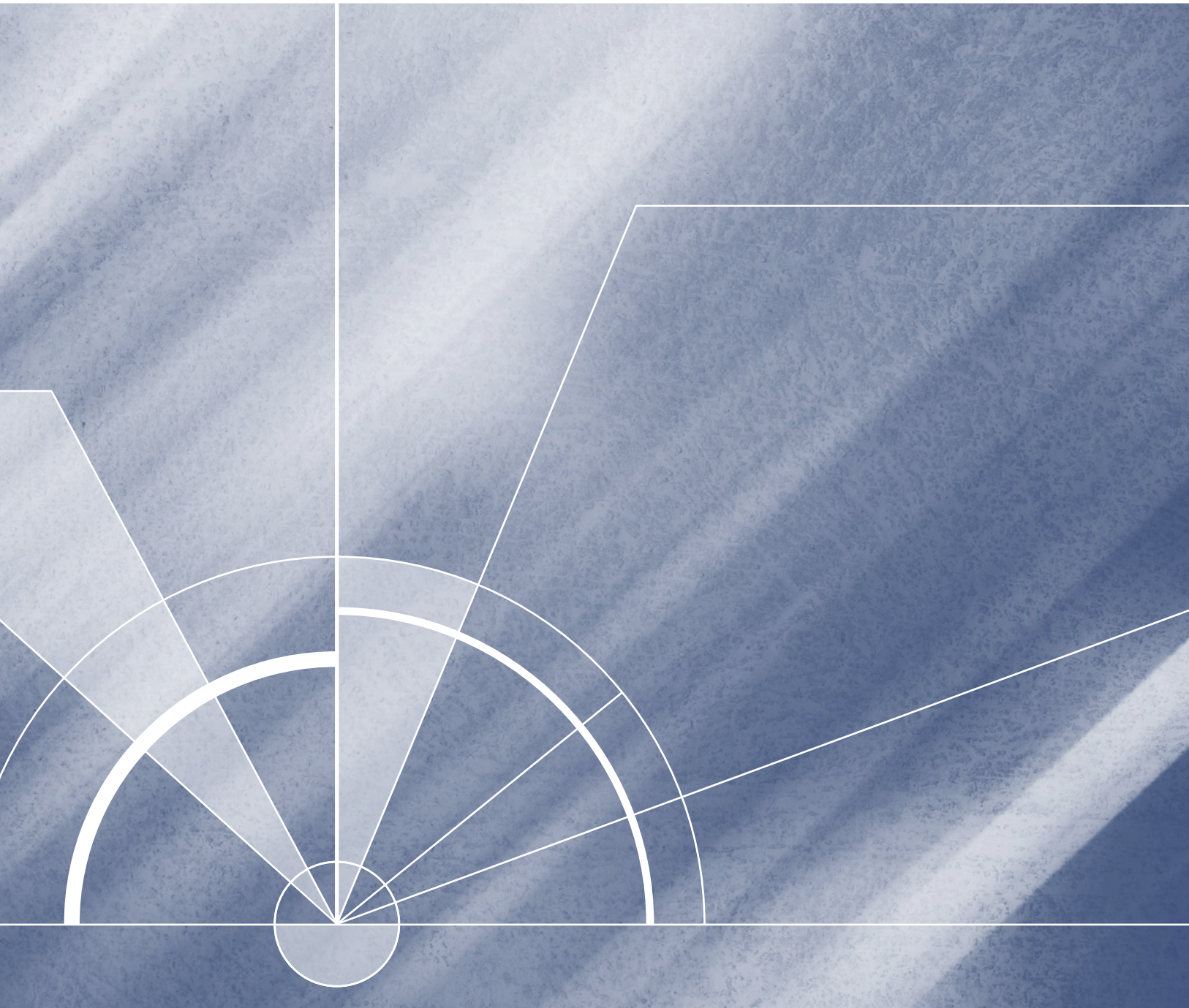


# 2018

## Federal Employee Viewpoint Survey

*Empowering Employees. Inspiring Change.*

### Report by Demographics



# 2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

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## 2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies, which contribute to organizational success. The survey allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. 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 use this information to make government more effective and more responsive to the needs of the American people. Reports are provided to help managers at all levels, resulting in a greater potential to celebrate successes while identifying opportunities for change across each agency.

### Survey Items

The 94-item survey includes 78 items that measure Federal employees' perceptions of eight broad topic areas, plus 16 demographic items: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Work/Life Programs, (7) Satisfaction, and (8) Demographics.

### Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies, ranging from department-level to large and small/independent agencies participated in the 2018 FEVS. Of the 1,473,870 employees who received the FEVS, 598,003 completed the survey for a governmentwide response rate of 40.6 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 with 6-week administration periods beginning April 30th and May 7th.

### Data Weighting

Data collected from the 2018 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 2018 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 agencies. Responses of “Do Not Know/No Basis to Judge”, “I choose not to participate in these programs”, “These programs are not available to me”, and “I am unaware of these programs”, were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data reports for this survey and can be downloaded from OPM’s Federal Employee Viewpoint Survey website: [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>23.2%</b>	<b>21.9%</b>	<b>20.5%</b>	<b>42.7%</b>	<b>42.2%</b>	<b>42.1%</b>	<b>15.5%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>12.8%</b>	<b>13.5%</b>	<b>14.4%</b>	<b>5.9%</b>	<b>6.4%</b>	<b>6.7%</b>	<b>593,452</b>	<b>485,193</b>	<b>406,992</b>
<b>Work Location</b>																		
Headquarters	26.7%	24.8%	23.2%	42.7%	42.4%	42.2%	14.0%	14.9%	15.1%	11.4%	12.1%	13.3%	5.2%	5.8%	6.2%	217,705	178,662	155,920
Field	21.6%	20.6%	19.3%	42.8%	42.4%	42.1%	15.9%	16.2%	16.6%	13.5%	14.1%	15.0%	6.2%	6.6%	7.0%	347,026	280,339	230,030
<b>Supervisory Status</b>																		
Non-Supervisor	21.3%	20.1%	18.6%	42.0%	41.5%	41.0%	16.3%	16.8%	17.1%	13.8%	14.4%	15.6%	6.7%	7.2%	7.7%	373,850	304,052	253,532
Team Leader	23.5%	22.0%	20.6%	44.7%	43.7%	43.7%	14.3%	15.1%	15.4%	12.3%	13.6%	14.4%	5.2%	5.6%	5.9%	73,659	57,883	49,572
Supervisor	27.2%	25.9%	24.6%	45.5%	46.1%	46.3%	13.4%	13.7%	13.9%	10.1%	10.3%	10.9%	3.8%	4.0%	4.3%	77,738	63,078	52,338
Manager	35.1%	34.3%	33.1%	43.7%	43.2%	43.8%	10.6%	11.0%	11.4%	7.8%	8.4%	8.3%	2.8%	3.1%	3.3%	34,031	28,729	24,772
Senior Leader	51.7%	49.9%	46.2%	33.7%	34.0%	35.1%	7.3%	8.3%	8.9%	4.9%	5.1%	6.7%	2.3%	2.6%	3.1%	8,272	8,175	8,126
<b>Sex</b>																		
Male	24.2%	23.0%	21.3%	43.2%	42.7%	42.5%	14.9%	15.4%	15.7%	12.0%	12.6%	13.8%	5.7%	6.2%	6.8%	311,891	233,365	197,055
Female	22.7%	21.3%	20.3%	42.4%	42.0%	41.8%	15.5%	16.1%	16.3%	13.5%	14.2%	15.0%	5.9%	6.4%	6.6%	245,924	221,640	185,561
<b>Hispanic or Latino</b>																		
Yes	23.1%	22.4%	21.1%	39.1%	38.9%	38.1%	15.9%	16.2%	16.3%	14.1%	14.4%	16.0%	7.9%	8.1%	8.5%	52,873	39,715	33,622
No	23.7%	22.3%	20.9%	43.4%	42.9%	42.7%	15.0%	15.6%	15.9%	12.4%	13.1%	14.1%	5.5%	6.0%	6.4%	498,633	410,789	345,077
<b>Race</b>																		
American Indian/ Alaska Native	19.4%	19.0%	16.6%	39.3%	37.5%	37.8%	17.9%	18.8%	18.8%	15.2%	15.1%	17.3%	8.3%	9.5%	9.7%	10,493	9,391	7,845
Asian	26.7%	24.8%	24.3%	45.3%	44.3%	44.8%	14.4%	16.5%	15.4%	9.3%	9.3%	10.6%	4.3%	5.1%	5.0%	29,084	22,147	19,571
Black/African American	25.2%	24.2%	23.0%	41.0%	40.5%	40.1%	14.5%	14.4%	14.7%	12.1%	13.0%	13.8%	7.2%	7.9%	8.4%	76,214	64,638	58,118
Native Hawaiian/ Pacific Islander	23.7%	21.3%	20.0%	39.4%	40.5%	39.9%	18.3%	17.9%	17.6%	12.5%	12.4%	14.4%	6.1%	8.0%	8.1%	3,901	2,759	2,209
White	23.7%	22.2%	20.7%	43.6%	43.4%	43.2%	14.9%	15.5%	15.9%	12.6%	13.3%	14.3%	5.2%	5.5%	5.9%	393,709	319,337	264,771
Two or more races (Not Hispanic/ Latino)	20.1%	19.3%	17.9%	38.8%	38.6%	37.2%	16.9%	16.4%	17.5%	15.2%	16.2%	17.0%	9.0%	9.4%	10.4%	22,652	18,729	14,402

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
Age Group																		
25 and under	29.2%	26.7%	26.6%	47.5%	46.0%	45.9%	11.3%	12.0%	11.9%	8.8%	9.8%	11.3%	3.2%	5.5%	4.4%	5,827	3,893	2,846
26-29 years old	26.8%	25.0%	22.7%	43.8%	44.7%	44.3%	12.7%	12.6%	13.3%	11.5%	12.5%	13.7%	5.2%	5.1%	6.0%	16,441	13,114	11,488
30-39 years old	23.7%	22.0%	20.7%	43.1%	42.6%	42.5%	13.7%	14.4%	14.7%	13.3%	14.2%	15.1%	6.2%	6.8%	7.0%	111,845	91,722	76,294
40-49 years old	23.3%	21.9%	20.5%	42.2%	41.8%	41.4%	14.7%	15.3%	15.8%	13.4%	14.3%	15.2%	6.4%	6.7%	7.2%	143,931	123,896	106,161
50-59 years old	23.8%	21.9%	20.5%	43.0%	42.0%	42.1%	15.8%	16.8%	16.9%	12.0%	13.1%	14.0%	5.5%	6.1%	6.5%	191,457	172,337	146,045
60 or older	23.0%	20.6%	19.6%	43.2%	41.8%	41.6%	17.5%	19.0%	18.9%	11.4%	12.6%	13.7%	4.9%	6.0%	6.2%	81,070	79,140	62,873
Level of Education																		
Less than High School	21.6%	26.7%	20.9%	38.8%	36.2%	42.2%	23.5%	19.1%	15.8%	8.5%	8.9%	13.8%	7.6%	9.1%	7.3%	405	444	363
H.S. Diploma/ GED or equiv	20.7%	20.5%	19.7%	44.0%	43.9%	42.9%	17.9%	18.6%	18.8%	11.7%	11.5%	12.8%	5.7%	5.5%	5.8%	24,021	19,578	16,332
Trade/Technical Certificate	18.6%	17.2%	15.9%	41.5%	40.7%	40.3%	18.8%	19.8%	20.6%	13.9%	14.5%	15.7%	7.1%	7.8%	7.5%	12,438	10,843	8,229
Some College (no degree)	20.5%	19.8%	18.3%	40.6%	39.9%	39.3%	17.7%	18.1%	18.5%	14.3%	14.9%	16.0%	6.9%	7.3%	8.0%	79,245	62,900	52,994
Associate's Degree	20.5%	19.2%	18.0%	41.2%	40.7%	40.5%	17.2%	17.6%	17.8%	14.5%	15.0%	15.9%	6.6%	7.6%	7.8%	44,435	35,671	27,927
Bachelor's Degree	22.7%	21.7%	20.1%	43.9%	43.5%	43.5%	15.1%	15.4%	15.6%	12.7%	13.3%	14.3%	5.6%	6.1%	6.5%	197,510	155,511	132,552
Master's Degree	26.7%	25.1%	24.0%	43.3%	43.2%	42.8%	13.1%	13.4%	13.8%	11.5%	12.5%	13.3%	5.4%	5.8%	6.1%	146,855	119,765	102,066
Doctoral/ Professional Degree	29.6%	26.6%	25.4%	42.9%	42.5%	42.6%	12.5%	14.3%	13.8%	10.3%	11.4%	12.5%	4.6%	5.3%	5.7%	56,697	52,968	44,263
Pay Category																		
Federal Wage System	17.3%	17.2%	15.9%	40.0%	39.2%	39.0%	18.4%	17.9%	19.0%	16.2%	16.4%	17.3%	8.1%	9.3%	8.8%	18,804	13,145	9,602
GS 1-6	19.4%	18.2%	17.1%	37.5%	36.5%	37.7%	18.4%	18.7%	19.0%	15.7%	16.4%	16.5%	9.0%	10.0%	9.6%	23,042	27,603	18,757
GS 7-12	21.2%	20.6%	19.3%	42.2%	42.2%	41.6%	16.2%	16.4%	16.7%	13.9%	14.2%	15.3%	6.5%	6.7%	7.1%	244,650	193,580	153,769
GS 13-15	27.6%	26.4%	24.7%	44.9%	44.8%	44.8%	13.0%	13.6%	13.7%	10.2%	10.9%	11.8%	4.2%	4.3%	4.9%	227,894	185,057	170,002
SES	54.3%	55.9%	55.4%	32.2%	32.6%	33.4%	6.8%	6.0%	6.5%	4.9%	3.8%	3.0%	1.8%	1.7%	1.6%	5,290	5,701	5,790
SL/ST	42.2%	32.5%	29.1%	38.1%	37.2%	42.6%	9.3%	13.2%	11.8%	7.5%	10.6%	10.7%	2.8%	6.5%	5.8%	1,842	2,015	1,577
Other	21.1%	19.4%	18.1%	42.9%	42.7%	42.0%	16.3%	17.0%	17.3%	13.5%	13.9%	15.1%	6.3%	6.9%	7.5%	41,742	31,320	25,927

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
Time in Federal Government																		
< 1 year	38.3%	35.4%	33.7%	43.6%	42.3%	43.7%	10.4%	11.3%	12.1%	5.8%	7.8%	7.7%	1.9%	3.2%	2.8%	7,256	9,032	6,869
1-3 years	29.4%	27.2%	26.1%	43.4%	43.2%	43.3%	12.9%	13.2%	13.9%	10.2%	11.6%	12.1%	4.1%	4.8%	4.6%	59,327	45,440	30,000
4-5 years	25.4%	23.3%	21.4%	42.3%	41.4%	42.4%	13.8%	15.2%	15.8%	12.9%	13.7%	14.2%	5.6%	6.4%	6.3%	35,136	30,285	30,189
6-10 years	22.8%	21.1%	19.8%	42.9%	42.3%	41.7%	14.7%	15.4%	15.5%	13.4%	14.2%	15.6%	6.2%	7.0%	7.4%	131,855	109,144	92,065
11-14 years	21.6%	20.2%	18.8%	42.4%	41.9%	41.0%	15.6%	16.5%	16.8%	13.9%	14.4%	15.7%	6.5%	7.0%	7.7%	84,034	64,107	55,071
15-20 years	20.6%	20.0%	18.5%	41.9%	41.7%	41.0%	16.5%	16.5%	17.0%	14.2%	14.6%	15.5%	6.8%	7.2%	7.9%	91,705	66,612	51,948
> 20 years	23.0%	21.7%	20.5%	43.3%	43.0%	43.1%	16.4%	17.0%	17.0%	11.7%	12.4%	13.2%	5.6%	5.8%	6.2%	154,363	134,884	120,077
Time with Current Agency																		
< 1 year	36.0%	34.3%	32.2%	42.0%	41.2%	42.8%	11.6%	11.7%	12.3%	7.4%	8.7%	9.0%	3.0%	4.0%	3.7%	14,075	16,518	13,201
1-3 years	28.5%	26.8%	25.4%	42.2%	42.1%	41.9%	13.1%	13.6%	14.1%	11.1%	12.2%	12.8%	5.0%	5.3%	5.7%	92,805	70,060	47,834
4-5 years	24.3%	22.1%	20.3%	41.6%	41.2%	41.3%	14.2%	15.6%	16.0%	13.6%	14.2%	14.9%	6.2%	6.9%	7.5%	45,838	37,988	38,256
6-10 years	21.6%	20.2%	18.6%	42.8%	41.9%	41.6%	15.3%	15.8%	16.1%	13.8%	14.8%	16.0%	6.5%	7.4%	7.7%	136,597	114,236	98,397
11-20 years	20.5%	19.4%	18.4%	42.6%	42.6%	41.5%	16.5%	16.9%	17.1%	13.9%	14.4%	15.7%	6.5%	6.8%	7.4%	158,960	118,991	99,112
> 20 years	23.4%	22.2%	21.1%	44.2%	43.8%	44.2%	16.3%	17.1%	16.9%	11.2%	11.6%	12.3%	5.0%	5.3%	5.4%	114,125	100,221	88,097
Leaving																		
No	29.0%	27.4%	26.0%	46.6%	46.4%	46.4%	13.3%	14.0%	14.6%	8.3%	9.1%	9.8%	2.7%	3.0%	3.2%	380,064	317,171	260,328
Yes, to retire	19.4%	18.3%	17.2%	43.4%	42.9%	43.1%	18.8%	20.1%	19.1%	13.0%	13.1%	14.3%	5.4%	5.7%	6.3%	34,513	28,688	22,405
Yes, to other job in Govt	12.4%	11.7%	10.8%	34.8%	34.1%	34.0%	18.5%	18.4%	18.3%	22.0%	22.9%	23.5%	12.3%	12.9%	13.4%	99,631	70,955	70,856
Yes, to other job outside Govt	10.4%	9.4%	8.3%	34.3%	31.6%	30.3%	17.6%	18.0%	16.9%	23.3%	24.6%	27.4%	14.3%	16.3%	17.1%	22,147	19,472	13,825
Yes, other	9.9%	8.6%	7.9%	30.3%	28.9%	28.4%	20.7%	20.6%	20.7%	23.6%	24.3%	26.1%	15.5%	17.5%	17.0%	27,397	22,263	18,069
Retiring																		
Within 1 year	20.0%	18.5%	17.2%	41.4%	40.7%	41.4%	17.6%	19.5%	18.8%	14.2%	13.8%	15.0%	6.8%	7.4%	7.7%	20,998	17,239	13,643
Between 1-3 years	20.7%	19.1%	17.9%	43.4%	43.2%	43.1%	18.3%	19.3%	19.0%	12.4%	12.6%	13.9%	5.2%	5.8%	6.2%	56,931	47,471	38,194
Between 3-5 years	21.3%	20.6%	19.0%	43.2%	42.5%	42.7%	17.2%	17.8%	17.7%	12.6%	13.3%	14.2%	5.6%	5.8%	6.3%	63,117	51,506	42,401
5 or more years	24.4%	23.1%	21.6%	42.8%	42.5%	42.1%	14.4%	14.8%	15.3%	12.6%	13.4%	14.3%	5.8%	6.3%	6.7%	418,350	339,635	288,557

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
Transgender																		
Yes	15.1%	--	--	35.9%	--	--	18.7%	--	--	16.2%	--	--	14.1%	--	--	2,092	--	--
No	23.8%	--	--	42.9%	--	--	15.1%	--	--	12.5%	--	--	5.7%	--	--	541,912	--	--
Consider Yourself as:																		
Straight	24.0%	--	--	43.1%	--	--	14.9%	--	--	12.4%	--	--	5.6%	--	--	507,526	--	--
Gay or Lesbian	24.4%	--	--	41.9%	--	--	14.0%	--	--	13.2%	--	--	6.5%	--	--	11,776	--	--
Bisexual	23.1%	--	--	40.7%	--	--	14.1%	--	--	14.4%	--	--	7.7%	--	--	5,687	--	--
Something else	15.2%	--	--	35.2%	--	--	19.9%	--	--	17.0%	--	--	12.7%	--	--	10,767	--	--
Military Service																		
No Prior Military Service	23.2%	21.8%	20.6%	44.0%	43.7%	43.3%	15.0%	15.7%	15.9%	12.4%	13.0%	14.0%	5.4%	5.8%	6.3%	385,392	326,493	278,753
Currently in Guard/Reserves	24.9%	25.2%	23.2%	40.7%	40.5%	40.4%	14.6%	13.9%	14.3%	13.3%	13.3%	14.8%	6.5%	7.1%	7.3%	10,737	7,437	6,172
Retired Separated/Discharged	27.2%	25.9%	23.8%	42.4%	42.1%	42.3%	14.9%	15.6%	16.0%	10.8%	11.3%	12.6%	4.7%	5.1%	5.4%	73,868	50,028	39,806
	21.8%	20.8%	19.0%	39.6%	38.9%	38.8%	16.0%	16.1%	16.7%	14.8%	15.6%	16.6%	7.8%	8.6%	9.0%	84,652	69,102	55,954
Disability																		
Yes	22.3%	21.1%	19.6%	37.5%	37.4%	37.2%	16.5%	16.3%	16.7%	14.9%	15.7%	16.6%	8.8%	9.5%	9.9%	83,450	69,731	51,877
No	23.9%	22.5%	21.1%	44.0%	43.6%	43.2%	14.8%	15.6%	15.8%	12.1%	12.8%	13.8%	5.2%	5.6%	6.0%	467,189	384,681	329,970

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
Work Location																		
Headquarters	23.1%	22.6%	21.4%	49.9%	50.3%	50.4%	13.4%	13.5%	14.0%	10.2%	10.1%	10.7%	3.3%	3.5%	3.6%	217,953	178,120	154,888
Field	19.5%	19.2%	18.4%	51.3%	51.2%	51.2%	14.6%	14.7%	14.9%	11.0%	11.2%	11.7%	3.6%	3.8%	3.8%	347,784	279,544	228,381
Supervisory Status																		
Non-Supervisor	19.3%	19.2%	18.0%	50.5%	50.7%	50.7%	15.1%	15.0%	15.3%	11.3%	11.2%	11.9%	3.8%	4.0%	4.1%	374,594	303,154	251,727
Team Leader	20.8%	20.3%	19.4%	52.0%	51.6%	51.9%	13.6%	14.0%	14.2%	10.5%	10.6%	11.0%	3.2%	3.4%	3.5%	73,737	57,747	49,227
Supervisor	22.8%	22.0%	21.3%	51.9%	52.5%	52.4%	12.7%	12.9%	13.2%	9.8%	9.8%	10.2%	2.7%	2.9%	2.9%	77,884	62,878	51,987
Manager	29.3%	28.7%	28.0%	50.5%	50.0%	50.4%	10.1%	10.6%	10.5%	7.8%	8.5%	8.4%	2.2%	2.1%	2.6%	34,070	28,643	24,616
Senior Leader	45.5%	44.2%	42.6%	41.3%	40.6%	40.4%	6.7%	7.7%	9.0%	4.4%	5.0%	6.0%	2.1%	2.5%	2.1%	8,286	8,146	8,081
Sex																		
Male	21.7%	21.3%	19.9%	50.7%	50.7%	50.8%	14.1%	14.2%	14.6%	10.1%	10.2%	10.8%	3.4%	3.6%	3.9%	312,532	232,647	195,700
Female	19.8%	19.6%	19.0%	51.2%	51.2%	51.2%	14.1%	14.2%	14.4%	11.5%	11.4%	11.9%	3.4%	3.6%	3.5%	246,293	221,032	184,267
Hispanic or Latino																		
Yes	21.8%	21.5%	20.4%	48.0%	48.5%	48.2%	14.9%	14.6%	15.0%	10.8%	11.0%	11.6%	4.5%	4.4%	4.9%	53,016	39,620	33,378
No	20.9%	20.5%	19.5%	51.3%	51.2%	51.3%	14.0%	14.1%	14.4%	10.6%	10.6%	11.2%	3.3%	3.5%	3.6%	499,479	409,568	342,700
Race																		
American Indian/ Alaska Native	18.1%	18.7%	16.7%	48.3%	47.5%	48.0%	16.7%	17.2%	16.1%	12.3%	11.8%	13.1%	4.6%	4.8%	6.0%	10,535	9,361	7,779
Asian	23.4%	22.8%	22.5%	51.6%	50.8%	51.5%	14.0%	15.4%	14.4%	8.2%	8.0%	8.7%	2.9%	2.9%	2.8%	29,187	22,097	19,459
Black/African American	24.7%	24.4%	23.3%	49.6%	49.6%	50.3%	12.7%	12.7%	12.7%	9.3%	9.4%	9.8%	3.6%	3.9%	4.0%	76,488	64,414	57,572
Native Hawaiian/ Pacific Islander	22.7%	20.6%	19.7%	47.6%	48.0%	49.1%	15.1%	16.1%	14.6%	10.6%	10.6%	12.3%	3.9%	4.7%	4.3%	3,909	2,750	2,195
White	20.5%	20.0%	19.0%	51.6%	51.8%	51.6%	14.0%	14.0%	14.4%	10.7%	10.9%	11.5%	3.2%	3.3%	3.4%	394,214	318,422	263,063
Two or more races (Not Hispanic/ Latino)	17.4%	17.1%	16.1%	47.5%	47.7%	46.5%	16.6%	16.3%	18.3%	13.2%	13.1%	13.9%	5.3%	5.8%	5.2%	22,698	18,668	14,288

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
Age Group																		
25 and under	22.0%	19.5%	23.2%	54.3%	55.0%	53.3%	13.8%	13.6%	11.7%	7.7%	8.8%	9.1%	2.1%	3.2%	2.7%	5,829	3,883	2,837
26-29 years old	21.1%	20.4%	18.3%	51.4%	51.8%	52.9%	14.6%	13.8%	15.0%	10.0%	10.7%	10.8%	2.8%	3.3%	3.0%	16,441	13,086	11,461
30-39 years old	19.3%	18.4%	17.9%	50.9%	51.1%	51.2%	14.5%	14.4%	14.6%	11.5%	11.9%	12.2%	3.9%	4.2%	4.1%	111,919	91,522	75,956
40-49 years old	20.0%	19.7%	18.6%	50.7%	50.7%	50.6%	14.1%	14.5%	14.9%	11.4%	11.4%	11.9%	3.9%	3.8%	4.0%	144,133	123,581	105,554
50-59 years old	22.1%	21.3%	20.0%	50.9%	50.4%	50.8%	13.9%	14.5%	14.7%	10.0%	10.3%	11.0%	3.1%	3.5%	3.5%	191,818	171,802	144,930
60 or older	23.3%	21.9%	21.2%	51.0%	50.7%	50.7%	13.6%	14.6%	14.6%	9.4%	9.8%	10.3%	2.7%	3.0%	3.2%	81,433	78,823	62,142
Level of Education																		
Less than High School	22.0%	28.2%	25.0%	45.1%	40.5%	53.1%	16.5%	16.4%	13.7%	10.0%	8.8%	4.7%	6.5%	6.0%	3.5%	411	441	353
H.S. Diploma/ GED or equiv	21.5%	21.6%	21.2%	51.8%	52.2%	52.9%	14.5%	14.3%	13.8%	8.9%	8.9%	9.0%	3.2%	3.1%	3.0%	24,118	19,494	16,194
Trade/Technical Certificate	17.9%	18.2%	16.6%	50.8%	52.1%	52.2%	16.8%	15.4%	16.0%	10.8%	10.4%	11.5%	3.7%	3.9%	3.7%	12,480	10,811	8,119
Some College (no degree)	20.3%	20.2%	19.2%	50.0%	49.8%	49.6%	15.2%	15.5%	15.7%	10.8%	10.8%	11.7%	3.7%	3.8%	3.9%	79,514	62,733	52,503
Associate's Degree	19.8%	19.2%	18.5%	50.5%	50.4%	50.5%	15.3%	15.4%	15.2%	11.2%	11.3%	12.0%	3.3%	3.7%	3.9%	44,551	35,530	27,691
Bachelor's Degree	19.7%	19.5%	18.4%	51.7%	51.4%	51.4%	14.3%	14.4%	14.8%	10.9%	11.1%	11.7%	3.4%	3.6%	3.7%	197,827	155,082	131,732
Master's Degree	21.9%	21.3%	20.3%	50.4%	51.1%	51.2%	13.4%	13.2%	13.4%	10.8%	10.8%	11.3%	3.4%	3.6%	3.7%	146,991	119,419	101,435
Doctoral/ Professional Degree	26.2%	24.6%	23.8%	49.9%	50.6%	50.1%	11.5%	12.3%	13.0%	9.3%	9.4%	9.6%	3.1%	3.1%	3.4%	56,744	52,823	44,007
Pay Category																		
Federal Wage System	18.1%	18.0%	16.9%	50.3%	49.8%	50.2%	16.0%	16.8%	17.3%	11.7%	11.1%	11.8%	3.9%	4.4%	3.8%	18,858	13,098	9,500
GS 1-6	21.3%	21.0%	20.8%	48.7%	48.9%	49.2%	15.3%	14.9%	14.9%	10.8%	10.9%	11.0%	4.0%	4.4%	4.1%	23,103	27,486	18,558
GS 7-12	19.1%	19.3%	18.3%	50.8%	50.8%	50.8%	15.1%	14.8%	15.1%	11.3%	11.3%	12.0%	3.7%	3.8%	3.9%	245,173	193,033	152,618
GS 13-15	23.1%	22.7%	21.6%	51.4%	51.9%	51.6%	12.7%	12.7%	13.2%	9.9%	9.8%	10.3%	3.0%	2.9%	3.4%	228,166	184,525	168,965
SES	47.1%	48.3%	50.0%	39.0%	38.4%	39.5%	6.7%	6.0%	5.1%	5.0%	5.4%	3.7%	2.2%	1.9%	1.7%	5,296	5,688	5,756
SL/ST	38.7%	31.7%	27.2%	43.1%	42.5%	46.5%	8.2%	12.9%	12.3%	7.2%	9.1%	10.3%	2.8%	3.8%	3.8%	1,841	2,010	1,561
Other	19.4%	17.5%	16.6%	51.6%	51.5%	52.4%	15.0%	15.5%	15.2%	10.6%	11.4%	12.0%	3.4%	4.1%	4.0%	41,862	31,241	25,770

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
<b>Time in Federal Government</b>																		
< 1 year	25.3%	24.5%	24.4%	52.0%	50.7%	50.9%	13.3%	13.4%	12.7%	7.5%	8.3%	10.1%	1.9%	3.1%	1.9%	7,259	9,005	6,832
1-3 years	23.4%	22.5%	21.7%	50.8%	50.5%	51.4%	13.8%	13.7%	13.7%	9.5%	10.4%	10.5%	2.6%	2.9%	2.7%	59,363	45,316	29,849
4-5 years	21.3%	20.4%	19.4%	50.3%	50.3%	50.8%	14.0%	14.4%	14.9%	11.0%	11.0%	11.3%	3.3%	3.9%	3.7%	35,181	30,197	30,017
6-10 years	19.9%	19.2%	18.1%	50.9%	51.0%	51.1%	14.4%	14.6%	14.8%	11.1%	11.5%	12.0%	3.6%	3.8%	4.0%	132,057	108,858	91,482
11-14 years	19.5%	19.0%	18.1%	50.7%	51.0%	49.9%	14.7%	14.6%	15.5%	11.2%	11.5%	12.3%	3.9%	3.8%	4.2%	84,172	63,907	54,708
15-20 years	19.1%	19.4%	18.2%	50.5%	50.2%	50.4%	14.8%	15.1%	15.2%	11.7%	11.1%	11.9%	3.9%	4.2%	4.3%	91,922	66,418	51,543
> 20 years	22.1%	22.0%	21.0%	51.1%	51.5%	51.5%	13.5%	13.5%	13.7%	10.0%	9.7%	10.2%	3.3%	3.3%	3.5%	154,737	134,466	119,099
<b>Time with Current Agency</b>																		
< 1 year	24.1%	23.3%	22.9%	48.7%	48.1%	49.1%	14.6%	14.1%	13.0%	9.6%	10.6%	11.8%	3.0%	3.9%	3.1%	14,080	16,472	13,130
1-3 years	22.4%	22.0%	21.2%	49.2%	49.6%	49.8%	14.1%	13.9%	14.1%	10.8%	11.0%	11.4%	3.4%	3.5%	3.5%	92,885	69,872	47,568
4-5 years	21.2%	19.8%	18.8%	49.8%	50.1%	50.4%	14.0%	14.6%	15.2%	11.3%	11.3%	11.6%	3.7%	4.2%	4.0%	45,899	37,859	38,016
6-10 years	19.6%	19.2%	17.7%	51.1%	50.9%	50.9%	14.6%	14.8%	15.2%	11.1%	11.3%	12.1%	3.6%	3.9%	4.0%	136,834	113,926	97,752
11-20 years	19.5%	19.2%	18.5%	51.3%	51.5%	51.0%	14.5%	14.6%	15.1%	11.0%	10.9%	11.5%	3.7%	3.7%	4.0%	159,322	118,651	98,378
> 20 years	22.5%	22.5%	21.6%	52.1%	52.3%	52.6%	13.2%	13.2%	13.1%	9.4%	9.1%	9.6%	2.9%	2.9%	3.1%	114,391	99,889	87,377
<b>Leaving</b>																		
No	25.0%	24.4%	23.4%	54.1%	54.2%	54.6%	12.0%	12.3%	12.4%	7.3%	7.5%	7.8%	1.6%	1.7%	1.8%	380,835	316,276	258,594
Yes, to retire	20.4%	20.3%	19.6%	51.1%	51.8%	51.4%	14.7%	14.5%	14.7%	10.8%	10.3%	10.7%	3.1%	3.1%	3.5%	34,629	28,573	22,175
Yes, to other job in Govt	12.2%	12.3%	11.8%	44.5%	44.1%	43.9%	18.5%	18.2%	18.5%	17.8%	18.1%	18.4%	7.0%	7.4%	7.3%	99,717	70,768	70,390
Yes, to other job outside Govt	9.8%	9.7%	9.0%	41.9%	41.5%	41.2%	19.1%	19.0%	18.2%	20.1%	19.9%	21.4%	9.1%	9.9%	10.1%	22,163	19,412	13,718
Yes, other	10.2%	9.2%	8.8%	40.3%	39.9%	39.7%	20.7%	21.0%	22.1%	19.8%	19.7%	20.1%	8.9%	10.1%	9.3%	27,433	22,177	17,930
<b>Retiring</b>																		
Within 1 year	20.9%	20.7%	19.6%	49.3%	49.5%	50.1%	14.3%	14.4%	15.0%	11.4%	11.2%	10.9%	4.0%	4.2%	4.4%	21,069	17,172	13,506
Between 1-3 years	20.7%	20.0%	19.4%	51.5%	51.5%	51.9%	14.5%	15.0%	14.7%	10.2%	10.3%	10.6%	3.1%	3.1%	3.4%	57,141	47,297	37,804
Between 3-5 years	20.7%	20.6%	19.6%	51.3%	51.3%	51.4%	14.1%	14.5%	14.6%	10.7%	10.3%	11.0%	3.2%	3.3%	3.4%	63,266	51,340	41,993
5 or more years	21.0%	20.6%	19.5%	50.8%	50.9%	50.9%	14.1%	14.1%	14.4%	10.7%	10.8%	11.4%	3.5%	3.7%	3.7%	418,932	338,701	286,827



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
Transgender																		
Yes	13.3%	--	--	40.9%	--	--	19.5%	--	--	15.9%	--	--	10.3%	--	--	2,097	--	--
No	21.1%	--	--	51.0%	--	--	14.0%	--	--	10.5%	--	--	3.4%	--	--	542,893	--	--
Consider Yourself as:																		
Straight	21.4%	--	--	51.2%	--	--	13.9%	--	--	10.3%	--	--	3.2%	--	--	508,447	--	--
Gay or Lesbian	20.9%	--	--	49.7%	--	--	13.7%	--	--	11.8%	--	--	4.0%	--	--	11,776	--	--
Bisexual	19.7%	--	--	48.9%	--	--	14.4%	--	--	12.4%	--	--	4.5%	--	--	5,683	--	--
Something else	13.2%	--	--	41.9%	--	--	20.3%	--	--	16.1%	--	--	8.4%	--	--	10,801	--	--
Military Service																		
No Prior Military Service	20.0%	19.6%	18.9%	51.8%	52.1%	51.8%	14.2%	14.3%	14.5%	10.7%	10.7%	11.3%	3.3%	3.4%	3.5%	386,014	325,587	276,862
Currently in Guard/Reserves	21.9%	22.3%	20.1%	48.5%	49.5%	48.4%	14.1%	13.6%	14.6%	11.3%	10.1%	12.0%	4.2%	4.5%	4.8%	10,762	7,416	6,153
Retired Separated/Discharged	26.4%	25.7%	24.1%	50.0%	50.0%	50.6%	12.4%	12.6%	13.4%	8.6%	8.7%	9.0%	2.7%	2.9%	2.9%	74,060	49,877	39,525
	19.8%	19.7%	18.3%	48.8%	48.2%	49.0%	15.1%	15.2%	15.1%	11.9%	12.1%	12.7%	4.3%	4.8%	4.9%	84,813	68,870	55,509
Disability																		
Yes	21.2%	21.0%	19.5%	46.2%	46.1%	46.7%	15.2%	15.2%	15.9%	12.3%	12.3%	12.6%	5.0%	5.4%	5.2%	83,724	69,493	51,410
No	21.0%	20.5%	19.6%	51.9%	52.0%	51.9%	13.8%	14.0%	14.2%	10.2%	10.3%	11.0%	3.1%	3.2%	3.4%	467,916	383,597	327,785

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>23.9%</b>	<b>23.1%</b>	<b>21.5%</b>	<b>36.9%</b>	<b>36.4%</b>	<b>36.2%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>18.0%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>15.5%</b>	<b>7.6%</b>	<b>8.2%</b>	<b>8.8%</b>	<b>592,301</b>	<b>481,568</b>	<b>401,408</b>
<b>Work Location</b>																		
Headquarters	28.1%	26.5%	24.5%	37.9%	37.1%	37.2%	15.6%	16.6%	16.9%	12.0%	12.8%	13.8%	6.4%	6.9%	7.7%	217,320	177,397	153,951
Field	22.0%	21.5%	20.1%	36.4%	36.0%	35.6%	18.1%	18.1%	18.3%	15.1%	15.4%	16.3%	8.4%	9.0%	9.6%	346,251	278,231	226,741
<b>Supervisory Status</b>																		
Non-Supervisor	21.4%	20.7%	19.0%	36.3%	35.6%	35.1%	18.7%	18.9%	19.3%	15.1%	15.6%	16.7%	8.5%	9.2%	10.0%	373,068	301,716	250,033
Team Leader	26.0%	24.7%	22.5%	38.2%	37.4%	38.0%	15.8%	16.2%	16.3%	13.1%	14.0%	15.1%	7.0%	7.7%	8.2%	73,461	57,473	48,939
Supervisor	28.6%	28.0%	26.5%	39.7%	39.7%	40.2%	14.6%	15.2%	15.1%	11.6%	11.7%	12.3%	5.5%	5.4%	5.8%	77,584	62,640	51,594
Manager	38.1%	37.4%	36.4%	38.0%	37.8%	37.7%	10.9%	11.6%	12.1%	8.9%	9.2%	9.2%	4.2%	4.0%	4.6%	33,996	28,539	24,448
Senior Leader	55.5%	53.2%	50.4%	28.4%	29.5%	29.8%	7.6%	7.8%	9.0%	5.5%	6.2%	6.6%	3.1%	3.3%	4.2%	8,283	8,133	8,026
<b>Sex</b>																		
Male	24.8%	24.0%	22.0%	36.5%	35.8%	35.7%	17.1%	17.6%	17.7%	13.6%	14.0%	15.2%	7.9%	8.6%	9.4%	311,121	231,529	194,082
Female	23.6%	22.8%	21.6%	37.8%	37.2%	37.0%	17.3%	17.4%	17.9%	14.2%	14.9%	15.5%	7.0%	7.6%	8.0%	245,571	220,109	183,297
<b>Hispanic or Latino</b>																		
Yes	23.2%	23.3%	21.5%	34.0%	33.4%	33.7%	18.1%	18.0%	17.8%	14.9%	15.8%	15.9%	9.7%	9.5%	11.1%	52,729	39,376	33,033
No	24.6%	23.5%	21.9%	37.4%	36.8%	36.6%	17.0%	17.4%	17.7%	13.7%	14.2%	15.2%	7.3%	8.0%	8.5%	497,638	407,792	340,502
<b>Race</b>																		
American Indian/ Alaska Native	20.9%	20.7%	18.0%	34.5%	32.5%	33.9%	19.4%	19.8%	20.3%	15.3%	16.5%	16.8%	9.9%	10.4%	11.0%	10,484	9,309	7,718
Asian	25.8%	24.8%	23.8%	40.7%	40.1%	40.1%	18.0%	18.6%	18.2%	9.9%	10.2%	11.4%	5.6%	6.3%	6.5%	29,117	22,020	19,404
Black/African American	25.7%	24.7%	23.2%	37.7%	37.1%	37.1%	16.7%	16.9%	17.2%	12.5%	13.2%	13.9%	7.3%	8.1%	8.6%	76,099	64,052	57,236
Native Hawaiian/ Pacific Islander	24.4%	21.4%	21.1%	36.1%	37.5%	36.6%	19.0%	19.4%	18.8%	12.6%	13.1%	14.9%	7.8%	8.6%	8.6%	3,899	2,731	2,183
White	24.6%	23.7%	22.1%	37.1%	36.6%	36.3%	16.9%	17.2%	17.5%	14.1%	14.7%	15.6%	7.4%	7.8%	8.5%	392,718	317,065	261,174
Two or more races (Not Hispanic/ Latino)	21.0%	20.2%	18.1%	33.0%	32.3%	31.4%	18.1%	18.6%	19.1%	17.1%	16.8%	18.1%	10.8%	12.0%	13.3%	22,614	18,586	14,188

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
Age Group																		
25 and under	23.3%	22.1%	23.0%	36.3%	34.6%	35.9%	20.5%	19.4%	18.8%	14.3%	15.4%	14.5%	5.6%	8.4%	7.8%	5,801	3,884	2,817
26-29 years old	23.2%	21.8%	20.5%	34.4%	36.3%	34.5%	19.1%	18.0%	17.8%	15.1%	15.7%	17.5%	8.2%	8.2%	9.6%	16,420	13,063	11,385
30-39 years old	23.1%	21.8%	20.3%	35.8%	35.2%	34.9%	16.8%	17.1%	17.5%	15.3%	16.2%	17.1%	9.1%	9.8%	10.2%	111,697	91,206	75,568
40-49 years old	24.2%	23.5%	21.6%	36.8%	36.5%	36.3%	16.5%	16.8%	17.2%	14.3%	14.8%	15.7%	8.2%	8.4%	9.2%	143,676	123,075	104,765
50-59 years old	25.6%	24.0%	22.2%	38.0%	36.9%	37.2%	16.9%	18.0%	18.1%	12.8%	13.6%	14.5%	6.6%	7.5%	8.0%	190,991	170,880	143,875
60 or older	25.1%	22.6%	21.4%	38.1%	36.8%	36.5%	18.3%	19.5%	19.6%	12.5%	14.0%	14.5%	6.0%	7.0%	8.0%	80,866	78,372	61,730
Level of Education																		
Less than High School	23.2%	24.8%	15.4%	34.0%	35.5%	45.2%	20.4%	21.6%	18.3%	12.5%	8.4%	14.9%	9.8%	9.7%	6.2%	398	440	353
H.S. Diploma/ GED or equiv	21.7%	22.2%	21.5%	39.2%	38.5%	38.5%	19.2%	19.0%	20.0%	13.0%	13.4%	13.0%	6.7%	6.9%	7.0%	23,964	19,394	16,041
Trade/Technical Certificate	20.0%	19.2%	17.5%	36.7%	37.7%	38.0%	19.9%	19.3%	20.0%	14.8%	15.1%	15.2%	8.6%	8.7%	9.2%	12,401	10,724	8,094
Some College (no degree)	22.3%	21.6%	20.0%	35.7%	35.3%	35.4%	18.7%	19.3%	19.1%	14.8%	14.8%	15.8%	8.4%	9.0%	9.7%	79,064	62,332	52,097
Associate's Degree	22.7%	20.8%	20.2%	36.5%	36.6%	35.0%	18.2%	18.7%	18.8%	14.7%	15.1%	16.5%	7.9%	8.8%	9.5%	44,277	35,381	27,504
Bachelor's Degree	23.4%	23.1%	21.1%	37.4%	36.7%	36.5%	17.5%	17.6%	18.0%	14.1%	14.6%	15.7%	7.5%	8.1%	8.7%	197,171	154,400	130,791
Master's Degree	27.2%	26.2%	24.6%	37.6%	36.8%	36.7%	15.2%	15.8%	16.0%	13.0%	13.7%	14.5%	7.1%	7.5%	8.2%	146,560	119,009	100,798
Doctoral/ Professional Degree	28.0%	25.5%	23.6%	35.4%	34.9%	35.3%	15.8%	16.3%	16.4%	13.4%	14.8%	15.4%	7.4%	8.5%	9.3%	56,618	52,593	43,786
Pay Category																		
Federal Wage System	18.8%	18.1%	17.1%	35.1%	34.5%	34.2%	19.3%	19.5%	20.2%	16.7%	16.4%	17.5%	10.2%	11.5%	11.0%	18,726	13,019	9,442
GS 1-6	21.1%	19.8%	18.7%	34.9%	33.8%	34.6%	20.1%	19.7%	20.1%	15.0%	16.0%	16.2%	8.9%	10.8%	10.3%	22,973	27,341	18,457
GS 7-12	21.9%	21.6%	20.1%	36.9%	36.5%	35.9%	18.3%	18.5%	18.9%	14.7%	15.0%	15.9%	8.2%	8.4%	9.2%	244,071	192,081	151,496
GS 13-15	28.7%	28.0%	26.0%	38.4%	37.8%	38.2%	14.9%	15.4%	15.4%	12.0%	12.5%	13.4%	6.1%	6.3%	7.1%	227,553	183,813	167,899
SES	57.1%	58.8%	58.5%	26.7%	26.2%	26.6%	7.3%	6.5%	7.3%	5.6%	5.8%	4.5%	3.2%	2.7%	3.1%	5,298	5,676	5,722
SL/ST	42.4%	34.3%	27.8%	31.9%	28.1%	36.5%	11.1%	15.7%	14.6%	10.2%	13.8%	12.8%	4.5%	8.2%	8.3%	1,841	2,002	1,562
Other	20.0%	19.5%	18.2%	34.3%	35.4%	34.2%	19.5%	18.2%	18.2%	16.5%	16.7%	18.4%	9.6%	10.2%	11.1%	41,654	31,089	25,579

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
Time in Federal Government																		
< 1 year	31.8%	30.7%	29.3%	37.6%	37.4%	37.8%	17.8%	16.5%	17.3%	9.2%	10.6%	11.0%	3.6%	4.8%	4.6%	7,237	8,971	6,787
1-3 years	27.4%	26.2%	25.1%	36.8%	36.4%	35.5%	17.1%	17.1%	17.7%	12.7%	13.2%	14.2%	6.0%	7.1%	7.5%	59,183	45,151	29,666
4-5 years	24.7%	23.4%	22.2%	35.8%	34.8%	35.2%	17.1%	17.4%	17.9%	14.4%	15.4%	16.0%	8.0%	9.0%	8.8%	35,079	30,094	29,844
6-10 years	23.5%	22.2%	20.4%	36.7%	35.9%	35.4%	17.0%	17.4%	17.8%	14.7%	15.4%	16.6%	8.1%	9.1%	9.9%	131,618	108,367	90,881
11-14 years	23.0%	22.0%	20.2%	36.4%	36.0%	35.1%	17.1%	17.4%	18.1%	14.9%	15.7%	16.7%	8.7%	9.0%	9.9%	83,882	63,661	54,302
15-20 years	22.1%	22.0%	20.2%	36.5%	35.9%	36.0%	17.6%	17.9%	17.9%	15.0%	15.1%	16.1%	8.8%	9.0%	9.8%	91,513	66,101	51,135
> 20 years	25.1%	24.2%	22.6%	38.3%	37.9%	38.4%	17.3%	18.0%	17.7%	12.7%	13.0%	13.6%	6.7%	6.9%	7.7%	154,010	133,747	118,325
Time with Current Agency																		
< 1 year	32.1%	30.9%	29.7%	37.4%	37.0%	37.3%	16.5%	15.7%	16.6%	9.6%	10.8%	10.9%	4.4%	5.6%	5.5%	14,032	16,416	13,037
1-3 years	27.2%	26.2%	24.8%	36.3%	35.8%	35.6%	16.5%	17.0%	17.0%	13.0%	13.6%	14.4%	6.9%	7.5%	8.2%	92,588	69,613	47,229
4-5 years	24.5%	22.7%	21.4%	35.8%	35.2%	34.9%	16.6%	17.4%	17.8%	14.6%	15.4%	16.5%	8.5%	9.3%	9.4%	45,761	37,703	37,800
6-10 years	22.5%	21.5%	19.5%	36.7%	35.8%	35.1%	17.4%	17.7%	18.3%	14.9%	15.5%	17.0%	8.4%	9.4%	10.1%	136,357	113,398	97,085
11-20 years	22.1%	21.5%	19.9%	36.8%	36.4%	35.9%	17.7%	18.0%	18.4%	14.9%	15.4%	16.2%	8.5%	8.7%	9.6%	158,667	118,075	97,646
> 20 years	25.6%	24.9%	23.4%	38.7%	38.4%	39.2%	17.3%	17.7%	17.3%	12.2%	12.6%	13.0%	6.1%	6.4%	7.0%	113,849	99,393	86,845
Leaving																		
No	29.6%	28.5%	26.8%	40.6%	40.0%	40.3%	16.0%	16.5%	17.0%	10.0%	10.8%	11.4%	3.8%	4.3%	4.5%	379,464	314,988	256,958
Yes, to retire	21.3%	20.2%	19.0%	37.6%	37.4%	38.1%	19.5%	20.3%	19.5%	14.4%	14.8%	15.1%	7.2%	7.3%	8.3%	34,408	28,382	22,024
Yes, to other job in Govt	13.5%	13.1%	12.2%	30.1%	29.4%	28.7%	19.4%	19.5%	19.3%	22.0%	22.5%	23.4%	14.9%	15.6%	16.3%	99,355	70,411	69,770
Yes, to other job outside Govt	10.9%	10.4%	8.9%	26.1%	24.8%	23.0%	18.3%	18.0%	17.3%	25.2%	24.9%	26.8%	19.5%	21.9%	24.1%	22,077	19,332	13,663
Yes, other	11.0%	9.8%	9.0%	25.3%	24.2%	23.3%	20.3%	20.4%	20.2%	23.9%	23.8%	25.2%	19.5%	21.8%	22.3%	27,289	22,048	17,812
Retiring																		
Within 1 year	21.5%	20.1%	19.0%	35.7%	35.4%	36.6%	18.6%	19.8%	19.3%	15.3%	15.4%	15.2%	8.9%	9.3%	9.9%	20,948	17,052	13,413
Between 1-3 years	22.8%	21.4%	19.9%	37.8%	37.0%	37.5%	18.9%	19.7%	19.4%	13.6%	14.6%	14.8%	6.9%	7.2%	8.3%	56,775	47,062	37,533
Between 3-5 years	23.3%	22.8%	21.1%	38.0%	37.2%	36.8%	17.8%	18.8%	18.9%	13.9%	14.0%	15.2%	7.0%	7.3%	8.0%	62,962	51,064	41,748
5 or more years	24.8%	23.9%	22.3%	36.8%	36.4%	36.1%	16.8%	17.0%	17.3%	13.8%	14.4%	15.4%	7.7%	8.3%	8.9%	417,566	337,292	284,892

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
Transgender																		
Yes	15.1%	--	--	28.9%	--	--	18.6%	--	--	18.3%	--	--	19.1%	--	--	2,094	--	--
No	24.5%	--	--	37.1%	--	--	17.1%	--	--	13.8%	--	--	7.5%	--	--	540,781	--	--
Consider Yourself as:																		
Straight	24.8%	--	--	37.3%	--	--	17.0%	--	--	13.6%	--	--	7.2%	--	--	506,491	--	--
Gay or Lesbian	25.1%	--	--	34.9%	--	--	15.8%	--	--	15.2%	--	--	9.0%	--	--	11,745	--	--
Bisexual	23.3%	--	--	33.1%	--	--	16.6%	--	--	16.7%	--	--	10.3%	--	--	5,673	--	--
Something else	15.6%	--	--	28.8%	--	--	20.1%	--	--	18.9%	--	--	16.6%	--	--	10,731	--	--
Military Service																		
No Prior Military Service	23.5%	22.6%	21.2%	37.6%	37.4%	37.1%	17.6%	17.9%	18.0%	14.0%	14.4%	15.4%	7.3%	7.7%	8.4%	384,692	324,171	275,157
Currently in Guard/Reserves	25.2%	25.6%	23.8%	36.0%	34.4%	35.2%	16.6%	16.8%	15.5%	13.8%	13.6%	15.1%	8.4%	9.6%	10.3%	10,724	7,403	6,113
Retired Separated/Discharged	30.1%	28.8%	26.9%	37.7%	37.2%	37.1%	15.0%	15.9%	16.5%	11.3%	12.0%	12.6%	5.9%	6.2%	7.0%	73,705	49,625	39,174
Disability																		
Yes	24.2%	23.1%	21.6%	33.5%	32.4%	32.3%	16.9%	17.5%	17.9%	15.1%	15.8%	16.6%	10.3%	11.2%	11.7%	83,203	69,069	51,015
No	24.5%	23.6%	21.9%	37.8%	37.4%	37.1%	17.2%	17.5%	17.8%	13.6%	14.1%	15.0%	7.0%	7.5%	8.2%	466,312	381,969	325,622

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
Work Location																		
Headquarters	31.9%	31.6%	30.9%	41.5%	41.5%	41.9%	13.9%	13.9%	13.7%	8.2%	8.2%	8.5%	4.6%	4.8%	4.9%	218,303	177,948	154,967
Field	29.1%	29.5%	28.9%	42.1%	42.0%	42.3%	14.8%	14.4%	14.3%	8.7%	8.6%	8.8%	5.4%	5.4%	5.7%	348,162	279,295	228,559
Supervisory Status																		
Non-Supervisor	27.2%	27.8%	26.9%	42.2%	42.1%	42.3%	15.7%	15.3%	15.3%	9.2%	9.0%	9.4%	5.7%	5.8%	6.1%	375,038	302,855	251,905
Team Leader	32.1%	31.5%	31.0%	42.5%	42.8%	43.6%	13.4%	13.1%	12.7%	7.7%	8.2%	8.2%	4.4%	4.4%	4.6%	73,845	57,660	49,273
Supervisor	34.7%	34.4%	33.9%	42.7%	42.5%	43.0%	12.0%	12.3%	12.2%	7.0%	7.1%	7.2%	3.5%	3.6%	3.7%	78,003	62,851	51,991
Manager	44.0%	43.3%	43.8%	38.0%	38.8%	38.6%	9.5%	9.4%	8.9%	5.6%	5.7%	5.6%	2.8%	2.8%	3.1%	34,122	28,624	24,651
Senior Leader	61.8%	60.0%	56.5%	27.0%	28.1%	29.3%	6.0%	6.5%	7.6%	3.1%	3.0%	4.2%	2.1%	2.4%	2.4%	8,306	8,148	8,082
Sex																		
Male	30.1%	30.3%	29.2%	41.4%	41.2%	41.7%	14.6%	14.5%	14.4%	8.5%	8.5%	8.8%	5.3%	5.5%	5.9%	312,833	232,430	195,689
Female	30.5%	30.6%	30.5%	42.7%	42.8%	42.9%	14.0%	13.6%	13.5%	8.2%	8.3%	8.4%	4.6%	4.7%	4.7%	246,716	220,846	184,523
Hispanic or Latino																		
Yes	31.3%	31.6%	31.2%	38.5%	39.1%	39.2%	15.1%	14.2%	14.0%	8.6%	9.2%	8.8%	6.4%	5.9%	6.8%	53,059	39,545	33,428
No	30.2%	30.3%	29.7%	42.3%	42.2%	42.6%	14.2%	14.1%	14.0%	8.4%	8.3%	8.6%	4.8%	5.0%	5.2%	500,146	409,244	342,891
Race																		
American Indian/ Alaska Native	29.2%	28.4%	27.6%	40.1%	40.5%	41.1%	15.3%	15.9%	15.1%	9.4%	8.7%	9.5%	6.0%	6.7%	6.7%	10,556	9,349	7,770
Asian	32.2%	32.5%	32.9%	44.6%	43.6%	43.5%	13.2%	13.8%	13.3%	6.2%	6.0%	6.4%	3.8%	4.1%	4.0%	29,174	22,076	19,452
Black/African American	32.0%	32.6%	32.1%	41.1%	41.3%	41.1%	14.3%	13.5%	13.8%	7.4%	7.5%	7.6%	5.1%	5.1%	5.4%	76,577	64,326	57,659
Native Hawaiian/ Pacific Islander	30.8%	29.0%	29.2%	39.5%	41.9%	39.9%	15.4%	15.6%	16.0%	8.6%	7.6%	9.3%	5.7%	6.0%	5.6%	3,922	2,746	2,196
White	30.3%	30.3%	29.6%	42.2%	42.3%	42.8%	14.1%	13.9%	13.7%	8.6%	8.6%	8.8%	4.9%	4.9%	5.1%	394,750	318,175	263,195
Two or more races (Not Hispanic/ Latino)	26.7%	27.0%	26.5%	39.1%	38.8%	38.4%	16.8%	16.3%	15.8%	10.3%	10.4%	11.0%	7.1%	7.5%	8.3%	22,729	18,658	14,335

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
Age Group																		
25 and under	23.9%	22.9%	27.1%	42.6%	41.9%	43.5%	19.0%	17.6%	14.6%	9.7%	10.8%	8.8%	4.9%	6.8%	6.0%	5,829	3,880	2,834
26-29 years old	25.4%	25.8%	24.6%	40.7%	41.7%	42.0%	16.8%	16.2%	16.2%	10.5%	9.9%	10.2%	6.6%	6.4%	7.0%	16,471	13,083	11,445
30-39 years old	27.2%	26.6%	26.3%	41.2%	41.3%	41.5%	15.5%	15.9%	15.6%	9.8%	9.9%	9.9%	6.3%	6.3%	6.7%	112,012	91,471	75,929
40-49 years old	29.5%	29.3%	28.6%	41.6%	41.9%	42.2%	14.6%	14.3%	14.3%	8.9%	8.9%	9.2%	5.4%	5.5%	5.6%	144,237	123,440	105,516
50-59 years old	31.9%	31.2%	30.6%	42.5%	42.2%	42.5%	13.6%	13.9%	13.8%	7.6%	8.0%	8.2%	4.3%	4.6%	4.8%	192,149	171,580	145,107
60 or older	35.4%	35.0%	33.7%	42.4%	41.8%	42.7%	12.3%	12.8%	12.6%	6.5%	6.6%	7.1%	3.4%	3.9%	3.9%	81,589	78,776	62,297
Level of Education																		
Less than High School	26.3%	31.7%	25.7%	39.9%	36.5%	45.0%	17.4%	19.8%	16.6%	7.0%	6.3%	6.4%	9.4%	5.7%	6.3%	407	440	360
H.S. Diploma/ GED or equiv	29.1%	30.0%	30.0%	43.0%	42.8%	43.3%	15.4%	14.8%	14.8%	7.8%	7.7%	7.4%	4.7%	4.8%	4.4%	24,141	19,471	16,212
Trade/Technical Certificate	27.7%	27.6%	28.0%	42.5%	43.9%	43.8%	15.4%	15.2%	14.3%	8.5%	7.9%	8.9%	5.9%	5.5%	5.0%	12,494	10,782	8,156
Some College (no degree)	29.2%	29.4%	28.8%	40.9%	40.9%	41.5%	15.5%	15.3%	14.8%	8.7%	8.7%	8.8%	5.6%	5.7%	6.2%	79,633	62,652	52,602
Associate's Degree	28.6%	28.8%	28.5%	41.6%	42.0%	42.1%	15.5%	14.7%	14.6%	9.0%	8.9%	9.1%	5.3%	5.5%	5.7%	44,604	35,480	27,716
Bachelor's Degree	28.5%	28.6%	28.0%	42.8%	42.6%	42.9%	14.8%	14.7%	14.5%	8.8%	8.9%	9.1%	5.1%	5.2%	5.5%	198,060	154,957	131,744
Master's Degree	31.7%	32.0%	31.1%	41.7%	41.4%	41.7%	13.5%	13.4%	13.4%	8.3%	8.3%	8.7%	4.8%	4.9%	5.0%	147,186	119,321	101,483
Doctoral/ Professional Degree	38.1%	37.3%	36.3%	40.3%	41.1%	41.6%	11.1%	11.2%	11.3%	6.5%	6.4%	6.5%	3.9%	4.1%	4.3%	56,824	52,815	44,018
Pay Category																		
Federal Wage System	25.2%	26.1%	26.2%	41.5%	41.0%	41.5%	16.8%	16.5%	16.2%	9.9%	9.7%	9.4%	6.6%	6.7%	6.8%	18,863	13,086	9,546
GS 1-6	26.3%	27.2%	26.8%	39.8%	39.8%	41.5%	17.4%	16.4%	15.7%	9.8%	9.6%	9.5%	6.7%	7.1%	6.6%	23,169	27,454	18,597
GS 7-12	27.7%	28.4%	27.9%	42.5%	42.6%	42.8%	15.3%	14.8%	14.7%	9.0%	8.8%	9.1%	5.5%	5.3%	5.6%	245,444	192,847	152,692
GS 13-15	34.2%	34.2%	33.2%	42.1%	42.1%	42.2%	12.4%	12.3%	12.5%	7.3%	7.4%	7.7%	3.9%	4.0%	4.4%	228,487	184,410	169,097
SES	65.3%	67.3%	67.9%	24.3%	24.1%	23.9%	5.2%	4.5%	4.3%	3.1%	2.8%	2.3%	2.0%	1.2%	1.6%	5,304	5,676	5,763
SL/ST	54.0%	44.4%	45.5%	30.7%	37.8%	36.9%	8.1%	9.1%	10.1%	4.7%	5.0%	4.0%	2.4%	3.7%	3.6%	1,852	2,012	1,565
Other	27.5%	28.5%	27.8%	40.5%	41.3%	42.3%	16.5%	15.2%	14.3%	9.4%	8.9%	9.5%	6.1%	6.2%	6.1%	41,896	31,192	25,728

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
<b>Time in Federal Government</b>																		
< 1 year	34.9%	36.4%	38.2%	42.5%	40.5%	41.9%	14.1%	13.7%	11.6%	5.8%	6.4%	5.4%	2.6%	3.0%	2.9%	7,262	9,004	6,836
1-3 years	31.1%	31.6%	31.8%	41.6%	42.2%	42.4%	14.7%	13.8%	14.1%	8.2%	8.0%	7.5%	4.3%	4.4%	4.2%	59,416	45,295	29,843
4-5 years	29.1%	29.5%	28.7%	41.1%	41.0%	42.0%	15.3%	15.0%	14.4%	9.0%	9.1%	9.4%	5.5%	5.5%	5.6%	35,198	30,172	30,016
6-10 years	28.5%	28.6%	27.7%	41.8%	41.5%	41.9%	15.0%	14.8%	14.9%	9.2%	9.4%	9.6%	5.5%	5.8%	6.0%	132,196	108,747	91,519
11-14 years	29.0%	28.9%	28.3%	41.8%	42.0%	41.5%	14.7%	14.7%	14.8%	8.9%	8.8%	9.4%	5.6%	5.5%	6.0%	84,299	63,886	54,668
15-20 years	28.8%	29.5%	28.7%	41.8%	41.7%	41.8%	14.9%	14.6%	14.2%	8.9%	8.7%	9.1%	5.6%	5.6%	6.2%	92,079	66,313	51,578
> 20 years	32.7%	32.5%	31.7%	42.4%	42.5%	43.2%	13.1%	13.1%	12.9%	7.4%	7.3%	7.6%	4.4%	4.5%	4.6%	154,969	134,331	119,318
<b>Time with Current Agency</b>																		
< 1 year	34.1%	35.3%	35.7%	41.7%	40.3%	41.1%	13.9%	13.0%	12.8%	7.0%	7.5%	6.4%	3.3%	3.9%	3.9%	14,096	16,466	13,128
1-3 years	30.7%	31.0%	31.2%	40.7%	41.5%	41.2%	14.8%	14.1%	14.2%	8.8%	8.5%	8.3%	5.0%	4.9%	5.0%	92,975	69,817	47,546
4-5 years	28.8%	28.7%	27.9%	40.6%	41.0%	41.5%	15.4%	15.1%	14.6%	9.3%	9.4%	9.9%	5.9%	5.8%	6.1%	45,953	37,832	38,028
6-10 years	28.1%	28.5%	27.1%	42.0%	41.4%	42.3%	15.1%	15.0%	14.8%	9.2%	9.2%	9.7%	5.6%	5.9%	6.1%	137,012	113,782	97,743
11-20 years	29.2%	29.2%	28.7%	42.2%	42.5%	42.1%	14.6%	14.4%	14.5%	8.7%	8.6%	8.9%	5.3%	5.3%	5.8%	159,569	118,511	98,433
> 20 years	33.7%	33.7%	33.2%	43.0%	42.9%	43.6%	12.5%	12.5%	12.1%	6.8%	6.7%	7.1%	3.9%	4.1%	4.0%	114,543	99,848	87,588
<b>Leaving</b>																		
No	36.5%	36.5%	36.0%	44.9%	44.8%	45.3%	11.8%	11.6%	11.5%	4.9%	5.0%	5.1%	2.0%	2.1%	2.1%	381,234	316,054	258,863
Yes, to retire	28.6%	28.8%	28.1%	42.9%	42.7%	43.6%	15.0%	15.1%	14.2%	8.6%	8.5%	8.7%	4.9%	4.9%	5.4%	34,724	28,547	22,246
Yes, to other job in Govt	17.1%	16.7%	17.4%	36.4%	36.3%	36.2%	20.1%	20.0%	19.4%	16.0%	16.2%	16.1%	10.5%	10.8%	10.8%	99,873	70,663	70,314
Yes, to other job outside Govt	13.8%	14.6%	13.1%	32.5%	32.9%	32.2%	19.3%	18.6%	18.9%	18.4%	18.0%	18.8%	15.9%	15.9%	16.9%	22,182	19,376	13,731
Yes, other	14.3%	14.1%	13.4%	31.1%	31.6%	33.2%	21.6%	21.5%	20.8%	18.1%	17.1%	16.7%	14.8%	15.7%	15.9%	27,484	22,154	17,904
<b>Retiring</b>																		
Within 1 year	28.8%	28.9%	27.6%	40.8%	40.2%	41.9%	14.4%	15.0%	14.0%	9.5%	9.5%	9.6%	6.6%	6.4%	6.9%	21,132	17,165	13,530
Between 1-3 years	30.1%	29.8%	29.2%	42.6%	43.0%	43.4%	14.5%	14.4%	14.1%	8.1%	8.1%	8.6%	4.7%	4.7%	4.7%	57,228	47,258	37,917
Between 3-5 years	30.3%	31.4%	30.2%	43.0%	42.6%	42.8%	14.0%	13.6%	13.9%	8.2%	7.8%	8.5%	4.4%	4.5%	4.6%	63,406	51,295	42,073
5 or more years	30.3%	30.4%	29.8%	41.7%	41.8%	42.1%	14.4%	14.2%	14.0%	8.5%	8.5%	8.6%	5.1%	5.2%	5.4%	419,362	338,384	286,859

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
Transgender																		
Yes	19.9%	--	--	34.3%	--	--	19.6%	--	--	11.6%	--	--	14.6%	--	--	2,098	--	--
No	30.5%	--	--	41.9%	--	--	14.3%	--	--	8.4%	--	--	5.0%	--	--	543,578	--	--
Consider Yourself as:																		
Straight	30.7%	--	--	42.1%	--	--	14.1%	--	--	8.3%	--	--	4.8%	--	--	509,078	--	--
Gay or Lesbian	30.6%	--	--	40.1%	--	--	14.3%	--	--	8.7%	--	--	6.2%	--	--	11,801	--	--
Bisexual	28.3%	--	--	38.5%	--	--	15.0%	--	--	10.6%	--	--	7.6%	--	--	5,697	--	--
Something else	20.2%	--	--	36.0%	--	--	19.2%	--	--	12.9%	--	--	11.7%	--	--	10,813	--	--
Military Service																		
No Prior Military Service	30.0%	30.2%	29.6%	42.9%	43.0%	43.3%	14.2%	14.0%	13.8%	8.2%	8.1%	8.3%	4.7%	4.7%	5.1%	386,490	325,308	277,101
Currently in Guard/Reserves	28.7%	28.6%	27.8%	39.6%	41.6%	41.3%	15.7%	13.9%	14.5%	9.7%	9.5%	9.7%	6.4%	6.4%	6.7%	10,762	7,419	6,135
Retired Separated/Discharged	34.2%	33.6%	33.2%	41.1%	41.3%	41.2%	13.3%	13.4%	13.8%	7.4%	7.6%	7.6%	4.0%	4.1%	4.2%	74,140	49,827	39,531
	28.2%	28.8%	28.0%	39.4%	38.9%	39.8%	15.7%	15.2%	14.7%	10.0%	10.0%	10.4%	6.7%	7.0%	7.1%	84,965	68,776	55,530
Disability																		
Yes	29.9%	30.4%	30.0%	38.3%	38.4%	38.6%	15.3%	14.4%	14.7%	9.6%	9.6%	9.6%	6.9%	7.1%	7.1%	83,787	69,432	51,444
No	30.4%	30.4%	29.7%	42.6%	42.7%	43.0%	14.1%	14.1%	13.8%	8.2%	8.1%	8.4%	4.6%	4.7%	5.0%	468,565	383,236	327,994

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
Work Location																		
Headquarters	40.0%	40.4%	40.0%	42.6%	42.6%	42.8%	11.3%	11.0%	10.9%	4.1%	4.0%	4.3%	2.1%	2.1%	2.1%	218,100	177,490	154,020
Field	39.6%	40.6%	40.1%	43.6%	43.3%	43.5%	11.0%	10.5%	10.6%	3.8%	3.6%	3.8%	2.0%	2.0%	2.0%	347,864	278,411	226,951
Supervisory Status																		
Non-Supervisor	36.9%	38.1%	37.4%	44.1%	43.8%	44.0%	12.3%	11.6%	11.7%	4.4%	4.1%	4.5%	2.4%	2.4%	2.4%	374,661	301,930	250,148
Team Leader	42.3%	42.7%	42.6%	43.2%	43.2%	43.5%	9.6%	9.6%	9.3%	3.3%	3.0%	3.2%	1.5%	1.5%	1.4%	73,793	57,502	48,951
Supervisor	44.1%	44.1%	43.6%	42.7%	42.7%	43.3%	8.8%	8.7%	8.7%	3.0%	3.2%	3.0%	1.4%	1.3%	1.3%	77,939	62,677	51,682
Manager	52.1%	51.9%	51.6%	37.8%	38.2%	38.0%	6.8%	6.5%	6.6%	2.2%	2.4%	2.4%	1.0%	1.1%	1.3%	34,097	28,530	24,507
Senior Leader	67.0%	66.1%	64.6%	25.9%	26.7%	27.4%	4.6%	4.8%	4.9%	1.4%	1.1%	1.8%	1.1%	1.2%	1.3%	8,305	8,129	8,047
Sex																		
Male	40.2%	40.7%	39.7%	42.6%	42.4%	43.0%	11.1%	10.8%	11.0%	4.0%	3.9%	4.1%	2.1%	2.2%	2.2%	312,594	231,645	194,259
Female	39.4%	40.6%	40.8%	44.1%	43.9%	43.6%	10.8%	10.3%	10.1%	3.7%	3.5%	3.8%	1.9%	1.8%	1.8%	246,454	220,280	183,428
Hispanic or Latino																		
Yes	44.5%	45.7%	45.0%	39.6%	39.0%	39.6%	10.3%	9.9%	9.5%	3.3%	3.3%	3.5%	2.3%	2.1%	2.4%	53,008	39,444	33,097
No	39.4%	40.1%	39.6%	43.6%	43.5%	43.6%	11.1%	10.6%	10.7%	4.0%	3.8%	4.0%	2.0%	2.0%	2.0%	499,703	408,002	340,719
Race																		
American Indian/ Alaska Native	43.6%	43.5%	43.3%	41.3%	40.9%	40.8%	9.8%	10.3%	10.3%	3.0%	3.0%	3.2%	2.3%	2.3%	2.4%	10,538	9,313	7,726
Asian	39.4%	41.2%	41.2%	44.7%	43.7%	43.9%	11.2%	10.9%	10.5%	3.1%	2.8%	3.0%	1.7%	1.4%	1.4%	29,153	22,035	19,408
Black/African American	41.4%	42.6%	42.6%	41.1%	41.1%	40.8%	11.2%	10.2%	10.2%	3.8%	3.6%	3.9%	2.5%	2.5%	2.4%	76,441	64,176	57,218
Native Hawaiian/ Pacific Islander	41.8%	41.2%	42.5%	42.2%	42.9%	42.0%	11.3%	11.6%	9.9%	3.1%	2.5%	3.6%	1.6%	1.8%	2.0%	3,914	2,740	2,191
White	39.9%	40.4%	39.8%	43.6%	43.7%	44.0%	10.7%	10.3%	10.3%	4.0%	3.8%	4.0%	1.8%	1.9%	1.9%	394,483	317,145	261,437
Two or more races (Not Hispanic/ Latino)	37.2%	39.1%	37.8%	42.1%	40.5%	41.1%	13.3%	13.2%	13.3%	4.4%	4.3%	4.7%	3.0%	2.9%	3.1%	22,685	18,612	14,182



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
Age Group																		
25 and under	27.8%	28.7%	31.5%	44.2%	43.0%	44.3%	18.5%	16.8%	15.0%	6.3%	7.0%	6.5%	3.1%	4.5%	2.7%	5,822	3,874	2,828
26-29 years old	31.8%	33.1%	32.2%	44.0%	44.6%	44.3%	15.4%	14.1%	14.4%	5.7%	5.3%	6.0%	3.1%	2.8%	3.0%	16,460	13,058	11,389
30-39 years old	35.4%	35.7%	35.7%	44.1%	44.4%	43.9%	13.2%	12.5%	12.8%	4.8%	4.8%	5.2%	2.6%	2.6%	2.5%	111,997	91,209	75,607
40-49 years old	40.0%	40.5%	39.9%	43.2%	43.2%	44.0%	10.8%	10.6%	10.3%	3.9%	3.7%	3.8%	2.1%	2.0%	2.1%	144,185	123,194	104,873
50-59 years old	42.2%	41.9%	41.2%	42.9%	42.9%	43.2%	9.9%	10.1%	10.2%	3.4%	3.3%	3.6%	1.7%	1.8%	1.8%	191,891	171,014	143,927
60 or older	45.6%	45.4%	45.0%	41.7%	41.6%	41.7%	8.5%	8.7%	8.7%	2.8%	2.8%	3.1%	1.4%	1.4%	1.5%	81,425	78,444	61,775
Level of Education																		
Less than High School	36.0%	39.9%	38.9%	39.4%	38.6%	45.9%	15.3%	18.0%	9.9%	3.7%	1.3%	1.8%	5.6%	2.2%	3.5%	406	442	356
H.S. Diploma/ GED or equiv	41.5%	42.6%	43.2%	43.6%	43.0%	42.8%	10.4%	10.0%	9.6%	2.8%	2.6%	2.8%	1.7%	1.7%	1.7%	24,120	19,433	16,038
Trade/Technical Certificate	41.4%	42.7%	42.7%	44.2%	43.5%	43.5%	9.5%	9.3%	9.3%	3.0%	2.7%	3.0%	1.9%	1.8%	1.5%	12,481	10,757	8,067
Some College (no degree)	42.1%	42.2%	42.1%	42.1%	42.6%	42.5%	10.7%	10.1%	10.2%	3.2%	3.1%	3.2%	2.0%	2.0%	2.0%	79,535	62,409	52,101
Associate's Degree	41.1%	42.0%	42.0%	43.2%	42.9%	43.1%	10.7%	10.2%	9.9%	3.2%	3.1%	3.2%	1.8%	1.9%	1.8%	44,536	35,379	27,497
Bachelor's Degree	37.2%	38.1%	37.3%	44.3%	44.0%	44.5%	11.9%	11.5%	11.5%	4.4%	4.3%	4.5%	2.2%	2.1%	2.2%	197,884	154,504	130,923
Master's Degree	39.5%	40.3%	39.5%	42.9%	42.7%	42.8%	11.1%	10.6%	10.7%	4.3%	4.2%	4.7%	2.2%	2.1%	2.2%	147,071	118,988	100,923
Doctoral/ Professional Degree	44.9%	45.1%	44.2%	40.9%	41.2%	41.6%	9.2%	8.8%	9.2%	3.4%	3.2%	3.3%	1.7%	1.6%	1.7%	56,800	52,646	43,821
Pay Category																		
Federal Wage System	39.1%	39.0%	39.5%	44.4%	44.6%	45.0%	11.0%	10.9%	10.2%	3.4%	3.3%	3.5%	2.2%	2.2%	1.8%	18,849	13,025	9,411
GS 1-6	37.3%	38.8%	38.8%	43.0%	42.5%	42.6%	12.9%	12.3%	11.9%	4.0%	3.7%	4.1%	2.8%	2.7%	2.6%	23,091	27,330	18,435
GS 7-12	38.2%	39.5%	39.2%	43.8%	43.6%	43.7%	11.7%	10.9%	10.9%	4.1%	3.9%	4.1%	2.2%	2.1%	2.1%	245,189	192,241	151,646
GS 13-15	42.1%	42.3%	41.2%	42.7%	42.6%	42.9%	9.8%	9.7%	9.9%	3.8%	3.7%	4.1%	1.7%	1.7%	1.8%	228,372	183,895	168,099
SES	69.2%	71.2%	70.0%	24.5%	22.8%	24.1%	3.8%	3.5%	3.8%	1.4%	1.6%	1.2%	1.0%	0.8%	0.9%	5,303	5,672	5,724
SL/ST	60.0%	57.9%	53.6%	30.4%	33.5%	35.9%	6.0%	6.4%	7.8%	2.7%	1.7%	1.1%	0.9%	0.5%	1.6%	1,849	2,005	1,554
Other	36.9%	39.9%	39.3%	43.6%	43.3%	43.5%	13.1%	11.2%	11.4%	4.1%	3.5%	3.7%	2.4%	2.1%	2.1%	41,830	31,135	25,566

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
<b>Time in Federal Government</b>																		
< 1 year	41.7%	45.6%	46.9%	41.3%	38.3%	39.5%	11.6%	10.8%	8.7%	3.9%	3.9%	3.4%	1.5%	1.4%	1.6%	7,262	8,985	6,795
1-3 years	40.0%	41.9%	41.9%	41.9%	41.8%	41.9%	12.1%	10.6%	10.7%	4.2%	3.8%	3.7%	1.8%	1.9%	1.7%	59,403	45,199	29,659
4-5 years	38.6%	40.5%	39.2%	42.8%	42.3%	42.8%	12.3%	11.3%	11.4%	4.1%	3.8%	4.6%	2.2%	2.2%	2.0%	35,182	30,101	29,821
6-10 years	38.0%	38.8%	38.4%	43.8%	43.5%	43.7%	11.8%	11.4%	11.4%	4.2%	4.1%	4.3%	2.1%	2.2%	2.2%	132,081	108,366	90,985
11-14 years	38.9%	39.6%	39.0%	43.8%	43.8%	43.4%	11.2%	10.8%	11.1%	3.9%	3.9%	4.2%	2.2%	1.9%	2.3%	84,259	63,666	54,341
15-20 years	39.7%	40.6%	40.3%	43.5%	43.0%	43.3%	10.8%	10.3%	10.2%	3.9%	3.9%	4.0%	2.1%	2.2%	2.1%	91,962	66,188	51,214
> 20 years	42.0%	41.9%	41.3%	43.0%	43.4%	43.7%	9.6%	9.7%	9.6%	3.4%	3.2%	3.5%	1.9%	1.8%	1.9%	154,756	133,871	118,399
<b>Time with Current Agency</b>																		
< 1 year	40.9%	44.0%	44.1%	41.3%	38.7%	39.9%	11.9%	11.2%	9.9%	4.2%	4.0%	3.9%	1.7%	2.1%	2.1%	14,087	16,419	13,050
1-3 years	39.5%	41.2%	41.0%	41.7%	41.5%	41.3%	12.1%	10.9%	11.3%	4.4%	4.2%	4.3%	2.2%	2.1%	2.1%	92,956	69,664	47,292
4-5 years	38.7%	39.7%	38.8%	42.5%	42.8%	42.7%	12.2%	11.4%	11.4%	4.2%	4.0%	4.7%	2.4%	2.2%	2.3%	45,928	37,713	37,786
6-10 years	38.0%	38.8%	38.2%	43.9%	43.7%	44.2%	11.7%	11.3%	11.3%	4.1%	4.0%	4.2%	2.2%	2.2%	2.2%	136,843	113,420	97,135
11-20 years	39.7%	40.3%	39.7%	43.9%	43.9%	43.9%	10.7%	10.3%	10.5%	3.7%	3.6%	3.8%	2.0%	1.9%	2.1%	159,393	118,211	97,765
> 20 years	42.8%	42.6%	42.3%	43.2%	43.5%	43.8%	9.1%	9.1%	9.1%	3.2%	3.0%	3.2%	1.7%	1.7%	1.6%	114,423	99,472	86,892
<b>Leaving</b>																		
No	45.8%	46.5%	46.0%	43.5%	43.3%	43.5%	8.1%	7.6%	7.8%	2.0%	1.9%	2.0%	0.7%	0.7%	0.8%	381,038	315,236	257,225
Yes, to retire	37.7%	38.0%	38.1%	44.6%	44.7%	44.6%	11.2%	11.5%	10.8%	4.3%	3.8%	4.4%	2.2%	1.9%	2.1%	34,638	28,408	22,038
Yes, to other job in Govt	27.9%	28.1%	28.6%	43.1%	42.7%	43.0%	16.9%	17.1%	16.3%	7.8%	7.8%	8.0%	4.4%	4.3%	4.2%	99,727	70,431	69,843
Yes, to other job outside Govt	23.1%	25.4%	24.5%	41.0%	41.1%	40.9%	18.5%	17.1%	17.3%	10.3%	9.5%	10.2%	7.1%	6.9%	7.1%	22,169	19,325	13,630
Yes, other	24.9%	25.3%	25.5%	40.1%	41.2%	41.7%	20.3%	18.9%	18.8%	8.6%	8.3%	8.0%	6.1%	6.4%	5.9%	27,420	22,043	17,753
<b>Retiring</b>																		
Within 1 year	37.6%	38.3%	37.6%	42.7%	42.5%	43.8%	11.6%	11.8%	10.8%	5.0%	4.6%	4.8%	3.0%	2.8%	2.9%	21,079	17,065	13,416
Between 1-3 years	39.4%	39.5%	39.4%	44.2%	44.6%	44.4%	10.8%	10.5%	10.5%	3.7%	3.6%	3.9%	2.0%	1.8%	1.8%	57,106	47,066	37,546
Between 3-5 years	40.8%	41.5%	40.8%	43.8%	43.7%	43.3%	10.1%	9.9%	10.4%	3.6%	3.2%	3.7%	1.8%	1.7%	1.8%	63,329	51,088	41,699
5 or more years	39.9%	40.8%	40.2%	43.0%	42.8%	43.1%	11.2%	10.6%	10.6%	3.9%	3.8%	4.0%	2.0%	2.0%	2.0%	419,111	337,528	285,172

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
Transgender																		
Yes	30.1%	--	--	39.1%	--	--	16.6%	--	--	5.7%	--	--	8.5%	--	--	2,103	--	--
No	40.1%	--	--	43.1%	--	--	10.9%	--	--	3.9%	--	--	2.0%	--	--	543,086	--	--
Consider Yourself as:																		
Straight	40.3%	--	--	43.2%	--	--	10.8%	--	--	3.8%	--	--	1.9%	--	--	508,637	--	--
Gay or Lesbian	39.0%	--	--	42.5%	--	--	11.3%	--	--	4.4%	--	--	2.7%	--	--	11,791	--	--
Bisexual	38.1%	--	--	39.8%	--	--	13.8%	--	--	4.9%	--	--	3.5%	--	--	5,683	--	--
Something else	31.2%	--	--	41.2%	--	--	17.0%	--	--	5.6%	--	--	5.1%	--	--	10,805	--	--
Military Service																		
No Prior Military Service	38.6%	39.6%	39.3%	44.3%	44.2%	44.2%	11.2%	10.6%	10.6%	3.9%	3.6%	4.0%	2.0%	1.9%	1.9%	386,181	324,385	275,362
Currently in Guard/Reserves	38.9%	39.7%	38.8%	42.5%	42.3%	43.4%	11.9%	10.7%	10.9%	4.3%	4.6%	4.5%	2.4%	2.6%	2.5%	10,753	7,398	6,098
Retired Separated/Discharged	45.4%	45.2%	45.0%	40.8%	40.9%	41.0%	9.2%	9.2%	9.4%	3.1%	3.2%	3.2%	1.5%	1.5%	1.5%	74,102	49,651	39,186
	40.1%	40.7%	39.7%	41.2%	40.9%	41.8%	11.7%	11.5%	11.3%	4.4%	4.3%	4.5%	2.6%	2.6%	2.7%	84,826	68,535	55,112
Disability																		
Yes	41.6%	42.0%	42.1%	40.0%	39.8%	39.7%	11.2%	11.3%	11.1%	4.2%	4.1%	4.3%	2.9%	2.8%	2.9%	83,672	69,122	51,055
No	39.6%	40.4%	39.8%	43.8%	43.8%	44.0%	10.9%	10.4%	10.5%	3.8%	3.7%	3.9%	1.9%	1.8%	1.8%	468,179	382,184	325,848

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
Work Location																		
Headquarters	33.7%	33.8%	32.6%	46.1%	46.6%	46.5%	10.8%	10.6%	11.0%	6.4%	6.2%	6.8%	2.9%	2.8%	3.0%	218,053	177,199	154,232
Field	32.4%	32.4%	30.9%	48.4%	48.0%	48.6%	10.5%	10.4%	10.9%	6.0%	6.2%	6.5%	2.7%	2.9%	3.0%	348,024	278,246	227,722
Supervisory Status																		
Non-Supervisor	31.4%	31.8%	30.3%	48.4%	48.2%	48.4%	11.0%	10.7%	11.4%	6.3%	6.3%	6.8%	2.9%	3.0%	3.2%	374,811	301,690	250,828
Team Leader	33.4%	32.9%	31.3%	47.0%	47.1%	48.3%	10.5%	10.6%	10.7%	6.3%	6.6%	6.8%	2.8%	2.8%	2.8%	73,782	57,428	49,079
Supervisor	34.4%	34.1%	33.0%	47.2%	47.6%	47.9%	10.2%	10.1%	10.3%	5.8%	5.9%	6.2%	2.4%	2.4%	2.5%	77,908	62,578	51,818
Manager	41.3%	40.4%	39.6%	42.6%	42.9%	43.8%	8.5%	8.7%	8.8%	5.3%	5.9%	5.4%	2.2%	2.1%	2.4%	34,111	28,518	24,542
Senior Leader	56.3%	55.9%	53.3%	32.6%	33.2%	33.7%	6.0%	5.9%	6.6%	3.3%	3.0%	4.2%	1.9%	2.0%	2.2%	8,305	8,121	8,054
Sex																		
Male	33.0%	32.9%	31.0%	47.2%	47.1%	47.6%	10.8%	10.8%	11.5%	6.1%	6.2%	6.6%	2.9%	3.0%	3.3%	312,750	231,674	195,065
Female	33.2%	33.3%	32.7%	48.1%	48.1%	48.2%	10.0%	9.8%	10.1%	6.1%	6.1%	6.5%	2.6%	2.6%	2.5%	246,432	219,795	183,592
Hispanic or Latino																		
Yes	37.9%	37.9%	36.0%	44.0%	44.2%	44.6%	9.8%	9.6%	10.0%	5.2%	5.4%	5.8%	3.0%	2.8%	3.6%	53,038	39,400	33,287
No	32.6%	32.6%	31.3%	48.0%	47.9%	48.2%	10.6%	10.5%	10.9%	6.2%	6.2%	6.7%	2.7%	2.8%	2.9%	499,792	407,623	341,519
Race																		
American Indian/ Alaska Native	34.7%	34.9%	33.1%	45.4%	44.4%	45.3%	10.9%	11.2%	11.4%	5.5%	6.2%	6.3%	3.5%	3.4%	3.9%	10,540	9,326	7,742
Asian	37.3%	38.0%	37.8%	48.6%	48.1%	47.4%	8.4%	8.1%	8.5%	3.8%	3.9%	4.3%	1.9%	1.9%	2.0%	29,164	21,981	19,396
Black/African American	37.2%	37.7%	36.9%	45.7%	45.5%	45.4%	9.2%	8.8%	9.7%	5.1%	5.2%	5.2%	2.9%	2.9%	2.9%	76,551	64,086	57,404
Native Hawaiian/ Pacific Islander	36.4%	36.0%	35.2%	46.6%	46.0%	47.5%	9.9%	10.3%	8.6%	4.6%	4.5%	5.3%	2.5%	3.2%	3.4%	3,916	2,740	2,192
White	32.3%	31.9%	30.5%	48.0%	48.2%	48.7%	10.7%	10.7%	11.0%	6.4%	6.4%	6.9%	2.7%	2.7%	2.9%	394,497	316,920	262,146
Two or more races (Not Hispanic/ Latino)	29.5%	29.9%	27.9%	46.3%	45.5%	44.9%	12.6%	12.6%	13.6%	7.6%	7.4%	9.2%	4.1%	4.5%	4.4%	22,688	18,577	14,240

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
Age Group																		
25 and under	32.4%	32.1%	34.8%	50.0%	49.8%	49.2%	11.5%	11.4%	8.7%	4.4%	4.2%	5.5%	1.8%	2.5%	1.8%	5,824	3,868	2,821
26-29 years old	32.9%	32.2%	30.7%	49.6%	49.6%	49.6%	9.8%	10.0%	10.8%	5.4%	5.7%	6.2%	2.3%	2.5%	2.7%	16,449	13,046	11,407
30-39 years old	30.4%	30.0%	29.0%	48.8%	48.7%	49.2%	11.0%	10.9%	11.5%	6.7%	7.1%	7.1%	3.1%	3.2%	3.2%	111,903	91,121	75,651
40-49 years old	32.1%	32.2%	30.8%	47.7%	47.9%	48.1%	10.6%	10.5%	11.2%	6.5%	6.5%	6.7%	3.0%	2.9%	3.2%	144,149	123,005	105,131
50-59 years old	34.5%	33.9%	32.3%	46.9%	46.8%	47.3%	10.2%	10.6%	10.9%	5.8%	6.0%	6.6%	2.6%	2.7%	2.9%	192,003	170,871	144,419
60 or older	37.1%	35.7%	34.9%	46.0%	46.6%	46.3%	9.6%	10.1%	10.5%	5.1%	5.2%	5.9%	2.2%	2.3%	2.5%	81,585	78,400	62,021
Level of Education																		
Less than High School	36.4%	38.2%	34.9%	40.8%	39.4%	47.4%	14.7%	15.1%	8.6%	2.8%	4.4%	4.9%	5.2%	2.9%	4.2%	406	441	355
H.S. Diploma/ GED or equiv	37.6%	38.0%	37.6%	47.6%	47.3%	47.9%	8.8%	8.2%	8.2%	3.9%	4.2%	4.3%	2.1%	2.3%	2.1%	24,177	19,429	16,135
Trade/Technical Certificate	34.0%	36.1%	35.0%	48.2%	46.9%	47.2%	9.9%	9.7%	9.8%	5.2%	4.8%	5.5%	2.8%	2.4%	2.5%	12,491	10,734	8,145
Some College (no degree)	35.0%	35.1%	33.9%	46.5%	46.3%	46.2%	10.3%	10.2%	10.8%	5.4%	5.5%	6.1%	2.8%	2.9%	3.1%	79,617	62,453	52,424
Associate's Degree	33.9%	33.4%	32.8%	47.2%	47.0%	47.4%	10.6%	11.0%	10.3%	5.8%	5.8%	6.7%	2.5%	2.7%	2.8%	44,592	35,374	27,619
Bachelor's Degree	31.4%	31.5%	29.9%	48.9%	48.7%	48.9%	10.7%	10.5%	11.4%	6.2%	6.4%	6.8%	2.8%	2.9%	3.0%	197,921	154,364	131,249
Master's Degree	31.9%	31.9%	30.1%	47.0%	47.3%	48.1%	11.1%	10.8%	11.3%	7.0%	7.0%	7.3%	3.0%	3.1%	3.1%	147,013	118,819	100,991
Doctoral/ Professional Degree	35.9%	34.5%	33.3%	45.5%	46.9%	46.9%	9.7%	10.0%	10.6%	6.2%	6.1%	6.1%	2.7%	2.4%	3.0%	56,750	52,503	43,815
Pay Category																		
Federal Wage System	32.1%	32.6%	31.5%	47.8%	47.3%	48.7%	10.6%	10.7%	10.5%	6.4%	5.9%	6.4%	3.0%	3.5%	2.9%	18,868	13,056	9,510
GS 1-6	37.0%	36.9%	36.2%	46.2%	46.4%	47.4%	9.6%	9.2%	8.8%	4.7%	4.7%	5.0%	2.5%	2.7%	2.5%	23,150	27,339	18,541
GS 7-12	31.9%	32.1%	30.9%	48.4%	48.1%	48.2%	10.8%	10.6%	11.1%	6.1%	6.3%	6.8%	2.8%	2.9%	3.0%	245,322	192,161	152,147
GS 13-15	33.7%	33.3%	31.4%	46.5%	47.1%	47.3%	10.5%	10.4%	11.2%	6.5%	6.4%	6.9%	2.8%	2.7%	3.1%	228,248	183,611	168,279
SES	57.7%	58.8%	59.3%	31.4%	31.1%	31.2%	5.3%	5.3%	5.5%	3.7%	3.0%	2.6%	1.9%	1.8%	1.5%	5,301	5,676	5,736
SL/ST	45.7%	41.5%	40.4%	37.6%	39.4%	41.2%	9.1%	11.1%	9.5%	5.5%	5.2%	6.2%	2.0%	2.7%	2.7%	1,847	1,998	1,565
Other	31.1%	31.2%	29.5%	49.4%	48.9%	49.6%	10.9%	10.8%	11.4%	5.9%	6.5%	6.6%	2.7%	2.7%	2.9%	41,884	31,030	25,642

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
<b>Time in Federal Government</b>																		
< 1 year	35.5%	37.7%	36.6%	48.5%	44.8%	47.2%	9.9%	10.7%	9.1%	4.6%	5.0%	5.3%	1.5%	1.7%	1.8%	7,254	8,960	6,818
1-3 years	35.7%	35.6%	34.7%	47.3%	47.4%	47.2%	9.8%	9.8%	10.7%	5.2%	5.1%	5.5%	2.0%	2.1%	2.0%	59,370	45,110	29,753
4-5 years	33.1%	33.5%	31.3%	47.0%	46.7%	48.0%	10.8%	10.7%	11.4%	6.5%	6.4%	6.4%	2.5%	2.8%	3.0%	35,182	30,073	29,907
6-10 years	31.7%	31.1%	30.3%	48.1%	48.0%	48.3%	10.9%	10.8%	11.1%	6.4%	6.9%	7.2%	2.9%	3.1%	3.1%	132,140	108,347	91,116
11-14 years	31.2%	31.3%	29.7%	47.9%	48.4%	48.1%	11.2%	10.7%	11.6%	6.6%	6.5%	7.2%	3.1%	3.1%	3.5%	84,200	63,599	54,515
15-20 years	31.3%	32.0%	30.4%	47.8%	47.1%	47.7%	11.0%	11.0%	11.3%	6.7%	6.7%	7.1%	3.2%	3.2%	3.5%	92,016	66,055	51,362
> 20 years	34.9%	34.7%	33.2%	46.8%	47.3%	47.6%	9.9%	9.9%	10.3%	5.6%	5.5%	6.1%	2.7%	2.6%	2.8%	154,879	133,805	118,738
<b>Time with Current Agency</b>																		
< 1 year	34.1%	35.5%	34.4%	46.0%	44.1%	45.3%	11.6%	11.8%	11.2%	5.9%	6.1%	6.6%	2.4%	2.5%	2.5%	14,080	16,392	13,093
1-3 years	34.2%	34.5%	33.6%	46.5%	46.6%	46.4%	10.4%	10.3%	11.0%	6.1%	6.0%	6.3%	2.7%	2.7%	2.6%	92,903	69,533	47,393
4-5 years	32.7%	32.4%	30.5%	46.6%	47.3%	48.0%	10.9%	10.7%	11.3%	6.9%	6.5%	6.9%	2.9%	3.1%	3.3%	45,915	37,701	37,855
6-10 years	31.3%	30.9%	29.8%	48.2%	48.2%	48.5%	11.0%	10.9%	11.3%	6.4%	6.9%	7.2%	3.0%	3.2%	3.2%	136,932	113,342	97,363
11-20 years	31.9%	32.1%	30.4%	48.2%	48.2%	48.2%	10.8%	10.5%	11.1%	6.2%	6.3%	6.9%	2.9%	2.9%	3.4%	159,418	118,063	98,065
> 20 years	35.6%	35.5%	34.3%	47.3%	47.5%	48.1%	9.5%	9.4%	9.7%	5.2%	5.2%	5.5%	2.4%	2.4%	2.4%	114,508	99,433	87,153
<b>Leaving</b>																		
No	38.4%	38.3%	37.0%	48.6%	48.6%	49.3%	8.2%	8.2%	8.5%	3.6%	3.7%	3.9%	1.1%	1.2%	1.3%	381,067	314,964	257,922
Yes, to retire	32.3%	32.3%	31.3%	48.4%	49.2%	48.8%	10.7%	10.6%	10.8%	5.9%	5.5%	6.5%	2.7%	2.4%	2.6%	34,687	28,424	22,135
Yes, to other job in Govt	21.9%	21.9%	21.3%	45.3%	45.1%	44.9%	15.3%	15.1%	15.6%	11.5%	11.7%	12.1%	6.0%	6.2%	6.1%	99,759	70,318	69,973
Yes, to other job outside Govt	17.3%	17.9%	16.7%	45.5%	44.8%	44.2%	16.5%	15.5%	16.7%	13.1%	13.6%	14.6%	7.6%	8.1%	7.8%	22,167	19,274	13,637
Yes, other	19.2%	18.1%	17.1%	42.8%	42.7%	43.4%	17.1%	17.4%	17.7%	12.9%	13.7%	13.0%	8.0%	8.0%	8.9%	27,437	22,024	17,830
<b>Retiring</b>																		
Within 1 year	32.7%	31.8%	31.5%	46.7%	47.6%	47.6%	10.7%	10.9%	10.7%	6.2%	6.2%	6.9%	3.6%	3.4%	3.3%	21,109	17,088	13,481
Between 1-3 years	33.0%	32.6%	31.7%	47.7%	48.3%	48.8%	10.8%	10.7%	10.7%	5.9%	5.9%	6.1%	2.6%	2.5%	2.7%	57,200	47,062	37,740
Between 3-5 years	33.1%	33.5%	32.2%	47.6%	47.4%	47.3%	10.7%	10.6%	11.3%	6.0%	6.0%	6.3%	2.6%	2.6%	2.9%	63,395	51,075	41,887
5 or more years	33.0%	33.1%	31.6%	47.6%	47.5%	47.9%	10.5%	10.3%	10.8%	6.1%	6.2%	6.7%	2.8%	2.9%	3.0%	419,043	337,109	285,733

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
Transgender																		
Yes	23.5%	--	--	43.2%	--	--	15.4%	--	--	9.1%	--	--	8.8%	--	--	2,105	--	--
No	33.3%	--	--	47.5%	--	--	10.4%	--	--	6.0%	--	--	2.7%	--	--	543,203	--	--
Consider Yourself as:																		
Straight	33.6%	--	--	47.6%	--	--	10.2%	--	--	5.9%	--	--	2.6%	--	--	508,767	--	--
Gay or Lesbian	32.6%	--	--	46.3%	--	--	11.1%	--	--	6.6%	--	--	3.3%	--	--	11,789	--	--
Bisexual	31.2%	--	--	45.6%	--	--	11.8%	--	--	7.8%	--	--	3.6%	--	--	5,691	--	--
Something else	23.2%	--	--	43.2%	--	--	16.5%	--	--	10.1%	--	--	7.0%	--	--	10,794	--	--
Military Service																		
No Prior Military Service	32.4%	32.4%	31.3%	48.9%	49.0%	49.0%	10.3%	10.1%	10.6%	5.8%	6.0%	6.4%	2.6%	2.6%	2.7%	386,211	324,011	275,901
Currently in Guard/Reserves	32.5%	32.0%	30.6%	46.3%	46.9%	46.8%	10.9%	10.8%	12.0%	6.7%	6.7%	7.2%	3.6%	3.6%	3.5%	10,757	7,396	6,127
Retired Separated/Discharged	38.0%	37.3%	36.0%	44.1%	44.3%	44.7%	9.8%	10.1%	10.5%	5.6%	5.7%	6.0%	2.5%	2.6%	2.8%	74,147	49,640	39,399
Disability																		
Yes	33.3%	33.7%	32.3%	43.4%	42.9%	43.8%	11.6%	11.7%	11.8%	7.5%	7.4%	7.6%	4.3%	4.3%	4.5%	83,762	69,148	51,235
No	33.2%	33.0%	31.6%	48.4%	48.6%	48.7%	10.2%	10.1%	10.7%	5.8%	5.9%	6.4%	2.4%	2.5%	2.6%	468,232	381,741	326,673

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
Work Location																		
Headquarters	65.6%	65.3%	64.9%	30.7%	30.8%	31.2%	2.4%	2.5%	2.4%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	218,392	177,902	155,055
Field	62.5%	62.7%	62.6%	32.9%	33.0%	33.0%	2.9%	2.8%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	348,429	279,262	228,766
Supervisory Status																		
Non-Supervisor	60.8%	61.0%	60.8%	34.3%	34.2%	34.4%	3.2%	3.0%	3.0%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	375,298	302,850	252,091
Team Leader	66.7%	66.4%	65.9%	30.0%	30.2%	30.8%	2.0%	2.2%	2.1%	0.6%	0.7%	0.6%	0.6%	0.6%	0.6%	73,884	57,674	49,331
Supervisor	68.5%	68.4%	67.9%	28.6%	28.7%	29.1%	1.8%	1.8%	1.8%	0.6%	0.6%	0.6%	0.5%	0.5%	0.6%	78,026	62,810	52,045
Manager	75.5%	74.7%	74.5%	22.5%	23.0%	23.3%	1.2%	1.3%	1.3%	0.4%	0.5%	0.4%	0.4%	0.4%	0.5%	34,151	28,604	24,652
Senior Leader	83.9%	82.7%	82.2%	14.1%	15.1%	15.7%	1.0%	1.3%	0.9%	0.4%	0.1%	0.6%	0.6%	0.7%	0.6%	8,312	8,123	8,082
Sex																		
Male	62.9%	62.8%	62.2%	32.3%	32.4%	32.9%	3.0%	3.0%	3.0%	0.9%	0.9%	1.0%	0.9%	0.9%	1.0%	313,053	232,408	195,909
Female	65.0%	64.9%	65.1%	31.7%	31.8%	31.7%	2.2%	2.2%	2.0%	0.5%	0.5%	0.6%	0.6%	0.5%	0.5%	246,848	220,765	184,604
Hispanic or Latino																		
Yes	65.9%	66.0%	65.8%	28.9%	29.1%	29.2%	3.2%	2.9%	2.9%	0.9%	0.9%	0.9%	1.1%	1.0%	1.3%	53,093	39,520	33,410
No	63.5%	63.5%	63.3%	32.4%	32.5%	32.7%	2.6%	2.6%	2.6%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%	500,455	409,178	343,234
Race																		
American Indian/ Alaska Native	59.1%	59.3%	59.4%	34.9%	34.9%	34.5%	4.2%	3.8%	3.8%	0.9%	0.7%	1.1%	1.0%	1.3%	1.2%	10,560	9,345	7,793
Asian	63.4%	63.3%	64.7%	32.7%	32.3%	31.5%	2.5%	2.9%	2.3%	0.6%	0.6%	0.7%	0.7%	0.7%	0.8%	29,179	22,052	19,474
Black/African American	63.3%	63.8%	63.4%	32.2%	31.7%	32.2%	2.9%	2.7%	2.6%	0.7%	0.9%	0.9%	0.9%	0.9%	0.8%	76,645	64,315	57,759
Native Hawaiian/ Pacific Islander	60.9%	59.8%	64.2%	33.0%	33.9%	30.6%	4.3%	4.6%	2.8%	0.9%	0.8%	1.4%	1.0%	1.0%	1.0%	3,918	2,745	2,199
White	64.3%	64.0%	63.7%	31.8%	32.2%	32.4%	2.5%	2.4%	2.5%	0.7%	0.7%	0.7%	0.7%	0.6%	0.7%	394,997	318,117	263,360
Two or more races (Not Hispanic/ Latino)	63.2%	64.3%	64.0%	31.4%	29.7%	30.2%	3.3%	3.7%	3.4%	0.9%	0.9%	1.0%	1.2%	1.3%	1.3%	22,737	18,660	14,298

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
<b>Age Group</b>																		
25 and under	60.9%	62.2%	65.4%	35.0%	34.3%	30.1%	3.0%	2.1%	2.9%	0.5%	0.6%	0.5%	0.6%	0.9%	1.1%	5,842	3,878	2,837
26-29 years old	62.1%	62.7%	62.4%	33.0%	33.7%	33.5%	3.2%	2.3%	2.8%	0.9%	0.6%	0.7%	0.8%	0.7%	0.7%	16,472	13,085	11,446
30-39 years old	63.1%	63.0%	62.7%	32.3%	32.4%	32.6%	2.9%	2.8%	2.8%	0.9%	1.0%	0.9%	0.9%	0.9%	0.9%	112,115	91,420	75,994
40-49 years old	64.3%	64.5%	64.0%	31.3%	31.2%	31.7%	2.7%	2.8%	2.7%	0.8%	0.7%	0.8%	0.8%	0.8%	0.8%	144,423	123,469	105,678
50-59 years old	64.5%	63.9%	63.6%	31.7%	32.1%	32.3%	2.5%	2.6%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.7%	192,208	171,563	145,126
60 or older	63.1%	62.1%	62.0%	33.3%	34.0%	34.0%	2.5%	2.7%	2.7%	0.6%	0.6%	0.7%	0.6%	0.5%	0.6%	81,560	78,757	62,379
<b>Level of Education</b>																		
Less than High School	51.0%	49.4%	54.4%	33.1%	36.6%	35.3%	10.2%	10.4%	7.3%	2.2%	0.8%	0.6%	3.5%	2.9%	2.4%	407	442	357
H.S. Diploma/ GED or equiv	59.2%	59.3%	59.7%	35.6%	35.6%	35.5%	3.6%	3.3%	3.3%	0.8%	0.8%	0.7%	0.8%	0.9%	0.7%	24,183	19,500	16,232
Trade/Technical Certificate	59.9%	59.8%	61.6%	34.9%	36.0%	34.2%	3.3%	2.7%	3.1%	0.9%	0.6%	0.5%	1.0%	0.8%	0.6%	12,502	10,781	8,169
Some College (no degree)	62.3%	62.0%	62.7%	32.8%	33.1%	32.7%	3.2%	3.1%	2.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	79,683	62,648	52,654
Associate's Degree	62.3%	61.7%	62.7%	33.2%	33.6%	32.8%	3.1%	3.0%	2.8%	0.8%	0.9%	0.9%	0.8%	0.8%	0.9%	44,650	35,499	27,775
Bachelor's Degree	62.3%	62.8%	62.3%	33.4%	33.1%	33.4%	2.8%	2.7%	2.7%	0.8%	0.8%	0.9%	0.7%	0.7%	0.8%	198,169	154,902	131,862
Master's Degree	66.2%	66.3%	65.3%	30.2%	30.2%	30.9%	2.2%	2.2%	2.3%	0.7%	0.7%	0.7%	0.7%	0.6%	0.7%	147,282	119,303	101,520
Doctoral/ Professional Degree	70.3%	69.0%	68.5%	26.6%	27.9%	28.7%	1.9%	2.0%	1.7%	0.6%	0.5%	0.6%	0.6%	0.6%	0.5%	56,830	52,759	44,027
<b>Pay Category</b>																		
Federal Wage System	58.5%	57.3%	58.7%	35.4%	36.3%	35.6%	3.8%	3.9%	3.5%	1.1%	1.2%	1.2%	1.2%	1.3%	1.0%	18,877	13,113	9,567
GS 1-6	60.7%	61.3%	61.3%	34.0%	33.3%	33.8%	3.6%	3.6%	3.1%	0.9%	0.8%	0.9%	0.9%	1.0%	0.8%	23,165	27,464	18,630
GS 7-12	61.3%	61.8%	61.7%	34.1%	33.8%	33.7%	3.0%	2.8%	2.9%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	245,664	192,789	152,876
GS 13-15	67.7%	68.0%	67.1%	29.2%	29.0%	29.7%	2.0%	1.9%	1.9%	0.6%	0.6%	0.6%	0.6%	0.5%	0.6%	228,580	184,364	169,099
SES	86.6%	86.6%	87.8%	12.0%	12.2%	10.9%	0.7%	0.6%	0.8%	0.4%	0.0%	0.2%	0.3%	0.6%	0.4%	5,308	5,676	5,759
SL/ST	78.5%	74.0%	71.3%	19.2%	23.4%	26.3%	1.1%	1.4%	1.5%	0.8%	0.8%	0.2%	0.4%	0.3%	0.8%	1,849	2,001	1,570
Other	61.6%	62.0%	62.0%	33.1%	33.2%	33.5%	3.4%	3.0%	2.9%	1.0%	0.9%	0.9%	0.9%	0.9%	0.7%	41,920	31,183	25,794

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
<b>Time in Federal Government</b>																		
< 1 year	68.4%	71.1%	73.2%	29.1%	26.1%	25.1%	2.0%	1.8%	1.2%	0.3%	0.5%	0.2%	0.2%	0.4%	0.4%	7,271	9,004	6,843
1-3 years	67.2%	67.5%	68.1%	29.8%	29.3%	29.0%	2.0%	2.2%	2.1%	0.5%	0.5%	0.4%	0.5%	0.5%	0.4%	59,468	45,286	29,864
4-5 years	66.0%	65.0%	64.3%	30.0%	30.9%	31.7%	2.7%	2.7%	2.6%	0.7%	0.7%	0.6%	0.6%	0.7%	0.8%	35,234	30,159	30,059
6-10 years	63.8%	63.4%	62.9%	31.9%	32.4%	32.6%	2.8%	2.6%	2.7%	0.8%	0.9%	0.9%	0.7%	0.8%	0.8%	132,320	108,711	91,550
11-14 years	62.5%	62.6%	62.1%	32.8%	33.0%	33.2%	2.9%	2.9%	3.0%	0.9%	0.8%	1.0%	0.9%	0.7%	0.8%	84,354	63,879	54,772
15-20 years	62.0%	62.6%	62.4%	33.2%	32.9%	32.9%	3.1%	2.8%	2.8%	0.9%	0.8%	0.9%	0.9%	0.9%	1.0%	92,114	66,359	51,617
> 20 years	62.7%	62.2%	62.2%	33.1%	33.4%	33.6%	2.7%	2.8%	2.6%	0.7%	0.8%	0.8%	0.8%	0.8%	0.8%	155,016	134,268	119,379
<b>Time with Current Agency</b>																		
< 1 year	67.7%	69.4%	69.8%	29.3%	27.5%	27.3%	2.2%	2.0%	1.9%	0.4%	0.5%	0.5%	0.5%	0.6%	0.4%	14,107	16,460	13,132
1-3 years	66.6%	66.8%	67.2%	30.0%	29.8%	29.4%	2.3%	2.2%	2.2%	0.5%	0.6%	0.5%	0.6%	0.6%	0.6%	93,067	69,798	47,600
4-5 years	65.2%	64.2%	63.2%	30.5%	31.5%	32.6%	2.8%	2.7%	2.6%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	45,993	37,833	38,070
6-10 years	63.0%	62.8%	62.5%	32.5%	32.7%	33.0%	2.8%	2.8%	2.8%	0.8%	0.9%	0.9%	0.8%	0.8%	0.9%	137,099	113,757	97,816
11-20 years	61.9%	62.1%	61.9%	33.4%	33.4%	33.3%	3.0%	2.8%	3.0%	0.9%	0.8%	0.9%	0.8%	0.8%	0.9%	159,622	118,576	98,555
> 20 years	62.9%	62.4%	62.5%	33.0%	33.5%	33.7%	2.7%	2.8%	2.4%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%	114,597	99,757	87,600
<b>Leaving</b>																		
No	66.7%	66.9%	66.4%	30.7%	30.7%	31.0%	1.9%	1.8%	1.8%	0.4%	0.4%	0.4%	0.3%	0.3%	0.3%	381,426	315,967	259,047
Yes, to retire	56.1%	55.2%	55.7%	38.3%	39.2%	38.9%	3.7%	3.8%	3.4%	1.0%	1.0%	1.0%	0.9%	0.8%	1.0%	34,710	28,508	22,242
Yes, to other job in Govt	59.8%	59.3%	60.1%	33.7%	33.8%	33.6%	3.8%	4.1%	3.5%	1.4%	1.5%	1.4%	1.3%	1.4%	1.4%	99,989	70,682	70,392
Yes, to other job outside Govt	56.1%	56.9%	56.1%	34.8%	33.9%	34.3%	4.7%	4.6%	5.0%	2.0%	2.0%	2.0%	2.4%	2.6%	2.6%	22,211	19,402	13,751
Yes, other	54.2%	54.1%	53.6%	35.1%	35.4%	35.9%	6.2%	5.9%	6.0%	1.9%	2.2%	1.9%	2.5%	2.4%	2.6%	27,503	22,166	17,934
<b>Retiring</b>																		
Within 1 year	56.7%	55.8%	56.2%	37.2%	37.4%	37.8%	3.7%	4.2%	3.8%	1.1%	1.2%	1.0%	1.3%	1.3%	1.2%	21,116	17,125	13,548
Between 1-3 years	59.2%	58.2%	58.6%	35.9%	36.9%	36.8%	3.3%	3.2%	2.9%	0.8%	0.9%	0.9%	0.8%	0.8%	0.8%	57,234	47,249	37,935
Between 3-5 years	62.0%	62.1%	62.0%	33.8%	33.8%	33.6%	2.7%	2.7%	2.8%	0.8%	0.7%	0.9%	0.7%	0.6%	0.8%	63,412	51,277	42,130
5 or more years	64.9%	64.9%	64.6%	31.1%	31.1%	31.4%	2.6%	2.5%	2.5%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%	419,702	338,371	287,062

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
Transgender																		
Yes	50.9%	--	--	35.0%	--	--	6.7%	--	--	2.2%	--	--	5.1%	--	--	2,102	--	--
No	63.9%	--	--	32.0%	--	--	2.6%	--	--	0.7%	--	--	0.7%	--	--	543,909	--	--
Consider Yourself as:																		
Straight	64.2%	--	--	31.9%	--	--	2.5%	--	--	0.7%	--	--	0.7%	--	--	509,403	--	--
Gay or Lesbian	64.4%	--	--	31.0%	--	--	2.7%	--	--	1.0%	--	--	0.9%	--	--	11,807	--	--
Bisexual	63.3%	--	--	31.3%	--	--	3.4%	--	--	0.9%	--	--	1.1%	--	--	5,701	--	--
Something else	53.6%	--	--	35.6%	--	--	6.4%	--	--	1.7%	--	--	2.7%	--	--	10,813	--	--
Military Service																		
No Prior Military Service	63.6%	63.7%	63.5%	32.5%	32.7%	32.7%	2.5%	2.4%	2.4%	0.7%	0.6%	0.7%	0.7%	0.6%	0.7%	386,759	325,202	277,291
Currently in Guard/Reserves	61.9%	61.7%	62.0%	32.6%	33.4%	32.7%	3.4%	2.8%	3.0%	1.1%	1.0%	1.3%	1.0%	1.1%	1.0%	10,765	7,414	6,140
Retired Separated/Discharged	66.1%	65.8%	65.2%	30.0%	29.9%	30.7%	2.5%	2.7%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.7%	74,190	49,811	39,534
	62.6%	62.5%	62.2%	32.1%	32.0%	32.5%	3.2%	3.4%	3.1%	1.0%	1.1%	1.1%	1.1%	1.1%	1.1%	84,991	68,831	55,638
Disability																		
Yes	63.9%	63.8%	63.8%	30.6%	30.4%	30.7%	3.3%	3.5%	3.2%	1.0%	1.1%	1.1%	1.2%	1.2%	1.2%	83,852	69,433	51,521
No	63.8%	63.7%	63.4%	32.3%	32.6%	32.7%	2.5%	2.4%	2.5%	0.7%	0.7%	0.7%	0.7%	0.6%	0.7%	468,837	383,160	328,223

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
Work Location																		
Headquarters	52.1%	51.4%	50.7%	39.9%	40.4%	41.1%	6.6%	6.6%	6.6%	0.9%	1.0%	1.0%	0.5%	0.6%	0.6%	218,495	178,001	155,306
Field	48.7%	48.5%	48.4%	41.7%	42.2%	42.0%	7.6%	7.5%	7.6%	1.2%	1.1%	1.2%	0.7%	0.7%	0.7%	348,704	279,344	229,162
Supervisory Status																		
Non-Supervisor	47.0%	46.9%	46.5%	42.6%	42.8%	43.0%	8.4%	8.3%	8.3%	1.3%	1.3%	1.3%	0.8%	0.7%	0.8%	375,587	302,954	252,578
Team Leader	53.2%	51.6%	51.5%	39.8%	41.3%	41.4%	5.7%	5.7%	5.7%	0.8%	0.9%	0.9%	0.5%	0.4%	0.5%	73,925	57,706	49,386
Supervisor	54.7%	54.0%	53.4%	39.2%	40.0%	40.2%	5.0%	4.9%	5.1%	0.7%	0.7%	0.8%	0.4%	0.4%	0.5%	78,056	62,810	52,147
Manager	62.4%	62.0%	61.8%	33.7%	33.8%	34.2%	3.2%	3.5%	3.1%	0.4%	0.4%	0.4%	0.3%	0.3%	0.4%	34,151	28,623	24,657
Senior Leader	74.8%	73.3%	73.4%	22.2%	23.6%	22.9%	2.1%	2.2%	2.4%	0.4%	0.2%	0.7%	0.6%	0.8%	0.5%	8,309	8,142	8,087
Sex																		
Male	49.4%	48.8%	48.0%	41.3%	41.9%	42.3%	7.4%	7.3%	7.4%	1.2%	1.2%	1.4%	0.8%	0.8%	0.9%	313,332	232,585	196,356
Female	51.1%	50.7%	51.0%	40.6%	41.1%	40.9%	6.9%	6.9%	6.8%	0.9%	0.9%	0.9%	0.5%	0.5%	0.4%	246,935	220,775	184,812
Hispanic or Latino																		
Yes	55.3%	55.2%	55.3%	36.1%	36.5%	36.2%	6.5%	6.5%	6.3%	1.1%	1.0%	1.2%	0.9%	0.8%	1.0%	53,177	39,577	33,507
No	49.4%	49.0%	48.7%	41.6%	42.1%	42.3%	7.3%	7.2%	7.2%	1.1%	1.1%	1.1%	0.6%	0.6%	0.7%	500,727	409,291	343,759
Race																		
American Indian/ Alaska Native	49.4%	47.9%	47.2%	40.8%	42.6%	42.6%	7.9%	7.4%	8.1%	0.9%	1.2%	1.0%	0.9%	0.9%	1.1%	10,564	9,352	7,778
Asian	53.6%	54.3%	54.7%	39.6%	39.0%	38.7%	5.4%	5.3%	5.0%	0.8%	0.7%	0.8%	0.6%	0.7%	0.7%	29,185	22,035	19,482
Black/African American	51.7%	51.9%	51.4%	39.7%	39.5%	40.3%	7.0%	6.8%	6.6%	0.9%	1.0%	1.0%	0.7%	0.8%	0.7%	76,663	64,325	57,840
Native Hawaiian/ Pacific Islander	52.4%	51.6%	54.9%	38.3%	39.2%	38.1%	7.5%	7.4%	5.3%	1.0%	1.2%	0.9%	0.7%	0.6%	0.8%	3,924	2,753	2,205
White	49.4%	48.5%	48.3%	41.6%	42.5%	42.5%	7.3%	7.3%	7.3%	1.1%	1.1%	1.2%	0.6%	0.5%	0.6%	395,285	318,260	263,841
Two or more races (Not Hispanic/ Latino)	51.9%	52.4%	51.6%	38.6%	38.0%	38.7%	7.3%	7.2%	7.6%	1.2%	1.2%	1.3%	1.0%	1.2%	0.9%	22,761	18,670	14,364



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
<b>Age Group</b>																		
25 and under	45.6%	49.2%	48.3%	43.3%	40.0%	43.8%	9.3%	8.8%	6.3%	1.2%	1.3%	0.6%	0.5%	0.7%	1.1%	5,847	3,887	2,840
26-29 years old	49.6%	48.3%	49.5%	40.7%	42.7%	42.0%	7.6%	7.1%	6.8%	1.3%	1.1%	1.1%	0.7%	0.8%	0.7%	16,487	13,090	11,475
30-39 years old	50.7%	49.7%	49.8%	40.3%	41.3%	40.8%	7.0%	7.0%	7.1%	1.3%	1.3%	1.4%	0.8%	0.7%	0.8%	112,160	91,502	76,138
40-49 years old	51.2%	51.0%	50.5%	40.3%	40.5%	40.7%	6.8%	6.8%	7.0%	1.1%	1.0%	1.2%	0.7%	0.6%	0.7%	144,489	123,576	105,878
50-59 years old	50.0%	49.2%	48.7%	41.3%	41.8%	42.4%	7.1%	7.4%	7.2%	1.0%	1.0%	1.0%	0.6%	0.6%	0.7%	192,359	171,629	145,402
60 or older	48.0%	47.2%	46.9%	42.7%	43.2%	43.4%	7.8%	8.1%	8.1%	0.9%	0.9%	1.0%	0.5%	0.5%	0.6%	81,644	78,673	62,402
<b>Level of Education</b>																		
Less than High School	39.7%	42.7%	46.6%	40.3%	38.7%	39.8%	13.0%	13.9%	8.0%	3.3%	2.6%	3.3%	3.7%	2.2%	2.3%	408	440	356
H.S. Diploma/ GED or equiv	47.0%	46.3%	46.6%	42.6%	43.7%	43.9%	8.7%	8.4%	8.0%	1.0%	0.9%	0.9%	0.7%	0.8%	0.6%	24,189	19,491	16,246
Trade/Technical Certificate	47.2%	46.9%	48.3%	42.9%	43.5%	42.3%	7.9%	7.9%	7.5%	1.1%	0.9%	1.3%	0.9%	0.8%	0.7%	12,519	10,797	8,188
Some College (no degree)	49.9%	49.2%	49.9%	40.7%	41.3%	40.9%	7.6%	7.7%	7.4%	1.0%	1.1%	1.0%	0.8%	0.7%	0.8%	79,795	62,663	52,780
Associate's Degree	50.1%	48.6%	49.2%	40.9%	42.4%	41.8%	7.3%	7.4%	7.0%	1.0%	1.0%	1.1%	0.7%	0.7%	0.8%	44,698	35,526	27,805
Bachelor's Degree	48.2%	48.2%	47.6%	42.2%	42.5%	42.8%	7.7%	7.5%	7.7%	1.2%	1.2%	1.2%	0.7%	0.6%	0.7%	198,306	154,998	132,116
Master's Degree	52.3%	52.2%	51.3%	40.0%	40.1%	40.5%	6.1%	6.1%	6.4%	1.0%	1.0%	1.1%	0.6%	0.5%	0.6%	147,306	119,360	101,658
Doctoral/ Professional Degree	53.6%	52.0%	51.2%	38.6%	39.7%	40.6%	6.3%	6.8%	6.6%	1.0%	0.9%	1.1%	0.6%	0.5%	0.4%	56,852	52,726	44,088
<b>Pay Category</b>																		
Federal Wage System	47.0%	46.0%	46.9%	42.6%	43.4%	42.8%	7.8%	8.2%	7.7%	1.4%	1.6%	1.6%	1.1%	0.9%	0.9%	18,921	13,090	9,578
GS 1-6	49.7%	50.0%	50.2%	40.0%	40.1%	40.5%	8.3%	8.1%	7.6%	1.2%	0.9%	1.0%	0.8%	0.9%	0.7%	23,200	27,503	18,691
GS 7-12	48.7%	48.4%	48.5%	41.9%	42.3%	42.1%	7.6%	7.6%	7.5%	1.1%	1.1%	1.2%	0.7%	0.6%	0.7%	245,848	192,938	153,161
GS 13-15	52.2%	51.7%	50.4%	40.2%	40.8%	41.5%	6.2%	6.1%	6.4%	0.9%	1.0%	1.0%	0.5%	0.4%	0.6%	228,657	184,339	169,344
SES	76.2%	77.0%	75.6%	21.2%	20.4%	22.1%	1.9%	2.1%	1.7%	0.4%	0.1%	0.2%	0.3%	0.4%	0.5%	5,303	5,675	5,762
SL/ST	62.1%	59.7%	57.4%	32.5%	33.8%	34.3%	3.9%	5.4%	6.4%	1.2%	0.8%	1.1%	0.4%	0.2%	0.8%	1,849	2,000	1,571
Other	46.5%	47.2%	47.1%	41.8%	42.8%	42.6%	9.4%	7.9%	8.0%	1.5%	1.2%	1.5%	0.9%	0.9%	0.8%	41,959	31,209	25,831

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
Time in Federal Government																		
< 1 year	57.5%	60.2%	62.2%	37.0%	34.6%	34.7%	4.9%	4.5%	2.4%	0.5%	0.3%	0.3%	0.2%	0.4%	0.3%	7,273	9,004	6,850
1-3 years	55.6%	55.3%	56.4%	37.9%	38.5%	38.0%	5.4%	5.1%	4.7%	0.7%	0.6%	0.5%	0.4%	0.5%	0.4%	59,514	45,320	29,901
4-5 years	53.9%	51.8%	51.1%	38.4%	40.0%	41.0%	6.2%	6.5%	6.2%	1.0%	1.1%	1.1%	0.6%	0.6%	0.6%	35,268	30,202	30,115
6-10 years	50.8%	49.8%	49.4%	40.7%	41.5%	41.5%	6.8%	7.0%	7.1%	1.1%	1.1%	1.3%	0.7%	0.6%	0.7%	132,378	108,772	91,800
11-14 years	49.2%	48.7%	48.1%	41.5%	42.2%	41.9%	7.4%	7.2%	7.9%	1.2%	1.2%	1.4%	0.7%	0.6%	0.8%	84,411	63,897	54,869
15-20 years	48.1%	48.3%	47.8%	42.0%	42.0%	42.2%	7.9%	7.7%	7.8%	1.2%	1.2%	1.2%	0.8%	0.8%	0.9%	92,198	66,383	51,731
> 20 years	46.9%	46.0%	45.9%	42.9%	43.6%	43.9%	8.4%	8.5%	8.3%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	155,105	134,251	119,468
Time with Current Agency																		
< 1 year	58.3%	59.4%	60.0%	36.2%	35.2%	35.5%	4.6%	4.4%	3.5%	0.6%	0.4%	0.5%	0.3%	0.6%	0.4%	14,118	16,469	13,166
1-3 years	55.4%	55.0%	56.0%	37.9%	38.5%	37.8%	5.5%	5.3%	5.0%	0.8%	0.7%	0.7%	0.5%	0.5%	0.5%	93,159	69,865	47,661
4-5 years	53.0%	51.3%	50.1%	39.0%	40.3%	41.6%	6.4%	6.7%	6.6%	1.0%	1.2%	1.1%	0.7%	0.6%	0.7%	46,023	37,847	38,133
6-10 years	49.6%	48.9%	48.4%	41.3%	41.8%	42.1%	7.2%	7.4%	7.5%	1.1%	1.2%	1.3%	0.7%	0.7%	0.7%	137,164	113,851	98,077
11-20 years	47.6%	47.1%	47.0%	42.3%	43.1%	42.6%	8.1%	7.9%	8.2%	1.3%	1.2%	1.3%	0.7%	0.7%	0.9%	159,757	118,571	98,711
> 20 years	46.2%	45.5%	45.3%	43.5%	44.1%	44.5%	8.5%	8.6%	8.4%	1.1%	1.2%	1.1%	0.7%	0.6%	0.6%	114,640	99,735	87,666
Leaving																		
No	52.5%	52.0%	51.6%	40.6%	41.1%	41.4%	5.9%	5.9%	6.0%	0.7%	0.7%	0.7%	0.3%	0.3%	0.3%	381,566	316,043	259,287
Yes, to retire	40.2%	39.5%	38.9%	46.3%	47.0%	47.9%	11.2%	11.2%	10.5%	1.5%	1.5%	1.7%	0.9%	0.8%	1.0%	34,756	28,479	22,253
Yes, to other job in Govt	48.1%	47.3%	48.0%	40.8%	41.4%	40.8%	8.3%	8.5%	8.3%	1.6%	1.7%	1.7%	1.1%	1.0%	1.2%	100,118	70,797	70,681
Yes, to other job outside Govt	42.9%	43.9%	43.3%	41.5%	41.2%	40.6%	10.7%	10.1%	10.8%	2.8%	2.7%	3.2%	2.1%	2.1%	2.1%	22,237	19,406	13,783
Yes, other	42.6%	42.0%	41.1%	41.0%	41.7%	43.0%	11.9%	11.9%	11.6%	2.5%	2.3%	2.2%	2.1%	2.0%	2.0%	27,544	22,165	18,001
Retiring																		
Within 1 year	40.4%	40.0%	39.4%	45.5%	45.3%	47.1%	11.1%	11.8%	10.4%	1.7%	1.8%	1.9%	1.3%	1.1%	1.2%	21,158	17,130	13,554
Between 1-3 years	43.5%	42.2%	42.1%	44.9%	46.0%	46.2%	9.6%	9.6%	9.5%	1.2%	1.4%	1.4%	0.7%	0.7%	0.8%	57,265	47,212	37,962
Between 3-5 years	46.8%	46.3%	46.0%	43.4%	44.2%	44.0%	8.1%	7.9%	8.2%	1.1%	1.1%	1.1%	0.6%	0.6%	0.7%	63,484	51,278	42,164
5 or more years	51.8%	51.3%	51.0%	40.0%	40.5%	40.6%	6.6%	6.5%	6.6%	1.0%	1.0%	1.1%	0.6%	0.6%	0.6%	419,929	338,562	287,646

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
Transgender																		
Yes	39.1%	--	--	39.8%	--	--	12.8%	--	--	3.5%	--	--	4.8%	--	--	2,106	--	--
No	50.3%	--	--	40.9%	--	--	7.1%	--	--	1.0%	--	--	0.6%	--	--	544,258	--	--
Consider Yourself as:																		
Straight	50.5%	--	--	41.0%	--	--	7.0%	--	--	1.0%	--	--	0.6%	--	--	509,713	--	--
Gay or Lesbian	49.5%	--	--	40.7%	--	--	7.8%	--	--	1.4%	--	--	0.6%	--	--	11,810	--	--
Bisexual	50.2%	--	--	39.0%	--	--	8.4%	--	--	1.4%	--	--	0.9%	--	--	5,709	--	--
Something else	43.1%	--	--	39.5%	--	--	12.7%	--	--	2.2%	--	--	2.6%	--	--	10,835	--	--
Military Service																		
No Prior Military Service	49.0%	48.5%	48.3%	41.8%	42.5%	42.5%	7.5%	7.4%	7.4%	1.1%	1.1%	1.1%	0.6%	0.5%	0.6%	386,880	325,292	277,688
Currently in Guard/Reserves	51.4%	51.0%	51.9%	40.8%	41.1%	40.1%	5.9%	6.1%	6.0%	1.1%	1.2%	1.3%	0.9%	0.7%	0.7%	10,788	7,415	6,161
Retired Separated/Discharged	53.7%	53.1%	52.6%	39.2%	39.8%	40.3%	5.7%	5.7%	5.7%	0.8%	0.8%	0.9%	0.5%	0.5%	0.5%	74,282	49,854	39,620
	50.6%	50.1%	49.8%	39.8%	40.0%	40.4%	7.4%	7.6%	7.4%	1.3%	1.3%	1.4%	0.9%	1.0%	1.0%	85,126	68,861	55,775
Disability																		
Yes	53.1%	52.4%	52.7%	37.8%	38.3%	37.9%	7.1%	7.1%	7.2%	1.1%	1.2%	1.2%	0.9%	1.0%	1.0%	83,971	69,479	51,644
No	49.5%	49.0%	48.6%	41.6%	42.3%	42.5%	7.2%	7.2%	7.1%	1.0%	1.0%	1.1%	0.6%	0.5%	0.6%	469,090	383,285	328,741

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
Work Location																					
Headquarters	14.1%	13.5%	12.8%	37.0%	37.5%	36.7%	15.4%	15.8%	15.7%	20.8%	20.7%	21.7%	12.7%	12.6%	13.2%	216,907	178,083	155,394	439	358	347
Field	11.1%	10.8%	10.3%	34.4%	34.5%	34.5%	16.1%	16.0%	16.0%	22.6%	23.0%	23.2%	15.9%	15.6%	16.0%	345,675	279,591	229,277	735	530	486
Supervisory Status																					
Non-Supervisor	13.3%	12.8%	12.1%	37.5%	38.0%	37.4%	16.4%	16.5%	16.4%	19.7%	19.8%	20.6%	13.1%	12.8%	13.5%	372,193	302,983	252,514	962	741	700
Team Leader	9.6%	9.3%	8.9%	32.1%	31.9%	31.3%	16.0%	15.9%	15.7%	25.2%	25.8%	26.2%	17.0%	17.2%	17.9%	73,439	57,780	49,470	101	64	62
Supervisor	9.7%	9.2%	9.2%	30.3%	30.7%	31.6%	14.3%	14.3%	14.6%	26.7%	27.5%	26.6%	19.0%	18.4%	18.1%	77,526	62,975	52,224	78	51	62
Manager	10.3%	10.1%	10.4%	29.0%	28.3%	30.1%	13.0%	13.0%	13.2%	28.4%	29.1%	27.5%	19.3%	19.5%	18.8%	33,970	28,680	24,722	31	25	12
Senior Leader	18.4%	17.2%	16.4%	31.8%	31.3%	33.7%	12.5%	13.0%	13.4%	24.1%	25.3%	23.3%	13.2%	13.2%	13.2%	8,265	8,151	8,101	9	12	12
Sex																					
Male	11.9%	11.6%	10.8%	34.7%	34.8%	34.5%	16.3%	16.3%	16.2%	21.7%	22.1%	22.6%	15.4%	15.1%	15.9%	310,620	232,765	196,445	659	415	418
Female	12.9%	12.2%	11.8%	36.6%	37.0%	36.7%	15.1%	15.4%	15.5%	22.0%	22.1%	22.5%	13.4%	13.4%	13.6%	245,095	220,937	184,887	490	450	410
Hispanic or Latino																					
Yes	13.9%	13.7%	13.2%	32.9%	34.4%	33.8%	16.3%	16.2%	15.7%	20.7%	20.4%	20.7%	16.2%	15.3%	16.7%	52,597	39,575	33,500	171	105	95
No	12.2%	11.7%	11.1%	35.8%	35.9%	35.6%	15.8%	15.9%	15.9%	21.9%	22.3%	22.7%	14.3%	14.2%	14.7%	496,823	409,647	343,938	970	753	714
Race																					
American Indian/ Alaska Native	12.4%	12.0%	11.1%	34.3%	34.0%	33.7%	16.9%	18.2%	17.7%	21.3%	20.2%	20.9%	15.1%	15.5%	16.6%	10,460	9,345	7,789	48	27	34
Asian	15.4%	15.1%	14.7%	40.3%	39.6%	39.1%	17.9%	17.6%	17.5%	16.3%	17.1%	17.4%	10.1%	10.6%	11.3%	28,970	22,059	19,524	76	56	41
Black/African American	17.8%	17.1%	16.5%	39.1%	39.4%	39.6%	14.6%	14.9%	15.0%	17.4%	17.5%	17.4%	11.1%	11.1%	11.4%	75,888	64,354	57,809	255	212	196
Native Hawaiian/ Pacific Islander	15.6%	13.3%	13.8%	35.8%	36.5%	34.5%	17.6%	17.9%	17.3%	17.6%	18.1%	20.1%	13.5%	14.1%	14.3%	3,881	2,748	2,204	15	9	6
White	11.0%	10.6%	10.0%	34.8%	35.1%	34.6%	15.7%	15.7%	15.7%	23.1%	23.7%	24.2%	15.3%	14.9%	15.6%	392,309	318,600	264,037	615	460	448
Two or more races (Not Hispanic/ Latino)	10.7%	10.3%	10.0%	30.8%	31.3%	31.7%	16.9%	17.0%	16.3%	22.8%	22.7%	22.9%	18.7%	18.7%	19.1%	22,558	18,665	14,349	69	48	47

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
<b>Age Group</b>																					
25 and under	18.1%	16.4%	17.6%	42.0%	43.7%	40.8%	16.6%	14.5%	15.5%	15.1%	15.3%	16.8%	8.3%	10.1%	9.3%	5,814	3,885	2,840	11	7	7
26-29 years old	14.5%	14.0%	13.3%	37.7%	38.9%	37.1%	15.9%	15.4%	15.2%	18.9%	19.1%	20.7%	13.0%	12.6%	13.7%	16,379	13,099	11,463	48	19	21
30-39 years old	11.8%	11.5%	11.0%	33.7%	34.1%	34.3%	15.5%	15.4%	15.3%	22.4%	22.7%	23.1%	16.5%	16.4%	16.3%	111,500	91,527	76,101	224	171	146
40-49 years old	11.7%	11.4%	10.8%	34.0%	34.9%	34.7%	15.3%	15.5%	15.6%	22.7%	22.9%	22.9%	16.3%	15.4%	16.0%	143,469	123,542	105,821	271	235	222
50-59 years old	12.5%	11.8%	11.1%	36.6%	35.9%	35.5%	15.8%	16.5%	16.4%	21.7%	22.2%	22.7%	13.4%	13.7%	14.3%	190,688	171,785	145,538	386	369	331
60 or older	13.1%	11.9%	11.5%	37.7%	36.9%	36.8%	17.0%	17.4%	17.1%	20.5%	21.3%	21.9%	11.7%	12.4%	12.7%	80,643	78,832	62,530	192	168	191
<b>Level of Education</b>																					
Less than High School	17.7%	19.9%	16.5%	36.0%	34.0%	36.5%	19.5%	23.7%	19.1%	13.4%	12.0%	18.8%	13.4%	10.4%	9.1%	392	435	355	9	5	8
H.S. Diploma/ GED or equiv	14.8%	14.5%	15.0%	38.0%	39.7%	39.5%	17.2%	17.7%	17.1%	17.6%	17.3%	17.5%	12.3%	10.8%	10.9%	23,910	19,492	16,241	71	52	54
Trade/Technical Certificate	11.5%	11.6%	11.1%	34.7%	36.3%	37.0%	18.6%	18.7%	17.9%	20.6%	19.3%	21.0%	14.6%	14.1%	13.0%	12,360	10,786	8,181	37	32	22
Some College (no degree)	13.0%	12.5%	11.8%	35.0%	36.0%	35.2%	16.7%	16.6%	17.1%	20.5%	20.5%	20.6%	14.8%	14.4%	15.2%	78,950	62,681	52,767	174	152	140
Associate's Degree	12.7%	12.3%	12.0%	35.4%	35.7%	35.3%	16.7%	17.0%	16.6%	20.8%	21.2%	20.9%	14.4%	13.9%	15.2%	44,211	35,557	27,838	110	79	66
Bachelor's Degree	11.9%	11.7%	11.0%	35.6%	36.1%	35.7%	15.7%	15.6%	15.5%	22.1%	22.4%	22.9%	14.7%	14.3%	15.0%	196,774	155,095	132,155	423	285	281
Master's Degree	12.1%	11.6%	10.7%	35.4%	35.1%	35.1%	15.0%	15.1%	15.0%	22.8%	23.4%	24.0%	14.7%	14.8%	15.2%	146,352	119,464	101,735	248	191	193
Doctoral/ Professional Degree	11.7%	10.3%	10.0%	34.0%	33.4%	32.7%	14.9%	15.2%	15.1%	24.3%	24.9%	26.0%	15.1%	16.2%	16.2%	56,536	52,853	44,158	81	69	68
<b>Pay Category</b>																					
Federal Wage System	9.2%	9.8%	9.5%	31.2%	31.6%	30.9%	18.3%	17.5%	17.8%	23.7%	23.0%	24.1%	17.6%	18.1%	17.7%	18,709	13,099	9,574	43	30	30
GS 1-6	17.6%	16.0%	15.1%	38.6%	38.1%	38.7%	16.7%	17.2%	16.9%	16.0%	16.6%	17.1%	11.1%	12.1%	12.2%	22,907	27,451	18,627	107	105	90
GS 7-12	13.0%	12.6%	11.9%	36.6%	37.5%	36.9%	15.9%	15.7%	15.9%	20.2%	20.7%	21.1%	14.3%	13.5%	14.1%	243,570	192,976	153,150	593	421	410
GS 13-15	11.2%	10.8%	10.1%	34.3%	34.0%	33.9%	15.2%	15.3%	15.2%	24.2%	24.8%	25.2%	15.1%	15.2%	15.7%	227,261	184,664	169,582	314	245	250
SES	17.8%	16.0%	17.0%	32.0%	32.8%	35.2%	11.7%	12.6%	12.3%	25.6%	25.8%	24.2%	12.9%	12.8%	11.3%	5,279	5,691	5,780	3	6	2
SL/ST	15.5%	10.1%	10.8%	34.5%	31.0%	30.4%	15.4%	17.1%	17.0%	22.4%	23.8%	26.8%	12.3%	18.0%	15.1%	1,840	2,012	1,570	3	1	4
Other	10.2%	9.1%	8.7%	33.7%	33.0%	32.4%	17.2%	17.6%	16.1%	22.9%	24.1%	24.7%	16.1%	16.2%	18.2%	41,548	31,222	25,835	112	66	63

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
Time in Federal Government																					
< 1 year	23.1%	20.7%	19.9%	44.0%	42.5%	42.1%	14.7%	14.6%	14.9%	12.7%	15.4%	16.4%	5.4%	6.8%	6.6%	7,209	9,005	6,836	26	20	29
1-3 years	16.2%	15.2%	15.0%	39.6%	40.0%	38.7%	15.8%	15.5%	15.1%	18.1%	18.1%	19.8%	10.4%	11.3%	11.4%	59,114	45,306	29,913	116	95	50
4-5 years	13.2%	12.7%	11.4%	35.9%	34.8%	35.8%	15.8%	16.0%	15.6%	21.2%	21.9%	22.0%	13.8%	14.5%	15.2%	34,991	30,212	30,088	74	59	79
6-10 years	11.7%	11.0%	10.4%	34.8%	35.3%	34.6%	15.9%	15.7%	16.3%	22.2%	22.5%	22.9%	15.4%	15.6%	15.8%	131,375	108,862	91,826	248	187	173
11-14 years	10.7%	10.6%	9.6%	33.8%	33.1%	33.3%	16.0%	16.5%	16.0%	23.0%	23.9%	23.9%	16.5%	15.9%	17.2%	83,741	63,924	54,903	179	121	101
15-20 years	10.4%	10.6%	10.1%	33.0%	33.2%	33.6%	16.0%	16.0%	16.1%	23.5%	24.1%	23.2%	17.0%	16.1%	16.9%	91,351	66,409	51,746	193	129	118
> 20 years	12.1%	11.4%	11.2%	35.8%	36.5%	36.1%	15.8%	16.2%	15.8%	22.2%	22.2%	22.9%	14.2%	13.6%	14.0%	153,744	134,462	119,604	335	265	295
Time with Current Agency																					
< 1 year	21.5%	19.9%	19.3%	41.7%	41.0%	40.5%	15.2%	14.7%	15.2%	14.4%	15.9%	16.7%	7.2%	8.4%	8.3%	13,981	16,452	13,138	51	50	55
1-3 years	15.6%	14.9%	14.5%	38.1%	38.7%	38.0%	15.5%	15.3%	15.2%	18.9%	19.0%	19.9%	11.8%	12.1%	12.5%	92,470	69,879	47,691	193	125	87
4-5 years	12.9%	12.0%	11.0%	35.2%	35.2%	34.9%	15.5%	15.5%	15.9%	21.7%	21.8%	22.5%	14.8%	15.4%	15.8%	45,677	37,879	38,109	109	76	100
6-10 years	11.2%	10.6%	9.8%	34.7%	34.6%	34.4%	15.9%	16.0%	16.1%	22.3%	22.9%	23.4%	15.8%	15.8%	16.3%	136,114	113,904	98,126	274	221	185
11-20 years	10.3%	10.2%	9.7%	33.4%	33.8%	33.7%	16.1%	16.4%	16.2%	23.6%	23.9%	23.8%	16.6%	15.7%	16.5%	158,369	118,673	98,753	326	215	210
> 20 years	11.6%	11.1%	11.0%	35.7%	36.1%	36.0%	15.9%	16.2%	15.8%	22.7%	23.0%	23.2%	14.2%	13.6%	14.0%	113,650	99,911	87,789	214	184	198
Leaving																					
No	14.8%	14.4%	13.7%	39.3%	39.5%	39.5%	15.9%	15.9%	16.2%	20.1%	20.4%	20.6%	10.0%	9.9%	10.0%	378,891	316,393	259,614	527	424	395
Yes, to retire	11.0%	10.4%	10.0%	35.3%	35.6%	36.0%	16.7%	17.1%	15.8%	22.4%	22.8%	23.3%	14.8%	14.1%	14.9%	34,333	28,583	22,301	85	58	65
Yes, to other job in Govt	7.3%	6.9%	6.9%	28.1%	28.6%	27.8%	15.5%	15.7%	15.1%	25.3%	25.6%	26.2%	23.8%	23.2%	24.0%	99,126	70,706	70,589	334	235	218
Yes, to other job outside Govt	4.7%	4.1%	4.0%	22.4%	22.5%	21.7%	14.1%	13.7%	13.1%	28.1%	27.6%	28.9%	30.7%	32.2%	32.3%	22,034	19,414	13,762	83	52	52
Yes, other	5.8%	5.1%	4.5%	24.2%	24.0%	24.0%	17.0%	17.2%	16.7%	25.7%	26.3%	26.6%	27.2%	27.5%	28.2%	27,213	22,138	17,925	147	108	113
Retiring																					
Within 1 year	11.2%	10.9%	10.1%	34.3%	34.9%	35.6%	16.1%	16.2%	16.0%	22.0%	22.1%	21.8%	16.3%	15.8%	16.5%	20,895	17,168	13,571	49	39	44
Between 1-3 years	11.1%	10.3%	9.9%	35.8%	35.5%	36.1%	16.5%	17.1%	16.0%	22.4%	23.3%	23.7%	14.1%	13.8%	14.3%	56,687	47,328	38,032	115	93	95
Between 3-5 years	11.1%	10.9%	10.5%	35.3%	35.9%	34.5%	16.3%	16.8%	17.0%	22.9%	22.3%	23.6%	14.3%	14.1%	14.5%	62,874	51,315	42,240	125	121	91
5 or more years	12.6%	12.2%	11.6%	35.4%	35.8%	35.5%	15.7%	15.6%	15.7%	21.6%	22.0%	22.3%	14.7%	14.4%	15.0%	416,828	338,742	287,688	857	607	588

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
Transgender																					
Yes	8.3%	--	--	25.4%	--	--	17.4%	--	--	23.1%	--	--	25.8%	--	--	2,066	--	--	16	--	--
No	12.4%	--	--	35.6%	--	--	15.8%	--	--	21.7%	--	--	14.5%	--	--	539,881	--	--	1,096	--	--
Consider Yourself as:																					
Straight	12.6%	--	--	35.9%	--	--	15.8%	--	--	21.6%	--	--	14.2%	--	--	505,683	--	--	961	--	--
Gay or Lesbian	11.3%	--	--	33.2%	--	--	14.6%	--	--	23.4%	--	--	17.4%	--	--	11,708	--	--	40	--	--
Bisexual	10.8%	--	--	32.8%	--	--	14.7%	--	--	23.0%	--	--	18.6%	--	--	5,661	--	--	17	--	--
Something else	8.4%	--	--	26.9%	--	--	17.0%	--	--	23.8%	--	--	23.9%	--	--	10,678	--	--	68	--	--
Military Service																					
No Prior Military Service	11.9%	11.4%	11.0%	35.8%	36.3%	35.8%	15.9%	16.1%	16.0%	22.1%	22.3%	22.8%	14.3%	13.9%	14.4%	383,995	325,576	277,868	756	597	573
Currently in Guard/Reserves	12.5%	12.0%	11.0%	33.6%	34.1%	32.7%	15.4%	14.3%	15.5%	21.5%	22.0%	23.5%	17.0%	17.7%	17.2%	10,694	7,422	6,150	33	8	16
Retired Separated/Discharged	14.9%	14.4%	13.3%	37.5%	37.1%	37.0%	15.1%	15.3%	15.5%	20.4%	20.8%	21.1%	12.1%	12.3%	13.1%	73,604	49,908	39,676	135	81	71
Disability																					
Yes	12.9%	12.6%	12.1%	32.7%	32.9%	32.6%	15.5%	16.0%	15.8%	21.4%	21.3%	21.9%	17.4%	17.2%	17.7%	82,968	69,411	51,576	285	237	206
No	12.2%	11.7%	11.1%	36.1%	36.4%	36.1%	15.8%	15.9%	15.8%	21.8%	22.3%	22.6%	14.0%	13.7%	14.3%	465,601	383,711	329,003	849	629	616

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.



## Report by Demographics

### (10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
Work Location																					
Headquarters	14.7%	14.2%	13.1%	46.0%	46.2%	45.6%	15.3%	15.8%	15.9%	15.2%	14.9%	15.9%	8.7%	8.9%	9.5%	217,480	177,596	154,599	312	288	262
Field	12.4%	12.2%	11.3%	45.7%	46.2%	45.6%	16.1%	15.9%	16.1%	15.8%	15.8%	16.4%	10.0%	9.9%	10.5%	346,708	278,928	228,005	562	429	364
Supervisory Status																					
Non-Supervisor	14.2%	13.9%	12.8%	47.6%	48.0%	47.4%	15.7%	15.7%	15.9%	13.8%	13.6%	14.5%	8.8%	8.8%	9.4%	373,601	302,293	251,222	674	569	507
Team Leader	11.0%	10.6%	9.6%	43.5%	43.7%	43.4%	16.9%	16.7%	17.1%	17.9%	18.4%	18.5%	10.7%	10.6%	11.3%	73,497	57,619	49,175	102	59	49
Supervisor	10.6%	10.2%	9.8%	41.2%	42.0%	41.7%	16.1%	16.4%	16.0%	20.4%	20.2%	20.5%	11.7%	11.2%	12.0%	77,663	62,764	51,927	65	59	46
Manager	12.3%	11.9%	11.5%	41.4%	40.5%	40.7%	14.8%	15.7%	15.5%	20.4%	20.1%	20.4%	11.1%	11.9%	11.9%	34,006	28,609	24,574	19	20	15
Senior Leader	21.3%	19.7%	18.5%	42.3%	42.1%	41.1%	13.3%	15.0%	14.0%	15.1%	15.6%	17.7%	8.0%	7.6%	8.7%	8,268	8,129	8,067	10	12	9
Sex																					
Male	13.5%	13.3%	12.1%	46.7%	46.8%	46.6%	16.3%	16.4%	16.5%	14.6%	14.4%	15.1%	8.9%	9.0%	9.6%	311,565	232,137	195,337	486	361	326
Female	13.2%	12.6%	11.9%	44.7%	45.5%	44.6%	15.0%	15.1%	15.4%	16.9%	16.7%	17.4%	10.2%	10.1%	10.7%	245,762	220,420	183,975	361	336	285
Hispanic or Latino																					
Yes	15.2%	15.0%	13.9%	43.0%	43.8%	43.0%	16.1%	15.7%	16.1%	14.6%	14.7%	15.1%	11.2%	10.8%	11.9%	52,773	39,499	33,301	140	75	81
No	13.2%	12.8%	11.9%	46.3%	46.6%	46.1%	15.7%	15.9%	15.9%	15.6%	15.5%	16.2%	9.2%	9.3%	9.9%	498,210	408,587	342,146	702	610	518
Race																					
American Indian/ Alaska Native	13.1%	13.2%	11.0%	44.2%	43.1%	43.8%	17.2%	18.4%	18.9%	15.2%	15.3%	14.2%	10.3%	10.0%	12.1%	10,499	9,317	7,718	32	18	24
Asian	16.3%	16.2%	15.3%	47.5%	46.6%	47.0%	16.2%	16.8%	17.1%	12.4%	11.9%	12.8%	7.6%	8.4%	7.8%	29,086	22,000	19,429	50	45	26
Black/African American	17.5%	16.8%	15.7%	46.9%	47.3%	47.4%	14.3%	14.1%	14.2%	12.8%	12.7%	13.0%	8.6%	9.1%	9.7%	76,273	64,221	57,521	169	142	113
Native Hawaiian/ Pacific Islander	16.3%	13.5%	15.4%	45.0%	43.7%	43.6%	16.6%	16.7%	15.7%	12.0%	14.7%	13.0%	10.1%	11.4%	12.3%	3,895	2,740	2,186	8	6	5
White	12.5%	12.1%	11.2%	46.1%	46.6%	45.8%	15.7%	15.8%	16.0%	16.2%	16.2%	17.1%	9.4%	9.2%	10.0%	393,242	317,775	262,647	481	402	374
Two or more races (Not Hispanic/ Latino)	11.5%	11.5%	11.0%	41.4%	41.9%	41.3%	17.9%	17.5%	17.5%	16.7%	16.6%	17.1%	12.4%	12.4%	13.1%	22,613	18,611	14,264	53	43	34

## Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
<b>Age Group</b>																					
25 and under	20.3%	19.9%	18.1%	51.1%	49.3%	50.3%	14.1%	14.6%	14.4%	9.4%	9.6%	10.6%	5.1%	6.6%	6.7%	5,808	3,885	2,831	12	7	7
26-29 years old	16.1%	15.9%	14.9%	47.2%	48.8%	46.6%	15.7%	15.4%	15.8%	13.1%	12.7%	14.1%	7.9%	7.2%	8.6%	16,385	13,073	11,448	41	17	16
30-39 years old	12.9%	12.6%	11.7%	44.9%	45.0%	45.2%	15.7%	15.8%	15.8%	16.1%	16.1%	16.4%	10.4%	10.4%	10.8%	111,634	91,380	75,843	168	138	104
40-49 years old	12.7%	12.6%	11.5%	44.8%	45.7%	45.1%	15.7%	15.7%	16.0%	16.3%	15.9%	16.6%	10.5%	10.2%	10.8%	143,759	123,259	105,331	199	197	172
50-59 years old	13.5%	12.6%	11.6%	46.5%	46.2%	45.5%	15.6%	16.2%	16.2%	15.5%	15.6%	16.6%	8.9%	9.4%	10.1%	191,283	171,307	144,595	272	275	266
60 or older	14.5%	13.0%	12.4%	48.0%	47.4%	46.9%	16.1%	16.8%	17.0%	13.8%	14.7%	15.0%	7.6%	8.0%	8.7%	81,201	78,539	62,078	144	142	125
<b>Level of Education</b>																					
Less than High School	16.5%	21.4%	15.7%	44.6%	44.9%	50.6%	20.3%	20.4%	19.3%	10.6%	8.6%	7.6%	8.0%	4.7%	7.0%	406	433	354	3	4	5
H.S. Diploma/ GED or equiv	15.5%	15.3%	15.1%	48.4%	49.6%	49.6%	15.8%	16.2%	15.4%	12.5%	11.3%	12.4%	7.8%	7.6%	7.6%	24,060	19,434	16,174	33	34	27
Trade/Technical Certificate	13.1%	12.7%	11.5%	47.0%	48.1%	48.5%	17.7%	17.0%	16.9%	13.3%	13.4%	14.3%	8.8%	8.8%	8.8%	12,411	10,776	8,124	34	18	15
Some College (no degree)	14.0%	13.7%	12.2%	46.0%	46.2%	46.1%	16.4%	16.7%	16.5%	14.2%	14.1%	14.7%	9.5%	9.2%	10.3%	79,330	62,526	52,441	104	124	95
Associate's Degree	14.0%	13.5%	13.2%	46.4%	46.4%	44.8%	16.0%	15.8%	16.3%	14.4%	15.0%	15.4%	9.2%	9.4%	10.3%	44,411	35,444	27,652	76	66	53
Bachelor's Degree	12.7%	12.5%	11.5%	45.9%	46.2%	45.7%	15.8%	15.6%	16.0%	15.9%	15.8%	16.4%	9.7%	9.8%	10.3%	197,241	154,753	131,475	347	231	227
Master's Degree	13.4%	12.9%	11.7%	45.5%	45.8%	45.5%	15.1%	15.5%	15.5%	16.5%	16.3%	17.1%	9.5%	9.6%	10.2%	146,641	119,132	101,238	195	163	139
Doctoral/ Professional Degree	13.1%	12.1%	11.6%	44.7%	45.2%	43.9%	15.5%	15.9%	16.0%	16.8%	17.1%	18.2%	9.8%	9.7%	10.4%	56,595	52,703	43,928	68	58	57
<b>Pay Category</b>																					
Federal Wage System	12.5%	13.3%	12.1%	49.9%	48.0%	49.8%	17.4%	16.7%	16.7%	12.4%	12.9%	12.9%	7.8%	9.1%	8.6%	18,759	13,063	9,503	24	31	15
GS 1-6	18.6%	16.7%	15.5%	46.7%	45.4%	46.2%	15.5%	15.9%	15.9%	11.7%	12.3%	12.8%	7.5%	9.6%	9.5%	23,046	27,357	18,520	61	75	48
GS 7-12	13.7%	13.3%	12.4%	45.8%	46.5%	46.1%	15.7%	15.5%	15.7%	14.8%	15.0%	15.4%	10.0%	9.7%	10.3%	244,450	192,558	152,330	446	336	273
GS 13-15	12.4%	11.9%	10.9%	45.6%	45.8%	45.1%	15.6%	16.1%	16.2%	17.2%	17.1%	18.1%	9.2%	9.2%	9.8%	227,685	184,186	168,722	252	208	226
SES	22.0%	20.3%	20.2%	41.9%	43.5%	43.4%	13.5%	14.4%	12.9%	15.2%	15.0%	16.6%	7.4%	6.7%	6.8%	5,268	5,678	5,756	4	4	0
SL/ST	19.0%	13.8%	13.5%	42.8%	48.4%	45.5%	14.7%	15.3%	16.6%	14.9%	13.8%	16.0%	8.5%	8.6%	8.4%	1,844	2,004	1,564	1	3	0
Other	11.6%	10.8%	10.0%	45.0%	46.4%	42.9%	17.2%	16.9%	17.0%	16.0%	16.1%	17.9%	10.1%	9.8%	12.2%	41,706	31,118	25,689	82	45	57

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

### (10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
Time in Federal Government																					
< 1 year	25.9%	24.0%	23.6%	51.2%	51.3%	52.4%	13.4%	12.8%	11.8%	6.4%	8.3%	8.1%	3.0%	3.5%	4.1%	7,244	8,987	6,816	21	15	15
1-3 years	18.3%	17.4%	16.9%	49.0%	49.2%	48.2%	14.2%	14.0%	14.6%	12.1%	12.1%	13.1%	6.4%	7.4%	7.3%	59,234	45,247	29,775	82	69	42
4-5 years	14.4%	14.1%	12.4%	45.8%	45.7%	46.4%	15.6%	15.4%	15.7%	14.9%	15.1%	15.3%	9.2%	9.7%	10.2%	35,085	30,134	29,959	46	50	56
6-10 years	12.7%	12.2%	11.2%	45.4%	45.7%	45.7%	15.9%	16.0%	16.0%	16.0%	16.1%	16.3%	9.9%	10.0%	10.7%	131,697	108,574	91,364	189	163	137
11-14 years	11.7%	11.3%	10.3%	45.0%	45.2%	44.1%	16.3%	16.4%	16.6%	16.6%	16.7%	17.4%	10.5%	10.4%	11.6%	83,910	63,776	54,583	143	97	89
15-20 years	11.3%	11.3%	10.5%	44.5%	44.4%	44.1%	16.6%	16.9%	16.6%	16.7%	16.6%	17.6%	10.9%	10.8%	11.2%	91,658	66,247	51,448	127	97	95
> 20 years	12.9%	12.1%	11.4%	45.9%	46.5%	45.6%	16.0%	16.3%	16.5%	15.9%	15.7%	16.7%	9.4%	9.3%	9.8%	154,325	134,058	118,921	260	212	196
Time with Current Agency																					
< 1 year	23.8%	22.5%	22.0%	49.6%	49.7%	50.0%	13.7%	13.5%	13.1%	8.7%	9.3%	9.3%	4.2%	5.0%	5.7%	14,042	16,399	13,098	51	47	39
1-3 years	17.2%	16.7%	15.9%	47.2%	47.9%	47.1%	14.6%	14.3%	14.6%	13.2%	13.0%	13.9%	7.7%	8.1%	8.5%	92,667	69,725	47,451	136	105	76
4-5 years	13.7%	13.5%	11.9%	45.0%	45.1%	45.5%	15.6%	15.3%	15.9%	15.5%	15.5%	15.9%	10.2%	10.6%	10.8%	45,760	37,787	37,941	70	67	78
6-10 years	12.1%	11.7%	10.5%	45.2%	45.3%	45.2%	16.1%	16.4%	16.3%	16.2%	16.5%	16.9%	10.3%	10.1%	11.2%	136,467	113,617	97,606	186	167	135
11-20 years	11.1%	10.8%	10.2%	45.1%	45.4%	44.5%	16.5%	16.7%	16.8%	16.8%	16.6%	17.3%	10.6%	10.4%	11.1%	158,858	118,379	98,185	239	165	164
> 20 years	12.6%	11.9%	11.4%	46.3%	46.9%	46.0%	16.0%	16.4%	16.4%	16.0%	15.9%	16.9%	9.0%	8.9%	9.3%	114,079	99,631	87,282	183	148	131
Leaving																					
No	16.0%	15.5%	14.5%	49.7%	50.2%	49.9%	15.0%	15.1%	15.3%	13.4%	13.3%	14.1%	5.8%	5.8%	6.2%	379,944	315,713	258,370	366	296	254
Yes, to retire	11.9%	10.9%	11.0%	45.8%	46.8%	45.7%	16.5%	16.5%	16.3%	15.8%	16.1%	16.5%	9.9%	9.7%	10.4%	34,584	28,470	22,130	54	51	40
Yes, to other job in Govt	8.1%	8.0%	7.3%	38.4%	38.3%	37.8%	17.1%	17.0%	16.9%	19.8%	19.8%	20.3%	16.7%	16.8%	17.7%	99,341	70,499	70,173	258	204	193
Yes, to other job outside Govt	6.0%	5.6%	5.7%	34.7%	34.1%	32.8%	16.5%	16.9%	17.1%	21.8%	22.1%	23.0%	21.0%	21.4%	21.5%	22,079	19,341	13,669	71	50	39
Yes, other	6.5%	6.0%	5.2%	33.9%	33.3%	34.2%	19.7%	20.1%	19.7%	20.6%	20.2%	20.1%	19.3%	20.3%	20.9%	27,294	22,053	17,817	121	108	95
Retiring																					
Within 1 year	12.2%	11.6%	11.0%	45.4%	45.2%	45.1%	15.7%	15.5%	17.1%	15.5%	16.5%	15.5%	11.2%	11.3%	11.3%	21,043	17,105	13,460	28	35	30
Between 1-3 years	12.2%	10.9%	10.6%	46.3%	47.3%	46.2%	16.5%	16.8%	16.0%	15.6%	15.7%	16.9%	9.4%	9.3%	10.2%	56,996	47,156	37,768	93	78	72
Between 3-5 years	12.0%	11.9%	10.9%	46.6%	46.7%	45.8%	16.2%	16.3%	16.6%	16.1%	16.0%	17.0%	9.1%	9.1%	9.7%	63,136	51,185	41,927	96	92	74
5 or more years	13.7%	13.4%	12.4%	45.8%	46.1%	45.7%	15.6%	15.7%	15.9%	15.4%	15.3%	16.0%	9.4%	9.4%	10.1%	417,717	337,948	286,326	629	492	438

## Report by Demographics

### (10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
Transgender																					
Yes	10.6%	--	--	39.8%	--	--	18.2%	--	--	15.3%	--	--	16.2%	--	--	2,069	--	--	19	--	--
No	13.5%	--	--	46.0%	--	--	15.7%	--	--	15.5%	--	--	9.4%	--	--	541,440	--	--	800	--	--
Consider Yourself as:																					
Straight	13.7%	--	--	46.3%	--	--	15.6%	--	--	15.3%	--	--	9.2%	--	--	507,150	--	--	709	--	--
Gay or Lesbian	13.3%	--	--	43.2%	--	--	15.2%	--	--	16.8%	--	--	11.5%	--	--	11,719	--	--	27	--	--
Bisexual	12.4%	--	--	42.5%	--	--	15.4%	--	--	18.0%	--	--	11.7%	--	--	5,674	--	--	10	--	--
Something else	9.4%	--	--	37.6%	--	--	19.8%	--	--	17.6%	--	--	15.6%	--	--	10,722	--	--	54	--	--
Military Service																					
No Prior Military Service	12.7%	12.2%	11.5%	45.9%	46.6%	45.6%	15.9%	16.1%	16.1%	16.0%	15.8%	16.7%	9.6%	9.4%	10.0%	385,033	324,784	276,471	547	448	427
Currently in Guard/Reserves	14.8%	14.7%	12.7%	44.9%	46.5%	46.1%	15.5%	14.3%	14.7%	14.9%	14.5%	15.1%	9.9%	10.0%	11.5%	10,727	7,406	6,137	21	13	9
Retired Separated/Discharged	16.7%	16.0%	14.8%	48.0%	47.4%	47.8%	14.4%	14.7%	14.8%	13.6%	13.8%	14.2%	7.4%	8.1%	8.4%	73,849	49,807	39,398	97	60	68
Disability																					
Yes	14.0%	13.6%	12.6%	42.8%	42.4%	42.4%	16.0%	16.3%	16.2%	15.7%	15.7%	16.1%	11.5%	12.0%	12.7%	83,337	69,252	51,249	206	185	131
No	13.3%	12.9%	12.0%	46.6%	47.2%	46.5%	15.7%	15.8%	15.9%	15.4%	15.3%	16.1%	9.0%	8.9%	9.5%	466,813	382,740	327,318	632	504	475

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
Work Location																					
Headquarters	20.5%	19.9%	18.8%	41.6%	41.4%	41.1%	15.7%	15.9%	15.8%	13.2%	13.5%	14.2%	9.0%	9.2%	10.2%	215,739	175,330	151,478	834	715	639
Field	17.6%	17.1%	16.3%	42.0%	42.0%	41.5%	16.9%	16.5%	16.6%	13.8%	14.2%	14.8%	9.7%	10.1%	10.8%	343,819	275,013	223,034	1,408	1,095	984
Supervisory Status																					
Non-Supervisor	16.9%	16.6%	15.5%	40.6%	40.5%	39.8%	17.7%	17.4%	17.4%	14.5%	14.8%	15.6%	10.4%	10.7%	11.7%	370,402	298,160	245,856	1,760	1,462	1,292
Team Leader	19.6%	18.7%	17.8%	43.5%	43.0%	42.7%	15.0%	14.6%	15.1%	13.1%	14.0%	14.2%	8.8%	9.6%	10.2%	73,009	56,911	48,218	212	157	147
Supervisor	20.9%	20.4%	19.6%	45.9%	46.4%	46.4%	14.7%	14.9%	14.7%	11.5%	11.4%	11.9%	7.0%	6.9%	7.4%	76,992	61,889	50,807	206	146	130
Manager	27.7%	26.8%	26.5%	45.6%	45.6%	46.6%	11.6%	11.9%	11.4%	9.6%	9.8%	9.7%	5.5%	5.9%	5.8%	33,740	28,200	24,035	56	47	44
Senior Leader	45.3%	43.3%	40.7%	36.8%	36.6%	37.9%	7.5%	8.8%	8.5%	6.1%	7.4%	6.8%	4.3%	3.9%	6.1%	8,227	8,026	7,897	16	20	15
Sex																					
Male	19.0%	18.3%	17.2%	41.9%	41.7%	41.2%	16.4%	16.3%	16.4%	13.1%	13.6%	14.2%	9.6%	10.1%	11.0%	308,875	228,814	190,992	1,304	927	867
Female	18.5%	18.1%	17.5%	42.0%	42.1%	41.7%	16.4%	16.2%	16.1%	14.0%	14.3%	14.9%	9.0%	9.3%	9.9%	243,878	217,626	180,283	880	851	726
Hispanic or Latino																					
Yes	20.0%	19.9%	18.8%	38.2%	38.7%	38.6%	17.0%	16.2%	16.5%	13.7%	13.9%	13.9%	11.1%	11.3%	12.2%	52,333	38,931	32,564	288	188	176
No	18.7%	18.1%	17.2%	42.5%	42.3%	41.8%	16.3%	16.3%	16.2%	13.4%	13.9%	14.6%	9.1%	9.5%	10.3%	494,163	403,116	334,941	1,872	1,561	1,384
Race																					
American Indian/ Alaska Native	18.8%	18.3%	17.6%	39.6%	39.2%	40.0%	17.6%	17.5%	17.0%	13.5%	13.2%	13.2%	10.5%	11.8%	12.3%	10,393	9,177	7,559	77	50	39
Asian	22.3%	22.2%	22.1%	44.2%	44.1%	43.0%	16.7%	16.5%	16.8%	10.1%	10.1%	10.6%	6.7%	7.1%	7.6%	28,875	21,766	19,131	128	95	82
Black/African American	20.5%	20.0%	19.3%	39.9%	40.2%	39.4%	16.7%	16.2%	16.3%	12.8%	13.1%	14.0%	10.1%	10.6%	10.9%	75,427	63,267	56,237	374	298	303
Native Hawaiian/ Pacific Islander	23.1%	19.9%	20.4%	40.0%	40.0%	43.1%	16.8%	20.1%	15.9%	11.2%	10.2%	10.8%	8.9%	9.8%	9.9%	3,864	2,692	2,149	18	18	8
White	18.6%	17.9%	16.9%	42.9%	42.8%	42.4%	15.9%	15.9%	15.8%	13.7%	14.3%	14.7%	8.9%	9.2%	10.1%	390,239	313,594	257,052	1,361	1,099	966
Two or more races (Not Hispanic/ Latino)	15.7%	15.6%	14.1%	36.2%	36.8%	34.7%	18.2%	17.8%	18.1%	16.1%	15.4%	16.8%	13.7%	14.5%	16.2%	22,411	18,303	13,943	110	111	105

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
<b>Age Group</b>																					
25 and under	17.0%	16.4%	16.9%	42.9%	39.3%	43.6%	19.8%	20.1%	17.1%	13.7%	14.7%	13.5%	6.6%	9.5%	8.8%	5,792	3,852	2,802	22	12	12
26-29 years old	17.3%	17.2%	15.5%	41.5%	41.8%	40.9%	18.3%	18.6%	18.4%	13.8%	13.8%	15.2%	9.1%	8.6%	10.0%	16,305	12,959	11,293	75	27	33
30-39 years old	16.8%	16.3%	15.3%	41.4%	40.9%	40.6%	16.7%	16.8%	16.8%	14.5%	15.1%	16.0%	10.5%	11.0%	11.4%	111,149	90,536	74,831	372	291	270
40-49 years old	18.2%	17.6%	16.7%	41.6%	41.7%	41.4%	16.0%	16.0%	16.1%	14.0%	14.4%	14.6%	10.1%	10.3%	11.2%	142,818	121,831	103,321	567	446	401
50-59 years old	20.2%	18.9%	18.1%	42.7%	42.2%	41.8%	15.9%	16.2%	16.1%	12.7%	13.5%	14.1%	8.6%	9.1%	9.9%	189,427	168,506	140,989	751	785	699
60 or older	21.0%	19.3%	18.5%	42.4%	41.8%	41.0%	16.5%	16.9%	17.2%	12.2%	13.2%	13.7%	7.8%	8.7%	9.6%	80,077	77,147	60,269	375	364	332
<b>Level of Education</b>																					
Less than High School	21.9%	26.5%	24.0%	36.7%	41.5%	49.3%	24.8%	17.4%	13.8%	10.9%	6.6%	5.1%	5.6%	8.0%	7.8%	392	425	341	5	5	6
H.S. Diploma/ GED or equiv	20.6%	21.0%	20.7%	44.9%	45.6%	45.1%	17.9%	17.1%	17.0%	9.9%	9.7%	10.3%	6.7%	6.6%	6.9%	23,815	19,091	15,760	89	73	64
Trade/Technical Certificate	18.5%	18.4%	17.5%	43.7%	44.2%	43.8%	17.4%	16.8%	17.8%	12.0%	11.6%	12.0%	8.4%	9.0%	9.0%	12,275	10,571	7,920	66	45	44
Some College (no degree)	19.2%	18.9%	17.6%	41.0%	40.9%	40.6%	17.6%	17.2%	17.5%	12.9%	13.4%	13.8%	9.3%	9.7%	10.6%	78,461	61,512	51,075	327	298	254
Associate's Degree	19.2%	18.0%	17.5%	42.0%	41.7%	41.3%	17.0%	16.7%	16.4%	12.8%	13.7%	14.3%	9.1%	9.9%	10.4%	43,996	34,912	27,032	192	152	118
Bachelor's Degree	17.6%	17.1%	16.2%	42.6%	42.5%	42.0%	16.7%	16.7%	16.4%	13.8%	14.0%	14.9%	9.2%	9.7%	10.5%	195,821	152,735	128,863	736	596	477
Master's Degree	18.9%	18.3%	17.5%	41.0%	40.7%	40.0%	15.3%	15.3%	15.3%	14.5%	15.1%	15.8%	10.3%	10.6%	11.3%	145,526	117,722	99,237	593	454	475
Doctoral/ Professional Degree	21.0%	19.6%	18.7%	41.7%	41.7%	41.5%	14.4%	14.5%	14.6%	13.7%	14.5%	14.5%	9.2%	9.7%	10.8%	56,211	52,085	43,080	194	162	170
<b>Pay Category</b>																					
Federal Wage System	16.6%	17.1%	16.1%	41.4%	40.6%	40.6%	17.1%	16.5%	17.6%	13.8%	14.0%	14.5%	11.2%	11.8%	11.2%	18,551	12,805	9,243	103	64	53
GS 1-6	19.0%	18.2%	17.6%	37.6%	37.1%	38.3%	18.5%	17.8%	17.1%	14.1%	14.5%	14.8%	10.9%	12.4%	12.3%	22,753	26,874	18,035	157	189	132
GS 7-12	17.3%	17.2%	16.3%	41.1%	41.3%	40.7%	17.5%	17.1%	17.1%	14.1%	14.4%	14.9%	10.0%	10.0%	11.0%	242,277	189,793	149,015	1,115	853	735
GS 13-15	20.6%	19.9%	18.8%	43.9%	43.9%	43.6%	14.7%	14.6%	14.7%	12.6%	13.3%	13.8%	8.1%	8.2%	9.1%	226,087	182,041	165,349	669	548	581
SES	47.5%	46.8%	47.6%	34.2%	36.8%	36.5%	6.9%	7.0%	6.4%	6.9%	5.5%	5.7%	4.6%	3.9%	3.7%	5,256	5,635	5,637	5	6	3
SL/ST	33.8%	26.9%	25.4%	39.0%	38.5%	43.6%	11.0%	13.8%	13.0%	9.7%	10.7%	10.4%	6.5%	10.2%	7.6%	1,829	1,969	1,534	5	5	3
Other	16.2%	15.3%	15.1%	41.0%	42.2%	40.5%	18.0%	17.4%	17.1%	14.5%	14.2%	15.6%	10.3%	10.8%	11.8%	41,369	30,684	25,181	172	128	111

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
<b>Time in Federal Government</b>																					
< 1 year	24.2%	24.4%	23.8%	43.6%	41.7%	44.2%	17.1%	17.1%	15.2%	10.2%	11.0%	11.2%	5.0%	5.7%	5.6%	7,215	8,919	6,750	22	20	14
1-3 years	20.8%	20.1%	19.8%	42.0%	42.6%	41.5%	16.8%	16.0%	16.3%	12.7%	13.1%	13.4%	7.7%	8.2%	8.9%	58,891	44,749	29,306	190	145	102
4-5 years	18.6%	18.0%	17.1%	41.0%	40.4%	40.8%	16.5%	16.6%	16.5%	14.4%	14.2%	15.0%	9.5%	10.8%	10.6%	34,826	29,816	29,419	157	113	143
6-10 years	17.7%	17.1%	15.8%	41.3%	40.6%	40.3%	16.4%	16.5%	16.4%	14.4%	15.0%	15.8%	10.2%	10.8%	11.7%	130,768	107,233	89,595	512	449	352
11-14 years	17.5%	16.8%	15.7%	41.5%	41.1%	40.4%	16.5%	16.6%	16.8%	14.1%	14.9%	15.4%	10.4%	10.6%	11.7%	83,300	62,961	53,494	324	265	238
15-20 years	17.1%	17.3%	16.6%	41.3%	41.5%	40.5%	17.0%	16.0%	16.0%	14.1%	14.6%	15.4%	10.5%	10.6%	11.5%	90,795	65,237	50,287	405	278	261
> 20 years	20.2%	19.2%	18.5%	43.2%	43.7%	43.3%	15.9%	16.0%	16.0%	12.3%	12.6%	12.9%	8.4%	8.6%	9.3%	152,728	131,919	115,906	617	538	518
<b>Time with Current Agency</b>																					
< 1 year	24.0%	24.2%	23.5%	42.3%	41.2%	41.6%	16.5%	16.0%	15.6%	11.0%	11.4%	12.0%	6.2%	7.1%	7.2%	13,968	16,267	12,933	55	54	44
1-3 years	20.3%	20.0%	19.3%	40.8%	41.3%	40.5%	16.5%	15.9%	16.2%	13.4%	13.7%	14.1%	9.0%	9.2%	10.0%	92,101	68,946	46,637	359	247	195
4-5 years	18.6%	17.3%	16.5%	40.0%	40.3%	39.9%	16.5%	16.8%	16.4%	14.6%	14.6%	15.7%	10.3%	11.1%	11.5%	45,402	37,301	37,209	225	172	190
6-10 years	17.0%	16.7%	15.2%	41.4%	40.4%	40.2%	16.6%	16.6%	16.5%	14.5%	15.1%	16.1%	10.5%	11.2%	12.0%	135,397	112,148	95,617	551	501	404
11-20 years	17.4%	16.9%	16.1%	42.0%	42.0%	41.3%	16.7%	16.5%	16.7%	13.9%	14.5%	14.9%	10.0%	10.1%	11.1%	157,468	116,679	96,010	608	478	451
> 20 years	20.5%	19.5%	19.2%	44.3%	45.0%	44.6%	15.7%	15.8%	15.6%	11.9%	11.9%	12.2%	7.6%	7.8%	8.5%	112,946	98,034	85,074	415	351	333
<b>Leaving</b>																					
No	23.3%	22.5%	21.7%	47.8%	47.6%	47.7%	15.2%	15.3%	15.4%	9.4%	10.0%	10.4%	4.3%	4.6%	4.8%	377,468	311,929	253,383	793	646	582
Yes, to retire	17.7%	17.3%	16.2%	41.8%	42.4%	42.2%	18.0%	17.3%	17.4%	13.5%	14.1%	13.9%	9.0%	8.9%	10.2%	34,095	27,976	21,482	180	130	114
Yes, to other job in Govt	9.1%	8.9%	8.6%	29.6%	29.2%	28.3%	18.8%	18.3%	18.1%	22.7%	22.9%	23.5%	19.8%	20.6%	21.6%	98,275	69,314	68,481	797	615	557
Yes, to other job outside Govt	6.7%	6.1%	6.0%	26.7%	25.6%	23.9%	16.7%	17.0%	15.4%	24.5%	24.6%	25.7%	25.4%	26.7%	29.1%	21,830	19,020	13,342	183	182	147
Yes, other	7.4%	7.0%	6.5%	25.7%	25.4%	24.6%	20.4%	18.8%	18.8%	22.8%	23.5%	24.4%	23.7%	25.3%	25.8%	26,939	21,660	17,363	293	244	222
<b>Retiring</b>																					
Within 1 year	17.7%	17.5%	16.2%	40.2%	40.3%	40.8%	16.8%	16.4%	16.9%	13.9%	14.3%	13.6%	11.4%	11.6%	12.4%	20,750	16,798	13,035	123	97	87
Between 1-3 years	18.6%	17.1%	16.7%	42.5%	43.1%	42.4%	17.2%	17.2%	17.2%	13.1%	13.7%	14.1%	8.6%	8.8%	9.6%	56,241	46,366	36,781	260	197	188
Between 3-5 years	18.6%	18.1%	17.2%	42.5%	43.3%	42.3%	16.7%	16.3%	16.7%	13.3%	13.6%	14.1%	8.9%	8.8%	9.7%	62,426	50,318	40,853	243	227	218
5 or more years	18.9%	18.4%	17.4%	41.9%	41.7%	41.3%	16.2%	16.1%	16.0%	13.6%	14.0%	14.7%	9.4%	9.8%	10.6%	414,914	333,810	280,769	1,562	1,259	1,100



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
Transgender																					
Yes	12.5%	--	--	32.3%	--	--	20.0%	--	--	16.3%	--	--	19.0%	--	--	2,051	--	--	26	--	--
No	18.9%	--	--	42.0%	--	--	16.3%	--	--	13.4%	--	--	9.3%	--	--	537,005	--	--	2,106	--	--
Consider Yourself as:																					
Straight	19.2%	--	--	42.3%	--	--	16.2%	--	--	13.3%	--	--	9.0%	--	--	503,065	--	--	1,894	--	--
Gay or Lesbian	18.0%	--	--	40.9%	--	--	14.6%	--	--	15.1%	--	--	11.5%	--	--	11,618	--	--	66	--	--
Bisexual	16.7%	--	--	37.8%	--	--	16.3%	--	--	16.4%	--	--	12.9%	--	--	5,615	--	--	31	--	--
Something else	11.8%	--	--	32.7%	--	--	19.9%	--	--	17.8%	--	--	17.8%	--	--	10,605	--	--	88	--	--
Military Service																					
No Prior Military Service	17.9%	17.5%	16.8%	42.8%	43.0%	42.4%	16.7%	16.5%	16.4%	13.6%	13.9%	14.5%	8.9%	9.2%	10.0%	382,075	320,586	270,802	1,347	1,149	1,086
Currently in Guard/Reserves	19.2%	19.0%	18.1%	41.4%	40.7%	41.2%	16.2%	15.1%	15.5%	13.2%	14.3%	13.1%	10.0%	10.9%	12.1%	10,652	7,318	6,043	60	37	25
Retired Separated/Discharged	24.0%	22.8%	21.6%	42.1%	42.1%	41.9%	14.5%	14.6%	15.0%	11.6%	12.3%	12.5%	7.7%	8.2%	9.0%	73,157	49,038	38,463	297	194	190
Disability																					
Yes	19.3%	18.5%	17.6%	36.6%	36.5%	36.4%	16.4%	16.4%	16.2%	14.7%	15.1%	15.6%	13.1%	13.5%	14.3%	82,407	68,053	49,939	524	460	358
No	18.8%	18.2%	17.3%	43.1%	43.1%	42.5%	16.3%	16.2%	16.2%	13.2%	13.6%	14.3%	8.6%	8.9%	9.7%	463,235	377,812	320,587	1,633	1,305	1,232

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
Work Location																					
Headquarters	36.7%	35.4%	33.9%	49.3%	49.7%	50.3%	8.3%	8.9%	9.4%	3.5%	3.7%	3.9%	2.2%	2.2%	2.5%	217,564	177,201	154,440	554	533	425
Field	32.4%	31.5%	30.4%	51.9%	52.2%	52.1%	9.3%	9.6%	10.1%	3.8%	4.1%	4.4%	2.5%	2.6%	3.0%	346,887	278,020	227,641	1,034	832	801
Supervisory Status																					
Non-Supervisor	30.9%	30.4%	28.9%	52.6%	52.5%	52.7%	9.9%	10.2%	10.8%	3.9%	4.2%	4.5%	2.6%	2.6%	3.1%	373,508	301,367	250,713	1,245	1,090	1,009
Team Leader	35.6%	33.6%	32.0%	50.0%	50.9%	51.5%	8.4%	8.8%	9.4%	3.7%	4.1%	4.4%	2.3%	2.6%	2.7%	73,617	57,477	49,157	186	124	110
Supervisor	38.9%	37.4%	36.7%	49.5%	50.6%	50.3%	6.9%	7.2%	7.7%	2.9%	3.0%	3.3%	1.7%	1.8%	1.9%	77,779	62,626	51,920	123	106	82
Manager	49.2%	48.2%	47.3%	42.6%	42.8%	44.0%	4.9%	5.4%	4.9%	2.0%	2.3%	2.2%	1.4%	1.3%	1.5%	34,089	28,526	24,579	31	40	21
Senior Leader	66.2%	63.6%	62.7%	27.7%	29.9%	30.2%	3.3%	3.6%	3.6%	1.5%	1.7%	1.8%	1.4%	1.2%	1.6%	8,293	8,121	8,067	9	13	11
Sex																					
Male	33.9%	32.7%	30.9%	49.7%	50.2%	50.4%	9.6%	9.8%	10.5%	4.0%	4.4%	4.8%	2.8%	2.8%	3.4%	311,686	231,297	194,995	975	801	714
Female	34.5%	33.6%	32.9%	52.8%	52.7%	52.9%	7.9%	8.5%	8.8%	3.0%	3.3%	3.4%	1.8%	2.0%	2.0%	245,917	219,990	183,808	561	525	474
Hispanic or Latino																					
Yes	35.8%	35.7%	33.9%	48.6%	48.5%	48.5%	9.1%	9.3%	9.8%	3.6%	3.8%	4.1%	3.0%	2.7%	3.7%	52,819	39,354	33,242	191	128	132
No	34.0%	32.8%	31.6%	51.2%	51.6%	51.9%	8.9%	9.3%	9.7%	3.6%	3.9%	4.2%	2.3%	2.4%	2.7%	498,467	407,450	341,707	1,310	1,182	1,030
Race																					
American Indian/ Alaska Native	32.1%	31.3%	29.9%	50.6%	50.5%	51.2%	10.5%	11.3%	11.3%	4.0%	3.8%	4.1%	2.8%	3.1%	3.5%	10,501	9,279	7,700	50	42	36
Asian	38.4%	37.1%	37.4%	51.0%	51.1%	50.8%	6.9%	7.6%	7.7%	2.2%	2.5%	2.3%	1.6%	1.8%	1.7%	29,083	21,940	19,414	66	77	50
Black/African American	36.8%	36.2%	35.4%	50.9%	50.9%	51.5%	7.7%	7.9%	8.2%	2.6%	2.8%	2.6%	2.1%	2.1%	2.2%	76,303	64,052	57,417	210	187	180
Native Hawaiian/ Pacific Islander	36.2%	32.7%	36.4%	49.9%	49.7%	49.6%	9.0%	11.3%	8.0%	2.7%	3.3%	2.5%	2.3%	3.0%	3.5%	3,896	2,726	2,180	15	12	6
White	33.6%	32.3%	30.8%	51.0%	51.6%	51.7%	9.1%	9.5%	10.0%	3.9%	4.2%	4.6%	2.4%	2.4%	2.9%	393,452	316,890	262,315	1,025	848	768
Two or more races (Not Hispanic/ Latino)	32.3%	32.5%	30.4%	49.7%	49.3%	48.9%	10.2%	10.5%	11.1%	4.4%	4.3%	5.5%	3.4%	3.4%	4.2%	22,619	18,536	14,245	87	79	77

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
<b>Age Group</b>																					
25 and under	32.9%	32.6%	33.0%	54.4%	52.1%	52.4%	8.3%	9.9%	9.1%	3.2%	3.4%	3.2%	1.2%	2.0%	2.2%	5,811	3,876	2,830	13	5	6
26-29 years old	32.8%	32.0%	28.8%	52.4%	53.1%	53.3%	8.9%	8.2%	10.1%	3.6%	3.8%	4.8%	2.3%	2.9%	2.9%	16,406	13,038	11,416	44	31	29
30-39 years old	32.1%	30.6%	29.1%	51.6%	52.4%	52.6%	9.2%	9.5%	9.9%	4.1%	4.6%	4.9%	3.0%	2.9%	3.4%	111,684	91,150	75,721	254	231	183
40-49 years old	33.5%	32.6%	31.2%	51.0%	51.3%	51.6%	8.9%	9.3%	9.7%	3.9%	4.2%	4.4%	2.7%	2.6%	3.1%	143,758	122,968	105,145	392	337	349
50-59 years old	35.9%	34.1%	33.0%	50.4%	50.8%	51.2%	8.5%	9.4%	9.7%	3.2%	3.6%	3.8%	2.0%	2.1%	2.4%	191,434	170,744	144,428	560	566	508
60 or older	35.6%	33.4%	32.4%	50.3%	51.2%	51.0%	9.2%	10.0%	10.6%	3.1%	3.3%	3.8%	1.8%	2.0%	2.2%	81,250	78,270	62,023	257	287	259
<b>Level of Education</b>																					
Less than High School	26.9%	29.8%	30.1%	44.3%	50.2%	52.1%	19.1%	13.4%	9.9%	4.4%	4.6%	3.8%	5.4%	2.0%	4.1%	403	431	351	4	6	5
H.S. Diploma/ GED or equiv	30.9%	31.0%	30.5%	53.7%	53.9%	54.0%	10.4%	10.3%	10.5%	3.0%	3.0%	3.0%	2.0%	1.9%	2.0%	24,048	19,341	16,139	74	75	55
Trade/Technical Certificate	30.8%	30.2%	28.8%	52.7%	53.2%	53.9%	10.7%	10.7%	11.1%	3.5%	3.6%	3.9%	2.4%	2.4%	2.4%	12,412	10,723	8,091	68	38	38
Some College (no degree)	32.9%	32.1%	30.5%	51.4%	51.5%	51.9%	9.9%	10.3%	10.9%	3.4%	3.7%	3.8%	2.5%	2.4%	2.9%	79,307	62,366	52,324	264	204	206
Associate's Degree	32.6%	30.6%	30.9%	52.0%	52.8%	51.2%	9.8%	10.3%	10.5%	3.4%	3.8%	4.3%	2.2%	2.5%	3.1%	44,414	35,310	27,599	161	125	103
Bachelor's Degree	32.7%	31.7%	30.3%	52.1%	52.3%	52.5%	9.0%	9.3%	9.8%	3.8%	4.1%	4.5%	2.4%	2.6%	2.9%	197,356	154,311	131,298	533	451	433
Master's Degree	36.4%	35.6%	34.1%	49.5%	49.8%	50.0%	7.9%	8.2%	8.7%	3.8%	4.0%	4.3%	2.4%	2.4%	2.8%	146,743	118,837	101,149	333	313	271
Doctoral/ Professional Degree	40.1%	37.9%	35.9%	46.8%	47.6%	48.9%	7.3%	8.2%	8.5%	3.5%	3.9%	4.1%	2.2%	2.3%	2.5%	56,670	52,598	43,918	124	125	89
<b>Pay Category</b>																					
Federal Wage System	29.1%	28.7%	26.3%	52.8%	52.2%	53.0%	11.0%	11.7%	12.5%	4.1%	4.6%	4.9%	2.9%	2.9%	3.3%	18,764	12,973	9,493	89	76	34
GS 1-6	32.1%	31.0%	30.2%	52.0%	51.7%	53.1%	10.6%	11.4%	11.2%	3.1%	3.4%	3.2%	2.2%	2.5%	2.3%	22,986	27,286	18,460	118	120	97
GS 7-12	31.7%	31.4%	30.0%	52.9%	52.9%	52.8%	9.4%	9.5%	10.1%	3.6%	3.8%	4.2%	2.5%	2.5%	2.9%	244,544	191,946	152,081	739	595	555
GS 13-15	37.7%	36.6%	35.2%	48.6%	49.1%	49.3%	7.8%	8.1%	8.5%	3.6%	4.0%	4.3%	2.2%	2.2%	2.7%	227,862	183,778	168,526	473	433	445
SES	69.5%	68.9%	70.9%	24.1%	25.4%	24.4%	3.0%	3.1%	2.3%	2.1%	1.6%	1.3%	1.2%	1.0%	1.0%	5,300	5,669	5,760	6	11	0
SL/ST	54.5%	42.5%	43.7%	34.6%	42.7%	40.9%	6.5%	8.2%	8.9%	2.8%	4.7%	3.7%	1.6%	1.8%	2.9%	1,844	2,000	1,566	5	2	1
Other	31.6%	29.9%	29.4%	51.5%	52.4%	52.2%	10.2%	10.2%	10.6%	4.1%	4.5%	4.6%	2.7%	3.0%	3.1%	41,727	31,021	25,663	149	103	88

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
<b>Time in Federal Government</b>																					
< 1 year	41.0%	40.0%	38.5%	48.9%	48.4%	50.5%	7.0%	7.2%	6.8%	2.1%	3.0%	2.7%	1.0%	1.4%	1.4%	7,243	8,976	6,828	18	19	15
1-3 years	37.0%	35.4%	34.2%	50.6%	51.2%	51.8%	8.0%	8.5%	8.6%	3.0%	3.2%	3.6%	1.5%	1.8%	1.9%	59,251	45,131	29,754	129	102	72
4-5 years	34.4%	33.3%	32.0%	50.4%	51.1%	51.3%	8.9%	9.3%	9.7%	3.8%	3.9%	4.1%	2.4%	2.5%	2.9%	35,095	30,069	29,917	88	85	88
6-10 years	32.8%	31.7%	30.2%	51.6%	51.9%	51.9%	9.1%	9.4%	10.2%	3.9%	4.4%	4.7%	2.6%	2.7%	3.0%	131,742	108,263	91,225	318	333	263
11-14 years	32.9%	31.8%	30.5%	51.2%	51.4%	51.2%	9.2%	9.6%	10.4%	4.0%	4.4%	4.5%	2.7%	2.7%	3.4%	83,986	63,569	54,487	229	181	166
15-20 years	32.4%	32.2%	30.7%	51.3%	50.7%	51.0%	9.5%	10.2%	10.3%	3.9%	4.2%	4.7%	2.9%	2.8%	3.3%	91,699	66,040	51,376	291	217	189
> 20 years	35.0%	33.7%	32.7%	50.5%	51.4%	51.5%	8.9%	9.3%	9.6%	3.4%	3.5%	3.7%	2.2%	2.2%	2.5%	154,403	133,677	118,749	513	416	431
<b>Time with Current Agency</b>																					
< 1 year	39.2%	39.2%	38.2%	48.6%	47.8%	48.8%	8.1%	7.8%	7.7%	2.8%	3.4%	3.4%	1.4%	1.8%	1.9%	14,057	16,376	13,090	39	54	40
1-3 years	36.2%	35.1%	33.5%	50.2%	50.6%	51.2%	8.3%	8.8%	9.2%	3.3%	3.5%	3.8%	2.0%	2.1%	2.3%	92,703	69,579	47,405	234	167	125
4-5 years	34.0%	32.3%	31.1%	50.5%	51.8%	51.6%	9.1%	9.3%	9.8%	3.8%	3.9%	4.4%	2.6%	2.6%	3.1%	45,798	37,666	37,868	117	112	128
6-10 years	32.3%	31.3%	29.6%	51.8%	51.8%	52.3%	9.3%	9.7%	10.2%	3.9%	4.5%	4.7%	2.7%	2.8%	3.2%	136,503	113,292	97,438	353	346	300
11-20 years	32.7%	31.8%	30.8%	51.4%	51.6%	51.2%	9.4%	9.7%	10.4%	3.9%	4.2%	4.4%	2.7%	2.7%	3.2%	158,941	117,982	98,075	477	364	333
> 20 years	35.6%	34.4%	33.5%	50.5%	51.2%	51.4%	8.7%	9.2%	9.3%	3.2%	3.3%	3.6%	2.0%	2.0%	2.2%	114,146	99,354	87,163	360	306	293
<b>Leaving</b>																					
No	38.8%	37.5%	36.3%	50.8%	51.5%	51.9%	7.0%	7.4%	7.8%	2.3%	2.5%	2.7%	1.0%	1.1%	1.3%	380,357	315,005	258,121	655	583	564
Yes, to retire	30.5%	29.0%	28.4%	52.2%	53.2%	53.4%	10.8%	11.3%	11.1%	3.9%	4.0%	4.4%	2.7%	2.5%	2.7%	34,536	28,352	22,105	141	125	87
Yes, to other job in Govt	25.2%	24.5%	23.9%	51.7%	51.4%	50.8%	12.2%	12.6%	13.1%	6.0%	6.7%	6.9%	4.8%	4.8%	5.4%	99,345	70,228	70,007	439	351	329
Yes, to other job outside Govt	20.9%	21.3%	18.6%	49.5%	48.0%	48.6%	13.7%	13.5%	14.3%	8.4%	9.6%	9.8%	7.6%	7.7%	8.7%	22,033	19,265	13,648	142	111	83
Yes, other	20.9%	20.1%	18.9%	49.9%	48.9%	48.9%	15.3%	16.0%	16.2%	7.5%	7.7%	8.4%	6.5%	7.4%	7.5%	27,237	21,937	17,745	201	182	161
<b>Retiring</b>																					
Within 1 year	30.9%	29.4%	28.1%	50.9%	52.1%	52.4%	10.7%	11.0%	11.7%	4.1%	4.5%	4.6%	3.4%	3.0%	3.1%	21,024	17,035	13,447	87	69	61
Between 1-3 years	32.6%	30.6%	30.3%	51.5%	52.6%	52.5%	9.9%	10.5%	10.8%	3.7%	3.8%	4.0%	2.3%	2.4%	2.5%	56,953	46,993	37,706	211	185	160
Between 3-5 years	33.5%	32.9%	31.8%	51.7%	51.7%	51.6%	9.1%	9.6%	10.1%	3.6%	3.8%	4.1%	2.1%	2.1%	2.4%	63,191	51,030	41,885	170	173	155
5 or more years	34.5%	33.5%	32.1%	50.8%	51.1%	51.3%	8.7%	9.0%	9.5%	3.6%	3.9%	4.2%	2.4%	2.4%	2.9%	417,990	337,054	285,941	1,086	899	816

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
Transgender																					
Yes	23.1%	--	--	46.3%	--	--	15.4%	--	--	6.5%	--	--	8.7%	--	--	2,074	--	--	22	--	--
No	34.4%	--	--	51.0%	--	--	8.8%	--	--	3.6%	--	--	2.3%	--	--	541,709	--	--	1,455	--	--
Consider Yourself as:																					
Straight	34.6%	--	--	51.0%	--	--	8.7%	--	--	3.5%	--	--	2.2%	--	--	507,402	--	--	1,302	--	--
Gay or Lesbian	35.9%	--	--	49.3%	--	--	8.1%	--	--	3.9%	--	--	2.8%	--	--	11,745	--	--	42	--	--
Bisexual	33.7%	--	--	49.8%	--	--	9.3%	--	--	4.3%	--	--	2.9%	--	--	5,670	--	--	18	--	--
Something else	24.5%	--	--	48.4%	--	--	14.5%	--	--	6.4%	--	--	6.2%	--	--	10,723	--	--	82	--	--
Military Service																					
No Prior Military Service	33.4%	32.4%	31.3%	52.1%	52.5%	52.4%	8.8%	9.1%	9.7%	3.5%	3.8%	4.1%	2.2%	2.3%	2.6%	385,258	323,987	276,061	956	871	821
Currently in Guard/Reserves	34.2%	32.3%	31.4%	50.3%	51.0%	50.9%	8.8%	9.8%	9.5%	3.6%	3.7%	4.4%	3.2%	3.2%	3.9%	10,730	7,384	6,107	39	22	24
Retired Separated/Discharged	40.1%	38.3%	37.6%	47.8%	48.6%	48.9%	7.5%	8.0%	8.1%	2.9%	3.2%	3.4%	1.8%	1.9%	1.9%	73,941	49,607	39,396	165	129	117
	32.0%	31.5%	29.2%	49.8%	49.5%	50.5%	10.4%	10.9%	11.3%	4.4%	5.0%	5.1%	3.4%	3.2%	3.9%	84,481	68,396	55,336	372	292	223
Disability																					
Yes	34.9%	34.2%	32.7%	48.1%	48.2%	48.9%	9.8%	10.1%	10.5%	3.9%	4.2%	4.4%	3.3%	3.3%	3.5%	83,347	69,020	51,190	360	295	243
No	34.1%	32.8%	31.6%	51.5%	52.0%	52.0%	8.7%	9.1%	9.6%	3.5%	3.8%	4.1%	2.2%	2.2%	2.6%	467,084	381,678	326,857	1,150	1,025	941

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

### (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
Work Location																					
Headquarters	49.2%	50.7%	49.5%	40.4%	39.5%	40.3%	7.1%	6.8%	6.9%	1.9%	1.8%	1.9%	1.3%	1.2%	1.4%	217,354	176,464	153,023	598	418	430
Field	50.1%	51.7%	50.8%	40.3%	39.3%	39.8%	6.5%	6.2%	6.3%	1.8%	1.6%	1.7%	1.3%	1.2%	1.4%	346,997	277,034	225,762	740	623	629
Supervisory Status																					
Non-Supervisor	46.5%	48.6%	47.3%	42.3%	41.0%	41.7%	7.7%	7.2%	7.4%	2.1%	1.9%	2.1%	1.5%	1.4%	1.6%	373,469	300,227	248,696	1,046	834	868
Team Leader	52.8%	53.7%	52.5%	38.9%	38.4%	39.4%	5.8%	5.5%	5.5%	1.6%	1.5%	1.5%	1.0%	0.9%	1.1%	73,594	57,236	48,690	142	99	92
Supervisor	55.6%	56.0%	55.8%	37.6%	37.3%	37.4%	4.7%	4.8%	4.7%	1.3%	1.1%	1.3%	0.8%	0.7%	0.9%	77,765	62,393	51,432	112	70	76
Manager	64.7%	65.3%	64.1%	30.6%	30.3%	31.2%	3.3%	3.0%	3.1%	0.8%	0.9%	0.9%	0.6%	0.5%	0.6%	34,067	28,433	24,330	26	29	21
Senior Leader	76.7%	76.0%	74.1%	19.6%	20.9%	21.8%	2.2%	2.0%	2.8%	0.7%	0.6%	0.5%	0.8%	0.5%	0.8%	8,292	8,059	7,979	7	13	9
Sex																					
Male	50.0%	51.2%	49.5%	39.5%	38.8%	39.9%	7.1%	6.8%	7.0%	2.0%	1.9%	2.0%	1.4%	1.3%	1.6%	311,796	230,708	193,432	758	563	600
Female	50.0%	51.9%	51.6%	41.4%	40.1%	40.2%	6.1%	5.7%	5.7%	1.5%	1.4%	1.5%	1.0%	0.9%	1.0%	245,710	218,856	182,110	512	447	421
Hispanic or Latino																					
Yes	54.9%	56.3%	55.6%	35.9%	35.3%	35.4%	6.1%	5.6%	5.6%	1.5%	1.4%	1.7%	1.6%	1.3%	1.7%	52,848	39,201	32,888	142	104	113
No	49.4%	51.0%	49.9%	40.8%	39.8%	40.5%	6.7%	6.4%	6.5%	1.8%	1.7%	1.8%	1.2%	1.1%	1.3%	498,342	405,917	338,837	1,114	894	895
Race																					
American Indian/ Alaska Native	52.1%	52.8%	52.6%	39.2%	37.9%	37.7%	5.8%	6.3%	6.3%	1.5%	1.3%	1.4%	1.4%	1.7%	2.0%	10,513	9,252	7,683	33	28	21
Asian	50.8%	53.7%	53.5%	41.4%	39.2%	38.9%	5.7%	5.5%	5.4%	1.2%	1.0%	1.2%	0.9%	0.6%	0.9%	29,088	21,866	19,293	65	44	39
Black/African American	54.1%	56.1%	55.7%	38.4%	37.0%	37.1%	5.3%	4.8%	5.0%	1.2%	1.0%	1.1%	1.1%	0.9%	1.1%	76,284	63,838	56,882	185	167	173
Native Hawaiian/ Pacific Islander	53.5%	52.9%	56.5%	38.0%	37.3%	36.2%	5.9%	7.8%	4.5%	1.3%	1.0%	1.2%	1.3%	1.0%	1.7%	3,897	2,724	2,164	13	8	5
White	49.1%	50.2%	49.1%	40.7%	40.1%	40.9%	6.9%	6.6%	6.7%	2.0%	1.8%	1.9%	1.3%	1.2%	1.4%	393,334	315,627	260,052	822	627	643
Two or more races (Not Hispanic/ Latino)	49.5%	52.6%	49.1%	38.6%	37.0%	38.2%	8.0%	6.9%	8.2%	1.9%	1.8%	2.3%	2.0%	1.7%	2.2%	22,629	18,467	14,104	83	66	72

## Report by Demographics

### (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
<b>Age Group</b>																					
25 and under	44.0%	44.4%	45.5%	42.8%	42.0%	41.6%	9.1%	9.1%	8.7%	2.7%	2.7%	2.3%	1.4%	1.7%	1.9%	5,814	3,849	2,808	13	15	9
26-29 years old	45.6%	46.1%	45.5%	41.9%	41.3%	42.0%	8.2%	8.5%	8.2%	2.7%	2.4%	2.4%	1.6%	1.7%	1.8%	16,394	13,003	11,330	35	23	32
30-39 years old	46.9%	48.1%	47.4%	41.3%	40.9%	40.8%	7.8%	7.2%	7.6%	2.3%	2.1%	2.4%	1.7%	1.6%	1.8%	111,650	90,819	75,251	262	182	193
40-49 years old	50.3%	52.4%	50.8%	39.9%	38.5%	39.9%	6.7%	6.2%	6.2%	1.8%	1.7%	1.7%	1.4%	1.2%	1.4%	143,849	122,503	104,290	328	306	300
50-59 years old	51.9%	52.5%	51.6%	39.6%	39.0%	39.5%	5.9%	6.0%	6.2%	1.5%	1.4%	1.5%	1.1%	0.9%	1.2%	191,372	170,074	143,010	426	383	407
60 or older	52.1%	52.7%	51.4%	39.7%	39.3%	40.2%	5.9%	5.8%	6.0%	1.4%	1.3%	1.4%	1.0%	1.0%	1.0%	81,184	77,953	61,389	181	208	208
<b>Level of Education</b>																					
Less than High School	45.6%	48.7%	51.4%	34.4%	33.3%	36.3%	14.3%	13.6%	8.2%	3.0%	1.6%	0.9%	2.7%	2.8%	3.2%	406	435	354	3	3	5
H.S. Diploma/ GED or equiv	50.7%	51.7%	51.3%	41.3%	40.4%	40.9%	5.9%	5.9%	5.6%	1.1%	1.0%	1.1%	1.0%	0.9%	1.0%	24,073	19,324	15,992	48	35	34
Trade/Technical Certificate	50.7%	52.5%	52.9%	41.2%	40.2%	40.1%	5.9%	5.2%	5.2%	1.2%	1.2%	0.9%	1.1%	0.9%	0.8%	12,459	10,685	8,037	30	23	31
Some College (no degree)	52.0%	53.1%	52.1%	39.4%	38.7%	39.5%	6.1%	5.8%	5.8%	1.4%	1.4%	1.3%	1.2%	1.0%	1.3%	79,335	62,177	51,838	176	134	145
Associate's Degree	50.9%	52.1%	52.0%	40.5%	39.8%	39.8%	6.1%	5.8%	5.3%	1.4%	1.3%	1.4%	1.1%	1.0%	1.4%	44,471	35,214	27,408	91	90	86
Bachelor's Degree	48.1%	49.6%	48.2%	41.3%	40.6%	41.3%	7.1%	6.8%	7.0%	2.0%	1.9%	2.0%	1.3%	1.2%	1.4%	197,332	153,696	130,165	458	382	383
Master's Degree	49.2%	50.9%	49.6%	40.1%	39.1%	39.5%	7.1%	6.8%	7.2%	2.1%	2.0%	2.2%	1.5%	1.3%	1.5%	146,590	118,340	100,269	368	251	259
Doctoral/ Professional Degree	54.4%	56.6%	54.7%	36.6%	35.6%	36.7%	6.0%	5.5%	5.6%	1.8%	1.4%	1.7%	1.2%	1.0%	1.3%	56,609	52,293	43,538	121	95	89
<b>Pay Category</b>																					
Federal Wage System	48.5%	50.8%	49.1%	41.9%	40.2%	42.3%	7.0%	6.6%	6.1%	1.5%	1.4%	1.2%	1.2%	1.1%	1.2%	18,818	12,999	9,429	39	30	34
GS 1-6	48.3%	51.4%	52.0%	41.4%	39.4%	39.6%	7.5%	6.8%	6.1%	1.5%	1.2%	1.3%	1.3%	1.2%	1.0%	23,039	27,192	18,341	66	79	64
GS 7-12	48.4%	50.2%	49.3%	41.5%	40.5%	40.8%	6.9%	6.5%	6.7%	1.8%	1.7%	1.8%	1.4%	1.2%	1.5%	244,535	191,263	150,849	586	467	470
GS 13-15	51.1%	52.0%	50.0%	39.2%	38.5%	39.7%	6.6%	6.4%	6.8%	1.9%	1.9%	2.1%	1.2%	1.2%	1.4%	227,635	182,934	166,926	515	374	423
SES	79.6%	80.2%	80.0%	17.1%	17.1%	17.2%	1.9%	1.8%	1.8%	0.8%	0.4%	0.5%	0.6%	0.6%	0.5%	5,293	5,631	5,699	4	5	2
SL/ST	68.6%	66.9%	63.1%	26.6%	28.2%	30.5%	3.4%	3.6%	4.2%	0.9%	0.5%	0.9%	0.5%	0.8%	1.3%	1,840	1,986	1,548	4	1	2
Other	52.0%	54.0%	54.4%	38.7%	38.2%	37.8%	6.5%	5.2%	5.2%	1.6%	1.5%	1.4%	1.3%	1.2%	1.1%	41,764	30,925	25,462	101	65	55

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

### (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
Time in Federal Government																					
< 1 year	54.0%	57.2%	57.0%	37.4%	34.6%	35.8%	6.4%	6.2%	5.1%	1.5%	1.3%	1.4%	0.7%	0.7%	0.7%	7,243	8,945	6,775	20	16	14
1-3 years	51.3%	54.2%	54.5%	39.3%	37.8%	37.5%	6.7%	5.7%	5.7%	1.7%	1.3%	1.5%	1.0%	0.9%	0.9%	59,240	44,954	29,591	106	82	64
4-5 years	49.8%	52.2%	50.9%	40.2%	38.7%	39.8%	6.7%	6.2%	6.4%	2.1%	1.6%	1.7%	1.3%	1.3%	1.3%	35,085	29,933	29,693	70	73	77
6-10 years	48.5%	50.3%	49.2%	41.0%	39.8%	40.4%	7.1%	6.8%	6.7%	2.0%	1.9%	2.1%	1.4%	1.3%	1.6%	131,755	107,872	90,428	292	248	242
11-14 years	49.2%	50.9%	49.8%	40.7%	39.6%	40.3%	6.8%	6.5%	6.5%	1.9%	1.8%	1.8%	1.4%	1.3%	1.6%	83,928	63,379	54,060	226	137	150
15-20 years	50.1%	51.3%	49.4%	40.0%	38.9%	40.3%	6.8%	6.7%	6.8%	1.7%	1.8%	1.9%	1.4%	1.3%	1.6%	91,731	65,775	50,902	205	165	169
> 20 years	50.6%	50.8%	49.9%	40.2%	40.5%	40.7%	6.4%	6.1%	6.5%	1.6%	1.5%	1.6%	1.2%	1.0%	1.2%	154,335	133,115	117,600	399	307	340
Time with Current Agency																					
< 1 year	52.1%	55.8%	54.0%	38.5%	34.9%	37.4%	6.8%	6.9%	6.0%	1.7%	1.4%	1.6%	0.9%	1.0%	1.0%	14,054	16,339	12,999	36	37	30
1-3 years	50.3%	52.8%	52.7%	39.6%	38.3%	38.2%	7.0%	6.1%	6.2%	1.9%	1.6%	1.8%	1.2%	1.1%	1.1%	92,659	69,256	47,071	217	148	123
4-5 years	49.1%	51.0%	49.8%	40.6%	39.5%	40.1%	6.9%	6.5%	6.8%	2.0%	1.6%	1.8%	1.5%	1.4%	1.5%	45,791	37,517	37,563	98	91	107
6-10 years	48.3%	50.0%	48.9%	41.1%	39.9%	40.7%	7.2%	6.8%	6.6%	1.9%	1.9%	2.1%	1.5%	1.3%	1.6%	136,530	112,898	96,586	307	264	268
11-20 years	50.1%	51.2%	49.9%	40.2%	39.7%	40.0%	6.6%	6.3%	6.7%	1.8%	1.6%	1.8%	1.3%	1.2%	1.5%	158,942	117,562	97,291	366	254	274
> 20 years	51.3%	51.7%	50.6%	40.1%	40.1%	40.8%	6.0%	5.8%	6.1%	1.5%	1.5%	1.5%	1.1%	1.0%	1.0%	114,075	98,949	86,251	293	223	243
Leaving																					
No	54.5%	56.0%	55.0%	39.2%	38.3%	38.9%	4.8%	4.5%	4.7%	1.0%	0.9%	0.9%	0.5%	0.4%	0.5%	380,216	313,746	255,971	476	409	392
Yes, to retire	46.2%	47.1%	45.8%	43.1%	42.8%	43.1%	7.3%	7.4%	7.4%	1.9%	1.6%	2.2%	1.6%	1.1%	1.5%	34,553	28,289	21,872	87	67	73
Yes, to other job in Govt	41.5%	42.5%	42.3%	42.4%	42.0%	41.9%	10.1%	10.0%	9.7%	3.4%	3.2%	3.4%	2.6%	2.4%	2.7%	99,336	69,956	69,370	427	307	358
Yes, to other job outside Govt	36.7%	39.9%	38.0%	40.9%	39.6%	40.6%	12.5%	11.2%	11.5%	5.3%	4.8%	4.8%	4.6%	4.5%	5.1%	22,058	19,169	13,525	124	96	78
Yes, other	37.5%	39.6%	39.1%	41.6%	40.8%	42.1%	13.0%	12.4%	11.3%	3.9%	3.6%	3.7%	3.9%	3.7%	3.7%	27,235	21,881	17,611	204	148	150
Retiring																					
Within 1 year	46.5%	46.6%	45.6%	41.8%	42.1%	42.5%	7.3%	7.7%	7.9%	2.2%	1.8%	2.1%	2.2%	1.7%	1.9%	21,021	16,990	13,326	57	47	56
Between 1-3 years	48.5%	48.7%	48.2%	41.5%	41.6%	42.0%	7.0%	6.9%	6.8%	1.7%	1.7%	1.8%	1.3%	1.1%	1.2%	56,956	46,810	37,305	145	125	129
Between 3-5 years	50.0%	51.7%	50.4%	40.9%	39.8%	40.3%	6.4%	6.1%	6.3%	1.6%	1.5%	1.6%	1.1%	0.9%	1.4%	63,167	50,789	41,467	132	114	122
5 or more years	50.2%	52.0%	50.9%	40.0%	39.0%	39.6%	6.7%	6.3%	6.4%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	417,907	335,788	283,627	958	724	718

## Report by Demographics

### (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
Transgender																					
Yes	37.7%	--	--	38.1%	--	--	13.2%	--	--	4.2%	--	--	6.8%	--	--	2,073	--	--	18	--	--
No	50.2%	--	--	40.2%	--	--	6.6%	--	--	1.8%	--	--	1.3%	--	--	541,628	--	--	1,208	--	--
Consider Yourself as:																					
Straight	50.5%	--	--	40.2%	--	--	6.5%	--	--	1.7%	--	--	1.2%	--	--	507,288	--	--	1,074	--	--
Gay or Lesbian	51.3%	--	--	38.0%	--	--	6.8%	--	--	2.3%	--	--	1.7%	--	--	11,749	--	--	35	--	--
Bisexual	48.5%	--	--	38.9%	--	--	7.8%	--	--	2.9%	--	--	1.8%	--	--	5,671	--	--	22	--	--
Something else	40.6%	--	--	40.5%	--	--	11.7%	--	--	3.3%	--	--	4.0%	--	--	10,719	--	--	76	--	--
Military Service																					
No Prior Military Service	49.4%	51.0%	50.0%	41.0%	40.2%	40.5%	6.6%	6.2%	6.5%	1.8%	1.6%	1.8%	1.2%	1.1%	1.3%	385,085	322,586	273,708	834	638	694
Currently in Guard/Reserves	47.2%	47.6%	47.7%	41.3%	41.5%	42.1%	7.4%	6.9%	6.0%	2.3%	2.3%	2.3%	1.8%	1.7%	1.8%	10,739	7,366	6,071	24	13	19
Retired Separated/Discharged	54.0%	54.6%	53.4%	38.1%	37.5%	38.8%	5.6%	5.8%	5.4%	1.4%	1.3%	1.3%	0.9%	0.9%	1.1%	73,925	49,486	39,036	128	104	89
	49.1%	51.3%	50.0%	39.3%	38.0%	39.0%	7.7%	7.2%	7.2%	2.1%	2.0%	2.1%	1.8%	1.5%	1.7%	84,566	68,205	54,847	281	241	218
Disability																					
Yes	51.3%	53.5%	52.9%	37.8%	36.5%	37.1%	7.2%	6.7%	6.5%	2.0%	1.7%	1.8%	1.8%	1.6%	1.8%	83,375	68,762	50,700	283	246	193
No	49.8%	51.1%	50.0%	40.7%	40.0%	40.6%	6.6%	6.2%	6.4%	1.8%	1.6%	1.8%	1.2%	1.1%	1.3%	466,964	380,204	324,089	968	752	831

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
Work Location																					
Headquarters	25.9%	25.6%	24.5%	42.2%	42.2%	41.9%	13.4%	13.2%	13.6%	11.6%	11.8%	12.4%	7.0%	7.2%	7.6%	217,636	177,357	154,763	842	706	607
Field	23.4%	23.6%	22.5%	42.3%	42.2%	42.9%	14.5%	14.2%	14.1%	11.9%	12.1%	12.4%	7.9%	7.9%	8.0%	347,034	278,374	228,149	1,640	1,159	1,045
Supervisory Status																					
Non-Supervisor	23.2%	23.4%	22.1%	42.2%	42.1%	42.4%	14.6%	14.3%	14.3%	11.9%	12.2%	12.7%	8.0%	8.1%	8.4%	373,597	301,683	251,346	1,945	1,446	1,298
Team Leader	22.2%	21.9%	21.5%	41.4%	41.5%	41.6%	14.9%	14.3%	14.6%	13.3%	13.8%	13.8%	8.2%	8.4%	8.6%	73,628	57,491	49,195	280	223	189
Supervisor	26.8%	26.7%	25.4%	44.0%	44.7%	44.7%	12.5%	12.6%	13.1%	10.7%	10.4%	10.9%	6.0%	5.7%	5.9%	77,871	62,705	52,054	204	155	115
Manager	32.8%	33.2%	31.9%	42.5%	42.3%	43.5%	10.5%	10.5%	10.5%	9.2%	9.3%	9.4%	5.0%	4.7%	4.7%	34,105	28,586	24,616	57	50	39
Senior Leader	45.0%	44.4%	42.5%	35.2%	37.1%	35.5%	8.4%	8.0%	9.6%	7.5%	7.1%	7.3%	3.9%	3.5%	5.1%	8,303	8,135	8,082	10	13	13
Sex																					
Male	25.3%	25.7%	24.3%	42.7%	43.0%	43.4%	14.2%	13.8%	14.0%	10.7%	10.5%	11.1%	7.1%	6.9%	7.2%	312,100	231,832	195,638	1,243	835	767
Female	23.1%	22.7%	22.0%	41.6%	41.3%	41.3%	13.8%	13.7%	13.9%	13.3%	13.9%	14.2%	8.1%	8.5%	8.6%	245,698	219,925	184,001	1,186	1,001	852
Hispanic or Latino																					
Yes	26.9%	26.9%	26.5%	38.9%	40.1%	39.2%	13.8%	13.1%	13.8%	11.4%	11.5%	11.5%	9.0%	8.3%	9.0%	52,857	39,404	33,354	305	195	168
No	24.2%	24.1%	23.0%	42.7%	42.5%	42.9%	14.0%	13.9%	13.9%	11.8%	12.0%	12.5%	7.3%	7.5%	7.7%	498,627	407,889	342,435	2,092	1,618	1,417
Race																					
American Indian/ Alaska Native	23.7%	23.8%	21.3%	40.7%	39.8%	41.1%	15.6%	15.2%	16.1%	11.8%	11.8%	12.1%	8.3%	9.4%	9.5%	10,518	9,315	7,752	56	40	42
Asian	27.2%	26.9%	25.9%	44.4%	43.1%	43.3%	14.0%	13.7%	14.6%	8.6%	10.0%	10.1%	5.8%	6.2%	6.1%	29,082	21,957	19,425	118	79	69
Black/African American	28.5%	28.8%	28.1%	43.4%	43.4%	44.0%	12.3%	12.0%	11.8%	9.5%	9.4%	9.6%	6.3%	6.4%	6.6%	76,425	64,192	57,658	300	243	237
Native Hawaiian/ Pacific Islander	28.1%	25.9%	27.3%	41.3%	40.2%	40.0%	13.9%	14.8%	13.8%	9.7%	11.2%	10.4%	6.9%	7.8%	8.4%	3,907	2,723	2,199	17	13	7
White	23.7%	23.5%	22.3%	42.3%	42.4%	42.5%	14.1%	14.0%	14.2%	12.3%	12.6%	13.1%	7.6%	7.6%	7.9%	393,513	317,140	262,780	1,668	1,245	1,089
Two or more races (Not Hispanic/ Latino)	22.2%	22.6%	21.5%	38.9%	38.9%	39.7%	15.6%	14.8%	14.8%	13.3%	13.3%	14.1%	9.9%	10.3%	10.0%	22,641	18,578	14,287	114	105	72

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
<b>Age Group</b>																					
25 and under	26.5%	25.3%	27.4%	39.2%	40.0%	41.0%	14.7%	12.6%	13.1%	12.3%	12.8%	11.1%	7.4%	9.4%	7.4%	5,822	3,877	2,834	21	8	11
26-29 years old	24.1%	24.7%	23.6%	38.0%	39.2%	39.8%	15.4%	15.0%	14.4%	13.4%	12.6%	13.3%	9.1%	8.5%	8.9%	16,422	13,060	11,418	59	30	40
30-39 years old	24.2%	23.7%	22.8%	40.5%	41.2%	41.2%	14.2%	14.0%	14.0%	12.5%	12.3%	13.2%	8.7%	8.8%	8.7%	111,614	91,142	75,804	506	354	274
40-49 years old	24.6%	24.8%	23.5%	42.3%	41.9%	42.8%	13.5%	13.5%	13.6%	11.7%	12.1%	12.1%	7.8%	7.8%	8.1%	143,848	123,057	105,390	569	487	426
50-59 years old	24.8%	24.3%	23.4%	43.5%	42.9%	43.0%	13.7%	13.9%	13.9%	11.1%	11.9%	12.2%	6.8%	7.1%	7.5%	191,606	171,037	144,850	783	739	652
60 or older	24.1%	23.2%	22.0%	43.9%	43.3%	43.7%	14.8%	14.8%	14.9%	11.2%	11.7%	12.3%	6.1%	6.9%	7.1%	81,238	78,419	62,166	450	387	367
<b>Level of Education</b>																					
Less than High School	25.8%	31.2%	24.2%	39.1%	37.0%	44.8%	18.7%	18.0%	14.4%	7.2%	7.0%	9.2%	9.2%	6.8%	7.5%	406	431	353	6	6	9
H.S. Diploma/ GED or equiv	23.4%	23.9%	22.9%	42.7%	44.3%	44.3%	15.4%	14.1%	14.9%	11.0%	11.2%	10.7%	7.6%	6.5%	7.2%	24,088	19,433	16,211	111	71	64
Trade/Technical Certificate	21.5%	21.5%	22.6%	43.4%	43.4%	42.0%	16.0%	15.1%	14.9%	11.1%	11.2%	12.8%	7.9%	8.8%	7.8%	12,447	10,766	8,160	70	44	40
Some College (no degree)	23.1%	23.7%	22.8%	41.4%	41.5%	41.9%	15.2%	15.0%	14.7%	11.9%	11.8%	12.2%	8.4%	8.1%	8.5%	79,409	62,457	52,541	373	275	227
Associate's Degree	22.9%	22.5%	22.3%	42.0%	42.3%	42.3%	15.0%	14.6%	14.3%	12.1%	12.4%	12.6%	8.0%	8.1%	8.5%	44,465	35,424	27,682	229	145	143
Bachelor's Degree	24.1%	24.2%	22.9%	42.8%	42.7%	43.1%	13.8%	13.5%	14.0%	11.8%	11.9%	12.3%	7.5%	7.6%	7.7%	197,382	154,397	131,551	918	652	595
Master's Degree	25.6%	25.7%	24.3%	42.0%	42.1%	42.2%	13.3%	12.9%	13.0%	11.8%	12.1%	12.8%	7.3%	7.2%	7.6%	146,787	118,943	101,305	513	446	366
Doctoral/ Professional Degree	27.7%	25.5%	24.4%	42.1%	40.9%	41.9%	12.9%	13.6%	13.4%	11.2%	12.7%	13.0%	6.1%	7.3%	7.3%	56,592	52,554	43,918	236	201	177
<b>Pay Category</b>																					
Federal Wage System	19.3%	20.6%	19.9%	42.7%	43.0%	43.0%	17.3%	16.6%	16.1%	12.3%	11.9%	12.8%	8.5%	7.9%	8.3%	18,823	13,039	9,546	80	62	30
GS 1-6	25.2%	23.9%	22.9%	40.2%	40.0%	40.2%	14.9%	14.8%	14.7%	11.7%	12.2%	13.1%	7.9%	9.1%	9.2%	22,998	27,346	18,544	197	166	131
GS 7-12	23.0%	23.3%	22.4%	42.6%	42.8%	43.2%	14.5%	14.0%	14.0%	12.0%	12.2%	12.4%	8.0%	7.8%	8.0%	244,823	192,256	152,547	1,045	802	683
GS 13-15	26.9%	27.3%	25.8%	42.9%	42.9%	43.0%	12.8%	12.6%	13.1%	11.0%	11.0%	11.5%	6.4%	6.2%	6.5%	227,690	183,758	168,748	929	696	664
SES	46.6%	46.9%	45.9%	34.3%	35.9%	36.0%	8.1%	8.0%	8.4%	7.6%	6.4%	6.7%	3.3%	2.7%	3.0%	5,302	5,684	5,753	4	3	3
SL/ST	34.1%	29.1%	26.0%	38.4%	37.2%	39.9%	13.5%	13.6%	15.9%	8.7%	11.5%	11.9%	5.3%	8.6%	6.3%	1,852	2,001	1,565	1	5	5
Other	21.3%	19.7%	19.0%	39.0%	39.4%	39.5%	15.4%	15.2%	15.3%	14.0%	15.2%	15.5%	10.4%	10.5%	10.7%	41,734	31,073	25,708	226	123	125

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
<b>Time in Federal Government</b>																					
< 1 year	32.0%	32.3%	30.5%	41.7%	41.8%	41.3%	13.0%	12.0%	12.3%	9.1%	9.6%	10.9%	4.2%	4.3%	4.9%	7,256	9,004	6,828	25	13	22
1-3 years	27.2%	26.7%	26.7%	40.9%	41.5%	41.1%	13.8%	13.1%	13.1%	11.5%	11.8%	12.1%	6.6%	7.0%	7.0%	59,311	45,184	29,821	161	143	96
4-5 years	25.1%	24.2%	23.3%	41.1%	40.4%	41.6%	14.1%	13.9%	13.7%	12.0%	12.8%	13.3%	7.7%	8.7%	8.2%	35,116	30,091	29,948	146	113	134
6-10 years	23.5%	23.7%	22.4%	41.7%	41.6%	42.0%	14.4%	13.8%	14.1%	12.3%	12.5%	12.9%	8.2%	8.4%	8.5%	131,719	108,360	91,408	617	472	367
11-14 years	23.2%	22.8%	21.8%	41.8%	42.1%	42.0%	14.2%	14.3%	14.6%	12.4%	12.4%	12.9%	8.3%	8.4%	8.8%	83,962	63,597	54,605	420	286	256
15-20 years	23.0%	23.3%	22.4%	42.1%	42.1%	42.4%	14.2%	14.6%	14.2%	12.2%	12.1%	12.6%	8.5%	7.9%	8.4%	91,733	66,109	51,534	441	293	229
> 20 years	24.7%	24.6%	23.4%	44.1%	44.1%	44.3%	13.8%	13.6%	13.8%	10.9%	11.2%	11.5%	6.6%	6.5%	6.9%	154,531	133,872	119,048	669	541	548
<b>Time with Current Agency</b>																					
< 1 year	31.5%	32.0%	29.9%	41.2%	40.6%	41.3%	12.6%	11.9%	12.4%	9.6%	10.1%	10.8%	5.1%	5.3%	5.6%	14,079	16,433	13,118	42	43	53
1-3 years	27.1%	26.6%	26.3%	41.1%	41.5%	41.4%	13.6%	12.9%	13.0%	11.5%	11.8%	12.0%	6.8%	7.2%	7.2%	92,816	69,652	47,527	287	228	143
4-5 years	24.9%	23.9%	22.9%	41.3%	40.7%	41.8%	14.0%	13.8%	13.9%	11.8%	12.9%	12.9%	8.0%	8.7%	8.5%	45,831	37,712	37,938	188	145	179
6-10 years	23.0%	23.2%	21.9%	42.0%	42.0%	42.2%	14.4%	14.1%	14.1%	12.2%	12.3%	13.2%	8.3%	8.4%	8.6%	136,473	113,357	97,658	669	529	404
11-20 years	22.8%	22.8%	21.9%	42.4%	42.6%	42.5%	14.3%	14.5%	14.6%	12.3%	12.3%	12.5%	8.3%	7.9%	8.5%	158,925	118,106	98,259	800	509	469
> 20 years	24.5%	24.6%	23.3%	44.2%	44.2%	44.5%	13.9%	13.7%	14.0%	11.0%	11.1%	11.6%	6.4%	6.4%	6.6%	114,232	99,467	87,385	478	412	389
<b>Leaving</b>																					
No	27.7%	27.6%	26.4%	43.7%	43.5%	43.9%	13.1%	12.9%	13.1%	10.3%	10.7%	11.1%	5.2%	5.3%	5.5%	380,219	315,179	258,529	1,348	1,009	897
Yes, to retire	21.2%	20.8%	19.7%	44.3%	44.0%	44.6%	15.3%	15.6%	15.4%	11.7%	12.2%	12.7%	7.4%	7.3%	7.6%	34,628	28,432	22,176	158	131	111
Yes, to other job in Govt	18.5%	18.5%	18.4%	39.7%	40.0%	40.1%	15.3%	14.9%	15.0%	14.7%	14.8%	14.8%	11.8%	11.8%	11.7%	99,502	70,371	70,259	565	414	378
Yes, to other job outside Govt	16.0%	15.6%	14.2%	36.6%	36.9%	36.7%	15.4%	15.6%	15.8%	16.3%	15.5%	16.8%	15.6%	16.4%	16.4%	22,062	19,301	13,672	170	117	98
Yes, other	14.5%	14.5%	14.0%	36.2%	36.4%	36.8%	18.3%	18.5%	17.5%	15.9%	15.7%	16.3%	15.1%	14.9%	15.5%	27,300	21,986	17,837	233	203	154
<b>Retiring</b>																					
Within 1 year	21.2%	21.2%	19.6%	44.0%	43.0%	44.1%	15.2%	15.4%	15.3%	12.0%	11.9%	12.6%	7.8%	8.4%	8.3%	21,054	17,077	13,478	107	81	89
Between 1-3 years	22.5%	21.9%	20.9%	43.9%	43.8%	44.7%	14.7%	14.9%	14.4%	11.6%	12.2%	12.7%	7.2%	7.2%	7.3%	57,007	47,076	37,847	299	215	186
Between 3-5 years	23.2%	23.0%	21.9%	43.8%	43.8%	43.4%	14.4%	14.3%	14.8%	11.6%	12.0%	12.4%	7.0%	6.9%	7.5%	63,206	51,124	41,964	293	224	218
5 or more years	25.0%	25.0%	23.9%	41.8%	41.9%	42.1%	13.8%	13.5%	13.7%	11.8%	12.0%	12.4%	7.6%	7.6%	7.9%	418,090	337,320	286,516	1,748	1,321	1,130

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
Transgender																					
Yes	17.6%	--	--	35.1%	--	--	18.2%	--	--	13.7%	--	--	15.5%	--	--	2,072	--	--	34	--	--
No	24.6%	--	--	42.4%	--	--	13.9%	--	--	11.7%	--	--	7.4%	--	--	541,931	--	--	2,299	--	--
Consider Yourself as:																					
Straight	24.9%	--	--	42.6%	--	--	13.8%	--	--	11.5%	--	--	7.2%	--	--	507,636	--	--	2,062	--	--
Gay or Lesbian	24.5%	--	--	39.7%	--	--	13.2%	--	--	13.3%	--	--	9.4%	--	--	11,735	--	--	70	--	--
Bisexual	22.7%	--	--	39.9%	--	--	13.5%	--	--	13.5%	--	--	10.4%	--	--	5,663	--	--	46	--	--
Something else	17.3%	--	--	34.6%	--	--	18.3%	--	--	15.5%	--	--	14.3%	--	--	10,719	--	--	111	--	--
Military Service																					
No Prior Military Service	23.8%	23.6%	22.6%	42.1%	42.2%	42.2%	14.1%	13.9%	14.1%	12.1%	12.5%	13.0%	7.8%	7.8%	8.1%	385,137	324,115	276,582	1,758	1,329	1,181
Currently in Guard/Reserves	26.5%	26.5%	26.4%	42.0%	42.4%	42.4%	13.8%	13.2%	12.8%	10.5%	10.6%	11.3%	7.1%	7.4%	7.2%	10,756	7,403	6,140	31	22	16
Retired Separated/Discharged	27.2%	27.4%	26.3%	43.7%	44.1%	44.7%	12.9%	12.7%	12.6%	10.3%	10.3%	10.6%	5.9%	5.6%	5.8%	74,044	49,754	39,509	219	157	148
	24.0%	24.5%	23.2%	41.8%	41.3%	42.2%	14.6%	14.3%	14.3%	11.7%	11.7%	11.8%	7.9%	8.2%	8.5%	84,692	68,568	55,521	390	308	255
Disability																					
Yes	24.1%	24.4%	23.3%	39.6%	39.3%	39.5%	14.7%	14.8%	14.5%	12.3%	12.3%	12.8%	9.4%	9.3%	9.8%	83,418	69,073	51,338	526	448	334
No	24.6%	24.4%	23.3%	42.9%	43.0%	43.2%	13.8%	13.5%	13.8%	11.6%	11.9%	12.3%	7.1%	7.2%	7.4%	467,211	382,110	327,560	1,860	1,372	1,270

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
Work Location																					
Headquarters	31.1%	30.9%	29.5%	43.2%	43.1%	42.4%	13.1%	13.3%	13.7%	7.0%	6.8%	7.8%	5.7%	6.0%	6.7%	215,504	175,394	152,594	2,781	2,815	2,753
Field	26.7%	26.9%	25.8%	43.1%	43.4%	42.8%	14.6%	14.2%	14.3%	8.3%	8.2%	8.9%	7.3%	7.3%	8.3%	344,250	276,255	226,405	3,999	3,409	2,876
Supervisory Status																					
Non-Supervisor	26.6%	26.7%	25.4%	43.4%	43.4%	42.7%	14.8%	14.6%	14.8%	8.1%	7.9%	8.9%	7.1%	7.3%	8.3%	370,023	298,639	248,400	5,070	4,684	4,225
Team Leader	29.9%	29.7%	28.5%	42.9%	43.2%	42.7%	13.2%	12.7%	13.5%	7.6%	7.5%	8.2%	6.4%	6.9%	7.2%	73,129	57,170	48,873	706	581	568
Supervisor	29.9%	30.2%	29.4%	43.9%	44.5%	43.8%	13.2%	13.0%	12.9%	7.3%	7.1%	7.8%	5.7%	5.3%	6.0%	77,300	62,268	51,613	703	644	550
Manager	36.6%	36.6%	35.4%	41.2%	41.1%	41.4%	11.1%	10.9%	11.3%	6.3%	6.7%	6.7%	4.9%	4.6%	5.2%	33,848	28,404	24,449	279	246	231
Senior Leader	49.3%	48.4%	45.0%	33.1%	35.3%	34.5%	9.2%	8.2%	9.7%	4.4%	4.5%	5.3%	4.0%	3.5%	5.5%	8,231	8,052	7,989	75	90	100
Sex																					
Male	28.3%	28.4%	26.8%	42.9%	43.2%	42.7%	14.5%	14.2%	14.6%	7.5%	7.3%	8.0%	6.8%	6.9%	7.9%	309,248	229,887	193,684	3,781	2,957	2,724
Female	28.7%	28.6%	27.8%	43.5%	43.4%	42.6%	13.2%	13.3%	13.3%	8.2%	8.1%	9.0%	6.4%	6.7%	7.3%	243,678	217,852	182,048	2,906	3,179	2,834
Hispanic or Latino																					
Yes	29.1%	29.3%	27.8%	40.1%	40.5%	40.0%	14.7%	14.2%	14.2%	8.2%	8.0%	8.6%	7.9%	8.1%	9.4%	52,443	39,084	32,998	650	547	468
No	28.5%	28.4%	27.2%	43.5%	43.6%	43.0%	13.9%	13.8%	14.0%	7.7%	7.5%	8.4%	6.5%	6.6%	7.4%	494,215	404,237	338,930	5,965	5,509	5,010
Race																					
American Indian/ Alaska Native	24.6%	24.6%	23.0%	40.6%	40.7%	40.1%	15.6%	15.9%	16.5%	9.6%	9.6%	9.6%	9.6%	9.3%	10.9%	10,410	9,224	7,674	141	129	131
Asian	28.9%	28.6%	27.7%	46.0%	45.3%	44.8%	13.9%	14.3%	15.2%	6.1%	6.0%	6.6%	5.2%	5.8%	5.8%	28,890	21,794	19,276	293	277	255
Black/African American	29.5%	29.5%	28.7%	41.1%	41.1%	39.4%	13.4%	13.5%	13.5%	8.1%	7.8%	9.0%	7.8%	8.0%	9.4%	75,714	63,511	57,022	872	971	883
Native Hawaiian/ Pacific Islander	28.9%	26.0%	28.0%	40.7%	42.8%	41.9%	16.2%	16.9%	14.2%	6.9%	6.6%	7.9%	7.3%	7.7%	8.0%	3,870	2,710	2,184	45	40	25
White	28.9%	28.9%	27.5%	43.7%	44.1%	43.6%	13.7%	13.4%	13.7%	7.6%	7.5%	8.3%	6.1%	6.2%	7.0%	390,145	314,533	260,206	4,654	4,031	3,681
Two or more races (Not Hispanic/ Latino)	24.5%	25.3%	23.3%	40.6%	39.5%	40.0%	16.4%	16.1%	15.7%	9.2%	8.9%	10.2%	9.4%	10.3%	10.9%	22,349	18,311	14,054	368	373	300

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
<b>Age Group</b>																					
25 and under	29.0%	27.6%	28.9%	46.2%	47.8%	45.4%	14.3%	13.1%	14.1%	6.3%	5.7%	5.2%	4.2%	5.8%	6.5%	5,633	3,775	2,729	196	107	105
26-29 years old	29.8%	29.3%	29.3%	43.4%	44.1%	42.7%	13.4%	14.4%	13.1%	7.4%	6.8%	7.4%	6.1%	5.4%	7.5%	16,141	12,829	11,186	316	270	287
30-39 years old	28.9%	28.9%	27.1%	43.0%	43.0%	42.8%	13.4%	13.5%	13.9%	7.8%	7.5%	8.3%	6.9%	7.1%	8.0%	110,397	89,864	74,543	1,639	1,662	1,553
40-49 years old	28.5%	28.3%	27.3%	43.0%	43.3%	42.6%	13.7%	13.5%	13.8%	7.7%	7.7%	8.4%	7.0%	7.1%	7.9%	142,709	121,874	104,329	1,603	1,711	1,476
50-59 years old	28.5%	27.7%	26.7%	43.2%	43.4%	42.8%	14.1%	14.3%	14.4%	7.8%	7.8%	8.7%	6.5%	6.8%	7.5%	190,113	169,815	143,610	2,026	2,117	1,866
60 or older	27.9%	26.8%	25.9%	43.3%	43.1%	41.9%	15.0%	15.4%	15.7%	7.7%	8.2%	9.3%	6.1%	6.6%	7.3%	80,779	78,059	61,896	797	811	688
<b>Level of Education</b>																					
Less than High School	25.0%	27.0%	30.3%	38.1%	45.7%	42.0%	21.0%	16.5%	16.0%	6.6%	4.4%	5.1%	9.3%	6.4%	6.6%	405	431	349	5	8	12
H.S. Diploma/ GED or equiv	28.0%	28.8%	27.7%	43.0%	43.2%	42.9%	14.3%	14.1%	13.5%	7.3%	7.2%	8.4%	7.3%	6.7%	7.6%	23,980	19,360	16,131	199	168	139
Trade/Technical Certificate	24.5%	26.7%	24.3%	42.9%	43.2%	41.7%	15.8%	13.9%	16.1%	8.3%	7.7%	9.0%	8.5%	8.4%	8.9%	12,330	10,677	8,105	163	131	81
Some College (no degree)	27.1%	27.8%	26.5%	41.0%	41.1%	41.1%	15.1%	15.0%	14.1%	8.8%	8.0%	9.0%	8.0%	8.2%	9.3%	78,800	62,002	52,148	875	736	621
Associate's Degree	26.8%	26.8%	26.8%	42.1%	42.0%	40.0%	15.0%	14.7%	14.7%	8.4%	8.4%	9.2%	7.7%	8.2%	9.4%	44,131	35,093	27,404	507	475	417
Bachelor's Degree	27.8%	27.5%	26.2%	44.3%	44.6%	43.8%	14.0%	13.7%	14.2%	7.6%	7.7%	8.5%	6.2%	6.5%	7.2%	195,809	153,301	130,439	2,254	1,865	1,734
Master's Degree	29.9%	30.2%	28.7%	43.4%	43.4%	43.3%	13.1%	13.2%	13.4%	7.5%	7.2%	7.9%	6.1%	6.0%	6.7%	145,271	117,621	99,972	1,908	1,862	1,730
Doctoral/ Professional Degree	32.5%	30.5%	29.1%	42.6%	43.6%	42.4%	12.7%	13.1%	14.0%	6.8%	7.0%	8.0%	5.4%	5.8%	6.5%	55,932	51,899	43,247	831	910	860
<b>Pay Category</b>																					
Federal Wage System	23.0%	23.7%	23.3%	40.5%	39.9%	39.7%	16.9%	16.2%	15.2%	9.4%	9.4%	10.0%	10.1%	10.8%	11.8%	18,574	12,905	9,417	305	211	157
GS 1-6	28.2%	27.9%	26.9%	40.4%	39.8%	40.2%	15.0%	15.1%	14.4%	8.5%	8.1%	9.1%	7.9%	9.1%	9.4%	22,741	26,931	18,214	406	555	448
GS 7-12	26.9%	27.8%	26.7%	43.5%	43.8%	43.3%	14.6%	14.1%	14.3%	8.1%	7.6%	8.4%	6.9%	6.6%	7.4%	242,385	190,453	150,903	3,125	2,656	2,304
GS 13-15	31.8%	31.5%	30.0%	44.1%	44.7%	44.3%	12.4%	12.4%	13.0%	6.6%	6.6%	7.3%	5.0%	4.8%	5.5%	226,367	182,627	167,426	2,153	2,067	2,073
SES	51.1%	50.5%	47.2%	33.5%	35.2%	33.9%	7.5%	7.4%	9.2%	4.3%	4.0%	5.7%	3.7%	2.9%	3.9%	5,255	5,635	5,719	45	50	43
SL/ST	40.0%	33.7%	31.6%	38.0%	38.9%	39.2%	11.7%	10.8%	15.2%	5.4%	8.3%	7.4%	4.9%	8.3%	6.5%	1,821	1,975	1,550	24	32	20
Other	22.2%	21.5%	20.1%	40.6%	41.3%	38.2%	16.4%	15.8%	16.2%	10.4%	10.1%	12.1%	10.5%	11.3%	13.4%	41,167	30,612	25,253	707	592	569

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
Time in Federal Government																					
< 1 year	33.2%	32.6%	32.4%	43.2%	42.3%	42.2%	17.0%	18.3%	18.6%	4.3%	3.7%	3.9%	2.3%	3.0%	2.8%	6,687	8,167	6,093	581	842	755
1-3 years	32.3%	31.5%	30.9%	43.4%	43.8%	42.9%	13.0%	12.9%	13.2%	6.6%	6.5%	7.2%	4.8%	5.3%	5.8%	58,464	44,482	29,223	924	845	683
4-5 years	29.6%	29.7%	28.8%	42.7%	42.0%	42.0%	13.8%	13.9%	13.9%	7.5%	7.6%	8.3%	6.4%	6.8%	7.0%	34,733	29,726	29,574	489	477	515
6-10 years	28.3%	28.2%	26.7%	43.2%	43.1%	43.0%	13.8%	13.7%	13.6%	7.9%	7.8%	8.7%	6.7%	7.1%	8.0%	130,610	107,523	90,499	1,608	1,372	1,295
11-14 years	27.3%	26.8%	25.2%	42.9%	43.3%	41.8%	14.1%	14.0%	14.4%	8.2%	8.1%	9.2%	7.5%	7.8%	9.4%	83,336	63,172	54,191	954	776	680
15-20 years	26.2%	26.8%	25.6%	42.6%	43.0%	42.1%	14.7%	14.2%	14.5%	8.6%	8.1%	9.0%	7.9%	7.9%	8.8%	91,147	65,733	51,151	927	718	588
> 20 years	28.1%	28.0%	26.9%	43.5%	43.8%	43.2%	14.2%	13.9%	14.3%	7.7%	7.8%	8.4%	6.5%	6.5%	7.1%	153,727	133,365	118,512	1,296	1,171	1,124
Time with Current Agency																					
< 1 year	31.8%	31.2%	30.6%	41.4%	41.5%	41.2%	18.9%	20.0%	20.1%	4.9%	3.9%	4.4%	3.1%	3.4%	3.6%	12,826	14,738	11,520	1,275	1,721	1,633
1-3 years	31.7%	31.4%	30.5%	42.8%	43.1%	42.1%	13.1%	13.1%	13.4%	6.9%	6.7%	7.5%	5.5%	5.7%	6.4%	91,652	68,784	46,834	1,322	1,102	858
4-5 years	29.6%	29.5%	27.9%	41.9%	41.9%	42.4%	13.7%	13.5%	13.3%	7.9%	7.9%	8.6%	7.0%	7.3%	7.8%	45,463	37,443	37,658	522	433	447
6-10 years	27.5%	27.8%	26.2%	43.3%	43.2%	42.9%	14.0%	13.7%	13.7%	8.2%	8.0%	8.9%	7.0%	7.4%	8.4%	135,647	112,841	97,050	1,355	1,123	1,035
11-20 years	26.3%	26.2%	25.1%	43.2%	43.6%	42.1%	14.3%	14.1%	14.5%	8.4%	8.3%	9.2%	7.8%	7.8%	9.0%	158,062	117,674	97,782	1,470	1,056	957
> 20 years	28.6%	28.3%	27.4%	44.0%	44.4%	43.8%	13.9%	13.7%	13.8%	7.6%	7.7%	8.4%	6.0%	6.0%	6.5%	113,804	99,221	87,117	808	749	678
Leaving																					
No	33.0%	32.7%	31.4%	45.2%	45.2%	45.1%	12.2%	12.2%	12.4%	5.8%	5.9%	6.8%	3.8%	4.0%	4.4%	377,578	312,762	256,171	3,630	3,627	3,281
Yes, to retire	24.9%	24.7%	24.2%	43.9%	45.0%	42.3%	16.0%	15.3%	15.9%	8.4%	8.4%	9.4%	6.9%	6.6%	8.2%	34,465	28,386	22,145	285	215	183
Yes, to other job in Govt	19.7%	20.3%	19.8%	39.0%	39.2%	38.3%	17.2%	17.0%	16.6%	11.8%	11.3%	11.6%	12.2%	12.2%	13.6%	98,057	69,356	69,229	1,857	1,461	1,391
Yes, to other job outside Govt	16.8%	17.4%	15.5%	37.9%	38.1%	35.9%	17.8%	16.5%	17.5%	12.8%	12.3%	13.5%	14.7%	15.7%	17.5%	21,802	19,072	13,490	404	351	287
Yes, other	15.8%	15.0%	14.9%	35.5%	35.9%	34.5%	19.7%	19.9%	20.1%	12.8%	11.9%	12.9%	16.2%	17.3%	17.6%	26,891	21,666	17,500	603	543	482
Retiring																					
Within 1 year	25.5%	24.6%	24.0%	42.3%	44.0%	41.6%	15.8%	15.1%	16.0%	8.5%	8.3%	9.3%	7.9%	7.9%	9.1%	20,952	17,027	13,452	206	160	132
Between 1-3 years	26.2%	25.7%	25.1%	43.9%	44.0%	42.8%	15.0%	14.9%	15.5%	8.2%	8.4%	9.5%	6.7%	7.0%	7.2%	56,734	46,944	37,673	494	408	374
Between 3-5 years	26.5%	26.5%	25.6%	43.7%	44.1%	43.5%	14.7%	14.8%	14.6%	8.2%	7.9%	8.8%	6.9%	6.8%	7.6%	62,795	50,864	41,753	606	519	466
5 or more years	29.2%	29.2%	27.8%	43.0%	43.1%	42.6%	13.7%	13.5%	13.7%	7.6%	7.5%	8.2%	6.5%	6.7%	7.6%	414,008	333,773	283,055	5,390	5,040	4,584

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
Transgender																					
Yes	19.2%	--	--	36.6%	--	--	18.6%	--	--	9.6%	--	--	16.0%	--	--	2,056	--	--	42	--	--
No	28.6%	--	--	43.2%	--	--	13.9%	--	--	7.7%	--	--	6.6%	--	--	537,178	--	--	6,460	--	--
Consider Yourself as:																					
Straight	28.9%	--	--	43.3%	--	--	13.8%	--	--	7.6%	--	--	6.4%	--	--	503,282	--	--	5,859	--	--
Gay or Lesbian	29.7%	--	--	42.1%	--	--	13.0%	--	--	7.9%	--	--	7.3%	--	--	11,617	--	--	174	--	--
Bisexual	27.5%	--	--	41.1%	--	--	13.5%	--	--	9.0%	--	--	8.8%	--	--	5,586	--	--	115	--	--
Something else	19.8%	--	--	37.3%	--	--	18.9%	--	--	10.8%	--	--	13.2%	--	--	10,592	--	--	225	--	--
Military Service																					
No Prior Military Service	28.0%	27.9%	26.5%	44.0%	44.1%	43.4%	13.7%	13.6%	13.8%	7.9%	7.9%	8.7%	6.4%	6.6%	7.5%	382,351	321,671	274,057	4,143	3,994	3,766
Currently in Guard/Reserves	29.5%	29.9%	29.6%	42.1%	41.7%	41.6%	14.7%	14.0%	12.8%	6.7%	7.6%	7.7%	7.0%	6.9%	8.4%	10,548	7,259	5,993	216	165	161
Retired Separated/Discharged	32.6%	32.6%	32.1%	42.2%	43.3%	42.5%	13.4%	13.2%	13.5%	6.5%	5.8%	6.3%	5.3%	5.1%	5.5%	73,143	49,113	38,973	1,035	810	683
	26.6%	27.0%	25.8%	41.1%	41.1%	40.4%	15.4%	15.0%	15.2%	8.4%	8.2%	9.2%	8.4%	8.6%	9.4%	83,749	67,813	54,825	1,243	1,116	920
Disability																					
Yes	27.3%	27.8%	27.0%	39.1%	39.3%	38.5%	15.5%	15.2%	15.1%	8.8%	8.3%	9.1%	9.3%	9.4%	10.3%	82,387	68,267	50,602	1,425	1,297	1,027
No	28.8%	28.6%	27.3%	44.0%	44.2%	43.5%	13.6%	13.5%	13.8%	7.5%	7.5%	8.3%	6.1%	6.2%	7.1%	463,442	378,912	324,390	5,158	4,815	4,512

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
Work Location																					
Headquarters	34.5%	33.7%	32.3%	50.8%	51.0%	50.9%	10.1%	10.5%	11.2%	3.0%	3.0%	3.6%	1.6%	1.8%	2.1%	217,276	176,797	154,068	775	739	758
Field	30.3%	30.3%	29.4%	51.6%	51.5%	51.3%	11.9%	11.9%	12.5%	3.8%	3.9%	4.2%	2.4%	2.4%	2.7%	346,762	277,642	227,475	1,342	1,118	1,044
Supervisory Status																					
Non-Supervisor	29.4%	29.3%	27.8%	52.3%	52.2%	52.1%	12.3%	12.4%	13.2%	3.7%	3.8%	4.2%	2.3%	2.4%	2.7%	373,165	300,723	250,363	1,690	1,497	1,446
Team Leader	32.6%	32.1%	30.9%	50.5%	50.7%	50.5%	10.8%	10.9%	11.7%	3.8%	4.1%	4.4%	2.2%	2.2%	2.5%	73,584	57,411	49,102	217	157	169
Supervisor	36.1%	35.7%	35.4%	50.9%	51.5%	51.4%	8.7%	8.7%	8.9%	2.9%	2.7%	2.8%	1.5%	1.3%	1.7%	77,771	62,552	51,849	159	158	134
Manager	44.4%	44.1%	43.7%	45.7%	45.9%	45.8%	6.5%	6.7%	6.9%	2.3%	2.3%	2.4%	1.1%	1.0%	1.2%	34,050	28,519	24,533	49	47	52
Senior Leader	59.5%	58.3%	56.6%	32.8%	34.6%	35.1%	5.1%	4.7%	5.0%	1.4%	1.3%	1.6%	1.2%	1.0%	1.7%	8,283	8,098	8,042	19	20	17
Sex																					
Male	31.1%	30.8%	29.2%	50.7%	50.7%	50.6%	11.9%	11.9%	12.7%	4.0%	4.1%	4.5%	2.4%	2.5%	3.0%	311,653	231,237	194,972	1,149	874	898
Female	33.3%	32.7%	32.2%	52.2%	52.1%	51.9%	10.1%	10.6%	11.0%	2.8%	2.9%	3.2%	1.6%	1.6%	1.7%	245,532	219,254	183,280	923	947	886
Hispanic or Latino																					
Yes	33.9%	33.9%	33.2%	47.9%	47.9%	47.2%	11.9%	11.8%	12.5%	3.5%	3.8%	3.7%	2.8%	2.7%	3.3%	52,776	39,266	33,217	264	208	159
No	31.8%	31.4%	30.2%	51.7%	51.7%	51.6%	11.0%	11.3%	11.8%	3.5%	3.5%	4.0%	2.0%	2.1%	2.3%	498,099	406,774	341,197	1,785	1,587	1,587
Race																					
American Indian/ Alaska Native	29.7%	30.1%	28.4%	50.2%	48.6%	50.2%	13.5%	14.7%	14.4%	3.7%	3.7%	3.9%	3.0%	2.9%	3.1%	10,491	9,256	7,706	59	53	49
Asian	34.8%	34.3%	33.7%	52.5%	52.7%	51.9%	9.4%	9.2%	10.1%	2.0%	2.4%	2.6%	1.4%	1.4%	1.7%	29,032	21,893	19,355	111	104	90
Black/African American	35.7%	35.1%	34.8%	50.7%	51.0%	50.2%	9.6%	9.8%	10.5%	2.2%	2.2%	2.5%	1.7%	1.9%	2.0%	76,261	63,928	57,307	297	273	291
Native Hawaiian/ Pacific Islander	34.1%	32.2%	34.1%	49.4%	50.9%	49.2%	11.8%	11.8%	10.6%	2.8%	2.5%	2.6%	1.9%	2.6%	3.5%	3,901	2,723	2,185	20	18	9
White	31.3%	30.8%	29.6%	51.3%	51.5%	51.5%	11.4%	11.6%	12.1%	3.9%	4.0%	4.4%	2.1%	2.2%	2.5%	393,177	316,410	262,028	1,365	1,121	1,128
Two or more races (Not Hispanic/ Latino)	30.9%	31.7%	29.4%	49.8%	49.4%	48.6%	12.7%	12.1%	13.8%	3.9%	3.7%	4.6%	2.7%	3.1%	3.6%	22,593	18,482	14,206	122	132	111

## Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
<b>Age Group</b>																					
25 and under	31.2%	30.6%	31.6%	52.2%	53.1%	50.6%	10.9%	10.0%	12.5%	4.0%	4.0%	3.2%	1.6%	2.3%	2.0%	5,789	3,860	2,813	32	10	16
26-29 years old	31.2%	29.2%	28.4%	50.3%	51.5%	49.6%	11.6%	12.1%	12.9%	4.4%	4.3%	5.8%	2.5%	2.8%	3.4%	16,351	13,014	11,378	91	54	49
30-39 years old	30.1%	29.2%	27.9%	49.8%	50.3%	49.6%	12.1%	12.2%	13.3%	5.0%	5.2%	5.7%	3.0%	3.1%	3.5%	111,511	90,882	75,453	446	422	441
40-49 years old	31.6%	31.4%	30.4%	50.6%	50.9%	50.8%	11.5%	11.7%	12.1%	3.9%	3.8%	4.2%	2.3%	2.2%	2.6%	143,701	122,700	105,034	510	516	478
50-59 years old	33.5%	32.5%	31.4%	51.9%	51.7%	52.1%	10.5%	11.2%	11.5%	2.6%	2.9%	3.0%	1.6%	1.7%	1.9%	191,311	170,490	144,327	702	701	670
60 or older	33.0%	32.0%	31.3%	53.3%	53.1%	53.0%	10.2%	11.0%	11.5%	2.2%	2.3%	2.6%	1.2%	1.5%	1.5%	81,304	78,217	61,957	249	318	294
<b>Level of Education</b>																					
Less than High School	27.8%	30.0%	27.1%	46.7%	47.7%	53.4%	19.6%	17.0%	12.4%	1.9%	1.6%	3.5%	4.0%	3.7%	3.6%	397	428	354	11	7	7
H.S. Diploma/ GED or equiv	29.9%	30.1%	29.2%	51.9%	51.7%	52.4%	12.6%	12.6%	12.9%	3.2%	3.2%	3.4%	2.3%	2.3%	2.1%	24,062	19,363	16,104	101	76	75
Trade/Technical Certificate	28.2%	27.7%	27.7%	51.3%	52.4%	51.3%	13.9%	13.6%	14.1%	4.0%	3.9%	3.9%	2.6%	2.4%	3.0%	12,436	10,711	8,114	64	53	43
Some College (no degree)	31.4%	31.1%	30.1%	50.3%	50.2%	50.4%	12.4%	12.6%	12.9%	3.6%	3.6%	3.7%	2.4%	2.5%	2.9%	79,316	62,241	52,339	324	284	264
Associate's Degree	31.0%	30.1%	30.3%	50.8%	51.5%	49.8%	12.2%	12.3%	12.8%	3.6%	3.8%	4.3%	2.3%	2.3%	2.8%	44,416	35,301	27,606	182	140	123
Bachelor's Degree	31.0%	31.0%	29.5%	52.3%	52.1%	52.2%	11.1%	11.1%	11.7%	3.6%	3.6%	4.2%	2.1%	2.2%	2.5%	197,249	154,094	131,175	720	572	582
Master's Degree	33.4%	33.2%	32.0%	51.1%	51.1%	50.7%	10.2%	10.3%	11.1%	3.4%	3.6%	3.9%	1.9%	1.8%	2.2%	146,543	118,607	100,908	479	454	454
Doctoral/ Professional Degree	36.3%	34.2%	32.9%	49.5%	50.8%	50.8%	9.7%	10.2%	11.0%	3.0%	3.1%	3.6%	1.5%	1.7%	1.7%	56,532	52,374	43,727	207	245	242
<b>Pay Category</b>																					
Federal Wage System	26.4%	26.4%	25.2%	49.7%	50.2%	49.3%	14.6%	14.9%	15.2%	5.8%	5.1%	6.1%	3.5%	3.4%	4.2%	18,779	13,007	9,485	101	70	56
GS 1-6	31.1%	30.0%	29.2%	50.3%	49.7%	50.7%	13.2%	14.2%	13.7%	3.3%	3.5%	3.5%	2.1%	2.6%	2.8%	22,980	27,195	18,430	161	172	139
GS 7-12	30.1%	30.5%	29.7%	52.3%	52.1%	52.0%	11.7%	11.4%	11.9%	3.6%	3.6%	3.9%	2.3%	2.3%	2.5%	244,430	191,660	151,894	1,009	810	799
GS 13-15	35.2%	34.8%	33.1%	50.6%	50.9%	50.7%	9.6%	9.6%	10.6%	3.1%	3.2%	3.7%	1.6%	1.5%	1.9%	227,630	183,402	168,335	610	618	652
SES	61.6%	62.7%	61.9%	31.8%	31.5%	31.3%	4.6%	3.8%	4.9%	1.2%	1.3%	1.3%	0.8%	0.7%	0.7%	5,292	5,658	5,728	9	8	6
SL/ST	47.4%	38.7%	39.2%	41.5%	47.0%	45.7%	8.0%	10.4%	9.8%	2.0%	3.1%	3.8%	1.1%	0.8%	1.5%	1,840	2,000	1,553	9	6	7
Other	28.2%	27.2%	26.6%	51.8%	52.8%	51.8%	13.6%	13.2%	14.3%	3.8%	4.1%	4.5%	2.5%	2.6%	2.8%	41,650	30,936	25,581	215	162	153

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
<b>Time in Federal Government</b>																					
< 1 year	37.6%	36.0%	35.2%	50.9%	51.4%	52.5%	8.7%	9.3%	8.9%	2.1%	2.2%	2.4%	0.7%	1.2%	1.0%	7,189	8,892	6,725	74	87	96
1-3 years	34.7%	33.6%	32.7%	50.2%	50.7%	50.2%	10.2%	10.7%	11.4%	3.3%	3.3%	3.7%	1.6%	1.9%	2.0%	59,127	45,038	29,678	226	164	144
4-5 years	32.6%	31.8%	30.5%	49.8%	49.8%	50.3%	11.4%	11.9%	12.7%	4.0%	4.2%	4.0%	2.2%	2.3%	2.6%	35,052	29,985	29,851	134	145	154
6-10 years	30.9%	30.3%	29.3%	51.0%	51.2%	50.6%	11.6%	11.7%	12.3%	4.1%	4.2%	4.8%	2.4%	2.5%	2.9%	131,645	108,104	91,062	478	422	442
11-14 years	30.7%	30.2%	28.6%	51.0%	51.3%	50.9%	11.8%	11.8%	12.8%	3.9%	4.1%	4.7%	2.5%	2.6%	3.0%	83,952	63,491	54,473	299	274	241
15-20 years	30.1%	30.9%	29.8%	51.6%	51.2%	50.9%	12.0%	12.0%	12.7%	3.9%	3.5%	3.8%	2.4%	2.4%	2.8%	91,703	65,893	51,351	333	276	233
> 20 years	32.8%	32.5%	31.6%	52.3%	52.4%	52.5%	10.7%	10.8%	11.2%	2.6%	2.7%	2.9%	1.6%	1.5%	1.8%	154,330	133,522	118,648	571	481	509
<b>Time with Current Agency</b>																					
< 1 year	36.2%	35.9%	34.3%	50.9%	50.6%	51.1%	9.6%	10.2%	10.7%	2.2%	2.1%	2.5%	1.0%	1.2%	1.4%	13,912	16,229	12,904	167	185	203
1-3 years	34.5%	33.8%	33.0%	50.0%	50.2%	49.9%	10.5%	10.8%	11.3%	3.2%	3.3%	3.6%	1.8%	1.9%	2.1%	92,610	69,433	47,310	335	262	221
4-5 years	32.6%	31.3%	29.9%	49.7%	50.5%	50.6%	11.4%	11.7%	12.7%	4.0%	4.1%	4.0%	2.3%	2.3%	2.7%	45,753	37,603	37,835	165	160	167
6-10 years	30.4%	30.0%	28.8%	51.3%	51.2%	51.0%	11.7%	11.9%	12.3%	4.1%	4.3%	4.9%	2.4%	2.6%	3.0%	136,437	113,155	97,364	477	432	426
11-20 years	30.2%	30.3%	29.2%	51.6%	51.9%	51.1%	11.9%	11.8%	12.8%	3.8%	3.6%	4.2%	2.4%	2.4%	2.8%	158,887	117,794	97,982	572	452	430
> 20 years	32.9%	32.6%	31.9%	52.6%	52.7%	52.9%	10.4%	10.5%	10.8%	2.5%	2.7%	2.8%	1.5%	1.4%	1.6%	114,137	99,243	87,103	389	349	356
<b>Leaving</b>																					
No	35.9%	35.3%	34.0%	51.7%	52.0%	52.2%	8.9%	9.2%	9.8%	2.4%	2.4%	2.8%	1.1%	1.1%	1.2%	380,021	314,431	257,751	961	910	883
Yes, to retire	28.4%	28.1%	27.1%	54.4%	54.2%	54.7%	12.4%	12.7%	12.6%	3.0%	3.0%	3.2%	1.8%	1.9%	2.4%	34,591	28,346	22,113	134	112	96
Yes, to other job in Govt	24.7%	24.8%	24.6%	50.4%	49.8%	49.0%	15.3%	15.5%	15.8%	5.7%	6.0%	6.1%	3.9%	3.9%	4.5%	99,235	70,070	69,881	604	485	490
Yes, to other job outside Govt	20.5%	21.6%	20.3%	47.8%	47.3%	45.8%	17.0%	16.3%	17.7%	8.5%	8.3%	9.2%	6.2%	6.6%	7.0%	22,017	19,220	13,617	167	130	118
Yes, other	21.4%	20.3%	20.5%	47.9%	48.7%	46.9%	18.9%	19.2%	19.2%	6.4%	6.5%	7.1%	5.4%	5.3%	6.2%	27,213	21,911	17,733	254	216	212
<b>Retiring</b>																					
Within 1 year	28.9%	28.6%	27.2%	52.5%	52.7%	53.2%	12.8%	12.6%	13.6%	3.4%	3.5%	3.0%	2.4%	2.4%	3.0%	21,040	17,031	13,467	86	79	66
Between 1-3 years	30.4%	29.8%	29.3%	53.7%	53.5%	53.6%	11.5%	12.0%	12.0%	2.8%	2.9%	3.1%	1.7%	1.8%	2.0%	56,999	46,982	37,678	203	165	168
Between 3-5 years	31.5%	31.5%	30.3%	52.8%	53.1%	53.1%	11.0%	10.8%	11.8%	2.9%	2.9%	3.0%	1.8%	1.6%	1.9%	63,188	50,964	41,907	212	187	174
5 or more years	32.4%	32.0%	30.8%	50.7%	50.8%	50.6%	11.1%	11.3%	11.9%	3.7%	3.8%	4.2%	2.2%	2.2%	2.5%	417,511	336,359	285,405	1,589	1,383	1,369

## Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
Transgender																					
Yes	23.3%	--	--	45.4%	--	--	17.3%	--	--	6.3%	--	--	7.7%	--	--	2,074	--	--	26	--	--
No	32.2%	--	--	51.2%	--	--	11.1%	--	--	3.5%	--	--	2.0%	--	--	541,327	--	--	1,972	--	--
Consider Yourself as:																					
Straight	32.4%	--	--	51.3%	--	--	10.9%	--	--	3.4%	--	--	2.0%	--	--	507,079	--	--	1,764	--	--
Gay or Lesbian	32.9%	--	--	49.8%	--	--	11.0%	--	--	3.9%	--	--	2.4%	--	--	11,725	--	--	58	--	--
Bisexual	30.5%	--	--	49.2%	--	--	12.2%	--	--	5.0%	--	--	3.2%	--	--	5,661	--	--	29	--	--
Something else	24.2%	--	--	47.9%	--	--	17.1%	--	--	5.6%	--	--	5.2%	--	--	10,704	--	--	105	--	--
Military Service																					
No Prior Military Service	31.3%	30.9%	29.9%	52.2%	52.5%	52.1%	11.0%	11.1%	11.9%	3.5%	3.6%	3.9%	1.9%	2.0%	2.3%	384,831	323,261	275,582	1,395	1,251	1,303
Currently in Guard/Reserves	32.0%	31.4%	32.6%	49.0%	49.9%	47.9%	11.8%	11.9%	11.6%	4.4%	4.0%	4.8%	2.8%	2.8%	3.1%	10,718	7,371	6,096	49	35	32
Retired Separated/Discharged	36.7%	36.3%	35.3%	49.6%	49.5%	49.5%	9.6%	10.0%	10.4%	2.6%	2.7%	2.9%	1.5%	1.5%	1.8%	73,901	49,583	39,376	229	175	148
	30.5%	30.5%	28.8%	49.4%	49.2%	49.7%	12.9%	13.0%	13.2%	4.3%	4.2%	4.8%	2.9%	3.1%	3.4%	84,574	68,389	55,315	378	324	285
Disability																					
Yes	33.5%	33.3%	32.5%	48.5%	48.1%	48.1%	11.8%	12.4%	12.4%	3.6%	3.4%	3.8%	2.7%	2.9%	3.2%	83,358	68,906	51,181	426	405	294
No	31.8%	31.3%	30.1%	51.8%	52.1%	51.8%	11.0%	11.1%	11.8%	3.5%	3.6%	4.0%	1.9%	2.0%	2.3%	466,682	381,013	326,332	1,611	1,396	1,479

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
Work Location																					
Headquarters	31.7%	29.7%	27.5%	37.1%	37.1%	36.4%	16.1%	16.7%	17.8%	7.2%	7.9%	8.6%	7.8%	8.5%	9.8%	208,419	168,994	146,903	9,845	8,698	8,181
Field	27.5%	26.5%	24.7%	37.6%	37.2%	36.7%	16.9%	17.2%	17.8%	8.5%	8.9%	9.7%	9.4%	10.2%	11.0%	336,556	269,008	220,136	11,730	9,929	8,653
Supervisory Status																					
Non-Supervisor	26.1%	24.9%	22.7%	37.8%	37.4%	36.7%	18.2%	18.5%	19.4%	8.5%	9.0%	9.8%	9.5%	10.3%	11.4%	358,565	288,112	239,251	16,551	14,319	12,870
Team Leader	29.1%	27.2%	25.2%	37.4%	36.8%	36.9%	16.3%	16.4%	17.3%	8.4%	9.3%	9.7%	8.8%	10.3%	10.9%	71,026	55,314	47,120	2,825	2,301	2,216
Supervisor	34.7%	33.5%	31.6%	38.0%	38.5%	38.0%	13.3%	13.9%	14.6%	7.1%	7.1%	8.0%	7.0%	7.0%	7.8%	76,223	61,150	50,688	1,769	1,617	1,389
Manager	45.2%	44.4%	42.7%	34.3%	34.4%	34.1%	9.4%	9.8%	10.4%	5.5%	5.6%	6.1%	5.6%	5.8%	6.7%	33,652	28,152	24,240	477	434	386
Senior Leader	61.3%	58.8%	54.5%	24.9%	25.9%	27.1%	6.1%	7.1%	8.3%	3.6%	3.9%	4.0%	4.0%	4.2%	6.2%	8,247	8,054	8,004	53	75	76
Sex																					
Male	31.3%	30.1%	27.6%	37.6%	37.3%	36.9%	15.7%	16.0%	16.9%	7.2%	7.6%	8.5%	8.2%	9.0%	10.1%	301,457	223,070	187,681	11,518	9,179	8,412
Female	26.0%	24.8%	23.4%	37.3%	37.1%	36.5%	18.0%	18.2%	19.0%	9.2%	9.7%	10.1%	9.5%	10.2%	11.0%	237,182	211,279	176,280	9,461	9,113	8,181
Hispanic or Latino																					
Yes	29.0%	28.2%	26.3%	34.8%	34.3%	33.7%	16.8%	17.3%	17.7%	8.6%	8.7%	9.5%	10.9%	11.5%	12.8%	51,499	38,187	32,285	1,568	1,282	1,094
No	29.3%	27.8%	25.8%	37.9%	37.6%	37.1%	16.5%	16.9%	17.8%	7.9%	8.5%	9.2%	8.4%	9.2%	10.2%	481,098	391,915	327,988	19,115	16,781	15,288
Race																					
American Indian/ Alaska Native	22.4%	21.2%	19.9%	33.5%	31.4%	31.9%	18.8%	19.9%	20.8%	11.0%	11.8%	11.1%	14.4%	15.8%	16.2%	10,275	9,074	7,555	279	253	227
Asian	28.7%	27.3%	25.9%	42.9%	41.7%	42.2%	17.5%	18.3%	18.3%	5.3%	6.4%	6.4%	5.6%	6.2%	7.3%	28,082	21,144	18,616	1,061	854	845
Black/African American	26.7%	25.4%	24.1%	36.3%	36.7%	35.7%	19.3%	19.2%	20.2%	7.9%	8.0%	8.8%	9.8%	10.7%	11.1%	73,935	61,849	55,426	2,610	2,345	2,210
Native Hawaiian/ Pacific Islander	28.7%	23.8%	25.3%	37.0%	37.8%	36.9%	17.2%	19.6%	17.3%	7.5%	8.9%	8.8%	9.6%	9.9%	11.7%	3,840	2,664	2,142	81	70	56
White	30.7%	29.3%	27.1%	37.9%	37.7%	37.2%	15.4%	15.8%	16.7%	7.9%	8.5%	9.2%	8.1%	8.7%	9.8%	379,880	304,903	251,807	15,005	12,957	11,776
Two or more races (Not Hispanic/ Latino)	24.9%	23.9%	21.7%	33.0%	32.2%	30.6%	18.6%	19.0%	19.3%	10.1%	10.6%	11.6%	13.3%	14.3%	16.8%	21,870	17,843	13,708	869	786	613

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
<b>Age Group</b>																					
25 and under	32.3%	29.8%	28.9%	42.3%	42.8%	42.0%	15.3%	12.8%	17.0%	5.6%	6.6%	5.4%	4.5%	8.0%	6.6%	5,547	3,705	2,678	286	178	159
26-29 years old	29.9%	28.5%	25.8%	40.5%	41.4%	41.1%	15.5%	15.1%	16.3%	7.2%	7.4%	8.3%	6.8%	7.6%	8.6%	15,741	12,427	10,810	715	650	641
30-39 years old	29.6%	28.0%	25.8%	38.3%	38.1%	37.8%	15.1%	16.0%	16.6%	8.1%	8.5%	9.4%	8.9%	9.4%	10.4%	107,034	86,960	72,024	5,047	4,390	3,971
40-49 years old	28.8%	27.2%	25.2%	36.8%	36.6%	36.2%	16.1%	16.8%	17.8%	8.5%	8.9%	9.5%	9.7%	10.5%	11.4%	138,996	118,329	100,977	5,350	4,969	4,617
50-59 years old	29.5%	27.2%	25.4%	36.8%	36.3%	35.9%	17.2%	18.1%	18.5%	7.9%	8.7%	9.4%	8.7%	9.8%	10.8%	185,726	164,900	139,323	6,409	6,406	5,814
60 or older	29.3%	26.7%	25.1%	38.4%	37.2%	36.2%	18.0%	19.2%	20.4%	7.2%	8.5%	9.1%	7.0%	8.4%	9.2%	78,734	75,554	59,904	2,784	3,039	2,513
<b>Level of Education</b>																					
Less than High School	20.4%	21.4%	18.2%	36.8%	38.0%	40.8%	24.0%	24.8%	21.2%	8.3%	6.6%	5.0%	10.3%	9.3%	14.9%	389	414	340	17	21	22
H.S. Diploma/ GED or equiv	24.8%	24.3%	23.2%	38.9%	39.2%	38.1%	19.3%	20.2%	21.3%	8.5%	7.7%	8.4%	8.4%	8.6%	9.1%	23,576	18,921	15,770	564	488	422
Trade/Technical Certificate	22.3%	21.3%	21.1%	37.6%	37.4%	36.7%	20.0%	21.3%	20.6%	9.3%	8.9%	9.8%	10.7%	11.1%	11.8%	12,163	10,504	7,953	338	257	213
Some College (no degree)	26.1%	25.2%	23.1%	35.8%	35.6%	34.8%	18.9%	19.0%	20.2%	8.9%	9.1%	9.8%	10.4%	11.1%	12.2%	77,652	60,652	51,075	2,001	1,838	1,539
Associate's Degree	26.1%	24.3%	23.4%	37.0%	36.7%	34.9%	18.0%	18.8%	19.2%	8.9%	9.4%	10.5%	10.0%	10.8%	12.1%	43,445	34,397	26,870	1,154	1,050	860
Bachelor's Degree	28.9%	27.8%	25.4%	38.7%	38.5%	38.2%	16.3%	16.4%	17.4%	7.8%	8.3%	9.2%	8.3%	9.0%	9.9%	190,591	148,642	126,352	7,536	6,191	5,626
Master's Degree	32.3%	30.9%	28.9%	37.3%	36.8%	36.6%	14.8%	15.1%	15.8%	7.5%	8.4%	8.8%	8.1%	8.9%	9.9%	140,838	113,657	96,414	6,346	5,525	5,105
Doctoral/ Professional Degree	35.1%	32.2%	30.3%	35.8%	35.9%	35.9%	14.6%	15.4%	15.8%	7.1%	7.8%	8.4%	7.4%	8.8%	9.6%	53,479	49,678	41,203	3,321	3,053	2,872
<b>Pay Category</b>																					
Federal Wage System	21.7%	20.4%	19.1%	34.9%	35.3%	33.8%	19.6%	20.0%	20.8%	10.7%	10.8%	11.5%	13.1%	13.5%	14.8%	18,437	12,717	9,317	434	347	237
GS 1-6	24.9%	23.6%	21.7%	36.5%	35.9%	36.0%	19.6%	19.6%	21.1%	8.8%	8.7%	9.2%	10.3%	12.2%	12.0%	22,366	26,466	17,980	746	911	622
GS 7-12	26.4%	25.7%	23.7%	38.4%	38.0%	37.5%	17.7%	17.8%	18.8%	8.3%	8.7%	9.4%	9.2%	9.7%	10.6%	236,666	185,278	146,449	8,860	7,308	6,426
GS 13-15	34.1%	33.2%	31.1%	37.3%	37.1%	37.0%	14.4%	14.5%	15.2%	7.0%	7.6%	8.2%	7.1%	7.5%	8.6%	218,804	175,612	160,971	9,716	8,588	8,235
SES	65.2%	65.3%	64.9%	21.9%	22.1%	23.9%	6.5%	6.1%	5.1%	3.1%	2.9%	2.9%	3.3%	3.6%	3.1%	5,246	5,629	5,706	53	56	46
SL/ST	46.0%	35.2%	32.9%	31.6%	31.7%	33.8%	10.7%	15.3%	17.7%	5.7%	7.0%	7.3%	6.0%	10.7%	8.4%	1,788	1,942	1,520	59	65	46
Other	25.6%	23.7%	22.0%	36.4%	36.8%	34.5%	17.7%	17.9%	18.6%	9.6%	10.0%	11.3%	10.8%	11.6%	13.5%	40,349	29,885	24,645	1,565	1,233	1,139

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
Time in Federal Government																					
< 1 year	39.3%	36.7%	34.8%	40.7%	40.7%	39.8%	13.6%	14.2%	16.8%	3.5%	5.0%	4.8%	2.9%	3.4%	3.8%	6,867	8,473	6,410	399	523	434
1-3 years	34.3%	31.9%	30.0%	39.3%	39.4%	38.6%	14.9%	15.3%	16.8%	5.9%	6.5%	7.2%	5.7%	6.9%	7.3%	57,057	43,316	28,427	2,370	1,912	1,436
4-5 years	31.3%	28.7%	27.3%	38.1%	37.6%	37.5%	15.5%	16.2%	17.0%	7.4%	8.3%	8.9%	7.7%	9.2%	9.3%	33,792	28,894	28,692	1,438	1,247	1,357
6-10 years	29.1%	27.3%	25.1%	37.9%	37.2%	37.1%	16.2%	16.7%	17.0%	8.1%	8.8%	9.6%	8.7%	10.0%	11.2%	126,995	104,001	87,354	5,238	4,608	4,255
11-14 years	27.7%	25.8%	24.1%	37.1%	36.4%	35.0%	16.6%	17.3%	18.5%	8.7%	9.5%	10.4%	9.9%	10.9%	12.1%	81,105	61,120	52,343	3,201	2,689	2,409
15-20 years	26.3%	25.7%	23.6%	36.1%	35.8%	34.9%	17.5%	17.7%	18.5%	9.2%	9.3%	10.3%	10.9%	11.5%	12.7%	88,778	63,658	49,486	3,267	2,587	2,164
> 20 years	28.2%	27.2%	25.3%	36.9%	36.9%	36.6%	17.8%	18.1%	18.8%	8.2%	8.5%	9.0%	8.8%	9.2%	10.3%	149,466	129,092	114,626	5,518	4,981	4,733
Time with Current Agency																					
< 1 year	37.6%	35.5%	33.4%	39.1%	39.4%	38.2%	14.9%	15.1%	17.7%	4.3%	5.4%	5.4%	4.1%	4.6%	5.2%	13,313	15,388	12,251	791	1,055	903
1-3 years	33.1%	31.3%	29.0%	38.2%	38.4%	37.8%	15.2%	15.7%	17.0%	6.6%	7.0%	7.7%	6.9%	7.7%	8.5%	89,272	66,689	45,339	3,762	3,050	2,258
4-5 years	30.1%	28.0%	26.4%	37.0%	36.9%	36.2%	16.0%	16.1%	17.2%	7.9%	8.8%	9.6%	8.9%	10.2%	10.6%	44,206	36,302	36,402	1,755	1,474	1,655
6-10 years	28.0%	26.4%	24.0%	37.5%	36.6%	36.8%	16.6%	17.1%	17.4%	8.5%	9.2%	9.9%	9.4%	10.6%	11.8%	131,722	109,042	93,438	5,313	4,631	4,444
11-20 years	26.4%	25.1%	23.6%	36.8%	36.6%	35.2%	17.3%	17.8%	18.8%	9.1%	9.5%	10.3%	10.4%	11.1%	12.2%	153,767	113,729	94,507	5,759	4,636	4,054
> 20 years	29.0%	28.0%	26.4%	37.5%	37.5%	37.5%	17.5%	17.8%	18.2%	7.9%	8.3%	8.6%	8.0%	8.5%	9.3%	110,571	95,969	84,201	3,990	3,657	3,371
Leaving																					
No	34.0%	32.3%	30.3%	40.0%	40.0%	40.0%	15.4%	16.0%	16.9%	5.8%	6.4%	6.9%	4.8%	5.4%	5.8%	367,724	303,564	248,369	13,433	11,929	10,580
Yes, to retire	26.0%	24.7%	23.0%	38.6%	39.0%	38.4%	18.5%	19.2%	19.1%	8.5%	8.8%	9.3%	8.5%	8.4%	10.1%	33,615	27,461	21,394	1,085	1,017	845
Yes, to other job in Govt	19.4%	18.4%	17.1%	32.2%	31.2%	29.8%	18.9%	19.1%	19.5%	12.7%	13.1%	14.2%	16.8%	18.3%	19.5%	95,691	67,368	66,968	4,294	3,293	3,527
Yes, to other job outside Govt	18.8%	17.8%	15.1%	31.5%	29.2%	28.8%	17.2%	16.5%	17.6%	13.3%	14.5%	15.0%	19.3%	22.0%	23.4%	21,009	18,289	13,008	1,220	1,107	762
Yes, other	15.2%	14.0%	13.0%	28.1%	27.4%	26.4%	20.9%	20.5%	21.1%	13.6%	14.2%	14.6%	22.2%	23.9%	24.9%	26,127	20,966	16,931	1,391	1,179	1,027
Retiring																					
Within 1 year	26.6%	25.2%	23.6%	37.0%	37.6%	37.4%	17.8%	17.9%	18.3%	8.5%	9.1%	9.2%	10.1%	10.1%	11.5%	20,405	16,469	13,012	728	641	526
Between 1-3 years	27.2%	25.4%	23.9%	38.0%	37.9%	37.0%	18.2%	18.7%	19.8%	8.0%	8.9%	9.5%	8.5%	9.1%	9.9%	55,385	45,482	36,500	1,815	1,698	1,464
Between 3-5 years	27.7%	26.6%	24.9%	37.2%	36.7%	36.2%	17.7%	18.3%	18.9%	8.4%	8.7%	9.6%	9.1%	9.7%	10.5%	61,309	49,461	40,554	2,096	1,779	1,570
5 or more years	29.8%	28.4%	26.3%	37.5%	37.2%	36.8%	16.2%	16.5%	17.4%	7.9%	8.4%	9.1%	8.6%	9.5%	10.4%	402,934	323,715	274,107	16,549	14,244	12,992

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
Transgender																					
Yes	19.8%	--	--	30.3%	--	--	19.2%	--	--	11.2%	--	--	19.5%	--	--	1,988	--	--	111	--	--
No	29.4%	--	--	37.6%	--	--	16.5%	--	--	7.9%	--	--	8.6%	--	--	523,510	--	--	20,157	--	--
Consider Yourself as:																					
Straight	29.7%	--	--	37.8%	--	--	16.3%	--	--	7.8%	--	--	8.3%	--	--	490,705	--	--	18,449	--	--
Gay or Lesbian	30.0%	--	--	35.1%	--	--	15.9%	--	--	8.7%	--	--	10.2%	--	--	11,241	--	--	554	--	--
Bisexual	27.1%	--	--	34.2%	--	--	16.0%	--	--	9.5%	--	--	13.2%	--	--	5,449	--	--	252	--	--
Something else	18.8%	--	--	29.8%	--	--	21.2%	--	--	11.9%	--	--	18.3%	--	--	10,282	--	--	537	--	--
Military Service																					
No Prior Military Service	27.8%	26.4%	24.6%	38.3%	38.3%	37.7%	17.1%	17.6%	18.3%	8.2%	8.7%	9.3%	8.5%	9.1%	10.1%	370,158	310,392	264,032	16,347	14,421	13,254
Currently in Guard/Reserves	32.7%	32.2%	30.6%	37.2%	36.1%	35.0%	13.8%	14.7%	14.6%	7.0%	6.6%	8.2%	9.3%	10.4%	11.6%	10,528	7,219	5,978	249	185	164
Retired Separated/Discharged	36.0%	34.6%	32.4%	36.7%	36.8%	36.3%	14.2%	14.5%	15.4%	6.3%	6.7%	7.6%	6.8%	7.4%	8.3%	72,575	48,547	38,550	1,593	1,225	1,033
	28.0%	26.6%	24.1%	35.4%	34.5%	34.2%	16.9%	17.1%	18.2%	8.8%	9.5%	10.2%	11.0%	12.2%	13.3%	82,302	66,378	53,634	2,685	2,340	2,008
Disability																					
Yes	28.4%	27.0%	25.1%	32.6%	32.1%	31.7%	16.8%	17.2%	17.8%	9.1%	9.7%	10.3%	13.0%	14.1%	15.1%	81,098	66,894	49,617	2,724	2,445	1,947
No	29.5%	28.0%	25.9%	38.5%	38.4%	37.8%	16.4%	16.9%	17.8%	7.7%	8.2%	9.0%	7.8%	8.5%	9.5%	450,689	366,960	313,687	17,921	15,745	14,534

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
<b>Work Location</b>																					
Headquarters	18.5%	17.9%	15.9%	38.0%	38.7%	37.9%	21.7%	21.9%	22.6%	13.9%	13.7%	14.6%	7.8%	7.8%	9.0%	216,533	176,335	153,691	1,875	1,607	1,527
Field	16.1%	15.7%	14.2%	38.8%	38.9%	38.1%	22.6%	22.3%	22.8%	14.2%	14.4%	15.4%	8.4%	8.7%	9.5%	345,524	276,863	226,780	3,027	2,475	2,178
<b>Supervisory Status</b>																					
Non-Supervisor	16.0%	15.5%	13.9%	38.4%	38.9%	37.8%	22.7%	22.7%	23.2%	14.2%	14.1%	15.2%	8.7%	8.9%	9.8%	371,650	299,759	249,479	3,784	3,165	2,870
Team Leader	16.1%	15.7%	13.8%	38.6%	38.5%	38.4%	22.5%	21.8%	22.6%	14.6%	15.2%	15.8%	8.2%	8.7%	9.4%	73,351	57,256	48,993	549	446	403
Supervisor	18.5%	17.9%	16.5%	39.7%	40.6%	39.7%	21.5%	21.2%	22.1%	13.7%	13.6%	14.4%	6.5%	6.6%	7.3%	77,567	62,476	51,758	441	330	314
Manager	23.7%	23.4%	21.6%	37.7%	36.9%	38.1%	19.8%	19.8%	20.2%	12.7%	13.9%	13.0%	6.1%	6.1%	7.1%	34,005	28,493	24,552	141	127	105
Senior Leader	35.3%	34.8%	31.8%	33.9%	34.9%	34.3%	16.2%	16.7%	18.5%	9.9%	9.2%	8.7%	4.7%	4.4%	6.7%	8,283	8,078	8,032	30	48	48
<b>Sex</b>																					
Male	17.4%	16.7%	14.8%	38.7%	38.8%	37.9%	22.3%	22.2%	22.9%	13.4%	13.7%	14.7%	8.2%	8.6%	9.6%	310,535	230,570	194,350	2,668	1,956	1,817
Female	16.7%	16.3%	15.1%	38.5%	39.2%	38.5%	22.1%	21.9%	22.4%	14.9%	14.5%	15.3%	7.9%	8.0%	8.7%	244,744	218,732	182,860	2,092	2,039	1,822
<b>Hispanic or Latino</b>																					
Yes	18.0%	17.5%	16.0%	36.7%	37.4%	36.7%	22.4%	22.2%	22.8%	13.5%	13.4%	14.0%	9.5%	9.4%	10.4%	52,627	39,222	33,102	497	365	341
No	17.1%	16.5%	14.9%	38.9%	39.2%	38.4%	22.1%	22.0%	22.6%	14.0%	14.1%	15.1%	7.9%	8.2%	9.1%	496,362	405,651	340,287	4,197	3,575	3,242
<b>Race</b>																					
American Indian/ Alaska Native	14.8%	15.2%	13.0%	35.7%	34.8%	34.2%	23.3%	23.8%	25.5%	15.4%	14.6%	14.3%	10.8%	11.6%	13.1%	10,435	9,231	7,677	130	109	91
Asian	19.0%	18.7%	17.0%	43.2%	43.6%	43.2%	22.4%	22.3%	22.2%	10.0%	9.5%	10.8%	5.4%	5.9%	6.8%	28,950	21,810	19,279	236	218	208
Black/African American	18.8%	18.4%	17.1%	39.9%	40.6%	39.8%	21.0%	20.6%	21.2%	12.4%	12.2%	13.1%	7.9%	8.2%	8.8%	75,960	63,729	57,160	664	539	562
Native Hawaiian/ Pacific Islander	19.0%	17.2%	16.5%	37.8%	38.0%	39.1%	23.2%	24.5%	22.4%	12.0%	11.9%	12.4%	8.0%	8.4%	9.6%	3,877	2,716	2,180	44	28	21
White	17.1%	16.4%	14.6%	38.5%	38.9%	38.1%	22.1%	22.0%	22.7%	14.4%	14.6%	15.6%	7.9%	8.1%	9.0%	391,974	315,649	261,342	3,163	2,624	2,364
Two or more races (Not Hispanic/ Latino)	14.6%	14.4%	12.7%	34.5%	34.2%	32.6%	23.1%	23.7%	24.6%	16.2%	15.9%	16.3%	11.7%	11.8%	13.7%	22,518	18,441	14,177	233	234	177

## Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
<b>Age Group</b>																					
25 and under	22.7%	21.6%	20.1%	45.1%	41.6%	45.8%	18.7%	20.5%	18.8%	9.3%	10.8%	9.9%	4.3%	5.5%	5.3%	5,790	3,857	2,810	52	26	28
26-29 years old	19.8%	19.1%	17.4%	40.8%	42.1%	41.7%	20.2%	19.1%	19.9%	12.4%	12.9%	13.3%	6.8%	6.8%	7.7%	16,327	13,004	11,371	149	94	95
30-39 years old	17.2%	16.1%	14.7%	38.3%	38.6%	38.1%	20.7%	21.0%	21.5%	14.8%	15.1%	15.9%	8.9%	9.1%	9.9%	111,278	90,810	75,483	849	741	650
40-49 years old	16.9%	16.2%	14.5%	37.9%	38.5%	37.4%	21.5%	21.6%	22.3%	14.8%	14.8%	15.7%	9.0%	9.0%	10.0%	143,278	122,492	104,815	1,141	1,063	960
50-59 years old	17.1%	16.4%	14.7%	38.7%	38.8%	38.2%	22.9%	23.0%	23.2%	13.6%	13.7%	14.9%	7.7%	8.0%	9.0%	190,681	170,013	143,789	1,622	1,595	1,476
60 or older	16.7%	15.5%	14.4%	39.5%	39.2%	38.0%	24.6%	25.2%	26.3%	12.6%	12.8%	13.6%	6.5%	7.3%	7.8%	80,757	77,678	61,546	853	862	779
<b>Level of Education</b>																					
Less than High School	18.2%	21.7%	14.7%	40.2%	39.7%	42.4%	24.4%	24.0%	26.7%	9.1%	6.3%	7.5%	8.1%	8.3%	8.8%	402	425	343	6	11	12
H.S. Diploma/ GED or equiv	17.8%	17.4%	16.0%	41.5%	43.3%	42.7%	24.3%	23.9%	23.8%	10.0%	9.5%	11.0%	6.3%	5.9%	6.5%	23,968	19,260	16,079	195	177	125
Trade/Technical Certificate	14.8%	15.3%	13.9%	39.9%	41.6%	41.0%	24.6%	23.7%	24.8%	12.7%	11.5%	12.0%	7.9%	7.9%	8.4%	12,360	10,684	8,064	150	100	91
Some College (no degree)	16.6%	16.3%	14.2%	38.5%	38.9%	38.3%	23.7%	23.5%	24.5%	13.1%	12.7%	13.9%	8.1%	8.6%	9.2%	79,082	62,071	52,188	683	584	510
Associate's Degree	16.4%	15.9%	14.8%	39.0%	39.4%	38.1%	22.9%	23.1%	23.4%	13.6%	13.2%	13.9%	8.2%	8.3%	9.8%	44,285	35,188	27,525	389	334	271
Bachelor's Degree	16.5%	16.1%	14.4%	39.2%	39.7%	38.9%	22.0%	21.7%	22.2%	14.1%	14.3%	15.3%	8.2%	8.2%	9.2%	196,630	153,732	130,819	1,606	1,263	1,213
Master's Degree	17.9%	17.1%	15.6%	37.4%	37.4%	36.7%	20.8%	20.8%	21.2%	15.2%	15.8%	16.6%	8.7%	9.0%	9.9%	146,138	118,366	100,723	1,126	963	883
Doctoral/ Professional Degree	19.0%	17.6%	16.0%	36.9%	37.2%	35.5%	22.1%	22.1%	23.4%	14.8%	15.2%	16.1%	7.2%	7.9%	8.9%	56,116	52,188	43,528	704	594	558
<b>Pay Category</b>																					
Federal Wage System	13.7%	14.0%	12.5%	38.0%	37.9%	37.4%	24.3%	24.7%	24.9%	14.4%	13.7%	14.5%	9.6%	9.6%	10.6%	18,719	12,941	9,440	188	155	120
GS 1-6	17.8%	17.9%	16.1%	38.7%	40.3%	40.2%	23.6%	22.7%	24.0%	11.8%	11.1%	11.3%	8.2%	8.0%	8.4%	22,860	27,064	18,388	315	371	236
GS 7-12	16.1%	15.8%	14.2%	38.7%	39.1%	38.5%	22.6%	22.2%	22.5%	14.1%	14.2%	15.1%	8.5%	8.7%	9.7%	243,605	191,106	151,439	2,172	1,755	1,613
GS 13-15	18.5%	17.7%	15.9%	38.4%	38.3%	37.2%	21.2%	21.3%	22.1%	14.3%	14.8%	15.9%	7.7%	7.8%	8.9%	226,874	183,056	167,897	1,683	1,374	1,397
SES	36.4%	37.1%	34.8%	31.3%	32.8%	32.9%	16.2%	16.2%	17.9%	11.6%	9.6%	10.2%	4.5%	4.3%	4.2%	5,278	5,640	5,724	26	28	27
SL/ST	25.0%	20.8%	20.0%	35.1%	35.9%	33.8%	23.5%	22.2%	23.4%	11.1%	12.7%	14.5%	5.4%	8.4%	8.4%	1,822	1,987	1,542	28	23	23
Other	15.3%	14.2%	13.3%	39.5%	40.5%	38.8%	23.4%	23.3%	23.8%	13.9%	13.9%	15.2%	7.9%	8.2%	8.8%	41,490	30,856	25,522	454	337	272

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

### (18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
<b>Time in Federal Government</b>																					
< 1 year	27.0%	25.5%	21.8%	44.0%	44.0%	44.0%	17.5%	17.7%	20.2%	7.7%	8.5%	8.7%	3.7%	4.3%	5.3%	7,190	8,876	6,740	87	131	104
1-3 years	21.5%	20.3%	19.1%	41.1%	41.7%	41.6%	19.8%	19.7%	20.6%	11.7%	11.9%	12.0%	5.9%	6.4%	6.7%	58,972	44,933	29,580	506	373	298
4-5 years	18.2%	17.2%	15.0%	38.5%	38.5%	38.7%	21.1%	21.6%	22.2%	14.0%	14.1%	15.0%	8.2%	8.5%	9.1%	34,922	29,908	29,816	324	281	273
6-10 years	16.5%	15.6%	14.1%	37.9%	38.2%	37.2%	22.2%	21.9%	22.2%	14.8%	15.1%	16.2%	8.7%	9.1%	10.3%	131,296	107,853	90,910	1,046	969	850
11-14 years	15.4%	14.7%	13.8%	37.6%	38.0%	36.4%	22.5%	22.6%	23.2%	15.3%	15.2%	16.4%	9.1%	9.5%	10.3%	83,617	63,358	54,305	746	541	523
15-20 years	15.1%	15.1%	13.2%	37.3%	37.6%	36.6%	23.1%	22.8%	23.5%	15.2%	15.1%	16.3%	9.2%	9.4%	10.3%	91,365	65,759	51,202	766	598	488
> 20 years	16.8%	16.2%	14.8%	39.0%	39.3%	38.6%	23.3%	23.5%	23.9%	13.3%	13.3%	14.1%	7.6%	7.6%	8.5%	153,669	133,013	118,176	1,412	1,169	1,165
<b>Time with Current Agency</b>																					
< 1 year	25.9%	24.6%	21.9%	41.6%	42.0%	41.4%	18.3%	18.1%	20.1%	9.3%	9.5%	10.4%	4.8%	5.8%	6.3%	13,939	16,214	12,944	179	238	213
1-3 years	20.6%	19.8%	18.4%	39.5%	40.2%	40.0%	20.0%	20.0%	20.7%	12.6%	12.8%	12.9%	7.3%	7.3%	8.0%	92,341	69,290	47,150	762	563	467
4-5 years	17.7%	16.6%	14.4%	37.7%	38.0%	37.6%	21.2%	21.3%	22.1%	14.6%	14.8%	15.8%	8.9%	9.3%	10.0%	45,597	37,511	37,760	405	344	344
6-10 years	15.6%	15.1%	13.5%	37.7%	37.7%	36.8%	22.6%	22.4%	22.8%	15.2%	15.3%	16.3%	9.0%	9.5%	10.6%	136,008	112,883	97,128	1,114	1,009	914
11-20 years	15.0%	14.4%	13.3%	37.9%	38.5%	37.1%	23.2%	23.1%	23.6%	15.1%	14.9%	16.1%	8.9%	9.0%	9.9%	158,259	117,508	97,705	1,400	1,025	902
> 20 years	16.9%	16.3%	15.0%	39.7%	39.9%	39.4%	23.6%	23.9%	24.1%	12.8%	12.9%	13.8%	6.9%	7.0%	7.7%	113,630	98,835	86,760	1,012	863	831
<b>Leaving</b>																					
No	20.9%	20.1%	18.4%	42.7%	43.1%	42.8%	21.0%	20.9%	21.7%	11.0%	11.2%	11.9%	4.4%	4.7%	5.2%	378,867	313,770	257,139	2,543	2,191	1,981
Yes, to retire	14.4%	14.0%	12.3%	38.6%	39.8%	38.2%	25.6%	25.5%	26.2%	13.8%	13.2%	14.6%	7.7%	7.5%	8.7%	34,382	28,194	21,918	357	284	269
Yes, to other job in Govt	9.5%	9.1%	8.3%	29.9%	30.1%	28.7%	24.0%	23.9%	23.9%	20.7%	20.6%	21.5%	16.0%	16.4%	17.6%	98,887	69,911	69,770	1,195	897	865
Yes, to other job outside Govt	7.5%	7.1%	6.1%	27.5%	27.6%	25.1%	22.6%	22.3%	23.3%	22.7%	22.9%	23.8%	19.7%	20.1%	21.7%	21,895	19,160	13,581	333	261	203
Yes, other	7.5%	6.9%	6.4%	27.5%	25.9%	26.3%	26.4%	27.1%	25.9%	20.8%	21.5%	21.7%	17.9%	18.6%	19.7%	27,094	21,740	17,617	449	430	375
<b>Retiring</b>																					
Within 1 year	14.5%	14.1%	12.2%	37.4%	38.3%	36.4%	24.7%	24.4%	26.2%	14.3%	13.9%	15.0%	9.1%	9.3%	10.3%	20,904	16,927	13,334	235	191	179
Between 1-3 years	15.3%	14.6%	13.3%	38.9%	39.2%	39.1%	24.8%	24.7%	25.4%	13.4%	13.5%	14.2%	7.5%	7.9%	8.0%	56,766	46,731	37,503	518	440	404
Between 3-5 years	15.4%	15.3%	13.7%	38.7%	39.2%	38.6%	24.0%	24.0%	24.6%	14.0%	13.7%	14.5%	7.9%	7.7%	8.6%	62,884	50,790	41,699	569	477	445
5 or more years	17.7%	17.0%	15.4%	38.6%	39.0%	38.1%	21.5%	21.4%	22.0%	14.1%	14.2%	15.1%	8.2%	8.4%	9.4%	416,258	335,702	284,864	3,492	2,884	2,610

## Report by Demographics

### (18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
Transgender																					
Yes	11.7%	--	--	31.0%	--	--	24.5%	--	--	16.0%	--	--	16.8%	--	--	2,062	--	--	40	--	--
No	17.3%	--	--	38.7%	--	--	22.1%	--	--	13.9%	--	--	8.0%	--	--	539,482	--	--	4,571	--	--
Consider Yourself as:																					
Straight	17.5%	--	--	39.0%	--	--	22.0%	--	--	13.8%	--	--	7.8%	--	--	505,404	--	--	4,134	--	--
Gay or Lesbian	17.1%	--	--	36.6%	--	--	21.1%	--	--	15.1%	--	--	10.1%	--	--	11,682	--	--	119	--	--
Bisexual	15.7%	--	--	34.9%	--	--	22.4%	--	--	16.0%	--	--	11.1%	--	--	5,648	--	--	50	--	--
Something else	11.3%	--	--	29.7%	--	--	25.2%	--	--	17.6%	--	--	16.1%	--	--	10,647	--	--	180	--	--
Military Service																					
No Prior Military Service	16.5%	16.0%	14.5%	39.4%	40.0%	39.0%	22.4%	22.1%	22.8%	14.1%	14.0%	15.1%	7.6%	7.8%	8.6%	383,537	322,422	274,885	3,251	2,829	2,648
Currently in Guard/Reserves	19.0%	17.9%	15.8%	38.2%	38.9%	39.6%	20.8%	20.1%	20.1%	13.7%	13.6%	14.7%	8.4%	9.6%	9.7%	10,676	7,368	6,116	103	52	42
Retired Separated/Discharged	20.3%	19.7%	17.7%	38.6%	38.7%	37.9%	21.5%	21.4%	22.2%	12.6%	12.7%	13.9%	7.1%	7.6%	8.3%	73,706	49,470	39,238	537	369	343
	16.3%	15.8%	14.1%	36.0%	35.9%	35.6%	22.3%	22.8%	23.0%	14.9%	15.3%	15.4%	10.5%	10.3%	11.9%	84,198	68,137	55,099	849	705	579
Disability																					
Yes	17.1%	16.8%	15.1%	34.6%	34.9%	34.6%	22.2%	22.3%	22.6%	14.8%	14.8%	15.2%	11.3%	11.3%	12.5%	82,973	68,579	50,941	939	855	629
No	17.2%	16.5%	14.9%	39.5%	40.0%	38.9%	22.1%	22.0%	22.7%	13.8%	13.9%	14.9%	7.4%	7.7%	8.5%	465,163	380,161	325,523	3,764	3,105	3,001

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
Work Location																					
Headquarters	32.2%	32.3%	30.6%	40.2%	39.9%	39.6%	12.6%	13.0%	13.1%	8.8%	8.7%	9.6%	6.3%	6.2%	7.1%	214,064	173,749	151,428	4,606	4,911	4,567
Field	29.1%	29.0%	27.6%	41.8%	41.5%	40.9%	13.4%	13.4%	13.7%	9.1%	9.4%	10.2%	6.6%	6.6%	7.5%	342,242	274,421	224,939	6,653	5,951	5,110
Supervisory Status																					
Non-Supervisor	28.7%	28.7%	27.1%	41.8%	41.5%	40.9%	13.6%	13.8%	14.0%	9.1%	9.3%	10.3%	6.7%	6.7%	7.8%	367,596	296,220	246,529	8,245	7,895	7,091
Team Leader	31.2%	31.1%	29.4%	40.6%	40.1%	39.8%	12.6%	12.6%	13.0%	9.2%	9.4%	10.4%	6.4%	6.8%	7.4%	72,676	56,653	48,539	1,297	1,231	1,038
Supervisor	32.1%	32.5%	31.0%	40.8%	40.9%	40.9%	12.5%	12.7%	12.9%	8.7%	8.4%	9.2%	6.0%	5.5%	6.1%	76,943	61,863	51,352	1,166	1,192	995
Manager	37.8%	38.5%	37.0%	38.3%	36.8%	38.1%	10.9%	11.2%	11.2%	7.6%	7.9%	8.4%	5.4%	5.6%	5.3%	33,698	28,279	24,309	482	446	452
Senior Leader	49.7%	48.9%	45.7%	31.4%	32.8%	32.1%	8.8%	8.7%	11.1%	5.5%	5.1%	6.0%	4.6%	4.5%	5.1%	8,157	7,992	7,946	161	179	182
Sex																					
Male	29.9%	29.6%	27.5%	41.5%	41.2%	41.0%	13.5%	13.8%	14.2%	8.7%	8.8%	9.8%	6.5%	6.6%	7.5%	307,678	228,374	192,562	5,821	4,946	4,499
Female	31.3%	31.3%	30.3%	40.9%	40.6%	39.9%	12.4%	12.4%	12.5%	9.2%	9.5%	10.2%	6.3%	6.2%	7.1%	241,853	215,894	180,564	5,293	5,811	5,087
Hispanic or Latino																					
Yes	31.8%	31.7%	30.0%	39.4%	39.1%	39.2%	13.7%	13.7%	13.4%	8.2%	8.4%	9.4%	6.8%	7.0%	8.0%	52,212	38,834	32,862	983	892	777
No	30.3%	30.2%	28.7%	41.4%	41.1%	40.7%	12.9%	13.1%	13.4%	9.0%	9.2%	10.0%	6.3%	6.3%	7.2%	491,102	401,085	336,473	9,985	9,713	8,683
Race																					
American Indian/ Alaska Native	28.3%	27.9%	25.8%	40.9%	42.3%	39.7%	13.8%	13.8%	15.6%	8.7%	8.5%	10.3%	8.3%	7.5%	8.5%	10,378	9,220	7,665	199	167	175
Asian	32.1%	30.8%	30.3%	44.5%	44.1%	43.6%	13.2%	14.5%	14.8%	6.1%	6.2%	6.8%	4.1%	4.4%	4.5%	28,656	21,574	19,085	552	545	493
Black/African American	33.4%	33.2%	32.1%	40.1%	40.3%	39.5%	11.8%	11.7%	11.6%	7.9%	8.0%	8.9%	6.7%	6.8%	7.9%	75,409	63,096	56,695	1,353	1,572	1,455
Native Hawaiian/ Pacific Islander	31.2%	30.3%	30.3%	41.2%	42.1%	42.1%	14.6%	13.5%	13.5%	7.0%	7.9%	7.7%	5.9%	6.1%	6.5%	3,864	2,688	2,173	61	70	43
White	30.1%	30.2%	28.4%	41.4%	41.0%	40.7%	13.0%	13.2%	13.4%	9.2%	9.4%	10.4%	6.2%	6.2%	7.1%	387,612	311,992	258,312	7,874	7,351	6,512
Two or more races (Not Hispanic/ Latino)	27.9%	27.6%	25.9%	38.6%	37.8%	37.3%	14.4%	14.5%	15.5%	10.3%	10.5%	11.0%	8.8%	9.5%	10.3%	22,251	18,202	13,991	527	527	412

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
Age Group																					
25 and under	30.5%	30.3%	31.7%	45.0%	43.4%	43.3%	12.6%	12.9%	12.1%	8.1%	9.8%	7.4%	3.7%	3.6%	5.5%	5,530	3,691	2,684	317	201	166
26-29 years old	31.4%	30.3%	27.9%	42.4%	43.7%	42.6%	12.2%	11.5%	12.9%	8.7%	9.0%	10.3%	5.2%	5.5%	6.2%	16,026	12,645	11,049	458	475	454
30-39 years old	30.1%	30.1%	28.3%	40.6%	40.3%	40.1%	12.2%	12.8%	12.8%	10.0%	9.9%	11.0%	7.0%	6.8%	7.8%	109,859	89,229	74,072	2,359	2,542	2,278
40-49 years old	30.4%	30.4%	28.5%	41.0%	40.8%	40.3%	12.8%	12.8%	13.2%	9.0%	9.4%	10.4%	6.9%	6.6%	7.7%	141,946	121,046	103,591	2,600	2,915	2,620
50-59 years old	30.7%	29.9%	28.8%	41.2%	40.8%	40.4%	13.3%	13.8%	14.0%	8.6%	8.9%	9.7%	6.2%	6.6%	7.1%	189,008	168,585	142,737	3,511	3,752	3,326
60 or older	30.7%	29.3%	28.1%	42.0%	41.7%	41.1%	14.2%	15.1%	15.3%	7.7%	8.1%	8.8%	5.5%	5.8%	6.8%	80,062	77,340	61,336	1,675	1,728	1,494
Level of Education																					
Less than High School	30.3%	34.1%	32.6%	39.7%	37.1%	40.2%	13.7%	16.6%	14.5%	8.2%	6.4%	5.8%	8.2%	5.8%	6.9%	395	430	349	15	13	13
H.S. Diploma/ GED or equiv	31.5%	31.8%	30.9%	43.2%	42.8%	41.4%	13.4%	12.9%	13.7%	6.7%	7.3%	7.9%	5.2%	5.2%	6.1%	23,781	19,164	16,002	436	405	334
Trade/Technical Certificate	27.4%	29.0%	27.7%	42.7%	42.5%	42.0%	15.1%	13.0%	14.0%	7.7%	8.6%	8.7%	7.1%	6.9%	7.6%	12,258	10,601	8,062	277	235	157
Some College (no degree)	30.5%	30.6%	28.9%	40.7%	41.0%	40.8%	13.8%	13.6%	13.3%	8.4%	8.4%	9.4%	6.6%	6.4%	7.7%	78,370	61,487	51,808	1,485	1,428	1,187
Associate's Degree	29.4%	29.4%	28.2%	41.7%	40.6%	40.2%	13.9%	14.0%	14.1%	8.5%	9.1%	9.7%	6.5%	6.9%	7.8%	43,857	34,839	27,206	857	818	713
Bachelor's Degree	29.8%	29.6%	27.8%	42.1%	41.7%	41.4%	12.9%	13.3%	13.6%	9.0%	9.3%	10.2%	6.2%	6.2%	7.1%	194,771	152,336	129,609	3,653	3,178	3,005
Master's Degree	30.7%	31.1%	29.6%	40.1%	39.7%	39.1%	12.6%	12.9%	13.0%	9.7%	9.5%	10.7%	6.9%	6.8%	7.6%	144,509	116,719	99,436	2,902	3,072	2,650
Doctoral/ Professional Degree	33.0%	31.4%	29.7%	39.6%	40.1%	39.1%	12.2%	12.9%	13.8%	9.1%	9.4%	10.5%	6.0%	6.2%	7.0%	55,312	51,318	42,716	1,570	1,656	1,567
Pay Category																					
Federal Wage System	25.2%	25.4%	24.6%	40.8%	40.9%	40.6%	15.5%	14.7%	14.8%	9.8%	10.3%	10.2%	8.7%	8.7%	9.8%	18,469	12,787	9,380	454	353	228
GS 1-6	31.9%	31.9%	30.9%	41.1%	40.2%	40.0%	13.2%	13.2%	12.9%	7.5%	7.9%	8.5%	6.2%	6.7%	7.8%	22,509	26,690	18,127	699	904	646
GS 7-12	29.2%	30.1%	28.4%	42.3%	41.8%	41.5%	13.2%	13.0%	13.4%	8.9%	8.9%	9.7%	6.5%	6.2%	7.0%	241,123	189,107	149,843	4,904	4,502	3,940
GS 13-15	32.9%	32.2%	30.5%	39.9%	40.2%	39.7%	12.3%	12.7%	13.2%	8.9%	9.0%	10.0%	6.0%	5.9%	6.5%	225,040	181,332	166,372	3,782	3,751	3,681
SES	48.6%	50.6%	47.0%	32.4%	31.4%	32.1%	8.9%	8.2%	9.8%	5.7%	6.0%	6.5%	4.4%	3.8%	4.7%	5,217	5,591	5,690	91	107	103
SL/ST	39.2%	33.1%	30.6%	36.3%	35.5%	37.7%	10.2%	13.8%	14.8%	7.8%	10.6%	11.2%	6.5%	7.0%	5.7%	1,797	1,942	1,528	59	73	46
Other	25.0%	23.9%	22.6%	42.1%	40.7%	38.9%	15.1%	15.7%	15.1%	10.3%	11.2%	13.1%	7.6%	8.4%	10.4%	40,720	30,192	24,929	1,251	1,126	999

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
Time in Federal Government																					
< 1 year	33.2%	32.3%	30.5%	44.0%	42.1%	41.9%	13.6%	16.3%	17.6%	6.3%	6.5%	6.4%	2.9%	2.7%	3.7%	6,231	7,541	5,595	1,042	1,489	1,278
1-3 years	32.6%	31.6%	31.7%	42.5%	42.2%	41.2%	11.9%	12.3%	12.4%	8.2%	8.8%	9.0%	4.8%	5.1%	5.8%	58,124	44,156	29,049	1,404	1,291	954
4-5 years	31.2%	31.5%	29.4%	40.7%	40.1%	40.3%	12.7%	12.2%	13.2%	9.4%	9.5%	10.1%	6.0%	6.7%	7.1%	34,610	29,596	29,495	662	700	705
6-10 years	30.2%	29.9%	28.3%	40.9%	40.7%	40.0%	12.8%	12.9%	13.0%	9.4%	9.6%	10.9%	6.8%	6.8%	7.8%	130,054	106,959	90,038	2,388	2,206	2,082
11-14 years	29.2%	29.1%	26.8%	41.0%	40.8%	40.5%	13.1%	13.5%	13.9%	9.6%	9.4%	10.7%	7.1%	7.2%	8.1%	82,959	62,819	53,926	1,484	1,306	1,156
15-20 years	28.6%	29.3%	27.8%	41.2%	40.7%	40.2%	13.7%	13.7%	13.5%	9.2%	9.3%	10.4%	7.4%	7.0%	8.1%	90,724	65,339	50,868	1,535	1,295	1,078
> 20 years	30.7%	30.6%	29.2%	41.1%	40.9%	40.7%	13.6%	13.8%	14.0%	8.3%	8.5%	9.1%	6.3%	6.3%	7.0%	152,563	132,240	117,640	2,742	2,598	2,445
Time with Current Agency																					
< 1 year	32.3%	32.5%	31.2%	42.5%	41.0%	40.5%	13.9%	15.9%	16.3%	7.1%	7.0%	7.3%	4.1%	3.6%	4.7%	12,093	13,691	10,768	2,025	2,830	2,445
1-3 years	32.2%	31.8%	31.2%	41.4%	41.2%	40.7%	12.1%	12.4%	12.4%	8.6%	9.0%	9.2%	5.7%	5.6%	6.5%	91,233	68,475	46,617	1,944	1,598	1,224
4-5 years	31.2%	31.3%	29.2%	40.3%	39.7%	39.8%	12.3%	12.1%	13.1%	9.4%	9.6%	10.6%	6.7%	7.2%	7.4%	45,318	37,355	37,572	724	642	697
6-10 years	29.6%	29.8%	27.8%	40.7%	40.6%	40.2%	13.0%	13.1%	13.1%	9.5%	9.5%	10.9%	7.1%	7.1%	8.0%	135,099	112,338	96,592	2,150	1,911	1,850
11-20 years	28.8%	28.7%	27.1%	41.4%	41.3%	40.5%	13.6%	13.7%	13.9%	9.2%	9.3%	10.6%	7.0%	7.0%	7.9%	157,379	116,934	97,329	2,486	2,084	1,784
> 20 years	30.9%	30.8%	29.4%	41.5%	41.2%	41.1%	13.7%	13.8%	14.1%	8.2%	8.3%	8.7%	5.7%	5.9%	6.6%	112,868	98,417	86,455	1,915	1,773	1,656
Leaving																					
No	34.4%	34.2%	32.7%	42.7%	42.5%	42.4%	12.0%	12.2%	12.5%	7.1%	7.3%	8.1%	3.8%	3.9%	4.4%	374,634	309,976	253,982	7,161	7,181	6,340
Yes, to retire	28.6%	28.1%	26.5%	42.6%	43.1%	41.4%	14.4%	14.4%	16.1%	8.1%	8.4%	9.1%	6.3%	5.9%	7.0%	34,151	28,087	21,933	640	552	471
Yes, to other job in Govt	22.2%	22.8%	21.9%	37.8%	37.1%	36.1%	14.8%	14.9%	14.8%	13.2%	13.4%	14.2%	12.1%	11.8%	13.0%	97,965	69,114	69,061	2,207	1,930	1,866
Yes, to other job outside Govt	19.6%	19.6%	17.5%	36.9%	36.0%	35.0%	14.3%	15.5%	15.1%	14.8%	14.7%	15.9%	14.3%	14.2%	16.5%	21,778	18,991	13,483	484	489	357
Yes, other	18.9%	18.4%	17.1%	36.5%	36.3%	36.2%	17.4%	17.5%	17.3%	13.4%	13.1%	13.7%	13.9%	14.7%	15.7%	26,822	21,575	17,453	758	695	632
Retiring																					
Within 1 year	29.0%	28.3%	26.7%	41.2%	41.4%	40.2%	14.0%	14.3%	16.1%	8.6%	9.1%	9.5%	7.2%	6.9%	7.4%	20,769	16,864	13,354	406	349	287
Between 1-3 years	29.3%	28.9%	27.1%	42.1%	41.8%	41.8%	14.3%	14.4%	14.9%	8.3%	8.6%	9.2%	6.0%	6.3%	6.9%	56,293	46,542	37,401	1,053	905	775
Between 3-5 years	29.4%	29.8%	28.3%	41.7%	41.1%	41.0%	13.9%	14.1%	13.7%	8.8%	8.8%	9.7%	6.3%	6.2%	7.3%	62,413	50,465	41,492	1,125	1,023	903
5 or more years	30.7%	30.7%	29.1%	41.0%	40.8%	40.3%	12.7%	12.9%	13.1%	9.1%	9.2%	10.1%	6.5%	6.4%	7.3%	411,624	331,244	281,079	8,533	8,493	7,593

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
Transgender																					
Yes	22.2%	--	--	37.0%	--	--	16.9%	--	--	10.0%	--	--	14.0%	--	--	2,043	--	--	65	--	--
No	30.6%	--	--	41.2%	--	--	13.0%	--	--	8.9%	--	--	6.4%	--	--	533,890	--	--	10,732	--	--
Consider Yourself as:																					
Straight	30.8%	--	--	41.3%	--	--	12.9%	--	--	8.8%	--	--	6.2%	--	--	500,165	--	--	9,899	--	--
Gay or Lesbian	31.5%	--	--	39.7%	--	--	12.0%	--	--	9.3%	--	--	7.4%	--	--	11,550	--	--	269	--	--
Bisexual	28.6%	--	--	39.9%	--	--	12.4%	--	--	10.3%	--	--	8.9%	--	--	5,574	--	--	140	--	--
Something else	22.3%	--	--	37.3%	--	--	16.8%	--	--	11.5%	--	--	12.1%	--	--	10,524	--	--	305	--	--
Military Service																					
No Prior Military Service	30.0%	29.8%	28.3%	41.9%	41.6%	41.0%	12.9%	13.1%	13.4%	9.0%	9.3%	10.2%	6.1%	6.2%	7.1%	379,787	319,136	272,112	7,408	7,374	6,745
Currently in Guard/Reserves	30.3%	30.5%	30.1%	40.6%	40.3%	38.3%	13.6%	14.0%	13.8%	8.4%	8.4%	9.4%	7.1%	6.9%	8.3%	10,418	7,196	5,931	367	252	246
Retired Separated/Discharged	34.1%	34.0%	33.1%	39.9%	40.1%	39.8%	12.5%	12.8%	12.7%	7.8%	7.7%	8.5%	5.7%	5.4%	6.0%	72,804	48,662	38,758	1,511	1,377	1,028
	28.8%	29.4%	26.9%	40.0%	39.6%	39.6%	13.8%	13.8%	14.3%	9.4%	9.4%	10.4%	7.9%	7.8%	8.8%	83,377	67,405	54,475	1,770	1,680	1,482
Disability																					
Yes	29.4%	30.3%	28.6%	38.1%	37.8%	38.0%	13.8%	13.6%	13.2%	9.6%	9.5%	10.4%	9.1%	8.8%	9.8%	82,063	67,853	50,429	1,950	1,880	1,436
No	30.7%	30.4%	28.8%	41.8%	41.6%	41.0%	12.8%	13.1%	13.5%	8.7%	9.0%	9.9%	5.9%	5.9%	6.8%	460,402	375,876	321,978	9,010	8,831	8,098

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
Work Location																		
Headquarters	34.1%	31.8%	29.5%	45.0%	44.9%	45.3%	11.2%	11.9%	12.8%	7.0%	8.0%	8.8%	2.8%	3.3%	3.7%	218,489	178,478	155,903
Field	29.1%	27.9%	26.3%	46.1%	46.0%	46.7%	12.9%	13.1%	13.6%	8.4%	9.1%	9.5%	3.4%	3.9%	4.0%	348,538	280,059	229,934
Supervisory Status																		
Non-Supervisor	29.9%	28.4%	26.5%	45.0%	45.0%	45.5%	13.2%	13.4%	14.1%	8.3%	9.1%	9.7%	3.6%	4.1%	4.3%	375,465	303,751	253,482
Team Leader	29.0%	27.4%	26.1%	47.2%	46.8%	46.6%	12.2%	13.0%	13.7%	8.5%	9.2%	9.9%	3.1%	3.6%	3.7%	73,925	57,846	49,560
Supervisor	33.9%	32.0%	30.0%	47.3%	47.7%	48.9%	10.1%	10.8%	10.9%	6.5%	7.1%	7.6%	2.2%	2.3%	2.6%	78,031	62,994	52,325
Manager	37.5%	35.9%	34.4%	47.3%	46.8%	47.6%	8.3%	8.9%	9.5%	5.2%	6.5%	6.3%	1.7%	1.9%	2.3%	34,143	28,704	24,752
Senior Leader	48.9%	46.3%	42.3%	39.0%	40.6%	41.2%	6.7%	6.6%	8.9%	3.9%	4.6%	5.2%	1.5%	1.9%	2.3%	8,304	8,161	8,110
Sex																		
Male	31.9%	30.5%	28.3%	46.3%	46.2%	46.9%	11.9%	12.3%	13.1%	7.1%	7.7%	8.2%	2.9%	3.3%	3.5%	313,205	233,117	196,937
Female	29.6%	27.8%	26.5%	44.7%	44.9%	45.2%	12.8%	13.1%	13.6%	9.1%	10.0%	10.5%	3.7%	4.3%	4.3%	246,884	221,427	185,558
Hispanic or Latino																		
Yes	29.1%	27.8%	26.5%	43.0%	43.5%	43.5%	14.2%	14.2%	14.8%	9.4%	9.9%	10.4%	4.4%	4.6%	4.9%	53,162	39,688	33,618
No	31.3%	29.6%	27.7%	46.0%	45.9%	46.5%	12.0%	12.4%	13.1%	7.7%	8.5%	9.1%	3.0%	3.6%	3.7%	500,593	410,350	344,969
Race																		
American Indian/ Alaska Native	24.1%	22.6%	22.1%	42.4%	41.1%	42.3%	16.9%	17.6%	17.4%	11.3%	11.8%	11.7%	5.3%	6.9%	6.5%	10,557	9,374	7,822
Asian	31.0%	29.1%	28.2%	48.1%	47.9%	47.6%	12.7%	13.0%	13.8%	5.6%	6.7%	7.1%	2.7%	3.3%	3.3%	29,190	22,111	19,567
Black/African American	32.1%	30.5%	28.2%	45.1%	45.3%	45.6%	12.2%	12.1%	13.6%	7.1%	8.1%	8.3%	3.4%	4.0%	4.4%	76,645	64,552	58,106
Native Hawaiian/ Pacific Islander	29.1%	26.2%	25.1%	43.7%	42.5%	44.7%	15.0%	16.8%	15.9%	7.6%	9.9%	8.7%	4.7%	4.7%	5.6%	3,918	2,756	2,218
White	31.5%	29.9%	28.0%	45.9%	45.9%	46.5%	11.8%	12.2%	12.7%	7.9%	8.6%	9.4%	2.9%	3.4%	3.5%	395,147	319,009	264,676
Two or more races (Not Hispanic/ Latino)	27.5%	26.1%	24.8%	43.5%	43.4%	43.0%	14.2%	14.7%	15.8%	10.3%	10.3%	10.8%	4.5%	5.5%	5.6%	22,756	18,720	14,405

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
Age Group																		
25 and under	31.4%	29.0%	27.0%	44.9%	43.9%	46.4%	13.3%	13.7%	14.2%	7.3%	8.6%	9.4%	3.1%	4.7%	3.0%	5,843	3,897	2,845
26-29 years old	27.5%	26.7%	24.5%	46.0%	45.6%	45.2%	14.0%	13.6%	15.6%	8.8%	10.0%	10.0%	3.7%	4.1%	4.7%	16,495	13,124	11,496
30-39 years old	28.3%	26.5%	24.7%	45.7%	45.4%	46.0%	13.0%	13.4%	14.3%	9.1%	10.1%	10.3%	3.9%	4.6%	4.6%	112,208	91,747	76,332
40-49 years old	29.9%	28.0%	26.3%	45.7%	46.2%	46.5%	12.2%	12.7%	13.1%	8.6%	9.2%	9.9%	3.6%	4.0%	4.2%	144,504	123,886	106,193
50-59 years old	32.7%	30.3%	28.3%	45.8%	45.5%	46.2%	11.7%	12.8%	13.2%	7.1%	8.1%	8.7%	2.7%	3.3%	3.6%	192,296	172,112	145,982
60 or older	35.1%	31.8%	30.7%	45.2%	45.3%	45.5%	11.4%	12.7%	13.2%	6.1%	7.4%	7.8%	2.1%	2.7%	2.7%	81,462	78,871	62,753
Level of Education																		
Less than High School	30.7%	26.2%	23.9%	34.4%	40.5%	41.6%	20.6%	20.4%	18.3%	9.1%	7.0%	9.9%	5.2%	5.9%	6.2%	409	442	363
H.S. Diploma/ GED or equiv	27.1%	26.5%	26.2%	44.4%	44.8%	43.4%	15.7%	15.1%	16.1%	8.8%	9.5%	10.1%	4.0%	4.1%	4.2%	24,156	19,520	16,311
Trade/Technical Certificate	25.8%	23.0%	22.2%	44.0%	44.7%	45.4%	16.1%	16.9%	16.4%	9.5%	10.3%	11.2%	4.5%	5.1%	4.7%	12,521	10,813	8,222
Some College (no degree)	27.5%	26.1%	24.7%	44.6%	43.8%	44.2%	14.7%	15.5%	15.7%	9.3%	10.0%	10.7%	3.9%	4.7%	4.6%	79,709	62,820	52,945
Associate's Degree	27.0%	25.5%	24.9%	45.4%	45.2%	44.9%	14.4%	14.3%	14.8%	9.4%	10.4%	11.0%	3.9%	4.6%	4.4%	44,652	35,594	27,928
Bachelor's Degree	30.9%	29.3%	27.3%	46.5%	46.6%	47.3%	11.8%	12.2%	12.8%	7.7%	8.5%	8.9%	3.0%	3.5%	3.7%	198,280	155,407	132,557
Master's Degree	33.3%	31.9%	29.9%	46.5%	46.2%	47.0%	10.5%	11.0%	11.6%	7.0%	7.8%	8.1%	2.7%	3.1%	3.4%	147,347	119,689	102,014
Doctoral/ Professional Degree	39.6%	36.4%	32.9%	43.4%	44.7%	46.3%	9.1%	9.3%	10.7%	5.6%	6.6%	7.2%	2.3%	2.9%	3.0%	56,839	52,923	44,260
Pay Category																		
Federal Wage System	22.6%	21.2%	20.6%	46.1%	45.0%	44.9%	16.1%	16.4%	17.1%	10.4%	11.5%	11.6%	4.8%	5.8%	5.8%	18,893	13,123	9,591
GS 1-6	26.1%	23.6%	22.6%	41.8%	41.3%	42.3%	16.2%	16.5%	16.7%	10.8%	12.1%	12.2%	5.2%	6.6%	6.3%	23,148	27,526	18,739
GS 7-12	28.6%	27.7%	26.0%	45.6%	45.5%	46.1%	13.4%	13.5%	14.1%	8.7%	9.3%	9.8%	3.6%	3.9%	4.0%	245,787	193,372	153,714
GS 13-15	35.7%	34.4%	32.0%	46.3%	46.6%	47.3%	9.7%	10.1%	10.8%	6.1%	6.7%	7.3%	2.2%	2.3%	2.7%	228,685	184,948	169,981
SES	56.8%	54.5%	52.0%	35.1%	37.3%	39.2%	4.1%	4.2%	5.3%	2.9%	3.2%	2.4%	1.0%	0.9%	1.0%	5,301	5,692	5,776
SL/ST	45.4%	38.0%	34.6%	40.3%	42.5%	45.6%	8.7%	9.3%	10.4%	3.9%	6.7%	7.0%	1.7%	3.4%	2.4%	1,848	2,012	1,572
Other	28.4%	27.5%	25.5%	46.6%	47.4%	47.1%	13.4%	12.8%	13.8%	8.4%	8.5%	9.5%	3.3%	3.8%	4.1%	41,912	31,290	25,926

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
<b>Time in Federal Government</b>																		
< 1 year	39.6%	37.7%	33.6%	42.7%	42.9%	46.0%	10.5%	10.5%	10.0%	5.4%	6.5%	7.8%	1.7%	2.5%	2.6%	7,276	9,032	6,873
1-3 years	32.1%	29.8%	28.1%	44.7%	44.5%	44.6%	12.2%	12.8%	13.7%	7.9%	8.8%	9.3%	3.1%	4.1%	4.3%	59,539	45,433	29,985
4-5 years	29.8%	28.0%	25.7%	44.7%	44.3%	46.6%	13.2%	13.5%	14.1%	8.8%	9.7%	9.8%	3.6%	4.5%	3.9%	35,263	30,269	30,183
6-10 years	29.1%	27.4%	25.8%	46.2%	45.8%	46.0%	12.7%	13.2%	14.0%	8.6%	9.6%	10.0%	3.5%	3.9%	4.2%	132,373	109,060	92,074
11-14 years	29.1%	27.4%	25.9%	46.2%	46.5%	46.9%	12.8%	13.1%	13.5%	8.4%	8.9%	9.6%	3.5%	4.2%	4.2%	84,391	64,064	55,053
15-20 years	29.5%	28.9%	27.1%	46.1%	45.7%	45.6%	12.7%	12.7%	13.4%	8.3%	8.9%	9.7%	3.4%	3.8%	4.2%	92,128	66,542	51,903
> 20 years	33.9%	32.1%	30.2%	45.5%	45.9%	46.4%	11.3%	11.8%	12.3%	6.6%	7.2%	7.9%	2.7%	2.9%	3.1%	155,010	134,640	120,019
<b>Time with Current Agency</b>																		
< 1 year	38.3%	37.1%	33.0%	42.6%	42.0%	45.7%	10.6%	10.8%	10.5%	6.1%	7.0%	7.4%	2.4%	3.0%	3.3%	14,115	16,513	13,199
1-3 years	31.7%	29.6%	27.9%	44.4%	44.4%	44.5%	12.3%	12.7%	13.6%	8.1%	9.0%	9.6%	3.4%	4.3%	4.4%	93,168	70,039	47,813
4-5 years	29.3%	27.8%	25.2%	44.5%	44.4%	46.0%	13.0%	13.4%	14.3%	9.3%	9.9%	10.1%	3.8%	4.5%	4.3%	46,018	37,958	38,241
6-10 years	28.7%	27.2%	25.4%	46.4%	45.9%	46.3%	13.0%	13.3%	13.9%	8.5%	9.6%	10.2%	3.5%	4.0%	4.2%	137,179	114,131	98,399
11-20 years	29.5%	28.1%	26.9%	46.6%	46.5%	46.3%	12.6%	13.0%	13.5%	8.1%	8.6%	9.4%	3.3%	3.7%	3.9%	159,636	118,871	99,062
> 20 years	35.0%	33.0%	31.1%	45.6%	46.5%	47.0%	10.8%	11.3%	11.9%	6.2%	6.7%	7.3%	2.4%	2.6%	2.7%	114,577	100,033	88,059
<b>Leaving</b>																		
No	35.6%	33.9%	32.0%	46.9%	47.0%	47.9%	10.3%	10.9%	11.3%	5.5%	6.2%	6.7%	1.6%	2.0%	2.1%	381,449	316,784	260,217
Yes, to retire	32.0%	29.7%	28.1%	45.7%	45.9%	46.2%	12.4%	13.3%	14.2%	7.1%	8.1%	8.3%	2.7%	3.1%	3.2%	34,679	28,603	22,363
Yes, to other job in Govt	20.4%	18.8%	18.4%	43.7%	43.1%	43.1%	16.3%	16.5%	17.0%	13.2%	14.2%	14.4%	6.4%	7.3%	7.2%	100,130	70,992	70,886
Yes, to other job outside Govt	21.6%	18.9%	16.3%	41.9%	41.8%	40.5%	15.5%	15.0%	17.5%	13.5%	15.4%	16.3%	7.6%	8.9%	9.5%	22,244	19,476	13,830
Yes, other	17.9%	16.8%	14.5%	40.4%	39.0%	40.0%	18.7%	18.7%	19.0%	14.8%	15.8%	16.7%	8.2%	9.7%	9.8%	27,544	22,233	18,059
<b>Retiring</b>																		
Within 1 year	32.1%	29.8%	27.0%	44.4%	44.9%	46.9%	12.4%	12.8%	13.7%	7.8%	8.6%	8.6%	3.3%	3.9%	3.8%	21,095	17,186	13,618
Between 1-3 years	32.7%	30.8%	29.1%	45.9%	45.7%	45.9%	11.9%	12.7%	13.6%	6.9%	7.8%	8.5%	2.6%	2.9%	3.1%	57,216	47,329	38,150
Between 3-5 years	32.1%	30.5%	29.5%	46.2%	46.4%	46.3%	11.8%	12.2%	12.6%	7.2%	7.8%	8.8%	2.7%	3.0%	2.8%	63,422	51,387	42,352
5 or more years	30.6%	29.0%	27.1%	45.7%	45.6%	46.1%	12.3%	12.7%	13.3%	8.1%	8.9%	9.4%	3.3%	3.9%	4.1%	419,934	339,481	288,546

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
Transgender																		
Yes	22.1%	--	--	41.4%	--	--	16.8%	--	--	12.3%	--	--	7.4%	--	--	2,108	--	--
No	31.1%	--	--	45.7%	--	--	12.2%	--	--	7.9%	--	--	3.2%	--	--	544,106	--	--
Consider Yourself as:																		
Straight	31.3%	--	--	45.9%	--	--	12.1%	--	--	7.7%	--	--	3.1%	--	--	509,552	--	--
Gay or Lesbian	31.9%	--	--	43.1%	--	--	11.9%	--	--	8.8%	--	--	4.2%	--	--	11,815	--	--
Bisexual	29.1%	--	--	42.8%	--	--	13.1%	--	--	10.1%	--	--	4.9%	--	--	5,709	--	--
Something else	23.3%	--	--	41.9%	--	--	16.9%	--	--	11.5%	--	--	6.5%	--	--	10,822	--	--
Military Service																		
No Prior Military Service	31.0%	29.3%	27.6%	46.0%	46.1%	46.7%	12.2%	12.4%	13.0%	7.7%	8.5%	9.1%	3.1%	3.6%	3.6%	386,806	326,211	278,694
Currently in Guard/Reserves	29.4%	28.3%	27.7%	45.8%	45.5%	44.5%	12.4%	12.7%	14.8%	8.7%	9.2%	8.5%	3.7%	4.3%	4.6%	10,783	7,433	6,172
Retired Separated/Discharged	34.2%	32.8%	30.7%	45.5%	45.6%	46.1%	11.1%	11.8%	12.3%	6.7%	7.0%	7.9%	2.4%	2.8%	3.0%	74,256	49,961	39,785
Disability																		
Yes	29.3%	27.6%	26.3%	42.5%	42.4%	42.6%	13.9%	14.3%	14.7%	9.6%	10.3%	11.0%	4.6%	5.4%	5.5%	83,917	69,623	51,839
No	31.4%	29.8%	27.8%	46.3%	46.4%	46.9%	11.9%	12.3%	13.0%	7.5%	8.3%	8.8%	2.9%	3.3%	3.5%	468,969	384,319	329,891

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
Work Location																					
Headquarters	11.7%	11.3%	11.1%	35.3%	34.8%	35.7%	24.0%	24.2%	23.7%	18.3%	18.7%	18.5%	10.7%	10.9%	11.1%	211,309	172,891	150,857	7,045	5,675	5,018
Field	8.5%	8.5%	8.1%	31.1%	31.7%	32.1%	26.5%	25.6%	25.7%	20.6%	20.9%	20.8%	13.3%	13.2%	13.2%	336,483	270,649	221,554	11,729	9,606	8,371
Supervisory Status																					
Non-Supervisor	9.8%	9.7%	9.3%	32.6%	33.1%	33.2%	27.2%	26.6%	26.3%	18.6%	18.8%	19.0%	11.8%	11.8%	12.3%	358,538	290,456	241,738	16,583	13,456	11,728
Team Leader	7.4%	7.5%	7.1%	30.2%	29.8%	30.9%	24.5%	24.2%	24.6%	23.4%	23.5%	23.3%	14.4%	15.0%	14.2%	72,571	56,809	48,553	1,317	1,066	991
Supervisor	9.4%	9.3%	9.2%	33.7%	34.0%	35.3%	22.6%	21.8%	22.3%	21.4%	22.3%	21.1%	13.0%	12.7%	12.1%	77,132	62,327	51,658	850	737	652
Manager	11.7%	11.7%	12.0%	36.0%	34.6%	37.6%	19.0%	18.8%	19.1%	21.1%	22.1%	20.6%	12.3%	12.8%	10.7%	33,940	28,556	24,633	174	146	119
Senior Leader	21.1%	20.0%	18.9%	37.8%	38.0%	40.2%	16.2%	16.7%	16.8%	16.5%	16.3%	15.3%	8.3%	9.0%	8.7%	8,254	8,119	8,075	45	49	48
Sex																					
Male	9.7%	9.4%	9.0%	32.5%	32.1%	32.5%	25.5%	25.2%	25.1%	19.6%	20.0%	20.1%	12.8%	13.1%	13.3%	303,951	226,480	191,105	8,941	6,798	5,895
Female	9.8%	9.9%	9.6%	33.3%	34.0%	34.9%	25.7%	24.9%	24.8%	19.9%	20.0%	19.5%	11.4%	11.2%	11.2%	237,381	213,295	178,182	9,372	8,255	7,296
Hispanic or Latino																					
Yes	10.8%	11.0%	10.6%	31.2%	32.1%	31.7%	26.2%	25.2%	26.1%	18.5%	18.7%	17.7%	13.3%	13.0%	13.9%	51,408	38,427	32,477	1,655	1,285	1,152
No	9.6%	9.5%	9.1%	33.0%	33.1%	33.8%	25.5%	25.1%	24.9%	19.8%	20.2%	20.1%	12.1%	12.2%	12.1%	483,875	397,077	333,132	16,384	13,550	11,813
Race																					
American Indian/ Alaska Native	8.6%	9.5%	8.9%	29.8%	28.5%	30.1%	27.7%	27.4%	25.8%	19.9%	19.6%	19.3%	14.0%	14.9%	15.9%	10,224	9,122	7,579	334	269	262
Asian	12.3%	11.9%	11.7%	37.9%	37.3%	37.8%	25.8%	24.7%	24.7%	14.3%	15.8%	15.2%	9.7%	10.2%	10.7%	28,196	21,401	18,883	997	730	675
Black/African American	12.2%	11.6%	11.3%	35.0%	35.6%	36.4%	27.9%	27.3%	26.7%	15.0%	15.3%	15.2%	10.0%	10.2%	10.4%	73,168	61,627	55,373	3,365	2,957	2,711
Native Hawaiian/ Pacific Islander	10.9%	9.7%	9.3%	30.9%	29.2%	30.7%	28.5%	30.8%	29.0%	17.1%	18.1%	17.5%	12.6%	12.3%	13.4%	3,808	2,673	2,153	107	83	62
White	9.2%	9.2%	8.8%	32.5%	32.6%	33.3%	24.7%	24.3%	24.2%	21.0%	21.5%	21.3%	12.5%	12.5%	12.4%	383,182	309,838	256,619	11,689	9,387	8,088
Two or more races (Not Hispanic/ Latino)	8.2%	8.8%	7.6%	28.4%	28.9%	28.3%	26.7%	25.6%	26.2%	21.0%	20.5%	21.4%	15.7%	16.3%	16.4%	21,952	17,995	13,811	782	737	584

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
<b>Age Group</b>																					
25 and under	13.5%	13.5%	13.7%	40.0%	37.6%	39.9%	23.4%	23.7%	23.4%	14.7%	15.4%	14.7%	8.4%	9.8%	8.2%	5,645	3,744	2,745	199	143	102
26-29 years old	11.6%	10.6%	11.0%	33.4%	35.7%	33.3%	24.0%	23.4%	23.9%	19.4%	18.5%	19.3%	11.6%	11.8%	12.5%	16,006	12,725	11,139	474	387	347
30-39 years old	9.9%	9.7%	9.2%	31.8%	32.4%	33.0%	23.6%	23.2%	23.2%	21.0%	20.9%	20.8%	13.7%	13.9%	13.8%	108,893	89,066	74,005	3,191	2,646	2,284
40-49 years old	9.5%	9.4%	9.2%	32.4%	32.7%	33.2%	24.9%	24.8%	24.7%	20.3%	20.4%	20.2%	13.0%	12.6%	12.8%	140,068	120,031	102,591	4,321	3,849	3,525
50-59 years old	9.6%	9.2%	8.8%	33.3%	32.9%	33.6%	26.6%	26.4%	26.1%	19.1%	19.9%	19.7%	11.5%	11.6%	11.8%	185,710	166,116	140,601	6,395	6,097	5,368
60 or older	9.6%	9.1%	8.9%	33.3%	32.6%	33.6%	28.1%	27.8%	27.6%	18.3%	19.3%	19.1%	10.6%	11.1%	10.8%	78,170	75,814	60,097	3,320	3,244	2,699
<b>Level of Education</b>																					
Less than High School	11.8%	19.5%	15.4%	30.8%	28.6%	34.0%	32.2%	24.0%	27.4%	13.2%	17.5%	13.3%	12.0%	10.4%	9.8%	384	419	347	21	25	14
H.S. Diploma/ GED or equiv	9.2%	9.3%	9.4%	30.3%	31.5%	32.2%	31.3%	30.8%	30.1%	17.7%	17.6%	17.7%	11.5%	10.8%	10.6%	23,355	18,909	15,761	783	663	570
Trade/Technical Certificate	7.2%	7.4%	7.3%	29.0%	30.5%	30.3%	29.1%	28.6%	29.7%	20.0%	18.9%	19.7%	14.7%	14.6%	13.0%	12,114	10,510	7,965	389	322	250
Some College (no degree)	8.5%	8.5%	8.0%	29.5%	29.8%	29.6%	29.5%	29.0%	29.1%	19.5%	19.6%	19.9%	13.0%	13.1%	13.4%	77,019	60,661	50,876	2,626	2,219	2,072
Associate's Degree	8.5%	8.8%	8.4%	30.2%	30.5%	31.9%	28.3%	27.9%	26.8%	20.3%	20.0%	19.6%	12.7%	12.9%	13.3%	43,102	34,416	26,898	1,514	1,222	1,023
Bachelor's Degree	9.2%	9.2%	8.7%	32.8%	33.0%	33.6%	25.5%	24.9%	24.7%	20.2%	20.5%	20.4%	12.3%	12.4%	12.6%	191,161	149,889	127,745	6,947	5,561	4,783
Master's Degree	10.4%	10.3%	10.2%	35.0%	35.2%	36.1%	22.7%	22.3%	22.1%	19.9%	20.5%	20.1%	11.9%	11.7%	11.6%	142,703	116,065	98,739	4,474	3,660	3,289
Doctoral/ Professional Degree	14.3%	13.0%	12.8%	37.0%	36.1%	37.4%	19.9%	19.7%	19.6%	18.0%	19.6%	19.0%	10.9%	11.6%	11.1%	55,032	51,461	42,982	1,813	1,481	1,264
<b>Pay Category</b>																					
Federal Wage System	5.4%	6.4%	6.2%	24.3%	26.2%	26.1%	29.1%	28.3%	27.3%	23.8%	22.0%	23.6%	17.4%	17.1%	16.7%	18,514	12,909	9,439	369	241	168
GS 1-6	10.5%	10.5%	9.9%	31.5%	31.8%	33.3%	30.0%	28.9%	28.4%	16.6%	16.6%	16.6%	11.4%	12.1%	11.9%	22,028	26,386	17,900	1,105	1,186	853
GS 7-12	9.0%	9.2%	8.7%	31.9%	32.3%	32.7%	27.2%	26.7%	26.5%	19.3%	19.6%	19.6%	12.5%	12.3%	12.5%	235,900	185,804	147,102	9,635	7,730	6,608
GS 13-15	10.9%	10.5%	10.2%	35.2%	34.9%	35.8%	22.5%	21.8%	21.8%	20.0%	21.2%	20.6%	11.4%	11.6%	11.6%	222,154	179,805	165,047	6,363	5,177	4,899
SES	24.0%	23.1%	25.9%	39.6%	39.2%	42.9%	13.8%	13.1%	12.7%	15.0%	16.8%	13.0%	7.5%	7.8%	5.6%	5,267	5,681	5,769	31	15	19
SL/ST	17.2%	13.2%	13.2%	35.3%	35.7%	36.3%	19.9%	18.3%	21.9%	19.0%	18.5%	19.3%	8.6%	14.3%	9.4%	1,822	1,987	1,547	26	27	27
Other	8.5%	8.6%	8.2%	31.1%	33.1%	32.9%	26.5%	24.8%	24.8%	21.1%	20.6%	20.7%	12.9%	12.9%	13.4%	40,740	30,466	25,155	1,158	833	756

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
Time in Federal Government																					
< 1 year	19.3%	17.2%	18.1%	42.9%	43.4%	44.4%	22.6%	23.3%	21.8%	11.0%	10.4%	10.7%	4.2%	5.8%	4.9%	6,785	8,405	6,429	489	621	441
1-3 years	12.5%	12.6%	12.3%	36.6%	37.9%	38.4%	25.3%	24.7%	24.2%	16.2%	15.9%	16.1%	9.3%	8.9%	9.0%	57,213	43,786	28,929	2,249	1,641	1,060
4-5 years	10.8%	10.2%	9.5%	33.3%	32.6%	33.1%	25.2%	25.1%	25.3%	19.2%	19.3%	19.8%	11.5%	12.8%	12.3%	34,107	29,432	29,285	1,119	843	899
6-10 years	9.0%	9.0%	8.5%	32.1%	31.8%	32.4%	25.3%	24.6%	24.7%	20.6%	21.3%	20.9%	13.0%	13.4%	13.5%	128,195	105,684	88,924	4,061	3,414	3,150
11-14 years	8.7%	8.6%	8.0%	31.5%	31.6%	31.5%	25.6%	25.1%	25.0%	20.8%	21.3%	21.8%	13.5%	13.5%	13.6%	81,755	62,111	53,355	2,560	1,985	1,693
15-20 years	8.4%	8.5%	8.4%	30.8%	31.1%	31.7%	25.8%	25.6%	25.1%	21.2%	21.1%	20.8%	13.7%	13.6%	14.0%	89,226	64,526	50,196	2,847	2,090	1,697
> 20 years	9.5%	9.1%	9.0%	32.5%	32.5%	33.8%	26.2%	25.9%	25.7%	19.6%	20.5%	19.7%	12.1%	12.0%	11.8%	149,502	130,096	115,571	5,405	4,682	4,442
Time with Current Agency																					
< 1 year	18.6%	17.6%	18.0%	41.8%	42.2%	42.5%	22.7%	22.6%	21.4%	11.6%	11.1%	12.4%	5.3%	6.6%	5.6%	13,193	15,404	12,382	925	1,107	822
1-3 years	12.5%	12.3%	11.9%	35.9%	36.9%	37.1%	24.9%	24.5%	24.3%	16.8%	16.8%	16.7%	9.8%	9.6%	9.9%	89,621	67,629	46,148	3,445	2,406	1,674
4-5 years	10.0%	9.6%	9.2%	32.9%	32.4%	32.5%	25.1%	24.8%	25.1%	19.4%	19.9%	20.2%	12.6%	13.3%	13.0%	44,603	36,934	37,037	1,362	1,037	1,201
6-10 years	8.5%	8.6%	7.9%	31.5%	30.7%	31.8%	25.5%	25.1%	24.9%	20.9%	21.8%	21.3%	13.5%	13.8%	14.0%	132,852	110,692	95,099	4,161	3,510	3,281
11-20 years	8.1%	8.1%	8.1%	31.0%	31.4%	31.4%	26.0%	25.7%	25.6%	21.3%	21.3%	21.4%	13.6%	13.4%	13.5%	154,692	115,269	95,973	4,876	3,708	3,085
> 20 years	9.2%	8.9%	8.6%	32.2%	32.5%	34.4%	26.3%	25.7%	25.5%	20.1%	20.9%	19.9%	12.1%	12.1%	11.6%	110,584	96,689	84,796	3,920	3,436	3,259
Leaving																					
No	12.1%	12.0%	11.6%	37.4%	37.3%	38.4%	25.8%	25.4%	25.3%	16.8%	17.3%	16.9%	7.9%	8.1%	7.8%	368,443	306,481	251,249	12,719	10,500	8,950
Yes, to retire	7.9%	7.7%	7.6%	30.4%	30.8%	31.8%	27.9%	27.5%	26.9%	20.7%	21.4%	20.9%	13.1%	12.6%	12.8%	33,458	27,618	21,558	1,220	1,041	838
Yes, to other job in Govt	4.9%	4.6%	4.6%	23.9%	24.2%	24.5%	25.0%	24.8%	24.5%	25.8%	26.0%	26.0%	20.3%	20.4%	20.4%	96,910	68,647	68,480	3,077	2,341	2,387
Yes, to other job outside Govt	4.1%	3.9%	3.1%	19.4%	20.4%	19.5%	19.9%	18.7%	19.5%	27.8%	28.6%	28.6%	28.8%	28.4%	29.2%	21,611	18,975	13,437	634	503	386
Yes, other	3.8%	3.4%	3.5%	19.8%	20.0%	20.6%	26.1%	25.3%	24.5%	25.9%	26.1%	26.5%	24.5%	25.2%	24.8%	26,510	21,436	17,311	1,017	827	754
Retiring																					
Within 1 year	8.2%	7.5%	7.6%	29.8%	29.8%	30.9%	26.4%	26.8%	26.7%	20.8%	21.5%	20.6%	14.8%	14.3%	14.2%	20,392	16,618	13,143	716	607	488
Between 1-3 years	8.2%	8.2%	7.8%	31.5%	31.8%	32.5%	27.5%	26.9%	26.7%	20.3%	21.0%	20.9%	12.4%	12.0%	12.1%	55,151	45,698	36,682	2,025	1,740	1,481
Between 3-5 years	8.5%	8.4%	8.1%	32.2%	31.8%	33.2%	27.1%	26.9%	26.6%	20.5%	20.9%	20.6%	11.7%	12.0%	11.5%	61,167	49,753	40,892	2,230	1,739	1,484
5 or more years	10.1%	10.0%	9.6%	33.1%	33.3%	33.8%	25.0%	24.6%	24.4%	19.5%	19.8%	19.7%	12.2%	12.3%	12.4%	406,033	328,510	278,794	13,506	11,015	9,688

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
Transgender																					
Yes	7.1%	--	--	21.9%	--	--	24.1%	--	--	23.0%	--	--	23.9%	--	--	2,006	--	--	95	--	--
No	9.8%	--	--	32.9%	--	--	25.5%	--	--	19.6%	--	--	12.1%	--	--	526,168	--	--	17,514	--	--
Consider Yourself as:																					
Straight	9.9%	--	--	33.2%	--	--	25.6%	--	--	19.5%	--	--	11.9%	--	--	492,952	--	--	16,195	--	--
Gay or Lesbian	10.1%	--	--	32.2%	--	--	22.3%	--	--	20.5%	--	--	14.8%	--	--	11,438	--	--	363	--	--
Bisexual	8.2%	--	--	30.6%	--	--	23.6%	--	--	22.4%	--	--	15.1%	--	--	5,523	--	--	186	--	--
Something else	6.4%	--	--	22.8%	--	--	26.5%	--	--	22.8%	--	--	21.6%	--	--	10,387	--	--	445	--	--
Military Service																					
No Prior Military Service	9.6%	9.6%	9.3%	33.0%	33.5%	34.2%	25.3%	24.6%	24.6%	20.0%	20.3%	19.9%	12.1%	12.0%	12.0%	373,619	315,565	269,070	12,958	10,800	9,566
Currently in Guard/Reserves	10.3%	10.3%	9.9%	31.5%	33.1%	35.0%	23.7%	24.0%	22.0%	20.5%	19.6%	19.5%	14.0%	13.1%	13.6%	10,506	7,251	6,022	262	194	156
Retired Separated/Discharged	11.1%	11.1%	10.3%	35.6%	34.8%	35.9%	26.4%	26.6%	26.0%	17.2%	17.8%	18.2%	9.7%	9.8%	9.6%	71,946	48,316	38,429	2,213	1,675	1,345
	8.7%	8.5%	8.3%	29.7%	29.5%	29.4%	26.1%	25.9%	26.0%	20.8%	21.0%	21.0%	14.7%	15.1%	15.4%	82,192	66,775	53,923	2,774	2,299	2,036
Disability																					
Yes	9.8%	9.5%	8.9%	29.9%	29.8%	30.4%	26.3%	26.4%	25.6%	19.3%	19.8%	20.0%	14.6%	14.6%	15.1%	80,649	67,015	49,691	3,170	2,693	2,152
No	9.7%	9.7%	9.3%	33.4%	33.6%	34.2%	25.4%	24.8%	24.9%	19.7%	20.1%	19.8%	11.7%	11.8%	11.8%	453,848	372,219	318,879	14,791	12,305	10,985

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
<b>Work Location</b>																					
Headquarters	12.8%	11.5%	10.9%	29.5%	28.2%	26.9%	27.7%	27.9%	27.2%	15.2%	16.3%	17.0%	14.8%	16.2%	18.0%	202,918	164,300	143,257	15,087	13,634	11,730
Field	9.3%	8.8%	8.2%	26.0%	25.4%	24.8%	28.1%	28.2%	27.3%	17.7%	18.1%	18.7%	18.9%	19.5%	21.0%	327,355	261,684	214,154	20,375	17,619	14,470
<b>Supervisory Status</b>																					
Non-Supervisor	8.7%	8.0%	7.5%	24.4%	23.6%	22.3%	29.9%	29.9%	28.9%	17.7%	18.4%	19.0%	19.3%	20.1%	22.2%	344,687	276,677	229,966	29,915	26,232	22,021
Team Leader	9.0%	8.4%	7.6%	27.2%	26.2%	25.7%	27.2%	26.7%	26.7%	18.1%	19.0%	19.3%	18.4%	19.8%	20.6%	70,254	54,536	46,660	3,449	3,117	2,620
Supervisor	13.5%	12.8%	12.0%	35.6%	35.3%	34.9%	24.7%	25.3%	24.7%	14.4%	14.5%	15.7%	11.8%	12.1%	12.8%	75,968	61,181	50,609	1,909	1,652	1,376
Manager	23.3%	22.4%	21.3%	40.1%	38.7%	39.8%	18.7%	19.7%	18.9%	9.9%	10.9%	11.4%	8.0%	8.3%	8.6%	33,674	28,194	24,331	413	404	311
Senior Leader	38.6%	36.4%	34.3%	36.7%	37.5%	35.2%	13.7%	13.8%	16.4%	5.8%	6.3%	6.7%	5.2%	6.0%	7.5%	8,214	8,025	7,969	82	114	111
<b>Sex</b>																					
Male	11.2%	10.3%	9.6%	27.7%	27.0%	26.0%	27.5%	27.6%	26.8%	15.8%	16.3%	17.1%	17.8%	18.8%	20.6%	295,746	219,117	184,639	16,721	13,409	11,270
Female	9.8%	9.2%	8.7%	26.9%	25.8%	25.2%	28.7%	28.7%	28.1%	18.0%	18.9%	19.3%	16.5%	17.4%	18.7%	228,312	203,217	169,715	18,046	17,500	14,651
<b>Hispanic or Latino</b>																					
Yes	10.5%	10.4%	9.4%	23.8%	24.1%	22.7%	27.4%	26.8%	26.6%	17.0%	17.2%	17.4%	21.3%	21.6%	23.9%	50,008	37,060	31,436	2,997	2,503	1,967
No	10.7%	9.8%	9.2%	27.9%	26.8%	26.0%	28.0%	28.3%	27.4%	16.6%	17.4%	18.1%	16.7%	17.7%	19.3%	468,258	381,158	319,372	31,235	28,047	23,607
<b>Race</b>																					
American Indian/ Alaska Native	9.0%	8.5%	8.0%	25.2%	24.4%	21.8%	28.3%	27.8%	28.9%	16.9%	17.7%	18.3%	20.7%	21.5%	23.0%	9,941	8,755	7,270	605	595	509
Asian	13.4%	12.6%	11.4%	33.3%	31.6%	31.2%	28.0%	28.2%	28.5%	12.4%	13.6%	14.2%	12.9%	13.9%	14.8%	27,327	20,458	18,064	1,853	1,607	1,406
Black/African American	10.4%	9.3%	9.1%	25.4%	24.6%	24.3%	30.8%	30.7%	29.2%	15.5%	16.6%	16.9%	18.0%	18.8%	20.5%	71,171	59,318	53,209	5,356	4,974	4,470
Native Hawaiian/ Pacific Islander	10.6%	8.8%	6.7%	24.0%	22.9%	25.3%	31.6%	33.6%	30.1%	15.8%	16.5%	15.8%	18.1%	18.2%	22.0%	3,751	2,613	2,069	166	137	124
White	10.8%	10.0%	9.5%	28.1%	27.2%	26.2%	27.2%	27.4%	26.7%	17.1%	17.8%	18.4%	16.8%	17.6%	19.2%	370,731	297,583	246,260	23,419	20,573	16,972
Two or more races (Not Hispanic/ Latino)	8.8%	8.6%	7.1%	22.5%	21.3%	20.7%	27.6%	27.5%	25.7%	18.1%	18.4%	20.1%	22.9%	24.2%	26.5%	21,121	17,304	13,245	1,577	1,370	1,080

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
<b>Age Group</b>																					
25 and under	11.8%	11.2%	12.1%	32.8%	30.4%	31.7%	28.8%	28.2%	27.1%	14.1%	15.8%	15.0%	12.4%	14.4%	14.1%	5,220	3,448	2,468	606	440	369
26-29 years old	11.2%	10.5%	9.5%	28.6%	29.3%	27.7%	26.7%	26.4%	26.1%	17.0%	17.7%	18.0%	16.6%	16.1%	18.8%	15,203	11,879	10,435	1,255	1,201	1,013
30-39 years old	10.6%	9.5%	9.2%	27.6%	27.0%	25.6%	25.7%	25.5%	25.2%	17.0%	17.7%	18.4%	19.1%	20.2%	21.6%	104,709	84,317	70,142	7,271	7,191	5,890
40-49 years old	10.4%	9.6%	9.0%	26.7%	25.4%	25.0%	27.0%	27.8%	27.0%	16.9%	17.7%	18.2%	19.1%	19.4%	20.8%	135,300	115,037	98,521	8,817	8,484	7,061
50-59 years old	10.9%	9.7%	8.9%	27.5%	25.8%	25.4%	29.1%	29.5%	28.5%	16.5%	17.4%	18.1%	16.1%	17.5%	19.0%	180,489	160,406	135,466	11,242	11,061	9,481
60 or older	10.6%	9.1%	8.7%	27.8%	25.8%	25.1%	31.2%	31.2%	30.4%	16.2%	17.9%	18.3%	14.2%	16.0%	17.5%	76,560	73,729	58,238	4,899	4,924	4,030
<b>Level of Education</b>																					
Less than High School	9.7%	16.2%	9.8%	25.3%	20.2%	31.5%	36.1%	31.4%	28.0%	12.5%	15.3%	14.5%	16.4%	16.9%	16.3%	383	401	330	24	40	24
H.S. Diploma/ GED or equiv	8.2%	8.4%	8.4%	24.0%	24.3%	23.5%	32.3%	31.6%	30.5%	17.4%	17.5%	18.0%	18.1%	18.1%	19.6%	22,875	18,348	15,270	1,230	1,088	914
Trade/Technical Certificate	6.9%	6.2%	5.9%	21.3%	20.9%	19.5%	30.7%	32.0%	30.8%	18.1%	18.8%	20.1%	23.1%	22.1%	23.7%	11,831	10,174	7,652	654	597	485
Some College (no degree)	8.3%	7.8%	7.3%	22.2%	22.0%	21.1%	30.1%	29.8%	29.0%	18.1%	18.6%	19.3%	21.2%	21.8%	23.3%	75,261	58,858	49,435	4,263	3,750	3,128
Associate's Degree	8.3%	7.8%	7.3%	22.9%	21.7%	20.9%	30.0%	30.7%	28.6%	18.2%	18.3%	19.7%	20.6%	21.5%	23.5%	42,045	33,334	25,960	2,511	2,175	1,749
Bachelor's Degree	10.4%	9.6%	9.0%	28.3%	27.6%	26.8%	27.7%	27.6%	27.1%	16.8%	17.4%	17.9%	16.8%	17.8%	19.2%	185,481	144,850	123,209	12,356	10,104	8,687
Master's Degree	12.3%	11.6%	10.9%	30.3%	29.1%	28.5%	26.3%	26.5%	25.6%	15.8%	16.6%	17.1%	15.3%	16.3%	17.9%	137,216	110,591	94,066	9,766	8,766	7,456
Doctoral/ Professional Degree	16.1%	13.9%	13.2%	33.2%	31.4%	30.4%	24.5%	25.1%	25.3%	13.8%	15.8%	15.7%	12.4%	13.7%	15.2%	52,389	48,297	40,394	4,336	4,505	3,610
<b>Pay Category</b>																					
Federal Wage System	5.7%	6.3%	5.6%	18.7%	18.6%	18.0%	27.6%	27.9%	27.0%	20.4%	19.7%	20.3%	27.6%	27.5%	29.2%	18,120	12,528	9,147	719	550	375
GS 1-6	8.4%	7.7%	7.0%	20.8%	19.3%	19.2%	31.3%	31.7%	31.0%	18.0%	18.4%	19.0%	21.6%	23.0%	23.9%	21,141	24,985	16,890	1,978	2,434	1,670
GS 7-12	8.3%	7.9%	7.5%	24.5%	24.3%	23.2%	29.8%	29.7%	28.7%	18.1%	18.5%	19.1%	19.2%	19.6%	21.4%	228,519	179,098	141,593	16,671	13,704	11,211
GS 13-15	14.1%	13.5%	12.6%	33.3%	32.7%	32.0%	25.7%	25.5%	25.1%	14.3%	15.2%	15.9%	12.6%	13.1%	14.4%	214,820	172,338	158,078	13,315	12,126	10,998
SES	45.3%	44.2%	45.5%	37.2%	38.6%	36.9%	9.8%	9.7%	10.1%	4.1%	4.2%	4.3%	3.6%	3.2%	3.2%	5,251	5,636	5,713	46	47	39
SL/ST	25.9%	18.9%	15.1%	38.5%	34.2%	35.4%	18.4%	21.3%	25.9%	10.0%	12.5%	12.3%	7.1%	13.1%	11.3%	1,762	1,882	1,478	78	118	88
Other	8.3%	7.5%	7.1%	24.5%	24.7%	23.9%	27.5%	27.5%	26.2%	18.3%	18.7%	19.0%	21.4%	21.5%	23.8%	39,348	29,042	24,047	2,504	2,157	1,743

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
<b>Time in Federal Government</b>																					
< 1 year	15.9%	15.0%	13.8%	32.4%	32.2%	30.5%	35.2%	35.5%	35.6%	10.2%	9.7%	12.3%	6.2%	7.7%	7.8%	5,702	6,838	5,192	1,549	2,163	1,633
1-3 years	12.3%	11.4%	11.0%	29.9%	28.3%	27.1%	30.4%	30.9%	30.7%	14.2%	15.3%	15.9%	13.1%	14.1%	15.2%	53,720	40,654	26,639	5,634	4,632	3,236
4-5 years	11.2%	10.0%	9.2%	26.8%	25.2%	25.0%	28.1%	28.2%	27.7%	16.8%	17.4%	18.5%	17.1%	19.2%	19.6%	32,770	27,987	27,748	2,423	2,205	2,301
6-10 years	9.8%	8.8%	8.4%	26.3%	25.1%	24.1%	27.5%	27.4%	26.7%	17.5%	18.6%	18.8%	18.9%	20.1%	22.1%	124,081	101,547	85,616	8,010	7,217	5,982
11-14 years	9.4%	8.8%	8.0%	26.0%	24.9%	24.0%	27.0%	27.3%	25.8%	17.7%	18.3%	19.2%	19.9%	20.8%	23.0%	79,614	60,193	51,582	4,575	3,704	3,158
15-20 years	9.4%	8.8%	8.3%	25.3%	25.5%	24.6%	27.3%	27.1%	25.9%	18.0%	18.3%	19.0%	20.0%	20.2%	22.1%	87,064	62,680	48,675	4,840	3,687	2,903
> 20 years	11.6%	10.8%	10.1%	29.0%	28.2%	27.7%	28.0%	28.0%	27.6%	16.1%	16.8%	17.2%	15.4%	16.2%	17.4%	146,366	126,579	112,212	8,333	7,624	6,979
<b>Time with Current Agency</b>																					
< 1 year	15.9%	14.9%	14.6%	31.3%	30.9%	29.8%	34.9%	34.6%	34.1%	10.5%	10.0%	11.8%	7.5%	9.6%	9.7%	11,208	12,725	10,170	2,865	3,730	2,960
1-3 years	12.4%	11.4%	10.9%	28.9%	27.8%	26.5%	30.1%	30.7%	30.1%	14.6%	15.5%	16.1%	14.0%	14.6%	16.4%	84,439	63,083	42,925	8,462	6,729	4,676
4-5 years	10.6%	9.7%	9.0%	26.4%	24.8%	23.9%	27.6%	27.6%	26.8%	16.8%	17.9%	18.9%	18.6%	20.0%	21.3%	43,158	35,399	35,440	2,766	2,451	2,613
6-10 years	9.4%	8.5%	7.8%	25.7%	24.6%	23.7%	27.1%	27.1%	26.3%	18.1%	18.9%	19.3%	19.8%	21.0%	22.9%	129,322	107,145	92,128	7,534	6,692	5,720
11-20 years	9.3%	8.6%	8.2%	25.8%	25.3%	24.4%	27.0%	27.2%	26.0%	18.0%	18.5%	19.2%	19.9%	20.4%	22.3%	151,520	112,406	93,265	7,778	6,155	5,185
> 20 years	11.8%	11.1%	10.3%	30.1%	29.4%	29.3%	27.9%	27.6%	27.5%	15.8%	16.5%	16.8%	14.4%	15.4%	16.1%	108,471	94,367	82,554	5,879	5,353	4,928
<b>Leaving</b>																					
No	13.5%	12.6%	11.9%	32.3%	31.1%	30.6%	29.1%	29.8%	29.3%	14.4%	15.1%	15.8%	10.7%	11.4%	12.4%	356,050	293,488	240,270	24,631	22,374	18,442
Yes, to retire	9.3%	7.9%	8.3%	26.6%	26.7%	25.4%	29.9%	29.3%	28.3%	17.8%	19.0%	19.6%	16.4%	17.1%	18.4%	32,912	26,981	20,970	1,748	1,516	1,247
Yes, to other job in Govt	4.5%	3.8%	3.8%	16.6%	15.7%	15.5%	25.3%	24.6%	23.2%	22.0%	23.1%	22.9%	31.6%	32.8%	34.6%	93,813	66,301	66,118	5,946	4,507	4,372
Yes, to other job outside Govt	4.4%	4.0%	3.5%	16.9%	16.2%	13.6%	22.0%	20.7%	19.7%	21.8%	21.4%	21.9%	34.9%	37.7%	41.4%	20,963	18,221	12,953	1,222	1,203	806
Yes, other	3.8%	3.0%	2.8%	13.9%	13.1%	12.6%	25.6%	23.8%	23.3%	20.9%	21.7%	21.6%	35.8%	38.4%	39.7%	25,749	20,629	16,727	1,745	1,550	1,238
<b>Retiring</b>																					
Within 1 year	9.8%	8.0%	8.5%	26.1%	26.3%	24.8%	28.2%	28.2%	27.9%	17.6%	18.4%	18.9%	18.3%	19.1%	19.8%	20,080	16,205	12,779	1,013	940	751
Between 1-3 years	9.7%	8.9%	8.4%	27.2%	26.0%	25.3%	29.9%	30.2%	29.2%	17.1%	17.9%	19.0%	16.0%	17.0%	18.1%	53,977	44,592	35,635	3,145	2,612	2,220
Between 3-5 years	9.7%	9.3%	8.2%	26.6%	26.3%	25.6%	29.5%	29.4%	28.2%	17.3%	17.6%	18.7%	16.8%	17.4%	19.3%	59,826	48,188	39,586	3,477	3,059	2,482
5 or more years	10.9%	10.1%	9.5%	27.6%	26.6%	25.8%	27.5%	27.7%	27.0%	16.5%	17.3%	17.8%	17.5%	18.4%	20.0%	391,546	314,202	266,617	27,331	24,285	20,389

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
Transgender																					
Yes	7.6%	--	--	17.1%	--	--	24.5%	--	--	19.2%	--	--	31.5%	--	--	1,953	--	--	141	--	--
No	10.7%	--	--	27.5%	--	--	27.9%	--	--	16.6%	--	--	17.2%	--	--	509,455	--	--	33,433	--	--
Consider Yourself as:																					
Straight	10.8%	--	--	27.8%	--	--	28.0%	--	--	16.6%	--	--	16.9%	--	--	477,512	--	--	30,919	--	--
Gay or Lesbian	12.0%	--	--	26.5%	--	--	25.6%	--	--	16.6%	--	--	19.3%	--	--	10,999	--	--	788	--	--
Bisexual	9.4%	--	--	25.6%	--	--	25.4%	--	--	17.7%	--	--	21.9%	--	--	5,292	--	--	398	--	--
Something else	6.6%	--	--	17.7%	--	--	27.3%	--	--	19.5%	--	--	29.0%	--	--	10,093	--	--	715	--	--
Military Service																					
No Prior Military Service	10.7%	10.0%	9.4%	28.8%	28.0%	27.2%	27.4%	27.6%	26.8%	16.7%	17.4%	18.0%	16.3%	17.0%	18.6%	361,347	302,347	257,734	24,639	22,869	19,371
Currently in Guard/Reserves	11.4%	10.6%	10.7%	27.3%	27.5%	26.3%	26.8%	26.7%	25.2%	16.3%	16.5%	17.2%	18.3%	18.7%	20.6%	10,156	6,980	5,765	614	430	378
Retired Separated/Discharged	11.9%	11.0%	10.3%	26.7%	25.9%	25.4%	31.2%	31.1%	30.5%	15.3%	16.3%	16.7%	14.9%	15.6%	17.1%	69,702	46,662	37,040	4,359	3,188	2,491
	9.2%	8.4%	7.7%	23.0%	21.7%	20.8%	27.5%	27.7%	27.0%	17.8%	18.1%	18.9%	22.5%	24.1%	25.6%	79,905	64,585	52,097	4,926	4,232	3,489
Disability																					
Yes	9.7%	8.8%	8.3%	22.0%	21.2%	20.4%	28.1%	28.1%	27.3%	17.3%	18.1%	18.5%	23.0%	23.8%	25.5%	78,325	64,657	47,904	5,404	4,750	3,559
No	10.9%	10.1%	9.4%	28.5%	27.7%	26.8%	27.9%	28.1%	27.3%	16.5%	17.2%	17.9%	16.1%	16.9%	18.6%	439,164	357,194	305,832	28,750	26,036	22,220

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
Work Location																					
Headquarters	8.8%	7.9%	7.3%	26.3%	25.3%	23.6%	29.1%	28.3%	27.8%	19.0%	19.8%	20.7%	16.8%	18.7%	20.5%	194,467	157,987	137,265	23,688	20,092	17,929
Field	7.0%	6.5%	5.8%	24.3%	23.5%	22.8%	27.4%	26.8%	26.4%	20.8%	21.5%	22.1%	20.6%	21.7%	23.0%	318,266	254,484	208,032	29,804	24,931	21,023
Supervisory Status																					
Non-Supervisor	6.5%	6.0%	5.5%	21.8%	21.1%	19.7%	30.3%	29.2%	28.7%	20.5%	21.3%	22.0%	21.0%	22.3%	24.1%	328,497	264,336	218,737	46,452	38,724	33,650
Team Leader	5.5%	5.0%	4.2%	22.1%	21.2%	20.4%	26.3%	25.5%	25.7%	23.6%	23.8%	24.2%	22.6%	24.4%	25.5%	68,847	53,489	45,806	4,950	4,223	3,579
Supervisor	9.7%	8.9%	8.3%	35.5%	34.9%	34.2%	24.0%	24.1%	23.5%	18.1%	18.8%	19.8%	12.7%	13.2%	14.2%	75,878	60,987	50,546	2,039	1,844	1,559
Manager	15.9%	15.3%	13.9%	41.6%	40.4%	40.7%	19.3%	19.4%	19.5%	14.4%	14.9%	15.7%	8.9%	10.1%	10.2%	33,734	28,259	24,329	372	385	331
Senior Leader	27.4%	24.9%	22.8%	40.2%	41.4%	38.3%	16.0%	16.0%	18.1%	9.7%	9.9%	12.5%	6.6%	7.9%	8.3%	8,197	8,002	7,949	102	147	132
Sex																					
Male	8.0%	7.4%	6.6%	26.0%	25.2%	23.9%	28.1%	27.7%	27.3%	19.2%	19.7%	20.5%	18.7%	19.9%	21.6%	286,897	212,657	178,883	25,755	19,920	17,270
Female	7.1%	6.5%	6.0%	23.7%	23.0%	22.2%	27.8%	26.7%	26.3%	21.5%	22.4%	22.9%	19.9%	21.4%	22.6%	220,066	196,508	163,642	26,593	24,429	21,134
Hispanic or Latino																					
Yes	8.6%	8.1%	7.3%	23.0%	23.0%	22.2%	27.0%	25.9%	26.2%	19.2%	19.8%	19.9%	22.2%	23.2%	24.4%	48,768	36,065	30,521	4,287	3,517	2,947
No	7.5%	6.9%	6.3%	25.4%	24.4%	23.3%	28.1%	27.4%	27.0%	20.2%	21.0%	21.7%	18.7%	20.2%	21.7%	452,609	369,192	308,604	47,304	40,261	34,959
Race																					
American Indian/ Alaska Native	7.4%	6.7%	6.4%	22.2%	21.3%	20.7%	28.4%	27.0%	27.3%	19.6%	20.3%	19.2%	22.6%	24.7%	26.3%	9,878	8,737	7,280	668	604	514
Asian	9.8%	9.1%	8.3%	29.9%	29.2%	28.1%	30.7%	29.6%	30.5%	15.1%	16.7%	16.4%	14.5%	15.4%	16.7%	25,982	19,531	17,175	3,202	2,518	2,302
Black/African American	9.3%	8.4%	8.1%	27.0%	26.4%	25.5%	31.7%	30.6%	30.0%	16.0%	17.1%	17.4%	16.0%	17.5%	18.9%	68,456	57,010	50,917	8,110	7,363	6,896
Native Hawaiian/ Pacific Islander	9.3%	7.0%	7.4%	25.4%	24.4%	23.6%	29.9%	29.2%	27.6%	16.9%	17.0%	19.1%	18.5%	22.4%	22.3%	3,678	2,575	2,055	240	169	156
White	7.2%	6.7%	6.0%	24.8%	23.9%	22.7%	26.9%	26.3%	25.8%	21.5%	22.1%	23.0%	19.6%	21.0%	22.4%	359,219	288,865	238,665	35,320	29,490	25,011
Two or more races (Not Hispanic/ Latino)	6.8%	6.2%	5.1%	21.9%	20.6%	20.0%	27.5%	26.7%	25.8%	19.7%	20.8%	21.5%	24.2%	25.7%	27.5%	20,491	16,794	12,853	2,246	1,881	1,493

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
<b>Age Group</b>																					
25 and under	9.6%	8.6%	8.0%	28.0%	24.4%	26.1%	25.0%	22.5%	23.8%	20.8%	22.1%	21.7%	16.7%	22.4%	20.5%	5,107	3,404	2,422	719	480	412
26-29 years old	8.0%	7.0%	6.3%	22.6%	21.5%	19.3%	24.7%	23.5%	22.6%	22.7%	23.8%	26.1%	22.0%	24.2%	25.8%	14,691	11,483	9,979	1,769	1,596	1,468
30-39 years old	7.1%	6.3%	5.7%	21.6%	20.7%	19.8%	24.2%	24.1%	23.0%	22.5%	23.0%	23.8%	24.6%	25.8%	27.7%	100,678	81,430	67,488	11,380	10,041	8,533
40-49 years old	7.4%	6.9%	6.3%	24.1%	23.2%	22.4%	26.8%	26.6%	25.9%	20.8%	21.5%	22.2%	20.9%	21.9%	23.3%	131,434	111,906	95,499	12,861	11,603	10,172
50-59 years old	8.0%	7.2%	6.5%	27.1%	25.8%	24.5%	29.9%	29.0%	29.1%	18.7%	20.1%	20.5%	16.3%	17.9%	19.2%	175,064	155,611	131,179	16,916	16,011	14,076
60 or older	8.1%	7.0%	6.4%	28.6%	27.0%	26.2%	32.6%	32.1%	31.8%	17.4%	18.5%	19.0%	13.1%	15.3%	16.6%	73,793	71,055	56,066	7,634	7,674	6,401
<b>Level of Education</b>																					
Less than High School	9.0%	15.4%	11.3%	21.1%	25.0%	25.5%	37.3%	27.2%	27.9%	14.6%	13.3%	12.9%	18.0%	19.1%	22.4%	385	400	333	26	39	28
H.S. Diploma/ GED or equiv	7.2%	7.1%	7.3%	24.2%	24.1%	23.3%	29.5%	29.0%	29.2%	18.7%	19.3%	19.7%	20.3%	20.4%	20.6%	22,634	18,215	15,024	1,488	1,278	1,205
Trade/Technical Certificate	5.6%	5.4%	4.9%	20.9%	21.5%	19.5%	29.2%	27.4%	27.7%	20.0%	21.4%	23.5%	24.3%	24.4%	24.4%	11,717	10,086	7,636	778	706	548
Some College (no degree)	6.9%	6.4%	6.0%	22.7%	22.2%	21.1%	28.9%	27.6%	27.4%	19.8%	20.7%	21.2%	21.8%	23.1%	24.4%	74,062	57,781	48,413	5,499	4,885	4,275
Associate's Degree	6.5%	6.3%	5.5%	22.2%	21.4%	20.9%	28.5%	27.1%	26.6%	20.8%	21.5%	22.3%	22.0%	23.8%	24.7%	41,365	32,813	25,557	3,209	2,719	2,233
Bachelor's Degree	7.5%	6.8%	6.1%	25.4%	24.5%	23.3%	27.7%	27.4%	26.9%	20.4%	21.1%	21.8%	19.0%	20.2%	21.9%	179,240	140,091	119,040	18,770	14,949	12,984
Master's Degree	8.4%	7.8%	7.0%	26.7%	25.7%	25.0%	27.3%	26.8%	26.1%	20.2%	20.7%	21.4%	17.3%	18.9%	20.5%	131,853	106,498	90,470	15,278	12,881	11,161
Doctoral/ Professional Degree	9.8%	8.0%	7.5%	28.8%	27.7%	25.4%	27.9%	27.4%	27.2%	19.1%	20.5%	21.6%	14.4%	16.4%	18.2%	48,863	45,638	37,882	7,939	7,177	6,226
<b>Pay Category</b>																					
Federal Wage System	4.9%	5.1%	4.1%	19.3%	19.2%	18.3%	24.9%	23.6%	24.5%	22.3%	23.1%	22.8%	28.6%	29.1%	30.3%	18,245	12,599	9,216	616	485	349
GS 1-6	8.0%	7.4%	6.5%	22.8%	21.2%	20.5%	28.5%	26.3%	27.4%	18.5%	20.2%	20.7%	22.2%	24.9%	24.9%	20,992	25,131	16,967	2,138	2,345	1,665
GS 7-12	6.5%	6.2%	5.7%	22.5%	22.4%	21.4%	29.2%	28.5%	27.7%	20.6%	21.0%	21.7%	21.2%	22.0%	23.5%	221,232	173,513	136,615	24,124	19,396	16,403
GS 13-15	9.1%	8.3%	7.6%	29.0%	28.3%	27.0%	27.4%	27.2%	26.8%	19.4%	20.3%	21.0%	15.1%	15.9%	17.5%	205,488	164,810	151,294	22,916	19,703	18,048
SES	31.6%	29.9%	29.3%	42.1%	42.2%	41.8%	14.1%	14.3%	14.4%	8.1%	8.8%	9.8%	4.2%	4.9%	4.7%	5,244	5,628	5,709	60	60	55
SL/ST	15.1%	11.3%	9.2%	35.5%	30.8%	29.6%	23.8%	22.7%	22.5%	16.8%	17.0%	21.4%	8.7%	18.2%	17.4%	1,704	1,886	1,451	144	125	113
Other	6.6%	5.7%	5.1%	25.0%	23.6%	21.9%	27.1%	26.2%	25.0%	21.1%	22.6%	23.6%	20.2%	21.9%	24.4%	38,607	28,572	23,651	3,269	2,654	2,171

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
<b>Time in Federal Government</b>																					
< 1 year	12.9%	11.9%	9.4%	30.1%	29.0%	27.0%	32.0%	29.3%	30.2%	14.3%	16.7%	19.7%	10.7%	13.1%	13.7%	5,738	6,942	5,239	1,529	2,064	1,605
1-3 years	8.7%	7.9%	7.2%	25.0%	23.8%	22.8%	28.6%	27.5%	27.1%	19.9%	20.5%	21.5%	17.9%	20.3%	21.4%	52,052	39,653	25,839	7,337	5,642	4,018
4-5 years	7.8%	7.0%	6.1%	22.6%	21.5%	20.5%	26.9%	26.2%	26.3%	21.5%	21.5%	22.7%	21.1%	23.8%	24.4%	31,596	27,155	26,815	3,605	3,061	3,272
6-10 years	6.7%	6.2%	5.6%	22.9%	21.8%	21.0%	27.0%	26.2%	25.4%	21.4%	22.1%	22.9%	22.0%	23.7%	25.2%	119,774	98,332	82,636	12,409	10,484	9,069
11-14 years	6.7%	6.2%	5.7%	24.1%	23.2%	21.6%	26.7%	26.3%	25.6%	20.9%	22.1%	22.6%	21.5%	22.2%	24.5%	77,087	58,395	50,008	7,182	5,540	4,836
15-20 years	7.1%	6.7%	6.2%	24.7%	24.9%	23.4%	27.3%	26.9%	26.7%	20.6%	20.8%	21.5%	20.3%	20.7%	22.3%	84,623	60,883	47,261	7,379	5,522	4,428
> 20 years	8.5%	7.7%	7.1%	28.1%	27.6%	26.8%	30.0%	29.5%	29.3%	18.2%	19.2%	19.4%	15.2%	16.0%	17.5%	141,019	121,736	107,802	13,840	12,571	11,673
<b>Time with Current Agency</b>																					
< 1 year	12.7%	11.4%	10.5%	28.4%	27.8%	26.6%	33.4%	30.9%	31.1%	14.2%	16.0%	17.3%	11.4%	13.8%	14.6%	11,146	12,741	10,113	2,949	3,731	3,028
1-3 years	8.8%	8.0%	7.3%	24.5%	23.7%	22.5%	28.8%	27.7%	27.5%	19.7%	20.4%	21.3%	18.2%	20.3%	21.5%	81,578	61,373	41,542	11,383	8,461	6,067
4-5 years	7.6%	6.9%	6.0%	22.6%	21.7%	20.4%	26.8%	26.1%	25.6%	21.2%	21.7%	22.8%	21.9%	23.7%	25.1%	41,633	34,445	34,272	4,314	3,436	3,853
6-10 years	6.5%	6.1%	5.3%	22.9%	21.8%	20.9%	27.0%	26.1%	25.6%	21.5%	22.1%	22.8%	22.1%	23.9%	25.4%	124,998	103,670	88,895	11,971	10,243	9,076
11-20 years	6.9%	6.3%	5.9%	24.9%	24.3%	23.0%	27.0%	26.9%	26.3%	20.8%	21.6%	22.1%	20.4%	20.9%	22.7%	146,910	108,956	90,437	12,529	9,669	8,238
> 20 years	8.5%	7.7%	7.1%	29.3%	28.7%	28.0%	29.7%	29.4%	29.1%	18.2%	19.0%	19.3%	14.4%	15.3%	16.5%	104,468	90,564	79,164	10,019	9,202	8,493
<b>Leaving</b>																					
No	9.5%	8.8%	8.0%	28.9%	28.0%	27.1%	29.5%	28.8%	28.8%	18.7%	19.6%	20.4%	13.5%	14.8%	15.7%	342,554	283,355	231,304	38,382	32,739	27,845
Yes, to retire	6.9%	5.9%	5.7%	26.7%	25.5%	25.2%	31.0%	31.1%	30.2%	19.3%	20.6%	20.2%	16.1%	16.9%	18.7%	31,981	26,112	20,337	2,690	2,420	1,935
Yes, to other job in Govt	3.8%	3.5%	3.2%	16.6%	15.3%	15.0%	24.4%	23.7%	22.9%	23.7%	24.0%	24.3%	31.5%	33.5%	34.7%	91,944	64,887	64,398	7,992	5,942	6,211
Yes, to other job outside Govt	3.4%	3.2%	2.8%	16.0%	15.1%	12.0%	20.7%	20.0%	17.9%	23.8%	23.4%	25.1%	36.2%	38.3%	42.2%	20,399	17,775	12,618	1,817	1,638	1,134
Yes, other	3.2%	2.4%	2.5%	14.5%	13.7%	12.8%	25.1%	22.8%	22.9%	22.5%	23.5%	23.2%	34.7%	37.6%	38.6%	25,174	20,165	16,317	2,329	2,020	1,674
<b>Retiring</b>																					
Within 1 year	7.2%	6.0%	5.6%	26.0%	24.6%	24.3%	29.6%	29.9%	29.9%	19.4%	20.6%	19.7%	17.7%	18.8%	20.5%	19,457	15,709	12,401	1,635	1,433	1,168
Between 1-3 years	7.3%	6.4%	5.8%	27.2%	26.8%	25.7%	30.9%	30.1%	29.5%	19.0%	19.9%	20.7%	15.5%	16.8%	18.2%	52,347	43,112	34,451	4,850	4,134	3,496
Between 3-5 years	7.2%	6.7%	6.1%	27.1%	26.7%	25.9%	30.0%	29.6%	29.1%	19.2%	20.0%	20.5%	16.4%	17.0%	18.4%	58,106	46,805	38,385	5,230	4,488	3,790
5 or more years	7.8%	7.2%	6.5%	24.5%	23.6%	22.5%	27.2%	26.6%	26.2%	20.5%	21.2%	21.9%	20.1%	21.5%	23.0%	378,279	304,362	257,464	40,992	34,325	29,938

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
Transgender																					
Yes	6.0%	--	--	17.1%	--	--	24.8%	--	--	19.0%	--	--	33.1%	--	--	1,932	--	--	169	--	--
No	7.7%	--	--	25.2%	--	--	27.9%	--	--	20.1%	--	--	19.0%	--	--	492,856	--	--	50,496	--	--
Consider Yourself as:																					
Straight	7.8%	--	--	25.4%	--	--	28.0%	--	--	20.0%	--	--	18.7%	--	--	462,028	--	--	46,819	--	--
Gay or Lesbian	8.4%	--	--	24.4%	--	--	24.2%	--	--	20.9%	--	--	22.1%	--	--	10,677	--	--	1,124	--	--
Bisexual	7.1%	--	--	22.2%	--	--	24.5%	--	--	22.1%	--	--	24.2%	--	--	5,130	--	--	568	--	--
Something else	5.5%	--	--	17.2%	--	--	26.9%	--	--	21.3%	--	--	29.1%	--	--	9,829	--	--	999	--	--
Military Service																					
No Prior Military Service	7.5%	6.8%	6.3%	25.4%	24.5%	23.3%	27.8%	27.3%	26.6%	20.4%	21.3%	22.0%	18.8%	20.1%	21.7%	347,460	291,400	247,730	38,945	34,026	29,823
Currently in Guard/Reserves	8.2%	8.2%	7.0%	25.5%	25.3%	24.3%	25.6%	24.9%	25.3%	20.2%	21.1%	20.9%	20.5%	20.5%	22.5%	9,974	6,834	5,662	797	589	488
Retired Separated/Discharged	9.1%	8.6%	7.5%	27.4%	26.9%	25.8%	30.0%	29.2%	29.8%	18.4%	19.0%	19.5%	15.2%	16.3%	17.4%	68,441	45,961	36,474	5,611	3,925	3,141
	6.8%	6.4%	5.7%	22.0%	21.3%	20.7%	27.2%	26.1%	25.8%	20.4%	20.9%	21.5%	23.4%	25.4%	26.3%	78,244	63,237	50,901	6,650	5,602	4,791
Disability																					
Yes	8.1%	7.5%	6.8%	22.7%	21.8%	21.0%	28.2%	27.6%	27.2%	18.9%	19.4%	19.9%	22.1%	23.6%	25.1%	76,277	63,204	46,755	7,458	6,299	4,845
No	7.6%	6.9%	6.3%	25.6%	24.8%	23.7%	27.9%	27.3%	26.9%	20.3%	21.2%	21.9%	18.5%	19.8%	21.3%	424,344	345,499	295,086	44,036	37,920	33,468

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
Work Location																					
Headquarters	10.7%	9.9%	8.9%	30.6%	29.2%	27.5%	28.1%	28.0%	27.9%	17.9%	18.9%	19.9%	12.8%	14.0%	15.8%	204,502	166,205	144,683	13,812	11,909	10,740
Field	8.2%	7.8%	7.0%	27.8%	27.0%	25.9%	28.3%	27.9%	27.6%	20.0%	20.8%	21.7%	15.7%	16.6%	17.8%	330,108	264,133	216,536	18,354	15,510	12,789
Supervisory Status																					
Non-Supervisor	8.0%	7.6%	6.7%	25.8%	25.1%	23.3%	29.9%	29.4%	29.2%	20.0%	20.7%	21.7%	16.3%	17.3%	19.1%	347,578	279,639	232,636	27,747	23,533	20,128
Team Leader	7.5%	6.8%	6.0%	27.3%	26.0%	25.2%	28.0%	27.1%	27.1%	21.4%	22.8%	23.3%	15.8%	17.2%	18.3%	70,786	55,133	47,141	3,058	2,610	2,288
Supervisor	11.0%	10.4%	9.6%	38.4%	37.7%	36.2%	24.7%	25.4%	25.1%	16.8%	17.1%	18.7%	9.3%	9.5%	10.3%	76,771	61,823	51,186	1,257	1,103	982
Manager	16.9%	16.4%	14.5%	43.2%	41.1%	42.4%	20.5%	20.9%	21.0%	13.1%	14.4%	15.0%	6.3%	7.3%	7.2%	33,846	28,402	24,444	277	276	240
Senior Leader	29.9%	28.0%	25.0%	41.9%	41.4%	41.2%	15.8%	16.1%	18.0%	7.6%	9.3%	9.8%	4.8%	5.2%	6.0%	8,226	8,030	7,987	81	114	104
Sex																					
Male	9.5%	9.0%	8.0%	30.0%	28.9%	27.4%	28.3%	28.2%	27.9%	18.2%	18.9%	20.0%	14.1%	15.0%	16.7%	298,314	221,364	186,697	14,787	11,390	9,793
Female	8.6%	8.1%	7.3%	27.3%	26.6%	25.5%	28.2%	27.5%	27.4%	20.7%	21.6%	22.3%	15.1%	16.3%	17.4%	230,141	205,390	171,559	16,627	15,610	13,390
Hispanic or Latino																					
Yes	10.0%	9.6%	8.7%	26.5%	26.7%	25.5%	27.7%	26.5%	27.1%	18.2%	19.1%	18.8%	17.5%	18.0%	19.9%	50,523	37,472	31,756	2,598	2,141	1,755
No	9.1%	8.5%	7.6%	29.3%	28.1%	26.8%	28.2%	28.1%	27.7%	19.3%	20.2%	21.3%	14.1%	15.2%	16.6%	472,044	385,160	322,905	28,354	24,499	21,115
Race																					
American Indian/ Alaska Native	8.5%	8.2%	7.0%	26.9%	24.7%	23.7%	27.8%	27.5%	27.8%	19.2%	20.6%	20.4%	17.6%	19.0%	21.0%	10,131	8,973	7,507	439	377	302
Asian	11.8%	11.2%	10.6%	34.5%	34.1%	32.1%	28.3%	27.6%	28.7%	14.5%	14.6%	15.3%	10.9%	12.5%	13.3%	27,428	20,608	18,199	1,762	1,455	1,310
Black/African American	10.5%	9.7%	9.0%	30.0%	29.5%	28.3%	29.3%	28.6%	28.2%	16.1%	17.0%	17.9%	14.1%	15.3%	16.5%	71,980	60,052	53,948	4,713	4,377	3,976
Native Hawaiian/ Pacific Islander	11.0%	8.8%	7.8%	28.3%	28.1%	28.6%	30.9%	30.7%	28.5%	15.1%	15.8%	17.9%	14.8%	16.6%	17.1%	3,780	2,643	2,106	140	108	100
White	8.9%	8.3%	7.4%	28.9%	27.7%	26.4%	27.9%	27.7%	27.3%	20.1%	21.1%	22.1%	14.3%	15.1%	16.8%	373,500	300,485	248,660	21,390	18,050	15,320
Two or more races (Not Hispanic/ Latino)	7.9%	7.1%	6.0%	24.7%	23.5%	22.2%	27.6%	26.8%	27.2%	20.5%	21.4%	21.8%	19.2%	21.2%	22.7%	21,339	17,517	13,447	1,412	1,159	918

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
<b>Age Group</b>																					
25 and under	10.2%	9.4%	9.8%	32.2%	30.3%	31.7%	29.2%	26.0%	26.3%	17.7%	19.6%	18.8%	10.6%	14.6%	13.3%	5,419	3,623	2,611	410	260	225
26-29 years old	9.3%	8.8%	7.9%	27.6%	26.7%	24.2%	26.0%	26.2%	26.2%	21.4%	22.8%	23.2%	15.7%	15.5%	18.4%	15,498	12,233	10,660	952	837	789
30-39 years old	8.6%	7.7%	7.1%	26.3%	25.7%	23.8%	25.9%	25.7%	25.5%	21.5%	22.5%	23.5%	17.7%	18.4%	20.1%	105,937	85,818	71,238	6,118	5,665	4,795
40-49 years old	8.9%	8.3%	7.3%	28.0%	26.8%	25.8%	27.3%	27.5%	27.2%	20.0%	20.6%	21.6%	15.9%	16.8%	18.1%	136,459	116,291	99,490	7,875	7,229	6,262
50-59 years old	9.5%	8.7%	7.7%	30.4%	28.8%	27.6%	29.3%	29.3%	29.0%	17.9%	18.9%	20.0%	12.9%	14.2%	15.7%	181,606	161,454	136,514	10,652	10,250	8,930
60 or older	9.9%	8.8%	8.0%	32.0%	29.5%	28.9%	31.5%	31.3%	30.7%	16.2%	18.3%	19.2%	10.4%	12.1%	13.3%	76,928	74,009	58,660	4,735	4,803	3,942
<b>Level of Education</b>																					
Less than High School	10.3%	17.4%	11.6%	27.6%	27.3%	31.6%	36.5%	28.1%	25.8%	13.6%	11.2%	11.6%	12.0%	16.0%	19.3%	391	421	333	22	23	24
H.S. Diploma/ GED or equiv	8.7%	8.8%	8.4%	28.4%	28.7%	28.0%	30.4%	29.7%	29.5%	17.3%	17.6%	18.3%	15.2%	15.2%	15.9%	23,156	18,615	15,479	1,009	869	780
Trade/Technical Certificate	6.9%	7.1%	5.8%	25.5%	24.5%	25.2%	30.5%	30.5%	29.0%	19.1%	19.9%	21.4%	18.0%	17.9%	18.6%	12,014	10,339	7,845	514	451	350
Some College (no degree)	8.4%	8.0%	7.0%	26.3%	25.8%	24.6%	29.5%	28.9%	28.6%	19.0%	19.5%	20.6%	16.8%	17.8%	19.1%	76,160	59,645	50,073	3,572	3,090	2,722
Associate's Degree	8.1%	7.8%	6.7%	26.5%	25.0%	24.4%	29.3%	28.6%	27.9%	19.6%	20.4%	21.3%	16.5%	18.1%	19.7%	42,597	33,828	26,429	2,072	1,722	1,405
Bachelor's Degree	8.8%	8.3%	7.6%	29.2%	28.4%	26.8%	28.3%	28.0%	27.6%	19.5%	20.1%	21.4%	14.2%	15.2%	16.7%	186,947	145,926	124,325	11,190	9,203	7,863
Master's Degree	10.1%	9.4%	8.3%	30.9%	29.7%	28.1%	26.7%	26.6%	26.9%	19.1%	20.3%	21.0%	13.2%	14.0%	15.6%	138,388	111,865	95,273	8,805	7,588	6,467
Doctoral/ Professional Degree	11.2%	9.7%	9.0%	31.1%	29.3%	27.3%	26.9%	26.7%	27.0%	19.0%	21.0%	21.9%	11.8%	13.3%	14.8%	52,172	48,617	40,408	4,642	4,214	3,737
<b>Pay Category</b>																					
Federal Wage System	5.6%	6.1%	5.4%	23.3%	22.4%	21.8%	27.9%	27.3%	27.4%	21.9%	22.6%	22.8%	21.2%	21.7%	22.6%	18,457	12,784	9,323	443	328	250
GS 1-6	9.4%	8.6%	7.7%	26.1%	24.8%	24.4%	29.1%	28.7%	28.1%	18.1%	18.6%	19.9%	17.3%	19.3%	19.9%	21,768	25,975	17,568	1,396	1,505	1,109
GS 7-12	8.0%	7.6%	6.9%	26.6%	26.2%	24.9%	29.4%	28.9%	28.5%	19.9%	20.5%	21.4%	16.2%	16.8%	18.2%	231,130	181,179	143,453	14,529	11,876	9,802
GS 13-15	10.9%	10.2%	9.2%	33.1%	32.4%	30.7%	26.9%	26.8%	26.9%	18.0%	19.0%	20.2%	11.1%	11.6%	13.1%	215,143	172,893	158,779	13,364	11,709	10,732
SES	33.9%	33.3%	31.2%	42.6%	43.0%	43.6%	13.4%	13.0%	14.1%	6.7%	7.3%	7.7%	3.3%	3.4%	3.3%	5,251	5,638	5,731	52	49	44
SL/ST	18.0%	13.2%	10.6%	37.9%	31.4%	28.8%	23.1%	24.0%	25.6%	13.3%	17.2%	21.9%	7.8%	14.3%	13.0%	1,751	1,900	1,492	94	102	76
Other	7.0%	6.7%	5.8%	26.5%	25.4%	23.8%	28.6%	27.4%	27.3%	21.0%	22.6%	22.8%	16.9%	17.9%	20.3%	39,843	29,546	24,425	2,103	1,683	1,428

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
Time in Federal Government																					
< 1 year	14.9%	13.5%	11.8%	35.5%	34.3%	32.9%	30.5%	30.3%	31.7%	12.2%	13.8%	13.7%	6.9%	8.1%	9.8%	6,202	7,638	5,779	1,063	1,370	1,070
1-3 years	10.7%	9.9%	9.3%	30.6%	29.1%	27.4%	28.9%	28.6%	28.4%	17.8%	19.0%	20.2%	12.0%	13.4%	14.7%	55,295	42,098	27,636	4,108	3,210	2,256
4-5 years	9.4%	8.8%	7.7%	27.3%	25.4%	24.5%	27.4%	27.2%	27.8%	20.4%	21.5%	21.8%	15.5%	17.1%	18.2%	33,184	28,504	28,248	2,049	1,709	1,858
6-10 years	8.4%	7.7%	7.0%	27.1%	25.9%	24.4%	27.5%	27.2%	26.7%	20.6%	21.5%	22.7%	16.4%	17.7%	19.2%	125,076	102,731	86,530	7,213	6,172	5,340
11-14 years	8.2%	7.5%	6.6%	27.3%	26.6%	24.7%	27.6%	27.7%	27.4%	20.3%	20.8%	22.1%	16.6%	17.5%	19.1%	80,051	60,610	52,015	4,265	3,343	2,881
15-20 years	8.1%	7.9%	7.3%	27.6%	27.6%	26.0%	28.2%	27.0%	27.2%	20.1%	20.8%	21.3%	15.9%	16.6%	18.2%	87,523	62,917	49,000	4,604	3,517	2,771
> 20 years	9.9%	9.3%	8.2%	31.5%	30.5%	29.7%	29.1%	29.1%	28.5%	17.4%	18.3%	19.3%	12.2%	12.9%	14.2%	146,352	126,374	112,315	8,737	8,044	7,315
Time with Current Agency																					
< 1 year	14.6%	13.4%	12.8%	33.8%	33.1%	32.0%	31.4%	30.6%	30.4%	12.5%	13.5%	14.5%	7.7%	9.3%	10.3%	11,970	13,898	10,995	2,131	2,576	2,159
1-3 years	10.8%	10.2%	9.2%	30.0%	28.6%	26.6%	28.5%	28.4%	28.7%	17.9%	18.9%	20.2%	12.8%	14.0%	15.3%	86,605	64,993	44,233	6,404	4,877	3,444
4-5 years	9.2%	8.3%	7.5%	27.1%	25.7%	24.1%	27.2%	26.8%	27.1%	20.2%	21.6%	22.0%	16.3%	17.5%	19.2%	43,557	35,922	35,971	2,435	1,961	2,173
6-10 years	8.0%	7.4%	6.4%	26.5%	25.5%	24.1%	27.7%	27.3%	26.9%	20.9%	21.6%	22.8%	16.9%	18.2%	19.7%	130,018	107,947	92,883	7,051	6,007	5,269
11-20 years	8.0%	7.5%	6.9%	27.9%	27.3%	26.0%	27.9%	27.4%	27.3%	20.1%	21.0%	21.6%	16.0%	16.7%	18.1%	151,945	112,683	93,765	7,688	6,012	5,026
> 20 years	9.9%	9.4%	8.3%	32.5%	31.5%	30.8%	29.1%	29.1%	28.5%	17.3%	18.1%	19.2%	11.3%	11.9%	13.2%	108,375	94,044	82,432	6,273	5,840	5,336
Leaving																					
No	11.6%	10.8%	9.9%	33.8%	32.6%	31.7%	29.2%	29.2%	29.4%	16.4%	17.5%	18.4%	8.9%	9.8%	10.6%	358,284	296,266	242,604	22,958	19,987	16,835
Yes, to retire	8.2%	7.5%	6.9%	30.4%	29.2%	28.2%	30.6%	30.8%	29.6%	18.2%	19.4%	20.8%	12.7%	13.1%	14.6%	32,995	27,092	21,096	1,773	1,479	1,228
Yes, to other job in Govt	4.2%	3.7%	3.4%	18.2%	17.4%	16.1%	25.6%	25.0%	24.5%	25.6%	26.0%	26.5%	26.4%	27.9%	29.5%	95,319	67,234	67,069	4,721	3,599	3,641
Yes, to other job outside Govt	3.3%	2.9%	2.7%	16.5%	15.2%	12.1%	22.5%	21.3%	19.7%	26.7%	27.0%	27.9%	31.1%	33.5%	37.7%	21,156	18,503	13,134	1,071	946	657
Yes, other	3.2%	2.8%	2.5%	15.1%	13.8%	13.2%	26.6%	24.5%	23.4%	25.0%	25.8%	26.4%	30.1%	33.1%	34.5%	26,079	20,909	16,981	1,461	1,291	1,048
Retiring																					
Within 1 year	8.5%	7.5%	6.9%	29.5%	27.8%	27.7%	29.4%	29.7%	28.6%	18.4%	19.7%	20.7%	14.3%	15.4%	16.2%	20,077	16,261	12,860	1,080	908	730
Between 1-3 years	8.6%	8.1%	7.2%	30.8%	29.3%	27.8%	30.4%	30.6%	30.0%	18.2%	19.1%	20.5%	12.1%	12.9%	14.5%	54,256	44,659	35,784	3,027	2,628	2,249
Between 3-5 years	8.6%	8.1%	7.2%	30.4%	29.7%	28.8%	29.7%	29.5%	29.2%	18.4%	19.3%	20.0%	12.9%	13.4%	14.8%	60,120	48,491	39,826	3,360	2,870	2,420
5 or more years	9.3%	8.7%	7.9%	28.5%	27.5%	26.1%	27.6%	27.3%	27.2%	19.5%	20.3%	21.3%	15.1%	16.1%	17.6%	395,296	318,163	269,937	24,211	20,630	17,791

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
Transgender																					
Yes	6.7%	--	--	20.0%	--	--	26.9%	--	--	21.1%	--	--	25.3%	--	--	1,980	--	--	119	--	--
No	9.2%	--	--	29.1%	--	--	28.2%	--	--	19.1%	--	--	14.4%	--	--	513,717	--	--	30,168	--	--
Consider Yourself as:																					
Straight	9.3%	--	--	29.3%	--	--	28.2%	--	--	19.0%	--	--	14.1%	--	--	481,412	--	--	27,958	--	--
Gay or Lesbian	9.6%	--	--	28.2%	--	--	25.6%	--	--	20.2%	--	--	16.4%	--	--	11,115	--	--	685	--	--
Bisexual	7.6%	--	--	25.5%	--	--	25.8%	--	--	22.2%	--	--	18.9%	--	--	5,379	--	--	322	--	--
Something else	5.9%	--	--	19.7%	--	--	28.8%	--	--	21.4%	--	--	24.3%	--	--	10,162	--	--	667	--	--
Military Service																					
No Prior Military Service	8.9%	8.2%	7.5%	29.0%	28.2%	26.8%	28.1%	27.8%	27.6%	19.7%	20.7%	21.6%	14.3%	15.1%	16.6%	363,443	304,826	259,873	23,231	20,738	17,987
Currently in Guard/Reserves	10.0%	9.4%	9.5%	29.9%	29.8%	27.5%	26.7%	26.0%	26.1%	18.3%	19.4%	19.1%	15.1%	15.4%	17.7%	10,314	7,088	5,914	463	336	240
Retired Separated/Discharged	11.3%	10.5%	9.4%	32.1%	31.3%	29.8%	29.4%	29.4%	29.4%	16.2%	16.6%	18.1%	11.1%	12.2%	13.2%	70,775	47,552	37,777	3,426	2,355	1,895
	8.3%	8.1%	6.9%	25.9%	24.2%	23.6%	27.7%	27.5%	27.1%	20.0%	20.6%	21.3%	18.1%	19.5%	21.2%	80,938	65,505	52,892	4,095	3,420	2,935
Disability																					
Yes	9.4%	9.0%	7.9%	25.9%	25.1%	24.2%	27.6%	27.4%	26.6%	18.9%	19.1%	20.3%	18.2%	19.4%	20.9%	79,355	65,701	48,740	4,580	3,824	2,935
No	9.1%	8.5%	7.6%	29.6%	28.6%	27.1%	28.3%	28.0%	27.9%	19.2%	20.2%	21.1%	13.7%	14.7%	16.2%	442,455	360,579	308,825	26,288	23,063	20,155

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
Work Location																					
Headquarters	14.4%	13.2%	12.0%	35.7%	33.7%	32.3%	24.2%	24.7%	24.3%	13.5%	14.4%	15.6%	12.2%	13.9%	15.8%	203,470	164,410	143,020	14,849	13,368	12,074
Field	11.4%	10.6%	9.6%	33.0%	31.8%	30.5%	24.6%	24.7%	24.8%	15.5%	16.2%	16.9%	15.6%	16.7%	18.2%	328,174	261,536	214,129	20,174	17,491	14,796
Supervisory Status																					
Non-Supervisor	10.8%	10.0%	9.0%	31.4%	30.0%	28.1%	26.2%	26.2%	26.3%	15.5%	16.3%	17.2%	16.1%	17.4%	19.5%	345,394	276,525	229,765	29,804	26,082	22,531
Team Leader	10.7%	9.9%	8.7%	33.0%	31.1%	30.6%	24.7%	24.6%	24.9%	16.3%	17.4%	17.9%	15.3%	16.9%	17.9%	70,197	54,415	46,436	3,653	3,231	2,916
Supervisor	15.7%	14.6%	13.8%	42.8%	42.1%	40.4%	20.1%	21.4%	20.9%	12.5%	12.4%	14.2%	8.9%	9.5%	10.7%	76,570	61,395	50,819	1,445	1,348	1,228
Manager	23.5%	22.6%	20.1%	45.4%	43.7%	45.3%	15.9%	16.6%	16.9%	9.3%	10.0%	10.4%	5.9%	7.1%	7.4%	33,843	28,249	24,386	305	323	259
Senior Leader	37.3%	35.1%	31.0%	40.3%	39.8%	41.5%	12.0%	13.5%	14.0%	6.1%	6.4%	7.9%	4.3%	5.3%	5.7%	8,222	8,016	7,950	77	108	122
Sex																					
Male	13.2%	12.3%	10.9%	34.7%	33.4%	31.9%	24.2%	24.5%	24.5%	13.9%	14.5%	15.5%	14.1%	15.3%	17.2%	296,953	219,377	184,652	16,177	12,947	11,472
Female	11.7%	10.8%	10.0%	33.2%	31.6%	30.4%	24.6%	24.8%	24.9%	16.0%	16.8%	17.6%	14.5%	16.0%	17.2%	228,636	203,030	169,617	17,985	17,472	14,978
Hispanic or Latino																					
Yes	13.1%	12.9%	11.3%	30.9%	29.8%	28.4%	24.0%	23.5%	23.9%	14.6%	15.3%	15.4%	17.4%	18.5%	21.0%	50,258	37,069	31,451	2,854	2,466	2,009
No	12.5%	11.5%	10.4%	34.5%	33.0%	31.6%	24.4%	24.8%	24.7%	14.7%	15.5%	16.5%	13.8%	15.2%	16.8%	469,536	381,246	319,283	30,775	27,571	24,090
Race																					
American Indian/ Alaska Native	11.1%	10.8%	9.5%	30.1%	27.5%	25.9%	24.5%	24.8%	24.5%	15.4%	16.4%	17.5%	18.9%	20.5%	22.6%	10,042	8,870	7,391	513	467	410
Asian	15.7%	15.1%	13.7%	38.9%	36.5%	36.5%	24.3%	25.3%	25.0%	10.7%	11.4%	12.1%	10.3%	11.7%	12.8%	27,575	20,633	18,217	1,628	1,403	1,266
Black/African American	13.5%	12.1%	11.5%	33.4%	33.0%	31.2%	25.2%	24.8%	24.7%	13.6%	14.5%	14.9%	14.3%	15.6%	17.8%	72,225	60,165	53,831	4,431	4,163	3,970
Native Hawaiian/ Pacific Islander	14.4%	11.0%	11.1%	31.9%	32.2%	29.8%	26.2%	27.6%	26.0%	12.8%	13.3%	14.9%	14.7%	15.9%	18.2%	3,785	2,621	2,107	134	124	106
White	12.4%	11.5%	10.3%	34.6%	33.0%	31.7%	24.0%	24.4%	24.4%	15.1%	16.0%	16.9%	13.9%	15.0%	16.7%	370,656	296,553	245,250	24,154	21,244	18,225
Two or more races (Not Hispanic/ Latino)	11.0%	9.8%	8.6%	29.2%	27.2%	25.4%	24.7%	24.2%	25.0%	15.9%	15.9%	17.3%	19.2%	22.8%	23.6%	21,220	17,302	13,281	1,531	1,353	1,065

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
<b>Age Group</b>																					
25 and under	14.9%	12.8%	13.1%	40.5%	36.7%	33.6%	23.5%	23.9%	24.9%	11.9%	13.3%	14.9%	9.3%	13.4%	13.5%	5,272	3,526	2,513	556	344	315
26-29 years old	12.7%	12.3%	10.5%	34.2%	33.4%	30.9%	23.8%	24.1%	24.3%	14.7%	16.1%	16.9%	14.6%	14.1%	17.5%	15,269	11,882	10,313	1,186	1,155	1,106
30-39 years old	12.0%	10.8%	9.9%	32.6%	31.4%	29.1%	23.3%	23.5%	23.9%	15.5%	16.3%	17.4%	16.7%	18.0%	19.7%	104,248	83,625	69,268	7,786	7,620	6,610
40-49 years old	12.2%	11.0%	9.9%	33.2%	31.7%	30.8%	24.0%	24.5%	24.4%	15.1%	16.0%	16.5%	15.5%	16.8%	18.4%	135,369	114,698	98,126	8,945	8,549	7,386
50-59 years old	13.0%	11.7%	10.5%	34.9%	32.9%	31.8%	24.7%	25.6%	25.2%	14.3%	15.2%	16.2%	13.0%	14.6%	16.2%	181,618	160,890	135,966	10,591	10,454	9,218
60 or older	13.5%	11.8%	10.8%	36.2%	33.1%	32.4%	26.0%	26.9%	26.4%	13.6%	15.3%	15.9%	10.8%	12.9%	14.4%	77,217	74,000	58,733	4,425	4,667	3,786
<b>Level of Education</b>																					
Less than High School	11.7%	20.3%	18.6%	32.3%	27.4%	29.0%	28.6%	26.1%	26.2%	10.7%	9.1%	8.8%	16.7%	17.0%	17.5%	386	414	340	22	28	23
H.S. Diploma/ GED or equiv	11.5%	11.4%	11.1%	31.7%	32.6%	30.5%	25.8%	24.9%	25.3%	15.0%	15.2%	15.8%	16.0%	15.9%	17.3%	23,195	18,668	15,486	975	824	783
Trade/Technical Certificate	9.6%	9.5%	8.0%	28.9%	27.4%	27.6%	25.8%	27.2%	26.3%	16.6%	16.8%	17.6%	19.2%	19.1%	20.5%	11,968	10,248	7,804	552	506	376
Some College (no degree)	11.2%	10.5%	9.4%	30.2%	29.3%	28.1%	25.4%	25.3%	25.2%	15.7%	16.2%	16.7%	17.5%	18.7%	20.6%	75,918	59,327	49,866	3,783	3,326	2,878
Associate's Degree	10.8%	10.1%	8.8%	30.2%	28.9%	27.2%	26.0%	25.5%	25.2%	15.8%	16.7%	17.5%	17.1%	18.8%	21.3%	42,463	33,592	26,251	2,214	1,919	1,553
Bachelor's Degree	12.4%	11.4%	10.3%	35.0%	33.6%	32.2%	24.2%	24.7%	24.6%	14.7%	15.4%	16.4%	13.7%	14.8%	16.5%	185,761	144,748	122,963	12,407	10,078	8,987
Master's Degree	13.8%	12.8%	11.5%	36.5%	34.7%	33.5%	23.3%	23.7%	24.0%	14.1%	15.0%	15.9%	12.3%	13.8%	15.1%	137,529	110,192	93,725	9,608	8,954	7,764
Doctoral/ Professional Degree	15.9%	13.7%	12.7%	37.4%	35.1%	33.7%	23.4%	24.2%	24.3%	13.0%	14.7%	15.7%	10.4%	12.3%	13.6%	51,730	47,696	39,755	5,040	4,949	4,251
<b>Pay Category</b>																					
Federal Wage System	8.3%	8.6%	7.7%	26.2%	25.5%	24.8%	25.4%	25.0%	23.1%	17.5%	17.8%	19.1%	22.6%	23.2%	25.3%	18,283	12,666	9,233	621	440	349
GS 1-6	12.2%	10.7%	10.0%	29.8%	27.7%	26.9%	25.8%	26.6%	26.5%	14.7%	15.1%	15.7%	17.5%	19.9%	20.9%	21,587	25,552	17,376	1,557	1,899	1,306
GS 7-12	10.9%	10.3%	9.4%	32.0%	31.2%	29.5%	25.4%	25.4%	25.6%	15.6%	16.3%	16.9%	16.1%	16.8%	18.5%	229,662	179,398	141,772	15,966	13,371	11,259
GS 13-15	15.1%	14.3%	12.7%	38.6%	37.6%	36.5%	23.0%	23.1%	23.2%	13.1%	13.9%	15.0%	10.2%	11.1%	12.6%	214,426	171,396	157,200	14,042	12,706	11,907
SES	42.9%	42.3%	40.3%	40.6%	40.0%	41.0%	9.5%	10.4%	10.9%	4.2%	3.9%	4.8%	2.8%	3.4%	3.0%	5,249	5,619	5,705	50	54	52
SL/ST	24.8%	17.1%	13.4%	40.4%	35.3%	36.0%	19.1%	22.0%	26.0%	9.5%	12.5%	15.6%	6.2%	13.1%	9.0%	1,750	1,874	1,466	96	128	98
Other	9.7%	8.7%	7.5%	31.4%	29.3%	27.3%	25.2%	25.8%	25.3%	16.6%	17.8%	18.7%	17.1%	18.3%	21.2%	39,457	29,029	24,029	2,468	2,100	1,762

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
Time in Federal Government																					
< 1 year	19.4%	17.3%	16.3%	39.6%	37.7%	34.6%	28.1%	29.7%	31.2%	7.5%	7.8%	9.5%	5.4%	7.4%	8.4%	5,875	7,156	5,369	1,383	1,824	1,452
1-3 years	14.7%	13.2%	12.0%	36.2%	33.6%	32.1%	25.4%	26.7%	27.1%	12.6%	13.6%	14.9%	11.1%	12.9%	13.9%	54,486	41,057	26,865	4,937	4,158	2,976
4-5 years	12.8%	11.5%	10.1%	32.9%	30.6%	29.9%	24.9%	25.4%	25.4%	14.6%	16.1%	16.7%	14.8%	16.4%	17.9%	32,884	27,920	27,636	2,330	2,200	2,425
6-10 years	11.6%	10.4%	9.6%	32.8%	31.2%	29.2%	24.4%	24.4%	24.5%	15.5%	16.6%	17.3%	15.8%	17.5%	19.3%	124,037	101,187	85,078	8,218	7,472	6,570
11-14 years	11.2%	10.5%	9.0%	32.6%	31.0%	29.4%	24.0%	24.2%	23.9%	15.9%	16.5%	17.7%	16.3%	17.7%	19.9%	79,517	59,947	51,498	4,810	3,887	3,291
15-20 years	11.2%	10.7%	9.7%	32.5%	31.8%	30.4%	24.2%	24.4%	24.3%	16.0%	16.2%	16.9%	16.1%	17.0%	18.7%	87,203	62,509	48,560	4,885	3,808	3,106
> 20 years	13.6%	12.8%	11.6%	35.9%	35.0%	34.2%	24.0%	24.0%	23.8%	14.0%	14.9%	15.5%	12.5%	13.4%	14.9%	146,763	126,738	112,493	8,286	7,433	6,979
Time with Current Agency																					
< 1 year	18.1%	16.7%	15.9%	37.9%	36.2%	34.1%	28.8%	29.8%	30.5%	8.8%	8.8%	10.1%	6.5%	8.5%	9.4%	11,398	12,998	10,234	2,691	3,415	2,879
1-3 years	14.6%	13.4%	12.1%	35.2%	33.0%	31.3%	25.1%	26.0%	26.6%	13.0%	14.0%	15.3%	12.1%	13.6%	14.7%	85,467	63,645	43,118	7,545	6,091	4,476
4-5 years	12.5%	11.2%	9.7%	32.4%	30.7%	29.5%	24.4%	24.4%	24.6%	14.8%	16.5%	17.1%	15.8%	17.2%	19.0%	43,250	35,374	35,397	2,721	2,400	2,679
6-10 years	11.2%	10.2%	9.1%	32.1%	30.6%	28.8%	24.4%	24.4%	24.4%	15.9%	16.7%	17.6%	16.4%	18.2%	20.1%	129,226	106,671	91,769	7,829	7,035	6,162
11-20 years	11.0%	10.4%	9.4%	33.0%	31.8%	30.5%	24.0%	24.3%	23.8%	15.9%	16.5%	17.3%	16.0%	17.0%	18.9%	151,536	112,057	93,133	8,059	6,425	5,477
> 20 years	13.9%	13.1%	11.9%	37.1%	36.2%	35.8%	23.7%	23.7%	23.6%	13.8%	14.5%	15.0%	11.5%	12.4%	13.7%	108,702	94,375	82,635	5,917	5,323	5,018
Leaving																					
No	15.5%	14.4%	13.2%	38.8%	37.2%	36.2%	24.5%	25.1%	25.5%	12.4%	13.3%	14.3%	8.8%	9.9%	10.9%	357,506	294,182	240,579	23,692	21,423	18,390
Yes, to retire	11.4%	10.5%	9.6%	35.1%	32.5%	32.5%	25.4%	26.2%	25.4%	15.2%	16.6%	16.4%	13.0%	14.1%	16.2%	33,120	27,043	21,140	1,627	1,482	1,175
Yes, to other job in Govt	6.3%	5.6%	5.1%	23.7%	22.6%	21.1%	24.1%	23.6%	23.1%	19.9%	20.4%	21.0%	25.9%	27.8%	29.7%	93,866	66,052	65,715	6,126	4,655	4,836
Yes, to other job outside Govt	5.6%	4.9%	4.1%	22.8%	20.8%	17.4%	22.2%	21.4%	20.1%	20.2%	20.7%	22.4%	29.2%	32.2%	36.1%	20,789	17,962	12,774	1,448	1,415	974
Yes, other	5.0%	4.1%	3.8%	20.7%	18.1%	17.5%	25.0%	23.6%	22.9%	19.4%	20.7%	20.3%	29.8%	33.5%	35.6%	25,642	20,409	16,652	1,891	1,736	1,334
Retiring																					
Within 1 year	11.6%	10.4%	9.3%	33.9%	31.7%	31.4%	24.4%	25.6%	25.3%	15.6%	16.5%	16.4%	14.6%	15.7%	17.5%	20,154	16,244	12,876	984	887	711
Between 1-3 years	12.0%	11.2%	10.0%	35.5%	33.6%	32.1%	25.2%	25.8%	25.7%	14.6%	15.5%	16.6%	12.7%	13.8%	15.5%	54,321	44,669	35,828	2,946	2,545	2,156
Between 3-5 years	12.0%	11.2%	10.0%	34.7%	33.8%	32.8%	25.2%	25.6%	24.7%	15.1%	15.4%	16.7%	13.0%	14.1%	15.9%	60,155	48,410	39,794	3,295	2,827	2,398
5 or more years	12.8%	11.8%	10.7%	33.8%	32.4%	30.9%	24.2%	24.4%	24.5%	14.7%	15.5%	16.3%	14.6%	16.0%	17.6%	392,219	313,921	265,942	27,247	24,166	21,187

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
Transgender																					
Yes	8.9%	--	--	24.1%	--	--	23.6%	--	--	16.3%	--	--	27.1%	--	--	1,965	--	--	138	--	--
No	12.7%	--	--	34.2%	--	--	24.3%	--	--	14.7%	--	--	14.2%	--	--	510,967	--	--	32,803	--	--
Consider Yourself as:																					
Straight	12.8%	--	--	34.4%	--	--	24.3%	--	--	14.6%	--	--	13.9%	--	--	479,046	--	--	30,237	--	--
Gay or Lesbian	13.3%	--	--	34.2%	--	--	22.4%	--	--	14.8%	--	--	15.3%	--	--	11,032	--	--	762	--	--
Bisexual	11.5%	--	--	31.1%	--	--	23.0%	--	--	15.8%	--	--	18.7%	--	--	5,266	--	--	425	--	--
Something else	7.6%	--	--	24.6%	--	--	25.9%	--	--	17.2%	--	--	24.7%	--	--	10,039	--	--	777	--	--
Military Service																					
No Prior Military Service	12.4%	11.6%	10.5%	35.1%	33.5%	32.0%	24.0%	24.4%	24.4%	14.7%	15.7%	16.7%	13.7%	14.9%	16.5%	361,258	301,767	257,022	25,317	23,066	20,315
Currently in Guard/Reserves	13.4%	12.3%	11.9%	33.1%	34.8%	30.7%	24.0%	22.2%	23.8%	14.4%	14.8%	14.7%	15.1%	15.9%	18.9%	10,174	6,965	5,770	602	446	377
Retired Separated/Discharged	14.6%	13.5%	12.3%	35.4%	34.2%	33.2%	25.1%	26.2%	25.6%	13.5%	13.7%	14.8%	11.4%	12.5%	14.1%	70,854	47,339	37,584	3,380	2,489	2,031
	11.4%	10.3%	9.1%	29.7%	28.4%	27.3%	25.0%	24.9%	25.0%	15.7%	16.5%	16.7%	18.3%	20.0%	21.9%	80,335	64,598	52,168	4,655	4,211	3,544
Disability																					
Yes	12.4%	11.4%	10.3%	29.2%	27.5%	26.6%	24.4%	24.9%	24.3%	15.3%	16.0%	16.8%	18.7%	20.3%	22.0%	78,867	65,046	48,189	4,991	4,405	3,424
No	12.7%	11.7%	10.5%	35.1%	33.8%	32.2%	24.3%	24.6%	24.7%	14.6%	15.4%	16.3%	13.3%	14.5%	16.3%	440,150	356,884	305,450	28,550	25,877	22,889

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
Work Location																					
Headquarters	27.6%	26.2%	24.4%	48.9%	48.8%	48.9%	12.3%	12.9%	13.6%	6.7%	7.2%	7.6%	4.5%	5.0%	5.5%	217,502	177,327	154,742	894	735	695
Field	25.0%	24.0%	22.8%	50.7%	50.7%	51.0%	12.9%	13.3%	13.6%	6.7%	7.0%	7.4%	4.7%	4.9%	5.2%	347,263	278,486	228,444	1,326	992	867
Supervisory Status																					
Non-Supervisor	24.9%	23.8%	22.4%	48.9%	48.9%	48.9%	13.6%	14.0%	14.5%	7.3%	7.6%	8.1%	5.3%	5.7%	6.1%	373,545	301,699	251,482	1,902	1,449	1,302
Team Leader	24.4%	23.6%	22.1%	52.4%	51.8%	52.5%	12.3%	13.1%	13.2%	6.8%	6.9%	7.3%	4.0%	4.6%	4.9%	73,728	57,575	49,295	159	128	133
Supervisor	28.7%	27.4%	26.1%	52.9%	53.4%	53.7%	10.4%	11.0%	11.6%	5.1%	5.4%	5.6%	2.8%	2.8%	3.1%	77,918	62,749	52,074	126	114	92
Manager	32.1%	31.5%	29.4%	52.9%	52.3%	53.5%	8.9%	9.5%	9.9%	4.1%	4.6%	4.5%	2.0%	2.1%	2.6%	34,132	28,559	24,659	28	37	25
Senior Leader	43.4%	41.7%	36.8%	43.5%	44.0%	46.1%	7.7%	8.3%	9.4%	3.2%	3.1%	4.3%	2.2%	2.8%	3.4%	8,293	8,112	8,062	14	26	19
Sex																					
Male	26.7%	25.6%	23.7%	50.8%	50.7%	51.3%	12.5%	13.1%	13.6%	6.0%	6.3%	6.6%	4.0%	4.3%	4.7%	312,250	231,940	195,859	999	667	621
Female	25.0%	23.9%	22.9%	48.9%	49.1%	48.8%	12.9%	13.2%	13.7%	7.8%	8.0%	8.5%	5.4%	5.8%	6.1%	245,663	219,897	184,035	1,156	1,047	913
Hispanic or Latino																					
Yes	24.2%	23.4%	22.4%	47.0%	46.7%	46.9%	14.8%	15.2%	15.4%	7.7%	8.2%	8.2%	6.2%	6.6%	7.1%	52,912	39,361	33,382	222	197	146
No	26.3%	25.0%	23.5%	50.4%	50.4%	50.7%	12.3%	12.9%	13.4%	6.6%	6.9%	7.3%	4.3%	4.7%	5.1%	498,689	408,024	342,647	1,894	1,489	1,360
Race																					
American Indian/ Alaska Native	18.4%	18.5%	18.1%	44.3%	43.1%	43.6%	18.3%	17.2%	17.3%	10.4%	11.4%	10.9%	8.6%	9.8%	10.0%	10,487	9,299	7,746	77	54	47
Asian	24.4%	23.2%	22.0%	50.7%	50.1%	50.3%	15.2%	16.2%	16.4%	5.7%	6.3%	6.5%	4.0%	4.2%	4.8%	29,058	21,929	19,414	140	121	92
Black/African American	25.0%	23.7%	22.2%	48.6%	48.7%	48.2%	13.6%	13.7%	14.7%	7.0%	7.6%	8.1%	5.7%	6.3%	6.9%	76,287	64,062	57,524	431	361	400
Native Hawaiian/ Pacific Islander	22.3%	19.8%	18.5%	47.0%	47.8%	49.9%	16.8%	18.0%	15.9%	7.7%	7.2%	8.6%	6.2%	7.2%	7.1%	3,907	2,737	2,193	14	11	11
White	27.0%	25.9%	24.3%	50.8%	50.8%	51.2%	11.7%	12.3%	12.7%	6.4%	6.7%	7.1%	4.0%	4.3%	4.7%	393,810	317,370	263,192	1,235	957	815
Two or more races (Not Hispanic/ Latino)	23.8%	22.1%	21.3%	47.0%	47.3%	47.3%	14.3%	15.2%	15.2%	8.3%	8.2%	8.9%	6.5%	7.2%	7.3%	22,629	18,589	14,265	118	96	89

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
<b>Age Group</b>																					
25 and under	35.4%	31.8%	31.6%	49.0%	49.6%	51.2%	9.4%	9.8%	10.3%	3.9%	5.5%	4.2%	2.3%	3.2%	2.6%	5,804	3,860	2,820	34	18	18
26-29 years old	29.9%	29.3%	26.9%	49.4%	50.4%	51.5%	10.9%	10.5%	10.7%	5.5%	6.0%	6.7%	4.3%	3.8%	4.1%	16,435	13,018	11,419	40	38	34
30-39 years old	27.2%	25.3%	23.9%	50.0%	50.4%	50.7%	11.5%	12.2%	12.8%	6.7%	6.9%	7.2%	4.7%	5.3%	5.4%	111,771	91,125	75,801	293	263	228
40-49 years old	25.1%	23.8%	22.2%	50.1%	50.1%	50.6%	12.6%	13.3%	13.6%	7.0%	7.4%	7.7%	5.1%	5.3%	5.9%	143,905	123,044	105,363	497	406	378
50-59 years old	25.3%	24.0%	22.6%	50.3%	49.7%	49.8%	13.1%	14.0%	14.4%	6.7%	7.3%	7.7%	4.4%	4.9%	5.4%	191,561	170,854	144,759	747	752	699
60 or older	26.4%	23.9%	23.0%	49.7%	49.6%	49.5%	13.8%	14.9%	15.2%	6.4%	7.1%	7.6%	3.8%	4.5%	4.7%	81,235	78,386	62,225	469	458	382
<b>Level of Education</b>																					
Less than High School	20.1%	21.0%	20.6%	44.6%	39.6%	42.0%	21.5%	23.9%	18.9%	5.4%	6.4%	8.3%	8.5%	9.1%	10.2%	404	426	351	7	10	9
H.S. Diploma/ GED or equiv	21.3%	20.4%	19.8%	49.8%	50.2%	48.9%	16.5%	16.6%	16.8%	7.2%	7.3%	8.5%	5.2%	5.5%	6.0%	24,077	19,395	16,143	129	102	122
Trade/Technical Certificate	20.4%	19.0%	18.8%	50.3%	50.4%	50.4%	15.8%	16.7%	16.0%	7.4%	7.8%	8.8%	6.0%	6.1%	6.0%	12,473	10,776	8,162	53	40	41
Some College (no degree)	22.4%	21.2%	20.1%	49.2%	48.9%	48.9%	15.3%	15.9%	16.3%	7.4%	8.0%	8.3%	5.8%	6.0%	6.4%	79,373	62,430	52,528	364	311	264
Associate's Degree	21.9%	21.1%	19.4%	49.9%	49.3%	50.0%	14.8%	15.3%	15.9%	7.9%	8.1%	8.5%	5.4%	6.1%	6.3%	44,450	35,383	27,699	221	154	137
Bachelor's Degree	26.3%	25.2%	23.7%	51.1%	51.0%	51.5%	11.9%	12.4%	12.9%	6.5%	6.7%	7.0%	4.2%	4.6%	4.9%	197,560	154,516	131,755	684	507	447
Master's Degree	27.6%	26.7%	25.4%	50.3%	50.2%	50.4%	11.3%	11.6%	12.0%	6.6%	7.0%	7.2%	4.2%	4.5%	5.0%	146,736	118,994	101,385	514	386	362
Doctoral/ Professional Degree	36.5%	33.5%	31.0%	46.7%	48.0%	49.0%	8.9%	10.1%	10.5%	4.8%	5.1%	5.7%	3.1%	3.4%	3.9%	56,606	52,587	43,963	216	203	170
<b>Pay Category</b>																					
Federal Wage System	19.4%	18.0%	17.0%	51.3%	49.7%	51.1%	16.2%	17.5%	16.7%	7.3%	8.4%	8.3%	5.9%	6.4%	6.8%	18,851	13,063	9,548	57	48	35
GS 1-6	21.5%	20.0%	19.2%	45.8%	46.4%	46.0%	16.5%	16.2%	17.5%	8.9%	9.0%	9.4%	7.3%	8.4%	8.0%	22,970	27,291	18,497	211	189	182
GS 7-12	24.2%	23.5%	22.2%	49.5%	49.5%	49.7%	13.6%	13.9%	14.1%	7.4%	7.5%	8.0%	5.3%	5.5%	5.9%	244,627	192,217	152,552	1,122	832	734
GS 13-15	29.6%	29.0%	26.9%	50.8%	50.8%	51.2%	10.6%	10.9%	11.6%	5.8%	6.0%	6.4%	3.3%	3.3%	3.9%	227,978	183,894	168,987	622	538	508
SES	50.9%	49.8%	48.7%	40.4%	41.6%	42.9%	5.0%	5.1%	5.4%	2.4%	2.0%	2.0%	1.3%	1.5%	0.9%	5,301	5,672	5,754	3	11	7
SL/ST	39.6%	32.6%	29.9%	45.2%	49.1%	51.4%	8.7%	10.7%	10.8%	4.5%	4.2%	5.1%	2.0%	3.5%	2.7%	1,837	1,994	1,563	13	9	7
Other	24.4%	23.2%	22.0%	52.7%	53.6%	53.7%	13.0%	13.2%	13.5%	5.8%	6.0%	6.2%	4.1%	4.1%	4.6%	41,776	31,116	25,769	168	92	85

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
<b>Time in Federal Government</b>																					
< 1 year	39.3%	36.2%	33.9%	45.2%	47.2%	48.9%	8.7%	9.0%	8.9%	4.6%	4.4%	5.3%	2.2%	3.2%	3.1%	7,214	8,951	6,796	53	51	55
1-3 years	30.5%	28.7%	27.2%	48.9%	49.0%	49.8%	11.0%	11.5%	12.0%	6.0%	6.5%	6.7%	3.7%	4.3%	4.4%	59,247	45,179	29,840	213	122	87
4-5 years	27.5%	25.3%	23.6%	48.4%	48.9%	50.6%	12.2%	13.0%	13.0%	7.2%	7.4%	7.5%	4.7%	5.3%	5.4%	35,121	30,075	30,003	108	106	96
6-10 years	25.2%	23.5%	22.3%	50.4%	50.6%	50.3%	12.7%	13.4%	13.9%	6.9%	7.1%	7.7%	4.8%	5.4%	5.8%	131,824	108,481	91,475	430	347	322
11-14 years	24.3%	22.9%	21.7%	50.7%	50.5%	50.5%	13.2%	13.8%	14.3%	6.9%	7.5%	7.8%	4.9%	5.3%	5.7%	84,108	63,707	54,704	266	205	190
15-20 years	23.5%	23.3%	21.6%	50.6%	50.3%	49.7%	13.6%	13.8%	14.6%	7.1%	7.2%	7.8%	5.3%	5.3%	6.3%	91,819	66,171	51,533	367	257	244
> 20 years	26.0%	25.0%	23.6%	50.2%	49.9%	50.5%	13.0%	13.6%	13.9%	6.5%	7.0%	7.2%	4.2%	4.5%	4.8%	154,412	133,745	119,107	768	645	575
<b>Time with Current Agency</b>																					
< 1 year	35.3%	34.3%	32.1%	45.3%	46.4%	48.2%	10.4%	9.6%	9.7%	5.7%	5.7%	6.0%	3.3%	4.0%	3.9%	13,988	16,349	13,060	123	110	106
1-3 years	29.1%	27.4%	26.0%	48.0%	48.3%	48.6%	11.7%	12.2%	12.7%	6.8%	7.1%	7.5%	4.5%	5.1%	5.2%	92,715	69,647	47,513	353	209	172
4-5 years	25.8%	24.6%	22.4%	48.8%	48.3%	49.7%	12.6%	13.8%	13.8%	7.4%	7.5%	8.0%	5.3%	5.7%	6.2%	45,807	37,726	38,007	164	121	127
6-10 years	24.6%	23.1%	21.5%	50.5%	50.5%	50.5%	13.0%	13.7%	14.1%	6.9%	7.3%	7.9%	5.0%	5.5%	6.0%	136,633	113,517	97,760	454	394	342
11-20 years	23.7%	22.8%	21.7%	51.2%	51.0%	50.8%	13.4%	14.0%	14.5%	6.8%	7.3%	7.5%	4.8%	4.9%	5.5%	159,159	118,213	98,391	562	435	407
> 20 years	26.9%	25.8%	24.7%	50.9%	51.1%	51.3%	12.5%	12.8%	13.4%	6.0%	6.4%	6.5%	3.6%	3.9%	4.1%	114,159	99,383	87,416	543	452	399
<b>Leaving</b>																					
No	30.2%	28.9%	27.5%	51.4%	51.5%	51.9%	11.0%	11.5%	12.0%	5.0%	5.3%	5.7%	2.5%	2.7%	2.9%	380,220	315,086	258,581	1,300	1,042	924
Yes, to retire	23.5%	21.7%	20.4%	50.7%	50.8%	51.5%	14.6%	15.2%	15.4%	7.0%	7.4%	7.7%	4.2%	4.8%	4.9%	34,602	28,420	22,210	186	135	116
Yes, to other job in Govt	17.1%	15.6%	15.1%	47.3%	46.7%	46.7%	15.8%	16.5%	16.7%	10.7%	11.3%	11.2%	9.2%	9.8%	10.3%	99,541	70,492	70,351	446	328	330
Yes, to other job outside Govt	18.9%	18.2%	15.2%	47.9%	46.8%	46.5%	14.4%	14.7%	15.9%	9.6%	10.1%	11.3%	9.1%	10.2%	11.1%	22,111	19,343	13,724	101	68	58
Yes, other	15.2%	14.3%	13.3%	44.9%	43.8%	44.6%	18.6%	19.2%	18.5%	10.8%	10.8%	11.5%	10.5%	12.0%	12.1%	27,367	22,031	17,881	158	149	128
<b>Retiring</b>																					
Within 1 year	23.9%	22.1%	21.1%	50.2%	50.0%	50.8%	14.3%	14.3%	14.8%	7.0%	7.9%	7.4%	4.7%	5.7%	6.0%	21,050	17,085	13,533	110	88	68
Between 1-3 years	24.5%	23.2%	21.8%	50.9%	50.5%	51.0%	13.9%	14.8%	14.8%	6.6%	6.9%	7.6%	4.2%	4.6%	4.8%	57,066	47,055	37,863	253	223	192
Between 3-5 years	24.3%	23.6%	23.0%	50.9%	50.7%	50.2%	13.5%	14.2%	14.5%	6.9%	7.2%	7.5%	4.4%	4.3%	4.9%	63,201	51,132	42,052	276	211	193
5 or more years	26.6%	25.4%	23.8%	49.9%	49.9%	50.2%	12.3%	12.7%	13.3%	6.7%	7.0%	7.4%	4.6%	5.0%	5.4%	418,170	337,433	286,638	1,522	1,167	1,070

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
Transgender																					
Yes	18.0%	--	--	44.9%	--	--	17.3%	--	--	8.8%	--	--	10.9%	--	--	2,089	--	--	14	--	--
No	26.1%	--	--	50.1%	--	--	12.6%	--	--	6.7%	--	--	4.5%	--	--	542,034	--	--	2,043	--	--
Consider Yourself as:																					
Straight	26.2%	--	--	50.2%	--	--	12.5%	--	--	6.6%	--	--	4.4%	--	--	507,689	--	--	1,870	--	--
Gay or Lesbian	28.6%	--	--	48.0%	--	--	11.2%	--	--	6.7%	--	--	5.5%	--	--	11,747	--	--	47	--	--
Bisexual	28.0%	--	--	45.8%	--	--	12.6%	--	--	7.6%	--	--	6.0%	--	--	5,684	--	--	15	--	--
Something else	19.8%	--	--	46.0%	--	--	16.3%	--	--	9.1%	--	--	8.9%	--	--	10,754	--	--	85	--	--
Military Service																					
No Prior Military Service	26.7%	25.4%	24.0%	50.5%	50.6%	50.8%	12.1%	12.6%	13.1%	6.4%	6.8%	7.2%	4.2%	4.6%	5.0%	385,302	324,181	276,751	1,500	1,220	1,125
Currently in Guard/Reserves	26.0%	25.5%	24.3%	49.0%	49.6%	49.7%	12.9%	12.6%	12.9%	6.9%	7.2%	6.9%	5.2%	5.1%	6.2%	10,736	7,405	6,148	49	25	13
Retired Separated/Discharged	26.4%	25.6%	24.0%	50.0%	49.7%	49.6%	12.9%	13.6%	14.6%	6.6%	6.8%	7.1%	4.1%	4.3%	4.7%	73,957	49,706	39,488	283	181	181
	23.6%	22.4%	20.8%	48.8%	48.5%	49.2%	14.1%	14.8%	14.7%	7.6%	7.9%	8.5%	5.9%	6.4%	6.8%	84,757	68,653	55,599	298	246	210
Disability																					
Yes	24.1%	23.1%	21.7%	46.0%	45.9%	46.3%	14.5%	15.2%	15.3%	8.3%	8.4%	8.9%	7.0%	7.4%	7.8%	83,470	69,157	51,366	464	377	342
No	26.5%	25.3%	23.7%	50.9%	50.9%	51.1%	12.2%	12.7%	13.2%	6.4%	6.7%	7.1%	4.1%	4.4%	4.8%	467,292	382,125	327,760	1,636	1,306	1,199

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
Work Location																					
Headquarters	20.5%	19.5%	18.2%	38.4%	39.0%	37.8%	26.5%	26.4%	27.2%	9.0%	9.0%	9.8%	5.6%	6.1%	6.9%	209,970	171,172	148,980	8,105	7,129	6,695
Field	17.6%	17.0%	15.9%	37.9%	38.0%	37.5%	27.8%	28.0%	28.4%	9.9%	10.1%	10.6%	6.7%	7.0%	7.6%	336,351	269,964	220,786	11,693	9,993	8,904
Supervisory Status																					
Non-Supervisor	17.3%	16.6%	15.3%	36.8%	37.0%	36.1%	29.2%	29.1%	29.9%	9.9%	9.9%	10.7%	6.9%	7.3%	8.1%	357,599	288,785	239,762	17,232	14,746	13,428
Team Leader	17.0%	16.1%	15.3%	37.8%	38.3%	37.6%	27.1%	26.7%	27.4%	11.1%	11.5%	11.8%	7.0%	7.5%	7.9%	72,359	56,557	48,303	1,457	1,258	1,206
Supervisor	21.9%	21.4%	20.1%	42.9%	43.4%	43.3%	22.7%	23.0%	23.2%	8.2%	8.0%	8.8%	4.3%	4.2%	4.6%	76,973	62,080	51,507	949	875	728
Manager	27.1%	27.1%	25.6%	43.3%	42.8%	43.6%	19.7%	20.1%	20.3%	6.7%	6.7%	6.8%	3.2%	3.3%	3.6%	33,812	28,394	24,438	280	292	281
Senior Leader	38.7%	38.0%	36.9%	37.4%	38.2%	38.1%	16.3%	16.5%	16.2%	5.0%	4.9%	5.5%	2.6%	2.3%	3.4%	8,217	8,057	7,993	69	102	109
Sex																					
Male	19.1%	18.3%	17.0%	38.7%	39.1%	38.2%	26.6%	26.6%	27.3%	9.4%	9.6%	10.2%	6.2%	6.4%	7.3%	304,300	226,494	190,793	8,319	6,511	5,951
Female	18.1%	17.5%	16.5%	37.4%	37.4%	37.0%	28.4%	28.3%	28.7%	9.7%	9.8%	10.4%	6.4%	6.9%	7.3%	235,614	210,954	175,910	10,965	10,291	9,392
Hispanic or Latino																					
Yes	20.4%	19.8%	18.6%	36.2%	36.9%	36.3%	26.6%	26.4%	26.5%	9.1%	9.2%	9.6%	7.7%	7.7%	9.0%	51,352	38,240	32,288	1,701	1,412	1,274
No	18.6%	17.8%	16.6%	38.4%	38.6%	37.9%	27.3%	27.4%	28.0%	9.6%	9.7%	10.4%	6.1%	6.5%	7.1%	482,541	394,976	330,697	17,272	15,143	13,872
Race																					
American Indian/ Alaska Native	17.6%	17.5%	16.0%	37.6%	36.9%	35.4%	26.5%	26.2%	27.8%	9.4%	9.5%	10.4%	8.9%	9.8%	10.4%	10,245	9,138	7,617	286	225	209
Asian	19.9%	18.9%	17.8%	42.4%	42.8%	42.2%	25.8%	26.3%	26.8%	6.8%	6.5%	7.5%	5.0%	5.4%	5.7%	27,940	21,123	18,630	1,191	949	892
Black/African American	19.3%	18.7%	17.8%	38.2%	38.6%	37.6%	27.7%	26.7%	27.5%	8.2%	8.8%	9.1%	6.6%	7.2%	7.9%	73,183	61,346	55,016	3,306	3,103	2,995
Native Hawaiian/ Pacific Islander	19.0%	17.7%	17.6%	37.7%	37.5%	36.6%	27.0%	28.4%	27.8%	8.5%	8.8%	9.7%	7.8%	7.6%	8.3%	3,816	2,672	2,147	100	86	67
White	18.8%	18.1%	16.8%	38.1%	38.4%	37.8%	27.1%	27.3%	27.8%	9.9%	10.0%	10.7%	6.0%	6.2%	6.9%	382,210	308,238	254,774	12,372	10,688	9,651
Two or more races (Not Hispanic/ Latino)	17.4%	17.1%	16.2%	35.7%	34.8%	33.3%	27.8%	28.5%	28.5%	10.7%	10.4%	11.6%	8.3%	9.2%	10.5%	21,795	17,939	13,725	941	765	662

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
<b>Age Group</b>																					
25 and under	28.0%	27.0%	27.0%	43.1%	41.7%	43.2%	19.9%	18.6%	19.7%	5.5%	6.8%	6.0%	3.5%	5.8%	4.0%	5,443	3,641	2,611	385	243	229
26-29 years old	24.5%	23.1%	21.8%	39.5%	41.8%	39.9%	22.0%	22.0%	24.0%	8.2%	7.6%	8.3%	5.7%	5.5%	6.1%	15,787	12,387	10,840	681	693	628
30-39 years old	19.9%	18.8%	17.6%	38.4%	38.4%	38.0%	25.1%	25.8%	26.1%	9.6%	9.8%	10.6%	7.0%	7.2%	7.7%	107,968	87,641	72,559	4,084	3,911	3,575
40-49 years old	18.4%	17.7%	16.2%	37.5%	37.9%	37.1%	27.2%	27.2%	28.2%	10.0%	10.1%	10.5%	6.9%	7.1%	8.0%	139,497	119,026	101,746	4,792	4,628	4,208
50-59 years old	17.9%	17.0%	16.0%	38.2%	38.3%	37.3%	28.4%	28.6%	29.1%	9.5%	9.7%	10.4%	5.9%	6.5%	7.2%	185,854	165,884	140,098	6,097	5,957	5,561
60 or older	17.6%	16.3%	15.2%	38.7%	37.9%	37.9%	29.6%	30.6%	30.3%	9.1%	9.4%	10.3%	5.0%	5.8%	6.2%	78,560	76,016	60,210	2,802	2,856	2,471
<b>Level of Education</b>																					
Less than High School	19.0%	24.6%	14.8%	38.0%	31.3%	37.1%	25.4%	26.7%	26.2%	9.5%	6.8%	9.1%	8.2%	10.6%	12.8%	394	425	340	15	15	18
H.S. Diploma/ GED or equiv	16.5%	16.3%	15.3%	37.2%	38.0%	37.8%	29.8%	28.9%	29.6%	9.5%	9.7%	10.4%	7.0%	7.2%	7.0%	23,508	19,007	15,785	599	507	499
Trade/Technical Certificate	15.4%	15.0%	14.3%	35.3%	35.8%	35.7%	29.9%	29.4%	29.1%	10.8%	10.8%	11.8%	8.7%	9.0%	9.1%	12,198	10,545	7,965	291	272	243
Some College (no degree)	17.1%	16.5%	15.3%	36.3%	36.0%	35.4%	29.0%	29.2%	29.9%	9.8%	10.1%	10.6%	7.7%	8.2%	8.8%	77,309	60,853	51,061	2,261	1,969	1,826
Associate's Degree	16.9%	16.3%	15.1%	36.8%	36.7%	36.3%	28.8%	29.0%	28.7%	10.0%	10.4%	11.1%	7.4%	7.6%	8.7%	43,246	34,527	26,919	1,347	1,065	965
Bachelor's Degree	18.6%	18.0%	16.6%	39.1%	39.3%	38.7%	26.8%	26.7%	27.3%	9.6%	9.5%	10.2%	5.9%	6.4%	7.1%	190,840	149,599	127,200	7,144	5,675	5,226
Master's Degree	20.1%	19.4%	18.5%	39.2%	39.7%	38.7%	25.8%	25.6%	26.5%	9.3%	9.6%	10.0%	5.5%	5.7%	6.3%	141,854	114,726	97,599	5,228	4,838	4,296
Doctoral/ Professional Degree	22.1%	20.5%	18.9%	37.5%	38.4%	37.3%	27.0%	27.5%	28.5%	8.7%	8.5%	9.8%	4.8%	5.0%	5.6%	54,083	50,323	41,802	2,673	2,567	2,390
<b>Pay Category</b>																					
Federal Wage System	14.0%	14.3%	12.9%	34.7%	35.1%	34.0%	28.9%	28.0%	28.4%	11.9%	12.2%	13.6%	10.4%	10.5%	11.1%	18,544	12,885	9,429	319	229	166
GS 1-6	18.8%	17.6%	17.3%	34.4%	35.1%	35.1%	29.0%	28.6%	28.1%	9.1%	9.1%	10.3%	8.6%	9.5%	9.2%	21,892	26,243	17,701	1,210	1,296	1,019
GS 7-12	17.7%	17.3%	15.9%	37.8%	38.0%	37.6%	27.8%	27.9%	28.5%	9.8%	9.9%	10.3%	6.9%	7.0%	7.7%	236,236	185,677	146,716	9,141	7,626	6,823
GS 13-15	20.3%	19.6%	18.4%	39.7%	40.4%	39.2%	26.1%	26.2%	26.8%	9.1%	9.1%	10.0%	4.7%	4.8%	5.6%	220,711	178,099	163,287	7,604	6,667	6,467
SES	42.5%	44.1%	44.2%	36.6%	36.7%	37.3%	14.7%	13.5%	13.4%	4.3%	4.2%	3.8%	1.9%	1.4%	1.2%	5,251	5,634	5,717	45	61	56
SL/ST	25.8%	21.9%	23.6%	38.2%	39.8%	35.3%	25.2%	24.9%	28.3%	7.5%	6.9%	7.6%	3.3%	6.5%	5.1%	1,797	1,967	1,531	51	45	39
Other	16.8%	16.0%	14.9%	37.1%	38.0%	36.9%	29.1%	28.4%	29.5%	10.2%	10.3%	10.6%	6.7%	7.3%	8.1%	40,548	30,163	24,914	1,304	1,084	970

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
<b>Time in Federal Government</b>																					
< 1 year	30.7%	28.4%	27.1%	41.1%	40.7%	41.8%	22.9%	24.1%	24.8%	3.2%	4.1%	3.8%	2.0%	2.8%	2.5%	6,211	7,648	5,791	1,046	1,373	1,075
1-3 years	25.2%	24.1%	23.3%	41.1%	41.2%	40.0%	22.4%	22.6%	23.9%	7.0%	7.0%	7.8%	4.2%	5.1%	5.0%	57,160	43,575	28,544	2,266	1,794	1,389
4-5 years	21.1%	19.5%	17.6%	38.8%	38.1%	39.0%	25.0%	25.9%	26.6%	8.9%	9.7%	9.8%	6.1%	6.8%	7.0%	34,024	29,172	28,981	1,178	1,067	1,173
6-10 years	18.1%	17.1%	15.9%	38.2%	38.3%	37.1%	27.0%	27.2%	27.9%	10.0%	10.3%	11.2%	6.7%	7.1%	7.9%	127,644	105,074	88,307	4,506	3,919	3,646
11-14 years	17.0%	16.0%	15.2%	37.5%	37.6%	36.4%	28.1%	28.3%	28.9%	10.4%	10.7%	11.1%	7.0%	7.4%	8.5%	81,466	61,917	53,064	2,789	2,095	1,932
15-20 years	16.4%	16.2%	15.1%	36.5%	36.9%	36.5%	28.9%	28.6%	28.7%	10.7%	10.5%	11.4%	7.5%	7.8%	8.5%	89,254	64,297	50,039	2,759	2,212	1,820
> 20 years	17.3%	16.6%	15.7%	37.8%	38.2%	37.6%	29.3%	29.3%	29.5%	9.6%	9.7%	10.3%	6.0%	6.2%	6.9%	149,579	129,988	115,321	5,176	4,611	4,544
<b>Time with Current Agency</b>																					
< 1 year	27.5%	27.1%	25.8%	39.4%	40.0%	39.6%	26.4%	24.5%	26.3%	4.0%	4.7%	4.4%	2.8%	3.7%	3.8%	11,925	13,882	11,028	2,162	2,601	2,161
1-3 years	24.3%	23.3%	22.4%	40.2%	40.5%	39.5%	22.9%	23.1%	24.0%	7.6%	7.6%	8.4%	4.9%	5.5%	5.7%	89,721	67,485	45,863	3,259	2,472	1,886
4-5 years	19.8%	18.4%	16.8%	38.2%	37.9%	37.7%	25.7%	26.6%	27.1%	9.5%	9.9%	10.5%	6.8%	7.1%	7.9%	44,586	36,823	36,868	1,357	1,097	1,327
6-10 years	17.1%	16.4%	14.8%	37.6%	37.6%	36.9%	27.9%	27.8%	28.5%	10.4%	10.6%	11.5%	7.0%	7.6%	8.3%	132,631	110,300	94,773	4,326	3,759	3,476
11-20 years	16.1%	15.3%	14.9%	37.0%	37.5%	36.4%	29.0%	29.2%	29.1%	10.6%	10.6%	11.3%	7.2%	7.4%	8.3%	154,623	115,045	95,663	4,790	3,776	3,319
> 20 years	17.5%	16.8%	15.8%	38.2%	38.5%	38.4%	29.2%	29.3%	29.5%	9.6%	9.7%	10.1%	5.6%	5.8%	6.3%	110,632	96,701	84,609	3,780	3,317	3,341
<b>Leaving</b>																					
No	22.3%	21.5%	20.3%	41.5%	41.7%	41.4%	25.8%	25.9%	26.7%	7.1%	7.3%	7.7%	3.3%	3.6%	3.9%	367,486	304,712	249,203	13,403	11,893	10,698
Yes, to retire	14.6%	13.6%	12.7%	36.8%	36.6%	37.1%	30.8%	31.7%	30.8%	11.2%	11.1%	11.8%	6.6%	7.0%	7.5%	33,586	27,754	21,624	1,022	843	725
Yes, to other job in Govt	11.8%	10.9%	10.4%	31.8%	32.2%	30.6%	29.8%	29.3%	30.0%	14.4%	14.8%	15.6%	12.2%	12.7%	13.4%	96,559	68,227	68,083	3,367	2,684	2,716
Yes, to other job outside Govt	10.2%	9.8%	8.6%	29.6%	29.4%	26.6%	28.2%	29.0%	29.0%	16.9%	16.3%	17.4%	15.0%	15.4%	18.3%	21,465	18,818	13,273	747	636	540
Yes, other	9.5%	9.0%	8.1%	27.9%	26.8%	27.1%	32.4%	32.4%	31.3%	15.2%	14.9%	15.9%	15.1%	16.9%	17.6%	26,381	21,273	17,195	1,131	955	852
<b>Retiring</b>																					
Within 1 year	14.8%	13.7%	13.3%	35.3%	35.4%	35.4%	30.7%	30.7%	30.5%	11.5%	11.8%	11.7%	7.7%	8.4%	9.2%	20,475	16,696	13,180	584	498	432
Between 1-3 years	15.6%	15.0%	13.6%	37.8%	37.5%	37.7%	30.2%	30.5%	30.5%	10.2%	10.5%	11.2%	6.1%	6.5%	6.9%	55,277	45,795	36,734	1,850	1,559	1,376
Between 3-5 years	16.4%	16.2%	15.1%	37.8%	38.3%	37.6%	29.7%	29.3%	29.9%	10.2%	10.0%	10.7%	5.8%	6.2%	6.7%	61,367	49,755	40,824	1,977	1,648	1,481
5 or more years	19.6%	18.8%	17.5%	38.4%	38.7%	37.8%	26.4%	26.5%	27.2%	9.3%	9.4%	10.1%	6.3%	6.6%	7.3%	404,220	326,038	276,159	15,037	13,129	12,032

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
Transgender																					
Yes	13.5%	--	--	32.1%	--	--	28.5%	--	--	11.7%	--	--	14.2%	--	--	2,009	--	--	84	--	--
No	18.8%	--	--	38.3%	--	--	27.2%	--	--	9.5%	--	--	6.2%	--	--	524,738	--	--	18,516	--	--
Consider Yourself as:																					
Straight	18.9%	--	--	38.5%	--	--	27.1%	--	--	9.4%	--	--	6.1%	--	--	491,763	--	--	17,021	--	--
Gay or Lesbian	19.9%	--	--	36.9%	--	--	26.3%	--	--	9.8%	--	--	7.0%	--	--	11,347	--	--	442	--	--
Bisexual	20.5%	--	--	35.3%	--	--	26.0%	--	--	9.9%	--	--	8.4%	--	--	5,467	--	--	228	--	--
Something else	13.8%	--	--	32.0%	--	--	29.7%	--	--	12.3%	--	--	12.2%	--	--	10,345	--	--	449	--	--
Military Service																					
No Prior Military Service	18.6%	17.8%	16.7%	38.7%	39.0%	38.3%	27.3%	27.5%	28.0%	9.4%	9.4%	10.2%	6.0%	6.2%	6.9%	371,767	313,004	266,438	14,511	12,967	11,929
Currently in Guard/Reserves	20.1%	19.2%	19.2%	38.4%	39.5%	37.9%	24.8%	24.3%	24.9%	9.5%	9.9%	10.5%	7.2%	7.1%	7.5%	10,467	7,205	5,954	292	225	210
Retired Separated/Discharged	20.1%	19.3%	18.0%	38.8%	39.3%	38.3%	27.0%	27.0%	28.1%	9.1%	8.9%	9.6%	5.0%	5.5%	6.1%	72,343	48,660	38,583	1,743	1,279	1,138
	17.7%	17.3%	15.9%	35.7%	35.7%	35.2%	27.6%	27.2%	28.0%	10.6%	11.0%	11.2%	8.3%	8.8%	9.7%	82,280	66,738	53,872	2,621	2,244	1,999
Disability																					
Yes	19.0%	18.2%	17.3%	35.1%	35.8%	34.7%	27.1%	26.9%	27.7%	10.1%	10.2%	10.7%	8.6%	8.9%	9.7%	80,789	67,085	49,621	2,959	2,505	2,141
No	18.7%	18.0%	16.7%	38.8%	39.0%	38.3%	27.2%	27.4%	28.0%	9.4%	9.5%	10.3%	5.8%	6.1%	6.8%	452,267	369,850	316,351	16,004	14,225	13,174

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
Work Location																		
Headquarters	46.5%	46.3%	44.0%	39.6%	39.0%	39.8%	11.4%	11.9%	12.9%	1.8%	2.0%	2.3%	0.7%	0.9%	1.0%	218,710	178,675	155,970
Field	40.3%	41.1%	39.9%	42.3%	41.3%	41.8%	14.0%	14.1%	14.6%	2.4%	2.4%	2.6%	1.0%	1.1%	1.1%	348,999	280,369	230,017
Supervisory Status																		
Non-Supervisor	40.8%	41.4%	39.6%	41.8%	40.9%	41.4%	14.0%	14.1%	15.0%	2.4%	2.5%	2.7%	1.1%	1.1%	1.2%	375,866	304,076	253,539
Team Leader	40.8%	41.3%	40.1%	42.1%	41.1%	41.5%	13.9%	14.3%	14.6%	2.3%	2.4%	2.7%	0.9%	1.0%	1.0%	74,006	57,907	49,591
Supervisor	47.5%	48.1%	46.6%	40.4%	39.6%	40.5%	10.1%	10.3%	10.6%	1.5%	1.5%	1.6%	0.5%	0.5%	0.7%	78,169	63,082	52,364
Manager	52.7%	53.4%	52.3%	38.2%	37.0%	38.1%	7.8%	8.3%	8.1%	1.1%	0.9%	1.1%	0.3%	0.4%	0.5%	34,192	28,727	24,770
Senior Leader	65.2%	64.4%	61.9%	27.8%	27.9%	28.9%	5.5%	6.2%	6.6%	0.9%	0.6%	1.6%	0.6%	0.9%	0.9%	8,317	8,173	8,119
Sex																		
Male	42.2%	42.6%	40.7%	41.3%	40.5%	41.0%	13.2%	13.5%	14.3%	2.3%	2.3%	2.7%	1.0%	1.1%	1.2%	313,635	233,372	197,079
Female	43.3%	43.7%	42.5%	41.3%	40.4%	41.0%	12.6%	12.9%	13.5%	1.9%	2.1%	2.2%	0.8%	0.9%	0.9%	247,190	221,703	185,614
Hispanic or Latino																		
Yes	39.4%	39.6%	38.6%	40.1%	39.9%	39.5%	15.9%	16.1%	16.6%	3.1%	3.0%	3.4%	1.5%	1.4%	1.8%	53,227	39,704	33,642
No	43.1%	43.6%	41.8%	41.4%	40.5%	41.2%	12.6%	12.9%	13.6%	2.0%	2.1%	2.4%	0.8%	0.9%	1.0%	501,261	410,887	345,145
Race																		
American Indian/ Alaska Native	35.7%	36.4%	35.7%	40.1%	40.2%	39.9%	18.5%	18.0%	17.6%	3.6%	3.8%	4.6%	2.0%	1.7%	2.2%	10,591	9,395	7,835
Asian	39.2%	39.0%	38.7%	42.5%	41.9%	41.5%	14.7%	15.5%	15.9%	2.4%	2.4%	2.6%	1.2%	1.2%	1.3%	29,239	22,145	19,581
Black/African American	43.6%	43.0%	41.1%	41.0%	40.0%	40.9%	12.7%	13.8%	14.5%	1.8%	2.1%	2.3%	0.9%	1.2%	1.2%	76,806	64,684	58,160
Native Hawaiian/ Pacific Islander	37.0%	36.7%	33.6%	39.9%	38.4%	41.4%	18.5%	19.1%	20.2%	3.3%	3.1%	3.5%	1.3%	2.7%	1.4%	3,934	2,760	2,214
White	43.6%	44.4%	42.6%	41.3%	40.4%	41.0%	12.3%	12.3%	13.1%	2.1%	2.1%	2.4%	0.8%	0.8%	0.9%	395,599	319,357	264,812
Two or more races (Not Hispanic/ Latino)	38.1%	38.4%	37.8%	41.0%	40.8%	40.0%	16.7%	15.9%	16.7%	2.9%	3.3%	3.6%	1.3%	1.6%	1.9%	22,780	18,740	14,401

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
Age Group																		
25 and under	37.0%	36.1%	37.8%	45.9%	45.4%	46.4%	14.5%	14.4%	12.8%	1.6%	2.6%	1.6%	1.0%	1.4%	1.4%	5,841	3,883	2,838
26-29 years old	34.5%	37.6%	34.1%	45.5%	43.7%	45.0%	16.2%	14.6%	16.2%	2.5%	3.1%	3.3%	1.3%	1.0%	1.4%	16,500	13,078	11,472
30-39 years old	36.6%	36.5%	35.0%	44.1%	43.8%	43.9%	15.5%	15.9%	16.7%	2.6%	2.6%	3.0%	1.2%	1.2%	1.3%	112,214	91,551	76,160
40-49 years old	40.9%	41.1%	39.7%	41.9%	41.5%	41.7%	13.9%	13.8%	14.9%	2.4%	2.4%	2.7%	1.0%	1.1%	1.1%	144,616	123,656	105,918
50-59 years old	46.3%	46.1%	44.2%	39.7%	39.0%	39.8%	11.3%	12.1%	12.8%	1.9%	2.0%	2.2%	0.7%	0.9%	1.0%	192,573	171,926	145,712
60 or older	50.2%	48.8%	47.4%	37.6%	37.3%	38.4%	10.1%	11.3%	11.4%	1.5%	1.8%	2.0%	0.6%	0.7%	0.8%	81,827	78,937	62,694
Level of Education																		
Less than High School	38.1%	37.9%	36.1%	38.8%	36.7%	38.2%	15.8%	19.8%	19.8%	3.5%	2.9%	3.1%	3.8%	2.7%	2.8%	411	443	361
H.S. Diploma/ GED or equiv	40.9%	42.4%	41.9%	40.5%	39.3%	38.7%	14.8%	14.1%	15.2%	2.6%	2.9%	2.9%	1.3%	1.3%	1.3%	24,253	19,573	16,345
Trade/Technical Certificate	40.0%	41.0%	39.8%	41.0%	39.4%	40.9%	15.2%	15.5%	14.9%	2.5%	2.6%	3.1%	1.3%	1.4%	1.3%	12,557	10,843	8,226
Some College (no degree)	40.6%	40.6%	39.7%	40.7%	40.0%	40.1%	14.7%	15.4%	15.8%	2.8%	2.8%	3.2%	1.2%	1.2%	1.3%	79,865	62,936	52,995
Associate's Degree	39.6%	40.2%	39.7%	41.9%	41.2%	40.8%	15.0%	15.0%	15.5%	2.5%	2.6%	2.8%	1.0%	1.1%	1.3%	44,737	35,673	27,921
Bachelor's Degree	41.2%	41.9%	39.7%	42.8%	41.8%	42.8%	13.0%	13.1%	14.1%	2.1%	2.2%	2.4%	0.9%	1.0%	1.0%	198,458	155,520	132,583
Master's Degree	43.8%	44.5%	42.9%	41.5%	40.7%	41.2%	12.1%	12.2%	12.8%	1.9%	1.8%	2.1%	0.8%	0.8%	0.9%	147,452	119,791	102,061
Doctoral/ Professional Degree	53.9%	53.1%	50.7%	35.4%	35.8%	36.8%	8.6%	9.0%	10.0%	1.4%	1.4%	1.7%	0.7%	0.7%	0.8%	56,896	52,957	44,285
Pay Category																		
Federal Wage System	34.9%	35.4%	35.0%	43.3%	41.7%	41.6%	17.3%	17.6%	18.2%	3.2%	3.7%	3.4%	1.3%	1.7%	1.8%	18,933	13,151	9,616
GS 1-6	37.7%	37.7%	37.4%	41.5%	40.1%	40.0%	16.3%	17.1%	17.0%	2.9%	3.3%	4.0%	1.7%	1.8%	1.5%	23,218	27,607	18,759
GS 7-12	39.2%	40.3%	38.8%	42.8%	42.1%	42.5%	14.5%	14.2%	14.8%	2.5%	2.4%	2.7%	1.0%	1.0%	1.2%	246,112	193,626	153,774
GS 13-15	48.4%	49.3%	46.8%	39.4%	38.4%	39.5%	10.1%	10.1%	11.2%	1.5%	1.6%	1.8%	0.6%	0.6%	0.7%	228,854	185,056	170,026
SES	71.5%	73.9%	72.7%	24.0%	22.5%	23.5%	3.7%	2.9%	3.2%	0.5%	0.3%	0.3%	0.3%	0.4%	0.3%	5,312	5,701	5,790
SL/ST	60.7%	56.8%	55.5%	29.3%	31.2%	31.9%	7.9%	9.0%	10.0%	1.8%	2.3%	1.6%	0.3%	0.7%	1.0%	1,855	2,013	1,576
Other	40.4%	41.9%	40.3%	41.8%	40.5%	41.2%	14.4%	14.2%	14.7%	2.3%	2.3%	2.6%	1.0%	1.1%	1.1%	41,995	31,335	25,938

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
Time in Federal Government																		
< 1 year	45.6%	46.9%	45.6%	42.2%	40.2%	42.5%	10.7%	10.6%	10.0%	1.0%	1.8%	1.4%	0.6%	0.5%	0.6%	7,285	9,036	6,869
1-3 years	41.1%	42.2%	40.2%	43.0%	41.5%	42.2%	13.0%	13.1%	14.4%	2.0%	2.3%	2.4%	0.9%	0.9%	0.8%	59,541	45,453	30,003
4-5 years	39.2%	40.0%	38.9%	42.8%	41.5%	42.1%	14.6%	14.7%	15.0%	2.5%	2.6%	2.8%	1.0%	1.3%	1.2%	35,270	30,308	30,194
6-10 years	39.7%	40.0%	38.2%	42.7%	42.2%	42.3%	14.3%	14.4%	15.4%	2.4%	2.4%	2.8%	1.0%	1.1%	1.3%	132,485	109,165	92,104
11-14 years	40.7%	40.8%	39.2%	42.1%	41.5%	41.9%	13.9%	14.1%	14.9%	2.4%	2.4%	2.8%	1.0%	1.1%	1.3%	84,458	64,123	55,075
15-20 years	41.8%	42.9%	41.3%	40.9%	39.7%	40.4%	13.8%	13.8%	14.5%	2.5%	2.4%	2.7%	1.0%	1.1%	1.2%	92,291	66,633	51,951
> 20 years	48.2%	48.7%	47.0%	38.6%	37.6%	38.6%	10.7%	11.1%	11.5%	1.8%	1.7%	2.0%	0.8%	0.8%	0.9%	155,342	134,842	120,076
Time with Current Agency																		
< 1 year	44.3%	46.5%	44.4%	41.9%	39.7%	41.7%	11.7%	11.2%	11.2%	1.4%	1.9%	1.9%	0.8%	0.6%	0.8%	14,131	16,521	13,203
1-3 years	41.0%	41.6%	40.3%	42.4%	41.1%	41.6%	13.5%	13.8%	14.5%	2.2%	2.4%	2.6%	0.9%	1.0%	1.0%	93,206	70,086	47,841
4-5 years	39.3%	40.1%	38.4%	42.4%	41.4%	42.1%	14.7%	14.5%	15.4%	2.5%	2.7%	2.9%	1.1%	1.2%	1.3%	46,040	37,995	38,264
6-10 years	40.0%	40.1%	38.2%	42.3%	41.9%	42.3%	14.3%	14.4%	15.4%	2.4%	2.4%	2.8%	1.0%	1.1%	1.3%	137,298	114,267	98,433
11-20 years	42.2%	42.8%	41.2%	41.2%	40.4%	40.8%	13.3%	13.4%	14.3%	2.3%	2.4%	2.6%	0.9%	1.1%	1.1%	159,890	119,014	99,089
> 20 years	49.2%	49.9%	48.5%	38.4%	37.4%	38.3%	10.1%	10.5%	10.7%	1.6%	1.5%	1.8%	0.7%	0.7%	0.7%	114,841	100,179	88,117
Leaving																		
No	48.9%	49.6%	48.0%	40.6%	39.6%	40.4%	9.1%	9.3%	9.9%	1.1%	1.1%	1.3%	0.4%	0.4%	0.4%	381,959	317,185	260,334
Yes, to retire	44.9%	44.4%	44.2%	39.9%	39.8%	39.8%	12.4%	12.6%	12.9%	2.0%	2.3%	2.1%	0.8%	0.9%	1.0%	34,833	28,665	22,404
Yes, to other job in Govt	28.4%	27.6%	27.4%	44.0%	43.5%	43.4%	21.4%	22.2%	22.1%	4.3%	4.6%	4.8%	1.9%	2.1%	2.2%	100,171	71,043	70,922
Yes, to other job outside Govt	27.4%	28.2%	25.2%	40.7%	41.0%	40.4%	23.7%	22.4%	25.0%	5.4%	5.2%	6.4%	2.7%	3.2%	3.0%	22,252	19,481	13,827
Yes, other	26.1%	26.0%	24.3%	41.8%	40.7%	41.9%	23.7%	24.4%	24.4%	5.6%	5.7%	5.9%	2.9%	3.2%	3.5%	27,575	22,248	18,062
Retiring																		
Within 1 year	44.3%	43.4%	43.1%	38.9%	39.0%	40.3%	13.2%	13.2%	12.8%	2.5%	2.8%	2.6%	1.2%	1.6%	1.2%	21,187	17,223	13,639
Between 1-3 years	46.8%	46.6%	45.1%	39.3%	38.6%	39.5%	11.4%	12.1%	12.6%	1.9%	2.0%	2.0%	0.7%	0.8%	0.8%	57,390	47,458	38,176
Between 3-5 years	45.8%	46.9%	45.3%	39.9%	38.9%	39.6%	11.7%	11.6%	12.1%	1.9%	1.8%	2.2%	0.7%	0.8%	0.8%	63,582	51,504	42,392
5 or more years	41.6%	42.2%	40.5%	41.9%	41.0%	41.4%	13.4%	13.5%	14.3%	2.2%	2.3%	2.6%	0.9%	1.0%	1.1%	420,226	339,744	288,653

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
Transgender																		
Yes	32.8%	--	--	39.5%	--	--	18.4%	--	--	4.6%	--	--	4.8%	--	--	2,108	--	--
No	42.7%	--	--	41.3%	--	--	13.0%	--	--	2.2%	--	--	0.9%	--	--	544,840	--	--
Consider Yourself as:																		
Straight	43.0%	--	--	41.3%	--	--	12.8%	--	--	2.1%	--	--	0.9%	--	--	510,283	--	--
Gay or Lesbian	43.2%	--	--	39.9%	--	--	13.5%	--	--	2.2%	--	--	1.2%	--	--	11,814	--	--
Bisexual	38.2%	--	--	41.7%	--	--	15.8%	--	--	2.9%	--	--	1.4%	--	--	5,710	--	--
Something else	32.3%	--	--	41.6%	--	--	19.4%	--	--	4.2%	--	--	2.6%	--	--	10,836	--	--
Military Service																		
No Prior Military Service	43.3%	44.1%	42.3%	41.4%	40.5%	41.2%	12.5%	12.5%	13.3%	2.0%	2.0%	2.3%	0.8%	0.9%	1.0%	387,312	326,558	278,833
Currently in Guard/Reserves	35.7%	35.7%	35.5%	43.5%	44.4%	43.1%	16.7%	15.1%	16.2%	2.8%	3.1%	3.3%	1.3%	1.6%	1.7%	10,798	7,443	6,170
Retired Separated/Discharged	45.9%	45.7%	44.1%	40.3%	39.7%	40.4%	11.4%	11.8%	12.5%	1.8%	1.9%	2.1%	0.6%	0.8%	0.8%	74,360	50,032	39,795
	38.7%	39.0%	37.6%	41.4%	40.2%	40.6%	15.6%	16.2%	16.7%	3.0%	3.1%	3.5%	1.4%	1.5%	1.6%	85,164	69,097	55,965
Disability																		
Yes	40.7%	40.4%	39.5%	39.8%	39.5%	39.4%	15.1%	15.4%	16.0%	2.9%	3.1%	3.4%	1.5%	1.6%	1.7%	84,041	69,703	51,847
No	43.1%	43.7%	41.9%	41.6%	40.6%	41.3%	12.6%	12.7%	13.5%	2.0%	2.0%	2.3%	0.8%	0.9%	1.0%	469,587	384,780	330,081

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
<b>Work Location</b>																					
Headquarters	35.2%	18.7%	17.1%	46.7%	54.2%	53.8%	10.9%	15.7%	16.7%	5.4%	8.3%	8.9%	1.9%	3.1%	3.4%	217,148	175,279	152,689	1,674	2,889	2,845
Field	29.9%	15.8%	14.3%	49.5%	54.1%	54.3%	12.7%	17.1%	17.5%	5.8%	9.3%	9.9%	2.2%	3.7%	4.0%	346,242	275,714	225,930	2,892	3,920	3,491
<b>Supervisory Status</b>																					
Non-Supervisor	31.5%	16.5%	14.9%	48.0%	54.0%	53.9%	12.8%	17.2%	18.0%	5.6%	8.7%	9.4%	2.2%	3.6%	3.9%	372,100	297,364	247,332	4,006	5,801	5,441
Team Leader	28.8%	14.8%	13.9%	49.2%	53.1%	53.5%	12.8%	17.5%	17.7%	6.8%	10.6%	10.8%	2.3%	3.9%	4.1%	73,649	57,101	48,883	368	661	583
Supervisor	33.2%	17.5%	15.8%	50.5%	56.1%	56.5%	9.7%	14.7%	15.2%	5.1%	9.0%	9.5%	1.5%	2.8%	3.1%	77,987	62,596	51,952	186	328	287
Manager	36.5%	21.5%	19.8%	49.6%	55.5%	55.7%	8.0%	12.1%	13.1%	4.6%	8.4%	8.8%	1.3%	2.6%	2.6%	34,158	28,598	24,673	39	78	66
Senior Leader	49.9%	32.2%	30.5%	40.1%	51.0%	49.6%	5.5%	9.4%	10.2%	3.2%	5.5%	7.1%	1.2%	2.1%	2.6%	8,304	8,135	8,087	20	18	20
<b>Sex</b>																					
Male	32.1%	17.6%	15.8%	48.5%	54.0%	54.0%	11.8%	16.1%	16.9%	5.4%	8.8%	9.4%	2.1%	3.5%	3.9%	311,647	230,324	194,312	2,041	2,592	2,379
Female	31.7%	16.0%	14.7%	48.3%	54.6%	54.6%	12.1%	17.0%	17.5%	5.8%	9.0%	9.7%	2.0%	3.3%	3.5%	245,012	216,898	181,180	2,343	4,016	3,772
<b>Hispanic or Latino</b>																					
Yes	31.3%	17.6%	16.6%	46.6%	51.9%	51.5%	13.3%	17.1%	17.1%	5.9%	9.3%	9.9%	2.8%	4.1%	4.9%	52,843	39,083	33,100	400	533	458
No	32.1%	16.9%	15.2%	48.7%	54.6%	54.6%	11.8%	16.4%	17.1%	5.5%	8.8%	9.4%	2.0%	3.3%	3.6%	497,542	403,766	338,609	3,898	5,955	5,571
<b>Race</b>																					
American Indian/ Alaska Native	27.5%	14.7%	13.6%	46.4%	49.2%	48.4%	16.1%	21.4%	21.3%	6.7%	9.7%	10.4%	3.3%	5.0%	6.3%	10,488	9,227	7,689	101	141	127
Asian	31.5%	18.0%	17.0%	49.7%	54.6%	54.1%	12.2%	17.1%	17.0%	4.5%	7.3%	8.5%	2.1%	3.0%	3.3%	29,036	21,834	19,287	212	264	252
Black/African American	35.7%	19.3%	18.1%	47.0%	55.1%	55.0%	11.1%	15.6%	16.4%	4.3%	6.6%	7.0%	1.9%	3.4%	3.5%	76,209	63,197	56,746	658	1,157	1,130
Native Hawaiian/ Pacific Islander	29.9%	15.0%	14.8%	46.4%	50.4%	50.9%	15.5%	21.0%	18.6%	5.3%	9.1%	11.1%	2.9%	4.5%	4.6%	3,913	2,723	2,179	21	30	27
White	31.8%	16.7%	14.9%	48.8%	54.7%	54.8%	11.7%	16.1%	16.8%	5.8%	9.3%	9.9%	2.0%	3.2%	3.6%	392,855	314,403	260,317	2,832	4,233	3,858
Two or more races (Not Hispanic/ Latino)	28.8%	14.8%	14.0%	47.4%	50.5%	49.7%	13.9%	18.3%	19.6%	7.0%	10.8%	11.6%	2.9%	5.6%	5.1%	22,531	18,338	14,071	265	344	303

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
<b>Age Group</b>																					
25 and under	33.5%	21.8%	20.2%	51.4%	57.3%	59.7%	10.4%	11.2%	12.1%	3.6%	6.3%	5.3%	1.1%	3.4%	2.6%	5,794	3,724	2,719	49	36	24
26-29 years old	30.2%	19.3%	17.1%	50.6%	56.6%	56.1%	12.1%	13.0%	15.1%	5.2%	7.7%	8.4%	1.9%	3.4%	3.3%	16,392	12,610	11,054	105	117	144
30-39 years old	29.2%	16.1%	14.5%	50.1%	54.3%	54.5%	12.3%	16.1%	16.9%	6.0%	9.6%	10.1%	2.4%	3.8%	4.1%	111,522	88,600	73,814	718	1,074	964
40-49 years old	30.8%	16.4%	14.8%	48.9%	53.9%	53.8%	12.0%	16.9%	17.4%	6.0%	9.1%	9.9%	2.3%	3.7%	4.1%	143,597	119,863	102,650	1,032	1,676	1,674
50-59 years old	33.6%	16.7%	15.1%	47.4%	54.1%	54.1%	11.8%	17.2%	17.6%	5.4%	8.8%	9.5%	1.9%	3.2%	3.7%	191,222	166,872	141,415	1,466	2,771	2,585
60 or older	35.6%	17.2%	16.4%	46.5%	53.8%	53.6%	11.5%	17.8%	18.3%	4.7%	8.3%	8.6%	1.6%	2.9%	3.1%	80,996	76,581	60,846	870	1,536	1,341
<b>Level of Education</b>																					
Less than High School	29.8%	20.0%	20.0%	41.1%	45.0%	39.1%	20.7%	25.8%	30.1%	5.8%	4.1%	5.4%	2.5%	4.9%	5.3%	400	423	353	13	18	8
H.S. Diploma/ GED or equiv	30.6%	15.3%	15.1%	47.4%	54.2%	54.4%	15.1%	20.0%	19.8%	4.9%	7.3%	7.7%	2.1%	3.1%	3.1%	24,039	19,181	15,994	216	322	290
Trade/Technical Certificate	29.3%	13.6%	13.2%	47.5%	55.4%	53.7%	15.1%	19.0%	20.5%	5.7%	8.1%	8.7%	2.4%	3.8%	3.9%	12,486	10,632	8,069	74	174	125
Some College (no degree)	30.6%	15.5%	14.1%	47.7%	53.1%	53.0%	13.7%	18.9%	19.8%	5.7%	8.9%	9.1%	2.3%	3.6%	3.9%	79,265	61,785	51,903	653	964	894
Associate's Degree	30.1%	15.7%	15.1%	48.5%	53.3%	53.2%	13.5%	19.1%	18.2%	5.6%	8.6%	9.5%	2.2%	3.4%	3.9%	44,433	34,992	27,344	336	558	502
Bachelor's Degree	30.6%	16.3%	14.5%	49.8%	54.7%	54.9%	11.9%	16.2%	16.8%	5.7%	9.4%	10.0%	2.0%	3.5%	3.8%	196,892	152,868	130,120	1,636	2,247	2,129
Master's Degree	32.5%	17.9%	16.2%	48.8%	54.8%	54.6%	10.9%	14.7%	15.6%	5.8%	9.2%	9.8%	2.0%	3.4%	3.7%	146,383	117,831	100,262	1,095	1,659	1,553
Doctoral/ Professional Degree	41.9%	22.3%	19.7%	43.9%	53.8%	54.4%	8.0%	13.1%	13.7%	4.4%	7.7%	8.8%	1.7%	3.1%	3.4%	56,474	52,085	43,469	456	732	706
<b>Pay Category</b>																					
Federal Wage System	25.7%	13.9%	12.7%	48.6%	51.7%	52.5%	15.9%	19.6%	20.8%	6.9%	10.4%	9.9%	2.8%	4.4%	4.1%	18,841	12,998	9,513	100	126	84
GS 1-6	30.2%	16.7%	15.7%	47.2%	52.5%	53.2%	14.6%	19.2%	19.5%	5.4%	7.6%	8.0%	2.6%	4.0%	3.6%	22,941	26,933	18,265	314	558	430
GS 7-12	30.2%	16.1%	14.8%	49.0%	54.2%	54.0%	12.8%	17.4%	17.8%	5.7%	8.8%	9.6%	2.2%	3.5%	3.8%	243,960	189,939	150,487	2,251	3,108	2,793
GS 13-15	34.9%	18.4%	16.3%	47.8%	55.0%	54.7%	10.1%	14.4%	15.5%	5.4%	9.3%	10.0%	1.8%	3.0%	3.5%	227,403	182,102	167,027	1,531	2,536	2,617
SES	54.2%	37.9%	36.1%	38.3%	48.1%	49.2%	3.9%	7.9%	8.3%	3.0%	4.8%	4.8%	0.7%	1.4%	1.7%	5,304	5,675	5,779	10	12	2
SL/ST	45.0%	22.7%	21.9%	41.4%	53.3%	53.6%	7.2%	13.2%	14.5%	4.5%	7.1%	7.6%	2.0%	3.7%	2.3%	1,840	1,992	1,561	16	19	13
Other	30.0%	15.7%	14.1%	49.7%	54.8%	55.5%	13.0%	17.0%	16.6%	5.3%	8.7%	9.2%	2.1%	3.8%	4.5%	41,712	30,870	25,515	294	362	339

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
Time in Federal Government																					
< 1 year	41.7%	27.5%	26.8%	47.0%	56.2%	57.1%	7.9%	10.7%	10.1%	2.6%	4.0%	4.5%	0.9%	1.7%	1.4%	7,190	8,850	6,756	96	155	100
1-3 years	34.9%	20.9%	19.1%	48.7%	56.2%	57.1%	10.5%	13.7%	14.7%	4.4%	6.5%	6.5%	1.6%	2.6%	2.6%	59,171	44,799	29,543	392	533	374
4-5 years	31.9%	17.8%	15.8%	48.6%	53.1%	55.3%	12.0%	16.7%	16.4%	5.6%	8.8%	9.1%	2.0%	3.5%	3.3%	35,055	29,841	29,700	248	381	416
6-10 years	30.2%	15.7%	14.3%	49.2%	54.2%	54.0%	12.4%	17.0%	17.5%	6.0%	9.5%	10.1%	2.2%	3.7%	4.1%	131,529	107,371	90,440	990	1,496	1,440
11-14 years	29.9%	15.3%	14.0%	49.1%	54.3%	52.9%	12.6%	16.6%	18.3%	6.1%	10.0%	10.5%	2.3%	3.7%	4.2%	83,814	63,073	54,095	678	896	824
15-20 years	30.1%	15.8%	13.8%	48.6%	53.0%	53.1%	12.7%	17.7%	18.1%	6.2%	9.6%	10.6%	2.3%	3.9%	4.5%	91,614	65,436	50,944	707	986	848
> 20 years	33.7%	16.4%	15.1%	47.2%	54.0%	53.8%	11.9%	17.5%	17.7%	5.3%	8.9%	9.7%	2.0%	3.3%	3.7%	154,015	132,160	117,445	1,430	2,309	2,289
Time with Current Agency																					
< 1 year	39.3%	26.2%	25.4%	46.2%	54.8%	55.1%	9.3%	11.8%	11.9%	3.8%	5.3%	5.5%	1.4%	2.0%	2.2%	13,946	16,152	12,949	194	322	226
1-3 years	34.0%	20.1%	18.5%	48.0%	55.0%	55.3%	10.9%	14.5%	15.6%	5.1%	7.5%	7.6%	1.9%	2.9%	3.0%	92,616	68,984	47,070	620	909	647
4-5 years	31.1%	16.8%	15.0%	48.2%	53.2%	54.7%	12.5%	16.8%	16.8%	6.0%	9.3%	9.6%	2.2%	3.9%	3.9%	45,738	37,400	37,571	351	499	581
6-10 years	29.9%	15.3%	13.4%	49.1%	53.7%	53.9%	12.7%	17.4%	17.8%	6.1%	9.8%	10.7%	2.2%	3.8%	4.2%	136,287	112,306	96,596	1,049	1,617	1,571
11-20 years	30.2%	15.2%	13.9%	49.0%	54.2%	53.5%	12.6%	17.4%	18.2%	6.0%	9.6%	10.1%	2.3%	3.7%	4.2%	158,704	116,945	97,239	1,244	1,733	1,608
> 20 years	34.1%	16.5%	15.4%	47.5%	54.5%	54.1%	11.6%	17.2%	17.6%	5.0%	8.7%	9.6%	1.8%	3.0%	3.3%	113,834	98,301	86,224	1,070	1,633	1,614
Leaving																					
No	37.1%	20.3%	18.6%	49.0%	57.6%	57.8%	9.4%	14.2%	15.0%	3.5%	6.3%	6.7%	0.9%	1.6%	1.9%	379,527	312,273	255,933	2,557	4,096	3,764
Yes, to retire	30.4%	14.1%	13.5%	48.1%	52.7%	53.2%	13.6%	19.5%	19.2%	5.8%	10.1%	10.5%	2.0%	3.6%	3.6%	34,507	28,076	21,930	338	515	420
Yes, to other job in Govt	20.9%	9.7%	9.0%	48.0%	48.2%	48.0%	17.1%	20.9%	21.3%	9.8%	14.3%	14.7%	4.2%	6.8%	7.0%	99,289	69,494	69,317	937	1,282	1,344
Yes, to other job outside Govt	19.2%	8.8%	6.9%	45.2%	43.4%	41.7%	17.4%	20.1%	20.8%	12.0%	17.9%	19.8%	6.1%	9.8%	10.8%	22,009	19,147	13,538	253	295	254
Yes, other	18.4%	8.0%	7.0%	45.5%	42.6%	43.6%	20.1%	24.9%	23.6%	10.5%	15.4%	16.1%	5.6%	9.0%	9.7%	27,150	21,650	17,531	434	531	469
Retiring																					
Within 1 year	30.3%	14.0%	13.5%	47.0%	52.1%	51.9%	13.8%	18.6%	19.1%	6.3%	10.9%	11.0%	2.5%	4.5%	4.4%	20,994	16,892	13,359	204	289	250
Between 1-3 years	32.6%	15.5%	14.1%	47.4%	53.3%	54.0%	12.5%	18.6%	18.7%	5.6%	9.5%	9.7%	1.9%	3.2%	3.5%	56,837	46,480	37,381	573	851	705
Between 3-5 years	32.1%	15.9%	14.8%	48.2%	54.8%	53.9%	12.4%	17.2%	18.2%	5.6%	8.9%	9.5%	1.7%	3.3%	3.6%	63,080	50,545	41,551	543	831	733
5 or more years	31.9%	17.3%	15.6%	48.7%	54.4%	54.5%	11.8%	16.1%	16.7%	5.5%	8.7%	9.4%	2.1%	3.4%	3.7%	417,260	334,137	283,371	3,112	4,656	4,466

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
Transgender																					
Yes	24.9%	--	--	43.8%	--	--	16.7%	--	--	8.1%	--	--	6.4%	--	--	2,071	--	--	38	--	--
No	32.1%	--	--	48.5%	--	--	11.9%	--	--	5.5%	--	--	2.0%	--	--	540,880	--	--	4,139	--	--
Consider Yourself as:																					
Straight	32.3%	--	--	48.6%	--	--	11.7%	--	--	5.4%	--	--	2.0%	--	--	506,696	--	--	3,730	--	--
Gay or Lesbian	31.8%	--	--	47.1%	--	--	12.1%	--	--	6.4%	--	--	2.6%	--	--	11,736	--	--	91	--	--
Bisexual	29.6%	--	--	48.2%	--	--	11.9%	--	--	7.1%	--	--	3.2%	--	--	5,671	--	--	47	--	--
Something else	23.1%	--	--	44.7%	--	--	18.2%	--	--	9.2%	--	--	4.7%	--	--	10,668	--	--	185	--	--
Military Service																					
No Prior Military Service	31.7%	16.3%	14.8%	49.0%	55.0%	54.8%	11.8%	16.6%	17.1%	5.5%	8.9%	9.6%	1.9%	3.2%	3.7%	384,186	320,635	273,270	3,275	4,991	4,756
Currently in Guard/Reserves	29.2%	17.9%	16.6%	50.3%	55.4%	56.6%	12.2%	14.3%	14.5%	5.5%	8.4%	8.3%	2.7%	4.0%	4.0%	10,747	7,361	6,107	52	63	50
Retired Separated/Discharged	35.9%	19.9%	18.5%	47.1%	55.3%	55.4%	10.6%	14.8%	15.7%	4.8%	7.3%	7.9%	1.6%	2.7%	2.5%	74,015	49,398	39,285	363	519	431
	29.8%	16.3%	14.7%	47.5%	51.1%	51.3%	13.5%	18.0%	18.5%	6.5%	10.3%	10.6%	2.7%	4.4%	4.8%	84,545	67,952	54,964	658	977	859
Disability																					
Yes	31.9%	17.6%	16.0%	45.3%	50.4%	50.8%	13.4%	17.5%	18.3%	6.5%	9.8%	10.1%	3.0%	4.8%	4.8%	83,268	68,423	50,758	835	1,129	974
No	32.0%	16.8%	15.2%	49.1%	55.1%	55.0%	11.6%	16.3%	16.9%	5.4%	8.7%	9.3%	1.9%	3.1%	3.5%	466,285	378,226	323,998	3,446	5,446	5,146

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>11.4%</b>	<b>11.3%</b>	<b>10.1%</b>	<b>37.2%</b>	<b>36.0%</b>	<b>34.7%</b>	<b>24.1%</b>	<b>24.4%</b>	<b>24.6%</b>	<b>17.6%</b>	<b>18.5%</b>	<b>19.8%</b>	<b>9.7%</b>	<b>9.7%</b>	<b>10.7%</b>	<b>574,941</b>	<b>465,394</b>	<b>390,805</b>	12,568	10,900	9,449
<b>Work Location</b>																					
Headquarters	13.4%	13.1%	11.7%	39.2%	37.8%	35.9%	22.5%	23.5%	24.0%	16.2%	17.0%	18.8%	8.7%	8.6%	9.7%	213,358	173,589	151,374	4,852	4,519	4,076
Field	10.4%	10.6%	9.3%	36.2%	35.1%	34.1%	24.7%	24.6%	24.6%	18.4%	19.4%	20.5%	10.3%	10.4%	11.5%	341,178	273,757	224,503	7,021	5,815	4,815
<b>Supervisory Status</b>																					
Non-Supervisor	10.8%	10.9%	9.5%	35.5%	34.5%	33.0%	25.0%	25.0%	25.4%	18.1%	19.0%	20.4%	10.6%	10.6%	11.8%	365,016	294,626	245,380	9,967	8,526	7,375
Team Leader	10.2%	10.0%	8.8%	37.0%	35.0%	34.6%	24.0%	24.4%	24.1%	18.9%	20.2%	21.3%	9.8%	10.5%	11.3%	72,736	56,705	48,579	1,093	1,025	855
Supervisor	12.6%	12.5%	11.6%	42.7%	42.0%	39.3%	21.6%	22.6%	23.2%	15.9%	16.6%	18.2%	7.3%	6.4%	7.7%	77,308	62,203	51,602	686	672	572
Manager	16.6%	17.0%	15.3%	45.8%	44.1%	44.3%	18.3%	19.4%	19.6%	13.6%	14.2%	15.1%	5.6%	5.4%	5.7%	33,920	28,486	24,532	204	167	139
Senior Leader	29.8%	28.7%	26.7%	45.1%	44.0%	41.9%	13.1%	15.2%	15.7%	8.2%	8.3%	10.6%	3.8%	3.8%	5.1%	8,269	8,117	8,056	39	38	50
<b>Sex</b>																					
Male	12.1%	12.3%	10.8%	38.2%	37.1%	35.6%	23.9%	24.3%	24.4%	16.5%	17.1%	18.8%	9.3%	9.3%	10.5%	307,636	228,561	192,983	5,294	4,175	3,528
Female	10.8%	10.6%	9.6%	36.4%	35.1%	33.8%	23.9%	24.0%	24.5%	18.9%	20.2%	21.1%	10.0%	10.1%	11.0%	240,313	215,015	179,737	6,265	5,925	5,199
<b>Hispanic or Latino</b>																					
Yes	12.3%	12.0%	11.1%	35.6%	35.1%	33.7%	24.7%	24.7%	24.8%	16.8%	17.9%	18.7%	10.7%	10.2%	11.7%	51,950	38,763	32,769	1,131	848	751
No	11.6%	11.5%	10.2%	37.8%	36.4%	35.0%	23.7%	24.1%	24.4%	17.5%	18.5%	19.9%	9.4%	9.6%	10.6%	489,875	400,514	336,202	10,227	9,080	7,832
<b>Race</b>																					
American Indian/ Alaska Native	10.3%	10.4%	9.2%	34.8%	31.7%	31.9%	26.1%	26.8%	26.4%	17.7%	19.1%	19.3%	11.1%	12.1%	13.0%	10,315	9,168	7,629	249	202	187
Asian	15.0%	14.6%	13.6%	43.9%	42.4%	40.7%	22.5%	23.2%	23.8%	11.5%	12.4%	14.2%	7.1%	7.4%	7.7%	28,643	21,668	19,149	521	402	359
Black/African American	13.2%	12.2%	11.6%	38.9%	38.6%	36.6%	24.1%	24.1%	24.8%	14.5%	16.1%	16.9%	9.3%	9.1%	10.1%	74,305	62,481	56,125	2,174	1,892	1,773
Native Hawaiian/ Pacific Islander	12.6%	11.0%	10.3%	37.6%	36.2%	36.0%	26.1%	27.1%	24.7%	13.1%	16.3%	17.5%	10.6%	9.5%	11.6%	3,862	2,701	2,173	65	52	36
White	11.3%	11.5%	10.0%	37.3%	35.9%	34.7%	23.6%	24.0%	24.1%	18.4%	19.1%	20.7%	9.4%	9.4%	10.5%	387,576	312,084	258,609	7,267	6,397	5,426
Two or more races (Not Hispanic/ Latino)	9.9%	9.7%	8.5%	32.3%	30.6%	29.5%	24.9%	24.6%	25.0%	19.9%	20.8%	21.8%	13.1%	14.3%	15.2%	22,123	18,182	13,981	593	507	382

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>11.4%</b>	<b>11.3%</b>	<b>10.1%</b>	<b>37.2%</b>	<b>36.0%</b>	<b>34.7%</b>	<b>24.1%</b>	<b>24.4%</b>	<b>24.6%</b>	<b>17.6%</b>	<b>18.5%</b>	<b>19.8%</b>	<b>9.7%</b>	<b>9.7%</b>	<b>10.7%</b>	<b>574,941</b>	<b>465,394</b>	<b>390,805</b>	<b>12,568</b>	<b>10,900</b>	<b>9,449</b>
<b>Age Group</b>																					
25 and under	13.6%	14.5%	13.6%	42.4%	41.4%	41.9%	23.0%	23.2%	23.8%	14.7%	13.5%	13.4%	6.3%	7.4%	7.3%	5,638	3,670	2,658	191	88	85
26-29 years old	12.5%	13.0%	10.9%	37.1%	37.3%	35.6%	23.5%	22.5%	23.7%	17.8%	17.7%	18.9%	9.1%	9.5%	10.9%	16,068	12,466	10,949	387	258	252
30-39 years old	11.3%	10.7%	9.5%	35.9%	34.7%	33.4%	23.1%	23.2%	23.9%	18.8%	20.5%	21.5%	10.9%	10.9%	11.7%	109,852	87,778	73,138	2,154	1,849	1,572
40-49 years old	11.2%	11.0%	9.8%	36.6%	35.3%	34.0%	23.5%	24.0%	24.0%	18.3%	19.3%	20.6%	10.4%	10.3%	11.5%	141,527	118,901	101,995	2,803	2,580	2,318
50-59 years old	11.9%	11.5%	10.2%	38.8%	36.9%	35.5%	24.0%	24.8%	24.9%	16.5%	17.6%	19.2%	8.8%	9.1%	10.3%	188,323	165,590	140,469	3,757	3,928	3,447
60 or older	12.2%	11.8%	10.9%	39.0%	36.6%	35.0%	25.4%	26.2%	26.6%	15.7%	17.1%	18.4%	7.8%	8.3%	9.1%	79,593	75,947	60,357	1,950	2,157	1,744
<b>Level of Education</b>																					
Less than High School	13.1%	18.9%	13.3%	34.8%	37.3%	34.9%	32.2%	25.7%	31.2%	11.0%	9.7%	13.3%	8.9%	8.4%	7.3%	397	421	342	13	20	17
H.S. Diploma/ GED or equiv	10.4%	11.1%	10.5%	37.6%	37.6%	37.0%	29.4%	28.9%	28.1%	14.9%	14.7%	16.0%	7.7%	7.7%	8.4%	23,525	19,021	15,883	616	479	389
Trade/Technical Certificate	9.3%	8.9%	7.9%	35.3%	35.6%	34.7%	29.4%	28.6%	28.8%	17.1%	17.5%	18.8%	8.8%	9.4%	9.9%	12,248	10,556	8,007	261	255	185
Some College (no degree)	10.4%	10.3%	9.2%	35.1%	34.2%	33.4%	27.4%	27.4%	27.6%	17.2%	18.2%	19.1%	9.9%	9.9%	10.8%	77,809	61,225	51,469	1,805	1,485	1,316
Associate's Degree	10.7%	10.5%	10.1%	37.1%	35.2%	34.1%	26.0%	26.1%	25.4%	16.8%	18.5%	19.4%	9.4%	9.7%	11.0%	43,639	34,740	27,145	966	792	680
Bachelor's Degree	11.2%	11.2%	9.9%	37.7%	36.7%	34.9%	23.7%	23.7%	24.3%	17.9%	18.8%	20.2%	9.5%	9.6%	10.8%	193,890	151,763	129,304	4,158	3,361	2,894
Master's Degree	12.9%	12.8%	11.3%	39.0%	37.4%	35.9%	20.8%	21.6%	21.9%	17.7%	18.6%	20.3%	9.6%	9.6%	10.6%	144,509	116,983	99,614	2,629	2,430	2,150
Doctoral/ Professional Degree	13.8%	13.3%	11.6%	36.4%	35.1%	33.9%	20.4%	21.1%	21.5%	18.5%	19.5%	21.0%	11.0%	11.0%	11.9%	55,548	51,462	42,966	1,277	1,350	1,169
<b>Pay Category</b>																					
Federal Wage System	8.2%	8.5%	7.6%	33.0%	32.3%	32.0%	28.6%	28.4%	28.1%	19.4%	19.4%	20.8%	10.8%	11.4%	11.6%	18,633	12,949	9,466	255	173	124
GS 1-6	11.9%	11.2%	9.9%	34.0%	33.3%	33.6%	27.1%	25.7%	26.9%	16.7%	18.2%	18.0%	10.3%	11.6%	11.5%	22,426	26,817	18,129	709	689	560
GS 7-12	10.7%	10.8%	9.7%	36.5%	35.8%	34.2%	25.2%	25.0%	25.4%	17.6%	18.6%	19.8%	10.0%	9.8%	10.9%	239,400	188,305	149,277	6,019	4,700	3,996
GS 13-15	13.1%	13.1%	11.6%	40.1%	38.8%	37.2%	21.2%	22.2%	22.1%	17.0%	17.7%	19.6%	8.6%	8.3%	9.5%	224,524	180,565	165,922	3,903	3,969	3,582
SES	32.4%	34.1%	32.3%	42.0%	41.2%	42.9%	11.4%	12.8%	13.4%	9.7%	8.6%	8.4%	4.6%	3.3%	3.0%	5,280	5,666	5,745	19	24	27
SL/ST	20.9%	15.9%	15.0%	41.4%	35.4%	34.7%	17.4%	20.6%	24.7%	13.7%	16.1%	17.4%	6.6%	11.8%	8.1%	1,822	1,991	1,550	31	23	22
Other	9.3%	9.5%	8.1%	33.9%	33.0%	30.8%	25.4%	24.3%	24.3%	19.6%	20.9%	22.7%	11.8%	12.3%	14.0%	41,071	30,589	25,308	841	636	532

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.4%	11.3%	10.1%	37.2%	36.0%	34.7%	24.1%	24.4%	24.6%	17.6%	18.5%	19.8%	9.7%	9.7%	10.7%	574,941	465,394	390,805	12,568	10,900	9,449
<b>Time in Federal Government</b>																					
< 1 year	19.8%	20.0%	18.2%	45.1%	42.2%	43.4%	21.1%	21.0%	21.1%	10.1%	12.2%	12.8%	3.9%	4.6%	4.6%	6,991	8,726	6,625	271	284	221
1-3 years	14.5%	14.3%	12.7%	40.6%	39.0%	38.0%	22.9%	22.5%	24.2%	14.9%	16.3%	16.7%	7.1%	7.7%	8.3%	58,104	44,367	29,225	1,324	945	700
4-5 years	12.4%	11.9%	10.5%	36.9%	35.0%	34.3%	23.3%	23.2%	24.4%	17.6%	19.1%	20.1%	9.7%	10.8%	10.8%	34,465	29,609	29,472	728	606	643
6-10 years	10.9%	10.5%	9.4%	36.5%	34.6%	33.2%	23.9%	24.3%	24.3%	18.4%	19.9%	21.2%	10.3%	10.8%	11.9%	129,653	106,613	89,911	2,556	2,237	1,926
11-14 years	10.4%	10.2%	8.8%	36.3%	35.1%	33.3%	24.0%	24.5%	24.3%	18.5%	19.4%	21.4%	10.8%	10.8%	12.1%	82,727	62,618	53,739	1,568	1,309	1,172
15-20 years	10.1%	10.4%	9.3%	35.3%	34.5%	33.2%	24.6%	24.9%	24.7%	18.8%	19.4%	21.0%	11.1%	10.8%	11.8%	90,225	64,928	50,562	1,812	1,519	1,204
> 20 years	11.6%	11.6%	10.5%	38.2%	37.7%	36.1%	24.2%	24.9%	25.0%	16.9%	17.3%	18.6%	9.0%	8.4%	9.8%	151,340	131,023	116,631	3,581	3,371	3,002
<b>Time with Current Agency</b>																					
< 1 year	19.7%	19.8%	17.9%	43.4%	41.3%	41.8%	20.6%	19.9%	20.5%	11.3%	13.1%	13.8%	4.9%	5.9%	6.1%	13,572	15,892	12,681	515	576	489
1-3 years	14.3%	13.9%	12.6%	39.3%	38.2%	37.1%	22.5%	22.6%	23.9%	15.6%	16.9%	17.2%	8.2%	8.4%	9.1%	90,950	68,349	46,578	2,063	1,522	1,130
4-5 years	11.8%	11.4%	10.0%	36.6%	34.8%	33.6%	23.2%	23.5%	24.4%	17.9%	19.2%	20.5%	10.5%	11.1%	11.6%	45,042	37,138	37,322	916	737	832
6-10 years	10.3%	10.1%	8.6%	35.9%	34.0%	32.7%	24.2%	24.7%	24.7%	18.9%	20.2%	21.6%	10.7%	11.0%	12.3%	134,366	111,560	96,039	2,633	2,380	2,075
11-20 years	9.9%	9.9%	8.9%	35.8%	35.2%	33.4%	24.8%	25.2%	24.8%	18.8%	19.1%	21.2%	10.7%	10.6%	11.7%	156,364	116,079	96,593	3,141	2,572	2,182
> 20 years	11.7%	11.7%	10.8%	38.9%	38.2%	36.7%	24.3%	24.8%	25.0%	16.6%	17.2%	18.3%	8.4%	8.0%	9.1%	111,965	97,422	85,667	2,543	2,442	2,125
<b>Leaving</b>																					
No	14.6%	14.5%	13.1%	43.2%	41.7%	40.9%	23.5%	24.0%	24.4%	13.7%	14.6%	15.8%	5.1%	5.2%	5.8%	372,873	309,014	253,392	8,201	7,146	6,072
Yes, to retire	9.6%	9.9%	9.1%	36.3%	35.6%	34.0%	26.5%	26.8%	27.0%	18.0%	19.2%	20.2%	9.5%	8.5%	9.8%	33,940	27,887	21,771	768	708	537
Yes, to other job in Govt	5.4%	4.9%	4.7%	26.0%	24.8%	23.2%	24.5%	24.8%	24.7%	25.6%	26.9%	27.9%	18.5%	18.6%	19.5%	98,121	69,330	69,204	1,816	1,506	1,514
Yes, to other job outside Govt	4.0%	3.8%	3.1%	21.4%	20.9%	17.5%	21.4%	20.5%	20.8%	28.6%	29.6%	30.5%	24.6%	25.1%	28.2%	21,877	19,104	13,532	349	313	266
Yes, other	4.2%	3.9%	3.2%	20.9%	19.0%	18.4%	25.7%	23.9%	24.0%	26.5%	28.5%	28.8%	22.7%	24.7%	25.5%	26,852	21,650	17,578	642	563	445
<b>Retiring</b>																					
Within 1 year	9.9%	10.0%	9.0%	34.7%	33.8%	32.5%	25.6%	26.3%	26.7%	18.4%	19.1%	20.4%	11.4%	10.8%	11.4%	20,651	16,769	13,258	462	416	323
Between 1-3 years	10.3%	10.5%	9.5%	37.8%	36.1%	34.6%	25.2%	26.3%	26.3%	17.5%	18.3%	19.6%	9.1%	8.8%	10.1%	55,990	46,115	37,092	1,211	1,198	954
Between 3-5 years	10.7%	10.9%	9.7%	37.7%	36.7%	35.2%	24.9%	25.2%	26.3%	17.8%	18.3%	19.1%	9.0%	9.0%	9.7%	62,148	50,161	41,302	1,273	1,167	944
5 or more years	11.9%	11.8%	10.5%	37.5%	36.3%	34.9%	23.5%	23.7%	23.8%	17.4%	18.5%	19.9%	9.7%	9.8%	10.9%	410,640	331,377	281,240	8,696	7,336	6,510

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.4%	11.3%	10.1%	37.2%	36.0%	34.7%	24.1%	24.4%	24.6%	17.6%	18.5%	19.8%	9.7%	9.7%	10.7%	574,941	465,394	390,805	12,568	10,900	9,449
Transgender																					
Yes	7.2%	--	--	27.0%	--	--	24.0%	--	--	20.1%	--	--	21.8%	--	--	2,044	--	--	53	--	--
No	11.7%	--	--	37.6%	--	--	23.8%	--	--	17.4%	--	--	9.5%	--	--	532,552	--	--	10,987	--	--
Consider Yourself as:																					
Straight	11.9%	--	--	38.0%	--	--	23.8%	--	--	17.2%	--	--	9.2%	--	--	498,897	--	--	10,157	--	--
Gay or Lesbian	11.4%	--	--	35.1%	--	--	21.3%	--	--	19.4%	--	--	12.8%	--	--	11,602	--	--	207	--	--
Bisexual	10.1%	--	--	31.7%	--	--	22.5%	--	--	21.7%	--	--	14.1%	--	--	5,584	--	--	121	--	--
Something else	6.9%	--	--	25.9%	--	--	26.1%	--	--	21.8%	--	--	19.3%	--	--	10,513	--	--	293	--	--
Military Service																					
No Prior Military Service	11.0%	10.9%	9.8%	37.3%	36.2%	34.7%	24.1%	24.4%	24.5%	18.0%	19.0%	20.3%	9.7%	9.6%	10.8%	377,851	317,870	271,176	8,532	7,630	6,683
Currently in Guard/Reserves	13.4%	13.4%	11.4%	39.1%	38.4%	38.0%	22.3%	21.7%	23.2%	15.7%	15.9%	17.4%	9.5%	10.6%	10.1%	10,615	7,299	6,076	163	116	78
Retired Separated/Discharged	15.0%	14.8%	13.3%	41.8%	40.2%	39.1%	22.4%	23.3%	23.6%	14.0%	14.8%	16.2%	6.8%	6.9%	7.8%	73,035	49,071	39,029	1,117	838	670
Disability																					
Yes	12.2%	11.9%	10.7%	34.5%	33.3%	32.2%	23.4%	23.6%	23.9%	17.7%	18.7%	20.0%	12.2%	12.5%	13.2%	82,029	68,042	50,468	1,770	1,501	1,227
No	11.5%	11.5%	10.2%	38.1%	36.9%	35.4%	23.9%	24.3%	24.5%	17.4%	18.3%	19.7%	9.0%	9.0%	10.2%	458,979	374,993	321,521	9,524	8,562	7,475

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>14.0%</b>	<b>13.4%</b>	<b>11.9%</b>	<b>38.9%</b>	<b>37.4%</b>	<b>36.1%</b>	<b>21.6%</b>	<b>22.5%</b>	<b>23.1%</b>	<b>15.7%</b>	<b>16.6%</b>	<b>17.7%</b>	<b>9.7%</b>	<b>10.1%</b>	<b>11.2%</b>	<b>576,931</b>	<b>465,997</b>	<b>390,973</b>	10,616	9,657	8,551
<b>Work Location</b>																					
Headquarters	16.6%	15.5%	14.0%	41.3%	39.4%	37.8%	20.2%	21.5%	22.2%	13.8%	14.7%	16.1%	8.2%	8.8%	9.9%	214,396	174,109	151,725	3,884	3,765	3,466
Field	12.8%	12.4%	10.9%	37.8%	36.5%	35.2%	22.2%	22.8%	23.3%	16.7%	17.5%	18.6%	10.6%	10.8%	12.1%	342,131	273,895	224,381	6,114	5,368	4,589
<b>Supervisory Status</b>																					
Non-Supervisor	12.8%	12.3%	10.9%	36.8%	35.5%	33.7%	22.8%	23.4%	24.1%	16.8%	17.5%	18.8%	10.9%	11.2%	12.7%	366,373	294,915	245,342	8,734	7,911	6,993
Team Leader	12.5%	11.7%	10.0%	38.9%	36.6%	35.5%	21.8%	22.6%	23.4%	16.8%	18.1%	19.4%	10.0%	10.9%	11.6%	72,993	56,840	48,677	830	832	682
Supervisor	16.7%	16.1%	14.5%	46.4%	45.0%	44.5%	18.6%	20.2%	20.0%	12.3%	12.9%	14.2%	6.0%	5.8%	6.8%	77,577	62,405	51,738	430	373	349
Manager	23.6%	22.7%	20.8%	49.6%	47.7%	48.7%	13.8%	15.5%	15.9%	8.8%	9.9%	10.0%	4.2%	4.2%	4.6%	34,042	28,526	24,572	82	83	79
Senior Leader	39.2%	37.7%	34.6%	42.8%	42.9%	41.5%	9.7%	9.9%	12.6%	5.2%	5.9%	6.8%	3.1%	3.7%	4.5%	8,279	8,112	8,061	28	28	30
<b>Sex</b>																					
Male	14.8%	14.3%	12.6%	39.6%	38.2%	36.7%	21.4%	22.4%	22.9%	14.8%	15.4%	16.7%	9.4%	9.7%	11.1%	308,586	228,869	192,961	4,318	3,503	3,116
Female	13.4%	12.7%	11.4%	38.6%	36.8%	35.6%	21.4%	22.1%	22.7%	16.7%	17.9%	18.9%	9.8%	10.4%	11.3%	241,354	215,324	179,980	5,394	5,451	4,781
<b>Hispanic or Latino</b>																					
Yes	14.2%	13.9%	12.5%	34.8%	34.4%	33.0%	22.2%	22.1%	22.7%	16.8%	17.3%	17.8%	12.0%	12.3%	13.9%	52,117	38,725	32,763	1,001	833	690
No	14.3%	13.6%	12.1%	39.8%	38.1%	36.7%	21.2%	22.3%	22.8%	15.4%	16.3%	17.6%	9.3%	9.7%	10.9%	491,665	401,162	336,406	8,545	7,969	7,097
<b>Race</b>																					
American Indian/ Alaska Native	11.8%	11.5%	9.5%	32.1%	30.8%	28.7%	23.6%	23.2%	24.7%	19.0%	20.3%	20.6%	13.6%	14.3%	16.4%	10,350	9,141	7,609	227	215	187
Asian	17.5%	16.6%	15.9%	43.7%	41.7%	40.5%	20.6%	21.2%	22.3%	10.8%	12.3%	12.8%	7.3%	8.2%	8.6%	28,720	21,656	19,096	478	400	386
Black/African American	15.6%	14.4%	13.3%	39.8%	38.9%	37.3%	21.7%	22.2%	22.7%	13.4%	14.6%	15.8%	9.5%	9.8%	10.9%	74,934	62,651	56,218	1,726	1,646	1,602
Native Hawaiian/ Pacific Islander	15.3%	11.9%	10.9%	36.4%	35.3%	38.2%	23.6%	24.5%	21.3%	14.0%	18.0%	15.9%	10.7%	10.3%	13.8%	3,866	2,702	2,159	67	47	53
White	14.1%	13.6%	12.0%	39.5%	37.9%	36.5%	21.1%	22.1%	22.6%	16.0%	16.8%	18.1%	9.2%	9.5%	10.8%	388,586	312,518	258,743	6,166	5,648	4,819
Two or more races (Not Hispanic/ Latino)	12.2%	11.8%	9.6%	33.9%	31.5%	31.3%	22.4%	23.1%	23.7%	18.0%	18.7%	19.6%	13.5%	15.0%	15.8%	22,252	18,213	13,999	463	419	346

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
<b>Age Group</b>																					
25 and under	17.9%	17.4%	16.4%	44.3%	40.9%	39.4%	18.3%	20.1%	21.2%	13.0%	13.6%	13.5%	6.5%	8.0%	9.5%	5,729	3,686	2,670	102	58	55
26-29 years old	15.5%	15.0%	13.4%	39.2%	39.1%	36.5%	19.7%	20.7%	21.2%	15.8%	15.7%	17.3%	9.9%	9.5%	11.6%	16,222	12,508	11,011	234	186	187
30-39 years old	13.6%	12.8%	11.1%	38.1%	36.5%	34.8%	20.0%	20.9%	21.9%	17.1%	18.2%	19.5%	11.1%	11.6%	12.7%	110,457	88,011	73,276	1,507	1,493	1,283
40-49 years old	13.8%	12.9%	11.4%	38.3%	37.0%	35.7%	21.1%	22.3%	22.7%	16.3%	17.0%	18.2%	10.5%	10.8%	12.1%	142,042	118,992	102,028	2,289	2,312	2,080
50-59 years old	14.7%	13.7%	12.1%	40.1%	38.0%	36.8%	21.9%	23.0%	23.6%	14.6%	15.9%	17.0%	8.7%	9.4%	10.4%	188,557	165,642	140,279	3,599	3,675	3,343
60 or older	15.1%	13.7%	12.8%	40.6%	37.6%	36.5%	23.1%	25.0%	24.8%	13.8%	15.4%	16.5%	7.4%	8.3%	9.4%	79,941	76,112	60,476	1,715	1,900	1,566
<b>Level of Education</b>																					
Less than High School	14.0%	17.8%	14.7%	34.7%	35.4%	34.7%	30.3%	25.0%	27.3%	9.8%	10.2%	11.1%	11.2%	11.7%	12.2%	398	423	352	12	16	11
H.S. Diploma/ GED or equiv	12.1%	12.4%	11.9%	36.8%	37.0%	36.1%	24.8%	24.4%	24.7%	16.3%	16.5%	16.9%	10.1%	9.8%	10.5%	23,668	19,070	15,870	493	423	353
Trade/Technical Certificate	10.6%	10.1%	9.2%	33.5%	33.0%	32.7%	25.0%	25.8%	25.2%	18.6%	18.5%	19.7%	12.3%	12.6%	13.2%	12,308	10,590	8,017	205	204	167
Some College (no degree)	12.3%	12.1%	10.6%	34.8%	33.9%	33.1%	24.1%	24.3%	24.3%	17.3%	18.1%	18.8%	11.5%	11.6%	13.2%	78,132	61,308	51,543	1,564	1,332	1,194
Associate's Degree	12.6%	12.0%	10.7%	35.8%	34.1%	32.6%	23.4%	23.8%	23.7%	17.3%	18.2%	19.4%	11.0%	11.9%	13.6%	43,790	34,803	27,183	835	709	602
Bachelor's Degree	13.8%	13.4%	11.9%	40.0%	38.6%	36.8%	21.3%	22.1%	22.9%	15.6%	16.3%	17.6%	9.3%	9.6%	10.8%	194,583	151,806	129,262	3,510	3,096	2,695
Master's Degree	16.2%	15.3%	13.5%	41.9%	40.2%	38.9%	19.3%	20.7%	21.4%	14.2%	15.1%	16.4%	8.4%	8.7%	9.8%	144,800	117,094	99,569	2,328	2,152	1,991
Doctoral/ Professional Degree	18.1%	16.2%	14.6%	42.1%	39.0%	37.9%	18.0%	20.2%	21.0%	13.4%	15.5%	16.5%	8.3%	9.1%	9.9%	55,887	51,716	43,158	919	1,068	942
<b>Pay Category</b>																					
Federal Wage System	9.3%	9.8%	8.6%	31.7%	30.6%	31.4%	24.8%	24.2%	24.4%	20.2%	20.8%	21.0%	14.0%	14.6%	14.6%	18,675	12,955	9,466	192	139	96
GS 1-6	13.4%	12.3%	11.2%	33.6%	32.7%	32.0%	23.7%	23.3%	23.9%	17.1%	17.9%	18.6%	12.2%	13.8%	14.2%	22,571	26,782	18,123	607	673	539
GS 7-12	12.7%	12.5%	11.1%	37.2%	36.4%	34.6%	22.6%	23.2%	23.8%	16.8%	17.3%	18.5%	10.7%	10.7%	11.9%	240,428	188,529	149,327	5,108	4,290	3,655
GS 13-15	16.9%	16.2%	14.3%	43.8%	42.4%	41.3%	19.2%	20.6%	21.0%	13.0%	13.9%	15.2%	7.1%	6.9%	8.2%	225,173	181,032	166,071	3,287	3,310	3,206
SES	42.6%	44.4%	42.4%	41.5%	41.2%	41.8%	7.7%	7.5%	9.0%	5.2%	4.3%	4.2%	3.0%	2.6%	2.7%	5,289	5,664	5,755	12	13	8
SL/ST	27.7%	20.2%	17.2%	43.6%	37.5%	36.8%	14.2%	17.7%	25.2%	9.3%	11.9%	13.4%	5.2%	12.7%	7.5%	1,828	1,983	1,557	21	20	13
Other	11.4%	10.7%	9.4%	35.7%	34.5%	32.1%	22.8%	23.2%	23.3%	17.9%	19.1%	20.5%	12.1%	12.5%	14.8%	41,217	30,582	25,309	678	592	495

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
<b>Time in Federal Government</b>																					
< 1 year	23.8%	22.0%	21.0%	45.4%	43.8%	43.4%	18.8%	20.5%	20.7%	8.3%	9.2%	9.9%	3.7%	4.5%	5.0%	6,900	8,529	6,486	369	444	357
1-3 years	17.8%	16.5%	14.6%	41.5%	40.1%	37.9%	19.9%	21.2%	22.7%	13.5%	14.0%	16.0%	7.3%	8.2%	8.9%	58,277	44,375	29,214	1,117	876	664
4-5 years	15.1%	13.8%	12.0%	38.0%	36.0%	35.7%	20.8%	21.6%	22.6%	16.1%	17.6%	18.1%	9.9%	11.0%	11.6%	34,716	29,672	29,491	488	506	571
6-10 years	13.3%	12.4%	11.0%	37.9%	35.9%	34.5%	21.6%	22.5%	22.6%	16.7%	18.1%	19.3%	10.5%	11.1%	12.6%	130,134	106,857	89,957	2,049	1,886	1,715
11-14 years	12.6%	12.0%	10.4%	37.8%	36.1%	34.1%	21.6%	22.4%	23.3%	17.1%	18.0%	19.1%	11.0%	11.5%	13.1%	82,941	62,689	53,860	1,369	1,181	935
15-20 years	12.4%	12.2%	11.1%	37.4%	36.2%	35.0%	22.3%	22.9%	23.2%	16.9%	17.4%	18.3%	11.1%	11.2%	12.4%	90,542	65,108	50,657	1,540	1,261	1,017
> 20 years	14.7%	14.2%	12.8%	40.8%	39.6%	38.5%	21.7%	22.7%	23.1%	14.2%	15.0%	16.1%	8.5%	8.5%	9.7%	152,014	131,283	116,713	3,040	2,950	2,772
<b>Time with Current Agency</b>																					
< 1 year	22.8%	22.1%	20.3%	44.0%	42.4%	42.6%	19.5%	20.2%	20.3%	9.1%	9.5%	11.0%	4.5%	5.8%	5.9%	13,334	15,524	12,354	773	903	797
1-3 years	17.4%	16.3%	14.6%	40.5%	39.1%	37.1%	20.0%	21.2%	22.8%	13.8%	14.7%	16.0%	8.2%	8.6%	9.6%	91,157	68,364	46,526	1,808	1,428	1,096
4-5 years	14.3%	13.1%	11.4%	37.6%	36.0%	34.8%	21.0%	21.5%	22.7%	16.3%	17.8%	18.6%	10.7%	11.6%	12.5%	45,289	37,197	37,389	665	642	694
6-10 years	12.6%	11.9%	10.3%	37.3%	35.5%	33.9%	21.9%	22.7%	22.8%	17.3%	18.3%	19.9%	11.0%	11.5%	13.1%	134,946	111,908	96,228	2,046	1,875	1,756
11-20 years	12.1%	11.7%	10.6%	37.8%	36.4%	35.1%	22.2%	22.9%	23.4%	17.0%	17.8%	18.6%	10.9%	11.1%	12.3%	157,092	116,376	96,845	2,504	2,151	1,748
> 20 years	15.0%	14.4%	13.2%	41.9%	40.4%	39.5%	21.6%	22.7%	23.0%	13.7%	14.6%	15.5%	7.8%	7.9%	8.8%	112,450	97,698	85,761	2,148	2,068	1,903
<b>Leaving</b>																					
No	17.9%	17.1%	15.3%	44.3%	42.5%	41.8%	20.5%	21.6%	22.5%	12.1%	13.1%	14.0%	5.2%	5.6%	6.3%	374,586	309,616	253,679	6,659	6,217	5,383
Yes, to retire	12.5%	12.1%	11.1%	39.3%	36.8%	36.4%	23.9%	25.5%	25.1%	15.5%	16.8%	17.9%	8.8%	8.7%	9.5%	34,114	27,950	21,827	650	602	481
Yes, to other job in Govt	6.7%	6.1%	5.5%	28.5%	27.3%	25.5%	22.9%	23.7%	23.3%	23.3%	23.9%	25.1%	18.7%	19.1%	20.6%	98,166	69,274	69,122	1,720	1,426	1,471
Yes, to other job outside Govt	5.4%	5.0%	3.9%	25.9%	24.9%	20.3%	21.5%	20.9%	21.8%	24.2%	25.3%	27.3%	23.0%	23.8%	26.7%	21,887	19,126	13,527	307	289	240
Yes, other	5.3%	4.6%	4.3%	23.9%	22.2%	20.6%	24.1%	23.3%	23.2%	23.7%	25.1%	26.1%	22.9%	24.8%	25.7%	26,925	21,672	17,567	573	513	408
<b>Retiring</b>																					
Within 1 year	12.5%	12.3%	11.0%	37.7%	35.8%	35.9%	23.3%	24.4%	24.2%	15.9%	16.6%	17.8%	10.5%	10.9%	11.1%	20,754	16,818	13,290	384	343	287
Between 1-3 years	13.2%	12.8%	11.3%	39.8%	37.7%	36.3%	23.1%	24.6%	25.0%	15.2%	16.1%	17.4%	8.7%	8.8%	10.0%	56,144	46,227	37,137	1,134	1,038	876
Between 3-5 years	13.3%	12.8%	11.5%	39.7%	38.7%	36.9%	22.6%	23.4%	24.1%	15.6%	16.4%	17.3%	8.7%	8.8%	10.2%	62,277	50,238	41,232	1,164	1,040	931
5 or more years	14.6%	13.9%	12.3%	39.0%	37.6%	36.2%	21.0%	21.8%	22.4%	15.6%	16.5%	17.7%	9.8%	10.2%	11.4%	412,249	331,782	281,447	7,107	6,534	5,811

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
Transgender																					
Yes	9.0%	--	--	28.6%	--	--	23.3%	--	--	19.1%	--	--	20.1%	--	--	2,052	--	--	50	--	--
No	14.4%	--	--	39.3%	--	--	21.3%	--	--	15.5%	--	--	9.5%	--	--	534,459	--	--	9,226	--	--
Consider Yourself as:																					
Straight	14.6%	--	--	39.6%	--	--	21.3%	--	--	15.3%	--	--	9.2%	--	--	500,726	--	--	8,499	--	--
Gay or Lesbian	14.6%	--	--	37.7%	--	--	19.7%	--	--	16.4%	--	--	11.6%	--	--	11,599	--	--	198	--	--
Bisexual	12.9%	--	--	36.1%	--	--	20.6%	--	--	17.7%	--	--	12.6%	--	--	5,607	--	--	86	--	--
Something else	8.4%	--	--	28.9%	--	--	23.8%	--	--	20.2%	--	--	18.7%	--	--	10,542	--	--	270	--	--
Military Service																					
No Prior Military Service	13.8%	13.2%	11.8%	40.0%	38.3%	37.0%	21.2%	22.2%	22.6%	15.6%	16.6%	17.8%	9.4%	9.7%	10.9%	379,763	318,600	271,565	6,811	6,586	5,879
Currently in Guard/Reserves	15.6%	15.5%	14.4%	38.1%	38.1%	35.8%	20.6%	19.9%	20.6%	15.5%	16.1%	16.6%	10.2%	10.5%	12.5%	10,608	7,272	6,036	157	130	103
Retired Separated/Discharged	17.4%	16.6%	15.0%	41.0%	39.9%	38.7%	21.3%	22.3%	23.0%	13.1%	13.8%	15.0%	7.2%	7.4%	8.3%	73,013	49,033	38,895	1,166	815	719
	12.9%	12.4%	10.8%	35.2%	33.7%	32.2%	22.3%	23.0%	23.7%	17.4%	18.0%	19.2%	12.2%	13.0%	14.1%	83,438	67,471	54,565	1,509	1,330	1,155
Disability																					
Yes	14.1%	13.5%	12.0%	34.4%	33.1%	32.0%	21.8%	22.0%	22.8%	16.7%	17.7%	18.7%	12.9%	13.6%	14.5%	82,207	67,958	50,435	1,637	1,487	1,203
No	14.4%	13.7%	12.1%	40.2%	38.7%	37.2%	21.3%	22.3%	22.8%	15.3%	16.2%	17.4%	8.9%	9.2%	10.5%	460,764	375,692	321,766	7,854	7,428	6,665

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
Work Location																					
Headquarters	14.5%	13.4%	12.0%	33.0%	31.6%	30.1%	26.7%	27.7%	27.9%	15.9%	16.8%	17.9%	9.9%	10.6%	12.1%	211,052	171,801	149,509	6,455	5,897	5,402
Field	10.9%	10.5%	9.3%	29.3%	28.5%	27.4%	28.4%	28.2%	28.3%	18.8%	19.6%	20.6%	12.5%	13.1%	14.5%	336,804	270,226	221,287	10,011	8,503	7,249
Supervisory Status																					
Non-Supervisor	10.9%	10.3%	9.0%	28.4%	27.5%	26.0%	29.1%	29.1%	29.1%	18.8%	19.6%	20.6%	12.9%	13.5%	15.2%	359,349	289,905	240,934	14,260	12,379	10,906
Team Leader	11.0%	10.2%	8.9%	30.5%	29.1%	27.7%	28.2%	28.2%	28.3%	18.8%	19.6%	21.3%	11.6%	12.8%	13.8%	72,156	56,325	48,218	1,426	1,282	1,065
Supervisor	14.6%	14.0%	12.6%	37.5%	36.7%	35.5%	25.4%	26.3%	26.5%	15.0%	15.3%	16.5%	7.6%	7.7%	8.9%	76,915	62,014	51,376	776	717	639
Manager	20.9%	20.0%	18.4%	41.8%	40.6%	40.7%	20.5%	21.0%	22.2%	11.3%	12.8%	12.4%	5.6%	5.6%	6.3%	33,849	28,400	24,464	158	161	134
Senior Leader	36.6%	33.7%	31.0%	38.7%	38.5%	36.9%	13.7%	16.0%	17.3%	7.0%	7.3%	9.1%	4.0%	4.5%	5.7%	8,243	8,090	8,032	29	34	40
Sex																					
Male	12.7%	12.1%	10.5%	30.9%	29.9%	28.6%	27.7%	27.9%	27.9%	17.1%	17.8%	18.9%	11.6%	12.3%	14.0%	304,686	226,665	191,095	6,933	5,433	4,749
Female	11.7%	11.0%	10.0%	30.7%	29.5%	28.3%	27.9%	28.1%	28.5%	18.7%	19.5%	20.4%	11.1%	11.9%	12.8%	236,646	211,568	176,555	9,186	8,770	7,734
Hispanic or Latino																					
Yes	12.1%	12.1%	10.9%	27.7%	27.1%	25.7%	27.9%	27.6%	27.4%	18.3%	18.8%	19.6%	14.0%	14.4%	16.3%	51,246	38,113	32,186	1,647	1,350	1,178
No	12.4%	11.6%	10.3%	31.2%	30.1%	28.8%	27.7%	28.0%	28.2%	17.6%	18.4%	19.5%	11.0%	11.8%	13.2%	484,087	395,892	331,758	14,188	12,641	11,118
Race																					
American Indian/ Alaska Native	9.8%	10.1%	7.8%	25.0%	24.4%	22.0%	29.2%	28.2%	29.1%	20.7%	21.1%	22.8%	15.3%	16.2%	18.3%	10,154	9,013	7,512	353	327	277
Asian	14.7%	13.8%	12.9%	35.2%	32.9%	32.9%	28.6%	29.1%	29.2%	12.7%	14.2%	14.0%	8.9%	10.0%	11.0%	28,065	21,219	18,637	1,040	815	799
Black/African American	13.5%	12.3%	11.5%	32.0%	32.0%	30.0%	28.4%	28.6%	28.6%	15.3%	16.0%	17.3%	10.8%	11.2%	12.7%	73,159	61,372	54,948	3,086	2,815	2,672
Native Hawaiian/ Pacific Islander	12.9%	10.0%	9.6%	28.6%	28.0%	29.9%	30.8%	30.8%	28.1%	15.9%	19.0%	17.9%	11.7%	12.3%	14.5%	3,801	2,651	2,134	105	96	63
White	12.2%	11.7%	10.2%	31.0%	29.8%	28.6%	27.3%	27.6%	27.7%	18.3%	19.1%	20.2%	11.1%	11.8%	13.3%	383,503	308,994	255,829	9,814	8,634	7,370
Two or more races (Not Hispanic/ Latino)	10.3%	9.9%	8.5%	25.5%	24.6%	23.3%	28.0%	27.3%	28.1%	20.1%	20.4%	21.4%	16.1%	17.8%	18.6%	21,924	18,004	13,792	735	631	509

## Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
<b>Age Group</b>																					
25 and under	15.4%	14.4%	12.8%	33.6%	32.0%	30.6%	27.2%	26.9%	26.6%	15.1%	15.8%	17.9%	8.8%	10.9%	12.3%	5,662	3,659	2,638	168	92	98
26-29 years old	12.9%	12.6%	10.5%	30.2%	30.4%	28.4%	25.8%	25.2%	25.9%	19.2%	19.7%	20.5%	11.9%	12.1%	14.7%	16,039	12,417	10,877	392	273	310
30-39 years old	11.8%	11.0%	9.6%	29.4%	28.4%	26.8%	26.0%	25.7%	26.4%	19.5%	20.7%	21.5%	13.3%	14.2%	15.7%	109,260	87,017	72,391	2,514	2,394	2,109
40-49 years old	11.9%	11.2%	9.9%	30.1%	29.3%	27.8%	27.2%	27.7%	27.6%	18.3%	18.9%	20.3%	12.4%	12.9%	14.3%	139,887	117,344	100,513	4,023	3,839	3,454
50-59 years old	12.7%	11.6%	10.3%	31.9%	30.3%	29.1%	28.7%	29.3%	29.6%	16.6%	17.8%	18.6%	10.2%	11.1%	12.5%	185,301	163,234	138,234	5,906	5,736	5,060
60 or older	12.9%	11.5%	10.6%	32.3%	29.6%	28.9%	30.1%	31.1%	30.2%	15.7%	17.5%	18.7%	9.0%	10.3%	11.7%	78,354	74,934	59,510	2,731	2,853	2,290
<b>Level of Education</b>																					
Less than High School	11.9%	17.1%	13.0%	28.5%	30.4%	27.6%	31.7%	27.6%	35.2%	15.6%	13.3%	10.4%	12.2%	11.5%	13.7%	388	416	338	21	19	18
H.S. Diploma/ GED or equiv	10.1%	10.1%	10.1%	29.2%	29.8%	28.4%	31.6%	31.2%	31.1%	18.1%	18.2%	18.7%	11.0%	10.8%	11.7%	23,165	18,674	15,589	825	721	593
Trade/Technical Certificate	9.1%	8.4%	7.6%	26.1%	26.3%	25.7%	30.4%	31.1%	29.9%	20.6%	20.1%	21.2%	13.8%	14.1%	15.5%	12,102	10,435	7,907	350	328	250
Some College (no degree)	10.6%	10.4%	9.0%	27.4%	26.6%	25.8%	30.2%	30.1%	29.9%	18.9%	19.6%	20.3%	12.9%	13.3%	15.0%	76,620	60,297	50,600	2,643	2,266	1,958
Associate's Degree	10.8%	10.1%	9.1%	28.5%	27.3%	25.9%	29.8%	29.4%	28.3%	18.6%	19.8%	21.4%	12.2%	13.4%	15.3%	42,996	34,236	26,685	1,401	1,221	1,034
Bachelor's Degree	11.8%	11.5%	9.9%	31.2%	30.3%	28.9%	28.0%	28.0%	28.4%	17.8%	18.3%	19.6%	11.1%	11.9%	13.1%	191,501	149,772	127,414	5,873	4,902	4,380
Master's Degree	14.1%	13.1%	11.7%	33.1%	32.0%	30.5%	25.5%	26.1%	26.5%	16.6%	17.6%	18.6%	10.6%	11.2%	12.5%	142,967	115,801	98,407	3,730	3,317	2,995
Doctoral/ Professional Degree	15.6%	13.8%	12.4%	32.7%	30.5%	29.6%	24.4%	25.2%	25.9%	16.4%	18.2%	18.5%	10.9%	12.3%	13.7%	55,197	51,184	42,707	1,459	1,496	1,319
<b>Pay Category</b>																					
Federal Wage System	7.3%	8.1%	7.2%	23.6%	23.4%	22.6%	30.4%	29.1%	28.4%	22.4%	23.0%	23.8%	16.3%	16.4%	18.1%	18,458	12,802	9,359	328	255	175
GS 1-6	11.3%	10.2%	9.2%	25.9%	25.4%	24.4%	29.5%	28.6%	29.6%	19.4%	20.0%	20.3%	14.0%	15.9%	16.4%	22,040	26,261	17,743	976	1,148	848
GS 7-12	10.8%	10.6%	9.3%	28.9%	28.4%	27.1%	29.1%	29.2%	29.3%	18.7%	19.1%	20.2%	12.4%	12.7%	14.2%	235,962	185,536	146,676	8,533	6,977	6,038
GS 13-15	14.7%	14.0%	12.5%	34.9%	34.1%	32.8%	26.0%	26.4%	26.6%	15.4%	16.3%	17.5%	9.0%	9.2%	10.6%	222,250	179,018	164,190	5,444	5,039	4,791
SES	39.4%	39.6%	37.9%	37.1%	38.3%	39.3%	12.3%	12.2%	13.6%	6.8%	6.3%	5.4%	4.3%	3.6%	3.7%	5,275	5,648	5,743	9	16	13
SL/ST	26.3%	18.3%	16.9%	36.0%	30.3%	28.4%	18.9%	23.0%	27.4%	12.3%	13.9%	16.0%	6.5%	14.5%	11.2%	1,826	1,975	1,537	21	31	26
Other	9.8%	9.2%	7.8%	28.0%	27.4%	25.6%	27.8%	27.8%	27.7%	20.3%	20.9%	22.1%	14.0%	14.7%	16.7%	40,699	30,286	25,026	1,072	867	738

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

### (32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
<b>Time in Federal Government</b>																					
< 1 year	20.4%	19.3%	17.7%	36.3%	34.5%	33.8%	26.8%	27.8%	28.5%	11.3%	11.7%	13.5%	5.2%	6.7%	6.3%	6,654	8,288	6,306	598	687	528
1-3 years	15.2%	13.9%	12.2%	32.2%	31.8%	29.7%	27.4%	26.9%	28.0%	16.1%	17.0%	18.4%	9.1%	10.4%	11.6%	57,409	43,701	28,712	1,846	1,504	1,131
4-5 years	13.0%	12.0%	10.2%	29.6%	27.7%	28.3%	27.0%	27.1%	27.6%	18.5%	19.4%	19.6%	11.9%	13.8%	14.3%	34,184	29,277	29,094	919	857	919
6-10 years	11.5%	10.5%	9.3%	29.6%	28.4%	26.7%	27.5%	27.8%	27.4%	18.9%	20.0%	21.3%	12.5%	13.4%	15.3%	128,287	105,553	88,741	3,467	3,011	2,816
11-14 years	10.9%	10.3%	9.0%	29.7%	28.3%	26.6%	27.6%	27.8%	28.0%	18.8%	19.9%	21.0%	13.0%	13.7%	15.4%	81,794	62,009	53,178	2,151	1,788	1,541
15-20 years	10.7%	10.6%	9.5%	29.2%	28.8%	27.4%	28.2%	28.1%	28.3%	18.8%	19.3%	20.1%	13.1%	13.2%	14.6%	89,220	64,281	50,003	2,488	1,928	1,546
> 20 years	12.7%	12.1%	10.9%	32.5%	31.6%	30.6%	28.6%	29.2%	29.1%	16.2%	16.9%	17.8%	10.0%	10.2%	11.5%	149,294	129,396	115,005	4,991	4,637	4,176
<b>Time with Current Agency</b>																					
< 1 year	19.9%	19.4%	17.3%	35.3%	33.3%	33.7%	26.9%	27.5%	27.5%	11.8%	11.8%	13.7%	6.0%	7.9%	7.9%	12,846	15,037	11,937	1,217	1,395	1,188
1-3 years	15.0%	13.9%	12.3%	31.7%	31.0%	29.1%	27.0%	26.9%	27.9%	16.1%	17.3%	18.3%	10.1%	10.9%	12.3%	89,756	67,324	45,739	2,979	2,373	1,815
4-5 years	12.5%	11.3%	9.8%	29.6%	27.9%	27.3%	26.6%	27.0%	27.8%	18.7%	19.5%	20.0%	12.6%	14.4%	15.0%	44,652	36,784	36,925	1,135	999	1,090
6-10 years	10.8%	10.1%	8.7%	29.1%	28.0%	26.2%	27.9%	27.9%	27.6%	19.3%	20.4%	21.7%	12.9%	13.7%	15.8%	133,034	110,583	95,014	3,454	3,046	2,800
11-20 years	10.5%	10.0%	9.1%	29.5%	28.8%	27.4%	28.3%	28.5%	28.4%	19.0%	19.5%	20.6%	12.8%	13.2%	14.5%	154,789	115,012	95,627	4,113	3,305	2,785
> 20 years	12.9%	12.4%	11.3%	33.5%	32.4%	31.6%	28.5%	29.2%	29.2%	15.9%	16.6%	17.4%	9.2%	9.5%	10.5%	110,537	96,354	84,556	3,501	3,229	2,915
<b>Leaving</b>																					
No	15.5%	14.8%	13.2%	35.8%	34.5%	33.7%	28.1%	28.6%	29.2%	14.2%	15.2%	16.3%	6.3%	6.9%	7.6%	368,286	305,159	249,879	11,455	10,189	8,707
Yes, to retire	10.5%	9.9%	8.9%	30.9%	29.1%	29.3%	30.1%	31.1%	30.2%	17.8%	19.4%	19.5%	10.8%	10.5%	12.0%	33,466	27,546	21,490	1,062	924	726
Yes, to other job in Govt	5.5%	4.8%	4.4%	20.3%	19.4%	17.9%	27.1%	27.0%	26.4%	25.4%	26.1%	26.9%	21.6%	22.7%	24.4%	96,841	68,438	68,227	2,725	2,195	2,233
Yes, to other job outside Govt	4.4%	3.8%	3.3%	17.1%	16.8%	12.9%	23.5%	22.0%	21.9%	26.8%	27.5%	28.3%	28.3%	29.8%	33.6%	21,771	19,014	13,458	380	364	318
Yes, other	4.3%	3.4%	3.3%	16.2%	15.8%	14.7%	27.4%	25.0%	24.5%	25.8%	26.2%	26.3%	26.4%	29.6%	31.3%	26,623	21,483	17,353	756	684	607
<b>Retiring</b>																					
Within 1 year	10.5%	9.7%	9.1%	30.0%	28.2%	28.3%	29.0%	30.0%	29.5%	17.9%	19.1%	19.1%	12.6%	13.0%	14.0%	20,379	16,560	13,107	633	549	410
Between 1-3 years	11.1%	10.7%	9.3%	31.4%	29.3%	28.8%	30.0%	31.1%	30.3%	17.3%	18.3%	19.5%	10.3%	10.7%	12.2%	55,157	45,573	36,571	1,785	1,583	1,334
Between 3-5 years	11.5%	11.1%	10.0%	31.1%	30.2%	28.9%	29.3%	29.6%	29.8%	17.7%	18.2%	19.2%	10.5%	10.8%	12.1%	61,133	49,483	40,716	1,908	1,684	1,344
5 or more years	12.6%	11.9%	10.5%	30.7%	29.8%	28.4%	27.3%	27.3%	27.6%	17.8%	18.6%	19.7%	11.6%	12.4%	13.8%	406,129	327,473	277,439	11,879	10,419	9,389

## Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
Transgender																					
Yes	7.5%	--	--	20.8%	--	--	27.5%	--	--	20.6%	--	--	23.6%	--	--	2,024	--	--	70	--	--
No	12.4%	--	--	30.9%	--	--	27.7%	--	--	17.6%	--	--	11.3%	--	--	526,183	--	--	15,394	--	--
Consider Yourself as:																					
Straight	12.6%	--	--	31.2%	--	--	27.8%	--	--	17.5%	--	--	11.0%	--	--	492,906	--	--	14,325	--	--
Gay or Lesbian	12.8%	--	--	29.5%	--	--	24.8%	--	--	19.0%	--	--	13.9%	--	--	11,439	--	--	308	--	--
Bisexual	11.3%	--	--	28.4%	--	--	24.3%	--	--	20.5%	--	--	15.6%	--	--	5,543	--	--	137	--	--
Something else	7.2%	--	--	21.0%	--	--	28.3%	--	--	20.9%	--	--	22.6%	--	--	10,436	--	--	336	--	--
Military Service																					
No Prior Military Service	11.9%	11.3%	10.0%	31.3%	30.3%	29.0%	27.6%	27.9%	28.0%	17.9%	18.8%	19.9%	11.3%	11.7%	13.1%	373,797	314,339	267,700	11,389	10,357	9,269
Currently in Guard/Reserves	13.5%	13.1%	12.0%	30.6%	31.2%	29.3%	26.5%	25.4%	26.3%	17.3%	17.3%	17.8%	12.2%	13.0%	14.5%	10,492	7,236	5,967	255	169	162
Retired Separated/Discharged	15.3%	14.2%	12.8%	33.2%	32.6%	31.3%	28.6%	28.8%	29.3%	14.7%	15.5%	16.2%	8.3%	8.9%	10.4%	71,769	48,309	38,308	1,994	1,425	1,193
	11.0%	10.3%	9.2%	27.1%	25.8%	24.6%	28.1%	28.0%	27.9%	19.5%	20.1%	21.1%	14.3%	15.8%	17.2%	82,205	66,574	53,828	2,392	2,140	1,795
Disability																					
Yes	12.2%	11.3%	10.1%	26.8%	25.8%	24.6%	27.5%	27.6%	27.6%	18.4%	19.2%	20.1%	15.1%	16.2%	17.6%	80,785	67,078	49,641	2,680	2,244	1,831
No	12.4%	11.7%	10.3%	31.7%	30.7%	29.3%	27.8%	28.1%	28.3%	17.5%	18.3%	19.4%	10.6%	11.2%	12.7%	453,708	370,663	317,284	13,151	11,896	10,608

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>7.0%</b>	<b>6.4%</b>	<b>5.5%</b>	<b>19.5%</b>	<b>18.3%</b>	<b>16.8%</b>	<b>29.0%</b>	<b>27.8%</b>	<b>26.9%</b>	<b>23.3%</b>	<b>24.4%</b>	<b>25.0%</b>	<b>21.2%</b>	<b>23.1%</b>	<b>25.7%</b>	<b>546,809</b>	<b>440,033</b>	<b>368,966</b>	40,162	34,307	29,028
<b>Work Location</b>																					
Headquarters	8.8%	7.8%	6.9%	22.3%	20.8%	19.0%	29.6%	28.3%	27.8%	21.6%	22.9%	23.7%	17.7%	20.2%	22.7%	200,784	162,229	141,486	17,299	15,137	13,135
Field	6.1%	5.7%	4.8%	18.0%	17.0%	15.5%	28.4%	27.4%	26.2%	24.2%	25.0%	25.7%	23.2%	24.9%	27.7%	326,872	260,861	213,494	21,154	17,710	14,615
<b>Supervisory Status</b>																					
Non-Supervisor	6.7%	6.2%	5.3%	18.8%	17.7%	15.9%	29.4%	28.3%	27.2%	23.0%	24.0%	24.6%	22.1%	23.9%	27.1%	343,132	275,190	228,830	31,646	26,854	22,566
Team Leader	6.1%	5.4%	4.5%	18.9%	17.4%	16.4%	27.7%	26.2%	25.6%	24.4%	25.2%	25.9%	23.0%	25.7%	27.7%	69,390	53,839	45,999	4,416	3,684	3,205
Supervisor	7.6%	6.7%	6.2%	21.9%	21.3%	19.9%	28.3%	27.4%	26.6%	24.1%	25.4%	26.4%	18.2%	19.3%	21.0%	75,912	60,811	50,295	2,040	1,839	1,597
Manager	10.1%	9.1%	8.2%	22.5%	20.1%	20.2%	27.8%	27.6%	26.6%	23.1%	24.6%	25.2%	16.6%	18.6%	19.8%	33,588	27,985	24,125	515	517	424
Senior Leader	19.8%	17.9%	15.2%	27.8%	27.4%	25.9%	25.8%	24.1%	24.8%	16.8%	18.6%	19.0%	9.8%	12.1%	15.1%	8,178	7,948	7,892	124	164	154
<b>Sex</b>																					
Male	7.3%	6.7%	5.7%	19.5%	18.2%	16.4%	28.8%	28.1%	27.2%	22.2%	23.0%	23.6%	22.2%	24.1%	27.1%	295,065	217,887	183,548	17,729	14,019	11,902
Female	6.8%	6.2%	5.5%	20.0%	18.9%	17.5%	28.9%	27.3%	26.4%	24.9%	26.0%	26.7%	19.4%	21.7%	24.0%	226,460	201,694	168,460	19,983	18,388	15,521
<b>Hispanic or Latino</b>																					
Yes	7.8%	7.6%	6.8%	18.4%	17.9%	16.6%	28.5%	27.2%	26.4%	22.0%	23.1%	22.5%	23.3%	24.2%	27.6%	49,640	36,577	31,007	3,410	2,883	2,342
No	7.1%	6.4%	5.5%	19.8%	18.5%	17.0%	28.9%	27.8%	26.9%	23.4%	24.4%	25.2%	20.8%	22.9%	25.5%	466,161	378,911	317,507	33,703	29,155	24,689
<b>Race</b>																					
American Indian/ Alaska Native	7.1%	7.3%	6.6%	20.9%	18.7%	17.0%	29.2%	26.8%	26.6%	21.2%	21.9%	22.1%	21.5%	25.2%	27.7%	9,905	8,719	7,232	666	609	549
Asian	10.7%	9.9%	8.5%	26.7%	24.6%	24.0%	30.5%	29.6%	29.9%	16.9%	18.2%	19.5%	15.2%	17.8%	18.1%	27,011	20,203	17,866	2,166	1,781	1,570
Black/African American	9.0%	8.0%	7.5%	22.6%	21.9%	19.8%	31.0%	29.9%	29.0%	20.4%	21.7%	22.2%	17.0%	18.5%	21.5%	70,882	59,026	52,967	5,711	5,089	4,578
Native Hawaiian/ Pacific Islander	9.1%	7.2%	7.0%	21.3%	21.0%	19.3%	30.5%	29.7%	27.6%	20.2%	20.6%	22.5%	18.9%	21.6%	23.6%	3,721	2,591	2,059	198	159	141
White	6.6%	5.9%	5.0%	18.7%	17.5%	16.0%	28.2%	27.2%	26.1%	24.5%	25.5%	26.2%	22.0%	23.8%	26.7%	369,149	295,716	244,605	25,313	21,616	18,018
Two or more races (Not Hispanic/ Latino)	6.1%	6.1%	4.8%	17.0%	15.4%	13.6%	28.0%	25.8%	25.9%	22.6%	23.2%	23.4%	26.3%	29.5%	32.3%	21,050	17,142	13,241	1,676	1,462	1,048

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>7.0%</b>	<b>6.4%</b>	<b>5.5%</b>	<b>19.5%</b>	<b>18.3%</b>	<b>16.8%</b>	<b>29.0%</b>	<b>27.8%</b>	<b>26.9%</b>	<b>23.3%</b>	<b>24.4%</b>	<b>25.0%</b>	<b>21.2%</b>	<b>23.1%</b>	<b>25.7%</b>	<b>546,809</b>	<b>440,033</b>	<b>368,966</b>	40,162	34,307	29,028
<b>Age Group</b>																					
25 and under	11.6%	10.4%	10.8%	28.5%	24.8%	24.9%	26.5%	26.5%	23.5%	17.6%	19.1%	20.1%	15.8%	19.2%	20.8%	5,228	3,360	2,397	604	391	327
26-29 years old	9.0%	8.7%	7.4%	22.9%	21.9%	19.7%	25.5%	23.4%	22.7%	21.2%	22.9%	22.4%	21.4%	23.1%	27.8%	15,237	11,610	10,170	1,205	1,097	1,002
30-39 years old	7.2%	6.5%	5.7%	19.0%	17.9%	16.4%	24.7%	24.0%	23.3%	23.5%	24.3%	24.8%	25.6%	27.3%	29.7%	104,386	82,360	68,528	7,574	7,010	5,867
40-49 years old	6.8%	6.4%	5.3%	18.6%	17.7%	16.2%	27.9%	26.7%	26.1%	23.9%	24.6%	25.2%	22.8%	24.6%	27.2%	134,570	112,173	96,315	9,641	8,806	7,447
50-59 years old	7.1%	6.1%	5.3%	19.9%	18.4%	16.9%	30.9%	29.8%	28.7%	23.3%	24.4%	25.3%	18.8%	21.2%	23.7%	179,706	157,348	133,147	12,301	11,434	9,833
60 or older	7.0%	6.0%	5.4%	20.6%	18.4%	16.8%	33.4%	32.0%	30.9%	22.5%	24.6%	24.9%	16.4%	19.0%	21.9%	75,970	72,215	57,251	5,558	5,457	4,443
<b>Level of Education</b>																					
Less than High School	7.2%	17.5%	11.3%	19.3%	20.6%	15.3%	33.2%	24.3%	23.1%	19.9%	19.2%	23.2%	20.3%	18.4%	27.2%	381	412	333	32	28	23
H.S. Diploma/ GED or equiv	6.4%	6.4%	6.6%	18.0%	18.2%	16.8%	31.4%	29.9%	28.2%	22.9%	23.0%	23.8%	21.3%	22.4%	24.7%	22,901	18,364	15,317	1,249	1,055	876
Trade/Technical Certificate	5.0%	5.2%	4.5%	15.0%	14.4%	14.2%	29.6%	27.6%	26.0%	24.1%	24.6%	25.5%	26.4%	28.2%	29.8%	11,823	10,162	7,709	682	595	452
Some College (no degree)	6.3%	6.0%	4.8%	16.6%	16.1%	14.5%	29.8%	28.5%	27.3%	23.3%	24.3%	24.6%	24.0%	25.1%	28.8%	74,973	58,640	49,163	4,629	3,855	3,309
Associate's Degree	6.2%	5.9%	5.3%	17.4%	16.9%	14.5%	29.2%	27.9%	26.6%	23.7%	23.7%	24.4%	23.4%	25.6%	29.2%	41,966	33,198	25,929	2,639	2,207	1,745
Bachelor's Degree	7.0%	6.3%	5.4%	20.0%	19.0%	17.5%	28.7%	27.6%	26.7%	23.3%	24.4%	25.2%	21.0%	22.8%	25.2%	185,177	144,169	122,817	12,769	10,369	8,755
Master's Degree	8.0%	7.1%	6.1%	21.6%	19.8%	18.4%	28.0%	27.4%	26.6%	23.1%	24.5%	25.2%	19.2%	21.2%	23.7%	136,356	109,740	93,255	10,682	9,234	7,912
Doctoral/ Professional Degree	8.6%	7.2%	6.7%	22.9%	20.2%	18.8%	28.0%	27.0%	26.8%	22.7%	24.5%	24.8%	17.7%	21.1%	22.9%	51,358	47,343	39,433	5,386	5,245	4,469
<b>Pay Category</b>																					
Federal Wage System	3.7%	4.8%	3.7%	10.8%	11.1%	11.3%	26.7%	25.0%	23.7%	25.8%	25.4%	25.5%	33.0%	33.7%	35.9%	18,153	12,507	9,153	707	551	380
GS 1-6	8.0%	7.3%	6.5%	19.2%	17.7%	17.2%	27.7%	27.1%	25.1%	21.9%	21.5%	23.3%	23.3%	26.3%	27.9%	21,256	25,249	17,048	1,869	2,166	1,539
GS 7-12	6.5%	5.9%	5.2%	18.1%	17.3%	15.6%	29.4%	28.3%	27.5%	23.7%	24.7%	25.2%	22.3%	23.8%	26.5%	227,964	178,104	141,030	17,427	14,241	11,408
GS 13-15	8.0%	7.2%	6.1%	22.2%	20.8%	19.1%	29.5%	28.8%	28.0%	22.9%	24.5%	25.2%	17.4%	18.8%	21.5%	212,766	170,391	156,276	15,456	13,403	12,343
SES	20.7%	20.9%	19.3%	30.1%	29.9%	28.3%	25.3%	23.6%	25.3%	15.6%	16.2%	17.2%	8.3%	9.3%	9.9%	5,227	5,586	5,665	73	74	65
SL/ST	15.6%	11.3%	8.6%	31.3%	24.4%	24.7%	26.7%	26.4%	29.6%	15.8%	19.4%	19.4%	10.6%	18.4%	17.7%	1,723	1,850	1,459	128	144	104
Other	6.5%	5.4%	5.0%	20.7%	19.7%	16.7%	25.0%	23.6%	22.4%	22.6%	24.3%	24.7%	25.3%	26.9%	31.2%	39,367	29,031	23,961	2,545	2,075	1,766

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.0%	6.4%	5.5%	19.5%	18.3%	16.8%	29.0%	27.8%	26.9%	23.3%	24.4%	25.0%	21.2%	23.1%	25.7%	546,809	440,033	368,966	40,162	34,307	29,028
<b>Time in Federal Government</b>																					
< 1 year	14.1%	13.9%	12.1%	29.1%	27.5%	24.7%	33.0%	32.6%	31.6%	14.1%	15.3%	19.4%	9.8%	10.7%	12.2%	5,590	6,668	5,008	1,673	2,309	1,816
1-3 years	10.3%	9.1%	8.3%	24.9%	23.0%	21.9%	28.7%	28.4%	27.9%	19.7%	20.5%	20.9%	16.5%	18.9%	21.1%	53,758	40,617	26,560	5,623	4,569	3,209
4-5 years	8.5%	7.3%	6.1%	20.5%	18.9%	16.8%	27.4%	26.2%	26.0%	22.3%	23.0%	24.4%	21.3%	24.6%	26.6%	32,641	27,828	27,575	2,554	2,295	2,408
6-10 years	6.7%	5.8%	5.3%	19.0%	17.6%	16.0%	27.4%	26.0%	24.9%	23.6%	24.8%	25.1%	23.4%	25.8%	28.8%	123,457	100,939	85,034	8,696	7,481	6,320
11-14 years	6.1%	5.6%	4.5%	18.0%	16.5%	14.9%	27.5%	26.6%	25.7%	24.5%	25.2%	25.8%	24.0%	26.1%	29.1%	79,157	59,763	51,269	5,061	3,942	3,364
15-20 years	5.9%	5.5%	4.8%	17.2%	16.8%	14.8%	28.3%	27.1%	26.3%	25.0%	25.8%	26.6%	23.5%	24.8%	27.5%	86,702	62,048	48,258	5,300	4,135	3,221
> 20 years	6.6%	6.1%	5.3%	19.5%	18.2%	17.2%	31.6%	30.5%	29.1%	23.5%	25.2%	25.6%	18.7%	20.1%	22.7%	145,498	125,814	111,585	9,353	8,023	7,354
<b>Time with Current Agency</b>																					
< 1 year	13.3%	12.8%	11.3%	26.5%	25.2%	23.0%	34.0%	33.0%	32.6%	15.3%	16.1%	19.1%	10.9%	12.9%	14.0%	10,951	12,486	9,827	3,134	3,941	3,260
1-3 years	9.9%	9.0%	8.0%	23.5%	22.1%	20.5%	29.0%	28.5%	28.1%	20.1%	21.2%	21.6%	17.4%	19.2%	21.8%	84,377	62,852	42,621	8,578	6,769	4,832
4-5 years	7.8%	6.7%	5.9%	20.2%	18.4%	16.4%	27.5%	26.5%	25.6%	22.4%	23.2%	25.0%	22.0%	25.1%	27.1%	42,889	35,074	35,241	3,053	2,668	2,731
6-10 years	6.2%	5.6%	4.8%	18.3%	16.9%	15.6%	27.4%	26.0%	24.7%	24.2%	25.1%	25.5%	23.9%	26.4%	29.4%	128,634	106,483	91,581	8,309	7,020	6,041
11-20 years	5.8%	5.1%	4.5%	17.4%	16.8%	14.9%	28.0%	27.0%	26.2%	25.0%	26.0%	26.3%	23.8%	25.1%	28.2%	150,747	111,454	92,635	8,686	6,736	5,635
> 20 years	6.4%	5.9%	5.2%	19.6%	18.2%	17.5%	31.7%	30.4%	29.2%	23.9%	25.5%	26.1%	18.3%	20.0%	22.1%	108,009	93,954	82,196	6,427	5,514	5,074
<b>Leaving</b>																					
No	9.0%	8.2%	7.2%	22.9%	21.6%	20.3%	30.9%	29.9%	29.3%	22.0%	23.3%	24.2%	15.2%	16.9%	19.1%	354,170	291,734	238,715	26,742	23,354	19,450
Yes, to retire	5.4%	4.9%	4.6%	18.3%	16.8%	16.3%	31.9%	31.2%	29.3%	25.0%	26.5%	26.9%	19.4%	20.6%	23.0%	32,706	26,753	20,846	1,995	1,665	1,340
Yes, to other job in Govt	3.4%	2.9%	2.6%	13.1%	12.0%	10.3%	24.5%	23.2%	22.1%	26.0%	26.3%	26.9%	33.1%	35.6%	38.2%	93,443	65,679	65,565	6,423	4,857	4,727
Yes, to other job outside Govt	2.5%	1.8%	1.6%	10.5%	9.3%	7.0%	18.7%	17.5%	14.9%	26.1%	25.7%	25.6%	42.2%	45.6%	50.9%	21,012	18,181	12,935	1,190	1,162	799
Yes, other	2.6%	2.2%	1.8%	10.8%	9.5%	8.3%	23.9%	21.7%	20.6%	25.3%	25.2%	24.6%	37.4%	41.4%	44.7%	25,601	20,442	16,614	1,881	1,663	1,293
<b>Retiring</b>																					
Within 1 year	5.5%	4.9%	4.3%	17.5%	17.0%	15.6%	30.7%	29.4%	29.4%	25.1%	26.4%	25.9%	21.2%	22.3%	24.7%	19,919	16,114	12,690	1,211	986	809
Between 1-3 years	5.9%	5.3%	4.6%	18.9%	17.0%	16.2%	32.0%	31.4%	29.6%	24.3%	25.9%	26.1%	18.9%	20.3%	23.5%	53,684	44,202	35,375	3,495	2,876	2,431
Between 3-5 years	6.1%	5.5%	4.6%	18.9%	18.1%	16.1%	31.5%	30.4%	29.0%	24.0%	24.8%	26.3%	19.5%	21.2%	24.0%	59,491	47,829	39,361	3,872	3,270	2,675
5 or more years	7.5%	6.8%	5.9%	19.9%	18.7%	17.1%	27.9%	26.9%	26.1%	23.0%	23.9%	24.6%	21.7%	23.7%	26.3%	389,877	312,312	264,864	29,234	25,256	21,398

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.0%	6.4%	5.5%	19.5%	18.3%	16.8%	29.0%	27.8%	26.9%	23.3%	24.4%	25.0%	21.2%	23.1%	25.7%	546,809	440,033	368,966	40,162	34,307	29,028
Transgender																					
Yes	4.4%	--	--	13.2%	--	--	24.8%	--	--	21.4%	--	--	36.2%	--	--	1,975	--	--	125	--	--
No	7.2%	--	--	19.8%	--	--	28.8%	--	--	23.2%	--	--	21.0%	--	--	506,996	--	--	36,280	--	--
Consider Yourself as:																					
Straight	7.3%	--	--	20.0%	--	--	28.9%	--	--	23.2%	--	--	20.7%	--	--	475,294	--	--	33,552	--	--
Gay or Lesbian	7.0%	--	--	19.8%	--	--	26.7%	--	--	23.2%	--	--	23.3%	--	--	10,955	--	--	830	--	--
Bisexual	6.2%	--	--	17.9%	--	--	26.5%	--	--	23.8%	--	--	25.5%	--	--	5,259	--	--	429	--	--
Something else	4.3%	--	--	13.1%	--	--	26.1%	--	--	24.0%	--	--	32.5%	--	--	10,055	--	--	747	--	--
Military Service																					
No Prior Military Service	6.9%	6.3%	5.5%	20.4%	19.2%	17.7%	28.2%	27.3%	26.2%	23.7%	24.9%	25.6%	20.7%	22.3%	25.0%	359,718	300,618	256,236	26,487	23,655	20,223
Currently in Guard/Reserves	7.9%	7.7%	6.9%	19.6%	18.9%	16.8%	28.6%	26.8%	26.3%	21.7%	22.0%	23.5%	22.3%	24.6%	26.6%	10,051	6,885	5,695	715	517	438
Retired Separated/Discharged	8.9%	7.7%	6.7%	20.7%	19.7%	17.8%	32.5%	31.9%	31.2%	21.3%	22.3%	22.8%	16.6%	18.4%	21.4%	69,287	46,187	36,634	4,871	3,524	2,810
	6.2%	5.7%	5.0%	16.0%	14.8%	13.3%	28.1%	26.5%	25.9%	23.4%	24.2%	24.6%	26.3%	28.8%	31.2%	79,613	64,198	51,775	5,308	4,481	3,711
Disability																					
Yes	7.5%	6.9%	6.1%	17.4%	16.1%	14.6%	28.5%	27.4%	26.4%	22.1%	23.0%	23.3%	24.5%	26.6%	29.8%	78,049	64,431	47,660	5,769	4,841	3,669
No	7.1%	6.4%	5.5%	20.2%	19.0%	17.4%	28.9%	27.9%	26.9%	23.5%	24.5%	25.3%	20.4%	22.2%	24.9%	436,978	354,695	303,736	31,254	27,422	23,599

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
Work Location																					
Headquarters	19.8%	19.3%	18.3%	41.0%	41.7%	41.4%	25.5%	25.4%	25.8%	7.3%	7.0%	7.3%	6.4%	6.5%	7.2%	202,751	166,013	144,283	15,555	11,996	11,062
Field	17.2%	16.9%	16.2%	39.9%	40.7%	40.9%	28.4%	27.9%	27.9%	7.4%	7.2%	7.4%	7.0%	7.2%	7.6%	323,033	259,597	211,968	25,378	19,778	17,202
Supervisory Status																					
Non-Supervisor	16.7%	16.4%	15.6%	39.3%	40.0%	39.7%	28.8%	28.4%	28.8%	7.6%	7.5%	7.6%	7.5%	7.8%	8.3%	342,548	277,402	229,836	32,646	25,541	22,719
Team Leader	17.9%	17.3%	16.4%	40.4%	41.4%	42.2%	28.1%	27.8%	27.2%	7.3%	7.1%	7.3%	6.3%	6.5%	6.9%	68,610	53,785	45,947	5,253	3,913	3,464
Supervisor	20.3%	20.3%	18.9%	43.8%	45.2%	45.4%	23.8%	23.1%	23.9%	7.0%	6.4%	6.7%	5.0%	5.0%	5.2%	75,322	60,820	50,341	2,710	2,031	1,812
Manager	25.3%	26.0%	25.2%	44.5%	45.0%	45.8%	20.0%	19.3%	18.7%	6.0%	5.9%	5.9%	4.3%	3.8%	4.5%	33,582	28,148	24,242	563	485	445
Senior Leader	37.8%	36.9%	34.6%	39.1%	39.9%	41.1%	14.2%	15.1%	15.1%	5.0%	4.6%	4.8%	3.9%	3.5%	4.4%	8,238	8,062	8,001	66	85	77
Sex																					
Male	20.0%	19.7%	18.6%	40.7%	41.4%	41.5%	27.5%	27.0%	27.4%	5.9%	5.8%	6.0%	5.8%	6.1%	6.4%	289,827	216,287	181,624	23,260	16,343	14,729
Female	15.4%	15.3%	14.7%	40.0%	40.9%	40.8%	27.0%	26.8%	26.8%	9.5%	8.9%	9.1%	8.1%	8.0%	8.7%	230,036	205,903	171,800	16,721	14,884	13,056
Hispanic or Latino																					
Yes	17.6%	17.4%	16.7%	36.8%	37.2%	37.0%	27.4%	27.0%	27.4%	8.8%	8.6%	8.9%	9.4%	9.8%	10.0%	49,889	37,206	31,370	3,232	2,381	2,131
No	18.3%	17.9%	17.0%	41.0%	41.7%	41.8%	27.2%	26.9%	27.0%	7.1%	7.0%	7.1%	6.4%	6.6%	7.1%	464,373	380,999	318,632	36,061	28,380	25,199
Race																					
American Indian/ Alaska Native	14.3%	14.0%	13.9%	34.2%	34.4%	33.1%	31.1%	29.5%	30.4%	10.0%	10.3%	9.9%	10.4%	11.8%	12.6%	9,948	8,797	7,319	621	560	485
Asian	18.6%	18.3%	17.5%	42.9%	43.2%	43.0%	25.5%	25.7%	25.1%	6.8%	6.4%	7.1%	6.2%	6.4%	7.2%	27,395	20,720	18,318	1,801	1,313	1,189
Black/African American	15.9%	15.0%	14.7%	37.7%	38.9%	37.6%	24.7%	24.6%	24.8%	10.6%	10.4%	10.8%	11.1%	11.1%	12.1%	72,774	60,980	54,779	3,893	3,391	3,122
Native Hawaiian/ Pacific Islander	15.6%	14.2%	13.0%	37.2%	35.6%	40.5%	29.7%	33.2%	28.6%	8.5%	7.9%	8.2%	9.0%	9.1%	9.8%	3,726	2,597	2,069	203	152	134
White	19.1%	18.8%	17.8%	41.8%	42.7%	43.0%	27.6%	27.2%	27.4%	6.3%	6.0%	6.2%	5.2%	5.3%	5.6%	365,214	295,521	243,616	29,757	22,791	20,223
Two or more races (Not Hispanic/ Latino)	17.0%	17.1%	16.6%	34.5%	34.3%	34.7%	28.5%	27.8%	27.1%	9.4%	9.2%	9.4%	10.7%	11.7%	12.2%	21,068	17,320	13,303	1,663	1,345	1,062

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
<b>Age Group</b>																					
25 and under	21.9%	21.3%	20.6%	44.4%	43.1%	45.1%	23.2%	23.8%	21.9%	5.9%	6.1%	6.2%	4.7%	5.7%	6.3%	5,371	3,485	2,523	460	263	208
26-29 years old	20.1%	20.5%	19.1%	40.5%	42.3%	42.2%	25.3%	24.0%	25.3%	7.9%	7.0%	6.8%	6.2%	6.3%	6.7%	15,091	11,664	10,234	1,367	1,037	961
30-39 years old	18.3%	17.9%	17.2%	39.3%	40.4%	40.4%	26.7%	26.3%	26.5%	8.0%	7.6%	8.0%	7.7%	7.7%	7.9%	102,209	81,923	67,822	9,817	7,609	6,826
40-49 years old	17.8%	17.5%	16.8%	39.8%	40.8%	40.4%	27.3%	26.9%	27.1%	7.6%	7.2%	7.5%	7.4%	7.5%	8.2%	133,839	112,545	96,217	10,529	8,731	7,974
50-59 years old	18.3%	17.5%	16.5%	41.0%	41.1%	41.3%	27.5%	27.5%	27.7%	6.9%	7.0%	7.1%	6.3%	6.8%	7.3%	180,223	158,494	134,169	12,039	10,809	9,537
60 or older	18.0%	16.8%	15.8%	42.1%	41.6%	42.1%	28.2%	28.8%	29.1%	6.6%	7.2%	7.0%	5.0%	5.6%	6.0%	76,638	73,238	57,990	4,992	4,750	3,999
<b>Level of Education</b>																					
Less than High School	15.7%	19.8%	12.8%	30.4%	36.3%	37.8%	33.4%	29.4%	28.9%	10.4%	5.4%	9.2%	10.0%	9.2%	11.4%	380	409	336	31	34	25
H.S. Diploma/ GED or equiv	14.6%	14.3%	13.9%	40.4%	41.0%	40.4%	32.8%	32.1%	32.7%	6.4%	6.4%	6.4%	5.8%	6.2%	6.5%	22,651	18,316	15,185	1,531	1,179	1,074
Trade/Technical Certificate	14.1%	13.2%	11.9%	37.3%	37.3%	39.4%	34.1%	34.1%	33.1%	7.1%	7.2%	7.6%	7.5%	8.2%	7.9%	11,690	10,078	7,661	834	721	529
Some College (no degree)	15.9%	15.3%	14.5%	37.7%	38.4%	37.9%	31.8%	31.2%	31.5%	7.1%	7.3%	7.7%	7.5%	7.7%	8.5%	74,295	58,446	49,061	5,400	4,240	3,712
Associate's Degree	16.0%	15.5%	15.0%	39.2%	39.7%	39.1%	30.4%	30.0%	29.9%	7.3%	7.1%	7.4%	7.1%	7.6%	8.5%	41,469	33,056	25,724	3,178	2,470	2,082
Bachelor's Degree	18.7%	18.6%	17.8%	41.7%	42.3%	42.5%	26.3%	25.9%	25.8%	7.0%	6.7%	7.1%	6.3%	6.5%	6.9%	183,420	144,087	122,246	14,734	10,885	9,866
Master's Degree	20.0%	19.8%	18.7%	40.9%	42.0%	42.2%	24.2%	23.7%	24.0%	7.9%	7.5%	7.6%	7.0%	6.9%	7.4%	136,864	111,425	94,551	10,316	7,926	7,132
Doctoral/ Professional Degree	20.7%	19.8%	19.3%	41.2%	42.5%	42.9%	23.6%	23.7%	24.2%	8.1%	7.9%	7.2%	6.4%	6.1%	6.4%	52,350	48,732	40,546	4,461	4,045	3,564
<b>Pay Category</b>																					
Federal Wage System	12.8%	12.8%	12.0%	34.4%	35.9%	35.8%	35.6%	32.9%	33.8%	8.0%	8.0%	8.3%	9.2%	10.4%	10.0%	17,586	12,304	8,955	1,311	809	615
GS 1-6	16.2%	14.9%	14.5%	37.1%	38.4%	37.6%	30.7%	30.0%	30.2%	7.7%	7.3%	8.2%	8.2%	9.4%	9.4%	21,399	25,491	17,301	1,753	1,997	1,359
GS 7-12	16.7%	16.6%	15.7%	39.7%	40.7%	40.6%	28.6%	28.0%	28.2%	7.6%	7.4%	7.6%	7.3%	7.2%	7.8%	227,031	178,835	140,922	18,617	14,044	12,253
GS 13-15	20.8%	21.1%	20.0%	42.5%	43.5%	43.9%	24.3%	23.6%	23.8%	6.9%	6.5%	6.6%	5.5%	5.3%	5.7%	212,592	172,103	157,594	15,882	12,314	11,841
SES	41.2%	42.9%	41.4%	38.8%	40.2%	41.6%	11.8%	11.1%	10.8%	4.7%	3.4%	3.7%	3.4%	2.5%	2.6%	5,258	5,642	5,717	39	38	38
SL/ST	29.0%	25.9%	22.7%	43.1%	42.4%	48.5%	18.5%	20.8%	20.0%	5.4%	5.5%	4.9%	4.0%	5.4%	3.9%	1,781	1,898	1,506	68	114	67
Other	16.1%	15.2%	15.0%	40.0%	40.5%	40.2%	28.4%	28.9%	28.7%	7.8%	7.6%	7.6%	7.7%	7.8%	8.5%	38,904	28,907	23,858	3,034	2,307	1,959

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
<b>Time in Federal Government</b>																					
< 1 year	27.3%	26.0%	25.6%	44.4%	46.1%	44.4%	21.7%	21.4%	22.7%	3.9%	3.7%	3.8%	2.8%	2.8%	3.5%	6,502	8,006	6,125	773	983	720
1-3 years	21.8%	20.6%	19.7%	41.8%	42.8%	43.0%	25.3%	25.7%	25.9%	6.2%	5.7%	6.2%	4.9%	5.3%	5.1%	54,535	41,775	27,431	4,919	3,531	2,458
4-5 years	19.2%	18.4%	17.2%	39.5%	39.1%	40.8%	27.6%	27.3%	27.7%	7.2%	7.7%	7.1%	6.6%	7.5%	7.2%	32,446	27,871	27,654	2,783	2,327	2,449
6-10 years	17.5%	17.0%	16.1%	39.7%	40.7%	40.2%	27.9%	27.5%	27.8%	7.7%	7.4%	7.7%	7.1%	7.3%	8.1%	121,659	100,375	84,135	10,587	8,382	7,635
11-14 years	16.9%	16.5%	15.6%	39.7%	39.9%	40.3%	28.3%	28.2%	28.1%	7.7%	7.5%	7.8%	7.5%	7.9%	8.3%	78,012	59,372	50,846	6,299	4,518	4,037
15-20 years	16.6%	16.8%	15.9%	39.5%	40.5%	39.9%	28.4%	27.4%	27.7%	7.8%	7.5%	7.8%	7.8%	7.8%	8.6%	85,891	62,124	48,207	6,198	4,272	3,518
> 20 years	18.1%	17.6%	17.1%	41.3%	42.0%	42.2%	26.8%	26.5%	26.5%	7.2%	7.4%	7.2%	6.6%	6.6%	7.0%	145,794	126,605	112,160	9,243	7,723	7,400
<b>Time with Current Agency</b>																					
< 1 year	26.3%	24.9%	24.6%	42.7%	44.7%	43.4%	22.8%	21.6%	22.7%	4.6%	4.8%	4.9%	3.6%	3.9%	4.4%	12,602	14,690	11,764	1,500	1,764	1,400
1-3 years	20.9%	20.2%	19.1%	40.6%	41.8%	41.6%	25.8%	25.7%	26.2%	6.8%	6.3%	6.8%	5.9%	6.0%	6.3%	85,532	64,615	43,875	7,505	5,250	3,766
4-5 years	18.5%	17.7%	16.5%	39.0%	38.9%	39.9%	27.6%	27.4%	27.4%	7.5%	7.7%	8.0%	7.4%	8.3%	8.2%	42,527	35,032	35,108	3,461	2,809	3,030
6-10 years	16.7%	16.5%	15.3%	39.5%	40.2%	40.2%	28.0%	27.9%	28.1%	8.1%	7.5%	7.9%	7.6%	7.9%	8.6%	126,557	105,417	90,250	10,487	8,429	7,820
11-20 years	16.4%	16.2%	15.7%	39.9%	40.7%	40.3%	28.5%	28.0%	28.3%	7.8%	7.5%	7.7%	7.5%	7.5%	8.0%	148,642	110,802	91,985	10,974	7,768	6,751
> 20 years	18.6%	18.2%	17.8%	42.2%	42.7%	43.4%	26.7%	26.3%	26.1%	6.7%	7.1%	6.6%	5.8%	5.8%	6.2%	107,801	94,163	82,387	6,784	5,643	5,336
<b>Leaving</b>																					
No	21.1%	20.7%	19.7%	43.6%	44.4%	44.7%	25.9%	25.4%	25.9%	5.7%	5.6%	5.7%	3.7%	3.9%	4.1%	355,361	295,316	241,431	25,947	20,698	17,914
Yes, to retire	15.6%	14.9%	14.4%	41.1%	41.5%	43.0%	29.6%	29.7%	29.2%	7.6%	7.6%	7.6%	6.1%	6.3%	5.9%	32,581	26,830	20,860	2,151	1,721	1,426
Yes, to other job in Govt	12.2%	11.9%	11.6%	33.7%	34.1%	33.9%	29.9%	29.6%	29.2%	10.9%	10.7%	11.0%	13.3%	13.7%	14.3%	91,746	65,148	64,899	8,233	5,622	5,743
Yes, to other job outside Govt	13.4%	12.5%	12.5%	32.3%	33.4%	31.6%	28.1%	28.4%	28.3%	11.2%	10.6%	10.9%	15.0%	15.1%	16.6%	20,247	17,799	12,488	1,974	1,617	1,293
Yes, other	10.1%	9.3%	9.3%	29.8%	29.2%	29.9%	32.3%	33.4%	32.6%	11.7%	11.1%	11.0%	16.0%	17.0%	17.3%	25,049	20,143	16,237	2,471	2,040	1,773
<b>Retiring</b>																					
Within 1 year	16.4%	15.2%	14.9%	40.1%	40.4%	42.2%	28.8%	29.5%	28.5%	7.5%	7.7%	7.6%	7.1%	7.2%	6.7%	19,797	16,107	12,709	1,350	1,039	868
Between 1-3 years	16.5%	15.8%	14.8%	41.3%	41.7%	42.5%	28.9%	29.0%	29.0%	7.3%	7.4%	7.1%	6.0%	6.0%	6.6%	53,764	44,463	35,519	3,488	2,820	2,477
Between 3-5 years	16.8%	16.8%	16.0%	41.0%	41.8%	41.2%	28.5%	27.7%	28.5%	7.3%	7.2%	7.6%	6.3%	6.6%	6.7%	59,558	48,224	39,514	3,922	3,085	2,684
5 or more years	18.7%	18.3%	17.4%	40.2%	41.1%	41.0%	26.9%	26.5%	26.7%	7.3%	7.1%	7.3%	6.9%	7.0%	7.6%	387,853	314,020	265,778	31,646	24,494	21,835

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
Transgender																					
Yes	17.0%	--	--	27.1%	--	--	29.2%	--	--	10.0%	--	--	16.6%	--	--	1,929	--	--	173	--	--
No	18.2%	--	--	40.6%	--	--	27.1%	--	--	7.3%	--	--	6.7%	--	--	505,747	--	--	38,171	--	--
Consider Yourself as:																					
Straight	18.4%	--	--	41.0%	--	--	27.0%	--	--	7.1%	--	--	6.4%	--	--	474,021	--	--	35,416	--	--
Gay or Lesbian	17.3%	--	--	37.6%	--	--	24.1%	--	--	11.1%	--	--	9.9%	--	--	11,096	--	--	705	--	--
Bisexual	16.7%	--	--	37.0%	--	--	24.8%	--	--	10.9%	--	--	10.5%	--	--	5,308	--	--	397	--	--
Something else	14.8%	--	--	29.2%	--	--	31.9%	--	--	10.0%	--	--	14.1%	--	--	9,844	--	--	971	--	--
Military Service																					
No Prior Military Service	17.6%	17.4%	16.8%	41.5%	42.3%	42.4%	26.5%	26.3%	26.2%	7.7%	7.4%	7.5%	6.7%	6.6%	7.1%	358,907	302,932	257,458	27,692	22,386	20,271
Currently in Guard/Reserves	21.4%	20.5%	18.8%	38.8%	41.4%	40.7%	27.2%	24.9%	26.7%	6.0%	6.5%	6.8%	6.7%	6.7%	6.9%	10,001	6,908	5,705	783	499	448
Retired Separated/Discharged	20.6%	20.1%	18.7%	40.6%	41.2%	41.1%	27.9%	27.6%	28.2%	5.7%	5.8%	6.1%	5.2%	5.4%	5.9%	69,448	46,729	37,052	4,790	3,158	2,596
	18.0%	17.0%	15.9%	36.9%	37.6%	37.6%	29.4%	29.0%	29.4%	7.4%	7.4%	7.7%	8.3%	9.0%	9.4%	78,525	63,843	51,439	6,500	5,034	4,346
Disability																					
Yes	18.4%	17.7%	16.9%	35.9%	36.6%	36.2%	27.7%	27.7%	27.5%	8.0%	7.9%	8.5%	10.0%	10.2%	10.8%	78,118	64,935	48,100	5,785	4,553	3,549
No	18.2%	17.8%	16.9%	41.4%	42.2%	42.3%	27.1%	26.8%	27.0%	7.2%	7.0%	7.1%	6.1%	6.2%	6.7%	435,295	356,751	304,704	33,457	26,582	24,115

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>25.2%</b>	<b>24.6%</b>	<b>23.4%</b>	<b>51.9%</b>	<b>52.3%</b>	<b>52.6%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>6.3%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>580,210</b>	<b>469,234</b>	<b>393,340</b>	8,065	6,752	6,278
<b>Work Location</b>																					
Headquarters	28.1%	27.1%	25.5%	52.5%	52.5%	52.9%	12.0%	12.4%	12.9%	4.5%	4.8%	5.3%	2.9%	3.2%	3.5%	214,665	174,703	152,090	3,992	3,394	3,231
Field	23.9%	23.5%	22.6%	51.5%	52.1%	52.3%	13.3%	13.1%	13.4%	6.5%	6.5%	6.8%	4.7%	4.7%	4.9%	345,274	276,581	226,359	3,656	3,006	2,733
<b>Supervisory Status</b>																					
Non-Supervisor	23.2%	22.6%	21.4%	51.8%	52.3%	52.4%	14.0%	14.0%	14.5%	6.3%	6.4%	6.8%	4.6%	4.7%	4.9%	369,656	298,083	247,726	6,192	5,116	4,777
Team Leader	24.9%	23.7%	22.2%	52.4%	52.6%	53.5%	12.8%	12.9%	13.0%	6.0%	6.6%	6.7%	3.9%	4.3%	4.5%	73,121	56,970	48,704	829	745	684
Supervisor	30.1%	29.9%	28.3%	53.5%	54.3%	54.9%	9.7%	9.5%	10.2%	4.3%	4.0%	4.0%	2.4%	2.3%	2.6%	77,617	62,447	51,731	517	441	394
Manager	38.5%	38.7%	38.1%	50.1%	49.7%	50.5%	7.0%	7.4%	6.7%	2.7%	2.7%	3.0%	1.6%	1.5%	1.6%	34,066	28,532	24,562	120	103	112
Senior Leader	51.2%	49.3%	47.5%	39.9%	41.8%	41.2%	5.3%	5.5%	6.5%	2.1%	1.8%	2.8%	1.5%	1.6%	2.1%	8,283	8,123	8,055	29	27	32
<b>Sex</b>																					
Male	27.2%	27.0%	25.3%	51.2%	51.6%	52.3%	12.3%	12.1%	12.5%	5.3%	5.4%	5.7%	3.9%	3.9%	4.2%	310,360	230,202	193,920	3,174	2,518	2,370
Female	23.0%	22.1%	21.4%	52.9%	53.3%	53.0%	13.6%	13.8%	14.0%	6.4%	6.5%	6.9%	4.2%	4.4%	4.6%	242,957	217,299	181,385	4,191	3,682	3,418
<b>Hispanic or Latino</b>																					
Yes	23.7%	23.6%	22.5%	47.1%	48.0%	48.1%	14.7%	14.6%	15.0%	7.6%	7.5%	7.7%	6.9%	6.2%	6.6%	52,477	39,069	32,946	722	511	529
No	25.9%	25.0%	23.9%	52.5%	52.9%	53.1%	12.5%	12.6%	12.9%	5.5%	5.7%	6.0%	3.6%	3.8%	4.1%	494,610	404,133	338,571	6,519	5,540	5,159
<b>Race</b>																					
American Indian/ Alaska Native	19.9%	20.5%	19.1%	50.7%	48.3%	49.2%	15.8%	17.2%	17.4%	7.4%	8.1%	7.3%	6.3%	5.9%	7.0%	10,451	9,223	7,696	129	118	112
Asian	27.1%	26.3%	26.2%	52.6%	53.2%	52.4%	13.2%	12.6%	13.3%	4.0%	4.3%	4.8%	3.0%	3.6%	3.3%	28,748	21,741	19,133	488	338	369
Black/African American	24.5%	23.3%	22.5%	52.4%	53.4%	52.8%	13.2%	13.3%	13.7%	5.5%	5.6%	5.9%	4.4%	4.4%	5.1%	75,560	63,332	56,811	1,222	1,098	1,031
Native Hawaiian/ Pacific Islander	22.3%	20.4%	21.9%	49.3%	49.7%	50.2%	16.8%	17.4%	15.0%	5.9%	7.1%	5.9%	5.6%	5.4%	7.0%	3,883	2,717	2,183	49	36	27
White	26.4%	25.8%	24.4%	52.1%	52.7%	53.1%	12.1%	12.1%	12.5%	5.7%	5.8%	6.2%	3.7%	3.7%	3.9%	390,908	314,631	260,207	4,580	3,863	3,552
Two or more races (Not Hispanic/ Latino)	22.8%	22.2%	20.9%	48.4%	47.6%	47.7%	15.0%	15.8%	16.0%	7.7%	7.6%	8.2%	6.1%	6.8%	7.2%	22,381	18,378	14,084	388	293	268

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>25.2%</b>	<b>24.6%</b>	<b>23.4%</b>	<b>51.9%</b>	<b>52.3%</b>	<b>52.6%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>6.3%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>580,210</b>	<b>469,234</b>	<b>393,340</b>	<b>8,065</b>	<b>6,752</b>	<b>6,278</b>
<b>Age Group</b>																					
25 and under	29.9%	28.2%	29.7%	49.3%	49.2%	49.5%	11.6%	12.6%	10.4%	5.9%	6.9%	6.3%	3.2%	3.1%	4.1%	5,771	3,707	2,691	68	44	43
26-29 years old	27.7%	27.4%	25.5%	47.9%	50.8%	49.7%	12.6%	11.8%	13.1%	6.6%	5.4%	6.7%	5.2%	4.6%	5.0%	16,253	12,531	10,981	231	181	210
30-39 years old	25.4%	24.8%	23.5%	50.0%	50.1%	50.5%	12.5%	12.9%	13.2%	6.8%	6.9%	7.2%	5.2%	5.2%	5.5%	110,409	88,097	73,223	1,729	1,468	1,378
40-49 years old	24.7%	24.0%	22.9%	51.6%	52.3%	52.4%	13.2%	13.2%	13.5%	6.0%	6.1%	6.4%	4.5%	4.4%	4.8%	142,499	119,495	102,454	2,029	1,841	1,696
50-59 years old	26.2%	24.9%	23.6%	53.3%	53.1%	53.9%	12.4%	12.8%	13.0%	5.0%	5.5%	5.7%	3.2%	3.6%	3.7%	190,418	167,261	141,620	2,160	2,224	2,013
60 or older	25.8%	23.5%	22.7%	53.6%	54.2%	53.8%	12.9%	13.5%	14.1%	5.0%	5.5%	6.0%	2.7%	3.3%	3.5%	80,896	77,086	61,119	929	969	915
<b>Level of Education</b>																					
Less than High School	24.2%	26.6%	19.3%	38.0%	45.7%	54.6%	21.4%	17.5%	16.2%	6.9%	4.9%	3.6%	9.5%	5.2%	6.3%	402	431	348	10	9	11
H.S. Diploma/ GED or equiv	20.5%	20.1%	20.2%	52.1%	53.9%	54.2%	15.7%	15.4%	14.9%	6.8%	6.6%	6.3%	4.9%	4.1%	4.5%	24,048	19,327	16,086	178	188	171
Trade/Technical Certificate	21.0%	19.1%	19.8%	51.5%	53.9%	54.1%	15.5%	14.7%	14.6%	6.6%	6.8%	6.6%	5.3%	5.5%	4.8%	12,451	10,705	8,117	95	93	74
Some College (no degree)	21.7%	21.5%	20.5%	50.8%	51.2%	51.4%	14.9%	14.9%	15.1%	7.2%	7.2%	7.1%	5.4%	5.2%	5.8%	79,113	62,045	52,113	741	687	637
Associate's Degree	22.6%	21.7%	21.2%	52.0%	52.7%	51.9%	13.9%	13.8%	14.1%	6.4%	6.6%	7.2%	5.0%	5.1%	5.6%	44,306	35,250	27,517	400	309	303
Bachelor's Degree	25.2%	24.9%	23.6%	52.5%	52.6%	53.0%	12.6%	12.6%	12.8%	5.8%	5.8%	6.4%	3.9%	4.0%	4.1%	195,885	153,077	130,216	2,546	2,000	1,820
Master's Degree	28.8%	28.2%	26.5%	52.1%	52.3%	52.9%	11.2%	11.2%	11.8%	4.8%	5.0%	5.3%	3.1%	3.3%	3.5%	145,230	117,643	99,942	2,140	1,780	1,695
Doctoral/ Professional Degree	31.9%	29.4%	28.0%	50.9%	51.7%	51.5%	10.6%	11.2%	12.0%	4.1%	4.7%	5.2%	2.4%	3.0%	3.2%	55,551	51,632	42,993	1,360	1,182	1,137
<b>Pay Category</b>																					
Federal Wage System	20.9%	20.4%	19.5%	51.8%	51.4%	52.2%	14.2%	14.3%	14.2%	7.5%	7.7%	7.9%	5.7%	6.2%	6.1%	18,874	13,058	9,535	56	38	47
GS 1-6	23.2%	20.8%	20.6%	49.6%	50.1%	50.6%	14.8%	15.9%	15.0%	6.9%	7.1%	7.4%	5.6%	6.1%	6.3%	22,937	27,221	18,427	273	279	237
GS 7-12	23.1%	23.2%	22.1%	52.2%	52.9%	52.9%	13.5%	13.2%	13.7%	6.4%	6.3%	6.7%	4.7%	4.4%	4.6%	243,185	190,701	150,964	2,829	2,402	2,132
GS 13-15	29.6%	29.5%	27.9%	52.7%	53.1%	53.5%	11.2%	10.9%	11.6%	4.1%	4.2%	4.4%	2.4%	2.3%	2.6%	224,911	181,347	166,325	3,907	3,156	3,054
SES	53.6%	54.9%	54.5%	37.9%	37.8%	38.4%	5.1%	5.1%	4.4%	2.2%	1.3%	1.7%	1.2%	1.0%	0.9%	5,294	5,667	5,736	13	18	24
SL/ST	40.6%	34.1%	31.5%	46.8%	48.5%	51.8%	7.7%	10.3%	10.1%	3.8%	3.2%	3.7%	1.2%	3.9%	2.9%	1,838	1,985	1,543	17	22	20
Other	21.6%	20.2%	19.1%	48.7%	50.0%	50.3%	14.8%	14.8%	14.7%	8.2%	8.5%	8.9%	6.6%	6.5%	7.0%	41,529	30,868	25,442	472	363	382

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.2%	24.6%	23.4%	51.9%	52.3%	52.6%	13.0%	13.0%	13.3%	5.8%	6.0%	6.3%	4.1%	4.1%	4.4%	580,210	469,234	393,340	8,065	6,752	6,278
<b>Time in Federal Government</b>																					
< 1 year	35.3%	33.9%	33.0%	50.0%	51.2%	51.4%	9.7%	9.1%	9.1%	3.5%	4.0%	4.3%	1.5%	1.7%	2.3%	7,171	8,834	6,720	107	169	124
1-3 years	30.0%	28.1%	27.2%	50.4%	52.0%	51.9%	11.2%	11.4%	11.8%	5.2%	5.1%	5.5%	3.2%	3.5%	3.7%	58,800	44,731	29,439	712	597	442
4-5 years	27.4%	25.7%	24.6%	50.2%	50.4%	51.4%	12.3%	13.2%	13.0%	5.9%	6.1%	6.6%	4.2%	4.5%	4.5%	34,738	29,761	29,599	513	443	481
6-10 years	24.9%	24.1%	22.6%	51.6%	52.0%	52.3%	12.9%	12.9%	13.4%	6.1%	6.5%	6.9%	4.5%	4.4%	4.8%	130,539	107,244	90,303	1,909	1,548	1,467
11-14 years	23.9%	23.5%	21.8%	51.8%	51.6%	51.6%	13.3%	13.4%	13.9%	6.3%	6.5%	7.2%	4.7%	4.9%	5.5%	83,232	63,063	53,991	1,213	874	848
15-20 years	22.7%	22.7%	21.5%	51.9%	52.3%	52.6%	14.0%	14.0%	14.5%	6.4%	6.3%	6.5%	4.9%	4.7%	4.9%	91,049	65,507	50,882	1,204	906	817
> 20 years	25.5%	24.8%	24.1%	53.4%	53.9%	54.2%	12.8%	12.7%	12.9%	5.1%	5.2%	5.3%	3.2%	3.4%	3.5%	153,424	132,748	117,812	1,922	1,764	1,736
<b>Time with Current Agency</b>																					
< 1 year	33.3%	33.1%	32.2%	50.0%	51.0%	51.0%	10.9%	9.4%	9.7%	3.6%	4.3%	4.5%	2.2%	2.3%	2.6%	13,859	16,133	12,880	256	331	267
1-3 years	29.2%	27.9%	26.5%	50.6%	51.5%	51.9%	11.6%	11.8%	12.3%	5.1%	5.2%	5.4%	3.4%	3.6%	3.8%	91,892	68,858	46,878	1,262	1,015	755
4-5 years	26.7%	25.0%	23.8%	50.6%	50.9%	51.4%	12.4%	13.3%	13.4%	5.9%	6.3%	6.7%	4.3%	4.4%	4.8%	45,351	37,323	37,451	665	556	667
6-10 years	24.0%	23.2%	21.7%	52.0%	52.3%	52.6%	13.2%	13.3%	13.6%	6.2%	6.6%	7.0%	4.6%	4.6%	5.1%	135,300	112,215	96,512	1,969	1,664	1,546
11-20 years	22.8%	22.7%	21.6%	52.0%	52.2%	52.3%	13.8%	13.8%	14.3%	6.5%	6.5%	6.8%	4.8%	4.8%	5.0%	157,823	117,141	97,151	2,037	1,509	1,504
> 20 years	26.0%	25.3%	24.6%	53.5%	54.3%	54.6%	12.5%	12.4%	12.5%	5.0%	5.0%	5.1%	2.9%	3.2%	3.2%	113,485	98,767	86,589	1,351	1,187	1,144
<b>Leaving</b>																					
No	29.1%	28.3%	27.0%	53.0%	53.6%	54.0%	11.1%	11.2%	11.5%	4.5%	4.5%	4.9%	2.4%	2.5%	2.6%	377,513	312,636	256,022	4,384	3,626	3,276
Yes, to retire	22.1%	21.0%	20.2%	53.9%	54.8%	55.0%	14.3%	14.5%	14.4%	6.0%	6.1%	6.4%	3.7%	3.7%	3.9%	34,435	28,235	21,975	387	349	304
Yes, to other job in Govt	18.7%	18.3%	18.1%	50.0%	50.5%	50.3%	15.8%	15.5%	15.9%	8.2%	8.6%	8.4%	7.2%	7.2%	7.3%	98,381	69,419	69,100	1,730	1,385	1,507
Yes, to other job outside Govt	18.0%	17.7%	16.1%	47.6%	46.7%	46.7%	15.8%	16.6%	16.2%	9.5%	9.5%	10.3%	9.2%	9.5%	10.7%	21,812	19,038	13,459	438	374	317
Yes, other	14.7%	14.3%	12.8%	46.5%	45.3%	46.2%	19.0%	19.6%	19.7%	9.9%	10.6%	10.5%	10.0%	10.2%	10.8%	26,928	21,642	17,498	614	548	480
<b>Retiring</b>																					
Within 1 year	22.7%	21.4%	21.2%	52.9%	53.6%	53.5%	14.2%	14.5%	14.3%	6.2%	5.8%	6.6%	4.0%	4.7%	4.4%	20,941	16,941	13,381	250	226	192
Between 1-3 years	23.6%	22.2%	21.1%	53.7%	54.6%	54.9%	13.4%	13.7%	14.1%	5.8%	5.8%	6.2%	3.5%	3.7%	3.7%	56,760	46,795	37,502	630	533	491
Between 3-5 years	24.0%	23.6%	22.6%	53.6%	53.9%	54.1%	13.4%	12.8%	13.4%	5.6%	6.0%	6.1%	3.5%	3.8%	3.8%	62,871	50,794	41,644	697	578	560
5 or more years	26.2%	25.5%	24.3%	51.4%	51.9%	52.1%	12.5%	12.6%	12.9%	5.8%	5.9%	6.2%	4.2%	4.1%	4.5%	414,225	333,836	282,938	5,860	4,872	4,546

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.2%	24.6%	23.4%	51.9%	52.3%	52.6%	13.0%	13.0%	13.3%	5.8%	6.0%	6.3%	4.1%	4.1%	4.4%	580,210	469,234	393,340	8,065	6,752	6,278
Transgender																					
Yes	19.1%	--	--	42.1%	--	--	18.6%	--	--	9.2%	--	--	11.1%	--	--	2,062	--	--	43	--	--
No	25.7%	--	--	52.0%	--	--	12.6%	--	--	5.7%	--	--	4.0%	--	--	537,645	--	--	7,025	--	--
Consider Yourself as:																					
Straight	25.9%	--	--	52.2%	--	--	12.5%	--	--	5.6%	--	--	3.8%	--	--	503,763	--	--	6,359	--	--
Gay or Lesbian	27.0%	--	--	49.1%	--	--	12.7%	--	--	6.3%	--	--	4.9%	--	--	11,624	--	--	188	--	--
Bisexual	25.8%	--	--	47.5%	--	--	13.1%	--	--	7.6%	--	--	6.0%	--	--	5,614	--	--	94	--	--
Something else	17.7%	--	--	44.1%	--	--	19.5%	--	--	9.2%	--	--	9.6%	--	--	10,604	--	--	231	--	--
Military Service																					
No Prior Military Service	24.8%	24.3%	23.2%	52.1%	52.6%	52.7%	13.0%	13.0%	13.3%	6.0%	6.0%	6.5%	4.1%	4.1%	4.3%	381,452	320,728	273,027	5,766	4,844	4,606
Currently in Guard/Reserves	28.8%	28.2%	28.1%	50.6%	50.9%	51.0%	11.4%	11.4%	11.1%	5.0%	5.3%	5.2%	4.2%	4.2%	4.6%	10,716	7,350	6,071	72	70	78
Retired Separated/Discharged	29.6%	28.9%	27.6%	53.4%	53.8%	54.3%	10.5%	10.6%	11.0%	4.1%	4.1%	4.5%	2.4%	2.6%	2.6%	73,798	49,499	39,304	533	391	320
	24.4%	23.4%	22.0%	50.4%	50.5%	51.3%	13.8%	14.1%	14.4%	6.4%	6.8%	6.6%	5.1%	5.2%	5.7%	84,255	68,102	55,045	883	803	719
Disability																					
Yes	25.3%	24.1%	23.4%	48.3%	48.5%	48.2%	13.7%	14.3%	14.7%	6.8%	6.9%	7.3%	5.8%	6.1%	6.5%	82,939	68,528	50,849	1,079	999	797
No	25.7%	25.1%	23.7%	52.7%	53.2%	53.6%	12.5%	12.4%	12.8%	5.5%	5.6%	6.0%	3.6%	3.7%	3.9%	463,346	378,484	323,731	6,099	5,117	4,960

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>25.0%</b>	<b>24.0%</b>	<b>22.8%</b>	<b>54.8%</b>	<b>54.3%</b>	<b>54.4%</b>	<b>12.4%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>4.9%</b>	<b>5.4%</b>	<b>5.7%</b>	<b>3.0%</b>	<b>3.3%</b>	<b>3.8%</b>	<b>580,765</b>	<b>468,960</b>	<b>393,948</b>	5,675	5,276	4,677
<b>Work Location</b>																					
Headquarters	27.6%	26.5%	25.1%	54.7%	54.0%	54.4%	11.4%	12.3%	12.5%	4.2%	4.6%	4.9%	2.1%	2.7%	3.1%	215,583	175,147	152,790	2,469	2,342	2,090
Field	23.7%	22.9%	21.7%	54.7%	54.3%	54.3%	12.7%	13.3%	13.7%	5.4%	5.8%	6.2%	3.4%	3.7%	4.2%	344,926	275,926	226,299	2,931	2,642	2,310
<b>Supervisory Status</b>																					
Non-Supervisor	23.7%	22.9%	21.7%	54.9%	54.4%	54.3%	12.9%	13.5%	13.8%	5.2%	5.6%	6.0%	3.3%	3.6%	4.2%	370,420	298,145	248,453	4,277	3,928	3,441
Team Leader	25.2%	23.7%	22.0%	55.3%	54.4%	55.1%	11.9%	12.9%	13.3%	4.8%	5.5%	5.7%	2.8%	3.4%	3.8%	73,121	56,950	48,737	611	583	518
Supervisor	26.9%	26.3%	24.7%	55.3%	55.2%	55.3%	11.1%	11.5%	12.4%	4.5%	4.7%	5.1%	2.2%	2.3%	2.6%	77,513	62,311	51,693	414	387	346
Manager	33.4%	32.9%	32.1%	52.5%	51.7%	52.9%	8.6%	9.9%	9.0%	3.7%	3.8%	4.0%	1.7%	1.6%	2.0%	34,003	28,423	24,514	98	101	91
Senior Leader	46.2%	44.4%	42.5%	43.5%	44.4%	44.5%	6.5%	6.8%	7.3%	2.5%	3.0%	3.1%	1.3%	1.4%	2.7%	8,281	8,084	8,037	19	20	30
<b>Sex</b>																					
Male	25.8%	24.8%	23.0%	53.8%	53.4%	53.5%	12.4%	12.9%	13.5%	4.9%	5.3%	5.8%	3.2%	3.5%	4.1%	310,098	229,870	193,924	2,546	2,157	2,025
Female	24.5%	23.6%	22.9%	56.2%	55.4%	55.4%	11.8%	12.7%	12.8%	4.9%	5.4%	5.5%	2.6%	3.0%	3.4%	243,686	217,329	181,944	2,673	2,710	2,285
<b>Hispanic or Latino</b>																					
Yes	24.4%	23.6%	23.2%	50.6%	50.7%	49.6%	14.0%	14.6%	14.6%	6.3%	6.4%	6.7%	4.8%	4.7%	5.8%	52,508	39,028	32,971	523	422	433
No	25.5%	24.4%	23.0%	55.3%	54.7%	54.9%	11.9%	12.6%	13.0%	4.7%	5.2%	5.6%	2.7%	3.1%	3.5%	495,039	403,827	339,104	4,618	4,346	3,800
<b>Race</b>																					
American Indian/ Alaska Native	20.0%	19.9%	18.4%	51.8%	50.2%	49.6%	16.2%	17.1%	16.8%	7.1%	7.3%	9.0%	5.0%	5.5%	6.3%	10,418	9,209	7,666	132	115	109
Asian	26.8%	25.6%	25.0%	55.4%	54.3%	55.2%	12.4%	13.7%	13.3%	3.4%	4.1%	3.9%	2.1%	2.4%	2.6%	28,756	21,643	19,125	371	347	317
Black/African American	27.1%	25.4%	24.8%	54.9%	54.9%	54.8%	11.4%	11.9%	11.9%	4.0%	4.5%	4.8%	2.6%	3.2%	3.7%	75,696	63,409	56,975	776	766	680
Native Hawaiian/ Pacific Islander	23.5%	21.2%	22.0%	54.0%	53.0%	52.9%	14.2%	15.5%	15.2%	4.4%	5.9%	4.6%	4.0%	4.4%	5.3%	3,888	2,710	2,177	38	33	24
White	25.4%	24.5%	23.1%	55.0%	54.6%	54.6%	11.8%	12.5%	12.9%	5.0%	5.4%	5.8%	2.8%	3.0%	3.6%	391,116	314,357	260,512	3,283	3,002	2,679
Two or more races (Not Hispanic/ Latino)	22.8%	22.4%	19.6%	51.9%	50.5%	50.7%	14.1%	15.0%	16.1%	6.4%	6.8%	7.4%	4.8%	5.2%	6.1%	22,441	18,351	14,112	268	254	212

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
<b>Age Group</b>																					
25 and under	30.1%	28.6%	27.4%	52.5%	51.3%	51.8%	10.3%	11.8%	11.4%	4.8%	6.0%	5.2%	2.2%	2.3%	4.2%	5,752	3,693	2,700	74	48	33
26-29 years old	26.8%	26.5%	24.5%	52.7%	52.8%	51.6%	11.7%	11.2%	12.8%	5.3%	5.7%	6.7%	3.5%	3.8%	4.5%	16,247	12,490	11,025	191	186	128
30-39 years old	24.3%	23.3%	21.8%	53.2%	52.2%	52.4%	12.6%	13.5%	13.7%	6.0%	6.6%	7.0%	4.0%	4.4%	5.2%	110,687	88,168	73,480	1,205	1,109	952
40-49 years old	24.3%	23.5%	22.0%	54.1%	53.8%	53.8%	12.7%	13.1%	13.7%	5.5%	5.9%	6.2%	3.5%	3.7%	4.3%	142,846	119,586	102,598	1,328	1,378	1,248
50-59 years old	26.1%	24.5%	23.4%	55.9%	55.3%	55.7%	11.7%	12.7%	12.9%	4.1%	4.7%	5.0%	2.2%	2.8%	3.0%	190,362	167,012	141,791	1,562	1,743	1,539
60 or older	26.7%	24.1%	23.5%	56.5%	56.1%	56.0%	11.5%	13.4%	13.5%	3.5%	4.3%	4.6%	1.7%	2.2%	2.5%	80,794	76,958	61,125	713	787	747
<b>Level of Education</b>																					
Less than High School	23.5%	24.7%	24.5%	46.6%	46.8%	51.5%	19.7%	19.7%	13.9%	3.6%	3.5%	2.3%	6.6%	5.2%	7.8%	395	429	347	12	11	9
H.S. Diploma/ GED or equiv	23.2%	22.0%	22.9%	55.9%	56.1%	55.1%	13.4%	14.5%	13.5%	4.3%	4.5%	5.2%	3.2%	3.0%	3.3%	23,951	19,265	16,031	157	158	157
Trade/Technical Certificate	22.5%	20.1%	21.1%	55.5%	55.2%	54.5%	13.7%	14.9%	15.0%	5.0%	5.9%	5.4%	3.3%	3.9%	4.0%	12,392	10,669	8,082	107	89	75
Some College (no degree)	23.6%	23.2%	21.8%	54.3%	53.2%	53.8%	13.3%	14.1%	14.2%	5.2%	5.7%	5.7%	3.6%	3.8%	4.5%	78,915	61,974	52,112	632	558	511
Associate's Degree	23.8%	22.3%	21.6%	55.1%	54.4%	53.7%	12.9%	13.8%	14.3%	4.9%	5.7%	6.1%	3.3%	3.8%	4.4%	44,174	35,127	27,479	349	315	263
Bachelor's Degree	24.7%	24.1%	22.5%	55.1%	54.8%	54.8%	12.0%	12.4%	13.0%	5.1%	5.4%	5.9%	3.0%	3.3%	3.8%	196,177	153,001	130,444	1,757	1,539	1,356
Master's Degree	27.3%	26.4%	24.9%	54.4%	54.0%	54.5%	11.2%	11.8%	11.9%	4.6%	5.1%	5.3%	2.5%	2.8%	3.3%	145,590	117,596	100,208	1,443	1,389	1,190
Doctoral/ Professional Degree	27.9%	25.7%	24.2%	53.7%	53.4%	53.5%	11.7%	13.0%	13.6%	4.6%	5.2%	5.7%	2.1%	2.7%	3.0%	55,924	51,771	43,214	828	827	780
<b>Pay Category</b>																					
Federal Wage System	20.5%	19.3%	17.9%	56.0%	52.7%	53.1%	14.8%	16.2%	16.7%	5.0%	7.1%	7.0%	3.7%	4.7%	5.2%	18,736	12,946	9,453	128	118	90
GS 1-6	25.9%	22.3%	22.4%	52.4%	51.5%	51.3%	12.9%	15.1%	14.6%	5.2%	6.3%	6.3%	3.6%	4.8%	5.4%	22,797	27,053	18,361	292	349	241
GS 7-12	23.9%	23.6%	22.5%	54.8%	54.8%	54.7%	12.6%	12.9%	13.2%	5.3%	5.4%	5.7%	3.4%	3.4%	3.9%	242,998	190,359	151,018	2,226	2,028	1,724
GS 13-15	27.3%	26.9%	25.2%	55.1%	54.7%	54.9%	11.2%	11.5%	12.1%	4.3%	4.6%	5.1%	2.0%	2.3%	2.7%	225,956	181,781	166,986	2,325	2,073	1,985
SES	48.3%	47.8%	46.8%	42.1%	42.0%	43.7%	5.7%	6.4%	6.4%	2.8%	2.8%	2.2%	1.1%	1.0%	0.9%	5,290	5,653	5,744	10	8	11
SL/ST	35.9%	32.0%	24.8%	50.7%	49.4%	55.7%	9.4%	12.0%	12.5%	2.8%	3.8%	4.2%	1.1%	2.8%	2.8%	1,831	1,982	1,540	20	15	22
Other	22.8%	20.7%	19.0%	54.8%	54.4%	54.6%	13.3%	14.2%	14.5%	5.5%	6.2%	6.8%	3.7%	4.5%	5.0%	41,505	30,782	25,485	334	325	284

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
Time in Federal Government																					
< 1 year	35.2%	33.3%	33.1%	52.1%	51.2%	50.4%	8.8%	10.0%	9.7%	2.8%	3.8%	4.7%	1.1%	1.7%	2.1%	7,145	8,775	6,711	118	202	113
1-3 years	29.5%	27.3%	25.8%	53.0%	52.8%	52.6%	10.8%	11.9%	12.2%	4.4%	5.0%	5.8%	2.3%	3.0%	3.6%	58,753	44,625	29,470	621	531	356
4-5 years	27.0%	24.2%	23.4%	52.6%	52.5%	53.3%	11.7%	13.2%	13.1%	5.4%	6.4%	5.9%	3.3%	3.7%	4.2%	34,762	29,748	29,645	406	350	360
6-10 years	24.5%	23.6%	22.0%	54.7%	53.6%	54.0%	12.3%	13.2%	13.4%	5.3%	5.8%	6.1%	3.2%	3.7%	4.5%	130,834	107,299	90,507	1,243	1,191	1,064
11-14 years	23.4%	22.8%	21.0%	54.9%	53.9%	54.2%	12.8%	13.6%	14.2%	5.4%	6.0%	6.4%	3.5%	3.8%	4.3%	83,416	63,061	54,148	770	657	569
15-20 years	22.7%	21.9%	20.8%	54.8%	54.6%	54.4%	13.4%	14.0%	14.3%	5.5%	5.8%	6.3%	3.6%	3.8%	4.2%	91,095	65,470	50,969	851	712	583
> 20 years	25.4%	24.7%	23.8%	56.1%	56.4%	56.1%	12.1%	12.3%	12.7%	4.1%	4.2%	4.6%	2.3%	2.4%	2.7%	153,484	132,613	117,931	1,345	1,302	1,319
Time with Current Agency																					
< 1 year	33.3%	32.0%	31.6%	51.8%	50.8%	50.2%	10.1%	10.8%	10.6%	3.3%	4.2%	5.0%	1.6%	2.3%	2.6%	13,803	15,978	12,850	272	422	269
1-3 years	28.4%	27.0%	25.2%	52.8%	52.3%	52.6%	11.5%	12.1%	12.6%	4.8%	5.4%	5.8%	2.6%	3.2%	3.8%	91,903	68,812	46,963	1,019	819	570
4-5 years	26.2%	23.8%	22.9%	52.9%	52.7%	53.6%	12.0%	13.4%	13.3%	5.4%	6.4%	5.8%	3.5%	3.7%	4.3%	45,429	37,324	37,551	474	415	461
6-10 years	24.0%	22.9%	21.1%	55.0%	54.0%	54.5%	12.5%	13.4%	13.6%	5.2%	5.9%	6.2%	3.3%	3.8%	4.6%	135,612	112,345	96,742	1,255	1,201	1,097
11-20 years	22.8%	22.2%	21.2%	55.4%	55.0%	54.5%	13.0%	13.6%	14.3%	5.4%	5.6%	6.1%	3.4%	3.6%	3.9%	157,947	117,114	97,410	1,375	1,122	1,011
> 20 years	25.5%	24.8%	24.2%	56.5%	56.9%	56.5%	11.9%	12.1%	12.4%	4.0%	4.0%	4.5%	2.1%	2.2%	2.5%	113,530	98,567	86,578	947	932	928
Leaving																					
No	28.8%	27.6%	26.2%	55.4%	55.2%	55.6%	10.4%	11.1%	11.4%	3.7%	4.1%	4.5%	1.7%	1.9%	2.3%	377,761	312,250	256,268	3,070	2,896	2,419
Yes, to retire	22.7%	21.5%	20.8%	57.0%	57.2%	56.5%	13.4%	14.1%	14.4%	4.5%	4.6%	5.4%	2.4%	2.7%	2.8%	34,378	28,190	21,988	307	251	251
Yes, to other job in Govt	18.4%	18.0%	17.4%	53.5%	52.1%	52.0%	15.3%	16.0%	16.1%	7.4%	8.0%	8.0%	5.4%	6.0%	6.5%	98,612	69,530	69,343	1,180	1,028	1,055
Yes, to other job outside Govt	16.3%	15.9%	13.9%	51.3%	49.1%	48.9%	16.3%	16.9%	17.9%	8.7%	9.6%	9.4%	7.4%	8.4%	9.9%	21,866	19,027	13,471	328	322	279
Yes, other	15.0%	13.2%	12.7%	50.5%	49.9%	49.8%	19.5%	19.4%	19.6%	8.1%	9.3%	8.9%	6.9%	8.1%	9.1%	26,990	21,668	17,600	454	439	352
Retiring																					
Within 1 year	22.9%	21.7%	21.1%	55.9%	56.3%	55.2%	13.4%	13.8%	14.9%	4.8%	4.8%	5.4%	2.9%	3.4%	3.3%	20,918	16,939	13,373	187	151	158
Between 1-3 years	24.2%	22.8%	21.8%	56.8%	56.8%	56.7%	12.5%	13.4%	13.8%	4.2%	4.4%	5.0%	2.3%	2.5%	2.7%	56,720	46,692	37,561	454	421	381
Between 3-5 years	24.5%	23.5%	22.8%	56.6%	56.0%	56.3%	12.2%	12.9%	12.8%	4.4%	4.8%	5.1%	2.4%	2.8%	3.0%	62,821	50,672	41,672	523	492	437
5 or more years	25.6%	24.7%	23.2%	54.2%	53.6%	53.8%	12.1%	12.7%	13.1%	5.1%	5.6%	5.9%	3.1%	3.4%	4.0%	414,895	333,773	283,462	4,059	3,775	3,298

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
Transgender																					
Yes	17.9%	--	--	45.6%	--	--	17.8%	--	--	8.2%	--	--	10.4%	--	--	2,066	--	--	29	--	--
No	25.5%	--	--	54.8%	--	--	12.0%	--	--	4.8%	--	--	2.9%	--	--	538,122	--	--	4,948	--	--
Consider Yourself as:																					
Straight	25.7%	--	--	55.0%	--	--	11.8%	--	--	4.7%	--	--	2.7%	--	--	504,149	--	--	4,489	--	--
Gay or Lesbian	26.0%	--	--	52.3%	--	--	12.1%	--	--	5.7%	--	--	3.8%	--	--	11,674	--	--	110	--	--
Bisexual	25.5%	--	--	51.4%	--	--	12.1%	--	--	6.4%	--	--	4.6%	--	--	5,649	--	--	47	--	--
Something else	17.1%	--	--	48.1%	--	--	19.2%	--	--	8.2%	--	--	7.4%	--	--	10,624	--	--	169	--	--
Military Service																					
No Prior Military Service	24.8%	23.9%	22.8%	55.5%	55.3%	55.1%	12.1%	12.6%	13.0%	4.8%	5.2%	5.6%	2.8%	3.0%	3.5%	382,321	320,784	273,719	3,776	3,631	3,272
Currently in Guard/Reserves	26.3%	26.2%	23.7%	52.6%	51.0%	51.0%	11.7%	11.9%	13.2%	5.6%	6.6%	6.7%	3.8%	4.2%	5.4%	10,669	7,328	6,071	80	78	64
Retired Separated/Discharged	28.9%	27.6%	26.4%	54.6%	54.1%	54.7%	10.8%	11.7%	11.7%	3.7%	4.1%	4.5%	2.0%	2.5%	2.7%	73,615	49,325	39,255	512	394	290
	23.8%	22.6%	21.0%	52.8%	51.7%	52.2%	13.6%	14.4%	14.8%	5.9%	6.7%	6.7%	4.0%	4.6%	5.4%	84,096	67,960	55,012	764	696	608
Disability																					
Yes	25.7%	24.2%	23.2%	51.3%	50.1%	49.9%	13.1%	14.5%	14.7%	5.7%	6.3%	6.6%	4.2%	4.8%	5.7%	82,803	68,373	50,829	906	865	621
No	25.3%	24.4%	23.0%	55.5%	55.2%	55.3%	11.9%	12.4%	12.8%	4.7%	5.1%	5.5%	2.6%	2.9%	3.4%	463,966	378,289	324,329	4,152	3,965	3,637

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
Work Location																					
Headquarters	21.8%	20.6%	19.5%	36.8%	36.6%	35.5%	20.7%	21.1%	21.4%	10.2%	10.6%	11.2%	10.4%	11.2%	12.3%	205,303	167,128	145,105	13,105	10,592	9,951
Field	18.9%	18.3%	17.4%	35.7%	35.7%	35.0%	21.7%	21.5%	21.7%	11.2%	11.5%	12.1%	12.5%	13.0%	13.9%	330,807	264,810	216,109	17,889	14,103	12,707
Supervisory Status																					
Non-Supervisor	17.4%	16.7%	15.6%	35.2%	35.1%	34.0%	23.0%	22.9%	23.2%	11.5%	11.7%	12.6%	12.9%	13.6%	14.7%	350,567	282,564	234,023	24,925	19,892	18,181
Team Leader	18.8%	17.7%	16.4%	36.4%	36.1%	35.7%	21.6%	21.2%	21.7%	11.5%	12.4%	12.6%	11.8%	12.5%	13.6%	70,182	54,715	46,564	3,753	2,888	2,745
Supervisor	25.1%	24.7%	23.6%	39.9%	40.4%	40.3%	17.6%	18.0%	17.8%	9.0%	8.8%	9.5%	8.4%	8.1%	8.8%	76,029	61,137	50,567	2,036	1,597	1,487
Manager	34.6%	34.0%	33.9%	38.4%	38.4%	38.7%	13.5%	14.3%	13.7%	7.1%	7.0%	6.7%	6.3%	6.4%	6.9%	33,695	28,177	24,271	458	403	340
Senior Leader	48.7%	47.0%	45.2%	32.2%	33.7%	32.2%	8.8%	9.4%	11.4%	4.9%	4.6%	5.2%	5.4%	5.2%	6.0%	8,257	8,049	7,987	52	79	78
Sex																					
Male	21.4%	20.6%	19.1%	36.6%	36.6%	35.8%	21.0%	21.0%	21.3%	10.0%	10.3%	11.0%	11.0%	11.5%	12.9%	297,926	221,015	185,621	15,458	11,273	10,430
Female	18.0%	17.3%	16.9%	35.7%	35.5%	34.7%	21.9%	21.8%	22.0%	12.0%	12.3%	12.7%	12.5%	13.2%	13.7%	232,133	207,410	172,674	14,691	12,947	11,822
Hispanic or Latino																					
Yes	19.1%	18.8%	18.3%	32.1%	32.9%	32.2%	23.0%	22.0%	22.0%	11.4%	11.4%	11.6%	14.4%	14.9%	16.0%	50,526	37,572	31,640	2,635	1,935	1,785
No	20.3%	19.3%	18.2%	36.8%	36.5%	35.7%	21.1%	21.2%	21.5%	10.7%	11.1%	11.7%	11.2%	11.9%	12.9%	473,699	386,765	323,134	27,011	21,921	20,104
Race																					
American Indian/ Alaska Native	14.6%	14.8%	13.4%	30.8%	29.6%	29.6%	24.0%	23.4%	25.0%	13.9%	13.1%	13.0%	16.7%	19.0%	19.0%	10,134	8,929	7,460	434	409	332
Asian	20.2%	19.3%	19.1%	40.8%	40.4%	39.4%	22.7%	22.5%	22.7%	7.8%	8.7%	8.9%	8.5%	9.0%	9.9%	27,453	20,716	18,129	1,751	1,274	1,324
Black/African American	18.1%	16.9%	16.5%	34.2%	34.6%	33.7%	24.2%	24.1%	24.1%	10.6%	10.8%	11.4%	12.9%	13.5%	14.2%	72,331	60,386	54,130	4,387	3,865	3,634
Native Hawaiian/ Pacific Islander	17.7%	15.6%	15.9%	34.6%	34.5%	34.7%	24.5%	26.3%	25.5%	10.0%	10.5%	9.3%	13.2%	13.1%	14.5%	3,775	2,647	2,122	154	98	85
White	21.2%	20.4%	19.2%	37.1%	37.0%	36.2%	20.1%	20.2%	20.3%	10.8%	11.1%	11.8%	10.8%	11.3%	12.5%	374,865	301,716	248,813	20,330	16,056	14,598
Two or more races (Not Hispanic/ Latino)	16.2%	16.0%	14.4%	30.6%	29.9%	29.2%	23.4%	22.0%	22.9%	12.6%	13.1%	13.7%	17.2%	19.0%	19.7%	21,298	17,556	13,409	1,440	1,089	928

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
<b>Age Group</b>																					
25 and under	22.7%	20.7%	21.3%	39.3%	39.7%	39.3%	18.5%	17.7%	17.4%	10.1%	11.2%	10.8%	9.3%	10.7%	11.2%	5,476	3,559	2,549	352	177	171
26-29 years old	20.5%	20.3%	18.9%	36.5%	37.5%	34.2%	19.3%	19.4%	20.3%	11.5%	11.1%	12.7%	12.2%	11.8%	13.9%	15,513	11,955	10,427	955	719	726
30-39 years old	19.2%	18.0%	17.0%	35.5%	35.7%	34.4%	20.4%	20.3%	20.6%	11.7%	12.2%	12.8%	13.3%	13.8%	15.2%	105,225	83,768	69,403	6,843	5,584	5,067
40-49 years old	19.2%	18.4%	17.5%	35.4%	35.0%	34.6%	21.1%	21.6%	21.4%	11.3%	11.5%	12.2%	13.0%	13.4%	14.2%	136,598	114,364	97,811	7,830	6,686	6,142
50-59 years old	21.0%	19.4%	18.3%	36.8%	36.3%	35.5%	21.7%	21.9%	22.6%	10.1%	10.7%	11.2%	10.4%	11.6%	12.4%	182,947	160,318	135,356	9,458	8,699	8,114
60 or older	21.4%	19.5%	19.0%	37.9%	36.5%	36.3%	22.4%	23.4%	22.9%	9.6%	10.4%	10.8%	8.7%	10.1%	10.9%	77,720	73,964	58,527	4,037	3,879	3,413
<b>Level of Education</b>																					
Less than High School	18.5%	20.9%	13.8%	31.7%	31.2%	35.7%	28.4%	25.2%	24.7%	8.2%	9.3%	10.5%	13.2%	13.4%	15.2%	381	416	337	31	25	22
H.S. Diploma/ GED or equiv	16.7%	15.9%	16.3%	35.1%	36.9%	35.7%	25.5%	24.3%	24.8%	11.0%	11.1%	10.9%	11.7%	11.8%	12.2%	23,202	18,604	15,469	995	844	764
Trade/Technical Certificate	14.9%	14.7%	13.8%	33.5%	33.8%	33.9%	25.9%	24.7%	24.0%	11.1%	11.7%	12.8%	14.6%	15.0%	15.6%	12,006	10,330	7,803	524	455	372
Some College (no degree)	17.1%	16.4%	15.8%	32.8%	33.3%	32.0%	24.3%	24.5%	24.4%	11.9%	11.9%	12.4%	13.8%	13.9%	15.4%	76,242	59,636	50,022	3,543	2,940	2,659
Associate's Degree	17.3%	16.4%	15.9%	34.8%	34.0%	33.2%	23.0%	23.2%	23.1%	11.6%	11.9%	12.7%	13.2%	14.4%	15.2%	42,588	33,872	26,364	2,104	1,599	1,394
Bachelor's Degree	19.9%	19.2%	17.9%	37.4%	37.2%	36.3%	21.1%	20.9%	21.3%	10.6%	10.9%	11.8%	11.0%	11.8%	12.8%	186,968	146,312	123,979	11,307	8,418	7,897
Master's Degree	22.3%	21.4%	20.3%	37.4%	36.8%	36.4%	19.1%	19.6%	19.8%	10.4%	10.8%	11.3%	10.8%	11.4%	12.3%	138,769	112,356	95,220	8,493	6,800	6,291
Doctoral/ Professional Degree	26.2%	24.5%	23.8%	37.2%	38.1%	37.4%	17.1%	17.1%	17.3%	9.8%	10.2%	10.6%	9.8%	10.1%	10.8%	53,265	49,407	41,045	3,579	3,277	2,990
<b>Pay Category</b>																					
Federal Wage System	13.3%	13.3%	12.8%	30.0%	30.9%	31.2%	24.7%	24.2%	23.5%	13.8%	13.8%	14.0%	18.1%	17.8%	18.5%	18,217	12,623	9,164	691	462	386
GS 1-6	17.8%	16.0%	16.1%	32.5%	32.6%	31.9%	23.4%	23.4%	23.4%	11.8%	12.1%	12.8%	14.6%	16.0%	15.8%	21,934	26,152	17,695	1,245	1,262	948
GS 7-12	17.9%	17.4%	16.4%	35.9%	36.2%	35.0%	22.7%	22.4%	22.7%	11.2%	11.3%	12.1%	12.3%	12.8%	13.8%	232,191	181,865	143,533	13,659	10,703	9,436
GS 13-15	23.8%	23.4%	22.2%	38.4%	38.4%	37.8%	19.0%	19.0%	19.3%	9.5%	10.0%	10.4%	9.2%	9.3%	10.3%	215,671	173,750	158,842	12,925	10,369	10,214
SES	52.5%	54.9%	55.0%	28.9%	29.4%	29.9%	8.3%	7.4%	7.6%	4.7%	4.5%	3.8%	5.6%	3.8%	3.7%	5,271	5,628	5,721	33	42	33
SL/ST	36.6%	29.7%	27.7%	36.3%	37.2%	39.5%	13.6%	16.0%	16.4%	6.8%	6.7%	8.3%	6.6%	10.4%	8.1%	1,797	1,945	1,506	58	66	61
Other	17.1%	16.3%	15.2%	33.8%	34.0%	33.0%	22.2%	22.2%	22.2%	12.8%	13.0%	13.3%	14.2%	14.5%	16.2%	39,821	29,599	24,346	2,148	1,568	1,451

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
Time in Federal Government																					
< 1 year	29.7%	27.9%	27.0%	40.6%	43.1%	41.3%	17.9%	16.9%	18.7%	7.0%	6.4%	7.5%	4.9%	5.7%	5.4%	6,634	8,252	6,186	630	749	638
1-3 years	23.6%	22.5%	20.9%	38.3%	38.2%	37.4%	19.7%	20.1%	20.5%	9.5%	9.7%	10.4%	8.9%	9.6%	10.9%	55,973	42,611	27,869	3,479	2,595	1,977
4-5 years	21.4%	19.6%	18.6%	35.4%	34.8%	34.7%	20.4%	21.1%	21.5%	10.9%	11.7%	12.0%	12.0%	12.9%	13.2%	33,322	28,514	28,116	1,935	1,636	1,910
6-10 years	19.1%	17.8%	16.9%	35.9%	35.5%	34.2%	21.4%	21.4%	21.8%	11.3%	11.7%	12.5%	12.3%	13.6%	14.6%	124,827	102,477	86,065	7,524	6,079	5,538
11-14 years	18.3%	17.4%	16.1%	35.3%	34.8%	33.5%	21.5%	21.6%	21.8%	11.6%	12.2%	13.2%	13.2%	14.0%	15.4%	79,804	60,471	51,721	4,567	3,357	3,061
15-20 years	17.8%	17.6%	17.2%	34.5%	34.9%	33.9%	22.1%	21.7%	21.6%	11.8%	11.9%	12.4%	13.7%	13.9%	15.0%	87,481	62,976	48,877	4,707	3,310	2,790
> 20 years	20.6%	19.9%	19.1%	36.8%	36.7%	36.7%	22.0%	22.2%	21.9%	10.1%	10.5%	10.7%	10.4%	10.8%	11.6%	147,188	127,237	112,711	7,991	6,842	6,660
Time with Current Agency																					
< 1 year	27.8%	26.8%	26.0%	39.6%	40.7%	39.4%	19.4%	18.4%	19.6%	7.0%	6.9%	8.1%	6.2%	7.1%	6.9%	12,855	14,910	11,780	1,243	1,525	1,341
1-3 years	22.8%	21.9%	20.1%	37.2%	37.0%	36.4%	20.3%	20.4%	20.8%	9.8%	10.2%	10.8%	9.9%	10.5%	11.9%	87,450	65,687	44,485	5,617	4,024	3,088
4-5 years	20.0%	18.6%	17.6%	35.0%	34.6%	33.8%	20.9%	20.8%	21.9%	11.2%	12.1%	12.3%	12.8%	13.9%	14.3%	43,562	35,827	35,724	2,432	1,965	2,318
6-10 years	18.3%	17.2%	15.9%	35.3%	35.0%	34.1%	21.7%	21.8%	22.0%	11.6%	12.0%	12.8%	13.0%	14.0%	15.2%	129,660	107,528	92,233	7,505	6,120	5,661
11-20 years	17.9%	17.3%	16.7%	35.0%	35.1%	33.8%	21.9%	22.1%	21.9%	11.8%	11.9%	12.7%	13.3%	13.6%	14.8%	151,608	112,551	93,289	8,127	5,875	5,315
> 20 years	21.5%	20.7%	20.3%	37.9%	37.8%	37.9%	21.6%	21.5%	21.3%	9.6%	10.1%	10.2%	9.4%	9.9%	10.4%	108,927	94,662	82,826	5,811	4,946	4,749
Leaving																					
No	24.2%	23.1%	22.1%	40.4%	40.3%	39.8%	20.4%	20.4%	20.8%	8.5%	8.9%	9.5%	6.6%	7.2%	7.7%	361,414	298,985	244,110	20,137	16,472	14,748
Yes, to retire	18.3%	17.1%	16.6%	36.4%	36.4%	36.5%	23.6%	24.7%	23.6%	11.2%	11.3%	11.7%	10.6%	10.5%	11.7%	33,117	27,142	21,168	1,692	1,375	1,124
Yes, to other job in Govt	11.2%	10.6%	10.3%	27.1%	26.3%	25.6%	23.2%	23.3%	22.8%	16.2%	16.2%	16.7%	22.3%	23.5%	24.7%	94,184	66,600	66,043	5,859	4,063	4,479
Yes, to other job outside Govt	11.5%	10.8%	9.1%	26.9%	26.3%	24.3%	20.8%	20.0%	21.0%	16.2%	16.4%	17.1%	24.6%	26.5%	28.5%	20,871	18,279	12,874	1,367	1,105	893
Yes, other	9.0%	8.3%	7.6%	23.7%	23.2%	22.6%	24.4%	23.5%	23.8%	16.1%	16.9%	16.6%	26.8%	28.1%	29.4%	25,815	20,710	16,705	1,710	1,451	1,268
Retiring																					
Within 1 year	18.7%	17.5%	17.2%	35.3%	35.0%	35.6%	22.4%	23.5%	22.6%	11.3%	11.3%	12.0%	12.3%	12.7%	12.7%	20,140	16,313	12,898	1,033	832	668
Between 1-3 years	19.2%	18.2%	17.0%	37.0%	37.0%	36.9%	23.0%	23.2%	23.1%	10.6%	10.8%	11.4%	10.2%	10.7%	11.7%	54,565	44,888	35,889	2,771	2,309	2,075
Between 3-5 years	19.3%	19.0%	18.2%	36.6%	36.2%	35.6%	22.7%	22.2%	22.2%	10.5%	11.3%	11.8%	10.8%	11.3%	12.2%	60,458	48,830	39,942	3,047	2,405	2,191
5 or more years	20.3%	19.4%	18.4%	36.1%	36.1%	35.1%	20.8%	20.9%	21.2%	10.9%	11.1%	11.8%	11.9%	12.5%	13.5%	396,136	319,269	269,740	23,620	18,668	17,320

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
Transgender																					
Yes	12.9%	--	--	25.0%	--	--	23.8%	--	--	13.3%	--	--	25.0%	--	--	1,977	--	--	128	--	--
No	20.2%	--	--	36.3%	--	--	21.2%	--	--	10.8%	--	--	11.5%	--	--	515,422	--	--	28,798	--	--
Consider Yourself as:																					
Straight	20.4%	--	--	36.7%	--	--	21.1%	--	--	10.6%	--	--	11.2%	--	--	483,119	--	--	26,596	--	--
Gay or Lesbian	20.5%	--	--	34.3%	--	--	19.3%	--	--	12.2%	--	--	13.7%	--	--	11,193	--	--	610	--	--
Bisexual	18.4%	--	--	31.2%	--	--	19.7%	--	--	13.5%	--	--	17.2%	--	--	5,375	--	--	326	--	--
Something else	12.2%	--	--	25.4%	--	--	25.1%	--	--	14.7%	--	--	22.5%	--	--	10,113	--	--	716	--	--
Military Service																					
No Prior Military Service	19.5%	18.7%	18.0%	36.9%	36.9%	36.0%	21.2%	21.2%	21.1%	11.0%	11.3%	12.0%	11.4%	11.9%	12.8%	364,561	306,412	260,272	22,284	18,321	16,946
Currently in Guard/Reserves	22.1%	21.7%	20.2%	35.8%	36.5%	35.6%	19.9%	18.9%	19.6%	10.1%	10.4%	10.4%	12.1%	12.5%	14.3%	10,356	7,093	5,864	438	304	275
Retired Separated/Discharged	24.4%	23.2%	21.6%	37.8%	37.7%	36.7%	20.7%	21.1%	21.9%	8.7%	9.0%	9.9%	8.4%	9.0%	9.9%	71,290	47,779	37,823	3,003	2,001	1,760
Disability																					
Yes	19.4%	18.3%	17.3%	31.4%	31.4%	30.6%	21.8%	21.8%	22.1%	11.7%	12.0%	12.4%	15.7%	16.6%	17.7%	79,754	65,977	48,734	4,201	3,386	2,843
No	20.3%	19.4%	18.4%	37.3%	37.2%	36.3%	21.1%	21.2%	21.4%	10.6%	10.9%	11.6%	10.7%	11.2%	12.3%	443,717	361,993	308,953	25,335	20,697	19,274

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
<b>Work Location</b>																					
Headquarters	29.9%	28.3%	26.4%	41.8%	42.0%	41.6%	16.8%	17.4%	18.0%	5.2%	5.5%	6.1%	6.3%	6.8%	7.9%	199,489	162,404	140,424	18,504	14,818	13,923
Field	26.7%	26.0%	24.5%	42.5%	42.3%	41.7%	18.1%	18.3%	19.1%	5.6%	5.9%	6.4%	7.1%	7.7%	8.3%	320,043	256,323	207,978	27,663	21,809	19,557
<b>Supervisory Status</b>																					
Non-Supervisor	24.5%	23.5%	21.8%	42.1%	42.1%	41.2%	19.8%	20.0%	21.0%	5.9%	6.2%	6.8%	7.7%	8.3%	9.2%	337,021	271,637	223,402	37,516	29,884	27,342
Team Leader	27.6%	26.0%	24.0%	43.1%	42.8%	43.1%	17.1%	17.8%	18.3%	5.8%	6.0%	6.7%	6.4%	7.3%	8.0%	67,752	52,910	44,951	5,973	4,538	4,141
Supervisor	34.5%	33.9%	32.0%	44.3%	44.7%	44.7%	12.3%	12.5%	13.3%	4.2%	4.4%	4.7%	4.7%	4.5%	5.2%	75,409	60,670	49,985	2,474	1,957	1,824
Manager	44.8%	44.8%	44.1%	39.7%	38.9%	39.4%	8.4%	9.0%	8.4%	3.4%	3.5%	3.7%	3.7%	3.8%	4.3%	33,584	28,090	24,143	503	432	388
Senior Leader	57.5%	56.9%	53.9%	30.5%	29.9%	31.6%	6.4%	8.1%	7.7%	2.3%	2.0%	2.9%	3.3%	3.1%	3.9%	8,222	8,043	7,971	68	78	79
<b>Sex</b>																					
Male	30.3%	29.3%	27.0%	41.7%	41.5%	41.6%	16.6%	17.0%	17.8%	5.0%	5.2%	5.8%	6.4%	7.0%	7.7%	289,717	215,051	179,649	22,730	16,598	15,340
Female	24.3%	23.6%	22.8%	43.2%	43.2%	42.0%	19.0%	19.1%	19.8%	6.1%	6.3%	6.8%	7.4%	7.8%	8.6%	224,139	200,449	166,072	22,199	19,315	17,537
<b>Hispanic or Latino</b>																					
Yes	26.6%	25.9%	24.7%	39.0%	39.5%	37.8%	19.7%	18.8%	20.1%	6.0%	6.4%	7.0%	8.8%	9.4%	10.4%	49,131	36,481	30,576	3,854	2,889	2,645
No	28.2%	27.0%	25.4%	42.8%	42.6%	42.2%	17.2%	17.8%	18.4%	5.3%	5.6%	6.2%	6.5%	7.0%	7.8%	459,139	375,142	311,832	40,358	32,470	29,707
<b>Race</b>																					
American Indian/ Alaska Native	19.3%	19.2%	17.6%	36.9%	35.7%	37.1%	23.4%	23.5%	23.1%	8.5%	8.5%	9.0%	11.9%	13.0%	13.3%	9,858	8,673	7,215	685	630	530
Asian	26.4%	25.4%	24.2%	46.5%	46.6%	46.2%	18.2%	17.9%	18.5%	3.9%	4.1%	5.1%	5.0%	5.9%	6.0%	26,997	20,381	17,821	2,146	1,596	1,575
Black/African American	23.0%	21.4%	21.0%	39.6%	40.0%	39.0%	21.4%	21.8%	21.8%	6.7%	6.8%	7.2%	9.3%	10.0%	11.0%	70,486	58,949	52,567	5,969	4,967	4,811
Native Hawaiian/ Pacific Islander	23.0%	20.3%	20.7%	40.9%	41.1%	39.7%	22.2%	23.9%	21.5%	5.4%	6.2%	7.0%	8.4%	8.4%	11.1%	3,688	2,560	2,040	228	170	148
White	30.2%	29.1%	27.2%	43.3%	43.3%	42.9%	15.8%	16.2%	17.2%	4.9%	5.2%	5.8%	5.8%	6.1%	6.9%	362,970	292,316	239,724	31,297	24,774	22,397
Two or more races (Not Hispanic/ Latino)	23.7%	23.9%	21.0%	36.9%	34.7%	34.5%	20.6%	20.7%	21.6%	7.7%	8.1%	8.9%	11.1%	12.6%	14.0%	20,575	16,951	12,849	2,112	1,620	1,411

## Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
<b>Age Group</b>																					
25 and under	37.6%	35.3%	33.4%	45.8%	46.3%	48.6%	11.2%	10.9%	10.1%	2.5%	3.6%	3.6%	2.9%	3.9%	4.2%	5,408	3,520	2,525	426	229	205
26-29 years old	32.8%	32.3%	29.9%	44.3%	44.6%	43.5%	13.7%	13.5%	15.0%	4.3%	4.3%	5.4%	4.9%	5.3%	6.2%	15,091	11,647	10,127	1,367	1,046	1,054
30-39 years old	29.0%	27.9%	25.7%	43.4%	43.3%	43.4%	15.7%	16.0%	17.1%	5.2%	5.5%	5.9%	6.8%	7.3%	8.0%	101,495	81,019	66,527	10,471	8,289	7,829
40-49 years old	27.1%	26.2%	24.4%	41.9%	41.5%	41.4%	17.8%	18.2%	18.8%	5.5%	5.9%	6.3%	7.7%	8.2%	9.1%	132,377	110,787	94,359	11,780	9,968	9,174
50-59 years old	27.9%	25.8%	24.5%	41.5%	41.8%	41.0%	18.3%	19.1%	19.9%	5.6%	5.9%	6.5%	6.7%	7.4%	8.1%	177,713	155,374	130,633	14,096	12,957	11,776
60 or older	27.3%	24.9%	24.2%	42.5%	41.9%	41.0%	19.1%	20.7%	20.9%	5.4%	6.0%	6.7%	5.7%	6.7%	7.2%	75,588	71,828	56,430	5,766	5,632	4,915
<b>Level of Education</b>																					
Less than High School	21.0%	24.9%	19.6%	36.9%	37.2%	42.8%	27.8%	27.7%	21.2%	3.6%	3.6%	4.8%	10.6%	6.5%	11.6%	364	406	333	41	32	24
H.S. Diploma/ GED or equiv	22.9%	21.9%	21.3%	43.1%	43.5%	44.3%	22.2%	22.9%	21.6%	5.2%	5.1%	5.6%	6.6%	6.6%	7.1%	22,529	18,117	14,921	1,588	1,247	1,182
Trade/Technical Certificate	22.0%	20.3%	19.3%	40.3%	41.2%	41.5%	22.7%	22.5%	22.6%	6.5%	7.4%	7.7%	8.4%	8.7%	8.9%	11,575	9,983	7,554	895	751	567
Some College (no degree)	23.8%	23.0%	21.2%	40.1%	40.0%	39.2%	21.7%	22.2%	23.2%	6.3%	6.3%	6.9%	8.2%	8.5%	9.4%	73,614	57,679	47,984	5,857	4,628	4,311
Associate's Degree	24.6%	22.3%	21.7%	41.1%	41.6%	39.9%	20.3%	21.0%	21.7%	6.0%	6.3%	7.1%	8.0%	8.8%	9.6%	41,297	32,734	25,348	3,259	2,580	2,246
Bachelor's Degree	28.1%	27.4%	25.5%	43.7%	43.3%	43.0%	16.9%	17.0%	17.8%	5.1%	5.5%	6.1%	6.2%	6.9%	7.6%	181,470	141,728	119,597	16,363	12,574	11,676
Master's Degree	30.9%	30.0%	28.1%	42.3%	42.1%	41.7%	14.9%	15.3%	16.1%	5.4%	5.6%	6.0%	6.5%	7.0%	8.0%	134,767	109,249	92,070	12,195	9,684	9,002
Doctoral/ Professional Degree	35.5%	33.2%	32.1%	41.4%	42.7%	43.0%	12.7%	13.2%	13.6%	4.6%	4.8%	4.9%	5.8%	6.1%	6.4%	51,436	48,003	39,763	5,316	4,642	4,085
<b>Pay Category</b>																					
Federal Wage System	20.3%	19.5%	18.4%	38.0%	38.8%	38.7%	22.5%	22.4%	23.0%	8.0%	7.6%	8.4%	11.3%	11.8%	11.6%	17,626	12,248	8,843	1,214	770	653
GS 1-6	23.9%	21.6%	20.8%	39.8%	38.9%	39.0%	21.3%	22.1%	22.3%	6.2%	6.7%	7.2%	8.8%	10.7%	10.7%	21,234	25,365	17,076	1,839	1,921	1,425
GS 7-12	25.1%	24.5%	22.7%	42.4%	42.7%	42.0%	19.3%	19.2%	20.1%	5.8%	6.0%	6.6%	7.4%	7.7%	8.7%	224,217	175,812	137,581	20,940	16,194	14,475
GS 13-15	32.7%	32.5%	30.9%	43.1%	43.1%	43.1%	14.3%	14.3%	14.9%	4.6%	4.9%	5.2%	5.3%	5.2%	6.0%	210,070	168,987	154,043	18,096	14,743	14,318
SES	60.7%	64.0%	64.7%	29.7%	27.7%	27.1%	4.9%	4.9%	4.4%	2.2%	1.6%	2.0%	2.5%	1.9%	1.9%	5,246	5,642	5,714	46	32	35
SL/ST	47.2%	39.2%	36.0%	37.2%	38.8%	42.7%	8.9%	11.8%	14.2%	3.1%	3.6%	3.7%	3.6%	6.5%	3.6%	1,774	1,904	1,473	79	101	80
Other	26.0%	24.1%	22.5%	42.4%	42.7%	41.1%	19.1%	19.4%	20.7%	5.6%	5.9%	6.7%	6.9%	8.0%	9.0%	38,210	28,513	23,336	3,641	2,566	2,300

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
<b>Time in Federal Government</b>																					
< 1 year	40.6%	38.9%	36.7%	44.6%	46.0%	45.7%	11.2%	10.7%	12.6%	1.4%	2.2%	2.5%	2.2%	2.2%	2.5%	6,598	8,064	6,130	668	915	686
1-3 years	34.3%	31.9%	29.5%	43.7%	43.8%	43.9%	14.4%	15.0%	16.4%	3.6%	4.2%	4.6%	4.1%	5.1%	5.7%	54,394	41,563	27,056	5,006	3,605	2,699
4-5 years	30.6%	27.7%	26.1%	42.1%	42.3%	42.7%	16.3%	17.2%	17.8%	4.9%	5.4%	5.6%	6.1%	7.4%	7.8%	32,212	27,574	27,155	2,986	2,493	2,773
6-10 years	27.4%	26.2%	24.2%	42.7%	42.4%	41.8%	17.4%	17.8%	19.0%	5.6%	5.8%	6.5%	6.8%	7.8%	8.5%	120,410	99,044	82,578	11,630	9,306	8,686
11-14 years	26.3%	25.1%	23.3%	41.9%	41.3%	40.7%	18.2%	18.8%	19.7%	6.0%	6.5%	7.0%	7.7%	8.4%	9.3%	77,089	58,342	49,698	7,087	5,300	4,827
15-20 years	24.7%	24.5%	23.5%	41.5%	40.7%	39.9%	19.0%	19.6%	19.5%	6.4%	6.4%	7.1%	8.4%	8.8%	10.0%	84,707	60,973	47,097	7,219	5,081	4,267
> 20 years	27.0%	25.9%	25.0%	41.7%	42.2%	41.5%	18.7%	19.0%	19.3%	5.6%	6.0%	6.4%	7.0%	7.0%	7.8%	143,285	123,863	109,066	11,345	9,735	9,422
<b>Time with Current Agency</b>																					
< 1 year	37.0%	37.0%	34.2%	43.8%	43.7%	43.8%	13.7%	12.8%	14.7%	2.5%	2.9%	3.5%	3.1%	3.6%	3.9%	12,688	14,651	11,631	1,393	1,766	1,438
1-3 years	32.3%	30.5%	28.1%	42.7%	42.8%	42.5%	15.5%	15.9%	17.1%	4.3%	4.9%	5.2%	5.2%	5.9%	7.1%	84,978	63,981	43,134	7,984	5,641	4,272
4-5 years	28.4%	26.4%	24.6%	41.4%	41.3%	41.9%	17.2%	18.0%	18.1%	5.7%	6.1%	6.6%	7.2%	8.2%	8.8%	42,144	34,749	34,487	3,791	2,950	3,457
6-10 years	26.3%	25.2%	23.0%	42.2%	41.9%	41.4%	18.0%	18.4%	19.5%	5.9%	6.1%	6.7%	7.6%	8.4%	9.2%	125,095	103,703	88,360	11,719	9,644	9,095
11-20 years	25.2%	24.3%	23.4%	41.9%	41.5%	40.6%	18.8%	19.5%	19.9%	6.2%	6.4%	7.0%	8.0%	8.3%	9.1%	146,607	108,805	89,833	12,673	9,221	8,192
> 20 years	28.3%	27.2%	26.6%	42.6%	42.9%	42.4%	17.9%	18.1%	18.3%	5.2%	5.5%	5.9%	6.0%	6.3%	6.7%	106,027	92,187	80,162	8,272	7,090	6,796
<b>Leaving</b>																					
No	32.8%	31.4%	29.9%	44.9%	45.3%	45.1%	15.2%	15.6%	16.5%	3.7%	3.9%	4.4%	3.4%	3.8%	4.1%	352,400	291,591	237,035	28,292	23,172	20,653
Yes, to retire	24.0%	22.3%	22.0%	42.4%	43.1%	42.3%	20.7%	21.6%	21.2%	6.1%	6.4%	7.0%	6.7%	6.6%	7.5%	32,171	26,397	20,403	2,453	1,984	1,667
Yes, to other job in Govt	17.6%	17.0%	15.6%	36.7%	34.8%	34.4%	22.2%	22.9%	23.1%	9.4%	9.9%	10.4%	14.1%	15.4%	16.5%	90,002	63,457	62,809	9,807	6,941	7,316
Yes, to other job outside Govt	19.6%	18.4%	16.0%	36.7%	36.5%	35.6%	19.5%	19.5%	20.1%	9.2%	9.6%	9.5%	15.1%	16.1%	18.8%	19,850	17,466	12,136	2,331	1,860	1,554
Yes, other	14.6%	13.3%	12.2%	32.8%	31.5%	31.5%	25.2%	25.2%	25.0%	9.9%	10.7%	11.2%	17.5%	19.3%	20.2%	24,479	19,645	15,756	2,970	2,412	2,110
<b>Retiring</b>																					
Within 1 year	24.9%	22.8%	22.2%	41.2%	41.8%	42.2%	19.7%	20.6%	20.6%	6.1%	6.7%	6.5%	8.1%	8.0%	8.5%	19,546	15,837	12,387	1,512	1,217	1,043
Between 1-3 years	25.5%	24.1%	22.9%	42.5%	42.3%	41.5%	19.4%	20.6%	21.0%	5.9%	6.0%	7.0%	6.6%	7.0%	7.6%	52,928	43,596	34,676	4,161	3,415	3,001
Between 3-5 years	25.9%	25.0%	24.0%	41.8%	42.0%	41.3%	19.5%	19.4%	20.4%	5.8%	6.4%	6.7%	6.9%	7.3%	7.6%	58,758	47,311	38,632	4,536	3,699	3,151
5 or more years	28.8%	27.7%	25.8%	42.4%	42.3%	41.9%	16.9%	17.2%	18.0%	5.3%	5.5%	6.1%	6.7%	7.3%	8.2%	383,711	309,516	260,149	35,221	27,682	25,732

## Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
Transgender																					
Yes	19.0%	--	--	31.6%	--	--	23.1%	--	--	7.8%	--	--	18.5%	--	--	1,896	--	--	196	--	--
No	28.1%	--	--	42.4%	--	--	17.4%	--	--	5.4%	--	--	6.7%	--	--	500,002	--	--	42,878	--	--
Consider Yourself as:																					
Straight	28.4%	--	--	42.6%	--	--	17.2%	--	--	5.3%	--	--	6.5%	--	--	469,030	--	--	39,415	--	--
Gay or Lesbian	28.1%	--	--	40.9%	--	--	16.6%	--	--	6.4%	--	--	8.0%	--	--	10,845	--	--	937	--	--
Bisexual	27.6%	--	--	38.2%	--	--	18.2%	--	--	6.6%	--	--	9.5%	--	--	5,136	--	--	557	--	--
Something else	18.5%	--	--	33.1%	--	--	25.5%	--	--	8.3%	--	--	14.7%	--	--	9,670	--	--	1,131	--	--
Military Service																					
No Prior Military Service	27.5%	26.6%	25.2%	43.8%	43.9%	43.4%	17.4%	17.6%	18.3%	5.1%	5.4%	5.9%	6.2%	6.5%	7.2%	353,091	297,054	250,895	32,825	26,886	25,037
Currently in Guard/Reserves	31.7%	31.6%	28.7%	40.9%	39.9%	40.6%	15.0%	15.4%	15.3%	5.3%	5.5%	5.8%	7.1%	7.6%	9.7%	10,113	6,963	5,723	651	442	402
Retired Separated/Discharged	32.0%	30.3%	28.6%	40.7%	41.3%	40.6%	16.3%	16.8%	18.0%	5.1%	5.2%	5.8%	5.8%	6.3%	7.0%	69,731	46,657	36,871	4,358	2,945	2,446
	25.9%	24.5%	22.5%	38.6%	37.7%	37.6%	19.3%	20.1%	20.4%	6.8%	7.1%	7.7%	9.5%	10.5%	11.7%	78,113	63,200	50,565	6,752	5,360	4,782
Disability																					
Yes	26.0%	24.4%	22.5%	35.2%	35.3%	34.7%	19.5%	19.9%	20.6%	7.5%	7.9%	8.6%	11.8%	12.5%	13.7%	77,462	64,009	47,149	6,234	5,114	4,110
No	28.5%	27.4%	25.8%	43.8%	43.8%	43.3%	17.0%	17.4%	18.2%	5.0%	5.2%	5.8%	5.8%	6.1%	6.9%	430,139	351,085	297,977	37,785	30,615	28,614

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
Work Location																					
Headquarters	28.3%	26.8%	24.5%	51.9%	52.1%	52.3%	13.8%	14.8%	16.0%	3.9%	4.0%	4.5%	2.1%	2.2%	2.7%	215,106	175,156	152,637	3,357	2,797	2,731
Field	23.2%	22.5%	20.5%	52.4%	52.5%	52.0%	16.3%	16.8%	17.6%	5.1%	5.1%	5.9%	3.0%	3.1%	3.9%	343,323	275,017	225,133	5,340	4,352	4,047
Supervisory Status																					
Non-Supervisor	23.6%	22.6%	20.4%	52.4%	52.5%	52.0%	16.4%	17.0%	18.3%	4.6%	4.8%	5.5%	2.9%	3.0%	3.7%	368,219	296,947	246,909	7,318	6,010	5,715
Team Leader	24.1%	22.6%	20.5%	53.0%	53.1%	53.2%	15.3%	16.4%	17.4%	5.2%	5.2%	5.5%	2.4%	2.7%	3.4%	73,091	57,026	48,755	822	681	654
Supervisor	27.4%	27.0%	25.1%	52.9%	53.4%	53.7%	13.1%	13.7%	13.6%	4.5%	3.9%	4.9%	2.1%	1.9%	2.7%	77,549	62,403	51,746	510	409	383
Manager	34.7%	34.1%	32.1%	49.4%	49.9%	50.7%	10.4%	10.6%	10.9%	3.8%	3.8%	4.2%	1.7%	1.7%	2.0%	34,059	28,529	24,612	97	96	68
Senior Leader	52.6%	50.6%	47.5%	37.4%	38.3%	38.7%	6.4%	7.0%	8.4%	2.2%	2.3%	3.4%	1.4%	1.8%	2.0%	8,296	8,100	8,060	14	20	24
Sex																					
Male	26.0%	25.3%	22.6%	51.4%	51.7%	51.7%	14.9%	15.3%	16.3%	4.9%	4.9%	5.6%	2.9%	2.8%	3.8%	309,345	229,640	193,575	3,931	2,938	2,831
Female	24.1%	22.7%	21.3%	53.5%	53.4%	52.9%	15.9%	16.9%	18.0%	4.1%	4.4%	4.9%	2.3%	2.6%	2.9%	242,529	216,747	181,055	4,419	4,008	3,768
Hispanic or Latino																					
Yes	25.0%	23.9%	22.2%	48.9%	49.6%	48.4%	16.8%	17.9%	18.3%	5.2%	4.9%	6.1%	4.0%	3.7%	5.0%	52,383	38,967	32,922	767	598	556
No	25.3%	24.3%	22.1%	52.7%	52.8%	52.7%	15.0%	15.7%	16.8%	4.5%	4.6%	5.2%	2.5%	2.6%	3.2%	493,341	403,102	337,956	7,405	6,208	5,928
Race																					
American Indian/ Alaska Native	18.9%	18.4%	16.8%	47.9%	47.1%	47.4%	22.2%	23.6%	22.2%	6.4%	6.3%	6.9%	4.5%	4.5%	6.7%	10,369	9,167	7,633	205	176	168
Asian	25.8%	24.2%	23.0%	53.4%	53.2%	52.5%	15.0%	16.3%	17.3%	3.5%	3.8%	4.1%	2.3%	2.5%	3.0%	28,747	21,696	19,177	443	328	310
Black/African American	26.6%	24.6%	22.9%	52.0%	51.6%	51.9%	15.9%	17.2%	17.6%	3.1%	3.7%	4.1%	2.4%	2.9%	3.5%	75,265	62,988	56,490	1,437	1,281	1,277
Native Hawaiian/ Pacific Islander	24.6%	20.2%	20.8%	48.5%	50.4%	49.7%	18.7%	20.1%	19.5%	4.5%	5.1%	5.4%	3.8%	4.2%	4.6%	3,867	2,696	2,170	47	54	29
White	25.6%	24.8%	22.4%	52.6%	53.0%	52.8%	14.4%	14.9%	16.1%	4.8%	4.8%	5.6%	2.5%	2.5%	3.1%	390,020	314,138	259,966	5,221	4,197	4,001
Two or more races (Not Hispanic/ Latino)	21.8%	21.4%	19.3%	50.1%	49.5%	47.8%	18.6%	19.1%	20.7%	6.1%	5.8%	6.4%	3.4%	4.2%	5.9%	22,289	18,247	14,022	460	426	350

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
<b>Age Group</b>																					
25 and under	30.4%	29.3%	28.3%	53.3%	52.8%	54.1%	12.0%	12.1%	12.3%	2.6%	3.8%	2.8%	1.8%	1.9%	2.5%	5,756	3,706	2,703	76	49	42
26-29 years old	25.9%	26.4%	23.1%	53.3%	53.4%	52.7%	14.2%	13.5%	15.3%	4.1%	4.2%	5.4%	2.6%	2.5%	3.4%	16,269	12,578	11,064	205	143	138
30-39 years old	23.6%	22.7%	20.2%	52.7%	52.7%	53.0%	15.4%	16.3%	17.1%	5.2%	5.2%	5.7%	3.2%	3.1%	4.0%	110,480	88,354	73,473	1,611	1,209	1,204
40-49 years old	24.0%	23.1%	21.2%	52.1%	52.4%	52.0%	15.8%	16.4%	17.1%	5.1%	5.0%	5.7%	3.1%	3.0%	3.9%	142,506	119,494	102,462	1,999	1,804	1,762
50-59 years old	26.5%	24.5%	22.5%	52.3%	52.5%	52.3%	14.9%	16.3%	17.1%	4.1%	4.2%	5.1%	2.2%	2.5%	3.0%	189,613	166,348	140,972	2,784	2,868	2,660
60 or older	27.3%	24.7%	23.0%	51.5%	51.5%	50.5%	15.1%	16.9%	18.6%	4.0%	4.6%	5.0%	2.1%	2.5%	3.0%	80,261	76,308	60,573	1,407	1,511	1,352
<b>Level of Education</b>																					
Less than High School	21.6%	24.8%	22.1%	44.9%	48.2%	46.9%	22.1%	19.0%	22.8%	5.8%	3.8%	2.4%	5.6%	4.3%	5.7%	389	422	341	20	19	16
H.S. Diploma/ GED or equiv	23.2%	22.8%	21.8%	51.8%	52.0%	52.5%	17.9%	18.0%	18.3%	4.1%	3.7%	4.1%	3.1%	3.4%	3.3%	23,870	19,144	15,927	333	305	323
Trade/Technical Certificate	21.8%	20.3%	19.7%	52.2%	52.4%	50.6%	18.4%	19.7%	20.6%	4.6%	4.6%	5.5%	2.9%	2.9%	3.5%	12,340	10,586	8,036	193	182	144
Some College (no degree)	23.9%	22.8%	20.9%	51.1%	51.3%	50.9%	17.3%	18.2%	19.2%	4.7%	4.8%	5.0%	3.0%	3.0%	4.0%	78,434	61,522	51,654	1,331	1,110	1,072
Associate's Degree	24.1%	21.6%	21.3%	52.2%	52.5%	50.6%	16.6%	18.2%	18.5%	4.5%	4.8%	5.6%	2.6%	3.0%	4.0%	43,943	34,905	27,287	725	614	541
Bachelor's Degree	24.4%	23.9%	21.4%	53.3%	53.0%	52.9%	15.1%	15.7%	16.6%	4.6%	4.8%	5.6%	2.6%	2.7%	3.5%	195,195	152,492	129,774	3,103	2,499	2,398
Master's Degree	26.7%	26.0%	23.5%	52.5%	52.9%	53.1%	13.8%	14.2%	15.3%	4.6%	4.5%	5.1%	2.3%	2.4%	2.9%	145,246	117,737	100,136	2,044	1,637	1,557
Doctoral/ Professional Degree	29.8%	27.5%	24.4%	49.4%	50.8%	51.4%	13.1%	13.9%	15.0%	5.0%	4.9%	6.1%	2.7%	2.9%	3.2%	56,108	52,179	43,496	750	638	611
<b>Pay Category</b>																					
Federal Wage System	20.5%	19.6%	17.4%	52.2%	51.3%	51.8%	18.8%	20.1%	20.7%	5.3%	5.3%	5.7%	3.1%	3.7%	4.4%	18,644	12,873	9,410	268	220	160
GS 1-6	24.6%	21.5%	20.3%	50.2%	48.8%	49.5%	17.9%	20.1%	20.5%	4.0%	5.5%	5.3%	3.3%	4.1%	4.5%	22,676	26,840	18,163	503	588	472
GS 7-12	23.4%	22.8%	21.0%	52.5%	53.1%	52.3%	16.3%	16.6%	17.7%	4.8%	4.7%	5.4%	2.9%	2.8%	3.6%	241,474	189,344	149,873	4,364	3,517	3,309
GS 13-15	27.7%	27.6%	24.9%	52.3%	52.9%	53.2%	13.3%	13.1%	14.1%	4.5%	4.3%	5.1%	2.2%	2.1%	2.7%	225,732	182,172	167,090	2,890	2,313	2,365
SES	54.8%	56.1%	55.1%	34.4%	34.4%	36.7%	6.4%	6.0%	5.2%	2.8%	2.4%	2.1%	1.6%	1.2%	0.9%	5,301	5,664	5,767	7	8	4
SL/ST	41.1%	30.5%	28.1%	43.2%	45.7%	48.8%	9.2%	13.7%	14.7%	4.1%	5.9%	5.7%	2.4%	4.2%	2.6%	1,838	1,990	1,553	17	13	12
Other	23.9%	20.8%	18.5%	53.0%	52.2%	51.3%	16.3%	18.7%	19.6%	4.1%	5.0%	6.4%	2.7%	3.3%	4.3%	41,433	30,806	25,435	538	398	404

SOURCE: Federal Employee Viewpoint Survey

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



## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
Time in Federal Government																					
< 1 year	36.9%	35.5%	32.5%	51.4%	50.8%	53.0%	9.3%	9.7%	11.2%	1.4%	2.7%	2.1%	0.9%	1.3%	1.3%	7,165	8,848	6,738	113	156	116
1-3 years	30.0%	28.1%	25.3%	52.7%	52.7%	53.1%	12.5%	13.6%	14.9%	3.2%	3.6%	4.3%	1.7%	2.1%	2.4%	58,711	44,735	29,521	755	567	398
4-5 years	26.2%	24.2%	22.3%	52.4%	51.1%	53.0%	14.5%	16.7%	16.5%	4.4%	5.1%	5.1%	2.5%	2.9%	3.1%	34,735	29,785	29,642	508	424	470
6-10 years	24.2%	22.7%	20.7%	52.9%	52.8%	52.2%	15.4%	16.5%	17.7%	4.8%	5.0%	5.6%	2.7%	2.9%	3.8%	130,342	107,144	90,146	2,010	1,640	1,612
11-14 years	23.5%	22.4%	20.1%	52.1%	52.4%	51.6%	16.3%	17.0%	18.1%	5.2%	5.2%	6.1%	3.0%	3.0%	4.1%	83,069	62,897	53,945	1,332	996	944
15-20 years	22.5%	22.2%	20.5%	51.9%	52.1%	50.9%	17.0%	17.2%	18.2%	5.3%	5.3%	6.1%	3.3%	3.3%	4.3%	90,842	65,315	50,801	1,361	1,051	933
> 20 years	25.4%	24.6%	22.9%	51.6%	52.4%	52.3%	15.7%	16.1%	16.7%	4.6%	4.3%	5.1%	2.7%	2.5%	3.1%	152,590	131,973	117,269	2,553	2,276	2,275
Time with Current Agency																					
< 1 year	35.1%	34.1%	31.3%	50.9%	50.2%	51.5%	10.7%	11.0%	12.8%	2.2%	3.2%	2.8%	1.2%	1.6%	1.7%	13,866	16,140	12,884	250	330	277
1-3 years	28.8%	27.4%	24.6%	52.2%	52.1%	52.4%	13.4%	14.3%	15.6%	3.6%	4.0%	4.6%	2.0%	2.3%	2.7%	91,739	68,870	46,955	1,350	957	726
4-5 years	25.3%	23.6%	21.5%	51.9%	51.4%	52.8%	15.4%	16.9%	17.0%	4.7%	5.2%	5.3%	2.7%	3.0%	3.4%	45,323	37,308	37,501	687	564	625
6-10 years	23.4%	22.0%	19.8%	52.9%	52.9%	52.2%	15.9%	17.0%	18.1%	4.9%	5.1%	5.9%	2.9%	3.1%	4.0%	134,985	112,060	96,305	2,167	1,787	1,769
11-20 years	22.7%	22.2%	20.4%	52.2%	52.5%	51.4%	16.7%	17.1%	18.1%	5.3%	5.2%	6.0%	3.1%	3.0%	4.1%	157,379	116,695	96,987	2,391	1,869	1,733
> 20 years	25.8%	25.0%	23.5%	51.8%	52.7%	52.5%	15.2%	15.7%	16.2%	4.7%	4.2%	5.0%	2.6%	2.5%	2.8%	112,913	98,184	86,163	1,754	1,571	1,568
Leaving																					
No	30.2%	28.9%	26.8%	53.8%	54.4%	54.6%	11.7%	12.4%	13.4%	2.9%	2.9%	3.5%	1.3%	1.3%	1.7%	377,265	312,268	255,883	4,302	3,696	3,458
Yes, to retire	22.6%	20.7%	19.6%	51.3%	52.4%	51.9%	18.1%	18.6%	19.5%	5.0%	5.3%	5.5%	3.1%	3.0%	3.6%	34,134	27,975	21,833	637	525	447
Yes, to other job in Govt	15.2%	14.4%	13.0%	50.5%	49.7%	48.8%	22.0%	22.9%	23.6%	7.6%	8.1%	8.4%	4.7%	4.9%	6.1%	97,873	69,106	68,877	2,210	1,684	1,798
Yes, to other job outside Govt	11.7%	11.8%	9.1%	44.5%	43.8%	42.2%	24.0%	24.6%	25.7%	11.6%	11.1%	12.6%	8.2%	8.6%	10.4%	21,697	19,016	13,416	545	429	379
Yes, other	11.8%	10.9%	9.4%	45.3%	43.2%	42.8%	26.4%	28.4%	28.0%	9.4%	9.6%	10.7%	7.3%	8.0%	9.1%	26,643	21,433	17,380	885	757	629
Retiring																					
Within 1 year	22.4%	20.8%	19.6%	50.2%	50.7%	50.7%	18.0%	18.5%	19.5%	5.6%	6.0%	5.7%	3.8%	4.0%	4.5%	20,769	16,819	13,304	383	309	256
Between 1-3 years	23.9%	22.5%	20.8%	52.2%	52.4%	51.7%	16.6%	17.7%	18.7%	4.7%	4.7%	5.5%	2.6%	2.6%	3.3%	56,316	46,394	37,244	986	837	748
Between 3-5 years	24.7%	23.6%	21.9%	52.4%	52.8%	51.7%	15.9%	16.5%	17.6%	4.6%	4.6%	5.6%	2.4%	2.5%	3.3%	62,542	50,454	41,469	937	828	727
5 or more years	25.5%	24.6%	22.4%	52.4%	52.5%	52.4%	14.9%	15.6%	16.6%	4.6%	4.6%	5.3%	2.6%	2.7%	3.4%	413,717	333,538	282,804	6,141	5,020	4,860

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
Transgender																					
Yes	16.8%	--	--	42.6%	--	--	21.9%	--	--	9.1%	--	--	9.6%	--	--	2,020	--	--	77	--	--
No	25.4%	--	--	52.3%	--	--	15.1%	--	--	4.5%	--	--	2.6%	--	--	536,390	--	--	7,850	--	--
Consider Yourself as:																					
Straight	25.7%	--	--	52.5%	--	--	14.9%	--	--	4.4%	--	--	2.5%	--	--	502,697	--	--	7,022	--	--
Gay or Lesbian	24.9%	--	--	50.5%	--	--	15.8%	--	--	5.5%	--	--	3.3%	--	--	11,630	--	--	176	--	--
Bisexual	23.6%	--	--	50.0%	--	--	17.2%	--	--	5.4%	--	--	3.8%	--	--	5,607	--	--	103	--	--
Something else	15.9%	--	--	45.2%	--	--	23.6%	--	--	8.2%	--	--	7.0%	--	--	10,450	--	--	378	--	--
Military Service																					
No Prior Military Service	24.1%	23.2%	21.1%	52.7%	53.1%	52.7%	15.7%	16.3%	17.3%	4.7%	4.7%	5.5%	2.8%	2.7%	3.4%	380,803	320,171	272,751	6,084	5,152	5,003
Currently in Guard/Reserves	26.7%	26.6%	24.2%	52.6%	51.9%	52.4%	13.6%	14.2%	15.3%	4.5%	4.7%	4.3%	2.6%	2.7%	3.8%	10,674	7,349	6,096	109	70	69
Retired Separated/Discharged	31.4%	29.7%	28.2%	52.2%	52.9%	52.7%	11.9%	12.4%	13.6%	3.0%	3.3%	3.5%	1.4%	1.7%	1.9%	73,594	49,350	39,221	673	480	420
	23.8%	22.9%	20.3%	50.8%	50.0%	50.2%	16.7%	17.9%	18.5%	5.4%	5.6%	6.4%	3.2%	3.6%	4.6%	83,733	67,674	54,747	1,378	1,176	1,030
Disability																					
Yes	26.2%	24.4%	22.9%	49.2%	48.8%	48.4%	16.5%	17.6%	18.4%	4.9%	5.3%	5.8%	3.2%	3.8%	4.5%	82,402	68,143	50,533	1,529	1,294	1,100
No	25.1%	24.1%	21.9%	52.9%	53.3%	53.0%	14.9%	15.6%	16.6%	4.5%	4.5%	5.2%	2.5%	2.5%	3.2%	462,524	377,741	323,380	6,572	5,589	5,463

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

Transgender and Sexual Orientation do not have data from previous years.