

**2020 Office of Personnel Management Federal Employee Viewpoint Survey:
Report by Demographics**

File Index

Report Navigation Notes:

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Survey Items

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I feel encouraged to come up with new and better ways of doing things.
Q3	My work gives me a feeling of personal accomplishment.
Q4	I know what is expected of me on the job.
Q5	My workload is reasonable.
Q6	My talents are used well in the workplace.
Q7	I know how my work relates to the agency's goals.
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q9	The people I work with cooperate to get the job done.
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
Q11	In my work unit poor performers usually:
Q12	In my work unit, differences in performance are recognized in a meaningful way.
Q13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q14	Employees are recognized for providing high quality products and services.
Q15	Employees are protected from health and safety hazards on the job.
Q16	My agency is successful at accomplishing its mission.
Q17	I recommend my organization as a good place to work.
Q18	I believe the results of this survey will be used to make my agency a better place to work.
Q19	My supervisor supports my need to balance work and other life issues.
Q20	My supervisor is committed to a workforce representative of all segments of society.
Q21	Supervisors in my work unit support employee development.
Q22	My supervisor listens to what I have to say.
Q23	My supervisor treats me with respect.
Q24	I have trust and confidence in my supervisor.
Q25	Overall, how good a job do you feel is being done by your immediate supervisor?

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Q26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q27	My organization's senior leaders maintain high standards of honesty and integrity.
Q28	Managers communicate the goals of the organization.
Q29	Managers promote communication among different work units.
Q30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q31	I have a high level of respect for my organization's senior leaders.
Q32	Senior leaders demonstrate support for Work/Life programs.
Q33	How satisfied are you with your involvement in decisions that affect your work?
Q34	How satisfied are you with the information you receive from management on what's going on in your organization?
Q35	How satisfied are you with the recognition you receive for doing a good job?
Q36	Considering everything, how satisfied are you with your job?
Q37	Considering everything, how satisfied are you with your pay?
Q38	Considering everything, how satisfied are you with your organization?
Q58	How satisfied are you with the Telework program in your agency?
Q59_01	Work-Life program used at your agency within the last 12 months? Alternative Work Schedules
Q59_02	Work-Life program used at your agency within the last 12 months? Health and Wellness Programs
Q59_03	Work-Life program used at your agency within the last 12 months? Employee Assistance Program
Q59_04	Work-Life program used at your agency within the last 12 months? Child Care Programs
Q59_05	Work-Life program used at your agency within the last 12 months? Elder Care Programs
Q59_06	Work-Life program used at your agency within the last 12 months? None Listed Above
Q60	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules
Q61	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs
Q62	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program
Q63	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs
Q64	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.2 %	43.7 %	12.2 %	10.2 %	4.6 %	619,947
Work Location						
Headquarters	30.5 %	43.8 %	13.3 %	8.6 %	3.8 %	188,530
Field	23.5 %	43.5 %	16.1 %	11.5 %	5.3 %	286,678
Full-time telework	29.2 %	44.9 %	14.2 %	8.2 %	3.5 %	103,944
Supervisory Status						
Senior Leader	53.3 %	33.9 %	6.9 %	3.8 %	2.1 %	10,754
Manager	36.9 %	43.4 %	10.6 %	6.5 %	2.5 %	41,480
Supervisor	28.7 %	45.7 %	13.4 %	8.6 %	3.6 %	82,064
Team Leader	27.2 %	45.5 %	13.9 %	9.5 %	4.0 %	78,971
Non-Supervisor	24.5 %	43.4 %	16.1 %	10.9 %	5.1 %	369,846
Sex						
Male	27.4 %	44.2 %	14.4 %	9.6 %	4.5 %	308,758
Female	26.4 %	43.6 %	15.2 %	10.3 %	4.4 %	295,100
Hispanic or Latino						
Yes	26.0 %	40.6 %	16.0 %	11.3 %	6.2 %	60,384
No	27.0 %	44.4 %	14.6 %	9.7 %	4.3 %	505,229
Race						
American Indian/ Alaska Native	21.2 %	41.3 %	18.4 %	12.5 %	6.5 %	10,956
Asian	29.0 %	46.5 %	14.2 %	6.9 %	3.5 %	32,852
Black/African American	27.5 %	42.3 %	14.6 %	9.9 %	5.7 %	81,096
Native Hawaiian/ Pacific Islander	25.8 %	40.4 %	17.8 %	10.0 %	6.1 %	3,774
White	27.2 %	44.5 %	14.4 %	9.8 %	4.0 %	395,897
Two or more races (Not Hispanic/ Latino)	24.0 %	40.5 %	16.4 %	12.1 %	7.0 %	24,368
Age Group						
25 and under	29.9 %	47.2 %	12.5 %	7.2 %	3.2 %	6,893
26-29 years old	28.4 %	46.3 %	12.1 %	9.2 %	4.1 %	16,449
30-39 years old	27.1 %	44.0 %	13.3 %	10.6 %	5.0 %	109,269
40-49 years old	26.4 %	43.3 %	14.4 %	10.9 %	5.0 %	151,077
50-59 years old	27.4 %	43.7 %	15.4 %	9.4 %	4.1 %	195,212
60 or older	26.0 %	44.6 %	17.1 %	8.6 %	3.7 %	91,211
Level of Education						
Less than High School	21.2 %	38.1 %	21.6 %	11.5 %	7.6 %	364
U.S. Diploma/GED or equiv	23.1 %	43.8 %	18.6 %	9.8 %	4.8 %	23,566
Trade/Technical Certificate	25.9 %	42.4 %	18.8 %	12.7 %	6.2 %	12,171
Some College (no degree)	23.2 %	42.1 %	17.7 %	11.3 %	5.7 %	75,282
Associate's Degree	23.3 %	42.1 %	17.3 %	11.8 %	5.5 %	43,955
Bachelor's Degree	26.4 %	45.2 %	14.5 %	9.8 %	4.1 %	202,924
Master's Degree	30.5 %	44.0 %	12.6 %	8.9 %	4.0 %	157,334
Doctoral/Professional Degree	31.4 %	43.6 %	12.5 %	8.6 %	3.9 %	57,019
Pay Category						
Federal Wage System	18.0 %	39.8 %	19.5 %	14.6 %	8.1 %	19,496
GS 1-6	19.8 %	38.6 %	20.1 %	13.7 %	7.8 %	20,608
GS 7-12	24.1 %	43.5 %	16.0 %	11.3 %	5.1 %	239,375
GS 13-15	31.5 %	45.4 %	12.3 %	7.7 %	3.1 %	240,385
SES	19.7 %	30.2 %	5.3 %	5.5 %	1.3 %	5,699
SL/ST	42.6 %	39.3 %	9.8 %	5.1 %	3.3 %	2,061
Other	23.4 %	44.4 %	16.8 %	10.2 %	5.1 %	46,040
Time in Federal Government						
< 1 year	38.8 %	42.5 %	11.6 %	5.3 %	1.8 %	1,740
1-3 years	32.3 %	44.2 %	12.3 %	7.9 %	3.3 %	61,286
4-5 years	28.1 %	43.7 %	13.5 %	10.1 %	4.6 %	49,515
6-10 years	26.4 %	43.8 %	14.3 %	10.7 %	4.8 %	100,887
11-14 years	25.3 %	43.7 %	15.2 %	10.9 %	4.9 %	109,939
15-20 years	24.1 %	43.2 %	16.4 %	11.1 %	5.3 %	105,248
> 20 years	26.3 %	44.4 %	16.0 %	9.1 %	4.2 %	154,809
Time with Current Agency						
< 1 year	37.4 %	41.9 %	12.2 %	5.6 %	3.0 %	7,156
1-3 years	31.7 %	43.1 %	12.6 %	8.8 %	3.8 %	94,641
4-5 years	27.2 %	43.4 %	13.8 %	10.5 %	5.0 %	65,449
6-10 years	25.8 %	43.5 %	14.9 %	10.9 %	5.0 %	106,750
11-14 years	24.3 %	43.9 %	15.8 %	11.0 %	5.0 %	108,272
15-20 years	23.4 %	43.8 %	16.7 %	11.0 %	5.1 %	92,677
> 20 years	26.5 %	45.4 %	15.8 %	8.5 %	3.7 %	113,347

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6 %	619,947
Leaving Before Covid						
No	31.1 %	46.0 %	13.2 %	7.1 %	2.5 %	425,051
Yes, to retire	21.8 %	44.0 %	19.1 %	10.0 %	4.2 %	35,402
Yes, to other job in Govt	13.9 %	36.6 %	19.5 %	19.3 %	10.7 %	85,010
Yes, to other job outside Govt	13.4 %	38.2 %	18.2 %	18.9 %	11.3 %	13,987
Yes, other	11.4 %	33.7 %	21.4 %	20.1 %	13.4 %	15,487
Leaving Today						
No	32.0 %	46.8 %	12.4 %	6.0 %	1.9 %	390,381
Yes, to retire	20.3 %	44.7 %	19.7 %	10.9 %	4.5 %	39,873
Yes, to other job in Govt	13.4 %	36.8 %	19.6 %	19.7 %	10.4 %	90,934
Yes, to other job outside Govt	11.5 %	35.4 %	19.1 %	21.1 %	12.9 %	10,034
Yes, other	11.5 %	34.2 %	21.3 %	20.2 %	12.9 %	22,778
Retire Before Covid						
Less than 1 year	24.8 %	42.8 %	17.6 %	9.6 %	5.2 %	14,539
1 year	22.7 %	46.2 %	17.7 %	9.2 %	4.2 %	16,444
2 years	23.9 %	44.6 %	18.1 %	9.4 %	4.0 %	32,373
3 years	24.3 %	44.8 %	17.2 %	9.7 %	4.0 %	32,117
4 years	26.9 %	44.0 %	17.1 %	10.0 %	4.0 %	21,258
5 years	25.0 %	43.5 %	16.4 %	10.4 %	4.7 %	41,509
More than 5 years	27.5 %	43.7 %	14.1 %	10.1 %	4.6 %	411,798
Retire Today						
Less than 1 year	20.9 %	41.0 %	18.6 %	12.3 %	7.2 %	20,175
1 year	20.0 %	43.4 %	19.7 %	11.8 %	5.0 %	19,282
2 years	23.7 %	44.3 %	18.1 %	9.7 %	4.3 %	32,187
3 years	21.0 %	45.0 %	18.5 %	9.4 %	4.0 %	29,820
4 years	25.8 %	43.9 %	16.3 %	9.9 %	4.0 %	20,005
5 years	25.7 %	44.0 %	15.9 %	10.0 %	4.5 %	39,644
More than 5 years	27.9 %	44.0 %	13.9 %	9.9 %	4.4 %	401,501
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	26.2 %	45.0 %	14.7 %	9.8 %	4.3 %	408,926
Currently in Guard/Reserves	29.3 %	41.3 %	13.4 %	10.5 %	5.4 %	10,087
Retired	30.5 %	42.7 %	14.8 %	8.5 %	3.5 %	76,985
Separated/Discharged	24.9 %	40.7 %	16.1 %	11.1 %	6.3 %	85,856
Military Spouse						
Spouse of current active duty service mem	28.2 %	39.8 %	14.2 %	12.0 %	5.8 %	6,085
Spouse of separated or retired service member	26.7 %	39.8 %	16.0 %	11.3 %	6.0 %	11,186
with a disability rating of 100% immediately on a service member's leave while on	22.3 %	38.5 %	14.4 %	15.1 %	9.7 %	304
None of the categories listed	26.7 %	44.0 %	14.9 %	9.9 %	4.5 %	165,054
Non-Competitive Hiring Authority						
Yes	28.1 %	37.7 %	15.3 %	11.1 %	5.8 %	2,072
No	27.1 %	40.2 %	15.3 %	11.4 %	6.1 %	15,398
Disability						
Yes	25.6 %	38.8 %	16.3 %	12.3 %	7.0 %	85,903
No	27.1 %	44.9 %	14.5 %	9.5 %	4.0 %	483,312

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.4 %	39.2 %	15.9 %	11.5 %	6.0 %	615,099
Work Location						
Headquarters	32.8 %	39.9 %	13.3 %	9.4 %	4.6 %	187,015
Field	24.3 %	38.4 %	16.9 %	13.1 %	7.3 %	284,390
Full-time telework	29.2 %	40.9 %	15.8 %	9.7 %	4.4 %	103,186
Supervisory Status						
Senior Leader	17.8 %	29.8 %	6.2 %	3.7 %	2.5 %	10,672
Manager	41.5 %	38.3 %	9.8 %	7.1 %	3.3 %	41,181
Supervisor	31.5 %	41.4 %	12.9 %	9.6 %	4.6 %	81,392
Team Leader	29.7 %	40.9 %	13.8 %	10.5 %	5.1 %	78,397
Non-Supervisor	24.5 %	38.9 %	17.3 %	12.5 %	6.7 %	366,982
Sex						
Male	28.4 %	39.3 %	15.3 %	11.0 %	6.1 %	306,348
Female	27.6 %	39.9 %	15.6 %	11.4 %	5.4 %	239,226
Hispanic or Latino						
Yes	26.3 %	35.8 %	17.3 %	12.8 %	7.8 %	59,906
No	28.3 %	39.9 %	15.2 %	11.0 %	5.6 %	501,400
Race						
American Indian/ Alaska Native	22.1 %	37.2 %	18.9 %	13.7 %	8.1 %	10,856
Asian	28.6 %	42.9 %	16.3 %	8.0 %	4.2 %	32,786
Black/African American	27.8 %	39.4 %	15.9 %	10.8 %	6.0 %	80,222
Native Hawaiian/ Pacific Islander	25.5 %	38.4 %	18.0 %	10.9 %	7.2 %	3,746
White	28.8 %	39.5 %	14.9 %	11.2 %	5.6 %	392,873
Two or more races (Not Hispanic/ Latino)	24.8 %	36.2 %	16.9 %	13.4 %	8.7 %	24,175
Age Group						
25 and under	24.3 %	40.0 %	18.1 %	11.8 %	5.9 %	6,875
26-29 years old	25.1 %	38.4 %	17.0 %	12.6 %	6.8 %	16,398
30-39 years old	27.1 %	38.1 %	15.1 %	12.6 %	7.1 %	108,825
40-49 years old	28.0 %	38.8 %	14.8 %	11.9 %	6.5 %	150,134
50-59 years old	29.8 %	40.1 %	15.2 %	10.2 %	5.0 %	189,305
60 or older	27.8 %	41.2 %	17.0 %	9.7 %	4.3 %	90,138
Level of Education						
Less than High School	22.1 %	38.6 %	18.6 %	11.6 %	9.1 %	352
H.S. Diploma/GED or equiv	23.5 %	40.3 %	18.9 %	11.3 %	6.0 %	23,272
Trade/Technical Certificate	21.2 %	39.3 %	18.6 %	13.1 %	7.8 %	12,054
Some College (no degree)	24.8 %	37.9 %	17.6 %	12.5 %	7.1 %	74,613
Associate's Degree	25.2 %	38.3 %	17.5 %	12.5 %	6.8 %	43,575
Bachelor's Degree	27.4 %	40.3 %	15.5 %	11.3 %	5.6 %	201,419
Master's Degree	32.1 %	39.6 %	13.2 %	10.1 %	5.1 %	156,308
Doctoral/Professional Degree	30.6 %	38.1 %	14.5 %	10.9 %	6.0 %	56,642
Pay Category						
Federal Wage System	19.1 %	36.1 %	18.9 %	15.8 %	10.1 %	19,344
GS 1-6	20.2 %	36.5 %	20.7 %	14.0 %	8.5 %	20,425
GS 7-12	24.6 %	39.6 %	17.0 %	12.3 %	6.4 %	237,483
GS 13-15	33.6 %	40.4 %	12.6 %	9.2 %	4.4 %	247,611
SES	65.3 %	24.6 %	5.1 %	3.3 %	1.8 %	5,589
SES*	46.5 %	33.6 %	10.3 %	5.3 %	4.5 %	2,036
Other	22.0 %	37.6 %	18.6 %	13.3 %	7.5 %	45,807
Time in Federal Government						
< 1 year	34.5 %	41.2 %	14.7 %	6.0 %	3.6 %	1,733
1-3 years	30.0 %	38.6 %	16.1 %	10.5 %	4.9 %	60,990
4-9 years	28.0 %	38.6 %	15.2 %	11.9 %	6.4 %	40,229
10-19 years	27.7 %	39.0 %	15.1 %	11.7 %	6.4 %	100,223
20-29 years	26.7 %	39.0 %	15.6 %	12.3 %	6.5 %	109,150
30-39 years	26.2 %	39.1 %	15.9 %	12.2 %	6.6 %	104,366
40+ years	28.7 %	40.6 %	15.6 %	10.0 %	5.1 %	153,255
Time with Current Agency						
< 1 year	37.4 %	39.3 %	13.0 %	6.7 %	3.5 %	7,105
1-3 years	30.4 %	38.1 %	15.5 %	10.7 %	5.3 %	94,084
4-9 years	27.7 %	38.7 %	15.0 %	12.0 %	6.6 %	65,005
10-19 years	27.2 %	39.0 %	15.3 %	11.9 %	6.6 %	105,988
20-29 years	25.8 %	39.4 %	15.9 %	12.4 %	6.5 %	102,497
30-39 years	25.7 %	39.3 %	16.4 %	12.1 %	6.5 %	91,910
40+ years	25.1 %	41.3 %	15.4 %	9.6 %	4.6 %	112,222

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.4 %	39.2 %	15.9 %	11.5 %	6.0 %	615,099
Leaving Before Covid						
No	32.1 %	41.3 %	14.3 %	8.7 %	3.6 %	421,041
Yes, to retire	23.9 %	41.1 %	18.2 %	11.3 %	5.4 %	34,903
Yes, to other job in Govt	15.3 %	33.2 %	18.9 %	19.7 %	12.9 %	84,135
Yes, to other job outside Govt	15.3 %	31.0 %	17.5 %	20.4 %	15.8 %	13,864
Yes, other	12.7 %	29.2 %	20.8 %	20.3 %	17.0 %	15,342
Leaving Today						
No	33.9 %	42.0 %	13.8 %	7.6 %	2.7 %	387,333
Yes, to retire	22.4 %	41.0 %	18.5 %	12.2 %	5.9 %	39,426
Yes, to other job in Govt	14.5 %	33.2 %	19.1 %	20.4 %	12.9 %	90,117
Yes, to other job outside Govt	13.1 %	29.1 %	17.4 %	22.5 %	17.9 %	18,875
Yes, other	12.6 %	29.8 %	20.2 %	20.9 %	16.5 %	22,588
Retire Before Covid						
Less than 1 year	27.2 %	39.2 %	16.8 %	11.1 %	5.8 %	14,360
1 year	25.0 %	41.9 %	17.4 %	10.2 %	5.4 %	16,192
2 years	26.0 %	41.1 %	17.3 %	10.7 %	5.0 %	31,918
3 years	26.5 %	40.8 %	16.8 %	10.9 %	5.1 %	31,749
4 years	27.1 %	40.3 %	16.7 %	10.9 %	5.2 %	21,034
5 years	27.2 %	39.6 %	16.0 %	11.3 %	5.7 %	41,678
More than 5 years	28.3 %	39.0 %	15.2 %	11.5 %	6.1 %	408,985
Retire Today						
Less than 1 year	22.8 %	37.2 %	17.8 %	13.8 %	8.4 %	19,951
1 year	22.0 %	40.8 %	18.1 %	12.5 %	6.5 %	19,027
2 years	25.8 %	40.5 %	17.3 %	11.0 %	5.4 %	31,750
3 years	27.3 %	40.7 %	16.4 %	10.3 %	5.3 %	29,578
4 years	27.8 %	39.9 %	16.4 %	10.8 %	5.1 %	19,816
5 years	28.0 %	39.8 %	15.9 %	10.9 %	5.4 %	39,351
More than 5 years	28.6 %	39.1 %	15.0 %	11.3 %	6.0 %	399,059
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Military Service						
No Prior Military Service	26.9 %	40.0 %	15.9 %	11.5 %	5.7 %	406,091
Currently in Guard/Reserves	30.5 %	37.9 %	13.5 %	11.2 %	6.9 %	10,050
Retired	33.6 %	39.2 %	13.7 %	9.1 %	4.3 %	76,148
Separated/Discharged	36.5 %	37.1 %	16.1 %	12.8 %	7.9 %	85,119
Military Spouse						
Spouse of current active duty service mem	30.1 %	36.5 %	13.8 %	11.9 %	7.8 %	6,040
Spouse of separated or retired service member	28.2 %	38.4 %	15.2 %	11.6 %	6.5 %	11,104
with a disability rating of 100% immediately or a service member's spouse while on	25.0 %	33.0 %	19.6 %	14.3 %	8.0 %	302
None of the categories listed	27.8 %	39.4 %	15.6 %	11.3 %	5.9 %	560,718
Non-Competitive Hiring Authority						
Yes	30.9 %	36.1 %	14.3 %	11.4 %	7.3 %	2,035
No	28.6 %	37.8 %	14.8 %	11.8 %	7.0 %	15,283
Disability						
Yes	27.5 %	35.6 %	15.9 %	12.7 %	8.3 %	85,049
No	28.1 %	40.1 %	15.4 %	11.0 %	5.4 %	479,821

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.4 %	43.2 %	12.7 %	7.5 %	4.2 %	618,334
Work Location						
Headquarters	34.5 %	42.5 %	12.6 %	6.8 %	3.6 %	188,081
Field	29.8 %	43.2 %	14.2 %	8.0 %	4.9 %	285,933
Full-time telework	33.3 %	44.4 %	12.8 %	6.4 %	3.0 %	103,369
Supervisory Status						
Senior Leader	61.3 %	28.5 %	5.5 %	2.6 %	2.1 %	10,743
Manager	43.9 %	39.2 %	9.3 %	5.0 %	2.3 %	41,434
Supervisor	31.2 %	43.4 %	11.7 %	6.4 %	3.3 %	81,880
Team Leader	33.3 %	44.2 %	12.2 %	6.7 %	3.6 %	78,831
Non-Supervisor	28.9 %	43.7 %	14.7 %	8.0 %	4.7 %	368,738
Sex						
Male	31.9 %	42.9 %	13.0 %	7.3 %	4.3 %	308,192
Female	31.6 %	43.6 %	12.8 %	7.1 %	3.8 %	354,230
Hispanic or Latino						
Yes	33.1 %	39.9 %	11.9 %	7.7 %	5.4 %	60,178
No	31.9 %	43.7 %	13.2 %	7.2 %	4.0 %	503,994
Race						
American Indian/ Alaska Native	26.3 %	43.4 %	15.2 %	8.0 %	5.1 %	10,899
Asian	34.2 %	45.1 %	12.5 %	5.1 %	3.1 %	32,784
Black/African American	33.4 %	42.2 %	13.1 %	6.9 %	4.4 %	80,543
Native Hawaiian/ Pacific Islander	32.2 %	40.1 %	14.9 %	7.1 %	5.7 %	3,756
White	32.2 %	43.4 %	13.0 %	7.3 %	3.9 %	395,290
Two or more races (Not Hispanic/ Latino)	29.0 %	40.2 %	15.6 %	9.1 %	6.1 %	24,308
Age Group						
25 and under	24.5 %	44.4 %	16.7 %	9.6 %	4.9 %	6,875
26-29 years old	26.0 %	43.4 %	16.1 %	9.0 %	5.5 %	16,424
30-39 years old	29.0 %	42.7 %	14.5 %	8.4 %	5.4 %	109,117
40-49 years old	31.0 %	42.9 %	13.7 %	7.9 %	4.5 %	150,855
50-59 years old	33.9 %	43.6 %	12.5 %	6.6 %	3.4 %	190,742
60 or older	37.1 %	43.7 %	11.3 %	5.2 %	2.8 %	90,748
Level of Education						
Less than High School	29.1 %	38.2 %	15.4 %	8.7 %	8.6 %	356
H.S. Diploma/GED or equiv	30.2 %	44.0 %	14.5 %	6.7 %	4.5 %	23,406
Trade/Technical Certificate	27.9 %	44.2 %	14.8 %	8.0 %	5.1 %	12,107
Some College (no degree)	30.7 %	42.3 %	14.5 %	7.6 %	4.9 %	74,956
Associate's Degree	29.8 %	43.0 %	14.4 %	8.1 %	4.7 %	43,845
Bachelor's Degree	30.6 %	44.2 %	13.7 %	7.5 %	4.0 %	202,471
Master's Degree	34.2 %	42.7 %	12.4 %	6.9 %	3.8 %	157,047
Doctoral/Professional Degree	38.1 %	41.8 %	10.7 %	5.9 %	3.4 %	56,973
Pay Category						
Federal Wage System	24.6 %	42.3 %	16.6 %	9.8 %	6.7 %	19,652
GS 1-6	25.7 %	41.9 %	16.5 %	9.3 %	6.6 %	20,466
GS 7-12	29.1 %	43.9 %	14.4 %	8.0 %	4.5 %	238,749
GS 13-15	36.5 %	43.0 %	11.3 %	6.0 %	3.1 %	249,011
SES	69.3 %	22.7 %	4.1 %	2.6 %	1.4 %	5,616
SES*	54.6 %	32.7 %	6.4 %	4.2 %	2.1 %	2,054
Other	27.7 %	43.1 %	15.9 %	8.0 %	5.3 %	45,925
Time in Federal Government						
< 1 year	37.6 %	43.0 %	13.2 %	4.6 %	1.6 %	1,741
1-3 years	32.2 %	43.4 %	13.8 %	7.1 %	3.6 %	61,134
4-9 years	30.0 %	42.7 %	14.5 %	8.1 %	4.6 %	49,442
6-10 years	30.4 %	43.3 %	13.9 %	7.8 %	4.7 %	100,702
11-14 years	30.6 %	43.2 %	13.9 %	7.7 %	4.5 %	109,670
15-20 years	30.8 %	43.1 %	13.8 %	7.8 %	4.6 %	104,952
> 20 years	34.9 %	43.1 %	12.0 %	6.3 %	3.5 %	154,294
Time with Current Agency						
< 1 year	36.3 %	42.1 %	13.0 %	5.8 %	2.9 %	7,122
1-3 years	32.2 %	42.5 %	13.8 %	7.4 %	4.0 %	94,416
4-9 years	30.1 %	42.7 %	14.4 %	8.1 %	4.8 %	65,313
6-10 years	30.5 %	43.2 %	13.9 %	7.8 %	4.8 %	106,524
11-14 years	30.3 %	43.7 %	13.8 %	7.7 %	4.5 %	103,020
15-20 years	31.0 %	43.4 %	13.7 %	7.5 %	4.3 %	92,405
> 20 years	35.8 %	43.7 %	11.6 %	5.8 %	3.1 %	112,969

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	638,334
Leaving Before Covid						
No	36.8 %	44.9 %	11.3 %	4.8 %	2.2 %	434,062
Yes, to retire	29.8 %	44.7 %	14.3 %	7.4 %	3.9 %	35,182
Yes, to other job in Govt	16.9 %	38.2 %	20.1 %	15.1 %	9.7 %	84,656
Yes, to other job outside Govt	15.8 %	35.0 %	19.4 %	16.9 %	13.0 %	13,961
Yes, other	14.1 %	33.1 %	22.0 %	16.3 %	14.5 %	15,423
Leaving Today						
No	38.5 %	45.5 %	10.6 %	3.9 %	1.5 %	389,645
Yes, to retire	28.1 %	44.5 %	14.9 %	8.1 %	4.4 %	39,684
Yes, to other job in Govt	16.5 %	38.3 %	20.3 %	15.4 %	9.5 %	90,672
Yes, to other job outside Govt	13.6 %	33.4 %	19.8 %	18.3 %	14.8 %	19,018
Yes, other	14.1 %	34.0 %	21.7 %	16.7 %	13.5 %	22,695
Retire Before Covid						
Less than 1 year	33.0 %	42.2 %	13.1 %	7.0 %	4.7 %	14,462
1 year	31.5 %	44.5 %	13.0 %	6.8 %	4.1 %	16,366
2 years	32.0 %	44.5 %	13.1 %	6.7 %	3.7 %	32,203
3 years	32.6 %	43.9 %	13.4 %	6.7 %	3.4 %	31,991
4 years	32.9 %	43.7 %	13.6 %	7.3 %	3.6 %	21,165
5 years	32.7 %	43.3 %	13.1 %	7.0 %	3.9 %	41,693
More than 5 years	31.6 %	43.0 %	13.6 %	7.5 %	4.3 %	410,902
Retire Today						
Less than 1 year	28.4 %	40.3 %	14.4 %	9.9 %	7.1 %	20,086
1 year	28.0 %	43.6 %	14.9 %	8.6 %	4.8 %	19,194
2 years	31.7 %	44.3 %	13.5 %	6.9 %	3.7 %	31,988
3 years	33.2 %	43.9 %	13.0 %	6.5 %	3.3 %	29,763
4 years	33.6 %	43.8 %	12.4 %	7.0 %	3.2 %	19,941
5 years	33.0 %	43.7 %	12.8 %	6.8 %	3.7 %	39,488
More than 5 years	31.9 %	43.1 %	13.5 %	7.3 %	4.2 %	400,815
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	31.5 %	44.1 %	13.3 %	7.2 %	4.0 %	407,903
Currently in Guard/Reserves	30.5 %	41.4 %	14.9 %	8.2 %	5.0 %	10,084
Retired	36.0 %	42.3 %	12.2 %	6.4 %	3.1 %	76,719
Separated/Discharged	29.7 %	40.9 %	14.8 %	8.7 %	5.8 %	85,656
Military Spouse						
Spouse of current active duty service mem	31.0 %	40.0 %	13.7 %	8.9 %	6.5 %	6,057
Spouse of separated or retired service member	33.2 %	41.3 %	12.9 %	7.8 %	4.8 %	11,142
with a disability rating of 100% immediately or a service member's spouse while on	29.6 %	40.5 %	16.6 %	8.5 %	4.7 %	301
None of the categories listed	31.8 %	43.3 %	13.5 %	7.3 %	4.1 %	563,639
Non-Competitive Hiring Authority						
Yes	32.8 %	39.9 %	13.1 %	8.4 %	5.8 %	2,049
No	32.3 %	40.9 %	13.3 %	8.2 %	5.3 %	16,345
Disability						
Yes	31.5 %	39.6 %	14.2 %	8.7 %	6.0 %	85,639
No	32.1 %	43.9 %	13.2 %	7.0 %	3.8 %	482,114

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
Work Location						
Headquarters	36.8 %	46.6 %	9.1 %	5.0 %	2.5 %	188,862
Field	34.4 %	49.0 %	9.3 %	4.9 %	2.5 %	287,674
Full-time telework	37.6 %	47.9 %	8.5 %	4.2 %	1.8 %	104,242
Supervisory Status						
Senior Leader	58.9 %	32.0 %	5.0 %	2.6 %	1.5 %	10,792
Manager	43.6 %	43.4 %	7.1 %	4.2 %	1.9 %	41,379
Supervisor	36.4 %	47.9 %	8.9 %	4.6 %	2.2 %	82,907
Team Leader	35.8 %	48.0 %	8.9 %	5.1 %	2.2 %	79,164
Non-Supervisor	34.2 %	49.0 %	9.4 %	4.9 %	2.5 %	371,017
Sex						
Male	35.8 %	47.9 %	9.3 %	4.7 %	2.4 %	309,958
Female	36.3 %	48.3 %	8.4 %	4.8 %	2.1 %	295,665
Hispanic or Latino						
Yes	39.2 %	45.1 %	8.8 %	4.3 %	2.7 %	60,602
No	35.5 %	48.5 %	9.0 %	4.8 %	2.2 %	506,699
Race						
American Indian/ Alaska Native	34.0 %	48.5 %	9.8 %	5.0 %	2.7 %	10,989
Asian	39.2 %	48.6 %	7.5 %	3.0 %	1.7 %	32,930
Black/African American	39.3 %	46.0 %	8.0 %	4.1 %	2.6 %	81,379
Native Hawaiian/ Pacific Islander	37.7 %	46.4 %	8.8 %	4.3 %	2.8 %	3,779
White	35.3 %	48.4 %	9.0 %	4.9 %	2.2 %	397,076
Two or more races (Not Hispanic/ Latino)	32.9 %	46.4 %	11.1 %	5.9 %	3.6 %	24,430
Age Group						
25 and under	35.7 %	50.1 %	9.1 %	3.8 %	1.3 %	6,893
26-29 years old	35.3 %	49.8 %	8.8 %	4.5 %	1.6 %	16,464
30-39 years old	33.8 %	48.8 %	9.5 %	5.3 %	2.6 %	109,341
40-49 years old	34.3 %	48.5 %	9.3 %	5.4 %	2.6 %	151,298
50-59 years old	37.4 %	47.5 %	8.7 %	4.3 %	2.1 %	192,012
60 or older	39.2 %	46.8 %	8.2 %	3.9 %	1.9 %	91,899
Level of Education						
Less than High School	34.1 %	43.4 %	11.8 %	5.8 %	4.9 %	365
H.S. Diploma/GED or equiv	39.0 %	47.6 %	7.7 %	3.7 %	2.0 %	23,692
Trade/Technical Certificate	35.3 %	48.8 %	9.4 %	4.2 %	2.3 %	12,239
Some College (no degree)	37.3 %	47.9 %	8.9 %	4.3 %	2.4 %	75,692
Associate's Degree	35.3 %	48.5 %	9.2 %	4.5 %	2.4 %	44,175
Bachelor's Degree	34.7 %	49.1 %	9.2 %	4.8 %	2.2 %	203,441
Master's Degree	35.7 %	47.5 %	9.1 %	5.2 %	2.5 %	157,612
Doctoral/Professional Degree	38.0 %	46.6 %	8.2 %	5.0 %	2.2 %	57,123
Pay Category						
Federal Wage System	33.4 %	49.0 %	10.0 %	4.7 %	2.9 %	19,630
GS 1-6	37.4 %	47.5 %	8.6 %	4.2 %	2.4 %	20,721
GS 7-12	34.0 %	49.0 %	9.5 %	5.0 %	2.5 %	240,375
GS 13-15	37.4 %	47.0 %	8.6 %	4.8 %	2.2 %	249,809
SES	44.0 %	27.8 %	4.5 %	2.4 %	1.2 %	5,626
SA-25	48.4 %	38.7 %	6.8 %	3.8 %	2.3 %	2,067
Other	34.6 %	49.8 %	9.1 %	4.4 %	2.2 %	46,292
Time in Federal Government						
< 1 year	37.7 %	45.4 %	11.3 %	3.9 %	1.7 %	1,748
1-3 years	37.8 %	47.7 %	8.7 %	4.2 %	1.6 %	61,372
4-9 years	35.4 %	48.1 %	9.7 %	4.9 %	2.4 %	40,598
10-19 years	34.7 %	48.3 %	9.3 %	5.3 %	2.3 %	105,126
20-29 years	34.2 %	48.5 %	9.5 %	5.2 %	2.6 %	110,244
30-39 years	33.9 %	48.9 %	9.5 %	5.1 %	2.6 %	105,628
40+ years	37.8 %	47.3 %	8.4 %	4.2 %	2.3 %	155,467
Time with Current Agency						
< 1 year	34.2 %	44.6 %	12.4 %	6.1 %	2.7 %	7,156
1-3 years	36.7 %	47.0 %	9.3 %	4.9 %	2.1 %	94,800
4-9 years	35.3 %	47.8 %	9.2 %	5.1 %	2.6 %	65,564
10-19 years	34.8 %	48.3 %	9.3 %	5.1 %	2.5 %	107,036
20-29 years	34.1 %	48.9 %	9.4 %	5.0 %	2.5 %	103,618
30-39 years	36.5 %	49.2 %	9.1 %	4.8 %	2.4 %	93,073
40+ years	38.5 %	47.6 %	8.0 %	3.9 %	2.0 %	113,795

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
Leaving Before Covid						
No	26.5 %	48.3 %	7.4 %	3.4 %	1.3 %	426,058
Yes, to retire	34.4 %	49.3 %	9.6 %	4.5 %	2.3 %	95,570
Yes, to other job in Govt	23.7 %	47.2 %	14.2 %	8.6 %	5.3 %	85,112
Yes, to other job outside Govt	22.0 %	47.9 %	14.4 %	9.7 %	6.0 %	14,027
Yes, other	21.1 %	45.7 %	16.0 %	10.2 %	7.0 %	15,524
Leaving Today						
No	41.2 %	48.5 %	6.8 %	2.7 %	0.9 %	391,509
Yes, to retire	32.4 %	49.7 %	10.3 %	5.1 %	2.5 %	40,130
Yes, to other job in Govt	23.1 %	47.1 %	14.3 %	10.1 %	5.5 %	91,118
Yes, to other job outside Govt	19.4 %	46.8 %	15.2 %	11.6 %	7.0 %	10,089
Yes, other	20.5 %	46.0 %	15.8 %	10.6 %	7.1 %	22,842
Retire Before Covid						
Less than 1 year	37.7 %	46.6 %	8.7 %	4.4 %	2.6 %	14,618
1 year	35.8 %	49.0 %	8.8 %	4.1 %	2.3 %	16,525
2 years	36.2 %	48.8 %	8.7 %	4.2 %	2.2 %	32,520
3 years	35.9 %	48.0 %	9.2 %	4.7 %	2.2 %	32,281
4 years	36.7 %	47.4 %	9.1 %	4.5 %	2.2 %	21,550
5 years	36.5 %	47.6 %	9.3 %	4.5 %	2.4 %	42,067
More than 5 years	35.5 %	48.1 %	9.1 %	5.0 %	2.3 %	412,370
Retire Today						
Less than 1 year	33.2 %	46.2 %	10.3 %	6.2 %	4.1 %	20,304
1 year	32.4 %	48.9 %	10.4 %	5.5 %	2.8 %	19,414
2 years	35.5 %	48.8 %	9.8 %	4.5 %	2.3 %	32,867
3 years	36.5 %	47.7 %	9.0 %	4.6 %	2.2 %	30,022
4 years	36.7 %	47.8 %	9.0 %	4.5 %	2.0 %	20,110
5 years	36.4 %	47.8 %	8.9 %	4.6 %	2.3 %	39,830
More than 5 years	35.7 %	48.2 %	9.0 %	4.9 %	2.3 %	402,238
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	35.1 %	49.2 %	8.9 %	4.7 %	2.1 %	409,953
Currently in Guard/Reserves	36.3 %	45.3 %	10.1 %	5.4 %	2.9 %	10,122
Retired	40.2 %	44.8 %	8.5 %	4.3 %	2.1 %	77,321
Separated/Discharged	34.1 %	46.9 %	10.0 %	5.7 %	3.2 %	86,208
Military Spouse						
Spouse of current active duty service mem	36.7 %	44.4 %	9.3 %	6.2 %	3.3 %	6,087
Spouse of separated or retired service member	38.2 %	44.4 %	9.0 %	5.3 %	3.2 %	11,232
with a disability rating of 100% immediately or a service member's spouse while on	35.8 %	40.4 %	11.9 %	7.4 %	4.5 %	310
None of the categories listed	35.6 %	48.2 %	9.1 %	4.8 %	2.3 %	566,745
Non-Competitive Hiring Authority						
Yes	39.3 %	44.0 %	8.4 %	5.1 %	3.3 %	2,075
No	37.4 %	44.4 %	9.2 %	5.7 %	3.3 %	15,449
Disability						
Yes	35.5 %	44.2 %	10.6 %	6.1 %	3.6 %	86,287
No	36.0 %	48.8 %	8.7 %	4.5 %	2.0 %	484,640

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	17.3 %	48.4 %	12.7 %	12.4 %	8.3 %	619,493	991
Work Location							
Headquarters	18.5 %	49.0 %	12.0 %	12.6 %	8.0 %	198,290	245
Field	16.4 %	48.7 %	12.8 %	12.5 %	8.7 %	286,522	420
Full-time telework	19.2 %	49.7 %	12.5 %	11.3 %	7.2 %	103,788	175
Supervisory Status							
Senior Leader	27.8 %	43.7 %	10.2 %	11.2 %	7.0 %	10,763	5
Manager	17.6 %	48.9 %	11.6 %	15.1 %	10.7 %	61,603	75
Supervisor	15.1 %	45.8 %	12.6 %	15.7 %	10.9 %	82,041	76
Team Leader	15.1 %	47.9 %	12.9 %	14.6 %	9.5 %	78,884	82
Non-Supervisor	18.3 %	51.2 %	12.6 %	10.8 %	7.1 %	349,471	653
Sex							
Male	18.4 %	50.6 %	12.6 %	11.1 %	7.4 %	388,495	450
Female	16.7 %	48.3 %	12.1 %	13.8 %	9.1 %	234,949	344
Hispanic or Latino							
Yes	19.7 %	47.6 %	11.0 %	11.0 %	8.7 %	60,368	109
No	17.4 %	49.9 %	12.3 %	12.4 %	8.0 %	504,830	691
Race							
American Indian/ Alaska Native	15.8 %	48.9 %	14.1 %	11.4 %	9.7 %	16,950	20
Asian	20.2 %	49.7 %	13.1 %	10.1 %	6.8 %	32,801	55
Black/African American	21.2 %	49.4 %	11.8 %	10.2 %	7.4 %	80,993	160
Native Hawaiian/ Pacific Islander	19.2 %	48.1 %	13.6 %	10.9 %	8.2 %	3,762	11
White	17.0 %	50.1 %	12.2 %	12.7 %	8.0 %	395,691	469
Two or more races (Not Hispanic/ Latino)	16.2 %	46.1 %	14.0 %	13.4 %	10.2 %	24,329	55
Age Group							
25 and under	22.7 %	55.7 %	10.9 %	7.5 %	3.3 %	6,879	20
26-29 years old	21.3 %	50.6 %	12.0 %	9.9 %	6.3 %	16,437	23
30-39 years old	17.3 %	47.9 %	12.9 %	13.1 %	8.9 %	109,131	188
40-49 years old	16.5 %	48.8 %	12.4 %	13.2 %	9.2 %	150,983	212
50-59 years old	17.7 %	50.2 %	12.3 %	11.9 %	7.8 %	191,255	234
60 or older	19.1 %	51.8 %	12.2 %	10.7 %	6.2 %	91,098	121
Level of Education							
Less than High School	17.7 %	45.1 %	20.2 %	9.8 %	7.1 %	357	6
H.S. Diploma/GED or equiv	19.4 %	52.4 %	13.0 %	9.2 %	6.0 %	23,533	48
Trade/Technical Certificate	16.5 %	52.1 %	13.5 %	10.1 %	7.8 %	12,180	24
Some College (no degree)	18.3 %	50.0 %	11.5 %	10.6 %	7.7 %	75,301	130
Associate's Degree	17.9 %	50.5 %	13.0 %	11.0 %	7.7 %	43,961	80
Bachelor's Degree	17.2 %	50.1 %	12.3 %	12.4 %	8.1 %	202,702	273
Master's Degree	18.0 %	48.6 %	11.8 %	13.3 %	8.4 %	157,180	203
Doctoral/Professional Degree	16.7 %	47.0 %	12.4 %	14.5 %	9.5 %	56,995	53
Pay Category							
Federal Wage System	16.9 %	52.5 %	13.8 %	9.7 %	7.0 %	15,489	35
GS 1-6	20.0 %	50.0 %	13.1 %	9.8 %	7.0 %	20,601	42
GS 7-12	17.6 %	49.7 %	12.6 %	11.8 %	8.3 %	239,348	449
GS 13-15	17.2 %	48.7 %	12.0 %	13.6 %	8.6 %	249,154	248
SES	27.4 %	43.1 %	10.6 %	12.3 %	6.6 %	5,613	-
SL/ST	22.1 %	44.6 %	12.8 %	13.8 %	7.5 %	2,058	-
Other	17.0 %	51.4 %	13.5 %	11.0 %	7.1 %	46,027	65
Time in Federal Government							
<1 year	28.0 %	50.7 %	11.8 %	6.6 %	2.9 %	1,746	9
1-3 years	22.9 %	51.1 %	11.6 %	9.3 %	5.1 %	61,227	112
4-5 years	18.6 %	49.3 %	12.7 %	11.7 %	7.7 %	49,484	64
6-10 years	17.0 %	48.9 %	12.6 %	12.8 %	8.7 %	100,818	133
11-14 years	16.1 %	48.7 %	12.9 %	13.3 %	9.0 %	109,866	177
15-20 years	15.4 %	49.3 %	12.9 %	13.2 %	9.1 %	105,171	144
>20 years	17.1 %	50.0 %	12.4 %	12.2 %	8.2 %	154,670	201
Time with Current Agency							
<1 year	25.4 %	50.8 %	11.4 %	7.7 %	4.4 %	3,126	37
1-3 years	22.0 %	49.8 %	11.9 %	10.1 %	6.2 %	94,543	160
4-5 years	17.8 %	48.7 %	12.7 %	12.2 %	8.6 %	65,427	88
6-10 years	16.5 %	48.8 %	12.6 %	13.1 %	9.0 %	106,687	125
11-14 years	15.5 %	49.2 %	13.0 %	13.4 %	9.0 %	103,209	155
15-20 years	15.5 %	49.7 %	12.9 %	13.1 %	8.8 %	92,627	138
>20 years	17.0 %	50.5 %	12.4 %	12.3 %	7.9 %	112,213	138

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	17.3 %	40.4 %	12.7 %	12.4 %	8.3 %	629,493	931
Leaving Before Covid							
No	19.9 %	51.4 %	11.7 %	11.0 %	6.1 %	434,988	463
Yes, to retire	16.0 %	51.3 %	12.8 %	12.4 %	7.6 %	35,361	47
Yes, to other job in Govt	10.6 %	43.3 %	14.9 %	16.4 %	14.8 %	84,799	214
Yes, to other job outside Govt	10.2 %	42.3 %	14.6 %	17.2 %	15.7 %	13,965	36
Yes, other	9.1 %	40.8 %	17.2 %	16.6 %	16.2 %	15,446	63
Leaving Today							
No	20.8 %	52.5 %	11.4 %	10.3 %	5.0 %	390,262	396
Yes, to retire	14.4 %	50.6 %	13.1 %	13.2 %	8.7 %	39,831	50
Yes, to other job in Govt	10.1 %	42.6 %	14.7 %	17.0 %	15.6 %	90,761	211
Yes, to other job outside Govt	8.9 %	39.5 %	14.9 %	18.0 %	18.7 %	18,992	54
Yes, other	8.6 %	39.8 %	17.2 %	17.2 %	17.1 %	22,712	94
Retire Before Covid							
Less than 1 year	18.7 %	49.7 %	12.3 %	11.8 %	7.5 %	14,523	30
1 year	17.0 %	51.6 %	12.5 %	11.3 %	7.6 %	16,422	19
2 years	17.0 %	52.0 %	12.2 %	11.8 %	7.0 %	32,351	35
3 years	16.7 %	51.4 %	12.4 %	11.8 %	7.7 %	32,147	35
4 years	16.9 %	50.7 %	12.5 %	12.1 %	7.8 %	22,244	31
5 years	16.4 %	50.4 %	12.6 %	12.4 %	8.2 %	41,907	33
More than 5 years	17.7 %	49.0 %	12.5 %	12.4 %	8.3 %	411,464	626
Retire Today							
Less than 1 year	15.8 %	47.1 %	13.1 %	13.2 %	10.9 %	20,145	48
1 year	14.4 %	49.7 %	12.9 %	13.6 %	9.4 %	19,271	23
2 years	16.4 %	51.2 %	12.6 %	12.8 %	7.6 %	32,091	30
3 years	16.9 %	51.2 %	12.4 %	11.7 %	7.7 %	29,830	37
4 years	17.1 %	50.8 %	12.4 %	12.0 %	7.7 %	19,981	28
5 years	16.6 %	50.5 %	12.7 %	12.3 %	7.9 %	39,618	46
More than 5 years	17.9 %	49.2 %	12.5 %	12.3 %	8.1 %	401,186	576
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	16.5 %	49.7 %	12.7 %	12.8 %	8.3 %	408,570	574
Currently in Guard/Reserves	19.7 %	48.2 %	11.9 %	11.7 %	8.7 %	10,090	22
Retired	21.7 %	50.1 %	11.1 %	10.6 %	6.5 %	76,992	79
Separated/Discharged	17.6 %	48.3 %	13.1 %	12.0 %	9.0 %	85,761	153
Military Spouse							
Spouse of current active duty service mem	20.8 %	44.5 %	11.1 %	13.6 %	10.0 %	6,077	12
Spouse of separated or retired service member	19.7 %	46.5 %	12.2 %	12.4 %	9.1 %	11,185	19
with a disability rating of 100% (severely) or service member knew while on	17.6 %	40.5 %	14.4 %	14.7 %	12.8 %	302	5
None of the categories listed	17.4 %	49.7 %	12.5 %	12.3 %	8.1 %	564,615	799
Non-Competitive Hiring Authority							
Yes	22.8 %	46.7 %	10.4 %	11.9 %	8.3 %	2,065	11
No	19.6 %	45.6 %	12.0 %	13.0 %	9.7 %	15,394	23
Disability							
Yes	18.2 %	45.7 %	13.3 %	12.6 %	10.1 %	85,774	180
No	17.5 %	50.4 %	12.2 %	12.1 %	7.7 %	483,000	629

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
Work Location							
Headquarters	24.2 %	44.8 %	13.9 %	10.7 %	6.4 %	185,967	374
Field	19.7 %	44.4 %	15.5 %	12.2 %	8.2 %	282,586	749
Full-time telework	22.6 %	45.4 %	15.8 %	10.4 %	5.8 %	102,467	278
Supervisory Status							
Senior Leader	48.0 %	37.1 %	6.4 %	5.1 %	3.3 %	10,609	17
Manager	30.5 %	46.9 %	10.8 %	8.1 %	4.5 %	40,864	13
Supervisor	23.3 %	47.4 %	13.3 %	10.2 %	5.9 %	80,855	136
Team Leader	22.8 %	46.4 %	13.2 %	11.1 %	6.5 %	77,884	148
Non-Supervisor	19.5 %	43.9 %	16.5 %	12.2 %	8.0 %	344,834	1,053
Sex							
Male	22.2 %	44.9 %	14.6 %	11.0 %	7.3 %	384,215	794
Female	21.4 %	44.9 %	15.3 %	11.6 %	6.7 %	251,993	525
Hispanic or Latino							
Yes	22.5 %	41.2 %	16.0 %	11.5 %	8.8 %	59,477	227
No	21.7 %	45.4 %	14.8 %	11.3 %	6.9 %	496,419	1,112
Race							
American Indian/ Alaska Native	19.5 %	44.3 %	16.6 %	11.4 %	8.2 %	10,784	43
Asian	24.7 %	47.0 %	15.3 %	8.1 %	4.9 %	32,616	89
Black/African American	22.8 %	42.5 %	15.7 %	11.1 %	7.9 %	79,784	263
Native Hawaiian/ Pacific Islander	24.7 %	42.8 %	16.1 %	8.4 %	8.0 %	3,729	20
White	21.8 %	45.7 %	14.4 %	11.4 %	6.7 %	390,630	751
Two or more races (Not Hispanic/ Latino)	18.8 %	40.2 %	16.8 %	13.6 %	10.5 %	23,948	109
Age Group							
25 and under	17.0 %	45.1 %	19.9 %	11.7 %	6.3 %	6,838	26
26-29 years old	18.3 %	45.6 %	17.5 %	11.6 %	7.0 %	16,337	40
30-39 years old	19.9 %	44.6 %	15.4 %	12.1 %	8.0 %	108,311	258
40-49 years old	20.8 %	44.6 %	14.7 %	12.0 %	7.8 %	149,268	366
50-59 years old	23.5 %	45.1 %	14.3 %	10.8 %	6.4 %	188,180	427
60 or older	24.2 %	45.1 %	14.6 %	10.0 %	6.0 %	89,527	228
Level of Education							
Less than High School	21.8 %	43.7 %	16.3 %	11.2 %	7.0 %	343	9
H.S. Diploma/GED or equiv	22.8 %	46.3 %	16.0 %	8.9 %	6.0 %	23,127	83
Trade/Technical Certificate	20.4 %	45.6 %	15.4 %	11.0 %	7.6 %	11,944	41
Some College (no degree)	21.4 %	43.7 %	16.3 %	11.1 %	7.5 %	74,076	234
Associate's Degree	21.5 %	43.8 %	16.1 %	11.2 %	7.5 %	43,266	123
Bachelor's Degree	20.8 %	45.9 %	15.2 %	11.3 %	6.7 %	200,243	471
Master's Degree	22.8 %	44.1 %	13.9 %	11.9 %	7.4 %	155,356	310
Doctoral/Professional Degree	23.2 %	44.8 %	12.9 %	11.7 %	7.4 %	56,394	98
Pay Category							
Federal Wage System	18.4 %	41.8 %	16.7 %	13.0 %	10.2 %	15,159	96
GS 1-6	18.9 %	40.5 %	18.3 %	12.6 %	9.7 %	20,266	100
GS 7-12	19.6 %	44.3 %	16.3 %	12.1 %	7.8 %	235,987	670
GS 13-15	24.6 %	46.5 %	12.7 %	10.3 %	5.8 %	246,224	389
SES	33.1 %	33.6 %	5.8 %	5.0 %	2.5 %	5,553	4
SL/ST	36.4 %	42.0 %	8.6 %	7.7 %	5.2 %	2,029	2
Other	18.4 %	43.7 %	17.8 %	12.1 %	8.0 %	45,491	147
Time in Federal Government							
<1 year	25.9 %	47.5 %	16.3 %	6.4 %	3.9 %	1,731	7
1-3 years	22.5 %	45.1 %	16.0 %	10.6 %	5.7 %	60,696	150
4-5 years	20.9 %	44.0 %	15.9 %	11.8 %	7.5 %	48,908	124
6-10 years	20.8 %	44.4 %	15.1 %	12.0 %	7.7 %	99,669	197
11-14 years	20.6 %	44.5 %	14.9 %	12.2 %	7.7 %	108,485	288
15-20 years	20.5 %	44.3 %	15.3 %	11.9 %	8.1 %	103,761	264
>20 years	23.5 %	45.6 %	14.2 %	10.4 %	6.4 %	152,113	381
Time with Current Agency							
<1 year	26.6 %	45.1 %	15.5 %	8.4 %	4.5 %	7,077	29
1-3 years	22.6 %	44.0 %	15.8 %	11.1 %	6.4 %	93,627	232
4-5 years	20.7 %	43.8 %	15.4 %	12.1 %	8.0 %	64,581	166
6-10 years	20.8 %	44.3 %	15.0 %	12.1 %	7.8 %	105,421	220
11-14 years	20.3 %	44.7 %	15.0 %	12.1 %	7.8 %	101,839	279
15-20 years	20.5 %	44.8 %	15.3 %	11.7 %	7.7 %	91,946	247
>20 years	23.9 %	46.4 %	13.9 %	9.9 %	5.9 %	111,357	236

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
Leaving Before Covid							
No	25.3 %	48.5 %	13.7 %	8.4 %	4.1 %	419,806	702
Yes, to retire	20.3 %	45.1 %	16.3 %	11.5 %	6.8 %	34,639	98
Yes, to other job in Govt	10.1 %	33.0 %	19.1 %	21.1 %	16.8 %	83,363	372
Yes, to other job outside Govt	9.5 %	31.1 %	17.7 %	21.9 %	18.8 %	13,737	60
Yes, other	9.0 %	29.5 %	20.7 %	21.0 %	18.9 %	15,111	136
Leaving Today							
No	26.4 %	49.7 %	13.2 %	7.4 %	3.1 %	386,199	578
Yes, to retire	18.6 %	44.4 %	16.8 %	12.7 %	7.5 %	39,089	96
Yes, to other job in Govt	9.7 %	33.0 %	19.2 %	21.4 %	16.7 %	89,295	384
Yes, to other job outside Govt	8.2 %	29.3 %	17.8 %	23.4 %	21.3 %	18,684	111
Yes, other	8.9 %	30.5 %	20.7 %	20.8 %	19.0 %	22,265	167
Retire Before Covid							
Less than 1 year	23.5 %	42.6 %	14.8 %	11.4 %	7.6 %	14,278	51
1 year	21.5 %	45.4 %	15.5 %	10.7 %	6.9 %	16,071	42
2 years	22.1 %	45.3 %	15.5 %	10.7 %	6.4 %	31,677	78
3 years	21.9 %	45.4 %	15.2 %	10.8 %	6.7 %	31,564	85
4 years	22.9 %	44.8 %	14.8 %	11.8 %	6.5 %	20,898	42
5 years	21.9 %	44.7 %	14.6 %	11.4 %	7.5 %	41,135	103
More than 5 years	21.4 %	44.7 %	15.0 %	11.6 %	7.3 %	406,684	948
Retire Today							
Less than 1 year	19.8 %	39.7 %	15.8 %	13.8 %	10.9 %	19,772	82
1 year	18.3 %	43.7 %	17.0 %	12.6 %	8.3 %	18,877	54
2 years	21.6 %	46.0 %	15.7 %	11.8 %	6.7 %	31,518	81
3 years	22.4 %	45.4 %	14.7 %	11.0 %	6.4 %	29,409	74
4 years	23.2 %	44.8 %	14.5 %	11.2 %	6.3 %	19,666	40
5 years	22.3 %	45.1 %	14.4 %	11.1 %	7.1 %	39,028	96
More than 5 years	21.6 %	44.9 %	15.0 %	11.4 %	7.1 %	396,898	887
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	20.5 %	45.6 %	15.5 %	11.5 %	6.9 %	403,557	921
Currently in Guard/Reserves	22.8 %	43.7 %	14.0 %	11.4 %	8.2 %	9,989	25
Retired	27.7 %	44.1 %	12.9 %	9.6 %	5.7 %	75,815	167
Separated/Discharged	20.5 %	42.1 %	15.3 %	12.8 %	9.3 %	86,472	287
Military Spouse							
Spouse of current active duty service mem	22.9 %	40.8 %	14.4 %	12.7 %	9.1 %	6,024	10
Spouse of separated or retired service member	24.0 %	42.1 %	14.4 %	11.8 %	7.7 %	11,026	30
with a disability rating of 100% (member) or service member knew while on	20.5 %	42.1 %	14.8 %	10.4 %	12.2 %	293	8
None of the categories listed	21.6 %	44.8 %	15.1 %	11.4 %	7.1 %	557,241	1,356
Non-Competitive Hiring Authority							
Yes	24.3 %	40.7 %	14.6 %	11.9 %	9.1 %	2,040	8
No	23.4 %	41.8 %	14.3 %	12.2 %	8.2 %	15,194	38
Disability							
Yes	22.1 %	39.4 %	15.1 %	13.0 %	10.4 %	84,379	348
No	21.7 %	45.9 %	14.9 %	11.0 %	6.5 %	477,042	1,004

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.7 %	51.4 %	7.9 %	3.1 %	1.9 %	618,551	1,479
Work Location							
Headquarters	39.5 %	48.9 %	7.0 %	2.8 %	1.7 %	158,063	360
Field	33.8 %	52.2 %	8.4 %	3.4 %	2.2 %	286,094	750
Full-time telework	37.0 %	52.4 %	7.1 %	2.3 %	1.3 %	103,696	235
Supervisory Status							
Senior Leader	65.2 %	29.7 %	2.9 %	1.2 %	1.0 %	10,757	11
Manager	40.4 %	43.4 %	4.8 %	2.1 %	1.3 %	61,473	39
Supervisor	39.0 %	50.3 %	6.4 %	2.7 %	1.6 %	81,984	116
Team Leader	37.2 %	50.5 %	7.4 %	3.1 %	1.8 %	78,833	154
Non-Supervisor	33.2 %	53.0 %	8.5 %	3.2 %	2.1 %	348,855	1,033
Sex							
Male	36.4 %	50.0 %	8.1 %	3.3 %	2.1 %	388,305	781
Female	36.3 %	53.0 %	6.7 %	2.4 %	1.5 %	234,448	460
Hispanic or Latino							
Yes	37.4 %	49.0 %	8.2 %	3.1 %	2.4 %	60,306	151
No	36.2 %	51.5 %	7.5 %	3.0 %	1.8 %	504,186	1,114
Race							
American Indian/ Alaska Native	31.5 %	53.2 %	9.7 %	3.4 %	2.2 %	16,927	37
Asian	39.8 %	51.5 %	5.7 %	1.7 %	1.2 %	52,788	62
Black/African American	38.0 %	51.1 %	6.7 %	2.3 %	1.8 %	80,797	200
Native Hawaiian/ Pacific Islander	36.8 %	50.0 %	8.1 %	2.9 %	2.2 %	3,749	13
White	36.1 %	51.2 %	7.7 %	3.2 %	1.8 %	395,319	812
Two or more races (Not Hispanic/ Latino)	34.6 %	49.9 %	9.3 %	3.5 %	2.8 %	24,297	80
Age Group							
25 and under	35.2 %	54.3 %	6.9 %	2.2 %	1.3 %	6,867	20
26-29 years old	34.9 %	53.7 %	7.1 %	2.7 %	1.6 %	16,411	30
30-39 years old	34.9 %	51.7 %	7.7 %	3.4 %	2.2 %	108,961	218
40-49 years old	35.2 %	51.5 %	7.8 %	3.4 %	2.1 %	150,710	335
50-59 years old	37.8 %	50.6 %	7.5 %	2.7 %	1.7 %	191,033	421
60 or older	37.8 %	50.7 %	7.8 %	2.5 %	1.6 %	91,091	238
Level of Education							
Less than High School	29.3 %	48.7 %	13.8 %	4.6 %	3.6 %	353	8
H.S. Diploma/GED or equiv	32.2 %	54.2 %	9.2 %	2.5 %	2.0 %	23,536	75
Trade/Technical Certificate	31.1 %	54.0 %	9.3 %	3.1 %	2.4 %	12,154	51
Some College (no degree)	34.0 %	52.3 %	8.8 %	2.9 %	2.0 %	75,174	201
Associate's Degree	33.5 %	52.5 %	8.8 %	3.1 %	2.0 %	41,887	135
Bachelor's Degree	35.4 %	52.3 %	7.5 %	3.0 %	1.8 %	202,464	432
Master's Degree	39.1 %	49.2 %	6.8 %	3.0 %	1.8 %	156,985	280
Doctoral/Professional Degree	41.5 %	47.3 %	6.4 %	2.9 %	1.8 %	56,892	105
Pay Category							
Federal Wage System	29.5 %	53.0 %	10.9 %	3.8 %	2.8 %	15,461	89
GS 1-6	31.7 %	53.8 %	9.6 %	2.8 %	2.2 %	20,506	83
GS 7-12	33.2 %	53.5 %	8.2 %	3.1 %	2.0 %	238,984	619
GS 13-15	40.6 %	48.3 %	6.5 %	2.9 %	1.7 %	248,923	410
SES	72.6 %	23.2 %	2.2 %	1.3 %	0.7 %	5,611	2
SL/ST	53.5 %	39.4 %	4.8 %	2.5 %	1.8 %	2,056	2
Other	33.1 %	53.1 %	8.9 %	2.9 %	2.0 %	46,020	140
Time in Federal Government							
<1 year	41.7 %	48.9 %	6.4 %	1.4 %	1.5 %	1,748	3
1-3 years	38.4 %	51.3 %	6.6 %	2.4 %	1.2 %	61,119	128
4-5 years	36.2 %	51.4 %	7.4 %	3.0 %	2.0 %	40,399	93
6-10 years	35.3 %	51.7 %	7.7 %	3.2 %	2.1 %	100,680	217
11-14 years	34.9 %	51.6 %	8.2 %	3.3 %	2.0 %	109,708	259
15-20 years	34.4 %	51.7 %	8.3 %	3.3 %	2.3 %	105,010	280
>20 years	37.6 %	50.3 %	7.6 %	2.8 %	1.7 %	154,548	369
Time with Current Agency							
<1 year	39.6 %	48.6 %	7.5 %	2.6 %	1.6 %	7,128	27
1-3 years	37.8 %	51.0 %	7.0 %	2.7 %	1.5 %	94,410	191
4-5 years	35.9 %	51.1 %	7.7 %	3.1 %	2.1 %	65,291	148
6-10 years	35.2 %	51.5 %	8.0 %	3.3 %	2.1 %	106,503	238
11-14 years	34.4 %	52.0 %	8.2 %	3.4 %	2.1 %	103,061	246
15-20 years	34.5 %	51.9 %	8.3 %	3.2 %	2.1 %	92,499	250
>20 years	38.3 %	50.3 %	7.3 %	2.6 %	1.6 %	112,193	240

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.7 %	51.4 %	7.9 %	3.1 %	5.9 %	618,591	1,479
Leaving Before Covid							
No	40.0 %	50.6 %	6.2 %	2.1 %	1.1 %	434,439	672
Yes, to retire	32.8 %	52.9 %	9.1 %	3.3 %	2.0 %	35,317	96
Yes, to other job in Govt	25.1 %	53.3 %	11.7 %	5.7 %	4.2 %	84,512	342
Yes, to other job outside Govt	23.3 %	51.4 %	12.8 %	6.9 %	5.6 %	13,891	84
Yes, other	21.4 %	51.6 %	14.9 %	6.4 %	5.8 %	15,358	120
Leaving Today							
No	41.5 %	50.4 %	5.7 %	1.7 %	0.7 %	390,123	538
Yes, to retire	31.4 %	53.3 %	9.5 %	3.7 %	2.2 %	39,817	109
Yes, to other job in Govt	24.7 %	53.6 %	11.7 %	5.8 %	4.2 %	90,474	350
Yes, to other job outside Govt	21.6 %	50.6 %	13.4 %	7.8 %	6.6 %	18,897	126
Yes, other	21.3 %	52.0 %	14.5 %	6.6 %	5.6 %	22,606	149
Retire Before Covid							
Less than 1 year	35.8 %	50.0 %	8.4 %	3.2 %	2.5 %	14,499	40
1 year	34.3 %	52.2 %	8.6 %	2.9 %	2.0 %	16,401	42
2 years	35.2 %	51.9 %	8.4 %	2.8 %	1.7 %	32,263	92
3 years	35.3 %	51.6 %	8.7 %	2.8 %	1.7 %	32,065	86
4 years	36.1 %	51.2 %	8.0 %	2.9 %	1.8 %	21,222	50
5 years	36.0 %	51.1 %	7.9 %	3.1 %	1.9 %	41,811	112
More than 5 years	36.4 %	51.2 %	7.5 %	3.0 %	1.9 %	410,735	877
Retire Today							
Less than 1 year	32.1 %	50.4 %	9.9 %	4.2 %	3.4 %	20,127	77
1 year	31.5 %	52.6 %	9.6 %	3.8 %	2.4 %	19,246	60
2 years	34.7 %	51.8 %	8.8 %	3.8 %	1.8 %	32,037	74
3 years	36.3 %	51.1 %	8.2 %	2.7 %	1.7 %	29,806	82
4 years	36.9 %	50.8 %	7.8 %	2.9 %	1.6 %	19,999	37
5 years	36.5 %	50.9 %	7.8 %	3.0 %	1.8 %	39,597	95
More than 5 years	36.6 %	51.2 %	7.4 %	3.0 %	1.8 %	400,655	839
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	35.4 %	52.4 %	7.6 %	2.9 %	1.7 %	408,044	862
Currently in Guard/Reserves	36.6 %	49.8 %	8.0 %	3.1 %	2.4 %	10,076	34
Retired	41.4 %	47.9 %	6.7 %	2.5 %	1.5 %	76,924	151
Separated/Discharged	34.1 %	50.1 %	9.2 %	3.9 %	2.7 %	85,598	290
Military Spouse							
Spouse of current active duty service mem	36.7 %	50.3 %	7.7 %	2.9 %	2.5 %	6,059	15
Spouse of separated or retired service member	37.2 %	50.2 %	7.6 %	2.8 %	2.1 %	11,176	24
with a disability rating of 100% (severely) or service member knew while on	38.0 %	47.0 %	8.4 %	3.3 %	3.4 %	301	5
None of the categories listed	36.1 %	51.3 %	7.7 %	3.0 %	1.9 %	563,881	1,301
Non-Competitive Hiring Authority							
Yes	37.9 %	48.3 %	7.5 %	3.0 %	2.9 %	2,059	10
No	37.0 %	50.3 %	7.6 %	2.9 %	2.9 %	15,373	33
Disability							
Yes	36.3 %	48.7 %	8.7 %	3.5 %	2.7 %	85,606	313
No	36.3 %	51.7 %	7.4 %	2.9 %	1.7 %	482,461	956

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.0 %	37.5 %	16.1 %	7.9 %	7.5 %	606,744	18,046
Work Location							
Headquarters	35.0 %	36.3 %	14.9 %	7.1 %	6.7 %	152,779	6,306
Field	29.2 %	37.6 %	16.1 %	8.6 %	8.5 %	281,258	6,892
Full-time telework	32.5 %	39.3 %	16.7 %	6.2 %	5.3 %	100,857	3,565
Supervisory Status							
Senior Leader	59.3 %	25.6 %	6.9 %	4.2 %	4.0 %	10,740	66
Manager	45.7 %	33.5 %	9.7 %	6.1 %	5.4 %	61,264	399
Supervisor	34.9 %	37.8 %	13.7 %	7.2 %	6.5 %	80,858	1,546
Team Leader	31.5 %	37.7 %	15.3 %	8.4 %	7.2 %	77,079	2,207
Non-Supervisor	28.7 %	38.2 %	17.2 %	8.0 %	7.9 %	358,860	12,714
Sex							
Male	34.6 %	37.3 %	14.3 %	6.8 %	6.9 %	302,389	7,984
Female	27.7 %	38.2 %	17.6 %	8.8 %	7.7 %	246,093	7,968
Hispanic or Latino							
Yes	31.2 %	35.7 %	16.4 %	7.8 %	8.9 %	59,390	1,350
No	31.9 %	37.9 %	15.6 %	7.6 %	7.0 %	492,722	14,732
Race							
American Indian/ Alaska Native	23.5 %	35.2 %	18.6 %	10.2 %	12.4 %	16,823	197
Asian	30.0 %	42.6 %	16.8 %	5.4 %	5.1 %	51,829	1,136
Black/African American	27.3 %	36.7 %	15.4 %	8.0 %	8.5 %	79,195	2,402
Native Hawaiian/ Pacific Islander	29.4 %	36.8 %	18.9 %	7.0 %	7.9 %	3,723	66
White	33.8 %	37.9 %	14.3 %	7.4 %	6.6 %	386,687	10,920
Two or more races (Not Hispanic/ Latino)	28.4 %	33.8 %	17.2 %	9.6 %	11.0 %	23,726	740
Age Group							
25 and under	33.7 %	41.5 %	15.4 %	5.3 %	4.2 %	6,683	212
26-29 years old	33.2 %	40.2 %	14.3 %	6.6 %	5.6 %	15,989	474
30-39 years old	32.5 %	37.8 %	14.6 %	7.7 %	7.4 %	106,673	3,340
40-49 years old	30.9 %	37.4 %	15.3 %	8.2 %	8.2 %	147,264	4,241
50-59 years old	32.1 %	37.0 %	16.1 %	7.6 %	7.2 %	187,252	5,181
60 or older	31.6 %	38.3 %	17.2 %	7.0 %	5.9 %	85,517	2,302
Level of Education							
Less than High School	25.9 %	30.4 %	26.3 %	9.2 %	8.1 %	347	19
H.S. Diploma/GED or equiv	26.3 %	40.1 %	18.6 %	7.4 %	7.6 %	23,288	465
Trade/Technical Certificate	23.9 %	38.5 %	19.2 %	9.3 %	9.2 %	12,017	256
Some College (no degree)	28.7 %	36.9 %	17.6 %	8.2 %	8.5 %	74,265	1,510
Associate's Degree	28.4 %	37.5 %	17.2 %	8.5 %	8.4 %	43,385	882
Bachelor's Degree	31.9 %	38.9 %	15.4 %	7.3 %	6.6 %	197,961	5,713
Master's Degree	35.1 %	36.6 %	14.1 %	7.4 %	6.9 %	152,931	4,914
Doctoral/Professional Degree	34.5 %	35.1 %	14.7 %	8.2 %	7.5 %	54,631	2,536
Pay Category							
Federal Wage System	22.7 %	35.5 %	18.9 %	10.6 %	12.2 %	19,310	346
GS 1-6	24.4 %	37.7 %	15.4 %	8.7 %	9.8 %	20,213	536
GS 7-12	28.8 %	38.8 %	16.9 %	7.9 %	7.6 %	234,147	6,667
GS 13-15	36.7 %	36.8 %	13.7 %	6.8 %	6.1 %	242,083	8,016
SES	64.0 %	19.1 %	7.1 %	5.4 %	4.9 %	5,591	40
SL/ST	45.6 %	31.1 %	12.0 %	6.4 %	5.2 %	2,019	46
Other	28.3 %	37.1 %	16.9 %	9.2 %	8.5 %	45,184	1,196
Time in Federal Government							
<1 year	40.1 %	40.8 %	12.9 %	3.0 %	3.2 %	1,686	67
1-3 years	36.7 %	39.1 %	14.3 %	5.5 %	4.4 %	59,709	1,721
4-9 years	33.6 %	37.5 %	15.8 %	7.5 %	6.7 %	48,253	1,386
6-10 years	31.9 %	37.6 %	15.2 %	7.8 %	7.4 %	98,266	2,982
11-14 years	31.0 %	37.4 %	15.5 %	8.3 %	7.9 %	107,206	3,218
15-20 years	28.8 %	36.9 %	16.7 %	8.7 %	9.0 %	102,872	2,845
>20 years	30.3 %	37.3 %	16.9 %	8.0 %	7.5 %	151,156	4,606
Time with Current Agency							
<1 year	40.3 %	38.4 %	13.7 %	4.3 %	3.4 %	6,901	274
1-3 years	36.1 %	38.0 %	14.7 %	5.9 %	5.3 %	92,109	2,795
4-5 years	32.3 %	37.3 %	15.2 %	7.7 %	7.5 %	63,826	1,826
6-10 years	31.0 %	37.4 %	15.5 %	8.1 %	7.9 %	104,043	3,116
11-14 years	30.0 %	37.4 %	16.0 %	8.5 %	8.1 %	100,742	3,024
15-20 years	28.2 %	37.1 %	16.9 %	8.9 %	8.9 %	90,708	2,546
>20 years	30.9 %	37.8 %	16.7 %	7.7 %	7.0 %	110,795	3,320

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.0 %	37.5 %	16.1 %	7.9 %	7.5 %	606,744	18,046
Leaving Before Covid							
No	25.3 %	39.0 %	14.7 %	6.1 %	4.8 %	414,733	11,912
Yes, to retire	28.2 %	38.8 %	17.4 %	8.5 %	7.1 %	34,710	947
Yes, to other job in Govt	20.4 %	32.8 %	19.0 %	12.7 %	15.1 %	82,516	2,742
Yes, to other job outside Govt	21.9 %	32.1 %	16.7 %	13.3 %	16.0 %	13,534	498
Yes, other	17.1 %	30.1 %	15.7 %	13.4 %	19.8 %	14,974	593
Leaving Today							
No	36.9 %	39.5 %	14.3 %	5.5 %	3.8 %	381,052	10,977
Yes, to retire	27.2 %	38.3 %	17.8 %	8.9 %	7.7 %	39,118	1,082
Yes, to other job in Govt	20.2 %	32.9 %	18.9 %	12.8 %	15.1 %	88,426	2,896
Yes, to other job outside Govt	19.3 %	30.7 %	16.9 %	14.5 %	18.7 %	18,439	672
Yes, other	16.8 %	30.3 %	15.8 %	13.8 %	19.3 %	22,007	876
Retire Before Covid							
Less than 1 year	31.4 %	37.1 %	16.2 %	7.7 %	7.6 %	14,251	397
1 year	29.9 %	38.8 %	16.3 %	8.1 %	6.9 %	16,128	426
2 years	30.0 %	38.3 %	16.8 %	7.8 %	7.1 %	31,726	861
3 years	29.8 %	37.5 %	17.3 %	8.0 %	7.3 %	31,518	859
4 years	30.5 %	37.2 %	16.8 %	8.1 %	7.5 %	20,859	547
5 years	30.3 %	36.8 %	16.6 %	8.2 %	8.2 %	41,058	1,093
More than 5 years	32.1 %	37.5 %	15.5 %	7.6 %	7.3 %	480,517	12,374
Retire Today							
Less than 1 year	27.8 %	35.3 %	17.0 %	9.4 %	10.5 %	19,773	560
1 year	28.8 %	37.7 %	17.3 %	9.4 %	8.8 %	18,935	527
2 years	29.9 %	37.6 %	16.7 %	8.3 %	7.5 %	31,509	850
3 years	30.6 %	37.3 %	17.0 %	7.8 %	7.3 %	29,273	822
4 years	31.2 %	37.0 %	16.6 %	8.0 %	7.1 %	19,613	529
5 years	31.0 %	36.9 %	16.5 %	8.0 %	7.6 %	38,866	1,053
More than 5 years	32.4 %	37.7 %	15.3 %	7.5 %	7.0 %	390,643	12,083
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	29.6 %	38.4 %	16.7 %	8.1 %	7.3 %	396,930	13,584
Currently in Guard/Reserves	37.4 %	36.5 %	12.1 %	6.4 %	7.7 %	9,998	133
Retired	39.7 %	36.2 %	12.8 %	5.9 %	5.4 %	76,331	1,133
Separated/Discharged	31.2 %	35.6 %	15.5 %	8.3 %	9.4 %	84,377	1,978
Military Spouse							
Spouse of current active duty service member	33.6 %	35.6 %	14.0 %	8.0 %	8.9 %	5,972	127
Spouse of separated or retired service member	29.4 %	35.6 %	16.5 %	8.6 %	9.9 %	11,050	221
with a disability rating of 100% (severely) or service member never while on	23.6 %	33.5 %	19.7 %	11.4 %	11.8 %	286	13
None of the categories listed	31.6 %	37.6 %	15.8 %	7.7 %	7.3 %	551,073	16,499
Non-Competitive Hiring Authority							
Yes	32.6 %	34.2 %	16.4 %	7.5 %	9.4 %	2,040	42
No	30.6 %	35.7 %	15.5 %	8.6 %	9.6 %	15,175	314
Disability							
Yes	31.0 %	33.1 %	15.8 %	9.0 %	11.1 %	84,388	2,078
No	31.9 %	38.5 %	15.7 %	7.4 %	6.5 %	471,191	14,139

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	40.6 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
Work Location						
Headquarters	45.2 %	41.7 %	7.1 %	4.4 %	1.6 %	189,358
Field	37.3 %	44.0 %	9.3 %	6.2 %	2.3 %	288,493
Full-time telework	44.1 %	42.7 %	7.7 %	4.1 %	1.4 %	104,354
Supervisory Status						
Senior Leader	57.1 %	34.7 %	4.3 %	2.9 %	1.1 %	10,825
Manager	48.6 %	42.4 %	7.8 %	3.7 %	1.3 %	41,793
Supervisor	42.4 %	44.5 %	7.0 %	4.6 %	1.5 %	82,518
Team Leader	40.0 %	44.8 %	8.1 %	5.4 %	1.8 %	79,365
Non-Supervisor	39.8 %	43.4 %	9.0 %	5.6 %	2.2 %	372,086
Sex						
Male	41.7 %	43.7 %	8.0 %	4.8 %	1.8 %	310,744
Female	40.3 %	43.1 %	8.5 %	5.9 %	2.1 %	256,427
Hispanic or Latino						
Yes	37.7 %	42.0 %	10.2 %	6.5 %	2.8 %	60,841
No	41.6 %	43.6 %	7.9 %	5.1 %	1.8 %	508,086
Race						
American Indian/ Alaska Native	30.4 %	43.7 %	13.0 %	9.1 %	3.8 %	11,044
Asian	40.7 %	45.5 %	8.6 %	3.5 %	1.7 %	33,045
Black/African American	41.8 %	43.1 %	8.1 %	4.8 %	2.2 %	81,793
Native Hawaiian/ Pacific Islander	36.0 %	44.8 %	10.0 %	6.4 %	2.8 %	3,807
White	41.9 %	43.4 %	7.8 %	5.2 %	1.7 %	397,960
Two or more races (Not Hispanic/ Latino)	37.4 %	43.2 %	10.1 %	6.5 %	2.9 %	24,496
Age Group						
25 and under	38.9 %	45.8 %	8.1 %	5.2 %	1.9 %	6,910
26-29 years old	37.2 %	45.9 %	8.9 %	5.7 %	2.2 %	16,492
30-39 years old	38.4 %	44.4 %	8.9 %	5.9 %	2.4 %	109,489
40-49 years old	39.5 %	44.1 %	8.4 %	5.9 %	2.1 %	151,645
50-59 years old	42.3 %	42.5 %	7.8 %	4.7 %	1.7 %	192,686
60 or older	44.7 %	42.5 %	7.7 %	4.0 %	1.4 %	92,318
Level of Education						
Less than High School	27.7 %	39.2 %	17.6 %	8.7 %	6.7 %	373
H.S. Diploma/GED or equiv	35.0 %	44.9 %	11.1 %	6.4 %	2.6 %	23,842
Trade/Technical Certificate	33.0 %	44.6 %	12.1 %	7.5 %	2.8 %	12,290
Some College (no degree)	35.8 %	44.0 %	10.1 %	6.6 %	2.4 %	75,597
Associate's Degree	35.6 %	45.1 %	10.1 %	6.8 %	2.5 %	44,357
Bachelor's Degree	41.2 %	44.3 %	7.8 %	4.9 %	1.8 %	203,938
Master's Degree	44.5 %	42.6 %	6.9 %	4.4 %	1.6 %	157,985
Doctoral/Professional Degree	49.0 %	39.6 %	6.1 %	3.8 %	1.5 %	57,179
Pay Category						
Federal Wage System	28.6 %	47.6 %	12.1 %	8.3 %	3.4 %	19,703
GS 1-6	32.0 %	43.5 %	12.5 %	8.5 %	3.5 %	20,817
GS 7-12	37.9 %	44.5 %	9.3 %	6.0 %	2.2 %	241,158
GS 13-15	47.1 %	41.7 %	6.2 %	3.7 %	1.3 %	250,336
SES	66.3 %	28.4 %	2.8 %	1.7 %	0.8 %	5,634
SES*	51.9 %	39.5 %	4.6 %	3.4 %	1.2 %	2,066
Other	37.3 %	45.0 %	9.2 %	5.5 %	2.1 %	46,444
Time in Federal Government						
< 1 year	47.0 %	41.0 %	7.2 %	3.4 %	1.4 %	1,757
1-3 years	41.4 %	43.6 %	8.3 %	5.0 %	1.8 %	61,509
4-9 years	39.5 %	43.9 %	8.7 %	5.7 %	2.3 %	40,713
6-10 years	38.5 %	44.1 %	8.1 %	5.8 %	2.1 %	101,360
11-14 years	39.6 %	44.2 %	8.7 %	5.5 %	2.0 %	110,542
15-20 years	39.6 %	44.1 %	8.5 %	5.7 %	2.1 %	105,943
> 20 years	44.2 %	42.1 %	7.6 %	4.4 %	1.7 %	156,026
Time with Current Agency						
< 1 year	47.6 %	39.0 %	7.2 %	3.9 %	1.4 %	7,188
1-3 years	41.5 %	42.0 %	8.3 %	5.3 %	2.0 %	95,040
4-5 years	39.1 %	44.0 %	8.8 %	5.8 %	2.4 %	65,741
6-10 years	39.4 %	44.2 %	8.6 %	5.7 %	2.1 %	107,272
11-14 years	39.4 %	44.4 %	8.7 %	5.5 %	1.9 %	103,879
15-20 years	39.7 %	44.4 %	8.4 %	5.5 %	1.9 %	93,373
> 20 years	42.2 %	41.0 %	7.3 %	4.0 %	1.5 %	114,207

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
Leaving Before Covid						
No	45.2 %	43.0 %	6.9 %	3.8 %	1.2 %	427,208
Yes, to retire	41.0 %	43.8 %	8.8 %	4.8 %	1.7 %	35,741
Yes, to other job in Govt	27.4 %	45.8 %	12.5 %	10.1 %	4.3 %	85,314
Yes, to other job outside Govt	30.0 %	44.0 %	11.6 %	9.4 %	5.0 %	14,046
Yes, other	24.9 %	43.7 %	14.7 %	10.5 %	6.2 %	15,575
Leaving Today						
No	46.8 %	42.7 %	6.4 %	3.2 %	0.9 %	392,533
Yes, to retire	40.0 %	44.1 %	9.1 %	5.2 %	1.7 %	40,274
Yes, to other job in Govt	26.9 %	46.0 %	12.4 %	10.3 %	4.3 %	91,317
Yes, to other job outside Govt	27.8 %	43.7 %	12.4 %	10.8 %	5.3 %	19,111
Yes, other	25.0 %	44.3 %	14.4 %	10.5 %	5.7 %	22,892
Retire Before Covid						
Less than 1 year	43.8 %	40.9 %	8.4 %	4.8 %	2.1 %	14,679
1 year	42.9 %	43.1 %	7.9 %	4.4 %	1.7 %	16,604
2 years	42.6 %	43.7 %	7.8 %	4.5 %	1.5 %	32,645
3 years	42.7 %	43.1 %	8.0 %	4.6 %	1.6 %	32,435
4 years	42.4 %	42.9 %	8.3 %	4.9 %	1.5 %	21,436
5 years	42.7 %	43.3 %	8.3 %	5.1 %	1.8 %	42,212
More than 5 years	40.5 %	43.7 %	8.3 %	5.4 %	2.0 %	413,304
Retire Today						
Less than 1 year	39.2 %	41.9 %	9.7 %	6.3 %	2.9 %	20,367
1 year	39.8 %	43.9 %	8.9 %	5.4 %	2.0 %	19,485
2 years	42.4 %	43.3 %	8.1 %	4.6 %	1.6 %	32,413
3 years	43.0 %	43.1 %	7.6 %	4.7 %	1.6 %	30,138
4 years	43.2 %	42.8 %	7.9 %	4.8 %	1.4 %	20,187
5 years	42.5 %	43.0 %	8.0 %	4.9 %	1.7 %	39,977
More than 5 years	40.7 %	43.7 %	8.2 %	5.3 %	2.0 %	403,106
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	41.1 %	43.6 %	8.3 %	5.2 %	1.9 %	411,071
Currently in Guard/Reserves	37.6 %	45.2 %	9.4 %	4.9 %	2.9 %	10,141
Retired	44.1 %	42.6 %	7.3 %	4.6 %	1.4 %	77,566
Separated/Discharged	38.3 %	43.7 %	9.2 %	6.3 %	2.5 %	46,452
Military Spouse						
Spouse of current active duty service mem	36.7 %	42.3 %	9.6 %	8.1 %	3.3 %	6,109
Spouse of separated or retired service member	37.7 %	43.2 %	9.4 %	7.0 %	2.8 %	11,298
with a disability rating of 100% immediately or a service member's spouse while on	34.5 %	36.7 %	16.3 %	7.7 %	4.8 %	310
None of the categories listed	41.1 %	43.6 %	8.3 %	5.2 %	1.9 %	568,294
Non-Competitive Hiring Authority						
Yes	35.7 %	43.1 %	9.7 %	8.2 %	3.3 %	2,092
No	37.5 %	42.7 %	9.6 %	7.3 %	3.0 %	15,514
Disability						
Yes	38.7 %	42.0 %	9.7 %	6.7 %	3.0 %	86,568
No	41.5 %	43.8 %	7.9 %	5.0 %	1.8 %	485,980

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418
Work Location							
Headquarters	13.6 %	32.0 %	27.6 %	15.5 %	11.3 %	162,571	26,805
Field	10.8 %	29.2 %	26.1 %	18.2 %	15.7 %	257,450	31,040
Full-time telework	13.7 %	32.1 %	31.0 %	13.6 %	9.6 %	84,649	19,904
Supervisory Status							
Senior Leader	29.5 %	40.9 %	16.4 %	8.6 %	4.5 %	10,423	401
Manager	19.2 %	40.9 %	19.8 %	12.2 %	6.5 %	40,464	1,216
Supervisor	13.9 %	38.9 %	23.2 %	14.9 %	9.1 %	78,422	4,116
Team Leader	9.9 %	28.9 %	26.7 %	19.2 %	15.3 %	72,059	7,288
Non-Supervisor	10.9 %	27.3 %	29.8 %	17.1 %	14.9 %	306,515	65,600
Sex							
Male	12.5 %	31.8 %	27.1 %	15.8 %	12.8 %	275,486	35,287
Female	11.6 %	29.0 %	27.6 %	17.9 %	13.9 %	216,705	39,713
Hispanic or Latino							
Yes	13.4 %	28.2 %	25.8 %	16.6 %	16.0 %	54,193	6,644
No	12.0 %	31.0 %	27.5 %	16.6 %	12.9 %	439,400	68,709
Race							
American Indian/ Alaska Native	9.9 %	26.9 %	27.4 %	18.0 %	17.8 %	16,957	989
Asian	13.6 %	35.6 %	28.5 %	12.3 %	10.0 %	27,896	5,139
Black/African American	14.2 %	31.9 %	29.7 %	13.1 %	11.3 %	69,338	12,443
Native Hawaiian/ Pacific Islander	14.4 %	29.9 %	27.2 %	14.3 %	14.3 %	3,464	340
White	11.7 %	30.5 %	26.6 %	17.7 %	13.5 %	347,413	50,597
Two or more races (Not Hispanic/ Latino)	11.8 %	27.1 %	27.4 %	16.8 %	17.0 %	21,263	3,243
Age Group							
25 and under	11.9 %	31.2 %	25.6 %	17.8 %	13.6 %	5,844	1,066
26-29 years old	11.2 %	29.2 %	24.0 %	18.8 %	16.8 %	14,129	2,368
30-39 years old	11.3 %	27.6 %	24.7 %	19.2 %	17.2 %	94,317	15,199
40-49 years old	11.8 %	29.6 %	26.1 %	17.6 %	14.9 %	132,522	19,107
50-59 years old	12.8 %	32.4 %	28.5 %	15.1 %	11.2 %	188,364	24,579
60 or older	12.7 %	33.9 %	31.5 %	13.5 %	8.4 %	79,438	12,911
Level of Education							
Less than High School	12.8 %	24.9 %	26.8 %	14.8 %	20.7 %	338	34
H.S. Diploma/GED or equiv	11.5 %	28.5 %	27.2 %	16.9 %	15.8 %	21,512	2,330
Trade/Technical Certificate	9.1 %	25.8 %	27.2 %	18.8 %	19.1 %	11,219	1,071
Some College (no degree)	11.9 %	27.9 %	27.7 %	17.1 %	15.7 %	68,064	7,941
Associate's Degree	10.7 %	27.8 %	27.4 %	17.8 %	16.2 %	39,875	4,482
Bachelor's Degree	11.9 %	31.0 %	27.6 %	16.6 %	12.9 %	176,555	27,343
Master's Degree	13.2 %	32.7 %	26.7 %	16.0 %	11.4 %	135,428	22,577
Doctoral/Professional Degree	13.6 %	33.6 %	27.2 %	15.5 %	10.1 %	46,404	10,791
Pay Category							
Federal Wage System	7.5 %	24.1 %	23.8 %	21.0 %	23.6 %	18,889	815
GS 1-6	10.9 %	26.7 %	28.0 %	17.1 %	17.3 %	18,207	2,609
GS 7-12	11.0 %	28.0 %	28.5 %	17.4 %	15.1 %	206,732	34,444
GS 13-15	14.0 %	34.4 %	26.9 %	15.1 %	9.6 %	215,204	35,157
SES	34.4 %	43.4 %	13.8 %	6.1 %	2.5 %	5,455	173
SL/ST	17.1 %	30.5 %	26.8 %	11.7 %	7.9 %	5,861	264
Other	10.4 %	30.6 %	26.7 %	17.9 %	14.4 %	41,453	4,975
Time in Federal Government							
< 1 year	17.8 %	33.9 %	28.7 %	11.9 %	7.7 %	1,311	447
1-3 years	12.8 %	29.9 %	27.7 %	16.8 %	12.9 %	51,008	10,502
4-9 years	11.5 %	28.9 %	26.4 %	17.8 %	15.6 %	42,445	7,044
6-10 years	11.5 %	29.1 %	26.5 %	17.7 %	15.2 %	87,735	13,640
11-14 years	11.4 %	29.5 %	26.7 %	17.7 %	14.6 %	96,629	13,923
15-20 years	11.7 %	30.4 %	27.0 %	17.1 %	13.9 %	93,770	12,166
> 20 years	13.1 %	33.5 %	29.0 %	14.2 %	10.1 %	135,272	20,746
Time with Current Agency							
< 1 year	16.9 %	33.6 %	33.1 %	10.1 %	7.3 %	5,242	1,946
1-3 years	13.2 %	29.6 %	28.0 %	16.3 %	13.0 %	78,937	16,117
4-6 years	11.5 %	28.7 %	26.5 %	17.7 %	15.6 %	56,773	8,968
6-10 years	11.3 %	29.2 %	26.5 %	17.9 %	15.1 %	93,608	13,670
11-14 years	11.3 %	29.6 %	26.8 %	17.7 %	14.6 %	91,398	12,506
15-20 years	11.6 %	31.0 %	26.9 %	17.1 %	13.4 %	83,165	10,197
> 20 years	12.1 %	34.5 %	28.9 %	14.0 %	9.6 %	95,137	15,050

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418
Leaving Before Covid							
No	13.9 %	33.2 %	27.6 %	15.2 %	10.1 %	367,344	58,953
Yes, to retire	10.8 %	31.9 %	30.0 %	16.0 %	11.3 %	31,434	4,297
Yes, to other job in Govt	6.9 %	21.7 %	26.1 %	21.5 %	23.8 %	75,595	9,740
Yes, to other job outside Govt	7.1 %	23.0 %	23.2 %	21.6 %	25.1 %	12,440	1,603
Yes, other	6.1 %	20.4 %	27.4 %	20.5 %	25.5 %	13,625	1,960
Leaving Today							
No	14.4 %	34.2 %	27.8 %	14.7 %	8.9 %	335,592	56,936
Yes, to retire	10.3 %	31.3 %	30.3 %	16.5 %	11.6 %	35,473	4,787
Yes, to other job in Govt	6.9 %	21.4 %	25.5 %	21.9 %	24.2 %	81,426	9,919
Yes, to other job outside Govt	6.7 %	22.0 %	21.9 %	22.2 %	27.2 %	17,073	2,044
Yes, other	6.1 %	21.5 %	26.7 %	20.9 %	24.9 %	20,112	2,781
Retire Before Covid							
Less than 1 year	12.8 %	32.6 %	28.4 %	15.0 %	11.2 %	12,848	1,830
1 year	11.5 %	33.0 %	30.6 %	14.6 %	10.3 %	14,500	2,087
2 years	11.9 %	33.1 %	29.8 %	15.3 %	9.8 %	28,573	4,085
3 years	11.8 %	32.8 %	30.3 %	14.5 %	10.6 %	28,426	4,007
4 years	11.7 %	32.2 %	30.1 %	15.8 %	11.0 %	18,867	2,573
5 years	11.9 %	32.3 %	28.8 %	15.4 %	11.7 %	37,094	5,209
More than 5 years	12.2 %	29.8 %	26.5 %	17.2 %	14.3 %	356,190	57,122
Retire Today							
Less than 1 year	11.3 %	29.7 %	28.7 %	16.4 %	13.9 %	17,918	2,436
1 year	10.3 %	31.4 %	29.9 %	16.3 %	12.1 %	17,157	2,333
2 years	11.6 %	33.7 %	30.8 %	15.3 %	10.4 %	28,421	4,064
3 years	11.8 %	33.3 %	29.6 %	14.8 %	10.5 %	26,359	3,784
4 years	12.1 %	32.5 %	29.6 %	15.1 %	10.7 %	17,685	2,505
5 years	12.1 %	32.5 %	28.8 %	15.3 %	11.3 %	35,015	4,963
More than 5 years	12.2 %	29.9 %	26.5 %	17.2 %	14.2 %	346,878	56,234
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	11.7 %	30.8 %	27.4 %	16.8 %	13.2 %	351,345	59,742
Currently in Guard/Reserves	12.3 %	30.4 %	24.4 %	18.0 %	14.9 %	9,214	923
Retired	14.1 %	33.1 %	27.9 %	14.8 %	10.1 %	69,802	7,782
Separated/Discharged	11.6 %	27.6 %	27.0 %	17.3 %	16.6 %	76,630	9,810
Military Spouse							
Spouse of current active duty service member	12.1 %	24.1 %	24.4 %	19.7 %	19.8 %	5,324	786
Spouse of separated or retired service member	12.1 %	27.3 %	26.7 %	17.6 %	16.2 %	9,989	1,307
with a disability rating of 100% (severely) or service member never while on	13.5 %	24.6 %	29.8 %	17.1 %	15.0 %	271	39
None of the categories listed	12.1 %	30.7 %	27.4 %	16.6 %	13.2 %	492,053	76,263
Non-Competitive Hiring Authority							
Yes	14.0 %	24.7 %	26.2 %	17.6 %	17.4 %	1,840	250
No	11.9 %	26.3 %	25.8 %	18.5 %	17.5 %	13,648	1,866
Disability							
Yes	12.9 %	27.7 %	27.4 %	16.2 %	15.7 %	75,746	10,851
No	12.0 %	31.2 %	27.3 %	16.7 %	12.8 %	420,921	65,038

(11) In my work unit poor performers usually:

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	2.0 %	8.3 %	48.3 %	18.6 %	479,951	143,690
Work Location							
Headquarters	24.0 %	2.3 %	10.8 %	44.6 %	18.3 %	147,267	42,129
Field	18.1 %	1.8 %	8.3 %	53.8 %	18.0 %	232,193	56,300
Full-time telework	25.3 %	2.1 %	9.8 %	40.8 %	21.9 %	70,706	33,879
Supervisory Status							
Senior Leader	15.3 %	2.4 %	18.3 %	32.5 %	31.5 %	9,800	1,025
Manager	14.1 %	2.3 %	11.5 %	40.6 %	27.5 %	38,309	3,388
Supervisor	17.4 %	2.3 %	10.8 %	45.1 %	24.3 %	72,551	9,888
Team Leader	16.6 %	2.1 %	10.2 %	54.1 %	16.9 %	66,915	12,447
Non-Supervisor	24.1 %	1.8 %	7.6 %	50.1 %	16.2 %	245,107	107,009
Sex							
Male	21.1 %	1.9 %	9.8 %	48.1 %	19.2 %	248,368	62,442
Female	21.0 %	2.2 %	8.5 %	50.1 %	18.2 %	190,820	65,396
Hispanic or Latino							
Yes	17.7 %	1.8 %	7.8 %	52.9 %	19.9 %	46,860	13,980
No	21.5 %	2.0 %	9.5 %	48.3 %	18.6 %	393,512	114,634
Race							
American Indian/ Alaska Native	16.8 %	2.0 %	8.8 %	54.6 %	18.6 %	8,590	2,454
Asian	22.5 %	2.3 %	8.5 %	42.3 %	24.4 %	23,357	9,703
Black/African American	25.1 %	1.9 %	8.9 %	40.2 %	23.9 %	57,477	24,315
Native Hawaiian/ Pacific Islander	18.2 %	2.3 %	9.1 %	46.6 %	23.8 %	2,975	893
White	20.5 %	2.0 %	9.5 %	50.5 %	17.5 %	317,286	80,753
Two or more races (Not Hispanic/ Latino)	19.1 %	2.3 %	9.3 %	52.0 %	17.3 %	18,782	5,723
Age Group							
25 and under	20.6 %	2.2 %	7.1 %	49.4 %	20.7 %	4,978	1,931
26-29 years old	18.6 %	2.2 %	7.5 %	53.2 %	18.5 %	12,533	3,964
30-39 years old	17.4 %	2.2 %	8.2 %	55.9 %	16.3 %	84,707	24,845
40-49 years old	18.8 %	2.0 %	9.2 %	52.4 %	17.6 %	118,510	33,170
50-59 years old	22.8 %	1.9 %	9.9 %	45.3 %	20.0 %	140,795	42,829
60 or older	27.3 %	1.9 %	10.6 %	38.5 %	21.8 %	70,685	21,644
Level of Education							
Less than High School	19.0 %	2.0 %	8.1 %	46.6 %	24.2 %	278	92
H.S. Diploma/GED or equiv	19.1 %	1.3 %	6.1 %	51.9 %	21.7 %	18,017	5,821
Trade/Technical Certificate	16.9 %	1.2 %	7.2 %	57.1 %	17.6 %	9,657	2,638
Some College (No degree)	19.2 %	1.4 %	7.3 %	51.5 %	19.4 %	58,823	17,162
Associate's Degree	18.6 %	1.4 %	7.7 %	53.0 %	18.4 %	34,664	9,714
Bachelor's Degree	21.5 %	2.0 %	9.3 %	48.6 %	18.7 %	157,441	46,469
Master's Degree	22.0 %	2.4 %	11.3 %	46.2 %	18.1 %	123,890	34,132
Doctoral/Professional Degree	24.6 %	3.1 %	10.4 %	42.9 %	19.0 %	42,854	14,354
Pay Category							
Federal Wage System	11.2 %	1.2 %	7.5 %	63.5 %	16.5 %	17,165	2,540
GS 1-6	18.6 %	2.1 %	6.8 %	52.7 %	19.8 %	14,521	6,291
GS 7-12	21.6 %	1.8 %	7.6 %	51.2 %	17.7 %	178,825	62,371
GS 13-15	22.8 %	2.3 %	11.6 %	43.9 %	19.4 %	198,022	52,344
SES	15.0 %	3.3 %	22.2 %	25.6 %	33.9 %	5,239	370
SL/ST	20.5 %	2.5 %	10.7 %	38.2 %	21.8 %	1,740	315
Other	17.0 %	1.9 %	8.2 %	53.2 %	19.8 %	37,115	9,316
Time in Federal Government							
< 1 year	33.1 %	1.9 %	4.9 %	38.3 %	21.8 %	984	774
1-3 years	22.0 %	1.9 %	8.1 %	49.1 %	19.0 %	42,912	18,009
4-9 years	19.9 %	2.2 %	8.4 %	52.4 %	17.1 %	37,594	12,138
10-14 years	19.4 %	2.3 %	9.0 %	52.0 %	17.3 %	78,353	23,029
15-19 years	19.2 %	1.9 %	9.3 %	52.2 %	17.4 %	86,744	23,812
20-24 years	19.7 %	2.0 %	9.5 %	50.1 %	18.7 %	84,830	21,107
> 25 years	24.5 %	1.8 %	10.3 %	42.3 %	21.0 %	121,666	34,338
Time with Current Agency							
< 1 year	31.3 %	2.0 %	9.3 %	37.9 %	19.7 %	3,822	3,364
1-3 years	22.6 %	2.2 %	8.6 %	48.4 %	18.3 %	66,766	28,301
4-9 years	20.1 %	2.4 %	8.9 %	51.7 %	16.9 %	50,483	15,257
10-14 years	19.2 %	2.2 %	9.2 %	51.9 %	17.4 %	84,182	23,120
15-19 years	19.2 %	1.8 %	9.2 %	52.0 %	17.8 %	82,421	21,470
20-24 years	19.7 %	1.8 %	9.4 %	49.7 %	19.4 %	75,548	17,823
> 25 years	24.6 %	1.7 %	10.3 %	41.7 %	21.7 %	85,793	24,388

(11) In my work unit poor performers usually:

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.8 %	2.0 %	9.3 %	49.3 %	18.6 %	479,951	143,699
Leaving Before Covid							
No	23.3 %	1.9 %	9.5 %	44.6 %	20.7 %	335,357	101,960
Yes, to retire	22.2 %	1.7 %	10.7 %	45.5 %	19.9 %	28,460	7,270
Yes, to other job in Govt	14.3 %	2.3 %	8.3 %	63.1 %	12.0 %	68,577	16,765
Yes, to other job outside Govt	13.1 %	2.6 %	9.3 %	63.0 %	11.9 %	11,740	2,317
Yes, other	13.1 %	2.5 %	7.9 %	64.6 %	11.8 %	12,034	3,546
Leaving Today							
No	24.2 %	1.9 %	9.6 %	43.0 %	21.4 %	297,052	95,479
Yes, to retire	21.8 %	1.7 %	10.7 %	46.6 %	19.0 %	32,356	7,904
Yes, to other job in Govt	13.7 %	2.3 %	8.3 %	64.0 %	11.7 %	74,019	17,339
Yes, to other job outside Govt	12.4 %	2.6 %	8.8 %	65.5 %	10.7 %	16,132	2,993
Yes, other	13.5 %	2.5 %	8.0 %	64.2 %	11.9 %	17,857	5,039
Retire Before Covid							
Less than 1 year	23.1 %	1.9 %	10.8 %	43.7 %	20.5 %	11,683	2,999
1 year	24.0 %	1.7 %	11.1 %	42.8 %	20.3 %	13,161	3,492
2 years	24.4 %	1.7 %	10.2 %	42.8 %	20.8 %	25,835	6,810
3 years	24.0 %	1.9 %	10.2 %	43.5 %	20.3 %	25,511	6,922
4 years	23.1 %	1.8 %	9.9 %	45.7 %	19.7 %	16,971	4,569
5 years	22.6 %	1.8 %	10.2 %	45.9 %	19.5 %	19,030	9,184
More than 5 years	20.2 %	2.1 %	8.9 %	50.7 %	18.1 %	316,892	96,471
Retire Today							
Less than 1 year	21.2 %	1.9 %	10.6 %	47.9 %	18.4 %	16,429	3,937
1 year	22.1 %	1.9 %	10.8 %	46.0 %	19.1 %	15,624	3,899
2 years	24.8 %	1.7 %	10.2 %	44.0 %	20.1 %	25,711	6,683
3 years	24.2 %	1.9 %	10.3 %	43.7 %	20.0 %	23,702	6,437
4 years	23.2 %	1.7 %	10.3 %	45.5 %	19.4 %	15,901	4,288
5 years	22.6 %	1.8 %	10.3 %	45.6 %	19.7 %	31,323	8,655
More than 5 years	20.3 %	2.1 %	8.9 %	50.6 %	18.1 %	308,633	94,542
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	21.2 %	2.1 %	9.0 %	48.6 %	19.1 %	313,054	98,028
Currently in Guard/Reserves	17.2 %	2.2 %	9.1 %	52.8 %	18.6 %	8,228	1,911
Retired	23.4 %	1.7 %	10.8 %	45.2 %	18.9 %	62,399	15,196
Separated/Discharged	19.0 %	1.8 %	9.0 %	53.3 %	16.9 %	68,370	18,197
Military Spouse							
Spouse of current active duty service member	15.5 %	2.3 %	7.9 %	59.1 %	15.2 %	4,662	1,454
Spouse of separated or retired service member	18.0 %	2.0 %	9.5 %	52.8 %	17.6 %	8,572	2,723
with a disability rating of 100% (severely) or service member knew while on	15.9 %	1.7 %	11.5 %	48.6 %	20.4 %	248	62
None of the categories listed	21.2 %	2.0 %	9.3 %	48.8 %	18.7 %	439,034	129,313
Non-Competitive Hiring Authority							
Yes	18.5 %	2.9 %	7.0 %	54.1 %	18.1 %	1,500	352
No	16.8 %	2.1 %	9.3 %	55.3 %	16.6 %	11,842	3,075
Disability							
Yes	20.8 %	2.1 %	9.4 %	49.9 %	17.8 %	66,400	19,982
No	21.1 %	2.0 %	9.3 %	48.7 %	19.0 %	376,455	109,555

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	13.5 %	37.4 %	22.0 %	15.5 %	8.6 %	574,692	48,809
Work Location							
Headquarters	15.7 %	39.9 %	23.5 %	13.7 %	7.2 %	174,178	15,140
Field	12.0 %	35.8 %	24.9 %	17.1 %	10.1 %	269,909	18,522
Full-time telework	15.4 %	39.3 %	26.2 %	12.9 %	6.3 %	93,127	11,412
Supervisory Status							
Senior Leader	31.0 %	45.4 %	13.3 %	7.2 %	3.2 %	10,507	309
Manager	19.5 %	47.2 %	18.2 %	10.8 %	4.3 %	60,710	989
Supervisor	14.5 %	44.5 %	21.6 %	13.3 %	6.2 %	79,885	2,619
Team Leader	12.8 %	38.1 %	24.0 %	16.3 %	8.8 %	75,298	4,026
Non-Supervisor	12.7 %	34.9 %	26.5 %	16.3 %	9.6 %	334,349	37,675
Sex							
Male	14.0 %	38.9 %	24.6 %	14.2 %	8.3 %	291,173	19,522
Female	13.6 %	36.3 %	24.6 %	16.8 %	8.7 %	232,631	23,790
Hispanic or Latino							
Yes	14.8 %	34.3 %	24.6 %	15.8 %	10.5 %	56,927	3,901
No	13.7 %	38.3 %	24.6 %	15.2 %	8.2 %	468,309	39,671
Race							
American Indian/ Alaska Native	11.0 %	33.4 %	26.3 %	17.2 %	12.0 %	16,427	612
Asian	17.0 %	41.8 %	23.7 %	11.2 %	6.4 %	30,491	2,553
Black/African American	15.2 %	37.8 %	24.7 %	13.7 %	8.7 %	74,369	7,382
Native Hawaiian/ Pacific Islander	16.2 %	34.0 %	26.3 %	13.6 %	10.0 %	3,619	183
White	13.5 %	38.2 %	24.5 %	15.7 %	8.1 %	368,547	29,356
Two or more races (Not Hispanic/ Latino)	13.1 %	33.1 %	25.1 %	17.2 %	11.6 %	22,580	1,934
Age Group							
25 and under	11.5 %	39.3 %	26.4 %	15.8 %	7.0 %	6,367	536
26-29 years old	12.0 %	36.1 %	25.7 %	16.9 %	9.2 %	15,387	1,108
30-39 years old	12.8 %	35.4 %	24.1 %	17.6 %	10.1 %	101,754	7,734
40-49 years old	13.2 %	36.8 %	24.2 %	16.3 %	9.5 %	140,262	11,359
50-59 years old	14.4 %	36.3 %	24.6 %	13.9 %	7.5 %	177,488	15,091
60 or older	15.3 %	40.8 %	25.6 %	12.5 %	5.9 %	84,678	7,821
Level of Education							
Less than High School	14.2 %	33.5 %	25.7 %	12.2 %	14.4 %	338	34
H.S. Diploma/GED or equiv	13.3 %	35.6 %	26.9 %	15.0 %	9.2 %	22,219	1,609
Trade/Technical Certificate	11.1 %	32.9 %	27.7 %	16.8 %	11.6 %	11,588	706
Some College (no degree)	11.1 %	34.2 %	26.3 %	16.2 %	10.2 %	70,961	5,020
Associate's Degree	12.7 %	34.2 %	26.1 %	16.9 %	10.2 %	41,621	2,728
Bachelor's Degree	13.4 %	38.4 %	24.7 %	15.3 %	8.2 %	187,976	15,883
Master's Degree	15.1 %	40.2 %	23.0 %	14.3 %	7.3 %	145,536	12,427
Doctoral/Professional Degree	14.3 %	41.0 %	22.7 %	14.9 %	7.2 %	51,364	5,827
Pay Category							
Federal Wage System	8.5 %	30.9 %	26.4 %	19.4 %	14.9 %	15,143	556
GS 1-6	11.9 %	32.8 %	26.7 %	16.8 %	11.8 %	19,123	1,689
GS 7-12	12.6 %	35.2 %	26.2 %	16.5 %	9.5 %	221,145	19,976
GS 13-15	16.0 %	42.3 %	22.4 %	13.1 %	6.1 %	230,432	19,881
SES	35.2 %	46.8 %	10.8 %	5.2 %	2.0 %	5,469	155
SL/ST	20.7 %	45.9 %	18.5 %	11.0 %	4.0 %	5,954	129
Other	10.7 %	34.8 %	26.9 %	17.6 %	10.0 %	43,363	3,049
Time in Federal Government							
< 1 year	19.6 %	41.8 %	25.4 %	9.9 %	3.3 %	1,459	299
1-3 years	14.8 %	38.1 %	26.2 %	14.2 %	6.8 %	55,937	5,559
4-9 years	13.4 %	36.3 %	25.0 %	16.2 %	9.1 %	46,920	3,780
10-14 years	13.3 %	36.4 %	24.6 %	16.3 %	9.5 %	93,858	7,485
15-19 years	12.9 %	36.6 %	24.5 %	16.7 %	9.4 %	102,371	8,149
20-24 years	12.8 %	36.9 %	24.6 %	16.2 %	9.4 %	98,574	7,357
> 25 years	14.8 %	40.3 %	24.3 %	13.4 %	7.3 %	143,049	12,915
Time with Current Agency							
< 1 year	18.6 %	41.9 %	25.8 %	9.4 %	4.1 %	5,761	1,420
1-3 years	15.2 %	37.6 %	25.6 %	14.2 %	7.4 %	86,281	8,756
4-9 years	13.3 %	36.4 %	24.4 %	16.5 %	9.3 %	60,871	4,858
10-14 years	13.1 %	36.3 %	24.6 %	16.4 %	9.7 %	99,611	7,653
15-19 years	12.5 %	36.6 %	24.6 %	16.7 %	9.6 %	96,467	7,399
20-24 years	12.7 %	37.3 %	24.7 %	16.2 %	9.1 %	87,175	6,184
> 25 years	14.8 %	41.1 %	24.3 %	13.0 %	6.8 %	104,907	9,251

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	13.5 %	37.4 %	23.0 %	15.5 %	8.6 %	574,692	48,809
Leaving Before Covid							
No	15.9 %	41.2 %	24.3 %	12.9 %	5.7 %	292,668	24,471
Yes, to retire	12.6 %	39.0 %	26.2 %	14.8 %	7.4 %	33,178	2,543
Yes, to other job in Govt	7.2 %	26.2 %	25.9 %	23.4 %	17.4 %	79,514	5,780
Yes, to other job outside Govt	6.7 %	26.4 %	23.6 %	24.2 %	18.2 %	13,125	923
Yes, other	6.1 %	24.2 %	26.4 %	23.2 %	20.1 %	14,354	1,213
Leaving Today							
No	16.7 %	42.5 %	24.2 %	12.0 %	4.7 %	359,790	32,630
Yes, to retire	11.7 %	38.2 %	26.6 %	15.6 %	7.8 %	37,400	2,851
Yes, to other job in Govt	7.0 %	25.8 %	25.8 %	23.8 %	17.6 %	85,486	5,881
Yes, to other job outside Govt	6.2 %	24.5 %	22.9 %	25.7 %	20.8 %	17,987	1,135
Yes, other	6.0 %	24.5 %	26.3 %	23.4 %	19.9 %	21,172	1,718
Retire Before Covid							
Less than 1 year	14.3 %	39.2 %	24.8 %	14.1 %	7.6 %	13,619	1,046
1 year	13.6 %	40.2 %	25.1 %	14.0 %	7.1 %	15,299	1,297
2 years	13.8 %	40.0 %	25.8 %	13.6 %	6.7 %	30,157	2,507
3 years	13.6 %	39.5 %	25.6 %	14.2 %	7.1 %	29,878	2,539
4 years	13.6 %	39.6 %	25.1 %	14.1 %	7.5 %	19,815	1,606
5 years	13.5 %	39.1 %	24.6 %	14.7 %	8.2 %	38,931	3,265
More than 5 years	13.7 %	37.0 %	24.5 %	15.8 %	8.9 %	380,907	32,327
Retire Today							
Less than 1 year	12.1 %	35.9 %	25.3 %	16.5 %	10.2 %	18,925	1,434
1 year	12.2 %	37.6 %	25.8 %	15.9 %	8.5 %	18,021	1,457
2 years	13.5 %	39.3 %	26.2 %	14.1 %	7.9 %	36,005	2,423
3 years	13.7 %	40.0 %	24.9 %	14.1 %	7.3 %	27,705	2,417
4 years	14.0 %	39.7 %	24.7 %	14.3 %	7.3 %	18,626	1,549
5 years	13.5 %	39.8 %	24.5 %	14.5 %	7.8 %	36,874	3,073
More than 5 years	13.8 %	37.2 %	24.5 %	15.7 %	8.8 %	371,297	31,745
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	13.1 %	37.8 %	24.8 %	15.8 %	8.5 %	376,478	34,516
Currently in Guard/Reserves	14.5 %	37.8 %	23.9 %	15.2 %	8.7 %	9,648	495
Retired	16.7 %	40.8 %	24.1 %	12.4 %	6.0 %	73,052	4,516
Separated/Discharged	13.2 %	34.5 %	25.2 %	16.3 %	10.8 %	80,540	5,874
Military Spouse							
Spouse of current active duty service member	13.9 %	33.8 %	23.5 %	18.1 %	10.7 %	5,684	427
Spouse of separated or retired service member	15.1 %	33.6 %	24.0 %	16.6 %	10.7 %	10,475	821
with a disability rating of 100% (severely) or service member served while on	16.5 %	29.1 %	26.4 %	14.9 %	13.1 %	293	17
None of the categories listed	13.7 %	37.8 %	24.8 %	15.3 %	8.5 %	523,984	44,194
Non-Competitive Hiring Authority							
Yes	16.4 %	33.9 %	24.4 %	18.0 %	9.4 %	3,926	165
No	14.4 %	33.8 %	23.8 %	17.0 %	11.0 %	14,423	1,091
Disability							
Yes	14.8 %	33.8 %	24.3 %	15.8 %	11.3 %	80,329	6,244
No	13.6 %	38.6 %	24.7 %	15.2 %	7.9 %	448,230	37,617

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.1 %	51.8 %	10.5 %	5.4 %	2.2 %	618,137	5,585
Work Location							
Headquarters	34.1 %	50.0 %	9.0 %	4.9 %	2.0 %	158,031	1,380
Field	27.9 %	52.7 %	11.2 %	5.7 %	2.5 %	286,380	2,119
Full-time telework	32.1 %	51.6 %	9.8 %	4.7 %	1.8 %	103,164	1,414
Supervisory Status							
Senior Leader	48.8 %	41.7 %	5.3 %	3.0 %	1.2 %	10,792	32
Manager	35.9 %	51.1 %	7.8 %	4.4 %	1.5 %	61,623	83
Supervisor	30.6 %	53.5 %	9.0 %	4.9 %	1.9 %	82,255	268
Team Leader	28.9 %	52.3 %	10.2 %	6.3 %	2.2 %	78,996	375
Non-Supervisor	29.9 %	51.5 %	11.0 %	5.2 %	2.4 %	367,931	4,220
Sex							
Male	31.4 %	51.6 %	9.8 %	5.0 %	2.2 %	388,753	2,031
Female	29.7 %	51.9 %	10.6 %	5.6 %	2.2 %	233,905	2,561
Hispanic or Latino							
Yes	29.3 %	49.8 %	12.1 %	5.7 %	3.1 %	60,319	533
No	30.9 %	52.0 %	9.9 %	5.2 %	2.1 %	564,025	4,120
Race							
American Indian/ Alaska Native	22.8 %	50.9 %	15.8 %	7.0 %	3.5 %	16,939	102
Asian	30.6 %	52.6 %	10.5 %	4.3 %	2.1 %	52,773	285
Black/African American	31.5 %	51.1 %	10.3 %	4.7 %	2.4 %	80,923	859
Native Hawaiian/ Pacific Islander	26.7 %	49.5 %	14.3 %	5.9 %	3.6 %	3,770	35
White	31.2 %	52.0 %	9.6 %	5.2 %	2.0 %	395,168	2,865
Two or more races (Not Hispanic/ Latino)	28.5 %	49.4 %	12.3 %	6.4 %	3.3 %	24,247	260
Age Group							
25 and under	31.8 %	53.8 %	9.7 %	3.5 %	1.2 %	6,858	50
26-29 years old	30.2 %	53.0 %	10.0 %	5.0 %	1.8 %	16,376	120
30-39 years old	29.4 %	51.8 %	10.5 %	5.7 %	2.6 %	108,684	851
40-49 years old	29.6 %	51.9 %	10.4 %	5.6 %	2.4 %	150,495	1,177
50-59 years old	31.5 %	51.6 %	9.8 %	5.0 %	2.0 %	151,116	1,583
60 or older	32.8 %	51.1 %	10.0 %	4.4 %	1.7 %	91,428	870
Level of Education							
Less than High School	21.1 %	46.5 %	23.5 %	3.0 %	5.9 %	359	14
H.S. Diploma/GED or equiv	25.9 %	52.9 %	13.8 %	4.9 %	2.6 %	23,612	233
Trade/Technical Certificate	24.9 %	52.3 %	13.9 %	6.5 %	2.5 %	12,171	127
Some College (no degree)	27.5 %	52.1 %	12.1 %	5.3 %	2.5 %	75,200	714
Associate's Degree	27.2 %	52.8 %	12.0 %	5.5 %	2.5 %	43,958	387
Bachelor's Degree	30.0 %	52.8 %	9.9 %	5.3 %	2.0 %	202,243	1,705
Master's Degree	32.7 %	51.1 %	8.8 %	5.3 %	2.1 %	156,857	1,149
Doctoral/Professional Degree	41.0 %	46.3 %	6.8 %	4.2 %	1.7 %	56,821	399
Pay Category							
Federal Wage System	23.0 %	52.1 %	14.7 %	6.4 %	3.7 %	15,574	125
GS 1-6	23.9 %	52.1 %	14.9 %	5.9 %	3.1 %	20,434	375
GS 7-12	28.3 %	52.6 %	11.2 %	5.5 %	2.4 %	238,784	2,417
GS 13-15	34.7 %	50.6 %	8.0 %	4.9 %	1.8 %	248,734	1,664
SES	57.2 %	36.4 %	3.4 %	2.4 %	0.6 %	5,629	4
SL/ST	44.7 %	43.7 %	6.1 %	3.4 %	2.0 %	2,060	7
Other	28.1 %	53.5 %	11.4 %	4.8 %	2.2 %	46,072	355
Time in Federal Government							
<1 year	39.1 %	47.7 %	8.8 %	3.5 %	0.9 %	1,718	40
1-3 years	33.2 %	51.4 %	9.5 %	4.2 %	1.6 %	60,946	575
4-5 years	30.9 %	51.3 %	10.2 %	5.3 %	2.3 %	40,373	351
6-10 years	30.1 %	51.7 %	10.3 %	5.6 %	2.4 %	100,568	791
11-14 years	28.9 %	52.4 %	10.6 %	5.7 %	2.4 %	109,661	898
15-20 years	28.9 %	52.0 %	10.9 %	5.8 %	2.4 %	105,062	893
>20 years	31.7 %	51.3 %	10.0 %	4.9 %	2.1 %	154,615	1,427
Time with Current Agency							
<1 year	37.0 %	48.1 %	9.3 %	4.1 %	1.5 %	6,094	100
1-3 years	32.5 %	50.8 %	9.8 %	4.9 %	2.0 %	94,168	884
4-5 years	30.2 %	51.3 %	10.4 %	5.6 %	2.5 %	65,302	461
6-10 years	29.9 %	51.8 %	10.4 %	5.5 %	2.4 %	106,473	815
11-14 years	28.8 %	52.6 %	10.7 %	5.6 %	2.3 %	103,052	846
15-20 years	29.0 %	52.3 %	10.9 %	5.5 %	2.3 %	92,582	791
>20 years	32.2 %	51.7 %	9.6 %	4.8 %	1.9 %	112,250	975

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.1 %	51.8 %	10.5 %	5.4 %	2.2 %	618,137	5,585
Leaving Before Covid							
No	24.2 %	53.2 %	8.5 %	3.8 %	1.2 %	434,060	3,256
Yes, to retire	28.6 %	52.4 %	11.4 %	5.5 %	2.1 %	35,379	329
Yes, to other job in Govt	19.3 %	50.2 %	15.4 %	9.9 %	5.1 %	84,396	921
Yes, to other job outside Govt	21.4 %	48.3 %	13.9 %	10.6 %	5.8 %	13,918	129
Yes, other	17.9 %	47.5 %	18.2 %	9.8 %	6.7 %	15,327	253
Leaving Today							
No	35.5 %	52.4 %	7.9 %	3.3 %	0.9 %	389,731	2,894
Yes, to retire	27.7 %	52.3 %	11.8 %	6.0 %	2.1 %	39,876	378
Yes, to other job in Govt	19.1 %	50.5 %	15.3 %	10.0 %	5.1 %	90,381	945
Yes, to other job outside Govt	19.4 %	48.1 %	14.5 %	11.5 %	6.4 %	18,913	206
Yes, other	17.6 %	48.7 %	17.4 %	9.9 %	6.3 %	22,532	368
Retire Before Covid							
Less than 1 year	31.4 %	49.9 %	10.8 %	5.3 %	2.6 %	14,522	141
1 year	30.1 %	51.7 %	10.7 %	5.6 %	2.0 %	16,440	159
2 years	30.2 %	52.6 %	10.4 %	4.9 %	1.9 %	32,374	289
3 years	30.0 %	52.3 %	10.7 %	5.1 %	1.9 %	32,176	257
4 years	30.5 %	52.3 %	10.6 %	5.0 %	1.8 %	21,227	191
5 years	30.1 %	52.2 %	10.2 %	5.2 %	2.3 %	41,853	359
More than 5 years	30.7 %	51.6 %	10.1 %	5.3 %	2.2 %	489,970	3,430
Retire Today							
Less than 1 year	28.0 %	49.3 %	12.2 %	7.0 %	3.5 %	20,136	220
1 year	27.8 %	51.9 %	11.5 %	6.4 %	2.5 %	19,279	205
2 years	30.1 %	52.3 %	10.6 %	5.1 %	2.0 %	32,165	261
3 years	30.4 %	52.5 %	10.3 %	5.0 %	1.8 %	29,877	260
4 years	31.2 %	52.1 %	9.8 %	5.1 %	1.8 %	20,033	146
5 years	30.5 %	52.2 %	10.1 %	5.1 %	2.1 %	39,655	319
More than 5 years	31.0 %	51.7 %	10.0 %	5.2 %	2.2 %	399,886	3,330
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Military Service							
No Prior Military Service	30.4 %	52.1 %	10.2 %	5.2 %	2.1 %	407,551	3,599
Currently in Guard/Reserves	29.0 %	51.5 %	11.1 %	5.5 %	2.9 %	10,070	68
Retired	33.4 %	51.2 %	9.1 %	4.5 %	1.8 %	77,102	482
Separated/Discharged	28.9 %	50.7 %	11.3 %	6.1 %	3.0 %	85,670	779
Military Spouse							
Spouse of current active duty service mem	28.3 %	50.3 %	11.5 %	6.6 %	3.3 %	6,057	51
Spouse of separated or retired service member	29.1 %	49.3 %	12.8 %	6.0 %	2.8 %	11,178	112
with a disability rating of 100% (severely) or service member knew while on	24.7 %	45.3 %	18.3 %	6.6 %	5.1 %	305	5
None of the categories listed	30.6 %	51.8 %	10.2 %	5.2 %	2.2 %	563,618	4,774
Non-Competitive Hiring Authority							
Yes	29.3 %	48.4 %	13.8 %	6.1 %	2.3 %	2,067	25
No	28.7 %	49.8 %	12.1 %	6.3 %	3.1 %	15,363	141
Disability							
Yes	30.3 %	48.5 %	11.6 %	6.2 %	3.4 %	85,645	947
No	30.7 %	52.4 %	9.9 %	5.1 %	2.0 %	482,277	3,748

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.0 %	43.3 %	17.0 %	12.0 %	6.7 %	624,057	7,882
Work Location							
Headquarters	24.9 %	45.1 %	14.8 %	9.9 %	5.2 %	186,896	2,078
Field	18.4 %	41.8 %	18.0 %	13.7 %	8.1 %	284,571	3,129
Full-time telework	23.8 %	45.7 %	15.8 %	9.8 %	4.9 %	102,300	1,895
Supervisory Status							
Senior Leader	46.4 %	40.0 %	7.1 %	4.2 %	2.3 %	10,755	36
Manager	30.6 %	48.2 %	10.7 %	7.3 %	3.1 %	61,495	98
Supervisor	22.8 %	48.2 %	14.4 %	9.7 %	4.8 %	81,988	368
Team Leader	20.2 %	44.2 %	16.5 %	12.4 %	6.6 %	78,580	555
Non-Supervisor	19.7 %	42.0 %	18.0 %	12.8 %	7.5 %	344,907	6,155
Sex							
Male	22.0 %	43.9 %	16.5 %	11.1 %	6.5 %	307,002	2,865
Female	21.0 %	43.3 %	16.4 %	12.7 %	6.6 %	251,920	3,871
Hispanic or Latino							
Yes	21.0 %	38.9 %	18.3 %	13.0 %	8.8 %	59,875	768
No	21.6 %	44.2 %	16.3 %	11.6 %	6.3 %	500,739	6,043
Race							
American Indian/ Alaska Native	15.1 %	35.5 %	21.4 %	16.1 %	10.9 %	10,940	143
Asian	24.1 %	45.9 %	16.2 %	8.5 %	5.1 %	32,520	410
Black/African American	22.8 %	43.0 %	16.7 %	10.7 %	6.7 %	79,969	1,447
Native Hawaiian/ Pacific Islander	21.2 %	39.8 %	18.7 %	11.1 %	9.1 %	3,718	40
White	21.6 %	44.2 %	16.1 %	11.9 %	6.2 %	393,073	4,042
Two or more races (Not Hispanic/ Latino)	19.3 %	39.4 %	17.9 %	13.8 %	9.5 %	24,056	379
Age Group							
25 and under	24.0 %	43.7 %	15.3 %	11.2 %	5.7 %	6,838	56
26-29 years old	21.2 %	43.3 %	16.1 %	12.0 %	7.3 %	16,357	123
30-39 years old	20.6 %	42.3 %	16.1 %	13.0 %	8.0 %	108,380	995
40-49 years old	20.6 %	43.0 %	16.4 %	12.7 %	7.2 %	149,777	1,614
50-59 years old	22.3 %	44.4 %	16.5 %	10.8 %	5.8 %	180,441	2,586
60 or older	22.8 %	44.5 %	17.4 %	10.0 %	4.8 %	90,429	1,341
Level of Education							
Less than High School	18.9 %	33.8 %	20.3 %	14.8 %	12.2 %	349	15
U.S. Diploma/GED or equiv	18.3 %	39.9 %	20.2 %	13.3 %	8.3 %	23,365	353
Trade/Technical Certificate	16.0 %	38.3 %	20.5 %	15.4 %	9.8 %	12,057	179
Some College (no degree)	18.8 %	39.5 %	19.3 %	13.9 %	8.6 %	74,701	1,038
Associate's Degree	18.9 %	39.6 %	19.2 %	13.7 %	8.5 %	43,618	590
Bachelor's Degree	21.2 %	44.7 %	16.4 %	11.6 %	6.1 %	200,907	2,485
Master's Degree	24.3 %	46.0 %	14.3 %	10.1 %	5.3 %	156,009	1,669
Doctoral/Professional Degree	24.5 %	45.7 %	13.7 %	10.7 %	5.5 %	56,518	575
Pay Category							
Federal Wage System	13.1 %	35.0 %	21.1 %	18.1 %	12.6 %	19,492	135
GS 1-6	17.2 %	37.1 %	20.0 %	14.9 %	10.7 %	20,314	405
GS 7-12	19.3 %	42.0 %	18.1 %	13.1 %	7.5 %	236,785	3,619
GS 13-15	25.3 %	47.5 %	13.7 %	9.1 %	4.4 %	247,398	2,444
SES	52.3 %	38.4 %	4.9 %	3.0 %	1.4 %	5,618	5
SL/ST	33.5 %	46.8 %	10.4 %	6.1 %	3.3 %	2,005	23
Other	17.0 %	41.3 %	19.3 %	13.9 %	8.5 %	45,803	521
Time in Federal Government							
<1 year	32.7 %	46.1 %	13.1 %	5.4 %	2.8 %	1,693	59
1-3 years	25.3 %	43.5 %	15.7 %	10.3 %	5.2 %	60,581	844
4-5 years	21.8 %	42.5 %	16.3 %	12.3 %	7.3 %	40,141	472
6-10 years	20.5 %	43.2 %	16.3 %	12.6 %	7.3 %	100,094	1,043
11-14 years	19.8 %	42.9 %	17.2 %	12.9 %	7.3 %	109,006	1,239
15-20 years	19.3 %	42.7 %	17.7 %	12.9 %	7.5 %	104,393	1,234
>20 years	22.4 %	45.0 %	16.4 %	10.5 %	5.7 %	133,156	2,311
Time with Current Agency							
<1 year	31.3 %	44.8 %	14.5 %	6.3 %	3.0 %	6,715	446
1-3 years	25.4 %	43.0 %	15.7 %	10.4 %	5.5 %	93,526	1,326
4-5 years	21.0 %	42.6 %	16.6 %	12.3 %	7.4 %	64,961	631
6-10 years	19.9 %	43.0 %	16.5 %	13.0 %	7.5 %	105,987	1,027
11-14 years	19.0 %	43.0 %	17.4 %	13.1 %	7.5 %	102,465	1,142
15-20 years	18.9 %	43.1 %	17.7 %	12.9 %	7.5 %	92,037	1,058
>20 years	22.6 %	45.8 %	16.3 %	10.2 %	5.2 %	112,253	1,553

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.0 %	43.3 %	17.0 %	12.0 %	6.7 %	644,057	7,882
Leaving Before Covid							
No	24.9 %	46.0 %	15.4 %	9.5 %	4.3 %	431,327	5,051
Yes, to retire	19.0 %	44.7 %	18.3 %	11.9 %	6.1 %	35,065	901
Yes, to other job in Govt	10.7 %	35.3 %	20.5 %	19.5 %	14.0 %	83,944	1,179
Yes, to other job outside Govt	10.1 %	35.8 %	18.1 %	20.0 %	15.9 %	13,874	143
Yes, other	9.2 %	31.9 %	21.9 %	19.5 %	17.5 %	15,317	227
Leaving Today							
No	26.2 %	47.0 %	14.8 %	8.4 %	3.3 %	186,963	4,683
Yes, to retire	17.9 %	44.3 %	18.8 %	12.6 %	6.4 %	39,538	549
Yes, to other job in Govt	10.2 %	35.1 %	20.6 %	19.9 %	14.2 %	89,947	1,189
Yes, to other job outside Govt	9.0 %	33.2 %	18.4 %	21.8 %	17.5 %	18,880	183
Yes, other	9.3 %	32.5 %	21.6 %	19.7 %	17.0 %	22,515	329
Retire Before Covid							
Less than 1 year	21.5 %	43.8 %	16.9 %	11.4 %	6.5 %	14,381	222
1 year	20.3 %	45.2 %	17.2 %	11.4 %	5.9 %	16,299	232
2 years	21.4 %	44.7 %	17.7 %	10.8 %	5.3 %	32,038	492
3 years	20.5 %	44.6 %	18.0 %	11.1 %	5.8 %	31,887	416
4 years	21.1 %	44.0 %	17.7 %	11.2 %	6.0 %	21,076	287
5 years	20.8 %	43.7 %	17.2 %	11.7 %	6.6 %	41,484	580
More than 5 years	21.5 %	43.3 %	16.3 %	12.1 %	6.9 %	407,828	4,790
Retire Today							
Less than 1 year	18.2 %	41.0 %	18.3 %	13.3 %	9.1 %	19,951	321
1 year	18.1 %	43.4 %	18.5 %	12.8 %	7.2 %	19,133	282
2 years	20.9 %	44.1 %	17.9 %	11.5 %	5.7 %	36,809	428
3 years	21.2 %	44.7 %	17.2 %	11.2 %	5.7 %	29,601	402
4 years	21.8 %	44.3 %	17.2 %	11.1 %	5.7 %	19,850	262
5 years	21.1 %	44.4 %	17.0 %	11.3 %	6.2 %	39,282	522
More than 5 years	21.7 %	43.4 %	16.2 %	11.9 %	6.7 %	397,740	4,634
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	20.7 %	44.1 %	16.5 %	12.1 %	6.6 %	404,937	5,160
Currently in Guard/Reserves	22.7 %	41.8 %	16.6 %	11.8 %	7.2 %	10,020	93
Retired	25.5 %	44.6 %	15.7 %	9.5 %	4.8 %	76,544	768
Separated/Discharged	19.8 %	46.6 %	17.8 %	13.3 %	8.5 %	85,040	1,133
Military Spouse							
Spouse of current active duty service mem	22.1 %	40.4 %	15.9 %	12.7 %	8.9 %	6,002	94
Spouse of separated or retired service member	21.1 %	39.7 %	17.1 %	13.6 %	8.3 %	11,064	173
with a disability rating of 100% (member) or service member spouse while on	19.3 %	33.7 %	21.8 %	14.2 %	11.0 %	286	9
None of the categories listed	21.3 %	43.6 %	16.6 %	11.8 %	6.6 %	559,932	6,882
Non-Competitive Hiring Authority							
Yes	23.4 %	38.6 %	15.7 %	14.5 %	7.8 %	2,039	36
No	21.3 %	40.0 %	16.9 %	13.1 %	8.7 %	15,216	240
Disability							
Yes	21.3 %	38.7 %	17.5 %	13.1 %	9.3 %	85,015	1,245
No	21.5 %	44.5 %	16.3 %	11.5 %	6.1 %	479,127	5,625

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.7 %	44.6 %	11.3 %	6.6 %	4.8 %	615,590	6,144
Work Location							
Headquarters	37.5 %	43.8 %	9.8 %	5.4 %	3.4 %	186,599	2,285
Field	29.0 %	44.9 %	12.0 %	7.9 %	6.2 %	286,136	1,533
Full-time telework	38.6 %	44.9 %	9.9 %	4.0 %	2.6 %	102,401	1,744
Supervisory Status							
Senior Leader	59.6 %	32.0 %	4.8 %	2.2 %	1.3 %	10,760	43
Manager	46.3 %	43.9 %	6.1 %	3.3 %	2.0 %	61,476	111
Supervisor	36.6 %	45.8 %	9.1 %	5.2 %	3.4 %	81,928	390
Team Leader	32.9 %	45.1 %	10.9 %	6.7 %	4.4 %	78,516	661
Non-Supervisor	30.7 %	44.8 %	12.0 %	7.1 %	5.4 %	366,482	4,399
Sex							
Male	34.8 %	44.1 %	10.4 %	6.0 %	4.7 %	307,665	2,131
Female	31.6 %	45.3 %	11.5 %	6.9 %	4.6 %	251,368	3,065
Hispanic or Latino							
Yes	30.6 %	40.3 %	11.4 %	8.2 %	7.4 %	60,176	452
No	33.9 %	45.2 %	10.5 %	6.2 %	4.3 %	501,786	4,824
Race							
American Indian/ Alaska Native	24.5 %	45.6 %	14.4 %	8.4 %	7.0 %	10,914	77
Asian	36.3 %	45.9 %	9.8 %	4.6 %	3.4 %	32,579	383
Black/African American	31.4 %	44.3 %	12.1 %	6.8 %	5.5 %	80,305	1,012
Native Hawaiian/ Pacific Islander	28.6 %	42.9 %	14.5 %	7.9 %	6.1 %	3,749	29
White	34.6 %	44.8 %	10.2 %	6.2 %	4.2 %	393,772	3,264
Two or more races (Not Hispanic/ Latino)	29.7 %	41.6 %	13.0 %	8.4 %	7.3 %	24,205	239
Age Group							
25 and under	32.8 %	43.2 %	11.6 %	6.5 %	5.8 %	6,863	35
26-29 years old	31.8 %	42.0 %	11.2 %	8.2 %	6.8 %	16,347	125
30-39 years old	31.9 %	41.9 %	11.6 %	8.0 %	6.5 %	108,342	1,049
40-49 years old	32.0 %	44.5 %	11.3 %	7.0 %	5.2 %	149,980	1,422
50-59 years old	35.0 %	45.8 %	10.3 %	5.3 %	3.6 %	180,248	1,748
60 or older	35.9 %	46.7 %	10.0 %	4.8 %	2.7 %	90,804	885
Level of Education							
Less than High School	24.7 %	40.1 %	17.7 %	8.6 %	8.9 %	359	11
H.S. Diploma/GED or equiv	26.2 %	46.3 %	13.6 %	7.5 %	6.4 %	23,538	162
Trade/Technical Certificate	25.1 %	47.4 %	12.9 %	8.2 %	6.3 %	12,155	71
Some College (no degree)	28.2 %	44.2 %	11.3 %	7.8 %	6.5 %	75,165	502
Associate's Degree	29.0 %	45.6 %	12.3 %	7.4 %	5.7 %	43,879	265
Bachelor's Degree	33.2 %	45.3 %	10.6 %	6.4 %	4.5 %	201,685	1,717
Master's Degree	38.1 %	43.8 %	9.2 %	5.3 %	3.5 %	155,993	1,662
Doctoral/Professional Degree	40.0 %	41.7 %	9.4 %	5.5 %	3.4 %	56,101	988
Pay Category							
Federal Wage System	22.9 %	46.4 %	13.9 %	8.9 %	7.9 %	15,572	53
GS 1-6	25.4 %	43.6 %	14.2 %	8.8 %	8.0 %	20,540	154
GS 7-12	29.5 %	45.6 %	12.0 %	7.4 %	5.5 %	238,357	1,953
GS 13-15	40.1 %	43.8 %	8.9 %	4.5 %	2.7 %	246,719	3,076
SES	63.7 %	28.2 %	4.2 %	2.4 %	1.5 %	5,613	14
SL/ST	50.8 %	36.9 %	6.8 %	3.8 %	2.9 %	2,043	18
Other	28.4 %	43.6 %	13.0 %	8.1 %	6.9 %	45,991	326
Time in Federal Government							
< 1 year	46.4 %	37.4 %	10.7 %	3.6 %	2.0 %	1,741	11
1-3 years	36.0 %	42.8 %	10.7 %	6.2 %	4.3 %	60,939	462
4-5 years	32.9 %	42.4 %	11.8 %	7.2 %	5.5 %	40,177	421
6-10 years	32.8 %	43.9 %	11.0 %	6.8 %	5.3 %	190,096	1,010
11-14 years	32.0 %	44.3 %	11.4 %	7.0 %	5.2 %	109,084	1,151
15-20 years	31.0 %	45.3 %	11.6 %	6.9 %	5.2 %	104,722	916
> 20 years	34.7 %	46.1 %	10.4 %	5.3 %	3.5 %	153,721	1,641
Time with Current Agency							
< 1 year	43.0 %	41.1 %	9.5 %	3.7 %	2.7 %	7,034	143
1-3 years	36.1 %	42.7 %	10.6 %	6.2 %	4.3 %	94,030	793
4-5 years	33.0 %	43.7 %	10.9 %	6.9 %	5.4 %	64,977	606
6-10 years	32.3 %	44.4 %	11.2 %	6.8 %	5.2 %	105,880	1,091
11-14 years	31.2 %	44.7 %	11.6 %	7.1 %	5.4 %	102,528	1,067
15-20 years	30.4 %	45.6 %	11.7 %	7.1 %	5.2 %	92,276	836
> 20 years	25.2 %	46.3 %	10.1 %	5.1 %	3.3 %	112,638	2,092

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.7 %	44.6 %	11.3 %	6.6 %	4.8 %	615,590	6,144
Leaving Before Covid							
No	26.9 %	44.6 %	9.0 %	5.3 %	2.4 %	432,364	3,715
Yes, to retire	30.8 %	47.9 %	11.0 %	6.3 %	4.0 %	35,209	292
Yes, to other job in Govt	22.6 %	44.3 %	14.5 %	9.9 %	8.6 %	83,985	1,095
Yes, to other job outside Govt	23.5 %	41.3 %	14.3 %	10.7 %	10.3 %	13,824	192
Yes, other	18.8 %	41.7 %	17.0 %	11.1 %	11.3 %	15,263	251
Leaving Today							
No	38.6 %	44.9 %	9.4 %	4.7 %	2.5 %	388,210	3,398
Yes, to retire	29.4 %	47.8 %	11.5 %	6.7 %	4.5 %	39,710	331
Yes, to other job in Govt	21.9 %	43.8 %	14.6 %	10.5 %	9.2 %	89,996	1,100
Yes, to other job outside Govt	19.7 %	40.0 %	14.3 %	12.7 %	13.4 %	18,828	255
Yes, other	18.1 %	41.0 %	16.6 %	11.9 %	12.4 %	22,475	358
Retire Before Covid							
Less than 1 year	34.3 %	45.6 %	10.3 %	5.8 %	4.0 %	14,440	138
1 year	32.5 %	47.8 %	10.4 %	5.6 %	3.8 %	16,377	128
2 years	33.0 %	47.2 %	10.9 %	5.4 %	3.6 %	32,193	273
3 years	32.9 %	46.5 %	11.0 %	5.9 %	3.7 %	31,960	290
4 years	33.0 %	46.9 %	10.5 %	5.9 %	3.9 %	21,141	174
5 years	32.8 %	45.8 %	10.8 %	6.2 %	4.4 %	41,651	393
More than 5 years	33.4 %	43.9 %	11.0 %	6.7 %	5.0 %	408,430	4,074
Retire Today							
Less than 1 year	29.9 %	44.8 %	11.4 %	7.3 %	6.6 %	20,097	167
1 year	29.2 %	46.6 %	12.2 %	7.0 %	5.1 %	19,209	177
2 years	32.7 %	46.3 %	11.6 %	5.9 %	4.1 %	31,971	295
3 years	33.6 %	46.3 %	10.6 %	5.7 %	3.7 %	29,752	264
4 years	33.8 %	46.6 %	10.3 %	5.7 %	3.6 %	19,945	153
5 years	33.3 %	46.0 %	10.8 %	5.9 %	3.9 %	39,439	350
More than 5 years	33.7 %	44.0 %	10.9 %	6.6 %	4.8 %	398,381	4,025
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	32.5 %	44.6 %	11.3 %	6.7 %	4.8 %	405,430	4,544
Currently in Guard/Reserves	34.7 %	44.1 %	10.0 %	6.3 %	4.9 %	10,072	48
Retired	38.4 %	45.4 %	8.8 %	4.5 %	2.9 %	76,882	373
Separated/Discharged	31.4 %	43.8 %	11.8 %	7.3 %	5.9 %	85,546	617
Military Spouse							
Spouse of current active duty service mem	33.5 %	42.3 %	11.5 %	6.7 %	6.0 %	6,029	65
Spouse of separated or retired service member	31.7 %	43.6 %	11.5 %	7.6 %	5.6 %	11,140	88
with a disability rating of 100% (member) or service member spouse while on	25.3 %	43.7 %	14.3 %	8.4 %	8.2 %	303	1
None of the categories listed	33.3 %	44.6 %	11.0 %	6.4 %	4.7 %	561,220	5,435
Non-Competitive Hiring Authority							
Yes	33.7 %	42.0 %	12.0 %	6.8 %	5.6 %	2,053	23
No	32.0 %	43.3 %	11.5 %	7.4 %	5.8 %	15,912	129
Disability							
Yes	32.3 %	41.8 %	11.9 %	7.5 %	6.5 %	85,324	887
No	33.6 %	45.1 %	10.7 %	6.2 %	4.3 %	480,180	4,450

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	624,969	7,377
Work Location							
Headquarters	35.3 %	49.0 %	10.5 %	3.4 %	1.7 %	187,040	2,002
Field	28.1 %	51.0 %	13.7 %	4.7 %	2.6 %	285,022	2,968
Full-time telework	34.9 %	50.2 %	10.7 %	2.8 %	1.4 %	102,549	1,688
Supervisory Status							
Senior Leader	56.6 %	34.6 %	5.7 %	2.0 %	1.1 %	10,769	22
Manager	39.6 %	46.6 %	8.4 %	3.8 %	1.6 %	61,550	78
Supervisor	32.5 %	50.6 %	11.0 %	4.0 %	1.9 %	81,974	420
Team Leader	30.4 %	51.3 %	12.1 %	4.2 %	2.0 %	78,566	669
Non-Supervisor	30.1 %	50.7 %	11.0 %	3.9 %	2.3 %	345,788	5,527
Sex							
Male	32.3 %	49.3 %	11.9 %	4.2 %	2.3 %	307,117	2,957
Female	31.0 %	51.6 %	12.1 %	3.4 %	1.8 %	251,721	3,258
Hispanic or Latino							
Yes	31.1 %	47.9 %	11.8 %	4.3 %	2.9 %	60,110	594
No	31.8 %	50.5 %	11.8 %	3.8 %	2.0 %	501,404	5,682
Race							
American Indian/ Alaska Native	23.7 %	48.9 %	18.8 %	5.2 %	3.5 %	16,204	120
Asian	32.2 %	51.7 %	11.4 %	2.9 %	1.7 %	52,543	398
Black/African American	33.6 %	49.9 %	12.0 %	2.6 %	1.9 %	80,247	1,174
Native Hawaiian/ Pacific Islander	29.5 %	48.4 %	15.4 %	4.0 %	2.6 %	3,758	30
White	32.0 %	50.3 %	11.5 %	4.1 %	2.0 %	393,530	3,897
Two or more races (Not Hispanic/ Latino)	28.8 %	48.7 %	15.0 %	4.5 %	3.0 %	24,107	355
Age Group							
25 and under	34.3 %	51.9 %	10.1 %	2.2 %	1.4 %	6,851	50
26-29 years old	30.8 %	52.0 %	11.8 %	3.4 %	2.0 %	16,340	143
30-39 years old	29.5 %	50.4 %	12.9 %	4.5 %	2.6 %	108,364	1,065
40-49 years old	29.9 %	50.5 %	12.8 %	4.4 %	2.4 %	149,784	1,713
50-59 years old	33.4 %	50.1 %	11.3 %	3.5 %	1.8 %	190,142	2,070
60 or older	34.4 %	49.2 %	11.2 %	3.1 %	1.6 %	90,657	1,205
Level of Education							
Less than High School	26.6 %	49.5 %	18.7 %	5.9 %	5.4 %	353	11
H.S. Diploma/GED or equiv	28.3 %	51.1 %	14.6 %	3.4 %	2.5 %	23,490	237
Trade/Technical Certificate	26.5 %	51.7 %	15.1 %	4.2 %	2.5 %	12,089	156
Some College (no degree)	30.1 %	49.8 %	11.8 %	3.8 %	2.3 %	74,865	878
Associate's Degree	30.1 %	50.6 %	13.5 %	3.7 %	2.1 %	43,752	484
Bachelor's Degree	31.2 %	51.4 %	11.6 %	3.8 %	2.0 %	201,162	2,404
Master's Degree	34.2 %	49.5 %	10.6 %	3.8 %	1.9 %	156,136	1,613
Doctoral/Professional Degree	33.6 %	47.1 %	11.5 %	5.2 %	2.7 %	56,522	633
Pay Category							
Federal Wage System	24.3 %	51.3 %	16.8 %	4.7 %	2.9 %	19,420	220
GS 1-6	27.4 %	50.1 %	16.2 %	3.6 %	2.8 %	20,339	379
GS 7-12	29.5 %	51.0 %	13.1 %	4.1 %	2.3 %	237,368	3,233
GS 13-15	34.9 %	49.3 %	10.1 %	3.8 %	1.8 %	247,592	2,424
SES	39.9 %	39.4 %	5.3 %	3.1 %	1.2 %	5,622	6
SL/ST	43.8 %	43.9 %	9.8 %	2.2 %	2.1 %	2,054	8
Other	29.5 %	52.1 %	13.0 %	3.3 %	2.0 %	45,922	410
Time in Federal Government							
<1 year	44.0 %	43.8 %	9.5 %	1.9 %	0.9 %	1,728	25
1-3 years	36.4 %	49.6 %	10.1 %	2.6 %	1.3 %	60,864	576
4-5 years	31.8 %	50.3 %	12.3 %	3.7 %	2.1 %	40,186	479
6-10 years	30.6 %	50.8 %	12.2 %	4.1 %	2.3 %	100,122	1,093
11-14 years	29.8 %	50.7 %	12.9 %	4.4 %	2.3 %	108,950	1,370
15-20 years	29.1 %	50.7 %	13.3 %	4.4 %	2.5 %	104,449	1,268
>20 years	32.6 %	49.6 %	11.9 %	3.8 %	2.1 %	133,658	1,907
Time with Current Agency							
<1 year	41.9 %	46.1 %	9.8 %	1.8 %	1.1 %	7,009	165
1-3 years	36.0 %	49.1 %	10.5 %	2.9 %	1.5 %	93,899	996
4-5 years	31.2 %	50.3 %	12.2 %	3.9 %	2.3 %	64,954	678
6-10 years	30.0 %	50.9 %	12.6 %	4.2 %	2.4 %	105,946	1,166
11-14 years	29.1 %	50.9 %	13.1 %	4.5 %	2.4 %	102,418	1,267
15-20 years	28.8 %	50.9 %	13.4 %	4.5 %	2.5 %	92,046	1,132
>20 years	32.6 %	49.8 %	11.7 %	3.8 %	2.0 %	112,571	1,291

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	624,969	7,377
Leaving Before Covid							
No	25.5 %	50.4 %	9.5 %	2.9 %	1.3 %	432,631	3,876
Yes, to retire	29.1 %	50.7 %	13.5 %	4.4 %	2.3 %	35,159	437
Yes, to other job in Govt	19.6 %	50.7 %	18.7 %	6.8 %	4.2 %	83,590	1,618
Yes, to other job outside Govt	17.5 %	46.1 %	20.6 %	9.1 %	6.7 %	13,762	271
Yes, other	16.5 %	47.2 %	22.3 %	7.7 %	6.4 %	15,117	431
Leaving Today							
No	37.2 %	50.5 %	9.0 %	2.4 %	1.0 %	388,482	3,357
Yes, to retire	28.0 %	50.4 %	14.3 %	4.8 %	2.5 %	39,592	520
Yes, to other job in Govt	18.9 %	51.2 %	18.8 %	7.0 %	4.2 %	89,535	1,664
Yes, to other job outside Govt	15.1 %	44.7 %	21.7 %	10.9 %	7.6 %	18,735	372
Yes, other	16.1 %	47.3 %	22.3 %	8.0 %	6.4 %	22,283	577
Retire Before Covid							
Less than 1 year	32.7 %	47.5 %	12.9 %	4.3 %	2.7 %	14,424	184
1 year	30.7 %	50.5 %	12.6 %	3.8 %	2.3 %	16,343	203
2 years	31.8 %	50.2 %	12.3 %	3.9 %	1.9 %	32,139	419
3 years	31.3 %	50.3 %	12.5 %	3.9 %	2.1 %	31,960	369
4 years	32.1 %	49.7 %	12.8 %	4.0 %	1.9 %	21,122	255
5 years	31.1 %	50.2 %	12.2 %	3.9 %	2.3 %	41,595	497
More than 5 years	31.5 %	50.4 %	12.1 %	3.9 %	2.1 %	408,257	4,655
Retire Today							
Less than 1 year	28.2 %	47.3 %	15.4 %	5.5 %	3.6 %	19,987	309
1 year	28.3 %	50.1 %	13.8 %	5.0 %	2.7 %	19,167	271
2 years	31.3 %	50.3 %	12.6 %	4.0 %	2.0 %	31,913	376
3 years	31.6 %	50.5 %	12.0 %	3.9 %	2.0 %	29,686	350
4 years	32.8 %	49.4 %	12.0 %	4.1 %	1.7 %	19,894	217
5 years	32.0 %	50.4 %	12.0 %	3.7 %	2.0 %	39,400	444
More than 5 years	31.8 %	50.4 %	11.9 %	3.8 %	2.1 %	398,166	4,478
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	30.1 %	50.9 %	12.7 %	4.1 %	2.2 %	405,406	4,952
Currently in Guard/Reserves	33.2 %	49.2 %	11.9 %	3.5 %	2.1 %	10,091	71
Retired	38.6 %	48.5 %	9.1 %	2.6 %	1.2 %	76,811	547
Separated/Discharged	30.5 %	49.2 %	13.1 %	4.5 %	2.7 %	85,160	1,086
Military Spouse							
Spouse of current active duty service member	32.2 %	50.0 %	12.4 %	3.2 %	2.2 %	6,040	60
Spouse of separated or retired service member	32.7 %	49.2 %	12.6 %	3.6 %	2.0 %	11,116	139
with a disability rating of 100% (severely) or service member never while on	27.9 %	49.0 %	15.3 %	2.9 %	4.9 %	296	8
None of the categories listed	31.5 %	50.3 %	12.2 %	3.9 %	2.1 %	560,727	6,475
Non-Competitive Hiring Authority							
Yes	34.4 %	47.9 %	13.3 %	2.6 %	1.9 %	2,053	27
No	32.1 %	49.8 %	12.4 %	3.5 %	2.1 %	15,391	178
Disability							
Yes	33.0 %	47.2 %	12.9 %	4.3 %	2.6 %	85,089	1,232
No	31.5 %	50.8 %	11.9 %	3.8 %	2.0 %	479,957	5,116

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
Work Location						
Headquarters	31.1 %	41.9 %	15.9 %	7.3 %	3.8 %	189,387
Field	26.3 %	42.1 %	18.0 %	8.7 %	4.8 %	288,521
Full-time telework	33.1 %	43.0 %	15.0 %	5.9 %	3.1 %	104,570
Supervisory Status						
Senior Leader	54.9 %	32.3 %	7.4 %	4.0 %	1.8 %	10,816
Manager	37.7 %	41.4 %	13.1 %	6.2 %	2.8 %	41,766
Supervisor	30.5 %	43.4 %	15.4 %	7.2 %	3.5 %	82,548
Team Leader	27.2 %	43.6 %	17.1 %	8.2 %	3.8 %	79,350
Non-Supervisor	27.5 %	42.0 %	17.8 %	8.1 %	4.6 %	372,138
Sex						
Male	30.5 %	42.0 %	15.9 %	7.5 %	4.1 %	310,777
Female	27.5 %	42.8 %	17.7 %	7.9 %	4.1 %	256,467
Hispanic or Latino						
Yes	29.9 %	40.5 %	17.2 %	7.6 %	4.8 %	60,852
No	29.2 %	42.5 %	16.6 %	7.7 %	4.0 %	508,138
Race						
American Indian/ Alaska Native	22.8 %	41.8 %	20.8 %	9.1 %	5.5 %	11,043
Asian	32.5 %	43.7 %	15.6 %	5.1 %	3.1 %	33,059
Black/African American	28.1 %	42.0 %	18.0 %	7.2 %	4.7 %	81,791
Native Hawaiian/ Pacific Islander	28.9 %	40.1 %	18.4 %	7.5 %	5.2 %	3,808
White	30.0 %	42.4 %	15.9 %	7.7 %	3.8 %	397,993
Two or more races (Not Hispanic/ Latino)	25.5 %	39.2 %	19.7 %	9.4 %	6.2 %	24,510
Age Group						
25 and under	31.0 %	41.8 %	16.6 %	6.3 %	4.2 %	6,907
26-29 years old	28.3 %	43.4 %	16.4 %	7.2 %	4.7 %	16,496
30-39 years old	27.9 %	42.6 %	16.7 %	8.0 %	4.8 %	109,502
40-49 years old	27.8 %	42.3 %	17.1 %	8.2 %	4.6 %	151,063
50-59 years old	30.2 %	42.1 %	16.5 %	7.5 %	3.7 %	192,671
60 or older	32.2 %	42.0 %	16.1 %	6.7 %	3.0 %	92,390
Level of Education						
Less than High School	25.9 %	39.3 %	17.4 %	9.7 %	7.7 %	373
H.S. Diploma/GED or equiv	27.2 %	42.4 %	18.7 %	7.5 %	4.1 %	23,832
Trade/Technical Certificate	25.3 %	42.2 %	19.2 %	8.6 %	4.7 %	12,298
Some College (no degree)	27.1 %	41.5 %	18.7 %	8.1 %	4.8 %	76,523
Associate's Degree	27.0 %	41.6 %	19.0 %	7.9 %	4.5 %	44,358
Bachelor's Degree	28.9 %	43.2 %	16.4 %	7.6 %	4.0 %	203,941
Master's Degree	30.9 %	42.3 %	15.5 %	7.4 %	3.9 %	157,991
Doctoral/Professional Degree	33.2 %	40.4 %	14.3 %	7.9 %	4.1 %	57,217
Pay Category						
Federal Wage System	21.8 %	40.8 %	21.2 %	9.8 %	6.4 %	19,697
GS 1-6	24.8 %	40.0 %	20.4 %	8.8 %	6.0 %	20,820
GS 7-12	27.1 %	42.7 %	17.9 %	8.0 %	4.3 %	241,201
GS 13-15	32.8 %	42.4 %	14.5 %	7.0 %	3.4 %	250,376
SES	59.2 %	29.1 %	6.1 %	3.8 %	1.7 %	5,629
SES*	44.9 %	36.3 %	10.2 %	5.3 %	2.8 %	2,083
Other	24.5 %	41.9 %	19.2 %	8.9 %	5.5 %	46,443
Time in Federal Government						
< 1 year	43.0 %	40.1 %	12.4 %	2.5 %	2.1 %	1,753
1-3 years	34.4 %	42.1 %	14.5 %	5.8 %	3.2 %	61,517
4-9 years	29.8 %	42.1 %	18.7 %	7.4 %	4.2 %	40,682
6-10 years	28.0 %	42.8 %	17.0 %	7.9 %	4.4 %	101,378
11-14 years	27.0 %	42.6 %	17.5 %	8.4 %	4.5 %	110,542
15-20 years	26.2 %	42.1 %	18.1 %	8.8 %	4.8 %	105,965
> 20 years	30.0 %	41.8 %	16.6 %	7.7 %	3.9 %	156,052
Time with Current Agency						
< 1 year	39.1 %	39.5 %	13.7 %	5.1 %	2.6 %	7,185
1-3 years	33.4 %	40.9 %	15.2 %	6.6 %	3.8 %	95,048
4-5 years	28.4 %	42.2 %	17.0 %	7.8 %	4.7 %	65,730
6-10 years	27.1 %	42.6 %	17.5 %	8.2 %	4.6 %	107,292
11-14 years	26.2 %	43.0 %	17.8 %	8.5 %	4.5 %	103,893
15-20 years	26.1 %	42.3 %	18.2 %	8.8 %	4.6 %	93,403
> 20 years	31.2 %	42.5 %	15.8 %	7.2 %	3.3 %	114,218

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
Leaving Before Covid						
No	34.9 %	44.8 %	13.6 %	4.8 %	1.9 %	427,257
Yes, to retire	25.3 %	42.5 %	15.1 %	9.1 %	4.0 %	35,734
Yes, to other job in Govt	11.0 %	34.7 %	26.8 %	16.7 %	10.8 %	85,347
Yes, to other job outside Govt	11.2 %	31.4 %	24.9 %	19.2 %	13.4 %	14,054
Yes, other	8.9 %	30.0 %	28.7 %	17.9 %	14.5 %	15,575
Leaving Today						
No	36.9 %	45.8 %	12.4 %	3.7 %	1.3 %	392,556
Yes, to retire	23.7 %	42.1 %	19.7 %	10.1 %	4.4 %	40,276
Yes, to other job in Govt	10.5 %	34.6 %	27.5 %	16.9 %	10.5 %	91,341
Yes, to other job outside Govt	8.9 %	28.9 %	25.8 %	21.6 %	14.7 %	19,132
Yes, other	9.0 %	30.5 %	28.8 %	18.0 %	13.6 %	22,896
Retire Before Covid						
Less than 1 year	28.3 %	40.5 %	17.2 %	9.2 %	4.8 %	14,679
1 year	27.5 %	42.0 %	17.7 %	8.6 %	4.3 %	16,598
2 years	28.0 %	42.1 %	17.5 %	8.6 %	3.8 %	32,680
3 years	27.7 %	42.4 %	17.8 %	8.0 %	4.1 %	32,419
4 years	28.6 %	41.6 %	17.6 %	8.5 %	3.9 %	21,437
5 years	28.3 %	41.8 %	17.8 %	8.1 %	4.2 %	42,209
More than 5 years	29.3 %	42.3 %	16.5 %	7.6 %	4.2 %	413,368
Retire Today						
Less than 1 year	23.8 %	37.1 %	19.4 %	12.5 %	7.2 %	20,375
1 year	23.6 %	40.7 %	19.7 %	10.7 %	5.2 %	19,494
2 years	27.4 %	42.1 %	18.1 %	8.4 %	4.8 %	32,417
3 years	28.3 %	42.7 %	17.2 %	7.8 %	3.9 %	30,136
4 years	29.2 %	42.1 %	16.9 %	8.4 %	3.5 %	20,184
5 years	28.5 %	42.3 %	17.5 %	7.7 %	4.0 %	39,970
More than 5 years	29.7 %	42.6 %	16.3 %	7.4 %	4.0 %	403,168
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	28.5 %	42.9 %	16.9 %	7.7 %	4.0 %	411,118
Currently in Guard/Reserves	29.9 %	41.1 %	15.8 %	8.2 %	5.0 %	10,146
Retired	32.9 %	41.7 %	15.5 %	6.7 %	3.1 %	77,594
Separated/Discharged	17.1 %	40.3 %	18.1 %	9.0 %	5.6 %	46,456
Military Spouse						
Spouse of current active duty service mem	27.0 %	39.7 %	17.6 %	10.2 %	5.5 %	6,113
Spouse of separated or retired service member	26.7 %	39.7 %	19.6 %	8.9 %	5.2 %	11,298
with a disability rating of 100% immediately or a service member's spouse while on	22.1 %	39.6 %	18.6 %	13.4 %	6.3 %	310
None of the categories listed	29.0 %	42.3 %	16.8 %	7.7 %	4.1 %	588,364
Non-Competitive Hiring Authority						
Yes	29.0 %	37.2 %	18.3 %	9.6 %	5.9 %	2,089
No	16.4 %	40.1 %	18.9 %	9.4 %	5.3 %	15,520
Disability						
Yes	27.7 %	38.5 %	18.5 %	9.2 %	6.1 %	86,589
No	29.5 %	43.0 %	16.3 %	7.4 %	3.8 %	486,030

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.9 %	28.0 %	28.2 %	15.7 %	13.1 %	580,828	43,177
Work Location							
Headquarters	16.4 %	29.1 %	27.5 %	15.1 %	11.8 %	177,334	12,140
Field	13.0 %	26.3 %	28.5 %	16.9 %	15.2 %	269,951	18,667
Full-time telework	19.2 %	32.8 %	27.1 %	12.3 %	8.7 %	96,030	8,595
Supervisory Status							
Senior Leader	34.7 %	29.7 %	19.9 %	9.2 %	6.5 %	10,623	207
Manager	18.4 %	29.9 %	26.1 %	14.5 %	10.5 %	40,362	1,355
Supervisor	15.1 %	28.9 %	28.5 %	15.6 %	11.9 %	78,917	3,655
Team Leader	12.9 %	27.2 %	29.4 %	16.8 %	13.7 %	74,543	4,888
Non-Supervisor	14.8 %	28.2 %	27.9 %	15.5 %	13.6 %	342,486	29,802
Sex							
Male	14.7 %	27.8 %	28.3 %	15.5 %	14.0 %	291,318	19,576
Female	16.4 %	30.4 %	27.3 %	15.1 %	10.8 %	238,223	18,347
Hispanic or Latino							
Yes	20.2 %	27.9 %	25.1 %	13.1 %	13.7 %	57,110	3,763
No	14.7 %	28.6 %	28.3 %	15.7 %	12.7 %	474,015	34,392
Race							
American Indian/ Alaska Native	16.4 %	27.2 %	27.1 %	14.3 %	15.0 %	10,340	701
Asian	25.7 %	36.2 %	21.6 %	9.0 %	7.5 %	31,150	1,916
Black/African American	18.7 %	31.1 %	26.9 %	11.9 %	11.4 %	75,871	5,954
Native Hawaiian/ Pacific Islander	21.9 %	27.0 %	26.7 %	11.7 %	12.7 %	3,596	211
White	13.8 %	27.8 %	28.7 %	16.6 %	13.0 %	372,250	25,935
Two or more races (Not Hispanic/ Latino)	13.9 %	24.5 %	27.5 %	16.7 %	17.4 %	22,588	1,924
Age Group							
25 and under	17.2 %	32.0 %	21.3 %	14.2 %	11.4 %	6,371	537
26-29 years old	16.2 %	28.9 %	25.1 %	15.8 %	14.1 %	15,335	1,166
30-39 years old	14.8 %	26.8 %	25.7 %	17.1 %	15.6 %	102,287	7,272
40-49 years old	14.7 %	26.9 %	26.9 %	16.7 %	14.7 %	141,950	9,764
50-59 years old	15.4 %	28.2 %	29.5 %	14.8 %	11.2 %	180,081	12,973
60 or older	16.6 %	31.7 %	30.7 %	12.4 %	8.6 %	85,689	6,895
Level of Education							
Less than High School	19.1 %	25.5 %	27.6 %	10.5 %	17.2 %	342	30
H.S. Diploma/GED or equiv	16.2 %	27.7 %	29.9 %	13.0 %	13.2 %	22,327	1,525
Trade/Technical Certificate	13.4 %	25.8 %	30.6 %	15.0 %	15.2 %	11,466	834
Some College (no degree)	15.3 %	26.2 %	29.6 %	14.7 %	14.3 %	70,925	5,116
Associate's Degree	14.4 %	26.3 %	29.8 %	15.6 %	14.0 %	41,308	3,068
Bachelor's Degree	15.1 %	29.0 %	27.8 %	15.6 %	12.5 %	190,387	13,627
Master's Degree	15.9 %	29.5 %	26.7 %	15.7 %	12.2 %	148,193	9,877
Doctoral/Professional Degree	15.3 %	29.8 %	26.2 %	16.5 %	12.2 %	52,537	4,705
Pay Category							
Federal Wage System	10.9 %	21.4 %	30.0 %	17.8 %	19.9 %	18,516	1,192
GS 1-6	17.3 %	28.8 %	27.3 %	13.6 %	13.0 %	19,132	1,695
GS 7-12	14.7 %	27.4 %	28.6 %	15.6 %	13.6 %	222,698	18,603
GS 13-15	15.8 %	30.1 %	27.3 %	15.5 %	11.3 %	235,587	14,893
SES	38.7 %	30.9 %	16.7 %	8.7 %	5.0 %	5,544	93
SL/ST	22.2 %	30.5 %	26.2 %	12.1 %	7.9 %	1,901	86
Other	13.2 %	27.5 %	28.4 %	16.0 %	15.0 %	43,236	3,235
Time in Federal Government							
< 1 year	28.2 %	37.1 %	21.7 %	7.9 %	5.1 %	1,567	189
1-3 years	20.1 %	31.5 %	26.6 %	12.6 %	9.2 %	56,266	5,273
4-9 years	15.9 %	27.9 %	27.2 %	15.8 %	12.4 %	46,108	3,638
10-14 years	14.3 %	27.6 %	27.7 %	16.4 %	14.0 %	95,447	6,950
15-19 years	13.8 %	26.9 %	27.7 %	16.9 %	14.8 %	103,612	6,987
20-24 years	13.5 %	26.8 %	28.2 %	16.7 %	14.7 %	99,294	6,716
> 25 years	15.2 %	29.3 %	29.4 %	14.5 %	11.6 %	145,965	10,158
Time with Current Agency							
< 1 year	24.4 %	33.8 %	21.2 %	10.0 %	7.6 %	6,412	774
1-3 years	19.4 %	30.3 %	26.9 %	13.1 %	10.2 %	87,274	7,808
4-9 years	15.2 %	27.7 %	27.3 %	16.0 %	13.9 %	61,213	4,555
10-14 years	13.8 %	27.3 %	27.6 %	16.7 %	14.5 %	100,302	7,029
15-19 years	13.2 %	26.9 %	28.0 %	17.0 %	14.9 %	97,436	6,504
20-24 years	13.4 %	27.1 %	28.4 %	16.6 %	14.6 %	87,629	5,804
> 25 years	15.0 %	29.8 %	29.8 %	14.5 %	11.0 %	106,800	7,204

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.9%	28.0%	28.2%	15.7%	13.1%	580,828	43,177
Leaving Before Covid							
No	17.8%	31.4%	28.3%	13.4%	9.1%	398,618	28,800
Yes, to retire	12.2%	28.1%	31.5%	16.0%	12.2%	33,449	2,303
Yes, to other job in Govt	7.5%	18.8%	26.5%	22.3%	24.9%	79,385	6,009
Yes, to other job outside Govt	6.0%	16.2%	23.4%	24.2%	30.3%	15,177	876
Yes, other	5.8%	15.5%	26.4%	23.5%	28.9%	14,322	1,261
Leaving Today							
No	18.7%	32.7%	28.5%	12.4%	7.7%	365,387	16,334
Yes, to retire	11.1%	26.7%	32.0%	17.1%	13.1%	37,676	2,616
Yes, to other job in Govt	7.1%	18.1%	26.3%	23.1%	25.4%	84,884	6,480
Yes, to other job outside Govt	4.8%	14.5%	22.2%	25.3%	33.0%	17,891	1,448
Yes, other	5.6%	15.8%	25.8%	23.7%	29.0%	21,010	1,905
Retire Before Covid							
Less than 1 year	14.5%	28.4%	30.3%	14.8%	12.1%	13,713	939
1 year	13.6%	28.9%	31.0%	15.2%	11.3%	15,467	1,109
2 years	13.8%	29.8%	31.1%	14.3%	11.1%	30,557	2,136
3 years	13.8%	29.0%	30.8%	15.1%	11.4%	30,334	2,115
4 years	13.9%	28.6%	30.5%	15.1%	11.9%	20,079	1,357
5 years	14.1%	28.5%	30.0%	15.1%	12.3%	39,343	2,897
More than 5 years	15.6%	28.1%	27.1%	15.8%	13.5%	385,118	28,388
Retire Today							
Less than 1 year	12.3%	25.3%	29.4%	16.7%	16.4%	15,038	1,343
1 year	11.6%	26.5%	31.2%	17.3%	13.4%	18,179	1,315
2 years	13.5%	28.9%	30.7%	15.2%	11.8%	30,397	2,053
3 years	13.8%	29.3%	30.6%	15.1%	11.3%	28,144	2,008
4 years	13.9%	28.9%	30.5%	15.3%	11.3%	18,890	1,300
5 years	14.1%	28.5%	30.4%	14.9%	12.0%	37,283	2,712
More than 5 years	15.7%	28.3%	27.1%	15.7%	13.3%	375,532	27,769
Item has been redacted in response to Executive Order (EO) 14186 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14186 Defending Women From Gender Ideology Extremism and Restoring Biological							

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	49.6 %	35.2 %	8.1 %	3.7 %	3.4 %	620,352	3,002
Work Location							
Headquarters	54.5 %	33.2 %	6.5 %	3.1 %	2.7 %	198,646	712
Field	46.2 %	36.4 %	8.9 %	4.3 %	4.1 %	286,924	1,375
Full-time telework	54.7 %	33.6 %	6.6 %	2.6 %	2.4 %	103,919	577
Supervisory Status							
Senior Leader	62.4 %	28.0 %	5.4 %	2.4 %	2.0 %	10,796	20
Manager	53.3 %	34.9 %	6.4 %	3.4 %	2.4 %	41,584	96
Supervisor	48.6 %	36.8 %	7.7 %	3.8 %	3.1 %	82,353	234
Team Leader	51.5 %	35.0 %	7.0 %	3.4 %	3.0 %	79,071	259
Non-Supervisor	49.7 %	34.8 %	8.2 %	3.7 %	3.6 %	349,819	2,096
Sex							
Male	50.6 %	35.3 %	7.8 %	3.3 %	3.1 %	389,296	1,244
Female	50.4 %	34.2 %	7.9 %	4.0 %	3.5 %	235,096	1,247
Hispanic or Latino							
Yes	46.2 %	34.4 %	10.0 %	4.7 %	4.7 %	60,504	302
No	51.0 %	35.0 %	7.4 %	3.5 %	3.1 %	565,627	2,221
Race							
American Indian/ Alaska Native	37.8 %	37.0 %	12.3 %	6.4 %	6.5 %	16,943	79
Asian	49.1 %	37.0 %	8.1 %	2.9 %	2.9 %	32,846	161
Black/African American	47.9 %	35.4 %	8.8 %	3.8 %	4.1 %	81,207	470
Native Hawaiian/ Pacific Islander	43.6 %	36.2 %	11.0 %	4.1 %	4.9 %	3,778	23
White	52.1 %	34.5 %	7.1 %	3.4 %	2.9 %	396,345	1,539
Two or more races (Not Hispanic/ Latino)	47.5 %	33.9 %	9.2 %	4.4 %	5.0 %	24,358	135
Age Group							
25 and under	52.5 %	33.8 %	7.7 %	3.2 %	2.8 %	6,866	39
26-29 years old	51.3 %	33.1 %	7.9 %	4.2 %	3.4 %	16,417	77
30-39 years old	52.9 %	32.0 %	7.2 %	4.0 %	4.0 %	109,101	410
40-49 years old	50.6 %	34.2 %	7.5 %	3.8 %	3.8 %	151,058	596
50-59 years old	49.8 %	34.2 %	7.8 %	3.8 %	2.9 %	159,242	985
60 or older	48.0 %	37.8 %	8.6 %	3.2 %	2.4 %	91,641	511
Level of Education							
Less than High School	34.6 %	37.7 %	16.3 %	5.0 %	6.4 %	361	8
H.S. Diploma/GED or equiv	42.8 %	38.1 %	10.6 %	4.1 %	4.4 %	23,654	133
Trade/Technical Certificate	40.5 %	38.7 %	10.9 %	4.8 %	5.0 %	12,197	81
Some College (no degree)	44.9 %	36.5 %	9.8 %	4.5 %	4.9 %	75,536	393
Associate's Degree	44.5 %	36.8 %	9.8 %	4.5 %	4.4 %	44,070	242
Bachelor's Degree	51.4 %	35.0 %	7.2 %	3.4 %	3.0 %	202,884	862
Master's Degree	54.5 %	33.3 %	6.3 %	3.1 %	2.8 %	157,366	587
Doctoral/Professional Degree	56.1 %	31.9 %	6.3 %	3.1 %	2.6 %	56,940	275
Pay Category							
Federal Wage System	37.3 %	39.8 %	12.1 %	5.1 %	5.7 %	15,567	115
GS 1-6	40.7 %	36.4 %	11.3 %	5.6 %	6.0 %	20,613	172
GS 7-12	47.6 %	36.1 %	8.5 %	4.0 %	3.8 %	239,732	1,289
GS 13-15	56.8 %	32.6 %	5.7 %	2.7 %	2.1 %	249,520	839
SES	65.6 %	25.8 %	4.8 %	2.3 %	1.4 %	5,624	10
SL/ST	58.6 %	30.3 %	6.3 %	2.3 %	2.9 %	2,054	10
Other	44.3 %	37.2 %	10.1 %	4.5 %	3.9 %	46,089	305
Time in Federal Government							
<1 year	60.5 %	29.1 %	7.2 %	2.2 %	1.1 %	1,742	14
1-3 years	54.5 %	32.6 %	7.2 %	3.1 %	2.6 %	61,178	319
4-9 years	51.7 %	33.3 %	7.4 %	3.9 %	3.6 %	49,404	212
10-14 years	50.9 %	34.0 %	7.7 %	3.8 %	3.5 %	100,936	383
15-19 years	49.3 %	35.1 %	7.9 %	3.9 %	3.7 %	109,996	510
20-24 years	47.3 %	36.4 %	8.5 %	4.0 %	3.8 %	105,403	476
>25 years	49.9 %	36.2 %	7.8 %	3.2 %	2.9 %	155,128	785
Time with Current Agency							
<1 year	57.2 %	33.7 %	6.7 %	2.3 %	2.1 %	7,105	79
1-3 years	53.6 %	32.7 %	7.3 %	3.3 %	3.1 %	94,527	472
4-9 years	51.3 %	33.5 %	7.6 %	3.9 %	3.7 %	65,476	270
10-14 years	50.3 %	34.4 %	7.9 %	3.8 %	3.6 %	106,792	415
15-19 years	48.4 %	35.9 %	8.1 %	4.0 %	3.7 %	103,373	468
20-24 years	46.8 %	36.9 %	8.7 %	4.0 %	3.6 %	92,873	450
>25 years	50.5 %	36.3 %	7.5 %	3.1 %	2.6 %	115,583	528

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	49.6 %	30.2 %	8.1 %	3.7 %	9.4 %	620,352	3,082
Leaving Before Covid							
No	55.3 %	33.7 %	6.4 %	2.6 %	2.0 %	435,499	1,672
Yes, to retire	45.0 %	38.5 %	8.9 %	3.8 %	2.8 %	35,509	167
Yes, to other job in Govt	35.7 %	38.2 %	12.0 %	6.8 %	7.3 %	84,721	578
Yes, to other job outside Govt	39.3 %	36.4 %	10.3 %	7.0 %	7.1 %	13,946	96
Yes, other	32.4 %	36.4 %	14.1 %	7.1 %	10.1 %	15,416	158
Leaving Today							
No	57.5 %	33.2 %	5.8 %	2.1 %	1.4 %	391,025	1,415
Yes, to retire	43.5 %	39.9 %	9.3 %	4.2 %	3.1 %	40,003	187
Yes, to other job in Govt	34.8 %	38.3 %	12.1 %	7.0 %	7.7 %	90,648	633
Yes, to other job outside Govt	34.9 %	36.9 %	11.2 %	8.0 %	9.0 %	18,971	132
Yes, other	32.1 %	37.1 %	13.7 %	7.3 %	9.8 %	22,671	220
Retire Before Covid							
Less than 1 year	48.6 %	35.4 %	8.3 %	3.5 %	3.2 %	14,577	77
1 year	46.5 %	38.6 %	8.7 %	3.6 %	2.7 %	16,484	92
2 years	46.5 %	38.8 %	8.5 %	3.5 %	2.7 %	32,471	174
3 years	46.5 %	37.8 %	9.1 %	3.7 %	2.9 %	32,273	143
4 years	47.0 %	38.0 %	8.3 %	3.6 %	2.1 %	21,315	102
5 years	46.8 %	37.2 %	8.9 %	3.7 %	3.4 %	62,004	195
More than 5 years	51.6 %	33.8 %	7.5 %	3.6 %	3.4 %	411,476	1,841
Retire Today							
Less than 1 year	43.2 %	36.9 %	9.6 %	5.0 %	5.3 %	20,229	103
1 year	42.6 %	39.3 %	9.7 %	4.7 %	3.7 %	19,344	132
2 years	46.1 %	38.6 %	8.7 %	3.6 %	3.0 %	32,217	166
3 years	47.4 %	37.6 %	8.7 %	3.5 %	2.8 %	29,984	126
4 years	48.5 %	37.4 %	8.2 %	3.3 %	2.7 %	20,065	95
5 years	48.1 %	37.2 %	8.3 %	3.5 %	3.0 %	39,740	194
More than 5 years	52.1 %	33.7 %	7.3 %	3.6 %	3.3 %	401,310	1,747
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Military Service							
No Prior Military Service	50.8 %	34.6 %	7.6 %	3.7 %	3.3 %	408,995	1,940
Currently in Guard/Reserves	50.2 %	33.7 %	7.6 %	4.4 %	4.1 %	10,095	40
Retired	50.9 %	36.3 %	7.3 %	2.9 %	2.4 %	77,247	267
Separated/Discharged	47.7 %	35.1 %	8.7 %	4.1 %	4.3 %	85,953	435
Military Spouse							
Spouse of current active duty service mem	51.4 %	31.1 %	7.6 %	4.3 %	5.7 %	6,091	19
Spouse of separated or retired service member	45.3 %	35.5 %	9.3 %	4.8 %	5.2 %	11,229	63
with a disability rating of 100% (severely) or service member knew while on	40.1 %	34.5 %	11.9 %	3.3 %	10.2 %	302	4
None of the categories listed	50.4 %	35.0 %	7.8 %	3.6 %	3.3 %	565,430	2,610
Non-Competitive Hiring Authority							
Yes	49.4 %	31.5 %	9.5 %	4.3 %	5.2 %	2,079	9
No	47.2 %	34.2 %	8.6 %	4.6 %	5.5 %	15,434	75
Disability							
Yes	47.7 %	33.8 %	8.9 %	4.4 %	5.2 %	86,072	444
No	50.9 %	35.1 %	7.5 %	3.5 %	3.0 %	489,645	2,116

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	43.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
Work Location							
Headquarters	48.2 %	33.9 %	12.5 %	2.8 %	2.6 %	180,319	8,800
Field	40.3 %	36.5 %	15.8 %	3.7 %	3.6 %	273,643	14,384
Full-time telework	47.9 %	34.5 %	13.0 %	2.3 %	2.3 %	98,025	6,370
Supervisory Status							
Senior Leader	64.0 %	25.7 %	6.8 %	1.7 %	1.7 %	10,690	113
Manager	51.6 %	34.9 %	9.1 %	2.4 %	2.1 %	46,920	757
Supervisor	44.4 %	37.7 %	12.5 %	3.0 %	2.5 %	80,161	2,262
Team Leader	44.7 %	35.5 %	14.0 %	3.1 %	2.7 %	75,599	3,650
Non-Supervisor	42.5 %	35.2 %	15.5 %	3.4 %	3.4 %	348,319	23,155
Sex							
Male	44.9 %	35.8 %	13.8 %	2.8 %	2.8 %	295,290	14,993
Female	42.3 %	34.8 %	14.7 %	3.7 %	3.4 %	243,148	12,933
Hispanic or Latino							
Yes	41.1 %	34.4 %	16.2 %	4.1 %	4.2 %	58,095	2,649
No	44.6 %	35.6 %	13.9 %	3.0 %	2.9 %	481,963	25,436
Race							
American Indian/ Alaska Native	32.2 %	35.3 %	20.4 %	6.1 %	6.0 %	16,594	427
Asian	43.0 %	37.9 %	13.3 %	2.9 %	2.9 %	31,654	1,397
Black/African American	40.6 %	35.0 %	15.9 %	4.1 %	4.4 %	77,967	3,583
Native Hawaiian/ Pacific Islander	39.0 %	34.9 %	17.4 %	3.8 %	5.0 %	3,672	130
White	45.9 %	35.5 %	13.4 %	2.8 %	2.5 %	377,539	20,025
Two or more races (Not Hispanic/ Latino)	41.8 %	33.1 %	16.2 %	4.1 %	4.8 %	23,100	1,359
Age Group							
25 and under	43.8 %	38.3 %	13.1 %	2.6 %	2.2 %	6,409	284
26-29 years old	43.8 %	36.8 %	13.8 %	3.2 %	2.5 %	15,743	718
30-39 years old	45.3 %	34.1 %	13.8 %	3.3 %	3.5 %	103,724	5,681
40-49 years old	44.2 %	34.9 %	14.1 %	3.3 %	3.4 %	144,156	7,371
50-59 years old	44.3 %	35.6 %	14.2 %	3.1 %	2.9 %	182,076	9,272
60 or older	42.9 %	36.9 %	15.0 %	2.8 %	2.3 %	87,244	4,825
Level of Education							
Less than High School	30.3 %	38.0 %	20.5 %	5.1 %	6.1 %	350	19
H.S. Diploma/GED or equiv	37.1 %	38.3 %	17.4 %	3.7 %	3.6 %	22,892	875
Trade/Technical Certificate	34.4 %	38.0 %	18.5 %	4.6 %	4.5 %	11,730	525
Some College (no degree)	39.3 %	36.2 %	17.0 %	3.7 %	3.7 %	72,648	3,210
Associate's Degree	38.0 %	36.7 %	16.7 %	3.8 %	3.9 %	42,191	2,082
Bachelor's Degree	44.7 %	35.9 %	13.8 %	2.9 %	2.7 %	192,861	10,761
Master's Degree	48.2 %	33.9 %	12.2 %	2.9 %	2.7 %	150,028	7,794
Doctoral/Professional Degree	50.1 %	32.4 %	12.0 %	3.0 %	2.6 %	53,631	3,523
Pay Category							
Federal Wage System	31.3 %	38.0 %	20.2 %	5.1 %	5.5 %	18,853	820
GS 1-6	35.2 %	35.8 %	18.9 %	4.7 %	5.5 %	19,712	1,030
GS 7-12	40.7 %	36.5 %	15.8 %	3.6 %	3.5 %	227,688	13,074
GS 13-15	50.8 %	33.5 %	11.2 %	2.3 %	2.1 %	237,630	12,439
SES	69.1 %	21.9 %	6.8 %	1.7 %	1.4 %	5,569	49
SL/ST	56.9 %	30.5 %	8.7 %	2.4 %	2.9 %	2,009	57
Other	39.8 %	37.5 %	16.3 %	3.3 %	3.2 %	44,013	2,340
Time in Federal Government							
< 1 year	54.6 %	32.8 %	9.9 %	1.6 %	1.1 %	1,649	105
1-3 years	47.7 %	35.0 %	12.6 %	2.6 %	2.2 %	58,519	2,924
4-9 years	40.1 %	34.4 %	14.8 %	3.3 %	3.2 %	47,142	2,494
6-10 years	44.4 %	34.7 %	14.4 %	3.2 %	3.3 %	95,163	5,057
11-14 years	43.1 %	35.4 %	14.7 %	3.4 %	3.4 %	104,450	5,962
15-20 years	41.5 %	36.2 %	15.4 %	3.6 %	3.4 %	100,462	5,347
> 20 years	44.0 %	35.7 %	14.4 %	3.0 %	2.8 %	147,699	7,994
Time with Current Agency							
< 1 year	52.4 %	33.2 %	10.7 %	1.8 %	1.9 %	6,750	427
1-3 years	47.1 %	34.5 %	12.9 %	2.8 %	2.7 %	90,384	4,545
4-9 years	44.6 %	34.4 %	14.1 %	3.5 %	3.4 %	62,435	3,191
6-10 years	43.8 %	34.9 %	14.6 %	3.4 %	3.4 %	101,742	5,379
11-14 years	42.3 %	35.8 %	15.2 %	3.4 %	3.4 %	98,136	5,631
15-20 years	41.1 %	36.5 %	15.5 %	3.6 %	3.3 %	88,561	4,722
> 20 years	44.5 %	36.1 %	14.1 %	2.7 %	2.5 %	106,041	5,923

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	48.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
Leaving Before Covid							
No	48.6 %	35.2 %	12.2 %	2.2 %	1.8 %	407,005	19,638
Yes, to retire	39.1 %	38.2 %	16.5 %	3.4 %	2.7 %	33,735	1,886
Yes, to other job in Govt	30.6 %	35.3 %	20.7 %	6.2 %	7.2 %	79,475	5,707
Yes, to other job outside Govt	33.6 %	34.4 %	19.0 %	6.2 %	6.7 %	13,023	1,003
Yes, other	27.3 %	34.0 %	22.7 %	6.5 %	9.5 %	14,278	1,282
Leaving Today							
No	50.5 %	35.0 %	11.4 %	1.9 %	1.3 %	374,321	17,750
Yes, to retire	37.8 %	38.7 %	17.1 %	3.5 %	2.9 %	37,943	2,444
Yes, to other job in Govt	30.2 %	35.6 %	20.8 %	6.2 %	7.2 %	85,188	5,994
Yes, to other job outside Govt	30.8 %	34.2 %	19.6 %	6.8 %	8.5 %	17,712	1,373
Yes, other	27.5 %	34.3 %	22.5 %	6.6 %	9.1 %	21,077	1,794
Retire Before Covid							
Less than 1 year	42.8 %	35.4 %	15.3 %	3.3 %	3.2 %	13,853	785
1 year	40.9 %	37.8 %	15.7 %	3.0 %	2.7 %	15,690	850
2 years	41.3 %	37.6 %	15.6 %	2.9 %	2.6 %	30,876	1,686
3 years	41.6 %	36.9 %	15.5 %	3.3 %	2.6 %	30,668	1,700
4 years	42.1 %	36.0 %	15.8 %	3.3 %	2.7 %	20,310	1,066
5 years	41.8 %	36.2 %	15.3 %	3.4 %	3.3 %	40,090	2,069
More than 5 years	45.0 %	34.9 %	13.9 %	3.2 %	3.1 %	391,723	21,115
Retire Today							
Less than 1 year	38.2 %	35.8 %	17.0 %	4.1 %	4.8 %	19,162	1,154
1 year	37.8 %	38.1 %	17.0 %	3.6 %	3.5 %	18,330	1,102
2 years	41.2 %	37.0 %	15.8 %	3.3 %	2.8 %	36,684	1,668
3 years	42.5 %	36.9 %	15.0 %	3.1 %	2.5 %	28,513	1,579
4 years	43.4 %	35.9 %	15.1 %	3.2 %	2.4 %	19,105	1,035
5 years	42.8 %	36.1 %	14.9 %	3.2 %	3.0 %	37,968	1,950
More than 5 years	45.4 %	34.8 %	13.7 %	3.1 %	3.0 %	382,093	20,586
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	43.8 %	35.7 %	14.3 %	3.2 %	3.0 %	388,326	22,165
Currently in Guard/Reserves	45.2 %	35.0 %	12.6 %	3.3 %	3.9 %	9,747	379
Retired	46.9 %	33.3 %	12.9 %	2.6 %	2.3 %	74,733	2,732
Separated/Discharged	42.3 %	34.2 %	15.9 %	3.5 %	4.0 %	81,784	4,496
Military Spouse							
Spouse of current active duty service member	44.8 %	32.3 %	13.9 %	3.7 %	5.2 %	5,874	232
Spouse of separated or retired service member	40.7 %	34.1 %	15.5 %	4.5 %	5.1 %	10,818	455
with a disability rating of 100% (severely) or service member never while on	39.0 %	32.0 %	14.3 %	5.2 %	9.6 %	288	9
None of the categories listed	44.1 %	35.4 %	14.3 %	3.1 %	3.0 %	538,334	29,123
Non-Competitive Hiring Authority							
Yes	42.3 %	33.4 %	14.5 %	4.6 %	5.2 %	2,017	72
No	42.2 %	33.4 %	15.0 %	4.2 %	5.3 %	14,871	615
Disability							
Yes	43.1 %	32.8 %	15.3 %	4.0 %	4.9 %	82,221	4,206
No	44.4 %	35.9 %	14.0 %	3.0 %	2.7 %	461,059	24,243

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	41.0 %	36.7 %	12.5 %	5.5 %	4.2 %	616,623	6,265
Work Location							
Headquarters	45.9 %	35.7 %	10.4 %	4.6 %	3.4 %	187,673	1,506
Field	37.7 %	37.5 %	13.6 %	6.3 %	4.9 %	285,505	2,676
Full-time telework	45.9 %	36.0 %	10.7 %	4.3 %	3.1 %	103,025	1,374
Supervisory Status							
Senior Leader	61.4 %	29.3 %	5.8 %	2.0 %	1.5 %	10,771	31
Manager	40.4 %	37.9 %	8.1 %	3.1 %	2.1 %	41,515	117
Supervisor	42.4 %	39.8 %	10.5 %	4.3 %	3.0 %	82,030	408
Team Leader	42.1 %	37.5 %	11.5 %	5.2 %	3.7 %	78,790	490
Non-Supervisor	40.1 %	35.9 %	11.2 %	6.0 %	4.7 %	347,090	4,576
Sex							
Male	42.1 %	37.1 %	11.7 %	5.1 %	3.9 %	307,967	2,480
Female	41.7 %	35.9 %	12.4 %	5.7 %	4.3 %	253,312	2,840
Hispanic or Latino							
Yes	38.7 %	34.4 %	14.5 %	6.5 %	5.8 %	60,156	596
No	42.3 %	36.9 %	11.7 %	5.2 %	3.9 %	502,841	4,681
Race							
American Indian/ Alaska Native	30.2 %	35.7 %	17.9 %	8.5 %	7.6 %	16,897	137
Asian	42.5 %	38.2 %	11.6 %	4.0 %	3.6 %	32,674	297
Black/African American	40.3 %	36.2 %	13.0 %	5.4 %	5.0 %	80,634	937
Native Hawaiian/ Pacific Islander	37.2 %	34.5 %	16.4 %	6.0 %	5.9 %	3,758	39
White	43.1 %	36.8 %	11.3 %	5.2 %	3.6 %	394,377	3,295
Two or more races (Not Hispanic/ Latino)	38.8 %	34.2 %	14.3 %	6.6 %	6.1 %	24,169	307
Age Group							
25 and under	47.3 %	35.5 %	10.2 %	4.3 %	2.7 %	6,864	32
26-29 years old	44.8 %	35.5 %	10.7 %	5.4 %	3.7 %	16,375	105
30-39 years old	43.2 %	35.2 %	11.3 %	5.7 %	4.7 %	108,702	759
40-49 years old	41.4 %	36.3 %	11.9 %	5.7 %	4.7 %	150,273	1,324
50-59 years old	41.6 %	37.1 %	12.4 %	5.2 %	3.7 %	190,525	1,884
60 or older	40.5 %	38.8 %	12.9 %	4.8 %	3.0 %	90,848	1,179
Level of Education							
Less than High School	30.7 %	34.6 %	21.8 %	5.2 %	7.6 %	353	13
H.S. Diploma/GED or equiv	35.2 %	38.2 %	15.8 %	5.9 %	4.9 %	23,531	241
Trade/Technical Certificate	32.5 %	37.1 %	16.5 %	7.7 %	6.1 %	12,133	143
Some College (no degree)	36.6 %	36.4 %	15.3 %	6.5 %	5.2 %	75,050	817
Associate's Degree	36.3 %	36.9 %	14.8 %	6.7 %	5.3 %	43,793	485
Bachelor's Degree	42.5 %	37.3 %	11.4 %	5.1 %	3.7 %	201,884	1,839
Master's Degree	46.1 %	36.0 %	9.9 %	4.6 %	3.5 %	156,560	1,287
Doctoral/Professional Degree	47.3 %	35.0 %	9.7 %	4.7 %	3.3 %	56,592	573
Pay Category							
Federal Wage System	28.1 %	36.8 %	18.5 %	8.8 %	7.8 %	19,489	166
GS 1-6	32.7 %	33.9 %	17.7 %	8.0 %	7.8 %	20,390	366
GS 7-12	38.5 %	37.0 %	13.5 %	6.2 %	4.8 %	238,200	2,655
GS 13-15	48.3 %	36.3 %	8.9 %	3.8 %	2.6 %	248,230	1,954
SES	65.8 %	27.4 %	4.1 %	1.7 %	1.0 %	5,619	11
SL/ST	53.8 %	33.4 %	8.2 %	2.8 %	2.6 %	2,045	18
Other	37.3 %	38.5 %	14.3 %	5.7 %	4.2 %	45,898	453
Time in Federal Government							
< 1 year	55.1 %	32.2 %	8.4 %	2.6 %	1.7 %	1,738	17
1-3 years	47.3 %	34.4 %	10.5 %	4.6 %	3.2 %	61,025	427
4-9 years	42.9 %	35.4 %	11.8 %	5.7 %	4.4 %	48,269	402
10-14 years	41.7 %	36.1 %	12.1 %	5.7 %	4.5 %	100,490	860
15-19 years	40.2 %	36.8 %	12.5 %	5.9 %	4.6 %	109,398	1,069
20-24 years	38.4 %	37.5 %	13.3 %	6.0 %	4.6 %	104,742	1,032
> 25 years	41.5 %	38.0 %	12.1 %	4.8 %	3.6 %	153,928	1,834
Time with Current Agency							
< 1 year	52.6 %	33.4 %	8.5 %	3.1 %	2.3 %	7,020	154
1-3 years	46.1 %	34.4 %	10.8 %	5.0 %	3.7 %	94,166	774
4-9 years	42.3 %	35.4 %	12.0 %	5.7 %	4.6 %	65,157	532
10-14 years	41.0 %	36.4 %	12.3 %	5.8 %	4.5 %	106,213	968
15-19 years	39.3 %	37.4 %	12.8 %	5.9 %	4.7 %	102,804	987
20-24 years	38.2 %	37.8 %	13.5 %	5.9 %	4.5 %	92,323	920
> 25 years	42.2 %	36.4 %	11.8 %	4.5 %	3.1 %	112,712	1,287

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	41.0 %	36.7 %	12.5 %	5.5 %	4.2 %	616,623	6,285
Leaving Before Covid							
No	47.0 %	36.8 %	10.1 %	3.8 %	2.4 %	432,319	3,533
Yes, to retire	36.6 %	40.3 %	14.0 %	5.7 %	3.4 %	35,178	473
Yes, to other job in Govt	26.0 %	35.4 %	18.1 %	10.6 %	9.8 %	84,154	1,123
Yes, to other job outside Govt	28.5 %	35.5 %	16.6 %	10.2 %	9.2 %	13,858	181
Yes, other	23.4 %	33.7 %	20.1 %	10.8 %	12.0 %	15,290	269
Leaving Today							
No	49.1 %	36.7 %	9.3 %	3.2 %	1.7 %	389,036	3,090
Yes, to retire	35.0 %	40.7 %	14.8 %	5.9 %	3.7 %	39,643	536
Yes, to other job in Govt	25.4 %	35.7 %	18.4 %	10.8 %	9.8 %	90,103	1,171
Yes, to other job outside Govt	26.0 %	34.8 %	17.2 %	10.9 %	11.2 %	18,880	224
Yes, other	23.5 %	34.4 %	19.9 %	10.8 %	11.4 %	22,497	386
Retire Before Covid							
Less than 1 year	40.0 %	38.0 %	12.6 %	5.6 %	3.8 %	14,420	218
1 year	38.3 %	39.8 %	13.3 %	5.2 %	3.4 %	16,358	204
2 years	38.8 %	39.6 %	13.4 %	5.0 %	3.2 %	32,227	377
3 years	38.8 %	39.0 %	13.5 %	5.3 %	3.5 %	32,057	331
4 years	39.4 %	38.1 %	13.6 %	5.3 %	3.5 %	21,151	238
5 years	39.2 %	37.8 %	13.2 %	5.6 %	4.2 %	41,717	459
More than 5 years	42.7 %	35.9 %	11.6 %	5.4 %	4.3 %	409,383	3,666
Retire Today							
Less than 1 year	35.2 %	37.2 %	14.7 %	7.0 %	5.9 %	20,024	295
1 year	34.8 %	39.7 %	14.8 %	6.2 %	4.4 %	19,181	273
2 years	38.3 %	39.9 %	13.8 %	5.3 %	3.6 %	31,982	344
3 years	39.5 %	38.9 %	13.0 %	5.1 %	3.4 %	29,792	305
4 years	40.7 %	38.1 %	12.8 %	5.2 %	3.2 %	19,900	228
5 years	40.0 %	37.9 %	12.9 %	5.2 %	3.9 %	39,499	440
More than 5 years	43.2 %	35.9 %	11.4 %	5.3 %	4.1 %	399,343	3,490
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	42.0 %	36.9 %	11.8 %	5.3 %	4.0 %	406,540	4,095
Currently in Guard/Reserves	41.7 %	35.8 %	11.9 %	5.7 %	4.9 %	10,072	55
Retired	43.5 %	36.9 %	11.8 %	4.6 %	3.2 %	76,885	576
Separated/Discharged	38.8 %	35.7 %	13.6 %	6.5 %	5.4 %	85,462	886
Military Spouse							
Spouse of current active duty service mem	42.6 %	32.5 %	11.8 %	7.1 %	6.0 %	6,056	45
Spouse of separated or retired service member	38.1 %	34.9 %	13.8 %	6.8 %	6.2 %	11,150	134
with a disability rating of 100% (severely) or service member knew while on	35.6 %	29.3 %	18.2 %	6.7 %	10.2 %	301	5
None of the categories listed	41.8 %	36.7 %	12.1 %	5.4 %	4.0 %	562,225	5,434
Non-Competitive Hiring Authority							
Yes	39.9 %	32.7 %	14.5 %	7.0 %	6.1 %	2,061	22
No	39.8 %	34.1 %	12.9 %	7.0 %	6.2 %	15,339	159
Disability							
Yes	39.2 %	33.8 %	13.9 %	6.8 %	6.3 %	85,444	992
No	42.3 %	37.2 %	11.7 %	5.1 %	3.7 %	481,074	4,367

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	46.6 %	36.1 %	8.1 %	5.2 %	2.0 %	621,769
Work Location						
Headquarters	51.1 %	34.1 %	7.8 %	4.5 %	2.5 %	188,877
Field	43.8 %	37.3 %	9.8 %	5.8 %	3.3 %	287,544
Full-time telework	50.7 %	34.9 %	8.1 %	4.0 %	2.3 %	104,301
Supervisory Status						
Senior Leader	64.1 %	26.8 %	5.1 %	2.6 %	1.4 %	10,783
Manager	53.6 %	33.4 %	6.7 %	4.0 %	2.3 %	41,535
Supervisor	47.5 %	37.0 %	8.1 %	4.8 %	2.5 %	82,265
Team Leader	49.2 %	35.6 %	7.9 %	4.9 %	2.4 %	79,139
Non-Supervisor	46.7 %	36.2 %	9.5 %	5.4 %	3.2 %	371,059
Sex						
Male	48.2 %	36.3 %	8.3 %	4.7 %	2.6 %	309,804
Female	46.5 %	35.2 %	9.4 %	5.6 %	3.2 %	255,725
Hispanic or Latino						
Yes	44.2 %	35.5 %	11.0 %	5.8 %	3.6 %	60,665
No	47.9 %	35.9 %	8.5 %	5.0 %	2.8 %	506,600
Race						
American Indian/ Alaska Native	35.7 %	35.0 %	14.0 %	8.0 %	5.3 %	10,987
Asian	42.4 %	37.4 %	9.0 %	3.9 %	2.4 %	32,937
Black/African American	45.2 %	37.0 %	9.4 %	5.0 %	3.4 %	81,501
Native Hawaiian/ Pacific Islander	42.4 %	36.0 %	12.6 %	5.2 %	3.8 %	3,791
White	48.9 %	35.5 %	8.1 %	5.0 %	2.5 %	396,900
Two or more races (Not Hispanic/ Latino)	44.8 %	34.3 %	10.8 %	6.1 %	4.3 %	24,418
Age Group						
25 and under	51.4 %	35.3 %	7.8 %	3.6 %	1.8 %	6,892
26-29 years old	49.2 %	36.3 %	8.0 %	4.4 %	2.2 %	16,465
30-39 years old	49.4 %	34.4 %	8.0 %	5.1 %	3.1 %	109,313
40-49 years old	47.2 %	35.5 %	8.7 %	5.3 %	3.1 %	151,330
50-59 years old	46.8 %	36.4 %	9.0 %	5.0 %	2.8 %	192,019
60 or older	45.8 %	37.4 %	9.5 %	4.8 %	2.4 %	91,833
Level of Education						
Less than High School	36.1 %	35.6 %	15.5 %	8.1 %	4.6 %	366
H.S. Diploma/GED or equiv	41.3 %	38.4 %	11.5 %	5.5 %	3.2 %	23,716
Trade/Technical Certificate	38.5 %	39.2 %	11.8 %	6.5 %	4.1 %	12,241
Some College (no degree)	42.4 %	37.4 %	10.8 %	6.0 %	3.3 %	75,687
Associate's Degree	41.4 %	38.2 %	10.8 %	6.1 %	3.5 %	44,212
Bachelor's Degree	47.9 %	36.4 %	8.3 %	4.8 %	2.6 %	203,376
Master's Degree	51.1 %	34.2 %	7.5 %	4.6 %	2.6 %	157,627
Doctoral/Professional Degree	54.6 %	31.6 %	6.8 %	4.4 %	2.6 %	57,056
Pay Category						
Federal Wage System	35.5 %	40.1 %	12.6 %	7.3 %	4.5 %	19,600
GS 1-6	39.2 %	36.1 %	12.5 %	7.4 %	4.8 %	20,725
GS 7-12	44.0 %	37.4 %	9.8 %	5.6 %	3.2 %	240,507
GS 13-15	53.5 %	33.4 %	6.8 %	4.1 %	2.2 %	249,736
SES	69.4 %	23.4 %	3.6 %	2.8 %	0.9 %	5,610
SL-57	59.5 %	28.3 %	6.6 %	4.0 %	2.0 %	2,051
Other	48.2 %	38.4 %	9.8 %	5.0 %	2.6 %	46,220
Time in Federal Government						
< 1 year	59.6 %	30.3 %	6.2 %	2.4 %	1.4 %	1,751
1-3 years	52.2 %	34.5 %	7.4 %	3.9 %	1.9 %	61,395
4-9 years	49.0 %	34.4 %	8.3 %	4.9 %	3.0 %	40,405
6-10 years	47.9 %	35.3 %	8.8 %	5.1 %	3.0 %	105,090
11-14 years	46.0 %	36.4 %	9.0 %	5.5 %	3.1 %	110,256
15-20 years	44.3 %	36.9 %	9.8 %	5.8 %	3.3 %	105,589
> 20 years	46.5 %	36.6 %	9.0 %	5.0 %	2.9 %	155,426
Time with Current Agency						
< 1 year	55.3 %	32.3 %	7.3 %	3.5 %	1.8 %	7,170
1-3 years	50.8 %	34.3 %	8.1 %	4.4 %	2.4 %	94,843
4-5 years	48.0 %	34.8 %	8.7 %	5.3 %	3.2 %	65,589
6-10 years	47.1 %	35.6 %	9.0 %	5.3 %	3.1 %	106,982
11-14 years	45.2 %	37.0 %	9.2 %	5.5 %	3.1 %	103,589
15-20 years	46.0 %	37.5 %	9.7 %	5.8 %	3.1 %	93,055
> 20 years	47.5 %	36.6 %	8.6 %	4.7 %	2.6 %	113,746

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	46.6 %	36.1 %	9.1 %	5.2 %	2.0 %	621,769
Leaving Before Covid						
No	32.3 %	35.1 %	7.2 %	3.6 %	1.7 %	426,122
Yes, to retire	42.6 %	38.8 %	10.4 %	5.5 %	2.7 %	35,550
Yes, to other job in Govt	31.9 %	38.0 %	13.8 %	9.8 %	6.5 %	85,124
Yes, to other job outside Govt	36.2 %	37.0 %	11.5 %	9.2 %	6.0 %	13,995
Yes, other	29.4 %	36.2 %	15.1 %	10.4 %	8.8 %	15,541
Leaving Today						
No	54.4 %	34.8 %	6.6 %	3.0 %	1.2 %	391,517
Yes, to retire	41.0 %	39.3 %	10.7 %	6.0 %	3.0 %	40,068
Yes, to other job in Govt	31.3 %	38.0 %	13.9 %	10.2 %	6.6 %	91,084
Yes, to other job outside Govt	32.8 %	37.3 %	12.2 %	10.4 %	7.2 %	10,055
Yes, other	29.8 %	36.7 %	14.7 %	10.5 %	8.5 %	22,833
Retire Before Covid						
Less than 1 year	45.7 %	36.3 %	9.5 %	5.4 %	3.1 %	14,590
1 year	44.5 %	38.2 %	9.6 %	5.1 %	2.6 %	16,528
2 years	43.7 %	38.5 %	9.9 %	5.2 %	2.7 %	32,532
3 years	44.3 %	37.6 %	9.9 %	5.4 %	2.8 %	32,342
4 years	44.5 %	37.6 %	9.8 %	5.4 %	2.9 %	21,347
5 years	43.9 %	37.9 %	9.8 %	5.6 %	3.1 %	42,074
More than 5 years	48.4 %	35.2 %	8.5 %	5.0 %	2.9 %	412,392
Retire Today						
Less than 1 year	48.6 %	36.7 %	10.9 %	7.2 %	4.6 %	20,268
1 year	40.7 %	38.5 %	10.9 %	6.2 %	3.6 %	19,409
2 years	43.6 %	38.1 %	10.3 %	5.4 %	2.9 %	32,266
3 years	43.2 %	37.3 %	9.5 %	5.4 %	2.7 %	30,036
4 years	45.6 %	37.5 %	9.4 %	4.9 %	2.5 %	20,099
5 years	45.1 %	37.6 %	9.4 %	5.2 %	2.8 %	39,830
More than 5 years	48.9 %	35.1 %	8.3 %	4.9 %	2.8 %	402,186
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	47.7 %	35.8 %	8.7 %	5.0 %	2.8 %	409,893
Currently in Guard/Reserves	46.6 %	35.9 %	8.6 %	5.3 %	3.6 %	10,116
Retired	48.8 %	36.1 %	8.4 %	4.5 %	2.3 %	77,328
Separated/Discharged	44.4 %	36.2 %	9.8 %	5.9 %	3.7 %	86,187
Military Spouse						
Spouse of current active duty service mem	47.4 %	33.0 %	8.8 %	6.6 %	4.1 %	6,084
Spouse of separated or retired service member	43.3 %	34.9 %	10.9 %	6.7 %	4.3 %	11,241
with a disability rating of 100% immediately or a service member's spouse while on	40.0 %	31.5 %	15.4 %	5.7 %	7.4 %	309
None of the categories listed	47.3 %	36.0 %	8.8 %	5.0 %	2.8 %	566,664
Non-Competitive Hiring Authority						
Yes	44.3 %	33.8 %	10.5 %	7.7 %	3.7 %	2,080
No	44.8 %	34.1 %	10.2 %	6.5 %	4.4 %	15,445
Disability						
Yes	44.4 %	34.3 %	10.3 %	6.6 %	4.4 %	86,297
No	48.0 %	36.2 %	8.5 %	4.8 %	2.6 %	484,586

(23) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	52.5 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
Work Location						
Headquarters	56.8 %	31.5 %	6.5 %	5.0 %	2.3 %	188,826
Field	49.7 %	35.7 %	8.1 %	3.7 %	2.8 %	287,508
Full-time telework	56.2 %	32.6 %	6.5 %	2.7 %	2.0 %	104,250
Supervisory Status						
Senior Leader	69.6 %	22.8 %	4.2 %	2.0 %	1.4 %	10,783
Manager	59.5 %	30.1 %	5.7 %	2.9 %	2.2 %	41,538
Supervisor	53.5 %	34.3 %	6.7 %	3.1 %	2.3 %	82,242
Team Leader	55.0 %	33.2 %	6.7 %	3.2 %	2.0 %	79,147
Non-Supervisor	51.4 %	34.6 %	7.8 %	3.5 %	2.7 %	370,958
Sex						
Male	54.5 %	33.6 %	6.7 %	2.9 %	2.2 %	309,781
Female	51.6 %	33.9 %	7.9 %	3.8 %	2.8 %	255,547
Hispanic or Latino						
Yes	50.9 %	34.4 %	8.3 %	3.5 %	3.0 %	60,659
No	53.6 %	33.7 %	7.1 %	3.3 %	2.4 %	506,506
Race						
American Indian/ Alaska Native	40.1 %	35.5 %	12.8 %	5.9 %	4.7 %	10,994
Asian	52.5 %	35.2 %	7.7 %	2.6 %	2.0 %	32,967
Black/African American	50.3 %	35.6 %	7.7 %	3.4 %	3.0 %	81,459
Native Hawaiian/ Pacific Islander	46.7 %	35.5 %	10.3 %	4.3 %	3.2 %	3,793
White	55.0 %	33.1 %	6.6 %	3.1 %	2.2 %	396,819
Two or more races (Not Hispanic/ Latino)	50.5 %	32.8 %	9.0 %	4.2 %	3.6 %	24,415
Age Group						
25 and under	58.5 %	32.0 %	5.9 %	2.1 %	1.5 %	6,887
26-29 years old	56.2 %	33.7 %	5.9 %	2.4 %	1.7 %	16,461
30-39 years old	56.0 %	32.2 %	6.4 %	3.0 %	2.4 %	109,283
40-49 years old	53.1 %	33.8 %	7.1 %	3.4 %	2.7 %	151,286
50-59 years old	52.2 %	34.3 %	7.8 %	3.5 %	2.5 %	191,394
60 or older	51.2 %	35.1 %	8.0 %	3.4 %	2.3 %	91,839
Level of Education						
Less than High School	41.5 %	34.4 %	15.2 %	4.1 %	4.8 %	366
H.S. Diploma/GED or equiv	46.1 %	37.7 %	9.9 %	3.6 %	2.7 %	23,714
Trade/Technical Certificate	43.8 %	38.5 %	10.1 %	4.5 %	3.2 %	12,227
Some College (no degree)	47.7 %	36.6 %	8.9 %	3.9 %	2.9 %	75,690
Associate's Degree	46.9 %	37.1 %	9.0 %	3.9 %	3.1 %	44,226
Bachelor's Degree	54.0 %	34.1 %	6.7 %	3.0 %	2.2 %	203,333
Master's Degree	57.1 %	31.3 %	6.2 %	3.0 %	2.3 %	157,378
Doctoral/Professional Degree	60.8 %	28.0 %	5.6 %	3.2 %	2.4 %	57,094
Pay Category						
Federal Wage System	40.8 %	39.7 %	10.8 %	5.0 %	3.7 %	19,602
GS 1-6	44.1 %	36.4 %	10.8 %	4.7 %	3.9 %	20,724
GS 7-12	49.8 %	35.8 %	8.0 %	3.6 %	2.8 %	240,476
GS 13-15	59.4 %	30.3 %	5.6 %	2.7 %	1.9 %	249,658
SES	76.7 %	18.7 %	3.6 %	1.9 %	1.0 %	5,608
SES*	66.6 %	24.6 %	4.3 %	2.5 %	1.7 %	2,060
Other	50.1 %	36.3 %	8.0 %	3.3 %	2.3 %	46,223
Time in Federal Government						
< 1 year	66.1 %	26.5 %	5.1 %	1.1 %	1.2 %	1,750
1-3 years	58.6 %	31.7 %	5.7 %	2.4 %	1.5 %	61,371
4-9 years	55.2 %	32.5 %	6.9 %	3.0 %	2.3 %	40,597
6-10 years	53.9 %	33.2 %	7.0 %	3.3 %	2.5 %	105,096
11-14 years	51.9 %	34.5 %	7.4 %	3.4 %	2.7 %	110,265
15-20 years	49.9 %	35.4 %	8.1 %	3.8 %	2.8 %	105,339
> 20 years	51.7 %	34.4 %	7.8 %	3.5 %	2.7 %	155,378
Time with Current Agency						
< 1 year	60.7 %	30.1 %	5.7 %	3.0 %	1.5 %	7,170
1-3 years	57.0 %	31.8 %	6.3 %	2.8 %	2.0 %	94,813
4-5 years	54.1 %	32.7 %	7.2 %	3.3 %	2.7 %	65,567
6-10 years	52.9 %	33.6 %	7.4 %	3.5 %	2.7 %	107,003
11-14 years	50.9 %	35.3 %	7.6 %	3.5 %	2.7 %	103,587
15-20 years	49.6 %	35.7 %	8.1 %	3.8 %	2.7 %	93,014
> 20 years	52.8 %	34.1 %	7.4 %	3.3 %	2.4 %	113,712

(23) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	32.3 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
Leaving Before Covid						
No	38.2 %	32.3 %	5.8 %	2.3 %	1.4 %	426,000
Yes, to retire	47.9 %	37.2 %	8.7 %	3.9 %	2.4 %	95,512
Yes, to other job in Govt	37.5 %	38.2 %	12.1 %	6.6 %	5.6 %	85,080
Yes, to other job outside Govt	48.2 %	35.8 %	9.6 %	5.8 %	5.6 %	13,987
Yes, other	34.5 %	36.9 %	13.4 %	7.3 %	8.0 %	15,532
Leaving Today						
No	60.3 %	31.7 %	5.2 %	1.9 %	1.0 %	391,473
Yes, to retire	46.4 %	37.6 %	9.1 %	4.1 %	2.7 %	40,074
Yes, to other job in Govt	37.2 %	38.3 %	12.1 %	6.6 %	5.7 %	91,044
Yes, to other job outside Govt	39.4 %	36.8 %	10.5 %	6.9 %	6.4 %	10,055
Yes, other	35.0 %	37.1 %	13.2 %	7.1 %	7.6 %	22,831
Retire Before Covid						
Less than 1 year	51.2 %	34.1 %	8.3 %	3.7 %	2.7 %	14,589
1 year	50.0 %	35.7 %	8.1 %	3.6 %	2.6 %	16,506
2 years	49.2 %	36.5 %	8.2 %	3.7 %	2.4 %	32,508
3 years	49.6 %	35.7 %	8.5 %	3.7 %	2.5 %	32,304
4 years	49.9 %	35.5 %	8.3 %	3.7 %	2.5 %	21,543
5 years	49.3 %	35.8 %	8.4 %	3.6 %	2.8 %	42,040
More than 5 years	54.4 %	33.1 %	6.9 %	3.2 %	2.4 %	432,240
Retire Today						
Less than 1 year	45.8 %	35.1 %	9.6 %	5.0 %	4.5 %	20,265
1 year	46.2 %	36.8 %	9.2 %	4.4 %	3.3 %	19,393
2 years	49.0 %	36.3 %	8.4 %	3.8 %	2.3 %	32,290
3 years	50.7 %	35.2 %	8.1 %	3.7 %	2.4 %	30,035
4 years	51.0 %	35.4 %	7.7 %	3.5 %	2.3 %	20,111
5 years	50.5 %	35.5 %	7.9 %	3.5 %	2.5 %	39,842
More than 5 years	54.9 %	33.0 %	6.8 %	3.1 %	2.3 %	402,099
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	53.5 %	33.6 %	7.2 %	3.3 %	2.4 %	409,798
Currently in Guard/Reserves	53.6 %	33.1 %	7.3 %	3.2 %	2.9 %	10,114
Retired	54.2 %	34.1 %	6.9 %	2.8 %	2.0 %	77,328
Separated/Discharged	50.2 %	34.0 %	8.1 %	3.8 %	3.1 %	86,174
Military Spouse						
Spouse of current active duty service mem	53.5 %	31.8 %	7.3 %	3.9 %	3.6 %	6,085
Spouse of separated or retired service member	47.6 %	34.7 %	9.4 %	4.5 %	3.8 %	11,234
with a disability rating of 100% immediately or a service member's spouse while on	42.7 %	32.5 %	12.1 %	5.6 %	7.0 %	310
None of the categories listed	53.2 %	33.8 %	7.2 %	3.3 %	2.4 %	566,553
Non-Competitive Hiring Authority						
Yes	50.1 %	32.7 %	9.3 %	5.8 %	4.2 %	2,082
No	49.7 %	33.7 %	8.5 %	4.4 %	3.7 %	15,437
Disability						
Yes	49.8 %	32.9 %	8.9 %	4.4 %	4.1 %	86,289
No	53.9 %	33.9 %	6.9 %	3.1 %	2.2 %	484,486

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.9 %	621,453
Work Location						
Headquarters	45.5 %	29.3 %	11.1 %	5.7 %	4.4 %	188,761
Field	42.7 %	31.5 %	13.2 %	7.1 %	5.6 %	287,454
Full-time telework	49.5 %	29.9 %	11.6 %	5.2 %	3.7 %	104,233
Supervisory Status						
Senior Leader	63.9 %	23.5 %	7.2 %	3.3 %	2.2 %	10,772
Manager	52.4 %	29.3 %	9.7 %	6.2 %	3.4 %	41,536
Supervisor	46.5 %	32.0 %	11.4 %	5.8 %	4.3 %	82,221
Team Leader	46.7 %	30.9 %	11.8 %	6.2 %	4.5 %	79,113
Non-Supervisor	44.6 %	30.5 %	11.0 %	6.6 %	5.3 %	370,884
Sex						
Male	47.6 %	31.1 %	11.3 %	5.5 %	4.5 %	309,071
Female	44.4 %	29.8 %	13.4 %	7.2 %	5.3 %	255,595
Hispanic or Latino						
Yes	43.7 %	29.8 %	11.9 %	6.7 %	5.9 %	60,637
No	46.6 %	30.7 %	11.9 %	6.2 %	4.7 %	506,377
Race						
American Indian/ Alaska Native	35.5 %	30.2 %	17.4 %	8.6 %	8.2 %	10,966
Asian	47.2 %	33.2 %	11.4 %	4.5 %	3.7 %	32,934
Black/African American	42.1 %	31.0 %	14.4 %	6.6 %	5.9 %	81,430
Native Hawaiian/ Pacific Islander	41.2 %	30.6 %	14.7 %	7.4 %	6.1 %	3,798
White	48.0 %	30.3 %	11.3 %	6.1 %	4.3 %	396,750
Two or more races (Not Hispanic/ Latino)	43.1 %	28.8 %	13.8 %	7.4 %	6.9 %	24,406
Age Group						
25 and under	52.6 %	30.2 %	9.8 %	4.9 %	2.7 %	6,891
26-29 years old	48.6 %	30.9 %	11.2 %	5.7 %	3.7 %	16,459
30-39 years old	47.9 %	29.5 %	11.2 %	6.3 %	5.1 %	109,274
40-49 years old	46.6 %	30.2 %	12.2 %	6.7 %	5.3 %	151,270
50-59 years old	45.5 %	30.9 %	12.7 %	6.1 %	4.7 %	191,937
60 or older	45.6 %	31.7 %	12.9 %	5.8 %	4.0 %	91,772
Level of Education						
Less than High School	36.5 %	26.8 %	20.8 %	8.2 %	7.7 %	364
H.S. Diploma/GED or equiv	40.9 %	32.9 %	14.5 %	6.5 %	5.2 %	23,705
Trade/Technical Certificate	38.4 %	31.9 %	15.8 %	7.3 %	6.6 %	12,231
Some College (no degree)	41.8 %	31.1 %	14.4 %	7.0 %	5.7 %	75,664
Associate's Degree	40.8 %	31.9 %	14.2 %	7.2 %	5.9 %	44,212
Bachelor's Degree	46.8 %	31.0 %	11.8 %	6.1 %	4.4 %	203,275
Master's Degree	49.2 %	29.6 %	10.9 %	5.8 %	4.5 %	157,539
Doctoral/Professional Degree	52.6 %	27.6 %	9.9 %	5.7 %	4.2 %	57,029
Pay Category						
Federal Wage System	35.1 %	32.5 %	16.0 %	8.5 %	7.9 %	19,597
GS 1-6	38.8 %	29.8 %	16.1 %	8.1 %	7.3 %	20,701
GS 7-12	43.0 %	31.2 %	11.4 %	6.9 %	5.4 %	240,406
GS 13-15	51.6 %	29.3 %	10.2 %	5.2 %	3.8 %	249,611
SES	69.7 %	20.3 %	6.3 %	3.0 %	1.7 %	5,604
SL/ST	58.9 %	24.9 %	7.8 %	5.7 %	2.6 %	2,060
Other	43.4 %	33.2 %	12.9 %	6.1 %	4.4 %	46,213
Time in Federal Government						
< 1 year	60.9 %	26.2 %	8.4 %	2.2 %	2.3 %	1,748
1-3 years	52.1 %	29.6 %	10.2 %	4.9 %	3.2 %	61,361
4-9 years	47.9 %	29.7 %	11.6 %	4.8 %	4.8 %	40,584
6-10 years	46.5 %	30.1 %	11.9 %	6.5 %	5.1 %	105,046
11-14 years	44.7 %	30.8 %	12.6 %	6.7 %	5.3 %	110,229
15-20 years	43.0 %	31.3 %	13.3 %	6.9 %	5.6 %	105,326
> 20 years	40.0 %	31.0 %	11.0 %	6.3 %	4.7 %	155,356
Time with Current Agency						
< 1 year	55.1 %	28.2 %	10.2 %	3.6 %	3.0 %	7,161
1-3 years	50.4 %	29.2 %	11.0 %	5.4 %	4.1 %	94,788
4-5 years	46.9 %	29.7 %	11.8 %	6.5 %	5.2 %	65,546
6-10 years	45.5 %	30.3 %	12.4 %	6.5 %	5.3 %	106,953
11-14 years	43.8 %	31.3 %	12.9 %	6.7 %	5.3 %	103,550
15-20 years	42.7 %	31.7 %	13.3 %	7.0 %	5.3 %	93,017
> 20 years	45.9 %	31.2 %	12.7 %	6.9 %	4.3 %	113,701

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.0 %	621,453
Leaving Before Covid						
No	14.4 %	30.6 %	10.4 %	4.7 %	2.9 %	435,000
Yes, to retire	41.4 %	33.0 %	14.3 %	6.6 %	4.7 %	35,536
Yes, to other job in Govt	29.5 %	29.7 %	18.2 %	11.6 %	11.0 %	85,102
Yes, to other job outside Govt	34.2 %	29.9 %	15.4 %	10.3 %	10.2 %	13,993
Yes, other	27.6 %	28.2 %	19.1 %	11.5 %	13.6 %	15,538
Leaving Today						
No	53.5 %	30.7 %	9.7 %	4.0 %	2.2 %	391,318
Yes, to retire	39.9 %	32.9 %	14.9 %	7.3 %	5.0 %	40,061
Yes, to other job in Govt	29.0 %	29.7 %	18.1 %	12.0 %	11.2 %	91,060
Yes, to other job outside Govt	31.2 %	29.1 %	16.0 %	11.7 %	12.1 %	10,056
Yes, other	27.8 %	28.3 %	19.1 %	11.7 %	13.0 %	22,823
Retire Before Covid						
Less than 1 year	44.4 %	31.2 %	13.1 %	6.4 %	5.0 %	14,588
1 year	43.3 %	32.5 %	13.4 %	6.2 %	4.6 %	16,516
2 years	42.9 %	32.5 %	13.8 %	6.3 %	4.5 %	32,515
3 years	42.2 %	31.6 %	13.9 %	6.6 %	4.6 %	32,309
4 years	42.7 %	31.5 %	13.5 %	6.7 %	4.6 %	21,333
5 years	43.2 %	31.3 %	13.7 %	6.6 %	5.1 %	42,030
More than 5 years	47.1 %	30.1 %	11.8 %	6.2 %	4.9 %	412,228
Retire Today						
Less than 1 year	39.3 %	30.6 %	14.5 %	8.2 %	7.4 %	20,260
1 year	39.9 %	31.7 %	13.3 %	7.5 %	5.7 %	19,395
2 years	42.7 %	32.1 %	13.9 %	6.6 %	4.7 %	32,247
3 years	44.1 %	31.4 %	13.4 %	6.5 %	4.5 %	30,009
4 years	44.6 %	31.8 %	13.1 %	6.3 %	4.3 %	20,090
5 years	44.2 %	31.3 %	13.5 %	6.2 %	4.8 %	39,805
More than 5 years	47.5 %	30.1 %	11.6 %	6.1 %	4.7 %	402,042
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	46.2 %	30.5 %	12.3 %	6.4 %	4.6 %	409,723
Currently in Guard/Reserves	46.4 %	30.4 %	11.2 %	6.2 %	5.8 %	10,109
Retired	48.2 %	30.7 %	11.5 %	5.4 %	4.2 %	77,258
Separated/Discharged	43.4 %	30.5 %	13.1 %	6.8 %	6.2 %	86,173
Military Spouse						
Spouse of current active duty service mem	46.1 %	27.3 %	12.4 %	7.4 %	6.8 %	6,079
Spouse of separated or retired service member	41.0 %	28.5 %	15.4 %	7.9 %	7.2 %	11,235
with a disability rating of 100% immediately or a service member's spouse while on	36.2 %	30.7 %	15.3 %	7.7 %	10.1 %	308
None of the categories listed	46.1 %	30.6 %	12.2 %	6.2 %	4.8 %	566,408
Non-Competitive Hiring Authority						
Yes	43.1 %	26.4 %	14.6 %	8.1 %	6.7 %	2,075
No	42.8 %	28.3 %	14.2 %	7.5 %	7.2 %	15,438
Disability						
Yes	43.5 %	28.3 %	13.5 %	7.4 %	7.3 %	86,248
No	46.7 %	31.0 %	11.9 %	6.0 %	4.4 %	484,371

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1 %	623,361
Work Location						
Headquarters	51.9 %	28.7 %	12.6 %	4.2 %	2.8 %	189,339
Field	46.1 %	29.9 %	15.1 %	5.2 %	3.6 %	288,408
Full-time telework	54.4 %	28.0 %	11.9 %	3.5 %	2.3 %	104,542
Supervisory Status						
Senior Leader	64.4 %	24.2 %	7.4 %	2.5 %	1.5 %	10,829
Manager	53.8 %	29.3 %	11.4 %	3.4 %	2.4 %	41,715
Supervisor	48.1 %	31.6 %	13.2 %	4.2 %	2.8 %	82,502
Team Leader	49.0 %	29.6 %	13.7 %	4.7 %	3.0 %	79,347
Non-Supervisor	48.9 %	28.7 %	14.2 %	4.8 %	3.3 %	371,985
Sex						
Male	50.4 %	29.2 %	13.1 %	4.3 %	3.0 %	310,766
Female	48.4 %	29.1 %	14.4 %	4.9 %	3.2 %	316,360
Hispanic or Latino						
Yes	46.9 %	28.4 %	15.7 %	5.2 %	3.9 %	60,827
No	49.9 %	29.3 %	13.4 %	4.5 %	3.0 %	508,059
Race						
American Indian/ Alaska Native	39.2 %	28.9 %	18.3 %	8.0 %	5.8 %	11,040
Asian	45.5 %	30.5 %	13.5 %	3.8 %	2.7 %	33,052
Black/African American	47.7 %	29.5 %	14.9 %	4.5 %	3.4 %	81,758
Native Hawaiian/ Pacific Islander	44.7 %	28.1 %	16.7 %	6.2 %	4.2 %	3,808
White	50.8 %	29.1 %	12.9 %	4.4 %	2.8 %	397,986
Two or more races (Not Hispanic/ Latino)	46.1 %	28.1 %	15.8 %	5.5 %	4.6 %	24,494
Age Group						
25 and under	53.4 %	29.9 %	12.0 %	2.9 %	1.7 %	6,409
26-29 years old	50.1 %	29.7 %	13.9 %	4.1 %	2.2 %	16,503
30-39 years old	48.7 %	29.1 %	13.9 %	4.9 %	3.3 %	109,505
40-49 years old	48.0 %	29.3 %	14.2 %	4.9 %	3.5 %	151,641
50-59 years old	50.1 %	29.2 %	13.3 %	4.4 %	3.0 %	192,385
60 or older	51.9 %	28.7 %	12.9 %	3.9 %	2.5 %	92,337
Level of Education						
Less than High School	42.6 %	24.1 %	19.8 %	6.7 %	6.8 %	371
H.S. Diploma/GED or equiv	48.2 %	28.5 %	14.8 %	4.7 %	3.7 %	23,837
Trade/Technical Certificate	43.8 %	29.5 %	16.2 %	6.2 %	4.2 %	12,290
Some College (no degree)	47.3 %	28.5 %	15.3 %	5.4 %	3.4 %	75,970
Associate's Degree	45.7 %	29.4 %	15.5 %	5.6 %	3.8 %	44,345
Bachelor's Degree	49.5 %	29.9 %	13.4 %	4.3 %	2.8 %	203,301
Master's Degree	50.8 %	29.4 %	12.7 %	4.1 %	2.9 %	157,982
Doctoral/Professional Degree	55.3 %	26.8 %	11.4 %	4.0 %	2.6 %	57,197
Pay Category						
Federal Wage System	35.5 %	29.7 %	18.2 %	7.2 %	5.3 %	19,692
GS 1-6	43.9 %	27.9 %	16.8 %	6.3 %	4.9 %	20,801
GS 7-12	47.1 %	29.6 %	14.9 %	5.1 %	3.4 %	241,113
GS 13-15	53.6 %	28.7 %	11.6 %	3.6 %	2.4 %	250,319
SES	69.3 %	21.9 %	6.7 %	2.0 %	1.2 %	5,632
SL-57	60.8 %	25.2 %	8.4 %	3.1 %	2.3 %	2,689
Other	47.7 %	30.6 %	14.3 %	4.6 %	2.8 %	46,425
Time in Federal Government						
< 1 year	61.2 %	26.3 %	8.5 %	2.3 %	1.7 %	1,753
1-3 years	53.8 %	28.5 %	12.0 %	3.6 %	2.1 %	61,511
4-9 years	49.7 %	28.8 %	13.7 %	4.6 %	3.1 %	40,684
10-19 years	48.9 %	29.2 %	13.8 %	4.9 %	3.2 %	102,346
20-29 years	47.8 %	29.5 %	14.3 %	5.0 %	3.4 %	110,500
30-39 years	46.7 %	29.6 %	14.9 %	5.1 %	3.6 %	105,925
40+ years	50.1 %	29.2 %	13.4 %	4.3 %	3.0 %	155,979
Time with Current Agency						
< 1 year	57.5 %	27.5 %	9.9 %	3.7 %	2.4 %	7,180
1-3 years	52.2 %	28.5 %	12.5 %	4.1 %	2.6 %	95,022
4-9 years	49.2 %	28.7 %	13.8 %	4.9 %	3.4 %	65,729
10-19 years	48.3 %	29.3 %	14.2 %	4.9 %	3.4 %	107,269
20-29 years	47.4 %	29.7 %	14.5 %	5.0 %	3.4 %	103,859
30-39 years	46.9 %	29.8 %	14.8 %	5.0 %	3.4 %	93,365
40+ years	51.0 %	29.3 %	13.0 %	4.0 %	2.7 %	114,162

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1 %	623,861
Leaving Before Covid						
No	54.9 %	28.0 %	11.3 %	3.2 %	1.8 %	427,162
Yes, to retire	46.9 %	30.0 %	14.9 %	4.4 %	2.9 %	35,721
Yes, to other job in Govt	31.8 %	30.2 %	21.6 %	9.3 %	7.1 %	85,273
Yes, to other job outside Govt	35.6 %	30.5 %	19.2 %	8.1 %	6.7 %	14,045
Yes, other	30.7 %	29.0 %	21.6 %	9.7 %	9.1 %	15,566
Leaving Today						
No	57.0 %	28.7 %	10.3 %	2.6 %	1.3 %	392,492
Yes, to retire	45.3 %	31.0 %	15.6 %	4.8 %	3.3 %	40,260
Yes, to other job in Govt	30.9 %	30.0 %	22.1 %	9.6 %	7.3 %	91,272
Yes, to other job outside Govt	32.8 %	29.4 %	20.6 %	9.4 %	7.8 %	19,124
Yes, other	30.6 %	29.5 %	21.5 %	9.5 %	8.8 %	22,881
Retire Before Covid						
Less than 1 year	49.3 %	29.5 %	13.6 %	4.3 %	3.3 %	14,674
1 year	48.7 %	30.4 %	13.9 %	4.0 %	2.9 %	16,597
2 years	48.8 %	30.2 %	13.8 %	4.4 %	2.7 %	32,644
3 years	48.7 %	29.5 %	14.3 %	4.7 %	2.8 %	32,428
4 years	48.7 %	29.7 %	14.1 %	4.5 %	3.0 %	21,456
5 years	48.6 %	29.2 %	14.2 %	4.8 %	3.3 %	42,214
More than 5 years	49.6 %	29.0 %	13.6 %	4.6 %	3.1 %	413,222
Retire Today						
Less than 1 year	44.3 %	28.8 %	15.9 %	5.9 %	5.1 %	20,366
1 year	44.9 %	30.5 %	13.6 %	5.3 %	3.7 %	19,486
2 years	48.1 %	30.3 %	14.3 %	4.5 %	2.9 %	32,410
3 years	49.6 %	28.9 %	14.1 %	4.6 %	2.8 %	30,136
4 years	49.6 %	29.8 %	13.5 %	4.3 %	2.8 %	20,171
5 years	49.1 %	29.5 %	14.0 %	4.4 %	2.9 %	39,974
More than 5 years	50.0 %	29.0 %	13.4 %	4.5 %	3.0 %	403,037
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	49.5 %	29.4 %	13.7 %	4.5 %	3.0 %	410,949
Currently in Guard/Reserves	46.8 %	29.9 %	14.3 %	4.9 %	4.1 %	10,145
Retired	51.7 %	28.0 %	12.8 %	4.1 %	2.6 %	77,586
Separated/Discharged	47.1 %	28.6 %	14.8 %	5.5 %	4.0 %	46,433
Military Spouse						
Spouse of current active duty service mem	47.2 %	27.2 %	15.2 %	5.5 %	4.9 %	6,111
Spouse of separated or retired service member	44.8 %	28.6 %	15.8 %	5.8 %	5.0 %	11,299
with a disability rating of 100% immediately or a service member's spouse while on	41.2 %	28.2 %	13.7 %	6.1 %	10.7 %	308
None of the categories listed	49.5 %	29.2 %	13.7 %	4.6 %	3.0 %	568,182
Non-Competitive Hiring Authority						
Yes	45.3 %	26.3 %	16.6 %	6.4 %	5.3 %	2,093
No	45.7 %	28.3 %	15.3 %	5.6 %	5.0 %	15,513
Disability						
Yes	47.1 %	27.5 %	14.9 %	5.7 %	4.8 %	86,579
No	48.9 %	29.5 %	13.4 %	4.4 %	2.8 %	485,898

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	34.6 %	22.6 %	14.9 %	10.8 %	610,089	10,495
Work Location							
Headquarters	19.0 %	36.8 %	21.7 %	13.3 %	9.2 %	196,820	2,454
Field	13.8 %	32.4 %	24.3 %	16.5 %	13.0 %	283,419	4,764
Full-time telework	19.6 %	38.4 %	22.9 %	11.8 %	7.4 %	102,148	2,300
Supervisory Status							
Senior Leader	42.1 %	36.7 %	11.2 %	5.9 %	4.1 %	10,795	25
Manager	21.2 %	31.6 %	19.3 %	13.2 %	8.6 %	61,513	143
Supervisor	15.6 %	36.3 %	22.9 %	15.0 %	10.2 %	81,879	405
Team Leader	14.7 %	34.8 %	23.6 %	15.7 %	11.2 %	78,426	880
Non-Supervisor	15.8 %	34.2 %	24.0 %	14.8 %	11.2 %	363,714	8,013
Sex							
Male	16.0 %	34.6 %	23.2 %	14.4 %	11.1 %	386,142	4,323
Female	16.7 %	35.8 %	23.0 %	14.7 %	9.7 %	221,469	4,761
Hispanic or Latino							
Yes	17.1 %	32.5 %	22.0 %	14.8 %	12.6 %	59,904	881
No	16.5 %	35.4 %	23.2 %	14.6 %	10.4 %	499,383	8,286
Race							
American Indian/ Alaska Native	12.9 %	31.9 %	25.5 %	16.4 %	13.4 %	16,826	188
Asian	20.9 %	40.5 %	21.5 %	9.6 %	7.5 %	32,372	637
Black/African American	18.1 %	37.0 %	23.2 %	12.4 %	9.3 %	86,102	1,532
Native Hawaiian/ Pacific Islander	18.3 %	33.9 %	23.1 %	12.8 %	11.9 %	3,745	49
White	16.2 %	34.7 %	23.1 %	15.3 %	10.7 %	391,848	5,908
Two or more races (Not Hispanic/ Latino)	14.9 %	31.8 %	23.5 %	15.7 %	14.5 %	24,014	469
Age Group							
25 and under	17.9 %	38.8 %	22.2 %	12.7 %	8.4 %	6,776	123
26-29 years old	15.7 %	34.5 %	23.0 %	15.5 %	11.2 %	16,209	279
30-39 years old	15.1 %	32.5 %	22.6 %	16.4 %	13.4 %	107,808	1,674
40-49 years old	15.5 %	33.7 %	22.8 %	15.8 %	12.3 %	149,373	2,226
50-59 years old	17.4 %	36.6 %	23.4 %	13.5 %	9.1 %	189,475	2,996
60 or older	18.8 %	37.6 %	24.4 %	12.1 %	7.1 %	90,260	1,838
Level of Education							
Less than High School	16.1 %	28.9 %	28.7 %	12.9 %	13.4 %	357	10
High School Diploma/GED or equiv	16.0 %	34.4 %	25.5 %	13.6 %	10.4 %	23,324	467
Trade/Technical Certificate	13.2 %	31.9 %	26.1 %	16.3 %	12.5 %	12,083	202
Some College (no degree)	15.2 %	33.3 %	24.6 %	15.9 %	11.6 %	74,539	1,337
Associate's Degree	15.4 %	33.4 %	24.6 %	15.0 %	11.6 %	43,434	856
Bachelor's Degree	15.9 %	35.6 %	23.4 %	14.7 %	10.3 %	200,266	3,465
Master's Degree	18.2 %	36.4 %	21.8 %	13.9 %	9.7 %	155,783	2,142
Doctoral/Professional Degree	18.1 %	33.3 %	20.4 %	15.5 %	12.8 %	56,344	853
Pay Category							
Federal Wage System	10.1 %	26.9 %	26.1 %	19.3 %	17.6 %	19,352	320
GS 1-6	15.9 %	33.2 %	24.4 %	14.5 %	12.0 %	20,161	602
GS 7-12	15.5 %	34.3 %	24.3 %	14.9 %	11.0 %	235,724	5,166
GS 13-15	18.2 %	37.0 %	21.7 %	13.8 %	9.2 %	247,462	2,817
SES	44.6 %	31.8 %	9.6 %	8.3 %	5.7 %	5,619	15
SL/ST	29.8 %	37.9 %	16.8 %	9.7 %	7.4 %	2,055	13
Other	13.7 %	32.8 %	24.5 %	15.9 %	13.1 %	45,634	719
Time in Federal Government							
<1 year	29.5 %	41.2 %	18.1 %	6.7 %	4.4 %	1,689	65
1-3 years	20.7 %	38.0 %	21.7 %	12.0 %	7.6 %	60,230	1,239
4-5 years	16.4 %	34.9 %	22.8 %	14.8 %	10.9 %	48,875	798
6-10 years	15.9 %	33.9 %	23.0 %	15.4 %	11.7 %	99,662	1,631
11-14 years	15.2 %	33.8 %	23.2 %	15.7 %	12.1 %	108,795	1,682
15-20 years	14.4 %	33.1 %	23.9 %	16.0 %	12.4 %	104,262	1,546
>20 years	16.7 %	35.9 %	24.1 %	13.8 %	9.5 %	133,138	2,688
Time with Current Agency							
<1 year	29.5 %	41.0 %	17.9 %	7.2 %	4.4 %	6,975	309
1-3 years	20.8 %	37.2 %	21.5 %	12.3 %	8.2 %	93,212	1,763
4-5 years	16.0 %	34.5 %	23.0 %	15.2 %	11.3 %	64,685	1,007
6-10 years	15.2 %	33.5 %	23.4 %	15.8 %	12.1 %	105,513	1,709
11-14 years	14.4 %	33.4 %	23.9 %	16.0 %	12.4 %	102,259	1,534
15-20 years	14.1 %	33.2 %	24.0 %	16.2 %	12.5 %	91,888	1,382
>20 years	16.5 %	36.3 %	24.4 %	13.6 %	9.2 %	112,089	1,979

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.2 %	34.6 %	23.6 %	14.9 %	10.8 %	610,089	10,495
Leaving Before Covid							
No	19.3 %	33.2 %	23.6 %	12.4 %	7.5 %	430,081	6,862
Yes, to retire	14.0 %	34.8 %	26.3 %	14.9 %	10.0 %	35,035	645
Yes, to other job in Govt	7.9 %	25.0 %	24.5 %	22.0 %	20.6 %	83,867	1,438
Yes, to other job outside Govt	6.9 %	21.2 %	22.5 %	23.2 %	26.2 %	13,813	234
Yes, other	6.5 %	20.9 %	25.9 %	21.5 %	25.1 %	15,212	359
Leaving Today							
No	20.4 %	39.6 %	22.6 %	11.5 %	6.0 %	385,823	6,390
Yes, to retire	12.9 %	33.8 %	26.6 %	15.9 %	10.8 %	39,464	721
Yes, to other job in Govt	7.4 %	24.1 %	24.7 %	22.5 %	21.2 %	89,848	1,448
Yes, to other job outside Govt	5.8 %	18.7 %	20.9 %	24.8 %	29.8 %	18,834	285
Yes, other	6.4 %	21.0 %	24.9 %	22.6 %	25.2 %	22,383	496
Retire Before Covid							
Less than 1 year	16.7 %	34.0 %	24.7 %	14.6 %	10.0 %	14,399	251
1 year	15.3 %	36.0 %	25.8 %	13.4 %	9.6 %	16,259	321
2 years	15.9 %	36.3 %	25.0 %	13.8 %	9.0 %	32,052	561
3 years	16.2 %	35.6 %	24.8 %	14.2 %	9.2 %	31,859	550
4 years	16.3 %	35.8 %	24.6 %	14.0 %	9.5 %	21,065	337
5 years	16.2 %	35.9 %	23.6 %	14.1 %	10.2 %	41,506	694
More than 5 years	16.5 %	34.5 %	22.8 %	14.9 %	11.2 %	406,417	6,752
Retire Today							
Less than 1 year	14.0 %	31.2 %	24.4 %	16.6 %	13.9 %	19,970	357
1 year	13.3 %	33.1 %	26.0 %	15.8 %	11.8 %	19,099	366
2 years	15.6 %	35.3 %	25.1 %	14.8 %	9.7 %	35,001	552
3 years	16.4 %	36.4 %	24.1 %	13.0 %	9.2 %	29,599	491
4 years	16.3 %	36.3 %	23.9 %	14.2 %	9.2 %	19,836	316
5 years	16.5 %	36.2 %	23.7 %	14.0 %	9.6 %	39,306	626
More than 5 years	16.7 %	34.7 %	22.8 %	14.8 %	11.0 %	396,314	6,601
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	15.7 %	34.8 %	23.5 %	15.1 %	10.9 %	403,725	7,021
Currently in Guard/Reserves	17.6 %	35.8 %	21.6 %	13.7 %	11.3 %	9,990	145
Retired	20.5 %	38.3 %	22.4 %	11.8 %	7.1 %	76,529	954
Separated/Discharged	15.3 %	31.7 %	23.6 %	15.9 %	13.6 %	84,861	1,569
Military Spouse							
Spouse of current active duty service mem	18.0 %	34.0 %	21.5 %	15.2 %	11.2 %	6,003	103
Spouse of separated or retired service member	17.4 %	35.3 %	22.7 %	14.3 %	10.3 %	11,100	184
with a disability rating of 100% (severely) or service member knew while on	16.7 %	32.1 %	24.0 %	15.2 %	12.1 %	304	5
None of the categories listed	16.4 %	34.9 %	23.3 %	14.7 %	10.8 %	558,449	9,365
Non-Competitive Hiring Authority							
Yes	20.3 %	34.4 %	20.7 %	13.8 %	10.8 %	2,084	31
No	17.2 %	34.9 %	22.4 %	14.9 %	10.7 %	15,364	240
Disability							
Yes	17.5 %	32.3 %	22.6 %	14.7 %	12.9 %	84,929	1,557
No	16.3 %	35.5 %	23.3 %	14.6 %	10.2 %	477,889	7,675

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
Work Location							
Headquarters	27.2 %	38.3 %	19.2 %	7.7 %	7.5 %	151,441	6,989
Field	20.2 %	36.9 %	22.6 %	9.8 %	10.5 %	273,213	13,677
Full-time telework	26.7 %	40.5 %	20.4 %	6.6 %	5.8 %	98,281	5,804
Supervisory Status							
Senior Leader	32.0 %	31.1 %	9.0 %	4.0 %	3.9 %	10,725	62
Manager	30.9 %	31.5 %	10.6 %	7.8 %	7.2 %	60,871	615
Supervisor	23.6 %	39.0 %	20.6 %	8.7 %	8.1 %	79,871	2,247
Team Leader	22.7 %	38.3 %	21.4 %	8.9 %	8.8 %	75,920	3,062
Non-Supervisor	22.1 %	38.0 %	22.0 %	8.7 %	9.1 %	349,321	20,786
Sex							
Male	25.0 %	38.1 %	20.0 %	8.1 %	8.8 %	296,044	13,117
Female	22.0 %	38.4 %	22.5 %	9.0 %	8.2 %	243,126	11,971
Hispanic or Latino							
Yes	23.7 %	35.8 %	21.9 %	8.6 %	10.0 %	58,136	2,386
No	23.7 %	38.5 %	20.9 %	8.5 %	8.4 %	482,603	22,900
Race							
American Indian/ Alaska Native	16.7 %	33.2 %	26.7 %	11.2 %	12.2 %	16,590	404
Asian	26.0 %	42.8 %	19.3 %	5.8 %	6.1 %	51,637	1,332
Black/African American	21.6 %	38.0 %	23.6 %	8.4 %	8.4 %	78,099	3,195
Native Hawaiian/ Pacific Islander	23.1 %	36.0 %	22.1 %	8.4 %	10.4 %	3,682	110
White	24.6 %	38.4 %	20.1 %	8.5 %	8.4 %	377,881	18,058
Two or more races (Not Hispanic/ Latino)	21.4 %	34.2 %	22.7 %	9.8 %	11.9 %	23,193	1,160
Age Group							
25 and under	27.5 %	44.2 %	16.9 %	6.1 %	5.3 %	6,557	318
26-29 years old	24.7 %	40.8 %	18.5 %	8.1 %	7.9 %	15,795	644
30-39 years old	22.4 %	37.6 %	20.4 %	9.4 %	10.2 %	104,266	4,864
40-49 years old	22.2 %	37.2 %	21.4 %	9.1 %	10.1 %	144,441	6,510
50-59 years old	24.4 %	38.4 %	21.4 %	8.0 %	7.7 %	185,127	8,486
60 or older	26.4 %	38.9 %	21.4 %	7.3 %	5.9 %	87,171	4,510
Level of Education							
Less than High School	17.6 %	31.1 %	26.7 %	11.0 %	13.7 %	350	18
H.S. Diploma/GED or equiv	19.8 %	37.3 %	24.7 %	8.9 %	9.3 %	22,821	841
Trade/Technical Certificate	17.5 %	35.8 %	24.3 %	11.1 %	11.3 %	11,771	449
Some College (no degree)	20.6 %	36.1 %	24.0 %	9.4 %	9.9 %	72,522	2,978
Associate's Degree	20.7 %	36.7 %	23.2 %	9.5 %	9.9 %	42,377	1,793
Bachelor's Degree	23.4 %	39.5 %	21.0 %	8.2 %	7.9 %	192,979	9,948
Master's Degree	26.8 %	39.1 %	18.7 %	7.7 %	7.7 %	150,505	6,793
Doctoral/Professional Degree	27.8 %	35.3 %	18.2 %	8.7 %	10.0 %	53,976	2,990
Pay Category							
Federal Wage System	13.9 %	31.4 %	25.8 %	13.2 %	15.7 %	18,887	682
GS 1-6	20.8 %	36.3 %	24.0 %	8.8 %	10.1 %	19,624	1,042
GS 7-12	21.7 %	38.2 %	22.5 %	8.8 %	8.8 %	227,235	12,509
GS 13-15	26.9 %	39.3 %	18.9 %	7.6 %	7.3 %	238,893	10,390
SES	34.7 %	25.1 %	8.2 %	6.1 %	5.9 %	5,588	31
SL/ST	41.9 %	35.5 %	10.9 %	5.6 %	6.1 %	2,011	49
Other	20.6 %	36.9 %	22.5 %	9.4 %	10.6 %	44,238	1,974
Time in Federal Government							
<1 year	39.4 %	40.9 %	12.8 %	3.6 %	3.2 %	1,656	94
1-3 years	30.2 %	41.0 %	17.7 %	5.9 %	5.1 %	58,592	2,648
4-9 years	24.7 %	38.9 %	20.4 %	7.9 %	8.1 %	47,321	2,149
10-14 years	23.0 %	38.0 %	20.9 %	8.9 %	9.2 %	95,211	4,654
15-19 years	22.1 %	37.4 %	21.5 %	9.3 %	9.7 %	104,909	5,101
20-24 years	20.9 %	36.2 %	22.5 %	9.8 %	10.5 %	100,620	4,726
25+ years	22.9 %	37.9 %	22.3 %	8.6 %	8.4 %	147,785	7,339
Time with Current Agency							
<1 year	38.4 %	40.6 %	14.5 %	3.5 %	3.1 %	6,657	495
1-3 years	29.4 %	40.2 %	18.2 %	6.3 %	5.8 %	90,477	4,129
4-9 years	23.4 %	38.4 %	21.0 %	8.3 %	8.9 %	62,592	2,810
10-14 years	22.1 %	37.4 %	21.5 %	9.4 %	9.7 %	101,861	4,900
15-19 years	21.1 %	37.1 %	22.2 %	9.5 %	10.1 %	98,668	4,703
20-24 years	20.3 %	36.4 %	22.7 %	10.1 %	10.5 %	88,677	4,176
25+ years	23.2 %	38.3 %	22.2 %	8.4 %	7.9 %	106,026	5,506

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
Leaving Before Covid							
No	27.1 %	40.2 %	19.7 %	6.9 %	5.9 %	406,539	18,558
Yes, to retire	20.4 %	38.0 %	23.9 %	9.2 %	8.4 %	33,739	1,746
Yes, to other job in Govt	12.9 %	31.0 %	25.6 %	13.7 %	16.8 %	80,508	4,360
Yes, to other job outside Govt	13.1 %	29.2 %	23.2 %	13.7 %	20.8 %	13,162	812
Yes, other	10.8 %	27.4 %	26.0 %	14.4 %	21.4 %	14,554	943
Leaving Today							
No	28.5 %	41.2 %	19.2 %	6.3 %	4.8 %	173,669	17,036
Yes, to retire	19.4 %	37.6 %	24.2 %	9.6 %	9.2 %	37,950	2,052
Yes, to other job in Govt	12.4 %	31.0 %	25.6 %	13.9 %	17.1 %	86,285	4,558
Yes, to other job outside Govt	11.0 %	27.0 %	23.1 %	15.6 %	23.3 %	17,984	1,038
Yes, other	10.7 %	27.7 %	25.3 %	14.6 %	21.7 %	21,385	1,382
Retire Before Covid							
Less than 1 year	23.5 %	36.7 %	22.5 %	8.7 %	8.6 %	13,866	717
1 year	22.2 %	38.8 %	22.7 %	8.2 %	8.1 %	15,668	814
2 years	22.8 %	38.3 %	22.7 %	8.5 %	7.7 %	30,886	1,545
3 years	23.0 %	37.9 %	22.6 %	8.5 %	8.0 %	30,753	1,493
4 years	23.4 %	37.5 %	22.2 %	8.5 %	8.4 %	20,285	975
5 years	22.8 %	37.8 %	21.8 %	8.9 %	8.8 %	40,060	1,878
More than 5 years	23.8 %	38.1 %	20.7 %	8.6 %	8.8 %	392,685	18,752
Retire Today							
Less than 1 year	20.1 %	34.5 %	23.3 %	10.5 %	11.7 %	19,192	1,034
1 year	19.9 %	36.7 %	23.6 %	9.7 %	10.1 %	18,365	985
2 years	22.6 %	37.6 %	22.8 %	8.4 %	8.4 %	30,738	1,489
3 years	23.3 %	38.2 %	22.2 %	8.3 %	8.0 %	28,548	1,414
4 years	23.9 %	38.0 %	21.4 %	8.9 %	7.8 %	19,110	921
5 years	23.3 %	38.0 %	21.9 %	8.5 %	8.3 %	37,955	1,777
More than 5 years	24.0 %	38.3 %	20.6 %	8.5 %	8.6 %	382,978	18,364
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	22.6 %	38.5 %	21.4 %	8.8 %	8.8 %	389,350	19,765
Currently in Guard/Reserves	25.6 %	38.6 %	18.9 %	8.0 %	8.9 %	9,738	361
Retired	29.3 %	39.1 %	19.3 %	6.6 %	5.7 %	74,576	2,497
Separated/Discharged	21.8 %	35.2 %	22.4 %	9.5 %	11.1 %	81,923	4,056
Military Spouse							
Spouse of current active duty service member	24.8 %	36.8 %	21.0 %	8.6 %	8.8 %	5,841	222
Spouse of separated or retired service member with a disability rating of 100% (severely or service member knew while on	22.3 %	36.4 %	22.9 %	9.2 %	9.2 %	10,895	417
with a disability rating of 100% (severely or service member knew while on	22.0 %	34.4 %	21.2 %	12.3 %	10.1 %	296	14
None of the categories listed	23.5 %	38.1 %	21.1 %	8.6 %	8.7 %	539,391	26,024
Non-Competitive Hiring Authority							
Yes	25.6 %	37.0 %	20.0 %	9.9 %	8.0 %	3,995	79
No	22.8 %	36.5 %	22.5 %	9.0 %	9.2 %	14,840	574
Disability							
Yes	23.8 %	34.4 %	21.6 %	9.2 %	11.0 %	82,281	3,788
No	23.6 %	38.9 %	21.0 %	8.4 %	8.1 %	461,817	21,710

(28) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
Work Location							
Headquarters	23.8 %	47.0 %	15.8 %	8.3 %	5.1 %	187,389	1,261
Field	18.7 %	45.3 %	18.4 %	10.1 %	7.4 %	284,938	2,237
Full-time telework	25.3 %	49.4 %	15.1 %	6.4 %	3.8 %	102,897	1,076
Supervisory Status							
Senior Leader	45.9 %	39.9 %	8.5 %	3.5 %	2.2 %	10,770	18
Manager	29.4 %	48.9 %	12.3 %	6.1 %	3.3 %	61,474	17
Supervisor	21.6 %	48.8 %	16.3 %	8.2 %	5.0 %	81,903	290
Team Leader	19.3 %	46.1 %	17.9 %	10.2 %	6.4 %	78,623	420
Non-Supervisor	20.4 %	46.1 %	17.7 %	9.2 %	6.5 %	346,439	3,875
Sex							
Male	21.8 %	45.7 %	17.3 %	8.9 %	6.3 %	307,329	2,121
Female	21.0 %	48.2 %	16.1 %	8.6 %	5.4 %	251,918	2,376
Hispanic or Latino							
Yes	22.2 %	43.1 %	17.9 %	9.1 %	7.7 %	60,029	518
No	21.6 %	47.2 %	16.8 %	8.8 %	5.7 %	501,943	3,909
Race							
American Indian/ Alaska Native	15.4 %	48.7 %	22.1 %	11.9 %	9.9 %	16,820	151
Asian	24.7 %	49.4 %	15.5 %	5.9 %	4.4 %	32,581	336
Black/African American	23.4 %	48.8 %	15.3 %	6.9 %	5.6 %	80,521	672
Native Hawaiian/ Pacific Islander	21.3 %	41.1 %	20.2 %	8.9 %	8.5 %	3,742	41
White	21.5 %	46.5 %	16.9 %	9.3 %	5.8 %	393,655	2,799
Two or more races (Not Hispanic/ Latino)	19.7 %	43.6 %	18.1 %	10.1 %	8.5 %	24,128	242
Age Group							
25 and under	24.8 %	48.3 %	14.8 %	7.3 %	4.7 %	6,818	72
26-29 years old	21.9 %	46.9 %	16.1 %	9.0 %	6.2 %	16,305	148
30-39 years old	20.5 %	45.4 %	16.7 %	10.0 %	7.4 %	108,441	784
40-49 years old	20.7 %	46.0 %	16.8 %	9.6 %	6.9 %	150,132	1,021
50-59 years old	22.2 %	47.4 %	17.0 %	8.2 %	5.2 %	190,115	1,586
60 or older	23.3 %	47.9 %	17.4 %	7.3 %	4.0 %	90,712	886
Level of Education							
Less than High School	15.8 %	40.3 %	20.8 %	10.2 %	12.9 %	361	8
H.S. Diploma/GED or equiv	19.5 %	44.2 %	19.9 %	9.0 %	7.4 %	23,325	298
Trade/Technical Certificate	16.2 %	43.4 %	21.2 %	10.5 %	8.7 %	12,097	126
Some College (no degree)	19.7 %	43.9 %	18.4 %	9.7 %	7.4 %	74,782	771
Associate's Degree	19.4 %	44.1 %	19.2 %	10.0 %	7.3 %	43,656	429
Bachelor's Degree	21.4 %	48.1 %	16.5 %	8.5 %	5.5 %	201,559	1,534
Master's Degree	23.6 %	47.7 %	15.1 %	8.5 %	5.1 %	156,510	913
Doctoral/Professional Degree	24.2 %	46.8 %	15.2 %	8.5 %	5.2 %	56,602	414
Pay Category							
Federal Wage System	12.9 %	39.0 %	22.7 %	13.5 %	11.8 %	19,387	208
GS 1-6	19.4 %	42.6 %	20.0 %	9.8 %	8.2 %	20,257	373
GS 7-12	20.2 %	46.5 %	17.9 %	9.1 %	6.3 %	237,515	2,395
GS 13-15	24.0 %	48.3 %	15.0 %	8.0 %	4.7 %	248,239	1,249
SES	49.9 %	38.9 %	6.3 %	3.3 %	1.6 %	5,616	4
SL/ST	33.8 %	44.6 %	13.7 %	4.7 %	3.9 %	2,047	8
Other	19.1 %	45.7 %	18.5 %	9.4 %	7.3 %	45,809	406
Time in Federal Government							
<1 year	35.5 %	45.1 %	11.2 %	5.8 %	2.3 %	1,797	17
1-3 years	26.5 %	46.5 %	15.2 %	7.3 %	4.5 %	60,706	600
4-5 years	22.8 %	45.8 %	16.3 %	9.3 %	6.4 %	40,123	423
6-10 years	20.8 %	46.0 %	17.2 %	9.1 %	6.6 %	100,148	793
11-14 years	19.9 %	46.2 %	17.5 %	9.7 %	6.7 %	109,333	799
15-20 years	19.3 %	46.0 %	17.9 %	9.8 %	7.0 %	104,655	759
>20 years	21.7 %	48.0 %	17.1 %	7.9 %	5.2 %	153,801	1,266
Time with Current Agency							
<1 year	33.8 %	45.4 %	12.4 %	5.5 %	2.8 %	7,095	150
1-3 years	26.0 %	46.0 %	15.3 %	7.8 %	5.0 %	93,819	885
4-5 years	21.3 %	45.5 %	16.9 %	9.7 %	6.7 %	64,999	517
6-10 years	20.1 %	45.9 %	17.6 %	9.7 %	6.7 %	105,979	846
11-14 years	19.1 %	46.5 %	17.8 %	9.8 %	6.8 %	102,741	714
15-20 years	18.9 %	46.6 %	18.1 %	9.6 %	6.9 %	92,346	644
>20 years	21.9 %	48.7 %	17.0 %	7.6 %	4.8 %	112,621	895

(28) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
Leaving Before Covid							
No	24.9 %	48.6 %	15.4 %	7.1 %	2.9 %	432,384	3,077
Yes, to retire	18.3 %	47.8 %	15.4 %	9.0 %	5.6 %	35,198	307
Yes, to other job in Govt	11.3 %	40.3 %	21.4 %	14.5 %	12.5 %	84,125	852
Yes, to other job outside Govt	10.7 %	39.4 %	20.6 %	15.5 %	13.8 %	13,879	125
Yes, other	9.8 %	37.3 %	23.0 %	14.6 %	15.3 %	15,286	219
Leaving Today							
No	26.3 %	49.4 %	14.9 %	6.4 %	3.1 %	388,082	2,804
Yes, to retire	17.1 %	47.3 %	15.8 %	9.7 %	6.1 %	39,677	338
Yes, to other job in Govt	10.5 %	40.0 %	21.5 %	15.0 %	12.9 %	90,124	856
Yes, to other job outside Govt	9.4 %	37.2 %	20.7 %	16.7 %	16.1 %	18,879	168
Yes, other	9.7 %	37.4 %	22.7 %	15.2 %	15.0 %	22,482	308
Retire Before Covid							
Less than 1 year	21.4 %	46.9 %	17.6 %	8.4 %	5.7 %	14,473	117
1 year	19.7 %	48.2 %	18.6 %	8.2 %	5.3 %	16,332	149
2 years	20.5 %	48.1 %	18.0 %	8.3 %	5.0 %	32,160	287
3 years	20.5 %	47.1 %	18.3 %	8.7 %	5.4 %	31,943	261
4 years	21.2 %	46.7 %	18.2 %	8.4 %	5.5 %	21,122	175
5 years	20.1 %	47.1 %	17.8 %	8.8 %	5.9 %	41,650	327
More than 5 years	21.8 %	46.4 %	16.6 %	9.0 %	6.2 %	408,707	3,217
Retire Today							
Less than 1 year	18.0 %	44.2 %	19.4 %	10.3 %	8.1 %	20,065	186
1 year	17.6 %	46.4 %	19.6 %	9.8 %	6.5 %	19,182	158
2 years	20.4 %	47.4 %	18.3 %	8.8 %	5.4 %	35,998	265
3 years	20.8 %	47.5 %	18.0 %	8.4 %	5.2 %	29,663	255
4 years	21.6 %	47.0 %	17.5 %	8.7 %	5.2 %	19,917	149
5 years	20.8 %	47.6 %	17.4 %	8.7 %	5.5 %	39,419	311
More than 5 years	22.0 %	46.5 %	16.5 %	8.9 %	6.1 %	398,624	3,124
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	20.9 %	47.6 %	16.9 %	8.8 %	5.8 %	406,008	3,257
Currently in Guard/Reserves	23.0 %	45.0 %	16.2 %	8.7 %	7.0 %	10,040	72
Retired	25.2 %	46.0 %	16.3 %	8.0 %	4.6 %	76,662	553
Separated/Discharged	20.1 %	43.2 %	18.4 %	10.2 %	8.2 %	85,284	775
Military Spouse							
Spouse of current active duty service mem	22.8 %	43.6 %	16.3 %	10.0 %	7.4 %	6,032	57
Spouse of separated or retired service member	21.6 %	44.8 %	17.5 %	9.0 %	7.1 %	11,094	119
with a disability rating of 100% (member) or service member spouse while on	23.3 %	42.6 %	16.5 %	7.7 %	9.8 %	300	6
None of the categories listed	21.4 %	46.7 %	17.0 %	8.9 %	6.0 %	561,316	4,461
Non-Competitive Hiring Authority							
Yes	25.4 %	41.0 %	16.4 %	10.2 %	7.0 %	2,043	29
No	21.5 %	44.8 %	17.1 %	9.3 %	7.3 %	15,174	152
Disability							
Yes	22.2 %	42.6 %	17.6 %	9.8 %	7.9 %	85,194	879
No	21.5 %	47.4 %	16.8 %	8.7 %	5.6 %	480,330	3,581

(29) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890
Work Location							
Headquarters	22.5 %	41.9 %	18.0 %	10.9 %	6.8 %	186,329	2,824
Field	17.4 %	38.7 %	20.7 %	13.2 %	9.9 %	282,734	5,405
Full-time telework	23.5 %	43.3 %	18.3 %	9.4 %	5.5 %	101,791	2,631
Supervisory Status							
Senior Leader	44.2 %	39.2 %	9.4 %	4.5 %	2.7 %	10,776	31
Manager	29.8 %	46.5 %	13.6 %	7.7 %	4.3 %	61,554	116
Supervisor	20.6 %	43.9 %	18.3 %	10.7 %	6.5 %	81,849	407
Team Leader	18.0 %	40.2 %	20.1 %	13.0 %	8.7 %	78,312	988
Non-Supervisor	18.9 %	39.4 %	20.5 %	12.4 %	8.9 %	362,289	9,296
Sex							
Male	20.6 %	40.6 %	19.4 %	11.2 %	8.2 %	385,079	5,318
Female	19.7 %	40.8 %	19.3 %	12.5 %	7.7 %	250,991	5,099
Hispanic or Latino							
Yes	20.6 %	37.0 %	20.5 %	11.8 %	10.2 %	59,721	1,030
No	20.2 %	41.1 %	19.2 %	11.7 %	7.8 %	498,052	9,448
Race							
American Indian/ Alaska Native	14.4 %	36.0 %	23.3 %	14.4 %	12.0 %	16,807	215
Asian	23.0 %	44.2 %	18.8 %	8.0 %	5.9 %	52,259	744
Black/African American	22.2 %	43.2 %	17.8 %	9.5 %	7.2 %	80,322	1,345
Native Hawaiian/ Pacific Islander	20.1 %	36.9 %	21.4 %	11.1 %	10.4 %	3,719	76
White	20.0 %	40.4 %	19.4 %	12.3 %	7.9 %	390,374	7,170
Two or more races (Not Hispanic/ Latino)	18.6 %	36.4 %	20.5 %	13.1 %	11.3 %	23,946	525
Age Group							
25 and under	22.8 %	42.3 %	17.7 %	10.7 %	6.6 %	6,728	148
26-29 years old	20.5 %	40.5 %	18.3 %	12.3 %	8.4 %	16,173	278
30-39 years old	19.2 %	39.0 %	19.0 %	13.0 %	9.9 %	107,547	1,764
40-49 years old	19.4 %	39.9 %	19.1 %	12.4 %	9.2 %	149,045	2,448
50-59 years old	20.9 %	41.7 %	19.4 %	11.0 %	7.0 %	188,950	3,546
60 or older	21.6 %	41.9 %	20.6 %	10.2 %	5.7 %	85,964	2,254
Level of Education							
Less than High School	15.6 %	34.5 %	22.9 %	12.3 %	14.8 %	357	14
U.S. Diploma/GED or equiv	18.3 %	39.0 %	22.6 %	10.9 %	9.1 %	23,309	489
Trade/Technical Certificate	16.0 %	37.1 %	23.0 %	13.2 %	10.7 %	12,041	249
Some College (no degree)	18.6 %	38.0 %	21.3 %	11.4 %	9.7 %	74,347	1,544
Associate's Degree	18.2 %	38.2 %	21.6 %	12.5 %	9.5 %	43,384	900
Bachelor's Degree	20.0 %	41.7 %	19.0 %	11.6 %	7.6 %	199,906	3,737
Master's Degree	22.1 %	42.1 %	17.6 %	11.2 %	7.1 %	155,482	2,373
Doctoral/Professional Degree	21.9 %	40.0 %	18.3 %	12.2 %	7.6 %	55,791	1,349
Pay Category							
Federal Wage System	12.3 %	33.1 %	23.9 %	16.2 %	14.6 %	19,220	452
GS 1-6	17.8 %	36.4 %	22.4 %	12.6 %	10.7 %	20,055	700
GS 7-12	18.7 %	39.7 %	20.6 %	12.3 %	8.7 %	235,491	5,355
GS 13-15	22.7 %	43.0 %	17.3 %	10.7 %	6.3 %	246,597	3,535
SES	48.7 %	37.6 %	7.3 %	4.3 %	2.0 %	5,618	7
SL/ST	29.7 %	43.4 %	15.1 %	6.3 %	4.8 %	2,029	31
Other	17.7 %	39.2 %	22.1 %	12.4 %	9.7 %	45,471	899
Time in Federal Government							
<1 year	39.3 %	40.5 %	15.3 %	8.0 %	2.9 %	1,699	53
1-3 years	24.5 %	41.0 %	18.2 %	10.1 %	6.2 %	60,050	1,332
4-9 years	20.3 %	39.9 %	18.8 %	12.3 %	8.5 %	48,092	959
10-14 years	19.1 %	39.6 %	19.6 %	12.5 %	8.9 %	99,352	1,844
15-19 years	18.7 %	40.0 %	19.7 %	12.5 %	9.1 %	106,438	2,006
20-24 years	18.1 %	39.6 %	20.2 %	12.8 %	9.3 %	103,999	1,841
>25 years	20.4 %	42.2 %	19.6 %	10.8 %	7.0 %	152,880	2,980
Time with Current Agency							
<1 year	32.5 %	43.7 %	14.1 %	7.1 %	3.7 %	6,905	269
1-3 years	24.1 %	40.4 %	18.2 %	10.5 %	6.8 %	92,923	1,941
4-9 years	19.7 %	39.7 %	19.2 %	12.4 %	9.0 %	64,498	1,165
10-14 years	18.9 %	39.6 %	19.8 %	12.7 %	9.1 %	105,145	1,973
15-19 years	17.9 %	40.0 %	20.1 %	12.8 %	9.2 %	101,922	1,867
20-24 years	17.7 %	39.9 %	20.6 %	12.7 %	9.1 %	91,700	1,632
>25 years	20.6 %	42.9 %	19.5 %	10.5 %	6.6 %	111,900	2,176

(29) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890
Leaving Before Covid							
No	23.4 %	43.0 %	18.3 %	9.8 %	5.5 %	418,957	7,742
Yes, to retire	17.0 %	41.2 %	22.1 %	12.2 %	7.4 %	34,904	769
Yes, to other job in Govt	10.2 %	32.5 %	22.7 %	18.1 %	16.4 %	83,577	1,641
Yes, to other job outside Govt	9.4 %	31.6 %	21.5 %	19.4 %	18.1 %	13,745	289
Yes, other	8.5 %	30.1 %	24.2 %	17.7 %	18.6 %	15,137	421
Leaving Today							
No	24.7 %	44.0 %	17.8 %	9.0 %	4.4 %	384,958	7,124
Yes, to retire	15.8 %	40.6 %	22.4 %	13.0 %	8.2 %	39,340	876
Yes, to other job in Govt	9.4 %	32.2 %	22.9 %	18.7 %	16.9 %	89,504	1,722
Yes, to other job outside Govt	8.2 %	29.6 %	21.2 %	20.4 %	20.5 %	18,712	391
Yes, other	8.6 %	30.3 %	23.4 %	18.3 %	19.3 %	22,273	591
Retire Before Covid							
Less than 1 year	20.0 %	40.5 %	20.7 %	11.6 %	7.3 %	14,327	329
1 year	18.4 %	42.2 %	21.3 %	11.2 %	6.9 %	16,206	362
2 years	19.1 %	41.6 %	21.1 %	11.4 %	6.8 %	31,933	695
3 years	19.3 %	41.3 %	21.0 %	11.1 %	7.3 %	31,716	698
4 years	20.0 %	41.0 %	20.3 %	11.4 %	7.3 %	21,012	404
5 years	19.2 %	41.3 %	20.1 %	11.6 %	7.7 %	41,387	792
More than 5 years	20.3 %	40.2 %	19.0 %	11.9 %	8.5 %	405,267	7,513
Retire Today							
Less than 1 year	16.8 %	37.8 %	21.6 %	13.4 %	10.5 %	19,861	476
1 year	16.2 %	39.9 %	22.0 %	13.1 %	8.8 %	19,068	404
2 years	18.8 %	41.3 %	21.4 %	11.3 %	7.9 %	31,701	684
3 years	19.7 %	41.4 %	20.7 %	11.0 %	7.2 %	29,491	629
4 years	20.2 %	41.4 %	19.9 %	11.5 %	6.9 %	19,783	390
5 years	19.5 %	41.5 %	19.9 %	11.6 %	7.4 %	39,208	745
More than 5 years	20.5 %	40.4 %	18.9 %	11.9 %	8.3 %	395,218	7,336
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	19.4 %	40.9 %	19.6 %	12.1 %	8.0 %	402,587	7,961
Currently in Guard/Reserves	22.3 %	40.5 %	18.3 %	10.7 %	8.3 %	9,968	153
Retired	23.9 %	42.0 %	18.2 %	9.9 %	6.0 %	76,996	1,124
Separated/Discharged	19.1 %	37.9 %	20.3 %	12.6 %	10.5 %	84,623	1,727
Military Spouse							
Spouse of current active duty service mem	21.4 %	37.2 %	18.9 %	12.7 %	9.8 %	5,992	106
Spouse of separated or retired service member	20.1 %	39.0 %	19.8 %	12.1 %	9.1 %	11,089	188
with a disability rating of 100% (severely) or service member knew while on	20.6 %	35.4 %	21.0 %	9.9 %	13.2 %	305	5
None of the categories listed	20.0 %	40.6 %	19.5 %	11.8 %	8.1 %	556,940	10,694
Non-Competitive Hiring Authority							
Yes	23.6 %	35.7 %	19.1 %	12.5 %	9.2 %	2,037	30
No	20.1 %	38.6 %	19.5 %	12.2 %	9.6 %	15,239	248
Disability							
Yes	20.8 %	37.1 %	19.4 %	12.3 %	10.3 %	84,732	1,762
No	20.1 %	41.3 %	19.4 %	11.6 %	7.6 %	476,547	8,816

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.6 %	36.1 %	20.0 %	7.3 %	6.0 %	584,531	34,681
Work Location							
Headquarters	34.2 %	36.2 %	18.4 %	6.3 %	4.9 %	180,732	8,618
Field	27.4 %	35.6 %	21.5 %	8.4 %	7.1 %	273,341	15,143
Full-time telework	35.8 %	37.6 %	17.2 %	5.3 %	4.1 %	96,737	7,819
Supervisory Status							
Senior Leader	32.2 %	31.3 %	10.6 %	3.2 %	2.7 %	10,524	296
Manager	36.7 %	36.6 %	13.1 %	5.3 %	3.9 %	46,657	1,046
Supervisor	29.7 %	37.7 %	20.2 %	6.9 %	5.4 %	79,759	2,734
Team Leader	29.2 %	36.2 %	21.0 %	7.6 %	6.0 %	76,148	3,197
Non-Supervisor	30.5 %	35.9 %	19.9 %	7.5 %	6.3 %	347,396	24,697
Sex							
Male	31.1 %	36.0 %	19.7 %	7.3 %	6.1 %	295,956	14,807
Female	31.5 %	36.7 %	19.7 %	6.8 %	5.4 %	241,293	15,374
Hispanic or Latino							
Yes	29.5 %	33.8 %	20.9 %	8.1 %	7.7 %	57,788	3,077
No	31.4 %	36.5 %	19.5 %	7.0 %	5.6 %	480,739	27,347
Race							
American Indian/ Alaska Native	22.7 %	33.5 %	23.8 %	10.8 %	9.2 %	10,359	693
Asian	31.1 %	38.6 %	19.7 %	5.6 %	4.6 %	31,324	1,729
Black/African American	31.8 %	36.4 %	19.9 %	6.3 %	5.6 %	76,965	4,894
Native Hawaiian/ Pacific Islander	28.9 %	31.8 %	22.7 %	8.6 %	8.0 %	3,595	212
White	31.7 %	36.4 %	19.2 %	7.1 %	5.6 %	377,797	20,183
Two or more races (Not Hispanic/ Latino)	28.1 %	33.4 %	21.7 %	8.8 %	8.0 %	22,958	1,539
Age Group							
25 and under	31.8 %	40.4 %	18.8 %	5.4 %	3.7 %	6,366	543
26-29 years old	29.6 %	37.1 %	20.9 %	7.0 %	5.4 %	15,384	1,110
30-39 years old	29.6 %	35.5 %	20.4 %	8.0 %	6.6 %	103,379	6,102
40-49 years old	29.7 %	35.6 %	20.2 %	7.7 %	6.8 %	143,796	7,856
50-59 years old	32.2 %	36.6 %	19.2 %	6.6 %	5.4 %	182,019	9,625
60 or older	34.2 %	36.9 %	18.6 %	6.8 %	4.2 %	87,215	5,139
Level of Education							
Less than High School	25.7 %	31.6 %	20.3 %	10.1 %	12.3 %	338	34
H.S. Diploma/GED or equiv	29.7 %	35.0 %	20.9 %	7.7 %	6.7 %	22,538	1,312
Trade/Technical Certificate	25.7 %	34.6 %	22.5 %	9.3 %	7.9 %	11,530	759
Some College (no degree)	29.3 %	34.6 %	20.8 %	8.3 %	7.0 %	71,662	4,338
Associate's Degree	28.0 %	35.2 %	21.3 %	8.5 %	7.0 %	41,732	2,613
Bachelor's Degree	30.6 %	37.3 %	19.7 %	7.0 %	5.5 %	192,535	11,379
Master's Degree	33.0 %	36.8 %	18.7 %	6.3 %	5.2 %	150,591	7,386
Doctoral/Professional Degree	36.1 %	34.2 %	17.9 %	6.5 %	5.3 %	54,094	3,100
Pay Category							
Federal Wage System	20.0 %	32.1 %	25.5 %	11.5 %	10.9 %	18,681	1,037
GS 1-6	27.5 %	35.0 %	21.3 %	8.7 %	7.5 %	19,000	1,816
GS 7-12	29.1 %	36.4 %	20.5 %	7.7 %	6.3 %	225,849	15,334
GS 13-15	34.7 %	36.7 %	18.1 %	6.0 %	4.6 %	239,550	10,784
SES	34.6 %	27.9 %	11.3 %	3.3 %	2.8 %	5,498	126
SL/ST	43.3 %	33.9 %	11.7 %	5.3 %	4.0 %	5,909	78
Other	28.9 %	36.1 %	20.9 %	7.6 %	6.5 %	43,695	2,735
Time in Federal Government							
< 1 year	43.7 %	38.0 %	12.0 %	4.0 %	2.3 %	1,584	174
1-3 years	35.8 %	37.7 %	17.4 %	5.4 %	3.8 %	57,212	4,283
4-5 years	31.1 %	36.2 %	19.5 %	7.8 %	5.7 %	46,857	2,480
6-10 years	30.2 %	35.9 %	20.1 %	7.6 %	6.3 %	95,656	5,702
11-14 years	29.5 %	35.6 %	20.6 %	7.6 %	6.6 %	104,874	5,665
15-20 years	28.7 %	35.3 %	20.9 %	8.2 %	7.0 %	100,638	5,304
> 20 years	31.7 %	36.6 %	19.5 %	6.6 %	5.5 %	148,008	8,014
Time with Current Agency							
< 1 year	43.5 %	37.8 %	12.4 %	3.7 %	2.6 %	6,451	795
1-3 years	35.2 %	36.9 %	17.6 %	6.0 %	4.4 %	88,778	6,230
4-5 years	30.3 %	36.0 %	19.8 %	7.6 %	6.2 %	62,153	3,564
6-10 years	29.5 %	35.7 %	20.7 %	7.7 %	6.5 %	101,449	5,839
11-14 years	28.8 %	35.5 %	21.0 %	7.9 %	6.8 %	98,665	5,231
15-20 years	28.3 %	35.5 %	21.2 %	8.0 %	7.0 %	88,864	4,537
> 20 years	32.1 %	37.0 %	19.3 %	6.4 %	5.1 %	100,384	5,803

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.0 %	36.1 %	20.0 %	7.3 %	6.0 %	586,531	36,681
Leaving Before Covid							
No	25.5 %	37.7 %	17.5 %	5.4 %	2.8 %	405,117	22,097
Yes, to retire	28.0 %	37.3 %	21.7 %	7.3 %	5.7 %	33,798	1,930
Yes, to other job in Govt	17.1 %	30.9 %	26.9 %	12.8 %	12.3 %	79,987	5,339
Yes, to other job outside Govt	17.8 %	30.1 %	25.4 %	13.0 %	13.6 %	13,176	867
Yes, other	15.2 %	29.6 %	26.1 %	13.1 %	16.0 %	14,346	1,227
Leaving Today							
No	37.3 %	38.5 %	16.7 %	4.4 %	2.9 %	172,401	20,128
Yes, to retire	26.7 %	36.7 %	22.6 %	7.8 %	6.2 %	38,063	2,210
Yes, to other job in Govt	16.1 %	30.6 %	27.3 %	13.4 %	12.6 %	85,794	5,579
Yes, to other job outside Govt	15.6 %	28.1 %	26.2 %	14.7 %	15.4 %	17,929	1,180
Yes, other	15.2 %	29.1 %	26.5 %	13.7 %	15.4 %	21,151	1,740
Retire Before Covid							
Less than 1 year	31.1 %	35.4 %	20.5 %	6.9 %	6.1 %	13,934	766
1 year	29.5 %	37.9 %	20.4 %	6.8 %	5.4 %	15,662	928
2 years	30.5 %	37.1 %	20.4 %	6.6 %	5.3 %	30,994	1,682
3 years	30.2 %	36.9 %	20.2 %	7.3 %	5.4 %	30,776	1,667
4 years	31.0 %	36.3 %	19.9 %	7.3 %	5.9 %	20,402	1,057
5 years	30.7 %	36.1 %	19.9 %	7.2 %	6.1 %	40,048	2,562
More than 5 years	31.2 %	36.0 %	19.6 %	7.2 %	6.0 %	390,336	22,913
Retire Today							
Less than 1 year	26.7 %	33.7 %	22.0 %	8.8 %	8.7 %	19,232	1,135
1 year	28.9 %	35.9 %	22.2 %	8.5 %	6.6 %	18,412	1,081
2 years	29.9 %	35.1 %	20.3 %	7.3 %	5.6 %	30,818	1,616
3 years	30.7 %	36.7 %	20.2 %	6.9 %	5.4 %	28,547	1,594
4 years	31.8 %	36.3 %	19.6 %	6.9 %	5.3 %	19,216	971
5 years	31.0 %	36.7 %	19.8 %	6.8 %	5.7 %	37,938	2,038
More than 5 years	31.4 %	36.1 %	19.5 %	7.1 %	5.8 %	380,700	22,348
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	30.9 %	36.5 %	19.9 %	7.1 %	5.7 %	387,756	23,281
Currently in Guard/Reserves	29.0 %	36.9 %	19.9 %	7.4 %	6.9 %	9,627	518
Retired	34.2 %	36.7 %	18.4 %	6.2 %	4.5 %	74,410	3,176
Separated/Discharged	28.9 %	34.3 %	20.7 %	8.5 %	7.7 %	81,979	4,882
Military Spouse							
Spouse of current active duty service member	31.0 %	34.5 %	20.3 %	7.8 %	6.3 %	5,738	375
Spouse of separated or retired service member	29.5 %	35.3 %	20.1 %	8.0 %	7.1 %	10,659	650
with a disability rating of 100% (severely) or service member knew while on	28.1 %	29.4 %	27.2 %	6.6 %	8.8 %	287	23
None of the categories listed	31.0 %	36.2 %	19.8 %	7.1 %	5.9 %	537,431	30,845
Non-Competitive Hiring Authority							
Yes	31.5 %	35.0 %	18.9 %	7.6 %	6.9 %	1,949	146
No	29.7 %	34.9 %	20.5 %	8.0 %	6.9 %	14,632	893
Disability							
Yes	30.5 %	33.6 %	19.7 %	8.2 %	8.0 %	81,705	4,909
No	31.2 %	36.7 %	19.7 %	6.9 %	5.4 %	460,170	25,780

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	6,107
Work Location							
Headquarters	28.8 %	36.9 %	19.0 %	8.8 %	6.5 %	187,569	1,775
Field	22.2 %	35.3 %	22.7 %	10.9 %	8.9 %	284,675	3,803
Full-time telework	30.4 %	38.5 %	19.3 %	6.9 %	4.9 %	102,861	1,671
Supervisory Status							
Senior Leader	51.3 %	31.5 %	9.4 %	4.3 %	3.5 %	10,801	21
Manager	31.3 %	36.9 %	17.0 %	9.3 %	6.5 %	61,548	161
Supervisor	25.3 %	37.4 %	20.1 %	10.1 %	7.1 %	81,920	597
Team Leader	24.0 %	36.7 %	21.4 %	10.4 %	7.5 %	78,659	702
Non-Supervisor	24.9 %	36.3 %	21.7 %	9.4 %	7.7 %	346,171	5,858
Sex							
Male	26.1 %	36.1 %	20.4 %	9.6 %	7.8 %	307,344	3,450
Female	25.8 %	37.3 %	21.3 %	9.3 %	6.5 %	252,925	3,452
Hispanic or Latino							
Yes	27.9 %	34.9 %	20.6 %	8.4 %	8.2 %	60,168	679
No	25.6 %	36.7 %	20.8 %	9.6 %	7.2 %	501,793	6,265
Race							
American Indian/ Alaska Native	21.5 %	34.7 %	23.9 %	10.8 %	9.1 %	16,871	170
Asian	28.5 %	40.8 %	19.1 %	6.2 %	5.3 %	52,581	468
Black/African American	27.5 %	38.7 %	20.5 %	7.1 %	6.2 %	80,839	947
Native Hawaiian/ Pacific Islander	26.7 %	35.4 %	22.4 %	7.3 %	8.2 %	3,742	63
White	25.8 %	36.0 %	20.6 %	10.1 %	7.5 %	393,352	4,616
Two or more races (Not Hispanic/ Latino)	24.2 %	33.9 %	22.4 %	10.2 %	9.3 %	24,104	385
Age Group							
25 and under	32.8 %	40.0 %	17.0 %	5.7 %	4.6 %	6,776	133
26-29 years old	27.2 %	38.2 %	19.9 %	8.3 %	6.4 %	16,220	268
30-39 years old	24.7 %	36.2 %	20.6 %	10.2 %	8.3 %	107,938	1,574
40-49 years old	24.5 %	35.6 %	21.1 %	10.3 %	8.5 %	149,755	1,869
50-59 years old	26.5 %	36.8 %	20.9 %	9.0 %	6.7 %	190,597	2,090
60 or older	27.9 %	37.1 %	21.0 %	8.4 %	5.6 %	91,287	1,035
Level of Education							
Less than High School	26.8 %	28.0 %	22.4 %	11.2 %	11.6 %	358	15
H.S. Diploma/GED or equiv	25.8 %	36.3 %	22.6 %	8.1 %	7.2 %	23,500	339
Trade/Technical Certificate	22.4 %	35.7 %	23.2 %	10.3 %	8.3 %	12,118	174
Some College (no degree)	25.4 %	35.5 %	21.1 %	9.3 %	7.7 %	75,044	970
Associate's Degree	24.6 %	35.7 %	22.8 %	9.2 %	7.7 %	43,724	627
Bachelor's Degree	25.2 %	37.5 %	21.0 %	9.4 %	6.8 %	201,229	2,651
Master's Degree	27.5 %	37.1 %	19.3 %	9.2 %	7.0 %	156,387	1,608
Doctoral/Professional Degree	28.4 %	33.3 %	19.1 %	11.4 %	9.9 %	56,489	687
Pay Category							
Federal Wage System	17.1 %	31.3 %	26.2 %	13.1 %	12.2 %	19,435	281
GS 1-6	26.6 %	35.6 %	22.2 %	7.8 %	7.7 %	20,321	478
GS 7-12	25.0 %	36.6 %	21.8 %	9.3 %	7.3 %	237,424	3,716
GS 13-15	27.4 %	37.2 %	19.2 %	9.5 %	6.8 %	248,116	2,283
SES	50.3 %	26.5 %	10.3 %	6.9 %	6.0 %	5,617	15
SL/ST	37.7 %	36.4 %	11.5 %	7.3 %	6.2 %	2,057	11
Other	22.8 %	35.7 %	22.7 %	10.2 %	8.6 %	45,806	628
Time in Federal Government							
<1 year	44.6 %	37.6 %	12.2 %	3.3 %	2.3 %	1,705	52
1-3 years	34.1 %	38.8 %	17.1 %	6.0 %	4.0 %	60,465	1,050
4-5 years	27.2 %	38.9 %	20.4 %	8.0 %	6.7 %	40,028	682
6-10 years	25.2 %	36.1 %	21.0 %	8.9 %	7.7 %	99,992	1,331
11-14 years	24.0 %	36.1 %	21.3 %	10.4 %	8.2 %	109,198	1,341
15-20 years	22.6 %	35.0 %	22.3 %	10.9 %	9.1 %	104,722	1,217
>20 years	24.5 %	36.4 %	21.9 %	9.7 %	7.5 %	154,299	1,680
Time with Current Agency							
<1 year	41.7 %	37.6 %	14.3 %	3.7 %	2.8 %	6,979	251
1-3 years	33.0 %	37.8 %	17.8 %	6.6 %	4.7 %	93,520	1,512
4-5 years	25.9 %	37.0 %	20.5 %	9.3 %	7.4 %	64,895	836
6-10 years	24.2 %	35.8 %	21.5 %	10.4 %	8.1 %	105,946	1,312
11-14 years	22.9 %	35.8 %	22.0 %	10.6 %	8.6 %	102,689	1,198
15-20 years	21.9 %	35.1 %	22.7 %	11.1 %	9.2 %	92,359	1,038
>20 years	24.5 %	36.8 %	21.8 %	9.7 %	7.2 %	112,971	1,211

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	8,107
Leaving Before Covid							
No	29.7 %	38.5 %	19.1 %	7.7 %	5.0 %	432,161	5,014
Yes, to retire	21.2 %	35.8 %	24.3 %	10.8 %	8.0 %	35,312	412
Yes, to other job in Govt	14.5 %	30.4 %	26.2 %	15.0 %	14.0 %	84,030	1,287
Yes, to other job outside Govt	12.1 %	26.7 %	24.3 %	18.2 %	18.7 %	13,830	214
Yes, other	11.7 %	26.9 %	27.3 %	15.4 %	18.7 %	15,266	311
Leaving Today							
No	31.2 %	39.4 %	18.4 %	6.8 %	4.0 %	387,880	4,630
Yes, to retire	19.9 %	35.2 %	24.7 %	11.5 %	8.7 %	39,822	446
Yes, to other job in Govt	13.8 %	30.2 %	26.3 %	15.5 %	14.2 %	89,997	1,329
Yes, to other job outside Govt	10.1 %	24.3 %	24.5 %	20.0 %	21.1 %	18,849	274
Yes, other	11.7 %	26.9 %	26.9 %	16.0 %	18.6 %	22,474	422
Retire Before Covid							
Less than 1 year	24.1 %	34.0 %	23.0 %	10.7 %	8.1 %	14,513	168
1 year	22.4 %	36.9 %	23.2 %	10.0 %	7.5 %	16,385	201
2 years	23.8 %	36.5 %	22.6 %	9.9 %	7.2 %	32,314	355
3 years	24.0 %	36.6 %	22.3 %	9.7 %	7.4 %	32,105	327
4 years	24.5 %	36.7 %	21.5 %	9.9 %	7.4 %	21,188	234
5 years	24.7 %	36.5 %	21.3 %	9.8 %	7.6 %	41,705	452
More than 5 years	26.3 %	36.4 %	20.5 %	9.4 %	7.4 %	407,803	5,447
Retire Today							
Less than 1 year	20.5 %	32.1 %	23.5 %	12.8 %	11.0 %	20,137	225
1 year	20.1 %	34.9 %	24.0 %	11.9 %	9.1 %	19,260	232
2 years	23.5 %	36.8 %	23.8 %	10.8 %	7.6 %	33,072	360
3 years	24.3 %	36.9 %	21.8 %	9.6 %	7.3 %	29,817	319
4 years	24.9 %	37.0 %	21.0 %	10.0 %	7.2 %	19,959	221
5 years	25.1 %	36.8 %	21.4 %	9.5 %	7.3 %	39,568	409
More than 5 years	26.5 %	36.6 %	20.4 %	9.3 %	7.2 %	397,744	5,319
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	24.9 %	36.7 %	21.1 %	9.7 %	7.5 %	405,598	5,393
Currently in Guard/Reserves	26.7 %	36.9 %	19.9 %	9.2 %	7.4 %	10,007	135
Retired	30.9 %	37.5 %	19.0 %	7.6 %	5.1 %	76,962	620
Separated/Discharged	23.9 %	34.0 %	22.1 %	10.6 %	9.4 %	85,310	1,156
Military Spouse							
Spouse of current active duty service mem	29.0 %	36.1 %	19.3 %	8.8 %	6.9 %	6,016	96
Spouse of separated or retired service member	26.2 %	36.0 %	21.4 %	9.2 %	7.2 %	11,163	132
with a disability rating of 100% (severely) or service member knew while on	24.8 %	35.5 %	21.7 %	9.8 %	8.2 %	309	1
None of the categories listed	25.6 %	36.4 %	21.0 %	9.6 %	7.4 %	561,149	7,096
Non-Competitive Hiring Authority							
Yes	31.5 %	34.7 %	19.4 %	7.2 %	7.2 %	2,053	41
No	26.6 %	36.2 %	20.8 %	9.3 %	7.1 %	15,323	186
Disability							
Yes	26.8 %	33.4 %	20.9 %	9.8 %	9.1 %	85,494	1,094
No	25.7 %	37.1 %	20.8 %	9.4 %	7.0 %	479,996	5,990

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.1 %	38.1 %	22.0 %	7.8 %	6.0 %	574,976	43,872
Work Location							
Headquarters	30.0 %	39.3 %	18.9 %	7.0 %	4.9 %	178,791	10,508
Field	22.5 %	36.8 %	24.3 %	9.0 %	7.5 %	266,290	22,104
Full-time telework	32.0 %	40.5 %	18.7 %	5.2 %	3.6 %	96,718	7,780
Supervisory Status							
Senior Leader	49.4 %	33.5 %	10.9 %	3.7 %	2.6 %	10,701	112
Manager	32.1 %	39.3 %	12.6 %	6.4 %	4.2 %	40,000	1,084
Supervisor	26.0 %	40.0 %	21.1 %	7.7 %	5.2 %	78,919	3,580
Team Leader	25.2 %	39.0 %	21.9 %	7.9 %	6.0 %	74,309	5,027
Non-Supervisor	25.6 %	37.7 %	22.4 %	7.9 %	6.5 %	340,820	31,117
Sex							
Male	26.9 %	38.4 %	21.5 %	7.2 %	5.9 %	290,050	20,643
Female	26.5 %	38.0 %	21.4 %	8.3 %	5.9 %	236,091	18,188
Hispanic or Latino							
Yes	25.6 %	34.5 %	23.6 %	8.5 %	7.8 %	56,840	4,001
No	26.8 %	38.8 %	21.2 %	7.5 %	5.7 %	472,848	35,046
Race							
American Indian/ Alaska Native	18.8 %	33.1 %	28.8 %	10.2 %	9.0 %	10,149	892
Asian	29.0 %	41.4 %	19.1 %	5.6 %	5.0 %	31,329	1,701
Black/African American	28.2 %	38.5 %	20.4 %	7.0 %	5.8 %	77,271	4,441
Native Hawaiian/ Pacific Islander	25.1 %	33.0 %	26.1 %	7.9 %	7.9 %	3,546	253
White	26.8 %	38.5 %	21.3 %	7.7 %	5.7 %	369,524	28,363
Two or more races (Not Hispanic/ Latino)	23.9 %	34.5 %	23.4 %	9.5 %	8.6 %	22,578	1,958
Age Group							
25 and under	25.7 %	37.1 %	23.8 %	7.7 %	5.7 %	6,004	903
26-29 years old	23.8 %	36.4 %	22.6 %	9.7 %	7.5 %	14,760	1,730
30-39 years old	24.3 %	35.9 %	21.6 %	9.9 %	8.2 %	101,182	8,293
40-49 years old	25.4 %	37.6 %	21.5 %	8.5 %	7.0 %	141,973	9,656
50-59 years old	28.4 %	39.7 %	21.0 %	6.5 %	4.6 %	180,635	11,911
60 or older	29.3 %	40.3 %	21.8 %	5.3 %	3.2 %	85,689	6,503
Level of Education							
Less than High School	17.2 %	34.8 %	27.5 %	8.1 %	12.4 %	336	33
H.S. Diploma/GED or equiv	23.0 %	35.9 %	27.1 %	7.6 %	6.4 %	21,944	1,881
Trade/Technical Certificate	20.0 %	34.4 %	28.5 %	8.8 %	8.3 %	11,262	1,025
Some College (no degree)	24.0 %	35.3 %	25.3 %	8.4 %	7.0 %	70,123	5,824
Associate's Degree	23.2 %	36.1 %	25.4 %	8.3 %	7.0 %	40,676	3,652
Bachelor's Degree	26.4 %	39.3 %	21.1 %	7.6 %	5.7 %	189,432	14,398
Master's Degree	29.9 %	39.9 %	18.1 %	7.0 %	5.1 %	149,295	8,675
Doctoral/Professional Degree	29.1 %	38.3 %	18.6 %	8.0 %	6.1 %	52,938	4,261
Pay Category							
Federal Wage System	14.6 %	29.7 %	32.0 %	12.1 %	11.6 %	17,811	1,886
GS 1-6	22.3 %	32.7 %	27.8 %	8.9 %	8.4 %	18,224	2,551
GS 7-12	24.2 %	37.6 %	23.5 %	8.2 %	6.5 %	220,838	20,214
GS 13-15	31.1 %	40.9 %	17.3 %	6.4 %	4.2 %	238,005	12,315
SES	50.1 %	30.7 %	12.2 %	4.5 %	2.6 %	5,500	69
SL/ST	39.8 %	38.0 %	13.8 %	3.7 %	3.9 %	5,979	86
Other	22.3 %	36.1 %	24.7 %	8.9 %	7.9 %	42,689	3,719
Time in Federal Government							
< 1 year	39.4 %	39.0 %	15.0 %	4.1 %	2.4 %	1,565	189
1-3 years	30.4 %	37.8 %	20.6 %	6.6 %	4.5 %	55,651	5,839
4-9 years	26.2 %	37.1 %	21.6 %	8.4 %	6.8 %	40,966	3,733
10-14 years	25.7 %	37.2 %	21.7 %	8.5 %	6.8 %	94,211	7,158
15-19 years	25.2 %	37.7 %	21.7 %	8.6 %	6.7 %	103,194	7,322
20-24 years	24.3 %	37.7 %	22.6 %	8.4 %	6.9 %	99,136	6,771
> 25 years	27.5 %	40.2 %	21.4 %	6.3 %	4.6 %	145,952	9,968
Time with Current Agency							
< 1 year	39.5 %	38.2 %	15.1 %	4.3 %	2.9 %	6,484	691
1-3 years	30.6 %	37.5 %	20.1 %	6.9 %	4.9 %	87,099	7,509
4-9 years	26.1 %	37.5 %	21.4 %	8.3 %	6.9 %	61,174	4,539
10-14 years	25.2 %	37.2 %	22.1 %	8.5 %	6.9 %	100,022	7,226
15-19 years	24.3 %	38.0 %	22.3 %	8.6 %	6.9 %	96,888	6,955
20-24 years	23.7 %	37.9 %	23.2 %	8.4 %	6.8 %	87,341	6,012
> 25 years	27.5 %	40.7 %	21.3 %	6.1 %	4.3 %	106,536	7,556

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.1 %	38.1 %	22.0 %	7.8 %	6.0 %	574,976	43,872
Leaving Before Covid							
No	20.4 %	33.9 %	15.6 %	6.1 %	2.9 %	296,476	28,558
Yes, to retire	23.7 %	40.2 %	24.6 %	6.6 %	4.9 %	33,120	2,577
Yes, to other job in Govt	14.9 %	32.6 %	27.1 %	13.0 %	12.3 %	78,861	6,462
Yes, to other job outside Govt	14.1 %	30.8 %	25.9 %	14.6 %	14.6 %	12,852	1,193
Yes, other	11.7 %	29.6 %	29.3 %	14.2 %	15.3 %	14,005	1,565
Leaving Today							
No	32.1 %	40.8 %	18.8 %	5.3 %	2.9 %	366,412	25,950
Yes, to retire	22.2 %	39.8 %	25.2 %	7.4 %	5.4 %	37,250	2,993
Yes, to other job in Govt	13.9 %	32.2 %	27.5 %	13.6 %	12.9 %	84,383	6,942
Yes, to other job outside Govt	11.1 %	27.6 %	26.7 %	16.7 %	17.9 %	17,488	1,636
Yes, other	11.2 %	29.1 %	29.0 %	14.5 %	16.1 %	20,640	2,259
Retire Before Covid							
Less than 1 year	27.0 %	38.5 %	22.8 %	6.7 %	4.9 %	13,659	1,007
1 year	24.9 %	41.5 %	23.5 %	5.9 %	4.3 %	15,354	1,224
2 years	25.8 %	40.6 %	22.7 %	6.4 %	4.5 %	30,436	2,210
3 years	26.0 %	40.0 %	23.0 %	6.5 %	4.5 %	30,236	2,188
4 years	26.5 %	39.5 %	22.6 %	6.7 %	4.9 %	20,057	1,365
5 years	26.3 %	39.0 %	22.3 %	6.9 %	5.5 %	39,585	2,616
More than 5 years	26.6 %	37.7 %	21.2 %	8.1 %	6.4 %	383,754	29,430
Retire Today							
Less than 1 year	22.6 %	36.8 %	24.5 %	8.4 %	7.7 %	18,830	1,529
1 year	22.1 %	39.0 %	25.2 %	7.7 %	5.9 %	18,030	1,440
2 years	25.3 %	40.0 %	23.8 %	6.9 %	4.8 %	30,263	2,157
3 years	26.4 %	40.1 %	22.3 %	6.5 %	4.5 %	28,098	2,032
4 years	27.0 %	40.1 %	21.5 %	6.7 %	4.8 %	18,868	1,306
5 years	26.9 %	39.2 %	22.1 %	6.8 %	5.0 %	37,476	2,477
More than 5 years	26.9 %	37.8 %	21.0 %	8.0 %	6.2 %	374,236	28,753
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
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Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.							
Military Service							
No Prior Military Service	25.9 %	38.5 %	21.5 %	8.1 %	6.0 %	381,412	29,488
Currently in Guard/Reserves	26.4 %	37.2 %	21.2 %	8.1 %	7.0 %	9,494	641
Retired	31.1 %	39.7 %	20.2 %	5.4 %	3.6 %	73,331	4,222
Separated/Discharged	24.7 %	35.7 %	23.6 %	8.3 %	7.8 %	80,018	6,430
Military Spouse							
Spouse of current active duty service mem	27.1 %	33.5 %	22.2 %	9.8 %	7.5 %	5,667	436
Spouse of separated or retired service member	26.2 %	35.9 %	22.3 %	8.5 %	7.1 %	10,551	740
with a disability rating of 100% (severely) or service member knew while on	17.8 %	35.6 %	29.8 %	7.3 %	9.5 %	294	17
None of the categories listed	26.5 %	38.3 %	21.6 %	7.7 %	5.9 %	528,436	39,667
Non-Competitive Hiring Authority							
Yes	29.4 %	32.4 %	22.5 %	9.0 %	6.7 %	1,910	177
No	25.9 %	35.4 %	22.3 %	9.0 %	7.4 %	14,499	1,007
Disability							
Yes	26.5 %	34.7 %	22.4 %	8.4 %	8.1 %	80,600	5,947
No	26.7 %	38.9 %	21.3 %	7.5 %	5.5 %	452,336	33,466

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.2 %	39.7 %	21.8 %	14.7 %	5.5 %	615,320
Work Location						
Headquarters	21.4 %	41.5 %	19.3 %	13.1 %	4.6 %	189,061
Field	16.3 %	38.3 %	22.8 %	16.2 %	6.4 %	287,864
Full-time telework	19.5 %	41.7 %	21.8 %	12.7 %	4.3 %	104,345
Supervisory Status						
Senior Leader	48.4 %	35.6 %	8.1 %	5.7 %	2.2 %	10,810
Manager	29.6 %	42.8 %	13.6 %	10.6 %	3.4 %	41,584
Supervisor	20.6 %	41.1 %	18.4 %	13.4 %	4.5 %	82,398
Team Leader	18.3 %	41.6 %	20.0 %	14.9 %	5.2 %	79,217
Non-Supervisor	16.2 %	38.7 %	23.7 %	15.4 %	6.0 %	371,268
Sex						
Male	19.6 %	40.6 %	20.8 %	13.5 %	5.4 %	310,102
Female	17.2 %	39.4 %	22.2 %	15.9 %	5.3 %	295,959
Hispanic or Latino						
Yes	18.2 %	36.9 %	23.5 %	15.0 %	6.4 %	60,699
No	18.7 %	40.5 %	21.1 %	14.4 %	5.2 %	507,130
Race						
American Indian/ Alaska Native	14.3 %	37.1 %	25.7 %	15.6 %	6.3 %	11,013
Asian	20.1 %	44.6 %	21.9 %	9.4 %	4.0 %	32,963
Black/African American	18.9 %	39.9 %	21.7 %	13.9 %	5.6 %	81,493
Native Hawaiian/ Pacific Islander	18.7 %	38.3 %	24.2 %	12.2 %	6.5 %	3,795
White	19.0 %	40.4 %	20.7 %	14.7 %	5.2 %	397,365
Two or more races (Not Hispanic/ Latino)	15.9 %	35.1 %	23.9 %	16.9 %	8.1 %	24,455
Age Group						
25 and under	16.4 %	44.5 %	23.3 %	11.8 %	4.0 %	6,895
26-29 years old	15.5 %	41.3 %	23.5 %	14.5 %	5.3 %	16,475
30-39 years old	16.6 %	39.4 %	22.0 %	15.9 %	6.2 %	105,403
40-49 years old	18.0 %	39.7 %	21.1 %	15.3 %	6.0 %	151,435
50-59 years old	20.8 %	40.5 %	20.7 %	13.6 %	4.9 %	192,234
60 or older	20.2 %	40.4 %	21.8 %	13.3 %	4.4 %	91,965
Level of Education						
Less than High School	17.5 %	36.4 %	29.1 %	10.1 %	6.8 %	370
H.S. Diploma/GED or equiv	18.2 %	39.8 %	24.0 %	12.8 %	5.3 %	23,754
Trade/Technical Certificate	15.3 %	38.2 %	24.6 %	15.4 %	6.5 %	12,250
Some College (no degree)	17.5 %	37.6 %	23.6 %	15.3 %	6.1 %	75,782
Associate's Degree	17.1 %	38.3 %	23.3 %	15.3 %	5.9 %	44,250
Bachelor's Degree	17.9 %	40.9 %	21.7 %	14.4 %	5.1 %	203,496
Master's Degree	20.6 %	41.3 %	19.3 %	13.8 %	5.0 %	157,800
Doctoral/Professional Degree	19.5 %	39.2 %	19.1 %	16.0 %	6.3 %	57,117
Pay Category						
Federal Wage System	13.0 %	35.6 %	25.3 %	17.9 %	8.2 %	19,635
GS 1-6	14.5 %	35.6 %	26.3 %	16.2 %	7.4 %	20,735
GS 7-12	16.3 %	39.0 %	23.3 %	15.6 %	5.8 %	240,568
GS 13-15	21.9 %	42.4 %	18.2 %	13.0 %	4.5 %	250,027
SES	52.4 %	32.3 %	7.2 %	6.0 %	2.0 %	5,633
SL/ST	21.9 %	40.4 %	13.2 %	10.6 %	4.0 %	2,863
Other	15.4 %	38.5 %	24.4 %	15.5 %	6.3 %	46,332
Time in Federal Government						
<1 year	25.0 %	45.8 %	21.0 %	5.6 %	2.6 %	1,752
1-3 years	20.0 %	42.1 %	22.3 %	11.8 %	3.8 %	61,387
4-5 years	17.8 %	39.7 %	22.1 %	15.0 %	5.8 %	40,590
6-10 years	17.7 %	39.3 %	21.6 %	15.5 %	5.9 %	101,202
11-14 years	17.4 %	39.2 %	21.5 %	15.8 %	6.0 %	110,346
15-20 years	17.3 %	38.7 %	22.1 %	15.8 %	6.1 %	105,694
> 20 years	20.0 %	40.6 %	20.6 %	13.7 %	5.0 %	155,634
Time with Current Agency						
<1 year	25.9 %	43.9 %	20.0 %	7.6 %	2.6 %	7,168
1-3 years	20.4 %	40.9 %	21.8 %	12.6 %	4.4 %	94,858
4-5 years	17.4 %	39.6 %	21.9 %	15.3 %	5.9 %	65,619
6-10 years	17.4 %	39.2 %	21.6 %	15.7 %	6.2 %	107,102
11-14 years	16.9 %	39.1 %	21.9 %	16.0 %	6.1 %	103,671
15-20 years	17.1 %	39.0 %	22.2 %	15.7 %	6.0 %	93,153
> 20 years	20.4 %	41.1 %	20.4 %	12.4 %	4.7 %	113,946

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.2 %	39.7 %	21.8 %	14.7 %	5.5 %	615,320
Leaving Before Covid						
No	21.9 %	43.4 %	19.9 %	11.4 %	3.4 %	426,547
Yes, to retire	16.5 %	39.3 %	23.4 %	15.6 %	5.1 %	35,612
Yes, to other job in Govt	8.1 %	29.1 %	26.2 %	24.8 %	11.7 %	85,188
Yes, to other job outside Govt	8.1 %	28.2 %	24.2 %	26.0 %	13.4 %	14,018
Yes, other	6.6 %	24.9 %	27.9 %	25.1 %	15.4 %	15,561
Leaving Today						
No	23.2 %	44.9 %	19.5 %	9.9 %	2.5 %	391,833
Yes, to retire	15.2 %	38.5 %	23.8 %	16.8 %	5.7 %	40,116
Yes, to other job in Govt	7.4 %	28.6 %	26.2 %	25.8 %	12.1 %	91,172
Yes, to other job outside Govt	6.5 %	25.5 %	23.8 %	28.8 %	15.5 %	19,085
Yes, other	6.5 %	24.4 %	27.4 %	26.0 %	15.7 %	22,863
Retire Before Covid						
Less than 1 year	19.3 %	39.3 %	21.4 %	14.6 %	5.4 %	14,628
1 year	18.0 %	40.0 %	22.5 %	14.2 %	5.3 %	16,551
2 years	18.5 %	40.2 %	22.4 %	14.1 %	4.9 %	32,572
3 years	18.7 %	39.9 %	21.9 %	14.5 %	5.0 %	32,370
4 years	19.0 %	40.1 %	21.7 %	14.3 %	4.9 %	21,365
5 years	18.6 %	39.8 %	21.2 %	15.0 %	5.3 %	42,145
More than 5 years	18.4 %	39.9 %	21.5 %	14.7 %	5.6 %	412,742
Retire Today						
Less than 1 year	16.0 %	35.0 %	22.4 %	18.0 %	8.6 %	20,279
1 year	15.4 %	37.5 %	23.6 %	17.1 %	6.4 %	19,435
2 years	18.0 %	39.6 %	22.6 %	14.7 %	5.1 %	32,322
3 years	19.2 %	39.9 %	21.6 %	14.2 %	5.0 %	30,052
4 years	19.5 %	40.5 %	21.3 %	14.1 %	4.6 %	20,128
5 years	19.1 %	40.4 %	21.0 %	14.4 %	5.1 %	39,891
More than 5 years	18.6 %	40.2 %	21.3 %	14.5 %	5.4 %	402,483
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	17.1 %	40.4 %	22.1 %	15.1 %	5.4 %	410,310
Currently in Guard/Reserves	21.0 %	39.5 %	20.8 %	13.4 %	5.4 %	10,132
Retired	24.6 %	41.3 %	18.7 %	11.5 %	4.0 %	77,391
Separated/Discharged	17.8 %	37.1 %	22.1 %	15.8 %	7.1 %	46,236
Military Spouse						
Spouse of current active duty service member	19.8 %	37.3 %	20.9 %	15.6 %	6.5 %	6,098
Spouse of separated or retired service member with a disability rating of 100% (currently or a service member's spouse while on)	18.7 %	37.1 %	22.3 %	15.7 %	6.2 %	11,256
Spouse of a service member's spouse while on	17.9 %	32.9 %	22.2 %	17.6 %	9.4 %	307
None of the categories listed	18.4 %	40.0 %	21.5 %	14.6 %	5.4 %	567,192
Non-Competitive Hiring Authority						
Yes	21.6 %	36.9 %	21.8 %	14.9 %	5.4 %	2,084
No	18.7 %	37.2 %	21.8 %	15.8 %	6.5 %	15,467
Disability						
Yes	18.7 %	35.4 %	21.8 %	16.2 %	7.8 %	86,339
No	18.6 %	41.0 %	21.4 %	14.2 %	4.9 %	485,067

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
Work Location						
Headquarters	20.8 %	41.4 %	18.6 %	14.0 %	5.2 %	188,374
Field	15.6 %	38.3 %	21.5 %	17.2 %	7.4 %	286,830
Full-time telework	20.6 %	43.7 %	19.5 %	12.1 %	4.2 %	104,006
Supervisory Status						
Senior Leader	48.0 %	35.1 %	8.8 %	5.9 %	2.1 %	10,780
Manager	28.9 %	41.3 %	14.1 %	10.3 %	3.5 %	41,480
Supervisor	19.4 %	43.0 %	18.8 %	13.8 %	4.9 %	82,098
Team Leader	16.1 %	40.2 %	20.8 %	16.6 %	6.3 %	78,955
Non-Supervisor	16.4 %	39.4 %	21.4 %	16.1 %	6.7 %	360,979
Sex						
Male	18.7 %	40.3 %	20.3 %	14.6 %	6.1 %	309,016
Female	17.6 %	40.6 %	19.8 %	16.1 %	5.9 %	255,056
Hispanic or Latino						
Yes	18.1 %	37.7 %	21.3 %	15.7 %	7.2 %	60,502
No	18.3 %	40.7 %	20.0 %	15.1 %	5.9 %	505,320
Race						
American Indian/ Alaska Native	13.3 %	35.5 %	25.0 %	18.3 %	8.0 %	10,983
Asian	20.1 %	45.4 %	20.2 %	10.2 %	4.2 %	32,923
Black/African American	20.2 %	42.8 %	18.8 %	12.8 %	5.3 %	81,270
Native Hawaiian/ Pacific Islander	18.7 %	37.7 %	22.9 %	13.5 %	7.2 %	3,786
White	18.2 %	40.0 %	20.0 %	15.8 %	6.0 %	395,848
Two or more races (Not Hispanic/ Latino)	16.1 %	35.7 %	21.9 %	17.8 %	8.6 %	24,335
Age Group						
25 and under	16.5 %	42.7 %	20.5 %	15.3 %	5.1 %	6,875
26-29 years old	15.4 %	39.2 %	21.5 %	16.8 %	7.2 %	16,404
30-39 years old	16.1 %	38.5 %	20.5 %	17.3 %	7.5 %	109,087
40-49 years old	17.5 %	39.7 %	20.1 %	16.0 %	6.7 %	150,910
50-59 years old	19.9 %	41.4 %	19.6 %	14.0 %	5.1 %	191,482
60 or older	20.2 %	41.0 %	20.5 %	13.0 %	4.5 %	91,649
Level of Education						
Less than High School	16.7 %	35.4 %	24.3 %	15.0 %	8.5 %	371
H.S. Diploma/GED or equiv	16.9 %	39.2 %	22.7 %	14.8 %	6.4 %	23,658
Trade/Technical Certificate	14.3 %	36.4 %	23.9 %	17.7 %	7.7 %	12,195
Some College (no degree)	17.0 %	37.6 %	21.9 %	16.4 %	7.2 %	75,430
Associate's Degree	16.2 %	38.1 %	22.0 %	16.8 %	6.9 %	44,056
Bachelor's Degree	17.7 %	41.3 %	20.3 %	15.1 %	5.7 %	202,831
Master's Degree	20.5 %	41.8 %	18.3 %	14.2 %	5.3 %	157,279
Doctoral/Professional Degree	19.5 %	40.0 %	18.6 %	15.3 %	6.6 %	56,986
Pay Category						
Federal Wage System	18.7 %	32.1 %	25.2 %	21.8 %	10.2 %	19,555
GS 1-6	15.3 %	36.1 %	22.9 %	17.7 %	8.0 %	20,649
GS 7-12	16.1 %	39.5 %	21.6 %	16.3 %	6.5 %	239,667
GS 13-15	21.4 %	42.6 %	17.8 %	13.3 %	4.9 %	249,240
SES	92.1 %	32.3 %	7.8 %	5.6 %	2.1 %	5,611
SL/ST	20.6 %	40.4 %	12.9 %	10.6 %	3.6 %	2,853
Other	15.5 %	39.5 %	22.0 %	16.0 %	7.0 %	46,171
Time in Federal Government						
<1 year	27.5 %	45.2 %	14.5 %	10.5 %	2.3 %	1,749
1-3 years	20.3 %	41.9 %	19.8 %	13.4 %	4.6 %	61,170
4-9 years	17.1 %	39.5 %	20.7 %	15.9 %	6.8 %	46,467
6-10 years	17.1 %	39.3 %	20.5 %	16.4 %	6.8 %	100,870
11-14 years	16.9 %	39.5 %	20.5 %	16.3 %	6.8 %	109,972
15-20 years	16.9 %	39.3 %	20.9 %	16.3 %	6.7 %	105,328
> 20 years	19.7 %	41.3 %	19.8 %	14.0 %	5.3 %	155,052
Time with Current Agency						
<1 year	28.4 %	44.3 %	15.6 %	9.2 %	2.6 %	7,151
1-3 years	20.7 %	41.2 %	19.4 %	13.7 %	5.0 %	94,551
4-5 years	17.1 %	39.3 %	20.6 %	16.0 %	7.0 %	65,422
6-10 years	16.7 %	39.2 %	20.7 %	16.5 %	7.0 %	106,730
11-14 years	16.3 %	39.4 %	20.9 %	16.6 %	6.8 %	103,311
15-20 years	16.6 %	39.4 %	21.1 %	16.3 %	6.5 %	92,814
> 20 years	15.8 %	41.9 %	15.7 %	13.6 %	5.0 %	113,486

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
Leaving Before Covid						
No	21.3 %	43.2 %	18.9 %	12.5 %	4.0 %	425,036
Yes, to retire	16.2 %	40.6 %	22.1 %	15.5 %	5.6 %	35,438
Yes, to other job in Govt	8.2 %	30.8 %	24.0 %	24.4 %	12.6 %	84,836
Yes, to other job outside Govt	8.4 %	29.4 %	23.2 %	24.9 %	14.2 %	13,963
Yes, other	6.5 %	27.1 %	26.0 %	24.2 %	16.2 %	15,481
Leaving Today						
No	22.6 %	44.7 %	18.5 %	11.2 %	3.0 %	390,617
Yes, to retire	15.0 %	39.5 %	22.5 %	16.9 %	6.2 %	39,989
Yes, to other job in Govt	7.4 %	29.9 %	24.3 %	25.3 %	13.1 %	90,826
Yes, to other job outside Govt	6.7 %	26.2 %	22.6 %	27.4 %	17.0 %	19,001
Yes, other	6.3 %	26.3 %	25.8 %	25.1 %	16.5 %	22,765
Retire Before Covid						
Less than 1 year	19.0 %	40.1 %	20.6 %	14.8 %	5.5 %	14,566
1 year	17.7 %	41.5 %	21.2 %	14.2 %	5.3 %	16,471
2 years	18.4 %	41.1 %	21.0 %	14.2 %	5.3 %	32,424
3 years	18.3 %	40.9 %	20.8 %	14.7 %	5.3 %	32,181
4 years	18.6 %	40.8 %	20.7 %	14.7 %	5.2 %	21,279
5 years	18.4 %	40.6 %	20.0 %	15.3 %	5.7 %	41,941
More than 5 years	18.0 %	40.0 %	20.2 %	15.5 %	6.4 %	411,316
Retire Today						
Less than 1 year	15.8 %	36.3 %	21.4 %	17.7 %	8.8 %	20,219
1 year	15.1 %	39.1 %	22.0 %	17.3 %	6.5 %	19,356
2 years	18.0 %	40.3 %	21.6 %	14.4 %	5.6 %	32,308
3 years	18.7 %	41.2 %	20.5 %	14.3 %	5.3 %	29,932
4 years	19.1 %	41.4 %	20.2 %	14.4 %	4.9 %	20,048
5 years	18.7 %	41.0 %	19.9 %	14.8 %	5.6 %	39,736
More than 5 years	18.2 %	40.1 %	20.1 %	15.4 %	6.2 %	401,222
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	17.2 %	40.7 %	20.5 %	15.6 %	6.1 %	408,909
Currently in Guard/Reserves	20.3 %	39.4 %	20.2 %	14.1 %	6.1 %	10,095
Retired	22.5 %	41.5 %	18.7 %	12.9 %	4.5 %	77,108
Separated/Discharged	17.4 %	37.4 %	20.8 %	16.7 %	7.8 %	83,936
Military Spouse						
Spouse of current active duty service mem	18.8 %	37.6 %	18.6 %	17.7 %	7.4 %	6,078
Spouse of separated or retired service member with a disability rating of 100% receiving or a service member's spouse while on	18.5 %	38.1 %	20.4 %	16.4 %	6.6 %	11,235
None of the categories listed	16.4 %	34.2 %	24.1 %	16.5 %	8.8 %	307
None of the categories listed	18.1 %	40.3 %	20.3 %	15.3 %	6.1 %	565,190
Non-Competitive Hiring Authority						
Yes	21.3 %	35.6 %	19.4 %	17.1 %	6.6 %	2,080
No	18.2 %	38.2 %	19.8 %	16.9 %	7.0 %	15,428
Disability						
Yes	18.4 %	36.5 %	20.6 %	16.4 %	8.1 %	86,019
No	18.2 %	41.1 %	20.1 %	15.0 %	5.7 %	483,383

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
Work Location						
Headquarters	24.4 %	39.0 %	19.3 %	11.5 %	5.9 %	188,362
Field	18.6 %	36.5 %	21.9 %	14.5 %	8.5 %	286,525
Full-time telework	23.3 %	40.3 %	20.1 %	11.0 %	5.3 %	103,875
Supervisory Status						
Senior Leader	45.0 %	34.5 %	11.9 %	5.9 %	2.7 %	10,779
Manager	29.6 %	39.9 %	16.5 %	9.6 %	4.4 %	41,456
Supervisor	21.8 %	39.9 %	20.3 %	12.3 %	5.7 %	82,086
Team Leader	20.8 %	38.4 %	20.2 %	13.4 %	7.2 %	78,919
Non-Supervisor	19.8 %	37.4 %	21.6 %	13.5 %	7.8 %	360,574
Sex						
Male	21.8 %	38.2 %	20.7 %	12.2 %	7.1 %	308,808
Female	20.9 %	37.9 %	20.2 %	13.9 %	7.0 %	254,801
Hispanic or Latino						
Yes	20.4 %	35.0 %	21.9 %	14.0 %	8.8 %	60,422
No	21.5 %	38.5 %	20.4 %	12.7 %	6.8 %	504,948
Race						
American Indian/ Alaska Native	14.9 %	32.8 %	25.0 %	17.0 %	9.6 %	10,952
Asian	22.2 %	41.7 %	21.1 %	9.8 %	5.2 %	32,898
Black/African American	21.8 %	37.9 %	20.1 %	12.6 %	7.6 %	81,108
Native Hawaiian/ Pacific Islander	20.2 %	35.1 %	23.3 %	12.6 %	8.7 %	3,782
White	22.0 %	38.4 %	20.1 %	12.8 %	6.7 %	395,575
Two or more races (Not Hispanic/ Latino)	18.1 %	33.9 %	23.0 %	14.6 %	10.3 %	24,368
Age Group						
25 and under	20.6 %	40.2 %	20.9 %	12.1 %	6.2 %	6,870
26-29 years old	18.7 %	38.9 %	21.2 %	13.7 %	7.5 %	16,401
30-39 years old	19.4 %	37.4 %	20.5 %	14.2 %	8.4 %	109,071
40-49 years old	20.6 %	37.4 %	20.9 %	13.4 %	7.9 %	150,829
50-59 years old	23.0 %	36.6 %	20.2 %	12.0 %	6.2 %	191,324
60 or older	23.6 %	38.0 %	20.7 %	11.6 %	5.4 %	91,466
Level of Education						
Less than High School	18.1 %	33.7 %	25.2 %	11.9 %	11.5 %	370
H.S. Diploma/GED or equiv	20.5 %	36.3 %	21.5 %	13.4 %	8.3 %	23,578
Trade/Technical Certificate	17.2 %	34.5 %	23.8 %	14.5 %	10.0 %	12,176
Some College (no degree)	20.1 %	34.6 %	21.9 %	14.5 %	9.0 %	75,374
Associate's Degree	19.6 %	35.1 %	22.1 %	14.3 %	8.9 %	44,017
Bachelor's Degree	21.0 %	39.3 %	20.7 %	12.5 %	6.4 %	202,673
Master's Degree	23.1 %	39.4 %	19.5 %	11.9 %	6.1 %	157,203
Doctoral/Professional Degree	23.2 %	39.4 %	18.8 %	12.4 %	6.2 %	56,962
Pay Category						
Federal Wage System	13.4 %	31.4 %	24.4 %	18.1 %	12.7 %	19,531
GS 1-6	17.6 %	33.1 %	22.3 %	15.9 %	11.1 %	20,597
GS 7-12	19.4 %	37.1 %	21.8 %	13.9 %	7.7 %	239,428
GS 13-15	25.0 %	40.8 %	18.7 %	10.6 %	5.0 %	249,174
SES	49.6 %	33.3 %	9.8 %	4.9 %	2.4 %	5,623
SA/ST	25.0 %	37.9 %	14.7 %	8.5 %	4.0 %	2,851
Other	16.9 %	35.5 %	22.9 %	15.4 %	9.2 %	46,078
Time in Federal Government						
<1 year	30.4 %	42.7 %	18.9 %	4.9 %	3.0 %	1,750
1-3 years	24.2 %	39.7 %	19.9 %	10.8 %	5.4 %	61,154
4-5 years	20.9 %	37.0 %	20.0 %	11.6 %	7.5 %	40,408
6-10 years	20.3 %	37.4 %	20.8 %	12.7 %	7.8 %	100,788
11-14 years	19.7 %	37.2 %	21.4 %	13.9 %	7.9 %	109,901
15-20 years	19.5 %	36.9 %	21.5 %	14.0 %	8.1 %	105,262
> 20 years	22.9 %	39.0 %	20.1 %	11.8 %	6.1 %	154,868
Time with Current Agency						
<1 year	28.3 %	40.6 %	22.1 %	6.1 %	3.1 %	7,138
1-3 years	24.5 %	38.5 %	20.1 %	11.1 %	5.9 %	94,508
4-5 years	20.5 %	37.2 %	20.6 %	13.9 %	7.8 %	65,356
6-10 years	19.9 %	37.1 %	20.8 %	14.1 %	8.1 %	106,640
11-14 years	19.0 %	37.3 %	21.6 %	14.1 %	8.0 %	103,252
15-20 years	19.1 %	37.3 %	21.7 %	14.1 %	7.9 %	92,743
> 20 years	22.3 %	39.8 %	19.8 %	11.4 %	5.7 %	113,567

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
Leaving Before Covid						
No	25.1 %	41.1 %	19.1 %	10.3 %	4.4 %	426,781
Yes, to retire	19.6 %	38.3 %	22.7 %	13.0 %	6.4 %	35,397
Yes, to other job in Govt	9.4 %	28.1 %	25.5 %	21.5 %	15.6 %	84,761
Yes, to other job outside Govt	9.0 %	27.9 %	24.3 %	21.9 %	16.9 %	13,876
Yes, other	8.0 %	25.3 %	27.5 %	20.6 %	18.5 %	15,485
Leaving Today						
No	26.5 %	42.3 %	18.4 %	9.3 %	3.4 %	390,305
Yes, to retire	18.1 %	37.6 %	23.5 %	13.9 %	6.8 %	39,893
Yes, to other job in Govt	8.8 %	27.6 %	25.8 %	22.0 %	15.8 %	90,733
Yes, to other job outside Govt	7.5 %	25.7 %	25.0 %	22.9 %	18.8 %	19,016
Yes, other	8.0 %	25.1 %	27.5 %	21.3 %	18.2 %	22,750
Retire Before Covid						
Less than 1 year	22.3 %	37.6 %	21.1 %	12.4 %	6.6 %	14,540
1 year	21.2 %	38.9 %	21.5 %	12.0 %	6.4 %	16,451
2 years	21.7 %	38.8 %	21.4 %	12.2 %	5.8 %	32,414
3 years	21.1 %	39.1 %	21.0 %	12.6 %	6.2 %	32,188
4 years	21.5 %	38.2 %	21.3 %	12.4 %	6.2 %	21,240
5 years	21.3 %	37.0 %	21.1 %	12.9 %	7.0 %	41,929
More than 5 years	21.2 %	37.8 %	20.6 %	13.1 %	7.4 %	411,108
Retire Today						
Less than 1 year	18.6 %	34.6 %	22.5 %	14.7 %	9.7 %	20,174
1 year	18.3 %	36.9 %	22.9 %	14.1 %	7.9 %	19,316
2 years	21.2 %	38.3 %	21.4 %	12.8 %	6.1 %	32,165
3 years	21.8 %	38.0 %	20.8 %	12.4 %	6.1 %	29,898
4 years	22.3 %	38.3 %	21.3 %	12.0 %	6.1 %	20,033
5 years	21.4 %	38.5 %	21.1 %	12.5 %	6.6 %	39,704
More than 5 years	21.4 %	38.0 %	20.5 %	13.0 %	7.2 %	400,944
Item has been redacted in response to Executive Order (EO) 14188 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14188 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	20.4 %	38.7 %	20.6 %	13.3 %	7.0 %	408,601
Currently in Guard/Reserves	22.5 %	36.6 %	21.6 %	11.4 %	7.8 %	10,104
Retired	26.1 %	38.2 %	19.8 %	10.6 %	5.4 %	77,032
Separated/Discharged	20.1 %	35.1 %	22.0 %	13.8 %	9.0 %	89,838
Military Spouse						
Spouse of current active duty service member	22.2 %	33.8 %	21.0 %	14.4 %	8.5 %	6,078
Spouse of separated or retired service member with a disability rating of 100% (working or a service member's spouse while on)	20.9 %	33.9 %	21.8 %	14.7 %	8.8 %	11,195
None of the categories listed	20.0 %	26.9 %	22.6 %	17.3 %	13.1 %	305
	21.2 %	38.1 %	20.7 %	12.9 %	7.1 %	564,762
Non-Competitive Hiring Authority						
Yes	24.3 %	32.5 %	20.0 %	14.2 %	8.9 %	2,065
No	10.9 %	33.9 %	21.7 %	14.7 %	8.7 %	15,401
Disability						
Yes	20.6 %	33.0 %	21.6 %	14.5 %	10.3 %	85,941
No	21.5 %	39.0 %	20.4 %	12.6 %	6.5 %	483,001

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
Work Location						
Headquarters	28.4 %	45.0 %	14.4 %	8.6 %	3.6 %	188,035
Field	24.8 %	45.0 %	16.1 %	9.6 %	4.6 %	286,127
Full-time telework	29.2 %	46.4 %	13.9 %	7.4 %	3.0 %	103,798
Supervisory Status						
Senior Leader	52.1 %	34.7 %	7.5 %	4.0 %	1.7 %	10,767
Manager	38.4 %	44.0 %	11.9 %	6.0 %	2.7 %	41,433
Supervisor	27.4 %	46.3 %	14.4 %	8.4 %	3.5 %	81,951
Team Leader	25.9 %	46.4 %	15.2 %	9.0 %	3.6 %	78,787
Non-Supervisor	25.3 %	45.1 %	15.9 %	9.3 %	4.4 %	360,069
Sex						
Male	28.0 %	44.7 %	14.7 %	8.7 %	4.0 %	308,259
Female	23.6 %	46.4 %	15.4 %	8.9 %	3.8 %	254,586
Hispanic or Latino						
Yes	28.4 %	43.1 %	15.4 %	8.5 %	4.4 %	60,288
No	26.7 %	45.6 %	15.0 %	8.8 %	3.9 %	504,299
Race						
American Indian/ Alaska Native	24.3 %	44.2 %	18.3 %	9.0 %	4.2 %	10,594
Asian	26.8 %	49.4 %	14.8 %	6.2 %	2.8 %	32,847
Black/African American	28.0 %	45.4 %	14.9 %	7.6 %	4.1 %	81,009
Native Hawaiian/ Pacific Islander	28.3 %	42.6 %	16.7 %	7.8 %	4.6 %	3,777
White	27.3 %	45.3 %	14.5 %	9.0 %	3.8 %	395,067
Two or more races (Not Hispanic/ Latino)	22.9 %	42.5 %	18.0 %	10.8 %	5.8 %	24,311
Age Group						
25 and under	21.6 %	46.1 %	18.3 %	9.7 %	4.2 %	6,836
26-29 years old	21.3 %	46.3 %	16.8 %	10.5 %	5.1 %	16,359
30-39 years old	23.5 %	45.1 %	16.3 %	10.1 %	4.9 %	108,811
40-49 years old	25.3 %	45.0 %	15.7 %	9.5 %	4.4 %	150,598
50-59 years old	29.2 %	45.5 %	14.0 %	7.9 %	3.4 %	191,098
60 or older	32.2 %	45.3 %	13.1 %	6.7 %	2.6 %	91,459
Level of Education						
Less than High School	28.9 %	36.3 %	18.3 %	9.5 %	7.0 %	368
H.S. Diploma/GED or equiv	29.0 %	44.9 %	15.3 %	6.8 %	4.0 %	23,556
Trade/Technical Certificate	25.7 %	44.8 %	16.3 %	8.4 %	4.8 %	12,161
Some College (no degree)	27.3 %	43.8 %	16.0 %	8.5 %	4.3 %	75,320
Associate's Degree	26.5 %	44.3 %	16.3 %	8.8 %	4.1 %	43,929
Bachelor's Degree	26.0 %	46.1 %	15.1 %	8.9 %	3.8 %	202,403
Master's Degree	27.3 %	45.6 %	14.4 %	8.9 %	3.9 %	156,919
Doctoral/Professional Degree	28.6 %	44.7 %	13.4 %	9.5 %	3.8 %	56,896
Pay Category						
Federal Wage System	22.0 %	42.7 %	18.8 %	10.7 %	5.8 %	19,473
GS 1-6	23.1 %	42.6 %	18.2 %	10.1 %	5.9 %	20,577
GS 7-12	25.1 %	45.4 %	15.9 %	9.4 %	4.2 %	239,065
GS 13-15	29.8 %	45.8 %	13.2 %	7.9 %	3.2 %	248,783
SES	55.7 %	31.6 %	6.9 %	4.2 %	1.5 %	5,613
SL/ST	41.7 %	39.6 %	9.8 %	6.6 %	2.3 %	2,850
Other	22.3 %	45.5 %	17.9 %	9.5 %	4.8 %	46,109
Time in Federal Government						
<1 year	36.5 %	44.5 %	11.9 %	4.7 %	2.3 %	1,742
1-3 years	29.2 %	45.4 %	14.2 %	7.9 %	3.3 %	60,979
4-5 years	25.6 %	44.6 %	15.3 %	9.6 %	4.4 %	40,513
6-10 years	25.0 %	45.1 %	15.9 %	9.6 %	4.4 %	100,623
11-14 years	24.8 %	45.6 %	15.8 %	9.6 %	4.2 %	109,751
15-20 years	25.2 %	44.9 %	16.2 %	9.4 %	4.4 %	105,119
> 20 years	28.5 %	45.5 %	13.8 %	7.7 %	3.5 %	154,801
Time with Current Agency						
<1 year	34.6 %	42.6 %	13.2 %	6.7 %	2.9 %	7,126
1-3 years	28.9 %	44.2 %	14.5 %	8.5 %	3.9 %	94,224
4-5 years	25.2 %	44.5 %	15.9 %	9.8 %	4.6 %	65,245
6-10 years	24.6 %	45.3 %	16.1 %	9.6 %	4.4 %	106,490
11-14 years	24.5 %	45.9 %	15.9 %	9.5 %	4.2 %	103,124
15-20 years	25.4 %	45.4 %	16.1 %	9.0 %	4.1 %	92,034
> 20 years	30.3 %	46.2 %	13.2 %	7.3 %	3.1 %	113,548

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
Leaving Before Covid						
No	32.4 %	48.4 %	12.1 %	5.3 %	1.7 %	424,264
Yes, to retire	24.3 %	46.5 %	16.3 %	9.2 %	3.8 %	35,357
Yes, to other job in Govt	9.1 %	35.9 %	24.8 %	19.8 %	10.4 %	84,520
Yes, to other job outside Govt	7.6 %	31.1 %	23.4 %	24.0 %	14.0 %	13,992
Yes, other	7.5 %	29.7 %	26.6 %	21.3 %	15.0 %	15,426
Leaving Today						
No	34.5 %	49.9 %	10.9 %	3.7 %	1.0 %	389,948
Yes, to retire	22.3 %	45.9 %	17.4 %	10.3 %	4.2 %	39,870
Yes, to other job in Govt	8.2 %	35.2 %	25.6 %	20.8 %	10.2 %	90,503
Yes, to other job outside Govt	5.9 %	27.0 %	24.1 %	26.8 %	16.2 %	18,962
Yes, other	7.2 %	29.6 %	26.7 %	22.1 %	14.3 %	22,675
Retire Before Covid						
Less than 1 year	27.2 %	44.4 %	14.6 %	9.2 %	4.6 %	14,547
1 year	26.3 %	46.3 %	14.9 %	8.5 %	4.0 %	16,439
2 years	27.5 %	45.9 %	14.9 %	8.2 %	3.5 %	32,367
3 years	27.5 %	45.8 %	15.2 %	7.9 %	3.7 %	32,149
4 years	28.3 %	45.5 %	14.5 %	8.4 %	3.3 %	21,255
5 years	27.6 %	45.4 %	14.9 %	8.4 %	3.7 %	41,054
More than 5 years	26.4 %	45.1 %	15.3 %	9.1 %	4.1 %	410,342
Retire Today						
Less than 1 year	22.3 %	40.3 %	16.4 %	13.3 %	7.7 %	20,178
1 year	22.1 %	44.4 %	17.5 %	10.9 %	5.0 %	19,312
2 years	26.5 %	46.1 %	15.3 %	8.5 %	3.6 %	32,148
3 years	28.3 %	45.9 %	14.8 %	7.5 %	3.6 %	29,886
4 years	28.9 %	45.5 %	14.5 %	8.2 %	2.9 %	20,018
5 years	28.2 %	45.8 %	14.4 %	8.2 %	3.4 %	39,647
More than 5 years	26.7 %	45.3 %	15.2 %	8.9 %	4.0 %	400,289
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	25.6 %	46.3 %	15.4 %	8.9 %	3.8 %	408,085
Currently in Guard/Reserves	26.8 %	43.2 %	16.1 %	9.0 %	4.9 %	10,069
Retired	32.8 %	44.0 %	13.0 %	7.2 %	3.0 %	76,877
Separated/Discharged	25.8 %	42.4 %	16.3 %	10.2 %	5.4 %	85,722
Military Spouse						
Spouse of current active duty service mem	25.5 %	41.7 %	16.0 %	10.8 %	6.0 %	6,049
Spouse of separated or retired service member with a disability rating of 100% receiving or a service member's spouse while on	26.4 %	43.7 %	16.2 %	9.5 %	4.2 %	11,212
None of the categories listed	22.9 %	43.8 %	17.7 %	10.7 %	4.9 %	305
None of the categories listed	26.7 %	45.3 %	15.2 %	8.8 %	4.0 %	563,966
Non-Competitive Hiring Authority						
Yes	28.6 %	40.9 %	14.0 %	10.8 %	5.1 %	2,957
No	15.6 %	43.3 %	16.3 %	9.9 %	4.9 %	15,388
Disability						
Yes	26.4 %	40.9 %	16.5 %	10.4 %	5.9 %	85,777
No	27.0 %	46.1 %	14.8 %	8.5 %	3.6 %	482,373

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	22.4 %	44.6 %	15.0 %	12.3 %	5.7 %	614,935
Work Location						
Headquarters	25.0 %	45.5 %	14.3 %	10.9 %	4.3 %	188,836
Field	21.2 %	43.5 %	15.2 %	13.2 %	6.8 %	287,521
Full-time telework	23.4 %	46.5 %	14.5 %	11.3 %	4.3 %	104,180
Supervisory Status						
Senior Leader	42.9 %	37.6 %	9.3 %	7.2 %	3.0 %	10,785
Manager	33.9 %	44.3 %	11.1 %	8.4 %	3.3 %	41,593
Supervisor	25.7 %	45.7 %	13.2 %	10.8 %	4.5 %	82,313
Team Leader	21.9 %	44.8 %	14.9 %	12.8 %	5.7 %	79,144
Non-Supervisor	20.8 %	44.6 %	15.7 %	12.8 %	6.1 %	370,788
Sex						
Male	23.2 %	44.3 %	15.0 %	11.8 %	5.7 %	305,758
Female	21.6 %	45.4 %	14.1 %	12.6 %	5.3 %	255,596
Hispanic or Latino						
Yes	23.3 %	41.2 %	15.4 %	12.9 %	7.2 %	60,618
No	22.9 %	45.2 %	14.6 %	12.0 %	5.3 %	506,493
Race						
American Indian/ Alaska Native	15.3 %	41.6 %	18.2 %	14.0 %	6.9 %	10,977
Asian	18.7 %	45.5 %	16.6 %	11.8 %	5.5 %	32,934
Black/African American	21.8 %	43.1 %	14.7 %	13.3 %	7.1 %	81,380
Native Hawaiian/ Pacific Islander	18.6 %	40.8 %	18.7 %	13.4 %	8.6 %	3,783
White	24.3 %	45.5 %	13.9 %	11.5 %	4.8 %	396,910
Two or more races (Not Hispanic/ Latino)	18.3 %	41.3 %	16.9 %	15.0 %	8.5 %	24,432
Age Group						
25 and under	14.6 %	39.8 %	19.3 %	16.4 %	9.9 %	6,893
26-29 years old	15.8 %	40.3 %	18.0 %	16.2 %	9.7 %	16,465
30-39 years old	19.2 %	42.9 %	16.2 %	14.0 %	7.6 %	105,328
40-49 years old	22.2 %	45.1 %	14.9 %	12.2 %	5.5 %	151,281
50-59 years old	25.9 %	45.8 %	13.3 %	10.7 %	4.3 %	192,020
60 or older	16.0 %	45.0 %	13.7 %	10.7 %	5.6 %	91,706
Level of Education						
Less than High School	22.3 %	35.6 %	18.7 %	16.6 %	6.8 %	365
H.S. Diploma/GED or equiv	21.3 %	41.4 %	15.8 %	13.6 %	7.8 %	23,684
Trade/Technical Certificate	18.6 %	40.6 %	17.6 %	14.7 %	8.4 %	12,232
Some College (no degree)	20.8 %	41.6 %	15.9 %	14.1 %	7.7 %	75,645
Associate's Degree	20.0 %	42.3 %	16.1 %	14.5 %	7.1 %	44,154
Bachelor's Degree	23.0 %	45.7 %	14.4 %	11.7 %	5.1 %	203,340
Master's Degree	25.5 %	46.5 %	13.6 %	10.3 %	4.1 %	157,640
Doctoral/Professional Degree	22.8 %	45.2 %	14.9 %	12.3 %	4.8 %	57,064
Pay Category						
Federal Wage System	16.1 %	39.7 %	18.1 %	16.2 %	9.9 %	19,600
GS 1-6	10.0 %	31.8 %	20.4 %	23.0 %	14.8 %	20,631
GS 7-12	18.7 %	45.2 %	16.4 %	13.8 %	5.8 %	240,270
GS 13-15	30.4 %	47.7 %	11.6 %	7.7 %	2.6 %	249,840
SES	48.1 %	37.6 %	7.2 %	5.7 %	1.5 %	5,626
SL/ST	37.1 %	40.0 %	11.2 %	8.2 %	3.5 %	2,861
Other	16.3 %	36.5 %	17.4 %	17.4 %	12.3 %	46,240
Time in Federal Government						
<1 year	28.3 %	44.1 %	19.4 %	10.9 %	5.2 %	1,751
1-3 years	17.7 %	41.7 %	17.9 %	15.3 %	7.5 %	61,329
4-5 years	19.3 %	42.7 %	16.3 %	14.8 %	7.9 %	46,541
6-10 years	20.3 %	44.7 %	15.7 %	13.2 %	6.1 %	101,107
11-14 years	22.7 %	45.6 %	14.6 %	11.8 %	5.3 %	110,229
15-20 years	23.8 %	45.3 %	14.2 %	11.3 %	5.4 %	105,575
> 20 years	27.8 %	45.6 %	12.6 %	9.9 %	4.0 %	155,393
Time with Current Agency						
<1 year	23.9 %	44.8 %	16.4 %	10.9 %	3.9 %	7,162
1-3 years	19.6 %	42.5 %	17.0 %	14.1 %	6.7 %	94,763
4-5 years	19.7 %	43.6 %	16.0 %	13.9 %	6.8 %	65,529
6-10 years	20.9 %	44.9 %	15.3 %	12.8 %	6.0 %	106,980
11-14 years	22.9 %	45.7 %	14.4 %	11.8 %	5.2 %	103,572
15-20 years	23.9 %	45.1 %	14.1 %	11.3 %	5.5 %	93,039
> 20 years	18.5 %	45.7 %	12.3 %	9.7 %	3.9 %	113,762

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	22.4 %	44.6 %	15.0 %	12.3 %	5.7 %	614,975
Leaving Before Covid						
No	26.1 %	46.9 %	13.5 %	10.0 %	3.5 %	426,089
Yes, to retire	26.1 %	46.4 %	13.3 %	10.1 %	4.1 %	35,517
Yes, to other job in Govt	11.5 %	38.0 %	19.2 %	19.3 %	12.0 %	85,062
Yes, to other job outside Govt	8.8 %	31.9 %	19.3 %	23.0 %	17.0 %	14,002
Yes, other	10.4 %	34.8 %	20.9 %	18.9 %	15.0 %	15,529
Leaving Today						
No	27.3 %	47.5 %	13.1 %	9.3 %	2.8 %	391,487
Yes, to retire	24.8 %	46.8 %	13.7 %	10.5 %	4.2 %	40,029
Yes, to other job in Govt	11.2 %	38.4 %	19.3 %	19.5 %	11.6 %	91,036
Yes, to other job outside Govt	8.3 %	31.1 %	19.5 %	22.9 %	18.2 %	19,060
Yes, other	10.5 %	35.7 %	20.8 %	18.8 %	14.1 %	22,818
Retire Before Covid						
Less than 1 year	29.6 %	44.7 %	12.4 %	8.9 %	4.4 %	14,587
1 year	26.8 %	46.6 %	12.5 %	9.8 %	4.3 %	16,523
2 years	27.0 %	46.2 %	12.7 %	10.3 %	3.8 %	32,497
3 years	25.5 %	46.4 %	13.3 %	10.6 %	4.2 %	32,299
4 years	25.9 %	46.3 %	13.1 %	10.7 %	4.2 %	21,353
5 years	24.6 %	45.5 %	13.9 %	11.4 %	4.7 %	42,042
More than 5 years	21.6 %	44.2 %	15.4 %	12.7 %	6.1 %	412,356
Retire Today						
Less than 1 year	26.2 %	44.2 %	13.6 %	10.0 %	6.0 %	20,259
1 year	23.7 %	45.7 %	13.8 %	11.5 %	5.3 %	19,377
2 years	26.5 %	46.2 %	13.0 %	10.6 %	4.0 %	32,254
3 years	26.2 %	46.0 %	13.1 %	10.5 %	4.1 %	29,989
4 years	26.4 %	46.4 %	12.7 %	10.6 %	3.8 %	20,124
5 years	24.9 %	45.9 %	13.6 %	11.1 %	4.5 %	39,807
More than 5 years	21.7 %	44.3 %	15.4 %	12.7 %	6.0 %	402,152
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	22.0 %	44.8 %	15.1 %	12.4 %	5.7 %	405,836
Currently in Guard/Reserves	20.5 %	41.5 %	15.7 %	14.4 %	7.9 %	10,112
Retired	27.3 %	46.4 %	12.7 %	10.0 %	3.7 %	77,306
Separated/Discharged	12.0 %	42.8 %	15.6 %	12.8 %	6.8 %	46,108
Military Spouse						
Spouse of current active duty service mem	19.9 %	40.4 %	16.3 %	15.5 %	7.9 %	6,096
Spouse of separated or retired service member with a disability rating of 100% receiving or a service member's spouse while on	21.5 %	42.7 %	15.7 %	13.5 %	6.5 %	11,247
None of the categories listed	20.0 %	37.9 %	16.6 %	15.8 %	9.6 %	304
Non-Competitive Hiring Authority						
Yes	10.4 %	38.9 %	17.4 %	16.7 %	8.6 %	2,076
No	11.9 %	42.2 %	15.7 %	13.9 %	6.8 %	15,462
Disability						
Yes	20.8 %	41.8 %	16.1 %	13.9 %	7.4 %	86,159
No	23.3 %	45.3 %	14.4 %	11.8 %	5.2 %	484,531

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
Work Location						
Headquarters	23.9 %	45.0 %	17.3 %	9.7 %	4.2 %	189,147
Field	18.7 %	43.7 %	20.0 %	12.0 %	5.7 %	288,118
Full-time telework	24.6 %	47.1 %	17.0 %	8.0 %	3.3 %	104,427
Supervisory Status						
Senior Leader	46.8 %	37.3 %	8.7 %	5.1 %	2.1 %	10,814
Manager	28.7 %	44.6 %	14.4 %	8.8 %	3.4 %	41,647
Supervisor	21.6 %	46.0 %	17.8 %	10.3 %	4.2 %	82,443
Team Leader	19.5 %	45.3 %	19.3 %	11.2 %	4.7 %	79,263
Non-Supervisor	20.3 %	44.5 %	19.4 %	10.7 %	5.1 %	371,607
Sex						
Male	22.2 %	44.5 %	18.1 %	10.4 %	4.8 %	310,404
Female	20.8 %	45.6 %	18.9 %	10.3 %	4.5 %	295,080
Hispanic or Latino						
Yes	22.4 %	42.6 %	19.1 %	10.4 %	5.5 %	60,750
No	21.4 %	45.1 %	18.4 %	10.4 %	4.6 %	507,492
Race						
American Indian/ Alaska Native	17.5 %	41.9 %	23.2 %	11.6 %	5.7 %	11,019
Asian	22.7 %	49.1 %	17.4 %	7.4 %	3.5 %	33,010
Black/African American	22.0 %	45.4 %	18.5 %	9.2 %	4.9 %	81,623
Native Hawaiian/ Pacific Islander	21.8 %	41.1 %	20.9 %	10.2 %	6.0 %	3,800
White	22.0 %	44.9 %	18.0 %	10.7 %	4.5 %	397,571
Two or more races (Not Hispanic/ Latino)	18.2 %	40.7 %	21.7 %	12.4 %	7.0 %	24,464
Age Group						
25 and under	19.5 %	47.0 %	20.0 %	9.4 %	4.1 %	6,895
26-29 years old	18.1 %	45.5 %	20.4 %	10.9 %	5.2 %	16,466
30-39 years old	18.9 %	44.2 %	19.8 %	11.6 %	5.5 %	105,380
40-49 years old	20.3 %	44.3 %	18.8 %	11.2 %	5.3 %	151,478
50-59 years old	23.3 %	45.3 %	17.5 %	9.7 %	4.2 %	192,393
60 or older	25.1 %	45.4 %	17.4 %	8.7 %	3.3 %	92,215
Level of Education						
Less than High School	22.2 %	34.3 %	24.8 %	13.1 %	5.7 %	373
H.S. Diploma/GED or equiv	21.3 %	43.9 %	20.3 %	9.5 %	5.0 %	23,794
Trade/Technical Certificate	18.9 %	42.2 %	22.0 %	10.9 %	5.9 %	12,270
Some College (no degree)	20.7 %	42.9 %	20.2 %	10.8 %	5.5 %	75,885
Associate's Degree	20.1 %	43.4 %	20.4 %	11.0 %	5.1 %	44,312
Bachelor's Degree	20.9 %	46.0 %	18.4 %	10.4 %	4.4 %	203,664
Master's Degree	23.1 %	45.4 %	17.1 %	10.0 %	4.4 %	157,838
Doctoral/Professional Degree	22.8 %	43.7 %	16.7 %	11.5 %	5.3 %	57,131
Pay Category						
Federal Wage System	13.9 %	39.6 %	24.0 %	14.6 %	7.9 %	19,072
GS 1-6	18.4 %	41.5 %	22.4 %	11.1 %	6.5 %	20,759
GS 7-12	19.8 %	44.8 %	19.6 %	10.8 %	4.9 %	240,855
GS 13-15	24.6 %	45.9 %	16.1 %	9.5 %	3.9 %	250,068
SES	90.5 %	32.9 %	7.9 %	6.5 %	2.3 %	5,633
SL/ST	34.6 %	41.7 %	11.6 %	9.1 %	3.0 %	2,864
Other	16.7 %	43.5 %	21.9 %	11.9 %	6.0 %	46,386
Time in Federal Government						
<1 year	32.7 %	47.3 %	14.4 %	3.4 %	2.2 %	1,753
1-3 years	25.1 %	46.3 %	17.2 %	8.1 %	3.4 %	61,424
4-5 years	20.8 %	44.8 %	19.4 %	10.2 %	4.8 %	40,493
6-10 years	20.1 %	44.4 %	19.3 %	11.2 %	5.0 %	101,291
11-14 years	19.7 %	44.5 %	19.4 %	11.3 %	5.1 %	110,417
15-20 years	19.5 %	43.9 %	19.3 %	11.8 %	5.5 %	105,812
> 20 years	22.9 %	44.8 %	17.8 %	10.0 %	4.6 %	155,811
Time with Current Agency						
<1 year	32.4 %	44.7 %	14.7 %	5.7 %	2.5 %	7,172
1-3 years	21.0 %	44.9 %	17.3 %	8.9 %	3.9 %	94,918
4-5 years	20.4 %	44.4 %	19.3 %	10.8 %	5.2 %	65,646
6-10 years	19.5 %	44.3 %	19.5 %	11.4 %	5.2 %	107,151
11-14 years	19.1 %	44.5 %	19.7 %	11.5 %	5.2 %	103,768
15-20 years	19.0 %	44.5 %	19.3 %	11.7 %	5.4 %	93,264
> 20 years	22.4 %	45.4 %	17.4 %	9.6 %	4.1 %	114,056

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
Leaving Before Covid						
No	26.1 %	46.7 %	15.8 %	7.1 %	2.4 %	426,694
Yes, to retire	18.6 %	44.7 %	20.1 %	11.7 %	4.8 %	35,678
Yes, to other job in Govt	7.0 %	32.8 %	27.7 %	21.0 %	11.5 %	85,232
Yes, to other job outside Govt	6.0 %	28.4 %	26.1 %	24.4 %	15.1 %	14,084
Yes, other	5.5 %	27.6 %	28.5 %	22.3 %	16.0 %	15,567
Leaving Today						
No	27.8 %	50.5 %	14.7 %	5.5 %	1.5 %	392,068
Yes, to retire	17.3 %	43.5 %	21.1 %	12.9 %	5.2 %	40,222
Yes, to other job in Govt	6.3 %	32.0 %	28.4 %	21.9 %	11.4 %	91,238
Yes, to other job outside Govt	4.4 %	23.9 %	26.7 %	27.6 %	17.4 %	19,097
Yes, other	5.5 %	27.2 %	28.6 %	22.9 %	15.8 %	22,872
Retire Before Covid						
Less than 1 year	21.9 %	43.4 %	18.1 %	11.2 %	5.4 %	14,646
1 year	20.5 %	45.0 %	18.9 %	10.9 %	4.8 %	16,576
2 years	21.6 %	44.5 %	18.9 %	10.6 %	4.3 %	32,638
3 years	21.1 %	45.2 %	18.9 %	10.2 %	4.6 %	32,389
4 years	21.8 %	44.8 %	18.3 %	10.6 %	4.5 %	21,393
5 years	21.8 %	44.5 %	18.6 %	10.5 %	4.7 %	42,170
More than 5 years	21.3 %	44.7 %	18.7 %	10.5 %	4.8 %	412,814
Retire Today						
Less than 1 year	18.0 %	38.5 %	20.1 %	15.2 %	8.3 %	20,333
1 year	17.1 %	42.6 %	21.0 %	12.9 %	6.3 %	19,474
2 years	20.9 %	44.3 %	19.3 %	11.0 %	4.6 %	32,396
3 years	21.6 %	45.7 %	18.3 %	10.1 %	4.4 %	30,075
4 years	22.5 %	45.0 %	18.1 %	10.4 %	4.1 %	20,157
5 years	22.3 %	44.7 %	18.4 %	10.1 %	4.5 %	39,940
More than 5 years	21.5 %	45.0 %	18.5 %	10.3 %	4.6 %	402,628
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.						
Military Service						
No Prior Military Service	20.3 %	45.5 %	18.9 %	10.6 %	4.6 %	410,531
Currently in Guard/Reserves	22.3 %	42.5 %	19.4 %	10.4 %	5.4 %	10,132
Retired	20.8 %	44.6 %	16.5 %	8.7 %	3.4 %	77,514
Separated/Discharged	20.3 %	41.8 %	19.5 %	12.1 %	6.3 %	86,349
Military Spouse						
Spouse of current active duty service member	21.1 %	42.0 %	18.6 %	12.3 %	6.0 %	6,097
Spouse of separated or retired service member with a disability rating of 100% receiving or a service member's spouse while on	21.1 %	42.4 %	19.9 %	11.3 %	5.3 %	11,286
None of the categories listed	21.1 %	35.1 %	23.3 %	13.9 %	6.6 %	310
None of the categories listed	21.3 %	44.8 %	18.6 %	10.5 %	4.7 %	567,625
Non-Competitive Hiring Authority						
Yes	22.8 %	41.4 %	18.4 %	10.8 %	6.7 %	2,087
No	20.9 %	42.2 %	19.6 %	11.8 %	5.4 %	15,495
Disability						
Yes	21.5 %	40.3 %	19.7 %	11.8 %	6.7 %	86,461
No	21.5 %	45.7 %	18.3 %	10.2 %	4.3 %	485,387

(58) How satisfied are you with the Telework program in your agency?

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non Response Total**	Choose Not To Participate	Not Available To Me	Unmet Of Program
All Responses	49.5 %	34.9 %	11.5 %	6.5 %	3.6 %	512,728	9,396	70,318	5,155
Work Location									
Headquarters	42.0 %	35.3 %	10.7 %	7.2 %	4.0 %	175,859	2,745	10,104	589
Field	36.5 %	36.6 %	14.8 %	7.7 %	4.4 %	226,609	6,531	57,083	4,145
Full-time telework	61.0 %	30.1 %	5.0 %	2.6 %	1.3 %	102,959	418	986	193
Supervisory Status									
Senior Leader	54.2 %	30.4 %	8.8 %	4.4 %	2.3 %	10,084	210	499	25
Manager	40.7 %	35.7 %	12.8 %	7.4 %	2.8 %	317,155	847	5,597	89
Supervisor	39.9 %	36.2 %	12.9 %	7.3 %	3.7 %	49,688	1,421	10,890	488
Team Leader	42.0 %	35.8 %	11.7 %	6.9 %	3.6 %	68,187	1,247	9,330	557
Non-Supervisor	44.8 %	34.4 %	11.0 %	6.2 %	3.6 %	317,513	6,072	44,488	1,800
Sex									
Male	41.2 %	35.0 %	12.8 %	6.3 %	3.7 %	258,275	6,143	43,144	3,059
Female	47.7 %	33.2 %	9.1 %	6.5 %	3.4 %	227,329	3,393	23,756	1,830
Hispanic or Latino									
Yes	45.2 %	32.6 %	12.5 %	6.1 %	3.6 %	46,837	1,051	11,623	1,287
No	43.7 %	35.1 %	11.2 %	6.5 %	3.6 %	440,483	8,441	55,353	3,604
Race									
American Indian/ Alaska Native	37.3 %	34.0 %	17.0 %	7.2 %	4.4 %	7,593	400	2,733	302
Asian	47.0 %	35.6 %	9.8 %	4.1 %	2.5 %	29,764	408	2,658	256
Black/African American	51.2 %	32.0 %	8.7 %	5.1 %	3.1 %	71,630	1,050	8,223	893
Native Hawaiian/ Pacific Islander	40.0 %	31.8 %	16.9 %	5.8 %	5.5 %	2,846	74	770	103
White	42.4 %	35.5 %	11.6 %	6.8 %	3.6 %	341,126	6,916	46,951	2,829
Two or more races (Not Hispanic/ Latino)	40.4 %	33.8 %	13.3 %	7.6 %	4.9 %	20,187	384	3,622	300
Age Group									
25 and under	37.6 %	38.8 %	13.8 %	7.0 %	2.8 %	4,910	162	1,524	301
26-29 years old	37.2 %	38.1 %	12.8 %	7.5 %	4.4 %	12,435	311	3,254	476
30-39 years old	40.5 %	35.0 %	11.8 %	7.8 %	4.9 %	91,698	1,168	15,191	1,371
40-49 years old	42.5 %	34.7 %	11.5 %	7.1 %	4.2 %	129,185	1,840	19,334	1,203
50-59 years old	40.2 %	34.4 %	10.9 %	5.7 %	2.9 %	168,211	2,542	19,819	995
60 or older	47.5 %	34.0 %	10.9 %	4.6 %	2.1 %	81,017	2,541	6,197	500
Level of Education									
Less than High School	34.2 %	24.9 %	24.5 %	7.7 %	8.7 %	241	9	95	25
U.S. Diploma/GED or equiv	43.1 %	32.3 %	15.8 %	5.5 %	3.4 %	15,840	783	6,480	702
Trade/Technical Certificate	37.4 %	33.3 %	18.2 %	6.7 %	4.4 %	7,920	308	3,743	284
Some College (no degree)	42.7 %	32.7 %	14.3 %	6.3 %	4.0 %	51,660	1,085	17,284	1,317
Associate's Degree	40.3 %	33.8 %	15.0 %	6.6 %	4.3 %	32,754	1,013	9,873	693
Bachelor's Degree	43.4 %	35.5 %	11.1 %	6.5 %	3.5 %	178,605	3,345	20,595	1,301
Master's Degree	45.3 %	35.2 %	9.6 %	6.5 %	3.4 %	148,161	1,844	7,457	454
Doctoral/Professional Degree	45.9 %	36.1 %	8.2 %	6.5 %	3.3 %	54,193	671	2,147	155
Pay Category									
Federal Wage System	23.6 %	28.5 %	32.0 %	9.1 %	6.8 %	6,978	485	11,532	683
GS 1-6	38.3 %	32.9 %	17.9 %	6.6 %	4.3 %	13,914	597	5,673	594
GS 7-12	41.1 %	35.3 %	12.6 %	6.9 %	4.1 %	204,873	4,880	28,290	2,009
GS 13-15	47.3 %	34.7 %	8.8 %	6.1 %	3.1 %	238,075	2,807	9,040	358
SES	57.8 %	30.6 %	6.8 %	3.5 %	1.3 %	5,420	78	127	4
SL-57	55.5 %	31.8 %	6.1 %	3.2 %	2.6 %	1,079	32	46	7
Other	41.0 %	36.7 %	13.3 %	6.1 %	2.9 %	31,120	907	13,045	1,321
Time in Federal Government									
<1 year	49.6 %	32.1 %	11.4 %	4.5 %	2.4 %	1,439	30	234	47
1-3 years	44.0 %	34.8 %	12.4 %	5.9 %	2.9 %	48,281	1,031	10,833	1,310
4-5 years	41.5 %	35.2 %	12.0 %	7.3 %	4.1 %	41,506	971	8,831	608
6-10 years	42.1 %	35.0 %	11.6 %	7.1 %	4.2 %	87,325	1,408	13,701	847
11-14 years	42.8 %	34.9 %	11.3 %	7.0 %	4.0 %	94,883	1,363	13,252	794
15-20 years	41.7 %	35.2 %	12.2 %	6.9 %	4.1 %	88,883	1,762	14,404	831
> 20 years	47.0 %	34.5 %	10.3 %	5.4 %	2.8 %	140,394	3,354	11,649	574
Time with Current Agency									
<1 year	47.4 %	33.4 %	11.2 %	5.0 %	3.0 %	6,383	117	480	100
1-3 years	44.4 %	34.2 %	11.7 %	6.4 %	3.3 %	78,625	1,407	13,452	1,487
4-5 years	42.4 %	34.7 %	11.7 %	7.0 %	4.2 %	56,519	853	7,704	626
6-10 years	42.6 %	34.8 %	11.5 %	7.0 %	4.1 %	91,009	1,552	11,835	831
11-14 years	42.7 %	35.2 %	11.4 %	6.7 %	3.9 %	88,592	1,570	12,801	770
15-20 years	41.8 %	35.5 %	12.3 %	6.7 %	3.8 %	77,249	1,682	13,613	778
> 20 years	46.7 %	34.9 %	10.3 %	5.4 %	2.7 %	102,415	2,621	8,704	406

(58) How satisfied are you with the Telework program in your agency?

Demographics		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Team Response Total**	Choose Not To Participate	Not Available To Me	Unknown Of Program
All Responses		43.5 %	34.9 %	11.5 %	6.5 %	3.8 %	512,728	9,996	70,318	5,155
Leaving Before Covid										
No		47.2 %	34.6 %	10.4 %	5.4 %	2.6 %	370,491	7,275	46,132	3,232
Yes, to retire		42.9 %	36.2 %	12.4 %	5.7 %	2.8 %	30,593	934	3,846	241
Yes, to other job in Govt		32.3 %	35.8 %	14.3 %	10.4 %	7.2 %	70,448	1,083	12,807	948
Yes, to other job outside Govt		29.4 %	37.2 %	13.8 %	11.6 %	8.0 %	11,625	198	2,056	160
Yes, other		28.4 %	36.1 %	17.3 %	10.4 %	7.8 %	12,354	287	2,628	287
Leaving Today										
No		49.1 %	34.3 %	9.7 %	4.8 %	2.0 %	343,121	6,483	39,952	2,777
Yes, to retire		46.6 %	36.9 %	13.0 %	6.4 %	3.1 %	34,578	1,002	4,484	236
Yes, to other job in Govt		30.3 %	36.0 %	14.8 %	11.1 %	7.7 %	74,809	1,217	14,249	1,020
Yes, to other job outside Govt		24.7 %	35.9 %	15.7 %	13.2 %	10.6 %	15,396	262	3,179	270
Yes, other		26.1 %	36.2 %	17.7 %	11.2 %	8.7 %	18,161	393	3,954	372
Retire Before Covid										
Less than 1 year		47.1 %	34.1 %	10.8 %	5.5 %	2.6 %	12,814	367	1,392	98
1 year		44.3 %	35.1 %	11.5 %	5.3 %	2.9 %	14,429	380	1,677	102
2 years		46.6 %	35.3 %	11.2 %	5.3 %	2.6 %	28,021	852	3,564	224
3 years		44.2 %	35.5 %	11.6 %	5.7 %	2.9 %	28,032	730	3,475	195
4 years		43.8 %	35.4 %	11.9 %	5.8 %	2.9 %	18,443	487	2,351	144
5 years		44.4 %	35.3 %	11.5 %	5.9 %	3.1 %	36,425	800	4,701	275
More than 5 years		43.1 %	34.7 %	11.4 %	6.8 %	3.9 %	353,358	5,951	49,985	3,768
Retire Today										
Less than 1 year		40.8 %	34.9 %	13.2 %	6.7 %	4.4 %	17,415	507	2,291	147
1 year		39.8 %	36.8 %	12.6 %	7.1 %	3.7 %	16,743	450	2,159	121
2 years		44.9 %	35.1 %	11.4 %	5.8 %	2.9 %	27,809	774	3,631	217
3 years		44.9 %	35.1 %	11.4 %	5.6 %	2.9 %	26,135	670	3,139	188
4 years		44.4 %	36.0 %	11.5 %	5.8 %	2.7 %	17,042	460	2,153	114
5 years		44.8 %	35.3 %	11.9 %	5.9 %	3.0 %	34,504	634	4,341	238
More than 5 years		43.5 %	34.7 %	11.2 %	6.7 %	3.8 %	346,479	5,767	48,025	3,632
Item has been redacted in response to Executive Order (EO) 14103 Defining Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.										
Item has been redacted in response to Executive Order (EO) 14103 Defining Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.										
Military Service										
No Prior Military Service		44.9 %	34.9 %	10.3 %	6.4 %	3.5 %	307,480	6,194	43,577	3,633
Currently in Guard/Reserves		38.4 %	39.1 %	15.1 %	7.7 %	1.6 %	1,841	566	1,197	159
Retired		41.9 %	35.6 %	13.5 %	6.1 %	3.1 %	65,686	1,844	6,095	327
Separated/Discharged		40.7 %	34.2 %	13.5 %	7.1 %	4.6 %	69,276	1,546	14,686	892
Military Spouse										
Spouse of current active duty service member		42.4 %	31.8 %	13.3 %	7.6 %	5.0 %	5,175	55	808	66
Spouse of separated or retired service member		46.0 %	31.1 %	11.2 %	7.2 %	4.5 %	9,608	135	1,466	89
with a disability rating of 100% (wounded/injured) or a service-connected illness which on		32.8 %	37.3 %	13.9 %	12.4 %	3.6 %	263	5	37	5
None of the categories listed		43.6 %	35.0 %	11.4 %	6.4 %	3.6 %	487,142	9,599	66,449	4,832
Non-Competitive Hiring Authority										
Yes		45.7 %	29.7 %	12.4 %	8.2 %	4.0 %	1,740	22	382	20
No		44.3 %	31.8 %	11.9 %	7.3 %	4.7 %	11,209	167	1,997	139
Disability										
Yes		42.2 %	32.9 %	12.9 %	7.0 %	5.0 %	74,009	1,430	10,457	660
No		44.1 %	35.2 %	11.0 %	6.3 %	3.3 %	416,338	8,147	56,959	4,267

(Q59_01) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	48.8 %	298,928	295,795
Work Location			
Headquarters	51.5 %	97,733	90,643
Field	45.2 %	135,898	150,564
Full-time telework	55.4 %	57,898	46,175
Supervisory Status			
Senior Leader	38.9 %	4,126	6,640
Manager	42.9 %	18,191	23,308
Supervisor	46.3 %	39,131	42,953
Team Leader	52.0 %	41,777	37,128
Non-Supervisor	49.6 %	190,247	179,483
Sex			
Male	46.9 %	147,729	160,983
Female	51.7 %	135,571	119,559
Hispanic or Latino			
Yes	42.1 %	26,749	33,540
No	49.7 %	257,524	247,766
Race			
American Indian/ Alaska Native	39.0 %	4,290	6,684
Asian	51.9 %	17,532	15,243
Black/African American	50.5 %	42,581	38,883
Native Hawaiian/ Pacific Islander	43.2 %	1,740	2,037
White	48.5 %	197,331	198,402
Two or more races (Not Hispanic/ Latino)	49.3 %	12,452	11,880
Age Group			
25 and under	48.3 %	3,289	3,507
26-29 years old	48.8 %	8,282	7,958
30-39 years old	50.3 %	57,273	51,135
40-49 years old	48.1 %	74,778	75,905
50-59 years old	49.2 %	96,677	95,278
60 or older	47.0 %	44,115	47,997
Level of Education			
Less than High School	30.5 %	120	246
H.S. Diploma/GED or equiv	37.3 %	9,579	14,080
Trade/Technical Certificate	40.7 %	5,316	6,919
Some College (No degree)	42.0 %	33,565	42,000
Associate's Degree	44.4 %	20,326	23,751
Bachelor's Degree	51.2 %	106,134	96,545
Master's Degree	54.2 %	85,863	71,273
Doctoral/Professional Degree	47.0 %	27,110	29,741
Pay Category			
Federal Wage System	34.9 %	7,170	12,337
GS 1-6	33.6 %	7,484	13,154
GS 7-12	48.6 %	120,969	118,708
GS 13-15	53.8 %	134,655	114,500
SES	32.7 %	1,879	3,728
SL/ST	41.4 %	818	1,244
Other	44.3 %	20,214	25,781
Time in Federal Government			
< 1 year	46.1 %	795	944
1-3 years	46.8 %	29,347	31,570
4-5 years	49.8 %	25,485	23,788
6-10 years	49.8 %	51,899	48,741
11-14 years	49.1 %	55,660	54,216
15-20 years	46.8 %	50,835	54,499
> 20 years	50.2 %	79,429	76,069
Time with Current Agency			
< 1 year	48.1 %	3,402	3,727
1-3 years	48.2 %	46,800	47,429
4-5 years	50.9 %	34,376	30,847
6-10 years	50.1 %	55,292	51,310
11-14 years	48.3 %	51,653	51,631
15-20 years	46.0 %	43,989	48,875
> 20 years	50.0 %	57,937	55,889

(Q59_01) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	48.8 %	298,928	295,795
Leaving Before Covid			
No	49.3 %	215,205	209,574
Yes, to retire	47.0 %	17,145	18,473
Yes, to other job in Govt	48.9 %	43,021	41,707
Yes, to other job outside Govt	47.6 %	6,702	7,209
Yes, other	44.7 %	7,175	8,256
Leaving Today			
No	49.9 %	199,622	190,758
Yes, to retire	47.4 %	19,472	20,675
Yes, to other job in Govt	48.5 %	45,696	44,941
Yes, to other job outside Govt	45.5 %	8,822	10,098
Yes, other	45.0 %	10,618	12,088
Retire Before Covid			
Less than 1 year	47.7 %	7,171	7,459
1 year	46.9 %	7,960	8,589
2 years	47.3 %	15,819	16,762
3 years	47.4 %	15,687	16,628
4 years	47.5 %	10,391	10,974
5 years	47.5 %	20,396	21,680
More than 5 years	49.5 %	209,756	200,683
Retire Today			
Less than 1 year	46.7 %	9,777	10,524
1 year	46.3 %	9,200	10,226
2 years	47.1 %	15,639	16,699
3 years	47.8 %	14,676	15,356
4 years	47.8 %	9,880	10,234
5 years	48.4 %	19,564	20,269
More than 5 years	49.7 %	205,462	194,860
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Military Service			
No Prior Military Service	49.8 %	208,974	199,562
Currently in Guard/Reserves	46.4 %	4,778	5,279
Retired	48.0 %	37,870	39,447
Separated/Discharged	46.4 %	41,145	44,707
Military Spouse			
Spouse of current active duty service member	49.3 %	3,155	2,915
Spouse of separated or retired service member	48.7 %	5,700	5,549
with a disability rating of 100% (wounded in a service member's active or reserve duty)	48.2 %	151	156
None of the categories listed	48.9 %	284,121	280,842
Non-Competitive Hiring Authority			
Yes	46.7 %	1,019	1,065
No	49.3 %	7,940	7,494
Disability			
Yes	50.1 %	44,570	41,559
No	48.5 %	241,415	241,619

(Q59 Q2) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	18.9 %	117,911	476,812
Work Location			
Headquarters	22.0 %	45,188	143,188
Field	17.6 %	51,374	235,088
Full-time telework	17.5 %	18,399	85,674
Supervisory Status			
Senior Leader	20.1 %	2,280	8,486
Manager	20.0 %	8,550	32,949
Supervisor	19.3 %	16,230	65,854
Team Leader	19.7 %	16,461	62,444
Non-Supervisor	18.6 %	72,289	297,441
Sex			
Male	16.9 %	53,737	254,975
Female	22.2 %	58,521	196,609
Hispanic or Latino			
Yes	17.0 %	10,640	49,649
No	19.3 %	102,064	403,226
Race			
American Indian/ Alaska Native	19.6 %	2,271	8,703
Asian	19.1 %	6,746	26,029
Black/African American	19.0 %	16,168	65,296
Native Hawaiian/ Pacific Islander	14.3 %	567	3,210
White	19.1 %	78,934	316,799
Two or more races (Not Hispanic/ Latino)	19.8 %	5,063	19,269
Age Group			
25 and under	14.1 %	975	5,821
26-29 years old	17.9 %	3,090	13,150
30-39 years old	20.9 %	24,056	84,352
40-49 years old	20.0 %	31,964	118,719
50-59 years old	18.3 %	36,605	155,350
60 or older	16.8 %	16,031	76,081
Level of Education			
Less than High School	10.3 %	43	323
H.S. Diploma/GED or equiv	11.3 %	2,794	20,865
Trade/Technical Certificate	13.6 %	1,738	10,497
Some College (No degree)	14.4 %	11,306	64,259
Associate's Degree	15.2 %	6,942	37,135
Bachelor's Degree	19.2 %	39,674	163,005
Master's Degree	22.8 %	37,005	120,131
Doctoral/Professional Degree	24.1 %	14,512	42,339
Pay Category			
Federal Wage System	11.2 %	2,232	17,275
GS 1-6	15.8 %	3,384	17,254
GS 7-12	18.7 %	45,473	194,204
GS 13-15	21.8 %	56,610	192,545
SES	23.6 %	1,351	4,256
SL/ST	20.9 %	465	1,597
Other	12.6 %	6,208	39,787
Time in Federal Government			
< 1 year	15.0 %	287	1,452
1-3 years	17.1 %	11,070	49,847
4-5 years	19.2 %	10,117	39,156
6-10 years	19.5 %	20,461	80,179
11-14 years	19.4 %	22,084	87,792
15-20 years	18.8 %	20,542	84,792
> 20 years	19.3 %	31,289	124,209
Time with Current Agency			
< 1 year	15.1 %	1,130	5,999
1-3 years	18.1 %	17,982	76,247
4-5 years	19.8 %	13,763	51,460
6-10 years	19.5 %	21,836	84,766
11-14 years	19.1 %	20,470	82,814
15-20 years	18.5 %	17,826	75,038
> 20 years	19.4 %	22,843	90,983

(Q59 Q2) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	18.9 %	117,911	476,812
Leaving Before Covid			
No	19.5 %	86,364	338,415
Yes, to retire	17.0 %	6,301	29,317
Yes, to other job in Govt	18.4 %	16,478	68,250
Yes, to other job outside Govt	18.6 %	2,697	11,214
Yes, other	15.2 %	2,490	12,941
Leaving Today			
No	19.9 %	80,974	309,406
Yes, to retire	17.4 %	7,207	32,940
Yes, to other job in Govt	18.2 %	17,284	73,353
Yes, to other job outside Govt	17.8 %	3,543	15,377
Yes, other	15.6 %	3,726	18,980
Retire Before Covid			
Less than 1 year	17.8 %	2,682	11,948
1 year	17.3 %	2,962	13,587
2 years	16.9 %	5,703	26,878
3 years	17.3 %	5,815	26,500
4 years	17.8 %	3,952	17,413
5 years	18.3 %	7,922	34,154
More than 5 years	19.5 %	84,519	325,920
Retire Today			
Less than 1 year	17.3 %	3,619	16,682
1 year	16.8 %	3,390	16,036
2 years	17.7 %	5,914	26,424
3 years	17.6 %	5,523	24,509
4 years	18.4 %	3,802	16,312
5 years	18.6 %	7,660	32,173
More than 5 years	19.7 %	82,931	317,391
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
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Military Service			
No Prior Military Service	20.5 %	87,228	321,308
Currently in Guard/Reserves	17.6 %	1,840	8,217
Retired	15.2 %	11,991	65,326
Separated/Discharged	16.5 %	14,481	71,371
Military Spouse			
Spouse of current active duty service member	18.9 %	1,180	4,890
Spouse of separated or retired service member	18.3 %	2,109	9,140
with a disability rating of 100% (wounded in a service member's active or reserve duty)	20.7 %	64	243
None of the categories listed	19.0 %	112,343	452,620
Non-Competitive Hiring Authority			
Yes	17.7 %	372	1,712
No	18.7 %	2,955	12,479
Disability			
Yes	17.6 %	15,848	70,281
No	19.3 %	97,428	385,606

(Q59_03) Work-Life program used at your agency within the last 12 months? Employee Assistance Program

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	5.6 %	35,346	559,377
Work Location			
Headquarters	5.4 %	11,063	177,313
Field	5.4 %	16,201	270,261
Full-time telework	6.7 %	7,222	96,851
Supervisory Status			
Senior Leader	6.4 %	717	10,049
Manager	6.2 %	2,672	38,827
Supervisor	5.7 %	4,923	77,161
Team Leader	5.1 %	4,209	74,696
Non-Supervisor	5.6 %	22,143	347,587
Sex			
Male	4.3 %	13,437	295,275
Female	7.7 %	20,231	234,899
Hispanic or Latino			
Yes	6.9 %	4,432	55,857
No	5.4 %	29,357	475,933
Race			
American Indian/ Alaska Native	5.7 %	674	10,300
Asian	5.6 %	1,961	30,814
Black/African American	8.3 %	7,274	74,190
Native Hawaiian/ Pacific Islander	5.2 %	210	3,567
White	4.9 %	20,720	375,013
Two or more races (Not Hispanic/ Latino)	6.9 %	1,840	22,492
Age Group			
25 and under	4.5 %	301	6,495
26-29 years old	4.8 %	828	15,412
30-39 years old	6.2 %	7,214	101,194
40-49 years old	6.4 %	10,451	140,232
50-59 years old	5.3 %	10,839	181,116
60 or older	4.2 %	4,117	87,995
Level of Education			
Less than High School	5.5 %	25	341
H.S. Diploma/GED or equiv	4.4 %	1,089	22,570
Trade/Technical Certificate	4.1 %	541	11,694
Some College (No degree)	5.4 %	4,342	71,223
Associate's Degree	5.1 %	2,379	41,698
Bachelor's Degree	5.6 %	12,055	190,624
Master's Degree	6.3 %	10,556	146,580
Doctoral/Professional Degree	5.3 %	3,122	53,729
Pay Category			
Federal Wage System	3.7 %	748	18,759
GS 1-6	4.8 %	1,051	19,587
GS 7-12	5.9 %	15,198	224,479
GS 13-15	5.7 %	14,946	234,209
SES	6.3 %	353	5,254
SL/ST	4.8 %	93	1,969
Other	4.7 %	2,267	43,728
Time in Federal Government			
< 1 year	3.7 %	72	1,667
1-3 years	4.3 %	2,841	58,076
4-5 years	5.3 %	2,847	46,426
6-10 years	5.7 %	6,066	94,574
11-14 years	5.9 %	6,883	102,993
15-20 years	6.1 %	6,681	98,653
> 20 years	5.7 %	9,302	146,196
Time with Current Agency			
< 1 year	4.3 %	319	6,810
1-3 years	4.7 %	4,899	89,330
4-5 years	5.6 %	4,017	61,206
6-10 years	5.9 %	6,587	100,015
11-14 years	5.9 %	6,342	96,942
15-20 years	5.9 %	5,771	87,093
> 20 years	5.7 %	6,734	107,092

(Q59_03) Work-Life program used at your agency within the last 12 months? Employee Assistance Program

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	5.6 %	35,346	559,377
Leaving Before Covid			
No	5.4 %	24,229	400,550
Yes, to retire	4.8 %	1,764	33,854
Yes, to other job in Govt	6.6 %	6,122	78,606
Yes, to other job outside Govt	6.2 %	935	12,976
Yes, other	6.0 %	1,028	14,403
Leaving Today			
No	5.3 %	22,141	368,239
Yes, to retire	5.0 %	2,100	38,047
Yes, to other job in Govt	6.4 %	6,368	84,269
Yes, to other job outside Govt	6.2 %	1,253	17,667
Yes, other	6.5 %	1,597	21,109
Retire Before Covid			
Less than 1 year	5.0 %	760	13,870
1 year	4.9 %	845	15,704
2 years	4.7 %	1,566	31,015
3 years	4.8 %	1,614	30,701
4 years	4.7 %	1,061	20,304
5 years	5.2 %	2,286	39,790
More than 5 years	5.8 %	25,672	384,767
Retire Today			
Less than 1 year	5.7 %	1,173	19,128
1 year	5.1 %	1,023	18,403
2 years	4.9 %	1,599	30,739
3 years	4.7 %	1,501	28,531
4 years	4.7 %	998	19,116
5 years	5.3 %	2,191	37,642
More than 5 years	5.8 %	24,995	375,327
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Military Service			
No Prior Military Service	6.4 %	27,191	381,345
Currently in Guard/Reserves	4.0 %	455	9,602
Retired	2.9 %	2,318	74,999
Separated/Discharged	5.1 %	4,630	81,222
Military Spouse			
Spouse of current active duty service member	4.4 %	301	5,769
Spouse of separated or retired service member	5.4 %	663	10,586
with a disability rating of 100% (100% disability rating is a service member's highest rating)	11.8 %	37	270
None of the categories listed	5.6 %	33,644	531,319
Non-Competitive Hiring Authority			
Yes	4.8 %	102	1,982
No	5.2 %	895	14,539
Disability			
Yes	6.6 %	6,272	79,857
No	5.4 %	27,683	455,351

(Q59_Q4) Work-Life program used at your agency within the last 12 months? Child Care Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.8 %	17,783	576,940
Work Location			
Headquarters	3.2 %	6,731	181,645
Field	2.5 %	7,382	279,080
Full-time telework	3.1 %	3,240	100,833
Supervisory Status			
Senior Leader	2.3 %	224	10,542
Manager	2.4 %	1,008	40,491
Supervisor	2.9 %	2,474	79,610
Team Leader	3.4 %	2,842	76,063
Non-Supervisor	2.8 %	10,898	358,832
Sex			
Male	2.1 %	6,773	301,939
Female	4.0 %	10,214	244,916
Hispanic or Latino			
Yes	2.8 %	1,731	58,558
No	2.9 %	15,338	489,952
Race			
American Indian/ Alaska Native	1.7 %	175	10,799
Asian	3.7 %	1,341	31,434
Black/African American	2.5 %	2,100	79,364
Native Hawaiian/ Pacific Islander	2.6 %	97	3,680
White	2.9 %	12,055	383,678
Two or more races (Not Hispanic/ Latino)	3.2 %	800	23,532
Age Group			
25 and under	0.8 %	50	6,746
26-29 years old	2.2 %	378	15,862
30-39 years old	6.9 %	8,457	99,951
40-49 years old	3.7 %	6,414	144,269
50-59 years old	0.7 %	1,468	190,487
60 or older	0.4 %	330	91,782
Level of Education			
Less than High School	3.2 %	12	354
H.S. Diploma/GED or equiv	1.0 %	214	23,445
Trade/Technical Certificate	1.4 %	152	12,083
Some College (No degree)	1.3 %	900	74,665
Associate's Degree	1.6 %	656	43,421
Bachelor's Degree	2.8 %	5,852	196,827
Master's Degree	4.0 %	6,458	150,678
Doctoral/Professional Degree	4.9 %	2,986	53,865
Pay Category			
Federal Wage System	1.4 %	282	19,225
GS 1-6	2.1 %	357	20,281
GS 7-12	2.6 %	6,352	233,325
GS 13-15	3.5 %	9,207	239,948
SES	2.6 %	139	5,468
SL/ST	2.3 %	46	2,016
Other	2.4 %	1,081	44,914
Time in Federal Government			
< 1 year	2.1 %	35	1,704
1-3 years	2.7 %	1,791	59,126
4-5 years	3.5 %	1,851	47,422
6-10 years	4.1 %	4,428	96,212
11-14 years	4.0 %	4,732	105,144
15-20 years	2.8 %	3,138	102,196
> 20 years	0.9 %	1,506	153,992
Time with Current Agency			
< 1 year	2.7 %	190	6,939
1-3 years	3.0 %	2,960	91,269
4-5 years	3.5 %	2,489	62,734
6-10 years	3.8 %	4,332	102,270
11-14 years	3.6 %	3,932	99,352
15-20 years	2.5 %	2,487	90,377
> 20 years	0.9 %	1,082	112,744

(Q59-Q64) Work-Life program used at your agency within the last 12 months? Child Care Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.8 %	17,783	576,940
Leaving Before Covid			
No	3.0 %	13,318	411,461
Yes, to retire	0.6 %	186	35,432
Yes, to other job in Govt	3.0 %	2,632	82,096
Yes, to other job outside Govt	3.8 %	594	13,317
Yes, other	2.6 %	431	15,000
Leaving Today			
No	3.0 %	12,592	377,788
Yes, to retire	0.5 %	201	39,946
Yes, to other job in Govt	3.1 %	2,873	87,764
Yes, to other job outside Govt	3.4 %	722	18,198
Yes, other	3.1 %	764	21,942
Retire Before Covid			
Less than 1 year	0.5 %	74	14,556
1 year	0.5 %	73	16,476
2 years	0.5 %	151	32,430
3 years	0.6 %	166	32,149
4 years	0.6 %	114	21,251
5 years	0.7 %	296	41,780
More than 5 years	3.7 %	16,237	394,202
Retire Today			
Less than 1 year	0.6 %	117	20,184
1 year	0.6 %	108	19,318
2 years	0.6 %	177	32,161
3 years	0.6 %	172	29,860
4 years	0.7 %	124	19,990
5 years	0.8 %	321	39,512
More than 5 years	3.8 %	16,229	384,093
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
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Military Service			
No Prior Military Service	3.5 %	14,735	393,801
Currently in Guard/Reserves	3.8 %	385	9,672
Retired	0.6 %	449	76,868
Separated/Discharged	2.3 %	1,862	83,990
Military Spouse			
Spouse of current active duty service member	8.7 %	493	5,577
Spouse of separated or retired service member	2.1 %	228	11,021
with a disability rating of 100% (separated or retired service member with a disability rating of 100%)	2.4 %	8	299
None of the categories listed	2.8 %	16,703	548,260
Non-Competitive Hiring Authority			
Yes	6.3 %	116	1,968
No	4.3 %	608	14,826
Disability			
Yes	1.9 %	1,617	84,512
No	3.0 %	15,519	467,515

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	0.5 %	3,436	591,287
Work Location			
Headquarters	0.6 %	1,286	187,090
Field	0.4 %	1,286	285,176
Full-time telework	0.7 %	769	103,304
Supervisory Status			
Senior Leader	0.8 %	92	10,674
Manager	0.5 %	225	41,274
Supervisor	0.5 %	485	81,599
Team Leader	0.5 %	427	78,478
Non-Supervisor	0.5 %	2,133	367,597
Sex			
Male	0.3 %	1,162	307,550
Female	0.8 %	2,083	253,047
Hispanic or Latino			
Yes	0.6 %	405	59,884
No	0.5 %	2,864	502,426
Race			
American Indian/ Alaska Native	0.7 %	86	10,888
Asian	0.8 %	294	32,481
Black/African American	0.9 %	882	80,582
Native Hawaiian/ Pacific Islander	0.6 %	22	3,755
White	0.4 %	1,673	394,060
Two or more races (Not Hispanic/ Latino)	0.7 %	190	24,142
Age Group			
25 and under	0.3 %	16	6,780
26-29 years old	0.2 %	42	16,198
30-39 years old	0.3 %	343	108,065
40-49 years old	0.4 %	717	149,966
50-59 years old	0.7 %	1,450	190,505
60 or older	0.7 %	700	91,412
Level of Education			
Less than High School	2.4 %	10	356
H.S. Diploma/GED or equiv	0.5 %	143	23,516
Trade/Technical Certificate	0.5 %	73	12,162
Some College (No degree)	0.5 %	442	75,123
Associate's Degree	0.5 %	246	43,831
Bachelor's Degree	0.5 %	1,075	201,604
Master's Degree	0.6 %	1,001	156,135
Doctoral/Professional Degree	0.5 %	316	56,535
Pay Category			
Federal Wage System	0.3 %	83	19,424
GS 1-6	0.5 %	105	20,533
GS 7-12	0.5 %	1,326	238,351
GS 13-15	0.6 %	1,577	247,578
SES	0.8 %	40	5,567
SL/ST	0.5 %	12	2,050
Other	0.4 %	225	45,770
Time in Federal Government			
< 1 year	0.4 %	10	1,729
1-3 years	0.3 %	188	60,729
4-5 years	0.3 %	203	49,070
6-10 years	0.4 %	502	100,138
11-14 years	0.5 %	603	109,273
15-20 years	0.5 %	637	104,697
> 20 years	0.7 %	1,227	154,271
Time with Current Agency			
< 1 year	0.4 %	34	7,095
1-3 years	0.3 %	373	93,856
4-5 years	0.4 %	337	64,886
6-10 years	0.5 %	571	106,031
11-14 years	0.5 %	576	102,708
15-20 years	0.6 %	602	92,262
> 20 years	0.7 %	876	112,950

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	0.5 %	3,436	591,287
Leaving Before Covid			
No	0.5 %	2,430	422,349
Yes, to retire	0.7 %	257	35,361
Yes, to other job in Govt	0.5 %	473	84,255
Yes, to other job outside Govt	0.4 %	59	13,852
Yes, other	0.5 %	78	15,353
Leaving Today			
No	0.5 %	2,222	388,158
Yes, to retire	0.7 %	309	39,838
Yes, to other job in Govt	0.4 %	446	90,191
Yes, to other job outside Govt	0.3 %	74	18,446
Yes, other	0.5 %	123	22,583
Retire Before Covid			
Less than 1 year	0.6 %	106	14,524
1 year	0.6 %	113	16,436
2 years	0.7 %	259	32,322
3 years	0.7 %	231	32,084
4 years	0.7 %	161	21,204
5 years	0.7 %	310	41,766
More than 5 years	0.4 %	2,090	408,349
Retire Today			
Less than 1 year	0.7 %	157	20,144
1 year	0.6 %	127	19,299
2 years	0.7 %	252	32,086
3 years	0.6 %	206	29,826
4 years	0.6 %	130	19,984
5 years	0.6 %	283	39,550
More than 5 years	0.4 %	2,008	398,314
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Military Service			
No Prior Military Service	0.6 %	2,673	405,863
Currently in Guard/Reserves	0.3 %	39	10,018
Retired	0.3 %	285	77,032
Separated/Discharged	0.4 %	358	85,494
Military Spouse			
Spouse of current active duty service member	0.5 %	27	6,043
Spouse of separated or retired service member	0.8 %	99	11,150
with a disability rating of 100% (wounded in a service member's active service)	1.6 %	6	301
None of the categories listed	0.5 %	3,234	561,729
Non-Competitive Hiring Authority			
Yes	1.0 %	18	2,066
No	0.6 %	113	15,321
Disability			
Yes	0.6 %	637	85,492
No	0.5 %	2,639	480,395

(Q59_06) Work-Life program used at your agency within the last 12 months? None Listed Above

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	41.6 %	237,192	357,531
Work Location			
Headquarters	38.2 %	69,190	119,186
Field	45.3 %	123,781	162,681
Full-time telework	36.2 %	37,369	66,704
Supervisory Status			
Senior Leader	49.4 %	5,309	5,457
Manager	46.1 %	18,619	22,880
Supervisor	43.6 %	34,516	47,568
Team Leader	38.9 %	29,569	49,336
Non-Supervisor	41.0 %	144,041	225,689
Sex			
Male	44.6 %	134,201	174,511
Female	37.0 %	90,506	164,624
Hispanic or Latino			
Yes	47.5 %	27,263	33,026
No	40.8 %	198,011	307,279
Race			
American Indian/ Alaska Native	48.3 %	5,202	5,772
Asian	38.9 %	12,021	20,754
Black/African American	39.1 %	30,272	51,192
Native Hawaiian/ Pacific Islander	48.5 %	1,727	2,050
White	42.1 %	159,950	235,783
Two or more races (Not Hispanic/ Latino)	40.8 %	9,439	14,893
Age Group			
25 and under	45.6 %	3,085	3,711
26-29 years old	42.9 %	6,593	9,647
30-39 years old	38.8 %	38,897	69,511
40-49 years old	41.2 %	58,984	91,699
50-59 years old	42.0 %	77,862	114,093
60 or older	44.9 %	40,326	51,786
Level of Education			
Less than High School	61.8 %	214	152
H.S. Diploma/GED or equiv	55.3 %	12,397	11,262
Trade/Technical Certificate	50.9 %	5,922	6,313
Some College (No degree)	49.3 %	35,543	40,022
Associate's Degree	47.3 %	20,053	24,024
Bachelor's Degree	39.5 %	77,501	125,178
Master's Degree	35.5 %	54,485	102,651
Doctoral/Professional Degree	39.8 %	21,830	35,021
Pay Category			
Federal Wage System	57.7 %	10,939	8,568
GS 1-6	55.6 %	10,938	9,700
GS 7-12	41.9 %	95,927	143,750
GS 13-15	36.1 %	88,121	161,034
SES	52.6 %	2,898	2,709
SL/ST	47.8 %	993	1,069
Other	48.4 %	22,180	23,815
Time in Federal Government			
< 1 year	47.2 %	812	927
1-3 years	44.6 %	26,119	34,798
4-5 years	40.9 %	19,004	30,269
6-10 years	40.3 %	38,486	62,154
11-14 years	40.8 %	42,920	66,956
15-20 years	43.1 %	43,643	61,691
> 20 years	40.6 %	61,276	94,222
Time with Current Agency			
< 1 year	44.9 %	3,196	3,933
1-3 years	42.9 %	38,685	55,544
4-5 years	39.7 %	24,428	40,795
6-10 years	40.1 %	40,618	65,984
11-14 years	41.5 %	40,952	62,332
15-20 years	43.9 %	39,255	53,609
> 20 years	40.7 %	45,051	68,775

(Q59_06) Work-Life program used at your agency within the last 12 months? None Listed Above

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	41.6 %	237,192	357,531
Leaving Before Covid			
No	41.0 %	167,156	257,623
Yes, to retire	44.5 %	15,369	20,249
Yes, to other job in Govt	41.6 %	33,466	51,262
Yes, to other job outside Govt	42.6 %	5,767	8,144
Yes, other	46.3 %	6,823	8,608
Leaving Today			
No	40.3 %	151,442	238,938
Yes, to retire	43.9 %	17,114	23,033
Yes, to other job in Govt	42.0 %	36,179	54,458
Yes, to other job outside Govt	44.7 %	8,108	10,812
Yes, other	45.9 %	9,937	12,769
Retire Before Covid			
Less than 1 year	43.6 %	6,148	8,482
1 year	44.3 %	7,119	9,430
2 years	44.4 %	14,038	18,543
3 years	44.1 %	13,807	18,508
4 years	43.8 %	9,059	12,306
5 years	43.5 %	17,795	24,281
More than 5 years	40.6 %	158,532	251,907
Retire Today			
Less than 1 year	44.6 %	8,707	11,594
1 year	45.0 %	8,494	10,932
2 years	44.0 %	13,793	18,545
3 years	43.6 %	12,697	17,335
4 years	43.1 %	8,394	11,720
5 years	42.7 %	16,590	23,243
More than 5 years	40.3 %	153,692	246,630
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Item has been redacted in response to Executive Order (EO) 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.			
Military Service			
No Prior Military Service	39.7 %	155,705	252,831
Currently in Guard/Reserves	45.3 %	4,427	5,630
Retired	45.3 %	34,273	43,044
Separated/Discharged	44.9 %	37,239	48,613
Military Spouse			
Spouse of current active duty service member	39.3 %	2,244	3,826
Spouse of separated or retired service member	42.2 %	4,528	6,721
with a disability rating of 100% (member or a service member who was on ...)	34.7 %	108	199
None of the categories listed	41.6 %	225,152	339,811
Non-Competitive Hiring Authority			
Yes	41.6 %	835	1,249
No	40.9 %	6,001	9,433
Disability			
Yes	41.5 %	34,132	51,997
No	41.6 %	192,713	290,321

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non-Response Total**	Choose Not To Participate	Not Available To Me	Unknown Of Program
All Responses	49.4 %	33.1 %	12.3 %	3.3 %	2.1 %	420,768	62,389	67,807	14,558
Work Location									
Headquarters	51.2 %	33.9 %	11.0 %	2.1 %	1.7 %	134,799	34,904	16,139	1,176
Field	44.7 %	34.5 %	14.0 %	4.1 %	2.8 %	196,346	37,179	45,175	8,808
Full-time telework	59.4 %	29.3 %	8.9 %	1.6 %	0.8 %	79,355	18,124	4,741	2,085
Supervisory Status									
Senior Leader	57.7 %	27.9 %	10.7 %	2.4 %	1.3 %	7,506	2,179	997	116
Manager	49.4 %	32.7 %	12.7 %	3.1 %	1.9 %	28,497	5,654	5,184	325
Supervisor	47.9 %	34.5 %	12.3 %	3.4 %	1.9 %	57,661	12,071	11,343	1,256
Team Leader	49.0 %	33.7 %	11.6 %	3.6 %	2.1 %	56,523	12,349	8,574	1,755
Non-Supervisor	49.7 %	32.8 %	12.1 %	3.3 %	2.1 %	262,012	37,515	40,507	10,796
Sex									
Male	47.4 %	33.7 %	13.2 %	3.4 %	2.3 %	213,918	48,842	39,196	7,908
Female	53.1 %	31.8 %	10.3 %	3.1 %	1.6 %	185,514	39,102	25,192	5,899
Hispanic or Latino									
Yes	46.9 %	31.2 %	14.9 %	4.1 %	2.9 %	40,146	7,840	9,879	2,744
No	50.0 %	33.2 %	11.7 %	3.2 %	1.9 %	360,518	60,367	54,743	11,100
Race									
American Indian/ Alaska Native	37.9 %	34.9 %	18.9 %	5.0 %	3.3 %	7,094	1,718	2,131	528
Asian	50.0 %	35.0 %	11.4 %	2.4 %	1.3 %	23,818	5,328	2,781	966
Black/African American	51.9 %	31.4 %	12.0 %	2.7 %	1.9 %	60,583	11,477	7,436	1,999
Native Hawaiian/ Pacific Islander	41.5 %	33.9 %	17.8 %	4.0 %	2.8 %	2,886	411	529	160
White	50.0 %	33.0 %	11.6 %	3.4 %	2.0 %	277,488	64,285	46,528	8,766
Two or more races (Not Hispanic/ Latino)	46.2 %	32.6 %	14.0 %	4.2 %	3.0 %	17,111	3,140	3,295	797
Age Group									
25 and under	50.4 %	31.8 %	12.3 %	3.3 %	2.2 %	4,492	1,087	842	471
26-29 years old	49.0 %	32.7 %	11.9 %	3.8 %	2.6 %	11,158	2,433	2,004	853
30-39 years old	48.1 %	33.7 %	11.1 %	4.3 %	2.8 %	77,038	15,679	13,167	3,356
40-49 years old	47.9 %	33.9 %	12.2 %	3.7 %	2.3 %	105,520	22,514	19,746	3,501
50-59 years old	51.6 %	32.0 %	12.0 %	2.7 %	1.7 %	138,063	29,998	20,535	3,519
60 or older	50.7 %	32.6 %	13.2 %	2.3 %	1.2 %	64,738	15,579	6,465	2,139
Level of Education									
Less than High School	33.9 %	30.7 %	25.2 %	5.0 %	5.2 %	259	35	44	28
U.S. Diploma/GED or equiv	42.1 %	32.9 %	19.0 %	3.4 %	2.6 %	15,897	3,010	3,827	992
Trade/Technical Certificate	40.9 %	33.3 %	18.1 %	4.4 %	3.4 %	8,208	1,268	2,213	554
Some College (no degree)	44.6 %	31.2 %	16.4 %	3.8 %	2.8 %	51,335	9,375	12,439	3,650
Associate's Degree	44.8 %	32.7 %	15.5 %	4.0 %	3.0 %	30,439	5,090	7,113	1,513
Bachelor's Degree	51.0 %	33.3 %	10.9 %	3.0 %	1.8 %	146,660	30,625	21,788	4,330
Master's Degree	53.1 %	32.8 %	9.4 %	3.0 %	1.7 %	115,493	26,580	13,029	2,579
Doctoral/Professional Degree	50.3 %	34.3 %	9.8 %	3.7 %	1.9 %	37,529	13,270	4,962	1,310
Pay Category									
Federal Wage System	52.4 %	33.1 %	22.5 %	6.5 %	5.5 %	11,908	1,439	5,253	988
GS 1-6	37.4 %	33.7 %	21.3 %	4.2 %	3.3 %	12,714	2,215	4,229	1,536
GS 7-12	47.8 %	33.6 %	13.0 %	3.4 %	2.3 %	170,940	34,238	28,761	6,463
GS 13-15	54.9 %	32.2 %	8.8 %	2.7 %	1.4 %	182,095	44,893	19,928	2,926
SES	62.1 %	26.1 %	8.5 %	2.4 %	0.9 %	3,031	1,400	565	29
SL-57	59.2 %	28.9 %	8.2 %	2.8 %	0.9 %	1,287	597	134	42
Other	43.5 %	34.3 %	15.1 %	4.4 %	2.7 %	30,339	5,927	7,712	2,227
Time in Federal Government									
<1 year	53.5 %	29.9 %	14.2 %	1.2 %	1.3 %	1,159	270	189	129
1-3 years	49.7 %	32.2 %	12.8 %	3.3 %	1.9 %	41,507	8,643	7,896	3,261
4-5 years	48.4 %	33.0 %	12.5 %	3.8 %	2.4 %	34,806	7,287	5,768	1,779
6-10 years	48.5 %	33.1 %	12.2 %	3.7 %	2.4 %	71,281	15,712	11,479	3,596
11-14 years	48.3 %	33.8 %	12.0 %	3.6 %	2.3 %	77,655	16,974	13,244	2,340
15-20 years	47.0 %	34.1 %	12.9 %	3.7 %	2.4 %	73,418	16,138	13,796	2,217
> 20 years	52.8 %	32.3 %	11.1 %	2.4 %	1.4 %	113,515	25,798	14,271	1,987
Time with Current Agency									
<1 year	52.2 %	30.8 %	13.3 %	2.4 %	1.4 %	5,084	1,054	808	300
1-3 years	50.0 %	31.0 %	12.5 %	3.5 %	2.2 %	65,728	13,443	11,614	3,981
4-5 years	49.2 %	32.8 %	12.0 %	3.7 %	2.2 %	46,857	9,582	7,185	1,909
6-10 years	48.8 %	33.2 %	12.1 %	3.6 %	2.3 %	76,054	16,696	11,697	2,541
11-14 years	48.1 %	33.9 %	12.2 %	3.5 %	2.3 %	72,622	16,072	12,704	2,160
15-20 years	46.9 %	34.1 %	13.2 %	3.5 %	2.3 %	64,045	14,406	12,599	1,983
> 20 years	52.2 %	32.5 %	10.7 %	2.3 %	1.3 %	82,954	19,499	10,034	1,387

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
All Responses	49.4 %	33.1 %	12.3 %	3.3 %	2.2 %	420,768	82,389	67,807	14,558
Leaving Before Could									
No	33.0 %	33.0 %	13.0 %	2.6 %	1.4 %	203,899	68,995	44,796	9,450
Yes, to retire	47.7 %	34.3 %	13.7 %	2.7 %	1.6 %	25,033	5,804	4,669	701
Yes, to other job in Govt	39.5 %	35.6 %	14.9 %	5.7 %	4.3 %	59,378	10,771	12,390	2,592
Yes, to other job outside Govt	35.9 %	38.1 %	14.3 %	6.6 %	5.0 %	9,429	2,082	2,004	484
Yes, other	33.4 %	36.4 %	19.0 %	6.3 %	5.0 %	10,476	1,998	2,349	698
Leaving Today									
No	34.9 %	31.6 %	10.3 %	2.2 %	1.0 %	279,320	65,015	38,904	8,245
Yes, to retire	46.4 %	35.2 %	13.8 %	3.1 %	1.6 %	28,154	6,448	4,772	723
Yes, to other job in Govt	38.5 %	35.9 %	15.1 %	5.9 %	4.5 %	63,160	11,282	13,859	2,819
Yes, to other job outside Govt	31.3 %	38.5 %	15.8 %	7.8 %	6.6 %	12,517	2,681	3,108	784
Yes, other	32.1 %	36.7 %	18.3 %	7.2 %	5.7 %	15,304	2,899	3,606	1,016
Retire Before Could									
Less than 1 year	32.1 %	31.8 %	11.9 %	2.6 %	1.6 %	10,993	2,504	1,480	261
1 year	48.4 %	34.8 %	13.1 %	2.2 %	1.5 %	11,620	2,784	1,821	317
2 years	49.9 %	33.0 %	12.6 %	2.9 %	1.5 %	22,943	5,262	3,746	628
3 years	49.6 %	32.6 %	13.1 %	2.9 %	1.7 %	22,942	5,057	3,709	627
4 years	49.2 %	33.2 %	12.5 %	3.1 %	1.9 %	15,090	3,351	2,516	401
5 years	48.9 %	33.2 %	12.8 %	3.0 %	2.0 %	29,715	6,519	4,968	909
More than 5 years	49.5 %	33.0 %	11.8 %	3.5 %	2.2 %	291,286	63,443	46,898	10,716
Retire Today									
Less than 1 year	46.8 %	33.8 %	13.4 %	3.5 %	2.6 %	14,142	3,206	2,504	495
1 year	49.2 %	35.2 %	13.9 %	3.3 %	2.4 %	13,051	3,106	2,393	414
2 years	49.2 %	33.1 %	12.9 %	3.1 %	1.7 %	22,696	5,194	3,361	574
3 years	51.1 %	31.8 %	12.4 %	3.0 %	1.7 %	21,237	4,749	3,474	570
4 years	50.1 %	33.4 %	11.9 %	2.8 %	1.8 %	14,173	3,240	2,331	370
5 years	49.6 %	33.1 %	12.5 %	2.9 %	1.9 %	28,095	6,301	4,643	795
More than 5 years	49.9 %	33.0 %	11.6 %	3.4 %	2.1 %	284,513	62,247	46,022	10,339
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
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Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
Military Service									
No Prior Military Service	50.5 %	33.4 %	11.1 %	3.2 %	1.9 %	291,279	66,366	42,195	9,991
Currently in Guard/Reserves	45.3 %	33.3 %	13.6 %	4.2 %	3.5 %	7,000	1,170	1,536	413
Retired	49.5 %	31.8 %	14.1 %	2.9 %	1.8 %	54,573	11,694	9,662	1,500
Separated/Discharged	46.2 %	32.8 %	14.2 %	4.0 %	2.9 %	59,432	11,404	13,064	2,795
Military Spouse									
Spouse of current active duty service mem.	49.7 %	31.8 %	11.0 %	4.7 %	2.8 %	4,286	722	832	259
Spouse of separated or retired service member	50.7 %	29.0 %	13.7 %	3.6 %	3.0 %	8,075	1,320	1,550	327
with a disability rating of 100% (incapacity) or a service-connected stress while on	38.5 %	31.9 %	16.5 %	6.1 %	7.0 %	229	31	35	13
None of the categories listed	49.5 %	33.1 %	12.1 %	3.3 %	2.0 %	400,228	88,670	64,128	13,632
Non-Competitive Hiring Authority									
Yes	52.8 %	28.5 %	11.8 %	4.2 %	2.7 %	1,404	275	320	107
No	49.8 %	30.3 %	12.9 %	4.0 %	3.1 %	11,078	1,899	2,081	487
Disability									
Yes	47.4 %	31.6 %	14.1 %	3.9 %	3.0 %	62,735	10,884	10,402	2,292
No	50.0 %	33.3 %	11.6 %	3.2 %	1.9 %	340,439	77,831	54,646	11,655

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non-Response Total**	Choose Not To Participate	Not Available To Me	Unmet Of Program
All Responses	24.9 %	38.9 %	27.1 %	6.0 %	3.1 %	366,652	125,421	54,613	44,877
Work Location									
Headquarters	28.6 %	40.0 %	23.9 %	5.1 %	2.4 %	125,101	42,180	9,085	11,204
Field	21.1 %	38.5 %	29.0 %	7.4 %	4.0 %	176,968	52,810	37,276	24,623
Full-time telework	29.9 %	37.6 %	27.1 %	3.8 %	1.7 %	61,324	27,564	6,989	7,739
Supervisory Status									
Senior Leader	41.1 %	34.6 %	18.5 %	4.0 %	1.8 %	7,686	2,349	427	351
Manager	39.6 %	23.9 %	5.7 %	2.7 %		28,148	8,361	3,369	1,541
Supervisor	24.5 %	40.1 %	26.3 %	6.3 %	2.9 %	52,587	16,547	8,024	4,401
Team Leader	23.0 %	38.9 %	27.7 %	7.0 %	3.4 %	48,578	17,178	7,176	5,759
Non-Supervisor	24.7 %	38.7 %	27.6 %	5.9 %	3.1 %	221,004	79,063	34,655	31,736
Sex									
Male	23.0 %	38.0 %	28.8 %	6.5 %	3.7 %	188,022	68,757	27,442	23,725
Female	28.4 %	40.4 %	23.8 %	5.3 %	2.0 %	160,741	56,316	24,157	18,632
Hispanic or Latino									
Yes	24.6 %	36.7 %	27.6 %	6.9 %	4.3 %	37,180	10,134	6,502	6,363
No	25.2 %	39.3 %	26.7 %	5.9 %	2.9 %	312,578	109,495	45,350	36,156
Race									
American Indian/ Alaska Native	20.2 %	40.9 %	23.3 %	5.8 %	3.8 %	7,557	1,730	1,230	944
Asian	26.4 %	40.8 %	26.7 %	4.1 %	2.0 %	26,930	6,936	2,255	2,636
Black/African American	30.1 %	38.9 %	24.8 %	4.0 %	2.2 %	54,591	14,903	5,498	5,971
Native Hawaiian/ Pacific Islander	21.7 %	33.6 %	34.1 %	6.0 %	4.4 %	2,429	558	419	357
White	24.4 %	39.1 %	26.8 %	6.6 %	3.1 %	239,415	88,360	38,141	28,605
Two or more races (Not Hispanic/ Latino)	22.7 %	36.1 %	29.5 %	7.1 %	4.6 %	14,832	4,414	2,657	2,386
Age Group									
25 and under	26.9 %	36.2 %	26.4 %	6.9 %	3.6 %	2,829	1,969	738	1,301
26-29 years old	25.4 %	38.3 %	25.4 %	7.1 %	3.8 %	7,956	4,160	1,751	2,471
30-39 years old	25.1 %	39.0 %	24.9 %	7.2 %	3.8 %	62,652	24,766	10,560	10,616
40-49 years old	24.7 %	39.1 %	26.4 %	6.4 %	3.4 %	94,268	31,088	13,959	10,937
50-59 years old	25.6 %	38.7 %	27.6 %	5.4 %	2.6 %	121,287	38,999	16,872	11,061
60 or older	24.7 %	39.5 %	26.9 %	4.8 %	2.0 %	58,979	18,882	6,962	5,006
Level of Education									
Less than High School	17.8 %	32.6 %	34.3 %	7.5 %	7.8 %	250	48	23	44
U.S. Diploma/GED or equiv	21.4 %	37.3 %	33.3 %	4.8 %	3.3 %	14,677	4,357	2,440	2,081
Trade/Technical Certificate	18.5 %	37.1 %	33.5 %	6.7 %	4.2 %	7,771	1,989	1,302	1,114
Some College (no degree)	22.1 %	36.4 %	31.9 %	5.9 %	3.6 %	41,976	13,413	5,213	6,438
Associate's Degree	21.2 %	37.3 %	31.3 %	6.4 %	3.7 %	27,434	7,662	4,890	3,935
Bachelor's Degree	25.1 %	39.1 %	26.6 %	6.2 %	2.9 %	122,002	44,951	19,561	15,551
Master's Degree	28.2 %	39.7 %	23.4 %	5.9 %	2.7 %	98,591	35,294	12,100	10,657
Doctoral/Professional Degree	28.0 %	43.2 %	20.6 %	5.8 %	2.3 %	36,010	13,469	3,912	3,295
Pay Category									
Federal Wage System	13.7 %	33.9 %	37.1 %	8.9 %	6.5 %	11,664	2,729	2,975	2,131
GS 1-6	21.3 %	39.7 %	30.1 %	5.6 %	3.3 %	12,300	2,890	2,641	2,688
GS 7-12	23.3 %	38.6 %	28.8 %	6.1 %	3.2 %	147,050	46,164	24,987	20,674
GS 13-15	28.9 %	40.4 %	23.0 %	5.5 %	2.3 %	158,771	60,163	16,151	13,004
SES	44.4 %	38.4 %	12.2 %	3.7 %	1.3 %	3,991	1,338	149	112
SES-ET	37.3 %	38.7 %	16.8 %	5.5 %	1.7 %	1,351	515	78	80
Other	19.9 %	35.6 %	32.4 %	7.6 %	4.5 %	24,883	9,416	6,545	5,228
Time in Federal Government									
< 1 year	28.5 %	36.8 %	28.2 %	4.4 %	1.1 %	919	386	115	320
1-3 years	26.4 %	37.5 %	27.8 %	5.6 %	2.8 %	32,939	13,561	5,714	8,687
4-5 years	26.4 %	38.4 %	27.4 %	6.3 %	3.5 %	28,718	10,551	4,716	5,216
6-10 years	24.5 %	38.5 %	27.0 %	6.4 %	3.3 %	66,829	22,169	9,323	8,099
11-14 years	23.9 %	39.2 %	27.0 %	6.5 %	3.4 %	67,760	23,983	10,223	7,535
15-20 years	23.4 %	39.0 %	27.6 %	6.5 %	3.5 %	66,730	21,074	10,420	6,876
> 20 years	26.6 %	39.7 %	26.2 %	5.1 %	2.4 %	102,300	31,637	13,109	7,503
Time with Current Agency									
< 1 year	38.8 %	34.8 %	29.4 %	4.6 %	2.4 %	4,046	1,527	535	1,007
1-3 years	26.7 %	36.8 %	27.4 %	5.9 %	3.0 %	53,279	20,411	8,621	11,825
4-5 years	24.9 %	38.0 %	27.1 %	6.5 %	3.5 %	39,237	13,853	6,043	5,941
6-10 years	24.7 %	38.8 %	26.9 %	6.5 %	3.3 %	65,463	23,273	9,747	7,836
11-14 years	23.6 %	39.3 %	27.3 %	6.4 %	3.4 %	64,459	22,159	9,674	6,613
15-20 years	23.1 %	39.5 %	27.7 %	6.3 %	3.3 %	56,999	18,508	9,357	5,561
> 20 years	35.5 %	40.6 %	25.7 %	5.0 %	2.2 %	74,622	23,628	9,660	5,224

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
All Responses	24.9 %	38.9 %	27.3 %	6.0 %	3.2 %	366,652	125,425	54,613	44,877
Leaving Before Could									
No	27.5 %	39.6 %	25.7 %	5.0 %	2.2 %	264,881	93,455	35,751	29,187
Yes, to retire	21.9 %	40.0 %	29.6 %	5.7 %	2.8 %	22,840	7,185	3,309	2,036
Yes, to other job in Govt	17.9 %	36.3 %	30.4 %	9.6 %	5.8 %	50,233	15,467	10,044	8,794
Yes, to other job outside Govt	16.4 %	36.0 %	28.6 %	10.9 %	8.0 %	7,884	2,785	1,772	1,463
Yes, other	13.9 %	34.2 %	35.7 %	9.4 %	6.8 %	8,746	2,908	1,951	1,803
Leaving Today									
No	28.6 %	40.1 %	25.0 %	4.5 %	1.7 %	244,214	87,824	31,172	25,806
Yes, to retire	20.5 %	40.1 %	30.2 %	6.3 %	2.9 %	25,567	8,040	3,963	2,317
Yes, to other job in Govt	17.1 %	35.9 %	31.0 %	9.9 %	6.1 %	53,243	16,503	11,142	9,613
Yes, to other job outside Govt	13.8 %	35.0 %	29.2 %	12.4 %	9.7 %	10,637	3,587	2,642	2,069
Yes, other	13.2 %	33.9 %	35.6 %	10.1 %	7.2 %	12,803	4,181	3,013	2,681
Retire Before Could									
Less than 1 year	25.9 %	38.4 %	27.7 %	5.2 %	2.8 %	9,350	3,089	1,288	793
1 year	22.9 %	40.9 %	28.1 %	5.6 %	2.5 %	10,636	3,388	1,515	901
2 years	23.4 %	40.1 %	28.6 %	5.5 %	2.4 %	20,980	6,549	3,068	1,807
3 years	23.3 %	39.5 %	28.8 %	5.6 %	2.7 %	20,979	6,297	2,932	1,937
4 years	23.7 %	39.8 %	28.5 %	5.8 %	2.3 %	13,812	4,307	1,922	1,340
5 years	24.3 %	39.1 %	28.2 %	5.5 %	2.9 %	22,077	8,152	3,929	2,641
More than 5 years	25.4 %	38.6 %	26.5 %	6.3 %	3.2 %	248,767	89,302	37,778	33,707
Retire Today									
Less than 1 year	22.1 %	38.0 %	29.6 %	6.2 %	4.1 %	12,751	4,019	2,147	1,248
1 year	20.2 %	39.7 %	29.4 %	7.2 %	3.4 %	12,418	3,739	1,976	1,182
2 years	23.2 %	39.7 %	28.6 %	5.7 %	2.7 %	20,762	6,403	3,105	1,839
3 years	23.9 %	39.6 %	28.2 %	5.7 %	2.6 %	19,544	5,881	2,644	1,795
4 years	24.0 %	40.3 %	27.7 %	5.7 %	2.3 %	12,971	4,043	1,783	1,172
5 years	24.6 %	39.2 %	27.9 %	5.4 %	2.9 %	25,567	7,967	3,717	2,372
More than 5 years	25.6 %	38.8 %	26.3 %	6.2 %	3.1 %	242,151	87,917	36,497	32,926
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
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Military Service									
No Prior Military Service	25.9 %	40.3 %	25.2 %	5.8 %	2.7 %	252,938	88,425	36,194	29,600
Currently in Guard/Reserves	24.2 %	36.1 %	27.8 %	7.5 %	4.4 %	5,914	1,697	1,256	1,203
Retired	23.6 %	36.4 %	31.3 %	5.8 %	3.0 %	48,084	16,119	6,993	5,724
Separated/Discharged	22.6 %	36.0 %	30.3 %	6.9 %	4.2 %	52,251	16,979	9,043	7,349
Military Spouse									
Spouse of current active duty service mem.	25.8 %	37.3 %	26.0 %	7.5 %	3.5 %	3,450	1,163	665	769
Spouse of separated or retired service member	27.0 %	36.6 %	27.4 %	5.8 %	3.2 %	7,181	1,945	1,087	974
with a disability rating of 100% (incapacity) or a service-connected stress while on	21.7 %	34.9 %	28.0 %	7.9 %	7.5 %	220	33	28	24
None of the categories listed	24.9 %	39.0 %	27.0 %	6.0 %	3.0 %	348,872	120,205	51,780	42,186
Non-Competitive Hiring Authority									
Yes	28.2 %	38.8 %	23.6 %	5.9 %	3.6 %	1,270	227	201	209
No	26.9 %	36.5 %	27.5 %	6.5 %	3.4 %	9,505	3,805	1,370	1,483
Disability									
Yes	23.7 %	34.2 %	30.7 %	7.0 %	4.5 %	53,565	15,644	9,176	7,451
No	25.4 %	39.9 %	26.1 %	5.8 %	2.8 %	298,398	104,653	42,975	35,393

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non-Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
All Responses	19.1 %	32.0 %	42.7 %	3.8 %	2.5 %	270,883	265,695	13,796	42,632
Work Location									
Headquarters	21.1 %	31.5 %	41.8 %	2.5 %	2.1 %	81,765	80,155	2,339	13,349
Field	16.7 %	32.3 %	43.8 %	4.2 %	3.0 %	133,659	123,440	8,694	21,245
Full-time telework	23.7 %	32.1 %	39.9 %	2.8 %	1.5 %	48,580	47,003	1,356	7,027
Supervisory Status									
Senior Leader	38.2 %	31.6 %	26.4 %	2.5 %	1.3 %	5,987	4,961	131	306
Manager	26.4 %	36.3 %	33.7 %	3.3 %	2.1 %	21,971	17,308	576	1,159
Supervisor	19.5 %	35.0 %	39.8 %	3.4 %	2.3 %	39,981	36,822	1,622	3,749
Team Leader	16.8 %	30.6 %	45.5 %	4.4 %	2.8 %	33,210	37,815	1,918	6,053
Non-Supervisor	18.4 %	31.1 %	44.2 %	3.8 %	2.5 %	164,545	165,565	9,248	30,554
Sex									
Male	17.5 %	30.7 %	45.1 %	3.8 %	2.9 %	135,995	141,338	6,151	23,942
Female	22.1 %	34.1 %	38.3 %	3.6 %	1.9 %	125,570	112,194	4,902	16,282
Hispanic or Latino									
Yes	20.5 %	31.8 %	40.0 %	4.4 %	3.3 %	30,998	21,639	1,990	5,899
No	19.2 %	32.2 %	42.7 %	3.6 %	2.3 %	227,201	232,883	11,121	34,510
Race									
American Indian/ Alaska Native	14.5 %	31.0 %	45.0 %	4.5 %	3.9 %	6,226	3,194	408	1,092
Asian	18.2 %	31.6 %	44.9 %	3.1 %	2.2 %	14,316	14,261	955	3,222
Black/African American	23.7 %	33.9 %	38.0 %	2.7 %	1.7 %	47,454	26,606	1,901	5,300
Native Hawaiian/ Pacific Islander	17.5 %	29.2 %	45.6 %	3.8 %	3.9 %	2,110	1,163	159	351
White	18.8 %	32.1 %	42.8 %	3.9 %	2.5 %	168,382	193,119	8,411	26,498
Two or more races (Not Hispanic/ Latino)	16.9 %	28.7 %	45.6 %	4.8 %	3.9 %	11,824	9,587	748	2,329
Age Group									
25 and under	21.8 %	28.5 %	41.6 %	5.2 %	2.9 %	1,898	3,396	322	1,255
26-29 years old	20.9 %	29.9 %	39.9 %	5.7 %	3.6 %	5,110	8,219	650	2,446
30-39 years old	20.2 %	31.7 %	39.8 %	4.8 %	3.5 %	41,311	53,972	2,889	10,830
40-49 years old	19.7 %	32.7 %	40.6 %	4.0 %	2.9 %	69,576	67,730	3,241	10,392
50-59 years old	19.5 %	32.2 %	43.4 %	3.1 %	1.9 %	95,497	81,832	3,956	10,493
60 or older	17.3 %	32.0 %	46.3 %	2.9 %	1.6 %	45,009	35,615	2,086	5,083
Level of Education									
Less than High School	16.5 %	25.1 %	45.7 %	6.7 %	5.9 %	227	79	16	43
U.S. Diploma/GED or equiv	18.0 %	32.3 %	44.4 %	3.0 %	2.3 %	13,166	7,856	842	1,804
Trade/Technical Certificate	14.8 %	29.9 %	48.3 %	3.9 %	3.1 %	6,582	4,064	476	1,121
Some College (no degree)	18.1 %	31.0 %	44.9 %	3.5 %	2.5 %	40,965	26,525	2,479	5,499
Associate's Degree	16.9 %	30.2 %	46.4 %	3.6 %	2.9 %	22,901	15,848	1,579	3,757
Bachelor's Degree	19.3 %	32.4 %	42.2 %	3.7 %	2.3 %	90,537	93,998	4,233	14,199
Master's Degree	21.8 %	33.2 %	38.9 %	3.7 %	2.4 %	76,324	76,792	2,814	10,340
Doctoral/Professional Degree	19.7 %	32.1 %	40.5 %	5.1 %	2.6 %	15,382	32,433	834	4,209
Pay Category									
Federal Wage System	13.7 %	27.6 %	50.8 %	5.4 %	4.6 %	9,900	6,156	1,304	2,228
GS 1-6	16.4 %	29.5 %	46.7 %	4.6 %	2.8 %	10,137	6,243	1,306	2,970
GS 7-12	18.0 %	31.6 %	44.0 %	3.8 %	2.6 %	116,562	98,143	6,182	18,992
GS 13-15	22.4 %	33.8 %	38.6 %	3.3 %	1.9 %	106,031	127,040	2,970	13,139
SES	49.6 %	32.1 %	20.7 %	2.3 %	1.3 %	2,746	2,729	27	117
SES-IT	29.6 %	35.3 %	20.3 %	4.8 %	1.0 %	753	1,081	26	97
Other	15.4 %	30.0 %	47.6 %	4.0 %	3.0 %	15,696	20,609	1,677	4,235
Time in Federal Government									
<1 year	21.5 %	29.7 %	44.5 %	2.4 %	1.9 %	667	741	48	286
1-3 years	19.9 %	29.0 %	45.4 %	3.6 %	2.0 %	23,387	27,213	2,150	8,426
4-5 years	18.6 %	29.8 %	44.7 %	4.2 %	2.9 %	15,798	22,336	1,466	5,346
6-10 years	18.7 %	30.6 %	43.6 %	4.3 %	2.8 %	42,591	47,118	2,620	8,487
11-14 years	18.4 %	32.1 %	42.6 %	4.1 %	2.8 %	49,040	51,045	2,503	7,362
15-20 years	18.2 %	33.2 %	41.9 %	3.8 %	2.9 %	50,979	46,232	2,285	5,864
> 20 years	20.6 %	33.7 %	40.8 %	3.0 %	1.9 %	79,499	67,131	2,458	6,068
Time with Current Agency									
<1 year	23.9 %	27.9 %	44.2 %	2.5 %	1.5 %	3,211	3,872	201	867
1-3 years	20.3 %	29.1 %	44.7 %	3.7 %	2.2 %	38,667	41,835	2,942	11,124
4-5 years	18.7 %	30.2 %	44.0 %	4.3 %	2.9 %	27,451	30,827	1,813	6,095
6-10 years	18.7 %	31.1 %	43.2 %	4.2 %	2.9 %	46,392	49,372	2,668	8,298
11-14 years	18.0 %	32.5 %	42.7 %	4.0 %	2.7 %	47,074	47,578	2,294	6,387
15-20 years	18.0 %	33.6 %	41.9 %	3.7 %	2.8 %	45,449	40,449	1,992	4,951
> 20 years	20.8 %	34.5 %	40.0 %	3.0 %	1.7 %	57,642	50,211	1,592	4,096

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

b(7) How satisfied are you with the following Work/Life programs in your agency's Employee Assistance Program?									
Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Rate**	Choose Not To Participate	Not Available To Me	Unknown Of Program
All Responses	19.1%	32.0%	42.3%	3.8%	2.5%	270,683	266,695	13,796	42,632
Leaving Before Covid									
No	21.3%	33.1%	41.1%	3.0%	1.6%	192,165	197,168	8,310	27,405
Yes, no retire	16.4%	33.2%	44.1%	3.6%	2.1%	117,740	125,158	751	9,762
Yes, to other job in Govt	13.5%	28.6%	46.9%	6.0%	5.0%	38,441	38,441	8,331	8,529
Yes, to other job outside Govt	12.8%	28.4%	42.5%	8.3%	8.1%	5,515	6,370	521	1,574
Yes, other	10.3%	24.8%	51.3%	7.2%	6.4%	7,013	5,993	615	1,860
Leaving Today									
No	22.3%	33.6%	40.4%	2.6%	1.2%	174,903	184,755	6,892	24,021
Yes, to retire	17.1%	32.1%	46.6%	4.8%	2.3%	153,862	177,382	6,941	1,943
Yes, to other job in Govt	10.0%	28.3%	47.3%	6.2%	5.6%	42,209	37,879	3,307	9,341
Yes, to other job outside Govt	10.2%	27.4%	44.2%	9.0%	9.1%	7,606	8,378	818	2,207
Yes, other	10.1%	25.1%	50.6%	7.7%	6.5%	10,248	8,773	968	2,790
Retire Before Covid									
Less than 1 year	20.2%	32.0%	41.5%	3.7%	2.7%	7,115	6,543	278	672
1 year	19.9%	34.4%	43.5%	3.2%	2.0%	8,243	7,517	324	786
2 years	17.3%	32.2%	44.5%	3.2%	1.8%	16,594	14,631	609	1,483
3 years	16.6%	32.4%	44.8%	3.2%	2.0%	16,311	13,581	710	1,683
4 years	17.5%	33.0%	44.1%	3.4%	2.0%	10,665	9,097	481	1,068
5 years	18.2%	32.2%	43.9%	3.5%	2.2%	21,307	17,366	1,026	2,314
More than 5 years	19.7%	31.7%	42.0%	3.9%	2.6%	178,243	189,834	5,591	32,872
Retire Today									
Less than 1 year	17.1%	30.7%	43.8%	4.6%	3.8%	6,942	8,730	516	1,082
1 year	14.7%	32.8%	45.7%	4.2%	2.4%	9,774	8,162	429	1,018
2 years	17.0%	33.0%	44.6%	3.3%	2.0%	15,864	14,120	726	1,543
3 years	17.9%	33.1%	44.2%	2.8%	2.0%	14,924	12,898	637	1,530
4 years	18.3%	33.0%	43.6%	3.2%	1.8%	9,878	8,793	408	1,010
5 years	18.2%	32.2%	43.1%	3.4%	2.2%	19,308	16,817	894	2,123
More than 5 years	20.6%	31.6%	41.9%	3.8%	2.6%	173,127	186,546	5,200	32,079
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
Item has been redacted in response to Executive Order (EO) 14158 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non-Response Total**	Choose Not To Participate	Not Available To Me	Unknown Of Program
All Responses	15.1 %	21.7 %	55.6 %	4.2 %	3.3 %	174,340	300,375	55,448	63,609
Work Location									
Headquarters	16.9 %	22.1 %	53.7 %	4.2 %	2.0 %	54,703	102,090	11,866	17,696
Field	12.8 %	21.4 %	57.0 %	4.7 %	4.1 %	82,627	134,401	35,803	34,038
Full-time telework	19.2 %	22.3 %	54.0 %	2.6 %	1.8 %	32,210	55,178	6,430	10,082
Supervisory Status									
Senior Leader	30.3 %	22.6 %	41.1 %	3.8 %	2.3 %	3,882	5,426	744	713
Manager	17.8 %	21.5 %	50.8 %	4.7 %	3.1 %	11,431	21,139	4,083	2,842
Supervisor	14.5 %	23.6 %	53.7 %	4.8 %	3.4 %	25,070	40,952	8,764	7,342
Team Leader	13.9 %	21.9 %	55.7 %	4.7 %	3.8 %	21,954	41,670	7,302	8,027
Non-Supervisor	14.8 %	21.1 %	57.0 %	3.9 %	3.2 %	106,939	186,459	33,460	43,360
Sex									
Male	14.4 %	20.8 %	57.2 %	4.1 %	3.6 %	90,394	156,032	29,236	33,509
Female	16.9 %	23.6 %	52.4 %	4.3 %	2.8 %	75,172	129,936	23,184	26,483
Hispanic or Latino									
Yes	16.3 %	20.5 %	54.1 %	4.9 %	4.3 %	19,683	24,868	6,542	9,362
No	15.2 %	22.2 %	55.4 %	4.1 %	3.1 %	146,274	262,094	46,137	50,837
Race									
American Indian/ Alaska Native	12.3 %	18.8 %	60.2 %	4.8 %	3.9 %	3,881	3,542	1,655	1,079
Asian	17.3 %	25.5 %	51.3 %	3.4 %	2.6 %	10,829	15,580	2,498	3,824
Black/African American	17.2 %	22.7 %	55.4 %	2.7 %	2.1 %	30,821	34,820	6,087	5,463
Native Hawaiian/ Pacific Islander	15.0 %	18.9 %	57.6 %	4.1 %	4.2 %	1,508	1,358	423	495
White	15.0 %	21.9 %	55.0 %	4.5 %	3.6 %	106,272	213,244	37,744	38,900
Two or more races (Not Hispanic/ Latino)	13.8 %	18.3 %	58.1 %	5.4 %	4.4 %	7,554	10,840	2,649	3,326
Age Group									
25 and under	20.7 %	16.5 %	54.1 %	5.3 %	3.5 %	1,188	3,778	590	1,307
26-29 years old	19.2 %	21.5 %	48.3 %	5.7 %	5.2 %	3,330	8,714	1,548	2,810
30-39 years old	19.5 %	25.3 %	41.3 %	7.7 %	6.3 %	32,102	50,037	12,231	14,601
40-49 years old	16.1 %	23.7 %	51.1 %	5.0 %	4.1 %	45,849	72,885	16,174	15,988
50-59 years old	13.2 %	19.8 %	63.5 %	2.2 %	1.6 %	56,413	102,516	15,310	17,219
60 or older	11.7 %	19.1 %	66.5 %	1.6 %	1.1 %	27,214	45,246	6,921	8,233
Level of Education									
Less than High School	14.3 %	22.0 %	51.5 %	5.9 %	6.3 %	183	88	34	57
H.S. Diploma/GED or equiv	13.4 %	21.0 %	60.5 %	2.4 %	2.7 %	8,863	9,656	2,346	2,786
Trade/Technical Certificate	9.9 %	19.3 %	63.9 %	3.6 %	2.2 %	4,284	5,037	1,284	1,619
Some College (no degree)	12.8 %	18.7 %	61.9 %	3.6 %	2.9 %	21,556	32,129	7,747	8,109
Associate's Degree	12.0 %	18.9 %	62.2 %	3.7 %	3.2 %	14,530	19,284	4,669	5,169
Bachelor's Degree	15.6 %	22.2 %	55.0 %	4.0 %	3.1 %	57,095	105,160	19,360	21,289
Master's Degree	18.2 %	24.0 %	49.6 %	4.6 %	3.6 %	41,273	85,588	13,088	15,190
Doctoral/Professional Degree	17.2 %	25.9 %	45.2 %	6.8 %	5.0 %	14,072	32,533	4,811	5,380
Pay Category									
Federal Wage System	9.3 %	17.2 %	63.5 %	5.1 %	4.9 %	6,657	7,272	2,760	2,866
GS 1-6	14.3 %	20.3 %	57.9 %	3.8 %	3.6 %	6,733	7,429	2,831	3,639
GS 7-12	13.9 %	20.7 %	58.2 %	3.9 %	3.2 %	73,470	113,307	24,368	28,583
GS 13-15	18.0 %	24.2 %	50.6 %	4.3 %	2.9 %	68,933	140,839	18,598	20,613
SES	39.4 %	24.6 %	33.4 %	5.4 %	3.1 %	1,641	3,345	340	284
SES-T	23.9 %	23.6 %	40.9 %	7.4 %	4.2 %	482	1,324	109	133
Other	11.7 %	20.3 %	58.4 %	5.0 %	4.6 %	12,839	21,879	5,287	6,144
Time in Federal Government									
< 1 year	20.2 %	23.6 %	51.5 %	2.2 %	2.4 %	482	818	104	336
1-3 years	18.0 %	21.3 %	53.3 %	4.3 %	3.1 %	16,354	30,183	4,920	5,650
4-5 years	16.1 %	21.3 %	52.9 %	5.1 %	4.4 %	11,379	24,341	4,299	6,403
6-10 years	15.6 %	21.7 %	53.0 %	5.4 %	4.3 %	29,235	50,569	9,565	11,408
11-14 years	15.4 %	22.9 %	52.9 %	4.9 %	3.9 %	32,640	51,231	10,931	11,115
15-20 years	14.0 %	22.3 %	56.0 %	4.3 %	3.5 %	32,290	51,877	10,864	10,251
> 20 years	14.1 %	20.8 %	60.8 %	2.4 %	1.8 %	46,332	81,994	13,713	12,980
Time with Current Agency									
< 1 year	19.8 %	21.8 %	53.5 %	3.1 %	2.8 %	2,380	3,344	486	1,070
1-3 years	17.8 %	21.0 %	53.7 %	4.3 %	3.2 %	26,091	46,617	7,327	13,809
4-5 years	16.0 %	21.6 %	53.6 %	4.7 %	4.1 %	18,603	33,004	5,719	8,044
6-10 years	15.3 %	21.6 %	54.0 %	5.1 %	4.0 %	31,144	53,780	10,219	11,527
11-14 years	14.5 %	22.6 %	54.5 %	4.6 %	3.8 %	30,676	51,963	10,489	10,110
15-20 years	13.3 %	22.3 %	56.8 %	4.2 %	3.4 %	28,234	45,865	9,794	8,910
> 20 years	14.0 %	21.4 %	60.3 %	2.3 %	1.7 %	33,206	61,045	10,232	8,873

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
All Responses	15.1 %	21.7 %	55.6 %	4.2 %	3.3 %	174,340	300,375	55,448	63,669
Leaving Before Could									
No	17.2 %	22.9 %	53.9 %	3.6 %	2.4 %	120,510	220,161	37,146	41,966
Yes, to retire	10.5 %	18.8 %	66.3 %	2.5 %	1.9 %	10,305	18,723	3,235	3,231
Yes, to other job in Govt	9.9 %	18.9 %	58.7 %	6.3 %	6.3 %	24,003	39,639	9,452	11,755
Yes, to other job outside Govt	9.5 %	19.6 %	51.2 %	9.1 %	10.5 %	3,578	6,690	1,818	1,923
Yes, other	8.1 %	16.0 %	63.2 %	5.7 %	7.1 %	4,341	6,814	1,889	2,410
Leaving Today									
No	18.0 %	23.4 %	53.4 %	3.3 %	1.9 %	114,686	205,694	32,864	37,155
Yes, to retire	9.2 %	18.3 %	67.7 %	2.8 %	2.0 %	11,291	21,293	3,775	3,667
Yes, to other job in Govt	9.6 %	18.5 %	58.9 %	6.7 %	6.8 %	25,468	42,190	10,192	12,840
Yes, to other job outside Govt	7.8 %	18.4 %	51.3 %	9.9 %	12.7 %	4,769	8,828	2,662	2,733
Yes, other	7.6 %	17.1 %	60.2 %	7.2 %	7.8 %	6,244	10,018	2,901	3,581
Retire Before Could									
Less than 1 year	14.3 %	18.1 %	63.0 %	2.4 %	2.2 %	4,107	7,842	1,262	1,377
1 year	10.5 %	20.2 %	65.8 %	1.9 %	1.6 %	4,754	8,828	1,399	1,506
2 years	10.9 %	19.2 %	66.3 %	2.2 %	1.4 %	9,550	17,236	2,850	2,832
3 years	11.7 %	19.2 %	65.1 %	2.3 %	1.8 %	9,611	16,951	2,709	2,987
4 years	11.2 %	19.1 %	65.3 %	2.4 %	2.0 %	6,253	11,341	1,796	1,913
5 years	12.0 %	19.2 %	64.1 %	2.7 %	2.1 %	12,512	21,900	3,635	3,520
More than 5 years	16.5 %	22.7 %	52.0 %	4.9 %	3.9 %	119,492	205,689	39,498	46,351
Retire Today									
Less than 1 year	11.6 %	16.9 %	65.2 %	2.9 %	3.4 %	5,648	10,589	2,007	2,005
1 year	9.2 %	18.8 %	66.4 %	3.2 %	2.4 %	5,777	10,095	1,814	1,908
2 years	10.6 %	18.8 %	66.2 %	2.4 %	1.9 %	9,239	17,388	2,342	2,896
3 years	11.6 %	19.0 %	64.9 %	2.4 %	2.1 %	8,778	15,990	2,462	2,719
4 years	11.4 %	19.3 %	65.4 %	2.2 %	1.7 %	5,700	10,952	1,659	1,769
5 years	12.0 %	19.4 %	64.0 %	2.7 %	1.9 %	11,572	21,111	3,450	3,619
More than 5 years	16.7 %	22.9 %	51.6 %	4.9 %	3.8 %	115,848	201,686	38,281	45,121
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
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Military Service									
No Prior Military Service	16.1 %	23.6 %	52.3 %	4.6 %	3.5 %	117,236	211,084	37,766	42,401
Currently in Guard/Reserves	18.1 %	22.2 %	48.5 %	6.0 %	5.3 %	3,069	4,094	1,254	1,687
Retired	12.5 %	17.4 %	66.2 %	2.2 %	1.7 %	23,444	39,870	6,180	7,775
Separated/Discharged	13.8 %	18.9 %	58.9 %	4.3 %	4.0 %	26,599	40,997	9,013	10,282
Military Spouse									
Spouse of current active duty service mem.	19.4 %	25.1 %	41.7 %	8.1 %	5.7 %	2,005	2,530	632	904
Spouse of separated or retired service member	14.3 %	18.1 %	60.8 %	3.8 %	3.0 %	3,758	5,050	1,021	1,350
with a disability rating of 100% (incapacity) or a service member spouse while on	13.9 %	17.9 %	47.3 %	12.6 %	8.3 %	136	106	21	43
None of the categories listed	15.1 %	21.8 %	55.6 %	4.1 %	3.3 %	164,696	287,844	52,624	59,896
Non-Competitive Hiring Authority									
Yes	20.1 %	25.5 %	44.0 %	4.7 %	5.1 %	740	807	193	328
No	15.6 %	19.8 %	55.0 %	5.7 %	4.0 %	5,104	6,899	1,475	1,998
Disability									
Yes	13.9 %	17.5 %	60.8 %	4.0 %	3.8 %	27,437	39,379	8,911	10,366
No	15.6 %	22.8 %	54.2 %	4.2 %	3.2 %	139,601	249,175	44,105	50,290

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Non-Response Total**	Choose Not To Participate	Not Available To Me	Unmet Of Program
All Responses	10.4 %	16.2 %	66.2 %	2.8 %	2.4 %	140,850	298,569	49,768	101,189
Work Location									
Headquarters	14.1 %	16.4 %	65.0 %	2.5 %	1.9 %	41,578	102,742	10,786	30,362
Field	10.2 %	15.6 %	67.6 %	3.4 %	3.2 %	67,699	133,848	32,212	51,371
Full-time telework	16.0 %	17.6 %	63.5 %	1.7 %	1.2 %	26,796	54,384	5,534	16,445
Supervisory Status									
Senior Leader	28.4 %	18.9 %	48.0 %	3.0 %	1.7 %	3,349	5,351	740	1,262
Manager	16.9 %	18.8 %	60.8 %	3.2 %	2.4 %	11,054	21,108	2,776	5,375
Supervisor	12.0 %	17.7 %	64.9 %	3.1 %	2.4 %	20,230	41,270	7,500	12,279
Team Leader	10.6 %	14.9 %	68.7 %	3.2 %	2.6 %	16,849	41,595	6,564	13,537
Non-Supervisor	12.0 %	15.7 %	67.3 %	2.6 %	2.5 %	86,515	184,600	29,775	66,709
Sex									
Male	12.2 %	16.0 %	66.4 %	2.8 %	2.7 %	75,773	154,367	26,442	50,553
Female	13.1 %	16.8 %	65.2 %	2.8 %	2.0 %	58,061	136,351	20,638	44,731
Hispanic or Latino									
Yes	13.6 %	15.6 %	63.3 %	3.9 %	3.6 %	16,466	24,633	5,914	12,996
No	12.4 %	16.4 %	66.3 %	2.6 %	2.2 %	117,631	240,984	41,350	82,742
Race									
American Indian/ Alaska Native	11.5 %	17.0 %	64.1 %	4.0 %	2.5 %	3,636	3,367	1,573	2,246
Asian	15.1 %	19.8 %	60.5 %	2.4 %	2.2 %	8,541	15,555	2,365	6,052
Black/African American	14.0 %	19.0 %	62.6 %	2.0 %	1.6 %	26,753	33,876	5,550	14,419
Native Hawaiian/ Pacific Islander	11.3 %	15.8 %	65.9 %	3.8 %	3.2 %	1,326	1,396	396	681
White	11.9 %	15.4 %	67.2 %	2.9 %	2.6 %	83,619	213,346	33,641	63,650
Two or more races (Not Hispanic/ Latino)	10.5 %	12.8 %	69.5 %	3.9 %	3.4 %	6,113	10,810	2,334	5,000
Age Group									
25 and under	19.5 %	15.5 %	58.0 %	4.0 %	3.0 %	1,102	3,636	557	1,532
26-29 years old	17.9 %	17.7 %	56.9 %	3.4 %	4.1 %	2,762	8,736	1,378	3,422
30-39 years old	14.5 %	15.9 %	61.8 %	3.9 %	3.9 %	20,096	56,964	10,083	21,364
40-49 years old	12.7 %	16.2 %	64.9 %	3.2 %	3.0 %	34,354	75,729	13,980	26,347
50-59 years old	11.8 %	16.8 %	68.3 %	2.3 %	1.6 %	50,717	95,188	14,784	28,047
60 or older	10.8 %	17.2 %	60.7 %	2.8 %	1.4 %	25,343	45,584	6,562	13,224
Level of Education									
Less than High School	16.2 %	20.3 %	53.4 %	4.7 %	5.4 %	169	90	29	67
U.S. Diploma/GED or equiv	12.5 %	18.9 %	64.4 %	2.0 %	2.1 %	8,263	9,289	2,185	3,634
Trade/Technical Certificate	8.3 %	16.5 %	69.6 %	2.8 %	2.8 %	3,902	4,851	1,189	2,216
Some College (no degree)	11.5 %	15.7 %	67.8 %	2.7 %	2.3 %	21,056	31,823	7,541	12,853
Associate's Degree	10.5 %	14.9 %	69.4 %	3.1 %	2.2 %	12,926	18,573	4,300	7,947
Bachelor's Degree	12.5 %	16.2 %	66.3 %	2.7 %	2.3 %	46,088	104,531	17,274	33,951
Master's Degree	14.6 %	16.6 %	63.4 %	2.8 %	2.5 %	32,357	86,159	11,636	26,479
Doctoral/Professional Degree	12.8 %	15.6 %	63.8 %	3.9 %	3.9 %	8,969	33,695	4,103	9,855
Pay Category									
Federal Wage System	8.2 %	13.8 %	70.5 %	3.8 %	3.8 %	5,999	6,974	2,637	3,711
GS 1-6	12.4 %	17.3 %	64.7 %	2.8 %	2.7 %	6,006	7,068	2,612	4,713
GS 7-12	11.7 %	15.8 %	67.4 %	2.7 %	2.3 %	61,590	111,800	21,837	43,142
GS 13-15	14.3 %	17.0 %	64.0 %	2.6 %	2.1 %	52,187	141,485	16,494	37,935
SES	29.9 %	20.0 %	43.3 %	4.4 %	2.4 %	1,322	3,304	353	611
SES-T	20.5 %	18.8 %	51.4 %	6.5 %	3.7 %	370	1,327	102	243
Other	9.5 %	15.3 %	68.1 %	3.7 %	3.6 %	10,630	21,710	4,699	8,670
Time in Federal Government									
<1 year	19.8 %	20.8 %	57.7 %	0.6 %	1.2 %	407	819	88	422
1-3 years	15.7 %	16.8 %	63.4 %	2.3 %	1.9 %	13,346	30,313	4,393	12,734
4-5 years	13.3 %	15.5 %	65.6 %	2.8 %	2.8 %	10,407	20,410	3,757	9,422
6-10 years	12.4 %	15.2 %	66.6 %	3.0 %	2.8 %	22,103	52,330	8,227	17,646
11-14 years	11.5 %	15.4 %	67.3 %	3.0 %	2.9 %	24,725	56,577	9,523	18,343
15-20 years	11.1 %	16.1 %	66.7 %	3.2 %	2.8 %	25,915	51,742	9,713	17,299
> 20 years	12.3 %	17.2 %	66.2 %	2.5 %	1.9 %	41,092	76,691	13,141	23,127
Time with Current Agency									
<1 year	18.0 %	17.3 %	63.2 %	1.3 %	1.3 %	1,913	3,310	430	1,456
1-3 years	13.2 %	16.2 %	64.4 %	2.3 %	1.9 %	21,723	46,875	6,536	18,910
4-5 years	12.0 %	15.9 %	65.6 %	2.9 %	2.7 %	14,573	33,485	4,977	11,999
6-10 years	12.3 %	15.1 %	66.6 %	3.1 %	2.9 %	21,940	55,047	8,921	18,254
11-14 years	10.9 %	15.6 %	67.9 %	2.9 %	2.8 %	23,734	52,667	9,186	17,112
15-20 years	10.7 %	16.3 %	66.8 %	3.2 %	2.9 %	23,071	45,298	8,828	14,967
> 20 years	12.0 %	17.5 %	66.1 %	2.6 %	1.8 %	29,193	57,248	9,894	16,424

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unscored Of Program
All Responses	10.4 %	16.2 %	66.2 %	2.8 %	2.4 %	140,850	298,569	49,748	101,189
Leaving Before Could									
No	14.2 %	17.4 %	64.7 %	2.2 %	1.6 %	101,119	230,331	32,034	68,084
Yes, to retire	9.6 %	16.4 %	69.2 %	2.8 %	2.0 %	9,487	17,444	3,084	5,189
Yes, to other job in Govt	7.2 %	12.0 %	71.2 %	4.5 %	5.1 %	18,989	38,328	8,645	17,934
Yes, to other job outside Govt	6.5 %	11.4 %	65.5 %	7.1 %	9.5 %	2,539	6,789	1,603	2,873
Yes, other	5.3 %	10.3 %	72.5 %	5.3 %	6.6 %	3,560	6,626	1,683	3,491
Leaving Today									
No	14.8 %	17.7 %	64.4 %	1.9 %	1.2 %	91,829	206,379	29,113	61,077
Yes, to retire	8.3 %	15.4 %	70.8 %	3.2 %	2.3 %	10,377	19,670	3,613	6,029
Yes, to other job in Govt	6.8 %	11.7 %	71.8 %	4.6 %	5.1 %	19,924	41,662	9,441	19,389
Yes, to other job outside Govt	5.2 %	10.9 %	65.8 %	7.8 %	10.4 %	3,415	8,969	2,362	4,185
Yes, other	4.9 %	10.1 %	72.9 %	5.4 %	6.8 %	4,895	9,891	2,577	5,254
Retire Before Could									
Less than 1 year	12.0 %	16.2 %	65.6 %	2.9 %	2.3 %	3,777	7,368	1,219	2,101
1 year	9.7 %	17.8 %	68.4 %	2.3 %	1.7 %	4,402	8,180	1,353	2,425
2 years	10.0 %	16.4 %	69.4 %	2.7 %	1.5 %	8,792	15,935	2,751	4,750
3 years	10.5 %	16.3 %	68.5 %	2.7 %	2.0 %	8,794	15,683	2,616	4,916
4 years	10.1 %	15.9 %	68.5 %	2.7 %	1.8 %	5,942	10,551	1,697	3,277
5 years	10.6 %	16.1 %	68.5 %	2.7 %	2.0 %	11,374	20,319	3,451	6,530
More than 5 years	13.2 %	16.0 %	65.2 %	2.9 %	2.7 %	91,536	210,183	34,605	73,066
Retire Today									
Less than 1 year	10.7 %	14.1 %	68.5 %	3.1 %	3.5 %	5,147	9,862	1,041	1,151
1 year	8.4 %	16.7 %	68.8 %	3.7 %	2.4 %	5,112	9,274	1,733	3,075
2 years	9.5 %	15.5 %	70.4 %	2.8 %	1.8 %	8,395	15,582	2,726	4,890
3 years	10.5 %	16.3 %	68.9 %	2.4 %	2.0 %	7,968	14,813	2,397	4,558
4 years	9.9 %	15.7 %	70.6 %	2.3 %	1.5 %	5,102	10,134	1,586	3,119
5 years	10.6 %	15.9 %	69.0 %	2.6 %	1.8 %	10,427	19,695	3,209	6,157
More than 5 years	13.3 %	16.0 %	65.2 %	2.8 %	2.6 %	88,067	206,613	33,482	71,060
Item has been redacted in response to Executive Order (EO) 14176 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.									
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Military Service									
No Prior Military Service	12.8 %	17.1 %	64.4 %	3.1 %	2.6 %	91,576	211,825	33,553	69,510
Currently in Guard/Reserves	15.5 %	15.8 %	62.3 %	3.6 %	2.9 %	2,400	4,236	1,133	2,265
Retired	11.3 %	14.7 %	70.8 %	1.7 %	1.4 %	17,232	37,619	5,883	11,988
Separated/Discharged	11.9 %	14.3 %	68.2 %	3.8 %	2.8 %	22,522	39,741	8,068	15,156
Military Spouse									
Spouse of current active duty service mem.	15.0 %	15.2 %	63.2 %	3.8 %	2.8 %	1,307	2,851	542	1,344
Spouse of separated or retired service member	12.4 %	14.2 %	67.8 %	3.2 %	2.4 %	3,256	4,732	958	2,208
with a disability rating of 100% (incapacity) or a service-connected stress while on	14.8 %	14.2 %	54.9 %	10.9 %	5.2 %	132	89	24	53
None of the categories listed	12.4 %	16.2 %	66.2 %	2.8 %	2.4 %	133,302	286,072	47,201	95,424
Non-Competitive Hiring Authority									
Yes	15.8 %	18.5 %	59.4 %	2.8 %	2.9 %	575	806	189	472
No	12.7 %	13.8 %	67.2 %	3.7 %	2.6 %	4,084	6,829	1,328	3,113
Disability									
Yes	12.2 %	14.0 %	67.6 %	3.1 %	3.1 %	23,957	37,810	8,274	15,477
No	12.6 %	16.8 %	65.7 %	2.7 %	2.3 %	111,077	248,326	39,305	80,958