5%	8.1%	33.8%	33.3%	32.8%	24.9%	25.5%	26.1%	20.1%	20.6%	20.9%	12.1%	12.1%	12.1%	333,132	344,229	317,146	11,813	12,487	12,373
Race																					
American Indian/ Alaska Native	8.9%	7.9%	7.4%	30.1%	30.0%	30.4%	25.8%	27.7%	26.9%	19.3%	19.4%	20.4%	15.9%	15.0%	14.8%	7,579	8,119	7,317	262	263	245
Asian		11.4%			37.9%			25.3%			15.5%	15.9%		9.8%	10.0%	18,883	18,081	16,475	675	648	627
Black/African American Native Hawaijan/	11.3%	10.8%	10.1%	36.4%	35.6%	35.4%	26.7%	27.7%	28.3%	15.2%	15.5%	16.0%	10.4%	10.5%	10.2%	55,373	57,392	53,312	2,711	2,877	2,786
Pacific Islander	9.3%	10.0%	8.8%	30.7%	30.5%	30.1%	29.0%	30.0%	27.6%	17 5%	15.1%	19.5%	13.4%	14.4%	14 0%	2,153	2,394	2,260	62	80	76
White	8.8%	8.1%	7.7%								21.9%				12.5%	256,619	265.664	244,781	8.088	8,605	
Two or more races (Not Hispanic/ Latino)	7.6%	7.5%	7.0%				26.2%							15.6%	16.3%	13,811	13,940	12,516	584	553	553

SOURCE: Federal Employee Viewpoint Survey

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(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree)	Stron	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
Age Group																					
25 and under	13.7%	12.0%	11.3%	39.9%	39.4%	36.2%	23.4%	24.5%	26.0%	14.7%	15.4%	17.0%	8.2%	8.7%	9.5%	2,745	2,674	2,692	102	101	109
26-29	11.0%	8.8%	9.2%	33.3%	33.7%	33.1%	23.9%	24.0%	24.4%	19.3%	20.5%	20.8%	12.5%	13.0%	12.5%	11,139	12,342	12,486	347	426	485
30-39	9.2%	8.6%	8.4%	33.0%	32.5%	32.0%	23.2%	23.3%	24.8%	20.8%	21.6%	21.3%	13.8%	14.0%	13.4%	74,005	72,593	65,191	2,284	2,336	2,351
40-49	9.2%	8.4%	8.0%	33.2%	33.1%	32.8%	24.7%	25.4%	25.9%	20.2%	20.5%	20.9%	12.8%	12.6%	12.4%	102,591	107,196	100,963	3,525	3,713	3,772
50-59	8.8%	8.3%	7.6%	33.6%	33.2%	32.3%	26.1%	26.6%	27.2%	19.7%	20.4%	20.9%	11.8%	11.5%	11.9%	140,601	146,836	136,715	5,368	5,730	5,517
60+	8.9%	8.7%	8.1%	33.6%	32.7%	32.8%	27.6%	28.5%	28.4%	19.1%	19.2%	19.8%	10.8%	10.8%	10.8%	60,097	62,261	56,030	2,699	2,730	2,630
Level of Education																					
Less than High School H.S. Diploma/	15.4%	18.5%	10.5%	34.0%	27.8%	37.6%	27.4%	28.1%	28.8%	13.3%	13.5%	13.7%	9.8%	12.1%	9.4%	347	394	388	14	19	9
GED or equiv Trade/Technical	9.4%	8.8%	8.6%	32.2%	32.6%	32.4%	30.1%	29.9%	30.5%	17.7%	17.9%	18.0%	10.6%	11.0%	10.5%	15,761	18,751	18,423	570	646	677
Certificate Some College	7.3%	6.6%	6.6%				29.7%				20.3%	20.3%	13.0%	13.7%	13.1%	7,965	9,313	8,709	250	289	311
(no degree) Associate's	8.0%	7.7%	7.3%		29.7%		29.1%				20.0%	20.9%	13.4%	13.2%	13.1%	50,876	58,037	55,793	2,072	2,311	2,251
Degree Bachelor's	8.4%	8.0%	7.2%		31.1%	30.6%		27.5%				21.1%	13.3%	12.8%	12.9%	26,898	30,252	28,386	1,023	1,174	1,156
Degree	8.7%	8.0%	7.8%		32.9%				26.0%		21.1%			12.6%	12.1%	127,745	130,916	120,132	4,783	5,085	5,053
Master's Degree Doctoral/ Professional	10.2%	9.4%	8.6%	36.1%	35.8%	34.9%	22.1%	22.3%	23.1%	20.1%	20.6%	21.2%	11.6%	11.9%	12.2%	98,739	95,146	84,650	3,289	3,219	3,100
Degree	12.8%	12.1%	11.9%	37.4%	37.2%	36.2%	19.6%	20.3%	19.9%	19.0%	19.6%	19.9%	11.1%	10.8%	12.0%	42,982	39,912	35,528	1,264	1,188	1,179
Pay Category																					
Federal Wage	0.00/	0.00/	E 00/	00.40/	00.50/	00.70/	07.00/	07.50/	07.00/	00.00/	00.50/	00.70/	40.70/	40.00/	40.00/	0.400	40.407	40.074	400	000	044
System	6.2%	6.3%	5.6%		26.5%		27.3%	27.5%	27.8%	23.6%	23.5%	23.7%	16.7%	16.2%	16.2%	9,439	12,427	12,071	168	262	244
GS 1-6	9.9%	9.3%	9.3%		33.7%	32.7%		28.7%				17.2%			11.4%	17,900	21,069	21,089	853	955	980
GS 7-12	8.7%	8.1%	7.6%	32.7%		32.0%		27.1%		19.6%	20.0%	20.4%	12.5%	12.6%	12.3%	147,102	159,510	150,800	6,608	7,288	7,275
GS 13-15	10.2%	9.4%	8.8%		35.1%	34.4%		22.4%	23.0%	20.6%	21.4%	21.9%	11.6%	11.8%	12.0%	165,047	157,962	139,699	4,899	4,741	4,594
SES	25.9%	22.9%	22.7%		41.9%			12.9%	13.8%		15.6%	15.0%	5.6%	6.7%	6.7%	5,769	5,694	4,877	19	20	22
SL/ST	13.2%	11.0%	11.3%		37.2%		21.9%	19.9%	18.2%		19.6%	20.0%	9.4%	12.2%	12.3%	1,547	1,523	1,371	27	18	18
Other	8.2%	8.1%	8.0%	32.9%	32.8%	32.4%	24.8%	25.3%	25.0%	20.7%	21.4%	22.0%	13.4%	12.5%	12.6%	25,155	24,972	22,442	756	711	668

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

(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
Time in Federal																					
Government	40.40/	47.00/	40.00/	44 40/	40.70/	44.00/	04.00/	00.00/	00.00/	40 =0/	44.00/	40.00/	4.00/	5.00 /	5.00 /	0.400	5 000	0.055	444	400	007
< 1 year	18.1%	17.3%	16.3%			44.6%					11.0%	12.0%	4.9%	5.3%	5.0%	6,429	5,639	2,955	441	409	207
1-3 years	12.3%	11.3%	11.4%		37.8%		24.2%				17.0%		9.0%	9.5%	9.5%	28,929	27,320	31,599	1,060	1,000	1,304
4-5 years	9.5%	8.9%	7.9%			33.1%					20.4%		12.3%	12.3%	12.2%	29,285	39,672	41,671	899	1,508	1,719
6-10 years	8.5%	7.8%	7.8%			31.6%					21.5%		13.5%	13.5%		88,924	85,006	70,863	3,150	3,031	2,684
11-14 years	8.0%	7.6%	7.0%		31.0%	30.4%	25.0%	25.8%			22.0%	22.3%	13.6%	13.6%		53,355	55,052	49,701	1,693	1,841	1,763
15-20 years	8.4%	7.8%	7.5%		32.1%	31.2%	25.1%		26.6%		20.8%		14.0%		13.1%	50,196	47,299	38,626	1,697	1,594	1,443
> 20 years	9.0%	8.4%	7.7%	33.8%	32.9%	32.3%	25.7%	26.2%	26.5%	19.7%	20.5%	21.2%	11.8%	11.9%	12.3%	115,571	123,963	117,596	4,442	4,658	4,711
Time with Current Agency																					
< 1 year	18.0%	17.4%	16.1%	42.5%	42.7%	42.4%	21.4%	22.1%	23.8%	12.4%	11.9%	11.8%	5.6%	5.9%	6.0%	12,382	11,159	6,074	822	770	441
1-3 years	11.9%	11.1%	10.9%	37.1%	36.7%		24.3%				17.6%	17.7%	9.9%	10.3%	10.3%	46,148	43.079	47,945	1,674	1,570	2,002
4-5 years	9.2%	8.4%	7.5%	32.5%	32.7%	32.3%		25.4%			20.6%		13.0%	12.8%		37,037	48,222	49,842	1,201	1,807	2,050
6-10 years	7.9%	7.4%	7.6%	31.8%	31.5%	31.2%		25.8%			21.6%		14.0%	13.7%	13.4%	95,099	92,740	78,167	3.281	3,315	2,964
11-20 years	8.1%	7.5%	7.0%	31.4%	31.4%		25.6%				21.6%		13.5%	13.5%	13.4%	95,973	96.058	83,574	3.085	3,202	2,986
> 20 years	8.6%	8.1%	7.6%	34.4%	32.8%	32.3%		26.3%			21.1%			11.6%	12.1%	84,796	91,491	86,213	3,259	3,329	3,345
Leaving																,					,
No	11.6%	10.8%	10.3%	38.4%	37.7%	37.3%	25.3%	26.0%	26.4%	16.9%	17.5%	17.9%	7.8%	7.9%	8.0%	251,249	254,750	231,921	8,950	9,348	9,014
Yes, to retire Yes, to other job	7.6%	7.2%	6.4%	31.8%	31.6%	30.5%	26.9%	27.6%	27.9%	20.9%	21.4%	22.4%	12.8%	12.2%	12.7%	21,558	23,306	22,233	838	888	903
in Govt Yes, to other job	4.6%	4.1%	4.1%	24.5%	24.3%	23.7%	24.5%	24.6%	25.7%	26.0%	26.4%	26.5%	20.4%	20.5%	20.1%	68,480	71,118	65,716	2,387	2,528	2,561
outside Govt	3.1%	3.4%	3.2%	19.5%	20.2%	19.5%	19.5%	19.7%	20.3%	28.6%	28.3%	29.8%	29.2%	28.3%	27.2%	13,437	15,451	15,178	386	448	481
Yes, other	3.5%	3.4%	3.0%	20.6%	20.2%	20.3%	24.5%	25.2%	26.2%	26.5%	27.1%	27.1%	24.8%	24.1%	23.4%	17,311	18,574	17,290	754	797	812
Retiring																					
Within 1 year	7.6%	6.9%	6.4%	30.9%	30.9%	30.3%	26.7%	26.8%	26.8%	20.6%	21.7%	21.9%	14.2%	13.8%	14.6%	13,143	14,384	13,459	488	524	574
Between 1-3 years	7.8%	7.7%	6.9%	32.5%	31.7%	32.1%	26.7%	27.7%	27.6%	20.9%	21.0%	21.8%	12.1%	11.8%	11.6%	36,682	38,594	35,043	1,481	1,510	1,409
Between 3-5 years	8.1%	7.8%	7.3%	33.2%	32.7%	31.9%	26.6%	26.8%	27.4%	20.6%	21.1%	21.4%	11.5%	11.6%	12.0%	40,892	41,988	38,269	1,484	1,642	1,491
5 or more years	9.6%	8.9%	8.5%	33.8%	33.4%	32.9%	24.4%	25.0%	25.6%	19.7%	20.3%	20.7%	12.4%	12.4%	12.3%	278,794	285,244	262,241	9,688	10,161	10,112

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

(21) My work unit is able to recruit people with the right skills.

	Stro	Strongly Agree 2016 2015 2014			Agree			ither Ag r Disagr		ı	Disagre	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
Self-Identify as:																					
Heterosexual	9.7%	8.9%	8.4%	34.5%	34.0%	33.3%	25.0%	25.5%	26.1%	19.4%	20.0%	20.5%	11.5%	11.6%	11.6%	297,678	308,041	284,354	10,036	10,637	10,503
LGBT*	9.4%	9.9%	9.0%	32.4%	30.7%	31.9%	22.3%	22.1%	21.4%	20.9%	21.5%	22.6%	15.0%	15.7%	15.2%	11,022	10,739	9,509	341	338	332
Prefer not to say	6.8%	6.4%	6.2%	27.7%	27.7%	27.8%	25.8%	26.4%	26.9%	22.5%	22.8%	22.8%	17.2%	16.7%	16.3%	45,091	46,127	41,863	2,109	2,135	2,075
Military Service																					
No Prior Military Service Currently in	9.3%	8.6%	8.3%		33.8%		24.6%							12.0%	12.0%	Í	272,103		ŕ	10,022	9,878
Guard/Reserves	9.9%	9.1%	8.5%		34.4%									13.6%	12.5%	6,022	6,864	6,370	156	151	170
Retired Separated/	10.3%	9.6%	8.8%	35.9%	34.9%	34.0%	26.0%	26.8%	27.5%	18.2%	18.9%	19.1%	9.6%	9.9%	10.5%	38,429	41,950	40,311	1,345	1,500	1,441
Discharged	8.3%	7.8%	7.1%	29.4%	29.1%	29.2%	26.0%	26.7%	27.1%	21.0%	21.5%	21.9%	15.4%	14.9%	14.6%	53,923	57,676	53,202	2,036	2,093	2,060
Disability																					
Yes	8.9%	8.8%	8.0%	30.4%	29.8%	29.5%	25.6%	26.6%	27.1%	20.0%	20.1%	20.7%	15.1%	14.7%	14.7%	49,691	51,430	47,104	2,152	2,253	2,048
No	9.3%	8.6%	8.2%	34.2%	33.7%	33.2%	24.9%	25.3%	25.9%	19.8%	20.5%	20.9%	11.8%	11.9%	11.9%	318,879	328,317	302,294	10,985	11,548	11,542

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(22) Promotions in my work unit are based on merit.

	Stro	ongly A	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
Work Location																					
Headquarters	10.9%	9.9%	9.3%	26.9%	26.4%	25.8%	27.2%	27.8%	28.6%	17.0%	17.7%	17.8%	18.0%	18.2%	18.5%	143,257	144,920	131,737	11,730	10,958	10,398
Field	8.2%	7.5%	7.1%	24.8%	24.0%	23.8%	27.3%	27.4%	28.2%	18.7%	19.6%	19.6%	21.0%	21.5%	21.3%	214,154	225,133	207,051	14,470	14,282	13,954
Supervisory Status																					
Non-Supervisor	7.5%	6.6%	6.3%	22.3%	21.7%	21.3%	28.9%	29.1%	29.9%	19.0%	19.9%	19.9%	22.2%	22.6%	22.6%	229,966	239,103	219,558	22,021	21,081	20,202
Team Leader	7.6%	6.9%	6.7%	25.7%	24.7%	24.7%	26.7%	27.1%	27.6%	19.3%	20.1%	20.1%	20.6%	21.3%	20.8%	46,660	50,533	46,690	2,620	2,642	2,681
Supervisor	12.0%	11.3%	10.7%	34.9%	34.0%	33.2%	24.7%	25.4%	26.1%	15.7%	16.2%	16.8%	12.8%	13.2%	13.3%	50,609	50,991	47,018	1,376	1,300	1,299
Manager	21.3%	20.6%	18.9%	39.8%	40.0%	39.9%	18.9%	18.9%	20.1%	11.4%	11.5%	12.0%	8.6%	9.0%	9.1%	24,331	23,941	21,158	311	320	333
Senior Leader	34.3%	31.5%	29.9%	35.2%	38.1%	38.2%	16.4%	15.2%	16.7%	6.7%	7.9%	7.8%	7.5%	7.2%	7.4%	7,969	7,908	6,925	111	114	91
Sex																					
Male	9.6%	8.6%	8.2%	26.0%	25.2%	24.8%	26.8%	27.1%	28.1%	17.1%	18.0%	18.1%	20.6%	21.1%	20.8%	184,639	193,536	177,010	11,270	11,043	10,802
Female	8.7%	8.0%	7.6%	25.2%	24.6%	24.2%	28.1%	28.2%	28.7%	19.3%	20.1%	20.1%	18.7%	19.1%	19.5%	169,715	174,162	160,550	14,651	13,917	13,381
Hispanic or Latino																					
Yes	9.4%	8.3%	8.2%	22.7%	22.4%	22.0%	26.6%	26.2%	26.8%	17.4%	18.6%	18.6%	23.9%	24.5%	24.4%	31,436	31,900	28,846	1,967	1,937	1,745
No	9.2%	8.4%	7.9%	26.0%	25.3%	24.9%	27.4%	27.7%	28.5%	18.1%	18.9%	18.9%	19.3%	19.7%	19.7%	319,372	332,296	305,289	23,607	22,722	22,104
Race																					
American Indian/ Alaska Native	8.0%	7.3%	5.9%	21.8%	21.8%	22.8%	28.9%	29.7%	29.4%	18.3%	18.3%	19.4%	23.0%	23.0%	22.5%	7,270	7,815	7,069	509	500	441
Asian Black/African	11.4%	10.9%	10.6%	31.2%	30.9%	30.5%	28.5%	28.9%	29.0%	14.2%	14.0%	14.1%	14.8%	15.4%	15.7%	18,064	17,350	15,767	1,406	1,282	1,219
American Native Hawaiian/	9.1%	8.0%	7.6%	24.3%	22.7%	22.7%	29.2%	29.8%	30.2%	16.9%	18.0%	17.8%	20.5%	21.5%	21.7%	53,209	55,651	51,556	4,470	4,236	4,091
Pacific Islander	6.7%	8.9%	7.7%	25.3%	22.4%	22.8%	30.1%	32.0%	28.4%	15.8%	16.1%	18.3%	22.0%	20.7%	22.7%	2,069	2,338	2,180	124	124	124
White	9.5%	8.5%	8.1%	26.2%	25.8%	25.2%	26.7%	26.8%	27.8%	18.4%	19.4%	19.4%	19.2%	19.6%	19.5%	246,260	256,627	235,656	16,972	16,466	16,145
Two or more races (Not Hispanic/ Latino)	7.1%	6.6%	6.3%	20.7%	19.5%	19.3%	25.7%	27.2%	28.1%	20.1%	19.2%	20.1%	26.5%	27.5%	26.2%	13,245	13,399	12,051	1,080	1,026	928

SOURCE: Federal Employee Viewpoint Survey

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(22) Promotions in my work unit are based on merit.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
Age Group																					
25 and under	12.1%	8.3%	10.0%	31.7%	28.9%	27.0%	27.1%	30.8%	28.7%	15.0%	16.2%	17.7%	14.1%	15.8%	16.6%	2,468	2,445	2,481	369	322	313
26-29	9.5%	8.0%	8.0%	27.7%	26.4%	24.5%	26.1%	25.5%	26.5%	18.0%	19.3%	19.1%	18.8%	20.8%	21.9%	10,435	11,715	11,826	1,013	1,023	1,117
30-39	9.2%	7.9%	7.8%	25.6%	24.3%	24.1%	25.2%	25.7%	25.7%	18.4%	19.5%	19.5%	21.6%	22.5%	22.8%	70,142	69,388	62,173	5,890	5,336	5,123
40-49	9.0%	8.3%	7.6%	25.0%	24.4%	24.4%	27.0%	27.0%	28.1%	18.2%	18.8%	19.1%	20.8%	21.4%	20.9%	98,521	103,447	97,181	7,061	7,022	6,974
50-59	8.9%	8.3%	7.6%	25.4%	24.8%	24.2%	28.5%	28.9%	29.9%	18.1%	18.8%	19.0%	19.0%	19.3%	19.3%	135,466	142,428	132,190	9,481	9,251	8,946
60+	8.7%	8.2%	7.9%	25.1%	25.0%	24.5%	30.4%	30.8%	31.7%	18.3%	19.0%	18.8%	17.5%	16.9%	17.1%	58,238	60,542	54,281	4,030	3,962	3,733
Level of Education																					
Less than High School H.S. Diploma/	9.8%	12.3%	8.5%	31.5%	29.2%	26.2%	28.0%	27.7%	34.6%	14.5%	11.4%	13.7%	16.3%	19.4%	16.9%	330	375	362	24	29	24
GED or equiv Trade/Technical	8.4%	7.5%	6.9%	23.5%	23.2%	23.0%	30.5%	30.2%	31.9%	18.0%	18.8%	19.0%	19.6%	20.2%	19.2%	15,270	18,245	17,848	914	1,020	1,073
Certificate Some College	5.9%	5.3%	5.1%		19.5%	18.9%		30.0%			20.8%		23.7%	24.4%		7,652	8,998	8,415	485	541	507
(no degree) Associate's	7.3%	6.8%	6.4%		20.7%	19.9%		28.8%			20.0%	20.4%		23.6%	23.8%	49,435	56,591	54,340	3,128	3,403	3,276
Degree Bachelor's Degree	7.3% 9.0%	6.7% 8.2%	6.2% 8.0%		21.2% 25.8%	20.5%		28.6%		19.7%	19.8% 19.0%	19.7% 18.8%	23.5% 19.2%	23.7% 19.6%	24.3% 19.4%	25,960 123,209	29,386 126.945	27,574 115.984	1,749 8.687	1,876 8.488	1,735 8.454
Master's Degree	10.9%	9.9%	9.0%		27.8%			26.1%			18.0%	18.0%	17.9%	18.2%	18.1%	94,066	91,284	81,005	7,456	6,671	6,250
Doctoral/ Professional	10.5 /6	9.970	9.076	20.5%	27.070	21.970	25.0 /6	20.176	27.076	17.176	10.076	10.076	17.5%	10.2 /0	10.176	34,000	91,204	61,005	7,430	0,071	0,230
Degree	13.2%	12.3%	12.3%	30.4%	30.2%	30.0%	25.3%	25.6%	25.6%	15.7%	16.6%	16.7%	15.2%	15.3%	15.4%	40,394	37,826	33,497	3,610	3,093	3,003
Pay Category																					
Federal Wage System	5.6%	4.9%	4.9%	19.0%	18.4%	16 7%	27.0%	26.9%	27.7%	20.3%	21.3%	22.5%	29.2%	28.6%	28.2%	9,147	12,083	11,827	375	520	388
GS 1-6	7.0%	6.6%	6.4%		19.1%	18.6%			31.0%		19.5%	19.8%			24.3%	16,890	20,021	20,057	1,670	1,843	1,817
GS 7-12	7.5%	6.7%	6.3%		22.4%	22.2%		28.7%	29.6%	19.1%	19.5%	20.0%	21.4%	22.3%	21.9%	141,593	154,775	145,738	11,211	11,278	11,271
GS 13-15	12.6%	11.6%	11.1%		31.4%	31.5%		25.6%	26.6%	15.1%	16.7%	16.4%	14.4%	14.7%	14.4%	158,078	152,134	134.169	10.998	9.849	9,299
SES	45.5%		40.6%	36.9%		39.7%		10.4%	10.5%	4.3%	5.8%	5.4%	3.2%	3.9%	3.8%	5,713	5.649	4.831	39	49	9,299
SL/ST	45.5% 15.1%	15.2%	12.6%		36.5%		25.9%	22.9%	23.0%	12.3%	13.7%	15.2%		11.8%	12.8%	1,478	1,452	1,312	88	79	64
Other	7.1%	6.7%	6.5%								20.5%					24,047	23,994	21,476	1,743	1,546	1.481

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

(22) Promotions in my work unit are based on merit.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		I	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
Time in Federal																					
Government	40.00/	40.70/	40.70/	00 =0/	04.00/	00.00/	0= 00/	05.40/	00.00/	40.00/	44.00/	44.00/	= 00/	0.00/	0.50/	= 400	4.044	0.000	1 000	4 440	0.17
< 1 year	13.8%	12.7%	12.7%		31.8%	30.0%		35.4%			11.8%	11.8%	7.8%	8.3%	8.5%	5,192	4,614	2,329	1,633	1,418	817
1-3 years	11.0%	10.0%	9.6%	27.1%	26.4%	25.8%	30.7%				17.3%	17.4%		16.2%	16.4%	26,639	25,462	29,396	3,236	2,750	3,356
4-5 years	9.2%	7.8%	7.4%		24.2%	23.5%	27.7%				19.2%	19.4%		20.5%		27,748	38,076	39,887	2,301	2,974	3,307
6-10 years	8.4%	7.4%	7.1%		22.8%	22.8%		26.9%			20.1%	20.1%		22.9%		85,616	82,219	68,346	5,982	5,449	4,770
11-14 years	8.0%	7.5%	6.9%		23.1%	22.9%	25.8%	26.3%		19.2%	19.8%	20.2%	23.0%			51,582	53,592	48,190	3,158	3,065	2,946
15-20 years	8.3%	7.7%	7.4%		24.1%	23.7%	25.9%	26.5%		19.0%	19.7%	19.3%		22.1%	21.8%	48,675	46,170	37,600	2,903	2,516	2,189
> 20 years	10.1%	9.3%	8.6%	27.7%	27.3%	26.6%	27.6%	27.8%	28.9%	17.2%	17.8%	18.0%	17.4%	17.7%	17.9%	112,212	120,699	114,232	6,979	7,093	7,079
Time with Current Agency																					
< 1 year	14.6%	13.2%	13.2%	29.8%	30.1%	28.6%	34.1%	34.1%	35.9%	11.8%	12.7%	12.7%	9.7%	9.9%	9.7%	10,170	9,255	5,004	2,960	2,624	1,488
1-3 years	10.9%	9.8%	9.2%		25.8%	25.1%		29.4%			17.7%	17.7%		17.3%		42,925	40,470	44,865	4.676	4,010	4,824
4-5 years	9.0%	7.7%	7.0%	23.9%	23.7%	23.1%		27.7%		18.9%	19.2%	19.7%	21.3%	21.7%	21.6%	35,440	46,564	48,035	2.613	3,302	3,615
6-10 years	7.8%	7.2%	7.1%	23.7%	22.6%	22.7%	26.3%	26.7%	26.9%	19.3%	20.3%	20.1%	22.9%	23.3%	23.3%	92,128	90,245	75.769	5,720	5,421	4,862
11-20 years	8.2%	7.5%	7.2%	24.4%	23.9%	23.4%	26.0%	26.5%			19.7%	19.7%		22.4%	22.5%	93,265	93.961	81,372	5.185	4,830	4,568
> 20 years	10.3%	9.4%	8.8%	29.3%	28.4%	27.8%	27.5%	27.8%	28.8%	16.8%	17.8%	17.9%	16.1%	16.6%	16.7%	82,554	89,215	83,828	4,928	4,973	5,003
Leaving																					
No	11.9%	10.8%	10.2%	30.6%	29.8%	29.4%	29.3%	29.8%	30.4%	15.8%	16.7%	17.0%	12.4%	12.9%	13.0%	240,270	245,384	222,665	18,442	17,445	16,686
Yes, to retire	8.3%	8.0%	7.0%	25.4%	25.1%	24.6%	28.3%	29.3%	30.3%	19.6%	19.9%	19.2%	18.4%	17.6%	18.9%	20,970	22,702	21,670	1,247	1,294	1,219
Yes, to other job in Govt Yes, to other job	3.8%	3.2%	3.1%	15.5%	14.8%	14.2%	23.2%	23.3%	24.4%	22.9%	23.4%	23.1%	34.6%	35.4%	35.1%	66,118	69,074	63,628	4,372	4,282	4,302
outside Govt	3.5%	3.3%	3.2%	13.6%	13.4%	14.4%	19.7%	19.1%	19.9%	21.9%	23.3%	23.3%	41.4%	40.8%	39.2%	12,953	14,933	14,619	806	913	941
Yes, other	2.8%	2.4%	2.6%	12.6%	12.1%	12.4%	23.3%	22.3%	23.2%	21.6%	23.4%	23.1%	39.7%	39.8%	38.6%	16,727	18,037	16,767	1,238	1,260	1,228
Retiring																					
Within 1 year	8.5%	7.8%	7.2%	24.8%	24.8%	24.5%	27.9%	28.0%	28.5%	18.9%	19.1%	18.8%	19.8%	20.2%	21.0%	12,779	14,018	13,137	751	769	736
Between 1-3 years	8.4%	7.8%	7.2%	25.3%	25.3%	25.1%	29.2%	29.2%	30.7%	19.0%	19.8%	19.3%	18.1%	17.9%	17.7%	35,635	37,576	34,064	2,220	2,249	2,094
Between 3-5 years	8.2%	7.7%	7.3%	25.6%	24.8%	24.6%	28.2%	29.0%	29.5%	18.7%	19.4%	19.9%	19.3%	19.1%	18.7%	39,586	40,958	37,150	2,482	2,392	2,262
5 or more years	9.5%	8.6%	8.1%	25.8%	25.0%	24.5%	27.0%	27.2%	27.9%	17.8%	18.7%	18.8%	20.0%	20.6%	20.7%	266,617	274,722	251,844	20,389	19,503	18,936

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

(22) Promotions in my work unit are based on merit.

	Stro	ngly Ag	ree		Agree			ither Ag r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
Self-Identify as:																					
Heterosexual	9.6%	8.7%	8.2%	26.5%	25.6%	25.1%	27.5%	27.7%	28.5%	17.6%	18.6%	18.8%	18.7%	19.4%	19.5%	285,781	297,586	274,158	20,176	19,555	18,849
LGBT*	10.8%	9.4%	8.2%	24.0%	24.5%	25.4%	24.3%	23.9%	24.1%	19.0%	19.2%	18.6%	21.9%	22.9%	23.7%	10,491	10,330	9,069	807	709	716
Prefer not to say	6.5%	5.9%	6.1%	20.3%	20.4%	20.5%	26.7%	27.9%	28.3%	20.4%	20.2%	20.3%	26.0%	25.5%	24.9%	43,352	44,687	40,268	3,552	3,361	3,305
Military Service																					
No Prior Military Service Currently in	9.4%	8.6%	8.2%	27.2%	26.4%	26.1%	26.8%	27.1%	27.7%	18.0%	18.9%	18.8%	18.6%	19.1%	19.2%	257,734	262,377	238,940	19,371	18,407	17,929
Guard/Reserves	10.7%	9.0%	7.3%	26.3%	25.5%	24.7%	25.2%	25.8%	27.9%	17.2%	17.9%	20.0%	20.6%	21.8%	20.2%	5,765	6,657	6,148	378	342	358
Retired Separated/	10.3%	9.2%	8.6%	25.4%	24.5%	24.0%	30.5%	30.7%	31.9%	16.7%	17.8%	17.9%	17.1%	17.8%	17.6%	37,040	40,680	38,976	2,491	2,560	2,476
Discharged	7.7%	7.0%	6.4%	20.8%	20.4%	19.8%	27.0%	27.3%	28.2%	18.9%	19.7%	19.9%	25.6%	25.5%	25.6%	52,097	55,950	51,616	3,489	3,517	3,246
Disability																					
Yes	8.3%	7.6%	6.8%	20.4%	19.3%	19.2%	27.3%	28.2%	28.4%	18.5%	19.0%	19.6%	25.5%	25.9%	26.0%	47,904	49,985	45,626	3,559	3,418	3,139
No	9.4%	8.5%	8.1%	26.8%	26.0%	25.5%	27.3%	27.5%	28.3%	17.9%	18.8%	18.8%	18.6%	19.1%	19.2%	305,832	316,831	290,947	22,220	21,446	20,918

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
Work Location																					
Headquarters	7.3%	6.8%	6.4%	23.6%	23.5%	23.5%	27.8%	27.7%	27.5%	20.7%	21.3%	21.6%	20.5%	20.7%	20.9%	137,265	139,448	127,968	17,929	16,521	14,461
Field	5.8%	5.3%	5.2%	22.8%	21.9%	22.3%	26.4%	26.2%	26.1%	22.1%	22.8%	23.1%	23.0%	23.7%	23.2%	208,032	218,883	202,819	21,023	20,763	18,668
Supervisory Status																					
Non-Supervisor	5.5%	5.0%	4.8%	19.7%	19.2%	19.5%	28.7%	28.6%	28.5%	22.0%	22.7%	22.8%	24.1%	24.5%	24.4%	218,737	228,246	211,672	33,650	32,133	28,602
Team Leader	4.2%	4.2%	4.2%	20.4%	19.7%	19.8%	25.7%	24.6%	24.5%	24.2%	25.3%	26.2%	25.5%	26.3%	25.2%	45,806	49,692	46,245	3,579	3,524	3,204
Supervisor	8.3%	7.8%	7.5%	34.2%	33.5%	33.8%	23.5%	23.8%	23.7%	19.8%	19.9%	20.6%	14.2%	14.8%	14.5%	50,546	50,939	47,215	1,559	1,427	1,238
Manager	13.9%	12.9%	12.0%	40.7%	40.3%	41.0%	19.5%	19.9%	19.8%	15.7%	16.6%	16.8%	10.2%	10.4%	10.4%	24,329	23,949	21,261	331	346	272
Senior Leader	22.8%	20.3%	20.1%	38.3%	39.2%	40.8%	18.1%	17.8%	16.7%	12.5%	13.8%	12.8%	8.3%	8.9%	9.6%	7,949	7,872	6,887	132	156	132
Sex																					
Male	6.6%	6.0%	5.7%	23.9%	23.2%	23.6%	27.3%	27.1%	27.1%	20.5%	21.2%	21.9%	21.6%	22.4%	21.7%	178,883	187,945	173,258	17,270	16,774	14,853
Female	6.0%	5.7%	5.5%	22.2%	21.7%	21.7%	26.3%	26.2%	26.2%	22.9%	23.7%	23.4%	22.6%	22.7%	23.3%	163,642	168,273	156,469	21,134	20,016	17,925
Hispanic or Latino																					
Yes	7.3%	6.6%	6.6%	22.2%	21.2%	21.0%	26.2%	25.8%	26.1%	19.9%	20.4%	21.3%	24.4%	25.9%	25.0%	30,521	31,128	28,330	2,947	2,742	2,308
No	6.3%	5.8%	5.5%	23.3%	22.8%	23.0%	27.0%	26.8%	26.7%	21.7%	22.5%	22.7%	21.7%	22.1%	22.0%	308,604	321,740	298,104	34,959	33,588	30,020
Race																					
American Indian/ Alaska Native	6.4%	5.9%	4.9%	20.7%	20.9%	21.2%	27.3%	27.3%	26.5%	19.2%	19.6%	22.9%	26.3%	26.3%	24.4%	7,280	7,830	7,080	514	511	444
Asian Black/African	8.3%	8.3%	7.8%	28.1%	27.8%	28.0%	30.5%	30.8%	30.8%	16.4%	17.0%	16.5%	16.7%	16.2%	16.9%	17,175	16,599	15,197	2,302	2,050	1,829
American Native Hawaiian/	8.1%	7.3%	7.0%	25.5%	24.8%	25.1%	30.0%	30.6%	29.9%	17.4%	18.0%	18.4%	18.9%	19.3%	19.6%	50,917	53,427	49,928	6,896	6,589	5,882
Pacific Islander	7.4%	7.3%	6.3%	23.6%	24.6%	24.3%	27.6%	28.9%	25.6%	19.1%	17.2%	19.8%	22.3%	21.9%	24.0%	2,055	2,288	2,180	156	179	146
White	6.0%	5.5%	5.2%	22.7%	22.1%	22.3%	25.8%	25.5%	25.5%	23.0%	23.8%	24.1%	22.4%	23.1%	22.9%	238,665	249,175	230,746	25,011	24,066	21,510
Two or more races (Not Hispanic/ Latino)	5.1%	5.1%	5.3%	20.0%	19.5%	19.4%	25.8%	25.9%	26.0%	21.5%	21.6%	22.7%	27.5%	28.0%	26.6%	12.853	12.997	11.775	1.493	1.444	1.252

SOURCE: Federal Employee Viewpoint Survey

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(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

All Responses 6.3% 5.8% 5.8% 5.8% 2.4% 22.7% 27.9% 27.9% 26.9% 26.9% 26.9% 26.9% 26.9% 22.3% 22.5% 23.3% 39,304 354,178 41,216 39,603 35,800 Age Group 25 and under 8.0% 6.6% 8.4% 26.1% 22.8% 21.7% 23.8% 24.2% 22.9% 21.7% 24.7% 22.9% 20.5% 21.7% 24.9% 24.9% 24.2% 23.95 2.456 412 365 53.1 25 and under 8.0% 6.6% 8.4% 53.9% 19.3% 18.7% 18.4% 12.6% 22.9% 22.9% 22.4% 21.7% 24.7% 22.9% 20.5% 21.7% 24.9% 24.9% 24.9% 19.79 11.276 11.472 11.472 14.68 14.42 1.48 14.24 1.28 14.04 1.28 14.		Stro	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree)	Stro	ngly Disa	agree	Item R	esponse ¹	Γotal**	Do	Not Kn	ow
Page Group 25 and under		2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
25 and under	All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
26-29 6.3% 5.4% 5.3% 19.3% 18.7% 18.4% 22.8% 22.1% 22.4% 26.1% 25.3% 24.6% 25.3% 24.6% 28.5% 29.4% 9.979 11.276 11.472 1.468 1.442 1.400 30-39 5.7% 5.3% 5.1% 19.8% 18.8% 19.4% 23.0% 23.0% 22.8% 22.8% 24.8% 24.7% 27.7% 28.3% 27.9% 67.488 67.044 60.676 8.533 7.646 6.612 40-49 6.3% 5.6% 5.5% 24.4% 24.1% 24.1% 29.1% 29.0% 29.5% 26.2% 28.8% 24.8% 24.7% 27.7% 28.3% 27.9% 67.488 67.044 60.676 8.533 7.646 6.612 40.0% 2	Age Group																					
3-99 5.7% 5.7% 5.7% 5.7% 5.7% 5.7% 5.7% 5.7%	25 and under	8.0%	6.6%	8.4%	26.1%	22.8%	21.7%	23.8%	24.2%	22.2%	21.7%	24.7%	22.9%	20.5%	21.7%	24.9%	2,422	2,395	2,456	412	365	331
40-49 6.3% 5.6% 5.5% 2.4% 21.9% 22.4% 25.9% 26.2% 26.0% 26.0% 26.2% 26.0% 26.0% 26.2% 26.0	26-29	6.3%	5.4%	5.3%	19.3%	18.7%	18.4%	22.6%	22.1%	22.4%	26.1%	25.3%	24.6%	25.8%	28.5%	29.4%	9,979	11,276	11,472	1,468	1,442	1,460
50-59 6.5% 6.5% 6.0% 5.6% 24.5% 24.5% 24.5% 24.5% 29.5% 29.5% 31.4% 29.5% 29.5% 29.5% 21.7% 19.0% 19.9% 21.7% 19.5% 19.6	30-39	5.7%	5.3%	5.1%	19.8%	18.8%	19.4%	23.0%	22.8%	22.8%	23.8%	24.8%	24.7%	27.7%	28.3%	27.9%	67,488	67,044	60,676	8,533	7,646	6,612
Column C	40-49	6.3%	5.6%	5.5%	22.4%	21.9%	22.4%	25.9%	26.2%	25.8%	22.2%	22.4%	23.1%	23.3%	23.9%	23.1%	95,499	100,654	95,190	10,172	9,870	9,115
Less than High School R.S. Diploma/ GED or equiv TraderTechnical Certificate Some College (no degree) Associate's Degree Bachelor's Degree Poctoral/ Professional Degree Rose Rose Rose Rose Rose Rose Rose Ro	50-59	6.5%	6.0%	5.6%	24.5%	24.1%	24.1%	29.1%	29.0%	29.0%	20.5%	21.3%	21.7%	19.2%	19.6%	19.6%	131,179	137,989	129,123	14,076	13,829	12,298
Less than High School H.S. Diplomal GED or equiv TraderTechnical Certificate Some College (no degree) Associate's Degree Bachelor's Degree Professional Degree 7.5% 6.8% 6.5% 25.4% 25.5% 26.6% 23.4% 26.6%	60+	6.4%	6.2%	5.9%	26.2%	26.0%	26.0%	31.8%	31.6%	31.4%	19.0%	19.9%	20.1%	16.6%	16.3%	16.6%	56,066	58,419	52,852	6,401	6,210	5,437
High School H.S. Diplomary GED or equiv Trade/Technical Certificate Some College (no degree) Associate's Degree Bachelor's Degree Bachelor's Degree Tockrall Professional Degree System GS 1-6 GS 7-12 GS 7-12 GS 7-12 GS 7-12 GS 7-12 GS 1-38 GS 1-8 GS 1-1 GS 1-8 GS 1-8 GS 1-8 GS 1-1 GS 1-8 GS 1-1 GS 1-8 GS 1-1 GS 1-1 GS 1-8 GS 1-1	Level of Education																					
Trade/Technical Certificate Some College (no degree)	High School	11.3%	13.1%	9.0%	25.5%	29.6%	32.4%	27.9%	26.9%	31.4%	12.9%	12.0%	9.7%	22.4%	18.4%	17.5%	333	377	370	28	31	21
Some College (no degree) Associate's Degree Associate's Degree	Trade/Technical			6.6%											21.9%	20.6%		,	,	ĺ	,	,
Associate's Degree Bachelor's Degree G1.% 5.6% 5.6% 5.6% 23.3% 22.6% 23.4% 26.9% 26.6% 26.5% 25.8% 21.8% 22.5% 23.2% 22.5% 24.7% 24.7% 25.2% 25.557 28.889 27.286 2.233 2.407 2.121	Some College																	,	ŕ			
Bachelor's Degree 6.1% 5.6% 5.4% 23.3% 22.6% 23.4% 26.9% 26.6% 26.7% 26.8% 26.8% 22.6% 22.6% 22.6% 22.0% 119,040 122,566 112,940 12,984 12,979 11,749	Associate's																·	,	,	ĺ	•	,
Master's Degree Doctoral/ Professional Degree 7.5% 6.8% 6.5% 25.4% 25.5% 26.2% 27.2% 26.7% 26.3% 26.3% 21.4% 22.5% 23.2% 20.5% 20.8% 20.9% 90,470 87,944 78,826 11,161 10,068 8,591 10,000 10,0	Bachelor's																·	,	,	ĺ	,	,
Doctoral/ Professional Degree 7.5% 6.8% 6.5% 25.4% 25.5% 26.2% 27.2% 26.7% 26.3% 21.6% 22.3% 22.1% 18.2% 18.7% 18.8% 37,882 35,752 31,961 6,226 5,182 4,592	· ·																,	,	,	•	,	,
Pay Category Federal Wage 4.1% 4.6% 4.5% 18.3% 18.0% 24.5% 24.1% 23.6% 22.8% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 24.1% 24.5% 30.3% 29.0% 29.3% 9,216 12,178 11,887 349 460 345 GS 1-6 6.5% 6.5% 6.2% 20.5% 21.1% 21.2% 27.4% 27.1% 27.4% 20.7% 20.7% 20.5% 24.9% 24.6% 24.8% 16,967 19,964 20,157 1,665 1,926 1,790 GS 7-12 5.7% 5.2% 4.9% 21.4% 20.7% 27.8% 27.7% 27.8% 27.7% 21.7% 22.1% 23.5% 24.2% 23.7% 136,615 149,581 142,264 16,403 16,576 15,101 GS 13-15 7.6% 6.9% 6.6%	Doctoral/	7.076	0.570	0.070	25.076	25.070						22.570	23.270	20.376	20.070	20.970	30,470	07,944	70,020	11,101	·	·
Federal Wage System 4.1% 4.6% 4.5% 18.3% 18.3% 18.0% 24.5% 24.1% 23.6% 22.8% 24.1% 24.5% 30.3% 29.0% 29.3% 9,216 12,178 11,887 349 460 345 6.5% 6.5% 6.2% 20.5% 21.1% 21.2% 27.4% 27.1% 27.4% 20.7% 20.5% 21.5% 24.9% 24.6% 24.8% 16,967 19,964 20,157 1,665 1,926 1,790 25.7% 5.2% 4.9% 4.9% 24.6% 24.8% 16,967 19,964 20,157 1,665 1,926 1,790 25.1% 25.2% 25.0	Degree	7.5%	6.8%	6.5%	25.4%	25.5%	26.2%	27.2%	26.7%	26.3%	21.6%	22.3%	22.1%	18.2%	18.7%	18.8%	37,882	35,752	31,961	6,226	5,182	4,592
System 4.1% 4.6% 4.5% 18.3% 18.3% 18.0% 24.5% 24.1% 23.6% 22.8% 24.1% 24.5% 30.3% 29.0% 29.3% 9,216 12,178 11,887 349 460 345 GS 1-6 6.5% 6.5% 6.2% 20.5% 21.1% 21.2% 27.4% 27.1% 27.4% 20.7% 20.5% 20.5% 24.9% 24.6% 24.8% 16,967 19,964 20,157 1,665 1,926 1,790 55.7% 5.2% 4.9% 24.6% 24.8% 27.7% 27.8% 27.7% 27.8% 27.7% 21.7% 22.2% 23.0% 23.5% 24.2% 23.7% 136,615 149,581 142,264 16,403 16,576 15,101 GS 13-15 7.6% 6.9% 6.6% 27.0% 26.1% 26.9% 26.8% 26.4% 26.5% 21.0% 22.1% 22.1% 17.5% 18.5% 17.9% 151,294 145,998 129,732 18,048 16,119 13,983 SES 29.3% 25.2% 25.0% 41.8% 43.3% 44.0% 14.4% 15.8% 14.8% 9.8% 10.5% 10.6% 4.7% 5.2% 5.5% 5,709 5,630 4,814 55 71 68 SL/ST 9.2% 8.3% 6.1% 29.6% 27.7% 33.9% 22.5% 25.0% 22.3% 21.4% 23.2% 20.8% 17.4% 15.9% 17.0% 17.0% 1,451 1,444 1,289 113 90 89																						
GS 1-6 6.5% 6.5% 6.2% 20.5% 21.1% 21.2% 27.4% 27.1% 27.4% 20.7% 20.7% 20.5% 24.9% 24.6% 24.8% 16,967 19,964 20,157 1,665 1,926 1,790 5.7% 5.2% 4.9% 25.0% 26.1% 26.9% 26.8% 26.4% 26.5% 21.0% 22.1% 22.1% 22.1% 17.5% 18.5% 17.9% 151,294 145,998 129,732 18,048 16,119 13,983 SES 29.3% 25.2% 25.0% 41.8% 43.3% 44.0% 14.4% 15.8% 14.8% 9.8% 10.5% 10.6% 4.7% 5.2% 5.5% 5,709 5,630 4,814 55 71 68 SL/ST 9.2% 8.3% 6.1% 29.6% 27.7% 33.9% 22.5% 25.0% 22.3% 21.4% 23.2% 20.8% 17.4% 15.9% 17.0% 15.9% 17.0% 1,451 1,444 1,289 113 90 89	•	1 1%	4 6%	1 5%	18 3%	18 3%	18 0%	24 5%	2/ 1%	23.6%	22.8%	24 1%	24 5%	30.3%	20.0%	20.3%	9 216	12 178	11 887	3/10	460	345
GS 7-12	•																,	, -	•			
GS 13-15																	,	,	•	•	,	,
SES 29.3% 25.2% 25.0% 41.8% 43.3% 44.0% 15.8% 14.8% 9.8% 10.5% 10.6% 4.7% 5.2% 5.5% 5,709 5,630 4,814 55 71 68 SL/ST 9.2% 8.3% 6.1% 29.6% 27.7% 33.9% 22.5% 25.0% 22.3% 21.4% 23.2% 20.8% 17.4% 15.9% 17.0% 1,451 1,444 1,289 113 90 89																	,	,	,	•	,	,
SL/ST 9.2% 8.3% 6.1% 29.6% 27.7% 33.9% 22.5% 25.0% 22.3% 21.4% 23.2% 20.8% 17.4% 15.9% 17.0% 1,451 1,444 1,289 113 90 89																		,		•		
																		,	•			
Uther 5.1% 4.7% 5.1% 21.9% 22.3% 25.0% 24.9% 24.6% 23.6% 24.1% 23.7% 24.4% 24.0% 24.3% 23,651 23,667 21,327 2,171 1,912 1,683	Other	9.2% 5.1%	8.3% 4.7%	5.1%													1,451 23,651	23,667	21,327	2,171	1,912	

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

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Stre	ongly Ag	ree		Agree			ither Ag or Disagr			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
Time in Federal																					
Government	0.40/	40.00/	0.00/	07.00/	07.00/	25.00/	20.00/	20.40/	24.20/	40.70/	40.50/	20.00/	40.70/	44.00/	40.00/	5 000	4.007	0.000	4 005	4 200	754
< 1 year	9.4%	10.0%	9.2%		27.6%	25.8%	30.2%		31.3%		18.5%			14.6%		5,239	4,637	2,389	1,605	1,380	754
1-3 years	7.2%	6.8%	6.9%		21.5%	22.5%					22.7%			21.3%		25,839	24,696	28,935	4,018	3,524	3,847
4-5 years	6.1%	5.1%	5.0%		20.4%	20.3%		25.8%			23.4%			25.3%		26,815	36,818	38,980	3,272	4,232	4,236
6-10 years	5.6%	5.1%	5.1%		20.0%	20.7%		24.9%			23.5%					82,636	79,764	66,874	9,069	7,967	6,357
11-14 years	5.7%	5.3%	5.0%		21.5%	21.8%		25.4%			23.1%					50,008	52,076	47,323	4,836	4,624	3,946
15-20 years	6.2%	5.6%	5.4%		22.9%	23.2%	26.7%		26.4%		22.3%					47,261	44,873	36,853	4,428	3,817	3,062
> 20 years	7.1%	6.7%	6.1%	26.8%	26.1%	25.8%	29.3%	29.1%	29.2%	19.4%	20.2%	20.9%	17.5%	17.9%	17.9%	107,802	116,297	110,689	11,673	11,735	10,963
Time with Current Agency																					
< 1 year	10.5%	10.5%	9.9%	26.6%	26.7%	25.3%	31.1%	31.2%	30.7%	17.3%	16.8%	18.7%	14.6%	14.8%	15.3%	10,113	9.186	5,085	3.028	2,692	1,397
1-3 years	7.3%	6.8%	6.6%	22.5%	21.4%	22.1%	27.5%	27.2%	26.7%	21.3%	22.4%	22.2%	21.5%	22.2%	22.4%	41,542	39,181	44,051	6,067	5,325	5,725
4-5 years	6.0%	5.1%	4.9%	20.4%	20.3%	20.2%	25.6%	25.6%	25.5%	22.8%	23.3%	24.0%	25.1%	25.7%	25.4%	34,272	45,105	46,809	3,853	4,751	4,864
6-10 years	5.3%	5.1%	5.1%	20.9%	20.1%	21.0%	25.6%	25.3%	25.1%	22.8%	23.4%	23.2%	25.4%	26.1%	25.7%	88,895	87,591	74,162	9,076	8,120	6,631
11-20 years	5.9%	5.4%	5.2%	23.0%	22.7%	23.0%	26.3%	26.2%	26.5%	22.1%	22.7%	23.0%	22.7%	23.0%	22.4%	90,437	91,179	79,709	8,238	7,689	6,467
> 20 years	7.1%	6.6%	6.1%	28.0%	26.9%	26.5%	29.1%	29.0%	29.1%	19.3%	20.4%	21.1%	16.5%	17.1%	17.2%	79,164	85,811	81,145	8,493	8,572	7,953
Leaving																					
No	8.0%	7.4%	7.1%	27.1%	26.3%	26.7%	28.8%	28.8%	28.5%	20.4%	21.2%	21.5%	15.7%	16.3%	16.2%	231,304	236,688	216,711	27,845	26,354	23,144
Yes, to retire Yes, to other job	5.7%	5.2%	4.9%	25.2%	25.1%	24.2%	30.2%	29.9%	30.4%	20.2%	21.7%	21.6%	18.7%	18.0%	18.9%	20,337	22,104	21,221	1,935	1,964	1,757
in Govt Yes, to other job	3.2%	2.9%	2.7%	15.0%	14.3%	14.5%	22.9%	22.5%	22.7%	24.3%	24.7%	25.3%	34.7%	35.7%	34.9%	64,398	67,359	62,649	6,211	6,055	5,370
outside Govt	2.8%	2.1%	2.1%	12.0%	13.1%	13.0%	17.9%	17.5%	18.0%	25.1%	25.1%	25.4%	42.2%	42.2%	41.5%	12,618	14,656	14,403	1,134	1,189	1,203
Yes, other	2.5%	2.3%	2.4%	12.8%	13.3%	13.0%	22.9%	21.7%	23.0%	23.2%	23.9%	24.3%	38.6%	38.7%	37.3%	16,317	17,702	16,479	1,674	1,589	1,548
Retiring																					
Within 1 year	5.6%	5.2%	5.1%	24.3%	24.4%	23.7%	29.9%	28.9%	29.2%	19.7%	21.5%	21.1%	20.5%	20.1%	21.0%	12,401	13,655	12,857	1,168	1,180	1,072
Between 1-3 years	5.8%	5.8%	5.0%	25.7%	25.9%	25.2%	29.5%	29.4%	30.3%	20.7%	21.0%	21.5%	18.2%	18.0%	18.0%	34,451	36,416	33,210	3,496	3,463	3,025
Between 3-5 years	6.1%	5.6%	5.5%	25.9%	24.5%	24.7%	29.1%	28.9%	29.2%	20.5%	21.9%	22.0%	18.4%	19.1%	18.7%	38,385	39,696	36,326	3,790	3,748	3,243
5 or more years	6.5%	5.9%	5.7%	22.5%	21.8%	22.2%	26.2%	26.0%	25.8%	21.9%	22.6%	22.9%	23.0%	23.6%	23.4%	257,464	266,005	245,985	29,938	28,363	25,271

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

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagı			Disagre	9	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
Self-Identify as:																					
Heterosexual	6.6%	6.1%	5.8%	24.0%	23.2%	23.4%	27.1%	26.8%	26.8%	21.3%	22.2%	22.5%	20.9%	21.7%	21.5%	276,114	288,475	267,788	30,363	28,989	25,799
LGBT*	7.0%	6.2%	6.2%	21.1%	21.2%	20.9%	21.8%	22.0%	20.6%	23.5%	23.9%	24.2%	26.7%	26.7%	28.1%	10,142	9,993	8,908	1,175	1,042	883
Prefer not to say	4.6%	4.4%	4.7%	18.7%	19.1%	19.2%	26.7%	27.1%	26.6%	22.6%	22.4%	22.9%	27.3%	26.9%	26.5%	41,997	43,196	39,306	4,988	4,883	4,403
Military Service																					
No Prior Military Service Currently in	6.3%	5.8%	5.6%	23.3%	22.9%	22.9%	26.6%	26.5%	26.4%	22.0%	22.7%	22.9%	21.7%	22.2%	22.2%	247,730	252,890	232,198	29,823	28,151	25,159
Guard/Reserves	7.0%	7.4%	5.7%	24.3%	22.6%	24.4%	25.3%	25.0%	26.0%	20.9%	21.4%	22.0%	22.5%	23.6%	22.0%	5,662	6,554	6,126	488	442	388
Retired Separated/	7.5%	6.9%	6.5%	25.8%	25.3%	25.6%	29.8%	29.4%	29.2%	19.5%	20.3%	21.0%	17.4%	18.1%	17.8%	36,474	40,033	38,669	3,141	3,249	2,876
Discharged	5.7%	5.2%	5.1%	20.7%	19.6%	20.2%	25.8%	26.1%	26.0%	21.5%	22.5%	22.6%	26.3%	26.6%	26.1%	50,901	54,743	50,850	4,791	4,790	4,153
Disability																					
Yes	6.8%	6.2%	5.8%	21.0%	20.7%	21.0%	27.2%	27.5%	27.2%	19.9%	20.1%	20.7%	25.1%	25.5%	25.3%	46,755	48,725	44,819	4,845	4,710	4,085
No	6.3%	5.8%	5.6%	23.7%	22.9%	23.1%	26.9%	26.6%	26.6%	21.9%	22.7%	22.9%	21.3%	21.9%	21.8%	295,086	306,606	283,919	33,468	31,983	28,556

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree	9	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
Work Location																					
Headquarters	8.9%	8.1%	7.4%	27.5%	27.5%	26.2%	27.9%	27.5%	28.1%	19.9%	21.0%	21.8%	15.8%	15.9%	16.4%	144,683	146,219	133,878	10,740	10,025	8,860
Field	7.0%	6.3%	5.9%	25.9%	25.2%	24.7%	27.6%	27.7%	28.0%	21.7%	22.7%	23.0%	17.8%	18.1%	18.4%	216,536	227,262	210,209	12,789	12,800	11,781
Supervisory Status																					
Non-Supervisor	6.7%	6.1%	5.7%	23.3%	22.9%	22.3%	29.2%	29.1%	29.4%	21.7%	22.7%	23.0%	19.1%	19.2%	19.6%	232,636	241,254	223,081	20,128	19,594	17,762
Team Leader	6.0%	5.6%	5.4%	25.2%	24.5%	23.7%	27.1%	26.9%	27.4%	23.3%	24.3%	25.0%	18.3%	18.7%	18.6%	47,141	51,092	47,507	2,288	2,190	2,031
Supervisor	9.6%	8.6%	8.0%	36.2%	36.3%	34.9%	25.1%	25.2%	25.8%	18.7%	19.2%	20.3%	10.3%	10.7%	11.0%	51,186	51,571	47,779	982	874	787
Manager	14.5%	13.7%	12.0%	42.4%	41.3%	40.3%	21.0%	21.2%	22.1%	15.0%	15.8%	17.4%	7.2%	8.0%	8.2%	24,444	24,099	21,349	240	241	227
Senior Leader	25.0%	22.7%	20.6%	41.2%	41.2%	41.6%	18.0%	17.4%	18.6%	9.8%	13.0%	11.8%	6.0%	5.8%	7.3%	7,987	7,931	6,967	104	114	77
Sex																					
Male	8.0%	7.1%	6.6%	27.4%	26.9%	26.1%	27.9%	28.0%	28.6%	20.0%	20.9%	21.7%	16.7%	17.0%	17.0%	186,697	195,404	179,742	9,793	9,680	8,843
Female	7.3%	6.8%	6.4%	25.5%	25.1%	24.2%	27.4%	27.2%	27.5%	22.3%	23.4%	23.6%	17.4%	17.5%	18.4%	171,559	175,722	163,165	13,390	12,863	11,589
Hispanic or Latino																					
Yes	8.7%	8.1%	7.4%	25.5%	24.4%	24.0%	27.1%	26.8%	27.2%	18.8%	20.0%	20.6%	19.9%	20.8%	20.7%	31,756	32,177	29,284	1,755	1,730	1,473
No	7.6%	6.9%	6.4%	26.8%	26.3%	25.5%	27.7%	27.8%	28.2%	21.3%	22.2%	22.7%	16.6%	16.8%	17.2%	322,905	335,486	310,135	21,115	20,474	18,679
Race																					
American Indian/ Alaska Native	7.00/	7.00/	F 00/	22.70/	04.00/	04.00/	07.00/	07.00/	00.70/	20.40/	20.00/	22.00/	24 00/	20 50/	20.20/	7 507	7.075	7 000	200	274	200
	7.0%	7.0%	5.8%			24.3%					20.6%		21.0%	20.5%		7,507	7,975	7,233	302	374	308
Asian Black/African	10.6%	9.5%	9.3%	32.1%	33.1%	31.9%	28.7%	28.8%	29.5%	15.3%	15.7%	15.9%	13.3%	12.9%	13.5%	18,199	17,461	16,003	1,310	1,211	1,063
American	9.0%	8.1%	7.5%	28.3%	27.4%	26.9%	28.2%	28.5%	29.1%	17.9%	18.6%	19.0%	16.5%	17.3%	17.5%	53,948	56,248	52,345	3,976	3,921	3,634
Native Hawaiian/		0.00/	- 00/		o=	0= 00/		00 =0/	00.40/	4- 40/	4	4= =0/			10.00/						
Pacific Islander	7.8%	9.0%	7.2%			27.0%								17.4%		2,106	2,376	2,233	100	101	96
White	7.4%	6.7%	6.2%	26.4%	25.8%	24.9%	27.3%	27.4%	27.6%	22.1%	23.3%	23.9%	16.8%	16.9%	17.3%	248,660	258,895	239,243	15,320	14,781	13,553
Two or more races (Not Hispanic/																					
Latino)	6.0%	6.1%	5.5%	22.2%	21.9%	20.8%	27.2%	26.4%	28.5%	21.8%	23.0%	22.5%	22.7%	22.6%	22.6%	13,447	13,603	12,325	918	860	729

SOURCE: Federal Employee Viewpoint Survey

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

	Stre	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
Age Group																					
25 and under	9.8%	8.5%	7.9%	31.7%	29.3%	28.2%	26.3%	26.4%	26.6%	18.8%	21.1%	20.8%	13.3%	14.6%	16.6%	2,611	2,570	2,599	225	193	189
26-29	7.9%	6.8%	6.4%	24.2%	23.7%	21.8%	26.2%	25.7%	25.8%	23.2%	23.6%	25.3%	18.4%	20.2%	20.7%	10,660	12,009	12,187	789	713	752
30-39	7.1%	6.3%	6.0%	23.8%	22.8%	22.7%	25.5%	25.7%	25.5%	23.5%	24.7%	25.0%	20.1%	20.5%	20.8%	71,238	70,353	63,462	4,795	4,387	3,895
40-49	7.3%	6.7%	6.3%	25.8%	25.5%	25.0%	27.2%	27.2%	27.7%	21.6%	22.2%	22.8%	18.1%	18.4%	18.3%	99,490	104,334	98,677	6,262	6,311	5,768
50-59	7.7%	7.0%	6.4%	27.6%	27.3%	26.1%	29.0%	29.0%	29.8%	20.0%	21.0%	21.7%	15.7%	15.7%	16.1%	136,514	143,290	133,894	8,930	8,832	7,927
60+	8.0%	7.2%	6.9%	28.9%	28.6%	27.6%	30.7%	31.1%	31.5%	19.2%	20.0%	20.4%	13.3%	13.0%	13.5%	58,660	60,969	54,903	3,942	3,820	3,567
Level of Education																					
Less than High School H.S. Diploma/	11.6%	13.7%	10.9%	31.6%	30.5%	33.2%	25.8%	25.9%	28.5%	11.6%	10.3%	15.7%	19.3%	19.7%	11.8%	333	385	373	24	22	19
GED or equiv Trade/Technical	8.4%	7.7%	7.6%	28.0%	28.2%	27.4%	29.5%	29.8%	30.1%	18.3%	18.6%	19.2%	15.9%	15.7%	15.7%	15,479	18,497	18,197	780	858	850
Certificate Some College	5.8%	5.9%	5.4%	25.2%	23.9%	22.3%	29.0%	28.8%	29.7%	21.4%	21.4%	22.4%	18.6%	20.0%	20.2%	7,845	9,192	8,645	350	393	351
(no degree) Associate's	7.0%	6.9%	6.2%	24.6%	24.3%	23.2%	28.6%	28.4%	29.3%	20.6%	21.4%	21.6%	19.1%	19.1%	19.7%	50,073	57,243	55,248	2,722	2,949	2,646
Degree Bachelor's	6.7%	6.4%	6.0%		24.4%		27.9%					22.5%	19.7%	18.9%	19.7%	26,429	29,837	28,102	1,405	1,507	1,384
Degree	7.6%	6.6%	6.2%		26.2%		27.6%				22.4%	23.0%	16.7%	17.0%	17.0%	124,325	127,973	117,737	7,863	7,800	7,202
Master's Degree Doctoral/ Professional	8.3%	7.5%	6.8%	28.1%	27.5%	26.4%	26.9%	26.4%	27.0%	21.0%	22.4%	23.4%	15.6%	16.1%	16.5%	95,273	92,164	82,303	6,467	5,967	5,277
Degree	9.0%	7.8%	7.5%	27.3%	27.4%	26.9%	27.0%	26.4%	26.9%	21.9%	23.4%	22.9%	14.8%	15.0%	15.8%	40,408	37,840	33,781	3,737	3,166	2,852
Pay Category																					
Federal Wage System	5.4%	5.5%	E 10/	24 90/	22.4%	21 50/	27.4%	26.9%	27.3%	22.8%	23.3%	23.8%	22.6%	21.8%	22 20/	0 222	12 220	12.020	250	329	256
GS 1-6			5.1%												22.3%	9,323	12,329	12,039			
GS 7-12	7.7%	7.6%	7.1%			24.1%		28.7%			19.7%	20.2%	19.9%	19.5%	19.7%	17,568	20,644	20,780	1,109	1,305	1,206
GS 13-15	6.9% 9.2%	6.2%	5.8%		24.4% 29.7%	23.4%		28.6% 26.7%	28.9%		22.2%	23.0%	18.2%	18.6%	18.9%	143,453	156,576	148,583	9,802	9,869	9,156
SES		8.1%	7.5%	30.7%		29.4%			27.3%		21.8%	22.0%	13.1%	13.7%	13.9%	158,779	152,425	135,210	10,732	9,932	8,791
	31.2%	27.7%	25.2%		43.3%			15.3%	15.1%	7.7%	9.5%	10.7%	3.3%	4.1%	4.3%	5,731	5,636	4,842	44	68	52 52
SL/ST Other	10.6%	9.5%	8.7%		33.0%		25.6%	22.4%			23.9%	19.0%		11.2%	14.9%	1,492	1,480	1,332	76	59	52
Otilei	5.8%	5.4%	5.1%	23.8%	24.3%	23.9%	27.3%	26.9%	27.2%	22.8%	24.2%	24.3%	20.3%	19.3%	19.5%	24,425	24,448	21,967	1,428	1,197	1,106

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

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

	Stro	ongly Ag	ree		Agree			ither Ag or Disagr			Disagree	•	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
Time in Federal																					
Government < 1 year	11.8%	11.2%	10.4%	32 0%	33.6%	33.2%	24 70/	31.0%	31 0%	12 7%	15.9%	16.4%	9.8%	8.3%	8.1%	5,779	5,075	2,626	1,070	957	529
1-3 years	9.3%	8.5%	8.2%		27.0%	26.7%		28.7%			21.0%	21.3%		14.8%	15.5%	27,636	26,251	30,504	2,256	2,016	2,333
4-5 years	7.7%	6.7%	6.0%		24.5%	23.3%		27.7%			22.5%			18.6%		28,248	38,678	40,791	1,858	2,423	2,530
6-10 years	7.7%	6.2%	5.9%		23.5%	23.2%		26.4%			23.8%	23.9%	19.2%	20.0%		86,530	83,139	69,522	5,340	4,718	,
11-14 years	6.6%	6.1%	5.7%		24.3%	23.8%		27.0%			23.1%	23.9%	19.1%		19.3%	52,015	53,949	48,920	2,881	2,855	2,440
15-20 years	7.3%	6.4%	6.0%	26.0%	25.9%	24.5%	27.4%				22.4%	23.9%	18.2%		18.5%	49,000	46.326	38.015	•	,	*
> 20 years	8.2%	7.6%	6.8%		29.2%	27.9%		28.7%			20.2%			14.2%		·	120,888	/	2,771 7.315	2,464 7.391	1,959 7.038
Time with	0.276	7.0%	0.0%	29.170	29.270	21.970	20.5%	20.170	29.470	13.370	20.2%	20.9%	14.270	14.270	15.0%	112,315	120,000	114,904	7,315	7,391	7,036
Current Agency																					
< 1 year	12.8%	12.1%	11.4%	32.0%	31.8%	30.9%	30.4%	31.3%	31.9%	14.5%	15.1%	15.7%	10.3%	9.7%	10.1%	10,995	9,931	5,455	2,159	1,958	1,046
1-3 years	9.2%	8.3%	8.0%	26.6%	26.5%	25.8%	28.7%	28.0%	28.1%	20.2%	20.9%	21.6%	15.3%	16.2%	16.5%	44,233	41,455	46,380	3,444	3,117	3,482
4-5 years	7.5%	6.7%	5.7%	24.1%	24.0%	23.1%	27.1%	27.3%	27.8%	22.0%	22.7%	24.0%	19.2%	19.3%	19.4%	35,971	47,233	48,923	2,173	2,712	2,877
6-10 years	6.4%	6.1%	5.9%	24.1%	23.4%	23.3%	26.9%	26.6%	26.7%	22.8%	23.9%	23.7%	19.7%	20.1%	20.4%	92,883	91,063	76,877	5,269	4,793	4,103
11-20 years	6.9%	6.2%	5.8%	26.0%	25.5%	24.5%	27.3%	27.1%	28.0%	21.6%	22.8%	23.3%	18.1%	18.3%	18.4%	93,765	94,300	82,313	5,026	4,774	4,024
> 20 years	8.3%	7.4%	6.7%	30.8%	30.2%	28.8%	28.5%	29.2%	29.6%	19.2%	20.1%	20.9%	13.2%	13.1%	14.0%	82,432	89,179	84,234	5,336	5,378	5,105
Leaving																					
No	9.9%	9.0%	8.4%	31.7%	31.1%	30.2%	29.4%	29.5%	29.9%	18.4%	19.5%	20.1%	10.6%	11.0%	11.4%	242,604	247,337	225,963	16,835	16,125	14,421
Yes, to retire	6.9%	6.4%	5.5%	28.2%	28.0%	26.8%	29.6%	30.5%	30.9%	20.8%	21.3%	22.0%	14.6%	13.7%	14.8%	21,096	22,827	21,837	1,228	1,302	1,228
Yes, to other job in Govt Yes, to other job	3.4%	3.0%	2.7%	16.1%	15.7%	15.0%	24.5%	23.8%	24.2%	26.5%	27.5%	27.8%	29.5%	30.0%	30.4%	67,069	69,908	64,892	3,641	3,630	3,289
outside Govt	2.7%	2.1%	1.9%	12.1%	12.7%	12.3%	19.7%	19.1%	19.9%	27.9%	29.6%	30.0%	37.7%	36.6%	35.9%	13,134	15,170	14,947	657	694	691
Yes, other	2.5%	2.1%	2.2%	13.2%	13.2%	13.2%	23.4%	23.5%	23.9%	26.4%	27.3%	27.3%	34.5%	34.0%	33.3%	16,981	18,354	17,087	1,048	1,009	975
Retiring																					
Within 1 year	6.9%	6.5%	5.4%	27.7%	26.7%	25.8%	28.6%	29.3%	29.7%	20.7%	21.8%	22.6%	16.2%	15.7%	16.5%	12,860	14,104	13,220	730	776	756
Between 1-3 years	7.2%	6.4%	5.9%	27.8%	28.7%	27.4%	30.0%	30.2%	30.5%	20.5%	20.5%	21.8%	14.5%	14.2%	14.4%	35,784	37,823	34,395	2,249	2,172	1,970
Between 3-5 years	7.2%	6.6%	6.3%	28.8%	27.7%	26.5%	29.2%	29.1%	30.1%	20.0%	21.5%	21.8%	14.8%	15.1%	15.4%	39,826	41,172	37,619	2,420	2,334	2,068
5 or more years	7.9%	7.1%	6.6%	26.1%	25.6%	24.9%	27.2%	27.1%	27.5%	21.3%	22.3%	22.7%	17.6%	17.9%	18.3%	269,937	277,595	256,234	17,791	17,218	15,546

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

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

	Stro	ngly Ag	ree		Agree			ither Ag r Disagı			Disagre	9	Stroi	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
Self-Identify as:																					
Heterosexual	8.1%	7.3%	6.7%	27.6%	26.8%	25.9%	27.8%	27.8%	28.2%	20.7%	21.7%	22.3%	16.0%	16.4%	16.9%	288,825	300,310	278,262	18,061	17,666	16,023
LGBT*	8.5%	7.1%	6.4%	24.3%	24.0%	23.9%	24.8%	24.1%	24.5%	23.0%	24.4%	23.3%	19.5%	20.3%	21.8%	10,603	10,404	9,273	723	631	552
Prefer not to say	5.5%	5.0%	5.0%	21.4%	21.7%	21.4%	27.6%	28.0%	27.9%	22.8%	23.5%	23.9%	22.7%	21.8%	21.7%	43,873	45,170	41,020	3,184	3,019	2,787
Military Service																					
No Prior Military Service Currently in	7.5%	6.8%	6.4%	26.8%	26.3%	25.5%	27.6%	27.5%	27.7%	21.6%	22.5%	23.0%	16.6%	16.9%	17.3%	259,873	264,277	242,241	17,987	17,226	15,672
Guard/Reserves	9.5%	8.2%	6.7%	27.5%	27.4%	26.3%	26.1%	26.3%	28.6%	19.1%	20.7%	20.8%	17.7%	17.4%	17.6%	5,914	6,744	6,294	240	261	235
Retired Separated/	9.4%	8.5%	7.8%	29.8%	29.4%	28.7%	29.4%	29.8%	29.8%	18.1%	18.9%	19.8%	13.2%	13.4%	13.8%	37,777	41,427	39,858	1,895	1,940	1,813
Discharged	6.9%	6.3%	5.6%	23.6%	22.9%	22.2%	27.1%	27.0%	28.1%	21.3%	22.8%	23.0%	21.2%	21.0%	21.1%	52,892	56,676	52,565	2,935	2,966	2,586
Disability																					
Yes	7.9%	7.2%	6.6%	24.2%	23.4%	22.7%	26.6%	27.4%	27.9%	20.3%	21.0%	21.7%	20.9%	20.9%	21.1%	48,740	50,659	46,554	2,935	2,888	2,494
No	7.6%	6.9%	6.5%	27.1%	26.6%	25.8%	27.9%	27.8%	28.1%	21.1%	22.2%	22.7%	16.2%	16.5%	16.9%	308,825	319,600	295,324	20,155	19,553	17,846

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(25) Awards in my work unit depend on how well employees perform their jobs.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
Work Location																					
Headquarters	12.0%	11.2%	10.3%	32.3%	31.6%	30.1%	24.3%	24.7%	25.6%	15.6%	16.3%	17.0%	15.8%	16.2%	17.0%	143,020	144,395	132,119	12,074	11,491	10,348
Field	9.6%	8.9%	8.3%	30.5%	29.9%	28.8%	24.8%	24.8%	25.3%	16.9%	17.9%	18.2%	18.2%	18.4%	19.4%	214,129	225,185	208,189	14,796	14,399	13,511
Supervisory Status																					
Non-Supervisor	9.0%	8.4%	7.8%	28.1%	27.8%	26.3%	26.3%	26.2%	26.8%	17.2%	18.1%	18.4%	19.5%	19.6%	20.6%	229,765	238,740	220,558	22,531	21,586	19,932
Team Leader	8.7%	8.2%	7.9%	30.6%	29.0%	28.4%	24.9%	25.1%	25.5%	17.9%	18.9%	19.3%	17.9%	18.9%	19.0%	46,436	50,218	46,719	2,916	2,934	2,765
Supervisor	13.8%	12.7%	11.7%	40.4%	40.1%	38.9%	20.9%	21.4%	22.0%	14.2%	14.9%	15.5%	10.7%	10.9%	11.9%	50,819	51,246	47,421	1,228	1,098	1,029
Manager	20.1%	19.5%	17.3%	45.3%	44.1%	42.9%	16.9%	17.6%	18.1%	10.4%	10.8%	12.7%	7.4%	7.9%	8.9%	24,386	23,968	21,287	259	300	260
Senior Leader	31.0%	28.9%	25.5%	41.5%	41.2%	41.3%	14.0%	15.3%	14.9%	7.9%	8.5%	9.4%	5.7%	6.1%	8.8%	7,950	7,887	6,921	122	139	99
Sex																					
Male	10.9%	10.1%	9.2%	31.9%	31.1%	30.0%	24.5%	24.8%	25.5%	15.5%	16.3%	17.0%	17.2%	17.6%	18.2%	184,652	193,581	177,823	11,472	11,123	10,472
Female	10.0%	9.4%	8.8%	30.4%	29.9%	28.3%	24.9%	24.7%	25.2%	17.6%	18.6%	18.7%	17.2%	17.4%	19.0%	169,617	173,759	161,359	14,978	14,376	13,110
Hispanic or Latino																					
Yes	11.3%	10.7%	9.8%	28.4%	27.9%	26.7%	23.9%	23.9%	25.0%	15.4%	16.3%	16.5%	21.0%	21.2%	22.0%	31,451	31,874	28,963	2,009	1,976	1,716
No	10.4%	9.7%	9.0%	31.6%	30.9%	29.7%	24.7%	24.9%	25.4%	16.5%	17.4%	17.9%	16.8%	17.1%	18.0%	319,283	331,981	306,762	24,090	23,213	21,541
Race																					
American Indian/ Alaska Native	9.5%	9.3%	8.1%	25.9%	26.4%	26.1%	24.5%	24.3%	24.7%	17.5%	17.9%	17.9%	22.6%	22.2%	23.2%	7,391	7,923	7,162	410	424	364
Asian Black/African	13.7%	13.5%	12.8%	36.5%	35.6%	34.1%	25.0%	25.8%	26.6%	12.1%	12.5%	13.0%	12.8%	12.6%	13.4%	18,217	17,410	15,918	1,266	1,214	1,121
American Native Hawaiian/	11.5%	10.7%	10.2%	31.2%	30.7%	29.1%	24.7%	25.0%	25.5%	14.9%	15.6%	16.1%	17.8%	18.0%	19.1%	53,831	56,202	52,383	3,970	3,802	3,496
Pacific Islander	11.1%	10.6%	8.4%	29.8%	30.3%	29.1%	26.0%	27.0%	27.2%	14.9%	14.8%	14.4%	18.2%	17.3%	20.9%	2,107	2,356	2,236	106	111	97
White	10.3%	9.5%	8.7%	31.7%	30.9%	29.7%	24.4%	24.5%	25.1%	16.9%	18.0%	18.5%	16.7%	17.1%	17.9%	245,250	255,525	235,945	18,225	17,617	16,465
Two or more races (Not Hispanic/ Latino)	8.6%	8.6%	7.8%	25.4%	24.7%	23.9%	25.0%	24.9%	25.2%	17.3%	18.1%	18.5%	23.6%	23.7%	24.5%	13,281	13,450	12,120	1,065	975	896

SOURCE: Federal Employee Viewpoint Survey

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(25) Awards in my work unit depend on how well employees perform their jobs.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
Age Group																					
25 and under	13.1%	11.5%	10.8%	33.6%	35.4%	34.4%	24.9%	23.2%	23.0%	14.9%	16.4%	16.2%	13.5%	13.4%	15.6%	2,513	2,486	2,499	315	276	284
26-29	10.5%	9.0%	8.8%	30.9%	30.0%	26.8%	24.3%	24.0%	26.6%	16.9%	18.1%	16.9%	17.5%	18.9%	20.8%	10,313	11,612	11,732	1,106	1,099	1,173
30-39	9.9%	8.7%	8.3%	29.1%	28.0%	27.1%	23.9%	24.7%	24.7%	17.4%	18.4%	18.4%	19.7%	20.2%	21.4%	69,268	68,488	61,661	6,610	6,076	5,596
40-49	9.9%	9.5%	8.6%	30.8%	30.3%	29.1%	24.4%	24.2%	25.0%	16.5%	17.5%	18.3%	18.4%	18.6%	19.1%	98,126	103,171	97,422	7,386	7,255	6,845
50-59	10.5%	10.0%	9.1%	31.8%	31.3%	29.7%	25.2%	25.4%	26.3%	16.2%	17.1%	17.7%	16.2%	16.4%	17.3%	135,966	142,666	133,387	9,218	9,090	8,192
60+	10.8%	10.2%	9.5%	32.4%	32.4%	31.1%	26.4%	26.8%	27.0%	15.9%	16.5%	17.5%	14.4%	14.2%	14.8%	58,733	60,962	54,935	3,786	3,699	3,456
Level of Education																					
Less than High School H.S. Diploma/	18.6%	16.3%	16.4%	29.0%	33.8%	30.1%	26.2%	21.7%	23.9%	8.8%	10.3%	14.2%	17.5%	18.0%	15.4%	340	388	371	23	21	23
GED or equiv Trade/Technical	11.1%	10.1%	9.8%	30.5%	31.1%	29.7%	25.3%	24.9%	25.5%	15.8%	16.3%	17.0%	17.3%	17.6%	18.0%	15,486	18,531	18,250	783	796	779
Certificate Some College	8.0%	8.1%	7.4%				26.3%				18.4%			21.7%		7,804	9,119	8,611	376	458	381
(no degree) Associate's	9.4%	9.2%	8.5%		27.5%		25.2%				17.7%	18.1%		20.8%	22.0%	49,866	57,076	55,012	2,878	3,045	2,828
Degree Bachelor's Degree	8.8% 10.3%	9.0% 9.5%	8.1% 8.8%		27.4% 31.6%	26.0%		25.3%	25.5%		18.3% 17.3%	18.8%	21.3% 16.5%		21.7% 17.4%	26,251 122,963	29,676 126,604	27,876	1,553 8.987	1,627 8.838	1,580 8,292
Master's Degree																,	,	· ·	-,	-,	,
Doctoral/ Professional	11.5%	10.6%	9.6%	33.5%	32.1%	31.5%	24.0%	24.2%	25.0%	15.9%	16.8%	17.3%	15.1%	15.7%	16.6%	93,725	90,713	80,980	7,764	7,182	6,429
Degree	12.7%	11.5%	11.1%	33.7%	32.9%	32.6%	24.3%	25.2%	25.2%	15.7%	16.6%	16.8%	13.6%	13.8%	14.3%	39,755	37,170	33,062	4,251	3,704	3,469
Pay Category																					
Federal Wage System	7 70/	7 20/	6 50/	24 99/	24.00/	22 70/	22.40/	24.4%	24.20/	40.49/	10 70/	20 40/	25 20/	24.00/	OF F0/	0.222	10 045	11.007	349	410	270
GS 1-6	7.7%	7.2% 10.0%	6.5%		24.8%	23.7%			24.2%	19.1%	18.7%	20.1%		24.9%	25.5%	9,233	12,245	11,907			379
GS 7-12	10.0%		9.8%		27.0%			25.9%			17.0%	16.6%	20.9%	20.2%		17,376	20,464	20,646	1,306	1,489	1,344
GS 13-15	9.4%	8.8% 11.8%	8.0%		29.1%	27.7%		25.5%	26.4%		17.7%	18.2%	18.5%	19.0%	19.7%	141,772	154,966	146,926	1	11,193	10,634
SES	12.7%		11.0%		35.3%			23.8%		15.0%	16.0%	16.6%	12.6%	13.1%	13.7%	157,200	150,935	133,735	11,907	10,977	9,972
SES SL/ST	40.3%					41.7%		11.9%	12.0%	4.8%	5.9%	7.0%	3.0%	4.1%	4.3%	5,705	5,627	4,806	52	71	62
Other	13.4%	12.4%	11.5%		38.3%		26.0%	22.7%	25.6%	15.6%	16.2%	14.5%	9.0%	10.3%	13.5%	1,466	1,454	1,311	98	80	68
Ottlei	7.5%	7.3%	6.9%	27.3%	27.6%	26.0%	25.3%	25.1%	25./%	18.7%	20.2%	19.6%	21.2%	19.7%	21.8%	24,029	24,043	21,653	1,762	1,508	1,355

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

(25) Awards in my work unit depend on how well employees perform their jobs.

	Stro	ongly Ag	ree		Agree			ither Ag or Disago		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
Time in Federal																					
Government < 1 year	16 20/	14.6%	12.00/	24 69/	26 20/	25 70/	24 20/	22.00/	21 70/	Q E9/	10.20/	11 20/	0.40/	7.00/	0 40/	E 260	4 700	2 424	1 452	1 222	710
	16.3%		12.9%			35.7%	31.2%	26.9%	31.7%	9.5%	10.2%	11.2%	8.4%	7.0%	8.4%	5,369	4,700	2,434	1,452	1,322	710
1-3 years	12.0%	11.5%	11.1%		31.5%	30.5%					15.6%	15.9%	13.9%	14.4%	15.3%	26,865	25,560	29,594	2,976	2,648	3,179
4-5 years	10.1%	9.4%	8.2%		30.2%	28.1%		25.2%			17.2%					27,636	37,990	39,948	2,425	3,033	3,285
6-10 years	9.6%	8.7%	8.2%		28.0%	26.9%		24.7%			18.6%	18.6%	19.3%			85,078	81,810	68,331	6,570	5,842	4,975
11-14 years	9.0%	8.4%	7.9%		28.6%	27.4%		24.3%			18.3%	19.3%	19.9%			51,498	53,319	48,300	3,291	3,369	2,978
15-20 years	9.7%	9.0%	8.5%		30.0%	28.5%	24.3%				17.9%	18.4%	18.7%	18.9%	19.6%	48,560	46,031	37,739	3,106	2,663	2,179
> 20 years Time with	11.6%	10.9%	9.8%	34.2%	33.5%	32.2%	23.8%	24.1%	24.8%	15.5%	16.4%	17.0%	14.9%	15.0%	16.3%	112,493	121,069	115,231	6,979	6,935	6,589
Current Agency																					
< 1 year	15.9%	15.0%	13.1%	34.1%	34.4%	33.7%	30.5%	31.5%	31.5%	10.1%	10.4%	11.1%	9.4%	8.7%	10.6%	10,234	9,276	5,085	2,879	2,595	1,396
1-3 years	12.1%	11.4%	10.6%	31.3%	30.8%	29.5%	26.6%	25.9%	27.0%	15.3%	16.1%	16.2%	14.7%	15.8%	16.7%	43,118	40,597	45,164	4,476	3,872	4,604
4-5 years	9.7%	9.2%	8.0%	29.5%	29.2%	27.7%	24.6%	24.8%	26.0%	17.1%	17.7%	18.4%	19.0%	19.0%	19.9%	35,397	46,486	48,072	2,679	3,357	3,646
6-10 years	9.1%	8.4%	8.2%	28.8%	28.1%	26.8%	24.4%	24.4%	25.0%	17.6%	18.8%	18.8%	20.1%	20.4%	21.2%	91,769	89,909	75,890	6,162	5,716	4,979
11-20 years	9.4%	8.8%	8.2%	30.5%	29.8%	28.4%	23.8%	24.2%	24.4%	17.3%	18.0%	19.0%	18.9%	19.2%	20.0%	93,133	93,637	81,759	5,477	5,203	4,455
> 20 years	11.9%	11.0%	10.0%	35.8%	34.7%	33.5%	23.6%	24.2%	24.8%	15.0%	16.2%	16.7%	13.7%	13.8%	15.1%	82,635	89,421	84,474	5,018	4,972	4,727
Leaving																					
No	13.2%	12.3%	11.5%	36.2%	35.3%	34.1%	25.5%	25.7%	26.5%	14.3%	15.2%	15.8%	10.9%	11.4%	12.3%	240,579	245,531	224,106	18,390	17,419	15,917
Yes, to retire	9.6%	9.3%	8.2%	32.5%	32.5%	30.6%	25.4%	25.6%	26.0%	16.4%	17.4%	18.4%	16.2%	15.3%	16.9%	21,140	22,873	21,908	1,175	1,188	1,122
Yes, to other job in Govt Yes, to other job	5.1%	4.6%	4.2%	21.1%	20.6%	19.4%	23.1%	23.1%	23.3%	21.0%	21.6%	22.0%	29.7%	30.1%	31.1%	65,715	68,688	63,707	4,836	4,706	4,358
outside Govt	4.1%	3.7%	3.4%	17.4%	17.8%	17.3%	20.1%	20.0%	20.2%	22.4%	23.0%	22.8%	36.1%	35.5%	36.2%	12,774	14,736	14,521	974	1,085	1,086
Yes, other	3.8%	3.2%	3.3%	17.5%	18.0%	16.8%	22.9%	22.4%	23.8%	20.3%	22.0%	21.3%	35.6%	34.4%	34.7%	16,652	17,934	16,719	1,334	1,357	1,312
Retiring																					
Within 1 year	9.3%	9.1%	8.4%	31.4%	31.8%	29.7%	25.3%	24.1%	25.0%	16.4%	17.8%	18.0%	17.5%	17.2%	18.9%	12,876	14,077	13,233	711	743	718
Between 1-3 years	10.0%	9.3%	8.5%	32.1%	32.6%	31.5%	25.7%	26.0%	25.9%	16.6%	17.1%	18.4%	15.5%	15.0%	15.8%	35,828	37,848	34,443	2,156	2,081	1,873
Between 3-5 years	10.0%	9.7%	8.8%	32.8%	31.5%	30.4%	24.7%	25.1%	26.0%	16.7%	17.4%	17.9%	15.9%	16.3%	16.8%	39,794	41,158	37,550	2,398	2,248	2,065
5 or more years	10.7%	9.9%	9.2%	30.9%	30.2%	29.0%	24.5%	24.6%	25.3%	16.3%	17.3%	17.7%	17.6%	18.0%	18.9%	265,942	273,804	252,539	21,187	20,406	18,828

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

(25) Awards in my work unit depend on how well employees perform their jobs.

	Stro	ngly Ag	ree		Agree			ither Ag r Disagr		-	Disagree	•	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
Self-Identify as:																					
Heterosexual	11.0%	10.2%	9.4%	32.2%	31.4%	30.0%	24.5%	24.6%	25.4%	16.0%	17.0%	17.6%	16.3%	16.8%	17.8%	285,938	297,511	275,399	20,402	19,820	18,403
LGBT*	10.8%	9.7%	9.2%	29.2%	28.3%	28.4%	22.3%	23.0%	22.0%	18.0%	18.4%	18.8%	19.7%	20.6%	21.7%	10,387	10,240	9,077	910	779	723
Prefer not to say	7.5%	7.2%	7.0%	25.7%	26.0%	25.3%	25.7%	25.9%	26.1%	18.1%	18.7%	18.9%	23.0%	22.1%	22.8%	43,299	44,613	40,548	3,670	3,442	3,190
Military Service																					
No Prior Military Service Currently in Guard/Reserves	10.5% 11.9%	9.7% 11.0%	9.2% 8.6%	32.0% 30.7%			24.4% 23.8%								17.9% 19.0%	257,022 5,770	261,484 6,604	239,453	20,315	19,395 380	18,042
Retired Separated/ Discharged			10.5% 7.6%	33.2%		31.5%	25.6%	25.6%	26.2%	14.8%	15.4%	16.7%	14.1%	14.5% 21.8%	15.1%	37,584 52,168	41,225 56,029	39,654 51,967	2,031 3,544	2,064 3,494	1,955 3,107
Disability																					
Yes	10.3%	9.7%	8.7%	26.6%	26.3%	25.0%	24.3%	24.7%	25.1%	16.8%	17.0%	17.9%	22.0%	22.2%	23.2%	48,189	50,189	46,137	3,424	3,285	2,844
No	10.5%	9.8%	9.1%	32.2%	31.4%	30.2%	24.7%	24.8%	25.5%	16.3%	17.4%	17.7%	16.3%	16.6%	17.6%	305,450	316,317	292,008	22,889	22,081	20,652

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagr			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
Work Location																					
Headquarters	24.4%	23.3%	22.2%	48.9%	49.8%	49.4%	13.6%	13.6%	14.3%	7.6%	7.9%	8.4%	5.5%	5.4%	5.6%	154,742	155,530	142,177	695	668	624
Field	22.8%	21.6%	20.8%	51.0%	51.4%	51.7%	13.6%	14.1%	14.4%	7.4%	7.6%	7.8%	5.2%	5.4%	5.3%	228,444	239,130	221,236	867	913	875
Supervisory Status																					
Non-Supervisor	22.4%	21.3%	20.4%	48.9%	49.4%	49.5%	14.5%	14.7%	15.2%	8.1%	8.4%	8.6%	6.1%	6.2%	6.3%	251,482	259,536	239,738	1,302	1,315	1,247
Team Leader	22.1%	21.1%	20.9%	52.5%	52.8%	52.7%	13.2%	13.8%	14.0%	7.3%	7.5%	7.9%	4.9%	4.8%	4.6%	49,295	53,157	49,423	133	129	133
Supervisor	26.1%	24.9%	23.2%	53.7%	54.6%	55.0%	11.6%	11.7%	12.5%	5.6%	5.7%	6.0%	3.1%	3.1%	3.3%	52,074	52,329	48,489	92	83	88
Manager	29.4%	27.6%	26.0%	53.5%	54.6%	55.5%	9.9%	10.0%	10.9%	4.5%	5.1%	5.3%	2.6%	2.6%	2.3%	24,659	24,276	21,553	25	44	36
Senior Leader	36.8%	36.2%	34.2%	46.1%	48.6%	48.9%	9.4%	8.7%	8.7%	4.3%	4.4%	5.2%	3.4%	2.2%	3.0%	8,062	8,016	7,025	19	17	22
Sex																					
Male	23.7%	22.7%	21.7%	51.3%	51.8%	52.2%	13.6%	13.8%	14.3%	6.6%	6.9%	7.1%	4.7%	4.7%	4.7%	195,859	204,404	188,120	621	615	554
Female	22.9%	21.6%	20.7%	48.8%	49.4%	49.3%	13.7%	14.0%	14.4%	8.5%	8.7%	9.1%	6.1%	6.2%	6.5%	184,035	187,657	173,899	913	929	935
Hispanic or Latino																					
Yes	22.4%	20.8%	20.1%	46.9%	47.3%	47.7%	15.4%	15.7%	16.2%	8.2%	8.8%	8.8%	7.1%	7.3%	7.1%	33,382	33,759	30,602	146	156	146
No	23.5%	22.4%	21.4%	50.7%	51.2%	51.3%	13.4%	13.7%	14.1%	7.3%	7.6%	7.9%	5.1%	5.1%	5.2%	342,647	354,517	327,667	1,360	1,351	1,322
Race																					
American Indian/ Alaska Native	18.1%	16.9%	15.0%	43.6%	44.5%	44.2%	17.3%	17.8%	19.1%	10.9%	11.1%	12.0%	10.0%	9.7%	9.7%	7,746	8,290	7,490	47	67	56
Asian Black/African	22.0%	21.0%	19.6%	50.3%	50.8%	51.9%	16.4%	17.4%	17.6%	6.5%	6.6%	6.6%	4.8%	4.3%	4.4%	19,414	18,574	16,982	92	82	92
American Native Hawaiian/	22.2%	21.1%	20.5%	48.2%	49.0%	48.5%	14.7%	14.8%	15.4%	8.1%	8.3%	8.4%	6.9%	6.8%	7.2%	57,524	59,752	55,615	400	383	366
Pacific Islander	18.5%	20.6%	18.8%	49.9%	45.3%	46.7%	15.9%	18.2%	18.7%	8.6%	9.0%	7.6%	7.1%	6.9%	8.2%	2,193	2,466	2,307	11	8	15
White	24.3%	23.1%	22.1%	51.2%	51.9%	52.1%	12.7%	12.9%	13.4%	7.1%	7.3%	7.7%	4.7%	4.7%	4.7%	263,192	272,860	252,156	815	807	790
Two or more races (Not Hispanic/ Latino)	21.3%	19.8%	19.9%	47.3%	47.1%	46.5%	15.2%	16.2%	16.3%	8.9%	9.6%	9.4%	7.3%	7.4%	7.9%	14,265	14,380	12,970	89	75	75

SOURCE: Federal Employee Viewpoint Survey

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(26) Employees in my work unit share job knowledge with each other.

	Str	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
Age Group																					
25 and under	31.6%	28.1%	29.1%	51.2%	51.2%	48.9%	10.3%	11.7%	11.6%	4.2%	5.0%	6.7%	2.6%	3.9%	3.7%	2,820	2,759	2,775	18	7	18
26-29	26.9%	25.1%	25.0%	51.5%	51.9%	51.6%	10.7%	11.6%	12.5%	6.7%	6.6%	6.3%	4.1%	4.9%	4.6%	11,419	12,689	12,882	34	42	39
30-39	23.9%	22.6%	21.4%	50.7%	51.6%	51.8%	12.8%	12.8%	13.2%	7.2%	7.7%	7.8%	5.4%	5.4%	5.7%	75,801	74,484	67,151	228	215	218
40-49	22.2%	21.3%	20.3%	50.6%	50.4%	51.0%	13.6%	14.1%	14.5%	7.7%	8.1%	8.4%	5.9%	6.1%	5.8%	105,363	110,196	104,125	378	421	398
50-59	22.6%	21.3%	20.4%	49.8%	50.6%	50.4%	14.4%	14.7%	15.3%	7.7%	8.0%	8.3%	5.4%	5.4%	5.5%	144,759	151,379	141,262	699	699	636
60+	23.0%	22.2%	21.1%	49.5%	50.4%	50.7%	15.2%	15.4%	15.7%	7.6%	7.3%	7.7%	4.7%	4.6%	4.8%	62,225	64,416	58,092	382	368	381
Level of Education																					
Less than High School H.S. Diploma/	20.6%	20.5%	19.0%	42.0%	45.5%	39.6%	18.9%	18.3%	20.2%	8.3%	4.9%	11.2%	10.2%	10.9%	9.9%	351	401	385	9	8	8
GED or equiv Trade/Technical	19.8%	18.6%	18.5%	48.9%	49.6%	49.3%	16.8%	17.3%	17.4%	8.5%	8.0%	8.8%	6.0%	6.5%	6.0%	16,143	19,226	18,956	122	127	116
Certificate Some College		17.6%				49.4%		16.8%		8.8%	8.4%	9.2%	6.0%	6.7%	6.9%	8,162	9,538	8,936	41	40	55
(no degree) Associate's		19.2%				49.1%		16.3%		8.3%	8.7%	8.7%	6.4%	6.6%	6.8%	52,528	59,897	57,667	264	308	283
Degree Bachelor's Degree	19.4%	19.5% 22.6%			49.7%	49.3% 52.5%		15.7% 13.0%		7.0%	8.8% 7.4%	9.1% 7.6%	6.3% 4.9%	6.4% 4.9%	6.7% 4.7%	27,699 131.755	31,158 135.261	29,318 124.566	137 447	185 451	162 439
Master's Degree		24.0%				51.7%		12.3%		7.2%	7.4%	7.7%	5.0%	4.8%	5.0%	101,735	97,842	87,297	362	284	294
Doctoral/ Professional	25.476	24.076	23.076	30.4 //	31.370	31.770	12.0 /6	12.570	12.076	7.2/0	7.470	7.770	3.0 %	4.0 /0	5.0 %	101,365	91,042	01,291	302	204	294
Degree	31.0%	29.9%	28.9%	49.0%	50.1%	50.9%	10.5%	10.8%	10.8%	5.7%	5.7%	5.9%	3.9%	3.5%	3.6%	43,963	40,841	36,521	170	157	140
Pay Category																					
Federal Wage System	17.0%	16.8%	16.2%	E4 49/	51 5 0/	51.1%	16.7%	16 7%	17.2%	8.3%	8.3%	8.9%	6.8%	6.6%	6.6%	9,548	12,613	12,259	35	48	35
GS 1-6	19.2%		17.5%			46.4%		17.4%		9.4%	9.8%	10.0%	8.0%	8.2%	8.3%	18,497	21,751	21,802	182	210	213
GS 7-12	22.2%		20.4%			50.1%		14.5%	15.0%	8.0%	8.2%	8.5%	5.9%	6.0%	6.0%	152,552	165,681	157,096	734	787	725
GS 13-15	26.9%		24.7%		52.1%			11.7%	12.0%	6.4%	6.6%	6.7%	3.9%	3.8%	3.8%	168,987	161,878	143.650	508	411	424
SES	48.7%		45.0%		44.2%		5.4%	5.6%	6.6%	2.0%	2.7%	3.1%	0.9%	3.6% 1.1%	1.1%	5,754	5.685	4.885	7	7	10
SL/ST	29.9%		25.5%		54.5%			10.8%	9.2%	5.1%	4.2%	6.8%	2.7%	2.3%	4.0%	1,563	1,531	1,373	7	4	10
Other							13.5%			6.2%	4.2% 7.1%	7.3%	4.6%	2.3% 4.4%	4.0%	25,769	25,521	22,987	85	105	80

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

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree	e	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
Time in Federal																					
Government	00.00/	00.00/	00.00/	40.00/	40.70/	E0 40/	0.00/	0.00/	40.00/	= 00/	5.00 /	E 70/	0.40/	0.50/	0.00/	0.00	5 000	0.400		00	0.4
< 1 year	33.9%	33.6%	30.3%		49.7%	50.1%	8.9%	9.2%	10.8%	5.3%	5.0%	5.7%	3.1%	2.5%	3.0%	6,796	5,999	3,122	55	38	34
1-3 years	27.2%	25.9%	25.5%		50.0%	50.3%	12.0%			6.7%	6.8%	7.1%	4.4%	4.4%	4.6%	29,840	28,140	32,710	87	107	125
4-5 years					50.2%	50.8%	13.0%	13.5%		7.5%	8.0%	8.1%	5.4%	5.5%	5.2%	30,003	40,979	43,179	96	122	141
6-10 years		21.1%			50.9%	50.7%		14.2%		7.7%	8.1%	8.3%	5.8%	5.7%	6.1%	91,475	87,563	73,166	322	283	244
11-14 years	21.7%	20.3%			51.3%	51.6%	14.3%	14.7%		7.8%	7.9%	8.4%	5.7%	5.8%	5.7%	54,704	56,583	51,201	190	198	182
15-20 years	21.6%		19.4%		50.7%	50.7%	14.6%	14.3%		7.8%	8.2%	8.7%	6.3%	6.3%	6.1%	51,533	48,572	39,821	244	211	169
> 20 years	23.6%	22.6%	21.3%	50.5%	51.0%	51.2%	13.9%	14.0%	14.6%	7.2%	7.5%	7.7%	4.8%	4.9%	5.2%	119,107	127,647	121,526	575	623	612
Time with Current Agency																					
< 1 year	32.1%	31.5%	29.4%	48.2%	48.8%	47.8%	9.7%	10.2%	12.0%	6.0%	5.9%	6.4%	3.9%	3.6%	4.4%	13,060	11,802	6,437	106	94	67
1-3 years	26.0%	24.6%	23.9%	48.6%	48.8%	49.3%	12.7%	13.5%		7.5%	7.6%	7.9%	5.2%	5.5%	5.6%	47,513	44,384	49.656	172	161	203
4-5 years		21.9%			50.0%	50.7%		13.8%		8.0%	8.3%	8.5%	6.2%	6.0%	5.7%	38,007	49,774	51,630	127	177	179
6-10 years	21.5%	20.6%			50.9%	50.6%	14.1%	14.3%		7.9%	8.2%	8.5%	6.0%	6.0%	6.0%	97,760	95,527	80,720	342	315	285
11-20 years	21.7%		19.7%		51.5%	51.6%	14.5%	14.6%		7.5%	7.8%	8.1%	5.5%	5.6%	5.5%	98,391	98.627	86.043	407	395	357
> 20 years		23.3%			52.0%	52.3%		13.6%		6.5%	6.9%	7.2%	4.1%	4.2%	4.5%	87,416	94.143	89.023	399	424	403
Leaving																					
No	27.5%	26.2%	24.9%	51.9%	52.6%	52.8%	12.0%	12.3%	12.9%	5.7%	5.8%	6.2%	2.9%	3.1%	3.2%	258,581	262,591	239,647	924	900	881
Yes, to retire	20.4%	20.6%	18.8%	51.5%	51.2%	51.9%	15.4%	15.4%	16.2%	7.7%	7.9%	8.1%	4.9%	4.9%	5.1%	22,210	24,002	22,920	116	123	142
Yes, to other job																					
in Govt Yes, to other job	15.1%	14.0%	14.1%	46.7%	46.9%	46.7%	16.7%	17.0%	17.0%	11.2%	11.9%	12.2%	10.3%	10.3%	10.1%	70,351	73,137	67,933	330	352	282
outside Govt	15.2%	14.7%	15.3%	46.5%	48.1%	48.1%	15.9%	16.0%	15.7%	11.3%	11.1%	10.4%	11.1%	10.2%	10.4%	13,724	15.805	15,569	58	50	65
Yes, other	13.3%	12.1%	12.4%	44.6%	45.1%	45.3%		18.9%			12.0%	12.0%	12.1%	11.9%	11.3%	17,881	19.173	17,929	128	153	128
Retiring																,		,,			
Within 1 year	21.1%	20.5%	19.4%	50.8%	51.0%	51.4%	14.8%	14.9%	15.1%	7.4%	8.1%	8.2%	6.0%	5.5%	5.9%	13,533	14,784	13,900	68	85	83
Between 1-3 years	21.8%	21.2%	20.0%	51.0%	51.5%	51.8%		15.0%		7.6%	7.3%	7.8%	4.8%	4.9%	4.5%	37,863	39,800	36,168	192	183	187
Between 3-5 years	23.0%	20.9%			51.5%	51.4%	14.5%	15.0%		7.5%	7.6%	8.3%	4.9%	5.0%	5.2%	42,052	43,305	39,509	193	208	185
5 or more years	23.8%			50.2%		50.9%				7.4%	7.7%	7.9%	5.4%	5.4%	5.5%	, , ,	293,689		1,070	1,071	1,001

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

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagr			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
Self-Identify as:																					
Heterosexual	24.1%	22.9%	21.8%	50.5%	51.1%	51.3%	13.3%	13.5%	14.1%	7.2%	7.5%	7.7%	5.0%	5.0%	5.1%	305,742	316,821	293,301	1,135	1,102	1,087
LGBT*	25.7%	23.8%	24.1%	48.3%	48.7%	48.5%	12.1%	12.3%	12.6%	7.8%	8.2%	8.7%	6.1%	7.0%	6.0%	11,280	11,010	9,787	43	41	33
Prefer not to say	18.7%	17.9%	17.7%	48.8%	48.9%	48.8%	15.9%	16.7%	16.6%	9.1%	9.0%	9.4%	7.6%	7.4%	7.6%	46,774	47,839	43,561	282	314	275
Military Service																					
No Prior Military Service Currently in Guard/Reserves		22.8% 22.3%			51.4% 50.5%			13.3% 13.6%	13.7% 13.6%	7.2% 6.9%	7.5% 7.7%	7.7% 7.7%	5.0% 6.2%	5.0% 5.9%	5.1% 5.6%	276,751 6,148	280,346 6,972	257,002 6,508	1,125 13	1,120 21	1,077 18
Retired Separated/	24.0%	22.8%	21.8%	49.6%	50.9%	50.4%	14.6%	14.5%	15.3%	7.1%	7.2%	7.7%	4.7%	4.5%	4.8%	39,488	43,204	41,513	181	156	143
Discharged	20.8%	20.1%	18.8%	49.2%	49.1%	49.7%	14.7%	15.2%	15.7%	8.5%	8.7%	8.8%	6.8%	7.0%	6.9%	55,599	59,391	54,942	210	240	222
Disability																					
Yes	21.7%	21.0%	19.9%	46.3%	46.4%	46.4%	15.3%	15.7%	16.3%	8.9%	9.2%	9.5%	7.8%	7.8%	7.9%	51,366	53,227	48,739	342	336	288
No	23.7%	22.5%	21.6%	51.1%	51.7%	51.8%	13.2%	13.5%	14.0%	7.1%	7.4%	7.7%	4.8%	4.9%	5.0%	327,760	337,864	312,181	1,199	1,203	1,178

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
Work Location																					
Headquarters	18.2%	17.1%	15.2%	37.8%	37.7%	37.1%	27.2%	28.0%	29.4%	9.8%	10.4%	11.0%	6.9%	6.8%	7.3%	148,980	149,916	137,288	6,695	6,480	5,638
Field	15.9%	14.7%	13.5%	37.5%	36.7%	36.6%	28.4%	29.4%	30.3%	10.6%	11.3%	11.7%	7.6%	7.8%	7.9%	220,786	231,369	213,975	8,904	8,930	8,289
Supervisory Status																					
Non-Supervisor	15.3%	14.3%	12.9%	36.1%	35.4%	35.1%	29.9%	30.7%	31.8%	10.7%	11.4%	11.8%	8.1%	8.2%	8.4%	239,762	247,796	229,174	13,428	13,307	11,996
Team Leader	15.3%	14.1%	13.2%	37.6%	37.2%	36.9%	27.4%	28.3%	29.0%	11.8%	12.4%	13.1%	7.9%	7.9%	7.9%	48,303	52,182	48,494	1,206	1,181	1,115
Supervisor	20.1%	18.8%	17.1%	43.3%	42.8%	42.6%	23.2%	24.6%	25.5%	8.8%	9.0%	9.6%	4.6%	4.8%	5.2%	51,507	51,776	47,949	728	723	647
Manager	25.6%	23.2%	21.0%	43.6%	43.7%	43.1%	20.3%	21.5%	23.3%	6.8%	7.7%	8.5%	3.6%	4.0%	4.0%	24,438	24,098	21,335	281	252	258
Senior Leader	36.9%	33.5%	30.8%	38.1%	38.8%	39.4%	16.2%	18.5%	19.8%	5.5%	6.0%	6.5%	3.4%	3.1%	3.5%	7,993	7,939	6,958	109	98	86
Sex																					
Male	17.0%	15.8%	14.3%	38.2%	37.4%	37.5%	27.3%	28.4%	29.4%	10.2%	11.0%	11.4%	7.3%	7.4%	7.4%	190,793	199,405	183,554	5,951	5,864	5,248
Female	16.5%	15.3%	13.9%	37.0%	36.7%	35.9%	28.7%	29.6%	30.7%	10.4%	10.9%	11.5%	7.3%	7.5%	7.9%	175,910	179,496	166,420	9,392	9,300	8,549
Hispanic or Latino																					
Yes	18.6%	17.0%	15.4%	36.3%	36.0%	36.0%	26.5%	27.4%	28.7%	9.6%	10.4%	10.3%	9.0%	9.2%	9.5%	32,288	32,754	29,764	1,274	1,179	1,021
No	16.6%	15.5%	14.0%	37.9%	37.3%	36.9%	28.0%	29.0%	30.1%	10.4%	11.0%	11.6%	7.1%	7.2%	7.4%	330,697	342,551	316,636	13,872	13,769	12,585
Race																					
American Indian/ Alaska Native	16.0%	15.4%	13.2%	35.4%	35.5%	35.8%	27.8%	27.8%	28.9%	10.4%	10.7%	11.5%	10.4%	10.6%	10.6%	7,617	8,165	7,328	209	208	222
Asian Black/African	17.8%	17.2%	15.7%	42.2%	41.5%	41.5%	26.8%	27.9%	29.0%	7.5%	7.8%	7.9%	5.7%	5.6%	6.0%	18,630	17,856	16,263	892	831	816
American Native Hawaiian/	17.8%	16.9%	15.6%	37.6%	37.5%	37.2%	27.5%	28.1%	29.1%	9.1%	9.6%	9.7%	7.9%	7.9%	8.5%	55,016	57,149	53,464	2,995	3,065	2,574
Pacific Islander	17.6%	17.7%	15.1%	36.6%	33.8%	38.4%	27.8%	31.0%	27.8%	9.7%	9.8%	8.8%	8.3%	7.7%	10.0%	2,147	2,416	2,274	67	64	64
White	16.8%	15.4%	13.8%	37.8%	37.1%	36.8%	27.8%	29.0%	30.1%	10.7%	11.4%	12.1%	6.9%	7.1%	7.2%	254,774	264,508	244,336	9,651	9,462	8,768
Two or more races (Not Hispanic/ Latino)	16.2%	14.4%	14.0%	33.3%	34.3%	33.7%	28.5%	29.7%	29.6%	11.6%	11.8%	12.4%	10.5%	9.9%	10.2%	13,725	13.846	12,509	662	622	546

SOURCE: Federal Employee Viewpoint Survey

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(27) The skill level in my work unit has improved in the past year.

All Responses 16.6% 15.4% 14.0% 37.6% 37.1% 38.8% 28.2% 29.1% 30.2% 10.9% 10.9% 11.4% 73% 7.4% 7.6% 389,303 403,364 375,813 16,713 16,549 15,161 Age Group 25 and under 27.0% 26.1% 22.5% 43.2% 43.6% 41.1% 19.7% 21.3% 23.9% 6.0% 6.0% 8.0% 4.0% 3.0% 4.4% 2,611 2,552 2,604 22.9 187 192 26.29 21.8% 19.1% 17.4% 38.9% 39.4% 38.5% 24.0% 24.2% 26.4% 8.3% 10.3% 91.0% 6.0% 6.0% 6.0% 8.0% 4.0% 3.0% 4.4% 7.0% 7.9% 10,840 12.069 12,230 12.28 62.8 68.3 613 30.39 17.6% 16.1% 14.7% 33.9% 30.4% 38.5% 24.0% 24.2% 26.4% 8.3% 10.3% 91.0% 11.4% 7.7% 8.0% 8.4% 72,559 71.351 64.458 3,675 3.433 2,925 40-49 16.2% 15.3% 13.7% 37.1% 36.5% 36.5% 28.1% 27.5% 29.0% 10.6% 11.1% 11.4% 7.7% 8.0% 8.4% 72,559 71.351 64.458 3,675 3.433 2,925 40-69 16.0% 14.7% 13.4% 37.3% 37.0% 36.5% 28.2% 29.3% 30.0% 10.5% 11.0% 11.3% 11.5% 72.8 72.8 7.0% 7.3% 140,093 146,699 136,883 5,661 5,661 5,564 5,040 15.2% 14.5% 13.2% 37.9% 37.7% 37.9% 30.3% 31.1% 31.6% 10.3% 10.3% 11.2% 12.8% 6.1% 60.210 62.377 56.209 24.71 2.462 2.335 Level of Education Less than High School 15.3% 14.6% 14.3% 37.8% 37.2% 35.5% 29.6% 29.4% 31.6% 10.4% 10.4% 10.6% 10.5		Stro	ongly Ag	gree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
Age Group 25 and under 26 -29 21.8% 19.1% 17.4% 38.0% 37.3% 36.5% 26.1% 22.5% 43.2% 43.2% 43.5% 31.5% 31.5% 21.3% 23.9% 6.0% 6.0% 6.0% 8.0% 4.0% 30.0% 4.4% 2.611 2.582 2.604 22.9187 19.2% 26.29 17.6% 16.1% 14.7% 38.0% 38.0% 37.5% 36.5% 26.1% 27.5% 29.0% 10.8% 11.1% 11.0% 11.8% 17.7% 8.0% 8.4% 72.559 71.515 64.589 3.675 3.433 2.925 40.49 16.2% 15.3% 13.7% 37.4% 38.0% 37.5% 36.5% 26.1% 27.5% 29.0% 10.8% 11.1% 11.0% 11.8% 8.0% 8.2% 81.4% 101.746 106.584 100.693 4.208 4.308 3.556 6.00 60-60-615.2% 14.5% 13.2% 37.9% 37		2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
25 and under 27.0% 26.1% 22.5% 43.6% 43.6% 41.1% 19.7% 21.3% 23.9% 6.0% 6.0% 8.0% 4.0% 3.0% 4.4% 2.611 2.582 2.604 229 187 192 26.29 21.8% 19.1% 17.4% 39.9% 39.4% 38.5% 24.0% 24.2% 26.4% 8.3% 10.3% 9.9% 6.11% 7.0% 7.9% 10.840 12.069 12.320 628 663 619 30.39 17.6% 16.1% 14.7% 13.0% 37.3% 36.5% 26.1% 27.5% 29.0% 10.6% 11.1% 11.4% 17.5% 8.0% 8.0% 8.0% 72.559 71.351 64.458 3.575 3.433 2.925 10.0% 16.2% 15.3% 13.7% 37.1% 36.2% 36.5% 28.1% 27.5% 29.0% 10.6% 11.3% 11.5% 11.5% 12.5% 10.1,4% 10.6,54 10.0,693 4.00 4.00 4.00 4.0 4.0 4.0 4.0 4.0 4.0	All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
26-29	Age Group																					
30-39 17.6% 16.1% 14.7% 38.0% 37.3% 36.5% 26.1% 27.5% 29.0% 10.6% 11.1% 11.4% 7.7% 8.0% 8.4% 72,559 71.351 64.455 3,575 3.433 2.925 40-49 16.2% 15.3% 13.7% 37.3% 37.0% 36.5% 28.2% 29.3% 30.0% 10.5% 11.0% 11.8% 8.0% 8.2% 8.1% 101,746 106.594 100.693 4.208 4.308 3.861 60-4 15.2% 14.5% 13.2% 37.9% 37.9% 37.9% 30.3% 31.2% 10.4% 11.3% 11.5% 7.2% 7.0% 7.3% 140,093 146,699 136,833 5.561 5.594 5.108 60-4 15.2% 14.5% 13.2% 37.9% 37.9% 37.9% 30.3% 31.2% 31.6% 10.3% 10.3% 11.2% 6.2% 6.3% 6.1% 60.210 62.377 56.209 2.471 2.462 2.338 1.28 1.28 1.29 1.29 1.29 1.29 1.29 1.29 1.29 1.29	25 and under	27.0%	26.1%	22.5%	43.2%	43.6%	41.1%	19.7%	21.3%	23.9%	6.0%	6.0%	8.0%	4.0%	3.0%	4.4%	2,611	2,582	2,604	229	187	192
40-49	26-29	21.8%	19.1%	17.4%	39.9%	39.4%	38.5%	24.0%	24.2%	26.4%	8.3%	10.3%	9.9%	6.1%	7.0%	7.9%	10,840	12,069	12,320	628	663	619
50-59 16.0% 14.7% 13.4% 37.3% 37.0% 37.5% 37.9%	30-39	17.6%	16.1%	14.7%	38.0%	37.3%	36.5%	26.1%	27.5%	29.0%	10.6%	11.1%	11.4%	7.7%	8.0%	8.4%	72,559	71,351	64,458	3,575	3,433	2,929
Level of Education Less than Less th	40-49	16.2%	15.3%	13.7%	37.1%	36.2%	36.5%	28.2%	29.3%	30.0%	10.5%	11.0%	11.8%	8.0%	8.2%	8.1%	101,746	106,584	100,693	4,208	4,136	3,861
Less than High School H.S. Diploma/ GED or equiv TraderTechnical Certificate Some College (no degree) 15.3% 14.6% 13.2% 35.5% 35.5% 35.5% 35.5% 28.7% 35.5%	50-59	16.0%	14.7%	13.4%	37.3%	37.0%	36.5%	29.1%	30.0%	31.2%	10.4%	11.3%	11.5%	7.2%	7.0%	7.3%	140,098	146,699	136,883	5,561	5,594	5,105
Less than High School H.S. Diploma/ GED or equiv Trader/Technical Certificate Some College Independent of the professional Degree Independent of the professional Independent of the professional Degree Independent of the professional Independent of the professiona	60+	15.2%	14.5%	13.2%	37.9%	37.7%	37.9%	30.3%	31.1%	31.6%	10.3%	10.3%	11.2%	6.2%	6.3%	6.1%	60,210	62,377	56,209	2,471	2,462	2,338
High School H.8. Diplomal GED or equiv Trade/Technical Certificate Some College (no degree) Associate's Degree Bachelor's Degree 16.6% 15.5% 14.1% 38.7% 38.8% 38.9% 38.9% 38.9% 29.9% 30.3% 30.9% 10.6% 10.4% 10.6% 11.2% 11.8% 12.5% 12.	Level of Education																					
Trade/Technical Certificate Come College (no degree) 15.3% 14.6% 13.2% 35.7% 34.0% 34.2% 29.1% 31.1% 30.7% 11.8% 12.5% 12.5% 9.9% 9.6% 9.9% 7,965 9,323 8,775 243 267 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 247 234 234 234 234 234 234 234 234 234 234	High School	14.8%	18.7%	17.7%	37.1%	35.9%	38.3%	26.2%	29.0%	26.4%	9.1%	4.9%	10.7%	12.8%	11.5%	6.9%	340	394	380	18	17	16
Some College (no degree) Associate's Degree Bachelor's Degree 18.5% 14.6% 13.2% 36.3% 35.6% 35.9% 38.8% 27.3% 28.7% 29.8% 30.5% 11.1% 11.3% 12.0% 8.7% 8.8% 8.7% 9.3% 51,061 58.275 56,187 1,826 1,983 1,783	•	15.3%	14.6%	14.3%	37.8%	37.2%	35.5%	29.6%	29.4%	31.6%	10.4%	10.4%	10.6%	7.0%	8.4%	8.0%	15,785	18,804	18,515	499	573	557
Associate's Degree Degree Bachelor's Degree Bachelor's Degree 16.6% 15.5% 14.1% 38.7% 37.8% 38.8% 38.0% 27.3% 28.4% 29.4% 10.2% 11.1% 11.3% 12.0% 8.7% 8.8% 9.0% 26,919 30,322 28,570 965 1,080 931 20,000 10.0% 1	Some College																	,	ŕ			234
Bachelor's Degree Degree 16.6% 15.5% 14.1% 38.7% 37.8% 38.3% 27.3% 28.4% 29.4% 10.2% 11.1% 11.2% 7.1% 7.0% 127,200 130,530 120,222 5,226 5,326 4,923 10.0% 10.7% 11.4% 6.3% 6.4% 6.7% 97,599 94,290 84,123 4,296 3,969 3,512 10.0% 10.0% 10.7% 11.4% 6.3% 6.4% 6.7% 97,599 94,290 84,123 4,296 3,969 3,512 10.0% 1	Associate's																·		ŕ	ĺ	,	,
Master's Degree Doctoral/ Professional Degree 18.5% 16.7% 14.9% 38.7% 38.8% 38.0% 26.5% 27.4% 28.9% 10.0% 10.7% 11.4% 6.3% 6.4% 6.7% 97,599 94,290 84,123 4,296 3,969 3,512 professional Degree 18.9% 17.9% 16.1% 37.3% 36.7% 35.9% 28.5% 30.1% 31.0% 9.8% 9.9% 11.0% 5.6% 5.4% 6.0% 41,802 38,977 34,757 2,390 2,058 1,912 professional Degree 12.9% 12.8% 12.0% 34.0% 33.4% 33.6% 28.4% 29.8% 30.0% 13.6% 13.0% 13.8% 11.1% 10.9% 10.6% 9,429 12,451 12,115 166 235 180 and a second	Bachelor's																	•			•	
Doctoral/ Professional Degree 18.9% 17.9% 16.1% 37.3% 36.7% 35.9% 28.5% 30.1% 31.0% 9.8% 9.9% 11.0% 5.6% 5.4% 6.0% 41,802 38,977 34,757 2,390 2,058 1,912	•																,	,	· ·	, -	,	,
Pay Category Federal Wage 12.9% 12.8% 12.0% 34.0% 33.4% 33.6% 28.4% 29.8% 30.0% 13.6% 13.0% 13.8% 11.1% 10.9% 10.6% 9,429 12,451 12,115 166 235 18.0% GS 1-6 17.3% 15.6% 14.3% 34.4% 34.1% 28.1% 30.0% 30.8% 10.3% 10.3% 11.0% 9.2% 9.2% 9.9% 17,701 20,894 21,038 1,019 1,112 1,008 GS 7-12 15.9% 15.0% 13.6% 36.9% 36.7% 28.5% 29.2% 30.3% 10.3% 10.9% 11.4% 7.7% 8.0% 8.0% 146,716 159,470 151,457 6,823 7,162 6,465 GS 13-15 18.4% 16.7% 35.2% 38.9% 38.6% 28.0% 29.3% 10.0% 10.7% 11.2% 5.6% 5.6% 5.6% 5.6% 5.6% 163,287 156,569 138,845 6,467	Doctoral/	10.5%	10.7 /6	14.970	30.7 /6	30.070	30.0 %	20.576	27.470	20.970	10.0 %	10.7 /6	11.4 /0	0.5 /6	0.4 /6	0.776	31,333	94,290	04,123	4,290	3,909	3,312
Federal Wage System 12.9% 12.8% 12.0% 34.0% 33.4% 33.6% 28.4% 29.8% 30.0% 13.6% 13.0% 13.8% 11.1% 10.9% 10.6% 9,429 12,451 12,115 166 235 180 GS 1-6 17.3% 15.6% 14.3% 35.1% 34.4% 34.1% 28.1% 30.0% 30.8% 10.3% 10.8% 11.0% 9.2% 9.2% 9.9% 17,701 20,894 21,038 1,019 1,112 1,008 GS 7-12 15.9% 15.0% 13.6% 36.9% 36.9% 36.7% 28.5% 29.2% 30.3% 10.3% 10.8% 11.0% 7.7% 8.0% 8.0% 146,716 159,470 151,457 6,823 7,162 6,465 GS 13-15 18.4% 16.7% 15.2% 39.2% 38.9% 38.6% 26.8% 28.0% 29.3% 10.0% 10.7% 11.2% 5.6% 5.6% 5.8% 163,287 156,569 138,845 6,467 5,899 5,333 SES 44.2% 40.2% 36.9% 37.3% 37.5% 38.9% 13.4% 15.8% 16.8% 3.8% 4.2% 5.1% 1.2% 2.3% 2.3% 5,717 5,645 4,830 56 62 62 SL/ST 23.6% 19.3% 17.9% 35.3% 38.7% 37.3% 28.3% 28.2% 30.8% 7.6% 9.1% 7.7% 5.1% 4.6% 6.2% 1,531 1,508 1,348 39 31 37	Degree	18.9%	17.9%	16.1%	37.3%	36.7%	35.9%	28.5%	30.1%	31.0%	9.8%	9.9%	11.0%	5.6%	5.4%	6.0%	41,802	38,977	34,757	2,390	2,058	1,912
System 12.9% 12.8% 12.0% 34.0% 33.6% 28.4% 29.8% 30.0% 13.6% 13.6% 13.0% 13.0% <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>																						
GS 1-6	•	42.00/	10.00/	12.00/	24.00/	22 40/	22.60/	20.40/	20.00/	20.00/	42.69/	12.00/	12 00/	44 40/	10.00/	10.69/	0.420	10 451	10 115	466	225	100
GS 7-12 15.9% 15.0% 13.6% 37.6% 36.9% 36.7% 28.5% 29.2% 30.3% 10.3% 10.9% 11.4% 7.7% 8.0% 8.0% 146,716 159,470 151,457 6,823 7,162 6,465 65.0% 13.15 18.4% 16.7% 15.2% 39.2% 38.9% 38.6% 26.8% 28.0% 29.3% 10.0% 10.7% 11.2% 5.6% 5.6% 5.6% 5.8% 163,287 156,569 138,845 6,467 5,899 5,333 55.1% 5.6%	•																,	-				
GS 13-15 18.4% 16.7% 15.2% 39.2% 38.9% 38.6% 26.8% 28.0% 29.3% 10.0% 10.7% 11.2% 5.6% 5.6% 5.6% 5.8% 163,287 156,569 138,845 6,467 5,899 5,333 5,585 5,717 5,645 4,830 56 62 62 62 62 62 62 62																	,	,	· ·	•	•	,
SES 44.2% 40.2% 36.9% 37.3% 37.5% 38.9% 13.4% 15.8% 16.8% 3.8% 4.2% 5.1% 1.2% 2.3% 2.3% 5,717 5,645 4,830 56 62 62 82 82.7 51 23.6% 19.3% 17.9% 35.3% 38.7% 37.3% 28.3% 28.2% 30.8% 7.6% 9.1% 7.7% 5.1% 4.6% 6.2% 1,531 1,508 1,348 39 31 37																	,	,	· ·	•	,	,
SL/ST 23.6% 19.3% 17.9% 35.3% 38.7% 37.3% 28.3% 28.2% 30.8% 7.6% 9.1% 7.7% 5.1% 4.6% 6.2% 1,531 1,508 1,348 39 31 37																	,	,	· ·	-, -	-,	,
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Other 14.9% 14.1% 13.2% 36.9% 36.6% 36.4% 29.5% 30.3% 30.8% 10.6% 11.3% 11.7% 8.1% 7.8% 8.0% 24.914 24.783 22.259 970 863 833	Other																,	,	· ·			833

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

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
Time in Federal																					
Government																					
< 1 year		29.0%			39.1%	41.8%		24.5%		3.8%	4.8%	4.3%	2.5%	2.7%	3.0%	5,791	5,071	2,613	1,075	970	548
1-3 years	23.3%				40.2%	39.7%		25.1%		7.8%	8.5%	9.1%	5.0%	5.2%	5.6%	28,544	27,021	31,465	1,389	1,266	1,397
4-5 years	17.6%	16.7%	14.9%		38.3%	37.6%		27.1%		9.8%	10.7%	11.0%	7.0%	7.1%	7.2%	28,981	39,602	41,705	1,173	1,543	1,658
6-10 years	15.9%		13.5%			36.2%		28.6%			11.5%	11.8%	7.9%	8.3%	8.6%	88,307	84,584	70,772	3,646	3,359	2,700
11-14 years	15.2%	13.9%	12.8%	36.4%	35.7%	35.3%	28.9%	30.2%	30.9%	11.1%	11.8%	12.3%	8.5%	8.4%	8.7%	53,064	54,930	49,707	1,932	1,910	1,705
15-20 years	15.1%	14.1%	12.3%	36.5%	35.7%	35.7%	28.7%	30.2%	30.8%	11.4%	11.3%	12.7%	8.5%	8.7%	8.5%	50,039	47,203	38,631	1,820	1,621	1,399
> 20 years	15.7%	14.4%	13.0%	37.6%	37.0%	36.6%	29.5%	30.5%	31.3%	10.3%	11.1%	11.7%	6.9%	7.0%	7.3%	115,321	123,721	117,647	4,544	4,719	4,540
Time with Current Agency																					
< 1 year	25.8%	27.0%	22.7%	39.6%	38.3%	39.9%	26.3%	25.9%	28.2%	4.4%	5.1%	5.3%	3.8%	3.8%	4.0%	11,028	9,951	5,411	2,161	1,953	1,099
1-3 years	22.4%	20.3%	18.6%	39.5%	39.5%	38.6%	24.0%	25.2%	26.8%	8.4%	8.9%	9.5%	5.7%	6.1%	6.5%	45,863	42,887	47,977	1,886	1,738	1,937
4-5 years	16.8%	15.9%	14.3%	37.7%	37.7%	37.2%		27.7%		10.5%	11.1%	11.4%	7.9%	7.6%	7.8%	36,868	48,311	49,992	1,327	1,682	1,866
6-10 years	14.8%	14.2%	13.0%	36.9%	36.1%	35.9%		29.3%		11.5%	11.8%	12.2%	8.3%	8.6%	8.7%	94,773	92,637	78,188	3,476	3,310	2,853
11-20 years	14.9%	13.7%	12.4%	36.4%	35.6%	35.6%	29.1%	30.7%	31.2%	11.3%	11.8%	12.5%	8.3%	8.3%	8.4%	95,663	95,948	83,654	3,319	3,181	2,801
> 20 years	15.8%	14.3%	12.9%	38.4%	37.8%	37.1%	29.5%	30.5%	31.6%	10.1%	11.1%	11.6%	6.3%	6.3%	6.8%	84,609	91,217	86,140	3,341	3,462	3,345
Leaving																					
No	20.3%	18.8%	17.2%	41.4%	40.9%	40.6%	26.7%	27.9%	29.1%	7.7%	8.2%	8.8%	3.9%	4.1%	4.2%	249,203	253,339	231,249	10,698	10,449	9,447
Yes, to retire Yes, to other job	12.7%	12.8%	10.9%	37.1%	35.4%	36.2%	30.8%	31.9%	32.2%	11.8%	12.2%	12.9%	7.5%	7.7%	7.7%	21,624	23,359	22,343	725	780	745
in Govt Yes, to other job	10.4%	9.5%	8.6%	30.6%	29.9%	29.7%	30.0%	30.3%	31.2%	15.6%	16.4%	16.3%	13.4%	13.9%	14.2%	68,083	70,883	65,910	2,716	2,702	2,353
outside Govt	8.6%	7.7%	7.2%	26.6%	27.7%	27.3%	29.0%	29.2%	30.0%	17.4%	19.0%	18.5%	18.3%	16.4%	17.1%	13,273	15,283	15,060	540	588	571
Yes, other	8.1%	7.9%	7.2%	27.1%	26.2%	25.6%	31.3%	32.5%	33.1%	15.9%	16.3%	17.5%	17.6%	17.1%	16.7%	17,195	18,527	17,326	852	835	768
Retiring																					
Within 1 year	13.3%	12.1%	11.2%	35.4%	34.6%	34.8%	30.5%	30.8%	31.6%	11.7%	13.0%	13.3%	9.2%	9.5%	9.1%	13,180	14,409	13,530	432	476	470
Between 1-3 years	13.6%	13.1%	11.8%	37.7%	37.0%	37.2%	30.5%	31.7%	32.0%	11.2%	11.5%	12.2%	6.9%	6.6%	6.8%	36,734	38,582	35,182	1,376	1,435	1,227
Between 3-5 years	15.1%	13.6%	12.4%	37.6%	37.2%	36.9%	29.9%	31.0%	31.7%	10.7%	11.3%	11.8%	6.7%	6.9%	7.2%	40,824	42,127	38,369	1,481	1,431	1,374
5 or more years	17.5%	16.3%	14.8%	37.8%	37.3%	36.9%	27.2%	28.2%	29.4%	10.1%	10.7%	11.2%	7.3%	7.5%	7.7%	276,159	283,340	261,523	12,032	11,774	10,579

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

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		1	Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
Self-Identify as:																					
Heterosexual	17.4%	16.1%	14.6%	38.3%	37.7%	37.5%	27.5%	28.6%	29.6%	10.0%	10.6%	11.2%	6.8%	7.0%	7.2%	295,456	306,590	284,012	11,905	11,725	10,576
LGBT*	19.2%	17.1%	15.8%	35.6%	35.3%	35.1%	25.8%	26.2%	28.6%	10.9%	12.3%	11.4%	8.6%	9.1%	9.0%	10,872	10,617	9,421	468	441	404
Prefer not to say	12.5%	12.2%	11.2%	33.6%	33.5%	32.9%	30.8%	31.5%	32.3%	12.5%	12.6%	13.3%	10.5%	10.3%	10.3%	44,947	46,024	41,876	2,203	2,182	2,001
Military Service																					
No Prior Military Service Currently in	16.7%	15.6%	14.2%	38.3%	37.7%	37.1%	28.0%	29.0%	30.2%	10.2%	10.7%	11.3%	6.9%	7.0%	7.2%	266,438	270,057	247,460	11,929	11,713	10,749
Guard/Reserves	19.2%	17.3%	15.0%	37.9%	37.1%	38.1%	24.9%	25.6%	28.1%	10.5%	11.5%	10.5%	7.5%	8.5%	8.2%	5,954	6,805	6,363	210	203	170
Retired Separated/	18.0%	16.4%	15.2%	38.3%	38.2%	38.2%	28.1%	29.1%	29.5%	9.6%	10.4%	10.7%	6.1%	5.8%	6.4%	38,583	42,328	40,773	1,138	1,075	960
Discharged	15.9%	14.8%	13.1%	35.2%	34.4%	34.9%	28.0%	29.1%	29.7%	11.2%	12.0%	12.6%	9.7%	9.7%	9.7%	53,872	57,652	53,441	1,999	2,056	1,762
Disability																					
Yes	17.3%	16.1%	14.7%	34.7%	34.7%	34.0%	27.7%	28.2%	29.1%	10.7%	11.2%	12.1%	9.7%	9.8%	10.1%	49,621	51,608	47,355	2,141	2,005	1,732
No	16.7%	15.5%	14.0%	38.3%	37.6%	37.4%	28.0%	29.1%	30.1%	10.3%	10.9%	11.3%	6.8%	7.0%	7.2%	316,351	326,388	301,603	13,174	13,097	11,956

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(28) How would you rate the overall quality of work done by your work unit?

	,	Very Good	d		Good			Fair			Poor		,	Very Poor	,	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
Work Location																		
Headquarters	44.0%	43.7%	42.8%	39.8%	40.2%	40.3%	12.9%	13.0%	13.6%	2.3%	2.1%	2.3%	1.0%	0.9%	1.0%	155,970	156,712	143,143
Field	39.9%	38.9%	38.4%	41.8%	42.1%	42.6%	14.6%	15.3%	15.1%	2.6%	2.7%	2.8%	1.1%	1.1%	1.1%	230,017	240,576	222,493
Supervisory Status																		
Non-Supervisor	39.6%	38.7%	38.1%	41.4%	42.1%	42.2%	15.0%	15.3%	15.7%	2.7%	2.7%	2.9%	1.2%	1.2%	1.2%	253,539	261,458	241,389
Team Leader	40.1%	39.3%	39.3%	41.5%	41.5%	42.3%	14.6%	15.6%	14.8%	2.7%	2.6%	2.6%	1.0%	0.9%	1.0%	49,591	53,438	49,666
Supervisor	46.6%	46.3%	45.2%	40.5%	40.4%	41.3%	10.6%	11.2%	11.3%	1.6%	1.5%	1.7%	0.7%	0.6%	0.5%	52,364	52,599	48,701
Manager	52.3%	51.3%	51.1%	38.1%	38.1%	38.3%	8.1%	8.7%	8.9%	1.1%	1.3%	1.1%	0.5%	0.5%	0.5%	24,770	24,394	21,640
Senior Leader	61.9%	62.5%	58.2%	28.9%	28.5%	32.7%	6.6%	7.7%	7.4%	1.6%	0.8%	1.1%	0.9%	0.6%	0.7%	8,119	8,062	7,056
Sex																		
Male	40.7%	39.9%	39.4%	41.0%	41.3%	41.8%	14.3%	15.0%	14.9%	2.7%	2.7%	2.7%	1.2%	1.1%	1.1%	197,079	205,551	189,050
Female	42.5%	41.7%	40.9%	41.0%	41.6%	41.7%	13.5%	13.7%	14.1%	2.2%	2.1%	2.4%	0.9%	0.9%	0.9%	185,614	189,127	175,197
Hispanic or Latino																		
Yes	38.6%	36.8%	36.3%	39.5%	40.3%	40.9%	16.6%	17.5%	17.5%	3.4%	3.7%	3.8%	1.8%	1.7%	1.6%	33,642	34,005	30,829
No	41.8%	41.2%	40.5%	41.2%	41.5%	41.9%	13.6%	14.1%	14.2%	2.4%	2.3%	2.4%	1.0%	0.9%	1.0%	345,145	356,861	329,628
Race																		
American Indian/ Alaska Native	35.7%	35.9%	33.8%	39.9%	38.6%	40.6%	17.6%	19.2%	19.5%	4.6%	4.5%	4.3%	2.2%	1.8%	1.9%	7.835	8,379	7,561
Asian Black/African	38.7%	37.0%	36.0%	41.5%	43.1%	42.9%	15.9%	16.1%	17.1%	2.6%	2.8%	2.8%	1.3%	0.9%	1.2%	19,581	18,726	17,118
American Native Hawaiian/	41.1%	40.8%	40.1%	40.9%	41.2%	41.2%	14.5%	14.7%	15.0%	2.3%	2.2%	2.4%	1.2%	1.1%	1.3%	58,160	60,345	56,147
Pacific Islander	33.6%	33.2%	35.1%	41.4%	42.2%	38.8%	20.2%	18.8%	18.7%	3.5%	4.2%	4.8%	1.4%	1.5%	2.6%	2,214	2,480	2,337
White	42.6%	41.8%	41.2%	41.0%	41.4%	41.9%	13.1%	13.6%	13.6%	2.4%	2.3%	2.4%	0.9%	0.9%	0.8%	264,812	274,370	253,406
Two or more races (Not Hispanic/ Latino)	37.8%	36.9%	35.9%	40.0%	40.1%	41.2%	16.7%	17.9%	17.7%	3.6%	3.6%	3.5%	1.9%	1.5%	1.7%	14,401	14,501	13,072

SOURCE: Federal Employee Viewpoint Survey

^{**}Unweighted count of responses to a question.

(28) How would you rate the overall quality of work done by your work unit?

	'	ery Good	d		Good			Fair			Poor		,	Very Poo	r	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
Age Group																		
25 and under	37.8%	35.6%	34.0%	46.4%	47.3%	45.3%	12.8%	14.1%	16.6%	1.6%	2.1%	3.1%	1.4%	0.9%	1.1%	2,838	2,767	2,791
26-29	34.1%	33.4%	31.7%	45.0%	45.3%	47.0%	16.2%	17.0%	17.1%	3.3%	3.0%	3.0%	1.4%	1.4%	1.2%	11,472	12,731	12,931
30-39	35.0%	33.8%	33.5%	43.9%	44.7%	44.4%	16.7%	17.4%	17.7%	3.0%	2.9%	3.1%	1.3%	1.3%	1.3%	76,160	74,774	67,360
40-49	39.7%	39.0%	38.6%	41.7%	41.9%	42.5%	14.9%	15.2%	15.0%	2.7%	2.6%	2.8%	1.1%	1.2%	1.1%	105,918	110,660	104,490
50-59	44.2%	43.6%	42.7%	39.8%	40.2%	40.9%	12.8%	13.1%	13.3%	2.2%	2.3%	2.2%	1.0%	0.8%	0.9%	145,712	152,250	141,866
60+	47.4%	47.4%	46.9%	38.4%	38.3%	38.5%	11.4%	11.7%	12.0%	2.0%	1.8%	1.9%	0.8%	0.7%	0.8%	62,694	64,857	58,508
Level of Education																		
Less than High School H.S. Diploma/	36.1%	42.4%	36.0%	38.2%	34.1%	40.1%	19.8%	15.3%	18.2%	3.1%	3.2%	3.0%	2.8%	4.9%	2.7%	361	412	397
GED or equiv Trade/Technical	41.9%	41.1%	40.5%	38.7%	38.9%	40.1%	15.2%	15.9%	15.1%	2.9%	2.6%	2.9%	1.3%	1.5%	1.4%	16,345	19,421	19,131
Certificate Some College	39.8%	39.4%	38.2%	40.9%	40.3%	40.5%	14.9%	16.3%	16.1%	3.1%	3.1%	3.8%	1.3%	0.9%	1.4%	8,226	9,604	9,029
(no degree) Associate's	39.7%	39.0%	38.8%	40.1%	40.7%	40.9%	15.8%	15.9%	16.0%	3.2%	3.1%	2.9%	1.3%	1.3%	1.4%	52,995	60,360	58,061
Degree Bachelor's	39.7%	39.0%	37.8%	40.8%	41.0%	41.5%	15.5%	15.8%	16.4%	2.8%	2.8%	3.1%	1.3%	1.4%	1.2%	27,921	31,456	29,562
Degree	39.7%	39.1%	39.1%	42.8%	43.0%	43.2%	14.1%	14.6%	14.4%	2.4%	2.4%	2.4%	1.0%	0.9%	0.9%	132,583	136,038	125,203
Master's Degree Doctoral/ Professional	42.9%	42.0%	40.6%	41.2%	41.8%	42.7%	12.8%	13.2%	13.7%	2.1%	2.1%	2.2%	0.9%	0.9%	0.8%	102,061	98,414	87,766
Degree	50.7%	49.7%	48.8%	36.8%	37.4%	38.1%	10.0%	10.7%	10.6%	1.7%	1.5%	1.8%	0.8%	0.7%	0.6%	44,285	41,087	36,712
Pay Category																		
Federal Wage	0= 00/	00.00/	05.00/	44.00/	44.00/	44.00/	40.00/	47.00/	47.00/	0.40/	0.00/	0.40/	4.00/	4 40/	4.00/		40.000	10.000
System	35.0%	36.0%	35.3%	41.6%	41.2%	41.9%	18.2%	17.6%	17.8%	3.4%	3.9%	3.4%	1.8%	1.4%	1.6%	9,616	12,699	12,326
GS 1-6	37.4%	36.3%	36.9%	40.0%	41.2%	40.5%	17.0%	17.5%	17.0%	4.0%	3.3%	3.7%	1.5%	1.7%	1.9%	18,759	22,034	22,085
GS 7-12	38.8%	38.0%	37.5%	42.5%	42.8%	43.1%	14.8%	15.4%	15.5%	2.7%	2.7%	2.8%	1.2%	1.1%	1.0%	153,774	166,884	158,156
GS 13-15	46.8%	46.3%	45.6%	39.5%	39.7%	40.4%	11.2%	11.6%	11.6%	1.8%	1.7%	1.8%	0.7%	0.6%	0.6%	170,026	162,736	144,312
SES	72.7%	71.9%	69.4%	23.5%	23.3%	25.6%	3.2%	3.7%	4.2%	0.3%	0.7%	0.6%	0.3%	0.4%	0.1%	5,790	5,720	4,900
SL/ST Other	55.5%	53.5%	53.5%	31.9%	35.3%	35.4%	10.0%	9.1%	9.6%	1.6%	1.4%	1.0%	1.0%	0.7%	0.5%	1,576	1,545	1,388
Other	40.3%	39.2%	38.4%	41.2%	41.7%	42.3%	14.7%	15.4%	15.7%	2.6%	2.5%	2.6%	1.1%	1.2%	1.0%	25,938	25,685	23,097

^{**}Unweighted count of responses to a question.

(28) How would you rate the overall quality of work done by your work unit?

	,	Very Good	d		Good			Fair			Poor		,	Very Poo	r	Item Ro	esponse T	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
Time in Federal																		
Government	45.00/	45.00/	40.00/	40.50/	44.00/	40.00/	40.00/	40.00/	44.00/	4.40/	4.70/	4.00/	0.00/	0.50/	0.00/	0.000	0.050	0.404
< 1 year	45.6%	45.6%	43.0%	42.5%	41.2%	43.2%	10.0%	10.9%	11.8%	1.4%	1.7%	1.3%	0.6%	0.5%	0.8%	6,869	6,053	3,161
1-3 years	40.2%	39.5%	38.8%	42.2%	42.9%	43.0%	14.4%	14.4%	14.8%	2.4%	2.4%	2.6%	0.8%	0.9%	0.8%	30,003	28,332	32,909
4-5 years	38.9%	37.6%	36.2%	42.1%	42.9%	44.0%	15.0%	15.7%	16.0%	2.8%	2.7%	2.8%	1.2%	1.1%	1.0%	30,194	41,203	43,404
6-10 years	38.2%	37.3%	37.1%	42.3%	42.8%	42.7%	15.4%	15.8%	16.1%	2.8%	2.9%	2.9%	1.3%	1.2%	1.3%	92,104	88,050	73,557
11-14 years	39.2%	38.8%	38.6%	41.9%	42.0%	41.7%	14.9%	15.4%	15.8%	2.8%	2.7%	2.8%	1.3%	1.2%	1.1%	55,075	56,918	51,479
15-20 years	41.3%	40.6%	39.6%	40.4%	40.4%	41.6%	14.5%	15.0%	14.6%	2.7%	2.7%	3.0%	1.2%	1.2%	1.2%	51,951	48,906	40,096
> 20 years Time with	47.0%	46.0%	45.3%	38.6%	39.1%	39.7%	11.5%	12.1%	12.1%	2.0%	1.9%	2.1%	0.9%	0.8%	0.8%	120,076	128,664	122,342
Current Agency																		
< 1 year	44.4%	44.8%	42.3%	41.7%	40.6%	42.4%	11.2%	12.1%	12.6%	1.9%	1.8%	1.8%	0.8%	0.7%	1.0%	13,203	11,929	6,516
1-3 years	40.3%	39.0%	38.1%	41.6%	42.3%	42.5%	14.5%	15.1%	15.5%	2.6%	2.6%	2.9%	1.0%	1.0%	0.9%	47.841	44.671	49,974
4-5 years	38.4%	37.6%	36.5%	42.1%	42.8%	43.4%	15.4%	15.8%	16.2%	2.9%	2.7%	2.8%	1.3%	1.1%	1.1%	38,264	50.067	51,911
6-10 years	38.2%	37.6%	37.6%	42.3%	42.6%	42.6%	15.4%	15.7%	15.7%	2.8%	2.9%	2.8%	1.3%	1.2%	1.2%	98,433	96.072	81,157
11-20 years	41.2%	40.6%	40.3%	40.8%	41.0%	41.3%	14.3%	14.8%	14.7%	2.6%	2.5%	2.6%	1.1%	1.2%	1.1%	99,089	99,295	86,584
> 20 years	48.5%	47.2%	46.3%	38.3%	39.0%	39.6%	10.7%	11.4%	11.5%	1.8%	1.7%	1.9%	0.7%	0.7%	0.7%	88,117	94,847	89,574
Leaving																,	,	
No	48.0%	47.1%	46.2%	40.4%	40.9%	41.3%	9.9%	10.3%	10.6%	1.3%	1.3%	1.4%	0.4%	0.5%	0.5%	260,334	264,191	241,021
Yes, to retire	44.2%	43.1%	42.9%	39.8%	40.1%	40.3%	12.9%	13.7%	13.4%	2.1%	2.2%	2.5%	1.0%	0.8%	0.9%	22,404	24,209	23,119
Yes, to other job													11070			,	,	
in Govt	27.4%	26.4%	26.7%	43.4%	43.7%	43.9%	22.1%	23.1%	22.7%	4.8%	4.7%	4.8%	2.2%	2.1%	2.0%	70,922	73,678	68,329
Yes, to other job outside Govt	25.2%	24.8%	25.1%	40.4%	41.0%	41.7%	25.0%	25.1%	24.2%	6.4%	6.2%	6.3%	3.0%	3.0%	2.8%	13,827	15,900	15,661
Yes, other	24.3%	25.4%	24.8%	41.9%	40.8%	41.6%	24.4%	24.9%	24.7%	5.9%	5.8%	5.9%	3.5%	3.0%	2.9%	18.062	19.367	18,105
Retiring	24.070	20.470	24.070	41.070	40.070	41.070	24.470	24.070	24.770	0.070	0.070	0.070	0.070	0.070	2.070	10,002	10,007	10,100
Within 1 year	43.1%	42.0%	42.7%	40.3%	39.4%	39.2%	12.8%	14.7%	14.4%	2.6%	2.6%	2.7%	1.2%	1.3%	1.0%	13,639	14,926	14,011
Between 1-3 years	45.1%	45.1%	44.3%	39.5%	39.1%	40.2%	12.6%	12.9%	12.5%	2.0%	2.1%	2.7%	0.8%	0.8%	0.7%	38,176	40,117	36,467
Between 3-5 years	45.1%	43.1%	43.4%	39.6%	40.3%	40.4%	12.0%	12.9%	13.1%	2.0 %	2.1%	2.2%	0.8%	0.8%	0.7 %	42,392	43,637	39,776
5 or more years	40.5%	39.7%	39.1%	41.4%	41.9%	42.3%	14.3%	14.7%	14.9%	2.6%	2.5%	2.6%	1.1%	1.1%	1.1%	288,653	295,530	272,473

^{**}Unweighted count of responses to a question.

(28) How would you rate the overall quality of work done by your work unit?

	,	ery Good	d		Good			Fair			Poor		,	Very Poo	r	Item R	esponse To	otal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
Self-Identify as:																		
Heterosexual	42.6%	41.6%	40.9%	40.9%	41.4%	41.7%	13.3%	13.8%	14.0%	2.3%	2.3%	2.4%	1.0%	0.9%	0.9%	307,916	318,799	294,997
LGBT*	41.0%	38.9%	38.1%	40.6%	41.1%	41.2%	14.3%	15.7%	16.0%	2.5%	2.8%	3.0%	1.6%	1.4%	1.7%	11,370	11,077	9,841
Prefer not to say	35.2%	35.2%	34.9%	41.8%	41.4%	42.2%	17.8%	18.3%	17.8%	3.5%	3.4%	3.6%	1.8%	1.6%	1.5%	47,200	48,286	43,929
Military Service																		
No Prior Military Service Currently in	42.3%	41.6%	40.8%	41.2%	41.6%	42.0%	13.3%	13.7%	14.0%	2.3%	2.2%	2.3%	1.0%	0.9%	0.9%	278,833	282,234	258,553
Guard/Reserves	35.5%	34.4%	33.8%	43.1%	43.6%	45.0%	16.2%	17.0%	16.6%	3.3%	3.8%	3.3%	1.7%	1.2%	1.3%	6,170	7,019	6,542
Retired Separated/	44.1%	43.9%	43.5%	40.4%	40.6%	40.7%	12.5%	12.7%	12.8%	2.1%	2.1%	2.2%	0.8%	0.6%	0.8%	39,795	43,481	41,757
Discharged	37.6%	36.4%	36.3%	40.6%	41.1%	41.4%	16.7%	17.5%	17.2%	3.5%	3.4%	3.6%	1.6%	1.5%	1.5%	55,965	59,764	55,291
Disability																		
Yes	39.5%	38.8%	38.5%	39.4%	39.9%	39.7%	16.0%	16.2%	16.7%	3.4%	3.4%	3.4%	1.7%	1.6%	1.7%	51,847	53,708	49,158
No	41.9%	41.1%	40.4%	41.3%	41.7%	42.2%	13.5%	14.1%	14.1%	2.3%	2.3%	2.4%	1.0%	0.9%	0.9%	330,081	339,988	313,958

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

^{**}Unweighted count of responses to a question.

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree	9	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
Work Location																					
Headquarters	17.1%	16.4%	15.6%	53.8%	54.4%	54.2%	16.7%	16.9%	17.6%	8.9%	8.9%	9.1%	3.4%	3.4%	3.4%	152,689	153,394	139,980	2,845	2,914	2,818
Field	14.3%	13.6%	13.0%	54.3%	54.5%	54.9%	17.5%	18.0%	18.4%	9.9%	9.9%	10.1%	4.0%	3.9%	3.6%	225,930	236,315	218,403	3,491	3,758	3,740
Supervisory Status																					
Non-Supervisor	14.9%	14.2%	13.6%	53.9%	54.1%	54.0%	18.0%	18.5%	19.2%	9.4%	9.2%	9.4%	3.9%	3.9%	3.7%	247,332	255,184	235,270	5,441	5,676	5,660
Team Leader	13.9%	13.5%	12.5%	53.5%	53.6%	54.8%	17.7%	17.9%	17.9%	10.8%	11.1%	11.0%	4.1%	3.9%	3.8%	48,883	52,648	48,972	583	665	604
Supervisor	15.8%	15.4%	14.7%	56.5%	57.0%	57.0%	15.2%	15.5%	15.7%	9.5%	9.3%	9.8%	3.1%	2.8%	2.9%	51,952	52,187	48,317	287	281	291
Manager	19.8%	18.4%	17.8%	55.7%	56.2%	57.6%	13.1%	13.1%	12.7%	8.8%	9.5%	9.6%	2.6%	2.8%	2.3%	24,673	24,259	21,539	66	82	65
Senior Leader	30.5%	28.3%	26.1%	49.6%	51.4%	53.2%	10.2%	10.4%	10.8%	7.1%	7.7%	7.7%	2.6%	2.2%	2.1%	8,087	8,022	7,016	20	29	27
Sex																					
Male	15.8%	15.2%	14.4%	54.0%	54.2%	54.7%	16.9%	17.3%	17.7%	9.4%	9.5%	9.7%	3.9%	3.8%	3.6%	194,312	202,621	186,313	2,379	2,590	2,466
Female	14.7%	14.0%	13.5%	54.6%	54.9%	54.7%	17.5%	18.0%	18.7%	9.7%	9.6%	9.7%	3.5%	3.6%	3.4%	181,180	184,651	170,784	3,772	3,915	3,988
Hispanic or Latino																					
Yes	16.6%	15.8%	14.7%	51.5%	51.7%	51.8%	17.1%	17.9%	18.5%	9.9%	9.8%	10.0%	4.9%	4.8%	5.0%	33,100	33,397	30,320	458	516	463
No	15.2%	14.6%	14.0%	54.6%	54.9%	55.1%	17.1%	17.6%	18.0%	9.4%	9.4%	9.6%	3.6%	3.6%	3.3%	338,609	350,188	323,137	5,571	5,860	5,875
Race																					
American Indian/																					
Alaska Native	13.6%			48.4%						10.4%	10.7%	10.6%	6.3%	5.0%	5.8%	7,689	8,237	7,399	127	135	151
Asian Black/African	17.0%	16.6%	16.0%	54.1%	55.3%	55.0%	17.0%	16.9%	17.9%	8.5%	7.9%	7.7%	3.3%	3.3%	3.5%	19,287	18,425	16,840	252	264	249
American	18.1%	17.2%	16.8%	55.0%	55.0%	55.7%	16.4%	17.0%	16.9%	7.0%	7.2%	7.0%	3.5%	3.6%	3.6%	56,746	58,950	54,780	1,130	1,187	1,206
Native Hawaiian/																			,	·	
Pacific Islander	14.8%			50.9%				20.6%		11.1%		8.9%	4.6%	4.5%	4.6%	2,179	2,441	2,304	27	30	28
White	14.9%	14.3%	13.5%	54.8%	55.0%	55.1%	16.8%	17.3%	17.8%	9.9%	9.9%	10.3%	3.6%	3.5%	3.2%	260,317	269,698	248,902	3,858	4,111	4,082
Two or more races (Not Hispanic/																					
Latino)	14.0%	13.8%	12.8%	49.7%	49.7%	50.1%	19.6%	20.1%	20.4%	11.6%	11.3%	11.5%	5.1%	5.1%	5.2%	14,071	14,154	12,753	303	299	290

SOURCE: Federal Employee Viewpoint Survey

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(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

All Responses 15.2% 1 Age Group 25 and under 20.2% 2 26-29 17.1% 1 30-39 14.5% 1 40-49 14.8% 1 50-59 15.1% 1	20.6% 17.49 15.1% 13.8% 13.8% 13.09 14.3% 13.59 14.6% 13.99 15.6% 15.39	6 59.7% 6 56.1% 6 54.5% 6 53.8% 6 54.1%	58.7% 56.3% 54.7% 54.1% 54.3%	59.2% 56.3% 54.7% 54.8%	12.1% 15.1% 16.9%	11.7% 15.9% 17.5%	14.1% 17.1%	9.5% 5.3% 8.4%	2015 9.5% 6.8% 8.9%	9.7% 7.1%	2016 3.8% 2.6%	2015 3.7% 2.2%	2014 3.5% 2.3%	2016 393,750 2,719	2015 406,662 2,643	2014 377,647 2,643	2016 6,753 24	2015 7,091 37	7,045 47
Age Group 25 and under 26-29 30-39 40-49 50-59 15.1% 15.1%	20.6% 17.4% 15.1% 13.8% 13.8% 13.0% 14.3% 13.5% 14.6% 13.9%	6 59.7% 6 56.1% 6 54.5% 6 53.8% 6 54.1%	58.7% 56.3% 54.7% 54.1% 54.3%	59.2% 56.3% 54.7% 54.8%	12.1% 15.1% 16.9%	11.7% 15.9% 17.5%	14.1% 17.1%	5.3%	6.8%	7.1%					<u> </u>			,	,
25 and under 20.2% 2 26-29 17.1% 1 30-39 14.5% 1 40-49 14.8% 1 50-59 15.1% 1	15.1% 13.89 13.8% 13.09 14.3% 13.59 14.6% 13.99	56.1% 54.5% 53.8% 54.1%	56.3% 54.7% 54.1% 54.3%	56.3% 54.7% 54.8%	15.1% 16.9%	15.9% 17.5%	17.1%				2.6%	2.2%	2.3%	2,719	2,643	2,643	24	37	47
26-29	15.1% 13.89 13.8% 13.09 14.3% 13.59 14.6% 13.99	56.1% 54.5% 53.8% 54.1%	56.3% 54.7% 54.1% 54.3%	56.3% 54.7% 54.8%	15.1% 16.9%	15.9% 17.5%	17.1%				2.6%	2.2%	2.3%	2,719	2,643	2,643	24	37	47
30-39	13.8% 13.09 14.3% 13.59 14.6% 13.99	54.5% 53.8% 54.1%	54.7% 54.1% 54.3%	54.7% 54.8%	16.9%	17.5%		8.4%	8 9%										
40-49 14.8% 1 50-59 15.1% 1	14.3% 13.59 14.6% 13.99	53.8% 54.1%	54.1% 54.3%	54.8%			10 10/		0.570	9.0%	3.3%	3.7%	3.8%	11,054	12,267	12,342	144	140	203
50-59 15.1% 1	14.6% 13.99	6 54.1%	54.3%		17.4%		10.170	10.1%	9.9%	10.2%	4.1%	4.1%	4.0%	73,814	72,183	64,789	964	1,047	1,029
				E4 20/		17.8%	18.3%	9.9%	9.8%	9.8%	4.1%	4.1%	3.6%	102,650	107,150	100,971	1,674	1,755	1,740
60+ 16.4 % 1	15.6% 15.39	53.6%		54.5%	17.6%	18.1%	18.7%	9.5%	9.5%	9.7%	3.7%	3.4%	3.4%	141,415	147,735	137,463	2,585	2,716	2,679
			54.1%	54.4%	18.3%	18.6%	18.7%	8.6%	8.7%	8.8%	3.1%	3.0%	2.8%	60,846	62,948	56,755	1,341	1,367	1,292
Level of Education																			
Less than High School H.S. Diploma/	19.1% 14.39	39.1%	49.1%	53.1%	30.1%	19.5%	23.0%	5.4%	6.7%	3.4%	5.3%	5.6%	6.1%	353	399	385	8	12	11
GED or equiv 15.1% 1 Trade/Technical	13.9% 13.99	54.4%	54.8%	54.6%	19.8%	20.8%	21.1%	7.7%	7.6%	7.6%	3.1%	2.9%	2.8%	15,994	19,021	18,722	290	344	347
Some College	13.2% 12.49		53.0%					8.7%	9.1%	9.0%	3.9%	3.5%	3.1%	8,069	9,438	8,854	125	139	159
Associate's	14.0% 13.5%		53.3%			19.8%		9.1%	8.9%	9.6%	3.9%	4.0%	3.8%	51,903	59,169	56,954	894	1,029	1,006
Bachelor's	14.1% 13.39 14.0% 13.29		54.7% 54.9%			18.5% 17.4%		9.5%	8.9%	9.2%	3.9%	3.9%	3.6%	27,344 130.120	30,838 133,513	28,956 122,730	502 2.129	536 2.240	537 2,269
	15.3% 14.49		55.1%			16.0%		9.8%	10.1%	10.1%	3.7%	3.6%	3.6%	100,1262	96,630	86,058	1,553	1,547	1,526
Doctoral/ Professional	13.370 14.47	0 34.076	33.176	33.376	13.0 /6	10.0 /6	10.4 /6	9.0 /6	10.176	10.176	3.7 /0	3.0 /6	3.0 /6	100,202	90,030	00,030	1,555	1,547	1,520
Degree 19.7% 1	19.1% 18.69	6 54.4%	54.2%	54.2%	13.7%	14.1%	14.5%	8.8%	9.1%	9.4%	3.4%	3.5%	3.3%	43,469	40,326	36,006	706	693	648
Pay Category																			
Federal Wage System 12.7% 1	12.7% 12.39	4 F2 F9/	53.6%	53.6%	20.8%	19.9%	20.6%	9.9%	9.7%	9.7%	4.1%	4.1%	3.9%	9,513	12,564	12,181	84	120	117
,	14.8% 14.5%		52.9%			20.7%		9.9 <i>%</i> 8.0%	9.7% 7.5%	7.7%	3.6%	4.1%	3.5%	18,265	21,514	21,488	430	464	537
			54.4%				18.8%		9.5%	9.7%		3.8%		,	,	,			
	13.9% 13.39 15.8% 14.99		55.0%			18.3% 15.7%	15.9%	9.6% 10.0%		9.7%	3.8% 3.5%	3.4%	3.6%	150,487	163,316 159.840	154,607 141.755	2,793	3,087 2.575	3,184
	33.5% 32.19		50.3%			8.5%	9.1%	4.8%	10.2% 5.9%	6.3%	3.5% 1.7%	3.4% 1.7%	3.3% 1.2%	167,027 5 770	5.703	4.878	2,617 2	2,575	2,346 11
55.1.75														5,779	-,	,	_		
0"	21.0% 19.09 14.1% 13.29		51.3% 55.8%			14.7%	10.8%	7.6% 9.2%	8.8% 9.3%	9.0% 9.5%	2.3% 4.5%	4.1% 3.5%	3.8% 3.6%	1,561 25,515	1,531 25,317	1,369 22,766	13 339	12 336	14 317

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

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
Time in Federal																					
Government < 1 year	26.8%	25.3%	22 40/	57.1%	E6 00/	57.9%	40 40/	11.7%	12 00/	4.5%	4.7%	5.5%	1.4%	1.4%	1.3%	6,756	5,955	3,073	100	86	87
1-3 years													2.6%			·	,			361	475
4-5 years	19.1% 15.8%	15.1%	17.5%		56.1% 55.4%	56.5% 55.9%	14.7% 16.4%	15.4% 16.7%		6.5% 9.1%	7.0% 9.5%	7.8% 9.3%	3.3%	2.7% 3.3%	2.6% 3.3%	29,543 29,700	27,912	32,363 42,575	374 416	632	739
•								18.0%						3.3% 4.0%		·	40,460				
6-10 years	14.3%	13.5%			54.5%	54.6%	17.5%			10.1%	9.9%	9.9%	4.1%		3.8%	90,440	86,498	72,144	1,440	1,347	1,266
11-14 years	14.0%	13.1%			53.9%	54.0%	18.3%	18.9%		10.5%	9.9%	10.7%	4.2%	4.2%	3.9%	54,095	55,907	50,553	824	879	824
15-20 years	13.8%		13.0%		53.2%	53.7%	18.1%	18.2%	19.1%	10.6%	10.7%	10.0%	4.5%	4.4%	4.2%	50,944	47,978	39,321	848	817	676
> 20 years Time with	15.1%	14.5%	13.8%	53.8%	54.1%	54.1%	17.7%	18.1%	18.7%	9.7%	9.7%	10.0%	3.7%	3.6%	3.4%	117,445	125,869	119,657	2,289	2,504	2,496
Current Agency																					
< 1 year	25.4%	24.6%	22.0%	55.1%	55.3%	56.2%	11.9%	12.9%	13.6%	5.5%	5.0%	6.0%	2.2%	2.2%	2.2%	12,949	11,681	6,336	226	223	172
1-3 years	18.5%	17.8%	16.6%	55.3%	54.8%	55.3%	15.6%	16.1%	16.2%	7.6%	8.1%	8.7%	3.0%	3.3%	3.1%	47,070	43,918	49,033	647	656	835
4-5 years	15.0%	14.3%	13.2%	54.7%	55.1%	55.3%	16.8%	17.2%	17.9%	9.6%	9.7%	9.8%	3.9%	3.7%	3.7%	37,571	49,141	50,869	581	798	919
6-10 years	13.4%	13.3%	13.0%	53.9%	54.2%	54.3%	17.8%	18.3%	18.8%	10.7%	10.2%	10.1%	4.2%	4.1%	3.8%	96,596	94,292	79,550	1,571	1,551	1,435
11-20 years	13.9%	13.3%	12.9%	53.5%	53.8%	54.3%	18.2%	18.6%	18.9%	10.1%	10.1%	10.0%	4.2%	4.1%	3.8%	97,239	97,479	84,991	1,608	1,580	1,417
> 20 years	15.4%	14.4%	13.8%	54.1%	54.8%	54.5%	17.6%	17.9%	18.6%	9.6%	9.6%	10.0%	3.3%	3.3%	3.1%	86,224	92,853	87,718	1,614	1,794	1,747
Leaving																					
No	18.6%	17.9%	16.8%	57.8%	58.2%	58.5%	15.0%	15.4%	15.9%	6.7%	6.7%	7.0%	1.9%	1.8%	1.8%	255,933	259,769	236,752	3,764	3,895	3,808
Yes, to retire	13.5%	13.3%	12.2%	53.2%	53.3%	53.5%	19.2%	19.7%	20.1%	10.5%	10.0%	10.8%	3.6%	3.7%	3.3%	21,930	23,691	22,647	420	449	462
Yes, to other job in Govt Yes, to other job	9.0%	8.3%	8.5%	48.0%	48.2%	48.4%	21.3%	21.7%	22.1%	14.7%	14.8%	14.5%	7.0%	7.1%	6.6%	69,317	72,027	66,753	1,344	1,446	1,405
outside Govt	6.9%	6.4%	7.5%	41.7%	42.4%	42.9%	20.8%	22.2%	21 3%	19.8%	18.8%	18.8%	10.8%	10.3%	9.5%	13,538	15,559	15,308	254	293	322
Yes, other	7.0%	7.2%	7.0%		42.8%	43.1%		24.6%			16.4%	16.2%	9.7%	8.9%	8.3%	17,531	18,791	17,562	469	509	507
Retiring			,	,									, , , , , , , , , , , , , , , , , , ,			11,001	,	,			
Within 1 year	13.5%	12.9%	12.7%	51.9%	52.1%	52.0%	19.1%	19.5%	20.1%	11.0%	11.1%	11.0%	4.4%	4.4%	4.2%	13,359	14,608	13,741	250	288	268
Between 1-3 years	14.1%	13.7%			54.5%	54.3%	18.7%	18.8%		9.7%	9.6%	10.2%	3.5%	3.4%	3.1%	37,381	39,271	35,668	705	751	764
Between 3-5 years	14.8%	13.9%			54.3%	54.5%	18.2%	18.7%		9.5%	9.6%	10.0%	3.6%	3.5%	3.3%	41,551	42,799	38,992	733	748	702
5 or more years	15.6%			54.5%		55.0%	16.7%	17.2%	17.7%	9.4%	9.4%	9.5%	3.7%	3.7%	3.5%	283,371	290,118	267,216	4,466	4,702	4,689

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

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
Self-Identify as:																					
Heterosexual	16.1%	15.3%	14.6%	55.2%	55.4%	55.7%	16.4%	17.0%	17.4%	8.9%	9.0%	9.2%	3.4%	3.3%	3.2%	302,636	313,445	289,795	4,428	4,668	4,650
LGBT*	15.2%	15.4%	13.8%	52.6%	51.2%	52.4%	16.7%	17.0%	17.0%	10.5%	11.5%	12.0%	5.0%	4.9%	4.8%	11,156	10,869	9,636	180	178	190
Prefer not to say	10.8%	10.6%	10.3%	49.0%	49.6%	49.2%	21.6%	21.7%	22.8%	12.7%	12.4%	12.2%	5.9%	5.6%	5.4%	45,927	46,869	42,680	1,146	1,263	1,183
Military Service																					
No Prior Military Service Currently in	14.8%	14.2%	13.6%	54.8%	54.9%	55.0%	17.1%	17.7%	18.2%	9.6%	9.6%	9.7%	3.7%	3.6%	3.4%	273,270	276,561	253,062	4,756	4,998	4,953
Guard/Reserves	16.6%	16.4%	15.0%	56.6%	55.5%	57.1%	14.5%	15.3%	15.5%	8.3%	8.8%	9.0%	4.0%	4.0%	3.4%	6,107	6,938	6,457	50	64	66
Retired Separated/	18.5%	17.8%	17.0%	55.4%	56.2%	56.3%	15.7%	15.6%	16.0%	7.9%	7.7%	8.0%	2.5%	2.6%	2.7%	39,285	42,963	41,260	431	430	456
Discharged	14.7%	14.0%	13.2%	51.3%	52.0%	52.6%	18.5%	18.9%	19.3%	10.6%	10.4%	10.7%	4.8%	4.7%	4.3%	54,964	58,700	54,297	859	949	913
Disability																					
Yes	16.0%	15.5%	14.8%	50.8%	51.1%	51.1%	18.3%	18.5%	18.9%	10.1%	10.1%	10.5%	4.8%	4.7%	4.7%	50,758	52,587	48,174	974	994	928
No	15.2%	14.5%	13.9%	55.0%	55.2%	55.4%	16.9%	17.4%	17.9%	9.3%	9.4%	9.5%	3.5%	3.5%	3.3%	323,998	333,750	307,861	5,146	5,455	5,471

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı		I	Disagree	9	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
Work Location																					
Headquarters	11.7%	10.7%	9.8%	35.9%	35.5%	35.0%	24.0%	24.6%	25.0%	18.8%	19.1%	19.8%	9.7%	10.0%	10.4%	151,374	152,382	139,167	4,076	3,885	3,609
Field	9.3%	8.4%	7.9%	34.1%	32.8%	32.5%	24.6%	25.3%	25.7%	20.5%	21.7%	22.0%	11.5%	11.8%	11.9%	224,503	235,054	217,565	4,815	5,001	4,528
Supervisory Status																					
Non-Supervisor	9.5%	8.6%	8.0%	33.0%	32.1%	31.7%	25.4%	25.9%	26.2%	20.4%	21.2%	21.8%	11.8%	12.2%	12.3%	245,380	253,523	234,210	7,375	7,324	6,732
Team Leader	8.8%	8.1%	7.8%	34.6%	33.0%	32.6%	24.1%	25.2%	25.6%	21.3%	22.2%	22.3%	11.3%	11.5%	11.6%	48,579	52,387	48,717	855	919	835
Supervisor	11.6%	10.5%	9.6%	39.3%	39.5%	39.0%	23.2%	23.4%	23.8%	18.2%	18.9%	19.6%	7.7%	7.7%	8.0%	51,602	51,950	48,085	572	511	488
Manager	15.3%	13.6%	12.5%	44.3%	42.6%	43.1%	19.6%	21.0%	21.1%	15.1%	16.5%	16.7%	5.7%	6.3%	6.6%	24,532	24,166	21,449	139	155	138
Senior Leader	26.7%	22.9%	21.1%	41.9%	44.9%	44.2%	15.7%	15.7%	18.1%	10.6%	12.2%	10.8%	5.1%	4.4%	5.8%	8,056	7,986	7,009	50	49	38
Sex																					
Male	10.8%	9.7%	9.0%	35.6%	34.7%	34.3%	24.4%	25.1%	25.8%	18.8%	19.7%	20.0%	10.5%	10.9%	10.9%	192,983	201,559	185,352	3,528	3,565	3,286
Female	9.6%	8.7%	8.1%	33.8%	33.0%	32.5%	24.5%	25.1%	25.0%	21.1%	22.0%	22.7%	11.0%	11.3%	11.7%	179,737	183,410	170,069	5,199	5,171	4,777
Hispanic or Latino																					
Yes	11.1%	10.0%	9.4%	33.7%	32.3%	32.6%	24.8%	26.2%	25.5%	18.7%	18.8%	19.7%	11.7%	12.7%	12.8%	32,769	33,150	30,067	751	756	697
No	10.2%	9.2%	8.6%	35.0%	34.2%	33.7%	24.4%	25.0%	25.4%	19.9%	20.8%	21.3%	10.6%	10.8%	11.0%	336,202	348,194	321,721	7,832	7,801	7,237
Race																					
American Indian/ Alaska Native	9.2%	8.7%	7.2%	31.9%	31.1%	32.5%	26.4%	27.0%	26.7%	19.3%	20.1%	19.8%	13.0%	13.1%	13.8%	7,629	8,162	7,357	187	195	173
Asian Black/African	13.6%	12.6%	12.1%	40.7%	41.2%	40.9%	23.8%	24.4%	25.4%	14.2%	13.6%	13.5%	7.7%	8.2%	8.1%	19,149	18,277	16,714	359	395	352
American Native Hawaiian/	11.6%	10.7%	9.9%	36.6%	36.1%	37.0%	24.8%	25.4%	24.9%	16.9%	17.7%	17.6%	10.1%	10.1%	10.6%	56,125	58,440	54,349	1,773	1,715	1,643
Pacific Islander	10.3%	10.7%	10.0%	36.0%	34.8%	34.8%	24.7%	27.0%	28.1%	17.5%	17.8%	17.4%	11.6%	9.7%	9.7%	2,173	2,426	2,290	36	45	34
White	10.0%	8.9%	8.3%	34.7%	33.6%	32.8%	24.1%	24.8%	25.3%	20.7%	21.7%	22.4%	10.5%	11.0%	11.1%	258,609	268,277	247,910	5,426	5,450	5,042
Two or more races (Not Hispanic/ Latino)	8.5%	7.8%	7.1%	29.5%	28.1%	28.3%	25.0%	26.3%	25.9%	21.8%	22.9%	23.8%	15.2%	15.0%	14.9%	13,981	14,112	12,742	382	358	309

SOURCE: Federal Employee Viewpoint Survey

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(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Aç	gree		Agree			ither Ag r Disag			Disagree	9	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
Age Group																					
25 and under	13.6%	11.3%	11.7%	41.9%	37.7%	35.8%	23.8%	24.4%	25.4%	13.4%	18.1%	19.1%	7.3%	8.5%	8.1%	2,658	2,598	2,636	85	83	58
26-29	10.9%	9.8%	8.4%	35.6%	33.6%	32.0%	23.7%	24.5%	24.9%	18.9%	21.2%	22.5%	10.9%	10.8%	12.1%	10,949	12,164	12,273	252	236	268
30-39	9.5%	8.6%	8.0%	33.4%	32.0%	31.9%	23.9%	24.5%	24.8%	21.5%	22.4%	22.5%	11.7%	12.5%	12.8%	73,138	71,667	64,465	1,572	1,532	1,370
40-49	9.8%	8.9%	8.2%	34.0%	33.4%	33.1%	24.0%	24.6%	25.2%	20.6%	21.3%	21.7%	11.5%	11.8%	11.7%	101,995	106,596	100,471	2,318	2,321	2,219
50-59	10.2%	9.3%	8.6%	35.5%	34.7%	34.0%	24.9%	25.6%	26.0%	19.2%	20.0%	20.7%	10.3%	10.4%	10.6%	140,469	146,946	136,888	3,447	3,430	3,178
60+	10.9%	9.7%	9.1%	35.0%	34.8%	34.9%	26.6%	27.1%	27.2%	18.4%	19.1%	19.5%	9.1%	9.3%	9.3%	60,357	62,518	56,402	1,744	1,758	1,566
Level of Education																					
Less than High School H.S. Diploma/	13.3%	12.0%	9.9%	34.9%	39.7%	39.8%	31.2%	26.5%	32.8%	13.3%	10.4%	10.0%	7.3%	11.5%	7.5%	342	400	378	17	8	15
GED or equiv Trade/Technical	10.5%	9.4%	9.0%	37.0%	36.9%	37.5%	28.1%	28.7%	29.3%	16.0%	16.6%	16.5%	8.4%	8.3%	7.7%	15,883	18,885	18,601	389	472	467
Certificate Some College	7.9%	7.5%	6.6%	34.7%	33.2%	33.3%	28.8%	30.0%	30.6%	18.8%	18.9%	19.3%	9.9%	10.4%	10.2%	8,007	9,362	8,812	185	197	189
(no degree) Associate's	9.2%	8.8%	8.4%		32.9%				27.5%		19.8%	20.5%	10.8%	11.0%	11.4%	51,469	58,848	56,613	1,316	1,380	1,318
Degree Bachelor's	10.1%	9.0%	8.4%				25.4%				20.1%	20.5%			11.2%	27,145	30,602	28,786	680	763	708
Degree	9.9%	8.8%	8.3%		34.0%		24.3%	24.7%	25.0%		21.4%	21.8%	10.8%	11.0%	11.2%	129,304	132,783	122,280	2,894	2,920	2,715
Master's Degree Doctoral/ Professional	11.3%	10.1%	9.0%	35.9%	34.8%	34.0%	21.9%	22.8%	23.2%	20.3%	21.1%	22.1%	10.6%	11.2%	11.7%	99,614	96,198	85,871	2,150	1,982	1,714
Degree	11.6%	10.9%	10.2%	33.9%	32.0%	32.1%	21.5%	21.5%	21.9%	21.0%	22.4%	22.5%	11.9%	13.1%	13.2%	42,966	39,977	35,656	1,169	1,031	983
Pay Category																					
Federal Wage System	7.6%	7.4%	7.2%	32.0%	33.2%	31 7%	28.1%	27.8%	29.3%	20.8%	20.6%	21.1%	11.6%	11.1%	10.6%	9.466	12.517	12.149	124	153	145
GS 1-6	9.9%	9.7%	9.5%		32.8%	33.1%			27.4%	18.0%	18.6%	18.9%			11.1%	18,129	21,320	21,397	560	654	632
GS 7-12	9.7%	8.7%	8.0%						26.3%		20.8%		10.9%	11.4%		149,277	162,302	153,905	3,996	4,121	3,898
GS 13-15	11.6%	10.3%	9.6%		36.0%	35.9%	22.1%	22.9%	23.2%	19.6%	20.5%	21.4%	9.5%	10.3%	10.4%	165,922	159,040	141,074	3,582	3,340	2,945
SES	32.3%	28.3%			43.3%	35.9% 44.6%		14.0%		8.4%	10.5%		3.0%	4.0%	3.9%	5,745	5.668	4,860	3,562	3,340	2,945
SL/ST	15.0%	13.4%		34.7%				16.1%	14.4%	0.4% 17.4%		11.7%		12.8%	3.9% 11.0%	'	-,	<i>'</i>		30 25	
Other	15.0% 8.1%	7.5%	11.3% 6.9%	/	35.7%	36.3% 30.5%	24.7% 24.3%	16.1% 25.4%	19.2% 25.3%		22.0% 23.7%	22.2% 23.8%	8.1% 14.0%	12.8%	13.5%	1,550 25,308	1,517 25,125	1,365 22,635	532	497	20 444

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

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		I	Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
Time in Federal																					
Government	40.00/	47 40/	45.70/	40.40/	44.50/	40.50/	04.40/	00.00/	05.00/	40.00/	40.70/	40.00/	4.00/	E E0/	F 40/	2 225	5.040	0.045	201	040	110
< 1 year			15.7%		41.5%	40.5%		23.2%			12.7%	13.2%	4.6%	5.5%	5.4%	6,625	5,819	3,045	221	218	116
1-3 years	12.7%	12.2%	11.1%		35.7%	35.8%		24.4%			18.4%	18.8%	8.3%	9.3%	9.1%	29,225	27,617	32,136	700	643	713
4-5 years	10.5%	9.3%	8.4%		34.1%	33.3%		24.7%		20.1%		21.6%	10.8%	10.7%	11.4%	29,472	40,297	42,421	643	812	899
6-10 years	9.4%	8.3%	8.2%		32.4%	32.1%		25.1%		21.2%		22.2%	11.9%			89,911	86,017	71,936	1,926	1,808	1,511
11-14 years	8.8%	7.9%	7.3%		32.2%	31.7%		25.2%			22.1%	22.7%	12.1%	12.5%	12.6%	53,739	55,625	50,291	1,172	1,152	1,073
15-20 years	9.3%	8.4%	7.9%		33.0%	31.8%	24.7%	24.6%			21.7%	22.0%	11.8%	12.3%	12.6%	50,562	47,769	39,171	1,204	1,056	850
> 20 years	10.5%	9.5%	8.6%	36.1%	35.3%	35.0%	25.0%	25.8%	26.1%	18.6%	19.6%	20.3%	9.8%	9.8%	10.0%	116,631	125,128	119,031	3,002	3,179	2,992
Time with Current Agency																					
< 1 year	17.9%	17.5%	15.7%	41.8%	40.6%	41.0%	20.5%	22.1%	23.3%	13.8%	13.3%	13.9%	6.1%	6.4%	6.2%	12,681	11,478	6,243	489	431	262
1-3 years	12.6%	11.6%	10.7%	37.1%	34.7%	34.8%		24.3%			19.2%	19.6%	9.1%	10.2%	10.1%	46,578	43,555	48,760	1,130	1,002	1.122
4-5 years	10.0%	8.8%	7.9%	33.6%	33.4%	32.4%		24.7%			21.6%	22.0%	11.6%	11.5%	12.1%	37,322	48,970	50,694	832	971	1,116
6-10 years	8.6%	8.1%	8.0%	32.7%	31.9%	32.0%	24.7%	25.3%	24.9%		22.1%	22.4%	12.3%	12.6%	12.8%	96,039	93,829	79,281	2.075	2,005	1,730
11-20 years	8.9%	8.1%	7.6%	33.4%	32.8%	32.2%	24.8%		25.9%	21.2%		22.2%	11.7%	12.1%	12.1%	96,593	96.978	84,584	2,182	2,099	1.813
> 20 years	10.8%	9.3%	8.6%	36.7%	36.1%	35.3%		26.0%	26.3%		19.6%	20.3%	9.1%	9.0%	9.5%	85,667	92,279	87,266	2,125	2,308	2,083
Leaving																					
No	13.1%	11.9%	11.1%	40.9%	39.9%	39.5%	24.4%	25.5%	25.8%	15.8%	16.6%	17.3%	5.8%	6.1%	6.4%	253,392	257,423	235,014	6,072	6,073	5,482
Yes, to retire Yes, to other job	9.1%	8.3%	7.0%	34.0%	33.8%	33.8%	27.0%	27.2%	27.7%	20.2%	21.0%	21.7%	9.8%	9.6%	9.8%	21,771	23,577	22,524	537	564	542
in Govt Yes, to other job	4.7%	3.9%	3.8%	23.2%	22.4%	22.1%	24.7%	24.5%	24.9%	27.9%	29.1%	28.8%	19.5%	20.1%	20.5%	69,204	72,062	66,784	1,514	1,470	1,400
outside Govt	3.1%	2.8%	2.8%	17.5%	16.7%	16.8%	20.8%	20.1%	20.9%	30.5%	32.5%	32.0%	28.2%	27.9%	27.5%	13,532	15,642	15,389	266	231	241
Yes, other	3.2%	3.0%	3.2%	18.4%	17.9%	17.2%	24.0%	23.5%	24.7%	28.8%	29.6%	30.0%	25.5%	26.0%	24.8%	17,578	18,846	17,641	445	479	442
Retiring																					
Within 1 year	9.0%	7.9%	7.2%	32.5%	32.6%	31.7%	26.7%	25.6%	27.0%	20.4%	21.7%	22.5%	11.4%	12.1%	11.6%	13,258	14,520	13,669	323	352	306
Between 1-3 years	9.5%	8.7%	8.1%	34.6%	33.9%	34.8%	26.3%	27.2%	26.7%	19.6%	20.5%	20.9%	10.1%	9.7%	9.6%	37,092	39,074	35,517	954	936	873
Between 3-5 years	9.7%	8.7%	8.3%	35.2%	34.3%	33.7%	26.3%	26.1%	26.6%	19.1%	20.4%	21.1%	9.7%	10.4%	10.4%	41,302	42,501	38,795	944	1,011	903
5 or more years	10.5%	9.5%	8.8%	34.9%	34.0%	33.5%	23.8%	24.7%	25.1%	19.9%	20.7%	21.1%	10.9%	11.2%	11.5%	281,240	288,430	265,954	6,510	6,387	5,938

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

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr			Disagre	9	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
Self-Identify as:																					
Heterosexual	10.8%	9.7%	9.0%	36.1%	35.1%	34.6%	24.3%	25.0%	25.4%	19.0%	20.0%	20.5%	9.7%	10.1%	10.5%	300,210	311,447	288,272	6,672	6,572	6,132
LGBT*	9.9%	9.3%	8.8%	31.7%	29.4%	29.2%	22.9%	22.6%	22.4%	21.7%	23.2%	23.6%	13.8%	15.5%	16.1%	11,082	10,829	9,609	255	224	212
Prefer not to say	7.1%	6.3%	6.1%	27.6%	27.4%	27.5%	25.3%	26.2%	26.3%	23.8%	24.3%	24.6%	16.2%	15.8%	15.5%	45,750	46,774	42,583	1,322	1,396	1,251
Military Service																					
No Prior Military Service Currently in	9.8%	8.7%	8.3%	34.7%	33.9%	33.3%	24.5%	25.1%	25.4%	20.3%	21.2%	21.7%	10.8%	11.1%	11.3%	271,176	274,843	251,895	6,683	6,672	6,136
Guard/Reserves	11.4%	10.7%	9.4%	38.0%	36.8%	36.3%	23.2%	22.5%	24.3%	17.4%	19.0%	18.8%	10.1%	11.0%	11.1%	6,076	6,908	6,436	78	91	96
Retired Separated/	13.3%	12.3%	11.2%	39.1%										7.7%	8.0%	39,029	42,730	41,024	670	642	667
Discharged	9.4%	8.7%	7.8%	31.9%	30.5%	30.5%	24.9%	25.8%	26.3%	21.1%	21.7%	22.3%	12.8%	13.2%	13.2%	54,559	58,373	54,027	1,259	1,283	1,118
Disability																					
Yes	10.7%	10.0%	9.1%	32.2%	31.4%	31.0%	23.9%	24.7%	25.1%	20.0%	20.2%	20.8%	13.2%	13.7%	13.8%	50,468	52,402	48,014	1,227	1,164	1,047
No	10.2%	9.1%	8.5%	35.4%	34.4%	34.0%	24.5%	25.2%	25.5%	19.7%	20.8%	21.2%	10.2%	10.5%	10.7%	321,521	331,652	306,332	7,475	7,499	6,963

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
Work Location																					
Headquarters	14.0%	12.8%	11.8%	37.8%	37.6%	36.5%	22.2%	22.6%	23.2%	16.1%	17.0%	17.9%	9.9%	10.0%	10.6%	151,725	152,417	139,414	3,466	3,404	3,014
Field	10.9%	10.1%	9.2%	35.2%	34.5%	33.4%	23.3%	23.7%	24.5%	18.6%	19.6%	20.4%	12.1%	12.1%	12.5%	224,381	234,776	217,521	4,589	4,744	3,984
Supervisory Status																					
Non-Supervisor	10.9%	9.9%	9.1%	33.7%	33.2%	32.2%	24.1%	24.4%	24.9%	18.8%	19.8%	20.6%	12.7%	12.7%	13.1%	245,342	253,195	234,252	6,993	7,008	6,059
Team Leader	10.0%	9.7%	9.2%	35.5%	35.0%	33.7%	23.4%	23.4%	24.4%	19.4%	20.0%	20.7%	11.6%	11.8%	11.9%	48,677	52,439	48,772	682	734	645
Supervisor	14.5%	13.3%	12.2%	44.5%	43.5%	42.3%	20.0%	21.4%	22.5%	14.2%	15.1%	15.7%	6.8%	6.6%	7.4%	51,738	51,956	48,136	349	347	311
Manager	20.8%	19.5%	17.3%	48.7%	47.3%	46.3%	15.9%	17.0%	17.7%	10.0%	11.3%	13.0%	4.6%	4.9%	5.6%	24,572	24,196	21,468	79	79	60
Senior Leader	34.6%	30.5%	28.9%	41.5%	45.1%	43.7%	12.6%	12.9%	13.7%	6.8%	7.6%	8.2%	4.5%	4.0%	5.5%	8,061	7,992	7,003	30	38	18
Sex																					
Male	12.6%	11.5%	10.6%	36.7%	36.1%	35.0%	22.9%	23.6%	24.5%	16.7%	17.6%	18.5%	11.1%	11.2%	11.4%	192,961	201,407	185,308	3,116	3,100	2,768
Female	11.4%	10.5%	9.6%	35.6%	35.1%	34.1%	22.7%	23.0%	23.4%	18.9%	19.9%	20.8%	11.3%	11.5%	12.2%	179,980	183,314	170,282	4,781	4,893	4,166
Hispanic or Latino																					
Yes	12.5%	11.4%	10.2%	33.0%	32.2%	31.1%	22.7%	23.0%	23.8%	17.8%	18.9%	19.8%	13.9%	14.5%	15.2%	32,763	33,149	30,025	690	676	630
No	12.1%	11.1%	10.2%	36.7%	36.1%	35.1%	22.8%	23.3%	24.0%	17.6%	18.5%	19.4%	10.9%	10.9%	11.3%	336,406	347,908	321,923	7,097	7,174	6,187
Race																					
American Indian/ Alaska Native	9.5%	9.0%	8.2%	28.7%	29.0%	29.2%	24.7%	25.9%	26.0%	20.6%	20.5%	20.7%	16.4%	15.6%	15.9%	7,609	8,154	7,372	187	181	147
Asian Black/African	15.9%	14.8%	14.1%	40.5%	41.1%	39.7%	22.3%	22.5%	23.6%	12.8%	12.9%	13.5%	8.6%	8.7%	9.1%	19,096	18,247	16,709	386	405	329
American Native Hawaiian/	13.3%	12.4%	11.3%	37.3%	36.6%	36.3%	22.7%	23.4%	23.7%	15.8%	16.5%	17.1%	10.9%	11.1%	11.7%	56,218	58,345	54,393	1,602	1,566	1,424
Pacific Islander	10.9%	11.4%	10.8%	38.2%	34.3%	32.6%	21.3%	24.7%	25.5%	15.9%	18.0%	18.8%	13.8%	11.6%	12.3%	2,159	2,412	2,284	53	55	34
White	12.0%	10.9%	10.0%	36.5%	35.9%	34.6%	22.6%	23.2%	23.8%	18.1%	19.2%	20.2%	10.8%	10.9%	11.4%	258,743	268,176	248,007	4,819	4,938	4,285
Two or more races (Not Hispanic/ Latino)	9.6%	9.3%	8.4%	31.3%	30.1%	29.0%	23.7%	23.8%	25.1%	19.6%	20.9%	22.0%	15.8%	15.9%	15.5%	13,999	14,095	12,742	346	333	269

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ngly Ag	ree		Agree			ither Ag r Disagı		ı	Disagree		Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
2	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses 1	1.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
Age Group																					
25 and under 1	6.4%	15.0%	12.8%	39.4%	39.2%	37.0%	21.2%	20.9%	22.3%	13.5%	17.1%	18.5%	9.5%	7.9%	9.4%	2,670	2,619	2,645	55	55	38
26-29	3.4%	11.2%	10.1%	36.5%	35.6%	34.3%	21.2%	22.0%	22.1%	17.3%	19.2%	20.8%	11.6%	11.9%	12.6%	11,011	12,193	12,325	187	165	180
30-39	1.1%	10.1%	9.2%	34.8%	34.1%	33.1%	21.9%	22.3%	22.9%	19.5%	20.2%	20.9%	12.7%	13.3%	13.9%	73,276	71,776	64,607	1,283	1,273	1,046
40-49	1.4%	10.7%	9.7%	35.7%	35.3%	34.5%	22.7%	23.2%	23.9%	18.2%	18.8%	19.7%	12.1%	12.0%	12.2%	102,028	106,444	100,426	2,080	2,169	1,973
50-59	2.1%	11.2%	10.2%	36.8%	36.1%	35.0%	23.6%	24.2%	24.9%	17.0%	18.1%	18.9%	10.4%	10.4%	10.9%	140,279	146,655	136,782	3,343	3,302	2,875
60+ 12	2.8%	11.6%	11.0%	36.5%	36.8%	35.2%	24.8%	25.0%	26.0%	16.5%	17.3%	18.3%	9.4%	9.3%	9.5%	60,476	62,469	56,444	1,566	1,600	1,359
Level of Education																					
Less than High School H.S. Diploma/	14.7%	14.1%	12.6%	34.7%	36.0%	37.3%	27.3%	25.5%	27.3%	11.1%	10.9%	11.3%	12.2%	13.5%	11.4%	352	394	375	11	13	14
GED or equiv Trade/Technical	1.9%	10.8%	10.4%	36.1%	35.4%	34.4%	24.7%	25.4%	26.2%	16.9%	17.7%	18.6%	10.5%	10.7%	10.4%	15,870	18,853	18,624	353	424	367
Some College	9.2%	9.4%	8.5%				25.2%					21.4%	13.2%	12.8%	13.5%	8,017	9,373	8,841	167	176	141
Associate's		10.1%	9.4%				24.3%				19.9%	20.8%		13.0%	13.5%	51,543	58,766	56,607	1,194	1,271	1,174
Bachelor's		10.3%	9.1%		32.9%		23.7%		25.3%		19.9% 18.6%	20.4%	13.6%	12.5% 11.1%	13.6%	27,183 129,262	30,597 132,703	28,812 122.261	2.695	680 2,739	588 2,395
			11.2%			37.4%		21.8%				18.6%	9.8%	10.0%	10.5%	99,569	96,006	85,816	1,991	1,908	1,566
Doctoral/ Professional	13.3 /0	12.270	11.270	30.376	30.1 /0	37.470	21.470	21.070	22.470	10.476	17.570	10.070	3.076	10.070	10.570	33,303	90,000	03,010	1,991	1,900	1,500
Degree 1	4.6%	13.4%	12.6%	37.9%	37.4%	36.9%	21.0%	21.3%	21.5%	16.5%	17.6%	18.1%	9.9%	10.2%	10.8%	43,158	40,112	35,819	942	809	742
Pay Category																					
Federal Wage System	8.6%	8.6%	7.9%	24 40/	29.9%	20 40/	24.4%	25.3%	26.3%	21.0%	21.5%	22.5%	14.6%	14.6%	14.9%	9,466	12,495	12,159	96	136	87
	o.o	10.6%	10.5%		31.3%			24.9%			19.3%	20.0%	14.0%	13.9%	14.9%	18,123	21,332	21,389	539	573	571
	11.2%	10.0%			34.5%		23.8%	24.9%		18.5%						1 ′	,	<i>'</i>			
		13.1%	9.2% 12.1%		34.5% 40.4%	33.2% 39.9%		24.0%	24.8%	15.2%	19.3% 16.3%	20.3%	11.9%	12.1% 8.4%	12.5% 8.7%	149,327	162,126	154,011	3,655 3,206	3,880 3.004	3,386
		38.2%	35.6%		40.4%		9.0%		22.3% 9.9%	4.2%	5.8%	17.0% 7.4%	8.2% 2.7%	2.8%	3.1%	166,071	158,963 5.677	141,097 4.870	3,206	3,004	2,578 6
·								10.9%								5,755 4 557	- / -	,			
0.11	7.2% 9.4%	14.9% 9.0%	14.3% 8.1%		40.1%		25.2% 23.3%	20.3%	19.8%	13.4%	16.0%	17.2%	7.5%	8.7%	9.9% 14.6%	1,557 25,309	1,522 25,135	1,363 22,654	13 495	21 444	16 355

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

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

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
Time in Federal																					
Government																					
< 1 year	21.0%	19.2%			42.5%	42.1%		22.0%		9.9%	11.8%	12.1%	5.0%	4.5%	6.1%	6,486	5,694	2,956	357	322	187
1-3 years	14.6%	13.6%	12.9%		37.2%	36.4%		22.9%		16.0%	16.8%	18.1%	8.9%	9.5%	9.5%	29,214	27,543	32,089	664	638	671
4-5 years	12.0%	11.1%	9.9%	35.7%	35.9%	34.3%	22.6%	22.9%	24.5%	18.1%	18.9%	19.6%	11.6%	11.2%	11.8%	29,491	40,230	42,448	571	756	752
6-10 years	11.0%	9.9%	9.3%	34.5%	33.5%	32.4%	22.6%	23.4%	23.4%	19.3%	20.1%	21.1%	12.6%	13.1%	13.8%	89,957	86,094	71,952	1,715	1,551	1,270
11-14 years	10.4%	9.7%	8.7%	34.1%	33.4%	32.7%	23.3%	24.0%	24.5%	19.1%	20.2%	20.6%	13.1%	12.8%	13.5%	53,860	55,605	50,401	935	1,052	843
15-20 years	11.1%	10.3%	9.2%	35.0%	34.4%	33.3%	23.2%	23.3%	24.1%	18.3%	19.5%	20.4%	12.4%	12.4%	13.0%	50,657	47,738	39,182	1,017	945	725
> 20 years	12.8%	11.6%	10.5%	38.5%	38.1%	36.7%	23.1%	23.5%	24.5%	16.1%	17.1%	18.2%	9.7%	9.7%	10.1%	116,713	125,144	119,166	2,772	2,846	2,578
Time with																					
Current Agency	20.20/	10.40/	40.00/	40.00/	44.00/	40.40/	20.20/	04.00/	00.40/	44.00/	40.40/	40.40/	5 O9/	E 00/	7.40/	40.054	44.000	0.000	707	770	200
< 1 year	20.3%	19.4%	18.0%		41.0%	40.4%		21.9%			12.1%	12.1%	5.9%	5.6%	7.1%	12,354	11,093	6,082	797	772	399
1-3 years	14.6%	13.1%	12.3%		36.6%	35.6%		22.7%			17.2%	18.3%	9.6%	10.4%	10.5%	46,526	43,455	48,660	1,096	987	1,072
4-5 years	11.4%	10.7%	9.2%		34.8%	33.7%		23.0%			19.5%		12.5%			37,389	48,924	50,768	694	869	908
6-10 years	10.3%	9.6%	9.2%		33.2%	32.4%	22.8%	23.6%			20.2%	21.1%	13.1%	13.4%		96,228	94,004	79,372	1,756	1,662	1,407
11-20 years	10.6%	9.9%	9.0%		34.4%	33.3%	23.4%	23.7%			19.7%	20.6%	12.3%	12.2%	12.8%	96,845	97,016	84,754	1,748	1,819	1,427
> 20 years	13.2%	11.6%	10.6%	39.5%	39.2%	37.6%	23.0%	23.5%	24.6%	15.5%	16.8%	17.9%	8.8%	8.8%	9.3%	85,761	92,375	87,388	1,903	1,954	1,764
Leaving																					
No	15.3%	14.2%	13.1%	41.8%	41.0%	40.0%	22.5%	23.2%	23.9%	14.0%	15.1%	16.1%	6.3%	6.4%	6.9%	253,679	257,529	235,234	5,383	5,346	4,622
Yes, to retire Yes, to other job	11.1%	10.3%	8.8%	36.4%	36.6%	36.0%	25.1%	24.9%	25.5%	17.9%	18.8%	19.8%	9.5%	9.3%	9.9%	21,827	23,559	22,539	481	502	475
in Govt Yes, to other job	5.5%	4.7%	4.5%	25.5%	25.1%	23.7%	23.3%	23.7%	24.1%	25.1%	25.7%	26.5%	20.6%	20.8%	21.2%	69,122	71,861	66,698	1,471	1,487	1,290
outside Govt	3.9%	3.7%	3.3%	20.3%	20.5%	20.0%	21.8%	21.5%	21.6%	27.3%	27.6%	28.7%	26.7%	26.7%	26.4%	13,527	15,580	15,383	240	253	213
Yes, other	4.3%	3.5%	3.6%	20.6%	20.7%	20.0%	23.2%	23.1%	25.0%	26.1%	27.2%	26.1%	25.7%	25.4%	25.2%	17,567	18,810	17,659	408	458	381
Retiring																					
Within 1 year	11.0%	10.0%	8.9%	35.9%	35.4%	34.9%	24.2%	23.7%	24.4%	17.8%	19.5%	20.0%	11.1%	11.3%	11.7%	13,290	14,498	13,647	287	332	292
Between 1-3 years	11.3%	10.5%	9.8%	36.3%	37.0%	35.2%	25.0%	24.8%	25.9%	17.4%	18.0%	19.4%	10.0%	9.6%	9.8%	37,137	39,032	35,494	876	855	763
Between 3-5 years	11.5%	10.6%	9.8%	36.9%	36.0%	34.8%	24.1%	24.5%	25.6%	17.3%	18.5%	19.5%	10.2%	10.4%	10.3%	41,232	42,479	38,816	931	942	779
5 or more years	12.3%	11.3%	10.3%	36.2%	35.6%	34.6%	22.4%	23.0%	23.5%	17.7%	18.6%	19.5%	11.4%	11.6%	12.1%	281,447	288,268	266,166	5,811	5,847	5,046

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

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

	Stro	ngly Ag	ree		Agree			ither Ag r Disagı			Disagre	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
Self-Identify as:																					
Heterosexual	12.7%	11.6%	10.6%	37.3%	36.6%	35.4%	22.6%	23.1%	23.8%	17.0%	18.1%	19.0%	10.4%	10.5%	11.1%	300,431	311,191	288,343	5,998	6,050	5,223
LGBT*	12.4%	11.5%	10.5%	34.4%	33.6%	32.1%	20.5%	20.5%	21.8%	19.1%	20.2%	20.9%	13.6%	14.2%	14.8%	11,138	10,809	9,607	186	207	190
Prefer not to say	8.2%	7.7%	7.2%	30.3%	29.9%	29.7%	25.0%	25.5%	25.7%	20.7%	21.3%	22.0%	15.8%	15.6%	15.5%	45,719	46,779	42,628	1,247	1,256	1,122
Military Service No Prior Military Service Currently in	11.8%	10.8%					22.6%						10.9%			Í	,	252,270	5,879	5,874	5,147
Guard/Reserves Retired Separated/ Discharged	14.4% 15.0% 10.8%	12.0% 13.8% 10.0%	10.5% 12.8% 8.7%			36.9%		23.6%	24.8%	15.0%	15.8%		8.3%	12.1% 8.3% 13.9%	9.0%	6,036 38,895 54,565	6,884 42,490 58,243	6,426 40,890 53,969	103 719 1,155	101 741 1,220	68 650 1,020
Disability																					
Yes No	12.0% 12.1%	11.5% 11.0%	10.3% 10.2%	32.0% 37.2%	30.8% 36.7%		22.8% 22.8%	23.4% 23.3%			19.6% 18.4%		14.5% 10.5%	14.7% 10.6%	15.0% 11.1%	50,435 321,766	52,263 331,566	47,899 306,618	1,203 6,665	1,147 6,768	1,008 5,875

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree	e	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
Work Location																					
Headquarters	12.0%	10.8%	9.8%	30.1%	29.9%	28.4%	27.9%	28.0%	28.9%	17.9%	18.8%	20.0%	12.1%	12.4%	12.9%	149,509	150,451	137,695	5,402	5,179	4,606
Field	9.3%	8.3%	7.6%	27.4%	26.4%	25.5%	28.3%	28.8%	29.4%	20.6%	21.7%	22.3%	14.5%	14.7%	15.2%	221,287	231,729	214,708	7,249	7,452	6,587
Supervisory Status																					
Non-Supervisor	9.0%	8.1%	7.3%	26.0%	25.2%	24.2%	29.1%	29.6%	30.1%	20.6%	21.7%	22.6%	15.2%	15.4%	15.8%	240,934	249,008	230,487	10,906	10,813	9,588
Team Leader	8.9%	8.2%	7.8%	27.7%	27.5%	26.5%	28.3%	28.2%	29.3%	21.3%	22.0%	22.0%	13.8%	14.2%	14.3%	48,218	51,984	48,372	1,065	1,131	1,049
Supervisor	12.6%	11.3%	10.1%	35.5%	35.0%	33.5%	26.5%	27.2%	28.4%	16.5%	17.7%	18.5%	8.9%	8.8%	9.6%	51,376	51,658	47,851	639	602	546
Manager	18.4%	16.6%	15.2%	40.7%	39.3%	38.2%	22.2%	23.3%	23.9%	12.4%	14.0%	15.1%	6.3%	6.8%	7.6%	24,464	24,112	21,366	134	136	131
Senior Leader	31.0%	28.0%	26.0%	36.9%	39.2%	39.3%	17.3%	17.2%	17.6%	9.1%	10.1%	10.4%	5.7%	5.6%	6.7%	8,032	7,938	7,001	40	55	24
Sex																					
Male	10.5%	9.4%	8.6%	28.6%	27.7%	26.5%	27.9%	28.5%	29.4%	18.9%	20.0%	20.9%	14.0%	14.3%	14.5%	191,095	199,543	183,734	4,749	4,761	4,296
Female	10.0%	9.0%	8.2%	28.3%	27.8%	26.8%	28.5%	28.6%	29.0%	20.4%	21.5%	22.1%	12.8%	13.1%	13.9%	176,555	180,172	167,379	7,734	7,695	6,811
Hispanic or Latino																					
Yes	10.9%	9.8%	8.6%	25.7%	24.8%	23.9%	27.4%	27.9%	28.5%	19.6%	20.4%	21.4%	16.3%	17.1%	17.6%	32,186	32,635	29,617	1,178	1,135	1,020
No	10.3%	9.2%	8.4%	28.8%	28.1%	27.0%	28.2%	28.6%	29.4%	19.5%	20.6%	21.4%	13.2%	13.4%	13.8%	331,758	343,471	317,900	11,118	11,137	9,929
Race																					
American Indian/ Alaska Native	7.8%	8.0%	6.2%	22.0%	22.5%	22.3%	29.1%	28.4%	29.4%	22.8%	23.3%	22.7%	18.3%	17.8%	19.3%	7,512	8,028	7,259	277	303	241
Asian Black/African	12.9%	12.0%	11.0%	32.9%	32.9%	31.0%	29.2%	29.4%	31.5%	14.0%	15.0%	15.3%	11.0%	10.8%	11.1%	18,637	17,832	16,342	799	794	680
American Native Hawaiian/	11.5%	10.2%	9.3%	30.0%	29.6%	28.8%	28.6%	28.9%	29.7%	17.3%	18.3%	18.8%	12.7%	13.0%	13.4%	54,948	57,187	53,225	2,672	2,624	2,441
Pacific Islander	9.6%	9.5%	7.9%	29.9%	28.7%	25.8%	28.1%	29.5%	31.2%	17.9%	19.1%	20.2%	14.5%	13.2%	15.0%	2,134	2,380	2,249	63	86	71
White	10.2%	9.1%	8.3%	28.6%	27.8%	26.5%	27.7%	28.4%	28.8%	20.2%	21.3%	22.3%	13.3%	13.5%	14.0%	255,829	265,374	245,595	7,370	7,384	6,587
Two or more races (Not Hispanic/	0 50/	9 00/	7.00/	22 20/	24 00/	24 00/	20 40/	27.60/	20.00/	24 40/	22 00/	22.00/	10 60/	10 59/	10.20/	42 702	12 016	12 565	500	100	436
Latino)	8.5%	8.0%	7.0%	23.3%	21.8%	21.8%	28.1%	27.6%	29.0%	21.4%	23.0%	23.0%	18.6%	19.5%	19.3%	13,792	13,916	12,565	509	486	4

SOURCE: Federal Employee Viewpoint Survey

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(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	gree		Agree			ither Ag			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
Age Group																					
25 and under	12.8%	11.8%	10.6%	30.6%	29.3%	27.3%	26.6%	27.4%	28.2%	17.9%	20.1%	20.1%	12.3%	11.3%	13.8%	2,638	2,595	2,615	98	74	80
26-29	10.5%	9.1%	8.0%	28.4%	27.0%	24.1%	25.9%	26.8%	28.6%	20.5%	21.8%	22.9%	14.7%	15.3%	16.3%	10,877	12,047	12,247	310	310	273
30-39	9.6%	8.6%	7.7%	26.8%	26.3%	25.5%	26.4%	26.7%	27.2%	21.5%	22.5%	23.2%	15.7%	15.9%	16.4%	72,391	70,998	63,915	2,109	2,001	1,769
40-49	9.9%	9.0%	8.0%	27.8%	27.5%	26.8%	27.6%	28.2%	28.8%	20.3%	20.9%	21.6%	14.3%	14.5%	14.7%	100,513	105,067	99,072	3,454	3,421	3,252
50-59	10.3%	9.4%	8.4%	29.1%	28.2%	26.9%	29.6%	29.8%	30.6%	18.6%	20.0%	20.8%	12.5%	12.7%	13.2%	138,234	144,521	134,965	5,060	5,171	4,493
60+	10.6%	9.4%	8.9%	28.9%	28.4%	27.2%	30.2%	31.1%	31.6%	18.7%	19.4%	20.2%	11.7%	11.8%	12.1%	59,510	61,583	55,565	2,290	2,312	2,061
Level of Education																					
Less than High School H.S. Diploma/	13.0%	12.1%	11.2%	27.6%	29.5%	33.9%	35.2%	31.4%	30.7%	10.4%	14.0%	11.5%	13.7%	12.9%	12.8%	338	383	371	18	17	17
GED or equiv Trade/Technical	10.1%	8.9%	8.4%	28.4%	27.8%	26.7%	31.1%	31.6%	32.9%	18.7%	19.1%	20.5%	11.7%	12.5%	11.5%	15,589	18,541	18,300	593	676	656
Certificate Some College	7.6%	7.0%	6.5%		24.6%						21.7%			15.2%		7,907	9,235	8,725	250	294	252
(no degree) Associate's	9.0%	8.4%	7.7%		25.3%						21.2%					50,600	57,824	55,761	1,958	2,099	1,946
Degree Bachelor's	9.1%	8.6%	7.6%		25.9%						21.7%			14.5%		26,685	30,048	28,360	1,034	1,146	1,024
Degree	9.9%	8.8%	8.1%		28.2%			28.8%			20.7%			13.5%		127,414	130,948	120,696	4,380	4,319	3,867
Master's Degree Doctoral/ Professional	11.7%	10.4%	9.4%	30.5%	29.8%	29.1%	26.5%	26.7%	27.2%	18.6%	20.0%	20.9%	12.5%	13.1%	13.5%	98,407	95,016	84,954	2,995	2,858	2,397
Degree	12.4%	11.4%	10.4%	29.6%	28.9%	28.4%	25.9%	25.5%	26.1%	18.5%	20.0%	20.4%	13.7%	14.1%	14.7%	42,707	39,743	35,475	1,319	1,129	1,027
Pay Category																					
Federal Wage																					
System	7.2%	6.7%	6.5%		22.6%		28.4%			23.8%				17.7%		9,359	12,388	12,047	175	225	191
GS 1-6	9.2%	8.6%	8.4%		24.4%			30.0%			20.8%			16.2%		17,743	20,875	20,971	848	961	942
GS 7-12	9.3%	8.4%	7.5%		26.4%		29.3%		30.6%		21.3%		14.2%	14.5%		146,676	159,449	151,605	6,038	6,284	5,628
GS 13-15	12.5%	11.0%	10.1%		31.9%		26.6%			17.5%		19.4%	10.6%	11.2%	11.5%	164,190	157,424	139,729	4,791	4,406	3,855
SES	37.9%	34.9%	31.8%		39.1%		13.6%	14.0%	15.1%	5.4%	7.8%	8.4%	3.7%	4.2%	4.4%	5,743	5,645	4,870	13	30	10
SL/ST	16.9%	13.6%			32.1%			21.1%		16.0%			11.2%	13.9%		1,537	1,510	1,358	26	20	21
Other	7.8%	7.5%	6.8%	25.6%	25.5%	25.0%	27.7%	27.7%	27.8%	22.1%	23.3%	22.9%	16.7%	16.0%	17.4%	25,026	24,891	22,427	738	671	570

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

(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
Time in Federal																					
Government																					
< 1 year	17.7%	16.6%	14.4%					28.9%			14.7%	15.6%	6.3%	6.7%	8.4%	6,306	5,497	2,886	528	521	264
1-3 years	12.2%	11.7%	10.6%	29.7%	28.2%	27.8%	28.0%	28.5%	29.2%		19.6%		11.6%	12.0%	12.1%	28,712	27,163	31,632	1,131	1,009	1,120
4-5 years	10.2%	9.0%	8.0%	28.3%	27.8%	25.9%	27.6%	28.3%	29.4%	19.6%	20.8%	21.9%	14.3%	14.0%	14.8%	29,094	39,764	41,943	919	1,186	1,247
6-10 years	9.3%	8.0%	7.7%	26.7%	25.9%	24.9%	27.4%	28.0%	28.1%	21.3%	22.1%	23.0%	15.3%	15.9%	16.4%	88,741	85,007	71,123	2,816	2,561	2,068
11-14 years	9.0%	8.1%	7.2%	26.6%	26.0%	25.4%	28.0%	28.2%	28.6%	21.0%	22.0%	22.7%	15.4%	15.7%	16.2%	53,178	55,037	49,807	1,541	1,542	1,413
15-20 years	9.5%	8.7%	7.5%	27.4%	27.0%	25.8%	28.3%	28.2%	28.9%	20.1%	21.1%	22.2%	14.6%	15.0%	15.6%	50,003	47,191	38,761	1,546	1,408	1,105
> 20 years	10.9%	9.8%	8.8%	30.6%	29.9%	28.4%	29.1%	29.6%	30.7%	17.8%	19.1%	19.9%	11.5%	11.6%	12.1%	115,005	123,298	117,488	4,176	4,425	4,050
Time with																					
Current Agency																					
< 1 year	17.3%	16.8%	15.0%	33.7%	32.0%	31.2%					14.7%	15.8%	7.9%	7.7%	8.9%	11,937	10,731	5,918	1,188	1,119	578
1-3 years	12.3%	11.3%	10.3%	29.1%	28.0%	27.2%	27.9%	28.2%	28.9%	18.3%	19.6%	20.3%	12.3%	13.0%	13.2%	45,739	42,859	47,939	1,815	1,559	1,787
4-5 years	9.8%	8.7%	7.5%	27.3%	27.3%	25.5%	27.8%	27.9%	29.1%	20.0%	21.3%	22.4%	15.0%	14.8%	15.5%	36,925	48,418	50,193	1,090	1,357	1,459
6-10 years	8.7%	7.9%	7.6%	26.2%	25.4%	24.7%	27.6%	28.3%	28.4%	21.7%	22.3%	22.9%	15.8%	16.1%	16.4%	95,014	92,808	78,488	2,800	2,696	2,248
11-20 years	9.1%	8.3%	7.3%	27.4%	27.0%	26.1%	28.4%	28.3%	28.9%	20.6%	21.5%	22.3%	14.5%	14.9%	15.4%	95,627	95,887	83,744	2,785	2,775	2,345
> 20 years	11.3%	9.7%	8.9%	31.6%	30.8%	29.1%	29.2%	29.9%	31.0%	17.4%	19.0%	19.7%	10.5%	10.6%	11.3%	84,556	91,093	86,198	2,915	3,083	2,786
Leaving																					
No	13.2%	11.9%	10.9%	33.7%	32.9%	31.6%	29.2%	29.8%	30.6%	16.3%	17.3%	18.2%	7.6%	8.1%	8.6%	249,879	253,792	231,919	8,707	8,720	7,724
Yes, to retire Yes, to other job	8.9%	8.2%	7.0%	29.3%	28.4%	27.0%	30.2%	31.1%	31.6%	19.5%	21.0%	21.7%	12.0%	11.4%	12.7%	21,490	23,197	22,235	726	775	713
in Govt Yes, to other job	4.4%	3.8%	3.4%	17.9%	17.5%	16.6%	26.4%	26.3%	26.7%	26.9%	27.9%	28.2%	24.4%	24.5%	25.1%	68,227	71,115	66,057	2,233	2,143	1,921
outside Govt	3.3%	2.9%	2.6%	12.9%	13.7%	13.2%	21.9%	21.5%	21.6%	28.3%	28.7%	29.9%	33.6%	33.2%	32.7%	13,458	15,519	15,307	318	295	278
Yes, other	3.3%	2.6%	2.6%	14.7%	13.9%	14.2%	24.5%	25.0%	26.2%	26.3%	27.8%	27.4%	31.3%	30.6%	29.6%	17,353	18,639	17,462	607	624	566
Retiring																					
Within 1 year	9.1%	7.9%	7.1%	28.3%	27.7%	26.0%	29.5%	29.4%	30.7%	19.1%	20.9%	21.2%	14.0%	14.1%	15.0%	13,107	14,301	13,491	410	480	417
Between 1-3 years	9.3%	8.5%	7.9%	28.8%	28.6%	27.1%	30.3%	30.7%	31.8%		20.2%		12.2%	12.1%	11.9%	36,571	38,470	35,057	1,334	1,315	1,160
Between 3-5 years	10.0%	9.0%	8.2%	28.9%	27.4%	27.0%	29.8%	30.6%	30.4%		20.2%			12.9%	13.0%	40.716	41.976	38.332	1.344	1,369	1.194
5 or more years	10.5%		8.5%								20.7%						284,514	,	9.389	9,260	8,280

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

(32) Creativity and innovation are rewarded.

	Stro	ngly Ag	ree		Agree			ither Ag r Disagr		ı	Disagre	е	Stro	ngly Disa	agree	Item R	esponse ⁻	Total**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
Self-Identify as:																					
Heterosexual	10.8%	9.7%	8.8%	29.5%	28.6%	27.4%	28.2%	28.7%	29.4%	18.9%	20.1%	21.0%	12.5%	12.8%	13.4%	296,136	307,082	284,667	9,728	9,690	8,703
LGBT*	10.8%	9.8%	9.3%	26.0%	26.2%	24.0%	25.2%	23.2%	24.9%	22.0%	23.1%	23.0%	16.1%	17.6%	18.8%	11,019	10,742	9,525	281	260	251
Prefer not to say	6.8%	6.4%	6.0%	22.7%	22.2%	22.3%	28.5%	28.8%	29.2%	22.8%	23.3%	23.6%	19.2%	19.3%	19.0%	45,080	46,119	42,069	1,794	1,847	1,615
Military Service																					
No Prior Military Service Currently in	10.0%	9.1%	8.3%	29.0%	28.3%	27.3%	28.0%	28.3%	28.9%	19.9%	20.9%	21.5%	13.1%	13.4%	14.0%	267,700	271,222	248,930	9,269	9,230	8,194
Guard/Reserves	12.0%	10.3%	8.3%	29.3%	27.8%	28.5%	26.3%	27.5%	27.9%	17.8%	19.6%	21.0%	14.5%	14.8%	14.3%	5,967	6,832	6,363	162	144	142
Retired Separated/		11.5%	10.5%		30.8%	29.3%	29.3%							10.2%	10.9%	38,308	41,988	40,441	1,193	1,183	1,085
Discharged	9.2%	8.2%	7.2%	24.6%	23.8%	22.5%	27.9%	28.7%	29.8%	21.1%	22.0%	23.1%	17.2%	17.3%	17.4%	53,828	57,581	53,360	1,795	1,839	1,628
Disability																					
Yes	10.1%	9.4%	8.3%	24.6%	23.9%	22.9%	27.6%	28.0%	28.5%	20.1%	21.0%	22.3%	17.6%	17.7%	18.0%	49,641	51,549	47,299	1,831	1,757	1,534
No	10.3%	9.2%	8.4%	29.3%	28.5%	27.4%	28.3%	28.7%	29.4%	19.4%	20.5%	21.2%	12.7%	13.0%	13.5%	317,284	327,235	302,703	10,608	10,640	9,544

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(33) Pay raises depend on how well employees perform their jobs.

	Stro	ongly Ag	jree		Agree			ither Ag or Disago		ı	Disagree	9	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
Work Location																					
Headquarters	6.9%	6.2%	5.6%	19.0%	18.3%	16.8%	27.8%	27.3%	27.3%	23.7%	24.5%	25.4%	22.7%	23.7%	24.8%	141,486	143,087	131,059	13,135	12,042	10,848
Field	4.8%	4.4%	3.9%	15.5%	14.8%	14.1%	26.2%	25.9%	25.8%	25.7%	26.5%	27.0%	27.7%	28.4%	29.1%	213,494	224,240	207,824	14,615	14,321	12,787
Supervisory Status																					
Non-Supervisor	5.3%	4.8%	4.3%	15.9%	15.4%	14.3%	27.2%	26.5%	26.7%	24.6%	25.6%	26.2%	27.1%	27.6%	28.4%	228,830	237,662	220,276	22,566	21,391	19,063
Team Leader	4.5%	4.1%	3.9%	16.4%	15.3%	14.5%	25.6%	25.6%	25.0%	25.9%	25.7%	27.0%	27.7%	29.2%	29.6%	45,999	49,871	46,244	3,205	3,100	3,003
Supervisor	6.2%	5.5%	4.8%	19.9%	18.2%	17.8%	26.6%	27.1%	26.3%	26.4%	26.8%	27.5%	21.0%	22.5%	23.6%	50,295	50,633	46,983	1,597	1,479	1,291
Manager	8.2%	7.1%	6.1%	20.2%	19.6%	18.2%	26.6%	26.1%	26.1%	25.2%	26.7%	26.9%	19.8%	20.5%	22.6%	24,125	23,770	21,070	424	421	382
Senior Leader	15.2%	13.8%	11.8%	25.9%	25.4%	23.1%	24.8%	25.0%	26.2%	19.0%	21.0%	21.6%	15.1%	14.8%	17.3%	7,892	7,834	6,885	154	149	115
Sex																					
Male	5.7%	5.1%	4.5%	16.4%	15.7%	14.8%	27.2%	26.6%	26.6%	23.6%	24.6%	25.2%	27.1%	28.1%	28.9%	183,548	192,366	177,261	11,902	11,454	10,223
Female	5.5%	5.0%	4.6%	17.5%	16.8%	15.7%	26.4%	26.2%	26.1%	26.7%	27.4%	28.0%	24.0%	24.6%	25.6%	168,460	172,640	160,382	15,521	14,609	13,237
Hispanic or Latino																					
Yes	6.8%	5.8%	5.5%	16.6%	15.7%	15.2%	26.4%	26.6%	26.2%	22.5%	23.6%	24.4%	27.6%	28.3%	28.6%	31,007	31,473	28,595	2,342	2,211	1,927
No	5.5%	5.0%	4.5%	17.0%	16.2%	15.2%	26.9%	26.4%	26.4%	25.2%	26.0%	26.7%	25.5%	26.3%	27.3%	317,507	330,071	305,662	24,689	23,556	21,205
Race																					
American Indian/ Alaska Native	6.6%	5.7%	4.9%	17.0%	16.7%	16.0%	26.6%	26.2%	26.1%	22.1%	23.4%	24.1%	27.7%	28.0%	29.0%	7,232	7,787	7,071	549	518	433
Asian Black/African	8.5%	8.5%	8.0%	24.0%	23.9%	22.5%	29.9%	30.2%	30.4%	19.5%	18.7%	19.7%	18.1%	18.8%	19.4%	17,866	17,128	15,714	1,570	1,429	1,273
American Native Hawaiian/	7.5%	6.5%	5.9%	19.8%	19.5%	18.3%	29.0%	28.5%	28.7%	22.2%	23.3%	24.4%	21.5%	22.2%	22.7%	52,967	55,180	51,553	4,578	4,407	3,983
Pacific Islander	7.0%	6.4%	6.0%	19.3%	19.5%	16.7%	27.6%	30.7%	27.9%	22.5%	20.1%	23.9%	23.6%	23.3%	25.4%	2,059	2,320	2,195	141	147	123
White	5.0%	4.6%	4.0%	16.0%	15.1%	14.1%	26.1%	25.7%	25.6%	26.2%	27.1%	27.6%	26.7%	27.6%	28.7%	244,605	254,911	235,833	18,018	17,183	15,528
Two or more races (Not Hispanic/ Latino)	4.8%	4.9%	4.0%	13.6%	12.5%	12.4%	25.9%	25.0%	24.9%	23.4%	24.8%	25.8%	32.3%	32.8%	32.9%	13,241	13,323	12,050	1,048	1,025	906

SOURCE: Federal Employee Viewpoint Survey

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(33) Pay raises depend on how well employees perform their jobs.

	Stro	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
Age Group																					
25 and under	10.8%	9.3%	7.7%	24.9%	23.5%	21.1%	23.5%	25.0%	24.1%	20.1%	21.4%	25.4%	20.8%	20.8%	21.8%	2,397	2,382	2,423	327	290	258
26-29	7.4%	6.2%	5.7%	19.7%	18.2%	16.8%	22.7%	22.8%	22.2%	22.4%	24.4%	25.3%	27.8%	28.3%	30.0%	10,170	11,436	11,568	1,002	912	925
30-39	5.7%	5.2%	4.8%	16.4%	15.4%	14.8%	23.3%	22.9%	22.8%	24.8%	25.2%	25.7%	29.7%	31.3%	31.9%	68,528	67,549	60,788	5,867	5,332	4,739
40-49	5.3%	4.9%	4.3%	16.2%	15.7%	15.1%	26.1%	25.8%	25.8%	25.2%	25.9%	26.7%	27.2%	27.7%	28.1%	96,315	100,920	95,419	7,447	7,258	6,603
50-59	5.3%	4.8%	4.2%	16.9%	16.0%	14.7%	28.7%	28.2%	28.2%	25.3%	26.2%	26.9%	23.7%	24.8%	26.0%	133,147	139,663	130,547	9,833	9,504	8,411
60+	5.4%	4.7%	4.6%	16.8%	16.9%	15.4%	30.9%	30.3%	30.2%	24.9%	26.5%	26.9%	21.9%	21.6%	22.9%	57,251	59,479	53,552	4,443	4,208	3,897
Level of Education																					
Less than High School H.S. Diploma/	11.3%	13.1%	10.2%	15.3%	11.2%	20.6%	23.1%	36.1%	31.2%	23.2%	18.8%	13.1%	27.2%	20.7%	24.8%	333	381	370	23	19	25
GED or equiv	6.6%	5.9%	5.0%	16.8%	16.8%	15.5%	28.2%	27.8%	28.9%	23.8%	25.3%	25.5%	24.7%	24.2%	25.0%	15,317	18,172	17,933	876	1,043	987
Trade/Technical Certificate Some College	4.5%	4.0%	3.8%	14.2%	13.7%	12.2%	26.0%	25.6%	25.6%	25.5%	25.9%	26.5%	29.8%	30.9%	31.9%	7,709	9,025	8,488	452	485	462
(no degree) Associate's	4.8%	4.8%	4.2%	14.5%	14.3%	13.1%	27.3%	26.5%	26.5%	24.6%	25.4%	26.4%	28.8%	29.0%	29.9%	49,163	56,411	54,308	3,309	3,381	3,236
Degree Bachelor's Degree	5.3% 5.4%	4.9% 4.9%	4.1% 4.5%		14.9% 16.2%	13.7%	26.6% 26.7%	26.1%	25.7% 26.4%	24.4% 25.2%	25.0% 26.0%	26.2% 26.5%	29.2% 25.2%	29.2% 26.3%	30.3%	25,929 122,817	29,220 126.401	27,608 116,554	1,745 8.755	1,926 8.436	1,717 7,638
· ·																,	-,	,	.,	-,	•
Master's Degree Doctoral/ Professional	6.1%	5.3%	4.7%	18.4%	17.5%	16.3%	26.6%	26.1%	20.1%	25.2%	26.2%	26.9%	23.1%	24.9%	26.0%	93,255	90,470	80,881	7,912	7,060	6,103
Degree	6.7%	5.7%	5.4%	18.8%	18.4%	17.7%	26.8%	26.6%	26.4%	24.8%	25.5%	26.1%	22.9%	23.8%	24.4%	39,433	36,895	33,002	4,469	3,848	3,414
Pay Category																					
Federal Wage System	3.7%	3.5%	3.1%	11 30/	10.1%	8.9%	23.7%	22.9%	22.4%	25.5%	26.7%	27.5%	35.9%	36.9%	38.1%	9,153	12,068	11,737	380	504	485
GS 1-6	6.5%	6.4%	6.0%		16.9%	15.0%		24.7%			23.8%	24.6%		28.1%		17,048	20,157	20,372	1,539	1,681	1,519
GS 7-12	5.2%	4.7%	4.1%		15.2%	14.2%		27.1%	26.9%	25.2%	25.8%		26.5%				153,901	146,396	11,408	•	
GS 13-15		4.7% 5.4%										26.7%			28.0%	141,030	,	,	•	,	
SES	6.1%		4.9%		17.8%	17.2%		27.6%	27.6%		26.5%	26.8%		22.9%	23.5%	156,276	150,366	133,372	12,343	10,957	9,665
SL/ST	19.3%	17.1%	14.3%		27.6%		25.3%	24.4%	26.2%		20.2%	20.3%	9.9%	10.7%	13.7%	5,665	5,578	4,785	65	85	79
Other	8.6%	8.0%	6.0%		24.7%	20.7%		24.6%	28.4%		24.9%	25.5%		17.8%	19.4%	1,459	1,423	1,292	104	98	81
Other	5.0%	4.7%	4.2%	16.7%	17.4%	16.6%	22.4%	22.9%	23.0%	24.7%	25.1%	25.2%	31.2%	29.9%	31.0%	23,961	23,904	21,566	1,766	1,534	1,363

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

(33) Pay raises depend on how well employees perform their jobs.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	DW
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
Time in Federal																					
Government																					
< 1 year		11.2%	8.7%		26.3%	26.4%		31.5%			18.6%	19.1%		12.4%		5,008	4,460	2,287	1,816	1,538	852
1-3 years	8.3%	7.9%	7.0%		21.0%	19.2%	27.9%		27.1%		22.2%	23.5%		22.2%	23.2%	26,560	25,255	29,438	3,209	2,829	3,246
4-5 years	6.1%	5.5%	4.7%		16.9%	15.4%	26.0%				25.2%	25.6%		27.0%	28.5%	27,575	37,916	39,970	2,408	2,980	3,084
6-10 years	5.3%	4.6%	4.5%		15.1%	14.2%		24.5%			25.7%			30.1%	30.7%	85,034	81,710	68,456	6,320	5,582	4,555
11-14 years	4.5%	4.1%	3.7%	14.9%	14.5%	13.9%	25.7%	25.2%	24.7%		26.2%	27.1%	29.1%	30.0%	30.6%	51,269	53,104	48,185	3,364	3,350	2,883
15-20 years	4.8%	4.3%	3.8%	14.8%	14.2%	13.4%	26.3%	26.5%	26.2%	26.6%	27.0%	27.5%	27.5%	28.0%	29.2%	48,258	45,686	37,485	3,221	2,799	2,248
> 20 years	5.3%	4.7%	4.1%	17.2%	16.2%	15.1%	29.1%	28.8%	28.7%	25.6%	26.9%	27.4%	22.7%	23.4%	24.7%	111,585	120,014	114,272	7,354	7,275	6,847
Time with Current Agency																					
< 1 year	11.3%	11.2%	9.8%	23.0%	23.5%	22.1%	32.6%	32.0%	31.9%	19 1%	19.0%	19.9%	14.0%	14.3%	16 2%	9,827	9,001	4,935	3,260	2,807	1,530
1-3 years	8.0%	7.4%	6.5%		19.7%	18.3%		26.9%			22.9%	24.0%		23.2%		42.621	40.093	44.909	4.832	4,185	4,695
4-5 years	5.9%	5.1%	4.3%		16.4%	15.0%		25.3%			25.5%	26.1%				35,241	46,319	48,055	2.731	3,338	3,444
6-10 years	4.8%	4.3%	4.3%		14.6%	13.9%		24.7%			26.0%	26.6%	29.4%		30.7%	91,581	89.764	75.789	6,041	5,488	4,708
11-20 years	4.5%	4.1%	3.7%		14.4%	13.7%	26.2%		25.5%		26.9%	27.5%			29.5%	92,635	93,022	81,244	5.635	5,435	4,566
> 20 years	5.2%	4.6%	3.9%		16.3%	15.1%		28.8%			27.3%			23.0%		82,196	88,826	84,050	5.074	5,005	4,672
Leaving	0.270	4.070	0.070	17.070	10.070	10.170	20.270	20.070	20.070	20.170	21.070	27.770	ZZ.1 /0	20.070	24.470	02,100	00,020	04,000	0,014	0,000	4,072
No	7.2%	6.6%	5.9%	20.3%	19.3%	18.4%	29.3%	29.1%	20.2%	24.2%	25.1%	25.8%	19.1%	19.9%	20.7%	238,715	243,478	222,662	19,450	18 307	16,279
Yes, to retire	4.6%	4.1%	3.4%		15.7%	13.7%		28.9%			28.6%			22.7%		20,846	22,647	21,621	1,340	1,297	1,273
Yes, to other job	4.076	7.170	J. T /0	10.5 /6	13.7 /0	13.7 /0	23.376	20.970	29.170	20.376	20.070	20.070	23.0 /6	22.7 /0	25.170	20,040	22,047	21,021	1,540	1,231	1,275
in Govt	2.6%	2.0%	1.9%	10.3%	10.2%	8.9%	22.1%	21.2%	20.9%	26.9%	27.1%	27.7%	38.2%	39.6%	40.6%	65,565	68,452	63,639	4,727	4,575	4,089
Yes, to other job outside Govt	4.00/	4.00/	4.40/	7.00/	0.00/	0.50/	44.00/	45.00/	44.00/	05.00/	OF F0/	20 50/	50.00/	FO 00/	E4 40/	40.005	14.040	44.700	700	007	704
	1.6%	1.6%	1.4%	7.0%	6.9%	6.5%	14.9%		14.6%		25.5%	26.5%		50.8%		12,935	14,948	14,769	799	827	784
Yes, other	1.8%	1.7%	1.6%	8.3%	7.7%	7.7%	20.6%	20.3%	19.7%	24.6%	26.0%	26.6%	44.7%	44.3%	44.4%	16,614	17,938	16,771	1,293	1,256	1,202
Retiring	4.00/	0.70/	0.007	45 60/	45 407	40.00/	00.40/	00.70/	07.00/	05.00/	07.00/	00.00/	04 =01	04.70/	07.50/	40.000	40.055	40.445	200	000	
Within 1 year	4.3%	3.7%	3.2%	15.6%		13.6%	29.4%				27.8%	28.2%		24.7%		12,690	13,955	13,115	809	808	777
Between 1-3 years	4.6%	4.1%	3.5%	16.2%	15.9%	14.3%	29.6%		29.8%		27.6%	27.9%			24.4%	35,375	37,450	34,002	2,431	2,225	2,063
Between 3-5 years	4.6%	4.3%	3.6%	16.1%	15.2%	14.0%	29.0%		28.7%		27.3%	28.3%			25.5%	39,361	40,598	37,212	2,675	2,579	2,160
5 or more years	5.9%	5.3%	4.8%	17.1%	16.3%	15.5%	26.1%	25.7%	25.6%	24.6%	25.3%	26.0%	26.3%	27.4%	28.1%	264,864	272,657	252,003	21,398	20,355	18,282

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

(33) Pay raises depend on how well employees perform their jobs.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagı			Disagre	9	Stro	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
Self-Identify as:																					
Heterosexual	5.9%	5.3%	4.7%	17.6%	16.6%	15.6%	27.2%	26.8%	26.6%	24.9%	25.7%	26.5%	24.5%	25.6%	26.6%	283,872	295,554	274,132	21,396	20,399	18,384
LGBT*	5.6%	5.5%	4.6%	15.0%	15.7%	13.4%	23.5%	21.5%	22.9%	24.4%	25.9%	26.4%	31.5%	31.4%	32.7%	10,408	10,214	9,088	890	775	679
Prefer not to say	4.2%	3.7%	3.5%	13.0%	13.2%	12.5%	25.6%	25.2%	25.3%	25.4%	26.0%	26.3%	31.8%	31.8%	32.4%	43,108	44,263	40,333	3,677	3,537	3,195
Military Service																					
No Prior Military Service Currently in	5.5%	5.0%	4.6%	17.7%	16.8%	16.1%	26.2%	26.0%	25.8%	25.6%	26.4%	26.8%	25.0%	25.8%	26.7%	256,236	260,678	239,208	20,223	19,020	17,151
Guard/Reserves	6.9%	5.7%	4.8%	16.8%	16.2%	13.8%	26.3%	26.0%	26.7%	23.5%	23.9%	25.9%	26.6%	28.1%	28.7%	5,695	6,511	6,094	438	455	409
Retired Separated/	6.7%	5.9%	5.1%	17.8%	17.4%	15.8%	31.2%	30.5%	30.6%	22.8%	24.0%	25.1%	21.4%	22.2%	23.5%	36,634	40,277	38,826	2,810	2,789	2,556
Discharged	5.0%	4.4%	3.8%	13.3%	13.1%	11.6%	25.9%	25.1%	25.1%	24.6%	25.4%	26.5%	31.2%	32.1%	33.0%	51,775	55,624	51,617	3,711	3,612	3,197
Disability																					
Yes	6.1%	5.4%	4.7%	14.6%	14.3%	12.8%	26.4%	26.0%	26.3%	23.3%	24.0%	24.6%	29.8%	30.3%	31.5%	47,660	49,694	45,710	3,669	3,465	3,018
No	5.5%	5.0%	4.5%	17.4%	16.5%	15.6%	26.9%	26.5%	26.4%	25.3%	26.1%	26.8%	24.9%	25.8%	26.7%	303,736	314,464	290,914	23,599	22,507	20,365

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(34) Policies and programs promote diversity in the workplace.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
Work Location																					
Headquarters	18.3%	17.5%	16.2%	41.4%	41.2%	41.0%	25.8%	26.7%	27.7%	7.3%	7.4%	7.7%	7.2%	7.3%	7.4%	144,283	144,929	132,014	11,062	11,201	10,684
Field	16.2%	15.3%	14.6%	40.9%	40.2%	40.3%	27.9%	28.7%	29.6%	7.4%	7.9%	7.7%	7.6%	7.9%	7.8%	211,968	221,527	204,566	17,202	18,265	17,306
Supervisory Status																					
Non-Supervisor	15.6%	14.7%	13.8%	39.7%	39.3%	39.1%	28.8%	29.3%	30.3%	7.6%	8.1%	8.2%	8.3%	8.6%	8.6%	229,836	236,937	218,463	22,719	23,599	22,295
Team Leader	16.4%	15.8%	15.0%	42.2%	40.9%	41.1%	27.2%	28.5%	29.7%	7.3%	7.5%	7.4%	6.9%	7.3%	6.9%	45,947	49,544	45,841	3,464	3,721	3,690
Supervisor	18.9%	18.0%	17.3%	45.4%	45.1%	45.3%	23.9%	24.9%	25.5%	6.7%	6.7%	6.4%	5.2%	5.3%	5.5%	50,341	50,572	46,746	1,812	1,834	1,758
Manager	25.2%	24.0%	22.5%	45.8%	44.6%	46.2%	18.7%	21.1%	20.8%	5.9%	6.0%	6.1%	4.5%	4.4%	4.4%	24,242	23,859	21,128	445	465	445
Senior Leader	34.6%	34.1%	30.3%	41.1%	41.9%	42.6%	15.1%	15.4%	18.1%	4.8%	4.9%	5.1%	4.4%	3.7%	3.9%	8,001	7,952	6,958	77	91	80
Sex																					
Male	18.6%	17.8%	16.6%	41.5%	40.7%	40.8%	27.4%	28.3%	29.4%	6.0%	6.4%	6.4%	6.4%	6.8%	6.7%	181,624	189,535	173,911	14,729	15,436	14,614
Female	14.7%	13.8%	13.2%	40.8%	40.6%	40.4%	26.8%	27.5%	28.3%	9.1%	9.3%	9.3%	8.7%	8.8%	8.8%	171,800	174,774	161,608	13,056	13,585	13,060
Hispanic or Latino																					
Yes	16.7%	15.5%	14.9%	37.0%	36.5%	36.1%	27.4%	27.5%	28.2%	8.9%	9.3%	9.3%	10.0%	11.3%	11.4%	31,370	31,720	28,688	2,131	2,156	2,051
No	17.0%	16.1%	15.2%	41.8%	41.3%	41.2%	27.0%	28.0%	29.0%	7.1%	7.5%	7.5%	7.1%	7.2%	7.2%	318,632	329,228	303,521	25,199	26,440	25,182
Race																					
American Indian/ Alaska Native	13.9%	12.6%	10.7%	33.1%	33.4%	34.9%	30.4%	31.0%	31.6%	9.9%	10.6%	10.7%	12.6%	12.4%	12.1%	7,319	7,878	7,079	485	470	457
Asian Black/African	17.5%	16.4%	15.1%	43.0%	43.5%	43.9%	25.1%	26.1%	26.8%	7.1%	6.9%	7.2%	7.2%	7.2%	7.0%	18,318	17,451	15,897	1,189	1,213	1,149
American Native Hawaiian/	14.7%	13.3%	12.8%	37.6%	37.2%	37.1%	24.8%	25.5%	26.2%	10.8%	11.4%	11.3%	12.1%	12.6%	12.7%	54,779	56,805	52,839	3,122	3,260	3,129
Pacific Islander	13.0%	13.6%	12.7%	40.5%	36.5%	35.6%	28.6%	31.8%	30.0%	8.2%	9.1%	9.9%	9.8%	8.9%	11.7%	2,069	2,303	2,187	134	159	137
White	17.8%	17.0%	16.0%	43.0%	42.4%	42.3%	27.4%	28.3%	29.5%	6.2%	6.4%	6.5%	5.6%	5.8%	5.8%	243,616	252,260	232,448	20,223	21,273	20,286
Two or more races (Not Hispanic/ Latino)	16.6%	15.2%	14.7%	34.7%	33.9%	33.7%	27.1%	28.5%	29.6%	9.4%	9.9%	10.0%	12.2%	12.5%	12.1%	13,303	13,382	12,014	1,062	1,055	1,032

SOURCE: Federal Employee Viewpoint Survey

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(34) Policies and programs promote diversity in the workplace.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kn	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
Age Group																					
25 and under	20.6%	19.9%	20.4%	45.1%	45.6%	45.3%	21.9%	22.2%	23.6%	6.2%	7.0%	5.7%	6.3%	5.3%	5.0%	2,523	2,489	2,478	208	187	210
26-29	19.1%	17.9%	17.2%	42.2%	42.2%	40.7%	25.3%	24.1%	27.8%	6.8%	8.0%	7.1%	6.7%	7.8%	7.1%	10,234	11,188	11,197	961	1,191	1,322
30-39	17.2%	16.2%	15.4%	40.4%	39.6%	39.9%	26.5%	27.5%	28.4%	8.0%	8.1%	7.8%	7.9%	8.5%	8.5%	67,822	66,226	59,200	6,826	6,843	6,524
40-49	16.8%	16.1%	14.9%	40.4%	40.2%	40.4%	27.1%	27.9%	28.8%	7.5%	7.6%	7.8%	8.2%	8.3%	8.2%	96,217	100,367	94,500	7,974	8,367	8,016
50-59	16.5%	15.7%	14.6%	41.3%	40.6%	40.2%	27.7%	28.6%	29.7%	7.1%	7.7%	7.9%	7.3%	7.4%	7.6%	134,169	139,949	130,456	9,537	10,138	9,350
60+	15.8%	14.8%	14.2%	42.1%	41.8%	41.8%	29.1%	29.7%	30.5%	7.0%	7.6%	7.5%	6.0%	6.1%	6.0%	57,990	60,120	53,875	3,999	4,033	3,996
Level of Education																					
Less than High School H.S. Diploma/	12.8%	14.7%	13.7%	37.8%	40.9%	36.5%	28.9%	26.1%	33.2%	9.2%	6.3%	8.6%	11.4%	12.0%	8.0%	336	381	366	25	28	28
GED or equiv Trade/Technical	13.9%	13.1%	12.5%	40.4%	39.6%	39.6%	32.7%	32.8%	33.9%	6.4%	7.6%	7.3%	6.5%	6.9%	6.7%	15,185	18,073	17,792	1,074	1,256	1,240
Certificate Some College		12.5%				36.1%				7.6%	8.2%	8.1%	7.9%	8.4%	9.2%	7,661	8,891	8,340	529	679	655
(no degree) Associate's		13.6%				37.1%				7.7%	8.3%	8.2%	8.5%	8.8%	8.8%	49,061	55,883	53,754	3,712	4,242	•
Degree Bachelor's Degree	15.0% 17.8%	14.0% 16.9%	12.9% 16.0%		39.2%	38.5% 42.1%		30.1%		7.4% 7.1%	8.2% 7.2%	8.0% 7.2%	8.5% 6.9%	8.5% 7.2%	8.9% 6.9%	25,724 122,246	28,994 125,318	27,301	2,082 9.866	2,318	•
Master's Degree			16.7%			42.3%		24.7%		7.6%	7.6%	7.9%	7.4%	7.5%	7.7%	94,551	90,993	81,022	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7,063	-,
Doctoral/ Professional	10.7 /6	17.570	10.7 70	42.270	72.270	42.570	24.076	24.770	25.470	7.076	7.070	7.570	7.476	7.570	7.770	34,331	90,993	01,022	7,132	7,000	0,324
Degree	19.3%	18.8%	18.4%	42.9%	42.8%	43.3%	24.2%	24.4%	24.7%	7.2%	7.7%	7.4%	6.4%	6.3%	6.2%	40,546	37,665	33,499	3,564	3,306	3,099
Pay Category																					
Federal Wage System	12.0%	11.7%	10.0%	35.8%	35.0%	35.2%	33.8%	34.1%	34.9%	8.3%	9.0%	9.5%	10.0%	10.1%	10.4%	8,955	11,822	11,537	615	854	751
GS 1-6	14.5%	13.7%			37.8%		30.2%		31.9%	8.2%	8.4%	7.9%	9.4%	9.3%	9.7%	17,301	20,268	20,205	1,359	1,673	1,802
GS 7-12	15.7%	14.9%	14.0%		40.1%			28.8%	30.1%	7.6%	8.0%	8.0%	7.8%	9.5% 8.2%	8.0%	140,922	152,801	144,519	· ·	13,440	,
GS 13-15	20.0%	19.0%	18.4%		43.3%			25.0%	25.4%	6.6%	6.7%	6.9%	5.7%	5.9%	5.9%	157,594	150,737	133,439	11,841	,	•
SES	41.4%		37.3%			42.0%		13.1%		3.7%	4.4%	4.6%	2.6%	2.3%	2.4%	5,717	5.664	4.845	38	44	45
SL/ST	22.7%		21.9%		44.4%			20.0%	22.7%	3.7% 4.9%	6.7%	4.0% 5.7%	3.9%	2.3% 4.4%	4.4%	1,506	-,	1,329	67	63	45 51
Other	15.0%		14.0%			45.3%				4.9% 7.6%	6.7% 8.1%	5.7% 7.2%	3.9% 8.5%	4.4% 8.4%	4.4% 8.3%	23,858	1,474 23,762	21,361	1.959	1,844	1,675

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

(34) Policies and programs promote diversity in the workplace.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
Time in Federal																					
Government	05.00/	04.00/	00.40/	4.4.07	40.00/	47.40/	00 =0/	00.00/	00.00/	0.00/	4.00/	4.00/	0.=0/	0.40/	0.00/	0.405	5.040	0.700		005	075
< 1 year		24.6%			46.9%	47.1%	22.7%			3.8%	4.8%	4.3%	3.5%	3.1%	3.6%	6,125	5,342	2,783	720	695	375
1-3 years	19.7%		18.2%		42.3%	42.6%	25.9%	26.3%		6.2%	6.6%	6.5%	5.1%	5.9%	5.6%	27,431	25,833	29,798	2,458	2,404	3,024
4-5 years	17.2%		15.2%	40.8%		40.8%		28.0%		7.1%	7.5%	7.4%	7.2%	7.2%	7.0%	27,654	37,472	39,224	2,449	3,568	4,068
6-10 years	16.1%	15.2%			39.7%	39.7%		28.9%		7.7%	7.9%	7.9%	8.1%	8.3%	8.4%	84,135	80,529	67,145	7,635	7,263	6,222
11-14 years	15.6%	14.9%	13.9%	40.3%	39.5%	39.3%	28.1%	28.9%		7.8%	8.0%	8.1%	8.3%	8.7%	8.7%	50,846	52,545	47,482	4,037	4,204	3,849
15-20 years	15.9%	15.2%	13.9%	39.9%	39.4%	39.4%	27.7%	28.3%	29.6%	7.8%	8.4%	8.2%	8.6%	8.8%	8.9%	48,207	45,383	37,184	3,518	3,375	2,779
> 20 years	17.1%	16.1%	15.0%	42.2%	41.3%	41.1%	26.5%	27.7%	28.7%	7.2%	7.7%	7.8%	7.0%	7.3%	7.4%	112,160	120,143	114,217	7,400	7,989	7,707
Time with Current Agency																					
< 1 year	24.6%	24.0%	22.0%	43.4%	44.0%	44.1%	22.7%	22.2%	24.3%	4.9%	5.4%	4.7%	4.4%	4.4%	5.0%	11,764	10,531	5,733	1,400	1,363	771
1-3 years	19.1%	18.2%	17.2%	41.6%	41.4%	41.5%	26.2%	26.5%	27.3%	6.8%	7.1%	7.1%	6.3%	6.8%	6.8%	43,875	40,758	45,420	3,766	3,754	4,418
4-5 years	16.5%	15.7%	14.4%	39.9%	40.2%	39.7%	27.4%	28.0%	30.0%	8.0%	7.9%	7.9%	8.2%	8.2%	8.0%	35,108	45,815	47,123	3,030	4,076	4,648
6-10 years	15.3%	14.8%	14.4%	40.2%	39.2%	39.5%	28.1%	29.2%	29.6%	7.9%	8.2%	8.0%	8.6%	8.6%	8.5%	90,250	88,201	74,424	7,820	7,588	6,509
11-20 years	15.7%	15.0%	14.0%	40.3%	39.7%	39.7%	28.3%	28.8%	29.8%	7.7%	8.0%	8.0%	8.0%	8.5%	8.4%	91,985	92,130	80,316	6,751	6,839	6,006
> 20 years	17.8%	16.4%	15.4%	43.4%	42.6%	42.2%	26.1%	27.4%	28.4%	6.6%	7.2%	7.5%	6.2%	6.3%	6.5%	82,387	88,700	83,709	5,336	5,772	5,563
Leaving																					
No	19.7%	18.6%	17.5%	44.7%	44.2%	44.2%	25.9%	26.8%	27.7%	5.7%	6.1%	6.1%	4.1%	4.4%	4.5%	241,431	244,837	223,060	17,914	18,438	17,235
Yes, to retire Yes, to other job	14.4%	14.1%	12.2%	43.0%	40.8%	41.1%	29.2%	30.3%	31.6%	7.6%	8.3%	8.0%	5.9%	6.5%	7.0%	20,860	22,599	21,562	1,426	1,506	1,474
in Govt Yes, to other job	11.6%	10.9%	10.5%	33.9%	33.2%	33.1%	29.2%	30.0%	30.9%	11.0%	11.4%	11.2%	14.3%	14.6%	14.4%	64,899	67,312	62,303	5,743	6,137	5,843
outside Govt	12.5%	12.2%	13.0%	31.6%	32.8%	33.1%	28.3%	28.8%	29.6%	10.9%	10.6%	9.8%	16.6%	15.8%	14.6%	12,488	14,388	14,102	1,293	1,452	1,517
Yes, other	9.3%	9.6%	9.0%	29.9%	30.2%	29.4%	32.6%	31.9%	33.4%	11.0%	11.1%	11.2%	17.3%	17.3%	17.0%	16,237	17,401	16,183	1,773	1,907	1,863
Retiring																					
Within 1 year	14.9%	14.0%	12.9%	42.2%	41.6%	40.4%	28.5%	29.0%	30.5%	7.6%	7.9%	8.2%	6.7%	7.5%	8.0%	12,709	13,911	13,054	868	950	904
Between 1-3 years	14.8%	14.5%	13.6%	42.5%	40.8%	41.5%	29.0%	30.1%	31.0%	7.1%	7.9%	7.6%	6.6%	6.8%	6.2%	35,519	37,461	33,968	2,477	2,496	2,375
Between 3-5 years	16.0%	14.5%	13.9%	41.2%	41.2%	40.6%	28.5%	29.3%	30.4%	7.6%	7.9%	7.9%	6.7%	7.1%	7.1%	39,514	40,807	37,130	2,684	2,658	2,521
5 or more years	17.4%	16.6%	15.6%	41.0%	40.6%	40.6%	26.7%	27.5%	28.4%	7.3%	7.6%	7.6%	7.6%	7.8%	7.8%	265,778	271,577	249,916	21,835	22,975	21,782

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

(34) Policies and programs promote diversity in the workplace.

	Stro	ngly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
Self-Identify as:																					
Heterosexual	17.3%	16.4%	15.5%	42.1%	41.6%	41.6%	26.6%	27.4%	28.3%	7.1%	7.5%	7.4%	6.9%	7.1%	7.2%	285,777	295,776	273,107	20,978	21,980	21,063
LGBT*	17.3%	16.1%	16.0%	38.3%	37.8%	36.3%	23.2%	23.7%	25.6%	10.2%	10.5%	10.5%	11.0%	11.9%	11.6%	10,593	10,300	9,194	728	744	620
Prefer not to say	14.2%	13.3%	12.7%	36.0%	35.4%	35.0%	31.0%	32.1%	33.3%	8.6%	8.3%	9.0%	10.1%	10.9%	10.0%	42,545	43,519	39,448	4,485	4,583	4,372
Military Service																					
No Prior Military Service Currently in	16.8%	15.9%	15.2%	42.4%	41.8%	41.8%	26.2%	27.1%	28.0%	7.5%	7.8%	7.7%	7.1%	7.4%	7.3%	257,458	260,321	237,973	20,271	20,866	19,815
Guard/Reserves	18.8%	18.3%	17.1%	40.7%	40.3%	39.6%	26.7%	27.2%	29.8%	6.8%	6.2%	6.3%	6.9%	8.0%	7.2%	5,705	6,495	6,087	448	500	443
Retired Separated/	18.7%	17.5%			40.9%					6.1%	6.5%	6.8%	5.9%	6.1%	6.1%	37,052	40,530	38,770	2,596	2,827	2,893
Discharged	15.9%	15.3%	14.2%	37.6%	37.0%	36.9%	29.4%	30.1%	30.8%	7.7%	8.1%	8.3%	9.4%	9.4%	9.7%	51,439	54,940	50,792	4,346	4,677	4,324
Disability																					
Yes	16.9%	16.0%	14.6%	36.2%	35.7%	35.4%	27.5%	28.5%	30.0%	8.5%	8.7%	8.8%	10.8%	11.2%	11.2%	48,100	49,804	45,572	3,549	3,705	3,454
No	16.9%	16.1%	15.2%	42.3%	41.7%	41.7%	27.0%	27.8%	28.7%	7.1%	7.5%	7.5%	6.7%	6.9%	7.0%	304,704	313,671	288,992	24,115	25,164	24,047

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

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

	Stro	ongly A	gree		Agree			ither Ag r Disagr		ı	Disagree	e	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
Work Location																					
Headquarters	25.5%	24.6%	23.7%	52.9%	53.9%	54.3%	12.9%	13.1%	13.3%	5.3%	5.1%	5.3%	3.5%	3.2%	3.4%	152,090	152,801	139,612	3,231	3,188	2,893
Field	22.6%	21.7%	21.1%	52.3%	53.0%	54.0%	13.4%	13.7%	13.7%	6.8%	6.9%	6.6%	4.9%	4.8%	4.7%	226,359	236,821	219,156	2,733	2,839	2,512
Supervisory Status																					
Non-Supervisor	21.4%	20.4%	19.8%	52.4%	53.2%	53.9%	14.5%	14.7%	14.8%	6.8%	6.8%	6.7%	4.9%	4.8%	4.8%	247,726	255,570	236,191	4,777	4,824	4,310
Team Leader	22.2%	22.2%	21.8%	53.5%	53.3%	54.2%	13.0%	13.6%	13.3%	6.7%	6.9%	6.4%	4.5%	4.1%	4.3%	48,704	52,524	48,826	684	702	639
Supervisor	28.3%	27.8%	27.0%	54.9%	56.0%	56.2%	10.2%	10.0%	10.2%	4.0%	4.0%	4.3%	2.6%	2.2%	2.3%	51,731	51,965	48,089	394	396	374
Manager	38.1%	36.1%	34.9%	50.5%	52.0%	53.7%	6.7%	7.2%	7.4%	3.0%	3.2%	2.6%	1.6%	1.6%	1.4%	24,562	24,204	21,435	112	95	102
Senior Leader	47.5%	45.3%	43.3%	41.2%	44.6%	45.9%	6.5%	6.4%	6.7%	2.8%	2.3%	2.5%	2.1%	1.4%	1.5%	8,055	7,989	6,999	32	36	37
Sex																					
Male	25.3%	24.4%	23.6%	52.3%	53.0%	53.8%	12.5%	13.0%	13.0%	5.7%	5.7%	5.6%	4.2%	4.0%	3.9%	193,920	202,294	186,094	2,370	2,454	2,194
Female	21.4%	20.7%	20.0%	53.0%	53.8%	54.6%	14.0%	14.1%	14.1%	6.9%	7.0%	6.7%	4.6%	4.5%	4.6%	181,385	184,885	171,374	3,418	3,407	3,117
Hispanic or Latino																					
Yes	22.5%	21.8%	21.3%	48.1%	48.5%	49.1%	15.0%	15.0%	15.4%	7.7%	7.9%	7.7%	6.6%	6.7%	6.5%	32,946	33,308	30,225	529	515	457
No	23.9%	22.9%	22.2%	53.1%	54.0%	54.7%	12.9%	13.2%	13.2%	6.0%	6.0%	5.9%	4.1%	3.9%	3.9%	338,571	350,147	323,563	5,159	5,263	4,766
Race																					
American Indian/ Alaska Native	19.1%	19.2%	16.9%	49.2%	49.7%	52.6%	17.4%	17.6%	17.5%	7.3%	7.0%	7.1%	7.0%	6.6%	5.8%	7,696	8,235	7,421	112	108	105
Asian Black/African	26.2%	23.9%	23.6%	52.4%	55.2%	54.9%	13.3%	13.0%	13.7%	4.8%	4.4%	4.4%	3.3%	3.4%	3.4%	19,133	18,342	16,735	369	323	305
American Native Hawaiian/	22.5%	21.7%	21.0%	52.8%	53.1%	54.3%	13.7%	14.0%	13.6%	5.9%	6.3%	6.0%	5.1%	4.9%	5.1%	56,811	58,957	54,831	1,031	1,056	1,010
Pacific Islander	21.9%	18.9%	18.9%	50.2%	50.7%	50.5%	15.0%	17.4%	18.4%	5.9%	6.5%	6.5%	7.0%	6.5%	5.7%	2,183	2,434	2,292	27	32	27
White Two or more races (Not Hispanic/	24.4%	23.5%	22.8%	53.1%	53.9%	54.6%	12.5%	12.8%	12.9%	6.2%	6.1%	6.0%	3.9%	3.7%	3.7%	260,207	269,633	249,199	3,552	3,655	3,277
Latino)	20.9%	20.2%	19.6%	47.7%	48.3%	50.2%	16.0%	16.1%	16.1%	8.2%	8.5%	7.7%	7.2%	6.9%	6.5%	14,084	14,154	12,774	268	295	247

SOURCE: Federal Employee Viewpoint Survey

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

	Str	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagree	9	Stror	ngly Dis	agree	Item R	esponse T	Γotal**	Do	Not Kno	»w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
Age Group																					
25 and under	29.7%	28.5%	29.9%	49.5%	48.5%	50.7%	10.4%	12.1%	9.8%	6.3%	6.5%	5.0%	4.1%	4.4%	4.7%	2,691	2,631	2,642	43	40	47
26-29	25.5%	25.0%	23.9%	49.7%	49.4%	50.8%	13.1%	12.8%	13.0%	6.7%	7.7%	6.8%	5.0%	5.2%	5.4%	10,981	12,156	12,289	210	207	222
30-39	23.5%	22.8%	22.0%	50.5%	51.8%	52.3%	13.2%	13.0%	13.5%	7.2%	7.1%	7.1%	5.5%	5.3%	5.1%	73,223	71,769	64,520	1,378	1,301	1,169
40-49	22.9%	22.1%	21.3%	52.4%	53.3%	54.7%	13.5%	13.8%	13.4%	6.4%	6.2%	6.2%	4.8%	4.6%	4.4%	102,454	106,827	100,780	1,696	1,776	1,647
50-59	23.6%	22.6%	21.9%	53.9%	54.5%	54.9%	13.0%	13.7%	13.8%	5.7%	5.7%	5.7%	3.7%	3.5%	3.7%	141,620	147,867	137,756	2,013	2,113	1,837
60+	22.7%	21.7%	21.1%	53.8%	54.6%	55.3%	14.1%	14.3%	14.4%	6.0%	6.1%	5.8%	3.5%	3.4%	3.4%	61,119	63,261	57,012	915	881	796
Level of Education																					
Less than High School	19.3%	24.8%	24.3%	54.6%	44.6%	45.6%	16.2%	18.9%	17.9%	3.6%	6.6%	6.9%	6.3%	5.1%	5.3%	348	399	383	11	10	14
H.S. Diploma/ GED or equiv	20.2%	19.3%	19.7%	54.2%	53.7%	53.8%	14.9%	15.7%	15.6%	6.3%	6.5%	6.3%	4.5%	4.8%	4.6%	16,086	19,084	18,823	171	209	200
Trade/Technical Certificate Some College	19.8%	18.8%	18.1%	54.1%	52.8%	54.0%	14.6%	15.5%	16.0%	6.6%	7.1%	6.5%	4.8%	5.7%	5.4%	8,117	9,473	8,914	74	81	79
(no degree) Associate's	20.5%	19.6%	19.1%	51.4%	52.1%	53.0%	15.1%	15.7%	15.3%	7.1%	7.5%	7.3%	5.8%	5.2%	5.3%	52,113	59,438	57,212	637	655	623
Degree Bachelor's	21.2%	20.5%	19.4%	51.9%	53.5%	53.7%	14.1%	14.1%	14.8%	7.2%	6.8%	6.9%	5.6%	5.1%	5.2%	27,517	30,912	29,125	303	368	292
Degree	23.6%	23.0%	22.3%	53.0%	53.8%	54.8%	12.8%	13.1%	12.9%	6.4%	6.1%	6.0%	4.1%	4.1%	3.9%	130,216	133,603	122,972	1,820	1,934	1,758
Master's Degree Doctoral/	26.5%	25.7%	24.9%	52.9%	54.0%	54.7%	11.8%	11.7%	12.0%	5.3%	5.3%	5.0%	3.5%	3.2%	3.4%	99,942	96,390	85,943	1,695	1,631	1,451
Professional Degree	20 00/	27 40/	27.0%	E4 E0/	52.3%	53.3%	12.00/	12.1%	11 70/	5.2%	5.2%	5.2%	3.2%	3.0%	2.8%	42,993	39,919	35,651	1,137	1,041	946
Pay Category	20.076	21.4/0	21.070	31.370	32.370	33.376	12.0 /6	12.170	11.7 /0	J.Z /0	J.Z /6	J.Z /0	J.2 /0	3.0 /0	2.0 /0	42,993	39,919	33,031	1,137	1,041	940
Federal Wage																					
System	19.5%	19.1%	18.1%	52.2%	52.4%	52.7%	14.2%	15.3%	15.4%	7.9%	7.3%	7.6%	6.1%	5.8%	6.1%	9,535	12,598	12,232	47	45	43
GS 1-6	20.6%	19.6%	19.5%	50.6%	51.0%	51.7%	15.0%	15.9%	15.8%	7.4%	7.4%	7.3%	6.3%	6.0%	5.7%	18,427	21,649	21,735	237	253	249
GS 7-12	22.1%	21.1%	20.6%	52.9%	53.7%	54.4%	13.7%	13.9%	14.0%	6.7%	6.7%	6.5%	4.6%	4.6%	4.5%	150,964	163,818	155,340	2,132	2,304	2,146
GS 13-15	27.9%	27.1%	26.4%	53.5%	54.6%	55.5%	11.6%	11.7%	11.5%	4.4%	4.3%	4.3%	2.6%	2.3%	2.2%	166,325	159,156	141,130	3,054	2,999	2,647
SES	54.5%	50.2%	49.2%	38.4%	41.1%	41.4%	4.4%	5.9%	5.6%	1.7%	1.9%	2.2%	0.9%	0.9%	1.5%	5,736	5,665	4,863	24	25	16
SL/ST	31.5%	30.0%	27.3%	51.8%	50.4%	55.8%	10.1%	11.3%	9.0%	3.7%	5.3%	4.2%	2.9%	2.9%	3.7%	1,543	1,517	1,365	20	19	12
Other	19.1%	18.9%	18.1%	50.3%	50.9%	52.2%	14.7%	14.5%	14.7%	8.9%	9.3%	8.4%	7.0%	6.4%	6.5%	25,442	25,273	22,755	382	328	262

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

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

	Stro	Strongly Agree 2016 2015 2014			Agree			ither Ag r Disagr			Disagree	•	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
Time in Federal																					
Government																					
< 1 year	33.0%				53.2%	53.8%	9.1%	9.6%	11.2%	4.3%	4.2%	3.8%	2.3%	1.7%	2.0%	6,720	5,918	3,086	124	113	63
1-3 years	27.2%	26.3%			52.1%	53.0%		12.1%		5.5%	6.0%	5.7%	3.7%	3.6%	3.5%	29,439	27,779	32,327	442	421	474
4-5 years	24.6%	23.6%	22.9%	51.4%	53.1%	54.3%	13.0%	12.9%	12.9%	6.6%	6.0%	5.9%	4.5%	4.3%	4.0%	29,599	40,392	42,586	481	659	673
6-10 years	22.6%	22.1%	21.2%		52.2%	52.9%	13.4%	13.9%	13.9%	6.9%	6.9%	7.0%	4.8%	4.9%	5.0%	90,303	86,346	72,149	1,467	1,323	1,107
11-14 years	21.8%	20.8%	20.2%	51.6%	52.9%	53.6%	13.9%	13.8%	14.1%	7.2%	7.2%	7.1%	5.5%	5.3%	5.0%	53,991	55,883	50,507	848	824	748
15-20 years	21.5%	20.4%	20.1%	52.6%	53.9%	54.4%	14.5%	14.5%	14.5%	6.5%	6.6%	6.3%	4.9%	4.6%	4.7%	50,882	47,941	39,328	817	763	603
> 20 years	24.1%	23.0%	22.1%	54.2%	54.9%	55.7%	12.9%	13.6%	13.6%	5.3%	5.3%	5.3%	3.5%	3.2%	3.4%	117,812	126,231	120,097	1,736	1,873	1,731
Time with																					
Current Agency		0.4.00/	00.00/		- 0.40/	= 0.00/	a =0/	10.00/	4.4 = 0.4	4 =04		2.22/		2 22/	0.40/		44.000				
< 1 year		31.0%			52.1%		9.7%	10.3%		4.5%	4.4%	3.9%	2.6%	2.2%	2.4%	12,880	11,639	6,335	267	244	154
1-3 years		25.5%			52.3%	53.1%	12.3%	12.5%		5.4%	5.9%	5.8%	3.8%	3.9%	3.8%	46,878	43,760	48,958	755	731	828
4-5 years	23.8%	23.0%	22.0%		53.2%	54.3%	13.4%	13.3%		6.7%	6.1%	6.1%	4.8%	4.3%	4.1%	37,451	49,038	50,911	667	814	813
6-10 years	21.7%	21.5%	20.9%	52.6%	52.4%	52.9%	13.6%	14.1%	14.2%	7.0%	7.0%	6.9%	5.1%	5.0%	5.1%	96,512	94,170	79,569	1,546	1,476	1,254
11-20 years	21.6%	20.7%	20.1%	52.3%	53.4%	54.2%	14.3%	14.2%	14.4%	6.8%	6.9%	6.6%	5.0%	4.8%	4.7%	97,151	97,493	85,058	1,504	1,395	1,160
> 20 years	24.6%	23.3%	22.5%	54.6%	55.5%	56.1%	12.5%	13.1%	13.0%	5.1%	5.2%	5.1%	3.2%	3.0%	3.2%	86,589	93,172	88,056	1,144	1,298	1,174
Leaving																					
No	27.0%	25.9%	25.0%	54.0%	54.7%	55.7%	11.5%	11.9%	11.8%	4.9%	4.9%	4.9%	2.6%	2.5%	2.6%	256,022	259,857	237,163	3,276	3,280	2,938
Yes, to retire Yes, to other job	20.2%	20.1%	18.6%	55.0%	55.1%	56.0%	14.4%	14.7%	15.8%	6.4%	6.4%	5.8%	3.9%	3.7%	3.8%	21,975	23,781	22,726	304	308	284
in Govt Yes, to other job						51.6%		16.2%		8.4%	8.4%	8.1%	7.3%	7.2%	6.8%	69,100	71,823	66,587	1,507	1,522	1,420
outside Govt	16.1%	16.0%	16.9%		48.4%	49.0%	16.2%	15.8%		10.3%		9.8%	10.7%	9.3%	8.8%	13,459	15,502	15,277	317	343	321
Yes, other	12.8%	13.1%	13.0%	46.2%	47.1%	47.5%	19.7%	19.3%	19.5%	10.5%	10.5%	10.1%	10.8%	10.0%	9.9%	17,498	18,783	17,646	480	497	393
Retiring																					
Within 1 year	21.2%	20.0%	18.7%	53.5%	54.6%	56.3%	14.3%	15.0%	14.5%	6.6%	6.4%	6.1%	4.4%	4.0%	4.3%	13,381	14,651	13,771	192	199	175
Between 1-3 years	21.1%	20.7%	20.0%	54.9%	55.1%	56.1%	14.1%	14.2%	14.6%	6.2%	6.4%	5.8%	3.7%	3.7%	3.5%	37,502	39,415	35,843	491	539	464
Between 3-5 years	22.6%	21.2%	20.8%	54.1%	54.7%	55.3%	13.4%	14.5%	14.1%	6.1%	6.1%	6.4%	3.8%	3.4%	3.5%	41,644	42,899	39,102	560	551	478
5 or more years	24.3%	23.4%	22.7%	52.1%	53.0%	53.7%	12.9%	13.1%	13.2%	6.2%	6.2%	6.1%	4.5%	4.3%	4.3%	282,938	289,721	267,284	4,546	4,587	4,118

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

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

	Stro	ongly Aç	gree		Agree			ither Ag r Disagr			Disagree	9	Stron	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
Self-Identify as:																					
Heterosexual	24.5%	23.6%	22.8%	53.1%	53.9%	54.6%	12.5%	12.8%	12.9%	5.9%	5.9%	5.8%	4.0%	3.8%	3.9%	302,424	313,186	289,876	4,212	4,284	3,915
LGBT*	24.8%	24.8%	23.5%	48.8%	49.5%	48.8%	12.8%	12.6%	13.8%	7.3%	7.5%	7.5%	6.3%	5.5%	6.3%	11,086	10,825	9,638	234	215	173
Prefer not to say	18.1%	17.3%	17.0%	49.9%	50.4%	52.0%	17.1%	17.7%	17.4%	8.1%	8.2%	8.0%	6.8%	6.4%	5.6%	46,009	47,053	42,878	985	1,036	891
Military Service																					
No Prior Military Service Currently in	23.2%	22.4%	21.9%	52.7%	53.4%	54.1%	13.3%	13.5%	13.5%	6.5%	6.4%	6.2%	4.3%	4.2%	4.2%	273,027	276,406	253,391	4,606	4,655	4,204
Guard/Reserves	28.1%	26.6%	24.9%	51.0%	52.1%	54.1%	11.1%	11.4%	11.0%	5.2%	5.5%	6.0%	4.6%	4.4%	4.0%	6,071	6,932	6,469	78	66	54
Retired Separated/	27.6%	26.2%	25.3%	54.3%	55.4%	55.7%	11.0%	11.4%	11.7%	4.5%	4.5%	4.4%	2.6%	2.4%	3.0%	39,304	42,926	41,226	320	360	337
Discharged	22.0%	21.1%	20.0%	51.3%	51.9%	53.1%	14.4%	14.9%	15.0%	6.6%	6.8%	6.9%	5.7%	5.3%	5.0%	55,045	58,826	54,378	719	711	647
Disability																					
Yes	23.4%	22.1%	21.1%	48.2%	49.1%	49.9%	14.7%	15.2%	15.1%	7.3%	7.3%	7.4%	6.5%	6.2%	6.5%	50,849	52,702	48,259	797	759	678
No	23.7%	22.9%	22.3%	53.6%	54.2%	55.0%	12.8%	13.1%	13.2%	6.0%	6.0%	5.8%	3.9%	3.8%	3.8%	323,731	333,557	308,137	4,960	5,046	4,591

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(36) My organization has prepared employees for potential security threats.

	Stre	ongly A	gree		Agree			ither Ag r Disagr		ı	Disagree	e	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
Work Location																					
Headquarters	25.1%	23.5%	22.8%	54.4%	54.5%	55.1%	12.5%	13.5%	13.7%	4.9%	5.5%	5.4%	3.1%	3.0%	3.0%	152,790	153,363	140,076	2,090	2,349	2,336
Field	21.7%	20.6%	19.8%	54.3%	54.2%	55.3%	13.7%	14.4%	14.6%	6.2%	6.5%	6.3%	4.2%	4.3%	4.0%	226,299	236,491	219,012	2,310	2,774	2,521
Supervisory Status																					
Non-Supervisor	21.7%	20.4%	19.7%	54.3%	54.1%	55.1%	13.8%	14.8%	15.0%	6.0%	6.4%	6.2%	4.2%	4.2%	4.0%	248,453	255,874	236,464	3,441	4,017	3,801
Team Leader	22.0%	21.1%	20.8%	55.1%	55.1%	55.5%	13.3%	13.9%	14.0%	5.7%	6.4%	6.1%	3.8%	3.6%	3.5%	48,737	52,535	48,911	518	618	553
Supervisor	24.7%	23.5%	22.9%	55.3%	55.8%	56.6%	12.4%	12.6%	12.9%	5.1%	5.6%	5.3%	2.6%	2.5%	2.4%	51,693	51,912	48,069	346	380	403
Manager	32.1%	29.6%	28.2%	52.9%	53.6%	55.0%	9.0%	10.1%	10.5%	4.0%	4.6%	4.5%	2.0%	2.0%	1.7%	24,514	24,159	21,434	91	118	113
Senior Leader	42.5%	39.0%	37.1%	44.5%	47.5%	48.5%	7.3%	8.2%	8.9%	3.1%	3.2%	3.9%	2.7%	2.0%	1.7%	8,037	7,987	6,994	30	29	29
Sex																					
Male	23.0%	21.7%	21.0%	53.5%	53.5%	54.6%	13.5%	14.5%	14.8%	5.8%	6.3%	5.8%	4.1%	4.1%	3.8%	193,924	202,207	186,037	2,025	2,293	2,159
Female	22.9%	21.7%	21.0%	55.4%	55.6%	56.2%	12.8%	13.4%	13.5%	5.5%	5.9%	6.0%	3.4%	3.4%	3.4%	181,944	185,139	171,702	2,285	2,726	2,636
Hispanic or Latino																					
Yes	23.2%	21.8%	21.0%	49.6%	50.2%	51.0%	14.6%	15.1%	15.6%	6.7%	7.0%	6.9%	5.8%	5.9%	5.6%	32,971	33,303	30,213	433	464	427
No	23.0%	21.7%	21.0%	54.9%	54.9%	55.8%	13.0%	13.8%	14.0%	5.6%	6.0%	5.8%	3.5%	3.5%	3.4%	339,104	350,337	323,876	3,800	4,467	4,265
Race																					
American Indian/ Alaska Native	18.4%	18.8%	16.3%	49.6%	48.4%	51.5%	16.8%	18.7%	17.9%	9.0%	8.0%	8.7%	6.3%	6.2%	5.6%	7,666	8,158	7,377	109	160	122
Asian Black/African	25.0%	23.3%	22.1%	55.2%	56.1%	57.7%	13.3%	13.7%	13.8%	3.9%	4.2%	3.5%	2.6%	2.7%	2.8%	19,125	18,269	16,652	317	332	365
American Native Hawaiian/	24.8%	23.5%	23.2%	54.8%	54.3%	55.4%	11.9%	13.5%	12.7%	4.8%	5.0%	5.0%	3.7%	3.7%	3.6%	56,975	59,078	54,992	680	774	777
Pacific Islander	22.0%	20.6%	20.4%	52.9%	52.5%	51.9%	15.2%	16.2%	17.3%	4.6%	5.4%	6.1%	5.3%	5.4%	4.2%	2,177	2,445	2,295	24	19	23
White	23.1%	21.6%	20.8%	54.6%	54.8%	55.6%	12.9%	13.7%	14.1%	5.8%	6.3%	6.1%	3.6%	3.6%	3.4%	260,512	269,796	249,431	2,679	3,149	2,964
Two or more races (Not Hispanic/ Latino)	19.6%	20.0%	18.6%	50.7%	50.3%	51.9%	16.1%	15.8%	16.2%	7.4%	8.0%	7.5%	6.1%	6.0%	5.8%	14,112	14,146	12,817	212	248	214

SOURCE: Federal Employee Viewpoint Survey

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(36) My organization has prepared employees for potential security threats.

	Stre	ongly Ag	gree		Agree			ither Ag r Disagı			Disagree	•	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
Age Group																					
25 and under	27.4%	27.5%	26.4%	51.8%	51.2%	51.9%	11.4%	11.9%	12.1%	5.2%	5.4%	6.0%	4.2%	4.0%	3.6%	2,700	2,615	2,631	33	45	54
26-29	24.5%	23.6%	21.9%	51.6%	52.4%	53.1%	12.8%	12.6%	13.5%	6.7%	6.7%	6.7%	4.5%	4.8%	4.7%	11,025	12,163	12,312	128	176	185
30-39	21.8%	21.1%	20.5%	52.4%	52.2%	53.3%	13.7%	14.4%	14.4%	7.0%	7.3%	7.0%	5.2%	5.1%	4.9%	73,480	71,886	64,617	952	1,051	995
40-49	22.0%	21.1%	20.1%	53.8%	53.7%	55.1%	13.7%	14.4%	14.5%	6.2%	6.6%	6.4%	4.3%	4.2%	3.9%	102,598	106,974	100,951	1,248	1,491	1,383
50-59	23.4%	21.6%	21.1%	55.7%	55.9%	56.3%	12.9%	13.9%	14.3%	5.0%	5.5%	5.3%	3.0%	3.1%	3.0%	141,791	147,886	137,838	1,539	1,826	1,742
60+	23.5%	21.5%	21.0%	56.0%	56.5%	57.0%	13.5%	14.4%	14.5%	4.6%	5.1%	5.0%	2.5%	2.6%	2.5%	61,125	63,176	56,937	747	798	808
Level of Education																					
Less than High School H.S. Diploma/	24.5%	21.4%	19.7%	51.5%	49.1%	51.3%	13.9%	17.3%	22.2%	2.3%	6.4%	3.6%	7.8%	5.8%	3.2%	347	393	379	9	13	12
GED or equiv Trade/Technical	22.9%	21.2%	20.8%	55.1%	55.5%	56.2%	13.5%	14.5%	14.6%	5.2%	5.1%	5.2%	3.3%	3.7%	3.2%	16,031	19,084	18,798	157	195	202
Certificate Some College		18.4%				53.9%		16.1%		5.4%	6.3%	6.2%	4.0%	4.7%	3.9%	8,082	9,447	8,878	75	98	107
(no degree) Associate's		20.7%				54.5%				5.7%	6.4%	6.2%	4.5%	4.3%	4.1%	52,112	59,376	57,155	511	614	606
Degree Bachelor's Degree		21.3%				55.0% 56.1%		14.7%		6.1% 5.9%	6.3%	6.0%	4.4% 3.8%	4.1% 3.8%	4.4% 3.5%	27,479 130.444	30,915 133.749	29,118 123,173	263 1,356	333 1,570	284 1.497
Master's Degree		23.4%				55.4%		12.9%		5.3%	5.9%	5.7%	3.3%	3.2%	3.2%	100,208	96,443	86,111	1,190	1,387	1,282
Doctoral/ Professional	24.576	23.4 /0	22.570	54.5%	54.0%	33.4 //	11.5/6	12.970	13.576	3.3 /0	5.976	5.7 /6	3.3 /6	3.2 /0	3.2 /0	100,200	90,443	00,111	1,190	1,307	1,202
Degree	24.2%	22.2%	22.3%	53.5%	53.6%	54.0%	13.6%	14.6%	14.8%	5.7%	6.4%	5.9%	3.0%	3.2%	3.0%	43,214	40,013	35,721	780	843	839
Pay Category																					
Federal Wage System	17.9%	18.4%	16.3%	52 1 0/.	53.3%	55.6%	16.7%	16.7%	17.4%	7.0%	7.0%	6.3%	5.2%	4.7%	4.4%	9,453	12,475	12,148	90	138	115
GS 1-6		20.9%			53.0%			14.8%		6.3%	6.4%	6.5%	5.4%	5.0%	4.4%	18,361	21,524	21,605	241	328	326
GS 7-12	22.4%	21.2%			54.6%			14.0%		5.7%	6.2%	6.0%	3.9%	4.0%	3.8%	151,018	163,762	· ·	1,724	2,085	2,006
GS 13-15	25.2%		20.7%		55.0%		12.1%	13.2%	13.9% 13.3%	5.1%	5.6%	5.2%	2.7%	2.7%	3.6% 2.4%	166,986	159.704	· ·	1,724	2,065	2,006
SES	46.8%		40.9%		45.7%		6.4%	8.0%	8.4%	2.2%	3.2%	3.5%	0.9%	1.3%	2.4% 1.5%	,	5.673	4.866	1,905	2,169	2,061
SL/ST	24.8%		40.9% 22.6%		45.7% 53.3%			13.5%		4.2%	5.0%	5.0%	2.8%	4.3%	4.0%	5,744 1 540	-,	1,373	22	19	7
Other	19.0%					54.0%			13.1%	6.8%	5.0% 7.4%	5.0% 7.4%	2.8% 5.0%	4.3% 4.8%	4.0%	1,540 25,485	1,507 25,237	22,702	284	312	312

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

(36) My organization has prepared employees for potential security threats.

	Stro	ongly Ag	ree		Agree			ther Ag r Disagr		I	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
Time in Federal																					
Government		00.40/	0= 00/		=0.40/	- 0.00/	- /	44.00/	10.10/	4 =0/		0 =0/	2 40/	4.00/	0.00/	A = 4.4					101
< 1 year		30.1%			52.1%	52.0%	9.7%	11.0%		4.7%	5.0%	6.5%	2.1%	1.8%	2.2%	6,711	5,877	3,046	113	154	104
1-3 years	25.8%		24.3%		52.0%	53.5%	12.2%	13.5%		5.8%	6.0%	5.8%	3.6%	3.8%	3.4%	29,470	27,738	32,283	356	425	492
4-5 years	23.4%	22.8%			53.9%	55.1%	13.1%	13.3%		5.9%	6.1%	6.0%	4.2%	3.8%	3.8%	29,645	40,443	42,608	360	522	608
6-10 years	22.0%	20.6%			53.9%	54.1%		14.0%		6.1%	6.9%	6.8%	4.5%	4.6%	4.5%	90,507	86,459	72,280	1,064	1,105	954
11-14 years	21.0%	19.7%	19.2%	54.2%	54.0%	54.6%	14.2%	15.1%	15.4%	6.4%	6.9%	6.5%	4.3%	4.4%	4.3%	54,148	55,963	50,573	569	673	676
15-20 years	20.8%	19.8%	19.3%	54.4%	54.1%	55.3%	14.3%	15.3%	15.1%	6.3%	6.6%	6.4%	4.2%	4.1%	3.9%	50,969	47,943	39,373	583	660	528
> 20 years	23.8%	22.1%	21.2%	56.1%	56.3%	57.4%	12.7%	13.8%	14.0%	4.6%	5.1%	4.8%	2.7%	2.7%	2.6%	117,931	126,272	120,240	1,319	1,560	1,489
Time with Current Agency																					
< 1 year	31.6%	29.2%	26.2%	50.2%	51.9%	51.5%	10.6%	11.5%	13.5%	5.0%	5.0%	6.4%	2.6%	2.5%	2.5%	12,850	11,537	6,298	269	341	201
1-3 years	25.2%	23.9%	23.3%	52.6%	52.4%	53.4%	12.6%	13.5%	13.4%	5.8%	6.2%	6.1%	3.8%	4.0%	3.8%	46,963	43,747	48,973	570	681	772
4-5 years	22.9%	22.3%	20.8%	53.6%	53.6%	55.2%	13.3%	13.6%	13.9%	5.8%	6.5%	6.0%	4.3%	4.0%	4.0%	37,551	49,127	50,967	461	621	703
6-10 years	21.1%	20.3%	20.0%	54.5%	53.9%	54.4%	13.6%	14.4%	14.6%	6.2%	6.8%	6.7%	4.6%	4.6%	4.4%	96,742	94,392	79,726	1,097	1,165	1,084
11-20 years	21.2%	20.0%	19.5%	54.5%	54.5%	55.6%	14.3%	15.1%	15.1%	6.1%	6.5%	6.1%	3.9%	4.0%	3.7%	97,410	97,499	85,104	1,011	1,209	1,060
> 20 years	24.2%	22.0%	21.1%	56.5%	57.1%	58.0%	12.4%	13.6%	13.8%	4.5%	5.0%	4.7%	2.5%	2.4%	2.4%	86,578	93,188	88,138	928	1,062	1,006
Leaving																					
No	26.2%	24.7%	24.0%	55.6%	55.7%	56.6%	11.4%	12.5%	12.5%	4.5%	4.8%	4.7%	2.3%	2.2%	2.2%	256,268	259,798	237,179	2,419	2,934	2,755
Yes, to retire Yes, to other job	20.8%	20.0%	18.2%	56.5%	57.4%	58.9%	14.4%	14.4%	15.1%	5.4%	5.3%	5.2%	2.8%	2.9%	2.6%	21,988	23,766	22,703	251	262	294
in Govt Yes, to other job	17.4%	16.1%	15.6%	52.0%	51.5%	52.5%	16.1%	16.9%	16.9%	8.0%	8.8%	8.5%	6.5%	6.8%	6.4%	69,343	72,060	66,920	1,055	1,175	1,049
outside Govt	13.9%	14.6%	14.1%	48.9%	49.2%	50.8%	17.9%	17.2%	17.5%	9.4%	10.6%	9.5%	9.9%	8.4%	8.2%	13,471	15,484	15,265	279	314	324
Yes, other	12.7%	12.2%	12.2%	49.8%	49.7%	49.4%	19.6%	19.4%	21.1%	8.9%	10.1%	9.5%	9.1%	8.6%	7.9%	17,600	18,847	17,626	352	393	403
Retiring																					
Within 1 year	21.1%	19.8%	18.3%	55.2%	56.8%	57.2%	14.9%	14.7%	15.4%	5.4%	5.4%	5.7%	3.3%	3.3%	3.4%	13,373	14,642	13,760	158	169	172
Between 1-3 years	21.8%	20.4%	19.6%	56.7%	56.8%	58.0%	13.8%	14.3%	14.8%	5.0%	5.5%	5.1%	2.7%	3.0%	2.5%	37,561	39,400	35,870	381	431	419
Between 3-5 years	22.8%	20.4%	20.4%	56.3%	56.2%	56.9%	12.8%	14.7%	14.5%	5.1%	5.9%	5.4%	3.0%	2.9%	2.8%	41,672	42,894	39,112	437	491	470
5 or more years	23.2%	22.1%	21.3%	53.8%	53.7%	54.8%	13.1%	13.9%	14.0%	5.9%	6.3%	6.1%	4.0%	4.0%	3.8%	283,462	289,951	267,568	3,298	3,909	3,650

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

(36) My organization has prepared employees for potential security threats.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagr			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
Self-Identify as:																					
Heterosexual	24.0%	22.5%	21.7%	54.8%	55.0%	55.8%	12.5%	13.3%	13.5%	5.3%	5.8%	5.6%	3.4%	3.4%	3.3%	302,835	313,307	290,144	3,057	3,644	3,473
LGBT*	23.3%	22.1%	21.8%	51.2%	50.5%	50.8%	13.0%	14.2%	14.4%	7.0%	7.7%	7.4%	5.4%	5.5%	5.6%	11,132	10,844	9,653	160	167	149
Prefer not to say	17.0%	16.4%	16.1%	51.8%	51.3%	52.8%	17.4%	18.4%	18.4%	7.9%	7.9%	7.5%	5.9%	5.9%	5.2%	46,060	47,069	42,856	819	909	882
Military Service																					
No Prior Military Service Currently in Guard/Reserves	22.8% 23.7%	21.7% 22.0%			55.2% 52.0%			13.7% 13.6%	13.8% 13.9%	5.6% 6.7%	6.0% 6.6%	5.8% 6.5%	3.5% 5.4%	3.4% 5.8%	3.3% 5.0%	273,719 6,071	276,726 6,904	253,746 6,468	3,272 64	3,792 70	3,654 52
Retired		24.4%			54.9%			12.9%	13.1%	4.5%	5.0%	5.0%	2.7%	2.7%	2.9%	39,255	42,867	41,221	290	367	348
Separated/ Discharged	21.0%	19.8%	19.0%	52.2%	51.8%	53.1%	14.8%	15.8%	16.1%	6.7%	7.2%	7.0%	5.4%	5.3%	4.8%	55,012	58,758	54,341	608	720	656
Disability																					
Yes	23.2%	21.7%	20.8%	49.9%	50.0%	51.1%	14.7%	15.4%	15.6%	6.6%	7.2%	7.0%	5.7%	5.7%	5.6%	50,829	52,632	48,267	621	702	627
No	23.0%	21.7%	21.0%	55.3%	55.3%	56.1%	12.8%	13.7%	13.9%	5.5%	5.9%	5.7%	3.4%	3.4%	3.2%	324,329	333,794	308,424	3,637	4,247	4,108

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
Work Location																					
Headquarters	19.5%	18.0%	17.0%	35.5%	34.9%	34.9%	21.4%	22.5%	22.9%	11.2%	11.8%	12.0%	12.3%	12.8%	13.1%	145,105	145,935	133,545	9,951	9,828	8,873
Field	17.4%	15.8%	15.3%	35.0%	34.0%	34.5%	21.7%	22.6%	22.8%	12.1%	12.9%	13.0%	13.9%	14.7%	14.4%	216,109	226,288	209,935	12,707	13,095	11,670
Supervisory Status																					
Non-Supervisor	15.6%	14.1%	13.6%	34.0%	32.9%	33.1%	23.2%	24.1%	24.4%	12.6%	13.3%	13.3%	14.7%	15.6%	15.6%	234,023	241,632	223,896	18,181	18,439	16,446
Team Leader	16.4%	15.3%	14.6%	35.7%	34.3%	35.2%	21.7%	23.1%	23.1%	12.6%	13.4%	13.5%	13.6%	13.9%	13.6%	46,564	50,446	46,924	2,745	2,696	2,545
Supervisor	23.6%	22.1%	21.4%	40.3%	40.0%	39.9%	17.8%	19.0%	19.1%	9.5%	9.9%	10.3%	8.8%	9.1%	9.2%	50,567	50,767	47,089	1,487	1,529	1,371
Manager	33.9%	31.9%	29.8%	38.7%	38.8%	40.4%	13.7%	14.2%	14.3%	6.7%	7.8%	8.3%	6.9%	7.3%	7.2%	24,271	23,902	21,257	340	360	287
Senior Leader	45.2%	41.4%	40.3%	32.2%	35.7%	35.7%	11.4%	11.5%	12.0%	5.2%	6.0%	6.2%	6.0%	5.4%	5.8%	7,987	7,914	6,946	78	97	67
Sex																					
Male	19.1%	17.6%	16.9%	35.8%	34.9%	35.4%	21.3%	22.3%	22.6%	11.0%	11.8%	11.9%	12.9%	13.4%	13.2%	185,621	193,950	178,757	10,430	10,701	9,488
Female	16.9%	15.3%	14.7%	34.7%	33.8%	33.8%	22.0%	22.9%	23.2%	12.7%	13.4%	13.4%	13.7%	14.6%	14.8%	172,674	176,016	163,564	11,822	11,881	10,792
Hispanic or Latino																					
Yes	18.3%	16.4%	16.1%	32.2%	30.8%	31.1%	22.0%	23.4%	23.1%	11.6%	12.2%	12.7%	16.0%	17.1%	16.9%	31,640	31,965	29,084	1,785	1,825	1,603
No	18.2%	16.6%	16.0%	35.7%	34.9%	35.2%	21.5%	22.5%	22.8%	11.7%	12.5%	12.5%	12.9%	13.5%	13.5%	323,134	334,533	309,800	20,104	20,431	18,362
Race																					
American Indian/ Alaska Native	13.4%	12.1%	11.2%	29.6%	27.6%	29.6%	25.0%	25.1%	24.8%	13.0%	15.0%	14.5%	19.0%	20.1%	19.9%	7,460	7,980	7,228	332	363	301
Asian Black/African	19.1%	17.5%	16.1%	39.4%	39.1%	39.1%	22.7%	24.2%	24.9%	8.9%	9.2%	9.4%	9.9%	10.0%	10.5%	18,129	17,392	15,891	1,324	1,223	1,109
American Native Hawaiian/	16.5%	14.6%	14.4%	33.7%	32.5%	32.8%	24.1%	25.3%	24.9%	11.4%	12.2%	12.1%	14.2%	15.4%	15.8%	54,130	56,267	52,455	3,634	3,632	3,352
Pacific Islander	15.9%	15.7%	12.4%	34.7%	32.3%	33.2%	25.5%	26.1%	26.3%	9.3%	11.8%	12.0%	14.5%	14.1%	16.1%	2,122	2,370	2,230	85	97	93
White	19.2%	17.6%	16.9%	36.2%	35.5%	35.7%	20.3%	21.6%	21.8%	11.8%	12.4%	12.6%	12.5%	13.0%	12.9%	248,813	257,993	238,934	14,598	15,025	13,472
Two or more races (Not Hispanic/ Latino)	14.4%	14.2%	13.3%	29.2%	27.5%	27.9%	22.9%	22.7%	24.4%	13.7%	15.1%	15.0%	19.7%	20.5%	19.4%	13,409	13,495	12,251	928	898	759

SOURCE: Federal Employee Viewpoint Survey

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(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Stro	ongly Ag	gree		Agree			ither Ag r Disagı		ı	Disagree)	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
Age Group																					
25 and under	21.3%	19.7%	17.9%	39.3%	37.8%	35.6%	17.4%	18.4%	20.5%	10.8%	11.3%	13.2%	11.2%	12.7%	12.8%	2,549	2,485	2,505	171	173	180
26-29	18.9%	17.0%	15.9%	34.2%	34.2%	33.8%	20.3%	20.4%	21.1%	12.7%	13.4%	13.7%	13.9%	15.1%	15.5%	10,427	11,525	11,602	726	810	884
30-39	17.0%	15.6%	15.1%	34.4%	32.8%	33.9%	20.6%	21.9%	21.5%	12.8%	13.7%	13.3%	15.2%	16.0%	16.1%	69,403	67,960	61,276	5,067	4,958	4,337
40-49	17.5%	16.2%	15.3%	34.6%	33.7%	34.4%	21.4%	22.3%	22.9%	12.2%	12.8%	12.9%	14.2%	15.0%	14.6%	97,811	102,027	96,582	6,142	6,407	5,754
50-59	18.3%	16.7%	15.9%	35.5%	35.0%	34.8%	22.6%	23.5%	24.1%	11.2%	11.9%	12.1%	12.4%	13.0%	13.1%	135,356	141,583	132,196	8,114	8,223	7,342
60+	19.0%	17.1%	16.5%	36.3%	35.9%	35.9%	22.9%	24.1%	24.4%	10.8%	11.7%	12.2%	10.9%	11.2%	11.0%	58,527	60,628	54,706	3,413	3,398	3,050
Level of Education																				·	
Less than High School H.S. Diploma/	13.8%	16.5%	14.1%	35.7%	33.4%	39.0%	24.7%	27.4%	25.2%	10.5%	8.1%	10.8%	15.2%	14.6%	10.8%	337	381	368	22	26	25
GED or equiv Trade/Technical	16.3%	14.1%	14.5%	35.7%	35.6%	35.6%	24.8%	25.7%	26.2%	10.9%	11.3%	11.7%	12.2%	13.4%	12.0%	15,469	18,364	18,122	764	910	870
Certificate Some College	13.8%	12.7%	11.6%				24.0%			12.8%	14.5%	13.6%	15.6%	15.1%	16.5%	7,803	9,096	8,567	372	451	433
(no degree) Associate's		14.3%					24.4%					13.3%	15.4%	16.1%	15.7%	50,022	57,050	55,001	2,659	2,991	2,793
Degree Bachelor's	15.9%		13.4%		32.2%		23.1%			12.7%	13.1%	13.9%		15.6%	15.8%	26,364	29,610	27,954	1,394	1,652	1,469
Degree	17.9%	16.4%			35.4%		21.3%	22.3%		11.8%	12.4%	12.4%	12.8%	13.5%	13.3%	123,979	127,280	117,399	7,897	8,094	7,273
Master's Degree Doctoral/ Professional	20.3%	18.8%	18.0%	36.4%	35.7%	36.2%	19.8%				12.1%	12.2%	12.3%	12.9%	13.1%	95,220	91,835	82,129	6,291	6,008	5,237
Degree	23.8%	22.1%	21.4%	37.4%	36.5%	37.1%	17.3%	18.3%	18.2%	10.6%	11.7%	11.3%	10.8%	11.4%	12.0%	41,045	38,293	34,257	2,990	2,596	2,315
Pay Category																					
Federal Wage System	12 99/	11 0%	11.1%	24 20/	29.6%	29.5%	22 50/	25.4%	25.4%	14.0%	15.0%	15.4%	18.5%	18.1%	18.6%	9.164	12.153	11.881	386	484	390
GS 1-6				-													,	,			
GS 7-12	16.1%		13.6%		32.0%	31.6%		25.0%			12.7%	13.1%		16.3%	16.5%	17,695	20,675	20,770	948	1,205	1,185
GS 7-12 GS 13-15	16.4%		14.3%		33.9%				24.2%			12.8%		14.8%		143,533	155,916	148,015	9,436	10,053	9,439
	22.2%	20.4%			37.1%		19.3%	20.3%	20.1%	10.4%	11.2%	11.2%	10.3%	10.9%	11.0%	158,842	152,312	· ·	10,214	9,577	8,187
SES	55.0%		49.8%		31.7%	32.4%	7.6%	8.9%	8.7%	3.8%	4.8%	4.7%	3.7%	4.2%	4.4%	5,721	5,614	4,847	33	54	36
SL/ST Other	27.7%		25.5%		40.9%	38.8%		14.5%	16.3%	8.3%	10.7%	8.7%	8.1%	9.2%	10.7%	1,506	1,478	1,339	61	58	42
Oute	15.2%	14.3%	13.6%	33.0%	33.0%	33.1%	22.2%	22.4%	22.5%	13.3%	14.2%	14.2%	16.2%	16.0%	16.5%	24,346	24,171	21,837	1,451	1,405	1,187

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

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
Time in Federal																					
Government												,									
< 1 year		25.5%			41.3%	43.0%				7.5%	8.0%	8.0%	5.4%	6.5%	6.7%	6,186	5,366	2,793	638	658	358
1-3 years	20.9%		19.0%		36.3%	36.4%		22.3%			10.9%	11.8%	10.9%			27,869	26,355	30,628	1,977	1,838	2,135
4-5 years	18.6%	16.8%	16.0%		35.1%	34.9%		22.2%		12.0%		12.5%				28,116	38,384	40,574	1,910	2,596	2,661
6-10 years	16.9%	15.4%	14.8%	34.2%		33.2%		22.2%			13.5%	13.4%	14.6%	15.6%	16.0%	86,065	82,382	69,028	5,538	5,202	4,208
11-14 years	16.1%	15.1%	14.3%	33.5%	32.3%	32.9%	21.8%	22.5%	23.0%	13.2%	13.6%	13.5%	15.4%	16.5%	16.4%	51,721	53,604	48,612	3,061	3,034	2,651
15-20 years	17.2%	15.2%	14.3%	33.9%	33.2%	33.4%	21.6%	22.8%	23.4%	12.4%	13.1%	13.3%	15.0%	15.7%	15.6%	48,877	46,056	37,846	2,790	2,595	2,067
> 20 years	19.1%	17.2%	16.6%	36.7%	35.6%	36.1%	21.9%	23.4%	23.6%	10.7%	11.6%	11.8%	11.6%	12.1%	11.9%	112,711	120,882	115,282	6,660	7,009	6,449
Time with Current Agency																					
< 1 year	26.0%	24.3%	21.9%	39.4%	39.6%	40.4%	19.6%	19.8%	21.0%	8.1%	8.9%	8.8%	6.9%	7.4%	7.9%	11,780	10,553	5,771	1,341	1,314	727
1-3 years	20.1%	18.7%			35.1%	35.2%		22.3%			11.4%	11.9%	11.9%	12.5%	12.6%	44,485	41,537	46,477	3,088	2,891	3,272
4-5 years	17.6%		14.9%		33.9%	34.2%		22.6%			12.8%			14.7%		35,724	46,787	48,654	2,318	2,995	3,047
6-10 years	15.9%	15.0%			32.7%	33.1%		22.6%			13.6%	13.5%	15.2%	16.1%		92,233	90,041	76,258	5,661	5,551	4,531
11-20 years	16.7%	15.3%	14.6%	33.8%	33.0%	33.3%	21.9%	22.8%	23.2%	12.7%	13.3%	13.5%	14.8%	15.6%	15.5%	93,289	93,719	81,950	5,315	5,060	4,248
> 20 years	20.3%	17.8%	17.3%	37.9%	37.2%	37.3%	21.3%	23.0%	23.3%	10.2%	11.2%	11.4%	10.4%	10.9%	10.8%	82,826	89,261	84,525	4,749	5,034	4,626
Leaving																					
No	22.1%	20.2%	19.4%	39.8%	38.8%	39.3%	20.8%	22.3%	22.5%	9.5%	10.3%	10.3%	7.7%	8.4%	8.5%	244,110	247,924	226,763	14,748	14,815	13,142
Yes, to retire Yes, to other job	16.6%	15.7%	13.9%	36.5%	36.4%	35.8%	23.6%	24.3%	25.6%	11.7%	12.4%	13.2%	11.7%	11.2%	11.6%	21,168	22,872	21,906	1,124	1,205	1,116
in Govt Yes, to other job	10.3%	8.9%	9.0%	25.6%	24.7%	24.9%	22.8%	23.3%	23.5%	16.7%	17.5%	17.2%	24.7%	25.6%	25.3%	66,043	68,859	64,004	4,479	4,426	4,015
outside Govt	9.1%	9.4%	9.2%	24.3%	24.1%	24.7%	21.0%	20.3%	20.7%	17.1%	17.6%	17.4%	28.5%	28.6%	27.9%	12,874	14,781	14,660	893	1,039	937
Yes, other	7.6%	7.3%	7.0%	22.6%	22.2%	22.2%	23.8%	23.2%	24.0%	16.6%	17.2%	18.1%	29.4%	30.2%	28.7%	16,705	17,941	16,798	1,268	1,335	1,245
Retiring																					
Within 1 year	17.2%	15.2%	14.1%	35.6%	36.3%	34.5%	22.6%	22.8%	24.4%	12.0%	12.4%	13.5%	12.7%	13.3%	13.5%	12,898	14,077	13,281	668	761	677
Between 1-3 years	17.0%	16.1%	15.2%	36.9%	35.3%	36.2%	23.1%	24.3%	24.6%	11.4%	12.4%	12.8%	11.7%	12.0%	11.3%	35,889	37,909	34,468	2,075	1,971	1,810
Between 3-5 years	18.2%	16.0%	15.7%	35.6%	34.8%	35.0%	22.2%	23.9%	24.1%	11.8%	12.5%	12.4%	12.2%	12.7%	12.8%	39,942	41,170	37,668	2,191	2,212	1,927
5 or more years	18.4%	16.8%	16.2%	35.1%	34.2%	34.6%	21.2%	22.2%	22.4%	11.8%	12.5%	12.5%	13.5%	14.3%	14.3%	269,740	276,359	255,460	17,320	17,606	15,791

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

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagı		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
Self-Identify as:																					
Heterosexual	19.0%	17.3%	16.5%	36.1%	35.3%	35.5%	21.3%	22.3%	22.6%	11.3%	12.1%	12.2%	12.3%	13.1%	13.2%	289,354	299,904	278,166	16,875	17,221	15,505
LGBT*	18.8%	17.3%	17.4%	32.9%	30.7%	30.4%	19.4%	20.3%	19.5%	12.9%	14.5%	15.2%	15.9%	17.2%	17.5%	10,647	10,382	9,287	659	636	513
Prefer not to say	13.2%	12.0%	11.9%	30.4%	29.4%	30.1%	23.8%	25.0%	25.5%	14.2%	14.7%	14.3%	18.4%	18.9%	18.1%	43,506	44,576	40,674	3,426	3,437	3,072
Military Service																					
No Prior Military Service Currently in	18.0%	16.4%	15.9%	36.0%	35.0%	35.4%	21.1%	22.5%	22.5%	12.0%	12.6%	12.6%	12.8%	13.5%	13.6%	260,272	263,633	242,143	16,946	17,006	15,235
Guard/Reserves	20.2%	18.6%	16.5%	35.6%	34.5%	34.3%	19.6%	21.2%	22.3%	10.4%	11.2%	13.1%	14.3%	14.5%	13.8%	5,864	6,672	6,243	275	313	261
Retired Separated/	21.6%	20.1%	18.8%	36.7%	37.1%	36.7%	21.9%	22.2%	23.4%	9.9%	10.3%	10.8%	9.9%	10.3%	10.4%	37,823	41,380	39,827	1,760	1,880	1,778
Discharged	16.0%	14.7%	14.0%	32.1%	30.7%	31.3%	22.7%	23.4%	23.9%	12.4%	13.7%	13.6%	16.8%	17.5%	17.3%	52,611	56,283	52,225	3,097	3,243	2,824
Disability																					
Yes	17.3%	16.0%	14.8%	30.6%	29.3%	30.1%	22.1%	23.4%	23.2%	12.4%	13.2%	13.8%	17.7%	18.2%	18.1%	48,734	50,673	46,457	2,843	2,710	2,488
No	18.4%	16.7%	16.2%	36.3%	35.5%	35.6%	21.4%	22.4%	22.8%	11.6%	12.3%	12.3%	12.3%	13.0%	13.0%	308,953	318,414	294,877	19,274	19,772	17,655

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(38) Prohibited Personnel Practices are not tolerated.

	Stro	ongly A	gree		Agree			ither Ag r Disagr		I	Disagree)	Stroi	ngly Disa	agree	Item R	esponse ⁻	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
Work Location																					
Headquarters	26.4%	25.4%	24.3%	41.6%	41.8%	42.1%	18.0%	18.5%	19.4%	6.1%	6.3%	6.4%	7.9%	8.0%	7.8%	140,424	141,514	128,801	13,923	13,842	12,992
Field	24.5%	23.0%	22.4%	41.7%	42.0%	42.3%	19.1%	19.7%	20.3%	6.4%	6.8%	6.6%	8.3%	8.6%	8.4%	207,978	218,112	201,524	19,557	20,658	19,012
Supervisory Status																					
Non-Supervisor	21.8%	20.6%	19.8%	41.2%	41.4%	41.6%	21.0%	21.4%	22.3%	6.8%	7.1%	7.0%	9.2%	9.5%	9.3%	223,402	231,306	213,338	27,342	28,008	25,842
Team Leader	24.0%	22.9%	22.7%	43.1%	42.7%	43.4%	18.3%	19.2%	19.4%	6.7%	7.1%	6.8%	8.0%	8.1%	7.8%	44,951	48,618	45,005	4,141	4,398	4,193
Supervisor	32.0%	31.2%	30.2%	44.7%	45.1%	45.5%	13.3%	13.8%	14.5%	4.7%	4.9%	4.9%	5.2%	5.0%	5.0%	49,985	50,323	46,463	1,824	1,863	1,830
Manager	44.1%	41.8%	41.0%	39.4%	41.1%	41.8%	8.4%	9.1%	9.2%	3.7%	3.6%	3.7%	4.3%	4.4%	4.2%	24,143	23,824	21,100	388	396	356
Senior Leader	53.9%	50.8%	48.9%	31.6%	34.2%	34.6%	7.7%	8.4%	9.1%	2.9%	3.0%	3.3%	3.9%	3.6%	4.1%	7,971	7,902	6,936	79	102	70
Sex																					
Male	27.0%	25.8%	25.1%	41.6%	41.7%	42.1%	17.8%	18.3%	19.0%	5.8%	6.2%	6.1%	7.7%	7.9%	7.7%	179,649	188,084	172,561	15,340	15,914	14,768
Female	22.8%	21.3%	20.5%	42.0%	42.4%	42.7%	19.8%	20.5%	21.2%	6.8%	7.0%	7.0%	8.6%	8.9%	8.7%	166,072	169,540	156,788	17,537	17,972	16,812
Hispanic or Latino																					
Yes	24.7%	22.9%	22.3%	37.8%	38.4%	38.4%	20.1%	20.5%	21.4%	7.0%	7.3%	7.2%	10.4%	10.9%	10.6%	30,576	31,065	28,101	2,645	2,613	2,446
No	25.4%	24.0%	23.2%	42.2%	42.5%	42.9%	18.4%	19.1%	19.7%	6.2%	6.5%	6.3%	7.8%	8.0%	7.8%	311,832	323,249	298,058	29,707	30,805	28,603
Race																					
American Indian/ Alaska Native	17.6%	16.3%	15.2%	37.1%	36.5%	38.7%	23.1%	24.6%	24.6%	9.0%	8.8%	8.8%	13.3%	13.7%	12.8%	7,215	7,719	6,957	530	594	518
Asian Black/African	24.2%	23.0%	22.1%	46.2%	46.7%	46.1%	18.5%	19.6%	20.2%	5.1%	4.7%	5.2%	6.0%	6.0%	6.4%	17,821	17,110	15,613	1,575	1,482	1,344
American Native Hawaiian/	21.0%	19.4%			38.2%		21.8%			7.2%	8.2%	7.7%	11.0%	11.5%		52,567	54,614	50,653	4,811	5,015	4,768
Pacific Islander	20.7%	19.1%	18.7%	39.7%	39.1%	40.0%	21.5%	24.7%	25.0%	7.0%	7.1%	6.1%	11.1%	10.0%	10.2%	2,040	2,298	2,132	148	162	178
White	27.2%	25.8%	25.0%	42.9%	43.4%	43.6%	17.2%	17.7%	18.5%	5.8%	6.0%	6.0%	6.9%	7.0%	6.9%	239,724	249,208	229,664	22,397	23,209	21,641
Two or more races (Not Hispanic/ Latino)	21.0%	20.8%	20.0%	34.5%	34.6%	35.5%	21.6%	21.7%	23.1%	8.9%	9.3%	8.8%	14.0%	13.6%	12.5%	12,849	12,988	11,701	1,411	1,380	1,278

(38) Prohibited Personnel Practices are not tolerated.

	Str	ongly Aç	gree		Agree			ither Ag r Disagı			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
Age Group																					
25 and under	33.4%	32.2%	31.0%	48.6%	46.8%	46.3%	10.1%	12.6%	14.1%	3.6%	4.7%	4.6%	4.2%	3.7%	4.0%	2,525	2,488	2,450	205	188	238
26-29	29.9%	28.7%	26.2%	43.5%	44.5%	45.9%	15.0%	14.3%	16.0%	5.4%	5.9%	5.0%	6.2%	6.6%	6.9%	10,127	11,128	11,095	1,054	1,230	1,392
30-39	25.7%	24.5%	23.7%	43.4%	43.0%	43.7%	17.1%	17.8%	18.1%	5.9%	6.4%	6.2%	8.0%	8.4%	8.3%	66,527	65,270	58,551	7,829	7,671	6,990
40-49	24.4%	23.5%	22.4%	41.4%	41.3%	41.9%	18.8%	19.4%	20.1%	6.3%	6.5%	6.7%	9.1%	9.3%	8.8%	94,359	98,644	92,948	9,174	9,594	9,020
50-59	24.5%	22.9%	22.3%	41.0%	41.3%	41.3%	19.9%	20.5%	21.6%	6.5%	6.9%	6.6%	8.1%	8.4%	8.3%	130,633	136,837	127,189	11,776	12,377	11,414
60+	24.2%	22.4%	22.0%	41.0%	42.2%	42.3%	20.9%	21.6%	22.0%	6.7%	6.8%	6.6%	7.2%	7.1%	7.1%	56,430	58,703	52,802	4,915	4,904	4,456
Level of Education																					
Less than High School H.S. Diploma/	19.6%	20.8%	19.4%	42.8%	37.8%	38.6%	21.2%	30.4%	27.5%	4.8%	3.8%	5.7%	11.6%	7.2%	8.8%	333	373	363	24	28	25
GED or equiv Trade/Technical	21.3%	19.6%	19.6%	44.3%	43.5%	43.4%	21.6%	23.4%	24.6%	5.6%	6.0%	5.6%	7.1%	7.5%	6.8%	14,921	17,791	17,474	1,182	1,383	1,389
Certificate Some College (no degree)	19.3%	17.6%	16.7% 19.9%		40.3% 39.4%		22.6% 23.2%	24.6% 23.5%		7.7% 6.9%	7.7% 7.1%	7.4% 7.4%	8.9% 9.4%	9.8%	9.6%	7,554 47,984	8,789 54.999	8,259 52,769	567 4.311	732 4.796	689 4.612
Associate's																	,		,	,	,-
Degree Bachelor's		21.3%			39.8%			22.0%		7.1%	7.4%	7.1%	9.6%	9.5%	10.0%	25,348	28,570	26,942	2,246	2,565	•
Degree		24.1%			43.2%			18.3%		6.1%	6.5%	6.1%	7.6%	7.9%	7.4%	119,597	122,957	112,775	•	12,122	,
Master's Degree Doctoral/ Professional	28.1%	27.0%	26.0%	41.7%	42.5%	43.1%	16.1%	16.1%	16.8%	6.0%	6.4%	6.3%	8.0%	8.0%	7.9%	92,070	89,037	79,230	9,002	8,636	7,837
Degree	32.1%	30.4%	30.2%	43.0%	43.7%	43.3%	13.6%	14.2%	14.3%	4.9%	5.1%	5.7%	6.4%	6.5%	6.5%	39,763	36,993	32,952	4,085	3,831	3,499
Pay Category																					
Federal Wage																					
System	18.4%			38.7%	38.7%	37.8%	23.0%	23.8%	24.9%	8.4%	8.5%	8.7%	11.6%	11.6%	11.9%	8,843	11,744	11,441	653	835	756
GS 1-6	20.8%		18.9%		39.6%				24.2%	7.2%	7.4%	7.1%	10.7%	10.8%	10.7%	17,076	20,031	20,040	1,425	1,770	1,788
GS 7-12		21.5%			41.6%			20.8%	21.4%	6.6%	7.1%	6.7%	8.7%	9.0%	8.6%	137,581	149,749	141,608	•	15,754	•
GS 13-15	30.9%	29.4%	28.8%	43.1%	43.7%	44.1%	14.9%	15.3%	15.7%	5.2%	5.4%	5.5%	6.0%	6.2%	6.0%	154,043	147,807	130,888	14,318	13,663	12,223
SES	64.7%	59.8%	59.4%	27.1%	31.1%	29.6%	4.4%	5.3%	6.6%	2.0%	1.9%	2.1%	1.9%	1.9%	2.3%	5,714	5,651	4,833	35	45	31
SL/ST	36.0%		31.0%		43.3%	44.3%		11.8%	14.0%	3.7%	3.8%	6.0%	3.6%	5.8%	4.8%	1,473	1,464	1,321	80	64	60
Other	22.5%	21.8%	21.4%	41.1%	42.8%	43.3%	20.7%	20.3%	20.5%	6.7%	6.6%	6.3%	9.0%	8.5%	8.6%	23,336	23,311	20,914	2,300	2,207	2,027

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

(38) Prohibited Personnel Practices are not tolerated.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		I	Disagree)	Stroi	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
Time in Federal																					
Government																					
< 1 year					45.0%	48.3%	12.6%	12.1%		2.5%	3.3%	2.6%	2.5%	2.3%	2.8%	6,130	5,342	2,777	686	675	372
1-3 years	29.5%				44.4%	44.5%	16.4%	16.7%		4.6%	5.1%	5.1%	5.7%	5.6%	5.5%	27,056	25,572	29,658	2,699	2,581	3,037
4-5 years	26.1%				42.8%	43.8%	17.8%	18.1%		5.6%	6.1%	5.8%	7.8%	7.6%	7.5%	27,155	37,071	38,713	2,773	3,887	4,371
6-10 years	24.2%	22.8%	22.0%	41.8%	41.8%	41.8%	19.0%	19.4%	20.3%	6.5%	7.1%	7.1%	8.5%	8.9%	8.8%	82,578	79,171	66,075	8,686	8,247	6,917
11-14 years	23.3%	22.1%	21.1%	40.7%	41.0%	41.0%	19.7%	20.0%	20.8%	7.0%	7.0%	7.2%	9.3%	9.9%	9.8%	49,698	51,606	46,649	4,827	4,919	4,398
15-20 years	23.5%	21.8%	20.8%	39.9%	40.8%	41.1%	19.5%	20.2%	21.1%	7.1%	7.1%	7.1%	10.0%	10.2%	9.9%	47,097	44,567	36,391	4,267	3,976	3,313
> 20 years	25.0%	23.4%	22.9%	41.5%	41.6%	42.0%	19.3%	20.3%	20.9%	6.4%	6.6%	6.4%	7.8%	8.0%	7.8%	109,066	117,127	111,368	9,422	10,178	9,583
Time with Current Agency																					
< 1 year	34.2%	34.2%	30.5%	43.8%	43.3%	45.8%	14.7%	14.5%	16.7%	3.5%	4.0%	3.4%	3.9%	4.0%	3.7%	11,631	10,470	5,692	1,438	1,378	783
1-3 years	28.1%	26.9%	26.4%	42.5%	42.9%	42.9%	17.1%	17.5%	18.0%	5.2%	5.8%	5.8%	7.1%	7.0%	6.9%	43,134	40,342	44,941	4,272	4,046	4,667
4-5 years	24.6%	24.1%	22.5%	41.9%	41.8%	43.2%	18.1%	18.7%	19.7%	6.6%	6.8%	6.2%	8.8%	8.7%	8.3%	34,487	45,108	46,441	3,457	4,619	5,039
6-10 years	23.0%	22.0%	21.6%	41.4%	41.2%	41.4%	19.5%	20.1%	20.6%	6.7%	7.2%	7.2%	9.2%	9.5%	9.3%	88,360	86,636	73,075	9,095	8,734	7,423
11-20 years	23.4%	22.0%	21.3%	40.6%	41.3%	41.0%	19.9%	20.3%	21.2%	7.0%	6.9%	7.0%	9.1%	9.5%	9.5%	89,833	90,352	78,738	8,192	8,152	7,028
> 20 years	26.6%	24.5%	23.8%	42.4%	43.0%	43.1%	18.3%	19.3%	20.1%	5.9%	6.2%	6.1%	6.7%	7.0%	6.9%	80,162	86,481	81,647	6,796	7,400	6,935
Leaving																					
No	29.9%	28.2%	27.3%	45.1%	45.3%	45.6%	16.5%	17.4%	18.0%	4.4%	4.6%	4.6%	4.1%	4.5%	4.5%	237,035	241,104	219,814	20,653	21,120	19,170
Yes, to retire Yes, to other job	22.0%	21.3%	19.3%	42.3%	42.6%	43.7%	21.2%	21.6%	23.0%	7.0%	7.2%	6.7%	7.5%	7.3%	7.4%	20,403	22,137	21,049	1,667	1,766	1,737
in Govt Yes, to other job	15.6%	14.9%	14.6%	34.4%	34.7%	35.3%	23.1%	22.8%	23.5%	10.4%	11.0%	10.6%	16.5%	16.6%	16.0%	62,809	65,530	60,505	7,316	7,506	7,168
outside Govt	16.0%	16.1%	16.6%	35.6%	35.4%	35.3%	20.1%	20.7%	20.8%	9.5%	10.9%	10.8%	18.8%	16.9%	16.6%	12,136	14,043	13,807	1,554	1,749	1,733
Yes, other	12.2%	11.8%	11.4%	31.5%	31.9%	31.7%	25.0%	25.8%	27.1%	11.2%	10.5%	11.2%	20.2%	20.1%	18.5%	15,756	17,000	15,879	2,110	2,205	2,047
Retiring																					
Within 1 year	22.2%	21.3%	19.3%	42.2%	41.8%	42.1%	20.6%	20.5%	22.5%	6.5%	7.7%	7.3%	8.5%	8.6%	8.8%	12,387	13,649	12,760	1,043	1,086	1,059
Between 1-3 years	22.9%	21.7%	21.2%	41.5%	42.4%	42.8%	21.0%	21.6%	22.1%	7.0%	6.6%	6.8%	7.6%	7.7%	7.0%	34,676	36,661	33,270	3,001	2,999	2,735
Between 3-5 years	24.0%	21.9%	21.8%	41.3%	41.7%	41.3%	20.4%	21.2%	21.9%	6.7%	7.1%	6.9%	7.6%	8.2%	8.1%	38,632	39,845	36,313	3,151	3,346	2,973
5 or more years	25.8%	24.6%	23.7%	41.9%	42.0%	42.5%	18.0%	18.6%	19.2%	6.1%	6.5%	6.3%	8.2%	8.4%	8.2%	260,149	266,960	245,616	25,732	26,484	24,707

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

(38) Prohibited Personnel Practices are not tolerated.

	Stro	ongly Aç	gree		Agree			ither Ag r Disagı		I	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Total**	Do	Not Kno	wc
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
Self-Identify as:																					
Heterosexual	26.1%	24.7%	23.8%	42.4%	42.6%	43.0%	18.0%	18.5%	19.2%	6.0%	6.3%	6.2%	7.5%	7.8%	7.7%	279,863	290,679	268,415	24,785	25,622	23,898
LGBT*	26.6%	25.2%	24.1%	38.1%	38.6%	38.5%	17.3%	17.6%	18.5%	7.3%	7.7%	7.6%	10.7%	10.8%	11.3%	10,218	10,072	8,876	1,045	947	899
Prefer not to say	18.8%	17.9%	18.1%	38.0%	38.2%	38.4%	23.3%	24.3%	24.9%	8.1%	7.9%	7.9%	11.7%	11.8%	10.7%	41,490	42,430	38,543	5,178	5,413	4,986
Military Service																					
No Prior Military Service Currently in	25.2%	23.8%	23.2%	43.4%	43.6%	43.8%	18.3%	19.0%	19.5%	5.9%	6.1%	6.1%	7.2%	7.5%	7.3%	250,895	254,433	232,751	25,037	25,528	23,572
Guard/Reserves	28.7%	27.0%	24.9%	40.6%	40.9%	42.9%	15.3%	16.6%	17.1%	5.8%	6.3%	6.6%	9.7%	9.2%	8.5%	5,723	6,516	6,086	402	459	406
Retired Separated/	28.6%	27.3%	26.1%	40.6%	41.4%			17.9%		5.8%	6.4%	6.0%	7.0%	7.0%	7.0%	36,871	40,360	38,614	2,446	2,766	2,699
Discharged	22.5%	21.3%	20.4%	37.6%	37.3%	38.2%	20.4%	21.2%	21.9%	7.7%	8.3%	7.9%	11.7%	11.9%	11.6%	50,565	54,388	50,124	4,782	4,923	4,639
Disability																					
Yes	22.5%	21.5%	20.6%	34.7%	34.3%	34.7%	20.6%	21.0%	22.0%	8.6%	9.1%	9.0%	13.7%	14.1%	13.7%	47,149	48,990	44,793	4,110	4,213	3,866
No	25.8%	24.4%	23.6%	43.3%	43.5%	43.8%	18.2%	18.9%	19.5%	5.8%	6.1%	6.0%	6.9%	7.2%	7.1%	297,977	307,841	283,674	28,614	29,492	27,493

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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

(39) My agency is successful at accomplishing its mission.

	Stro	ongly Ag	jree		Agree			ither Ag r Disagr		ı	Disagre)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	ow .
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
Work Location																					
Headquarters	24.5%	23.7%	22.7%	52.3%	52.8%	53.0%	16.0%	16.3%	17.1%	4.5%	4.6%	4.6%	2.7%	2.6%	2.6%	152,637	153,090	139,806	2,731	2,894	2,706
Field	20.5%	19.6%	18.9%	52.0%	51.9%	52.8%	17.6%	18.5%	18.6%	5.9%	6.0%	6.0%	3.9%	3.9%	3.7%	225,133	235,362	217,439	4,047	4,329	4,197
Supervisory Status																					
Non-Supervisor	20.4%	19.5%	18.7%	52.0%	52.1%	52.6%	18.3%	18.9%	19.4%	5.5%	5.6%	5.6%	3.7%	3.9%	3.7%	246,909	254,325	234,636	5,715	6,031	5,821
Team Leader	20.5%	20.0%	19.5%	53.2%	52.7%	53.8%	17.4%	17.8%	17.8%	5.5%	6.2%	5.8%	3.4%	3.3%	3.1%	48,755	52,531	48,792	654	714	687
Supervisor	25.1%	24.2%	23.4%	53.7%	54.1%	54.4%	13.6%	14.6%	14.8%	4.9%	4.8%	4.9%	2.7%	2.3%	2.4%	51,746	51,948	48,080	383	404	392
Manager	32.1%	31.1%	29.5%	50.7%	50.6%	52.2%	10.9%	11.8%	12.1%	4.2%	4.2%	4.3%	2.0%	2.2%	1.9%	24,612	24,213	21,452	68	99	80
Senior Leader	47.5%	44.4%	42.7%	38.7%	42.6%	43.6%	8.4%	8.3%	9.2%	3.4%	3.4%	3.0%	2.0%	1.3%	1.5%	8,060	8,015	6,988	24	28	27
Sex																					
Male	22.6%	21.8%	20.8%	51.7%	51.5%	52.5%	16.3%	17.0%	17.4%	5.6%	5.9%	5.8%	3.8%	3.8%	3.6%	193,575	201,828	185,538	2,831	2,987	2,760
Female	21.3%	20.4%	19.6%	52.9%	53.2%	53.5%	18.0%	18.5%	18.9%	4.9%	4.9%	5.0%	2.9%	3.0%	2.9%	181,055	184,178	170,389	3,768	4,057	4,064
Hispanic or Latino																					
Yes	22.2%	21.5%	20.8%	48.4%	48.2%	49.1%	18.3%	18.6%	19.5%	6.1%	6.6%	5.9%	5.0%	5.1%	4.8%	32,922	33,216	30,094	556	604	560
No	22.1%	21.2%	20.3%	52.7%	52.8%	53.4%	16.8%	17.5%	17.8%	5.2%	5.3%	5.4%	3.2%	3.2%	3.1%	337,956	349,120	322,176	5,928	6,314	6,144
Race																					
American Indian/ Alaska Native	16.8%	17.8%	16.4%	47.4%	45.9%	47.1%	22.2%	23.9%	23.9%	6.9%	7.1%	7.4%	6.7%	5.2%	5.2%	7,633	8,164	7,349	168	178	165
Asian Black/African				52.5%				17.7%		4.1%	3.7%	4.1%	3.0%	2.7%	2.9%	19,177	18,279	16,697	310	350	320
American Native Hawaiian/	22.9%	22.2%	21.4%	51.9%	51.4%	52.3%	17.6%	18.6%	18.6%	4.1%	4.2%	4.2%	3.5%	3.6%	3.5%	56,490	58,601	54,476	1,277	1,318	1,331
Pacific Islander	20.8%	20.2%	18.3%	49.7%	48.9%	49.1%	19.5%	20.2%	23.5%	5.4%	6.4%	4.2%	4.6%	4.2%	4.9%	2,170	2,416	2,282	29	50	41
White	22.4%	21.4%	20.5%	52.8%	53.0%	53.6%	16.1%	16.7%	17.2%	5.6%	5.7%	5.7%	3.1%	3.2%	3.0%	259,966	269,167	248,350	4,001	4,277	4,155
Two or more races (Not Hispanic/																					
Latino)	19.3%	18.6%	18.3%	47.8%	48.5%	48.7%	20.7%	20.8%	21.2%	6.4%	6.8%	7.0%	5.9%	5.3%	4.9%	14,022	14,058	12,699	350	370	323

SOURCE: Federal Employee Viewpoint Survey

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(39) My agency is successful at accomplishing its mission.

Strongly Agree 2016 2015 2014		gree		Agree			_			Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
28.3%	26.7%	25.1%	54.1%	54.1%	55.3%	12.3%	12.9%	13.1%	2.8%	3.5%	5.1%	2.5%	2.9%	1.5%	2,703	2,650	2,653	42	25	40
23.1%	21.5%	20.3%	52.7%	53.6%	53.6%	15.3%	15.2%	17.1%	5.4%	5.8%	5.1%	3.4%	3.9%	3.9%	11,064	12,196	12,276	138	180	219
20.2%	19.5%	18.7%	53.0%	52.6%	53.2%	17.1%	17.5%	18.2%	5.7%	6.2%	6.1%	4.0%	4.2%	3.8%	73,473	71,818	64,515	1,204	1,255	1,166
21.2%	20.5%	19.7%	52.0%	52.0%	53.1%	17.1%	18.0%	18.0%	5.7%	5.7%	5.7%	3.9%	3.9%	3.5%	102,462	106,636	100,561	1,762	1,981	1,850
22.5%	21.6%	20.7%	52.3%	52.4%	52.8%	17.1%	18.0%	18.3%	5.1%	5.1%	5.2%	3.0%	2.9%	3.0%	140,972	147,157	136,725	2,660	2,759	2,791
23.0%	21.8%	21.1%	50.5%	51.5%	51.9%	18.6%	18.9%	19.3%	5.0%	5.0%	5.0%	3.0%	2.8%	2.7%	60,573	62,625	56,438	1,352	1,420	1,295
22.1%	20.2%	19.4%	46.9%	42.7%	48.4%	22.8%	24.1%	24.1%	2.4%	6.2%	2.9%	5.7%	6.7%	5.2%	341	393	378	16	15	15
21.8%	21.0%	20.8%	52.5%	51.9%	52.6%	18.3%	18.9%	18.8%	4.1%	4.4%	4.6%	3.3%	3.7%	3.2%	15,927	18,891	18,586	323	380	400
									5.5%	6.2%	4.8%	3.5%	3.4%	3.6%	8,036	9,374	8,803	144	171	184
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23.5%	22.3%	21.3%	53.1%	53.5%	54.0%	15.3%	16.0%	10.0%	5.1%	5.4%	5.3%	2.9%	2.8%	2.9%	100,136	90,442	85,865	1,557	1,576	1,540
24.4%	23.1%	22.0%	51.4%	51.7%	52.2%	15.0%	15.9%	16.7%	6.1%	6.0%	6.2%	3.2%	3.2%	3.0%	43,496	40,384	36,018	611	616	580
47 40/	10.00/	17 70/	E4 00/	E4 20/	E4 40/	20.79/	24 20/	24.60/	E 70/	E 00/	E 00/	4 40/	2.70/	2 70/	0.440	10 426	12.052	460	207	101
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50.6% 50.4% 50.8% 20.9% 20.6% 19.9% 50.9% 50.7% 51.4% 21.3% 20.4% 19.9% 52.9% 52.9% 53.7%	Agree Agree no 2016 2015 2014 2016 2015 2014 2016 21.8% 21.0% 20.1% 52.1% 52.2% 52.9% 17.2% 28.3% 26.7% 25.1% 54.1% 54.1% 55.3% 12.3% 23.1% 21.5% 20.3% 52.7% 53.6% 53.6% 15.3% 20.2% 19.5% 18.7% 53.0% 52.6% 53.2% 17.1% 21.2% 20.5% 19.7% 52.0% 52.0% 53.1% 17.1% 21.2% 21.6% 20.7% 52.3% 52.4% 52.8% 17.1% 22.5% 21.6% 20.7% 52.3% 52.4% 52.8% 17.1% 23.0% 21.8% 21.1% 50.5% 51.5% 51.9% 22.8% 21.8% 21.0% 20.8% 52.5% 51.9% 50.8% 20.6% 20.9% 20.6% 19.9% 50.9% 50.9%	2016 2015 2014 2016 2015 2014 2016 2015 2014 2016 2015 21.8% 21.0% 20.1% 52.1% 52.2% 52.9% 17.2% 17.8% 28.3% 26.7% 25.1% 54.1% 54.1% 55.3% 12.3% 12.9% 23.1% 21.5% 20.3% 52.7% 53.6% 53.6% 15.3% 15.2% 20.2% 19.5% 18.7% 53.0% 52.6% 53.2% 17.1% 17.5% 21.2% 20.5% 19.7% 52.0% 52.0% 53.1% 17.1% 18.0% 22.5% 21.6% 20.7% 52.3% 52.4% 52.8% 17.1% 18.0% 23.0% 21.8% 21.1% 46.9% 42.7% 48.4% 22.8% 24.1% 21.8% 21.0% 20.8% 52.5% 51.9% 52.6% 18.3% 18.9% 21.8% 21.0% 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2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 </td> <td> Part Part </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> 2016 2015 2014 2016 2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2016 2015 2014 2015 2014 2015 2014 2015 2014 2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 </td> <td> 2016 2015 2014 2015 2015 2015 2015 2015 2016 2015 </td> <td> 2016 2015 2014 2015 2014 2015 </td> <td> </td>	2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015	Part Part					2016 2015 2014 2016 2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2016 2015 2014 2015 2014 2015 2014 2015 2014 2016 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015 2014 2015	2016 2015 2014 2015 2015 2015 2015 2015 2016 2015	2016 2015 2014 2015 2014 2015 2015	

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

(39) My agency is successful at accomplishing its mission.

	Stro	ongly Ag	ree		Agree			ither Ag r Disagr		ı	Disagree)	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno)W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
Time in Federal																					
Government		0.4.00/	0= 00/		= 0.00/	00/	44.00/		10.10/	- 40/	0.40/	0.40/	4 00/	4.00/	4.00/						
< 1 year		31.9%			52.2%	55.2%		11.4%		2.1%	3.1%	3.1%	1.3%	1.3%	1.3%	6,738	5,930	3,075	116	96	75
1-3 years	25.3%	24.6%			52.9%	53.9%		15.1%		4.3%	4.8%	4.5%	2.4%	2.5%	2.1%	29,521	27,816	32,309	398	411	494
4-5 years	22.3%	21.6%			53.0%	53.6%	16.5%			5.1%	5.3%	5.4%	3.1%	3.0%	3.1%	29,642	40,366	42,411	470	678	838
6-10 years	20.7%		19.1%		52.4%	52.7%		18.2%		5.6%	5.9%	5.8%	3.8%	3.9%	3.8%	90,146	86,158	71,930	1,612	1,558	1,373
11-14 years	20.1%	19.2%			52.1%	52.1%	18.1%	18.7%		6.1%	5.9%	6.1%	4.1%	4.1%	3.8%	53,945	55,632	50,374	944	1,045	899
15-20 years	20.5%	19.6%	19.0%	50.9%	50.6%	52.0%	18.2%	19.0%	18.9%	6.1%	6.3%	6.0%	4.3%	4.5%	4.1%	50,801	47,725	39,122	933	968	776
> 20 years	22.9%	21.8%	20.6%	52.3%	52.3%	52.9%	16.7%	17.8%	18.2%	5.1%	5.2%	5.2%	3.1%	3.0%	3.0%	117,269	125,661	119,291	2,275	2,428	2,479
Time with Current Agency																					
< 1 year	31.3%	30.7%	26.9%	51.5%	51.4%	54.8%	12.8%	12.8%	13.5%	2.8%	3.4%	3.0%	1.7%	1.7%	1.9%	12,884	11,645	6,348	277	230	146
1-3 years		23.7%			52.4%	52.9%	15.6%	16.1%		4.6%	4.9%	4.9%	2.7%	2.9%	2.6%	46.955	43.783	48.873	726	726	906
4-5 years	21.5%	20.9%			52.6%	53.4%		17.6%		5.3%	5.7%	5.7%	3.4%	3.2%	3.3%	37,501	48.961	50.712	625	909	1.016
6-10 years	19.8%	19.2%			52.3%	52.3%	18.1%	18.4%		5.9%	5.9%	5.8%	4.0%	4.1%	3.8%	96.305	93.929	79,272	1.769	1,764	1,576
11-20 years	20.4%		18.9%	51.4%		52.5%	18.1%	18.8%		6.0%	5.9%	5.8%	4.1%	4.1%	3.7%	96,987	97,072	84,661	1,733	1.793	1,539
> 20 years		21.8%			52.9%	53.3%		17.3%		5.0%	5.2%	5.2%	2.8%	2.8%	2.9%	86,163	92,732	87,475	1.568	1,721	1,708
Leaving	201070			02.070	02.070	00.070	10.270			0.070	0.270	0.270		2.070	,	33,133	02,. 02	01,110	1,000	.,	.,. 00
No	26.8%	25.7%	24.6%	54.6%	54.9%	55.4%	13.4%	14.1%	14 5%	3.5%	3.6%	3.7%	1.7%	1.8%	1.8%	255,883	259,344	236,420	3,458	3,696	3,590
Yes, to retire		19.2%		51.9%		52.3%		20.2%		5.5%	6.0%	5.9%	3.6%	3.5%	3.2%	21,833	23,605	22,509	447	471	476
Yes, to other job	10.070	10.270	10.170	011070	011170	02.070	101070	20.270	20.070	0.070	0.070	0.070	0.070	0.070	0.270	2.,000	20,000	22,000			
in Govt	13.0%	12.4%	12.2%	48.8%	48.5%	49.6%	23.6%	24.2%	24.3%	8.4%	8.8%	8.2%	6.1%	6.1%	5.8%	68,877	71,525	66,295	1,798	1,916	1,783
Yes, to other job outside Govt	9.1%	9.1%	9.0%	42.2%	43.1%	43.7%	25.7%	25.6%	25 9%	12 6%	12.7%	12.6%	10.4%	9.5%	8.8%	13,416	15.446	15,221	379	411	399
Yes, other	9.4%	9.1%	9.1%		42.5%	43.1%		27.9%			11.1%	10.2%	9.1%	9.1%	8.1%	17,380	18.638	17,395	629	641	635
Retiring	J.4 /0	9.570	9.170	42.0 /6	42.570	43.176	20.0 /6	21.970	29.576	10.7 /6	11.170	10.2 /0	9.176	9.170	0.170	17,300	10,030	17,393	029	041	033
Within 1 year	10.69/	10.40/	17.60/	E0 70/	50.3%	E1 E0/	10 50/	19.9%	20.20/	E 70/	6 20/	6 70/	A E0/	4.2%	4.00/	12 204	14 540	12 620	256	298	291
Between 1-3 years	19.6%	19.4%	17.6%			51.5%	19.5%			5.7%	6.2%	6.7%	4.5%		4.0%	13,304	14,549	13,629	256		
,	20.8%		19.5%		51.8%	52.6%	18.7%	19.5%		5.5%	5.4%	5.2%	3.3%	3.3%	2.9%	37,244	39,112	35,537	748	773	752
Between 3-5 years	21.9%	21.1%	20.0%		51.5%	52.4%	17.6%	19.0%	18.9%	5.6%	5.4%	5.6%	3.3%	3.1%	3.1%	41,469	42,692	38,752	727	739 5 402	791
5 or more years	22.4%	21.4%	20.6%	52.4%	52.6%	53.2%	16.6%	17.1%	17.6%	5.3%	5.5%	5.4%	3.4%	3.5%	3.3%	282,804	289,199	266,544	4,860	5,193	4,913

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

(39) My agency is successful at accomplishing its mission.

	Stro	ongly Aç	jree		Agree			ither Ag r Disagr			Disagree	9	Stror	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
Self-Identify as:																					
Heterosexual	23.1%	22.1%	21.2%	53.0%	52.9%	53.6%	16.0%	16.7%	17.2%	4.9%	5.1%	5.1%	3.1%	3.1%	3.0%	302,101	312,421	288,989	4,651	5,039	4,818
LGBT*	22.4%	20.6%	20.0%	49.3%	50.3%	50.4%	17.5%	17.9%	18.6%	6.5%	6.5%	6.8%	4.3%	4.7%	4.1%	11,122	10,855	9,610	203	184	191
Prefer not to say	15.9%	14.9%	14.9%	47.7%	48.5%	49.1%	23.2%	23.5%	23.6%	7.6%	7.5%	7.4%	5.5%	5.6%	5.0%	45,685	46,682	42,349	1,337	1,418	1,382
Military Service No Prior Military Service Currently in	21.1%	20.3%	19.5%	52.7%	52.6%	53.3%	17.3%	18.1%	18.4%	5.5%	5.6%	5.5%	3.4%	3.5%	3.3%	272,751	275,684	252,315	5,003	5,344	5,207
Guard/Reserves	24.2%	23.9%	23.0%	52.4%	52.5%	52.9%	15.3%	14.4%	15.9%	4.3%	5.3%	4.8%	3.8%	3.9%	3.3%	6,096	6,914	6,434	69	79	76
Retired Separated/		26.7%			54.1%			13.7%			3.8%	3.8%	1.9%	1.7%	2.1%	39,221	42,867	41,155	420	420	431
Discharged	20.3%	19.6%	18.9%	50.2%	50.1%	50.8%	18.5%	19.3%	19.6%	6.4%	6.4%	6.5%	4.6%	4.6%	4.2%	54,747	58,451	54,043	1,030	1,118	1,002
Disability																					
Yes		21.8%	20.7%	48.4%				19.0%	19.5%	5.8%	6.2%	6.1%	4.5%	4.4%	4.4%	50,533	52,323	47,907	1,100	1,152	1,037
No	21.9%	21.0%	20.2%	53.0%	53.0%	53.7%	16.6%	17.3%	17.7%	5.2%	5.4%	5.3%	3.2%	3.3%	3.1%	323,380	332,752	306,957	5,463	5,825	5,721

SOURCE: Federal Employee Viewpoint Survey

^{*}Lesbian, Gay, Bisexual, or Transgender

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