

A New Day for the Civil Service

Federal Employee Viewpoint Survey

2010



RESULTS FROM THE 2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY
REPORT BY DEMOGRAPHICS



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

**2010 Federal Employee Viewpoint Survey:
Report by Demographics**

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Survey Methodology Highlights

OPM conducted the 2010 Federal Employee Viewpoint Survey (FedView; formerly the Federal Human Capital Survey) to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. The FedView survey is a tool that measures employees' perceptions of whether, and to what extent, conditions that characterize successful organizations are present in their agencies. This survey was administered for the first time in 2002 and then repeated in 2004, 2006, 2008, and most recently in February/March of 2010. The survey provides general indicators of how well the Federal Government is running human resources management systems. It also serves as a tool for OPM to assess individual agencies and their progress on strategic management of human capital, and gives senior managers critical information. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

The Survey

The 89-item survey included 11 demographic questions and 78 items that measured Federal employees' perceptions about how effectively agencies manage their workforces. The 89 items in the questionnaire are grouped into eight topic areas that respondents see as they proceed through the survey: Personal Work Experiences, Work Unit, Agency, Supervisor/Team Leader, Leadership, Satisfaction, Work/Life, and Demographics. The demographic items include location of employment (headquarters vs. field), supervisory status, gender, ethnicity/race, age, pay category/grade, Federal employment tenure, and agency tenure. In addition, the survey includes items on intention to leave the organization, and plans to retire. There are 58 items in common between the 2010 and 2008 surveys, 57 between the 2010 and 2006 surveys, and 55 between the 2010 and 2004 surveys. Fourteen of the questions also are used in private sector surveys and enable comparisons of Government employees' perceptions with those of private sector counterparts.

The Sample

As was the case for each of the previous administrations of the survey, the 2010 survey was directed at full-time, permanent employees. OPM extended an invitation to all small and independent agencies, and 53 chose to participate. The survey was administered as a census to these agencies. The survey was also administered as a census to 13 Departments/large agencies, at the agencies' request. Appendix C contains a list of the agencies surveyed. These agencies comprise approximately 97 percent of the executive branch workforce.

Sample Type. The sample was a probability sample; that is, each employee in the target population has a known, non-zero probability of selection. Probability sampling is a prerequisite to generalizing from survey respondents to the survey population.

Sampling Frame. The sampling frame was the lists of employees from all agencies participating in the survey. Some agencies requested a census, that is, they wanted all of their employees invited to take the survey. The rest were sampled as described above. Employees were grouped into 1,066 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements. A total of 549,124 employees were invited to participate from 82 agencies.

Data Collection

Mode/Method. The 2010 FedView survey was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

Response Rate. Of the 504,609 employees receiving surveys, 263,475 completed the survey for a Governmentwide response rate of 52 percent.

Data Weighting

Data collected from FedView survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data are likely to produce biased estimates of population statistics. The weights developed for the 2010 Federal Employee Viewpoint Survey take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Reported Data

The percentages presented throughout the report are weighted data that are representative of the survey population of the Federal workforce. Appropriate domain weights were applied to the answers of each respondent. This process did not change any answers; rather, it gave accurate relative importance to a respondent's answers, adjusting for over- and under-represented groups of respondents.

Data Analysis

This year, responses of "No Basis to Judge/Do Not Know" were removed before scoring. Previously all responses were included in the calculations. To ensure comparability, data from previous years were rescored, removing "No Basis to Judge/Do Not Know" responses, before trend calculations were carried out.

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree).

Five items from the 2008 survey were reworded for the 2010 survey. The wording for one of these was close enough to allow comparison with previous years (Q.28), but the other four were so different that they could not be included in trend analyses (Q.31, Q.43, Q.45, and Q.46).

We conducted analyses on all survey items for the various demographic categories. More detailed survey statistics are available in the published *Federal Employee Viewpoint Survey Data* volume for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website:

www.FedView.opm.gov.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	19.8%	19.7%	19.1%	46.1%	44.3%	43.0%	15.9%	17.9%	18.8%	13.2%	12.8%	14.1%	5.0%	5.3%	5.1%	262,929	212,195	221,438
Work Location																		
Headquarters	22.1%	20.5%	21.8%	46.2%	45.6%	43.4%	15.1%	17.0%	17.7%	12.3%	11.6%	12.4%	4.3%	5.3%	4.7%	103,132	82,922	86,483
Field	19.1%	19.2%	17.8%	46.3%	43.6%	42.8%	16.2%	18.4%	19.3%	13.3%	13.4%	14.8%	5.2%	5.3%	5.2%	143,869	125,987	130,951
Supervisor Status																		
Non-Supervisor	17.4%	17.4%	17.6%	45.1%	42.9%	40.6%	17.2%	19.5%	20.3%	14.3%	14.2%	15.6%	6.0%	5.9%	5.9%	144,433	116,267	118,195
Team Leader	21.6%	20.8%	20.3%	48.0%	46.1%	45.7%	14.6%	15.6%	16.9%	12.3%	12.1%	12.9%	3.6%	5.4%	4.3%	34,654	28,856	31,773
Supervisor	25.1%	23.2%	19.9%	48.6%	47.8%	49.4%	13.8%	16.2%	16.5%	9.9%	9.5%	11.0%	2.6%	3.3%	3.2%	43,802	37,701	39,858
Manager	31.8%	30.1%	27.7%	48.6%	47.3%	48.1%	10.3%	12.7%	13.9%	7.1%	7.8%	8.2%	2.2%	2.0%	2.1%	22,503	21,188	22,465
Executive	41.6%	37.7%	34.1%	41.2%	40.9%	42.2%	8.1%	10.0%	10.7%	5.5%	6.1%	10.4%	3.6%	5.3%	2.7%	4,805	4,882	5,135
Sex																		
Male	20.8%	19.5%	18.5%	46.7%	45.0%	43.6%	15.7%	18.3%	19.1%	12.0%	12.2%	13.6%	4.7%	4.9%	5.2%	131,452	108,691	117,817
Female	19.0%	19.9%	19.9%	45.5%	43.3%	42.2%	16.2%	17.4%	18.3%	14.0%	13.6%	14.7%	5.2%	5.8%	4.9%	118,088	100,253	99,729
Hispanic or Latino																		
Yes	22.9%	21.4%	20.2%	43.0%	42.6%	40.9%	15.0%	17.1%	18.9%	12.6%	12.4%	13.8%	6.5%	6.5%	6.2%	16,764	14,272	13,630
No	19.8%	19.5%	19.0%	46.6%	44.5%	43.2%	16.0%	18.0%	18.7%	12.9%	12.9%	14.1%	4.7%	5.1%	5.0%	230,660	194,615	203,800
Race																		
American Indian/ Alaska Native	21.3%	16.9%	18.3%	41.5%	38.7%	43.5%	16.2%	21.9%	17.9%	14.7%	14.2%	14.4%	6.3%	8.3%	5.9%	7,914	8,130	6,154
Asian	21.5%	24.2%	20.4%	49.0%	47.1%	48.4%	16.2%	17.3%	18.6%	9.9%	7.5%	8.7%	3.4%	3.9%	3.9%	11,107	8,414	8,610
Black or African American	21.4%	19.8%	20.2%	43.9%	44.8%	41.8%	14.6%	16.4%	18.1%	13.1%	12.5%	14.4%	7.1%	6.4%	5.5%	39,914	32,721	32,868
Native Hawaiian/ Pacific Islander	23.4%	19.0%	21.8%	42.2%	40.7%	41.6%	19.1%	23.7%	17.0%	10.3%	10.6%	13.3%	4.9%	6.0%	6.3%	1,535	1,471	1,488
White	19.9%	19.7%	19.0%	47.2%	44.6%	43.6%	15.8%	17.9%	18.6%	12.9%	13.2%	14.2%	4.2%	4.6%	4.7%	174,342	146,253	156,726
Two or more races (Not Hispanic/Latino)	14.9%	18.2%	15.3%	38.9%	38.1%	31.1%	24.7%	20.1%	25.6%	13.6%	15.0%	19.1%	7.9%	8.5%	8.9%	6,496	6,176	6,194

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	19.8%	19.7%	19.1%	46.1%	44.3%	43.0%	15.9%	17.9%	18.8%	13.2%	12.8%	14.1%	5.0%	5.3%	5.1%	262,929	212,195	221,438
Leaving																		
No	23.6%	23.1%	22.9%	49.7%	48.0%	46.8%	14.9%	16.7%	17.3%	9.2%	9.4%	10.4%	2.6%	2.8%	2.6%	178,278	143,387	150,509
Yes, to retire	16.9%	16.9%	15.1%	47.1%	42.8%	41.8%	18.9%	19.4%	20.8%	12.5%	14.2%	16.2%	4.6%	6.7%	6.2%	15,436	13,493	14,410
Yes, to other job in Govt	10.5%	10.8%	9.6%	35.8%	35.5%	34.2%	18.3%	21.3%	22.5%	24.2%	21.7%	23.3%	11.2%	10.7%	10.4%	42,233	37,415	35,608
Yes, to other job outside Govt	9.3%	10.9%	8.5%	35.4%	31.9%	29.5%	17.1%	21.3%	18.5%	25.3%	22.7%	26.4%	12.9%	13.2%	17.2%	5,221	6,395	7,859
Yes, other	8.4%	9.9%	8.0%	29.5%	30.2%	28.9%	21.6%	20.5%	24.7%	24.3%	23.0%	25.0%	16.1%	16.4%	13.4%	8,140	8,241	9,087
Retiring																		
Within 1 year	18.4%	16.3%	16.0%	41.9%	43.1%	40.0%	19.9%	19.3%	21.6%	14.7%	14.2%	16.1%	5.1%	7.1%	6.3%	8,844	8,332	9,140
Between 1 and 3 years	15.6%	17.7%	16.1%	45.3%	43.4%	44.1%	19.7%	20.2%	20.3%	13.0%	12.9%	13.9%	6.3%	5.8%	5.6%	27,679	24,422	25,221
Between 3 and 5 years	18.7%	17.5%	17.0%	45.5%	43.3%	43.1%	18.6%	20.7%	19.7%	12.6%	13.0%	14.7%	4.6%	5.4%	5.5%	29,672	26,404	28,078
5 or more years	21.0%	20.4%	20.0%	46.7%	44.6%	43.0%	14.8%	17.1%	18.2%	12.9%	12.7%	13.9%	4.7%	5.1%	4.9%	180,316	149,776	155,011
Age Group																		
25 and under	26.5%	24.3%	21.7%	47.9%	47.0%	48.6%	14.1%	16.9%	14.4%	8.6%	9.8%	10.5%	3.0%	1.9%	4.8%	3,212	2,298	2,477
26-29	23.3%	22.7%	20.8%	49.1%	46.6%	42.8%	13.8%	15.6%	17.7%	10.6%	10.3%	14.7%	3.1%	4.8%	3.9%	8,833	6,560	6,317
30-39	20.0%	19.4%	19.3%	48.1%	44.9%	43.9%	14.4%	17.7%	18.0%	12.6%	12.9%	14.1%	5.0%	5.0%	4.8%	35,656	29,381	31,368
40-49	19.5%	20.1%	18.9%	46.7%	44.4%	43.8%	15.6%	17.0%	18.7%	13.6%	13.2%	13.6%	4.7%	5.4%	5.0%	73,979	64,119	70,129
50-59	20.4%	18.3%	18.7%	44.9%	43.7%	41.5%	15.7%	18.8%	19.5%	13.6%	13.4%	14.7%	5.4%	5.8%	5.6%	93,741	82,016	87,049
60+	18.2%	21.3%	19.8%	44.6%	43.5%	43.3%	21.3%	19.4%	19.0%	11.2%	11.3%	13.5%	4.7%	4.4%	4.5%	32,195	24,557	20,188

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	19.8%	19.7%	19.1%	46.1%	44.3%	43.0%	15.9%	17.9%	18.8%	13.2%	12.8%	14.1%	5.0%	5.3%	5.1%	262,929	212,195	221,438
Pay Category																		
Federal Wage System	15.6%	14.7%	13.1%	42.4%	46.1%	43.9%	19.0%	20.1%	21.9%	16.0%	13.2%	15.0%	6.8%	6.0%	6.1%	9,203	8,655	9,478
GS 1-6 or equivalent	15.1%	16.1%	18.7%	43.2%	39.2%	36.2%	20.4%	20.6%	22.0%	13.5%	16.1%	15.4%	7.7%	8.1%	7.8%	11,468	10,339	10,826
GS 7-12 or equivalent	18.5%	18.3%	18.4%	46.7%	44.3%	42.4%	16.1%	18.6%	19.3%	13.7%	13.6%	14.9%	4.9%	5.1%	5.0%	99,317	86,211	91,799
GS 13-15 or equivalent	25.5%	24.2%	22.7%	47.5%	46.1%	46.3%	13.0%	15.5%	16.0%	10.9%	10.3%	11.3%	3.1%	3.9%	3.7%	107,018	83,232	91,617
Senior Executive Service	45.5%	39.0%	38.4%	39.2%	41.3%	42.3%	8.2%	11.6%	11.5%	5.5%	6.1%	6.2%	1.6%	2.0%	1.7%	3,835	3,931	4,206
SL/ST	48.2%	27.6%	16.2%	34.7%	52.9%	50.3%	6.2%	5.4%	5.3%	8.2%	3.8%	18.0%	2.6%	10.3%	10.2%	1,023	780	688
Other	19.6%	20.3%	19.5%	46.0%	42.5%	45.9%	16.7%	18.0%	16.7%	11.9%	13.1%	13.8%	5.7%	6.1%	4.2%	16,967	15,765	8,187
Time in Federal Government																		
< 1 year	31.5%	26.3%	33.8%	51.1%	38.9%	47.0%	10.9%	14.8%	13.0%	5.4%	15.9%	5.2%	1.2%	4.0%	1.1%	3,150	2,253	2,614
1-3 years	23.8%	24.2%	23.4%	50.1%	47.6%	44.8%	13.1%	14.7%	15.6%	9.5%	9.0%	11.7%	3.5%	4.4%	4.5%	26,422	17,927	17,546
4-5 years	19.8%	20.0%	18.0%	47.2%	44.3%	41.7%	15.1%	17.7%	19.4%	14.0%	14.1%	15.2%	3.8%	3.8%	5.7%	17,803	14,598	16,231
6-10 years	19.1%	18.7%	18.5%	44.2%	43.9%	42.2%	16.2%	17.6%	19.2%	14.4%	14.0%	14.8%	6.2%	5.8%	5.4%	40,258	32,658	26,510
11-20 years	19.4%	18.2%	---	45.6%	43.0%	---	15.9%	18.6%	---	13.4%	14.4%	---	5.7%	5.8%	---	55,888	53,232	---
(11 to 14 years)	20.2%	17.8%	17.8%	46.1%	44.0%	43.0%	15.3%	18.5%	19.1%	13.0%	14.0%	15.1%	5.4%	5.8%	5.1%	22,354	17,503	62,915
(15 to 20 years)	18.8%	18.4%	18.6%	45.3%	42.5%	42.9%	16.3%	18.6%	19.4%	13.7%	14.7%	13.9%	6.0%	5.9%	5.1%	33,534	35,729	91,712
> 20 years	18.7%	19.3%	---	45.7%	44.5%	---	17.4%	18.9%	---	13.3%	12.0%	---	4.9%	5.3%	---	103,906	88,281	---
Time with Current Agency																		
< 1 year	28.1%	28.4%	31.4%	50.0%	43.6%	44.1%	11.6%	12.8%	15.0%	8.1%	11.8%	7.5%	2.1%	3.5%	2.0%	5,511	4,810	5,023
1-3 years	23.3%	24.1%	22.1%	48.0%	45.0%	43.4%	13.8%	15.3%	17.3%	10.8%	10.4%	11.9%	4.2%	5.2%	5.3%	38,481	28,186	28,267
4-5 years	19.8%	18.8%	17.4%	46.4%	43.1%	41.5%	15.1%	18.5%	19.0%	14.5%	14.5%	16.4%	4.2%	5.1%	5.8%	23,287	20,124	22,567
6-10 years	17.7%	17.3%	18.3%	44.6%	44.3%	42.1%	16.9%	18.5%	18.7%	14.7%	13.9%	15.3%	6.1%	6.0%	5.6%	48,136	40,756	35,130
11-20 years	19.4%	18.4%	17.3%	45.0%	43.2%	43.1%	16.0%	18.7%	19.3%	13.7%	14.0%	15.3%	5.9%	5.6%	5.0%	58,328	54,457	64,993
> 20 years	19.0%	19.2%	19.0%	46.2%	45.5%	43.7%	17.9%	18.9%	19.4%	12.6%	11.7%	13.1%	4.3%	4.7%	4.7%	74,506	60,593	61,528

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.9%	18.8%	18.5%	55.0%	54.6%	53.9%	14.1%	15.2%	15.7%	10.5%	9.4%	9.8%	2.5%	2.0%	2.1%	262,810	212,194	221,424
Work Location																		
Headquarters	19.5%	19.8%	20.8%	54.2%	54.0%	52.3%	13.1%	14.8%	15.0%	10.8%	9.3%	9.9%	2.4%	2.1%	2.0%	103,068	82,922	86,480
Field	17.4%	18.3%	17.4%	55.5%	54.9%	54.6%	14.4%	15.3%	16.1%	10.1%	9.4%	9.7%	2.7%	2.0%	2.2%	143,815	125,987	130,942
Supervisor Status																		
Non-Supervisor	16.0%	17.7%	17.7%	54.8%	53.6%	52.8%	14.7%	16.4%	16.6%	11.5%	10.1%	10.5%	2.9%	2.3%	2.5%	144,372	116,266	118,191
Team Leader	20.2%	19.0%	19.5%	55.9%	56.9%	55.2%	13.5%	13.1%	14.7%	8.6%	9.3%	9.2%	1.9%	1.7%	1.5%	34,649	28,856	31,771
Supervisor	20.2%	19.6%	18.0%	56.8%	56.9%	57.3%	12.4%	14.2%	14.2%	8.8%	7.9%	8.8%	1.8%	1.4%	1.6%	43,785	37,703	39,855
Manager	27.4%	25.2%	23.4%	54.4%	55.7%	56.0%	10.3%	11.1%	13.0%	6.7%	6.2%	6.2%	1.3%	1.9%	1.4%	22,481	21,188	22,464
Executive	38.6%	34.1%	31.2%	46.8%	49.4%	50.1%	8.4%	10.8%	11.6%	4.7%	4.9%	4.7%	1.5%	0.7%	2.4%	4,800	4,882	5,134
Sex																		
Male	19.3%	18.3%	18.1%	54.7%	55.5%	54.2%	14.2%	15.5%	16.5%	9.4%	8.8%	9.1%	2.3%	1.9%	2.2%	131,366	108,690	117,808
Female	16.4%	19.4%	19.1%	55.9%	53.5%	53.6%	13.5%	14.8%	14.7%	11.5%	10.1%	10.6%	2.7%	2.2%	2.1%	118,060	100,253	99,723
Hispanic or Latino																		
Yes	20.4%	20.6%	20.6%	52.4%	53.8%	50.4%	13.4%	15.4%	17.7%	9.8%	8.2%	8.9%	4.0%	2.0%	2.4%	16,768	14,270	13,630
No	17.8%	18.6%	18.3%	55.6%	54.7%	54.2%	13.9%	15.2%	15.5%	10.4%	9.5%	9.8%	2.3%	2.0%	2.1%	230,544	194,614	203,786
Race																		
American Indian/ Alaska Native	19.6%	21.2%	17.8%	47.6%	49.3%	53.9%	15.2%	19.2%	15.4%	12.4%	8.3%	10.9%	5.2%	2.0%	2.1%	7,913	8,130	6,153
Asian	18.3%	23.8%	21.6%	59.8%	51.6%	53.8%	12.8%	16.0%	15.7%	7.3%	6.7%	6.9%	1.7%	1.9%	2.0%	11,101	8,414	8,607
Black or African American	21.8%	21.5%	21.6%	54.0%	55.8%	53.1%	12.8%	12.2%	14.1%	9.1%	8.6%	9.4%	2.4%	2.0%	1.9%	39,898	32,719	32,865
Native Hawaiian/ Pacific Islander	15.2%	16.6%	21.3%	55.4%	57.9%	50.7%	10.8%	14.5%	18.6%	9.0%	10.0%	6.6%	9.6%	1.0%	2.8%	1,535	1,472	1,488
White	17.3%	17.8%	17.7%	55.9%	55.1%	54.5%	14.0%	15.5%	15.7%	10.6%	9.6%	10.0%	2.2%	2.0%	2.1%	174,249	146,253	156,720
Two or more races (Not Hispanic/Latino)	13.7%	17.9%	16.5%	52.2%	49.9%	49.9%	16.4%	18.6%	19.3%	13.6%	11.7%	11.5%	4.1%	1.9%	2.8%	6,497	6,176	6,194

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.9%	18.8%	18.5%	55.0%	54.6%	53.9%	14.1%	15.2%	15.7%	10.5%	9.4%	9.8%	2.5%	2.0%	2.1%	262,810	212,194	221,424
Leaving																		
No	20.8%	21.3%	21.1%	57.9%	57.6%	56.9%	12.6%	13.4%	13.7%	7.5%	6.7%	7.3%	1.4%	1.1%	1.1%	178,221	143,386	150,502
Yes, to retire	18.0%	20.5%	19.3%	57.2%	52.7%	51.7%	13.5%	14.5%	15.9%	8.9%	9.9%	10.8%	2.4%	2.4%	2.4%	15,416	13,495	14,407
Yes, to other job in Govt	10.7%	11.7%	11.3%	46.5%	48.1%	47.1%	17.8%	20.0%	20.4%	19.4%	15.9%	16.7%	5.4%	4.4%	4.4%	42,201	37,418	35,604
Yes, to other job outside Govt	7.9%	9.2%	9.0%	44.0%	44.0%	45.9%	17.7%	22.4%	21.5%	23.0%	19.1%	16.0%	7.5%	5.3%	7.6%	5,217	6,395	7,859
Yes, other	7.7%	11.7%	10.1%	47.4%	43.6%	41.6%	18.0%	20.8%	25.8%	18.4%	18.8%	16.4%	8.5%	5.1%	6.1%	8,138	8,239	9,086
Retiring																		
Within 1 year	19.0%	20.6%	19.1%	54.8%	52.4%	51.0%	13.2%	15.1%	16.6%	10.4%	9.6%	10.3%	2.7%	2.3%	3.1%	8,830	8,334	9,137
Between 1 and 3 years	18.9%	20.1%	20.1%	55.7%	53.7%	52.7%	12.8%	14.8%	15.2%	10.3%	8.9%	9.7%	2.3%	2.6%	2.3%	27,668	24,420	25,222
Between 3 and 5 years	18.1%	19.1%	18.2%	56.0%	54.5%	55.4%	13.5%	14.9%	14.4%	9.6%	8.8%	10.0%	2.9%	2.7%	2.0%	29,668	26,402	28,075
5 or more years	17.9%	18.5%	18.3%	55.1%	54.9%	54.0%	14.1%	15.3%	16.0%	10.4%	9.5%	9.7%	2.5%	1.8%	2.1%	180,227	149,780	155,004
Age Group																		
25 and under	20.6%	20.5%	19.8%	53.9%	55.9%	51.1%	15.1%	14.3%	16.0%	7.7%	6.6%	11.6%	2.7%	2.7%	1.5%	3,209	2,298	2,476
26-29	19.4%	16.2%	16.8%	56.1%	56.1%	52.4%	13.4%	16.0%	18.0%	9.0%	10.3%	11.1%	2.0%	1.4%	1.8%	8,828	6,560	6,317
30-39	16.6%	16.5%	16.6%	55.6%	55.1%	55.3%	14.2%	16.2%	16.5%	11.4%	10.6%	9.6%	2.2%	1.8%	1.9%	35,640	29,381	31,368
40-49	17.1%	18.4%	17.3%	56.3%	55.1%	53.8%	13.8%	15.2%	16.3%	10.6%	9.1%	10.3%	2.3%	2.2%	2.2%	73,942	64,119	70,123
50-59	18.5%	18.6%	19.2%	54.2%	54.0%	54.0%	14.2%	15.3%	15.0%	10.3%	9.8%	9.5%	2.8%	2.3%	2.3%	93,716	82,014	87,039
60+	21.2%	25.0%	24.1%	55.4%	53.5%	52.2%	12.8%	13.0%	13.5%	8.9%	7.0%	8.2%	1.7%	1.6%	2.0%	32,170	24,557	20,190

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.9%	18.8%	18.5%	55.0%	54.6%	53.9%	14.1%	15.2%	15.7%	10.5%	9.4%	9.8%	2.5%	2.0%	2.1%	262,810	212,194	221,424
Pay Category																		
Federal Wage System	18.6%	17.6%	16.9%	53.4%	56.6%	57.1%	17.3%	15.0%	15.7%	8.6%	8.9%	8.3%	2.2%	2.0%	2.0%	9,207	8,654	9,479
GS 1-6 or equivalent	15.9%	20.4%	23.1%	56.9%	52.8%	50.7%	13.0%	15.8%	15.1%	11.3%	8.3%	9.0%	2.9%	2.6%	2.1%	11,474	10,338	10,826
GS 7-12 or equivalent	16.4%	18.0%	17.3%	55.7%	54.2%	53.7%	14.3%	16.0%	16.2%	10.9%	9.9%	10.4%	2.6%	1.9%	2.3%	99,282	86,209	91,787
GS 13-15 or equivalent	21.5%	20.4%	19.1%	54.2%	55.0%	55.2%	12.2%	13.9%	14.8%	9.8%	8.5%	9.1%	2.4%	2.2%	1.8%	106,937	83,234	91,615
Senior Executive Service	40.7%	36.7%	33.9%	47.0%	50.0%	51.9%	6.1%	6.6%	8.2%	4.7%	5.1%	4.8%	1.5%	1.7%	1.2%	3,832	3,931	4,206
SL/ST	29.2%	25.7%	11.7%	43.3%	57.3%	61.4%	21.7%	4.5%	13.7%	4.6%	11.9%	8.0%	1.2%	0.6%	5.2%	1,024	780	688
Other	17.7%	16.7%	19.9%	55.4%	55.7%	51.9%	14.4%	15.1%	16.8%	10.1%	10.4%	9.5%	2.4%	2.0%	1.9%	16,961	15,765	8,187
Time in Federal Government																		
< 1 year	19.8%	16.6%	22.5%	54.8%	53.6%	55.9%	14.9%	22.1%	13.7%	8.9%	6.3%	6.9%	1.5%	1.4%	1.0%	3,150	2,253	2,614
1-3 years	18.4%	20.2%	19.9%	57.2%	54.7%	51.9%	12.3%	13.9%	16.8%	10.2%	9.8%	9.3%	1.9%	1.4%	2.1%	26,399	17,927	17,542
4-5 years	17.9%	17.5%	16.3%	54.5%	54.7%	54.3%	14.5%	17.6%	15.4%	11.5%	8.6%	11.1%	1.6%	1.6%	3.0%	17,797	14,598	16,231
6-10 years	15.9%	17.5%	18.4%	54.5%	55.0%	53.3%	15.4%	14.7%	17.0%	11.4%	10.7%	9.3%	2.9%	2.0%	2.0%	40,241	32,659	26,506
11-20 years	18.8%	17.9%	---	54.9%	54.1%	---	13.4%	15.3%	---	10.1%	10.2%	---	2.8%	2.4%	---	55,863	53,234	---
(11 to 14 years)	18.7%	17.4%	17.2%	55.6%	55.1%	54.8%	13.2%	15.4%	16.0%	9.7%	9.7%	10.1%	2.7%	2.5%	1.9%	22,341	17,503	62,909
(15 to 20 years)	18.8%	18.2%	19.5%	54.3%	53.5%	53.8%	13.6%	15.3%	14.9%	10.4%	10.4%	9.6%	2.9%	2.4%	2.2%	33,522	35,731	91,712
> 20 years	18.4%	19.9%	---	55.5%	54.8%	---	13.8%	14.8%	---	9.6%	8.4%	---	2.7%	2.1%	---	103,865	88,280	---
Time with Current Agency																		
< 1 year	17.6%	16.3%	22.4%	52.9%	52.5%	49.3%	16.6%	21.0%	16.2%	11.1%	8.5%	10.4%	1.7%	1.7%	1.7%	5,509	4,810	5,023
1-3 years	17.8%	19.4%	18.7%	55.7%	53.9%	50.9%	13.0%	14.9%	16.9%	10.8%	10.2%	10.8%	2.6%	1.6%	2.7%	38,452	28,185	28,262
4-5 years	17.3%	17.5%	15.7%	54.4%	54.5%	54.3%	13.9%	16.5%	16.2%	11.6%	9.2%	10.9%	2.9%	2.3%	2.8%	23,272	20,124	22,566
6-10 years	16.3%	16.7%	18.9%	54.8%	55.5%	54.1%	15.0%	15.2%	16.2%	11.3%	10.2%	8.8%	2.6%	2.4%	2.0%	48,120	40,757	35,127
11-20 years	18.9%	19.2%	17.4%	54.9%	54.2%	55.2%	13.2%	14.8%	15.6%	10.4%	9.5%	10.0%	2.5%	2.3%	1.8%	58,316	54,458	64,987
> 20 years	19.1%	20.6%	20.0%	56.1%	55.1%	54.5%	13.8%	14.3%	14.5%	8.7%	8.3%	9.0%	2.3%	1.8%	2.0%	74,472	60,593	61,530

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	21.7%	21.3%	39.1%	39.0%	39.0%	18.3%	19.4%	19.3%	15.2%	13.7%	14.3%	6.6%	6.1%	6.1%	262,091	212,194	221,417
Work Location																		
Headquarters	23.8%	24.0%	24.5%	40.4%	40.6%	40.0%	17.6%	18.3%	18.2%	12.8%	12.0%	12.5%	5.4%	5.1%	4.8%	102,799	82,920	86,481
Field	19.6%	20.5%	19.8%	38.9%	38.2%	38.6%	18.4%	20.0%	19.8%	16.0%	14.6%	15.1%	7.1%	6.6%	6.7%	143,444	125,987	130,933
Supervisor Status																		
Non-Supervisor	17.5%	18.6%	18.7%	38.2%	37.3%	37.6%	20.1%	21.6%	21.0%	16.9%	15.7%	15.6%	7.4%	6.9%	7.0%	144,005	116,264	118,184
Team Leader	24.3%	24.6%	23.5%	41.2%	41.0%	40.5%	14.9%	17.0%	16.9%	13.0%	11.2%	13.8%	6.6%	6.1%	5.3%	34,543	28,854	31,769
Supervisor	27.0%	25.9%	23.6%	42.0%	44.1%	43.6%	15.6%	15.8%	17.1%	11.1%	10.2%	11.2%	4.3%	3.9%	4.4%	43,670	37,703	39,853
Manager	35.8%	34.2%	34.1%	41.4%	41.8%	41.8%	11.1%	12.8%	13.5%	8.5%	8.4%	8.3%	3.1%	2.8%	2.3%	22,425	21,188	22,464
Executive	46.7%	42.6%	41.2%	34.5%	37.7%	34.5%	7.9%	7.7%	9.9%	6.8%	10.1%	9.3%	4.2%	2.0%	5.1%	4,786	4,882	5,135
Sex																		
Male	21.3%	21.2%	20.9%	39.2%	39.1%	38.7%	18.4%	19.4%	19.2%	14.4%	13.5%	14.5%	6.6%	6.8%	6.7%	130,982	108,692	117,808
Female	20.7%	22.3%	21.7%	39.5%	38.9%	39.5%	17.9%	19.4%	19.5%	15.5%	14.1%	14.1%	6.5%	5.3%	5.3%	117,783	100,251	99,718
Hispanic or Latino																		
Yes	23.8%	22.0%	21.1%	36.2%	38.9%	38.4%	17.2%	20.2%	20.5%	15.3%	13.4%	13.1%	7.5%	5.6%	7.0%	16,707	14,271	13,626
No	20.8%	21.7%	21.3%	39.7%	39.0%	39.1%	18.3%	19.3%	19.2%	14.9%	13.8%	14.4%	6.4%	6.2%	6.0%	229,951	194,613	203,784
Race																		
American Indian/ Alaska Native	21.8%	19.2%	18.5%	35.9%	36.4%	38.9%	17.8%	19.2%	20.8%	18.0%	16.7%	14.2%	6.5%	8.4%	7.6%	7,882	8,130	6,154
Asian	19.9%	21.3%	20.0%	42.8%	44.9%	43.5%	21.0%	19.4%	23.6%	10.7%	10.1%	8.8%	5.7%	4.4%	4.1%	11,069	8,414	8,606
Black or African American	22.1%	21.8%	21.2%	40.0%	40.8%	41.9%	16.8%	18.4%	18.6%	15.2%	13.7%	13.3%	5.9%	5.3%	5.0%	39,790	32,720	32,858
Native Hawaiian/ Pacific Islander	22.7%	26.5%	26.1%	40.8%	39.4%	39.6%	15.7%	21.0%	18.5%	14.8%	10.7%	9.7%	6.0%	2.4%	6.2%	1,532	1,472	1,488
White	21.2%	21.8%	21.6%	39.5%	38.7%	38.6%	18.2%	19.3%	19.0%	14.6%	13.8%	14.4%	6.4%	6.4%	6.3%	173,814	146,251	156,721
Two or more races (Not Hispanic/Latino)	15.2%	23.1%	18.1%	33.7%	31.6%	28.3%	21.5%	21.3%	19.8%	20.0%	16.6%	24.2%	9.5%	7.3%	9.6%	6,472	6,177	6,193

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	21.7%	21.3%	39.1%	39.0%	39.0%	18.3%	19.4%	19.3%	15.2%	13.7%	14.3%	6.6%	6.1%	6.1%	262,091	212,194	221,417
Leaving																		
No	24.4%	25.2%	24.8%	42.3%	42.1%	42.1%	17.7%	18.6%	18.4%	11.9%	10.5%	11.1%	3.7%	3.6%	3.6%	177,753	143,383	150,487
Yes, to retire	17.5%	20.4%	18.3%	40.0%	35.8%	37.4%	19.9%	20.9%	21.6%	14.5%	15.2%	16.1%	8.0%	7.7%	6.6%	15,367	13,492	14,407
Yes, to other job in Govt	12.3%	12.8%	12.6%	30.3%	32.6%	32.2%	19.9%	21.8%	22.0%	23.9%	22.1%	22.1%	13.6%	10.7%	11.1%	42,104	37,419	35,609
Yes, to other job outside Govt	8.6%	9.7%	11.0%	26.4%	28.8%	27.7%	16.8%	19.6%	16.9%	26.3%	24.0%	24.5%	21.9%	17.9%	19.9%	5,208	6,395	7,857
Yes, other	11.0%	11.1%	9.6%	30.6%	26.9%	27.6%	17.2%	21.1%	22.5%	22.9%	22.8%	24.5%	18.2%	18.1%	15.8%	8,102	8,242	9,088
Retiring																		
Within 1 year	20.8%	20.0%	18.5%	35.7%	34.4%	36.4%	20.5%	21.5%	20.1%	15.5%	15.3%	17.8%	7.6%	8.8%	7.1%	8,805	8,333	9,139
Between 1 and 3 years	18.6%	20.9%	20.4%	40.2%	38.2%	38.3%	18.6%	21.0%	19.9%	15.6%	13.1%	15.1%	7.1%	6.9%	6.2%	27,550	24,420	25,219
Between 3 and 5 years	21.4%	20.9%	20.0%	40.2%	38.9%	38.4%	17.8%	18.7%	19.8%	14.5%	14.7%	15.5%	6.1%	6.7%	6.3%	29,559	26,403	28,076
5 or more years	21.4%	22.0%	21.7%	39.3%	39.4%	39.4%	18.0%	19.2%	19.1%	14.8%	13.6%	13.8%	6.4%	5.8%	6.0%	179,828	149,775	154,997
Age Group																		
25 and under	21.2%	23.8%	21.6%	41.0%	34.7%	38.5%	18.7%	22.7%	20.4%	14.3%	13.9%	13.7%	4.8%	5.0%	5.9%	3,204	2,298	2,477
26-29	20.5%	21.4%	20.7%	41.8%	38.5%	36.4%	17.4%	20.4%	19.1%	14.0%	14.0%	18.5%	6.3%	5.6%	5.2%	8,810	6,560	6,317
30-39	19.6%	20.7%	19.8%	38.7%	39.7%	40.7%	18.6%	19.1%	19.3%	15.8%	13.9%	13.8%	7.3%	6.6%	6.4%	35,582	29,381	31,365
40-49	20.8%	22.1%	21.2%	39.8%	39.6%	40.3%	18.0%	18.9%	18.6%	15.1%	13.6%	13.9%	6.3%	5.9%	5.9%	73,791	64,121	70,122
50-59	22.2%	21.1%	21.5%	38.9%	38.8%	37.8%	18.1%	19.7%	19.9%	14.4%	13.9%	14.2%	6.4%	6.5%	6.6%	93,422	82,010	87,039
60+	20.8%	24.0%	23.4%	40.1%	37.8%	37.8%	18.7%	19.4%	19.0%	14.4%	13.4%	15.0%	6.0%	5.4%	4.9%	32,042	24,558	20,186

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	21.7%	21.3%	39.1%	39.0%	39.0%	18.3%	19.4%	19.3%	15.2%	13.7%	14.3%	6.6%	6.1%	6.1%	262,091	212,194	221,417
Pay Category																		
Federal Wage System	18.6%	18.5%	18.6%	38.2%	40.0%	38.2%	19.8%	22.0%	21.8%	16.3%	14.0%	14.8%	7.1%	5.5%	6.6%	9,184	8,653	9,473
GS 1-6 or equivalent	18.0%	19.9%	20.8%	40.4%	38.6%	38.9%	18.2%	20.2%	19.5%	17.9%	14.3%	14.7%	5.6%	7.0%	6.1%	11,435	10,340	10,826
GS 7-12 or equivalent	19.1%	20.1%	20.1%	39.7%	38.8%	39.4%	19.4%	20.9%	20.0%	15.2%	14.3%	14.4%	6.7%	5.9%	6.1%	99,014	86,208	91,791
GS 13-15 or equivalent	26.6%	26.0%	25.0%	38.9%	39.8%	40.6%	15.9%	16.6%	17.0%	12.8%	11.8%	12.6%	5.8%	5.8%	4.8%	106,686	83,231	91,613
Senior Executive Service	50.9%	47.9%	46.4%	32.9%	35.0%	35.6%	6.2%	7.2%	8.3%	7.1%	7.0%	7.3%	2.9%	2.8%	2.4%	3,820	3,931	4,206
SL/ST	34.8%	41.3%	12.7%	26.1%	32.0%	40.9%	21.1%	4.2%	12.5%	14.9%	12.9%	17.9%	3.2%	9.6%	16.1%	1,019	780	688
Other	18.3%	20.0%	21.7%	38.8%	38.1%	35.5%	18.2%	18.6%	21.8%	15.5%	15.7%	15.1%	9.1%	7.6%	5.9%	16,908	15,766	8,187
Time in Federal Government																		
< 1 year	26.9%	23.0%	26.6%	43.8%	35.9%	43.9%	16.4%	25.6%	20.5%	10.0%	9.9%	6.3%	3.0%	5.6%	2.7%	3,143	2,253	2,613
1-3 years	21.8%	24.2%	23.2%	41.4%	39.4%	37.2%	17.5%	17.7%	19.3%	14.3%	13.8%	14.1%	5.0%	4.9%	6.2%	26,357	17,927	17,546
4-5 years	19.9%	19.6%	19.8%	40.1%	39.7%	35.8%	18.9%	20.4%	20.9%	15.5%	15.1%	16.0%	5.6%	5.3%	7.6%	17,753	14,599	16,231
6-10 years	19.8%	20.7%	20.2%	36.7%	37.3%	38.9%	18.9%	19.2%	18.4%	15.3%	15.2%	15.9%	9.3%	7.5%	6.7%	40,133	32,658	26,507
11-20 years	21.4%	20.6%	---	37.8%	39.0%	---	17.9%	19.1%	---	15.7%	15.1%	---	7.2%	6.1%	---	55,726	53,236	---
(11 to 14 years)	22.1%	20.0%	20.1%	38.0%	39.8%	40.6%	17.8%	19.5%	18.3%	15.4%	14.8%	14.6%	6.7%	5.9%	6.3%	22,280	17,504	62,904
(15 to 20 years)	20.9%	20.9%	22.0%	37.6%	38.6%	39.1%	17.9%	18.9%	19.9%	16.0%	15.3%	13.4%	7.5%	6.3%	5.5%	33,446	35,732	91,705
> 20 years	20.8%	22.5%	---	40.3%	39.6%	---	18.0%	19.8%	---	15.0%	12.0%	---	5.9%	6.1%	---	103,550	88,276	---
Time with Current Agency																		
< 1 year	25.5%	26.9%	27.1%	43.7%	38.8%	43.0%	17.3%	21.1%	18.9%	10.2%	9.0%	7.7%	3.2%	4.3%	3.4%	5,495	4,810	5,021
1-3 years	21.4%	23.9%	22.5%	40.3%	38.5%	37.0%	18.0%	18.8%	19.4%	14.3%	13.7%	14.6%	5.9%	5.0%	6.5%	38,380	28,186	28,266
4-5 years	20.3%	19.6%	19.1%	39.9%	39.4%	37.1%	18.6%	19.6%	19.9%	15.4%	15.3%	16.4%	5.8%	6.1%	7.5%	23,220	20,125	22,563
6-10 years	18.5%	19.7%	20.2%	36.7%	37.8%	39.5%	19.6%	19.6%	18.6%	16.0%	15.7%	15.1%	9.1%	7.2%	6.6%	47,983	40,756	35,130
11-20 years	22.1%	21.0%	20.3%	37.7%	39.1%	39.9%	17.4%	19.1%	19.2%	15.8%	14.3%	14.3%	7.0%	6.4%	6.3%	58,150	54,461	64,982
> 20 years	21.2%	22.7%	22.5%	41.1%	40.0%	39.5%	17.9%	19.6%	19.6%	14.2%	11.7%	13.4%	5.5%	6.0%	5.0%	74,256	60,588	61,525

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.0%	28.4%	27.6%	45.6%	45.0%	45.3%	13.5%	14.9%	14.9%	8.0%	7.8%	8.2%	3.9%	3.9%	3.9%	262,828	212,189	221,423
Work Location																		
Headquarters	30.1%	28.7%	28.7%	45.3%	44.9%	43.6%	12.7%	15.1%	15.0%	7.9%	7.6%	8.6%	4.0%	3.6%	4.1%	103,079	82,920	86,481
Field	28.7%	28.1%	27.1%	46.0%	45.1%	46.2%	13.5%	14.8%	14.9%	7.9%	7.9%	8.0%	4.0%	4.1%	3.9%	143,809	125,984	130,941
Supervisor Status																		
Non-Supervisor	25.9%	25.5%	25.2%	46.2%	45.0%	45.2%	14.2%	16.2%	16.1%	8.9%	9.0%	8.9%	4.6%	4.3%	4.6%	144,383	116,264	118,190
Team Leader	33.5%	30.7%	29.7%	45.5%	45.7%	46.0%	11.8%	13.6%	13.1%	6.2%	6.0%	8.1%	3.0%	3.9%	3.2%	34,630	28,855	31,774
Supervisor	33.5%	32.7%	30.0%	45.9%	46.1%	47.0%	12.0%	12.4%	13.7%	6.2%	5.8%	6.4%	2.5%	3.0%	2.9%	43,789	37,703	39,851
Manager	42.0%	39.7%	39.2%	42.6%	42.8%	43.8%	8.5%	10.5%	10.0%	4.9%	5.0%	5.2%	2.0%	1.9%	1.8%	22,485	21,186	22,462
Executive	56.0%	50.1%	51.2%	31.6%	34.3%	32.2%	6.8%	7.0%	9.9%	2.7%	3.3%	4.6%	2.9%	5.3%	2.1%	4,799	4,882	5,135
Sex																		
Male	29.5%	27.4%	27.0%	44.9%	45.1%	45.5%	14.0%	15.7%	15.0%	7.8%	7.6%	8.2%	3.9%	4.2%	4.2%	131,359	108,687	117,811
Female	28.9%	29.5%	28.4%	47.0%	44.9%	45.1%	12.2%	13.8%	14.7%	7.9%	8.1%	8.2%	3.9%	3.6%	3.5%	118,073	100,251	99,719
Hispanic or Latino																		
Yes	33.9%	31.0%	30.1%	41.8%	43.9%	44.1%	11.5%	13.9%	14.4%	7.0%	7.1%	6.5%	5.7%	4.1%	4.9%	16,762	14,270	13,625
No	28.8%	28.1%	27.4%	46.2%	45.1%	45.5%	13.4%	15.0%	15.0%	7.9%	7.9%	8.3%	3.7%	3.9%	3.8%	230,554	194,610	203,792
Race																		
American Indian/ Alaska Native	31.1%	27.5%	27.6%	41.5%	45.9%	43.9%	13.7%	13.8%	15.4%	7.0%	7.5%	7.2%	6.6%	5.3%	6.0%	7,913	8,130	6,152
Asian	27.6%	27.1%	30.9%	51.6%	50.1%	47.7%	11.8%	14.2%	13.5%	4.7%	5.2%	5.6%	4.3%	3.4%	2.2%	11,098	8,412	8,609
Black or African American	30.6%	30.2%	29.2%	46.4%	44.5%	43.5%	12.3%	14.0%	15.5%	7.4%	7.5%	8.1%	3.3%	3.8%	3.7%	39,919	32,718	32,864
Native Hawaiian/ Pacific Islander	31.7%	28.5%	30.5%	41.2%	38.6%	45.1%	17.2%	22.7%	15.2%	6.5%	8.2%	5.7%	3.4%	2.1%	3.6%	1,534	1,472	1,488
White	29.2%	28.1%	27.0%	45.7%	45.2%	46.0%	13.3%	14.8%	14.7%	7.9%	8.0%	8.4%	3.9%	3.9%	3.9%	174,230	146,252	156,721
Two or more races (Not Hispanic/Latino)	25.2%	26.8%	25.6%	41.0%	41.1%	43.5%	16.0%	17.7%	16.7%	12.6%	10.1%	9.4%	5.2%	4.2%	4.9%	6,498	6,177	6,193

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.0%	28.4%	27.6%	45.6%	45.0%	45.3%	13.5%	14.9%	14.9%	8.0%	7.8%	8.2%	3.9%	3.9%	3.9%	262,828	212,189	221,423
Leaving																		
No	33.7%	33.0%	32.1%	48.4%	47.5%	48.0%	11.1%	12.6%	12.8%	4.8%	5.0%	5.3%	2.0%	1.8%	1.8%	178,207	143,378	150,502
Yes, to retire	28.4%	27.2%	27.1%	43.2%	42.9%	43.4%	15.3%	16.3%	14.4%	8.9%	8.6%	10.0%	4.2%	5.1%	5.1%	15,423	13,495	14,410
Yes, to other job in Govt	16.7%	15.9%	15.5%	38.8%	40.1%	39.5%	19.5%	20.7%	21.1%	16.4%	15.0%	15.6%	8.7%	8.4%	8.5%	42,206	37,418	35,603
Yes, to other job outside Govt	15.5%	13.7%	14.0%	34.6%	36.2%	37.8%	17.9%	20.4%	19.1%	18.4%	16.6%	16.4%	13.5%	13.2%	12.7%	5,220	6,395	7,856
Yes, other	14.5%	14.7%	14.2%	35.3%	34.1%	34.2%	18.4%	21.8%	22.7%	18.6%	17.7%	16.5%	13.1%	11.8%	12.3%	8,135	8,242	9,087
Retiring																		
Within 1 year	29.3%	28.3%	26.8%	39.0%	40.1%	42.2%	16.4%	16.3%	15.0%	8.7%	9.1%	9.9%	6.5%	6.1%	6.0%	8,836	8,333	9,141
Between 1 and 3 years	28.1%	28.6%	28.6%	44.8%	44.0%	43.6%	14.1%	15.3%	14.9%	8.8%	7.6%	8.9%	4.2%	4.5%	4.1%	27,663	24,420	25,218
Between 3 and 5 years	31.8%	28.4%	27.0%	44.6%	44.2%	46.1%	12.2%	15.0%	15.3%	7.1%	7.7%	7.7%	4.3%	4.7%	3.8%	29,655	26,401	28,079
5 or more years	29.1%	28.3%	27.6%	46.5%	45.5%	45.6%	13.0%	14.7%	14.8%	7.7%	7.8%	8.1%	3.7%	3.6%	3.8%	180,244	149,774	154,998
Age Group																		
25 and under	29.5%	26.9%	20.1%	42.6%	40.6%	47.6%	15.5%	21.2%	17.2%	8.1%	7.3%	10.5%	4.3%	4.0%	4.6%	3,208	2,297	2,477
26-29	27.3%	25.3%	25.2%	46.6%	45.7%	40.4%	14.1%	16.4%	19.5%	7.9%	8.7%	10.1%	4.1%	4.0%	4.8%	8,826	6,560	6,316
30-39	25.6%	25.3%	24.8%	46.8%	45.3%	46.4%	14.4%	16.8%	16.3%	8.9%	8.7%	7.9%	4.3%	3.9%	4.6%	35,643	29,382	31,368
40-49	27.9%	27.6%	26.2%	46.4%	46.4%	46.2%	13.5%	14.5%	15.1%	8.4%	7.8%	8.4%	3.7%	3.8%	4.0%	73,953	64,118	70,121
50-59	30.5%	28.4%	28.7%	45.5%	44.8%	45.3%	12.5%	14.6%	14.3%	7.3%	8.0%	8.1%	4.2%	4.2%	3.7%	93,689	82,007	87,039
60+	35.4%	36.9%	36.1%	43.6%	41.9%	42.4%	12.0%	12.2%	11.6%	6.2%	5.6%	6.9%	2.8%	3.4%	3.0%	32,182	24,559	20,192

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.0%	28.4%	27.6%	45.6%	45.0%	45.3%	13.5%	14.9%	14.9%	8.0%	7.8%	8.2%	3.9%	3.9%	3.9%	262,828	212,189	221,423
Pay Category																		
Federal Wage System	26.2%	26.0%	25.5%	46.3%	48.5%	48.4%	15.8%	15.1%	15.2%	7.0%	7.5%	6.9%	4.7%	2.9%	3.9%	9,206	8,652	9,478
GS 1-6 or equivalent	26.0%	26.6%	27.1%	46.0%	41.0%	44.6%	12.8%	19.0%	15.4%	9.9%	8.2%	8.0%	5.3%	5.2%	4.9%	11,469	10,339	10,825
GS 7-12 or equivalent	27.9%	27.0%	26.4%	46.0%	45.3%	45.0%	13.7%	15.7%	15.6%	8.4%	8.1%	8.9%	3.9%	3.9%	4.0%	99,301	86,209	91,790
GS 13-15 or equivalent	33.6%	31.4%	30.5%	44.5%	45.3%	46.2%	12.0%	12.7%	12.9%	6.8%	6.9%	7.2%	3.1%	3.6%	3.1%	106,929	83,232	91,615
Senior Executive Service	60.5%	56.6%	54.5%	29.8%	33.6%	33.6%	5.1%	5.2%	6.0%	3.1%	2.9%	4.4%	1.5%	1.7%	1.4%	3,830	3,931	4,206
SL/ST	45.0%	60.4%	37.3%	42.3%	23.9%	48.4%	8.8%	4.4%	11.3%	2.3%	10.1%	1.6%	1.7%	1.3%	1.4%	1,022	780	688
Other	27.4%	27.0%	27.5%	48.3%	46.0%	43.7%	12.9%	13.7%	15.8%	6.8%	8.4%	8.8%	4.6%	4.9%	4.2%	16,962	15,763	8,187
Time in Federal Government																		
< 1 year	32.3%	30.1%	35.8%	47.3%	42.0%	43.4%	11.6%	13.1%	14.0%	6.7%	11.1%	4.5%	2.2%	3.7%	2.3%	3,149	2,253	2,614
1-3 years	30.6%	29.8%	28.2%	48.2%	46.2%	44.3%	11.3%	14.6%	15.5%	6.8%	6.7%	7.8%	3.1%	2.6%	4.2%	26,400	17,926	17,545
4-5 years	26.4%	27.4%	25.5%	45.4%	44.0%	45.2%	14.2%	17.0%	16.4%	10.8%	7.7%	7.8%	3.2%	3.9%	5.1%	17,793	14,599	16,228
6-10 years	27.6%	27.3%	26.9%	45.6%	44.9%	45.6%	14.0%	15.7%	15.4%	8.3%	8.0%	8.2%	4.6%	4.0%	3.9%	40,230	32,655	26,506
11-20 years	29.6%	27.9%	---	44.7%	45.3%	---	13.5%	14.4%	---	8.0%	8.5%	---	4.2%	3.9%	---	55,881	53,230	---
(11 to 14 years)	29.0%	27.9%	25.8%	46.2%	44.8%	46.3%	12.8%	14.9%	14.9%	7.7%	8.2%	8.9%	4.3%	4.2%	4.1%	22,338	17,501	62,907
(15 to 20 years)	30.0%	27.9%	29.2%	43.7%	45.6%	45.0%	14.1%	14.1%	14.2%	8.2%	8.7%	8.0%	4.0%	3.8%	3.5%	33,543	35,729	91,713
> 20 years	29.9%	28.8%	---	45.6%	44.9%	---	13.1%	14.4%	---	7.3%	7.5%	---	4.1%	4.3%	---	103,861	88,280	---
Time with Current Agency																		
< 1 year	30.6%	31.3%	33.1%	45.8%	44.2%	43.1%	13.7%	12.0%	14.6%	7.3%	9.2%	6.2%	2.6%	3.3%	3.0%	5,509	4,810	5,023
1-3 years	29.0%	29.5%	27.0%	47.8%	44.6%	44.3%	12.2%	15.4%	15.9%	7.2%	7.2%	8.2%	3.9%	3.3%	4.6%	38,455	28,185	28,263
4-5 years	26.7%	26.8%	24.4%	46.3%	44.8%	45.6%	13.6%	16.3%	16.7%	9.9%	8.0%	8.0%	3.6%	4.0%	5.3%	23,278	20,125	22,565
6-10 years	26.5%	26.4%	27.4%	45.8%	45.5%	45.5%	14.2%	15.7%	14.9%	8.6%	8.3%	8.5%	4.9%	4.0%	3.7%	48,109	40,754	35,123
11-20 years	30.5%	28.4%	26.2%	44.3%	44.6%	46.1%	13.1%	14.6%	14.7%	8.3%	8.2%	9.0%	3.8%	4.1%	4.0%	58,320	54,456	64,991
> 20 years	30.9%	29.3%	30.3%	45.4%	45.5%	45.3%	13.2%	13.9%	13.7%	6.8%	7.1%	7.5%	3.7%	4.1%	3.1%	74,469	60,591	61,531

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	41.0%	39.2%	38.7%	44.6%	44.7%	44.6%	9.6%	11.0%	11.1%	3.5%	3.6%	3.8%	1.3%	1.6%	1.7%	262,447	212,198	221,432
Work Location																		
Headquarters	39.2%	38.4%	37.6%	45.6%	43.9%	43.8%	9.8%	11.9%	12.3%	3.8%	4.2%	4.4%	1.7%	1.7%	1.9%	102,924	82,924	86,480
Field	42.3%	39.6%	39.3%	43.8%	45.0%	45.0%	9.4%	10.5%	10.5%	3.3%	3.3%	3.5%	1.2%	1.6%	1.7%	143,623	125,988	130,948
Supervisor Status																		
Non-Supervisor	38.2%	36.4%	36.4%	45.6%	45.4%	44.8%	10.4%	12.2%	12.3%	4.1%	4.2%	4.3%	1.6%	1.8%	2.1%	144,147	116,268	118,192
Team Leader	45.3%	42.7%	41.3%	43.0%	43.7%	45.0%	8.3%	9.7%	9.3%	2.5%	2.5%	3.2%	0.9%	1.4%	1.2%	34,613	28,855	31,776
Supervisor	45.9%	43.0%	41.1%	43.5%	44.3%	46.0%	7.3%	8.7%	9.2%	2.3%	2.4%	2.8%	1.0%	1.5%	0.9%	43,717	37,704	39,857
Manager	51.2%	48.8%	48.7%	39.8%	41.2%	41.4%	6.7%	6.6%	7.2%	1.8%	2.6%	2.2%	0.5%	0.7%	0.5%	22,468	21,188	22,466
Executive	62.4%	54.4%	56.7%	30.3%	35.5%	30.5%	4.9%	7.5%	8.3%	1.8%	1.5%	3.1%	0.7%	1.1%	1.3%	4,795	4,882	5,133
Sex																		
Male	42.3%	39.0%	38.7%	43.4%	44.9%	44.6%	9.4%	10.9%	11.1%	3.4%	3.5%	3.8%	1.4%	1.6%	1.8%	131,147	108,695	117,812
Female	40.0%	39.4%	38.8%	45.8%	44.3%	44.7%	9.4%	11.1%	11.0%	3.6%	3.7%	3.9%	1.2%	1.6%	1.6%	117,929	100,252	99,727
Hispanic or Latino																		
Yes	49.5%	44.5%	45.6%	38.5%	41.6%	41.5%	8.1%	10.0%	8.0%	2.2%	2.7%	2.8%	1.7%	1.3%	2.1%	16,738	14,271	13,630
No	40.4%	38.7%	38.1%	45.2%	45.0%	44.9%	9.5%	11.1%	11.4%	3.6%	3.7%	3.9%	1.3%	1.6%	1.7%	230,233	194,615	203,798
Race																		
American Indian/ Alaska Native	46.3%	46.9%	43.1%	40.5%	40.0%	41.3%	9.4%	8.9%	9.6%	2.2%	2.6%	3.3%	1.5%	1.5%	2.8%	7,897	8,130	6,153
Asian	36.0%	36.4%	37.3%	49.7%	47.6%	46.6%	9.4%	12.1%	12.5%	4.0%	2.9%	2.7%	0.9%	1.0%	0.9%	11,077	8,412	8,608
Black or African American	42.1%	40.8%	39.0%	42.7%	42.2%	42.9%	9.2%	10.9%	11.9%	4.1%	3.8%	4.0%	1.9%	2.3%	2.3%	39,840	32,722	32,868
Native Hawaiian/ Pacific Islander	43.1%	45.4%	45.8%	46.8%	33.7%	42.1%	7.9%	18.1%	7.5%	1.0%	2.0%	2.2%	1.2%	0.9%	2.4%	1,524	1,472	1,488
White	41.5%	38.5%	38.4%	44.8%	45.7%	45.3%	9.3%	10.7%	10.8%	3.3%	3.6%	3.9%	1.2%	1.5%	1.6%	174,046	146,253	156,720
Two or more races (Not Hispanic/Latino)	39.0%	40.0%	38.7%	43.5%	41.3%	42.7%	10.1%	13.4%	12.4%	5.2%	4.0%	4.5%	2.2%	1.3%	1.7%	6,485	6,177	6,194

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	41.0%	39.2%	38.7%	44.6%	44.7%	44.6%	9.6%	11.0%	11.1%	3.5%	3.6%	3.8%	1.3%	1.6%	1.7%	262,447	212,198	221,432
Leaving																		
No	45.7%	44.0%	43.5%	44.6%	44.8%	44.9%	7.3%	8.6%	8.7%	1.9%	1.9%	2.2%	0.5%	0.7%	0.7%	177,993	143,382	150,505
Yes, to retire	39.4%	37.9%	36.7%	44.9%	45.0%	43.6%	10.0%	9.9%	11.9%	3.7%	5.0%	5.1%	2.0%	2.2%	2.7%	15,389	13,496	14,411
Yes, to other job in Govt	28.4%	25.9%	26.3%	44.6%	44.9%	45.2%	16.0%	17.6%	16.9%	7.8%	8.0%	7.9%	3.2%	3.7%	3.7%	42,142	37,419	35,606
Yes, to other job outside Govt	28.9%	23.9%	25.7%	38.9%	44.7%	41.2%	15.7%	18.2%	16.7%	9.8%	9.2%	8.7%	6.7%	4.1%	7.7%	5,203	6,395	7,855
Yes, other	29.0%	27.9%	23.5%	41.7%	41.9%	42.4%	14.6%	18.3%	21.3%	10.4%	7.4%	8.4%	4.3%	4.5%	4.5%	8,114	8,241	9,087
Retiring																		
Within 1 year	39.7%	38.7%	37.1%	43.4%	42.8%	41.7%	10.3%	10.6%	12.7%	3.9%	5.3%	5.0%	2.6%	2.7%	3.5%	8,809	8,334	9,140
Between 1 and 3 years	37.4%	40.4%	38.3%	47.8%	44.0%	43.8%	9.1%	10.2%	11.6%	4.1%	3.5%	4.5%	1.7%	1.8%	1.8%	27,624	24,424	25,223
Between 3 and 5 years	42.0%	38.7%	38.8%	45.0%	45.6%	45.7%	8.7%	10.8%	10.7%	3.1%	3.3%	3.3%	1.1%	1.7%	1.4%	29,592	26,403	28,078
5 or more years	41.8%	39.1%	38.9%	44.1%	44.7%	44.7%	9.5%	11.1%	11.0%	3.4%	3.5%	3.7%	1.2%	1.5%	1.7%	180,030	149,776	155,004
Age Group																		
25 and under	37.9%	30.1%	26.0%	42.2%	44.3%	43.9%	13.1%	16.4%	20.1%	5.7%	6.6%	7.9%	1.1%	2.5%	2.1%	3,207	2,298	2,477
26-29	39.6%	32.3%	32.3%	42.0%	46.5%	44.1%	10.3%	14.3%	15.1%	6.4%	4.8%	6.7%	1.7%	2.1%	1.8%	8,816	6,560	6,316
30-39	37.8%	36.0%	36.1%	46.8%	45.2%	46.4%	10.2%	13.0%	11.4%	3.8%	4.3%	4.0%	1.4%	1.6%	2.1%	35,603	29,382	31,366
40-49	40.6%	38.6%	37.9%	45.0%	45.9%	45.7%	9.8%	10.7%	11.0%	3.4%	3.3%	3.7%	1.3%	1.6%	1.7%	73,873	64,117	70,125
50-59	43.0%	39.7%	40.4%	43.4%	44.6%	43.7%	9.2%	10.5%	10.7%	3.1%	3.6%	3.5%	1.3%	1.7%	1.6%	93,559	82,017	87,047
60+	45.4%	48.8%	45.5%	44.1%	39.6%	42.0%	6.8%	8.2%	8.2%	2.6%	2.2%	2.9%	1.1%	1.2%	1.4%	32,101	24,557	20,189

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	41.0%	39.2%	38.7%	44.6%	44.7%	44.6%	9.6%	11.0%	11.1%	3.5%	3.6%	3.8%	1.3%	1.6%	1.7%	262,447	212,198	221,432
Pay Category																		
Federal Wage System	39.8%	38.7%	39.0%	46.0%	47.2%	46.9%	9.9%	9.8%	9.5%	3.4%	2.6%	3.2%	0.8%	1.9%	1.4%	9,185	8,654	9,479
GS 1-6 or equivalent	40.2%	39.5%	39.5%	43.6%	41.3%	42.2%	10.4%	13.9%	11.9%	4.4%	3.7%	3.4%	1.4%	1.7%	3.0%	11,447	10,338	10,825
GS 7-12 or equivalent	40.3%	38.7%	38.0%	44.9%	44.7%	44.8%	9.6%	11.1%	11.3%	3.7%	3.8%	4.1%	1.5%	1.6%	1.8%	99,142	86,211	91,798
GS 13-15 or equivalent	43.3%	39.8%	39.6%	43.5%	45.1%	44.9%	8.8%	10.3%	10.6%	3.2%	3.4%	3.7%	1.3%	1.4%	1.2%	106,807	83,233	91,616
Senior Executive Service	66.0%	62.4%	59.2%	28.1%	32.0%	32.1%	3.8%	3.7%	5.2%	1.5%	1.3%	2.8%	0.5%	0.5%	0.7%	3,825	3,931	4,204
SL/ST	50.9%	62.7%	48.7%	40.9%	32.5%	42.6%	6.2%	3.2%	7.1%	1.1%	0.5%	1.1%	0.8%	1.2%	0.5%	1,023	780	688
Other	40.8%	37.1%	38.3%	46.6%	45.9%	44.7%	9.0%	11.6%	11.9%	2.4%	3.7%	3.8%	1.2%	1.6%	1.3%	16,942	15,767	8,187
Time in Federal Government																		
< 1 year	45.3%	44.0%	46.7%	39.2%	38.2%	39.5%	10.6%	14.9%	8.7%	3.8%	1.7%	4.2%	1.1%	1.1%	0.9%	3,147	2,253	2,614
1-3 years	42.7%	40.8%	38.0%	43.3%	43.2%	42.7%	9.2%	11.7%	12.2%	3.8%	3.3%	4.9%	1.1%	1.0%	2.1%	26,374	17,926	17,545
4-5 years	39.5%	38.3%	37.9%	46.2%	44.4%	43.8%	9.2%	11.8%	12.5%	3.9%	4.1%	3.6%	1.1%	1.4%	2.1%	17,775	14,599	16,228
6-10 years	40.2%	39.2%	39.7%	44.2%	44.9%	45.0%	10.4%	10.8%	10.2%	3.8%	3.6%	3.6%	1.4%	1.5%	1.5%	40,190	32,656	26,509
11-20 years	41.9%	38.6%	---	44.2%	45.3%	---	9.2%	10.9%	---	3.3%	3.6%	---	1.3%	1.6%	---	55,793	53,234	---
(11 to 14 years)	41.7%	38.5%	37.8%	43.8%	45.2%	45.7%	9.9%	10.8%	11.2%	3.2%	3.7%	3.5%	1.4%	1.8%	1.9%	22,313	17,504	62,915
(15 to 20 years)	42.1%	38.7%	39.2%	44.4%	45.3%	44.8%	8.7%	11.0%	10.6%	3.5%	3.5%	3.8%	1.3%	1.5%	1.5%	33,480	35,730	91,712
> 20 years	41.4%	39.0%	---	44.9%	45.0%	---	9.1%	10.5%	---	3.1%	3.6%	---	1.5%	1.9%	---	103,694	88,284	---
Time with Current Agency																		
< 1 year	41.7%	42.7%	41.8%	39.3%	40.5%	40.2%	13.3%	12.2%	11.8%	4.4%	2.9%	4.1%	1.3%	1.7%	2.2%	5,503	4,810	5,023
1-3 years	41.0%	39.9%	37.4%	43.8%	43.2%	43.1%	10.0%	11.8%	12.3%	3.7%	3.6%	5.0%	1.5%	1.5%	2.1%	38,409	28,185	28,264
4-5 years	38.6%	38.5%	36.7%	47.9%	44.5%	44.6%	8.9%	11.5%	12.4%	3.6%	4.1%	4.2%	1.1%	1.5%	2.1%	23,253	20,125	22,562
6-10 years	39.3%	37.9%	39.4%	45.1%	45.5%	44.6%	10.5%	11.3%	10.7%	3.8%	3.5%	3.7%	1.3%	1.8%	1.6%	48,043	40,754	35,129
11-20 years	42.8%	38.9%	38.3%	43.5%	45.1%	45.8%	8.8%	10.7%	11.0%	3.6%	3.7%	3.2%	1.3%	1.6%	1.7%	58,232	54,460	64,992
> 20 years	42.4%	39.8%	40.1%	44.9%	45.1%	44.9%	8.6%	10.2%	10.0%	2.8%	3.4%	3.6%	1.3%	1.5%	1.4%	74,353	60,596	61,530

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	31.1%	---	---	49.6%	---	---	10.8%	---	---	6.2%	---	---	2.2%	---	---	262,073	---	---
Work Location																		
Headquarters	31.7%	---	---	48.6%	---	---	10.3%	---	---	7.1%	---	---	2.2%	---	---	102,767	---	---
Field	31.0%	---	---	49.9%	---	---	11.1%	---	---	5.9%	---	---	2.1%	---	---	143,436	---	---
Supervisor Status																		
Non-Supervisor	29.5%	---	---	50.6%	---	---	11.1%	---	---	6.5%	---	---	2.3%	---	---	143,975	---	---
Team Leader	33.4%	---	---	48.3%	---	---	10.3%	---	---	5.8%	---	---	2.2%	---	---	34,545	---	---
Supervisor	33.4%	---	---	48.2%	---	---	10.7%	---	---	6.1%	---	---	1.6%	---	---	43,671	---	---
Manager	39.3%	---	---	44.7%	---	---	9.6%	---	---	5.0%	---	---	1.4%	---	---	22,420	---	---
Executive	49.8%	---	---	37.0%	---	---	7.4%	---	---	4.2%	---	---	1.7%	---	---	4,784	---	---
Sex																		
Male	30.9%	---	---	49.6%	---	---	11.3%	---	---	6.0%	---	---	2.2%	---	---	130,996	---	---
Female	31.9%	---	---	49.6%	---	---	10.0%	---	---	6.5%	---	---	2.0%	---	---	117,740	---	---
Hispanic or Latino																		
Yes	39.2%	---	---	43.9%	---	---	9.0%	---	---	4.4%	---	---	3.5%	---	---	16,714	---	---
No	30.6%	---	---	50.2%	---	---	10.9%	---	---	6.4%	---	---	1.9%	---	---	229,914	---	---
Race																		
American Indian/ Alaska Native	36.9%	---	---	41.7%	---	---	11.3%	---	---	5.9%	---	---	4.3%	---	---	7,888	---	---
Asian	31.9%	---	---	51.6%	---	---	10.3%	---	---	4.9%	---	---	1.3%	---	---	11,063	---	---
Black or African American	36.8%	---	---	47.4%	---	---	8.4%	---	---	5.5%	---	---	1.9%	---	---	39,745	---	---
Native Hawaiian/ Pacific Islander	36.6%	---	---	49.9%	---	---	9.4%	---	---	2.1%	---	---	2.0%	---	---	1,532	---	---
White	30.0%	---	---	50.4%	---	---	11.0%	---	---	6.6%	---	---	2.1%	---	---	173,820	---	---
Two or more races (Not Hispanic/Latino)	27.3%	---	---	50.4%	---	---	13.5%	---	---	6.3%	---	---	2.4%	---	---	6,475	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	31.1%	---	---	49.6%	---	---	10.8%	---	---	6.2%	---	---	2.2%	---	---	262,073	---	---
Leaving																		
No	35.4%	---	---	50.8%	---	---	8.8%	---	---	4.1%	---	---	1.0%	---	---	177,741	---	---
Yes, to retire	31.6%	---	---	49.8%	---	---	10.4%	---	---	6.2%	---	---	2.0%	---	---	15,379	---	---
Yes, to other job in Govt	20.2%	---	---	45.6%	---	---	16.2%	---	---	13.0%	---	---	5.0%	---	---	42,067	---	---
Yes, to other job outside Govt	16.3%	---	---	40.9%	---	---	20.2%	---	---	15.4%	---	---	7.2%	---	---	5,206	---	---
Yes, other	17.5%	---	---	45.3%	---	---	17.7%	---	---	10.9%	---	---	8.6%	---	---	8,111	---	---
Retiring																		
Within 1 year	32.2%	---	---	47.3%	---	---	11.3%	---	---	7.0%	---	---	2.3%	---	---	8,803	---	---
Between 1 and 3 years	31.1%	---	---	51.1%	---	---	9.9%	---	---	6.1%	---	---	1.9%	---	---	27,589	---	---
Between 3 and 5 years	31.9%	---	---	48.9%	---	---	10.8%	---	---	5.9%	---	---	2.5%	---	---	29,585	---	---
5 or more years	31.3%	---	---	49.5%	---	---	10.8%	---	---	6.3%	---	---	2.1%	---	---	179,735	---	---
Age Group																		
25 and under	35.2%	---	---	48.5%	---	---	10.5%	---	---	4.8%	---	---	1.0%	---	---	3,207	---	---
26-29	30.8%	---	---	49.6%	---	---	11.5%	---	---	6.1%	---	---	1.9%	---	---	8,801	---	---
30-39	29.1%	---	---	51.8%	---	---	10.5%	---	---	6.7%	---	---	2.0%	---	---	35,541	---	---
40-49	29.2%	---	---	51.1%	---	---	11.1%	---	---	6.4%	---	---	2.2%	---	---	73,769	---	---
50-59	32.6%	---	---	48.2%	---	---	10.9%	---	---	6.2%	---	---	2.2%	---	---	93,427	---	---
60+	36.4%	---	---	47.3%	---	---	9.2%	---	---	5.2%	---	---	1.9%	---	---	32,073	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	31.1%	---	---	49.6%	---	---	10.8%	---	---	6.2%	---	---	2.2%	---	---	262,073	---	---
Pay Category																		
Federal Wage System	33.4%	---	---	49.5%	---	---	11.2%	---	---	4.7%	---	---	1.2%	---	---	9,177	---	---
GS 1-6 or equivalent	33.3%	---	---	50.6%	---	---	9.5%	---	---	4.8%	---	---	1.8%	---	---	11,433	---	---
GS 7-12 or equivalent	30.7%	---	---	49.9%	---	---	11.0%	---	---	6.2%	---	---	2.2%	---	---	99,030	---	---
GS 13-15 or equivalent	31.5%	---	---	47.7%	---	---	11.1%	---	---	7.3%	---	---	2.3%	---	---	106,626	---	---
Senior Executive Service	50.1%	---	---	37.4%	---	---	6.3%	---	---	4.3%	---	---	1.9%	---	---	3,816	---	---
SL/ST	40.4%	---	---	32.2%	---	---	20.5%	---	---	6.1%	---	---	0.7%	---	---	1,017	---	---
Other	29.1%	---	---	52.1%	---	---	10.0%	---	---	6.0%	---	---	2.8%	---	---	16,930	---	---
Time in Federal Government																		
< 1 year	31.8%	---	---	50.8%	---	---	10.9%	---	---	5.6%	---	---	0.8%	---	---	3,137	---	---
1-3 years	33.0%	---	---	49.0%	---	---	10.0%	---	---	6.2%	---	---	1.7%	---	---	26,321	---	---
4-5 years	28.8%	---	---	51.8%	---	---	10.8%	---	---	6.9%	---	---	1.7%	---	---	17,748	---	---
6-10 years	29.7%	---	---	50.1%	---	---	11.5%	---	---	6.6%	---	---	2.1%	---	---	40,112	---	---
11-20 years	32.5%	---	---	47.0%	---	---	11.9%	---	---	6.2%	---	---	2.4%	---	---	55,735	---	---
(11 to 14 years)	31.8%	---	---	47.9%	---	---	11.5%	---	---	6.5%	---	---	2.3%	---	---	22,280	---	---
(15 to 20 years)	33.0%	---	---	46.4%	---	---	12.3%	---	---	5.9%	---	---	2.5%	---	---	33,455	---	---
> 20 years	31.2%	---	---	50.5%	---	---	10.1%	---	---	5.8%	---	---	2.4%	---	---	103,575	---	---
Time with Current Agency																		
< 1 year	29.6%	---	---	49.0%	---	---	13.0%	---	---	6.6%	---	---	1.8%	---	---	5,488	---	---
1-3 years	31.6%	---	---	48.8%	---	---	10.5%	---	---	6.9%	---	---	2.3%	---	---	38,337	---	---
4-5 years	29.2%	---	---	50.8%	---	---	10.6%	---	---	7.1%	---	---	2.2%	---	---	23,211	---	---
6-10 years	29.0%	---	---	50.8%	---	---	11.7%	---	---	6.5%	---	---	2.1%	---	---	47,973	---	---
11-20 years	33.2%	---	---	47.5%	---	---	11.0%	---	---	6.2%	---	---	2.0%	---	---	58,175	---	---
> 20 years	32.3%	---	---	50.4%	---	---	9.7%	---	---	5.3%	---	---	2.3%	---	---	74,267	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	63.8%	---	---	33.0%	---	---	2.2%	---	---	0.6%	---	---	0.5%	---	---	262,614	---	---
Work Location																		
Headquarters	65.5%	---	---	31.9%	---	---	1.8%	---	---	0.5%	---	---	0.4%	---	---	103,008	---	---
Field	63.1%	---	---	33.4%	---	---	2.3%	---	---	0.6%	---	---	0.5%	---	---	143,687	---	---
Supervisor Status																		
Non-Supervisor	60.7%	---	---	35.4%	---	---	2.7%	---	---	0.7%	---	---	0.6%	---	---	144,291	---	---
Team Leader	66.9%	---	---	31.0%	---	---	1.3%	---	---	0.4%	---	---	0.4%	---	---	34,605	---	---
Supervisor	70.5%	---	---	27.2%	---	---	1.7%	---	---	0.4%	---	---	0.3%	---	---	43,746	---	---
Manager	74.3%	---	---	24.3%	---	---	1.0%	---	---	0.3%	---	---	0.2%	---	---	22,467	---	---
Executive	83.6%	---	---	14.9%	---	---	1.0%	---	---	0.2%	---	---	0.2%	---	---	4,788	---	---
Sex																		
Male	62.4%	---	---	33.8%	---	---	2.5%	---	---	0.7%	---	---	0.7%	---	---	131,238	---	---
Female	65.6%	---	---	32.0%	---	---	1.8%	---	---	0.3%	---	---	0.2%	---	---	117,993	---	---
Hispanic or Latino																		
Yes	70.3%	---	---	25.5%	---	---	2.5%	---	---	0.9%	---	---	0.8%	---	---	16,748	---	---
No	63.1%	---	---	33.8%	---	---	2.1%	---	---	0.5%	---	---	0.4%	---	---	230,367	---	---
Race																		
American Indian/ Alaska Native	63.3%	---	---	33.0%	---	---	2.7%	---	---	0.4%	---	---	0.7%	---	---	7,902	---	---
Asian	60.8%	---	---	36.2%	---	---	2.0%	---	---	0.6%	---	---	0.4%	---	---	11,086	---	---
Black or African American	65.3%	---	---	31.8%	---	---	1.9%	---	---	0.4%	---	---	0.5%	---	---	39,866	---	---
Native Hawaiian/ Pacific Islander	55.2%	---	---	34.9%	---	---	2.6%	---	---	6.3%	---	---	1.1%	---	---	1,532	---	---
White	63.8%	---	---	33.2%	---	---	2.0%	---	---	0.5%	---	---	0.4%	---	---	174,135	---	---
Two or more races (Not Hispanic/Latino)	59.6%	---	---	34.2%	---	---	4.9%	---	---	0.5%	---	---	0.8%	---	---	6,484	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	63.8%	---	---	33.0%	---	---	2.2%	---	---	0.6%	---	---	0.5%	---	---	262,614	---	---
Leaving																		
No	65.7%	---	---	32.1%	---	---	1.6%	---	---	0.3%	---	---	0.3%	---	---	178,055	---	---
Yes, to retire	56.3%	---	---	37.7%	---	---	3.4%	---	---	2.0%	---	---	0.6%	---	---	15,410	---	---
Yes, to other job in Govt	61.5%	---	---	33.9%	---	---	3.0%	---	---	0.8%	---	---	0.8%	---	---	42,178	---	---
Yes, to other job outside Govt	54.3%	---	---	37.7%	---	---	4.7%	---	---	1.7%	---	---	1.7%	---	---	5,215	---	---
Yes, other	55.3%	---	---	35.6%	---	---	5.7%	---	---	1.8%	---	---	1.6%	---	---	8,137	---	---
Retiring																		
Within 1 year	57.1%	---	---	35.3%	---	---	4.7%	---	---	2.5%	---	---	0.5%	---	---	8,828	---	---
Between 1 and 3 years	59.1%	---	---	37.0%	---	---	2.4%	---	---	0.9%	---	---	0.6%	---	---	27,643	---	---
Between 3 and 5 years	61.7%	---	---	35.0%	---	---	1.9%	---	---	0.5%	---	---	1.0%	---	---	29,630	---	---
5 or more years	65.0%	---	---	32.1%	---	---	2.1%	---	---	0.4%	---	---	0.4%	---	---	180,100	---	---
Age Group																		
25 and under	67.3%	---	---	27.9%	---	---	4.1%	---	---	0.5%	---	---	0.3%	---	---	3,208	---	---
26-29	65.0%	---	---	32.2%	---	---	2.2%	---	---	0.3%	---	---	0.4%	---	---	8,812	---	---
30-39	63.6%	---	---	33.1%	---	---	2.4%	---	---	0.6%	---	---	0.3%	---	---	35,599	---	---
40-49	63.4%	---	---	33.5%	---	---	2.1%	---	---	0.5%	---	---	0.5%	---	---	73,890	---	---
50-59	64.2%	---	---	32.8%	---	---	1.9%	---	---	0.5%	---	---	0.6%	---	---	93,641	---	---
60+	62.6%	---	---	33.7%	---	---	2.5%	---	---	0.9%	---	---	0.3%	---	---	32,153	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	63.8%	---	---	33.0%	---	---	2.2%	---	---	0.6%	---	---	0.5%	---	---	262,614	---	---
Pay Category																		
Federal Wage System	58.5%	---	---	36.5%	---	---	3.4%	---	---	0.9%	---	---	0.7%	---	---	9,194	---	---
GS 1-6 or equivalent	60.8%	---	---	34.4%	---	---	3.6%	---	---	0.4%	---	---	0.9%	---	---	11,450	---	---
GS 7-12 or equivalent	62.3%	---	---	34.4%	---	---	2.2%	---	---	0.6%	---	---	0.4%	---	---	99,245	---	---
GS 13-15 or equivalent	69.5%	---	---	28.6%	---	---	1.2%	---	---	0.4%	---	---	0.3%	---	---	106,845	---	---
Senior Executive Service	86.6%	---	---	12.8%	---	---	0.3%	---	---	0.2%	---	---	0.1%	---	---	3,822	---	---
SL/ST	82.1%	---	---	16.7%	---	---	0.6%	---	---	0.4%	---	---	0.2%	---	---	1,018	---	---
Other	60.7%	---	---	35.5%	---	---	2.6%	---	---	0.6%	---	---	0.6%	---	---	16,946	---	---
Time in Federal Government																		
< 1 year	71.2%	---	---	27.0%	---	---	1.5%	---	---	0.2%	---	---	0.1%	---	---	3,150	---	---
1-3 years	66.6%	---	---	30.2%	---	---	2.6%	---	---	0.3%	---	---	0.2%	---	---	26,366	---	---
4-5 years	63.4%	---	---	34.0%	---	---	1.9%	---	---	0.3%	---	---	0.3%	---	---	17,780	---	---
6-10 years	63.4%	---	---	33.7%	---	---	2.0%	---	---	0.5%	---	---	0.4%	---	---	40,198	---	---
11-20 years	64.6%	---	---	31.6%	---	---	2.7%	---	---	0.6%	---	---	0.5%	---	---	55,844	---	---
(11 to 14 years)	64.6%	---	---	31.9%	---	---	2.2%	---	---	0.7%	---	---	0.6%	---	---	22,332	---	---
(15 to 20 years)	64.6%	---	---	31.4%	---	---	3.0%	---	---	0.5%	---	---	0.4%	---	---	33,512	---	---
> 20 years	61.9%	---	---	34.6%	---	---	2.1%	---	---	0.8%	---	---	0.7%	---	---	103,789	---	---
Time with Current Agency																		
< 1 year	70.5%	---	---	27.3%	---	---	1.9%	---	---	0.1%	---	---	0.2%	---	---	5,503	---	---
1-3 years	66.0%	---	---	31.0%	---	---	2.3%	---	---	0.4%	---	---	0.4%	---	---	38,421	---	---
4-5 years	62.9%	---	---	34.2%	---	---	2.1%	---	---	0.4%	---	---	0.3%	---	---	23,263	---	---
6-10 years	62.3%	---	---	34.3%	---	---	2.1%	---	---	0.5%	---	---	0.7%	---	---	48,071	---	---
11-20 years	64.4%	---	---	32.2%	---	---	2.3%	---	---	0.6%	---	---	0.5%	---	---	58,288	---	---
> 20 years	62.0%	---	---	34.6%	---	---	2.1%	---	---	0.8%	---	---	0.5%	---	---	74,405	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	48.0%	---	---	43.6%	---	---	6.9%	---	---	1.0%	---	---	0.4%	---	---	262,544	---	---
Work Location																		
Headquarters	48.9%	---	---	43.9%	---	---	6.0%	---	---	0.9%	---	---	0.3%	---	---	102,971	---	---
Field	47.5%	---	---	43.7%	---	---	7.3%	---	---	0.9%	---	---	0.5%	---	---	143,655	---	---
Supervisor Status																		
Non-Supervisor	44.7%	---	---	45.4%	---	---	8.0%	---	---	1.2%	---	---	0.5%	---	---	144,244	---	---
Team Leader	51.2%	---	---	42.2%	---	---	5.7%	---	---	0.6%	---	---	0.2%	---	---	34,601	---	---
Supervisor	54.2%	---	---	40.2%	---	---	4.6%	---	---	0.7%	---	---	0.3%	---	---	43,729	---	---
Manager	59.0%	---	---	37.2%	---	---	3.3%	---	---	0.4%	---	---	0.1%	---	---	22,460	---	---
Executive	71.2%	---	---	26.3%	---	---	1.7%	---	---	0.6%	---	---	0.3%	---	---	4,788	---	---
Sex																		
Male	46.7%	---	---	43.9%	---	---	7.6%	---	---	1.2%	---	---	0.6%	---	---	131,196	---	---
Female	49.5%	---	---	43.5%	---	---	6.0%	---	---	0.8%	---	---	0.2%	---	---	117,965	---	---
Hispanic or Latino																		
Yes	57.4%	---	---	34.5%	---	---	5.2%	---	---	2.1%	---	---	0.8%	---	---	16,736	---	---
No	47.0%	---	---	44.7%	---	---	7.0%	---	---	0.9%	---	---	0.4%	---	---	230,319	---	---
Race																		
American Indian/ Alaska Native	52.4%	---	---	39.8%	---	---	7.0%	---	---	0.3%	---	---	0.4%	---	---	7,904	---	---
Asian	49.9%	---	---	45.2%	---	---	4.0%	---	---	0.6%	---	---	0.2%	---	---	11,081	---	---
Black or African American	51.0%	---	---	42.6%	---	---	5.3%	---	---	0.8%	---	---	0.4%	---	---	39,873	---	---
Native Hawaiian/ Pacific Islander	52.9%	---	---	34.8%	---	---	9.9%	---	---	0.6%	---	---	1.8%	---	---	1,530	---	---
White	46.7%	---	---	44.6%	---	---	7.3%	---	---	1.0%	---	---	0.4%	---	---	174,064	---	---
Two or more races (Not Hispanic/Latino)	45.7%	---	---	44.3%	---	---	8.1%	---	---	1.1%	---	---	0.7%	---	---	6,492	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	48.0%	---	---	43.6%	---	---	6.9%	---	---	1.0%	---	---	0.4%	---	---	262,544	---	---
Leaving																		
No	49.6%	---	---	43.7%	---	---	5.9%	---	---	0.6%	---	---	0.3%	---	---	178,005	---	---
Yes, to retire	37.1%	---	---	49.1%	---	---	11.3%	---	---	1.7%	---	---	0.7%	---	---	15,399	---	---
Yes, to other job in Govt	47.7%	---	---	42.0%	---	---	8.3%	---	---	1.4%	---	---	0.6%	---	---	42,163	---	---
Yes, to other job outside Govt	42.0%	---	---	43.3%	---	---	10.0%	---	---	3.0%	---	---	1.7%	---	---	5,217	---	---
Yes, other	41.2%	---	---	43.6%	---	---	11.3%	---	---	2.4%	---	---	1.5%	---	---	8,137	---	---
Retiring																		
Within 1 year	38.1%	---	---	45.8%	---	---	14.4%	---	---	1.2%	---	---	0.6%	---	---	8,823	---	---
Between 1 and 3 years	40.0%	---	---	49.0%	---	---	8.9%	---	---	1.6%	---	---	0.6%	---	---	27,641	---	---
Between 3 and 5 years	44.2%	---	---	46.7%	---	---	7.0%	---	---	1.0%	---	---	1.1%	---	---	29,626	---	---
5 or more years	49.9%	---	---	42.6%	---	---	6.4%	---	---	0.8%	---	---	0.3%	---	---	180,037	---	---
Age Group																		
25 and under	50.2%	---	---	40.9%	---	---	7.1%	---	---	1.5%	---	---	0.3%	---	---	3,211	---	---
26-29	46.8%	---	---	44.5%	---	---	7.1%	---	---	1.1%	---	---	0.4%	---	---	8,819	---	---
30-39	49.4%	---	---	43.7%	---	---	5.7%	---	---	0.9%	---	---	0.4%	---	---	35,608	---	---
40-49	48.1%	---	---	43.8%	---	---	6.8%	---	---	0.9%	---	---	0.3%	---	---	73,860	---	---
50-59	48.1%	---	---	43.4%	---	---	7.0%	---	---	0.9%	---	---	0.6%	---	---	93,604	---	---
60+	45.1%	---	---	45.3%	---	---	8.4%	---	---	0.9%	---	---	0.4%	---	---	32,136	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	48.0%	---	---	43.6%	---	---	6.9%	---	---	1.0%	---	---	0.4%	---	---	262,544	---	---
Pay Category																		
Federal Wage System	45.1%	---	---	46.3%	---	---	6.9%	---	---	1.1%	---	---	0.7%	---	---	9,191	---	---
GS 1-6 or equivalent	47.2%	---	---	45.0%	---	---	6.4%	---	---	0.6%	---	---	0.8%	---	---	11,452	---	---
GS 7-12 or equivalent	47.6%	---	---	43.8%	---	---	7.2%	---	---	1.0%	---	---	0.4%	---	---	99,223	---	---
GS 13-15 or equivalent	50.6%	---	---	41.9%	---	---	6.5%	---	---	0.8%	---	---	0.3%	---	---	106,791	---	---
Senior Executive Service	70.5%	---	---	27.2%	---	---	1.9%	---	---	0.3%	---	---	0.1%	---	---	3,825	---	---
SL/ST	67.5%	---	---	29.1%	---	---	2.8%	---	---	0.5%	---	---	0.2%	---	---	1,021	---	---
Other	44.1%	---	---	47.1%	---	---	7.0%	---	---	1.3%	---	---	0.5%	---	---	16,951	---	---
Time in Federal Government																		
< 1 year	60.1%	---	---	35.6%	---	---	3.9%	---	---	0.1%	---	---	0.2%	---	---	3,150	---	---
1-3 years	52.8%	---	---	41.6%	---	---	4.6%	---	---	0.8%	---	---	0.2%	---	---	26,376	---	---
4-5 years	50.0%	---	---	43.2%	---	---	5.7%	---	---	0.7%	---	---	0.3%	---	---	17,784	---	---
6-10 years	49.4%	---	---	43.1%	---	---	6.3%	---	---	0.8%	---	---	0.4%	---	---	40,194	---	---
11-20 years	47.9%	---	---	43.7%	---	---	7.1%	---	---	0.9%	---	---	0.4%	---	---	55,805	---	---
(11 to 14 years)	48.9%	---	---	42.9%	---	---	7.1%	---	---	0.8%	---	---	0.4%	---	---	22,319	---	---
(15 to 20 years)	47.2%	---	---	44.2%	---	---	7.2%	---	---	1.0%	---	---	0.4%	---	---	33,486	---	---
> 20 years	44.0%	---	---	45.4%	---	---	8.6%	---	---	1.4%	---	---	0.6%	---	---	103,746	---	---
Time with Current Agency																		
< 1 year	57.9%	---	---	36.7%	---	---	4.6%	---	---	0.6%	---	---	0.2%	---	---	5,502	---	---
1-3 years	52.0%	---	---	41.8%	---	---	5.1%	---	---	0.8%	---	---	0.3%	---	---	38,416	---	---
4-5 years	49.4%	---	---	43.8%	---	---	5.7%	---	---	0.9%	---	---	0.2%	---	---	23,257	---	---
6-10 years	47.6%	---	---	44.2%	---	---	6.8%	---	---	0.8%	---	---	0.7%	---	---	48,067	---	---
11-20 years	48.1%	---	---	42.8%	---	---	7.7%	---	---	1.0%	---	---	0.4%	---	---	58,250	---	---
> 20 years	43.0%	---	---	46.8%	---	---	8.6%	---	---	1.1%	---	---	0.4%	---	---	74,386	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.1%	11.5%	10.9%	39.0%	40.1%	37.3%	16.5%	18.2%	18.5%	21.6%	19.5%	21.6%	11.7%	10.7%	11.8%	261,850	210,688	219,281	850	1,490	2,108
Work Location																					
Headquarters	12.6%	13.6%	12.6%	40.6%	41.9%	39.5%	15.7%	17.7%	18.2%	20.8%	17.6%	19.9%	10.3%	9.2%	9.8%	102,688	82,345	85,656	336	569	814
Field	10.5%	10.5%	10.0%	38.0%	39.2%	36.2%	17.0%	18.5%	18.6%	22.1%	20.4%	22.4%	12.4%	11.4%	12.8%	143,343	125,069	129,659	422	906	1,259
Supervisor Status																					
Non-Supervisor	12.0%	12.4%	11.9%	41.4%	42.1%	39.8%	16.6%	18.9%	18.7%	19.3%	17.2%	19.4%	10.7%	9.4%	10.2%	143,723	115,314	116,972	563	945	1,194
Team Leader	9.8%	9.9%	9.4%	34.4%	37.4%	34.1%	17.4%	18.8%	19.4%	25.9%	21.6%	24.1%	12.5%	12.3%	13.0%	34,551	28,689	31,492	80	161	281
Supervisor	9.6%	8.7%	8.0%	34.5%	37.0%	32.4%	16.2%	16.5%	17.0%	26.0%	24.4%	26.7%	13.7%	13.4%	15.9%	43,696	37,471	39,505	87	227	343
Manager	9.1%	10.8%	8.7%	34.4%	32.8%	29.3%	14.7%	14.0%	17.1%	27.4%	28.1%	27.7%	14.3%	14.3%	17.2%	22,439	21,068	22,233	37	120	222
Executive	15.0%	17.3%	14.3%	36.8%	40.3%	35.2%	12.4%	12.0%	12.7%	25.3%	19.7%	25.4%	10.5%	10.6%	12.4%	4,794	4,860	5,097	7	22	36
Sex																					
Male	10.7%	10.3%	9.4%	38.4%	38.2%	35.9%	17.5%	19.5%	19.5%	21.6%	20.3%	22.3%	11.8%	11.6%	12.9%	130,922	107,921	116,727	399	752	1,072
Female	11.9%	13.1%	12.7%	40.2%	42.6%	39.0%	15.2%	16.5%	17.1%	21.6%	18.4%	20.7%	11.1%	9.4%	10.5%	117,628	99,525	98,689	372	723	1,004
Hispanic or Latino																					
Yes	14.8%	14.0%	12.7%	37.3%	40.0%	36.5%	17.0%	19.4%	17.5%	17.6%	17.0%	19.6%	13.3%	9.5%	13.7%	16,688	14,141	13,461	63	129	164
No	10.9%	11.3%	10.7%	39.4%	40.1%	37.3%	16.5%	18.1%	18.6%	22.0%	19.8%	21.8%	11.2%	10.7%	11.7%	229,758	193,246	201,840	696	1,346	1,911
Race																					
American Indian/ Alaska Native	10.2%	9.5%	12.4%	34.9%	42.8%	37.1%	20.5%	20.6%	17.7%	19.5%	15.8%	20.0%	15.1%	11.2%	12.8%	7,868	8,043	6,092	32	86	57
Asian	12.3%	13.0%	11.4%	43.8%	45.0%	43.8%	19.9%	19.6%	20.9%	13.2%	14.2%	16.3%	10.8%	8.1%	7.7%	11,064	8,361	8,538	31	52	69
Black or African American	16.2%	15.2%	14.9%	42.8%	44.7%	40.5%	13.8%	17.4%	19.1%	18.7%	14.7%	17.2%	8.5%	8.0%	8.3%	39,698	32,453	32,508	192	262	353
Native Hawaiian/ Pacific Islander	11.3%	11.2%	17.5%	46.2%	37.0%	37.6%	14.1%	25.5%	20.7%	15.3%	15.7%	14.4%	13.1%	10.6%	9.8%	1,528	1,464	1,477	7	8	11
White	10.1%	10.5%	9.7%	38.3%	39.1%	36.4%	16.8%	18.0%	18.1%	23.0%	21.1%	23.1%	11.8%	11.4%	12.6%	173,731	145,287	155,271	449	950	1,422
Two or more races (Not Hispanic/Latino)	9.6%	12.0%	10.7%	33.9%	32.0%	30.3%	18.6%	22.2%	21.3%	22.9%	21.3%	21.8%	15.0%	12.4%	15.8%	6,472	6,117	6,098	22	59	95

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.1%	11.5%	10.9%	39.0%	40.1%	37.3%	16.5%	18.2%	18.5%	21.6%	19.5%	21.6%	11.7%	10.7%	11.8%	261,850	210,688	219,281	850	1,490	2,108
Leaving																					
No	12.9%	13.4%	12.4%	42.4%	43.2%	40.5%	16.7%	18.1%	18.2%	20.0%	17.6%	19.9%	8.0%	7.7%	8.9%	177,744	142,662	149,458	386	708	1,021
Yes, to retire	9.3%	11.7%	9.0%	40.8%	36.6%	35.2%	16.3%	19.5%	18.2%	23.0%	21.0%	23.4%	10.6%	11.2%	14.2%	15,356	13,361	14,228	59	129	178
Yes, to other job in Govt	7.4%	6.4%	7.3%	30.2%	34.0%	29.6%	16.1%	18.5%	19.7%	24.9%	24.4%	25.4%	21.4%	16.7%	18.1%	41,972	36,968	35,045	227	448	548
Yes, to other job outside Govt	5.2%	4.0%	5.5%	26.4%	27.6%	25.5%	13.7%	17.0%	16.4%	27.5%	27.1%	28.0%	27.1%	24.2%	24.7%	5,187	6,320	7,695	28	74	161
Yes, other	4.4%	6.7%	5.3%	24.7%	28.0%	25.4%	17.7%	18.7%	19.9%	29.3%	22.7%	28.0%	23.8%	23.9%	21.4%	8,049	8,124	8,919	77	116	166
Retiring																					
Within 1 year	10.2%	11.7%	9.1%	39.1%	37.0%	33.8%	15.3%	19.1%	18.0%	21.9%	19.6%	24.5%	13.4%	12.6%	14.4%	8,795	8,250	9,018	36	83	122
Between 1 and 3 years	9.7%	10.7%	9.7%	39.5%	37.9%	36.7%	16.7%	18.7%	18.0%	23.5%	21.1%	22.4%	10.5%	11.6%	13.2%	27,538	24,224	24,937	100	192	279
Between 3 and 5 years	10.3%	10.4%	9.1%	39.8%	40.1%	37.5%	17.2%	19.2%	19.1%	21.9%	18.7%	22.2%	10.9%	11.6%	12.1%	29,533	26,187	27,751	97	211	323
5 or more years	11.6%	11.8%	11.4%	39.0%	40.6%	37.5%	16.5%	18.0%	18.5%	21.3%	19.4%	21.2%	11.6%	10.3%	11.4%	179,671	148,777	153,620	522	989	1,352
Age Group																					
25 and under	16.8%	18.5%	17.6%	41.5%	44.8%	45.9%	15.8%	17.9%	16.2%	17.9%	12.8%	13.0%	7.9%	6.0%	7.3%	3,189	2,282	2,458	15	16	19
26-29	13.7%	13.7%	13.4%	41.6%	41.0%	40.0%	14.9%	18.3%	18.6%	19.7%	18.1%	20.8%	10.2%	8.9%	7.3%	8,801	6,525	6,271	27	35	46
30-39	11.2%	12.0%	11.3%	38.3%	39.4%	36.6%	16.5%	17.2%	19.0%	22.1%	19.3%	21.1%	12.0%	12.0%	12.0%	35,544	29,202	31,132	86	177	233
40-49	10.7%	10.9%	9.6%	39.1%	40.4%	37.3%	16.8%	18.1%	17.9%	21.8%	20.1%	22.3%	11.6%	10.5%	12.8%	73,739	63,708	69,518	204	405	583
50-59	11.2%	10.3%	10.6%	38.5%	39.9%	36.3%	16.0%	18.1%	19.0%	22.0%	20.5%	22.1%	12.2%	11.2%	12.0%	93,325	81,360	86,067	326	643	963
60+	11.5%	14.4%	12.6%	42.3%	39.9%	39.1%	18.2%	20.7%	17.9%	20.0%	16.6%	20.0%	8.0%	8.5%	10.3%	32,033	24,357	19,954	106	199	232

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.1%	11.5%	10.9%	39.0%	40.1%	37.3%	16.5%	18.2%	18.5%	21.6%	19.5%	21.6%	11.7%	10.7%	11.8%	261,850	210,688	219,281	850	1,490	2,108
Pay Category																					
Federal Wage System	8.6%	9.6%	9.1%	35.3%	38.0%	35.1%	18.7%	21.4%	21.6%	23.8%	20.5%	22.1%	13.6%	10.5%	12.1%	9,155	8,575	9,376	41	73	97
GS 1-6 or equivalent	14.2%	16.8%	16.0%	40.5%	43.8%	41.6%	16.9%	17.0%	19.6%	16.5%	13.9%	15.9%	11.8%	8.4%	7.0%	11,368	10,215	10,692	92	125	127
GS 7-12 or equivalent	12.1%	12.0%	11.4%	41.1%	41.8%	38.3%	16.0%	18.6%	18.3%	20.4%	17.8%	20.6%	10.5%	9.8%	11.5%	98,906	85,567	90,902	345	635	886
GS 13-15 or equivalent	10.1%	9.9%	8.9%	37.2%	37.0%	35.1%	16.1%	17.5%	17.6%	24.1%	23.6%	25.2%	12.5%	11.9%	13.2%	106,656	82,723	90,735	234	507	862
Senior Executive Service	13.7%	14.0%	11.5%	37.4%	33.8%	34.8%	12.0%	13.5%	14.2%	26.3%	25.0%	27.1%	10.6%	13.6%	12.3%	3,832	3,914	4,182	3	17	22
SL/ST	9.0%	13.1%	10.2%	34.9%	34.9%	33.1%	11.7%	14.3%	5.3%	30.7%	11.2%	24.4%	13.8%	26.6%	27.0%	1,023	775	678	2	5	10
Other	9.2%	9.5%	10.1%	36.3%	38.9%	35.3%	18.4%	17.7%	20.3%	24.5%	21.3%	22.2%	11.6%	12.6%	12.2%	16,902	15,646	8,120	56	113	67
Time in Federal Government																					
< 1 year	17.3%	15.0%	15.4%	43.2%	45.7%	49.8%	14.6%	18.0%	16.5%	15.5%	16.9%	13.0%	9.5%	4.4%	5.3%	3,137	2,232	2,595	13	21	19
1-3 years	14.3%	15.7%	14.1%	41.2%	42.0%	39.7%	16.6%	18.5%	18.4%	19.2%	14.9%	18.0%	8.8%	8.8%	9.8%	26,323	17,821	17,395	83	104	146
4-5 years	11.3%	12.3%	11.2%	38.0%	40.3%	36.3%	17.1%	18.1%	18.2%	21.3%	19.8%	21.5%	12.3%	9.4%	12.7%	17,735	14,503	16,095	52	96	126
6-10 years	10.5%	11.2%	11.3%	36.9%	38.9%	36.5%	16.7%	18.4%	18.3%	23.0%	19.5%	22.3%	12.9%	12.1%	11.5%	40,137	32,449	26,248	95	205	250
11-20 years	10.8%	9.8%	---	39.1%	39.2%	---	16.2%	18.2%	---	22.6%	21.3%	---	11.4%	11.5%	---	55,682	52,814	---	168	412	---
(11 to 14 years)	10.8%	9.9%	9.7%	38.9%	38.4%	36.5%	17.8%	18.0%	19.6%	20.7%	22.1%	21.5%	11.7%	11.6%	12.6%	22,262	17,374	62,297	71	127	609
(15 to 20 years)	10.7%	9.8%	10.2%	39.2%	39.7%	37.0%	14.9%	18.3%	17.9%	24.0%	20.8%	22.9%	11.2%	11.4%	12.0%	33,420	35,440	90,770	97	285	926
> 20 years	10.3%	11.0%	---	39.6%	40.3%	---	16.6%	18.2%	---	21.7%	19.9%	---	11.8%	10.6%	---	103,433	87,633	---	351	637	---
Time with Current Agency																					
< 1 year	16.1%	18.9%	17.8%	41.1%	47.1%	44.1%	16.7%	15.5%	17.7%	17.0%	13.3%	14.4%	9.1%	5.2%	6.1%	5,480	4,758	4,965	25	52	57
1-3 years	14.2%	14.9%	13.7%	40.7%	42.8%	39.0%	16.3%	17.6%	18.2%	19.6%	16.0%	18.5%	9.3%	8.8%	10.6%	38,333	28,021	27,962	128	162	299
4-5 years	11.1%	11.6%	10.4%	38.4%	39.8%	36.6%	17.2%	18.9%	18.9%	20.2%	19.1%	22.1%	13.2%	10.6%	12.0%	23,207	19,980	22,370	59	145	184
6-10 years	9.8%	10.5%	10.9%	37.6%	38.9%	37.0%	16.9%	18.6%	18.5%	22.8%	19.9%	21.6%	12.9%	12.1%	12.0%	47,950	40,464	34,810	143	288	311
11-20 years	10.8%	10.2%	9.2%	38.6%	39.0%	36.1%	16.0%	18.3%	19.8%	22.6%	21.0%	22.1%	11.9%	11.5%	12.9%	58,111	54,053	64,334	177	398	650
> 20 years	9.8%	10.4%	10.1%	39.7%	39.6%	37.1%	16.8%	18.4%	17.2%	22.5%	21.0%	23.5%	11.2%	10.5%	12.0%	74,190	60,153	60,938	234	430	576

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.8%	11.2%	10.6%	48.3%	49.2%	48.7%	16.4%	16.3%	16.8%	15.8%	15.7%	15.5%	8.6%	7.8%	8.4%	262,264	211,189	220,102	612	1,010	1,331
Work Location																					
Headquarters	12.0%	12.8%	11.7%	48.1%	48.8%	49.4%	16.2%	15.8%	16.5%	14.9%	15.1%	14.9%	8.8%	7.5%	7.6%	102,869	82,529	85,973	223	393	508
Field	10.2%	10.4%	10.1%	48.5%	49.3%	48.4%	16.5%	16.5%	16.9%	16.3%	16.0%	15.8%	8.5%	7.9%	8.7%	143,529	125,384	130,142	316	605	804
Supervisor Status																					
Non-Supervisor	11.5%	12.0%	11.8%	50.5%	51.1%	51.0%	15.9%	15.7%	16.3%	14.3%	14.1%	13.3%	7.8%	7.0%	7.6%	144,050	115,657	117,474	381	611	717
Team Leader	9.3%	9.9%	9.3%	47.4%	46.3%	46.4%	16.7%	18.2%	17.3%	16.2%	17.0%	18.1%	10.3%	8.7%	8.9%	34,575	28,737	31,572	63	118	204
Supervisor	9.7%	8.5%	7.4%	42.3%	46.1%	43.1%	18.0%	16.7%	17.7%	20.0%	19.2%	21.0%	10.0%	9.5%	10.9%	43,717	37,538	39,627	69	164	231
Manager	9.8%	10.2%	8.2%	41.9%	43.0%	42.1%	16.6%	15.5%	18.9%	21.9%	21.3%	20.6%	9.8%	10.0%	10.1%	22,450	21,101	22,330	31	87	132
Executive	13.0%	15.8%	13.4%	43.1%	47.1%	46.2%	16.5%	16.7%	15.4%	18.4%	14.0%	16.2%	9.0%	6.3%	8.8%	4,793	4,864	5,106	8	18	28
Sex																					
Male	11.0%	10.5%	9.7%	49.5%	50.1%	49.8%	17.3%	17.4%	17.8%	14.5%	14.8%	14.8%	7.6%	7.2%	7.9%	131,110	108,224	117,153	287	468	661
Female	10.7%	12.0%	11.8%	47.4%	47.9%	47.3%	15.1%	14.8%	15.4%	17.1%	16.9%	16.5%	9.7%	8.5%	9.0%	117,820	99,724	99,073	262	529	652
Hispanic or Latino																					
Yes	13.9%	13.4%	12.0%	48.1%	49.7%	48.1%	16.3%	16.2%	17.0%	12.6%	13.1%	14.0%	9.1%	7.6%	9.0%	16,703	14,191	13,523	56	80	106
No	10.6%	10.9%	10.5%	48.7%	49.1%	48.8%	16.4%	16.3%	16.8%	15.9%	15.9%	15.7%	8.5%	7.8%	8.3%	230,123	193,697	202,589	482	917	1,206
Race																					
American Indian/ Alaska Native	9.9%	10.0%	9.9%	49.0%	52.2%	46.7%	15.8%	16.5%	18.2%	14.7%	13.5%	18.2%	10.6%	7.8%	7.0%	7,893	8,081	6,120	23	48	32
Asian	12.0%	13.1%	11.9%	52.7%	50.9%	51.5%	15.0%	18.1%	18.3%	14.9%	13.0%	13.5%	5.4%	4.8%	4.8%	11,071	8,383	8,581	26	32	28
Black or African American	14.1%	13.9%	13.7%	50.3%	50.7%	49.2%	14.9%	13.9%	15.7%	12.6%	14.1%	13.4%	8.1%	7.4%	8.0%	39,810	32,532	32,624	116	189	244
Native Hawaiian/ Pacific Islander	19.5%	16.8%	14.8%	46.6%	44.0%	44.6%	17.5%	24.5%	21.5%	8.7%	9.2%	13.1%	7.7%	5.5%	6.0%	1,532	1,468	1,474	4	4	14
White	9.9%	10.2%	9.8%	48.3%	48.9%	48.7%	16.7%	16.4%	16.8%	16.3%	16.6%	16.1%	8.8%	8.0%	8.6%	173,949	145,623	155,830	327	630	889
Two or more races (Not Hispanic/Latino)	10.2%	10.8%	9.4%	45.4%	44.9%	43.5%	15.0%	20.5%	17.9%	18.7%	13.8%	18.0%	10.7%	10.1%	11.3%	6,479	6,122	6,131	22	54	63

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.8%	11.2%	10.6%	48.3%	49.2%	48.7%	16.4%	16.3%	16.8%	15.8%	15.7%	15.5%	8.6%	7.8%	8.4%	262,264	211,189	220,102	612	1,010	1,331
Leaving																					
No	12.4%	13.0%	12.4%	52.2%	52.3%	51.8%	16.0%	15.4%	15.8%	13.7%	14.0%	13.9%	5.7%	5.3%	6.1%	177,976	142,973	149,966	230	413	536
Yes, to retire	9.1%	10.3%	9.1%	47.5%	47.9%	46.6%	16.1%	16.8%	18.4%	17.4%	16.0%	16.2%	9.9%	9.0%	9.7%	15,389	13,403	14,302	48	89	108
Yes, to other job in Govt	7.3%	6.0%	6.1%	38.5%	41.6%	41.4%	17.1%	18.4%	19.0%	20.8%	20.2%	20.0%	16.3%	13.7%	13.6%	42,054	37,079	35,191	181	341	415
Yes, to other job outside Govt	5.1%	4.9%	5.2%	37.7%	38.7%	36.5%	17.8%	17.6%	18.7%	21.5%	23.1%	18.6%	17.9%	15.6%	20.9%	5,194	6,333	7,736	29	62	123
Yes, other	4.9%	7.1%	4.7%	35.8%	37.7%	38.5%	16.8%	19.3%	21.1%	22.3%	19.5%	21.2%	20.2%	16.4%	14.4%	8,074	8,149	8,957	62	92	131
Retiring																					
Within 1 year	10.0%	10.4%	9.4%	45.7%	48.4%	47.2%	14.8%	16.2%	18.9%	17.9%	15.5%	14.4%	11.6%	9.4%	10.1%	8,814	8,272	9,057	29	61	83
Between 1 and 3 years	9.4%	10.5%	10.4%	48.0%	48.3%	47.5%	16.1%	16.8%	17.4%	16.0%	16.2%	16.0%	10.6%	8.2%	8.7%	27,617	24,285	25,040	64	137	181
Between 3 and 5 years	10.0%	9.5%	9.2%	47.8%	49.5%	47.9%	16.7%	16.8%	17.4%	16.8%	15.5%	16.7%	8.8%	8.8%	8.7%	29,585	26,245	27,898	71	157	181
5 or more years	11.2%	11.5%	10.9%	48.9%	49.3%	49.1%	16.4%	16.1%	16.5%	15.4%	15.6%	15.3%	8.2%	7.5%	8.2%	179,893	149,138	154,137	365	642	868
Age Group																					
25 and under	18.8%	17.0%	14.5%	52.2%	54.3%	53.0%	17.4%	14.8%	16.4%	7.8%	9.8%	12.0%	3.9%	4.1%	4.0%	3,198	2,287	2,462	15	11	15
26-29	13.6%	14.8%	13.3%	51.9%	52.0%	50.4%	15.5%	14.3%	17.8%	13.1%	13.3%	12.4%	6.0%	5.6%	6.1%	8,813	6,538	6,290	13	22	26
30-39	10.7%	11.9%	11.0%	50.7%	49.1%	50.6%	15.1%	16.9%	15.3%	15.7%	14.7%	15.4%	7.9%	7.5%	7.7%	35,570	29,270	31,205	82	113	159
40-49	10.1%	10.4%	9.8%	48.6%	48.8%	47.8%	16.5%	16.0%	17.1%	16.1%	16.5%	16.0%	8.7%	8.3%	9.3%	73,808	63,835	69,730	143	282	398
50-59	10.4%	9.9%	9.9%	46.7%	48.1%	47.7%	16.5%	16.6%	17.1%	16.7%	16.8%	16.3%	9.8%	8.6%	9.0%	93,500	81,569	86,459	219	445	587
60+	11.9%	13.7%	13.6%	50.6%	51.9%	50.6%	16.4%	16.0%	17.2%	13.1%	13.0%	12.5%	8.0%	5.4%	6.1%	32,126	24,436	20,062	70	124	127

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.8%	11.2%	10.6%	48.3%	49.2%	48.7%	16.4%	16.3%	16.8%	15.8%	15.7%	15.5%	8.6%	7.8%	8.4%	262,264	211,189	220,102	612	1,010	1,331
Pay Category																					
Federal Wage System	11.5%	11.5%	10.7%	51.6%	55.2%	53.8%	19.1%	18.1%	18.7%	10.9%	10.1%	11.7%	7.0%	5.1%	5.2%	9,182	8,612	9,423	17	43	57
GS 1-6 or equivalent	13.2%	16.1%	16.2%	50.1%	48.5%	50.1%	14.2%	14.4%	14.7%	14.3%	14.1%	11.3%	8.2%	7.0%	7.7%	11,433	10,263	10,758	48	77	69
GS 7-12 or equivalent	11.1%	11.0%	10.7%	49.0%	49.7%	48.4%	15.9%	15.9%	16.6%	15.3%	15.4%	15.8%	8.7%	8.0%	8.5%	99,085	85,764	91,241	244	449	553
GS 13-15 or equivalent	9.7%	9.8%	8.9%	46.7%	46.4%	47.1%	16.1%	17.4%	17.3%	18.5%	18.0%	17.5%	9.1%	8.4%	9.2%	106,748	82,890	91,054	193	342	560
Senior Executive Service	12.4%	12.9%	13.4%	41.9%	45.2%	42.5%	16.9%	14.7%	16.6%	21.0%	19.6%	19.5%	7.8%	7.6%	8.0%	3,829	3,918	4,188	4	13	18
SL/ST	10.9%	21.5%	4.4%	40.9%	50.6%	49.4%	22.7%	6.4%	17.0%	17.4%	8.9%	11.2%	8.2%	12.6%	18.1%	1,020	777	681	2	3	6
Other	9.8%	9.9%	8.8%	48.4%	49.4%	50.9%	18.2%	15.6%	17.7%	15.2%	17.4%	15.2%	8.4%	7.7%	7.3%	16,927	15,694	8,140	43	70	47
Time in Federal Government																					
< 1 year	18.3%	15.6%	18.8%	55.1%	49.3%	56.6%	14.1%	13.4%	12.1%	9.0%	15.8%	9.0%	3.4%	5.9%	3.5%	3,144	2,242	2,599	11	11	15
1-3 years	14.4%	16.1%	13.4%	52.8%	50.5%	52.0%	16.3%	16.0%	15.9%	10.7%	12.3%	13.0%	5.8%	5.1%	5.7%	26,357	17,869	17,476	50	59	67
4-5 years	10.9%	11.9%	11.3%	49.7%	49.2%	49.6%	16.0%	17.0%	16.1%	15.3%	15.7%	14.6%	8.1%	6.2%	8.4%	17,752	14,549	16,159	40	50	70
6-10 years	10.7%	11.1%	10.2%	47.5%	49.9%	49.6%	16.8%	16.0%	17.3%	16.6%	15.8%	14.7%	8.4%	7.2%	8.2%	40,173	32,512	26,338	82	145	168
11-20 years	10.0%	9.6%	---	48.1%	48.9%	---	15.8%	15.8%	---	17.0%	17.2%	---	9.0%	8.5%	---	55,764	52,963	---	114	272	---
(11 to 14 years)	9.6%	9.7%	10.0%	49.3%	48.8%	47.5%	16.6%	16.1%	17.0%	16.2%	16.6%	16.3%	8.3%	8.9%	9.3%	22,292	17,432	62,540	50	73	376
(15 to 20 years)	10.4%	9.5%	9.9%	47.3%	49.0%	47.6%	15.1%	15.7%	17.1%	17.7%	17.5%	16.5%	9.5%	8.3%	8.9%	33,472	35,531	91,098	64	199	617
> 20 years	9.6%	10.2%	---	47.2%	48.5%	---	16.6%	16.7%	---	16.8%	15.7%	---	9.8%	8.9%	---	103,643	87,818	---	240	460	---
Time with Current Agency																					
< 1 year	16.9%	18.4%	19.2%	53.2%	48.8%	52.4%	14.7%	14.8%	13.0%	10.8%	12.7%	11.1%	4.5%	5.2%	4.3%	5,498	4,783	4,989	18	27	36
1-3 years	13.7%	15.6%	12.6%	51.2%	50.2%	50.7%	15.8%	15.7%	16.3%	12.0%	12.4%	13.5%	7.2%	6.0%	6.9%	38,388	28,085	28,101	80	101	163
4-5 years	10.9%	10.8%	10.8%	48.0%	49.8%	49.1%	16.8%	15.8%	16.3%	15.5%	16.1%	15.3%	8.8%	7.5%	8.5%	23,226	20,028	22,434	52	97	128
6-10 years	9.7%	10.1%	10.3%	47.1%	49.5%	49.2%	17.0%	16.7%	17.2%	17.1%	16.0%	14.7%	9.2%	7.7%	8.6%	48,015	40,540	34,907	106	217	219
11-20 years	10.2%	9.6%	9.6%	48.4%	48.9%	47.1%	15.6%	15.9%	17.1%	16.6%	17.2%	17.0%	9.1%	8.3%	9.2%	58,210	54,208	64,608	115	253	388
> 20 years	9.1%	9.9%	9.6%	47.6%	48.2%	48.2%	16.7%	16.9%	17.2%	17.3%	16.2%	16.3%	9.3%	8.8%	8.6%	74,318	60,288	61,149	167	302	379

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	16.5%	17.4%	17.2%	44.0%	45.4%	44.8%	16.8%	17.2%	17.5%	14.2%	12.5%	12.8%	8.5%	7.5%	7.7%	260,171	210,517	219,408	1,613	1,679	2,028
Work Location																					
Headquarters	17.8%	19.6%	18.7%	43.5%	44.5%	44.1%	16.5%	16.4%	16.8%	13.6%	12.1%	12.9%	8.5%	7.5%	7.5%	102,013	82,199	85,610	677	724	876
Field	15.9%	16.3%	16.5%	44.6%	45.9%	45.1%	16.6%	17.6%	17.8%	14.3%	12.7%	12.8%	8.6%	7.4%	7.8%	142,441	125,054	129,831	796	930	1,113
Supervisor Status																					
Non-Supervisor	14.7%	16.0%	15.7%	42.1%	43.6%	43.2%	18.2%	18.6%	18.7%	15.4%	13.7%	13.8%	9.6%	8.2%	8.6%	142,767	115,089	116,852	1,090	1,176	1,335
Team Leader	18.3%	18.0%	19.6%	46.3%	48.3%	45.6%	14.7%	15.1%	15.5%	12.8%	11.2%	12.3%	7.8%	7.5%	7.0%	34,331	28,670	31,525	158	184	250
Supervisor	19.0%	19.2%	17.0%	48.7%	49.2%	50.2%	15.6%	15.4%	16.3%	10.9%	11.3%	10.5%	5.8%	4.8%	6.0%	43,408	37,505	39,613	165	198	250
Manager	24.6%	24.0%	23.7%	50.2%	50.5%	49.3%	10.7%	12.7%	13.5%	9.6%	8.1%	8.9%	4.9%	4.7%	4.6%	22,318	21,110	22,341	76	78	124
Executive	36.2%	33.8%	32.5%	40.4%	40.5%	44.0%	9.3%	12.4%	8.7%	8.0%	6.9%	9.8%	6.1%	6.3%	5.0%	4,773	4,864	5,102	16	18	31
Sex																					
Male	16.8%	16.7%	16.6%	44.5%	45.7%	45.1%	17.0%	17.5%	17.6%	13.4%	12.5%	12.8%	8.3%	7.6%	7.9%	129,973	107,888	116,802	829	803	1,006
Female	16.3%	18.4%	18.0%	43.8%	45.0%	44.4%	16.5%	16.7%	17.3%	14.8%	12.6%	12.8%	8.7%	7.3%	7.5%	116,988	99,400	98,747	664	851	986
Hispanic or Latino																					
Yes	21.1%	20.5%	20.5%	40.6%	43.9%	41.9%	16.3%	16.3%	19.9%	11.2%	11.1%	10.9%	10.8%	8.1%	6.8%	16,551	14,144	13,475	131	127	156
No	16.2%	17.1%	16.9%	44.5%	45.6%	45.1%	16.8%	17.3%	17.2%	14.3%	12.7%	13.0%	8.2%	7.4%	7.8%	228,321	193,083	201,960	1,348	1,527	1,834
Race																					
American Indian/ Alaska Native	21.4%	18.1%	17.1%	41.7%	42.7%	45.9%	15.9%	16.7%	19.5%	11.8%	12.8%	10.4%	9.1%	9.7%	7.2%	7,831	8,062	6,099	43	68	52
Asian	20.7%	20.3%	22.2%	46.6%	47.5%	43.8%	18.0%	18.7%	18.6%	7.9%	8.9%	10.6%	6.7%	4.6%	4.7%	11,007	8,360	8,551	55	54	57
Black or African American	18.0%	19.3%	18.4%	42.1%	43.0%	42.2%	16.8%	16.7%	18.4%	14.5%	12.4%	13.3%	8.6%	8.5%	7.7%	39,442	32,376	32,441	303	342	430
Native Hawaiian/ Pacific Islander	24.8%	24.2%	25.1%	44.1%	38.7%	42.1%	16.9%	25.4%	19.1%	7.9%	7.0%	6.9%	6.3%	4.6%	6.8%	1,513	1,465	1,472	9	7	16
White	15.9%	16.5%	16.5%	45.3%	46.8%	45.9%	16.4%	16.9%	16.9%	14.1%	12.9%	12.8%	8.3%	7.0%	7.8%	172,603	145,207	155,449	979	1,045	1,272
Two or more races (Not Hispanic/Latino)	13.8%	16.8%	15.2%	35.3%	37.7%	36.8%	20.5%	20.4%	19.2%	18.8%	13.5%	17.6%	11.7%	11.5%	11.1%	6,430	6,106	6,097	50	70	97

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	16.5%	17.4%	17.2%	44.0%	45.4%	44.8%	16.8%	17.2%	17.5%	14.2%	12.5%	12.8%	8.5%	7.5%	7.7%	260,171	210,517	219,408	1,613	1,679	2,028
Leaving																					
No	19.3%	20.6%	20.1%	48.9%	50.7%	49.9%	16.3%	15.8%	16.5%	10.9%	9.0%	9.4%	4.6%	3.8%	4.1%	176,916	142,772	149,810	560	612	700
Yes, to retire	15.0%	17.2%	17.4%	46.0%	42.9%	41.9%	16.0%	19.4%	17.4%	14.2%	12.6%	14.0%	8.8%	7.8%	9.3%	15,231	13,349	14,234	117	144	173
Yes, to other job in Govt	9.2%	7.9%	9.6%	28.9%	32.3%	32.3%	18.8%	20.9%	20.4%	23.7%	22.4%	21.4%	19.4%	16.5%	16.3%	41,508	36,806	34,900	580	614	707
Yes, to other job outside Govt	6.7%	7.4%	5.9%	29.1%	28.0%	27.2%	13.5%	18.4%	17.7%	25.2%	25.5%	24.1%	25.5%	20.7%	25.1%	5,107	6,282	7,659	89	112	199
Yes, other	7.6%	10.1%	7.2%	29.0%	28.3%	27.8%	16.6%	20.0%	22.4%	22.1%	21.5%	24.5%	24.6%	20.1%	18.1%	7,947	8,071	8,875	157	171	211
Retiring																					
Within 1 year	17.0%	17.6%	18.4%	41.1%	40.3%	39.6%	16.8%	18.4%	16.8%	14.2%	14.0%	14.5%	10.8%	9.7%	10.6%	8,713	8,230	8,995	79	103	144
Between 1 and 3 years	14.1%	17.5%	17.5%	44.8%	45.8%	43.4%	18.7%	18.4%	17.4%	13.4%	11.4%	13.8%	9.0%	6.8%	8.0%	27,336	24,189	24,957	195	233	263
Between 3 and 5 years	17.4%	17.6%	16.4%	45.1%	45.5%	45.1%	16.6%	16.9%	18.5%	12.9%	11.9%	12.5%	7.9%	8.0%	7.5%	29,318	26,181	27,769	167	223	311
5 or more years	16.8%	17.3%	17.2%	44.1%	45.6%	45.2%	16.6%	17.0%	17.4%	14.1%	12.7%	12.6%	8.4%	7.4%	7.6%	178,601	148,678	153,735	1,023	1,095	1,273
Age Group																					
25 and under	18.1%	16.8%	16.0%	41.3%	40.9%	39.6%	22.2%	22.5%	21.7%	13.2%	12.5%	15.6%	5.2%	7.3%	7.2%	3,179	2,285	2,457	25	13	19
26-29	15.4%	15.9%	15.0%	46.3%	44.7%	43.7%	17.1%	19.1%	20.0%	13.3%	12.5%	14.2%	7.8%	7.9%	7.1%	8,757	6,520	6,271	48	39	46
30-39	15.3%	16.0%	14.8%	44.2%	45.0%	46.5%	18.0%	17.7%	18.1%	14.8%	14.4%	13.0%	7.7%	7.0%	7.5%	35,368	29,202	31,132	179	180	234
40-49	16.8%	17.3%	16.8%	45.5%	47.0%	45.8%	15.2%	15.8%	17.2%	13.9%	11.9%	12.3%	8.6%	8.0%	7.9%	73,305	63,678	69,583	413	437	549
50-59	17.3%	16.9%	18.2%	43.2%	44.8%	43.6%	16.1%	17.9%	17.3%	14.5%	12.7%	13.1%	9.0%	7.6%	7.8%	92,708	81,278	86,137	582	738	904
60+	16.3%	22.3%	20.4%	45.0%	44.5%	44.2%	18.6%	16.2%	15.9%	11.8%	11.0%	11.8%	8.2%	6.0%	7.6%	31,750	24,311	19,949	229	247	239

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	16.5%	17.4%	17.2%	44.0%	45.4%	44.8%	16.8%	17.2%	17.5%	14.2%	12.5%	12.8%	8.5%	7.5%	7.7%	260,171	210,517	219,408	1,613	1,679	2,028
Pay Category																					
Federal Wage System	15.9%	16.8%	17.0%	44.0%	45.5%	44.8%	18.3%	18.7%	18.3%	13.5%	12.3%	13.5%	8.2%	6.7%	6.3%	9,104	8,586	9,391	57	66	86
GS 1-6 or equivalent	17.2%	18.9%	19.5%	38.7%	41.3%	41.7%	17.9%	18.1%	18.1%	16.7%	13.0%	11.2%	9.4%	8.6%	9.4%	11,274	10,189	10,673	148	150	151
GS 7-12 or equivalent	15.5%	16.4%	16.7%	44.0%	45.3%	44.6%	17.7%	18.3%	18.0%	14.1%	12.9%	13.0%	8.6%	7.1%	7.8%	98,272	85,476	90,922	634	736	878
GS 13-15 or equivalent	18.7%	18.7%	17.7%	46.8%	47.3%	47.9%	13.9%	15.1%	15.2%	12.9%	11.8%	12.4%	7.6%	7.1%	6.8%	105,971	82,645	90,834	547	588	786
Senior Executive Service	37.3%	34.9%	34.5%	42.5%	45.2%	44.7%	7.5%	8.8%	9.4%	8.2%	7.3%	7.5%	4.5%	3.8%	3.9%	3,814	3,916	4,182	9	15	22
SL/ST	24.8%	24.1%	17.1%	50.7%	54.2%	35.3%	8.0%	5.6%	22.4%	9.5%	3.8%	23.0%	6.9%	12.2%	2.2%	1,014	777	682	6	3	6
Other	15.0%	16.6%	16.0%	42.6%	44.5%	43.2%	18.3%	16.2%	20.7%	14.1%	13.2%	12.1%	10.0%	9.4%	7.9%	16,806	15,666	8,128	91	96	59
Time in Federal Government																					
< 1 year	21.2%	16.7%	20.9%	40.7%	44.8%	50.8%	22.2%	24.1%	14.6%	11.4%	7.6%	10.2%	4.5%	6.8%	3.6%	3,122	2,227	2,593	21	26	21
1-3 years	17.1%	19.1%	17.5%	46.2%	46.4%	44.0%	16.5%	16.1%	17.7%	13.0%	11.9%	12.8%	7.1%	6.6%	7.9%	26,155	17,819	17,413	172	109	132
4-5 years	15.3%	17.3%	15.4%	41.5%	42.8%	44.1%	19.2%	18.3%	17.9%	15.8%	14.3%	13.9%	8.3%	7.3%	8.7%	17,646	14,510	16,121	92	88	107
6-10 years	16.8%	15.5%	17.0%	42.8%	45.5%	43.4%	15.5%	17.3%	17.3%	15.4%	13.6%	13.8%	9.4%	8.2%	8.5%	39,842	32,406	26,269	243	251	238
11-20 years	16.4%	16.8%	---	43.1%	45.3%	---	17.1%	17.0%	---	14.7%	13.1%	---	8.6%	7.9%	---	55,315	52,761	---	357	470	---
(11 to 14 years)	16.1%	16.1%	16.9%	43.3%	45.8%	44.6%	17.6%	17.7%	18.1%	14.7%	12.9%	12.4%	8.3%	7.6%	8.0%	22,131	17,355	62,299	135	149	615
(15 to 20 years)	16.6%	17.2%	17.7%	43.0%	45.0%	45.6%	16.8%	16.6%	17.0%	14.7%	13.2%	12.5%	9.0%	8.1%	7.1%	33,184	35,406	90,838	222	321	878
> 20 years	16.4%	18.3%	---	45.1%	45.9%	---	16.6%	17.0%	---	12.9%	11.7%	---	8.9%	7.2%	---	102,792	87,571	---	604	710	---
Time with Current Agency																					
< 1 year	20.5%	21.2%	21.2%	40.8%	44.5%	46.7%	20.8%	20.0%	15.7%	12.2%	7.9%	11.7%	5.7%	6.4%	4.7%	5,461	4,753	4,980	33	57	45
1-3 years	16.9%	19.1%	17.2%	45.2%	44.9%	43.1%	16.9%	16.9%	17.7%	13.2%	12.2%	13.3%	7.8%	6.9%	8.7%	38,091	28,005	27,994	250	182	274
4-5 years	15.4%	16.9%	14.8%	42.5%	42.6%	44.1%	18.2%	17.2%	18.3%	14.8%	15.0%	14.2%	9.0%	8.4%	8.6%	23,066	19,961	22,366	139	163	195
6-10 years	16.0%	15.2%	16.8%	42.4%	44.8%	44.2%	16.3%	17.7%	16.8%	15.2%	14.2%	13.6%	10.0%	8.1%	8.6%	47,606	40,409	34,795	322	348	331
11-20 years	16.7%	16.9%	17.2%	42.6%	46.5%	44.4%	17.1%	16.9%	18.5%	15.1%	12.2%	12.2%	8.5%	7.6%	7.7%	57,720	53,969	64,370	353	487	622
> 20 years	16.6%	18.3%	18.1%	46.9%	46.6%	46.7%	15.7%	16.8%	16.6%	12.6%	11.4%	12.1%	8.2%	6.9%	6.5%	73,751	60,174	61,008	395	417	523

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.8%	29.2%	29.2%	54.6%	55.3%	54.2%	10.0%	10.4%	10.6%	3.7%	3.3%	4.0%	1.9%	1.8%	2.1%	261,561	211,191	220,165	1,097	1,010	1,285
Work Location																					
Headquarters	31.7%	32.5%	31.2%	53.3%	53.0%	53.7%	9.6%	10.0%	9.8%	3.6%	3.0%	3.6%	1.8%	1.5%	1.7%	102,604	82,494	85,953	425	426	533
Field	29.1%	27.6%	28.3%	55.1%	56.4%	54.4%	10.1%	10.6%	10.9%	3.7%	3.4%	4.2%	2.0%	2.0%	2.2%	143,157	125,424	130,224	569	567	734
Supervisor Status																					
Non-Supervisor	27.2%	25.9%	26.1%	56.1%	56.8%	55.4%	10.6%	11.6%	11.8%	4.0%	3.7%	4.4%	2.1%	2.1%	2.4%	143,524	115,524	117,273	767	745	924
Team Leader	31.1%	30.7%	31.7%	53.4%	55.0%	53.4%	10.2%	9.4%	9.0%	3.5%	3.1%	3.8%	1.8%	1.8%	2.1%	34,511	28,744	31,627	100	112	151
Supervisor	34.8%	35.3%	33.1%	53.1%	52.9%	54.5%	7.9%	8.3%	8.4%	2.7%	2.4%	2.7%	1.5%	1.1%	1.3%	43,669	37,607	39,728	105	96	134
Manager	45.1%	43.5%	42.7%	46.4%	48.2%	47.1%	5.8%	5.4%	7.1%	1.7%	2.0%	2.3%	1.0%	0.8%	0.9%	22,445	21,151	22,418	35	37	48
Executive	57.3%	53.3%	56.8%	34.6%	38.3%	33.7%	5.2%	6.2%	3.8%	2.2%	1.5%	4.4%	0.8%	0.8%	1.4%	4,781	4,878	5,122	9	3	13
Sex																					
Male	29.5%	27.8%	27.8%	53.6%	54.7%	53.9%	10.5%	11.5%	11.5%	4.1%	3.8%	4.3%	2.3%	2.1%	2.4%	130,709	108,168	117,136	582	525	683
Female	30.7%	31.1%	31.0%	56.0%	56.0%	54.6%	9.0%	8.9%	9.3%	3.0%	2.6%	3.5%	1.4%	1.4%	1.6%	117,572	99,785	99,147	428	468	587
Hispanic or Latino																					
Yes	35.8%	31.7%	32.3%	49.1%	53.5%	52.3%	10.0%	10.0%	10.2%	2.7%	2.9%	3.5%	2.5%	1.8%	1.8%	16,656	14,180	13,530	89	90	101
No	29.4%	29.0%	28.9%	55.2%	55.5%	54.4%	9.8%	10.4%	10.6%	3.7%	3.3%	4.0%	1.8%	1.8%	2.1%	229,525	193,713	202,638	906	902	1,167
Race																					
American Indian/ Alaska Native	33.0%	28.4%	29.9%	49.7%	54.3%	54.6%	12.2%	10.5%	10.6%	2.8%	3.5%	3.3%	2.2%	3.3%	1.5%	7,863	8,069	6,103	43	61	51
Asian	34.0%	30.7%	30.3%	55.5%	58.1%	55.8%	7.7%	8.4%	10.2%	2.0%	1.9%	2.3%	0.8%	0.9%	1.3%	11,050	8,379	8,581	36	35	30
Black or African American	34.0%	31.3%	31.8%	53.2%	56.0%	54.3%	8.7%	9.2%	9.4%	2.7%	2.0%	3.2%	1.3%	1.4%	1.2%	39,695	32,535	32,611	185	187	258
Native Hawaiian/ Pacific Islander	39.1%	36.8%	36.3%	49.6%	41.4%	47.6%	7.7%	18.6%	11.4%	1.9%	1.9%	2.4%	1.8%	1.3%	2.3%	1,531	1,464	1,482	5	8	6
White	28.7%	28.3%	28.5%	55.2%	55.9%	54.4%	10.2%	10.4%	10.7%	4.0%	3.6%	4.2%	1.9%	1.8%	2.3%	173,526	145,641	155,916	639	611	814
Two or more races (Not Hispanic/Latino)	27.1%	30.1%	27.6%	56.3%	47.4%	50.9%	9.9%	14.9%	10.9%	3.8%	5.1%	5.8%	3.0%	2.4%	4.7%	6,454	6,130	6,127	40	46	66

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.8%	29.2%	29.2%	54.6%	55.3%	54.2%	10.0%	10.4%	10.6%	3.7%	3.3%	4.0%	1.9%	1.8%	2.1%	261,561	211,191	220,165	1,097	1,010	1,285
Leaving																					
No	32.6%	32.2%	32.1%	55.4%	55.9%	54.7%	8.5%	8.7%	9.0%	2.5%	2.3%	2.9%	1.0%	0.9%	1.2%	177,604	142,957	149,911	479	427	604
Yes, to retire	27.1%	29.8%	26.7%	54.4%	51.7%	52.6%	12.4%	12.4%	12.8%	3.6%	3.2%	4.8%	2.4%	2.9%	3.2%	15,344	13,392	14,305	82	102	108
Yes, to other job in Govt	24.3%	20.9%	22.1%	52.1%	55.7%	55.0%	12.6%	14.1%	13.2%	6.8%	5.4%	5.9%	4.3%	3.9%	3.9%	41,874	37,110	35,270	315	309	337
Yes, to other job outside Govt	18.2%	18.9%	22.1%	48.4%	51.8%	47.4%	16.8%	15.1%	16.4%	8.2%	9.4%	8.7%	8.4%	4.8%	5.4%	5,171	6,338	7,775	45	57	83
Yes, other	19.2%	20.3%	17.7%	53.3%	51.2%	50.6%	15.6%	17.1%	18.0%	7.4%	6.5%	9.0%	4.5%	4.9%	4.7%	8,052	8,145	8,954	84	97	134
Retiring																					
Within 1 year	27.1%	29.5%	27.8%	53.1%	50.9%	51.2%	13.9%	12.8%	12.5%	3.5%	3.4%	4.8%	2.4%	3.4%	3.6%	8,790	8,264	9,071	42	69	72
Between 1 and 3 years	27.7%	28.0%	28.2%	56.5%	55.5%	53.2%	10.0%	11.1%	12.1%	3.6%	3.5%	4.4%	2.2%	2.0%	2.1%	27,525	24,286	25,055	128	136	169
Between 3 and 5 years	31.1%	28.0%	28.5%	53.8%	54.5%	54.2%	9.0%	11.6%	11.3%	4.2%	3.7%	4.1%	1.8%	2.1%	1.9%	29,503	26,283	27,908	136	121	174
5 or more years	30.3%	29.5%	29.5%	54.5%	55.6%	54.5%	9.8%	10.0%	10.1%	3.6%	3.2%	3.8%	1.9%	1.7%	2.0%	179,449	149,115	154,161	683	665	851
Age Group																					
25 and under	29.9%	31.6%	26.9%	54.0%	52.3%	56.2%	11.2%	12.2%	11.0%	3.7%	2.4%	3.8%	1.4%	1.6%	2.1%	3,203	2,281	2,455	7	17	22
26-29	28.2%	26.4%	26.6%	55.6%	57.7%	55.5%	9.4%	10.9%	11.6%	4.6%	3.4%	4.0%	2.2%	1.6%	2.4%	8,764	6,532	6,286	42	28	31
30-39	28.1%	27.0%	27.2%	57.0%	56.6%	55.9%	9.2%	10.7%	10.9%	3.8%	3.7%	3.9%	1.9%	1.9%	2.1%	35,468	29,262	31,207	143	121	161
40-49	30.1%	29.3%	28.9%	53.6%	55.8%	54.5%	10.3%	9.6%	10.3%	3.9%	3.2%	4.1%	2.0%	2.1%	2.2%	73,665	63,848	69,752	260	268	380
50-59	30.7%	28.8%	30.1%	54.4%	55.5%	53.5%	9.8%	10.7%	10.5%	3.3%	3.3%	3.8%	1.8%	1.7%	2.1%	93,270	81,595	86,522	383	420	526
60+	31.4%	34.4%	31.6%	54.3%	50.6%	52.0%	9.6%	10.4%	10.6%	3.1%	3.1%	4.3%	1.5%	1.4%	1.5%	32,008	24,422	20,046	155	138	148

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	29.8%	29.2%	29.2%	54.6%	55.3%	54.2%	10.0%	10.4%	10.6%	3.7%	3.3%	4.0%	1.9%	1.8%	2.1%	261,561	211,191	220,165	1,097	1,010	1,285
Pay Category																					
Federal Wage System	26.9%	23.7%	25.0%	55.3%	58.3%	56.0%	12.0%	13.5%	13.6%	3.7%	2.8%	3.3%	2.2%	1.7%	2.1%	9,153	8,596	9,394	46	60	85
GS 1-6 or equivalent	26.9%	27.9%	30.0%	57.6%	54.6%	55.1%	10.8%	13.7%	10.4%	3.5%	2.1%	2.7%	1.1%	1.7%	1.8%	11,355	10,234	10,723	93	106	105
GS 7-12 or equivalent	29.1%	28.0%	27.7%	55.6%	57.1%	55.5%	10.0%	10.2%	10.7%	3.5%	3.1%	4.1%	1.8%	1.6%	1.9%	98,762	85,740	91,216	450	474	587
GS 13-15 or equivalent	34.3%	33.1%	32.4%	51.0%	53.0%	52.2%	9.0%	8.4%	9.4%	3.7%	3.7%	3.8%	1.9%	1.8%	2.1%	106,572	82,960	91,194	340	270	425
Senior Executive Service	60.4%	62.2%	61.3%	32.7%	33.3%	32.7%	3.2%	3.1%	3.5%	2.6%	0.8%	1.4%	1.2%	0.6%	1.1%	3,823	3,928	4,202	3	2	4
SL/ST	37.7%	35.1%	38.1%	41.9%	51.5%	44.0%	18.5%	2.5%	6.2%	1.2%	9.6%	10.6%	0.6%	1.3%	1.0%	1,019	778	685	3	2	3
Other	27.0%	28.1%	29.3%	56.2%	52.7%	51.8%	9.8%	11.6%	11.5%	3.9%	4.6%	4.7%	3.0%	3.0%	2.6%	16,890	15,687	8,134	71	77	53
Time in Federal Government																					
< 1 year	34.0%	31.2%	32.3%	50.4%	54.6%	57.9%	12.2%	9.2%	6.8%	2.8%	2.3%	2.4%	0.7%	2.7%	0.5%	3,134	2,234	2,601	15	19	13
1-3 years	29.3%	29.2%	29.9%	56.3%	57.6%	54.1%	8.4%	9.2%	10.2%	3.9%	2.6%	3.8%	2.0%	1.4%	2.0%	26,284	17,854	17,463	90	74	83
4-5 years	29.6%	28.3%	28.0%	54.7%	54.2%	54.9%	9.8%	11.9%	11.4%	4.2%	4.1%	3.8%	1.8%	1.5%	2.0%	17,713	14,552	16,150	66	47	80
6-10 years	30.1%	28.6%	28.4%	54.6%	56.2%	54.7%	9.8%	9.9%	10.3%	3.5%	3.4%	4.5%	1.9%	1.9%	2.1%	40,054	32,510	26,351	160	147	159
11-20 years	30.5%	28.0%	---	52.6%	55.4%	---	11.3%	11.1%	---	3.5%	3.6%	---	2.1%	1.9%	---	55,619	52,980	---	229	252	---
(11 to 14 years)	31.2%	27.6%	28.7%	52.0%	54.3%	54.2%	11.2%	12.5%	11.0%	3.4%	3.9%	3.9%	2.2%	1.7%	2.2%	22,242	17,421	62,530	95	83	390
(15 to 20 years)	30.1%	28.2%	29.8%	53.0%	56.0%	53.7%	11.4%	10.4%	10.4%	3.6%	3.5%	4.0%	2.0%	2.0%	2.1%	33,377	35,559	91,173	134	169	545
> 20 years	29.6%	30.4%	---	55.3%	54.4%	---	9.8%	10.2%	---	3.5%	3.1%	---	1.7%	1.9%	---	103,380	87,830	---	441	453	---
Time with Current Agency																					
< 1 year	33.1%	33.2%	31.2%	50.4%	52.3%	56.6%	12.4%	10.3%	8.0%	3.1%	1.9%	2.9%	1.0%	2.4%	1.3%	5,486	4,770	4,993	24	40	32
1-3 years	29.7%	29.5%	29.7%	55.8%	56.5%	53.2%	8.7%	9.7%	10.5%	3.9%	2.7%	4.3%	1.9%	1.6%	2.3%	38,277	28,058	28,100	149	129	167
4-5 years	30.2%	28.0%	26.6%	53.8%	54.9%	55.9%	9.9%	10.9%	11.3%	4.1%	4.0%	4.1%	2.1%	2.0%	2.1%	23,185	20,035	22,434	85	90	129
6-10 years	28.9%	27.6%	28.9%	55.5%	56.5%	54.2%	10.0%	10.7%	10.3%	3.6%	3.5%	4.3%	2.0%	1.7%	2.2%	47,864	40,572	34,912	207	185	217
11-20 years	30.5%	28.3%	28.9%	53.5%	55.3%	54.0%	10.4%	11.0%	11.2%	3.5%	3.6%	4.0%	2.1%	1.9%	2.0%	58,060	54,196	64,616	237	260	384
> 20 years	30.1%	31.1%	30.3%	54.7%	54.2%	54.0%	10.1%	9.8%	10.0%	3.5%	3.1%	3.6%	1.6%	1.8%	2.1%	74,135	60,307	61,195	300	288	338

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	50.7%	48.2%	47.3%	41.4%	42.8%	43.2%	5.7%	6.4%	7.0%	1.3%	1.6%	1.6%	0.8%	1.0%	0.9%	260,289	211,572	220,694	788	632	736
Work Location																					
Headquarters	49.5%	47.4%	46.3%	41.6%	43.0%	43.2%	6.4%	6.9%	7.6%	1.6%	1.7%	1.8%	0.9%	1.0%	1.1%	102,105	82,631	86,145	326	293	335
Field	51.4%	48.7%	47.7%	41.2%	42.7%	43.2%	5.5%	6.1%	6.8%	1.3%	1.5%	1.5%	0.7%	1.0%	0.8%	142,472	125,669	130,555	391	323	387
Supervisor Status																					
Non-Supervisor	47.5%	45.4%	44.5%	43.6%	44.3%	44.7%	6.4%	7.2%	7.9%	1.6%	1.9%	1.8%	0.9%	1.2%	1.1%	142,899	115,802	117,633	561	471	553
Team Leader	52.7%	49.9%	49.3%	40.6%	42.4%	42.3%	5.0%	5.7%	6.1%	1.0%	1.1%	1.4%	0.6%	0.9%	0.8%	34,309	28,782	31,695	82	74	80
Supervisor	57.9%	53.2%	51.8%	36.3%	40.7%	41.5%	4.5%	4.8%	5.2%	0.8%	0.9%	1.0%	0.5%	0.5%	0.4%	43,448	37,658	39,805	58	46	52
Manager	63.3%	60.2%	59.4%	33.1%	35.4%	35.6%	2.7%	3.4%	3.9%	0.5%	0.6%	0.7%	0.4%	0.5%	0.4%	22,312	21,167	22,441	19	21	25
Executive	72.4%	67.8%	66.6%	22.9%	25.7%	27.1%	3.8%	2.5%	5.1%	0.5%	0.7%	0.5%	0.3%	3.3%	0.7%	4,763	4,878	5,120	8	4	13
Sex																					
Male	50.4%	47.4%	47.0%	41.1%	43.2%	43.0%	6.0%	6.7%	7.3%	1.6%	1.6%	1.8%	0.8%	1.1%	1.0%	129,994	108,368	117,452	413	326	359
Female	51.1%	49.3%	47.8%	41.9%	42.3%	43.5%	5.3%	6.0%	6.6%	1.0%	1.5%	1.4%	0.7%	0.9%	0.8%	117,087	99,966	99,357	304	289	366
Hispanic or Latino																					
Yes	60.1%	54.4%	54.2%	33.5%	37.7%	38.1%	4.5%	5.7%	5.4%	0.8%	1.2%	1.4%	1.2%	1.0%	0.9%	16,594	14,213	13,563	36	57	67
No	49.7%	47.6%	46.7%	42.4%	43.3%	43.7%	5.8%	6.4%	7.2%	1.4%	1.6%	1.6%	0.7%	1.0%	0.9%	228,407	194,060	203,133	666	558	656
Race																					
American Indian/ Alaska Native	58.3%	52.4%	52.2%	35.0%	39.4%	39.2%	4.8%	5.9%	7.1%	1.3%	0.8%	0.9%	0.6%	1.4%	0.7%	7,821	8,102	6,131	14	27	21
Asian	49.5%	48.8%	47.9%	44.6%	43.6%	44.3%	4.6%	5.8%	6.4%	1.0%	0.9%	1.0%	0.3%	0.8%	0.5%	10,984	8,399	8,589	31	15	19
Black or African American	54.4%	54.7%	51.7%	40.0%	39.7%	41.5%	4.2%	4.1%	5.4%	0.7%	0.9%	0.9%	0.6%	0.6%	0.5%	39,478	32,622	32,727	118	99	145
Native Hawaiian/ Pacific Islander	58.9%	49.8%	56.0%	36.9%	37.2%	35.7%	3.0%	7.7%	6.2%	0.9%	0.6%	2.0%	0.2%	4.7%	0.1%	1,515	1,469	1,485	4	3	3
White	49.7%	46.4%	46.0%	41.9%	44.0%	43.9%	6.1%	6.7%	7.4%	1.5%	1.9%	1.8%	0.8%	1.0%	1.0%	172,708	145,850	156,248	489	408	469
Two or more races (Not Hispanic/Latino)	45.8%	51.2%	47.0%	44.4%	37.8%	40.6%	7.2%	8.7%	9.8%	1.6%	1.1%	1.7%	1.0%	1.2%	0.9%	6,437	6,140	6,159	25	36	35

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	50.7%	48.2%	47.3%	41.4%	42.8%	43.2%	5.7%	6.4%	7.0%	1.3%	1.6%	1.6%	0.8%	1.0%	0.9%	260,289	211,572	220,694	788	632	736
Leaving																					
No	53.9%	52.0%	50.8%	40.6%	41.9%	42.2%	4.3%	4.7%	5.6%	0.9%	1.0%	0.9%	0.3%	0.6%	0.4%	176,781	143,150	150,210	291	240	291
Yes, to retire	46.3%	47.2%	42.9%	42.9%	41.4%	43.8%	7.7%	8.2%	9.0%	1.8%	1.9%	2.9%	1.3%	1.3%	1.5%	15,210	13,435	14,355	54	58	57
Yes, to other job in Govt	42.9%	38.6%	39.6%	43.9%	46.2%	46.1%	9.0%	10.2%	9.6%	2.5%	2.8%	2.8%	1.7%	2.2%	1.8%	41,704	37,202	35,373	242	218	230
Yes, to other job outside Govt	41.2%	34.7%	35.5%	38.5%	44.9%	45.4%	11.3%	12.2%	12.0%	5.0%	5.4%	3.4%	4.0%	2.7%	3.7%	5,149	6,362	7,800	39	33	57
Yes, other	41.7%	38.4%	36.2%	42.6%	44.0%	44.6%	10.4%	11.6%	12.8%	2.8%	3.5%	4.1%	2.5%	2.5%	2.3%	7,996	8,177	8,999	90	65	88
Retiring																					
Within 1 year	48.3%	47.1%	42.2%	39.6%	40.6%	43.5%	9.2%	9.1%	9.4%	1.5%	1.9%	3.2%	1.4%	1.3%	1.8%	8,720	8,281	9,101	29	52	42
Between 1 and 3 years	45.7%	45.9%	45.5%	46.4%	44.6%	42.7%	5.8%	6.9%	8.5%	1.2%	1.7%	2.2%	1.0%	0.9%	1.0%	27,364	24,342	25,127	81	82	96
Between 3 and 5 years	50.8%	48.1%	47.0%	41.2%	43.0%	43.9%	5.8%	6.3%	7.0%	1.7%	1.4%	1.5%	0.6%	1.3%	0.7%	29,350	26,332	27,983	84	73	95
5 or more years	51.4%	48.7%	47.9%	41.0%	42.6%	43.1%	5.6%	6.2%	6.7%	1.3%	1.6%	1.4%	0.7%	1.0%	0.9%	178,655	149,374	154,509	502	407	491
Age Group																					
25 and under	50.9%	48.4%	41.6%	37.2%	39.1%	46.1%	9.6%	9.4%	9.8%	1.8%	2.2%	1.5%	0.5%	1.0%	1.1%	3,196	2,281	2,463	13	17	14
26-29	51.0%	44.6%	43.7%	39.0%	44.8%	43.3%	6.6%	7.4%	9.9%	2.3%	2.3%	1.5%	1.1%	0.8%	1.6%	8,772	6,539	6,284	22	21	33
30-39	48.5%	46.9%	45.4%	43.5%	43.0%	44.7%	6.1%	6.9%	7.4%	1.2%	1.9%	1.7%	0.6%	1.4%	0.9%	35,390	29,302	31,261	104	81	103
40-49	51.2%	48.5%	47.7%	41.4%	43.1%	43.3%	5.5%	6.1%	6.6%	1.2%	1.2%	1.5%	0.8%	1.1%	0.9%	73,305	63,956	69,919	218	164	208
50-59	51.7%	47.6%	48.2%	40.7%	43.4%	42.5%	5.4%	6.3%	6.7%	1.5%	1.8%	1.7%	0.7%	0.9%	0.9%	92,762	81,772	86,764	261	244	279
60+	50.0%	53.4%	48.7%	42.8%	39.4%	42.1%	5.5%	5.4%	7.0%	1.0%	0.9%	1.6%	0.8%	0.8%	0.6%	31,760	24,474	20,105	87	87	87

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know			
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	
All Responses	50.7%	48.2%	47.3%	41.4%	42.8%	43.2%	5.7%	6.4%	7.0%	1.3%	1.6%	1.6%	0.8%	1.0%	0.9%	260,289	211,572	220,694	788	632	736	
Pay Category																						
Federal Wage System	50.9%	48.4%	48.6%	41.7%	43.5%	44.3%	5.6%	5.5%	5.9%	1.4%	1.2%	0.8%	0.4%	1.4%	0.4%	9,109	8,627	9,446	26	30	32	
GS 1-6 or equivalent	49.2%	48.2%	47.7%	43.6%	44.2%	43.9%	5.6%	4.6%	6.4%	1.1%	1.7%	1.5%	0.5%	1.3%	0.6%	11,323	10,294	10,767	44	46	55	
GS 7-12 or equivalent	50.0%	48.2%	46.6%	42.2%	42.8%	43.9%	5.8%	6.8%	7.0%	1.3%	1.5%	1.5%	0.7%	0.8%	1.0%	98,333	85,924	91,439	303	287	356	
GS 13-15 or equivalent	51.0%	47.3%	46.0%	40.3%	42.9%	43.2%	6.2%	6.6%	7.7%	1.7%	1.9%	2.1%	0.9%	1.3%	1.0%	105,985	83,025	91,372	297	207	247	
Senior Executive Service	74.2%	72.3%	69.0%	22.0%	24.3%	27.3%	2.7%	2.3%	2.5%	0.5%	0.7%	0.7%	0.6%	0.4%	0.6%	3,803	3,928	4,198	5	3	6	
SL/ST	70.3%	61.7%	51.7%	26.4%	26.6%	40.8%	2.7%	10.1%	6.6%	0.4%	0.5%	0.1%	0.2%	1.1%	0.8%	1,010	780	686	2	0	2	
Other	52.3%	48.5%	50.2%	41.0%	42.9%	39.4%	4.6%	6.1%	7.9%	1.0%	1.3%	1.8%	1.2%	1.1%	0.6%	16,815	15,725	8,161	37	42	26	
Time in Federal Government																						
< 1 year	55.8%	51.4%	53.4%	36.1%	39.8%	38.5%	5.8%	7.0%	6.2%	1.8%	1.5%	1.1%	0.5%	0.3%	0.7%	3,124	2,243	2,601	13	10	13	
1-3 years	52.6%	50.3%	49.8%	40.1%	41.2%	40.6%	5.2%	6.0%	7.1%	1.3%	1.3%	1.4%	0.9%	1.2%	1.1%	26,199	17,877	17,497	73	51	46	
4-5 years	51.3%	47.6%	48.0%	41.4%	43.0%	43.0%	5.7%	6.4%	6.7%	1.1%	2.0%	1.6%	0.6%	0.9%	0.7%	17,664	14,566	16,183	46	32	44	
6-10 years	51.6%	49.5%	48.5%	41.1%	42.3%	42.4%	5.5%	5.9%	6.5%	1.1%	1.5%	1.4%	0.7%	0.8%	1.1%	39,896	32,562	26,416	106	97	92	
11-20 years	50.1%	46.6%	---	42.2%	43.9%	---	5.5%	6.8%	---	1.5%	1.7%	---	0.8%	1.1%	---	55,314	53,065	---	181	171	---	
(11 to 14 years)	50.8%	47.0%	46.3%	41.7%	43.3%	44.0%	5.4%	6.7%	7.2%	1.3%	1.6%	1.7%	0.8%	1.4%	0.7%	22,138	17,449	62,677	61	55	234	
(15 to 20 years)	49.5%	46.3%	46.4%	42.5%	44.2%	43.9%	5.6%	6.8%	7.1%	1.7%	1.7%	1.6%	0.7%	0.9%	0.9%	33,176	35,616	91,421	120	116	295	
> 20 years	49.2%	48.1%	---	42.4%	42.9%	---	6.2%	6.4%	---	1.4%	1.5%	---	0.8%	1.1%	---	102,796	88,030	---	295	253	---	
Time with Current Agency																						
< 1 year	52.2%	51.2%	50.5%	38.1%	39.7%	41.4%	7.4%	6.9%	6.1%	1.8%	1.4%	1.3%	0.6%	0.8%	0.7%	5,465	4,790	4,999	18	20	25	
1-3 years	52.0%	50.0%	48.7%	40.5%	41.3%	41.3%	5.3%	6.2%	7.2%	1.3%	1.4%	1.6%	0.9%	1.1%	1.2%	38,150	28,109	28,177	114	77	89	
4-5 years	50.8%	47.2%	46.1%	41.8%	43.3%	44.4%	5.7%	6.4%	6.7%	1.1%	2.1%	1.9%	0.7%	1.0%	0.9%	23,097	20,061	22,481	58	63	82	
6-10 years	50.9%	48.5%	47.7%	41.4%	42.8%	42.8%	5.6%	6.2%	7.2%	1.4%	1.4%	1.4%	0.7%	1.1%	0.9%	47,651	40,638	35,016	147	121	113	
11-20 years	49.5%	46.8%	46.9%	42.5%	43.5%	43.6%	5.6%	6.8%	7.1%	1.6%	1.7%	1.6%	0.8%	1.2%	0.8%	57,726	54,305	64,746	175	155	242	
> 20 years	49.8%	48.3%	46.9%	42.1%	43.3%	43.8%	6.1%	6.1%	6.9%	1.2%	1.5%	1.5%	0.7%	0.8%	0.8%	73,723	60,415	61,355	199	178	174	

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.2%	21.6%	21.5%	44.8%	45.9%	45.7%	14.5%	14.6%	15.0%	12.0%	11.4%	11.1%	6.4%	6.5%	6.7%	261,756	211,171	220,175	1,032	1,030	1,264
Work Location																					
Headquarters	22.7%	22.9%	23.3%	45.6%	46.1%	45.5%	13.9%	13.7%	14.9%	11.8%	11.4%	10.7%	6.0%	5.9%	5.7%	102,659	82,527	85,975	387	398	507
Field	21.8%	20.9%	20.6%	44.9%	45.8%	45.8%	14.9%	15.1%	15.1%	11.7%	11.4%	11.3%	6.6%	6.8%	7.2%	143,269	125,373	130,217	537	618	736
Supervisor Status																					
Non-Supervisor	21.0%	20.4%	20.6%	45.2%	45.3%	44.7%	14.8%	15.5%	15.8%	12.3%	12.0%	11.5%	6.8%	6.8%	7.4%	143,663	115,539	117,334	702	735	860
Team Leader	21.8%	21.2%	20.6%	43.9%	46.6%	47.2%	16.0%	13.3%	14.9%	11.4%	11.7%	11.0%	6.8%	7.3%	6.3%	34,528	28,748	31,614	112	107	161
Supervisor	24.6%	23.7%	21.9%	45.7%	47.5%	48.5%	13.4%	14.0%	13.7%	11.5%	9.9%	10.8%	4.8%	4.9%	5.1%	43,677	37,587	39,714	94	116	143
Manager	30.2%	27.9%	28.4%	45.9%	49.1%	47.4%	11.0%	11.3%	11.7%	8.7%	7.6%	9.0%	4.1%	4.1%	3.6%	22,453	21,145	22,401	26	43	61
Executive	37.4%	36.0%	38.1%	40.5%	40.8%	37.5%	10.2%	12.1%	9.4%	7.8%	5.5%	10.1%	4.1%	5.6%	4.9%	4,793	4,868	5,118	7	13	17
Sex																					
Male	23.2%	21.9%	21.5%	45.9%	46.9%	47.0%	15.2%	15.1%	15.4%	10.3%	10.0%	10.0%	5.4%	6.1%	6.2%	130,879	108,246	117,280	459	444	535
Female	21.1%	21.1%	21.3%	43.8%	44.7%	43.9%	13.8%	14.1%	14.7%	13.7%	13.2%	12.7%	7.6%	6.9%	7.4%	117,575	99,683	99,020	486	573	708
Hispanic or Latino																					
Yes	29.2%	24.6%	23.6%	40.4%	43.5%	44.4%	12.6%	14.6%	13.5%	10.1%	10.1%	10.8%	7.7%	7.3%	7.7%	16,690	14,173	13,534	67	98	97
No	21.6%	21.3%	21.2%	45.5%	46.2%	45.8%	14.8%	14.7%	15.2%	11.9%	11.5%	11.2%	6.2%	6.4%	6.6%	229,657	193,698	202,649	866	918	1,146
Race																					
American Indian/ Alaska Native	30.1%	23.0%	20.6%	39.1%	43.1%	43.8%	14.2%	15.0%	18.2%	10.7%	10.3%	11.4%	5.9%	8.7%	6.0%	7,862	8,077	6,110	39	53	41
Asian	21.4%	23.8%	23.2%	51.2%	50.1%	48.2%	15.1%	13.7%	15.8%	8.2%	7.9%	8.1%	4.1%	4.5%	4.6%	11,071	8,381	8,582	23	34	28
Black or African American	25.6%	25.8%	24.6%	45.6%	46.6%	46.6%	13.4%	13.4%	15.1%	10.3%	8.7%	8.6%	5.1%	5.5%	5.2%	39,716	32,508	32,618	175	211	247
Native Hawaiian/ Pacific Islander	22.8%	22.5%	24.0%	45.5%	41.8%	46.6%	10.5%	19.9%	14.7%	8.9%	7.4%	8.3%	12.3%	8.4%	6.5%	1,530	1,466	1,481	6	6	6
White	21.4%	20.4%	20.6%	44.9%	46.0%	45.6%	14.8%	14.6%	14.9%	12.3%	12.4%	11.9%	6.6%	6.6%	7.0%	173,627	145,634	155,914	617	621	813
Two or more races (Not Hispanic/Latino)	18.1%	20.3%	21.8%	41.0%	45.5%	37.9%	16.8%	17.4%	17.0%	15.8%	9.1%	13.6%	8.4%	7.7%	9.6%	6,467	6,124	6,127	30	52	67

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.2%	21.6%	21.5%	44.8%	45.9%	45.7%	14.5%	14.6%	15.0%	12.0%	11.4%	11.1%	6.4%	6.5%	6.7%	261,756	211,171	220,175	1,032	1,030	1,264
Leaving																					
No	24.1%	23.6%	23.8%	45.9%	47.1%	46.7%	14.4%	14.1%	14.5%	10.8%	10.3%	10.0%	4.8%	5.0%	5.0%	177,634	142,881	149,900	520	507	610
Yes, to retire	19.4%	20.6%	19.9%	49.4%	45.7%	47.5%	13.3%	13.9%	14.8%	11.3%	13.7%	10.4%	6.6%	6.2%	7.4%	15,364	13,423	14,303	70	71	108
Yes, to other job in Govt	18.3%	17.3%	16.3%	42.2%	44.8%	43.4%	14.8%	16.0%	16.6%	14.3%	12.7%	13.2%	10.4%	9.3%	10.5%	41,959	37,130	35,287	242	290	319
Yes, to other job outside Govt	14.9%	15.2%	11.7%	36.0%	38.2%	40.5%	17.4%	15.7%	14.4%	16.2%	16.9%	17.2%	15.5%	14.0%	16.2%	5,193	6,348	7,772	31	47	86
Yes, other	12.4%	11.4%	12.1%	39.4%	38.1%	39.1%	18.2%	19.3%	19.4%	17.6%	16.8%	17.3%	12.5%	14.5%	12.1%	8,064	8,140	8,966	79	101	120
Retiring																					
Within 1 year	21.3%	20.3%	20.9%	44.5%	44.2%	44.6%	13.3%	15.8%	14.0%	12.7%	12.3%	11.1%	8.2%	7.4%	9.4%	8,798	8,280	9,067	41	54	74
Between 1 and 3 years	18.2%	20.0%	19.1%	48.7%	44.9%	47.5%	14.8%	15.4%	16.5%	12.2%	13.5%	11.2%	6.1%	6.3%	5.7%	27,558	24,287	25,049	118	134	172
Between 3 and 5 years	21.4%	20.5%	20.5%	45.2%	46.6%	45.8%	15.4%	15.1%	15.9%	10.7%	12.1%	11.9%	7.3%	5.7%	5.9%	29,533	26,267	27,891	118	136	187
5 or more years	22.9%	22.0%	21.9%	44.6%	46.1%	45.5%	14.4%	14.4%	14.8%	12.0%	10.9%	11.0%	6.2%	6.6%	6.8%	179,558	149,090	154,201	642	692	811
Age Group																					
25 and under	20.9%	24.1%	22.2%	45.2%	40.9%	47.4%	20.5%	14.5%	13.8%	8.7%	12.9%	10.0%	4.7%	7.5%	6.7%	3,192	2,277	2,458	21	21	19
26-29	24.1%	21.3%	21.8%	41.5%	44.9%	41.6%	15.6%	14.7%	16.8%	12.7%	12.2%	11.6%	6.1%	6.9%	8.2%	8,788	6,542	6,278	32	18	39
30-39	22.4%	22.5%	22.2%	45.7%	44.6%	45.9%	14.1%	15.0%	14.1%	11.5%	10.3%	10.9%	6.4%	7.5%	6.9%	35,485	29,243	31,252	138	140	114
40-49	22.5%	21.5%	20.3%	45.2%	47.3%	46.5%	14.7%	13.8%	14.8%	11.3%	11.0%	11.1%	6.4%	6.4%	7.3%	73,691	63,833	69,754	233	284	376
50-59	22.6%	20.8%	21.3%	44.9%	46.2%	45.8%	13.9%	14.9%	15.4%	12.1%	11.6%	11.5%	6.6%	6.4%	6.0%	93,329	81,607	86,500	372	411	545
60+	20.6%	22.2%	23.9%	46.4%	44.4%	43.7%	16.0%	15.9%	15.5%	11.8%	12.9%	10.2%	5.2%	4.6%	6.6%	32,044	24,417	20,041	144	141	149

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.2%	21.6%	21.5%	44.8%	45.9%	45.7%	14.5%	14.6%	15.0%	12.0%	11.4%	11.1%	6.4%	6.5%	6.7%	261,756	211,171	220,175	1,032	1,030	1,264
Pay Category																					
Federal Wage System	19.0%	20.1%	17.4%	48.8%	45.7%	44.4%	18.4%	19.0%	19.0%	8.4%	8.5%	12.3%	5.3%	6.7%	6.9%	9,172	8,603	9,434	32	53	42
GS 1-6 or equivalent	18.8%	24.0%	23.6%	47.3%	45.4%	43.2%	14.4%	14.1%	16.8%	12.7%	10.5%	10.3%	6.8%	6.0%	6.1%	11,372	10,247	10,707	93	93	117
GS 7-12 or equivalent	22.5%	20.4%	20.8%	45.0%	46.0%	46.2%	14.6%	15.3%	14.7%	11.8%	11.7%	11.2%	6.1%	6.6%	7.0%	98,841	85,715	91,181	443	498	618
GS 13-15 or equivalent	25.2%	24.1%	23.7%	44.8%	47.3%	47.1%	13.3%	12.8%	13.5%	10.9%	10.1%	10.5%	5.9%	5.7%	5.1%	106,627	82,939	91,230	302	294	390
Senior Executive Service	39.3%	37.5%	39.3%	39.9%	42.9%	41.1%	9.0%	9.2%	9.5%	8.4%	6.7%	7.9%	3.4%	3.6%	2.3%	3,828	3,926	4,194	2	4	12
SL/ST	24.4%	30.2%	9.9%	34.5%	35.6%	60.6%	12.3%	15.2%	9.5%	20.7%	17.4%	7.4%	8.0%	1.6%	12.5%	1,019	777	684	3	3	4
Other	18.0%	18.0%	20.8%	40.8%	43.8%	43.1%	16.3%	13.9%	18.4%	15.7%	16.0%	11.3%	9.2%	8.3%	6.4%	16,882	15,694	8,131	71	72	56
Time in Federal Government																					
< 1 year	28.7%	23.4%	26.9%	48.9%	47.0%	49.0%	11.2%	11.2%	13.1%	7.5%	12.4%	7.8%	3.6%	6.0%	3.1%	3,136	2,239	2,597	11	14	17
1-3 years	22.6%	23.7%	23.6%	45.9%	42.2%	43.3%	14.8%	16.7%	13.5%	11.5%	10.9%	11.3%	5.2%	6.5%	8.3%	26,293	17,852	17,463	92	76	82
4-5 years	23.0%	21.2%	20.9%	43.9%	45.0%	43.5%	14.8%	14.9%	15.1%	11.0%	11.9%	12.1%	7.3%	6.9%	8.4%	17,716	14,530	16,142	68	69	88
6-10 years	22.2%	21.2%	21.0%	43.4%	44.7%	45.2%	15.1%	14.2%	16.1%	11.6%	12.5%	11.1%	7.7%	7.5%	6.6%	40,101	32,506	26,368	138	152	142
11-20 years	22.4%	20.1%	---	44.1%	46.6%	---	14.7%	15.0%	---	13.4%	11.6%	---	5.4%	6.7%	---	55,635	52,954	---	225	279	---
(11 to 14 years)	22.6%	20.4%	21.0%	44.2%	47.1%	46.2%	14.4%	14.8%	15.0%	13.7%	10.9%	11.0%	5.1%	6.8%	6.7%	22,255	17,409	62,549	85	96	367
(15 to 20 years)	22.3%	20.0%	21.1%	44.0%	46.4%	46.6%	15.0%	15.0%	15.2%	13.1%	12.0%	11.1%	5.6%	6.6%	6.0%	33,380	35,545	91,163	140	183	548
> 20 years	21.5%	22.0%	---	45.8%	47.4%	---	14.3%	14.1%	---	11.7%	10.7%	---	6.6%	5.8%	---	103,469	87,858	---	404	426	---
Time with Current Agency																					
< 1 year	28.8%	26.4%	27.1%	44.4%	46.9%	46.7%	13.3%	12.3%	12.5%	8.8%	9.4%	9.9%	4.7%	4.9%	3.7%	5,483	4,786	4,992	22	24	33
1-3 years	22.8%	23.6%	22.8%	45.9%	43.4%	43.7%	14.4%	16.4%	14.1%	11.7%	10.0%	11.1%	5.3%	6.6%	8.4%	38,326	28,045	28,085	124	142	179
4-5 years	22.6%	21.4%	20.5%	44.8%	45.9%	43.8%	13.8%	14.1%	15.7%	10.8%	11.7%	12.4%	8.0%	6.9%	7.6%	23,142	20,013	22,434	119	112	130
6-10 years	21.7%	20.4%	21.4%	43.8%	45.0%	45.9%	15.1%	14.2%	15.6%	11.8%	13.1%	10.7%	7.6%	7.3%	6.3%	47,922	40,557	34,946	186	199	184
11-20 years	22.6%	20.5%	20.9%	44.4%	46.7%	46.5%	14.7%	14.9%	15.1%	12.6%	11.5%	10.9%	5.7%	6.4%	6.6%	58,079	54,185	64,612	227	274	383
> 20 years	20.6%	21.6%	20.9%	46.1%	47.3%	46.6%	14.9%	14.3%	15.3%	12.2%	10.9%	11.3%	6.3%	5.8%	5.9%	74,221	60,329	61,197	259	265	333

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.6%	17.4%	17.9%	44.8%	47.2%	47.6%	14.5%	18.4%	18.2%	9.3%	9.8%	9.4%	7.8%	7.3%	6.9%	259,202	208,232	217,711	3,296	3,934	3,684
Work Location																					
Headquarters	26.0%	19.2%	20.1%	45.4%	47.6%	48.5%	13.4%	17.2%	16.8%	8.3%	9.0%	8.3%	6.9%	7.0%	6.4%	101,575	80,968	84,689	1,400	1,945	1,788
Field	22.5%	16.5%	16.9%	44.7%	46.9%	47.1%	14.8%	18.9%	18.9%	9.7%	10.3%	9.9%	8.3%	7.4%	7.1%	141,994	124,054	129,152	1,634	1,914	1,762
Supervisor Status																					
Non-Supervisor	21.9%	16.3%	16.6%	45.3%	46.0%	46.9%	15.0%	19.1%	19.0%	9.2%	10.4%	9.9%	8.6%	8.2%	7.6%	142,117	113,637	115,858	2,092	2,612	2,312
Team Leader	26.0%	18.3%	19.4%	45.4%	49.6%	49.0%	12.2%	17.3%	16.9%	10.1%	8.6%	8.4%	6.3%	6.1%	6.4%	34,299	28,450	31,379	312	403	390
Supervisor	25.9%	18.3%	19.0%	44.6%	48.6%	49.4%	13.9%	17.8%	17.1%	8.9%	9.6%	9.1%	6.7%	5.6%	5.4%	43,307	37,208	39,344	411	493	506
Manager	30.9%	21.6%	23.8%	41.1%	50.4%	47.6%	13.9%	15.4%	17.0%	8.3%	7.8%	7.7%	5.8%	4.8%	3.8%	22,285	20,941	22,220	181	244	240
Executive	37.4%	31.0%	27.1%	40.2%	41.4%	45.3%	10.5%	12.6%	14.2%	6.5%	11.2%	8.3%	5.3%	3.8%	5.1%	4,716	4,776	5,031	77	106	104
Sex																					
Male	23.1%	16.0%	16.8%	45.6%	48.0%	47.4%	14.8%	19.3%	19.7%	8.9%	9.5%	9.3%	7.5%	7.2%	6.8%	129,632	106,889	116,122	1,576	1,782	1,673
Female	24.6%	19.2%	19.3%	44.3%	46.1%	47.8%	13.5%	17.1%	16.3%	9.6%	10.3%	9.6%	8.0%	7.4%	6.9%	116,451	98,172	97,825	1,481	2,074	1,880
Hispanic or Latino																					
Yes	26.6%	19.0%	19.7%	41.7%	44.4%	45.8%	14.7%	17.6%	17.7%	7.9%	12.2%	9.5%	9.1%	6.8%	7.3%	16,531	13,990	13,393	214	278	235
No	23.4%	17.2%	17.7%	45.5%	47.4%	47.8%	14.2%	18.4%	18.3%	9.3%	9.6%	9.4%	7.5%	7.3%	6.8%	227,480	191,011	200,443	2,803	3,578	3,316
Race																					
American Indian/ Alaska Native	22.8%	15.4%	13.2%	43.4%	45.5%	47.1%	14.7%	21.2%	22.6%	9.0%	10.1%	9.0%	10.1%	7.8%	8.1%	7,773	7,981	6,036	125	148	115
Asian	22.4%	17.9%	18.3%	49.0%	49.3%	51.1%	15.4%	20.6%	19.0%	5.9%	7.7%	7.4%	7.4%	4.5%	4.2%	10,969	8,238	8,460	112	173	145
Black or African American	25.3%	19.6%	18.9%	41.6%	43.9%	44.1%	15.0%	16.6%	15.9%	8.9%	10.4%	11.5%	9.2%	9.6%	9.6%	39,318	32,103	32,298	541	614	566
Native Hawaiian/ Pacific Islander	18.5%	15.3%	25.0%	46.8%	45.6%	46.4%	14.0%	25.7%	17.4%	7.9%	6.9%	5.6%	12.8%	6.6%	5.6%	1,508	1,454	1,470	22	18	17
White	23.8%	16.9%	17.7%	46.0%	48.4%	48.6%	13.8%	18.2%	18.4%	9.4%	9.7%	9.0%	7.0%	6.7%	6.3%	172,025	143,595	154,235	2,038	2,643	2,465
Two or more races (Not Hispanic/Latino)	19.0%	15.1%	16.5%	39.7%	41.3%	40.6%	17.4%	21.4%	22.3%	12.0%	10.9%	12.0%	12.0%	11.3%	8.6%	6,398	6,037	6,045	92	139	145

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.6%	17.4%	17.9%	44.8%	47.2%	47.6%	14.5%	18.4%	18.2%	9.3%	9.8%	9.4%	7.8%	7.3%	6.9%	259,202	208,232	217,711	3,296	3,934	3,684
Leaving																					
No	26.2%	19.8%	20.4%	47.8%	50.5%	50.2%	13.1%	16.9%	16.9%	7.7%	8.0%	7.9%	5.2%	4.9%	4.6%	176,186	140,856	148,249	1,779	2,510	2,229
Yes, to retire	21.8%	16.7%	14.6%	46.2%	45.1%	47.1%	14.3%	18.5%	19.9%	10.1%	10.5%	10.9%	7.6%	9.2%	7.5%	15,238	13,355	14,287	165	132	124
Yes, to other job in Govt	18.0%	11.7%	12.7%	36.5%	39.3%	42.0%	18.1%	22.2%	20.4%	13.3%	13.9%	12.6%	14.1%	12.9%	12.3%	41,403	36,527	34,816	785	891	783
Yes, to other job outside Govt	16.0%	9.6%	10.0%	34.1%	33.8%	35.6%	18.5%	20.6%	22.8%	14.4%	21.2%	13.9%	17.0%	14.7%	17.8%	5,107	6,268	7,686	106	126	171
Yes, other	11.6%	8.0%	8.6%	33.8%	37.0%	37.1%	16.9%	25.4%	25.3%	14.0%	14.2%	15.6%	23.7%	15.4%	13.4%	7,912	8,044	8,842	217	197	243
Retiring																					
Within 1 year	23.1%	15.5%	15.5%	44.0%	46.5%	44.9%	14.0%	17.8%	20.5%	9.2%	11.1%	9.7%	9.7%	9.1%	9.3%	8,717	8,242	9,048	104	88	94
Between 1 and 3 years	20.0%	15.9%	16.8%	45.5%	46.3%	47.8%	14.3%	18.8%	18.6%	11.7%	10.6%	10.2%	8.6%	8.4%	6.7%	27,336	24,160	24,992	290	256	225
Between 3 and 5 years	21.7%	17.7%	16.1%	45.6%	45.0%	48.7%	14.6%	19.0%	17.4%	9.7%	9.8%	10.7%	8.4%	8.6%	7.1%	29,277	26,007	27,744	328	391	329
5 or more years	24.5%	17.6%	18.5%	44.9%	47.7%	47.5%	14.3%	18.2%	18.2%	8.8%	9.7%	9.1%	7.5%	6.8%	6.7%	177,777	146,642	152,081	2,281	3,121	2,901
Age Group																					
25 and under	29.1%	19.6%	19.6%	45.2%	50.4%	52.6%	15.2%	18.7%	16.7%	6.3%	6.7%	6.0%	4.1%	4.7%	5.0%	3,118	2,185	2,379	91	112	98
26-29	24.9%	18.6%	18.9%	47.9%	50.1%	52.0%	13.2%	18.1%	18.4%	8.8%	7.8%	5.9%	5.3%	5.4%	4.8%	8,674	6,326	6,081	144	233	236
30-39	24.0%	17.7%	17.6%	45.3%	48.1%	49.6%	15.2%	18.6%	17.9%	8.5%	9.0%	9.0%	7.0%	6.6%	5.9%	35,140	28,609	30,668	468	773	691
40-49	23.6%	16.8%	17.7%	45.2%	47.5%	47.6%	14.2%	17.9%	18.6%	8.8%	9.8%	9.1%	8.1%	7.9%	7.1%	72,998	62,930	68,924	881	1,179	1,195
50-59	23.6%	16.5%	17.7%	44.1%	45.9%	45.9%	13.9%	19.1%	18.3%	10.0%	11.0%	10.4%	8.3%	7.5%	7.7%	92,578	80,770	85,905	1,044	1,234	1,123
60+	23.5%	20.4%	19.4%	45.3%	47.2%	47.6%	14.1%	17.0%	17.3%	10.0%	8.5%	9.6%	7.1%	6.9%	6.1%	31,708	24,225	19,974	385	325	209

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.6%	17.4%	17.9%	44.8%	47.2%	47.6%	14.5%	18.4%	18.2%	9.3%	9.8%	9.4%	7.8%	7.3%	6.9%	259,202	208,232	217,711	3,296	3,934	3,684
Pay Category																					
Federal Wage System	20.1%	15.5%	14.9%	45.5%	46.4%	46.1%	15.7%	18.7%	19.6%	8.3%	10.0%	10.5%	10.4%	9.3%	8.9%	9,069	8,530	9,364	116	114	105
GS 1-6 or equivalent	23.6%	21.5%	18.3%	45.0%	38.8%	46.3%	12.9%	19.3%	16.7%	9.0%	11.0%	10.3%	9.5%	9.3%	8.5%	11,224	10,078	10,577	216	260	242
GS 7-12 or equivalent	23.7%	16.7%	17.6%	45.3%	47.5%	47.5%	14.7%	18.9%	18.4%	9.1%	9.9%	9.6%	7.2%	7.0%	6.8%	97,848	84,583	90,280	1,333	1,621	1,506
GS 13-15 or equivalent	27.0%	18.7%	19.7%	45.1%	50.1%	49.9%	13.1%	17.1%	17.0%	8.6%	8.8%	8.0%	6.3%	5.4%	5.3%	105,824	81,900	90,212	1,017	1,324	1,397
Senior Executive Service	39.2%	31.1%	30.0%	39.1%	45.1%	46.5%	9.5%	13.1%	13.7%	6.9%	6.3%	5.9%	5.3%	4.5%	3.9%	3,798	3,865	4,132	33	66	74
SL/ST	33.1%	17.9%	14.1%	48.6%	53.6%	48.8%	10.2%	13.9%	16.1%	3.6%	11.9%	7.4%	4.5%	2.6%	13.5%	997	759	666	23	21	22
Other	18.0%	14.0%	17.4%	42.6%	46.4%	43.9%	16.1%	18.5%	21.9%	12.2%	11.2%	9.9%	11.1%	10.0%	6.9%	16,635	15,313	7,993	304	449	194
Time in Federal Government																					
< 1 year	29.5%	17.4%	20.2%	47.2%	42.8%	50.9%	16.1%	28.9%	21.9%	5.6%	8.7%	4.6%	1.6%	2.1%	2.4%	2,908	1,897	2,249	243	356	365
1-3 years	25.7%	19.6%	19.2%	49.6%	50.0%	50.5%	13.1%	18.7%	18.6%	6.9%	7.5%	7.5%	4.7%	4.1%	4.2%	25,995	17,338	17,054	389	588	486
4-5 years	26.1%	18.1%	18.1%	43.7%	47.5%	48.4%	15.4%	17.5%	18.0%	8.2%	10.2%	8.7%	6.6%	6.6%	6.7%	17,551	14,294	15,901	238	301	326
6-10 years	22.5%	15.8%	17.5%	43.3%	46.8%	48.1%	15.0%	18.4%	17.8%	9.8%	10.4%	9.9%	9.3%	8.5%	6.7%	39,696	32,029	26,034	489	623	469
11-20 years	23.3%	17.5%	---	44.7%	45.9%	---	14.5%	18.6%	---	9.7%	10.4%	---	7.8%	7.7%	---	55,189	52,376	---	620	854	---
(11 to 14 years)	23.2%	17.0%	17.7%	45.0%	46.9%	45.7%	14.7%	18.4%	18.8%	9.3%	10.8%	10.0%	7.7%	7.0%	7.8%	22,075	17,168	62,040	244	335	863
(15 to 20 years)	23.3%	17.7%	17.7%	44.4%	45.3%	47.5%	14.4%	18.7%	17.8%	10.1%	10.2%	9.7%	7.8%	8.0%	7.3%	33,114	35,208	90,658	376	519	1,041
> 20 years	22.8%	17.2%	---	44.5%	47.4%	---	13.9%	17.9%	---	10.0%	9.8%	---	8.9%	7.7%	---	102,663	87,131	---	1,057	1,134	---
Time with Current Agency																					
< 1 year	27.2%	18.7%	18.9%	45.2%	43.6%	48.2%	19.8%	28.0%	25.1%	5.5%	6.4%	5.6%	2.3%	3.2%	2.2%	5,075	3,960	4,270	430	849	752
1-3 years	25.4%	19.7%	19.3%	48.0%	48.3%	49.0%	13.6%	18.5%	18.0%	7.4%	7.8%	7.9%	5.4%	5.8%	5.7%	37,877	27,418	27,587	557	767	671
4-5 years	24.9%	17.7%	18.0%	44.9%	46.6%	48.1%	14.3%	18.3%	17.8%	8.2%	9.9%	9.2%	7.6%	7.5%	6.9%	22,976	19,814	22,219	280	308	341
6-10 years	21.9%	15.6%	17.5%	42.5%	46.8%	47.2%	15.0%	18.7%	17.9%	10.5%	10.6%	10.0%	10.1%	8.3%	7.5%	47,533	40,144	34,665	517	609	456
11-20 years	24.2%	17.9%	17.6%	44.1%	46.0%	45.8%	14.1%	18.0%	18.7%	9.4%	10.8%	10.4%	8.1%	7.3%	7.5%	57,634	53,773	64,243	592	677	738
> 20 years	22.4%	16.6%	17.4%	45.5%	48.5%	48.5%	13.7%	17.4%	17.7%	10.2%	9.9%	9.4%	8.2%	7.6%	7.0%	73,725	59,935	60,932	659	646	591

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	28.8%	23.9%	23.8%	55.1%	58.5%	55.9%	11.3%	12.8%	14.1%	3.2%	3.4%	4.2%	1.6%	1.4%	2.0%	261,232	210,685	220,070	1,132	1,485	1,337
Work Location																					
Headquarters	30.9%	25.3%	25.6%	54.8%	59.1%	55.9%	10.0%	11.5%	12.9%	2.9%	2.9%	3.7%	1.4%	1.2%	2.0%	102,414	82,254	85,874	488	662	603
Field	28.0%	23.2%	23.0%	55.3%	58.3%	55.9%	11.7%	13.4%	14.6%	3.2%	3.6%	4.4%	1.8%	1.5%	2.1%	143,024	125,167	130,230	545	803	702
Supervisor Status																					
Non-Supervisor	25.9%	20.3%	20.8%	56.4%	59.6%	56.5%	12.5%	14.6%	15.8%	3.3%	3.8%	4.5%	1.9%	1.6%	2.4%	143,319	115,080	117,174	798	1,168	1,004
Team Leader	30.6%	25.1%	25.0%	54.5%	58.2%	55.3%	10.5%	11.8%	13.2%	3.2%	3.4%	4.6%	1.2%	1.6%	2.0%	34,465	28,715	31,639	112	136	132
Supervisor	35.0%	30.8%	28.7%	53.5%	58.0%	57.0%	8.2%	8.4%	10.2%	2.4%	2.1%	2.8%	1.1%	0.8%	1.2%	43,640	37,590	39,742	90	111	111
Manager	43.5%	39.6%	38.4%	47.7%	51.9%	50.9%	6.2%	6.0%	8.0%	1.8%	1.7%	2.0%	0.8%	0.7%	0.6%	22,409	21,148	22,423	41	39	39
Executive	51.2%	47.1%	46.7%	39.4%	43.7%	39.3%	5.9%	4.8%	7.2%	2.6%	4.1%	5.6%	0.9%	0.4%	1.3%	4,772	4,871	5,114	14	11	21
Sex																					
Male	28.0%	22.4%	22.7%	54.8%	58.8%	55.6%	11.8%	13.5%	14.6%	3.5%	3.9%	4.9%	1.9%	1.4%	2.1%	130,681	108,107	117,304	507	567	497
Female	30.3%	25.8%	25.2%	55.5%	58.2%	56.2%	10.6%	11.8%	13.4%	2.5%	2.7%	3.3%	1.2%	1.4%	1.9%	117,270	99,347	98,903	543	898	812
Hispanic or Latino																					
Yes	33.7%	26.5%	24.5%	50.7%	56.5%	53.5%	10.3%	12.1%	15.1%	2.4%	3.3%	4.2%	2.8%	1.6%	2.6%	16,637	14,121	13,527	84	148	100
No	28.5%	23.6%	23.7%	55.6%	58.8%	56.1%	11.4%	12.8%	14.0%	3.1%	3.4%	4.2%	1.5%	1.4%	2.0%	229,219	193,276	202,566	949	1,317	1,208
Race																					
American Indian/ Alaska Native	29.0%	23.7%	18.7%	52.5%	57.7%	53.6%	11.9%	13.7%	19.3%	2.9%	3.5%	6.2%	3.8%	1.4%	2.1%	7,840	8,006	6,069	53	122	82
Asian	28.7%	26.7%	26.0%	57.2%	58.5%	56.4%	11.6%	11.7%	14.0%	1.6%	2.4%	2.9%	0.9%	0.7%	0.8%	11,011	8,317	8,532	55	95	74
Black or African American	31.8%	26.3%	25.4%	54.4%	58.8%	55.0%	11.1%	10.9%	13.3%	1.9%	2.4%	4.0%	0.9%	1.7%	2.3%	39,614	32,397	32,540	198	318	325
Native Hawaiian/ Pacific Islander	31.6%	24.7%	29.2%	50.0%	51.5%	51.3%	15.0%	21.4%	15.1%	2.5%	1.9%	2.3%	0.8%	0.5%	2.1%	1,527	1,465	1,475	6	7	12
White	28.2%	23.1%	23.3%	55.7%	58.8%	56.4%	10.9%	13.0%	13.9%	3.5%	3.7%	4.3%	1.8%	1.4%	2.0%	173,374	145,449	155,989	628	790	723
Two or more races (Not Hispanic/Latino)	29.0%	23.7%	24.1%	48.9%	57.6%	51.2%	17.4%	13.6%	17.5%	3.2%	2.9%	3.0%	1.5%	2.1%	4.2%	6,439	6,108	6,137	42	67	55

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	28.8%	23.9%	23.8%	55.1%	58.5%	55.9%	11.3%	12.8%	14.1%	3.2%	3.4%	4.2%	1.6%	1.4%	2.0%	261,232	210,685	220,070	1,132	1,485	1,337
Leaving																					
No	31.0%	25.5%	25.5%	56.0%	60.1%	57.7%	9.7%	11.1%	12.3%	2.3%	2.3%	3.2%	1.0%	0.9%	1.3%	177,356	142,514	149,698	541	850	784
Yes, to retire	25.8%	22.5%	22.0%	58.0%	60.1%	56.5%	12.0%	12.2%	15.3%	2.7%	3.8%	3.8%	1.4%	1.4%	2.3%	15,347	13,417	14,337	60	72	75
Yes, to other job in Govt	24.3%	20.1%	19.8%	51.9%	54.3%	53.1%	15.4%	16.9%	17.8%	5.3%	6.0%	6.0%	3.0%	2.6%	3.3%	41,843	37,046	35,321	297	373	282
Yes, to other job outside Govt	20.1%	17.4%	21.1%	47.8%	51.4%	45.1%	16.3%	18.6%	18.5%	9.1%	8.4%	9.6%	6.8%	4.2%	5.8%	5,157	6,340	7,802	50	55	58
Yes, other	21.8%	18.5%	16.7%	50.5%	53.9%	45.0%	18.3%	18.7%	23.4%	5.4%	5.4%	9.7%	4.0%	3.5%	5.3%	8,024	8,125	8,979	96	115	109
Retiring																					
Within 1 year	28.8%	21.4%	23.7%	54.2%	60.3%	54.3%	13.0%	12.3%	14.4%	2.7%	4.3%	4.9%	1.3%	1.7%	2.7%	8,790	8,278	9,078	36	53	64
Between 1 and 3 years	27.5%	24.2%	23.7%	56.6%	59.7%	55.9%	11.5%	11.5%	14.6%	2.9%	3.1%	3.5%	1.4%	1.4%	2.2%	27,500	24,291	25,094	123	125	121
Between 3 and 5 years	28.5%	22.8%	22.9%	56.7%	59.0%	58.3%	10.3%	13.7%	12.8%	2.8%	3.3%	4.3%	1.7%	1.2%	1.7%	29,490	26,233	27,931	104	165	146
5 or more years	29.3%	24.1%	24.0%	54.7%	58.2%	55.6%	11.2%	12.8%	14.2%	3.1%	3.4%	4.2%	1.7%	1.5%	2.0%	179,179	148,640	154,014	761	1,122	976
Age Group																					
25 and under	23.9%	24.3%	19.9%	57.9%	58.8%	58.1%	11.6%	12.1%	15.4%	4.9%	2.7%	3.7%	1.7%	2.2%	2.8%	3,179	2,269	2,454	22	29	23
26-29	27.9%	22.1%	20.7%	54.4%	59.8%	53.7%	11.9%	13.7%	18.6%	4.0%	3.2%	4.8%	1.9%	1.2%	2.2%	8,763	6,505	6,256	43	54	60
30-39	26.7%	22.4%	21.8%	54.7%	57.6%	54.8%	12.6%	13.9%	15.6%	4.0%	4.5%	5.5%	1.9%	1.6%	2.3%	35,422	29,132	31,143	163	248	218
40-49	28.7%	23.9%	23.2%	54.6%	58.6%	55.6%	11.9%	12.2%	14.5%	3.2%	3.7%	4.4%	1.6%	1.5%	2.2%	73,550	63,651	69,696	278	463	430
50-59	30.6%	24.5%	25.1%	55.0%	58.1%	56.9%	10.3%	13.1%	12.8%	2.5%	2.9%	3.4%	1.6%	1.4%	1.9%	93,174	81,503	86,596	382	501	442
60+	29.5%	24.8%	26.6%	56.9%	60.8%	55.2%	10.1%	11.0%	12.5%	2.3%	2.3%	4.2%	1.1%	1.2%	1.5%	31,969	24,378	20,048	142	170	134

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	28.8%	23.9%	23.8%	55.1%	58.5%	55.9%	11.3%	12.8%	14.1%	3.2%	3.4%	4.2%	1.6%	1.4%	2.0%	261,232	210,685	220,070	1,132	1,485	1,337
Pay Category																					
Federal Wage System	26.3%	21.9%	20.2%	53.3%	56.5%	54.7%	14.6%	15.7%	15.6%	3.8%	4.2%	6.2%	2.0%	1.6%	3.3%	9,157	8,594	9,418	33	53	55
GS 1-6 or equivalent	24.3%	20.5%	21.9%	57.5%	56.3%	54.0%	13.5%	18.5%	18.3%	2.6%	3.4%	3.4%	2.0%	1.3%	2.5%	11,318	10,164	10,619	109	173	201
GS 7-12 or equivalent	28.7%	22.7%	23.2%	55.7%	59.8%	56.6%	11.0%	12.8%	14.1%	3.0%	3.2%	4.2%	1.5%	1.5%	1.9%	98,652	85,462	91,187	468	743	603
GS 13-15 or equivalent	32.6%	27.2%	26.2%	53.6%	58.3%	57.4%	9.3%	10.3%	11.1%	3.1%	3.2%	3.7%	1.4%	1.1%	1.6%	106,447	82,852	91,249	331	372	364
Senior Executive Service	53.6%	52.1%	50.7%	38.2%	40.3%	39.4%	5.5%	5.2%	6.0%	1.7%	1.8%	3.1%	1.0%	0.5%	0.8%	3,817	3,928	4,196	7	3	10
SL/ST	38.4%	32.9%	21.2%	35.9%	63.6%	52.4%	21.5%	2.1%	8.4%	3.2%	0.7%	10.7%	1.0%	0.6%	7.3%	1,018	778	684	5	2	4
Other	26.3%	23.4%	24.9%	55.7%	58.3%	53.0%	12.5%	12.0%	17.2%	3.2%	4.3%	3.6%	2.4%	2.0%	1.3%	16,851	15,644	8,126	89	118	61
Time in Federal Government																					
< 1 year	33.7%	25.4%	31.1%	52.5%	52.5%	54.8%	11.0%	20.2%	11.5%	2.0%	1.4%	2.2%	0.8%	0.5%	0.4%	3,105	2,205	2,555	39	48	59
1-3 years	28.1%	24.2%	23.1%	57.7%	59.9%	55.6%	10.1%	12.1%	15.5%	2.6%	3.0%	3.9%	1.4%	0.8%	1.8%	26,215	17,766	17,418	130	161	124
4-5 years	28.6%	21.3%	23.4%	53.7%	58.9%	53.4%	12.2%	14.0%	15.4%	4.1%	3.3%	5.4%	1.4%	2.4%	2.4%	17,698	14,494	16,110	64	103	116
6-10 years	27.4%	22.4%	22.7%	53.6%	58.5%	55.6%	13.4%	12.6%	14.4%	3.7%	4.5%	5.0%	1.8%	2.0%	2.4%	40,007	32,403	26,346	174	251	162
11-20 years	30.4%	23.9%	---	53.6%	57.6%	---	11.1%	13.1%	---	3.2%	3.8%	---	1.7%	1.5%	---	55,550	52,839	---	220	392	---
(11 to 14 years)	30.3%	24.3%	23.1%	53.8%	56.6%	55.9%	10.6%	13.1%	14.4%	3.4%	4.2%	4.3%	1.8%	1.8%	2.2%	22,204	17,380	62,537	95	122	370
(15 to 20 years)	30.5%	23.8%	24.7%	53.3%	58.2%	56.7%	11.4%	13.1%	13.1%	3.1%	3.5%	3.7%	1.7%	1.4%	1.8%	33,346	35,459	91,227	125	270	477
> 20 years	29.0%	25.0%	---	56.3%	59.0%	---	10.5%	12.1%	---	2.6%	2.8%	---	1.7%	1.1%	---	103,285	87,753	---	409	510	---
Time with Current Agency																					
< 1 year	31.8%	26.2%	29.6%	54.4%	56.0%	54.9%	10.8%	15.6%	12.8%	2.2%	1.8%	1.9%	0.9%	0.4%	0.7%	5,427	4,689	4,887	71	121	135
1-3 years	28.9%	24.2%	23.7%	56.3%	59.4%	54.9%	10.6%	12.1%	15.3%	2.7%	3.3%	3.9%	1.4%	1.0%	2.3%	38,205	27,930	28,065	176	256	198
4-5 years	28.3%	22.5%	22.0%	54.4%	58.0%	54.3%	11.7%	13.9%	15.7%	3.8%	3.3%	5.4%	1.9%	2.4%	2.6%	23,141	19,993	22,406	99	129	156
6-10 years	26.8%	22.4%	23.1%	54.1%	58.4%	55.6%	13.3%	12.7%	14.1%	3.8%	4.4%	5.0%	2.0%	2.1%	2.1%	47,822	40,459	34,941	202	293	186
11-20 years	31.2%	24.0%	23.6%	54.0%	57.5%	55.8%	10.1%	13.4%	14.5%	3.1%	3.7%	4.3%	1.7%	1.3%	1.9%	58,013	54,117	64,643	200	335	343
> 20 years	29.0%	25.0%	24.6%	56.2%	59.7%	57.6%	10.8%	11.7%	12.4%	2.6%	2.6%	3.5%	1.4%	1.0%	1.9%	74,070	60,249	61,233	294	331	290

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	16.9%	15.4%	39.6%	37.9%	36.8%	19.6%	24.6%	25.9%	9.4%	10.9%	11.5%	9.4%	9.7%	10.4%	249,856	193,586	201,364	12,270	18,582	20,028
Work Location																					
Headquarters	23.8%	18.6%	16.7%	39.8%	38.6%	36.3%	20.2%	24.2%	26.8%	8.0%	10.0%	10.6%	8.3%	8.7%	9.7%	97,030	74,505	77,378	5,828	8,409	9,100
Field	21.4%	16.1%	14.8%	39.7%	37.6%	37.0%	19.0%	24.7%	25.5%	9.9%	11.4%	11.9%	10.0%	10.2%	10.8%	137,865	116,206	120,509	5,590	9,761	10,404
Supervisor Status																					
Non-Supervisor	19.0%	14.2%	12.8%	39.3%	35.9%	34.7%	21.1%	26.8%	28.0%	10.1%	12.0%	12.6%	10.4%	11.1%	11.9%	135,737	103,131	104,377	8,250	13,117	13,794
Team Leader	23.1%	16.1%	14.6%	40.5%	40.2%	38.9%	18.7%	23.7%	25.6%	8.7%	10.9%	11.2%	9.0%	9.1%	9.7%	32,958	26,431	28,917	1,606	2,421	2,849
Supervisor	27.9%	21.3%	20.0%	41.1%	43.8%	42.2%	16.6%	20.3%	21.5%	7.6%	7.8%	8.8%	6.8%	6.7%	7.5%	42,477	35,783	37,834	1,227	1,915	2,020
Manager	38.2%	33.1%	30.5%	39.2%	41.2%	40.6%	11.0%	14.6%	17.0%	6.5%	6.2%	7.6%	5.0%	4.8%	4.3%	22,078	20,596	21,796	364	591	662
Executive	50.9%	39.9%	37.7%	31.7%	31.2%	38.4%	8.8%	14.9%	12.8%	5.1%	10.7%	6.9%	3.5%	3.3%	4.2%	4,698	4,757	4,956	88	124	176
Sex																					
Male	23.7%	17.9%	15.7%	40.3%	39.4%	38.1%	18.9%	23.7%	25.2%	8.8%	10.1%	10.9%	8.3%	8.9%	10.1%	125,472	100,523	108,734	5,599	8,154	9,056
Female	20.1%	15.5%	14.9%	39.1%	35.9%	35.0%	20.6%	25.7%	26.8%	9.7%	12.1%	12.4%	10.5%	10.8%	10.9%	111,871	90,220	89,259	5,866	10,021	10,451
Hispanic or Latino																					
Yes	25.2%	17.4%	15.9%	36.1%	35.7%	33.2%	19.6%	25.6%	27.6%	7.8%	10.7%	11.0%	11.3%	10.6%	12.4%	16,086	13,259	12,610	622	1,012	1,018
No	21.9%	16.8%	15.4%	40.1%	38.1%	37.1%	19.6%	24.4%	25.7%	9.3%	11.0%	11.6%	9.0%	9.6%	10.2%	219,304	177,434	185,273	10,698	17,155	18,484
Race																					
American Indian/ Alaska Native	17.5%	12.9%	9.1%	31.0%	33.2%	30.9%	26.2%	21.2%	28.7%	11.0%	17.8%	14.7%	14.3%	14.8%	16.6%	7,612	7,614	5,726	263	515	426
Asian	21.3%	15.1%	14.7%	46.9%	43.1%	41.4%	20.0%	29.4%	29.6%	5.4%	6.7%	7.7%	6.4%	5.8%	6.6%	10,527	7,548	7,643	535	863	961
Black or African American	19.1%	14.4%	12.1%	40.4%	35.1%	34.3%	21.3%	27.9%	29.2%	9.9%	11.2%	12.0%	9.3%	11.4%	12.4%	37,944	29,391	29,409	1,783	3,328	3,460
Native Hawaiian/ Pacific Islander	17.0%	16.8%	15.3%	43.1%	31.4%	34.6%	18.0%	33.7%	30.7%	6.9%	11.9%	10.3%	15.1%	6.2%	9.2%	1,490	1,388	1,373	41	84	114
White	23.3%	18.0%	16.7%	40.2%	39.5%	37.9%	18.5%	22.8%	24.5%	9.1%	10.7%	11.4%	8.8%	9.1%	9.5%	165,836	134,091	143,293	8,085	12,141	13,400
Two or more races (Not Hispanic/Latino)	20.4%	14.5%	11.5%	29.6%	26.2%	26.3%	25.3%	27.0%	29.8%	11.7%	15.5%	14.2%	13.0%	16.8%	18.2%	6,198	5,569	5,563	290	606	625

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	16.9%	15.4%	39.6%	37.9%	36.8%	19.6%	24.6%	25.9%	9.4%	10.9%	11.5%	9.4%	9.7%	10.4%	249,856	193,586	201,364	12,270	18,582	20,028
Leaving																					
No	24.7%	19.5%	18.1%	43.1%	42.0%	40.2%	18.7%	23.5%	25.8%	7.4%	8.7%	9.3%	6.0%	6.3%	6.7%	170,122	131,243	137,186	7,616	12,121	13,289
Yes, to retire	19.8%	17.7%	13.2%	41.6%	32.4%	36.9%	20.7%	28.8%	25.8%	9.9%	10.7%	12.5%	8.0%	10.4%	11.6%	14,814	12,579	13,448	565	910	954
Yes, to other job in Govt	15.6%	9.4%	8.2%	28.9%	28.7%	28.3%	22.6%	26.9%	27.0%	14.1%	17.1%	17.5%	18.9%	17.8%	18.9%	39,692	33,668	32,114	2,443	3,750	3,491
Yes, to other job outside Govt	16.5%	10.6%	8.2%	27.0%	27.2%	27.0%	16.2%	22.7%	21.4%	15.9%	19.1%	15.2%	24.4%	20.4%	28.2%	4,904	5,817	7,093	299	578	765
Yes, other	10.7%	7.5%	8.6%	28.9%	24.0%	22.7%	21.3%	27.8%	26.9%	16.7%	17.2%	20.0%	22.4%	23.6%	21.9%	7,580	7,428	8,084	543	812	1,002
Retiring																					
Within 1 year	23.3%	16.5%	14.3%	38.8%	33.5%	38.4%	19.2%	28.0%	24.5%	8.4%	11.5%	11.7%	10.3%	10.5%	11.1%	8,457	7,753	8,490	357	579	646
Between 1 and 3 years	18.1%	16.2%	13.8%	42.3%	35.0%	35.9%	21.5%	27.3%	28.2%	9.7%	10.9%	11.6%	8.4%	10.6%	10.5%	26,575	22,693	23,438	1,020	1,723	1,773
Between 3 and 5 years	21.3%	15.1%	13.7%	40.3%	37.0%	35.9%	19.0%	26.2%	27.7%	9.5%	11.9%	12.6%	9.9%	9.9%	10.2%	28,465	24,519	26,019	1,112	1,879	2,055
5 or more years	22.8%	17.3%	16.0%	39.6%	38.7%	37.0%	19.3%	23.7%	25.4%	9.2%	10.8%	11.3%	9.2%	9.5%	10.4%	171,020	135,771	139,957	8,799	13,992	15,029
Age Group																					
25 and under	21.1%	20.7%	20.5%	50.0%	47.2%	42.9%	16.2%	18.0%	23.5%	5.3%	9.1%	7.6%	7.3%	5.0%	5.5%	2,969	2,024	2,157	235	274	320
26-29	22.9%	21.1%	19.9%	41.9%	42.0%	42.7%	20.2%	20.2%	21.0%	7.4%	9.3%	10.8%	7.7%	7.4%	5.6%	8,194	5,782	5,470	602	777	846
30-39	22.2%	16.8%	15.9%	42.0%	39.5%	37.4%	18.6%	24.3%	24.1%	9.1%	10.6%	11.5%	8.0%	8.9%	11.1%	33,479	26,216	27,800	2,081	3,166	3,564
40-49	22.3%	16.9%	14.3%	38.1%	37.2%	36.6%	19.4%	23.9%	25.8%	10.2%	11.7%	12.3%	9.9%	10.3%	11.1%	70,463	58,394	63,764	3,330	5,714	6,355
50-59	22.4%	15.7%	15.3%	38.2%	36.7%	35.6%	19.7%	25.5%	27.0%	9.6%	11.3%	11.3%	10.0%	10.8%	10.7%	89,623	75,630	80,280	3,847	6,377	6,747
60+	21.5%	18.4%	15.8%	43.8%	38.2%	37.0%	20.8%	26.8%	27.7%	7.1%	9.1%	10.7%	6.8%	7.6%	8.9%	30,826	22,688	18,507	1,248	1,862	1,674

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	16.9%	15.4%	39.6%	37.9%	36.8%	19.6%	24.6%	25.9%	9.4%	10.9%	11.5%	9.4%	9.7%	10.4%	249,856	193,586	201,364	12,270	18,582	20,028
Pay Category																					
Federal Wage System	17.0%	12.2%	12.5%	40.1%	37.5%	33.8%	22.3%	26.8%	27.8%	10.0%	10.6%	13.4%	10.6%	12.9%	12.5%	8,930	8,219	9,009	235	431	465
GS 1-6 or equivalent	17.9%	14.3%	13.5%	42.9%	35.4%	34.7%	20.1%	27.2%	27.9%	10.5%	12.0%	11.7%	8.7%	11.1%	12.2%	10,916	9,483	9,851	482	856	973
GS 7-12 or equivalent	20.5%	15.4%	13.9%	39.5%	36.6%	36.6%	20.7%	27.0%	27.2%	9.7%	11.6%	11.9%	9.6%	9.4%	10.4%	94,259	77,905	82,828	4,733	8,299	8,951
GS 13-15 or equivalent	28.1%	21.6%	19.7%	39.0%	40.9%	39.4%	16.8%	20.2%	22.8%	7.8%	9.3%	9.6%	8.3%	8.0%	8.4%	101,566	76,016	83,487	5,214	7,207	8,122
Senior Executive Service	56.1%	48.9%	43.4%	30.4%	34.0%	35.6%	6.0%	9.3%	14.0%	3.8%	5.1%	4.1%	3.7%	2.7%	2.9%	3,770	3,856	4,097	53	74	108
SL/ST	36.7%	15.0%	16.5%	27.0%	30.1%	40.4%	24.2%	24.5%	12.5%	6.0%	10.2%	12.5%	6.0%	20.2%	18.1%	978	729	622	43	51	65
Other	21.1%	16.2%	15.3%	39.2%	39.7%	39.2%	19.3%	21.0%	24.5%	9.6%	11.6%	12.0%	10.9%	11.5%	9.1%	16,242	14,507	7,413	684	1,254	774
Time in Federal Government																					
< 1 year	28.0%	22.4%	23.3%	49.9%	36.9%	43.4%	15.2%	19.9%	20.8%	3.5%	9.4%	6.7%	3.4%	11.3%	5.8%	2,956	1,904	2,191	187	349	422
1-3 years	23.9%	19.9%	19.9%	43.9%	43.6%	40.8%	18.4%	20.7%	21.9%	7.5%	9.3%	9.1%	6.3%	6.4%	8.3%	24,810	15,963	15,486	1,515	1,964	2,057
4-5 years	23.3%	19.7%	15.1%	39.7%	39.1%	37.7%	21.0%	22.6%	23.8%	8.9%	10.1%	12.9%	7.1%	8.4%	10.5%	16,809	13,158	14,489	951	1,439	1,735
6-10 years	21.8%	15.4%	15.1%	38.7%	37.5%	38.6%	18.6%	24.7%	25.0%	10.2%	11.5%	11.1%	10.7%	10.9%	10.3%	38,168	29,593	23,847	1,962	3,060	2,657
11-20 years	21.8%	15.9%	---	37.2%	36.7%	---	20.7%	25.2%	---	9.9%	11.1%	---	10.4%	11.2%	---	53,102	48,551	---	2,633	4,677	---
(11 to 14 years)	22.1%	15.6%	14.5%	37.2%	37.9%	34.8%	20.6%	25.0%	26.7%	10.1%	10.9%	12.5%	10.0%	10.7%	11.5%	21,215	16,000	57,171	1,065	1,502	5,729
(15 to 20 years)	21.5%	16.1%	14.6%	37.3%	36.0%	35.8%	20.7%	25.3%	27.5%	9.8%	11.2%	11.5%	10.7%	11.4%	10.6%	31,887	32,551	84,792	1,568	3,175	6,906
> 20 years	21.0%	16.4%	---	39.4%	36.9%	---	19.9%	26.0%	---	9.6%	11.3%	---	10.1%	9.5%	---	99,499	81,581	---	4,116	6,684	---
Time with Current Agency																					
< 1 year	26.7%	25.0%	22.1%	48.1%	37.1%	40.3%	17.2%	22.5%	23.9%	3.8%	7.0%	8.1%	4.1%	8.4%	5.6%	5,137	4,036	4,203	359	774	821
1-3 years	23.2%	19.3%	18.2%	42.5%	40.8%	38.7%	19.3%	22.7%	24.2%	8.0%	10.0%	9.7%	7.0%	7.2%	9.2%	36,188	25,027	24,945	2,167	3,157	3,315
4-5 years	22.0%	17.8%	14.0%	40.3%	37.2%	37.0%	20.2%	24.1%	23.9%	8.3%	10.5%	13.5%	9.1%	10.3%	11.7%	22,059	18,261	20,294	1,167	1,861	2,266
6-10 years	20.7%	14.5%	14.7%	38.6%	37.5%	37.6%	19.0%	25.1%	25.5%	10.6%	11.3%	11.2%	11.2%	11.7%	11.1%	45,707	37,145	31,844	2,275	3,606	3,278
11-20 years	22.2%	15.7%	14.3%	36.9%	36.5%	34.3%	20.4%	25.5%	27.7%	9.9%	11.6%	12.4%	10.8%	10.6%	11.3%	55,556	49,937	59,424	2,638	4,512	5,553
> 20 years	21.8%	17.0%	15.2%	39.5%	38.2%	37.3%	19.8%	24.8%	26.4%	9.7%	11.2%	11.3%	9.3%	8.7%	9.8%	71,453	56,327	57,251	2,828	4,257	4,270

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	12.8%	12.4%	11.4%	41.0%	41.9%	40.5%	23.5%	25.1%	25.3%	14.5%	15.2%	16.1%	8.3%	5.5%	6.6%	257,637	208,925	218,095	3,506	3,257	3,316
Work Location																					
Headquarters	13.9%	13.2%	11.7%	40.0%	41.1%	40.0%	23.3%	25.0%	25.5%	15.0%	15.2%	16.3%	7.8%	5.5%	6.5%	100,956	81,622	85,161	1,497	1,294	1,317
Field	12.5%	11.9%	11.3%	41.3%	42.3%	40.7%	23.2%	25.1%	25.3%	14.5%	15.2%	16.0%	8.5%	5.5%	6.7%	141,203	124,070	129,006	1,714	1,909	1,925
Supervisor Status																					
Non-Supervisor	11.9%	11.6%	10.8%	40.6%	41.1%	40.1%	23.6%	26.0%	25.8%	14.7%	15.4%	16.0%	9.1%	5.9%	7.3%	141,201	113,922	115,879	2,271	2,337	2,303
Team Leader	14.0%	12.3%	11.8%	40.4%	42.4%	39.9%	22.9%	23.7%	24.6%	15.2%	15.9%	17.5%	7.5%	5.7%	6.2%	34,008	28,476	31,345	420	377	423
Supervisor	14.0%	13.6%	12.5%	42.3%	45.2%	43.0%	23.5%	23.6%	23.9%	14.4%	13.6%	15.5%	5.8%	3.9%	5.1%	43,129	37,387	39,519	373	315	332
Manager	18.0%	16.2%	14.1%	42.9%	43.7%	41.9%	21.0%	22.0%	25.3%	12.4%	13.6%	14.5%	5.8%	4.4%	4.3%	22,224	21,066	22,332	138	120	130
Executive	23.2%	20.9%	15.6%	36.1%	34.1%	38.7%	21.6%	22.4%	23.6%	13.3%	18.7%	16.6%	5.8%	3.9%	5.5%	4,718	4,827	5,082	57	54	53
Sex																					
Male	13.1%	11.6%	10.5%	40.9%	41.9%	40.6%	23.9%	25.8%	26.2%	14.2%	14.9%	15.7%	7.9%	5.7%	7.1%	128,886	107,202	116,222	1,628	1,483	1,583
Female	12.8%	13.3%	12.7%	41.2%	41.9%	40.4%	22.6%	24.0%	24.2%	15.0%	15.6%	16.7%	8.5%	5.2%	6.1%	115,753	98,522	98,057	1,619	1,724	1,659
Hispanic or Latino																					
Yes	15.8%	13.9%	12.3%	39.7%	42.2%	40.8%	19.6%	24.6%	27.1%	14.7%	13.8%	12.7%	10.2%	5.5%	7.1%	16,408	14,022	13,403	229	249	225
No	12.7%	12.2%	11.4%	41.1%	41.9%	40.5%	23.7%	25.1%	25.1%	14.6%	15.3%	16.4%	7.9%	5.5%	6.6%	226,159	191,642	200,761	2,985	2,957	3,016
Race																					
American Indian/ Alaska Native	11.7%	12.4%	8.4%	39.4%	40.3%	41.4%	22.5%	25.5%	27.3%	14.3%	15.1%	15.3%	12.1%	6.6%	7.6%	7,725	7,990	6,049	133	139	101
Asian	14.8%	14.3%	12.3%	47.9%	46.1%	46.5%	22.0%	26.9%	25.4%	8.9%	8.1%	10.9%	6.4%	4.5%	4.8%	10,909	8,249	8,435	131	163	172
Black or African American	14.1%	14.1%	12.3%	43.2%	45.0%	42.4%	21.5%	22.3%	23.3%	13.8%	13.7%	15.2%	7.4%	4.8%	6.8%	38,974	32,299	32,403	576	417	459
Native Hawaiian/ Pacific Islander	11.9%	11.8%	14.3%	41.8%	37.2%	41.4%	23.6%	30.8%	26.1%	9.2%	16.8%	12.2%	13.5%	3.4%	6.0%	1,506	1,455	1,464	17	17	23
White	12.7%	11.8%	11.4%	40.8%	41.3%	39.9%	23.5%	25.4%	25.6%	15.0%	16.1%	16.6%	7.9%	5.5%	6.5%	171,161	143,987	154,463	2,120	2,258	2,250
Two or more races (Not Hispanic/Latino)	12.0%	12.9%	8.6%	30.2%	37.9%	36.2%	31.4%	27.0%	23.8%	16.3%	13.8%	21.5%	10.0%	8.3%	10.0%	6,362	6,066	6,059	102	111	133

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	12.8%	12.4%	11.4%	41.0%	41.9%	40.5%	23.5%	25.1%	25.3%	14.5%	15.2%	16.1%	8.3%	5.5%	6.6%	257,637	208,925	218,095	3,506	3,257	3,316
Leaving																					
No	15.1%	14.5%	13.7%	44.9%	45.8%	44.1%	22.9%	24.0%	24.5%	12.2%	12.5%	13.8%	5.0%	3.2%	3.9%	175,356	141,250	148,309	1,807	2,123	2,184
Yes, to retire	10.1%	11.1%	8.9%	43.3%	39.3%	40.7%	26.3%	28.9%	28.7%	13.0%	14.5%	14.9%	7.3%	6.1%	6.7%	15,092	13,263	14,184	195	229	225
Yes, to other job in Govt	7.7%	7.0%	5.7%	28.2%	32.7%	31.2%	24.3%	26.8%	26.9%	21.8%	22.3%	23.0%	18.0%	11.1%	13.2%	41,037	36,877	35,113	886	541	490
Yes, to other job outside Govt	6.3%	4.5%	5.3%	28.1%	28.2%	25.9%	20.2%	24.2%	24.2%	22.7%	27.3%	25.5%	22.8%	15.8%	18.9%	5,080	6,274	7,719	111	121	140
Yes, other	5.3%	6.1%	4.6%	29.7%	28.5%	29.4%	24.4%	30.1%	28.5%	22.9%	22.7%	22.6%	17.8%	12.6%	14.9%	7,848	8,047	8,880	241	193	203
Retiring																					
Within 1 year	11.9%	9.9%	10.1%	38.7%	37.3%	38.9%	28.4%	30.4%	29.1%	13.4%	15.1%	14.6%	7.6%	7.3%	7.2%	8,646	8,182	8,985	119	151	154
Between 1 and 3 years	9.6%	11.0%	8.9%	43.8%	41.3%	41.3%	26.1%	27.9%	27.2%	13.1%	14.7%	15.7%	7.4%	5.0%	6.7%	27,072	24,048	24,812	356	373	405
Between 3 and 5 years	12.3%	11.0%	10.3%	39.7%	42.2%	40.0%	25.0%	26.4%	26.8%	15.2%	14.6%	15.6%	7.7%	5.8%	7.3%	29,053	26,012	27,672	377	387	401
5 or more years	13.5%	12.9%	12.1%	40.9%	42.2%	40.5%	22.5%	24.2%	24.6%	14.7%	15.4%	16.3%	8.3%	5.4%	6.5%	176,944	147,472	152,715	2,318	2,296	2,283
Age Group																					
25 and under	20.7%	18.6%	17.0%	46.1%	50.7%	47.9%	18.9%	17.6%	19.4%	9.6%	9.2%	10.2%	4.7%	4.0%	5.4%	3,143	2,267	2,441	48	31	36
26-29	15.8%	15.2%	14.3%	45.7%	47.3%	42.8%	18.1%	18.5%	20.3%	11.9%	13.4%	17.0%	8.6%	5.6%	5.7%	8,712	6,459	6,218	94	100	99
30-39	13.5%	12.9%	11.5%	42.0%	41.8%	43.0%	21.1%	22.8%	23.6%	15.5%	16.3%	16.4%	7.9%	6.2%	5.6%	35,071	28,938	30,890	445	445	470
40-49	12.0%	12.1%	11.2%	39.9%	42.5%	39.6%	23.8%	24.4%	25.5%	15.3%	15.4%	16.6%	9.0%	5.6%	7.2%	72,614	63,199	69,144	920	917	977
50-59	13.1%	11.4%	10.9%	40.2%	40.4%	39.1%	23.8%	26.9%	26.7%	15.0%	16.0%	16.3%	7.9%	5.3%	7.0%	91,797	80,768	85,785	1,234	1,242	1,255
60+	12.3%	13.1%	12.1%	42.7%	41.5%	42.4%	26.7%	28.7%	25.8%	12.0%	12.0%	13.7%	6.2%	4.7%	6.0%	31,417	24,082	19,779	477	471	406

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	12.8%	12.4%	11.4%	41.0%	41.9%	40.5%	23.5%	25.1%	25.3%	14.5%	15.2%	16.1%	8.3%	5.5%	6.6%	257,637	208,925	218,095	3,506	3,257	3,316
Pay Category																					
Federal Wage System	11.6%	9.5%	7.8%	41.4%	44.6%	42.4%	23.8%	25.9%	25.8%	13.6%	13.7%	15.9%	9.7%	6.3%	8.1%	8,983	8,516	9,327	130	137	148
GS 1-6 or equivalent	12.4%	15.3%	13.9%	45.3%	40.6%	39.7%	22.8%	25.5%	26.2%	13.1%	13.2%	13.0%	6.3%	5.4%	7.1%	11,113	10,110	10,585	238	229	237
GS 7-12 or equivalent	12.8%	12.2%	11.3%	41.2%	42.3%	40.9%	22.8%	25.2%	25.1%	14.7%	15.1%	16.3%	8.6%	5.2%	6.5%	97,345	84,762	90,358	1,325	1,448	1,430
GS 13-15 or equivalent	14.1%	12.5%	11.7%	38.6%	40.7%	39.4%	24.0%	24.7%	25.9%	15.4%	16.5%	17.2%	8.0%	5.6%	5.9%	105,097	82,174	90,424	1,247	1,053	1,188
Senior Executive Service	22.7%	18.1%	15.9%	32.4%	34.2%	34.4%	23.6%	26.2%	27.6%	14.5%	17.0%	16.5%	6.8%	4.5%	5.6%	3,780	3,893	4,168	37	37	38
SL/ST	14.4%	16.7%	17.1%	32.5%	56.7%	44.2%	36.4%	18.4%	18.4%	10.8%	5.6%	8.9%	5.8%	2.5%	11.3%	993	763	675	22	17	13
Other	12.1%	11.6%	13.2%	42.0%	42.2%	42.4%	24.2%	24.4%	22.7%	13.5%	15.7%	15.9%	8.1%	6.1%	5.8%	16,628	15,476	8,016	241	285	171
Time in Federal Government																					
< 1 year	23.6%	16.4%	19.6%	46.5%	41.8%	46.9%	16.8%	28.9%	20.8%	9.2%	9.9%	10.0%	3.9%	3.0%	2.6%	3,085	2,176	2,546	52	77	68
1-3 years	15.1%	16.5%	14.0%	45.6%	43.8%	44.2%	19.9%	22.1%	22.7%	12.4%	13.0%	14.0%	7.0%	4.5%	5.1%	25,926	17,610	17,261	353	317	283
4-5 years	13.2%	12.9%	12.8%	42.7%	42.8%	39.8%	22.0%	24.2%	24.0%	14.8%	14.2%	16.2%	7.3%	5.9%	7.2%	17,481	14,365	15,971	221	233	257
6-10 years	12.0%	11.9%	10.3%	40.2%	41.3%	39.3%	23.6%	24.3%	25.7%	15.0%	16.6%	16.7%	9.1%	5.9%	7.9%	39,497	32,126	26,084	549	529	421
11-20 years	12.5%	11.7%	---	38.7%	40.5%	---	23.4%	25.1%	---	15.7%	16.6%	---	9.7%	6.2%	---	54,783	52,412	---	749	819	---
(11 to 14 years)	12.7%	11.0%	10.6%	39.2%	40.2%	39.0%	22.4%	26.3%	26.0%	16.1%	16.6%	17.5%	9.7%	6.0%	6.9%	21,898	17,235	61,960	308	267	943
(15 to 20 years)	12.4%	12.0%	11.0%	38.3%	40.7%	40.8%	24.1%	24.4%	26.1%	15.4%	16.6%	15.7%	9.8%	6.3%	6.4%	32,885	35,177	90,440	441	552	1,269
> 20 years	12.2%	11.4%	---	40.0%	42.3%	---	25.2%	26.4%	---	14.8%	14.8%	---	7.8%	5.2%	---	101,795	87,040	---	1,300	1,232	---
Time with Current Agency																					
< 1 year	19.9%	19.3%	19.8%	44.5%	42.2%	42.8%	20.1%	25.1%	23.5%	10.0%	9.6%	9.7%	5.4%	3.7%	4.2%	5,372	4,643	4,865	108	167	159
1-3 years	15.4%	15.9%	13.0%	43.6%	43.0%	42.3%	20.1%	22.6%	24.0%	13.2%	13.4%	14.3%	7.6%	5.0%	6.3%	37,781	27,707	27,805	498	479	459
4-5 years	12.5%	12.0%	11.9%	41.5%	41.8%	39.6%	21.7%	24.1%	24.5%	15.4%	15.2%	16.9%	8.9%	6.9%	7.2%	22,869	19,805	22,218	290	319	345
6-10 years	11.0%	11.1%	10.4%	40.7%	42.1%	39.5%	24.0%	24.3%	25.0%	15.2%	16.7%	17.3%	9.1%	5.8%	7.8%	47,146	40,156	34,610	680	597	514
11-20 years	12.6%	11.6%	10.3%	38.7%	40.1%	39.0%	23.5%	26.2%	26.1%	15.7%	16.3%	17.8%	9.5%	5.8%	6.8%	57,172	53,620	64,047	771	831	937
> 20 years	12.2%	11.2%	11.2%	40.2%	42.7%	41.7%	26.3%	26.5%	26.1%	14.2%	14.8%	15.1%	7.1%	4.8%	5.9%	73,040	59,780	60,696	884	811	828

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			No Basis to Judge		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.7%	20.4%	---	44.1%	46.3%	---	14.0%	16.5%	---	10.9%	10.0%	---	7.3%	6.8%	---	258,886	205,989	---	3,813	6,170	---
Work Location																					
Headquarters	26.0%	21.4%	---	43.1%	46.0%	---	12.9%	16.2%	---	10.3%	9.9%	---	7.7%	6.4%	---	101,408	79,961	---	1,678	2,952	---
Field	22.8%	19.8%	---	44.3%	46.4%	---	14.7%	16.7%	---	11.0%	10.1%	---	7.2%	7.0%	---	141,876	122,867	---	1,825	3,092	---
Supervisor Status																					
Non-Supervisor	22.6%	19.2%	---	44.2%	46.4%	---	14.3%	17.0%	---	11.3%	10.2%	---	7.7%	7.2%	---	142,046	112,320	---	2,276	3,924	---
Team Leader	24.8%	21.1%	---	45.3%	48.0%	---	13.0%	14.6%	---	10.1%	9.6%	---	6.8%	6.7%	---	34,172	28,153	---	456	700	---
Supervisor	25.5%	21.4%	---	43.5%	46.0%	---	14.2%	16.9%	---	9.9%	10.2%	---	6.9%	5.6%	---	43,281	36,887	---	468	812	---
Manager	30.3%	26.0%	---	40.2%	42.9%	---	13.4%	16.3%	---	9.8%	9.7%	---	6.2%	5.2%	---	22,258	20,772	---	220	413	---
Executive	36.7%	33.0%	---	36.9%	37.5%	---	11.5%	13.9%	---	8.1%	7.9%	---	6.8%	7.6%	---	4,670	4,687	---	129	195	---
Sex																					
Male	22.7%	18.6%	---	44.6%	47.1%	---	15.1%	17.4%	---	10.5%	10.1%	---	7.2%	6.8%	---	129,532	105,907	---	1,751	2,763	---
Female	25.4%	22.6%	---	43.4%	45.2%	---	12.5%	15.3%	---	11.1%	10.0%	---	7.5%	6.8%	---	116,246	96,957	---	1,791	3,282	---
Hispanic or Latino																					
Yes	27.1%	22.7%	---	42.1%	46.4%	---	14.6%	15.9%	---	8.9%	8.6%	---	7.4%	6.3%	---	16,482	13,855	---	255	413	---
No	23.6%	20.1%	---	44.4%	46.3%	---	13.9%	16.6%	---	10.9%	10.2%	---	7.3%	6.9%	---	227,220	188,951	---	3,243	5,633	---
Race																					
American Indian/ Alaska Native	24.6%	17.9%	---	41.7%	46.1%	---	15.2%	15.5%	---	9.1%	8.6%	---	9.5%	11.8%	---	7,810	7,920	---	83	208	---
Asian	24.1%	21.8%	---	49.0%	50.8%	---	14.0%	17.0%	---	5.9%	6.3%	---	7.0%	4.1%	---	10,914	8,088	---	171	320	---
Black or African American	27.7%	24.6%	---	41.9%	45.8%	---	13.0%	14.0%	---	10.2%	9.0%	---	7.2%	6.6%	---	39,304	31,709	---	596	1,005	---
Native Hawaiian/ Pacific Islander	27.7%	18.9%	---	46.6%	51.7%	---	11.5%	16.8%	---	9.7%	7.2%	---	4.5%	5.4%	---	1,519	1,432	---	13	37	---
White	23.1%	19.4%	---	44.7%	46.3%	---	14.1%	16.9%	---	11.0%	10.7%	---	7.2%	6.6%	---	171,746	142,151	---	2,439	4,084	---
Two or more races (Not Hispanic/Latino)	19.1%	17.0%	---	39.3%	45.4%	---	14.7%	17.5%	---	15.1%	9.5%	---	11.9%	10.7%	---	6,394	5,960	---	104	216	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			No Basis to Judge			
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	
All Responses	23.7%	20.4%	---	44.1%	46.3%	---	14.0%	16.5%	---	10.9%	10.0%	---	7.3%	6.8%	---	258,886	205,989	---	3,813	6,170	---	
Leaving																						
No	26.5%	22.7%	---	46.5%	48.9%	---	13.3%	15.4%	---	9.0%	8.2%	---	4.8%	4.7%	---	175,676	139,413	---	2,394	3,942	---	
Yes, to retire	22.4%	19.8%	---	45.2%	44.6%	---	15.6%	17.5%	---	10.0%	10.5%	---	6.8%	7.6%	---	15,211	13,165	---	199	325	---	
Yes, to other job in Govt	17.1%	14.8%	---	36.5%	40.0%	---	15.4%	19.4%	---	15.6%	14.3%	---	15.4%	11.5%	---	41,560	36,150	---	675	1,267	---	
Yes, to other job outside Govt	19.6%	12.7%	---	29.9%	35.5%	---	15.1%	16.6%	---	17.4%	20.8%	---	18.1%	14.3%	---	5,131	6,192	---	91	202	---	
Yes, other	12.2%	10.4%	---	37.5%	39.1%	---	17.2%	21.2%	---	19.9%	14.3%	---	13.3%	15.0%	---	7,968	7,929	---	172	311	---	
Retiring																						
Within 1 year	22.7%	18.4%	---	45.1%	47.3%	---	15.4%	16.4%	---	9.2%	9.9%	---	7.5%	7.9%	---	8,722	8,114	---	109	219	---	
Between 1 and 3 years	21.8%	18.7%	---	44.5%	46.1%	---	14.7%	18.4%	---	12.2%	10.5%	---	6.8%	6.3%	---	27,285	23,884	---	353	530	---	
Between 3 and 5 years	22.2%	20.7%	---	45.3%	45.3%	---	14.1%	17.0%	---	10.3%	10.3%	---	8.1%	6.7%	---	29,228	25,733	---	388	660	---	
5 or more years	24.4%	20.6%	---	43.8%	46.4%	---	13.8%	16.2%	---	10.7%	9.9%	---	7.3%	6.8%	---	177,571	145,122	---	2,628	4,636	---	
Age Group																						
25 and under	30.0%	22.3%	---	44.7%	48.8%	---	13.4%	15.9%	---	7.6%	9.4%	---	4.3%	3.7%	---	3,104	2,133	---	108	165	---	
26-29	26.2%	21.0%	---	42.1%	48.0%	---	13.5%	16.0%	---	11.5%	9.2%	---	6.7%	5.8%	---	8,655	6,263	---	162	296	---	
30-39	23.5%	20.9%	---	44.3%	47.2%	---	14.3%	15.1%	---	10.9%	9.8%	---	7.0%	6.9%	---	35,103	28,356	---	542	1,024	---	
40-49	23.2%	20.3%	---	43.9%	45.8%	---	14.1%	16.1%	---	11.1%	9.9%	---	7.6%	7.9%	---	72,973	62,357	---	970	1,754	---	
50-59	23.5%	18.9%	---	44.1%	46.6%	---	14.0%	17.5%	---	10.3%	10.6%	---	8.1%	6.4%	---	92,448	79,878	---	1,209	2,121	---	
60+	25.0%	23.6%	---	45.0%	44.5%	---	13.7%	17.0%	---	10.4%	9.4%	---	5.8%	5.5%	---	31,613	23,862	---	511	686	---	

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			No Basis to Judge		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.7%	20.4%	---	44.1%	46.3%	---	14.0%	16.5%	---	10.9%	10.0%	---	7.3%	6.8%	---	258,886	205,989	---	3,813	6,170	---
Pay Category																					
Federal Wage System	22.6%	17.8%	---	44.3%	47.6%	---	15.5%	17.4%	---	10.0%	9.7%	---	7.5%	7.6%	---	9,073	8,441	---	117	203	---
GS 1-6 or equivalent	28.4%	26.3%	---	43.4%	43.7%	---	10.2%	16.9%	---	10.6%	6.8%	---	7.3%	6.2%	---	11,206	9,934	---	244	405	---
GS 7-12 or equivalent	23.1%	20.1%	---	46.1%	48.0%	---	13.7%	16.2%	---	10.4%	9.7%	---	6.6%	5.9%	---	97,826	83,682	---	1,416	2,522	---
GS 13-15 or equivalent	25.5%	20.7%	---	41.7%	44.9%	---	14.2%	16.5%	---	11.2%	11.3%	---	7.5%	6.6%	---	105,680	81,188	---	1,251	2,036	---
Senior Executive Service	35.2%	32.6%	---	36.4%	37.0%	---	11.7%	14.3%	---	9.8%	9.8%	---	6.9%	6.4%	---	3,781	3,822	---	54	109	---
SL/ST	30.0%	13.5%	---	31.8%	54.1%	---	24.9%	16.2%	---	8.0%	3.2%	---	5.3%	13.0%	---	989	737	---	35	43	---
Other	18.9%	16.9%	---	42.3%	43.4%	---	15.8%	16.9%	---	12.3%	11.9%	---	10.7%	10.9%	---	16,531	15,031	---	408	727	---
Time in Federal Government																					
< 1 year	25.2%	20.2%	---	47.2%	50.2%	---	17.9%	19.8%	---	7.0%	7.8%	---	2.8%	2.0%	---	2,841	1,782	---	310	471	---
1-3 years	28.1%	21.6%	---	44.4%	48.0%	---	13.5%	16.4%	---	8.5%	8.2%	---	5.5%	5.7%	---	25,948	17,111	---	443	815	---
4-5 years	23.0%	20.0%	---	45.6%	45.5%	---	13.4%	17.4%	---	11.0%	10.2%	---	7.1%	6.9%	---	17,557	14,227	---	225	369	---
6-10 years	22.9%	19.7%	---	42.9%	45.4%	---	13.8%	16.3%	---	11.7%	11.0%	---	8.7%	7.6%	---	39,696	31,731	---	541	923	---
11-20 years	24.8%	20.1%	---	43.0%	46.4%	---	13.0%	16.3%	---	11.7%	10.1%	---	7.5%	7.0%	---	55,119	51,843	---	723	1,382	---
(11 to 14 years)	24.4%	20.4%	---	42.9%	46.5%	---	14.0%	15.7%	---	11.5%	10.5%	---	7.2%	6.9%	---	22,030	17,003	---	304	496	---
(15 to 20 years)	25.0%	20.0%	---	43.1%	46.4%	---	12.3%	16.7%	---	11.8%	9.8%	---	7.8%	7.1%	---	33,089	34,840	---	419	886	---
> 20 years	22.1%	20.4%	---	44.7%	46.2%	---	14.7%	16.4%	---	10.8%	10.2%	---	7.7%	6.7%	---	102,542	86,173	---	1,261	2,087	---
Time with Current Agency																					
< 1 year	23.6%	23.2%	---	46.9%	45.6%	---	18.4%	21.2%	---	7.5%	6.4%	---	3.6%	3.6%	---	5,007	3,816	---	502	994	---
1-3 years	27.5%	21.7%	---	44.2%	46.7%	---	12.8%	16.6%	---	9.3%	8.8%	---	6.2%	6.2%	---	37,860	27,092	---	591	1,093	---
4-5 years	23.9%	20.1%	---	44.6%	45.8%	---	13.8%	16.6%	---	10.2%	10.1%	---	7.4%	7.4%	---	22,996	19,688	---	268	433	---
6-10 years	21.4%	19.1%	---	43.3%	45.7%	---	14.0%	16.6%	---	12.2%	11.2%	---	9.1%	7.4%	---	47,519	39,779	---	579	973	---
11-20 years	25.0%	20.8%	---	42.9%	46.2%	---	13.0%	16.1%	---	11.5%	10.1%	---	7.6%	6.8%	---	57,585	53,194	---	700	1,251	---
> 20 years	22.1%	19.9%	---	45.1%	46.9%	---	15.0%	16.2%	---	10.9%	10.2%	---	6.9%	6.8%	---	73,549	59,277	---	876	1,302	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.5%	29.9%	30.2%	51.2%	53.9%	53.1%	13.2%	8.4%	8.8%	9.4%	6.3%	6.2%	2.7%	1.5%	1.6%	256,068	212,197	221,425
Work Location																		
Headquarters	25.4%	31.8%	32.4%	50.3%	52.6%	52.0%	12.7%	7.9%	8.6%	9.0%	6.2%	5.4%	2.6%	1.6%	1.5%	100,444	82,919	86,487
Field	22.7%	29.0%	29.2%	51.6%	54.6%	53.6%	13.7%	8.7%	8.9%	9.4%	6.3%	6.6%	2.7%	1.4%	1.7%	140,479	125,991	130,932
Supervisor Status																		
Non-Supervisor	22.5%	28.9%	29.5%	50.6%	53.9%	52.0%	14.0%	8.8%	9.7%	9.9%	6.9%	6.9%	3.1%	1.6%	1.9%	140,804	116,267	118,190
Team Leader	23.7%	28.4%	29.3%	51.4%	54.4%	54.8%	13.0%	9.7%	8.4%	9.7%	5.9%	5.8%	2.2%	1.6%	1.6%	33,814	28,856	31,768
Supervisor	25.8%	33.1%	30.8%	53.1%	55.1%	56.3%	11.8%	6.2%	7.1%	7.9%	4.6%	4.8%	1.4%	1.0%	1.0%	42,671	37,702	39,858
Manager	29.6%	36.7%	36.8%	54.0%	52.8%	54.3%	9.4%	5.7%	4.7%	5.9%	4.0%	3.7%	1.2%	0.8%	0.5%	21,869	21,188	22,462
Executive	37.9%	43.5%	42.7%	48.1%	42.7%	49.0%	7.8%	8.1%	5.0%	4.3%	5.2%	2.3%	1.8%	0.5%	1.1%	4,664	4,882	5,135
Sex																		
Male	24.0%	29.9%	30.2%	52.9%	54.9%	54.0%	13.1%	8.3%	8.8%	7.7%	5.6%	5.7%	2.3%	1.3%	1.3%	128,063	108,691	117,812
Female	23.1%	29.9%	30.2%	48.9%	52.6%	51.9%	13.4%	8.6%	8.8%	11.6%	7.2%	7.0%	3.0%	1.7%	2.1%	115,100	100,254	99,718
Hispanic or Latino																		
Yes	24.3%	29.3%	28.9%	49.2%	51.7%	52.6%	14.0%	8.8%	10.1%	8.3%	8.5%	6.7%	4.2%	1.6%	1.6%	16,275	14,271	13,631
No	23.5%	30.0%	30.3%	51.5%	54.1%	53.2%	13.2%	8.4%	8.7%	9.4%	6.0%	6.2%	2.5%	1.5%	1.6%	224,850	194,614	203,785
Race																		
American Indian/ Alaska Native	21.0%	23.4%	28.3%	44.0%	52.3%	50.1%	20.2%	11.6%	11.5%	10.8%	9.5%	8.0%	4.0%	3.2%	2.1%	7,771	8,129	6,152
Asian	23.0%	28.7%	28.4%	55.2%	56.5%	55.0%	12.8%	8.7%	10.0%	6.5%	5.3%	5.8%	2.6%	0.8%	0.9%	10,593	8,415	8,611
Black or African American	23.4%	30.2%	30.4%	51.4%	52.9%	52.2%	12.6%	9.3%	8.8%	9.8%	6.0%	6.5%	2.9%	1.7%	2.1%	38,873	32,722	32,864
Native Hawaiian/ Pacific Islander	21.8%	33.8%	33.4%	51.6%	47.4%	49.5%	14.9%	13.0%	9.9%	6.8%	5.0%	5.1%	4.9%	0.8%	2.1%	1,492	1,472	1,487
White	24.2%	30.2%	30.7%	51.4%	54.4%	53.4%	13.1%	7.8%	8.4%	9.0%	6.2%	6.1%	2.3%	1.4%	1.5%	170,090	146,252	156,719
Two or more races (Not Hispanic/Latino)	18.5%	28.6%	26.5%	46.7%	50.8%	51.0%	15.9%	11.6%	11.0%	14.3%	7.1%	8.4%	4.6%	1.8%	3.0%	6,353	6,175	6,193

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.5%	29.9%	30.2%	51.2%	53.9%	53.1%	13.2%	8.4%	8.8%	9.4%	6.3%	6.2%	2.7%	1.5%	1.6%	256,068	212,197	221,425
Leaving																		
No	26.2%	33.2%	33.6%	53.2%	54.4%	53.9%	12.0%	7.2%	7.4%	7.1%	4.3%	4.2%	1.4%	0.8%	1.0%	173,692	143,384	150,501
Yes, to retire	26.2%	31.7%	31.9%	51.0%	52.1%	51.6%	11.9%	8.3%	8.4%	9.1%	5.7%	6.8%	1.8%	2.1%	1.3%	14,973	13,496	14,408
Yes, to other job in Govt	15.4%	20.0%	20.4%	45.4%	54.6%	53.0%	17.2%	11.6%	12.0%	16.2%	11.0%	11.5%	5.7%	2.9%	3.0%	41,228	37,418	35,608
Yes, to other job outside Govt	13.7%	19.6%	19.8%	47.4%	52.2%	48.5%	14.0%	10.9%	15.3%	17.5%	13.6%	11.7%	7.3%	3.8%	4.8%	5,081	6,394	7,856
Yes, other	12.9%	23.0%	18.9%	42.0%	46.3%	47.9%	18.8%	13.1%	14.7%	17.2%	13.8%	13.5%	9.1%	3.8%	5.0%	7,967	8,240	9,086
Retiring																		
Within 1 year	25.0%	32.3%	32.3%	51.5%	50.8%	50.7%	12.0%	8.6%	8.4%	9.9%	6.8%	6.0%	1.6%	1.5%	2.7%	8,593	8,334	9,139
Between 1 and 3 years	24.4%	32.0%	32.3%	52.4%	52.7%	52.1%	12.4%	7.5%	9.3%	8.3%	6.2%	5.0%	2.6%	1.6%	1.4%	26,848	24,424	25,216
Between 3 and 5 years	24.4%	31.5%	31.2%	52.3%	54.1%	53.5%	13.2%	7.7%	8.6%	8.7%	5.0%	5.6%	1.3%	1.7%	1.1%	28,848	26,400	28,078
5 or more years	23.3%	29.3%	29.6%	51.0%	54.2%	53.3%	13.4%	8.7%	8.8%	9.5%	6.4%	6.6%	2.8%	1.4%	1.7%	175,943	149,778	155,006
Age Group																		
25 and under	21.0%	31.9%	30.1%	54.7%	52.9%	53.2%	13.0%	9.4%	10.0%	9.4%	5.4%	4.4%	2.0%	0.4%	2.2%	3,168	2,298	2,476
26-29	23.5%	27.1%	27.4%	49.1%	56.9%	55.4%	15.1%	8.4%	9.5%	9.3%	5.8%	6.7%	3.0%	1.7%	0.9%	8,653	6,560	6,317
30-39	21.8%	26.4%	27.0%	50.6%	55.8%	55.0%	13.4%	9.5%	9.4%	10.4%	6.8%	6.6%	3.8%	1.5%	1.9%	34,925	29,382	31,368
40-49	22.8%	28.7%	28.9%	51.7%	54.9%	54.2%	13.8%	8.3%	8.4%	9.1%	6.4%	6.7%	2.6%	1.6%	1.8%	72,257	64,116	70,124
50-59	24.3%	30.8%	31.9%	50.9%	53.0%	51.9%	13.1%	8.3%	8.7%	9.4%	6.4%	5.9%	2.3%	1.6%	1.7%	91,246	82,018	87,043
60+	27.9%	37.2%	35.3%	52.3%	50.0%	49.4%	11.3%	7.2%	9.2%	7.1%	4.8%	5.4%	1.3%	0.8%	0.7%	31,053	24,557	20,187

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	23.5%	29.9%	30.2%	51.2%	53.9%	53.1%	13.2%	8.4%	8.8%	9.4%	6.3%	6.2%	2.7%	1.5%	1.6%	256,068	212,197	221,425
Pay Category																		
Federal Wage System	18.5%	25.6%	24.9%	49.3%	56.3%	56.1%	18.4%	10.1%	10.9%	11.3%	6.1%	6.4%	2.4%	1.8%	1.8%	9,012	8,653	9,479
GS 1-6 or equivalent	18.7%	27.6%	30.4%	51.4%	53.3%	48.1%	12.6%	8.6%	10.3%	12.9%	8.0%	8.1%	4.4%	2.5%	2.9%	11,226	10,340	10,826
GS 7-12 or equivalent	23.1%	28.5%	28.9%	50.3%	54.0%	53.6%	14.2%	9.5%	9.2%	9.6%	6.8%	6.8%	2.8%	1.2%	1.6%	96,941	86,210	91,791
GS 13-15 or equivalent	27.5%	34.1%	34.7%	53.0%	53.1%	52.8%	11.0%	6.6%	7.1%	6.9%	4.8%	4.6%	1.7%	1.5%	0.8%	103,947	83,233	91,615
Senior Executive Service	43.2%	50.2%	49.7%	46.7%	43.8%	43.5%	5.7%	3.2%	4.0%	3.6%	2.0%	2.2%	0.8%	0.8%	0.7%	3,722	3,931	4,206
SL/ST	33.2%	37.5%	23.6%	40.1%	50.3%	66.3%	8.4%	1.8%	2.2%	16.8%	9.8%	1.1%	1.4%	0.6%	6.8%	991	780	688
Other	22.7%	30.1%	29.2%	53.1%	55.1%	54.0%	12.0%	7.4%	8.1%	9.6%	6.0%	6.3%	2.6%	1.5%	2.4%	16,637	15,765	8,187
Time in Federal Government																		
< 1 year	30.8%	28.4%	39.6%	49.8%	46.4%	50.4%	10.2%	9.9%	5.8%	6.7%	12.2%	3.6%	2.4%	3.0%	0.6%	3,090	2,253	2,614
1-3 years	24.0%	29.6%	30.1%	52.7%	54.5%	53.2%	12.4%	8.2%	9.3%	8.4%	6.4%	5.5%	2.6%	1.2%	1.8%	25,796	17,928	17,544
4-5 years	22.7%	27.5%	27.2%	47.8%	55.0%	52.5%	14.1%	10.0%	9.6%	12.0%	6.1%	7.8%	3.4%	1.4%	2.9%	17,375	14,598	16,229
6-10 years	20.2%	27.6%	26.5%	51.2%	55.4%	55.2%	14.6%	8.6%	9.9%	10.4%	7.1%	7.1%	3.6%	1.3%	1.3%	39,302	32,657	26,506
11-20 years	24.2%	28.5%	---	50.3%	54.5%	---	13.2%	8.4%	---	10.1%	6.7%	---	2.3%	1.8%	---	54,481	53,234	---
(11 to 14 years)	23.3%	27.9%	29.0%	50.1%	55.2%	54.0%	14.3%	8.3%	8.3%	9.8%	6.7%	6.8%	2.6%	1.8%	1.9%	21,791	17,505	62,911
(15 to 20 years)	24.8%	28.8%	32.8%	50.4%	54.2%	52.0%	12.3%	8.5%	8.6%	10.4%	6.7%	5.4%	2.1%	1.8%	1.3%	32,690	35,729	91,710
> 20 years	24.9%	32.7%	---	52.0%	52.7%	---	12.8%	7.9%	---	8.2%	5.3%	---	2.1%	1.4%	---	101,090	88,279	---
Time with Current Agency																		
< 1 year	29.3%	32.6%	36.3%	48.6%	49.2%	49.3%	12.5%	7.4%	7.0%	7.1%	8.8%	5.3%	2.6%	2.0%	2.0%	5,401	4,810	5,025
1-3 years	24.2%	30.1%	29.6%	51.7%	53.5%	52.7%	12.5%	8.7%	9.7%	8.8%	6.2%	6.3%	2.9%	1.5%	1.7%	37,547	28,187	28,264
4-5 years	22.5%	27.1%	27.1%	48.5%	55.1%	53.8%	14.4%	9.1%	9.4%	11.4%	7.0%	7.0%	3.3%	1.8%	2.6%	22,680	20,124	22,564
6-10 years	20.3%	28.0%	27.5%	51.0%	55.2%	54.3%	14.5%	8.3%	9.4%	10.7%	7.1%	7.1%	3.5%	1.4%	1.6%	46,964	40,755	35,125
11-20 years	24.2%	29.3%	29.7%	49.9%	53.8%	53.5%	13.3%	9.0%	8.6%	10.3%	6.2%	6.5%	2.4%	1.7%	1.7%	56,820	54,458	64,989
> 20 years	25.0%	32.7%	33.4%	53.3%	53.4%	52.3%	12.6%	7.6%	8.1%	7.5%	5.1%	5.2%	1.6%	1.1%	1.1%	72,522	60,590	61,527

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.6%	10.6%	10.1%	37.2%	35.6%	35.0%	26.9%	28.6%	29.3%	18.2%	17.1%	17.0%	9.1%	8.2%	8.6%	254,002	206,229	214,453	8,804	5,964	6,958
Work Location																					
Headquarters	9.7%	12.5%	11.9%	39.6%	38.1%	37.1%	24.8%	26.8%	27.6%	17.6%	15.5%	16.0%	8.3%	7.1%	7.4%	99,757	80,776	83,947	3,359	2,144	2,530
Field	7.9%	9.6%	9.2%	36.0%	34.3%	34.1%	27.8%	29.5%	30.1%	18.7%	17.8%	17.5%	9.5%	8.7%	9.1%	139,094	122,262	126,665	4,746	3,720	4,265
Supervisor Status																					
Non-Supervisor	8.3%	10.4%	10.3%	36.9%	34.9%	34.4%	27.9%	30.2%	30.6%	17.6%	16.6%	16.3%	9.3%	8.0%	8.5%	137,417	111,646	112,946	6,989	4,614	5,224
Team Leader	7.2%	9.1%	8.5%	35.5%	34.2%	33.3%	26.4%	28.1%	29.1%	21.1%	18.7%	19.5%	9.8%	9.8%	9.6%	33,966	28,271	31,040	682	584	735
Supervisor	9.3%	10.8%	9.0%	38.8%	37.8%	37.1%	25.2%	26.3%	27.0%	18.5%	17.6%	18.3%	8.2%	7.4%	8.7%	43,359	37,213	39,249	441	489	610
Manager	11.9%	14.1%	11.9%	41.8%	39.7%	40.5%	20.5%	20.8%	23.5%	18.6%	17.6%	16.8%	7.3%	7.7%	7.2%	22,382	21,037	22,287	110	151	173
Executive	21.3%	22.3%	19.2%	46.8%	45.6%	47.1%	15.2%	18.6%	18.3%	11.4%	9.6%	11.5%	5.3%	3.9%	3.9%	4,784	4,857	5,080	21	25	55
Sex																					
Male	8.5%	9.9%	9.1%	37.1%	34.1%	34.5%	27.5%	29.3%	29.7%	17.5%	17.8%	17.3%	9.4%	8.8%	9.4%	127,848	106,105	114,616	3,553	2,580	3,187
Female	8.7%	11.5%	11.3%	37.8%	37.5%	35.7%	25.9%	27.7%	28.8%	19.0%	16.1%	16.7%	8.5%	7.3%	7.6%	113,442	96,968	96,096	4,653	3,284	3,617
Hispanic or Latino																					
Yes	10.1%	11.3%	10.1%	37.0%	36.5%	35.7%	25.9%	30.4%	29.5%	14.7%	13.5%	15.9%	12.3%	8.3%	8.8%	16,186	13,821	13,113	577	448	512
No	8.5%	10.5%	10.0%	37.4%	35.5%	35.0%	26.9%	28.4%	29.3%	18.6%	17.4%	17.1%	8.6%	8.1%	8.6%	223,068	189,193	197,487	7,547	5,414	6,287
Race																					
American Indian/ Alaska Native	6.9%	9.0%	6.5%	30.1%	32.5%	36.7%	32.0%	27.6%	26.8%	20.3%	21.4%	21.6%	10.8%	9.5%	8.5%	7,651	7,923	5,991	264	205	159
Asian	9.5%	11.1%	10.2%	45.6%	39.1%	41.8%	23.3%	28.0%	28.6%	12.5%	14.9%	13.3%	9.1%	7.0%	6.1%	10,648	8,131	8,277	452	283	334
Black or African American	10.3%	12.3%	11.7%	39.7%	38.3%	37.3%	28.3%	28.7%	30.6%	13.7%	13.7%	14.2%	8.1%	7.0%	6.2%	38,079	31,515	31,497	1,835	1,202	1,369
Native Hawaiian/ Pacific Islander	6.6%	9.1%	11.3%	31.8%	37.5%	37.3%	31.1%	29.6%	28.2%	14.3%	13.8%	13.4%	16.2%	10.0%	9.7%	1,483	1,440	1,445	53	32	42
White	8.4%	10.2%	9.9%	37.0%	35.2%	34.3%	26.3%	28.3%	29.1%	19.6%	18.0%	17.8%	8.6%	8.3%	9.0%	169,305	142,533	152,338	4,990	3,717	4,368
Two or more races (Not Hispanic/Latino)	6.3%	11.1%	8.1%	29.1%	30.2%	30.5%	30.0%	32.0%	28.1%	20.6%	16.4%	20.0%	14.1%	10.4%	13.4%	6,259	5,972	5,898	244	204	294

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.6%	10.6%	10.1%	37.2%	35.6%	35.0%	26.9%	28.6%	29.3%	18.2%	17.1%	17.0%	9.1%	8.2%	8.6%	254,002	206,229	214,453	8,804	5,964	6,958
Leaving																					
No	10.3%	12.7%	12.0%	40.8%	39.1%	38.2%	27.3%	28.3%	29.3%	15.8%	14.5%	14.6%	5.8%	5.4%	5.9%	172,529	139,572	146,042	5,702	3,804	4,450
Yes, to retire	6.7%	10.8%	8.5%	36.9%	33.1%	30.5%	27.3%	27.7%	29.9%	20.1%	18.2%	20.3%	9.0%	10.3%	10.8%	14,985	13,085	14,007	452	409	401
Yes, to other job in Govt	4.1%	4.7%	5.0%	27.4%	27.7%	27.6%	25.4%	30.0%	30.3%	24.2%	23.3%	22.6%	18.9%	14.3%	14.5%	40,730	36,256	34,333	1,499	1,164	1,268
Yes, to other job outside Govt	4.4%	4.2%	3.7%	21.6%	22.1%	24.7%	22.6%	28.1%	22.7%	31.0%	25.9%	28.8%	20.4%	19.7%	20.0%	5,042	6,247	7,614	184	148	244
Yes, other	3.1%	4.6%	4.2%	24.7%	22.2%	25.5%	26.8%	30.6%	30.2%	25.7%	25.3%	22.0%	19.6%	17.4%	18.1%	7,784	7,902	8,648	351	339	434
Retiring																					
Within 1 year	7.7%	10.5%	9.5%	35.2%	33.8%	31.7%	28.2%	26.5%	26.6%	19.7%	17.6%	21.0%	9.2%	11.6%	11.2%	8,575	8,079	8,886	265	255	254
Between 1 and 3 years	6.3%	10.0%	8.9%	37.2%	33.7%	32.6%	26.8%	28.8%	29.7%	19.8%	18.7%	19.2%	9.9%	8.8%	9.6%	26,835	23,705	24,471	841	717	749
Between 3 and 5 years	7.6%	9.7%	9.1%	38.3%	35.6%	33.7%	27.3%	30.6%	29.9%	17.7%	15.3%	18.7%	9.1%	8.8%	8.7%	28,802	25,630	27,225	851	772	851
5 or more years	9.1%	10.8%	10.4%	37.2%	35.9%	35.8%	26.7%	28.4%	29.3%	18.1%	17.1%	16.3%	8.8%	7.8%	8.3%	174,223	145,651	150,043	6,066	4,119	4,944
Age Group																					
25 and under	9.5%	11.9%	11.6%	47.7%	40.3%	36.8%	20.8%	25.9%	29.1%	16.5%	15.5%	16.1%	5.5%	6.4%	6.4%	3,039	2,203	2,395	170	95	81
26-29	10.0%	10.0%	11.7%	38.0%	35.3%	38.0%	24.9%	29.7%	30.3%	18.8%	18.4%	12.5%	8.3%	6.7%	7.4%	8,467	6,351	6,059	357	209	257
30-39	8.7%	10.6%	10.2%	37.4%	34.7%	35.1%	25.8%	28.6%	30.5%	18.3%	17.1%	16.5%	9.9%	9.1%	7.7%	34,444	28,568	30,293	1,199	813	1,073
40-49	8.3%	10.4%	9.3%	36.8%	35.5%	35.0%	27.2%	28.5%	29.0%	18.4%	17.1%	17.5%	9.3%	8.6%	9.2%	71,602	62,417	68,054	2,373	1,699	2,056
50-59	8.9%	10.2%	9.8%	37.0%	35.4%	34.8%	27.0%	28.3%	28.6%	18.6%	17.9%	17.9%	8.5%	8.2%	8.8%	90,866	79,790	84,436	2,869	2,222	2,604
60+	8.1%	12.3%	12.2%	38.9%	37.2%	34.0%	29.0%	30.1%	30.5%	16.3%	14.1%	15.1%	7.6%	6.3%	8.3%	31,035	23,734	19,458	1,152	824	731

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.6%	10.6%	10.1%	37.2%	35.6%	35.0%	26.9%	28.6%	29.3%	18.2%	17.1%	17.0%	9.1%	8.2%	8.6%	254,002	206,229	214,453	8,804	5,964	6,958
Pay Category																					
Federal Wage System	5.0%	6.9%	7.1%	31.7%	30.3%	32.7%	29.8%	32.8%	31.4%	19.9%	20.2%	18.6%	13.5%	9.8%	10.1%	9,051	8,487	9,280	163	161	195
GS 1-6 or equivalent	9.5%	10.9%	12.7%	33.3%	40.1%	36.9%	28.9%	26.1%	28.9%	18.1%	15.6%	14.6%	10.1%	7.2%	6.9%	10,904	9,929	10,389	563	410	437
GS 7-12 or equivalent	7.8%	10.2%	9.6%	37.5%	34.7%	34.2%	28.1%	31.0%	30.7%	18.0%	16.4%	17.0%	8.5%	7.7%	8.5%	95,087	83,043	88,214	4,220	3,168	3,570
GS 13-15 or equivalent	10.5%	12.1%	10.8%	40.0%	37.5%	36.6%	23.2%	25.3%	26.2%	18.2%	17.4%	18.1%	8.1%	7.7%	8.3%	104,243	81,506	89,357	2,722	1,726	2,258
Senior Executive Service	24.3%	22.7%	20.4%	47.2%	45.7%	46.1%	11.8%	14.5%	16.3%	12.8%	13.2%	12.4%	4.0%	4.0%	4.7%	3,821	3,918	4,186	14	13	20
SL/ST	11.1%	21.7%	7.7%	49.5%	37.5%	41.4%	20.0%	22.3%	20.3%	14.2%	7.4%	16.6%	5.2%	11.1%	14.0%	1,011	768	671	13	12	17
Other	7.5%	9.9%	11.1%	36.7%	34.3%	37.1%	27.3%	26.4%	30.4%	18.6%	18.6%	14.0%	9.9%	10.7%	7.3%	16,475	15,389	7,913	504	375	274
Time in Federal Government																					
< 1 year	15.7%	15.3%	18.5%	44.8%	38.3%	45.3%	21.6%	25.5%	23.4%	15.0%	19.0%	9.9%	2.9%	2.0%	2.9%	2,957	2,150	2,489	193	103	125
1-3 years	11.5%	12.9%	13.7%	40.7%	37.5%	38.0%	24.7%	28.2%	28.0%	16.3%	15.4%	13.0%	6.9%	6.0%	7.2%	25,260	17,372	16,954	1,143	556	586
4-5 years	8.3%	11.0%	9.8%	36.6%	36.1%	35.9%	27.6%	28.2%	28.3%	17.9%	17.2%	16.3%	9.6%	7.5%	9.7%	17,216	14,247	15,727	584	351	500
6-10 years	7.0%	9.5%	9.6%	35.8%	35.9%	35.4%	27.9%	28.2%	30.4%	18.7%	17.2%	16.9%	10.6%	9.3%	7.6%	38,985	31,771	25,668	1,270	885	837
11-20 years	8.3%	10.0%	---	37.9%	34.0%	---	25.7%	29.7%	---	18.6%	17.6%	---	9.5%	8.7%	---	54,115	51,693	---	1,780	1,537	---
(11 to 14 years)	8.4%	9.1%	8.9%	38.3%	33.9%	34.5%	26.3%	30.7%	30.0%	18.5%	18.6%	17.0%	8.6%	7.8%	9.6%	21,642	17,023	60,844	709	480	2,068
(15 to 20 years)	8.1%	10.5%	9.6%	37.7%	34.1%	33.7%	25.2%	29.1%	29.3%	18.7%	17.1%	18.9%	10.3%	9.2%	8.6%	32,473	34,670	89,016	1,071	1,057	2,686
> 20 years	8.1%	10.4%	---	36.4%	35.6%	---	27.7%	28.5%	---	18.8%	17.1%	---	9.0%	8.4%	---	100,685	85,846	---	3,200	2,432	---
Time with Current Agency																					
< 1 year	15.1%	18.2%	19.2%	42.6%	41.8%	42.3%	24.9%	22.8%	25.4%	13.9%	14.3%	9.7%	3.6%	2.9%	3.4%	5,187	4,605	4,767	324	205	255
1-3 years	10.5%	12.7%	13.3%	40.9%	37.8%	36.7%	24.8%	28.5%	28.4%	16.4%	15.0%	14.0%	7.4%	6.0%	7.6%	36,881	27,313	27,244	1,588	874	1,014
4-5 years	8.0%	10.3%	9.2%	37.7%	35.2%	34.9%	26.6%	27.6%	29.4%	17.3%	17.8%	16.7%	10.5%	9.1%	9.7%	22,513	19,586	21,859	770	537	705
6-10 years	7.3%	8.9%	9.1%	35.6%	35.1%	35.9%	27.2%	28.9%	30.2%	19.1%	17.7%	16.3%	10.8%	9.4%	8.4%	46,627	39,661	34,031	1,493	1,094	1,091
11-20 years	8.0%	10.0%	8.6%	37.0%	34.1%	34.3%	26.4%	30.1%	29.6%	18.9%	17.3%	17.6%	9.7%	8.5%	9.8%	56,484	52,897	62,867	1,846	1,557	2,121
> 20 years	8.0%	10.3%	9.5%	35.5%	35.3%	33.4%	28.5%	28.4%	29.3%	19.5%	17.6%	19.6%	8.5%	8.4%	8.1%	72,332	58,993	59,911	2,162	1,597	1,615

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.0%	8.1%	7.6%	27.4%	28.8%	27.6%	28.4%	27.4%	27.8%	19.2%	18.7%	19.9%	17.0%	17.0%	17.1%	247,778	202,039	211,387	14,914	10,153	10,045
Work Location																					
Headquarters	9.5%	9.3%	8.9%	29.9%	31.0%	29.4%	28.2%	27.2%	28.0%	17.4%	17.4%	18.5%	15.0%	15.1%	15.2%	96,611	78,383	82,052	6,450	4,538	4,433
Field	7.5%	7.5%	7.0%	26.6%	27.7%	26.7%	28.3%	27.6%	27.8%	19.7%	19.3%	20.5%	18.0%	17.9%	18.0%	136,478	120,599	125,582	7,345	5,386	5,358
Supervisor Status																					
Non-Supervisor	6.3%	6.5%	6.2%	24.3%	25.3%	23.7%	29.8%	29.3%	29.3%	20.1%	20.1%	21.3%	19.4%	18.9%	19.4%	133,099	108,354	110,531	11,278	7,911	7,654
Team Leader	7.2%	6.3%	6.8%	27.5%	29.1%	28.5%	26.9%	27.3%	27.7%	21.7%	18.5%	19.9%	16.7%	18.9%	17.2%	33,080	27,776	30,612	1,561	1,077	1,162
Supervisor	11.1%	11.2%	9.1%	36.7%	38.5%	37.4%	26.5%	23.9%	25.3%	15.5%	16.0%	16.6%	10.2%	10.5%	11.5%	42,921	36,978	39,146	858	724	713
Manager	20.3%	19.1%	16.6%	41.9%	42.2%	42.5%	20.6%	18.3%	21.4%	10.1%	12.6%	12.2%	7.1%	7.7%	7.3%	22,244	21,024	22,277	242	162	187
Executive	33.6%	27.5%	30.0%	41.9%	39.1%	40.7%	14.6%	19.9%	13.5%	5.0%	8.0%	12.3%	4.9%	5.5%	3.5%	4,750	4,834	5,059	47	48	76
Sex																					
Male	8.5%	8.2%	7.5%	28.2%	29.2%	27.7%	28.7%	26.9%	28.1%	17.4%	18.1%	18.8%	17.0%	17.6%	17.9%	125,454	104,662	113,700	5,913	4,022	4,116
Female	7.5%	7.9%	7.7%	26.7%	28.3%	27.3%	27.9%	28.2%	27.6%	21.2%	19.5%	21.2%	16.6%	16.2%	16.2%	110,026	94,349	94,037	8,019	5,903	5,682
Hispanic or Latino																					
Yes	7.9%	8.2%	8.2%	27.2%	27.0%	25.9%	27.7%	27.3%	28.0%	16.6%	17.9%	18.9%	20.5%	19.6%	19.1%	15,810	13,555	13,002	937	714	627
No	8.1%	8.1%	7.5%	27.7%	29.0%	27.7%	28.5%	27.5%	27.9%	19.3%	18.8%	20.0%	16.5%	16.7%	16.9%	217,702	185,399	194,626	12,855	9,209	9,166
Race																					
American Indian/ Alaska Native	6.8%	9.4%	5.6%	24.0%	25.7%	28.0%	30.5%	22.9%	28.2%	19.8%	15.3%	21.0%	18.9%	26.8%	17.2%	7,347	7,612	5,704	567	518	448
Asian	9.3%	9.6%	9.8%	36.4%	37.3%	29.0%	26.6%	27.2%	32.5%	13.4%	13.9%	17.0%	14.2%	12.0%	11.7%	10,396	7,927	8,142	706	486	464
Black or African American	7.5%	7.7%	6.8%	24.6%	25.4%	25.4%	30.1%	29.8%	29.1%	20.3%	19.2%	20.5%	17.5%	17.9%	18.1%	37,266	30,752	30,903	2,639	1,968	1,969
Native Hawaiian/ Pacific Islander	5.9%	8.6%	12.5%	23.3%	23.6%	30.3%	30.6%	26.4%	26.6%	16.3%	23.3%	14.5%	23.9%	18.2%	16.2%	1,468	1,404	1,417	66	68	71
White	8.5%	8.0%	7.7%	28.4%	29.9%	28.5%	28.0%	27.1%	27.3%	18.9%	18.8%	20.0%	16.2%	16.3%	16.6%	165,194	140,102	150,549	9,036	6,145	6,170
Two or more races (Not Hispanic/Latino)	5.9%	8.5%	6.4%	19.5%	20.1%	20.2%	25.6%	27.1%	26.5%	25.5%	19.5%	20.3%	23.5%	24.8%	26.6%	6,123	5,826	5,834	379	350	360

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.0%	8.1%	7.6%	27.4%	28.8%	27.6%	28.4%	27.4%	27.8%	19.2%	18.7%	19.9%	17.0%	17.0%	17.1%	247,778	202,039	211,387	14,914	10,153	10,045
Leaving																					
No	9.6%	9.8%	9.2%	31.9%	33.1%	31.5%	29.7%	28.8%	29.1%	17.4%	16.6%	18.0%	11.3%	11.7%	12.2%	168,053	136,388	143,657	10,105	6,991	6,849
Yes, to retire	7.7%	8.4%	7.2%	27.0%	27.2%	27.0%	27.7%	26.6%	26.5%	21.4%	18.6%	21.4%	16.2%	19.2%	17.9%	14,849	13,057	13,950	575	434	460
Yes, to other job in Govt	3.8%	3.2%	3.3%	15.4%	18.3%	17.1%	23.8%	24.2%	25.2%	23.8%	24.4%	25.3%	33.2%	29.8%	29.1%	39,811	35,618	33,993	2,417	1,801	1,609
Yes, to other job outside Govt	3.4%	2.9%	2.7%	15.4%	15.1%	15.2%	25.1%	20.9%	20.2%	23.0%	28.1%	25.2%	33.1%	33.1%	36.6%	4,950	6,129	7,525	270	265	333
Yes, other	3.3%	3.1%	2.7%	12.1%	14.8%	15.3%	22.3%	24.3%	25.8%	22.2%	22.5%	23.1%	40.0%	35.2%	33.2%	7,584	7,808	8,546	556	435	540
Retiring																					
Within 1 year	9.0%	8.0%	8.1%	27.5%	27.3%	27.9%	28.3%	27.5%	25.3%	18.5%	17.3%	20.2%	16.6%	20.0%	18.5%	8,488	8,054	8,849	346	277	292
Between 1 and 3 years	6.9%	9.0%	6.7%	24.4%	27.2%	26.8%	27.4%	27.7%	29.5%	23.0%	18.7%	20.5%	18.4%	17.4%	16.6%	26,546	23,590	24,421	1,112	831	801
Between 3 and 5 years	8.0%	7.5%	7.1%	27.9%	25.7%	28.0%	28.4%	28.6%	27.2%	17.7%	20.6%	20.8%	18.0%	17.6%	17.0%	28,381	25,449	27,123	1,267	952	957
5 or more years	8.3%	8.0%	7.8%	28.0%	29.6%	27.6%	28.3%	27.2%	27.9%	18.9%	18.5%	19.6%	16.5%	16.7%	17.1%	169,286	141,909	147,255	10,956	7,866	7,745
Age Group																					
25 and under	12.6%	10.4%	9.9%	33.9%	32.7%	31.7%	25.3%	29.0%	25.8%	14.5%	12.5%	19.8%	13.7%	15.3%	12.9%	2,861	2,033	2,240	351	265	237
26-29	9.0%	8.9%	8.4%	28.9%	29.7%	26.7%	29.5%	28.2%	29.7%	17.5%	18.0%	20.3%	15.1%	15.3%	14.8%	8,068	6,041	5,782	757	518	535
30-39	7.9%	7.7%	7.2%	27.3%	29.9%	27.5%	26.9%	25.8%	27.9%	20.4%	19.0%	20.0%	17.5%	17.6%	17.3%	33,100	27,527	29,449	2,519	1,854	1,915
40-49	7.7%	8.0%	7.1%	27.7%	29.4%	28.8%	28.3%	26.7%	26.8%	18.9%	18.1%	19.7%	17.3%	17.8%	17.6%	69,893	61,161	67,066	4,061	2,953	3,060
50-59	8.2%	7.6%	7.9%	27.8%	28.0%	26.5%	28.6%	28.3%	28.1%	18.8%	19.0%	20.1%	16.6%	17.1%	17.4%	89,183	78,670	83,848	4,525	3,343	3,200
60+	8.6%	9.9%	7.8%	26.4%	27.0%	27.4%	29.2%	28.9%	30.3%	20.1%	19.9%	18.8%	15.7%	14.2%	15.6%	30,570	23,568	19,336	1,602	991	851

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.0%	8.1%	7.6%	27.4%	28.8%	27.6%	28.4%	27.4%	27.8%	19.2%	18.7%	19.9%	17.0%	17.0%	17.1%	247,778	202,039	211,387	14,914	10,153	10,045
Pay Category																					
Federal Wage System	4.7%	5.6%	4.2%	21.7%	22.4%	19.3%	29.2%	27.1%	29.0%	19.6%	22.1%	22.1%	24.8%	22.8%	25.4%	8,929	8,388	9,234	274	264	247
GS 1-6 or equivalent	5.3%	6.8%	6.0%	19.3%	21.6%	21.7%	29.9%	30.2%	29.4%	24.1%	20.1%	22.2%	21.4%	21.3%	20.8%	10,450	9,474	9,931	1,011	864	894
GS 7-12 or equivalent	6.8%	6.6%	6.4%	25.9%	26.4%	25.5%	30.3%	29.5%	29.5%	19.8%	20.0%	21.1%	17.2%	17.5%	17.5%	92,804	81,259	86,813	6,480	4,951	4,983
GS 13-15 or equivalent	12.2%	11.2%	10.9%	35.8%	36.9%	36.7%	24.6%	25.1%	24.8%	15.7%	15.0%	16.0%	11.7%	11.8%	11.5%	101,750	80,084	88,386	5,194	3,145	3,228
Senior Executive Service	39.2%	35.1%	34.5%	42.6%	44.2%	44.8%	10.3%	11.1%	11.1%	5.3%	6.6%	6.8%	2.6%	2.9%	2.8%	3,811	3,911	4,169	19	20	37
SL/ST	19.3%	14.4%	8.8%	29.3%	25.7%	30.9%	36.4%	26.1%	22.8%	8.4%	5.7%	15.9%	6.7%	28.1%	21.6%	980	751	663	42	29	25
Other	7.3%	8.2%	8.1%	25.5%	30.3%	28.1%	27.3%	22.9%	28.1%	20.3%	19.2%	20.3%	19.6%	19.4%	15.3%	16,081	15,115	7,819	877	650	368
Time in Federal Government																					
< 1 year	11.3%	11.4%	14.2%	32.4%	29.4%	35.0%	40.3%	27.0%	30.7%	11.7%	20.1%	13.6%	4.3%	12.2%	6.6%	2,511	1,748	2,063	641	505	551
1-3 years	10.3%	8.8%	7.5%	30.6%	31.1%	29.5%	30.2%	31.4%	29.9%	16.3%	16.0%	18.9%	12.6%	12.6%	14.1%	23,737	16,350	16,058	2,665	1,576	1,486
4-5 years	8.0%	8.0%	7.5%	28.2%	30.3%	24.9%	28.7%	26.8%	27.3%	19.2%	18.4%	21.2%	15.9%	16.4%	19.1%	16,639	13,813	15,296	1,157	784	931
6-10 years	6.7%	6.9%	7.1%	24.0%	26.8%	25.0%	28.5%	26.1%	29.0%	20.1%	20.0%	20.4%	20.6%	20.1%	18.5%	37,980	31,012	25,180	2,255	1,645	1,326
11-20 years	6.9%	7.7%	---	27.3%	26.9%	---	26.5%	27.6%	---	21.1%	20.1%	---	18.1%	17.7%	---	53,140	50,960	---	2,731	2,276	---
(11 to 14 years)	6.7%	6.5%	6.6%	26.1%	27.6%	26.2%	27.6%	28.3%	27.9%	21.7%	20.3%	20.3%	17.9%	17.3%	19.1%	21,211	16,734	60,421	1,131	771	2,494
(15 to 20 years)	7.1%	8.4%	8.3%	28.3%	26.6%	29.3%	25.7%	27.2%	26.8%	20.7%	20.1%	19.5%	18.3%	17.9%	16.0%	31,929	34,226	88,705	1,600	1,505	3,006
> 20 years	8.4%	8.5%	---	27.9%	29.9%	---	28.1%	27.0%	---	18.7%	18.0%	---	16.9%	16.7%	---	99,433	85,136	---	4,418	3,139	---
Time with Current Agency																					
< 1 year	11.0%	14.2%	12.6%	31.3%	32.4%	32.4%	40.7%	28.4%	36.1%	10.8%	15.1%	12.1%	6.2%	9.9%	6.7%	4,495	3,814	4,030	1,021	996	994
1-3 years	10.4%	8.7%	8.3%	29.3%	30.7%	28.5%	29.6%	30.4%	29.8%	17.4%	16.7%	18.3%	13.4%	13.4%	15.1%	34,851	25,943	26,089	3,617	2,241	2,175
4-5 years	7.4%	7.7%	6.8%	27.8%	28.2%	24.7%	28.3%	27.6%	27.0%	19.1%	18.1%	21.9%	17.4%	18.4%	19.6%	21,919	19,161	21,390	1,359	962	1,171
6-10 years	6.7%	6.6%	6.8%	24.3%	27.1%	25.2%	27.7%	26.3%	28.8%	20.2%	19.9%	20.4%	21.1%	20.1%	18.7%	45,682	38,948	33,645	2,415	1,808	1,480
11-20 years	7.0%	7.6%	6.5%	27.6%	26.9%	26.5%	26.9%	27.5%	27.5%	20.2%	20.3%	20.6%	18.3%	17.7%	19.0%	55,700	52,448	62,755	2,603	2,011	2,239
> 20 years	8.5%	8.7%	8.6%	28.4%	30.6%	30.4%	27.7%	26.4%	26.2%	19.5%	18.1%	19.5%	15.9%	16.2%	15.3%	71,581	58,683	59,801	2,889	1,905	1,731

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.6%	5.5%	4.9%	25.2%	26.2%	25.7%	27.5%	28.4%	28.1%	22.8%	23.0%	23.5%	18.9%	16.9%	17.9%	241,373	196,682	206,572	21,290	15,516	14,858
Work Location																					
Headquarters	6.4%	6.4%	5.4%	25.8%	26.9%	26.0%	28.0%	29.1%	29.7%	22.4%	22.1%	22.8%	17.4%	15.4%	16.1%	93,377	75,603	79,492	9,702	7,316	6,993
Field	5.3%	5.0%	4.6%	25.0%	25.9%	25.5%	27.0%	28.0%	27.3%	23.0%	23.4%	23.8%	19.8%	17.7%	18.8%	133,735	118,166	123,497	10,087	7,825	7,444
Supervisor Status																					
Non-Supervisor	4.7%	4.8%	4.2%	22.2%	22.7%	22.3%	28.5%	30.2%	29.8%	23.5%	23.5%	23.7%	21.1%	18.9%	20.0%	127,681	103,717	106,324	16,703	12,553	11,858
Team Leader	4.2%	3.7%	4.2%	21.5%	23.2%	22.5%	27.5%	27.3%	27.0%	26.1%	25.9%	26.8%	20.7%	20.0%	19.5%	32,487	27,324	30,153	2,142	1,530	1,623
Supervisor	8.0%	6.9%	6.0%	36.2%	37.8%	36.4%	24.7%	25.2%	24.9%	19.5%	20.8%	21.0%	11.6%	9.3%	11.6%	42,924	36,897	39,150	877	805	706
Manager	12.7%	11.8%	10.1%	42.8%	43.3%	42.9%	21.2%	20.7%	21.8%	14.9%	16.6%	17.8%	8.4%	7.4%	7.4%	22,203	20,999	22,305	282	187	161
Executive	19.2%	16.2%	11.6%	42.7%	37.5%	43.3%	19.1%	23.1%	21.4%	12.0%	17.5%	15.8%	7.0%	5.6%	7.9%	4,717	4,816	5,039	76	66	96
Sex																					
Male	6.0%	5.5%	4.6%	26.0%	26.7%	26.1%	28.5%	29.5%	29.7%	21.4%	21.9%	22.5%	18.0%	16.4%	17.2%	122,260	101,995	111,295	9,089	6,698	6,516
Female	5.1%	5.4%	5.2%	24.2%	25.6%	25.0%	26.0%	26.8%	26.0%	24.8%	24.5%	24.8%	20.0%	17.7%	19.0%	107,206	91,803	91,794	10,876	8,447	7,930
Hispanic or Latino																					
Yes	7.5%	6.5%	5.6%	26.3%	27.3%	25.2%	27.4%	27.6%	29.5%	18.4%	22.1%	21.2%	20.4%	16.6%	18.5%	15,480	13,275	12,716	1,289	996	915
No	5.4%	5.4%	4.8%	25.2%	26.1%	25.7%	27.4%	28.4%	28.0%	23.3%	23.1%	23.7%	18.7%	17.0%	17.9%	212,058	180,469	190,259	18,489	14,143	13,528
Race																					
American Indian/ Alaska Native	5.2%	6.5%	4.2%	20.7%	23.6%	27.3%	30.4%	25.8%	28.9%	21.6%	18.7%	23.1%	22.1%	25.4%	16.6%	7,449	7,694	5,832	460	436	320
Asian	6.8%	6.4%	7.3%	28.2%	33.8%	28.2%	34.4%	30.1%	32.1%	16.6%	17.2%	18.2%	14.0%	12.5%	14.2%	9,931	7,578	7,803	1,168	835	803
Black or African American	5.9%	7.5%	5.9%	27.9%	27.9%	28.0%	29.4%	30.3%	30.4%	20.3%	19.7%	20.4%	16.5%	14.7%	15.4%	36,046	29,689	29,927	3,858	3,029	2,944
Native Hawaiian/ Pacific Islander	4.8%	6.3%	5.7%	29.9%	23.4%	31.8%	20.8%	36.0%	29.5%	20.2%	19.6%	17.6%	24.3%	14.8%	15.4%	1,434	1,391	1,395	102	81	93
White	5.4%	4.8%	4.5%	24.8%	25.9%	25.2%	26.5%	27.6%	27.2%	24.2%	24.5%	24.8%	19.1%	17.3%	18.3%	161,215	136,530	147,343	13,038	9,725	9,375
Two or more races (Not Hispanic/Latino)	4.9%	5.4%	4.9%	19.8%	21.9%	19.8%	26.4%	29.9%	29.0%	21.7%	22.5%	20.8%	27.2%	20.3%	25.5%	5,935	5,678	5,700	563	498	494

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.6%	5.5%	4.9%	25.2%	26.2%	25.7%	27.5%	28.4%	28.1%	22.8%	23.0%	23.5%	18.9%	16.9%	17.9%	241,373	196,682	206,572	21,290	15,516	14,858
Leaving																					
No	6.3%	6.4%	5.7%	28.4%	29.3%	28.6%	28.6%	30.0%	29.3%	21.9%	21.5%	22.6%	14.7%	12.8%	13.8%	163,426	132,630	140,105	14,753	10,754	10,404
Yes, to retire	5.2%	5.6%	4.1%	27.2%	26.8%	27.0%	25.6%	26.4%	31.1%	26.6%	23.2%	20.6%	15.4%	18.0%	17.2%	14,558	12,762	13,760	869	730	649
Yes, to other job in Govt	2.9%	2.8%	2.7%	15.6%	18.8%	17.2%	23.8%	23.9%	24.8%	24.9%	27.3%	27.0%	32.7%	27.1%	28.3%	39,033	34,749	33,357	3,204	2,671	2,248
Yes, to other job outside Govt	2.3%	2.2%	2.4%	16.4%	14.3%	16.5%	23.5%	20.1%	19.6%	22.6%	29.7%	26.1%	35.2%	33.8%	35.5%	4,844	5,992	7,414	381	403	441
Yes, other	7.5%	3.3%	2.6%	14.4%	13.9%	15.6%	24.0%	28.2%	24.8%	23.5%	25.1%	26.0%	30.7%	29.5%	31.0%	7,384	7,655	8,386	744	586	700
Retiring																					
Within 1 year	6.3%	6.1%	5.0%	24.6%	24.8%	28.9%	25.5%	26.5%	29.0%	26.4%	23.7%	21.0%	17.1%	19.0%	16.1%	8,320	7,875	8,716	516	458	424
Between 1 and 3 years	5.4%	6.9%	4.0%	25.9%	26.7%	28.0%	27.2%	30.1%	29.5%	24.6%	20.5%	22.2%	16.9%	15.8%	16.3%	25,980	23,051	23,936	1,687	1,372	1,286
Between 3 and 5 years	6.0%	5.4%	4.9%	26.6%	25.1%	26.2%	28.7%	31.4%	29.8%	21.7%	22.8%	23.8%	17.1%	15.3%	15.3%	27,719	24,880	26,600	1,937	1,523	1,481
5 or more years	5.6%	5.2%	5.0%	25.1%	26.4%	25.1%	27.1%	27.7%	27.6%	22.7%	23.4%	23.7%	19.5%	17.3%	18.7%	164,757	137,985	143,750	15,483	11,791	11,251
Age Group																					
25 and under	4.6%	9.3%	7.2%	28.6%	28.6%	24.4%	23.5%	26.3%	25.3%	20.6%	16.5%	24.5%	22.7%	19.3%	18.6%	2,728	1,973	2,152	481	325	324
26-29	5.1%	4.4%	6.7%	24.0%	24.4%	20.9%	24.5%	27.4%	24.8%	24.4%	24.7%	26.5%	21.9%	19.1%	21.0%	7,662	5,836	5,606	1,158	724	710
30-39	5.5%	5.1%	4.3%	23.2%	23.6%	23.2%	24.5%	26.0%	27.0%	24.4%	24.8%	24.5%	22.4%	20.5%	21.0%	32,167	26,715	28,661	3,459	2,668	2,704
40-49	5.2%	5.0%	4.5%	24.6%	26.9%	25.4%	28.0%	27.3%	27.7%	22.6%	23.4%	24.1%	19.5%	17.4%	18.4%	68,269	59,605	65,679	5,690	4,512	4,445
50-59	5.7%	5.3%	5.0%	26.6%	27.1%	27.0%	28.7%	29.2%	28.3%	21.8%	22.9%	22.9%	17.2%	15.6%	16.8%	87,194	76,779	82,197	6,533	5,234	4,847
60+	6.5%	8.0%	5.5%	27.5%	25.8%	28.2%	28.4%	33.4%	32.8%	23.8%	19.7%	19.7%	13.8%	13.2%	13.8%	29,703	22,880	18,775	2,464	1,680	1,416

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.6%	5.5%	4.9%	25.2%	26.2%	25.7%	27.5%	28.4%	28.1%	22.8%	23.0%	23.5%	18.9%	16.9%	17.9%	241,373	196,682	206,572	21,290	15,516	14,858
Pay Category																					
Federal Wage System	4.1%	4.6%	4.1%	24.3%	22.2%	22.3%	23.1%	27.3%	25.6%	22.6%	25.4%	25.1%	25.8%	20.5%	22.9%	8,933	8,424	9,275	279	231	200
GS 1-6 or equivalent	5.0%	8.2%	5.3%	20.7%	25.7%	27.7%	25.4%	25.7%	29.4%	26.4%	20.0%	19.8%	22.5%	20.3%	17.8%	10,478	9,487	9,944	978	852	881
GS 7-12 or equivalent	5.3%	4.7%	4.4%	23.9%	24.1%	24.1%	29.2%	30.1%	28.7%	22.5%	23.7%	24.2%	19.1%	17.4%	18.7%	90,182	79,050	84,796	9,105	7,162	7,007
GS 13-15 or equivalent	6.8%	6.1%	5.3%	29.2%	29.2%	28.7%	27.4%	28.3%	28.5%	21.4%	22.7%	23.2%	15.2%	13.7%	14.3%	98,667	77,431	85,944	8,287	5,799	5,668
Senior Executive Service	21.0%	16.3%	13.7%	44.8%	46.0%	44.9%	17.5%	20.2%	21.1%	11.3%	13.3%	14.3%	5.3%	4.2%	6.0%	3,799	3,893	4,153	31	38	53
SL/ST	8.1%	10.4%	15.0%	25.5%	35.4%	25.7%	38.5%	20.4%	32.4%	18.1%	28.3%	4.3%	9.7%	5.5%	22.6%	956	738	649	67	42	39
Other	5.1%	4.6%	6.3%	25.1%	30.5%	28.2%	24.3%	24.8%	25.8%	25.9%	21.6%	23.2%	19.6%	18.5%	16.5%	15,780	14,750	7,602	1,179	1,016	585
Time in Federal Government																					
< 1 year	6.9%	7.7%	12.7%	29.9%	24.6%	32.5%	36.3%	27.6%	29.2%	17.5%	26.9%	15.3%	9.4%	13.2%	10.3%	2,511	1,774	2,079	639	479	534
1-3 years	5.6%	6.3%	5.7%	26.9%	26.0%	25.4%	27.5%	30.0%	27.3%	21.8%	21.3%	23.8%	18.1%	16.5%	17.7%	23,019	15,777	15,605	3,365	2,151	1,936
4-5 years	5.4%	5.3%	4.6%	24.8%	24.5%	23.4%	26.0%	27.7%	26.0%	22.9%	23.7%	24.0%	21.0%	18.8%	22.1%	16,102	13,371	14,928	1,688	1,227	1,302
6-10 years	4.8%	4.7%	4.2%	21.1%	24.5%	22.3%	26.0%	27.0%	27.4%	24.8%	24.6%	25.7%	23.3%	19.2%	20.5%	37,006	30,233	24,522	3,241	2,425	1,985
11-20 years	5.4%	5.2%	---	26.0%	25.4%	---	25.5%	27.0%	---	23.2%	24.3%	---	19.9%	18.1%	---	51,891	49,671	---	3,986	3,563	---
(11 to 14 years)	4.4%	4.6%	4.5%	25.4%	23.8%	25.5%	25.8%	26.8%	27.2%	24.2%	25.9%	24.2%	20.2%	18.9%	18.6%	20,714	16,325	59,024	1,622	1,177	3,893
(15 to 20 years)	6.2%	5.6%	4.9%	26.5%	26.3%	27.3%	25.2%	27.1%	29.7%	22.4%	23.4%	22.2%	19.7%	17.7%	15.8%	31,177	33,346	86,919	2,364	2,386	4,794
> 20 years	6.2%	5.7%	---	25.9%	28.1%	---	29.3%	29.6%	---	22.5%	21.7%	---	16.0%	15.0%	---	96,939	82,981	---	6,937	5,298	---
Time with Current Agency																					
< 1 year	6.7%	9.7%	10.3%	28.4%	28.4%	29.9%	37.9%	30.3%	32.7%	17.0%	21.1%	15.3%	9.9%	10.5%	11.9%	4,440	3,786	3,997	1,065	1,024	1,026
1-3 years	5.9%	6.0%	6.0%	26.3%	25.5%	24.6%	27.7%	30.6%	28.4%	21.7%	21.1%	23.0%	18.4%	16.8%	18.1%	33,757	25,042	25,352	4,690	3,144	2,906
4-5 years	5.2%	5.4%	3.7%	24.8%	24.6%	23.4%	26.3%	25.9%	26.4%	22.2%	23.7%	25.2%	21.6%	20.4%	21.3%	21,245	18,578	20,914	2,036	1,546	1,650
6-10 years	4.9%	4.5%	4.3%	21.5%	24.3%	23.1%	26.6%	27.7%	27.0%	24.6%	25.0%	25.4%	22.4%	18.6%	20.2%	44,564	37,936	32,809	3,557	2,822	2,320
11-20 years	5.4%	5.4%	4.4%	25.9%	25.6%	25.9%	25.8%	28.0%	28.0%	23.4%	23.5%	23.7%	19.6%	17.5%	18.0%	54,409	51,115	61,339	3,904	3,344	3,656
> 20 years	6.3%	5.6%	5.0%	26.7%	29.1%	28.1%	28.6%	28.7%	29.0%	22.9%	22.0%	22.3%	15.5%	14.6%	15.5%	69,826	57,331	58,648	4,656	3,261	2,885

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	6.6%	6.2%	5.8%	29.6%	26.6%	25.2%	28.7%	31.9%	31.3%	20.8%	21.6%	23.5%	14.3%	13.7%	14.3%	249,067	202,095	211,722	13,517	10,074	9,674
Work Location																					
Headquarters	7.7%	7.4%	7.0%	30.5%	27.9%	26.9%	29.5%	31.1%	31.9%	19.8%	20.5%	21.9%	12.5%	13.0%	12.3%	97,055	78,327	82,060	6,032	4,590	4,415
Field	6.2%	5.6%	5.2%	29.4%	25.9%	24.4%	28.0%	32.2%	31.0%	21.2%	22.2%	24.2%	15.1%	14.0%	15.2%	137,353	120,718	125,933	6,439	5,249	4,988
Supervisor Status																					
Non-Supervisor	5.4%	5.3%	5.3%	26.7%	23.2%	22.0%	30.0%	33.2%	31.8%	21.7%	22.8%	24.8%	16.1%	15.4%	16.2%	133,920	108,303	110,639	10,438	7,950	7,526
Team Leader	6.6%	5.6%	4.9%	28.3%	25.1%	24.6%	26.6%	30.8%	31.7%	23.3%	23.2%	24.9%	15.2%	15.3%	13.9%	33,285	27,769	30,673	1,358	1,083	1,099
Supervisor	8.7%	8.1%	6.6%	39.2%	36.3%	33.8%	26.7%	30.2%	30.2%	17.2%	17.8%	19.5%	8.1%	7.6%	9.9%	43,169	37,124	39,327	618	573	528
Manager	14.1%	11.6%	10.1%	44.0%	41.0%	38.7%	23.0%	26.0%	29.3%	13.6%	15.2%	15.7%	5.3%	6.2%	6.2%	22,299	21,014	22,281	193	172	177
Executive	22.6%	16.3%	14.9%	45.4%	46.6%	42.7%	16.8%	23.0%	22.2%	10.0%	9.0%	14.7%	5.2%	5.1%	5.5%	4,741	4,817	5,060	62	65	75
Sex																					
Male	7.0%	6.1%	5.4%	30.5%	27.3%	26.0%	29.3%	32.6%	32.2%	19.5%	20.6%	22.3%	13.6%	13.4%	14.0%	125,995	104,665	113,890	5,369	4,009	3,906
Female	6.1%	6.4%	6.3%	28.7%	25.6%	24.1%	27.8%	31.0%	30.0%	22.4%	23.0%	25.0%	15.0%	14.1%	14.6%	110,821	94,412	94,202	7,226	5,833	5,505
Hispanic or Latino																					
Yes	8.5%	7.4%	6.1%	30.4%	27.9%	26.7%	27.8%	30.7%	29.4%	17.3%	21.2%	22.9%	16.1%	12.8%	14.9%	15,969	13,567	13,018	777	704	608
No	6.5%	6.1%	5.8%	29.7%	26.4%	25.0%	28.8%	32.0%	31.4%	21.1%	21.7%	23.5%	13.9%	13.8%	14.2%	218,871	185,455	194,961	11,689	9,136	8,801
Race																					
American Indian/ Alaska Native	8.1%	7.1%	4.1%	25.6%	24.9%	24.5%	30.8%	30.3%	32.7%	21.0%	19.8%	22.6%	14.5%	17.8%	16.1%	7,574	7,774	5,898	333	355	251
Asian	7.8%	7.0%	8.7%	38.1%	37.2%	28.3%	29.5%	29.7%	36.3%	13.2%	16.5%	19.0%	11.4%	9.7%	7.7%	10,397	7,952	8,086	689	458	522
Black or African American	6.4%	7.2%	6.6%	31.8%	29.0%	26.4%	30.1%	31.4%	30.9%	17.1%	18.6%	20.7%	14.5%	13.8%	15.4%	37,481	30,897	30,998	2,418	1,816	1,864
Native Hawaiian/ Pacific Islander	5.0%	7.2%	7.4%	32.6%	26.9%	36.1%	23.0%	30.4%	28.2%	18.9%	24.4%	15.2%	20.5%	11.2%	13.1%	1,479	1,416	1,418	53	56	69
White	6.8%	5.8%	5.5%	29.1%	25.7%	24.7%	28.4%	32.1%	31.2%	22.1%	22.7%	24.4%	13.7%	13.7%	14.1%	166,009	139,822	150,587	8,254	6,417	6,111
Two or more races (Not Hispanic/Latino)	5.5%	5.6%	5.3%	22.2%	22.2%	20.3%	27.7%	33.8%	28.3%	24.1%	21.8%	26.1%	20.5%	16.7%	20.1%	6,155	5,827	5,877	343	349	315

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	6.6%	6.2%	5.8%	29.6%	26.6%	25.2%	28.7%	31.9%	31.3%	20.8%	21.6%	23.5%	14.3%	13.7%	14.3%	249,067	202,095	211,722	13,517	10,074	9,674
Leaving																					
No	7.9%	7.5%	7.0%	34.0%	30.4%	28.5%	29.8%	33.1%	32.4%	18.7%	19.4%	21.7%	9.6%	9.5%	10.4%	168,860	136,345	143,661	9,306	7,018	6,820
Yes, to retire	6.1%	5.9%	6.0%	28.4%	26.0%	24.4%	29.8%	34.3%	32.4%	24.0%	19.8%	22.0%	11.7%	14.0%	15.3%	14,874	12,979	13,989	561	510	421
Yes, to other job in Govt	3.4%	2.7%	2.5%	17.1%	17.0%	17.0%	25.5%	28.8%	28.8%	26.2%	27.7%	27.8%	27.7%	23.8%	23.9%	40,241	35,738	34,178	1,988	1,681	1,425
Yes, to other job outside Govt	2.2%	2.2%	1.3%	20.3%	12.8%	12.7%	22.1%	25.0%	23.3%	25.1%	30.2%	32.6%	30.3%	29.8%	30.2%	4,975	6,152	7,574	244	243	281
Yes, other	2.6%	2.3%	2.0%	16.1%	13.9%	14.1%	22.5%	26.3%	27.4%	24.6%	28.4%	29.6%	34.2%	29.2%	26.9%	7,655	7,849	8,619	476	391	463
Retiring																					
Within 1 year	7.2%	6.0%	7.1%	28.2%	25.3%	22.8%	27.5%	33.3%	33.4%	23.1%	20.4%	20.8%	13.9%	15.1%	15.9%	8,516	8,004	8,873	323	328	269
Between 1 and 3 years	5.4%	7.2%	4.7%	28.4%	25.9%	26.1%	29.1%	33.1%	32.8%	23.1%	20.5%	23.5%	14.1%	13.3%	13.0%	26,517	23,510	24,382	1,151	909	833
Between 3 and 5 years	6.9%	6.2%	5.2%	32.1%	25.9%	27.0%	27.8%	32.8%	31.8%	19.7%	20.7%	23.0%	13.5%	14.3%	13.0%	28,482	25,383	27,084	1,188	1,015	991
5 or more years	6.8%	6.1%	6.0%	29.7%	26.8%	24.9%	28.6%	31.5%	30.9%	20.5%	22.0%	23.7%	14.3%	13.6%	14.6%	170,520	142,168	147,663	9,693	7,592	7,315
Age Group																					
25 and under	7.9%	8.4%	7.3%	31.3%	31.6%	29.2%	27.6%	30.1%	31.0%	21.1%	18.2%	23.8%	12.1%	11.6%	8.7%	2,943	2,115	2,282	261	183	195
26-29	6.4%	5.7%	6.3%	31.5%	27.0%	22.5%	28.7%	30.6%	31.1%	20.3%	23.6%	26.9%	13.1%	13.2%	13.2%	8,190	6,130	5,905	632	429	412
30-39	6.1%	6.2%	4.8%	28.3%	25.2%	23.3%	26.7%	30.2%	31.6%	22.8%	22.9%	25.7%	16.0%	15.5%	14.6%	33,450	27,679	29,569	2,174	1,702	1,789
40-49	6.7%	5.7%	5.4%	29.0%	27.6%	25.2%	28.9%	31.4%	31.0%	20.6%	21.0%	23.3%	14.8%	14.2%	15.1%	70,275	61,154	67,160	3,659	2,955	2,959
50-59	6.8%	6.0%	6.0%	30.9%	25.7%	25.7%	29.4%	32.7%	31.2%	19.4%	22.5%	22.7%	13.5%	13.1%	14.4%	89,474	78,512	83,816	4,249	3,496	3,214
60+	7.4%	8.1%	7.4%	29.8%	27.8%	27.0%	28.9%	34.1%	32.5%	22.4%	18.2%	21.3%	11.4%	11.7%	11.9%	30,694	23,474	19,341	1,499	1,075	842

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	6.6%	6.2%	5.8%	29.6%	26.6%	25.2%	28.7%	31.9%	31.3%	20.8%	21.6%	23.5%	14.3%	13.7%	14.3%	249,067	202,095	211,722	13,517	10,074	9,674
Pay Category																					
Federal Wage System	4.7%	5.1%	3.9%	28.4%	24.8%	20.8%	27.4%	30.4%	30.9%	20.7%	22.7%	26.4%	18.7%	16.9%	18.0%	9,013	8,463	9,275	194	181	196
GS 1-6 or equivalent	5.8%	7.0%	7.1%	26.7%	25.6%	26.6%	28.0%	30.9%	28.4%	23.7%	19.3%	20.7%	15.7%	17.2%	17.3%	10,795	9,727	10,183	667	611	634
GS 7-12 or equivalent	6.2%	5.6%	5.3%	28.2%	24.7%	23.8%	30.5%	33.2%	32.2%	20.7%	22.5%	24.0%	14.4%	14.0%	14.6%	93,549	81,557	87,233	5,715	4,651	4,546
GS 13-15 or equivalent	8.6%	7.5%	6.6%	34.2%	30.6%	29.1%	26.7%	31.1%	32.0%	19.4%	20.5%	21.6%	11.2%	10.3%	10.6%	101,835	79,603	88,071	5,122	3,622	3,542
Senior Executive Service	24.2%	20.9%	18.0%	48.7%	44.3%	45.8%	13.5%	20.2%	20.1%	10.0%	10.9%	12.3%	3.7%	3.7%	3.8%	3,805	3,892	4,167	31	39	39
SL/ST	10.5%	5.8%	4.0%	31.9%	27.9%	21.9%	38.1%	46.2%	28.2%	14.0%	15.8%	22.7%	5.5%	4.4%	23.2%	977	751	656	48	29	32
Other	5.6%	5.2%	6.9%	28.0%	26.3%	25.0%	27.4%	29.9%	28.9%	21.9%	22.5%	26.5%	17.1%	16.1%	12.7%	16,179	15,053	7,781	782	708	406
Time in Federal Government																					
< 1 year	9.3%	7.4%	12.9%	36.7%	27.3%	32.2%	28.4%	35.9%	32.3%	19.6%	25.3%	14.4%	6.1%	4.2%	8.1%	2,709	1,902	2,167	440	351	447
1-3 years	7.6%	6.8%	7.1%	31.6%	28.8%	26.0%	30.6%	33.7%	31.9%	18.8%	19.4%	22.9%	11.4%	11.4%	12.2%	24,397	16,632	16,335	1,979	1,296	1,204
4-5 years	7.0%	5.9%	4.9%	26.0%	25.0%	22.5%	32.4%	30.9%	30.4%	19.7%	22.1%	26.2%	14.9%	16.0%	15.9%	16,755	13,804	15,414	1,041	794	810
6-10 years	5.5%	5.1%	5.0%	27.3%	25.1%	22.7%	27.2%	31.8%	31.0%	22.4%	21.7%	26.4%	17.7%	16.3%	14.9%	38,197	31,057	25,226	2,047	1,597	1,279
11-20 years	6.6%	6.3%	---	29.9%	25.0%	---	26.8%	31.6%	---	21.6%	22.7%	---	15.0%	14.5%	---	53,278	50,882	---	2,596	2,342	---
(11 to 14 years)	5.9%	5.7%	5.2%	30.5%	24.6%	24.2%	27.4%	32.6%	31.1%	21.0%	22.9%	23.6%	15.2%	14.2%	15.9%	21,330	16,751	60,401	1,005	750	2,503
(15 to 20 years)	7.2%	6.6%	6.1%	29.5%	25.2%	26.9%	26.4%	31.0%	31.5%	22.1%	22.5%	22.2%	14.9%	14.7%	13.4%	31,948	34,131	88,535	1,591	1,592	3,166
> 20 years	6.7%	6.6%	---	30.6%	27.9%	---	28.6%	31.6%	---	20.6%	21.4%	---	13.4%	12.5%	---	99,452	84,803	---	4,415	3,464	---
Time with Current Agency																					
< 1 year	9.1%	11.2%	12.5%	33.6%	28.8%	29.8%	34.1%	35.4%	36.4%	16.3%	18.7%	13.3%	6.9%	5.9%	8.0%	4,758	3,976	4,182	750	834	840
1-3 years	7.7%	7.2%	7.0%	31.0%	27.7%	25.6%	30.0%	33.9%	31.3%	19.1%	19.7%	23.3%	12.1%	11.5%	12.9%	35,634	26,249	26,405	2,801	1,938	1,853
4-5 years	7.0%	5.8%	4.6%	27.1%	25.3%	21.9%	30.8%	29.4%	30.9%	19.7%	22.3%	26.8%	15.4%	17.2%	15.8%	22,016	19,172	21,538	1,261	952	1,020
6-10 years	5.6%	4.9%	5.2%	26.8%	25.5%	23.2%	27.1%	31.0%	31.1%	22.6%	22.2%	24.8%	17.9%	16.4%	15.6%	45,827	38,940	33,619	2,292	1,812	1,503
11-20 years	6.5%	6.4%	5.1%	30.0%	25.0%	24.5%	26.8%	32.2%	30.9%	21.5%	22.7%	23.3%	15.2%	13.6%	16.2%	55,771	52,287	62,656	2,542	2,158	2,328
> 20 years	6.6%	6.1%	6.1%	31.1%	28.4%	27.8%	29.2%	31.7%	31.4%	20.8%	21.4%	22.4%	12.4%	12.3%	12.4%	71,583	58,438	59,662	2,902	2,147	1,861

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.8%	9.5%	8.7%	33.7%	33.9%	32.7%	24.1%	24.3%	24.3%	17.3%	18.1%	19.1%	15.1%	14.2%	15.1%	248,800	202,707	212,372	13,526	9,464	9,027
Work Location																					
Headquarters	11.6%	11.2%	9.8%	34.4%	34.7%	34.4%	24.2%	24.0%	25.0%	16.2%	16.9%	17.7%	13.5%	13.2%	13.0%	96,975	78,511	82,293	5,989	4,407	4,182
Field	9.2%	8.6%	8.2%	33.7%	33.5%	31.9%	23.7%	24.4%	24.0%	17.7%	18.8%	19.8%	15.7%	14.7%	16.1%	137,132	121,121	126,352	6,560	4,848	4,569
Supervisor Status																					
Non-Supervisor	8.2%	8.0%	7.6%	30.9%	30.9%	29.4%	25.4%	25.7%	25.2%	18.3%	19.5%	20.5%	17.1%	15.9%	17.3%	133,910	108,791	111,178	10,318	7,459	6,997
Team Leader	9.1%	8.0%	8.1%	32.3%	32.7%	31.7%	24.1%	24.8%	25.5%	19.1%	18.4%	20.3%	15.3%	16.2%	14.4%	33,093	27,777	30,723	1,522	1,076	1,047
Supervisor	14.1%	12.9%	10.6%	43.2%	43.1%	42.4%	20.7%	20.8%	22.0%	13.4%	15.0%	14.9%	8.6%	8.1%	10.1%	43,110	37,165	39,360	628	535	485
Manager	19.8%	18.3%	15.7%	47.3%	46.4%	47.0%	16.5%	17.4%	18.6%	10.7%	11.5%	12.4%	5.6%	6.3%	6.2%	22,282	21,046	22,321	187	140	141
Executive	30.5%	26.6%	22.4%	44.5%	42.8%	46.2%	12.9%	16.4%	14.5%	7.2%	9.2%	9.4%	4.8%	5.0%	7.5%	4,725	4,837	5,050	69	45	85
Sex																					
Male	10.1%	9.3%	8.1%	34.9%	34.4%	33.4%	24.4%	24.2%	25.4%	16.5%	17.6%	18.2%	14.2%	14.3%	14.9%	125,802	104,862	114,025	5,456	3,813	3,769
Female	9.8%	9.6%	9.5%	32.4%	33.1%	31.8%	23.7%	24.4%	22.9%	18.2%	18.8%	20.4%	15.8%	14.1%	15.4%	110,724	94,806	94,725	7,207	5,440	4,989
Hispanic or Latino																					
Yes	11.0%	10.1%	10.0%	34.2%	34.2%	31.9%	22.5%	24.8%	23.4%	15.0%	17.9%	17.9%	17.3%	13.0%	16.9%	15,940	13,650	13,069	807	620	560
No	9.9%	9.4%	8.6%	33.9%	33.8%	32.8%	24.2%	24.2%	24.4%	17.5%	18.2%	19.3%	14.6%	14.3%	14.9%	218,606	185,961	195,569	11,718	8,632	8,196
Race																					
American Indian/ Alaska Native	9.9%	10.5%	6.3%	30.9%	30.6%	32.5%	23.5%	22.0%	24.5%	16.4%	16.0%	18.8%	19.3%	21.0%	17.9%	7,556	7,774	5,875	349	355	275
Asian	11.2%	11.1%	11.6%	38.0%	39.0%	32.7%	28.2%	25.5%	30.3%	9.7%	15.3%	17.5%	12.9%	9.0%	7.9%	10,480	7,964	8,175	613	447	431
Black or African American	10.9%	10.1%	9.0%	31.8%	31.6%	31.4%	23.7%	24.9%	23.5%	17.3%	18.1%	19.5%	16.3%	15.3%	16.5%	37,808	31,161	31,351	2,047	1,553	1,512
Native Hawaiian/ Pacific Islander	7.7%	14.7%	12.8%	39.4%	26.2%	36.9%	19.2%	23.3%	25.4%	15.0%	16.7%	11.0%	18.7%	19.0%	13.9%	1,477	1,428	1,427	58	44	60
White	9.9%	9.1%	8.6%	34.4%	34.7%	33.3%	24.2%	24.0%	24.1%	17.7%	18.5%	19.2%	13.9%	13.7%	14.8%	165,322	140,020	150,820	8,768	6,220	5,884
Two or more races (Not Hispanic/Latino)	8.2%	8.0%	8.9%	29.4%	30.9%	25.5%	20.7%	26.3%	22.6%	19.9%	15.2%	22.2%	21.7%	19.6%	20.8%	6,166	5,876	5,885	326	299	307

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.8%	9.5%	8.7%	33.7%	33.9%	32.7%	24.1%	24.3%	24.3%	17.3%	18.1%	19.1%	15.1%	14.2%	15.1%	248,800	202,707	212,372	13,526	9,464	9,027
Leaving																					
No	11.6%	11.2%	10.3%	38.1%	37.8%	36.7%	24.4%	24.6%	24.7%	15.4%	16.3%	17.2%	10.5%	10.1%	11.2%	169,018	137,016	144,435	9,001	6,349	6,043
Yes, to retire	9.3%	9.8%	8.5%	32.3%	32.0%	31.1%	25.3%	24.5%	25.0%	20.7%	18.3%	19.9%	12.4%	15.4%	15.5%	14,941	13,118	14,080	468	373	328
Yes, to other job in Govt	5.6%	4.7%	5.0%	22.0%	24.2%	22.6%	22.7%	23.8%	23.3%	21.9%	23.3%	24.1%	27.9%	24.0%	25.0%	39,897	35,603	34,070	2,287	1,814	1,536
Yes, to other job outside Govt	4.3%	3.8%	2.7%	19.0%	21.4%	19.4%	23.0%	23.1%	20.2%	19.4%	23.4%	27.9%	34.3%	28.3%	29.8%	4,906	6,088	7,520	307	307	337
Yes, other	4.0%	4.4%	3.3%	19.3%	21.8%	18.8%	22.5%	21.5%	25.3%	22.2%	22.7%	24.2%	32.1%	29.6%	28.3%	7,551	7,828	8,577	571	410	509
Retiring																					
Within 1 year	10.6%	8.8%	10.3%	35.0%	32.0%	30.6%	22.8%	23.6%	24.5%	17.0%	19.3%	17.9%	14.6%	16.2%	16.7%	8,537	8,083	8,910	286	250	229
Between 1 and 3 years	8.4%	10.4%	7.4%	31.5%	33.2%	33.4%	25.3%	25.4%	24.9%	21.1%	17.6%	21.1%	13.6%	13.5%	13.1%	26,663	23,694	24,563	976	724	654
Between 3 and 5 years	10.3%	9.0%	8.4%	33.8%	33.5%	33.9%	24.4%	24.4%	23.8%	17.0%	18.9%	19.9%	14.5%	14.1%	14.0%	28,540	25,526	27,257	1,102	871	819
5 or more years	10.1%	9.4%	8.9%	34.1%	34.1%	32.5%	24.0%	24.2%	24.3%	16.6%	18.0%	18.8%	15.2%	14.2%	15.5%	169,982	142,352	147,929	10,069	7,410	7,054
Age Group																					
25 and under	10.9%	11.8%	10.9%	39.4%	38.3%	38.0%	25.1%	23.3%	24.0%	14.0%	14.0%	16.6%	10.6%	12.5%	10.5%	2,923	2,069	2,260	280	229	217
26-29	10.5%	10.4%	10.3%	34.0%	35.3%	30.9%	26.2%	24.1%	25.4%	15.6%	16.8%	20.4%	13.8%	13.4%	13.1%	8,095	6,084	5,859	720	475	457
30-39	9.5%	8.8%	7.5%	31.7%	33.1%	31.4%	24.7%	24.5%	25.2%	17.5%	17.8%	19.5%	16.7%	15.8%	16.4%	33,070	27,512	29,574	2,541	1,868	1,786
40-49	9.2%	9.1%	8.5%	34.5%	34.1%	32.7%	22.8%	23.1%	23.5%	18.3%	18.2%	19.1%	15.1%	15.4%	16.1%	70,232	61,352	67,335	3,618	2,760	2,789
50-59	10.8%	9.3%	8.7%	34.4%	33.8%	32.9%	24.1%	25.0%	24.5%	16.0%	18.4%	19.2%	14.8%	13.4%	14.7%	89,566	78,952	84,202	4,075	3,053	2,828
60+	10.5%	11.3%	10.4%	33.8%	33.3%	34.1%	25.5%	25.3%	24.7%	18.5%	18.7%	18.3%	11.6%	11.4%	12.5%	30,858	23,683	19,503	1,289	868	681

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.8%	9.5%	8.7%	33.7%	33.9%	32.7%	24.1%	24.3%	24.3%	17.3%	18.1%	19.1%	15.1%	14.2%	15.1%	248,800	202,707	212,372	13,526	9,464	9,027
Pay Category																					
Federal Wage System	7.2%	7.2%	5.3%	27.5%	28.9%	26.9%	25.5%	24.1%	25.4%	17.3%	21.6%	22.9%	22.5%	18.2%	19.5%	8,979	8,452	9,299	224	192	173
GS 1-6 or equivalent	9.6%	10.2%	9.8%	29.6%	30.0%	29.0%	21.6%	24.6%	22.8%	22.0%	16.1%	19.3%	17.2%	19.1%	19.0%	10,810	9,737	10,243	644	602	580
GS 7-12 or equivalent	9.3%	8.4%	8.0%	32.9%	32.1%	31.2%	25.5%	26.1%	25.0%	17.2%	18.9%	19.9%	15.2%	14.6%	15.9%	93,597	81,855	87,594	5,597	4,351	4,191
GS 13-15 or equivalent	12.5%	11.6%	10.4%	40.0%	40.6%	40.0%	22.4%	21.9%	23.6%	14.8%	16.4%	16.0%	10.3%	9.6%	10.0%	101,637	79,846	88,286	5,208	3,380	3,323
Senior Executive Service	33.2%	29.8%	27.2%	46.4%	48.3%	49.3%	10.1%	12.1%	12.4%	6.7%	6.7%	7.9%	3.5%	3.1%	3.1%	3,790	3,906	4,167	37	25	39
SL/ST	13.8%	7.8%	6.8%	33.5%	59.1%	25.9%	34.5%	23.9%	21.2%	13.4%	5.4%	20.3%	4.8%	3.8%	25.7%	971	753	647	52	27	41
Other	8.0%	9.1%	9.9%	30.7%	30.6%	29.7%	23.9%	22.9%	26.0%	18.6%	19.6%	21.2%	18.7%	17.7%	13.2%	16,085	15,086	7,795	850	675	392
Time in Federal Government																					
< 1 year	13.9%	12.4%	14.2%	39.0%	36.1%	40.4%	26.8%	28.9%	29.5%	14.7%	18.2%	10.0%	5.6%	4.4%	6.0%	2,604	1,815	2,096	539	438	518
1-3 years	10.6%	10.6%	10.0%	36.5%	34.9%	34.4%	26.3%	27.0%	25.3%	14.2%	15.2%	18.2%	12.5%	12.3%	12.1%	24,136	16,486	16,187	2,235	1,441	1,356
4-5 years	10.2%	9.2%	7.8%	31.7%	31.6%	29.8%	28.0%	24.6%	25.1%	16.1%	18.6%	20.3%	14.0%	16.0%	17.1%	16,684	13,780	15,426	1,094	817	798
6-10 years	8.5%	8.4%	8.1%	30.3%	31.9%	29.4%	23.7%	24.6%	25.0%	19.1%	18.6%	21.1%	18.4%	16.5%	16.4%	38,004	30,982	25,251	2,211	1,671	1,255
11-20 years	9.7%	9.3%	---	33.2%	32.5%	---	22.9%	24.2%	---	18.2%	19.3%	---	16.0%	14.7%	---	53,225	51,069	---	2,591	2,157	---
(11 to 14 years)	9.4%	8.7%	8.0%	34.1%	31.3%	31.4%	23.0%	25.4%	23.6%	18.0%	19.6%	19.8%	15.4%	15.1%	17.2%	21,230	16,766	60,628	1,106	735	2,278
(15 to 20 years)	9.9%	9.6%	9.2%	32.5%	33.2%	34.7%	22.8%	23.5%	23.9%	18.3%	19.2%	18.3%	16.4%	14.5%	13.9%	31,995	34,303	89,147	1,485	1,422	2,552
> 20 years	10.2%	9.7%	---	35.4%	35.8%	---	22.7%	23.2%	---	17.4%	17.9%	---	14.3%	13.3%	---	99,855	85,539	---	3,899	2,730	---
Time with Current Agency																					
< 1 year	13.1%	15.2%	14.6%	36.4%	35.4%	37.0%	30.7%	29.6%	31.4%	13.7%	13.9%	11.1%	6.1%	5.9%	6.0%	4,587	3,828	4,053	913	982	971
1-3 years	11.1%	10.4%	10.2%	35.2%	34.0%	32.8%	26.0%	26.9%	25.0%	14.5%	16.0%	18.6%	13.2%	12.7%	13.4%	35,367	26,126	26,250	3,054	2,059	2,012
4-5 years	9.3%	9.3%	7.0%	31.9%	31.3%	30.0%	28.3%	24.3%	25.8%	15.4%	18.3%	20.1%	15.1%	16.9%	17.1%	21,950	19,172	21,604	1,306	951	954
6-10 years	8.0%	8.1%	8.2%	30.5%	32.8%	30.1%	23.2%	23.9%	24.6%	19.7%	18.8%	20.3%	18.6%	16.3%	16.8%	45,724	39,019	33,772	2,360	1,732	1,353
11-20 years	10.3%	9.1%	7.9%	32.9%	32.6%	31.3%	22.7%	24.4%	23.8%	18.1%	19.5%	19.9%	15.9%	14.4%	17.1%	55,863	52,545	62,956	2,401	1,902	2,026
> 20 years	10.1%	9.7%	9.3%	36.8%	36.7%	36.4%	22.3%	22.4%	23.1%	17.6%	18.1%	18.3%	13.2%	13.1%	13.0%	71,813	58,962	60,085	2,577	1,625	1,436

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.5%	23.1%	22.1%	52.6%	52.7%	52.5%	14.5%	12.9%	13.4%	7.8%	7.7%	7.8%	4.7%	3.6%	4.2%	260,780	211,211	220,380	1,480	983	1,046
Work Location																					
Headquarters	21.8%	22.7%	21.9%	51.3%	52.0%	52.0%	14.0%	13.0%	13.8%	7.7%	8.2%	8.0%	5.1%	4.1%	4.3%	102,351	82,510	86,019	622	413	464
Field	20.2%	23.2%	22.2%	53.0%	53.0%	52.7%	14.5%	12.9%	13.2%	8.0%	7.5%	7.7%	4.3%	3.4%	4.2%	142,911	125,432	130,381	711	556	558
Supervisor Status																					
Non-Supervisor	19.6%	22.4%	21.4%	51.8%	51.2%	50.7%	14.8%	13.6%	14.4%	8.4%	8.5%	8.5%	5.3%	4.2%	5.0%	143,133	115,515	117,393	1,091	758	793
Team Leader	21.4%	21.5%	20.9%	50.7%	53.9%	54.6%	15.7%	12.8%	13.4%	7.9%	8.3%	8.0%	4.3%	3.5%	3.0%	34,472	28,784	31,680	130	71	91
Supervisor	23.4%	25.6%	24.9%	55.7%	56.9%	56.5%	12.3%	11.0%	10.1%	6.0%	4.8%	5.6%	2.6%	1.7%	2.9%	43,627	37,610	39,777	75	91	81
Manager	24.3%	28.2%	26.1%	57.9%	56.7%	58.0%	11.3%	9.7%	9.7%	4.6%	4.0%	4.3%	1.9%	1.4%	1.9%	22,418	21,151	22,431	39	36	34
Executive	34.5%	29.9%	29.3%	50.3%	53.6%	52.5%	9.4%	11.2%	11.8%	4.0%	4.1%	4.0%	1.9%	1.3%	2.4%	4,780	4,869	5,111	21	13	24
Sex																					
Male	21.0%	22.6%	21.8%	53.7%	54.6%	54.4%	14.4%	12.7%	13.5%	7.1%	6.9%	6.9%	3.9%	3.2%	3.5%	130,684	108,315	117,410	509	379	399
Female	20.4%	23.7%	22.6%	50.9%	50.2%	50.0%	14.4%	13.2%	13.3%	8.7%	8.8%	9.0%	5.6%	4.2%	5.2%	117,097	99,656	99,102	840	592	623
Hispanic or Latino																					
Yes	21.6%	23.2%	23.0%	46.7%	49.9%	48.7%	14.7%	14.7%	15.1%	8.9%	8.0%	7.8%	8.1%	4.2%	5.5%	16,621	14,178	13,546	112	92	84
No	20.7%	23.0%	22.0%	53.0%	53.0%	52.9%	14.4%	12.7%	13.2%	7.7%	7.7%	7.8%	4.3%	3.5%	4.1%	229,061	193,731	202,850	1,224	879	938
Race																					
American Indian/ Alaska Native	16.5%	17.3%	21.1%	44.0%	50.6%	43.8%	17.7%	13.5%	15.8%	14.4%	11.3%	12.6%	7.4%	7.3%	6.7%	7,835	8,057	6,113	68	73	38
Asian	17.4%	18.7%	18.5%	54.6%	58.1%	53.2%	15.8%	14.6%	16.2%	7.8%	5.9%	7.9%	4.3%	2.7%	4.2%	10,982	8,355	8,551	81	59	57
Black or African American	19.9%	22.0%	21.0%	49.5%	52.5%	51.1%	15.8%	12.6%	14.1%	8.9%	8.0%	8.9%	5.9%	4.9%	4.8%	39,463	32,478	32,605	378	241	267
Native Hawaiian/ Pacific Islander	14.6%	16.0%	19.6%	48.2%	44.9%	54.3%	17.6%	26.0%	16.6%	6.4%	10.7%	6.2%	13.2%	2.4%	3.3%	1,522	1,464	1,478	9	8	9
White	21.8%	23.8%	23.0%	53.5%	53.0%	53.1%	13.6%	12.5%	12.7%	7.2%	7.6%	7.4%	3.9%	3.2%	3.9%	173,374	145,749	156,176	698	499	542
Two or more races (Not Hispanic/Latino)	16.6%	23.3%	17.2%	52.7%	50.2%	53.2%	17.0%	14.0%	14.1%	8.1%	8.5%	8.1%	5.7%	4.0%	7.4%	6,437	6,134	6,124	49	44	68

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.5%	23.1%	22.1%	52.6%	52.7%	52.5%	14.5%	12.9%	13.4%	7.8%	7.7%	7.8%	4.7%	3.6%	4.2%	260,780	211,211	220,380	1,480	983	1,046
Leaving																					
No	23.4%	25.8%	25.0%	54.4%	53.7%	54.0%	12.9%	11.9%	12.2%	6.3%	6.2%	6.3%	3.0%	2.3%	2.4%	177,152	142,765	149,883	793	613	617
Yes, to retire	20.1%	21.7%	20.4%	52.6%	52.6%	51.4%	15.9%	14.7%	14.2%	7.2%	7.5%	8.0%	4.3%	3.5%	6.0%	15,329	13,417	14,341	85	78	69
Yes, to other job in Govt	13.3%	15.6%	14.5%	44.9%	49.9%	48.7%	18.7%	15.8%	15.7%	13.5%	11.5%	12.4%	9.6%	7.1%	8.7%	41,847	37,239	35,387	335	181	216
Yes, to other job outside Govt	13.8%	16.0%	16.1%	49.3%	51.6%	49.9%	16.1%	12.6%	15.7%	9.8%	11.9%	9.3%	11.1%	7.8%	9.1%	5,179	6,365	7,820	37	30	40
Yes, other	10.5%	15.0%	11.8%	51.8%	49.1%	46.4%	18.8%	15.5%	19.6%	9.8%	13.1%	12.5%	9.2%	7.3%	9.6%	8,029	8,173	9,005	98	69	80
Retiring																					
Within 1 year	19.4%	21.4%	21.8%	52.7%	53.0%	50.6%	16.5%	13.9%	14.5%	7.4%	7.4%	7.2%	4.0%	4.3%	5.9%	8,795	8,280	9,083	42	54	56
Between 1 and 3 years	18.6%	21.5%	21.0%	55.6%	52.9%	52.5%	13.9%	14.5%	14.7%	8.0%	7.2%	7.7%	3.9%	3.9%	4.1%	27,451	24,287	25,098	166	136	121
Between 3 and 5 years	19.0%	23.6%	20.4%	52.8%	51.0%	54.3%	16.2%	13.6%	13.6%	6.7%	8.7%	7.9%	5.4%	3.1%	3.8%	29,453	26,270	27,961	174	133	118
5 or more years	21.4%	23.3%	22.6%	52.0%	52.9%	52.3%	14.1%	12.5%	13.1%	7.9%	7.7%	7.8%	4.6%	3.6%	4.2%	179,085	149,126	154,275	926	648	728
Age Group																					
25 and under	29.9%	30.6%	30.3%	49.8%	53.7%	52.1%	11.7%	9.5%	10.9%	4.9%	4.9%	4.3%	3.6%	1.3%	2.3%	3,193	2,284	2,457	12	14	20
26-29	24.7%	27.1%	25.1%	54.0%	53.4%	49.6%	12.2%	9.3%	13.8%	5.8%	7.1%	7.7%	3.4%	3.1%	3.8%	8,758	6,534	6,282	48	26	34
30-39	20.8%	24.1%	22.1%	53.4%	52.4%	52.9%	13.8%	12.4%	12.9%	7.1%	7.7%	8.2%	4.9%	3.3%	4.0%	35,433	29,276	31,235	156	106	129
40-49	19.6%	22.0%	21.8%	52.1%	53.7%	52.9%	15.4%	12.3%	12.7%	8.3%	7.8%	8.0%	4.7%	4.2%	4.6%	73,452	63,851	69,812	387	268	316
50-59	20.5%	21.5%	21.6%	51.9%	52.5%	52.2%	14.4%	14.3%	14.2%	8.5%	8.1%	7.7%	4.7%	3.6%	4.3%	93,089	81,611	86,654	533	402	391
60+	21.8%	26.5%	22.6%	52.8%	50.5%	52.8%	14.5%	13.2%	13.6%	7.3%	6.9%	7.6%	3.6%	3.0%	3.4%	31,940	24,402	20,054	204	155	133

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.5%	23.1%	22.1%	52.6%	52.7%	52.5%	14.5%	12.9%	13.4%	7.8%	7.7%	7.8%	4.7%	3.6%	4.2%	260,780	211,211	220,380	1,480	983	1,046
Pay Category																					
Federal Wage System	18.0%	20.3%	17.6%	51.3%	54.9%	54.6%	17.0%	13.5%	16.4%	8.4%	6.4%	7.1%	5.3%	4.8%	4.3%	9,161	8,616	9,436	39	39	41
GS 1-6 or equivalent	18.7%	20.5%	20.9%	51.3%	52.5%	47.5%	15.7%	14.3%	16.4%	8.3%	8.5%	8.5%	6.1%	4.2%	6.6%	11,286	10,223	10,707	158	115	121
GS 7-12 or equivalent	20.2%	22.9%	21.9%	51.7%	51.3%	51.9%	14.9%	13.7%	13.3%	8.6%	8.2%	8.5%	4.6%	3.9%	4.3%	98,513	85,707	91,258	639	504	532
GS 13-15 or equivalent	23.7%	24.9%	24.5%	53.1%	54.2%	54.0%	12.9%	11.0%	11.6%	6.5%	7.2%	6.7%	3.7%	2.7%	3.2%	106,408	82,998	91,353	412	234	262
Senior Executive Service	38.8%	36.1%	32.4%	50.1%	52.0%	54.4%	6.9%	7.8%	9.3%	3.2%	3.0%	3.0%	1.0%	1.0%	1.0%	3,822	3,925	4,196	8	6	10
SL/ST	26.5%	44.2%	27.2%	61.9%	49.1%	37.8%	7.5%	2.5%	22.5%	2.6%	3.0%	11.1%	1.5%	1.2%	1.4%	1,018	775	683	6	5	5
Other	19.3%	21.7%	22.6%	55.7%	54.1%	57.3%	13.2%	13.4%	11.1%	6.6%	7.7%	5.5%	5.2%	3.2%	3.4%	16,862	15,696	8,137	88	68	50
Time in Federal Government																					
< 1 year	36.2%	27.1%	32.5%	46.0%	51.2%	47.7%	9.8%	12.2%	13.3%	6.0%	7.5%	4.6%	2.0%	1.9%	2.1%	3,121	2,238	2,591	20	15	23
1-3 years	24.6%	26.6%	25.7%	52.7%	53.8%	51.7%	12.3%	10.7%	13.2%	6.9%	6.2%	6.2%	3.4%	2.7%	3.1%	26,220	17,880	17,473	135	46	71
4-5 years	20.8%	23.5%	22.1%	51.3%	53.3%	52.1%	14.9%	12.3%	13.0%	7.1%	6.8%	7.9%	5.9%	4.1%	4.9%	17,683	14,546	16,175	84	53	57
6-10 years	19.3%	22.8%	21.2%	51.2%	52.4%	52.6%	15.6%	12.5%	13.0%	8.4%	8.1%	8.9%	5.5%	4.3%	4.2%	39,982	32,515	26,387	222	141	119
11-20 years	19.9%	21.6%	---	52.4%	52.1%	---	14.2%	14.1%	---	8.8%	8.3%	---	4.7%	3.8%	---	55,510	52,979	---	275	256	---
(11 to 14 years)	19.4%	22.6%	21.2%	51.6%	52.8%	52.2%	13.9%	13.3%	13.4%	10.3%	7.8%	8.4%	4.8%	3.5%	4.7%	22,204	17,424	62,618	104	81	293
(15 to 20 years)	20.4%	21.0%	21.6%	53.0%	51.8%	53.1%	14.4%	14.6%	13.6%	7.6%	8.7%	7.5%	4.6%	4.0%	4.1%	33,306	35,555	91,250	171	175	460
> 20 years	19.6%	22.7%	---	53.9%	52.8%	---	14.6%	13.2%	---	7.5%	7.8%	---	4.4%	3.4%	---	103,172	87,819	---	604	460	---
Time with Current Agency																					
< 1 year	31.7%	27.8%	29.9%	47.1%	49.5%	47.5%	11.4%	13.5%	12.0%	6.8%	6.4%	6.7%	3.0%	2.8%	4.0%	5,444	4,769	4,976	53	40	49
1-3 years	24.0%	26.2%	24.5%	51.2%	51.8%	50.7%	13.2%	11.8%	13.5%	7.4%	6.7%	7.5%	4.3%	3.4%	3.7%	38,196	28,084	28,139	205	101	126
4-5 years	20.6%	22.2%	21.7%	50.8%	53.8%	51.1%	14.6%	12.2%	13.4%	7.2%	7.5%	8.7%	6.7%	4.3%	5.1%	23,114	20,045	22,464	122	80	102
6-10 years	18.3%	21.8%	20.3%	51.2%	52.5%	52.4%	15.6%	13.1%	13.6%	9.5%	8.2%	8.7%	5.5%	4.4%	4.9%	47,805	40,571	34,956	260	185	169
11-20 years	19.8%	21.7%	20.9%	52.5%	51.7%	52.8%	14.8%	14.4%	14.0%	8.2%	8.6%	7.8%	4.7%	3.6%	4.6%	57,910	54,192	64,696	315	267	294
> 20 years	19.8%	23.1%	22.4%	55.7%	54.3%	54.4%	14.1%	12.3%	12.7%	6.9%	7.4%	7.1%	3.5%	2.9%	3.4%	74,027	60,295	61,244	391	298	282

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.1%	14.6%	40.6%	39.0%	37.6%	28.0%	28.0%	29.2%	10.3%	12.5%	13.1%	6.1%	5.4%	5.5%	252,402	207,197	215,944	9,299	4,999	5,471
Work Location																					
Headquarters	16.0%	16.9%	15.9%	42.2%	40.3%	38.0%	26.7%	26.7%	29.2%	9.0%	11.5%	12.2%	6.1%	4.6%	4.7%	98,676	80,759	84,000	4,080	2,163	2,482
Field	14.8%	14.2%	14.0%	39.8%	38.4%	37.4%	28.3%	28.6%	29.2%	11.2%	13.0%	13.4%	6.0%	5.8%	5.9%	138,797	123,228	128,068	4,554	2,756	2,861
Supervisor Status																					
Non-Supervisor	13.6%	14.3%	13.9%	39.0%	37.5%	36.6%	29.7%	29.4%	30.5%	11.0%	12.9%	13.3%	6.7%	5.9%	5.8%	136,687	112,366	113,970	7,246	3,900	4,204
Team Leader	14.8%	14.1%	14.5%	40.9%	38.9%	36.0%	26.6%	27.6%	28.8%	11.7%	13.6%	14.1%	5.9%	5.7%	6.6%	33,761	28,433	31,287	782	421	484
Supervisor	18.6%	16.6%	15.5%	45.8%	44.7%	41.7%	24.0%	24.1%	26.4%	7.8%	10.7%	12.2%	3.8%	3.9%	4.1%	43,172	37,322	39,467	460	380	392
Manager	22.8%	20.6%	18.4%	46.9%	43.7%	43.6%	20.5%	22.6%	24.0%	6.8%	10.1%	10.4%	2.9%	3.2%	3.6%	22,209	21,034	22,276	190	154	190
Executive	31.5%	26.4%	25.5%	42.5%	37.7%	37.8%	18.2%	26.1%	25.4%	4.9%	7.5%	8.9%	2.9%	2.4%	2.3%	4,722	4,820	5,059	60	62	75
Sex																					
Male	15.5%	13.9%	13.6%	41.0%	39.2%	38.0%	27.5%	28.1%	29.2%	10.5%	13.0%	13.4%	5.5%	5.7%	5.9%	127,621	106,703	115,643	3,292	1,987	2,161
Female	14.6%	16.6%	15.9%	40.4%	38.7%	37.1%	28.2%	27.8%	29.3%	10.2%	11.8%	12.6%	6.5%	5.0%	5.1%	112,328	97,318	96,530	5,390	2,933	3,188
Hispanic or Latino																					
Yes	20.2%	19.5%	18.5%	38.3%	38.8%	37.7%	24.6%	27.3%	26.8%	8.3%	9.8%	11.3%	8.6%	4.6%	5.6%	16,080	13,888	13,256	604	382	372
No	14.6%	14.7%	14.2%	41.0%	39.1%	37.6%	28.1%	28.0%	29.5%	10.6%	12.8%	13.2%	5.7%	5.5%	5.5%	221,841	190,071	198,806	7,994	4,537	4,972
Race																					
American Indian/ Alaska Native	14.4%	16.4%	15.4%	39.6%	41.2%	41.1%	27.2%	22.9%	26.1%	10.1%	14.2%	11.7%	8.7%	5.3%	5.8%	7,658	7,994	6,035	209	135	116
Asian	14.1%	18.3%	14.8%	48.1%	42.3%	45.8%	27.2%	27.5%	26.5%	5.5%	8.7%	9.4%	5.1%	3.3%	3.5%	10,538	8,166	8,345	513	248	262
Black or African American	14.0%	16.7%	16.2%	42.5%	41.4%	39.1%	27.3%	25.8%	28.5%	10.0%	11.0%	12.1%	6.2%	5.1%	4.1%	37,936	31,688	31,740	1,811	1,029	1,128
Native Hawaiian/ Pacific Islander	20.5%	14.7%	20.8%	40.3%	43.1%	38.5%	26.5%	27.4%	25.4%	6.7%	9.2%	9.4%	5.9%	5.6%	5.9%	1,483	1,446	1,461	41	26	27
White	15.5%	14.3%	14.0%	40.4%	38.4%	37.1%	27.8%	28.7%	29.6%	10.6%	13.1%	13.6%	5.7%	5.5%	5.7%	168,286	143,145	153,253	5,473	3,108	3,456
Two or more races (Not Hispanic/Latino)	12.3%	15.7%	14.1%	32.8%	34.2%	30.3%	32.6%	30.2%	31.5%	15.3%	13.3%	14.6%	7.1%	6.6%	9.6%	6,210	5,984	5,988	262	191	204

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.1%	14.6%	40.6%	39.0%	37.6%	28.0%	28.0%	29.2%	10.3%	12.5%	13.1%	6.1%	5.4%	5.5%	252,402	207,197	215,944	9,299	4,999	5,471
Leaving																					
No	17.1%	17.6%	17.0%	44.3%	41.7%	40.4%	26.9%	27.4%	28.6%	8.1%	10.0%	10.6%	3.6%	3.4%	3.4%	171,549	140,051	146,905	6,086	3,329	3,589
Yes, to retire	12.9%	13.4%	11.1%	37.0%	37.5%	35.3%	30.5%	28.5%	29.7%	12.7%	13.7%	15.3%	7.0%	7.0%	8.6%	14,963	13,252	14,167	407	241	242
Yes, to other job in Govt	9.9%	9.0%	9.1%	30.1%	33.4%	31.1%	30.7%	29.4%	30.5%	16.5%	18.8%	19.6%	12.8%	9.3%	9.7%	40,478	36,477	34,627	1,595	943	974
Yes, to other job outside Govt	9.9%	6.9%	8.9%	29.1%	27.7%	28.1%	25.1%	27.0%	28.8%	20.5%	22.4%	20.2%	15.2%	16.0%	14.0%	5,024	6,247	7,664	180	147	194
Yes, other	7.3%	7.5%	5.9%	33.2%	29.1%	28.7%	30.1%	31.6%	33.2%	17.2%	18.5%	19.1%	12.2%	13.3%	13.1%	7,719	7,983	8,740	392	259	344
Retiring																					
Within 1 year	12.9%	12.0%	11.4%	35.9%	36.8%	35.3%	30.7%	28.0%	28.8%	13.0%	15.4%	15.1%	7.5%	7.7%	9.4%	8,569	8,174	8,977	245	160	165
Between 1 and 3 years	11.9%	12.8%	11.5%	37.8%	36.5%	37.3%	30.9%	29.7%	30.5%	13.1%	13.8%	14.7%	6.3%	7.2%	6.0%	26,816	23,970	24,757	752	452	460
Between 3 and 5 years	13.8%	14.2%	12.9%	42.4%	37.2%	36.3%	28.3%	28.2%	30.7%	9.9%	13.5%	14.3%	5.7%	6.8%	5.8%	28,712	25,873	27,516	840	532	561
5 or more years	15.8%	15.7%	15.5%	41.0%	39.8%	38.0%	27.4%	27.7%	28.8%	9.9%	12.0%	12.5%	5.9%	4.8%	5.2%	172,983	145,995	150,834	6,697	3,774	4,160
Age Group																					
25 and under	25.2%	21.8%	19.6%	41.6%	44.6%	45.9%	20.0%	22.5%	23.9%	10.1%	7.9%	8.5%	3.0%	3.2%	2.2%	2,931	2,172	2,322	262	126	155
26-29	21.6%	19.5%	18.3%	42.9%	40.9%	39.6%	22.7%	23.9%	28.7%	8.1%	11.1%	9.4%	4.6%	4.5%	4.1%	8,318	6,272	6,002	485	288	314
30-39	15.8%	16.6%	16.2%	41.6%	39.5%	37.4%	26.2%	26.4%	28.8%	10.4%	12.5%	12.7%	6.0%	5.1%	4.9%	34,027	28,543	30,331	1,486	840	1,032
40-49	14.2%	14.7%	13.6%	39.4%	38.7%	37.3%	28.9%	27.9%	29.5%	11.1%	12.9%	13.6%	6.4%	5.8%	6.0%	71,266	62,663	68,569	2,458	1,451	1,552
50-59	14.3%	13.2%	14.1%	40.5%	39.1%	36.9%	29.1%	29.3%	29.5%	9.7%	12.8%	13.4%	6.4%	5.6%	6.0%	90,584	80,332	85,226	2,813	1,682	1,815
60+	14.1%	17.1%	14.3%	41.9%	37.4%	39.2%	28.0%	29.1%	29.4%	11.5%	11.8%	12.7%	4.5%	4.6%	4.4%	30,998	24,029	19,706	1,078	529	479

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.1%	14.6%	40.6%	39.0%	37.6%	28.0%	28.0%	29.2%	10.3%	12.5%	13.1%	6.1%	5.4%	5.5%	252,402	207,197	215,944	9,299	4,999	5,471
Pay Category																					
Federal Wage System	13.9%	12.2%	12.3%	33.0%	37.9%	37.0%	31.1%	27.0%	28.8%	12.8%	16.6%	13.8%	9.1%	6.3%	8.1%	9,061	8,531	9,359	121	117	115
GS 1-6 or equivalent	11.8%	18.2%	16.8%	40.0%	38.5%	36.9%	27.7%	26.0%	29.6%	12.7%	11.2%	12.1%	7.8%	6.1%	4.6%	10,865	10,001	10,468	539	337	356
GS 7-12 or equivalent	15.1%	15.0%	14.8%	40.9%	40.0%	38.2%	28.2%	28.0%	28.9%	10.1%	12.1%	12.7%	5.7%	5.0%	5.4%	94,847	83,766	89,115	4,125	2,448	2,678
GS 13-15 or equivalent	17.2%	15.1%	13.9%	42.2%	38.9%	37.3%	26.5%	28.7%	30.0%	9.6%	12.6%	13.7%	4.5%	4.7%	5.1%	103,297	81,612	89,705	3,320	1,621	1,906
Senior Executive Service	34.9%	29.3%	27.1%	42.1%	40.3%	37.9%	17.0%	20.6%	22.8%	4.6%	7.7%	9.9%	1.3%	2.2%	2.3%	3,782	3,893	4,148	33	38	57
SL/ST	20.1%	16.6%	17.0%	54.7%	30.0%	45.8%	17.6%	47.4%	16.3%	5.5%	4.0%	12.3%	2.2%	2.0%	8.7%	993	770	678	28	10	10
Other	13.0%	14.2%	15.6%	41.3%	36.6%	35.7%	28.6%	28.3%	30.9%	10.0%	12.9%	12.9%	7.1%	8.0%	4.9%	16,406	15,415	7,975	510	348	212
Time in Federal Government																					
< 1 year	26.5%	20.2%	21.7%	46.5%	44.2%	41.7%	21.8%	28.3%	29.9%	3.6%	6.1%	5.2%	1.6%	1.2%	1.5%	2,743	2,008	2,259	402	245	355
1-3 years	20.0%	20.4%	20.5%	44.4%	41.9%	41.2%	24.5%	24.9%	25.8%	6.7%	9.1%	9.1%	4.4%	3.7%	3.4%	25,022	17,345	16,963	1,273	583	579
4-5 years	15.4%	15.9%	16.7%	42.0%	38.5%	39.0%	25.2%	28.4%	27.5%	10.7%	12.6%	11.6%	6.7%	4.5%	5.2%	17,077	14,222	15,791	666	377	437
6-10 years	13.5%	15.0%	14.9%	40.5%	40.6%	38.4%	27.5%	26.1%	28.4%	11.4%	12.7%	13.2%	7.1%	5.6%	5.1%	38,772	31,858	25,817	1,338	798	686
11-20 years	14.8%	14.0%	---	39.0%	37.6%	---	28.0%	29.0%	---	12.0%	13.2%	---	6.2%	6.2%	---	53,837	52,064	---	1,867	1,165	---
(11 to 14 years)	14.2%	13.2%	13.3%	40.1%	38.0%	36.5%	28.1%	29.1%	30.3%	11.6%	14.4%	13.6%	6.0%	5.3%	6.2%	21,500	17,132	61,437	778	373	1,472
(15 to 20 years)	15.3%	14.4%	12.8%	38.1%	37.3%	36.5%	28.0%	29.0%	30.2%	12.3%	12.6%	14.5%	6.3%	6.7%	6.0%	32,337	34,932	89,890	1,089	792	1,818
> 20 years	13.6%	13.8%	---	39.4%	38.2%	---	30.3%	29.0%	---	10.7%	13.3%	---	6.0%	5.7%	---	100,446	86,528	---	3,091	1,751	---
Time with Current Agency																					
< 1 year	22.8%	23.9%	20.3%	43.7%	41.4%	38.3%	26.6%	27.3%	33.0%	4.5%	6.1%	6.7%	2.5%	1.4%	1.7%	4,743	4,245	4,334	749	565	690
1-3 years	19.8%	19.7%	19.5%	43.7%	42.2%	40.8%	24.0%	24.7%	25.8%	7.6%	9.6%	9.8%	5.0%	3.8%	4.1%	36,604	27,355	27,398	1,705	832	865
4-5 years	15.8%	15.6%	15.3%	41.8%	37.5%	38.4%	25.6%	28.7%	28.5%	10.0%	12.4%	12.5%	6.8%	5.8%	5.3%	22,413	19,658	22,034	790	467	524
6-10 years	12.6%	13.9%	14.4%	39.9%	39.9%	37.7%	28.3%	27.0%	28.7%	12.2%	13.3%	13.6%	7.0%	5.8%	5.5%	46,497	39,870	34,299	1,463	885	822
11-20 years	14.3%	14.0%	12.8%	38.2%	37.4%	36.4%	29.2%	29.4%	30.4%	11.9%	13.2%	13.9%	6.4%	6.0%	6.5%	56,292	53,371	63,632	1,854	1,083	1,360
> 20 years	13.1%	13.0%	12.6%	40.1%	38.3%	36.5%	30.7%	29.2%	30.4%	10.7%	13.8%	14.7%	5.4%	5.7%	5.8%	72,144	59,503	60,444	2,101	1,087	1,082

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	40.5%	37.1%	37.3%	41.7%	46.3%	45.8%	14.8%	13.5%	14.1%	2.3%	2.3%	2.3%	0.7%	0.8%	0.6%	262,311	212,190	221,401
Work Location																		
Headquarters	44.3%	40.2%	40.0%	39.9%	44.2%	44.8%	13.1%	12.6%	12.4%	2.0%	2.2%	2.2%	0.8%	0.8%	0.5%	103,028	82,919	86,477
Field	39.1%	35.5%	36.0%	42.5%	47.4%	46.3%	15.5%	14.0%	14.8%	2.2%	2.4%	2.3%	0.7%	0.7%	0.6%	143,684	125,982	130,923
Supervisor Status																		
Non-Supervisor	37.9%	35.0%	35.7%	42.6%	46.6%	45.4%	16.2%	14.9%	15.5%	2.5%	2.6%	2.6%	0.9%	0.8%	0.7%	144,238	116,262	118,169
Team Leader	41.7%	36.4%	36.0%	40.7%	47.2%	47.7%	15.1%	13.3%	13.6%	2.0%	2.2%	2.2%	0.5%	0.8%	0.5%	34,634	28,855	31,775
Supervisor	48.3%	40.8%	40.7%	39.8%	47.6%	46.9%	10.3%	10.0%	10.3%	1.4%	1.2%	1.8%	0.3%	0.4%	0.3%	43,750	37,702	39,851
Manager	53.4%	49.5%	46.8%	38.2%	41.2%	43.9%	7.4%	8.0%	8.1%	0.8%	0.9%	1.0%	0.3%	0.4%	0.2%	22,468	21,187	22,462
Executive	63.1%	52.5%	53.7%	29.4%	32.8%	34.2%	5.2%	11.0%	10.9%	0.9%	3.5%	0.7%	1.3%	0.2%	0.6%	4,798	4,881	5,135
Sex																		
Male	40.4%	35.9%	36.5%	42.3%	47.6%	46.1%	14.5%	13.2%	14.4%	2.0%	2.5%	2.3%	0.8%	0.8%	0.7%	131,278	108,684	117,801
Female	41.3%	38.6%	38.2%	40.8%	44.7%	45.4%	14.9%	14.0%	13.7%	2.3%	2.0%	2.2%	0.6%	0.7%	0.5%	117,963	100,252	99,706
Hispanic or Latino																		
Yes	38.9%	34.2%	34.8%	40.7%	46.2%	44.9%	15.4%	15.4%	16.5%	2.8%	3.2%	3.1%	2.0%	0.9%	0.8%	16,739	14,269	13,629
No	40.9%	37.3%	37.5%	41.8%	46.4%	45.9%	14.6%	13.4%	13.8%	2.1%	2.2%	2.2%	0.6%	0.7%	0.6%	230,402	194,608	203,761
Race																		
American Indian/ Alaska Native	36.3%	27.3%	36.2%	41.2%	48.5%	42.6%	17.8%	18.7%	16.7%	3.4%	4.6%	3.4%	1.2%	0.8%	1.1%	7,900	8,129	6,152
Asian	37.3%	30.3%	32.2%	42.3%	48.7%	48.7%	15.8%	18.4%	15.8%	3.6%	1.9%	2.8%	0.9%	0.7%	0.6%	11,080	8,413	8,610
Black or African American	39.9%	36.2%	34.8%	42.2%	48.3%	47.8%	15.6%	12.9%	15.0%	1.5%	1.9%	1.9%	0.8%	0.6%	0.5%	39,844	32,719	32,865
Native Hawaiian/ Pacific Islander	27.9%	33.5%	32.5%	38.1%	42.1%	48.2%	29.2%	17.9%	15.1%	4.4%	5.9%	3.4%	0.5%	0.6%	0.8%	1,533	1,472	1,488
White	42.1%	38.2%	38.5%	41.7%	45.9%	45.4%	13.6%	12.9%	13.3%	1.9%	2.2%	2.3%	0.7%	0.7%	0.5%	174,194	146,248	156,696
Two or more races (Not Hispanic/Latino)	32.6%	38.0%	36.0%	40.6%	40.8%	42.2%	23.2%	17.9%	18.4%	2.9%	2.4%	2.2%	0.8%	1.0%	1.2%	6,491	6,176	6,190

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	40.5%	37.1%	37.3%	41.7%	46.3%	45.8%	14.8%	13.5%	14.1%	2.3%	2.3%	2.3%	0.7%	0.8%	0.6%	262,311	212,190	221,401
Leaving																		
No	45.3%	41.1%	41.6%	42.0%	46.8%	46.1%	11.2%	10.3%	10.6%	1.2%	1.4%	1.4%	0.4%	0.4%	0.3%	178,054	143,378	150,484
Yes, to retire	43.6%	38.9%	37.5%	38.2%	42.9%	44.4%	16.0%	14.4%	14.7%	1.7%	2.3%	2.6%	0.5%	1.5%	0.8%	15,404	13,494	14,407
Yes, to other job in Govt	25.9%	25.7%	25.5%	42.3%	46.5%	45.6%	25.1%	22.0%	23.3%	5.1%	4.3%	4.3%	1.5%	1.5%	1.4%	42,203	37,417	35,601
Yes, to other job outside Govt	24.1%	22.3%	23.9%	38.8%	45.2%	46.2%	25.8%	24.3%	22.4%	8.0%	6.0%	6.1%	3.3%	2.2%	1.6%	5,220	6,392	7,857
Yes, other	28.1%	26.0%	22.6%	39.3%	43.4%	43.0%	25.0%	23.3%	26.6%	4.7%	5.3%	5.6%	3.0%	2.0%	2.2%	8,129	8,243	9,085
Retiring																		
Within 1 year	43.7%	38.9%	39.7%	38.2%	44.1%	40.8%	15.7%	13.1%	15.4%	1.7%	2.9%	3.0%	0.7%	0.9%	1.2%	8,820	8,333	9,141
Between 1 and 3 years	42.2%	38.0%	37.3%	40.2%	44.5%	46.4%	15.1%	13.6%	12.9%	1.6%	2.9%	2.7%	0.8%	1.0%	0.6%	27,627	24,422	25,207
Between 3 and 5 years	44.0%	39.4%	39.4%	40.8%	44.6%	44.8%	13.0%	12.5%	13.4%	1.7%	2.6%	1.8%	0.5%	0.9%	0.5%	29,609	26,400	28,076
5 or more years	40.1%	36.5%	36.8%	42.1%	47.0%	46.1%	14.8%	13.7%	14.2%	2.2%	2.1%	2.3%	0.7%	0.7%	0.6%	180,158	149,771	154,990
Age Group																		
25 and under	37.0%	35.3%	33.1%	49.8%	49.4%	47.1%	11.1%	13.6%	17.9%	1.4%	1.2%	1.4%	0.7%	0.5%	0.5%	3,212	2,298	2,476
26-29	37.5%	30.4%	34.3%	44.2%	52.1%	45.1%	15.2%	14.3%	18.0%	2.5%	2.0%	2.4%	0.7%	1.2%	0.2%	8,828	6,560	6,315
30-39	34.0%	33.5%	32.3%	46.3%	47.3%	48.5%	16.3%	16.0%	15.9%	2.2%	2.4%	2.6%	1.2%	0.8%	0.8%	35,644	29,381	31,364
40-49	39.2%	36.5%	35.9%	41.8%	47.2%	46.6%	15.9%	13.2%	14.6%	2.3%	2.2%	2.2%	0.7%	0.9%	0.6%	73,915	64,116	70,111
50-59	44.3%	38.1%	40.0%	39.7%	45.4%	44.5%	13.4%	13.4%	12.7%	2.0%	2.5%	2.3%	0.6%	0.6%	0.6%	93,621	82,008	87,041
60+	47.3%	44.1%	42.2%	37.8%	42.4%	43.4%	12.9%	11.1%	11.7%	1.5%	2.0%	2.1%	0.5%	0.5%	0.6%	32,118	24,558	20,181

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	40.5%	37.1%	37.3%	41.7%	46.3%	45.8%	14.8%	13.5%	14.1%	2.3%	2.3%	2.3%	0.7%	0.8%	0.6%	262,311	212,190	221,401
Pay Category																		
Federal Wage System	35.6%	31.5%	33.6%	40.7%	50.0%	46.3%	19.3%	14.4%	16.8%	3.5%	3.1%	2.6%	0.9%	0.9%	0.8%	9,195	8,652	9,475
GS 1-6 or equivalent	38.9%	36.5%	37.9%	39.6%	42.9%	43.9%	17.6%	16.0%	15.2%	2.6%	3.3%	2.4%	1.2%	1.3%	0.6%	11,455	10,339	10,822
GS 7-12 or equivalent	38.9%	34.8%	35.7%	43.3%	48.0%	46.0%	14.9%	14.4%	15.1%	2.2%	2.1%	2.6%	0.7%	0.7%	0.6%	99,226	86,209	91,783
GS 13-15 or equivalent	46.7%	42.6%	41.6%	39.5%	43.7%	45.3%	11.9%	11.2%	10.9%	1.4%	1.9%	1.8%	0.5%	0.6%	0.4%	106,844	83,231	91,610
Senior Executive Service	69.3%	62.3%	60.1%	25.8%	32.1%	33.1%	4.3%	4.5%	5.9%	0.4%	0.8%	0.6%	0.2%	0.3%	0.2%	3,834	3,930	4,206
SL/ST	63.3%	50.2%	39.3%	30.0%	35.7%	45.0%	5.3%	13.3%	14.9%	0.7%	0.3%	0.2%	0.6%	0.5%	0.6%	1,021	780	688
Other	38.1%	36.0%	37.1%	43.4%	47.0%	48.4%	15.1%	13.4%	12.7%	2.7%	2.7%	1.2%	0.7%	0.9%	0.6%	16,962	15,761	8,187
Time in Federal Government																		
< 1 year	47.3%	36.9%	43.8%	39.7%	46.1%	45.3%	11.4%	13.7%	9.0%	0.7%	2.8%	1.7%	0.8%	0.4%	0.3%	3,152	2,253	2,614
1-3 years	41.4%	36.4%	37.5%	43.2%	48.3%	45.5%	12.8%	12.5%	14.3%	2.2%	2.1%	2.2%	0.5%	0.7%	0.5%	26,393	17,927	17,542
4-5 years	38.0%	33.4%	34.7%	42.7%	48.8%	46.2%	16.3%	14.6%	15.6%	2.2%	2.1%	2.8%	0.8%	1.0%	0.8%	17,782	14,598	16,226
6-10 years	34.9%	34.5%	33.9%	43.8%	47.6%	47.2%	17.2%	14.9%	16.0%	3.0%	2.2%	2.3%	1.1%	0.9%	0.7%	40,224	32,654	26,501
11-20 years	40.6%	35.4%	---	41.0%	47.0%	---	15.3%	14.2%	---	2.3%	2.6%	---	0.8%	0.8%	---	55,838	53,235	---
(11 to 14 years)	40.1%	35.4%	36.5%	40.9%	46.1%	46.1%	16.3%	15.1%	14.4%	2.1%	2.8%	2.4%	0.6%	0.6%	0.6%	22,324	17,505	62,910
(15 to 20 years)	41.1%	35.4%	39.2%	41.0%	47.4%	45.2%	14.6%	13.7%	12.9%	2.4%	2.6%	2.2%	0.9%	1.0%	0.6%	33,514	35,730	91,698
> 20 years	43.9%	40.4%	---	40.3%	44.2%	---	13.5%	12.6%	---	1.7%	2.2%	---	0.6%	0.6%	---	103,740	88,274	---
Time with Current Agency																		
< 1 year	44.8%	38.0%	41.2%	39.8%	47.1%	44.0%	13.2%	11.7%	12.3%	1.5%	2.2%	2.1%	0.7%	1.0%	0.4%	5,514	4,810	5,024
1-3 years	40.8%	35.5%	35.8%	42.8%	48.4%	46.9%	13.5%	13.3%	14.3%	2.2%	2.2%	2.4%	0.7%	0.6%	0.5%	38,449	28,186	28,260
4-5 years	38.8%	34.4%	34.8%	42.0%	47.1%	46.0%	16.3%	15.2%	15.8%	2.1%	2.3%	2.6%	0.8%	1.1%	0.8%	23,260	20,124	22,559
6-10 years	35.9%	35.0%	35.2%	43.0%	47.3%	45.7%	17.1%	14.3%	16.2%	3.0%	2.5%	2.2%	1.0%	0.9%	0.8%	48,063	40,753	35,117
11-20 years	41.1%	36.7%	37.3%	41.3%	46.0%	46.0%	14.8%	14.2%	13.8%	2.1%	2.3%	2.3%	0.8%	0.8%	0.6%	58,265	54,459	64,991
> 20 years	45.0%	40.9%	39.9%	39.6%	44.3%	45.2%	13.3%	12.1%	12.4%	1.6%	2.2%	2.1%	0.4%	0.6%	0.5%	74,406	60,587	61,519

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.4%	16.6%	17.0%	58.1%	57.7%	57.1%	16.9%	15.2%	15.3%	8.1%	8.1%	8.4%	2.5%	2.3%	2.1%	255,156	210,675	219,759	4,104	1,509	1,651
Work Location																					
Headquarters	15.2%	17.8%	18.4%	57.9%	57.4%	55.8%	16.6%	14.6%	15.2%	8.0%	7.8%	8.5%	2.3%	2.3%	2.1%	101,162	82,238	85,658	1,825	678	820
Field	14.1%	15.9%	16.3%	58.3%	57.9%	57.7%	16.8%	15.6%	15.4%	8.2%	8.3%	8.4%	2.7%	2.3%	2.2%	141,684	125,172	130,146	1,989	809	785
Supervisor Status																					
Non-Supervisor	13.9%	16.3%	16.9%	57.7%	57.0%	56.1%	17.8%	16.2%	16.4%	7.9%	7.9%	8.3%	2.9%	2.5%	2.3%	141,048	115,036	116,865	3,183	1,224	1,317
Team Leader	14.3%	15.4%	16.0%	57.2%	57.8%	57.3%	16.7%	14.8%	15.3%	9.6%	9.6%	9.4%	2.1%	2.5%	2.1%	34,191	28,713	31,627	412	142	147
Supervisor	14.7%	17.0%	16.6%	60.7%	60.3%	60.8%	14.7%	13.1%	12.3%	8.0%	7.9%	8.5%	1.9%	1.7%	1.8%	43,534	37,613	39,746	211	87	105
Manager	18.9%	20.0%	20.0%	59.6%	60.3%	59.6%	12.6%	11.2%	11.7%	7.4%	7.1%	7.2%	1.6%	1.4%	1.5%	22,412	21,161	22,441	58	25	24
Executive	26.6%	25.9%	25.6%	55.6%	55.9%	56.5%	9.1%	12.5%	11.0%	7.3%	4.6%	5.6%	1.4%	1.0%	1.3%	4,783	4,873	5,120	14	9	14
Sex																					
Male	15.4%	16.8%	17.2%	58.7%	57.5%	57.5%	16.2%	15.3%	15.1%	7.3%	8.0%	7.9%	2.4%	2.4%	2.3%	129,870	108,199	117,251	1,440	482	547
Female	13.2%	16.3%	16.7%	57.5%	58.0%	56.6%	17.7%	15.1%	15.6%	9.0%	8.3%	9.1%	2.7%	2.3%	2.0%	115,458	99,243	98,662	2,428	1,005	1,058
Hispanic or Latino																					
Yes	18.1%	17.2%	17.3%	53.5%	54.7%	56.8%	15.4%	18.7%	15.7%	8.3%	7.4%	7.7%	4.6%	2.0%	2.5%	16,481	14,154	13,516	257	117	112
No	14.0%	16.5%	17.0%	58.7%	58.1%	57.1%	17.0%	14.9%	15.3%	8.1%	8.2%	8.5%	2.3%	2.4%	2.1%	226,819	193,227	202,284	3,534	1,370	1,494
Race																					
American Indian/ Alaska Native	14.9%	16.0%	12.9%	52.2%	56.1%	58.8%	19.4%	15.0%	16.9%	10.1%	9.7%	8.7%	3.3%	3.2%	2.7%	7,746	8,066	6,099	148	64	54
Asian	14.8%	18.0%	17.3%	61.9%	57.2%	56.1%	16.7%	14.4%	17.7%	4.9%	7.9%	6.9%	1.7%	2.4%	1.9%	10,942	8,347	8,535	150	65	73
Black or African American	15.5%	18.6%	19.7%	60.7%	59.4%	55.3%	15.9%	14.1%	17.0%	5.6%	5.9%	6.6%	2.2%	2.0%	1.4%	38,985	32,376	32,469	829	342	397
Native Hawaiian/ Pacific Islander	13.3%	17.5%	25.2%	51.3%	50.3%	52.9%	20.4%	23.5%	14.2%	5.1%	7.6%	5.3%	10.0%	1.1%	2.4%	1,513	1,464	1,480	23	8	7
White	14.2%	16.0%	16.6%	57.8%	58.2%	57.7%	16.7%	15.0%	14.6%	8.8%	8.5%	8.8%	2.4%	2.3%	2.3%	171,791	145,371	155,775	2,381	873	934
Two or more races (Not Hispanic/Latino)	11.2%	14.7%	14.2%	57.8%	52.9%	53.7%	19.4%	18.8%	16.7%	8.1%	11.2%	13.1%	3.4%	2.4%	2.2%	6,363	6,113	6,108	129	63	85

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.4%	16.6%	17.0%	58.1%	57.7%	57.1%	16.9%	15.2%	15.3%	8.1%	8.1%	8.4%	2.5%	2.3%	2.1%	255,156	210,675	219,759	4,104	1,509	1,651
Leaving																					
No	16.4%	19.0%	19.3%	61.0%	60.3%	59.5%	15.1%	13.6%	13.7%	5.9%	5.9%	6.3%	1.5%	1.2%	1.2%	175,552	142,503	149,557	2,481	868	939
Yes, to retire	13.1%	15.4%	16.9%	55.8%	54.6%	55.0%	17.8%	17.7%	14.1%	10.6%	8.3%	10.5%	2.8%	3.9%	3.5%	15,179	13,396	14,310	246	98	96
Yes, to other job in Govt	8.9%	10.2%	11.2%	50.6%	53.3%	52.1%	21.4%	19.0%	19.4%	13.9%	12.6%	13.4%	5.2%	5.0%	3.9%	41,353	37,070	35,240	815	350	359
Yes, to other job outside Govt	8.1%	7.8%	8.5%	48.2%	47.3%	49.7%	18.8%	20.2%	19.3%	16.4%	19.0%	16.0%	8.5%	5.6%	6.5%	5,125	6,342	7,786	86	51	72
Yes, other	8.3%	10.7%	9.0%	47.7%	46.3%	46.6%	23.9%	19.5%	25.2%	14.3%	17.8%	14.3%	5.9%	5.7%	4.9%	7,906	8,122	8,947	221	118	139
Retiring																					
Within 1 year	13.3%	15.5%	18.0%	52.6%	53.3%	52.5%	19.0%	18.4%	14.4%	12.0%	8.9%	12.2%	3.1%	3.9%	2.9%	8,685	8,255	9,070	150	77	67
Between 1 and 3 years	11.7%	16.7%	17.2%	59.3%	56.5%	56.1%	17.3%	14.7%	14.6%	9.1%	9.1%	9.1%	2.6%	3.1%	2.9%	27,213	24,245	25,016	438	176	201
Between 3 and 5 years	13.4%	17.2%	15.8%	58.0%	56.9%	58.5%	18.2%	15.4%	14.9%	7.5%	7.9%	8.9%	2.9%	2.5%	1.9%	29,211	26,231	27,895	422	169	178
5 or more years	15.0%	16.5%	17.1%	58.3%	58.3%	57.3%	16.5%	15.1%	15.5%	7.9%	8.0%	8.1%	2.4%	2.1%	2.0%	177,294	148,707	153,839	2,771	1,063	1,159
Age Group																					
25 and under	24.3%	20.5%	17.6%	54.3%	56.8%	59.8%	15.5%	15.8%	14.7%	4.7%	5.5%	6.4%	1.3%	1.4%	1.5%	3,164	2,269	2,451	43	29	26
26-29	14.6%	15.0%	15.2%	63.4%	59.4%	58.9%	13.4%	16.0%	16.1%	6.5%	8.0%	7.8%	2.1%	1.6%	2.1%	8,697	6,506	6,258	102	54	58
30-39	13.4%	15.4%	15.3%	59.1%	57.8%	58.4%	17.0%	16.5%	16.5%	7.5%	8.0%	8.1%	3.0%	2.3%	1.7%	35,033	29,170	31,118	541	212	249
40-49	13.5%	15.8%	16.2%	59.0%	59.0%	56.9%	16.7%	14.0%	16.1%	8.3%	8.5%	8.5%	2.5%	2.7%	2.3%	72,710	63,666	69,663	1,159	446	462
50-59	14.6%	16.4%	17.4%	56.8%	57.0%	56.8%	17.5%	15.7%	14.6%	8.6%	8.6%	8.9%	2.4%	2.3%	2.3%	92,190	81,471	86,392	1,455	536	636
60+	15.8%	21.3%	22.2%	57.5%	55.8%	55.2%	17.3%	14.8%	12.9%	7.6%	6.1%	7.6%	1.9%	2.1%	2.1%	31,676	24,349	20,011	508	207	175

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.4%	16.6%	17.0%	58.1%	57.7%	57.1%	16.9%	15.2%	15.3%	8.1%	8.1%	8.4%	2.5%	2.3%	2.1%	255,156	210,675	219,759	4,104	1,509	1,651
Pay Category																					
Federal Wage System	13.3%	17.2%	17.4%	58.8%	56.7%	56.5%	18.4%	16.5%	15.9%	7.2%	7.3%	8.1%	2.3%	2.3%	2.0%	9,134	8,596	9,442	63	48	34
GS 1-6 or equivalent	13.3%	19.0%	19.2%	55.2%	57.2%	55.3%	20.1%	14.4%	17.2%	8.0%	6.8%	6.3%	3.4%	2.5%	2.0%	11,156	10,190	10,686	293	150	138
GS 7-12 or equivalent	14.4%	16.0%	16.1%	58.1%	57.7%	57.5%	17.4%	16.2%	15.7%	7.8%	7.9%	8.3%	2.3%	2.2%	2.3%	97,385	85,446	90,955	1,804	761	832
GS 13-15 or equivalent	15.5%	16.5%	17.2%	58.4%	58.2%	57.6%	14.8%	14.2%	13.6%	8.6%	8.8%	9.6%	2.6%	2.2%	1.9%	105,377	82,789	91,079	1,464	444	536
Senior Executive Service	27.9%	26.6%	25.1%	56.6%	58.0%	57.0%	8.5%	7.7%	10.0%	5.8%	6.4%	6.4%	1.1%	1.3%	1.5%	3,825	3,928	4,202	3	3	3
SL/ST	24.9%	32.8%	17.4%	45.3%	51.2%	70.3%	5.8%	3.8%	3.6%	22.2%	11.4%	7.5%	1.8%	0.8%	1.3%	1,013	778	686	11	1	2
Other	12.9%	15.2%	18.5%	59.7%	58.5%	55.5%	16.1%	14.0%	17.1%	8.6%	9.0%	7.5%	2.7%	3.3%	1.5%	16,746	15,685	8,130	218	79	57
Time in Federal Government																					
< 1 year	24.4%	19.6%	24.0%	55.4%	52.6%	60.4%	16.1%	19.3%	11.3%	3.2%	7.5%	3.6%	0.9%	1.0%	0.6%	3,088	2,227	2,586	62	26	28
1-3 years	17.7%	19.1%	19.2%	60.9%	58.1%	57.6%	13.9%	14.6%	14.6%	5.6%	7.1%	6.6%	1.9%	1.1%	1.9%	25,967	17,803	17,416	378	125	126
4-5 years	14.1%	16.8%	16.3%	58.6%	59.0%	57.7%	15.8%	14.6%	15.6%	9.6%	7.4%	8.0%	1.9%	2.1%	2.3%	17,526	14,507	16,139	249	92	89
6-10 years	13.1%	16.0%	16.9%	58.0%	57.7%	56.5%	17.4%	15.3%	15.8%	8.3%	8.5%	9.0%	3.3%	2.5%	1.9%	39,573	32,425	26,311	635	232	193
11-20 years	13.9%	15.1%	---	57.4%	57.9%	---	16.8%	15.7%	---	9.2%	8.3%	---	2.6%	2.9%	---	54,927	52,840	---	894	390	---
(11 to 14 years)	14.4%	14.8%	15.8%	56.9%	57.9%	56.9%	17.2%	15.7%	16.3%	8.7%	8.6%	8.5%	2.8%	2.9%	2.6%	21,971	17,375	62,420	362	128	491
(15 to 20 years)	13.6%	15.3%	17.1%	57.9%	57.9%	57.0%	16.6%	15.7%	14.8%	9.6%	8.2%	9.1%	2.4%	3.0%	2.0%	32,956	35,465	91,026	532	262	679
> 20 years	13.6%	16.8%	---	57.3%	57.5%	---	18.3%	15.1%	---	8.3%	8.3%	---	2.5%	2.3%	---	102,165	87,649	---	1,627	621	---
Time with Current Agency																					
< 1 year	23.0%	22.4%	24.1%	54.3%	55.4%	56.7%	16.5%	14.2%	13.8%	4.6%	6.6%	4.3%	1.5%	1.5%	1.1%	5,403	4,747	4,954	102	62	71
1-3 years	17.1%	18.5%	18.3%	60.3%	57.5%	57.1%	14.3%	15.0%	14.8%	6.1%	7.6%	7.7%	2.2%	1.4%	2.1%	37,767	27,971	28,037	624	215	227
4-5 years	13.2%	16.3%	15.6%	58.4%	57.2%	57.4%	15.7%	15.7%	15.9%	10.0%	7.9%	8.6%	2.7%	2.9%	2.4%	22,899	19,987	22,406	358	138	156
6-10 years	12.5%	15.2%	17.1%	58.1%	58.3%	56.2%	17.9%	15.7%	15.9%	8.6%	8.2%	8.7%	2.9%	2.5%	2.0%	47,310	40,479	34,870	768	276	255
11-20 years	13.9%	16.1%	15.9%	57.3%	57.6%	57.2%	17.2%	15.4%	16.2%	8.8%	8.1%	8.4%	2.7%	2.8%	2.4%	57,384	54,048	64,501	883	403	487
> 20 years	13.5%	16.3%	17.0%	57.4%	58.1%	57.5%	18.3%	14.8%	14.4%	8.5%	8.6%	9.1%	2.4%	2.2%	2.0%	73,307	60,196	61,115	1,111	391	407

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.9%	7.5%	7.3%	38.7%	37.3%	35.9%	26.0%	29.2%	29.9%	17.9%	17.3%	17.4%	8.5%	8.6%	9.5%	253,074	207,182	216,347	6,181	5,019	5,097
Work Location																					
Headquarters	10.0%	9.0%	8.4%	39.9%	38.4%	37.8%	26.0%	28.8%	29.3%	16.6%	15.8%	15.9%	7.5%	8.1%	8.5%	100,239	80,728	84,244	2,768	2,191	2,242
Field	8.4%	6.8%	6.8%	38.2%	36.8%	35.1%	25.8%	29.4%	30.2%	18.6%	18.1%	18.0%	9.1%	8.9%	10.0%	140,707	123,263	128,231	3,000	2,728	2,722
Supervisor Status																					
Non-Supervisor	8.1%	6.9%	6.8%	36.7%	33.9%	32.9%	27.2%	30.7%	30.9%	18.4%	18.7%	18.4%	9.5%	9.7%	10.9%	139,668	112,459	114,353	4,623	3,813	3,838
Team Leader	8.8%	6.4%	6.8%	37.2%	38.1%	35.2%	24.7%	28.3%	31.7%	20.7%	17.8%	16.9%	8.6%	9.4%	9.4%	33,976	28,368	31,277	646	486	499
Supervisor	9.9%	8.8%	7.8%	44.6%	46.3%	44.4%	24.7%	26.6%	25.6%	15.2%	13.3%	16.1%	5.6%	5.0%	6.1%	43,317	37,268	39,436	425	436	426
Manager	14.3%	12.7%	10.6%	49.5%	50.0%	49.9%	20.1%	23.0%	25.3%	12.2%	11.0%	10.9%	4.0%	3.3%	3.3%	22,321	21,045	22,323	142	143	144
Executive	22.7%	19.6%	13.8%	48.5%	49.2%	51.3%	15.3%	16.3%	17.5%	8.8%	10.9%	13.6%	4.8%	4.0%	3.8%	4,764	4,838	5,076	32	44	59
Sex																					
Male	9.5%	7.4%	6.9%	40.2%	37.9%	37.2%	26.0%	29.6%	30.1%	16.8%	16.4%	16.6%	7.5%	8.7%	9.2%	128,961	106,812	115,863	2,328	1,882	1,956
Female	8.2%	7.7%	7.7%	36.9%	36.5%	34.2%	25.7%	28.7%	29.7%	19.5%	18.5%	18.3%	9.7%	8.6%	10.0%	114,462	97,208	96,717	3,502	3,044	3,013
Hispanic or Latino																					
Yes	11.1%	8.4%	8.4%	39.8%	38.9%	35.7%	24.3%	29.4%	31.3%	14.2%	15.7%	14.4%	10.6%	7.7%	10.1%	16,320	13,862	13,253	416	406	378
No	8.7%	7.4%	7.2%	38.7%	37.2%	36.0%	26.1%	29.2%	29.8%	18.2%	17.5%	17.6%	8.2%	8.7%	9.4%	225,059	190,101	199,218	5,350	4,517	4,583
Race																					
American Indian/ Alaska Native	6.6%	6.8%	4.9%	36.5%	36.4%	36.0%	30.2%	30.2%	30.6%	17.3%	14.7%	18.3%	9.4%	11.8%	10.2%	7,691	7,890	5,960	209	240	192
Asian	12.1%	8.6%	8.7%	49.2%	46.1%	41.5%	21.0%	28.0%	31.6%	12.1%	11.1%	12.2%	5.7%	6.2%	6.0%	10,821	8,186	8,367	258	229	242
Black or African American	8.4%	8.4%	7.0%	42.1%	37.2%	36.3%	26.0%	29.1%	31.2%	15.8%	15.9%	16.5%	7.6%	9.4%	8.9%	38,648	31,594	31,631	1,210	1,126	1,241
Native Hawaiian/ Pacific Islander	6.9%	8.4%	12.3%	40.8%	34.3%	40.4%	29.2%	33.6%	27.1%	9.6%	17.6%	11.4%	13.6%	6.1%	8.7%	1,501	1,439	1,451	32	33	37
White	9.2%	7.2%	7.3%	37.8%	37.2%	36.0%	25.6%	29.1%	29.3%	18.9%	18.1%	17.9%	8.5%	8.4%	9.5%	170,521	143,367	153,863	3,651	2,887	2,867
Two or more races (Not Hispanic/Latino)	6.8%	7.0%	5.5%	29.0%	33.1%	27.3%	33.0%	32.2%	30.5%	20.0%	17.5%	20.5%	11.2%	10.3%	16.2%	6,311	5,985	6,004	186	191	190

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.9%	7.5%	7.3%	38.7%	37.3%	35.9%	26.0%	29.2%	29.9%	17.9%	17.3%	17.4%	8.5%	8.6%	9.5%	253,074	207,182	216,347	6,181	5,019	5,097
Leaving																					
No	10.5%	9.1%	8.8%	43.6%	42.4%	40.6%	25.7%	29.3%	30.4%	14.9%	14.2%	14.2%	5.2%	5.1%	6.0%	173,881	139,975	146,995	4,163	3,411	3,518
Yes, to retire	7.8%	7.7%	6.2%	38.4%	34.6%	34.6%	27.2%	29.5%	31.3%	18.0%	17.3%	17.8%	8.6%	11.0%	10.0%	15,079	13,218	14,136	341	274	276
Yes, to other job in Govt	4.7%	3.1%	3.3%	24.8%	25.4%	24.6%	26.3%	29.5%	28.4%	26.3%	25.4%	25.5%	17.9%	16.6%	18.1%	41,243	36,531	34,846	958	889	761
Yes, to other job outside Govt	3.0%	2.5%	1.9%	25.0%	19.8%	20.4%	22.6%	28.2%	23.8%	27.2%	28.5%	30.0%	22.2%	21.0%	23.8%	5,117	6,286	7,711	103	109	147
Yes, other	2.7%	3.8%	2.6%	22.2%	20.0%	19.1%	26.7%	26.4%	30.4%	28.4%	27.5%	26.6%	20.0%	22.3%	21.3%	7,866	8,000	8,826	267	242	260
Retiring																					
Within 1 year	8.9%	8.2%	7.3%	35.3%	34.2%	34.4%	27.9%	27.7%	30.1%	19.3%	18.6%	17.5%	8.6%	11.3%	10.7%	8,648	8,164	8,961	188	168	180
Between 1 and 3 years	7.1%	8.2%	6.3%	36.6%	36.6%	35.5%	29.0%	28.9%	29.6%	18.2%	17.2%	18.7%	9.1%	9.2%	9.9%	27,021	23,918	24,732	630	504	492
Between 3 and 5 years	8.1%	6.5%	6.7%	39.1%	38.4%	35.9%	25.4%	27.8%	30.1%	19.1%	17.7%	18.3%	8.2%	9.6%	9.0%	29,039	25,899	27,549	598	503	532
5 or more years	9.3%	7.6%	7.5%	39.2%	37.4%	36.1%	25.5%	29.5%	29.9%	17.6%	17.2%	17.0%	8.5%	8.3%	9.5%	175,798	146,033	151,252	4,306	3,749	3,761
Age Group																					
25 and under	15.0%	9.7%	8.7%	44.1%	40.7%	35.9%	24.4%	31.1%	35.9%	12.0%	13.3%	13.3%	4.5%	5.2%	6.1%	3,086	2,173	2,353	125	124	123
26-29	9.9%	6.1%	7.2%	42.8%	40.6%	33.7%	24.9%	29.1%	31.6%	15.3%	17.2%	18.9%	7.1%	7.0%	8.6%	8,532	6,296	6,073	273	264	244
30-39	8.9%	7.2%	6.3%	38.0%	35.1%	34.6%	26.1%	30.5%	32.4%	18.5%	17.7%	17.3%	8.6%	9.6%	9.4%	34,702	28,527	30,463	894	855	906
40-49	8.5%	7.4%	6.9%	38.2%	37.6%	36.5%	25.9%	28.6%	29.0%	18.7%	17.3%	17.4%	8.8%	9.0%	10.1%	72,197	62,740	68,617	1,672	1,380	1,515
50-59	8.7%	7.2%	7.7%	38.9%	37.2%	35.7%	25.4%	29.4%	29.6%	18.4%	17.7%	17.3%	8.6%	8.6%	9.8%	91,683	80,328	85,406	1,980	1,688	1,643
60+	9.8%	9.9%	8.5%	38.8%	38.5%	38.3%	28.1%	27.8%	28.2%	16.3%	16.2%	17.6%	7.0%	7.6%	7.5%	31,373	23,945	19,655	814	614	537

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	8.9%	7.5%	7.3%	38.7%	37.3%	35.9%	26.0%	29.2%	29.9%	17.9%	17.3%	17.4%	8.5%	8.6%	9.5%	253,074	207,182	216,347	6,181	5,019	5,097
Pay Category																					
Federal Wage System	6.9%	5.7%	4.8%	36.3%	33.8%	32.7%	30.4%	32.7%	34.1%	16.9%	18.9%	18.2%	9.4%	8.9%	10.2%	9,078	8,507	9,331	113	152	151
GS 1-6 or equivalent	7.7%	8.9%	9.1%	38.2%	32.2%	35.0%	28.0%	31.6%	30.2%	14.7%	17.4%	16.3%	11.4%	10.0%	9.5%	11,047	9,881	10,314	411	458	514
GS 7-12 or equivalent	8.5%	6.6%	6.9%	38.9%	37.0%	34.4%	26.6%	30.4%	31.6%	18.1%	17.5%	17.5%	7.9%	8.5%	9.6%	96,507	83,655	89,223	2,718	2,556	2,574
GS 13-15 or equivalent	11.0%	9.0%	8.1%	40.4%	40.8%	41.0%	23.2%	26.1%	26.4%	18.1%	16.6%	16.4%	7.3%	7.5%	8.1%	104,721	81,887	90,139	2,148	1,342	1,482
Senior Executive Service	24.5%	19.5%	15.7%	48.1%	54.2%	54.8%	14.4%	15.5%	18.8%	9.7%	7.8%	8.1%	3.2%	3.0%	2.7%	3,812	3,909	4,169	15	22	37
SL/ST	16.8%	12.5%	5.3%	33.2%	57.3%	31.0%	18.5%	12.7%	20.9%	25.9%	14.4%	29.9%	5.7%	3.1%	13.0%	995	763	676	28	17	12
Other	7.4%	7.1%	7.9%	35.7%	35.7%	35.2%	25.3%	28.2%	28.7%	20.5%	17.7%	17.6%	11.1%	11.3%	10.6%	16,575	15,390	7,993	385	376	194
Time in Federal Government																					
< 1 year	17.1%	8.9%	13.0%	44.7%	38.0%	46.2%	18.7%	23.9%	29.4%	12.0%	24.4%	8.5%	7.6%	4.8%	3.0%	3,028	2,124	2,464	122	129	149
1-3 years	10.8%	8.9%	8.2%	43.8%	38.6%	36.9%	24.6%	31.3%	30.8%	14.1%	14.9%	15.5%	6.7%	6.3%	8.6%	25,643	17,312	17,006	714	615	540
4-5 years	9.3%	7.2%	7.1%	38.1%	35.9%	33.3%	26.3%	30.2%	30.2%	18.5%	18.2%	18.6%	7.8%	8.6%	10.9%	17,350	14,223	15,808	414	375	423
6-10 years	7.8%	6.4%	6.6%	37.6%	35.2%	33.6%	24.9%	29.7%	31.7%	19.3%	18.5%	18.5%	10.5%	10.2%	9.7%	39,333	31,870	25,838	891	788	672
11-20 years	8.2%	7.1%	---	36.9%	36.0%	---	26.2%	28.9%	---	19.5%	18.6%	---	9.2%	9.4%	---	54,531	52,041	---	1,319	1,195	---
(11 to 14 years)	7.5%	6.2%	6.4%	36.3%	36.7%	35.6%	27.3%	28.3%	29.6%	20.0%	19.6%	17.8%	8.9%	9.2%	10.7%	21,806	17,135	61,556	525	370	1,363
(15 to 20 years)	8.8%	7.6%	7.7%	37.4%	35.6%	37.0%	25.4%	29.2%	29.2%	19.1%	18.0%	17.3%	9.4%	9.6%	8.8%	32,725	34,906	89,896	794	825	1,820
> 20 years	8.5%	7.9%	---	38.3%	39.2%	---	26.9%	28.4%	---	18.2%	16.2%	---	8.1%	8.3%	---	101,477	86,457	---	2,334	1,823	---
Time with Current Agency																					
< 1 year	14.7%	13.0%	12.4%	45.5%	41.8%	43.4%	20.5%	23.3%	29.4%	12.0%	16.7%	10.9%	7.4%	5.3%	3.9%	5,305	4,540	4,727	199	270	296
1-3 years	10.6%	8.8%	8.2%	42.4%	38.1%	35.9%	25.0%	30.6%	30.2%	14.7%	15.4%	16.4%	7.3%	7.2%	9.3%	37,384	27,308	27,457	1,025	877	810
4-5 years	8.7%	7.1%	6.2%	38.5%	34.7%	33.2%	26.1%	30.0%	30.9%	18.1%	18.4%	18.9%	8.7%	9.8%	10.8%	22,725	19,666	21,986	528	458	582
6-10 years	7.8%	5.8%	6.6%	36.8%	35.6%	34.6%	25.4%	29.3%	31.1%	19.2%	19.0%	17.7%	10.7%	10.2%	10.0%	47,013	39,781	34,306	1,069	978	824
11-20 years	8.3%	7.1%	6.3%	35.5%	36.0%	35.6%	27.2%	29.7%	29.9%	19.9%	18.1%	17.8%	9.1%	9.2%	10.4%	56,921	53,304	63,675	1,375	1,156	1,322
> 20 years	8.6%	8.0%	8.0%	39.0%	40.0%	37.5%	26.7%	28.2%	28.6%	18.3%	16.2%	17.3%	7.4%	7.7%	8.5%	72,796	59,407	60,400	1,625	1,185	1,133

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.3%	---	---	39.9%	---	---	23.4%	---	---	16.7%	---	---	8.8%	---	---	254,607	---	---	4,674	---	---
Work Location																					
Headquarters	12.8%	---	---	41.1%	---	---	23.3%	---	---	15.1%	---	---	7.8%	---	---	101,001	---	---	2,028	---	---
Field	10.6%	---	---	39.5%	---	---	23.2%	---	---	17.5%	---	---	9.2%	---	---	141,413	---	---	2,318	---	---
Supervisor Status																					
Non-Supervisor	9.9%	---	---	37.5%	---	---	24.7%	---	---	17.6%	---	---	10.3%	---	---	140,640	---	---	3,659	---	---
Team Leader	10.9%	---	---	38.9%	---	---	22.5%	---	---	19.1%	---	---	8.6%	---	---	34,196	---	---	432	---	---
Supervisor	14.5%	---	---	47.2%	---	---	21.1%	---	---	12.6%	---	---	4.6%	---	---	43,548	---	---	220	---	---
Manager	19.9%	---	---	52.9%	---	---	15.7%	---	---	8.7%	---	---	2.8%	---	---	22,389	---	---	72	---	---
Executive	33.2%	---	---	46.6%	---	---	10.8%	---	---	5.2%	---	---	4.2%	---	---	4,774	---	---	24	---	---
Sex																					
Male	11.8%	---	---	41.2%	---	---	23.2%	---	---	15.8%	---	---	8.0%	---	---	129,684	---	---	1,599	---	---
Female	10.8%	---	---	38.3%	---	---	23.6%	---	---	17.6%	---	---	9.7%	---	---	115,218	---	---	2,793	---	---
Hispanic or Latino																					
Yes	12.8%	---	---	37.3%	---	---	23.2%	---	---	15.0%	---	---	11.7%	---	---	16,422	---	---	325	---	---
No	11.3%	---	---	40.3%	---	---	23.3%	---	---	16.7%	---	---	8.4%	---	---	226,428	---	---	4,011	---	---
Race																					
American Indian/ Alaska Native	8.8%	---	---	32.8%	---	---	27.0%	---	---	19.0%	---	---	12.4%	---	---	7,725	---	---	179	---	---
Asian	12.5%	---	---	46.4%	---	---	21.9%	---	---	10.9%	---	---	8.3%	---	---	10,885	---	---	198	---	---
Black or African American	12.1%	---	---	40.8%	---	---	23.6%	---	---	14.8%	---	---	8.7%	---	---	38,957	---	---	912	---	---
Native Hawaiian/ Pacific Islander	10.1%	---	---	37.3%	---	---	26.8%	---	---	11.0%	---	---	14.8%	---	---	1,512	---	---	23	---	---
White	11.5%	---	---	40.0%	---	---	23.1%	---	---	17.1%	---	---	8.4%	---	---	171,489	---	---	2,706	---	---
Two or more races (Not Hispanic/Latino)	8.7%	---	---	36.1%	---	---	23.5%	---	---	22.5%	---	---	9.2%	---	---	6,346	---	---	149	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.3%	---	---	39.9%	---	---	23.4%	---	---	16.7%	---	---	8.8%	---	---	254,607	---	---	4,674	---	---
Leaving																					
No	13.6%	---	---	44.4%	---	---	22.9%	---	---	13.5%	---	---	5.6%	---	---	175,032	---	---	3,040	---	---
Yes, to retire	10.7%	---	---	39.3%	---	---	23.8%	---	---	18.1%	---	---	8.1%	---	---	15,186	---	---	236	---	---
Yes, to other job in Govt	5.2%	---	---	27.8%	---	---	24.7%	---	---	24.6%	---	---	17.7%	---	---	41,403	---	---	811	---	---
Yes, to other job outside Govt	4.2%	---	---	27.1%	---	---	22.1%	---	---	26.1%	---	---	20.5%	---	---	5,141	---	---	78	---	---
Yes, other	4.3%	---	---	21.4%	---	---	22.9%	---	---	30.0%	---	---	21.3%	---	---	7,916	---	---	210	---	---
Retiring																					
Within 1 year	12.1%	---	---	37.0%	---	---	25.1%	---	---	17.6%	---	---	8.2%	---	---	8,691	---	---	140	---	---
Between 1 and 3 years	9.7%	---	---	40.3%	---	---	23.6%	---	---	17.0%	---	---	9.4%	---	---	27,198	---	---	461	---	---
Between 3 and 5 years	10.9%	---	---	40.3%	---	---	22.6%	---	---	17.6%	---	---	8.6%	---	---	29,159	---	---	482	---	---
5 or more years	11.7%	---	---	40.1%	---	---	23.1%	---	---	16.4%	---	---	8.7%	---	---	176,928	---	---	3,204	---	---
Age Group																					
25 and under	17.8%	---	---	40.0%	---	---	22.1%	---	---	14.9%	---	---	5.1%	---	---	3,147	---	---	63	---	---
26-29	12.3%	---	---	42.5%	---	---	23.1%	---	---	14.0%	---	---	8.2%	---	---	8,677	---	---	127	---	---
30-39	10.5%	---	---	38.5%	---	---	24.2%	---	---	18.0%	---	---	8.9%	---	---	34,995	---	---	611	---	---
40-49	10.6%	---	---	40.5%	---	---	22.5%	---	---	17.3%	---	---	9.1%	---	---	72,620	---	---	1,282	---	---
50-59	11.8%	---	---	40.0%	---	---	23.6%	---	---	15.8%	---	---	8.8%	---	---	92,074	---	---	1,600	---	---
60+	12.7%	---	---	41.0%	---	---	23.3%	---	---	16.0%	---	---	7.0%	---	---	31,530	---	---	650	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.3%	---	---	39.9%	---	---	23.4%	---	---	16.7%	---	---	8.8%	---	---	254,607	---	---	4,674	---	---
Pay Category																					
Federal Wage System	8.9%	---	---	34.9%	---	---	25.7%	---	---	18.3%	---	---	12.2%	---	---	9,117	---	---	77	---	---
GS 1-6 or equivalent	10.6%	---	---	34.6%	---	---	24.0%	---	---	17.8%	---	---	13.0%	---	---	11,152	---	---	306	---	---
GS 7-12 or equivalent	10.6%	---	---	39.7%	---	---	24.1%	---	---	17.2%	---	---	8.5%	---	---	97,133	---	---	2,102	---	---
GS 13-15 or equivalent	14.3%	---	---	45.2%	---	---	20.5%	---	---	13.9%	---	---	6.0%	---	---	105,317	---	---	1,578	---	---
Senior Executive Service	35.9%	---	---	46.5%	---	---	9.6%	---	---	5.9%	---	---	2.0%	---	---	3,821	---	---	10	---	---
SL/ST	19.2%	---	---	40.3%	---	---	12.2%	---	---	23.8%	---	---	4.5%	---	---	1,003	---	---	20	---	---
Other	9.4%	---	---	36.6%	---	---	24.1%	---	---	18.6%	---	---	11.2%	---	---	16,682	---	---	277	---	---
Time in Federal Government																					
< 1 year	21.4%	---	---	45.2%	---	---	17.3%	---	---	9.1%	---	---	7.0%	---	---	3,018	---	---	134	---	---
1-3 years	13.6%	---	---	43.3%	---	---	24.1%	---	---	12.4%	---	---	6.6%	---	---	25,799	---	---	564	---	---
4-5 years	10.9%	---	---	38.2%	---	---	24.8%	---	---	18.2%	---	---	7.9%	---	---	17,481	---	---	302	---	---
6-10 years	9.8%	---	---	37.7%	---	---	22.3%	---	---	18.5%	---	---	11.7%	---	---	39,525	---	---	676	---	---
11-20 years	10.8%	---	---	38.2%	---	---	23.1%	---	---	18.3%	---	---	9.7%	---	---	54,933	---	---	930	---	---
(11 to 14 years)	10.1%	---	---	38.4%	---	---	24.1%	---	---	18.3%	---	---	9.1%	---	---	21,983	---	---	365	---	---
(15 to 20 years)	11.2%	---	---	38.0%	---	---	22.3%	---	---	18.3%	---	---	10.2%	---	---	32,950	---	---	565	---	---
> 20 years	11.3%	---	---	40.7%	---	---	23.6%	---	---	16.4%	---	---	8.0%	---	---	102,059	---	---	1,763	---	---
Time with Current Agency																					
< 1 year	18.3%	---	---	44.8%	---	---	21.9%	---	---	8.9%	---	---	6.2%	---	---	5,243	---	---	263	---	---
1-3 years	13.3%	---	---	42.7%	---	---	23.7%	---	---	13.2%	---	---	7.2%	---	---	37,581	---	---	836	---	---
4-5 years	10.6%	---	---	38.0%	---	---	25.0%	---	---	17.6%	---	---	8.8%	---	---	22,837	---	---	433	---	---
6-10 years	9.3%	---	---	37.7%	---	---	22.5%	---	---	18.7%	---	---	11.8%	---	---	47,294	---	---	771	---	---
11-20 years	11.1%	---	---	38.3%	---	---	22.8%	---	---	18.6%	---	---	9.2%	---	---	57,392	---	---	905	---	---
> 20 years	11.2%	---	---	41.3%	---	---	23.6%	---	---	16.5%	---	---	7.4%	---	---	73,312	---	---	1,145	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.5%	9.4%	8.8%	31.6%	31.7%	31.0%	28.9%	28.9%	29.0%	19.0%	19.0%	19.8%	11.1%	11.1%	11.4%	251,507	207,046	216,516	7,479	5,137	4,894
Work Location																					
Headquarters	11.0%	11.1%	10.0%	33.3%	33.4%	33.9%	28.6%	27.9%	28.7%	17.3%	17.4%	17.8%	9.8%	10.3%	9.6%	99,568	80,632	84,261	3,342	2,287	2,214
Field	9.0%	8.6%	8.2%	30.8%	30.8%	29.7%	28.8%	29.4%	29.2%	19.8%	19.8%	20.7%	11.6%	11.5%	12.2%	139,942	123,228	128,376	3,648	2,748	2,560
Supervisor Status																					
Non-Supervisor	8.2%	7.9%	7.8%	28.7%	28.8%	27.7%	30.1%	30.1%	29.9%	20.2%	20.7%	21.4%	12.7%	12.4%	13.1%	138,300	112,070	114,271	5,844	4,188	3,908
Team Leader	9.8%	8.4%	8.4%	32.3%	30.4%	31.6%	27.0%	30.0%	30.2%	19.9%	19.1%	19.4%	11.0%	12.0%	10.4%	33,865	28,440	31,325	718	414	447
Supervisor	11.8%	12.8%	9.7%	38.5%	39.9%	39.5%	28.2%	25.6%	26.4%	15.3%	15.1%	16.7%	6.2%	6.6%	7.7%	43,307	37,378	39,568	408	324	286
Manager	17.4%	17.6%	15.7%	45.1%	45.4%	44.1%	22.3%	21.1%	24.1%	10.8%	10.7%	12.0%	4.4%	5.2%	4.1%	22,360	21,098	22,364	104	88	98
Executive	29.2%	23.9%	23.8%	41.2%	43.8%	43.3%	16.6%	22.1%	14.1%	7.9%	6.2%	10.5%	5.1%	4.0%	8.4%	4,757	4,860	5,094	30	21	41
Sex																					
Male	10.1%	9.5%	8.4%	31.6%	31.7%	31.3%	29.4%	28.9%	29.4%	18.5%	18.8%	19.2%	10.5%	11.1%	11.8%	128,599	107,021	116,174	2,564	1,660	1,631
Female	9.1%	9.3%	9.2%	31.6%	31.6%	30.7%	28.2%	28.8%	28.6%	19.4%	19.3%	20.6%	11.6%	11.0%	10.9%	113,349	96,872	96,561	4,520	3,376	3,153
Hispanic or Latino																					
Yes	11.1%	9.8%	9.6%	30.8%	29.6%	29.3%	27.8%	30.0%	28.5%	16.6%	18.7%	19.3%	13.7%	11.8%	13.3%	16,200	13,855	13,273	525	415	356
No	9.5%	9.3%	8.7%	31.7%	31.9%	31.2%	29.0%	28.8%	29.1%	19.0%	19.0%	19.9%	10.7%	11.0%	11.2%	223,720	189,984	199,352	6,473	4,619	4,422
Race																					
American Indian/ Alaska Native	7.2%	7.9%	5.1%	30.2%	30.1%	27.7%	26.4%	25.1%	30.5%	21.2%	20.2%	23.7%	15.0%	16.7%	13.0%	7,587	7,831	5,955	303	298	197
Asian	10.3%	10.1%	9.9%	38.7%	38.2%	33.7%	29.0%	28.9%	32.1%	13.7%	15.0%	17.8%	8.3%	7.7%	6.5%	10,646	8,100	8,311	420	310	296
Black or African American	9.6%	9.8%	8.4%	33.3%	30.4%	30.9%	28.6%	30.4%	29.1%	18.4%	17.5%	20.6%	10.1%	11.9%	11.0%	38,147	31,384	31,521	1,639	1,335	1,344
Native Hawaiian/ Pacific Islander	6.5%	8.4%	9.9%	32.2%	28.3%	37.6%	30.6%	32.1%	25.1%	13.9%	23.3%	13.9%	16.8%	7.9%	13.5%	1,485	1,435	1,437	43	37	49
White	10.0%	9.3%	9.0%	31.2%	32.2%	31.3%	29.0%	28.5%	28.9%	18.9%	19.4%	19.5%	10.9%	10.6%	11.3%	169,921	143,600	154,221	4,145	2,644	2,489
Two or more races (Not Hispanic/Latino)	7.4%	7.9%	7.1%	26.7%	26.9%	23.9%	27.1%	30.8%	27.5%	24.0%	17.4%	23.3%	14.7%	17.0%	18.3%	6,263	5,993	5,982	222	183	210

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.5%	9.4%	8.8%	31.6%	31.7%	31.0%	28.9%	28.9%	29.0%	19.0%	19.0%	19.8%	11.1%	11.1%	11.4%	251,507	207,046	216,516	7,479	5,137	4,894
Leaving																					
No	11.4%	11.3%	10.7%	35.9%	36.0%	35.2%	29.4%	29.5%	29.3%	16.2%	16.2%	17.5%	7.1%	7.0%	7.5%	172,834	139,918	147,083	5,054	3,453	3,402
Yes, to retire	8.8%	8.9%	7.9%	33.5%	30.0%	29.6%	28.7%	28.8%	29.9%	19.4%	21.0%	20.2%	9.8%	11.2%	12.4%	15,043	13,210	14,172	357	280	235
Yes, to other job in Govt	4.7%	4.2%	3.8%	19.3%	21.3%	20.6%	27.7%	27.9%	29.3%	26.1%	26.2%	25.8%	22.1%	20.4%	20.4%	40,899	36,427	34,825	1,271	993	782
Yes, to other job outside Govt	3.3%	3.6%	3.0%	15.3%	15.2%	19.0%	26.0%	25.1%	23.6%	27.1%	31.2%	24.8%	28.3%	24.9%	29.6%	5,116	6,300	7,755	96	95	105
Yes, other	3.5%	4.0%	3.4%	14.2%	17.6%	15.2%	25.8%	24.8%	27.7%	28.6%	24.0%	30.1%	27.9%	29.7%	23.6%	7,831	8,025	8,831	288	216	257
Retiring																					
Within 1 year	9.5%	9.3%	8.8%	29.9%	29.0%	29.4%	30.8%	27.3%	30.2%	19.7%	22.1%	19.0%	10.0%	12.3%	12.6%	8,613	8,157	8,972	206	175	168
Between 1 and 3 years	8.1%	9.7%	7.7%	29.6%	31.7%	30.7%	31.4%	28.8%	29.8%	18.7%	18.9%	20.2%	12.2%	10.9%	11.6%	26,927	23,900	24,768	684	518	446
Between 3 and 5 years	9.1%	8.9%	8.6%	32.2%	30.9%	30.4%	28.5%	29.2%	28.1%	19.5%	19.4%	22.1%	10.7%	11.6%	10.9%	28,844	25,882	27,556	772	520	520
5 or more years	10.0%	9.4%	9.0%	31.9%	31.9%	31.2%	28.4%	28.9%	29.0%	18.8%	18.8%	19.4%	10.9%	11.0%	11.3%	174,662	145,945	151,347	5,291	3,823	3,648
Age Group																					
25 and under	12.0%	10.8%	9.9%	33.4%	32.7%	32.1%	29.5%	26.4%	33.5%	16.5%	20.5%	14.4%	8.6%	9.6%	10.2%	3,079	2,208	2,388	134	89	89
26-29	10.6%	8.9%	8.2%	30.7%	31.9%	29.6%	29.7%	29.7%	32.4%	19.7%	19.6%	20.8%	9.3%	9.8%	9.0%	8,536	6,371	6,116	263	188	201
30-39	9.2%	8.6%	7.7%	31.5%	31.1%	29.5%	27.0%	28.7%	30.2%	20.9%	19.2%	20.9%	11.3%	12.5%	11.7%	34,536	28,526	30,548	1,051	857	815
40-49	9.1%	9.1%	8.6%	32.0%	32.5%	31.9%	29.0%	28.1%	28.8%	18.4%	18.7%	19.1%	11.4%	11.6%	11.6%	71,744	62,634	68,558	2,087	1,481	1,564
50-59	10.1%	9.2%	9.1%	31.6%	31.3%	30.7%	28.8%	29.6%	28.3%	18.3%	19.0%	20.3%	11.2%	10.9%	11.7%	91,013	80,172	85,364	2,546	1,838	1,675
60+	10.1%	11.9%	10.5%	31.9%	31.0%	32.1%	30.6%	29.2%	28.2%	18.2%	18.9%	19.3%	9.2%	9.0%	9.8%	31,201	23,971	19,742	923	581	438

2010 Federal Employee Viewpoint Survey: Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.5%	9.4%	8.8%	31.6%	31.7%	31.0%	28.9%	28.9%	29.0%	19.0%	19.0%	19.8%	11.1%	11.1%	11.4%	251,507	207,046	216,516	7,479	5,137	4,894
Pay Category																					
Federal Wage System	7.2%	6.8%	6.1%	28.3%	28.2%	27.0%	29.4%	29.5%	30.2%	21.3%	24.1%	22.5%	13.8%	11.4%	14.2%	9,046	8,533	9,370	126	118	109
GS 1-6 or equivalent	7.9%	9.1%	9.0%	29.5%	27.5%	27.0%	27.2%	28.8%	28.2%	20.5%	18.9%	23.3%	15.0%	15.7%	12.5%	10,916	9,822	10,300	523	514	521
GS 7-12 or equivalent	9.1%	8.2%	8.2%	30.0%	30.1%	29.7%	30.6%	30.6%	30.3%	19.6%	20.0%	20.2%	10.6%	11.2%	11.6%	95,601	83,513	89,197	3,531	2,698	2,589
GS 13-15 or equivalent	12.2%	12.3%	10.8%	36.5%	36.7%	37.3%	26.5%	26.9%	27.2%	15.9%	15.4%	16.3%	8.9%	8.7%	8.4%	104,352	81,906	90,262	2,435	1,320	1,350
Senior Executive Service	31.2%	29.0%	26.6%	42.5%	46.7%	48.6%	14.7%	13.6%	13.4%	8.2%	7.4%	8.7%	3.3%	3.2%	2.8%	3,815	3,922	4,187	11	8	19
SL/ST	16.4%	8.3%	6.5%	32.4%	58.7%	30.8%	19.8%	16.0%	22.3%	26.7%	4.8%	24.2%	4.7%	12.2%	16.3%	1,010	772	679	13	8	9
Other	7.9%	8.7%	8.7%	30.0%	30.3%	28.9%	28.6%	27.4%	29.4%	20.2%	20.6%	21.0%	13.3%	12.9%	12.1%	16,524	15,395	8,013	426	369	174
Time in Federal Government																					
< 1 year	18.3%	12.6%	13.9%	34.3%	30.3%	36.8%	27.4%	28.9%	33.7%	11.0%	22.8%	11.2%	9.1%	5.4%	4.3%	2,908	2,055	2,410	241	198	204
1-3 years	10.8%	10.2%	9.5%	34.9%	33.7%	31.7%	30.1%	28.7%	30.4%	15.5%	17.6%	18.6%	8.7%	9.8%	9.8%	25,373	17,252	16,957	978	674	582
4-5 years	9.7%	8.8%	7.9%	31.0%	29.6%	29.4%	27.5%	30.7%	28.5%	21.3%	19.7%	22.0%	10.5%	11.2%	12.1%	17,233	14,266	15,862	529	332	367
6-10 years	8.6%	7.8%	8.1%	28.8%	30.0%	28.3%	28.6%	28.5%	28.8%	20.2%	20.0%	21.7%	13.9%	13.7%	13.2%	39,091	31,914	25,934	1,084	741	573
11-20 years	9.3%	9.2%	---	30.1%	30.1%	---	27.9%	29.4%	---	20.7%	19.6%	---	12.1%	11.6%	---	54,300	52,056	---	1,487	1,176	---
(11 to 14 years)	9.0%	8.2%	8.0%	29.5%	31.1%	30.1%	28.5%	30.1%	29.1%	21.9%	19.3%	20.4%	11.1%	11.3%	12.5%	21,731	17,165	61,614	570	337	1,299
(15 to 20 years)	9.5%	9.8%	9.4%	30.5%	29.5%	32.6%	27.4%	29.1%	28.6%	19.7%	19.8%	18.9%	12.9%	11.8%	10.5%	32,569	34,891	89,942	917	839	1,757
> 20 years	9.5%	10.0%	---	32.6%	33.4%	---	29.5%	28.3%	---	18.2%	18.2%	---	10.3%	10.1%	---	100,977	86,356	---	2,721	1,915	---
Time with Current Agency																					
< 1 year	15.5%	15.5%	13.7%	35.8%	36.0%	35.2%	28.7%	27.1%	32.4%	11.5%	15.9%	13.1%	8.5%	5.5%	5.6%	5,043	4,318	4,531	459	492	491
1-3 years	11.0%	10.1%	9.9%	33.6%	32.8%	31.1%	29.8%	29.1%	29.5%	16.3%	17.7%	19.0%	9.3%	10.3%	10.6%	36,981	27,152	27,349	1,414	1,033	913
4-5 years	9.4%	8.9%	7.2%	30.5%	28.6%	28.3%	28.1%	30.7%	30.1%	20.7%	19.8%	22.1%	11.4%	12.0%	12.3%	22,533	19,694	22,077	700	430	484
6-10 years	8.0%	7.4%	8.1%	28.8%	30.3%	29.0%	28.4%	28.0%	28.4%	20.8%	20.8%	21.3%	14.0%	13.4%	13.2%	46,812	39,881	34,399	1,240	873	726
11-20 years	9.5%	9.3%	7.9%	29.7%	30.1%	30.5%	28.7%	29.8%	28.8%	20.5%	19.5%	20.3%	11.6%	11.2%	12.5%	56,771	53,378	63,849	1,443	1,074	1,142
> 20 years	9.3%	10.0%	9.6%	33.7%	34.2%	33.4%	29.2%	28.0%	28.6%	18.1%	17.9%	18.5%	9.6%	9.9%	9.9%	72,574	59,457	60,498	1,782	1,131	1,022

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.5%	5.7%	4.7%	20.8%	21.3%	18.1%	28.9%	28.2%	29.5%	26.3%	25.8%	27.6%	18.6%	19.1%	20.1%	244,075	200,807	210,557	14,814	11,354	10,815
Work Location																					
Headquarters	6.6%	7.2%	6.1%	23.8%	25.1%	20.5%	29.2%	27.6%	30.6%	24.6%	23.0%	25.9%	15.8%	17.1%	16.9%	96,103	77,731	81,521	6,799	5,186	4,950
Field	5.0%	4.9%	4.0%	19.4%	19.4%	17.1%	28.6%	28.5%	29.1%	27.0%	27.1%	28.4%	20.0%	20.0%	21.5%	136,373	120,025	125,316	7,144	5,935	5,588
Supervisor Status																					
Non-Supervisor	5.0%	5.1%	4.5%	19.9%	20.0%	17.1%	29.2%	28.3%	29.9%	26.2%	26.3%	27.4%	19.8%	20.3%	21.1%	133,042	107,599	110,129	11,074	8,647	8,022
Team Leader	5.1%	5.1%	4.3%	20.3%	21.1%	17.6%	27.9%	27.9%	28.8%	27.3%	24.4%	28.4%	19.3%	21.4%	21.0%	32,768	27,506	30,393	1,807	1,346	1,374
Supervisor	6.1%	6.4%	4.5%	23.4%	24.6%	20.8%	28.8%	28.8%	28.7%	26.2%	26.5%	28.7%	15.5%	13.7%	17.4%	42,795	36,897	39,051	893	799	799
Manager	9.6%	9.5%	6.3%	25.6%	26.4%	22.2%	27.5%	26.7%	30.1%	24.8%	24.1%	27.1%	12.5%	13.2%	14.2%	22,173	20,922	22,209	265	265	251
Executive	15.4%	13.8%	12.1%	32.8%	29.5%	32.2%	25.8%	28.5%	26.5%	17.8%	19.5%	18.0%	8.2%	8.8%	11.2%	4,697	4,817	5,038	96	64	96
Sex																					
Male	5.8%	5.6%	4.3%	20.7%	20.4%	17.6%	29.7%	29.0%	30.4%	25.0%	25.2%	26.7%	18.9%	19.8%	21.0%	125,218	103,971	113,216	5,895	4,699	4,567
Female	5.2%	5.7%	5.1%	21.2%	22.5%	18.8%	27.8%	27.1%	28.4%	28.0%	26.6%	28.8%	17.9%	18.1%	18.8%	109,654	93,823	93,719	8,185	6,421	5,978
Hispanic or Latino																					
Yes	6.7%	6.4%	5.1%	21.4%	21.8%	16.3%	28.0%	29.0%	30.8%	23.1%	25.3%	26.3%	20.9%	17.5%	21.6%	15,730	13,416	12,909	982	852	718
No	5.4%	5.6%	4.6%	20.8%	21.2%	18.3%	29.0%	28.1%	29.4%	26.6%	25.8%	27.7%	18.2%	19.2%	19.9%	217,178	184,325	193,917	12,956	10,263	9,821
Race																					
American Indian/ Alaska Native	5.8%	6.7%	4.0%	20.0%	21.0%	20.0%	31.3%	25.4%	30.0%	22.5%	20.4%	23.6%	20.5%	26.5%	22.4%	7,414	7,659	5,803	476	469	345
Asian	7.8%	8.6%	9.9%	32.3%	29.9%	19.7%	28.7%	28.2%	34.8%	17.8%	20.6%	22.8%	13.4%	12.7%	12.8%	10,375	7,863	8,044	690	545	560
Black or African American	5.9%	6.8%	5.1%	22.2%	22.1%	21.9%	30.5%	27.8%	28.8%	24.6%	24.8%	26.5%	16.7%	18.4%	17.7%	37,234	30,666	30,847	2,556	2,050	2,013
Native Hawaiian/ Pacific Islander	4.9%	8.0%	7.3%	24.4%	21.7%	22.4%	34.5%	30.2%	34.1%	15.3%	21.4%	19.5%	20.8%	18.6%	16.7%	1,456	1,405	1,405	73	66	81
White	5.3%	5.1%	4.3%	20.0%	20.8%	17.4%	28.7%	28.5%	29.3%	27.4%	26.4%	28.5%	18.7%	19.1%	20.6%	164,628	139,042	149,831	9,362	7,195	6,855
Two or more races (Not Hispanic/Latino)	4.6%	4.4%	3.9%	18.8%	18.5%	15.3%	23.3%	25.8%	27.3%	28.1%	26.6%	27.0%	25.1%	24.6%	26.5%	6,091	5,802	5,832	392	374	358

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.5%	5.7%	4.7%	20.8%	21.3%	18.1%	28.9%	28.2%	29.5%	26.3%	25.8%	27.6%	18.6%	19.1%	20.1%	244,075	200,807	210,557	14,814	11,354	10,815
Leaving																					
No	6.6%	6.8%	5.5%	23.8%	24.0%	20.5%	30.6%	29.7%	31.1%	24.7%	25.0%	27.2%	14.3%	14.5%	15.8%	167,512	135,553	143,103	10,311	7,808	7,355
Yes, to retire	4.7%	5.5%	4.6%	18.2%	20.2%	17.4%	28.2%	29.4%	31.3%	31.5%	26.2%	26.2%	17.4%	18.7%	20.6%	14,768	12,965	13,945	631	521	467
Yes, to other job in Govt	2.6%	2.6%	2.4%	13.7%	14.7%	12.0%	25.0%	25.1%	25.7%	28.8%	27.8%	30.0%	29.9%	29.7%	30.0%	39,838	35,401	33,814	2,317	2,016	1,783
Yes, to other job outside Govt	2.0%	1.8%	1.3%	8.8%	11.7%	11.3%	20.0%	16.6%	19.1%	30.6%	30.3%	27.6%	38.7%	39.6%	40.7%	4,961	6,102	7,498	256	293	360
Yes, other	2.2%	2.8%	1.9%	10.3%	12.8%	10.3%	19.8%	22.0%	25.6%	29.3%	26.3%	27.7%	38.5%	36.0%	34.4%	7,574	7,760	8,506	540	482	578
Retiring																					
Within 1 year	4.9%	4.7%	5.5%	19.6%	21.0%	18.3%	29.6%	27.5%	29.9%	27.8%	26.4%	25.3%	18.1%	20.4%	21.0%	8,451	7,985	8,823	374	344	316
Between 1 and 3 years	4.2%	6.5%	3.4%	17.8%	19.6%	16.4%	28.4%	31.0%	32.2%	31.0%	25.2%	29.8%	18.6%	17.7%	18.1%	26,368	23,467	24,315	1,233	949	898
Between 3 and 5 years	5.3%	4.5%	4.2%	19.0%	21.2%	17.8%	30.8%	28.6%	30.3%	26.0%	26.7%	29.1%	18.9%	19.0%	18.6%	28,250	25,327	27,011	1,345	1,072	1,057
5 or more years	5.7%	5.7%	4.8%	21.6%	21.6%	18.4%	28.7%	27.8%	29.1%	25.5%	25.7%	27.2%	18.6%	19.2%	20.5%	169,025	141,002	146,693	10,880	8,756	8,273
Age Group																					
25 and under	12.5%	10.1%	7.7%	25.8%	28.0%	22.9%	24.9%	25.6%	28.1%	20.6%	19.1%	25.1%	16.2%	17.2%	16.2%	2,936	2,067	2,244	272	231	233
26-29	7.2%	6.7%	5.7%	21.7%	23.8%	19.3%	29.1%	25.7%	29.8%	24.6%	24.7%	26.0%	17.5%	19.1%	19.2%	8,112	6,055	5,813	693	504	501
30-39	5.6%	6.1%	4.3%	21.2%	20.8%	18.3%	26.7%	26.6%	27.5%	26.2%	25.1%	27.3%	20.3%	21.5%	22.6%	33,085	27,289	29,411	2,488	2,092	1,948
40-49	5.1%	5.2%	4.4%	21.3%	21.0%	18.9%	28.5%	27.5%	28.3%	25.8%	25.7%	27.1%	19.2%	20.6%	21.3%	69,725	60,790	66,765	4,079	3,319	3,346
50-59	5.2%	5.2%	4.5%	20.6%	20.6%	17.1%	30.3%	29.4%	30.6%	26.1%	26.9%	28.7%	17.8%	17.9%	19.1%	88,843	78,206	83,478	4,691	3,798	3,546
60+	5.8%	6.5%	5.6%	20.2%	23.0%	17.9%	30.1%	30.5%	33.8%	29.0%	24.9%	26.5%	14.9%	15.1%	16.2%	30,365	23,369	19,207	1,738	1,178	969

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	5.5%	5.7%	4.7%	20.8%	21.3%	18.1%	28.9%	28.2%	29.5%	26.3%	25.8%	27.6%	18.6%	19.1%	20.1%	244,075	200,807	210,557	14,814	11,354	10,815
Pay Category																					
Federal Wage System	3.5%	3.9%	2.6%	13.1%	12.8%	11.9%	30.1%	27.6%	27.3%	26.7%	30.1%	32.1%	26.6%	25.6%	26.1%	8,836	8,310	9,163	352	327	303
GS 1-6 or equivalent	5.6%	7.0%	5.8%	17.6%	17.6%	17.9%	27.2%	25.9%	27.4%	27.7%	25.8%	28.0%	21.8%	23.8%	20.8%	10,581	9,580	10,049	856	758	771
GS 7-12 or equivalent	5.2%	4.8%	4.3%	19.9%	20.2%	16.9%	30.4%	29.2%	30.3%	26.6%	26.9%	27.8%	18.0%	18.9%	20.8%	92,870	80,933	86,754	6,249	5,274	5,015
GS 13-15 or equivalent	6.4%	6.6%	5.1%	24.8%	25.1%	21.7%	29.4%	29.2%	31.2%	24.4%	24.8%	26.4%	14.9%	14.3%	15.6%	101,039	79,228	87,655	5,684	3,996	3,954
Senior Executive Service	17.0%	17.2%	13.7%	34.5%	36.2%	34.7%	23.4%	23.7%	25.9%	17.4%	16.2%	18.8%	7.6%	6.7%	7.0%	3,770	3,900	4,157	60	30	48
SL/ST	11.1%	11.1%	3.3%	20.9%	33.0%	26.9%	23.3%	24.2%	24.0%	37.5%	17.9%	20.6%	7.2%	13.8%	25.3%	950	743	638	69	37	50
Other	5.6%	6.3%	6.3%	22.6%	25.4%	20.4%	22.1%	24.1%	27.4%	27.1%	20.9%	26.4%	22.6%	23.3%	19.5%	16,147	15,068	7,798	778	695	389
Time in Federal Government																					
< 1 year	10.7%	10.1%	13.0%	27.2%	31.8%	25.2%	32.4%	23.5%	32.1%	16.2%	25.5%	20.5%	13.6%	9.1%	9.3%	2,567	1,700	2,023	580	553	591
1-3 years	8.2%	7.7%	5.6%	26.3%	25.4%	20.7%	29.7%	28.6%	30.5%	21.5%	22.8%	24.4%	14.2%	15.5%	18.8%	23,957	16,286	16,051	2,373	1,642	1,483
4-5 years	6.5%	5.4%	4.8%	21.6%	22.8%	19.0%	27.1%	26.0%	25.8%	25.4%	24.2%	27.5%	19.4%	21.7%	22.9%	16,627	13,702	15,328	1,133	894	898
6-10 years	4.9%	5.3%	4.4%	19.7%	20.7%	16.7%	27.1%	27.0%	27.7%	27.2%	24.5%	29.1%	21.1%	22.6%	22.1%	37,869	30,811	25,117	2,305	1,841	1,382
11-20 years	4.4%	5.0%	---	19.3%	18.7%	---	27.6%	28.2%	---	28.5%	27.9%	---	20.2%	20.3%	---	52,862	50,618	---	2,932	2,611	---
(11 to 14 years)	4.3%	4.5%	4.3%	18.0%	17.7%	16.5%	29.3%	29.0%	29.3%	28.8%	28.9%	28.4%	19.5%	19.9%	21.5%	21,111	16,634	60,097	1,203	868	2,805
(15 to 20 years)	4.4%	5.2%	4.4%	20.2%	19.2%	18.6%	26.3%	27.8%	31.0%	28.3%	27.3%	27.7%	20.7%	20.4%	18.3%	31,751	33,984	88,306	1,729	1,743	3,383
> 20 years	4.9%	5.5%	---	19.5%	21.3%	---	30.6%	29.4%	---	26.8%	26.4%	---	18.2%	17.4%	---	99,009	84,680	---	4,636	3,580	---
Time with Current Agency																					
< 1 year	9.3%	12.8%	10.9%	26.0%	28.9%	24.7%	33.2%	28.9%	35.5%	17.8%	20.2%	19.4%	13.7%	9.2%	9.5%	4,565	3,708	3,973	938	1,101	1,049
1-3 years	7.8%	7.4%	5.8%	25.3%	25.2%	20.8%	29.9%	28.8%	29.6%	22.0%	22.5%	25.0%	15.0%	16.1%	18.8%	35,086	25,843	26,029	3,275	2,344	2,229
4-5 years	6.1%	5.6%	4.5%	20.7%	20.5%	17.8%	27.2%	26.1%	26.8%	26.4%	25.2%	28.2%	19.5%	22.6%	22.7%	21,821	19,045	21,433	1,429	1,078	1,123
6-10 years	4.8%	4.9%	4.4%	19.4%	20.6%	16.2%	27.1%	27.0%	28.9%	27.5%	25.8%	28.7%	21.3%	21.7%	21.8%	45,483	38,720	33,512	2,549	2,031	1,608
11-20 years	4.5%	4.9%	4.0%	18.8%	18.3%	16.6%	27.8%	29.2%	29.4%	28.6%	28.3%	28.3%	20.2%	19.3%	21.7%	55,429	52,068	62,426	2,789	2,379	2,552
> 20 years	4.6%	5.1%	4.3%	19.3%	21.7%	18.8%	30.9%	28.7%	30.8%	27.3%	26.3%	28.2%	17.8%	18.1%	17.9%	71,278	58,393	59,538	3,026	2,186	1,975

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.7%	18.0%	16.6%	43.3%	45.5%	43.8%	28.0%	25.3%	27.2%	7.5%	6.4%	7.0%	6.5%	4.8%	5.4%	242,918	200,263	209,209	16,123	11,911	12,184
Work Location																					
Headquarters	15.1%	19.3%	17.9%	44.1%	47.2%	44.3%	26.8%	22.9%	25.6%	7.5%	5.9%	6.8%	6.5%	4.7%	5.4%	96,147	78,177	81,592	6,826	4,739	4,879
Field	14.6%	17.3%	16.0%	42.9%	44.7%	43.6%	28.5%	26.5%	28.0%	7.5%	6.7%	7.0%	6.5%	4.8%	5.3%	135,303	119,052	123,916	8,358	6,920	7,007
Supervisor Status																					
Non-Supervisor	13.5%	15.8%	14.5%	42.4%	44.2%	42.6%	29.0%	27.4%	29.3%	7.8%	7.0%	7.4%	7.4%	5.6%	6.2%	132,469	107,311	109,229	11,754	8,940	8,932
Team Leader	14.7%	17.8%	16.9%	41.7%	46.4%	43.5%	29.7%	25.4%	27.7%	7.1%	5.8%	7.2%	6.9%	4.6%	4.7%	32,575	27,344	30,074	2,039	1,509	1,696
Supervisor	15.9%	22.3%	20.7%	48.0%	49.5%	47.9%	25.4%	20.0%	21.5%	7.1%	5.4%	6.2%	3.6%	2.9%	3.7%	42,483	36,766	38,898	1,246	935	957
Manager	22.9%	27.8%	25.8%	48.3%	48.9%	47.9%	20.4%	16.5%	19.2%	5.6%	4.4%	4.6%	2.9%	2.5%	2.5%	22,160	20,965	22,226	312	222	235
Executive	31.1%	36.6%	34.7%	47.6%	40.0%	43.3%	12.9%	16.0%	14.0%	5.9%	5.6%	4.2%	2.4%	1.7%	3.9%	4,725	4,826	5,067	68	56	68
Sex																					
Male	16.0%	18.8%	16.8%	43.5%	45.6%	44.2%	28.8%	25.9%	28.2%	6.5%	5.5%	5.9%	5.2%	4.2%	4.9%	123,372	102,847	111,651	7,867	5,830	6,144
Female	13.1%	16.9%	16.4%	43.3%	45.4%	43.3%	26.9%	24.5%	26.0%	8.7%	7.6%	8.4%	8.0%	5.6%	6.0%	110,458	94,416	93,953	7,469	5,833	5,753
Hispanic or Latino																					
Yes	16.8%	18.0%	16.4%	38.6%	45.1%	41.4%	26.1%	23.1%	26.5%	8.0%	7.3%	8.3%	10.5%	6.4%	7.3%	15,851	13,531	12,905	893	738	721
No	14.5%	17.9%	16.6%	44.0%	45.6%	44.0%	28.1%	25.5%	27.3%	7.4%	6.3%	6.9%	6.1%	4.7%	5.2%	216,095	183,680	192,595	14,237	10,918	11,167
Race																					
American Indian/ Alaska Native	10.9%	16.5%	10.8%	38.6%	40.3%	40.5%	29.7%	26.0%	30.3%	10.1%	10.2%	11.0%	10.7%	7.0%	7.4%	7,440	7,661	5,792	456	467	360
Asian	13.4%	16.5%	15.1%	52.0%	50.5%	47.6%	21.7%	22.0%	26.7%	7.0%	7.1%	6.0%	6.0%	3.8%	4.7%	10,419	7,933	8,104	654	479	502
Black or African American	11.0%	15.7%	12.9%	38.5%	41.5%	38.4%	25.5%	23.7%	26.5%	13.1%	9.9%	12.0%	11.9%	9.3%	10.1%	37,802	31,119	31,128	2,045	1,600	1,736
Native Hawaiian/ Pacific Islander	8.2%	12.6%	13.6%	39.1%	39.9%	43.0%	28.4%	36.8%	27.0%	9.8%	4.9%	7.0%	14.5%	5.8%	9.4%	1,463	1,394	1,405	67	77	82
White	16.0%	18.9%	17.9%	44.5%	46.9%	45.5%	28.9%	25.4%	27.2%	5.9%	5.2%	5.6%	4.7%	3.5%	3.8%	163,045	137,995	148,248	11,073	8,246	8,452
Two or more races (Not Hispanic/Latino)	14.8%	16.5%	15.6%	43.7%	41.2%	34.3%	26.4%	27.6%	30.8%	6.3%	7.9%	7.6%	8.9%	6.7%	11.8%	6,089	5,797	5,792	412	378	401

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.7%	18.0%	16.6%	43.3%	45.5%	43.8%	28.0%	25.3%	27.2%	7.5%	6.4%	7.0%	6.5%	4.8%	5.4%	242,918	200,263	209,209	16,123	11,911	12,184
Leaving																					
No	16.2%	20.0%	18.3%	45.9%	48.3%	46.8%	27.0%	24.0%	25.9%	6.3%	4.8%	5.5%	4.6%	2.9%	3.5%	167,408	135,853	142,760	10,575	7,515	7,717
Yes, to retire	14.1%	18.1%	14.6%	42.8%	43.8%	41.6%	30.5%	26.5%	28.4%	7.0%	6.1%	8.2%	5.7%	5.5%	7.1%	14,740	12,854	13,800	683	636	609
Yes, to other job in Govt	10.2%	12.3%	12.0%	35.5%	39.0%	37.3%	30.5%	28.3%	29.8%	11.1%	11.2%	10.8%	12.6%	9.3%	10.1%	39,192	35,009	33,342	2,983	2,410	2,254
Yes, to other job outside Govt	14.0%	13.5%	16.0%	42.0%	34.5%	32.8%	24.0%	32.9%	31.0%	8.5%	9.0%	9.7%	11.6%	10.1%	10.5%	4,816	5,938	7,295	401	456	565
Yes, other	9.0%	10.5%	9.8%	32.5%	35.5%	31.7%	33.7%	29.0%	34.3%	12.1%	12.1%	12.8%	12.6%	13.0%	11.4%	7,455	7,594	8,349	679	647	739
Retiring																					
Within 1 year	15.2%	18.0%	16.7%	42.2%	44.1%	40.4%	30.7%	25.9%	27.2%	6.2%	6.1%	8.4%	5.6%	5.8%	7.2%	8,440	7,943	8,724	396	389	416
Between 1 and 3 years	13.0%	17.1%	14.6%	42.6%	43.8%	44.5%	29.5%	27.4%	28.6%	8.4%	6.9%	7.5%	6.5%	4.8%	4.9%	26,360	23,269	24,111	1,274	1,151	1,104
Between 3 and 5 years	13.4%	16.4%	15.7%	44.4%	45.7%	43.2%	27.5%	26.6%	28.3%	7.4%	6.4%	7.7%	7.3%	4.9%	5.1%	28,198	25,191	26,811	1,414	1,207	1,264
5 or more years	15.0%	18.3%	17.1%	43.4%	45.8%	44.0%	27.8%	24.8%	26.8%	7.3%	6.3%	6.7%	6.4%	4.7%	5.4%	168,035	140,846	145,874	12,023	8,916	9,102
Age Group																					
25 and under	22.2%	23.1%	18.1%	42.3%	50.8%	50.4%	27.8%	18.2%	22.6%	4.7%	4.3%	5.0%	3.1%	3.6%	3.8%	2,894	2,089	2,256	312	209	221
26-29	17.5%	19.9%	19.4%	46.2%	51.6%	46.7%	25.8%	19.9%	24.1%	5.5%	5.0%	6.4%	5.1%	3.5%	3.4%	7,920	5,991	5,752	885	568	564
30-39	14.9%	17.6%	17.0%	45.1%	47.0%	44.5%	26.2%	25.3%	25.9%	7.9%	5.7%	7.0%	6.0%	4.5%	5.7%	32,465	27,090	29,109	3,125	2,289	2,251
40-49	14.2%	17.2%	16.0%	43.9%	44.7%	43.7%	28.0%	25.2%	27.3%	7.4%	7.3%	7.2%	6.5%	5.7%	5.7%	69,230	60,623	66,333	4,650	3,489	3,778
50-59	14.3%	17.9%	16.4%	42.4%	44.6%	42.6%	28.3%	26.3%	28.4%	7.8%	6.4%	7.1%	7.3%	4.9%	5.5%	88,964	78,150	82,974	4,661	3,859	4,065
60+	14.9%	19.5%	17.4%	43.1%	45.2%	45.2%	30.0%	26.1%	26.7%	6.5%	6.1%	6.4%	5.4%	3.1%	4.2%	30,582	23,309	19,170	1,567	1,243	1,013

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.7%	18.0%	16.6%	43.3%	45.5%	43.8%	28.0%	25.3%	27.2%	7.5%	6.4%	7.0%	6.5%	4.8%	5.4%	242,918	200,263	209,209	16,123	11,911	12,184
Pay Category																					
Federal Wage System	10.0%	12.9%	11.7%	39.5%	43.3%	40.4%	32.6%	30.6%	32.1%	10.2%	8.0%	8.9%	7.7%	5.3%	6.9%	8,736	8,263	9,036	446	385	437
GS 1-6 or equivalent	11.8%	17.9%	15.1%	41.3%	42.3%	41.5%	29.6%	27.0%	28.4%	8.3%	7.6%	7.9%	9.0%	5.2%	7.1%	10,628	9,651	10,042	826	687	774
GS 7-12 or equivalent	14.0%	16.1%	15.2%	43.0%	45.7%	43.8%	29.2%	26.7%	28.5%	7.5%	6.6%	7.0%	6.3%	5.0%	5.6%	92,229	80,449	85,968	6,958	5,760	5,811
GS 13-15 or equivalent	18.2%	22.0%	20.5%	46.0%	47.4%	46.5%	24.4%	21.2%	23.2%	6.3%	5.5%	6.0%	5.1%	4.0%	4.0%	100,919	79,309	87,294	5,927	3,915	4,318
Senior Executive Service	33.6%	40.9%	36.9%	47.3%	42.6%	45.2%	12.4%	11.4%	11.2%	5.1%	3.4%	3.4%	1.6%	1.8%	3.2%	3,790	3,905	4,174	38	26	32
SL/ST	18.8%	26.9%	22.1%	38.7%	62.1%	49.8%	34.6%	7.0%	25.1%	5.8%	2.5%	1.2%	2.0%	1.4%	1.8%	975	752	656	46	28	32
Other	14.4%	18.1%	19.9%	42.9%	44.3%	43.2%	27.7%	25.6%	26.3%	7.2%	6.2%	7.2%	7.8%	5.8%	3.3%	15,872	14,898	7,760	1,078	862	427
Time in Federal Government																					
< 1 year	23.8%	22.0%	25.2%	44.5%	43.1%	48.9%	21.2%	24.9%	22.1%	2.9%	8.0%	2.6%	7.6%	1.9%	1.2%	2,805	2,030	2,346	343	223	268
1-3 years	16.7%	20.4%	18.5%	47.9%	49.0%	47.4%	26.9%	21.7%	23.9%	5.0%	5.8%	5.4%	3.5%	3.0%	4.7%	24,011	16,514	16,232	2,343	1,412	1,309
4-5 years	14.9%	17.0%	17.8%	43.0%	47.2%	42.8%	28.2%	26.0%	27.4%	6.9%	5.3%	7.3%	7.1%	4.4%	4.7%	16,325	13,600	15,107	1,447	998	1,118
6-10 years	13.8%	18.3%	16.5%	41.5%	44.3%	43.1%	29.0%	25.0%	28.2%	8.0%	6.8%	6.9%	7.7%	5.6%	5.3%	37,340	30,514	24,738	2,847	2,138	1,766
11-20 years	14.4%	17.2%	---	42.2%	44.7%	---	27.8%	26.2%	---	8.3%	6.4%	---	7.3%	5.6%	---	52,511	50,376	---	3,316	2,854	---
(11 to 14 years)	12.4%	16.7%	15.8%	42.5%	46.6%	43.0%	29.3%	25.1%	27.4%	9.4%	7.0%	7.6%	6.4%	4.6%	6.2%	20,922	16,516	59,478	1,402	986	3,420
(15 to 20 years)	15.9%	17.5%	16.0%	42.0%	43.6%	43.6%	26.7%	26.8%	27.9%	7.5%	6.0%	7.1%	7.9%	6.1%	5.4%	31,589	33,860	87,692	1,914	1,868	4,012
> 20 years	14.1%	17.5%	---	43.1%	45.2%	---	28.5%	25.9%	---	7.9%	6.6%	---	6.4%	4.7%	---	98,835	84,232	---	4,941	4,039	---
Time with Current Agency																					
< 1 year	21.1%	23.6%	24.5%	43.4%	44.6%	47.8%	25.3%	23.4%	21.7%	4.1%	6.2%	4.0%	6.1%	2.2%	2.1%	4,904	4,352	4,516	598	458	506
1-3 years	16.5%	19.8%	17.9%	46.5%	46.8%	45.2%	26.9%	23.4%	25.2%	5.8%	6.2%	6.3%	4.2%	3.7%	5.4%	35,192	26,111	26,194	3,200	2,074	2,069
4-5 years	14.9%	16.7%	16.2%	41.6%	46.2%	42.4%	28.3%	25.6%	28.5%	7.1%	6.2%	7.4%	8.0%	5.2%	5.5%	21,484	18,811	21,126	1,772	1,313	1,433
6-10 years	12.9%	17.0%	16.4%	40.8%	44.6%	42.4%	29.5%	25.7%	27.8%	8.9%	6.7%	7.3%	7.9%	6.0%	6.1%	44,905	38,311	33,046	3,152	2,439	2,077
11-20 years	14.2%	17.0%	15.6%	42.5%	44.8%	43.0%	27.4%	26.4%	27.9%	8.3%	6.5%	7.7%	7.7%	5.3%	5.8%	55,053	51,697	61,621	3,215	2,754	3,356
> 20 years	14.3%	18.3%	16.3%	44.6%	45.9%	44.9%	28.4%	25.3%	27.4%	7.4%	6.3%	6.6%	5.3%	4.2%	4.8%	71,042	57,962	59,070	3,367	2,625	2,452

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	22.9%	21.5%	55.6%	54.1%	54.2%	13.7%	13.3%	13.7%	6.2%	5.9%	6.8%	3.7%	3.8%	3.8%	255,119	209,405	218,432	3,676	2,784	2,997
Work Location																					
Headquarters	22.2%	24.4%	23.2%	55.6%	55.1%	54.8%	13.6%	13.1%	13.8%	5.5%	4.6%	5.2%	3.2%	2.9%	2.9%	100,936	81,444	84,878	1,935	1,474	1,606
Field	20.5%	22.1%	20.7%	55.5%	53.7%	53.9%	13.6%	13.4%	13.7%	6.5%	6.5%	7.5%	3.9%	4.3%	4.2%	142,052	124,750	129,630	1,467	1,231	1,312
Supervisor Status																					
Non-Supervisor	18.5%	20.6%	18.5%	55.3%	53.7%	54.0%	14.8%	14.6%	15.3%	6.8%	6.5%	7.7%	4.5%	4.6%	4.6%	141,412	114,243	116,036	2,662	2,017	2,149
Team Leader	20.8%	22.8%	22.2%	55.3%	54.3%	55.5%	13.8%	13.5%	12.7%	6.9%	6.3%	6.5%	3.1%	3.2%	3.2%	34,154	28,489	31,345	425	365	427
Supervisor	26.5%	27.1%	27.3%	57.1%	56.4%	55.1%	10.8%	10.4%	10.6%	3.9%	4.0%	4.8%	1.7%	2.1%	2.2%	43,424	37,473	39,647	269	230	212
Manager	34.5%	35.6%	36.3%	54.8%	54.0%	52.3%	7.2%	6.5%	7.5%	2.4%	2.7%	3.1%	1.1%	1.3%	0.9%	22,381	21,130	22,379	67	57	85
Executive	40.0%	37.3%	39.8%	49.3%	50.3%	46.5%	6.5%	6.3%	8.2%	2.9%	5.0%	4.0%	1.3%	1.2%	1.4%	4,753	4,846	5,091	36	36	44
Sex																					
Male	22.4%	23.6%	22.5%	56.2%	54.1%	54.2%	12.9%	13.2%	13.4%	5.2%	5.6%	6.2%	3.3%	3.5%	3.7%	129,784	107,694	116,670	1,355	992	1,141
Female	19.0%	21.8%	20.2%	54.8%	54.2%	54.2%	14.5%	13.5%	14.2%	7.4%	6.3%	7.5%	4.3%	4.1%	4.0%	115,694	98,539	97,948	2,093	1,711	1,776
Hispanic or Latino																					
Yes	23.8%	22.1%	21.1%	48.5%	50.1%	50.4%	15.8%	14.6%	14.9%	5.5%	7.0%	7.8%	6.4%	6.2%	5.9%	16,472	14,071	13,424	229	200	206
No	20.7%	22.9%	21.5%	56.3%	54.5%	54.5%	13.4%	13.2%	13.6%	6.2%	5.8%	6.7%	3.5%	3.6%	3.6%	226,944	192,102	201,080	3,170	2,503	2,709
Race																					
American Indian/ Alaska Native	20.9%	21.2%	19.5%	48.4%	52.0%	53.9%	19.8%	14.2%	15.6%	6.6%	6.4%	6.5%	4.2%	6.2%	4.5%	7,773	8,028	6,091	105	101	62
Asian	21.2%	24.0%	22.5%	60.0%	58.0%	56.4%	12.9%	12.7%	14.3%	4.0%	3.6%	4.4%	2.0%	1.8%	2.3%	10,869	8,263	8,456	200	150	152
Black or African American	18.6%	20.7%	18.5%	56.0%	57.1%	54.6%	15.3%	13.1%	15.3%	5.5%	5.7%	7.0%	4.6%	3.4%	4.5%	39,127	32,145	32,212	659	572	659
Native Hawaiian/ Pacific Islander	17.9%	19.2%	20.0%	52.1%	50.6%	55.2%	13.9%	19.1%	15.0%	4.3%	5.2%	5.4%	11.7%	5.9%	4.4%	1,517	1,456	1,472	15	16	15
White	21.8%	23.5%	22.5%	56.0%	54.0%	54.2%	12.8%	12.8%	13.1%	6.2%	5.9%	6.7%	3.2%	3.7%	3.4%	171,782	144,608	154,922	2,187	1,640	1,795
Two or more races (Not Hispanic/Latino)	19.2%	23.0%	17.6%	48.1%	45.6%	49.6%	17.7%	17.1%	15.9%	7.8%	7.2%	10.0%	7.2%	7.1%	6.9%	6,393	6,067	6,043	97	109	149

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	22.9%	21.5%	55.6%	54.1%	54.2%	13.7%	13.3%	13.7%	6.2%	5.9%	6.8%	3.7%	3.8%	3.8%	255,119	209,405	218,432	3,676	2,784	2,997
Leaving																					
No	22.9%	25.4%	23.8%	56.9%	55.3%	55.6%	12.7%	11.6%	12.6%	4.9%	5.0%	5.6%	2.6%	2.7%	2.4%	175,715	141,850	148,749	2,138	1,527	1,751
Yes, to retire	19.2%	22.1%	19.2%	57.0%	51.5%	54.1%	14.7%	16.3%	13.0%	5.6%	6.0%	8.5%	3.5%	4.0%	5.3%	15,228	13,324	14,245	162	167	165
Yes, to other job in Govt	15.6%	16.4%	15.6%	51.6%	53.6%	52.2%	16.3%	16.5%	16.4%	9.4%	7.7%	9.2%	7.0%	5.8%	6.6%	41,286	36,702	34,933	830	718	670
Yes, to other job outside Govt	17.9%	16.8%	16.2%	48.4%	48.4%	45.7%	14.5%	15.1%	16.0%	10.5%	9.6%	11.5%	8.7%	10.0%	10.6%	5,105	6,292	7,731	106	103	128
Yes, other	14.3%	12.6%	14.2%	49.7%	44.5%	45.7%	15.6%	22.7%	21.5%	12.2%	10.5%	9.8%	8.3%	9.5%	8.8%	7,915	8,054	8,888	205	187	200
Retiring																					
Within 1 year	21.4%	21.8%	21.0%	55.8%	51.1%	51.4%	13.6%	16.8%	14.9%	5.6%	6.3%	7.6%	3.6%	3.9%	5.1%	8,725	8,212	9,018	93	121	121
Between 1 and 3 years	18.9%	20.6%	19.6%	57.7%	54.5%	55.1%	12.8%	14.8%	14.1%	7.1%	6.5%	7.2%	3.5%	3.6%	3.9%	27,298	24,153	24,932	286	267	289
Between 3 and 5 years	19.7%	22.7%	19.6%	57.3%	55.3%	54.8%	13.2%	13.5%	15.1%	5.8%	5.2%	6.8%	4.0%	3.4%	3.7%	29,286	26,116	27,762	303	284	315
5 or more years	21.4%	23.3%	22.1%	55.0%	54.0%	54.1%	13.8%	12.9%	13.4%	6.1%	5.9%	6.6%	3.7%	3.9%	3.7%	177,226	147,744	152,813	2,671	2,030	2,191
Age Group																					
25 and under	24.9%	27.2%	30.9%	47.3%	47.6%	47.1%	13.1%	15.2%	12.4%	8.9%	4.7%	6.4%	5.8%	5.2%	3.1%	3,145	2,265	2,435	61	33	42
26-29	22.0%	25.4%	24.2%	52.6%	51.9%	49.7%	13.0%	12.2%	15.2%	8.8%	5.4%	7.4%	3.5%	5.1%	3.5%	8,609	6,436	6,184	190	123	132
30-39	20.4%	21.9%	20.5%	54.5%	53.7%	53.5%	14.1%	13.4%	14.1%	6.6%	6.9%	7.3%	4.4%	4.2%	4.6%	34,839	28,894	30,830	713	488	535
40-49	20.5%	22.5%	21.0%	56.6%	54.9%	54.7%	13.9%	13.1%	13.7%	5.7%	5.8%	6.7%	3.3%	3.7%	3.8%	72,784	63,307	69,250	1,027	811	879
50-59	21.4%	22.5%	21.3%	55.8%	54.3%	54.9%	13.7%	13.4%	13.5%	5.4%	6.0%	6.8%	3.7%	3.8%	3.6%	92,482	81,049	85,969	1,070	966	1,075
60+	21.4%	25.0%	22.8%	56.8%	54.0%	54.2%	12.7%	13.8%	13.8%	6.5%	4.6%	5.7%	2.6%	2.7%	3.5%	31,741	24,269	19,935	341	282	252

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.8%	22.9%	21.5%	55.6%	54.1%	54.2%	13.7%	13.3%	13.7%	6.2%	5.9%	6.8%	3.7%	3.8%	3.8%	255,119	209,405	218,432	3,676	2,784	2,997
Pay Category																					
Federal Wage System	19.7%	21.9%	21.6%	55.5%	54.6%	50.7%	15.4%	14.1%	14.9%	5.5%	5.6%	7.6%	3.8%	3.8%	5.2%	9,161	8,623	9,444	32	31	34
GS 1-6 or equivalent	17.1%	25.5%	20.5%	53.2%	49.6%	53.5%	16.2%	13.5%	13.2%	7.9%	6.0%	7.3%	5.7%	5.4%	5.6%	11,285	10,210	10,677	150	129	151
GS 7-12 or equivalent	19.9%	20.8%	19.5%	56.3%	54.6%	55.4%	13.9%	14.2%	14.2%	6.3%	6.3%	7.2%	3.6%	4.1%	3.6%	97,746	85,072	90,562	1,306	1,140	1,229
GS 13-15 or equivalent	25.7%	26.5%	25.4%	56.7%	55.6%	55.2%	11.4%	11.4%	12.9%	3.9%	4.6%	4.4%	2.4%	1.9%	2.1%	105,072	82,028	90,275	1,695	1,199	1,341
Senior Executive Service	43.6%	46.0%	42.4%	46.1%	44.6%	47.3%	6.6%	5.9%	7.0%	2.9%	2.6%	2.5%	0.7%	0.8%	0.8%	3,793	3,904	4,177	30	27	29
SL/ST	26.7%	14.5%	27.2%	49.2%	72.2%	59.8%	20.9%	11.4%	2.6%	2.3%	1.0%	5.7%	0.9%	0.9%	4.7%	1,010	768	680	12	12	8
Other	17.9%	20.6%	23.3%	51.7%	51.7%	50.9%	14.1%	13.6%	13.4%	10.3%	8.1%	8.2%	6.0%	6.0%	4.3%	16,724	15,598	8,067	209	165	120
Time in Federal Government																					
< 1 year	32.7%	26.7%	27.8%	54.1%	51.9%	58.5%	9.5%	10.2%	8.5%	2.2%	2.5%	3.0%	1.5%	8.6%	2.2%	3,091	2,216	2,546	58	37	68
1-3 years	23.2%	25.6%	24.7%	54.7%	54.1%	49.9%	13.1%	11.8%	13.7%	5.7%	5.2%	6.7%	3.3%	3.3%	4.9%	25,865	17,656	17,249	470	272	296
4-5 years	21.9%	23.6%	21.8%	54.2%	52.3%	50.7%	12.1%	13.2%	14.1%	7.6%	6.0%	8.5%	4.2%	4.9%	4.9%	17,441	14,389	16,008	320	209	224
6-10 years	19.2%	21.4%	19.8%	54.6%	53.1%	54.2%	14.2%	13.8%	14.8%	7.0%	6.8%	6.9%	5.1%	4.8%	4.3%	39,518	32,148	26,106	631	508	402
11-20 years	19.5%	21.8%	---	54.8%	53.4%	---	14.7%	14.0%	---	7.3%	6.8%	---	3.7%	4.0%	---	54,998	52,550	---	785	685	---
(11 to 14 years)	18.1%	20.8%	19.8%	55.1%	52.5%	55.9%	15.6%	14.3%	13.6%	6.9%	7.7%	6.9%	4.3%	4.8%	3.8%	21,975	17,288	62,038	343	215	874
(15 to 20 years)	20.6%	22.4%	22.0%	54.5%	53.9%	54.9%	14.1%	13.8%	13.6%	7.5%	6.3%	6.4%	3.3%	3.5%	3.1%	33,023	35,262	90,656	442	470	1,054
> 20 years	20.7%	23.0%	---	57.6%	55.7%	---	13.3%	13.3%	---	5.2%	5.2%	---	3.2%	2.9%	---	102,488	87,279	---	1,158	993	---
Time with Current Agency																					
< 1 year	29.2%	28.8%	27.8%	54.2%	52.8%	54.0%	11.9%	10.5%	11.1%	3.0%	2.8%	4.9%	1.7%	5.0%	2.2%	5,386	4,712	4,884	120	98	141
1-3 years	22.7%	24.6%	23.3%	54.5%	54.1%	51.5%	13.9%	12.3%	13.7%	5.5%	5.7%	6.4%	3.4%	3.4%	5.1%	37,693	27,711	27,708	685	475	558
4-5 years	21.6%	23.6%	20.7%	53.6%	52.4%	51.6%	12.3%	13.2%	14.9%	7.7%	5.6%	7.9%	4.8%	5.1%	4.9%	22,800	19,804	22,272	438	320	293
6-10 years	18.6%	20.7%	20.5%	54.8%	53.9%	54.2%	14.6%	14.0%	14.4%	6.8%	6.9%	6.9%	5.1%	4.5%	4.0%	47,297	40,148	34,607	703	607	516
11-20 years	19.5%	21.5%	19.9%	55.2%	54.2%	55.9%	14.7%	14.0%	13.5%	7.1%	6.4%	7.2%	3.6%	3.9%	3.6%	57,454	53,829	64,169	750	628	823
> 20 years	21.1%	23.7%	22.4%	58.2%	55.2%	55.2%	12.8%	13.1%	13.3%	5.1%	5.3%	6.2%	2.8%	2.7%	2.8%	73,588	60,013	60,943	731	575	586

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.2%	20.6%	18.9%	56.1%	54.6%	54.7%	14.8%	15.8%	16.2%	6.0%	6.2%	7.1%	2.9%	2.9%	3.1%	254,534	208,278	217,542	4,197	3,905	3,877
Work Location																					
Headquarters	21.7%	21.9%	20.5%	56.0%	55.6%	54.4%	14.9%	14.8%	15.6%	5.2%	5.2%	6.8%	2.2%	2.5%	2.8%	100,956	81,160	84,807	1,915	1,757	1,674
Field	19.8%	19.9%	18.2%	56.0%	54.0%	54.9%	14.7%	16.3%	16.4%	6.4%	6.7%	7.3%	3.1%	3.1%	3.2%	141,536	123,927	128,838	1,959	2,051	2,094
Supervisor Status																					
Non-Supervisor	18.7%	19.2%	17.4%	56.0%	54.0%	54.8%	15.7%	16.8%	16.5%	6.6%	6.8%	7.6%	3.0%	3.2%	3.7%	141,066	113,476	115,446	3,002	2,781	2,738
Team Leader	21.5%	19.9%	19.4%	56.0%	55.2%	54.5%	13.5%	15.8%	16.8%	5.8%	5.9%	7.1%	3.2%	3.2%	2.2%	34,095	28,321	31,235	488	532	535
Supervisor	23.0%	23.4%	20.9%	57.4%	56.0%	55.6%	13.2%	14.0%	15.5%	4.7%	4.8%	5.8%	1.7%	1.8%	2.3%	43,341	37,321	39,507	346	380	348
Manager	29.5%	28.7%	27.5%	54.0%	56.2%	53.6%	11.1%	10.2%	12.8%	4.0%	3.6%	4.9%	1.4%	1.3%	1.2%	22,347	21,095	22,351	80	91	111
Executive	34.7%	34.0%	31.7%	49.8%	50.5%	49.4%	9.7%	8.5%	11.1%	4.8%	5.9%	5.6%	1.1%	1.2%	2.2%	4,758	4,858	5,095	22	24	39
Sex																					
Male	20.8%	19.9%	18.3%	55.6%	54.3%	54.6%	15.0%	16.6%	17.0%	5.9%	6.2%	7.0%	2.8%	3.0%	3.1%	129,439	107,082	116,087	1,656	1,603	1,717
Female	19.9%	21.5%	19.7%	56.4%	55.0%	55.0%	14.6%	14.7%	15.0%	6.3%	6.1%	7.2%	2.8%	2.7%	3.0%	115,533	98,041	97,669	2,268	2,205	2,052
Hispanic or Latino																					
Yes	24.8%	20.5%	19.2%	49.4%	51.0%	52.5%	15.0%	17.3%	16.3%	6.2%	6.7%	7.3%	4.6%	4.6%	4.7%	16,440	14,005	13,368	263	266	259
No	20.0%	20.6%	18.9%	56.6%	54.9%	54.9%	14.8%	15.6%	16.1%	6.0%	6.1%	7.1%	2.6%	2.7%	2.9%	226,490	191,059	200,275	3,595	3,541	3,510
Race																					
American Indian/ Alaska Native	21.5%	17.0%	15.1%	50.6%	50.5%	54.3%	16.6%	18.5%	17.3%	7.3%	7.9%	9.5%	4.0%	6.0%	3.8%	7,713	7,968	6,023	176	161	129
Asian	21.0%	20.0%	20.2%	58.1%	59.4%	57.4%	16.1%	15.6%	16.2%	3.5%	3.4%	4.2%	1.3%	1.6%	2.1%	10,788	8,183	8,361	276	230	248
Black or African American	20.4%	22.3%	18.8%	57.8%	55.4%	55.4%	13.6%	13.7%	16.8%	5.4%	6.4%	6.0%	2.7%	2.2%	3.0%	39,099	32,089	32,231	677	629	638
Native Hawaiian/ Pacific Islander	24.5%	15.6%	23.1%	55.8%	53.7%	54.3%	14.2%	22.4%	14.0%	4.0%	3.9%	6.7%	1.5%	4.5%	1.9%	1,505	1,448	1,458	20	24	28
White	20.5%	20.4%	19.1%	55.9%	54.8%	54.9%	14.7%	15.6%	15.6%	6.1%	6.3%	7.4%	2.8%	2.8%	2.9%	171,504	143,803	154,258	2,443	2,440	2,454
Two or more races (Not Hispanic/Latino)	18.0%	19.9%	16.0%	49.3%	49.5%	44.5%	21.3%	20.9%	23.3%	8.7%	5.4%	9.1%	2.6%	4.2%	7.0%	6,366	6,012	6,035	125	164	156

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.2%	20.6%	18.9%	56.1%	54.6%	54.7%	14.8%	15.8%	16.2%	6.0%	6.2%	7.1%	2.9%	2.9%	3.1%	254,534	208,278	217,542	4,197	3,905	3,877
Leaving																					
No	22.3%	23.1%	21.1%	57.2%	55.8%	56.3%	13.9%	14.3%	14.6%	4.8%	4.9%	5.9%	1.8%	1.9%	2.1%	175,305	141,056	148,159	2,475	2,317	2,329
Yes, to retire	19.1%	20.7%	16.4%	59.8%	54.1%	57.2%	13.8%	16.3%	16.1%	4.9%	5.9%	7.3%	2.5%	3.0%	3.1%	15,224	13,313	14,219	183	178	191
Yes, to other job in Govt	15.2%	14.3%	13.5%	51.4%	52.0%	50.7%	18.2%	19.1%	20.2%	9.8%	9.6%	10.3%	5.4%	4.9%	5.3%	41,253	36,524	34,826	892	895	779
Yes, to other job outside Govt	17.5%	12.2%	11.9%	46.0%	52.8%	47.2%	14.9%	18.6%	21.4%	13.3%	9.6%	11.7%	8.4%	6.9%	7.8%	5,083	6,235	7,659	121	160	200
Yes, other	12.8%	11.2%	12.2%	53.8%	47.3%	48.1%	17.6%	23.1%	22.1%	9.2%	10.6%	11.3%	6.7%	7.8%	6.2%	7,887	7,985	8,819	237	257	269
Retiring																					
Within 1 year	20.7%	21.2%	17.0%	56.9%	54.4%	54.4%	14.5%	16.5%	16.3%	5.1%	5.4%	7.9%	2.8%	2.5%	4.4%	8,718	8,205	8,992	113	127	149
Between 1 and 3 years	18.8%	19.9%	18.0%	59.5%	56.8%	56.0%	13.6%	15.2%	17.2%	5.6%	5.5%	6.1%	2.4%	2.7%	2.7%	27,250	24,094	24,869	343	327	349
Between 3 and 5 years	19.9%	20.5%	17.7%	59.0%	55.9%	54.9%	13.9%	14.7%	17.1%	5.1%	6.5%	7.4%	2.1%	2.5%	2.9%	29,193	26,033	27,669	393	366	407
5 or more years	20.7%	20.6%	19.3%	55.1%	54.1%	54.6%	15.0%	16.0%	15.8%	6.2%	6.3%	7.2%	2.9%	3.0%	3.1%	176,893	146,783	152,130	2,971	2,987	2,864
Age Group																					
25 and under	23.4%	24.2%	25.5%	47.8%	51.4%	48.7%	18.3%	17.2%	15.5%	8.3%	5.0%	7.3%	2.2%	2.2%	3.1%	3,128	2,220	2,415	77	78	62
26-29	23.6%	21.7%	21.1%	51.9%	55.4%	52.2%	14.2%	12.6%	15.6%	7.4%	6.9%	7.9%	2.8%	3.4%	3.2%	8,624	6,376	6,129	173	183	188
30-39	19.2%	18.7%	17.8%	54.4%	54.2%	54.0%	15.5%	15.9%	16.6%	7.1%	7.3%	7.7%	3.7%	3.8%	4.0%	34,816	28,661	30,723	741	722	640
40-49	19.6%	20.2%	18.3%	56.3%	53.7%	55.3%	15.1%	16.5%	16.0%	6.0%	6.7%	7.5%	3.0%	2.9%	2.9%	72,620	62,952	68,900	1,157	1,163	1,226
50-59	20.9%	20.0%	18.8%	57.0%	55.5%	55.0%	14.5%	16.0%	16.5%	5.2%	5.7%	6.8%	2.4%	2.8%	3.0%	92,247	80,698	85,723	1,272	1,309	1,316
60+	21.1%	25.4%	21.4%	58.6%	54.7%	55.5%	12.7%	14.1%	14.8%	5.3%	4.2%	5.8%	2.2%	1.6%	2.6%	31,673	24,203	19,847	453	352	338

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.2%	20.6%	18.9%	56.1%	54.6%	54.7%	14.8%	15.8%	16.2%	6.0%	6.2%	7.1%	2.9%	2.9%	3.1%	254,534	208,278	217,542	4,197	3,905	3,877
Pay Category																					
Federal Wage System	18.7%	18.6%	18.0%	58.7%	55.4%	54.6%	14.7%	16.5%	16.9%	4.6%	6.8%	7.1%	3.3%	2.7%	3.4%	9,097	8,524	9,347	77	128	129
GS 1-6 or equivalent	17.7%	23.6%	20.9%	54.3%	51.4%	53.6%	18.2%	15.2%	14.6%	7.4%	6.4%	6.7%	2.4%	3.4%	4.2%	11,192	10,133	10,591	243	206	238
GS 7-12 or equivalent	20.4%	19.6%	18.2%	56.0%	54.6%	55.3%	14.8%	16.4%	16.4%	5.9%	6.5%	7.2%	2.9%	2.9%	2.9%	97,347	84,452	90,100	1,736	1,757	1,685
GS 13-15 or equivalent	22.7%	21.8%	19.8%	55.5%	55.2%	54.8%	13.9%	15.2%	15.8%	5.6%	5.4%	6.9%	2.3%	2.4%	2.7%	105,075	81,732	90,087	1,662	1,493	1,527
Senior Executive Service	36.0%	37.4%	29.9%	49.9%	49.0%	52.6%	9.0%	8.9%	12.2%	4.2%	3.9%	4.1%	0.8%	0.8%	1.2%	3,811	3,911	4,185	8	20	20
SL/ST	23.5%	18.9%	25.0%	60.6%	65.7%	56.8%	11.1%	12.5%	11.3%	3.6%	1.5%	6.3%	1.2%	1.3%	0.6%	1,013	773	676	9	7	12
Other	18.1%	19.6%	18.7%	56.6%	54.9%	55.0%	14.4%	15.2%	17.4%	7.2%	6.3%	6.8%	3.7%	4.0%	2.2%	16,752	15,566	8,037	174	197	150
Time in Federal Government																					
< 1 year	29.2%	21.1%	26.0%	54.7%	48.0%	54.8%	10.8%	18.1%	14.5%	4.4%	5.5%	3.8%	0.9%	7.3%	0.8%	3,050	2,153	2,512	96	100	102
1-3 years	22.5%	22.8%	20.6%	54.2%	53.5%	53.7%	14.7%	15.2%	15.2%	6.1%	5.8%	6.9%	2.5%	2.7%	3.6%	25,753	17,467	17,136	566	461	407
4-5 years	21.1%	21.7%	19.2%	51.9%	52.4%	51.6%	17.5%	16.0%	16.9%	6.7%	6.4%	8.2%	2.7%	3.5%	4.2%	17,441	14,280	15,904	312	317	327
6-10 years	18.6%	18.6%	17.8%	56.2%	54.5%	55.1%	13.9%	16.0%	15.4%	7.5%	7.4%	7.7%	3.7%	3.6%	4.0%	39,465	31,989	26,017	697	667	490
11-20 years	20.4%	19.1%	---	55.2%	54.0%	---	15.3%	16.5%	---	6.2%	7.3%	---	2.9%	3.2%	---	54,881	52,275	---	882	957	---
(11 to 14 years)	20.4%	17.8%	17.5%	54.9%	53.6%	55.8%	15.2%	17.0%	16.4%	6.2%	8.5%	7.2%	3.2%	3.2%	3.1%	21,931	17,176	61,797	367	325	1,110
(15 to 20 years)	20.3%	19.8%	19.4%	55.5%	54.2%	55.0%	15.3%	16.2%	16.4%	6.2%	6.6%	6.8%	2.7%	3.2%	2.4%	32,950	35,099	90,374	515	632	1,334
> 20 years	19.9%	21.5%	---	58.2%	56.2%	---	14.4%	15.3%	---	5.0%	5.0%	---	2.5%	2.1%	---	102,308	86,965	---	1,347	1,305	---
Time with Current Agency																					
< 1 year	27.6%	25.3%	25.0%	53.9%	48.5%	52.9%	11.6%	17.2%	15.0%	4.2%	4.8%	5.5%	2.8%	4.3%	1.7%	5,323	4,575	4,809	174	234	216
1-3 years	21.5%	22.1%	20.0%	54.4%	53.4%	53.2%	14.9%	15.4%	15.8%	6.5%	6.3%	7.0%	2.8%	2.8%	3.9%	37,556	27,471	27,579	817	716	684
4-5 years	21.8%	21.2%	18.8%	50.8%	51.9%	52.5%	17.6%	16.1%	16.6%	6.9%	7.0%	8.0%	2.8%	3.9%	4.1%	22,814	19,724	22,138	410	399	425
6-10 years	18.0%	18.0%	18.7%	57.1%	55.4%	55.7%	14.5%	16.3%	15.0%	6.8%	6.9%	7.1%	3.6%	3.4%	3.5%	47,227	39,977	34,534	767	778	594
11-20 years	20.8%	19.6%	17.4%	55.6%	54.7%	55.9%	14.5%	16.0%	16.5%	6.0%	6.7%	7.1%	3.0%	3.0%	3.0%	57,370	53,598	63,936	825	854	1,050
> 20 years	19.8%	21.6%	19.1%	58.6%	56.5%	55.2%	14.7%	15.2%	16.6%	4.9%	5.0%	7.0%	2.0%	1.8%	2.1%	73,421	59,764	60,723	905	824	800

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.5%	14.0%	36.3%	36.0%	34.7%	24.5%	25.3%	26.7%	12.4%	12.0%	12.4%	11.8%	11.3%	12.1%	244,525	195,342	204,536	14,196	16,840	16,873
Work Location																					
Headquarters	15.7%	16.9%	15.1%	37.1%	37.0%	35.1%	24.7%	24.4%	26.8%	11.9%	11.7%	11.8%	10.6%	10.0%	11.3%	96,414	75,542	79,074	6,435	7,376	7,403
Field	14.9%	14.8%	13.5%	36.2%	35.6%	34.6%	23.9%	25.7%	26.6%	12.7%	12.1%	12.8%	12.3%	11.9%	12.5%	136,595	116,852	121,873	6,931	9,122	9,059
Supervisor Status																					
Non-Supervisor	12.5%	12.6%	11.3%	35.0%	33.9%	32.5%	25.7%	27.7%	28.7%	13.4%	12.9%	13.4%	13.4%	13.1%	14.1%	133,763	104,048	106,026	10,322	12,204	12,156
Team Leader	14.4%	14.5%	12.6%	35.4%	36.4%	36.1%	25.2%	24.9%	27.1%	13.1%	13.0%	13.2%	11.9%	11.2%	11.0%	32,801	26,605	29,408	1,771	2,249	2,360
Supervisor	20.3%	20.8%	19.8%	42.9%	43.4%	40.9%	20.7%	19.9%	22.1%	9.2%	9.7%	9.5%	6.9%	6.2%	7.8%	42,574	36,189	38,407	1,114	1,513	1,445
Manager	30.8%	32.2%	29.6%	41.5%	42.2%	40.8%	15.4%	14.4%	16.9%	7.4%	6.4%	7.6%	5.0%	4.8%	5.1%	22,137	20,748	22,068	301	439	394
Executive	39.6%	35.4%	36.5%	35.2%	34.5%	36.5%	15.5%	20.8%	12.6%	5.5%	4.7%	9.2%	4.2%	4.6%	5.2%	4,727	4,788	5,024	50	94	110
Sex																					
Male	16.0%	15.9%	14.2%	37.3%	36.9%	35.6%	24.5%	25.1%	26.5%	11.7%	11.4%	12.0%	10.6%	10.6%	11.6%	125,166	101,261	110,215	5,961	7,423	7,587
Female	13.9%	14.8%	13.8%	35.4%	34.8%	33.7%	24.2%	25.5%	26.8%	13.2%	12.8%	13.0%	13.3%	12.1%	12.8%	110,262	91,162	90,838	7,515	9,084	8,879
Hispanic or Latino																					
Yes	17.3%	16.1%	14.0%	33.4%	34.1%	32.6%	23.9%	25.5%	28.3%	11.3%	11.8%	11.3%	14.1%	12.5%	13.8%	15,863	13,141	12,584	846	1,130	1,043
No	14.9%	15.4%	14.0%	36.8%	36.2%	35.0%	24.3%	25.2%	26.5%	12.5%	12.0%	12.5%	11.5%	11.1%	12.0%	217,623	179,232	188,357	12,465	15,365	15,418
Race																					
American Indian/ Alaska Native	13.5%	10.7%	10.8%	29.7%	28.9%	31.9%	28.9%	29.7%	27.0%	13.0%	12.2%	14.2%	14.8%	18.5%	16.1%	7,511	7,660	5,778	375	469	371
Asian	13.6%	13.4%	14.1%	44.2%	42.3%	35.3%	23.3%	26.4%	30.4%	7.8%	9.7%	11.7%	11.2%	8.2%	8.5%	10,220	7,503	7,679	839	907	930
Black or African American	12.2%	13.8%	10.3%	34.7%	33.5%	30.9%	26.8%	28.3%	31.7%	13.2%	11.0%	12.3%	13.0%	13.4%	14.8%	37,168	29,643	29,724	2,609	3,077	3,144
Native Hawaiian/ Pacific Islander	10.4%	12.4%	14.0%	34.2%	33.0%	35.8%	27.2%	30.1%	30.4%	8.7%	16.5%	9.5%	19.5%	8.0%	10.3%	1,457	1,374	1,394	73	98	93
White	16.4%	16.2%	15.2%	37.1%	37.2%	36.3%	23.3%	24.1%	24.9%	12.5%	12.0%	12.4%	10.7%	10.4%	11.1%	165,378	135,400	145,812	8,588	10,843	10,895
Two or more races (Not Hispanic/Latino)	12.1%	15.1%	10.5%	26.6%	28.9%	26.3%	28.2%	25.7%	30.0%	14.0%	13.5%	14.2%	19.1%	16.8%	19.2%	6,075	5,663	5,633	418	511	559

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.5%	14.0%	36.3%	36.0%	34.7%	24.5%	25.3%	26.7%	12.4%	12.0%	12.4%	11.8%	11.3%	12.1%	244,525	195,342	204,536	14,196	16,840	16,873
Leaving																					
No	17.4%	18.0%	16.4%	40.1%	39.8%	38.7%	23.7%	24.8%	26.4%	10.9%	9.9%	10.7%	7.8%	7.6%	7.9%	168,343	132,401	139,187	9,424	10,970	11,301
Yes, to retire	14.9%	16.5%	13.3%	40.0%	34.7%	34.1%	23.5%	26.2%	26.3%	12.0%	11.1%	10.7%	9.7%	11.5%	15.6%	14,749	12,693	13,680	644	799	728
Yes, to other job in Govt	8.5%	8.3%	7.5%	24.5%	26.5%	24.8%	26.6%	26.7%	27.5%	16.3%	17.9%	17.9%	24.2%	20.6%	22.2%	39,600	34,045	32,667	2,551	3,372	2,933
Yes, to other job outside Govt	8.9%	8.6%	7.3%	24.7%	23.8%	23.5%	20.7%	21.5%	25.2%	21.5%	22.6%	17.0%	24.1%	23.5%	27.0%	4,933	5,862	7,192	278	532	667
Yes, other	6.5%	6.9%	7.0%	23.5%	22.8%	19.5%	27.9%	28.3%	30.0%	18.0%	16.5%	19.2%	24.1%	25.4%	24.3%	7,556	7,410	8,248	569	831	839
Retiring																					
Within 1 year	15.3%	15.2%	13.8%	36.1%	36.0%	36.1%	25.4%	25.0%	24.1%	12.5%	11.6%	11.1%	10.6%	12.2%	14.9%	8,444	7,813	8,655	380	520	484
Between 1 and 3 years	13.6%	16.1%	12.9%	38.0%	35.2%	34.4%	25.4%	26.0%	27.9%	13.2%	11.1%	12.1%	9.7%	11.6%	12.7%	26,378	22,923	23,827	1,208	1,498	1,389
Between 3 and 5 years	14.8%	15.1%	13.4%	35.5%	35.6%	35.3%	24.1%	26.2%	25.9%	14.0%	12.2%	14.5%	11.5%	10.9%	10.9%	28,282	24,766	26,413	1,298	1,634	1,663
5 or more years	15.4%	15.4%	14.3%	36.3%	36.2%	34.7%	24.2%	25.0%	26.7%	12.1%	12.1%	12.2%	12.0%	11.2%	12.0%	169,505	136,915	142,067	10,385	12,851	12,924
Age Group																					
25 and under	20.0%	17.6%	14.5%	35.5%	39.8%	37.1%	25.4%	22.4%	25.2%	11.1%	9.1%	11.9%	7.9%	11.0%	11.3%	2,932	2,032	2,171	272	266	306
26-29	15.9%	15.2%	14.8%	39.2%	38.9%	37.5%	22.3%	20.5%	25.8%	12.0%	15.9%	12.2%	10.7%	9.5%	9.8%	8,070	5,761	5,542	728	798	775
30-39	13.9%	13.4%	12.6%	36.9%	37.5%	35.1%	22.9%	24.9%	27.2%	14.7%	12.6%	12.5%	11.6%	11.5%	12.6%	33,115	26,292	28,063	2,438	3,089	3,300
40-49	15.0%	15.6%	13.8%	36.6%	35.7%	34.9%	23.9%	25.4%	26.4%	12.0%	11.5%	12.6%	12.4%	11.9%	12.3%	69,814	58,761	64,628	3,984	5,354	5,492
50-59	15.2%	15.6%	14.6%	35.8%	34.6%	34.2%	25.4%	26.0%	26.5%	11.5%	12.4%	12.4%	12.2%	11.5%	12.4%	89,065	76,521	81,702	4,464	5,488	5,341
60+	16.4%	17.6%	14.9%	37.6%	37.5%	34.4%	24.3%	25.7%	27.7%	13.0%	9.9%	12.1%	8.7%	9.3%	10.9%	30,652	23,048	18,930	1,447	1,505	1,251

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.0%	15.5%	14.0%	36.3%	36.0%	34.7%	24.5%	25.3%	26.7%	12.4%	12.0%	12.4%	11.8%	11.3%	12.1%	244,525	195,342	204,536	14,196	16,840	16,873
Pay Category																					
Federal Wage System	12.3%	11.0%	9.5%	34.3%	32.6%	31.3%	25.2%	26.8%	28.6%	13.5%	15.1%	15.5%	14.7%	14.3%	15.0%	8,902	8,256	9,085	291	394	387
GS 1-6 or equivalent	11.7%	13.1%	13.2%	32.0%	34.5%	32.5%	26.6%	25.5%	26.4%	15.3%	14.3%	12.7%	14.3%	12.6%	15.2%	10,768	9,604	9,989	650	735	834
GS 7-12 or equivalent	13.6%	13.5%	12.2%	36.4%	34.7%	34.8%	26.1%	28.4%	28.8%	12.3%	12.1%	12.3%	11.7%	11.3%	12.0%	92,914	78,487	83,906	6,160	7,719	7,887
GS 13-15 or equivalent	19.9%	19.9%	18.6%	39.4%	39.9%	38.1%	20.9%	21.1%	23.2%	10.4%	10.3%	10.9%	9.4%	8.8%	9.1%	101,302	76,799	85,033	5,443	6,428	6,579
Senior Executive Service	45.1%	45.8%	41.6%	34.8%	36.1%	36.5%	11.1%	9.5%	11.1%	5.1%	4.9%	5.6%	3.9%	3.6%	5.2%	3,781	3,880	4,163	30	51	43
SL/ST	28.3%	13.3%	16.8%	30.8%	47.9%	40.5%	27.2%	11.1%	11.2%	8.4%	2.7%	13.6%	5.3%	24.9%	17.9%	992	732	648	29	48	39
Other	13.8%	17.0%	16.8%	34.7%	36.0%	32.6%	23.2%	21.9%	25.2%	14.5%	12.0%	13.5%	13.8%	13.1%	12.0%	16,102	14,636	7,532	832	1,127	655
Time in Federal Government																					
< 1 year	24.5%	19.6%	22.0%	41.0%	32.0%	44.2%	24.3%	22.3%	23.1%	7.0%	14.7%	6.5%	3.3%	11.4%	4.2%	2,850	1,922	2,190	300	331	424
1-3 years	17.0%	17.5%	16.0%	39.5%	38.6%	36.5%	23.8%	24.4%	25.1%	10.8%	10.5%	11.3%	8.9%	9.0%	11.0%	24,430	15,986	15,649	1,914	1,942	1,894
4-5 years	15.5%	15.1%	12.5%	36.4%	37.1%	34.9%	25.7%	24.9%	25.5%	12.1%	12.7%	13.0%	10.3%	10.2%	14.1%	16,558	13,253	14,700	1,206	1,344	1,530
6-10 years	12.7%	13.2%	12.7%	34.2%	35.3%	32.9%	23.1%	24.4%	27.4%	14.8%	12.1%	14.7%	15.2%	15.0%	12.4%	37,853	29,817	24,221	2,305	2,836	2,285
11-20 years	15.3%	14.9%	---	34.4%	33.9%	---	24.3%	26.2%	---	13.2%	13.2%	---	12.9%	11.9%	---	52,849	49,092	---	2,891	4,142	---
(11 to 14 years)	13.8%	13.8%	13.3%	35.4%	35.6%	34.6%	24.1%	26.0%	26.7%	13.3%	13.0%	12.7%	13.4%	11.6%	12.6%	21,112	16,163	58,130	1,173	1,341	4,772
(15 to 20 years)	16.4%	15.5%	14.5%	33.7%	33.0%	34.6%	24.4%	26.3%	27.2%	13.1%	13.2%	11.9%	12.4%	12.0%	11.8%	31,737	32,929	86,150	1,718	2,801	5,558
> 20 years	14.9%	16.2%	---	37.2%	36.9%	---	25.0%	25.6%	---	11.7%	11.3%	---	11.3%	10.1%	---	98,849	82,359	---	4,794	5,911	---
Time with Current Agency																					
< 1 year	22.2%	21.8%	20.6%	40.9%	36.1%	38.4%	25.5%	21.3%	27.1%	6.6%	11.5%	7.3%	4.8%	9.4%	6.6%	4,960	4,044	4,185	540	766	840
1-3 years	16.0%	17.1%	15.0%	39.1%	36.6%	35.4%	24.2%	25.7%	26.5%	10.9%	10.9%	11.6%	9.8%	9.7%	11.4%	35,617	25,185	25,275	2,773	3,002	2,986
4-5 years	16.3%	14.5%	12.3%	35.2%	35.3%	33.8%	24.7%	24.9%	25.8%	12.2%	13.1%	13.4%	11.6%	12.2%	14.7%	21,757	18,379	20,574	1,478	1,744	1,987
6-10 years	12.3%	12.5%	12.8%	33.3%	34.9%	32.5%	23.7%	25.2%	27.6%	15.2%	12.9%	13.9%	15.5%	14.5%	13.2%	45,405	37,453	32,326	2,576	3,299	2,797
11-20 years	15.0%	14.9%	13.3%	34.9%	34.4%	34.8%	24.5%	26.6%	26.8%	12.8%	12.6%	12.9%	12.8%	11.4%	12.2%	55,311	50,467	60,438	2,886	3,987	4,550
> 20 years	15.3%	16.9%	15.1%	38.1%	38.3%	35.8%	24.7%	24.6%	26.3%	11.8%	10.9%	11.6%	10.0%	9.4%	11.2%	71,132	56,881	58,221	3,189	3,705	3,302

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	22.9%	21.8%	43.7%	43.4%	43.3%	20.3%	21.2%	22.0%	6.5%	6.0%	6.1%	7.5%	6.6%	6.7%	239,180	191,535	200,203	19,348	20,649	21,223
Work Location																					
Headquarters	22.6%	23.9%	23.1%	43.7%	43.7%	43.0%	20.0%	20.2%	21.3%	6.9%	5.9%	6.0%	6.8%	6.3%	6.7%	94,292	74,163	77,481	8,503	8,754	9,004
Field	22.0%	22.4%	21.2%	44.2%	43.2%	43.6%	19.9%	21.7%	22.3%	6.2%	6.1%	6.2%	7.7%	6.7%	6.7%	133,688	114,520	119,245	9,747	11,457	11,690
Supervisor Status																					
Non-Supervisor	18.6%	19.0%	18.1%	43.4%	42.7%	42.2%	22.1%	24.0%	24.9%	7.0%	6.8%	6.9%	8.9%	7.6%	7.9%	129,633	100,897	102,558	14,352	15,359	15,627
Team Leader	21.1%	22.3%	20.7%	43.8%	44.0%	45.1%	21.4%	20.6%	21.9%	6.9%	6.1%	6.1%	6.7%	6.9%	6.2%	32,084	26,020	28,713	2,449	2,833	3,058
Supervisor	30.0%	30.8%	29.3%	46.9%	47.2%	47.3%	14.2%	14.6%	15.3%	5.1%	3.7%	4.0%	3.7%	3.7%	4.1%	42,355	36,162	38,331	1,306	1,541	1,526
Manager	41.0%	41.9%	41.1%	42.8%	42.2%	42.7%	9.8%	9.8%	10.7%	3.3%	3.2%	3.1%	3.1%	2.8%	2.5%	22,130	20,802	22,096	307	385	367
Executive	49.2%	45.2%	48.6%	38.4%	33.2%	40.0%	7.8%	13.8%	6.7%	2.2%	5.6%	1.9%	2.4%	2.2%	2.8%	4,721	4,789	5,014	73	93	121
Sex																					
Male	24.1%	23.6%	22.4%	44.3%	43.9%	43.7%	19.1%	20.6%	21.5%	5.9%	5.8%	5.8%	6.6%	6.0%	6.6%	122,779	99,689	108,360	8,253	8,996	9,449
Female	19.5%	21.8%	21.0%	43.2%	42.6%	42.9%	21.6%	22.0%	22.7%	7.1%	6.3%	6.5%	8.6%	7.3%	6.9%	107,601	89,028	88,469	10,112	11,220	11,253
Hispanic or Latino																					
Yes	22.1%	23.0%	20.5%	40.6%	40.6%	40.0%	19.7%	22.4%	23.8%	7.2%	6.4%	6.9%	10.4%	7.7%	8.8%	15,631	12,970	12,404	1,084	1,299	1,226
No	22.1%	22.8%	21.9%	44.3%	43.6%	43.7%	20.2%	21.0%	21.9%	6.3%	6.0%	6.0%	7.1%	6.5%	6.5%	212,901	175,701	184,319	17,023	18,902	19,464
Race																					
American Indian/ Alaska Native	14.4%	13.9%	15.8%	36.9%	40.7%	38.5%	27.8%	27.8%	25.8%	10.4%	7.7%	9.1%	10.3%	9.9%	10.7%	7,346	7,455	5,654	529	674	499
Asian	17.8%	20.6%	21.1%	52.5%	47.4%	44.7%	17.6%	22.4%	24.7%	3.9%	4.3%	4.1%	8.1%	5.4%	5.3%	10,172	7,466	7,641	894	947	968
Black or African American	17.0%	18.3%	16.0%	40.2%	39.2%	39.1%	23.5%	24.9%	26.6%	9.1%	7.5%	8.0%	10.2%	10.2%	10.3%	36,415	29,276	29,224	3,305	3,442	3,647
Native Hawaiian/ Pacific Islander	13.8%	20.0%	16.6%	38.2%	39.2%	42.6%	27.9%	32.0%	27.0%	4.6%	4.3%	6.7%	15.6%	4.4%	7.2%	1,430	1,370	1,380	94	102	107
White	24.5%	24.6%	23.9%	45.1%	44.9%	45.0%	18.7%	19.3%	20.1%	5.8%	5.6%	5.5%	5.9%	5.5%	5.5%	161,665	132,641	142,570	12,213	13,604	14,141
Two or more races (Not Hispanic/Latino)	17.0%	20.9%	16.6%	33.1%	34.7%	35.1%	28.5%	26.3%	26.7%	8.9%	9.2%	11.0%	12.5%	8.9%	10.7%	5,953	5,508	5,465	532	667	727

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	22.9%	21.8%	43.7%	43.4%	43.3%	20.3%	21.2%	22.0%	6.5%	6.0%	6.1%	7.5%	6.6%	6.7%	239,180	191,535	200,203	19,348	20,649	21,223
Leaving																					
No	25.2%	25.9%	25.0%	46.7%	46.5%	46.1%	18.5%	18.8%	20.0%	5.0%	4.7%	4.7%	4.6%	4.1%	4.2%	165,489	130,647	137,117	12,215	12,725	13,379
Yes, to retire	20.2%	23.1%	21.3%	44.1%	39.6%	40.1%	21.3%	23.0%	23.1%	7.7%	6.1%	6.9%	6.7%	8.1%	8.6%	14,509	12,490	13,439	872	1,001	971
Yes, to other job in Govt	13.3%	14.4%	12.5%	34.9%	36.7%	37.0%	25.4%	26.4%	26.9%	10.6%	9.6%	10.2%	15.8%	12.9%	13.3%	38,155	32,759	31,473	3,940	4,661	4,129
Yes, to other job outside Govt	16.5%	16.2%	12.7%	36.3%	33.5%	37.2%	21.3%	25.5%	25.1%	11.2%	11.2%	10.4%	14.7%	13.6%	14.6%	4,758	5,641	6,890	451	754	970
Yes, other	9.8%	10.4%	12.1%	34.6%	30.3%	32.1%	24.8%	33.9%	33.0%	10.0%	9.6%	8.6%	20.8%	15.8%	14.1%	7,239	7,168	7,842	877	1,074	1,245
Retiring																					
Within 1 year	21.2%	22.0%	22.7%	42.3%	39.8%	40.4%	23.4%	23.1%	21.3%	6.5%	6.5%	7.2%	6.6%	8.6%	8.5%	8,285	7,670	8,500	519	662	640
Between 1 and 3 years	19.9%	21.3%	19.8%	43.0%	43.2%	42.6%	22.3%	22.9%	24.0%	7.2%	5.7%	6.2%	7.6%	7.0%	7.3%	25,971	22,493	23,394	1,610	1,928	1,825
Between 3 and 5 years	20.5%	21.5%	20.2%	44.5%	40.9%	42.2%	21.0%	23.8%	24.4%	6.7%	7.5%	7.4%	7.3%	6.3%	5.8%	27,825	24,324	25,923	1,763	2,074	2,154
5 or more years	22.7%	23.3%	22.3%	44.0%	44.0%	43.8%	19.5%	20.4%	21.4%	6.3%	5.8%	5.8%	7.4%	6.5%	6.6%	165,579	134,221	138,933	14,180	15,549	16,066
Age Group																					
25 and under	34.6%	27.9%	25.1%	44.4%	49.0%	51.1%	14.5%	15.6%	16.0%	2.8%	3.5%	5.1%	3.7%	4.0%	2.7%	2,885	1,991	2,140	321	307	337
26-29	26.3%	26.6%	24.7%	49.5%	49.2%	48.5%	14.2%	15.9%	20.1%	5.1%	4.7%	3.9%	5.0%	3.6%	2.7%	7,827	5,602	5,348	968	957	969
30-39	22.2%	22.0%	22.1%	45.5%	45.1%	44.8%	19.6%	21.4%	20.5%	6.0%	5.4%	6.2%	6.7%	6.0%	6.4%	32,159	25,681	27,289	3,369	3,701	4,076
40-49	22.0%	22.7%	21.1%	43.3%	43.5%	43.5%	20.5%	20.8%	22.6%	6.7%	6.1%	6.1%	7.6%	6.9%	6.8%	68,189	57,794	63,271	5,548	6,323	6,858
50-59	20.8%	22.1%	21.8%	43.7%	42.3%	41.9%	20.7%	21.5%	22.6%	6.6%	6.6%	6.5%	8.1%	7.5%	7.2%	87,453	75,061	80,172	6,013	6,947	6,869
60+	23.3%	24.5%	22.0%	41.3%	40.3%	42.6%	22.5%	23.8%	22.5%	7.0%	6.0%	5.7%	5.9%	5.4%	7.2%	30,152	22,579	18,596	1,949	1,975	1,590

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.0%	22.9%	21.8%	43.7%	43.4%	43.3%	20.3%	21.2%	22.0%	6.5%	6.0%	6.1%	7.5%	6.6%	6.7%	239,180	191,535	200,203	19,348	20,649	21,223
Pay Category																					
Federal Wage System	17.4%	16.8%	15.9%	41.8%	42.4%	40.8%	22.3%	26.7%	25.7%	9.1%	6.7%	8.8%	9.3%	7.4%	8.9%	8,750	8,137	8,929	424	513	548
GS 1-6 or equivalent	17.7%	18.3%	18.5%	41.1%	41.8%	40.7%	25.7%	24.7%	24.0%	5.9%	7.4%	7.1%	9.6%	7.8%	9.7%	10,544	9,365	9,704	866	972	1,125
GS 7-12 or equivalent	19.8%	20.6%	19.5%	44.1%	43.1%	44.3%	21.4%	23.2%	23.5%	6.9%	6.4%	6.1%	7.7%	6.8%	6.6%	90,572	76,526	81,876	8,430	9,684	9,911
GS 13-15 or equivalent	29.0%	29.2%	28.7%	45.0%	45.4%	44.9%	15.4%	15.2%	16.9%	5.0%	4.8%	4.7%	5.6%	5.4%	4.8%	99,274	75,655	83,506	7,408	7,571	8,109
Senior Executive Service	56.3%	57.7%	54.4%	33.1%	33.6%	36.3%	7.0%	5.0%	4.9%	1.9%	2.0%	1.7%	1.7%	1.7%	2.6%	3,793	3,886	4,151	37	45	55
SL/ST	41.5%	21.4%	19.7%	27.7%	27.8%	55.3%	10.5%	32.1%	18.1%	16.3%	17.3%	6.1%	4.0%	1.5%	0.8%	971	729	641	51	51	47
Other	20.5%	24.0%	25.1%	44.2%	43.3%	38.5%	20.7%	19.8%	24.2%	7.0%	5.3%	6.3%	7.5%	7.6%	5.8%	15,807	14,390	7,394	1,117	1,375	793
Time in Federal Government																					
< 1 year	34.2%	31.7%	34.8%	42.7%	39.8%	46.3%	18.3%	21.9%	16.1%	2.9%	2.8%	1.1%	1.9%	3.8%	1.7%	2,821	1,902	2,167	329	351	447
1-3 years	26.7%	24.8%	24.6%	46.5%	47.6%	46.7%	18.0%	19.7%	18.1%	4.6%	4.0%	5.5%	4.2%	3.9%	5.1%	23,792	15,740	15,335	2,515	2,188	2,210
4-5 years	22.3%	25.5%	21.4%	44.8%	44.2%	45.0%	19.4%	19.4%	21.2%	7.2%	4.8%	5.7%	6.3%	6.2%	6.7%	16,188	12,877	14,258	1,571	1,720	1,969
6-10 years	20.0%	21.6%	21.0%	44.4%	42.6%	43.7%	19.8%	21.0%	21.8%	5.8%	6.8%	6.4%	10.0%	8.0%	7.2%	36,884	28,978	23,547	3,235	3,677	2,960
11-20 years	21.5%	21.5%	---	40.6%	42.7%	---	21.9%	22.0%	---	7.9%	6.2%	---	8.1%	7.6%	---	51,571	48,097	---	4,166	5,135	---
(11 to 14 years)	21.0%	21.9%	20.4%	42.6%	43.3%	42.6%	21.9%	21.7%	23.1%	6.4%	5.6%	6.5%	8.1%	7.5%	7.4%	20,580	15,814	56,728	1,715	1,687	6,183
(15 to 20 years)	21.9%	21.4%	21.9%	39.1%	42.4%	42.2%	21.9%	22.2%	22.9%	9.0%	6.5%	6.2%	8.1%	7.6%	6.7%	30,991	32,283	84,776	2,451	3,448	6,933
> 20 years	20.9%	22.7%	---	43.9%	42.8%	---	20.7%	21.6%	---	6.8%	6.7%	---	7.8%	6.3%	---	97,132	81,128	---	6,438	7,144	---
Time with Current Agency																					
< 1 year	32.4%	31.5%	29.1%	43.6%	42.0%	45.6%	18.2%	20.3%	19.9%	3.2%	2.5%	1.5%	2.6%	3.7%	3.9%	4,915	4,047	4,195	578	763	830
1-3 years	25.2%	24.5%	23.6%	45.4%	45.1%	44.5%	19.0%	20.9%	20.2%	4.9%	4.5%	5.7%	5.5%	5.0%	5.9%	34,717	24,784	24,744	3,619	3,403	3,518
4-5 years	22.1%	22.8%	20.6%	43.4%	44.3%	43.8%	19.6%	19.8%	21.8%	7.8%	5.1%	6.2%	7.1%	7.9%	7.7%	21,271	17,906	19,956	1,964	2,218	2,609
6-10 years	19.4%	20.3%	20.7%	43.5%	42.9%	42.7%	21.1%	21.6%	22.6%	6.1%	7.2%	6.6%	9.9%	7.9%	7.5%	44,360	36,500	31,502	3,610	4,253	3,625
11-20 years	21.2%	21.6%	20.3%	41.0%	42.1%	42.5%	22.0%	22.5%	23.2%	7.5%	6.5%	6.6%	8.3%	7.3%	7.3%	53,974	49,443	59,027	4,193	5,011	5,963
> 20 years	21.2%	23.9%	22.7%	45.3%	43.6%	43.4%	19.6%	20.5%	21.8%	6.9%	6.4%	6.0%	6.8%	5.6%	6.0%	69,910	56,022	57,372	4,363	4,565	4,153

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.9%	---	---	54.7%	---	---	15.6%	---	---	4.4%	---	---	2.4%	---	---	252,313	---	---	4,142	---	---
Work Location																					
Headquarters	24.5%	---	---	54.6%	---	---	15.3%	---	---	3.9%	---	---	1.7%	---	---	100,154	---	---	1,798	---	---
Field	22.2%	---	---	55.2%	---	---	15.4%	---	---	4.3%	---	---	2.9%	---	---	140,258	---	---	2,076	---	---
Supervisor Status																					
Non-Supervisor	20.9%	---	---	55.1%	---	---	16.7%	---	---	4.5%	---	---	2.8%	---	---	139,689	---	---	3,111	---	---
Team Leader	22.9%	---	---	55.2%	---	---	14.6%	---	---	5.0%	---	---	2.4%	---	---	33,852	---	---	425	---	---
Supervisor	26.6%	---	---	55.6%	---	---	12.7%	---	---	3.6%	---	---	1.6%	---	---	43,015	---	---	314	---	---
Manager	35.2%	---	---	50.9%	---	---	9.7%	---	---	3.0%	---	---	1.3%	---	---	22,184	---	---	69	---	---
Executive	45.1%	---	---	41.3%	---	---	10.2%	---	---	2.2%	---	---	1.2%	---	---	4,722	---	---	24	---	---
Sex																					
Male	24.1%	---	---	55.1%	---	---	14.1%	---	---	4.2%	---	---	2.5%	---	---	128,327	---	---	1,576	---	---
Female	21.4%	---	---	54.4%	---	---	17.4%	---	---	4.5%	---	---	2.4%	---	---	114,507	---	---	2,336	---	---
Hispanic or Latino																					
Yes	25.7%	---	---	51.8%	---	---	14.2%	---	---	3.5%	---	---	4.8%	---	---	16,279	---	---	274	---	---
No	22.7%	---	---	55.1%	---	---	15.6%	---	---	4.4%	---	---	2.2%	---	---	224,541	---	---	3,572	---	---
Race																					
American Indian/ Alaska Native	18.5%	---	---	52.3%	---	---	19.4%	---	---	5.8%	---	---	4.0%	---	---	7,646	---	---	166	---	---
Asian	20.2%	---	---	57.6%	---	---	17.0%	---	---	3.4%	---	---	1.8%	---	---	10,760	---	---	186	---	---
Black or African American	22.2%	---	---	55.0%	---	---	16.6%	---	---	3.8%	---	---	2.4%	---	---	38,420	---	---	927	---	---
Native Hawaiian/ Pacific Islander	20.2%	---	---	47.0%	---	---	18.9%	---	---	3.3%	---	---	10.6%	---	---	1,488	---	---	19	---	---
White	23.8%	---	---	55.0%	---	---	14.8%	---	---	4.2%	---	---	2.2%	---	---	170,332	---	---	2,268	---	---
Two or more races (Not Hispanic/Latino)	18.9%	---	---	47.8%	---	---	19.0%	---	---	10.2%	---	---	4.1%	---	---	6,277	---	---	153	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.9%	---	---	54.7%	---	---	15.6%	---	---	4.4%	---	---	2.4%	---	---	252,313	---	---	4,142	---	---
Leaving																					
No	26.2%	---	---	56.7%	---	---	12.6%	---	---	2.9%	---	---	1.6%	---	---	174,236	---	---	2,125	---	---
Yes, to retire	19.5%	---	---	52.6%	---	---	19.5%	---	---	5.9%	---	---	2.4%	---	---	14,928	---	---	278	---	---
Yes, to other job in Govt	14.2%	---	---	50.6%	---	---	22.8%	---	---	7.7%	---	---	4.7%	---	---	40,642	---	---	1,099	---	---
Yes, to other job outside Govt	15.1%	---	---	41.7%	---	---	24.0%	---	---	10.7%	---	---	8.4%	---	---	5,046	---	---	131	---	---
Yes, other	10.7%	---	---	49.0%	---	---	24.3%	---	---	10.5%	---	---	5.4%	---	---	7,757	---	---	276	---	---
Retiring																					
Within 1 year	20.8%	---	---	51.1%	---	---	21.1%	---	---	4.2%	---	---	2.8%	---	---	8,563	---	---	152	---	---
Between 1 and 3 years	20.3%	---	---	55.1%	---	---	15.6%	---	---	6.3%	---	---	2.7%	---	---	26,841	---	---	456	---	---
Between 3 and 5 years	22.0%	---	---	54.4%	---	---	15.5%	---	---	4.6%	---	---	3.5%	---	---	28,855	---	---	427	---	---
5 or more years	23.5%	---	---	55.1%	---	---	15.1%	---	---	4.0%	---	---	2.2%	---	---	175,687	---	---	2,774	---	---
Age Group																					
25 and under	25.5%	---	---	52.6%	---	---	17.8%	---	---	2.7%	---	---	1.4%	---	---	3,122	---	---	54	---	---
26-29	26.9%	---	---	55.1%	---	---	12.7%	---	---	3.5%	---	---	1.9%	---	---	8,612	---	---	131	---	---
30-39	20.8%	---	---	56.9%	---	---	15.6%	---	---	4.1%	---	---	2.5%	---	---	34,784	---	---	567	---	---
40-49	22.8%	---	---	54.5%	---	---	16.0%	---	---	4.2%	---	---	2.5%	---	---	72,084	---	---	1,156	---	---
50-59	23.2%	---	---	54.6%	---	---	15.4%	---	---	4.4%	---	---	2.5%	---	---	91,212	---	---	1,437	---	---
60+	24.7%	---	---	52.8%	---	---	15.7%	---	---	5.2%	---	---	1.6%	---	---	31,193	---	---	513	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	22.9%	---	---	54.7%	---	---	15.6%	---	---	4.4%	---	---	2.4%	---	---	252,313	---	---	4,142	---	---
Pay Category																					
Federal Wage System	21.9%	---	---	55.6%	---	---	16.7%	---	---	3.6%	---	---	2.2%	---	---	8,955	---	---	120	---	---
GS 1-6 or equivalent	21.1%	---	---	50.3%	---	---	19.7%	---	---	5.7%	---	---	3.1%	---	---	11,010	---	---	299	---	---
GS 7-12 or equivalent	22.0%	---	---	55.9%	---	---	15.6%	---	---	4.0%	---	---	2.5%	---	---	96,372	---	---	1,878	---	---
GS 13-15 or equivalent	26.3%	---	---	54.5%	---	---	13.2%	---	---	4.0%	---	---	2.0%	---	---	104,485	---	---	1,357	---	---
Senior Executive Service	48.3%	---	---	40.3%	---	---	8.2%	---	---	2.1%	---	---	1.2%	---	---	3,774	---	---	10	---	---
SL/ST	34.4%	---	---	53.1%	---	---	10.3%	---	---	1.2%	---	---	1.0%	---	---	1,001	---	---	9	---	---
Other	20.2%	---	---	54.6%	---	---	16.1%	---	---	6.0%	---	---	3.1%	---	---	16,543	---	---	237	---	---
Time in Federal Government																					
< 1 year	35.2%	---	---	52.4%	---	---	9.6%	---	---	1.9%	---	---	0.8%	---	---	3,061	---	---	65	---	---
1-3 years	25.8%	---	---	55.6%	---	---	14.2%	---	---	2.7%	---	---	1.7%	---	---	25,746	---	---	389	---	---
4-5 years	24.9%	---	---	53.2%	---	---	15.0%	---	---	5.1%	---	---	1.8%	---	---	17,361	---	---	250	---	---
6-10 years	19.5%	---	---	56.6%	---	---	15.9%	---	---	5.0%	---	---	2.9%	---	---	39,207	---	---	645	---	---
11-20 years	22.9%	---	---	53.6%	---	---	16.0%	---	---	5.1%	---	---	2.4%	---	---	54,370	---	---	924	---	---
(11 to 14 years)	22.9%	---	---	54.9%	---	---	15.4%	---	---	4.4%	---	---	2.4%	---	---	21,761	---	---	361	---	---
(15 to 20 years)	22.9%	---	---	52.6%	---	---	16.4%	---	---	5.7%	---	---	2.4%	---	---	32,609	---	---	563	---	---
> 20 years	22.4%	---	---	54.5%	---	---	16.1%	---	---	4.2%	---	---	2.8%	---	---	101,029	---	---	1,625	---	---
Time with Current Agency																					
< 1 year	33.9%	---	---	51.1%	---	---	11.5%	---	---	2.6%	---	---	0.8%	---	---	5,335	---	---	125	---	---
1-3 years	24.9%	---	---	55.7%	---	---	14.6%	---	---	3.0%	---	---	1.9%	---	---	37,440	---	---	627	---	---
4-5 years	23.5%	---	---	53.6%	---	---	15.4%	---	---	5.1%	---	---	2.4%	---	---	22,686	---	---	347	---	---
6-10 years	20.2%	---	---	55.4%	---	---	16.1%	---	---	5.2%	---	---	3.1%	---	---	46,825	---	---	769	---	---
11-20 years	22.9%	---	---	53.8%	---	---	15.8%	---	---	4.7%	---	---	2.8%	---	---	56,778	---	---	930	---	---
> 20 years	22.3%	---	---	55.4%	---	---	16.0%	---	---	4.3%	---	---	2.0%	---	---	72,533	---	---	1,097	---	---

*Unweighted count of responses to a question, not including 'Do Not Know' or 'No Basis to Judge'.