

2010 Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	28.1%	24.5%	23.8%	41.6%	40.9%	39.7%	18.8%	19.6%	20.5%	7.6%	9.0%	10.0%	3.9%	6.0%	6.0%	258,700	212,191	221,434
Work Location																		
Headquarters	29.8%	26.0%	25.0%	40.7%	40.3%	39.3%	18.0%	19.3%	20.2%	7.7%	8.8%	9.7%	3.9%	5.6%	5.8%	102,867	82,920	86,485
Field	27.6%	23.8%	23.2%	42.0%	41.2%	40.0%	18.8%	19.8%	20.6%	7.7%	9.0%	10.1%	3.9%	6.2%	6.1%	143,487	125,984	130,945
Supervisor Status																		
Non-Supervisor	26.1%	22.7%	22.5%	41.1%	40.1%	38.5%	20.6%	21.2%	21.9%	7.8%	9.4%	10.4%	4.3%	6.7%	6.8%	144,064	116,263	118,189
Team Leader	27.1%	23.0%	23.2%	43.1%	42.3%	40.7%	17.4%	19.2%	20.0%	8.5%	9.8%	10.5%	4.0%	5.7%	5.7%	34,560	28,854	31,774
Supervisor	33.3%	28.6%	24.9%	42.9%	43.9%	44.4%	15.2%	15.8%	17.5%	6.2%	7.4%	9.2%	2.3%	4.3%	4.0%	43,687	37,701	39,857
Manager	42.2%	36.5%	34.1%	39.5%	41.2%	42.2%	11.5%	13.3%	14.3%	5.2%	6.1%	6.4%	1.6%	3.0%	2.9%	22,439	21,188	22,466
Executive	54.3%	44.9%	44.2%	30.9%	36.1%	34.5%	8.1%	9.0%	12.1%	3.8%	4.8%	6.4%	2.8%	5.2%	2.9%	4,779	4,882	5,135
Sex																		
Male	28.8%	24.1%	23.0%	42.4%	41.4%	40.4%	17.7%	19.4%	20.4%	7.3%	9.0%	10.1%	3.8%	6.1%	6.0%	131,051	108,686	117,813
Female	27.9%	25.1%	24.8%	40.4%	40.4%	38.9%	19.9%	19.8%	20.5%	7.8%	8.8%	9.9%	3.9%	5.9%	5.9%	117,826	100,254	99,730
Hispanic or Latino																		
Yes	33.5%	26.8%	26.9%	38.9%	41.1%	39.7%	16.4%	19.0%	19.4%	6.7%	7.2%	8.5%	4.5%	5.9%	5.5%	16,703	14,268	13,631
No	27.9%	24.3%	23.5%	41.9%	40.9%	39.8%	18.9%	19.7%	20.5%	7.6%	9.1%	10.2%	3.8%	6.0%	6.0%	230,070	194,610	203,795
Race																		
American Indian/ Alaska Native	22.9%	22.0%	20.4%	41.9%	41.7%	40.3%	20.8%	19.0%	22.6%	10.6%	9.7%	10.9%	3.8%	7.5%	5.6%	7,896	8,130	6,152
Asian	29.8%	25.2%	25.8%	43.4%	42.6%	44.6%	18.6%	19.5%	18.6%	5.7%	9.3%	7.3%	2.5%	3.4%	3.7%	11,032	8,414	8,610
Black or African American	27.5%	25.5%	23.4%	40.3%	40.3%	39.9%	20.0%	19.1%	22.5%	7.1%	8.3%	8.4%	5.0%	6.8%	5.8%	39,770	32,718	32,868
Native Hawaiian/ Pacific Islander	27.6%	25.5%	28.2%	40.5%	33.3%	41.3%	23.6%	29.8%	17.8%	4.9%	8.4%	8.2%	3.4%	3.0%	4.4%	1,530	1,472	1,488
White	29.1%	24.5%	23.9%	42.2%	41.6%	39.8%	17.6%	19.2%	19.7%	7.7%	9.0%	10.5%	3.5%	5.7%	6.1%	173,972	146,250	156,723
Two or more races (Not Hispanic/Latino)	21.7%	23.4%	22.0%	35.2%	34.5%	32.0%	28.0%	23.4%	26.1%	9.1%	10.7%	12.1%	6.0%	8.0%	7.9%	6,493	6,176	6,193

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

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	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	28.1%	24.5%	23.8%	41.6%	40.9%	39.7%	18.8%	19.6%	20.5%	7.6%	9.0%	10.0%	3.9%	6.0%	6.0%	258,700	212,191	221,434
Leaving																		
No	34.4%	29.9%	29.1%	45.2%	45.1%	44.2%	14.5%	16.8%	17.6%	4.2%	5.5%	6.3%	1.7%	2.8%	2.9%	177,754	143,381	150,508
Yes, to retire	26.4%	22.7%	20.4%	37.5%	37.5%	35.4%	21.3%	19.7%	22.7%	10.5%	11.6%	13.2%	4.3%	8.6%	8.2%	15,391	13,493	14,411
Yes, to other job in Govt	11.2%	10.3%	9.9%	31.5%	31.4%	30.4%	30.7%	27.9%	27.4%	16.9%	17.6%	19.5%	9.6%	12.8%	12.8%	42,160	37,419	35,605
Yes, to other job outside Govt	8.5%	7.3%	9.1%	29.5%	28.7%	23.2%	27.3%	25.5%	25.6%	21.7%	18.9%	22.4%	13.0%	19.7%	19.7%	5,213	6,394	7,856
Yes, other	8.4%	10.3%	8.1%	32.7%	26.8%	24.2%	30.0%	27.0%	32.2%	16.2%	19.1%	19.1%	12.8%	16.8%	16.4%	8,122	8,241	9,087
Retiring																		
Within 1 year	25.5%	22.0%	20.9%	37.6%	37.3%	33.2%	22.5%	18.4%	21.9%	9.4%	12.6%	14.0%	5.0%	9.7%	10.0%	8,817	8,333	9,140
Between 1 and 3 years	22.8%	22.0%	21.8%	42.2%	40.1%	37.5%	20.0%	19.6%	21.3%	9.5%	9.6%	12.2%	5.4%	8.7%	7.2%	27,590	24,420	25,222
Between 3 and 5 years	27.0%	24.0%	21.7%	42.3%	39.6%	38.1%	18.8%	19.7%	23.0%	8.3%	10.2%	11.4%	3.5%	6.5%	5.7%	29,558	26,403	28,078
5 or more years	29.4%	25.1%	24.6%	41.6%	41.4%	40.7%	18.3%	19.7%	19.8%	7.1%	8.5%	9.3%	3.6%	5.3%	5.6%	179,896	149,773	155,006
Age Group																		
25 and under	36.0%	30.8%	27.7%	43.1%	37.9%	42.5%	13.4%	20.4%	17.1%	4.8%	6.1%	8.8%	2.7%	4.8%	3.8%	3,204	2,298	2,477
26-29	32.5%	23.4%	22.8%	41.6%	44.1%	42.6%	15.8%	20.5%	21.0%	6.6%	7.4%	9.7%	3.5%	4.7%	3.8%	8,786	6,560	6,317
30-39	27.4%	23.4%	23.3%	42.2%	42.1%	41.6%	19.5%	20.1%	20.4%	6.7%	8.7%	8.8%	4.2%	5.6%	6.0%	35,574	29,382	31,367
40-49	27.7%	25.0%	22.8%	42.1%	41.1%	40.6%	18.7%	18.8%	20.1%	7.8%	8.8%	10.0%	3.7%	6.3%	6.4%	73,811	64,115	70,128
50-59	27.8%	23.1%	23.9%	41.1%	40.3%	38.1%	18.6%	20.1%	21.0%	8.4%	9.8%	10.7%	4.0%	6.6%	6.2%	93,506	82,012	87,047
60+	30.2%	29.1%	27.2%	40.3%	39.6%	38.0%	19.2%	19.0%	20.1%	6.9%	8.2%	9.8%	3.4%	4.2%	4.9%	32,081	24,558	20,187

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

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	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	28.1%	24.5%	23.8%	41.6%	40.9%	39.7%	18.8%	19.6%	20.5%	7.6%	9.0%	10.0%	3.9%	6.0%	6.0%	258,700	212,191	221,434
Pay Category																		
Federal Wage System	25.1%	21.4%	22.5%	43.9%	44.5%	39.7%	21.1%	20.4%	21.1%	7.1%	8.4%	10.2%	2.7%	5.3%	6.5%	9,187	8,650	9,479
GS 1-6 or equivalent	28.4%	27.9%	26.6%	38.2%	39.4%	38.1%	19.6%	19.8%	21.7%	8.1%	6.1%	7.5%	5.7%	6.8%	6.1%	11,436	10,339	10,826
GS 7-12 or equivalent	26.9%	23.1%	22.8%	42.6%	40.7%	39.7%	19.4%	21.0%	21.4%	7.6%	9.3%	10.4%	3.6%	5.9%	5.6%	99,091	86,210	91,796
GS 13-15 or equivalent	32.3%	26.9%	25.7%	41.1%	41.1%	40.6%	16.2%	17.5%	18.6%	7.3%	9.1%	9.9%	3.2%	5.3%	5.2%	106,684	83,231	91,616
Senior Executive Service	57.9%	51.5%	48.2%	29.5%	33.3%	35.2%	7.2%	7.8%	9.4%	3.8%	5.1%	4.4%	1.7%	2.3%	2.7%	3,818	3,931	4,206
SL/ST	50.9%	32.0%	15.0%	34.5%	50.9%	55.8%	6.4%	4.3%	11.3%	5.8%	10.9%	5.6%	2.5%	1.8%	12.3%	1,021	780	688
Other	24.7%	22.5%	23.1%	41.1%	40.2%	42.0%	20.5%	19.1%	18.3%	7.8%	10.1%	10.2%	6.0%	8.2%	6.3%	16,929	15,765	8,187
Time in Federal Government																		
< 1 year	41.8%	30.6%	36.3%	38.4%	36.3%	44.5%	10.1%	25.9%	11.7%	8.3%	5.0%	5.6%	1.4%	2.2%	1.8%	3,146	2,253	2,614
1-3 years	35.2%	28.5%	27.7%	42.7%	42.6%	41.4%	13.9%	18.5%	18.0%	5.0%	6.5%	7.9%	3.2%	4.0%	5.0%	26,334	17,928	17,545
4-5 years	29.8%	24.6%	23.3%	39.7%	42.6%	38.9%	20.0%	19.6%	21.2%	7.2%	8.4%	9.9%	3.2%	4.7%	6.8%	17,752	14,599	16,227
6-10 years	25.0%	23.2%	23.9%	42.7%	41.9%	41.7%	20.0%	19.5%	19.5%	7.9%	9.2%	9.6%	4.4%	6.3%	5.4%	40,137	32,658	26,508
11-20 years	27.0%	23.9%	---	39.7%	40.4%	---	20.6%	19.6%	---	8.9%	9.3%	---	3.8%	6.8%	---	55,785	53,230	---
(11 to 14 years)	27.0%	24.1%	22.1%	40.8%	40.8%	39.9%	19.2%	19.3%	21.0%	8.4%	9.2%	10.2%	4.5%	6.5%	6.7%	22,312	17,505	62,915
(15 to 20 years)	27.0%	23.8%	23.4%	38.8%	40.1%	38.5%	21.7%	19.8%	21.4%	9.2%	9.3%	10.9%	3.3%	6.9%	5.9%	33,473	35,725	91,715
> 20 years	26.9%	24.1%	---	42.2%	40.1%	---	19.0%	19.7%	---	7.8%	9.7%	---	4.1%	6.4%	---	103,621	88,279	---
Time with Current Agency																		
< 1 year	38.2%	34.8%	33.5%	38.4%	36.8%	42.4%	13.9%	20.3%	14.4%	7.7%	5.0%	6.9%	1.9%	3.1%	2.7%	5,494	4,810	5,024
1-3 years	33.0%	27.6%	26.0%	41.7%	40.6%	39.8%	15.5%	19.4%	19.3%	5.7%	7.6%	8.9%	4.1%	4.8%	6.0%	38,382	28,187	28,265
4-5 years	29.5%	23.2%	21.7%	39.4%	42.0%	39.2%	19.7%	19.8%	21.0%	7.9%	8.7%	11.0%	3.4%	6.4%	7.0%	23,234	20,125	22,564
6-10 years	23.5%	22.0%	23.4%	42.2%	41.9%	40.7%	20.6%	20.2%	20.4%	8.7%	9.3%	10.0%	5.1%	6.7%	5.5%	47,993	40,757	35,126
11-20 years	26.9%	23.8%	22.0%	40.4%	40.4%	39.6%	20.1%	19.8%	21.5%	8.9%	9.7%	10.1%	3.7%	6.4%	6.8%	58,196	54,455	64,997
> 20 years	27.6%	24.6%	24.3%	43.6%	41.0%	39.2%	18.8%	19.0%	20.6%	6.8%	9.4%	10.5%	3.2%	6.0%	5.3%	74,305	60,588	61,530

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	30.4%	---	---	29.8%	---	---	14.4%	---	---	11.3%	---	---	235,857	---	---	23,296	---	---
Work Location																					
Headquarters	15.2%	---	---	31.4%	---	---	30.0%	---	---	13.4%	---	---	10.0%	---	---	93,298	---	---	9,736	---	---
Field	13.6%	---	---	29.7%	---	---	29.6%	---	---	15.1%	---	---	12.0%	---	---	131,332	---	---	12,414	---	---
Supervisor Status																					
Non-Supervisor	14.2%	---	---	30.4%	---	---	29.1%	---	---	14.3%	---	---	12.0%	---	---	129,413	---	---	14,888	---	---
Team Leader	12.4%	---	---	28.8%	---	---	31.5%	---	---	15.9%	---	---	11.4%	---	---	31,500	---	---	3,121	---	---
Supervisor	14.8%	---	---	30.8%	---	---	31.4%	---	---	13.6%	---	---	9.4%	---	---	40,898	---	---	2,881	---	---
Manager	17.0%	---	---	31.0%	---	---	30.2%	---	---	13.1%	---	---	8.7%	---	---	21,214	---	---	1,258	---	---
Executive	23.9%	---	---	31.6%	---	---	28.0%	---	---	9.7%	---	---	6.9%	---	---	4,578	---	---	220	---	---
Sex																					
Male	12.9%	---	---	28.4%	---	---	30.4%	---	---	15.7%	---	---	12.7%	---	---	120,536	---	---	10,791	---	---
Female	16.1%	---	---	33.2%	---	---	29.0%	---	---	12.5%	---	---	9.2%	---	---	106,524	---	---	11,466	---	---
Hispanic or Latino																					
Yes	23.3%	---	---	31.4%	---	---	23.8%	---	---	8.8%	---	---	12.6%	---	---	15,457	---	---	1,274	---	---
No	13.3%	---	---	30.4%	---	---	30.4%	---	---	14.9%	---	---	11.0%	---	---	209,744	---	---	20,725	---	---
Race																					
American Indian/ Alaska Native	16.4%	---	---	30.1%	---	---	30.6%	---	---	10.7%	---	---	12.2%	---	---	7,274	---	---	618	---	---
Asian	24.6%	---	---	43.9%	---	---	21.0%	---	---	6.2%	---	---	4.3%	---	---	10,282	---	---	798	---	---
Black or African American	18.8%	---	---	36.4%	---	---	25.9%	---	---	10.1%	---	---	8.7%	---	---	36,188	---	---	3,709	---	---
Native Hawaiian/ Pacific Islander	18.2%	---	---	32.9%	---	---	26.1%	---	---	8.4%	---	---	14.4%	---	---	1,446	---	---	89	---	---
White	12.1%	---	---	28.6%	---	---	31.2%	---	---	16.2%	---	---	11.9%	---	---	158,750	---	---	15,443	---	---
Two or more races (Not Hispanic/Latino)	13.2%	---	---	22.2%	---	---	37.3%	---	---	11.4%	---	---	15.9%	---	---	5,798	---	---	702	---	---

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	30.4%	---	---	29.8%	---	---	14.4%	---	---	11.3%	---	---	235,857	---	---	23,296	---	---
Leaving																					
No	16.5%	---	---	33.2%	---	---	29.6%	---	---	12.4%	---	---	8.3%	---	---	163,294	---	---	14,803	---	---
Yes, to retire	10.7%	---	---	29.5%	---	---	34.2%	---	---	15.0%	---	---	10.6%	---	---	14,225	---	---	1,189	---	---
Yes, to other job in Govt	8.3%	---	---	22.5%	---	---	30.0%	---	---	19.3%	---	---	19.8%	---	---	37,513	---	---	4,689	---	---
Yes, to other job outside Govt	5.7%	---	---	13.8%	---	---	27.6%	---	---	23.9%	---	---	29.0%	---	---	4,669	---	---	552	---	---
Yes, other	8.1%	---	---	22.6%	---	---	24.7%	---	---	23.1%	---	---	21.5%	---	---	7,169	---	---	969	---	---
Retiring																					
Within 1 year	10.7%	---	---	27.1%	---	---	33.5%	---	---	17.0%	---	---	11.7%	---	---	8,143	---	---	695	---	---
Between 1 and 3 years	10.4%	---	---	30.0%	---	---	34.4%	---	---	14.8%	---	---	10.4%	---	---	25,484	---	---	2,167	---	---
Between 3 and 5 years	11.9%	---	---	30.3%	---	---	32.2%	---	---	13.6%	---	---	11.9%	---	---	27,270	---	---	2,367	---	---
5 or more years	15.0%	---	---	30.4%	---	---	28.8%	---	---	14.4%	---	---	11.3%	---	---	163,480	---	---	16,679	---	---
Age Group																					
25 and under	21.2%	---	---	28.5%	---	---	27.8%	---	---	13.6%	---	---	8.9%	---	---	2,897	---	---	314	---	---
26-29	15.8%	---	---	32.7%	---	---	24.8%	---	---	14.9%	---	---	11.7%	---	---	7,968	---	---	843	---	---
30-39	14.3%	---	---	30.4%	---	---	26.6%	---	---	15.4%	---	---	13.4%	---	---	32,058	---	---	3,562	---	---
40-49	13.5%	---	---	29.7%	---	---	30.2%	---	---	15.1%	---	---	11.5%	---	---	67,355	---	---	6,567	---	---
50-59	14.4%	---	---	30.4%	---	---	30.5%	---	---	13.9%	---	---	10.7%	---	---	85,614	---	---	8,044	---	---
60+	13.8%	---	---	32.6%	---	---	33.9%	---	---	12.0%	---	---	7.7%	---	---	29,506	---	---	2,665	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	30.4%	---	---	29.8%	---	---	14.4%	---	---	11.3%	---	---	235,857	---	---	23,296	---	---
Pay Category																					
Federal Wage System	13.2%	---	---	27.2%	---	---	30.8%	---	---	16.0%	---	---	13.0%	---	---	8,590	---	---	612	---	---
GS 1-6 or equivalent	17.1%	---	---	32.4%	---	---	28.8%	---	---	11.3%	---	---	10.5%	---	---	10,440	---	---	1,007	---	---
GS 7-12 or equivalent	14.9%	---	---	31.3%	---	---	28.8%	---	---	14.2%	---	---	10.9%	---	---	90,003	---	---	9,244	---	---
GS 13-15 or equivalent	13.2%	---	---	28.9%	---	---	31.3%	---	---	15.4%	---	---	11.1%	---	---	97,539	---	---	9,354	---	---
Senior Executive Service	24.5%	---	---	29.9%	---	---	28.5%	---	---	11.4%	---	---	5.8%	---	---	3,660	---	---	172	---	---
SL/ST	12.3%	---	---	26.6%	---	---	42.5%	---	---	13.3%	---	---	5.2%	---	---	920	---	---	102	---	---
Other	11.7%	---	---	29.7%	---	---	30.3%	---	---	14.4%	---	---	13.9%	---	---	15,271	---	---	1,687	---	---
Time in Federal Government																					
< 1 year	24.2%	---	---	35.7%	---	---	25.6%	---	---	9.0%	---	---	5.6%	---	---	2,831	---	---	319	---	---
1-3 years	19.6%	---	---	33.8%	---	---	26.3%	---	---	12.5%	---	---	7.8%	---	---	23,716	---	---	2,659	---	---
4-5 years	14.9%	---	---	29.9%	---	---	28.5%	---	---	15.1%	---	---	11.6%	---	---	16,070	---	---	1,713	---	---
6-10 years	12.1%	---	---	30.3%	---	---	27.5%	---	---	15.8%	---	---	14.2%	---	---	36,571	---	---	3,646	---	---
11-20 years	13.9%	---	---	27.5%	---	---	31.0%	---	---	15.1%	---	---	12.5%	---	---	50,696	---	---	5,170	---	---
(11 to 14 years)	14.1%	---	---	26.4%	---	---	31.3%	---	---	16.3%	---	---	12.0%	---	---	20,268	---	---	2,066	---	---
(15 to 20 years)	13.8%	---	---	28.4%	---	---	30.8%	---	---	14.2%	---	---	12.9%	---	---	30,428	---	---	3,104	---	---
> 20 years	12.5%	---	---	30.5%	---	---	32.1%	---	---	14.0%	---	---	10.8%	---	---	95,213	---	---	8,597	---	---
Time with Current Agency																					
< 1 year	21.7%	---	---	33.7%	---	---	29.3%	---	---	8.8%	---	---	6.4%	---	---	4,941	---	---	566	---	---
1-3 years	18.6%	---	---	33.3%	---	---	26.9%	---	---	12.7%	---	---	8.4%	---	---	34,585	---	---	3,837	---	---
4-5 years	14.2%	---	---	29.8%	---	---	28.2%	---	---	15.2%	---	---	12.6%	---	---	21,100	---	---	2,160	---	---
6-10 years	12.2%	---	---	30.2%	---	---	28.3%	---	---	15.8%	---	---	13.5%	---	---	43,731	---	---	4,356	---	---
11-20 years	13.7%	---	---	27.2%	---	---	31.9%	---	---	15.1%	---	---	12.2%	---	---	53,014	---	---	5,292	---	---
> 20 years	12.2%	---	---	30.5%	---	---	32.4%	---	---	14.4%	---	---	10.5%	---	---	68,467	---	---	5,977	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	32.3%	33.9%	37.5%	43.9%	41.9%	41.0%	12.8%	13.5%	12.6%	5.8%	6.0%	4.9%	5.2%	4.7%	4.0%	256,654	210,910	219,607	1,745	1,291	1,852
Work Location																					
Headquarters	35.6%	37.0%	40.7%	42.8%	41.9%	39.9%	11.9%	12.3%	11.7%	5.3%	5.0%	4.2%	4.4%	3.9%	3.4%	102,471	82,416	85,719	670	507	770
Field	31.3%	32.3%	36.0%	44.4%	41.9%	41.6%	13.0%	14.2%	13.0%	5.9%	6.5%	5.3%	5.4%	5.1%	4.2%	142,907	125,220	129,938	951	768	1,023
Supervisor Status																					
Non-Supervisor	31.9%	32.9%	37.1%	43.5%	41.8%	40.2%	12.5%	13.7%	12.9%	6.1%	6.5%	5.3%	5.9%	5.2%	4.5%	143,292	115,408	116,994	1,173	863	1,207
Team Leader	33.0%	34.8%	38.1%	43.4%	41.1%	41.2%	14.2%	13.8%	12.4%	5.0%	5.7%	4.7%	4.3%	4.7%	3.6%	34,498	28,736	31,572	166	120	205
Supervisor	32.7%	33.9%	36.0%	45.3%	44.4%	45.1%	13.1%	13.4%	12.1%	5.3%	5.2%	3.8%	3.6%	3.2%	3.0%	43,596	37,516	39,632	191	184	232
Manager	37.1%	40.2%	41.8%	44.8%	40.6%	41.6%	10.1%	11.9%	10.7%	4.9%	4.7%	3.8%	3.1%	2.6%	2.1%	22,406	21,113	22,358	79	73	108
Executive	40.3%	42.5%	44.6%	40.9%	38.9%	37.5%	10.3%	13.2%	11.1%	5.4%	3.3%	4.0%	3.1%	2.1%	2.8%	4,766	4,847	5,094	34	35	41
Sex																					
Male	32.5%	33.0%	36.5%	44.4%	43.0%	41.5%	13.4%	13.7%	13.3%	5.5%	5.8%	4.9%	4.2%	4.4%	3.8%	130,644	108,090	116,996	762	601	828
Female	32.7%	34.9%	38.8%	43.0%	40.4%	40.4%	12.1%	13.3%	11.6%	6.1%	6.3%	5.0%	6.1%	5.0%	4.3%	117,245	99,581	98,770	883	673	968
Hispanic or Latino																					
Yes	33.2%	31.7%	35.3%	40.6%	41.3%	39.3%	13.9%	15.1%	14.2%	5.7%	6.4%	6.1%	6.6%	5.4%	5.1%	16,661	14,170	13,518	109	99	114
No	32.5%	34.1%	37.7%	44.2%	42.0%	41.2%	12.7%	13.4%	12.4%	5.8%	6.0%	4.8%	4.9%	4.6%	3.9%	229,142	193,440	202,132	1,514	1,175	1,680
Race																					
American Indian/ Alaska Native	26.8%	31.3%	32.6%	36.6%	42.0%	37.3%	19.1%	14.0%	18.4%	7.6%	6.8%	6.0%	9.8%	5.8%	5.7%	7,842	8,047	6,099	74	83	55
Asian	29.6%	30.9%	33.9%	49.2%	47.3%	45.7%	11.3%	13.0%	13.8%	3.4%	5.3%	3.6%	6.5%	3.5%	3.0%	11,024	8,361	8,535	79	54	76
Black or African American	29.8%	30.7%	35.2%	42.5%	40.1%	40.9%	14.6%	16.6%	13.5%	6.2%	6.5%	5.9%	6.9%	6.0%	4.4%	39,570	32,468	32,495	351	253	378
Native Hawaiian/ Pacific Islander	31.9%	24.6%	34.4%	38.7%	44.6%	44.8%	20.3%	23.4%	12.0%	5.9%	3.9%	5.1%	3.1%	3.4%	3.7%	1,521	1,459	1,479	16	13	9
White	33.9%	35.4%	38.8%	44.5%	41.9%	41.0%	11.8%	12.7%	11.8%	5.6%	5.8%	4.6%	4.3%	4.2%	3.8%	173,349	145,489	155,616	977	763	1,116
Two or more races (Not Hispanic/Latino)	29.1%	29.6%	34.0%	37.8%	40.2%	36.1%	19.7%	14.3%	17.1%	6.9%	8.1%	6.6%	6.5%	7.7%	6.2%	6,440	6,121	6,106	66	55	87

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	32.3%	33.9%	37.5%	43.9%	41.9%	41.0%	12.8%	13.5%	12.6%	5.8%	6.0%	4.9%	5.2%	4.7%	4.0%	256,654	210,910	219,607	1,745	1,291	1,852
Leaving																					
No	36.7%	38.3%	42.3%	44.4%	42.5%	40.8%	11.7%	12.1%	10.9%	4.4%	4.4%	3.6%	2.9%	2.7%	2.4%	177,274	142,766	149,560	967	620	960
Yes, to retire	26.1%	29.8%	32.7%	46.1%	40.4%	42.5%	15.1%	17.0%	15.3%	7.5%	6.0%	5.9%	5.2%	6.8%	3.5%	15,321	13,384	14,283	132	111	130
Yes, to other job in Govt	22.9%	23.1%	25.9%	41.1%	41.6%	42.6%	15.9%	16.3%	16.0%	9.3%	10.6%	7.9%	10.8%	8.4%	7.5%	41,877	37,057	35,153	374	361	454
Yes, to other job outside Govt	19.6%	21.9%	25.0%	44.6%	40.0%	39.8%	12.9%	15.9%	14.3%	11.8%	11.1%	9.5%	11.1%	11.1%	11.4%	5,172	6,335	7,762	50	60	97
Yes, other	15.8%	19.2%	20.3%	42.0%	37.4%	37.3%	15.8%	19.1%	20.5%	10.4%	9.6%	10.3%	16.0%	14.7%	11.6%	8,030	8,121	8,935	110	121	152
Retiring																					
Within 1 year	26.5%	30.2%	31.6%	46.0%	39.8%	42.1%	14.2%	15.3%	15.9%	8.5%	6.7%	5.3%	4.8%	8.1%	5.0%	8,768	8,257	9,048	83	77	95
Between 1 and 3 years	27.0%	28.9%	35.0%	45.3%	44.8%	42.9%	15.4%	15.1%	12.9%	6.4%	6.1%	5.6%	5.9%	5.1%	3.6%	27,462	24,245	25,009	221	176	216
Between 3 and 5 years	30.1%	31.5%	33.4%	46.8%	42.4%	44.0%	12.3%	15.2%	13.4%	6.1%	5.9%	5.5%	4.7%	5.1%	3.7%	29,463	26,230	27,833	212	175	246
5 or more years	34.0%	35.1%	38.8%	43.2%	41.5%	40.2%	12.3%	13.0%	12.2%	5.4%	6.0%	4.7%	5.1%	4.4%	4.0%	179,228	148,932	153,786	1,066	845	1,236
Age Group																					
25 and under	47.0%	42.3%	44.2%	37.3%	38.6%	34.5%	9.8%	9.7%	12.0%	3.3%	3.5%	6.1%	2.5%	5.9%	3.3%	3,190	2,283	2,435	20	15	42
26-29	36.7%	35.7%	39.8%	41.9%	41.6%	37.1%	12.4%	12.2%	11.6%	5.7%	6.3%	7.3%	3.3%	4.2%	4.2%	8,764	6,523	6,250	55	36	67
30-39	35.2%	36.2%	38.7%	43.1%	40.5%	39.4%	10.3%	11.3%	12.5%	5.6%	7.0%	4.8%	5.8%	5.0%	4.7%	35,472	29,249	31,144	178	133	226
40-49	33.5%	34.3%	37.9%	43.3%	42.1%	41.0%	12.6%	12.6%	11.9%	5.1%	6.1%	5.2%	5.5%	4.9%	4.0%	73,568	63,776	69,643	402	340	491
50-59	29.8%	31.8%	36.1%	44.7%	42.1%	42.4%	14.1%	15.4%	13.3%	6.3%	6.3%	4.3%	5.1%	4.4%	3.8%	93,056	81,475	86,334	692	545	720
60+	30.4%	33.3%	36.9%	45.9%	43.5%	41.7%	13.9%	15.0%	12.7%	6.0%	3.8%	5.5%	3.7%	4.4%	3.2%	31,945	24,354	19,942	275	204	249

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	32.3%	33.9%	37.5%	43.9%	41.9%	41.0%	12.8%	13.5%	12.6%	5.8%	6.0%	4.9%	5.2%	4.7%	4.0%	256,654	210,910	219,607	1,745	1,291	1,852
Pay Category																					
Federal Wage System	23.4%	25.3%	29.1%	44.3%	43.4%	43.1%	19.5%	19.1%	15.2%	7.7%	8.2%	7.4%	5.1%	4.1%	5.3%	9,158	8,598	9,407	53	57	73
GS 1-6 or equivalent	29.4%	29.4%	35.8%	42.1%	41.1%	38.7%	12.7%	14.1%	14.3%	6.7%	8.2%	5.3%	9.1%	7.2%	5.9%	11,350	10,228	10,708	124	111	121
GS 7-12 or equivalent	32.4%	33.0%	37.4%	44.0%	42.6%	41.5%	12.8%	14.0%	12.6%	5.9%	5.8%	4.9%	4.9%	4.6%	3.6%	98,664	85,651	90,995	701	563	812
GS 13-15 or equivalent	38.6%	40.4%	42.6%	43.3%	40.9%	40.7%	10.1%	10.8%	10.4%	4.6%	4.8%	3.6%	3.4%	3.0%	2.8%	106,388	82,822	90,971	588	408	650
Senior Executive Service	41.2%	45.5%	45.5%	41.1%	37.2%	37.4%	10.5%	10.7%	11.9%	5.0%	4.3%	3.3%	2.1%	2.3%	2.0%	3,809	3,909	4,180	23	22	26
SL/ST	34.7%	45.0%	20.8%	51.4%	29.8%	55.1%	8.0%	13.5%	15.2%	3.5%	0.7%	7.5%	2.5%	10.9%	1.3%	1,015	772	677	9	8	11
Other	27.5%	30.8%	36.5%	44.5%	41.6%	42.0%	14.9%	13.3%	12.9%	6.0%	7.0%	4.1%	7.0%	7.3%	4.5%	16,828	15,662	8,096	132	104	91
Time in Federal Government																					
< 1 year	46.1%	37.0%	49.2%	37.7%	42.6%	37.8%	11.4%	15.7%	9.6%	3.1%	2.5%	1.7%	1.7%	2.3%	1.7%	3,121	2,238	2,574	29	15	40
1-3 years	37.5%	37.0%	42.3%	43.4%	41.5%	36.3%	10.0%	12.0%	12.5%	5.6%	5.4%	5.5%	3.5%	4.1%	3.5%	26,264	17,830	17,403	136	96	144
4-5 years	33.1%	36.4%	34.8%	45.9%	40.5%	41.4%	13.4%	11.8%	12.4%	4.0%	6.5%	6.1%	3.6%	4.8%	5.4%	17,697	14,543	16,102	104	56	129
6-10 years	29.9%	33.6%	35.4%	43.1%	41.1%	43.5%	13.5%	13.2%	12.9%	6.0%	6.7%	4.0%	7.6%	5.4%	4.2%	40,026	32,499	26,290	238	159	219
11-20 years	33.4%	32.8%	---	41.9%	42.4%	---	12.5%	13.7%	---	6.7%	6.0%	---	5.5%	5.1%	---	55,543	52,895	---	359	339	---
(11 to 14 years)	32.9%	33.4%	37.0%	43.3%	42.9%	40.8%	13.4%	13.4%	12.2%	5.3%	6.1%	5.3%	5.1%	4.2%	4.7%	22,214	17,394	62,446	143	110	475
(15 to 20 years)	33.8%	32.4%	37.3%	40.9%	42.2%	41.7%	11.9%	13.8%	13.0%	7.7%	6.0%	4.6%	5.7%	5.6%	3.3%	33,329	35,501	90,935	216	229	787
> 20 years	30.5%	32.9%	---	45.1%	42.4%	---	13.6%	14.5%	---	5.8%	6.0%	---	5.0%	4.3%	---	103,154	87,674	---	761	609	---
Time with Current Agency																					
< 1 year	43.1%	38.4%	46.5%	39.5%	42.4%	37.8%	11.4%	13.6%	11.3%	3.5%	3.0%	2.5%	2.4%	2.6%	1.9%	5,453	4,769	4,956	57	40	69
1-3 years	37.2%	37.2%	40.1%	42.3%	40.5%	37.8%	10.8%	12.2%	12.8%	5.5%	5.9%	5.3%	4.2%	4.1%	4.0%	38,272	28,035	28,005	200	150	262
4-5 years	32.1%	35.0%	34.6%	46.6%	40.6%	41.2%	12.8%	12.3%	13.4%	4.5%	6.4%	5.9%	4.0%	5.7%	4.9%	23,144	20,020	22,394	141	105	173
6-10 years	28.9%	32.2%	36.1%	43.2%	41.8%	42.3%	14.4%	14.1%	12.7%	6.4%	6.4%	4.4%	7.1%	5.4%	4.5%	47,817	40,535	34,845	305	222	283
11-20 years	33.7%	32.4%	36.9%	42.4%	42.6%	41.3%	11.8%	14.0%	12.3%	6.8%	6.1%	5.1%	5.2%	4.8%	4.4%	57,970	54,115	64,465	384	343	538
> 20 years	30.3%	33.3%	37.7%	45.8%	42.7%	42.1%	14.0%	13.9%	12.4%	5.5%	6.0%	4.7%	4.4%	4.1%	3.1%	73,973	60,180	61,064	543	414	469

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	25.0%	---	---	40.9%	---	---	17.7%	---	---	9.6%	---	---	6.7%	---	---	256,966	---	---	1,253	---	---
Work Location																					
Headquarters	27.0%	---	---	41.3%	---	---	16.2%	---	---	9.2%	---	---	6.4%	---	---	102,564	---	---	508	---	---
Field	24.5%	---	---	41.1%	---	---	18.1%	---	---	9.7%	---	---	6.6%	---	---	143,127	---	---	647	---	---
Supervisor Status																					
Non-Supervisor	21.1%	---	---	38.5%	---	---	20.9%	---	---	11.7%	---	---	7.9%	---	---	143,394	---	---	965	---	---
Team Leader	29.6%	---	---	46.3%	---	---	12.4%	---	---	6.6%	---	---	5.1%	---	---	34,563	---	---	80	---	---
Supervisor	31.9%	---	---	46.9%	---	---	11.4%	---	---	6.1%	---	---	3.6%	---	---	43,687	---	---	83	---	---
Manager	41.9%	---	---	42.4%	---	---	8.1%	---	---	4.6%	---	---	3.0%	---	---	22,452	---	---	31	---	---
Executive	49.2%	---	---	34.7%	---	---	8.2%	---	---	5.0%	---	---	2.8%	---	---	4,778	---	---	11	---	---
Sex																					
Male	25.8%	---	---	42.6%	---	---	17.1%	---	---	8.9%	---	---	5.6%	---	---	130,841	---	---	495	---	---
Female	24.5%	---	---	39.0%	---	---	18.1%	---	---	10.7%	---	---	7.6%	---	---	117,359	---	---	687	---	---
Hispanic or Latino																					
Yes	27.6%	---	---	38.3%	---	---	17.8%	---	---	8.2%	---	---	8.1%	---	---	16,645	---	---	101	---	---
No	25.0%	---	---	41.4%	---	---	17.5%	---	---	9.9%	---	---	6.3%	---	---	229,466	---	---	1,064	---	---
Race																					
American Indian/ Alaska Native	25.2%	---	---	34.7%	---	---	18.0%	---	---	10.9%	---	---	11.2%	---	---	7,865	---	---	45	---	---
Asian	22.1%	---	---	46.1%	---	---	17.2%	---	---	7.1%	---	---	7.4%	---	---	11,006	---	---	94	---	---
Black or African American	25.2%	---	---	40.3%	---	---	17.6%	---	---	9.2%	---	---	7.6%	---	---	39,695	---	---	208	---	---
Native Hawaiian/ Pacific Islander	28.4%	---	---	40.1%	---	---	18.7%	---	---	6.6%	---	---	6.2%	---	---	1,522	---	---	12	---	---
White	25.6%	---	---	41.7%	---	---	17.4%	---	---	9.6%	---	---	5.7%	---	---	173,504	---	---	709	---	---
Two or more races (Not Hispanic/Latino)	20.0%	---	---	33.9%	---	---	19.8%	---	---	17.2%	---	---	9.1%	---	---	6,454	---	---	46	---	---

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	25.0%	---	---	40.9%	---	---	17.7%	---	---	9.6%	---	---	6.7%	---	---	256,966	---	---	1,253	---	---
Leaving																					
No	29.0%	---	---	43.4%	---	---	16.5%	---	---	7.4%	---	---	3.7%	---	---	177,342	---	---	772	---	---
Yes, to retire	21.3%	---	---	41.5%	---	---	21.1%	---	---	10.3%	---	---	5.8%	---	---	15,364	---	---	71	---	---
Yes, to other job in Govt	14.9%	---	---	34.6%	---	---	20.0%	---	---	15.6%	---	---	14.9%	---	---	42,009	---	---	236	---	---
Yes, to other job outside Govt	14.5%	---	---	37.4%	---	---	17.1%	---	---	15.3%	---	---	15.8%	---	---	5,195	---	---	22	---	---
Yes, other	11.7%	---	---	28.2%	---	---	20.3%	---	---	21.7%	---	---	18.1%	---	---	8,070	---	---	69	---	---
Retiring																					
Within 1 year	21.7%	---	---	41.1%	---	---	19.5%	---	---	11.5%	---	---	6.1%	---	---	8,799	---	---	42	---	---
Between 1 and 3 years	20.5%	---	---	41.1%	---	---	19.6%	---	---	12.3%	---	---	6.6%	---	---	27,536	---	---	119	---	---
Between 3 and 5 years	24.5%	---	---	42.6%	---	---	17.8%	---	---	9.3%	---	---	5.8%	---	---	29,516	---	---	137	---	---
5 or more years	26.1%	---	---	41.0%	---	---	17.0%	---	---	9.2%	---	---	6.7%	---	---	179,364	---	---	842	---	---
Age Group																					
25 and under	27.1%	---	---	39.4%	---	---	21.2%	---	---	7.4%	---	---	4.9%	---	---	3,187	---	---	20	---	---
26-29	26.2%	---	---	43.5%	---	---	16.8%	---	---	8.8%	---	---	4.7%	---	---	8,757	---	---	59	---	---
30-39	25.6%	---	---	41.1%	---	---	17.2%	---	---	9.5%	---	---	6.6%	---	---	35,446	---	---	168	---	---
40-49	26.1%	---	---	41.3%	---	---	16.9%	---	---	9.2%	---	---	6.5%	---	---	73,600	---	---	322	---	---
50-59	24.8%	---	---	40.6%	---	---	17.6%	---	---	9.9%	---	---	7.0%	---	---	93,290	---	---	419	---	---
60+	22.7%	---	---	41.7%	---	---	19.3%	---	---	11.3%	---	---	5.0%	---	---	32,021	---	---	176	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	25.0%	---	---	40.9%	---	---	17.7%	---	---	9.6%	---	---	6.7%	---	---	256,966	---	---	1,253	---	---
Pay Category																					
Federal Wage System	19.8%	---	---	39.9%	---	---	21.6%	---	---	11.7%	---	---	7.1%	---	---	9,169	---	---	31	---	---
GS 1-6 or equivalent	18.9%	---	---	35.7%	---	---	21.0%	---	---	13.8%	---	---	10.6%	---	---	11,346	---	---	126	---	---
GS 7-12 or equivalent	23.8%	---	---	41.0%	---	---	19.0%	---	---	9.8%	---	---	6.5%	---	---	98,705	---	---	593	---	---
GS 13-15 or equivalent	32.9%	---	---	42.4%	---	---	12.8%	---	---	7.1%	---	---	4.8%	---	---	106,592	---	---	317	---	---
Senior Executive Service	54.1%	---	---	33.1%	---	---	6.0%	---	---	4.6%	---	---	2.3%	---	---	3,819	---	---	4	---	---
SL/ST	36.2%	---	---	43.7%	---	---	9.7%	---	---	6.7%	---	---	3.7%	---	---	1,015	---	---	8	---	---
Other	21.1%	---	---	43.6%	---	---	17.5%	---	---	10.2%	---	---	7.6%	---	---	16,870	---	---	94	---	---
Time in Federal Government																					
< 1 year	31.5%	---	---	43.3%	---	---	16.9%	---	---	5.9%	---	---	2.4%	---	---	3,110	---	---	38	---	---
1-3 years	26.4%	---	---	41.8%	---	---	17.5%	---	---	9.2%	---	---	5.1%	---	---	26,240	---	---	146	---	---
4-5 years	24.3%	---	---	43.1%	---	---	18.5%	---	---	8.3%	---	---	5.9%	---	---	17,705	---	---	81	---	---
6-10 years	23.5%	---	---	40.6%	---	---	16.5%	---	---	10.3%	---	---	9.0%	---	---	40,055	---	---	180	---	---
11-20 years	27.3%	---	---	39.1%	---	---	16.3%	---	---	10.6%	---	---	6.8%	---	---	55,613	---	---	262	---	---
(11 to 14 years)	28.5%	---	---	39.8%	---	---	16.9%	---	---	8.7%	---	---	6.1%	---	---	22,233	---	---	101	---	---
(15 to 20 years)	26.4%	---	---	38.5%	---	---	15.9%	---	---	11.9%	---	---	7.2%	---	---	33,380	---	---	161	---	---
> 20 years	24.2%	---	---	41.3%	---	---	18.6%	---	---	9.7%	---	---	6.2%	---	---	103,395	---	---	455	---	---
Time with Current Agency																					
< 1 year	28.6%	---	---	42.5%	---	---	18.4%	---	---	6.9%	---	---	3.6%	---	---	5,441	---	---	67	---	---
1-3 years	26.7%	---	---	41.2%	---	---	17.1%	---	---	9.2%	---	---	5.9%	---	---	38,234	---	---	200	---	---
4-5 years	24.1%	---	---	41.4%	---	---	19.7%	---	---	8.9%	---	---	6.0%	---	---	23,173	---	---	102	---	---
6-10 years	22.8%	---	---	40.9%	---	---	16.9%	---	---	10.8%	---	---	8.6%	---	---	47,881	---	---	208	---	---
11-20 years	27.9%	---	---	38.8%	---	---	16.2%	---	---	10.5%	---	---	6.6%	---	---	58,047	---	---	262	---	---
> 20 years	24.2%	---	---	42.4%	---	---	18.7%	---	---	9.3%	---	---	5.4%	---	---	74,159	---	---	329	---	---

*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

(44) Discussions with my supervisor/team leader about my performance are worthwhile.

	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	23.2%	16.9%	16.3%	39.2%	40.3%	40.3%	19.2%	23.5%	23.2%	10.5%	10.5%	11.8%	7.8%	8.8%	8.3%	255,217	209,191	218,380	2,809	2,977	2,989
Work Location																					
Headquarters	25.3%	18.7%	18.2%	38.8%	41.2%	40.2%	18.7%	22.3%	22.5%	9.9%	9.4%	11.3%	7.3%	8.5%	7.9%	101,779	81,596	85,133	1,209	1,320	1,339
Field	22.5%	16.0%	15.4%	39.7%	39.8%	40.4%	19.2%	24.1%	23.5%	10.7%	11.1%	12.1%	7.8%	9.0%	8.5%	142,266	124,360	129,317	1,437	1,605	1,576
Supervisor Status																					
Non-Supervisor	21.5%	16.0%	15.5%	38.7%	39.2%	39.6%	19.8%	24.0%	23.5%	11.1%	11.2%	12.4%	8.9%	9.7%	8.9%	142,461	114,311	116,269	1,810	1,936	1,889
Team Leader	25.1%	16.9%	17.1%	40.1%	42.0%	40.7%	18.5%	23.6%	23.3%	10.1%	9.4%	10.8%	6.3%	8.2%	8.1%	34,339	28,556	31,454	275	298	308
Supervisor	26.1%	18.2%	16.4%	41.3%	42.7%	42.8%	18.5%	22.7%	22.6%	8.7%	9.7%	11.4%	5.4%	6.7%	6.8%	43,380	37,288	39,437	372	410	408
Manager	32.1%	22.2%	21.5%	39.4%	43.1%	41.7%	15.8%	19.9%	20.9%	7.9%	9.0%	10.2%	4.8%	5.8%	5.8%	22,286	20,988	22,234	170	198	224
Executive	37.6%	27.0%	23.2%	34.9%	37.4%	39.5%	15.1%	24.0%	22.0%	7.6%	6.6%	8.9%	4.8%	5.0%	6.3%	4,734	4,796	5,046	57	84	88
Sex																					
Male	23.5%	15.9%	15.2%	40.2%	41.2%	40.8%	19.3%	24.2%	24.3%	9.9%	10.4%	11.5%	7.1%	8.2%	8.1%	130,081	107,374	116,388	1,169	1,299	1,388
Female	23.4%	18.2%	17.7%	38.1%	39.1%	39.7%	19.1%	22.6%	21.8%	11.0%	10.6%	12.2%	8.4%	9.5%	8.6%	116,462	98,618	98,171	1,508	1,627	1,530
Hispanic or Latino																					
Yes	26.4%	18.6%	17.1%	36.6%	37.6%	39.4%	19.8%	23.3%	23.8%	9.1%	11.1%	11.4%	8.0%	9.3%	8.3%	16,522	14,051	13,411	199	214	216
No	23.1%	16.7%	16.2%	39.6%	40.6%	40.4%	19.2%	23.5%	23.2%	10.5%	10.4%	11.9%	7.6%	8.7%	8.3%	227,964	191,881	201,036	2,435	2,709	2,700
Race																					
American Indian/ Alaska Native	23.8%	14.9%	13.1%	34.9%	40.8%	39.5%	20.1%	23.2%	26.5%	12.3%	11.4%	12.0%	8.9%	9.8%	8.9%	7,797	7,977	6,045	99	152	100
Asian	22.5%	17.7%	17.2%	44.3%	45.2%	42.7%	18.3%	25.0%	26.3%	7.2%	6.2%	9.0%	7.6%	5.9%	4.8%	10,954	8,264	8,476	129	147	130
Black or African American	23.8%	18.8%	17.6%	38.6%	40.5%	38.1%	19.3%	21.6%	21.9%	9.3%	8.4%	12.3%	9.0%	10.8%	10.1%	39,427	32,207	32,370	444	510	490
Native Hawaiian/ Pacific Islander	26.2%	19.1%	18.8%	37.2%	29.0%	44.7%	17.2%	34.5%	20.4%	13.9%	10.6%	9.4%	5.6%	6.8%	6.8%	1,516	1,451	1,466	15	21	21
White	23.6%	16.3%	16.0%	39.8%	40.6%	41.0%	19.0%	23.7%	23.2%	10.6%	11.2%	11.9%	7.0%	8.3%	8.0%	172,364	144,340	154,710	1,759	1,894	1,973
Two or more races (Not Hispanic/Latino)	18.8%	17.4%	16.3%	31.6%	33.8%	35.6%	23.5%	23.8%	23.5%	16.9%	12.5%	13.4%	9.3%	12.5%	11.2%	6,407	6,067	6,080	98	108	112

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

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(44) Discussions with my supervisor/team leader about my performance are worthwhile.

	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	23.2%	16.9%	16.3%	39.2%	40.3%	40.3%	19.2%	23.5%	23.2%	10.5%	10.5%	11.8%	7.8%	8.8%	8.3%	255,217	209,191	218,380	2,809	2,977	2,989
Leaving																					
No	27.0%	19.6%	19.1%	42.5%	44.3%	44.1%	17.9%	22.4%	21.9%	8.0%	8.2%	9.5%	4.7%	5.5%	5.4%	176,355	141,562	148,704	1,646	1,799	1,762
Yes, to retire	16.8%	16.4%	12.3%	41.6%	35.5%	36.3%	22.2%	23.4%	28.5%	12.5%	13.5%	12.9%	7.0%	11.3%	10.0%	15,265	13,309	14,232	172	179	175
Yes, to other job in Govt	14.3%	9.7%	9.7%	29.7%	31.2%	32.0%	23.0%	26.6%	25.8%	17.2%	15.8%	17.9%	15.9%	16.7%	14.6%	41,566	36,750	34,939	633	670	656
Yes, to other job outside Govt	15.4%	9.0%	8.3%	29.9%	26.6%	28.5%	19.0%	25.9%	23.0%	18.3%	20.4%	19.4%	17.4%	18.2%	20.9%	5,148	6,288	7,721	73	106	133
Yes, other	11.8%	7.5%	7.6%	25.1%	28.2%	26.7%	21.5%	28.1%	26.9%	18.4%	16.0%	19.3%	23.2%	20.2%	19.5%	7,983	8,068	8,893	146	172	190
Retiring																					
Within 1 year	20.2%	14.4%	12.7%	36.6%	36.4%	34.7%	22.4%	23.9%	27.8%	12.7%	12.7%	13.5%	8.0%	12.6%	11.3%	8,753	8,222	9,020	89	110	119
Between 1 and 3 years	16.9%	14.8%	14.6%	38.7%	39.1%	38.1%	21.7%	24.2%	26.5%	13.4%	12.0%	11.9%	9.4%	9.9%	8.9%	27,379	24,077	24,908	293	338	299
Between 3 and 5 years	21.9%	16.1%	14.1%	40.7%	38.4%	39.0%	20.1%	24.0%	25.3%	10.4%	11.7%	13.6%	6.9%	9.7%	7.9%	29,318	26,048	27,687	321	352	385
5 or more years	24.7%	17.4%	17.1%	39.3%	40.9%	41.2%	18.5%	23.3%	22.2%	10.0%	10.0%	11.5%	7.5%	8.3%	8.1%	178,122	147,632	152,854	1,919	2,126	2,112
Age Group																					
25 and under	32.4%	20.7%	19.8%	42.5%	47.5%	51.2%	14.7%	19.6%	14.0%	6.0%	5.9%	9.0%	4.3%	6.3%	6.0%	3,168	2,237	2,417	38	61	60
26-29	28.0%	19.0%	18.7%	40.5%	43.5%	41.8%	16.4%	20.8%	22.0%	10.2%	9.8%	11.1%	5.0%	6.9%	6.4%	8,719	6,454	6,204	95	105	113
30-39	24.7%	18.4%	16.9%	39.1%	40.0%	42.9%	19.3%	23.5%	21.3%	9.4%	9.6%	11.6%	7.6%	8.5%	7.3%	35,211	28,962	30,914	375	418	444
40-49	23.5%	16.6%	15.8%	39.1%	41.2%	40.9%	18.9%	22.0%	22.9%	10.5%	10.9%	11.6%	8.0%	9.2%	8.8%	73,103	63,237	69,170	756	873	941
50-59	22.4%	15.1%	15.7%	39.1%	39.4%	38.4%	19.7%	25.4%	24.5%	10.9%	10.9%	12.5%	7.8%	9.3%	8.9%	92,666	80,900	85,946	987	1,105	1,069
60+	20.4%	19.7%	17.8%	39.9%	38.4%	38.3%	21.0%	23.6%	25.0%	11.5%	10.6%	11.2%	7.2%	7.7%	7.7%	31,800	24,186	19,891	388	363	289

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

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(44) Discussions with my supervisor/team leader about my performance are worthwhile.

	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	23.2%	16.9%	16.3%	39.2%	40.3%	40.3%	19.2%	23.5%	23.2%	10.5%	10.5%	11.8%	7.8%	8.8%	8.3%	255,217	209,191	218,380	2,809	2,977	2,989
Pay Category																					
Federal Wage System	19.9%	12.8%	11.4%	36.4%	40.1%	39.5%	24.0%	24.8%	26.2%	10.6%	12.2%	13.7%	9.1%	10.1%	9.2%	9,122	8,529	9,357	75	115	110
GS 1-6 or equivalent	21.5%	20.8%	18.7%	37.3%	33.4%	36.6%	19.0%	26.6%	22.4%	13.3%	8.6%	12.6%	8.9%	10.6%	9.7%	11,260	10,119	10,630	196	220	193
GS 7-12 or equivalent	23.1%	16.5%	16.1%	39.7%	40.6%	40.7%	19.2%	23.9%	23.4%	10.3%	10.4%	11.6%	7.7%	8.7%	8.1%	98,181	84,949	90,495	1,041	1,259	1,269
GS 13-15 or equivalent	27.3%	18.3%	18.0%	39.1%	42.3%	41.8%	17.6%	21.5%	21.9%	9.6%	10.8%	11.0%	6.5%	7.2%	7.2%	105,773	82,243	90,473	1,085	982	1,131
Senior Executive Service	37.8%	27.4%	25.3%	34.5%	37.1%	38.7%	15.0%	19.3%	20.5%	7.7%	10.4%	10.0%	4.9%	5.8%	5.6%	3,795	3,868	4,147	33	61	59
SL/ST	29.4%	12.0%	13.5%	46.8%	54.1%	41.3%	12.4%	17.3%	23.4%	7.2%	4.2%	8.3%	4.2%	12.4%	13.6%	1,006	765	669	17	15	19
Other	18.7%	14.7%	14.1%	41.4%	39.9%	39.9%	20.4%	23.3%	24.2%	10.2%	11.3%	12.3%	9.2%	10.8%	9.4%	16,724	15,484	8,064	220	274	123
Time in Federal Government																					
< 1 year	33.8%	24.8%	26.4%	45.1%	36.3%	46.4%	13.7%	32.7%	17.7%	5.1%	3.4%	6.1%	2.2%	2.8%	3.4%	3,071	2,146	2,485	74	107	129
1-3 years	27.7%	20.3%	19.1%	42.6%	43.2%	45.7%	16.3%	22.5%	20.2%	8.2%	7.1%	9.2%	5.2%	6.8%	5.8%	26,090	17,636	17,287	270	292	258
4-5 years	24.3%	17.0%	17.1%	38.3%	41.6%	40.9%	21.2%	23.0%	23.0%	10.0%	10.1%	10.5%	6.2%	8.3%	8.5%	17,583	14,400	15,993	191	196	229
6-10 years	21.1%	16.5%	16.2%	38.9%	39.7%	39.8%	19.0%	22.4%	23.7%	10.8%	11.3%	12.5%	10.2%	10.1%	7.7%	39,785	32,211	26,137	412	440	364
11-20 years	24.8%	16.2%	---	36.3%	39.6%	---	18.9%	23.7%	---	11.4%	11.2%	---	8.6%	9.3%	---	55,242	52,486	---	590	742	---
(11 to 14 years)	26.9%	16.0%	15.5%	36.3%	39.9%	39.0%	18.6%	24.7%	23.2%	10.5%	11.4%	12.6%	7.7%	8.1%	9.6%	22,095	17,238	62,105	232	264	787
(15 to 20 years)	23.1%	16.4%	15.4%	36.3%	39.4%	39.5%	19.1%	23.1%	24.2%	12.1%	11.1%	12.4%	9.3%	10.0%	8.5%	33,147	35,248	90,537	358	478	1,150
> 20 years	21.3%	16.1%	---	39.6%	40.0%	---	20.4%	24.0%	---	11.1%	11.1%	---	7.7%	8.8%	---	102,698	87,117	---	1,111	1,149	---
Time with Current Agency																					
< 1 year	31.2%	24.6%	24.5%	43.9%	38.2%	44.3%	15.9%	28.3%	19.9%	5.8%	4.5%	7.0%	3.2%	4.4%	4.3%	5,342	4,522	4,738	155	288	284
1-3 years	27.6%	20.0%	18.9%	41.3%	41.5%	42.8%	16.5%	22.8%	21.2%	8.4%	7.8%	10.3%	6.3%	7.8%	6.8%	38,015	27,759	27,843	393	427	418
4-5 years	23.2%	17.3%	16.3%	39.0%	40.5%	40.4%	20.8%	22.3%	23.3%	10.7%	10.6%	11.6%	6.3%	9.3%	8.3%	23,014	19,859	22,265	243	263	291
6-10 years	20.5%	15.6%	16.0%	38.1%	39.7%	39.4%	19.6%	23.0%	23.1%	12.0%	11.4%	12.9%	9.8%	10.4%	8.6%	47,552	40,227	34,695	503	523	421
11-20 years	24.6%	16.3%	15.3%	36.5%	39.6%	39.0%	19.3%	23.7%	23.9%	11.1%	11.7%	12.4%	8.5%	8.7%	9.5%	57,664	53,768	64,198	603	680	776
> 20 years	21.0%	15.5%	15.1%	40.6%	40.8%	40.2%	20.7%	24.1%	24.1%	10.7%	11.0%	12.3%	7.1%	8.6%	8.3%	73,699	59,840	60,784	760	744	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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.2%	---	---	41.0%	---	---	24.0%	---	---	5.6%	---	---	5.1%	---	---	238,137	---	---	19,679	---	---
Work Location																					
Headquarters	26.7%	---	---	40.7%	---	---	22.6%	---	---	5.0%	---	---	5.0%	---	---	94,723	---	---	8,185	---	---
Field	23.3%	---	---	41.4%	---	---	24.4%	---	---	5.7%	---	---	5.0%	---	---	133,009	---	---	10,614	---	---
Supervisor Status																					
Non-Supervisor	22.2%	---	---	40.0%	---	---	25.4%	---	---	6.4%	---	---	6.0%	---	---	130,225	---	---	13,939	---	---
Team Leader	25.0%	---	---	42.0%	---	---	24.4%	---	---	4.7%	---	---	4.0%	---	---	32,010	---	---	2,586	---	---
Supervisor	27.8%	---	---	44.5%	---	---	20.4%	---	---	4.3%	---	---	3.0%	---	---	41,886	---	---	1,823	---	---
Manager	35.8%	---	---	42.8%	---	---	15.5%	---	---	3.2%	---	---	2.8%	---	---	21,880	---	---	573	---	---
Executive	46.1%	---	---	37.4%	---	---	12.2%	---	---	2.3%	---	---	2.0%	---	---	4,688	---	---	99	---	---
Sex																					
Male	24.6%	---	---	41.8%	---	---	24.2%	---	---	5.2%	---	---	4.2%	---	---	121,457	---	---	9,731	---	---
Female	24.1%	---	---	40.1%	---	---	23.5%	---	---	6.1%	---	---	6.2%	---	---	108,697	---	---	9,175	---	---
Hispanic or Latino																					
Yes	26.4%	---	---	39.6%	---	---	22.0%	---	---	5.4%	---	---	6.7%	---	---	15,699	---	---	1,017	---	---
No	24.2%	---	---	41.3%	---	---	24.1%	---	---	5.6%	---	---	4.8%	---	---	212,620	---	---	17,630	---	---
Race																					
American Indian/ Alaska Native	23.4%	---	---	34.6%	---	---	25.1%	---	---	9.6%	---	---	7.3%	---	---	7,467	---	---	423	---	---
Asian	22.3%	---	---	43.7%	---	---	23.6%	---	---	5.2%	---	---	5.2%	---	---	10,321	---	---	762	---	---
Black or African American	24.1%	---	---	39.7%	---	---	22.9%	---	---	5.6%	---	---	7.7%	---	---	37,363	---	---	2,467	---	---
Native Hawaiian/ Pacific Islander	27.2%	---	---	38.7%	---	---	18.3%	---	---	10.4%	---	---	5.4%	---	---	1,455	---	---	79	---	---
White	24.8%	---	---	42.1%	---	---	24.0%	---	---	5.2%	---	---	4.0%	---	---	160,252	---	---	13,786	---	---
Two or more races (Not Hispanic/Latino)	19.7%	---	---	33.4%	---	---	29.7%	---	---	10.3%	---	---	7.0%	---	---	5,924	---	---	575	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.2%	---	---	41.0%	---	---	24.0%	---	---	5.6%	---	---	5.1%	---	---	238,137	---	---	19,679	---	---
Leaving																					
No	27.7%	---	---	43.4%	---	---	21.7%	---	---	4.4%	---	---	2.8%	---	---	165,597	---	---	12,304	---	---
Yes, to retire	18.5%	---	---	41.6%	---	---	28.2%	---	---	7.2%	---	---	4.5%	---	---	14,441	---	---	990	---	---
Yes, to other job in Govt	16.0%	---	---	34.0%	---	---	29.9%	---	---	8.7%	---	---	11.4%	---	---	38,095	---	---	4,062	---	---
Yes, to other job outside Govt	15.9%	---	---	39.7%	---	---	23.6%	---	---	9.9%	---	---	10.9%	---	---	4,622	---	---	592	---	---
Yes, other	12.1%	---	---	29.5%	---	---	32.4%	---	---	9.9%	---	---	16.2%	---	---	7,206	---	---	919	---	---
Retiring																					
Within 1 year	20.3%	---	---	39.8%	---	---	26.2%	---	---	8.6%	---	---	5.1%	---	---	8,236	---	---	608	---	---
Between 1 and 3 years	18.9%	---	---	40.7%	---	---	28.9%	---	---	6.2%	---	---	5.3%	---	---	25,868	---	---	1,768	---	---
Between 3 and 5 years	23.3%	---	---	42.3%	---	---	24.5%	---	---	5.9%	---	---	4.0%	---	---	27,673	---	---	1,936	---	---
5 or more years	25.5%	---	---	41.1%	---	---	23.0%	---	---	5.3%	---	---	5.1%	---	---	165,605	---	---	14,345	---	---
Age Group																					
25 and under	28.3%	---	---	47.7%	---	---	17.7%	---	---	3.3%	---	---	2.9%	---	---	2,870	---	---	330	---	---
26-29	27.8%	---	---	41.1%	---	---	23.7%	---	---	4.6%	---	---	2.8%	---	---	7,866	---	---	927	---	---
30-39	24.9%	---	---	41.7%	---	---	22.2%	---	---	5.4%	---	---	5.7%	---	---	32,179	---	---	3,386	---	---
40-49	24.6%	---	---	40.4%	---	---	24.3%	---	---	5.7%	---	---	5.0%	---	---	68,366	---	---	5,459	---	---
50-59	23.7%	---	---	41.5%	---	---	23.8%	---	---	5.7%	---	---	5.4%	---	---	87,227	---	---	6,383	---	---
60+	22.5%	---	---	40.6%	---	---	27.2%	---	---	6.0%	---	---	3.7%	---	---	29,963	---	---	2,190	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.2%	---	---	41.0%	---	---	24.0%	---	---	5.6%	---	---	5.1%	---	---	238,137	---	---	19,679	---	---
Pay Category																					
Federal Wage System	19.3%	---	---	40.1%	---	---	28.4%	---	---	7.4%	---	---	4.7%	---	---	8,727	---	---	453	---	---
GS 1-6 or equivalent	20.6%	---	---	38.6%	---	---	24.0%	---	---	7.7%	---	---	9.2%	---	---	10,641	---	---	802	---	---
GS 7-12 or equivalent	23.5%	---	---	41.3%	---	---	24.8%	---	---	5.5%	---	---	4.9%	---	---	91,112	---	---	8,046	---	---
GS 13-15 or equivalent	30.0%	---	---	40.8%	---	---	21.3%	---	---	4.1%	---	---	3.7%	---	---	98,780	---	---	8,024	---	---
Senior Executive Service	48.2%	---	---	37.3%	---	---	11.1%	---	---	2.0%	---	---	1.5%	---	---	3,765	---	---	58	---	---
SL/ST	31.9%	---	---	49.6%	---	---	13.5%	---	---	3.4%	---	---	1.7%	---	---	951	---	---	71	---	---
Other	20.7%	---	---	42.9%	---	---	24.1%	---	---	6.6%	---	---	5.7%	---	---	15,516	---	---	1,422	---	---
Time in Federal Government																					
< 1 year	35.4%	---	---	46.4%	---	---	14.4%	---	---	2.2%	---	---	1.6%	---	---	2,855	---	---	280	---	---
1-3 years	27.3%	---	---	43.8%	---	---	20.9%	---	---	4.6%	---	---	3.4%	---	---	23,888	---	---	2,451	---	---
4-5 years	25.9%	---	---	40.8%	---	---	24.5%	---	---	4.3%	---	---	4.5%	---	---	16,171	---	---	1,601	---	---
6-10 years	22.1%	---	---	40.7%	---	---	23.9%	---	---	6.1%	---	---	7.2%	---	---	36,827	---	---	3,355	---	---
11-20 years	25.2%	---	---	38.9%	---	---	24.3%	---	---	6.5%	---	---	5.1%	---	---	51,537	---	---	4,270	---	---
(11 to 14 years)	27.2%	---	---	39.3%	---	---	23.4%	---	---	5.3%	---	---	4.8%	---	---	20,556	---	---	1,750	---	---
(15 to 20 years)	23.7%	---	---	38.5%	---	---	25.1%	---	---	7.5%	---	---	5.3%	---	---	30,981	---	---	2,520	---	---
> 20 years	22.7%	---	---	41.1%	---	---	25.4%	---	---	5.8%	---	---	5.0%	---	---	96,886	---	---	6,826	---	---
Time with Current Agency																					
< 1 year	32.0%	---	---	44.6%	---	---	18.3%	---	---	2.8%	---	---	2.3%	---	---	5,047	---	---	443	---	---
1-3 years	27.8%	---	---	42.1%	---	---	21.3%	---	---	4.6%	---	---	4.2%	---	---	35,011	---	---	3,374	---	---
4-5 years	25.0%	---	---	41.1%	---	---	24.2%	---	---	5.4%	---	---	4.3%	---	---	21,307	---	---	1,942	---	---
6-10 years	21.4%	---	---	40.5%	---	---	25.1%	---	---	6.5%	---	---	6.6%	---	---	44,132	---	---	3,899	---	---
11-20 years	25.2%	---	---	38.8%	---	---	24.2%	---	---	6.4%	---	---	5.4%	---	---	53,899	---	---	4,346	---	---
> 20 years	22.5%	---	---	42.1%	---	---	25.5%	---	---	5.5%	---	---	4.4%	---	---	69,527	---	---	4,850	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	21.3%	---	---	39.6%	---	---	20.7%	---	---	11.3%	---	---	7.2%	---	---	256,318	---	---	1,456	---	---
Work Location																					
Headquarters	23.3%	---	---	39.6%	---	---	19.5%	---	---	10.9%	---	---	6.7%	---	---	102,316	---	---	601	---	---
Field	20.7%	---	---	39.7%	---	---	20.9%	---	---	11.5%	---	---	7.1%	---	---	142,834	---	---	745	---	---
Supervisor Status																					
Non-Supervisor	20.3%	---	---	38.9%	---	---	20.7%	---	---	12.2%	---	---	8.0%	---	---	143,252	---	---	933	---	---
Team Leader	22.0%	---	---	40.5%	---	---	20.7%	---	---	10.6%	---	---	6.1%	---	---	34,422	---	---	159	---	---
Supervisor	23.2%	---	---	41.8%	---	---	20.6%	---	---	9.1%	---	---	5.4%	---	---	43,533	---	---	167	---	---
Manager	29.0%	---	---	39.8%	---	---	17.5%	---	---	8.9%	---	---	4.8%	---	---	22,359	---	---	84	---	---
Executive	32.4%	---	---	35.8%	---	---	17.5%	---	---	8.7%	---	---	5.6%	---	---	4,753	---	---	29	---	---
Sex																					
Male	21.3%	---	---	40.6%	---	---	21.0%	---	---	10.6%	---	---	6.4%	---	---	130,588	---	---	582	---	---
Female	21.8%	---	---	38.1%	---	---	20.0%	---	---	12.1%	---	---	8.0%	---	---	117,072	---	---	787	---	---
Hispanic or Latino																					
Yes	24.6%	---	---	36.9%	---	---	20.9%	---	---	9.5%	---	---	8.0%	---	---	16,628	---	---	92	---	---
No	21.2%	---	---	39.9%	---	---	20.5%	---	---	11.5%	---	---	6.9%	---	---	228,946	---	---	1,258	---	---
Race																					
American Indian/ Alaska Native	23.6%	---	---	33.2%	---	---	22.4%	---	---	12.0%	---	---	8.8%	---	---	7,836	---	---	52	---	---
Asian	21.6%	---	---	44.0%	---	---	19.4%	---	---	7.4%	---	---	7.5%	---	---	10,992	---	---	88	---	---
Black or African American	22.8%	---	---	40.6%	---	---	17.4%	---	---	10.5%	---	---	8.7%	---	---	39,581	---	---	246	---	---
Native Hawaiian/ Pacific Islander	25.5%	---	---	37.6%	---	---	16.9%	---	---	13.7%	---	---	6.3%	---	---	1,518	---	---	13	---	---
White	21.3%	---	---	39.6%	---	---	21.3%	---	---	11.6%	---	---	6.2%	---	---	173,169	---	---	837	---	---
Two or more races (Not Hispanic/Latino)	17.0%	---	---	35.1%	---	---	22.6%	---	---	15.7%	---	---	9.6%	---	---	6,435	---	---	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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	21.3%	---	---	39.6%	---	---	20.7%	---	---	11.3%	---	---	7.2%	---	---	256,318	---	---	1,456	---	---
Leaving																					
No	24.9%	---	---	42.7%	---	---	19.3%	---	---	8.9%	---	---	4.2%	---	---	177,035	---	---	839	---	---
Yes, to retire	14.8%	---	---	39.5%	---	---	25.4%	---	---	14.1%	---	---	6.3%	---	---	15,331	---	---	89	---	---
Yes, to other job in Govt	13.4%	---	---	30.5%	---	---	23.2%	---	---	17.4%	---	---	15.5%	---	---	41,838	---	---	316	---	---
Yes, to other job outside Govt	11.4%	---	---	35.9%	---	---	19.8%	---	---	16.0%	---	---	16.9%	---	---	5,182	---	---	31	---	---
Yes, other	10.7%	---	---	25.2%	---	---	24.1%	---	---	20.9%	---	---	19.1%	---	---	8,035	---	---	98	---	---
Retiring																					
Within 1 year	17.4%	---	---	36.8%	---	---	24.1%	---	---	14.6%	---	---	7.1%	---	---	8,785	---	---	52	---	---
Between 1 and 3 years	15.2%	---	---	36.6%	---	---	26.3%	---	---	14.8%	---	---	7.1%	---	---	27,440	---	---	184	---	---
Between 3 and 5 years	20.1%	---	---	39.4%	---	---	22.1%	---	---	11.8%	---	---	6.6%	---	---	29,436	---	---	164	---	---
5 or more years	22.7%	---	---	40.2%	---	---	19.4%	---	---	10.7%	---	---	7.1%	---	---	179,009	---	---	932	---	---
Age Group																					
25 and under	34.1%	---	---	39.4%	---	---	16.1%	---	---	7.1%	---	---	3.3%	---	---	3,186	---	---	16	---	---
26-29	25.8%	---	---	40.9%	---	---	17.2%	---	---	10.7%	---	---	5.4%	---	---	8,750	---	---	46	---	---
30-39	22.8%	---	---	40.6%	---	---	17.7%	---	---	11.4%	---	---	7.5%	---	---	35,394	---	---	171	---	---
40-49	21.7%	---	---	39.6%	---	---	20.5%	---	---	11.0%	---	---	7.2%	---	---	73,463	---	---	367	---	---
50-59	20.3%	---	---	39.5%	---	---	21.6%	---	---	11.4%	---	---	7.2%	---	---	93,019	---	---	544	---	---
60+	18.3%	---	---	38.3%	---	---	24.8%	---	---	12.9%	---	---	5.8%	---	---	31,953	---	---	206	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	21.3%	---	---	39.6%	---	---	20.7%	---	---	11.3%	---	---	7.2%	---	---	256,318	---	---	1,456	---	---
Pay Category																					
Federal Wage System	18.3%	---	---	38.9%	---	---	21.8%	---	---	13.7%	---	---	7.3%	---	---	9,156	---	---	41	---	---
GS 1-6 or equivalent	21.9%	---	---	37.3%	---	---	19.3%	---	---	12.4%	---	---	9.1%	---	---	11,337	---	---	118	---	---
GS 7-12 or equivalent	21.3%	---	---	39.8%	---	---	20.9%	---	---	10.9%	---	---	7.0%	---	---	98,613	---	---	528	---	---
GS 13-15 or equivalent	23.7%	---	---	39.6%	---	---	19.9%	---	---	10.6%	---	---	6.2%	---	---	106,240	---	---	540	---	---
Senior Executive Service	33.3%	---	---	36.4%	---	---	17.2%	---	---	8.9%	---	---	4.2%	---	---	3,805	---	---	17	---	---
SL/ST	22.3%	---	---	48.3%	---	---	17.4%	---	---	8.1%	---	---	3.9%	---	---	1,014	---	---	8	---	---
Other	18.3%	---	---	40.6%	---	---	21.0%	---	---	12.2%	---	---	8.0%	---	---	16,816	---	---	111	---	---
Time in Federal Government																					
< 1 year	32.6%	---	---	45.3%	---	---	13.7%	---	---	6.6%	---	---	1.8%	---	---	3,111	---	---	33	---	---
1-3 years	26.9%	---	---	42.2%	---	---	16.8%	---	---	9.3%	---	---	4.8%	---	---	26,235	---	---	110	---	---
4-5 years	23.3%	---	---	40.6%	---	---	18.9%	---	---	11.2%	---	---	6.0%	---	---	17,659	---	---	97	---	---
6-10 years	19.6%	---	---	38.6%	---	---	19.9%	---	---	12.3%	---	---	9.7%	---	---	39,978	---	---	208	---	---
11-20 years	21.8%	---	---	37.5%	---	---	21.4%	---	---	12.0%	---	---	7.4%	---	---	55,471	---	---	317	---	---
(11 to 14 years)	23.5%	---	---	38.9%	---	---	20.4%	---	---	10.2%	---	---	7.0%	---	---	22,191	---	---	109	---	---
(15 to 20 years)	20.6%	---	---	36.4%	---	---	22.1%	---	---	13.3%	---	---	7.7%	---	---	33,280	---	---	208	---	---
> 20 years	19.0%	---	---	39.3%	---	---	22.9%	---	---	11.6%	---	---	7.2%	---	---	103,114	---	---	593	---	---
Time with Current Agency																					
< 1 year	30.2%	---	---	44.5%	---	---	15.2%	---	---	7.0%	---	---	3.1%	---	---	5,426	---	---	67	---	---
1-3 years	26.4%	---	---	40.8%	---	---	17.2%	---	---	9.7%	---	---	5.8%	---	---	38,210	---	---	160	---	---
4-5 years	22.1%	---	---	40.1%	---	---	20.6%	---	---	11.1%	---	---	6.1%	---	---	23,108	---	---	130	---	---
6-10 years	19.0%	---	---	37.9%	---	---	21.1%	---	---	12.7%	---	---	9.3%	---	---	47,754	---	---	267	---	---
11-20 years	21.5%	---	---	37.9%	---	---	21.1%	---	---	12.2%	---	---	7.3%	---	---	57,913	---	---	332	---	---
> 20 years	18.7%	---	---	40.4%	---	---	23.0%	---	---	11.4%	---	---	6.5%	---	---	73,984	---	---	398	---	---

*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

(47) Supervisors/team leaders in my work unit support employee development.

	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	24.0%	17.1%	16.7%	41.9%	48.0%	48.0%	18.6%	19.3%	19.5%	8.6%	10.1%	10.2%	6.9%	5.6%	5.7%	254,400	210,492	219,802	3,158	1,691	1,622
Work Location																					
Headquarters	26.3%	19.1%	18.8%	42.0%	49.1%	48.2%	17.7%	17.2%	18.5%	7.8%	9.4%	9.1%	6.2%	5.2%	5.5%	101,537	82,208	85,812	1,270	710	672
Field	23.3%	16.0%	15.7%	42.3%	47.5%	47.9%	18.5%	20.3%	19.9%	9.0%	10.4%	10.8%	7.0%	5.8%	5.7%	141,805	125,023	130,024	1,696	957	916
Supervisor Status																					
Non-Supervisor	22.5%	15.1%	15.3%	40.1%	45.5%	45.0%	19.6%	21.4%	21.4%	9.8%	11.4%	11.5%	8.1%	6.6%	6.9%	141,708	114,927	116,924	2,332	1,333	1,261
Team Leader	24.4%	17.1%	16.7%	43.9%	48.8%	49.9%	18.1%	18.7%	18.4%	7.7%	9.9%	10.5%	5.9%	5.5%	4.5%	34,229	28,696	31,616	340	157	158
Supervisor	27.1%	21.1%	19.0%	47.0%	55.7%	55.9%	16.3%	14.0%	15.2%	5.9%	6.4%	6.8%	3.7%	2.8%	3.1%	43,431	37,582	39,740	249	120	118
Manager	34.3%	27.1%	24.3%	47.2%	55.9%	58.0%	11.6%	11.1%	11.9%	3.9%	4.4%	4.3%	3.0%	1.6%	1.5%	22,354	21,143	22,437	67	42	25
Executive	41.5%	29.7%	30.3%	41.9%	53.0%	51.7%	9.3%	9.7%	10.3%	4.8%	6.5%	4.8%	2.5%	1.2%	2.9%	4,758	4,865	5,108	26	17	27
Sex																					
Male	24.0%	16.6%	15.7%	43.1%	48.7%	49.2%	18.8%	19.7%	19.8%	8.1%	9.6%	9.8%	6.0%	5.3%	5.5%	129,727	108,072	117,132	1,321	616	677
Female	24.4%	17.6%	17.9%	40.6%	47.1%	46.4%	18.1%	18.7%	19.0%	9.2%	10.7%	10.8%	7.7%	5.9%	5.9%	116,100	99,191	98,812	1,688	1,054	911
Hispanic or Latino																					
Yes	27.2%	17.4%	16.4%	38.2%	44.3%	45.0%	18.5%	21.6%	22.3%	7.6%	10.6%	9.7%	8.4%	6.1%	6.6%	16,500	14,123	13,497	218	146	133
No	23.9%	17.0%	16.7%	42.5%	48.4%	48.2%	18.5%	19.0%	19.2%	8.7%	10.0%	10.3%	6.5%	5.5%	5.6%	227,265	193,080	202,333	2,752	1,524	1,452
Race																					
American Indian/ Alaska Native	23.6%	11.7%	12.2%	33.9%	47.5%	45.4%	20.8%	20.5%	25.0%	10.0%	11.4%	10.3%	11.8%	8.9%	7.1%	7,730	8,023	6,087	141	106	65
Asian	23.0%	17.0%	16.1%	44.6%	52.7%	50.1%	17.2%	18.6%	20.7%	7.5%	6.8%	8.9%	7.7%	4.9%	4.2%	10,923	8,336	8,511	130	76	98
Black or African American	24.1%	16.5%	15.6%	42.1%	46.2%	46.0%	17.6%	20.4%	19.7%	7.7%	10.4%	11.6%	8.4%	6.5%	7.0%	39,191	32,340	32,517	590	377	351
Native Hawaiian/ Pacific Islander	25.5%	14.3%	18.0%	38.4%	42.5%	42.7%	18.5%	25.3%	23.2%	9.9%	12.9%	8.8%	7.7%	5.1%	7.3%	1,512	1,462	1,479	21	10	8
White	24.5%	17.5%	17.2%	42.8%	48.8%	49.0%	18.5%	18.4%	18.6%	8.5%	10.1%	9.9%	5.8%	5.1%	5.2%	172,046	145,270	155,808	1,868	977	906
Two or more races (Not Hispanic/Latino)	19.6%	15.0%	15.0%	33.9%	44.2%	37.9%	23.0%	22.4%	26.3%	14.6%	11.2%	11.8%	8.8%	7.2%	9.0%	6,377	6,111	6,113	102	66	79

*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

(47) Supervisors/team leaders in my work unit support employee development.

	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	24.0%	17.1%	16.7%	41.9%	48.0%	48.0%	18.6%	19.3%	19.5%	8.6%	10.1%	10.2%	6.9%	5.6%	5.7%	254,400	210,492	219,802	3,158	1,691	1,622
Leaving																					
No	27.9%	20.0%	19.6%	44.8%	51.4%	51.8%	16.8%	17.8%	17.5%	6.6%	7.7%	7.9%	3.9%	3.2%	3.2%	175,886	142,332	149,479	1,859	1,042	1,019
Yes, to retire	17.8%	15.8%	13.8%	45.5%	45.5%	46.9%	20.3%	21.9%	21.5%	10.6%	10.3%	11.6%	5.8%	6.5%	6.2%	15,163	13,363	14,289	241	129	120
Yes, to other job in Govt	15.1%	9.6%	9.4%	33.6%	40.2%	37.8%	22.3%	22.4%	24.6%	13.8%	16.7%	16.4%	15.1%	11.2%	11.8%	41,477	37,072	35,327	647	347	279
Yes, to other job outside Govt	11.9%	8.1%	7.8%	37.9%	36.6%	38.0%	20.9%	24.8%	21.8%	13.4%	18.0%	17.4%	15.9%	12.5%	15.0%	5,120	6,358	7,803	87	37	55
Yes, other	11.0%	7.7%	7.4%	26.0%	35.9%	34.7%	27.2%	23.9%	26.9%	17.0%	16.4%	17.0%	18.8%	16.1%	14.0%	7,953	8,126	8,972	171	115	114
Retiring																					
Within 1 year	19.6%	14.9%	14.7%	40.6%	47.0%	45.7%	20.4%	19.8%	21.6%	13.2%	10.7%	11.7%	6.2%	7.6%	6.3%	8,676	8,234	9,047	148	99	92
Between 1 and 3 years	17.9%	15.6%	14.5%	43.0%	47.5%	48.4%	22.0%	21.8%	21.3%	10.5%	9.3%	10.7%	6.7%	5.8%	5.0%	27,221	24,206	24,994	389	217	224
Between 3 and 5 years	21.8%	16.2%	14.3%	44.1%	47.2%	48.3%	19.8%	21.1%	20.7%	8.6%	9.9%	11.1%	5.7%	5.6%	5.6%	29,202	26,166	27,874	392	234	205
5 or more years	25.5%	17.5%	17.5%	41.8%	48.2%	48.0%	17.6%	18.6%	18.9%	8.1%	10.2%	9.9%	6.9%	5.5%	5.7%	177,797	148,647	153,935	2,001	1,120	1,066
Age Group																					
25 and under	39.0%	25.5%	23.0%	39.6%	49.3%	48.4%	14.3%	14.0%	16.3%	4.0%	6.9%	8.3%	3.1%	4.3%	4.0%	3,182	2,279	2,456	25	19	21
26-29	28.5%	20.0%	21.4%	44.3%	51.7%	45.8%	15.0%	16.1%	18.6%	7.0%	8.0%	9.5%	5.1%	4.1%	4.7%	8,711	6,524	6,268	78	35	49
30-39	25.2%	17.2%	17.5%	40.8%	48.6%	47.9%	18.5%	17.9%	19.2%	8.2%	10.3%	10.0%	7.4%	6.0%	5.4%	35,200	29,200	31,158	340	182	206
40-49	24.2%	16.5%	16.0%	41.9%	48.5%	48.5%	18.2%	18.4%	19.0%	8.6%	10.5%	10.4%	7.2%	6.2%	6.0%	72,960	63,657	69,686	795	458	441
50-59	23.1%	16.2%	16.0%	42.6%	47.2%	47.5%	18.7%	20.8%	20.2%	8.8%	10.7%	10.4%	6.8%	5.1%	5.9%	92,302	81,296	86,374	1,212	716	668
60+	21.0%	18.6%	16.5%	42.8%	46.6%	48.9%	20.9%	21.1%	19.5%	10.0%	8.0%	10.5%	5.2%	5.7%	4.6%	31,597	24,295	19,983	521	259	202

*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

(47) Supervisors/team leaders in my work unit support employee development.

	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	24.0%	17.1%	16.7%	41.9%	48.0%	48.0%	18.6%	19.3%	19.5%	8.6%	10.1%	10.2%	6.9%	5.6%	5.7%	254,400	210,492	219,802	3,158	1,691	1,622
Pay Category																					
Federal Wage System	18.8%	11.9%	10.0%	39.5%	44.5%	45.6%	22.1%	23.8%	23.9%	11.4%	13.2%	13.5%	8.3%	6.6%	7.0%	9,103	8,597	9,412	85	55	67
GS 1-6 or equivalent	21.6%	14.8%	17.0%	37.1%	41.1%	41.1%	19.8%	23.1%	22.5%	10.6%	13.2%	12.0%	10.9%	7.9%	7.5%	11,194	10,176	10,665	243	163	161
GS 7-12 or equivalent	23.6%	15.8%	16.0%	41.5%	47.4%	47.3%	19.2%	20.6%	20.2%	9.0%	10.5%	10.6%	6.7%	5.6%	5.9%	97,701	85,348	90,982	1,349	862	809
GS 13-15 or equivalent	28.9%	21.2%	20.2%	44.5%	52.7%	53.0%	15.8%	14.6%	15.7%	6.2%	7.5%	7.4%	4.6%	3.9%	3.8%	105,657	82,780	91,148	1,050	446	465
Senior Executive Service	43.1%	36.4%	32.5%	42.3%	51.3%	55.0%	9.3%	8.5%	7.1%	3.6%	2.5%	2.7%	1.7%	1.2%	2.7%	3,808	3,922	4,197	13	9	9
SL/ST	29.1%	18.8%	15.4%	50.9%	49.2%	55.3%	12.3%	10.6%	9.7%	4.5%	19.7%	14.1%	3.2%	1.7%	5.6%	1,009	772	682	13	8	6
Other	20.4%	17.1%	16.8%	44.1%	47.7%	48.9%	18.4%	18.7%	17.9%	8.9%	9.3%	10.7%	8.3%	7.2%	5.6%	16,677	15,636	8,123	244	127	64
Time in Federal Government																					
< 1 year	37.3%	20.1%	26.9%	40.8%	46.6%	52.9%	16.4%	16.3%	14.2%	3.8%	13.0%	3.7%	1.7%	3.9%	2.3%	3,104	2,220	2,586	45	33	28
1-3 years	29.3%	20.3%	21.4%	43.7%	50.6%	47.7%	14.8%	16.6%	17.1%	7.6%	8.8%	9.3%	4.7%	3.7%	4.5%	26,077	17,826	17,432	251	102	112
4-5 years	26.2%	17.7%	16.6%	38.9%	46.7%	47.6%	21.7%	19.7%	19.5%	7.2%	9.9%	10.6%	6.0%	6.0%	5.6%	17,549	14,511	16,121	202	86	111
6-10 years	21.8%	15.7%	15.0%	40.4%	47.7%	47.2%	18.9%	18.2%	21.4%	9.2%	11.4%	9.7%	9.7%	7.0%	6.6%	39,717	32,439	26,313	414	218	192
11-20 years	24.3%	16.7%	---	41.1%	46.2%	---	17.8%	20.3%	---	9.5%	10.7%	---	7.3%	6.1%	---	55,088	52,793	---	654	439	---
(11 to 14 years)	25.5%	16.2%	15.4%	41.8%	46.6%	47.1%	18.3%	20.3%	19.3%	7.7%	11.0%	11.6%	6.7%	6.0%	6.6%	22,027	17,351	62,461	251	152	450
(15 to 20 years)	23.4%	17.0%	16.2%	40.5%	46.0%	48.8%	17.4%	20.4%	19.8%	10.9%	10.5%	10.0%	7.8%	6.2%	5.1%	33,061	35,442	91,015	403	287	695
> 20 years	21.9%	16.5%	---	43.4%	48.9%	---	19.4%	20.0%	---	8.8%	9.4%	---	6.4%	5.2%	---	102,222	87,480	---	1,412	792	---
Time with Current Agency																					
< 1 year	34.6%	24.8%	26.0%	41.1%	45.7%	50.6%	16.1%	16.5%	15.3%	5.1%	9.4%	4.6%	3.1%	3.7%	3.5%	5,398	4,707	4,934	102	103	91
1-3 years	29.0%	19.6%	20.4%	42.4%	49.1%	46.5%	15.5%	18.1%	17.9%	7.6%	9.1%	9.9%	5.5%	4.2%	5.3%	37,968	27,998	28,059	384	189	206
4-5 years	25.3%	17.2%	15.5%	40.2%	47.1%	47.6%	20.6%	19.2%	20.4%	7.5%	9.9%	10.6%	6.4%	6.5%	6.0%	22,941	19,993	22,410	275	130	156
6-10 years	21.1%	14.6%	15.0%	40.1%	47.1%	47.2%	19.9%	18.8%	20.5%	9.7%	12.3%	10.4%	9.3%	7.2%	6.9%	47,445	40,473	34,879	525	283	247
11-20 years	24.2%	16.5%	15.3%	41.3%	46.5%	47.3%	17.5%	20.9%	19.9%	9.9%	10.3%	11.3%	7.1%	5.7%	6.2%	57,484	53,998	64,527	722	457	461
> 20 years	21.5%	16.8%	16.4%	44.6%	50.1%	49.9%	19.8%	19.2%	19.3%	8.5%	8.9%	9.9%	5.6%	4.9%	4.6%	73,336	60,081	61,100	976	507	426

*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

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

	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	32.5%	---	---	42.4%	---	---	13.2%	---	---	7.7%	---	---	4.2%	---	---	258,139	---	---
Work Location																		
Headquarters	35.7%	---	---	41.1%	---	---	12.1%	---	---	7.4%	---	---	3.7%	---	---	103,081	---	---
Field	31.4%	---	---	43.2%	---	---	13.3%	---	---	7.9%	---	---	4.2%	---	---	143,802	---	---
Supervisor Status																		
Non-Supervisor	30.5%	---	---	42.0%	---	---	14.1%	---	---	8.6%	---	---	4.9%	---	---	144,367	---	---
Team Leader	33.8%	---	---	43.6%	---	---	12.6%	---	---	6.7%	---	---	3.4%	---	---	34,647	---	---
Supervisor	36.0%	---	---	44.5%	---	---	10.7%	---	---	6.0%	---	---	2.8%	---	---	43,786	---	---
Manager	44.2%	---	---	40.1%	---	---	8.5%	---	---	4.9%	---	---	2.3%	---	---	22,482	---	---
Executive	52.5%	---	---	33.2%	---	---	7.6%	---	---	4.6%	---	---	2.0%	---	---	4,792	---	---
Sex																		
Male	33.4%	---	---	43.2%	---	---	12.7%	---	---	7.2%	---	---	3.4%	---	---	131,368	---	---
Female	31.7%	---	---	41.2%	---	---	13.7%	---	---	8.3%	---	---	5.1%	---	---	118,045	---	---
Hispanic or Latino																		
Yes	33.8%	---	---	37.7%	---	---	15.5%	---	---	8.4%	---	---	4.6%	---	---	16,754	---	---
No	32.6%	---	---	42.9%	---	---	12.9%	---	---	7.7%	---	---	4.0%	---	---	230,553	---	---
Race																		
American Indian/ Alaska Native	26.0%	---	---	36.5%	---	---	20.4%	---	---	11.6%	---	---	5.5%	---	---	7,904	---	---
Asian	31.0%	---	---	42.8%	---	---	14.9%	---	---	7.2%	---	---	4.2%	---	---	11,095	---	---
Black or African American	31.1%	---	---	42.8%	---	---	14.8%	---	---	6.9%	---	---	4.4%	---	---	39,886	---	---
Native Hawaiian/ Pacific Islander	31.7%	---	---	39.9%	---	---	11.5%	---	---	11.3%	---	---	5.6%	---	---	1,534	---	---
White	33.8%	---	---	42.8%	---	---	12.0%	---	---	7.6%	---	---	3.7%	---	---	174,277	---	---
Two or more races (Not Hispanic/Latino)	25.4%	---	---	38.0%	---	---	21.4%	---	---	9.4%	---	---	5.8%	---	---	6,503	---	---

*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

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

	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	32.5%	---	---	42.4%	---	---	13.2%	---	---	7.7%	---	---	4.2%	---	---	258,139	---	---
Leaving																		
No	37.3%	---	---	43.6%	---	---	11.5%	---	---	5.3%	---	---	2.4%	---	---	178,183	---	---
Yes, to retire	26.4%	---	---	44.4%	---	---	15.3%	---	---	9.3%	---	---	4.6%	---	---	15,421	---	---
Yes, to other job in Govt	20.9%	---	---	38.7%	---	---	17.9%	---	---	13.8%	---	---	8.7%	---	---	42,217	---	---
Yes, to other job outside Govt	20.3%	---	---	40.9%	---	---	16.4%	---	---	13.7%	---	---	8.7%	---	---	5,217	---	---
Yes, other	16.3%	---	---	33.5%	---	---	17.4%	---	---	20.1%	---	---	12.7%	---	---	8,136	---	---
Retiring																		
Within 1 year	27.7%	---	---	42.8%	---	---	13.1%	---	---	10.8%	---	---	5.6%	---	---	8,836	---	---
Between 1 and 3 years	26.8%	---	---	43.4%	---	---	16.3%	---	---	9.0%	---	---	4.4%	---	---	27,661	---	---
Between 3 and 5 years	30.9%	---	---	44.5%	---	---	13.2%	---	---	7.8%	---	---	3.6%	---	---	29,664	---	---
5 or more years	34.0%	---	---	42.0%	---	---	12.6%	---	---	7.4%	---	---	4.1%	---	---	180,226	---	---
Age Group																		
25 and under	45.4%	---	---	38.1%	---	---	9.3%	---	---	3.8%	---	---	3.5%	---	---	3,208	---	---
26-29	35.6%	---	---	43.7%	---	---	11.9%	---	---	5.9%	---	---	2.9%	---	---	8,816	---	---
30-39	34.2%	---	---	40.6%	---	---	13.3%	---	---	7.7%	---	---	4.1%	---	---	35,623	---	---
40-49	33.0%	---	---	42.5%	---	---	12.6%	---	---	8.1%	---	---	3.8%	---	---	73,942	---	---
50-59	31.4%	---	---	42.9%	---	---	13.3%	---	---	7.7%	---	---	4.7%	---	---	93,715	---	---
60+	29.6%	---	---	43.9%	---	---	15.0%	---	---	8.5%	---	---	2.9%	---	---	32,193	---	---

*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

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

	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	32.5%	---	---	42.4%	---	---	13.2%	---	---	7.7%	---	---	4.2%	---	---	258,139	---	---
Pay Category																		
Federal Wage System	24.7%	---	---	43.6%	---	---	18.1%	---	---	8.8%	---	---	4.8%	---	---	9,199	---	---
GS 1-6 or equivalent	29.2%	---	---	39.6%	---	---	14.3%	---	---	10.2%	---	---	6.7%	---	---	11,464	---	---
GS 7-12 or equivalent	31.2%	---	---	43.2%	---	---	13.7%	---	---	7.9%	---	---	4.0%	---	---	99,283	---	---
GS 13-15 or equivalent	40.0%	---	---	40.6%	---	---	10.5%	---	---	6.0%	---	---	3.0%	---	---	106,947	---	---
Senior Executive Service	56.9%	---	---	30.9%	---	---	6.5%	---	---	3.8%	---	---	1.9%	---	---	3,827	---	---
SL/ST	43.5%	---	---	41.4%	---	---	7.3%	---	---	5.5%	---	---	2.3%	---	---	1,024	---	---
Other	28.2%	---	---	45.3%	---	---	12.9%	---	---	8.4%	---	---	5.3%	---	---	16,972	---	---
Time in Federal Government																		
< 1 year	45.6%	---	---	41.6%	---	---	8.4%	---	---	3.1%	---	---	1.3%	---	---	3,150	---	---
1-3 years	37.4%	---	---	43.2%	---	---	10.3%	---	---	6.1%	---	---	3.0%	---	---	26,374	---	---
4-5 years	35.0%	---	---	39.6%	---	---	14.9%	---	---	6.7%	---	---	3.7%	---	---	17,789	---	---
6-10 years	30.3%	---	---	41.8%	---	---	13.0%	---	---	9.8%	---	---	5.1%	---	---	40,245	---	---
11-20 years	32.5%	---	---	40.6%	---	---	14.2%	---	---	8.3%	---	---	4.4%	---	---	55,871	---	---
(11 to 14 years)	34.0%	---	---	40.9%	---	---	14.2%	---	---	7.4%	---	---	3.6%	---	---	22,341	---	---
(15 to 20 years)	31.5%	---	---	40.4%	---	---	14.1%	---	---	9.0%	---	---	5.1%	---	---	33,530	---	---
> 20 years	30.5%	---	---	44.0%	---	---	13.7%	---	---	7.5%	---	---	4.4%	---	---	103,881	---	---
Time with Current Agency																		
< 1 year	41.1%	---	---	42.2%	---	---	10.8%	---	---	3.9%	---	---	2.0%	---	---	5,504	---	---
1-3 years	36.6%	---	---	42.2%	---	---	11.0%	---	---	6.8%	---	---	3.4%	---	---	38,444	---	---
4-5 years	33.8%	---	---	40.2%	---	---	15.3%	---	---	7.0%	---	---	3.6%	---	---	23,271	---	---
6-10 years	28.8%	---	---	42.2%	---	---	13.9%	---	---	10.0%	---	---	5.1%	---	---	48,094	---	---
11-20 years	32.8%	---	---	41.2%	---	---	13.3%	---	---	8.0%	---	---	4.6%	---	---	58,326	---	---
> 20 years	30.7%	---	---	44.8%	---	---	13.4%	---	---	7.0%	---	---	4.0%	---	---	74,488	---	---

*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

(49) My supervisor/team leader treats me with respect.

	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	37.6%	---	---	42.3%	---	---	10.7%	---	---	5.6%	---	---	3.7%	---	---	258,058	---	---
Work Location																		
Headquarters	40.8%	---	---	40.8%	---	---	9.7%	---	---	5.4%	---	---	3.4%	---	---	103,038	---	---
Field	36.6%	---	---	42.9%	---	---	11.1%	---	---	5.7%	---	---	3.7%	---	---	143,752	---	---
Supervisor Status																		
Non-Supervisor	35.5%	---	---	42.7%	---	---	11.5%	---	---	6.2%	---	---	4.1%	---	---	144,336	---	---
Team Leader	39.3%	---	---	43.0%	---	---	9.7%	---	---	4.8%	---	---	3.1%	---	---	34,632	---	---
Supervisor	41.9%	---	---	41.6%	---	---	9.2%	---	---	4.6%	---	---	2.8%	---	---	43,749	---	---
Manager	49.5%	---	---	36.8%	---	---	7.6%	---	---	4.2%	---	---	2.0%	---	---	22,480	---	---
Executive	58.6%	---	---	28.3%	---	---	7.2%	---	---	3.4%	---	---	2.4%	---	---	4,795	---	---
Sex																		
Male	39.1%	---	---	42.4%	---	---	10.5%	---	---	5.0%	---	---	2.9%	---	---	131,316	---	---
Female	36.2%	---	---	42.0%	---	---	10.8%	---	---	6.4%	---	---	4.5%	---	---	118,013	---	---
Hispanic or Latino																		
Yes	40.0%	---	---	39.4%	---	---	11.0%	---	---	5.6%	---	---	4.0%	---	---	16,739	---	---
No	37.7%	---	---	42.6%	---	---	10.6%	---	---	5.6%	---	---	3.5%	---	---	230,483	---	---
Race																		
American Indian/ Alaska Native	33.3%	---	---	37.1%	---	---	16.5%	---	---	7.8%	---	---	5.4%	---	---	7,898	---	---
Asian	35.7%	---	---	44.6%	---	---	11.7%	---	---	4.5%	---	---	3.5%	---	---	11,093	---	---
Black or African American	36.0%	---	---	43.2%	---	---	10.9%	---	---	6.2%	---	---	3.7%	---	---	39,889	---	---
Native Hawaiian/ Pacific Islander	33.6%	---	---	39.0%	---	---	13.1%	---	---	8.9%	---	---	5.4%	---	---	1,535	---	---
White	39.2%	---	---	42.2%	---	---	10.0%	---	---	5.2%	---	---	3.3%	---	---	174,198	---	---
Two or more races (Not Hispanic/Latino)	29.0%	---	---	41.0%	---	---	17.2%	---	---	7.1%	---	---	5.7%	---	---	6,504	---	---

*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

(49) My supervisor/team leader treats me with respect.

	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	37.6%	---	---	42.3%	---	---	10.7%	---	---	5.6%	---	---	3.7%	---	---	258,058	---	---
Leaving																		
No	42.7%	---	---	42.7%	---	---	8.8%	---	---	3.8%	---	---	2.1%	---	---	178,097	---	---
Yes, to retire	32.8%	---	---	44.1%	---	---	11.8%	---	---	8.2%	---	---	3.1%	---	---	15,433	---	---
Yes, to other job in Govt	24.8%	---	---	41.5%	---	---	15.8%	---	---	10.0%	---	---	7.9%	---	---	42,210	---	---
Yes, to other job outside Govt	28.8%	---	---	40.0%	---	---	12.7%	---	---	10.8%	---	---	7.7%	---	---	5,217	---	---
Yes, other	19.0%	---	---	35.5%	---	---	20.3%	---	---	13.2%	---	---	12.0%	---	---	8,130	---	---
Retiring																		
Within 1 year	32.4%	---	---	43.5%	---	---	11.7%	---	---	9.0%	---	---	3.4%	---	---	8,844	---	---
Between 1 and 3 years	32.8%	---	---	42.9%	---	---	13.7%	---	---	6.9%	---	---	3.6%	---	---	27,658	---	---
Between 3 and 5 years	36.6%	---	---	43.1%	---	---	11.6%	---	---	5.5%	---	---	3.2%	---	---	29,645	---	---
5 or more years	39.1%	---	---	41.9%	---	---	10.1%	---	---	5.2%	---	---	3.7%	---	---	180,156	---	---
Age Group																		
25 and under	53.0%	---	---	35.0%	---	---	7.1%	---	---	2.5%	---	---	2.3%	---	---	3,210	---	---
26-29	42.0%	---	---	42.6%	---	---	8.2%	---	---	5.4%	---	---	1.7%	---	---	8,812	---	---
30-39	38.6%	---	---	42.2%	---	---	10.1%	---	---	5.8%	---	---	3.3%	---	---	35,615	---	---
40-49	37.4%	---	---	42.9%	---	---	10.9%	---	---	5.4%	---	---	3.4%	---	---	73,904	---	---
50-59	36.8%	---	---	42.5%	---	---	10.5%	---	---	5.7%	---	---	4.4%	---	---	93,695	---	---
60+	36.6%	---	---	41.9%	---	---	13.3%	---	---	5.6%	---	---	2.6%	---	---	32,174	---	---

*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

(49) My supervisor/team leader treats me with respect.

	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	37.6%	---	---	42.3%	---	---	10.7%	---	---	5.6%	---	---	3.7%	---	---	258,058	---	---
Pay Category																		
Federal Wage System	28.7%	---	---	46.3%	---	---	14.2%	---	---	6.6%	---	---	4.2%	---	---	9,206	---	---
GS 1-6 or equivalent	33.2%	---	---	42.2%	---	---	11.4%	---	---	7.3%	---	---	5.8%	---	---	11,464	---	---
GS 7-12 or equivalent	36.5%	---	---	43.3%	---	---	10.9%	---	---	5.8%	---	---	3.5%	---	---	99,259	---	---
GS 13-15 or equivalent	45.8%	---	---	38.3%	---	---	8.7%	---	---	4.3%	---	---	2.9%	---	---	106,900	---	---
Senior Executive Service	62.5%	---	---	26.4%	---	---	5.8%	---	---	3.4%	---	---	2.0%	---	---	3,828	---	---
SL/ST	50.9%	---	---	37.8%	---	---	5.3%	---	---	4.1%	---	---	2.0%	---	---	1,022	---	---
Other	33.5%	---	---	45.4%	---	---	11.5%	---	---	5.7%	---	---	4.0%	---	---	16,951	---	---
Time in Federal Government																		
< 1 year	51.1%	---	---	39.0%	---	---	6.5%	---	---	2.4%	---	---	1.0%	---	---	3,147	---	---
1-3 years	43.3%	---	---	42.1%	---	---	7.4%	---	---	4.9%	---	---	2.2%	---	---	26,375	---	---
4-5 years	40.1%	---	---	41.5%	---	---	11.1%	---	---	4.0%	---	---	3.3%	---	---	17,776	---	---
6-10 years	34.8%	---	---	42.5%	---	---	11.3%	---	---	7.0%	---	---	4.4%	---	---	40,223	---	---
11-20 years	38.0%	---	---	40.4%	---	---	11.9%	---	---	5.7%	---	---	4.1%	---	---	55,852	---	---
(11 to 14 years)	39.4%	---	---	40.0%	---	---	12.1%	---	---	4.7%	---	---	3.8%	---	---	22,334	---	---
(15 to 20 years)	36.9%	---	---	40.7%	---	---	11.7%	---	---	6.4%	---	---	4.3%	---	---	33,518	---	---
> 20 years	35.8%	---	---	43.4%	---	---	11.2%	---	---	5.8%	---	---	3.9%	---	---	103,848	---	---
Time with Current Agency																		
< 1 year	47.0%	---	---	39.8%	---	---	8.8%	---	---	2.9%	---	---	1.5%	---	---	5,503	---	---
1-3 years	42.4%	---	---	41.4%	---	---	8.0%	---	---	5.4%	---	---	2.9%	---	---	38,437	---	---
4-5 years	38.7%	---	---	41.7%	---	---	11.3%	---	---	4.9%	---	---	3.3%	---	---	23,258	---	---
6-10 years	33.4%	---	---	42.9%	---	---	12.2%	---	---	6.9%	---	---	4.6%	---	---	48,089	---	---
11-20 years	37.9%	---	---	41.5%	---	---	11.2%	---	---	5.4%	---	---	4.0%	---	---	58,294	---	---
> 20 years	36.3%	---	---	43.7%	---	---	11.0%	---	---	5.5%	---	---	3.5%	---	---	74,464	---	---

*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

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

	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	30.1%	---	---	46.4%	---	---	10.9%	---	---	8.7%	---	---	4.0%	---	---	257,683	---	---
Work Location																		
Headquarters	32.5%	---	---	45.3%	---	---	10.0%	---	---	8.3%	---	---	3.9%	---	---	102,888	---	---
Field	29.4%	---	---	46.9%	---	---	11.1%	---	---	8.7%	---	---	3.9%	---	---	143,569	---	---
Supervisor Status																		
Non-Supervisor	28.9%	---	---	47.2%	---	---	11.1%	---	---	8.6%	---	---	4.2%	---	---	144,090	---	---
Team Leader	31.0%	---	---	45.7%	---	---	10.4%	---	---	8.8%	---	---	4.1%	---	---	34,586	---	---
Supervisor	31.5%	---	---	46.6%	---	---	10.4%	---	---	8.4%	---	---	3.2%	---	---	43,713	---	---
Manager	39.4%	---	---	40.7%	---	---	9.4%	---	---	7.8%	---	---	2.7%	---	---	22,462	---	---
Executive	44.5%	---	---	33.5%	---	---	10.2%	---	---	8.9%	---	---	2.9%	---	---	4,787	---	---
Sex																		
Male	31.0%	---	---	45.8%	---	---	11.1%	---	---	8.4%	---	---	3.7%	---	---	131,146	---	---
Female	29.4%	---	---	47.2%	---	---	10.6%	---	---	8.5%	---	---	4.4%	---	---	117,831	---	---
Hispanic or Latino																		
Yes	34.0%	---	---	40.3%	---	---	12.2%	---	---	8.4%	---	---	5.1%	---	---	16,724	---	---
No	30.0%	---	---	47.0%	---	---	10.7%	---	---	8.5%	---	---	3.9%	---	---	230,166	---	---
Race																		
American Indian/ Alaska Native	29.3%	---	---	41.4%	---	---	13.8%	---	---	11.4%	---	---	4.0%	---	---	7,881	---	---
Asian	28.6%	---	---	49.1%	---	---	12.0%	---	---	7.0%	---	---	3.3%	---	---	11,075	---	---
Black or African American	30.8%	---	---	44.6%	---	---	10.7%	---	---	8.5%	---	---	5.4%	---	---	39,762	---	---
Native Hawaiian/ Pacific Islander	28.5%	---	---	40.7%	---	---	12.2%	---	---	12.3%	---	---	6.4%	---	---	1,533	---	---
White	30.7%	---	---	46.9%	---	---	10.5%	---	---	8.4%	---	---	3.5%	---	---	174,037	---	---
Two or more races (Not Hispanic/Latino)	24.1%	---	---	47.4%	---	---	14.7%	---	---	7.9%	---	---	5.8%	---	---	6,493	---	---

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

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

	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	30.1%	---	---	46.4%	---	---	10.9%	---	---	8.7%	---	---	4.0%	---	---	257,683	---	---
Leaving																		
No	34.2%	---	---	46.1%	---	---	10.2%	---	---	6.8%	---	---	2.7%	---	---	177,878	---	---
Yes, to retire	25.3%	---	---	48.7%	---	---	11.6%	---	---	10.6%	---	---	3.7%	---	---	15,401	---	---
Yes, to other job in Govt	20.1%	---	---	46.0%	---	---	12.8%	---	---	13.2%	---	---	7.9%	---	---	42,127	---	---
Yes, to other job outside Govt	22.2%	---	---	46.7%	---	---	10.0%	---	---	12.7%	---	---	8.3%	---	---	5,212	---	---
Yes, other	15.9%	---	---	49.7%	---	---	14.4%	---	---	13.0%	---	---	7.0%	---	---	8,116	---	---
Retiring																		
Within 1 year	25.1%	---	---	47.8%	---	---	11.8%	---	---	11.3%	---	---	4.0%	---	---	8,820	---	---
Between 1 and 3 years	24.0%	---	---	51.1%	---	---	11.4%	---	---	9.3%	---	---	4.2%	---	---	27,615	---	---
Between 3 and 5 years	27.3%	---	---	48.0%	---	---	11.3%	---	---	9.3%	---	---	4.1%	---	---	29,590	---	---
5 or more years	31.8%	---	---	45.4%	---	---	10.6%	---	---	8.3%	---	---	3.9%	---	---	179,930	---	---
Age Group																		
25 and under	40.7%	---	---	43.4%	---	---	9.3%	---	---	4.3%	---	---	2.4%	---	---	3,207	---	---
26-29	36.5%	---	---	45.4%	---	---	8.4%	---	---	7.2%	---	---	2.5%	---	---	8,804	---	---
30-39	32.8%	---	---	45.2%	---	---	9.6%	---	---	8.5%	---	---	4.0%	---	---	35,583	---	---
40-49	30.3%	---	---	45.8%	---	---	11.4%	---	---	9.0%	---	---	3.6%	---	---	73,824	---	---
50-59	28.8%	---	---	47.0%	---	---	11.0%	---	---	8.4%	---	---	4.8%	---	---	93,551	---	---
60+	26.4%	---	---	48.8%	---	---	12.4%	---	---	8.7%	---	---	3.7%	---	---	32,106	---	---

*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

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

	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	30.1%	---	---	46.4%	---	---	10.9%	---	---	8.7%	---	---	4.0%	---	---	257,683	---	---
Pay Category																		
Federal Wage System	22.4%	---	---	44.0%	---	---	16.7%	---	---	11.3%	---	---	5.6%	---	---	9,177	---	---
GS 1-6 or equivalent	29.6%	---	---	44.3%	---	---	11.8%	---	---	8.4%	---	---	5.9%	---	---	11,447	---	---
GS 7-12 or equivalent	29.2%	---	---	47.3%	---	---	11.1%	---	---	8.6%	---	---	3.8%	---	---	99,118	---	---
GS 13-15 or equivalent	35.6%	---	---	45.0%	---	---	8.8%	---	---	7.7%	---	---	2.8%	---	---	106,760	---	---
Senior Executive Service	48.1%	---	---	32.9%	---	---	8.2%	---	---	8.7%	---	---	2.2%	---	---	3,825	---	---
SL/ST	36.4%	---	---	46.9%	---	---	7.7%	---	---	6.3%	---	---	2.7%	---	---	1,020	---	---
Other	26.3%	---	---	49.9%	---	---	10.4%	---	---	8.6%	---	---	4.8%	---	---	16,934	---	---
Time in Federal Government																		
< 1 year	42.9%	---	---	44.8%	---	---	6.1%	---	---	3.9%	---	---	2.2%	---	---	3,148	---	---
1-3 years	37.4%	---	---	43.8%	---	---	9.0%	---	---	6.8%	---	---	3.1%	---	---	26,361	---	---
4-5 years	31.9%	---	---	45.4%	---	---	11.6%	---	---	8.0%	---	---	3.1%	---	---	17,761	---	---
6-10 years	28.0%	---	---	46.2%	---	---	11.3%	---	---	9.3%	---	---	5.2%	---	---	40,186	---	---
11-20 years	30.9%	---	---	45.1%	---	---	11.0%	---	---	8.9%	---	---	4.0%	---	---	55,764	---	---
(11 to 14 years)	32.0%	---	---	45.9%	---	---	10.8%	---	---	7.9%	---	---	3.5%	---	---	22,298	---	---
(15 to 20 years)	30.0%	---	---	44.6%	---	---	11.2%	---	---	9.8%	---	---	4.4%	---	---	33,466	---	---
> 20 years	27.1%	---	---	48.5%	---	---	11.3%	---	---	9.1%	---	---	4.0%	---	---	103,657	---	---
Time with Current Agency																		
< 1 year	38.5%	---	---	43.3%	---	---	9.7%	---	---	5.7%	---	---	2.7%	---	---	5,499	---	---
1-3 years	35.9%	---	---	43.9%	---	---	9.0%	---	---	7.5%	---	---	3.7%	---	---	38,394	---	---
4-5 years	31.5%	---	---	44.8%	---	---	12.3%	---	---	8.4%	---	---	3.1%	---	---	23,239	---	---
6-10 years	26.3%	---	---	47.4%	---	---	11.6%	---	---	9.7%	---	---	4.9%	---	---	48,027	---	---
11-20 years	30.3%	---	---	46.2%	---	---	10.8%	---	---	8.8%	---	---	3.8%	---	---	58,200	---	---
> 20 years	27.4%	---	---	48.8%	---	---	11.5%	---	---	8.5%	---	---	3.9%	---	---	74,342	---	---

*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

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

	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	31.9%	27.5%	27.8%	34.6%	36.7%	36.0%	17.1%	17.8%	18.1%	8.9%	10.3%	10.1%	7.4%	7.6%	8.0%	256,935	212,190	221,424
Work Location																		
Headquarters	34.3%	29.4%	29.9%	34.7%	37.6%	35.8%	16.2%	16.8%	17.5%	8.3%	9.2%	9.5%	6.5%	6.9%	7.3%	102,631	82,919	86,482
Field	31.3%	26.6%	26.8%	34.4%	36.2%	36.1%	17.4%	18.3%	18.4%	9.3%	10.9%	10.4%	7.6%	8.0%	8.4%	143,131	125,985	130,937
Supervisor Status																		
Non-Supervisor	30.2%	25.8%	26.3%	33.7%	36.1%	35.5%	18.3%	18.8%	18.8%	9.5%	10.7%	10.5%	8.2%	8.6%	8.8%	143,726	116,267	118,182
Team Leader	32.6%	27.0%	27.8%	37.1%	37.4%	35.7%	15.0%	17.5%	18.6%	8.8%	11.1%	10.4%	6.5%	7.0%	7.6%	34,511	28,855	31,776
Supervisor	35.5%	30.6%	29.4%	36.3%	38.8%	38.5%	15.1%	16.1%	17.0%	7.7%	8.9%	8.7%	5.6%	5.5%	6.4%	43,559	37,700	39,858
Manager	42.4%	37.8%	37.0%	33.7%	36.9%	38.0%	13.1%	13.6%	13.0%	6.3%	7.2%	7.8%	4.5%	4.5%	4.2%	22,370	21,185	22,462
Executive	50.1%	43.5%	43.9%	28.3%	34.8%	33.5%	10.6%	9.6%	10.9%	5.9%	8.4%	6.2%	5.1%	3.8%	5.4%	4,765	4,882	5,134
Sex																		
Male	33.4%	27.1%	27.1%	35.4%	38.3%	37.2%	16.6%	17.6%	18.2%	8.2%	9.9%	9.7%	6.4%	7.1%	7.8%	130,740	108,685	117,813
Female	30.5%	28.1%	28.6%	33.5%	34.5%	34.5%	17.7%	18.1%	17.9%	9.9%	10.9%	10.6%	8.4%	8.4%	8.4%	117,541	100,253	99,719
Hispanic or Latino																		
Yes	34.7%	29.2%	27.6%	30.6%	32.7%	33.5%	17.1%	20.3%	20.9%	9.5%	9.3%	9.7%	8.0%	8.4%	8.4%	16,662	14,269	13,628
No	31.9%	27.4%	27.8%	35.0%	37.1%	36.3%	17.1%	17.6%	17.8%	8.9%	10.4%	10.1%	7.2%	7.6%	8.0%	229,529	194,610	203,788
Race																		
American Indian/ Alaska Native	30.2%	28.7%	27.4%	30.0%	32.5%	32.0%	18.5%	18.8%	20.4%	9.5%	10.0%	11.6%	11.7%	10.0%	8.6%	7,855	8,129	6,153
Asian	32.6%	26.3%	25.7%	38.3%	44.1%	42.0%	16.5%	16.9%	18.7%	6.9%	8.4%	8.7%	5.6%	4.4%	4.8%	11,036	8,415	8,609
Black or African American	29.2%	24.9%	24.9%	33.7%	35.9%	35.0%	19.3%	19.9%	21.4%	9.7%	10.5%	9.5%	8.2%	8.8%	9.3%	39,655	32,715	32,863
Native Hawaiian/ Pacific Islander	32.6%	24.5%	26.7%	31.4%	35.3%	35.9%	20.7%	28.1%	20.8%	6.2%	7.2%	9.4%	9.1%	4.9%	7.2%	1,522	1,472	1,488
White	33.3%	28.4%	29.0%	35.2%	37.1%	36.3%	16.2%	16.8%	17.0%	8.7%	10.4%	10.1%	6.7%	7.3%	7.6%	173,580	146,252	156,717
Two or more races (Not Hispanic/Latino)	24.5%	27.5%	23.2%	29.0%	30.5%	31.9%	23.4%	19.8%	17.7%	13.7%	10.8%	14.2%	9.4%	11.4%	13.0%	6,471	6,176	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

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

	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	31.9%	27.5%	27.8%	34.6%	36.7%	36.0%	17.1%	17.8%	18.1%	8.9%	10.3%	10.1%	7.4%	7.6%	8.0%	256,935	212,190	221,424
Leaving																		
No	36.7%	32.1%	32.3%	36.8%	39.2%	38.2%	15.3%	16.5%	16.7%	6.7%	7.7%	7.8%	4.4%	4.5%	5.0%	177,361	143,378	150,506
Yes, to retire	26.1%	26.2%	25.2%	36.0%	34.4%	35.8%	19.6%	18.5%	18.9%	11.7%	10.3%	11.7%	6.6%	10.5%	8.3%	15,352	13,493	14,410
Yes, to other job in Govt	19.4%	15.6%	15.9%	28.1%	31.0%	31.1%	22.1%	21.1%	21.2%	15.6%	17.1%	16.4%	14.9%	15.2%	15.4%	42,032	37,419	35,600
Yes, to other job outside Govt	23.1%	14.1%	14.6%	29.3%	29.5%	28.2%	16.2%	20.5%	21.2%	15.0%	19.3%	18.3%	16.3%	16.6%	17.7%	5,201	6,394	7,855
Yes, other	17.8%	14.7%	14.2%	22.2%	27.5%	26.7%	22.9%	22.0%	25.2%	13.1%	19.0%	14.2%	23.9%	16.8%	19.6%	8,100	8,242	9,086
Retiring																		
Within 1 year	26.5%	24.9%	26.2%	34.6%	33.3%	34.5%	20.8%	18.7%	17.7%	9.3%	10.6%	12.6%	8.7%	12.4%	9.1%	8,796	8,333	9,140
Between 1 and 3 years	27.3%	26.1%	26.7%	34.3%	37.5%	35.6%	18.3%	16.9%	19.2%	11.7%	11.6%	10.5%	8.4%	7.8%	8.0%	27,504	24,418	25,221
Between 3 and 5 years	30.9%	25.7%	25.2%	36.0%	36.2%	36.9%	17.6%	19.4%	18.7%	8.9%	10.4%	11.7%	6.5%	8.3%	7.4%	29,518	26,402	28,078
5 or more years	33.3%	28.1%	28.4%	34.5%	36.8%	36.0%	16.5%	17.7%	17.9%	8.5%	10.1%	9.6%	7.2%	7.3%	8.0%	179,442	149,776	154,997
Age Group																		
25 and under	46.8%	33.6%	32.2%	32.0%	36.6%	37.4%	12.1%	16.8%	16.6%	4.5%	6.8%	7.8%	4.6%	6.3%	6.0%	3,202	2,298	2,477
26-29	35.5%	26.8%	27.1%	37.1%	39.3%	38.8%	15.0%	17.4%	17.9%	7.8%	10.9%	10.3%	4.7%	5.7%	5.9%	8,788	6,560	6,317
30-39	32.7%	27.5%	26.7%	33.8%	36.0%	38.0%	17.1%	18.3%	17.9%	9.1%	10.9%	9.6%	7.3%	7.3%	7.8%	35,512	29,382	31,362
40-49	31.5%	27.5%	27.6%	35.0%	37.2%	35.8%	16.8%	16.8%	18.0%	9.3%	10.6%	10.1%	7.3%	7.9%	8.5%	73,626	64,115	70,124
50-59	31.4%	26.7%	27.8%	34.2%	36.7%	35.1%	17.7%	18.4%	18.7%	8.8%	10.0%	10.3%	7.9%	8.2%	8.2%	93,247	82,014	87,042
60+	30.9%	29.8%	29.8%	35.5%	35.2%	35.2%	18.1%	18.2%	17.1%	9.6%	10.1%	10.4%	5.9%	6.7%	7.5%	32,007	24,555	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

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

	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	31.9%	27.5%	27.8%	34.6%	36.7%	36.0%	17.1%	17.8%	18.1%	8.9%	10.3%	10.1%	7.4%	7.6%	8.0%	256,935	212,190	221,424
Pay Category																		
Federal Wage System	26.1%	19.9%	21.4%	34.6%	38.1%	37.5%	20.5%	21.9%	19.6%	10.3%	12.3%	11.7%	8.5%	7.7%	9.7%	9,129	8,651	9,476
GS 1-6 or equivalent	30.2%	26.7%	30.3%	31.0%	35.9%	31.5%	18.2%	17.2%	19.7%	11.1%	12.2%	9.3%	9.5%	8.1%	9.3%	11,386	10,340	10,823
GS 7-12 or equivalent	30.9%	26.5%	26.4%	35.2%	36.1%	36.6%	17.9%	19.2%	19.0%	8.9%	10.2%	10.0%	7.2%	7.9%	8.0%	98,823	86,211	91,793
GS 13-15 or equivalent	37.8%	32.1%	31.9%	33.5%	37.7%	37.1%	14.9%	14.7%	15.4%	7.6%	9.2%	9.4%	6.1%	6.4%	6.2%	106,505	83,230	91,617
Senior Executive Service	54.0%	47.7%	47.1%	27.4%	32.6%	32.7%	9.7%	9.5%	9.6%	5.4%	6.5%	5.7%	3.5%	3.7%	5.0%	3,814	3,931	4,205
SL/ST	41.7%	38.1%	13.8%	39.8%	33.5%	40.5%	8.0%	6.1%	25.2%	7.0%	3.2%	7.8%	3.5%	19.2%	12.6%	1,018	780	688
Other	27.7%	25.9%	28.2%	38.2%	36.8%	34.9%	15.9%	17.6%	16.7%	9.6%	11.0%	11.1%	8.6%	8.7%	9.1%	16,902	15,762	8,187
Time in Federal Government																		
< 1 year	44.5%	32.1%	40.3%	37.6%	36.5%	38.3%	11.4%	19.7%	13.0%	4.5%	7.4%	5.0%	2.0%	4.4%	3.4%	3,138	2,253	2,613
1-3 years	37.9%	31.7%	32.1%	35.7%	38.1%	37.5%	14.7%	16.6%	16.4%	6.4%	8.2%	7.7%	5.3%	5.3%	6.3%	26,271	17,928	17,545
4-5 years	33.9%	28.2%	26.1%	33.4%	37.1%	36.2%	18.5%	16.8%	18.2%	7.5%	10.8%	11.0%	6.7%	7.0%	8.6%	17,719	14,598	16,224
6-10 years	29.7%	26.0%	26.9%	34.4%	34.8%	35.7%	16.7%	18.8%	19.0%	11.0%	12.2%	10.4%	8.3%	8.2%	8.0%	40,086	32,658	26,506
11-20 years	31.6%	27.2%	---	32.7%	36.9%	---	17.5%	16.9%	---	10.1%	10.6%	---	8.1%	8.4%	---	55,612	53,231	---
(11 to 14 years)	33.5%	26.9%	26.2%	32.8%	38.0%	36.3%	17.6%	16.1%	17.7%	8.6%	10.7%	10.1%	7.4%	8.4%	9.7%	22,229	17,503	62,914
(15 to 20 years)	30.2%	27.4%	27.8%	32.6%	36.3%	35.3%	17.3%	17.3%	18.8%	11.2%	10.5%	10.7%	8.7%	8.4%	7.4%	33,383	35,728	91,712
> 20 years	30.0%	26.8%	---	35.3%	36.8%	---	18.1%	18.5%	---	8.8%	9.9%	---	7.8%	7.9%	---	103,349	88,277	---
Time with Current Agency																		
< 1 year	41.4%	33.7%	37.5%	37.1%	38.7%	38.4%	13.3%	16.4%	14.7%	5.3%	6.0%	4.9%	2.9%	5.3%	4.5%	5,489	4,810	5,023
1-3 years	36.9%	31.2%	30.6%	34.7%	37.3%	36.3%	15.2%	16.6%	17.6%	6.7%	9.1%	8.1%	6.5%	5.8%	7.3%	38,291	28,187	28,262
4-5 years	32.7%	27.9%	25.1%	33.4%	35.5%	36.7%	18.3%	17.5%	18.6%	8.3%	10.4%	11.2%	7.3%	8.7%	8.4%	23,175	20,124	22,560
6-10 years	28.1%	24.7%	27.0%	34.2%	35.5%	35.0%	17.8%	19.0%	18.8%	11.3%	12.4%	10.6%	8.6%	8.4%	8.6%	47,900	40,756	35,125
11-20 years	31.9%	26.9%	26.1%	33.6%	37.0%	36.1%	16.9%	17.1%	18.0%	9.8%	10.6%	10.4%	7.9%	8.4%	9.4%	58,052	54,455	64,996
> 20 years	30.4%	27.2%	28.3%	35.9%	37.1%	35.8%	18.2%	18.5%	18.3%	8.5%	9.8%	10.7%	7.1%	7.4%	6.9%	74,096	60,590	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

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

	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	36.3%	31.2%	31.0%	32.1%	35.0%	35.1%	19.1%	20.9%	20.9%	7.2%	7.8%	7.7%	5.2%	5.1%	5.2%	257,701	212,189	221,419
Work Location																		
Headquarters	38.5%	33.8%	33.6%	31.9%	34.7%	35.1%	18.3%	20.0%	18.9%	6.4%	6.6%	7.3%	4.9%	4.8%	5.1%	102,922	82,918	86,477
Field	35.6%	29.8%	29.9%	32.3%	35.2%	35.1%	19.3%	21.3%	21.8%	7.5%	8.4%	7.9%	5.3%	5.3%	5.3%	143,601	125,984	130,937
Supervisor Status																		
Non-Supervisor	35.0%	30.3%	30.5%	31.5%	33.8%	34.2%	19.8%	21.8%	21.5%	8.0%	8.5%	8.1%	5.8%	5.6%	5.8%	144,129	116,263	118,181
Team Leader	37.1%	29.1%	30.3%	33.0%	37.0%	35.4%	18.9%	21.4%	21.2%	6.7%	7.4%	8.1%	4.4%	5.2%	5.0%	34,603	28,856	31,776
Supervisor	39.1%	33.0%	31.0%	34.2%	38.5%	38.8%	17.3%	18.4%	19.5%	5.5%	6.3%	6.9%	4.0%	3.8%	3.9%	43,717	37,701	39,852
Manager	44.5%	39.4%	37.6%	32.8%	36.0%	36.9%	14.4%	16.2%	17.1%	4.9%	5.5%	5.8%	3.4%	2.8%	2.7%	22,462	21,187	22,465
Executive	53.6%	45.8%	44.1%	26.4%	33.0%	32.8%	11.3%	15.3%	15.7%	5.0%	3.2%	3.5%	3.7%	2.7%	3.9%	4,794	4,881	5,134
Sex																		
Male	37.5%	30.7%	29.8%	32.7%	36.1%	36.4%	18.3%	20.4%	20.8%	6.8%	8.0%	7.9%	4.7%	4.8%	5.2%	131,239	108,683	117,807
Female	35.3%	31.7%	32.7%	31.4%	33.6%	33.5%	19.7%	21.5%	21.0%	7.7%	7.5%	7.6%	5.9%	5.6%	5.3%	117,811	100,254	99,719
Hispanic or Latino																		
Yes	37.4%	30.0%	29.8%	29.7%	33.4%	34.6%	19.7%	23.0%	21.2%	7.0%	8.4%	8.9%	6.2%	5.2%	5.5%	16,727	14,269	13,629
No	36.5%	31.3%	31.2%	32.4%	35.2%	35.2%	18.9%	20.7%	20.9%	7.2%	7.8%	7.6%	5.0%	5.1%	5.2%	230,245	194,609	203,783
Race																		
American Indian/ Alaska Native	32.8%	28.4%	27.5%	28.0%	33.8%	29.7%	22.9%	20.8%	26.1%	8.3%	11.0%	10.7%	7.9%	6.1%	5.9%	7,879	8,129	6,153
Asian	36.3%	28.6%	27.5%	33.0%	38.1%	39.7%	18.0%	21.3%	22.7%	9.4%	9.1%	6.4%	3.3%	2.8%	3.8%	11,078	8,413	8,609
Black or African American	35.0%	30.2%	30.7%	31.7%	34.6%	35.5%	21.6%	23.0%	21.7%	6.2%	7.0%	7.0%	5.5%	5.2%	5.3%	39,829	32,718	32,868
Native Hawaiian/ Pacific Islander	35.8%	31.4%	28.7%	28.4%	26.3%	34.4%	22.7%	31.6%	24.0%	5.8%	7.1%	7.3%	7.3%	3.5%	5.7%	1,534	1,472	1,488
White	37.6%	31.8%	31.9%	32.8%	35.6%	35.2%	17.9%	20.0%	19.9%	7.0%	7.6%	7.8%	4.8%	5.0%	5.2%	174,070	146,250	156,709
Two or more races (Not Hispanic/Latino)	28.1%	31.4%	26.1%	26.4%	28.9%	29.5%	25.5%	22.3%	29.8%	12.8%	10.2%	7.7%	7.2%	7.2%	6.8%	6,487	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

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

	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	36.3%	31.2%	31.0%	32.1%	35.0%	35.1%	19.1%	20.9%	20.9%	7.2%	7.8%	7.7%	5.2%	5.1%	5.2%	257,701	212,189	221,419
Leaving																		
No	41.7%	35.9%	36.0%	33.7%	36.9%	36.9%	16.5%	18.8%	18.5%	5.1%	5.4%	5.4%	3.0%	2.9%	3.3%	177,930	143,375	150,498
Yes, to retire	31.8%	30.5%	28.3%	33.5%	33.3%	35.6%	22.8%	20.7%	22.2%	7.2%	7.9%	9.2%	4.7%	7.6%	4.7%	15,401	13,494	14,408
Yes, to other job in Govt	22.4%	19.0%	18.3%	27.2%	29.6%	31.1%	26.5%	26.9%	26.9%	13.2%	14.0%	13.8%	10.7%	10.5%	9.8%	42,181	37,418	35,603
Yes, to other job outside Govt	24.3%	14.9%	16.4%	29.5%	32.2%	26.6%	20.8%	26.5%	29.4%	13.2%	15.5%	14.4%	12.2%	10.9%	13.2%	5,215	6,395	7,856
Yes, other	18.2%	16.1%	15.8%	24.2%	31.8%	28.6%	23.3%	25.4%	28.5%	15.8%	15.2%	14.2%	18.5%	11.5%	12.9%	8,112	8,243	9,085
Retiring																		
Within 1 year	31.4%	29.8%	29.3%	33.1%	32.9%	33.8%	21.9%	20.9%	21.7%	6.7%	7.7%	9.7%	6.9%	8.8%	5.5%	8,830	8,333	9,141
Between 1 and 3 years	31.4%	30.3%	30.0%	33.2%	34.4%	34.6%	20.6%	21.7%	21.7%	8.9%	8.1%	8.8%	5.8%	5.6%	4.8%	27,623	24,417	25,219
Between 3 and 5 years	37.0%	30.1%	29.9%	33.0%	36.6%	36.7%	18.4%	20.3%	20.0%	7.1%	7.5%	8.2%	4.4%	5.4%	5.2%	29,625	26,403	28,074
5 or more years	37.4%	31.5%	31.5%	31.8%	35.0%	35.0%	18.6%	20.9%	20.8%	7.1%	7.8%	7.4%	5.0%	4.8%	5.2%	179,981	149,774	154,998
Age Group																		
25 and under	50.5%	37.1%	38.0%	28.8%	34.9%	33.1%	12.6%	18.9%	18.8%	5.2%	5.5%	6.4%	2.8%	3.5%	3.8%	3,204	2,298	2,477
26-29	39.0%	28.8%	29.1%	34.2%	37.8%	35.5%	17.3%	22.4%	25.1%	6.1%	7.4%	5.9%	3.4%	3.7%	4.5%	8,806	6,560	6,316
30-39	35.9%	31.1%	29.9%	32.4%	33.5%	36.1%	18.8%	21.9%	20.9%	7.5%	8.3%	8.2%	5.4%	5.2%	4.9%	35,597	29,381	31,364
40-49	36.2%	30.7%	29.9%	31.3%	36.0%	36.1%	19.8%	19.9%	20.6%	7.7%	7.7%	7.9%	5.1%	5.7%	5.5%	73,850	64,120	70,122
50-59	36.0%	30.3%	31.7%	32.3%	34.9%	34.0%	19.1%	21.4%	21.4%	7.0%	8.3%	7.6%	5.7%	5.1%	5.4%	93,572	82,007	87,037
60+	36.5%	35.4%	34.0%	33.5%	33.7%	34.7%	19.2%	19.8%	18.4%	7.0%	6.5%	7.9%	3.8%	4.6%	4.9%	32,135	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

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

	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	36.3%	31.2%	31.0%	32.1%	35.0%	35.1%	19.1%	20.9%	20.9%	7.2%	7.8%	7.7%	5.2%	5.1%	5.2%	257,701	212,189	221,419
Pay Category																		
Federal Wage System	29.8%	24.4%	24.7%	31.4%	35.9%	34.5%	24.3%	25.0%	24.2%	9.1%	9.9%	10.0%	5.4%	4.7%	6.6%	9,190	8,653	9,474
GS 1-6 or equivalent	34.0%	31.9%	33.6%	29.5%	31.6%	31.4%	20.4%	22.7%	22.0%	8.7%	7.0%	6.3%	7.4%	6.9%	6.6%	11,440	10,338	10,822
GS 7-12 or equivalent	36.0%	30.1%	30.0%	32.4%	35.3%	36.0%	19.5%	21.7%	21.1%	7.3%	7.8%	8.0%	4.9%	5.2%	4.9%	99,119	86,209	91,789
GS 13-15 or equivalent	41.4%	35.2%	34.5%	31.7%	35.4%	35.9%	16.5%	18.0%	18.6%	6.0%	6.9%	7.0%	4.4%	4.5%	4.0%	106,827	83,231	91,616
Senior Executive Service	55.4%	50.7%	47.4%	26.5%	30.7%	33.0%	11.2%	12.1%	13.5%	4.0%	3.8%	3.2%	3.0%	2.7%	2.9%	3,826	3,930	4,205
SL/ST	47.0%	33.3%	19.1%	36.1%	36.8%	36.1%	8.7%	9.9%	31.2%	5.8%	18.7%	5.7%	2.3%	1.3%	8.0%	1,022	780	688
Other	32.0%	29.2%	32.5%	35.4%	35.6%	34.1%	18.6%	20.7%	20.2%	7.6%	9.1%	6.4%	6.5%	5.4%	6.9%	16,936	15,763	8,187
Time in Federal Government																		
< 1 year	46.9%	33.2%	45.9%	36.0%	38.0%	31.1%	11.7%	20.9%	18.2%	3.8%	5.9%	3.1%	1.6%	2.0%	1.8%	3,146	2,253	2,614
1-3 years	41.1%	34.6%	34.7%	32.8%	35.5%	35.8%	15.5%	19.5%	18.7%	7.0%	6.8%	7.0%	3.6%	3.6%	3.8%	26,348	17,927	17,546
4-5 years	38.6%	30.9%	30.0%	30.4%	35.5%	33.4%	20.1%	20.5%	23.1%	6.5%	8.2%	7.5%	4.5%	5.0%	6.0%	17,773	14,597	16,224
6-10 years	32.4%	29.2%	29.0%	32.2%	33.6%	35.4%	20.7%	21.9%	22.2%	8.7%	9.8%	8.3%	6.0%	5.5%	5.0%	40,197	32,658	26,506
11-20 years	37.0%	30.8%	---	29.9%	35.2%	---	20.2%	20.8%	---	7.1%	7.4%	---	5.7%	5.7%	---	55,794	53,234	---
(11 to 14 years)	38.8%	30.3%	29.7%	31.3%	34.7%	35.7%	18.1%	22.2%	20.1%	6.3%	7.2%	8.3%	5.6%	5.6%	6.2%	22,310	17,504	62,912
(15 to 20 years)	35.7%	31.1%	31.3%	28.9%	35.5%	35.0%	21.8%	20.1%	21.2%	7.7%	7.6%	7.6%	5.9%	5.8%	4.9%	33,484	35,730	91,707
> 20 years	35.4%	31.2%	---	33.0%	35.3%	---	19.0%	20.9%	---	7.1%	7.4%	---	5.5%	5.2%	---	103,702	88,273	---
Time with Current Agency																		
< 1 year	44.6%	37.7%	42.4%	34.3%	35.6%	32.8%	14.4%	18.5%	18.4%	4.3%	5.9%	3.5%	2.4%	2.3%	2.8%	5,493	4,810	5,024
1-3 years	40.4%	33.8%	33.0%	32.1%	34.8%	35.3%	16.0%	20.6%	19.5%	7.1%	6.8%	7.7%	4.4%	4.0%	4.4%	38,395	28,186	28,261
4-5 years	37.0%	30.4%	29.5%	31.2%	34.3%	33.7%	20.5%	20.7%	23.4%	6.7%	8.6%	7.4%	4.7%	6.0%	5.9%	23,256	20,123	22,558
6-10 years	31.4%	28.9%	29.1%	32.4%	33.9%	35.3%	21.4%	22.0%	21.5%	8.6%	9.5%	8.7%	6.2%	5.7%	5.5%	48,031	40,757	35,126
11-20 years	37.5%	30.8%	29.6%	30.4%	35.8%	35.8%	19.1%	20.3%	20.4%	6.8%	7.7%	8.1%	6.1%	5.4%	6.1%	58,244	54,457	64,993
> 20 years	35.7%	31.1%	32.0%	33.5%	35.6%	35.1%	18.9%	21.2%	20.9%	7.0%	7.0%	7.4%	4.9%	5.1%	4.5%	74,358	60,587	61,524

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.2%	10.5%	9.4%	34.2%	29.7%	28.8%	27.0%	28.2%	28.7%	18.2%	19.7%	20.4%	10.3%	11.8%	12.8%	253,406	210,302	219,466	2,944	1,883	1,939
Work Location																					
Headquarters	11.4%	12.1%	11.7%	35.9%	31.9%	30.9%	27.1%	28.0%	27.9%	16.9%	18.1%	18.7%	8.7%	9.9%	10.8%	101,723	82,127	85,613	1,279	792	859
Field	9.6%	9.8%	8.3%	33.3%	28.6%	27.8%	27.0%	28.4%	29.1%	18.9%	20.5%	21.1%	11.2%	12.8%	13.7%	142,227	124,928	129,910	1,497	1,050	1,022
Supervisor Status																					
Non-Supervisor	9.4%	9.7%	8.9%	32.8%	28.0%	27.2%	27.6%	28.9%	29.0%	18.8%	20.5%	20.9%	11.4%	12.9%	14.0%	141,960	114,813	116,693	2,293	1,446	1,483
Team Leader	9.2%	9.4%	8.2%	34.0%	28.9%	28.6%	26.8%	28.6%	29.4%	19.8%	20.8%	21.1%	10.3%	12.2%	12.8%	34,367	28,677	31,571	255	176	200
Supervisor	11.4%	12.3%	9.6%	37.5%	34.7%	32.3%	26.5%	26.8%	28.6%	17.3%	17.2%	19.8%	7.3%	8.9%	9.8%	43,555	37,539	39,714	217	163	137
Manager	18.3%	16.3%	14.7%	41.8%	37.9%	37.4%	21.8%	24.0%	26.2%	12.4%	15.2%	14.6%	5.7%	6.7%	7.0%	22,425	21,147	22,417	50	39	47
Executive	28.6%	27.6%	21.2%	43.7%	34.9%	39.5%	14.1%	21.4%	18.1%	8.7%	11.5%	14.3%	4.8%	4.5%	6.9%	4,783	4,863	5,118	9	18	17
Sex																					
Male	10.3%	10.0%	8.9%	33.0%	29.8%	28.2%	27.8%	28.5%	29.0%	18.3%	19.3%	20.2%	10.6%	12.5%	13.7%	130,283	108,046	117,083	1,026	640	717
Female	10.3%	11.3%	9.9%	35.8%	29.5%	29.6%	25.8%	27.9%	28.4%	18.2%	20.3%	20.6%	9.8%	10.9%	11.5%	116,165	99,046	98,547	1,786	1,202	1,168
Hispanic or Latino																					
Yes	12.6%	12.3%	10.8%	32.9%	31.4%	31.3%	25.6%	26.8%	25.9%	17.1%	18.1%	19.1%	11.8%	11.5%	12.9%	16,539	14,139	13,514	208	131	113
No	10.1%	10.4%	9.2%	34.4%	29.5%	28.6%	27.1%	28.4%	29.0%	18.4%	19.9%	20.5%	10.0%	11.8%	12.8%	227,856	192,892	202,003	2,553	1,710	1,771
Race																					
American Indian/ Alaska Native	8.2%	10.6%	7.5%	30.5%	27.3%	30.7%	28.7%	25.0%	31.3%	20.5%	21.1%	19.0%	12.1%	16.1%	11.6%	7,780	8,023	6,059	125	106	94
Asian	12.0%	12.8%	11.9%	41.3%	39.5%	37.1%	25.3%	26.6%	29.2%	15.2%	13.4%	13.2%	6.2%	7.7%	8.6%	10,891	8,288	8,469	187	125	138
Black or African American	11.2%	11.6%	10.6%	36.7%	31.6%	31.2%	27.3%	29.2%	28.5%	15.9%	17.5%	18.0%	9.0%	10.1%	11.8%	39,174	32,268	32,400	678	452	464
Native Hawaiian/ Pacific Islander	9.9%	9.4%	17.0%	32.3%	28.5%	29.4%	22.0%	34.9%	27.0%	17.9%	17.0%	16.0%	17.9%	10.1%	10.6%	1,509	1,459	1,471	23	13	14
White	10.2%	10.2%	9.0%	33.7%	29.0%	28.0%	27.1%	28.0%	28.7%	18.7%	20.8%	21.4%	10.3%	12.1%	13.0%	172,643	145,250	155,691	1,553	993	1,015
Two or more races (Not Hispanic/Latino)	7.7%	10.3%	8.1%	28.1%	25.9%	20.7%	26.5%	30.5%	32.7%	26.3%	18.2%	20.8%	11.5%	15.1%	17.7%	6,385	6,096	6,103	109	80	90

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.2%	10.5%	9.4%	34.2%	29.7%	28.8%	27.0%	28.2%	28.7%	18.2%	19.7%	20.4%	10.3%	11.8%	12.8%	253,406	210,302	219,466	2,944	1,883	1,939
Leaving																					
No	12.4%	12.7%	11.5%	38.9%	33.7%	33.2%	27.0%	29.1%	29.4%	15.2%	17.1%	17.6%	6.4%	7.4%	8.4%	176,139	142,131	149,155	1,917	1,245	1,327
Yes, to retire	8.3%	10.1%	6.1%	34.7%	26.8%	27.0%	27.1%	28.8%	29.0%	18.6%	19.8%	21.6%	11.3%	14.4%	16.2%	15,202	13,361	14,289	216	131	120
Yes, to other job in Govt	4.9%	4.7%	4.4%	20.8%	20.5%	18.2%	27.0%	26.9%	27.1%	26.7%	26.6%	28.0%	20.6%	21.3%	22.3%	41,709	37,086	35,327	511	333	277
Yes, to other job outside Govt	3.9%	3.5%	2.5%	17.0%	15.3%	13.9%	23.5%	21.0%	22.5%	26.7%	32.5%	29.0%	28.9%	27.7%	32.0%	5,168	6,367	7,810	43	28	49
Yes, other	3.4%	4.5%	3.4%	17.3%	16.0%	13.9%	26.0%	24.6%	27.9%	29.3%	25.1%	27.8%	24.0%	29.7%	27.1%	7,995	8,135	8,976	131	105	111
Retiring																					
Within 1 year	9.1%	9.3%	6.7%	31.3%	27.6%	27.2%	26.2%	27.2%	26.7%	22.1%	20.3%	22.5%	11.3%	15.6%	16.9%	8,694	8,262	9,058	133	71	84
Between 1 and 3 years	8.0%	10.6%	7.4%	33.5%	25.6%	27.1%	28.7%	29.6%	29.3%	18.5%	20.7%	22.4%	11.3%	13.4%	13.8%	27,329	24,212	25,017	331	208	196
Between 3 and 5 years	9.4%	8.4%	7.8%	34.0%	29.6%	28.3%	27.5%	29.3%	29.4%	18.7%	20.3%	21.0%	10.4%	12.5%	13.5%	29,334	26,171	27,841	311	228	236
5 or more years	10.8%	10.9%	10.0%	34.4%	30.4%	29.3%	26.7%	27.9%	28.6%	18.0%	19.5%	19.8%	10.1%	11.3%	12.3%	178,129	148,437	153,623	1,977	1,335	1,367
Age Group																					
25 and under	17.9%	17.4%	13.3%	42.6%	35.6%	35.5%	22.8%	24.9%	26.5%	11.2%	14.4%	17.1%	5.5%	7.7%	7.6%	3,153	2,274	2,448	54	24	29
26-29	13.4%	10.1%	11.5%	37.7%	34.3%	31.8%	24.6%	25.9%	26.8%	15.6%	18.7%	19.9%	8.6%	10.9%	10.1%	8,706	6,501	6,240	96	58	77
30-39	9.9%	9.8%	8.6%	34.6%	30.0%	28.9%	26.0%	27.6%	29.8%	19.3%	20.0%	19.9%	10.2%	12.6%	12.8%	35,223	29,128	31,111	368	254	252
40-49	9.6%	10.4%	8.7%	33.6%	30.1%	28.9%	26.6%	27.6%	28.3%	19.5%	19.5%	20.5%	10.7%	12.4%	13.6%	73,123	63,570	69,540	761	545	582
50-59	10.3%	10.0%	9.5%	33.5%	28.3%	27.8%	27.9%	28.9%	28.9%	17.9%	20.9%	20.8%	10.4%	11.9%	13.0%	92,629	81,278	86,307	1,045	733	730
60+	10.5%	13.0%	10.9%	35.7%	29.3%	29.6%	28.3%	30.7%	28.9%	17.2%	17.5%	19.7%	8.3%	9.5%	11.0%	31,733	24,326	19,968	454	228	214

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.2%	10.5%	9.4%	34.2%	29.7%	28.8%	27.0%	28.2%	28.7%	18.2%	19.7%	20.4%	10.3%	11.8%	12.8%	253,406	210,302	219,466	2,944	1,883	1,939
Pay Category																					
Federal Wage System	8.1%	7.5%	7.0%	31.5%	31.0%	27.9%	29.6%	29.0%	29.3%	19.1%	19.9%	21.2%	11.7%	12.5%	14.6%	9,140	8,597	9,408	68	56	63
GS 1-6 or equivalent	11.4%	14.0%	13.8%	35.9%	29.8%	31.2%	28.1%	26.9%	26.9%	16.2%	17.8%	16.3%	8.4%	11.4%	11.8%	11,194	10,161	10,639	254	178	185
GS 7-12 or equivalent	10.1%	10.0%	9.0%	34.1%	29.3%	29.2%	27.8%	29.8%	29.1%	17.8%	19.7%	20.6%	10.3%	11.2%	12.1%	97,760	85,224	90,811	1,454	987	974
GS 13-15 or equivalent	11.4%	11.0%	9.4%	35.5%	30.8%	29.2%	24.4%	26.8%	28.3%	18.2%	20.1%	21.2%	10.5%	11.3%	11.9%	106,038	82,719	91,060	841	506	550
Senior Executive Service	30.9%	28.8%	22.9%	42.8%	37.7%	41.4%	14.0%	17.8%	18.6%	8.4%	10.1%	12.1%	3.8%	5.7%	5.0%	3,824	3,925	4,200	2	5	6
SL/ST	15.2%	8.0%	6.3%	38.0%	29.8%	21.9%	30.6%	34.6%	28.3%	9.2%	6.6%	25.9%	6.8%	21.0%	17.6%	1,016	777	686	8	3	2
Other	7.8%	10.1%	8.5%	31.2%	26.7%	25.1%	27.2%	25.8%	32.6%	22.2%	21.5%	19.7%	11.6%	15.8%	14.0%	16,786	15,656	8,085	171	107	102
Time in Federal Government																					
< 1 year	21.1%	18.5%	21.2%	43.2%	33.9%	38.4%	18.5%	29.8%	24.6%	13.5%	12.2%	11.7%	3.6%	5.6%	4.2%	3,103	2,209	2,562	46	44	52
1-3 years	13.7%	13.6%	12.0%	39.9%	36.0%	34.4%	26.2%	26.1%	27.1%	13.0%	15.4%	16.7%	7.2%	8.9%	9.8%	26,054	17,760	17,379	312	168	164
4-5 years	12.0%	10.9%	10.6%	33.4%	30.7%	27.7%	27.2%	27.0%	26.9%	17.9%	19.5%	20.7%	9.4%	11.8%	14.2%	17,567	14,462	16,100	198	136	130
6-10 years	8.3%	9.7%	8.7%	32.1%	29.1%	28.0%	26.8%	28.2%	30.2%	20.9%	20.1%	20.0%	11.9%	12.9%	13.1%	39,794	32,392	26,291	423	264	213
11-20 years	9.3%	9.7%	---	31.8%	27.9%	---	27.0%	28.3%	---	19.5%	21.3%	---	12.4%	12.7%	---	55,300	52,761	---	548	472	---
(11 to 14 years)	8.9%	9.1%	8.6%	30.7%	28.5%	27.4%	28.5%	27.9%	29.4%	20.5%	21.9%	20.8%	11.5%	12.5%	13.8%	22,099	17,364	62,364	232	140	545
(15 to 20 years)	9.7%	10.1%	8.5%	32.6%	27.6%	28.4%	25.9%	28.5%	28.8%	18.7%	21.0%	21.5%	13.0%	12.9%	12.8%	33,201	35,397	90,921	316	332	779
> 20 years	9.3%	10.1%	---	34.1%	28.6%	---	27.5%	29.1%	---	18.8%	20.3%	---	10.3%	11.9%	---	102,531	87,514	---	1,273	758	---
Time with Current Agency																					
< 1 year	19.9%	19.6%	20.5%	42.2%	38.8%	36.4%	21.5%	25.9%	25.3%	12.1%	10.4%	13.2%	4.4%	5.3%	4.6%	5,398	4,693	4,906	107	117	118
1-3 years	13.7%	13.5%	11.6%	38.2%	34.4%	32.8%	25.8%	26.8%	27.0%	14.1%	15.8%	17.5%	8.1%	9.4%	11.1%	37,945	27,897	27,992	478	289	271
4-5 years	10.5%	10.7%	9.3%	32.6%	29.1%	27.4%	28.2%	26.8%	27.9%	18.4%	20.5%	21.6%	10.3%	12.9%	13.9%	22,981	19,937	22,378	269	187	185
6-10 years	8.3%	8.9%	8.7%	30.9%	28.4%	27.9%	27.7%	28.7%	30.4%	21.1%	21.1%	20.5%	12.1%	13.0%	12.5%	47,568	40,441	34,817	493	313	307
11-20 years	9.0%	9.3%	8.1%	32.5%	27.7%	27.2%	26.5%	29.0%	29.2%	19.7%	21.1%	21.1%	12.4%	12.9%	14.4%	57,679	54,018	64,446	607	437	536
> 20 years	9.3%	10.0%	8.5%	34.6%	28.5%	28.5%	28.0%	29.0%	28.9%	18.7%	20.7%	21.4%	9.4%	11.8%	12.7%	73,606	60,090	61,058	842	498	465

*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

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

	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	16.4%	15.6%	14.9%	39.3%	35.5%	35.3%	23.7%	26.6%	26.6%	11.5%	12.0%	12.2%	9.1%	10.4%	11.0%	247,681	204,944	213,820	8,613	7,241	7,589
Work Location																					
Headquarters	18.6%	17.6%	17.3%	40.2%	38.1%	37.6%	23.7%	25.0%	24.7%	9.9%	10.8%	10.8%	7.6%	8.5%	9.6%	99,235	80,030	83,399	3,739	2,889	3,077
Field	15.4%	14.6%	13.8%	38.6%	34.3%	34.3%	23.8%	27.4%	27.5%	12.5%	12.5%	12.8%	9.7%	11.3%	11.6%	139,219	121,764	126,598	4,495	4,212	4,332
Supervisor Status																					
Non-Supervisor	14.4%	13.9%	13.6%	38.6%	34.0%	33.7%	24.9%	28.0%	27.7%	12.0%	12.7%	12.8%	10.1%	11.4%	12.2%	137,996	111,166	112,900	6,239	5,093	5,277
Team Leader	16.2%	14.7%	14.2%	38.0%	35.7%	35.9%	23.2%	26.2%	26.5%	13.4%	12.5%	12.7%	9.1%	10.9%	10.8%	33,585	27,932	30,778	1,033	922	996
Supervisor	20.2%	18.7%	15.6%	42.9%	40.1%	40.3%	21.4%	23.8%	25.5%	9.5%	10.0%	10.9%	6.0%	7.4%	7.7%	42,936	36,899	39,027	835	802	824
Manager	28.9%	24.9%	25.0%	42.5%	41.9%	41.0%	17.3%	19.7%	20.5%	6.5%	8.0%	7.9%	4.8%	5.5%	5.6%	22,252	20,933	22,204	214	254	259
Executive	43.4%	39.3%	38.9%	36.7%	34.0%	36.3%	10.0%	18.7%	11.5%	5.7%	4.0%	7.8%	4.2%	4.0%	5.6%	4,759	4,846	5,083	32	35	52
Sex																					
Male	17.5%	16.0%	15.2%	39.0%	36.6%	36.1%	23.4%	25.5%	25.7%	11.2%	11.7%	11.6%	9.0%	10.3%	11.4%	127,474	105,369	114,233	3,809	3,317	3,570
Female	15.2%	15.1%	14.5%	39.7%	34.2%	34.3%	24.1%	28.0%	27.8%	12.0%	12.3%	12.9%	9.1%	10.4%	10.4%	113,464	96,458	95,875	4,482	3,788	3,842
Hispanic or Latino																					
Yes	17.1%	17.7%	16.7%	39.4%	36.2%	35.7%	22.3%	25.1%	24.7%	11.0%	11.2%	12.1%	10.1%	9.9%	10.8%	16,223	13,819	13,187	526	451	439
No	16.5%	15.4%	14.7%	39.3%	35.5%	35.3%	23.7%	26.7%	26.8%	11.6%	12.0%	12.2%	8.9%	10.4%	10.9%	222,733	187,954	196,804	7,655	6,647	6,973
Race																					
American Indian/ Alaska Native	11.6%	13.6%	10.9%	34.2%	28.0%	32.5%	28.7%	27.1%	27.3%	13.1%	17.0%	17.1%	12.4%	14.2%	12.2%	7,685	7,907	5,966	215	222	185
Asian	15.2%	16.1%	16.4%	47.9%	45.0%	40.4%	20.7%	25.3%	27.8%	11.6%	8.1%	7.4%	4.6%	5.4%	8.0%	10,648	8,092	8,273	425	321	335
Black or African American	14.3%	14.3%	13.0%	37.4%	34.6%	33.6%	27.0%	27.9%	29.7%	11.7%	12.5%	12.4%	9.6%	10.7%	11.3%	38,480	31,563	31,733	1,383	1,153	1,137
Native Hawaiian/ Pacific Islander	12.6%	13.3%	21.4%	44.6%	30.0%	33.3%	19.8%	30.9%	29.1%	14.5%	18.0%	8.4%	8.6%	7.8%	7.8%	1,497	1,440	1,449	35	32	37
White	17.7%	16.0%	15.5%	39.8%	36.1%	36.0%	22.7%	26.0%	25.5%	11.1%	11.7%	12.3%	8.6%	10.2%	10.7%	168,587	141,407	151,492	5,586	4,840	5,214
Two or more races (Not Hispanic/Latino)	12.5%	14.3%	11.8%	31.1%	30.3%	29.0%	26.8%	27.2%	29.8%	16.0%	14.1%	12.3%	13.7%	14.2%	17.2%	6,226	5,912	5,908	265	263	285

*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

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

	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	16.4%	15.6%	14.9%	39.3%	35.5%	35.3%	23.7%	26.6%	26.6%	11.5%	12.0%	12.2%	9.1%	10.4%	11.0%	247,681	204,944	213,820	8,613	7,241	7,589
Leaving																					
No	19.4%	18.5%	17.7%	43.5%	39.2%	38.9%	22.3%	26.1%	26.0%	9.2%	9.6%	10.2%	5.6%	6.6%	7.2%	172,583	138,785	145,632	5,444	4,590	4,858
Yes, to retire	13.8%	14.1%	12.1%	39.1%	33.7%	33.6%	24.0%	27.0%	25.3%	13.6%	11.8%	14.9%	9.5%	13.4%	14.1%	14,922	13,084	13,987	502	407	424
Yes, to other job in Govt	8.8%	7.8%	8.1%	26.7%	27.1%	27.0%	28.3%	28.3%	29.5%	17.8%	17.8%	16.6%	18.4%	18.9%	18.7%	40,489	35,938	34,217	1,727	1,480	1,381
Yes, to other job outside Govt	8.6%	7.4%	7.8%	28.3%	24.9%	22.5%	22.4%	23.9%	24.6%	16.7%	21.3%	18.1%	24.0%	22.6%	27.0%	4,977	6,139	7,542	233	256	317
Yes, other	6.2%	7.4%	5.3%	25.6%	20.9%	22.2%	29.7%	27.7%	29.7%	16.7%	20.2%	18.6%	21.8%	23.8%	24.2%	7,763	7,868	8,660	367	373	428
Retiring																					
Within 1 year	15.2%	14.0%	13.1%	37.8%	32.0%	32.4%	22.8%	27.9%	24.7%	13.8%	12.0%	14.4%	10.3%	14.1%	15.3%	8,538	8,089	8,860	296	243	280
Between 1 and 3 years	14.5%	14.8%	13.2%	38.0%	32.2%	33.2%	24.6%	28.3%	27.8%	12.5%	12.3%	13.8%	10.4%	12.4%	11.9%	26,783	23,614	24,437	889	807	779
Between 3 and 5 years	15.9%	14.5%	13.2%	38.1%	34.5%	34.2%	24.7%	28.4%	27.9%	12.7%	11.9%	13.0%	8.6%	10.7%	11.7%	28,782	25,570	27,145	870	832	931
5 or more years	17.0%	15.9%	15.5%	39.7%	36.3%	36.1%	23.5%	26.0%	26.3%	11.1%	11.9%	11.7%	8.8%	9.8%	10.4%	173,945	144,545	149,571	6,118	5,223	5,420
Age Group																					
25 and under	27.5%	21.2%	19.6%	45.6%	43.6%	44.5%	15.4%	21.5%	21.4%	6.6%	7.7%	7.4%	4.9%	6.0%	7.0%	3,080	2,199	2,374	124	98	103
26-29	18.7%	16.9%	16.1%	43.2%	43.1%	41.1%	21.6%	20.4%	25.6%	9.2%	11.5%	10.9%	7.3%	8.0%	6.4%	8,452	6,309	6,034	344	250	282
30-39	15.2%	14.7%	13.7%	40.9%	36.7%	36.3%	23.5%	25.5%	27.8%	11.2%	12.7%	11.7%	9.2%	10.3%	10.5%	34,250	28,298	30,149	1,321	1,083	1,213
40-49	15.3%	15.0%	14.3%	38.2%	35.8%	35.0%	24.4%	25.3%	25.7%	12.5%	12.4%	12.4%	9.6%	11.6%	12.5%	71,589	62,027	67,867	2,283	2,086	2,254
50-59	17.0%	15.1%	15.0%	38.0%	33.6%	34.0%	24.1%	28.6%	27.5%	11.6%	12.2%	12.8%	9.3%	10.5%	10.8%	90,701	79,269	84,201	2,977	2,745	2,841
60+	17.7%	18.8%	17.3%	41.3%	34.9%	36.1%	22.6%	28.7%	25.4%	11.0%	9.5%	11.3%	7.5%	8.2%	9.9%	31,059	23,714	19,465	1,142	841	718

*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

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

	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	16.4%	15.6%	14.9%	39.3%	35.5%	35.3%	23.7%	26.6%	26.6%	11.5%	12.0%	12.2%	9.1%	10.4%	11.0%	247,681	204,944	213,820	8,613	7,241	7,589
Pay Category																					
Federal Wage System	10.4%	11.3%	10.1%	35.8%	33.0%	30.6%	25.3%	26.8%	27.8%	16.8%	15.9%	17.1%	11.6%	12.9%	14.5%	9,050	8,514	9,293	157	138	183
GS 1-6 or equivalent	16.0%	16.6%	17.1%	38.0%	34.9%	35.6%	26.0%	25.7%	24.3%	11.5%	12.7%	10.6%	8.5%	10.1%	12.4%	11,064	10,027	10,458	380	310	369
GS 7-12 or equivalent	15.5%	14.5%	14.1%	39.3%	35.5%	35.6%	24.9%	28.2%	27.9%	11.4%	12.0%	12.1%	9.0%	9.9%	10.2%	95,457	82,837	88,313	3,752	3,374	3,469
GS 13-15 or equivalent	20.2%	18.1%	17.2%	41.7%	38.4%	38.1%	21.1%	24.3%	25.0%	9.2%	10.3%	10.8%	7.8%	8.9%	8.9%	103,455	80,447	88,618	3,418	2,780	2,993
Senior Executive Service	49.1%	44.8%	42.7%	34.9%	34.3%	36.3%	8.8%	10.8%	11.7%	4.7%	6.3%	4.8%	2.5%	3.8%	4.5%	3,802	3,910	4,179	22	20	27
SL/ST	28.5%	15.8%	11.5%	35.4%	30.0%	35.4%	25.8%	40.1%	13.5%	6.1%	11.5%	26.6%	4.2%	2.6%	13.0%	1,004	767	675	19	13	13
Other	14.8%	15.0%	13.6%	36.9%	31.7%	31.1%	22.5%	25.8%	28.8%	13.7%	12.6%	13.4%	12.1%	14.8%	13.1%	16,426	15,295	7,845	524	469	342
Time in Federal Government																					
< 1 year	33.8%	24.2%	30.6%	48.7%	41.2%	43.3%	12.0%	25.6%	19.4%	2.8%	4.6%	4.3%	2.7%	4.4%	2.4%	3,011	2,148	2,480	131	105	134
1-3 years	21.5%	19.6%	18.7%	45.1%	41.6%	42.1%	20.1%	23.7%	23.2%	7.8%	9.4%	9.2%	5.5%	5.7%	6.9%	25,389	17,279	16,839	962	648	704
4-5 years	16.8%	15.7%	15.1%	40.6%	37.2%	35.6%	24.4%	24.9%	26.4%	11.0%	11.6%	11.7%	7.1%	10.7%	11.2%	17,142	14,074	15,621	617	523	607
6-10 years	13.7%	14.9%	13.2%	38.5%	35.3%	36.9%	24.1%	25.4%	26.3%	12.2%	12.9%	12.4%	11.4%	11.6%	11.3%	38,834	31,460	25,504	1,371	1,196	999
11-20 years	15.9%	14.4%	---	35.6%	34.3%	---	24.5%	27.1%	---	13.0%	12.8%	---	10.9%	11.4%	---	53,962	51,386	---	1,894	1,845	---
(11 to 14 years)	16.5%	14.2%	14.0%	35.7%	35.6%	33.4%	25.3%	26.7%	28.0%	11.9%	13.1%	12.2%	10.5%	10.3%	12.4%	21,533	16,889	60,711	798	615	2,199
(15 to 20 years)	15.5%	14.5%	14.3%	35.5%	33.5%	33.8%	23.9%	27.3%	27.1%	13.8%	12.6%	13.4%	11.3%	11.9%	11.3%	32,429	34,497	88,937	1,096	1,230	2,769
> 20 years	15.1%	14.9%	---	38.3%	33.9%	---	25.0%	28.2%	---	12.5%	12.2%	---	9.1%	10.8%	---	100,533	85,483	---	3,278	2,790	---
Time with Current Agency																					
< 1 year	30.2%	26.7%	26.8%	47.7%	41.9%	43.4%	14.7%	21.8%	21.3%	4.1%	4.7%	5.2%	3.3%	4.9%	3.2%	5,254	4,527	4,750	241	283	274
1-3 years	20.5%	18.9%	18.0%	44.1%	39.5%	39.8%	20.8%	25.4%	23.9%	8.2%	9.3%	9.9%	6.5%	6.8%	8.5%	36,968	27,119	27,057	1,440	1,067	1,206
4-5 years	16.0%	15.4%	14.2%	40.5%	36.1%	34.6%	25.0%	24.2%	26.8%	11.0%	12.5%	12.9%	7.6%	11.8%	11.6%	22,458	19,434	21,801	781	689	762
6-10 years	13.5%	13.6%	13.0%	36.9%	34.5%	36.8%	24.9%	26.5%	27.0%	13.2%	13.7%	12.1%	11.6%	11.6%	11.2%	46,444	39,332	33,878	1,618	1,424	1,246
11-20 years	15.8%	14.1%	13.6%	36.0%	34.1%	32.6%	24.0%	27.6%	28.0%	13.1%	12.8%	13.1%	11.1%	11.4%	12.7%	56,356	52,662	62,796	1,935	1,790	2,193
> 20 years	15.3%	15.1%	14.6%	38.6%	34.2%	34.2%	25.5%	28.1%	27.0%	12.5%	12.1%	13.1%	8.1%	10.5%	11.1%	72,209	58,735	59,794	2,246	1,853	1,729

*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

(55) Managers/supervisors/team leaders work well with employees of different backgrounds.

	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	16.6%	19.2%	18.8%	46.9%	48.1%	46.8%	22.5%	20.1%	21.2%	8.2%	7.2%	7.1%	5.8%	5.3%	6.1%	246,242	205,322	214,488	9,918	6,841	6,888
Work Location																					
Headquarters	18.5%	21.3%	20.9%	47.9%	48.6%	46.6%	21.4%	18.6%	19.9%	7.4%	6.4%	6.8%	4.8%	5.1%	5.7%	98,907	80,278	83,882	4,029	2,635	2,583
Field	15.8%	18.2%	17.8%	46.6%	47.9%	46.9%	22.8%	20.8%	21.8%	8.6%	7.6%	7.3%	6.1%	5.4%	6.3%	138,205	121,879	126,782	5,451	4,086	4,128
Supervisor Status																					
Non-Supervisor	14.8%	16.9%	16.5%	45.5%	46.4%	44.8%	23.8%	22.3%	23.5%	9.1%	8.1%	7.9%	6.8%	6.4%	7.3%	136,761	110,801	112,779	7,436	5,440	5,368
Team Leader	16.0%	19.2%	19.7%	47.9%	49.0%	47.1%	22.6%	20.0%	21.3%	8.0%	7.1%	7.1%	5.4%	4.7%	4.8%	33,372	28,150	30,954	1,225	704	815
Supervisor	20.3%	24.0%	22.7%	50.8%	53.4%	53.1%	20.0%	14.7%	15.2%	5.8%	5.0%	5.2%	3.1%	2.9%	3.8%	42,992	37,264	39,470	746	436	383
Manager	28.4%	30.4%	29.3%	51.9%	54.6%	53.5%	13.1%	9.7%	11.4%	4.3%	3.3%	3.6%	2.4%	2.0%	2.2%	22,281	21,080	22,356	166	107	107
Executive	39.1%	38.6%	36.6%	44.8%	41.4%	45.7%	10.1%	13.3%	9.8%	4.1%	5.2%	4.4%	2.0%	1.5%	3.5%	4,759	4,847	5,093	37	34	40
Sex																					
Male	17.6%	19.5%	18.5%	47.1%	49.9%	48.3%	22.6%	19.3%	21.2%	7.6%	6.6%	6.4%	5.2%	4.7%	5.7%	126,744	105,631	114,598	4,449	3,039	3,185
Female	15.5%	18.9%	19.2%	46.7%	45.9%	44.8%	22.3%	21.1%	21.3%	8.8%	8.1%	8.1%	6.6%	6.1%	6.6%	112,835	96,563	96,172	5,094	3,679	3,531
Hispanic or Latino																					
Yes	16.0%	19.7%	20.1%	45.6%	44.0%	42.5%	20.7%	20.0%	21.0%	8.8%	9.3%	7.9%	9.0%	6.9%	8.6%	16,262	13,907	13,271	480	356	352
No	16.7%	19.2%	18.7%	47.2%	48.6%	47.2%	22.6%	20.1%	21.2%	8.0%	7.0%	7.1%	5.4%	5.2%	5.9%	221,373	188,234	197,391	8,918	6,358	6,356
Race																					
American Indian/ Alaska Native	12.4%	15.0%	13.8%	42.6%	44.5%	39.0%	24.1%	23.5%	28.9%	11.9%	9.6%	9.7%	8.9%	7.5%	8.7%	7,621	7,854	5,946	280	273	202
Asian	15.8%	18.7%	18.6%	48.3%	49.7%	47.4%	21.0%	21.1%	21.2%	9.2%	6.4%	7.5%	5.8%	4.1%	5.2%	10,732	8,209	8,409	343	202	197
Black or African American	14.7%	16.9%	14.1%	43.5%	42.4%	41.9%	23.4%	21.3%	23.2%	10.3%	10.2%	10.6%	8.0%	9.3%	10.1%	38,603	31,728	31,811	1,252	990	1,051
Native Hawaiian/ Pacific Islander	11.8%	15.4%	18.5%	39.5%	41.5%	43.3%	20.9%	30.4%	20.7%	13.2%	6.2%	8.1%	14.6%	6.5%	9.5%	1,491	1,438	1,460	40	34	27
White	17.7%	20.1%	20.3%	48.6%	50.4%	48.7%	22.0%	19.0%	20.2%	7.1%	6.4%	6.2%	4.6%	4.1%	4.6%	167,154	141,492	151,891	6,931	4,740	4,799
Two or more races (Not Hispanic/Latino)	13.7%	17.3%	14.6%	38.8%	41.0%	38.7%	28.0%	23.0%	24.0%	11.1%	10.5%	9.9%	8.4%	8.2%	12.8%	6,226	5,931	5,952	262	244	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

(55) Managers/supervisors/team leaders work well with employees of different backgrounds.

	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	16.6%	19.2%	18.8%	46.9%	48.1%	46.8%	22.5%	20.1%	21.2%	8.2%	7.2%	7.1%	5.8%	5.3%	6.1%	246,242	205,322	214,488	9,918	6,841	6,888
Leaving																					
No	19.7%	21.9%	21.4%	50.4%	51.2%	50.0%	20.1%	18.2%	19.3%	6.3%	5.3%	5.3%	3.5%	3.3%	3.9%	171,692	139,200	146,172	6,256	4,156	4,296
Yes, to retire	13.1%	18.3%	16.5%	45.4%	45.6%	44.5%	25.9%	21.1%	22.8%	9.6%	8.1%	8.4%	6.1%	6.9%	7.8%	14,912	13,083	14,035	516	406	374
Yes, to other job in Govt	8.3%	12.1%	11.9%	38.3%	41.2%	39.3%	27.5%	24.5%	26.1%	13.2%	12.2%	11.6%	12.8%	10.0%	11.1%	40,232	35,959	34,339	1,950	1,459	1,258
Yes, to other job outside Govt	10.4%	14.5%	12.1%	39.2%	38.2%	39.4%	25.1%	24.6%	24.5%	12.4%	12.4%	11.7%	12.9%	10.4%	12.4%	4,931	6,113	7,534	285	282	322
Yes, other	8.3%	8.9%	11.1%	30.6%	36.7%	32.0%	34.1%	27.7%	28.5%	13.9%	13.6%	13.8%	13.1%	13.1%	14.6%	7,613	7,824	8,621	517	417	462
Retiring																					
Within 1 year	16.1%	16.5%	17.9%	43.3%	47.9%	44.0%	25.2%	20.5%	22.5%	9.3%	7.5%	7.9%	6.1%	7.7%	7.8%	8,532	8,057	8,906	301	274	232
Between 1 and 3 years	13.3%	17.6%	15.9%	46.0%	47.7%	46.3%	26.4%	20.3%	22.7%	8.5%	8.7%	8.7%	5.7%	5.6%	6.5%	26,680	23,667	24,480	971	753	734
Between 3 and 5 years	15.7%	18.0%	17.5%	47.0%	46.4%	47.0%	22.7%	22.9%	22.9%	8.3%	7.4%	7.5%	6.3%	5.3%	5.2%	28,596	25,632	27,321	1,032	767	752
5 or more years	17.3%	19.8%	19.5%	47.4%	48.5%	47.0%	21.7%	19.6%	20.6%	8.1%	7.0%	6.8%	5.6%	5.2%	6.1%	172,921	144,824	149,970	7,078	4,926	4,995
Age Group																					
25 and under	30.4%	28.8%	21.9%	46.3%	48.1%	49.0%	15.4%	13.7%	17.0%	4.7%	4.6%	7.6%	3.2%	4.8%	4.6%	3,053	2,181	2,371	156	117	105
26-29	21.2%	21.6%	22.6%	49.7%	50.6%	48.0%	17.7%	17.3%	18.4%	7.1%	6.6%	6.0%	4.2%	3.9%	5.0%	8,404	6,308	6,019	391	251	296
30-39	16.0%	19.5%	20.0%	49.7%	48.8%	46.5%	20.9%	20.4%	20.9%	7.9%	6.6%	7.0%	5.5%	4.8%	5.5%	33,970	28,297	30,259	1,587	1,082	1,098
40-49	15.9%	18.7%	17.8%	46.2%	48.4%	47.8%	23.1%	19.4%	20.9%	8.6%	7.2%	7.1%	6.2%	6.2%	6.4%	71,149	62,148	67,972	2,682	1,958	2,131
50-59	16.5%	18.3%	18.2%	46.2%	47.2%	45.9%	22.9%	21.0%	22.2%	8.4%	8.3%	7.1%	6.0%	5.1%	6.6%	90,226	79,478	84,580	3,417	2,526	2,451
60+	16.6%	20.7%	20.3%	47.0%	48.2%	46.1%	24.3%	20.5%	20.9%	7.5%	5.7%	7.8%	4.5%	4.8%	5.0%	31,002	23,768	19,554	1,182	783	630

*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

(55) Managers/supervisors/team leaders work well with employees of different backgrounds.

	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	16.6%	19.2%	18.8%	46.9%	48.1%	46.8%	22.5%	20.1%	21.2%	8.2%	7.2%	7.1%	5.8%	5.3%	6.1%	246,242	205,322	214,488	9,918	6,841	6,888
Pay Category																					
Federal Wage System	11.9%	12.4%	14.3%	44.6%	47.9%	45.4%	25.4%	25.3%	24.0%	9.9%	8.3%	8.9%	8.2%	6.1%	7.4%	8,998	8,441	9,265	202	202	202
GS 1-6 or equivalent	16.7%	19.3%	17.9%	47.5%	42.2%	42.3%	23.2%	22.1%	22.6%	7.3%	9.5%	8.2%	5.3%	6.9%	9.1%	10,988	9,941	10,404	447	395	413
GS 7-12 or equivalent	15.9%	17.5%	17.4%	46.5%	47.2%	47.2%	23.4%	22.3%	22.0%	8.6%	7.6%	7.3%	5.7%	5.5%	6.1%	94,798	82,768	88,300	4,382	3,435	3,469
GS 13-15 or equivalent	19.8%	23.6%	22.9%	49.5%	51.6%	49.4%	19.4%	15.4%	17.8%	6.5%	5.7%	5.8%	4.8%	3.7%	4.0%	103,041	81,032	89,295	3,773	2,194	2,315
Senior Executive Service	43.9%	42.8%	37.8%	43.0%	45.7%	49.6%	8.8%	7.1%	7.2%	2.9%	2.8%	2.7%	1.5%	1.5%	2.7%	3,809	3,915	4,186	21	15	18
SL/ST	22.5%	20.7%	23.0%	45.1%	55.3%	38.3%	27.0%	4.0%	30.4%	3.3%	18.7%	2.1%	2.2%	1.3%	6.3%	991	763	673	31	17	15
Other	14.6%	19.8%	21.0%	44.2%	49.2%	44.0%	23.4%	17.6%	21.5%	10.4%	6.4%	7.5%	7.5%	7.0%	6.1%	16,294	15,300	7,928	654	460	259
Time in Federal Government																					
< 1 year	32.4%	25.9%	29.6%	51.1%	45.9%	52.5%	11.7%	17.9%	12.5%	3.1%	8.8%	4.2%	1.7%	1.5%	1.2%	3,034	2,151	2,498	111	102	116
1-3 years	21.6%	22.6%	23.7%	50.9%	49.7%	47.2%	17.1%	18.3%	17.9%	5.8%	5.8%	6.7%	4.6%	3.6%	4.5%	25,248	17,273	16,961	1,097	653	578
4-5 years	19.0%	20.0%	20.1%	44.5%	48.2%	45.8%	23.7%	21.1%	20.4%	8.0%	5.6%	7.0%	4.9%	5.1%	6.7%	16,993	14,109	15,672	749	488	554
6-10 years	14.2%	18.3%	18.6%	45.9%	48.0%	45.8%	24.0%	20.2%	22.4%	8.6%	7.4%	6.4%	7.3%	6.1%	6.7%	38,550	31,579	25,620	1,645	1,068	883
11-20 years	15.6%	19.0%	---	45.0%	47.7%	---	23.7%	20.0%	---	9.3%	6.8%	---	6.5%	6.5%	---	53,683	51,506	---	2,144	1,722	---
(11 to 14 years)	17.0%	19.0%	16.9%	44.5%	48.8%	47.3%	24.1%	19.6%	21.5%	8.2%	7.2%	7.3%	6.2%	5.3%	7.0%	21,427	16,928	60,876	898	574	2,013
(15 to 20 years)	14.4%	19.0%	17.9%	45.4%	47.1%	46.6%	23.5%	20.2%	22.1%	10.0%	6.6%	7.5%	6.7%	7.1%	5.8%	32,256	34,578	89,130	1,246	1,148	2,568
> 20 years	15.1%	18.2%	---	47.2%	48.0%	---	23.5%	20.5%	---	8.7%	8.2%	---	5.5%	5.0%	---	100,033	85,580	---	3,737	2,687	---
Time with Current Agency																					
< 1 year	29.3%	27.0%	29.2%	50.3%	48.6%	47.9%	14.8%	15.7%	16.7%	3.5%	6.3%	4.5%	2.1%	2.3%	1.6%	5,275	4,581	4,771	219	229	251
1-3 years	20.6%	22.0%	22.0%	49.7%	47.7%	46.2%	18.4%	19.6%	19.4%	6.4%	6.6%	6.8%	5.0%	4.1%	5.6%	36,835	27,155	27,253	1,568	1,030	1,006
4-5 years	16.9%	19.0%	19.0%	44.3%	48.3%	45.8%	24.1%	20.3%	21.1%	9.0%	6.4%	7.1%	5.7%	6.0%	7.1%	22,231	19,441	21,808	989	681	752
6-10 years	14.0%	17.3%	18.2%	44.1%	47.8%	45.0%	25.5%	20.8%	22.7%	9.0%	7.6%	7.1%	7.3%	6.6%	7.0%	46,116	39,419	33,990	1,943	1,326	1,134
11-20 years	15.5%	18.8%	16.7%	46.3%	47.4%	47.5%	22.3%	20.5%	21.7%	9.0%	7.3%	7.4%	6.8%	6.1%	6.7%	56,028	52,704	62,939	2,226	1,744	2,029
> 20 years	15.3%	18.5%	18.2%	48.4%	49.3%	47.8%	23.1%	19.9%	21.4%	8.5%	7.9%	7.4%	4.7%	4.4%	5.3%	71,857	58,874	59,976	2,567	1,710	1,539

*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

(56) Managers communicate the goals and priorities of the organization.

	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	15.2%	13.6%	12.9%	48.9%	46.5%	45.8%	19.9%	21.6%	22.0%	9.9%	11.4%	12.0%	6.1%	6.9%	7.3%	253,737	210,612	219,832	2,293	1,569	1,586
Work Location																					
Headquarters	16.0%	15.0%	14.5%	50.0%	47.7%	45.3%	19.0%	19.8%	21.5%	9.6%	11.5%	12.0%	5.4%	5.9%	6.7%	101,907	82,263	85,786	989	652	693
Field	14.9%	13.0%	12.2%	48.6%	45.9%	46.0%	20.2%	22.4%	22.2%	10.0%	11.4%	12.0%	6.3%	7.3%	7.6%	142,450	125,089	130,087	1,155	887	849
Supervisor Status																					
Non-Supervisor	14.0%	12.6%	12.0%	48.4%	45.0%	44.5%	20.5%	22.7%	22.9%	10.2%	12.1%	12.4%	6.9%	7.5%	8.3%	142,393	115,035	116,957	1,748	1,224	1,225
Team Leader	14.2%	12.1%	12.0%	48.8%	46.8%	44.6%	20.4%	21.5%	22.8%	10.9%	11.9%	13.6%	5.8%	7.8%	7.0%	34,355	28,690	31,592	224	163	181
Supervisor	17.8%	15.3%	13.8%	50.8%	51.6%	50.8%	18.4%	19.1%	19.7%	9.0%	9.7%	10.3%	4.0%	4.3%	5.5%	43,548	37,598	39,755	176	100	99
Manager	25.0%	22.1%	21.1%	51.1%	51.5%	51.9%	14.6%	15.7%	16.7%	6.2%	7.4%	7.6%	3.1%	3.3%	2.7%	22,414	21,155	22,444	41	32	20
Executive	34.7%	30.3%	28.4%	48.4%	49.2%	48.2%	10.0%	13.6%	12.4%	4.6%	4.4%	8.3%	2.3%	2.4%	2.8%	4,780	4,863	5,115	10	19	20
Sex																					
Male	15.3%	13.0%	12.1%	47.4%	45.7%	44.6%	20.7%	22.4%	23.1%	10.4%	11.6%	12.5%	6.1%	7.2%	7.8%	130,345	108,088	117,237	838	593	569
Female	15.2%	14.5%	14.0%	51.1%	47.6%	47.4%	18.6%	20.4%	20.6%	9.0%	11.1%	11.4%	6.1%	6.4%	6.7%	116,487	99,300	98,744	1,363	947	977
Hispanic or Latino																					
Yes	16.5%	15.7%	15.2%	47.6%	46.4%	44.5%	18.7%	20.6%	22.6%	8.2%	10.0%	10.4%	9.0%	7.3%	7.3%	16,557	14,135	13,523	175	136	106
No	15.1%	13.4%	12.7%	49.1%	46.5%	45.9%	20.0%	21.7%	21.9%	10.0%	11.6%	12.1%	5.8%	6.8%	7.3%	228,222	193,195	202,345	1,988	1,402	1,438
Race																					
American Indian/ Alaska Native	12.8%	11.6%	9.8%	43.1%	39.4%	42.7%	23.8%	25.8%	25.7%	11.1%	13.8%	13.3%	9.2%	9.3%	8.5%	7,759	8,023	6,049	127	106	102
Asian	15.1%	15.3%	14.1%	52.3%	52.4%	49.1%	16.5%	20.8%	22.9%	10.5%	7.5%	9.5%	5.6%	4.0%	4.4%	10,921	8,297	8,509	143	115	101
Black or African American	15.9%	15.3%	13.7%	51.6%	47.5%	49.2%	18.5%	20.4%	20.3%	8.2%	10.1%	10.2%	5.7%	6.6%	6.6%	39,366	32,361	32,492	470	355	374
Native Hawaiian/ Pacific Islander	12.9%	13.0%	15.0%	41.8%	38.1%	45.8%	18.1%	27.1%	22.5%	11.4%	10.6%	10.3%	15.7%	11.1%	6.4%	1,512	1,460	1,478	19	11	8
White	15.3%	13.3%	12.8%	48.9%	46.8%	45.4%	20.1%	21.4%	21.8%	10.0%	11.8%	12.5%	5.6%	6.7%	7.5%	172,817	145,424	155,874	1,232	821	839
Two or more races (Not Hispanic/Latino)	14.2%	11.9%	11.8%	39.8%	44.3%	37.5%	26.1%	21.5%	27.7%	12.6%	11.8%	12.9%	7.3%	10.4%	10.2%	6,407	6,105	6,126	75	70	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

(56) Managers communicate the goals and priorities of the organization.

	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	15.2%	13.6%	12.9%	48.9%	46.5%	45.8%	19.9%	21.6%	22.0%	9.9%	11.4%	12.0%	6.1%	6.9%	7.3%	253,737	210,612	219,832	2,293	1,569	1,586
Leaving																					
No	18.1%	16.1%	15.3%	52.0%	50.2%	49.5%	18.5%	20.2%	20.8%	7.7%	9.2%	9.6%	3.8%	4.3%	4.7%	176,450	142,425	149,488	1,422	946	1,002
Yes, to retire	12.0%	13.9%	10.8%	50.9%	43.8%	42.0%	21.1%	22.1%	24.3%	10.2%	12.1%	14.9%	5.9%	8.1%	8.0%	15,259	13,378	14,320	152	111	93
Yes, to other job in Govt	7.6%	6.9%	6.8%	39.8%	37.8%	37.8%	24.1%	25.4%	24.6%	15.9%	17.2%	17.6%	12.7%	12.6%	13.2%	41,751	37,095	35,317	440	325	289
Yes, to other job outside Govt	10.3%	5.5%	5.7%	36.3%	32.7%	31.9%	20.5%	24.5%	22.8%	17.2%	20.4%	20.8%	15.6%	16.8%	18.7%	5,156	6,350	7,799	53	44	59
Yes, other	6.8%	6.3%	5.3%	38.1%	35.4%	32.4%	23.9%	25.3%	26.3%	18.5%	16.2%	17.9%	12.7%	16.8%	18.1%	8,004	8,127	8,985	121	114	102
Retiring																					
Within 1 year	13.5%	13.2%	11.8%	46.1%	44.6%	41.7%	22.3%	20.8%	23.8%	11.7%	12.1%	14.0%	6.4%	9.3%	8.7%	8,738	8,250	9,073	88	81	69
Between 1 and 3 years	12.5%	13.0%	11.6%	51.3%	44.2%	45.3%	19.7%	24.0%	23.5%	11.2%	11.7%	12.6%	5.3%	7.0%	6.9%	27,396	24,226	25,031	252	194	185
Between 3 and 5 years	14.7%	12.2%	11.5%	47.5%	46.0%	45.4%	21.6%	24.4%	23.7%	9.7%	11.1%	12.5%	6.5%	6.3%	6.9%	29,356	26,216	27,886	253	181	190
5 or more years	15.8%	14.0%	13.4%	49.0%	47.0%	46.1%	19.5%	20.8%	21.4%	9.7%	11.4%	11.7%	6.0%	6.8%	7.3%	178,393	148,686	153,899	1,546	1,085	1,100
Age Group																					
25 and under	26.2%	20.2%	18.5%	49.1%	49.9%	50.0%	15.1%	17.6%	18.6%	5.5%	8.7%	8.9%	4.2%	3.6%	4.1%	3,178	2,271	2,451	29	27	26
26-29	19.2%	13.9%	14.5%	49.2%	50.9%	47.3%	16.7%	19.8%	20.5%	9.3%	9.8%	11.9%	5.7%	5.6%	6.0%	8,725	6,518	6,266	57	39	50
30-39	14.6%	13.2%	12.0%	50.4%	47.3%	48.2%	18.6%	20.8%	21.5%	10.5%	11.5%	11.1%	5.9%	7.2%	7.1%	35,283	29,183	31,154	260	198	209
40-49	14.4%	13.1%	12.2%	48.2%	45.9%	45.4%	20.5%	21.5%	21.3%	10.8%	11.7%	12.7%	6.2%	7.6%	8.3%	73,203	63,695	69,643	617	423	483
50-59	15.3%	12.9%	12.7%	49.0%	46.2%	45.0%	20.3%	22.2%	22.8%	9.2%	12.1%	12.2%	6.2%	6.7%	7.4%	92,724	81,381	86,448	887	630	592
60+	15.6%	17.2%	15.9%	49.4%	45.5%	44.2%	21.0%	22.4%	23.5%	9.4%	9.3%	11.2%	4.6%	5.6%	5.2%	31,845	24,325	20,002	316	223	184

*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

(56) Managers communicate the goals and priorities of the organization.

	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	15.2%	13.6%	12.9%	48.9%	46.5%	45.8%	19.9%	21.6%	22.0%	9.9%	11.4%	12.0%	6.1%	6.9%	7.3%	253,737	210,612	219,832	2,293	1,569	1,586
Pay Category																					
Federal Wage System	10.3%	10.7%	9.8%	49.3%	44.1%	41.6%	22.3%	23.9%	24.4%	9.3%	13.5%	14.4%	8.8%	7.8%	9.8%	9,101	8,566	9,389	99	86	86
GS 1-6 or equivalent	15.7%	16.1%	16.0%	48.3%	43.8%	43.3%	23.1%	22.5%	22.2%	7.7%	11.0%	10.5%	5.2%	6.7%	8.1%	11,187	10,161	10,613	234	176	213
GS 7-12 or equivalent	15.2%	13.1%	12.6%	49.8%	46.6%	46.6%	19.8%	22.4%	22.7%	9.7%	11.6%	11.4%	5.5%	6.3%	6.8%	98,054	85,409	90,981	1,094	798	808
GS 13-15 or equivalent	17.0%	14.7%	13.1%	48.3%	48.5%	47.7%	18.4%	19.7%	20.4%	10.5%	11.0%	12.5%	5.8%	6.1%	6.3%	106,200	82,861	91,281	599	366	332
Senior Executive Service	36.3%	33.2%	30.9%	46.3%	48.7%	49.0%	10.0%	10.8%	12.2%	5.0%	4.9%	5.4%	2.4%	2.4%	2.5%	3,821	3,920	4,200	1	11	6
SL/ST	22.3%	19.9%	8.0%	41.5%	47.8%	50.5%	25.8%	18.3%	5.7%	8.2%	2.9%	23.2%	2.3%	11.1%	12.6%	1,018	777	685	4	3	3
Other	13.2%	12.2%	14.4%	47.6%	45.3%	43.5%	18.8%	20.5%	21.3%	12.1%	11.2%	12.9%	8.3%	10.8%	7.8%	16,776	15,664	8,099	155	98	88
Time in Federal Government																					
< 1 year	29.4%	18.8%	24.0%	51.6%	50.9%	50.6%	12.2%	19.4%	16.3%	4.9%	7.3%	6.1%	2.1%	3.6%	3.0%	3,121	2,224	2,583	23	29	31
1-3 years	19.7%	17.0%	16.0%	50.5%	49.6%	47.8%	17.0%	19.9%	19.0%	7.8%	8.6%	11.4%	4.9%	4.9%	5.9%	26,106	17,779	17,397	224	147	147
4-5 years	16.4%	14.2%	12.4%	49.3%	45.4%	45.5%	19.8%	21.9%	22.8%	9.3%	10.6%	11.9%	5.2%	7.9%	7.5%	17,598	14,477	16,096	145	119	133
6-10 years	12.8%	12.3%	13.1%	46.7%	46.6%	43.8%	20.5%	20.8%	22.4%	12.1%	12.5%	12.3%	7.9%	7.9%	8.5%	39,827	32,441	26,315	353	216	191
11-20 years	14.5%	13.1%	---	48.5%	45.1%	---	20.1%	22.0%	---	10.0%	12.4%	---	6.9%	7.4%	---	55,298	52,843	---	490	388	---
(11 to 14 years)	14.7%	13.1%	11.3%	49.3%	44.2%	46.5%	19.9%	22.6%	22.1%	9.5%	13.4%	11.9%	6.7%	6.7%	8.2%	22,109	17,359	62,466	193	145	446
(15 to 20 years)	14.4%	13.2%	12.7%	47.9%	45.6%	45.2%	20.4%	21.6%	22.7%	10.3%	11.9%	12.4%	7.1%	7.8%	6.9%	33,189	35,484	91,111	297	243	596
> 20 years	14.0%	13.1%	---	49.4%	46.5%	---	21.0%	22.2%	---	10.0%	11.6%	---	5.6%	6.5%	---	102,792	87,630	---	952	641	---
Time with Current Agency																					
< 1 year	27.4%	22.3%	21.5%	49.1%	48.4%	50.4%	14.3%	18.5%	17.0%	6.5%	6.8%	7.5%	2.7%	4.0%	3.6%	5,429	4,737	4,960	68	73	64
1-3 years	19.1%	16.1%	15.6%	49.9%	48.1%	45.2%	17.3%	20.9%	20.9%	8.2%	9.2%	11.5%	5.5%	5.6%	6.9%	38,041	27,959	28,028	343	226	236
4-5 years	14.9%	14.2%	11.5%	49.3%	45.1%	45.6%	20.1%	21.1%	22.7%	9.7%	10.9%	12.5%	6.1%	8.6%	7.7%	23,027	19,967	22,385	193	155	179
6-10 years	12.5%	11.8%	12.5%	46.6%	46.3%	44.8%	20.8%	21.3%	22.4%	12.6%	12.6%	12.1%	7.6%	8.0%	8.2%	47,597	40,463	34,845	428	293	280
11-20 years	14.4%	12.5%	11.1%	48.5%	45.1%	46.1%	20.7%	22.5%	22.4%	9.6%	12.6%	12.4%	6.8%	7.3%	8.0%	57,697	54,058	64,563	537	394	427
> 20 years	14.1%	13.3%	13.0%	50.4%	47.4%	46.0%	21.1%	21.9%	22.3%	9.6%	11.6%	12.1%	4.8%	5.9%	6.6%	73,779	60,189	61,167	610	399	357

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.9%	12.9%	48.0%	46.8%	46.7%	23.2%	24.9%	25.7%	8.4%	8.9%	9.1%	4.9%	5.6%	5.5%	242,010	201,124	210,510	13,560	11,053	10,902
Work Location																					
Headquarters	16.4%	14.9%	13.8%	49.3%	47.4%	47.1%	22.1%	23.6%	24.4%	8.0%	8.9%	9.5%	4.3%	5.1%	5.2%	97,069	78,513	82,100	5,655	4,401	4,380
Field	15.2%	13.3%	12.5%	47.6%	46.5%	46.6%	23.3%	25.5%	26.3%	8.6%	8.8%	9.0%	5.3%	5.8%	5.6%	136,034	119,568	124,675	7,341	6,406	6,252
Supervisor Status																					
Non-Supervisor	14.1%	13.0%	12.2%	47.8%	45.8%	45.9%	23.9%	26.1%	26.9%	8.5%	9.0%	8.8%	5.6%	6.1%	6.2%	133,825	108,075	110,291	10,093	8,176	7,886
Team Leader	14.8%	12.0%	11.7%	46.3%	45.4%	44.8%	25.0%	26.6%	27.0%	9.3%	9.9%	11.4%	4.7%	6.2%	5.1%	32,734	27,352	30,204	1,795	1,502	1,567
Supervisor	18.1%	15.7%	13.7%	50.1%	50.6%	50.4%	20.9%	21.4%	22.7%	7.7%	8.1%	8.9%	3.3%	4.1%	4.2%	42,629	36,816	38,923	1,012	884	932
Manager	24.9%	21.6%	19.9%	50.3%	52.0%	52.7%	15.8%	16.7%	17.9%	6.3%	6.7%	7.4%	2.7%	2.9%	2.2%	22,194	20,986	22,260	225	201	201
Executive	34.8%	29.5%	26.9%	45.1%	48.2%	48.6%	12.5%	16.2%	16.0%	6.0%	4.0%	6.3%	1.6%	2.0%	2.3%	4,746	4,837	5,086	34	45	49
Sex																					
Male	15.4%	13.0%	11.8%	46.6%	45.8%	45.8%	24.2%	26.1%	27.3%	8.7%	9.3%	9.4%	5.1%	5.8%	5.8%	124,775	103,638	112,710	6,194	5,044	5,094
Female	15.7%	15.0%	14.4%	49.8%	48.1%	48.0%	21.9%	23.3%	23.7%	7.8%	8.3%	8.8%	4.8%	5.4%	5.1%	110,789	94,475	94,169	6,874	5,767	5,546
Hispanic or Latino																					
Yes	17.2%	15.5%	14.8%	45.4%	45.9%	45.7%	21.7%	23.6%	25.1%	7.0%	7.9%	8.6%	8.7%	7.1%	5.8%	15,960	13,581	13,005	745	688	620
No	15.4%	13.7%	12.7%	48.2%	46.9%	46.8%	23.4%	25.0%	25.8%	8.5%	9.0%	9.2%	4.5%	5.4%	5.5%	217,703	184,480	193,772	12,135	10,114	10,009
Race																					
American Indian/ Alaska Native	12.8%	14.5%	10.1%	39.0%	37.5%	44.3%	30.6%	28.8%	28.6%	9.7%	11.7%	9.0%	7.9%	7.6%	7.9%	7,525	7,762	5,879	356	367	274
Asian	14.6%	14.8%	14.4%	50.2%	52.8%	49.3%	21.2%	23.6%	23.6%	8.9%	5.1%	8.3%	5.0%	3.7%	4.4%	10,559	8,044	8,219	477	368	389
Black or African American	16.5%	15.7%	13.9%	49.7%	47.5%	49.5%	22.6%	22.5%	23.6%	6.7%	8.1%	7.3%	4.6%	6.1%	5.6%	37,863	31,180	31,314	1,893	1,534	1,556
Native Hawaiian/ Pacific Islander	13.1%	11.2%	15.9%	40.9%	45.3%	46.5%	20.2%	30.1%	24.3%	10.5%	7.0%	8.8%	15.3%	6.4%	4.5%	1,454	1,431	1,434	71	41	53
White	15.6%	13.4%	12.8%	48.4%	46.8%	46.3%	22.9%	25.3%	26.1%	8.6%	9.3%	9.5%	4.5%	5.3%	5.3%	164,495	138,486	149,050	9,302	7,754	7,656
Two or more races (Not Hispanic/Latino)	14.3%	13.6%	10.4%	37.9%	44.8%	43.2%	32.9%	25.3%	29.0%	8.4%	8.5%	9.4%	6.4%	7.8%	8.0%	6,074	5,803	5,800	397	373	391

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.9%	12.9%	48.0%	46.8%	46.7%	23.2%	24.9%	25.7%	8.4%	8.9%	9.1%	4.9%	5.6%	5.5%	242,010	201,124	210,510	13,560	11,053	10,902
Leaving																					
No	18.3%	16.2%	15.2%	51.0%	50.2%	50.3%	21.4%	23.4%	24.0%	6.4%	6.7%	7.1%	2.9%	3.5%	3.4%	169,140	136,787	143,875	8,453	6,579	6,612
Yes, to retire	12.4%	14.2%	11.5%	49.0%	43.1%	43.0%	23.9%	27.0%	28.8%	9.6%	9.3%	10.8%	5.2%	6.4%	5.9%	14,695	12,861	13,796	703	630	615
Yes, to other job in Govt	8.2%	7.1%	7.0%	39.0%	38.9%	38.8%	28.6%	29.1%	30.2%	13.8%	14.2%	13.6%	10.4%	10.6%	10.4%	39,226	34,887	33,423	2,888	2,532	2,180
Yes, to other job outside Govt	6.6%	6.5%	6.1%	37.8%	34.3%	32.2%	24.9%	27.3%	27.8%	15.3%	18.3%	18.9%	15.5%	13.5%	15.0%	4,832	5,948	7,348	363	447	512
Yes, other	6.7%	7.4%	5.8%	38.3%	35.6%	34.7%	29.9%	27.9%	31.5%	14.3%	14.9%	15.0%	10.8%	14.2%	13.0%	7,457	7,619	8,376	651	622	710
Retiring																					
Within 1 year	13.8%	12.9%	12.5%	45.0%	43.7%	41.9%	25.8%	26.8%	28.9%	10.0%	9.4%	10.9%	5.5%	7.3%	5.8%	8,389	7,929	8,728	434	403	413
Between 1 and 3 years	13.1%	13.7%	11.6%	48.3%	44.2%	46.4%	25.1%	27.3%	27.4%	8.6%	9.6%	9.2%	4.9%	5.3%	5.4%	26,311	23,247	24,147	1,270	1,171	1,071
Between 3 and 5 years	14.6%	12.8%	11.4%	46.4%	46.3%	47.2%	24.4%	26.9%	27.0%	9.0%	8.5%	9.4%	5.5%	5.4%	5.1%	28,181	25,146	26,858	1,400	1,253	1,220
5 or more years	16.0%	14.1%	13.4%	48.5%	47.4%	47.0%	22.5%	24.1%	25.1%	8.2%	8.8%	9.0%	4.7%	5.6%	5.5%	169,857	141,782	147,061	9,781	7,983	7,929
Age Group																					
25 and under	26.2%	20.9%	15.6%	52.2%	51.3%	53.5%	14.6%	20.7%	20.6%	4.3%	3.9%	7.0%	2.7%	3.1%	3.2%	3,009	2,146	2,345	189	152	132
26-29	17.7%	15.6%	15.1%	53.2%	52.8%	46.9%	19.0%	18.5%	25.6%	5.9%	7.9%	8.3%	4.2%	5.1%	4.0%	8,247	6,170	5,915	530	389	401
30-39	14.9%	13.7%	12.4%	48.2%	48.0%	49.0%	22.8%	22.8%	24.4%	8.9%	9.8%	8.9%	5.3%	5.8%	5.3%	33,335	27,600	29,564	2,153	1,783	1,799
40-49	14.4%	13.1%	12.1%	47.6%	46.6%	46.3%	23.9%	24.9%	25.9%	9.1%	9.2%	9.4%	5.0%	6.2%	6.4%	69,936	60,851	66,796	3,742	3,260	3,326
50-59	16.1%	13.0%	12.6%	47.7%	45.8%	46.2%	22.8%	26.6%	26.4%	8.4%	8.9%	9.4%	5.0%	5.6%	5.4%	88,786	78,022	83,027	4,697	3,987	4,015
60+	15.8%	17.3%	16.2%	47.2%	45.2%	45.1%	26.3%	26.1%	26.0%	7.2%	7.4%	8.4%	3.4%	4.0%	4.2%	30,520	23,313	19,223	1,596	1,237	963

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.9%	12.9%	48.0%	46.8%	46.7%	23.2%	24.9%	25.7%	8.4%	8.9%	9.1%	4.9%	5.6%	5.5%	242,010	201,124	210,510	13,560	11,053	10,902
Pay Category																					
Federal Wage System	10.6%	10.6%	9.3%	49.4%	45.9%	43.9%	26.5%	28.3%	29.6%	7.5%	10.2%	10.7%	6.1%	5.1%	6.6%	8,760	8,257	9,040	436	395	438
GS 1-6 or equivalent	16.7%	17.0%	14.9%	47.8%	44.2%	47.5%	24.3%	24.6%	24.3%	6.8%	8.6%	6.6%	4.4%	5.6%	6.6%	10,762	9,727	10,218	658	611	605
GS 7-12 or equivalent	15.2%	13.3%	12.9%	49.3%	47.3%	47.0%	22.9%	25.6%	26.3%	8.2%	8.5%	8.7%	4.4%	5.3%	5.1%	93,028	81,083	86,603	5,929	5,125	5,183
GS 13-15 or equivalent	17.2%	14.8%	12.9%	47.4%	48.4%	47.6%	21.7%	22.6%	24.3%	8.8%	9.2%	10.1%	5.0%	5.0%	5.0%	101,689	79,476	87,792	4,922	3,748	3,820
Senior Executive Service	36.6%	31.7%	29.4%	44.0%	48.3%	49.6%	11.7%	12.5%	13.0%	5.7%	5.7%	5.8%	2.0%	1.8%	2.0%	3,797	3,907	4,184	20	24	22
SL/ST	20.3%	20.4%	11.1%	57.8%	48.3%	47.4%	15.0%	17.7%	17.5%	5.1%	2.5%	18.0%	1.9%	11.0%	6.0%	994	748	672	29	32	16
Other	14.2%	12.2%	14.5%	42.9%	43.2%	45.3%	25.8%	26.3%	25.1%	10.8%	9.4%	8.4%	6.2%	8.9%	6.7%	15,877	14,885	7,733	1,040	874	454
Time in Federal Government																					
< 1 year	28.7%	18.9%	24.7%	52.2%	44.7%	49.8%	14.6%	27.9%	18.8%	3.0%	5.1%	4.6%	1.6%	3.5%	2.1%	2,980	2,078	2,439	164	175	175
1-3 years	19.1%	17.6%	15.6%	51.0%	49.5%	47.7%	20.0%	22.1%	24.1%	5.8%	7.1%	8.8%	4.1%	3.7%	3.9%	24,706	16,862	16,437	1,567	1,065	1,107
4-5 years	16.7%	13.9%	12.2%	47.5%	45.4%	47.3%	24.6%	24.6%	25.9%	7.6%	9.1%	8.8%	3.6%	6.9%	5.8%	16,719	13,698	15,297	996	899	931
6-10 years	12.7%	12.4%	12.8%	46.9%	47.3%	44.6%	23.6%	24.0%	26.1%	10.4%	9.8%	10.0%	6.5%	6.5%	6.5%	37,744	30,788	25,106	2,380	1,868	1,395
11-20 years	15.5%	13.4%	---	46.0%	45.3%	---	24.9%	25.4%	---	8.3%	9.6%	---	5.4%	6.4%	---	52,623	50,476	---	3,076	2,752	---
(11 to 14 years)	14.5%	13.8%	11.5%	46.0%	44.8%	47.3%	26.5%	25.8%	25.9%	8.0%	10.0%	8.8%	5.1%	5.7%	6.6%	21,024	16,547	59,733	1,237	952	3,176
(15 to 20 years)	16.2%	13.2%	12.9%	46.0%	45.5%	46.5%	23.6%	25.2%	26.2%	8.6%	9.4%	9.5%	5.6%	6.8%	4.9%	31,599	33,929	87,856	1,839	1,800	3,852
> 20 years	14.5%	13.5%	---	48.3%	47.1%	---	23.5%	25.8%	---	8.9%	8.6%	---	4.8%	5.0%	---	98,764	84,214	---	4,812	4,054	---
Time with Current Agency																					
< 1 year	25.8%	23.5%	22.5%	50.7%	44.0%	48.7%	17.3%	23.5%	21.7%	4.3%	5.5%	4.4%	1.9%	3.5%	2.8%	5,188	4,470	4,678	301	340	347
1-3 years	18.7%	16.6%	15.3%	50.1%	48.5%	45.9%	20.2%	22.8%	25.1%	6.6%	7.2%	8.6%	4.5%	4.9%	5.2%	36,087	26,578	26,586	2,212	1,608	1,679
4-5 years	15.5%	13.9%	11.5%	47.4%	44.8%	47.4%	24.7%	24.0%	25.9%	7.8%	9.4%	9.5%	4.6%	7.8%	5.8%	21,889	18,947	21,316	1,286	1,175	1,245
6-10 years	12.5%	12.0%	12.6%	46.0%	46.7%	45.2%	24.7%	25.1%	26.2%	10.8%	10.0%	9.8%	6.0%	6.2%	6.2%	45,165	38,486	33,321	2,805	2,268	1,802
11-20 years	15.3%	12.8%	11.3%	46.5%	46.0%	47.4%	24.4%	26.0%	25.8%	8.1%	9.4%	9.1%	5.7%	5.9%	6.5%	54,981	51,658	61,778	3,169	2,793	3,206
> 20 years	14.6%	13.5%	13.0%	49.1%	47.7%	47.1%	23.6%	25.5%	26.1%	8.7%	8.7%	9.4%	3.9%	4.6%	4.5%	71,004	57,957	59,172	3,273	2,626	2,354

*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

(58) Managers promote communication among different work units.

	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	13.2%	12.8%	11.8%	41.3%	43.3%	42.7%	23.2%	23.8%	24.3%	13.6%	13.3%	13.5%	8.6%	6.9%	7.7%	249,252	207,467	216,635	6,513	4,712	4,790
Work Location																					
Headquarters	14.8%	14.4%	13.1%	42.4%	44.4%	43.9%	22.5%	21.7%	23.0%	12.6%	13.0%	12.9%	7.7%	6.4%	7.1%	100,200	81,208	84,665	2,618	1,710	1,817
Field	12.4%	12.0%	11.2%	40.7%	42.7%	42.2%	23.7%	24.8%	25.0%	14.1%	13.4%	13.8%	9.0%	7.1%	7.9%	139,890	123,050	128,072	3,583	2,927	2,866
Supervisor Status																					
Non-Supervisor	11.9%	11.4%	10.6%	39.9%	40.7%	40.9%	24.3%	25.6%	25.7%	14.3%	14.5%	14.1%	9.6%	7.8%	8.8%	138,898	112,480	114,422	5,111	3,779	3,761
Team Leader	12.6%	12.1%	10.9%	39.4%	43.8%	41.4%	23.9%	23.4%	25.8%	15.0%	13.6%	14.9%	9.1%	7.0%	7.0%	33,908	28,393	31,253	654	460	521
Supervisor	15.4%	14.9%	14.1%	46.2%	50.6%	48.5%	21.3%	20.0%	20.3%	11.4%	10.2%	11.8%	5.8%	4.3%	5.4%	43,254	37,396	39,571	434	304	286
Manager	22.6%	22.3%	19.8%	49.0%	53.1%	53.3%	16.2%	14.8%	16.3%	8.3%	7.1%	7.5%	3.9%	2.7%	3.1%	22,350	21,123	22,388	89	63	75
Executive	31.6%	28.2%	24.5%	44.5%	45.3%	49.2%	12.8%	15.2%	11.5%	7.6%	6.4%	9.6%	3.6%	4.8%	5.2%	4,746	4,852	5,096	29	30	39
Sex																					
Male	13.6%	12.2%	11.0%	40.8%	43.6%	42.9%	24.1%	24.5%	25.0%	13.4%	13.1%	13.4%	8.2%	6.6%	7.7%	128,240	106,789	115,786	2,817	1,892	2,023
Female	12.8%	13.7%	12.7%	41.9%	42.8%	42.6%	22.3%	22.8%	23.5%	13.9%	13.4%	13.6%	9.1%	7.3%	7.6%	114,291	97,499	97,059	3,473	2,748	2,664
Hispanic or Latino																					
Yes	14.8%	14.3%	12.8%	41.5%	42.0%	42.0%	20.7%	23.3%	25.0%	10.6%	12.9%	12.8%	12.4%	7.4%	7.4%	16,283	13,921	13,312	426	348	318
No	13.1%	12.7%	11.7%	41.3%	43.4%	42.8%	23.5%	23.8%	24.3%	13.9%	13.3%	13.6%	8.2%	6.9%	7.7%	224,245	190,309	199,420	5,774	4,289	4,367
Race																					
American Indian/ Alaska Native	12.3%	11.4%	8.1%	36.4%	38.9%	42.5%	23.7%	27.1%	26.0%	13.8%	12.9%	15.6%	13.9%	9.7%	7.8%	7,646	7,919	5,960	231	210	190
Asian	13.2%	13.2%	11.7%	46.9%	47.3%	47.6%	21.5%	26.8%	26.2%	11.6%	8.8%	8.7%	6.8%	3.9%	5.8%	10,732	8,183	8,366	325	229	243
Black or African American	14.0%	13.9%	12.4%	43.9%	44.7%	45.4%	24.0%	23.7%	23.4%	11.2%	10.6%	11.3%	7.0%	7.1%	7.6%	38,673	31,854	31,942	1,127	863	928
Native Hawaiian/ Pacific Islander	11.3%	15.7%	15.4%	38.3%	33.7%	42.4%	21.0%	29.9%	24.1%	14.6%	16.0%	12.2%	14.7%	4.8%	5.9%	1,491	1,439	1,459	37	33	28
White	13.3%	12.5%	11.7%	40.9%	43.4%	42.3%	23.1%	23.2%	24.2%	14.1%	14.1%	14.3%	8.5%	6.8%	7.5%	169,844	143,288	153,790	4,051	2,954	2,927
Two or more races (Not Hispanic/Latino)	10.6%	12.1%	10.7%	33.7%	38.4%	35.0%	25.8%	25.5%	27.0%	21.1%	15.4%	13.3%	8.8%	8.6%	14.0%	6,276	6,000	5,987	208	176	205

*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

(58) Managers promote communication among different work units.

	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	13.2%	12.8%	11.8%	41.3%	43.3%	42.7%	23.2%	23.8%	24.3%	13.6%	13.3%	13.5%	8.6%	6.9%	7.7%	249,252	207,467	216,635	6,513	4,712	4,790
Leaving																					
No	15.8%	15.3%	14.0%	45.1%	47.1%	46.5%	22.0%	22.7%	23.2%	11.6%	10.6%	11.3%	5.5%	4.3%	5.0%	173,397	140,288	147,319	4,314	3,084	3,181
Yes, to retire	10.0%	11.9%	9.7%	41.8%	40.0%	42.2%	26.7%	26.0%	25.9%	13.6%	13.5%	13.9%	7.9%	8.5%	8.3%	15,041	13,148	14,118	361	343	291
Yes, to other job in Govt	6.6%	6.3%	6.3%	30.2%	34.6%	34.1%	25.9%	25.7%	26.5%	19.9%	20.1%	19.4%	17.3%	13.3%	13.6%	40,989	36,547	34,807	1,166	871	796
Yes, to other job outside Govt	5.6%	5.0%	4.5%	33.0%	30.1%	28.4%	18.6%	23.4%	25.7%	21.1%	25.2%	22.0%	21.7%	16.3%	19.4%	5,068	6,273	7,704	136	122	156
Yes, other	5.1%	5.6%	4.6%	25.9%	28.9%	28.1%	30.3%	29.8%	30.1%	20.2%	20.5%	19.2%	18.5%	15.2%	18.0%	7,828	8,021	8,825	295	219	261
Retiring																					
Within 1 year	10.9%	11.1%	10.5%	38.8%	38.6%	39.6%	26.1%	28.1%	26.6%	14.2%	13.8%	13.6%	10.0%	8.5%	9.7%	8,593	8,117	8,951	228	216	188
Between 1 and 3 years	11.1%	11.9%	10.1%	39.5%	40.9%	42.5%	26.6%	26.5%	25.5%	14.7%	13.8%	14.3%	8.0%	6.9%	7.6%	26,966	23,852	24,656	648	566	563
Between 3 and 5 years	12.4%	12.6%	10.5%	40.0%	41.5%	43.1%	24.3%	25.4%	25.0%	14.1%	13.0%	13.5%	9.1%	7.5%	8.0%	28,903	25,840	27,479	705	560	601
5 or more years	13.7%	13.1%	12.3%	41.7%	44.1%	42.9%	22.6%	22.9%	24.0%	13.4%	13.2%	13.4%	8.5%	6.7%	7.5%	175,166	146,470	151,666	4,606	3,297	3,333
Age Group																					
25 and under	19.7%	16.5%	14.5%	48.3%	50.4%	49.0%	17.3%	18.9%	23.1%	9.3%	9.7%	9.5%	5.4%	4.4%	3.9%	3,101	2,236	2,420	102	62	57
26-29	17.8%	12.8%	14.9%	44.0%	46.5%	44.4%	18.7%	21.7%	20.5%	12.2%	13.1%	13.8%	7.3%	5.9%	6.4%	8,556	6,378	6,153	230	181	164
30-39	13.0%	12.7%	12.4%	41.3%	43.6%	42.8%	22.7%	23.1%	23.8%	14.1%	13.4%	13.7%	8.9%	7.2%	7.3%	34,608	28,710	30,649	905	673	717
40-49	12.7%	12.7%	11.3%	41.3%	44.1%	43.2%	22.9%	22.5%	23.8%	14.2%	13.0%	13.6%	8.9%	7.6%	8.1%	71,992	62,806	68,804	1,762	1,308	1,319
50-59	12.9%	12.3%	11.2%	41.5%	42.4%	41.8%	23.3%	24.7%	25.4%	13.7%	13.9%	13.5%	8.6%	6.7%	8.1%	91,191	80,273	85,189	2,330	1,736	1,856
60+	13.6%	14.3%	12.7%	39.1%	40.6%	42.7%	27.8%	27.1%	25.1%	13.0%	12.0%	13.4%	6.6%	6.0%	6.1%	31,271	23,875	19,617	870	676	571

*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

(58) Managers promote communication among different work units.

	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	13.2%	12.8%	11.8%	41.3%	43.3%	42.7%	23.2%	23.8%	24.3%	13.6%	13.3%	13.5%	8.6%	6.9%	7.7%	249,252	207,467	216,635	6,513	4,712	4,790
Pay Category																					
Federal Wage System	9.9%	8.8%	7.4%	39.7%	43.7%	40.3%	27.3%	27.2%	28.5%	13.0%	13.5%	14.3%	10.1%	6.9%	9.5%	8,971	8,449	9,297	225	198	180
GS 1-6 or equivalent	13.8%	14.8%	13.4%	39.3%	39.0%	41.0%	25.2%	25.2%	26.2%	13.0%	13.2%	11.3%	8.7%	7.7%	8.0%	10,935	9,922	10,362	481	416	466
GS 7-12 or equivalent	12.9%	12.1%	11.3%	42.0%	42.8%	42.9%	23.5%	24.8%	24.6%	13.6%	13.7%	13.7%	8.1%	6.5%	7.6%	96,031	83,748	89,316	3,014	2,461	2,473
GS 13-15 or equivalent	15.0%	14.5%	13.6%	41.8%	45.9%	45.3%	21.6%	20.7%	21.1%	13.4%	12.4%	13.4%	8.2%	6.5%	6.5%	104,666	82,091	90,327	2,036	1,137	1,287
Senior Executive Service	33.8%	30.5%	26.5%	43.7%	50.0%	50.6%	12.0%	10.6%	13.4%	7.1%	6.7%	6.0%	3.3%	2.2%	3.6%	3,810	3,924	4,188	7	7	18
SL/ST	16.5%	11.0%	12.1%	41.4%	58.0%	37.8%	28.9%	14.9%	25.4%	8.9%	13.2%	12.6%	4.4%	2.8%	12.1%	1,004	762	675	16	18	13
Other	11.2%	12.0%	11.8%	39.2%	40.9%	41.4%	22.7%	24.0%	28.2%	16.2%	13.5%	12.5%	10.7%	9.7%	6.1%	16,443	15,362	7,972	486	401	215
Time in Federal Government																					
< 1 year	25.9%	18.5%	20.0%	44.0%	45.1%	44.2%	15.8%	18.9%	25.5%	11.7%	12.8%	7.6%	2.6%	4.7%	2.7%	3,049	2,171	2,506	92	82	108
1-3 years	16.8%	14.7%	13.5%	45.3%	46.3%	46.6%	20.2%	22.3%	21.5%	10.7%	12.0%	12.4%	6.9%	4.8%	5.9%	25,473	17,429	17,091	829	498	454
4-5 years	15.2%	13.1%	12.4%	38.9%	42.3%	41.0%	24.1%	23.8%	24.0%	14.1%	13.3%	14.5%	7.7%	7.4%	8.1%	17,280	14,252	15,823	446	346	408
6-10 years	10.8%	11.8%	11.0%	40.2%	42.6%	39.3%	22.6%	23.4%	26.0%	15.5%	14.4%	14.7%	10.9%	7.8%	9.0%	39,145	31,887	25,958	1,016	770	549
11-20 years	12.8%	12.5%	---	40.0%	41.9%	---	23.7%	23.5%	---	13.7%	14.4%	---	9.8%	7.7%	---	54,326	52,095	---	1,416	1,133	---
(11 to 14 years)	12.6%	11.6%	10.8%	40.0%	41.0%	41.9%	24.5%	25.6%	25.3%	13.8%	13.5%	13.6%	9.1%	8.3%	8.4%	21,717	17,120	61,598	575	383	1,314
(15 to 20 years)	13.1%	13.0%	11.7%	39.9%	42.4%	43.8%	23.0%	22.3%	23.9%	13.6%	14.8%	13.3%	10.3%	7.4%	7.3%	32,609	34,975	89,854	841	750	1,851
> 20 years	12.1%	12.6%	---	41.2%	43.6%	---	24.8%	24.8%	---	13.8%	12.4%	---	8.2%	6.6%	---	101,198	86,461	---	2,446	1,810	---
Time with Current Agency																					
< 1 year	23.4%	20.8%	19.4%	44.0%	46.1%	43.1%	19.0%	18.9%	25.6%	10.4%	9.7%	8.2%	3.1%	4.5%	3.6%	5,298	4,631	4,818	189	179	207
1-3 years	16.6%	14.6%	13.3%	43.6%	45.3%	44.3%	21.0%	22.5%	22.8%	11.1%	12.0%	12.5%	7.6%	5.6%	7.2%	37,228	27,426	27,506	1,115	760	759
4-5 years	13.3%	12.5%	11.2%	39.6%	42.1%	41.3%	24.1%	23.9%	24.4%	14.1%	13.3%	15.1%	8.9%	8.1%	8.1%	22,611	19,670	21,999	590	454	567
6-10 years	10.3%	10.9%	11.0%	39.6%	42.8%	40.5%	23.6%	23.5%	24.9%	15.8%	15.1%	15.0%	10.8%	7.8%	8.8%	46,751	39,819	34,395	1,259	934	732
11-20 years	12.9%	12.5%	10.6%	40.1%	41.6%	42.4%	23.5%	24.1%	25.3%	13.9%	14.1%	13.5%	9.7%	7.6%	8.2%	56,709	53,316	63,681	1,468	1,135	1,307
> 20 years	12.2%	12.6%	12.0%	42.0%	44.0%	44.2%	25.0%	25.0%	23.8%	13.9%	12.2%	13.1%	6.9%	6.1%	7.0%	72,683	59,411	60,415	1,640	1,176	1,109

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	43.4%	---	---	23.4%	---	---	11.3%	---	---	7.8%	---	---	247,307	---	---	6,760	---	---
Work Location																					
Headquarters	15.8%	---	---	45.0%	---	---	22.3%	---	---	10.5%	---	---	6.4%	---	---	99,480	---	---	2,643	---	---
Field	13.3%	---	---	42.5%	---	---	24.2%	---	---	11.7%	---	---	8.2%	---	---	138,782	---	---	3,806	---	---
Supervisor Status																					
Non-Supervisor	12.7%	---	---	42.0%	---	---	24.9%	---	---	11.7%	---	---	8.7%	---	---	137,634	---	---	5,386	---	---
Team Leader	13.6%	---	---	42.9%	---	---	22.3%	---	---	13.0%	---	---	8.2%	---	---	33,749	---	---	631	---	---
Supervisor	16.0%	---	---	47.8%	---	---	21.7%	---	---	9.3%	---	---	5.2%	---	---	42,982	---	---	416	---	---
Manager	25.0%	---	---	48.9%	---	---	15.5%	---	---	7.1%	---	---	3.5%	---	---	22,203	---	---	95	---	---
Executive	33.9%	---	---	45.1%	---	---	12.3%	---	---	6.1%	---	---	2.5%	---	---	4,726	---	---	30	---	---
Sex																					
Male	14.6%	---	---	42.7%	---	---	24.2%	---	---	11.1%	---	---	7.4%	---	---	127,351	---	---	2,838	---	---
Female	13.6%	---	---	44.1%	---	---	22.4%	---	---	11.6%	---	---	8.3%	---	---	113,325	---	---	3,689	---	---
Hispanic or Latino																					
Yes	16.2%	---	---	42.5%	---	---	21.2%	---	---	9.7%	---	---	10.3%	---	---	16,083	---	---	494	---	---
No	13.9%	---	---	43.5%	---	---	23.5%	---	---	11.5%	---	---	7.5%	---	---	222,613	---	---	5,937	---	---
Race																					
American Indian/ Alaska Native	12.4%	---	---	40.2%	---	---	25.6%	---	---	11.3%	---	---	10.4%	---	---	7,517	---	---	288	---	---
Asian	14.2%	---	---	48.4%	---	---	21.3%	---	---	9.9%	---	---	6.3%	---	---	10,638	---	---	324	---	---
Black or African American	13.9%	---	---	45.7%	---	---	23.9%	---	---	9.6%	---	---	6.9%	---	---	38,254	---	---	1,166	---	---
Native Hawaiian/ Pacific Islander	11.9%	---	---	38.9%	---	---	21.1%	---	---	13.2%	---	---	14.9%	---	---	1,487	---	---	40	---	---
White	14.5%	---	---	43.2%	---	---	23.2%	---	---	11.6%	---	---	7.6%	---	---	168,782	---	---	4,161	---	---
Two or more races (Not Hispanic/Latino)	11.3%	---	---	36.4%	---	---	25.6%	---	---	17.9%	---	---	8.9%	---	---	6,206	---	---	218	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	43.4%	---	---	23.4%	---	---	11.3%	---	---	7.8%	---	---	247,307	---	---	6,760	---	---
Leaving																					
No	16.8%	---	---	46.7%	---	---	22.3%	---	---	9.2%	---	---	5.0%	---	---	172,205	---	---	4,388	---	---
Yes, to retire	11.1%	---	---	44.4%	---	---	25.1%	---	---	12.4%	---	---	7.0%	---	---	14,889	---	---	391	---	---
Yes, to other job in Govt	7.3%	---	---	33.9%	---	---	25.9%	---	---	17.2%	---	---	15.7%	---	---	40,600	---	---	1,268	---	---
Yes, to other job outside Govt	6.9%	---	---	35.6%	---	---	19.8%	---	---	18.2%	---	---	19.6%	---	---	5,035	---	---	148	---	---
Yes, other	5.6%	---	---	29.0%	---	---	31.5%	---	---	18.3%	---	---	15.5%	---	---	7,738	---	---	329	---	---
Retiring																					
Within 1 year	12.6%	---	---	40.6%	---	---	25.9%	---	---	13.1%	---	---	7.8%	---	---	8,531	---	---	231	---	---
Between 1 and 3 years	11.6%	---	---	43.1%	---	---	25.3%	---	---	12.7%	---	---	7.3%	---	---	26,695	---	---	719	---	---
Between 3 and 5 years	13.5%	---	---	42.0%	---	---	24.7%	---	---	11.8%	---	---	8.0%	---	---	28,690	---	---	715	---	---
5 or more years	14.6%	---	---	43.7%	---	---	22.9%	---	---	11.0%	---	---	7.7%	---	---	173,884	---	---	4,753	---	---
Age Group																					
25 and under	20.0%	---	---	48.9%	---	---	19.5%	---	---	7.6%	---	---	4.0%	---	---	3,071	---	---	111	---	---
26-29	18.8%	---	---	45.2%	---	---	21.1%	---	---	8.5%	---	---	6.3%	---	---	8,498	---	---	240	---	---
30-39	13.8%	---	---	43.7%	---	---	22.8%	---	---	11.4%	---	---	8.3%	---	---	34,374	---	---	931	---	---
40-49	13.7%	---	---	43.1%	---	---	23.4%	---	---	12.1%	---	---	7.8%	---	---	71,438	---	---	1,838	---	---
50-59	13.8%	---	---	43.4%	---	---	23.3%	---	---	11.4%	---	---	8.0%	---	---	90,526	---	---	2,433	---	---
60+	14.5%	---	---	42.7%	---	---	25.9%	---	---	11.4%	---	---	5.5%	---	---	30,962	---	---	890	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	---	---	43.4%	---	---	23.4%	---	---	11.3%	---	---	7.8%	---	---	247,307	---	---	6,760	---	---
Pay Category																					
Federal Wage System	10.2%	---	---	42.8%	---	---	27.6%	---	---	10.5%	---	---	9.0%	---	---	8,909	---	---	232	---	---
GS 1-6 or equivalent	13.4%	---	---	43.4%	---	---	25.2%	---	---	11.2%	---	---	6.8%	---	---	10,758	---	---	552	---	---
GS 7-12 or equivalent	13.5%	---	---	43.8%	---	---	24.1%	---	---	11.2%	---	---	7.4%	---	---	95,061	---	---	3,277	---	---
GS 13-15 or equivalent	17.1%	---	---	44.1%	---	---	20.5%	---	---	11.2%	---	---	7.2%	---	---	104,181	---	---	1,910	---	---
Senior Executive Service	36.2%	---	---	45.0%	---	---	10.3%	---	---	5.8%	---	---	2.7%	---	---	3,792	---	---	6	---	---
SL/ST	20.5%	---	---	40.2%	---	---	29.1%	---	---	6.4%	---	---	3.7%	---	---	1,001	---	---	16	---	---
Other	12.1%	---	---	39.8%	---	---	23.7%	---	---	13.5%	---	---	10.9%	---	---	16,304	---	---	519	---	---
Time in Federal Government																					
< 1 year	27.4%	---	---	45.2%	---	---	15.8%	---	---	9.4%	---	---	2.4%	---	---	3,028	---	---	99	---	---
1-3 years	17.7%	---	---	46.7%	---	---	21.9%	---	---	7.8%	---	---	5.9%	---	---	25,286	---	---	848	---	---
4-5 years	15.8%	---	---	41.6%	---	---	24.1%	---	---	11.9%	---	---	6.6%	---	---	17,150	---	---	456	---	---
6-10 years	11.8%	---	---	42.0%	---	---	23.1%	---	---	12.9%	---	---	10.3%	---	---	38,883	---	---	1,028	---	---
11-20 years	13.3%	---	---	41.9%	---	---	24.1%	---	---	11.7%	---	---	8.9%	---	---	53,966	---	---	1,443	---	---
(11 to 14 years)	12.8%	---	---	41.7%	---	---	25.5%	---	---	11.8%	---	---	8.3%	---	---	21,604	---	---	570	---	---
(15 to 20 years)	13.7%	---	---	42.0%	---	---	23.1%	---	---	11.7%	---	---	9.4%	---	---	32,362	---	---	873	---	---
> 20 years	13.2%	---	---	44.0%	---	---	23.8%	---	---	11.7%	---	---	7.3%	---	---	100,325	---	---	2,611	---	---
Time with Current Agency																					
< 1 year	24.8%	---	---	44.3%	---	---	19.6%	---	---	8.4%	---	---	3.0%	---	---	5,265	---	---	198	---	---
1-3 years	17.3%	---	---	45.5%	---	---	22.0%	---	---	8.6%	---	---	6.6%	---	---	36,954	---	---	1,138	---	---
4-5 years	14.2%	---	---	42.0%	---	---	24.6%	---	---	11.8%	---	---	7.4%	---	---	22,404	---	---	629	---	---
6-10 years	11.4%	---	---	41.3%	---	---	24.0%	---	---	13.4%	---	---	10.0%	---	---	46,454	---	---	1,283	---	---
11-20 years	13.5%	---	---	42.5%	---	---	23.3%	---	---	11.9%	---	---	8.9%	---	---	56,296	---	---	1,511	---	---
> 20 years	13.4%	---	---	44.6%	---	---	24.3%	---	---	11.5%	---	---	6.2%	---	---	72,079	---	---	1,732	---	---

*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

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

	Very Good			Good			Fair			Poor			Very Poor			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%	---	---	37.1%	---	---	25.1%	---	---	9.2%	---	---	8.4%	---	---	246,566	---	---	9,176	---	---
Work Location																					
Headquarters	22.6%	---	---	38.0%	---	---	23.7%	---	---	8.2%	---	---	7.5%	---	---	99,170	---	---	3,630	---	---
Field	19.0%	---	---	36.6%	---	---	25.6%	---	---	9.9%	---	---	8.9%	---	---	138,406	---	---	5,106	---	---
Supervisor Status																					
Non-Supervisor	19.2%	---	---	36.1%	---	---	26.0%	---	---	9.4%	---	---	9.4%	---	---	137,532	---	---	6,492	---	---
Team Leader	17.9%	---	---	37.8%	---	---	24.7%	---	---	10.9%	---	---	8.7%	---	---	33,622	---	---	947	---	---
Supervisor	23.0%	---	---	38.6%	---	---	24.6%	---	---	8.2%	---	---	5.6%	---	---	42,730	---	---	952	---	---
Manager	29.1%	---	---	41.0%	---	---	18.9%	---	---	6.3%	---	---	4.6%	---	---	22,070	---	---	357	---	---
Executive	43.3%	---	---	33.5%	---	---	14.4%	---	---	5.2%	---	---	3.6%	---	---	4,659	---	---	124	---	---
Sex																					
Male	20.2%	---	---	36.7%	---	---	25.4%	---	---	9.3%	---	---	8.3%	---	---	127,291	---	---	3,811	---	---
Female	20.2%	---	---	37.6%	---	---	24.6%	---	---	9.1%	---	---	8.5%	---	---	112,731	---	---	5,012	---	---
Hispanic or Latino																					
Yes	20.3%	---	---	36.1%	---	---	22.7%	---	---	9.4%	---	---	11.5%	---	---	16,155	---	---	552	---	---
No	20.2%	---	---	37.3%	---	---	25.2%	---	---	9.2%	---	---	8.1%	---	---	221,907	---	---	8,148	---	---
Race																					
American Indian/ Alaska Native	16.7%	---	---	32.5%	---	---	27.1%	---	---	11.1%	---	---	12.6%	---	---	7,574	---	---	300	---	---
Asian	19.4%	---	---	40.3%	---	---	24.6%	---	---	9.8%	---	---	5.9%	---	---	10,681	---	---	373	---	---
Black or African American	20.5%	---	---	38.2%	---	---	26.3%	---	---	8.1%	---	---	6.9%	---	---	38,068	---	---	1,709	---	---
Native Hawaiian/ Pacific Islander	14.8%	---	---	32.8%	---	---	28.0%	---	---	7.8%	---	---	16.6%	---	---	1,472	---	---	54	---	---
White	20.6%	---	---	37.4%	---	---	24.5%	---	---	9.3%	---	---	8.3%	---	---	168,313	---	---	5,644	---	---
Two or more races (Not Hispanic/Latino)	17.0%	---	---	32.2%	---	---	27.1%	---	---	11.3%	---	---	12.3%	---	---	6,193	---	---	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

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

	Very Good			Good			Fair			Poor			Very Poor			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%	---	---	37.1%	---	---	25.1%	---	---	9.2%	---	---	8.4%	---	---	246,566	---	---	9,176	---	---
Leaving																					
No	24.0%	---	---	40.4%	---	---	23.2%	---	---	7.2%	---	---	5.1%	---	---	171,807	---	---	5,920	---	---
Yes, to retire	15.9%	---	---	38.4%	---	---	27.8%	---	---	9.9%	---	---	8.1%	---	---	14,861	---	---	529	---	---
Yes, to other job in Govt	10.2%	---	---	27.1%	---	---	29.9%	---	---	15.2%	---	---	17.5%	---	---	40,491	---	---	1,678	---	---
Yes, to other job outside Govt	8.4%	---	---	23.6%	---	---	31.6%	---	---	15.7%	---	---	20.6%	---	---	4,999	---	---	208	---	---
Yes, other	8.7%	---	---	26.6%	---	---	28.0%	---	---	15.1%	---	---	21.5%	---	---	7,685	---	---	431	---	---
Retiring																					
Within 1 year	17.8%	---	---	33.5%	---	---	28.4%	---	---	9.6%	---	---	10.7%	---	---	8,500	---	---	303	---	---
Between 1 and 3 years	16.3%	---	---	39.6%	---	---	25.5%	---	---	10.4%	---	---	8.2%	---	---	26,673	---	---	945	---	---
Between 3 and 5 years	19.6%	---	---	35.7%	---	---	25.5%	---	---	10.2%	---	---	8.9%	---	---	28,589	---	---	1,009	---	---
5 or more years	21.0%	---	---	37.1%	---	---	24.8%	---	---	8.9%	---	---	8.1%	---	---	173,482	---	---	6,355	---	---
Age Group																					
25 and under	27.3%	---	---	44.8%	---	---	16.7%	---	---	6.2%	---	---	5.0%	---	---	3,059	---	---	140	---	---
26-29	24.4%	---	---	39.3%	---	---	23.4%	---	---	7.1%	---	---	5.8%	---	---	8,435	---	---	359	---	---
30-39	19.4%	---	---	37.9%	---	---	25.2%	---	---	8.7%	---	---	8.8%	---	---	34,283	---	---	1,245	---	---
40-49	19.1%	---	---	37.3%	---	---	25.5%	---	---	9.4%	---	---	8.6%	---	---	71,278	---	---	2,484	---	---
50-59	20.6%	---	---	35.5%	---	---	25.1%	---	---	10.1%	---	---	8.8%	---	---	90,246	---	---	3,293	---	---
60+	20.4%	---	---	39.2%	---	---	25.4%	---	---	8.6%	---	---	6.4%	---	---	30,954	---	---	1,161	---	---

*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

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

	Very Good			Good			Fair			Poor			Very Poor			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%	---	---	37.1%	---	---	25.1%	---	---	9.2%	---	---	8.4%	---	---	246,566	---	---	9,176	---	---
Pay Category																					
Federal Wage System	14.5%	---	---	34.4%	---	---	29.4%	---	---	11.6%	---	---	10.0%	---	---	8,996	---	---	205	---	---
GS 1-6 or equivalent	19.8%	---	---	35.6%	---	---	25.4%	---	---	7.6%	---	---	11.6%	---	---	10,873	---	---	544	---	---
GS 7-12 or equivalent	20.0%	---	---	37.8%	---	---	25.6%	---	---	9.4%	---	---	7.2%	---	---	94,727	---	---	4,303	---	---
GS 13-15 or equivalent	23.3%	---	---	37.2%	---	---	23.2%	---	---	8.5%	---	---	7.8%	---	---	103,739	---	---	2,990	---	---
Senior Executive Service	44.3%	---	---	32.5%	---	---	14.9%	---	---	4.5%	---	---	3.8%	---	---	3,750	---	---	69	---	---
SL/ST	29.3%	---	---	29.2%	---	---	31.6%	---	---	5.7%	---	---	4.2%	---	---	992	---	---	32	---	---
Other	16.6%	---	---	37.2%	---	---	24.4%	---	---	11.0%	---	---	10.7%	---	---	16,266	---	---	658	---	---
Time in Federal Government																					
< 1 year	34.3%	---	---	42.3%	---	---	17.9%	---	---	4.0%	---	---	1.6%	---	---	3,012	---	---	132	---	---
1-3 years	25.5%	---	---	40.8%	---	---	21.6%	---	---	6.0%	---	---	6.1%	---	---	25,214	---	---	1,094	---	---
4-5 years	21.6%	---	---	34.9%	---	---	27.3%	---	---	8.2%	---	---	8.0%	---	---	17,124	---	---	607	---	---
6-10 years	16.6%	---	---	35.6%	---	---	26.3%	---	---	11.1%	---	---	10.5%	---	---	38,826	---	---	1,325	---	---
11-20 years	19.6%	---	---	35.7%	---	---	25.8%	---	---	10.1%	---	---	8.8%	---	---	53,878	---	---	1,891	---	---
(11 to 14 years)	20.2%	---	---	34.6%	---	---	26.0%	---	---	10.7%	---	---	8.5%	---	---	21,546	---	---	746	---	---
(15 to 20 years)	19.2%	---	---	36.5%	---	---	25.6%	---	---	9.7%	---	---	9.0%	---	---	32,332	---	---	1,145	---	---
> 20 years	19.4%	---	---	37.1%	---	---	25.3%	---	---	9.6%	---	---	8.6%	---	---	99,917	---	---	3,716	---	---
Time with Current Agency																					
< 1 year	32.2%	---	---	42.7%	---	---	18.3%	---	---	4.3%	---	---	2.6%	---	---	5,215	---	---	274	---	---
1-3 years	24.9%	---	---	39.4%	---	---	22.3%	---	---	6.7%	---	---	6.6%	---	---	36,768	---	---	1,595	---	---
4-5 years	19.2%	---	---	36.5%	---	---	26.3%	---	---	8.7%	---	---	9.2%	---	---	22,386	---	---	813	---	---
6-10 years	16.8%	---	---	34.2%	---	---	27.1%	---	---	10.9%	---	---	10.9%	---	---	46,386	---	---	1,616	---	---
11-20 years	19.5%	---	---	36.3%	---	---	24.7%	---	---	10.5%	---	---	9.0%	---	---	56,238	---	---	1,962	---	---
> 20 years	19.2%	---	---	37.8%	---	---	26.0%	---	---	9.5%	---	---	7.5%	---	---	71,782	---	---	2,531	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.3%	16.2%	14.8%	35.4%	35.9%	34.6%	22.8%	22.8%	23.9%	12.1%	14.2%	14.8%	9.4%	10.9%	11.8%	250,987	211,015	220,296	2,468	1,145	1,119
Work Location																					
Headquarters	23.2%	19.0%	17.8%	36.8%	38.2%	36.3%	21.7%	21.1%	22.8%	10.6%	12.9%	13.2%	7.6%	8.8%	9.9%	100,955	82,471	86,023	970	446	457
Field	18.7%	14.9%	13.4%	34.4%	34.7%	33.9%	23.3%	23.7%	24.4%	13.1%	14.8%	15.5%	10.5%	11.9%	12.7%	140,811	125,277	130,308	1,356	682	629
Supervisor Status																					
Non-Supervisor	19.1%	15.1%	13.8%	34.7%	34.6%	33.2%	23.5%	24.0%	25.0%	12.4%	14.8%	15.1%	10.3%	11.5%	12.9%	141,039	115,386	117,349	1,829	859	832
Team Leader	19.4%	14.9%	13.7%	34.6%	35.8%	35.3%	22.7%	22.8%	23.5%	13.7%	14.8%	15.9%	9.6%	11.7%	11.5%	34,027	28,726	31,656	244	126	117
Supervisor	21.2%	18.1%	15.6%	38.3%	40.2%	38.4%	22.6%	20.4%	22.3%	10.9%	12.2%	14.4%	6.9%	9.1%	9.4%	42,996	37,597	39,765	228	101	89
Manager	30.7%	24.9%	23.9%	36.7%	39.9%	40.3%	17.9%	17.4%	18.9%	9.1%	11.0%	10.0%	5.6%	6.8%	6.9%	22,093	21,152	22,428	45	34	35
Executive	45.3%	35.8%	32.2%	31.1%	37.3%	38.0%	12.1%	16.7%	11.7%	6.0%	5.6%	9.6%	5.6%	4.6%	8.5%	4,735	4,874	5,121	14	8	14
Sex																					
Male	20.6%	15.7%	14.6%	34.1%	36.1%	33.7%	22.7%	22.2%	23.9%	12.5%	14.4%	14.6%	10.1%	11.6%	13.2%	128,948	108,190	117,334	1,003	479	469
Female	20.0%	17.0%	15.1%	36.9%	35.6%	35.9%	23.0%	23.7%	24.0%	11.7%	13.9%	15.0%	8.4%	9.8%	10.1%	115,290	99,594	99,102	1,358	648	618
Hispanic or Latino																					
Yes	25.3%	20.4%	18.9%	35.5%	37.0%	35.5%	20.1%	21.5%	22.3%	10.4%	11.3%	12.6%	8.7%	9.8%	10.7%	16,419	14,185	13,559	157	84	68
No	19.9%	15.8%	14.5%	35.4%	35.8%	34.6%	23.1%	23.0%	24.1%	12.2%	14.5%	15.0%	9.4%	11.0%	11.9%	225,793	193,545	202,760	2,165	1,042	1,019
Race																					
American Indian/ Alaska Native	23.7%	14.5%	14.8%	30.9%	35.1%	34.6%	23.2%	22.1%	26.5%	10.7%	15.5%	13.5%	11.4%	12.8%	10.6%	7,683	8,058	6,107	114	70	46
Asian	21.3%	19.6%	18.5%	43.3%	40.7%	39.9%	21.3%	25.0%	23.4%	7.1%	8.6%	10.7%	6.9%	6.1%	7.6%	10,872	8,321	8,522	140	86	85
Black or African American	21.6%	18.5%	16.2%	39.6%	38.8%	37.8%	22.1%	23.1%	25.7%	9.3%	11.3%	10.4%	7.3%	8.3%	9.9%	39,130	32,520	32,656	409	196	209
Native Hawaiian/ Pacific Islander	18.0%	22.0%	22.0%	42.3%	30.9%	35.6%	18.2%	20.9%	21.6%	15.1%	12.3%	11.2%	6.5%	14.0%	9.5%	1,494	1,467	1,482	19	5	3
White	20.1%	15.5%	14.4%	34.2%	35.1%	33.9%	22.8%	22.8%	23.2%	13.0%	15.3%	16.1%	9.8%	11.4%	12.4%	170,730	145,554	156,065	1,461	682	649
Two or more races (Not Hispanic/Latino)	16.6%	16.2%	13.0%	27.2%	32.0%	28.2%	30.2%	23.8%	28.3%	13.0%	13.8%	14.4%	12.9%	14.1%	16.1%	6,356	6,128	6,129	80	48	62

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.3%	16.2%	14.8%	35.4%	35.9%	34.6%	22.8%	22.8%	23.9%	12.1%	14.2%	14.8%	9.4%	10.9%	11.8%	250,987	211,015	220,296	2,468	1,145	1,119
Leaving																					
No	23.9%	19.2%	17.7%	38.8%	39.5%	38.6%	21.6%	22.3%	23.1%	9.9%	12.0%	12.7%	5.8%	7.0%	7.8%	174,682	142,590	149,795	1,580	765	699
Yes, to retire	14.1%	14.1%	9.8%	33.1%	31.5%	31.0%	26.9%	23.4%	24.5%	14.3%	16.4%	17.3%	11.7%	14.7%	17.4%	15,076	13,440	14,353	120	50	56
Yes, to other job in Govt	11.8%	9.0%	8.9%	26.9%	28.3%	25.9%	25.6%	24.4%	26.2%	17.4%	19.1%	19.3%	18.4%	19.2%	19.6%	41,286	37,211	35,395	449	209	207
Yes, to other job outside Govt	11.2%	6.1%	5.1%	20.8%	22.4%	20.9%	19.6%	22.8%	23.1%	21.7%	23.7%	21.4%	26.7%	25.1%	29.6%	5,097	6,361	7,818	65	33	41
Yes, other	8.8%	7.5%	5.8%	23.3%	23.4%	20.1%	25.9%	24.2%	27.4%	19.9%	19.7%	22.5%	22.1%	25.3%	24.2%	7,903	8,170	9,004	137	71	84
Retiring																					
Within 1 year	16.0%	12.9%	10.3%	30.6%	32.5%	30.5%	24.9%	22.1%	23.3%	14.5%	16.4%	17.9%	14.1%	16.0%	18.0%	8,622	8,302	9,102	68	31	39
Between 1 and 3 years	16.1%	14.0%	12.1%	32.7%	30.8%	32.1%	26.9%	24.1%	24.3%	13.0%	17.3%	17.4%	11.3%	13.8%	14.1%	27,067	24,312	25,116	200	104	100
Between 3 and 5 years	18.3%	13.3%	11.9%	34.7%	34.3%	32.3%	23.3%	24.7%	25.8%	13.3%	16.0%	16.5%	10.4%	11.6%	13.6%	29,004	26,266	27,953	207	130	120
5 or more years	21.4%	17.2%	15.9%	36.0%	37.0%	35.7%	22.1%	22.4%	23.6%	11.7%	13.3%	13.9%	8.9%	10.1%	10.9%	176,642	148,893	154,175	1,814	863	827
Age Group																					
25 and under	32.2%	24.6%	20.5%	37.4%	42.9%	41.6%	18.5%	17.5%	22.5%	6.0%	9.2%	9.9%	5.9%	5.8%	5.5%	3,165	2,273	2,454	41	25	23
26-29	29.4%	19.2%	17.6%	36.0%	41.3%	38.6%	18.8%	19.6%	22.9%	10.0%	12.1%	13.4%	5.8%	7.8%	7.5%	8,666	6,510	6,276	119	49	41
30-39	20.8%	16.1%	14.5%	37.3%	37.1%	37.1%	21.2%	22.0%	24.2%	11.6%	14.1%	13.4%	9.2%	10.7%	10.9%	35,045	29,184	31,176	396	197	187
40-49	18.8%	16.6%	14.3%	35.8%	36.6%	34.8%	22.7%	22.0%	23.8%	12.6%	13.4%	14.6%	10.0%	11.4%	12.4%	72,486	63,767	69,759	719	341	365
50-59	19.9%	14.9%	14.4%	33.9%	33.7%	32.7%	23.4%	24.2%	24.5%	12.5%	15.6%	15.9%	10.3%	11.7%	12.5%	91,609	81,594	86,660	799	412	381
60+	19.8%	17.1%	16.6%	35.6%	35.4%	34.1%	25.0%	24.7%	22.5%	11.5%	13.8%	15.0%	8.0%	9.0%	11.9%	31,421	24,443	20,095	255	103	89

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.3%	16.2%	14.8%	35.4%	35.9%	34.6%	22.8%	22.8%	23.9%	12.1%	14.2%	14.8%	9.4%	10.9%	11.8%	250,987	211,015	220,296	2,468	1,145	1,119
Pay Category																					
Federal Wage System	16.3%	14.0%	11.5%	36.1%	34.2%	33.3%	21.5%	24.5%	26.2%	15.1%	15.4%	15.5%	11.0%	11.9%	13.6%	9,032	8,597	9,438	83	49	38
GS 1-6 or equivalent	20.8%	18.9%	19.7%	35.8%	38.7%	34.5%	22.4%	21.6%	24.7%	10.9%	10.9%	11.3%	10.2%	9.9%	9.8%	11,178	10,217	10,719	184	120	108
GS 7-12 or equivalent	20.7%	16.1%	14.6%	35.4%	35.9%	35.4%	23.8%	24.1%	24.5%	11.3%	14.2%	14.5%	8.9%	9.7%	11.0%	97,078	85,623	91,201	1,216	578	586
GS 13-15 or equivalent	21.3%	16.2%	15.0%	35.2%	36.6%	35.1%	21.8%	21.3%	22.4%	12.5%	14.8%	16.0%	9.2%	11.1%	11.6%	104,870	82,933	91,323	712	291	289
Senior Executive Service	48.9%	39.7%	34.7%	28.9%	34.3%	38.3%	10.6%	12.3%	12.3%	7.5%	8.2%	9.2%	4.1%	5.4%	5.5%	3,788	3,927	4,201	3	4	5
SL/ST	28.3%	11.0%	8.5%	29.0%	43.6%	33.5%	27.6%	20.0%	12.9%	9.5%	4.8%	23.0%	5.6%	20.6%	22.1%	1,005	779	685	10	1	3
Other	17.6%	15.5%	12.4%	34.7%	32.1%	33.4%	22.8%	21.8%	24.7%	13.6%	15.4%	15.4%	11.3%	15.2%	14.1%	16,615	15,676	8,130	144	85	57
Time in Federal Government																					
< 1 year	39.6%	25.6%	30.4%	37.0%	44.8%	45.0%	18.1%	19.9%	15.5%	3.8%	6.0%	7.1%	1.5%	3.7%	2.0%	3,086	2,216	2,579	52	37	35
1-3 years	28.3%	21.3%	19.7%	40.2%	42.8%	39.9%	17.9%	19.1%	21.3%	8.5%	10.2%	11.3%	5.2%	6.5%	7.8%	25,894	17,798	17,424	290	128	121
4-5 years	22.8%	17.5%	16.2%	34.8%	37.2%	35.9%	22.9%	21.4%	22.3%	12.0%	13.4%	14.1%	7.6%	10.6%	11.5%	17,416	14,513	16,147	189	84	82
6-10 years	17.6%	15.9%	14.5%	36.0%	36.1%	34.0%	22.4%	22.8%	25.5%	12.2%	13.7%	14.2%	11.8%	11.5%	11.8%	39,438	32,443	26,354	411	211	151
11-20 years	19.2%	14.8%	---	33.1%	34.0%	---	24.2%	24.0%	---	13.2%	15.5%	---	10.2%	11.7%	---	54,764	52,970	---	561	254	---
(11 to 14 years)	19.5%	15.7%	14.0%	32.7%	33.9%	33.4%	24.3%	23.1%	24.6%	13.6%	15.5%	15.2%	9.9%	11.8%	12.7%	21,886	17,418	62,602	238	82	306
(15 to 20 years)	19.1%	14.2%	13.1%	33.4%	34.0%	33.4%	24.2%	24.5%	24.4%	12.9%	15.6%	16.2%	10.5%	11.7%	12.9%	32,878	35,552	91,315	323	172	391
> 20 years	17.5%	15.0%	---	34.1%	34.0%	---	24.5%	23.8%	---	13.7%	15.4%	---	10.3%	11.8%	---	101,586	87,851	---	841	414	---
Time with Current Agency																					
< 1 year	36.7%	27.3%	28.2%	37.5%	46.1%	42.0%	18.9%	16.1%	18.5%	4.1%	6.3%	7.6%	2.7%	4.2%	3.7%	5,346	4,729	4,953	116	80	69
1-3 years	27.0%	20.9%	19.2%	38.8%	40.9%	38.3%	19.0%	20.4%	22.0%	8.9%	10.6%	11.8%	6.4%	7.2%	8.8%	37,683	27,990	28,079	441	195	187
4-5 years	20.4%	16.6%	14.9%	36.5%	36.5%	34.9%	23.4%	20.8%	23.3%	11.9%	14.1%	14.6%	7.8%	12.1%	12.4%	22,827	20,016	22,461	219	106	104
6-10 years	17.1%	14.8%	14.0%	34.5%	35.2%	34.5%	23.1%	23.6%	25.2%	12.4%	14.5%	15.1%	12.9%	11.9%	11.2%	47,136	40,519	34,936	450	231	189
11-20 years	18.8%	14.6%	13.4%	33.0%	33.6%	32.6%	24.2%	24.1%	24.8%	13.5%	15.8%	15.6%	10.5%	12.0%	13.6%	57,121	54,213	64,674	555	233	313
> 20 years	17.4%	14.5%	12.8%	34.2%	33.8%	33.6%	24.8%	24.4%	24.4%	14.3%	15.6%	16.3%	9.4%	11.6%	12.9%	72,905	60,302	61,302	556	282	225

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.8%	---	---	36.9%	---	---	26.9%	---	---	10.1%	---	---	8.4%	---	---	233,907	---	---	21,420	---	---
Work Location																					
Headquarters	20.0%	---	---	38.6%	---	---	25.2%	---	---	9.2%	---	---	7.1%	---	---	94,348	---	---	8,369	---	---
Field	16.7%	---	---	35.9%	---	---	27.7%	---	---	10.4%	---	---	9.3%	---	---	130,981	---	---	12,232	---	---
Supervisor Status																					
Non-Supervisor	16.7%	---	---	36.1%	---	---	27.3%	---	---	10.8%	---	---	9.2%	---	---	129,473	---	---	14,341	---	---
Team Leader	16.8%	---	---	36.6%	---	---	27.5%	---	---	10.0%	---	---	9.1%	---	---	31,526	---	---	2,998	---	---
Supervisor	19.7%	---	---	39.4%	---	---	26.6%	---	---	8.4%	---	---	5.8%	---	---	41,036	---	---	2,560	---	---
Manager	27.1%	---	---	39.5%	---	---	21.6%	---	---	7.5%	---	---	4.3%	---	---	21,584	---	---	802	---	---
Executive	35.6%	---	---	38.2%	---	---	16.1%	---	---	6.6%	---	---	3.6%	---	---	4,631	---	---	147	---	---
Sex																					
Male	18.1%	---	---	36.7%	---	---	27.2%	---	---	9.6%	---	---	8.3%	---	---	120,516	---	---	10,354	---	---
Female	17.6%	---	---	37.2%	---	---	26.2%	---	---	10.6%	---	---	8.3%	---	---	107,204	---	---	10,367	---	---
Hispanic or Latino																					
Yes	20.6%	---	---	37.0%	---	---	23.7%	---	---	9.1%	---	---	9.6%	---	---	15,629	---	---	1,076	---	---
No	17.6%	---	---	37.0%	---	---	27.1%	---	---	10.0%	---	---	8.2%	---	---	210,295	---	---	19,365	---	---
Race																					
American Indian/ Alaska Native	15.7%	---	---	32.7%	---	---	28.5%	---	---	10.7%	---	---	12.5%	---	---	7,282	---	---	563	---	---
Asian	18.1%	---	---	44.8%	---	---	25.3%	---	---	7.0%	---	---	4.8%	---	---	10,371	---	---	673	---	---
Black or African American	18.9%	---	---	38.8%	---	---	25.8%	---	---	9.2%	---	---	7.3%	---	---	37,160	---	---	2,502	---	---
Native Hawaiian/ Pacific Islander	16.0%	---	---	42.6%	---	---	20.9%	---	---	13.1%	---	---	7.3%	---	---	1,457	---	---	74	---	---
White	17.9%	---	---	36.5%	---	---	27.2%	---	---	9.8%	---	---	8.6%	---	---	158,263	---	---	15,458	---	---
Two or more races (Not Hispanic/Latino)	14.7%	---	---	28.9%	---	---	28.3%	---	---	18.2%	---	---	9.9%	---	---	5,879	---	---	594	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.8%	---	---	36.9%	---	---	26.9%	---	---	10.1%	---	---	8.4%	---	---	233,907	---	---	21,420	---	---
Leaving																					
No	21.0%	---	---	39.9%	---	---	25.8%	---	---	8.0%	---	---	5.3%	---	---	163,258	---	---	14,193	---	---
Yes, to retire	13.1%	---	---	36.8%	---	---	30.8%	---	---	9.4%	---	---	9.9%	---	---	14,119	---	---	1,228	---	---
Yes, to other job in Govt	10.5%	---	---	29.2%	---	---	28.9%	---	---	15.5%	---	---	16.0%	---	---	38,282	---	---	3,829	---	---
Yes, to other job outside Govt	6.8%	---	---	23.7%	---	---	24.9%	---	---	20.5%	---	---	24.1%	---	---	4,624	---	---	582	---	---
Yes, other	7.1%	---	---	24.9%	---	---	31.4%	---	---	17.3%	---	---	19.3%	---	---	7,210	---	---	905	---	---
Retiring																					
Within 1 year	14.7%	---	---	35.7%	---	---	27.1%	---	---	11.0%	---	---	11.5%	---	---	8,078	---	---	720	---	---
Between 1 and 3 years	13.3%	---	---	36.2%	---	---	30.9%	---	---	11.1%	---	---	8.5%	---	---	25,405	---	---	2,128	---	---
Between 3 and 5 years	16.4%	---	---	37.4%	---	---	27.5%	---	---	10.4%	---	---	8.4%	---	---	27,269	---	---	2,236	---	---
5 or more years	18.8%	---	---	37.0%	---	---	26.1%	---	---	9.8%	---	---	8.2%	---	---	164,184	---	---	15,433	---	---
Age Group																					
25 and under	27.2%	---	---	40.6%	---	---	19.3%	---	---	7.0%	---	---	6.0%	---	---	2,835	---	---	371	---	---
26-29	22.7%	---	---	35.8%	---	---	25.9%	---	---	8.9%	---	---	6.7%	---	---	7,857	---	---	937	---	---
30-39	17.4%	---	---	38.1%	---	---	25.3%	---	---	10.2%	---	---	9.0%	---	---	32,241	---	---	3,310	---	---
40-49	17.2%	---	---	37.0%	---	---	27.1%	---	---	9.9%	---	---	8.9%	---	---	67,946	---	---	5,739	---	---
50-59	18.2%	---	---	36.1%	---	---	27.0%	---	---	9.7%	---	---	8.9%	---	---	85,797	---	---	7,481	---	---
60+	16.8%	---	---	38.0%	---	---	28.8%	---	---	10.5%	---	---	5.9%	---	---	29,368	---	---	2,665	---	---

*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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total*			Do Not Know		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.8%	---	---	36.9%	---	---	26.9%	---	---	10.1%	---	---	8.4%	---	---	233,907	---	---	21,420	---	---
Pay Category																					
Federal Wage System	13.5%	---	---	34.9%	---	---	28.0%	---	---	12.5%	---	---	11.1%	---	---	8,597	---	---	562	---	---
GS 1-6 or equivalent	18.1%	---	---	34.8%	---	---	26.3%	---	---	11.7%	---	---	9.1%	---	---	10,404	---	---	970	---	---
GS 7-12 or equivalent	17.8%	---	---	37.1%	---	---	27.7%	---	---	9.5%	---	---	7.9%	---	---	89,717	---	---	9,172	---	---
GS 13-15 or equivalent	20.1%	---	---	38.6%	---	---	25.0%	---	---	9.0%	---	---	7.3%	---	---	98,296	---	---	8,288	---	---
Senior Executive Service	35.9%	---	---	37.3%	---	---	16.5%	---	---	6.8%	---	---	3.5%	---	---	3,710	---	---	106	---	---
SL/ST	22.0%	---	---	38.5%	---	---	30.5%	---	---	5.8%	---	---	3.3%	---	---	938	---	---	83	---	---
Other	15.0%	---	---	35.1%	---	---	27.3%	---	---	11.8%	---	---	10.9%	---	---	15,387	---	---	1,511	---	---
Time in Federal Government																					
< 1 year	33.5%	---	---	39.7%	---	---	16.9%	---	---	8.1%	---	---	1.8%	---	---	2,850	---	---	292	---	---
1-3 years	23.6%	---	---	41.2%	---	---	22.0%	---	---	7.0%	---	---	6.2%	---	---	23,857	---	---	2,444	---	---
4-5 years	19.9%	---	---	34.9%	---	---	28.6%	---	---	8.9%	---	---	7.7%	---	---	16,169	---	---	1,553	---	---
6-10 years	15.5%	---	---	37.0%	---	---	26.9%	---	---	10.5%	---	---	10.1%	---	---	36,546	---	---	3,554	---	---
11-20 years	16.6%	---	---	34.9%	---	---	27.2%	---	---	12.0%	---	---	9.3%	---	---	50,828	---	---	4,865	---	---
(11 to 14 years)	17.3%	---	---	35.4%	---	---	27.2%	---	---	11.1%	---	---	9.0%	---	---	20,289	---	---	1,997	---	---
(15 to 20 years)	16.1%	---	---	34.5%	---	---	27.2%	---	---	12.6%	---	---	9.6%	---	---	30,539	---	---	2,868	---	---
> 20 years	16.2%	---	---	36.5%	---	---	28.5%	---	---	10.6%	---	---	8.2%	---	---	95,458	---	---	7,926	---	---
Time with Current Agency																					
< 1 year	31.4%	---	---	40.1%	---	---	19.2%	---	---	6.6%	---	---	2.7%	---	---	5,000	---	---	493	---	---
1-3 years	23.4%	---	---	39.2%	---	---	22.6%	---	---	7.8%	---	---	7.0%	---	---	34,987	---	---	3,323	---	---
4-5 years	17.5%	---	---	36.4%	---	---	28.7%	---	---	9.2%	---	---	8.2%	---	---	21,216	---	---	1,967	---	---
6-10 years	15.0%	---	---	35.9%	---	---	27.8%	---	---	10.5%	---	---	10.9%	---	---	43,803	---	---	4,141	---	---
11-20 years	16.2%	---	---	35.3%	---	---	27.8%	---	---	11.5%	---	---	9.2%	---	---	53,103	---	---	5,013	---	---
> 20 years	16.2%	---	---	36.8%	---	---	28.8%	---	---	10.8%	---	---	7.4%	---	---	68,365	---	---	5,769	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	13.0%	12.8%	40.7%	40.4%	40.9%	23.0%	22.8%	21.8%	16.9%	17.4%	17.5%	5.3%	6.5%	7.0%	255,655	212,188	221,436
Work Location																		
Headquarters	15.9%	14.5%	14.3%	41.5%	41.3%	42.5%	21.7%	22.4%	20.6%	15.8%	16.1%	16.3%	5.1%	5.7%	6.2%	103,022	82,922	86,489
Field	13.3%	12.2%	12.1%	40.4%	39.9%	40.2%	23.3%	22.9%	22.3%	17.4%	18.0%	18.1%	5.5%	6.9%	7.3%	143,762	125,987	130,951
Supervisor Status																		
Non-Supervisor	11.7%	10.5%	10.6%	38.7%	38.0%	39.1%	25.5%	25.6%	23.9%	18.2%	18.7%	18.6%	6.0%	7.2%	7.8%	144,313	116,267	118,195
Team Leader	15.0%	13.2%	13.4%	42.3%	43.1%	42.3%	20.9%	19.7%	20.5%	16.5%	17.6%	16.6%	5.4%	6.3%	7.2%	34,636	28,853	31,774
Supervisor	18.0%	17.5%	15.9%	46.8%	47.2%	45.9%	18.0%	17.0%	17.3%	13.9%	13.5%	16.1%	3.2%	4.8%	4.8%	43,743	37,702	39,862
Manager	28.1%	25.7%	25.4%	44.7%	45.3%	46.5%	14.3%	14.0%	13.3%	10.4%	12.0%	11.6%	2.5%	3.0%	3.2%	22,483	21,187	22,464
Executive	37.2%	36.0%	30.9%	38.4%	35.8%	41.4%	10.4%	16.2%	10.0%	11.1%	9.4%	13.5%	2.9%	2.6%	4.2%	4,801	4,882	5,135
Sex																		
Male	15.1%	13.1%	12.9%	41.4%	41.6%	41.3%	22.8%	22.3%	22.0%	15.5%	16.3%	16.7%	5.1%	6.7%	7.1%	131,342	108,690	117,819
Female	13.0%	12.9%	12.7%	39.8%	38.7%	40.5%	23.2%	23.4%	21.5%	18.6%	18.8%	18.5%	5.4%	6.2%	6.8%	117,985	100,248	99,723
Hispanic or Latino																		
Yes	16.0%	14.1%	13.6%	39.3%	41.0%	40.3%	21.5%	23.1%	23.6%	16.6%	15.3%	15.6%	6.6%	6.4%	6.9%	16,758	14,270	13,631
No	14.0%	12.9%	12.7%	40.9%	40.3%	41.0%	23.1%	22.7%	21.6%	16.9%	17.6%	17.7%	5.1%	6.5%	7.0%	230,464	194,608	203,798
Race																		
American Indian/ Alaska Native	12.5%	12.2%	10.7%	37.7%	41.8%	44.7%	26.9%	21.4%	19.7%	15.2%	15.7%	18.1%	7.7%	9.0%	6.7%	7,912	8,130	6,151
Asian	15.4%	13.4%	13.4%	47.9%	49.3%	45.0%	23.4%	22.1%	24.3%	8.7%	12.0%	12.7%	4.6%	3.2%	4.6%	11,078	8,412	8,611
Black or African American	14.0%	13.8%	12.5%	42.3%	40.9%	40.5%	21.3%	21.9%	22.6%	17.8%	16.8%	17.5%	4.5%	6.6%	6.9%	39,896	32,719	32,871
Native Hawaiian/ Pacific Islander	12.2%	12.5%	19.9%	36.0%	44.7%	42.2%	28.5%	24.8%	20.4%	18.8%	15.0%	10.5%	4.4%	3.0%	7.0%	1,533	1,472	1,488
White	14.5%	12.9%	12.9%	40.5%	40.2%	41.2%	22.9%	22.7%	21.2%	16.9%	17.8%	17.7%	5.2%	6.4%	7.0%	174,208	146,247	156,720
Two or more races (Not Hispanic/Latino)	11.1%	9.6%	10.6%	32.9%	33.4%	30.4%	25.9%	27.0%	25.6%	23.6%	20.4%	22.5%	6.4%	9.7%	10.9%	6,496	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	13.0%	12.8%	40.7%	40.4%	40.9%	23.0%	22.8%	21.8%	16.9%	17.4%	17.5%	5.3%	6.5%	7.0%	255,655	212,188	221,436
Leaving																		
No	17.0%	15.8%	15.5%	45.9%	45.5%	46.2%	21.8%	21.9%	20.6%	12.2%	13.1%	13.6%	3.1%	3.6%	4.2%	178,119	143,373	150,513
Yes, to retire	12.8%	12.9%	12.4%	40.8%	37.5%	36.6%	23.5%	22.3%	23.7%	17.7%	19.3%	18.3%	5.2%	8.0%	9.0%	15,436	13,496	14,409
Yes, to other job in Govt	6.2%	5.1%	5.6%	26.4%	28.2%	28.9%	26.9%	26.3%	24.6%	29.4%	27.8%	28.1%	11.1%	12.6%	12.8%	42,198	37,418	35,602
Yes, to other job outside Govt	4.6%	5.1%	4.1%	20.2%	24.8%	24.8%	25.7%	21.5%	21.9%	35.3%	33.1%	30.6%	14.2%	15.5%	18.5%	5,215	6,395	7,859
Yes, other	6.2%	5.5%	4.0%	21.3%	22.3%	22.6%	24.2%	23.3%	27.7%	32.5%	29.7%	28.3%	15.7%	19.3%	17.4%	8,134	8,242	9,085
Retiring																		
Within 1 year	15.9%	13.3%	11.9%	38.3%	35.3%	36.0%	23.9%	22.0%	23.3%	16.2%	20.2%	18.0%	5.7%	9.1%	10.7%	8,840	8,334	9,142
Between 1 and 3 years	12.6%	14.0%	13.2%	39.4%	38.2%	38.4%	21.9%	22.6%	22.1%	20.9%	18.1%	18.9%	5.2%	7.1%	7.4%	27,666	24,422	25,216
Between 3 and 5 years	13.3%	13.1%	12.3%	40.1%	38.3%	40.4%	25.3%	22.8%	20.6%	16.3%	17.9%	19.3%	5.1%	7.9%	7.4%	29,661	26,403	28,077
5 or more years	14.5%	12.8%	12.9%	41.1%	41.2%	41.7%	22.8%	22.8%	21.8%	16.4%	17.0%	17.0%	5.3%	6.1%	6.7%	180,147	149,767	155,013
Age Group																		
25 and under	12.2%	15.1%	12.0%	52.8%	42.9%	44.7%	22.3%	24.8%	23.6%	10.1%	12.6%	14.9%	2.7%	4.5%	4.8%	3,208	2,298	2,477
26-29	14.7%	10.4%	13.0%	42.1%	44.1%	41.1%	23.6%	25.8%	24.6%	14.7%	13.5%	16.8%	4.8%	6.1%	4.5%	8,813	6,560	6,317
30-39	12.7%	12.1%	10.7%	41.9%	41.2%	42.5%	23.8%	22.9%	23.5%	16.7%	18.0%	16.9%	4.8%	5.9%	6.5%	35,605	29,380	31,369
40-49	13.8%	12.7%	12.3%	41.6%	41.7%	42.3%	22.4%	21.9%	20.6%	17.0%	17.0%	17.6%	5.3%	6.7%	7.2%	73,906	64,113	70,129
50-59	15.2%	13.1%	13.5%	39.1%	38.4%	39.1%	22.5%	22.9%	21.8%	17.4%	18.6%	18.1%	5.8%	7.1%	7.5%	93,696	82,014	87,047
60+	15.2%	15.9%	15.8%	40.0%	39.7%	39.6%	23.9%	23.0%	20.9%	16.6%	16.0%	16.8%	4.2%	5.4%	6.8%	32,187	24,558	20,184

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.1%	13.0%	12.8%	40.7%	40.4%	40.9%	23.0%	22.8%	21.8%	16.9%	17.4%	17.5%	5.3%	6.5%	7.0%	255,655	212,188	221,436
Pay Category																		
Federal Wage System	11.7%	11.2%	10.9%	39.9%	41.2%	40.7%	25.2%	25.1%	23.4%	17.7%	17.2%	17.5%	5.5%	5.3%	7.5%	9,209	8,649	9,482
GS 1-6 or equivalent	13.0%	13.6%	13.1%	37.9%	34.8%	39.8%	23.7%	25.9%	23.0%	18.6%	19.4%	16.1%	6.8%	6.3%	8.0%	11,460	10,339	10,823
GS 7-12 or equivalent	12.7%	11.6%	11.7%	40.8%	40.1%	40.9%	24.3%	24.7%	22.7%	17.0%	17.5%	18.1%	5.1%	6.1%	6.6%	99,258	86,210	91,795
GS 13-15 or equivalent	18.1%	15.7%	15.4%	42.4%	43.6%	43.8%	19.7%	18.1%	19.0%	15.3%	16.3%	15.8%	4.4%	6.2%	6.1%	106,889	83,232	91,619
Senior Executive Service	41.6%	39.4%	36.5%	36.8%	39.1%	40.7%	9.9%	8.7%	9.6%	9.1%	9.1%	9.0%	2.6%	3.7%	4.2%	3,833	3,931	4,206
SL/ST	22.8%	16.7%	14.5%	44.7%	38.4%	22.9%	13.8%	4.3%	19.4%	14.9%	21.1%	25.5%	3.8%	19.5%	17.7%	1,023	780	688
Other	12.2%	11.8%	12.7%	39.6%	38.2%	38.5%	24.3%	22.6%	23.1%	17.1%	17.8%	18.3%	6.9%	9.5%	7.4%	16,953	15,765	8,187
Time in Federal Government																		
< 1 year	21.5%	13.4%	19.6%	42.4%	36.0%	47.0%	22.2%	38.6%	20.1%	7.6%	8.6%	10.7%	6.3%	3.5%	2.5%	3,146	2,253	2,614
1-3 years	15.1%	13.2%	12.9%	45.5%	44.0%	42.5%	21.9%	24.2%	23.3%	13.4%	13.8%	15.0%	4.1%	4.8%	6.2%	26,369	17,927	17,546
4-5 years	14.7%	12.0%	11.5%	40.5%	42.0%	40.1%	23.8%	22.4%	22.2%	17.1%	17.3%	19.2%	4.0%	6.4%	7.0%	17,762	14,598	16,231
6-10 years	11.4%	11.6%	11.6%	39.3%	38.6%	40.2%	24.7%	22.7%	22.7%	18.7%	20.0%	18.6%	6.0%	7.3%	7.0%	40,234	32,653	26,509
11-20 years	14.3%	12.8%	---	39.0%	39.4%	---	22.1%	22.6%	---	18.7%	18.4%	---	5.8%	6.7%	---	55,857	53,232	---
(11 to 14 years)	13.7%	12.3%	12.3%	39.4%	39.0%	40.1%	23.3%	23.7%	22.0%	18.2%	18.7%	18.0%	5.4%	6.3%	7.5%	22,339	17,504	62,918
(15 to 20 years)	14.7%	13.1%	13.6%	38.7%	39.7%	41.3%	21.3%	22.0%	20.8%	19.1%	18.2%	17.3%	6.2%	7.0%	7.0%	33,518	35,728	91,708
> 20 years	14.5%	14.0%	---	40.4%	40.5%	---	22.9%	21.9%	---	16.8%	17.0%	---	5.4%	6.7%	---	103,852	88,280	---
Time with Current Agency																		
< 1 year	20.3%	16.8%	17.7%	43.5%	40.5%	45.1%	22.7%	30.1%	23.1%	8.8%	9.2%	10.5%	4.7%	3.4%	3.7%	5,502	4,810	5,023
1-3 years	15.7%	13.7%	12.7%	43.1%	42.1%	41.4%	22.7%	24.3%	23.0%	13.9%	14.5%	15.8%	4.6%	5.3%	7.1%	38,420	28,186	28,266
4-5 years	13.8%	11.5%	11.4%	40.1%	40.8%	39.3%	23.6%	21.8%	22.3%	17.8%	18.5%	20.1%	4.6%	7.4%	6.9%	23,259	20,123	22,567
6-10 years	11.3%	10.8%	11.5%	39.1%	39.0%	40.5%	24.8%	22.7%	23.0%	18.6%	20.3%	18.2%	6.2%	7.2%	6.9%	48,090	40,752	35,128
11-20 years	14.2%	12.9%	12.4%	38.6%	39.3%	40.6%	22.2%	23.1%	21.6%	19.4%	18.0%	17.9%	5.6%	6.8%	7.5%	58,309	54,455	64,997
> 20 years	14.8%	14.5%	14.2%	41.8%	41.2%	41.6%	22.3%	21.0%	20.1%	15.9%	16.8%	17.2%	5.1%	6.5%	6.9%	74,465	60,594	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.7%	10.3%	10.0%	39.3%	37.8%	36.6%	23.3%	24.4%	24.2%	19.4%	19.5%	20.7%	6.3%	7.9%	8.5%	255,641	212,191	221,433
Work Location																		
Headquarters	12.9%	11.4%	11.1%	40.7%	38.5%	38.1%	22.0%	23.9%	23.4%	18.2%	18.9%	19.4%	6.3%	7.2%	8.0%	103,034	82,924	86,492
Field	11.1%	9.8%	9.5%	38.5%	37.5%	36.0%	23.9%	24.7%	24.5%	20.1%	19.8%	21.3%	6.4%	8.2%	8.8%	143,765	125,987	130,947
Supervisor Status																		
Non-Supervisor	9.9%	8.7%	8.7%	37.8%	36.0%	35.0%	24.8%	26.0%	25.4%	20.4%	20.6%	21.6%	7.1%	8.7%	9.4%	144,307	116,269	118,190
Team Leader	11.0%	9.4%	8.4%	40.5%	37.5%	36.4%	21.3%	24.4%	24.7%	21.1%	20.2%	22.3%	6.2%	8.5%	8.3%	34,641	28,855	31,774
Supervisor	14.5%	12.9%	11.8%	42.8%	44.3%	42.0%	22.4%	20.6%	21.6%	15.9%	16.9%	18.0%	4.4%	5.2%	6.7%	43,765	37,702	39,861
Manager	24.7%	21.1%	21.7%	43.5%	45.1%	43.4%	17.0%	17.3%	17.2%	11.7%	12.4%	13.6%	3.2%	4.1%	4.1%	22,477	21,188	22,465
Executive	35.5%	32.4%	25.1%	38.4%	37.1%	44.3%	10.7%	15.2%	12.3%	11.4%	12.7%	14.3%	4.0%	2.6%	4.0%	4,796	4,882	5,135
Sex																		
Male	12.3%	10.3%	9.8%	39.0%	37.8%	36.4%	23.9%	24.9%	24.7%	18.7%	19.0%	20.2%	6.1%	8.0%	8.9%	131,317	108,690	117,816
Female	11.0%	10.3%	10.2%	39.8%	37.9%	37.0%	22.4%	23.8%	23.5%	20.3%	20.3%	21.3%	6.6%	7.8%	8.0%	118,020	100,249	99,726
Hispanic or Latino																		
Yes	13.0%	11.5%	10.3%	38.9%	39.2%	37.8%	24.0%	24.4%	25.5%	17.4%	17.8%	18.0%	6.7%	7.0%	8.4%	16,757	14,268	13,629
No	11.6%	10.2%	9.9%	39.4%	37.7%	36.6%	23.2%	24.5%	24.0%	19.5%	19.7%	21.0%	6.3%	8.0%	8.5%	230,468	194,612	203,796
Race																		
American Indian/ Alaska Native	9.8%	9.0%	7.4%	36.7%	38.1%	36.0%	27.1%	22.8%	27.2%	17.3%	21.2%	21.0%	9.1%	8.9%	8.5%	7,904	8,130	6,150
Asian	13.6%	11.5%	10.0%	44.8%	44.5%	43.4%	22.8%	26.5%	25.4%	14.9%	13.3%	15.8%	4.0%	4.2%	5.4%	11,074	8,413	8,611
Black or African American	13.4%	11.8%	10.7%	43.7%	41.6%	39.5%	21.0%	22.7%	25.3%	16.8%	16.5%	17.5%	5.1%	7.4%	7.0%	39,901	32,720	32,868
Native Hawaiian/ Pacific Islander	11.2%	10.7%	13.9%	35.8%	35.0%	36.4%	25.2%	30.6%	27.4%	23.0%	18.1%	13.7%	4.7%	5.6%	8.6%	1,535	1,472	1,488
White	11.4%	10.0%	10.0%	38.6%	37.2%	35.9%	23.5%	24.2%	23.5%	20.1%	20.6%	21.7%	6.4%	8.1%	8.8%	174,225	146,248	156,721
Two or more races (Not Hispanic/Latino)	9.8%	7.6%	7.3%	30.9%	30.7%	30.5%	24.8%	29.2%	27.0%	24.6%	21.4%	23.4%	9.9%	11.1%	11.7%	6,495	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.7%	10.3%	10.0%	39.3%	37.8%	36.6%	23.3%	24.4%	24.2%	19.4%	19.5%	20.7%	6.3%	7.9%	8.5%	255,641	212,191	221,433
Leaving																		
No	14.1%	12.5%	12.1%	44.0%	42.7%	41.9%	22.7%	24.1%	23.4%	15.5%	15.9%	17.0%	3.7%	4.8%	5.5%	178,102	143,375	150,508
Yes, to retire	10.1%	9.8%	8.2%	40.0%	35.9%	34.6%	24.7%	25.1%	23.5%	18.8%	19.8%	24.2%	6.5%	9.4%	9.4%	15,431	13,496	14,410
Yes, to other job in Govt	5.5%	4.4%	4.6%	25.6%	25.9%	23.4%	25.1%	25.4%	26.7%	30.4%	29.1%	30.2%	13.5%	15.2%	15.0%	42,225	37,420	35,606
Yes, to other job outside Govt	4.3%	3.6%	3.0%	23.4%	20.5%	21.0%	23.5%	23.5%	22.5%	30.8%	34.3%	30.7%	17.9%	18.1%	22.9%	5,213	6,395	7,858
Yes, other	3.5%	4.3%	3.5%	24.8%	22.4%	18.6%	22.7%	25.8%	28.2%	33.4%	28.7%	30.4%	15.6%	18.7%	19.4%	8,135	8,241	9,085
Retiring																		
Within 1 year	11.4%	9.5%	8.9%	34.5%	35.8%	33.9%	26.3%	24.1%	23.5%	21.3%	20.4%	23.0%	6.6%	10.2%	10.8%	8,834	8,334	9,142
Between 1 and 3 years	10.4%	10.8%	9.3%	39.3%	34.6%	36.1%	22.8%	25.8%	22.8%	21.5%	20.6%	23.2%	5.9%	8.3%	8.6%	27,673	24,423	25,215
Between 3 and 5 years	11.1%	9.4%	9.6%	38.5%	37.9%	36.2%	23.8%	24.3%	24.5%	19.8%	19.3%	20.8%	6.8%	9.0%	8.9%	29,655	26,405	28,078
5 or more years	12.0%	10.4%	10.2%	39.6%	38.4%	37.0%	23.2%	24.3%	24.3%	19.0%	19.4%	20.2%	6.2%	7.6%	8.3%	180,150	149,767	155,012
Age Group																		
25 and under	13.9%	12.9%	11.8%	43.7%	42.3%	41.9%	25.8%	23.1%	23.8%	13.1%	16.5%	17.8%	3.4%	5.3%	4.6%	3,208	2,298	2,477
26-29	12.3%	9.6%	9.9%	40.5%	43.2%	39.7%	23.3%	22.1%	23.3%	17.5%	17.8%	20.1%	6.4%	7.2%	6.9%	8,808	6,560	6,316
30-39	10.6%	9.7%	8.5%	39.9%	37.5%	36.8%	23.9%	24.4%	25.8%	19.1%	20.5%	20.6%	6.4%	7.9%	8.3%	35,595	29,382	31,367
40-49	11.7%	10.2%	9.2%	38.8%	37.8%	36.8%	23.2%	23.9%	23.9%	19.9%	19.7%	21.4%	6.4%	8.4%	8.7%	73,908	64,113	70,130
50-59	12.1%	9.9%	10.6%	39.2%	36.9%	35.7%	22.7%	25.3%	24.1%	19.4%	19.7%	20.6%	6.6%	8.2%	9.1%	93,707	82,015	87,047
60+	12.3%	12.7%	12.5%	40.0%	38.2%	37.6%	23.3%	24.8%	22.8%	19.2%	18.2%	19.8%	5.2%	6.2%	7.3%	32,192	24,557	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.7%	10.3%	10.0%	39.3%	37.8%	36.6%	23.3%	24.4%	24.2%	19.4%	19.5%	20.7%	6.3%	7.9%	8.5%	255,641	212,191	221,433
Pay Category																		
Federal Wage System	7.9%	9.0%	7.9%	39.8%	35.5%	34.3%	25.2%	24.9%	26.0%	21.1%	23.0%	21.5%	6.0%	7.5%	10.3%	9,209	8,650	9,480
GS 1-6 or equivalent	12.9%	11.5%	11.0%	36.1%	36.1%	35.5%	22.6%	25.5%	27.2%	21.6%	19.9%	17.7%	6.9%	7.1%	8.6%	11,453	10,340	10,825
GS 7-12 or equivalent	10.8%	9.2%	9.4%	39.6%	37.5%	36.7%	24.2%	26.6%	24.7%	19.0%	19.3%	21.1%	6.3%	7.5%	8.1%	99,259	86,210	91,799
GS 13-15 or equivalent	14.5%	12.2%	11.5%	39.5%	40.4%	38.7%	21.5%	21.4%	22.1%	18.6%	18.4%	19.9%	5.9%	7.7%	7.8%	106,903	83,234	91,615
Senior Executive Service	37.7%	34.4%	29.4%	38.3%	39.8%	42.9%	10.6%	12.8%	13.6%	10.5%	9.2%	10.5%	2.9%	3.7%	3.6%	3,830	3,931	4,206
SL/ST	15.3%	9.1%	7.2%	33.2%	55.7%	37.4%	17.3%	8.9%	12.5%	30.5%	14.0%	19.4%	3.6%	12.2%	23.5%	1,023	780	688
Other	9.1%	9.6%	8.5%	40.2%	35.5%	35.3%	23.1%	22.7%	24.5%	20.2%	21.0%	23.3%	7.3%	11.2%	8.3%	16,955	15,763	8,187
Time in Federal Government																		
< 1 year	20.6%	14.1%	18.3%	46.3%	36.9%	44.2%	18.0%	29.5%	22.8%	12.7%	14.0%	11.3%	2.5%	5.5%	3.4%	3,148	2,253	2,614
1-3 years	14.4%	11.9%	11.3%	43.3%	42.4%	41.4%	21.6%	21.7%	22.4%	15.6%	18.5%	18.7%	5.1%	5.4%	6.3%	26,363	17,926	17,542
4-5 years	11.5%	9.3%	8.6%	38.3%	38.9%	36.0%	25.0%	24.9%	25.2%	19.5%	19.2%	21.1%	5.8%	7.6%	9.0%	17,767	14,599	16,232
6-10 years	9.3%	9.9%	8.3%	37.3%	36.2%	34.7%	23.7%	24.6%	25.9%	22.6%	20.7%	21.8%	7.1%	8.6%	9.4%	40,226	32,655	26,508
11-20 years	11.6%	9.5%	---	38.1%	36.5%	---	22.6%	24.9%	---	20.4%	20.3%	---	7.3%	8.8%	---	55,849	53,232	---
(11 to 14 years)	12.8%	9.7%	9.5%	36.4%	36.5%	35.1%	23.6%	24.6%	24.7%	20.3%	21.1%	21.6%	6.9%	8.2%	9.0%	22,334	17,505	62,917
(15 to 20 years)	10.7%	9.4%	10.5%	39.3%	36.6%	36.9%	21.8%	25.0%	23.4%	20.5%	19.8%	20.6%	7.7%	9.2%	8.6%	33,515	35,727	91,712
> 20 years	11.4%	10.6%	---	39.3%	37.7%	---	24.1%	24.6%	---	19.0%	19.1%	---	6.2%	7.9%	---	103,866	88,281	---
Time with Current Agency																		
< 1 year	20.1%	17.7%	17.8%	44.2%	41.0%	43.7%	20.7%	23.3%	23.6%	12.2%	12.8%	10.7%	2.9%	5.1%	4.2%	5,503	4,810	5,023
1-3 years	14.2%	11.9%	10.9%	41.8%	40.7%	39.3%	21.7%	22.6%	23.0%	16.5%	18.9%	19.4%	5.8%	5.9%	7.4%	38,421	28,185	28,263
4-5 years	10.7%	9.2%	8.2%	38.4%	37.5%	35.6%	24.9%	24.6%	25.1%	20.2%	20.1%	21.8%	6.0%	8.6%	9.3%	23,256	20,124	22,568
6-10 years	9.5%	9.1%	8.3%	36.7%	36.2%	34.9%	24.4%	25.1%	25.9%	22.4%	20.9%	21.6%	7.1%	8.7%	9.3%	48,097	40,755	35,129
11-20 years	11.0%	9.4%	9.5%	37.7%	36.6%	35.0%	23.2%	25.3%	24.8%	20.6%	19.7%	21.6%	7.4%	9.0%	9.0%	58,294	54,455	64,995
> 20 years	11.6%	10.7%	10.9%	40.5%	38.2%	37.6%	23.3%	24.3%	22.7%	18.9%	19.3%	20.5%	5.7%	7.5%	8.3%	74,482	60,593	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.6%	13.0%	36.7%	36.7%	35.6%	21.8%	22.8%	23.4%	17.0%	17.9%	18.4%	9.0%	9.0%	9.6%	255,513	212,186	221,420
Work Location																		
Headquarters	17.4%	15.4%	14.3%	37.2%	37.1%	37.2%	21.1%	22.3%	23.5%	15.6%	16.9%	16.6%	8.7%	8.4%	8.3%	102,985	82,920	86,487
Field	14.4%	12.7%	12.3%	36.3%	36.5%	34.9%	22.4%	23.0%	23.3%	17.7%	18.4%	19.3%	9.2%	9.3%	10.2%	143,690	125,986	130,936
Supervisor Status																		
Non-Supervisor	13.5%	12.5%	12.0%	36.1%	35.0%	34.0%	22.0%	23.7%	24.1%	18.0%	19.0%	19.4%	10.4%	9.8%	10.6%	144,261	116,263	118,189
Team Leader	16.6%	12.4%	12.2%	34.7%	38.1%	37.9%	22.5%	21.7%	22.1%	17.7%	18.1%	18.4%	8.6%	9.6%	9.3%	34,629	28,856	31,776
Supervisor	18.0%	15.9%	14.4%	40.1%	41.3%	39.3%	22.4%	21.4%	22.5%	14.0%	15.5%	16.4%	5.4%	6.0%	7.4%	43,717	37,703	39,854
Manager	26.1%	21.4%	20.7%	40.4%	41.9%	39.6%	17.9%	18.5%	22.0%	11.3%	12.9%	13.3%	4.2%	5.4%	4.4%	22,460	21,188	22,462
Executive	36.4%	31.4%	25.7%	33.5%	32.0%	36.5%	14.6%	23.4%	17.9%	12.1%	8.4%	12.5%	3.5%	4.8%	7.4%	4,795	4,882	5,135
Sex																		
Male	15.7%	13.1%	12.2%	37.1%	37.4%	36.1%	23.0%	23.8%	24.8%	15.5%	16.9%	17.4%	8.7%	8.7%	9.5%	131,265	108,687	117,810
Female	15.2%	14.3%	13.9%	36.2%	35.7%	35.0%	20.2%	21.4%	21.5%	19.0%	19.3%	19.8%	9.4%	9.3%	9.7%	117,947	100,249	99,719
Hispanic or Latino																		
Yes	16.3%	13.7%	12.9%	35.9%	35.0%	32.8%	21.5%	23.5%	25.4%	16.3%	18.9%	19.3%	10.1%	8.8%	9.5%	16,742	14,270	13,626
No	15.4%	13.6%	13.0%	36.8%	36.8%	35.9%	21.8%	22.7%	23.2%	17.0%	17.8%	18.4%	8.9%	9.0%	9.6%	230,365	194,608	203,789
Race																		
American Indian/ Alaska Native	12.1%	12.5%	9.0%	34.6%	32.7%	31.4%	23.9%	22.2%	27.2%	17.5%	21.1%	21.5%	11.9%	11.6%	10.8%	7,903	8,130	6,150
Asian	16.5%	12.5%	12.4%	40.7%	42.7%	38.8%	21.1%	25.1%	27.0%	12.6%	12.7%	15.9%	9.1%	7.0%	5.8%	11,076	8,415	8,606
Black or African American	15.9%	14.0%	12.8%	37.4%	36.9%	34.3%	20.7%	22.4%	21.9%	17.2%	17.1%	20.2%	8.9%	9.6%	10.9%	39,884	32,719	32,867
Native Hawaiian/ Pacific Islander	10.8%	16.0%	19.7%	41.0%	27.2%	32.0%	21.4%	31.2%	24.2%	18.4%	19.5%	13.1%	8.4%	6.0%	11.0%	1,534	1,472	1,488
White	15.8%	13.7%	13.2%	36.7%	37.2%	36.4%	22.0%	22.2%	23.1%	16.8%	18.2%	17.9%	8.6%	8.6%	9.3%	174,134	146,246	156,721
Two or more races (Not Hispanic/Latino)	11.1%	11.5%	11.3%	28.9%	29.6%	27.2%	21.3%	26.7%	26.0%	23.9%	17.3%	21.0%	14.8%	14.8%	14.4%	6,493	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.6%	13.0%	36.7%	36.7%	35.6%	21.8%	22.8%	23.4%	17.0%	17.9%	18.4%	9.0%	9.0%	9.6%	255,513	212,186	221,420
Leaving																		
No	18.5%	16.6%	15.6%	41.3%	41.8%	40.4%	21.3%	21.7%	22.7%	13.7%	14.5%	15.3%	5.3%	5.4%	6.0%	178,001	143,374	150,497
Yes, to retire	14.2%	13.1%	12.5%	36.9%	35.4%	34.1%	23.0%	23.3%	23.9%	18.1%	17.7%	18.7%	7.8%	10.5%	10.7%	15,429	13,493	14,406
Yes, to other job in Govt	7.0%	5.5%	6.0%	24.3%	24.0%	23.6%	23.4%	26.4%	25.3%	26.6%	27.2%	27.8%	18.7%	17.0%	17.4%	42,206	37,420	35,604
Yes, to other job outside Govt	4.9%	4.3%	4.3%	21.3%	20.2%	19.8%	21.5%	22.0%	22.7%	26.2%	33.0%	27.5%	26.2%	20.5%	25.8%	5,212	6,395	7,860
Yes, other	5.1%	5.6%	4.1%	16.6%	19.7%	20.3%	23.1%	24.8%	27.7%	25.8%	25.1%	25.3%	29.3%	24.8%	22.6%	8,139	8,242	9,087
Retiring																		
Within 1 year	15.6%	12.3%	14.1%	37.3%	35.9%	33.1%	20.7%	22.4%	22.7%	18.2%	18.8%	17.8%	8.2%	10.6%	12.3%	8,831	8,332	9,139
Between 1 and 3 years	13.3%	14.2%	12.3%	34.4%	35.4%	34.6%	23.6%	23.9%	25.4%	18.3%	17.6%	18.3%	10.5%	8.9%	9.4%	27,670	24,421	25,217
Between 3 and 5 years	14.2%	13.2%	12.3%	36.9%	36.8%	36.2%	22.5%	23.9%	22.3%	18.4%	16.9%	19.3%	8.0%	9.2%	9.9%	29,638	26,403	28,074
5 or more years	15.9%	13.7%	13.1%	36.9%	36.9%	35.9%	21.6%	22.5%	23.3%	16.7%	18.1%	18.3%	8.9%	8.9%	9.4%	180,058	149,769	155,005
Age Group																		
25 and under	16.9%	15.0%	11.6%	41.3%	40.6%	40.3%	25.5%	19.6%	24.6%	11.1%	17.3%	15.0%	5.1%	7.4%	8.4%	3,208	2,298	2,477
26-29	15.3%	12.8%	13.5%	37.1%	38.9%	34.4%	24.0%	21.8%	23.3%	14.3%	17.9%	18.7%	9.3%	8.6%	10.1%	8,811	6,559	6,315
30-39	13.6%	12.1%	11.3%	37.2%	36.4%	35.7%	21.3%	23.0%	24.4%	18.3%	18.7%	19.0%	9.6%	9.7%	9.6%	35,580	29,379	31,368
40-49	15.3%	13.8%	12.7%	37.1%	36.8%	36.0%	21.5%	22.2%	22.9%	16.7%	17.7%	18.8%	9.5%	9.5%	9.5%	73,858	64,118	70,125
50-59	16.5%	13.2%	13.1%	36.2%	36.1%	35.4%	21.4%	23.3%	23.2%	17.0%	18.6%	18.4%	8.8%	8.9%	9.9%	93,664	82,015	87,041
60+	16.1%	17.0%	16.3%	36.4%	37.1%	34.9%	22.9%	23.5%	23.7%	17.1%	15.3%	16.5%	7.6%	7.2%	8.7%	32,181	24,553	20,183

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	15.5%	13.6%	13.0%	36.7%	36.7%	35.6%	21.8%	22.8%	23.4%	17.0%	17.9%	18.4%	9.0%	9.0%	9.6%	255,513	212,186	221,420
Pay Category																		
Federal Wage System	10.8%	9.9%	8.2%	32.2%	35.4%	33.4%	24.2%	24.2%	26.1%	20.2%	20.4%	20.2%	12.6%	10.1%	12.0%	9,201	8,648	9,477
GS 1-6 or equivalent	14.5%	14.6%	13.6%	34.4%	32.4%	32.0%	19.2%	20.8%	21.4%	18.6%	20.1%	19.3%	13.4%	12.1%	13.8%	11,452	10,340	10,821
GS 7-12 or equivalent	14.3%	12.6%	12.2%	37.0%	35.7%	35.7%	22.8%	24.6%	23.6%	16.9%	18.4%	19.1%	9.1%	8.7%	9.4%	99,200	86,209	91,791
GS 13-15 or equivalent	19.6%	16.5%	15.8%	40.0%	41.2%	40.4%	20.3%	20.4%	22.0%	14.4%	15.3%	15.2%	5.7%	6.6%	6.6%	106,862	83,232	91,616
Senior Executive Service	38.9%	32.4%	29.8%	34.6%	38.4%	38.3%	12.8%	14.1%	16.0%	10.2%	11.0%	10.4%	3.5%	4.1%	5.5%	3,827	3,931	4,206
SL/ST	20.2%	13.5%	9.4%	36.1%	62.6%	16.6%	26.4%	6.9%	47.1%	13.8%	5.2%	15.5%	3.5%	11.8%	11.4%	1,025	780	688
Other	13.4%	11.9%	13.6%	32.2%	33.6%	29.5%	22.7%	22.6%	26.9%	20.4%	19.5%	21.1%	11.2%	12.3%	9.0%	16,947	15,763	8,187
Time in Federal Government																		
< 1 year	22.9%	17.5%	19.8%	41.5%	33.9%	43.7%	25.6%	25.4%	23.8%	8.0%	18.0%	9.7%	2.0%	5.2%	2.9%	3,150	2,253	2,613
1-3 years	17.9%	15.0%	14.4%	40.5%	40.2%	37.5%	20.7%	22.6%	23.9%	14.1%	15.2%	16.5%	6.8%	7.1%	7.7%	26,354	17,926	17,545
4-5 years	16.0%	12.1%	12.2%	37.1%	35.5%	33.3%	21.6%	23.3%	23.1%	16.9%	19.5%	20.4%	8.4%	9.6%	11.1%	17,752	14,599	16,229
6-10 years	12.4%	12.4%	10.8%	34.8%	35.3%	33.9%	21.4%	21.6%	25.2%	19.2%	19.8%	18.6%	12.1%	10.9%	11.5%	40,205	32,653	26,508
11-20 years	15.0%	13.2%	---	34.5%	35.4%	---	22.4%	23.6%	---	18.2%	18.7%	---	9.8%	9.1%	---	55,822	53,234	---
(11 to 14 years)	14.7%	11.9%	12.1%	35.5%	36.8%	34.7%	23.9%	24.1%	23.0%	16.3%	18.4%	19.6%	9.6%	8.7%	10.5%	22,333	17,504	62,914
(15 to 20 years)	15.2%	13.9%	13.8%	33.8%	34.6%	36.7%	21.3%	23.2%	22.9%	19.8%	18.9%	17.9%	9.9%	9.3%	8.8%	33,489	35,730	91,701
> 20 years	15.6%	14.2%	---	37.1%	37.5%	---	21.8%	22.7%	---	17.0%	17.0%	---	8.5%	8.6%	---	103,818	88,278	---
Time with Current Agency																		
< 1 year	21.7%	20.1%	19.6%	40.2%	35.0%	40.3%	26.2%	26.6%	27.6%	9.1%	13.5%	9.3%	2.7%	4.8%	3.1%	5,505	4,810	5,023
1-3 years	18.3%	14.8%	14.5%	38.8%	38.6%	35.7%	21.1%	23.1%	23.8%	14.3%	15.3%	17.3%	7.4%	8.3%	8.7%	38,409	28,185	28,267
4-5 years	14.5%	12.4%	11.3%	36.7%	34.3%	33.6%	22.5%	23.6%	24.1%	17.4%	20.0%	20.2%	8.9%	9.7%	10.7%	23,237	20,124	22,564
6-10 years	12.2%	12.0%	11.4%	33.9%	35.7%	34.0%	22.2%	21.7%	23.6%	19.2%	20.0%	19.2%	12.5%	10.6%	11.7%	48,068	40,753	35,131
11-20 years	15.3%	13.0%	11.9%	35.7%	35.9%	35.1%	20.8%	23.1%	23.0%	18.9%	18.7%	19.7%	9.4%	9.2%	10.2%	58,270	54,456	64,986
> 20 years	15.6%	14.4%	14.0%	37.7%	38.2%	37.5%	22.1%	22.3%	22.5%	16.7%	16.9%	17.5%	8.0%	8.2%	8.4%	74,444	60,592	61,520

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.6%	9.4%	8.7%	34.4%	32.9%	32.2%	28.8%	28.8%	29.1%	18.5%	18.7%	19.6%	7.6%	10.2%	10.4%	255,336	212,184	221,429
Work Location																		
Headquarters	12.1%	10.9%	9.9%	36.2%	34.4%	34.5%	27.9%	28.2%	28.8%	17.1%	18.0%	17.6%	6.7%	8.4%	9.2%	102,910	82,920	86,489
Field	9.9%	8.6%	8.1%	33.3%	32.2%	31.2%	29.1%	29.1%	29.2%	19.4%	19.1%	20.5%	8.3%	11.0%	11.0%	143,631	125,981	130,949
Supervisor Status																		
Non-Supervisor	9.6%	8.4%	8.0%	33.4%	31.1%	30.5%	29.6%	30.1%	30.4%	19.2%	19.5%	20.0%	8.3%	10.9%	11.0%	144,134	116,266	118,191
Team Leader	9.6%	8.3%	7.4%	33.8%	32.8%	32.4%	28.5%	28.6%	29.2%	19.8%	19.2%	19.9%	8.2%	11.1%	11.0%	34,613	28,855	31,774
Supervisor	12.3%	10.9%	9.7%	38.0%	38.9%	36.2%	27.4%	26.0%	26.2%	17.0%	16.5%	18.9%	5.3%	7.6%	9.0%	43,722	37,699	39,860
Manager	20.1%	16.3%	15.5%	38.3%	40.6%	40.8%	23.7%	21.6%	21.9%	13.4%	15.2%	16.0%	4.5%	6.4%	5.8%	22,451	21,186	22,465
Executive	31.0%	29.0%	21.1%	38.4%	32.5%	39.9%	16.5%	24.7%	16.9%	9.1%	9.4%	14.7%	5.0%	4.5%	7.5%	4,788	4,882	5,135
Sex																		
Male	11.2%	9.4%	8.4%	33.7%	33.0%	31.9%	28.6%	28.4%	28.7%	18.6%	18.6%	19.6%	7.8%	10.5%	11.3%	131,233	108,686	117,814
Female	10.0%	9.3%	9.0%	35.4%	32.8%	32.7%	28.8%	29.3%	29.6%	18.4%	18.9%	19.5%	7.3%	9.7%	9.2%	117,829	100,247	99,724
Hispanic or Latino																		
Yes	13.4%	10.5%	9.5%	34.7%	34.2%	33.3%	28.1%	29.5%	28.8%	16.0%	16.3%	18.0%	7.8%	9.5%	10.5%	16,740	14,268	13,630
No	10.4%	9.3%	8.6%	34.6%	32.8%	32.2%	28.8%	28.7%	29.1%	18.7%	19.0%	19.7%	7.5%	10.2%	10.4%	230,222	194,606	203,793
Race																		
American Indian/ Alaska Native	8.7%	8.7%	5.9%	29.8%	31.0%	31.1%	33.8%	26.9%	30.6%	16.4%	21.5%	20.3%	11.4%	11.9%	12.1%	7,906	8,130	6,149
Asian	11.8%	10.0%	9.0%	41.0%	39.3%	35.5%	26.5%	30.7%	35.2%	16.2%	13.6%	12.0%	4.5%	6.4%	8.3%	11,072	8,413	8,609
Black or African American	11.8%	10.8%	9.2%	36.8%	34.2%	32.6%	29.2%	29.4%	31.1%	15.3%	16.5%	18.1%	6.9%	9.0%	8.9%	39,820	32,718	32,870
Native Hawaiian/ Pacific Islander	10.0%	9.2%	13.9%	35.8%	29.1%	35.6%	27.8%	34.8%	26.3%	21.4%	16.1%	15.1%	5.0%	10.8%	9.0%	1,530	1,472	1,487
White	10.6%	9.1%	8.7%	34.2%	33.0%	32.2%	28.4%	28.1%	28.1%	19.2%	19.6%	20.3%	7.6%	10.2%	10.6%	174,079	146,245	156,722
Two or more races (Not Hispanic/Latino)	8.1%	7.5%	6.4%	23.9%	25.9%	27.4%	32.2%	32.5%	29.7%	25.4%	19.0%	22.9%	10.3%	15.1%	13.7%	6,488	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.6%	9.4%	8.7%	34.4%	32.9%	32.2%	28.8%	28.8%	29.1%	18.5%	18.7%	19.6%	7.6%	10.2%	10.4%	255,336	212,184	221,429
Leaving																		
No	12.9%	11.5%	10.6%	39.4%	37.6%	37.4%	28.0%	28.8%	28.5%	15.1%	15.5%	16.7%	4.7%	6.6%	6.9%	177,916	143,369	150,505
Yes, to retire	8.3%	8.3%	6.7%	32.1%	31.0%	27.8%	29.8%	27.7%	29.6%	21.6%	20.5%	21.4%	8.2%	12.6%	14.5%	15,410	13,495	14,411
Yes, to other job in Govt	5.2%	3.6%	4.2%	21.5%	21.8%	19.8%	30.5%	29.7%	31.4%	27.6%	27.0%	27.1%	15.2%	18.0%	17.5%	42,180	37,419	35,607
Yes, to other job outside Govt	3.4%	3.3%	2.9%	19.2%	16.3%	16.6%	29.5%	25.7%	27.6%	28.9%	31.3%	27.2%	19.0%	23.3%	25.7%	5,213	6,395	7,859
Yes, other	3.6%	3.9%	2.7%	16.2%	16.9%	15.7%	29.3%	28.4%	30.9%	30.2%	26.5%	28.7%	20.8%	24.3%	22.0%	8,128	8,242	9,085
Retiring																		
Within 1 year	9.8%	7.5%	7.7%	29.7%	31.9%	27.2%	27.8%	26.1%	27.0%	24.0%	20.6%	21.5%	8.7%	13.9%	16.5%	8,826	8,334	9,141
Between 1 and 3 years	8.1%	9.9%	7.0%	31.5%	27.9%	29.6%	30.4%	30.0%	30.4%	21.6%	20.9%	21.0%	8.3%	11.2%	12.0%	27,649	24,421	25,214
Between 3 and 5 years	9.4%	9.2%	7.6%	34.2%	30.1%	30.9%	28.1%	29.5%	29.2%	20.1%	20.4%	21.1%	8.3%	10.9%	11.3%	29,611	26,404	28,076
5 or more years	11.2%	9.4%	9.2%	35.1%	34.1%	33.1%	28.5%	28.7%	29.0%	17.7%	18.1%	19.0%	7.4%	9.7%	9.7%	179,961	149,763	155,012
Age Group																		
25 and under	14.6%	15.2%	11.6%	42.5%	41.9%	40.9%	27.7%	21.8%	29.8%	11.6%	15.2%	12.3%	3.6%	5.9%	5.4%	3,203	2,298	2,477
26-29	12.1%	9.3%	10.7%	39.6%	37.7%	35.2%	27.2%	28.1%	30.5%	15.3%	17.0%	15.6%	5.8%	7.8%	7.9%	8,795	6,559	6,317
30-39	10.2%	8.8%	7.6%	36.8%	33.4%	33.7%	28.1%	29.1%	30.2%	17.4%	18.4%	18.1%	7.5%	10.4%	10.3%	35,562	29,381	31,367
40-49	10.4%	9.3%	8.0%	34.1%	33.7%	32.8%	28.3%	28.1%	27.9%	19.4%	18.0%	20.5%	7.8%	10.9%	10.7%	73,832	64,111	70,129
50-59	11.0%	8.6%	8.9%	32.9%	30.8%	30.3%	29.1%	29.7%	29.3%	18.7%	20.4%	20.6%	8.4%	10.5%	10.9%	93,615	82,012	87,041
60+	10.7%	12.0%	10.8%	34.1%	33.3%	32.1%	29.2%	29.0%	29.2%	19.7%	17.4%	18.2%	6.2%	8.3%	9.7%	32,150	24,556	20,185

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	10.6%	9.4%	8.7%	34.4%	32.9%	32.2%	28.8%	28.8%	29.1%	18.5%	18.7%	19.6%	7.6%	10.2%	10.4%	255,336	212,184	221,429
Pay Category																		
Federal Wage System	7.3%	7.9%	6.2%	34.9%	31.4%	30.6%	27.1%	28.8%	30.0%	23.2%	19.8%	20.9%	7.5%	12.1%	12.2%	9,205	8,649	9,480
GS 1-6 or equivalent	13.2%	11.4%	10.8%	31.8%	32.0%	35.6%	29.6%	28.1%	27.3%	17.6%	18.8%	16.2%	7.8%	9.7%	10.0%	11,443	10,339	10,822
GS 7-12 or equivalent	10.2%	8.7%	8.4%	34.8%	32.8%	31.9%	29.9%	30.7%	30.6%	17.7%	18.6%	19.6%	7.4%	9.2%	9.6%	99,141	86,210	91,795
GS 13-15 or equivalent	12.1%	10.2%	9.2%	35.1%	35.2%	33.5%	27.1%	26.2%	27.0%	18.8%	18.6%	20.1%	6.9%	9.8%	10.2%	106,802	83,229	91,618
Senior Executive Service	34.0%	29.2%	23.9%	37.1%	38.7%	42.8%	14.9%	15.3%	15.4%	10.7%	11.2%	11.3%	3.3%	5.6%	6.6%	3,823	3,931	4,206
SL/ST	17.2%	8.5%	6.8%	31.3%	36.7%	22.5%	34.8%	21.4%	26.3%	10.7%	21.1%	32.7%	5.9%	12.4%	11.7%	1,023	780	688
Other	8.0%	8.3%	9.3%	33.4%	29.4%	30.6%	28.0%	28.4%	29.8%	20.1%	19.3%	19.0%	10.6%	14.6%	11.3%	16,939	15,761	8,187
Time in Federal Government																		
< 1 year	20.9%	14.8%	19.3%	43.7%	39.6%	42.9%	21.9%	26.3%	26.5%	7.2%	15.1%	8.3%	6.4%	4.2%	3.0%	3,140	2,253	2,614
1-3 years	13.8%	12.4%	11.4%	42.1%	38.7%	38.5%	26.5%	27.1%	28.2%	12.4%	15.8%	14.2%	5.2%	6.0%	7.6%	26,339	17,926	17,543
4-5 years	11.6%	9.0%	8.7%	34.8%	35.0%	31.7%	30.9%	27.7%	28.7%	17.0%	17.9%	19.8%	5.8%	10.4%	11.2%	17,753	14,598	16,231
6-10 years	9.0%	8.2%	7.4%	32.7%	33.4%	30.6%	28.7%	28.1%	31.3%	21.3%	19.2%	19.2%	8.4%	11.1%	11.5%	40,195	32,654	26,507
11-20 years	10.0%	9.0%	---	32.0%	31.0%	---	28.7%	29.5%	---	20.7%	19.6%	---	8.6%	10.9%	---	55,827	53,231	---
(11 to 14 years)	10.1%	8.9%	8.4%	31.5%	31.9%	30.6%	29.8%	30.0%	29.3%	20.5%	19.1%	20.6%	8.1%	10.2%	11.0%	22,323	17,503	62,918
(15 to 20 years)	9.9%	9.0%	8.1%	32.4%	30.5%	31.8%	27.9%	29.2%	28.6%	20.8%	19.9%	21.0%	9.0%	11.3%	10.6%	33,504	35,728	91,709
> 20 years	9.8%	9.1%	---	33.1%	31.3%	---	29.5%	29.6%	---	19.3%	19.3%	---	8.3%	10.8%	---	103,704	88,275	---
Time with Current Agency																		
< 1 year	19.6%	18.2%	17.4%	42.5%	38.3%	40.8%	23.9%	27.1%	29.8%	8.5%	11.9%	8.0%	5.5%	4.5%	4.0%	5,494	4,810	5,023
1-3 years	13.7%	11.8%	11.0%	39.8%	37.0%	36.1%	27.1%	28.0%	28.3%	13.5%	16.3%	15.9%	5.9%	6.9%	8.7%	38,392	28,184	28,266
4-5 years	10.4%	8.8%	7.7%	34.9%	32.9%	30.8%	30.3%	27.7%	29.7%	17.8%	19.3%	20.3%	6.6%	11.4%	11.5%	23,247	20,125	22,566
6-10 years	8.4%	7.5%	7.7%	31.8%	32.7%	31.2%	29.6%	29.2%	30.9%	21.3%	18.7%	19.1%	8.9%	11.8%	11.1%	48,038	40,755	35,129
11-20 years	9.6%	9.0%	7.7%	31.9%	31.1%	30.6%	28.8%	29.0%	29.2%	20.9%	20.1%	21.4%	8.8%	10.8%	11.2%	58,263	54,451	64,994
> 20 years	9.8%	8.8%	8.3%	33.5%	31.5%	32.0%	29.1%	29.5%	28.0%	19.8%	19.7%	21.2%	7.7%	10.5%	10.5%	74,352	60,591	61,524

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.2%	9.5%	8.5%	30.5%	29.5%	28.0%	27.0%	28.2%	29.1%	18.9%	19.5%	20.8%	12.5%	13.3%	13.6%	255,249	212,184	221,416
Work Location																		
Headquarters	12.6%	10.4%	9.5%	30.1%	29.3%	28.8%	26.7%	28.1%	29.2%	18.6%	19.2%	19.7%	12.1%	13.1%	12.9%	102,899	82,920	86,483
Field	10.5%	9.1%	8.0%	30.6%	29.6%	27.7%	27.2%	28.3%	29.1%	19.0%	19.7%	21.3%	12.7%	13.4%	13.9%	143,567	125,983	130,937
Supervisor Status																		
Non-Supervisor	9.4%	8.2%	7.3%	28.7%	26.8%	25.9%	27.7%	29.1%	29.5%	19.8%	21.2%	22.2%	14.4%	14.7%	15.1%	144,114	116,263	118,181
Team Leader	11.1%	7.9%	7.8%	29.9%	30.7%	28.7%	25.8%	27.9%	29.4%	20.9%	18.9%	20.7%	12.2%	14.5%	13.4%	34,594	28,853	31,775
Supervisor	14.3%	12.3%	9.8%	36.9%	36.9%	33.7%	26.6%	26.5%	28.4%	15.1%	16.2%	17.9%	7.1%	8.1%	10.2%	43,702	37,704	39,855
Manager	22.8%	18.1%	17.1%	37.6%	38.7%	36.1%	23.2%	23.6%	27.2%	11.4%	12.2%	13.3%	5.0%	7.3%	6.2%	22,449	21,187	22,464
Executive	32.3%	30.2%	23.5%	32.3%	33.3%	33.3%	22.0%	24.8%	23.0%	9.6%	7.5%	10.9%	3.7%	4.2%	9.3%	4,786	4,882	5,134
Sex																		
Male	11.9%	9.5%	8.1%	31.3%	29.4%	28.8%	27.8%	29.6%	29.7%	17.3%	18.6%	19.6%	11.8%	13.0%	13.8%	131,196	108,689	117,810
Female	10.5%	9.5%	9.0%	29.6%	29.6%	26.9%	25.9%	26.5%	28.3%	20.9%	20.8%	22.4%	13.2%	13.7%	13.4%	117,790	100,245	99,716
Hispanic or Latino																		
Yes	14.2%	11.4%	9.4%	31.3%	31.9%	28.7%	23.7%	26.3%	28.1%	17.1%	18.1%	18.8%	13.7%	12.2%	15.0%	16,725	14,270	13,630
No	11.0%	9.3%	8.4%	30.5%	29.2%	27.9%	27.3%	28.4%	29.2%	19.0%	19.7%	21.0%	12.2%	13.4%	13.5%	230,170	194,604	203,782
Race																		
American Indian/ Alaska Native	13.4%	12.3%	7.3%	28.1%	24.8%	29.9%	27.7%	29.5%	25.2%	16.0%	19.3%	21.7%	14.9%	14.1%	15.9%	7,880	8,130	6,148
Asian	11.9%	11.3%	9.2%	39.4%	36.0%	34.4%	24.3%	29.1%	34.0%	16.3%	14.7%	13.8%	8.1%	8.8%	8.8%	11,064	8,414	8,606
Black or African American	12.9%	9.4%	9.1%	30.9%	29.7%	27.2%	23.4%	25.0%	25.7%	19.6%	20.9%	23.0%	13.2%	15.1%	15.1%	39,812	32,719	32,868
Native Hawaiian/ Pacific Islander	8.4%	9.6%	13.0%	35.5%	34.0%	26.4%	26.8%	31.0%	35.2%	21.2%	12.0%	12.9%	8.1%	13.5%	12.5%	1,527	1,472	1,488
White	11.0%	9.3%	8.4%	30.3%	29.3%	28.0%	28.1%	29.1%	29.6%	18.8%	19.5%	20.7%	11.9%	12.9%	13.2%	174,047	146,244	156,713
Two or more races (Not Hispanic/Latino)	7.7%	8.5%	6.9%	22.4%	25.1%	21.7%	25.2%	27.3%	29.7%	23.7%	23.4%	23.1%	21.0%	15.7%	18.5%	6,487	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.2%	9.5%	8.5%	30.5%	29.5%	28.0%	27.0%	28.2%	29.1%	18.9%	19.5%	20.8%	12.5%	13.3%	13.6%	255,249	212,184	221,416
Leaving																		
No	14.1%	12.0%	10.8%	36.0%	34.8%	33.4%	27.5%	29.2%	30.1%	15.3%	15.9%	17.8%	7.1%	8.1%	7.9%	177,836	143,371	150,497
Yes, to retire	8.1%	8.4%	6.1%	28.7%	26.3%	26.5%	34.1%	33.0%	33.8%	18.6%	19.1%	18.7%	10.5%	13.2%	14.9%	15,406	13,494	14,407
Yes, to other job in Govt	3.8%	2.7%	2.7%	14.8%	16.1%	13.3%	23.1%	24.2%	24.5%	30.8%	29.8%	31.0%	27.5%	27.3%	28.5%	42,180	37,420	35,604
Yes, to other job outside Govt	2.9%	2.4%	2.2%	17.1%	11.9%	12.2%	21.0%	22.6%	23.4%	28.4%	32.9%	27.4%	30.6%	30.2%	34.7%	5,212	6,395	7,859
Yes, other	3.2%	3.1%	1.7%	10.5%	14.8%	12.1%	25.8%	26.8%	29.2%	25.1%	26.8%	26.8%	35.3%	28.7%	30.2%	8,130	8,241	9,084
Retiring																		
Within 1 year	8.8%	8.0%	7.2%	30.5%	26.2%	26.8%	31.2%	33.9%	31.2%	17.3%	17.4%	19.0%	12.3%	14.5%	15.7%	8,818	8,334	9,138
Between 1 and 3 years	7.4%	8.7%	6.9%	27.2%	26.1%	27.4%	33.1%	32.8%	33.5%	19.2%	19.8%	19.6%	13.2%	12.6%	12.6%	27,630	24,421	25,218
Between 3 and 5 years	9.1%	7.6%	6.7%	29.5%	28.1%	26.9%	29.6%	30.5%	30.6%	19.8%	19.8%	22.3%	11.9%	14.1%	13.5%	29,613	26,402	28,075
5 or more years	12.2%	10.0%	9.0%	31.0%	30.3%	28.4%	25.6%	27.0%	28.2%	18.8%	19.5%	20.8%	12.4%	13.2%	13.6%	179,915	149,766	155,002
Age Group																		
25 and under	18.2%	14.5%	11.8%	33.7%	35.3%	32.7%	26.3%	26.0%	28.1%	11.4%	13.3%	16.4%	10.5%	10.9%	10.9%	3,205	2,298	2,477
26-29	12.6%	10.5%	9.8%	35.4%	35.8%	31.7%	26.0%	27.6%	28.1%	15.0%	16.1%	18.4%	10.9%	10.0%	12.1%	8,806	6,559	6,315
30-39	11.7%	9.6%	8.5%	32.6%	32.4%	29.2%	25.1%	24.7%	27.8%	17.8%	18.7%	20.2%	12.8%	14.7%	14.3%	35,569	29,381	31,366
40-49	11.0%	9.4%	8.2%	30.9%	30.2%	28.5%	26.4%	26.9%	27.8%	19.5%	19.7%	21.4%	12.1%	13.8%	14.1%	73,804	64,116	70,129
50-59	11.5%	9.0%	8.1%	28.9%	26.9%	26.8%	26.6%	29.8%	30.3%	20.1%	20.9%	21.2%	13.0%	13.5%	13.6%	93,568	82,007	87,037
60+	9.4%	9.9%	9.4%	29.6%	27.3%	26.4%	32.4%	33.3%	32.4%	17.7%	18.6%	19.8%	10.9%	10.9%	11.9%	32,138	24,558	20,184

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	11.2%	9.5%	8.5%	30.5%	29.5%	28.0%	27.0%	28.2%	29.1%	18.9%	19.5%	20.8%	12.5%	13.3%	13.6%	255,249	212,184	221,416
Pay Category																		
Federal Wage System	7.7%	7.1%	6.1%	29.8%	29.5%	27.9%	26.2%	28.9%	27.7%	19.6%	18.5%	22.4%	16.7%	15.9%	16.0%	9,198	8,646	9,478
GS 1-6 or equivalent	11.7%	11.6%	8.4%	22.7%	23.6%	24.3%	24.5%	23.4%	27.2%	23.9%	24.3%	21.5%	17.3%	17.2%	18.6%	11,431	10,340	10,820
GS 7-12 or equivalent	10.4%	8.3%	7.7%	30.8%	28.9%	27.5%	27.3%	28.7%	28.5%	18.5%	20.5%	22.4%	13.1%	13.6%	14.0%	99,120	86,211	91,793
GS 13-15 or equivalent	13.9%	11.2%	10.6%	33.7%	32.5%	31.8%	27.1%	29.3%	30.7%	16.8%	16.7%	17.3%	8.5%	10.3%	9.6%	106,779	83,231	91,614
Senior Executive Service	34.7%	31.9%	27.8%	33.4%	32.8%	34.8%	21.4%	23.2%	24.6%	7.4%	8.2%	7.3%	3.1%	3.8%	5.4%	3,817	3,931	4,205
SL/ST	18.4%	13.4%	8.4%	29.6%	48.7%	15.5%	37.7%	14.2%	47.0%	7.5%	20.7%	22.5%	6.8%	3.0%	6.6%	1,021	780	688
Other	9.4%	8.8%	8.7%	29.2%	28.9%	27.3%	27.8%	28.1%	32.9%	21.0%	19.5%	18.6%	12.5%	14.6%	12.5%	16,930	15,761	8,187
Time in Federal Government																		
< 1 year	19.9%	14.3%	17.2%	39.2%	35.1%	36.5%	23.4%	28.7%	29.2%	13.4%	15.2%	12.1%	4.2%	6.7%	5.0%	3,144	2,253	2,613
1-3 years	15.4%	11.6%	10.1%	33.9%	33.5%	30.4%	26.7%	28.8%	29.3%	14.8%	16.0%	18.7%	9.1%	10.1%	11.5%	26,339	17,926	17,543
4-5 years	12.4%	9.9%	8.5%	31.1%	31.2%	27.8%	25.7%	27.9%	25.9%	19.3%	19.5%	21.9%	11.4%	11.5%	16.0%	17,753	14,598	16,231
6-10 years	9.7%	9.4%	7.8%	29.6%	28.7%	28.9%	25.8%	25.5%	27.8%	20.4%	21.1%	20.7%	14.5%	15.3%	14.7%	40,185	32,653	26,507
11-20 years	10.8%	8.9%	---	29.7%	28.9%	---	25.2%	26.9%	---	20.5%	20.4%	---	13.8%	14.8%	---	55,782	53,233	---
(11 to 14 years)	12.3%	8.3%	8.4%	30.1%	31.5%	26.2%	25.3%	25.7%	29.4%	20.1%	21.6%	21.4%	12.1%	12.9%	14.5%	22,303	17,504	62,910
(15 to 20 years)	9.7%	9.3%	7.9%	29.4%	27.5%	27.9%	25.1%	27.5%	30.2%	20.8%	19.8%	21.0%	15.0%	15.9%	12.9%	33,479	35,729	91,705
> 20 years	9.7%	8.9%	---	29.5%	28.3%	---	29.1%	30.3%	---	18.9%	19.5%	---	12.8%	13.1%	---	103,688	88,277	---
Time with Current Agency																		
< 1 year	17.3%	16.7%	15.7%	36.4%	35.1%	33.6%	27.4%	27.8%	31.6%	13.5%	13.6%	12.3%	5.5%	6.7%	6.8%	5,498	4,810	5,022
1-3 years	14.9%	11.7%	9.8%	32.5%	32.5%	29.1%	26.8%	28.0%	29.4%	16.0%	16.9%	19.4%	9.9%	11.0%	12.3%	38,373	28,185	28,263
4-5 years	11.5%	10.0%	7.4%	29.3%	28.5%	27.0%	27.0%	28.0%	26.4%	20.2%	20.4%	22.7%	12.1%	13.0%	16.4%	23,238	20,124	22,565
6-10 years	9.0%	8.4%	7.8%	29.2%	28.5%	28.2%	26.5%	25.6%	28.0%	20.3%	21.5%	20.8%	15.0%	16.0%	15.1%	48,021	40,753	35,128
11-20 years	10.6%	8.3%	7.8%	29.0%	28.5%	26.1%	25.6%	28.0%	29.5%	21.1%	20.5%	22.0%	13.7%	14.8%	14.6%	58,221	54,454	64,989
> 20 years	9.7%	8.9%	8.4%	31.0%	29.0%	29.0%	28.8%	30.8%	30.3%	18.4%	19.1%	20.3%	12.1%	12.2%	11.9%	74,362	60,592	61,521

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.6%	12.8%	12.1%	41.3%	42.5%	41.6%	22.8%	24.5%	24.5%	14.8%	14.3%	15.3%	6.6%	5.9%	6.5%	255,351	212,181	221,417
Work Location																		
Headquarters	15.8%	13.8%	13.5%	39.9%	42.1%	41.0%	23.1%	24.3%	25.2%	14.7%	14.1%	14.1%	6.5%	5.7%	6.2%	102,934	82,920	86,483
Field	14.0%	12.3%	11.4%	41.8%	42.7%	41.9%	22.5%	24.6%	24.1%	15.0%	14.4%	15.9%	6.7%	6.0%	6.7%	143,612	125,984	130,939
Supervisor Status																		
Non-Supervisor	13.4%	11.6%	11.2%	40.4%	41.1%	40.6%	22.8%	25.2%	25.0%	15.8%	15.6%	15.9%	7.6%	6.4%	7.3%	144,188	116,264	118,180
Team Leader	15.2%	12.9%	12.4%	41.0%	44.0%	41.6%	23.5%	23.4%	24.2%	14.9%	13.2%	16.3%	5.4%	6.5%	5.5%	34,598	28,856	31,775
Supervisor	15.7%	14.7%	12.7%	44.5%	46.0%	45.4%	22.8%	23.9%	23.1%	12.6%	11.8%	13.5%	4.4%	3.7%	5.3%	43,708	37,699	39,861
Manager	23.0%	18.5%	17.3%	43.5%	45.7%	45.1%	20.6%	22.3%	22.8%	9.7%	10.0%	11.0%	3.2%	3.6%	3.8%	22,453	21,187	22,461
Executive	28.4%	26.9%	22.6%	39.7%	43.0%	38.8%	21.7%	20.9%	20.9%	7.3%	6.3%	11.1%	2.9%	2.9%	6.7%	4,785	4,882	5,135
Sex																		
Male	15.6%	12.5%	11.6%	41.4%	42.3%	41.6%	22.7%	25.6%	25.1%	14.0%	13.8%	15.3%	6.3%	5.9%	6.4%	131,193	108,682	117,808
Female	13.4%	13.2%	12.6%	40.8%	42.8%	41.7%	22.9%	23.1%	23.6%	15.9%	15.0%	15.4%	6.9%	6.0%	6.6%	117,884	100,248	99,718
Hispanic or Latino																		
Yes	16.7%	14.2%	12.2%	39.7%	41.4%	41.5%	20.7%	24.2%	24.2%	15.7%	14.7%	15.1%	7.2%	5.5%	7.0%	16,745	14,269	13,626
No	14.4%	12.6%	12.1%	41.4%	42.6%	41.6%	23.0%	24.5%	24.5%	14.7%	14.2%	15.4%	6.4%	5.9%	6.5%	230,234	194,604	203,786
Race																		
American Indian/ Alaska Native	16.1%	12.2%	9.6%	36.8%	40.2%	41.6%	22.7%	23.6%	23.9%	15.1%	16.4%	16.6%	9.3%	7.6%	8.3%	7,897	8,130	6,149
Asian	13.9%	12.9%	12.5%	49.6%	45.5%	43.5%	21.6%	25.0%	25.6%	9.7%	12.0%	14.0%	5.1%	4.6%	4.5%	11,069	8,410	8,608
Black or African American	17.6%	14.7%	13.2%	40.9%	44.6%	41.5%	20.9%	20.0%	22.8%	14.2%	14.5%	14.9%	6.3%	6.3%	7.6%	39,843	32,720	32,868
Native Hawaiian/ Pacific Islander	11.2%	11.1%	13.2%	36.5%	40.9%	42.1%	27.4%	23.4%	23.3%	18.6%	14.5%	14.0%	6.2%	10.1%	7.4%	1,528	1,472	1,487
White	14.3%	12.4%	12.0%	41.5%	42.5%	42.0%	23.0%	25.2%	24.4%	14.9%	14.3%	15.6%	6.3%	5.7%	6.1%	174,060	146,243	156,715
Two or more races (Not Hispanic/Latino)	10.5%	12.2%	10.3%	28.9%	36.0%	32.6%	29.0%	27.1%	30.6%	21.6%	17.4%	15.4%	10.0%	7.3%	11.0%	6,494	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.6%	12.8%	12.1%	41.3%	42.5%	41.6%	22.8%	24.5%	24.5%	14.8%	14.3%	15.3%	6.6%	5.9%	6.5%	255,351	212,181	221,417
Leaving																		
No	17.2%	15.1%	14.5%	45.2%	46.9%	46.0%	21.8%	22.6%	23.0%	12.2%	11.9%	12.5%	3.6%	3.5%	4.0%	177,932	143,371	150,500
Yes, to retire	10.6%	11.9%	10.1%	43.5%	40.0%	41.5%	25.9%	29.6%	26.3%	14.6%	12.9%	14.7%	5.5%	5.6%	7.4%	15,412	13,493	14,405
Yes, to other job in Govt	8.2%	6.3%	5.9%	28.5%	32.4%	30.2%	24.6%	27.5%	27.3%	23.0%	21.6%	23.9%	15.7%	12.2%	12.7%	42,174	37,419	35,602
Yes, to other job outside Govt	5.9%	6.8%	5.6%	32.2%	28.3%	27.7%	22.2%	28.4%	26.8%	24.1%	22.9%	24.7%	15.6%	13.6%	15.3%	5,206	6,395	7,859
Yes, other	7.3%	7.0%	5.2%	24.9%	26.8%	25.6%	28.6%	32.8%	31.9%	22.4%	19.2%	22.4%	16.9%	14.2%	14.8%	8,130	8,240	9,085
Retiring																		
Within 1 year	13.1%	11.5%	11.2%	39.2%	40.8%	40.2%	27.8%	28.6%	26.7%	13.5%	13.0%	13.8%	6.4%	6.1%	8.1%	8,824	8,332	9,138
Between 1 and 3 years	11.4%	11.7%	10.9%	42.0%	41.3%	41.4%	25.3%	28.5%	27.1%	15.2%	13.7%	14.5%	6.0%	4.8%	6.1%	27,640	24,421	25,214
Between 3 and 5 years	12.2%	11.6%	10.5%	42.0%	43.0%	42.4%	24.7%	26.1%	25.9%	15.6%	13.2%	14.7%	5.5%	6.1%	6.5%	29,619	26,401	28,076
5 or more years	15.5%	13.2%	12.5%	41.1%	42.7%	41.6%	22.0%	23.5%	23.7%	14.7%	14.6%	15.6%	6.8%	6.0%	6.5%	179,977	149,766	155,003
Age Group																		
25 and under	21.8%	19.2%	17.0%	41.0%	45.6%	43.9%	17.6%	22.0%	21.3%	12.0%	9.0%	12.6%	7.7%	4.1%	5.1%	3,206	2,297	2,477
26-29	19.5%	15.0%	13.8%	42.7%	45.8%	42.4%	18.0%	20.0%	22.1%	13.9%	14.1%	15.2%	5.9%	5.2%	6.5%	8,800	6,559	6,317
30-39	14.6%	13.1%	12.2%	41.6%	42.8%	43.3%	20.0%	22.7%	23.3%	16.8%	15.0%	15.0%	7.0%	6.5%	6.2%	35,555	29,382	31,364
40-49	13.7%	12.6%	11.4%	42.0%	43.1%	41.1%	23.5%	23.5%	24.2%	14.1%	14.5%	16.7%	6.8%	6.3%	6.6%	73,872	64,112	70,127
50-59	14.8%	11.5%	11.7%	40.1%	41.4%	40.8%	23.6%	26.7%	25.7%	15.0%	14.6%	14.9%	6.5%	5.8%	6.8%	93,582	82,010	87,041
60+	13.5%	15.1%	13.8%	41.8%	42.5%	42.6%	26.2%	25.5%	24.2%	13.5%	12.3%	13.7%	5.1%	4.7%	5.7%	32,155	24,556	20,183

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	14.6%	12.8%	12.1%	41.3%	42.5%	41.6%	22.8%	24.5%	24.5%	14.8%	14.3%	15.3%	6.6%	5.9%	6.5%	255,351	212,181	221,417
Pay Category																		
Federal Wage System	13.0%	10.6%	9.1%	40.4%	42.5%	42.0%	24.7%	27.0%	26.4%	15.6%	11.9%	15.4%	6.3%	7.9%	7.1%	9,207	8,644	9,479
GS 1-6 or equivalent	15.1%	14.7%	12.5%	37.6%	36.9%	39.1%	21.5%	25.0%	23.7%	18.0%	16.8%	15.6%	7.7%	6.6%	9.1%	11,438	10,338	10,822
GS 7-12 or equivalent	13.8%	11.7%	11.4%	41.7%	43.0%	41.2%	22.3%	23.8%	24.1%	15.0%	15.5%	16.5%	7.2%	6.0%	6.8%	99,179	86,207	91,790
GS 13-15 or equivalent	16.7%	14.1%	13.9%	42.4%	44.2%	43.3%	22.8%	24.8%	24.4%	13.0%	12.5%	13.6%	5.1%	4.3%	4.8%	106,785	83,232	91,612
Senior Executive Service	30.8%	26.7%	24.5%	38.7%	39.1%	40.6%	20.7%	22.4%	23.8%	7.6%	9.0%	7.2%	2.1%	2.9%	3.9%	3,819	3,931	4,206
SL/ST	18.0%	14.8%	8.1%	39.0%	45.6%	51.2%	17.2%	25.8%	18.8%	21.5%	12.0%	16.5%	4.3%	1.9%	5.5%	1,023	780	688
Other	12.9%	13.3%	13.3%	40.4%	41.5%	42.3%	24.6%	24.7%	25.5%	15.1%	13.0%	13.0%	7.0%	7.5%	5.8%	16,929	15,766	8,187
Time in Federal Government																		
< 1 year	25.1%	16.1%	19.7%	42.1%	41.8%	46.2%	17.5%	19.4%	18.5%	11.0%	17.3%	11.9%	4.3%	5.4%	3.6%	3,147	2,253	2,613
1-3 years	18.9%	15.1%	15.1%	42.9%	45.1%	42.6%	18.8%	23.0%	22.9%	13.6%	12.2%	13.5%	5.8%	4.6%	6.0%	26,336	17,926	17,544
4-5 years	15.2%	12.4%	12.4%	41.6%	45.1%	41.5%	20.0%	21.7%	22.3%	16.3%	14.8%	17.1%	7.0%	6.0%	6.7%	17,746	14,598	16,230
6-10 years	12.9%	12.8%	10.9%	40.1%	40.7%	41.1%	23.1%	23.6%	24.7%	16.5%	16.3%	16.1%	7.4%	6.7%	7.2%	40,184	32,653	26,505
11-20 years	13.8%	12.6%	---	40.8%	40.8%	---	22.7%	25.0%	---	15.6%	15.4%	---	7.1%	6.1%	---	55,809	53,228	---
(11 to 14 years)	14.0%	12.5%	11.3%	41.2%	41.3%	40.6%	22.9%	25.0%	25.1%	14.8%	15.0%	16.0%	7.1%	6.1%	7.0%	22,313	17,501	62,911
(15 to 20 years)	13.6%	12.7%	11.8%	40.5%	40.5%	42.1%	22.5%	25.0%	25.2%	16.2%	15.6%	14.9%	7.2%	6.1%	6.1%	33,496	35,727	91,706
> 20 years	13.4%	12.1%	---	41.5%	43.1%	---	25.2%	26.0%	---	13.9%	13.0%	---	6.0%	5.8%	---	103,755	88,278	---
Time with Current Agency																		
< 1 year	21.4%	19.4%	18.5%	39.3%	40.6%	43.5%	21.4%	19.5%	20.7%	12.8%	15.1%	12.7%	5.1%	5.4%	4.6%	5,498	4,810	5,021
1-3 years	18.4%	14.8%	14.2%	41.5%	43.7%	41.3%	19.3%	22.5%	22.7%	13.8%	13.4%	14.5%	6.9%	5.5%	7.3%	38,385	28,184	28,266
4-5 years	13.9%	12.2%	11.4%	41.3%	43.0%	40.6%	20.5%	22.8%	23.7%	17.0%	15.4%	17.2%	7.2%	6.6%	7.1%	23,227	20,125	22,563
6-10 years	12.3%	12.0%	11.1%	40.2%	41.0%	41.1%	23.7%	24.2%	24.4%	16.3%	16.0%	16.0%	7.5%	6.8%	7.5%	48,034	40,750	35,124
11-20 years	13.5%	12.3%	11.0%	40.2%	41.6%	40.8%	23.6%	25.5%	25.7%	15.6%	14.7%	16.0%	7.1%	5.9%	6.5%	58,247	54,452	64,993
> 20 years	13.8%	12.0%	12.1%	42.7%	43.9%	43.2%	25.2%	26.4%	25.1%	13.2%	12.5%	14.2%	5.2%	5.2%	5.4%	74,407	60,592	61,523

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.0%	21.0%	20.9%	47.5%	47.5%	46.6%	16.4%	17.5%	17.6%	8.6%	9.8%	10.2%	3.5%	4.3%	4.6%	255,243	212,184	221,416
Work Location																		
Headquarters	25.2%	21.6%	21.3%	45.9%	46.8%	46.2%	16.3%	17.8%	17.3%	8.7%	9.6%	10.3%	3.8%	4.2%	4.8%	102,896	82,919	86,485
Field	23.5%	20.7%	20.7%	48.3%	47.8%	46.8%	16.2%	17.3%	17.7%	8.5%	9.9%	10.2%	3.4%	4.3%	4.6%	143,565	125,982	130,936
Supervisor Status																		
Non-Supervisor	21.8%	18.9%	19.4%	47.7%	46.9%	45.6%	17.4%	18.6%	18.7%	9.1%	10.7%	11.0%	4.0%	4.8%	5.3%	144,116	116,264	118,186
Team Leader	25.0%	20.3%	21.1%	46.8%	49.5%	48.1%	16.6%	17.5%	17.2%	8.6%	8.6%	9.6%	3.0%	4.2%	4.0%	34,589	28,854	31,775
Supervisor	28.0%	25.0%	22.0%	48.5%	48.9%	50.3%	13.7%	14.8%	15.5%	7.3%	8.5%	8.6%	2.5%	2.8%	3.6%	43,695	37,701	39,858
Manager	36.4%	31.8%	31.6%	44.5%	47.0%	46.0%	11.7%	11.9%	13.4%	5.6%	6.9%	6.4%	1.7%	2.5%	2.6%	22,452	21,186	22,465
Executive	46.6%	45.4%	39.5%	36.3%	39.2%	40.2%	8.0%	9.3%	8.7%	5.4%	3.7%	9.0%	3.6%	2.5%	2.7%	4,791	4,882	5,135
Sex																		
Male	25.1%	21.1%	20.7%	47.5%	47.3%	46.7%	15.4%	17.4%	17.8%	8.5%	10.0%	10.5%	3.5%	4.2%	4.3%	131,168	108,685	117,809
Female	22.8%	20.8%	21.3%	47.4%	47.7%	46.5%	17.5%	17.6%	17.3%	8.7%	9.5%	9.8%	3.6%	4.4%	5.1%	117,812	100,246	99,712
Hispanic or Latino																		
Yes	27.2%	24.3%	23.4%	46.4%	45.7%	46.2%	15.2%	17.5%	16.6%	6.7%	8.8%	9.3%	4.5%	3.7%	4.5%	16,715	14,267	13,631
No	23.8%	20.7%	20.7%	47.7%	47.6%	46.7%	16.4%	17.5%	17.7%	8.7%	9.9%	10.3%	3.4%	4.4%	4.7%	230,174	194,604	203,776
Race																		
American Indian/ Alaska Native	24.2%	24.1%	19.2%	45.8%	44.4%	45.9%	17.2%	17.0%	19.3%	8.1%	10.0%	11.4%	4.7%	4.6%	4.2%	7,885	8,130	6,150
Asian	21.1%	18.6%	19.8%	52.9%	53.2%	50.2%	16.8%	17.8%	19.2%	7.0%	8.1%	7.3%	2.3%	2.2%	3.5%	11,069	8,415	8,609
Black or African American	25.2%	21.0%	21.5%	46.9%	48.3%	44.7%	16.4%	17.5%	18.2%	7.6%	8.8%	10.1%	3.9%	4.3%	5.5%	39,829	32,717	32,863
Native Hawaiian/ Pacific Islander	25.0%	21.7%	22.8%	51.6%	44.4%	49.6%	15.7%	25.4%	16.8%	5.5%	6.1%	7.0%	2.2%	2.4%	3.8%	1,535	1,471	1,488
White	24.3%	21.2%	21.1%	47.7%	47.3%	47.1%	15.7%	17.2%	16.9%	8.9%	9.9%	10.4%	3.3%	4.3%	4.5%	174,005	146,246	156,711
Two or more races (Not Hispanic/Latino)	16.9%	16.7%	17.2%	44.3%	44.6%	40.5%	25.6%	19.2%	25.0%	8.6%	13.2%	12.2%	4.6%	6.3%	5.0%	6,482	6,175	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.0%	21.0%	20.9%	47.5%	47.5%	46.6%	16.4%	17.5%	17.6%	8.6%	9.8%	10.2%	3.5%	4.3%	4.6%	255,243	212,184	221,416
Leaving																		
No	29.8%	26.3%	26.3%	52.2%	52.7%	51.7%	12.7%	14.6%	14.5%	4.1%	5.0%	5.8%	1.2%	1.4%	1.8%	177,857	143,373	150,494
Yes, to retire	20.6%	20.0%	17.8%	49.4%	44.1%	44.8%	16.5%	17.7%	18.4%	9.0%	11.5%	11.6%	4.5%	6.6%	7.4%	15,408	13,490	14,408
Yes, to other job in Govt	8.3%	6.4%	6.6%	34.1%	35.7%	35.0%	27.5%	25.6%	26.1%	20.7%	21.6%	21.8%	9.4%	10.7%	10.5%	42,164	37,420	35,604
Yes, to other job outside Govt	5.6%	4.8%	4.9%	30.7%	27.6%	29.3%	24.3%	26.3%	24.2%	24.2%	26.7%	24.6%	15.2%	14.5%	16.9%	5,202	6,395	7,860
Yes, other	7.8%	8.0%	6.0%	25.7%	29.3%	26.4%	26.2%	24.6%	29.4%	28.6%	24.3%	23.8%	11.7%	13.8%	14.5%	8,131	8,241	9,086
Retiring																		
Within 1 year	22.3%	20.4%	19.1%	44.7%	42.7%	41.4%	17.1%	18.1%	17.8%	10.6%	11.5%	12.2%	5.3%	7.3%	9.5%	8,817	8,331	9,141
Between 1 and 3 years	20.9%	20.6%	20.2%	48.8%	46.6%	45.6%	16.2%	17.6%	18.0%	10.3%	10.1%	11.2%	3.9%	5.2%	5.0%	27,627	24,419	25,216
Between 3 and 5 years	24.3%	19.5%	19.7%	47.6%	47.4%	46.6%	16.6%	17.8%	18.4%	8.0%	10.1%	10.8%	3.5%	5.2%	4.6%	29,571	26,402	28,072
5 or more years	24.6%	21.3%	21.3%	47.4%	47.8%	47.1%	16.3%	17.4%	17.4%	8.3%	9.6%	9.9%	3.3%	3.9%	4.3%	179,961	149,770	155,001
Age Group																		
25 and under	25.0%	20.8%	19.6%	50.4%	50.0%	47.8%	13.9%	16.6%	16.5%	8.7%	8.1%	11.8%	1.9%	4.5%	4.2%	3,211	2,298	2,476
26-29	24.0%	18.4%	19.5%	49.0%	48.1%	45.2%	15.4%	20.1%	19.9%	8.0%	9.1%	10.9%	3.5%	4.3%	4.4%	8,805	6,559	6,317
30-39	21.4%	19.3%	19.2%	48.5%	46.9%	48.4%	17.5%	18.7%	17.8%	9.2%	10.9%	9.9%	3.5%	4.2%	4.7%	35,588	29,382	31,362
40-49	23.8%	20.8%	19.9%	47.1%	48.1%	47.1%	16.8%	16.9%	17.6%	8.8%	9.6%	10.6%	3.5%	4.6%	4.7%	73,819	64,117	70,127
50-59	25.0%	20.9%	21.7%	46.6%	46.6%	45.4%	16.2%	18.2%	18.0%	8.5%	10.0%	10.2%	3.8%	4.2%	4.7%	93,548	82,007	87,038
60+	26.6%	25.8%	25.7%	48.5%	48.8%	46.5%	14.9%	13.6%	14.9%	7.2%	8.2%	8.9%	2.8%	3.5%	4.0%	32,110	24,555	20,185

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	24.0%	21.0%	20.9%	47.5%	47.5%	46.6%	16.4%	17.5%	17.6%	8.6%	9.8%	10.2%	3.5%	4.3%	4.6%	255,243	212,184	221,416
Pay Category																		
Federal Wage System	20.9%	18.2%	19.5%	49.1%	48.9%	45.7%	19.2%	19.8%	20.3%	7.6%	9.2%	10.4%	3.2%	3.9%	4.1%	9,194	8,644	9,474
GS 1-6 or equivalent	22.4%	20.8%	21.9%	45.1%	43.8%	43.9%	19.9%	20.3%	18.4%	9.3%	10.3%	9.6%	3.3%	4.8%	6.2%	11,438	10,340	10,823
GS 7-12 or equivalent	23.2%	20.0%	20.0%	48.2%	47.9%	46.8%	16.3%	18.1%	17.9%	8.7%	9.7%	10.5%	3.7%	4.2%	4.7%	99,111	86,209	91,788
GS 13-15 or equivalent	27.7%	23.5%	22.4%	46.3%	48.2%	48.6%	14.3%	15.2%	15.7%	8.4%	9.4%	9.5%	3.3%	3.9%	3.7%	106,764	83,231	91,617
Senior Executive Service	49.6%	46.1%	44.3%	35.4%	38.7%	39.0%	7.9%	8.9%	9.0%	5.2%	4.3%	5.4%	1.9%	2.0%	2.3%	3,825	3,931	4,206
SL/ST	34.7%	30.5%	23.0%	49.1%	51.6%	51.3%	6.8%	4.2%	7.5%	7.1%	11.8%	16.6%	2.3%	1.9%	1.6%	1,022	780	688
Other	21.7%	19.8%	22.5%	48.4%	46.3%	46.9%	17.3%	16.9%	17.3%	8.6%	11.3%	9.0%	4.0%	5.7%	4.3%	16,922	15,764	8,187
Time in Federal Government																		
< 1 year	37.0%	24.7%	31.0%	38.5%	44.7%	50.4%	16.5%	24.2%	12.1%	6.7%	3.8%	4.8%	1.4%	2.6%	1.8%	3,149	2,253	2,614
1-3 years	27.6%	23.1%	23.1%	49.3%	49.0%	46.6%	13.5%	16.2%	16.2%	6.6%	9.0%	10.0%	2.9%	2.7%	4.1%	26,347	17,927	17,541
4-5 years	22.6%	21.5%	20.7%	46.9%	46.4%	46.6%	18.6%	17.7%	16.3%	9.0%	10.4%	11.1%	2.9%	4.0%	5.3%	17,758	14,598	16,229
6-10 years	21.6%	18.7%	20.4%	46.6%	47.1%	46.6%	17.8%	18.9%	18.0%	10.3%	10.8%	10.4%	3.6%	4.5%	4.6%	40,177	32,656	26,507
11-20 years	24.0%	20.6%	---	46.8%	47.7%	---	16.9%	16.9%	---	8.4%	9.9%	---	3.9%	4.9%	---	55,787	53,233	---
(11 to 14 years)	24.9%	19.9%	19.3%	47.1%	48.7%	46.4%	15.8%	16.8%	18.6%	8.3%	10.0%	10.8%	3.9%	4.6%	4.9%	22,308	17,505	62,912
(15 to 20 years)	23.3%	20.9%	21.3%	46.6%	47.1%	46.6%	17.7%	17.0%	17.7%	8.4%	9.9%	9.8%	3.9%	5.1%	4.6%	33,479	35,728	91,703
> 20 years	23.7%	21.3%	---	48.0%	47.4%	---	16.0%	17.2%	---	8.6%	9.6%	---	3.8%	4.5%	---	103,654	88,271	---
Time with Current Agency																		
< 1 year	31.9%	27.7%	27.5%	41.5%	42.1%	47.8%	16.5%	21.6%	15.0%	7.9%	5.0%	6.2%	2.2%	3.5%	3.4%	5,501	4,810	5,022
1-3 years	26.6%	22.7%	22.2%	47.9%	47.8%	45.3%	14.4%	16.7%	16.9%	7.5%	9.2%	10.3%	3.7%	3.6%	5.3%	38,392	28,185	28,263
4-5 years	22.7%	20.8%	19.2%	47.2%	46.4%	46.8%	18.2%	17.1%	17.2%	8.5%	10.9%	11.5%	3.3%	4.7%	5.3%	23,240	20,124	22,565
6-10 years	21.1%	17.8%	20.0%	46.9%	47.7%	46.8%	18.2%	19.6%	17.9%	10.4%	10.6%	11.0%	3.4%	4.3%	4.3%	48,038	40,755	35,128
11-20 years	23.9%	20.6%	19.4%	46.6%	48.1%	46.5%	16.7%	16.6%	18.8%	8.7%	9.9%	10.5%	4.0%	4.8%	4.8%	58,212	54,455	64,989
> 20 years	24.2%	22.0%	22.3%	49.3%	47.7%	47.2%	15.3%	16.7%	17.1%	8.0%	9.5%	9.2%	3.1%	4.1%	4.2%	74,318	60,585	61,521

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.6%	15.1%	15.4%	45.2%	45.3%	45.9%	15.7%	17.4%	17.9%	12.8%	15.8%	15.0%	5.7%	6.4%	5.8%	255,390	212,176	221,428
Work Location																		
Headquarters	21.6%	15.9%	16.2%	44.2%	44.6%	45.2%	16.5%	17.5%	19.0%	12.3%	15.8%	14.4%	5.4%	6.2%	5.3%	102,951	82,919	86,485
Field	20.4%	14.7%	15.0%	45.6%	45.6%	46.3%	15.0%	17.3%	17.4%	13.0%	15.8%	15.3%	6.0%	6.5%	6.1%	143,658	125,977	130,946
Supervisor Status																		
Non-Supervisor	18.7%	13.6%	14.4%	45.4%	44.5%	45.2%	16.0%	18.3%	18.5%	13.0%	16.5%	15.7%	6.8%	7.0%	6.2%	144,220	116,260	118,191
Team Leader	20.7%	15.3%	14.9%	43.6%	46.0%	46.1%	17.5%	16.7%	18.1%	13.8%	15.7%	15.8%	4.4%	6.2%	5.2%	34,600	28,854	31,775
Supervisor	25.6%	18.3%	16.8%	46.2%	47.8%	48.6%	13.8%	15.9%	16.3%	11.1%	13.6%	12.4%	3.3%	4.3%	5.9%	43,719	37,700	39,862
Manager	31.0%	22.9%	22.1%	45.6%	47.7%	48.4%	10.7%	12.6%	15.0%	10.1%	12.6%	11.1%	2.7%	4.3%	3.4%	22,454	21,187	22,466
Executive	37.3%	23.6%	25.1%	36.1%	36.3%	46.4%	11.7%	16.4%	11.9%	11.3%	18.3%	10.8%	3.6%	5.4%	5.7%	4,792	4,882	5,134
Sex																		
Male	20.8%	14.9%	14.6%	45.6%	45.1%	46.4%	16.0%	18.5%	18.8%	12.3%	15.4%	14.6%	5.3%	6.1%	5.7%	131,251	108,682	117,812
Female	20.6%	15.3%	16.4%	44.6%	45.6%	45.4%	15.2%	15.9%	16.7%	13.3%	16.4%	15.5%	6.3%	6.8%	6.0%	117,875	100,245	99,724
Hispanic or Latino																		
Yes	22.2%	16.0%	16.2%	43.1%	43.6%	45.0%	15.7%	19.1%	17.7%	12.9%	15.0%	14.9%	6.2%	6.3%	6.2%	16,739	14,267	13,628
No	20.6%	15.0%	15.3%	45.5%	45.5%	46.1%	15.6%	17.2%	17.9%	12.7%	15.9%	15.0%	5.6%	6.4%	5.8%	230,301	194,601	203,795
Race																		
American Indian/ Alaska Native	18.7%	16.3%	14.6%	41.2%	39.9%	44.5%	21.3%	18.8%	20.0%	13.2%	18.9%	15.0%	5.5%	6.1%	5.9%	7,894	8,130	6,149
Asian	15.1%	12.9%	11.3%	47.9%	43.2%	43.7%	20.2%	21.8%	25.7%	9.2%	17.3%	13.2%	7.6%	4.7%	6.1%	11,073	8,412	8,608
Black or African American	17.5%	14.2%	14.5%	42.0%	42.6%	40.3%	17.5%	16.4%	19.6%	15.8%	18.9%	17.2%	7.2%	8.0%	8.4%	39,826	32,718	32,869
Native Hawaiian/ Pacific Islander	12.8%	14.7%	15.3%	40.8%	31.3%	38.6%	16.0%	21.4%	23.7%	24.4%	22.4%	16.9%	6.0%	10.1%	5.5%	1,532	1,472	1,488
White	22.5%	15.6%	16.1%	46.4%	47.2%	48.0%	14.4%	16.7%	16.6%	11.8%	14.7%	14.3%	4.9%	5.9%	5.0%	174,120	146,241	156,719
Two or more races (Not Hispanic/Latino)	14.6%	11.2%	10.2%	41.6%	39.3%	37.3%	19.6%	24.5%	24.1%	16.5%	16.4%	19.2%	7.7%	8.6%	9.1%	6,496	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.6%	15.1%	15.4%	45.2%	45.3%	45.9%	15.7%	17.4%	17.9%	12.8%	15.8%	15.0%	5.7%	6.4%	5.8%	255,390	212,176	221,428
Leaving																		
No	23.8%	17.7%	18.0%	48.3%	49.0%	49.1%	14.1%	15.9%	16.6%	10.4%	13.5%	12.7%	3.5%	3.9%	3.6%	177,970	143,368	150,506
Yes, to retire	21.9%	16.7%	16.6%	46.2%	45.6%	46.8%	14.7%	18.8%	17.4%	12.3%	12.6%	13.1%	5.0%	6.4%	6.1%	15,406	13,493	14,408
Yes, to other job in Govt	11.6%	7.6%	8.0%	36.8%	37.1%	38.9%	20.8%	21.2%	20.9%	19.6%	22.2%	21.3%	11.2%	11.9%	10.9%	42,194	37,414	35,606
Yes, to other job outside Govt	9.8%	6.0%	5.8%	32.4%	29.2%	30.8%	16.8%	18.3%	21.8%	24.2%	26.6%	24.0%	16.8%	19.8%	17.7%	5,213	6,395	7,860
Yes, other	10.3%	8.2%	6.9%	32.8%	28.7%	33.1%	20.6%	24.0%	24.7%	17.7%	24.7%	22.5%	18.5%	14.5%	12.7%	8,130	8,241	9,086
Retiring																		
Within 1 year	23.4%	17.7%	17.8%	46.7%	47.0%	46.3%	13.1%	16.7%	17.6%	11.4%	12.8%	11.2%	5.4%	5.8%	7.1%	8,818	8,332	9,141
Between 1 and 3 years	19.7%	17.9%	16.2%	46.2%	45.4%	47.4%	16.1%	17.4%	17.2%	11.6%	14.0%	14.1%	6.4%	5.1%	5.1%	27,636	24,421	25,215
Between 3 and 5 years	20.5%	14.9%	14.9%	47.0%	44.7%	46.3%	15.3%	17.5%	18.4%	13.1%	16.6%	15.0%	4.2%	6.4%	5.5%	29,613	26,405	28,075
5 or more years	20.9%	14.6%	15.2%	44.7%	45.3%	45.7%	15.7%	17.4%	17.9%	12.8%	16.1%	15.3%	5.8%	6.6%	5.9%	180,052	149,758	155,012
Age Group																		
25 and under	20.1%	15.3%	14.8%	49.1%	42.7%	44.2%	17.0%	17.4%	20.4%	9.5%	15.2%	12.9%	4.3%	9.4%	7.7%	3,211	2,298	2,477
26-29	19.0%	13.6%	15.5%	46.9%	44.7%	45.9%	14.8%	18.2%	19.7%	13.4%	15.4%	13.3%	6.0%	8.1%	5.7%	8,815	6,559	6,317
30-39	20.2%	14.6%	14.1%	44.0%	45.5%	47.5%	15.1%	16.6%	17.4%	13.5%	16.3%	15.8%	7.1%	7.0%	5.2%	35,603	29,378	31,368
40-49	21.2%	14.5%	15.3%	45.6%	45.8%	46.7%	15.9%	17.2%	17.3%	12.1%	15.7%	14.7%	5.1%	6.7%	5.9%	73,875	64,111	70,132
50-59	20.9%	15.4%	15.4%	45.2%	44.5%	44.6%	15.2%	18.1%	18.5%	13.2%	16.2%	15.4%	5.4%	5.8%	6.1%	93,600	82,010	87,040
60+	20.7%	17.5%	18.0%	46.0%	46.7%	45.9%	16.6%	16.4%	16.9%	11.2%	14.4%	14.0%	5.5%	5.1%	5.2%	32,118	24,556	20,184

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	20.6%	15.1%	15.4%	45.2%	45.3%	45.9%	15.7%	17.4%	17.9%	12.8%	15.8%	15.0%	5.7%	6.4%	5.8%	255,390	212,176	221,428
Pay Category																		
Federal Wage System	17.1%	14.4%	13.4%	44.4%	43.1%	42.4%	17.4%	18.5%	19.9%	13.0%	17.0%	16.3%	8.1%	6.9%	8.0%	9,203	8,646	9,477
GS 1-6 or equivalent	11.0%	7.9%	8.5%	32.4%	31.0%	32.7%	21.2%	21.1%	21.7%	22.9%	25.1%	24.8%	12.5%	15.0%	12.2%	11,440	10,336	10,820
GS 7-12 or equivalent	18.7%	13.5%	14.1%	46.2%	46.1%	46.4%	17.0%	17.9%	18.8%	12.5%	16.9%	15.5%	5.6%	5.6%	5.4%	99,177	86,207	91,797
GS 13-15 or equivalent	30.1%	21.7%	21.4%	49.3%	51.8%	53.1%	11.1%	14.2%	14.2%	7.5%	9.2%	8.6%	2.1%	3.1%	2.6%	106,814	83,230	91,620
Senior Executive Service	41.5%	27.4%	28.7%	37.8%	41.6%	44.0%	9.0%	11.7%	12.0%	8.4%	14.0%	10.9%	3.2%	5.4%	4.4%	3,829	3,931	4,205
SL/ST	27.3%	17.3%	19.8%	50.9%	51.5%	49.0%	9.8%	13.2%	7.5%	9.5%	14.7%	13.2%	2.6%	3.2%	10.6%	1,025	780	688
Other	17.6%	12.5%	14.7%	43.7%	39.9%	41.8%	14.3%	19.4%	18.8%	16.8%	18.1%	18.2%	7.6%	10.1%	6.5%	16,941	15,762	8,187
Time in Federal Government																		
< 1 year	19.8%	14.8%	16.3%	43.5%	34.6%	42.4%	19.9%	30.2%	19.6%	12.3%	16.4%	16.1%	4.6%	4.1%	5.6%	3,155	2,253	2,614
1-3 years	20.6%	12.2%	14.2%	45.5%	45.5%	43.2%	15.7%	17.7%	19.1%	12.7%	17.0%	17.2%	5.5%	7.6%	6.3%	26,366	17,923	17,544
4-5 years	18.9%	13.6%	13.6%	43.7%	43.8%	43.7%	18.3%	19.7%	18.9%	13.0%	15.7%	16.9%	6.0%	7.2%	6.9%	17,777	14,598	16,233
6-10 years	17.7%	13.6%	14.2%	44.4%	44.4%	46.8%	16.5%	17.6%	18.0%	14.5%	18.0%	15.1%	6.9%	6.5%	6.0%	40,205	32,655	26,504
11-20 years	22.8%	16.1%	---	45.8%	45.2%	---	14.7%	16.3%	---	11.8%	16.4%	---	5.0%	6.1%	---	55,816	53,222	---
(11 to 14 years)	23.0%	15.4%	15.6%	46.2%	46.3%	47.0%	15.2%	17.3%	17.5%	10.9%	14.5%	14.2%	4.6%	6.4%	5.6%	22,322	17,497	62,919
(15 to 20 years)	22.6%	16.5%	16.3%	45.4%	44.5%	46.4%	14.4%	15.7%	17.4%	12.4%	17.4%	14.3%	5.2%	5.9%	5.6%	33,494	35,725	91,706
> 20 years	21.6%	16.5%	---	45.6%	46.6%	---	14.7%	16.8%	---	12.4%	14.1%	---	5.7%	6.1%	---	103,706	88,279	---
Time with Current Agency																		
< 1 year	19.4%	16.0%	14.9%	43.9%	40.0%	44.8%	19.0%	24.8%	19.7%	12.9%	14.1%	15.2%	4.7%	5.2%	5.4%	5,507	4,810	5,022
1-3 years	20.8%	13.2%	14.2%	45.3%	45.0%	43.3%	15.6%	17.9%	19.2%	12.8%	16.3%	16.5%	5.5%	7.6%	6.8%	38,421	28,181	28,266
4-5 years	18.7%	14.2%	13.4%	44.4%	43.1%	44.2%	18.1%	19.7%	18.9%	12.8%	15.9%	16.2%	6.0%	7.2%	7.2%	23,268	20,124	22,569
6-10 years	18.2%	13.8%	14.9%	44.6%	44.3%	47.0%	16.2%	17.1%	18.1%	14.1%	18.6%	14.6%	6.8%	6.1%	5.4%	48,047	40,755	35,127
11-20 years	23.2%	15.8%	15.7%	45.1%	45.9%	46.8%	14.7%	16.5%	17.5%	11.9%	15.7%	14.6%	5.1%	6.0%	5.5%	58,248	54,447	64,995
> 20 years	21.8%	16.9%	16.8%	46.3%	47.3%	47.0%	14.2%	16.2%	16.7%	12.0%	13.6%	14.2%	5.6%	6.0%	5.3%	74,359	60,592	61,521

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.5%	14.2%	13.4%	44.9%	43.3%	42.7%	20.8%	22.2%	22.4%	11.7%	13.6%	14.6%	5.1%	6.7%	6.8%	255,060	212,186	221,428
Work Location																		
Headquarters	19.2%	15.4%	14.6%	44.9%	44.5%	43.7%	19.6%	21.4%	21.8%	11.4%	12.7%	13.4%	4.8%	6.0%	6.4%	102,853	82,923	86,486
Field	16.6%	13.5%	12.9%	44.9%	42.7%	42.3%	21.3%	22.7%	22.7%	11.9%	14.0%	15.1%	5.3%	7.1%	7.1%	143,440	125,982	130,945
Supervisor Status																		
Non-Supervisor	16.1%	13.0%	12.7%	44.5%	42.0%	41.4%	21.9%	23.4%	23.2%	11.9%	14.2%	15.1%	5.7%	7.4%	7.6%	144,008	116,266	118,189
Team Leader	16.4%	12.2%	12.0%	44.4%	44.5%	42.5%	21.1%	22.6%	23.9%	13.3%	14.4%	15.2%	4.8%	6.3%	6.4%	34,577	28,855	31,776
Supervisor	20.4%	17.0%	13.9%	47.6%	46.7%	47.6%	17.9%	19.7%	19.7%	10.4%	11.5%	13.9%	3.6%	5.2%	5.0%	43,659	37,703	39,860
Manager	28.6%	23.6%	21.5%	45.8%	46.2%	46.9%	14.6%	16.0%	16.8%	8.2%	10.3%	10.5%	2.9%	4.0%	4.3%	22,436	21,186	22,464
Executive	39.2%	30.7%	29.6%	40.2%	46.0%	43.1%	10.0%	14.6%	13.7%	6.0%	5.9%	9.5%	4.6%	2.7%	4.2%	4,778	4,882	5,135
Sex																		
Male	18.1%	13.9%	12.9%	44.4%	43.0%	42.1%	20.6%	22.4%	22.5%	11.8%	13.8%	15.4%	5.1%	6.9%	7.0%	131,101	108,688	117,817
Female	16.9%	14.4%	14.0%	45.6%	43.8%	43.6%	20.9%	22.0%	22.2%	11.5%	13.3%	13.6%	5.2%	6.4%	6.7%	117,711	100,247	99,721
Hispanic or Latino																		
Yes	20.5%	16.5%	15.8%	43.9%	42.3%	42.7%	19.3%	24.2%	21.9%	10.0%	10.8%	13.0%	6.3%	6.2%	6.6%	16,717	14,268	13,630
No	17.3%	13.9%	13.2%	45.1%	43.4%	42.8%	20.9%	22.1%	22.4%	11.7%	13.9%	14.8%	5.0%	6.7%	6.9%	230,005	194,607	203,795
Race																		
American Indian/ Alaska Native	16.2%	13.2%	10.5%	41.7%	40.5%	43.1%	24.2%	21.3%	25.8%	11.3%	17.0%	14.2%	6.5%	8.0%	6.5%	7,862	8,130	6,148
Asian	16.6%	13.7%	13.1%	51.7%	49.9%	47.9%	19.6%	22.9%	22.7%	9.0%	10.0%	11.3%	3.1%	3.6%	5.0%	11,066	8,414	8,609
Black or African American	17.7%	14.7%	13.3%	45.6%	45.1%	42.9%	22.0%	21.7%	24.5%	9.6%	12.1%	12.6%	5.1%	6.3%	6.7%	39,778	32,717	32,872
Native Hawaiian/ Pacific Islander	12.3%	12.6%	16.5%	42.1%	43.0%	43.9%	25.3%	26.3%	21.2%	16.7%	13.8%	12.4%	3.5%	4.3%	6.0%	1,534	1,472	1,488
White	18.0%	14.2%	13.7%	44.8%	43.1%	42.8%	20.1%	21.9%	21.5%	12.0%	14.0%	15.1%	5.0%	6.7%	6.9%	173,928	146,245	156,722
Two or more races (Not Hispanic/Latino)	12.9%	12.6%	11.1%	38.5%	37.2%	34.7%	26.7%	26.0%	27.5%	14.2%	14.9%	17.9%	7.7%	9.2%	8.8%	6,478	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.5%	14.2%	13.4%	44.9%	43.3%	42.7%	20.8%	22.2%	22.4%	11.7%	13.6%	14.6%	5.1%	6.7%	6.8%	255,060	212,186	221,428
Leaving																		
No	21.8%	17.9%	16.9%	50.7%	49.6%	49.1%	18.1%	20.4%	20.4%	7.1%	8.9%	10.0%	2.3%	3.2%	3.6%	177,703	143,375	150,506
Yes, to retire	13.5%	12.5%	11.3%	42.6%	38.6%	38.1%	22.0%	23.1%	21.9%	15.5%	15.7%	18.1%	6.4%	10.1%	10.6%	15,383	13,493	14,409
Yes, to other job in Govt	6.2%	4.0%	4.2%	29.1%	29.1%	27.9%	28.8%	27.5%	28.1%	23.4%	25.5%	26.3%	12.6%	13.9%	13.5%	42,178	37,418	35,604
Yes, to other job outside Govt	3.6%	3.3%	2.7%	29.0%	20.3%	21.2%	21.9%	24.4%	24.9%	28.9%	31.9%	31.0%	16.6%	20.2%	20.2%	5,211	6,395	7,860
Yes, other	4.8%	5.2%	3.4%	21.8%	21.8%	21.0%	30.8%	28.4%	31.0%	27.9%	25.0%	26.7%	14.7%	19.6%	17.9%	8,117	8,240	9,086
Retiring																		
Within 1 year	15.0%	11.9%	12.9%	42.5%	39.4%	34.5%	21.2%	20.8%	22.1%	13.8%	16.7%	17.5%	7.4%	11.1%	12.9%	8,811	8,333	9,141
Between 1 and 3 years	13.4%	13.1%	11.9%	42.8%	40.7%	40.6%	23.9%	22.9%	22.5%	13.9%	14.5%	16.8%	6.0%	8.8%	8.2%	27,572	24,422	25,216
Between 3 and 5 years	16.6%	13.0%	11.7%	43.5%	40.2%	41.5%	22.2%	24.9%	23.5%	12.9%	14.2%	16.2%	4.7%	7.6%	7.0%	29,559	26,404	28,078
5 or more years	18.4%	14.6%	14.0%	45.5%	44.3%	43.7%	20.2%	21.8%	22.2%	11.0%	13.2%	13.9%	4.9%	6.0%	6.3%	179,860	149,767	155,007
Age Group																		
25 and under	22.8%	16.8%	17.2%	51.4%	47.5%	49.1%	15.8%	20.3%	19.2%	6.9%	10.4%	10.0%	3.1%	5.0%	4.5%	3,210	2,297	2,477
26-29	21.6%	12.8%	13.6%	47.1%	46.4%	46.7%	17.6%	21.7%	20.8%	9.0%	13.7%	13.4%	4.7%	5.4%	5.5%	8,805	6,559	6,315
30-39	16.1%	13.7%	12.7%	47.4%	43.7%	44.3%	20.5%	22.5%	23.7%	11.2%	13.8%	13.1%	4.8%	6.3%	6.2%	35,565	29,381	31,368
40-49	17.0%	13.7%	12.8%	44.6%	44.5%	42.4%	21.3%	21.1%	22.4%	11.8%	13.3%	15.3%	5.3%	7.3%	7.0%	73,826	64,114	70,132
50-59	18.0%	14.0%	13.3%	43.5%	41.2%	41.6%	20.5%	23.3%	22.6%	12.3%	14.4%	15.1%	5.6%	7.0%	7.4%	93,442	82,011	87,042
60+	17.9%	16.8%	16.6%	45.0%	44.0%	42.3%	22.8%	22.6%	20.4%	10.3%	11.5%	14.6%	4.0%	5.1%	6.1%	32,059	24,559	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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	17.5%	14.2%	13.4%	44.9%	43.3%	42.7%	20.8%	22.2%	22.4%	11.7%	13.6%	14.6%	5.1%	6.7%	6.8%	255,060	212,186	221,428
Pay Category																		
Federal Wage System	13.4%	11.6%	11.4%	46.9%	42.4%	40.3%	22.9%	25.2%	26.1%	11.9%	14.3%	14.2%	4.9%	6.4%	8.1%	9,176	8,653	9,482
GS 1-6 or equivalent	17.3%	15.0%	14.6%	38.6%	40.6%	42.4%	26.4%	22.0%	23.2%	12.8%	14.3%	13.1%	5.0%	8.1%	6.8%	11,430	10,339	10,819
GS 7-12 or equivalent	16.9%	13.3%	12.7%	45.7%	43.5%	43.1%	21.2%	23.4%	23.2%	11.2%	13.5%	14.4%	5.0%	6.3%	6.5%	99,028	86,205	91,794
GS 13-15 or equivalent	20.6%	16.1%	14.7%	45.5%	44.8%	44.8%	17.5%	19.9%	19.9%	11.9%	13.0%	14.5%	4.5%	6.2%	6.1%	106,732	83,233	91,619
Senior Executive Service	42.8%	36.9%	33.5%	37.7%	41.9%	42.5%	9.9%	10.7%	11.5%	6.9%	7.3%	9.4%	2.6%	3.1%	3.0%	3,819	3,931	4,206
SL/ST	24.9%	18.1%	11.0%	55.3%	53.8%	46.4%	8.1%	13.4%	16.9%	9.2%	13.0%	24.0%	2.6%	1.7%	1.7%	1,022	780	688
Other	14.4%	12.7%	14.8%	44.7%	41.4%	39.1%	21.2%	22.2%	21.9%	12.1%	14.5%	17.2%	7.5%	9.2%	7.1%	16,912	15,761	8,187
Time in Federal Government																		
< 1 year	30.5%	20.6%	24.7%	46.0%	50.2%	52.9%	12.8%	21.7%	15.0%	9.2%	5.6%	5.4%	1.5%	1.9%	2.0%	3,144	2,253	2,614
1-3 years	23.1%	16.1%	16.6%	48.5%	48.9%	46.7%	17.1%	20.6%	19.6%	7.8%	10.3%	11.8%	3.5%	4.1%	5.3%	26,346	17,924	17,541
4-5 years	17.8%	14.6%	13.3%	45.5%	43.7%	43.3%	21.4%	22.3%	21.5%	11.2%	13.4%	15.2%	4.2%	6.0%	6.7%	17,746	14,599	16,231
6-10 years	14.4%	13.0%	12.6%	45.0%	43.1%	42.6%	22.0%	22.2%	23.4%	13.3%	14.8%	14.5%	5.2%	6.9%	7.0%	40,153	32,656	26,509
11-20 years	16.5%	13.8%	---	43.7%	41.7%	---	21.2%	22.9%	---	13.1%	14.3%	---	5.5%	7.3%	---	55,751	53,231	---
(11 to 14 years)	16.6%	13.6%	12.1%	43.5%	42.3%	41.9%	21.5%	23.0%	23.8%	12.9%	14.7%	15.2%	5.4%	6.5%	7.0%	22,306	17,502	62,920
(15 to 20 years)	16.4%	14.0%	13.2%	43.8%	41.3%	41.6%	21.0%	22.8%	22.4%	13.2%	14.2%	15.3%	5.6%	7.7%	7.4%	33,445	35,729	91,707
> 20 years	16.6%	13.9%	---	43.9%	42.3%	---	21.7%	22.4%	---	11.9%	14.0%	---	5.9%	7.4%	---	103,562	88,277	---
Time with Current Agency																		
< 1 year	28.9%	22.3%	21.9%	44.7%	46.1%	50.5%	15.4%	21.4%	18.1%	9.0%	6.8%	6.0%	2.0%	3.5%	3.5%	5,499	4,810	5,024
1-3 years	21.9%	16.3%	16.2%	46.9%	46.5%	44.1%	18.3%	21.2%	20.5%	8.4%	10.9%	12.8%	4.5%	5.1%	6.4%	38,372	28,182	28,262
4-5 years	17.0%	13.7%	12.1%	44.7%	42.5%	43.1%	21.7%	22.0%	22.3%	11.9%	15.1%	15.1%	4.7%	6.7%	7.3%	23,220	20,125	22,567
6-10 years	14.2%	11.9%	12.5%	43.7%	42.7%	42.5%	22.2%	23.1%	23.0%	14.0%	15.1%	15.4%	5.8%	7.2%	6.6%	47,990	40,754	35,128
11-20 years	16.5%	13.6%	11.6%	44.0%	42.0%	41.7%	20.4%	23.0%	24.1%	13.1%	14.0%	15.5%	6.0%	7.4%	7.1%	58,179	54,456	64,996
> 20 years	16.8%	14.3%	13.9%	44.8%	43.0%	42.2%	22.1%	21.7%	21.9%	11.5%	13.9%	15.0%	4.8%	7.0%	7.1%	74,283	60,591	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

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

	Telework on Regular Basis			Telework Infrequently			No Telework: Physical Presence Required			No Telework: Technical Issues			No Telework: Not Allowed Though Ok for Job Type			No Telework: Personal Choice			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.7%	---	---	11.6%	---	---	36.1%	---	---	7.3%	---	---	23.0%	---	---	12.3%	---	---	247,268	---	---
Work Location																					
Headquarters	11.2%	---	---	13.7%	---	---	26.0%	---	---	8.4%	---	---	26.6%	---	---	14.2%	---	---	100,263	---	---
Field	8.7%	---	---	10.5%	---	---	41.8%	---	---	6.7%	---	---	21.0%	---	---	11.3%	---	---	139,564	---	---
Supervisor Status																					
Non-Supervisor	11.1%	---	---	10.3%	---	---	34.9%	---	---	7.5%	---	---	24.0%	---	---	12.1%	---	---	139,675	---	---
Team Leader	7.8%	---	---	13.3%	---	---	39.0%	---	---	7.2%	---	---	22.3%	---	---	10.3%	---	---	33,742	---	---
Supervisor	6.7%	---	---	14.0%	---	---	38.5%	---	---	6.8%	---	---	20.3%	---	---	13.7%	---	---	42,474	---	---
Manager	5.7%	---	---	13.3%	---	---	39.2%	---	---	6.3%	---	---	19.8%	---	---	15.7%	---	---	21,888	---	---
Executive	5.1%	---	---	23.7%	---	---	31.5%	---	---	3.9%	---	---	13.0%	---	---	22.8%	---	---	4,671	---	---
Sex																					
Male	7.8%	---	---	10.9%	---	---	40.5%	---	---	7.1%	---	---	20.5%	---	---	13.1%	---	---	127,811	---	---
Female	12.1%	---	---	12.4%	---	---	30.5%	---	---	7.5%	---	---	26.3%	---	---	11.2%	---	---	113,839	---	---
Hispanic or Latino																					
Yes	12.2%	---	---	10.2%	---	---	41.1%	---	---	6.0%	---	---	20.1%	---	---	10.4%	---	---	16,058	---	---
No	9.4%	---	---	11.7%	---	---	35.7%	---	---	7.4%	---	---	23.3%	---	---	12.5%	---	---	223,669	---	---
Race																					
American Indian/ Alaska Native	11.5%	---	---	7.9%	---	---	35.0%	---	---	8.2%	---	---	25.1%	---	---	12.4%	---	---	7,456	---	---
Asian	14.4%	---	---	13.2%	---	---	28.7%	---	---	8.8%	---	---	20.2%	---	---	14.7%	---	---	10,568	---	---
Black or African American	13.4%	---	---	10.5%	---	---	31.1%	---	---	6.1%	---	---	26.3%	---	---	12.7%	---	---	38,174	---	---
Native Hawaiian/ Pacific Islander	19.2%	---	---	12.2%	---	---	33.5%	---	---	5.6%	---	---	17.0%	---	---	12.6%	---	---	1,437	---	---
White	8.2%	---	---	11.9%	---	---	37.6%	---	---	7.6%	---	---	22.4%	---	---	12.4%	---	---	170,047	---	---
Two or more races (Not Hispanic/Latino)	11.2%	---	---	9.9%	---	---	39.9%	---	---	6.2%	---	---	24.7%	---	---	8.2%	---	---	6,294	---	---

*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

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

	Telework on Regular Basis			Telework Infrequently			No Telework: Physical Presence Required			No Telework: Technical Issues			No Telework: Not Allowed Though Ok for Job Type			No Telework: Personal Choice			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.7%	---	---	11.6%	---	---	36.1%	---	---	7.3%	---	---	23.0%	---	---	12.3%	---	---	247,268	---	---
Leaving																					
No	10.0%	---	---	12.0%	---	---	37.6%	---	---	7.1%	---	---	20.0%	---	---	13.3%	---	---	172,548	---	---
Yes, to retire	11.1%	---	---	9.4%	---	---	31.0%	---	---	8.9%	---	---	23.1%	---	---	16.4%	---	---	14,741	---	---
Yes, to other job in Govt	8.4%	---	---	11.0%	---	---	32.7%	---	---	6.9%	---	---	32.6%	---	---	8.4%	---	---	41,223	---	---
Yes, to other job outside Govt	4.9%	---	---	12.6%	---	---	36.3%	---	---	4.9%	---	---	32.9%	---	---	8.4%	---	---	5,107	---	---
Yes, other	9.5%	---	---	9.1%	---	---	34.8%	---	---	10.6%	---	---	27.4%	---	---	8.6%	---	---	7,869	---	---
Retiring																					
Within 1 year	12.7%	---	---	10.7%	---	---	27.6%	---	---	8.6%	---	---	22.3%	---	---	18.2%	---	---	8,479	---	---
Between 1 and 3 years	10.4%	---	---	10.4%	---	---	31.5%	---	---	10.6%	---	---	23.3%	---	---	13.8%	---	---	26,546	---	---
Between 3 and 5 years	8.9%	---	---	11.7%	---	---	32.3%	---	---	9.4%	---	---	23.0%	---	---	14.7%	---	---	28,561	---	---
5 or more years	9.5%	---	---	11.7%	---	---	37.8%	---	---	6.5%	---	---	23.0%	---	---	11.6%	---	---	175,355	---	---
Age Group																					
25 and under	6.9%	---	---	12.1%	---	---	37.2%	---	---	6.6%	---	---	23.3%	---	---	13.9%	---	---	3,150	---	---
26-29	8.9%	---	---	10.7%	---	---	40.0%	---	---	5.8%	---	---	24.1%	---	---	10.5%	---	---	8,678	---	---
30-39	9.3%	---	---	11.1%	---	---	42.5%	---	---	4.9%	---	---	22.3%	---	---	9.9%	---	---	34,960	---	---
40-49	9.4%	---	---	12.1%	---	---	37.2%	---	---	6.6%	---	---	23.2%	---	---	11.5%	---	---	72,001	---	---
50-59	10.0%	---	---	11.8%	---	---	33.3%	---	---	8.0%	---	---	23.9%	---	---	13.0%	---	---	90,341	---	---
60+	10.6%	---	---	10.7%	---	---	29.7%	---	---	11.7%	---	---	20.1%	---	---	17.3%	---	---	30,738	---	---

*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

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

	Telework on Regular Basis			Telework Infrequently			No Telework: Physical Presence Required			No Telework: Technical Issues			No Telework: Not Allowed Though Ok for Job Type			No Telework: Personal Choice			Item Response Total*		
	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006	2010	2008	2006
All Responses	9.7%	---	---	11.6%	---	---	36.1%	---	---	7.3%	---	---	23.0%	---	---	12.3%	---	---	247,268	---	---
Pay Category																					
Federal Wage System	5.1%	---	---	9.2%	---	---	62.1%	---	---	5.5%	---	---	8.4%	---	---	9.7%	---	---	8,664	---	---
GS 1-6 or equivalent	10.5%	---	---	7.3%	---	---	46.3%	---	---	5.3%	---	---	20.4%	---	---	10.3%	---	---	10,623	---	---
GS 7-12 or equivalent	8.9%	---	---	8.9%	---	---	35.6%	---	---	8.8%	---	---	26.6%	---	---	11.1%	---	---	95,817	---	---
GS 13-15 or equivalent	13.4%	---	---	19.1%	---	---	21.2%	---	---	6.1%	---	---	23.3%	---	---	16.9%	---	---	104,719	---	---
Senior Executive Service	2.7%	---	---	26.6%	---	---	30.7%	---	---	3.2%	---	---	10.5%	---	---	26.2%	---	---	3,750	---	---
SL/ST	9.8%	---	---	20.8%	---	---	20.3%	---	---	4.6%	---	---	29.1%	---	---	15.3%	---	---	1,001	---	---
Other	6.0%	---	---	9.0%	---	---	50.6%	---	---	6.6%	---	---	18.8%	---	---	9.0%	---	---	16,423	---	---
Time in Federal Government																					
< 1 year	5.7%	---	---	8.7%	---	---	37.4%	---	---	8.1%	---	---	25.9%	---	---	14.2%	---	---	3,072	---	---
1-3 years	10.1%	---	---	10.5%	---	---	41.2%	---	---	5.5%	---	---	21.9%	---	---	10.8%	---	---	25,714	---	---
4-5 years	9.0%	---	---	10.7%	---	---	40.0%	---	---	5.9%	---	---	24.9%	---	---	9.4%	---	---	17,351	---	---
6-10 years	7.8%	---	---	11.6%	---	---	42.0%	---	---	7.3%	---	---	21.4%	---	---	9.8%	---	---	39,177	---	---
11-20 years	10.1%	---	---	11.1%	---	---	38.2%	---	---	6.7%	---	---	22.6%	---	---	11.3%	---	---	54,191	---	---
(11 to 14 years)	9.1%	---	---	9.8%	---	---	41.3%	---	---	6.8%	---	---	22.4%	---	---	10.6%	---	---	21,675	---	---
(15 to 20 years)	10.9%	---	---	12.2%	---	---	35.8%	---	---	6.5%	---	---	22.7%	---	---	11.9%	---	---	32,516	---	---
> 20 years	10.5%	---	---	12.5%	---	---	29.1%	---	---	8.5%	---	---	24.0%	---	---	15.4%	---	---	100,109	---	---
Time with Current Agency																					
< 1 year	6.7%	---	---	8.6%	---	---	34.0%	---	---	9.3%	---	---	26.3%	---	---	14.9%	---	---	5,321	---	---
1-3 years	10.0%	---	---	10.9%	---	---	38.0%	---	---	6.1%	---	---	24.0%	---	---	11.0%	---	---	37,389	---	---
4-5 years	9.5%	---	---	11.3%	---	---	37.5%	---	---	6.2%	---	---	25.4%	---	---	10.2%	---	---	22,645	---	---
6-10 years	8.3%	---	---	11.7%	---	---	40.3%	---	---	7.4%	---	---	21.9%	---	---	10.5%	---	---	46,765	---	---
11-20 years	10.3%	---	---	11.4%	---	---	36.7%	---	---	7.3%	---	---	22.5%	---	---	11.8%	---	---	56,549	---	---
> 20 years	10.3%	---	---	12.4%	---	---	31.1%	---	---	8.3%	---	---	22.1%	---	---	15.7%	---	---	71,840	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	13.1%	11.5%	9.8%	22.2%	28.4%	28.9%	41.8%	35.8%	38.9%	12.7%	12.3%	11.6%	10.2%	11.9%	10.9%	172,843	132,680	136,320	80,124	79,505	85,088
Work Location																					
Headquarters	15.5%	13.5%	11.2%	22.8%	29.6%	28.5%	36.8%	30.5%	35.5%	14.2%	13.1%	12.6%	10.7%	13.3%	12.2%	75,644	54,660	55,053	26,630	28,259	31,430
Field	11.8%	10.5%	9.0%	21.9%	27.7%	29.0%	44.4%	38.7%	40.7%	12.0%	11.9%	11.1%	9.9%	11.2%	10.2%	91,346	75,678	78,435	51,192	50,308	52,500
Supervisor Status																					
Non-Supervisor	13.8%	12.3%	10.2%	21.2%	28.1%	29.0%	42.1%	35.8%	39.0%	12.2%	12.0%	10.9%	10.7%	11.8%	10.8%	95,394	71,956	71,640	47,535	44,310	46,546
Team Leader	11.0%	9.4%	9.6%	21.5%	29.1%	27.6%	42.6%	33.3%	38.5%	14.0%	13.4%	12.6%	10.9%	14.8%	11.7%	23,870	18,386	20,032	10,555	10,469	11,739
Supervisor	11.8%	10.7%	7.5%	24.3%	28.7%	30.6%	41.8%	38.8%	37.9%	13.7%	12.1%	13.0%	8.5%	9.7%	11.0%	29,620	23,281	24,273	13,773	14,420	15,583
Manager	12.3%	10.5%	9.4%	27.9%	27.6%	26.3%	39.1%	37.1%	43.2%	12.7%	13.4%	12.4%	8.0%	11.4%	8.8%	16,022	13,248	13,951	6,327	7,938	8,509
Executive	22.4%	14.2%	14.7%	32.4%	31.8%	33.5%	30.9%	38.6%	31.1%	9.3%	10.5%	13.3%	5.0%	4.9%	7.4%	4,036	3,451	3,589	742	1,431	1,546
Sex																					
Male	11.1%	9.9%	8.5%	21.2%	27.7%	28.3%	45.5%	38.0%	40.8%	12.2%	12.5%	11.6%	9.9%	11.8%	10.9%	86,988	67,800	72,821	43,392	40,888	44,989
Female	15.6%	13.6%	11.4%	23.4%	29.3%	29.7%	37.3%	33.0%	36.6%	13.2%	12.0%	11.5%	10.5%	12.0%	10.7%	81,444	62,562	60,730	35,337	37,685	38,977
Hispanic or Latino																					
Yes	12.0%	13.6%	8.5%	23.5%	32.1%	32.5%	47.3%	37.5%	41.2%	9.2%	8.8%	9.2%	8.0%	8.0%	8.7%	10,590	8,967	8,472	5,947	5,302	5,154
No	13.2%	11.3%	9.9%	22.0%	28.0%	28.5%	41.4%	35.7%	38.8%	13.0%	12.7%	11.8%	10.4%	12.3%	11.0%	156,440	121,371	125,018	72,131	73,236	78,760
Race																					
American Indian/ Alaska Native	7.8%	13.0%	6.6%	19.7%	28.5%	34.0%	52.8%	37.6%	40.2%	10.7%	13.0%	10.1%	9.0%	7.9%	9.1%	4,649	5,437	4,225	3,123	2,693	1,926
Asian	18.0%	11.6%	10.4%	28.6%	38.7%	33.1%	37.1%	33.8%	38.5%	8.2%	7.8%	11.2%	8.1%	8.2%	6.7%	7,504	5,487	5,436	3,383	2,925	3,170
Black or African American	14.3%	13.7%	10.7%	24.3%	33.9%	35.2%	43.2%	35.9%	37.6%	10.4%	8.7%	8.0%	7.9%	7.8%	8.4%	27,115	21,486	20,714	12,209	11,231	12,156
Native Hawaiian/ Pacific Islander	6.6%	7.6%	5.7%	18.7%	35.6%	31.9%	61.9%	36.4%	44.8%	5.5%	6.5%	10.8%	7.2%	13.9%	6.8%	973	952	969	529	520	519
White	12.9%	10.8%	9.8%	21.2%	26.5%	26.5%	41.2%	35.6%	39.1%	13.9%	13.8%	12.7%	10.8%	13.3%	11.9%	118,523	89,595	95,061	54,663	56,650	61,642
Two or more races (Not Hispanic/Latino)	10.5%	12.5%	9.0%	22.1%	23.3%	24.1%	40.3%	38.6%	41.9%	12.7%	12.1%	10.3%	14.3%	13.6%	14.6%	4,288	3,757	3,820	2,166	2,421	2,371

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	13.1%	11.5%	9.8%	22.2%	28.4%	28.9%	41.8%	35.8%	38.9%	12.7%	12.3%	11.6%	10.2%	11.9%	10.9%	172,843	132,680	136,320	80,124	79,505	85,088
Leaving																					
No	15.1%	13.1%	11.2%	23.9%	30.7%	31.4%	42.8%	36.9%	40.0%	11.3%	11.0%	9.8%	6.9%	8.4%	7.6%	119,807	89,037	92,229	56,681	54,339	58,264
Yes, to retire	10.6%	11.3%	9.6%	23.6%	28.9%	28.7%	46.2%	37.4%	37.6%	11.1%	13.3%	12.2%	8.5%	9.1%	11.8%	10,852	8,531	9,071	4,391	4,960	5,336
Yes, to other job in Govt	8.1%	7.8%	5.8%	17.1%	22.1%	21.8%	36.3%	32.1%	37.2%	17.4%	15.6%	15.1%	21.2%	22.5%	20.0%	28,705	23,459	21,643	13,245	13,960	13,957
Yes, to other job outside Govt	7.2%	5.5%	5.3%	16.7%	21.4%	20.4%	34.5%	27.6%	30.9%	20.5%	19.0%	17.8%	21.0%	26.6%	25.5%	3,637	4,139	4,985	1,554	2,256	2,872
Yes, other	6.6%	5.7%	4.2%	17.3%	20.4%	20.2%	44.0%	38.3%	38.4%	12.8%	15.1%	20.5%	19.4%	20.5%	16.7%	5,274	5,190	5,586	2,792	3,051	3,502
Retiring																					
Within 1 year	11.7%	11.9%	10.6%	23.1%	29.5%	27.9%	43.7%	37.6%	36.0%	11.3%	10.4%	12.5%	10.3%	10.6%	13.1%	6,206	5,263	5,708	2,532	3,069	3,430
Between 1 and 3 years	10.1%	11.2%	7.9%	23.7%	27.0%	32.7%	45.8%	39.1%	38.9%	11.5%	13.5%	11.3%	8.9%	9.2%	9.1%	19,393	15,248	15,676	7,963	9,174	9,540
Between 3 and 5 years	11.4%	9.1%	7.2%	21.0%	27.9%	27.5%	45.4%	38.7%	43.4%	13.2%	12.3%	11.3%	8.9%	12.1%	10.6%	20,726	16,553	17,467	8,654	9,850	10,610
5 or more years	13.9%	11.9%	10.4%	22.1%	28.6%	28.6%	40.5%	34.9%	38.4%	12.9%	12.2%	11.6%	10.6%	12.3%	11.0%	120,180	93,296	94,652	58,612	56,472	60,340
Age Group																					
25 and under	11.6%	20.0%	9.4%	23.6%	34.3%	37.2%	46.8%	29.5%	39.0%	11.1%	7.4%	8.2%	6.9%	8.7%	6.2%	1,710	1,309	1,330	1,476	989	1,147
26-29	15.8%	11.3%	15.0%	22.6%	33.8%	30.3%	35.4%	28.6%	34.7%	16.3%	13.1%	10.4%	10.0%	13.2%	9.6%	5,383	3,897	3,535	3,390	2,663	2,782
30-39	14.7%	11.4%	9.8%	23.1%	28.2%	27.1%	37.5%	33.9%	39.5%	12.4%	12.3%	11.6%	12.4%	14.2%	11.9%	22,944	18,459	19,147	12,453	10,925	12,215
40-49	13.1%	11.8%	9.4%	21.6%	27.4%	28.1%	41.1%	35.0%	37.6%	12.9%	12.8%	12.7%	11.3%	13.1%	12.2%	49,574	40,348	43,265	23,757	23,766	26,860
50-59	13.1%	10.8%	9.6%	22.0%	28.2%	28.8%	42.5%	37.0%	39.9%	13.1%	12.8%	11.1%	9.3%	11.2%	10.5%	65,205	51,140	53,899	27,625	30,867	33,132
60+	10.7%	12.0%	9.1%	23.0%	29.2%	32.6%	48.7%	41.8%	40.7%	9.9%	9.7%	10.8%	7.7%	7.3%	6.8%	22,305	15,203	12,365	9,451	9,353	7,821

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	13.1%	11.5%	9.8%	22.2%	28.4%	28.9%	41.8%	35.8%	38.9%	12.7%	12.3%	11.6%	10.2%	11.9%	10.9%	172,843	132,680	136,320	80,124	79,505	85,088
Pay Category																					
Federal Wage System	3.3%	6.1%	5.0%	18.6%	32.4%	29.3%	66.5%	48.8%	54.3%	7.6%	6.5%	6.8%	3.9%	6.2%	4.6%	4,381	4,979	5,483	4,648	3,672	3,993
GS 1-6 or equivalent	8.8%	12.7%	9.1%	17.5%	30.9%	36.0%	60.1%	40.6%	43.6%	7.7%	11.2%	5.5%	6.0%	4.5%	5.8%	5,742	5,986	6,160	5,418	4,354	4,655
GS 7-12 or equivalent	11.0%	10.0%	8.9%	20.2%	28.6%	28.4%	44.2%	38.2%	41.2%	13.2%	11.1%	10.9%	11.4%	12.2%	10.6%	59,626	49,266	51,639	38,542	36,942	40,157
GS 13-15 or equivalent	20.1%	15.8%	12.6%	26.4%	27.3%	27.3%	28.2%	26.2%	29.1%	14.1%	15.5%	15.9%	11.2%	15.1%	15.2%	84,126	58,047	61,318	22,352	25,184	30,292
Senior Executive Service	22.9%	16.5%	12.7%	35.6%	33.6%	33.4%	28.5%	31.4%	36.1%	9.4%	12.7%	11.9%	3.6%	5.9%	5.9%	3,315	2,811	2,933	505	1,120	1,273
SL/ST	14.2%	26.1%	24.2%	27.3%	16.6%	30.2%	23.8%	16.1%	21.4%	27.0%	32.6%	21.3%	7.6%	8.6%	3.0%	794	505	451	227	275	237
Other	8.0%	8.3%	10.7%	21.9%	24.8%	28.8%	46.3%	39.6%	37.7%	14.1%	13.8%	13.4%	9.7%	13.5%	9.4%	9,918	8,741	5,265	6,873	7,020	2,922
Time in Federal Government																					
< 1 year	11.4%	17.8%	13.6%	28.0%	32.7%	38.1%	42.2%	27.2%	34.1%	11.8%	16.2%	7.3%	6.6%	6.2%	7.0%	1,666	1,221	1,337	1,459	1,032	1,276
1-3 years	15.3%	12.0%	10.5%	23.8%	31.2%	31.3%	40.4%	35.6%	40.5%	11.9%	11.0%	9.7%	8.7%	10.2%	8.0%	16,013	10,498	9,926	10,137	7,430	7,614
4-5 years	13.5%	11.4%	9.3%	19.6%	29.5%	27.5%	40.5%	34.5%	39.0%	13.8%	12.4%	11.8%	12.6%	12.2%	12.4%	11,451	8,744	9,516	6,220	5,855	6,713
6-10 years	11.0%	10.3%	8.3%	19.3%	27.1%	29.2%	46.7%	37.1%	38.8%	11.7%	12.7%	11.5%	11.3%	12.9%	12.1%	25,987	19,993	16,173	13,918	12,664	10,325
11-20 years	13.5%	11.3%	---	21.7%	27.5%	---	40.8%	35.3%	---	13.7%	13.2%	---	10.4%	12.8%	---	37,708	33,675	---	17,635	19,555	---
(11 to 14 years)	13.1%	9.6%	10.2%	21.1%	28.5%	27.9%	41.1%	35.3%	37.8%	13.5%	13.1%	12.1%	11.1%	13.5%	12.0%	14,780	10,930	38,881	7,367	6,573	24,032
(15 to 20 years)	13.8%	12.2%	9.6%	22.1%	27.0%	28.7%	40.5%	35.2%	39.7%	13.7%	13.2%	11.8%	9.8%	12.4%	10.1%	22,928	22,745	57,710	10,268	12,982	33,998
> 20 years	13.0%	11.9%	---	23.3%	28.3%	---	41.2%	36.5%	---	12.7%	11.8%	---	9.7%	11.5%	---	74,065	56,236	---	28,800	32,037	---
Time with Current Agency																					
< 1 year	11.7%	19.9%	12.1%	23.3%	27.9%	32.2%	45.8%	32.0%	40.0%	10.2%	12.3%	7.5%	9.1%	7.9%	8.2%	3,099	2,728	2,702	2,353	2,082	2,320
1-3 years	14.8%	12.6%	10.5%	22.8%	30.2%	29.9%	39.2%	35.1%	39.3%	13.2%	11.3%	10.5%	10.0%	10.7%	9.8%	24,514	17,092	16,613	13,591	11,095	11,648
4-5 years	13.5%	12.3%	9.8%	18.7%	28.4%	26.7%	42.4%	33.6%	39.1%	13.0%	12.5%	12.5%	12.4%	13.2%	11.9%	15,690	12,513	13,499	7,422	7,612	9,065
6-10 years	11.6%	10.0%	9.1%	19.8%	28.4%	28.7%	45.2%	35.7%	37.8%	12.3%	12.8%	11.7%	11.2%	13.1%	12.7%	31,824	25,440	21,789	15,898	15,316	13,334
11-20 years	13.7%	11.0%	9.8%	22.2%	26.7%	27.9%	39.8%	36.2%	38.7%	14.3%	13.4%	12.0%	10.1%	12.8%	11.6%	39,621	34,383	40,347	18,127	20,070	24,643
> 20 years	12.8%	11.1%	9.3%	24.2%	28.9%	30.0%	41.7%	37.7%	39.7%	12.0%	11.5%	11.7%	9.3%	10.9%	9.3%	52,722	38,193	38,576	21,048	22,395	22,946

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	25.6%	22.6%	23.7%	33.9%	38.6%	39.2%	24.8%	22.1%	21.9%	8.1%	8.2%	8.1%	7.5%	8.4%	7.1%	204,698	170,307	181,773	49,250	41,884	39,649
Work Location																					
Headquarters	29.5%	25.4%	27.0%	34.4%	40.2%	40.1%	22.6%	19.7%	19.7%	7.3%	7.3%	7.2%	6.2%	7.4%	6.1%	84,456	67,610	71,713	18,128	15,308	14,768
Field	23.7%	21.2%	22.1%	34.1%	37.7%	38.8%	25.5%	23.4%	22.9%	8.4%	8.7%	8.5%	8.3%	8.9%	7.6%	113,615	100,059	106,722	29,474	25,932	24,225
Supervisor Status																					
Non-Supervisor	26.3%	23.5%	24.4%	33.6%	38.7%	39.2%	24.5%	22.0%	21.7%	7.7%	7.7%	7.7%	7.9%	8.1%	7.1%	114,139	93,537	97,505	29,429	22,734	20,682
Team Leader	24.1%	21.3%	23.0%	32.7%	39.1%	38.8%	26.0%	20.2%	21.5%	8.9%	9.3%	8.8%	8.3%	10.1%	7.9%	27,766	23,332	26,290	6,725	5,523	5,484
Supervisor	22.8%	21.0%	21.1%	36.3%	37.5%	41.0%	25.7%	24.0%	21.9%	9.0%	9.2%	8.8%	6.2%	8.4%	7.2%	35,651	29,942	32,187	7,938	7,761	7,671
Manager	26.1%	21.4%	22.1%	36.0%	38.4%	37.8%	22.5%	23.8%	24.7%	9.5%	9.0%	9.4%	5.9%	7.4%	6.0%	18,877	16,945	18,355	3,516	4,238	4,106
Executive	30.4%	18.8%	24.6%	37.6%	38.6%	37.4%	22.7%	30.9%	24.6%	5.4%	7.7%	7.9%	4.0%	4.0%	5.6%	4,154	3,886	4,099	622	996	1,035
Sex																					
Male	23.6%	20.7%	21.0%	35.0%	38.7%	39.9%	26.4%	23.5%	23.5%	8.0%	8.4%	8.2%	6.9%	8.7%	7.4%	104,706	86,558	95,877	25,993	22,130	21,928
Female	28.1%	25.2%	27.1%	32.6%	38.4%	38.3%	22.9%	20.3%	19.8%	8.2%	8.0%	8.0%	8.2%	8.0%	6.8%	95,262	81,129	82,643	22,134	19,119	17,081
Hispanic or Latino																					
Yes	21.6%	22.6%	18.9%	33.8%	36.1%	37.9%	28.4%	26.1%	27.4%	6.8%	7.2%	7.6%	9.4%	8.1%	8.2%	12,825	11,252	10,921	3,807	3,016	2,708
No	26.0%	22.6%	24.1%	34.0%	38.8%	39.4%	24.5%	21.8%	21.4%	8.3%	8.3%	8.2%	7.2%	8.4%	7.0%	185,473	156,393	167,518	43,915	38,217	36,267
Race																					
American Indian/ Alaska Native	17.3%	15.7%	17.3%	33.7%	37.2%	38.9%	33.4%	29.3%	25.4%	8.6%	7.1%	10.6%	7.0%	10.8%	7.8%	6,225	6,436	4,974	1,627	1,694	1,176
Asian	28.8%	20.4%	20.4%	35.8%	46.7%	43.4%	24.7%	20.7%	24.8%	3.5%	6.0%	6.9%	7.3%	6.3%	4.6%	8,442	6,562	6,920	2,515	1,852	1,690
Black or African American	27.2%	24.7%	25.7%	33.2%	39.9%	40.5%	26.7%	21.1%	21.1%	7.8%	7.5%	6.4%	5.1%	6.8%	6.3%	32,143	26,931	27,554	7,444	5,787	5,308
Native Hawaiian/ Pacific Islander	15.6%	19.0%	20.6%	27.6%	37.4%	39.9%	32.6%	30.0%	26.8%	5.8%	5.3%	5.5%	18.3%	8.3%	7.2%	1,163	1,145	1,192	352	327	296
White	25.5%	22.7%	24.1%	34.6%	38.1%	38.8%	23.9%	21.7%	21.4%	8.5%	8.8%	8.4%	7.6%	8.8%	7.3%	140,321	117,040	128,437	33,276	29,208	28,284
Two or more races (Not Hispanic/Latino)	21.9%	21.9%	19.7%	30.6%	37.5%	35.2%	25.6%	22.6%	25.1%	9.6%	8.0%	10.3%	12.4%	10.1%	9.7%	5,251	4,928	5,047	1,223	1,250	1,147

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	25.6%	22.6%	23.7%	33.9%	38.6%	39.2%	24.8%	22.1%	21.9%	8.1%	8.2%	8.1%	7.5%	8.4%	7.1%	204,698	170,307	181,773	49,250	41,884	39,649
Leaving																					
No	27.5%	24.5%	25.7%	35.1%	39.8%	40.3%	25.2%	22.3%	21.8%	7.0%	7.4%	7.1%	5.3%	6.0%	5.0%	142,092	114,988	123,708	35,064	28,389	26,786
Yes, to retire	23.4%	24.1%	23.8%	38.2%	39.4%	40.3%	23.7%	22.2%	22.1%	10.0%	8.1%	7.2%	4.6%	6.2%	6.6%	12,965	11,050	12,004	2,390	2,443	2,408
Yes, to other job in Govt	21.9%	18.3%	18.7%	31.1%	36.1%	36.6%	22.1%	21.3%	21.5%	10.7%	10.3%	10.7%	14.2%	14.0%	12.4%	34,313	30,028	29,068	7,759	7,392	6,536
Yes, to other job outside Govt	16.7%	14.3%	14.7%	28.8%	33.0%	32.8%	23.1%	20.4%	22.8%	16.1%	15.2%	11.4%	15.3%	17.1%	18.4%	4,096	5,107	6,332	1,099	1,288	1,528
Yes, other	15.7%	13.7%	15.1%	24.5%	30.8%	34.6%	30.6%	24.2%	23.9%	10.9%	9.7%	12.8%	18.3%	21.6%	13.6%	6,347	6,507	7,357	1,745	1,734	1,729
Retiring																					
Within 1 year	24.8%	24.6%	24.9%	38.0%	38.4%	39.8%	24.1%	21.6%	20.7%	7.1%	7.7%	7.2%	6.0%	7.6%	7.4%	7,390	6,818	7,563	1,406	1,514	1,580
Between 1 and 3 years	23.2%	22.3%	22.3%	35.8%	38.6%	41.3%	26.0%	24.5%	23.3%	9.6%	8.2%	7.7%	5.4%	6.4%	5.3%	23,150	19,870	20,974	4,362	4,556	4,244
Between 3 and 5 years	24.7%	21.8%	21.9%	35.2%	39.9%	40.3%	26.6%	21.3%	23.1%	7.4%	7.8%	8.4%	6.0%	9.1%	6.4%	24,705	21,451	23,376	4,826	4,951	4,698
5 or more years	26.1%	22.7%	24.1%	33.4%	38.4%	38.7%	24.1%	22.0%	21.5%	8.1%	8.3%	8.2%	8.2%	8.6%	7.5%	142,535	119,549	126,543	36,779	30,222	28,461
Age Group																					
25 and under	31.4%	33.0%	33.7%	40.2%	39.1%	36.2%	17.9%	16.5%	17.0%	6.0%	5.3%	8.7%	4.6%	6.0%	4.4%	2,456	1,886	2,087	737	412	390
26-29	28.6%	27.6%	26.6%	33.3%	37.7%	34.7%	21.3%	18.9%	23.2%	10.2%	8.1%	8.9%	6.7%	7.7%	6.6%	6,807	5,256	5,084	1,980	1,304	1,233
30-39	26.0%	21.1%	22.6%	32.5%	37.4%	38.2%	23.3%	21.2%	21.9%	9.0%	8.9%	8.7%	9.2%	11.3%	8.7%	26,871	23,006	25,178	8,571	6,374	6,189
40-49	24.8%	22.2%	23.3%	33.2%	38.4%	39.0%	25.3%	21.8%	21.2%	7.5%	8.4%	8.6%	9.1%	9.2%	8.0%	58,216	51,230	57,472	15,305	12,886	12,652
50-59	26.2%	22.2%	23.8%	34.9%	38.8%	40.1%	24.0%	23.0%	22.2%	8.7%	8.4%	7.6%	6.1%	7.5%	6.4%	77,642	66,665	72,252	15,641	15,345	14,787
60+	23.9%	23.4%	22.8%	36.0%	40.7%	41.2%	29.5%	24.2%	23.8%	6.5%	6.5%	7.1%	4.1%	5.3%	5.2%	26,462	19,637	16,435	5,503	4,922	3,753

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	25.6%	22.6%	23.7%	33.9%	38.6%	39.2%	24.8%	22.1%	21.9%	8.1%	8.2%	8.1%	7.5%	8.4%	7.1%	204,698	170,307	181,773	49,250	41,884	39,649
Pay Category																					
Federal Wage System	14.2%	12.9%	13.5%	32.6%	39.2%	35.3%	35.5%	30.1%	29.9%	8.9%	9.2%	11.0%	8.8%	8.7%	10.3%	6,968	6,769	7,454	2,145	1,883	2,023
GS 1-6 or equivalent	15.0%	19.3%	19.2%	27.7%	36.0%	36.2%	37.1%	29.0%	30.4%	11.1%	10.4%	7.5%	9.0%	5.4%	6.7%	8,449	7,921	8,488	2,839	2,419	2,335
GS 7-12 or equivalent	26.2%	23.4%	24.6%	34.7%	38.7%	40.0%	24.0%	21.9%	21.1%	7.7%	7.6%	7.8%	7.4%	8.3%	6.5%	78,636	68,359	74,365	20,072	17,849	17,432
GS 13-15 or equivalent	33.3%	27.1%	27.8%	37.2%	41.1%	41.4%	17.5%	16.8%	17.0%	6.7%	7.2%	7.4%	5.2%	7.8%	6.5%	88,307	69,001	77,175	18,280	14,228	14,437
Senior Executive Service	30.1%	21.5%	23.4%	39.3%	39.7%	33.1%	21.3%	24.4%	28.0%	5.9%	10.0%	10.1%	3.4%	4.4%	5.3%	3,356	3,112	3,332	461	819	873
SL/ST	24.7%	12.8%	21.9%	31.2%	26.9%	19.5%	19.3%	40.2%	50.5%	5.4%	4.5%	5.5%	19.3%	15.7%	2.7%	822	602	534	198	178	154
Other	19.7%	18.8%	23.3%	27.5%	33.5%	39.4%	29.1%	23.9%	22.8%	11.1%	11.2%	7.9%	12.7%	12.7%	6.6%	12,882	11,902	6,684	3,991	3,862	1,503
Time in Federal Government																					
< 1 year	33.3%	22.6%	29.3%	39.0%	34.9%	41.2%	19.9%	33.1%	20.6%	5.3%	5.1%	5.4%	2.6%	4.3%	3.4%	2,276	1,696	2,012	858	556	602
1-3 years	26.6%	22.2%	24.3%	32.1%	40.2%	36.4%	26.3%	22.6%	23.9%	8.3%	6.9%	8.5%	6.8%	8.0%	7.0%	19,947	13,987	13,787	6,283	3,941	3,757
4-5 years	26.6%	20.9%	20.4%	31.1%	36.6%	35.5%	25.3%	22.5%	22.7%	9.6%	9.7%	11.5%	7.5%	10.2%	9.9%	13,579	11,210	12,817	4,110	3,389	3,416
6-10 years	21.4%	19.8%	21.1%	30.0%	37.2%	38.6%	28.2%	22.7%	23.3%	9.2%	9.4%	8.2%	11.2%	10.8%	8.7%	30,663	25,292	21,076	9,327	7,364	5,430
11-20 years	23.8%	22.2%	---	36.5%	37.6%	---	23.6%	22.8%	---	8.1%	8.3%	---	8.0%	9.1%	---	44,051	42,482	---	11,521	10,751	---
(11 to 14 years)	22.7%	19.8%	22.9%	36.4%	38.3%	40.2%	23.6%	22.8%	21.1%	9.6%	9.0%	8.0%	7.7%	10.2%	7.8%	17,298	13,630	51,302	4,922	3,875	11,608
(15 to 20 years)	24.6%	23.5%	25.4%	36.6%	37.2%	40.4%	23.6%	22.8%	21.2%	6.9%	8.0%	7.3%	8.3%	8.5%	5.7%	26,753	28,852	77,521	6,599	6,876	14,186
> 20 years	27.4%	24.7%	---	35.6%	39.9%	---	23.5%	20.8%	---	7.4%	7.8%	---	6.1%	6.7%	---	87,779	73,028	---	15,608	15,249	---
Time with Current Agency																					
< 1 year	31.3%	28.5%	28.0%	34.6%	32.4%	39.5%	24.8%	28.3%	20.4%	5.0%	5.7%	6.2%	4.3%	5.1%	5.9%	4,098	3,696	3,933	1,373	1,113	1,091
1-3 years	26.9%	23.9%	23.7%	32.8%	39.2%	37.0%	24.7%	21.7%	23.9%	8.4%	7.3%	8.1%	7.1%	7.9%	7.3%	29,615	22,287	22,506	8,606	5,899	5,756
4-5 years	26.6%	20.8%	21.3%	30.8%	37.2%	35.8%	25.8%	21.9%	22.7%	8.8%	9.8%	10.8%	8.0%	10.3%	9.5%	18,165	15,703	18,122	5,009	4,422	4,445
6-10 years	22.3%	20.2%	23.2%	31.6%	38.5%	38.8%	26.6%	21.6%	21.5%	9.1%	9.0%	8.2%	10.4%	10.7%	8.3%	37,392	32,107	28,440	10,445	8,649	6,684
11-20 years	24.7%	22.7%	23.4%	36.0%	37.6%	40.2%	23.7%	23.3%	21.2%	8.3%	8.3%	8.0%	7.2%	8.2%	7.3%	46,907	43,947	53,526	11,104	10,509	11,465
> 20 years	27.0%	23.7%	24.8%	36.1%	40.4%	41.3%	23.7%	21.2%	21.4%	7.2%	7.9%	7.2%	6.1%	6.8%	5.4%	62,768	49,933	51,965	11,365	10,658	9,560

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	15.0%	---	---	36.3%	---	---	31.2%	---	---	10.1%	---	---	7.5%	---	---	201,710	---	---	52,428	---	---
Work Location																					
Headquarters	18.2%	---	---	38.1%	---	---	30.4%	---	---	8.1%	---	---	5.2%	---	---	82,442	---	---	20,216	---	---
Field	13.3%	---	---	35.2%	---	---	31.4%	---	---	11.2%	---	---	8.8%	---	---	112,726	---	---	30,455	---	---
Supervisor Status																					
Non-Supervisor	14.6%	---	---	35.7%	---	---	31.5%	---	---	10.1%	---	---	8.1%	---	---	111,490	---	---	32,205	---	---
Team Leader	13.7%	---	---	36.3%	---	---	32.4%	---	---	10.1%	---	---	7.6%	---	---	27,483	---	---	7,059	---	---
Supervisor	15.6%	---	---	38.0%	---	---	30.3%	---	---	10.2%	---	---	5.9%	---	---	35,353	---	---	8,222	---	---
Manager	20.1%	---	---	37.0%	---	---	28.3%	---	---	9.8%	---	---	4.8%	---	---	19,156	---	---	3,240	---	---
Executive	24.3%	---	---	39.5%	---	---	23.1%	---	---	9.6%	---	---	3.6%	---	---	4,201	---	---	585	---	---
Sex																					
Male	13.9%	---	---	36.1%	---	---	32.1%	---	---	10.7%	---	---	7.2%	---	---	105,619	---	---	25,176	---	---
Female	16.5%	---	---	36.7%	---	---	29.8%	---	---	9.3%	---	---	7.7%	---	---	91,597	---	---	25,908	---	---
Hispanic or Latino																					
Yes	13.9%	---	---	35.4%	---	---	31.0%	---	---	9.4%	---	---	10.3%	---	---	13,023	---	---	3,614	---	---
No	15.1%	---	---	36.5%	---	---	31.1%	---	---	10.2%	---	---	7.1%	---	---	182,552	---	---	47,033	---	---
Race																					
American Indian/ Alaska Native	9.7%	---	---	32.9%	---	---	35.9%	---	---	12.1%	---	---	9.4%	---	---	6,430	---	---	1,435	---	---
Asian	15.6%	---	---	40.8%	---	---	30.6%	---	---	9.1%	---	---	3.9%	---	---	8,435	---	---	2,528	---	---
Black or African American	18.1%	---	---	41.6%	---	---	27.8%	---	---	7.5%	---	---	5.1%	---	---	32,561	---	---	7,098	---	---
Native Hawaiian/ Pacific Islander	10.2%	---	---	38.1%	---	---	36.2%	---	---	8.7%	---	---	6.8%	---	---	1,230	---	---	288	---	---
White	14.4%	---	---	35.3%	---	---	31.6%	---	---	10.8%	---	---	7.9%	---	---	137,145	---	---	36,546	---	---
Two or more races (Not Hispanic/Latino)	14.4%	---	---	29.4%	---	---	30.1%	---	---	12.8%	---	---	13.3%	---	---	5,148	---	---	1,324	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	15.0%	---	---	36.3%	---	---	31.2%	---	---	10.1%	---	---	7.5%	---	---	201,710	---	---	52,428	---	---
Leaving																					
No	16.6%	---	---	38.0%	---	---	31.3%	---	---	8.9%	---	---	5.1%	---	---	140,966	---	---	36,350	---	---
Yes, to retire	12.5%	---	---	41.2%	---	---	33.7%	---	---	7.3%	---	---	5.3%	---	---	12,841	---	---	2,531	---	---
Yes, to other job in Govt	11.3%	---	---	31.1%	---	---	29.0%	---	---	13.7%	---	---	14.9%	---	---	33,136	---	---	8,948	---	---
Yes, to other job outside Govt	8.7%	---	---	30.5%	---	---	25.8%	---	---	17.6%	---	---	17.4%	---	---	3,978	---	---	1,227	---	---
Yes, other	9.2%	---	---	24.6%	---	---	37.4%	---	---	14.4%	---	---	14.4%	---	---	6,121	---	---	1,974	---	---
Retiring																					
Within 1 year	13.8%	---	---	37.3%	---	---	33.2%	---	---	7.9%	---	---	7.8%	---	---	7,301	---	---	1,500	---	---
Between 1 and 3 years	12.6%	---	---	36.4%	---	---	35.5%	---	---	10.4%	---	---	5.1%	---	---	22,877	---	---	4,698	---	---
Between 3 and 5 years	13.6%	---	---	37.7%	---	---	32.3%	---	---	10.8%	---	---	5.6%	---	---	24,386	---	---	5,176	---	---
5 or more years	15.6%	---	---	36.0%	---	---	30.3%	---	---	10.1%	---	---	8.1%	---	---	140,472	---	---	38,953	---	---
Age Group																					
25 and under	18.1%	---	---	41.0%	---	---	25.2%	---	---	7.8%	---	---	7.9%	---	---	2,211	---	---	976	---	---
26-29	17.8%	---	---	33.6%	---	---	26.9%	---	---	12.8%	---	---	8.8%	---	---	6,380	---	---	2,407	---	---
30-39	15.5%	---	---	35.0%	---	---	28.4%	---	---	10.1%	---	---	11.1%	---	---	26,607	---	---	8,864	---	---
40-49	14.1%	---	---	37.0%	---	---	29.6%	---	---	11.2%	---	---	8.1%	---	---	58,418	---	---	15,123	---	---
50-59	15.8%	---	---	35.8%	---	---	32.4%	---	---	9.6%	---	---	6.4%	---	---	75,939	---	---	17,423	---	---
60+	13.1%	---	---	37.8%	---	---	37.4%	---	---	8.4%	---	---	3.3%	---	---	26,204	---	---	5,829	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	15.0%	---	---	36.3%	---	---	31.2%	---	---	10.1%	---	---	7.5%	---	---	201,710	---	---	52,428	---	---
Pay Category																					
Federal Wage System	11.5%	---	---	38.1%	---	---	32.7%	---	---	10.3%	---	---	7.4%	---	---	7,637	---	---	1,498	---	---
GS 1-6 or equivalent	12.7%	---	---	32.1%	---	---	36.5%	---	---	8.7%	---	---	10.0%	---	---	8,861	---	---	2,451	---	---
GS 7-12 or equivalent	14.3%	---	---	36.8%	---	---	31.4%	---	---	10.4%	---	---	7.2%	---	---	77,023	---	---	21,768	---	---
GS 13-15 or equivalent	19.3%	---	---	38.1%	---	---	27.8%	---	---	9.5%	---	---	5.3%	---	---	86,328	---	---	20,307	---	---
Senior Executive Service	25.9%	---	---	38.7%	---	---	22.7%	---	---	9.1%	---	---	3.6%	---	---	3,355	---	---	469	---	---
SL/ST	13.4%	---	---	28.9%	---	---	45.5%	---	---	7.0%	---	---	5.3%	---	---	829	---	---	191	---	---
Other	11.9%	---	---	31.7%	---	---	32.2%	---	---	11.9%	---	---	12.4%	---	---	12,640	---	---	4,241	---	---
Time in Federal Government																					
< 1 year	22.5%	---	---	35.5%	---	---	31.7%	---	---	7.1%	---	---	3.3%	---	---	2,253	---	---	883	---	---
1-3 years	16.5%	---	---	37.5%	---	---	29.5%	---	---	9.2%	---	---	7.2%	---	---	19,370	---	---	6,863	---	---
4-5 years	14.8%	---	---	34.7%	---	---	32.1%	---	---	10.2%	---	---	8.2%	---	---	13,443	---	---	4,265	---	---
6-10 years	13.4%	---	---	34.5%	---	---	31.1%	---	---	11.3%	---	---	9.7%	---	---	30,696	---	---	9,352	---	---
11-20 years	14.1%	---	---	37.4%	---	---	29.8%	---	---	10.0%	---	---	8.7%	---	---	44,109	---	---	11,498	---	---
(11 to 14 years)	14.6%	---	---	35.9%	---	---	30.6%	---	---	10.4%	---	---	8.6%	---	---	17,505	---	---	4,743	---	---
(15 to 20 years)	13.8%	---	---	38.6%	---	---	29.2%	---	---	9.8%	---	---	8.7%	---	---	26,604	---	---	6,755	---	---
> 20 years	15.2%	---	---	36.6%	---	---	32.5%	---	---	9.8%	---	---	5.9%	---	---	85,673	---	---	17,784	---	---
Time with Current Agency																					
< 1 year	21.2%	---	---	35.1%	---	---	30.8%	---	---	8.2%	---	---	4.6%	---	---	4,077	---	---	1,399	---	---
1-3 years	16.0%	---	---	36.9%	---	---	29.3%	---	---	9.8%	---	---	8.0%	---	---	28,940	---	---	9,296	---	---
4-5 years	14.4%	---	---	35.8%	---	---	32.3%	---	---	10.4%	---	---	7.2%	---	---	17,831	---	---	5,355	---	---
6-10 years	13.1%	---	---	35.1%	---	---	31.3%	---	---	10.9%	---	---	9.6%	---	---	37,342	---	---	10,554	---	---
11-20 years	14.9%	---	---	36.6%	---	---	30.7%	---	---	10.3%	---	---	7.6%	---	---	46,395	---	---	11,677	---	---
> 20 years	15.1%	---	---	37.1%	---	---	32.4%	---	---	9.8%	---	---	5.7%	---	---	61,559	---	---	12,608	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	12.4%	---	---	35.6%	---	---	43.1%	---	---	4.8%	---	---	4.0%	---	---	154,266	---	---	99,806	---	---
Work Location																					
Headquarters	13.8%	---	---	34.6%	---	---	43.5%	---	---	4.8%	---	---	3.4%	---	---	59,356	---	---	43,293	---	---
Field	11.9%	---	---	36.6%	---	---	42.2%	---	---	4.9%	---	---	4.4%	---	---	89,684	---	---	53,464	---	---
Supervisor Status																					
Non-Supervisor	11.7%	---	---	34.3%	---	---	44.5%	---	---	5.0%	---	---	4.5%	---	---	82,624	---	---	61,031	---	---
Team Leader	11.3%	---	---	34.2%	---	---	45.5%	---	---	4.7%	---	---	4.3%	---	---	19,859	---	---	14,671	---	---
Supervisor	13.8%	---	---	40.5%	---	---	39.2%	---	---	3.9%	---	---	2.6%	---	---	28,947	---	---	14,632	---	---
Manager	17.8%	---	---	41.8%	---	---	33.2%	---	---	5.0%	---	---	2.2%	---	---	16,307	---	---	6,093	---	---
Executive	24.9%	---	---	40.9%	---	---	29.7%	---	---	2.9%	---	---	1.5%	---	---	3,420	---	---	1,357	---	---
Sex																					
Male	11.4%	---	---	35.1%	---	---	44.3%	---	---	4.9%	---	---	4.2%	---	---	80,025	---	---	50,751	---	---
Female	13.8%	---	---	36.5%	---	---	41.2%	---	---	4.6%	---	---	3.8%	---	---	70,898	---	---	46,569	---	---
Hispanic or Latino																					
Yes	12.8%	---	---	35.7%	---	---	41.2%	---	---	4.4%	---	---	5.9%	---	---	10,907	---	---	5,749	---	---
No	12.4%	---	---	35.7%	---	---	43.3%	---	---	4.8%	---	---	3.8%	---	---	138,804	---	---	90,715	---	---
Race																					
American Indian/ Alaska Native	9.8%	---	---	29.7%	---	---	48.1%	---	---	6.5%	---	---	5.9%	---	---	5,815	---	---	2,041	---	---
Asian	12.2%	---	---	38.5%	---	---	42.1%	---	---	4.9%	---	---	2.3%	---	---	6,365	---	---	4,582	---	---
Black or African American	15.0%	---	---	40.1%	---	---	37.4%	---	---	3.5%	---	---	3.9%	---	---	26,848	---	---	12,823	---	---
Native Hawaiian/ Pacific Islander	6.6%	---	---	31.1%	---	---	53.3%	---	---	5.0%	---	---	4.0%	---	---	1,067	---	---	448	---	---
White	11.9%	---	---	35.0%	---	---	44.0%	---	---	5.1%	---	---	4.0%	---	---	102,112	---	---	71,547	---	---
Two or more races (Not Hispanic/Latino)	12.2%	---	---	30.5%	---	---	47.0%	---	---	5.1%	---	---	5.2%	---	---	3,931	---	---	2,545	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	12.4%	---	---	35.6%	---	---	43.1%	---	---	4.8%	---	---	4.0%	---	---	154,266	---	---	99,806	---	---
Leaving																					
No	13.7%	---	---	37.7%	---	---	42.5%	---	---	3.7%	---	---	2.4%	---	---	108,445	---	---	68,837	---	---
Yes, to retire	11.9%	---	---	38.2%	---	---	41.8%	---	---	4.4%	---	---	3.6%	---	---	10,637	---	---	4,730	---	---
Yes, to other job in Govt	9.3%	---	---	29.8%	---	---	45.3%	---	---	7.9%	---	---	7.8%	---	---	24,254	---	---	17,823	---	---
Yes, to other job outside Govt	6.1%	---	---	29.4%	---	---	38.8%	---	---	7.3%	---	---	18.4%	---	---	2,796	---	---	2,402	---	---
Yes, other	6.8%	---	---	22.8%	---	---	47.7%	---	---	10.1%	---	---	12.7%	---	---	4,643	---	---	3,447	---	---
Retiring																					
Within 1 year	14.7%	---	---	34.5%	---	---	40.4%	---	---	6.9%	---	---	3.5%	---	---	5,962	---	---	2,836	---	---
Between 1 and 3 years	9.7%	---	---	36.6%	---	---	45.0%	---	---	4.9%	---	---	3.8%	---	---	18,643	---	---	8,919	---	---
Between 3 and 5 years	11.0%	---	---	36.9%	---	---	43.4%	---	---	5.7%	---	---	3.0%	---	---	19,766	---	---	9,777	---	---
5 or more years	12.9%	---	---	35.6%	---	---	42.7%	---	---	4.6%	---	---	4.2%	---	---	104,815	---	---	74,602	---	---
Age Group																					
25 and under	13.6%	---	---	38.8%	---	---	41.8%	---	---	1.9%	---	---	4.0%	---	---	1,315	---	---	1,875	---	---
26-29	12.8%	---	---	33.7%	---	---	43.5%	---	---	3.4%	---	---	6.5%	---	---	3,773	---	---	5,005	---	---
30-39	14.0%	---	---	36.7%	---	---	39.2%	---	---	4.3%	---	---	5.8%	---	---	18,244	---	---	17,209	---	---
40-49	13.1%	---	---	36.3%	---	---	42.4%	---	---	4.7%	---	---	3.6%	---	---	44,612	---	---	28,938	---	---
50-59	11.7%	---	---	35.8%	---	---	43.0%	---	---	5.5%	---	---	3.9%	---	---	60,924	---	---	32,420	---	---
60+	11.3%	---	---	34.6%	---	---	47.2%	---	---	4.7%	---	---	2.2%	---	---	20,991	---	---	11,032	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			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	12.4%	---	---	35.6%	---	---	43.1%	---	---	4.8%	---	---	4.0%	---	---	154,266	---	---	99,806	---	---
Pay Category																					
Federal Wage System	10.4%	---	---	35.7%	---	---	45.4%	---	---	4.6%	---	---	3.8%	---	---	6,599	---	---	2,534	---	---
GS 1-6 or equivalent	9.2%	---	---	33.3%	---	---	46.4%	---	---	6.1%	---	---	5.0%	---	---	7,806	---	---	3,507	---	---
GS 7-12 or equivalent	11.7%	---	---	36.4%	---	---	43.1%	---	---	4.8%	---	---	3.9%	---	---	61,445	---	---	37,313	---	---
GS 13-15 or equivalent	16.1%	---	---	36.1%	---	---	40.7%	---	---	4.5%	---	---	2.6%	---	---	61,709	---	---	44,919	---	---
Senior Executive Service	26.7%	---	---	41.4%	---	---	27.5%	---	---	2.9%	---	---	1.6%	---	---	2,747	---	---	1,074	---	---
SL/ST	9.3%	---	---	26.1%	---	---	61.0%	---	---	2.3%	---	---	1.2%	---	---	607	---	---	411	---	---
Other	11.5%	---	---	33.2%	---	---	43.6%	---	---	4.2%	---	---	7.5%	---	---	9,555	---	---	7,324	---	---
Time in Federal Government																					
< 1 year	20.2%	---	---	35.0%	---	---	42.0%	---	---	1.9%	---	---	1.0%	---	---	1,472	---	---	1,663	---	---
1-3 years	14.8%	---	---	35.1%	---	---	42.9%	---	---	3.2%	---	---	4.1%	---	---	12,948	---	---	13,263	---	---
4-5 years	11.6%	---	---	33.3%	---	---	47.2%	---	---	4.4%	---	---	3.4%	---	---	9,081	---	---	8,621	---	---
6-10 years	10.7%	---	---	35.1%	---	---	43.0%	---	---	5.3%	---	---	5.9%	---	---	22,286	---	---	17,753	---	---
11-20 years	12.4%	---	---	36.7%	---	---	42.1%	---	---	4.8%	---	---	4.0%	---	---	34,208	---	---	21,399	---	---
(11 to 14 years)	12.6%	---	---	36.4%	---	---	42.3%	---	---	5.4%	---	---	3.3%	---	---	13,269	---	---	8,963	---	---
(15 to 20 years)	12.3%	---	---	37.0%	---	---	41.8%	---	---	4.4%	---	---	4.4%	---	---	20,939	---	---	12,436	---	---
> 20 years	12.3%	---	---	36.2%	---	---	43.1%	---	---	4.9%	---	---	3.4%	---	---	69,575	---	---	33,875	---	---
Time with Current Agency																					
< 1 year	17.1%	---	---	33.4%	---	---	44.2%	---	---	2.9%	---	---	2.3%	---	---	2,816	---	---	2,662	---	---
1-3 years	14.2%	---	---	33.5%	---	---	43.7%	---	---	3.8%	---	---	4.7%	---	---	19,769	---	---	18,439	---	---
4-5 years	11.4%	---	---	34.0%	---	---	46.9%	---	---	4.3%	---	---	3.4%	---	---	12,601	---	---	10,581	---	---
6-10 years	10.9%	---	---	34.9%	---	---	43.6%	---	---	5.1%	---	---	5.4%	---	---	27,695	---	---	20,187	---	---
11-20 years	12.7%	---	---	37.7%	---	---	40.1%	---	---	5.3%	---	---	4.2%	---	---	36,668	---	---	21,395	---	---
> 20 years	12.1%	---	---	36.6%	---	---	43.3%	---	---	5.2%	---	---	2.9%	---	---	50,459	---	---	23,714	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	6.9%	---	---	16.3%	---	---	60.0%	---	---	8.1%	---	---	8.7%	---	---	99,582	---	---	154,397	---	---
Work Location																					
Headquarters	8.5%	---	---	17.9%	---	---	59.9%	---	---	6.8%	---	---	6.8%	---	---	39,847	---	---	62,740	---	---
Field	6.2%	---	---	15.7%	---	---	59.2%	---	---	9.2%	---	---	9.8%	---	---	56,171	---	---	86,963	---	---
Supervisor Status																					
Non-Supervisor	6.6%	---	---	15.9%	---	---	60.5%	---	---	8.4%	---	---	8.6%	---	---	53,760	---	---	89,851	---	---
Team Leader	6.6%	---	---	16.8%	---	---	58.3%	---	---	7.1%	---	---	11.2%	---	---	13,123	---	---	21,402	---	---
Supervisor	6.9%	---	---	16.8%	---	---	60.1%	---	---	8.5%	---	---	7.6%	---	---	18,177	---	---	25,377	---	---
Manager	9.1%	---	---	17.2%	---	---	58.6%	---	---	8.5%	---	---	6.5%	---	---	10,129	---	---	12,259	---	---
Executive	16.5%	---	---	19.5%	---	---	53.6%	---	---	5.8%	---	---	4.5%	---	---	2,324	---	---	2,457	---	---
Sex																					
Male	6.4%	---	---	16.5%	---	---	61.3%	---	---	7.8%	---	---	8.0%	---	---	52,573	---	---	78,167	---	---
Female	7.5%	---	---	16.1%	---	---	58.5%	---	---	8.8%	---	---	9.1%	---	---	44,797	---	---	72,617	---	---
Hispanic or Latino																					
Yes	5.9%	---	---	17.2%	---	---	56.2%	---	---	7.5%	---	---	13.2%	---	---	7,096	---	---	9,549	---	---
No	7.0%	---	---	16.2%	---	---	60.5%	---	---	8.2%	---	---	8.0%	---	---	89,482	---	---	139,971	---	---
Race																					
American Indian/ Alaska Native	5.2%	---	---	10.2%	---	---	61.5%	---	---	9.1%	---	---	14.0%	---	---	3,913	---	---	3,937	---	---
Asian	10.2%	---	---	21.1%	---	---	57.2%	---	---	5.3%	---	---	6.2%	---	---	4,481	---	---	6,445	---	---
Black or African American	9.0%	---	---	22.7%	---	---	57.3%	---	---	5.5%	---	---	5.5%	---	---	17,525	---	---	22,101	---	---
Native Hawaiian/ Pacific Islander	3.3%	---	---	13.1%	---	---	57.8%	---	---	4.3%	---	---	21.5%	---	---	705	---	---	808	---	---
White	6.1%	---	---	14.6%	---	---	60.9%	---	---	9.3%	---	---	9.1%	---	---	64,975	---	---	108,679	---	---
Two or more races (Not Hispanic/Latino)	6.4%	---	---	14.7%	---	---	58.0%	---	---	9.8%	---	---	11.0%	---	---	2,571	---	---	3,903	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	6.9%	---	---	16.3%	---	---	60.0%	---	---	8.1%	---	---	8.7%	---	---	99,582	---	---	154,397	---	---
Leaving																					
No	7.3%	---	---	17.2%	---	---	61.3%	---	---	7.9%	---	---	6.3%	---	---	70,238	---	---	106,998	---	---
Yes, to retire	5.0%	---	---	17.8%	---	---	68.5%	---	---	4.0%	---	---	4.7%	---	---	6,574	---	---	8,771	---	---
Yes, to other job in Govt	7.1%	---	---	15.0%	---	---	54.3%	---	---	8.5%	---	---	15.1%	---	---	15,455	---	---	26,608	---	---
Yes, to other job outside Govt	3.1%	---	---	7.7%	---	---	40.6%	---	---	28.0%	---	---	20.6%	---	---	1,951	---	---	3,245	---	---
Yes, other	4.4%	---	---	7.5%	---	---	56.3%	---	---	7.9%	---	---	23.9%	---	---	3,029	---	---	5,060	---	---
Retiring																					
Within 1 year	5.8%	---	---	16.0%	---	---	65.5%	---	---	4.3%	---	---	8.4%	---	---	3,607	---	---	5,187	---	---
Between 1 and 3 years	4.9%	---	---	16.6%	---	---	68.0%	---	---	4.8%	---	---	5.6%	---	---	11,300	---	---	16,226	---	---
Between 3 and 5 years	5.5%	---	---	15.2%	---	---	66.9%	---	---	6.0%	---	---	6.4%	---	---	11,759	---	---	17,767	---	---
5 or more years	7.4%	---	---	16.5%	---	---	57.5%	---	---	9.2%	---	---	9.5%	---	---	69,451	---	---	109,938	---	---
Age Group																					
25 and under	11.9%	---	---	14.8%	---	---	49.5%	---	---	12.8%	---	---	11.0%	---	---	898	---	---	2,290	---	---
26-29	7.2%	---	---	14.0%	---	---	48.8%	---	---	16.0%	---	---	14.0%	---	---	2,864	---	---	5,925	---	---
30-39	8.7%	---	---	18.6%	---	---	43.2%	---	---	12.2%	---	---	17.3%	---	---	14,426	---	---	21,044	---	---
40-49	6.9%	---	---	16.4%	---	---	59.7%	---	---	9.1%	---	---	7.9%	---	---	28,927	---	---	44,615	---	---
50-59	6.4%	---	---	15.6%	---	---	67.4%	---	---	5.7%	---	---	4.8%	---	---	36,530	---	---	56,748	---	---
60+	4.8%	---	---	16.5%	---	---	73.0%	---	---	2.9%	---	---	2.7%	---	---	13,025	---	---	18,961	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	6.9%	---	---	16.3%	---	---	60.0%	---	---	8.1%	---	---	8.7%	---	---	99,582	---	---	154,397	---	---
Pay Category																					
Federal Wage System	5.5%	---	---	21.3%	---	---	59.0%	---	---	7.0%	---	---	7.1%	---	---	4,437	---	---	4,686	---	---
GS 1-6 or equivalent	6.1%	---	---	15.8%	---	---	58.5%	---	---	9.7%	---	---	9.9%	---	---	5,212	---	---	6,092	---	---
GS 7-12 or equivalent	6.4%	---	---	16.1%	---	---	61.0%	---	---	8.4%	---	---	8.1%	---	---	38,826	---	---	59,905	---	---
GS 13-15 or equivalent	9.2%	---	---	15.5%	---	---	59.7%	---	---	7.3%	---	---	8.3%	---	---	40,256	---	---	66,335	---	---
Senior Executive Service	18.2%	---	---	20.0%	---	---	52.8%	---	---	5.8%	---	---	3.3%	---	---	1,829	---	---	1,995	---	---
SL/ST	4.7%	---	---	10.1%	---	---	75.0%	---	---	6.7%	---	---	3.6%	---	---	424	---	---	596	---	---
Other	5.5%	---	---	13.3%	---	---	58.6%	---	---	8.7%	---	---	13.9%	---	---	6,056	---	---	10,811	---	---
Time in Federal Government																					
< 1 year	14.2%	---	---	19.3%	---	---	56.4%	---	---	6.8%	---	---	3.4%	---	---	1,039	---	---	2,093	---	---
1-3 years	8.8%	---	---	18.0%	---	---	57.8%	---	---	8.3%	---	---	7.1%	---	---	9,182	---	---	17,058	---	---
4-5 years	7.3%	---	---	17.2%	---	---	53.0%	---	---	9.9%	---	---	12.6%	---	---	6,427	---	---	11,278	---	---
6-10 years	5.8%	---	---	13.5%	---	---	55.9%	---	---	10.2%	---	---	14.5%	---	---	15,221	---	---	24,805	---	---
11-20 years	6.1%	---	---	18.0%	---	---	58.2%	---	---	8.0%	---	---	9.7%	---	---	21,801	---	---	33,778	---	---
(11 to 14 years)	6.0%	---	---	17.0%	---	---	58.5%	---	---	9.0%	---	---	9.5%	---	---	8,787	---	---	13,445	---	---
(15 to 20 years)	6.1%	---	---	18.9%	---	---	57.9%	---	---	7.3%	---	---	9.8%	---	---	13,014	---	---	20,333	---	---
> 20 years	6.7%	---	---	15.9%	---	---	65.4%	---	---	6.8%	---	---	5.1%	---	---	42,868	---	---	60,496	---	---
Time with Current Agency																					
< 1 year	11.5%	---	---	19.1%	---	---	56.7%	---	---	9.0%	---	---	3.7%	---	---	1,959	---	---	3,518	---	---
1-3 years	9.0%	---	---	16.6%	---	---	57.9%	---	---	9.0%	---	---	7.6%	---	---	13,862	---	---	24,357	---	---
4-5 years	6.6%	---	---	15.5%	---	---	57.0%	---	---	7.6%	---	---	13.3%	---	---	8,604	---	---	14,582	---	---
6-10 years	5.7%	---	---	13.9%	---	---	58.8%	---	---	8.7%	---	---	12.9%	---	---	18,348	---	---	29,512	---	---
11-20 years	6.2%	---	---	18.1%	---	---	59.2%	---	---	8.9%	---	---	7.6%	---	---	22,739	---	---	35,296	---	---
> 20 years	6.6%	---	---	16.1%	---	---	65.0%	---	---	6.9%	---	---	5.4%	---	---	31,195	---	---	42,934	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	5.0%	---	---	14.9%	---	---	66.7%	---	---	6.5%	---	---	7.0%	---	---	94,393	---	---	159,106	---	---
Work Location																					
Headquarters	6.2%	---	---	17.0%	---	---	66.6%	---	---	5.3%	---	---	4.9%	---	---	37,620	---	---	64,784	---	---
Field	4.4%	---	---	14.0%	---	---	66.3%	---	---	7.1%	---	---	8.1%	---	---	53,288	---	---	89,573	---	---
Supervisor Status																					
Non-Supervisor	5.0%	---	---	15.1%	---	---	66.4%	---	---	6.2%	---	---	7.2%	---	---	51,308	---	---	92,032	---	---
Team Leader	3.8%	---	---	13.9%	---	---	67.8%	---	---	6.7%	---	---	7.7%	---	---	12,155	---	---	22,283	---	---
Supervisor	4.5%	---	---	15.2%	---	---	67.7%	---	---	6.9%	---	---	5.7%	---	---	17,170	---	---	26,302	---	---
Manager	6.9%	---	---	13.8%	---	---	66.6%	---	---	7.2%	---	---	5.4%	---	---	9,522	---	---	12,851	---	---
Executive	11.8%	---	---	17.0%	---	---	60.2%	---	---	6.7%	---	---	4.3%	---	---	2,227	---	---	2,545	---	---
Sex																					
Male	4.9%	---	---	14.2%	---	---	68.7%	---	---	6.0%	---	---	6.1%	---	---	49,619	---	---	80,932	---	---
Female	5.1%	---	---	15.9%	---	---	64.4%	---	---	7.1%	---	---	7.5%	---	---	42,654	---	---	74,491	---	---
Hispanic or Latino																					
Yes	4.6%	---	---	16.2%	---	---	61.0%	---	---	6.5%	---	---	11.7%	---	---	6,695	---	---	9,911	---	---
No	5.0%	---	---	14.8%	---	---	67.6%	---	---	6.4%	---	---	6.2%	---	---	84,791	---	---	144,243	---	---
Race																					
American Indian/ Alaska Native	3.6%	---	---	11.2%	---	---	63.7%	---	---	8.7%	---	---	12.7%	---	---	3,882	---	---	3,932	---	---
Asian	9.1%	---	---	22.6%	---	---	59.0%	---	---	4.8%	---	---	4.6%	---	---	4,236	---	---	6,668	---	---
Black or African American	6.5%	---	---	22.4%	---	---	60.5%	---	---	5.8%	---	---	4.7%	---	---	16,817	---	---	22,695	---	---
Native Hawaiian/ Pacific Islander	1.5%	---	---	11.7%	---	---	63.4%	---	---	3.2%	---	---	20.3%	---	---	678	---	---	827	---	---
White	4.2%	---	---	12.7%	---	---	69.4%	---	---	6.7%	---	---	7.0%	---	---	61,174	---	---	112,237	---	---
Two or more races (Not Hispanic/Latino)	5.2%	---	---	9.9%	---	---	68.2%	---	---	7.6%	---	---	9.1%	---	---	2,417	---	---	4,042	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	5.0%	---	---	14.9%	---	---	66.7%	---	---	6.5%	---	---	7.0%	---	---	94,393	---	---	159,106	---	---
Leaving																					
No	5.6%	---	---	15.8%	---	---	67.9%	---	---	6.1%	---	---	4.7%	---	---	66,447	---	---	110,452	---	---
Yes, to retire	3.9%	---	---	21.4%	---	---	63.2%	---	---	5.6%	---	---	5.9%	---	---	6,856	---	---	8,456	---	---
Yes, to other job in Govt	3.7%	---	---	10.9%	---	---	64.7%	---	---	8.4%	---	---	12.3%	---	---	14,300	---	---	27,698	---	---
Yes, to other job outside Govt	1.7%	---	---	12.5%	---	---	60.3%	---	---	7.2%	---	---	18.3%	---	---	1,716	---	---	3,471	---	---
Yes, other	2.3%	---	---	6.3%	---	---	61.4%	---	---	6.8%	---	---	23.1%	---	---	2,823	---	---	5,257	---	---
Retiring																					
Within 1 year	4.6%	---	---	15.8%	---	---	64.7%	---	---	5.7%	---	---	9.2%	---	---	3,741	---	---	5,033	---	---
Between 1 and 3 years	3.3%	---	---	17.8%	---	---	65.8%	---	---	5.6%	---	---	7.5%	---	---	11,788	---	---	15,677	---	---
Between 3 and 5 years	4.7%	---	---	13.5%	---	---	66.7%	---	---	8.1%	---	---	7.1%	---	---	12,089	---	---	17,363	---	---
5 or more years	5.3%	---	---	14.7%	---	---	66.9%	---	---	6.4%	---	---	6.7%	---	---	63,500	---	---	115,587	---	---
Age Group																					
25 and under	8.1%	---	---	24.5%	---	---	60.8%	---	---	2.1%	---	---	4.5%	---	---	783	---	---	2,400	---	---
26-29	5.6%	---	---	11.9%	---	---	70.8%	---	---	4.4%	---	---	7.4%	---	---	2,248	---	---	6,524	---	---
30-39	7.0%	---	---	17.5%	---	---	57.8%	---	---	5.7%	---	---	12.0%	---	---	10,975	---	---	24,448	---	---
40-49	4.5%	---	---	13.1%	---	---	68.7%	---	---	7.1%	---	---	6.7%	---	---	26,501	---	---	46,913	---	---
50-59	4.4%	---	---	14.9%	---	---	68.3%	---	---	7.0%	---	---	5.4%	---	---	37,357	---	---	55,745	---	---
60+	4.7%	---	---	16.8%	---	---	68.8%	---	---	6.3%	---	---	3.5%	---	---	13,713	---	---	18,187	---	---

*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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total*			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	5.0%	---	---	14.9%	---	---	66.7%	---	---	6.5%	---	---	7.0%	---	---	94,393	---	---	159,106	---	---
Pay Category																					
Federal Wage System	4.5%	---	---	18.1%	---	---	66.4%	---	---	5.3%	---	---	5.6%	---	---	4,246	---	---	4,869	---	---
GS 1-6 or equivalent	4.7%	---	---	18.6%	---	---	62.9%	---	---	5.9%	---	---	7.9%	---	---	5,090	---	---	6,173	---	---
GS 7-12 or equivalent	4.6%	---	---	14.3%	---	---	67.6%	---	---	6.9%	---	---	6.6%	---	---	36,981	---	---	61,518	---	---
GS 13-15 or equivalent	6.2%	---	---	13.0%	---	---	67.9%	---	---	6.7%	---	---	6.2%	---	---	37,928	---	---	68,511	---	---
Senior Executive Service	12.3%	---	---	16.1%	---	---	62.0%	---	---	6.5%	---	---	3.2%	---	---	1,718	---	---	2,095	---	---
SL/ST	2.9%	---	---	9.0%	---	---	78.9%	---	---	6.9%	---	---	2.3%	---	---	404	---	---	615	---	---
Other	4.5%	---	---	12.9%	---	---	65.8%	---	---	5.5%	---	---	11.3%	---	---	5,576	---	---	11,276	---	---
Time in Federal Government																					
< 1 year	12.2%	---	---	19.9%	---	---	64.0%	---	---	2.7%	---	---	1.2%	---	---	904	---	---	2,218	---	---
1-3 years	8.3%	---	---	17.2%	---	---	66.9%	---	---	3.8%	---	---	3.8%	---	---	8,056	---	---	18,123	---	---
4-5 years	6.1%	---	---	13.2%	---	---	68.0%	---	---	7.8%	---	---	4.9%	---	---	5,585	---	---	12,101	---	---
6-10 years	3.8%	---	---	11.9%	---	---	66.0%	---	---	7.1%	---	---	11.2%	---	---	13,291	---	---	26,671	---	---
11-20 years	4.1%	---	---	17.7%	---	---	63.6%	---	---	6.5%	---	---	8.2%	---	---	20,356	---	---	35,128	---	---
(11 to 14 years)	3.9%	---	---	15.8%	---	---	66.4%	---	---	6.5%	---	---	7.4%	---	---	7,942	---	---	14,242	---	---
(15 to 20 years)	4.2%	---	---	19.1%	---	---	61.4%	---	---	6.5%	---	---	8.8%	---	---	12,414	---	---	20,886	---	---
> 20 years	4.4%	---	---	14.3%	---	---	68.2%	---	---	7.0%	---	---	6.1%	---	---	43,273	---	---	59,886	---	---
Time with Current Agency																					
< 1 year	8.9%	---	---	17.3%	---	---	68.6%	---	---	3.3%	---	---	1.9%	---	---	1,766	---	---	3,691	---	---
1-3 years	7.9%	---	---	15.5%	---	---	67.7%	---	---	4.4%	---	---	4.4%	---	---	12,429	---	---	25,724	---	---
4-5 years	5.5%	---	---	14.3%	---	---	65.0%	---	---	7.4%	---	---	7.8%	---	---	7,788	---	---	15,355	---	---
6-10 years	3.7%	---	---	12.7%	---	---	68.2%	---	---	5.4%	---	---	10.0%	---	---	16,599	---	---	31,198	---	---
11-20 years	4.0%	---	---	16.5%	---	---	64.5%	---	---	7.8%	---	---	7.2%	---	---	21,705	---	---	36,194	---	---
> 20 years	4.1%	---	---	14.4%	---	---	68.1%	---	---	7.2%	---	---	6.1%	---	---	31,340	---	---	42,665	---	---

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



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