

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
Work Location																		
Headquarters	27.7%	27.0%	25.2%	40.6%	41.3%	40.5%	18.2%	18.5%	19.5%	8.6%	8.4%	9.3%	4.8%	4.8%	5.5%	218,739	178,315	155,747
Field	24.2%	23.9%	22.5%	41.2%	41.5%	40.8%	19.5%	19.6%	20.2%	9.7%	9.6%	10.4%	5.4%	5.4%	6.1%	349,100	279,859	229,747
Supervisory Status																		
Non-Supervisor	24.1%	23.8%	22.0%	40.5%	41.1%	40.2%	20.0%	20.0%	21.0%	9.6%	9.5%	10.4%	5.7%	5.6%	6.4%	376,034	303,527	253,309
Team Leader	23.5%	22.9%	21.1%	42.3%	42.1%	41.9%	19.5%	20.1%	20.6%	9.8%	9.9%	10.7%	4.9%	5.0%	5.7%	73,981	57,801	49,508
Supervisor	28.1%	27.9%	26.8%	43.0%	43.5%	42.3%	16.7%	16.7%	17.9%	8.3%	8.2%	8.7%	3.9%	3.7%	4.2%	78,161	62,926	52,254
Manager	36.4%	35.4%	35.0%	40.8%	41.7%	41.4%	12.8%	13.3%	12.8%	7.0%	6.5%	7.0%	3.0%	3.2%	3.8%	34,192	28,659	24,724
Senior Leader	53.8%	51.2%	48.0%	31.5%	32.3%	33.8%	8.2%	9.9%	9.6%	4.0%	3.8%	4.6%	2.5%	2.8%	3.9%	8,315	8,149	8,089
Sex																		
Male	26.5%	26.0%	24.1%	41.0%	41.1%	40.4%	18.2%	18.5%	19.4%	9.1%	9.1%	10.0%	5.1%	5.2%	6.1%	313,675	232,947	196,848
Female	24.5%	24.1%	22.9%	41.2%	42.1%	41.3%	19.9%	19.8%	20.5%	9.3%	9.1%	9.9%	5.1%	5.0%	5.5%	247,248	221,217	185,317
Hispanic or Latino																		
Yes	26.5%	26.0%	25.0%	39.6%	40.1%	38.6%	19.1%	19.2%	19.8%	8.9%	9.1%	9.8%	5.9%	5.5%	6.7%	53,234	39,645	33,604
No	25.7%	25.1%	23.5%	41.3%	41.7%	41.0%	18.8%	19.0%	19.8%	9.2%	9.1%	9.9%	5.0%	5.0%	5.7%	501,330	410,023	344,651
Race																		
American Indian/ Alaska Native	21.4%	21.5%	19.8%	38.8%	38.9%	37.2%	22.9%	23.1%	24.6%	10.5%	10.1%	10.3%	6.4%	6.5%	8.2%	10,590	9,375	7,834
Asian	30.0%	27.5%	27.7%	42.7%	43.6%	42.0%	17.8%	18.3%	19.2%	5.8%	6.2%	7.0%	3.7%	4.3%	4.1%	29,237	22,079	19,556
Black/African American	26.0%	25.6%	24.4%	40.5%	41.5%	40.2%	19.9%	19.7%	20.3%	8.0%	7.9%	8.7%	5.6%	5.3%	6.4%	76,823	64,472	58,004
Native Hawaiian/ Pacific Islander	25.8%	24.4%	23.0%	38.6%	38.7%	39.6%	22.2%	22.9%	20.6%	8.3%	7.6%	10.5%	5.1%	6.4%	6.2%	3,937	2,759	2,212
White	26.1%	25.6%	23.9%	41.5%	41.9%	41.2%	18.1%	18.4%	19.2%	9.5%	9.4%	10.2%	4.8%	4.8%	5.5%	395,652	318,778	264,468
Two or more races (Not Hispanic/ Latino)	20.9%	21.1%	19.7%	38.1%	38.3%	36.4%	22.4%	22.0%	22.8%	10.9%	10.9%	12.1%	7.6%	7.6%	9.0%	22,778	18,709	14,389

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
Age Group																		
25 and under	30.1%	29.2%	29.3%	42.7%	42.4%	43.1%	16.0%	16.0%	15.1%	6.9%	7.3%	7.8%	4.3%	5.2%	4.8%	5,843	3,755	2,736
26-29 years old	26.4%	27.3%	23.7%	42.1%	42.9%	43.1%	17.8%	16.4%	18.6%	8.5%	8.6%	9.0%	5.2%	4.8%	5.6%	16,492	12,725	11,200
30-39 years old	24.8%	23.9%	22.4%	41.6%	42.3%	41.2%	18.5%	18.8%	19.7%	9.4%	9.3%	10.1%	5.6%	5.7%	6.6%	112,205	89,497	74,642
40-49 years old	24.7%	24.2%	22.7%	40.9%	41.5%	40.6%	19.0%	19.3%	20.1%	9.7%	9.5%	10.2%	5.7%	5.5%	6.4%	144,610	121,193	104,239
50-59 years old	26.3%	25.0%	23.6%	40.9%	41.1%	40.6%	18.9%	19.8%	20.3%	9.1%	9.1%	10.0%	4.8%	4.9%	5.5%	192,644	169,282	143,849
60 or older	28.1%	25.9%	24.5%	40.9%	40.9%	39.9%	18.8%	20.3%	21.1%	8.3%	8.7%	9.7%	3.9%	4.2%	4.9%	81,836	77,930	62,073
Level of Education																		
Less than High School	28.0%	29.3%	25.8%	33.9%	34.1%	39.3%	20.7%	25.2%	24.3%	8.8%	6.2%	2.9%	8.5%	5.2%	7.6%	412	443	364
H.S. Diploma/ GED or equiv	25.2%	25.8%	25.5%	41.4%	42.5%	41.2%	20.5%	19.3%	19.9%	8.2%	7.8%	8.3%	4.7%	4.5%	5.1%	24,260	19,521	16,324
Trade/Technical Certificate	23.5%	23.5%	22.0%	40.0%	41.1%	41.1%	21.0%	21.6%	21.2%	9.8%	8.3%	10.1%	5.7%	5.6%	5.5%	12,552	10,814	8,215
Some College (no degree)	23.7%	23.5%	22.1%	40.0%	40.5%	39.2%	21.2%	21.1%	22.0%	9.4%	9.4%	10.0%	5.7%	5.4%	6.6%	79,905	62,833	52,918
Associate's Degree	24.0%	23.6%	22.5%	40.9%	41.3%	40.2%	20.4%	20.8%	21.2%	9.4%	9.1%	9.9%	5.2%	5.3%	6.1%	44,757	35,577	27,894
Bachelor's Degree	25.0%	24.6%	22.8%	41.7%	42.0%	41.3%	18.8%	18.8%	19.5%	9.4%	9.4%	10.6%	5.1%	5.2%	5.8%	198,492	155,252	132,426
Master's Degree	26.5%	26.0%	24.3%	41.3%	41.8%	41.1%	17.9%	18.1%	19.2%	9.2%	9.1%	9.8%	5.1%	4.9%	5.6%	147,432	119,528	101,911
Doctoral/ Professional Degree	32.4%	29.6%	28.1%	39.8%	40.8%	40.3%	15.2%	16.2%	17.2%	8.2%	8.7%	9.1%	4.4%	4.6%	5.4%	56,911	52,836	44,209
Pay Category																		
Federal Wage System	20.3%	20.7%	19.2%	40.4%	40.1%	41.0%	22.6%	22.8%	21.5%	10.3%	10.1%	10.8%	6.4%	6.3%	7.5%	18,941	13,126	9,602
GS 1-6	24.0%	23.4%	22.9%	38.9%	39.8%	39.6%	21.5%	21.4%	21.9%	9.5%	9.2%	9.4%	6.1%	6.2%	6.2%	23,233	27,543	18,752
GS 7-12	23.9%	23.9%	22.3%	41.4%	42.1%	41.2%	20.0%	19.8%	20.6%	9.4%	9.1%	10.1%	5.3%	5.1%	5.9%	246,165	193,278	153,607
GS 13-15	28.7%	28.2%	26.3%	41.5%	41.8%	41.0%	16.7%	17.0%	18.0%	8.8%	8.7%	9.6%	4.4%	4.4%	5.1%	228,861	184,693	169,760
SES	56.5%	56.8%	57.8%	29.2%	30.0%	29.4%	7.8%	8.1%	7.5%	3.9%	3.2%	3.4%	2.6%	1.9%	1.9%	5,302	5,687	5,768
SL/ST	42.4%	34.7%	32.2%	36.3%	37.9%	39.7%	11.0%	14.1%	14.7%	6.8%	7.5%	10.1%	3.5%	5.8%	3.4%	1,855	2,006	1,572
Other	22.2%	22.0%	20.3%	39.6%	40.4%	38.7%	20.8%	20.4%	21.5%	10.5%	10.8%	11.6%	6.8%	6.5%	7.9%	42,020	31,257	25,899

SOURCE: Federal Employee Viewpoint Survey

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

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
<b>Time in Federal Government</b>																		
< 1 year	40.8%	39.8%	39.8%	40.4%	41.5%	41.6%	12.5%	11.6%	11.2%	4.2%	4.8%	5.2%	2.1%	2.4%	2.3%	7,284	9,020	6,861
1-3 years	31.6%	31.0%	28.6%	41.9%	42.3%	42.6%	16.0%	16.0%	16.9%	6.9%	6.9%	7.9%	3.6%	3.9%	3.9%	59,542	45,382	29,982
4-5 years	27.1%	25.5%	23.6%	41.7%	41.1%	41.6%	17.9%	19.6%	19.7%	8.5%	8.8%	9.5%	4.8%	5.0%	5.6%	35,291	30,228	30,160
6-10 years	24.0%	23.2%	21.5%	41.7%	41.8%	40.6%	19.6%	19.8%	20.9%	9.4%	9.8%	10.5%	5.3%	5.4%	6.5%	132,510	108,981	91,992
11-14 years	23.2%	22.2%	21.1%	41.1%	41.6%	39.6%	20.0%	20.4%	21.5%	10.0%	10.1%	10.9%	5.7%	5.8%	6.9%	84,474	64,004	55,005
15-20 years	22.7%	22.9%	21.7%	40.1%	40.7%	39.7%	20.4%	20.3%	20.6%	10.7%	10.0%	11.3%	6.1%	6.0%	6.8%	92,295	66,478	51,881
> 20 years	26.3%	25.6%	24.4%	40.3%	41.2%	40.7%	18.9%	19.2%	19.7%	9.4%	9.1%	9.7%	5.1%	4.8%	5.5%	155,395	134,553	119,873
<b>Time with Current Agency</b>																		
< 1 year	37.5%	37.3%	36.3%	39.8%	40.4%	40.5%	14.1%	13.1%	13.4%	5.5%	5.7%	6.3%	3.1%	3.4%	3.5%	14,133	16,492	13,182
1-3 years	29.9%	29.3%	27.2%	40.5%	41.3%	41.0%	16.9%	16.9%	17.9%	8.1%	7.9%	8.8%	4.6%	4.6%	5.1%	93,203	69,968	47,797
4-5 years	25.5%	24.3%	22.1%	40.7%	40.2%	40.8%	18.9%	20.3%	20.5%	9.3%	9.4%	10.3%	5.6%	5.8%	6.4%	46,069	37,919	38,221
6-10 years	22.9%	22.1%	20.3%	41.5%	41.7%	40.3%	20.1%	20.4%	21.5%	9.9%	10.0%	11.1%	5.6%	5.7%	6.8%	137,325	114,060	98,314
11-20 years	22.8%	22.5%	21.5%	40.9%	41.5%	40.0%	20.3%	20.5%	21.0%	10.3%	9.9%	10.9%	5.8%	5.6%	6.6%	159,916	118,751	98,991
> 20 years	27.4%	26.7%	25.9%	41.3%	42.2%	41.8%	18.3%	18.3%	19.0%	8.7%	8.6%	8.9%	4.4%	4.2%	4.5%	114,860	99,970	87,930
<b>Leaving</b>																		
No	33.4%	32.6%	31.0%	45.6%	46.1%	46.1%	14.5%	14.9%	15.6%	4.7%	4.7%	5.3%	1.8%	1.7%	2.1%	382,018	316,463	259,929
Yes, to retire	21.7%	20.9%	20.4%	39.9%	40.9%	39.5%	21.7%	22.3%	22.4%	11.2%	10.7%	11.9%	5.5%	5.3%	5.8%	34,826	28,609	22,370
Yes, to other job in Govt	9.5%	9.0%	8.5%	32.5%	33.0%	31.1%	28.3%	28.2%	28.8%	18.2%	18.2%	18.8%	11.5%	11.6%	12.8%	100,196	70,951	70,856
Yes, to other job outside Govt	7.3%	6.6%	5.8%	27.6%	27.1%	24.0%	26.1%	26.2%	27.4%	22.9%	22.9%	24.4%	16.1%	17.1%	18.4%	22,260	19,461	13,816
Yes, other	7.2%	6.8%	6.1%	26.9%	25.4%	25.1%	30.3%	30.9%	30.4%	20.0%	20.7%	21.3%	15.6%	16.2%	17.0%	27,582	22,244	18,065
<b>Retiring</b>																		
Within 1 year	21.8%	20.8%	20.0%	37.4%	38.5%	37.9%	21.2%	21.1%	22.0%	12.4%	12.2%	12.3%	7.2%	7.4%	7.7%	21,192	17,191	13,624
Between 1-3 years	23.4%	22.6%	21.1%	40.4%	40.9%	40.5%	20.6%	21.4%	21.7%	10.4%	10.1%	11.0%	5.2%	5.1%	5.6%	57,407	47,365	38,113
Between 3-5 years	24.0%	23.9%	22.6%	41.0%	41.4%	40.0%	20.0%	20.5%	21.4%	10.1%	9.3%	10.8%	4.9%	4.9%	5.4%	63,599	51,396	42,325
5 or more years	26.4%	25.9%	24.2%	41.4%	41.8%	41.1%	18.4%	18.5%	19.3%	8.8%	8.8%	9.6%	5.0%	5.0%	5.8%	420,278	339,063	288,273

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
Transgender																		
Yes	16.0%	--	--	32.8%	--	--	23.1%	--	--	13.9%	--	--	14.2%	--	--	2,107	--	--
No	25.9%	--	--	41.1%	--	--	18.8%	--	--	9.1%	--	--	5.1%	--	--	544,890	--	--
Consider Yourself as:																		
Straight	26.3%	--	--	41.4%	--	--	18.5%	--	--	9.0%	--	--	4.9%	--	--	510,323	--	--
Gay or Lesbian	25.1%	--	--	38.6%	--	--	19.0%	--	--	10.6%	--	--	6.7%	--	--	11,827	--	--
Bisexual	22.5%	--	--	38.3%	--	--	20.3%	--	--	11.4%	--	--	7.5%	--	--	5,708	--	--
Something else	15.2%	--	--	33.6%	--	--	25.6%	--	--	14.4%	--	--	11.1%	--	--	10,840	--	--
Military Service																		
No Prior Military Service	25.8%	25.2%	23.7%	41.7%	42.4%	41.7%	18.7%	18.8%	19.5%	9.0%	8.8%	9.6%	4.9%	4.8%	5.5%	387,376	325,888	278,445
Currently in Guard/Reserves	25.6%	26.6%	25.2%	40.1%	39.6%	39.7%	18.8%	17.7%	17.3%	9.2%	9.6%	10.8%	6.4%	6.4%	7.0%	10,792	7,433	6,172
Retired Separated/Discharged	28.7%	27.5%	26.3%	41.6%	42.2%	40.8%	17.6%	18.0%	19.5%	8.2%	8.2%	8.9%	3.9%	4.1%	4.4%	74,365	49,941	39,725
	23.2%	23.2%	21.2%	38.7%	38.3%	37.8%	20.5%	21.1%	21.5%	10.9%	10.7%	11.6%	6.7%	6.7%	7.9%	85,179	68,974	55,900
Disability																		
Yes	24.0%	23.8%	22.2%	37.4%	37.5%	37.2%	20.7%	20.9%	21.6%	10.6%	10.5%	11.0%	7.2%	7.3%	7.9%	84,087	69,589	51,794
No	26.2%	25.5%	23.9%	41.8%	42.4%	41.5%	18.4%	18.7%	19.5%	8.9%	8.8%	9.7%	4.7%	4.6%	5.4%	469,611	383,971	329,598

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
Work Location																					
Headquarters	16.6%	16.8%	16.0%	27.7%	28.1%	27.4%	26.7%	26.4%	26.4%	15.6%	15.6%	15.8%	13.3%	13.2%	14.4%	203,348	165,358	144,402	15,469	13,301	11,565
Field	13.7%	14.0%	13.6%	25.6%	26.1%	25.9%	27.9%	27.3%	26.8%	16.9%	17.0%	17.5%	15.9%	15.6%	16.2%	323,794	258,964	212,664	25,398	21,387	17,413
Supervisory Status																					
Non-Supervisor	14.4%	14.7%	14.2%	26.2%	26.9%	26.2%	27.5%	27.0%	26.7%	16.4%	16.4%	16.8%	15.5%	15.0%	16.1%	345,574	278,294	232,236	30,561	25,794	21,391
Team Leader	12.5%	12.8%	11.9%	25.2%	25.3%	25.6%	28.1%	27.5%	26.9%	18.2%	18.1%	18.8%	16.0%	16.3%	16.9%	68,656	53,407	45,768	5,368	4,480	3,816
Supervisor	15.4%	16.0%	15.5%	27.5%	27.6%	27.6%	27.8%	27.0%	27.6%	16.0%	16.4%	16.5%	13.2%	13.0%	12.8%	74,332	59,714	49,516	3,848	3,343	2,823
Manager	19.3%	19.3%	19.3%	28.4%	28.6%	29.1%	26.2%	25.4%	25.6%	14.7%	15.2%	14.2%	11.4%	11.4%	11.7%	32,981	27,559	23,785	1,221	1,160	986
Senior Leader	34.8%	33.0%	30.7%	28.5%	28.6%	29.1%	20.4%	20.7%	21.5%	9.2%	10.0%	10.6%	7.1%	7.7%	8.2%	8,141	7,965	7,897	178	203	215
Sex																					
Male	14.2%	14.2%	13.5%	25.4%	25.4%	24.8%	27.7%	27.2%	27.0%	16.6%	16.9%	17.4%	16.2%	16.3%	17.3%	292,655	216,799	183,128	21,073	16,530	13,936
Female	16.2%	16.5%	16.0%	28.4%	29.0%	28.9%	27.1%	26.5%	26.3%	15.8%	15.7%	15.9%	12.4%	12.3%	12.8%	228,324	203,940	170,938	19,019	17,728	14,713
Hispanic or Latino																					
Yes	20.4%	21.3%	20.9%	26.4%	26.9%	27.6%	24.4%	23.6%	22.6%	13.5%	13.4%	13.3%	15.3%	14.7%	15.6%	49,748	36,933	31,295	3,494	2,781	2,334
No	14.3%	14.5%	13.9%	26.7%	27.0%	26.5%	27.9%	27.3%	27.2%	16.6%	16.7%	17.1%	14.6%	14.5%	15.3%	465,488	379,740	319,226	35,991	31,044	25,934
Race																					
American Indian/ Alaska Native	16.5%	17.0%	17.0%	25.9%	25.1%	25.0%	26.7%	27.2%	25.5%	14.5%	14.2%	14.2%	16.4%	16.5%	18.3%	9,804	8,643	7,218	787	751	624
Asian	26.1%	26.0%	26.2%	35.3%	36.3%	35.1%	21.5%	21.3%	20.4%	8.6%	7.9%	9.6%	8.5%	8.5%	8.6%	27,487	20,716	18,348	1,756	1,408	1,212
Black/African American	19.1%	19.9%	19.3%	29.8%	30.2%	30.2%	26.5%	26.1%	25.4%	12.2%	11.9%	12.3%	12.5%	11.9%	12.8%	71,134	59,744	53,586	5,699	4,897	4,563
Native Hawaiian/ Pacific Islander	21.4%	20.5%	23.5%	28.0%	28.5%	27.7%	26.2%	25.7%	24.9%	11.7%	11.1%	11.6%	12.7%	14.3%	12.2%	3,682	2,577	2,061	254	179	155
White	13.2%	13.3%	12.6%	25.6%	26.0%	25.5%	28.2%	27.7%	27.6%	17.8%	18.1%	18.3%	15.2%	15.0%	15.9%	368,207	295,813	245,644	27,550	23,508	19,180
Two or more races (Not Hispanic/ Latino)	13.7%	13.7%	12.5%	23.1%	22.3%	22.6%	26.2%	25.2%	25.6%	17.3%	17.5%	18.3%	19.8%	21.3%	21.0%	20,714	17,013	13,056	2,076	1,713	1,345

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
Age Group																					
25 and under	20.1%	21.1%	21.8%	30.8%	30.8%	31.6%	22.6%	21.7%	21.2%	15.2%	15.1%	13.6%	11.2%	11.3%	11.8%	5,328	3,430	2,500	513	323	240
26-29 years old	17.5%	17.7%	15.8%	28.2%	28.7%	27.5%	23.5%	23.0%	22.4%	16.5%	16.6%	19.2%	14.3%	14.1%	15.0%	15,176	11,670	10,337	1,321	1,057	872
30-39 years old	14.8%	14.6%	14.0%	25.6%	25.4%	25.4%	24.2%	24.0%	23.4%	18.0%	18.1%	18.9%	17.4%	17.9%	18.4%	103,921	82,592	68,920	8,312	7,012	5,791
40-49 years old	14.5%	14.6%	14.2%	25.4%	25.9%	25.4%	26.6%	26.1%	26.1%	17.0%	17.5%	17.3%	16.5%	15.9%	17.0%	134,500	112,251	96,607	10,139	9,193	7,779
50-59 years old	14.7%	14.7%	14.2%	26.9%	27.2%	26.9%	29.5%	28.8%	28.7%	15.5%	15.9%	16.0%	13.3%	13.4%	14.1%	179,473	157,108	133,368	13,221	12,517	10,722
60 or older	15.9%	15.8%	15.3%	29.3%	28.8%	27.9%	30.6%	30.3%	29.8%	13.5%	14.1%	15.1%	10.8%	11.1%	11.9%	75,945	71,976	57,272	5,917	6,145	4,907
Level of Education																					
Less than High School	21.6%	29.4%	27.9%	25.5%	24.8%	23.9%	23.6%	25.0%	27.6%	14.0%	9.7%	11.8%	15.4%	11.1%	8.8%	389	418	341	23	24	20
H.S. Diploma/ GED or equiv	15.8%	17.2%	18.1%	26.8%	28.0%	27.5%	30.0%	28.7%	27.7%	13.8%	12.9%	13.4%	13.7%	13.2%	13.3%	22,678	18,250	15,243	1,570	1,323	1,094
Trade/Technical Certificate	14.0%	14.0%	14.2%	24.4%	25.5%	26.8%	29.4%	30.1%	28.3%	15.1%	15.9%	15.4%	17.1%	14.5%	15.3%	11,552	9,971	7,563	1,004	852	660
Some College (no degree)	14.5%	15.2%	14.6%	24.5%	25.3%	24.6%	29.2%	28.5%	28.5%	15.8%	15.6%	15.9%	16.0%	15.4%	16.4%	74,019	58,176	48,865	5,908	4,740	4,132
Associate's Degree	14.6%	15.1%	14.8%	24.7%	25.6%	24.6%	29.4%	28.0%	28.0%	15.8%	15.9%	16.4%	15.5%	15.4%	16.2%	41,443	32,781	25,734	3,310	2,876	2,198
Bachelor's Degree	14.4%	14.7%	14.1%	26.9%	27.2%	27.2%	27.1%	26.6%	26.1%	16.7%	16.8%	17.2%	14.8%	14.7%	15.4%	184,510	144,252	123,045	14,054	11,274	9,560
Master's Degree	15.2%	15.4%	14.3%	27.3%	27.5%	26.9%	26.1%	25.6%	25.7%	17.0%	17.1%	17.8%	14.4%	14.4%	15.3%	137,644	111,250	94,908	9,851	8,504	7,187
Doctoral/ Professional Degree	16.7%	15.2%	15.0%	28.7%	28.7%	28.4%	25.8%	25.6%	25.3%	16.2%	17.3%	17.1%	12.6%	13.2%	14.3%	52,062	48,071	40,308	4,865	4,894	3,958
Pay Category																					
Federal Wage System	11.4%	13.2%	12.5%	21.9%	22.6%	22.3%	29.6%	27.6%	28.5%	17.3%	17.4%	17.3%	19.8%	19.2%	19.3%	17,479	12,194	8,875	1,466	947	730
GS 1-6	19.6%	19.1%	18.8%	27.1%	28.1%	28.2%	26.4%	25.7%	24.8%	13.4%	13.0%	13.8%	13.5%	14.1%	14.4%	21,193	25,119	17,077	2,037	2,470	1,678
GS 7-12	14.4%	14.8%	14.1%	25.9%	26.5%	26.2%	28.1%	27.4%	27.1%	16.3%	16.6%	16.9%	15.3%	14.8%	15.6%	226,780	177,586	141,026	19,423	16,029	12,786
GS 13-15	15.2%	15.0%	14.3%	27.8%	27.9%	27.5%	26.8%	26.5%	26.6%	16.7%	17.0%	17.2%	13.5%	13.6%	14.4%	214,788	172,723	158,871	14,181	12,311	11,173
SES	38.2%	37.9%	38.9%	29.6%	29.2%	31.4%	17.4%	18.4%	16.4%	8.9%	8.9%	7.7%	5.9%	5.7%	5.6%	5,223	5,562	5,645	90	137	137
SL/ST	24.3%	20.2%	18.0%	29.4%	29.4%	30.6%	24.1%	23.5%	21.2%	12.1%	13.8%	18.3%	10.1%	13.1%	11.9%	1,758	1,851	1,466	94	165	109
Other	12.8%	13.2%	13.1%	25.1%	26.4%	24.7%	27.6%	27.0%	26.1%	17.3%	17.1%	18.1%	17.3%	16.3%	18.0%	38,615	28,817	23,663	3,409	2,514	2,274

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
<b>Time in Federal Government</b>																					
< 1 year	27.5%	27.1%	26.4%	34.1%	35.9%	35.2%	23.4%	21.4%	20.7%	9.6%	9.3%	11.5%	5.3%	6.3%	6.3%	6,490	7,944	6,141	792	1,085	732
1-3 years	20.1%	20.1%	20.0%	29.9%	30.1%	30.0%	25.6%	25.7%	24.8%	14.0%	13.8%	14.0%	10.4%	10.3%	11.2%	54,404	41,419	27,355	5,164	4,020	2,651
4-5 years	16.4%	15.6%	14.6%	26.8%	26.6%	26.4%	26.2%	26.1%	26.3%	16.3%	16.3%	17.6%	14.3%	15.4%	15.1%	32,524	27,779	27,718	2,768	2,510	2,468
6-10 years	13.8%	13.7%	13.3%	25.8%	25.9%	25.4%	27.0%	26.3%	26.0%	17.4%	17.7%	18.0%	16.0%	16.4%	17.3%	122,905	100,912	85,176	9,633	8,244	6,935
11-14 years	12.9%	13.3%	12.9%	25.2%	25.4%	24.6%	27.2%	26.7%	26.6%	17.4%	17.5%	18.3%	17.1%	17.2%	17.7%	78,577	59,482	51,011	5,912	4,649	4,067
15-20 years	13.1%	13.7%	13.2%	24.7%	25.1%	25.0%	27.8%	27.2%	27.5%	17.4%	17.7%	16.9%	17.0%	16.3%	17.3%	86,053	61,756	48,182	6,272	4,880	3,756
> 20 years	14.5%	14.8%	14.2%	26.7%	27.4%	27.3%	29.3%	28.9%	28.4%	15.6%	15.8%	15.9%	13.8%	13.1%	14.1%	145,237	125,501	111,751	10,219	9,329	8,366
<b>Time with Current Agency</b>																					
< 1 year	25.3%	25.7%	24.8%	32.0%	33.9%	33.5%	24.8%	22.6%	21.9%	10.5%	9.9%	11.6%	7.4%	7.9%	8.2%	12,636	14,651	11,879	1,495	1,863	1,332
1-3 years	19.1%	18.9%	18.7%	28.8%	29.3%	28.8%	25.9%	25.8%	25.2%	14.6%	14.4%	14.7%	11.6%	11.5%	12.6%	85,562	64,187	43,751	7,670	5,877	4,087
4-5 years	15.3%	15.2%	14.0%	26.1%	25.8%	25.8%	26.4%	26.0%	26.4%	16.5%	17.1%	17.9%	15.6%	16.0%	16.0%	42,701	35,073	35,326	3,370	2,923	2,928
6-10 years	13.1%	13.2%	12.7%	25.2%	25.4%	24.9%	27.2%	26.5%	26.3%	17.7%	17.9%	18.3%	16.7%	17.0%	17.8%	127,498	105,691	91,130	9,848	8,560	7,300
11-20 years	12.8%	13.2%	13.0%	25.1%	25.4%	25.0%	27.8%	27.4%	27.3%	17.4%	17.6%	17.6%	16.9%	16.4%	17.1%	149,127	110,390	91,922	10,856	8,626	7,198
> 20 years	14.2%	14.5%	14.0%	27.1%	27.8%	27.7%	29.8%	29.3%	28.8%	15.6%	15.8%	15.9%	13.4%	12.5%	13.6%	107,455	93,427	82,114	7,456	6,752	6,024
<b>Leaving</b>																					
No	18.3%	18.6%	18.0%	30.6%	30.7%	30.7%	28.1%	27.7%	27.6%	13.5%	13.7%	13.9%	9.4%	9.3%	9.8%	355,878	294,493	242,033	26,262	22,600	18,298
Yes, to retire	12.2%	12.5%	12.5%	25.4%	26.8%	26.6%	31.1%	30.6%	29.7%	16.7%	16.6%	16.7%	14.5%	13.5%	14.5%	32,525	26,624	20,833	2,327	2,028	1,565
Yes, to other job in Govt	8.1%	8.1%	8.0%	18.3%	19.2%	18.5%	25.7%	24.5%	24.9%	22.7%	22.5%	22.6%	25.3%	25.7%	26.0%	92,176	64,921	64,830	8,020	6,131	6,098
Yes, to other job outside Govt	5.3%	5.2%	4.7%	14.2%	14.8%	12.7%	21.4%	21.6%	20.2%	24.9%	24.9%	26.0%	34.1%	33.5%	36.4%	20,601	17,892	12,707	1,655	1,598	1,132
Yes, other	6.2%	6.1%	6.1%	14.6%	14.0%	14.5%	25.7%	24.6%	23.8%	22.5%	23.7%	23.9%	31.0%	31.6%	31.7%	25,155	20,029	16,333	2,443	2,238	1,750
<b>Retiring</b>																					
Within 1 year	12.0%	12.2%	12.5%	25.1%	26.2%	25.6%	29.9%	29.3%	29.3%	17.1%	17.1%	16.4%	15.9%	15.3%	16.2%	19,765	15,982	12,686	1,443	1,227	949
Between 1-3 years	12.8%	12.8%	12.3%	26.0%	26.7%	26.8%	31.0%	30.9%	29.7%	16.2%	16.1%	17.2%	14.1%	13.4%	14.0%	53,606	44,037	35,432	3,822	3,416	2,763
Between 3-5 years	13.2%	13.4%	13.0%	26.6%	26.9%	26.6%	30.3%	29.6%	29.6%	16.0%	16.3%	16.6%	14.0%	13.8%	14.1%	59,231	47,793	39,388	4,373	3,705	3,001
5 or more years	15.5%	15.8%	15.1%	26.6%	26.9%	26.5%	26.5%	26.0%	25.8%	16.4%	16.5%	16.8%	15.0%	14.8%	15.7%	389,782	313,781	266,853	30,620	25,917	21,813

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
Transgender																					
Yes	9.8%	--	--	15.7%	--	--	23.0%	--	--	19.2%	--	--	32.3%	--	--	1,967	--	--	139	--	--
No	15.1%	--	--	26.8%	--	--	27.4%	--	--	16.2%	--	--	14.5%	--	--	506,303	--	--	38,726	--	--
Consider Yourself as:																					
Straight	15.3%	--	--	27.1%	--	--	27.5%	--	--	16.0%	--	--	14.1%	--	--	474,497	--	--	35,958	--	--
Gay or Lesbian	15.1%	--	--	24.5%	--	--	25.1%	--	--	17.9%	--	--	17.5%	--	--	11,033	--	--	794	--	--
Bisexual	13.1%	--	--	24.2%	--	--	24.2%	--	--	18.5%	--	--	20.0%	--	--	5,271	--	--	443	--	--
Something else	9.2%	--	--	16.0%	--	--	25.4%	--	--	20.0%	--	--	29.5%	--	--	9,952	--	--	891	--	--
Military Service																					
No Prior Military Service	15.6%	15.8%	15.2%	28.2%	28.6%	28.2%	26.6%	26.3%	26.1%	16.0%	16.1%	16.4%	13.7%	13.3%	14.0%	359,693	301,977	258,133	27,782	24,550	20,703
Currently in Guard/Reserves	14.9%	15.3%	14.5%	23.6%	23.8%	24.7%	27.0%	25.6%	25.9%	16.9%	17.4%	17.4%	17.7%	17.9%	17.6%	10,038	6,886	5,730	757	561	442
Retired Separated/Discharged	14.7%	14.3%	13.8%	25.2%	25.6%	25.0%	30.8%	29.9%	30.0%	15.8%	16.6%	16.6%	13.5%	13.6%	14.7%	69,418	46,371	37,028	4,955	3,632	2,777
	12.8%	13.6%	12.9%	22.4%	22.9%	22.4%	27.9%	27.0%	26.3%	17.5%	17.4%	18.1%	19.3%	19.2%	20.3%	78,780	63,704	51,422	6,430	5,380	4,537
Disability																					
Yes	14.7%	15.3%	14.7%	22.7%	23.1%	23.1%	27.4%	26.9%	26.2%	16.5%	16.3%	16.7%	18.6%	18.4%	19.4%	77,768	64,184	47,751	6,328	5,531	4,114
No	15.1%	15.1%	14.6%	27.4%	27.8%	27.3%	27.4%	26.9%	26.8%	16.2%	16.4%	16.8%	13.9%	13.7%	14.5%	436,607	356,070	305,619	33,139	28,629	24,463

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>43.7%</b>	<b>41.4%</b>	<b>39.1%</b>	<b>37.7%</b>	<b>38.5%</b>	<b>39.2%</b>	<b>9.5%</b>	<b>10.0%</b>	<b>10.8%</b>	<b>4.5%</b>	<b>5.1%</b>	<b>5.5%</b>	<b>4.6%</b>	<b>5.1%</b>	<b>5.5%</b>	<b>582,867</b>	<b>472,921</b>	<b>397,533</b>	2,968	2,324	2,147
<b>Work Location</b>																					
Headquarters	48.0%	45.1%	42.2%	36.4%	37.1%	38.2%	8.2%	9.0%	9.9%	3.8%	4.4%	4.9%	3.7%	4.4%	4.9%	217,766	177,837	155,193	925	779	737
Field	41.6%	39.8%	37.8%	38.3%	39.1%	39.7%	10.1%	10.4%	11.1%	4.9%	5.3%	5.7%	5.0%	5.4%	5.8%	347,168	278,969	228,772	1,834	1,408	1,252
<b>Supervisory Status</b>																					
Non-Supervisor	43.3%	41.0%	38.6%	37.3%	38.1%	38.8%	9.8%	10.3%	11.1%	4.6%	5.1%	5.5%	4.9%	5.5%	6.0%	373,774	302,414	251,999	2,136	1,664	1,573
Team Leader	44.7%	42.0%	40.0%	38.0%	38.3%	39.4%	8.7%	9.6%	10.0%	4.4%	5.1%	5.6%	4.2%	5.0%	5.0%	73,676	57,674	49,399	294	210	180
Supervisor	43.5%	42.0%	39.2%	39.6%	40.7%	41.5%	8.9%	9.1%	10.1%	4.4%	4.6%	5.2%	3.6%	3.7%	4.1%	77,899	62,852	52,175	251	205	160
Manager	48.3%	45.7%	44.2%	37.0%	38.3%	38.8%	7.8%	8.2%	8.4%	3.9%	4.6%	4.7%	3.0%	3.3%	3.8%	34,104	28,644	24,684	83	78	76
Senior Leader	55.9%	55.5%	51.1%	31.7%	31.7%	32.8%	6.6%	7.3%	8.4%	2.9%	2.5%	4.2%	2.9%	3.0%	3.6%	8,281	8,125	8,091	34	38	22
<b>Sex</b>																					
Male	43.9%	42.1%	39.3%	38.2%	38.9%	39.8%	9.4%	9.7%	10.6%	4.2%	4.7%	5.1%	4.3%	4.6%	5.1%	312,017	232,326	196,099	1,489	998	938
Female	44.2%	41.5%	39.5%	36.7%	37.6%	38.3%	9.3%	10.0%	10.5%	4.9%	5.3%	5.7%	4.9%	5.6%	5.9%	246,048	220,544	184,588	1,210	1,123	1,001
<b>Hispanic or Latino</b>																					
Yes	40.8%	39.6%	37.0%	35.9%	36.5%	37.2%	11.1%	11.1%	12.0%	5.6%	6.0%	6.5%	6.5%	6.8%	7.4%	52,910	39,530	33,469	294	188	172
No	44.5%	42.1%	39.8%	37.8%	38.5%	39.3%	9.1%	9.7%	10.4%	4.3%	4.9%	5.3%	4.3%	4.8%	5.2%	498,856	408,875	343,332	2,354	1,896	1,735
<b>Race</b>																					
American Indian/ Alaska Native	33.4%	32.0%	29.0%	37.4%	37.3%	37.4%	13.8%	14.1%	15.6%	7.2%	7.5%	7.8%	8.2%	9.1%	10.1%	10,506	9,334	7,802	73	58	46
Asian	43.6%	40.2%	38.6%	38.9%	40.0%	39.5%	10.0%	10.7%	12.3%	3.7%	4.4%	4.6%	3.8%	4.6%	5.0%	29,050	22,009	19,444	169	127	124
Black/African American	42.3%	39.6%	37.2%	37.2%	38.1%	39.1%	10.3%	11.2%	11.5%	4.5%	5.0%	5.3%	5.7%	6.2%	6.9%	76,359	64,272	57,735	443	364	387
Native Hawaiian/ Pacific Islander	38.3%	34.6%	35.5%	37.2%	37.1%	36.6%	13.0%	14.7%	12.0%	5.3%	5.2%	7.5%	6.2%	8.4%	8.4%	3,912	2,737	2,206	22	25	12
White	45.5%	43.3%	40.9%	37.6%	38.4%	39.2%	8.6%	9.0%	9.8%	4.3%	4.9%	5.3%	4.0%	4.4%	4.8%	393,918	318,036	263,614	1,658	1,286	1,133
Two or more races (Not Hispanic/ Latino)	40.8%	39.2%	36.4%	36.5%	37.0%	37.8%	11.2%	10.9%	12.0%	5.4%	5.8%	6.2%	6.2%	7.0%	7.6%	22,606	18,601	14,289	159	124	113

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
<b>Age Group</b>																					
25 and under	47.8%	47.5%	45.0%	34.8%	34.4%	34.9%	9.3%	8.5%	9.9%	4.4%	5.0%	4.8%	3.7%	4.5%	5.3%	5,800	3,727	2,707	40	13	21
26-29 years old	47.4%	46.2%	44.7%	33.8%	35.6%	35.3%	8.9%	8.5%	8.6%	4.9%	4.8%	5.4%	4.9%	5.0%	6.0%	16,398	12,638	11,126	88	51	53
30-39 years old	47.4%	45.4%	42.7%	34.4%	35.0%	36.6%	8.2%	8.6%	9.1%	4.8%	5.2%	5.5%	5.2%	5.8%	6.1%	111,735	89,009	74,167	496	323	319
40-49 years old	44.5%	42.4%	40.2%	36.9%	37.7%	38.5%	8.9%	9.5%	9.9%	4.5%	5.1%	5.6%	5.1%	5.4%	5.8%	144,006	120,619	103,648	590	501	481
50-59 years old	42.8%	39.7%	37.1%	39.2%	40.1%	40.9%	9.7%	10.5%	11.6%	4.3%	5.0%	5.3%	4.0%	4.8%	5.1%	191,642	168,417	143,016	913	890	779
60 or older	40.5%	36.0%	34.7%	41.0%	42.3%	41.7%	10.9%	12.3%	13.4%	4.1%	5.2%	5.5%	3.5%	4.3%	4.6%	81,275	77,431	61,605	492	544	481
<b>Level of Education</b>																					
Less than High School	32.1%	30.8%	25.9%	33.0%	41.4%	40.0%	18.8%	17.9%	18.7%	6.4%	3.4%	5.8%	9.6%	6.5%	9.6%	399	438	357	9	4	5
H.S. Diploma/ GED or equiv	36.5%	35.9%	34.1%	40.3%	40.5%	42.3%	12.4%	13.0%	12.3%	5.4%	5.3%	5.6%	5.4%	5.2%	5.7%	24,113	19,491	16,269	119	91	70
Trade/Technical Certificate	35.4%	34.0%	32.6%	40.2%	40.2%	40.9%	12.9%	13.1%	13.4%	5.2%	6.1%	6.2%	6.3%	6.6%	6.9%	12,463	10,768	8,192	84	68	38
Some College (no degree)	38.4%	37.2%	34.6%	38.5%	39.3%	39.9%	11.9%	11.7%	12.5%	5.3%	5.8%	6.2%	5.9%	6.1%	6.7%	79,420	62,602	52,695	428	338	304
Associate's Degree	38.3%	35.7%	34.7%	39.4%	40.3%	39.3%	11.3%	11.7%	12.9%	5.5%	6.1%	6.4%	5.5%	6.2%	6.7%	44,450	35,467	27,749	258	196	191
Bachelor's Degree	45.0%	42.9%	40.6%	37.8%	38.4%	39.1%	8.7%	9.2%	10.0%	4.3%	4.7%	5.3%	4.2%	4.7%	5.1%	197,546	154,856	131,912	940	661	661
Master's Degree	48.2%	46.0%	43.5%	36.5%	37.1%	38.4%	7.7%	8.2%	8.9%	3.9%	4.3%	4.6%	3.7%	4.3%	4.6%	146,818	119,257	101,578	628	490	456
Doctoral/ Professional Degree	51.3%	46.5%	43.7%	34.2%	35.7%	37.3%	7.5%	8.9%	9.6%	3.6%	4.6%	5.0%	3.4%	4.3%	4.4%	56,621	52,633	44,012	272	291	237
<b>Pay Category</b>																					
Federal Wage System	32.0%	30.6%	28.2%	41.6%	41.0%	42.0%	13.4%	13.9%	15.0%	6.3%	7.0%	7.3%	6.7%	7.4%	7.5%	18,799	13,056	9,542	115	94	61
GS 1-6	37.5%	34.4%	33.6%	37.1%	38.0%	38.3%	12.7%	13.1%	13.4%	5.9%	6.5%	6.8%	6.7%	8.0%	7.9%	22,998	27,396	18,617	201	200	141
GS 7-12	41.7%	40.5%	38.3%	38.5%	39.1%	39.7%	10.0%	10.2%	10.9%	4.7%	5.1%	5.5%	5.0%	5.2%	5.6%	244,787	192,640	152,902	1,299	993	898
GS 13-15	50.4%	48.5%	45.7%	36.0%	37.0%	38.3%	7.1%	7.4%	8.2%	3.4%	3.8%	4.2%	3.1%	3.3%	3.7%	228,095	184,364	169,270	811	647	706
SES	58.5%	59.6%	58.1%	30.6%	30.9%	30.6%	5.8%	5.3%	6.5%	2.9%	2.7%	3.0%	2.3%	1.5%	1.7%	5,287	5,675	5,772	18	22	11
SL/ST	52.4%	43.4%	40.2%	34.4%	34.3%	39.2%	7.1%	10.6%	12.4%	3.4%	4.2%	3.9%	2.7%	7.4%	4.2%	1,831	2,000	1,568	22	14	4
Other	37.8%	35.6%	32.8%	38.1%	39.0%	39.1%	12.2%	12.0%	12.6%	6.1%	6.5%	7.5%	5.8%	6.9%	8.0%	41,668	31,133	25,782	303	186	156

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
<b>Time in Federal Government</b>																					
< 1 year	54.1%	52.1%	51.2%	33.8%	35.0%	34.9%	7.4%	7.1%	8.0%	2.4%	3.3%	3.1%	2.3%	2.5%	2.8%	7,209	8,966	6,830	65	56	43
1-3 years	49.6%	46.3%	44.0%	34.7%	35.5%	36.4%	8.2%	9.4%	9.9%	3.9%	4.4%	4.6%	3.6%	4.4%	5.1%	59,271	45,271	29,872	267	180	132
4-5 years	46.1%	42.8%	41.2%	35.9%	36.9%	38.3%	9.0%	9.7%	9.5%	4.5%	5.4%	5.4%	4.5%	5.2%	5.4%	35,127	30,147	30,046	154	146	135
6-10 years	44.7%	42.1%	39.7%	37.0%	37.8%	38.6%	9.0%	9.5%	10.1%	4.6%	5.2%	5.7%	4.7%	5.5%	5.9%	131,869	108,644	91,642	616	491	440
11-14 years	42.2%	39.5%	36.7%	38.1%	39.0%	39.3%	9.6%	10.3%	11.3%	4.8%	5.5%	6.3%	5.2%	5.7%	6.4%	84,089	63,843	54,787	356	278	288
15-20 years	40.5%	39.1%	36.5%	38.6%	39.3%	40.2%	10.5%	10.4%	11.3%	4.9%	5.6%	6.0%	5.4%	5.6%	6.0%	91,779	66,270	51,675	490	340	265
> 20 years	42.8%	40.6%	38.4%	39.3%	40.1%	40.8%	9.6%	10.3%	11.3%	4.3%	4.6%	5.0%	4.0%	4.4%	4.6%	154,532	134,168	119,377	820	687	692
<b>Time with Current Agency</b>																					
< 1 year	52.4%	50.4%	48.9%	34.3%	34.8%	35.2%	7.8%	8.1%	8.6%	2.9%	3.5%	3.8%	2.6%	3.3%	3.5%	13,998	16,396	13,109	122	115	97
1-3 years	48.5%	45.7%	43.2%	34.7%	35.6%	36.8%	8.4%	9.2%	9.8%	4.2%	4.6%	4.9%	4.2%	4.9%	5.4%	92,802	69,806	47,627	400	258	205
4-5 years	44.7%	42.1%	40.3%	36.4%	37.4%	38.1%	9.2%	9.6%	10.0%	4.6%	5.5%	5.5%	5.1%	5.5%	6.1%	45,851	37,806	38,093	196	181	157
6-10 years	43.5%	40.9%	38.3%	37.5%	38.3%	39.2%	9.4%	9.9%	10.6%	4.7%	5.3%	5.8%	4.9%	5.6%	6.0%	136,633	113,690	97,896	637	552	514
11-20 years	40.8%	38.7%	36.1%	38.9%	39.8%	40.1%	10.2%	10.6%	11.6%	4.9%	5.6%	6.2%	5.2%	5.3%	6.0%	159,112	118,439	98,599	778	562	516
> 20 years	43.5%	41.4%	39.5%	39.6%	40.2%	41.0%	9.3%	9.9%	10.8%	4.0%	4.3%	4.6%	3.6%	4.1%	4.0%	114,201	99,681	87,594	623	506	500
<b>Leaving</b>																					
No	50.6%	48.1%	45.8%	36.9%	38.0%	39.1%	7.4%	8.0%	8.6%	2.9%	3.3%	3.8%	2.2%	2.5%	2.7%	380,434	315,908	259,173	1,521	1,202	1,110
Yes, to retire	36.8%	34.7%	32.1%	42.4%	42.4%	43.0%	11.7%	12.4%	13.7%	5.1%	5.8%	6.3%	4.0%	4.8%	5.0%	34,592	28,501	22,287	210	169	127
Yes, to other job in Govt	31.2%	29.1%	27.8%	38.8%	39.3%	39.5%	13.1%	13.1%	13.6%	7.7%	8.5%	8.6%	9.2%	10.0%	10.5%	99,496	70,543	70,457	646	463	456
Yes, to other job outside Govt	31.3%	29.3%	25.2%	38.1%	37.3%	37.1%	12.0%	12.7%	14.8%	8.2%	8.7%	9.5%	10.5%	11.9%	13.3%	22,107	19,374	13,716	144	105	113
Yes, other	26.8%	23.6%	22.4%	36.1%	35.6%	36.1%	15.4%	16.9%	17.0%	9.0%	9.8%	9.6%	12.6%	14.1%	15.0%	27,338	22,045	17,894	233	225	174
<b>Retiring</b>																					
Within 1 year	36.8%	34.7%	32.0%	41.5%	40.7%	41.7%	11.3%	12.5%	13.9%	5.3%	5.8%	6.2%	5.1%	6.3%	6.3%	21,045	17,130	13,556	141	101	79
Between 1-3 years	39.3%	36.0%	33.8%	41.1%	42.5%	42.5%	11.0%	11.9%	13.0%	4.5%	5.4%	5.9%	4.0%	4.3%	4.9%	57,023	47,180	37,981	331	280	230
Between 3-5 years	39.9%	37.5%	35.9%	40.7%	41.2%	41.6%	10.6%	11.2%	12.1%	4.6%	5.3%	5.5%	4.2%	4.7%	4.9%	63,207	51,207	42,140	354	290	239
5 or more years	45.7%	43.5%	41.0%	36.5%	37.4%	38.3%	8.8%	9.3%	9.9%	4.4%	4.8%	5.3%	4.6%	5.1%	5.5%	418,372	338,176	287,170	1,875	1,470	1,401

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
Transgender																					
Yes	32.5%	--	--	37.5%	--	--	13.0%	--	--	6.9%	--	--	10.1%	--	--	2,077	--	--	25	--	--
No	44.2%	--	--	37.5%	--	--	9.3%	--	--	4.5%	--	--	4.5%	--	--	542,181	--	--	2,568	--	--
Consider Yourself as:																					
Straight	44.5%	--	--	37.5%	--	--	9.2%	--	--	4.4%	--	--	4.4%	--	--	507,862	--	--	2,321	--	--
Gay or Lesbian	44.9%	--	--	36.0%	--	--	8.3%	--	--	4.9%	--	--	6.0%	--	--	11,762	--	--	58	--	--
Bisexual	42.6%	--	--	36.2%	--	--	9.1%	--	--	5.4%	--	--	6.6%	--	--	5,687	--	--	24	--	--
Something else	33.3%	--	--	36.8%	--	--	13.8%	--	--	6.9%	--	--	9.2%	--	--	10,724	--	--	115	--	--
Military Service																					
No Prior Military Service	45.0%	42.8%	40.4%	37.2%	37.9%	38.7%	8.9%	9.5%	10.2%	4.5%	4.9%	5.4%	4.4%	4.9%	5.3%	385,464	324,965	277,363	1,852	1,513	1,413
Currently in Guard/Reserves	42.8%	42.2%	40.0%	36.3%	36.9%	37.5%	10.4%	10.2%	9.9%	4.9%	5.0%	5.8%	5.6%	5.8%	6.8%	10,740	7,416	6,146	54	29	29
Retired Separated/Discharged	44.3%	42.0%	40.0%	39.4%	40.5%	40.9%	9.4%	9.7%	11.0%	3.5%	4.2%	4.2%	3.3%	3.6%	3.9%	73,995	49,836	39,608	320	208	177
	41.1%	38.5%	36.1%	37.7%	38.2%	39.4%	10.4%	11.1%	11.6%	5.0%	5.8%	6.2%	5.7%	6.3%	6.7%	84,684	68,721	55,642	449	364	315
Disability																					
Yes	41.1%	38.4%	36.4%	36.2%	37.3%	37.2%	10.8%	11.2%	12.3%	5.3%	5.9%	6.2%	6.5%	7.2%	8.0%	83,518	69,307	51,513	493	413	320
No	44.8%	42.6%	40.1%	37.8%	38.6%	39.5%	9.0%	9.5%	10.2%	4.3%	4.8%	5.2%	4.1%	4.5%	4.9%	467,379	382,971	328,388	2,151	1,709	1,629

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

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
Work Location																					
Headquarters	36.8%	34.6%	32.1%	35.5%	34.9%	35.6%	14.3%	15.4%	16.0%	7.7%	8.5%	9.1%	5.7%	6.7%	7.1%	217,692	177,602	154,804	947	770	716
Field	32.0%	30.5%	29.0%	36.6%	36.2%	36.6%	16.2%	16.8%	17.0%	8.5%	9.2%	9.6%	6.6%	7.2%	7.8%	347,017	278,503	228,341	1,832	1,304	1,191
Supervisory Status																					
Non-Supervisor	29.7%	28.1%	26.2%	35.3%	34.5%	34.6%	18.3%	19.0%	19.6%	9.5%	10.3%	10.9%	7.2%	8.1%	8.7%	373,351	301,770	251,291	2,427	1,778	1,642
Team Leader	38.3%	36.0%	33.9%	38.9%	38.5%	39.7%	11.1%	12.3%	12.3%	6.5%	7.1%	7.7%	5.2%	6.0%	6.3%	73,803	57,659	49,341	153	125	127
Supervisor	41.0%	39.7%	37.4%	39.5%	40.0%	41.0%	9.9%	10.6%	10.7%	5.4%	5.6%	6.1%	4.2%	4.1%	4.8%	77,941	62,833	52,126	168	115	107
Manager	49.3%	47.4%	46.0%	35.5%	36.1%	37.2%	7.5%	8.1%	8.2%	4.4%	4.9%	4.7%	3.4%	3.5%	3.9%	34,121	28,608	24,683	53	47	30
Senior Leader	61.4%	59.4%	55.6%	26.7%	27.3%	29.7%	5.6%	7.3%	6.5%	3.5%	3.1%	3.7%	2.7%	2.9%	4.4%	8,305	8,131	8,069	16	20	21
Sex																					
Male	34.1%	32.6%	30.2%	37.1%	36.6%	37.4%	15.1%	16.0%	16.4%	7.6%	8.4%	8.9%	6.0%	6.5%	7.1%	312,053	231,955	195,750	1,422	968	864
Female	33.5%	31.5%	30.1%	34.9%	34.6%	34.8%	16.0%	16.7%	17.0%	9.0%	9.6%	10.1%	6.6%	7.6%	8.0%	245,793	220,187	184,096	1,311	1,075	1,011
Hispanic or Latino																					
Yes	32.9%	32.0%	29.8%	34.1%	33.5%	33.5%	16.2%	16.8%	17.3%	8.7%	9.2%	10.0%	8.1%	8.6%	9.5%	52,935	39,456	33,393	288	188	160
No	34.1%	32.1%	30.3%	36.5%	36.0%	36.6%	15.3%	16.2%	16.5%	8.1%	8.9%	9.3%	6.0%	6.8%	7.3%	498,610	408,235	342,581	2,401	1,826	1,693
Race																					
American Indian/ Alaska Native	26.1%	25.6%	23.3%	34.3%	32.6%	32.8%	19.2%	19.7%	20.2%	10.6%	10.5%	11.6%	9.8%	11.6%	12.1%	10,505	9,312	7,788	77	52	41
Asian	34.5%	32.3%	30.8%	38.0%	38.2%	38.3%	16.2%	17.1%	17.8%	6.0%	6.6%	7.1%	5.3%	5.9%	6.1%	29,015	21,930	19,335	220	164	190
Black/African American	34.8%	32.6%	30.9%	35.1%	34.9%	35.2%	15.2%	16.0%	16.3%	7.7%	8.4%	8.9%	7.2%	8.1%	8.7%	76,458	64,263	57,631	343	261	296
Native Hawaiian/ Pacific Islander	32.6%	27.5%	29.4%	35.0%	36.9%	35.7%	17.1%	19.2%	15.3%	7.8%	7.0%	9.4%	7.4%	9.4%	10.2%	3,900	2,737	2,198	28	19	10
White	34.4%	32.6%	30.8%	36.6%	36.1%	36.7%	15.0%	15.8%	16.2%	8.2%	9.0%	9.4%	5.8%	6.4%	6.9%	393,619	317,463	263,073	1,760	1,296	1,119
Two or more races (Not Hispanic/ Latino)	30.6%	29.8%	26.8%	33.8%	32.5%	33.6%	17.3%	17.6%	18.1%	9.6%	10.1%	10.8%	8.6%	10.0%	10.7%	22,628	18,587	14,252	149	118	116

## Report by Demographics

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
<b>Age Group</b>																					
25 and under	31.9%	33.1%	33.0%	40.5%	36.4%	38.6%	16.4%	15.8%	15.5%	7.3%	9.0%	8.0%	4.0%	5.6%	4.9%	5,792	3,722	2,697	55	17	26
26-29 years old	34.9%	33.9%	31.8%	36.5%	36.4%	36.4%	15.2%	15.5%	15.8%	8.2%	8.3%	9.1%	5.2%	6.0%	6.8%	16,389	12,634	11,093	108	51	58
30-39 years old	35.5%	33.5%	31.5%	36.1%	35.3%	36.0%	13.6%	14.9%	15.2%	8.2%	8.9%	9.4%	6.6%	7.3%	7.8%	111,602	88,806	73,964	564	398	404
40-49 years old	34.6%	32.8%	30.9%	35.8%	35.6%	35.9%	14.6%	15.4%	15.7%	8.2%	8.8%	9.5%	6.8%	7.4%	7.9%	143,868	120,381	103,449	658	528	446
50-59 years old	33.7%	31.2%	29.1%	36.4%	35.8%	36.9%	15.9%	17.1%	17.2%	8.0%	9.1%	9.3%	6.0%	6.9%	7.4%	191,669	168,164	142,700	834	806	713
60 or older	31.0%	27.6%	26.8%	36.7%	36.3%	35.6%	18.6%	19.9%	20.6%	8.2%	9.4%	9.9%	5.4%	6.7%	7.0%	81,310	77,370	61,472	457	414	380
<b>Level of Education</b>																					
Less than High School	26.8%	28.5%	17.8%	35.9%	33.0%	39.3%	21.9%	22.1%	24.6%	8.0%	7.6%	8.9%	7.3%	8.8%	9.5%	407	434	355	5	5	9
H.S. Diploma/ GED or equiv	29.3%	28.8%	27.3%	37.8%	37.3%	38.1%	18.9%	19.9%	19.0%	8.0%	8.0%	8.8%	6.1%	6.1%	6.8%	24,120	19,440	16,187	130	99	87
Trade/Technical Certificate	26.8%	25.1%	23.9%	36.2%	35.5%	36.0%	20.4%	21.0%	20.6%	8.9%	9.9%	10.4%	7.7%	8.4%	9.0%	12,464	10,756	8,170	74	59	31
Some College (no degree)	29.9%	28.6%	26.6%	35.4%	34.8%	35.2%	18.2%	19.0%	19.4%	9.1%	9.8%	10.1%	7.4%	7.9%	8.7%	79,455	62,522	52,544	387	304	276
Associate's Degree	29.3%	26.9%	25.8%	36.1%	35.9%	35.5%	18.1%	19.1%	19.3%	9.4%	9.9%	10.5%	7.1%	8.2%	8.8%	44,461	35,393	27,699	248	183	159
Bachelor's Degree	33.8%	32.3%	30.5%	37.3%	36.9%	37.3%	15.1%	15.8%	16.2%	7.9%	8.5%	9.1%	5.8%	6.5%	6.9%	197,351	154,551	131,664	1,045	713	657
Master's Degree	37.5%	36.0%	33.9%	35.8%	35.0%	36.0%	13.0%	13.6%	14.0%	7.6%	8.6%	8.9%	6.0%	6.7%	7.2%	146,775	119,078	101,365	588	447	457
Doctoral/ Professional Degree	39.9%	36.3%	34.4%	33.7%	34.0%	34.7%	13.1%	14.3%	14.7%	7.8%	8.7%	9.5%	5.6%	6.7%	6.7%	56,580	52,618	43,936	279	245	218
<b>Pay Category</b>																					
Federal Wage System	24.8%	24.1%	21.9%	36.7%	34.6%	36.6%	18.8%	20.4%	19.9%	10.4%	11.4%	11.6%	9.3%	9.5%	10.1%	18,826	13,043	9,539	90	78	40
GS 1-6	25.8%	23.5%	23.2%	32.2%	31.5%	31.4%	21.8%	22.5%	22.2%	11.1%	11.6%	12.2%	9.0%	10.9%	11.0%	22,959	27,319	18,522	240	206	174
GS 7-12	30.1%	29.2%	27.5%	36.4%	35.8%	36.2%	17.5%	17.9%	18.2%	9.1%	9.7%	10.1%	6.9%	7.5%	8.0%	244,513	192,274	152,451	1,451	1,016	940
GS 13-15	40.8%	39.6%	37.2%	36.3%	36.4%	37.2%	11.6%	12.1%	12.7%	6.4%	7.0%	7.5%	4.7%	4.9%	5.4%	228,060	184,135	169,049	754	596	598
SES	64.1%	65.2%	64.3%	24.7%	24.4%	25.5%	4.8%	5.1%	5.3%	3.3%	3.1%	2.6%	3.0%	2.2%	2.4%	5,291	5,674	5,762	11	14	3
SL/ST	47.9%	39.3%	38.2%	32.3%	33.3%	34.0%	9.9%	12.8%	15.0%	5.7%	6.1%	8.0%	4.1%	8.5%	4.9%	1,851	2,002	1,565	5	7	4
Other	30.6%	29.3%	27.2%	38.2%	38.4%	38.4%	16.7%	16.3%	16.7%	8.1%	8.7%	9.4%	6.3%	7.3%	8.3%	41,749	31,104	25,732	229	144	139

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

**(43) My supervisor provides me with opportunities to demonstrate my leadership skills.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
<b>Time in Federal Government</b>																					
< 1 year	38.0%	37.5%	37.2%	35.7%	35.1%	35.1%	17.9%	16.1%	16.9%	5.8%	7.4%	7.3%	2.7%	4.0%	3.4%	7,165	8,914	6,777	113	99	81
1-3 years	36.5%	34.4%	32.7%	35.8%	34.3%	34.0%	15.3%	16.5%	17.7%	7.6%	8.6%	8.8%	4.8%	6.2%	6.8%	59,203	45,149	29,756	329	207	184
4-5 years	34.8%	32.0%	30.8%	34.9%	34.5%	35.8%	15.4%	16.5%	16.0%	8.7%	9.3%	9.7%	6.3%	7.7%	7.7%	35,072	30,116	29,980	199	128	149
6-10 years	33.8%	31.9%	29.6%	36.0%	35.4%	36.4%	15.0%	15.8%	16.3%	8.5%	9.5%	9.7%	6.6%	7.5%	8.0%	131,829	108,479	91,469	611	478	421
11-14 years	32.9%	30.9%	29.0%	36.3%	36.4%	36.2%	15.2%	15.9%	16.4%	8.5%	9.2%	10.2%	7.1%	7.6%	8.3%	84,049	63,754	54,681	362	269	246
15-20 years	31.8%	30.7%	28.6%	36.2%	36.0%	35.9%	15.9%	16.3%	16.8%	8.8%	9.3%	10.3%	7.2%	7.7%	8.4%	91,843	66,206	51,590	392	282	215
> 20 years	33.6%	31.9%	30.2%	36.9%	36.6%	37.4%	15.9%	17.0%	17.0%	7.6%	8.2%	8.6%	5.9%	6.3%	6.9%	154,491	133,971	119,157	786	620	612
<b>Time with Current Agency</b>																					
< 1 year	37.9%	36.7%	36.2%	35.5%	33.9%	34.6%	16.7%	16.8%	16.8%	6.2%	7.4%	7.6%	3.7%	5.1%	4.8%	13,901	16,316	13,000	217	173	181
1-3 years	35.9%	34.0%	32.1%	34.8%	33.7%	34.3%	15.3%	16.5%	17.2%	8.1%	9.0%	9.1%	5.9%	6.8%	7.3%	92,714	69,630	47,449	461	306	268
4-5 years	33.9%	31.5%	30.1%	34.6%	34.7%	35.2%	15.6%	16.0%	16.3%	8.9%	9.6%	9.8%	7.0%	8.2%	8.5%	45,814	37,762	37,997	231	158	170
6-10 years	33.0%	31.2%	28.5%	36.1%	35.6%	36.6%	15.4%	15.9%	16.6%	8.6%	9.6%	10.0%	6.9%	7.7%	8.3%	136,621	113,588	97,783	619	473	417
11-20 years	32.2%	30.4%	28.6%	36.9%	36.8%	36.5%	15.6%	16.5%	16.7%	8.5%	9.0%	10.2%	6.8%	7.2%	7.9%	159,119	118,286	98,407	689	500	440
> 20 years	34.5%	32.9%	31.6%	37.7%	37.1%	37.9%	15.5%	16.5%	16.5%	7.1%	7.7%	8.0%	5.2%	5.8%	6.1%	114,203	99,541	87,462	565	455	423
<b>Leaving</b>																					
No	40.1%	38.1%	36.3%	37.9%	37.6%	38.4%	13.5%	14.6%	14.9%	5.5%	6.3%	6.7%	3.0%	3.5%	3.7%	380,148	315,297	258,509	1,740	1,282	1,200
Yes, to retire	28.3%	26.6%	24.8%	37.9%	37.3%	38.0%	19.2%	20.4%	20.2%	8.6%	9.2%	10.0%	5.9%	6.5%	7.1%	34,621	28,442	22,189	174	149	135
Yes, to other job in Govt	21.1%	19.6%	18.6%	32.6%	31.7%	31.6%	19.0%	19.4%	19.6%	14.2%	14.9%	15.2%	13.1%	14.5%	14.9%	99,539	70,556	70,367	540	355	362
Yes, to other job outside Govt	20.9%	18.9%	16.4%	32.6%	31.3%	31.4%	18.0%	17.4%	18.2%	14.0%	15.6%	16.2%	14.5%	16.8%	17.9%	22,103	19,338	13,743	125	99	65
Yes, other	18.0%	15.9%	14.8%	30.1%	28.3%	29.3%	21.4%	21.4%	22.0%	14.6%	15.9%	15.1%	15.9%	18.5%	18.8%	27,337	22,038	17,895	204	180	131
<b>Retiring</b>																					
Within 1 year	28.1%	26.8%	24.8%	36.8%	35.6%	36.5%	18.5%	19.7%	19.8%	9.1%	9.5%	10.4%	7.4%	8.4%	8.6%	21,056	17,095	13,510	113	87	81
Between 1-3 years	30.3%	27.7%	26.4%	37.7%	37.5%	37.8%	18.2%	19.5%	19.3%	8.2%	8.8%	9.4%	5.6%	6.5%	7.0%	57,088	47,144	37,860	269	204	223
Between 3-5 years	31.5%	29.6%	27.8%	37.0%	36.8%	37.3%	17.0%	17.9%	18.3%	8.6%	9.0%	9.6%	5.8%	6.7%	7.0%	63,210	51,187	42,101	318	224	163
5 or more years	34.9%	33.2%	31.2%	35.9%	35.4%	36.0%	14.8%	15.5%	16.0%	8.0%	8.9%	9.3%	6.3%	7.0%	7.5%	418,054	337,590	286,560	2,039	1,518	1,401

## Report by Demographics

**(43) My supervisor provides me with opportunities to demonstrate my leadership skills.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
Transgender																					
Yes	23.5%	--	--	32.6%	--	--	20.6%	--	--	10.1%	--	--	13.2%	--	--	2,078	--	--	24	--	--
No	34.0%	--	--	36.2%	--	--	15.4%	--	--	8.1%	--	--	6.2%	--	--	541,968	--	--	2,609	--	--
Consider Yourself as:																					
Straight	34.3%	--	--	36.3%	--	--	15.3%	--	--	8.0%	--	--	6.1%	--	--	507,655	--	--	2,368	--	--
Gay or Lesbian	36.2%	--	--	34.6%	--	--	13.1%	--	--	8.6%	--	--	7.6%	--	--	11,764	--	--	57	--	--
Bisexual	32.1%	--	--	34.1%	--	--	15.5%	--	--	9.8%	--	--	8.5%	--	--	5,683	--	--	33	--	--
Something else	23.7%	--	--	32.7%	--	--	20.6%	--	--	11.1%	--	--	11.9%	--	--	10,707	--	--	111	--	--
Military Service																					
No Prior Military Service	34.4%	32.7%	30.8%	36.8%	36.4%	36.8%	15.0%	15.7%	16.2%	8.0%	8.6%	9.2%	5.8%	6.6%	7.0%	385,163	324,466	276,745	1,975	1,481	1,367
Currently in Guard/Reserves	33.0%	32.3%	30.7%	36.0%	35.5%	35.0%	15.1%	15.5%	16.6%	8.4%	8.7%	9.0%	7.6%	8.0%	8.7%	10,733	7,388	6,130	62	37	28
Retired Separated/Discharged	35.7%	33.6%	32.1%	35.7%	36.0%	36.6%	15.7%	16.2%	16.6%	7.4%	8.1%	8.3%	5.5%	6.0%	6.3%	74,068	49,785	39,550	258	167	150
Disability																					
Yes	31.0%	28.7%	27.1%	32.1%	31.7%	32.0%	17.4%	18.4%	18.5%	10.0%	10.7%	11.1%	9.5%	10.6%	11.3%	83,505	69,153	51,372	503	408	328
No	34.5%	32.9%	30.8%	37.1%	36.6%	37.1%	15.0%	15.8%	16.3%	7.8%	8.5%	9.1%	5.6%	6.2%	6.7%	467,170	382,436	327,731	2,192	1,610	1,535

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

**(44) Discussions with my supervisor about my performance are worthwhile.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>31.4%</b>	<b>30.1%</b>	<b>28.1%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>35.3%</b>	<b>16.9%</b>	<b>17.4%</b>	<b>18.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.7%</b>	<b>7.5%</b>	<b>8.0%</b>	<b>8.8%</b>	<b>579,577</b>	<b>468,047</b>	<b>391,835</b>	5,597	4,670	4,496
<b>Work Location</b>																					
Headquarters	34.3%	32.5%	30.1%	34.9%	34.8%	34.8%	15.7%	16.7%	17.5%	8.2%	8.6%	9.3%	6.9%	7.4%	8.3%	216,476	175,925	152,861	2,035	1,799	1,778
Field	30.2%	29.1%	27.2%	35.8%	35.7%	35.6%	17.2%	17.6%	18.3%	9.0%	9.4%	9.9%	7.8%	8.3%	9.1%	345,318	276,280	225,676	3,287	2,634	2,496
<b>Supervisory Status</b>																					
Non-Supervisor	30.3%	28.8%	26.8%	35.4%	35.2%	34.8%	17.3%	17.9%	18.8%	9.0%	9.4%	10.0%	8.0%	8.7%	9.6%	371,564	299,256	248,400	3,959	3,266	3,146
Team Leader	32.7%	31.1%	29.0%	35.7%	35.3%	35.9%	16.1%	16.7%	17.0%	8.6%	9.2%	9.9%	7.0%	7.6%	8.2%	73,341	57,200	48,707	558	430	466
Supervisor	33.3%	32.6%	30.1%	36.8%	37.3%	37.7%	15.8%	16.4%	16.9%	8.0%	7.9%	8.8%	6.1%	5.9%	6.6%	77,512	62,255	51,482	536	461	428
Manager	38.7%	37.5%	35.9%	35.1%	34.9%	35.5%	13.6%	14.5%	14.9%	7.4%	7.7%	8.0%	5.2%	5.4%	5.7%	33,937	28,319	24,325	241	226	209
Senior Leader	50.1%	49.4%	45.5%	28.9%	29.4%	31.2%	11.7%	11.8%	12.3%	4.9%	5.5%	5.2%	4.4%	3.9%	5.9%	8,253	8,058	7,976	62	65	61
<b>Sex</b>																					
Male	31.8%	30.6%	28.0%	36.2%	36.2%	36.2%	16.5%	17.0%	18.0%	8.3%	8.7%	9.3%	7.2%	7.5%	8.5%	310,532	230,177	193,466	2,678	2,017	1,925
Female	31.8%	30.2%	28.8%	34.6%	34.3%	34.1%	16.7%	17.4%	17.9%	9.2%	9.6%	10.1%	7.7%	8.5%	9.1%	244,468	218,146	181,865	2,520	2,315	2,272
<b>Hispanic or Latino</b>																					
Yes	31.6%	30.7%	28.4%	33.1%	33.2%	32.5%	17.8%	18.1%	18.6%	8.6%	8.9%	10.0%	8.9%	9.1%	10.5%	52,651	39,158	33,015	506	374	349
No	31.9%	30.4%	28.4%	35.8%	35.7%	35.7%	16.4%	17.1%	17.8%	8.6%	9.1%	9.6%	7.2%	7.8%	8.5%	496,079	404,784	338,505	4,622	3,889	3,793
<b>Race</b>																					
American Indian/ Alaska Native	25.9%	25.0%	23.1%	33.1%	33.0%	31.2%	19.8%	19.2%	21.4%	9.8%	10.6%	11.4%	11.3%	12.1%	12.9%	10,450	9,242	7,688	118	106	83
Asian	34.0%	31.1%	30.4%	38.4%	38.6%	37.2%	15.7%	17.5%	18.7%	6.2%	6.5%	7.0%	5.7%	6.3%	6.6%	28,961	21,819	19,201	257	204	225
Black/African American	33.4%	31.6%	29.6%	35.0%	34.8%	34.9%	15.9%	16.7%	17.2%	7.6%	8.2%	8.6%	8.1%	8.7%	9.8%	76,105	63,708	56,994	617	565	612
Native Hawaiian/ Pacific Islander	31.8%	28.9%	28.7%	34.0%	34.6%	34.1%	18.7%	19.5%	18.7%	7.8%	7.5%	8.0%	7.8%	9.5%	10.5%	3,876	2,714	2,176	46	25	22
White	32.0%	30.6%	28.5%	35.7%	35.8%	35.7%	16.4%	16.9%	17.6%	8.9%	9.3%	9.9%	7.0%	7.5%	8.2%	391,550	314,761	259,875	3,597	2,972	2,787
Two or more races (Not Hispanic/ Latino)	29.3%	29.2%	26.5%	33.0%	31.8%	31.6%	18.4%	18.1%	19.5%	9.5%	10.3%	10.5%	9.8%	10.5%	11.9%	22,454	18,395	14,043	303	234	240

## Report by Demographics

**(44) Discussions with my supervisor about my performance are worthwhile.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>31.4%</b>	<b>30.1%</b>	<b>28.1%</b>	<b>35.5%</b>	<b>35.4%</b>	<b>35.3%</b>	<b>16.9%</b>	<b>17.4%</b>	<b>18.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.7%</b>	<b>7.5%</b>	<b>8.0%</b>	<b>8.8%</b>	<b>579,577</b>	<b>468,047</b>	<b>391,835</b>	5,597	4,670	4,496
<b>Age Group</b>																					
25 and under	36.1%	34.9%	34.5%	38.1%	38.6%	38.9%	13.7%	12.8%	14.1%	7.3%	7.6%	6.7%	4.8%	6.1%	5.7%	5,747	3,691	2,662	88	33	46
26-29 years old	35.4%	34.6%	32.5%	35.2%	35.7%	34.9%	14.4%	14.4%	16.3%	8.6%	8.4%	8.3%	6.4%	6.9%	8.1%	16,305	12,523	10,976	160	111	132
30-39 years old	33.4%	31.9%	29.8%	34.5%	34.5%	34.7%	15.0%	15.9%	16.3%	8.9%	9.3%	9.9%	8.2%	8.4%	9.4%	111,070	88,046	73,110	1,078	925	908
40-49 years old	32.1%	30.8%	28.6%	34.8%	34.7%	34.8%	16.0%	16.8%	17.5%	9.0%	9.3%	9.8%	8.1%	8.4%	9.4%	143,184	119,392	102,186	1,300	1,102	1,101
50-59 years old	31.1%	29.2%	27.0%	36.0%	35.5%	35.7%	17.4%	18.3%	19.1%	8.5%	9.2%	9.8%	7.0%	7.9%	8.5%	190,631	166,612	140,932	1,689	1,709	1,589
60 or older	30.0%	26.7%	25.7%	37.6%	37.4%	36.2%	18.6%	19.9%	21.0%	7.8%	8.8%	9.5%	6.0%	7.2%	7.6%	80,915	76,718	60,712	768	781	708
<b>Level of Education</b>																					
Less than High School	27.8%	28.8%	21.9%	34.1%	31.8%	33.2%	22.6%	24.5%	25.7%	7.1%	6.5%	8.9%	8.4%	8.4%	10.3%	403	431	344	7	6	13
H.S. Diploma/ GED or equiv	29.0%	28.9%	27.1%	37.2%	37.4%	37.0%	18.5%	18.5%	19.2%	8.1%	7.8%	8.9%	7.2%	7.4%	7.8%	24,033	19,314	16,057	189	143	136
Trade/Technical Certificate	26.5%	25.4%	24.3%	35.6%	35.6%	36.0%	20.3%	20.1%	19.7%	9.0%	9.7%	9.9%	8.6%	9.1%	10.1%	12,377	10,678	8,064	131	110	79
Some College (no degree)	29.5%	28.3%	26.4%	34.6%	34.8%	34.7%	18.4%	19.0%	19.5%	9.2%	9.2%	9.8%	8.3%	8.6%	9.6%	79,044	61,949	52,018	744	610	546
Associate's Degree	28.8%	26.9%	25.8%	35.5%	35.6%	35.4%	18.4%	18.5%	18.5%	9.2%	10.0%	10.3%	8.1%	8.9%	10.0%	44,232	35,123	27,357	447	365	325
Bachelor's Degree	31.9%	30.6%	28.5%	36.4%	36.3%	36.0%	16.3%	16.8%	17.6%	8.4%	8.8%	9.4%	7.0%	7.5%	8.5%	196,445	153,325	130,042	1,832	1,401	1,476
Master's Degree	33.6%	32.5%	30.2%	35.0%	34.4%	34.6%	15.3%	16.1%	17.0%	8.7%	9.3%	9.7%	7.4%	7.8%	8.4%	145,899	117,992	100,059	1,384	1,163	1,161
Doctoral/ Professional Degree	36.9%	33.7%	31.5%	34.3%	34.7%	34.3%	14.4%	15.6%	16.9%	7.9%	8.6%	9.7%	6.5%	7.4%	7.7%	56,301	52,131	43,403	530	553	507
<b>Pay Category</b>																					
Federal Wage System	23.7%	23.5%	21.8%	34.9%	34.3%	35.3%	20.6%	20.4%	20.4%	10.5%	11.1%	10.9%	10.3%	10.6%	11.6%	18,708	12,945	9,433	203	146	94
GS 1-6	29.0%	26.7%	25.9%	34.1%	34.5%	34.4%	18.8%	18.9%	19.1%	9.1%	9.4%	9.7%	8.9%	10.6%	10.9%	22,869	27,116	18,279	302	320	315
GS 7-12	30.0%	29.3%	27.4%	35.7%	35.6%	35.3%	17.2%	17.5%	18.4%	9.0%	9.3%	9.7%	8.0%	8.2%	9.1%	243,370	190,725	150,846	2,417	1,898	1,728
GS 13-15	35.6%	34.3%	31.9%	35.4%	35.4%	35.5%	14.9%	15.7%	16.6%	7.9%	8.4%	9.0%	6.2%	6.2%	7.0%	226,853	182,552	166,883	1,836	1,558	1,727
SES	51.4%	52.5%	51.1%	29.1%	28.4%	28.5%	10.4%	11.0%	11.8%	4.9%	4.6%	5.0%	4.1%	3.5%	3.7%	5,256	5,623	5,693	47	51	39
SL/ST	41.3%	35.8%	32.7%	33.1%	31.6%	34.1%	13.6%	16.8%	16.5%	6.5%	6.2%	10.7%	5.5%	9.6%	6.0%	1,834	1,986	1,540	19	19	16
Other	28.4%	26.7%	24.2%	36.7%	36.3%	35.8%	18.2%	18.8%	19.1%	9.2%	9.3%	11.0%	7.6%	8.9%	9.9%	41,476	30,748	25,366	467	378	335

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

### (44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.4%	30.1%	28.1%	35.5%	35.4%	35.3%	16.9%	17.4%	18.2%	8.8%	9.1%	9.7%	7.5%	8.0%	8.8%	579,577	468,047	391,835	5,597	4,670	4,496
Time in Federal Government																					
< 1 year	43.0%	41.5%	41.0%	37.5%	35.9%	36.7%	12.5%	13.4%	12.8%	4.3%	5.5%	5.9%	2.7%	3.7%	3.7%	7,085	8,805	6,615	188	187	208
1-3 years	37.7%	35.5%	33.7%	35.7%	35.4%	35.3%	13.8%	15.2%	16.1%	7.3%	7.8%	7.6%	5.5%	6.2%	7.3%	58,877	44,797	29,444	601	438	373
4-5 years	33.9%	31.8%	29.7%	34.7%	34.4%	35.5%	15.7%	16.5%	16.8%	8.5%	8.8%	9.2%	7.3%	8.4%	8.8%	34,927	29,846	29,637	324	311	323
6-10 years	31.7%	30.1%	28.1%	35.1%	34.8%	34.8%	16.4%	17.0%	17.7%	8.9%	9.5%	10.1%	7.8%	8.6%	9.3%	131,145	107,565	90,413	1,199	1,049	1,007
11-14 years	30.2%	28.0%	26.1%	34.8%	35.8%	34.6%	17.3%	17.8%	18.6%	9.3%	9.7%	10.6%	8.4%	8.8%	10.0%	83,577	63,223	54,020	793	590	569
15-20 years	28.8%	28.2%	26.1%	35.4%	35.1%	34.7%	17.7%	18.2%	18.8%	9.6%	9.7%	10.5%	8.6%	8.8%	9.9%	91,409	65,681	50,978	814	597	507
> 20 years	30.6%	29.1%	27.1%	36.4%	36.4%	36.2%	17.6%	18.2%	19.1%	8.4%	8.9%	9.5%	7.0%	7.4%	8.1%	153,754	132,780	117,706	1,384	1,250	1,277
Time with Current Agency																					
< 1 year	41.0%	39.8%	38.7%	36.3%	34.6%	35.6%	13.5%	15.0%	14.1%	5.3%	5.7%	6.6%	4.0%	4.9%	5.0%	13,699	16,049	12,664	416	403	456
1-3 years	36.4%	34.6%	32.6%	34.7%	34.6%	34.8%	14.4%	15.6%	16.4%	7.9%	8.3%	8.3%	6.7%	7.0%	7.9%	92,188	69,087	46,984	899	643	514
4-5 years	32.6%	30.6%	28.8%	34.2%	34.5%	34.9%	16.3%	16.5%	17.1%	8.9%	9.4%	9.6%	8.1%	8.9%	9.6%	45,606	37,435	37,577	404	391	370
6-10 years	30.7%	29.2%	26.7%	35.0%	34.9%	34.9%	17.1%	17.3%	18.2%	9.1%	9.7%	10.4%	8.1%	8.9%	9.7%	135,958	112,659	96,636	1,202	1,023	1,022
11-20 years	29.1%	27.6%	25.7%	35.6%	36.0%	35.1%	17.6%	18.2%	19.0%	9.5%	9.7%	10.5%	8.2%	8.4%	9.6%	158,367	117,340	97,289	1,396	1,032	953
> 20 years	31.0%	29.5%	28.0%	37.2%	36.8%	36.7%	17.4%	18.1%	18.9%	8.0%	8.6%	9.1%	6.4%	6.9%	7.3%	113,685	98,675	86,379	972	902	931
Leaving																					
No	37.9%	36.3%	34.2%	37.8%	37.8%	38.3%	14.4%	15.2%	15.9%	6.0%	6.5%	6.9%	3.8%	4.2%	4.6%	378,579	312,889	255,621	3,065	2,642	2,577
Yes, to retire	26.0%	24.2%	22.5%	37.2%	37.7%	36.5%	20.4%	20.8%	21.8%	9.3%	9.8%	11.1%	7.1%	7.5%	8.1%	34,433	28,225	21,961	313	265	229
Yes, to other job in Govt	19.5%	18.4%	17.2%	30.4%	29.9%	29.1%	20.8%	21.1%	21.6%	14.4%	14.8%	15.1%	15.0%	15.7%	16.9%	98,744	69,742	69,362	1,271	905	974
Yes, to other job outside Govt	18.1%	16.7%	14.7%	29.9%	29.5%	26.7%	19.3%	19.9%	20.7%	15.4%	15.2%	17.3%	17.3%	18.7%	20.7%	21,955	19,113	13,552	261	268	186
Yes, other	16.9%	15.1%	13.9%	27.2%	26.2%	26.9%	22.7%	23.0%	23.1%	14.6%	15.5%	15.1%	18.5%	20.2%	21.0%	27,153	21,833	17,620	384	324	288
Retiring																					
Within 1 year	25.7%	24.5%	22.6%	36.1%	35.3%	34.9%	19.8%	20.5%	21.0%	9.5%	10.6%	11.9%	8.8%	9.1%	9.6%	20,945	16,969	13,349	204	167	150
Between 1-3 years	27.9%	25.4%	24.1%	37.2%	37.8%	36.7%	19.4%	20.2%	21.1%	8.9%	9.1%	10.0%	6.7%	7.5%	8.0%	56,786	46,688	37,413	505	478	406
Between 3-5 years	29.1%	27.5%	25.4%	36.7%	36.3%	36.7%	18.1%	19.1%	19.9%	9.1%	9.4%	10.0%	7.0%	7.7%	8.0%	62,892	50,717	41,493	592	473	454
5 or more years	33.0%	31.7%	29.5%	35.1%	35.1%	35.0%	15.9%	16.4%	17.2%	8.5%	8.9%	9.4%	7.5%	7.9%	8.8%	415,917	334,804	283,217	3,939	3,219	3,203

## Report by Demographics

**(44) Discussions with my supervisor about my performance are worthwhile.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.4%	30.1%	28.1%	35.5%	35.4%	35.3%	16.9%	17.4%	18.2%	8.8%	9.1%	9.7%	7.5%	8.0%	8.8%	579,577	468,047	391,835	5,597	4,670	4,496
Transgender																					
Yes	21.6%	--	--	32.5%	--	--	19.5%	--	--	11.6%	--	--	14.8%	--	--	2,066	--	--	35	--	--
No	32.0%	--	--	35.5%	--	--	16.5%	--	--	8.6%	--	--	7.4%	--	--	539,229	--	--	4,991	--	--
Consider Yourself as:																					
Straight	32.2%	--	--	35.7%	--	--	16.4%	--	--	8.5%	--	--	7.2%	--	--	505,102	--	--	4,587	--	--
Gay or Lesbian	33.7%	--	--	33.6%	--	--	14.8%	--	--	9.1%	--	--	8.8%	--	--	11,694	--	--	114	--	--
Bisexual	31.4%	--	--	32.8%	--	--	15.5%	--	--	10.8%	--	--	9.5%	--	--	5,653	--	--	58	--	--
Something else	23.0%	--	--	31.3%	--	--	20.4%	--	--	11.8%	--	--	13.6%	--	--	10,645	--	--	167	--	--
Military Service																					
No Prior Military Service	32.0%	30.7%	28.6%	36.1%	35.9%	35.7%	16.2%	16.8%	17.7%	8.5%	9.0%	9.6%	7.1%	7.6%	8.4%	383,347	321,689	273,437	3,576	3,099	3,092
Currently in Guard/Reserves	31.6%	31.5%	29.6%	34.9%	35.6%	33.8%	16.1%	15.6%	16.4%	8.6%	8.2%	9.4%	8.8%	9.0%	10.7%	10,639	7,319	6,060	143	81	68
Retired Separated/Discharged	33.6%	31.7%	30.2%	35.4%	35.7%	35.6%	16.8%	17.7%	18.4%	8.0%	8.3%	8.6%	6.2%	6.7%	7.3%	73,651	49,352	39,092	609	445	375
	29.7%	28.3%	26.1%	33.7%	33.7%	34.0%	17.9%	18.1%	18.6%	9.5%	10.1%	10.5%	9.2%	9.8%	10.9%	84,213	68,057	54,875	837	689	632
Disability																					
Yes	30.4%	28.9%	27.0%	32.0%	32.4%	32.3%	17.5%	17.8%	18.3%	9.6%	9.9%	10.2%	10.4%	11.0%	12.1%	83,023	68,603	50,809	914	744	627
No	32.2%	30.7%	28.6%	36.2%	36.1%	36.0%	16.4%	17.0%	17.8%	8.4%	8.9%	9.5%	6.8%	7.2%	8.0%	464,872	379,147	323,756	4,199	3,570	3,565

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
Work Location																					
Headquarters	37.5%	35.6%	32.9%	36.3%	36.4%	36.6%	18.3%	19.0%	20.6%	3.6%	4.1%	4.4%	4.3%	4.9%	5.5%	202,870	165,333	143,096	15,664	12,561	12,222
Field	32.5%	31.2%	29.6%	37.2%	37.3%	37.7%	21.0%	21.4%	22.0%	4.3%	4.5%	4.8%	5.1%	5.6%	6.0%	322,570	258,261	210,010	26,175	20,972	19,083
Supervisory Status																					
Non-Supervisor	32.4%	30.9%	28.9%	36.4%	36.4%	36.5%	21.4%	21.9%	23.1%	4.4%	4.8%	5.0%	5.4%	6.0%	6.6%	343,282	276,686	228,248	32,295	26,146	24,230
Team Leader	35.1%	33.5%	31.1%	37.0%	37.5%	38.3%	19.9%	20.1%	20.9%	3.8%	3.8%	4.6%	4.2%	5.1%	5.0%	68,376	53,555	45,410	5,549	4,097	3,977
Supervisor	36.6%	35.6%	33.1%	39.7%	39.8%	41.0%	16.7%	17.6%	18.1%	3.5%	3.5%	3.9%	3.4%	3.4%	3.9%	74,888	60,261	49,730	3,235	2,564	2,411
Manager	44.2%	43.0%	41.7%	36.9%	37.2%	37.5%	13.3%	13.8%	14.1%	2.8%	3.1%	3.4%	2.7%	3.0%	3.3%	33,282	27,782	23,923	898	819	760
Senior Leader	56.6%	56.1%	53.3%	28.8%	30.0%	30.4%	10.0%	9.8%	10.5%	1.8%	1.6%	2.4%	2.9%	2.6%	3.5%	8,174	7,988	7,971	143	139	124
Sex																					
Male	34.8%	33.5%	31.0%	37.6%	37.7%	38.1%	19.6%	20.3%	21.5%	3.6%	3.8%	4.2%	4.3%	4.8%	5.2%	290,566	215,699	180,375	22,842	16,774	15,925
Female	33.7%	32.2%	30.6%	35.8%	36.0%	36.3%	20.3%	20.7%	21.4%	4.7%	5.1%	5.2%	5.5%	6.1%	6.5%	229,237	204,637	170,050	17,747	16,060	14,755
Hispanic or Latino																					
Yes	33.5%	32.5%	30.4%	34.3%	34.9%	34.2%	20.8%	20.5%	22.0%	5.0%	5.2%	5.8%	6.5%	6.9%	7.7%	49,997	37,113	31,246	3,181	2,446	2,237
No	34.6%	33.0%	31.0%	37.2%	37.2%	37.7%	19.8%	20.4%	21.3%	3.9%	4.3%	4.5%	4.5%	5.1%	5.5%	464,156	379,362	315,830	36,725	29,802	27,917
Race																					
American Indian/ Alaska Native	27.0%	26.0%	24.3%	33.7%	33.5%	32.7%	23.7%	23.3%	25.2%	6.9%	7.7%	7.1%	8.7%	9.5%	10.7%	9,989	8,851	7,386	577	503	416
Asian	34.5%	32.1%	30.6%	39.1%	39.7%	39.1%	18.1%	18.9%	20.5%	3.9%	4.4%	4.4%	4.4%	4.9%	5.4%	27,574	20,792	18,276	1,629	1,247	1,215
Black/African American	33.4%	31.7%	30.0%	35.0%	35.2%	35.3%	20.1%	20.9%	21.2%	5.0%	5.2%	5.7%	6.5%	7.0%	7.8%	72,482	60,744	54,110	4,259	3,605	3,721
Native Hawaiian/ Pacific Islander	32.0%	28.2%	29.2%	35.7%	37.1%	34.5%	20.8%	21.7%	21.5%	5.3%	4.7%	6.1%	6.2%	8.3%	8.8%	3,752	2,620	2,081	183	129	125
White	35.3%	33.8%	31.7%	37.5%	37.7%	38.2%	19.5%	20.0%	21.1%	3.7%	4.0%	4.3%	4.0%	4.5%	4.8%	365,422	294,256	241,733	29,911	23,869	22,106
Two or more races (Not Hispanic/ Latino)	32.5%	32.1%	29.5%	33.5%	33.1%	33.0%	21.9%	21.8%	23.7%	5.2%	5.0%	5.3%	6.9%	8.0%	8.6%	20,846	17,108	13,026	1,928	1,553	1,328

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
<b>Age Group</b>																					
25 and under	36.5%	35.5%	34.9%	41.1%	39.5%	40.0%	16.0%	16.6%	17.7%	3.2%	3.5%	3.3%	3.2%	4.8%	4.1%	5,406	3,506	2,525	430	216	192
26-29 years old	36.9%	36.2%	32.5%	37.1%	38.3%	39.3%	17.7%	16.3%	18.6%	4.3%	4.5%	3.9%	4.1%	4.7%	5.7%	15,316	11,725	10,220	1,153	923	905
30-39 years old	35.9%	34.7%	32.0%	36.2%	36.0%	37.0%	18.4%	19.1%	20.2%	4.2%	4.3%	4.5%	5.3%	5.8%	6.3%	103,125	81,795	67,442	8,970	7,210	6,773
40-49 years old	34.6%	33.1%	31.1%	36.3%	36.4%	36.7%	19.8%	20.2%	21.3%	4.1%	4.6%	4.6%	5.3%	5.7%	6.2%	134,083	111,865	95,200	10,402	8,761	8,443
50-59 years old	33.9%	31.8%	29.9%	37.1%	37.2%	37.3%	20.6%	21.5%	22.3%	4.0%	4.4%	4.9%	4.5%	5.2%	5.6%	179,319	156,483	131,944	13,130	12,013	11,221
60 or older	32.8%	29.2%	28.4%	38.1%	38.6%	37.9%	21.5%	23.2%	23.8%	3.8%	4.4%	5.0%	3.7%	4.6%	4.9%	76,046	71,974	56,869	5,738	5,633	4,898
<b>Level of Education</b>																					
Less than High School	27.4%	28.4%	20.6%	35.4%	33.6%	35.2%	22.8%	26.2%	31.9%	7.1%	4.8%	5.7%	7.3%	7.0%	6.6%	396	408	340	17	32	24
H.S. Diploma/ GED or equiv	29.1%	28.4%	26.8%	38.6%	38.5%	39.9%	22.4%	23.0%	22.5%	4.7%	4.5%	5.1%	5.2%	5.6%	5.6%	23,054	18,535	15,392	1,176	946	853
Trade/Technical Certificate	27.1%	26.3%	25.0%	36.3%	36.1%	36.8%	25.5%	25.2%	25.0%	5.2%	5.7%	6.0%	5.9%	6.8%	7.1%	11,788	10,156	7,679	760	626	503
Some College (no degree)	30.6%	29.3%	27.6%	35.8%	36.2%	36.0%	23.1%	23.1%	24.0%	4.9%	5.2%	5.6%	5.7%	6.2%	6.9%	75,043	58,860	49,228	4,762	3,811	3,527
Associate's Degree	30.2%	28.0%	26.9%	36.7%	37.0%	36.7%	22.5%	23.0%	23.1%	4.9%	5.4%	6.1%	5.7%	6.6%	7.1%	41,798	33,349	25,838	2,899	2,141	1,971
Bachelor's Degree	34.6%	33.3%	31.1%	37.9%	37.9%	37.9%	19.4%	19.9%	21.4%	3.7%	4.0%	4.2%	4.4%	4.8%	5.3%	183,004	143,093	121,097	15,301	11,795	10,997
Master's Degree	37.6%	36.4%	33.9%	36.6%	36.5%	37.4%	17.7%	18.2%	19.2%	3.7%	4.1%	4.1%	4.4%	4.9%	5.3%	136,131	110,280	92,956	11,201	9,047	8,687
Doctoral/ Professional Degree	41.8%	38.4%	36.8%	34.3%	35.7%	36.2%	17.2%	18.0%	18.7%	3.1%	3.6%	3.8%	3.6%	4.3%	4.4%	51,715	48,058	39,719	5,126	4,687	4,376
<b>Pay Category</b>																					
Federal Wage System	24.1%	23.3%	22.1%	36.3%	36.3%	36.9%	26.1%	25.3%	25.2%	6.3%	6.8%	7.3%	7.2%	8.3%	8.4%	17,736	12,293	8,948	1,191	807	621
GS 1-6	29.4%	27.1%	26.3%	35.4%	35.7%	35.7%	22.8%	23.3%	23.6%	5.3%	5.5%	6.0%	7.1%	8.3%	8.4%	21,694	25,766	17,426	1,495	1,676	1,227
GS 7-12	31.7%	31.1%	28.9%	37.2%	37.1%	37.5%	21.3%	21.4%	22.5%	4.5%	4.8%	4.9%	5.4%	5.6%	6.2%	227,492	178,416	140,359	18,393	14,387	12,762
GS 13-15	39.9%	38.8%	36.3%	36.7%	37.2%	37.6%	17.0%	17.4%	18.7%	3.1%	3.2%	3.5%	3.4%	3.4%	3.8%	211,700	170,630	155,336	17,026	13,723	14,065
SES	60.6%	61.3%	62.4%	27.5%	26.6%	26.3%	8.1%	8.8%	8.1%	1.4%	1.7%	1.2%	2.4%	1.6%	1.9%	5,211	5,585	5,695	97	87	69
SL/ST	48.3%	41.0%	41.0%	32.6%	35.5%	33.9%	14.4%	14.7%	18.3%	2.2%	2.4%	2.9%	2.5%	6.3%	3.9%	1,741	1,880	1,461	110	121	106
Other	30.9%	29.1%	27.3%	37.8%	37.9%	37.9%	22.2%	22.3%	23.0%	4.4%	4.6%	5.1%	4.8%	6.2%	6.7%	38,683	28,726	23,585	3,264	2,468	2,231

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
<b>Time in Federal Government</b>																					
< 1 year	43.7%	42.7%	42.1%	38.5%	37.5%	37.5%	13.8%	14.5%	15.1%	2.1%	2.9%	2.8%	1.9%	2.4%	2.6%	6,703	8,277	6,260	569	717	585
1-3 years	39.2%	36.9%	34.8%	36.8%	36.7%	37.2%	17.1%	18.0%	19.5%	3.4%	3.9%	3.5%	3.5%	4.4%	4.9%	55,251	42,072	27,604	4,227	3,198	2,268
4-5 years	36.1%	34.3%	31.8%	36.0%	35.8%	37.7%	19.3%	19.8%	20.6%	3.9%	4.4%	4.4%	4.6%	5.7%	5.7%	32,664	27,970	27,519	2,580	2,212	2,562
6-10 years	34.3%	32.9%	30.4%	36.7%	36.6%	37.0%	19.9%	20.3%	21.5%	4.1%	4.5%	4.7%	4.9%	5.7%	6.3%	121,887	100,165	83,793	10,456	8,540	7,971
11-14 years	32.7%	30.5%	28.8%	36.8%	37.7%	36.8%	20.7%	21.3%	22.8%	4.4%	4.6%	5.3%	5.5%	5.8%	6.4%	78,054	59,164	50,274	6,343	4,729	4,583
15-20 years	31.6%	30.6%	29.1%	36.6%	36.9%	36.6%	21.6%	21.8%	22.3%	4.6%	4.7%	5.2%	5.6%	6.0%	6.7%	85,607	61,561	47,546	6,628	4,799	4,181
> 20 years	33.8%	32.0%	30.2%	37.2%	37.4%	38.0%	20.5%	21.5%	21.9%	3.9%	4.3%	4.7%	4.5%	4.8%	5.2%	144,445	125,061	110,501	10,823	9,165	9,014
<b>Time with Current Agency</b>																					
< 1 year	42.5%	41.9%	40.8%	37.6%	35.9%	36.7%	14.5%	15.8%	16.1%	2.7%	3.0%	3.1%	2.8%	3.3%	3.3%	12,956	15,114	12,000	1,156	1,335	1,157
1-3 years	38.3%	36.6%	34.2%	35.9%	36.1%	36.5%	17.7%	18.4%	19.8%	3.8%	4.1%	3.9%	4.3%	4.8%	5.6%	86,491	64,955	44,018	6,610	4,840	3,612
4-5 years	34.9%	33.0%	30.8%	35.8%	36.1%	37.2%	19.7%	19.9%	20.8%	4.4%	4.5%	4.7%	5.2%	6.5%	6.5%	42,753	35,099	34,955	3,253	2,745	3,158
6-10 years	33.3%	31.8%	29.2%	36.8%	36.6%	37.0%	20.5%	20.9%	22.2%	4.2%	4.7%	5.0%	5.2%	6.0%	6.5%	126,439	104,933	89,595	10,724	8,864	8,475
11-20 years	31.8%	30.1%	28.4%	36.9%	37.7%	37.3%	21.5%	21.9%	22.7%	4.5%	4.7%	5.4%	5.3%	5.6%	6.3%	148,123	109,924	90,731	11,689	8,608	7,954
> 20 years	34.3%	32.5%	31.2%	38.0%	37.9%	38.5%	20.2%	21.2%	21.8%	3.6%	4.0%	4.2%	3.9%	4.3%	4.3%	106,675	92,868	81,008	8,088	6,866	6,690
<b>Leaving</b>																					
No	40.0%	38.3%	36.2%	38.1%	38.4%	39.2%	17.0%	17.8%	18.6%	2.6%	3.0%	3.2%	2.3%	2.6%	2.8%	357,018	295,444	240,601	24,668	20,422	18,690
Yes, to retire	29.1%	26.7%	25.7%	39.0%	39.3%	39.0%	23.0%	24.2%	24.6%	4.5%	5.0%	5.5%	4.5%	4.8%	5.2%	32,284	26,522	20,582	2,523	2,010	1,699
Yes, to other job in Govt	22.7%	21.5%	20.5%	34.0%	33.8%	33.1%	25.9%	25.8%	26.9%	7.2%	7.7%	7.9%	10.1%	11.2%	11.7%	90,967	64,220	63,661	9,094	6,507	6,945
Yes, to other job outside Govt	23.3%	22.4%	19.1%	34.3%	33.8%	32.6%	24.8%	23.8%	26.3%	6.9%	7.0%	7.9%	10.6%	12.9%	14.1%	19,840	17,429	12,168	2,385	1,979	1,620
Yes, other	19.7%	17.8%	16.6%	30.6%	29.7%	30.5%	28.7%	29.3%	29.2%	7.8%	8.3%	8.0%	13.1%	14.9%	15.7%	24,678	19,803	15,864	2,878	2,366	2,139
<b>Retiring</b>																					
Within 1 year	29.1%	26.8%	26.0%	38.3%	37.6%	37.8%	22.5%	24.4%	24.2%	4.7%	5.1%	5.7%	5.5%	6.1%	6.3%	19,626	15,927	12,523	1,550	1,232	1,031
Between 1-3 years	31.0%	28.4%	27.0%	38.4%	39.0%	38.6%	22.2%	23.3%	24.2%	4.1%	4.4%	5.1%	4.3%	4.8%	5.0%	53,226	43,874	35,030	4,123	3,331	3,007
Between 3-5 years	31.9%	30.1%	28.6%	37.7%	38.2%	38.1%	21.6%	22.2%	23.0%	4.3%	4.5%	5.1%	4.5%	5.0%	5.1%	59,221	47,736	39,069	4,318	3,538	3,139
5 or more years	35.5%	34.1%	31.9%	36.5%	36.6%	37.0%	19.3%	19.7%	20.8%	4.0%	4.3%	4.5%	4.8%	5.3%	5.8%	388,727	313,493	263,850	31,184	24,885	23,639

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
Transgender																					
Yes	25.2%	--	--	32.1%	--	--	24.4%	--	--	7.1%	--	--	11.2%	--	--	1,922	--	--	180	--	--
No	34.5%	--	--	36.9%	--	--	19.8%	--	--	4.0%	--	--	4.7%	--	--	505,722	--	--	38,712	--	--
Consider Yourself as:																					
Straight	34.7%	--	--	37.1%	--	--	19.7%	--	--	4.0%	--	--	4.6%	--	--	474,297	--	--	35,606	--	--
Gay or Lesbian	37.2%	--	--	34.0%	--	--	17.8%	--	--	4.9%	--	--	6.2%	--	--	10,973	--	--	844	--	--
Bisexual	33.2%	--	--	33.5%	--	--	21.0%	--	--	5.7%	--	--	6.6%	--	--	5,251	--	--	454	--	--
Something else	25.9%	--	--	31.7%	--	--	26.2%	--	--	6.3%	--	--	10.0%	--	--	9,756	--	--	1,063	--	--
Military Service																					
No Prior Military Service	34.4%	33.1%	31.0%	37.3%	37.3%	37.8%	19.6%	20.2%	21.1%	4.1%	4.3%	4.6%	4.6%	5.0%	5.5%	357,806	300,906	254,568	29,186	24,240	23,083
Currently in Guard/Reserves	34.6%	33.2%	31.9%	36.4%	38.8%	37.4%	19.2%	17.3%	19.4%	4.2%	4.4%	4.7%	5.6%	6.4%	6.6%	10,133	6,956	5,762	649	454	385
Retired Separated/Discharged	36.6%	34.7%	33.2%	37.1%	38.0%	37.8%	19.0%	19.6%	20.6%	3.4%	3.7%	3.9%	3.8%	4.1%	4.4%	70,263	47,075	37,221	4,052	2,761	2,413
	32.4%	30.8%	28.4%	35.2%	34.9%	35.3%	21.9%	22.4%	23.3%	4.5%	5.0%	5.6%	6.0%	6.9%	7.4%	78,533	63,693	51,116	6,575	5,164	4,654
Disability																					
Yes	33.2%	31.5%	29.8%	33.6%	34.1%	33.9%	21.0%	21.2%	22.2%	5.0%	5.3%	5.5%	7.2%	7.9%	8.6%	78,172	64,595	47,749	5,805	4,820	3,882
No	34.7%	33.2%	31.1%	37.5%	37.6%	38.0%	19.6%	20.3%	21.2%	3.9%	4.2%	4.5%	4.2%	4.7%	5.1%	435,175	355,384	302,028	34,047	27,802	26,691

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
Work Location																					
Headquarters	32.0%	30.4%	28.4%	35.7%	35.4%	35.4%	17.0%	17.9%	18.4%	8.8%	9.3%	10.0%	6.5%	7.0%	7.8%	217,558	176,950	154,410	1,101	885	885
Field	28.4%	27.0%	25.5%	36.7%	36.7%	36.5%	18.3%	18.6%	19.2%	9.4%	9.9%	10.4%	7.2%	7.8%	8.5%	347,189	277,807	227,780	1,779	1,338	1,281
Supervisory Status																					
Non-Supervisor	28.7%	27.1%	25.3%	36.1%	36.0%	35.6%	18.4%	18.9%	19.7%	9.4%	9.9%	10.5%	7.4%	8.1%	8.9%	373,751	301,072	250,921	2,150	1,656	1,593
Team Leader	29.7%	28.2%	26.6%	36.8%	36.4%	36.7%	17.8%	18.1%	18.0%	9.2%	10.1%	10.7%	6.5%	7.3%	7.9%	73,646	57,469	49,131	302	222	233
Supervisor	31.0%	30.4%	28.2%	38.1%	38.2%	38.5%	16.5%	17.2%	17.5%	8.7%	8.7%	9.4%	5.7%	5.5%	6.3%	77,846	62,544	51,897	299	211	222
Manager	36.1%	34.9%	33.5%	35.9%	35.4%	36.5%	15.0%	15.9%	16.0%	7.9%	8.6%	8.5%	5.1%	5.2%	5.5%	34,077	28,489	24,571	110	97	103
Senior Leader	47.2%	46.3%	42.4%	29.7%	31.8%	32.7%	13.7%	12.4%	13.2%	5.1%	5.6%	5.9%	4.3%	4.0%	5.8%	8,269	8,087	8,047	35	42	33
Sex																					
Male	29.9%	28.6%	26.4%	37.1%	37.0%	37.2%	17.8%	18.3%	18.9%	8.6%	9.1%	9.7%	6.6%	7.0%	7.8%	312,151	231,507	195,363	1,426	954	946
Female	29.8%	28.0%	26.9%	35.3%	35.2%	34.9%	17.7%	18.3%	18.7%	9.9%	10.4%	10.9%	7.3%	8.1%	8.7%	245,780	219,327	183,553	1,378	1,214	1,183
Hispanic or Latino																					
Yes	30.7%	29.7%	27.5%	33.9%	34.0%	33.7%	18.0%	18.3%	18.2%	9.0%	9.2%	10.6%	8.3%	8.8%	10.0%	52,940	39,347	33,293	283	187	172
No	29.8%	28.2%	26.6%	36.7%	36.5%	36.5%	17.7%	18.3%	18.9%	9.1%	9.7%	10.1%	6.7%	7.3%	8.0%	498,686	407,072	341,776	2,473	1,951	1,928
Race																					
American Indian/ Alaska Native	25.1%	24.1%	22.0%	33.2%	33.1%	31.6%	20.3%	20.5%	21.5%	11.0%	10.6%	12.0%	10.5%	11.8%	12.8%	10,501	9,285	7,753	75	52	47
Asian	32.3%	30.0%	29.0%	38.7%	38.9%	38.0%	17.3%	18.2%	19.5%	6.2%	6.8%	7.2%	5.4%	6.0%	6.4%	29,040	21,887	19,340	180	138	145
Black/African American	31.7%	30.0%	28.3%	36.2%	35.9%	36.1%	16.6%	17.3%	17.3%	8.0%	8.6%	9.0%	7.5%	8.2%	9.3%	76,517	64,013	57,514	302	270	313
Native Hawaiian/ Pacific Islander	30.5%	26.5%	28.6%	34.7%	36.7%	35.0%	19.5%	19.0%	17.3%	8.1%	8.7%	8.8%	7.2%	9.1%	10.4%	3,912	2,728	2,198	21	13	10
White	29.7%	28.3%	26.5%	36.6%	36.5%	36.5%	17.7%	18.2%	18.8%	9.4%	10.1%	10.6%	6.5%	7.0%	7.7%	393,600	316,576	262,374	1,922	1,467	1,380
Two or more races (Not Hispanic/ Latino)	28.2%	27.6%	24.8%	33.7%	33.0%	33.5%	18.8%	19.3%	19.8%	10.4%	9.8%	10.9%	8.9%	10.3%	11.1%	22,617	18,535	14,227	166	123	119

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>29.5%</b>	<b>28.0%</b>	<b>26.3%</b>	<b>36.4%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>18.0%</b>	<b>18.5%</b>	<b>19.1%</b>	<b>9.2%</b>	<b>9.7%</b>	<b>10.3%</b>	<b>6.9%</b>	<b>7.5%</b>	<b>8.2%</b>	<b>582,583</b>	<b>470,605</b>	<b>395,581</b>	<b>3,047</b>	<b>2,367</b>	<b>2,285</b>
<b>Age Group</b>																					
25 and under	34.8%	32.1%	33.4%	39.7%	39.7%	40.2%	13.3%	12.6%	12.8%	7.6%	9.5%	8.5%	4.6%	6.0%	5.2%	5,797	3,706	2,701	46	17	18
26-29 years old	33.9%	32.8%	30.6%	36.8%	37.5%	36.6%	14.8%	14.2%	16.3%	8.8%	9.3%	9.2%	5.6%	6.2%	7.3%	16,410	12,605	11,074	73	44	55
30-39 years old	31.5%	30.2%	28.0%	35.9%	35.6%	36.0%	15.5%	16.2%	16.6%	9.5%	10.1%	10.6%	7.6%	8.0%	8.8%	111,574	88,536	73,737	600	456	437
40-49 years old	30.3%	28.8%	27.1%	35.8%	36.1%	35.6%	17.0%	17.5%	18.2%	9.3%	9.7%	10.5%	7.5%	7.9%	8.6%	143,909	120,017	103,116	693	553	556
50-59 years old	29.0%	27.0%	25.3%	36.6%	36.2%	36.4%	18.9%	19.7%	20.2%	9.0%	9.8%	10.1%	6.6%	7.3%	8.0%	191,632	167,581	142,301	938	877	848
60 or older	27.6%	24.5%	23.5%	37.5%	37.0%	36.3%	20.8%	22.3%	22.8%	8.4%	9.3%	10.2%	5.7%	6.8%	7.2%	81,388	77,083	61,385	408	416	367
<b>Level of Education</b>																					
Less than High School	27.7%	26.5%	20.6%	34.2%	35.4%	34.2%	21.7%	22.4%	27.6%	7.7%	9.2%	8.0%	8.8%	6.5%	9.6%	407	429	357	3	8	6
H.S. Diploma/ GED or equiv	28.0%	27.2%	25.4%	38.3%	38.6%	39.1%	18.8%	19.6%	19.5%	8.3%	7.7%	8.9%	6.6%	6.9%	7.1%	24,159	19,380	16,185	104	73	64
Trade/Technical Certificate	24.8%	24.5%	23.2%	36.6%	35.6%	37.3%	21.1%	21.3%	20.0%	9.2%	10.1%	10.2%	8.2%	8.5%	9.3%	12,475	10,726	8,156	68	54	39
Some College (no degree)	28.1%	26.7%	25.3%	35.5%	35.5%	35.1%	19.3%	20.0%	20.2%	9.3%	9.7%	10.5%	7.7%	8.1%	8.9%	79,507	62,340	52,487	362	297	282
Associate's Degree	27.3%	25.5%	24.4%	36.0%	36.5%	35.6%	19.6%	19.4%	19.8%	9.5%	10.2%	10.7%	7.6%	8.4%	9.5%	44,487	35,339	27,636	250	161	167
Bachelor's Degree	29.9%	28.5%	26.4%	37.3%	37.1%	37.1%	17.3%	17.9%	18.5%	8.9%	9.4%	10.0%	6.6%	7.0%	7.9%	197,459	154,169	131,340	982	714	722
Master's Degree	31.2%	30.0%	28.3%	35.8%	35.4%	35.4%	16.8%	17.1%	18.0%	9.4%	10.2%	10.3%	6.8%	7.3%	8.0%	146,667	118,672	101,022	736	576	594
Doctoral/ Professional Degree	34.1%	30.9%	29.2%	35.2%	35.6%	35.1%	16.1%	17.3%	18.1%	8.7%	9.1%	10.4%	6.0%	7.1%	7.2%	56,536	52,416	43,803	329	300	272
<b>Pay Category</b>																					
Federal Wage System	22.3%	21.9%	20.4%	35.6%	34.7%	36.0%	21.3%	21.7%	20.7%	10.9%	11.4%	12.0%	9.9%	10.3%	10.8%	18,832	13,020	9,519	108	73	49
GS 1-6	28.1%	25.8%	24.9%	34.7%	35.5%	34.6%	19.3%	19.5%	20.1%	9.3%	9.5%	10.3%	8.7%	9.7%	10.1%	23,036	27,252	18,534	171	168	142
GS 7-12	28.4%	27.4%	25.8%	36.5%	36.4%	36.3%	18.3%	18.5%	19.0%	9.4%	10.0%	10.3%	7.5%	7.8%	8.6%	244,776	191,831	152,286	1,293	920	876
GS 13-15	32.9%	31.6%	29.6%	36.3%	36.2%	36.1%	16.5%	17.2%	17.8%	8.6%	9.1%	9.8%	5.7%	5.9%	6.7%	227,841	183,523	168,416	992	806	893
SES	48.1%	49.7%	47.8%	29.9%	30.2%	30.7%	12.4%	11.9%	12.7%	5.4%	5.1%	5.5%	4.1%	3.2%	3.2%	5,278	5,638	5,743	25	29	18
SL/ST	38.1%	33.0%	28.4%	34.2%	31.9%	35.7%	16.0%	18.0%	19.0%	6.6%	7.2%	9.9%	5.2%	9.8%	6.9%	1,839	1,996	1,557	14	11	9
Other	27.0%	25.1%	23.1%	38.4%	38.0%	37.3%	18.7%	18.8%	20.1%	9.1%	10.0%	10.6%	6.8%	8.2%	9.0%	41,727	30,956	25,631	261	191	168

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
<b>Time in Federal Government</b>																					
< 1 year	41.5%	38.9%	39.8%	37.6%	37.6%	35.1%	12.7%	13.0%	14.5%	5.3%	6.6%	6.9%	2.9%	3.8%	3.7%	7,217	8,922	6,775	67	73	79
1-3 years	36.0%	33.5%	32.3%	36.6%	36.6%	36.0%	14.5%	15.3%	16.2%	7.9%	8.3%	8.6%	5.0%	6.2%	6.9%	59,240	45,073	29,731	289	179	153
4-5 years	32.3%	30.4%	27.9%	35.4%	35.5%	36.9%	16.2%	16.6%	17.1%	9.2%	9.8%	10.0%	6.9%	7.7%	8.1%	35,102	30,002	29,902	166	149	158
6-10 years	29.8%	28.1%	26.4%	36.3%	35.9%	35.8%	17.3%	17.9%	18.3%	9.5%	10.3%	10.7%	7.2%	7.9%	8.8%	131,761	108,170	91,222	696	528	488
11-14 years	28.1%	26.1%	24.6%	36.1%	36.4%	35.6%	18.2%	18.8%	19.7%	9.8%	10.2%	11.0%	7.9%	8.4%	9.0%	84,007	63,571	54,551	428	291	303
15-20 years	27.0%	26.3%	24.3%	36.1%	35.5%	35.9%	19.2%	19.8%	19.5%	9.8%	10.1%	11.0%	8.0%	8.2%	9.3%	91,848	66,029	51,443	443	305	274
> 20 years	28.3%	26.6%	25.0%	36.9%	36.8%	36.8%	19.5%	20.2%	20.7%	8.8%	9.4%	9.9%	6.5%	7.0%	7.7%	154,553	133,480	118,844	781	695	709
<b>Time with Current Agency</b>																					
< 1 year	39.4%	38.1%	37.7%	36.7%	35.6%	34.5%	13.9%	14.4%	15.4%	6.0%	7.0%	7.4%	4.0%	4.9%	5.0%	13,939	16,283	12,987	186	163	181
1-3 years	34.7%	32.7%	31.2%	35.5%	35.8%	35.5%	15.1%	15.9%	16.7%	8.5%	8.8%	9.0%	6.2%	6.9%	7.6%	92,740	69,517	47,423	445	264	225
4-5 years	30.9%	28.9%	26.9%	35.2%	35.7%	36.6%	16.9%	17.0%	17.5%	9.5%	10.2%	10.3%	7.6%	8.2%	8.7%	45,805	37,632	37,903	223	178	185
6-10 years	28.7%	27.2%	25.0%	36.1%	35.8%	35.9%	18.0%	18.3%	18.9%	9.6%	10.5%	11.1%	7.6%	8.2%	9.1%	136,584	113,222	97,469	690	539	515
11-20 years	27.1%	25.6%	24.1%	36.6%	36.5%	36.0%	19.0%	19.7%	20.0%	9.8%	10.2%	10.9%	7.6%	8.0%	9.0%	159,128	117,938	98,190	763	555	534
> 20 years	28.5%	26.9%	25.6%	37.7%	37.3%	37.3%	19.4%	20.2%	20.7%	8.5%	9.0%	9.5%	5.9%	6.5%	6.9%	114,262	99,183	87,197	555	509	509
<b>Leaving</b>																					
No	35.5%	33.8%	32.1%	38.6%	38.6%	39.0%	15.7%	16.4%	16.9%	6.6%	7.2%	7.7%	3.6%	4.0%	4.4%	380,278	314,380	257,911	1,640	1,354	1,332
Yes, to retire	23.7%	21.9%	20.1%	37.8%	37.3%	37.0%	22.2%	23.6%	24.0%	9.5%	10.2%	11.1%	6.7%	7.0%	7.8%	34,651	28,352	22,145	179	155	140
Yes, to other job in Govt	18.7%	17.4%	16.4%	31.4%	30.8%	30.3%	21.2%	21.7%	22.1%	14.7%	15.4%	15.4%	13.9%	14.8%	15.7%	99,508	70,299	70,160	634	400	456
Yes, to other job outside Govt	17.1%	15.9%	13.9%	31.0%	30.7%	28.8%	21.0%	20.1%	21.2%	15.5%	16.0%	17.2%	15.4%	17.1%	18.8%	22,089	19,305	13,681	158	111	89
Yes, other	15.9%	14.3%	13.4%	29.0%	28.1%	27.7%	23.7%	23.4%	24.0%	14.6%	15.6%	15.6%	16.7%	18.6%	19.3%	27,333	21,987	17,858	236	182	139
<b>Retiring</b>																					
Within 1 year	23.5%	22.0%	20.0%	36.6%	35.6%	35.7%	21.8%	23.3%	23.4%	9.9%	10.3%	11.6%	8.3%	8.7%	9.3%	21,072	17,048	13,485	116	97	84
Between 1-3 years	25.7%	23.5%	22.0%	37.4%	37.3%	37.2%	21.4%	22.2%	22.8%	9.3%	10.0%	10.4%	6.2%	7.0%	7.6%	57,085	46,965	37,784	299	233	229
Between 3-5 years	26.9%	25.4%	23.8%	37.3%	36.7%	37.0%	19.9%	20.9%	21.2%	9.4%	9.9%	10.3%	6.5%	7.1%	7.7%	63,256	50,997	41,995	309	262	226
5 or more years	31.1%	29.6%	27.8%	36.1%	36.1%	36.0%	16.8%	17.3%	17.9%	9.0%	9.5%	10.1%	7.0%	7.5%	8.2%	418,083	336,675	285,835	2,086	1,575	1,593

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
Transgender																					
Yes	20.8%	--	--	33.7%	--	--	20.4%	--	--	11.7%	--	--	13.3%	--	--	2,080	--	--	23	--	--
No	30.0%	--	--	36.4%	--	--	17.7%	--	--	9.1%	--	--	6.9%	--	--	542,053	--	--	2,672	--	--
Consider Yourself as:																					
Straight	30.2%	--	--	36.5%	--	--	17.6%	--	--	9.0%	--	--	6.7%	--	--	507,738	--	--	2,429	--	--
Gay or Lesbian	31.5%	--	--	34.6%	--	--	15.9%	--	--	9.9%	--	--	8.2%	--	--	11,755	--	--	69	--	--
Bisexual	29.2%	--	--	34.4%	--	--	16.1%	--	--	11.2%	--	--	9.1%	--	--	5,678	--	--	35	--	--
Something else	21.8%	--	--	32.4%	--	--	21.4%	--	--	11.4%	--	--	13.0%	--	--	10,722	--	--	110	--	--
Military Service																					
No Prior Military Service	29.9%	28.5%	26.6%	37.1%	36.8%	36.7%	17.4%	18.0%	18.7%	9.0%	9.6%	10.2%	6.5%	7.1%	7.8%	385,292	323,462	275,983	1,959	1,609	1,626
Currently in Guard/Reserves	30.7%	29.4%	27.9%	35.1%	36.8%	35.4%	16.4%	16.7%	17.1%	9.4%	8.6%	9.9%	8.5%	8.4%	9.7%	10,730	7,383	6,116	62	30	31
Retired Separated/Discharged	31.5%	29.6%	28.3%	35.7%	35.7%	36.1%	18.3%	19.2%	19.2%	8.5%	9.1%	9.3%	6.0%	6.4%	7.1%	74,028	49,632	39,473	306	196	169
	28.3%	26.8%	25.1%	34.7%	35.0%	34.7%	18.6%	18.7%	19.2%	9.9%	10.4%	11.0%	8.6%	9.2%	10.1%	84,705	68,485	55,455	455	313	288
Disability																					
Yes	29.0%	27.7%	26.3%	32.7%	33.1%	32.6%	18.6%	18.6%	19.1%	10.0%	10.4%	10.6%	9.8%	10.3%	11.5%	83,551	69,007	51,288	484	379	340
No	30.1%	28.5%	26.7%	37.2%	37.0%	36.9%	17.5%	18.2%	18.8%	8.9%	9.5%	10.1%	6.3%	6.8%	7.5%	467,214	381,239	326,892	2,275	1,783	1,784

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

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
<b>Work Location</b>																					
Headquarters	35.3%	33.1%	30.7%	37.6%	37.3%	37.3%	14.7%	15.7%	16.6%	6.6%	7.1%	7.9%	5.8%	6.8%	7.6%	215,971	175,823	153,239	2,691	2,357	2,325
Field	30.1%	28.7%	26.8%	38.0%	37.8%	37.7%	16.9%	17.3%	18.2%	7.8%	8.3%	9.0%	7.2%	7.9%	8.4%	343,967	275,835	225,972	4,970	3,839	3,505
<b>Supervisory Status</b>																					
Non-Supervisor	30.3%	28.5%	26.5%	36.7%	36.5%	36.0%	17.4%	17.9%	18.9%	8.1%	8.5%	9.4%	7.6%	8.5%	9.2%	369,575	298,230	248,166	6,269	5,106	4,811
Team Leader	31.8%	30.1%	27.6%	38.6%	37.8%	38.5%	15.8%	16.5%	17.3%	7.5%	8.3%	8.6%	6.2%	7.3%	7.9%	73,182	57,152	48,886	792	618	581
Supervisor	34.9%	33.7%	31.4%	42.4%	42.6%	42.8%	13.1%	13.9%	15.0%	5.5%	5.6%	6.1%	4.1%	4.1%	4.7%	77,614	62,508	51,862	505	371	333
Manager	41.9%	40.4%	38.7%	41.5%	41.5%	42.6%	9.9%	10.4%	10.7%	3.8%	4.4%	4.4%	2.9%	3.3%	3.6%	34,056	28,561	24,612	133	94	94
Senior Leader	54.6%	53.7%	50.5%	32.7%	32.7%	34.2%	7.6%	7.9%	7.9%	2.6%	3.0%	4.1%	2.5%	2.7%	3.3%	8,287	8,091	8,051	26	39	40
<b>Sex</b>																					
Male	32.3%	30.7%	28.1%	38.5%	38.4%	38.4%	15.8%	16.5%	17.6%	7.0%	7.5%	8.3%	6.4%	7.1%	7.7%	309,855	230,101	194,023	3,656	2,695	2,549
Female	31.9%	30.0%	28.5%	37.0%	36.7%	36.5%	16.4%	17.0%	17.6%	7.8%	8.3%	8.9%	6.9%	8.0%	8.5%	243,429	217,723	182,035	3,735	3,351	3,109
<b>Hispanic or Latino</b>																					
Yes	31.1%	30.3%	28.2%	34.3%	33.6%	33.4%	17.6%	18.4%	18.7%	8.2%	8.4%	9.2%	8.8%	9.3%	10.5%	52,477	39,057	33,009	715	547	533
No	32.3%	30.5%	28.4%	38.3%	38.1%	38.0%	15.8%	16.5%	17.4%	7.2%	7.7%	8.5%	6.3%	7.2%	7.7%	494,573	404,409	339,258	6,565	5,385	5,028
<b>Race</b>																					
American Indian/ Alaska Native	25.2%	24.6%	22.1%	33.0%	32.2%	31.6%	20.1%	20.7%	22.3%	10.5%	10.1%	11.2%	11.1%	12.4%	12.8%	10,399	9,201	7,665	185	144	145
Asian	34.3%	31.6%	30.2%	39.4%	39.9%	39.3%	15.3%	16.1%	17.0%	5.7%	6.2%	6.7%	5.4%	6.2%	6.7%	28,829	21,770	19,205	398	297	291
Black/African American	32.3%	30.4%	28.4%	36.7%	36.6%	36.5%	16.7%	17.2%	17.8%	6.8%	7.3%	8.0%	7.5%	8.4%	9.2%	75,694	63,417	56,927	1,106	994	983
Native Hawaiian/ Pacific Islander	30.4%	27.3%	28.4%	34.6%	35.3%	34.0%	18.9%	19.9%	19.1%	8.0%	7.8%	7.9%	8.1%	9.7%	10.6%	3,882	2,696	2,183	49	52	28
White	32.7%	31.0%	28.8%	38.5%	38.3%	38.2%	15.4%	16.1%	17.0%	7.3%	7.9%	8.6%	6.1%	6.8%	7.4%	390,698	314,835	260,708	4,786	3,808	3,537
Two or more races (Not Hispanic/ Latino)	29.5%	27.7%	25.6%	34.4%	34.3%	33.8%	18.2%	18.4%	19.0%	8.8%	9.1%	10.0%	9.2%	10.5%	11.6%	22,350	18,348	14,077	424	344	292

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
<b>Age Group</b>																					
25 and under	39.8%	36.6%	37.2%	39.9%	39.3%	39.6%	11.8%	12.8%	11.7%	4.6%	5.2%	6.6%	3.9%	6.1%	5.0%	5,790	3,699	2,706	48	34	22
26-29 years old	36.6%	36.0%	33.6%	37.0%	37.1%	36.9%	13.5%	13.4%	14.7%	7.1%	6.6%	7.7%	5.7%	6.8%	7.2%	16,351	12,589	11,048	141	82	99
30-39 years old	34.0%	32.5%	30.0%	36.6%	36.4%	36.6%	14.4%	15.0%	15.9%	7.6%	8.0%	9.0%	7.4%	8.1%	8.6%	111,082	88,274	73,525	1,093	892	826
40-49 years old	32.2%	30.3%	28.3%	37.0%	37.0%	36.6%	15.6%	16.2%	17.7%	7.7%	8.3%	8.7%	7.5%	8.1%	8.7%	142,788	119,403	102,482	1,776	1,438	1,410
50-59 years old	31.3%	29.0%	26.9%	38.6%	38.2%	38.3%	16.7%	17.9%	18.4%	7.2%	7.7%	8.5%	6.1%	7.2%	7.9%	189,902	166,214	140,976	2,642	2,553	2,390
60 or older	29.9%	26.7%	25.3%	40.0%	39.3%	38.9%	18.2%	19.8%	20.6%	6.6%	7.8%	8.4%	5.3%	6.4%	6.8%	80,291	76,095	60,471	1,500	1,521	1,358
<b>Level of Education</b>																					
Less than High School	26.7%	25.7%	23.6%	34.5%	36.0%	28.9%	22.5%	23.1%	28.7%	8.7%	4.8%	9.8%	7.7%	10.3%	9.0%	401	424	350	9	15	12
H.S. Diploma/ GED or equiv	27.8%	26.2%	25.7%	38.1%	38.4%	37.8%	19.5%	20.7%	20.6%	7.7%	7.6%	8.6%	6.9%	7.0%	7.3%	23,905	19,240	16,033	333	248	245
Trade/Technical Certificate	25.1%	24.3%	23.2%	36.1%	35.4%	35.8%	21.0%	21.1%	21.8%	9.0%	10.0%	10.0%	8.8%	9.2%	9.2%	12,357	10,648	8,053	177	158	132
Some College (no degree)	28.0%	26.6%	25.0%	36.1%	35.9%	35.0%	19.3%	19.7%	20.8%	8.4%	8.9%	9.6%	8.2%	8.9%	9.5%	78,657	61,786	51,983	1,199	945	859
Associate's Degree	27.6%	25.7%	24.9%	36.8%	37.4%	36.6%	18.8%	18.7%	18.3%	9.0%	9.0%	10.4%	7.9%	9.2%	9.8%	44,102	35,029	27,374	627	541	468
Bachelor's Degree	32.4%	31.0%	28.4%	38.9%	38.5%	38.7%	15.4%	16.0%	17.1%	7.1%	7.5%	8.1%	6.2%	7.0%	7.7%	195,857	153,210	130,401	2,588	1,971	1,911
Master's Degree	35.3%	33.8%	31.4%	38.5%	37.9%	38.3%	13.7%	14.4%	15.3%	6.7%	7.3%	7.8%	5.9%	6.6%	7.2%	145,679	117,990	100,478	1,705	1,472	1,357
Doctoral/ Professional Degree	38.8%	34.9%	32.7%	36.8%	37.4%	37.5%	13.1%	14.5%	15.1%	6.0%	6.9%	7.8%	5.3%	6.4%	6.9%	55,999	52,109	43,411	878	729	746
<b>Pay Category</b>																					
Federal Wage System	21.6%	21.0%	19.7%	35.4%	35.3%	34.8%	21.3%	21.1%	21.6%	10.8%	10.9%	12.0%	10.9%	11.6%	12.0%	18,666	12,951	9,426	273	171	144
GS 1-6	27.3%	25.6%	25.1%	33.5%	33.5%	32.9%	20.2%	19.8%	20.7%	9.3%	9.3%	10.1%	9.7%	11.7%	11.1%	22,763	26,979	18,285	439	506	406
GS 7-12	29.7%	28.5%	26.6%	37.3%	37.3%	37.1%	17.4%	17.7%	18.4%	8.1%	8.5%	9.1%	7.5%	8.0%	8.8%	242,461	190,301	150,892	3,564	2,798	2,528
GS 13-15	37.3%	35.9%	33.1%	39.5%	39.2%	39.8%	12.9%	13.9%	14.9%	5.7%	6.1%	6.7%	4.6%	4.8%	5.5%	226,187	182,436	167,372	2,654	2,180	2,258
SES	59.1%	59.2%	59.2%	30.5%	31.5%	32.4%	6.2%	5.6%	5.3%	2.1%	2.1%	1.6%	2.0%	1.6%	1.5%	5,283	5,667	5,755	20	17	15
SL/ST	45.4%	36.2%	33.2%	34.9%	35.0%	40.1%	12.1%	15.3%	14.1%	4.0%	4.7%	7.2%	3.6%	8.9%	5.4%	1,825	1,988	1,548	24	23	21
Other	28.7%	27.1%	24.6%	38.6%	39.0%	38.0%	18.0%	17.4%	18.9%	8.0%	8.2%	9.2%	6.7%	8.3%	9.2%	41,349	30,829	25,469	634	429	390

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
Time in Federal Government																					
< 1 year	45.3%	43.1%	42.8%	37.1%	37.6%	36.8%	11.7%	11.1%	12.0%	3.3%	4.5%	5.1%	2.5%	3.7%	3.3%	7,171	8,869	6,747	115	139	116
1-3 years	38.3%	35.5%	33.8%	36.9%	36.4%	36.1%	13.5%	14.7%	15.9%	6.4%	6.9%	7.5%	5.0%	6.5%	6.8%	58,905	44,885	29,591	618	465	344
4-5 years	33.9%	31.9%	29.5%	36.3%	36.0%	36.8%	15.5%	15.8%	16.7%	7.7%	7.9%	8.9%	6.7%	8.4%	8.1%	34,870	29,930	29,785	394	312	360
6-10 years	31.7%	29.8%	27.7%	37.3%	37.0%	36.7%	15.9%	16.5%	17.5%	7.8%	8.5%	9.2%	7.2%	8.2%	8.9%	130,870	107,568	90,674	1,602	1,326	1,226
11-14 years	30.2%	28.1%	26.0%	37.7%	37.3%	37.0%	16.5%	17.9%	18.7%	7.9%	8.4%	9.3%	7.6%	8.3%	9.0%	83,347	63,117	54,162	1,077	854	794
15-20 years	28.9%	27.8%	25.7%	37.8%	38.0%	37.3%	17.4%	17.7%	18.2%	8.2%	8.3%	9.5%	7.6%	8.2%	9.4%	90,962	65,564	50,972	1,289	888	844
> 20 years	31.3%	29.3%	27.4%	39.4%	39.4%	39.6%	16.7%	17.6%	18.3%	6.7%	7.3%	7.7%	5.9%	6.4%	7.0%	152,809	132,260	117,593	2,517	2,165	2,100
Time with Current Agency																					
< 1 year	43.2%	41.5%	40.8%	36.8%	36.2%	35.7%	12.3%	12.8%	13.3%	4.2%	4.7%	5.8%	3.5%	4.8%	4.3%	13,847	16,174	12,903	282	306	275
1-3 years	36.9%	34.7%	32.6%	36.1%	35.9%	36.1%	14.3%	15.1%	16.1%	6.8%	7.3%	7.7%	6.0%	7.0%	7.6%	92,171	69,179	47,120	1,016	735	592
4-5 years	32.3%	30.6%	28.3%	36.3%	36.2%	36.4%	15.8%	16.2%	17.1%	8.1%	8.2%	9.3%	7.6%	8.7%	8.9%	45,489	37,484	37,749	543	419	448
6-10 years	30.7%	28.8%	26.4%	37.5%	37.1%	36.9%	16.4%	17.1%	18.0%	7.9%	8.6%	9.5%	7.5%	8.4%	9.2%	135,571	112,475	96,837	1,711	1,478	1,365
11-20 years	29.1%	27.4%	25.5%	38.2%	38.3%	37.6%	17.2%	17.9%	18.8%	8.1%	8.4%	9.3%	7.4%	8.0%	8.8%	157,646	117,086	97,326	2,189	1,629	1,549
> 20 years	31.9%	29.9%	28.3%	40.4%	40.2%	40.5%	16.2%	17.2%	17.9%	6.3%	6.9%	7.2%	5.2%	5.8%	6.1%	112,954	98,331	86,299	1,854	1,559	1,521
Leaving																					
No	38.5%	36.4%	34.4%	39.9%	39.9%	40.3%	13.5%	14.4%	15.3%	4.9%	5.5%	5.9%	3.2%	3.8%	4.1%	377,426	312,637	256,275	4,422	3,695	3,408
Yes, to retire	26.5%	24.4%	22.7%	40.7%	40.7%	40.2%	19.5%	20.2%	20.9%	7.4%	8.2%	8.9%	5.9%	6.5%	7.3%	34,170	28,016	21,872	641	536	436
Yes, to other job in Govt	19.2%	17.9%	16.5%	33.1%	32.2%	31.6%	21.1%	21.4%	22.1%	12.8%	13.3%	14.1%	13.9%	15.1%	15.7%	98,577	69,740	69,529	1,584	1,132	1,229
Yes, to other job outside Govt	18.6%	17.5%	14.8%	33.6%	32.0%	30.5%	19.4%	19.3%	19.8%	13.2%	13.0%	15.2%	15.2%	18.1%	19.8%	21,920	19,154	13,553	329	294	264
Yes, other	16.3%	14.4%	13.3%	30.4%	28.8%	28.9%	22.9%	23.6%	23.2%	13.4%	13.5%	14.2%	17.0%	19.6%	20.4%	26,965	21,739	17,608	606	459	416
Retiring																					
Within 1 year	26.5%	24.8%	23.0%	39.5%	38.4%	38.4%	19.0%	20.3%	20.8%	7.8%	8.4%	9.4%	7.3%	8.0%	8.4%	20,793	16,852	13,321	385	306	252
Between 1-3 years	28.4%	25.9%	24.1%	40.3%	40.4%	40.2%	18.5%	19.2%	20.2%	7.3%	7.9%	8.2%	5.6%	6.5%	7.3%	56,359	46,444	37,266	1,003	854	782
Between 3-5 years	29.0%	27.3%	25.5%	39.6%	38.9%	39.2%	17.7%	19.1%	19.7%	7.6%	7.9%	8.3%	6.1%	6.7%	7.2%	62,570	50,537	41,546	990	770	695
5 or more years	33.3%	31.6%	29.4%	37.3%	37.1%	37.0%	15.3%	15.9%	16.8%	7.3%	7.8%	8.6%	6.8%	7.6%	8.2%	415,041	334,846	284,092	5,103	4,106	3,942

## Report by Demographics

### (47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
Transgender																					
Yes	21.8%	--	--	34.4%	--	--	19.5%	--	--	10.4%	--	--	14.0%	--	--	2,060	--	--	42	--	--
No	32.3%	--	--	37.9%	--	--	15.9%	--	--	7.3%	--	--	6.6%	--	--	537,639	--	--	7,033	--	--
Consider Yourself as:																					
Straight	32.5%	--	--	38.0%	--	--	15.8%	--	--	7.2%	--	--	6.4%	--	--	503,700	--	--	6,405	--	--
Gay or Lesbian	34.1%	--	--	36.2%	--	--	14.4%	--	--	7.8%	--	--	7.6%	--	--	11,666	--	--	151	--	--
Bisexual	31.2%	--	--	36.0%	--	--	15.6%	--	--	8.6%	--	--	8.7%	--	--	5,635	--	--	76	--	--
Something else	22.9%	--	--	33.1%	--	--	20.9%	--	--	10.3%	--	--	12.8%	--	--	10,576	--	--	256	--	--
Military Service																					
No Prior Military Service	32.8%	31.0%	28.9%	38.5%	38.4%	38.3%	15.4%	16.1%	16.9%	7.1%	7.6%	8.3%	6.2%	7.0%	7.6%	381,978	321,362	273,948	5,236	4,357	4,152
Currently in Guard/Reserves	32.1%	30.7%	28.8%	36.4%	37.1%	36.2%	16.1%	16.1%	16.5%	7.4%	7.6%	8.8%	8.0%	8.5%	9.8%	10,677	7,342	6,089	113	75	72
Retired Separated/Discharged	33.2%	31.0%	29.5%	38.1%	38.3%	38.0%	16.4%	17.3%	18.1%	6.8%	7.3%	8.0%	5.5%	6.1%	6.5%	73,482	49,279	39,202	835	595	489
Disability																					
Yes	29.8%	27.9%	26.4%	33.7%	33.7%	33.0%	18.0%	18.3%	19.2%	8.8%	9.2%	9.8%	9.8%	10.8%	11.5%	82,669	68,341	50,773	1,354	1,154	937
No	32.7%	30.9%	28.7%	38.7%	38.5%	38.5%	15.6%	16.3%	17.2%	7.1%	7.5%	8.3%	6.0%	6.7%	7.3%	463,530	378,922	324,535	5,914	4,857	4,714

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
Work Location																		
Headquarters	44.6%	42.1%	39.8%	36.4%	37.1%	37.9%	9.8%	10.7%	11.2%	5.7%	6.3%	6.9%	3.5%	3.9%	4.3%	218,481	178,517	155,795
Field	39.2%	37.9%	35.9%	38.8%	39.0%	39.5%	11.3%	11.5%	12.3%	6.6%	7.1%	7.6%	4.2%	4.5%	4.7%	348,644	280,183	229,853
Supervisory Status																		
Non-Supervisor	39.2%	37.5%	35.2%	38.3%	38.4%	39.2%	11.5%	12.1%	12.9%	6.7%	7.2%	7.7%	4.3%	4.7%	5.0%	375,506	303,859	253,366
Team Leader	43.1%	40.5%	38.7%	37.8%	39.0%	39.2%	9.8%	10.2%	11.0%	5.9%	6.4%	7.1%	3.4%	3.8%	4.0%	73,928	57,852	49,539
Supervisor	43.7%	42.7%	40.4%	38.3%	39.1%	40.1%	9.2%	9.5%	9.9%	5.6%	5.7%	6.2%	3.1%	3.0%	3.4%	78,075	63,028	52,289
Manager	50.4%	48.4%	47.1%	34.4%	35.4%	35.9%	7.7%	8.3%	8.5%	4.8%	5.3%	5.3%	2.7%	2.7%	3.1%	34,156	28,713	24,728
Senior Leader	60.7%	59.9%	56.7%	27.4%	28.6%	29.2%	6.4%	5.9%	7.0%	3.3%	3.6%	4.5%	2.3%	2.0%	2.6%	8,307	8,168	8,115
Sex																		
Male	41.9%	40.2%	37.7%	38.3%	39.0%	39.8%	10.3%	10.6%	11.5%	5.9%	6.2%	6.7%	3.6%	4.0%	4.2%	313,262	233,202	196,871
Female	40.4%	38.6%	36.8%	37.2%	37.3%	37.9%	11.2%	11.9%	12.4%	6.9%	7.5%	8.0%	4.2%	4.6%	4.9%	246,961	221,516	185,452
Hispanic or Latino																		
Yes	39.2%	38.0%	36.3%	36.4%	37.1%	36.4%	12.5%	12.4%	13.6%	7.0%	7.4%	8.2%	4.8%	5.1%	5.5%	53,150	39,687	33,618
No	41.6%	39.8%	37.5%	38.0%	38.4%	39.3%	10.4%	11.0%	11.6%	6.1%	6.7%	7.2%	3.8%	4.1%	4.4%	500,723	410,545	344,806
Race																		
American Indian/ Alaska Native	31.8%	30.2%	28.7%	36.4%	37.0%	35.5%	15.9%	15.7%	17.5%	9.1%	10.1%	10.2%	6.9%	7.0%	8.2%	10,567	9,383	7,832
Asian	41.6%	38.3%	37.1%	39.4%	40.5%	40.8%	11.0%	12.1%	13.0%	4.9%	5.3%	5.5%	3.1%	3.8%	3.6%	29,202	22,104	19,558
Black/African American	40.6%	38.4%	36.2%	38.0%	38.9%	39.3%	11.1%	11.6%	12.4%	5.9%	6.4%	6.9%	4.3%	4.7%	5.2%	76,668	64,597	58,064
Native Hawaiian/ Pacific Islander	36.6%	34.6%	33.9%	38.1%	38.9%	37.9%	14.4%	14.6%	14.6%	5.8%	6.6%	7.6%	5.1%	5.2%	6.1%	3,927	2,759	2,209
White	42.4%	40.7%	38.5%	37.7%	38.2%	38.9%	10.1%	10.5%	11.2%	6.2%	6.7%	7.3%	3.6%	3.9%	4.1%	395,230	319,176	264,580
Two or more races (Not Hispanic/ Latino)	38.0%	37.2%	33.9%	36.9%	36.7%	37.7%	12.5%	12.2%	13.7%	7.4%	7.8%	8.6%	5.2%	6.1%	6.1%	22,763	18,715	14,390

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
Age Group																		
25 and under	46.5%	45.7%	44.2%	37.8%	36.9%	39.0%	8.9%	8.6%	8.6%	4.4%	5.4%	4.7%	2.4%	3.5%	3.5%	5,841	3,737	2,723
26-29 years old	45.1%	44.1%	42.0%	36.1%	36.1%	36.7%	9.7%	9.8%	10.9%	5.9%	6.2%	6.5%	3.2%	3.7%	4.0%	16,489	12,662	11,141
30-39 years old	43.5%	41.8%	39.6%	36.5%	37.2%	37.9%	9.7%	10.0%	10.7%	6.2%	6.5%	7.2%	4.1%	4.6%	4.7%	112,180	89,165	74,351
40-49 years old	41.3%	39.7%	37.5%	37.4%	37.7%	38.3%	10.5%	11.1%	11.9%	6.5%	7.0%	7.6%	4.3%	4.5%	4.7%	144,506	120,845	103,879
50-59 years old	40.4%	37.8%	35.5%	38.5%	39.1%	39.9%	11.1%	12.0%	12.7%	6.3%	7.1%	7.4%	3.7%	4.1%	4.5%	192,329	168,929	143,449
60 or older	39.6%	35.7%	34.3%	39.7%	40.6%	40.4%	11.5%	13.0%	13.8%	6.0%	6.8%	7.3%	3.3%	3.9%	4.2%	81,604	77,839	61,913
Level of Education																		
Less than High School	30.5%	31.1%	25.8%	37.0%	40.0%	38.5%	19.0%	16.2%	18.2%	6.8%	7.4%	7.6%	6.6%	5.3%	9.9%	408	443	363
H.S. Diploma/ GED or equiv	35.6%	35.3%	33.5%	40.2%	40.2%	40.8%	13.2%	13.4%	14.4%	6.7%	6.8%	6.8%	4.2%	4.3%	4.5%	24,177	19,557	16,325
Trade/Technical Certificate	33.2%	30.9%	30.2%	40.0%	40.6%	40.6%	14.7%	14.5%	14.8%	7.2%	8.5%	9.2%	4.8%	5.4%	5.3%	12,525	10,832	8,214
Some College (no degree)	36.1%	34.9%	32.9%	38.9%	39.2%	39.5%	13.2%	13.4%	14.2%	7.2%	7.6%	8.1%	4.6%	4.9%	5.3%	79,760	62,890	52,956
Associate's Degree	35.7%	33.9%	32.1%	39.5%	39.8%	40.3%	12.9%	13.3%	13.8%	7.5%	8.2%	8.4%	4.5%	4.9%	5.4%	44,654	35,634	27,912
Bachelor's Degree	41.7%	40.0%	37.7%	38.5%	38.9%	39.7%	10.2%	10.7%	11.3%	6.0%	6.3%	7.0%	3.6%	4.1%	4.3%	198,314	155,410	132,457
Master's Degree	45.0%	43.3%	41.1%	36.5%	36.9%	38.1%	9.1%	9.7%	10.1%	5.8%	6.3%	6.7%	3.6%	3.8%	4.0%	147,339	119,687	101,967
Doctoral/ Professional Degree	50.3%	46.7%	45.0%	33.4%	35.2%	34.6%	7.7%	8.4%	9.9%	5.4%	6.0%	6.6%	3.2%	3.7%	3.8%	56,833	52,925	44,230
Pay Category																		
Federal Wage System	30.2%	28.2%	28.0%	41.0%	42.3%	40.9%	14.7%	14.1%	16.0%	8.3%	9.0%	9.2%	5.8%	6.5%	5.9%	18,905	13,133	9,607
GS 1-6	35.8%	33.1%	32.0%	37.0%	37.7%	37.7%	14.0%	14.5%	15.2%	7.9%	8.7%	8.7%	5.3%	6.1%	6.4%	23,168	27,577	18,746
GS 7-12	38.3%	37.5%	35.3%	39.0%	39.0%	39.8%	11.7%	11.9%	12.5%	6.8%	7.1%	7.6%	4.3%	4.4%	4.8%	245,783	193,477	153,641
GS 13-15	47.3%	46.1%	43.4%	36.0%	36.6%	37.7%	8.4%	8.9%	9.4%	5.2%	5.3%	6.0%	3.0%	3.1%	3.4%	228,712	184,950	169,886
SES	64.2%	65.2%	64.0%	25.2%	25.6%	27.0%	5.2%	4.6%	4.2%	3.4%	3.2%	3.3%	2.0%	1.4%	1.5%	5,299	5,698	5,781
SL/ST	54.5%	45.1%	45.7%	32.1%	33.9%	32.6%	6.7%	9.2%	11.9%	4.1%	6.2%	6.8%	2.6%	5.6%	3.0%	1,851	2,009	1,574
Other	38.0%	35.8%	33.8%	39.9%	40.4%	40.5%	11.9%	11.7%	12.8%	6.4%	7.5%	8.1%	3.8%	4.6%	4.8%	41,957	31,300	25,896

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
<b>Time in Federal Government</b>																		
< 1 year	52.0%	50.5%	49.4%	35.4%	36.1%	36.3%	8.1%	7.4%	8.3%	3.0%	4.2%	4.1%	1.6%	1.8%	1.9%	7,274	9,024	6,869
1-3 years	47.2%	44.0%	42.2%	36.1%	36.7%	37.2%	9.1%	10.0%	10.8%	5.0%	5.9%	6.2%	2.7%	3.3%	3.6%	59,504	45,430	29,987
4-5 years	43.3%	40.9%	39.1%	36.4%	36.8%	38.3%	10.4%	11.0%	11.2%	6.2%	6.7%	6.9%	3.7%	4.6%	4.5%	35,245	30,256	30,172
6-10 years	41.5%	39.3%	37.2%	37.6%	38.2%	39.0%	10.6%	11.0%	11.7%	6.4%	7.1%	7.5%	4.0%	4.5%	4.7%	132,375	109,062	91,995
11-14 years	39.3%	37.3%	35.2%	38.3%	39.0%	38.9%	11.1%	11.5%	12.9%	6.9%	7.4%	8.0%	4.4%	4.8%	5.1%	84,385	64,076	55,037
15-20 years	37.8%	37.0%	34.9%	38.9%	38.9%	39.1%	11.7%	12.0%	12.5%	7.1%	7.5%	8.5%	4.6%	4.6%	5.0%	92,203	66,574	51,897
> 20 years	40.3%	38.5%	36.1%	38.7%	39.1%	40.1%	11.0%	11.8%	12.3%	6.2%	6.5%	7.0%	3.8%	4.0%	4.4%	155,104	134,787	119,958
<b>Time with Current Agency</b>																		
< 1 year	49.6%	48.3%	47.4%	35.7%	35.9%	36.1%	8.9%	8.7%	9.0%	3.6%	4.5%	4.9%	2.2%	2.6%	2.7%	14,109	16,508	13,197
1-3 years	45.5%	43.0%	41.1%	35.9%	36.6%	37.4%	9.5%	10.3%	11.0%	5.7%	6.4%	6.4%	3.4%	3.7%	4.0%	93,134	70,041	47,801
4-5 years	41.8%	39.8%	38.1%	36.4%	36.7%	37.9%	10.9%	11.4%	11.6%	6.7%	7.1%	7.5%	4.1%	5.0%	5.0%	46,006	37,951	38,231
6-10 years	40.2%	38.2%	35.6%	38.0%	38.6%	39.5%	11.0%	11.3%	12.3%	6.6%	7.2%	7.8%	4.2%	4.7%	4.9%	137,165	114,137	98,312
11-20 years	38.3%	36.8%	34.6%	39.0%	39.6%	39.5%	11.4%	11.8%	12.9%	6.9%	7.3%	8.1%	4.3%	4.5%	4.9%	159,727	118,926	99,035
> 20 years	41.3%	39.6%	37.6%	39.0%	39.1%	40.3%	10.5%	11.3%	11.7%	5.7%	6.3%	6.5%	3.5%	3.7%	3.9%	114,659	100,155	88,020
<b>Leaving</b>																		
No	47.9%	45.9%	43.8%	37.7%	38.4%	39.4%	8.5%	9.0%	9.6%	4.0%	4.5%	4.8%	1.9%	2.2%	2.3%	381,565	316,926	260,084
Yes, to retire	36.1%	33.7%	31.6%	40.6%	41.4%	41.9%	12.5%	13.7%	13.6%	6.9%	7.4%	8.2%	4.0%	3.7%	4.6%	34,748	28,653	22,371
Yes, to other job in Govt	27.6%	25.9%	24.8%	38.0%	38.2%	38.1%	15.3%	15.8%	16.4%	11.2%	11.7%	12.2%	7.9%	8.5%	8.5%	100,082	70,971	70,852
Yes, to other job outside Govt	29.0%	26.8%	24.0%	37.9%	38.0%	36.9%	13.4%	13.4%	15.5%	11.1%	12.1%	13.5%	8.7%	9.8%	10.1%	22,248	19,463	13,818
Yes, other	24.1%	22.2%	20.8%	35.9%	34.9%	35.7%	17.4%	17.6%	17.9%	12.3%	13.7%	13.9%	10.3%	11.7%	11.7%	27,549	22,252	18,068
<b>Retiring</b>																		
Within 1 year	36.0%	34.2%	31.4%	39.5%	39.3%	40.6%	12.3%	13.6%	13.6%	7.3%	8.0%	8.6%	4.9%	4.9%	5.8%	21,135	17,210	13,612
Between 1-3 years	38.0%	35.2%	33.1%	39.7%	41.2%	41.7%	12.1%	12.9%	13.2%	6.5%	6.9%	7.7%	3.7%	3.9%	4.2%	57,277	47,453	38,156
Between 3-5 years	38.1%	36.6%	34.8%	39.8%	39.6%	40.4%	11.6%	12.3%	12.9%	6.7%	7.4%	7.6%	3.8%	4.2%	4.3%	63,480	51,477	42,351
5 or more years	42.5%	40.7%	38.5%	37.3%	37.8%	38.5%	10.3%	10.7%	11.5%	6.1%	6.6%	7.1%	3.9%	4.2%	4.5%	419,914	339,438	288,375

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
Transgender																		
Yes	30.1%	--	--	35.9%	--	--	14.2%	--	--	10.7%	--	--	9.0%	--	--	2,103	--	--
No	41.5%	--	--	37.8%	--	--	10.6%	--	--	6.2%	--	--	3.9%	--	--	544,236	--	--
Consider Yourself as:																		
Straight	41.7%	--	--	37.9%	--	--	10.5%	--	--	6.1%	--	--	3.8%	--	--	509,711	--	--
Gay or Lesbian	43.9%	--	--	34.9%	--	--	9.7%	--	--	7.1%	--	--	4.4%	--	--	11,811	--	--
Bisexual	40.6%	--	--	35.8%	--	--	9.6%	--	--	8.5%	--	--	5.5%	--	--	5,708	--	--
Something else	30.5%	--	--	36.6%	--	--	15.2%	--	--	9.8%	--	--	7.7%	--	--	10,823	--	--
Military Service																		
No Prior Military Service	42.0%	40.4%	38.0%	37.9%	38.1%	39.0%	10.3%	10.7%	11.5%	6.1%	6.7%	7.2%	3.7%	4.1%	4.3%	386,885	326,309	278,559
Currently in Guard/Reserves	40.0%	39.4%	37.2%	37.4%	38.6%	37.6%	11.4%	11.3%	12.4%	6.3%	6.2%	7.1%	4.8%	4.5%	5.7%	10,788	7,440	6,169
Retired Separated/Discharged	42.6%	40.5%	38.9%	38.0%	39.0%	39.6%	10.5%	11.3%	11.7%	5.7%	5.9%	6.2%	3.2%	3.3%	3.6%	74,266	49,998	39,764
	38.1%	36.1%	34.1%	38.0%	38.4%	38.8%	11.8%	12.3%	13.1%	7.3%	7.7%	8.3%	4.9%	5.5%	5.7%	85,079	69,046	55,908
Disability																		
Yes	38.2%	36.2%	34.5%	35.8%	36.6%	36.6%	12.3%	12.8%	13.6%	7.9%	8.4%	8.7%	5.8%	5.9%	6.6%	83,912	69,668	51,820
No	42.0%	40.3%	38.0%	38.3%	38.7%	39.5%	10.3%	10.8%	11.5%	5.9%	6.4%	7.0%	3.5%	3.9%	4.1%	469,109	384,466	329,733

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

**(49) My supervisor treats me with respect.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>46.7%</b>	<b>44.7%</b>	<b>42.8%</b>	<b>37.0%</b>	<b>37.8%</b>	<b>38.5%</b>	<b>8.8%</b>	<b>9.3%</b>	<b>10.0%</b>	<b>4.1%</b>	<b>4.5%</b>	<b>4.8%</b>	<b>3.4%</b>	<b>3.7%</b>	<b>4.0%</b>	<b>584,328</b>	<b>472,973</b>	<b>397,483</b>
<b>Work Location</b>																		
Headquarters	50.3%	47.6%	45.4%	34.9%	36.0%	36.9%	7.9%	8.6%	9.4%	3.8%	4.3%	4.5%	3.1%	3.5%	3.8%	218,488	178,010	155,325
Field	45.2%	43.6%	41.7%	38.0%	38.6%	39.2%	9.2%	9.5%	10.1%	4.2%	4.6%	4.9%	3.5%	3.8%	4.0%	348,579	279,473	229,137
<b>Supervisory Status</b>																		
Non-Supervisor	45.2%	43.2%	41.1%	37.6%	38.2%	39.1%	9.3%	9.9%	10.6%	4.2%	4.8%	4.9%	3.7%	4.0%	4.3%	375,465	303,026	252,523
Team Leader	49.0%	46.2%	44.4%	36.4%	37.7%	38.2%	8.0%	8.4%	9.2%	3.7%	4.2%	4.6%	2.9%	3.5%	3.6%	73,920	57,699	49,403
Supervisor	49.2%	47.9%	45.9%	36.5%	37.5%	38.2%	7.6%	7.8%	8.1%	3.8%	3.9%	4.5%	2.9%	2.8%	3.3%	78,071	62,868	52,150
Manager	56.0%	54.2%	52.7%	31.9%	32.8%	33.4%	6.2%	6.6%	6.9%	3.1%	3.7%	4.0%	2.8%	2.7%	3.0%	34,137	28,648	24,684
Senior Leader	65.5%	65.1%	62.4%	24.4%	25.1%	25.7%	5.1%	5.2%	5.5%	2.9%	2.3%	3.2%	2.2%	2.4%	3.2%	8,310	8,150	8,080
<b>Sex</b>																		
Male	48.2%	46.3%	44.1%	36.9%	37.8%	38.7%	8.2%	8.5%	9.2%	3.7%	4.0%	4.3%	3.1%	3.3%	3.6%	313,242	232,604	196,320
Female	45.6%	43.5%	41.9%	36.7%	37.4%	37.9%	9.4%	9.9%	10.5%	4.5%	5.1%	5.3%	3.8%	4.1%	4.3%	246,924	220,892	184,821
<b>Hispanic or Latino</b>																		
Yes	45.9%	44.0%	42.4%	36.3%	37.3%	37.1%	9.7%	9.9%	11.0%	4.3%	4.6%	5.1%	3.8%	4.2%	4.4%	53,161	39,585	33,479
No	47.4%	45.3%	43.3%	36.8%	37.6%	38.5%	8.5%	9.0%	9.6%	4.0%	4.5%	4.7%	3.3%	3.6%	3.9%	500,653	409,442	343,783
<b>Race</b>																		
American Indian/ Alaska Native	36.0%	34.6%	32.5%	37.4%	38.2%	36.7%	13.8%	14.3%	16.4%	6.6%	7.0%	7.1%	6.2%	6.0%	7.3%	10,571	9,369	7,812
Asian	46.6%	43.8%	42.9%	38.6%	40.3%	39.5%	9.0%	9.0%	10.3%	3.2%	3.8%	4.0%	2.6%	3.2%	3.3%	29,203	22,046	19,490
Black/African American	45.6%	43.2%	41.4%	37.5%	38.4%	39.5%	8.9%	9.7%	10.0%	4.0%	4.5%	4.7%	3.9%	4.2%	4.4%	76,734	64,395	57,826
Native Hawaiian/ Pacific Islander	40.9%	38.1%	38.3%	38.4%	40.5%	36.7%	12.4%	12.3%	13.5%	3.9%	3.9%	5.4%	4.3%	5.2%	6.0%	3,926	2,747	2,199
White	48.6%	46.5%	44.6%	36.4%	37.2%	38.0%	8.0%	8.5%	9.2%	3.9%	4.4%	4.6%	3.1%	3.3%	3.6%	395,125	318,327	263,839
Two or more races (Not Hispanic/ Latino)	43.6%	43.2%	39.6%	36.2%	35.9%	37.8%	10.8%	10.5%	11.3%	5.0%	5.3%	5.7%	4.4%	5.1%	5.6%	22,754	18,665	14,354

## Report by Demographics

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
<b>Age Group</b>																		
25 and under	53.9%	52.7%	50.3%	35.1%	34.5%	37.8%	6.8%	7.1%	6.5%	2.6%	2.5%	2.8%	1.6%	3.2%	2.6%	5,841	3,734	2,717
26-29 years old	51.3%	50.7%	49.5%	35.3%	35.6%	35.3%	7.9%	7.9%	8.5%	3.0%	3.4%	3.6%	2.5%	2.4%	3.1%	16,480	12,651	11,121
30-39 years old	50.3%	48.1%	45.8%	35.1%	36.3%	37.4%	7.7%	8.0%	8.7%	3.7%	4.0%	4.3%	3.2%	3.6%	3.7%	112,162	88,958	74,141
40-49 years old	47.1%	45.0%	43.0%	36.7%	37.6%	38.3%	8.5%	9.1%	9.7%	4.1%	4.5%	4.8%	3.7%	3.8%	4.2%	144,445	120,571	103,620
50-59 years old	45.8%	43.0%	41.0%	37.5%	38.4%	39.2%	9.1%	10.0%	10.5%	4.2%	4.9%	5.1%	3.4%	3.8%	4.1%	192,323	168,440	142,966
60 or older	45.2%	41.4%	40.0%	38.4%	39.7%	39.5%	9.2%	10.6%	11.5%	4.1%	4.7%	5.1%	3.2%	3.6%	3.9%	81,648	77,537	61,649
<b>Level of Education</b>																		
Less than High School	33.9%	34.3%	30.9%	37.7%	40.6%	39.6%	18.3%	14.9%	19.3%	4.8%	6.2%	3.6%	5.3%	4.1%	6.6%	412	438	360
H.S. Diploma/ GED or equiv	40.7%	40.1%	38.3%	40.6%	40.9%	42.3%	11.0%	10.6%	11.7%	4.3%	4.8%	3.9%	3.5%	3.6%	3.8%	24,196	19,479	16,233
Trade/Technical Certificate	38.2%	35.9%	35.9%	41.3%	42.2%	41.3%	11.7%	11.6%	12.5%	4.8%	5.4%	6.0%	4.0%	4.8%	4.3%	12,529	10,802	8,188
Some College (no degree)	41.5%	40.0%	38.2%	39.2%	40.0%	40.3%	10.8%	11.0%	11.7%	4.6%	4.9%	5.4%	3.9%	4.2%	4.4%	79,751	62,729	52,749
Associate's Degree	41.2%	39.1%	37.6%	39.8%	40.3%	40.8%	10.6%	10.9%	11.4%	4.6%	5.4%	5.4%	3.8%	4.3%	4.8%	44,670	35,530	27,829
Bachelor's Degree	47.8%	45.9%	43.7%	37.3%	37.8%	38.7%	8.1%	8.6%	9.4%	3.8%	4.2%	4.5%	3.1%	3.4%	3.7%	198,272	155,041	132,083
Master's Degree	51.1%	49.0%	47.0%	34.5%	35.4%	36.6%	7.4%	8.0%	8.3%	3.8%	4.3%	4.6%	3.3%	3.3%	3.6%	147,282	119,342	101,677
Doctoral/ Professional Degree	56.8%	53.1%	51.6%	30.2%	32.5%	32.4%	6.4%	7.1%	7.9%	3.6%	4.0%	4.4%	3.0%	3.3%	3.7%	56,837	52,780	44,128
<b>Pay Category</b>																		
Federal Wage System	35.3%	33.5%	32.4%	42.4%	42.7%	43.1%	11.8%	12.1%	13.0%	5.6%	6.1%	6.3%	4.8%	5.5%	5.2%	18,902	13,091	9,566
GS 1-6	40.8%	38.3%	37.2%	37.9%	39.1%	39.6%	12.0%	11.8%	12.6%	5.0%	5.6%	5.3%	4.4%	5.2%	5.3%	23,198	27,507	18,671
GS 7-12	44.2%	43.2%	41.3%	38.6%	38.7%	39.6%	9.4%	9.7%	10.1%	4.2%	4.7%	4.9%	3.6%	3.7%	4.2%	245,789	192,984	153,131
GS 13-15	53.3%	51.7%	49.4%	33.7%	34.6%	35.6%	6.7%	7.2%	7.9%	3.5%	3.7%	4.0%	2.8%	2.8%	3.1%	228,639	184,461	169,413
SES	69.3%	70.6%	69.4%	21.7%	21.6%	22.1%	4.2%	3.9%	4.1%	2.5%	2.4%	2.3%	2.2%	1.6%	2.0%	5,302	5,687	5,762
SL/ST	60.7%	54.0%	53.3%	27.5%	30.7%	31.4%	6.2%	6.7%	7.5%	3.3%	3.7%	4.7%	2.3%	4.9%	3.1%	1,851	2,006	1,571
Other	44.3%	41.2%	39.6%	38.4%	40.1%	39.8%	9.8%	9.9%	11.1%	4.3%	4.7%	5.4%	3.2%	4.0%	4.1%	41,940	31,187	25,826

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
<b>Time in Federal Government</b>																		
< 1 year	59.2%	57.1%	56.1%	31.7%	32.9%	34.4%	6.2%	5.9%	5.7%	1.6%	2.4%	2.2%	1.3%	1.7%	1.6%	7,282	9,010	6,847
1-3 years	53.9%	50.4%	48.9%	34.2%	35.8%	36.2%	6.8%	7.5%	8.3%	3.0%	3.6%	3.8%	2.2%	2.8%	2.9%	59,492	45,332	29,920
4-5 years	49.6%	47.0%	45.3%	35.6%	36.2%	37.4%	8.2%	8.8%	9.4%	3.7%	4.3%	4.4%	2.9%	3.8%	3.5%	35,249	30,199	30,104
6-10 years	47.6%	45.1%	43.1%	36.6%	37.6%	38.6%	8.5%	9.1%	9.5%	4.0%	4.5%	4.7%	3.3%	3.8%	4.1%	132,364	108,779	91,717
11-14 years	45.1%	42.9%	40.9%	37.8%	38.5%	39.1%	9.1%	9.8%	10.5%	4.3%	4.9%	5.1%	3.8%	4.0%	4.4%	84,362	63,911	54,857
15-20 years	43.4%	42.0%	40.1%	38.3%	38.8%	39.0%	9.6%	10.1%	10.8%	4.7%	5.0%	5.4%	4.1%	4.0%	4.7%	92,182	66,395	51,733
> 20 years	45.6%	43.6%	41.6%	37.4%	38.3%	39.0%	9.2%	9.7%	10.4%	4.2%	4.7%	5.0%	3.5%	3.7%	4.0%	155,100	134,356	119,558
<b>Time with Current Agency</b>																		
< 1 year	56.1%	54.9%	53.4%	33.4%	33.4%	34.4%	6.6%	6.6%	6.8%	2.1%	2.9%	2.9%	1.8%	2.2%	2.4%	14,114	16,467	13,169
1-3 years	51.7%	49.1%	47.7%	34.3%	35.7%	36.2%	7.6%	8.0%	8.7%	3.5%	4.1%	3.9%	2.9%	3.1%	3.6%	93,128	69,891	47,684
4-5 years	47.7%	45.7%	43.8%	35.9%	36.2%	37.4%	8.6%	9.3%	9.7%	4.3%	4.6%	4.9%	3.5%	4.2%	4.2%	45,996	37,869	38,129
6-10 years	46.2%	43.7%	41.3%	37.1%	38.2%	39.2%	8.9%	9.5%	10.1%	4.2%	4.6%	5.0%	3.5%	4.1%	4.3%	137,169	113,836	98,003
11-20 years	44.0%	42.1%	40.1%	38.3%	39.2%	39.5%	9.4%	10.0%	10.8%	4.5%	4.9%	5.4%	3.8%	3.8%	4.2%	159,676	118,583	98,710
> 20 years	46.8%	44.7%	43.3%	37.5%	38.2%	38.9%	8.6%	9.2%	9.8%	3.9%	4.4%	4.5%	3.2%	3.4%	3.5%	114,650	99,844	87,731
<b>Leaving</b>																		
No	53.9%	51.8%	50.0%	35.5%	36.6%	37.6%	6.5%	7.0%	7.5%	2.4%	2.8%	3.0%	1.6%	1.8%	1.9%	381,545	316,106	259,336
Yes, to retire	41.4%	38.9%	37.5%	40.3%	41.4%	40.9%	10.1%	11.3%	11.5%	4.7%	5.1%	5.9%	3.5%	3.3%	4.3%	34,777	28,520	22,271
Yes, to other job in Govt	33.2%	31.2%	30.0%	39.7%	40.0%	40.1%	13.0%	13.5%	14.2%	7.3%	8.0%	8.2%	6.8%	7.4%	7.6%	100,056	70,795	70,642
Yes, to other job outside Govt	35.1%	32.7%	29.1%	38.5%	38.4%	39.5%	11.6%	11.9%	13.1%	7.5%	8.5%	9.4%	7.4%	8.5%	9.0%	22,223	19,424	13,779
Yes, other	29.2%	26.3%	25.1%	37.7%	37.1%	37.9%	15.4%	16.7%	17.2%	8.4%	9.3%	9.1%	9.3%	10.5%	10.7%	27,525	22,199	17,991
<b>Retiring</b>																		
Within 1 year	41.4%	39.3%	37.3%	38.9%	39.0%	39.7%	10.1%	11.5%	11.6%	5.1%	5.5%	6.0%	4.5%	4.7%	5.4%	21,145	17,144	13,557
Between 1-3 years	43.5%	40.4%	39.0%	39.1%	41.0%	40.4%	9.7%	10.4%	11.5%	4.4%	4.7%	5.3%	3.3%	3.4%	3.9%	57,295	47,262	38,006
Between 3-5 years	43.6%	42.1%	40.6%	38.9%	38.8%	39.7%	9.6%	10.3%	10.7%	4.5%	5.1%	5.2%	3.4%	3.8%	3.9%	63,455	51,312	42,198
5 or more years	48.5%	46.4%	44.3%	36.1%	37.0%	37.9%	8.3%	8.7%	9.4%	3.8%	4.3%	4.6%	3.3%	3.6%	3.9%	419,848	338,633	287,556

## Report by Demographics

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
Transgender																		
Yes	34.6%	--	--	37.0%	--	--	14.6%	--	--	6.3%	--	--	7.5%	--	--	2,101	--	--
No	47.4%	--	--	36.7%	--	--	8.6%	--	--	4.0%	--	--	3.3%	--	--	544,185	--	--
Consider Yourself as:																		
Straight	47.6%	--	--	36.8%	--	--	8.4%	--	--	3.9%	--	--	3.2%	--	--	509,666	--	--
Gay or Lesbian	50.4%	--	--	33.0%	--	--	8.3%	--	--	4.4%	--	--	3.9%	--	--	11,814	--	--
Bisexual	45.8%	--	--	34.7%	--	--	9.8%	--	--	4.8%	--	--	4.9%	--	--	5,708	--	--
Something else	35.4%	--	--	37.6%	--	--	13.9%	--	--	6.3%	--	--	6.9%	--	--	10,815	--	--
Military Service																		
No Prior Military Service	48.0%	46.0%	44.0%	36.5%	37.2%	38.0%	8.4%	8.8%	9.5%	3.9%	4.5%	4.7%	3.2%	3.5%	3.8%	386,827	325,414	277,680
Currently in Guard/Reserves	46.4%	45.5%	43.5%	36.8%	37.3%	37.0%	8.5%	8.8%	9.5%	4.3%	4.0%	4.9%	3.9%	4.3%	5.0%	10,785	7,420	6,158
Retired Separated/Discharged	48.2%	45.9%	44.7%	37.1%	38.4%	39.1%	8.3%	8.9%	9.1%	3.6%	4.0%	3.8%	2.8%	2.8%	3.2%	74,271	49,863	39,650
Disability																		
Yes	43.6%	41.1%	39.7%	35.5%	36.9%	37.1%	10.4%	11.0%	11.4%	5.3%	5.7%	6.0%	5.2%	5.3%	5.8%	83,938	69,488	51,624
No	48.0%	46.0%	43.9%	37.0%	37.8%	38.6%	8.2%	8.7%	9.4%	3.8%	4.2%	4.5%	3.0%	3.3%	3.6%	469,021	383,436	328,768

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

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
Work Location																		
Headquarters	42.8%	39.6%	37.0%	39.8%	40.7%	41.2%	8.1%	8.8%	9.6%	6.2%	7.4%	8.1%	3.1%	3.5%	4.1%	218,511	178,060	155,328
Field	38.4%	36.3%	34.1%	42.4%	42.7%	43.4%	9.0%	9.4%	10.1%	6.6%	7.7%	8.3%	3.5%	3.8%	4.2%	348,710	279,459	229,229
Supervisory Status																		
Non-Supervisor	38.7%	36.2%	33.7%	42.4%	43.0%	43.6%	9.0%	9.4%	10.1%	6.4%	7.6%	8.3%	3.4%	3.9%	4.3%	375,568	303,085	252,643
Team Leader	41.1%	38.1%	35.9%	41.1%	41.3%	41.9%	8.1%	9.0%	9.9%	6.4%	7.6%	8.3%	3.2%	3.9%	4.1%	73,936	57,689	49,418
Supervisor	41.2%	39.2%	36.8%	40.3%	41.1%	41.9%	8.4%	9.1%	9.6%	6.9%	7.6%	8.2%	3.2%	3.0%	3.4%	78,089	62,859	52,137
Manager	47.1%	44.4%	43.3%	36.1%	37.0%	36.8%	7.4%	8.0%	8.8%	6.4%	7.5%	7.5%	2.9%	3.0%	3.6%	34,150	28,647	24,663
Senior Leader	56.3%	55.3%	52.6%	27.2%	28.8%	30.7%	7.9%	7.5%	7.1%	5.9%	5.8%	6.2%	2.7%	2.4%	3.4%	8,312	8,153	8,094
Sex																		
Male	40.7%	38.3%	35.6%	40.7%	41.4%	42.2%	8.9%	9.3%	10.2%	6.3%	7.2%	7.9%	3.4%	3.7%	4.2%	313,389	232,692	196,416
Female	39.3%	36.6%	34.8%	42.5%	42.6%	43.1%	8.3%	8.9%	9.4%	6.7%	8.1%	8.6%	3.3%	3.7%	4.0%	246,918	220,851	184,841
Hispanic or Latino																		
Yes	38.2%	36.3%	34.0%	39.1%	39.9%	39.9%	10.4%	11.0%	11.4%	7.8%	8.2%	9.3%	4.5%	4.6%	5.5%	53,179	39,599	33,497
No	40.5%	37.8%	35.5%	41.6%	42.2%	42.9%	8.4%	8.9%	9.6%	6.3%	7.5%	8.1%	3.2%	3.6%	4.0%	500,797	409,473	343,873
Race																		
American Indian/ Alaska Native	29.7%	28.8%	27.2%	41.5%	41.9%	42.1%	14.3%	14.1%	14.0%	9.1%	9.7%	9.7%	5.4%	5.6%	6.9%	10,576	9,359	7,803
Asian	40.4%	36.8%	35.6%	42.5%	43.8%	43.5%	10.1%	10.8%	12.2%	4.6%	5.7%	5.7%	2.5%	2.9%	2.9%	29,204	22,071	19,495
Black/African American	39.7%	36.6%	34.3%	42.3%	42.8%	43.5%	8.3%	8.9%	9.2%	6.1%	7.6%	8.2%	3.5%	4.1%	4.8%	76,745	64,384	57,836
Native Hawaiian/ Pacific Islander	34.2%	31.2%	30.4%	41.5%	41.7%	41.2%	13.5%	14.4%	14.1%	6.7%	7.9%	8.9%	4.1%	4.8%	5.4%	3,929	2,750	2,208
White	41.2%	38.7%	36.3%	40.9%	41.6%	42.2%	8.2%	8.7%	9.4%	6.5%	7.6%	8.2%	3.2%	3.5%	3.9%	395,262	318,386	263,925
Two or more races (Not Hispanic/ Latino)	37.5%	35.5%	32.2%	40.6%	41.5%	42.0%	10.0%	9.7%	11.0%	7.4%	8.2%	9.3%	4.4%	5.2%	5.5%	22,760	18,667	14,352

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
Age Group																		
25 and under	48.3%	48.4%	46.1%	38.2%	38.9%	41.0%	7.3%	6.0%	6.0%	4.4%	4.2%	4.2%	1.8%	2.5%	2.8%	5,841	3,729	2,720
26-29 years old	45.8%	44.7%	42.5%	39.1%	39.3%	39.2%	7.4%	7.1%	8.6%	5.1%	5.9%	6.6%	2.6%	3.0%	3.2%	16,488	12,646	11,130
30-39 years old	43.7%	41.4%	38.7%	39.2%	39.9%	41.1%	7.5%	8.0%	8.4%	6.1%	6.9%	7.5%	3.5%	3.8%	4.3%	112,174	88,968	74,159
40-49 years old	40.2%	37.9%	35.3%	40.9%	41.7%	42.4%	8.6%	8.9%	9.6%	6.7%	7.6%	8.3%	3.6%	3.8%	4.4%	144,516	120,545	103,601
50-59 years old	38.6%	35.3%	33.1%	42.3%	42.9%	43.5%	9.1%	10.0%	10.5%	6.7%	8.1%	8.8%	3.3%	3.7%	4.2%	192,393	168,467	143,002
60 or older	36.6%	32.0%	30.5%	44.1%	45.0%	44.7%	9.9%	11.0%	12.5%	6.5%	8.3%	8.6%	2.9%	3.5%	3.7%	81,650	77,563	61,701
Level of Education																		
Less than High School	28.6%	27.1%	23.6%	38.8%	45.7%	44.8%	18.0%	16.3%	20.9%	9.8%	6.3%	3.4%	4.9%	4.5%	7.3%	410	441	362
H.S. Diploma/ GED or equiv	34.1%	32.9%	30.8%	43.7%	43.9%	44.7%	11.1%	11.5%	12.4%	7.4%	8.1%	7.8%	3.8%	3.6%	4.4%	24,200	19,496	16,258
Trade/Technical Certificate	31.7%	29.5%	28.5%	44.3%	45.1%	45.6%	12.2%	11.5%	12.5%	7.5%	9.1%	8.6%	4.4%	4.8%	4.7%	12,529	10,815	8,198
Some College (no degree)	35.0%	33.1%	31.1%	42.5%	43.1%	43.4%	10.7%	10.8%	11.8%	7.7%	8.7%	8.9%	4.1%	4.3%	4.8%	79,805	62,694	52,812
Associate's Degree	34.9%	32.1%	30.1%	43.1%	43.5%	43.4%	10.8%	11.1%	11.6%	7.2%	8.6%	9.7%	4.0%	4.7%	5.2%	44,681	35,541	27,819
Bachelor's Degree	40.8%	38.6%	36.0%	41.9%	42.4%	43.3%	8.1%	8.8%	9.1%	6.1%	7.0%	7.8%	3.0%	3.3%	3.8%	198,338	155,043	132,078
Master's Degree	43.6%	41.0%	38.5%	39.9%	40.2%	40.9%	7.3%	7.8%	8.5%	6.2%	7.4%	8.3%	3.1%	3.6%	3.8%	147,325	119,385	101,698
Doctoral/ Professional Degree	48.3%	43.8%	41.9%	37.7%	39.7%	39.7%	6.5%	7.2%	8.5%	5.0%	6.5%	6.8%	2.5%	2.8%	3.1%	56,820	52,785	44,118
Pay Category																		
Federal Wage System	29.1%	26.8%	25.3%	43.6%	43.5%	43.9%	12.6%	13.0%	13.8%	9.2%	10.4%	11.0%	5.5%	6.2%	6.0%	18,917	13,107	9,578
GS 1-6	35.3%	32.0%	30.7%	42.5%	43.0%	43.6%	10.9%	11.4%	11.9%	7.0%	8.7%	8.7%	4.3%	4.8%	5.2%	23,190	27,491	18,673
GS 7-12	37.6%	36.2%	33.8%	42.7%	43.0%	43.3%	9.2%	9.3%	10.0%	6.8%	7.7%	8.5%	3.7%	3.8%	4.4%	245,829	192,974	153,196
GS 13-15	45.4%	43.2%	40.6%	39.1%	40.1%	40.9%	7.1%	7.5%	8.3%	5.7%	6.4%	7.1%	2.7%	2.8%	3.2%	228,722	184,504	169,416
SES	60.2%	60.7%	59.6%	25.5%	26.3%	27.8%	6.6%	6.3%	5.5%	5.5%	5.0%	5.3%	2.2%	1.8%	1.8%	5,302	5,687	5,772
SL/ST	50.4%	41.7%	39.6%	32.4%	34.0%	38.7%	9.5%	9.5%	9.9%	5.7%	8.9%	7.5%	2.0%	5.9%	4.2%	1,851	2,004	1,568
Other	37.8%	33.7%	31.4%	44.1%	43.3%	44.7%	9.3%	10.2%	10.7%	6.0%	8.7%	8.9%	2.7%	4.1%	4.2%	41,956	31,205	25,842

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
Time in Federal Government																		
< 1 year	51.9%	49.3%	47.0%	35.4%	36.6%	38.1%	7.6%	6.9%	8.4%	3.6%	4.9%	4.4%	1.6%	2.3%	2.2%	7,280	9,011	6,866
1-3 years	47.2%	43.7%	41.4%	38.3%	39.2%	39.6%	7.0%	7.7%	8.3%	5.0%	6.5%	7.2%	2.4%	2.9%	3.5%	59,508	45,313	29,925
4-5 years	42.9%	40.0%	37.2%	39.7%	40.3%	41.7%	8.0%	8.4%	9.0%	6.2%	7.5%	8.1%	3.2%	3.7%	4.0%	35,263	30,197	30,105
6-10 years	40.7%	37.5%	35.4%	41.0%	42.0%	42.2%	8.3%	8.9%	9.7%	6.5%	7.6%	8.4%	3.4%	4.1%	4.3%	132,382	108,798	91,784
11-14 years	38.3%	35.3%	33.4%	41.9%	42.8%	43.2%	9.0%	9.8%	10.5%	7.0%	8.0%	8.5%	3.7%	4.1%	4.4%	84,394	63,909	54,846
15-20 years	36.6%	34.8%	32.3%	42.9%	42.9%	43.2%	9.5%	9.7%	10.9%	7.2%	8.5%	8.9%	3.8%	4.0%	4.7%	92,208	66,421	51,739
> 20 years	37.9%	35.5%	33.3%	42.8%	43.4%	44.2%	9.4%	10.1%	10.2%	6.6%	7.6%	8.2%	3.3%	3.4%	4.0%	155,136	134,370	119,563
Time with Current Agency																		
< 1 year	48.0%	46.3%	43.9%	35.8%	36.7%	38.2%	9.5%	8.4%	9.7%	4.5%	5.8%	5.3%	2.3%	2.9%	2.9%	14,110	16,477	13,183
1-3 years	45.3%	42.6%	40.0%	38.8%	39.5%	40.2%	7.3%	7.8%	8.5%	5.6%	7.0%	7.5%	3.0%	3.1%	3.8%	93,138	69,871	47,678
4-5 years	41.2%	38.3%	36.0%	40.3%	40.8%	41.9%	8.3%	8.9%	9.4%	6.7%	7.9%	8.4%	3.6%	4.1%	4.3%	46,014	37,862	38,117
6-10 years	39.4%	36.1%	33.8%	41.6%	42.4%	42.8%	8.7%	9.3%	10.0%	6.7%	7.9%	8.9%	3.6%	4.3%	4.5%	137,176	113,847	98,089
11-20 years	37.0%	34.6%	32.5%	42.9%	43.6%	43.7%	9.4%	9.9%	10.7%	7.1%	8.0%	8.7%	3.6%	3.9%	4.4%	159,773	118,614	98,719
> 20 years	38.8%	36.4%	34.5%	42.7%	43.4%	44.2%	9.2%	9.7%	10.0%	6.3%	7.4%	7.7%	3.0%	3.1%	3.6%	114,666	99,863	87,714
Leaving																		
No	46.3%	43.5%	41.3%	39.7%	40.6%	41.4%	7.5%	7.9%	8.8%	4.7%	5.8%	6.2%	1.8%	2.1%	2.4%	381,608	316,160	259,450
Yes, to retire	32.9%	29.8%	27.7%	44.8%	45.5%	45.9%	11.1%	11.8%	12.7%	7.6%	9.1%	9.4%	3.6%	3.8%	4.3%	34,776	28,559	22,279
Yes, to other job in Govt	27.8%	25.5%	24.1%	44.6%	44.7%	44.5%	10.8%	11.4%	11.3%	10.3%	11.4%	12.3%	6.5%	7.1%	7.8%	100,109	70,764	70,615
Yes, to other job outside Govt	28.8%	26.7%	23.5%	45.0%	44.2%	44.3%	9.7%	9.8%	10.3%	9.9%	11.7%	13.6%	6.5%	7.6%	8.2%	22,242	19,420	13,773
Yes, other	24.3%	21.8%	19.6%	44.6%	43.9%	45.0%	12.9%	13.2%	14.3%	10.4%	12.1%	12.5%	7.7%	8.9%	8.6%	27,542	22,186	17,989
Retiring																		
Within 1 year	32.9%	30.4%	27.6%	43.5%	44.2%	44.8%	11.3%	11.7%	12.4%	8.1%	9.3%	10.0%	4.2%	4.5%	5.2%	21,153	17,155	13,562
Between 1-3 years	35.1%	31.7%	29.9%	44.3%	45.4%	45.4%	10.2%	10.7%	11.8%	7.2%	8.5%	9.1%	3.3%	3.7%	3.8%	57,306	47,280	38,014
Between 3-5 years	36.1%	33.5%	31.7%	43.8%	43.6%	44.2%	9.6%	10.6%	11.3%	7.2%	8.6%	8.6%	3.2%	3.7%	4.2%	63,488	51,329	42,227
5 or more years	41.7%	39.2%	36.8%	40.5%	41.3%	41.9%	8.2%	8.6%	9.3%	6.2%	7.3%	8.0%	3.3%	3.6%	4.1%	419,950	338,651	287,630

## Report by Demographics

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
Transgender																		
Yes	30.6%	--	--	42.0%	--	--	12.5%	--	--	7.7%	--	--	7.2%	--	--	2,102	--	--
No	40.3%	--	--	41.3%	--	--	8.6%	--	--	6.5%	--	--	3.3%	--	--	544,338	--	--
Consider Yourself as:																		
Straight	40.5%	--	--	41.3%	--	--	8.6%	--	--	6.4%	--	--	3.3%	--	--	509,809	--	--
Gay or Lesbian	43.2%	--	--	38.9%	--	--	7.3%	--	--	7.1%	--	--	3.6%	--	--	11,817	--	--
Bisexual	40.7%	--	--	41.0%	--	--	7.7%	--	--	6.4%	--	--	4.2%	--	--	5,705	--	--
Something else	31.1%	--	--	42.2%	--	--	12.6%	--	--	8.5%	--	--	5.6%	--	--	10,830	--	--
Military Service																		
No Prior Military Service	40.9%	38.5%	36.1%	41.9%	42.4%	43.3%	8.2%	8.8%	9.3%	6.0%	7.0%	7.7%	2.9%	3.3%	3.6%	386,917	325,463	277,759
Currently in Guard/Reserves	37.5%	37.0%	35.0%	38.3%	39.5%	38.7%	10.7%	10.0%	10.2%	8.2%	8.4%	9.5%	5.2%	5.2%	6.6%	10,791	7,427	6,153
Retired Separated/Discharged	40.8%	37.6%	35.7%	39.9%	40.6%	40.7%	9.0%	9.7%	10.5%	7.0%	8.3%	8.8%	3.4%	3.8%	4.2%	74,315	49,872	39,662
	37.5%	34.8%	32.3%	41.1%	42.0%	42.1%	9.6%	9.9%	11.0%	7.4%	8.8%	9.1%	4.4%	4.6%	5.5%	85,101	68,879	55,771
Disability																		
Yes	37.5%	34.9%	33.0%	40.2%	40.6%	40.8%	9.8%	10.3%	10.9%	7.5%	9.1%	9.4%	4.9%	5.1%	5.9%	83,982	69,486	51,643
No	40.7%	38.2%	35.7%	41.5%	42.3%	42.9%	8.4%	8.9%	9.6%	6.3%	7.3%	8.0%	3.0%	3.4%	3.7%	469,139	383,478	328,851

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
Work Location																		
Headquarters	42.6%	40.5%	38.2%	30.6%	30.7%	30.8%	13.6%	14.5%	15.3%	6.9%	7.4%	7.9%	6.3%	6.9%	7.8%	218,441	178,217	155,529
Field	38.0%	36.6%	34.6%	32.0%	32.1%	32.3%	15.2%	15.4%	16.0%	7.7%	8.3%	8.8%	7.2%	7.6%	8.3%	348,641	279,695	229,479
Supervisory Status																		
Non-Supervisor	38.2%	36.4%	34.2%	31.4%	31.4%	31.6%	15.4%	15.9%	16.6%	7.7%	8.4%	8.9%	7.4%	7.9%	8.7%	375,518	303,359	252,926
Team Leader	40.4%	38.4%	36.1%	31.8%	32.0%	32.0%	14.1%	14.7%	15.5%	7.3%	7.8%	8.5%	6.4%	7.2%	7.9%	73,927	57,774	49,466
Supervisor	41.6%	40.7%	38.8%	33.0%	33.4%	33.2%	12.9%	13.4%	14.3%	6.8%	7.0%	7.4%	5.7%	5.6%	6.4%	78,058	62,891	52,213
Manager	47.9%	46.6%	45.0%	30.2%	30.8%	30.9%	11.0%	11.5%	11.9%	5.9%	6.0%	6.5%	5.0%	5.2%	5.7%	34,134	28,648	24,694
Senior Leader	59.4%	59.6%	57.0%	24.6%	25.1%	25.0%	8.5%	8.1%	8.8%	4.1%	3.9%	4.6%	3.5%	3.3%	4.6%	8,294	8,142	8,089
Sex																		
Male	40.9%	39.3%	36.9%	32.3%	32.7%	32.9%	13.7%	14.2%	14.9%	6.7%	7.1%	7.8%	6.3%	6.7%	7.5%	313,298	232,831	196,609
Female	38.2%	36.6%	34.8%	30.3%	30.2%	30.2%	15.7%	16.2%	16.9%	8.2%	9.0%	9.4%	7.6%	8.1%	8.7%	246,904	221,099	185,099
Hispanic or Latino																		
Yes	38.6%	37.1%	35.0%	29.8%	30.2%	29.6%	15.8%	16.1%	16.8%	7.7%	8.4%	9.0%	8.1%	8.2%	9.6%	53,170	39,638	33,541
No	40.1%	38.3%	36.2%	31.7%	31.8%	32.0%	14.3%	14.9%	15.6%	7.3%	7.9%	8.4%	6.6%	7.2%	7.9%	500,696	409,813	344,282
Race																		
American Indian/ Alaska Native	31.5%	30.5%	28.6%	29.7%	28.5%	28.2%	18.1%	20.0%	18.6%	9.8%	9.9%	11.1%	10.9%	11.1%	13.3%	10,580	9,353	7,812
Asian	41.6%	38.2%	37.2%	34.4%	35.6%	35.2%	13.6%	14.4%	15.6%	5.4%	6.3%	6.2%	5.0%	5.5%	5.8%	29,201	22,074	19,517
Black/African American	37.2%	35.1%	33.4%	30.7%	31.2%	30.7%	16.3%	16.6%	17.7%	7.7%	8.4%	8.6%	8.1%	8.8%	9.6%	76,720	64,440	57,913
Native Hawaiian/ Pacific Islander	36.5%	34.1%	33.1%	31.5%	30.5%	31.4%	17.1%	17.9%	18.8%	7.2%	8.8%	6.7%	7.8%	8.6%	10.0%	3,925	2,753	2,202
White	41.2%	39.6%	37.4%	31.6%	31.8%	32.0%	13.7%	14.2%	14.8%	7.2%	7.7%	8.4%	6.3%	6.7%	7.4%	395,208	318,679	264,254
Two or more races (Not Hispanic/ Latino)	36.4%	35.6%	33.1%	29.5%	28.7%	28.9%	16.6%	17.0%	17.5%	8.3%	8.5%	9.3%	9.2%	10.2%	11.3%	22,751	18,691	14,373

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
Age Group																		
25 and under	47.0%	44.6%	43.5%	33.2%	32.7%	33.8%	11.0%	11.2%	12.0%	5.1%	5.5%	5.9%	3.7%	6.0%	4.8%	5,840	3,732	2,720
26-29 years old	43.8%	42.7%	40.1%	31.2%	31.0%	32.0%	13.0%	13.2%	13.4%	6.5%	6.8%	7.6%	5.5%	6.3%	6.9%	16,485	12,663	11,135
30-39 years old	41.5%	39.7%	37.3%	30.7%	30.8%	31.1%	13.4%	13.9%	14.9%	7.3%	7.9%	8.4%	7.0%	7.6%	8.2%	112,148	89,074	74,269
40-49 years old	39.4%	37.8%	35.7%	31.1%	31.4%	31.3%	14.3%	14.9%	15.6%	7.7%	8.3%	8.7%	7.5%	7.7%	8.7%	144,493	120,678	103,751
50-59 years old	39.0%	36.7%	34.6%	31.8%	31.8%	32.1%	15.1%	16.0%	16.6%	7.3%	8.1%	8.6%	6.7%	7.4%	8.0%	192,334	168,583	143,106
60 or older	39.2%	35.6%	34.3%	32.8%	32.9%	32.3%	15.4%	17.1%	17.4%	6.7%	7.8%	8.5%	5.9%	6.6%	7.4%	81,663	77,556	61,749
Level of Education																		
Less than High School	32.7%	32.2%	23.3%	28.2%	31.9%	34.7%	20.3%	21.6%	26.4%	9.4%	6.2%	6.1%	9.4%	8.1%	9.5%	411	438	361
H.S. Diploma/ GED or equiv	35.5%	34.8%	33.4%	33.0%	33.7%	33.5%	16.8%	16.7%	18.1%	7.5%	7.7%	7.5%	7.2%	7.2%	7.5%	24,203	19,510	16,285
Trade/Technical Certificate	32.4%	31.7%	30.3%	32.4%	31.6%	32.0%	18.3%	18.2%	18.4%	8.5%	9.3%	9.9%	8.3%	9.2%	9.3%	12,533	10,803	8,202
Some College (no degree)	35.7%	34.3%	32.4%	31.4%	31.6%	31.3%	16.9%	17.1%	17.9%	7.9%	8.6%	9.1%	8.1%	8.4%	9.3%	79,784	62,750	52,848
Associate's Degree	35.3%	33.2%	31.6%	31.9%	32.0%	32.0%	16.8%	17.4%	17.5%	8.3%	8.9%	9.3%	7.7%	8.6%	9.6%	44,672	35,548	27,843
Bachelor's Degree	40.2%	38.5%	36.3%	32.2%	32.4%	32.5%	14.2%	14.5%	15.2%	7.1%	7.7%	8.3%	6.4%	6.9%	7.7%	198,293	155,193	132,287
Master's Degree	42.5%	41.0%	38.7%	30.9%	30.8%	31.3%	13.0%	13.9%	14.3%	7.1%	7.5%	8.3%	6.5%	6.9%	7.4%	147,285	119,494	101,794
Doctoral/ Professional Degree	47.9%	44.9%	42.8%	29.0%	29.6%	29.1%	11.2%	12.4%	13.5%	6.5%	6.9%	7.6%	5.5%	6.2%	6.9%	56,814	52,849	44,172
Pay Category																		
Federal Wage System	29.8%	28.0%	27.4%	33.1%	33.1%	32.6%	18.1%	18.2%	19.1%	9.1%	10.0%	9.9%	10.0%	10.8%	10.9%	18,916	13,104	9,582
GS 1-6	35.5%	32.8%	31.9%	29.8%	30.4%	30.6%	17.2%	18.0%	18.3%	8.6%	9.1%	9.3%	8.8%	9.7%	10.0%	23,188	27,507	18,694
GS 7-12	37.1%	36.4%	34.3%	31.9%	31.6%	31.9%	15.7%	15.8%	16.4%	7.8%	8.4%	8.7%	7.4%	7.7%	8.6%	245,816	193,152	153,399
GS 13-15	45.0%	43.7%	41.1%	30.8%	31.4%	31.6%	12.2%	12.7%	13.5%	6.4%	6.6%	7.5%	5.6%	5.6%	6.4%	228,650	184,645	169,610
SES	62.0%	64.7%	63.8%	23.3%	22.3%	23.0%	7.4%	6.9%	6.9%	3.9%	3.5%	3.4%	3.5%	2.6%	3.0%	5,298	5,685	5,763
SL/ST	53.0%	45.8%	45.9%	27.6%	27.5%	27.1%	10.5%	10.7%	12.6%	4.7%	7.7%	9.2%	4.1%	8.4%	5.2%	1,848	2,010	1,573
Other	37.5%	34.7%	32.6%	33.0%	33.4%	32.8%	15.6%	15.9%	16.6%	7.5%	8.3%	9.7%	6.4%	7.8%	8.3%	41,938	31,242	25,867

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
<b>Time in Federal Government</b>																		
< 1 year	52.7%	50.0%	49.5%	31.0%	30.7%	30.7%	10.2%	10.3%	11.5%	3.4%	5.3%	5.0%	2.7%	3.8%	3.3%	7,285	9,011	6,860
1-3 years	46.4%	43.5%	41.4%	30.9%	30.6%	31.4%	12.1%	13.0%	13.7%	5.8%	7.0%	7.0%	4.8%	5.9%	6.4%	59,484	45,373	29,951
4-5 years	42.1%	39.7%	37.6%	30.5%	30.3%	31.6%	14.0%	14.9%	14.7%	7.3%	7.8%	7.9%	6.2%	7.3%	8.1%	35,243	30,235	30,141
6-10 years	39.7%	37.7%	35.6%	31.4%	31.5%	31.8%	14.5%	14.9%	15.6%	7.4%	8.1%	8.6%	7.0%	7.8%	8.4%	132,385	108,917	91,895
11-14 years	37.7%	35.7%	33.8%	31.6%	32.2%	31.4%	15.1%	15.5%	16.5%	8.0%	8.5%	9.4%	7.7%	8.1%	8.9%	84,367	63,970	54,918
15-20 years	36.4%	35.6%	33.5%	31.8%	31.5%	31.3%	15.7%	16.2%	16.5%	8.2%	8.6%	9.5%	8.0%	8.0%	9.2%	92,201	66,436	51,817
> 20 years	38.7%	36.9%	34.8%	31.9%	32.4%	32.2%	15.2%	15.9%	16.7%	7.3%	7.8%	8.5%	6.8%	7.1%	7.8%	155,110	134,461	119,689
<b>Time with Current Agency</b>																		
< 1 year	49.4%	47.8%	46.6%	31.2%	30.4%	30.7%	11.4%	11.7%	12.6%	4.3%	5.3%	5.6%	3.6%	4.8%	4.5%	14,121	16,490	13,186
1-3 years	44.5%	42.2%	40.2%	30.0%	30.2%	31.3%	12.9%	13.7%	14.1%	6.5%	7.3%	7.2%	6.1%	6.5%	7.3%	93,112	69,962	47,752
4-5 years	40.2%	38.1%	36.3%	30.4%	30.8%	31.0%	14.5%	14.9%	15.1%	7.8%	8.3%	8.7%	7.1%	7.9%	9.0%	46,000	37,898	38,161
6-10 years	38.4%	36.6%	34.2%	31.5%	31.4%	31.7%	15.0%	15.3%	16.2%	7.8%	8.5%	9.0%	7.3%	8.2%	8.9%	137,171	113,960	98,184
11-20 years	36.8%	35.3%	33.2%	32.2%	32.3%	31.6%	15.4%	16.1%	16.9%	8.0%	8.5%	9.5%	7.6%	7.8%	8.7%	159,720	118,684	98,854
> 20 years	39.8%	37.8%	36.2%	32.3%	32.8%	32.8%	14.9%	15.4%	16.1%	6.9%	7.4%	7.9%	6.1%	6.6%	7.0%	114,645	99,917	87,822
<b>Leaving</b>																		
No	46.8%	44.9%	42.8%	32.7%	33.0%	33.6%	12.1%	12.8%	13.4%	4.9%	5.5%	5.9%	3.5%	3.9%	4.3%	381,513	316,384	259,633
Yes, to retire	34.8%	32.9%	30.9%	33.4%	33.6%	32.9%	16.9%	18.0%	18.5%	8.0%	8.6%	9.3%	6.9%	7.0%	8.4%	34,772	28,552	22,324
Yes, to other job in Govt	25.1%	23.3%	22.6%	28.7%	28.7%	28.0%	19.7%	19.8%	20.3%	12.7%	13.6%	13.7%	13.8%	14.5%	15.3%	100,080	70,883	70,779
Yes, to other job outside Govt	26.1%	25.4%	21.9%	28.9%	26.8%	26.1%	17.9%	18.2%	18.9%	12.6%	13.5%	15.9%	14.5%	16.1%	17.2%	22,249	19,445	13,797
Yes, other	22.4%	20.0%	19.1%	26.2%	25.6%	26.0%	21.0%	21.5%	21.5%	13.8%	14.0%	14.1%	16.6%	18.8%	19.3%	27,552	22,211	18,034
<b>Retiring</b>																		
Within 1 year	34.8%	32.9%	30.9%	32.3%	32.3%	31.9%	16.0%	17.2%	17.4%	8.4%	9.0%	10.2%	8.5%	8.5%	9.6%	21,159	17,153	13,588
Between 1-3 years	36.8%	34.4%	32.6%	32.8%	33.5%	33.0%	16.4%	16.9%	17.7%	7.5%	8.3%	9.0%	6.4%	6.9%	7.8%	57,300	47,328	38,048
Between 3-5 years	37.1%	35.6%	34.0%	32.6%	32.6%	32.6%	15.8%	16.3%	16.9%	7.6%	8.2%	8.8%	6.9%	7.3%	7.7%	63,478	51,332	42,252
5 or more years	40.9%	39.2%	37.0%	31.1%	31.3%	31.5%	14.0%	14.5%	15.3%	7.2%	7.8%	8.3%	6.8%	7.3%	8.0%	419,853	338,976	287,990

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
Transgender																		
Yes	28.5%	--	--	29.5%	--	--	19.2%	--	--	9.6%	--	--	13.3%	--	--	2,098	--	--
No	40.0%	--	--	31.5%	--	--	14.4%	--	--	7.3%	--	--	6.8%	--	--	544,243	--	--
Consider Yourself as:																		
Straight	40.3%	--	--	31.6%	--	--	14.3%	--	--	7.2%	--	--	6.6%	--	--	509,735	--	--
Gay or Lesbian	41.6%	--	--	29.3%	--	--	13.3%	--	--	8.0%	--	--	7.8%	--	--	11,806	--	--
Bisexual	38.4%	--	--	28.9%	--	--	15.1%	--	--	8.9%	--	--	8.7%	--	--	5,705	--	--
Something else	29.6%	--	--	28.3%	--	--	19.5%	--	--	10.3%	--	--	12.3%	--	--	10,821	--	--
Military Service																		
No Prior Military Service	40.2%	38.6%	36.4%	31.7%	31.8%	31.7%	14.4%	14.8%	15.8%	7.2%	7.9%	8.5%	6.5%	7.0%	7.6%	386,860	325,767	278,121
Currently in Guard/Reserves	38.8%	38.7%	36.1%	32.0%	31.9%	31.8%	13.9%	13.9%	14.6%	7.4%	7.5%	7.6%	7.8%	7.9%	9.8%	10,778	7,427	6,157
Retired Separated/Discharged	41.7%	40.0%	38.6%	31.9%	32.2%	32.7%	13.8%	14.6%	14.5%	6.6%	7.0%	7.4%	6.0%	6.2%	6.8%	74,278	49,901	39,671
	37.2%	35.3%	33.0%	30.4%	30.8%	31.2%	15.7%	16.2%	16.5%	8.2%	8.8%	9.2%	8.5%	9.0%	10.1%	85,098	68,924	55,839
Disability																		
Yes	37.1%	35.2%	33.9%	28.8%	29.4%	29.3%	15.9%	16.4%	16.1%	8.5%	9.0%	9.5%	9.7%	10.0%	11.1%	83,960	69,525	51,695
No	40.5%	38.8%	36.5%	32.0%	32.1%	32.2%	14.2%	14.7%	15.6%	7.1%	7.6%	8.2%	6.2%	6.7%	7.4%	469,063	383,829	329,242

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

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>43.4%</b>	<b>42.2%</b>	<b>40.5%</b>	<b>29.8%</b>	<b>29.8%</b>	<b>29.9%</b>	<b>16.3%</b>	<b>16.8%</b>	<b>17.4%</b>	<b>6.0%</b>	<b>6.3%</b>	<b>6.7%</b>	<b>4.6%</b>	<b>5.1%</b>	<b>5.4%</b>	<b>583,956</b>	<b>473,735</b>	<b>398,213</b>
<b>Work Location</b>																		
Headquarters	46.2%	44.6%	42.9%	29.1%	28.9%	29.0%	15.1%	15.9%	16.6%	5.5%	5.7%	6.4%	4.2%	4.8%	5.2%	218,575	178,507	155,800
Field	42.2%	41.1%	39.5%	30.1%	30.1%	30.4%	16.8%	17.1%	17.6%	6.2%	6.5%	6.9%	4.8%	5.2%	5.6%	348,776	280,190	229,825
<b>Supervisory Status</b>																		
Non-Supervisor	43.0%	41.6%	39.7%	29.3%	29.2%	29.6%	16.6%	17.2%	18.0%	6.2%	6.5%	6.9%	4.9%	5.5%	5.8%	375,644	303,864	253,307
Team Leader	43.3%	42.1%	40.4%	30.2%	30.1%	30.0%	16.2%	16.4%	17.2%	6.0%	6.5%	7.3%	4.4%	5.0%	5.2%	73,954	57,865	49,557
Supervisor	43.6%	43.3%	42.1%	32.0%	32.0%	31.8%	15.3%	15.7%	16.2%	5.2%	5.2%	5.7%	3.8%	3.7%	4.2%	78,124	63,020	52,295
Manager	48.8%	47.7%	47.0%	30.1%	30.1%	30.2%	13.3%	14.0%	13.9%	4.4%	4.6%	5.1%	3.4%	3.6%	3.7%	34,158	28,709	24,749
Senior Leader	60.7%	60.6%	57.9%	23.9%	24.2%	25.7%	9.5%	9.3%	9.2%	3.2%	3.3%	3.7%	2.7%	2.6%	3.5%	8,306	8,172	8,109
<b>Sex</b>																		
Male	44.5%	43.2%	41.5%	30.0%	30.2%	30.2%	15.6%	15.9%	16.6%	5.7%	5.9%	6.5%	4.3%	4.8%	5.2%	313,547	233,291	196,950
Female	42.8%	41.5%	39.8%	29.4%	29.0%	29.5%	16.8%	17.6%	18.1%	6.2%	6.6%	6.9%	4.8%	5.4%	5.7%	246,980	221,490	185,398
<b>Hispanic or Latino</b>																		
Yes	41.7%	41.4%	38.7%	28.5%	28.1%	28.5%	17.5%	17.7%	18.4%	6.6%	6.8%	7.8%	5.6%	6.0%	6.6%	53,203	39,702	33,607
No	44.1%	42.7%	41.1%	29.9%	29.9%	30.0%	15.9%	16.5%	17.1%	5.8%	6.1%	6.5%	4.4%	4.9%	5.3%	501,009	410,613	344,860
<b>Race</b>																		
American Indian/ Alaska Native	35.5%	34.9%	33.1%	27.2%	26.9%	26.5%	20.9%	20.9%	20.5%	8.7%	8.8%	10.4%	7.7%	8.6%	9.5%	10,572	9,383	7,841
Asian	44.5%	41.4%	40.5%	31.5%	32.2%	31.6%	15.0%	16.3%	17.7%	5.2%	5.7%	5.8%	3.8%	4.4%	4.3%	29,234	22,133	19,562
Black/African American	42.3%	40.7%	39.2%	29.8%	29.8%	29.9%	17.3%	18.2%	18.6%	5.8%	5.9%	6.5%	4.9%	5.3%	5.9%	76,759	64,624	58,075
Native Hawaiian/ Pacific Islander	40.7%	37.3%	38.9%	27.0%	29.3%	26.9%	19.8%	18.9%	19.9%	7.2%	7.2%	7.6%	5.3%	7.4%	6.7%	3,930	2,756	2,214
White	44.9%	43.7%	42.0%	29.7%	29.7%	29.9%	15.4%	15.8%	16.5%	5.7%	6.1%	6.5%	4.3%	4.7%	5.1%	395,470	319,225	264,654
Two or more races (Not Hispanic/ Latino)	40.4%	40.2%	37.5%	28.7%	27.9%	28.7%	17.7%	18.4%	18.7%	7.1%	6.8%	7.9%	6.0%	6.7%	7.2%	22,755	18,720	14,393

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
Age Group																		
25 and under	48.7%	47.4%	46.1%	30.4%	29.9%	33.3%	14.2%	13.8%	13.1%	4.0%	4.9%	4.5%	2.7%	4.0%	3.1%	5,848	3,734	2,724
26-29 years old	46.0%	45.6%	42.8%	29.1%	28.6%	30.5%	15.7%	15.7%	15.6%	5.3%	6.0%	6.4%	3.9%	4.1%	4.7%	16,487	12,665	11,137
30-39 years old	43.6%	42.2%	40.3%	29.5%	29.3%	29.8%	16.1%	16.9%	17.5%	6.1%	6.4%	6.7%	4.8%	5.3%	5.7%	112,201	89,117	74,282
40-49 years old	42.8%	41.7%	40.1%	29.5%	29.7%	29.6%	16.3%	16.7%	17.5%	6.3%	6.5%	6.9%	5.1%	5.4%	5.9%	144,528	120,750	103,748
50-59 years old	43.8%	41.9%	40.4%	30.0%	30.0%	30.1%	16.0%	16.8%	17.5%	5.8%	6.3%	6.8%	4.3%	5.1%	5.2%	192,478	168,670	143,228
60 or older	45.8%	42.4%	41.0%	29.8%	30.2%	30.1%	15.4%	17.2%	17.6%	5.2%	5.7%	6.4%	3.8%	4.5%	4.9%	81,756	77,719	61,825
Level of Education																		
Less than High School	38.5%	43.7%	37.0%	26.2%	28.4%	27.6%	22.6%	16.5%	20.2%	5.6%	4.7%	5.8%	7.2%	6.6%	9.4%	411	444	362
H.S. Diploma/ GED or equiv	42.7%	42.3%	40.8%	29.3%	29.3%	29.8%	17.1%	17.5%	18.2%	6.2%	5.8%	6.4%	4.7%	5.1%	4.7%	24,242	19,565	16,322
Trade/Technical Certificate	39.1%	38.7%	37.3%	29.1%	28.2%	29.0%	19.3%	19.5%	19.7%	6.7%	7.0%	7.7%	5.8%	6.6%	6.3%	12,547	10,833	8,215
Some College (no degree)	41.5%	40.4%	38.7%	28.9%	29.0%	29.0%	17.6%	18.1%	18.5%	6.9%	6.8%	7.5%	5.2%	5.7%	6.3%	79,835	62,858	52,932
Associate's Degree	40.4%	38.7%	37.3%	29.8%	29.9%	29.8%	17.8%	18.1%	18.4%	6.7%	7.4%	8.0%	5.3%	5.9%	6.4%	44,725	35,653	27,918
Bachelor's Degree	43.7%	42.6%	40.7%	30.6%	30.6%	30.7%	15.8%	16.2%	16.9%	5.6%	6.0%	6.6%	4.2%	4.7%	5.1%	198,359	155,438	132,503
Master's Degree	44.7%	43.5%	42.0%	30.0%	29.9%	30.2%	15.3%	16.0%	16.7%	5.6%	5.8%	6.0%	4.4%	4.7%	5.1%	147,360	119,721	101,967
Doctoral/ Professional Degree	51.3%	48.6%	47.0%	27.2%	27.5%	27.6%	12.9%	14.1%	15.2%	4.8%	5.5%	5.7%	3.7%	4.3%	4.5%	56,829	52,926	44,227
Pay Category																		
Federal Wage System	35.0%	33.7%	32.9%	29.8%	29.7%	29.7%	19.9%	20.9%	20.7%	8.2%	8.2%	9.1%	7.0%	7.5%	7.7%	18,928	13,140	9,610
GS 1-6	40.5%	38.8%	37.6%	28.2%	28.2%	29.2%	17.9%	18.9%	18.4%	7.4%	7.2%	7.9%	5.9%	6.9%	6.9%	23,198	27,578	18,756
GS 7-12	41.8%	41.2%	39.6%	30.0%	29.8%	30.0%	17.0%	17.3%	17.9%	6.3%	6.5%	6.9%	4.8%	5.2%	5.6%	245,991	193,497	153,642
GS 13-15	47.7%	46.8%	44.9%	29.4%	29.9%	29.8%	14.2%	14.4%	15.3%	4.9%	5.1%	5.7%	3.7%	3.9%	4.3%	228,746	184,969	169,888
SES	63.5%	65.5%	65.3%	22.6%	22.4%	23.2%	8.5%	7.3%	7.1%	2.9%	2.8%	2.6%	2.5%	2.0%	1.8%	5,297	5,702	5,782
SL/ST	55.5%	50.7%	50.5%	26.6%	24.2%	24.8%	10.7%	12.9%	14.8%	4.5%	6.3%	6.4%	2.8%	5.9%	3.6%	1,847	2,016	1,574
Other	42.1%	39.7%	37.4%	31.0%	30.5%	31.0%	16.8%	17.7%	18.5%	5.7%	6.7%	7.3%	4.4%	5.4%	5.8%	41,941	31,293	25,889

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
Time in Federal Government																		
< 1 year	55.1%	53.1%	52.1%	28.7%	28.6%	29.4%	11.2%	11.7%	12.3%	3.0%	4.4%	3.6%	1.9%	2.3%	2.6%	7,284	9,023	6,867
1-3 years	49.0%	46.4%	44.7%	28.8%	28.6%	29.4%	14.0%	15.1%	16.0%	4.9%	5.7%	5.7%	3.4%	4.2%	4.2%	59,523	45,448	30,007
4-5 years	44.5%	43.5%	41.9%	29.2%	28.0%	29.2%	16.2%	16.9%	16.7%	6.0%	6.4%	6.8%	4.2%	5.2%	5.4%	35,276	30,274	30,166
6-10 years	43.2%	41.4%	40.0%	29.7%	29.9%	29.8%	16.4%	17.0%	17.6%	6.1%	6.4%	6.8%	4.6%	5.4%	5.8%	132,440	109,099	92,021
11-14 years	41.5%	39.8%	38.2%	29.9%	30.4%	29.7%	17.1%	17.5%	18.7%	6.5%	6.7%	7.2%	5.1%	5.7%	6.1%	84,422	64,075	55,013
15-20 years	40.8%	40.4%	38.7%	30.0%	29.9%	29.9%	17.3%	17.5%	17.8%	6.7%	6.7%	7.5%	5.3%	5.5%	6.1%	92,211	66,597	51,882
> 20 years	44.1%	42.9%	41.0%	30.1%	30.1%	30.4%	15.9%	16.5%	17.0%	5.5%	5.8%	6.5%	4.4%	4.8%	5.0%	155,171	134,727	119,955
Time with Current Agency																		
< 1 year	52.5%	50.6%	49.9%	29.0%	28.5%	29.2%	12.3%	13.3%	13.1%	3.8%	4.6%	4.6%	2.4%	3.0%	3.2%	14,132	16,497	13,196
1-3 years	47.0%	45.1%	43.7%	28.4%	28.5%	29.2%	14.8%	15.8%	16.2%	5.5%	5.9%	5.9%	4.2%	4.7%	5.0%	93,174	70,058	47,826
4-5 years	42.9%	42.1%	40.8%	29.1%	28.5%	28.8%	16.7%	17.0%	17.0%	6.5%	6.7%	7.3%	4.8%	5.7%	6.0%	46,036	37,971	38,218
6-10 years	42.2%	40.8%	38.8%	29.9%	29.8%	30.0%	16.7%	17.2%	18.2%	6.3%	6.6%	7.0%	4.9%	5.6%	6.0%	137,206	114,177	98,334
11-20 years	41.3%	40.2%	38.2%	30.3%	30.4%	30.2%	17.1%	17.5%	18.4%	6.4%	6.6%	7.4%	5.0%	5.3%	5.8%	159,800	118,920	99,004
> 20 years	45.2%	43.8%	42.5%	30.4%	30.4%	30.4%	15.4%	15.9%	16.4%	5.1%	5.5%	6.1%	3.9%	4.3%	4.5%	114,703	100,132	88,006
Leaving																		
No	51.1%	49.5%	48.0%	30.2%	30.3%	30.8%	12.8%	13.6%	14.0%	3.7%	4.0%	4.4%	2.2%	2.5%	2.7%	381,789	316,999	260,155
Yes, to retire	40.7%	39.0%	37.3%	31.4%	31.3%	31.3%	17.3%	18.6%	19.2%	6.2%	6.3%	7.3%	4.4%	4.8%	5.0%	34,794	28,662	22,377
Yes, to other job in Govt	27.9%	26.7%	25.9%	28.5%	28.4%	28.1%	23.5%	23.6%	24.2%	10.8%	11.0%	11.4%	9.3%	10.2%	10.5%	100,101	70,976	70,847
Yes, to other job outside Govt	28.7%	28.1%	25.1%	28.0%	26.6%	26.1%	22.5%	21.6%	23.6%	10.6%	11.9%	12.2%	10.3%	11.8%	12.9%	22,255	19,469	13,817
Yes, other	25.7%	23.8%	23.1%	27.2%	25.9%	27.3%	23.7%	24.5%	24.0%	11.9%	12.0%	12.0%	11.6%	13.8%	13.7%	27,535	22,234	18,033
Retiring																		
Within 1 year	40.1%	38.9%	36.6%	30.3%	30.0%	30.2%	17.1%	18.1%	19.3%	6.8%	6.8%	7.6%	5.7%	6.1%	6.2%	21,179	17,218	13,620
Between 1-3 years	42.5%	40.5%	39.2%	30.8%	31.3%	30.7%	16.8%	17.5%	18.3%	5.8%	6.0%	7.0%	4.1%	4.7%	4.8%	57,350	47,424	38,157
Between 3-5 years	42.8%	41.4%	39.9%	30.4%	30.4%	31.0%	16.6%	17.0%	17.3%	6.0%	6.5%	6.7%	4.3%	4.7%	5.1%	63,523	51,461	42,337
5 or more years	44.3%	43.1%	41.3%	29.5%	29.4%	29.6%	15.9%	16.4%	17.0%	5.8%	6.1%	6.6%	4.5%	5.0%	5.4%	420,055	339,543	288,416

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
Transgender																		
Yes	35.3%	--	--	26.4%	--	--	20.6%	--	--	6.8%	--	--	10.9%	--	--	2,104	--	--
No	43.9%	--	--	29.7%	--	--	16.0%	--	--	5.9%	--	--	4.5%	--	--	544,562	--	--
Consider Yourself as:																		
Straight	44.1%	--	--	29.7%	--	--	15.9%	--	--	5.8%	--	--	4.4%	--	--	510,058	--	--
Gay or Lesbian	44.5%	--	--	28.2%	--	--	15.6%	--	--	6.3%	--	--	5.4%	--	--	11,817	--	--
Bisexual	41.2%	--	--	28.3%	--	--	17.4%	--	--	6.9%	--	--	6.2%	--	--	5,711	--	--
Something else	34.4%	--	--	28.8%	--	--	19.7%	--	--	8.8%	--	--	8.3%	--	--	10,825	--	--
Military Service																		
No Prior Military Service	44.2%	43.0%	41.1%	30.0%	29.8%	30.1%	15.9%	16.5%	17.3%	5.6%	6.0%	6.5%	4.3%	4.8%	5.1%	387,049	326,335	278,576
Currently in Guard/Reserves	41.4%	41.8%	39.4%	29.8%	29.3%	30.4%	16.7%	16.2%	16.4%	6.4%	6.6%	6.9%	5.7%	6.1%	6.8%	10,794	7,438	6,172
Retired Separated/Discharged	45.3%	43.8%	43.3%	29.8%	30.5%	30.2%	15.4%	15.8%	16.0%	5.5%	5.6%	6.0%	3.9%	4.3%	4.6%	74,345	50,020	39,769
	41.5%	40.2%	38.3%	28.5%	28.6%	28.9%	17.2%	17.6%	18.2%	7.1%	7.2%	7.7%	5.7%	6.4%	6.8%	85,147	69,056	55,922
Disability																		
Yes	41.1%	39.9%	38.8%	27.9%	28.1%	28.2%	17.2%	17.8%	17.6%	7.2%	7.2%	7.8%	6.7%	7.1%	7.6%	84,011	69,691	51,813
No	44.4%	43.1%	41.2%	30.1%	30.0%	30.2%	15.8%	16.3%	17.2%	5.6%	6.0%	6.4%	4.1%	4.6%	4.9%	469,326	384,517	329,787

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
Work Location																					
Headquarters	15.5%	14.9%	13.6%	33.1%	32.8%	31.5%	23.3%	23.7%	23.8%	15.9%	16.1%	17.4%	12.3%	12.5%	13.8%	214,198	174,441	153,080	4,303	4,034	2,689
Field	11.7%	11.4%	10.4%	29.6%	29.2%	28.2%	24.9%	24.8%	24.0%	18.2%	18.5%	20.1%	15.7%	16.0%	17.3%	339,822	272,141	225,271	8,843	8,055	4,557
Supervisory Status																					
Non-Supervisor	12.4%	12.1%	10.8%	30.2%	29.9%	28.3%	25.0%	25.1%	24.7%	17.3%	17.6%	19.2%	15.0%	15.2%	16.9%	364,565	293,835	247,206	10,980	9,971	6,099
Team Leader	11.7%	11.1%	10.1%	30.1%	29.3%	28.8%	24.3%	24.2%	23.8%	18.8%	19.2%	20.4%	15.1%	16.2%	16.9%	72,631	56,660	48,820	1,273	1,199	713
Supervisor	13.1%	13.1%	12.4%	32.9%	33.3%	32.3%	23.5%	23.5%	23.2%	17.7%	17.6%	19.2%	12.7%	12.5%	12.8%	77,291	62,213	51,870	797	824	422
Manager	18.4%	18.3%	18.0%	35.5%	34.1%	35.9%	20.4%	21.2%	20.1%	15.2%	15.5%	15.4%	10.6%	10.8%	10.6%	33,958	28,521	24,653	196	178	90
Senior Leader	39.5%	37.8%	35.1%	35.6%	36.3%	36.6%	12.2%	12.6%	13.6%	7.5%	8.0%	9.0%	5.2%	5.3%	5.6%	8,286	8,134	8,079	24	24	29
Sex																					
Male	13.2%	12.7%	11.6%	30.8%	30.2%	29.0%	24.1%	24.4%	23.6%	17.0%	17.4%	18.9%	15.0%	15.4%	16.9%	307,229	228,293	193,966	6,100	4,960	2,948
Female	13.2%	12.9%	11.7%	31.5%	31.3%	30.2%	24.6%	24.5%	24.5%	17.5%	17.8%	19.1%	13.1%	13.5%	14.5%	240,157	214,421	181,135	6,768	6,988	4,222
Hispanic or Latino																					
Yes	14.0%	13.9%	12.6%	29.1%	29.0%	28.2%	23.6%	23.4%	22.6%	16.7%	17.2%	18.0%	16.7%	16.5%	18.6%	52,054	38,789	33,066	1,097	914	541
No	13.1%	12.7%	11.6%	31.4%	30.9%	29.7%	24.3%	24.5%	24.1%	17.3%	17.6%	19.1%	13.9%	14.3%	15.5%	489,214	399,614	338,243	11,557	10,853	6,510
Race																					
American Indian/ Alaska Native	11.2%	11.0%	10.0%	28.1%	27.5%	24.9%	26.1%	25.7%	25.9%	17.3%	17.7%	18.8%	17.2%	18.1%	20.4%	10,309	9,112	7,656	262	276	174
Asian	17.5%	16.0%	15.8%	37.9%	36.9%	36.2%	23.0%	24.0%	23.5%	11.9%	12.5%	12.6%	9.7%	10.6%	12.0%	28,485	21,509	19,107	723	595	444
Black/African American	15.3%	14.3%	13.4%	33.6%	33.9%	31.5%	24.7%	24.6%	25.1%	14.0%	14.6%	16.1%	12.4%	12.6%	13.8%	74,761	62,702	56,675	1,946	1,835	1,394
Native Hawaiian/ Pacific Islander	15.4%	13.2%	12.2%	31.7%	30.9%	32.0%	26.4%	26.5%	23.5%	13.5%	14.1%	16.5%	13.0%	15.2%	15.7%	3,843	2,694	2,173	84	65	41
White	12.7%	12.5%	11.3%	30.6%	30.1%	29.3%	24.1%	24.2%	23.5%	18.2%	18.5%	20.0%	14.5%	14.6%	15.9%	386,691	311,235	260,175	8,542	7,928	4,380
Two or more races (Not Hispanic/ Latino)	11.6%	11.5%	9.8%	26.5%	25.6%	24.4%	24.9%	24.1%	24.0%	18.5%	18.6%	20.4%	18.5%	20.2%	21.4%	22,181	18,197	14,111	583	533	285

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
<b>Age Group</b>																					
25 and under	17.8%	16.3%	15.9%	37.3%	35.8%	36.5%	21.8%	24.5%	20.7%	13.1%	14.4%	15.6%	9.9%	9.0%	11.3%	5,665	3,561	2,637	174	127	60
26-29 years old	15.0%	15.0%	12.4%	31.0%	32.4%	31.1%	22.6%	21.5%	21.4%	17.1%	16.6%	19.1%	14.3%	14.5%	16.1%	16,049	12,183	10,864	439	372	192
30-39 years old	12.5%	12.1%	11.0%	29.2%	29.0%	27.9%	22.6%	22.5%	22.5%	18.8%	19.1%	20.2%	17.0%	17.3%	18.4%	109,620	86,082	72,533	2,538	2,367	1,320
40-49 years old	12.5%	12.3%	11.0%	30.0%	29.7%	28.9%	23.6%	23.8%	23.2%	18.1%	18.3%	19.6%	15.9%	15.9%	17.3%	141,498	117,131	101,372	2,971	2,899	1,788
50-59 years old	13.5%	12.8%	11.8%	32.1%	31.3%	29.9%	25.3%	25.5%	25.0%	16.4%	17.2%	18.6%	12.7%	13.3%	14.8%	188,217	163,527	139,929	4,166	4,410	2,761
60 or older	14.4%	13.1%	12.2%	33.5%	31.5%	30.4%	26.5%	27.4%	26.5%	15.1%	16.1%	17.9%	10.5%	11.9%	13.0%	79,388	75,119	60,236	2,283	2,351	1,453
<b>Level of Education</b>																					
Less than High School	16.1%	16.2%	11.5%	28.9%	30.7%	33.8%	25.2%	28.7%	24.7%	13.3%	12.2%	18.0%	16.5%	12.2%	12.0%	391	417	350	21	28	14
H.S. Diploma/ GED or equiv	12.8%	13.0%	13.0%	32.6%	32.6%	31.5%	27.0%	27.4%	26.8%	15.0%	14.7%	15.6%	12.6%	12.3%	13.1%	23,536	18,932	15,935	658	600	385
Trade/Technical Certificate	11.3%	10.8%	10.1%	29.4%	29.8%	29.2%	26.8%	27.5%	26.3%	16.7%	17.3%	19.2%	15.8%	14.7%	15.2%	12,197	10,488	8,037	329	333	179
Some College (no degree)	12.6%	12.0%	10.9%	29.4%	29.6%	27.8%	25.7%	25.8%	25.3%	17.1%	17.3%	19.0%	15.2%	15.3%	17.0%	77,729	61,012	51,808	2,015	1,853	1,121
Associate's Degree	12.2%	12.0%	10.8%	30.5%	29.4%	28.3%	25.8%	25.8%	24.9%	17.1%	17.4%	18.5%	14.4%	15.5%	17.4%	43,541	34,602	27,266	1,136	1,047	649
Bachelor's Degree	12.5%	12.3%	11.1%	31.1%	30.7%	29.5%	24.4%	24.5%	24.1%	17.7%	17.9%	19.4%	14.4%	14.5%	15.8%	193,501	151,313	130,012	4,821	4,101	2,452
Master's Degree	14.1%	13.8%	12.5%	31.8%	31.7%	30.5%	23.0%	22.7%	22.5%	17.5%	17.6%	19.3%	13.7%	14.2%	15.3%	144,494	116,929	100,261	2,822	2,746	1,696
Doctoral/ Professional Degree	15.9%	14.4%	13.8%	31.2%	30.0%	30.0%	21.3%	22.0%	21.3%	17.0%	18.5%	19.0%	14.5%	15.0%	16.0%	55,667	51,646	43,506	1,191	1,280	709
<b>Pay Category</b>																					
Federal Wage System	8.7%	9.3%	8.3%	26.2%	25.7%	24.5%	26.0%	24.7%	25.7%	20.2%	20.4%	20.6%	19.1%	20.0%	21.0%	18,478	12,832	9,435	435	321	175
GS 1-6	15.2%	13.4%	11.8%	31.0%	29.9%	29.8%	25.1%	25.4%	26.3%	14.9%	15.7%	16.8%	13.8%	15.5%	15.3%	22,311	26,488	18,127	842	1,070	612
GS 7-12	12.6%	12.3%	11.3%	30.8%	30.9%	29.4%	25.2%	25.2%	24.6%	17.1%	17.4%	19.0%	14.4%	14.2%	15.7%	238,662	186,982	149,834	7,166	6,459	3,751
GS 13-15	14.0%	14.0%	12.8%	32.4%	32.0%	31.3%	23.1%	23.2%	22.6%	17.3%	17.7%	19.0%	13.2%	13.1%	14.4%	225,058	181,556	167,652	3,663	3,352	2,223
SES	39.7%	42.1%	42.1%	33.2%	33.1%	36.1%	11.5%	11.3%	11.1%	8.8%	7.8%	6.2%	6.8%	5.7%	4.6%	5,283	5,668	5,769	12	26	3
SL/ST	28.2%	22.3%	19.6%	33.0%	30.1%	27.9%	17.4%	17.1%	21.2%	10.0%	14.9%	16.7%	11.4%	15.5%	14.5%	1,837	1,985	1,565	18	29	10
Other	10.8%	9.4%	8.7%	27.7%	27.3%	25.3%	24.6%	24.7%	23.4%	19.1%	19.4%	21.5%	17.8%	19.1%	21.1%	40,991	30,521	25,453	954	787	466

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
Time in Federal Government																					
< 1 year	24.3%	23.2%	21.5%	40.5%	40.6%	39.7%	21.2%	20.1%	21.3%	9.4%	9.8%	11.9%	4.6%	6.3%	5.5%	6,966	8,606	6,617	310	417	244
1-3 years	17.5%	16.4%	15.0%	35.0%	34.2%	33.3%	22.8%	23.7%	23.0%	14.3%	15.0%	16.6%	10.4%	10.7%	12.1%	57,887	44,040	29,369	1,605	1,369	605
4-5 years	14.4%	13.4%	12.0%	31.3%	29.7%	29.9%	23.6%	24.1%	24.0%	16.9%	18.0%	18.9%	13.7%	14.9%	15.1%	34,409	29,464	29,587	828	801	571
6-10 years	12.3%	11.8%	10.7%	30.4%	29.9%	28.3%	23.9%	23.6%	23.5%	18.0%	18.4%	19.8%	15.3%	16.3%	17.6%	129,578	106,349	90,400	2,817	2,727	1,591
11-14 years	11.8%	11.2%	10.3%	29.1%	28.8%	27.7%	24.1%	24.1%	22.9%	18.7%	18.9%	20.4%	16.2%	17.1%	18.7%	82,623	62,564	54,069	1,763	1,521	951
15-20 years	11.3%	11.0%	10.7%	28.5%	28.9%	27.5%	24.7%	24.9%	23.9%	18.7%	18.6%	20.2%	16.8%	16.6%	17.8%	90,181	64,988	50,947	2,006	1,585	958
> 20 years	12.8%	12.7%	11.5%	31.5%	30.9%	30.1%	25.6%	26.1%	25.6%	16.8%	17.3%	18.4%	13.4%	13.0%	14.4%	151,323	131,048	117,601	3,809	3,677	2,354
Time with Current Agency																					
< 1 year	24.0%	23.3%	21.3%	39.5%	38.4%	38.2%	20.9%	20.5%	21.2%	9.9%	10.5%	12.3%	5.8%	7.4%	7.0%	13,524	15,750	12,689	594	746	496
1-3 years	17.0%	16.0%	14.7%	34.0%	33.5%	32.0%	22.6%	23.7%	23.3%	15.0%	15.4%	16.9%	11.4%	11.5%	13.0%	90,759	68,038	46,868	2,365	1,970	918
4-5 years	13.5%	12.6%	11.4%	30.6%	29.4%	28.7%	23.7%	24.0%	23.9%	17.3%	18.5%	19.7%	14.9%	15.6%	16.4%	45,029	37,006	37,532	979	944	683
6-10 years	11.6%	11.2%	9.9%	29.6%	29.1%	27.7%	24.5%	24.0%	23.7%	18.3%	18.8%	20.3%	15.9%	16.9%	18.4%	134,303	111,372	96,623	2,896	2,798	1,680
11-20 years	11.0%	10.7%	10.1%	28.7%	28.8%	27.7%	24.7%	25.0%	23.7%	18.9%	18.8%	20.4%	16.6%	16.6%	18.1%	156,286	116,069	97,276	3,416	2,871	1,762
> 20 years	12.7%	12.5%	11.6%	31.8%	31.3%	30.7%	25.9%	26.2%	25.9%	16.8%	17.3%	18.2%	12.8%	12.7%	13.6%	111,857	97,365	86,313	2,831	2,731	1,702
Leaving																					
No	16.5%	15.9%	14.9%	35.8%	35.3%	34.7%	24.6%	24.9%	24.6%	14.5%	14.8%	16.1%	8.7%	9.1%	9.7%	372,616	308,481	255,084	8,957	8,402	4,974
Yes, to retire	10.7%	10.4%	9.2%	30.1%	29.2%	28.9%	27.6%	27.9%	27.3%	17.7%	18.7%	20.0%	13.9%	13.9%	14.6%	33,898	27,833	21,923	879	803	457
Yes, to other job in Govt	6.6%	6.2%	5.4%	21.3%	21.7%	19.2%	23.4%	22.9%	22.7%	23.4%	23.8%	25.2%	25.3%	25.3%	27.5%	97,958	69,242	69,633	2,132	1,741	1,204
Yes, to other job outside Govt	4.7%	4.9%	3.7%	16.4%	15.7%	15.6%	20.4%	20.1%	18.0%	25.1%	24.8%	25.9%	33.4%	34.5%	36.8%	21,851	19,049	13,621	402	426	197
Yes, other	5.1%	4.7%	4.0%	17.4%	16.4%	15.3%	23.7%	22.8%	22.2%	23.4%	24.1%	25.0%	30.5%	32.0%	33.5%	26,815	21,551	17,651	720	694	410
Retiring																					
Within 1 year	10.8%	10.7%	9.5%	29.0%	28.1%	27.6%	26.4%	26.3%	26.9%	18.0%	19.1%	19.5%	15.7%	15.7%	16.5%	20,626	16,736	13,370	525	470	265
Between 1-3 years	11.7%	11.3%	10.2%	31.3%	29.8%	29.7%	26.5%	27.8%	26.3%	17.1%	17.7%	19.5%	13.4%	13.5%	14.3%	55,914	46,113	37,335	1,388	1,307	809
Between 3-5 years	12.3%	11.9%	10.9%	31.2%	31.2%	29.8%	25.7%	25.9%	25.5%	17.7%	17.5%	19.0%	13.1%	13.5%	14.8%	62,025	50,204	41,562	1,452	1,270	794
5 or more years	13.6%	13.1%	12.0%	31.0%	30.8%	29.5%	23.7%	23.7%	23.4%	17.2%	17.6%	18.9%	14.5%	14.8%	16.1%	410,354	330,553	283,041	9,559	8,889	5,290

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
Transgender																					
Yes	7.8%	--	--	20.3%	--	--	23.6%	--	--	17.6%	--	--	30.8%	--	--	2,055	--	--	46	--	--
No	13.3%	--	--	31.2%	--	--	24.2%	--	--	17.2%	--	--	14.1%	--	--	531,967	--	--	12,297	--	--
Consider Yourself as:																					
Straight	13.5%	--	--	31.6%	--	--	24.2%	--	--	17.0%	--	--	13.7%	--	--	498,449	--	--	11,282	--	--
Gay or Lesbian	12.3%	--	--	28.4%	--	--	22.3%	--	--	18.4%	--	--	18.6%	--	--	11,568	--	--	244	--	--
Bisexual	10.7%	--	--	26.8%	--	--	23.0%	--	--	19.8%	--	--	19.7%	--	--	5,555	--	--	156	--	--
Something else	7.5%	--	--	20.1%	--	--	25.3%	--	--	19.6%	--	--	27.5%	--	--	10,492	--	--	348	--	--
Military Service																					
No Prior Military Service	12.7%	12.4%	11.3%	31.0%	30.9%	29.9%	24.5%	24.5%	24.1%	17.6%	17.9%	19.2%	14.2%	14.3%	15.5%	377,538	317,186	273,078	9,366	9,022	5,408
Currently in Guard/Reserves	14.3%	14.6%	13.0%	31.9%	31.6%	31.6%	22.7%	22.6%	21.0%	16.4%	16.4%	16.9%	14.7%	14.9%	17.5%	10,570	7,304	6,099	211	133	70
Retired Separated/Discharged	16.4%	15.5%	14.4%	35.0%	34.0%	33.1%	24.1%	24.6%	24.1%	14.4%	15.3%	16.7%	10.1%	10.6%	11.7%	73,025	49,089	39,188	1,263	917	568
	12.1%	11.7%	10.7%	27.8%	26.9%	25.5%	23.8%	24.3%	23.7%	18.5%	18.6%	20.3%	17.8%	18.6%	19.9%	83,143	67,315	54,869	1,945	1,769	1,075
Disability																					
Yes	13.9%	13.2%	11.9%	28.8%	28.0%	27.0%	23.7%	23.7%	23.6%	16.9%	17.4%	19.0%	16.7%	17.7%	18.6%	81,836	67,859	50,709	2,105	1,856	1,094
No	13.1%	12.7%	11.6%	31.6%	31.3%	30.1%	24.4%	24.6%	24.0%	17.3%	17.6%	18.9%	13.7%	13.8%	15.3%	458,640	374,312	323,645	10,487	10,048	6,063

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
Work Location																					
Headquarters	22.4%	21.4%	19.7%	37.7%	37.6%	36.3%	21.6%	22.3%	22.8%	8.9%	9.1%	9.9%	9.4%	9.7%	11.3%	206,500	167,831	147,171	11,937	10,375	8,374
Field	17.2%	16.8%	15.5%	35.5%	35.2%	34.0%	24.3%	24.9%	24.4%	10.6%	10.5%	11.8%	12.3%	12.6%	14.2%	325,401	259,213	214,907	23,232	20,427	14,559
Supervisory Status																					
Non-Supervisor	17.8%	17.1%	15.5%	35.8%	35.8%	34.1%	24.5%	24.8%	25.0%	10.1%	10.2%	11.4%	11.8%	12.1%	14.1%	347,875	279,111	234,873	27,625	24,142	18,049
Team Leader	18.2%	17.2%	15.8%	36.8%	35.5%	35.1%	22.8%	24.3%	23.7%	10.5%	10.5%	11.7%	11.6%	12.5%	13.7%	69,711	54,167	46,768	4,161	3,581	2,692
Supervisor	20.1%	20.3%	19.1%	38.5%	38.9%	37.8%	21.7%	22.1%	22.3%	9.9%	9.5%	10.7%	9.7%	9.3%	10.1%	75,183	60,383	50,333	2,873	2,561	1,864
Manager	27.5%	27.2%	27.6%	37.7%	37.2%	37.2%	18.1%	18.8%	18.0%	8.8%	8.9%	8.9%	7.9%	7.9%	8.4%	33,453	28,011	24,262	706	641	451
Senior Leader	50.5%	49.4%	44.6%	30.6%	30.7%	34.2%	10.0%	11.4%	10.9%	4.3%	3.9%	5.5%	4.6%	4.6%	4.8%	8,265	8,088	8,042	44	59	58
Sex																					
Male	20.2%	19.7%	18.1%	36.5%	36.2%	35.2%	22.3%	22.8%	22.7%	9.6%	9.6%	10.6%	11.4%	11.7%	13.4%	295,130	218,463	185,676	18,170	14,408	10,971
Female	17.7%	17.0%	15.8%	36.3%	36.3%	34.7%	24.8%	25.3%	25.3%	10.5%	10.4%	11.6%	10.7%	11.0%	12.6%	230,826	205,197	173,522	16,030	15,776	11,523
Hispanic or Latino																					
Yes	19.5%	18.9%	17.6%	34.4%	34.1%	33.4%	23.3%	23.8%	23.0%	9.6%	9.9%	10.5%	13.2%	13.2%	15.5%	50,386	37,345	31,869	2,776	2,283	1,673
No	19.3%	18.5%	17.1%	36.8%	36.5%	35.2%	23.2%	23.8%	23.9%	9.9%	9.9%	11.1%	10.8%	11.2%	12.7%	469,808	382,346	323,784	30,860	27,410	20,468
Race																					
American Indian/ Alaska Native	14.0%	14.0%	12.6%	30.8%	30.8%	27.9%	26.7%	26.6%	27.2%	13.3%	12.0%	13.9%	15.2%	16.6%	18.4%	10,062	8,859	7,463	510	524	358
Asian	22.3%	20.5%	19.7%	41.7%	41.0%	40.9%	21.5%	23.3%	22.4%	6.9%	7.2%	7.4%	7.6%	8.0%	9.7%	27,716	20,847	18,475	1,505	1,212	1,032
Black/African American	18.2%	17.3%	16.2%	36.3%	36.4%	33.8%	25.4%	25.6%	26.4%	9.4%	9.6%	10.6%	10.7%	11.1%	12.9%	72,873	61,019	54,987	3,889	3,430	2,952
Native Hawaiian/ Pacific Islander	19.2%	18.6%	16.6%	35.5%	34.5%	34.9%	25.0%	25.0%	23.6%	9.1%	10.0%	10.7%	11.3%	11.8%	14.1%	3,772	2,611	2,116	158	137	97
White	19.9%	19.2%	17.6%	36.8%	36.6%	35.7%	22.4%	23.1%	22.8%	10.0%	10.0%	11.2%	10.9%	11.1%	12.6%	370,362	296,796	248,413	24,741	21,790	15,790
Two or more races (Not Hispanic/ Latino)	16.5%	16.3%	14.3%	32.3%	31.3%	28.7%	24.8%	24.2%	25.5%	11.0%	11.8%	12.4%	15.4%	16.4%	19.2%	21,216	17,348	13,498	1,537	1,336	886

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
<b>Age Group</b>																					
25 and under	26.5%	24.4%	22.1%	43.7%	44.6%	46.2%	17.4%	17.8%	17.0%	6.0%	6.6%	6.3%	6.4%	6.6%	8.4%	5,476	3,477	2,546	352	207	146
26-29 years old	22.1%	21.4%	18.9%	38.8%	40.4%	38.8%	20.2%	19.5%	19.7%	9.1%	8.8%	9.6%	9.8%	10.0%	13.0%	15,476	11,724	10,411	1,007	809	637
30-39 years old	18.6%	17.9%	16.5%	36.5%	36.1%	35.0%	21.6%	22.7%	22.3%	10.6%	10.6%	11.6%	12.6%	12.7%	14.6%	104,767	82,011	69,062	7,311	6,261	4,672
40-49 years old	18.1%	17.6%	16.0%	35.5%	35.1%	34.1%	23.3%	24.2%	23.7%	10.5%	10.4%	11.6%	12.6%	12.7%	14.5%	135,916	111,916	97,096	8,509	7,906	5,925
50-59 years old	19.5%	18.4%	16.9%	36.3%	36.0%	34.4%	24.1%	24.6%	25.1%	9.7%	10.0%	11.2%	10.4%	11.0%	12.5%	181,362	156,685	134,218	11,016	10,922	8,222
60 or older	20.9%	19.1%	18.5%	37.7%	36.5%	35.3%	24.7%	26.0%	25.5%	8.6%	9.2%	10.2%	8.1%	9.2%	10.5%	76,454	71,772	57,510	5,268	5,522	4,046
<b>Level of Education</b>																					
Less than High School	18.4%	18.3%	12.4%	30.4%	30.6%	35.7%	27.2%	28.8%	23.9%	8.5%	11.7%	15.5%	15.4%	10.6%	12.5%	387	406	343	24	35	20
H.S. Diploma/ GED or equiv	16.5%	16.3%	15.9%	35.9%	36.5%	35.1%	26.1%	26.2%	26.1%	10.5%	10.0%	11.0%	10.9%	10.9%	11.8%	23,130	18,533	15,605	1,076	970	682
Trade/Technical Certificate	14.9%	14.0%	12.8%	33.2%	33.5%	33.5%	27.1%	28.1%	26.6%	10.7%	11.3%	13.4%	14.1%	13.1%	13.8%	11,928	10,242	7,849	602	561	358
Some College (no degree)	16.6%	16.2%	14.4%	33.6%	33.8%	32.1%	25.8%	25.8%	26.0%	11.1%	11.2%	12.1%	12.9%	13.0%	15.4%	75,597	59,135	50,179	4,173	3,618	2,654
Associate's Degree	16.7%	15.8%	14.9%	35.0%	33.7%	32.3%	25.2%	26.3%	25.2%	10.9%	10.9%	12.2%	12.2%	13.3%	15.4%	42,258	33,499	26,386	2,403	2,072	1,459
Bachelor's Degree	18.6%	18.0%	16.5%	37.5%	37.2%	35.7%	23.3%	23.8%	23.9%	9.9%	9.8%	11.0%	10.8%	11.1%	12.9%	184,921	144,188	124,045	13,329	10,926	8,240
Master's Degree	21.7%	21.1%	19.3%	37.6%	37.7%	36.6%	21.3%	21.7%	21.9%	9.2%	9.2%	10.5%	10.2%	10.4%	11.7%	138,325	111,393	95,593	8,967	8,112	6,204
Doctoral/ Professional Degree	25.2%	23.7%	23.5%	36.5%	36.4%	36.3%	19.6%	20.8%	20.2%	8.4%	8.8%	8.9%	10.2%	10.3%	11.1%	52,725	48,746	41,162	4,112	4,080	3,004
<b>Pay Category</b>																					
Federal Wage System	12.3%	12.2%	10.9%	31.4%	29.7%	28.8%	25.3%	26.7%	26.4%	13.6%	13.9%	14.4%	17.5%	17.5%	19.5%	17,984	12,484	9,183	934	646	404
GS 1-6	19.2%	16.9%	15.2%	34.8%	33.9%	33.7%	24.5%	25.9%	26.2%	9.8%	10.2%	10.9%	11.6%	13.1%	14.0%	21,791	25,764	17,654	1,384	1,758	1,045
GS 7-12	17.7%	17.3%	15.8%	36.2%	36.6%	35.1%	24.6%	24.8%	24.7%	10.2%	9.9%	11.3%	11.4%	11.4%	13.1%	229,107	178,422	143,197	16,696	14,656	10,163
GS 13-15	21.6%	21.7%	20.3%	38.1%	38.2%	37.2%	21.4%	21.6%	21.7%	9.2%	9.1%	10.0%	9.8%	9.4%	10.8%	215,437	173,349	160,116	13,179	11,261	9,497
SES	51.6%	54.6%	55.8%	28.4%	28.2%	29.1%	10.2%	9.1%	9.0%	4.9%	4.4%	2.9%	5.0%	3.8%	3.2%	5,253	5,624	5,748	41	62	24
SL/ST	40.5%	30.9%	27.5%	33.6%	31.7%	34.7%	13.7%	19.9%	20.2%	4.8%	6.9%	9.0%	7.4%	10.6%	8.7%	1,793	1,947	1,522	58	65	50
Other	16.9%	14.9%	13.9%	34.3%	33.4%	30.4%	24.7%	25.3%	24.5%	10.6%	11.4%	13.0%	13.5%	15.1%	18.2%	39,301	29,129	24,304	2,648	2,097	1,579

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
<b>Time in Federal Government</b>																					
< 1 year	33.8%	33.0%	29.1%	43.5%	43.4%	45.2%	16.4%	15.6%	16.6%	3.6%	4.1%	4.6%	2.7%	3.9%	4.5%	6,732	8,311	6,381	548	698	473
1-3 years	25.7%	23.4%	21.9%	40.4%	40.1%	38.9%	19.8%	21.9%	21.8%	7.1%	7.1%	8.4%	7.0%	7.4%	9.0%	55,835	42,372	28,189	3,631	2,964	1,748
4-5 years	21.3%	19.7%	18.0%	37.6%	35.5%	35.9%	21.9%	23.9%	23.4%	9.3%	9.8%	10.9%	9.9%	11.1%	11.7%	33,062	28,165	28,339	2,166	2,063	1,785
6-10 years	18.8%	17.7%	16.2%	36.8%	36.1%	34.5%	23.3%	23.4%	23.8%	9.8%	10.3%	11.5%	11.4%	12.5%	14.1%	123,873	101,362	86,148	8,478	7,480	5,714
11-14 years	17.3%	16.6%	15.5%	35.1%	34.1%	32.9%	23.7%	24.6%	23.6%	11.1%	11.1%	12.2%	12.8%	13.5%	15.8%	79,239	59,660	51,687	5,111	4,312	3,229
15-20 years	16.1%	15.8%	15.3%	34.2%	34.4%	32.9%	24.4%	25.1%	24.2%	11.4%	11.1%	12.2%	14.0%	13.6%	15.4%	86,616	62,125	48,885	5,544	4,338	2,950
> 20 years	18.2%	17.8%	16.4%	35.4%	36.0%	34.5%	25.0%	25.0%	25.3%	10.3%	10.4%	11.3%	11.1%	10.9%	12.4%	145,661	125,695	112,842	9,520	8,791	6,909
<b>Time with Current Agency</b>																					
< 1 year	32.3%	31.1%	28.4%	42.1%	41.8%	42.2%	17.0%	17.0%	18.8%	4.6%	5.1%	4.9%	3.9%	5.0%	5.7%	13,045	15,119	12,171	1,073	1,356	997
1-3 years	24.4%	22.8%	21.2%	39.2%	38.9%	37.7%	20.5%	22.1%	22.3%	7.8%	7.8%	8.9%	8.1%	8.4%	9.9%	87,463	65,339	44,949	5,614	4,582	2,746
4-5 years	19.7%	18.2%	16.9%	36.5%	35.3%	34.7%	22.8%	24.4%	23.6%	9.9%	10.4%	11.5%	11.2%	11.7%	13.2%	43,282	35,442	35,915	2,712	2,463	2,266
6-10 years	17.6%	16.7%	15.1%	35.9%	35.5%	33.7%	24.0%	24.0%	24.2%	10.4%	10.6%	12.0%	12.1%	13.2%	15.0%	128,457	106,255	92,222	8,712	7,656	5,944
11-20 years	16.1%	15.9%	15.1%	34.5%	34.2%	32.8%	24.3%	25.2%	24.1%	11.5%	11.2%	12.5%	13.7%	13.5%	15.5%	150,091	110,875	93,286	9,587	7,849	5,614
> 20 years	18.5%	18.0%	16.9%	36.1%	36.6%	35.5%	24.9%	24.9%	25.3%	10.0%	10.2%	10.9%	10.5%	10.3%	11.4%	107,489	93,249	82,694	7,218	6,674	5,152
<b>Leaving</b>																					
No	23.4%	22.6%	21.2%	40.3%	40.1%	39.3%	22.1%	22.8%	23.0%	7.7%	7.8%	8.9%	6.6%	6.7%	7.6%	359,158	296,196	245,132	22,386	20,119	14,540
Yes, to retire	16.2%	15.5%	14.7%	35.1%	35.2%	34.6%	27.0%	27.1%	26.7%	10.5%	11.4%	11.6%	11.2%	10.9%	12.4%	32,588	26,590	21,034	2,189	1,982	1,313
Yes, to other job in Govt	10.7%	10.0%	8.8%	28.7%	28.8%	26.5%	25.7%	25.6%	25.4%	14.8%	14.7%	15.8%	20.1%	20.9%	23.5%	93,460	65,788	66,246	6,581	5,073	4,488
Yes, to other job outside Govt	9.2%	9.2%	7.6%	26.5%	24.7%	23.6%	23.2%	23.5%	21.7%	15.3%	15.1%	16.7%	25.8%	27.4%	30.3%	20,557	17,871	12,749	1,681	1,578	1,037
Yes, other	8.4%	7.5%	6.8%	24.1%	22.4%	21.9%	26.3%	27.8%	26.2%	15.5%	15.5%	15.6%	25.6%	26.9%	29.6%	25,455	20,358	16,645	2,074	1,857	1,380
<b>Retiring</b>																					
Within 1 year	16.6%	16.0%	14.8%	33.9%	33.9%	33.6%	25.7%	26.2%	26.3%	11.1%	11.3%	11.6%	12.8%	12.6%	13.7%	19,841	15,999	12,813	1,319	1,173	794
Between 1-3 years	17.3%	16.7%	15.6%	36.1%	35.5%	35.1%	25.6%	26.2%	25.8%	10.1%	10.6%	11.5%	10.9%	11.0%	11.9%	53,759	44,143	35,700	3,572	3,192	2,367
Between 3-5 years	17.8%	17.7%	16.5%	35.9%	35.9%	33.9%	25.0%	25.1%	25.7%	10.7%	10.2%	11.5%	10.6%	11.1%	12.4%	59,800	48,119	39,882	3,691	3,267	2,393
5 or more years	19.8%	19.0%	17.5%	36.6%	36.4%	35.2%	22.7%	23.3%	23.2%	9.8%	9.8%	10.9%	11.2%	11.4%	13.2%	393,760	316,135	270,956	26,007	22,702	16,976

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
Transgender																					
Yes	11.8%	--	--	24.5%	--	--	24.3%	--	--	12.2%	--	--	27.3%	--	--	1,943	--	--	156	--	--
No	19.4%	--	--	36.6%	--	--	23.2%	--	--	9.9%	--	--	11.0%	--	--	511,552	--	--	32,642	--	--
Consider Yourself as:																					
Straight	19.7%	--	--	36.9%	--	--	23.0%	--	--	9.7%	--	--	10.6%	--	--	479,673	--	--	29,999	--	--
Gay or Lesbian	18.6%	--	--	34.2%	--	--	22.0%	--	--	10.8%	--	--	14.4%	--	--	11,110	--	--	697	--	--
Bisexual	16.4%	--	--	32.9%	--	--	23.2%	--	--	11.7%	--	--	15.8%	--	--	5,306	--	--	401	--	--
Something else	10.7%	--	--	25.2%	--	--	27.0%	--	--	13.8%	--	--	23.3%	--	--	9,920	--	--	908	--	--
Military Service																					
No Prior Military Service	18.6%	17.9%	16.6%	36.8%	37.0%	35.9%	23.6%	24.1%	23.9%	10.0%	10.0%	11.0%	11.0%	11.0%	12.6%	361,694	302,855	261,011	25,101	22,770	17,064
Currently in Guard/Reserves	20.9%	21.0%	18.3%	37.6%	36.8%	35.3%	20.5%	20.7%	21.1%	9.6%	9.3%	10.8%	11.4%	12.1%	14.4%	10,303	7,044	5,921	481	386	240
Retired Separated/Discharged	24.0%	23.4%	21.5%	38.3%	37.9%	36.7%	21.7%	22.2%	23.0%	8.2%	8.3%	9.4%	7.9%	8.2%	9.4%	71,060	47,567	38,013	3,246	2,368	1,681
Disability																					
Yes	19.4%	18.3%	16.5%	32.6%	32.2%	30.6%	23.2%	23.8%	24.4%	10.7%	10.7%	12.1%	14.1%	14.9%	16.5%	79,080	65,215	48,899	4,923	4,337	2,843
No	19.3%	18.6%	17.2%	37.3%	37.1%	35.9%	23.2%	23.9%	23.7%	9.7%	9.8%	10.9%	10.5%	10.6%	12.3%	440,380	358,012	309,669	28,586	25,705	19,532

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

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
Work Location																					
Headquarters	25.6%	24.2%	21.2%	45.9%	46.1%	44.5%	17.7%	18.2%	21.0%	5.8%	6.1%	7.0%	4.9%	5.4%	6.3%	207,730	169,462	145,545	10,026	8,015	9,035
Field	21.9%	21.2%	17.9%	46.7%	46.5%	45.4%	19.5%	20.0%	22.5%	6.1%	6.4%	7.0%	5.8%	6.0%	7.2%	330,282	264,509	212,859	17,058	13,852	15,233
Supervisory Status																					
Non-Supervisor	21.8%	20.9%	17.7%	45.1%	44.9%	43.4%	20.4%	20.8%	23.5%	6.5%	6.8%	7.6%	6.2%	6.6%	7.8%	352,273	284,220	232,025	21,871	17,708	19,346
Team Leader	22.3%	20.7%	17.5%	47.5%	47.4%	46.1%	19.0%	19.6%	22.7%	6.2%	6.7%	7.1%	5.1%	5.7%	6.6%	70,346	55,002	46,196	3,304	2,493	2,975
Supervisor	25.9%	25.5%	21.8%	51.1%	52.0%	50.9%	14.9%	15.0%	17.9%	4.6%	4.2%	5.3%	3.5%	3.3%	4.2%	76,108	61,238	50,254	1,683	1,409	1,631
Manager	31.6%	30.8%	29.0%	50.5%	50.8%	50.1%	11.6%	12.2%	13.2%	3.6%	3.6%	4.3%	2.7%	2.5%	3.5%	33,677	28,192	24,098	368	344	445
Senior Leader	46.8%	45.1%	42.3%	38.6%	39.7%	40.2%	8.9%	9.9%	10.4%	3.1%	2.9%	4.2%	2.7%	2.4%	2.8%	8,239	8,044	7,989	64	69	66
Sex																					
Male	24.4%	23.5%	20.3%	47.1%	46.9%	46.1%	18.1%	18.6%	20.9%	5.3%	5.7%	6.4%	5.1%	5.3%	6.4%	298,329	221,684	184,175	13,878	10,076	11,119
Female	21.7%	20.8%	17.7%	45.6%	45.7%	43.8%	19.9%	20.1%	23.2%	7.0%	7.0%	7.9%	5.9%	6.3%	7.4%	233,675	208,840	171,485	12,354	11,270	12,597
Hispanic or Latino																					
Yes	23.1%	22.5%	19.4%	43.0%	42.8%	42.1%	19.3%	19.7%	21.5%	7.1%	7.2%	7.8%	7.4%	7.7%	9.1%	51,132	38,055	31,842	1,817	1,423	1,508
No	23.4%	22.3%	19.2%	46.9%	46.9%	45.5%	18.7%	19.1%	21.9%	5.8%	6.1%	6.9%	5.1%	5.5%	6.6%	475,076	388,383	320,358	23,918	19,574	21,807
Race																					
American Indian/ Alaska Native	17.1%	16.5%	14.6%	39.8%	39.4%	36.0%	24.6%	25.1%	27.7%	9.5%	9.4%	9.5%	9.0%	9.7%	12.3%	10,067	8,967	7,346	453	351	417
Asian	25.2%	23.3%	21.0%	46.9%	46.5%	44.5%	17.5%	18.7%	21.1%	5.5%	5.9%	7.0%	4.9%	5.6%	6.5%	28,221	21,275	18,623	940	735	796
Black/African American	21.1%	20.0%	17.7%	43.2%	43.3%	41.7%	20.9%	21.0%	22.8%	7.5%	8.1%	8.7%	7.3%	7.6%	9.1%	73,743	61,820	54,926	2,631	2,305	2,691
Native Hawaiian/ Pacific Islander	22.0%	20.4%	18.8%	42.0%	42.4%	40.4%	21.5%	22.3%	22.5%	6.1%	6.8%	9.0%	8.3%	8.1%	9.4%	3,813	2,640	2,114	102	98	82
White	24.4%	23.3%	19.9%	47.9%	48.0%	46.9%	17.8%	18.3%	21.1%	5.3%	5.5%	6.3%	4.6%	4.8%	5.8%	374,167	301,473	245,055	19,668	15,734	17,495
Two or more races (Not Hispanic/ Latino)	20.8%	20.5%	17.1%	42.0%	41.7%	39.7%	20.8%	20.7%	23.2%	8.1%	7.7%	9.3%	8.4%	9.4%	10.7%	21,598	17,706	13,402	1,088	904	886

## Report by Demographics

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
<b>Age Group</b>																					
25 and under	32.2%	28.2%	27.7%	48.1%	48.5%	46.6%	12.9%	14.1%	16.0%	3.6%	4.9%	5.2%	3.1%	4.4%	4.6%	5,613	3,563	2,524	211	107	155
26-29 years old	27.6%	27.0%	22.9%	46.6%	47.0%	47.5%	15.6%	15.1%	17.4%	5.5%	5.7%	6.0%	4.7%	5.2%	6.1%	15,795	11,981	10,339	650	501	668
30-39 years old	24.1%	23.4%	19.9%	46.7%	46.6%	45.5%	16.9%	17.3%	19.9%	6.2%	6.4%	7.2%	6.1%	6.4%	7.5%	106,517	83,873	68,372	5,360	4,088	4,982
40-49 years old	22.7%	21.8%	18.5%	46.2%	46.0%	44.7%	18.6%	19.2%	21.9%	6.3%	6.6%	7.2%	6.2%	6.4%	7.7%	137,307	113,685	95,910	6,688	5,621	6,420
50-59 years old	22.9%	21.4%	18.5%	46.4%	46.4%	44.9%	19.8%	20.4%	23.1%	5.8%	6.2%	7.0%	5.1%	5.6%	6.6%	182,828	158,691	132,696	8,725	8,081	8,806
60 or older	23.3%	21.2%	18.5%	47.0%	46.0%	44.3%	20.5%	22.2%	24.5%	5.3%	6.0%	7.0%	4.0%	4.7%	5.7%	77,347	72,815	57,207	3,980	4,123	3,969
<b>Level of Education</b>																					
Less than High School	18.3%	23.1%	18.7%	39.4%	39.7%	38.3%	27.8%	27.4%	26.6%	8.1%	3.4%	7.4%	6.5%	6.4%	9.1%	385	406	337	25	30	25
H.S. Diploma/ GED or equiv	20.1%	19.4%	18.2%	46.3%	45.9%	45.7%	21.9%	22.5%	23.6%	6.2%	6.5%	6.6%	5.5%	5.7%	6.0%	23,261	18,738	15,436	827	706	752
Trade/Technical Certificate	18.5%	17.8%	15.7%	44.2%	45.2%	43.0%	23.9%	22.4%	26.0%	6.4%	7.3%	7.9%	7.0%	7.3%	7.4%	11,973	10,327	7,751	511	446	396
Some College (no degree)	20.7%	19.9%	16.9%	44.3%	44.7%	43.1%	21.9%	22.1%	24.4%	6.5%	6.9%	7.6%	6.5%	6.4%	8.0%	76,167	59,894	49,723	3,270	2,594	2,775
Associate's Degree	20.6%	19.4%	17.5%	46.0%	45.7%	43.3%	20.9%	21.6%	24.2%	6.6%	6.5%	7.2%	6.0%	6.8%	7.8%	42,661	33,912	26,134	1,847	1,473	1,545
Bachelor's Degree	23.3%	22.6%	19.1%	47.9%	47.6%	46.5%	18.2%	18.6%	21.3%	5.6%	5.9%	6.6%	5.0%	5.4%	6.5%	187,875	147,074	122,946	9,690	7,332	8,518
Master's Degree	25.2%	24.2%	20.8%	46.9%	47.0%	45.8%	16.8%	17.3%	19.9%	6.0%	6.1%	7.1%	5.2%	5.4%	6.4%	139,938	113,272	94,825	6,871	5,703	6,352
Doctoral/ Professional Degree	29.7%	27.3%	23.5%	44.5%	45.2%	44.4%	15.8%	16.6%	19.3%	5.3%	5.9%	6.5%	4.7%	5.0%	6.2%	53,081	49,389	40,386	3,626	3,229	3,540
<b>Pay Category</b>																					
Federal Wage System	17.1%	16.3%	14.2%	44.6%	44.1%	42.8%	22.8%	23.2%	24.9%	7.3%	7.7%	8.6%	8.2%	8.8%	9.4%	18,164	12,606	9,076	673	451	458
GS 1-6	22.4%	20.4%	18.4%	42.5%	42.1%	41.0%	21.2%	22.1%	24.1%	6.8%	7.3%	7.7%	7.1%	8.2%	8.7%	22,053	26,133	17,595	1,028	1,266	1,013
GS 7-12	21.6%	21.0%	17.8%	45.9%	46.1%	44.8%	20.3%	20.2%	22.9%	6.3%	6.7%	7.3%	6.0%	6.0%	7.2%	232,526	182,614	142,224	12,338	9,625	10,217
GS 13-15	26.3%	25.8%	22.1%	48.1%	48.4%	47.4%	16.2%	16.6%	19.2%	5.2%	5.2%	6.1%	4.2%	4.0%	5.2%	217,065	175,061	157,980	10,875	8,712	10,599
SES	49.6%	50.7%	51.3%	37.4%	38.4%	37.6%	7.9%	6.9%	7.1%	3.0%	2.2%	2.4%	2.1%	1.8%	1.5%	5,259	5,634	5,703	36	33	39
SL/ST	40.0%	32.3%	28.4%	39.5%	43.2%	41.9%	13.0%	13.2%	19.8%	4.1%	4.4%	6.9%	3.3%	6.9%	2.9%	1,776	1,918	1,484	70	87	74
Other	21.2%	19.4%	16.4%	46.9%	46.8%	44.1%	19.8%	20.5%	23.5%	6.2%	6.4%	7.7%	5.8%	6.8%	8.5%	39,937	29,632	24,023	1,860	1,493	1,667

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
<b>Time in Federal Government</b>																					
< 1 year	38.1%	36.6%	33.1%	46.1%	46.0%	47.8%	11.4%	11.3%	13.5%	2.5%	3.6%	3.1%	1.9%	2.5%	2.5%	6,937	8,571	6,410	329	412	412
1-3 years	30.1%	28.0%	24.6%	46.6%	46.8%	46.0%	14.8%	15.8%	18.7%	4.8%	5.1%	5.8%	3.6%	4.3%	4.9%	56,836	43,352	28,118	2,478	1,789	1,634
4-5 years	25.8%	23.6%	20.2%	45.8%	45.2%	46.1%	17.4%	18.6%	20.8%	5.8%	6.8%	6.8%	5.2%	5.8%	6.1%	33,596	28,715	28,084	1,533	1,378	1,861
6-10 years	22.8%	21.5%	18.4%	46.9%	46.8%	45.0%	18.5%	18.9%	21.7%	6.2%	6.5%	7.2%	5.6%	6.3%	7.6%	125,627	103,028	85,358	6,350	5,386	5,966
11-14 years	21.5%	20.6%	17.6%	46.3%	46.0%	44.1%	19.5%	20.2%	23.2%	6.4%	6.7%	7.7%	6.3%	6.6%	7.5%	79,997	60,695	51,213	4,086	2,993	3,409
15-20 years	20.3%	19.9%	17.4%	45.8%	45.6%	43.5%	20.6%	21.0%	22.9%	6.7%	6.7%	7.8%	6.6%	6.7%	8.3%	87,321	62,941	48,242	4,469	3,228	3,237
> 20 years	22.0%	20.9%	17.8%	46.5%	46.8%	45.4%	20.4%	20.9%	23.3%	5.8%	6.1%	7.0%	5.2%	5.3%	6.5%	146,813	127,279	111,391	7,694	6,561	7,605
<b>Time with Current Agency</b>																					
< 1 year	35.5%	34.4%	31.3%	45.5%	44.6%	46.0%	13.1%	13.0%	14.9%	3.2%	4.4%	4.3%	2.8%	3.5%	3.5%	13,392	15,602	12,296	689	818	806
1-3 years	28.4%	26.8%	23.5%	45.5%	46.0%	45.0%	16.1%	16.7%	19.5%	5.5%	5.7%	6.2%	4.6%	4.8%	5.9%	88,747	66,746	44,848	4,078	2,867	2,584
4-5 years	23.9%	22.1%	19.0%	45.6%	44.8%	45.0%	18.3%	19.6%	21.4%	6.3%	7.1%	7.4%	6.0%	6.4%	7.1%	43,907	36,027	35,571	1,958	1,722	2,369
6-10 years	21.7%	20.6%	17.3%	46.6%	46.5%	44.8%	19.3%	19.6%	22.4%	6.4%	6.7%	7.6%	6.0%	6.6%	7.9%	130,037	107,787	91,152	6,682	5,640	6,427
11-20 years	20.5%	19.9%	17.1%	46.4%	46.2%	44.2%	20.2%	20.9%	23.5%	6.5%	6.5%	7.6%	6.3%	6.4%	7.7%	151,309	112,441	92,083	7,770	5,752	6,160
> 20 years	22.5%	21.4%	18.4%	47.7%	48.0%	46.5%	19.9%	20.3%	22.9%	5.3%	5.7%	6.5%	4.5%	4.7%	5.7%	108,526	94,568	81,648	5,699	4,873	5,686
<b>Leaving</b>																					
No	28.0%	26.8%	23.5%	49.3%	49.4%	48.7%	16.0%	16.6%	19.3%	4.0%	4.3%	4.9%	2.7%	2.9%	3.5%	364,047	301,549	243,120	16,299	13,458	15,011
Yes, to retire	19.1%	17.4%	15.2%	46.3%	47.0%	45.4%	23.1%	23.8%	25.2%	6.3%	6.6%	7.8%	5.1%	5.2%	6.4%	32,830	26,986	20,835	1,768	1,480	1,381
Yes, to other job in Govt	13.8%	12.9%	10.7%	40.7%	40.2%	38.1%	24.1%	24.2%	26.4%	10.3%	10.9%	11.6%	11.2%	11.8%	13.2%	94,273	66,611	65,368	5,365	3,904	4,894
Yes, to other job outside Govt	13.7%	13.4%	9.6%	40.4%	38.7%	36.4%	22.7%	23.4%	25.6%	10.3%	10.6%	11.5%	12.9%	13.8%	17.0%	20,611	18,055	12,515	1,543	1,272	1,210
Yes, other	11.4%	10.7%	8.1%	36.2%	34.2%	32.6%	26.8%	28.1%	30.6%	11.1%	11.4%	11.5%	14.5%	15.6%	17.2%	25,505	20,509	16,322	1,907	1,586	1,580
<b>Retiring</b>																					
Within 1 year	19.5%	17.7%	15.3%	45.1%	46.2%	44.3%	22.8%	23.1%	25.2%	6.4%	6.6%	7.7%	6.1%	6.4%	7.5%	19,955	16,217	12,693	1,083	879	831
Between 1-3 years	20.4%	19.1%	16.6%	47.4%	47.1%	45.5%	21.3%	22.5%	24.6%	5.9%	6.2%	7.2%	4.9%	5.2%	6.2%	54,180	44,724	35,382	2,872	2,385	2,472
Between 3-5 years	20.9%	20.5%	17.3%	46.8%	46.6%	45.1%	21.0%	21.3%	24.1%	6.2%	6.3%	7.1%	5.0%	5.3%	6.3%	60,226	48,611	39,417	2,982	2,505	2,541
5 or more years	24.3%	23.2%	19.9%	46.4%	46.4%	45.2%	17.9%	18.4%	21.1%	5.9%	6.2%	6.9%	5.5%	5.8%	6.9%	398,817	321,692	268,259	19,682	15,719	17,964

## Report by Demographics

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
Transgender																					
Yes	15.6%	--	--	38.0%	--	--	22.6%	--	--	9.7%	--	--	14.1%	--	--	1,926	--	--	157	--	--
No	23.5%	--	--	46.5%	--	--	18.7%	--	--	5.9%	--	--	5.4%	--	--	517,419	--	--	24,940	--	--
Consider Yourself as:																					
Straight	23.7%	--	--	46.8%	--	--	18.5%	--	--	5.8%	--	--	5.2%	--	--	485,033	--	--	22,917	--	--
Gay or Lesbian	23.2%	--	--	44.3%	--	--	17.7%	--	--	7.6%	--	--	7.2%	--	--	11,250	--	--	514	--	--
Bisexual	21.1%	--	--	44.0%	--	--	18.5%	--	--	8.6%	--	--	7.8%	--	--	5,395	--	--	305	--	--
Something else	15.8%	--	--	37.1%	--	--	26.0%	--	--	8.9%	--	--	12.1%	--	--	10,009	--	--	768	--	--
Military Service																					
No Prior Military Service	22.9%	22.0%	18.8%	47.2%	47.2%	45.7%	18.7%	19.1%	21.8%	5.9%	6.2%	7.0%	5.2%	5.5%	6.7%	365,965	307,993	257,884	19,564	16,260	18,565
Currently in Guard/Reserves	25.7%	25.5%	21.8%	46.2%	46.7%	44.9%	16.3%	15.5%	19.0%	5.7%	6.0%	6.6%	6.1%	6.2%	7.7%	10,412	7,162	5,865	349	235	263
Retired Separated/Discharged	26.6%	25.2%	22.6%	46.6%	47.2%	45.9%	17.6%	18.0%	20.5%	5.1%	5.4%	6.2%	4.1%	4.2%	4.8%	71,626	48,083	37,888	2,360	1,616	1,555
	21.9%	21.1%	17.8%	44.2%	43.3%	42.8%	20.2%	20.9%	23.1%	6.7%	7.1%	7.6%	7.0%	7.6%	8.6%	80,969	65,538	52,275	3,801	3,085	3,189
Disability																					
Yes	22.6%	21.5%	18.8%	41.3%	41.4%	39.9%	20.3%	20.8%	23.2%	7.6%	7.8%	8.3%	8.2%	8.5%	9.8%	79,940	66,181	48,561	3,652	3,061	2,827
No	23.6%	22.5%	19.3%	47.6%	47.6%	46.2%	18.4%	18.9%	21.5%	5.6%	5.9%	6.7%	4.8%	5.1%	6.2%	445,468	363,833	306,481	22,012	18,223	20,757

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

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
Work Location																					
Headquarters	20.3%	19.3%	17.5%	45.5%	45.1%	44.6%	18.1%	18.6%	19.5%	9.9%	10.1%	10.6%	6.3%	6.8%	7.7%	215,281	174,912	153,002	2,801	2,644	1,946
Field	17.1%	16.5%	14.8%	45.4%	44.9%	44.6%	19.6%	19.7%	20.2%	10.3%	10.8%	11.3%	7.7%	8.1%	9.1%	342,938	274,200	225,692	4,952	4,374	2,961
Supervisory Status																					
Non-Supervisor	17.2%	16.4%	14.7%	44.7%	44.3%	43.8%	20.0%	20.2%	20.9%	10.3%	10.8%	11.2%	7.7%	8.2%	9.3%	368,071	296,134	247,882	6,579	5,903	4,088
Team Leader	16.1%	14.9%	14.0%	44.9%	43.9%	43.5%	19.6%	20.1%	20.1%	11.7%	12.4%	13.0%	7.8%	8.8%	9.4%	72,991	56,853	48,795	766	702	483
Supervisor	19.9%	19.8%	17.3%	48.7%	48.5%	48.6%	17.2%	17.1%	18.4%	9.1%	9.4%	10.0%	5.2%	5.2%	5.8%	77,570	62,354	51,730	400	373	296
Manager	27.7%	27.7%	25.4%	49.9%	49.2%	49.4%	12.5%	13.2%	13.7%	6.2%	6.4%	7.0%	3.6%	3.4%	4.5%	34,044	28,489	24,542	89	79	69
Senior Leader	41.4%	39.8%	38.5%	41.2%	42.8%	42.3%	10.1%	10.6%	11.0%	4.6%	3.7%	5.4%	2.8%	3.0%	2.9%	8,268	8,092	8,042	29	34	30
Sex																					
Male	18.5%	17.8%	15.7%	44.6%	44.0%	43.7%	19.3%	19.4%	20.3%	10.2%	10.8%	11.3%	7.5%	8.0%	9.0%	309,179	229,190	193,932	3,576	2,831	1,979
Female	18.2%	17.4%	16.1%	47.0%	46.4%	45.9%	18.6%	19.0%	19.5%	9.7%	10.1%	10.6%	6.5%	7.1%	7.9%	242,324	216,023	181,517	4,016	4,110	2,839
Hispanic or Latino																					
Yes	19.1%	18.4%	16.7%	42.1%	42.6%	41.7%	19.6%	19.2%	20.3%	10.3%	10.5%	10.7%	9.0%	9.3%	10.6%	52,303	38,872	33,005	725	621	412
No	18.3%	17.5%	15.9%	46.0%	45.4%	45.0%	18.9%	19.2%	19.8%	10.0%	10.5%	11.0%	6.8%	7.3%	8.3%	492,980	402,000	338,687	6,761	6,215	4,307
Race																					
American Indian/ Alaska Native	14.1%	14.0%	12.3%	39.0%	38.6%	36.9%	23.9%	24.2%	24.0%	12.3%	12.2%	12.4%	10.7%	11.0%	14.4%	10,352	9,098	7,621	212	229	170
Asian	21.2%	20.1%	19.2%	48.0%	47.5%	46.5%	18.0%	18.1%	18.9%	7.3%	8.0%	8.4%	5.5%	6.2%	7.1%	28,686	21,603	19,169	479	411	286
Black/African American	20.0%	18.6%	17.6%	47.7%	47.5%	46.8%	18.0%	18.3%	19.1%	7.7%	8.4%	8.7%	6.6%	7.2%	7.8%	75,455	63,103	56,874	1,110	1,064	830
Native Hawaiian/ Pacific Islander	18.4%	16.7%	15.3%	43.1%	41.8%	43.7%	22.1%	22.5%	20.5%	8.1%	10.3%	10.4%	8.4%	8.7%	10.1%	3,861	2,700	2,167	58	43	29
White	18.3%	17.6%	15.7%	45.5%	44.9%	44.7%	18.9%	19.2%	19.7%	10.5%	11.1%	11.6%	6.9%	7.3%	8.3%	389,482	312,979	260,272	4,924	4,431	2,959
Two or more races (Not Hispanic/ Latino)	16.2%	16.1%	14.1%	41.6%	41.2%	39.7%	20.9%	19.9%	22.0%	11.5%	11.6%	12.5%	9.8%	11.2%	11.8%	22,319	18,289	14,088	396	328	227

## Report by Demographics

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
Age Group																					
25 and under	24.8%	23.1%	22.0%	48.5%	50.5%	48.5%	14.9%	12.5%	15.1%	7.2%	8.3%	8.3%	4.6%	5.7%	6.0%	5,710	3,592	2,640	118	78	40
26-29 years old	20.8%	20.5%	18.2%	45.3%	46.4%	44.8%	17.1%	15.5%	17.1%	10.0%	10.1%	11.5%	6.8%	7.4%	8.4%	16,207	12,307	10,874	251	183	133
30-39 years old	18.0%	17.3%	15.8%	44.5%	44.1%	43.8%	17.8%	18.1%	18.4%	11.2%	11.7%	12.0%	8.5%	8.8%	9.9%	110,485	86,789	72,622	1,393	1,232	834
40-49 years old	17.7%	17.1%	15.2%	45.0%	44.5%	44.4%	18.7%	18.9%	19.6%	10.7%	11.1%	11.5%	8.0%	8.4%	9.3%	142,483	117,675	101,350	1,718	1,700	1,230
50-59 years old	18.5%	17.3%	15.6%	46.0%	45.4%	44.7%	19.8%	20.3%	21.1%	9.4%	10.0%	10.7%	6.3%	7.0%	7.9%	189,356	164,284	139,980	2,584	2,621	1,870
60 or older	19.3%	17.4%	15.9%	46.9%	45.5%	45.4%	20.6%	21.6%	21.8%	8.3%	9.5%	9.9%	5.0%	6.0%	6.9%	80,187	75,391	60,316	1,376	1,513	1,024
Level of Education																					
Less than High School	16.4%	16.1%	16.3%	38.9%	41.9%	45.4%	26.4%	26.1%	22.9%	8.4%	7.3%	8.1%	9.9%	8.6%	7.3%	398	414	348	14	24	12
H.S. Diploma/ GED or equiv	16.9%	16.2%	15.8%	44.7%	44.8%	44.8%	22.5%	22.5%	22.1%	9.1%	9.0%	9.3%	6.9%	7.5%	8.0%	23,740	19,037	15,925	417	373	285
Trade/Technical Certificate	14.9%	14.6%	13.8%	43.0%	43.0%	42.6%	23.0%	23.1%	22.5%	10.0%	10.1%	11.8%	9.0%	9.2%	9.3%	12,300	10,514	8,005	196	221	166
Some College (no degree)	16.9%	16.1%	14.5%	43.5%	43.0%	42.4%	21.5%	21.3%	22.6%	10.2%	10.8%	10.8%	8.0%	8.7%	9.6%	78,182	61,311	51,805	1,399	1,190	822
Associate's Degree	16.7%	15.7%	15.0%	44.4%	43.9%	42.5%	20.6%	21.0%	21.2%	10.3%	10.9%	11.6%	8.0%	8.4%	9.6%	43,799	34,748	27,261	777	658	491
Bachelor's Degree	18.1%	17.6%	15.7%	46.7%	46.1%	45.7%	18.5%	18.4%	19.3%	10.0%	10.6%	11.0%	6.7%	7.3%	8.2%	195,298	152,337	130,330	2,600	2,225	1,473
Master's Degree	19.5%	18.7%	16.8%	46.0%	45.7%	45.4%	17.5%	18.0%	18.5%	10.3%	10.5%	11.3%	6.8%	7.1%	8.1%	145,462	117,619	100,409	1,566	1,465	1,035
Doctoral/ Professional Degree	22.6%	20.6%	18.3%	45.1%	45.3%	45.5%	16.6%	17.2%	17.8%	9.5%	10.3%	10.6%	6.2%	6.6%	7.8%	55,994	51,859	43,433	734	801	557
Pay Category																					
Federal Wage System	12.5%	12.6%	11.4%	40.8%	39.4%	39.5%	23.2%	23.1%	23.6%	12.6%	13.2%	12.7%	10.9%	11.8%	12.7%	18,520	12,815	9,371	327	256	165
GS 1-6	19.4%	17.6%	16.6%	43.2%	42.0%	43.0%	20.7%	21.4%	21.4%	8.9%	9.9%	10.0%	7.8%	9.1%	9.0%	22,564	26,592	18,154	573	759	467
GS 7-12	17.4%	16.7%	15.2%	45.8%	45.5%	44.8%	19.8%	19.7%	20.5%	9.8%	10.4%	11.0%	7.3%	7.6%	8.6%	241,185	188,806	150,345	4,094	3,517	2,432
GS 13-15	20.0%	19.7%	17.4%	46.6%	46.5%	46.3%	17.2%	17.4%	18.1%	10.1%	10.2%	10.8%	6.1%	6.1%	7.3%	226,166	182,112	167,609	2,089	1,894	1,422
SES	44.9%	44.6%	46.7%	39.2%	41.2%	40.1%	8.9%	8.5%	7.5%	4.5%	3.8%	3.6%	2.5%	2.0%	2.1%	5,281	5,651	5,743	10	21	10
SL/ST	30.2%	25.6%	21.6%	43.3%	42.4%	45.5%	15.2%	16.8%	17.0%	7.0%	8.8%	10.1%	4.3%	6.4%	5.7%	1,830	1,975	1,550	18	28	15
Other	15.8%	14.7%	13.0%	42.8%	43.6%	42.2%	21.0%	20.4%	21.5%	11.4%	11.8%	12.5%	9.0%	9.5%	10.9%	41,238	30,620	25,420	641	516	361

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
Time in Federal Government																					
< 1 year	31.4%	30.3%	28.2%	47.4%	48.0%	48.7%	13.9%	13.2%	13.0%	4.9%	5.1%	6.8%	2.4%	3.4%	3.2%	7,078	8,733	6,694	183	242	137
1-3 years	23.7%	22.1%	20.3%	46.3%	46.5%	46.2%	16.5%	17.0%	17.8%	8.4%	8.7%	9.2%	5.1%	5.7%	6.5%	58,423	44,377	29,385	954	792	418
4-5 years	19.9%	18.3%	16.0%	44.6%	43.8%	44.3%	18.0%	19.2%	19.4%	10.3%	10.7%	11.9%	7.1%	7.9%	8.4%	34,702	29,587	29,632	483	501	384
6-10 years	17.4%	16.4%	14.8%	45.1%	44.7%	43.8%	18.9%	19.1%	20.0%	10.9%	11.5%	11.8%	7.7%	8.4%	9.4%	130,403	106,914	90,433	1,692	1,632	1,087
11-14 years	16.4%	15.7%	14.0%	44.6%	43.1%	43.2%	19.8%	20.0%	20.4%	11.0%	12.3%	12.4%	8.2%	8.9%	10.1%	83,083	62,817	54,002	1,127	892	688
15-20 years	15.9%	15.7%	14.5%	44.2%	44.3%	43.1%	20.4%	20.1%	21.0%	11.0%	11.2%	11.6%	8.4%	8.8%	9.7%	90,724	65,229	50,959	1,231	966	665
> 20 years	18.0%	17.2%	15.7%	46.8%	46.4%	46.0%	19.8%	20.4%	20.7%	9.1%	9.5%	10.0%	6.3%	6.5%	7.7%	152,725	131,911	117,862	2,136	2,019	1,518
Time with Current Agency																					
< 1 year	29.7%	28.7%	26.7%	46.8%	46.4%	46.6%	14.3%	14.6%	15.2%	5.9%	6.1%	7.2%	3.3%	4.3%	4.4%	13,732	16,002	12,862	357	419	267
1-3 years	22.5%	21.3%	19.5%	45.3%	45.5%	45.1%	17.3%	17.5%	18.6%	8.9%	9.4%	9.6%	6.0%	6.3%	7.2%	91,497	68,496	46,898	1,422	1,164	624
4-5 years	18.8%	17.1%	15.1%	44.1%	43.3%	43.4%	18.5%	19.8%	19.9%	10.8%	11.3%	12.3%	7.8%	8.5%	9.3%	45,324	37,166	37,568	601	582	462
6-10 years	16.5%	15.8%	13.9%	45.0%	44.3%	43.6%	19.4%	19.5%	20.4%	11.1%	11.7%	12.1%	8.0%	8.8%	9.9%	135,095	111,927	96,601	1,791	1,644	1,178
11-20 years	15.8%	15.3%	14.1%	44.8%	44.2%	43.7%	20.3%	20.4%	20.8%	11.0%	11.5%	11.9%	8.2%	8.5%	9.6%	157,282	116,502	97,243	2,078	1,720	1,251
> 20 years	18.3%	17.4%	16.1%	47.6%	47.3%	47.0%	19.5%	19.9%	20.4%	8.8%	9.3%	9.7%	5.8%	6.1%	6.8%	112,952	98,046	86,507	1,535	1,474	1,082
Leaving																					
No	22.5%	21.6%	19.8%	49.0%	48.8%	48.8%	17.2%	17.5%	18.4%	7.4%	8.0%	8.3%	3.8%	4.2%	4.7%	376,146	310,705	255,652	4,727	4,494	3,101
Yes, to retire	15.4%	14.1%	12.9%	45.6%	44.8%	45.3%	22.2%	23.4%	22.5%	10.2%	10.8%	11.2%	6.6%	6.9%	8.1%	34,185	27,926	21,940	523	517	336
Yes, to other job in Govt	9.7%	9.0%	8.4%	38.3%	37.6%	36.6%	22.4%	22.3%	22.6%	15.8%	16.5%	16.5%	13.7%	14.6%	15.9%	98,292	69,369	69,516	1,529	1,223	913
Yes, to other job outside Govt	8.5%	8.2%	6.6%	35.7%	34.8%	33.1%	21.1%	20.5%	21.1%	17.6%	18.1%	19.2%	17.1%	18.4%	20.1%	21,809	19,090	13,559	368	267	178
Yes, other	7.8%	7.4%	6.2%	35.0%	32.4%	31.6%	24.4%	25.4%	25.1%	15.6%	16.1%	17.3%	17.2%	18.7%	19.8%	26,867	21,586	17,616	595	512	346
Retiring																					
Within 1 year	15.5%	14.2%	12.8%	44.8%	43.6%	44.9%	21.4%	22.9%	22.0%	10.8%	11.0%	11.3%	7.5%	8.3%	8.9%	20,804	16,822	13,369	320	288	203
Between 1-3 years	16.6%	15.5%	13.8%	46.4%	45.4%	45.7%	21.2%	21.8%	22.4%	9.6%	10.5%	10.5%	6.3%	6.8%	7.6%	56,329	46,311	37,425	857	811	549
Between 3-5 years	16.9%	16.4%	15.0%	45.9%	46.1%	44.9%	20.9%	20.6%	21.5%	9.9%	10.0%	10.8%	6.4%	6.9%	7.8%	62,490	50,321	41,600	863	816	523
5 or more years	18.9%	18.1%	16.4%	45.4%	45.0%	44.5%	18.4%	18.6%	19.3%	10.1%	10.6%	11.1%	7.2%	7.7%	8.7%	413,397	332,635	283,262	5,602	5,026	3,530

## Report by Demographics

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
Transgender																					
Yes	12.0%	--	--	34.0%	--	--	23.0%	--	--	13.1%	--	--	17.9%	--	--	2,044	--	--	49	--	--
No	18.5%	--	--	45.6%	--	--	18.9%	--	--	9.9%	--	--	7.0%	--	--	535,925	--	--	7,253	--	--
Consider Yourself as:																					
Straight	18.7%	--	--	45.9%	--	--	18.8%	--	--	9.8%	--	--	6.8%	--	--	502,082	--	--	6,647	--	--
Gay or Lesbian	18.6%	--	--	43.0%	--	--	17.9%	--	--	11.5%	--	--	9.0%	--	--	11,621	--	--	157	--	--
Bisexual	16.8%	--	--	42.2%	--	--	19.1%	--	--	12.3%	--	--	9.6%	--	--	5,612	--	--	87	--	--
Something else	11.2%	--	--	35.8%	--	--	24.5%	--	--	13.6%	--	--	14.9%	--	--	10,567	--	--	239	--	--
Military Service																					
No Prior Military Service	18.0%	17.4%	15.7%	46.6%	46.3%	45.8%	18.8%	19.0%	19.5%	9.9%	10.2%	10.8%	6.8%	7.1%	8.1%	380,733	319,408	273,521	5,366	5,003	3,542
Currently in Guard/Reserves	20.3%	19.4%	17.1%	43.9%	44.5%	44.0%	18.1%	17.8%	17.6%	10.1%	10.1%	11.1%	7.6%	8.1%	10.2%	10,614	7,301	6,065	141	98	63
Retired Separated/Discharged	21.4%	19.9%	18.1%	45.2%	45.1%	44.7%	18.7%	19.3%	19.8%	9.1%	9.6%	10.4%	5.6%	6.1%	7.0%	73,308	49,110	39,103	819	638	438
	16.9%	16.2%	14.7%	42.3%	41.2%	41.0%	20.3%	20.3%	21.4%	11.3%	12.1%	12.1%	9.3%	10.1%	10.8%	83,724	67,548	54,934	1,212	1,136	733
Disability																					
Yes	18.7%	17.6%	16.1%	41.8%	41.2%	41.2%	19.8%	19.9%	20.4%	10.5%	11.1%	11.6%	9.2%	10.1%	10.8%	82,370	68,045	50,723	1,394	1,248	814
No	18.4%	17.6%	15.9%	46.3%	46.0%	45.4%	18.8%	19.1%	19.8%	9.9%	10.4%	10.9%	6.6%	7.0%	8.1%	462,129	376,622	324,026	6,039	5,659	3,975

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
Work Location																					
Headquarters	20.3%	19.5%	17.6%	44.7%	45.0%	44.2%	21.2%	21.4%	22.8%	8.4%	8.3%	8.7%	5.5%	5.7%	6.7%	205,577	166,910	145,172	12,783	10,490	9,682
Field	17.2%	16.8%	15.1%	44.3%	44.6%	44.1%	23.0%	22.8%	23.8%	8.6%	8.7%	9.1%	6.8%	7.0%	7.9%	325,251	259,689	212,590	23,172	18,712	15,831
Supervisory Status																					
Non-Supervisor	17.4%	16.9%	15.0%	43.8%	44.2%	43.5%	23.5%	23.5%	24.5%	8.4%	8.5%	8.8%	6.8%	7.0%	8.1%	346,256	278,138	231,292	28,969	23,734	20,458
Team Leader	16.2%	15.2%	14.1%	43.9%	43.9%	43.1%	23.1%	23.2%	24.1%	10.0%	10.4%	10.7%	6.8%	7.4%	8.0%	69,171	53,976	46,009	4,713	3,526	3,247
Supervisor	19.4%	19.4%	17.0%	47.2%	48.0%	47.7%	20.1%	19.6%	21.3%	8.4%	8.4%	8.7%	4.9%	4.7%	5.3%	75,837	60,810	50,364	2,205	1,826	1,597
Manager	26.8%	27.4%	24.6%	48.7%	47.9%	48.1%	14.7%	14.9%	16.3%	6.5%	6.5%	7.0%	3.3%	3.2%	3.9%	33,821	28,236	24,285	336	284	327
Senior Leader	40.8%	39.1%	38.1%	41.4%	42.5%	42.3%	10.9%	11.9%	11.9%	4.2%	4.1%	4.9%	2.8%	2.4%	2.9%	8,250	8,076	8,001	56	51	58
Sex																					
Male	18.5%	18.0%	15.9%	43.6%	43.9%	43.2%	22.6%	22.4%	23.8%	8.6%	8.9%	9.3%	6.7%	6.8%	7.8%	294,322	217,982	183,441	18,849	13,921	12,359
Female	18.3%	17.7%	16.4%	46.0%	46.0%	45.6%	21.8%	22.1%	22.7%	8.1%	8.1%	8.4%	5.7%	6.1%	6.9%	230,590	205,138	171,524	16,134	14,753	12,660
Hispanic or Latino																					
Yes	19.0%	18.6%	16.8%	40.7%	42.0%	40.6%	22.9%	22.2%	23.8%	9.1%	9.0%	9.1%	8.3%	8.2%	9.7%	50,171	37,194	31,511	2,940	2,253	1,884
No	18.4%	17.8%	16.0%	45.1%	45.2%	44.7%	22.1%	22.2%	23.2%	8.3%	8.5%	8.9%	6.0%	6.3%	7.1%	468,965	381,940	319,971	31,492	25,983	22,731
Race																					
American Indian/ Alaska Native	14.2%	14.8%	12.8%	38.4%	38.2%	36.8%	26.5%	27.3%	27.2%	11.1%	10.1%	11.0%	9.7%	9.6%	12.2%	10,007	8,796	7,323	568	533	464
Asian	20.9%	20.0%	19.1%	46.8%	46.5%	45.9%	20.6%	20.9%	21.7%	6.5%	7.1%	6.8%	5.2%	5.5%	6.5%	27,781	20,895	18,437	1,396	1,090	979
Black/African American	19.8%	18.4%	17.2%	46.5%	47.0%	46.3%	21.5%	21.5%	22.4%	6.5%	6.8%	6.9%	5.8%	6.3%	7.1%	72,983	61,038	54,732	3,703	3,138	3,005
Native Hawaiian/ Pacific Islander	18.3%	16.4%	16.0%	40.6%	41.5%	41.0%	25.5%	24.7%	24.6%	7.8%	8.4%	8.8%	7.9%	9.0%	9.6%	3,771	2,618	2,103	151	128	97
White	18.4%	17.9%	16.0%	44.6%	44.9%	44.4%	22.1%	22.0%	23.2%	8.8%	8.9%	9.3%	6.1%	6.2%	7.1%	369,226	296,293	244,909	25,734	20,821	18,057
Two or more races (Not Hispanic/ Latino)	16.4%	16.9%	14.2%	41.0%	40.3%	39.4%	23.9%	23.7%	25.3%	9.9%	9.5%	10.1%	8.8%	9.6%	11.1%	21,100	17,235	13,257	1,653	1,370	1,040

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
<b>Age Group</b>																					
25 and under	25.0%	22.7%	23.0%	48.5%	50.6%	48.0%	15.9%	16.5%	17.6%	6.1%	5.7%	6.6%	4.4%	4.4%	4.8%	5,458	3,457	2,508	366	208	171
26-29 years old	21.2%	20.7%	18.1%	45.5%	46.3%	46.3%	18.7%	17.5%	19.1%	8.3%	8.9%	8.8%	6.3%	6.6%	7.7%	15,480	11,756	10,339	980	712	674
30-39 years old	18.4%	17.7%	16.1%	43.9%	44.5%	44.1%	20.6%	20.7%	21.1%	9.5%	9.4%	10.0%	7.6%	7.7%	8.7%	104,769	82,108	68,351	7,205	5,721	4,972
40-49 years old	17.8%	17.6%	15.4%	44.1%	44.4%	43.7%	22.1%	21.9%	23.3%	8.9%	9.0%	9.4%	7.2%	7.1%	8.1%	135,326	111,610	95,663	9,041	7,602	6,775
50-59 years old	18.5%	17.6%	15.8%	44.8%	44.8%	43.9%	23.2%	23.5%	24.8%	8.0%	8.1%	8.5%	5.5%	6.0%	6.9%	180,901	156,279	132,487	11,449	10,499	9,281
60 or older	19.0%	17.4%	16.0%	45.7%	44.8%	44.9%	23.9%	24.9%	25.7%	7.0%	7.8%	7.7%	4.4%	5.1%	5.8%	76,393	71,651	56,965	5,276	5,295	4,366
<b>Level of Education</b>																					
Less than High School	17.8%	17.7%	17.3%	36.3%	41.5%	40.4%	26.8%	29.8%	27.0%	9.4%	5.2%	8.7%	9.8%	5.8%	6.5%	385	408	338	27	33	25
H.S. Diploma/ GED or equiv	16.6%	16.5%	16.3%	43.7%	44.5%	44.3%	26.1%	25.2%	25.7%	7.5%	7.4%	7.3%	6.0%	6.4%	6.4%	22,907	18,403	15,291	1,294	1,012	915
Trade/Technical Certificate	15.1%	15.0%	14.5%	42.2%	43.4%	41.9%	27.0%	25.6%	26.7%	8.3%	8.4%	9.2%	7.4%	7.6%	7.6%	11,759	10,028	7,643	765	710	522
Some College (no degree)	17.0%	16.5%	14.8%	42.3%	42.8%	42.2%	25.4%	25.1%	26.3%	8.3%	8.4%	8.4%	7.1%	7.3%	8.3%	74,608	58,466	49,137	5,114	4,017	3,485
Associate's Degree	16.7%	16.0%	15.2%	43.6%	43.7%	42.4%	24.5%	25.0%	25.2%	8.3%	8.3%	8.7%	7.0%	7.1%	8.5%	41,779	33,143	25,838	2,877	2,285	1,911
Bachelor's Degree	18.3%	18.0%	15.8%	45.8%	45.8%	45.4%	21.6%	21.5%	22.8%	8.3%	8.5%	8.8%	6.0%	6.2%	7.2%	185,349	144,521	122,966	12,787	9,896	8,664
Master's Degree	19.4%	18.9%	16.8%	44.9%	45.5%	44.9%	20.3%	20.3%	21.2%	9.2%	9.1%	9.8%	6.2%	6.2%	7.2%	138,892	112,070	95,285	8,339	6,873	6,086
Doctoral/ Professional Degree	22.9%	21.0%	18.8%	44.6%	45.2%	44.8%	19.3%	19.7%	21.2%	7.7%	8.1%	8.5%	5.4%	5.9%	6.6%	52,478	48,532	40,347	4,322	4,054	3,589
<b>Pay Category</b>																					
Federal Wage System	12.7%	13.0%	11.5%	40.6%	39.5%	39.6%	27.7%	27.5%	28.3%	9.7%	10.1%	9.9%	9.2%	9.8%	10.7%	17,480	12,145	8,855	1,414	919	701
GS 1-6	19.6%	17.9%	17.3%	42.6%	42.1%	42.5%	23.8%	24.7%	24.6%	7.2%	7.4%	7.6%	6.8%	7.9%	8.0%	21,582	25,426	17,340	1,574	1,945	1,289
GS 7-12	17.6%	17.2%	15.4%	45.0%	45.5%	44.9%	23.0%	22.6%	23.9%	8.0%	8.4%	8.4%	6.4%	6.4%	7.3%	228,812	178,808	141,559	16,828	13,435	11,103
GS 13-15	19.9%	19.7%	17.5%	45.5%	46.1%	45.3%	20.3%	20.1%	21.3%	8.9%	8.7%	9.4%	5.5%	5.4%	6.4%	215,864	173,301	158,614	12,701	10,481	10,217
SES	44.5%	44.6%	45.9%	39.0%	40.6%	39.3%	9.9%	9.1%	8.8%	4.3%	4.1%	4.2%	2.3%	1.7%	1.8%	5,257	5,620	5,716	43	38	30
SL/ST	29.4%	25.2%	22.4%	41.8%	42.2%	45.0%	18.3%	17.7%	19.7%	6.5%	7.0%	8.3%	4.0%	8.0%	4.6%	1,772	1,913	1,503	77	84	62
Other	15.8%	14.9%	12.8%	41.2%	42.7%	41.2%	25.1%	24.4%	25.3%	9.7%	9.6%	10.6%	8.3%	8.4%	10.1%	38,789	28,984	23,818	3,140	2,097	1,938

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
Time in Federal Government																					
< 1 year	32.0%	31.0%	28.1%	46.3%	46.4%	48.0%	15.8%	15.4%	15.7%	3.6%	4.3%	5.5%	2.3%	2.9%	2.8%	6,713	8,264	6,310	564	712	517
1-3 years	23.8%	22.5%	20.6%	45.9%	46.5%	46.7%	19.0%	19.3%	20.0%	6.8%	6.8%	7.4%	4.4%	4.8%	5.3%	55,641	42,341	27,841	3,787	2,778	1,943
4-5 years	20.1%	18.6%	16.2%	44.0%	44.5%	44.4%	21.6%	21.5%	22.8%	8.2%	8.5%	9.3%	6.2%	6.9%	7.3%	32,985	28,105	27,937	2,224	1,980	2,048
6-10 years	17.6%	16.8%	15.1%	44.4%	44.6%	43.7%	22.0%	22.2%	23.3%	9.1%	9.2%	9.6%	6.9%	7.3%	8.3%	123,646	101,111	85,209	8,606	7,261	6,244
11-14 years	16.5%	15.9%	14.1%	43.7%	43.1%	42.4%	23.1%	23.2%	24.3%	9.5%	10.2%	10.3%	7.2%	7.6%	8.8%	78,824	59,546	50,890	5,490	4,144	3,821
15-20 years	15.9%	16.0%	14.6%	43.0%	43.7%	42.2%	23.9%	23.7%	25.2%	9.5%	9.1%	9.6%	7.6%	7.5%	8.4%	86,223	61,918	48,103	5,924	4,240	3,426
> 20 years	18.0%	17.4%	15.9%	45.3%	45.7%	45.2%	23.4%	23.5%	24.2%	7.7%	7.9%	7.9%	5.6%	5.6%	6.7%	145,868	125,899	111,854	9,245	7,967	7,392
Time with Current Agency																					
< 1 year	30.0%	29.2%	27.3%	45.5%	45.6%	46.3%	16.8%	16.8%	17.2%	4.7%	4.7%	5.6%	3.0%	3.6%	3.7%	13,071	15,147	12,145	1,042	1,261	955
1-3 years	22.8%	21.6%	19.6%	44.9%	45.6%	45.5%	19.7%	20.1%	21.0%	7.4%	7.3%	7.8%	5.2%	5.4%	6.1%	87,162	65,381	44,478	5,862	4,212	2,996
4-5 years	18.8%	17.5%	15.3%	43.3%	43.9%	43.4%	22.0%	22.1%	23.3%	8.9%	9.1%	9.8%	7.0%	7.4%	8.2%	43,181	35,301	35,473	2,798	2,415	2,539
6-10 years	16.7%	16.1%	14.2%	44.1%	44.0%	43.4%	22.8%	22.7%	23.9%	9.3%	9.5%	9.7%	7.2%	7.6%	8.8%	128,177	105,846	90,922	8,902	7,577	6,830
11-20 years	15.8%	15.5%	14.1%	43.7%	44.0%	42.8%	23.9%	23.8%	24.8%	9.4%	9.5%	9.9%	7.3%	7.3%	8.4%	149,305	110,432	91,820	10,311	7,758	6,588
> 20 years	18.4%	17.6%	16.3%	46.2%	46.5%	46.1%	22.9%	23.1%	24.1%	7.4%	7.6%	7.6%	5.1%	5.2%	6.0%	107,817	93,662	82,099	6,847	5,806	5,389
Leaving																					
No	22.6%	21.9%	20.0%	48.1%	48.4%	48.3%	20.0%	20.0%	21.2%	6.1%	6.3%	6.5%	3.3%	3.4%	4.0%	359,773	296,895	243,088	21,574	17,968	15,426
Yes, to retire	15.2%	13.9%	13.0%	44.3%	44.4%	44.3%	25.9%	26.6%	26.9%	8.7%	9.1%	8.8%	5.9%	6.0%	7.0%	32,543	26,608	20,799	2,210	1,859	1,469
Yes, to other job in Govt	9.8%	9.3%	8.4%	37.2%	37.9%	36.3%	26.9%	26.5%	27.3%	13.7%	13.5%	14.0%	12.4%	12.7%	14.0%	92,394	64,972	64,834	7,609	5,572	5,542
Yes, to other job outside Govt	8.5%	8.2%	6.7%	34.7%	34.4%	32.6%	24.8%	23.9%	25.1%	15.7%	16.0%	16.6%	16.3%	17.4%	19.0%	20,336	17,746	12,497	1,888	1,615	1,228
Yes, other	7.9%	7.7%	6.2%	33.6%	31.7%	31.9%	29.4%	30.1%	30.0%	13.3%	13.7%	14.0%	15.8%	16.8%	17.9%	25,005	20,086	16,270	2,513	2,014	1,690
Retiring																					
Within 1 year	15.4%	14.0%	13.2%	43.5%	43.6%	43.3%	25.2%	25.9%	26.6%	9.1%	9.3%	9.0%	6.8%	7.2%	7.9%	19,760	15,988	12,670	1,384	1,111	881
Between 1-3 years	16.4%	15.6%	14.0%	44.9%	44.5%	45.0%	25.0%	25.4%	26.1%	8.2%	8.4%	8.3%	5.5%	6.0%	6.5%	53,677	44,123	35,344	3,611	2,999	2,609
Between 3-5 years	16.7%	16.5%	14.9%	44.8%	45.0%	44.1%	24.3%	24.4%	25.9%	8.5%	8.2%	8.6%	5.6%	5.8%	6.5%	59,612	47,974	39,472	3,868	3,171	2,638
5 or more years	19.1%	18.5%	16.6%	44.5%	44.9%	44.3%	21.5%	21.4%	22.5%	8.5%	8.5%	9.0%	6.4%	6.6%	7.6%	392,984	315,785	267,598	26,590	21,534	18,950

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
Transgender																					
Yes	12.4%	--	--	32.4%	--	--	26.3%	--	--	11.5%	--	--	17.4%	--	--	1,926	--	--	172	--	--
No	18.6%	--	--	44.7%	--	--	22.1%	--	--	8.4%	--	--	6.2%	--	--	510,536	--	--	33,409	--	--
Consider Yourself as:																					
Straight	18.8%	--	--	45.0%	--	--	22.0%	--	--	8.3%	--	--	6.0%	--	--	478,791	--	--	30,651	--	--
Gay or Lesbian	18.9%	--	--	42.3%	--	--	21.2%	--	--	9.5%	--	--	8.1%	--	--	11,016	--	--	787	--	--
Bisexual	17.4%	--	--	42.2%	--	--	20.7%	--	--	10.4%	--	--	9.2%	--	--	5,280	--	--	424	--	--
Something else	11.2%	--	--	34.5%	--	--	28.8%	--	--	11.2%	--	--	14.3%	--	--	9,863	--	--	956	--	--
Military Service																					
No Prior Military Service	18.1%	17.5%	15.9%	45.6%	46.0%	45.3%	21.9%	21.8%	22.8%	8.4%	8.4%	8.8%	6.1%	6.2%	7.2%	362,039	303,404	258,506	24,575	20,663	18,259
Currently in Guard/Reserves	20.2%	19.7%	17.0%	43.9%	44.0%	44.3%	20.0%	20.7%	21.2%	8.8%	8.4%	9.0%	7.1%	7.2%	8.6%	10,209	6,985	5,808	564	407	328
Retired Separated/Discharged	21.0%	20.3%	18.2%	44.4%	44.9%	44.6%	22.2%	22.1%	23.5%	7.6%	7.8%	8.1%	4.8%	5.0%	5.5%	70,453	47,094	37,337	3,810	2,675	2,210
	17.3%	17.0%	15.1%	41.4%	41.3%	40.6%	23.9%	24.0%	25.2%	9.3%	9.5%	9.8%	8.2%	8.3%	9.4%	79,136	63,922	51,573	5,928	4,760	4,060
Disability																					
Yes	18.9%	18.2%	16.5%	41.1%	41.4%	41.1%	23.1%	23.0%	24.1%	8.9%	8.8%	9.2%	8.0%	8.6%	9.2%	78,391	64,631	47,978	5,535	4,637	3,525
No	18.4%	17.8%	16.0%	45.3%	45.6%	44.9%	22.0%	22.1%	23.2%	8.3%	8.5%	8.8%	5.9%	6.0%	7.1%	439,974	358,067	306,362	28,818	23,892	21,357

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

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
Work Location																					
Headquarters	19.2%	18.3%	16.2%	40.4%	40.2%	38.6%	19.8%	20.3%	21.6%	12.3%	12.3%	13.4%	8.3%	8.9%	10.2%	212,283	172,393	150,766	6,263	5,281	4,485
Field	15.8%	15.3%	13.3%	38.6%	38.3%	37.2%	22.0%	22.0%	22.8%	13.3%	13.6%	14.7%	10.3%	10.8%	12.0%	335,858	268,206	220,367	12,946	10,595	8,687
Supervisory Status																					
Non-Supervisor	15.9%	15.2%	13.2%	37.9%	37.7%	36.2%	22.4%	22.6%	23.5%	13.4%	13.6%	14.7%	10.4%	10.9%	12.3%	359,234	288,865	241,406	16,395	13,484	11,033
Team Leader	14.8%	14.1%	12.7%	38.7%	38.0%	36.6%	21.4%	21.4%	22.7%	14.7%	14.8%	15.7%	10.3%	11.6%	12.2%	72,047	55,973	48,021	1,907	1,616	1,363
Supervisor	18.8%	18.9%	16.0%	44.1%	44.1%	43.3%	18.9%	18.9%	20.4%	11.2%	11.4%	12.4%	7.0%	6.8%	7.9%	77,175	61,936	51,393	948	794	716
Manager	27.4%	27.5%	24.1%	46.8%	46.0%	45.8%	13.5%	14.0%	14.7%	7.8%	8.1%	9.6%	4.5%	4.4%	5.7%	34,037	28,436	24,524	140	128	142
Senior Leader	40.5%	38.6%	37.1%	41.1%	41.7%	41.4%	10.2%	11.4%	11.2%	5.0%	4.6%	6.2%	3.2%	3.7%	4.0%	8,265	8,065	8,037	37	43	46
Sex																					
Male	17.5%	16.9%	14.6%	39.3%	39.0%	37.8%	21.2%	21.4%	22.4%	12.4%	12.7%	13.8%	9.6%	10.1%	11.3%	303,668	224,958	190,218	9,766	7,251	6,070
Female	16.6%	16.0%	14.3%	39.6%	39.2%	37.7%	21.0%	21.2%	22.2%	13.5%	13.6%	14.6%	9.3%	10.0%	11.2%	238,002	211,869	177,806	9,018	8,419	6,885
Hispanic or Latino																					
Yes	17.7%	17.0%	15.1%	35.8%	36.5%	35.6%	21.7%	21.6%	21.8%	13.1%	12.9%	14.0%	11.6%	12.0%	13.5%	51,552	38,169	32,443	1,643	1,309	1,047
No	17.1%	16.5%	14.4%	39.9%	39.4%	38.1%	21.0%	21.2%	22.4%	12.8%	13.1%	14.1%	9.2%	9.8%	11.0%	484,094	394,429	331,938	16,830	14,138	11,654
Race																					
American Indian/ Alaska Native	13.1%	13.3%	11.8%	34.1%	33.8%	31.5%	24.7%	24.9%	25.9%	14.7%	14.6%	14.6%	13.4%	13.4%	16.3%	10,221	8,974	7,551	354	343	267
Asian	19.7%	19.0%	17.9%	43.0%	42.5%	40.9%	21.0%	20.8%	22.5%	9.1%	9.7%	10.0%	7.1%	8.0%	8.7%	28,260	21,293	18,815	931	715	637
Black/African American	18.9%	17.6%	16.3%	42.6%	42.2%	40.8%	20.4%	20.6%	22.1%	9.9%	10.6%	10.9%	8.2%	9.0%	9.8%	74,390	62,122	55,970	2,373	2,104	1,830
Native Hawaiian/ Pacific Islander	17.4%	16.6%	14.8%	37.8%	36.4%	38.6%	25.1%	24.5%	22.0%	9.9%	11.5%	12.5%	9.9%	11.0%	12.1%	3,835	2,657	2,151	94	81	57
White	17.0%	16.4%	14.1%	39.1%	38.7%	37.5%	20.9%	21.1%	22.1%	13.6%	13.8%	15.1%	9.4%	9.9%	11.2%	382,196	306,863	254,921	13,196	10,806	8,832
Two or more races (Not Hispanic/ Latino)	15.2%	15.0%	12.6%	35.5%	35.1%	33.2%	22.2%	22.3%	22.7%	14.3%	13.3%	15.9%	12.9%	14.4%	15.6%	21,907	17,894	13,778	867	750	558

## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
<b>Age Group</b>																					
25 and under	23.4%	21.3%	19.8%	42.6%	44.4%	42.3%	17.0%	16.3%	17.6%	10.6%	9.9%	11.9%	6.4%	8.0%	8.4%	5,606	3,534	2,577	236	140	113
26-29 years old	19.5%	18.6%	16.7%	39.2%	40.5%	39.1%	18.8%	17.5%	18.4%	13.0%	13.0%	14.0%	9.5%	10.4%	11.8%	15,923	12,131	10,711	563	383	325
30-39 years old	16.8%	16.1%	14.2%	38.3%	38.2%	37.0%	19.5%	19.7%	20.6%	14.2%	14.4%	15.3%	11.2%	11.7%	12.9%	108,606	85,240	71,292	3,530	2,813	2,332
40-49 years old	16.6%	16.3%	14.0%	38.8%	38.6%	37.6%	20.7%	20.8%	21.9%	13.4%	13.5%	14.5%	10.4%	10.9%	12.0%	140,080	115,671	99,460	4,423	3,797	3,339
50-59 years old	17.3%	16.3%	14.2%	40.3%	39.6%	37.9%	21.8%	22.3%	23.4%	12.1%	12.5%	13.8%	8.5%	9.3%	10.6%	186,145	160,895	137,138	6,329	6,008	4,939
60 or older	17.7%	16.1%	14.3%	40.3%	38.7%	37.7%	23.6%	24.4%	25.4%	11.4%	12.4%	13.2%	7.0%	8.3%	9.5%	78,439	73,627	58,738	3,319	3,337	2,616
<b>Level of Education</b>																					
Less than High School	17.0%	18.8%	14.6%	33.3%	37.1%	40.4%	29.3%	26.5%	27.1%	8.6%	8.7%	9.1%	11.9%	8.9%	8.7%	393	410	340	19	28	21
H.S. Diploma/ GED or equiv	15.6%	15.5%	15.3%	39.4%	40.6%	38.9%	24.7%	23.9%	24.3%	11.6%	11.0%	12.2%	8.7%	9.1%	9.3%	23,362	18,732	15,634	852	675	585
Trade/Technical Certificate	14.0%	13.6%	12.7%	36.8%	38.2%	36.5%	25.5%	24.8%	25.7%	12.9%	12.1%	13.2%	10.7%	11.2%	11.9%	12,078	10,321	7,866	465	431	330
Some College (no degree)	15.7%	15.3%	13.4%	37.1%	37.0%	36.0%	23.9%	23.5%	24.8%	12.7%	13.1%	13.6%	10.6%	11.1%	12.2%	76,757	60,065	50,732	3,048	2,457	1,997
Associate's Degree	15.4%	14.8%	13.4%	38.6%	37.8%	36.0%	22.7%	23.7%	24.1%	13.0%	12.7%	14.1%	10.4%	11.0%	12.4%	43,023	34,018	26,697	1,672	1,419	1,092
Bachelor's Degree	16.9%	16.4%	14.2%	40.3%	39.8%	38.5%	20.6%	20.8%	21.9%	12.9%	13.2%	14.3%	9.2%	9.8%	11.2%	191,699	149,448	127,559	6,682	5,270	4,510
Master's Degree	18.4%	17.7%	15.4%	40.3%	40.2%	38.9%	19.2%	19.2%	20.4%	13.1%	13.4%	14.6%	9.1%	9.5%	10.8%	143,332	115,714	98,794	4,000	3,435	2,826
Doctoral/ Professional Degree	20.5%	18.9%	16.1%	38.5%	37.6%	37.0%	19.6%	20.0%	20.7%	12.7%	13.8%	15.1%	8.7%	9.7%	11.1%	54,554	50,630	42,407	2,306	2,080	1,690
<b>Pay Category</b>																					
Federal Wage System	11.8%	12.2%	10.5%	34.0%	34.6%	33.0%	25.4%	24.1%	26.6%	15.4%	15.0%	14.4%	13.3%	14.1%	15.5%	18,081	12,588	9,184	840	493	383
GS 1-6	18.0%	16.3%	15.1%	36.1%	35.8%	35.8%	23.8%	24.1%	24.7%	11.8%	11.9%	12.8%	10.3%	11.9%	11.7%	21,997	25,931	17,676	1,202	1,438	977
GS 7-12	15.9%	15.4%	13.6%	39.0%	39.0%	37.5%	22.0%	21.9%	23.1%	13.1%	13.4%	14.4%	10.0%	10.3%	11.5%	236,315	184,589	146,783	9,595	7,917	6,272
GS 13-15	19.0%	18.7%	16.1%	41.3%	41.2%	40.1%	19.1%	19.3%	20.0%	12.5%	12.6%	14.0%	8.1%	8.2%	9.7%	222,962	179,390	164,902	5,803	4,747	4,434
SES	43.9%	44.6%	45.2%	38.7%	39.3%	38.5%	9.4%	8.5%	8.3%	5.0%	5.0%	5.3%	3.0%	2.7%	2.7%	5,276	5,642	5,745	22	21	16
SL/ST	28.7%	24.6%	19.6%	38.5%	35.2%	38.0%	17.9%	17.6%	21.7%	9.0%	10.9%	12.3%	5.9%	11.7%	8.4%	1,807	1,950	1,548	44	50	23
Other	14.6%	13.8%	11.6%	36.9%	37.6%	35.1%	23.3%	22.4%	23.7%	13.7%	13.8%	15.2%	11.5%	12.4%	14.5%	40,291	29,963	24,825	1,662	1,174	1,012

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
Time in Federal Government																					
< 1 year	30.0%	28.3%	25.6%	41.7%	42.6%	43.4%	17.6%	16.3%	17.7%	7.2%	8.0%	8.7%	3.6%	4.7%	4.6%	6,887	8,524	6,534	388	459	310
1-3 years	22.2%	20.7%	18.2%	40.4%	40.9%	40.0%	19.0%	19.5%	20.4%	11.2%	10.8%	12.5%	7.2%	8.1%	9.0%	57,243	43,568	28,770	2,264	1,651	1,118
4-5 years	18.3%	17.1%	14.5%	38.7%	38.1%	37.5%	20.1%	20.8%	21.8%	13.2%	13.6%	14.7%	9.7%	10.5%	11.5%	34,022	28,985	29,106	1,214	1,146	976
6-10 years	16.1%	15.2%	13.5%	38.7%	38.4%	36.7%	21.0%	21.0%	22.3%	13.8%	14.1%	15.0%	10.4%	11.4%	12.5%	128,028	104,749	88,597	4,374	3,810	3,134
11-14 years	15.3%	14.7%	13.1%	38.6%	37.2%	36.2%	21.4%	22.0%	22.6%	13.9%	14.5%	15.3%	10.8%	11.6%	12.8%	81,664	61,629	52,946	2,734	2,161	1,863
15-20 years	14.8%	14.9%	13.1%	38.1%	38.1%	36.1%	22.4%	22.2%	23.4%	13.8%	13.5%	15.0%	10.9%	11.3%	12.4%	89,131	64,019	49,986	3,105	2,261	1,715
> 20 years	17.0%	16.3%	14.3%	40.6%	40.4%	39.2%	22.0%	22.4%	23.2%	11.9%	12.3%	13.2%	8.5%	8.6%	10.1%	150,122	129,552	115,456	5,132	4,435	4,046
Time with Current Agency																					
< 1 year	28.3%	27.6%	24.9%	41.9%	41.1%	42.2%	17.4%	16.7%	17.6%	7.7%	9.0%	9.2%	4.7%	5.6%	6.1%	13,422	15,667	12,565	691	767	592
1-3 years	21.1%	19.8%	17.6%	39.4%	40.1%	38.8%	19.5%	19.9%	21.0%	11.8%	11.5%	12.8%	8.1%	8.8%	9.8%	89,857	67,264	46,036	3,285	2,436	1,610
4-5 years	17.3%	16.1%	13.8%	38.0%	37.8%	36.5%	20.6%	21.0%	22.2%	13.8%	13.9%	15.0%	10.4%	11.2%	12.5%	44,494	36,452	36,912	1,514	1,329	1,191
6-10 years	15.3%	14.6%	12.7%	38.5%	37.9%	36.2%	21.5%	21.4%	22.7%	13.9%	14.4%	15.4%	10.8%	11.7%	13.0%	132,696	109,702	94,614	4,527	3,940	3,383
11-20 years	14.7%	14.4%	12.8%	38.6%	38.1%	36.7%	22.2%	22.5%	23.2%	13.8%	14.0%	15.0%	10.7%	11.0%	12.3%	154,431	114,297	95,308	5,344	4,079	3,362
> 20 years	17.3%	16.5%	14.5%	41.5%	41.3%	40.0%	21.8%	22.1%	23.1%	11.6%	12.0%	13.1%	7.8%	8.1%	9.2%	110,972	96,228	84,722	3,800	3,308	2,955
Leaving																					
No	21.2%	20.4%	18.2%	43.4%	43.1%	42.3%	19.8%	20.2%	21.5%	10.1%	10.5%	11.4%	5.4%	5.8%	6.6%	369,534	304,998	250,721	12,178	10,388	8,431
Yes, to retire	14.1%	13.0%	11.7%	39.4%	38.9%	37.6%	24.5%	25.4%	26.0%	13.1%	13.6%	14.1%	8.9%	9.1%	10.5%	33,518	27,327	21,414	1,288	1,151	866
Yes, to other job in Govt	8.8%	8.2%	7.0%	30.9%	30.8%	29.0%	23.3%	23.0%	23.8%	19.1%	19.0%	20.1%	17.8%	19.0%	20.1%	96,527	67,986	68,188	3,572	2,660	2,461
Yes, to other job outside Govt	7.5%	7.2%	5.3%	28.5%	27.3%	25.8%	21.8%	21.5%	20.5%	20.0%	20.0%	21.8%	22.2%	23.9%	26.6%	21,432	18,743	13,230	832	654	546
Yes, other	7.0%	6.5%	5.3%	27.4%	25.9%	24.3%	25.9%	25.1%	25.1%	18.4%	19.2%	20.3%	21.3%	23.3%	24.9%	26,278	21,112	17,189	1,264	1,018	814
Retiring																					
Within 1 year	14.3%	13.2%	11.8%	38.5%	37.7%	36.3%	23.9%	24.3%	25.7%	13.4%	13.9%	14.2%	10.0%	10.9%	12.0%	20,392	16,418	13,055	789	686	526
Between 1-3 years	15.2%	14.3%	12.5%	40.0%	39.5%	38.4%	23.7%	24.1%	25.2%	12.7%	13.1%	14.0%	8.4%	8.9%	10.0%	55,229	45,366	36,507	2,113	1,770	1,492
Between 3-5 years	15.5%	15.3%	13.3%	39.9%	39.4%	38.1%	23.1%	23.5%	24.4%	12.8%	12.9%	14.1%	8.6%	8.9%	10.2%	61,304	49,337	40,735	2,195	1,862	1,426
5 or more years	17.7%	17.0%	15.0%	39.3%	39.1%	37.8%	20.4%	20.5%	21.6%	12.9%	13.1%	14.2%	9.7%	10.3%	11.5%	406,172	326,503	277,924	13,835	11,426	9,511

## Report by Demographics

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
Transgender																					
Yes	11.1%	--	--	28.1%	--	--	23.6%	--	--	15.0%	--	--	22.1%	--	--	2,006	--	--	94	--	--
No	17.3%	--	--	39.5%	--	--	21.1%	--	--	12.8%	--	--	9.4%	--	--	526,509	--	--	17,971	--	--
Consider Yourself as:																					
Straight	17.5%	--	--	39.8%	--	--	21.0%	--	--	12.6%	--	--	9.1%	--	--	493,391	--	--	16,547	--	--
Gay or Lesbian	17.4%	--	--	36.5%	--	--	19.4%	--	--	14.3%	--	--	12.4%	--	--	11,417	--	--	390	--	--
Bisexual	16.0%	--	--	34.8%	--	--	20.0%	--	--	15.5%	--	--	13.7%	--	--	5,500	--	--	215	--	--
Something else	10.3%	--	--	29.0%	--	--	24.8%	--	--	16.8%	--	--	19.0%	--	--	10,340	--	--	504	--	--
Military Service																					
No Prior Military Service	16.7%	16.1%	14.1%	39.9%	39.8%	38.3%	21.0%	21.1%	22.0%	13.0%	13.3%	14.5%	9.3%	9.8%	11.1%	373,842	313,451	268,149	13,207	11,220	9,408
Currently in Guard/Reserves	19.1%	18.8%	16.7%	39.8%	40.2%	38.2%	19.5%	19.2%	20.7%	11.8%	11.6%	12.1%	9.8%	10.1%	12.3%	10,458	7,177	5,976	328	227	175
Retired Separated/Discharged	20.1%	19.2%	17.0%	41.0%	41.0%	40.1%	20.9%	21.1%	22.1%	11.0%	11.3%	12.3%	7.1%	7.4%	8.6%	72,231	48,202	38,465	2,075	1,559	1,155
	15.9%	15.5%	13.4%	36.2%	35.4%	34.5%	22.1%	22.5%	23.7%	14.0%	13.8%	14.7%	11.7%	12.8%	13.6%	82,046	66,147	53,645	3,084	2,605	2,130
Disability																					
Yes	17.4%	16.7%	14.6%	36.1%	35.2%	34.5%	21.5%	22.1%	22.9%	13.2%	13.2%	14.3%	11.8%	12.8%	13.8%	80,874	66,622	49,600	3,116	2,730	2,041
No	17.2%	16.4%	14.4%	40.1%	40.0%	38.5%	21.0%	21.1%	22.2%	12.7%	13.0%	14.1%	8.9%	9.4%	10.7%	453,935	369,681	317,748	15,346	12,886	10,849

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

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
<b>Work Location</b>																					
Headquarters	20.9%	19.7%	17.6%	42.7%	42.2%	41.1%	19.5%	20.1%	21.3%	9.8%	10.2%	11.0%	7.1%	7.7%	9.0%	211,216	172,495	150,836	6,096	5,340	4,452
Field	17.1%	16.5%	14.5%	40.9%	40.4%	39.6%	21.9%	22.0%	22.9%	11.0%	11.4%	12.3%	9.1%	9.7%	10.7%	333,221	268,060	220,061	13,219	11,031	9,077
<b>Supervisory Status</b>																					
Non-Supervisor	17.0%	16.2%	14.2%	40.2%	39.9%	38.8%	22.5%	22.8%	23.8%	11.1%	11.4%	12.3%	9.1%	9.7%	11.0%	356,521	288,627	241,015	16,575	14,022	11,481
Team Leader	16.5%	15.7%	14.0%	41.9%	40.5%	39.9%	20.9%	21.2%	22.3%	11.8%	12.3%	13.2%	9.0%	10.2%	10.6%	71,721	56,063	48,149	1,839	1,597	1,280
Supervisor	20.9%	20.4%	18.1%	46.0%	46.0%	45.4%	18.0%	18.2%	19.5%	9.0%	9.5%	10.1%	6.0%	5.9%	6.9%	76,762	61,971	51,427	917	813	705
Manager	29.7%	29.7%	26.2%	47.0%	46.1%	46.3%	12.9%	12.8%	14.8%	6.2%	7.2%	7.6%	4.2%	4.1%	5.1%	33,812	28,481	24,534	157	119	140
Senior Leader	43.1%	40.8%	39.8%	40.5%	40.6%	39.9%	9.6%	11.0%	10.7%	3.9%	4.2%	5.8%	2.8%	3.4%	3.8%	8,221	8,093	8,036	38	33	47
<b>Sex</b>																					
Male	19.0%	18.2%	16.0%	41.5%	41.1%	40.3%	20.9%	21.1%	22.2%	10.2%	10.7%	11.5%	8.4%	8.9%	10.1%	301,683	225,059	190,235	9,601	7,425	6,150
Female	17.9%	17.2%	15.4%	41.8%	41.1%	40.1%	21.0%	21.5%	22.5%	11.1%	11.2%	12.0%	8.2%	9.0%	9.9%	236,292	211,737	177,571	9,256	8,731	7,153
<b>Hispanic or Latino</b>																					
Yes	18.6%	18.2%	16.1%	37.8%	38.2%	37.3%	22.1%	21.6%	22.8%	10.9%	11.1%	11.3%	10.5%	11.0%	12.4%	51,051	38,189	32,364	1,695	1,339	1,142
No	18.6%	17.7%	15.7%	42.1%	41.5%	40.6%	20.8%	21.2%	22.2%	10.5%	10.9%	11.8%	8.0%	8.6%	9.7%	480,958	394,397	331,791	16,852	14,574	11,919
<b>Race</b>																					
American Indian/ Alaska Native	13.6%	14.0%	12.2%	35.7%	35.5%	33.4%	25.8%	25.4%	26.4%	12.6%	12.6%	13.5%	12.3%	12.5%	14.5%	10,108	8,960	7,473	372	370	310
Asian	21.2%	19.7%	18.9%	44.7%	44.3%	43.1%	20.3%	20.7%	21.8%	7.6%	8.3%	8.3%	6.2%	6.9%	8.0%	28,068	21,288	18,877	902	720	606
Black/African American	20.0%	18.5%	17.1%	43.9%	43.4%	42.6%	20.3%	21.1%	22.1%	8.4%	8.8%	9.2%	7.4%	8.2%	9.0%	73,511	62,080	55,896	2,398	2,122	1,900
Native Hawaiian/ Pacific Islander	17.9%	16.9%	15.9%	39.8%	38.3%	39.5%	24.3%	24.1%	23.3%	8.6%	10.0%	10.2%	9.5%	10.7%	11.1%	3,782	2,662	2,127	94	87	70
White	18.6%	17.8%	15.6%	41.6%	41.1%	40.2%	20.6%	20.9%	21.9%	11.1%	11.5%	12.5%	8.2%	8.7%	9.9%	380,067	306,959	254,832	13,199	11,142	9,056
Two or more races (Not Hispanic/ Latino)	16.4%	16.2%	13.5%	37.5%	36.5%	35.4%	22.7%	22.9%	23.7%	11.7%	11.8%	12.8%	11.7%	12.5%	14.5%	21,735	17,880	13,787	902	775	556

## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
<b>Age Group</b>																					
25 and under	24.7%	22.3%	21.2%	44.9%	46.5%	46.5%	17.0%	16.9%	16.2%	7.7%	7.6%	9.0%	5.6%	6.7%	7.0%	5,549	3,531	2,573	243	136	113
26-29 years old	20.9%	19.9%	17.6%	41.3%	42.7%	42.3%	19.0%	18.0%	18.7%	10.4%	10.5%	11.1%	8.3%	8.9%	10.2%	15,831	12,110	10,688	557	398	347
30-39 years old	18.2%	17.4%	15.3%	40.9%	40.2%	39.7%	19.6%	20.1%	21.0%	11.6%	11.9%	12.8%	9.7%	10.3%	11.2%	108,113	85,237	71,247	3,504	2,920	2,400
40-49 years old	18.1%	17.4%	15.4%	41.2%	40.7%	39.7%	20.6%	21.0%	22.2%	10.8%	11.3%	11.9%	9.3%	9.6%	10.8%	139,242	115,598	99,344	4,555	3,973	3,516
50-59 years old	18.7%	17.6%	15.5%	42.2%	41.5%	40.4%	21.6%	22.0%	23.2%	10.0%	10.6%	11.5%	7.5%	8.3%	9.5%	184,806	161,002	137,065	6,344	6,131	5,040
60 or older	19.1%	17.3%	15.5%	42.6%	41.0%	40.2%	22.8%	23.9%	24.5%	9.4%	10.3%	11.2%	6.2%	7.5%	8.5%	77,631	73,564	58,747	3,247	3,439	2,615
<b>Level of Education</b>																					
Less than High School	17.8%	17.0%	15.6%	34.8%	39.5%	39.0%	27.8%	28.1%	29.6%	9.1%	8.4%	9.2%	10.5%	7.0%	6.7%	384	408	337	18	30	22
H.S. Diploma/ GED or equiv	16.3%	15.9%	15.7%	41.0%	42.0%	40.9%	25.1%	24.4%	25.2%	9.7%	9.7%	9.9%	7.9%	7.9%	8.3%	23,023	18,701	15,576	896	699	634
Trade/Technical Certificate	14.8%	14.0%	13.4%	38.4%	39.4%	37.8%	26.7%	26.4%	26.4%	10.8%	10.2%	12.1%	9.4%	10.1%	10.2%	11,928	10,307	7,865	469	455	324
Some College (no degree)	16.6%	16.1%	14.1%	39.0%	38.9%	38.2%	24.2%	24.1%	25.2%	10.8%	11.1%	11.6%	9.4%	9.9%	11.0%	75,858	59,956	50,680	3,197	2,647	2,061
Associate's Degree	16.3%	15.6%	14.1%	40.2%	39.6%	38.6%	23.5%	24.1%	24.3%	10.8%	11.1%	11.7%	9.1%	9.6%	11.3%	42,582	33,962	26,611	1,740	1,504	1,181
Bachelor's Degree	18.3%	17.7%	15.5%	42.8%	42.0%	41.2%	20.2%	20.5%	21.8%	10.5%	11.1%	11.7%	8.1%	8.7%	9.9%	190,527	149,314	127,355	6,731	5,556	4,757
Master's Degree	20.2%	19.3%	17.1%	42.7%	42.5%	41.4%	18.7%	18.9%	20.0%	10.5%	10.9%	11.9%	7.8%	8.3%	9.6%	142,691	115,894	98,881	3,928	3,411	2,810
Doctoral/ Professional Degree	23.1%	20.7%	18.3%	41.1%	39.9%	39.6%	18.1%	19.5%	19.7%	10.1%	11.1%	13.0%	7.6%	8.8%	9.3%	54,489	50,764	42,480	2,152	1,990	1,623
<b>Pay Category</b>																					
Federal Wage System	12.6%	12.6%	11.0%	36.7%	36.7%	36.1%	26.6%	25.5%	27.5%	12.5%	12.8%	11.8%	11.6%	12.4%	13.6%	17,874	12,539	9,179	850	533	393
GS 1-6	18.4%	16.6%	15.4%	37.9%	36.9%	37.4%	24.6%	25.2%	25.6%	10.1%	10.5%	10.8%	9.0%	10.8%	10.8%	21,658	25,876	17,601	1,243	1,531	1,043
GS 7-12	17.0%	16.4%	14.5%	41.1%	41.0%	40.0%	22.2%	22.1%	23.4%	10.8%	11.4%	11.9%	8.9%	9.1%	10.2%	234,277	184,254	146,432	9,937	8,409	6,685
GS 13-15	21.1%	20.6%	18.1%	43.8%	43.5%	42.6%	18.2%	18.5%	19.4%	10.0%	10.1%	11.5%	6.9%	7.2%	8.4%	222,233	179,732	165,075	5,481	4,623	4,306
SES	47.3%	46.8%	48.4%	37.2%	38.1%	37.0%	9.1%	8.0%	7.6%	3.8%	4.7%	4.2%	2.6%	2.4%	2.8%	5,253	5,648	5,756	20	22	13
SL/ST	31.6%	27.2%	21.7%	40.2%	35.9%	40.7%	15.3%	16.2%	19.0%	7.5%	9.3%	11.0%	5.4%	11.4%	7.7%	1,812	1,957	1,551	33	48	20
Other	16.1%	15.0%	13.2%	39.8%	39.7%	37.8%	22.6%	22.5%	22.8%	11.3%	11.7%	13.2%	10.2%	11.0%	13.0%	39,931	29,993	24,838	1,671	1,187	1,005

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
Time in Federal Government																					
< 1 year	32.0%	29.5%	26.8%	42.6%	44.3%	45.2%	16.4%	15.8%	17.0%	5.9%	6.2%	7.1%	3.1%	4.2%	4.0%	6,817	8,499	6,530	393	496	316
1-3 years	23.6%	21.6%	19.3%	42.4%	42.3%	41.9%	18.9%	19.7%	20.6%	9.1%	9.3%	10.1%	6.1%	7.1%	8.0%	56,903	43,571	28,757	2,265	1,690	1,131
4-5 years	19.6%	17.9%	15.7%	40.6%	40.1%	40.1%	20.6%	21.3%	21.8%	10.6%	11.3%	12.2%	8.5%	9.4%	10.2%	33,819	29,002	29,058	1,228	1,161	1,023
6-10 years	17.5%	16.4%	14.6%	41.3%	40.6%	39.3%	20.8%	21.1%	22.5%	11.3%	11.8%	12.7%	9.1%	10.2%	11.0%	127,246	104,755	88,525	4,425	3,935	3,256
11-14 years	16.8%	15.9%	14.3%	40.8%	39.6%	38.6%	21.4%	22.1%	22.8%	11.5%	12.2%	12.8%	9.4%	10.2%	11.6%	81,093	61,665	52,972	2,801	2,197	1,876
15-20 years	16.2%	16.2%	14.3%	40.5%	40.2%	38.8%	22.2%	22.3%	23.5%	11.3%	11.2%	12.3%	9.8%	10.0%	11.0%	88,456	63,997	49,944	3,152	2,323	1,804
> 20 years	18.5%	17.9%	15.8%	42.8%	42.5%	41.6%	21.5%	21.9%	22.7%	9.7%	10.3%	11.0%	7.4%	7.5%	9.0%	149,021	129,526	115,394	5,048	4,596	4,105
Time with Current Agency																					
< 1 year	30.0%	28.4%	25.8%	43.0%	42.7%	44.1%	16.8%	16.9%	17.5%	6.0%	7.1%	7.4%	4.2%	4.9%	5.1%	13,304	15,637	12,530	701	823	617
1-3 years	22.5%	20.9%	18.9%	41.3%	41.7%	40.7%	19.4%	19.9%	21.1%	9.7%	9.8%	10.4%	7.1%	7.8%	8.9%	89,231	67,281	45,973	3,378	2,474	1,675
4-5 years	18.4%	16.9%	14.8%	40.1%	39.7%	39.1%	21.0%	21.6%	22.3%	11.3%	11.7%	12.6%	9.2%	10.1%	11.1%	44,253	36,456	36,870	1,480	1,372	1,242
6-10 years	16.7%	15.8%	13.7%	41.2%	40.2%	39.1%	21.3%	21.5%	22.7%	11.5%	12.0%	12.9%	9.4%	10.5%	11.6%	131,816	109,714	94,548	4,610	4,062	3,514
11-20 years	16.2%	15.8%	14.1%	41.0%	40.3%	39.2%	22.1%	22.7%	23.4%	11.3%	11.6%	12.4%	9.5%	9.7%	10.9%	153,350	114,237	95,269	5,364	4,222	3,447
> 20 years	19.0%	18.2%	16.3%	43.7%	43.5%	42.3%	21.2%	21.4%	22.4%	9.4%	10.1%	10.8%	6.8%	6.9%	8.1%	110,212	96,270	84,732	3,733	3,386	2,961
Leaving																					
No	22.9%	21.8%	19.8%	45.3%	45.0%	44.4%	19.1%	19.7%	21.0%	8.0%	8.5%	9.1%	4.7%	5.1%	5.7%	367,200	305,114	250,772	12,031	10,555	8,509
Yes, to retire	15.4%	14.1%	12.7%	41.3%	41.2%	41.0%	24.6%	24.9%	25.0%	10.9%	11.7%	11.7%	7.8%	8.1%	9.6%	33,112	27,282	21,391	1,307	1,202	878
Yes, to other job in Govt	9.6%	9.0%	7.8%	34.1%	33.3%	32.1%	24.3%	24.3%	24.7%	16.1%	16.7%	17.1%	15.9%	16.8%	18.3%	95,875	67,981	67,983	3,732	2,781	2,671
Yes, to other job outside Govt	8.6%	8.1%	6.1%	32.1%	30.4%	28.0%	22.6%	22.6%	22.0%	17.2%	17.2%	20.0%	19.5%	21.7%	23.9%	21,275	18,708	13,223	857	711	560
Yes, other	7.7%	7.3%	5.9%	29.9%	28.2%	27.6%	27.1%	26.4%	26.8%	16.3%	16.5%	17.7%	19.1%	21.5%	22.0%	26,068	21,048	17,161	1,330	1,107	847
Retiring																					
Within 1 year	15.6%	14.5%	12.7%	40.2%	39.7%	40.0%	24.0%	24.2%	24.3%	11.2%	11.8%	12.0%	8.9%	9.7%	11.1%	20,123	16,424	13,036	824	705	524
Between 1-3 years	16.7%	15.6%	13.9%	42.3%	41.6%	40.6%	23.3%	23.7%	24.9%	10.4%	11.1%	11.7%	7.3%	7.9%	8.9%	54,721	45,383	36,532	2,106	1,806	1,488
Between 3-5 years	16.8%	16.6%	14.6%	42.1%	41.7%	40.5%	22.7%	23.1%	23.9%	10.7%	10.7%	11.8%	7.7%	8.0%	9.2%	60,783	49,308	40,695	2,213	1,935	1,472
5 or more years	19.2%	18.3%	16.2%	41.6%	41.1%	40.2%	20.3%	20.6%	21.7%	10.5%	10.9%	11.8%	8.5%	9.1%	10.2%	403,777	326,496	277,738	13,901	11,763	9,812

## Report by Demographics

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
Transgender																					
Yes	11.8%	--	--	29.5%	--	--	24.7%	--	--	13.3%	--	--	20.6%	--	--	1,977	--	--	102	--	--
No	18.7%	--	--	41.7%	--	--	20.8%	--	--	10.5%	--	--	8.2%	--	--	522,952	--	--	18,025	--	--
Consider Yourself as:																					
Straight	18.9%	--	--	42.1%	--	--	20.7%	--	--	10.3%	--	--	7.9%	--	--	490,133	--	--	16,540	--	--
Gay or Lesbian	18.9%	--	--	39.1%	--	--	19.7%	--	--	11.5%	--	--	10.8%	--	--	11,329	--	--	401	--	--
Bisexual	17.4%	--	--	36.2%	--	--	21.0%	--	--	12.9%	--	--	12.5%	--	--	5,463	--	--	213	--	--
Something else	11.4%	--	--	31.0%	--	--	26.2%	--	--	14.3%	--	--	17.1%	--	--	10,195	--	--	547	--	--
Military Service																					
No Prior Military Service	18.3%	17.4%	15.5%	42.3%	42.0%	40.8%	20.7%	21.0%	22.1%	10.6%	11.0%	11.9%	8.1%	8.7%	9.8%	371,486	313,466	268,036	13,215	11,552	9,635
Currently in Guard/Reserves	20.1%	19.4%	17.8%	42.2%	41.8%	41.8%	19.5%	19.2%	19.2%	9.7%	10.7%	10.5%	8.4%	9.0%	10.7%	10,407	7,189	5,985	314	225	172
Retired Separated/Discharged	21.4%	20.4%	18.2%	42.7%	42.7%	42.3%	20.6%	20.6%	21.7%	9.1%	9.5%	10.3%	6.2%	6.7%	7.5%	71,617	48,248	38,450	2,120	1,566	1,196
	17.1%	16.5%	14.3%	38.5%	37.4%	36.8%	22.3%	23.1%	23.8%	11.6%	12.0%	12.5%	10.5%	11.1%	12.5%	81,412	66,088	53,552	3,129	2,705	2,200
Disability																					
Yes	18.5%	17.6%	15.5%	37.7%	37.1%	36.6%	22.1%	22.4%	23.3%	11.1%	11.5%	12.1%	10.6%	11.5%	12.6%	80,064	66,538	49,551	3,196	2,849	2,103
No	18.7%	17.8%	15.8%	42.5%	42.1%	41.1%	20.7%	21.0%	22.1%	10.4%	10.8%	11.7%	7.8%	8.3%	9.5%	451,125	369,762	317,586	15,333	13,217	11,126

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

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>26.5%</b>	<b>25.6%</b>	<b>23.9%</b>	<b>34.9%</b>	<b>34.5%</b>	<b>34.0%</b>	<b>22.1%</b>	<b>22.5%</b>	<b>23.3%</b>	<b>8.5%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>7.9%</b>	<b>8.2%</b>	<b>9.3%</b>	<b>548,557</b>	<b>442,275</b>	<b>373,425</b>	31,186	27,324	21,965
<b>Work Location</b>																					
Headquarters	29.9%	28.7%	26.9%	35.3%	34.9%	34.2%	20.5%	21.0%	21.9%	7.6%	8.1%	8.7%	6.7%	7.3%	8.2%	207,884	168,885	148,065	10,667	9,397	7,639
Field	24.7%	23.9%	22.2%	34.7%	34.3%	33.8%	22.9%	23.2%	24.0%	9.1%	9.7%	10.1%	8.6%	8.8%	9.9%	329,374	262,947	216,268	19,432	16,946	13,461
<b>Supervisory Status</b>																					
Non-Supervisor	25.9%	24.9%	23.1%	34.6%	34.3%	33.6%	22.3%	22.7%	23.6%	8.7%	9.4%	9.9%	8.4%	8.7%	9.9%	352,080	283,289	236,643	23,586	20,280	16,586
Team Leader	24.9%	23.5%	21.8%	34.8%	33.9%	33.8%	23.1%	24.0%	24.0%	9.1%	9.7%	10.6%	8.1%	8.9%	9.8%	70,973	55,213	47,514	2,991	2,584	2,007
Supervisor	27.0%	27.0%	24.9%	36.7%	36.4%	36.3%	21.7%	21.9%	22.8%	7.9%	8.1%	8.5%	6.7%	6.5%	7.5%	75,450	60,542	50,387	2,648	2,399	1,884
Manager	33.4%	33.2%	32.1%	36.7%	36.0%	35.1%	18.2%	18.6%	19.9%	6.4%	6.6%	7.1%	5.2%	5.5%	5.9%	33,255	27,668	24,086	905	984	644
Senior Leader	49.5%	48.7%	47.2%	30.3%	31.0%	31.5%	12.0%	12.2%	12.7%	4.0%	4.6%	4.4%	4.1%	3.5%	4.2%	8,035	7,740	7,872	262	397	214
<b>Sex</b>																					
Male	26.7%	25.8%	24.0%	34.7%	34.2%	33.8%	21.8%	22.2%	22.9%	8.6%	9.3%	9.7%	8.1%	8.4%	9.7%	298,654	221,721	187,759	14,817	11,264	9,070
Female	26.8%	25.7%	24.1%	35.5%	35.0%	34.4%	22.1%	22.6%	23.5%	8.2%	8.8%	9.3%	7.3%	7.9%	8.6%	232,389	206,536	173,581	14,626	14,688	11,718
<b>Hispanic or Latino</b>																					
Yes	25.3%	24.8%	23.2%	32.4%	31.9%	31.3%	22.9%	23.3%	23.8%	9.5%	10.1%	10.4%	9.9%	9.8%	11.3%	50,669	37,602	31,944	2,507	2,076	1,637
No	27.0%	26.0%	24.2%	35.4%	34.9%	34.4%	21.8%	22.3%	23.1%	8.3%	8.9%	9.4%	7.5%	8.0%	8.9%	474,462	386,535	325,829	26,499	23,538	18,830
<b>Race</b>																					
American Indian/ Alaska Native	20.5%	20.1%	18.3%	30.2%	29.8%	29.3%	25.6%	26.4%	26.0%	11.5%	11.8%	12.2%	12.2%	12.0%	14.3%	9,887	8,811	7,355	687	578	478
Asian	27.6%	26.3%	24.6%	38.0%	36.3%	36.1%	21.5%	23.0%	24.0%	6.8%	7.6%	8.0%	6.0%	6.8%	7.3%	27,801	21,049	18,632	1,425	1,040	911
Black/African American	27.6%	26.0%	25.0%	35.6%	35.8%	34.2%	21.9%	22.3%	23.2%	7.3%	8.0%	8.7%	7.6%	7.9%	8.9%	72,279	60,458	54,450	4,497	4,011	3,580
Native Hawaiian/ Pacific Islander	25.5%	23.0%	22.3%	31.4%	31.9%	35.1%	24.2%	23.4%	23.2%	9.7%	11.5%	9.4%	9.2%	10.3%	10.1%	3,744	2,611	2,116	190	142	100
White	27.2%	26.4%	24.3%	35.1%	34.7%	34.4%	21.6%	22.0%	22.8%	8.5%	9.0%	9.6%	7.6%	7.9%	8.9%	375,731	301,315	250,987	19,637	17,532	13,486
Two or more races (Not Hispanic/ Latino)	24.1%	23.3%	22.1%	32.0%	31.3%	29.8%	23.4%	23.2%	24.9%	10.0%	11.0%	10.5%	10.5%	11.2%	12.6%	21,342	17,509	13,410	1,426	1,209	983

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>26.5%</b>	<b>25.6%</b>	<b>23.9%</b>	<b>34.9%</b>	<b>34.5%</b>	<b>34.0%</b>	<b>22.1%</b>	<b>22.5%</b>	<b>23.3%</b>	<b>8.5%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>7.9%</b>	<b>8.2%</b>	<b>9.3%</b>	<b>548,557</b>	<b>442,275</b>	<b>373,425</b>	31,186	27,324	21,965
<b>Age Group</b>																					
25 and under	32.6%	28.9%	29.9%	37.9%	41.1%	39.9%	18.3%	17.7%	17.5%	6.0%	7.4%	7.1%	5.1%	4.9%	5.6%	5,383	3,420	2,486	458	258	203
26-29 years old	27.5%	28.2%	25.6%	36.5%	35.5%	35.4%	20.9%	20.5%	22.3%	8.2%	8.6%	8.1%	7.0%	7.2%	8.6%	15,481	11,792	10,421	1,000	724	625
30-39 years old	25.7%	24.7%	23.1%	34.3%	34.0%	33.7%	22.4%	22.8%	23.6%	9.1%	9.7%	10.0%	8.5%	8.8%	9.6%	106,063	83,107	69,631	6,053	5,104	4,037
40-49 years old	25.7%	25.0%	23.4%	34.6%	34.2%	33.3%	22.2%	22.4%	23.5%	8.7%	9.4%	9.8%	8.8%	9.0%	10.0%	137,332	112,877	97,440	7,155	6,720	5,444
50-59 years old	27.2%	25.9%	23.9%	35.4%	34.8%	34.3%	21.9%	22.5%	23.2%	8.2%	8.9%	9.6%	7.4%	8.0%	9.1%	182,889	157,847	134,392	9,603	9,503	7,877
60 or older	29.2%	26.7%	25.1%	35.6%	34.7%	34.3%	21.3%	22.8%	23.0%	7.7%	8.5%	9.4%	6.2%	7.3%	8.3%	77,247	72,214	57,845	4,547	4,960	3,724
<b>Level of Education</b>																					
Less than High School	29.9%	26.2%	24.7%	28.2%	33.9%	38.6%	23.1%	22.5%	19.0%	7.7%	9.3%	9.2%	11.1%	8.1%	8.6%	381	403	328	31	39	36
H.S. Diploma/ GED or equiv	26.0%	25.4%	24.6%	34.7%	35.4%	34.5%	22.7%	22.2%	23.0%	8.7%	9.1%	9.3%	7.9%	7.9%	8.7%	22,974	18,411	15,413	1,277	1,107	916
Trade/Technical Certificate	22.8%	21.8%	21.3%	32.8%	34.1%	32.3%	23.9%	24.7%	25.4%	10.1%	9.8%	10.1%	10.5%	9.6%	10.8%	11,819	10,144	7,664	724	672	542
Some College (no degree)	25.1%	24.1%	22.1%	33.3%	33.4%	32.8%	23.0%	23.7%	24.1%	9.5%	9.8%	10.7%	9.1%	9.0%	10.3%	75,292	59,004	49,791	4,545	3,816	3,136
Associate's Degree	24.1%	23.4%	21.9%	34.4%	34.0%	33.6%	23.3%	23.1%	23.1%	9.6%	10.2%	10.7%	8.6%	9.2%	10.7%	42,239	33,247	26,130	2,465	2,347	1,756
Bachelor's Degree	26.2%	25.3%	23.7%	35.9%	35.3%	34.7%	22.1%	22.5%	23.1%	8.3%	8.9%	9.5%	7.5%	8.0%	9.0%	187,731	146,543	125,080	10,594	8,735	7,332
Master's Degree	27.9%	27.4%	25.0%	35.7%	34.8%	34.9%	21.4%	21.8%	23.2%	7.9%	8.4%	8.5%	7.2%	7.6%	8.4%	140,505	113,425	96,979	6,873	6,135	4,904
Doctoral/ Professional Degree	33.1%	30.5%	28.7%	34.0%	33.5%	32.6%	19.0%	19.9%	21.4%	7.2%	8.2%	9.1%	6.7%	7.8%	8.2%	53,547	49,527	41,929	3,264	3,319	2,272
<b>Pay Category</b>																					
Federal Wage System	18.3%	17.8%	16.5%	31.5%	31.2%	30.4%	25.6%	26.3%	26.7%	12.4%	12.5%	12.8%	12.2%	12.2%	13.5%	17,934	12,416	9,112	1,004	715	496
GS 1-6	26.8%	24.3%	23.3%	33.5%	33.0%	33.1%	22.1%	23.4%	23.1%	8.8%	9.3%	10.6%	8.8%	10.0%	9.9%	21,426	25,231	17,140	1,782	2,311	1,604
GS 7-12	25.3%	24.8%	23.0%	35.2%	34.9%	34.5%	22.7%	22.7%	23.6%	8.7%	9.3%	9.6%	8.2%	8.3%	9.4%	231,260	180,806	143,733	14,676	12,471	9,871
GS 13-15	29.4%	29.0%	27.0%	35.7%	35.4%	35.0%	20.6%	21.1%	21.9%	7.6%	7.8%	8.4%	6.6%	6.8%	7.7%	219,022	176,512	162,433	9,727	8,215	7,295
SES	50.6%	52.3%	53.5%	29.4%	29.6%	29.0%	11.4%	11.1%	11.5%	4.3%	3.7%	3.0%	4.3%	3.3%	3.1%	5,110	5,391	5,632	179	288	132
SL/ST	42.0%	35.2%	32.7%	32.1%	28.0%	29.9%	14.7%	21.0%	24.1%	6.2%	7.5%	8.0%	5.0%	8.3%	5.2%	1,766	1,877	1,499	81	130	73
Other	24.0%	22.6%	20.3%	33.9%	33.6%	31.5%	23.5%	23.5%	25.2%	9.5%	10.8%	11.4%	9.1%	9.5%	11.7%	39,488	29,119	24,348	2,469	2,134	1,553

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	26.5%	25.6%	23.9%	34.9%	34.5%	34.0%	22.1%	22.5%	23.3%	8.5%	9.1%	9.6%	7.9%	8.2%	9.3%	548,557	442,275	373,425	31,186	27,324	21,965
<b>Time in Federal Government</b>																					
< 1 year	41.0%	37.9%	36.0%	38.5%	39.1%	40.5%	14.3%	15.8%	15.8%	3.8%	3.8%	4.8%	2.4%	3.4%	2.9%	6,619	8,195	6,300	655	825	565
1-3 years	32.0%	30.5%	28.8%	36.7%	36.4%	35.6%	19.2%	19.7%	21.3%	6.8%	7.6%	7.7%	5.3%	5.8%	6.7%	55,861	42,328	28,087	3,635	3,056	1,884
4-5 years	28.2%	25.9%	24.8%	34.7%	34.0%	34.6%	21.4%	22.3%	22.7%	8.4%	9.5%	9.4%	7.3%	8.2%	8.4%	33,159	28,388	28,416	2,081	1,864	1,737
6-10 years	25.9%	24.4%	22.8%	34.9%	34.5%	33.3%	22.3%	22.6%	24.1%	8.8%	9.7%	10.1%	8.0%	8.8%	9.7%	125,349	102,726	86,939	7,034	6,230	5,030
11-14 years	24.5%	23.3%	21.8%	34.0%	33.1%	32.7%	23.2%	24.0%	24.3%	9.4%	10.3%	10.5%	9.0%	9.3%	10.7%	80,187	60,581	52,282	4,221	3,428	2,728
15-20 years	23.8%	23.9%	22.0%	33.8%	33.4%	32.9%	23.3%	23.1%	23.5%	9.5%	10.0%	10.6%	9.5%	9.6%	10.9%	87,784	62,825	49,164	4,455	3,674	2,696
> 20 years	26.8%	26.1%	24.1%	35.4%	35.0%	34.7%	22.0%	22.7%	23.2%	8.1%	8.3%	9.2%	7.6%	7.8%	8.9%	147,332	127,196	113,385	7,946	7,366	6,487
<b>Time with Current Agency</b>																					
< 1 year	39.0%	36.2%	35.3%	38.2%	38.4%	38.6%	15.0%	16.6%	17.1%	4.4%	4.7%	5.1%	3.3%	4.1%	3.8%	12,926	15,063	12,126	1,189	1,418	1,062
1-3 years	30.8%	29.7%	27.7%	35.7%	35.7%	35.0%	19.8%	20.2%	21.4%	7.5%	7.9%	8.3%	6.3%	6.4%	7.5%	87,734	65,518	44,878	5,395	4,457	2,907
4-5 years	26.8%	24.5%	23.5%	33.9%	33.9%	33.9%	22.3%	23.0%	23.4%	8.7%	9.9%	9.7%	8.2%	8.7%	9.5%	43,470	35,727	36,098	2,535	2,207	2,108
6-10 years	24.9%	23.8%	21.7%	34.6%	33.9%	33.1%	22.8%	23.1%	24.4%	9.2%	10.0%	10.4%	8.5%	9.3%	10.3%	129,935	107,678	92,993	7,284	6,361	5,270
11-20 years	24.0%	23.5%	21.8%	34.0%	33.4%	32.7%	23.4%	23.8%	24.2%	9.4%	10.0%	10.5%	9.2%	9.3%	10.8%	152,049	112,332	94,027	7,759	6,471	4,950
> 20 years	27.3%	26.4%	24.8%	36.1%	35.5%	35.4%	21.8%	22.5%	22.8%	7.8%	8.1%	8.9%	7.1%	7.5%	8.2%	108,983	94,574	83,257	5,784	5,391	4,699
<b>Leaving</b>																					
No	32.5%	31.3%	29.5%	38.2%	37.8%	37.6%	19.2%	19.8%	20.9%	5.9%	6.5%	6.9%	4.3%	4.5%	5.1%	362,376	299,201	246,299	19,344	17,359	13,639
Yes, to retire	23.5%	22.4%	21.1%	34.8%	34.3%	34.8%	24.4%	25.1%	24.4%	9.3%	9.8%	10.2%	8.1%	8.4%	9.6%	32,995	26,860	21,199	1,824	1,764	1,176
Yes, to other job in Govt	14.4%	13.5%	12.7%	28.4%	28.1%	27.3%	28.1%	28.3%	28.6%	14.0%	14.6%	14.7%	15.1%	15.6%	16.7%	94,634	66,725	66,715	5,476	4,182	4,096
Yes, to other job outside Govt	13.6%	13.4%	11.1%	26.3%	24.5%	22.2%	27.7%	26.1%	27.0%	14.7%	16.0%	17.3%	17.7%	20.0%	22.4%	20,954	18,192	13,009	1,286	1,256	806
Yes, other	12.7%	11.6%	10.7%	25.9%	24.2%	23.6%	27.8%	28.2%	27.3%	14.8%	16.0%	16.5%	18.7%	20.1%	21.9%	25,586	20,521	16,742	1,960	1,717	1,317
<b>Retiring</b>																					
Within 1 year	23.7%	22.6%	21.2%	33.4%	32.8%	33.4%	23.7%	24.4%	24.4%	9.7%	10.4%	10.1%	9.5%	9.7%	11.0%	20,079	16,148	12,919	1,100	1,056	701
Between 1-3 years	25.1%	24.0%	22.5%	35.4%	34.9%	34.7%	23.3%	24.1%	23.9%	8.5%	9.1%	9.7%	7.7%	8.0%	9.2%	54,352	44,565	35,939	3,027	2,781	2,203
Between 3-5 years	25.7%	24.9%	22.8%	35.4%	35.3%	34.5%	22.7%	23.1%	24.2%	8.7%	8.6%	9.9%	7.5%	8.1%	8.6%	60,305	48,584	39,996	3,230	2,813	2,344
5 or more years	27.2%	26.3%	24.5%	35.0%	34.5%	34.0%	21.6%	22.0%	22.9%	8.4%	9.0%	9.4%	7.8%	8.1%	9.2%	397,740	319,734	272,666	22,217	19,394	15,534

## Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	26.5%	25.6%	23.9%	34.9%	34.5%	34.0%	22.1%	22.5%	23.3%	8.5%	9.1%	9.6%	7.9%	8.2%	9.3%	548,557	442,275	373,425	31,186	27,324	21,965
Transgender																					
Yes	18.2%	--	--	26.8%	--	--	24.3%	--	--	11.4%	--	--	19.3%	--	--	1,945	--	--	156	--	--
No	26.9%	--	--	35.1%	--	--	21.9%	--	--	8.4%	--	--	7.7%	--	--	516,324	--	--	28,171	--	--
Consider Yourself as:																					
Straight	27.1%	--	--	35.3%	--	--	21.8%	--	--	8.3%	--	--	7.5%	--	--	483,952	--	--	25,991	--	--
Gay or Lesbian	26.9%	--	--	32.8%	--	--	22.0%	--	--	8.9%	--	--	9.4%	--	--	11,243	--	--	574	--	--
Bisexual	23.5%	--	--	32.8%	--	--	23.9%	--	--	9.2%	--	--	10.5%	--	--	5,377	--	--	327	--	--
Something else	18.1%	--	--	28.4%	--	--	26.6%	--	--	11.6%	--	--	15.3%	--	--	10,026	--	--	817	--	--
Military Service																					
No Prior Military Service	26.8%	25.9%	24.0%	35.5%	35.2%	34.6%	22.0%	22.4%	23.3%	8.3%	8.8%	9.3%	7.5%	7.8%	8.8%	365,919	306,556	262,773	21,115	19,374	15,608
Currently in Guard/Reserves	26.3%	25.9%	23.5%	35.2%	34.5%	34.1%	21.6%	21.9%	21.8%	8.2%	8.5%	9.9%	8.7%	9.3%	10.7%	10,246	7,030	5,853	543	402	309
Retired Separated/Discharged	29.4%	28.3%	26.7%	35.8%	35.8%	35.6%	20.8%	21.3%	21.8%	7.7%	8.2%	8.7%	6.3%	6.4%	7.3%	71,447	47,809	38,147	2,881	2,120	1,613
	24.5%	23.6%	22.1%	32.7%	31.7%	31.1%	22.8%	23.4%	24.1%	9.9%	10.6%	11.0%	10.1%	10.8%	11.6%	80,455	65,010	52,785	4,686	3,985	3,115
Disability																					
Yes	25.9%	24.8%	23.4%	32.3%	31.6%	31.5%	21.9%	22.4%	22.7%	9.6%	10.2%	10.4%	10.3%	11.0%	12.0%	79,391	65,421	48,697	4,616	4,178	3,114
No	27.0%	26.0%	24.1%	35.6%	35.3%	34.6%	21.9%	22.4%	23.3%	8.2%	8.8%	9.4%	7.3%	7.6%	8.6%	444,984	362,285	311,968	24,299	21,751	17,590

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
Work Location																					
Headquarters	25.9%	25.1%	23.5%	35.1%	35.1%	34.0%	21.2%	21.6%	22.2%	9.8%	9.9%	11.2%	8.0%	8.3%	9.2%	215,806	175,414	154,001	2,604	2,869	1,702
Field	20.5%	19.9%	18.6%	33.3%	33.0%	32.2%	24.1%	24.4%	24.1%	11.7%	11.9%	13.2%	10.4%	10.8%	12.0%	342,726	274,434	226,571	5,887	5,465	3,115
Supervisory Status																					
Non-Supervisor	21.7%	21.0%	19.3%	33.7%	33.5%	32.3%	23.8%	24.2%	24.3%	11.0%	11.2%	12.6%	9.9%	10.2%	11.5%	368,472	296,875	249,277	6,958	6,639	3,916
Team Leader	20.7%	19.5%	18.7%	34.2%	33.4%	32.4%	23.4%	23.8%	23.5%	12.0%	12.4%	13.5%	9.8%	10.9%	11.9%	73,070	56,945	49,050	839	864	465
Supervisor	23.2%	23.1%	21.8%	35.4%	35.9%	35.2%	21.7%	21.9%	22.1%	11.2%	10.6%	12.0%	8.5%	8.5%	9.0%	77,453	62,286	51,905	599	677	351
Manager	29.4%	29.4%	28.6%	34.7%	34.7%	35.4%	18.8%	18.1%	18.2%	9.6%	10.1%	10.0%	7.5%	7.7%	7.7%	34,004	28,499	24,621	152	179	93
Senior Leader	51.1%	50.1%	46.6%	29.2%	30.1%	32.4%	10.4%	10.9%	11.0%	4.7%	4.9%	5.5%	4.5%	3.9%	4.5%	8,288	8,109	8,075	19	42	20
Sex																					
Male	22.8%	22.0%	20.5%	33.5%	33.5%	32.5%	22.4%	22.7%	22.6%	11.1%	11.2%	12.6%	10.2%	10.6%	11.8%	309,278	229,589	194,793	4,058	3,457	2,012
Female	22.4%	21.9%	20.4%	35.1%	34.4%	33.6%	23.6%	24.1%	24.3%	10.6%	10.9%	12.0%	8.3%	8.8%	9.8%	242,594	216,465	182,569	4,219	4,722	2,707
Hispanic or Latino																					
Yes	25.1%	24.3%	23.1%	32.4%	32.1%	31.9%	22.2%	22.7%	21.9%	9.5%	10.2%	10.8%	10.6%	10.8%	12.3%	52,489	39,034	33,225	672	622	367
No	22.5%	21.7%	20.2%	34.4%	34.1%	33.1%	22.9%	23.3%	23.5%	11.0%	11.2%	12.5%	9.2%	9.7%	10.7%	493,209	402,668	340,350	7,449	7,429	4,251
Race																					
American Indian/ Alaska Native	19.9%	20.0%	17.7%	32.1%	30.5%	28.7%	24.6%	26.1%	25.3%	11.1%	11.2%	12.6%	12.4%	12.2%	15.6%	10,335	9,183	7,700	234	196	136
Asian	26.0%	25.5%	24.4%	39.3%	37.5%	37.8%	20.8%	22.1%	21.8%	7.3%	7.8%	8.2%	6.5%	7.0%	7.9%	28,711	21,693	19,253	467	388	291
Black/African American	25.4%	24.0%	23.2%	36.7%	36.9%	35.1%	22.0%	22.7%	23.2%	8.1%	8.3%	9.3%	7.7%	8.2%	9.3%	75,677	63,463	57,285	1,034	1,019	745
Native Hawaiian/ Pacific Islander	25.6%	23.0%	21.4%	33.4%	35.0%	33.2%	22.9%	23.6%	24.0%	9.1%	9.2%	10.4%	9.0%	9.2%	11.0%	3,879	2,704	2,180	50	49	30
White	22.2%	21.7%	20.0%	33.5%	33.4%	32.6%	22.9%	23.1%	23.1%	11.7%	11.9%	13.3%	9.7%	10.0%	11.0%	389,620	313,231	261,469	5,570	5,653	2,973
Two or more races (Not Hispanic/ Latino)	21.1%	20.0%	18.5%	31.3%	29.9%	28.2%	24.1%	24.9%	25.4%	11.5%	11.9%	12.6%	12.0%	13.3%	15.3%	22,298	18,341	14,173	448	370	213

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
<b>Age Group</b>																					
25 and under	31.9%	32.5%	29.5%	38.6%	38.2%	38.9%	17.9%	17.8%	18.9%	6.6%	5.9%	6.5%	5.0%	5.7%	6.1%	5,685	3,565	2,648	147	112	41
26-29 years old	26.4%	26.4%	24.1%	36.0%	35.6%	35.9%	21.0%	21.1%	20.6%	9.2%	9.1%	10.0%	7.4%	7.7%	9.4%	16,116	12,212	10,866	361	298	174
30-39 years old	22.1%	21.3%	20.1%	34.2%	34.4%	33.7%	22.2%	22.6%	22.4%	11.3%	11.3%	12.6%	10.2%	10.5%	11.3%	110,143	86,268	72,606	1,944	1,925	1,056
40-49 years old	21.7%	21.2%	19.6%	33.5%	33.3%	32.5%	22.8%	23.3%	23.4%	11.4%	11.5%	12.8%	10.5%	10.6%	11.7%	142,304	117,422	101,590	2,107	2,205	1,303
50-59 years old	22.9%	21.8%	20.2%	34.1%	33.5%	32.4%	23.2%	24.0%	24.2%	10.8%	11.1%	12.4%	9.0%	9.6%	10.9%	189,994	164,595	140,596	2,383	2,753	1,651
60 or older	23.8%	21.7%	20.8%	34.4%	33.6%	32.2%	23.8%	24.5%	24.7%	10.1%	11.2%	12.4%	7.9%	9.0%	10.0%	80,546	75,806	60,703	1,150	1,354	832
<b>Level of Education</b>																					
Less than High School	23.2%	24.3%	22.8%	35.5%	34.0%	38.7%	20.0%	26.3%	21.2%	6.6%	6.6%	8.9%	14.7%	8.8%	8.4%	392	424	342	19	21	20
H.S. Diploma/ GED or equiv	23.1%	22.7%	22.5%	34.5%	35.1%	34.0%	24.0%	23.7%	24.2%	9.8%	9.4%	10.0%	8.5%	9.1%	9.4%	23,811	19,165	16,080	395	349	229
Trade/Technical Certificate	21.0%	20.1%	19.5%	32.3%	33.0%	32.9%	24.6%	26.0%	24.5%	10.8%	10.3%	11.7%	11.3%	10.6%	11.4%	12,347	10,585	8,068	202	211	145
Some College (no degree)	22.3%	21.4%	19.9%	32.7%	32.8%	31.5%	24.1%	24.5%	24.9%	10.9%	11.0%	12.0%	10.0%	10.3%	11.6%	78,614	61,701	52,189	1,149	1,107	719
Associate's Degree	21.7%	21.2%	19.6%	33.8%	32.9%	31.5%	24.2%	24.5%	24.5%	11.0%	11.1%	12.6%	9.3%	10.4%	11.7%	44,037	34,932	27,500	650	674	393
Bachelor's Degree	21.7%	21.1%	19.5%	34.7%	34.5%	33.4%	23.2%	23.4%	23.3%	11.1%	11.4%	12.9%	9.3%	9.5%	10.9%	195,088	152,442	130,739	3,153	2,855	1,642
Master's Degree	23.7%	23.1%	21.3%	34.7%	34.4%	33.5%	21.7%	22.2%	22.6%	10.8%	10.9%	12.2%	9.1%	9.5%	10.4%	145,337	117,633	100,800	1,935	1,938	1,112
Doctoral/ Professional Degree	25.4%	23.7%	22.8%	32.5%	32.3%	32.6%	20.7%	21.5%	20.6%	11.5%	12.0%	13.0%	9.9%	10.6%	11.0%	55,906	51,799	43,722	896	1,058	469
<b>Pay Category</b>																					
Federal Wage System	16.7%	15.8%	14.5%	30.3%	30.6%	30.4%	26.4%	26.3%	25.9%	13.2%	13.2%	14.1%	13.4%	14.1%	15.1%	18,594	12,914	9,471	331	215	129
GS 1-6	26.3%	24.0%	22.6%	33.5%	32.8%	33.0%	22.4%	23.6%	24.1%	8.8%	9.6%	10.1%	8.9%	10.0%	10.1%	22,646	26,708	18,275	547	806	457
GS 7-12	22.1%	21.6%	20.1%	34.3%	34.2%	33.2%	23.6%	24.0%	24.0%	10.7%	10.9%	12.1%	9.3%	9.3%	10.6%	241,385	189,103	151,133	4,393	4,178	2,442
GS 13-15	23.5%	23.2%	21.8%	34.7%	34.9%	33.8%	21.7%	21.7%	21.8%	11.1%	11.1%	12.5%	9.0%	9.1%	10.1%	226,144	182,319	168,319	2,441	2,427	1,402
SES	49.9%	50.8%	52.2%	26.6%	28.7%	29.7%	11.3%	9.7%	9.7%	6.5%	5.9%	4.9%	5.6%	4.8%	3.4%	5,278	5,643	5,767	18	43	4
SL/ST	37.9%	30.3%	25.7%	31.6%	28.8%	32.1%	15.4%	19.2%	21.2%	7.3%	10.4%	12.6%	7.9%	11.3%	8.4%	1,829	1,985	1,558	16	24	8
Other	19.3%	17.7%	16.2%	32.5%	31.1%	29.1%	24.8%	25.1%	25.0%	12.1%	12.9%	14.9%	11.4%	13.2%	14.7%	41,256	30,702	25,570	705	578	327

SOURCE: Federal Employee Viewpoint Survey

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

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## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
Time in Federal Government																					
< 1 year	40.8%	39.2%	37.6%	38.7%	37.4%	38.8%	14.6%	16.0%	15.8%	4.1%	4.3%	4.7%	1.9%	3.1%	3.0%	7,091	8,734	6,716	187	282	150
1-3 years	30.8%	29.2%	26.9%	36.9%	36.6%	36.4%	19.4%	20.4%	21.1%	7.4%	7.8%	8.9%	5.6%	5.9%	6.7%	58,309	44,317	29,472	1,152	1,055	493
4-5 years	25.3%	23.1%	21.9%	35.5%	33.4%	34.4%	21.5%	23.9%	22.8%	9.7%	10.5%	11.4%	7.9%	9.1%	9.5%	34,614	29,574	29,720	618	668	438
6-10 years	22.0%	20.7%	19.6%	34.5%	34.3%	32.6%	23.0%	23.0%	23.3%	11.1%	11.6%	13.0%	9.4%	10.5%	11.4%	130,333	107,001	90,840	2,018	1,982	1,146
11-14 years	20.4%	19.6%	18.1%	33.0%	32.1%	31.3%	23.7%	24.2%	23.8%	12.2%	12.4%	13.8%	10.8%	11.6%	13.0%	83,189	62,976	54,344	1,164	1,052	642
15-20 years	19.1%	18.9%	18.0%	32.2%	32.2%	31.3%	24.3%	24.6%	24.1%	12.6%	12.5%	13.6%	11.9%	11.7%	13.1%	90,894	65,391	51,236	1,287	1,132	601
> 20 years	21.1%	20.6%	19.2%	33.4%	33.6%	32.4%	24.1%	24.4%	24.6%	11.4%	11.5%	12.7%	10.0%	9.9%	11.0%	153,125	132,384	118,525	2,038	2,154	1,335
Time with Current Agency																					
< 1 year	38.8%	37.2%	35.6%	38.1%	36.5%	37.7%	15.4%	17.4%	17.0%	4.8%	5.2%	5.6%	2.9%	3.7%	4.0%	13,740	15,942	12,858	373	542	336
1-3 years	29.2%	27.9%	25.6%	35.9%	35.9%	35.4%	20.2%	21.0%	21.9%	8.2%	8.5%	9.5%	6.5%	6.7%	7.6%	91,485	68,473	47,066	1,603	1,478	710
4-5 years	23.6%	21.5%	20.8%	34.5%	33.5%	33.0%	22.2%	23.9%	23.3%	10.6%	11.2%	12.3%	9.2%	9.8%	10.7%	45,258	37,187	37,711	732	745	495
6-10 years	20.6%	19.7%	18.3%	33.8%	33.6%	32.0%	23.8%	23.6%	23.9%	11.6%	11.9%	13.6%	10.1%	11.3%	12.2%	135,121	112,127	97,083	2,045	1,948	1,195
11-20 years	19.1%	18.8%	17.5%	32.5%	32.2%	31.4%	24.2%	24.7%	24.1%	12.6%	12.6%	13.8%	11.5%	11.7%	13.2%	157,539	116,868	97,855	2,151	1,962	1,076
> 20 years	21.1%	20.4%	19.5%	33.8%	34.0%	33.0%	24.1%	24.3%	24.3%	11.4%	11.7%	12.7%	9.6%	9.7%	10.4%	113,153	98,362	87,010	1,533	1,596	941
Leaving																					
No	27.6%	26.7%	25.4%	37.6%	37.3%	36.8%	21.1%	21.7%	22.0%	8.3%	8.6%	9.5%	5.5%	5.7%	6.3%	375,913	311,027	256,836	5,547	5,513	3,072
Yes, to retire	18.1%	17.4%	16.7%	32.1%	31.7%	31.7%	26.3%	26.5%	25.6%	12.6%	13.4%	14.1%	10.9%	11.0%	12.0%	34,312	28,137	22,129	471	439	249
Yes, to other job in Govt	12.9%	12.4%	11.0%	27.8%	28.0%	26.0%	26.5%	26.5%	26.2%	16.2%	16.0%	17.8%	16.6%	17.1%	18.9%	98,634	69,670	69,878	1,454	1,290	928
Yes, to other job outside Govt	9.4%	9.3%	7.9%	22.8%	22.0%	21.3%	25.1%	24.6%	22.1%	19.3%	18.8%	22.0%	23.4%	25.3%	26.7%	21,878	19,027	13,637	362	433	184
Yes, other	10.5%	9.6%	8.9%	23.2%	21.5%	20.8%	27.7%	28.0%	27.5%	17.1%	17.7%	18.2%	21.5%	23.3%	24.7%	26,946	21,692	17,716	591	562	329
Retiring																					
Within 1 year	18.1%	17.5%	16.6%	31.0%	30.3%	30.5%	25.4%	25.0%	25.3%	13.2%	14.4%	14.2%	12.3%	12.7%	13.4%	20,880	16,894	13,475	275	278	143
Between 1-3 years	19.6%	18.6%	18.0%	33.0%	33.1%	31.6%	25.3%	25.8%	25.4%	11.9%	12.1%	13.8%	10.2%	10.4%	11.1%	56,572	46,607	37,698	746	750	437
Between 3-5 years	20.6%	20.1%	18.5%	33.7%	33.6%	32.0%	24.3%	24.6%	24.8%	11.8%	11.6%	13.7%	9.6%	10.1%	11.0%	62,682	50,637	41,831	815	783	469
5 or more years	23.5%	22.8%	21.2%	34.4%	34.1%	33.3%	22.3%	22.7%	22.9%	10.6%	10.8%	11.9%	9.2%	9.6%	10.7%	413,264	332,764	284,565	6,487	6,379	3,640

## Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
Transgender																					
Yes	13.4%	--	--	23.0%	--	--	25.9%	--	--	14.1%	--	--	23.7%	--	--	2,052	--	--	47	--	--
No	22.9%	--	--	34.2%	--	--	22.7%	--	--	10.8%	--	--	9.3%	--	--	536,279	--	--	7,886	--	--
Consider Yourself as:																					
Straight	23.2%	--	--	34.5%	--	--	22.5%	--	--	10.7%	--	--	9.0%	--	--	502,507	--	--	7,154	--	--
Gay or Lesbian	20.7%	--	--	31.2%	--	--	23.1%	--	--	12.6%	--	--	12.3%	--	--	11,650	--	--	157	--	--
Bisexual	18.7%	--	--	31.0%	--	--	24.3%	--	--	12.9%	--	--	13.1%	--	--	5,588	--	--	116	--	--
Something else	12.6%	--	--	24.4%	--	--	27.9%	--	--	15.3%	--	--	19.8%	--	--	10,528	--	--	294	--	--
Military Service																					
No Prior Military Service	22.1%	21.5%	20.1%	34.5%	34.3%	33.6%	23.1%	23.5%	23.4%	11.0%	11.2%	12.4%	9.3%	9.5%	10.4%	380,604	319,569	274,771	6,181	6,352	3,610
Currently in Guard/Reserves	24.0%	23.5%	22.0%	35.4%	35.0%	33.8%	21.0%	21.3%	20.5%	10.1%	9.3%	12.1%	9.4%	10.9%	11.7%	10,623	7,317	6,101	168	114	68
Retired Separated/Discharged	27.1%	25.8%	24.5%	35.4%	35.5%	34.1%	21.2%	21.8%	22.4%	9.2%	9.4%	10.8%	7.1%	7.5%	8.3%	73,693	49,467	39,455	601	476	286
Disability																					
Yes	23.3%	22.2%	20.7%	31.2%	31.2%	30.3%	22.8%	23.0%	23.4%	11.2%	11.3%	12.2%	11.4%	12.3%	13.4%	82,662	68,417	51,052	1,285	1,186	732
No	22.7%	21.9%	20.4%	34.7%	34.5%	33.5%	22.8%	23.4%	23.3%	10.8%	11.0%	12.4%	9.0%	9.2%	10.4%	462,185	377,089	325,584	6,811	6,950	3,962

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

(62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
Work Location																					
Headquarters	25.2%	24.7%	22.8%	37.6%	37.1%	36.6%	22.2%	23.1%	23.7%	8.2%	8.2%	9.2%	6.8%	7.0%	7.7%	202,934	163,921	145,206	15,458	14,485	10,602
Field	19.9%	19.5%	18.3%	35.2%	34.6%	34.4%	26.3%	26.4%	26.9%	9.6%	10.0%	10.4%	9.0%	9.5%	10.0%	316,980	251,858	209,060	31,541	28,148	20,753
Supervisory Status																					
Non-Supervisor	21.1%	20.8%	19.1%	35.5%	34.8%	34.3%	25.5%	26.0%	26.7%	9.1%	9.5%	10.1%	8.8%	9.0%	9.8%	339,595	271,457	229,530	35,820	32,193	23,805
Team Leader	20.6%	19.3%	18.2%	36.2%	35.3%	35.3%	25.2%	25.8%	25.8%	9.8%	10.2%	11.1%	8.2%	9.4%	9.7%	67,911	52,510	45,598	5,975	5,327	3,940
Supervisor	22.0%	22.6%	20.7%	38.4%	38.5%	38.6%	23.8%	23.7%	24.5%	9.1%	8.7%	9.3%	6.7%	6.5%	6.9%	73,702	58,894	49,413	4,311	4,100	2,872
Manager	27.6%	27.3%	26.7%	38.2%	38.3%	39.2%	20.4%	20.4%	20.0%	7.9%	8.3%	8.2%	5.8%	5.8%	5.8%	32,953	27,491	23,857	1,184	1,191	887
Senior Leader	45.4%	44.7%	40.8%	32.6%	33.9%	35.3%	14.1%	13.3%	14.4%	4.4%	4.0%	5.5%	3.5%	4.1%	3.9%	8,171	7,952	7,965	127	203	143
Sex																					
Male	22.3%	22.0%	20.2%	36.3%	35.9%	35.9%	24.6%	24.8%	25.2%	8.6%	8.8%	9.5%	8.1%	8.5%	9.2%	288,534	213,089	181,621	24,732	20,028	15,282
Female	21.5%	20.8%	19.6%	35.9%	35.1%	34.6%	24.8%	25.5%	26.3%	9.7%	10.1%	10.5%	8.1%	8.5%	9.0%	225,439	199,363	169,806	21,298	21,965	15,609
Hispanic or Latino																					
Yes	22.1%	22.0%	20.8%	32.4%	31.6%	32.5%	25.4%	25.7%	25.3%	9.6%	10.1%	10.0%	10.4%	10.7%	11.4%	49,508	36,668	31,308	3,630	3,015	2,295
No	22.0%	21.5%	19.9%	36.7%	36.0%	35.7%	24.6%	25.0%	25.7%	9.0%	9.2%	9.9%	7.8%	8.2%	8.8%	458,880	371,830	316,747	41,677	38,458	28,073
Race																					
American Indian/ Alaska Native	16.4%	16.9%	15.2%	31.0%	29.6%	28.1%	29.7%	30.0%	31.0%	10.9%	11.0%	11.5%	12.0%	12.6%	14.2%	9,636	8,563	7,184	919	822	648
Asian	24.8%	24.3%	22.4%	40.4%	38.4%	39.4%	22.3%	23.3%	23.2%	6.3%	7.3%	7.5%	6.3%	6.7%	7.5%	27,395	20,637	18,441	1,765	1,453	1,113
Black/African American	24.1%	22.6%	21.8%	36.7%	36.9%	35.1%	23.6%	24.3%	25.2%	7.8%	8.3%	9.0%	7.8%	7.9%	8.9%	71,951	60,231	54,415	4,707	4,299	3,646
Native Hawaiian/ Pacific Islander	22.2%	19.8%	18.5%	33.1%	32.9%	33.8%	27.1%	27.8%	27.1%	9.0%	9.7%	9.5%	8.6%	9.8%	11.1%	3,695	2,556	2,082	228	194	137
White	21.9%	21.6%	19.9%	36.3%	35.7%	35.8%	24.6%	25.0%	25.5%	9.3%	9.4%	10.1%	7.9%	8.2%	8.7%	361,005	287,716	242,325	34,119	31,292	22,267
Two or more races (Not Hispanic/ Latino)	19.5%	19.3%	17.6%	32.0%	30.7%	29.6%	26.6%	26.0%	27.6%	10.5%	11.0%	11.3%	11.5%	13.0%	13.9%	20,655	16,829	13,030	2,104	1,888	1,364

## Report by Demographics

(62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
<b>Age Group</b>																					
25 and under	26.9%	25.6%	24.7%	37.7%	36.7%	36.7%	20.5%	21.0%	23.0%	8.1%	8.2%	9.5%	6.8%	8.4%	6.2%	5,087	3,206	2,427	745	471	263
26-29 years old	23.1%	23.6%	21.8%	34.1%	34.5%	34.8%	23.2%	22.7%	22.8%	10.3%	9.9%	9.8%	9.3%	9.4%	10.8%	14,817	11,220	10,038	1,664	1,300	1,008
30-39 years old	21.1%	20.7%	19.3%	34.3%	33.8%	34.0%	23.1%	23.6%	23.8%	10.9%	10.8%	11.5%	10.5%	11.0%	11.4%	102,278	79,394	67,711	9,813	8,841	6,006
40-49 years old	21.2%	20.9%	19.2%	35.4%	34.9%	34.8%	24.3%	24.6%	25.1%	9.7%	10.0%	10.6%	9.4%	9.6%	10.3%	133,021	108,885	94,923	11,397	10,796	8,029
50-59 years old	22.7%	21.8%	20.1%	37.4%	36.4%	36.1%	25.3%	26.0%	26.6%	8.0%	8.6%	9.3%	6.6%	7.2%	7.9%	177,834	152,711	131,004	14,453	14,705	11,364
60 or older	23.1%	21.3%	20.4%	38.1%	36.7%	36.0%	26.8%	28.3%	28.7%	6.8%	7.8%	8.4%	5.1%	5.9%	6.6%	74,530	69,453	55,836	7,116	7,730	5,683
<b>Level of Education</b>																					
Less than High School	22.9%	21.8%	17.8%	29.3%	34.5%	37.5%	28.0%	31.3%	27.4%	6.9%	6.9%	7.3%	12.9%	5.4%	10.0%	368	400	324	39	43	38
H.S. Diploma/ GED or equiv	20.0%	20.2%	20.4%	34.7%	35.1%	34.4%	29.0%	28.2%	28.7%	8.3%	8.7%	8.6%	8.0%	7.8%	7.9%	22,278	17,947	15,025	1,897	1,558	1,282
Trade/Technical Certificate	18.2%	17.3%	16.4%	32.0%	32.1%	32.8%	30.1%	31.2%	30.0%	9.5%	9.4%	10.0%	10.2%	10.1%	10.9%	11,471	9,752	7,495	1,061	1,061	720
Some College (no degree)	19.9%	20.0%	18.2%	33.1%	32.7%	32.0%	28.1%	28.0%	29.1%	9.7%	9.6%	10.3%	9.3%	9.7%	10.4%	73,157	57,225	48,621	6,571	5,574	4,312
Associate's Degree	20.0%	19.5%	18.5%	33.9%	32.9%	32.2%	27.6%	27.8%	28.2%	9.6%	10.3%	10.8%	8.9%	9.5%	10.3%	41,035	32,262	25,412	3,640	3,343	2,480
Bachelor's Degree	21.7%	21.2%	19.7%	37.0%	36.6%	36.4%	24.3%	24.7%	25.0%	9.0%	9.2%	9.9%	8.1%	8.3%	8.9%	181,328	141,088	121,436	16,865	14,292	11,029
Master's Degree	24.0%	23.6%	21.7%	38.2%	37.5%	37.3%	21.7%	22.3%	23.1%	8.9%	8.9%	9.5%	7.3%	7.6%	8.4%	136,504	109,508	94,756	10,755	10,159	7,254
Doctoral/ Professional Degree	25.2%	23.6%	22.3%	36.7%	35.1%	36.3%	22.2%	23.2%	22.9%	8.6%	9.7%	10.3%	7.3%	8.4%	8.2%	51,045	46,599	40,251	5,799	6,297	3,972
<b>Pay Category</b>																					
Federal Wage System	14.2%	14.0%	13.2%	29.6%	30.2%	28.3%	31.9%	30.4%	32.2%	12.0%	12.2%	12.6%	12.3%	13.1%	13.6%	17,102	11,880	8,754	1,808	1,237	842
GS 1-6	22.4%	20.0%	19.3%	31.9%	31.0%	30.8%	27.4%	28.9%	29.5%	9.4%	9.8%	9.5%	9.0%	10.4%	10.9%	20,728	24,378	16,727	2,437	3,138	2,010
GS 7-12	20.9%	21.0%	19.3%	35.7%	35.5%	35.4%	25.9%	26.0%	26.5%	9.2%	9.2%	9.8%	8.4%	8.4%	9.0%	223,503	173,733	139,422	22,216	19,611	14,227
GS 13-15	24.5%	24.7%	22.8%	39.0%	38.9%	39.0%	21.7%	21.8%	22.2%	8.2%	8.3%	9.0%	6.7%	6.4%	7.0%	212,576	170,176	158,462	15,988	14,702	11,413
SES	45.0%	46.9%	46.3%	31.4%	32.7%	34.5%	14.3%	12.2%	12.1%	6.0%	5.1%	4.3%	3.4%	3.2%	2.7%	5,154	5,492	5,695	143	203	83
SL/ST	35.9%	29.9%	24.3%	35.7%	31.9%	36.4%	18.8%	21.1%	24.9%	4.7%	7.7%	8.7%	4.8%	9.4%	5.7%	1,735	1,822	1,457	116	191	116
Other	17.0%	15.7%	14.5%	31.8%	30.6%	28.9%	27.9%	28.2%	28.6%	11.4%	12.2%	13.5%	12.0%	13.4%	14.5%	37,777	27,912	23,364	4,173	3,382	2,532

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

**(62) Senior leaders demonstrate support for Work/Life programs.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
<b>Time in Federal Government</b>																					
< 1 year	35.9%	34.6%	33.6%	39.5%	38.4%	38.9%	17.5%	18.3%	19.0%	4.4%	5.0%	5.4%	2.6%	3.7%	3.0%	6,484	7,863	6,208	793	1,161	656
1-3 years	27.8%	26.7%	24.5%	36.7%	36.0%	35.4%	21.5%	22.8%	24.4%	7.7%	7.8%	8.3%	6.2%	6.8%	7.3%	54,139	40,738	27,402	5,342	4,668	2,570
4-5 years	23.6%	22.3%	21.0%	35.3%	32.4%	34.4%	23.9%	26.0%	25.2%	9.0%	9.6%	10.4%	8.2%	9.7%	9.0%	32,261	27,235	27,649	2,960	3,024	2,524
6-10 years	21.2%	20.4%	18.9%	36.1%	35.0%	34.5%	24.2%	24.7%	25.7%	9.7%	10.2%	10.6%	8.7%	9.7%	10.4%	121,255	98,874	84,564	11,056	10,141	7,475
11-14 years	20.0%	19.4%	17.9%	35.1%	34.3%	33.7%	25.4%	25.4%	25.9%	10.0%	10.9%	11.3%	9.5%	10.0%	11.2%	77,532	58,212	50,564	6,819	5,833	4,459
15-20 years	18.9%	19.0%	18.0%	34.6%	34.6%	34.6%	26.3%	26.7%	26.7%	10.1%	10.0%	10.4%	10.0%	9.7%	10.3%	84,532	60,515	47,592	7,620	6,046	4,272
> 20 years	21.6%	21.2%	19.8%	37.3%	37.7%	37.1%	26.0%	26.2%	26.4%	8.2%	8.2%	9.2%	6.9%	6.7%	7.5%	142,693	122,793	110,584	12,370	11,803	9,370
<b>Time with Current Agency</b>																					
< 1 year	35.2%	33.6%	32.7%	38.9%	37.3%	38.5%	17.5%	19.1%	18.8%	5.0%	5.5%	5.9%	3.3%	4.5%	4.2%	12,703	14,569	12,007	1,406	1,928	1,191
1-3 years	26.9%	26.1%	24.1%	36.4%	35.7%	35.2%	21.7%	22.8%	24.3%	8.0%	8.2%	8.5%	6.9%	7.2%	8.1%	85,465	63,547	44,126	7,618	6,450	3,672
4-5 years	22.5%	20.9%	20.0%	35.4%	33.5%	33.7%	23.9%	25.7%	25.4%	9.3%	9.9%	11.1%	8.9%	9.9%	9.7%	42,477	34,453	35,192	3,509	3,484	3,041
6-10 years	20.2%	19.7%	17.8%	36.0%	34.7%	34.6%	24.9%	25.3%	26.1%	9.9%	10.3%	10.9%	9.0%	10.0%	10.6%	125,652	103,571	90,392	11,477	10,545	7,958
11-20 years	18.8%	18.8%	17.4%	34.9%	34.8%	34.4%	26.5%	26.5%	26.9%	10.1%	10.3%	10.8%	9.7%	9.6%	10.5%	146,385	107,948	90,863	13,282	10,940	8,134
> 20 years	21.6%	21.0%	20.2%	37.7%	38.2%	37.7%	26.4%	26.4%	26.4%	8.0%	8.0%	8.8%	6.4%	6.3%	6.9%	105,047	90,830	80,805	9,591	9,161	7,198
<b>Leaving</b>																					
No	26.8%	26.1%	24.7%	39.3%	38.8%	39.0%	22.7%	23.4%	24.0%	6.7%	7.0%	7.4%	4.5%	4.7%	4.9%	350,932	288,442	239,903	30,418	28,293	20,142
Yes, to retire	18.2%	17.7%	16.8%	36.3%	35.8%	36.1%	29.5%	30.0%	29.0%	8.9%	9.3%	10.1%	7.1%	7.1%	8.0%	31,712	25,885	20,408	3,029	2,707	1,961
Yes, to other job in Govt	12.3%	12.1%	10.8%	29.9%	29.3%	28.4%	27.9%	28.1%	28.9%	14.3%	14.3%	14.8%	15.5%	16.1%	17.0%	91,864	64,458	65,092	8,252	6,504	5,773
Yes, to other job outside Govt	9.4%	9.8%	8.3%	27.2%	24.9%	23.6%	27.0%	26.6%	26.7%	16.2%	16.5%	17.5%	20.2%	22.2%	23.9%	20,011	17,145	12,425	2,234	2,323	1,408
Yes, other	9.4%	8.7%	7.9%	25.3%	23.1%	22.7%	31.1%	30.4%	30.5%	14.7%	16.0%	16.7%	19.5%	21.6%	22.2%	24,629	19,534	16,122	2,899	2,701	1,952
<b>Retiring</b>																					
Within 1 year	18.4%	18.1%	16.9%	35.3%	34.4%	35.3%	29.0%	29.5%	28.7%	8.9%	9.6%	10.0%	8.4%	8.5%	9.0%	19,321	15,534	12,455	1,818	1,643	1,163
Between 1-3 years	19.5%	18.9%	17.9%	37.4%	36.5%	36.0%	27.7%	28.5%	29.0%	8.5%	8.9%	9.6%	6.9%	7.2%	7.6%	52,522	42,933	34,851	4,759	4,440	3,308
Between 3-5 years	20.4%	20.2%	18.6%	37.1%	36.7%	35.9%	26.7%	27.1%	27.8%	8.7%	8.8%	10.1%	7.0%	7.2%	7.6%	58,382	46,827	38,859	5,082	4,603	3,475
5 or more years	22.6%	22.2%	20.5%	35.9%	35.3%	35.2%	23.8%	24.2%	24.9%	9.2%	9.4%	9.9%	8.4%	8.8%	9.5%	384,934	307,859	265,415	34,793	31,473	22,960

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

**(62) Senior leaders demonstrate support for Work/Life programs.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
Transgender																					
Yes	12.7%	--	--	26.7%	--	--	29.0%	--	--	10.4%	--	--	21.2%	--	--	1,889	--	--	209	--	--
No	22.1%	--	--	36.2%	--	--	24.6%	--	--	9.0%	--	--	8.1%	--	--	499,988	--	--	44,055	--	--
Consider Yourself as:																					
Straight	22.4%	--	--	36.5%	--	--	24.4%	--	--	8.8%	--	--	7.8%	--	--	468,975	--	--	40,537	--	--
Gay or Lesbian	20.4%	--	--	33.2%	--	--	23.9%	--	--	11.2%	--	--	11.2%	--	--	10,842	--	--	968	--	--
Bisexual	18.9%	--	--	31.7%	--	--	24.7%	--	--	12.6%	--	--	12.1%	--	--	5,175	--	--	532	--	--
Something else	12.4%	--	--	27.6%	--	--	30.2%	--	--	12.7%	--	--	17.2%	--	--	9,619	--	--	1,208	--	--
Military Service																					
No Prior Military Service	21.4%	20.9%	19.5%	36.4%	36.2%	35.9%	24.6%	25.0%	25.5%	9.4%	9.6%	10.1%	8.2%	8.3%	9.0%	353,175	294,377	255,514	33,552	31,707	23,040
Currently in Guard/Reserves	23.1%	23.4%	21.5%	35.5%	35.0%	36.1%	23.9%	23.2%	21.6%	9.2%	8.5%	10.1%	8.3%	10.0%	10.7%	10,049	6,858	5,764	730	570	399
Retired Separated/Discharged	26.3%	25.6%	24.2%	38.5%	38.0%	37.5%	23.5%	23.7%	24.6%	6.5%	6.9%	7.6%	5.2%	5.7%	6.1%	69,873	46,763	37,416	4,366	3,213	2,344
	20.2%	19.9%	18.2%	33.4%	31.6%	31.7%	26.2%	27.0%	27.5%	9.9%	10.4%	10.8%	10.3%	11.1%	11.8%	77,934	62,690	51,038	7,149	6,350	4,891
Disability																					
Yes	22.3%	21.3%	19.6%	32.8%	31.8%	31.6%	25.0%	25.6%	26.5%	9.5%	9.7%	10.5%	10.4%	11.6%	11.8%	77,514	63,622	47,765	6,418	6,009	4,027
No	22.0%	21.6%	20.1%	36.9%	36.4%	36.1%	24.6%	25.0%	25.5%	8.9%	9.2%	9.8%	7.6%	7.8%	8.6%	430,099	348,351	303,039	38,798	35,879	26,733

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
Work Location																		
Headquarters	18.4%	17.2%	16.2%	39.2%	38.4%	37.2%	20.6%	21.2%	21.8%	15.8%	16.8%	17.6%	6.0%	6.4%	7.2%	218,372	178,395	155,705
Field	14.8%	14.3%	13.3%	37.4%	36.9%	35.9%	23.0%	22.8%	23.2%	17.6%	18.5%	19.4%	7.1%	7.5%	8.2%	348,417	280,069	229,702
Supervisory Status																		
Non-Supervisor	14.0%	13.4%	12.3%	36.7%	36.0%	34.6%	24.2%	24.0%	24.7%	17.8%	18.8%	19.8%	7.4%	7.8%	8.7%	375,194	303,704	253,171
Team Leader	16.1%	15.1%	13.9%	39.7%	38.5%	38.0%	20.3%	20.9%	20.9%	17.3%	18.4%	19.4%	6.6%	7.2%	7.8%	73,911	57,835	49,518
Supervisor	19.2%	18.8%	17.9%	42.5%	42.7%	42.0%	18.1%	18.6%	19.1%	15.2%	15.4%	15.9%	5.0%	4.6%	5.1%	78,035	62,985	52,252
Manager	28.4%	27.7%	26.9%	42.1%	42.0%	42.1%	13.4%	13.8%	14.1%	12.0%	12.5%	12.2%	4.0%	4.0%	4.8%	34,164	28,682	24,726
Senior Leader	46.3%	44.0%	41.5%	34.4%	36.5%	36.4%	8.9%	9.5%	9.8%	7.7%	7.1%	8.5%	2.7%	2.9%	3.9%	8,310	8,159	8,112
Sex																		
Male	17.1%	16.4%	15.1%	38.6%	38.1%	36.9%	21.5%	21.7%	22.4%	15.9%	16.7%	17.7%	6.8%	7.1%	7.9%	313,182	233,189	196,840
Female	14.9%	14.1%	13.5%	37.6%	36.9%	36.0%	22.8%	22.8%	23.0%	18.3%	19.2%	19.9%	6.5%	7.0%	7.6%	246,738	221,321	185,245
Hispanic or Latino																		
Yes	15.9%	15.5%	14.3%	35.4%	35.4%	34.9%	23.7%	23.0%	23.2%	17.2%	18.2%	18.5%	7.8%	7.9%	9.1%	53,112	39,680	33,591
No	16.3%	15.5%	14.5%	38.6%	37.9%	36.7%	21.8%	22.0%	22.5%	16.8%	17.7%	18.7%	6.5%	6.9%	7.6%	500,470	410,354	344,608
Race																		
American Indian/ Alaska Native	13.7%	13.2%	11.6%	34.7%	34.1%	34.4%	25.7%	25.6%	26.5%	17.8%	18.5%	17.7%	8.1%	8.6%	9.7%	10,564	9,382	7,829
Asian	18.6%	17.6%	16.7%	43.2%	42.5%	42.6%	22.4%	22.6%	22.3%	11.2%	11.7%	12.6%	4.6%	5.5%	5.8%	29,191	22,120	19,552
Black/African American	17.1%	16.2%	15.3%	38.8%	38.3%	37.2%	21.8%	22.0%	22.3%	15.7%	16.7%	17.4%	6.7%	6.8%	7.8%	76,613	64,513	57,982
Native Hawaiian/ Pacific Islander	17.6%	14.2%	14.2%	37.6%	38.7%	37.8%	24.4%	25.2%	24.9%	13.9%	14.9%	15.0%	6.6%	7.0%	8.0%	3,928	2,755	2,213
White	16.4%	15.6%	14.6%	38.4%	37.6%	36.5%	21.5%	21.7%	22.2%	17.2%	18.2%	19.3%	6.5%	6.8%	7.5%	395,045	319,071	264,468
Two or more races (Not Hispanic/ Latino)	12.8%	12.8%	11.4%	33.2%	32.6%	31.1%	24.5%	23.6%	24.7%	20.2%	20.3%	21.3%	9.2%	10.6%	11.4%	22,748	18,717	14,396

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
Age Group																		
25 and under	16.1%	15.2%	15.4%	44.2%	42.4%	43.9%	23.1%	22.5%	19.8%	12.7%	13.6%	16.5%	4.0%	6.3%	4.4%	5,824	3,649	2,671
26-29 years old	15.7%	15.2%	13.2%	39.2%	40.0%	37.4%	22.9%	22.3%	24.3%	16.1%	16.3%	17.7%	6.2%	6.2%	7.5%	16,478	12,440	10,980
30-39 years old	14.5%	14.0%	13.2%	38.0%	37.3%	35.8%	21.9%	21.8%	22.9%	18.0%	19.0%	19.2%	7.6%	7.9%	8.9%	112,108	87,841	73,375
40-49 years old	16.0%	15.1%	14.2%	37.7%	37.2%	36.8%	21.7%	21.9%	21.8%	17.4%	18.0%	19.0%	7.2%	7.7%	8.0%	144,408	119,209	102,506
50-59 years old	17.5%	16.2%	15.0%	38.7%	37.6%	36.6%	21.6%	22.2%	22.5%	16.1%	17.4%	18.5%	6.1%	6.6%	7.5%	192,264	167,006	141,888
60 or older	17.4%	15.6%	14.7%	38.3%	36.5%	35.1%	23.0%	24.0%	24.6%	15.7%	17.5%	18.7%	5.6%	6.4%	7.0%	81,589	77,085	61,385
Level of Education																		
Less than High School	13.5%	20.4%	12.0%	39.4%	35.2%	46.4%	26.6%	26.9%	26.0%	12.4%	11.1%	7.8%	8.2%	6.4%	7.8%	408	443	363
H.S. Diploma/ GED or equiv	15.8%	16.1%	15.2%	39.6%	39.1%	39.4%	24.5%	24.2%	23.9%	14.6%	15.0%	15.5%	5.5%	5.6%	6.0%	24,173	19,537	16,312
Trade/Technical Certificate	14.2%	12.9%	12.5%	36.9%	36.4%	35.0%	25.2%	25.8%	26.5%	16.5%	17.6%	18.2%	7.2%	7.3%	7.7%	12,532	10,827	8,207
Some College (no degree)	15.2%	14.7%	13.3%	36.0%	35.7%	35.2%	24.2%	24.4%	24.3%	17.2%	17.6%	18.8%	7.4%	7.6%	8.5%	79,695	62,846	52,896
Associate's Degree	14.9%	13.8%	12.9%	37.2%	36.2%	34.8%	24.1%	23.8%	24.4%	16.8%	18.8%	19.9%	7.0%	7.3%	8.1%	44,660	35,630	27,899
Bachelor's Degree	15.6%	14.9%	14.0%	38.7%	38.3%	36.8%	22.1%	22.2%	23.0%	17.1%	17.8%	18.7%	6.5%	6.8%	7.6%	198,132	155,333	132,380
Master's Degree	17.5%	16.9%	15.9%	39.2%	38.5%	37.4%	20.2%	20.2%	20.5%	16.7%	17.7%	18.6%	6.4%	6.8%	7.5%	147,270	119,631	101,916
Doctoral/ Professional Degree	18.7%	16.9%	16.1%	37.8%	36.6%	35.8%	18.9%	19.7%	19.9%	17.5%	18.7%	19.6%	7.1%	8.2%	8.7%	56,818	52,911	44,204
Pay Category																		
Federal Wage System	12.7%	12.1%	11.6%	35.0%	34.7%	33.8%	25.5%	24.5%	25.3%	18.3%	19.8%	19.8%	8.6%	8.9%	9.4%	18,905	13,134	9,601
GS 1-6	14.5%	12.8%	11.7%	34.8%	32.8%	33.2%	26.5%	26.1%	26.2%	16.9%	19.2%	19.5%	7.4%	9.1%	9.4%	23,139	27,558	18,721
GS 7-12	14.3%	13.9%	13.0%	37.4%	37.4%	35.8%	23.6%	23.2%	24.1%	17.7%	18.3%	19.1%	7.1%	7.1%	7.9%	245,657	193,397	153,517
GS 13-15	19.1%	18.7%	17.6%	40.5%	40.1%	39.4%	18.9%	19.3%	19.4%	15.7%	16.1%	17.2%	5.7%	5.8%	6.5%	228,576	184,830	169,809
SES	46.4%	48.5%	48.9%	33.6%	32.4%	33.7%	8.8%	8.5%	8.4%	8.0%	7.9%	6.9%	3.1%	2.6%	2.1%	5,300	5,692	5,781
SL/ST	32.8%	24.6%	20.8%	35.7%	30.7%	36.1%	14.1%	18.1%	17.6%	12.6%	15.7%	17.5%	4.8%	10.9%	8.1%	1,849	2,014	1,574
Other	13.6%	12.8%	11.4%	36.1%	35.4%	33.6%	24.7%	23.8%	23.3%	17.8%	19.9%	21.7%	7.8%	8.2%	9.9%	41,934	31,280	25,894

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
<b>Time in Federal Government</b>																		
< 1 year	23.7%	22.4%	20.3%	43.5%	43.0%	43.6%	21.3%	20.9%	21.2%	9.3%	10.4%	11.7%	2.1%	3.3%	3.2%	7,267	9,023	6,851
1-3 years	18.3%	17.1%	16.2%	40.7%	39.4%	38.3%	22.4%	22.1%	23.1%	13.8%	15.8%	16.2%	4.8%	5.5%	6.1%	59,446	45,397	29,968
4-5 years	16.0%	15.2%	14.2%	38.2%	35.8%	36.3%	22.2%	23.0%	23.1%	17.1%	18.5%	18.4%	6.5%	7.5%	7.9%	35,229	30,246	30,152
6-10 years	15.1%	14.1%	13.2%	37.6%	36.9%	35.1%	22.1%	22.0%	23.1%	17.9%	19.2%	20.0%	7.2%	7.8%	8.5%	132,300	109,032	91,987
11-14 years	15.0%	14.1%	13.2%	37.3%	36.4%	35.0%	22.2%	22.6%	22.8%	18.0%	18.9%	20.1%	7.6%	7.9%	9.0%	84,330	64,062	54,976
15-20 years	14.6%	14.2%	13.2%	36.5%	36.5%	35.2%	22.7%	22.5%	22.8%	18.5%	18.8%	20.0%	7.8%	8.0%	8.7%	92,124	66,554	51,861
> 20 years	17.4%	16.7%	15.5%	38.6%	38.3%	37.7%	21.6%	22.0%	21.9%	16.2%	16.6%	17.8%	6.2%	6.3%	7.1%	155,046	134,651	119,890
<b>Time with Current Agency</b>																		
< 1 year	23.6%	22.0%	20.5%	42.2%	41.4%	42.0%	20.9%	21.0%	21.3%	10.4%	11.7%	12.0%	2.9%	3.9%	4.3%	14,102	16,494	13,172
1-3 years	18.1%	17.1%	16.1%	39.2%	38.8%	37.4%	22.1%	22.0%	22.7%	15.0%	16.2%	16.9%	5.6%	5.9%	6.9%	93,055	70,002	47,767
4-5 years	15.8%	14.6%	13.7%	37.2%	35.9%	35.2%	22.0%	22.6%	23.2%	17.7%	18.9%	19.2%	7.2%	7.9%	8.6%	45,999	37,931	38,205
6-10 years	14.5%	13.7%	12.6%	37.4%	36.4%	34.8%	22.4%	22.4%	23.1%	18.3%	19.4%	20.8%	7.4%	8.1%	8.7%	137,117	114,130	98,292
11-20 years	14.6%	14.0%	13.1%	37.1%	36.6%	35.6%	22.6%	22.7%	22.9%	18.2%	18.9%	19.8%	7.6%	7.8%	8.5%	159,600	118,875	98,949
> 20 years	17.8%	17.1%	16.2%	39.4%	39.1%	38.5%	21.3%	21.6%	21.7%	15.7%	16.3%	17.0%	5.9%	5.9%	6.6%	114,605	100,065	87,979
<b>Leaving</b>																		
No	20.5%	19.5%	18.5%	43.8%	43.0%	42.3%	20.5%	20.9%	21.4%	11.9%	13.0%	13.8%	3.3%	3.6%	4.0%	381,353	316,776	259,948
Yes, to retire	14.5%	13.6%	12.7%	36.8%	36.4%	35.3%	24.3%	25.0%	25.0%	17.9%	19.0%	19.3%	6.6%	6.0%	7.6%	34,759	28,637	22,354
Yes, to other job in Govt	7.2%	6.6%	6.2%	26.9%	26.7%	25.6%	25.0%	24.9%	25.2%	27.5%	28.1%	28.4%	13.3%	13.8%	14.5%	100,020	70,937	70,804
Yes, to other job outside Govt	5.7%	5.4%	4.6%	23.7%	22.2%	19.9%	23.5%	22.1%	22.3%	29.7%	31.4%	32.9%	17.5%	18.9%	20.3%	22,228	19,463	13,811
Yes, other	5.1%	5.0%	4.6%	22.2%	20.5%	19.8%	26.9%	25.6%	25.4%	28.7%	30.0%	30.8%	17.1%	19.0%	19.5%	27,517	22,229	18,059
<b>Retiring</b>																		
Within 1 year	14.8%	13.6%	13.2%	35.2%	35.3%	33.4%	23.1%	23.5%	24.0%	18.7%	19.8%	20.2%	8.1%	7.8%	9.2%	21,146	17,209	13,602
Between 1-3 years	15.4%	14.5%	13.5%	37.9%	37.0%	35.8%	23.3%	24.1%	24.3%	17.1%	17.9%	19.3%	6.3%	6.5%	7.1%	57,254	47,402	38,132
Between 3-5 years	16.0%	15.5%	13.9%	38.0%	36.9%	36.4%	22.5%	23.1%	23.0%	17.2%	18.0%	19.4%	6.3%	6.5%	7.3%	63,436	51,449	42,338
5 or more years	16.4%	15.6%	14.6%	38.4%	37.9%	36.8%	21.8%	21.8%	22.3%	16.7%	17.6%	18.5%	6.7%	7.1%	7.8%	419,662	339,310	288,215

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
Transgender																		
Yes	10.1%	--	--	26.8%	--	--	26.9%	--	--	20.3%	--	--	15.9%	--	--	2,096	--	--
No	16.4%	--	--	38.4%	--	--	21.9%	--	--	16.8%	--	--	6.6%	--	--	543,980	--	--
Consider Yourself as:																		
Straight	16.6%	--	--	38.7%	--	--	21.8%	--	--	16.5%	--	--	6.4%	--	--	509,473	--	--
Gay or Lesbian	15.8%	--	--	35.7%	--	--	21.4%	--	--	18.9%	--	--	8.3%	--	--	11,812	--	--
Bisexual	13.4%	--	--	33.5%	--	--	22.3%	--	--	21.1%	--	--	9.6%	--	--	5,704	--	--
Something else	9.1%	--	--	27.6%	--	--	27.5%	--	--	22.8%	--	--	13.0%	--	--	10,813	--	--
Military Service																		
No Prior Military Service	15.3%	14.7%	13.8%	38.7%	38.1%	37.0%	22.3%	22.4%	22.7%	17.2%	17.9%	19.0%	6.5%	6.9%	7.5%	386,662	326,106	278,376
Currently in Guard/Reserves	17.2%	17.4%	16.5%	39.3%	37.9%	37.2%	20.9%	20.0%	21.2%	15.4%	17.7%	17.2%	7.2%	7.1%	7.9%	10,778	7,433	6,166
Retired Separated/Discharged	21.1%	20.1%	18.7%	39.9%	39.4%	38.4%	20.0%	20.3%	21.6%	14.0%	14.9%	15.4%	5.0%	5.3%	5.8%	74,253	49,988	39,742
Disability																		
Yes	16.0%	15.1%	14.0%	34.0%	33.2%	32.2%	22.2%	22.4%	23.0%	18.6%	19.5%	20.2%	9.2%	9.8%	10.6%	83,918	69,685	51,783
No	16.3%	15.5%	14.5%	39.1%	38.5%	37.4%	21.9%	22.1%	22.6%	16.5%	17.4%	18.4%	6.1%	6.4%	7.2%	468,831	384,227	329,558

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>14.0%</b>	<b>13.6%</b>	<b>12.4%</b>	<b>36.9%</b>	<b>36.7%</b>	<b>35.5%</b>	<b>22.9%</b>	<b>23.0%</b>	<b>23.5%</b>	<b>18.3%</b>	<b>18.7%</b>	<b>19.7%</b>	<b>7.8%</b>	<b>8.1%</b>	<b>8.8%</b>	<b>577,134</b>	<b>467,501</b>	<b>393,156</b>
<b>Work Location</b>																		
Headquarters	16.2%	15.6%	14.2%	38.1%	37.9%	36.7%	21.5%	21.8%	22.6%	17.1%	17.4%	18.5%	7.1%	7.3%	8.0%	218,412	178,142	155,400
Field	12.8%	12.5%	11.4%	36.3%	36.0%	34.9%	23.6%	23.5%	23.9%	19.0%	19.5%	20.4%	8.2%	8.5%	9.3%	348,425	279,593	229,166
<b>Supervisory Status</b>																		
Non-Supervisor	12.5%	12.1%	10.9%	36.0%	35.8%	34.4%	24.2%	24.2%	24.7%	18.9%	19.3%	20.3%	8.4%	8.7%	9.7%	375,338	303,184	252,628
Team Leader	12.2%	11.6%	10.7%	36.7%	35.6%	34.7%	23.0%	23.2%	23.6%	19.9%	20.8%	21.8%	8.2%	8.8%	9.2%	73,857	57,750	49,406
Supervisor	16.5%	16.7%	15.0%	40.9%	41.4%	40.2%	20.1%	19.9%	21.4%	16.5%	16.4%	17.4%	6.0%	5.7%	6.1%	78,027	62,909	52,143
Manager	25.8%	25.5%	24.1%	41.9%	41.4%	42.7%	15.2%	15.6%	15.5%	12.7%	13.1%	12.9%	4.4%	4.4%	4.7%	34,144	28,649	24,671
Senior Leader	43.9%	42.4%	39.6%	35.2%	35.8%	35.8%	10.1%	10.4%	11.3%	7.5%	8.0%	9.6%	3.3%	3.4%	3.6%	8,307	8,153	8,088
<b>Sex</b>																		
Male	14.7%	14.2%	12.8%	37.0%	36.7%	35.5%	22.9%	22.9%	23.6%	17.5%	18.0%	19.0%	7.9%	8.2%	9.1%	313,145	232,765	196,379
Female	13.4%	13.0%	12.1%	37.3%	36.9%	35.9%	22.7%	22.8%	23.2%	19.2%	19.5%	20.4%	7.4%	7.8%	8.4%	246,820	221,006	184,890
<b>Hispanic or Latino</b>																		
Yes	14.5%	14.1%	13.0%	34.8%	34.5%	34.1%	23.4%	23.6%	23.9%	18.3%	18.9%	18.7%	9.0%	8.9%	10.3%	53,128	39,594	33,506
No	14.2%	13.7%	12.5%	37.5%	37.1%	35.9%	22.7%	22.7%	23.3%	18.1%	18.6%	19.7%	7.5%	7.9%	8.6%	500,503	409,715	343,886
<b>Race</b>																		
American Indian/ Alaska Native	11.5%	11.5%	9.5%	32.4%	31.9%	30.9%	25.7%	26.7%	25.9%	20.4%	20.0%	22.0%	10.0%	9.9%	11.7%	10,564	9,359	7,818
Asian	16.6%	15.5%	15.1%	42.5%	41.5%	40.7%	23.3%	24.0%	23.9%	12.1%	12.8%	14.2%	5.5%	6.2%	6.1%	29,227	22,060	19,484
Black/African American	16.3%	15.6%	14.4%	40.4%	40.3%	39.1%	21.8%	21.5%	22.1%	14.9%	15.8%	16.8%	6.6%	6.8%	7.5%	76,709	64,429	57,890
Native Hawaiian/ Pacific Islander	16.1%	13.1%	13.3%	36.7%	38.5%	37.2%	25.8%	23.1%	25.0%	14.2%	16.8%	17.0%	7.2%	8.5%	7.5%	3,927	2,751	2,206
White	13.9%	13.5%	12.3%	36.7%	36.3%	35.1%	22.5%	22.6%	23.2%	19.1%	19.5%	20.5%	7.8%	8.1%	8.9%	394,960	318,531	263,877
Two or more races (Not Hispanic/ Latino)	11.6%	11.8%	10.5%	32.4%	31.9%	30.0%	24.9%	24.1%	25.4%	20.6%	20.9%	21.9%	10.5%	11.3%	12.2%	22,751	18,687	14,362

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.6%	12.4%	36.9%	36.7%	35.5%	22.9%	23.0%	23.5%	18.3%	18.7%	19.7%	7.8%	8.1%	8.8%	577,134	467,501	393,156
Age Group																		
25 and under	14.4%	14.6%	13.7%	42.2%	38.1%	41.6%	22.2%	23.7%	22.4%	15.9%	16.3%	16.2%	5.3%	7.3%	6.1%	5,833	3,644	2,663
26-29 years old	13.4%	13.3%	11.3%	36.6%	38.4%	35.3%	23.3%	20.8%	22.8%	18.5%	18.8%	20.5%	8.2%	8.6%	10.1%	16,459	12,417	10,957
30-39 years old	12.9%	12.4%	11.4%	35.4%	35.4%	34.2%	22.4%	22.4%	22.9%	20.1%	20.4%	21.1%	9.2%	9.4%	10.3%	112,034	87,695	73,238
40-49 years old	13.8%	13.4%	12.3%	36.7%	36.2%	35.4%	22.4%	22.8%	23.0%	18.9%	19.1%	20.0%	8.3%	8.6%	9.2%	144,397	119,016	102,309
50-59 years old	15.2%	14.4%	12.8%	38.2%	37.3%	36.3%	22.8%	23.0%	23.7%	17.0%	18.0%	18.9%	6.9%	7.3%	8.3%	192,282	166,728	141,553
60 or older	15.3%	13.9%	13.1%	38.6%	37.3%	35.5%	24.0%	24.5%	25.1%	16.2%	17.4%	19.0%	5.8%	6.8%	7.2%	81,706	76,927	61,171
Level of Education																		
Less than High School	12.6%	17.2%	10.4%	37.2%	36.9%	39.1%	25.9%	27.3%	31.8%	15.3%	11.4%	11.6%	9.1%	7.2%	6.9%	413	442	359
H.S. Diploma/ GED or equiv	13.9%	14.0%	13.4%	38.1%	38.4%	38.3%	24.6%	24.6%	23.7%	16.6%	16.0%	17.4%	6.8%	6.9%	7.3%	24,174	19,498	16,255
Trade/Technical Certificate	11.5%	11.1%	10.1%	35.3%	35.4%	34.7%	25.6%	26.1%	26.6%	19.3%	18.9%	19.6%	8.3%	8.6%	9.0%	12,516	10,813	8,180
Some College (no degree)	13.1%	12.9%	11.5%	35.3%	34.7%	34.2%	24.7%	24.8%	25.2%	18.5%	18.8%	19.5%	8.4%	8.7%	9.6%	79,723	62,755	52,764
Associate's Degree	12.7%	12.1%	11.2%	35.6%	35.5%	33.9%	25.1%	24.8%	24.3%	18.4%	19.3%	21.2%	8.1%	8.4%	9.4%	44,692	35,563	27,820
Bachelor's Degree	13.7%	13.3%	12.2%	37.6%	37.4%	35.9%	22.8%	22.9%	23.5%	18.3%	18.6%	19.6%	7.5%	7.8%	8.8%	198,154	155,063	132,124
Master's Degree	15.5%	15.1%	13.9%	37.8%	37.8%	36.4%	21.0%	20.7%	21.9%	18.1%	18.8%	19.7%	7.5%	7.6%	8.1%	147,240	119,464	101,699
Doctoral/ Professional Degree	16.3%	15.1%	13.7%	37.5%	36.4%	35.7%	20.3%	21.0%	21.7%	18.1%	18.9%	19.7%	7.8%	8.7%	9.2%	56,838	52,814	44,149
Pay Category																		
Federal Wage System	9.3%	10.3%	8.3%	31.9%	31.3%	31.9%	27.5%	26.6%	26.5%	21.3%	21.3%	22.5%	10.0%	10.5%	10.8%	18,895	13,107	9,553
GS 1-6	14.2%	12.6%	12.0%	34.9%	33.8%	33.5%	25.1%	25.8%	25.9%	17.8%	18.5%	18.9%	8.1%	9.3%	9.7%	23,173	27,503	18,670
GS 7-12	12.6%	12.4%	11.4%	36.6%	36.9%	35.4%	24.0%	23.6%	24.3%	18.7%	19.0%	20.0%	8.1%	8.2%	8.9%	245,708	193,054	153,174
GS 13-15	16.6%	16.4%	14.8%	39.1%	38.9%	37.7%	20.4%	20.4%	21.1%	17.2%	17.5%	18.6%	6.9%	6.9%	7.7%	228,549	184,588	169,474
SES	44.4%	46.3%	47.3%	32.7%	32.4%	35.1%	10.1%	9.5%	9.0%	9.0%	8.7%	6.2%	3.8%	3.1%	2.4%	5,297	5,687	5,765
SL/ST	28.9%	21.7%	19.6%	36.8%	33.3%	34.3%	16.2%	18.3%	19.8%	13.2%	17.7%	17.9%	4.8%	9.0%	8.4%	1,853	2,013	1,572
Other	11.5%	10.7%	9.6%	35.1%	34.5%	33.2%	25.0%	24.3%	24.5%	19.7%	21.1%	22.0%	8.7%	9.3%	10.6%	41,929	31,218	25,848

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>All Responses</b>	<b>14.0%</b>	<b>13.6%</b>	<b>12.4%</b>	<b>36.9%</b>	<b>36.7%</b>	<b>35.5%</b>	<b>22.9%</b>	<b>23.0%</b>	<b>23.5%</b>	<b>18.3%</b>	<b>18.7%</b>	<b>19.7%</b>	<b>7.8%</b>	<b>8.1%</b>	<b>8.8%</b>	<b>577,134</b>	<b>467,501</b>	<b>393,156</b>
<b>Time in Federal Government</b>																		
< 1 year	22.7%	21.6%	20.1%	44.3%	43.0%	43.8%	20.6%	21.2%	20.0%	9.8%	11.0%	12.2%	2.6%	3.1%	3.9%	7,274	8,997	6,850
1-3 years	16.7%	15.8%	14.7%	39.8%	39.9%	39.0%	22.1%	21.7%	22.8%	15.7%	16.3%	16.6%	5.7%	6.2%	6.8%	59,448	45,306	29,924
4-5 years	14.2%	13.3%	11.9%	36.5%	35.5%	35.2%	22.8%	23.5%	23.3%	18.7%	19.3%	20.6%	7.8%	8.4%	8.9%	35,224	30,217	30,095
6-10 years	13.0%	12.4%	11.4%	36.3%	35.5%	34.2%	22.9%	22.9%	23.7%	19.3%	20.2%	21.0%	8.4%	9.0%	9.7%	132,279	108,846	91,771
11-14 years	12.8%	12.2%	10.8%	35.8%	35.0%	33.8%	23.1%	23.2%	24.1%	19.5%	20.5%	21.2%	8.8%	9.1%	10.1%	84,346	63,953	54,873
15-20 years	12.6%	12.6%	11.8%	35.3%	35.3%	33.7%	23.5%	23.8%	23.8%	19.7%	19.4%	20.8%	8.9%	9.0%	9.9%	92,133	66,427	51,740
> 20 years	15.1%	14.7%	13.4%	38.0%	38.1%	37.0%	22.8%	22.7%	23.3%	17.1%	17.4%	18.5%	7.0%	7.1%	7.8%	155,097	134,478	119,588
<b>Time with Current Agency</b>																		
< 1 year	22.8%	22.2%	20.8%	42.9%	41.4%	41.9%	20.0%	20.5%	20.5%	10.7%	12.1%	12.3%	3.6%	3.8%	4.6%	14,115	16,458	13,168
1-3 years	16.5%	15.9%	14.7%	38.5%	39.0%	37.7%	21.9%	21.6%	22.7%	16.4%	16.7%	17.3%	6.6%	6.7%	7.5%	93,060	69,874	47,706
4-5 years	13.9%	12.7%	11.4%	35.6%	35.4%	34.5%	22.8%	23.2%	23.6%	19.1%	19.7%	21.0%	8.6%	9.0%	9.5%	45,974	37,895	38,104
6-10 years	12.4%	11.9%	10.6%	36.0%	35.0%	33.6%	23.3%	23.2%	24.0%	19.6%	20.5%	21.6%	8.7%	9.4%	10.1%	137,106	113,950	98,054
11-20 years	12.5%	12.1%	11.1%	35.7%	35.2%	34.2%	23.5%	23.8%	24.1%	19.6%	20.0%	20.8%	8.7%	8.9%	9.8%	159,640	118,655	98,757
> 20 years	15.2%	14.8%	13.8%	38.8%	38.8%	37.7%	22.6%	22.6%	23.0%	16.9%	17.1%	18.2%	6.6%	6.7%	7.2%	114,634	99,904	87,741
<b>Leaving</b>																		
No	17.9%	17.2%	16.0%	42.4%	41.9%	41.1%	21.5%	21.8%	22.5%	14.0%	14.7%	15.4%	4.1%	4.3%	4.9%	381,411	316,240	259,406
Yes, to retire	12.6%	11.9%	10.8%	36.4%	36.3%	35.8%	24.9%	25.4%	25.5%	18.9%	19.3%	20.2%	7.2%	7.0%	7.8%	34,774	28,581	22,273
Yes, to other job in Govt	6.2%	6.1%	5.4%	26.2%	26.1%	24.9%	25.2%	25.0%	25.2%	27.3%	27.5%	28.2%	15.1%	15.3%	16.3%	100,016	70,852	70,644
Yes, to other job outside Govt	5.0%	4.9%	4.0%	23.3%	22.6%	20.5%	23.5%	21.9%	22.3%	29.3%	29.6%	31.4%	19.0%	20.9%	21.8%	22,204	19,447	13,794
Yes, other	4.7%	4.2%	3.9%	22.0%	21.0%	19.8%	27.5%	26.2%	26.8%	27.7%	28.7%	29.7%	18.2%	19.9%	19.9%	27,513	22,188	18,016
<b>Retiring</b>																		
Within 1 year	12.9%	12.0%	11.0%	35.3%	35.1%	34.4%	24.1%	24.5%	24.6%	19.2%	19.9%	20.9%	8.5%	8.5%	9.1%	21,156	17,165	13,568
Between 1-3 years	13.4%	13.0%	11.7%	37.5%	36.6%	35.7%	24.2%	24.7%	25.4%	17.8%	18.4%	19.4%	7.1%	7.4%	7.8%	57,292	47,328	38,023
Between 3-5 years	13.7%	13.7%	12.3%	37.5%	37.3%	35.7%	23.8%	23.3%	24.4%	18.0%	18.6%	19.7%	7.0%	7.0%	7.9%	63,480	51,362	42,242
5 or more years	14.4%	13.8%	12.7%	37.1%	36.8%	35.7%	22.4%	22.5%	23.0%	18.2%	18.7%	19.6%	7.9%	8.2%	9.0%	419,617	338,781	287,623

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.6%	12.4%	36.9%	36.7%	35.5%	22.9%	23.0%	23.5%	18.3%	18.7%	19.7%	7.8%	8.1%	8.8%	577,134	467,501	393,156
Transgender																		
Yes	8.8%	--	--	26.2%	--	--	25.7%	--	--	22.4%	--	--	16.9%	--	--	2,097	--	--
No	14.3%	--	--	37.3%	--	--	22.7%	--	--	18.1%	--	--	7.6%	--	--	544,012	--	--
Consider Yourself as:																		
Straight	14.5%	--	--	37.7%	--	--	22.6%	--	--	17.8%	--	--	7.4%	--	--	509,496	--	--
Gay or Lesbian	14.5%	--	--	33.8%	--	--	22.2%	--	--	20.2%	--	--	9.3%	--	--	11,808	--	--
Bisexual	12.4%	--	--	32.9%	--	--	21.7%	--	--	22.8%	--	--	10.2%	--	--	5,701	--	--
Something else	7.7%	--	--	26.7%	--	--	27.0%	--	--	23.8%	--	--	14.8%	--	--	10,824	--	--
Military Service																		
No Prior Military Service	13.5%	13.1%	12.1%	37.7%	37.3%	36.2%	22.8%	23.0%	23.4%	18.4%	18.8%	19.9%	7.6%	7.8%	8.5%	386,736	325,591	277,789
Currently in Guard/Reserves	15.4%	15.5%	14.4%	36.9%	37.6%	36.1%	22.4%	21.3%	22.5%	17.1%	17.5%	17.0%	8.1%	8.1%	10.0%	10,775	7,424	6,165
Retired Separated/Discharged	17.9%	17.3%	15.5%	38.8%	38.4%	37.8%	21.9%	22.0%	22.6%	15.5%	16.1%	17.3%	5.9%	6.2%	6.8%	74,232	49,897	39,660
Disability																		
Yes	14.2%	13.6%	12.4%	33.6%	33.2%	32.2%	23.5%	23.0%	23.6%	18.9%	19.6%	20.4%	9.9%	10.5%	11.4%	83,921	69,517	51,659
No	14.2%	13.7%	12.5%	38.0%	37.6%	36.4%	22.6%	22.8%	23.4%	18.0%	18.4%	19.5%	7.2%	7.4%	8.2%	468,865	383,671	328,857

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
Work Location																		
Headquarters	19.2%	17.7%	16.4%	36.5%	35.6%	34.0%	22.1%	22.5%	22.9%	14.3%	15.2%	16.8%	7.9%	8.9%	9.9%	218,273	177,836	155,108
Field	15.4%	14.4%	13.3%	34.8%	34.0%	32.6%	23.5%	23.9%	24.2%	16.7%	17.3%	18.4%	9.6%	10.3%	11.4%	348,314	279,169	228,748
Supervisory Status																		
Non-Supervisor	15.3%	14.2%	13.0%	34.5%	33.7%	32.0%	24.0%	24.3%	24.6%	16.5%	17.2%	18.6%	9.7%	10.5%	11.9%	375,181	302,745	252,204
Team Leader	16.1%	14.6%	14.0%	35.1%	33.9%	32.7%	22.5%	22.9%	23.2%	16.9%	17.7%	18.8%	9.4%	10.9%	11.4%	73,811	57,657	49,291
Supervisor	18.7%	18.0%	16.5%	39.2%	38.8%	37.6%	21.5%	22.2%	22.8%	14.0%	14.2%	15.8%	6.6%	6.8%	7.3%	77,988	62,798	52,041
Manager	26.4%	24.9%	23.6%	39.3%	38.9%	38.7%	18.0%	18.6%	19.6%	11.3%	12.3%	11.9%	5.0%	5.4%	6.2%	34,131	28,575	24,608
Senior Leader	43.4%	40.9%	36.8%	32.7%	33.4%	34.9%	12.6%	13.8%	14.5%	7.5%	7.8%	8.2%	3.8%	4.1%	5.6%	8,315	8,126	8,079
Sex																		
Male	17.3%	16.1%	14.7%	35.7%	35.1%	33.7%	23.1%	23.7%	24.0%	14.9%	15.4%	16.8%	9.0%	9.6%	10.9%	313,022	232,405	195,998
Female	16.3%	15.1%	14.3%	35.3%	34.1%	32.6%	22.5%	22.9%	23.2%	17.2%	18.0%	19.1%	8.8%	9.9%	10.8%	246,694	220,639	184,555
Hispanic or Latino																		
Yes	16.6%	15.7%	14.6%	32.0%	32.0%	30.9%	23.7%	23.3%	23.5%	16.9%	17.9%	17.9%	10.8%	11.1%	13.1%	53,123	39,541	33,439
No	17.0%	15.7%	14.6%	36.0%	35.0%	33.5%	22.7%	23.3%	23.7%	15.6%	16.4%	17.7%	8.7%	9.6%	10.5%	500,264	409,032	343,238
Race																		
American Indian/ Alaska Native	13.3%	13.1%	11.5%	30.3%	30.1%	28.6%	26.3%	24.9%	24.6%	18.0%	19.6%	20.4%	12.1%	12.3%	14.9%	10,557	9,345	7,790
Asian	18.5%	17.3%	16.4%	39.8%	38.0%	37.0%	23.4%	25.0%	25.6%	11.8%	12.4%	13.2%	6.5%	7.3%	7.9%	29,205	22,039	19,482
Black/African American	17.8%	16.4%	15.5%	35.8%	35.1%	33.4%	22.0%	22.8%	22.8%	15.2%	15.6%	17.1%	9.1%	10.0%	11.1%	76,668	64,358	57,801
Native Hawaiian/ Pacific Islander	17.2%	14.6%	14.7%	33.4%	32.2%	31.6%	25.6%	26.7%	24.6%	14.8%	15.3%	17.2%	9.0%	11.2%	11.8%	3,923	2,751	2,200
White	17.1%	16.0%	14.7%	35.9%	35.0%	33.6%	22.4%	22.9%	23.3%	16.0%	16.8%	18.0%	8.6%	9.3%	10.4%	394,827	318,004	263,368
Two or more races (Not Hispanic/ Latino)	13.4%	12.7%	11.6%	30.5%	29.3%	27.6%	25.5%	24.8%	25.9%	17.7%	18.7%	19.4%	12.9%	14.6%	15.5%	22,737	18,634	14,323

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
Age Group																		
25 and under	18.3%	16.4%	17.9%	40.0%	38.3%	37.1%	22.6%	22.8%	22.0%	12.9%	13.3%	13.8%	6.2%	9.1%	9.2%	5,838	3,636	2,661
26-29 years old	16.3%	15.9%	13.6%	35.8%	35.4%	33.9%	22.2%	23.0%	23.3%	16.4%	16.0%	16.9%	9.2%	9.7%	12.3%	16,480	12,390	10,954
30-39 years old	15.4%	14.1%	13.1%	34.7%	33.9%	31.9%	22.4%	22.9%	23.8%	16.9%	17.8%	18.5%	10.5%	11.3%	12.6%	112,067	87,589	73,138
40-49 years old	16.4%	15.2%	14.2%	35.0%	34.3%	33.1%	22.8%	23.2%	23.2%	16.3%	16.7%	18.1%	9.6%	10.6%	11.4%	144,361	118,859	102,142
50-59 years old	18.0%	16.5%	14.9%	35.9%	34.7%	33.5%	22.9%	23.7%	23.8%	15.1%	16.2%	17.7%	8.1%	9.0%	10.1%	192,153	166,388	141,172
60 or older	18.3%	16.3%	15.3%	37.0%	34.9%	33.6%	23.3%	24.6%	24.9%	14.4%	15.9%	17.2%	7.0%	8.2%	8.9%	81,587	76,779	61,059
Level of Education																		
Less than High School	17.9%	22.7%	18.2%	33.1%	28.9%	33.2%	26.3%	22.4%	24.4%	12.9%	15.8%	15.9%	9.8%	10.1%	8.3%	411	438	359
H.S. Diploma/ GED or equiv	16.8%	16.7%	15.9%	35.3%	36.2%	34.6%	23.4%	22.2%	22.4%	15.4%	15.6%	17.2%	9.1%	9.3%	9.8%	24,174	19,470	16,236
Trade/Technical Certificate	13.9%	13.5%	12.3%	32.9%	31.7%	31.1%	24.3%	24.9%	24.4%	17.1%	17.9%	19.6%	11.8%	12.0%	12.6%	12,520	10,792	8,169
Some College (no degree)	15.5%	15.1%	13.4%	32.5%	31.7%	30.9%	23.9%	24.1%	24.2%	17.4%	17.9%	18.9%	10.7%	11.2%	12.7%	79,674	62,648	52,663
Associate's Degree	15.2%	13.8%	12.8%	32.7%	32.4%	30.3%	24.5%	23.9%	23.9%	17.2%	18.4%	20.0%	10.3%	11.4%	13.0%	44,650	35,488	27,783
Bachelor's Degree	16.5%	15.1%	14.1%	36.6%	35.9%	34.2%	22.9%	23.5%	24.1%	15.6%	16.3%	17.4%	8.4%	9.3%	10.3%	198,110	154,841	131,915
Master's Degree	17.9%	16.8%	15.6%	36.7%	35.6%	34.3%	22.2%	23.0%	23.5%	15.1%	15.6%	17.0%	8.1%	8.9%	9.6%	147,186	119,254	101,520
Doctoral/ Professional Degree	20.5%	17.7%	16.9%	37.1%	35.4%	34.2%	20.7%	22.3%	22.1%	14.1%	15.7%	16.9%	7.5%	8.9%	10.0%	56,787	52,749	43,995
Pay Category																		
Federal Wage System	11.4%	11.6%	10.9%	29.7%	29.4%	29.1%	25.6%	25.6%	24.2%	19.8%	19.5%	20.9%	13.6%	13.8%	15.0%	18,882	13,087	9,550
GS 1-6	16.2%	14.2%	13.3%	30.8%	29.6%	29.8%	23.7%	24.0%	23.7%	17.5%	18.6%	19.2%	11.9%	13.6%	14.0%	23,157	27,458	18,625
GS 7-12	15.1%	14.4%	13.3%	34.5%	34.4%	32.5%	23.8%	23.7%	24.4%	16.9%	17.4%	18.4%	9.7%	10.2%	11.3%	245,616	192,773	152,949
GS 13-15	19.8%	18.8%	17.3%	38.8%	37.9%	36.6%	21.4%	22.4%	22.7%	13.4%	13.9%	15.3%	6.7%	7.0%	8.0%	228,417	184,280	169,105
SES	46.1%	46.8%	44.4%	32.7%	33.0%	33.2%	10.6%	10.7%	11.5%	7.2%	6.2%	7.0%	3.4%	3.4%	3.9%	5,305	5,670	5,750
SL/ST	33.7%	24.9%	23.1%	32.8%	31.8%	32.8%	18.3%	18.8%	19.5%	10.9%	13.7%	16.6%	4.3%	10.9%	7.9%	1,850	2,002	1,563
Other	13.7%	12.0%	10.9%	32.4%	32.1%	29.8%	24.5%	24.8%	24.1%	18.5%	19.1%	21.2%	11.0%	12.0%	14.0%	41,939	31,182	25,799

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
Time in Federal Government																		
< 1 year	25.2%	23.0%	22.2%	41.3%	40.0%	40.8%	23.1%	24.2%	22.3%	7.6%	8.4%	10.5%	2.9%	4.3%	4.2%	7,268	8,986	6,819
1-3 years	19.8%	18.3%	17.4%	37.8%	36.5%	35.1%	22.2%	22.7%	23.5%	13.4%	14.5%	15.4%	6.7%	7.9%	8.6%	59,463	45,255	29,860
4-5 years	17.4%	15.2%	14.5%	34.6%	32.7%	32.8%	22.9%	24.1%	23.5%	15.9%	17.5%	18.0%	9.1%	10.4%	11.3%	35,238	30,170	30,052
6-10 years	15.5%	14.1%	13.1%	34.8%	33.6%	31.5%	23.2%	23.5%	24.0%	16.7%	17.7%	19.3%	9.8%	11.1%	12.1%	132,199	108,736	91,662
11-14 years	15.1%	13.8%	12.6%	34.0%	32.8%	31.6%	23.3%	24.2%	23.9%	17.2%	18.0%	19.4%	10.4%	11.2%	12.5%	84,304	63,852	54,727
15-20 years	14.9%	14.2%	13.2%	33.9%	33.9%	31.9%	23.7%	23.8%	24.6%	17.3%	17.5%	18.1%	10.2%	10.6%	12.2%	92,093	66,332	51,675
> 20 years	18.1%	17.2%	15.6%	36.7%	36.2%	35.0%	22.3%	22.7%	23.2%	14.9%	15.5%	16.8%	7.9%	8.3%	9.4%	154,998	134,173	119,329
Time with Current Agency																		
< 1 year	24.2%	22.2%	21.2%	39.4%	38.9%	38.4%	24.2%	24.7%	24.7%	8.4%	9.0%	10.4%	3.9%	5.2%	5.3%	14,100	16,433	13,118
1-3 years	19.6%	18.3%	17.0%	36.5%	35.7%	34.2%	22.3%	22.7%	23.7%	14.0%	14.9%	15.8%	7.6%	8.4%	9.3%	93,043	69,784	47,587
4-5 years	16.9%	14.7%	13.9%	33.9%	32.7%	32.1%	22.7%	23.7%	23.2%	16.5%	17.8%	19.0%	10.1%	11.1%	11.8%	45,979	37,834	38,069
6-10 years	14.8%	13.7%	12.4%	34.4%	33.1%	31.2%	23.4%	23.8%	24.1%	17.2%	18.0%	19.8%	10.2%	11.5%	12.6%	137,017	113,796	97,924
11-20 years	14.8%	13.9%	12.9%	34.3%	33.7%	32.2%	23.4%	23.8%	24.0%	17.4%	17.9%	18.7%	10.1%	10.7%	12.2%	159,571	118,499	98,567
> 20 years	18.5%	17.5%	16.2%	37.8%	37.0%	36.0%	22.2%	22.6%	22.9%	14.3%	15.2%	16.3%	7.3%	7.7%	8.7%	114,588	99,678	87,560
Leaving																		
No	21.3%	19.8%	18.6%	40.8%	39.7%	38.8%	21.3%	22.2%	22.6%	11.9%	13.0%	14.0%	4.7%	5.3%	5.9%	381,265	315,755	258,898
Yes, to retire	15.3%	14.6%	13.0%	36.2%	34.7%	34.2%	24.6%	25.4%	25.6%	15.8%	16.9%	18.0%	8.2%	8.5%	9.2%	34,719	28,512	22,260
Yes, to other job in Govt	7.3%	6.6%	6.2%	24.1%	23.9%	22.0%	26.1%	26.0%	25.8%	24.7%	24.5%	25.8%	17.8%	19.0%	20.2%	99,959	70,745	70,510
Yes, to other job outside Govt	5.8%	5.1%	4.5%	22.4%	21.5%	17.6%	25.4%	24.4%	23.8%	25.0%	26.2%	27.4%	21.4%	22.8%	26.8%	22,221	19,414	13,759
Yes, other	5.6%	5.0%	4.5%	20.8%	18.6%	17.5%	27.6%	26.6%	26.5%	24.8%	25.4%	25.9%	21.1%	24.4%	25.6%	27,522	22,172	17,987
Retiring																		
Within 1 year	15.5%	14.6%	13.4%	35.1%	33.9%	32.7%	23.6%	24.1%	24.9%	15.9%	17.1%	18.2%	9.9%	10.2%	10.7%	21,127	17,134	13,553
Between 1-3 years	16.3%	15.4%	13.8%	36.2%	35.2%	34.1%	24.3%	24.6%	25.0%	15.4%	16.3%	17.5%	7.8%	8.5%	9.5%	57,232	47,229	37,938
Between 3-5 years	16.7%	15.8%	14.1%	35.6%	35.3%	33.3%	23.7%	23.9%	24.5%	16.1%	16.3%	18.4%	8.0%	8.7%	9.7%	63,393	51,264	42,138
5 or more years	17.0%	15.7%	14.7%	35.5%	34.6%	33.2%	22.6%	23.1%	23.4%	15.8%	16.6%	17.7%	9.1%	10.0%	11.1%	419,551	338,275	287,117

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
Transgender																		
Yes	11.4%	--	--	25.7%	--	--	26.2%	--	--	19.6%	--	--	17.1%	--	--	2,094	--	--
No	17.0%	--	--	35.6%	--	--	22.7%	--	--	15.8%	--	--	8.9%	--	--	543,781	--	--
Consider Yourself as:																		
Straight	17.2%	--	--	35.9%	--	--	22.6%	--	--	15.6%	--	--	8.7%	--	--	509,290	--	--
Gay or Lesbian	17.5%	--	--	34.4%	--	--	20.4%	--	--	17.3%	--	--	10.5%	--	--	11,799	--	--
Bisexual	15.2%	--	--	31.6%	--	--	22.7%	--	--	18.7%	--	--	11.8%	--	--	5,702	--	--
Something else	9.7%	--	--	26.7%	--	--	28.2%	--	--	20.1%	--	--	15.3%	--	--	10,816	--	--
Military Service																		
No Prior Military Service	16.4%	15.4%	14.3%	36.5%	35.7%	33.9%	22.4%	22.8%	23.2%	16.1%	16.8%	18.1%	8.6%	9.3%	10.6%	386,568	325,056	277,257
Currently in Guard/Reserves	17.5%	16.5%	15.7%	33.8%	35.2%	33.9%	24.2%	22.5%	23.7%	14.9%	14.7%	15.7%	9.6%	11.1%	10.9%	10,781	7,413	6,143
Retired Separated/Discharged	20.4%	18.9%	17.3%	36.0%	35.3%	34.8%	23.1%	24.0%	24.6%	13.3%	14.1%	15.0%	7.2%	7.7%	8.2%	74,184	49,809	39,556
Disability																		
Yes	15.8%	14.6%	13.4%	30.2%	29.6%	28.6%	23.7%	23.9%	23.9%	17.5%	18.4%	19.3%	12.8%	13.6%	14.8%	83,865	69,418	51,571
No	17.2%	15.9%	14.8%	36.7%	35.8%	34.2%	22.6%	23.2%	23.6%	15.4%	16.1%	17.4%	8.1%	8.9%	10.0%	468,689	383,046	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

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
Work Location																		
Headquarters	14.8%	14.0%	12.7%	35.4%	35.1%	33.5%	27.3%	28.1%	28.5%	14.7%	14.8%	16.3%	7.8%	8.0%	9.0%	218,165	177,702	155,108
Field	11.2%	10.8%	9.8%	32.0%	31.7%	30.6%	29.9%	30.2%	29.6%	17.2%	17.4%	18.9%	9.7%	9.9%	11.2%	348,168	278,966	228,848
Supervisory Status																		
Non-Supervisor	11.5%	11.1%	9.9%	32.4%	32.2%	30.4%	30.5%	30.7%	30.7%	16.1%	16.3%	18.1%	9.4%	9.6%	10.9%	374,937	302,476	252,138
Team Leader	11.1%	10.2%	9.2%	32.8%	31.8%	31.3%	28.8%	29.6%	28.6%	17.8%	18.3%	19.6%	9.5%	10.2%	11.3%	73,821	57,588	49,350
Supervisor	13.7%	13.4%	12.2%	36.3%	36.7%	35.7%	25.9%	26.5%	26.4%	16.7%	16.1%	17.6%	7.5%	7.3%	8.0%	77,983	62,767	52,086
Manager	19.9%	19.4%	18.5%	37.3%	36.8%	38.0%	21.5%	22.2%	21.8%	14.8%	15.2%	14.8%	6.5%	6.4%	7.0%	34,113	28,594	24,662
Senior Leader	39.7%	38.7%	34.5%	35.3%	35.2%	37.8%	13.2%	14.0%	14.4%	7.9%	8.5%	8.8%	4.0%	3.6%	4.6%	8,302	8,125	8,087
Sex																		
Male	13.3%	12.7%	11.3%	33.4%	33.1%	31.8%	27.9%	28.3%	28.1%	16.0%	16.2%	17.7%	9.4%	9.7%	11.1%	312,930	232,336	196,146
Female	11.7%	11.3%	10.4%	33.5%	33.0%	31.7%	30.4%	30.8%	30.5%	16.4%	16.5%	18.1%	8.1%	8.4%	9.2%	246,561	220,379	184,526
Hispanic or Latino																		
Yes	13.4%	12.9%	12.0%	31.8%	31.5%	30.5%	28.3%	28.8%	28.2%	16.6%	16.6%	17.7%	10.0%	10.2%	11.7%	53,090	39,526	33,458
No	12.6%	12.0%	10.9%	33.7%	33.3%	32.0%	28.9%	29.4%	29.2%	16.1%	16.3%	17.9%	8.7%	9.0%	10.1%	500,089	408,730	343,344
Race																		
American Indian/ Alaska Native	10.7%	11.1%	9.1%	29.7%	28.6%	27.0%	30.7%	30.8%	31.4%	17.6%	18.0%	18.8%	11.3%	11.6%	13.8%	10,559	9,349	7,796
Asian	15.0%	14.3%	13.7%	38.8%	37.5%	36.2%	28.5%	29.1%	29.4%	11.3%	12.3%	12.9%	6.5%	6.9%	7.7%	29,182	22,040	19,467
Black/African American	14.0%	13.1%	12.1%	35.8%	35.6%	33.9%	28.7%	29.2%	29.1%	13.8%	14.4%	15.8%	7.7%	7.6%	9.1%	76,613	64,278	57,780
Native Hawaiian/ Pacific Islander	14.3%	12.5%	11.7%	33.2%	31.7%	30.7%	30.0%	30.0%	31.3%	14.6%	16.5%	16.2%	7.9%	9.3%	10.0%	3,927	2,740	2,203
White	12.6%	12.1%	10.8%	33.2%	33.0%	31.8%	28.5%	29.0%	28.5%	16.8%	16.8%	18.6%	8.9%	9.1%	10.3%	394,717	317,771	263,505
Two or more races (Not Hispanic/ Latino)	10.2%	10.1%	9.0%	28.8%	28.0%	25.3%	30.8%	29.5%	31.4%	18.1%	19.0%	19.6%	12.1%	13.4%	14.7%	22,735	18,642	14,342

## Report by Demographics

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
Age Group																		
25 and under	15.2%	14.4%	14.6%	40.3%	40.2%	42.1%	26.9%	27.8%	24.7%	11.9%	10.0%	11.4%	5.7%	7.6%	7.1%	5,831	3,639	2,658
26-29 years old	12.8%	13.0%	10.9%	35.5%	36.4%	34.4%	28.2%	27.9%	28.8%	14.9%	14.9%	15.1%	8.7%	7.9%	10.8%	16,443	12,391	10,937
30-39 years old	11.7%	11.1%	10.1%	32.4%	32.4%	31.2%	28.8%	28.9%	28.9%	17.0%	17.2%	18.4%	10.1%	10.4%	11.5%	111,968	87,507	73,117
40-49 years old	12.3%	11.8%	10.6%	32.7%	32.3%	31.6%	28.3%	29.0%	28.6%	17.0%	16.9%	18.2%	9.7%	9.8%	10.9%	144,242	118,718	102,147
50-59 years old	13.3%	12.4%	11.1%	34.0%	33.2%	31.5%	28.8%	29.8%	29.6%	15.7%	16.2%	18.1%	8.2%	8.5%	9.8%	192,152	166,269	141,252
60 or older	13.6%	12.3%	11.5%	34.5%	32.8%	31.1%	29.9%	30.9%	30.6%	15.0%	15.8%	17.8%	7.1%	8.1%	8.9%	81,627	76,691	61,073
Level of Education																		
Less than High School	13.3%	18.9%	12.9%	32.3%	30.4%	36.5%	33.1%	27.9%	29.3%	10.9%	15.6%	11.4%	10.5%	7.3%	10.0%	409	443	363
H.S. Diploma/ GED or equiv	12.7%	13.0%	12.0%	34.6%	33.8%	34.4%	30.1%	30.4%	29.4%	14.7%	14.8%	15.4%	7.9%	7.9%	8.8%	24,166	19,456	16,236
Trade/Technical Certificate	10.6%	10.5%	9.6%	31.6%	31.7%	31.2%	31.1%	31.8%	30.6%	16.6%	16.3%	18.0%	10.2%	9.7%	10.5%	12,517	10,759	8,164
Some College (no degree)	12.1%	11.5%	10.3%	31.4%	31.5%	29.8%	30.2%	30.7%	30.4%	16.7%	16.7%	18.3%	9.5%	9.6%	11.1%	79,671	62,611	52,692
Associate's Degree	11.9%	11.4%	10.3%	32.5%	31.8%	30.1%	30.4%	30.7%	29.9%	16.3%	16.5%	18.7%	8.9%	9.6%	11.0%	44,621	35,468	27,776
Bachelor's Degree	12.0%	11.6%	10.4%	33.7%	33.5%	31.9%	29.3%	29.6%	29.2%	16.4%	16.4%	18.3%	8.6%	9.0%	10.2%	198,017	154,783	131,923
Master's Degree	13.5%	12.9%	11.6%	34.5%	34.3%	32.9%	27.5%	27.9%	28.4%	15.8%	16.2%	17.4%	8.7%	8.6%	9.7%	147,115	119,158	101,542
Doctoral/ Professional Degree	14.7%	13.2%	12.7%	33.0%	32.3%	32.0%	26.2%	27.5%	26.9%	16.3%	16.9%	18.0%	9.8%	10.1%	10.5%	56,739	52,670	44,050
Pay Category																		
Federal Wage System	8.6%	9.5%	7.8%	28.7%	27.7%	28.1%	31.0%	30.8%	29.2%	19.3%	19.9%	21.0%	12.3%	12.1%	13.9%	18,880	13,090	9,555
GS 1-6	14.1%	12.3%	11.2%	32.6%	31.5%	30.9%	30.4%	31.2%	31.7%	14.2%	15.0%	16.0%	8.7%	9.9%	10.2%	23,142	27,402	18,629
GS 7-12	11.7%	11.4%	10.3%	33.0%	33.3%	31.6%	30.3%	30.4%	30.4%	16.1%	16.0%	17.7%	8.9%	8.9%	10.1%	245,473	192,635	152,932
GS 13-15	13.9%	13.5%	12.4%	34.9%	34.9%	33.6%	26.8%	27.3%	27.1%	16.1%	16.0%	17.7%	8.3%	8.2%	9.3%	228,363	184,145	169,193
SES	39.3%	40.9%	42.0%	32.9%	33.0%	35.4%	12.9%	12.7%	12.0%	9.5%	9.0%	7.4%	5.4%	4.4%	3.3%	5,294	5,673	5,758
SL/ST	25.8%	20.6%	16.1%	36.9%	29.8%	32.8%	18.6%	24.8%	28.3%	11.8%	14.3%	14.0%	6.9%	10.5%	8.9%	1,850	2,002	1,566
Other	10.1%	8.8%	8.0%	30.1%	29.5%	27.5%	30.7%	30.3%	29.4%	18.3%	19.6%	21.2%	10.8%	11.7%	14.0%	41,906	31,144	25,811

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
<b>Time in Federal Government</b>																		
< 1 year	22.9%	21.1%	20.3%	43.2%	43.2%	43.0%	24.4%	24.1%	25.0%	7.2%	8.0%	8.1%	2.2%	3.6%	3.7%	7,264	8,974	6,830
1-3 years	16.3%	15.4%	14.0%	38.1%	37.9%	36.3%	27.3%	27.9%	28.6%	12.2%	12.3%	13.8%	6.1%	6.5%	7.4%	59,371	45,227	29,857
4-5 years	13.6%	12.7%	11.1%	34.4%	32.2%	32.9%	28.8%	30.3%	30.1%	14.8%	15.9%	16.3%	8.4%	8.9%	9.6%	35,196	30,123	30,034
6-10 years	11.8%	11.1%	10.2%	33.1%	32.5%	30.5%	29.3%	29.3%	29.5%	16.5%	17.1%	18.8%	9.2%	10.0%	11.0%	132,163	108,636	91,628
11-14 years	11.4%	10.5%	9.4%	31.8%	31.0%	29.9%	29.0%	29.8%	28.9%	17.8%	18.3%	19.7%	10.1%	10.4%	12.1%	84,256	63,814	54,822
15-20 years	10.8%	10.6%	9.9%	30.8%	31.0%	29.6%	29.4%	29.6%	29.0%	18.4%	18.1%	19.4%	10.6%	10.6%	12.0%	92,066	66,294	51,686
> 20 years	12.5%	12.0%	10.8%	32.8%	32.8%	31.6%	29.4%	30.1%	29.3%	16.5%	16.5%	18.5%	8.8%	8.6%	9.7%	154,983	134,082	119,369
<b>Time with Current Agency</b>																		
< 1 year	22.2%	20.7%	19.5%	41.3%	41.0%	40.7%	24.9%	24.8%	25.6%	8.3%	8.9%	9.7%	3.3%	4.5%	4.5%	14,092	16,415	13,132
1-3 years	15.9%	15.1%	13.7%	36.7%	36.6%	34.8%	27.3%	28.1%	28.7%	13.2%	13.2%	14.8%	6.9%	6.9%	8.0%	92,941	69,738	47,600
4-5 years	12.9%	11.7%	10.6%	33.4%	32.3%	31.4%	28.5%	29.8%	30.0%	16.0%	16.7%	17.6%	9.1%	9.4%	10.4%	45,956	37,798	38,045
6-10 years	11.1%	10.6%	9.3%	32.3%	31.7%	29.9%	29.8%	29.6%	29.7%	17.1%	17.6%	19.5%	9.7%	10.6%	11.6%	136,958	113,729	97,913
11-20 years	10.6%	10.2%	9.5%	31.2%	30.8%	29.8%	29.5%	30.2%	29.0%	18.3%	18.3%	19.7%	10.4%	10.5%	12.0%	159,507	118,373	98,625
> 20 years	12.6%	12.1%	10.9%	33.2%	33.1%	32.4%	29.4%	30.1%	29.3%	16.3%	16.4%	18.0%	8.4%	8.3%	9.3%	114,577	99,621	87,596
<b>Leaving</b>																		
No	16.1%	15.4%	14.2%	38.6%	38.3%	37.4%	27.8%	28.4%	28.4%	12.5%	12.8%	14.1%	5.0%	5.1%	5.9%	381,083	315,516	258,965
Yes, to retire	10.4%	9.8%	8.6%	31.4%	30.4%	30.4%	30.9%	32.3%	31.1%	18.2%	18.3%	19.7%	9.1%	9.2%	10.2%	34,737	28,490	22,263
Yes, to other job in Govt	5.6%	5.2%	4.5%	23.0%	23.1%	21.0%	31.2%	31.6%	30.7%	23.9%	23.6%	25.5%	16.3%	16.5%	18.2%	99,908	70,698	70,549
Yes, to other job outside Govt	3.9%	3.7%	2.8%	18.2%	17.5%	15.3%	28.7%	28.5%	27.4%	26.9%	26.9%	29.0%	22.3%	23.4%	25.4%	22,207	19,399	13,765
Yes, other	4.1%	3.4%	3.2%	18.3%	16.6%	16.3%	32.4%	32.0%	30.9%	24.6%	25.7%	26.2%	20.6%	22.4%	23.4%	27,505	22,131	17,993
<b>Retiring</b>																		
Within 1 year	10.7%	10.1%	9.0%	30.3%	29.4%	29.5%	29.7%	30.5%	30.0%	18.4%	19.1%	20.2%	10.8%	10.9%	11.3%	21,137	17,114	13,561
Between 1-3 years	11.2%	10.6%	9.6%	32.4%	32.0%	30.7%	30.5%	31.3%	31.0%	17.2%	17.2%	19.0%	8.7%	8.8%	9.7%	57,233	47,232	37,948
Between 3-5 years	11.7%	11.6%	10.2%	33.0%	32.5%	31.0%	29.8%	30.4%	29.8%	17.1%	16.9%	19.3%	8.3%	8.7%	9.7%	63,425	51,211	42,159
5 or more years	13.0%	12.4%	11.3%	33.7%	33.5%	32.1%	28.6%	28.9%	28.8%	15.9%	16.1%	17.5%	8.9%	9.1%	10.3%	419,273	338,016	287,196

## Report by Demographics

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
Transgender																		
Yes	7.7%	--	--	22.0%	--	--	28.4%	--	--	21.3%	--	--	20.6%	--	--	2,095	--	--
No	12.8%	--	--	33.6%	--	--	28.7%	--	--	16.1%	--	--	8.8%	--	--	543,555	--	--
Consider Yourself as:																		
Straight	13.0%	--	--	34.1%	--	--	28.6%	--	--	15.8%	--	--	8.5%	--	--	509,101	--	--
Gay or Lesbian	12.0%	--	--	30.8%	--	--	27.7%	--	--	18.7%	--	--	10.9%	--	--	11,803	--	--
Bisexual	10.6%	--	--	28.2%	--	--	29.6%	--	--	19.6%	--	--	12.0%	--	--	5,697	--	--
Something else	6.5%	--	--	21.3%	--	--	32.5%	--	--	21.9%	--	--	17.7%	--	--	10,823	--	--
Military Service																		
No Prior Military Service	11.7%	11.3%	10.3%	33.4%	33.4%	32.1%	29.6%	30.0%	29.5%	16.4%	16.4%	18.1%	8.9%	9.0%	10.0%	386,370	324,784	277,301
Currently in Guard/Reserves	14.8%	14.2%	12.5%	34.4%	34.8%	34.2%	25.9%	26.0%	24.9%	15.7%	15.5%	17.3%	9.3%	9.5%	11.1%	10,777	7,411	6,147
Retired Separated/Discharged	17.0%	16.2%	14.6%	36.9%	36.3%	35.1%	26.4%	27.2%	27.4%	13.5%	13.9%	15.3%	6.2%	6.4%	7.6%	74,192	49,795	39,595
Disability																		
Yes	13.3%	12.5%	11.3%	30.5%	30.2%	28.7%	28.5%	28.6%	29.0%	16.7%	17.0%	18.2%	11.0%	11.7%	12.8%	83,841	69,368	51,574
No	12.6%	12.0%	10.9%	34.1%	33.8%	32.5%	28.9%	29.5%	29.1%	16.0%	16.2%	17.8%	8.4%	8.5%	9.7%	468,500	382,746	328,338

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

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
Work Location																		
Headquarters	13.3%	12.3%	11.8%	26.8%	26.3%	25.4%	27.3%	27.5%	27.2%	18.6%	19.0%	19.8%	13.9%	14.8%	15.8%	218,072	177,900	155,234
Field	10.9%	10.4%	9.6%	26.6%	25.9%	25.6%	27.6%	27.7%	27.2%	19.5%	20.0%	20.3%	15.4%	16.1%	17.2%	347,975	279,318	229,001
Supervisory Status																		
Non-Supervisor	10.3%	9.7%	9.0%	25.2%	24.5%	23.8%	28.1%	28.2%	27.6%	20.2%	20.6%	21.1%	16.3%	17.1%	18.4%	374,747	302,875	252,434
Team Leader	10.7%	9.6%	9.0%	26.2%	25.7%	25.4%	27.3%	27.1%	26.8%	20.2%	20.9%	21.5%	15.5%	16.8%	17.2%	73,793	57,672	49,375
Supervisor	14.0%	13.8%	12.8%	31.8%	31.4%	31.1%	27.1%	27.6%	27.4%	16.7%	17.0%	17.4%	10.3%	10.3%	11.3%	77,928	62,812	52,073
Manager	22.1%	21.5%	20.7%	34.4%	33.5%	34.2%	23.7%	24.3%	24.4%	12.5%	13.1%	12.8%	7.3%	7.6%	8.0%	34,111	28,613	24,660
Senior Leader	39.4%	36.8%	34.9%	29.1%	30.1%	30.9%	19.9%	19.1%	19.3%	7.0%	8.5%	8.1%	4.5%	5.5%	6.7%	8,295	8,128	8,076
Sex																		
Male	12.5%	11.8%	10.8%	27.3%	26.7%	26.1%	27.2%	27.3%	27.0%	18.2%	18.7%	19.1%	14.7%	15.6%	17.0%	312,809	232,537	196,245
Female	10.9%	10.3%	10.1%	26.1%	25.4%	25.0%	27.8%	27.9%	27.4%	20.6%	20.9%	21.3%	14.8%	15.5%	16.2%	246,397	220,718	184,698
Hispanic or Latino																		
Yes	13.1%	12.5%	11.9%	26.0%	25.9%	25.7%	25.6%	25.9%	25.3%	19.5%	19.1%	19.2%	15.7%	16.5%	18.0%	53,063	39,546	33,475
No	11.8%	11.0%	10.4%	27.0%	26.2%	25.7%	27.6%	27.7%	27.4%	19.1%	19.6%	20.1%	14.6%	15.4%	16.5%	499,833	409,259	343,593
Race																		
American Indian/ Alaska Native	10.8%	10.3%	9.8%	25.7%	24.7%	24.0%	28.9%	29.0%	27.9%	18.5%	18.8%	20.0%	16.0%	17.2%	18.3%	10,561	9,345	7,812
Asian	14.7%	13.9%	13.0%	33.4%	32.6%	32.0%	28.1%	28.9%	29.0%	13.9%	14.4%	14.9%	9.9%	10.1%	11.0%	29,164	22,040	19,468
Black/African American	12.8%	12.1%	11.6%	27.4%	27.1%	26.5%	25.3%	25.3%	24.2%	19.0%	19.4%	20.1%	15.4%	16.2%	17.5%	76,570	64,377	57,868
Native Hawaiian/ Pacific Islander	14.2%	12.2%	11.5%	27.7%	27.0%	27.9%	30.1%	29.6%	29.3%	15.3%	16.7%	17.7%	12.6%	14.5%	13.7%	3,923	2,749	2,203
White	11.8%	11.1%	10.3%	26.7%	26.0%	25.5%	27.6%	27.8%	27.5%	19.4%	20.0%	20.3%	14.5%	15.2%	16.3%	394,484	318,208	263,647
Two or more races (Not Hispanic/ Latino)	9.7%	9.4%	8.8%	22.4%	21.5%	20.7%	26.8%	26.7%	26.4%	21.4%	20.5%	21.2%	19.7%	21.9%	23.0%	22,733	18,656	14,349

## Report by Demographics

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
Age Group																		
25 and under	16.2%	14.6%	17.7%	35.0%	33.1%	33.5%	24.2%	23.3%	23.0%	15.3%	16.5%	15.5%	9.4%	12.5%	10.2%	5,828	3,635	2,666
26-29 years old	13.7%	13.4%	11.5%	29.6%	29.8%	29.6%	23.7%	24.1%	24.0%	18.4%	18.4%	18.5%	14.6%	14.2%	16.4%	16,445	12,396	10,940
30-39 years old	11.8%	10.9%	10.6%	27.1%	26.3%	26.0%	24.1%	24.4%	23.8%	20.3%	20.4%	20.5%	16.7%	18.0%	19.1%	111,965	87,589	73,161
40-49 years old	11.8%	11.4%	10.5%	26.3%	25.8%	25.5%	25.9%	26.0%	25.7%	20.1%	20.0%	20.7%	16.0%	16.8%	17.6%	144,235	118,869	102,184
50-59 years old	12.0%	10.9%	10.2%	26.6%	25.7%	25.1%	28.9%	29.1%	28.5%	18.5%	19.7%	20.3%	13.9%	14.7%	16.0%	191,992	166,461	141,399
60 or older	11.6%	10.4%	9.8%	26.8%	25.3%	24.3%	33.0%	33.1%	33.0%	17.1%	18.6%	18.9%	11.5%	12.6%	13.9%	81,544	76,826	61,129
Level of Education																		
Less than High School	13.7%	17.8%	12.3%	34.0%	28.7%	37.1%	28.6%	28.3%	23.4%	11.2%	13.8%	13.0%	12.6%	11.4%	14.2%	414	440	362
H.S. Diploma/ GED or equiv	12.2%	12.3%	12.1%	29.9%	29.3%	29.2%	29.0%	29.1%	28.2%	16.2%	17.1%	17.6%	12.7%	12.3%	12.8%	24,149	19,479	16,243
Trade/Technical Certificate	10.2%	10.2%	9.3%	26.0%	24.4%	25.4%	28.7%	28.0%	27.2%	18.7%	20.6%	20.6%	16.6%	16.8%	17.5%	12,511	10,798	8,190
Some College (no degree)	10.9%	10.5%	9.7%	25.0%	24.4%	24.0%	28.4%	27.8%	27.1%	19.5%	20.1%	20.7%	16.2%	17.1%	18.5%	79,612	62,653	52,749
Associate's Degree	10.6%	9.9%	9.3%	25.7%	24.7%	23.9%	28.4%	28.5%	27.6%	19.6%	20.2%	21.0%	15.7%	16.6%	18.1%	44,606	35,528	27,793
Bachelor's Degree	11.8%	11.0%	10.3%	27.8%	27.2%	26.8%	27.0%	27.4%	27.0%	19.2%	19.4%	19.6%	14.2%	15.1%	16.3%	197,933	154,947	132,002
Master's Degree	12.6%	11.9%	11.1%	26.7%	26.1%	25.3%	26.0%	25.9%	25.9%	19.7%	20.4%	21.0%	15.0%	15.8%	16.6%	147,055	119,369	101,632
Doctoral/ Professional Degree	13.3%	11.8%	11.7%	25.9%	25.7%	24.7%	29.6%	30.5%	30.4%	18.0%	18.0%	18.3%	13.2%	14.0%	15.0%	56,701	52,698	44,040
Pay Category																		
Federal Wage System	8.5%	9.1%	8.2%	23.1%	23.6%	24.2%	27.0%	26.9%	25.4%	21.0%	20.6%	21.7%	20.4%	19.9%	20.4%	18,873	13,092	9,565
GS 1-6	11.4%	10.3%	9.9%	23.0%	22.5%	22.9%	25.7%	25.0%	24.8%	19.7%	20.9%	21.3%	20.2%	21.4%	21.1%	23,126	27,473	18,688
GS 7-12	10.4%	10.0%	9.3%	25.6%	25.2%	24.5%	27.0%	27.1%	26.8%	20.6%	20.7%	21.1%	16.4%	17.0%	18.2%	245,397	192,849	153,037
GS 13-15	13.8%	13.2%	12.4%	29.3%	28.5%	28.1%	28.0%	28.4%	28.1%	17.3%	18.1%	18.5%	11.6%	11.8%	12.8%	228,241	184,361	169,311
SES	40.9%	41.6%	41.9%	28.4%	29.5%	29.8%	19.7%	19.2%	18.6%	6.8%	6.1%	6.1%	4.2%	3.6%	3.7%	5,287	5,678	5,753
SL/ST	27.5%	19.4%	17.1%	27.8%	26.2%	27.4%	29.5%	32.1%	32.2%	9.0%	12.5%	13.1%	6.1%	9.8%	10.2%	1,847	2,008	1,561
Other	9.9%	9.3%	8.6%	26.0%	25.9%	24.8%	29.8%	30.2%	29.5%	19.4%	19.1%	19.5%	15.0%	15.4%	17.6%	41,872	31,202	25,809

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
Time in Federal Government																		
< 1 year	21.3%	19.3%	18.7%	35.1%	33.7%	33.7%	27.7%	29.0%	28.6%	10.7%	11.3%	12.1%	5.1%	6.7%	6.9%	7,257	8,990	6,838
1-3 years	15.0%	14.0%	13.5%	30.1%	29.6%	28.6%	26.5%	27.0%	27.6%	17.0%	17.2%	17.6%	11.5%	12.3%	12.7%	59,378	45,261	29,853
4-5 years	12.6%	11.6%	10.7%	26.1%	25.1%	25.2%	26.0%	26.5%	26.2%	20.0%	20.6%	20.5%	15.3%	16.2%	17.4%	35,192	30,175	30,063
6-10 years	11.0%	10.1%	9.5%	25.8%	24.8%	24.2%	25.8%	26.2%	25.5%	20.6%	20.9%	21.5%	16.8%	18.0%	19.2%	132,123	108,753	91,766
11-14 years	10.6%	9.8%	9.3%	25.5%	24.7%	24.5%	26.7%	27.2%	26.0%	20.6%	20.8%	21.6%	16.6%	17.4%	18.5%	84,225	63,891	54,837
15-20 years	10.4%	10.2%	9.5%	25.5%	24.8%	24.7%	27.7%	27.2%	26.8%	20.3%	20.7%	20.8%	16.2%	17.0%	18.2%	91,993	66,363	51,705
> 20 years	12.0%	11.1%	10.5%	27.1%	26.7%	26.1%	30.2%	30.1%	29.6%	17.6%	18.7%	19.0%	13.1%	13.4%	14.7%	154,858	134,279	119,457
Time with Current Agency																		
< 1 year	20.7%	18.5%	18.6%	32.8%	32.1%	31.8%	28.0%	29.3%	28.5%	11.9%	11.8%	12.9%	6.6%	8.3%	8.2%	14,078	16,455	13,121
1-3 years	14.4%	13.7%	12.8%	28.4%	28.0%	27.2%	26.5%	26.9%	27.5%	17.9%	18.3%	18.3%	12.8%	13.1%	14.3%	92,941	69,794	47,608
4-5 years	12.0%	10.7%	10.2%	25.4%	25.0%	24.0%	26.0%	25.9%	25.6%	20.2%	20.8%	21.3%	16.5%	17.6%	18.9%	45,937	37,851	38,109
6-10 years	10.3%	9.7%	8.9%	25.2%	24.1%	23.8%	26.0%	26.3%	25.5%	21.1%	21.4%	22.3%	17.4%	18.6%	19.6%	136,912	113,836	98,050
11-20 years	10.2%	9.7%	9.1%	25.8%	25.1%	25.1%	27.6%	27.8%	26.9%	20.3%	20.7%	21.0%	16.1%	16.8%	17.9%	159,425	118,543	98,669
> 20 years	12.2%	11.4%	11.0%	28.1%	27.6%	26.9%	30.8%	30.5%	30.3%	16.9%	18.0%	18.2%	12.0%	12.6%	13.5%	114,477	99,759	87,644
Leaving																		
No	15.6%	14.7%	14.0%	32.9%	32.0%	31.8%	28.9%	29.2%	29.2%	15.1%	15.9%	16.2%	7.5%	8.3%	8.8%	380,880	315,876	259,099
Yes, to retire	9.7%	8.8%	8.2%	26.3%	25.2%	25.3%	34.4%	34.8%	34.4%	17.3%	18.8%	18.7%	12.2%	12.5%	13.3%	34,682	28,543	22,304
Yes, to other job in Govt	3.9%	3.6%	3.3%	13.1%	12.7%	12.5%	22.3%	21.8%	21.0%	29.4%	29.5%	29.5%	31.2%	32.4%	33.8%	99,913	70,804	70,643
Yes, to other job outside Govt	3.2%	2.8%	2.4%	12.4%	11.5%	10.4%	21.5%	20.5%	19.9%	27.9%	28.4%	28.5%	35.0%	36.8%	38.7%	22,192	19,404	13,781
Yes, other	3.1%	2.5%	2.4%	11.4%	11.0%	10.3%	25.9%	24.8%	23.9%	27.1%	26.1%	27.2%	32.5%	35.5%	36.1%	27,485	22,176	17,987
Retiring																		
Within 1 year	10.0%	8.9%	8.6%	25.2%	23.8%	24.0%	33.3%	33.6%	33.5%	16.9%	19.2%	18.8%	14.6%	14.5%	15.2%	21,101	17,152	13,583
Between 1-3 years	10.4%	9.5%	8.9%	26.3%	25.2%	25.1%	33.1%	33.4%	32.8%	17.8%	18.8%	19.1%	12.4%	13.1%	14.0%	57,188	47,263	38,006
Between 3-5 years	10.7%	10.2%	9.4%	26.3%	26.1%	24.8%	30.6%	30.5%	30.4%	19.1%	19.2%	20.2%	13.3%	13.9%	15.3%	63,376	51,317	42,157
5 or more years	12.3%	11.6%	10.9%	27.0%	26.3%	25.9%	26.0%	26.2%	25.8%	19.4%	19.8%	20.2%	15.3%	16.1%	17.2%	419,140	338,400	287,398

## Report by Demographics

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
Transgender																		
Yes	7.9%	--	--	18.1%	--	--	27.7%	--	--	22.3%	--	--	24.0%	--	--	2,099	--	--
No	12.0%	--	--	27.0%	--	--	27.3%	--	--	19.1%	--	--	14.7%	--	--	543,295	--	--
Consider Yourself as:																		
Straight	12.2%	--	--	27.3%	--	--	27.3%	--	--	18.9%	--	--	14.4%	--	--	508,850	--	--
Gay or Lesbian	11.8%	--	--	24.6%	--	--	26.6%	--	--	20.3%	--	--	16.7%	--	--	11,792	--	--
Bisexual	10.7%	--	--	22.8%	--	--	24.7%	--	--	22.1%	--	--	19.7%	--	--	5,691	--	--
Something else	6.9%	--	--	18.0%	--	--	29.1%	--	--	22.2%	--	--	23.8%	--	--	10,817	--	--
Military Service																		
No Prior Military Service	11.6%	10.9%	10.4%	27.8%	27.1%	26.6%	27.4%	27.8%	27.2%	19.2%	19.7%	19.9%	14.0%	14.6%	15.8%	386,187	325,181	277,483
Currently in Guard/Reserves	13.5%	13.0%	11.9%	26.6%	26.9%	27.0%	24.5%	24.0%	24.1%	19.3%	18.7%	18.9%	16.1%	17.4%	18.1%	10,770	7,408	6,147
Retired Separated/Discharged	14.0%	13.0%	12.1%	26.4%	26.1%	25.5%	29.2%	29.1%	28.7%	17.7%	18.2%	19.4%	12.7%	13.6%	14.4%	74,131	49,883	39,655
Disability																		
Yes	11.3%	10.7%	9.9%	21.8%	21.8%	21.1%	26.5%	26.0%	25.8%	20.4%	20.7%	21.2%	20.0%	20.8%	22.0%	83,808	69,449	51,626
No	12.0%	11.2%	10.6%	27.9%	27.1%	26.6%	27.6%	27.9%	27.4%	18.8%	19.4%	19.8%	13.7%	14.3%	15.5%	468,269	383,235	328,557

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

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
Work Location																		
Headquarters	17.9%	17.0%	15.7%	39.5%	39.3%	38.4%	22.8%	22.8%	23.6%	13.1%	13.7%	14.3%	6.6%	7.2%	8.0%	218,216	177,806	155,195
Field	14.8%	14.2%	13.1%	40.0%	39.3%	38.6%	22.6%	22.8%	23.4%	14.9%	15.4%	16.1%	7.7%	8.3%	8.8%	348,332	279,084	228,969
Supervisory Status																		
Non-Supervisor	14.8%	14.2%	13.1%	39.2%	38.8%	37.7%	23.0%	23.0%	23.8%	14.9%	15.3%	16.0%	8.1%	8.7%	9.4%	375,147	302,677	252,358
Team Leader	15.0%	14.4%	13.1%	40.1%	39.1%	38.9%	23.3%	23.5%	23.7%	14.4%	15.2%	16.0%	7.1%	7.8%	8.4%	73,796	57,634	49,338
Supervisor	17.5%	16.7%	15.6%	42.8%	42.6%	41.5%	22.0%	22.0%	23.4%	12.5%	13.3%	13.7%	5.2%	5.3%	5.9%	78,008	62,769	52,115
Manager	23.6%	23.0%	21.0%	42.3%	40.5%	41.4%	20.1%	20.7%	21.0%	10.1%	11.2%	11.7%	4.0%	4.5%	4.9%	34,134	28,588	24,651
Senior Leader	39.0%	37.1%	33.9%	35.8%	37.2%	36.9%	15.9%	15.7%	16.3%	6.5%	6.9%	8.5%	2.8%	3.2%	4.3%	8,300	8,126	8,081
Sex																		
Male	16.5%	15.8%	14.3%	39.9%	39.0%	38.2%	22.4%	22.6%	23.4%	13.7%	14.4%	15.2%	7.5%	8.1%	8.9%	313,075	232,343	196,172
Female	15.3%	14.6%	13.9%	40.1%	40.0%	39.2%	22.8%	22.8%	23.4%	14.8%	15.1%	15.6%	6.9%	7.5%	7.9%	246,619	220,572	184,684
Hispanic or Latino																		
Yes	16.5%	15.9%	14.8%	37.2%	37.3%	36.7%	22.2%	22.3%	22.6%	15.2%	14.9%	15.7%	8.8%	9.5%	10.3%	53,104	39,551	33,481
No	16.0%	15.3%	14.1%	40.4%	39.7%	38.8%	22.6%	22.8%	23.5%	14.0%	14.7%	15.3%	7.1%	7.6%	8.3%	500,260	408,890	343,482
Race																		
American Indian/ Alaska Native	13.7%	13.6%	11.5%	34.8%	34.1%	33.2%	25.7%	24.8%	26.4%	16.0%	16.7%	16.8%	9.8%	10.7%	12.2%	10,561	9,356	7,802
Asian	17.8%	17.2%	16.3%	44.1%	41.8%	42.3%	22.3%	24.1%	23.8%	10.6%	11.3%	11.7%	5.2%	5.6%	5.9%	29,178	22,036	19,455
Black/African American	17.7%	17.0%	15.9%	41.2%	41.0%	40.2%	20.9%	20.9%	21.5%	12.8%	13.2%	13.7%	7.4%	7.9%	8.7%	76,674	64,321	57,843
Native Hawaiian/ Pacific Islander	16.4%	15.1%	14.6%	38.3%	37.5%	36.6%	24.6%	24.9%	24.4%	13.7%	13.8%	15.8%	6.9%	8.7%	8.6%	3,919	2,736	2,200
White	16.0%	15.2%	14.0%	40.1%	39.5%	38.7%	22.5%	22.7%	23.4%	14.4%	15.1%	15.8%	7.0%	7.6%	8.1%	394,815	317,898	263,600
Two or more races (Not Hispanic/ Latino)	13.9%	12.8%	12.0%	35.0%	35.3%	32.7%	24.0%	23.3%	24.6%	16.5%	17.1%	17.6%	10.6%	11.5%	13.1%	22,740	18,658	14,343

## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
Age Group																		
25 and under	20.5%	21.5%	20.4%	43.5%	39.7%	41.0%	18.5%	19.1%	18.9%	11.8%	13.4%	11.4%	5.7%	6.2%	8.3%	5,835	3,640	2,667
26-29 years old	18.0%	17.5%	15.4%	40.0%	39.8%	39.7%	20.0%	19.7%	20.6%	14.9%	14.7%	16.1%	7.1%	8.4%	8.3%	16,448	12,380	10,950
30-39 years old	15.6%	14.7%	13.9%	39.3%	38.9%	37.8%	21.1%	20.9%	22.3%	15.5%	16.3%	16.3%	8.5%	9.3%	9.7%	112,024	87,507	73,152
40-49 years old	15.8%	15.1%	13.8%	39.3%	38.8%	38.3%	22.0%	22.3%	22.9%	15.0%	15.3%	15.8%	8.0%	8.5%	9.2%	144,304	118,806	102,173
50-59 years old	16.3%	15.4%	14.0%	40.6%	39.6%	38.6%	23.2%	23.7%	24.1%	13.3%	14.2%	15.3%	6.6%	7.2%	8.0%	192,178	166,362	141,387
60 or older	16.2%	14.7%	13.9%	41.2%	40.2%	39.2%	24.8%	25.5%	26.2%	12.3%	13.3%	13.9%	5.5%	6.3%	6.7%	81,664	76,748	61,065
Level of Education																		
Less than High School	18.7%	21.7%	17.7%	36.2%	37.6%	41.9%	25.3%	24.7%	21.9%	12.3%	8.2%	11.5%	7.5%	7.8%	7.0%	412	441	361
H.S. Diploma/ GED or equiv	15.6%	15.5%	15.1%	42.6%	42.4%	42.1%	23.7%	23.9%	23.6%	11.8%	11.6%	12.3%	6.3%	6.6%	7.0%	24,196	19,470	16,272
Trade/Technical Certificate	13.5%	13.9%	12.2%	39.0%	40.9%	40.2%	24.5%	23.1%	25.0%	14.6%	13.7%	14.6%	8.4%	8.5%	7.9%	12,536	10,785	8,177
Some College (no degree)	14.7%	14.4%	12.9%	38.9%	38.0%	37.8%	23.7%	23.9%	24.5%	14.5%	15.1%	15.4%	8.1%	8.6%	9.4%	79,694	62,655	52,736
Associate's Degree	14.4%	13.9%	12.9%	39.1%	38.9%	37.9%	23.8%	23.0%	23.9%	14.6%	15.3%	16.2%	8.2%	8.8%	9.0%	44,637	35,523	27,778
Bachelor's Degree	15.4%	14.6%	13.6%	40.2%	39.7%	38.8%	22.3%	22.4%	22.9%	14.8%	15.4%	16.0%	7.3%	7.9%	8.7%	198,109	154,853	132,038
Master's Degree	17.4%	16.6%	15.4%	39.9%	39.0%	37.9%	21.6%	21.8%	22.7%	14.0%	14.8%	15.8%	7.2%	7.8%	8.3%	147,149	119,138	101,557
Doctoral/ Professional Degree	19.6%	17.7%	16.6%	40.8%	40.5%	39.1%	22.2%	23.2%	24.4%	12.0%	12.8%	13.3%	5.3%	5.9%	6.6%	56,743	52,697	44,018
Pay Category																		
Federal Wage System	11.8%	12.5%	11.3%	38.1%	36.9%	36.4%	25.1%	23.8%	25.6%	15.3%	16.1%	16.2%	9.6%	10.7%	10.5%	18,892	13,087	9,564
GS 1-6	15.6%	15.6%	14.6%	37.6%	38.4%	38.8%	24.0%	23.2%	23.2%	14.2%	13.6%	14.0%	8.7%	9.2%	9.4%	23,136	27,450	18,658
GS 7-12	14.5%	14.0%	12.9%	39.1%	38.7%	37.9%	22.5%	22.6%	23.3%	15.5%	16.0%	16.5%	8.3%	8.8%	9.4%	245,634	192,743	153,088
GS 13-15	18.0%	17.3%	15.9%	41.2%	40.7%	39.5%	22.3%	22.5%	23.3%	12.7%	13.4%	14.3%	5.8%	6.1%	6.9%	228,415	184,196	169,219
SES	41.0%	41.0%	40.0%	35.0%	36.1%	35.8%	16.4%	15.3%	16.1%	5.7%	5.8%	5.9%	1.9%	1.8%	2.3%	5,297	5,680	5,750
SL/ST	29.9%	23.4%	21.0%	35.7%	38.2%	35.9%	23.2%	23.4%	24.6%	8.0%	8.3%	13.2%	3.3%	6.6%	5.3%	1,847	2,001	1,566
Other	15.0%	13.7%	12.8%	41.9%	40.9%	39.9%	22.7%	23.8%	24.0%	13.5%	14.4%	15.3%	6.9%	7.2%	8.0%	41,909	31,159	25,808

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
<b>Time in Federal Government</b>																		
< 1 year	26.1%	25.2%	22.7%	42.5%	41.2%	42.2%	16.9%	17.0%	17.1%	10.1%	11.4%	12.1%	4.4%	5.2%	6.0%	7,270	8,995	6,841
1-3 years	20.0%	18.8%	17.9%	41.1%	40.2%	39.7%	19.5%	20.0%	21.1%	13.3%	13.9%	13.9%	6.1%	7.1%	7.4%	59,421	45,229	29,889
4-5 years	16.9%	16.0%	14.3%	39.3%	37.8%	38.7%	21.2%	22.0%	22.4%	14.8%	15.7%	15.9%	7.8%	8.5%	8.7%	35,205	30,161	30,069
6-10 years	15.1%	14.1%	13.2%	39.3%	39.0%	37.4%	22.3%	22.2%	23.4%	15.3%	15.9%	16.7%	8.0%	8.7%	9.3%	132,190	108,664	91,702
11-14 years	14.5%	13.8%	12.5%	39.1%	38.5%	38.1%	23.1%	23.5%	24.1%	15.0%	15.5%	16.1%	8.3%	8.8%	9.2%	84,308	63,825	54,819
15-20 years	14.2%	13.8%	12.7%	39.2%	38.5%	37.0%	23.7%	24.0%	24.8%	15.0%	15.4%	16.3%	7.9%	8.3%	9.3%	92,095	66,313	51,673
> 20 years	16.0%	15.2%	14.3%	40.8%	40.6%	39.8%	24.1%	24.4%	24.4%	12.7%	13.2%	14.0%	6.4%	6.6%	7.5%	155,040	134,177	119,433
<b>Time with Current Agency</b>																		
< 1 year	25.0%	24.2%	22.0%	39.7%	39.2%	39.7%	18.4%	17.6%	18.2%	11.2%	12.4%	12.9%	5.7%	6.6%	7.1%	14,102	16,447	13,154
1-3 years	19.2%	18.3%	17.2%	39.5%	39.1%	38.2%	20.0%	20.3%	21.4%	14.1%	14.5%	14.8%	7.2%	7.8%	8.5%	93,022	69,758	47,605
4-5 years	16.2%	15.2%	13.5%	38.7%	38.0%	37.9%	21.8%	22.1%	23.1%	14.9%	15.9%	16.3%	8.3%	8.8%	9.2%	45,949	37,831	38,098
6-10 years	14.5%	13.6%	12.5%	39.3%	38.7%	37.3%	22.8%	22.6%	23.7%	15.4%	16.1%	16.9%	8.0%	8.9%	9.5%	136,998	113,737	97,974
11-20 years	14.0%	13.5%	12.4%	39.9%	39.2%	38.5%	23.8%	24.4%	24.7%	14.7%	15.0%	15.7%	7.7%	7.9%	8.7%	159,604	118,414	98,636
> 20 years	16.2%	15.3%	14.7%	41.8%	41.4%	40.6%	24.2%	24.6%	24.6%	12.1%	12.6%	13.4%	5.7%	6.1%	6.7%	114,588	99,706	87,638
<b>Leaving</b>																		
No	20.0%	19.1%	17.8%	44.6%	43.8%	43.5%	20.8%	21.2%	22.0%	11.0%	11.7%	12.1%	3.8%	4.2%	4.5%	381,203	315,661	259,078
Yes, to retire	13.3%	12.3%	11.4%	40.1%	39.9%	39.6%	26.9%	27.3%	27.3%	13.3%	14.0%	14.2%	6.4%	6.5%	7.5%	34,756	28,524	22,272
Yes, to other job in Govt	8.0%	7.5%	7.0%	30.2%	29.9%	28.5%	25.2%	24.6%	25.3%	21.6%	22.0%	22.6%	14.9%	15.9%	16.6%	99,962	70,701	70,620
Yes, to other job outside Govt	6.5%	6.1%	5.2%	28.1%	28.2%	25.7%	25.3%	24.2%	25.6%	22.7%	22.6%	23.7%	17.4%	18.8%	19.9%	22,213	19,403	13,765
Yes, other	6.2%	5.2%	5.1%	26.7%	24.3%	24.6%	28.7%	29.5%	28.8%	21.4%	22.4%	22.8%	17.0%	18.6%	18.8%	27,517	22,165	17,994
<b>Retiring</b>																		
Within 1 year	13.6%	12.8%	11.7%	39.1%	38.7%	37.9%	26.0%	26.4%	26.9%	13.6%	14.0%	14.9%	7.7%	8.3%	8.7%	21,147	17,140	13,564
Between 1-3 years	14.3%	13.2%	12.5%	40.6%	40.2%	40.2%	25.7%	26.3%	25.8%	13.0%	13.7%	14.3%	6.3%	6.5%	7.1%	57,301	47,231	37,959
Between 3-5 years	14.7%	14.6%	13.2%	41.0%	40.0%	39.3%	24.0%	24.8%	24.9%	13.8%	14.0%	15.1%	6.4%	6.7%	7.5%	63,407	51,247	42,181
5 or more years	16.5%	15.8%	14.6%	39.8%	39.3%	38.3%	21.8%	21.8%	22.8%	14.4%	15.0%	15.6%	7.5%	8.1%	8.7%	419,423	338,157	287,346

## Report by Demographics

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
Transgender																		
Yes	10.9%	--	--	30.5%	--	--	25.4%	--	--	17.2%	--	--	16.0%	--	--	2,096	--	--
No	16.2%	--	--	40.1%	--	--	22.4%	--	--	14.1%	--	--	7.2%	--	--	543,762	--	--
Consider Yourself as:																		
Straight	16.3%	--	--	40.4%	--	--	22.3%	--	--	14.0%	--	--	7.0%	--	--	509,255	--	--
Gay or Lesbian	16.7%	--	--	38.0%	--	--	21.4%	--	--	15.1%	--	--	8.8%	--	--	11,803	--	--
Bisexual	15.5%	--	--	36.3%	--	--	21.3%	--	--	16.3%	--	--	10.6%	--	--	5,705	--	--
Something else	9.8%	--	--	30.3%	--	--	27.4%	--	--	18.1%	--	--	14.4%	--	--	10,815	--	--
Military Service																		
No Prior Military Service	15.7%	15.0%	14.1%	41.2%	40.7%	39.8%	22.4%	22.7%	23.3%	13.9%	14.5%	15.1%	6.7%	7.1%	7.7%	386,490	324,916	277,468
Currently in Guard/Reserves	17.1%	16.3%	14.5%	38.0%	38.5%	38.3%	21.1%	20.8%	22.0%	15.5%	15.4%	14.7%	8.4%	9.0%	10.5%	10,771	7,413	6,150
Retired Separated/Discharged	18.5%	17.6%	16.1%	39.7%	39.3%	38.0%	22.7%	22.5%	23.9%	12.8%	13.7%	14.7%	6.3%	6.9%	7.3%	74,223	49,833	39,613
	14.9%	14.3%	12.9%	36.5%	35.6%	35.3%	22.9%	23.0%	23.5%	15.9%	16.3%	16.9%	9.9%	10.8%	11.4%	85,035	68,831	55,723
Disability																		
Yes	15.4%	14.9%	13.6%	34.4%	34.1%	33.2%	23.3%	22.9%	23.9%	16.0%	16.7%	17.1%	10.8%	11.4%	12.2%	83,884	69,417	51,598
No	16.2%	15.4%	14.3%	41.2%	40.6%	39.7%	22.3%	22.7%	23.3%	13.8%	14.3%	15.1%	6.5%	7.1%	7.7%	468,651	382,906	328,507

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
Work Location																		
Headquarters	24.5%	24.3%	22.9%	44.8%	44.6%	44.0%	16.3%	16.4%	17.0%	9.7%	9.8%	10.6%	4.7%	5.0%	5.5%	218,283	177,967	155,254
Field	22.2%	22.4%	20.9%	45.6%	45.3%	44.9%	17.0%	16.8%	17.5%	10.1%	10.3%	10.9%	5.0%	5.2%	5.7%	348,338	279,362	229,079
Supervisory Status																		
Non-Supervisor	21.5%	21.6%	20.1%	45.0%	44.7%	44.1%	17.7%	17.3%	18.4%	10.4%	10.7%	11.2%	5.4%	5.6%	6.2%	375,158	302,943	252,427
Team Leader	22.3%	21.8%	20.4%	46.5%	46.2%	45.8%	16.6%	16.9%	17.3%	10.2%	10.1%	11.4%	4.5%	5.0%	5.0%	73,858	57,703	49,394
Supervisor	25.1%	25.5%	24.1%	47.4%	47.2%	47.2%	14.8%	15.0%	15.4%	9.0%	8.8%	9.4%	3.7%	3.5%	3.9%	77,987	62,814	52,131
Manager	33.8%	33.3%	32.9%	44.3%	44.2%	44.3%	11.8%	11.9%	12.0%	7.3%	7.5%	7.1%	2.8%	3.1%	3.7%	34,146	28,642	24,669
Senior Leader	53.3%	50.7%	47.4%	32.8%	35.0%	35.5%	6.8%	7.6%	7.7%	4.9%	4.2%	6.1%	2.3%	2.4%	3.3%	8,304	8,121	8,085
Sex																		
Male	24.1%	24.0%	22.2%	44.7%	44.4%	44.0%	16.3%	16.3%	17.2%	9.9%	10.1%	10.8%	4.9%	5.2%	5.8%	313,057	232,573	196,265
Female	21.9%	22.0%	21.2%	46.4%	46.2%	45.6%	17.0%	16.8%	17.4%	9.9%	10.1%	10.6%	4.8%	4.9%	5.3%	246,699	220,797	184,761
Hispanic or Latino																		
Yes	24.4%	24.3%	23.3%	43.2%	43.7%	42.6%	17.2%	17.0%	17.4%	9.5%	9.6%	10.2%	5.7%	5.5%	6.5%	53,124	39,564	33,484
No	23.1%	23.1%	21.7%	45.7%	45.3%	44.9%	16.5%	16.5%	17.2%	9.9%	10.1%	10.8%	4.7%	5.0%	5.5%	500,317	409,337	343,668
Race																		
American Indian/ Alaska Native	22.2%	22.4%	20.4%	42.8%	42.6%	41.4%	19.5%	19.1%	20.4%	9.7%	9.6%	9.9%	5.8%	6.3%	7.9%	10,548	9,352	7,804
Asian	23.7%	23.2%	21.9%	49.0%	47.6%	48.0%	16.4%	17.6%	17.6%	7.3%	7.8%	8.3%	3.6%	3.7%	4.2%	29,182	22,057	19,494
Black/African American	24.4%	24.7%	23.5%	45.5%	45.0%	44.4%	16.5%	16.3%	16.9%	8.5%	8.9%	9.3%	5.0%	5.0%	5.8%	76,627	64,354	57,838
Native Hawaiian/ Pacific Islander	24.1%	22.5%	21.6%	42.8%	44.5%	45.4%	19.8%	19.0%	18.1%	8.8%	8.6%	9.0%	4.5%	5.4%	5.8%	3,926	2,748	2,209
White	23.6%	23.4%	22.0%	45.5%	45.4%	44.9%	16.1%	16.0%	16.7%	10.2%	10.3%	11.0%	4.7%	4.9%	5.4%	394,909	318,277	263,740
Two or more races (Not Hispanic/ Latino)	19.0%	19.5%	17.8%	42.1%	41.5%	40.6%	20.1%	19.2%	20.1%	11.9%	12.4%	13.3%	6.9%	7.5%	8.2%	22,744	18,647	14,347

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
Age Group																		
25 and under	22.7%	21.9%	24.3%	44.6%	45.7%	45.5%	17.9%	15.3%	15.3%	9.8%	10.7%	10.1%	5.0%	6.5%	4.8%	5,834	3,646	2,664
26-29 years old	21.0%	20.7%	19.1%	45.1%	46.0%	44.4%	17.0%	17.2%	18.3%	11.0%	11.0%	11.5%	5.9%	5.1%	6.7%	16,464	12,398	10,976
30-39 years old	20.2%	20.1%	19.0%	45.4%	44.9%	44.4%	17.3%	17.4%	18.0%	11.1%	11.3%	11.9%	5.9%	6.2%	6.8%	112,064	87,605	73,221
40-49 years old	22.0%	22.4%	20.8%	45.1%	44.6%	44.5%	17.0%	17.1%	17.5%	10.6%	10.7%	11.3%	5.3%	5.3%	5.9%	144,353	118,894	102,191
50-59 years old	24.9%	24.2%	22.7%	45.6%	45.3%	44.6%	16.1%	16.2%	17.3%	9.1%	9.6%	10.3%	4.3%	4.7%	5.1%	192,199	166,482	141,387
60 or older	27.8%	26.1%	24.8%	45.8%	45.3%	44.9%	15.0%	16.1%	16.6%	7.9%	8.6%	9.2%	3.5%	3.9%	4.5%	81,590	76,850	61,125
Level of Education																		
Less than High School	25.2%	31.7%	26.5%	35.6%	36.0%	43.6%	20.9%	20.0%	19.4%	10.8%	6.8%	5.2%	7.6%	5.3%	5.2%	411	442	363
H.S. Diploma/ GED or equiv	25.6%	26.7%	25.7%	46.1%	45.3%	45.6%	16.3%	15.9%	16.7%	7.7%	7.7%	7.5%	4.3%	4.3%	4.6%	24,185	19,499	16,260
Trade/Technical Certificate	22.8%	23.4%	21.5%	45.3%	45.3%	45.3%	17.9%	16.6%	17.7%	9.1%	9.1%	10.5%	5.0%	5.6%	5.0%	12,522	10,798	8,181
Some College (no degree)	23.1%	23.6%	21.7%	44.5%	43.6%	43.5%	17.7%	18.0%	18.3%	9.5%	9.6%	10.4%	5.2%	5.2%	6.2%	79,656	62,676	52,732
Associate's Degree	22.7%	22.4%	21.5%	45.1%	44.8%	44.1%	17.8%	17.7%	18.1%	9.6%	10.0%	10.4%	4.8%	5.1%	5.9%	44,648	35,538	27,792
Bachelor's Degree	22.0%	21.9%	20.6%	46.2%	45.8%	45.2%	16.7%	16.7%	17.5%	10.3%	10.5%	11.1%	4.8%	5.2%	5.6%	198,110	154,948	132,009
Master's Degree	23.2%	23.1%	21.7%	45.1%	45.4%	44.7%	16.3%	16.0%	16.9%	10.4%	10.5%	11.2%	5.0%	5.0%	5.6%	147,179	119,331	101,678
Doctoral/ Professional Degree	27.4%	26.2%	24.8%	44.6%	44.8%	44.2%	14.2%	14.1%	15.0%	9.5%	10.0%	10.7%	4.4%	4.8%	5.2%	56,823	52,777	44,105
Pay Category																		
Federal Wage System	19.6%	20.8%	19.4%	44.8%	42.8%	43.7%	18.8%	20.1%	19.6%	10.9%	10.2%	10.8%	6.0%	6.2%	6.5%	18,897	13,099	9,563
GS 1-6	21.3%	21.1%	20.9%	42.8%	42.4%	42.5%	19.2%	18.7%	18.9%	10.2%	10.8%	10.8%	6.6%	7.0%	7.0%	23,145	27,476	18,668
GS 7-12	21.4%	21.9%	20.5%	45.4%	45.3%	44.9%	17.6%	17.1%	18.0%	10.3%	10.5%	10.9%	5.2%	5.2%	5.7%	245,579	192,890	153,114
GS 13-15	25.9%	25.7%	24.1%	46.1%	46.2%	45.5%	14.7%	14.7%	15.4%	9.3%	9.2%	10.2%	4.0%	4.1%	4.8%	228,494	184,406	169,335
SES	54.6%	56.0%	56.5%	31.1%	31.5%	30.9%	6.9%	6.8%	7.1%	5.0%	4.0%	3.9%	2.4%	1.6%	1.6%	5,306	5,669	5,765
SL/ST	43.0%	33.9%	32.1%	37.1%	41.8%	43.0%	9.5%	10.4%	11.4%	7.0%	8.5%	10.3%	3.4%	5.4%	3.2%	1,850	2,005	1,564
Other	20.3%	20.7%	18.7%	44.5%	44.9%	43.3%	18.8%	17.5%	18.8%	10.7%	11.3%	12.1%	5.8%	5.7%	7.0%	41,930	31,226	25,816

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
<b>Time in Federal Government</b>																		
< 1 year	33.7%	34.0%	33.6%	45.3%	44.3%	45.7%	12.8%	12.5%	11.9%	6.0%	6.2%	5.6%	2.3%	3.0%	3.1%	7,279	9,008	6,851
1-3 years	26.5%	26.5%	25.2%	45.4%	45.5%	45.5%	15.5%	14.8%	15.9%	8.7%	8.9%	9.2%	3.9%	4.3%	4.2%	59,456	45,273	29,912
4-5 years	22.7%	22.6%	22.0%	45.3%	43.5%	44.0%	16.5%	17.6%	16.9%	10.6%	10.9%	11.3%	5.0%	5.5%	5.8%	35,224	30,197	30,100
6-10 years	21.0%	20.8%	19.5%	45.6%	45.2%	44.2%	17.3%	17.3%	18.3%	10.8%	11.1%	11.7%	5.3%	5.6%	6.3%	132,232	108,754	91,766
11-14 years	21.3%	21.0%	19.5%	44.8%	45.0%	44.0%	17.8%	17.5%	18.7%	10.7%	10.8%	11.4%	5.4%	5.7%	6.4%	84,281	63,893	54,847
15-20 years	21.2%	22.0%	20.4%	45.0%	44.2%	43.9%	17.7%	17.5%	17.7%	10.6%	10.8%	11.8%	5.4%	5.5%	6.3%	92,092	66,349	51,688
> 20 years	25.3%	24.9%	23.4%	45.6%	45.9%	45.4%	15.7%	15.8%	16.5%	8.9%	9.0%	9.7%	4.4%	4.4%	4.9%	155,031	134,356	119,439
<b>Time with Current Agency</b>																		
< 1 year	31.6%	31.8%	31.4%	44.2%	43.3%	43.9%	13.6%	13.1%	13.3%	7.2%	7.6%	7.2%	3.4%	4.1%	4.2%	14,108	16,472	13,168
1-3 years	25.4%	25.5%	24.3%	44.0%	44.7%	44.0%	16.1%	15.1%	16.6%	9.7%	9.7%	10.0%	4.8%	4.9%	5.1%	93,062	69,823	47,659
4-5 years	22.0%	21.7%	20.7%	44.3%	43.5%	43.6%	17.1%	17.5%	17.6%	11.1%	11.4%	11.7%	5.6%	5.9%	6.5%	45,965	37,846	38,130
6-10 years	20.5%	20.3%	18.7%	45.6%	45.0%	44.3%	17.7%	17.8%	18.6%	10.9%	11.2%	12.1%	5.4%	5.7%	6.3%	137,007	113,816	98,033
11-20 years	21.4%	21.7%	20.1%	45.6%	45.1%	44.6%	17.5%	17.6%	18.2%	10.4%	10.4%	11.1%	5.2%	5.2%	6.0%	159,585	118,548	98,662
> 20 years	26.3%	25.8%	24.6%	46.4%	46.7%	46.3%	15.0%	15.1%	15.7%	8.3%	8.5%	9.0%	3.9%	3.9%	4.3%	114,590	99,833	87,643
<b>Leaving</b>																		
No	30.5%	30.2%	28.9%	51.1%	50.9%	50.9%	12.5%	12.8%	13.5%	4.6%	4.8%	5.1%	1.4%	1.4%	1.7%	381,359	316,029	259,240
Yes, to retire	21.4%	21.1%	19.9%	45.2%	45.1%	44.6%	17.9%	18.1%	18.3%	10.6%	10.7%	11.8%	5.0%	5.0%	5.4%	34,727	28,546	22,261
Yes, to other job in Govt	7.4%	7.5%	7.0%	34.6%	34.0%	33.3%	25.9%	25.1%	25.5%	21.0%	21.4%	21.7%	11.2%	11.9%	12.5%	99,922	70,759	70,622
Yes, to other job outside Govt	5.2%	5.1%	4.1%	26.6%	26.6%	25.0%	24.2%	23.1%	23.1%	26.6%	27.1%	27.8%	17.5%	18.0%	20.0%	22,212	19,403	13,777
Yes, other	5.9%	5.7%	5.4%	27.9%	26.5%	25.5%	27.7%	27.2%	27.1%	22.9%	23.7%	24.6%	15.7%	17.0%	17.4%	27,506	22,168	18,009
<b>Retiring</b>																		
Within 1 year	21.2%	20.7%	19.8%	42.6%	42.4%	41.2%	16.9%	17.2%	17.8%	12.0%	12.2%	13.3%	7.4%	7.5%	7.9%	21,134	17,163	13,547
Between 1-3 years	23.1%	22.4%	20.9%	45.6%	45.9%	45.3%	17.2%	17.2%	18.0%	9.8%	10.0%	10.8%	4.4%	4.5%	5.0%	57,242	47,273	38,007
Between 3-5 years	23.5%	23.8%	21.9%	46.2%	45.9%	45.3%	16.8%	16.2%	17.5%	9.3%	9.7%	10.6%	4.3%	4.4%	4.8%	63,406	51,302	42,191
5 or more years	23.3%	23.3%	21.9%	45.4%	45.1%	44.7%	16.5%	16.5%	17.1%	9.9%	10.0%	10.6%	4.9%	5.1%	5.6%	419,565	338,495	287,473

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
Transgender																		
Yes	15.9%	--	--	35.4%	--	--	22.5%	--	--	13.4%	--	--	12.7%	--	--	2,097	--	--
No	23.4%	--	--	45.4%	--	--	16.5%	--	--	9.9%	--	--	4.8%	--	--	543,796	--	--
Consider Yourself as:																		
Straight	23.7%	--	--	45.7%	--	--	16.3%	--	--	9.7%	--	--	4.7%	--	--	509,316	--	--
Gay or Lesbian	22.3%	--	--	43.0%	--	--	16.7%	--	--	11.6%	--	--	6.3%	--	--	11,792	--	--
Bisexual	20.1%	--	--	41.7%	--	--	17.8%	--	--	12.9%	--	--	7.5%	--	--	5,705	--	--
Something else	13.8%	--	--	37.8%	--	--	23.5%	--	--	15.1%	--	--	9.8%	--	--	10,813	--	--
Military Service																		
No Prior Military Service	22.5%	22.5%	21.3%	46.6%	46.4%	45.8%	16.6%	16.5%	17.0%	9.7%	9.9%	10.6%	4.6%	4.7%	5.3%	386,579	325,298	277,608
Currently in Guard/Reserves	23.1%	23.3%	20.9%	43.3%	42.6%	44.1%	16.7%	16.3%	17.1%	10.6%	11.0%	10.8%	6.2%	6.9%	7.1%	10,775	7,412	6,155
Retired Separated/Discharged	28.1%	27.7%	25.8%	44.8%	44.5%	44.5%	14.8%	15.0%	16.6%	8.5%	8.8%	8.9%	3.8%	4.0%	4.2%	74,191	49,873	39,656
	22.0%	22.0%	20.5%	42.1%	41.9%	41.2%	17.9%	17.7%	18.6%	11.7%	11.6%	12.4%	6.4%	6.9%	7.3%	85,028	68,850	55,714
Disability																		
Yes	22.4%	22.6%	20.9%	41.2%	40.5%	40.8%	18.1%	17.9%	18.9%	11.4%	11.6%	11.6%	7.0%	7.5%	7.8%	83,851	69,464	51,625
No	23.5%	23.3%	22.0%	46.3%	46.2%	45.5%	16.2%	16.2%	16.9%	9.6%	9.7%	10.5%	4.4%	4.5%	5.1%	468,720	383,306	328,639

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
Work Location																		
Headquarters	20.7%	19.1%	17.9%	44.6%	42.9%	41.7%	16.3%	16.8%	16.9%	12.4%	14.2%	15.3%	6.0%	7.1%	8.2%	218,166	178,090	155,433
Field	18.1%	17.5%	16.3%	43.1%	42.6%	41.3%	16.6%	16.5%	16.8%	14.4%	15.1%	16.2%	7.8%	8.3%	9.4%	348,180	279,569	229,320
Supervisory Status																		
Non-Supervisor	17.3%	16.5%	15.1%	43.2%	42.3%	40.6%	17.4%	17.4%	17.8%	14.4%	15.4%	16.8%	7.8%	8.5%	9.8%	374,952	303,157	252,696
Team Leader	17.8%	16.5%	15.6%	43.8%	42.3%	41.8%	16.5%	16.8%	16.7%	14.3%	15.8%	16.5%	7.5%	8.5%	9.4%	73,806	57,718	49,452
Supervisor	23.0%	22.2%	21.3%	46.1%	45.6%	44.9%	14.1%	14.3%	14.6%	11.6%	12.5%	13.0%	5.2%	5.4%	6.2%	77,974	62,874	52,197
Manager	30.5%	28.4%	27.7%	44.4%	43.8%	43.8%	11.8%	12.7%	11.9%	9.5%	10.7%	11.5%	3.9%	4.4%	5.1%	34,127	28,641	24,688
Senior Leader	41.9%	37.3%	34.5%	36.9%	37.0%	36.2%	9.4%	11.2%	11.5%	8.1%	9.6%	11.8%	3.7%	4.9%	6.0%	8,303	8,162	8,094
Sex																		
Male	19.4%	18.6%	17.0%	43.1%	42.4%	41.4%	16.7%	17.0%	17.1%	13.5%	14.2%	15.4%	7.3%	7.9%	9.1%	312,925	232,804	196,514
Female	18.7%	17.5%	16.8%	44.5%	43.2%	41.5%	15.9%	16.0%	16.5%	14.0%	15.5%	16.5%	6.9%	7.8%	8.7%	246,555	220,875	184,921
Hispanic or Latino																		
Yes	19.9%	18.9%	18.1%	40.2%	39.2%	38.7%	16.5%	16.8%	16.5%	14.4%	15.6%	15.9%	9.1%	9.4%	10.9%	53,090	39,618	33,525
No	19.1%	18.0%	16.8%	44.2%	43.2%	41.8%	16.3%	16.5%	16.8%	13.5%	14.7%	15.9%	6.9%	7.6%	8.7%	500,070	409,590	344,016
Race																		
American Indian/ Alaska Native	17.0%	16.7%	15.0%	40.7%	38.4%	36.4%	18.6%	19.3%	20.9%	15.2%	16.2%	17.5%	8.3%	9.5%	10.3%	10,540	9,370	7,809
Asian	17.1%	15.2%	14.8%	43.4%	41.6%	41.7%	20.0%	20.9%	20.4%	12.7%	14.6%	14.9%	6.9%	7.8%	8.2%	29,175	22,058	19,484
Black/African American	19.3%	17.8%	16.5%	42.2%	41.1%	39.7%	16.3%	16.3%	16.6%	14.1%	15.6%	16.7%	8.1%	9.1%	10.6%	76,634	64,362	57,907
Native Hawaiian/ Pacific Islander	18.0%	14.9%	12.8%	39.4%	38.0%	40.3%	20.5%	18.8%	18.5%	13.7%	17.4%	16.5%	8.4%	10.9%	11.9%	3,910	2,757	2,202
White	19.9%	19.0%	17.8%	44.7%	43.9%	42.5%	15.6%	15.7%	16.0%	13.3%	14.2%	15.5%	6.5%	7.1%	8.2%	394,695	318,487	264,051
Two or more races (Not Hispanic/ Latino)	15.4%	14.2%	13.5%	39.1%	38.2%	36.4%	19.2%	18.9%	20.0%	15.9%	17.3%	17.4%	10.3%	11.4%	12.7%	22,722	18,692	14,352

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
Age Group																		
25 and under	14.2%	13.8%	15.5%	40.0%	39.4%	38.6%	20.6%	20.0%	18.3%	15.6%	17.4%	16.6%	9.6%	9.3%	11.0%	5,832	3,646	2,668
26-29 years old	14.7%	14.7%	13.7%	39.4%	39.9%	38.0%	18.7%	18.5%	19.3%	16.5%	16.8%	17.4%	10.6%	10.2%	11.6%	16,468	12,412	10,980
30-39 years old	16.6%	16.1%	15.4%	42.2%	41.5%	40.6%	17.1%	17.3%	17.2%	15.2%	15.7%	16.3%	8.9%	9.4%	10.5%	112,085	87,724	73,277
40-49 years old	19.0%	17.9%	16.9%	44.0%	43.2%	41.3%	16.3%	16.2%	16.6%	13.5%	14.6%	16.1%	7.2%	8.2%	9.1%	144,303	119,028	102,378
50-59 years old	21.2%	19.5%	17.7%	44.8%	43.3%	42.5%	15.6%	16.2%	16.6%	12.5%	14.2%	15.3%	5.9%	6.9%	7.9%	192,054	166,572	141,546
60 or older	20.9%	18.5%	17.5%	44.5%	42.6%	40.9%	16.0%	17.2%	17.0%	12.9%	14.9%	16.3%	5.7%	6.8%	8.3%	81,498	76,818	61,131
Level of Education																		
Less than High School	16.4%	20.1%	11.8%	40.1%	38.9%	41.0%	24.3%	20.0%	19.1%	8.5%	11.8%	15.4%	10.8%	9.2%	12.7%	411	441	360
H.S. Diploma/ GED or equiv	18.7%	18.1%	16.9%	41.3%	40.6%	40.2%	17.3%	17.4%	17.3%	14.3%	15.7%	16.0%	8.5%	8.2%	9.5%	24,143	19,468	16,252
Trade/Technical Certificate	16.2%	14.5%	12.3%	39.8%	37.9%	37.0%	18.3%	18.5%	19.2%	16.2%	18.2%	19.3%	9.6%	10.8%	12.3%	12,496	10,800	8,182
Some College (no degree)	17.6%	16.4%	15.1%	40.2%	39.3%	37.4%	17.5%	18.0%	18.1%	15.7%	16.7%	18.0%	9.0%	9.6%	11.4%	79,599	62,712	52,771
Associate's Degree	17.1%	15.5%	14.3%	41.4%	39.8%	38.6%	17.3%	17.7%	17.3%	15.5%	17.1%	18.2%	8.7%	10.0%	11.7%	44,615	35,540	27,804
Bachelor's Degree	19.1%	18.3%	17.5%	45.0%	44.3%	42.7%	16.1%	16.0%	16.3%	13.2%	14.1%	15.2%	6.7%	7.3%	8.2%	198,069	155,088	132,222
Master's Degree	21.0%	20.4%	18.9%	45.9%	45.1%	44.4%	15.5%	15.4%	16.0%	11.9%	12.6%	13.9%	5.7%	6.4%	6.9%	147,132	119,456	101,777
Doctoral/ Professional Degree	19.4%	17.9%	16.8%	42.9%	41.9%	41.6%	16.7%	17.1%	16.5%	14.2%	16.0%	16.6%	6.7%	7.1%	8.5%	56,785	52,812	44,161
Pay Category																		
Federal Wage System	14.7%	14.1%	13.0%	39.2%	37.1%	38.0%	18.8%	20.0%	18.6%	16.6%	17.8%	18.6%	10.7%	11.1%	11.8%	18,861	13,106	9,575
GS 1-6	10.1%	8.9%	8.3%	30.8%	30.1%	28.3%	20.0%	19.8%	20.2%	23.1%	24.3%	24.9%	16.1%	17.0%	18.3%	23,097	27,458	18,646
GS 7-12	15.7%	15.5%	14.5%	43.2%	43.3%	41.5%	18.0%	17.5%	18.1%	15.4%	15.8%	16.9%	7.7%	8.0%	9.1%	245,479	193,050	153,229
GS 13-15	25.7%	25.3%	23.6%	48.1%	47.5%	47.1%	13.6%	13.7%	13.9%	9.0%	9.7%	10.8%	3.6%	3.8%	4.6%	228,448	184,549	169,573
SES	42.8%	40.9%	39.6%	37.1%	37.1%	35.6%	9.9%	10.0%	10.3%	7.1%	8.4%	9.3%	3.1%	3.6%	5.2%	5,303	5,694	5,772
SL/ST	34.1%	23.4%	25.7%	40.0%	39.5%	38.0%	12.8%	17.1%	15.9%	9.8%	13.6%	13.2%	3.3%	6.3%	7.2%	1,847	2,005	1,572
Other	14.7%	14.1%	13.4%	36.2%	37.4%	34.6%	17.5%	17.8%	17.2%	18.5%	18.7%	20.3%	13.2%	12.0%	14.6%	41,875	31,225	25,860

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
<b>Time in Federal Government</b>																		
< 1 year	16.1%	15.7%	16.3%	40.3%	42.1%	38.5%	20.1%	18.6%	19.6%	15.7%	15.9%	17.0%	7.8%	7.7%	8.6%	7,265	9,008	6,850
1-3 years	16.0%	14.8%	14.0%	41.1%	40.2%	38.4%	18.2%	18.2%	19.2%	16.4%	17.6%	18.1%	8.3%	9.2%	10.3%	59,395	45,325	29,923
4-5 years	16.2%	15.5%	14.6%	41.9%	39.8%	39.7%	17.9%	18.0%	17.7%	15.7%	17.3%	17.6%	8.4%	9.5%	10.4%	35,204	30,205	30,120
6-10 years	17.5%	16.7%	15.5%	44.0%	43.1%	41.3%	16.9%	17.0%	17.1%	14.1%	15.2%	16.6%	7.5%	8.1%	9.4%	132,213	108,886	91,864
11-14 years	19.0%	18.0%	16.5%	44.3%	42.8%	41.7%	16.3%	16.6%	16.6%	13.2%	14.3%	15.7%	7.2%	8.2%	9.4%	84,268	63,957	54,880
15-20 years	19.4%	19.0%	17.9%	43.7%	43.3%	41.9%	16.2%	15.9%	16.6%	13.4%	14.2%	15.0%	7.3%	7.6%	8.6%	92,073	66,400	51,763
> 20 years	22.7%	21.6%	19.9%	44.5%	43.9%	43.2%	15.0%	15.2%	15.3%	11.9%	12.9%	14.3%	5.8%	6.4%	7.4%	154,894	134,350	119,610
<b>Time with Current Agency</b>																		
< 1 year	18.5%	17.7%	17.6%	42.2%	41.9%	40.5%	18.4%	18.2%	18.3%	14.3%	15.1%	15.7%	6.7%	7.1%	8.0%	14,096	16,476	13,171
1-3 years	17.3%	16.2%	14.8%	41.9%	41.1%	39.4%	17.9%	17.5%	18.7%	15.1%	16.6%	17.4%	7.7%	8.6%	9.8%	92,990	69,892	47,714
4-5 years	17.3%	15.9%	15.2%	42.3%	40.7%	39.9%	17.5%	17.9%	17.4%	15.0%	16.1%	17.0%	8.0%	9.4%	10.5%	45,944	37,870	38,147
6-10 years	17.6%	16.9%	15.7%	44.1%	43.2%	41.5%	16.8%	16.9%	17.0%	14.0%	14.9%	16.4%	7.5%	8.0%	9.4%	137,013	113,944	98,146
11-20 years	19.5%	18.7%	17.4%	44.0%	42.9%	41.9%	16.0%	16.2%	16.4%	13.3%	14.3%	15.4%	7.2%	7.8%	8.9%	159,501	118,651	98,759
> 20 years	22.9%	21.8%	20.3%	44.8%	44.2%	43.4%	14.6%	14.8%	14.8%	11.8%	12.9%	14.2%	5.8%	6.3%	7.3%	114,499	99,816	87,757
<b>Leaving</b>																		
No	23.3%	22.0%	20.7%	47.3%	46.4%	45.5%	14.7%	15.0%	15.5%	10.9%	12.1%	13.2%	3.9%	4.4%	5.1%	381,127	316,219	259,522
Yes, to retire	20.9%	19.7%	18.5%	45.2%	43.7%	43.5%	15.8%	16.5%	15.6%	12.2%	13.5%	15.1%	5.9%	6.5%	7.3%	34,706	28,534	22,306
Yes, to other job in Govt	9.9%	9.0%	9.0%	37.2%	36.2%	34.4%	20.2%	20.0%	19.8%	19.6%	20.7%	21.6%	13.1%	14.0%	15.2%	99,911	70,851	70,682
Yes, to other job outside Govt	7.4%	6.9%	6.3%	28.7%	27.5%	25.0%	19.5%	18.9%	18.3%	23.5%	24.6%	24.5%	20.9%	22.2%	25.9%	22,208	19,430	13,797
Yes, other	8.2%	7.4%	6.8%	31.8%	29.9%	28.9%	22.9%	22.5%	21.7%	20.5%	20.9%	21.6%	16.7%	19.4%	21.0%	27,469	22,194	18,016
<b>Retiring</b>																		
Within 1 year	21.8%	20.8%	19.6%	45.0%	42.9%	41.7%	14.9%	15.3%	15.5%	11.4%	13.3%	14.8%	6.9%	7.7%	8.4%	21,126	17,133	13,577
Between 1-3 years	21.1%	19.7%	18.0%	44.9%	43.8%	43.5%	15.7%	16.3%	15.6%	12.6%	13.7%	15.1%	5.7%	6.5%	7.8%	57,166	47,277	38,034
Between 3-5 years	20.5%	19.6%	17.8%	44.9%	44.2%	42.3%	15.7%	15.9%	16.7%	13.0%	13.8%	15.6%	5.9%	6.6%	7.6%	63,367	51,311	42,240
5 or more years	18.6%	17.6%	16.6%	43.3%	42.4%	41.1%	16.7%	16.7%	17.0%	14.0%	15.1%	16.0%	7.5%	8.1%	9.2%	419,393	338,815	287,785

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
Transgender																		
Yes	15.2%	--	--	34.8%	--	--	19.6%	--	--	15.0%	--	--	15.4%	--	--	2,092	--	--
No	19.2%	--	--	43.7%	--	--	16.3%	--	--	13.6%	--	--	7.1%	--	--	543,530	--	--
Consider Yourself as:																		
Straight	19.4%	--	--	44.0%	--	--	16.2%	--	--	13.5%	--	--	6.9%	--	--	509,064	--	--
Gay or Lesbian	19.4%	--	--	42.3%	--	--	15.3%	--	--	14.4%	--	--	8.6%	--	--	11,790	--	--
Bisexual	17.4%	--	--	39.7%	--	--	16.6%	--	--	16.4%	--	--	10.0%	--	--	5,699	--	--
Something else	13.2%	--	--	37.1%	--	--	21.6%	--	--	15.5%	--	--	12.6%	--	--	10,812	--	--
Military Service																		
No Prior Military Service	18.7%	17.8%	16.9%	44.0%	43.1%	41.9%	16.4%	16.5%	16.5%	13.8%	14.9%	15.9%	7.2%	7.7%	8.8%	386,435	325,530	277,931
Currently in Guard/Reserves	17.2%	15.9%	14.5%	40.4%	40.7%	38.8%	17.5%	16.8%	17.9%	15.6%	16.6%	18.8%	9.3%	10.0%	10.1%	10,774	7,420	6,158
Retired Separated/Discharged	22.8%	21.1%	19.7%	46.0%	45.8%	44.2%	15.1%	15.7%	16.6%	11.2%	11.9%	13.3%	4.8%	5.5%	6.3%	74,135	49,888	39,667
Disability																		
Yes	17.5%	16.4%	15.1%	39.9%	38.7%	37.1%	18.1%	18.0%	18.0%	15.2%	16.7%	18.1%	9.2%	10.3%	11.7%	83,793	69,506	51,676
No	19.5%	18.5%	17.3%	44.5%	43.7%	42.4%	16.0%	16.2%	16.5%	13.3%	14.4%	15.4%	6.7%	7.3%	8.4%	468,512	383,584	329,016

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
Work Location																		
Headquarters	20.2%	19.6%	17.8%	43.1%	43.2%	41.8%	19.5%	19.8%	20.7%	11.5%	11.6%	12.9%	5.7%	5.8%	6.8%	217,475	178,097	155,504
Field	16.4%	16.4%	14.8%	42.4%	42.0%	40.6%	21.1%	21.0%	21.8%	13.2%	13.5%	14.7%	6.9%	7.1%	8.1%	346,837	279,576	229,472
Supervisory Status																		
Non-Supervisor	16.7%	16.6%	14.7%	42.2%	42.1%	40.5%	21.4%	21.4%	22.2%	12.7%	13.0%	14.3%	6.9%	7.0%	8.2%	373,629	303,155	252,876
Team Leader	15.8%	15.2%	14.0%	43.0%	42.2%	40.8%	21.1%	21.2%	22.1%	13.7%	14.3%	15.2%	6.4%	7.0%	7.8%	73,597	57,742	49,453
Supervisor	19.3%	19.7%	17.8%	45.0%	44.8%	43.6%	18.5%	18.7%	19.6%	12.1%	11.8%	13.5%	5.2%	5.0%	5.6%	77,688	62,905	52,210
Manager	26.5%	26.3%	25.1%	44.4%	43.8%	43.8%	15.2%	15.5%	15.5%	9.8%	10.0%	10.5%	4.1%	4.5%	5.1%	33,971	28,659	24,707
Senior Leader	46.6%	43.7%	41.1%	35.3%	36.2%	37.1%	9.2%	10.7%	9.8%	5.6%	6.3%	7.7%	3.3%	3.1%	4.3%	8,266	8,135	8,091
Sex																		
Male	18.4%	18.3%	16.3%	42.3%	41.7%	40.3%	20.2%	20.2%	21.0%	12.5%	12.9%	14.2%	6.6%	6.9%	8.1%	311,570	232,783	196,635
Female	17.2%	16.8%	15.5%	43.7%	43.7%	42.3%	20.7%	20.9%	21.7%	12.4%	12.5%	13.6%	6.0%	6.1%	6.8%	245,873	220,934	185,019
Hispanic or Latino																		
Yes	19.2%	19.0%	17.3%	40.4%	40.5%	39.1%	20.4%	20.7%	21.0%	12.4%	12.5%	13.6%	7.6%	7.3%	8.9%	52,842	39,600	33,537
No	17.8%	17.5%	15.9%	43.2%	42.8%	41.5%	20.3%	20.5%	21.3%	12.4%	12.8%	14.0%	6.2%	6.4%	7.4%	498,319	409,636	344,239
Race																		
American Indian/ Alaska Native	16.0%	16.1%	13.9%	38.6%	37.2%	35.7%	23.2%	24.5%	25.7%	14.0%	13.6%	14.1%	8.1%	8.6%	10.6%	10,479	9,365	7,821
Asian	20.0%	18.7%	17.5%	47.5%	46.0%	45.9%	19.3%	20.9%	20.9%	8.7%	9.6%	10.5%	4.5%	4.8%	5.2%	29,034	22,055	19,521
Black/African American	19.2%	18.7%	17.3%	43.6%	44.2%	42.1%	20.1%	19.9%	20.9%	10.7%	11.0%	12.2%	6.3%	6.2%	7.5%	76,123	64,364	57,908
Native Hawaiian/ Pacific Islander	18.3%	16.3%	14.9%	40.4%	39.8%	38.5%	24.2%	24.6%	25.8%	11.3%	12.3%	13.0%	5.8%	7.0%	7.7%	3,884	2,753	2,208
White	18.1%	17.9%	16.1%	42.9%	42.7%	41.4%	19.9%	20.0%	20.8%	12.9%	13.1%	14.3%	6.2%	6.4%	7.3%	393,498	318,561	264,202
Two or more races (Not Hispanic/ Latino)	14.3%	14.6%	13.2%	38.3%	37.0%	35.3%	23.7%	23.5%	22.9%	14.6%	15.0%	17.2%	9.0%	9.9%	11.3%	22,689	18,685	14,369

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
Age Group																		
25 and under	20.2%	19.9%	20.5%	45.6%	46.1%	46.2%	20.1%	17.2%	18.4%	10.1%	11.0%	9.9%	4.0%	5.9%	4.9%	5,806	3,644	2,667
26-29 years old	17.5%	16.9%	15.2%	43.5%	45.2%	43.3%	20.7%	19.7%	20.3%	11.8%	12.7%	13.1%	6.5%	5.5%	8.1%	16,415	12,407	10,981
30-39 years old	16.2%	15.7%	14.6%	42.7%	42.6%	40.8%	20.8%	21.0%	21.9%	13.2%	13.4%	14.4%	7.1%	7.4%	8.4%	111,814	87,718	73,309
40-49 years old	17.1%	17.3%	15.5%	42.6%	42.0%	40.9%	20.3%	20.4%	20.9%	13.1%	13.3%	14.6%	7.0%	7.0%	8.1%	143,978	119,032	102,400
50-59 years old	19.0%	18.3%	16.3%	43.0%	42.5%	41.0%	19.9%	20.5%	21.6%	12.1%	12.5%	13.8%	6.0%	6.2%	7.3%	191,307	166,590	141,606
60 or older	20.5%	18.9%	16.9%	43.2%	42.0%	41.0%	20.2%	21.4%	21.9%	11.0%	12.0%	13.6%	5.1%	5.7%	6.6%	80,896	76,830	61,226
Level of Education																		
Less than High School	19.1%	22.8%	16.7%	34.6%	35.3%	40.5%	24.7%	26.0%	28.2%	10.6%	9.0%	7.2%	11.0%	6.9%	7.4%	403	443	358
H.S. Diploma/ GED or equiv	18.5%	18.7%	18.1%	42.8%	43.3%	42.6%	21.4%	21.1%	21.1%	11.2%	11.0%	11.5%	6.2%	5.8%	6.7%	23,969	19,476	16,280
Trade/Technical Certificate	16.2%	16.7%	14.2%	40.7%	41.2%	41.4%	22.9%	22.4%	23.2%	12.7%	12.4%	13.9%	7.5%	7.4%	7.3%	12,455	10,795	8,191
Some College (no degree)	17.0%	17.1%	15.1%	40.6%	40.1%	38.8%	22.4%	22.6%	23.2%	12.7%	13.0%	14.3%	7.2%	7.2%	8.6%	79,197	62,723	52,821
Associate's Degree	16.5%	16.4%	15.0%	42.0%	41.3%	39.6%	22.0%	22.0%	23.1%	12.7%	13.3%	14.1%	6.8%	7.0%	8.2%	44,419	35,562	27,850
Bachelor's Degree	17.2%	17.0%	15.4%	43.5%	43.3%	41.9%	20.3%	20.3%	21.0%	12.8%	13.0%	14.2%	6.2%	6.5%	7.6%	197,362	155,088	132,305
Master's Degree	18.7%	18.5%	16.9%	43.4%	43.5%	41.8%	19.4%	19.3%	20.3%	12.3%	12.6%	13.9%	6.1%	6.2%	7.1%	146,747	119,469	101,798
Doctoral/ Professional Degree	21.6%	19.7%	17.8%	43.3%	43.0%	42.0%	17.5%	18.6%	19.2%	11.8%	12.3%	14.2%	5.7%	6.3%	6.9%	56,657	52,805	44,152
Pay Category																		
Federal Wage System	12.9%	13.9%	11.9%	38.7%	37.8%	37.0%	24.6%	24.6%	25.7%	14.9%	14.4%	15.2%	8.9%	9.2%	10.1%	18,773	13,114	9,588
GS 1-6	17.3%	16.1%	15.2%	40.0%	40.2%	39.9%	23.2%	23.0%	23.6%	12.0%	13.0%	13.4%	7.6%	7.8%	8.0%	22,985	27,483	18,703
GS 7-12	16.5%	16.6%	15.1%	42.7%	42.8%	41.5%	21.4%	21.1%	22.0%	12.7%	12.9%	13.8%	6.6%	6.6%	7.7%	244,470	193,033	153,381
GS 13-15	20.3%	20.3%	18.3%	44.3%	44.1%	42.6%	18.2%	18.3%	19.0%	11.9%	11.8%	13.6%	5.4%	5.5%	6.5%	227,807	184,592	169,588
SES	48.0%	49.4%	49.6%	33.0%	33.3%	34.4%	8.9%	8.7%	8.4%	6.9%	6.0%	5.3%	3.2%	2.6%	2.4%	5,284	5,678	5,765
SL/ST	33.4%	26.7%	23.3%	41.3%	38.2%	40.0%	11.4%	17.7%	15.9%	9.1%	10.2%	15.1%	4.8%	7.2%	5.6%	1,836	2,007	1,568
Other	14.5%	14.1%	12.3%	40.6%	40.9%	37.8%	22.7%	22.0%	22.8%	14.2%	14.9%	17.3%	8.0%	8.1%	9.8%	41,704	31,234	25,864

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
Time in Federal Government																		
< 1 year	30.3%	30.1%	28.6%	47.6%	46.0%	48.1%	14.8%	14.9%	14.5%	5.3%	6.4%	5.8%	2.0%	2.6%	2.9%	7,232	9,008	6,855
1-3 years	22.1%	21.4%	19.6%	45.6%	45.6%	44.8%	18.8%	18.1%	19.8%	9.3%	10.2%	10.8%	4.2%	4.6%	5.0%	59,265	45,308	29,952
4-5 years	18.4%	17.2%	15.9%	43.5%	42.2%	41.9%	20.3%	21.6%	21.4%	11.8%	12.8%	13.9%	6.0%	6.2%	6.9%	35,096	30,222	30,132
6-10 years	16.4%	15.8%	14.4%	42.8%	42.4%	40.3%	21.2%	21.2%	22.1%	12.9%	13.6%	15.0%	6.7%	7.1%	8.2%	131,797	108,851	91,898
11-14 years	16.0%	15.6%	14.2%	41.9%	41.2%	39.3%	21.2%	21.4%	22.4%	13.8%	14.3%	15.2%	7.1%	7.5%	8.9%	84,013	63,982	54,938
15-20 years	15.8%	16.2%	14.5%	41.0%	40.6%	39.2%	21.5%	21.7%	22.0%	14.0%	13.8%	15.1%	7.7%	7.7%	9.1%	91,698	66,423	51,791
> 20 years	18.7%	18.5%	16.5%	42.4%	42.6%	41.4%	20.0%	20.2%	20.9%	12.5%	12.3%	13.9%	6.4%	6.3%	7.2%	154,148	134,385	119,681
Time with Current Agency																		
< 1 year	28.9%	28.7%	26.6%	45.5%	44.7%	46.1%	15.9%	15.5%	15.6%	6.7%	7.2%	7.7%	3.0%	3.9%	4.0%	14,037	16,467	13,179
1-3 years	21.4%	21.0%	19.1%	43.8%	44.1%	42.6%	19.1%	18.6%	20.6%	10.5%	11.0%	11.7%	5.2%	5.3%	6.1%	92,741	69,893	47,723
4-5 years	17.5%	16.3%	14.8%	42.3%	41.6%	41.1%	20.7%	21.7%	21.7%	12.6%	13.5%	14.5%	7.0%	7.0%	7.9%	45,806	37,896	38,171
6-10 years	15.5%	15.1%	13.6%	42.4%	41.8%	39.6%	21.6%	21.7%	22.6%	13.5%	13.9%	15.6%	7.0%	7.5%	8.6%	136,568	113,930	98,182
11-20 years	15.7%	15.7%	14.3%	41.8%	41.3%	39.8%	21.3%	21.5%	22.0%	13.9%	14.0%	15.2%	7.3%	7.4%	8.8%	158,912	118,684	98,850
> 20 years	19.1%	18.9%	17.3%	43.4%	43.5%	42.5%	19.7%	20.0%	20.4%	12.0%	11.9%	13.2%	5.9%	5.7%	6.5%	113,930	99,834	87,814
Leaving																		
No	23.7%	23.2%	21.4%	49.8%	49.4%	48.6%	16.9%	17.3%	18.4%	7.1%	7.6%	8.6%	2.4%	2.5%	3.0%	379,760	316,210	259,641
Yes, to retire	15.3%	14.7%	13.5%	40.7%	40.8%	39.7%	22.4%	23.0%	23.0%	14.4%	14.5%	16.1%	7.2%	7.0%	7.7%	34,386	28,541	22,322
Yes, to other job in Govt	5.7%	5.6%	5.1%	29.1%	29.1%	27.1%	28.1%	27.9%	27.8%	23.4%	23.4%	24.4%	13.6%	14.1%	15.6%	99,695	70,887	70,741
Yes, to other job outside Govt	3.8%	4.0%	3.1%	22.6%	21.8%	18.9%	25.8%	25.0%	24.9%	28.0%	28.2%	29.7%	19.8%	21.1%	23.3%	22,148	19,444	13,813
Yes, other	4.4%	4.0%	3.4%	22.8%	21.2%	20.5%	29.0%	28.8%	27.7%	25.2%	26.1%	27.1%	18.5%	19.9%	21.2%	27,393	22,196	18,024
Retiring																		
Within 1 year	15.5%	14.8%	13.7%	38.3%	38.7%	37.6%	21.4%	21.6%	22.2%	15.3%	15.6%	16.8%	9.4%	9.3%	9.7%	20,934	17,148	13,575
Between 1-3 years	16.8%	16.5%	14.4%	41.7%	41.2%	40.3%	21.7%	22.3%	22.5%	13.3%	13.4%	15.3%	6.5%	6.6%	7.5%	56,813	47,281	38,071
Between 3-5 years	17.3%	17.2%	15.4%	42.3%	42.5%	40.6%	21.1%	20.9%	22.1%	13.1%	13.2%	14.7%	6.2%	6.1%	7.1%	63,047	51,320	42,264
5 or more years	18.2%	18.0%	16.4%	43.2%	43.0%	41.5%	20.1%	20.2%	21.0%	12.2%	12.5%	13.6%	6.2%	6.4%	7.5%	418,239	338,830	287,945

## Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
Transgender																		
Yes	11.5%	--	--	29.8%	--	--	24.9%	--	--	16.9%	--	--	17.0%	--	--	2,071	--	--
No	18.1%	--	--	43.0%	--	--	20.3%	--	--	12.4%	--	--	6.3%	--	--	541,568	--	--
Consider Yourself as:																		
Straight	18.4%	--	--	43.3%	--	--	20.1%	--	--	12.2%	--	--	6.1%	--	--	507,205	--	--
Gay or Lesbian	17.3%	--	--	40.7%	--	--	19.9%	--	--	14.5%	--	--	7.6%	--	--	11,770	--	--
Bisexual	15.3%	--	--	39.6%	--	--	20.7%	--	--	15.3%	--	--	9.0%	--	--	5,683	--	--
Something else	9.9%	--	--	31.8%	--	--	26.5%	--	--	18.2%	--	--	13.5%	--	--	10,744	--	--
Military Service																		
No Prior Military Service	17.4%	17.1%	15.6%	43.8%	43.8%	42.3%	20.4%	20.5%	21.2%	12.4%	12.5%	13.8%	6.1%	6.1%	7.1%	385,097	325,554	278,054
Currently in Guard/Reserves	18.8%	18.7%	17.1%	41.3%	40.9%	40.3%	20.0%	20.2%	19.8%	12.5%	12.1%	14.2%	7.3%	8.0%	8.6%	10,740	7,420	6,165
Retired Separated/Discharged	21.8%	21.3%	19.3%	43.7%	43.3%	41.9%	18.9%	19.0%	20.7%	10.7%	11.3%	12.3%	5.0%	5.1%	5.7%	73,829	49,899	39,690
Disability																		
Yes	17.4%	17.3%	15.4%	38.5%	38.0%	37.0%	21.6%	21.5%	22.8%	13.8%	14.1%	14.8%	8.8%	9.1%	9.9%	83,387	69,516	51,708
No	18.1%	17.8%	16.1%	43.8%	43.6%	42.1%	20.1%	20.3%	21.0%	12.2%	12.4%	13.8%	5.9%	6.0%	7.1%	466,911	383,610	329,195

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

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
2018 (Question does not have trending data from previous years)										
All Responses	14.9%	5.9%	15.2%	4.6%	2.0%	28.6%	3.9%	13.2%	11.6%	574,372
Work Location										
Headquarters	18.0%	7.2%	21.8%	5.3%	2.0%	16.2%	4.1%	13.3%	11.9%	218,079
Field	13.2%	5.1%	11.4%	4.2%	1.9%	35.8%	3.8%	13.1%	11.4%	347,294
Supervisory Status										
Non-Supervisor	12.3%	5.3%	16.7%	5.6%	2.4%	28.0%	4.0%	14.0%	11.7%	373,966
Team Leader	17.0%	6.9%	14.1%	3.6%	1.6%	29.3%	4.4%	13.0%	10.1%	73,771
Supervisor	20.5%	7.1%	11.4%	2.1%	1.1%	31.3%	3.6%	11.0%	11.8%	77,918
Manager	25.2%	7.3%	9.1%	1.7%	0.6%	29.6%	2.9%	10.6%	13.1%	34,116
Senior Leader	32.4%	8.2%	7.5%	1.5%	0.6%	25.4%	1.8%	7.0%	15.7%	8,303
Sex										
Male	15.1%	5.4%	11.6%	3.2%	1.7%	34.1%	4.3%	11.9%	12.7%	312,775
Female	14.5%	6.5%	20.5%	6.7%	2.5%	20.5%	3.5%	15.2%	10.1%	245,725
Hispanic or Latino										
Yes	10.6%	4.7%	11.8%	3.5%	1.9%	37.9%	3.6%	14.9%	11.2%	52,886
No	15.5%	6.0%	15.5%	4.7%	2.0%	27.6%	4.0%	13.0%	11.7%	499,384
Race										
American Indian/ Alaska Native	9.6%	3.5%	7.5%	2.5%	2.8%	36.1%	5.5%	17.4%	15.2%	10,475
Asian	13.2%	5.8%	20.9%	5.7%	3.7%	21.8%	4.4%	11.7%	13.0%	29,144
Black/African American	11.2%	5.1%	20.9%	6.3%	1.8%	23.7%	3.0%	16.0%	12.0%	76,393
Native Hawaiian/ Pacific Islander	10.5%	3.8%	8.8%	2.4%	2.4%	36.0%	4.9%	17.0%	14.1%	3,898
White	16.3%	6.1%	13.6%	4.2%	1.9%	30.1%	4.0%	12.3%	11.5%	394,371
Two or more races (Not Hispanic/ Latino)	12.8%	5.1%	14.3%	4.1%	1.8%	30.4%	4.4%	16.8%	10.2%	22,712

## Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
	2018 (Question does not have trending data from previous years)									
<b>All Responses</b>	<b>14.9%</b>	<b>5.9%</b>	<b>15.2%</b>	<b>4.6%</b>	<b>2.0%</b>	<b>28.6%</b>	<b>3.9%</b>	<b>13.2%</b>	<b>11.6%</b>	<b>574,372</b>
<b>Age Group</b>										
25 and under	15.2%	4.4%	7.0%	1.4%	1.2%	34.6%	4.0%	14.0%	18.2%	5,816
26-29 years old	13.3%	5.9%	11.8%	2.3%	1.4%	37.1%	3.3%	13.9%	11.0%	16,446
30-39 years old	13.9%	6.4%	16.3%	4.2%	2.0%	32.0%	3.1%	14.0%	8.1%	111,940
40-49 years old	13.9%	6.0%	15.8%	4.6%	1.9%	32.1%	3.4%	13.6%	8.9%	144,151
50-59 years old	16.1%	5.8%	14.7%	4.9%	1.9%	25.6%	4.5%	13.3%	13.3%	191,689
60 or older	15.8%	5.0%	13.8%	5.0%	2.6%	22.8%	5.5%	11.0%	18.6%	81,330
<b>Level of Education</b>										
Less than High School	6.5%	2.3%	7.5%	3.5%	4.5%	34.4%	3.5%	13.7%	24.0%	404
H.S. Diploma/ GED or equiv	7.0%	2.9%	8.2%	3.7%	1.9%	44.1%	4.6%	12.5%	15.2%	23,918
Trade/Technical Certificate	7.1%	2.3%	6.7%	3.0%	1.9%	51.1%	5.7%	12.4%	9.8%	12,454
Some College (no degree)	8.9%	3.3%	9.8%	3.8%	1.8%	42.4%	4.4%	14.6%	11.0%	79,255
Associate's Degree	8.9%	3.0%	8.5%	3.2%	1.4%	43.9%	4.6%	15.4%	11.0%	44,438
Bachelor's Degree	15.2%	6.0%	15.7%	4.9%	2.1%	26.8%	3.9%	13.6%	11.8%	197,831
Master's Degree	20.4%	7.9%	19.1%	4.7%	1.8%	17.2%	3.9%	13.4%	11.7%	147,170
Doctoral/ Professional Degree	22.0%	9.9%	24.7%	6.6%	3.2%	12.9%	2.0%	7.0%	11.6%	56,780
<b>Pay Category</b>										
Federal Wage System	3.1%	0.9%	1.4%	0.6%	1.0%	76.0%	4.0%	6.1%	6.9%	18,773
GS 1-6	5.9%	1.7%	4.0%	2.4%	3.2%	46.7%	4.7%	17.6%	13.8%	22,853
GS 7-12	11.2%	4.4%	12.6%	4.2%	1.4%	30.3%	4.9%	18.3%	12.6%	244,806
GS 13-15	21.9%	9.0%	23.1%	6.4%	2.9%	14.9%	2.9%	8.0%	10.9%	228,548
SES	43.5%	10.9%	7.7%	1.1%	0.4%	17.6%	1.2%	3.0%	14.5%	5,307
SL/ST	32.6%	12.0%	14.7%	3.0%	2.0%	12.0%	3.4%	4.9%	15.5%	1,851
Other	14.0%	5.3%	9.1%	2.1%	1.3%	45.2%	3.0%	9.7%	10.2%	41,746

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
	2018 (Question does not have trending data from previous years)									
<b>All Responses</b>	<b>14.9%</b>	<b>5.9%</b>	<b>15.2%</b>	<b>4.6%</b>	<b>2.0%</b>	<b>28.6%</b>	<b>3.9%</b>	<b>13.2%</b>	<b>11.6%</b>	<b>574,372</b>
<b>Time in Federal Government</b>										
< 1 year	13.7%	3.5%	5.8%	1.2%	1.1%	35.7%	4.3%	19.5%	15.1%	7,224
1-3 years	13.7%	5.4%	13.2%	3.0%	1.3%	34.3%	3.7%	14.1%	11.4%	59,320
4-5 years	13.7%	5.7%	14.8%	3.9%	2.0%	31.8%	3.9%	14.1%	10.1%	35,172
6-10 years	14.4%	5.8%	16.0%	4.9%	2.0%	28.9%	4.0%	14.3%	9.7%	132,012
11-14 years	14.1%	5.9%	15.2%	4.2%	2.4%	30.7%	3.9%	13.6%	9.9%	84,152
15-20 years	14.2%	5.7%	14.2%	4.1%	1.9%	32.7%	3.8%	12.8%	10.6%	91,827
> 20 years	17.2%	6.3%	16.3%	5.9%	2.1%	21.2%	4.1%	11.4%	15.4%	154,542
<b>Time with Current Agency</b>										
< 1 year	13.7%	3.8%	7.2%	1.5%	0.9%	31.0%	4.6%	21.8%	15.3%	14,034
1-3 years	14.4%	5.8%	15.5%	3.5%	1.3%	29.6%	3.7%	14.9%	11.2%	92,891
4-5 years	14.4%	6.0%	16.4%	4.5%	2.1%	28.5%	3.8%	14.2%	10.1%	45,910
6-10 years	14.5%	6.0%	16.0%	5.0%	2.1%	28.5%	3.9%	13.9%	10.0%	136,783
11-20 years	14.2%	5.7%	14.4%	4.3%	2.3%	32.6%	3.9%	12.2%	10.5%	159,182
> 20 years	17.4%	6.2%	15.3%	5.9%	2.1%	22.2%	4.3%	10.5%	16.0%	114,211
<b>Leaving</b>										
No	15.6%	6.1%	15.6%	5.2%	2.3%	28.2%	3.8%	10.8%	12.4%	380,279
Yes, to retire	14.1%	4.9%	12.7%	5.1%	2.4%	26.7%	5.0%	11.9%	17.3%	34,633
Yes, to other job in Govt	13.3%	5.4%	15.3%	3.2%	0.9%	29.7%	3.9%	19.8%	8.6%	99,846
Yes, to other job outside Govt	15.3%	6.9%	14.1%	3.2%	1.5%	29.6%	4.3%	17.0%	8.0%	22,197
Yes, other	12.8%	4.8%	12.9%	3.1%	1.7%	32.5%	4.1%	18.2%	9.9%	27,372
<b>Retiring</b>										
Within 1 year	14.0%	4.8%	12.5%	4.8%	2.3%	27.1%	4.9%	12.3%	17.3%	21,076
Between 1-3 years	15.4%	5.3%	13.5%	5.0%	2.3%	26.5%	4.7%	11.6%	15.7%	57,054
Between 3-5 years	15.5%	5.3%	13.5%	4.7%	1.8%	28.0%	4.6%	12.7%	13.9%	63,244
5 or more years	14.9%	6.1%	15.7%	4.5%	2.0%	29.1%	3.7%	13.6%	10.5%	418,773

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
	2018 (Question does not have trending data from previous years)									
All Responses	14.9%	5.9%	15.2%	4.6%	2.0%	28.6%	3.9%	13.2%	11.6%	574,372
Transgender										
Yes	11.4%	4.8%	12.7%	4.5%	2.3%	35.0%	4.3%	14.7%	10.3%	2,095
No	14.9%	5.8%	15.1%	4.5%	2.0%	28.8%	3.9%	13.3%	11.6%	542,684
Consider Yourself as:										
Straight	14.9%	5.8%	15.0%	4.5%	2.0%	28.9%	3.9%	13.2%	11.7%	508,356
Gay or Lesbian	16.1%	6.9%	19.1%	5.8%	2.1%	24.1%	3.2%	12.1%	10.8%	11,796
Bisexual	14.5%	6.1%	16.1%	4.0%	2.0%	29.3%	4.3%	14.5%	9.2%	5,696
Something else	12.1%	5.6%	14.2%	4.1%	1.7%	30.7%	4.7%	16.1%	10.8%	10,794
Military Service										
No Prior Military Service	15.9%	6.8%	18.1%	5.5%	2.4%	24.5%	3.4%	12.0%	11.4%	385,635
Currently in Guard/Reserves	12.0%	4.0%	7.8%	1.8%	0.8%	42.1%	3.8%	18.0%	9.8%	10,768
Retired Separated/Discharged	14.6%	3.8%	8.4%	2.3%	1.1%	32.1%	6.1%	16.6%	15.0%	74,134
	12.1%	4.3%	10.9%	3.4%	1.5%	39.6%	4.0%	14.2%	10.0%	84,868
Disability										
Yes	12.3%	4.4%	12.2%	4.2%	2.3%	30.5%	5.0%	17.8%	11.4%	83,719
No	15.4%	6.1%	15.6%	4.6%	1.9%	28.4%	3.7%	12.3%	11.7%	467,702

## Report by Demographics

### (73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
<b>All Responses</b>	<b>31.3%</b>	<b>30.7%</b>	<b>22.6%</b>	<b>8.5%</b>	<b>6.9%</b>	<b>369,986</b>	<b>37,643</b>	<b>143,877</b>	<b>14,641</b>
<b>Work Location</b>									
Headquarters	33.8%	31.8%	18.7%	8.7%	7.0%	164,147	13,482	33,981	3,219
Field	29.5%	29.9%	25.4%	8.5%	6.7%	200,555	23,572	107,628	11,040
<b>Supervisory Status</b>									
Non-Supervisor	33.0%	29.9%	22.0%	8.2%	6.9%	237,771	25,409	94,859	10,960
Team Leader	29.3%	31.2%	23.1%	9.1%	7.2%	47,293	4,523	19,151	1,848
Supervisor	25.6%	33.2%	24.4%	10.0%	6.8%	50,641	4,906	19,934	1,284
Manager	27.5%	33.2%	24.1%	9.0%	6.2%	23,506	1,976	7,801	299
Senior Leader	38.9%	31.2%	19.9%	5.7%	4.3%	6,541	497	1,077	72
<b>Sex</b>									
Male	27.9%	30.3%	26.5%	8.4%	7.0%	189,037	23,518	87,562	8,684
Female	36.0%	31.1%	17.5%	8.8%	6.6%	169,681	13,187	53,404	5,631
<b>Hispanic or Latino</b>									
Yes	30.3%	27.1%	27.3%	8.0%	7.3%	29,234	3,065	17,183	2,734
No	31.5%	31.0%	22.1%	8.6%	6.8%	325,455	33,180	122,289	11,430
<b>Race</b>									
American Indian/ Alaska Native	20.0%	24.3%	36.9%	10.0%	8.8%	5,269	745	3,696	655
Asian	35.8%	33.9%	20.7%	5.4%	4.2%	20,640	2,023	5,394	681
Black/African American	35.6%	29.9%	20.4%	7.4%	6.7%	51,492	4,167	17,215	2,076
Native Hawaiian/ Pacific Islander	22.1%	26.9%	37.6%	8.0%	5.4%	2,123	254	1,274	204
White	30.7%	30.9%	22.6%	9.0%	6.8%	251,092	26,853	101,876	9,261
Two or more races (Not Hispanic/ Latino)	28.4%	27.6%	24.4%	9.8%	9.8%	13,865	1,307	6,471	747

## Report by Demographics

(73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
Age Group									
25 and under	28.6%	31.5%	26.8%	7.5%	5.6%	2,900	609	1,894	401
26-29 years old	32.8%	30.2%	21.0%	8.7%	7.3%	9,210	1,258	5,050	863
30-39 years old	34.3%	30.4%	17.5%	9.6%	8.1%	71,607	5,823	30,288	3,477
40-49 years old	32.4%	30.1%	21.1%	8.7%	7.6%	91,523	7,303	39,999	3,860
50-59 years old	30.3%	30.7%	24.5%	8.2%	6.3%	125,474	13,440	45,683	3,840
60 or older	28.4%	31.5%	28.0%	7.4%	4.7%	52,740	7,891	16,818	1,720
Level of Education									
Less than High School	20.4%	16.4%	39.2%	13.2%	10.8%	211	32	114	37
H.S. Diploma/ GED or equiv	23.7%	26.0%	37.5%	7.2%	5.6%	11,407	1,737	9,078	1,308
Trade/Technical Certificate	21.4%	24.9%	39.7%	8.0%	6.0%	5,417	646	5,444	730
Some College (no degree)	25.9%	26.0%	32.1%	8.6%	7.3%	39,830	4,642	30,088	3,461
Associate's Degree	24.6%	25.8%	33.4%	9.0%	7.2%	21,261	2,714	17,695	2,110
Bachelor's Degree	32.0%	31.3%	21.1%	8.7%	7.0%	128,161	13,852	49,042	4,185
Master's Degree	33.1%	32.4%	18.2%	9.0%	7.3%	109,145	9,420	24,663	1,928
Doctoral/ Professional Degree	38.8%	34.8%	14.3%	7.0%	5.0%	45,949	3,944	5,628	610
Pay Category									
Federal Wage System	10.9%	17.2%	60.2%	6.8%	4.9%	4,535	547	11,964	1,524
GS 1-6	20.3%	24.2%	42.4%	7.4%	5.6%	8,852	1,572	10,392	1,781
GS 7-12	27.9%	28.0%	26.4%	9.4%	8.3%	138,587	19,094	76,306	7,363
GS 13-15	36.1%	33.8%	16.1%	8.0%	6.0%	183,464	13,251	27,026	1,452
SES	42.9%	33.8%	15.2%	4.9%	3.2%	4,540	292	407	13
SL/ST	38.8%	34.0%	16.8%	5.9%	4.5%	1,505	164	135	15
Other	27.1%	30.5%	28.1%	8.4%	5.9%	21,077	2,121	15,880	2,249

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
Time in Federal Government									
< 1 year	29.1%	28.2%	32.2%	7.0%	3.5%	3,349	578	2,769	505
1-3 years	32.6%	29.4%	24.4%	7.6%	6.0%	34,929	3,861	17,329	2,707
4-5 years	32.3%	30.2%	21.8%	8.8%	6.9%	21,826	2,140	9,653	1,173
6-10 years	31.8%	30.4%	21.2%	9.1%	7.5%	84,969	7,505	34,664	3,360
11-14 years	30.3%	30.4%	22.4%	9.1%	7.8%	53,595	4,717	22,613	2,125
15-20 years	29.1%	30.8%	24.0%	8.8%	7.4%	56,518	5,565	26,073	2,357
> 20 years	32.1%	31.7%	22.2%	8.0%	6.1%	107,490	12,741	29,157	2,208
Time with Current Agency									
< 1 year	27.1%	27.8%	30.8%	8.7%	5.6%	7,062	1,134	4,922	818
1-3 years	32.1%	29.1%	22.7%	8.6%	7.4%	58,646	5,837	24,071	3,324
4-5 years	32.4%	30.0%	21.1%	9.0%	7.6%	29,952	2,637	11,492	1,284
6-10 years	31.6%	30.8%	21.2%	9.0%	7.4%	88,902	7,890	34,960	3,352
11-20 years	30.1%	31.0%	23.5%	8.5%	6.9%	98,853	9,581	44,459	3,967
> 20 years	32.3%	31.8%	22.6%	7.8%	5.5%	78,494	9,986	22,032	1,613
Leaving									
No	35.8%	31.2%	21.9%	6.8%	4.2%	251,273	26,401	88,963	8,631
Yes, to retire	26.7%	31.2%	27.4%	8.5%	6.1%	21,604	3,161	8,189	778
Yes, to other job in Govt	21.5%	29.1%	22.6%	13.0%	13.8%	60,140	4,836	30,441	3,142
Yes, to other job outside Govt	21.7%	29.9%	20.4%	13.8%	14.2%	14,004	1,159	6,092	667
Yes, other	18.7%	28.5%	27.2%	11.8%	13.8%	15,870	1,542	8,523	1,184
Retiring									
Within 1 year	26.8%	30.3%	26.7%	8.9%	7.2%	13,115	1,963	4,980	515
Between 1-3 years	27.7%	31.6%	26.4%	8.4%	5.9%	36,501	4,805	13,341	1,126
Between 3-5 years	27.9%	31.1%	26.3%	8.4%	6.3%	40,104	4,674	15,815	1,339
5 or more years	32.6%	30.5%	21.3%	8.6%	7.0%	270,377	25,389	107,103	11,221

## Report by Demographics

(73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
<b>Transgender</b>									
Yes	25.7%	25.4%	25.8%	9.5%	13.6%	1,222	112	637	93
No	31.5%	30.6%	22.5%	8.5%	6.8%	348,592	35,573	137,092	13,879
<b>Consider Yourself as:</b>									
Straight	31.6%	30.6%	22.7%	8.5%	6.6%	325,930	33,411	128,872	12,979
Gay or Lesbian	36.5%	30.8%	16.1%	8.9%	7.6%	8,102	740	2,555	236
Bisexual	32.1%	29.3%	19.6%	9.8%	9.2%	3,613	336	1,522	158
Something else	24.3%	27.1%	26.0%	10.1%	12.6%	6,531	650	3,030	430
<b>Military Service</b>									
No Prior Military Service	34.4%	32.1%	19.1%	8.1%	6.2%	263,653	25,086	82,714	8,928
Currently in Guard/Reserves	25.5%	26.3%	28.5%	10.1%	9.5%	5,375	642	4,177	478
Retired Separated/ Discharged	22.6%	27.3%	33.6%	9.3%	7.1%	40,788	5,876	24,325	1,897
	26.8%	27.6%	27.4%	9.4%	8.8%	46,564	4,955	29,306	2,896
<b>Disability</b>									
Yes	26.9%	26.5%	27.4%	9.4%	9.8%	49,459	5,117	25,060	2,616
No	32.3%	31.4%	21.7%	8.3%	6.3%	304,467	31,138	114,380	11,492



## Report by Demographics

### (74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
Work Location									
Headquarters	42.2%	36.5%	13.9%	4.0%	3.3%	162,330	28,343	21,038	4,218
Field	38.1%	37.3%	15.6%	4.6%	4.4%	246,801	30,593	56,116	10,395
Supervisory Status									
Non-Supervisor	40.5%	36.4%	14.9%	4.2%	4.0%	271,065	40,451	47,955	11,240
Team Leader	38.8%	37.5%	14.7%	4.7%	4.3%	52,922	7,802	10,262	2,003
Supervisor	36.6%	39.3%	15.6%	4.8%	3.6%	55,977	7,031	12,829	1,207
Manager	37.6%	37.9%	15.9%	5.1%	3.4%	24,893	3,063	5,450	256
Senior Leader	44.2%	33.1%	15.7%	4.1%	2.8%	6,159	900	1,076	70
Sex									
Male	37.8%	37.3%	16.3%	4.4%	4.3%	221,462	30,963	47,919	8,656
Female	42.7%	36.5%	13.1%	4.3%	3.4%	182,252	27,242	28,546	5,914
Hispanic or Latino									
Yes	36.9%	34.4%	18.4%	5.0%	5.3%	35,738	4,744	9,574	2,326
No	40.1%	37.2%	14.6%	4.3%	3.8%	363,381	52,764	66,121	12,093
Race									
American Indian/ Alaska Native	29.2%	37.4%	21.2%	6.1%	6.1%	7,417	727	1,830	448
Asian	40.2%	38.2%	15.8%	3.0%	2.8%	21,288	3,400	3,383	828
Black/African American	42.1%	35.3%	15.4%	3.8%	3.5%	56,574	8,047	9,191	1,906
Native Hawaiian/ Pacific Islander	31.6%	37.2%	21.5%	4.5%	5.2%	2,691	301	702	172
White	40.0%	37.3%	14.4%	4.5%	3.9%	283,533	41,423	55,326	9,775
Two or more races (Not Hispanic/ Latino)	36.8%	35.1%	16.7%	5.4%	6.0%	16,352	1,991	3,325	805

## Report by Demographics

### (74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
<b>Age Group</b>									
25 and under	47.1%	32.2%	13.0%	3.9%	3.8%	4,065	547	786	395
26-29 years old	44.8%	32.3%	13.2%	4.9%	4.9%	11,463	1,507	2,412	916
30-39 years old	42.3%	34.9%	12.5%	5.1%	5.2%	78,488	11,923	16,828	3,706
40-49 years old	39.1%	36.6%	15.3%	4.6%	4.4%	100,429	15,046	23,324	3,882
50-59 years old	39.3%	37.9%	15.4%	4.0%	3.4%	143,071	19,153	23,711	3,724
60 or older	36.7%	39.3%	17.8%	3.6%	2.6%	60,812	9,172	8,681	1,757
<b>Level of Education</b>									
Less than High School	22.9%	35.5%	27.0%	4.0%	10.6%	290	28	61	27
H.S. Diploma/ GED or equiv	31.9%	37.9%	20.8%	4.9%	4.5%	16,707	1,907	4,152	973
Trade/Technical Certificate	31.3%	37.7%	19.8%	5.2%	6.0%	8,572	811	2,369	555
Some College (no degree)	34.4%	36.4%	18.9%	5.1%	5.2%	54,535	6,288	14,793	2,902
Associate's Degree	34.5%	36.9%	17.9%	5.3%	5.3%	31,014	3,274	8,046	1,695
Bachelor's Degree	41.5%	37.5%	13.6%	4.0%	3.5%	145,688	19,629	26,171	4,411
Master's Degree	43.2%	36.7%	12.7%	4.1%	3.4%	110,408	17,456	15,250	2,555
Doctoral/ Professional Degree	42.8%	36.0%	13.8%	4.2%	3.0%	39,327	9,156	6,125	1,537
<b>Pay Category</b>									
Federal Wage System	27.2%	36.3%	21.2%	6.8%	8.5%	11,300	689	5,286	1,282
GS 1-6	32.3%	36.0%	21.4%	5.0%	5.3%	14,540	1,661	4,909	1,586
GS 7-12	38.8%	37.4%	15.2%	4.4%	4.2%	179,538	23,293	33,194	6,392
GS 13-15	43.9%	36.9%	12.7%	3.7%	2.8%	171,223	28,990	23,088	2,942
SES	46.9%	32.3%	14.6%	4.1%	2.1%	3,912	645	647	36
SL/ST	40.9%	37.3%	15.7%	3.9%	2.3%	1,320	322	147	33
Other	33.2%	35.6%	18.9%	6.3%	6.0%	25,933	3,177	9,892	2,390

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
<b>Time in Federal Government</b>									
< 1 year	46.2%	33.1%	15.0%	3.1%	2.6%	4,866	568	1,204	548
1-3 years	43.7%	34.1%	14.1%	4.3%	3.7%	41,651	5,423	8,639	3,095
4-5 years	41.3%	35.1%	14.5%	4.6%	4.6%	24,854	3,526	5,058	1,360
6-10 years	39.8%	36.3%	14.6%	4.8%	4.5%	94,151	14,709	18,313	3,601
11-14 years	37.8%	37.2%	15.4%	5.0%	4.7%	59,828	8,771	12,656	2,042
15-20 years	36.2%	37.8%	16.9%	4.7%	4.4%	64,122	9,100	15,390	2,187
> 20 years	40.2%	38.7%	14.6%	3.6%	2.9%	118,544	16,698	15,984	1,862
<b>Time with Current Agency</b>									
< 1 year	43.4%	34.3%	15.2%	4.1%	3.2%	9,631	1,220	2,267	820
1-3 years	42.7%	34.4%	14.2%	4.6%	4.1%	66,693	8,933	12,602	3,801
4-5 years	40.6%	35.5%	14.7%	4.6%	4.6%	33,106	4,748	6,132	1,464
6-10 years	39.1%	36.9%	14.8%	4.8%	4.4%	97,901	15,117	18,949	3,536
11-20 years	37.0%	37.8%	16.2%	4.6%	4.4%	112,109	16,136	25,534	3,663
> 20 years	40.6%	39.1%	14.4%	3.4%	2.6%	87,693	12,516	11,578	1,355
<b>Leaving</b>									
No	44.1%	36.1%	14.1%	3.4%	2.4%	278,936	41,236	47,790	8,829
Yes, to retire	34.8%	40.9%	16.9%	4.0%	3.4%	25,701	3,558	4,341	622
Yes, to other job in Govt	31.4%	38.3%	15.9%	6.7%	7.7%	69,567	9,337	16,619	3,227
Yes, to other job outside Govt	29.4%	38.1%	16.3%	7.6%	8.6%	15,121	2,280	3,691	830
Yes, other	25.9%	37.5%	20.8%	7.1%	8.7%	18,777	2,433	4,787	1,166
<b>Retiring</b>									
Within 1 year	35.6%	39.6%	16.6%	4.1%	4.0%	15,426	2,201	2,777	421
Between 1-3 years	36.2%	39.7%	16.8%	4.1%	3.3%	42,615	5,644	7,161	989
Between 3-5 years	36.5%	39.2%	16.4%	4.4%	3.5%	46,258	6,100	8,990	1,198
5 or more years	40.9%	36.2%	14.4%	4.4%	4.1%	300,750	44,429	57,784	11,875

## Report by Demographics

### (74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
<b>Transgender</b>									
Yes	33.2%	32.4%	18.9%	5.2%	10.3%	1,468	152	370	85
No	39.9%	36.9%	14.9%	4.4%	3.9%	392,043	56,637	74,357	14,167
<b>Consider Yourself as:</b>									
Straight	40.0%	37.0%	14.9%	4.3%	3.8%	367,660	52,770	69,634	13,094
Gay or Lesbian	44.4%	34.0%	12.3%	4.7%	4.5%	8,157	1,477	1,704	316
Bisexual	40.3%	35.1%	13.1%	5.5%	6.1%	4,003	632	818	181
Something else	31.0%	35.3%	19.6%	5.8%	8.3%	7,713	920	1,633	414
<b>Military Service</b>									
No Prior Military Service	41.6%	37.1%	13.7%	4.1%	3.5%	282,275	43,215	46,955	9,715
Currently in Guard/Reserves	37.6%	35.9%	15.9%	5.0%	5.6%	7,409	742	2,067	411
Retired Separated/ Discharged	37.0%	37.0%	17.6%	4.5%	3.9%	53,228	6,791	11,529	1,662
	35.8%	36.5%	17.1%	5.1%	5.4%	58,453	7,130	15,605	2,671
<b>Disability</b>									
Yes	36.6%	35.9%	17.1%	5.1%	5.4%	61,069	7,227	11,962	2,454
No	40.5%	37.1%	14.5%	4.2%	3.6%	337,332	50,246	63,677	11,929

## Report by Demographics

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
Work Location									
Headquarters	26.5%	43.4%	22.1%	5.2%	2.9%	182,079	19,689	7,127	9,224
Field	20.2%	42.2%	25.8%	7.3%	4.4%	267,457	22,976	35,153	22,182
Supervisory Status									
Non-Supervisor	22.6%	42.3%	24.8%	6.4%	3.9%	294,028	28,642	28,595	23,466
Team Leader	20.8%	42.6%	25.2%	7.3%	4.2%	58,833	5,734	5,280	3,934
Supervisor	22.0%	44.6%	23.7%	6.4%	3.4%	62,942	5,575	6,154	3,179
Manager	25.2%	44.2%	21.7%	6.0%	2.8%	28,737	2,335	2,136	840
Senior Leader	36.8%	40.3%	16.5%	4.0%	2.4%	7,305	584	256	154
Sex									
Male	21.0%	42.3%	25.7%	6.8%	4.2%	250,027	23,902	21,303	17,366
Female	25.3%	43.4%	22.2%	6.0%	3.1%	194,459	18,015	20,304	13,603
Hispanic or Latino									
Yes	21.8%	40.7%	24.7%	7.3%	5.5%	41,835	2,903	4,564	3,737
No	22.8%	43.0%	24.2%	6.4%	3.5%	397,680	38,529	36,566	26,856
Race									
American Indian/ Alaska Native	18.0%	41.9%	27.3%	7.4%	5.4%	8,388	426	1,019	709
Asian	23.4%	44.3%	24.4%	4.9%	3.0%	23,784	2,237	1,566	1,543
Black/African American	27.9%	44.1%	20.6%	4.4%	3.0%	63,535	4,818	4,458	3,741
Native Hawaiian/ Pacific Islander	18.5%	40.3%	28.3%	7.2%	5.7%	3,055	170	393	299
White	22.0%	42.7%	24.7%	6.9%	3.8%	310,910	31,232	30,617	21,623
Two or more races (Not Hispanic/ Latino)	20.2%	40.1%	26.2%	7.8%	5.7%	17,790	1,450	1,884	1,583

## Report by Demographics

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
<b>Age Group</b>									
25 and under	25.8%	42.3%	23.0%	5.5%	3.5%	3,802	677	460	883
26-29 years old	25.7%	40.6%	22.6%	6.9%	4.2%	11,660	1,590	1,363	1,842
30-39 years old	23.9%	41.5%	22.1%	7.6%	4.9%	85,201	9,604	8,920	8,178
40-49 years old	22.4%	43.0%	23.8%	6.7%	4.1%	114,935	10,487	10,740	8,020
50-59 years old	22.4%	43.1%	25.3%	5.9%	3.3%	156,357	13,165	13,979	8,415
60 or older	21.3%	44.1%	26.5%	5.6%	2.5%	66,860	5,765	5,633	3,221
<b>Level of Education</b>									
Less than High School	20.0%	39.7%	24.0%	9.9%	6.3%	327	21	28	34
H.S. Diploma/ GED or equiv	19.2%	44.0%	27.8%	5.4%	3.6%	19,101	1,493	2,052	1,450
Trade/Technical Certificate	17.8%	43.2%	28.7%	6.2%	4.2%	10,003	617	1,078	791
Some College (no degree)	19.8%	42.1%	27.1%	6.7%	4.3%	62,896	4,582	7,196	4,887
Associate's Degree	19.3%	43.0%	26.4%	7.0%	4.4%	35,357	2,442	3,883	2,875
Bachelor's Degree	22.8%	42.4%	24.3%	6.8%	3.8%	155,149	15,433	15,764	11,578
Master's Degree	25.6%	42.7%	21.9%	6.3%	3.5%	118,743	12,207	8,951	7,131
Doctoral/ Professional Degree	25.4%	44.7%	21.3%	5.8%	2.7%	45,736	5,478	3,014	2,474
<b>Pay Category</b>									
Federal Wage System	14.6%	42.0%	30.0%	7.9%	5.4%	14,683	853	1,804	1,510
GS 1-6	20.9%	43.9%	25.8%	5.5%	4.0%	17,130	1,194	2,393	2,356
GS 7-12	21.6%	42.7%	24.8%	6.8%	4.1%	192,369	15,973	21,585	15,385
GS 13-15	25.7%	43.4%	22.3%	5.8%	2.9%	187,608	20,992	11,237	8,383
SES	40.4%	39.7%	14.8%	3.4%	1.7%	4,642	478	89	85
SL/ST	29.5%	40.3%	22.4%	4.0%	3.9%	1,550	181	52	62
Other	16.6%	39.7%	29.3%	8.6%	5.7%	30,528	2,825	4,942	3,540

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
<b>All Responses</b>	<b>22.6%</b>	<b>42.7%</b>	<b>24.4%</b>	<b>6.5%</b>	<b>3.8%</b>	<b>456,532</b>	<b>43,322</b>	<b>42,843</b>	<b>31,923</b>
<b>Time in Federal Government</b>									
< 1 year	28.9%	40.9%	23.6%	4.5%	2.2%	5,194	500	482	1,082
1-3 years	25.2%	42.3%	23.3%	5.9%	3.4%	44,921	4,345	4,314	5,774
4-5 years	23.4%	41.6%	24.0%	7.0%	4.0%	27,152	2,662	2,725	2,632
6-10 years	22.3%	42.1%	24.4%	6.9%	4.2%	103,367	10,797	9,918	7,969
11-14 years	21.4%	42.5%	24.7%	6.9%	4.5%	66,821	6,452	6,555	4,354
15-20 years	20.4%	43.0%	25.2%	7.2%	4.2%	73,924	6,375	7,355	4,287
> 20 years	23.2%	43.9%	24.3%	5.7%	3.0%	127,368	11,378	10,828	5,270
<b>Time with Current Agency</b>									
< 1 year	27.8%	40.6%	23.5%	5.2%	2.9%	10,336	933	972	1,840
1-3 years	25.3%	41.3%	23.2%	6.3%	3.9%	71,561	6,870	6,480	7,973
4-5 years	23.5%	41.3%	24.1%	6.9%	4.2%	36,037	3,528	3,402	2,958
6-10 years	21.8%	42.4%	24.8%	6.9%	4.1%	107,860	11,089	10,363	7,554
11-20 years	20.6%	43.3%	25.1%	6.9%	4.1%	127,959	11,565	12,646	7,169
> 20 years	23.0%	44.5%	24.1%	5.6%	2.7%	94,065	8,449	8,178	3,760
<b>Leaving</b>									
No	25.7%	44.0%	22.6%	5.3%	2.4%	307,810	29,086	25,434	18,391
Yes, to retire	19.3%	44.6%	26.9%	6.0%	3.2%	28,225	2,555	2,585	1,311
Yes, to other job in Govt	16.9%	39.7%	27.1%	9.2%	7.1%	76,473	7,010	9,004	7,398
Yes, to other job outside Govt	14.7%	38.5%	27.7%	10.7%	8.3%	16,158	1,902	2,269	1,844
Yes, other	13.0%	37.7%	32.1%	9.5%	7.8%	20,272	1,971	2,848	2,379
<b>Retiring</b>									
Within 1 year	19.7%	44.2%	26.3%	5.9%	3.8%	17,086	1,591	1,599	824
Between 1-3 years	20.5%	44.1%	26.4%	6.0%	3.0%	46,912	3,937	4,174	2,154
Between 3-5 years	20.3%	43.9%	26.2%	6.2%	3.3%	51,892	4,190	4,661	2,593
5 or more years	23.4%	42.3%	23.7%	6.6%	3.9%	329,754	32,480	31,373	25,395

## Report by Demographics

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
<b>Transgender</b>									
Yes	17.6%	36.9%	27.4%	9.0%	9.2%	1,587	147	203	163
No	22.8%	42.8%	24.2%	6.4%	3.7%	432,243	40,562	40,271	30,000
<b>Consider Yourself as:</b>									
Straight	22.9%	43.0%	24.1%	6.4%	3.6%	405,717	37,649	37,493	27,767
Gay or Lesbian	25.3%	43.2%	20.5%	6.5%	4.4%	9,208	1,065	835	695
Bisexual	23.1%	40.2%	22.9%	8.3%	5.5%	4,348	463	486	398
Something else	16.6%	35.9%	29.9%	9.2%	8.4%	8,231	755	1,005	813
<b>Military Service</b>									
No Prior Military Service	23.7%	43.7%	23.1%	6.2%	3.3%	306,395	31,030	28,208	20,418
Currently in Guard/Reserves	23.4%	41.5%	22.2%	7.5%	5.4%	8,334	479	999	951
Retired Separated/ Discharged	21.7%	41.8%	26.9%	6.0%	3.6%	60,358	4,659	5,162	3,927
	19.9%	40.6%	26.7%	7.7%	5.1%	66,917	5,511	7,027	5,471
<b>Disability</b>									
Yes	21.3%	39.2%	27.0%	7.1%	5.4%	66,099	5,197	7,031	5,445
No	23.0%	43.5%	23.7%	6.3%	3.4%	372,916	36,095	33,995	25,072



## Report by Demographics

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
Work Location									
Headquarters	19.4%	35.1%	39.9%	3.3%	2.3%	140,236	54,873	3,280	19,869
Field	15.7%	36.1%	41.7%	3.7%	2.8%	237,175	73,701	8,525	28,886
Supervisory Status									
Non-Supervisor	16.4%	34.5%	42.7%	3.6%	2.7%	243,540	85,610	8,625	37,325
Team Leader	14.9%	34.7%	43.6%	3.9%	2.8%	46,865	18,214	1,587	7,180
Supervisor	17.5%	40.1%	37.3%	3.0%	2.0%	56,407	16,957	1,180	3,423
Manager	22.7%	41.6%	31.1%	2.8%	1.8%	26,137	6,716	387	889
Senior Leader	35.2%	37.3%	23.9%	1.9%	1.7%	6,452	1,531	104	221
Sex									
Male	15.6%	35.2%	42.8%	3.6%	2.8%	207,407	69,872	7,038	28,749
Female	19.4%	36.9%	38.1%	3.3%	2.2%	166,146	56,526	4,656	19,260
Hispanic or Latino									
Yes	17.9%	36.0%	38.4%	4.0%	3.7%	37,968	8,388	1,461	5,295
No	17.1%	35.9%	41.2%	3.4%	2.4%	331,376	116,648	10,090	42,144
Race									
American Indian/ Alaska Native	13.8%	33.9%	43.3%	4.8%	4.3%	7,823	1,305	392	1,041
Asian	15.6%	34.3%	44.2%	3.3%	2.6%	18,759	6,398	801	3,167
Black/African American	21.6%	38.7%	34.8%	2.8%	2.1%	58,700	11,091	1,569	5,260
Native Hawaiian/ Pacific Islander	13.7%	34.5%	43.9%	4.2%	3.8%	2,876	502	169	367
White	16.6%	35.8%	41.7%	3.5%	2.5%	255,629	98,267	7,651	33,407
Two or more races (Not Hispanic/ Latino)	15.3%	32.5%	43.2%	4.9%	4.1%	15,422	4,252	577	2,512

## Report by Demographics

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
<b>Age Group</b>									
25 and under	19.4%	35.2%	39.3%	3.2%	2.8%	2,631	1,758	207	1,237
26-29 years old	19.8%	34.4%	39.3%	3.7%	2.9%	8,009	4,943	469	3,044
30-39 years old	19.1%	35.2%	38.5%	3.9%	3.4%	63,771	31,930	2,504	13,813
40-49 years old	17.7%	36.9%	38.9%	3.6%	2.8%	97,225	32,209	2,904	11,965
50-59 years old	16.5%	36.0%	42.1%	3.2%	2.2%	138,062	37,993	3,809	12,378
60 or older	14.6%	35.2%	44.9%	3.4%	1.8%	59,203	15,770	1,665	4,965
<b>Level of Education</b>									
Less than High School	17.1%	35.5%	35.5%	6.8%	5.1%	314	43	16	35
H.S. Diploma/ GED or equiv	15.7%	38.1%	40.9%	3.0%	2.3%	18,557	3,303	708	1,579
Trade/Technical Certificate	14.1%	35.6%	44.2%	3.3%	2.8%	9,416	1,638	369	1,073
Some College (no degree)	15.8%	36.5%	41.3%	3.5%	2.8%	59,882	11,473	2,166	6,163
Associate's Degree	14.8%	36.1%	42.6%	3.7%	2.9%	32,673	6,789	1,303	3,889
Bachelor's Degree	17.1%	35.8%	41.1%	3.5%	2.4%	131,156	46,468	3,855	16,668
Master's Degree	19.2%	35.7%	39.0%	3.5%	2.6%	93,142	38,669	2,589	12,774
Doctoral/ Professional Degree	18.0%	32.8%	43.2%	3.6%	2.4%	30,628	19,023	795	6,283
<b>Pay Category</b>									
Federal Wage System	11.9%	34.8%	45.5%	4.5%	3.3%	13,374	2,520	772	2,222
GS 1-6	15.5%	34.9%	42.7%	3.8%	3.1%	15,488	3,095	1,169	3,371
GS 7-12	16.2%	36.2%	41.2%	3.6%	2.8%	170,450	47,814	5,721	21,630
GS 13-15	19.6%	36.1%	39.3%	3.1%	2.0%	145,888	63,295	2,806	16,448
SES	38.5%	35.8%	22.8%	1.8%	1.0%	3,856	1,283	26	132
SL/ST	23.1%	32.5%	38.9%	2.5%	3.0%	1,142	552	21	131
Other	12.7%	33.1%	46.3%	4.3%	3.6%	26,609	9,305	1,313	4,667

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
<b>Time in Federal Government</b>									
< 1 year	21.0%	35.5%	40.3%	2.0%	1.1%	4,288	1,497	175	1,308
1-3 years	18.9%	33.8%	42.1%	3.1%	2.1%	34,457	13,807	1,604	9,542
4-5 years	17.2%	34.5%	41.8%	3.6%	2.8%	21,208	8,346	932	4,704
6-10 years	16.4%	35.0%	42.0%	3.8%	2.8%	83,035	32,752	3,026	13,391
11-14 years	16.4%	35.5%	41.1%	4.0%	3.1%	55,691	19,836	1,832	6,941
15-20 years	15.7%	36.7%	40.9%	3.8%	2.9%	64,627	19,660	1,853	5,906
> 20 years	17.7%	37.1%	40.0%	3.1%	2.1%	113,766	32,025	2,423	6,833
<b>Time with Current Agency</b>									
< 1 year	20.4%	35.6%	40.2%	2.4%	1.4%	8,793	2,761	361	2,189
1-3 years	18.9%	33.5%	42.0%	3.2%	2.4%	56,439	21,403	2,294	12,864
4-5 years	17.4%	34.4%	41.5%	3.8%	2.9%	28,825	10,737	1,164	5,218
6-10 years	16.0%	35.1%	42.1%	3.8%	2.9%	87,763	33,357	3,182	12,727
11-20 years	15.9%	36.3%	41.0%	3.8%	2.9%	110,263	35,294	3,184	10,796
> 20 years	17.8%	38.2%	39.1%	3.0%	2.0%	84,149	24,165	1,583	4,703
<b>Leaving</b>									
No	19.5%	37.6%	39.0%	2.6%	1.4%	256,547	89,326	6,418	28,846
Yes, to retire	14.3%	36.5%	43.0%	3.8%	2.3%	25,475	6,808	682	1,767
Yes, to other job in Govt	12.6%	32.5%	44.9%	5.3%	4.8%	64,731	20,782	3,022	11,484
Yes, to other job outside Govt	10.7%	29.5%	45.3%	7.1%	7.4%	12,691	5,783	701	3,039
Yes, other	9.3%	28.1%	48.9%	6.8%	6.9%	17,653	5,373	986	3,496
<b>Retiring</b>									
Within 1 year	14.8%	36.1%	42.3%	3.9%	3.0%	15,288	4,342	403	1,106
Between 1-3 years	14.6%	36.7%	42.9%	3.5%	2.2%	41,793	11,310	1,104	3,072
Between 3-5 years	15.2%	36.4%	42.5%	3.7%	2.2%	46,256	12,242	1,277	3,661
5 or more years	17.9%	35.6%	40.4%	3.5%	2.6%	270,938	99,357	8,893	40,264

## Report by Demographics

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
Transgender									
Yes	13.7%	28.3%	43.4%	6.0%	8.6%	1,387	392	88	228
No	17.3%	36.0%	40.7%	3.5%	2.5%	363,270	122,584	11,340	46,574
Consider Yourself as:									
Straight	17.3%	36.2%	40.7%	3.4%	2.4%	341,309	114,310	10,536	43,170
Gay or Lesbian	20.5%	36.0%	35.6%	4.3%	3.7%	7,300	3,245	209	1,043
Bisexual	19.2%	35.5%	35.0%	5.4%	4.9%	3,664	1,301	138	597
Something else	12.2%	28.2%	46.5%	6.5%	6.6%	7,239	2,030	356	1,199
Military Service									
No Prior Military Service	18.0%	36.7%	39.6%	3.4%	2.3%	253,124	95,833	6,535	30,997
Currently in Guard/Reserves	17.4%	34.6%	39.4%	4.6%	4.0%	6,580	1,849	568	1,780
Retired Separated/ Discharged	15.3%	35.1%	44.0%	3.3%	2.3%	52,756	12,231	2,236	7,041
	15.7%	34.1%	42.9%	4.0%	3.4%	59,024	15,841	2,277	7,873
Disability									
Yes	16.6%	33.0%	41.5%	4.7%	4.2%	59,748	13,278	2,636	8,257
No	17.3%	36.6%	40.7%	3.2%	2.2%	309,200	111,373	8,908	39,139

## Report by Demographics

(77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
Work Location									
Headquarters	14.3%	22.7%	55.7%	4.0%	3.2%	93,674	80,949	17,494	26,182
Field	11.1%	21.6%	58.5%	4.6%	4.3%	140,958	101,100	57,049	49,288
Supervisory Status									
Non-Supervisor	12.0%	21.4%	58.4%	4.3%	3.8%	153,943	119,795	47,719	53,693
Team Leader	11.4%	22.4%	57.0%	4.9%	4.3%	29,858	25,247	9,343	9,431
Supervisor	12.1%	23.8%	55.8%	4.4%	3.8%	33,222	24,216	11,804	8,778
Manager	15.1%	24.0%	53.1%	4.4%	3.4%	14,896	10,962	5,091	3,196
Senior Leader	25.7%	22.2%	46.4%	3.0%	2.7%	4,001	2,686	865	755
Sex									
Male	11.3%	21.0%	59.5%	4.2%	4.0%	129,519	99,732	41,169	42,719
Female	14.0%	23.7%	54.0%	4.6%	3.6%	102,807	79,795	32,352	31,728
Hispanic or Latino									
Yes	12.6%	20.6%	55.5%	5.5%	5.8%	22,907	12,210	8,624	9,375
No	12.4%	22.3%	57.5%	4.2%	3.6%	206,819	165,391	64,031	64,179
Race									
American Indian/ Alaska Native	8.9%	17.6%	61.7%	5.8%	6.0%	4,670	1,966	1,968	1,960
Asian	13.4%	24.9%	54.1%	4.2%	3.3%	13,908	8,544	2,966	3,704
Black/African American	14.8%	24.2%	55.3%	3.1%	2.6%	38,199	19,747	8,535	10,145
Native Hawaiian/ Pacific Islander	8.8%	20.2%	61.4%	4.2%	5.4%	1,939	790	620	571
White	12.0%	21.8%	57.7%	4.6%	3.9%	155,025	135,817	53,295	50,974
Two or more races (Not Hispanic/ Latino)	11.5%	19.7%	58.0%	5.1%	5.7%	9,457	6,369	3,267	3,661

## Report by Demographics

### (77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
Age Group									
25 and under	17.3%	22.5%	52.0%	3.9%	4.3%	1,627	2,289	648	1,272
26-29 years old	16.2%	21.4%	49.4%	6.1%	6.8%	4,894	6,017	2,047	3,517
30-39 years old	16.7%	24.6%	42.6%	8.0%	8.2%	43,527	33,045	17,192	18,336
40-49 years old	13.0%	23.9%	54.2%	4.7%	4.2%	60,035	44,062	21,238	19,079
50-59 years old	10.4%	20.7%	64.5%	2.6%	1.8%	82,631	65,101	22,508	22,015
60 or older	9.1%	18.9%	68.4%	2.4%	1.2%	36,556	26,714	9,061	9,211
Level of Education									
Less than High School	12.6%	22.3%	53.0%	5.2%	7.0%	234	55	64	56
H.S. Diploma/ GED or equiv	9.7%	21.5%	63.2%	3.0%	2.7%	11,728	5,636	3,632	3,136
Trade/Technical Certificate	8.5%	19.6%	65.0%	3.8%	3.1%	5,867	2,991	1,795	1,865
Some College (no degree)	10.1%	19.7%	62.9%	3.7%	3.6%	35,993	19,938	12,232	11,524
Associate's Degree	9.7%	20.9%	61.7%	3.9%	3.7%	19,735	11,744	6,682	6,484
Bachelor's Degree	12.3%	22.4%	56.9%	4.4%	3.9%	79,682	64,395	27,469	26,634
Master's Degree	15.2%	23.5%	52.6%	4.7%	4.0%	58,644	54,253	16,220	18,144
Doctoral/ Professional Degree	15.3%	23.7%	49.9%	6.4%	4.7%	21,801	21,856	6,004	7,113
Pay Category									
Federal Wage System	7.9%	20.3%	63.2%	4.4%	4.2%	8,280	4,315	3,101	3,199
GS 1-6	11.9%	22.2%	58.0%	4.1%	3.9%	9,812	5,153	3,760	4,390
GS 7-12	11.4%	21.4%	58.9%	4.3%	4.0%	103,336	70,505	36,168	35,612
GS 13-15	14.4%	23.5%	54.6%	4.3%	3.3%	93,335	86,900	23,522	24,806
SES	29.4%	23.8%	41.3%	3.4%	2.2%	2,366	2,077	417	449
SL/ST	19.9%	21.6%	51.7%	2.8%	4.0%	798	748	125	177
Other	9.7%	20.8%	58.1%	5.7%	5.8%	16,297	11,754	7,242	6,617

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

### (77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
<b>Time in Federal Government</b>									
< 1 year	16.0%	25.1%	53.4%	3.3%	2.2%	2,774	2,346	631	1,519
1-3 years	14.9%	21.7%	54.3%	5.2%	4.0%	22,905	19,508	6,266	10,778
4-5 years	13.4%	22.5%	53.2%	5.6%	5.3%	13,972	11,254	4,182	5,815
6-10 years	12.6%	22.3%	55.2%	5.1%	4.9%	53,277	43,252	17,160	18,599
11-14 years	12.5%	22.5%	55.5%	4.9%	4.6%	34,834	26,683	11,927	10,872
15-20 years	11.0%	22.0%	58.7%	4.2%	4.1%	38,602	27,852	14,236	11,371
> 20 years	11.4%	21.5%	62.0%	3.0%	2.0%	68,041	50,601	20,010	16,357
<b>Time with Current Agency</b>									
< 1 year	16.0%	24.6%	53.0%	3.7%	2.7%	5,744	4,422	1,240	2,696
1-3 years	14.6%	21.1%	55.5%	4.9%	3.9%	37,334	30,390	9,599	15,749
4-5 years	13.1%	22.1%	54.6%	5.2%	5.0%	18,751	14,747	5,483	7,010
6-10 years	12.0%	21.9%	56.6%	4.9%	4.7%	55,600	44,529	18,331	18,668
11-20 years	11.2%	22.3%	57.9%	4.4%	4.2%	66,520	49,205	24,328	19,484
> 20 years	11.5%	22.2%	61.4%	3.0%	1.9%	49,894	37,922	15,232	11,494
<b>Leaving</b>									
No	14.2%	23.4%	56.1%	3.7%	2.5%	161,991	125,782	47,317	46,146
Yes, to retire	8.5%	19.6%	66.7%	3.3%	1.9%	14,998	10,860	4,798	4,074
Yes, to other job in Govt	9.2%	20.3%	58.0%	5.8%	6.7%	38,974	30,252	14,378	16,483
Yes, to other job outside Govt	8.2%	19.0%	53.3%	8.0%	11.6%	7,724	7,191	3,634	3,672
Yes, other	6.5%	15.8%	63.1%	6.5%	8.1%	10,735	7,583	4,269	4,911
<b>Retiring</b>									
Within 1 year	8.9%	19.2%	66.3%	3.2%	2.4%	8,755	6,824	2,950	2,611
Between 1-3 years	8.7%	19.7%	67.0%	2.7%	1.9%	24,668	18,710	7,478	6,379
Between 3-5 years	8.8%	20.0%	66.2%	3.0%	2.0%	27,199	20,804	8,162	7,274
5 or more years	13.6%	22.9%	54.3%	4.8%	4.4%	171,840	134,356	55,255	58,229

## Report by Demographics

(77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
<b>Transgender</b>									
Yes	10.9%	17.8%	53.5%	5.7%	12.2%	882	536	356	326
No	12.5%	22.2%	57.2%	4.4%	3.8%	226,127	174,335	71,290	72,178
<b>Consider Yourself as:</b>									
Straight	12.6%	22.4%	57.0%	4.3%	3.7%	213,888	162,097	66,593	66,910
Gay or Lesbian	13.0%	18.3%	61.6%	3.5%	3.6%	3,632	5,042	1,403	1,729
Bisexual	13.3%	21.9%	50.9%	5.9%	8.0%	1,956	1,984	879	886
Something else	8.9%	15.5%	60.1%	6.5%	9.1%	4,443	2,933	1,660	1,791
<b>Military Service</b>									
No Prior Military Service	13.4%	23.6%	54.2%	4.8%	4.1%	159,487	127,168	50,224	49,691
Currently in Guard/Reserves	14.8%	21.6%	50.2%	6.5%	6.9%	4,129	2,799	1,834	2,030
Retired Separated/ Discharged	9.7%	18.2%	68.3%	2.2%	1.6%	31,474	24,990	8,359	9,450
	11.0%	20.3%	59.9%	4.4%	4.5%	35,768	23,767	12,771	12,758
<b>Disability</b>									
Yes	11.5%	18.6%	61.7%	4.1%	4.1%	35,909	24,039	11,605	12,378
No	12.6%	22.9%	56.4%	4.4%	3.8%	193,586	153,221	60,947	61,011



## Report by Demographics

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
Work Location									
Headquarters	11.1%	17.1%	66.7%	2.9%	2.3%	77,438	77,369	15,994	47,388
Field	8.2%	15.4%	69.1%	4.0%	3.3%	119,160	95,567	52,735	80,671
Supervisory Status									
Non-Supervisor	9.1%	15.7%	68.7%	3.5%	2.9%	129,492	113,324	43,766	88,319
Team Leader	7.8%	14.9%	70.2%	3.7%	3.3%	23,977	23,818	8,587	17,463
Supervisor	8.7%	17.6%	67.3%	3.6%	2.8%	27,907	23,431	11,076	15,549
Manager	11.8%	17.8%	63.8%	4.0%	2.6%	12,761	10,498	4,765	6,086
Senior Leader	21.8%	18.4%	54.5%	3.1%	2.3%	3,537	2,576	821	1,365
Sex									
Male	8.8%	15.3%	69.6%	3.3%	3.0%	110,823	94,340	38,290	69,457
Female	10.2%	17.4%	65.8%	3.9%	2.7%	83,894	76,311	29,558	56,751
Hispanic or Latino									
Yes	9.9%	15.6%	65.4%	4.6%	4.5%	19,831	11,669	7,930	13,655
No	9.3%	16.2%	68.5%	3.4%	2.7%	172,651	157,228	59,163	111,019
Race									
American Indian/ Alaska Native	7.7%	15.3%	66.0%	5.6%	5.4%	4,349	1,725	1,904	2,569
Asian	10.5%	19.2%	64.4%	3.4%	2.4%	11,588	8,230	2,890	6,399
Black/African American	11.9%	19.9%	63.2%	2.8%	2.2%	33,730	18,344	8,045	16,421
Native Hawaiian/ Pacific Islander	6.9%	16.3%	67.2%	4.4%	5.2%	1,747	731	589	847
White	8.7%	15.0%	69.8%	3.6%	2.9%	127,695	129,864	48,891	88,426
Two or more races (Not Hispanic/ Latino)	8.0%	13.4%	69.5%	4.3%	4.7%	7,852	5,935	2,962	5,991

## Report by Demographics

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
Age Group									
25 and under	16.3%	21.3%	57.0%	2.2%	3.2%	1,482	2,216	607	1,518
26-29 years old	13.4%	17.4%	61.1%	3.6%	4.5%	3,998	6,028	1,835	4,592
30-39 years old	11.9%	15.9%	63.4%	4.0%	4.8%	30,143	38,094	14,686	29,098
40-49 years old	9.6%	16.1%	67.3%	3.8%	3.3%	48,060	43,565	19,471	33,222
50-59 years old	8.3%	16.0%	70.2%	3.3%	2.2%	74,069	56,041	21,844	40,163
60 or older	7.6%	16.3%	71.1%	3.3%	1.7%	34,309	22,627	8,629	15,944
Level of Education									
Less than High School	11.9%	20.7%	54.6%	5.1%	7.6%	223	51	59	76
H.S. Diploma/ GED or equiv	8.4%	18.8%	67.5%	3.2%	2.1%	11,021	4,988	3,470	4,637
Trade/Technical Certificate	6.9%	16.3%	71.0%	3.4%	2.4%	5,336	2,671	1,707	2,790
Some College (no degree)	8.2%	15.9%	69.7%	3.4%	2.9%	32,579	17,835	11,529	17,674
Associate's Degree	7.6%	15.9%	70.0%	3.5%	3.0%	17,455	10,613	6,402	10,162
Bachelor's Degree	9.3%	15.7%	68.4%	3.6%	3.0%	66,704	61,421	25,129	44,801
Master's Degree	10.9%	16.3%	66.0%	3.6%	3.1%	46,607	52,223	14,837	33,486
Doctoral/ Professional Degree	10.9%	15.1%	66.7%	4.1%	3.1%	15,877	22,007	5,226	13,627
Pay Category									
Federal Wage System	5.8%	15.5%	72.6%	3.4%	2.8%	7,208	3,867	3,070	4,739
GS 1-6	9.8%	18.9%	64.4%	3.8%	3.1%	8,762	4,620	3,536	6,170
GS 7-12	8.7%	15.8%	69.1%	3.5%	3.0%	88,395	66,051	33,581	57,479
GS 13-15	10.5%	16.2%	67.3%	3.5%	2.5%	75,600	83,617	21,281	47,900
SES	25.4%	19.6%	50.6%	2.6%	1.8%	2,043	2,031	380	842
SL/ST	15.5%	17.5%	61.2%	2.9%	2.9%	637	736	115	357
Other	7.3%	15.1%	68.3%	4.5%	4.9%	13,593	11,449	6,622	10,185

SOURCE: Federal Employee Viewpoint Survey

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

## Report by Demographics

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
<b>Time in Federal Government</b>									
< 1 year	14.6%	20.3%	62.4%	1.8%	1.0%	2,366	2,282	594	2,019
1-3 years	12.1%	16.9%	66.2%	2.7%	2.1%	18,833	19,434	5,653	15,484
4-5 years	10.7%	16.7%	66.4%	3.1%	3.1%	11,242	11,294	3,790	8,860
6-10 years	8.8%	15.2%	69.4%	3.3%	3.2%	42,431	43,256	15,265	31,246
11-14 years	8.7%	15.1%	69.0%	3.8%	3.4%	28,035	26,196	10,836	19,201
15-20 years	8.0%	15.5%	68.8%	4.1%	3.6%	32,531	26,201	13,193	20,069
> 20 years	9.0%	16.8%	68.0%	3.8%	2.4%	61,004	43,707	19,297	30,914
<b>Time with Current Agency</b>									
< 1 year	13.7%	19.8%	62.9%	2.3%	1.3%	4,875	4,308	1,166	3,739
1-3 years	11.8%	16.0%	67.1%	2.8%	2.3%	30,964	29,969	8,628	23,427
4-5 years	10.2%	16.5%	66.6%	3.4%	3.2%	15,374	14,610	4,948	11,018
6-10 years	8.4%	15.2%	69.7%	3.4%	3.2%	44,893	43,790	16,457	31,864
11-20 years	8.0%	15.3%	69.1%	4.0%	3.6%	55,301	46,682	22,520	34,954
> 20 years	8.9%	17.2%	67.7%	3.9%	2.3%	44,527	32,765	14,695	22,502
<b>Leaving</b>									
No	10.9%	17.4%	67.1%	2.9%	1.7%	135,742	120,619	43,484	81,103
Yes, to retire	7.1%	16.0%	70.1%	4.3%	2.5%	13,905	9,218	4,677	6,907
Yes, to other job in Govt	6.1%	13.5%	70.7%	4.5%	5.3%	31,843	28,559	13,292	26,315
Yes, to other job outside Govt	5.7%	11.7%	66.6%	6.5%	9.4%	5,968	7,045	3,283	5,926
Yes, other	4.1%	10.2%	73.1%	5.5%	7.1%	8,979	7,108	3,891	7,509
<b>Retiring</b>									
Within 1 year	7.2%	16.0%	69.6%	4.1%	3.0%	8,081	5,886	2,843	4,330
Between 1-3 years	7.1%	15.6%	71.2%	3.9%	2.2%	22,690	15,830	7,315	11,384
Between 3-5 years	6.9%	16.2%	70.8%	3.7%	2.4%	24,885	17,727	7,818	12,954
5 or more years	10.2%	16.1%	67.2%	3.4%	3.1%	139,100	132,136	50,143	98,002

## Report by Demographics

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
<b>Transgender</b>									
Yes	9.8%	13.5%	59.9%	5.9%	10.9%	788	513	337	459
No	9.4%	16.2%	68.0%	3.5%	2.9%	189,355	165,924	65,817	122,455
<b>Consider Yourself as:</b>									
Straight	9.5%	16.4%	68.0%	3.4%	2.7%	178,834	154,758	61,615	113,930
Gay or Lesbian	11.7%	14.4%	65.7%	3.9%	4.2%	3,259	4,482	1,272	2,785
Bisexual	10.3%	14.6%	62.2%	5.2%	7.6%	1,536	1,946	777	1,441
Something else	6.8%	11.7%	67.2%	6.0%	8.3%	3,925	2,723	1,497	2,676
<b>Military Service</b>									
No Prior Military Service	10.0%	17.2%	65.8%	3.9%	3.0%	131,216	122,815	45,821	86,453
Currently in Guard/Reserves	11.3%	15.0%	65.7%	3.5%	4.5%	3,285	2,753	1,721	3,018
Retired Separated/ Discharged	7.8%	14.1%	74.1%	2.2%	1.7%	28,317	21,816	8,115	15,980
	8.2%	14.2%	70.9%	3.4%	3.3%	30,547	22,459	11,873	20,138
<b>Disability</b>									
Yes	9.2%	14.3%	69.1%	3.7%	3.7%	31,668	21,527	10,895	19,774
No	9.4%	16.6%	67.8%	3.5%	2.7%	160,613	146,963	56,124	104,758



United States  
Office of Personnel Management  
Office of Strategy and Innovation

1900 E Street, NW  
Washington, DC 20415

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