

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.1% | 21.0% | 21.5% | 40.6% | 41.1% | 41.7% | 20.9% | 21.6% | 21.4% | 10.5% | 10.7% | 10.3% | 5.9% | 5.6% | 5.1% | 412,958 | 383,760 | 367,707 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 24.3% | 22.8% | 23.2% | 40.4% | 40.7% | 41.3% | 20.2% | 21.0% | 20.7% | 9.6% | 10.0% | 9.8% | 5.5% | 5.4% | 5.0% | 156,528 | 143,011 | 137,147 |
| Field | 21.1% | 20.2% | 20.8% | 40.6% | 41.1% | 41.8% | 21.1% | 21.5% | 21.5% | 11.1% | 11.2% | 10.6% | 6.1% | 5.9% | 5.3% | 240,382 | 222,460 | 211,702 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 20.7% | 19.7% | 20.3% | 40.1% | 40.5% | 41.3% | 21.7% | 22.3% | 22.2% | 10.9% | 11.1% | 10.5% | 6.5% | 6.3% | 5.7% | 261,272 | 241,341 | 233,015 |
| Team Leader | 20.6% | 19.9% | 20.7% | 41.2% | 41.7% | 42.3% | 21.5% | 21.9% | 21.6% | 11.2% | 11.3% | 10.7% | 5.6% | 5.2% | 4.8% | 53,382 | 49,628 | 47,504 |
| Supervisor | 25.5% | 24.2% | 24.3% | 43.3% | 43.2% | 43.6% | 18.0% | 18.9% | 18.9% | 9.3% | 9.4% | 9.2% | 3.8% | 4.3% | 4.0% | 52,523 | 48,656 | 44,526 |
| Manager | 33.5% | 31.2% | 31.2% | 40.4% | 41.5% | 41.9% | 14.9% | 15.5% | 15.0% | 7.6% | 8.3% | 8.5% | 3.7% | 3.5% | 3.4% | 24,341 | 21,610 | 21,327 |
| Senior Leader | 46.6% | 44.7% | 46.2% | 34.4% | 35.3% | 33.5% | 10.5% | 11.7% | 11.7% | 5.3% | 5.3% | 6.0% | 3.2% | 3.0% | 2.6% | 8,055 | 7,045 | 5,392 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 22.7% | 21.5% | 21.8% | 40.3% | 40.9% | 41.5% | 20.3% | 20.9% | 21.0% | 10.6% | 10.9% | 10.5% | 6.1% | 5.8% | 5.2% | 205,364 | 188,919 | 179,285 |
| Female | 22.0% | 21.0% | 21.7% | 41.1% | 41.3% | 42.0% | 21.1% | 21.7% | 21.4% | 10.3% | 10.5% | 9.8% | 5.5% | 5.6% | 5.1% | 188,941 | 175,133 | 168,743 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 23.3% | 22.6% | 23.3% | 38.3% | 38.7% | 40.4% | 21.3% | 21.7% | 21.3% | 10.0% | 10.2% | 9.2% | 7.2% | 6.8% | 5.8% | 33,968 | 30,802 | 28,829 |
| No | 22.3% | 21.2% | 21.6% | 40.9% | 41.4% | 41.9% | 20.6% | 21.2% | 21.1% | 10.5% | 10.7% | 10.3% | 5.7% | 5.5% | 5.1% | 356,508 | 329,472 | 315,808 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 19.8% | 17.2% | 18.6% | 38.3% | 39.9% | 39.5% | 24.0% | 25.2% | 24.3% | 10.7% | 10.9% | 10.3% | 7.1% | 6.9% | 7.2% | 8,371 | 7,553 | 7,781 |
| Asian | 26.2% | 25.5% | 24.9% | 43.5% | 42.8% | 45.7% | 19.3% | 20.6% | 19.5% | 6.7% | 7.0% | 6.2% | 4.3% | 4.1% | 3.7% | 18,681 | 17,102 | 16,270 |
| Black/African American | 23.5% | 22.8% | 23.5% | 40.3% | 40.7% | 41.7% | 21.3% | 21.5% | 21.0% | 8.7% | 8.6% | 8.1% | 6.3% | 6.5% | 5.8% | 60,258 | 56,108 | 53,840 |
| Native Hawaiian/ Pacific Islander | 23.0% | 20.7% | 23.9% | 37.9% | 38.8% | 39.7% | 25.2% | 25.6% | 21.8% | 8.8% | 8.3% | 9.1% | 5.1% | 6.6% | 5.4% | 2,481 | 2,332 | 2,345 |
| White | 22.5% | 21.2% | 21.7% | 41.0% | 41.5% | 41.9% | 19.9% | 20.6% | 20.7% | 11.0% | 11.3% | 10.8% | 5.6% | 5.3% | 4.8% | 274,106 | 253,271 | 242,489 |
| Two or more races (Not Hispanic/ Latino) | 18.1% | 18.8% | 18.5% | 36.6% | 36.7% | 38.2% | 24.1% | 24.4% | 24.4% | 12.7% | 12.4% | 11.3% | 8.5% | 7.7% | 7.5% | 14,493 | 13,070 | 11,620 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.1% | 21.0% | 21.5% | 40.6% | 41.1% | 41.7% | 20.9% | 21.6% | 21.4% | 10.5% | 10.7% | 10.3% | 5.9% | 5.6% | 5.1% | 412,958 | 383,760 | 367,707 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 25.4% | 25.6% | 23.8% | 45.2% | 40.7% | 44.8% | 16.5% | 20.4% | 17.5% | 9.1% | 8.9% | 9.6% | 3.7% | 4.4% | 4.3% | 2,668 | 2,687 | 3,463 |
| 26-29 | 21.4% | 19.7% | 19.4% | 42.9% | 41.9% | 43.8% | 19.0% | 21.6% | 20.0% | 10.1% | 10.6% | 11.4% | 6.7% | 6.1% | 5.5% | 12,374 | 12,518 | 12,942 |
| 30-39 | 20.7% | 19.8% | 20.4% | 41.4% | 41.2% | 42.5% | 20.3% | 21.1% | 21.0% | 11.0% | 11.4% | 10.2% | 6.6% | 6.5% | 5.9% | 73,073 | 65,614 | 58,660 |
| 40-49 | 21.8% | 20.4% | 21.6% | 40.2% | 41.1% | 41.4% | 20.9% | 21.5% | 21.3% | 10.6% | 11.0% | 10.1% | 6.4% | 6.0% | 5.6% | 108,707 | 102,471 | 96,421 |
| 50-59 | 22.5% | 21.3% | 22.2% | 40.2% | 41.0% | 41.3% | 21.4% | 21.7% | 21.4% | 10.5% | 10.6% | 10.4% | 5.4% | 5.3% | 4.8% | 150,165 | 139,779 | 124,699 |
| 60+ | 23.7% | 23.1% | 24.6% | 40.4% | 40.7% | 41.7% | 21.5% | 21.9% | 20.7% | 9.7% | 9.8% | 9.1% | 4.8% | 4.5% | 3.9% | 64,208 | 57,946 | 47,857 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 30.7% | 27.7% | --- | 37.2% | 37.6% | --- | 20.1% | 24.0% | --- | 4.7% | 5.5% | --- | 7.3% | 5.2% | --- | 413 | 395 | --- |
| H.S. Diploma/ GED or equiv | 23.5% | 23.8% | --- | 41.5% | 41.4% | --- | 21.1% | 21.0% | --- | 8.7% | 8.7% | --- | 5.2% | 5.0% | --- | 19,394 | 19,115 | --- |
| Trade/Technical Certificate | 22.2% | 19.8% | --- | 39.8% | 42.0% | --- | 23.2% | 23.2% | --- | 9.5% | 9.8% | --- | 5.2% | 5.2% | --- | 9,603 | 9,033 | --- |
| Some College (no degree) | 21.2% | 20.4% | --- | 39.6% | 39.7% | --- | 22.2% | 23.0% | --- | 10.7% | 10.7% | --- | 6.4% | 6.1% | --- | 60,318 | 58,047 | --- |
| Associate's Degree | 21.2% | 20.0% | --- | 40.5% | 40.8% | --- | 21.7% | 22.7% | --- | 10.6% | 10.6% | --- | 6.0% | 5.9% | --- | 31,411 | 29,543 | --- |
| Bachelor's Degree | 21.6% | 20.5% | --- | 41.0% | 41.8% | --- | 20.6% | 21.1% | --- | 10.7% | 10.9% | --- | 6.1% | 5.6% | --- | 135,945 | 125,173 | --- |
| Master's Degree | 23.2% | 21.6% | --- | 40.9% | 41.1% | --- | 19.7% | 20.4% | --- | 10.6% | 11.0% | --- | 5.6% | 5.9% | --- | 98,272 | 87,695 | --- |
| Doctoral/Professional Degree | 26.7% | 25.6% | --- | 40.3% | 40.2% | --- | 17.9% | 18.4% | --- | 10.0% | 11.0% | --- | 5.0% | 4.8% | --- | 41,046 | 36,674 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 19.3% | 18.6% | 20.6% | 41.1% | 40.2% | 40.8% | 23.3% | 23.7% | 23.4% | 10.3% | 11.4% | 10.1% | 5.9% | 6.1% | 5.1% | 12,688 | 12,315 | 13,346 |
| GS 1-6 | 22.1% | 21.5% | 22.0% | 39.8% | 39.5% | 41.1% | 22.4% | 23.7% | 21.8% | 9.5% | 9.4% | 9.1% | 6.2% | 5.9% | 6.0% | 22,001 | 22,078 | 22,256 |
| GS 7-12 | 20.9% | 19.9% | 20.4% | 40.8% | 41.5% | 42.2% | 21.4% | 22.0% | 22.0% | 10.6% | 10.8% | 10.2% | 6.2% | 5.9% | 5.2% | 166,744 | 158,080 | 145,335 |
| GS 13-15 | 25.0% | 23.7% | 24.2% | 40.7% | 41.4% | 41.5% | 18.7% | 19.2% | 19.0% | 10.3% | 10.7% | 10.4% | 5.3% | 5.0% | 4.8% | 162,567 | 144,237 | 136,039 |
| SES | 53.7% | 52.3% | 49.0% | 31.0% | 31.4% | 33.9% | 8.2% | 9.1% | 9.3% | 4.5% | 4.6% | 5.7% | 2.7% | 2.5% | 2.2% | 5,715 | 4,892 | 4,421 |
| SL/ST | 30.4% | 29.2% | 30.1% | 38.4% | 38.5% | 38.2% | 19.1% | 19.7% | 16.3% | 8.5% | 9.2% | 10.5% | 3.7% | 3.3% | 4.9% | 1,539 | 1,385 | 1,221 |
| Other | 19.9% | 18.8% | 18.8% | 39.9% | 40.6% | 41.8% | 21.5% | 21.9% | 22.3% | 12.1% | 11.9% | 11.2% | 6.6% | 6.8% | 6.0% | 25,658 | 23,102 | 26,466 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.1% | 21.0% | 21.5% | 40.6% | 41.1% | 41.7% | 20.9% | 21.6% | 21.4% | 10.5% | 10.7% | 10.3% | 5.9% | 5.6% | 5.1% | 412,958 | 383,760 | 367,707 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 37.3% | 32.7% | 37.7% | 42.7% | 45.7% | 41.3% | 13.0% | 14.7% | 13.1% | 4.7% | 4.6% | 5.0% | 2.3% | 2.3% | 2.8% | 6,035 | 3,161 | 4,706 |
| 1-3 years | 26.8% | 25.9% | 25.6% | 42.7% | 42.0% | 43.5% | 17.9% | 19.3% | 18.7% | 8.6% | 8.8% | 8.5% | 4.0% | 4.0% | 3.7% | 28,289 | 32,899 | 39,422 |
| 4-5 years | 21.6% | 20.7% | 20.9% | 41.6% | 42.0% | 42.4% | 20.8% | 21.2% | 21.2% | 10.4% | 10.7% | 10.3% | 5.5% | 5.4% | 5.3% | 41,163 | 43,382 | 39,410 |
| 6-10 years | 20.5% | 19.9% | 19.8% | 40.9% | 40.3% | 41.7% | 21.3% | 22.1% | 22.3% | 11.0% | 11.2% | 10.4% | 6.4% | 6.4% | 5.7% | 87,979 | 73,499 | 64,461 |
| 11-14 years | 20.1% | 18.8% | 19.7% | 39.8% | 40.4% | 41.0% | 21.6% | 22.4% | 22.5% | 11.6% | 11.9% | 11.0% | 6.9% | 6.4% | 5.8% | 56,871 | 51,447 | 44,857 |
| 15-20 years | 20.9% | 19.6% | 19.9% | 39.3% | 40.5% | 40.6% | 21.7% | 21.6% | 22.1% | 11.1% | 11.6% | 11.4% | 6.9% | 6.6% | 6.1% | 48,849 | 40,085 | 35,187 |
| > 20 years | 23.4% | 21.8% | 22.2% | 40.0% | 41.0% | 41.2% | 20.8% | 21.2% | 21.2% | 10.3% | 10.5% | 10.4% | 5.5% | 5.4% | 5.0% | 128,555 | 122,295 | 121,545 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 34.8% | 31.2% | 34.5% | 41.2% | 43.6% | 40.2% | 14.3% | 15.9% | 15.0% | 5.9% | 5.7% | 6.3% | 3.7% | 3.6% | 4.1% | 11,910 | 6,508 | 8,802 |
| 1-3 years | 25.2% | 24.4% | 23.7% | 41.0% | 40.4% | 42.0% | 18.9% | 20.0% | 19.8% | 9.6% | 9.9% | 9.7% | 5.3% | 5.3% | 4.7% | 44,621 | 49,950 | 55,221 |
| 4-5 years | 20.8% | 19.5% | 20.0% | 40.7% | 41.3% | 41.6% | 21.4% | 21.8% | 21.8% | 10.9% | 11.2% | 10.8% | 6.2% | 6.2% | 5.8% | 50,021 | 51,884 | 47,751 |
| 6-10 years | 19.8% | 19.6% | 19.5% | 40.3% | 40.0% | 41.4% | 21.7% | 22.4% | 22.6% | 11.3% | 11.5% | 10.6% | 6.8% | 6.5% | 5.9% | 96,005 | 81,103 | 70,431 |
| 11-20 years | 20.6% | 19.5% | 20.3% | 40.1% | 40.9% | 41.3% | 21.6% | 22.1% | 22.1% | 11.2% | 11.4% | 10.8% | 6.5% | 6.2% | 5.5% | 99,185 | 86,556 | 76,983 |
| > 20 years | 24.3% | 22.6% | 23.1% | 41.1% | 42.2% | 42.3% | 20.3% | 20.6% | 20.5% | 9.7% | 10.0% | 9.9% | 4.6% | 4.5% | 4.3% | 94,752 | 89,551 | 89,220 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 29.4% | 28.1% | 28.0% | 46.3% | 46.8% | 47.1% | 16.6% | 17.2% | 17.2% | 5.7% | 5.8% | 5.7% | 2.1% | 2.1% | 1.9% | 263,866 | 240,872 | 238,814 |
| Yes, to retire | 20.0% | 18.2% | 18.8% | 38.8% | 40.1% | 40.4% | 23.8% | 23.8% | 23.5% | 11.8% | 12.4% | 11.8% | 5.6% | 5.6% | 5.5% | 24,184 | 23,109 | 21,501 |
| Yes, to other job in Govt | 7.9% | 7.6% | 7.7% | 30.5% | 30.5% | 30.8% | 28.8% | 29.8% | 30.5% | 19.7% | 19.7% | 19.6% | 13.1% | 12.4% | 11.5% | 73,653 | 68,309 | 56,806 |
| Yes, to other job outside Govt | 5.4% | 4.9% | 5.4% | 23.2% | 24.4% | 24.0% | 27.8% | 28.1% | 28.0% | 25.3% | 25.7% | 25.8% | 18.3% | 17.0% | 16.7% | 15,889 | 15,649 | 15,636 |
| Yes, other | 5.8% | 5.7% | 6.1% | 25.0% | 25.2% | 26.1% | 31.1% | 30.9% | 31.4% | 21.8% | 22.5% | 21.4% | 16.3% | 15.7% | 15.1% | 19,375 | 18,104 | 16,458 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 19.4% | 18.0% | 18.9% | 36.6% | 38.1% | 37.9% | 22.9% | 22.5% | 22.5% | 13.5% | 13.8% | 12.9% | 7.7% | 7.6% | 7.8% | 14,911 | 14,017 | 12,673 |
| Between 1-3 years | 20.8% | 20.0% | 19.7% | 39.8% | 40.0% | 40.8% | 22.7% | 23.2% | 23.0% | 10.9% | 11.4% | 11.4% | 5.7% | 5.3% | 5.1% | 40,070 | 36,451 | 34,546 |
| Between 3-5 years | 21.1% | 20.4% | 20.8% | 40.3% | 41.2% | 41.6% | 22.0% | 22.0% | 22.0% | 11.0% | 11.3% | 10.7% | 5.6% | 5.2% | 4.9% | 43,583 | 39,776 | 36,443 |
| 5 or more years | 22.9% | 21.7% | 22.3% | 41.1% | 41.4% | 42.1% | 20.1% | 20.9% | 20.7% | 10.2% | 10.3% | 9.9% | 5.8% | 5.7% | 5.0% | 295,234 | 272,280 | 261,272 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.1% | 21.0% | 21.5% | 40.6% | 41.1% | 41.7% | 20.9% | 21.6% | 21.4% | 10.5% | 10.7% | 10.3% | 5.9% | 5.6% | 5.1% | 412,958 | 383,760 | 367,707 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 23.5% | 22.3% | 22.8% | 41.3% | 41.9% | 42.4% | 19.9% | 20.5% | 20.3% | 9.9% | 10.2% | 9.7% | 5.3% | 5.2% | 4.8% | 318,480 | 294,816 | 281,849 |
| LGBT* | 22.8% | 20.9% | 21.6% | 37.6% | 37.6% | 38.0% | 19.7% | 20.7% | 21.0% | 12.1% | 12.9% | 12.8% | 7.8% | 7.8% | 6.6% | 11,064 | 9,834 | 8,943 |
| Prefer not to say | 15.3% | 15.0% | 15.1% | 36.9% | 37.0% | 37.4% | 25.5% | 26.2% | 26.8% | 13.6% | 13.7% | 13.4% | 8.7% | 8.1% | 7.2% | 48,239 | 43,917 | 41,064 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 22.6% | 21.5% | --- | 41.4% | 41.6% | --- | 20.4% | 20.9% | --- | 10.1% | 10.5% | --- | 5.5% | 5.4% | --- | 281,951 | 258,424 | --- |
| Currently in Guard/Reserves | 22.7% | 21.6% | --- | 39.9% | 39.9% | --- | 19.3% | 20.5% | --- | 11.5% | 11.3% | --- | 6.6% | 6.7% | --- | 7,012 | 6,534 | --- |
| Retired | 24.7% | 23.5% | --- | 41.6% | 42.2% | --- | 20.2% | 20.5% | --- | 9.0% | 9.5% | --- | 4.4% | 4.3% | --- | 43,424 | 41,745 | --- |
| Separated/Discharged | 20.0% | 18.8% | --- | 37.7% | 38.5% | --- | 22.1% | 23.2% | --- | 12.4% | 12.1% | --- | 7.8% | 7.4% | --- | 59,720 | 55,246 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 21.1% | 19.7% | 20.8% | 36.7% | 37.4% | 37.9% | 22.3% | 23.4% | 23.0% | 12.0% | 11.9% | 11.2% | 7.9% | 7.7% | 7.1% | 53,641 | 49,137 | 45,165 |
| No | 22.6% | 21.6% | 21.9% | 41.4% | 41.8% | 42.4% | 20.3% | 20.9% | 20.8% | 10.1% | 10.5% | 10.0% | 5.5% | 5.3% | 4.8% | 339,669 | 313,785 | 302,017 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.3% | 12.6% | 12.7% | 25.7% | 25.5% | 25.5% | 27.5% | 28.5% | 28.8% | 17.8% | 18.1% | 18.2% | 15.7% | 15.2% | 14.8% | 379,647 | 350,655 | 335,303 | 33,765 | 33,370 | 32,630 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 15.1% | 14.1% | 14.1% | 27.1% | 26.8% | 26.7% | 26.9% | 27.8% | 28.2% | 16.7% | 17.4% | 17.5% | 14.3% | 14.0% | 13.6% | 144,264 | 130,975 | 124,939 | 12,428 | 12,156 | 12,282 |
| Field | 12.3% | 11.8% | 12.0% | 24.9% | 24.7% | 24.9% | 27.7% | 28.7% | 28.9% | 18.4% | 18.7% | 18.7% | 16.6% | 16.1% | 15.6% | 220,807 | 203,186 | 193,383 | 19,828 | 19,404 | 18,446 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 13.1% | 12.5% | 12.8% | 25.6% | 25.3% | 25.5% | 27.3% | 28.3% | 28.5% | 17.7% | 17.9% | 18.0% | 16.4% | 16.0% | 15.2% | 237,958 | 218,464 | 210,735 | 23,601 | 23,024 | 22,420 |
| Team Leader | 11.6% | 11.2% | 11.5% | 24.6% | 24.4% | 24.2% | 28.1% | 28.4% | 29.3% | 19.4% | 20.3% | 19.6% | 16.4% | 15.8% | 15.5% | 48,933 | 45,423 | 43,359 | 4,499 | 4,257 | 4,172 |
| Supervisor | 13.8% | 12.9% | 12.5% | 27.1% | 26.8% | 27.0% | 28.0% | 29.4% | 29.0% | 17.6% | 17.8% | 18.1% | 13.5% | 13.2% | 13.3% | 49,509 | 45,442 | 41,481 | 3,072 | 3,247 | 3,069 |
| Manager | 16.9% | 15.4% | 14.7% | 27.3% | 27.3% | 26.5% | 27.4% | 28.0% | 28.8% | 16.2% | 16.9% | 17.6% | 12.2% | 12.5% | 12.4% | 23,304 | 20,558 | 20,194 | 1,074 | 1,079 | 1,150 |
| Senior Leader | 28.4% | 26.2% | 27.4% | 27.8% | 29.2% | 28.6% | 22.7% | 22.8% | 24.0% | 11.9% | 12.8% | 12.3% | 9.2% | 8.9% | 7.6% | 7,797 | 6,802 | 5,183 | 261 | 249 | 213 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 12.1% | 11.5% | 11.5% | 24.0% | 24.0% | 23.8% | 27.7% | 28.5% | 28.9% | 18.5% | 18.8% | 19.1% | 17.7% | 17.2% | 16.7% | 190,114 | 173,984 | 164,750 | 15,437 | 15,046 | 14,642 |
| Female | 15.2% | 14.5% | 14.7% | 28.3% | 27.8% | 28.1% | 27.1% | 28.1% | 28.3% | 16.6% | 17.1% | 16.9% | 12.7% | 12.6% | 12.1% | 172,672 | 159,016 | 152,952 | 16,487 | 16,262 | 15,897 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 19.9% | 19.3% | 20.4% | 26.7% | 26.2% | 28.0% | 23.8% | 25.2% | 24.2% | 13.3% | 14.2% | 13.7% | 16.3% | 15.1% | 13.7% | 31,373 | 28,484 | 26,544 | 2,623 | 2,338 | 2,306 |
| No | 12.7% | 12.1% | 12.1% | 25.8% | 25.7% | 25.5% | 27.8% | 28.7% | 29.1% | 18.2% | 18.5% | 18.6% | 15.4% | 15.1% | 14.7% | 328,012 | 301,136 | 288,108 | 28,870 | 28,569 | 27,893 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 16.8% | 14.8% | 16.1% | 24.6% | 27.2% | 26.0% | 25.5% | 27.4% | 26.3% | 15.9% | 14.8% | 15.4% | 17.1% | 16.0% | 16.2% | 7,700 | 6,894 | 7,100 | 687 | 652 | 661 |
| Asian | 24.8% | 24.5% | 24.3% | 36.3% | 36.2% | 37.5% | 20.8% | 21.9% | 21.6% | 9.2% | 9.0% | 8.8% | 8.9% | 8.4% | 7.8% | 17,424 | 15,918 | 15,084 | 1,289 | 1,191 | 1,195 |
| Black/African American | 18.5% | 18.0% | 18.3% | 29.5% | 30.1% | 30.5% | 26.7% | 27.3% | 27.1% | 12.3% | 12.2% | 12.3% | 12.9% | 12.3% | 11.9% | 55,410 | 51,092 | 49,170 | 4,937 | 5,094 | 4,711 |
| Native Hawaiian/ Pacific Islander | 20.9% | 20.8% | 20.7% | 30.1% | 28.2% | 31.9% | 23.1% | 26.8% | 25.5% | 11.9% | 11.0% | 10.0% | 14.0% | 13.1% | 11.9% | 2,283 | 2,167 | 2,158 | 195 | 164 | 190 |
| White | 11.4% | 10.6% | 10.6% | 24.6% | 24.1% | 24.0% | 28.2% | 29.2% | 29.7% | 19.7% | 20.2% | 20.4% | 16.1% | 15.9% | 15.3% | 252,583 | 232,156 | 221,646 | 21,765 | 21,278 | 20,996 |
| Two or more races (Not Hispanic/ Latino) | 12.1% | 11.7% | 11.8% | 21.4% | 21.2% | 22.4% | 27.2% | 27.2% | 28.1% | 18.6% | 18.7% | 17.5% | 20.6% | 21.2% | 20.2% | 13,096 | 11,743 | 10,382 | 1,399 | 1,333 | 1,250 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.3% | 12.6% | 12.7% | 25.7% | 25.5% | 25.5% | 27.5% | 28.5% | 28.8% | 17.8% | 18.1% | 18.2% | 15.7% | 15.2% | 14.8% | 379,647 | 350,655 | 335,303 | 33,765 | 33,370 | 32,630 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 18.8% | 19.3% | 17.2% | 30.7% | 27.7% | 30.6% | 23.3% | 22.7% | 25.1% | 14.7% | 18.4% | 16.1% | 12.4% | 11.8% | 11.0% | 2,452 | 2,447 | 3,124 | 224 | 240 | 344 |
| 26-29 | 14.1% | 13.5% | 12.9% | 26.0% | 25.5% | 25.7% | 23.2% | 23.8% | 24.5% | 19.9% | 19.4% | 20.1% | 16.9% | 17.7% | 16.7% | 11,333 | 11,378 | 11,704 | 1,034 | 1,148 | 1,258 |
| 30-39 | 12.8% | 12.4% | 12.5% | 24.3% | 24.1% | 24.4% | 24.3% | 25.0% | 24.9% | 19.7% | 20.0% | 20.5% | 18.9% | 18.6% | 17.7% | 66,931 | 59,821 | 53,334 | 6,215 | 5,875 | 5,350 |
| 40-49 | 13.0% | 12.4% | 12.4% | 25.2% | 24.8% | 25.2% | 26.7% | 27.8% | 28.4% | 18.1% | 18.7% | 18.4% | 16.9% | 16.3% | 15.7% | 100,024 | 93,911 | 88,418 | 8,808 | 8,616 | 8,090 |
| 50-59 | 13.2% | 12.3% | 12.9% | 25.9% | 25.9% | 25.8% | 29.5% | 30.5% | 30.7% | 17.1% | 17.4% | 17.3% | 14.3% | 13.9% | 13.3% | 138,434 | 127,827 | 113,936 | 11,925 | 12,052 | 10,820 |
| 60+ | 14.1% | 13.3% | 14.4% | 27.9% | 27.9% | 28.5% | 30.7% | 31.9% | 31.8% | 15.6% | 15.6% | 14.9% | 11.7% | 11.3% | 10.4% | 58,834 | 52,746 | 43,719 | 5,435 | 5,222 | 4,151 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 29.7% | 23.3% | --- | 28.6% | 33.1% | --- | 16.9% | 21.3% | --- | 10.2% | 9.6% | --- | 14.7% | 12.7% | --- | 386 | 367 | --- | 28 | 30 | --- |
| H.S. Diploma/ GED or equiv | 16.3% | 16.2% | --- | 27.5% | 27.5% | --- | 28.5% | 29.7% | --- | 14.3% | 14.5% | --- | 13.4% | 12.1% | --- | 18,089 | 17,771 | --- | 1,317 | 1,345 | --- |
| Trade/Technical Certificate | 13.5% | 13.5% | --- | 24.5% | 24.1% | --- | 30.4% | 30.3% | --- | 16.3% | 16.8% | --- | 15.2% | 15.3% | --- | 8,823 | 8,236 | --- | 784 | 796 | --- |
| Some College (no degree) | 13.7% | 13.4% | --- | 24.7% | 24.4% | --- | 28.9% | 29.7% | --- | 16.4% | 16.6% | --- | 16.3% | 15.9% | --- | 55,462 | 53,139 | --- | 4,899 | 4,932 | --- |
| Associate's Degree | 13.5% | 12.8% | --- | 25.3% | 24.7% | --- | 28.3% | 29.8% | --- | 17.2% | 16.9% | --- | 15.8% | 15.9% | --- | 28,869 | 27,011 | --- | 2,569 | 2,537 | --- |
| Bachelor's Degree | 12.9% | 12.3% | --- | 25.8% | 25.8% | --- | 27.0% | 27.7% | --- | 18.5% | 18.9% | --- | 15.9% | 15.3% | --- | 125,233 | 114,735 | --- | 10,851 | 10,531 | --- |
| Master's Degree | 13.2% | 11.9% | --- | 26.5% | 26.0% | --- | 26.3% | 27.2% | --- | 18.7% | 19.5% | --- | 15.4% | 15.5% | --- | 90,767 | 80,440 | --- | 7,647 | 7,359 | --- |
| Doctoral/Professional Degree | 13.3% | 12.3% | --- | 26.7% | 26.3% | --- | 26.8% | 27.6% | --- | 18.3% | 19.1% | --- | 14.8% | 14.5% | --- | 37,108 | 32,739 | --- | 3,994 | 3,973 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 12.4% | 11.7% | 13.1% | 23.0% | 22.9% | 23.3% | 28.0% | 30.0% | 29.4% | 18.6% | 17.8% | 17.2% | 18.0% | 17.6% | 16.9% | 11,664 | 11,380 | 12,326 | 1,024 | 929 | 1,021 |
| GS 1-6 | 18.5% | 18.2% | 18.3% | 27.3% | 28.1% | 28.5% | 26.4% | 26.1% | 27.0% | 13.7% | 13.6% | 13.1% | 14.1% | 13.9% | 13.0% | 20,030 | 20,075 | 20,265 | 2,015 | 2,008 | 1,991 |
| GS 7-12 | 13.0% | 12.3% | 12.5% | 25.6% | 25.1% | 25.4% | 27.9% | 28.7% | 28.9% | 17.4% | 18.1% | 18.2% | 16.1% | 15.8% | 15.0% | 152,067 | 143,303 | 131,733 | 14,818 | 14,895 | 13,695 |
| GS 13-15 | 12.6% | 11.7% | 11.4% | 26.3% | 26.0% | 25.7% | 27.2% | 28.4% | 28.6% | 18.9% | 19.5% | 20.0% | 15.0% | 14.4% | 14.3% | 150,920 | 133,010 | 124,816 | 11,824 | 11,346 | 11,329 |
| SES | 33.6% | 31.5% | 28.3% | 29.4% | 29.2% | 29.5% | 20.1% | 20.0% | 22.8% | 10.3% | 11.8% | 12.1% | 6.6% | 7.6% | 7.2% | 5,550 | 4,746 | 4,266 | 168 | 149 | 160 |
| SL/ST | 17.2% | 13.6% | 16.9% | 25.1% | 30.6% | 24.5% | 25.6% | 26.8% | 29.2% | 19.3% | 18.4% | 16.3% | 12.8% | 10.6% | 13.1% | 1,439 | 1,268 | 1,130 | 102 | 119 | 96 |
| Other | 12.0% | 11.8% | 11.9% | 24.9% | 24.7% | 25.1% | 27.2% | 27.9% | 28.5% | 19.1% | 19.1% | 18.5% | 16.8% | 16.4% | 16.0% | 23,453 | 21,007 | 24,110 | 2,251 | 2,109 | 2,364 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.3% | 12.6% | 12.7% | 25.7% | 25.5% | 25.5% | 27.5% | 28.5% | 28.8% | 17.8% | 18.1% | 18.2% | 15.7% | 15.2% | 14.8% | 379,647 | 350,655 | 335,303 | 33,765 | 33,370 | 32,630 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 26.7% | 23.7% | 27.9% | 33.8% | 38.2% | 34.5% | 22.8% | 21.5% | 22.5% | 10.1% | 10.5% | 10.0% | 6.6% | 6.1% | 5.1% | 5,358 | 2,779 | 4,137 | 695 | 388 | 573 |
| 1-3 years | 18.2% | 17.2% | 16.1% | 29.2% | 29.4% | 28.7% | 25.6% | 26.3% | 27.1% | 15.3% | 15.8% | 16.8% | 11.7% | 11.3% | 11.3% | 25,712 | 29,726 | 35,582 | 2,619 | 3,185 | 3,868 |
| 4-5 years | 12.7% | 12.3% | 12.5% | 26.0% | 25.5% | 25.3% | 27.2% | 27.2% | 27.6% | 18.5% | 19.3% | 18.9% | 15.6% | 15.6% | 15.8% | 37,730 | 39,455 | 35,773 | 3,469 | 3,965 | 3,656 |
| 6-10 years | 12.4% | 12.0% | 12.1% | 24.7% | 24.2% | 24.7% | 26.4% | 27.6% | 27.8% | 18.9% | 18.8% | 19.1% | 17.6% | 17.4% | 16.3% | 80,724 | 67,230 | 58,756 | 7,296 | 6,325 | 5,731 |
| 11-14 years | 12.2% | 11.6% | 11.7% | 24.1% | 23.9% | 23.9% | 27.1% | 27.8% | 28.4% | 18.9% | 19.7% | 19.2% | 17.8% | 17.0% | 16.8% | 52,465 | 47,086 | 40,976 | 4,472 | 4,404 | 3,905 |
| 15-20 years | 12.5% | 11.9% | 11.7% | 24.4% | 24.3% | 24.2% | 27.4% | 28.8% | 28.8% | 18.2% | 18.0% | 18.7% | 17.5% | 17.0% | 16.6% | 44,965 | 36,661 | 32,222 | 3,954 | 3,441 | 2,991 |
| > 20 years | 12.9% | 12.1% | 12.2% | 26.4% | 25.8% | 25.7% | 29.6% | 30.6% | 30.8% | 17.0% | 17.5% | 17.6% | 14.2% | 14.0% | 13.8% | 118,921 | 112,423 | 111,641 | 9,794 | 9,968 | 9,996 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 24.6% | 22.1% | 24.7% | 31.9% | 33.8% | 32.3% | 24.1% | 23.3% | 23.6% | 11.2% | 12.6% | 11.7% | 8.2% | 8.2% | 7.6% | 10,632 | 5,762 | 7,782 | 1,300 | 757 | 1,024 |
| 1-3 years | 16.9% | 16.3% | 15.2% | 28.0% | 28.1% | 27.8% | 25.7% | 26.5% | 27.0% | 15.9% | 16.5% | 17.2% | 13.5% | 12.6% | 12.7% | 40,687 | 45,301 | 49,862 | 3,988 | 4,672 | 5,397 |
| 4-5 years | 12.7% | 11.7% | 12.2% | 25.4% | 24.9% | 24.5% | 26.9% | 27.6% | 28.1% | 18.6% | 19.3% | 19.1% | 16.4% | 16.5% | 16.1% | 45,854 | 47,211 | 43,436 | 4,207 | 4,714 | 4,341 |
| 6-10 years | 11.9% | 11.8% | 11.7% | 24.6% | 24.2% | 24.7% | 26.9% | 28.0% | 28.3% | 18.8% | 18.7% | 18.9% | 17.8% | 17.3% | 16.4% | 88,182 | 74,263 | 64,330 | 7,880 | 6,904 | 6,131 |
| 11-20 years | 12.2% | 11.7% | 11.7% | 24.4% | 24.2% | 24.2% | 27.7% | 28.6% | 29.1% | 18.6% | 18.7% | 18.8% | 17.2% | 16.7% | 16.1% | 91,539 | 79,207 | 70,528 | 7,772 | 7,392 | 6,498 |
| > 20 years | 12.7% | 11.7% | 11.9% | 26.4% | 25.9% | 25.9% | 30.0% | 30.9% | 30.9% | 17.3% | 18.0% | 17.8% | 13.6% | 13.5% | 13.5% | 87,818 | 82,484 | 82,035 | 7,054 | 7,139 | 7,259 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 16.6% | 15.8% | 15.5% | 30.0% | 29.6% | 29.4% | 28.5% | 29.4% | 29.7% | 14.8% | 15.2% | 15.4% | 10.2% | 9.9% | 9.9% | 244,023 | 221,480 | 218,974 | 20,142 | 19,553 | 20,021 |
| Yes, to retire | 11.8% | 10.1% | 11.2% | 25.6% | 25.5% | 25.3% | 30.9% | 32.5% | 31.2% | 17.7% | 18.0% | 17.8% | 14.1% | 13.9% | 14.5% | 22,416 | 21,218 | 19,780 | 1,797 | 1,901 | 1,718 |
| Yes, to other job in Govt | 7.3% | 7.0% | 7.5% | 18.0% | 17.9% | 17.6% | 24.9% | 25.8% | 26.3% | 23.6% | 23.9% | 24.0% | 26.1% | 25.3% | 24.6% | 66,964 | 61,797 | 51,261 | 6,746 | 6,557 | 5,570 |
| Yes, to other job outside Govt | 4.4% | 4.6% | 4.4% | 12.0% | 12.9% | 12.9% | 21.5% | 21.2% | 21.5% | 27.4% | 27.6% | 28.6% | 34.8% | 33.8% | 32.5% | 14,566 | 14,231 | 14,143 | 1,341 | 1,432 | 1,499 |
| Yes, other | 5.4% | 5.5% | 5.1% | 14.1% | 14.1% | 15.1% | 24.8% | 25.5% | 25.4% | 24.1% | 24.2% | 25.0% | 31.6% | 30.7% | 29.4% | 17,259 | 16,065 | 14,652 | 2,126 | 2,059 | 1,811 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 10.7% | 9.3% | 11.0% | 24.5% | 24.9% | 24.6% | 30.5% | 30.9% | 30.6% | 18.1% | 18.4% | 18.0% | 16.2% | 16.5% | 15.8% | 13,845 | 12,862 | 11,602 | 1,079 | 1,155 | 1,070 |
| Between 1-3 years | 12.1% | 10.8% | 11.2% | 25.7% | 25.3% | 25.1% | 30.9% | 32.8% | 32.0% | 17.6% | 17.9% | 18.3% | 13.8% | 13.1% | 13.4% | 36,978 | 33,445 | 31,661 | 3,130 | 3,019 | 2,889 |
| Between 3-5 years | 11.9% | 11.6% | 11.2% | 25.7% | 25.6% | 25.9% | 30.5% | 31.3% | 31.5% | 17.4% | 18.0% | 17.9% | 14.5% | 13.6% | 13.5% | 40,270 | 36,515 | 33,423 | 3,365 | 3,274 | 3,055 |
| 5 or more years | 13.8% | 13.2% | 13.3% | 25.9% | 25.6% | 25.7% | 26.5% | 27.3% | 27.8% | 17.8% | 18.2% | 18.2% | 16.0% | 15.7% | 15.0% | 271,318 | 248,834 | 238,297 | 24,222 | 23,669 | 23,152 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.3% | 12.6% | 12.7% | 25.7% | 25.5% | 25.5% | 27.5% | 28.5% | 28.8% | 17.8% | 18.1% | 18.2% | 15.7% | 15.2% | 14.8% | 379,647 | 350,655 | 335,303 | 33,765 | 33,370 | 32,630 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 14.1% | 13.3% | 13.4% | 26.9% | 26.5% | 26.6% | 27.5% | 28.6% | 28.8% | 17.1% | 17.5% | 17.5% | 14.4% | 14.1% | 13.7% | 293,724 | 270,296 | 257,972 | 25,082 | 24,701 | 24,035 |
| LGBT* | 13.8% | 13.2% | 12.1% | 22.1% | 23.0% | 23.1% | 25.6% | 24.4% | 25.7% | 19.3% | 19.3% | 20.6% | 19.2% | 20.1% | 18.4% | 10,247 | 9,040 | 8,151 | 827 | 805 | 798 |
| Prefer not to say | 9.7% | 9.6% | 9.5% | 20.2% | 20.2% | 20.7% | 27.3% | 27.7% | 28.1% | 20.7% | 21.0% | 21.5% | 22.1% | 21.4% | 20.3% | 43,769 | 39,563 | 36,918 | 4,521 | 4,404 | 4,187 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 14.1% | 13.6% | --- | 27.5% | 27.0% | --- | 26.8% | 27.7% | --- | 17.3% | 17.7% | --- | 14.3% | 14.1% | --- | 259,377 | 236,284 | --- | 22,870 | 22,341 | --- |
| Currently in Guard/Reserves | 13.2% | 11.9% | --- | 23.8% | 23.4% | --- | 24.9% | 25.7% | --- | 18.9% | 20.1% | --- | 19.2% | 18.9% | --- | 6,421 | 6,037 | --- | 593 | 503 | --- |
| Retired | 12.3% | 11.8% | --- | 24.3% | 24.3% | --- | 30.8% | 31.7% | --- | 17.8% | 17.8% | --- | 14.9% | 14.4% | --- | 40,321 | 38,421 | --- | 3,149 | 3,348 | --- |
| Separated/Discharged | 11.9% | 10.7% | --- | 21.7% | 22.0% | --- | 27.5% | 28.7% | --- | 18.9% | 19.4% | --- | 20.0% | 19.2% | --- | 54,691 | 50,357 | --- | 5,095 | 4,922 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 13.6% | 12.4% | 13.5% | 22.3% | 22.2% | 22.4% | 27.5% | 28.7% | 28.4% | 17.4% | 17.7% | 17.7% | 19.1% | 19.1% | 17.9% | 49,196 | 44,810 | 41,236 | 4,519 | 4,370 | 3,960 |
| No | 13.4% | 12.8% | 12.8% | 26.6% | 26.3% | 26.3% | 27.4% | 28.3% | 28.7% | 17.7% | 18.1% | 18.2% | 14.9% | 14.5% | 14.1% | 312,727 | 287,189 | 275,717 | 27,275 | 26,814 | 26,479 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.4% | 36.2% | 35.1% | 40.4% | 41.1% | 42.2% | 11.1% | 11.5% | 11.8% | 5.6% | 5.8% | 5.8% | 5.5% | 5.4% | 5.2% | 410,015 | 380,621 | 364,464 | 2,468 | 2,306 | 2,159 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 40.9% | 39.2% | 38.1% | 39.4% | 40.4% | 41.3% | 10.0% | 10.3% | 10.7% | 4.8% | 5.1% | 5.2% | 4.9% | 5.0% | 4.7% | 155,766 | 142,314 | 136,419 | 916 | 824 | 772 |
| Field | 35.9% | 35.0% | 33.8% | 40.9% | 41.4% | 42.6% | 11.5% | 11.8% | 12.1% | 5.9% | 6.1% | 6.0% | 5.8% | 5.7% | 5.4% | 239,300 | 221,268 | 210,597 | 1,397 | 1,322 | 1,226 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 36.9% | 35.9% | 34.9% | 40.0% | 40.6% | 41.6% | 11.6% | 11.7% | 12.0% | 5.6% | 5.8% | 5.9% | 5.9% | 6.0% | 5.6% | 259,811 | 239,869 | 231,535 | 1,779 | 1,640 | 1,566 |
| Team Leader | 38.0% | 37.3% | 36.2% | 40.5% | 41.4% | 42.1% | 10.5% | 10.7% | 11.2% | 5.8% | 5.9% | 5.8% | 5.2% | 4.8% | 4.8% | 53,176 | 49,449 | 47,344 | 251 | 233 | 198 |
| Supervisor | 38.2% | 36.0% | 35.0% | 42.7% | 43.5% | 44.5% | 9.9% | 10.9% | 11.1% | 5.1% | 5.4% | 5.4% | 4.0% | 4.2% | 4.0% | 52,378 | 48,488 | 44,401 | 197 | 204 | 154 |
| Manager | 41.9% | 40.8% | 38.5% | 40.5% | 40.6% | 43.2% | 9.0% | 9.8% | 9.9% | 4.8% | 5.0% | 4.9% | 3.8% | 3.8% | 3.6% | 24,315 | 21,564 | 21,261 | 79 | 64 | 69 |
| Senior Leader | 49.7% | 45.4% | 45.9% | 34.3% | 37.3% | 37.6% | 8.1% | 9.7% | 9.1% | 4.3% | 4.5% | 4.5% | 3.6% | 3.1% | 2.9% | 8,024 | 7,016 | 5,370 | 33 | 36 | 30 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 37.6% | 36.3% | 34.7% | 41.1% | 41.9% | 43.2% | 11.1% | 11.4% | 11.9% | 5.2% | 5.5% | 5.5% | 5.1% | 4.9% | 4.7% | 204,543 | 188,039 | 178,363 | 1,051 | 998 | 1,012 |
| Female | 37.8% | 36.8% | 36.3% | 39.4% | 39.9% | 40.7% | 10.9% | 11.1% | 11.3% | 5.9% | 6.1% | 6.1% | 6.0% | 6.2% | 5.7% | 187,928 | 174,165 | 167,847 | 1,220 | 1,118 | 977 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 35.6% | 34.7% | 34.1% | 37.6% | 38.1% | 39.3% | 12.8% | 12.8% | 13.3% | 6.8% | 7.0% | 6.6% | 7.3% | 7.4% | 6.7% | 33,797 | 30,642 | 28,650 | 213 | 193 | 195 |
| No | 37.9% | 36.7% | 35.6% | 40.7% | 41.4% | 42.3% | 10.7% | 11.1% | 11.4% | 5.4% | 5.6% | 5.6% | 5.2% | 5.2% | 5.0% | 354,859 | 327,825 | 314,217 | 2,040 | 1,882 | 1,746 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 29.9% | 27.8% | 26.6% | 37.9% | 39.5% | 38.9% | 15.1% | 16.1% | 16.2% | 7.8% | 7.5% | 9.1% | 9.3% | 9.1% | 9.2% | 8,323 | 7,517 | 7,723 | 69 | 46 | 61 |
| Asian | 36.7% | 35.3% | 34.4% | 42.1% | 42.3% | 43.3% | 11.8% | 12.5% | 12.4% | 4.7% | 5.0% | 5.3% | 4.7% | 4.9% | 4.6% | 18,606 | 16,969 | 16,166 | 121 | 138 | 125 |
| Black/African American | 35.2% | 34.1% | 33.6% | 39.9% | 40.6% | 41.3% | 12.2% | 12.2% | 12.7% | 5.7% | 5.9% | 5.9% | 7.0% | 7.1% | 6.5% | 59,857 | 55,761 | 53,492 | 473 | 399 | 365 |
| Native Hawaiian/ Pacific Islander | 32.1% | 30.8% | 29.9% | 40.2% | 40.6% | 41.6% | 14.3% | 15.1% | 14.4% | 5.2% | 5.7% | 6.8% | 8.1% | 7.8% | 7.2% | 2,464 | 2,315 | 2,332 | 16 | 24 | 15 |
| White | 39.1% | 37.9% | 36.7% | 40.6% | 41.2% | 42.4% | 10.2% | 10.4% | 10.9% | 5.4% | 5.6% | 5.5% | 4.7% | 4.8% | 4.5% | 273,086 | 252,185 | 241,446 | 1,312 | 1,268 | 1,157 |
| Two or more races (Not Hispanic/ Latino) | 35.4% | 35.0% | 33.4% | 37.8% | 38.8% | 40.2% | 13.1% | 13.4% | 12.8% | 6.2% | 5.7% | 6.8% | 7.5% | 7.2% | 6.7% | 14,374 | 12,976 | 11,521 | 125 | 104 | 112 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.4% | 36.2% | 35.1% | 40.4% | 41.1% | 42.2% | 11.1% | 11.5% | 11.8% | 5.6% | 5.8% | 5.8% | 5.5% | 5.4% | 5.2% | 410,015 | 380,621 | 364,464 | 2,468 | 2,306 | 2,159 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 43.7% | 41.6% | 40.9% | 35.9% | 37.0% | 40.8% | 9.4% | 9.9% | 9.0% | 5.0% | 5.8% | 4.5% | 6.1% | 5.8% | 4.8% | 2,651 | 2,658 | 3,442 | 16 | 19 | 21 |
| 26-29 | 41.7% | 41.8% | 39.9% | 37.1% | 37.0% | 39.4% | 9.2% | 9.7% | 10.0% | 6.0% | 5.5% | 5.6% | 6.0% | 6.0% | 5.1% | 12,277 | 12,412 | 12,904 | 53 | 65 | 48 |
| 30-39 | 41.1% | 40.1% | 39.6% | 37.6% | 38.4% | 39.1% | 9.3% | 9.8% | 9.8% | 5.7% | 5.9% | 5.8% | 6.2% | 5.9% | 5.7% | 72,555 | 65,145 | 58,453 | 359 | 310 | 232 |
| 40-49 | 38.4% | 37.3% | 36.3% | 39.6% | 40.6% | 41.7% | 10.7% | 10.6% | 10.9% | 5.4% | 5.7% | 5.7% | 5.9% | 5.7% | 5.4% | 108,033 | 101,699 | 95,987 | 573 | 498 | 482 |
| 50-59 | 35.3% | 33.8% | 33.1% | 42.1% | 42.7% | 43.5% | 11.9% | 12.5% | 12.6% | 5.6% | 5.8% | 5.9% | 5.0% | 5.3% | 4.9% | 149,070 | 138,622 | 123,967 | 965 | 896 | 794 |
| 60+ | 33.0% | 31.8% | 31.4% | 43.5% | 43.8% | 44.9% | 13.5% | 14.1% | 14.0% | 5.4% | 5.7% | 5.5% | 4.5% | 4.6% | 4.2% | 63,680 | 57,361 | 47,540 | 490 | 504 | 350 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 29.4% | 26.6% | --- | 38.3% | 42.6% | --- | 18.3% | 18.2% | --- | 4.0% | 6.7% | --- | 10.1% | 5.9% | --- | 405 | 391 | --- | 8 | 7 | --- |
| H.S. Diploma/ GED or equiv | 32.0% | 31.3% | --- | 42.4% | 42.7% | --- | 13.4% | 14.2% | --- | 6.1% | 6.1% | --- | 6.2% | 5.7% | --- | 19,328 | 19,006 | --- | 101 | 111 | --- |
| Trade/Technical Certificate | 29.7% | 27.8% | --- | 41.8% | 43.1% | --- | 14.5% | 15.1% | --- | 6.7% | 6.6% | --- | 7.3% | 7.3% | --- | 9,552 | 8,967 | --- | 57 | 67 | --- |
| Some College (no degree) | 33.4% | 32.1% | --- | 40.6% | 41.1% | --- | 13.0% | 13.3% | --- | 6.5% | 6.7% | --- | 6.4% | 6.8% | --- | 60,005 | 57,697 | --- | 386 | 388 | --- |
| Associate's Degree | 33.0% | 32.4% | --- | 40.6% | 41.4% | --- | 12.9% | 12.7% | --- | 6.7% | 7.0% | --- | 6.9% | 6.5% | --- | 31,254 | 29,396 | --- | 203 | 174 | --- |
| Bachelor's Degree | 39.1% | 38.2% | --- | 40.7% | 41.3% | --- | 10.1% | 10.2% | --- | 5.0% | 5.3% | --- | 5.1% | 4.9% | --- | 135,334 | 124,592 | --- | 738 | 671 | --- |
| Master's Degree | 41.8% | 40.6% | --- | 39.7% | 40.3% | --- | 9.2% | 9.6% | --- | 4.8% | 4.9% | --- | 4.5% | 4.6% | --- | 97,870 | 87,307 | --- | 522 | 463 | --- |
| Doctoral/Professional Degree | 42.2% | 40.9% | --- | 38.6% | 39.0% | --- | 9.7% | 10.1% | --- | 5.0% | 5.5% | --- | 4.4% | 4.5% | --- | 40,825 | 36,457 | --- | 277 | 249 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 27.3% | 26.7% | 25.9% | 43.2% | 43.1% | 43.9% | 14.7% | 15.1% | 16.3% | 7.2% | 7.8% | 7.6% | 7.6% | 7.3% | 6.3% | 12,626 | 12,226 | 13,247 | 79 | 89 | 97 |
| GS 1-6 | 31.3% | 30.2% | 30.6% | 39.4% | 40.2% | 40.1% | 14.3% | 14.2% | 14.4% | 6.9% | 7.0% | 7.2% | 8.2% | 8.4% | 7.7% | 21,829 | 21,889 | 22,076 | 214 | 208 | 198 |
| GS 7-12 | 36.6% | 35.8% | 34.9% | 40.9% | 41.5% | 42.6% | 11.2% | 11.4% | 11.6% | 5.6% | 5.7% | 5.7% | 5.7% | 5.6% | 5.3% | 165,823 | 157,222 | 144,490 | 1,106 | 971 | 911 |
| GS 13-15 | 44.2% | 42.8% | 41.5% | 39.6% | 40.5% | 41.8% | 8.5% | 8.8% | 9.0% | 4.2% | 4.3% | 4.3% | 3.6% | 3.6% | 3.4% | 162,020 | 143,661 | 135,520 | 723 | 676 | 600 |
| SES | 53.3% | 50.3% | 47.0% | 33.2% | 35.2% | 39.1% | 7.9% | 8.7% | 8.4% | 3.0% | 3.8% | 3.8% | 2.7% | 2.1% | 1.7% | 5,701 | 4,878 | 4,409 | 19 | 15 | 15 |
| SL/ST | 39.8% | 36.5% | 34.9% | 39.7% | 39.2% | 40.0% | 8.6% | 12.4% | 13.2% | 6.5% | 6.5% | 7.3% | 5.4% | 5.4% | 4.6% | 1,534 | 1,375 | 1,219 | 7 | 11 | 7 |
| Other | 32.0% | 30.9% | 30.0% | 40.0% | 40.4% | 41.7% | 13.2% | 13.6% | 13.8% | 7.5% | 7.9% | 7.7% | 7.2% | 7.2% | 6.9% | 25,523 | 22,952 | 26,292 | 167 | 170 | 168 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.4% | 36.2% | 35.1% | 40.4% | 41.1% | 42.2% | 11.1% | 11.5% | 11.8% | 5.6% | 5.8% | 5.8% | 5.5% | 5.4% | 5.2% | 410,015 | 380,621 | 364,464 | 2,468 | 2,306 | 2,159 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 47.8% | 43.4% | 46.3% | 37.7% | 39.4% | 37.8% | 8.6% | 9.6% | 8.9% | 3.4% | 4.0% | 3.8% | 2.5% | 3.5% | 3.1% | 6,003 | 3,131 | 4,667 | 52 | 35 | 39 |
| 1-3 years | 41.6% | 42.0% | 41.4% | 38.2% | 38.2% | 40.0% | 10.3% | 9.9% | 9.9% | 4.9% | 5.2% | 4.8% | 5.0% | 4.7% | 4.0% | 28,163 | 32,737 | 39,262 | 170 | 163 | 167 |
| 4-5 years | 40.0% | 39.5% | 36.9% | 39.8% | 40.3% | 41.1% | 9.8% | 10.1% | 11.0% | 5.3% | 5.4% | 5.5% | 5.1% | 4.7% | 5.4% | 41,015 | 43,207 | 39,245 | 183 | 201 | 193 |
| 6-10 years | 37.5% | 35.7% | 34.2% | 39.5% | 40.4% | 41.6% | 10.9% | 11.3% | 11.9% | 6.0% | 6.3% | 6.4% | 6.0% | 6.3% | 5.9% | 87,570 | 73,178 | 64,124 | 475 | 385 | 355 |
| 11-14 years | 35.3% | 34.2% | 33.4% | 40.8% | 41.1% | 42.2% | 11.8% | 12.0% | 12.3% | 5.9% | 6.5% | 6.4% | 6.2% | 6.2% | 5.7% | 56,604 | 51,162 | 44,621 | 342 | 334 | 242 |
| 15-20 years | 35.1% | 33.7% | 32.8% | 40.9% | 41.4% | 42.4% | 11.7% | 12.5% | 12.4% | 6.1% | 6.1% | 6.3% | 6.2% | 6.3% | 6.2% | 48,634 | 39,870 | 34,974 | 291 | 241 | 222 |
| > 20 years | 36.9% | 35.4% | 33.9% | 41.9% | 42.8% | 43.9% | 11.4% | 11.8% | 12.1% | 5.1% | 5.2% | 5.5% | 4.8% | 4.9% | 4.6% | 127,913 | 121,601 | 120,862 | 803 | 791 | 781 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 46.9% | 43.4% | 44.2% | 37.1% | 38.3% | 39.1% | 9.2% | 9.7% | 8.7% | 3.5% | 4.6% | 4.1% | 3.4% | 4.1% | 3.9% | 11,839 | 6,453 | 8,727 | 99 | 71 | 78 |
| 1-3 years | 40.8% | 41.0% | 39.9% | 38.1% | 38.3% | 40.0% | 10.2% | 10.2% | 10.3% | 5.3% | 5.3% | 5.1% | 5.5% | 5.2% | 4.7% | 44,422 | 49,733 | 54,976 | 255 | 234 | 259 |
| 4-5 years | 39.0% | 38.0% | 35.7% | 39.9% | 40.8% | 41.5% | 10.2% | 10.4% | 11.3% | 5.4% | 5.7% | 5.8% | 5.5% | 5.1% | 5.7% | 49,845 | 51,636 | 47,519 | 220 | 277 | 253 |
| 6-10 years | 36.7% | 35.0% | 33.7% | 39.9% | 40.8% | 41.6% | 11.3% | 11.5% | 12.2% | 6.0% | 6.4% | 6.5% | 6.2% | 6.3% | 5.9% | 95,522 | 80,705 | 70,041 | 554 | 453 | 400 |
| 11-20 years | 35.0% | 33.7% | 32.9% | 41.2% | 41.5% | 42.8% | 11.8% | 12.5% | 12.5% | 6.0% | 6.2% | 6.2% | 5.9% | 6.1% | 5.6% | 98,724 | 86,076 | 76,576 | 592 | 538 | 451 |
| > 20 years | 37.3% | 36.0% | 34.4% | 42.4% | 43.3% | 44.3% | 11.1% | 11.4% | 11.9% | 4.9% | 4.9% | 5.2% | 4.3% | 4.4% | 4.2% | 94,301 | 89,058 | 88,745 | 587 | 571 | 546 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 43.6% | 42.2% | 40.6% | 40.6% | 41.2% | 42.4% | 9.2% | 9.5% | 10.0% | 3.8% | 4.1% | 4.2% | 2.9% | 3.0% | 2.8% | 262,962 | 239,879 | 237,819 | 1,256 | 1,187 | 1,146 |
| Yes, to retire | 31.4% | 29.6% | 28.3% | 44.4% | 44.9% | 45.8% | 13.2% | 14.0% | 14.2% | 6.2% | 6.3% | 6.5% | 4.8% | 5.1% | 5.2% | 24,063 | 22,976 | 21,374 | 150 | 166 | 151 |
| Yes, to other job in Govt | 26.8% | 26.6% | 24.8% | 40.3% | 40.7% | 41.5% | 13.8% | 14.0% | 14.8% | 8.9% | 8.7% | 9.1% | 10.2% | 10.0% | 9.8% | 73,130 | 67,836 | 56,397 | 565 | 484 | 412 |
| Yes, to other job outside Govt | 25.8% | 25.9% | 25.0% | 37.6% | 39.1% | 39.8% | 14.4% | 13.7% | 14.0% | 9.9% | 9.5% | 9.7% | 12.3% | 11.9% | 11.5% | 15,788 | 15,551 | 15,516 | 118 | 111 | 120 |
| Yes, other | 21.7% | 21.6% | 21.8% | 36.5% | 37.3% | 37.1% | 17.4% | 17.7% | 17.0% | 10.2% | 10.7% | 10.5% | 14.2% | 12.8% | 13.7% | 19,163 | 17,923 | 16,296 | 219 | 194 | 160 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 31.7% | 29.5% | 28.7% | 43.0% | 44.0% | 43.9% | 12.8% | 13.7% | 14.1% | 6.5% | 6.6% | 6.9% | 5.9% | 6.3% | 6.4% | 14,811 | 13,928 | 12,588 | 112 | 98 | 100 |
| Between 1-3 years | 32.2% | 31.5% | 30.0% | 43.9% | 44.1% | 45.2% | 13.2% | 14.0% | 14.0% | 5.8% | 5.9% | 6.1% | 4.8% | 4.5% | 4.7% | 39,879 | 36,211 | 34,333 | 229 | 269 | 233 |
| Between 3-5 years | 33.5% | 32.1% | 31.0% | 43.0% | 43.7% | 44.4% | 12.8% | 12.9% | 13.8% | 5.7% | 6.0% | 6.0% | 5.0% | 5.3% | 4.7% | 43,412 | 39,502 | 36,252 | 243 | 289 | 209 |
| 5 or more years | 39.2% | 38.2% | 37.0% | 39.5% | 40.2% | 41.4% | 10.4% | 10.5% | 10.9% | 5.4% | 5.6% | 5.6% | 5.5% | 5.5% | 5.2% | 293,877 | 271,045 | 259,995 | 1,687 | 1,436 | 1,395 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.4% | 36.2% | 35.1% | 40.4% | 41.1% | 42.2% | 11.1% | 11.5% | 11.8% | 5.6% | 5.8% | 5.8% | 5.5% | 5.4% | 5.2% | 410,015 | 380,621 | 364,464 | 2,468 | 2,306 | 2,159 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 38.7% | 37.4% | 36.3% | 40.5% | 41.1% | 42.1% | 10.5% | 10.8% | 11.2% | 5.3% | 5.6% | 5.5% | 5.1% | 5.2% | 4.9% | 317,201 | 293,498 | 280,556 | 1,620 | 1,530 | 1,410 |
| LGBT* | 38.9% | 37.8% | 36.9% | 37.0% | 38.8% | 39.6% | 10.2% | 10.0% | 10.5% | 6.8% | 5.9% | 6.7% | 7.2% | 7.4% | 6.3% | 11,015 | 9,776 | 8,899 | 69 | 64 | 46 |
| Prefer not to say | 30.7% | 30.5% | 29.0% | 40.6% | 41.0% | 42.5% | 14.2% | 14.4% | 14.5% | 6.9% | 7.1% | 7.2% | 7.7% | 7.1% | 6.9% | 47,852 | 43,576 | 40,739 | 463 | 379 | 379 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 38.7% | 37.7% | --- | 39.9% | 40.5% | --- | 10.5% | 10.7% | --- | 5.5% | 5.7% | --- | 5.4% | 5.5% | --- | 280,599 | 257,132 | --- | 1,664 | 1,490 | --- |
| Currently in Guard/Reserves | 37.5% | 37.3% | --- | 39.6% | 40.4% | --- | 11.0% | 9.3% | --- | 5.7% | 6.5% | --- | 6.2% | 6.5% | --- | 6,977 | 6,512 | --- | 41 | 28 | --- |
| Retired | 37.5% | 36.6% | --- | 43.3% | 43.2% | --- | 10.9% | 11.4% | --- | 4.6% | 5.0% | --- | 3.7% | 3.8% | --- | 43,287 | 41,565 | --- | 191 | 202 | --- |
| Separated/Discharged | 34.5% | 32.6% | --- | 40.0% | 41.4% | --- | 12.4% | 13.2% | --- | 6.3% | 6.4% | --- | 6.7% | 6.5% | --- | 59,431 | 54,931 | --- | 363 | 359 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 34.1% | 33.0% | 32.1% | 38.8% | 39.3% | 39.9% | 12.6% | 13.2% | 13.5% | 6.7% | 6.9% | 6.8% | 7.8% | 7.6% | 7.7% | 53,336 | 48,847 | 44,868 | 380 | 334 | 312 |
| No | 38.4% | 37.2% | 36.0% | 40.7% | 41.3% | 42.5% | 10.6% | 10.9% | 11.3% | 5.3% | 5.5% | 5.5% | 5.0% | 5.0% | 4.7% | 338,148 | 312,230 | 300,533 | 1,884 | 1,770 | 1,647 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 28.5% | 27.1% | 25.7% | 36.9% | 37.2% | 39.0% | 17.3% | 17.9% | 17.9% | 9.8% | 10.1% | 10.1% | 7.5% | 7.7% | 7.3% | 409,471 | 380,066 | 364,224 | 2,240 | 2,012 | 1,703 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 30.9% | 29.2% | 27.8% | 36.2% | 36.6% | 38.3% | 16.5% | 17.0% | 17.0% | 9.2% | 9.7% | 9.8% | 7.2% | 7.5% | 7.1% | 155,582 | 142,127 | 136,332 | 848 | 691 | 585 |
| Field | 27.6% | 26.4% | 24.8% | 37.3% | 37.3% | 39.4% | 17.4% | 18.1% | 18.1% | 10.0% | 10.3% | 10.2% | 7.7% | 7.9% | 7.5% | 239,006 | 220,987 | 210,522 | 1,239 | 1,173 | 984 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 24.7% | 23.5% | 22.3% | 35.4% | 35.3% | 36.9% | 20.0% | 20.7% | 20.6% | 11.1% | 11.6% | 11.6% | 8.7% | 9.0% | 8.5% | 259,299 | 239,380 | 231,358 | 1,790 | 1,596 | 1,373 |
| Team Leader | 32.9% | 31.7% | 30.4% | 40.1% | 41.0% | 43.2% | 12.8% | 13.2% | 12.9% | 8.1% | 8.1% | 7.8% | 6.1% | 6.0% | 5.7% | 53,216 | 49,460 | 47,358 | 144 | 135 | 84 |
| Supervisor | 36.5% | 34.3% | 31.8% | 41.7% | 42.5% | 45.2% | 11.2% | 11.9% | 12.2% | 6.1% | 6.5% | 6.4% | 4.5% | 4.9% | 4.5% | 52,370 | 48,482 | 44,389 | 129 | 109 | 81 |
| Manager | 44.5% | 43.2% | 40.6% | 37.7% | 38.2% | 41.4% | 8.6% | 8.6% | 9.1% | 5.4% | 5.7% | 5.3% | 3.8% | 4.3% | 3.7% | 24,309 | 21,551 | 21,278 | 34 | 40 | 28 |
| Senior Leader | 55.2% | 52.0% | 52.2% | 29.9% | 31.7% | 31.3% | 7.0% | 8.8% | 8.7% | 3.9% | 3.9% | 4.4% | 4.0% | 3.6% | 3.5% | 8,028 | 7,035 | 5,366 | 15 | 18 | 15 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 28.9% | 27.5% | 25.7% | 37.8% | 38.3% | 40.3% | 16.9% | 17.7% | 17.6% | 9.2% | 9.3% | 9.5% | 7.1% | 7.2% | 6.9% | 204,305 | 187,861 | 178,328 | 941 | 851 | 744 |
| Female | 28.7% | 27.2% | 26.3% | 35.7% | 35.6% | 37.3% | 17.3% | 17.7% | 17.9% | 10.3% | 11.0% | 10.7% | 8.0% | 8.4% | 7.7% | 187,641 | 173,859 | 167,729 | 1,149 | 1,004 | 808 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 28.1% | 27.3% | 26.3% | 34.2% | 34.3% | 36.8% | 18.0% | 18.3% | 18.1% | 10.3% | 10.2% | 10.2% | 9.4% | 10.0% | 8.7% | 33,804 | 30,595 | 28,649 | 154 | 177 | 144 |
| No | 28.9% | 27.4% | 26.0% | 37.2% | 37.5% | 39.3% | 17.0% | 17.6% | 17.6% | 9.6% | 10.0% | 10.0% | 7.3% | 7.5% | 7.1% | 354,352 | 327,377 | 314,068 | 1,901 | 1,647 | 1,368 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 23.7% | 21.4% | 20.6% | 33.4% | 34.8% | 34.6% | 20.3% | 20.8% | 21.4% | 11.5% | 11.8% | 12.2% | 11.2% | 11.2% | 11.2% | 8,315 | 7,474 | 7,730 | 58 | 58 | 34 |
| Asian | 29.1% | 27.9% | 26.9% | 40.1% | 38.8% | 41.2% | 17.6% | 19.1% | 18.5% | 7.1% | 7.2% | 7.3% | 6.1% | 6.9% | 6.1% | 18,503 | 16,920 | 16,123 | 186 | 160 | 131 |
| Black/African American | 29.3% | 27.4% | 26.9% | 36.1% | 36.3% | 38.0% | 16.5% | 17.1% | 17.0% | 9.3% | 9.6% | 9.4% | 8.9% | 9.6% | 8.6% | 59,851 | 55,759 | 53,473 | 351 | 258 | 254 |
| Native Hawaiian/ Pacific Islander | 27.1% | 24.7% | 23.1% | 37.0% | 38.3% | 39.6% | 19.0% | 20.1% | 18.6% | 7.7% | 8.5% | 9.8% | 9.3% | 8.4% | 8.9% | 2,464 | 2,311 | 2,339 | 12 | 12 | 10 |
| White | 29.3% | 27.9% | 26.3% | 37.3% | 37.6% | 39.4% | 16.7% | 17.3% | 17.5% | 9.8% | 10.2% | 10.2% | 6.8% | 7.0% | 6.7% | 272,708 | 251,835 | 241,320 | 1,242 | 1,167 | 937 |
| Two or more races (Not Hispanic/ Latino) | 25.5% | 25.4% | 23.3% | 33.7% | 34.2% | 36.3% | 19.9% | 19.5% | 19.1% | 10.8% | 11.0% | 11.5% | 10.1% | 9.8% | 9.8% | 14,363 | 12,962 | 11,539 | 98 | 82 | 66 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 28.5% | 27.1% | 25.7% | 36.9% | 37.2% | 39.0% | 17.3% | 17.9% | 17.9% | 9.8% | 10.1% | 10.1% | 7.5% | 7.7% | 7.3% | 409,471 | 380,066 | 364,224 | 2,240 | 2,012 | 1,703 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 31.2% | 28.3% | 27.2% | 39.4% | 38.7% | 40.6% | 15.2% | 16.0% | 17.2% | 8.2% | 10.0% | 9.5% | 6.1% | 7.0% | 5.4% | 2,648 | 2,645 | 3,436 | 15 | 25 | 26 |
| 26-29 | 30.5% | 27.8% | 25.6% | 37.6% | 37.4% | 39.7% | 15.2% | 16.7% | 16.3% | 9.5% | 10.5% | 10.6% | 7.2% | 7.7% | 7.8% | 12,250 | 12,377 | 12,875 | 70 | 75 | 57 |
| 30-39 | 30.0% | 28.8% | 27.5% | 36.9% | 36.9% | 38.8% | 15.2% | 15.9% | 16.0% | 10.0% | 10.3% | 10.0% | 7.9% | 8.1% | 7.8% | 72,445 | 65,028 | 58,387 | 385 | 329 | 213 |
| 40-49 | 29.8% | 28.4% | 27.1% | 36.5% | 37.1% | 38.8% | 16.3% | 16.7% | 16.7% | 9.5% | 10.0% | 9.9% | 7.9% | 7.9% | 7.5% | 107,868 | 101,536 | 95,985 | 558 | 475 | 351 |
| 50-59 | 27.7% | 26.1% | 25.3% | 37.2% | 37.5% | 39.1% | 18.0% | 18.7% | 18.4% | 9.8% | 10.1% | 10.1% | 7.3% | 7.7% | 7.1% | 148,921 | 138,490 | 123,943 | 813 | 734 | 601 |
| 60+ | 25.3% | 24.3% | 23.7% | 36.8% | 37.0% | 39.1% | 21.1% | 21.5% | 21.0% | 10.0% | 10.2% | 9.9% | 6.8% | 7.0% | 6.2% | 63,588 | 57,267 | 47,497 | 389 | 365 | 256 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 25.2% | 24.7% | --- | 40.4% | 38.2% | --- | 17.3% | 21.1% | --- | 9.2% | 8.2% | --- | 8.0% | 7.8% | --- | 405 | 386 | --- | 8 | 7 | --- |
| H.S. Diploma/ GED or equiv | 25.5% | 24.6% | --- | 38.7% | 38.7% | --- | 20.1% | 20.9% | --- | 8.7% | 8.9% | --- | 7.0% | 6.8% | --- | 19,248 | 18,939 | --- | 119 | 122 | --- |
| Trade/Technical Certificate | 22.2% | 20.9% | --- | 37.1% | 36.0% | --- | 20.5% | 22.9% | --- | 11.4% | 11.3% | --- | 8.7% | 9.0% | --- | 9,540 | 8,962 | --- | 51 | 48 | --- |
| Some College (no degree) | 25.7% | 24.2% | --- | 35.9% | 35.7% | --- | 19.5% | 20.4% | --- | 10.6% | 11.1% | --- | 8.3% | 8.7% | --- | 59,926 | 57,624 | --- | 329 | 290 | --- |
| Associate's Degree | 25.4% | 23.7% | --- | 35.4% | 36.4% | --- | 20.0% | 19.8% | --- | 10.4% | 11.0% | --- | 8.7% | 9.1% | --- | 31,185 | 29,311 | --- | 193 | 173 | --- |
| Bachelor's Degree | 29.2% | 28.0% | --- | 38.0% | 38.8% | --- | 16.4% | 16.7% | --- | 9.3% | 9.5% | --- | 7.1% | 7.0% | --- | 135,187 | 124,401 | --- | 704 | 644 | --- |
| Master's Degree | 32.3% | 30.9% | --- | 37.0% | 36.8% | --- | 14.4% | 15.1% | --- | 9.2% | 9.7% | --- | 7.0% | 7.4% | --- | 97,777 | 87,267 | --- | 449 | 375 | --- |
| Doctoral/Professional Degree | 33.2% | 31.9% | --- | 35.1% | 34.6% | --- | 15.1% | 15.9% | --- | 9.5% | 10.1% | --- | 7.1% | 7.5% | --- | 40,805 | 36,448 | --- | 229 | 210 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 22.9% | 21.7% | 19.8% | 37.0% | 36.4% | 38.7% | 19.5% | 20.1% | 20.7% | 10.9% | 12.0% | 11.1% | 9.7% | 9.8% | 9.7% | 12,611 | 12,226 | 13,265 | 54 | 64 | 54 |
| GS 1-6 | 21.7% | 20.7% | 20.4% | 31.8% | 32.6% | 34.2% | 23.4% | 22.8% | 22.6% | 12.2% | 12.8% | 12.2% | 10.9% | 11.1% | 10.5% | 21,750 | 21,787 | 22,047 | 241 | 216 | 172 |
| GS 7-12 | 26.1% | 24.9% | 23.6% | 36.8% | 37.0% | 38.9% | 18.4% | 19.3% | 19.2% | 10.5% | 10.7% | 10.7% | 8.1% | 8.1% | 7.6% | 165,523 | 156,858 | 144,356 | 1,081 | 961 | 771 |
| GS 13-15 | 35.6% | 34.2% | 32.7% | 38.1% | 38.6% | 40.7% | 13.2% | 13.4% | 13.2% | 7.6% | 8.1% | 8.1% | 5.4% | 5.7% | 5.3% | 161,913 | 143,625 | 135,492 | 591 | 502 | 428 |
| SES | 61.0% | 57.9% | 55.8% | 26.9% | 29.2% | 31.9% | 6.4% | 6.4% | 6.8% | 3.0% | 3.4% | 3.6% | 2.7% | 3.0% | 2.1% | 5,694 | 4,890 | 4,409 | 9 | 7 | 4 |
| SL/ST | 38.3% | 33.1% | 33.2% | 32.7% | 34.5% | 37.8% | 14.6% | 18.3% | 14.4% | 7.0% | 8.3% | 8.7% | 7.5% | 5.8% | 5.8% | 1,533 | 1,374 | 1,219 | 7 | 9 | 4 |
| Other | 26.6% | 25.5% | 24.3% | 38.8% | 38.7% | 39.8% | 17.2% | 17.9% | 18.1% | 10.0% | 10.0% | 10.2% | 7.3% | 7.9% | 7.6% | 25,534 | 22,954 | 26,311 | 120 | 115 | 124 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 28.5% | 27.1% | 25.7% | 36.9% | 37.2% | 39.0% | 17.3% | 17.9% | 17.9% | 9.8% | 10.1% | 10.1% | 7.5% | 7.7% | 7.3% | 409,471 | 380,066 | 364,224 | 2,240 | 2,012 | 1,703 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 34.2% | 32.1% | 33.1% | 37.0% | 37.7% | 37.0% | 18.2% | 18.1% | 18.8% | 6.9% | 7.5% | 6.9% | 3.8% | 4.5% | 4.1% | 5,951 | 3,098 | 4,617 | 98 | 61 | 80 |
| 1-3 years | 30.5% | 30.7% | 29.0% | 36.4% | 35.7% | 38.6% | 17.2% | 17.2% | 16.7% | 9.3% | 9.8% | 9.8% | 6.6% | 6.6% | 5.9% | 28,120 | 32,686 | 39,244 | 168 | 178 | 144 |
| 4-5 years | 29.6% | 27.6% | 25.6% | 36.4% | 37.3% | 38.3% | 16.7% | 17.0% | 17.8% | 10.2% | 10.6% | 10.4% | 7.1% | 7.4% | 7.9% | 40,919 | 43,109 | 39,208 | 212 | 215 | 166 |
| 6-10 years | 28.2% | 26.7% | 25.1% | 36.6% | 36.3% | 38.8% | 16.6% | 17.4% | 17.3% | 10.3% | 10.8% | 10.6% | 8.3% | 8.8% | 8.2% | 87,512 | 73,115 | 64,107 | 432 | 323 | 261 |
| 11-14 years | 27.5% | 26.4% | 24.9% | 36.9% | 37.1% | 38.7% | 17.2% | 17.8% | 18.0% | 10.2% | 10.3% | 10.5% | 8.3% | 8.4% | 7.9% | 56,566 | 51,117 | 44,605 | 264 | 251 | 177 |
| 15-20 years | 27.5% | 26.1% | 24.5% | 36.7% | 36.6% | 38.7% | 17.4% | 18.1% | 18.0% | 10.1% | 10.5% | 10.5% | 8.4% | 8.8% | 8.3% | 48,582 | 39,836 | 34,973 | 256 | 200 | 146 |
| > 20 years | 29.1% | 27.1% | 25.7% | 37.7% | 38.3% | 40.0% | 17.5% | 18.4% | 18.2% | 8.8% | 9.2% | 9.5% | 6.8% | 7.0% | 6.6% | 127,742 | 121,435 | 120,836 | 681 | 654 | 588 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 34.3% | 32.5% | 32.4% | 35.4% | 35.9% | 37.0% | 18.1% | 18.3% | 17.3% | 7.2% | 8.2% | 8.1% | 5.0% | 5.0% | 5.2% | 11,730 | 6,392 | 8,647 | 184 | 114 | 136 |
| 1-3 years | 30.2% | 29.8% | 27.8% | 35.5% | 34.9% | 37.7% | 17.0% | 17.6% | 17.1% | 9.7% | 10.3% | 10.2% | 7.5% | 7.4% | 7.1% | 44,387 | 49,627 | 54,981 | 234 | 255 | 198 |
| 4-5 years | 28.9% | 26.8% | 25.0% | 36.0% | 36.9% | 38.3% | 17.0% | 17.3% | 17.9% | 10.3% | 11.0% | 10.6% | 7.8% | 8.0% | 8.2% | 49,753 | 51,577 | 47,489 | 228 | 243 | 200 |
| 6-10 years | 27.7% | 26.2% | 24.7% | 36.4% | 36.5% | 38.9% | 16.9% | 17.7% | 17.5% | 10.5% | 10.8% | 10.7% | 8.5% | 8.8% | 8.2% | 95,452 | 80,646 | 70,065 | 491 | 378 | 264 |
| 11-20 years | 27.4% | 26.3% | 24.9% | 37.4% | 37.4% | 39.1% | 17.3% | 17.8% | 18.2% | 9.9% | 10.2% | 10.1% | 7.9% | 8.3% | 7.7% | 98,650 | 85,982 | 76,518 | 469 | 419 | 327 |
| > 20 years | 29.8% | 27.9% | 26.4% | 38.8% | 39.4% | 40.7% | 16.9% | 17.9% | 17.8% | 8.4% | 8.5% | 9.1% | 6.1% | 6.3% | 5.9% | 94,187 | 88,946 | 88,721 | 487 | 464 | 428 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 34.6% | 32.9% | 30.9% | 39.1% | 39.6% | 41.5% | 15.6% | 16.1% | 16.4% | 6.9% | 7.2% | 7.4% | 3.8% | 4.2% | 3.9% | 262,533 | 239,520 | 237,587 | 1,299 | 1,118 | 1,000 |
| Yes, to retire | 24.0% | 22.5% | 20.9% | 38.3% | 38.4% | 40.9% | 21.1% | 21.5% | 20.6% | 9.9% | 10.4% | 10.8% | 6.7% | 7.2% | 6.8% | 23,993 | 22,912 | 21,335 | 128 | 141 | 118 |
| Yes, to other job in Govt | 17.5% | 17.0% | 15.7% | 32.6% | 32.0% | 32.9% | 19.4% | 20.1% | 20.3% | 15.8% | 15.9% | 16.2% | 14.7% | 15.0% | 15.0% | 73,096 | 67,807 | 56,430 | 443 | 362 | 279 |
| Yes, to other job outside Govt | 16.8% | 16.1% | 14.9% | 32.3% | 31.3% | 32.7% | 17.7% | 19.2% | 18.7% | 15.7% | 17.1% | 17.8% | 17.5% | 16.3% | 15.9% | 15,790 | 15,527 | 15,545 | 94 | 94 | 70 |
| Yes, other | 14.0% | 13.9% | 12.9% | 28.9% | 29.2% | 31.2% | 22.6% | 22.1% | 22.2% | 15.9% | 16.7% | 15.8% | 18.5% | 18.1% | 18.0% | 19,204 | 17,920 | 16,333 | 141 | 152 | 100 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 24.3% | 22.8% | 21.2% | 36.8% | 36.8% | 39.3% | 19.9% | 20.8% | 20.0% | 10.6% | 10.9% | 11.1% | 8.4% | 8.7% | 8.3% | 14,785 | 13,895 | 12,562 | 85 | 75 | 84 |
| Between 1-3 years | 25.2% | 23.9% | 22.3% | 37.9% | 38.7% | 40.5% | 20.3% | 20.8% | 20.2% | 9.8% | 9.9% | 10.3% | 6.7% | 6.6% | 6.7% | 39,796 | 36,180 | 34,299 | 213 | 209 | 180 |
| Between 3-5 years | 26.0% | 24.9% | 23.6% | 38.0% | 38.2% | 39.6% | 18.8% | 19.3% | 20.0% | 10.2% | 10.3% | 10.1% | 7.0% | 7.4% | 6.7% | 43,348 | 39,510 | 36,262 | 194 | 192 | 150 |
| 5 or more years | 29.9% | 28.4% | 27.0% | 36.7% | 36.9% | 38.8% | 16.3% | 17.0% | 17.0% | 9.5% | 10.0% | 9.9% | 7.6% | 7.8% | 7.3% | 293,542 | 270,630 | 259,876 | 1,587 | 1,355 | 1,113 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 28.5% | 27.1% | 25.7% | 36.9% | 37.2% | 39.0% | 17.3% | 17.9% | 17.9% | 9.8% | 10.1% | 10.1% | 7.5% | 7.7% | 7.3% | 409,471 | 380,066 | 364,224 | 2,240 | 2,012 | 1,703 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 29.8% | 28.2% | 26.7% | 37.3% | 37.4% | 39.3% | 16.6% | 17.3% | 17.3% | 9.3% | 9.8% | 9.7% | 7.0% | 7.3% | 6.9% | 316,825 | 293,087 | 280,426 | 1,465 | 1,354 | 1,100 |
| LGBT* | 29.7% | 29.4% | 27.0% | 34.6% | 33.6% | 36.6% | 15.0% | 15.8% | 16.0% | 10.9% | 11.2% | 11.7% | 9.7% | 10.0% | 8.6% | 10,988 | 9,763 | 8,887 | 72 | 52 | 36 |
| Prefer not to say | 22.3% | 21.8% | 20.5% | 35.0% | 35.7% | 36.9% | 20.4% | 20.9% | 21.3% | 11.8% | 11.6% | 11.9% | 10.5% | 10.0% | 9.5% | 47,816 | 43,519 | 40,735 | 393 | 335 | 289 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 29.4% | 28.1% | --- | 37.6% | 37.6% | --- | 16.5% | 17.1% | --- | 9.4% | 9.9% | --- | 7.1% | 7.4% | --- | 280,202 | 256,704 | --- | 1,567 | 1,380 | --- |
| Currently in Guard/Reserves | 28.5% | 27.6% | --- | 36.5% | 37.1% | --- | 16.4% | 16.0% | --- | 9.7% | 11.0% | --- | 8.9% | 8.4% | --- | 6,981 | 6,509 | --- | 28 | 20 | --- |
| Retired Separated/Discharged | 30.5% | 29.4% | --- | 36.7% | 37.2% | --- | 17.4% | 17.9% | --- | 9.1% | 9.3% | --- | 6.2% | 6.3% | --- | 43,249 | 41,543 | --- | 143 | 137 | --- |
| Discharged | 25.7% | 23.9% | --- | 34.8% | 35.6% | --- | 19.0% | 19.7% | --- | 11.0% | 11.1% | --- | 9.5% | 9.7% | --- | 59,385 | 54,892 | --- | 308 | 288 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 25.6% | 24.4% | 23.4% | 32.5% | 32.6% | 34.0% | 19.1% | 19.9% | 19.6% | 11.6% | 11.9% | 12.0% | 11.2% | 11.3% | 11.0% | 53,232 | 48,728 | 44,826 | 351 | 320 | 267 |
| No | 29.5% | 28.0% | 26.4% | 37.8% | 38.0% | 39.9% | 16.7% | 17.3% | 17.4% | 9.3% | 9.7% | 9.7% | 6.7% | 7.1% | 6.6% | 337,768 | 311,877 | 300,418 | 1,704 | 1,515 | 1,254 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.7% | 25.5% | 24.1% | 35.8% | 36.1% | 37.3% | 18.7% | 19.2% | 19.7% | 10.2% | 10.4% | 10.6% | 8.5% | 8.8% | 8.3% | 404,650 | 375,309 | 360,838 | 4,783 | 4,317 | 3,744 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 29.0% | 27.4% | 25.9% | 35.3% | 35.8% | 37.1% | 17.8% | 18.4% | 18.8% | 9.8% | 9.7% | 10.2% | 8.1% | 8.6% | 8.1% | 153,523 | 140,264 | 135,023 | 1,973 | 1,657 | 1,483 |
| Field | 25.8% | 24.8% | 23.4% | 36.0% | 36.2% | 37.4% | 18.9% | 19.3% | 19.8% | 10.4% | 10.7% | 10.8% | 8.8% | 9.1% | 8.6% | 236,497 | 218,392 | 208,744 | 2,524 | 2,381 | 1,980 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 25.4% | 24.2% | 22.8% | 35.4% | 35.7% | 36.7% | 19.2% | 19.7% | 20.2% | 10.6% | 10.6% | 11.1% | 9.4% | 9.8% | 9.2% | 256,385 | 236,563 | 229,325 | 3,317 | 2,979 | 2,636 |
| Team Leader | 28.2% | 27.1% | 26.0% | 35.7% | 36.7% | 37.7% | 18.1% | 17.9% | 18.4% | 10.1% | 10.3% | 10.3% | 7.9% | 7.9% | 7.6% | 52,548 | 48,787 | 46,911 | 504 | 468 | 355 |
| Supervisor | 29.3% | 27.5% | 26.0% | 38.1% | 37.9% | 39.9% | 17.3% | 18.3% | 18.7% | 9.0% | 9.5% | 9.1% | 6.3% | 6.8% | 6.3% | 51,755 | 47,893 | 43,974 | 464 | 374 | 323 |
| Manager | 33.6% | 33.5% | 31.6% | 36.5% | 35.5% | 38.4% | 15.8% | 15.9% | 15.8% | 8.5% | 9.0% | 8.7% | 5.6% | 6.0% | 5.5% | 23,991 | 21,240 | 21,078 | 196 | 207 | 144 |
| Senior Leader | 44.5% | 41.4% | 41.4% | 31.3% | 33.1% | 31.7% | 13.2% | 14.7% | 14.8% | 5.8% | 5.9% | 7.1% | 5.2% | 5.0% | 5.0% | 7,947 | 6,938 | 5,323 | 56 | 58 | 54 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 26.8% | 25.5% | 23.7% | 36.6% | 37.0% | 38.2% | 18.7% | 19.1% | 19.7% | 9.8% | 9.9% | 10.3% | 8.2% | 8.4% | 8.0% | 202,094 | 185,534 | 176,764 | 2,008 | 1,864 | 1,631 |
| Female | 27.3% | 26.1% | 25.2% | 34.8% | 34.9% | 36.1% | 18.3% | 18.8% | 19.0% | 10.7% | 10.8% | 10.8% | 8.9% | 9.5% | 8.8% | 185,356 | 171,760 | 166,200 | 2,434 | 2,139 | 1,826 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 27.0% | 25.9% | 25.3% | 32.8% | 33.6% | 34.2% | 19.7% | 19.8% | 20.4% | 10.4% | 10.0% | 10.4% | 10.1% | 10.8% | 9.7% | 33,392 | 30,228 | 28,401 | 376 | 366 | 279 |
| No | 27.0% | 25.8% | 24.3% | 36.2% | 36.4% | 37.7% | 18.4% | 18.9% | 19.3% | 10.1% | 10.3% | 10.6% | 8.3% | 8.6% | 8.2% | 350,346 | 323,374 | 311,256 | 4,010 | 3,599 | 3,111 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 23.4% | 20.7% | 19.9% | 32.5% | 34.1% | 33.5% | 20.6% | 21.8% | 22.1% | 11.4% | 11.4% | 12.3% | 12.0% | 11.9% | 12.2% | 8,198 | 7,404 | 7,653 | 104 | 79 | 87 |
| Asian | 28.6% | 27.6% | 26.6% | 40.0% | 39.3% | 40.7% | 17.9% | 18.5% | 18.9% | 7.0% | 7.2% | 7.0% | 6.5% | 7.4% | 6.8% | 18,335 | 16,779 | 16,044 | 247 | 192 | 169 |
| Black/African American | 28.2% | 26.6% | 25.7% | 35.2% | 35.6% | 37.1% | 17.8% | 18.2% | 18.5% | 9.4% | 9.2% | 9.3% | 9.4% | 10.3% | 9.4% | 59,174 | 55,001 | 53,014 | 676 | 620 | 513 |
| Native Hawaiian/ Pacific Islander | 26.9% | 24.2% | 22.0% | 33.0% | 36.3% | 38.2% | 21.6% | 21.1% | 20.5% | 8.4% | 8.8% | 9.2% | 10.1% | 9.7% | 10.1% | 2,448 | 2,309 | 2,315 | 22 | 20 | 20 |
| White | 27.1% | 25.9% | 24.3% | 36.1% | 36.3% | 37.6% | 18.3% | 18.8% | 19.3% | 10.5% | 10.7% | 10.9% | 8.0% | 8.3% | 7.8% | 269,604 | 248,735 | 239,146 | 2,919 | 2,679 | 2,299 |
| Two or more races (Not Hispanic/ Latino) | 24.4% | 24.9% | 22.5% | 32.0% | 33.7% | 33.8% | 21.1% | 20.5% | 20.9% | 11.3% | 10.3% | 12.2% | 11.2% | 10.7% | 10.6% | 14,170 | 12,786 | 11,435 | 213 | 185 | 134 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.7% | 25.5% | 24.1% | 35.8% | 36.1% | 37.3% | 18.7% | 19.2% | 19.7% | 10.2% | 10.4% | 10.6% | 8.5% | 8.8% | 8.3% | 404,650 | 375,309 | 360,838 | 4,783 | 4,317 | 3,744 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 32.8% | 33.0% | 28.3% | 39.8% | 37.1% | 41.4% | 13.9% | 15.1% | 15.4% | 7.0% | 7.4% | 8.8% | 6.5% | 7.4% | 6.1% | 2,619 | 2,616 | 3,404 | 36 | 47 | 50 |
| 26-29 | 30.3% | 28.9% | 25.3% | 35.4% | 35.2% | 39.1% | 15.6% | 16.3% | 16.2% | 10.3% | 10.1% | 10.7% | 8.5% | 9.5% | 8.7% | 12,117 | 12,226 | 12,761 | 153 | 178 | 136 |
| 30-39 | 28.4% | 27.0% | 26.2% | 34.7% | 35.3% | 36.3% | 17.0% | 17.2% | 17.3% | 10.6% | 10.7% | 11.2% | 9.3% | 9.7% | 9.0% | 71,652 | 64,373 | 57,909 | 908 | 728 | 535 |
| 40-49 | 27.5% | 26.4% | 25.1% | 35.3% | 35.6% | 37.0% | 17.9% | 18.5% | 18.6% | 10.3% | 10.5% | 10.5% | 9.0% | 9.1% | 8.8% | 106,681 | 100,328 | 95,158 | 1,184 | 1,110 | 876 |
| 50-59 | 25.7% | 24.2% | 23.2% | 36.1% | 36.4% | 37.3% | 19.7% | 20.4% | 20.9% | 10.3% | 10.4% | 10.5% | 8.3% | 8.6% | 8.1% | 147,050 | 136,643 | 122,745 | 1,720 | 1,543 | 1,285 |
| 60+ | 24.0% | 23.1% | 22.6% | 37.5% | 37.5% | 38.8% | 21.4% | 22.1% | 22.1% | 9.7% | 9.7% | 9.6% | 7.4% | 7.5% | 6.9% | 62,818 | 56,444 | 47,116 | 747 | 673 | 481 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 24.3% | 22.9% | --- | 40.3% | 39.6% | --- | 20.0% | 19.5% | --- | 8.3% | 10.0% | --- | 7.1% | 8.0% | --- | 397 | 388 | --- | 9 | 6 | --- |
| H.S. Diploma/ GED or equiv | 25.3% | 25.0% | --- | 37.8% | 38.4% | --- | 19.7% | 19.8% | --- | 9.2% | 9.1% | --- | 7.9% | 7.6% | --- | 19,065 | 18,781 | --- | 182 | 168 | --- |
| Trade/Technical Certificate | 22.3% | 21.0% | --- | 35.6% | 35.8% | --- | 22.0% | 22.8% | --- | 10.9% | 10.7% | --- | 9.2% | 9.8% | --- | 9,447 | 8,873 | --- | 73 | 91 | --- |
| Some College (no degree) | 25.6% | 24.1% | --- | 34.8% | 35.2% | --- | 20.1% | 20.3% | --- | 10.3% | 10.4% | --- | 9.2% | 10.0% | --- | 59,244 | 56,900 | --- | 679 | 614 | --- |
| Associate's Degree | 25.1% | 23.5% | --- | 35.0% | 35.2% | --- | 19.8% | 20.5% | --- | 10.6% | 10.9% | --- | 9.4% | 9.8% | --- | 30,872 | 28,957 | --- | 333 | 334 | --- |
| Bachelor's Degree | 27.1% | 26.1% | --- | 36.5% | 37.1% | --- | 18.1% | 18.5% | --- | 10.0% | 10.1% | --- | 8.2% | 8.2% | --- | 133,671 | 122,895 | --- | 1,491 | 1,385 | --- |
| Master's Degree | 28.7% | 27.4% | --- | 35.6% | 35.7% | --- | 17.1% | 17.8% | --- | 10.2% | 10.5% | --- | 8.3% | 8.7% | --- | 96,553 | 86,120 | --- | 1,172 | 961 | --- |
| Doctoral/Professional Degree | 29.9% | 29.1% | --- | 35.4% | 34.7% | --- | 16.9% | 17.6% | --- | 9.8% | 10.2% | --- | 8.1% | 8.5% | --- | 40,284 | 35,955 | --- | 528 | 472 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 21.5% | 20.6% | 19.1% | 35.6% | 35.3% | 35.0% | 20.7% | 21.4% | 23.6% | 11.7% | 12.0% | 11.9% | 10.6% | 10.7% | 10.3% | 12,455 | 12,070 | 13,137 | 129 | 122 | 120 |
| GS 1-6 | 24.3% | 23.3% | 22.3% | 34.3% | 35.0% | 36.2% | 20.8% | 20.3% | 20.7% | 10.5% | 10.1% | 10.5% | 10.2% | 11.2% | 10.4% | 21,544 | 21,569 | 21,851 | 288 | 315 | 288 |
| GS 7-12 | 26.1% | 25.0% | 23.4% | 35.7% | 36.1% | 37.6% | 18.9% | 19.3% | 19.7% | 10.3% | 10.5% | 10.8% | 9.0% | 9.2% | 8.6% | 163,718 | 155,139 | 143,200 | 2,007 | 1,784 | 1,470 |
| GS 13-15 | 30.4% | 29.2% | 28.1% | 36.4% | 36.4% | 37.9% | 16.9% | 17.7% | 17.5% | 9.4% | 9.6% | 9.8% | 6.9% | 7.2% | 6.8% | 159,940 | 141,689 | 134,173 | 1,703 | 1,469 | 1,232 |
| SES | 46.4% | 43.8% | 41.8% | 30.5% | 32.5% | 34.7% | 13.1% | 13.1% | 13.1% | 5.6% | 6.8% | 6.4% | 4.4% | 4.0% | 4.0% | 5,645 | 4,816 | 4,370 | 32 | 38 | 38 |
| SL/ST | 31.1% | 26.4% | 29.6% | 34.7% | 39.4% | 33.2% | 18.4% | 17.8% | 19.4% | 8.0% | 9.0% | 10.9% | 7.8% | 7.4% | 7.0% | 1,509 | 1,357 | 1,210 | 18 | 16 | 13 |
| Other | 24.2% | 23.1% | 21.7% | 36.3% | 36.6% | 37.2% | 19.2% | 19.7% | 20.5% | 11.3% | 11.0% | 11.7% | 9.1% | 9.5% | 8.9% | 25,210 | 22,623 | 26,077 | 307 | 301 | 285 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.7% | 25.5% | 24.1% | 35.8% | 36.1% | 37.3% | 18.7% | 19.2% | 19.7% | 10.2% | 10.4% | 10.6% | 8.5% | 8.8% | 8.3% | 404,650 | 375,309 | 360,838 | 4,783 | 4,317 | 3,744 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 39.1% | 35.0% | 37.1% | 37.8% | 39.2% | 39.0% | 14.7% | 15.0% | 15.0% | 4.6% | 6.1% | 4.9% | 3.8% | 4.7% | 3.9% | 5,838 | 3,023 | 4,561 | 184 | 117 | 133 |
| 1-3 years | 31.5% | 31.8% | 29.7% | 36.3% | 36.4% | 38.4% | 16.2% | 16.4% | 16.5% | 8.9% | 8.3% | 8.9% | 7.1% | 7.1% | 6.5% | 27,811 | 32,316 | 38,868 | 329 | 370 | 379 |
| 4-5 years | 28.6% | 27.1% | 24.7% | 35.7% | 36.1% | 37.4% | 17.4% | 18.0% | 18.1% | 10.2% | 10.2% | 11.2% | 8.1% | 8.6% | 8.7% | 40,443 | 42,636 | 38,881 | 478 | 488 | 375 |
| 6-10 years | 26.7% | 25.3% | 23.3% | 35.1% | 35.0% | 36.4% | 18.3% | 18.5% | 19.6% | 10.6% | 11.2% | 11.2% | 9.3% | 10.0% | 9.5% | 86,510 | 72,219 | 63,519 | 1,002 | 797 | 633 |
| 11-14 years | 25.0% | 23.5% | 22.5% | 35.2% | 35.9% | 36.3% | 19.0% | 19.7% | 20.3% | 11.2% | 10.9% | 11.7% | 9.5% | 9.9% | 9.2% | 55,958 | 50,508 | 44,207 | 588 | 544 | 404 |
| 15-20 years | 25.0% | 24.0% | 22.6% | 35.0% | 35.7% | 36.3% | 19.4% | 19.5% | 20.1% | 11.1% | 11.0% | 11.3% | 9.5% | 9.8% | 9.7% | 48,013 | 39,361 | 34,671 | 571 | 403 | 359 |
| > 20 years | 25.8% | 24.4% | 23.1% | 36.8% | 36.8% | 37.9% | 19.8% | 20.5% | 21.0% | 9.7% | 10.1% | 10.3% | 7.9% | 8.2% | 7.8% | 126,251 | 119,864 | 119,790 | 1,359 | 1,332 | 1,175 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 37.2% | 34.2% | 35.3% | 36.0% | 37.9% | 38.2% | 16.1% | 16.4% | 15.5% | 5.9% | 6.3% | 5.8% | 4.8% | 5.2% | 5.2% | 11,459 | 6,207 | 8,498 | 395 | 255 | 266 |
| 1-3 years | 30.6% | 30.3% | 28.2% | 35.3% | 35.7% | 37.6% | 16.5% | 17.0% | 16.9% | 9.6% | 9.0% | 9.6% | 8.0% | 8.1% | 7.7% | 43,858 | 49,056 | 54,433 | 507 | 549 | 539 |
| 4-5 years | 27.7% | 26.0% | 23.9% | 35.3% | 36.1% | 37.0% | 17.7% | 18.2% | 18.6% | 10.4% | 10.5% | 11.4% | 9.0% | 9.2% | 9.2% | 49,167 | 50,997 | 47,097 | 531 | 545 | 444 |
| 6-10 years | 26.0% | 24.8% | 22.8% | 35.0% | 34.9% | 36.3% | 18.7% | 19.0% | 20.0% | 10.8% | 11.3% | 11.4% | 9.4% | 10.0% | 9.5% | 94,415 | 79,691 | 69,385 | 1,063 | 859 | 670 |
| 11-20 years | 24.7% | 23.5% | 22.5% | 35.4% | 35.8% | 36.6% | 19.5% | 20.0% | 20.7% | 11.0% | 11.0% | 11.3% | 9.3% | 9.7% | 9.0% | 97,578 | 84,939 | 75,941 | 1,056 | 902 | 695 |
| > 20 years | 26.0% | 24.7% | 23.3% | 37.8% | 37.7% | 38.6% | 19.6% | 20.4% | 20.9% | 9.4% | 9.7% | 10.0% | 7.2% | 7.5% | 7.1% | 93,131 | 87,826 | 87,979 | 949 | 935 | 832 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 32.5% | 31.1% | 29.1% | 38.9% | 39.2% | 40.5% | 16.6% | 17.1% | 17.8% | 7.4% | 7.6% | 7.9% | 4.6% | 4.9% | 4.7% | 259,709 | 236,796 | 235,660 | 2,654 | 2,327 | 2,111 |
| Yes, to retire | 21.6% | 20.0% | 18.7% | 37.3% | 37.3% | 38.1% | 23.0% | 23.4% | 23.7% | 10.4% | 11.1% | 11.2% | 7.7% | 8.2% | 8.2% | 23,758 | 22,619 | 21,205 | 242 | 261 | 201 |
| Yes, to other job in Govt | 16.5% | 15.9% | 14.4% | 29.4% | 29.8% | 29.8% | 21.8% | 21.8% | 22.5% | 16.2% | 15.8% | 16.6% | 16.2% | 16.7% | 16.6% | 72,132 | 66,837 | 55,776 | 1,058 | 943 | 728 |
| Yes, to other job outside Govt | 14.6% | 14.3% | 13.4% | 28.3% | 28.1% | 28.6% | 20.5% | 21.4% | 21.7% | 16.6% | 17.2% | 17.9% | 20.0% | 19.1% | 18.4% | 15,554 | 15,337 | 15,371 | 230 | 215 | 181 |
| Yes, other | 13.4% | 13.2% | 12.4% | 26.7% | 26.8% | 27.4% | 23.0% | 23.9% | 23.3% | 16.4% | 16.2% | 17.3% | 20.5% | 19.8% | 19.7% | 18,908 | 17,658 | 16,126 | 325 | 282 | 242 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 21.7% | 20.0% | 18.8% | 35.9% | 35.7% | 36.4% | 21.9% | 22.8% | 23.3% | 10.8% | 11.6% | 11.4% | 9.7% | 9.9% | 10.1% | 14,648 | 13,753 | 12,491 | 140 | 133 | 136 |
| Between 1-3 years | 22.7% | 21.6% | 20.4% | 37.3% | 37.9% | 38.3% | 21.8% | 22.6% | 22.8% | 10.5% | 10.3% | 11.1% | 7.7% | 7.6% | 7.5% | 39,341 | 35,651 | 34,002 | 434 | 406 | 340 |
| Between 3-5 years | 23.6% | 22.9% | 21.7% | 37.2% | 36.7% | 38.2% | 20.8% | 21.2% | 21.6% | 10.2% | 10.6% | 10.7% | 8.2% | 8.5% | 7.8% | 42,800 | 38,929 | 35,862 | 467 | 451 | 369 |
| 5 or more years | 28.2% | 27.0% | 25.4% | 35.5% | 35.9% | 37.2% | 17.7% | 18.1% | 18.6% | 10.1% | 10.2% | 10.4% | 8.5% | 8.9% | 8.4% | 290,204 | 267,463 | 257,598 | 3,392 | 2,983 | 2,551 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.7% | 25.5% | 24.1% | 35.8% | 36.1% | 37.3% | 18.7% | 19.2% | 19.7% | 10.2% | 10.4% | 10.6% | 8.5% | 8.8% | 8.3% | 404,650 | 375,309 | 360,838 | 4,783 | 4,317 | 3,744 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 27.9% | 26.6% | 25.1% | 36.3% | 36.4% | 37.7% | 18.0% | 18.5% | 19.1% | 9.8% | 10.1% | 10.2% | 8.0% | 8.4% | 7.9% | 313,241 | 289,550 | 277,975 | 3,356 | 3,081 | 2,591 |
| LGBT* | 28.0% | 27.4% | 24.8% | 33.2% | 32.9% | 34.8% | 17.0% | 17.9% | 17.6% | 11.9% | 10.2% | 12.6% | 10.0% | 11.6% | 10.2% | 10,872 | 9,661 | 8,796 | 144 | 95 | 99 |
| Prefer not to say | 20.7% | 20.4% | 19.3% | 33.4% | 34.4% | 34.8% | 21.9% | 22.1% | 22.7% | 12.3% | 11.5% | 12.4% | 11.6% | 11.5% | 10.9% | 47,230 | 42,944 | 40,361 | 691 | 599 | 522 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 27.2% | 26.2% | --- | 36.4% | 36.4% | --- | 18.0% | 18.5% | --- | 10.1% | 10.2% | --- | 8.2% | 8.7% | --- | 277,042 | 253,705 | --- | 3,264 | 2,861 | --- |
| Currently in Guard/Reserves | 27.6% | 26.3% | --- | 35.7% | 35.4% | --- | 17.6% | 18.1% | --- | 9.7% | 10.1% | --- | 9.4% | 10.1% | --- | 6,883 | 6,412 | --- | 86 | 74 | --- |
| Retired | 28.7% | 27.4% | --- | 35.8% | 36.7% | --- | 19.5% | 19.4% | --- | 9.1% | 9.4% | --- | 7.0% | 7.0% | --- | 42,699 | 40,968 | --- | 413 | 392 | --- |
| Separated/Discharged | 25.0% | 23.3% | --- | 33.9% | 34.6% | --- | 19.6% | 20.5% | --- | 11.2% | 11.2% | --- | 10.4% | 10.5% | --- | 58,698 | 54,168 | --- | 649 | 625 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 25.5% | 24.4% | 23.0% | 32.3% | 32.6% | 33.3% | 19.6% | 20.2% | 20.6% | 11.0% | 11.1% | 11.6% | 11.7% | 11.7% | 11.6% | 52,607 | 48,131 | 44,422 | 645 | 588 | 505 |
| No | 27.3% | 26.0% | 24.6% | 36.5% | 36.7% | 38.0% | 18.3% | 18.8% | 19.2% | 10.0% | 10.2% | 10.4% | 7.9% | 8.3% | 7.8% | 333,894 | 308,050 | 297,738 | 3,775 | 3,390 | 2,911 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.0% | 27.7% | 25.3% | 37.9% | 38.4% | 39.3% | 22.4% | 23.1% | 24.5% | 5.0% | 4.9% | 5.3% | 5.7% | 5.8% | 5.6% | 376,582 | 349,672 | 335,808 | 34,337 | 31,868 | 29,552 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 31.6% | 30.1% | 27.4% | 37.5% | 38.2% | 39.2% | 20.9% | 21.7% | 23.1% | 4.6% | 4.3% | 5.0% | 5.4% | 5.6% | 5.3% | 143,434 | 130,880 | 125,912 | 12,714 | 11,803 | 10,872 |
| Field | 27.9% | 26.8% | 24.4% | 38.1% | 38.5% | 39.3% | 22.9% | 23.5% | 25.0% | 5.1% | 5.3% | 5.4% | 6.0% | 6.0% | 5.9% | 219,601 | 203,332 | 194,019 | 20,270 | 18,590 | 17,221 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 27.2% | 26.0% | 23.6% | 37.3% | 37.7% | 38.3% | 23.7% | 24.3% | 26.0% | 5.2% | 5.3% | 5.7% | 6.6% | 6.7% | 6.5% | 234,873 | 217,279 | 210,423 | 25,761 | 23,428 | 22,034 |
| Team Leader | 29.8% | 29.0% | 26.5% | 38.0% | 38.9% | 39.7% | 22.1% | 22.4% | 24.0% | 5.1% | 4.8% | 5.0% | 5.0% | 4.9% | 4.8% | 49,090 | 45,452 | 43,865 | 4,182 | 4,106 | 3,540 |
| Supervisor | 32.4% | 30.6% | 28.1% | 41.1% | 41.6% | 43.3% | 18.8% | 19.8% | 20.8% | 4.1% | 4.1% | 4.3% | 3.6% | 3.8% | 3.6% | 49,961 | 46,249 | 42,387 | 2,461 | 2,294 | 2,037 |
| Manager | 39.6% | 38.7% | 35.7% | 39.3% | 39.6% | 41.7% | 14.7% | 15.4% | 16.0% | 3.3% | 3.1% | 3.5% | 3.1% | 3.2% | 3.1% | 23,630 | 20,892 | 20,643 | 685 | 677 | 624 |
| Senior Leader | 50.2% | 48.8% | 50.2% | 32.5% | 32.2% | 33.3% | 11.2% | 13.2% | 11.8% | 2.9% | 2.7% | 2.4% | 3.1% | 3.1% | 2.3% | 7,879 | 6,912 | 5,259 | 142 | 119 | 118 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 29.4% | 28.1% | 25.3% | 38.6% | 39.4% | 40.1% | 22.2% | 22.9% | 24.6% | 4.6% | 4.4% | 4.8% | 5.2% | 5.1% | 5.1% | 187,955 | 172,957 | 164,325 | 17,032 | 15,583 | 14,571 |
| Female | 29.1% | 27.9% | 25.9% | 37.0% | 37.2% | 38.1% | 22.1% | 22.7% | 23.9% | 5.4% | 5.6% | 5.8% | 6.4% | 6.8% | 6.3% | 173,057 | 160,261 | 155,066 | 15,355 | 14,386 | 13,248 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 29.0% | 27.3% | 26.0% | 34.6% | 35.7% | 36.2% | 22.4% | 23.2% | 24.1% | 6.1% | 6.0% | 6.5% | 7.9% | 7.8% | 7.3% | 31,526 | 28,607 | 26,892 | 2,336 | 2,119 | 1,851 |
| No | 29.3% | 28.1% | 25.5% | 38.3% | 38.8% | 39.6% | 22.1% | 22.7% | 24.3% | 4.8% | 4.8% | 5.1% | 5.5% | 5.6% | 5.4% | 326,210 | 301,381 | 289,561 | 29,529 | 27,345 | 25,538 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 23.7% | 21.6% | 20.4% | 33.8% | 34.6% | 33.3% | 24.9% | 26.7% | 28.0% | 7.4% | 7.6% | 8.3% | 10.2% | 9.5% | 10.0% | 7,910 | 7,093 | 7,331 | 444 | 444 | 428 |
| Asian | 29.3% | 27.7% | 26.2% | 40.7% | 40.6% | 41.9% | 20.5% | 21.1% | 21.8% | 4.3% | 4.7% | 4.6% | 5.2% | 5.8% | 5.5% | 17,428 | 15,940 | 15,218 | 1,221 | 1,102 | 1,009 |
| Black/African American | 27.8% | 26.9% | 24.8% | 35.8% | 36.2% | 37.9% | 22.4% | 22.8% | 23.3% | 6.2% | 6.0% | 6.3% | 7.8% | 8.1% | 7.7% | 56,232 | 52,288 | 50,507 | 3,858 | 3,634 | 3,168 |
| Native Hawaiian/ Pacific Islander | 27.3% | 24.5% | 22.1% | 34.9% | 37.2% | 39.3% | 23.2% | 23.7% | 24.9% | 7.0% | 6.5% | 6.2% | 7.7% | 8.0% | 7.5% | 2,346 | 2,217 | 2,235 | 128 | 114 | 109 |
| White | 30.1% | 28.8% | 26.2% | 38.8% | 39.3% | 40.0% | 21.8% | 22.4% | 24.2% | 4.4% | 4.5% | 4.8% | 4.8% | 4.9% | 4.7% | 250,070 | 231,008 | 221,554 | 23,494 | 21,765 | 20,462 |
| Two or more races (Not Hispanic/ Latino) | 27.7% | 27.4% | 23.2% | 33.9% | 34.2% | 35.3% | 23.9% | 25.5% | 26.6% | 6.2% | 5.4% | 7.0% | 8.3% | 7.5% | 7.9% | 13,084 | 11,814 | 10,534 | 1,353 | 1,244 | 1,058 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.0% | 27.7% | 25.3% | 37.9% | 38.4% | 39.3% | 22.4% | 23.1% | 24.5% | 5.0% | 4.9% | 5.3% | 5.7% | 5.8% | 5.6% | 376,582 | 349,672 | 335,808 | 34,337 | 31,868 | 29,552 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 34.1% | 32.9% | 28.0% | 39.8% | 40.0% | 43.5% | 16.0% | 18.7% | 21.2% | 4.4% | 3.3% | 3.3% | 5.7% | 5.1% | 4.0% | 2,470 | 2,415 | 3,150 | 187 | 248 | 299 |
| 26-29 | 31.1% | 30.3% | 25.9% | 39.0% | 38.0% | 41.2% | 18.9% | 20.8% | 21.9% | 5.5% | 4.7% | 5.5% | 5.6% | 6.3% | 5.4% | 11,141 | 11,124 | 11,530 | 1,143 | 1,294 | 1,388 |
| 30-39 | 30.5% | 29.1% | 27.1% | 37.0% | 38.3% | 38.8% | 21.1% | 21.3% | 22.6% | 5.1% | 5.0% | 5.3% | 6.3% | 6.3% | 6.2% | 65,642 | 58,950 | 53,108 | 7,004 | 6,291 | 5,401 |
| 40-49 | 29.8% | 28.5% | 26.1% | 37.5% | 37.8% | 38.7% | 21.7% | 22.8% | 23.9% | 4.9% | 5.0% | 5.2% | 6.2% | 5.9% | 6.1% | 99,253 | 93,486 | 88,806 | 8,965 | 8,356 | 7,426 |
| 50-59 | 28.1% | 26.7% | 24.6% | 37.9% | 38.5% | 39.4% | 23.6% | 24.1% | 25.2% | 5.0% | 5.0% | 5.3% | 5.5% | 5.7% | 5.4% | 137,618 | 128,310 | 115,232 | 11,832 | 10,747 | 9,137 |
| 60+ | 26.8% | 25.7% | 24.4% | 39.6% | 39.6% | 39.9% | 24.0% | 24.9% | 26.0% | 4.9% | 4.8% | 5.2% | 4.7% | 4.9% | 4.5% | 58,855 | 52,893 | 44,243 | 5,050 | 4,698 | 3,523 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 23.0% | 21.8% | --- | 39.0% | 42.0% | --- | 24.3% | 23.5% | --- | 6.4% | 5.4% | --- | 7.4% | 7.4% | --- | 385 | 371 | --- | 26 | 21 | --- |
| H.S. Diploma/ GED or equiv | 25.3% | 24.8% | --- | 39.4% | 40.1% | --- | 23.6% | 23.8% | --- | 5.7% | 5.6% | --- | 6.0% | 5.6% | --- | 18,258 | 17,964 | --- | 1,062 | 1,058 | --- |
| Trade/Technical Certificate | 22.9% | 20.9% | --- | 37.7% | 37.2% | --- | 25.6% | 27.7% | --- | 6.5% | 6.8% | --- | 7.2% | 7.4% | --- | 8,978 | 8,436 | --- | 594 | 571 | --- |
| Some College (no degree) | 26.5% | 25.0% | --- | 36.4% | 37.0% | --- | 24.7% | 25.1% | --- | 5.8% | 5.8% | --- | 6.6% | 7.1% | --- | 56,049 | 53,996 | --- | 4,119 | 3,912 | --- |
| Associate's Degree | 26.3% | 24.6% | --- | 36.5% | 37.1% | --- | 24.4% | 25.1% | --- | 5.7% | 5.9% | --- | 7.1% | 7.2% | --- | 29,136 | 27,415 | --- | 2,200 | 2,034 | --- |
| Bachelor's Degree | 29.5% | 28.6% | --- | 39.0% | 39.7% | --- | 21.5% | 22.2% | --- | 4.6% | 4.4% | --- | 5.4% | 5.1% | --- | 123,847 | 113,856 | --- | 11,798 | 11,046 | --- |
| Master's Degree | 32.4% | 31.2% | --- | 38.1% | 38.7% | --- | 20.3% | 20.6% | --- | 4.3% | 4.3% | --- | 5.0% | 5.3% | --- | 89,458 | 79,818 | --- | 8,628 | 7,703 | --- |
| Doctoral/Professional Degree | 34.8% | 33.9% | --- | 37.4% | 37.1% | --- | 19.3% | 20.3% | --- | 3.8% | 4.0% | --- | 4.6% | 4.7% | --- | 36,749 | 32,766 | --- | 4,211 | 3,841 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 22.1% | 20.4% | 18.7% | 36.8% | 36.9% | 35.6% | 25.9% | 27.1% | 30.3% | 7.1% | 7.3% | 7.5% | 8.1% | 8.3% | 7.9% | 11,854 | 11,591 | 12,544 | 797 | 694 | 771 |
| GS 1-6 | 24.9% | 23.6% | 22.2% | 36.3% | 37.0% | 37.5% | 24.2% | 24.6% | 25.5% | 6.5% | 6.4% | 6.7% | 8.1% | 8.4% | 8.2% | 20,442 | 20,439 | 20,737 | 1,505 | 1,556 | 1,445 |
| GS 7-12 | 27.6% | 26.4% | 23.9% | 37.9% | 38.5% | 39.5% | 23.0% | 23.7% | 25.3% | 5.2% | 5.2% | 5.5% | 6.2% | 6.2% | 5.9% | 152,041 | 144,143 | 132,988 | 14,268 | 13,512 | 11,966 |
| GS 13-15 | 34.6% | 33.4% | 31.2% | 38.5% | 39.3% | 40.3% | 19.5% | 19.8% | 20.8% | 3.5% | 3.6% | 3.9% | 3.9% | 3.9% | 3.8% | 148,378 | 131,626 | 124,370 | 13,875 | 12,327 | 11,405 |
| SES | 58.7% | 56.2% | 53.1% | 29.1% | 30.1% | 33.8% | 8.6% | 9.5% | 9.6% | 1.8% | 2.5% | 2.3% | 1.8% | 1.7% | 1.3% | 5,588 | 4,802 | 4,342 | 104 | 81 | 66 |
| SL/ST | 37.3% | 32.6% | 33.4% | 34.8% | 40.8% | 37.2% | 18.6% | 19.9% | 19.1% | 4.5% | 3.2% | 5.1% | 4.8% | 3.5% | 5.2% | 1,446 | 1,309 | 1,144 | 91 | 74 | 78 |
| Other | 26.0% | 26.0% | 22.7% | 38.5% | 38.2% | 40.0% | 23.8% | 24.6% | 25.8% | 5.6% | 5.1% | 5.5% | 6.0% | 6.1% | 6.0% | 23,429 | 20,985 | 24,146 | 2,188 | 2,060 | 2,255 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.0% | 27.7% | 25.3% | 37.9% | 38.4% | 39.3% | 22.4% | 23.1% | 24.5% | 5.0% | 4.9% | 5.3% | 5.7% | 5.8% | 5.6% | 376,582 | 349,672 | 335,808 | 34,337 | 31,868 | 29,552 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 39.7% | 34.8% | 38.1% | 40.3% | 43.0% | 41.0% | 14.3% | 16.3% | 15.5% | 2.8% | 3.3% | 2.6% | 2.8% | 2.7% | 2.9% | 5,452 | 2,828 | 4,230 | 584 | 332 | 457 |
| 1-3 years | 33.0% | 33.3% | 30.1% | 38.2% | 38.4% | 40.1% | 19.4% | 19.8% | 21.7% | 4.4% | 3.9% | 4.1% | 4.9% | 4.5% | 4.0% | 25,889 | 30,019 | 35,964 | 2,357 | 2,776 | 3,362 |
| 4-5 years | 30.6% | 29.7% | 25.2% | 37.9% | 38.4% | 39.7% | 21.5% | 21.9% | 23.9% | 4.7% | 4.4% | 5.3% | 5.3% | 5.6% | 5.8% | 37,449 | 39,349 | 35,733 | 3,623 | 3,944 | 3,571 |
| 6-10 years | 28.8% | 27.3% | 24.2% | 37.3% | 37.6% | 38.8% | 22.3% | 22.9% | 24.9% | 5.3% | 5.6% | 5.6% | 6.2% | 6.6% | 6.5% | 79,911 | 66,971 | 58,904 | 7,839 | 6,365 | 5,418 |
| 11-14 years | 27.7% | 25.9% | 23.8% | 37.8% | 38.4% | 38.7% | 22.8% | 24.1% | 25.0% | 5.4% | 5.3% | 6.1% | 6.4% | 6.3% | 6.3% | 51,881 | 47,002 | 41,165 | 4,854 | 4,340 | 3,565 |
| 15-20 years | 27.0% | 25.9% | 24.0% | 37.6% | 37.5% | 38.1% | 23.5% | 24.4% | 25.6% | 5.4% | 5.4% | 5.5% | 6.5% | 6.7% | 6.8% | 44,865 | 36,746 | 32,441 | 3,916 | 3,249 | 2,664 |
| > 20 years | 28.7% | 27.2% | 25.0% | 38.3% | 39.1% | 39.5% | 23.0% | 23.5% | 25.0% | 4.6% | 4.8% | 5.3% | 5.3% | 5.5% | 5.2% | 118,455 | 112,586 | 112,292 | 9,762 | 9,364 | 8,977 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 38.5% | 35.5% | 36.5% | 38.4% | 40.6% | 40.2% | 16.2% | 16.5% | 16.4% | 3.4% | 3.5% | 3.3% | 3.6% | 3.8% | 3.6% | 10,810 | 5,827 | 7,945 | 1,077 | 669 | 825 |
| 1-3 years | 32.4% | 32.1% | 28.7% | 37.3% | 37.8% | 39.4% | 20.0% | 20.3% | 22.3% | 4.7% | 4.3% | 4.6% | 5.6% | 5.5% | 5.0% | 40,867 | 45,694 | 50,468 | 3,681 | 4,132 | 4,609 |
| 4-5 years | 29.7% | 28.6% | 24.7% | 37.7% | 38.2% | 39.3% | 21.8% | 22.6% | 24.3% | 4.8% | 4.7% | 5.5% | 6.0% | 6.0% | 6.2% | 45,590 | 47,179 | 43,498 | 4,306 | 4,591 | 4,139 |
| 6-10 years | 28.2% | 26.8% | 23.7% | 37.1% | 37.6% | 38.7% | 22.9% | 23.4% | 25.3% | 5.4% | 5.7% | 5.7% | 6.4% | 6.5% | 6.5% | 87,322 | 74,001 | 64,493 | 8,433 | 6,914 | 5,758 |
| 11-20 years | 27.1% | 25.7% | 23.9% | 38.1% | 38.2% | 38.8% | 23.4% | 24.5% | 25.5% | 5.2% | 5.3% | 5.7% | 6.2% | 6.3% | 6.2% | 90,857 | 79,278 | 70,836 | 8,122 | 7,085 | 5,986 |
| > 20 years | 29.1% | 27.7% | 25.4% | 39.2% | 39.9% | 40.0% | 22.7% | 23.2% | 24.8% | 4.4% | 4.4% | 5.1% | 4.7% | 4.8% | 4.6% | 87,324 | 82,381 | 82,405 | 7,212 | 6,893 | 6,605 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 34.3% | 32.9% | 29.7% | 39.8% | 40.3% | 41.6% | 19.6% | 20.3% | 21.9% | 3.4% | 3.4% | 3.8% | 2.9% | 3.1% | 3.0% | 244,053 | 222,637 | 220,890 | 19,275 | 17,687 | 17,373 |
| Yes, to retire | 24.4% | 22.7% | 20.7% | 39.6% | 40.4% | 40.2% | 25.4% | 25.8% | 27.7% | 5.5% | 5.6% | 6.1% | 5.0% | 5.4% | 5.3% | 22,307 | 21,210 | 19,850 | 1,801 | 1,833 | 1,612 |
| Yes, to other job in Govt | 19.3% | 18.8% | 16.6% | 33.7% | 34.2% | 33.8% | 27.2% | 27.6% | 29.3% | 8.3% | 8.0% | 8.9% | 11.6% | 11.4% | 11.5% | 65,972 | 61,374 | 51,296 | 7,472 | 6,759 | 5,350 |
| Yes, to other job outside Govt | 19.1% | 18.6% | 17.0% | 34.0% | 34.2% | 34.1% | 26.1% | 27.5% | 28.3% | 7.7% | 7.9% | 8.3% | 13.2% | 11.8% | 12.3% | 13,922 | 13,757 | 13,757 | 1,939 | 1,855 | 1,842 |
| Yes, other | 15.6% | 15.8% | 14.1% | 31.2% | 31.2% | 30.8% | 29.6% | 29.5% | 31.2% | 8.8% | 9.3% | 9.0% | 14.8% | 14.2% | 14.9% | 16,959 | 15,921 | 14,627 | 2,365 | 2,127 | 1,796 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 24.8% | 22.7% | 21.1% | 38.9% | 38.7% | 38.8% | 24.2% | 26.5% | 27.0% | 5.8% | 5.5% | 6.3% | 6.3% | 6.7% | 6.8% | 13,739 | 12,828 | 11,693 | 1,142 | 1,143 | 958 |
| Between 1-3 years | 25.5% | 24.7% | 22.3% | 39.6% | 40.5% | 39.9% | 24.8% | 24.8% | 27.2% | 5.2% | 5.2% | 5.8% | 4.9% | 4.9% | 4.8% | 36,871 | 33,499 | 31,942 | 3,067 | 2,834 | 2,527 |
| Between 3-5 years | 26.4% | 25.3% | 23.6% | 39.0% | 39.2% | 39.9% | 24.4% | 24.7% | 25.6% | 4.8% | 5.2% | 5.7% | 5.3% | 5.7% | 5.3% | 40,244 | 36,738 | 33,764 | 3,246 | 2,928 | 2,576 |
| 5 or more years | 30.4% | 29.1% | 26.4% | 37.5% | 38.1% | 39.3% | 21.4% | 22.1% | 23.6% | 4.8% | 4.8% | 5.1% | 5.8% | 5.8% | 5.6% | 269,570 | 248,690 | 239,217 | 25,038 | 23,018 | 21,464 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.0% | 27.7% | 25.3% | 37.9% | 38.4% | 39.3% | 22.4% | 23.1% | 24.5% | 5.0% | 4.9% | 5.3% | 5.7% | 5.8% | 5.6% | 376,582 | 349,672 | 335,808 | 34,337 | 31,868 | 29,552 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 30.0% | 28.7% | 26.2% | 38.4% | 38.8% | 39.7% | 21.6% | 22.2% | 23.7% | 4.7% | 4.8% | 5.1% | 5.4% | 5.5% | 5.3% | 293,485 | 271,676 | 260,388 | 24,282 | 22,501 | 20,851 |
| LGBT* | 31.2% | 30.1% | 27.0% | 33.9% | 35.1% | 37.2% | 21.1% | 21.0% | 21.6% | 6.6% | 5.4% | 6.8% | 7.3% | 8.5% | 7.3% | 10,164 | 9,018 | 8,179 | 890 | 793 | 732 |
| Prefer not to say | 23.9% | 23.1% | 20.9% | 35.5% | 36.5% | 36.6% | 26.6% | 27.0% | 28.5% | 5.8% | 5.7% | 6.3% | 8.2% | 7.7% | 7.6% | 42,824 | 38,858 | 36,549 | 5,322 | 4,954 | 4,429 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 29.4% | 28.4% | --- | 38.3% | 38.7% | --- | 21.9% | 22.4% | --- | 4.9% | 4.9% | --- | 5.5% | 5.7% | --- | 257,245 | 235,660 | --- | 24,030 | 22,116 | --- |
| Currently in Guard/Reserves | 29.8% | 28.6% | --- | 38.1% | 38.3% | --- | 20.7% | 21.2% | --- | 4.6% | 5.2% | --- | 6.9% | 6.7% | --- | 6,512 | 6,109 | --- | 485 | 419 | --- |
| Retired Separated/Discharged | 31.6% | 30.1% | --- | 38.7% | 39.3% | --- | 21.3% | 21.9% | --- | 4.2% | 4.1% | --- | 4.2% | 4.5% | --- | 40,711 | 39,143 | --- | 2,647 | 2,518 | --- |
| Discharged | 27.2% | 25.4% | --- | 36.1% | 36.8% | --- | 23.8% | 25.1% | --- | 5.7% | 5.7% | --- | 7.2% | 7.1% | --- | 54,525 | 50,432 | --- | 5,079 | 4,721 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 28.0% | 26.5% | 24.2% | 34.3% | 35.2% | 35.8% | 23.1% | 23.6% | 25.2% | 6.0% | 6.0% | 6.4% | 8.6% | 8.6% | 8.4% | 49,472 | 45,377 | 41,828 | 4,025 | 3,660 | 3,225 |
| No | 29.5% | 28.3% | 25.8% | 38.6% | 39.0% | 39.9% | 22.0% | 22.6% | 24.1% | 4.7% | 4.7% | 5.1% | 5.2% | 5.3% | 5.1% | 310,710 | 286,925 | 276,861 | 28,207 | 26,128 | 24,449 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 24.9% | 23.6% | 22.1% | 36.5% | 36.9% | 38.2% | 19.9% | 20.4% | 20.8% | 10.7% | 10.8% | 11.1% | 8.1% | 8.3% | 7.8% | 408,296 | 379,197 | 363,407 | 2,452 | 2,159 | 1,849 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 26.9% | 25.3% | 23.7% | 36.0% | 36.5% | 37.9% | 19.1% | 19.6% | 20.0% | 10.4% | 10.6% | 10.8% | 7.6% | 8.0% | 7.6% | 155,090 | 141,769 | 136,041 | 971 | 805 | 695 |
| Field | 24.1% | 23.0% | 21.5% | 36.7% | 37.0% | 38.3% | 20.1% | 20.5% | 21.0% | 10.8% | 11.0% | 11.2% | 8.3% | 8.5% | 7.9% | 238,450 | 220,661 | 210,164 | 1,320 | 1,187 | 1,016 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 23.8% | 22.6% | 21.2% | 36.1% | 36.4% | 37.5% | 20.3% | 20.7% | 21.3% | 11.0% | 11.1% | 11.4% | 8.8% | 9.1% | 8.5% | 258,813 | 239,141 | 231,077 | 1,726 | 1,496 | 1,311 |
| Team Leader | 25.3% | 24.3% | 23.0% | 36.2% | 37.5% | 38.9% | 20.1% | 19.9% | 19.9% | 10.8% | 10.7% | 11.2% | 7.5% | 7.6% | 7.0% | 53,001 | 49,272 | 47,200 | 252 | 232 | 176 |
| Supervisor | 27.2% | 25.5% | 23.7% | 39.1% | 38.9% | 40.5% | 18.2% | 19.2% | 19.9% | 9.5% | 10.0% | 9.9% | 5.9% | 6.3% | 6.1% | 52,139 | 48,355 | 44,281 | 235 | 165 | 142 |
| Manager | 31.7% | 30.6% | 28.4% | 36.8% | 36.6% | 39.4% | 17.0% | 17.7% | 17.8% | 9.0% | 9.6% | 9.2% | 5.5% | 5.5% | 5.2% | 24,217 | 21,474 | 21,193 | 78 | 89 | 69 |
| Senior Leader | 41.4% | 38.9% | 38.2% | 32.9% | 33.5% | 33.9% | 14.2% | 15.9% | 16.3% | 7.0% | 7.1% | 7.2% | 4.5% | 4.5% | 4.5% | 7,989 | 6,989 | 5,348 | 33 | 35 | 30 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 25.0% | 23.6% | 21.8% | 37.4% | 38.1% | 39.2% | 19.8% | 20.4% | 21.0% | 10.1% | 10.2% | 10.7% | 7.7% | 7.7% | 7.3% | 203,820 | 187,565 | 178,079 | 1,003 | 877 | 750 |
| Female | 25.3% | 24.2% | 23.1% | 35.3% | 35.4% | 37.0% | 19.6% | 19.8% | 20.2% | 11.3% | 11.6% | 11.5% | 8.5% | 9.0% | 8.3% | 187,131 | 173,466 | 167,331 | 1,260 | 1,112 | 944 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 26.3% | 24.7% | 23.8% | 33.5% | 34.5% | 35.6% | 19.8% | 20.0% | 20.8% | 10.8% | 10.4% | 10.7% | 9.6% | 10.3% | 9.1% | 33,695 | 30,485 | 28,597 | 185 | 208 | 138 |
| No | 25.0% | 23.8% | 22.2% | 36.9% | 37.2% | 38.5% | 19.7% | 20.1% | 20.6% | 10.6% | 10.8% | 11.1% | 7.8% | 8.0% | 7.6% | 353,491 | 326,801 | 313,472 | 2,048 | 1,755 | 1,520 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 22.7% | 20.0% | 19.0% | 32.3% | 33.9% | 33.3% | 21.7% | 21.9% | 22.7% | 11.0% | 12.3% | 12.8% | 12.4% | 11.9% | 12.2% | 8,292 | 7,494 | 7,718 | 51 | 40 | 46 |
| Asian | 27.2% | 26.1% | 25.3% | 40.4% | 39.7% | 40.3% | 18.8% | 20.0% | 20.3% | 7.0% | 7.1% | 7.7% | 6.5% | 7.0% | 6.4% | 18,496 | 16,948 | 16,121 | 157 | 111 | 118 |
| Black/African American | 26.7% | 25.1% | 24.1% | 36.5% | 36.9% | 37.9% | 18.1% | 18.6% | 18.9% | 9.6% | 9.8% | 10.1% | 9.2% | 9.6% | 9.0% | 59,719 | 55,602 | 53,399 | 334 | 278 | 243 |
| Native Hawaiian/ Pacific Islander | 24.6% | 23.8% | 21.0% | 35.1% | 36.4% | 38.6% | 21.0% | 22.6% | 22.3% | 9.1% | 7.9% | 9.0% | 10.2% | 9.4% | 9.1% | 2,460 | 2,312 | 2,332 | 14 | 13 | 11 |
| White | 25.0% | 23.7% | 22.1% | 36.7% | 37.1% | 38.6% | 19.9% | 20.2% | 20.8% | 11.0% | 11.2% | 11.3% | 7.5% | 7.7% | 7.2% | 271,954 | 251,322 | 240,837 | 1,460 | 1,317 | 1,080 |
| Two or more races (Not Hispanic/ Latino) | 23.6% | 23.5% | 21.1% | 33.1% | 34.1% | 35.4% | 21.1% | 21.6% | 21.6% | 12.0% | 10.7% | 11.9% | 10.2% | 10.1% | 10.1% | 14,334 | 12,932 | 11,504 | 106 | 94 | 86 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 24.9% | 23.6% | 22.1% | 36.5% | 36.9% | 38.2% | 19.9% | 20.4% | 20.8% | 10.7% | 10.8% | 11.1% | 8.1% | 8.3% | 7.8% | 408,296 | 379,197 | 363,407 | 2,452 | 2,159 | 1,849 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 29.9% | 30.3% | 26.7% | 39.8% | 38.7% | 41.8% | 15.3% | 14.7% | 16.7% | 8.3% | 9.7% | 9.4% | 6.7% | 6.5% | 5.3% | 2,642 | 2,645 | 3,431 | 15 | 22 | 25 |
| 26-29 | 28.7% | 26.3% | 24.2% | 36.6% | 37.2% | 39.4% | 16.2% | 16.9% | 17.1% | 10.6% | 11.0% | 11.3% | 7.9% | 8.6% | 8.0% | 12,229 | 12,332 | 12,874 | 65 | 82 | 45 |
| 30-39 | 26.5% | 25.6% | 24.3% | 36.6% | 36.6% | 38.0% | 16.8% | 17.8% | 18.0% | 11.4% | 10.9% | 11.6% | 8.6% | 9.1% | 8.1% | 72,224 | 64,911 | 58,284 | 439 | 343 | 236 |
| 40-49 | 25.8% | 24.5% | 23.1% | 36.0% | 36.5% | 38.0% | 19.1% | 19.4% | 19.8% | 10.6% | 11.2% | 10.8% | 8.6% | 8.3% | 8.2% | 107,503 | 101,249 | 95,741 | 606 | 542 | 444 |
| 50-59 | 23.7% | 22.3% | 21.0% | 36.5% | 37.1% | 38.1% | 21.3% | 21.8% | 22.2% | 10.7% | 10.7% | 11.1% | 7.8% | 8.1% | 7.6% | 148,450 | 138,112 | 123,709 | 937 | 808 | 632 |
| 60+ | 22.2% | 21.0% | 20.5% | 37.2% | 37.3% | 39.0% | 23.7% | 24.2% | 23.9% | 9.9% | 10.3% | 10.3% | 7.0% | 7.2% | 6.4% | 63,504 | 57,248 | 47,461 | 378 | 340 | 270 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 24.0% | 24.8% | --- | 39.5% | 37.5% | --- | 20.3% | 23.5% | --- | 6.7% | 6.1% | --- | 9.4% | 8.0% | --- | 403 | 386 | --- | 6 | 6 | --- |
| H.S. Diploma/ GED or equiv | 24.0% | 23.9% | --- | 38.9% | 39.3% | --- | 21.1% | 20.8% | --- | 8.6% | 8.9% | --- | 7.4% | 7.2% | --- | 19,255 | 18,939 | --- | 90 | 102 | --- |
| Trade/Technical Certificate | 21.3% | 19.7% | --- | 36.0% | 36.6% | --- | 22.2% | 22.8% | --- | 11.4% | 11.4% | --- | 9.0% | 9.5% | --- | 9,514 | 8,961 | --- | 40 | 40 | --- |
| Some College (no degree) | 23.9% | 22.7% | --- | 36.0% | 35.9% | --- | 20.9% | 21.3% | --- | 10.6% | 10.9% | --- | 8.6% | 9.2% | --- | 59,826 | 57,562 | --- | 339 | 311 | --- |
| Associate's Degree | 23.9% | 22.0% | --- | 35.4% | 36.0% | --- | 20.8% | 21.5% | --- | 10.9% | 11.1% | --- | 9.0% | 9.4% | --- | 31,124 | 29,314 | --- | 175 | 140 | --- |
| Bachelor's Degree | 25.2% | 24.1% | --- | 37.1% | 37.9% | --- | 19.3% | 19.6% | --- | 10.6% | 10.8% | --- | 7.8% | 7.6% | --- | 134,801 | 124,125 | --- | 771 | 700 | --- |
| Master's Degree | 26.3% | 25.0% | --- | 36.4% | 36.6% | --- | 18.7% | 19.2% | --- | 10.9% | 11.1% | --- | 7.7% | 8.1% | --- | 97,417 | 86,996 | --- | 612 | 467 | --- |
| Doctoral/Professional Degree | 27.5% | 26.6% | --- | 35.8% | 35.3% | --- | 18.7% | 19.6% | --- | 10.4% | 10.6% | --- | 7.6% | 7.9% | --- | 40,709 | 36,364 | --- | 250 | 226 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 20.8% | 19.4% | 17.9% | 35.6% | 35.4% | 35.2% | 21.4% | 22.7% | 24.8% | 11.8% | 12.1% | 12.2% | 10.4% | 10.3% | 9.8% | 12,598 | 12,206 | 13,257 | 54 | 71 | 56 |
| GS 1-6 | 23.3% | 22.0% | 21.1% | 35.1% | 35.9% | 37.1% | 21.0% | 21.0% | 21.8% | 10.6% | 10.5% | 10.2% | 9.9% | 10.6% | 9.8% | 21,770 | 21,821 | 22,024 | 162 | 166 | 163 |
| GS 7-12 | 24.4% | 23.2% | 21.7% | 36.4% | 36.8% | 38.4% | 20.0% | 20.4% | 20.6% | 10.7% | 10.9% | 11.3% | 8.5% | 8.7% | 8.0% | 165,209 | 156,741 | 144,254 | 1,061 | 878 | 695 |
| GS 13-15 | 27.7% | 26.5% | 24.9% | 36.9% | 37.4% | 38.8% | 18.6% | 19.1% | 19.3% | 10.2% | 10.4% | 10.6% | 6.5% | 6.6% | 6.3% | 161,309 | 143,150 | 135,095 | 856 | 701 | 598 |
| SES | 42.8% | 40.7% | 38.5% | 32.7% | 33.6% | 34.4% | 14.4% | 14.8% | 16.0% | 6.5% | 7.2% | 7.6% | 3.6% | 3.7% | 3.5% | 5,677 | 4,861 | 4,394 | 16 | 19 | 15 |
| SL/ST | 30.6% | 23.4% | 26.4% | 34.6% | 39.0% | 36.0% | 18.4% | 20.0% | 20.8% | 8.8% | 10.9% | 9.0% | 7.6% | 6.7% | 7.8% | 1,523 | 1,377 | 1,218 | 11 | 8 | 7 |
| Other | 22.6% | 21.9% | 20.4% | 37.7% | 37.7% | 38.7% | 20.2% | 20.8% | 21.5% | 11.3% | 11.3% | 11.5% | 8.2% | 8.4% | 7.9% | 25,448 | 22,874 | 26,230 | 138 | 163 | 163 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 24.9% | 23.6% | 22.1% | 36.5% | 36.9% | 38.2% | 19.9% | 20.4% | 20.8% | 10.7% | 10.8% | 11.1% | 8.1% | 8.3% | 7.8% | 408,296 | 379,197 | 363,407 | 2,452 | 2,159 | 1,849 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 36.2% | 32.6% | 36.2% | 40.1% | 40.9% | 40.1% | 12.9% | 13.9% | 13.8% | 7.0% | 7.9% | 6.1% | 3.9% | 4.6% | 3.8% | 5,950 | 3,108 | 4,642 | 82 | 50 | 44 |
| 1-3 years | 30.4% | 29.8% | 27.5% | 36.5% | 37.3% | 39.3% | 17.0% | 16.9% | 17.5% | 9.5% | 9.2% | 9.6% | 6.6% | 6.8% | 6.1% | 28,083 | 32,650 | 39,165 | 148 | 158 | 170 |
| 4-5 years | 26.7% | 25.4% | 23.1% | 36.9% | 37.1% | 38.6% | 18.2% | 18.8% | 19.1% | 10.5% | 10.6% | 11.3% | 7.7% | 8.0% | 7.9% | 40,850 | 43,049 | 39,145 | 220 | 221 | 162 |
| 6-10 years | 24.9% | 23.5% | 21.6% | 36.1% | 36.2% | 37.5% | 19.3% | 19.6% | 20.6% | 11.0% | 11.5% | 11.6% | 8.8% | 9.3% | 8.7% | 87,225 | 72,925 | 63,990 | 508 | 385 | 304 |
| 11-14 years | 23.4% | 22.0% | 20.3% | 36.3% | 36.6% | 37.6% | 19.8% | 20.8% | 21.6% | 11.6% | 11.5% | 11.7% | 9.0% | 9.1% | 8.7% | 56,388 | 51,015 | 44,540 | 305 | 290 | 192 |
| 15-20 years | 23.0% | 22.0% | 20.7% | 35.7% | 36.1% | 37.0% | 21.1% | 21.0% | 21.7% | 11.1% | 11.8% | 11.5% | 9.1% | 9.1% | 9.1% | 48,443 | 39,770 | 34,905 | 285 | 206 | 185 |
| > 20 years | 23.7% | 22.2% | 20.7% | 36.9% | 37.4% | 38.5% | 21.7% | 22.3% | 22.5% | 10.2% | 10.4% | 11.0% | 7.5% | 7.8% | 7.3% | 127,409 | 121,189 | 120,576 | 760 | 706 | 646 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 35.3% | 31.9% | 34.0% | 37.4% | 38.9% | 39.3% | 14.7% | 16.0% | 14.5% | 7.8% | 7.8% | 7.1% | 4.8% | 5.4% | 5.1% | 11,716 | 6,389 | 8,670 | 173 | 108 | 101 |
| 1-3 years | 29.2% | 28.6% | 26.1% | 35.8% | 36.5% | 38.5% | 17.4% | 17.5% | 18.0% | 10.1% | 9.8% | 10.2% | 7.6% | 7.6% | 7.2% | 44,259 | 49,578 | 54,827 | 249 | 224 | 250 |
| 4-5 years | 25.9% | 24.2% | 22.5% | 36.3% | 37.0% | 38.2% | 18.7% | 19.3% | 19.5% | 10.6% | 10.8% | 11.5% | 8.5% | 8.6% | 8.4% | 49,647 | 51,501 | 47,429 | 243 | 266 | 200 |
| 6-10 years | 24.2% | 23.1% | 21.1% | 35.9% | 35.9% | 37.3% | 19.6% | 20.1% | 21.2% | 11.3% | 11.6% | 11.8% | 8.9% | 9.3% | 8.7% | 95,164 | 80,444 | 69,899 | 552 | 423 | 316 |
| 11-20 years | 22.9% | 21.6% | 20.3% | 36.2% | 36.6% | 37.6% | 20.9% | 21.2% | 22.2% | 11.3% | 11.6% | 11.5% | 8.8% | 8.9% | 8.4% | 98,387 | 85,814 | 76,427 | 544 | 484 | 370 |
| > 20 years | 23.7% | 22.4% | 20.8% | 37.9% | 38.1% | 39.2% | 21.8% | 22.4% | 22.5% | 9.9% | 10.0% | 10.8% | 6.7% | 7.1% | 6.7% | 93,945 | 88,763 | 88,543 | 534 | 506 | 448 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 30.2% | 28.8% | 26.7% | 39.3% | 39.9% | 41.2% | 18.1% | 18.4% | 19.1% | 8.0% | 8.2% | 8.5% | 4.4% | 4.7% | 4.4% | 261,879 | 239,042 | 237,221 | 1,360 | 1,181 | 1,016 |
| Yes, to retire | 19.8% | 17.9% | 16.6% | 37.0% | 37.2% | 38.1% | 24.7% | 25.6% | 25.6% | 11.1% | 11.5% | 12.0% | 7.4% | 7.9% | 7.7% | 23,953 | 22,898 | 21,314 | 135 | 136 | 125 |
| Yes, to other job in Govt | 15.5% | 15.0% | 13.5% | 30.7% | 30.8% | 31.0% | 22.2% | 22.5% | 23.4% | 16.2% | 16.1% | 17.0% | 15.3% | 15.6% | 15.2% | 72,873 | 67,668 | 56,302 | 540 | 420 | 326 |
| Yes, to other job outside Govt | 14.0% | 13.3% | 11.8% | 29.9% | 29.5% | 31.3% | 21.6% | 22.8% | 22.4% | 16.6% | 17.1% | 17.9% | 18.0% | 17.3% | 16.6% | 15,732 | 15,516 | 15,487 | 112 | 95 | 104 |
| Yes, other | 12.7% | 12.4% | 11.7% | 28.5% | 28.4% | 29.1% | 23.9% | 24.2% | 24.2% | 16.3% | 16.7% | 16.6% | 18.5% | 18.3% | 18.4% | 19,137 | 17,891 | 16,293 | 163 | 158 | 124 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 19.6% | 18.0% | 16.5% | 35.5% | 34.9% | 37.0% | 23.9% | 25.8% | 25.1% | 11.7% | 12.0% | 12.1% | 9.1% | 9.3% | 9.3% | 14,747 | 13,884 | 12,553 | 93 | 78 | 92 |
| Between 1-3 years | 20.6% | 19.6% | 18.3% | 37.7% | 38.3% | 38.5% | 24.0% | 24.1% | 24.6% | 10.3% | 10.9% | 11.6% | 7.4% | 7.0% | 7.0% | 39,732 | 36,149 | 34,243 | 225 | 193 | 191 |
| Between 3-5 years | 21.8% | 20.9% | 19.7% | 37.5% | 37.2% | 38.5% | 22.4% | 22.7% | 23.4% | 10.7% | 11.1% | 11.2% | 7.6% | 8.1% | 7.2% | 43,246 | 39,404 | 36,183 | 241 | 233 | 168 |
| 5 or more years | 26.4% | 25.1% | 23.5% | 36.3% | 36.8% | 38.3% | 18.7% | 19.1% | 19.6% | 10.6% | 10.7% | 10.9% | 8.1% | 8.4% | 7.8% | 292,737 | 270,107 | 259,410 | 1,716 | 1,457 | 1,209 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 24.9% | 23.6% | 22.1% | 36.5% | 36.9% | 38.2% | 19.9% | 20.4% | 20.8% | 10.7% | 10.8% | 11.1% | 8.1% | 8.3% | 7.8% | 408,296 | 379,197 | 363,407 | 2,452 | 2,159 | 1,849 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 25.9% | 24.5% | 23.1% | 37.0% | 37.3% | 38.6% | 19.3% | 19.8% | 20.2% | 10.2% | 10.5% | 10.8% | 7.5% | 7.9% | 7.3% | 315,937 | 292,522 | 279,914 | 1,687 | 1,466 | 1,211 |
| LGBT* | 26.6% | 25.6% | 22.6% | 33.2% | 33.5% | 36.4% | 17.5% | 17.7% | 19.0% | 13.0% | 12.3% | 12.4% | 9.7% | 10.8% | 9.6% | 10,978 | 9,744 | 8,863 | 66 | 56 | 50 |
| Prefer not to say | 19.7% | 19.1% | 17.7% | 34.0% | 34.8% | 35.7% | 22.9% | 23.4% | 23.9% | 12.4% | 11.9% | 12.5% | 11.0% | 10.7% | 10.2% | 47,709 | 43,480 | 40,653 | 385 | 328 | 294 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 25.2% | 24.2% | --- | 37.1% | 37.3% | --- | 19.5% | 19.7% | --- | 10.5% | 10.8% | --- | 7.7% | 8.1% | --- | 279,458 | 256,219 | --- | 1,710 | 1,456 | --- |
| Currently in Guard/Reserves | 25.4% | 24.8% | --- | 36.8% | 36.4% | --- | 17.3% | 18.7% | --- | 11.1% | 11.2% | --- | 9.4% | 8.9% | --- | 6,940 | 6,498 | --- | 32 | 29 | --- |
| Retired | 26.8% | 25.2% | --- | 36.2% | 37.0% | --- | 20.4% | 21.1% | --- | 9.8% | 9.9% | --- | 6.7% | 6.8% | --- | 43,108 | 41,429 | --- | 194 | 194 | --- |
| Separated/Discharged | 23.8% | 22.0% | --- | 34.8% | 35.6% | --- | 20.3% | 21.1% | --- | 11.4% | 11.4% | --- | 9.7% | 9.9% | --- | 59,295 | 54,850 | --- | 307 | 267 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 24.4% | 22.9% | 21.7% | 33.1% | 33.4% | 34.2% | 20.2% | 21.3% | 21.4% | 11.1% | 11.2% | 11.8% | 11.2% | 11.3% | 10.9% | 53,116 | 48,704 | 44,788 | 355 | 302 | 255 |
| No | 25.3% | 24.1% | 22.5% | 37.2% | 37.6% | 39.0% | 19.6% | 20.0% | 20.5% | 10.5% | 10.7% | 10.9% | 7.4% | 7.7% | 7.2% | 336,866 | 311,234 | 299,805 | 1,899 | 1,663 | 1,417 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 24.7% | 24.2% | 38.2% | 38.4% | 39.8% | 18.5% | 19.3% | 19.0% | 9.0% | 9.2% | 9.2% | 8.2% | 8.4% | 7.8% | 404,801 | 375,678 | 361,042 | 6,499 | 6,028 | 4,398 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 28.7% | 27.0% | 26.2% | 38.1% | 38.2% | 39.7% | 17.4% | 18.2% | 18.0% | 8.3% | 8.5% | 8.7% | 7.5% | 8.0% | 7.4% | 153,806 | 140,586 | 135,289 | 2,458 | 2,168 | 1,550 |
| Field | 25.0% | 23.7% | 23.5% | 38.2% | 38.4% | 39.7% | 18.9% | 19.5% | 19.3% | 9.4% | 9.6% | 9.4% | 8.5% | 8.7% | 8.1% | 236,381 | 218,509 | 208,712 | 3,711 | 3,487 | 2,549 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 24.6% | 23.2% | 22.9% | 36.5% | 36.8% | 38.3% | 19.7% | 20.2% | 20.0% | 9.8% | 10.0% | 9.9% | 9.3% | 9.7% | 8.9% | 255,900 | 236,287 | 229,114 | 5,005 | 4,562 | 3,426 |
| Team Leader | 26.1% | 25.2% | 25.1% | 39.0% | 38.8% | 40.3% | 18.1% | 19.0% | 18.2% | 9.1% | 9.1% | 9.2% | 7.7% | 7.9% | 7.1% | 52,643 | 48,933 | 47,012 | 675 | 621 | 397 |
| Supervisor | 29.7% | 27.5% | 26.7% | 44.0% | 44.4% | 44.9% | 15.2% | 16.4% | 16.5% | 6.4% | 6.9% | 7.1% | 4.7% | 4.7% | 4.9% | 52,061 | 48,176 | 44,199 | 397 | 400 | 224 |
| Manager | 36.3% | 34.5% | 33.1% | 43.6% | 43.9% | 44.3% | 11.7% | 12.7% | 13.0% | 5.0% | 5.4% | 5.5% | 3.4% | 3.5% | 4.0% | 24,221 | 21,448 | 21,194 | 97 | 114 | 83 |
| Senior Leader | 45.5% | 44.1% | 45.1% | 37.5% | 37.4% | 37.9% | 9.7% | 10.7% | 9.7% | 4.2% | 4.1% | 4.0% | 3.0% | 3.9% | 3.3% | 7,987 | 6,995 | 5,343 | 40 | 37 | 31 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 26.3% | 24.7% | 23.9% | 39.0% | 39.2% | 40.6% | 18.2% | 19.1% | 18.9% | 8.7% | 9.0% | 9.0% | 7.8% | 7.9% | 7.5% | 202,417 | 186,094 | 177,099 | 2,615 | 2,468 | 1,837 |
| Female | 26.5% | 25.3% | 25.2% | 37.2% | 37.3% | 38.6% | 18.5% | 18.9% | 18.7% | 9.3% | 9.5% | 9.4% | 8.6% | 9.0% | 8.1% | 185,272 | 171,677 | 166,159 | 3,431 | 3,122 | 2,214 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 25.8% | 24.5% | 24.9% | 34.1% | 35.0% | 36.4% | 19.7% | 19.4% | 19.5% | 9.9% | 10.0% | 9.7% | 10.6% | 11.1% | 9.6% | 33,362 | 30,276 | 28,343 | 555 | 473 | 380 |
| No | 26.5% | 25.1% | 24.5% | 38.7% | 38.8% | 40.1% | 18.2% | 18.9% | 18.7% | 8.8% | 9.1% | 9.1% | 7.8% | 8.1% | 7.6% | 350,631 | 323,817 | 311,623 | 5,386 | 5,033 | 3,570 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 21.9% | 19.2% | 19.4% | 32.5% | 33.7% | 33.6% | 21.1% | 22.1% | 22.0% | 11.4% | 11.4% | 12.1% | 13.1% | 13.6% | 12.8% | 8,197 | 7,388 | 7,642 | 160 | 142 | 93 |
| Asian | 28.7% | 27.0% | 26.3% | 40.5% | 39.8% | 41.8% | 17.3% | 18.7% | 18.2% | 6.9% | 7.2% | 7.0% | 6.6% | 7.3% | 6.7% | 18,392 | 16,806 | 16,048 | 281 | 258 | 194 |
| Black/African American | 26.6% | 25.3% | 25.8% | 36.5% | 37.2% | 38.5% | 18.8% | 18.9% | 18.4% | 8.5% | 8.6% | 8.3% | 9.6% | 10.0% | 9.0% | 59,065 | 54,956 | 52,980 | 1,046 | 992 | 686 |
| Native Hawaiian/ Pacific Islander | 24.6% | 22.1% | 21.3% | 33.3% | 35.8% | 38.0% | 22.8% | 22.5% | 22.6% | 8.8% | 9.9% | 8.8% | 10.5% | 9.8% | 9.2% | 2,433 | 2,302 | 2,312 | 38 | 27 | 32 |
| White | 26.7% | 25.3% | 24.6% | 39.1% | 39.1% | 40.4% | 17.8% | 18.5% | 18.6% | 8.9% | 9.3% | 9.2% | 7.4% | 7.7% | 7.2% | 269,996 | 249,317 | 239,505 | 3,807 | 3,559 | 2,573 |
| Two or more races (Not Hispanic/ Latino) | 23.7% | 22.8% | 22.4% | 33.9% | 35.0% | 36.6% | 20.4% | 21.3% | 20.2% | 10.9% | 10.0% | 10.7% | 11.1% | 10.9% | 10.0% | 14,167 | 12,810 | 11,430 | 302 | 241 | 169 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 24.7% | 24.2% | 38.2% | 38.4% | 39.8% | 18.5% | 19.3% | 19.0% | 9.0% | 9.2% | 9.2% | 8.2% | 8.4% | 7.8% | 404,801 | 375,678 | 361,042 | 6,499 | 6,028 | 4,398 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 33.4% | 32.7% | 29.8% | 40.5% | 40.7% | 42.0% | 13.6% | 14.1% | 15.4% | 5.8% | 6.0% | 7.6% | 6.6% | 6.5% | 5.2% | 2,637 | 2,643 | 3,423 | 25 | 27 | 29 |
| 26-29 | 30.6% | 28.3% | 27.3% | 37.6% | 37.5% | 40.7% | 15.0% | 16.6% | 15.6% | 8.4% | 9.0% | 8.7% | 8.4% | 8.6% | 7.7% | 12,196 | 12,292 | 12,848 | 94 | 141 | 89 |
| 30-39 | 27.8% | 26.7% | 26.5% | 37.3% | 37.3% | 38.9% | 16.4% | 17.2% | 16.7% | 9.4% | 9.4% | 9.4% | 9.0% | 9.5% | 8.5% | 71,948 | 64,541 | 58,079 | 814 | 741 | 488 |
| 40-49 | 26.8% | 25.2% | 25.0% | 37.4% | 37.8% | 39.1% | 18.1% | 18.8% | 18.2% | 9.0% | 9.4% | 9.3% | 8.8% | 8.8% | 8.4% | 106,792 | 100,525 | 95,294 | 1,544 | 1,415 | 938 |
| 50-59 | 24.8% | 23.3% | 23.1% | 38.8% | 39.0% | 40.0% | 19.7% | 20.3% | 20.2% | 9.1% | 9.3% | 9.2% | 7.7% | 8.1% | 7.5% | 147,020 | 136,662 | 122,790 | 2,562 | 2,410 | 1,632 |
| 60+ | 23.5% | 22.6% | 22.7% | 39.8% | 39.9% | 41.4% | 21.2% | 21.8% | 21.2% | 8.7% | 8.7% | 8.5% | 6.8% | 7.0% | 6.3% | 62,474 | 56,319 | 46,965 | 1,434 | 1,259 | 756 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 22.5% | 21.4% | --- | 42.6% | 40.0% | --- | 18.8% | 22.1% | --- | 6.1% | 7.4% | --- | 10.0% | 9.1% | --- | 394 | 384 | --- | 16 | 13 | --- |
| H.S. Diploma/ GED or equiv | 23.4% | 23.1% | --- | 38.3% | 39.2% | --- | 21.4% | 21.0% | --- | 8.8% | 8.7% | --- | 8.0% | 8.0% | --- | 19,067 | 18,762 | --- | 284 | 274 | --- |
| Trade/Technical Certificate | 20.3% | 19.2% | --- | 36.2% | 35.6% | --- | 22.2% | 23.5% | --- | 10.9% | 11.3% | --- | 10.4% | 10.4% | --- | 9,433 | 8,848 | --- | 145 | 153 | --- |
| Some College (no degree) | 23.5% | 22.2% | --- | 35.9% | 35.8% | --- | 21.2% | 21.5% | --- | 10.1% | 10.4% | --- | 9.4% | 10.1% | --- | 59,148 | 56,969 | --- | 1,021 | 961 | --- |
| Associate's Degree | 23.5% | 21.9% | --- | 36.0% | 36.3% | --- | 20.6% | 21.1% | --- | 10.0% | 10.5% | --- | 9.9% | 10.2% | --- | 30,858 | 28,975 | --- | 511 | 490 | --- |
| Bachelor's Degree | 26.8% | 25.5% | --- | 39.3% | 39.7% | --- | 17.5% | 18.2% | --- | 8.6% | 8.8% | --- | 7.7% | 7.7% | --- | 133,743 | 123,065 | --- | 2,021 | 1,907 | --- |
| Master's Degree | 29.1% | 27.5% | --- | 39.4% | 39.8% | --- | 16.0% | 16.9% | --- | 8.3% | 8.4% | --- | 7.2% | 7.4% | --- | 96,799 | 86,341 | --- | 1,387 | 1,228 | --- |
| Doctoral/Professional Degree | 30.7% | 29.3% | --- | 38.7% | 38.4% | --- | 15.9% | 17.0% | --- | 7.7% | 8.2% | --- | 7.0% | 7.2% | --- | 40,301 | 35,992 | --- | 708 | 612 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 19.4% | 18.2% | 18.1% | 34.9% | 34.4% | 35.1% | 21.8% | 23.0% | 24.0% | 11.7% | 12.2% | 12.1% | 12.2% | 12.1% | 10.6% | 12,474 | 12,133 | 13,157 | 171 | 150 | 148 |
| GS 1-6 | 22.4% | 21.7% | 21.3% | 34.3% | 34.4% | 36.4% | 21.6% | 21.9% | 21.1% | 10.7% | 10.2% | 10.2% | 10.9% | 11.9% | 10.9% | 21,503 | 21,518 | 21,795 | 466 | 485 | 386 |
| GS 7-12 | 24.9% | 23.6% | 23.5% | 37.3% | 37.8% | 39.3% | 19.3% | 19.7% | 19.6% | 9.6% | 9.7% | 9.5% | 8.8% | 9.0% | 8.2% | 163,591 | 155,170 | 143,129 | 2,863 | 2,593 | 1,876 |
| GS 13-15 | 30.8% | 29.3% | 28.7% | 41.2% | 41.3% | 42.5% | 15.3% | 16.3% | 15.7% | 7.1% | 7.4% | 7.5% | 5.6% | 5.6% | 5.6% | 160,242 | 142,012 | 134,470 | 2,186 | 1,999 | 1,356 |
| SES | 53.5% | 50.3% | 46.7% | 35.8% | 36.4% | 38.6% | 6.3% | 7.7% | 9.1% | 2.5% | 3.2% | 3.6% | 1.9% | 2.4% | 2.0% | 5,675 | 4,869 | 4,391 | 26 | 16 | 11 |
| SL/ST | 33.0% | 27.6% | 30.5% | 38.6% | 41.9% | 40.1% | 13.3% | 18.1% | 15.1% | 8.8% | 6.7% | 9.1% | 6.4% | 5.7% | 5.3% | 1,501 | 1,354 | 1,212 | 37 | 24 | 12 |
| Other | 24.1% | 22.9% | 22.5% | 38.2% | 38.7% | 39.7% | 19.8% | 19.9% | 19.7% | 9.3% | 9.6% | 9.9% | 8.7% | 8.9% | 8.2% | 25,234 | 22,651 | 26,124 | 388 | 398 | 289 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 24.7% | 24.2% | 38.2% | 38.4% | 39.8% | 18.5% | 19.3% | 19.0% | 9.0% | 9.2% | 9.2% | 8.2% | 8.4% | 7.8% | 404,801 | 375,678 | 361,042 | 6,499 | 6,028 | 4,398 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 39.6% | 35.6% | 37.3% | 39.4% | 40.3% | 40.5% | 13.2% | 13.8% | 13.3% | 4.4% | 5.8% | 5.0% | 3.5% | 4.6% | 3.9% | 5,906 | 3,070 | 4,627 | 133 | 84 | 73 |
| 1-3 years | 31.3% | 31.0% | 29.5% | 38.0% | 37.8% | 40.7% | 15.9% | 16.0% | 15.9% | 7.9% | 8.1% | 7.9% | 6.9% | 7.1% | 6.0% | 27,898 | 32,450 | 38,995 | 356 | 387 | 354 |
| 4-5 years | 27.7% | 26.2% | 25.1% | 37.7% | 38.0% | 39.2% | 17.7% | 18.3% | 17.8% | 8.8% | 9.2% | 9.8% | 8.0% | 8.3% | 8.2% | 40,634 | 42,731 | 38,943 | 486 | 574 | 396 |
| 6-10 years | 25.7% | 24.2% | 23.6% | 37.0% | 37.0% | 38.4% | 18.4% | 18.8% | 19.2% | 9.7% | 10.2% | 9.9% | 9.2% | 9.8% | 8.9% | 86,658 | 72,404 | 63,695 | 1,201 | 990 | 654 |
| 11-14 years | 24.3% | 22.7% | 22.3% | 37.6% | 37.8% | 39.0% | 19.1% | 20.2% | 19.8% | 10.0% | 9.9% | 10.0% | 9.0% | 9.4% | 8.8% | 55,923 | 50,566 | 44,290 | 882 | 773 | 479 |
| 15-20 years | 24.2% | 22.7% | 22.5% | 37.5% | 37.9% | 38.7% | 19.5% | 20.0% | 19.9% | 9.9% | 9.9% | 9.6% | 8.9% | 9.5% | 9.3% | 48,007 | 39,369 | 34,678 | 800 | 644 | 429 |
| > 20 years | 25.6% | 23.9% | 23.3% | 40.0% | 40.2% | 41.0% | 19.0% | 20.1% | 20.0% | 8.1% | 8.5% | 8.7% | 7.2% | 7.3% | 7.0% | 125,998 | 119,783 | 119,536 | 2,303 | 2,229 | 1,711 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 38.4% | 34.9% | 35.7% | 37.9% | 38.8% | 39.3% | 13.9% | 14.9% | 14.3% | 5.3% | 5.9% | 5.6% | 4.5% | 5.5% | 5.1% | 11,619 | 6,330 | 8,623 | 281 | 167 | 161 |
| 1-3 years | 30.3% | 29.5% | 28.1% | 37.2% | 37.3% | 39.7% | 16.4% | 16.8% | 16.4% | 8.4% | 8.6% | 8.5% | 7.7% | 7.9% | 7.2% | 43,986 | 49,218 | 54,593 | 585 | 637 | 519 |
| 4-5 years | 26.6% | 25.0% | 24.2% | 37.5% | 37.8% | 38.8% | 18.0% | 18.8% | 18.3% | 9.2% | 9.5% | 10.1% | 8.8% | 8.9% | 8.5% | 49,345 | 51,062 | 47,165 | 622 | 742 | 495 |
| 6-10 years | 24.9% | 23.7% | 22.9% | 36.9% | 37.0% | 38.6% | 18.9% | 19.3% | 19.6% | 10.0% | 10.2% | 9.8% | 9.4% | 9.8% | 9.1% | 94,463 | 79,765 | 69,565 | 1,387 | 1,192 | 743 |
| 11-20 years | 24.1% | 22.5% | 22.4% | 38.1% | 38.1% | 39.2% | 19.4% | 20.4% | 20.3% | 9.6% | 9.9% | 9.5% | 8.7% | 9.1% | 8.6% | 97,470 | 85,008 | 75,916 | 1,600 | 1,366 | 915 |
| > 20 years | 25.8% | 24.3% | 23.7% | 41.3% | 41.5% | 42.0% | 18.7% | 19.7% | 19.6% | 7.8% | 8.0% | 8.5% | 6.4% | 6.5% | 6.2% | 92,932 | 87,781 | 87,725 | 1,665 | 1,553 | 1,243 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 32.0% | 30.4% | 29.3% | 41.3% | 41.5% | 42.6% | 16.2% | 16.9% | 17.1% | 6.4% | 6.7% | 6.6% | 4.2% | 4.6% | 4.3% | 260,016 | 237,089 | 235,771 | 3,524 | 3,325 | 2,558 |
| Yes, to retire | 21.5% | 19.8% | 19.3% | 40.4% | 40.9% | 41.8% | 22.0% | 22.4% | 21.8% | 9.1% | 9.6% | 9.9% | 7.0% | 7.3% | 7.1% | 23,626 | 22,579 | 21,115 | 486 | 470 | 328 |
| Yes, to other job in Govt | 15.3% | 14.7% | 14.3% | 31.7% | 31.8% | 32.5% | 22.2% | 22.8% | 22.3% | 14.6% | 14.4% | 15.1% | 16.2% | 16.4% | 15.8% | 72,188 | 66,994 | 55,964 | 1,354 | 1,196 | 722 |
| Yes, to other job outside Govt | 14.5% | 14.1% | 13.5% | 30.9% | 30.7% | 32.5% | 20.8% | 21.6% | 20.3% | 15.0% | 15.6% | 16.1% | 18.7% | 17.9% | 17.6% | 15,598 | 15,371 | 15,413 | 274 | 248 | 190 |
| Yes, other | 12.7% | 12.1% | 12.3% | 28.6% | 29.2% | 30.0% | 24.2% | 24.7% | 24.5% | 14.6% | 14.9% | 14.7% | 19.9% | 19.0% | 18.5% | 18,852 | 17,664 | 16,157 | 487 | 395 | 282 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 21.5% | 20.0% | 19.6% | 38.9% | 39.5% | 40.0% | 21.6% | 22.0% | 21.4% | 9.5% | 9.8% | 10.3% | 8.5% | 8.7% | 8.6% | 14,566 | 13,689 | 12,419 | 299 | 284 | 216 |
| Between 1-3 years | 22.1% | 21.3% | 20.6% | 41.1% | 41.2% | 41.3% | 20.9% | 21.8% | 22.0% | 8.9% | 9.0% | 9.4% | 7.0% | 6.8% | 6.7% | 39,211 | 35,651 | 33,937 | 768 | 695 | 514 |
| Between 3-5 years | 23.2% | 22.3% | 21.7% | 39.7% | 39.4% | 41.0% | 20.6% | 21.0% | 21.0% | 8.9% | 9.6% | 9.2% | 7.5% | 7.8% | 7.1% | 42,751 | 38,971 | 35,852 | 754 | 685 | 509 |
| 5 or more years | 27.5% | 26.0% | 25.6% | 37.7% | 38.0% | 39.5% | 17.6% | 18.3% | 18.0% | 8.9% | 9.1% | 9.0% | 8.3% | 8.6% | 7.9% | 290,700 | 267,985 | 258,032 | 4,207 | 3,871 | 2,749 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 24.7% | 24.2% | 38.2% | 38.4% | 39.8% | 18.5% | 19.3% | 19.0% | 9.0% | 9.2% | 9.2% | 8.2% | 8.4% | 7.8% | 404,801 | 375,678 | 361,042 | 6,499 | 6,028 | 4,398 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 27.2% | 25.7% | 25.3% | 38.7% | 38.8% | 40.1% | 17.8% | 18.6% | 18.4% | 8.7% | 8.9% | 8.9% | 7.6% | 8.0% | 7.4% | 313,597 | 290,159 | 278,325 | 4,447 | 4,096 | 2,957 |
| LGBT* | 27.8% | 26.8% | 24.9% | 35.7% | 34.8% | 37.4% | 16.5% | 17.0% | 17.6% | 9.8% | 10.0% | 10.3% | 10.2% | 11.4% | 9.8% | 10,879 | 9,703 | 8,831 | 167 | 122 | 95 |
| Prefer not to say | 20.3% | 19.7% | 19.0% | 35.7% | 36.2% | 37.6% | 21.8% | 22.5% | 22.2% | 10.7% | 10.7% | 10.8% | 11.5% | 10.9% | 10.5% | 47,088 | 42,830 | 40,229 | 1,096 | 1,003 | 747 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 27.0% | 25.7% | --- | 38.9% | 39.0% | --- | 17.8% | 18.4% | --- | 8.6% | 8.9% | --- | 7.7% | 8.1% | --- | 277,133 | 253,879 | --- | 4,434 | 4,077 | --- |
| Currently in Guard/Reserves | 26.3% | 25.3% | --- | 37.4% | 38.7% | --- | 17.1% | 17.0% | --- | 10.1% | 9.7% | --- | 9.1% | 9.2% | --- | 6,924 | 6,466 | --- | 81 | 56 | --- |
| Retired | 27.3% | 25.9% | --- | 39.1% | 38.7% | --- | 18.8% | 19.9% | --- | 8.5% | 8.8% | --- | 6.3% | 6.7% | --- | 42,786 | 41,134 | --- | 550 | 515 | --- |
| Separated/Discharged | 23.9% | 22.0% | --- | 35.4% | 36.0% | --- | 19.8% | 20.9% | --- | 10.3% | 10.5% | --- | 10.5% | 10.6% | --- | 58,705 | 54,288 | --- | 948 | 859 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 24.1% | 22.8% | 22.6% | 33.9% | 33.9% | 35.0% | 20.1% | 20.8% | 20.6% | 10.3% | 10.7% | 10.5% | 11.6% | 11.8% | 11.3% | 52,527 | 48,158 | 44,400 | 998 | 878 | 662 |
| No | 26.8% | 25.4% | 24.8% | 39.1% | 39.2% | 40.6% | 18.0% | 18.7% | 18.5% | 8.7% | 8.9% | 8.9% | 7.4% | 7.8% | 7.2% | 334,189 | 308,532 | 297,996 | 5,039 | 4,670 | 3,391 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 35.6% | 34.0% | 32.1% | 40.0% | 41.0% | 42.3% | 12.3% | 12.7% | 13.1% | 7.5% | 7.8% | 8.2% | 4.5% | 4.4% | 4.2% | 411,425 | 381,761 | 365,387 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 38.6% | 36.7% | 34.6% | 38.8% | 40.0% | 41.3% | 11.4% | 11.9% | 12.3% | 6.9% | 7.3% | 7.7% | 4.3% | 4.1% | 4.1% | 156,572 | 143,013 | 137,120 |
| Field | 34.4% | 33.0% | 31.2% | 40.6% | 41.4% | 42.7% | 12.6% | 12.9% | 13.3% | 7.8% | 8.1% | 8.4% | 4.6% | 4.6% | 4.4% | 240,448 | 222,386 | 211,641 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 33.8% | 32.3% | 30.4% | 40.1% | 41.1% | 42.1% | 13.1% | 13.4% | 13.9% | 8.0% | 8.3% | 8.7% | 5.0% | 4.9% | 4.8% | 261,327 | 241,269 | 232,958 |
| Team Leader | 37.4% | 36.3% | 34.6% | 40.0% | 41.0% | 42.3% | 11.4% | 11.6% | 11.8% | 7.1% | 7.2% | 7.7% | 4.1% | 3.9% | 3.7% | 53,402 | 49,641 | 47,486 |
| Supervisor | 39.2% | 37.0% | 34.9% | 41.4% | 41.9% | 44.0% | 10.1% | 10.9% | 11.2% | 6.1% | 6.9% | 6.7% | 3.2% | 3.3% | 3.1% | 52,537 | 48,646 | 44,511 |
| Manager | 45.1% | 44.1% | 42.0% | 37.4% | 37.7% | 40.1% | 8.7% | 9.5% | 9.2% | 5.9% | 5.8% | 6.0% | 3.0% | 2.9% | 2.6% | 24,359 | 21,621 | 21,322 |
| Senior Leader | 53.9% | 52.0% | 53.7% | 32.0% | 32.7% | 31.8% | 7.6% | 8.6% | 7.3% | 4.1% | 4.6% | 4.6% | 2.4% | 2.1% | 2.7% | 8,061 | 7,043 | 5,387 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 36.4% | 34.7% | 32.5% | 40.7% | 42.0% | 43.3% | 11.8% | 12.0% | 12.7% | 7.0% | 7.2% | 7.6% | 4.2% | 4.0% | 3.9% | 205,428 | 188,922 | 179,276 |
| Female | 35.4% | 34.0% | 32.5% | 39.0% | 39.4% | 40.7% | 12.6% | 13.2% | 13.3% | 8.2% | 8.5% | 8.7% | 4.9% | 5.0% | 4.8% | 188,970 | 175,078 | 168,665 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 34.4% | 33.0% | 31.6% | 37.7% | 38.1% | 39.8% | 14.0% | 14.4% | 14.7% | 8.3% | 8.9% | 8.6% | 5.5% | 5.6% | 5.2% | 33,981 | 30,788 | 28,830 |
| No | 36.2% | 34.6% | 32.6% | 40.2% | 41.2% | 42.4% | 11.9% | 12.3% | 12.7% | 7.4% | 7.6% | 8.1% | 4.3% | 4.3% | 4.2% | 356,598 | 329,438 | 315,720 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 29.4% | 26.8% | 24.7% | 36.4% | 39.3% | 38.3% | 16.5% | 16.5% | 18.1% | 10.4% | 10.9% | 11.8% | 7.3% | 6.5% | 7.1% | 8,373 | 7,547 | 7,778 |
| Asian | 35.4% | 34.0% | 31.6% | 42.3% | 42.1% | 44.0% | 12.7% | 13.5% | 14.2% | 5.7% | 6.5% | 6.4% | 4.0% | 3.9% | 3.8% | 18,713 | 17,098 | 16,272 |
| Black/African American | 35.2% | 33.3% | 31.8% | 39.8% | 40.7% | 41.8% | 12.7% | 13.1% | 13.5% | 7.3% | 7.5% | 8.0% | 5.0% | 5.4% | 4.8% | 60,273 | 56,085 | 53,803 |
| Native Hawaiian/ Pacific Islander | 31.4% | 30.6% | 27.3% | 38.7% | 39.5% | 41.8% | 15.8% | 17.1% | 16.7% | 7.9% | 8.2% | 8.4% | 6.2% | 4.6% | 5.7% | 2,476 | 2,335 | 2,352 |
| White | 36.9% | 35.4% | 33.4% | 40.1% | 41.1% | 42.5% | 11.5% | 11.8% | 12.2% | 7.4% | 7.7% | 8.0% | 4.1% | 4.0% | 3.9% | 274,183 | 253,284 | 242,450 |
| Two or more races (Not Hispanic/ Latino) | 33.1% | 32.4% | 29.9% | 38.1% | 39.3% | 40.6% | 13.7% | 14.2% | 14.4% | 8.9% | 8.2% | 9.7% | 6.2% | 5.9% | 5.5% | 14,492 | 13,059 | 11,607 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 35.6% | 34.0% | 32.1% | 40.0% | 41.0% | 42.3% | 12.3% | 12.7% | 13.1% | 7.5% | 7.8% | 8.2% | 4.5% | 4.4% | 4.2% | 411,425 | 381,761 | 365,387 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 41.0% | 41.2% | 37.8% | 40.2% | 38.8% | 41.7% | 9.1% | 9.7% | 10.3% | 5.2% | 6.1% | 6.1% | 4.5% | 4.2% | 4.1% | 2,659 | 2,669 | 3,460 |
| 26-29 | 39.9% | 38.1% | 35.0% | 39.2% | 39.2% | 42.4% | 10.5% | 11.4% | 11.3% | 6.1% | 7.3% | 7.1% | 4.2% | 4.1% | 4.1% | 12,292 | 12,437 | 12,944 |
| 30-39 | 38.0% | 36.6% | 35.0% | 38.8% | 39.6% | 41.1% | 11.1% | 11.4% | 11.4% | 7.6% | 7.7% | 8.1% | 4.6% | 4.6% | 4.3% | 72,770 | 65,254 | 58,617 |
| 40-49 | 36.0% | 34.4% | 32.9% | 39.7% | 40.8% | 41.9% | 11.9% | 12.5% | 12.6% | 7.6% | 7.8% | 8.1% | 4.8% | 4.6% | 4.5% | 108,295 | 101,898 | 96,429 |
| 50-59 | 34.2% | 32.4% | 30.9% | 40.5% | 41.6% | 42.6% | 13.2% | 13.5% | 13.9% | 7.7% | 8.0% | 8.4% | 4.5% | 4.4% | 4.2% | 149,700 | 139,092 | 124,678 |
| 60+ | 33.2% | 31.7% | 31.0% | 41.7% | 42.7% | 43.6% | 13.8% | 14.0% | 14.0% | 7.4% | 7.6% | 7.7% | 3.9% | 4.0% | 3.7% | 63,953 | 57,677 | 47,847 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 26.5% | 30.7% | --- | 40.9% | 38.7% | --- | 18.9% | 17.5% | --- | 6.6% | 8.3% | --- | 7.1% | 4.8% | --- | 409 | 393 | --- |
| H.S. Diploma/ GED or equiv | 31.7% | 30.9% | --- | 40.9% | 42.0% | --- | 14.9% | 14.7% | --- | 7.8% | 7.9% | --- | 4.7% | 4.4% | --- | 19,396 | 19,100 | --- |
| Trade/Technical Certificate | 28.6% | 25.7% | --- | 41.5% | 43.6% | --- | 15.3% | 15.8% | --- | 8.9% | 9.5% | --- | 5.8% | 5.4% | --- | 9,594 | 9,015 | --- |
| Some College (no degree) | 32.0% | 30.3% | --- | 40.2% | 41.1% | --- | 14.3% | 14.8% | --- | 8.4% | 8.6% | --- | 5.1% | 5.2% | --- | 60,333 | 58,027 | --- |
| Associate's Degree | 31.4% | 30.2% | --- | 40.7% | 41.2% | --- | 14.0% | 14.5% | --- | 8.4% | 8.9% | --- | 5.4% | 5.1% | --- | 31,421 | 29,538 | --- |
| Bachelor's Degree | 36.5% | 35.3% | --- | 40.8% | 41.7% | --- | 11.2% | 11.5% | --- | 7.2% | 7.4% | --- | 4.2% | 4.0% | --- | 135,950 | 125,141 | --- |
| Master's Degree | 39.7% | 38.0% | --- | 39.0% | 40.2% | --- | 10.6% | 10.9% | --- | 6.8% | 6.9% | --- | 4.0% | 4.1% | --- | 98,314 | 87,714 | --- |
| Doctoral/Professional Degree | 42.8% | 41.6% | --- | 36.7% | 36.9% | --- | 9.8% | 10.1% | --- | 6.7% | 7.3% | --- | 4.0% | 4.0% | --- | 41,088 | 36,683 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 27.7% | 25.3% | 24.5% | 41.9% | 43.7% | 42.8% | 15.4% | 15.0% | 16.6% | 8.8% | 10.0% | 10.8% | 6.2% | 6.0% | 5.3% | 12,697 | 12,309 | 13,345 |
| GS 1-6 | 30.5% | 29.3% | 28.1% | 38.6% | 38.8% | 40.7% | 15.5% | 16.3% | 15.3% | 9.1% | 9.6% | 9.6% | 6.3% | 6.0% | 6.3% | 22,014 | 22,053 | 22,253 |
| GS 7-12 | 34.0% | 32.8% | 30.8% | 40.6% | 41.6% | 42.9% | 12.8% | 12.9% | 13.7% | 7.9% | 8.0% | 8.3% | 4.7% | 4.6% | 4.4% | 166,762 | 158,025 | 145,283 |
| GS 13-15 | 41.9% | 40.4% | 38.7% | 38.9% | 39.8% | 41.3% | 9.6% | 10.1% | 10.1% | 6.1% | 6.2% | 6.7% | 3.4% | 3.4% | 3.2% | 162,629 | 144,251 | 136,029 |
| SES | 61.8% | 60.0% | 56.7% | 28.0% | 28.4% | 32.1% | 5.3% | 6.1% | 5.6% | 3.3% | 3.5% | 3.9% | 1.7% | 2.0% | 1.8% | 5,719 | 4,894 | 4,423 |
| SL/ST | 45.5% | 40.0% | 39.7% | 36.0% | 38.7% | 37.2% | 8.2% | 11.4% | 12.4% | 6.8% | 6.7% | 7.1% | 3.5% | 3.1% | 3.5% | 1,540 | 1,386 | 1,225 |
| Other | 33.3% | 31.6% | 29.8% | 41.4% | 41.9% | 43.3% | 12.6% | 13.3% | 13.7% | 8.0% | 8.4% | 8.7% | 4.6% | 4.7% | 4.5% | 25,663 | 23,101 | 26,436 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 35.6% | 34.0% | 32.1% | 40.0% | 41.0% | 42.3% | 12.3% | 12.7% | 13.1% | 7.5% | 7.8% | 8.2% | 4.5% | 4.4% | 4.2% | 411,425 | 381,761 | 365,387 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 47.7% | 43.0% | 44.5% | 38.1% | 39.5% | 39.4% | 8.8% | 10.4% | 9.2% | 3.5% | 5.0% | 4.5% | 1.9% | 2.2% | 2.4% | 6,043 | 3,162 | 4,704 |
| 1-3 years | 40.3% | 40.4% | 37.9% | 38.7% | 39.2% | 41.8% | 11.0% | 10.5% | 10.8% | 6.5% | 6.5% | 6.3% | 3.5% | 3.5% | 3.3% | 28,308 | 32,887 | 39,417 |
| 4-5 years | 37.9% | 36.2% | 33.1% | 39.5% | 40.9% | 42.0% | 11.1% | 11.7% | 12.6% | 7.5% | 7.3% | 8.2% | 4.1% | 3.9% | 4.1% | 41,178 | 43,376 | 39,405 |
| 6-10 years | 35.5% | 33.6% | 31.2% | 39.9% | 40.2% | 41.8% | 11.9% | 12.8% | 13.3% | 7.8% | 8.5% | 8.9% | 4.9% | 4.9% | 4.8% | 87,985 | 73,512 | 64,431 |
| 11-14 years | 33.9% | 32.3% | 30.6% | 40.4% | 41.1% | 42.2% | 12.7% | 13.3% | 13.5% | 8.1% | 8.3% | 9.0% | 5.0% | 5.0% | 4.7% | 56,898 | 51,438 | 44,828 |
| 15-20 years | 33.2% | 31.7% | 30.0% | 40.2% | 41.0% | 41.8% | 13.2% | 13.4% | 14.0% | 8.2% | 8.5% | 9.0% | 5.2% | 5.4% | 5.1% | 48,890 | 40,070 | 35,155 |
| > 20 years | 35.2% | 33.3% | 31.4% | 40.5% | 42.0% | 43.0% | 12.8% | 12.9% | 13.5% | 7.2% | 7.5% | 8.0% | 4.3% | 4.3% | 4.0% | 128,550 | 122,257 | 121,561 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 45.3% | 41.7% | 42.4% | 38.0% | 39.3% | 39.8% | 9.9% | 11.2% | 9.9% | 4.3% | 5.5% | 4.9% | 2.7% | 2.4% | 3.1% | 11,917 | 6,515 | 8,793 |
| 1-3 years | 39.2% | 39.0% | 36.2% | 38.0% | 38.7% | 41.2% | 11.5% | 11.3% | 11.5% | 7.1% | 7.1% | 7.2% | 4.1% | 4.0% | 3.9% | 44,648 | 49,934 | 55,204 |
| 4-5 years | 36.9% | 34.8% | 32.1% | 39.4% | 40.8% | 42.0% | 11.5% | 12.0% | 12.9% | 7.8% | 7.8% | 8.4% | 4.5% | 4.5% | 4.6% | 50,039 | 51,880 | 47,737 |
| 6-10 years | 34.6% | 32.8% | 30.7% | 40.1% | 40.6% | 41.8% | 12.2% | 13.1% | 13.6% | 8.0% | 8.6% | 9.2% | 5.1% | 5.0% | 4.7% | 96,000 | 81,090 | 70,391 |
| 11-20 years | 33.5% | 31.9% | 30.3% | 40.6% | 41.4% | 42.5% | 13.0% | 13.3% | 13.8% | 8.0% | 8.3% | 8.7% | 4.9% | 5.0% | 4.7% | 99,237 | 86,515 | 76,951 |
| > 20 years | 35.9% | 34.2% | 32.1% | 41.0% | 42.5% | 43.5% | 12.2% | 12.6% | 13.0% | 6.9% | 7.0% | 7.6% | 3.9% | 3.8% | 3.7% | 94,770 | 89,540 | 89,237 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 42.0% | 40.2% | 37.6% | 40.5% | 41.6% | 43.2% | 10.1% | 10.4% | 11.1% | 5.0% | 5.4% | 5.7% | 2.4% | 2.4% | 2.4% | 264,004 | 240,853 | 238,790 |
| Yes, to retire | 30.6% | 28.9% | 27.4% | 43.1% | 43.9% | 44.3% | 14.1% | 14.5% | 14.9% | 8.1% | 8.3% | 9.3% | 4.0% | 4.3% | 4.1% | 24,167 | 23,100 | 21,491 |
| Yes, to other job in Govt | 24.2% | 23.4% | 21.3% | 38.9% | 39.5% | 39.9% | 16.0% | 16.3% | 16.8% | 12.4% | 12.5% | 13.7% | 8.5% | 8.3% | 8.2% | 73,633 | 68,257 | 56,778 |
| Yes, to other job outside Govt | 24.0% | 23.6% | 21.9% | 37.7% | 38.5% | 39.0% | 15.3% | 15.7% | 15.7% | 13.3% | 13.3% | 14.1% | 9.7% | 8.9% | 9.4% | 15,900 | 15,655 | 15,626 |
| Yes, other | 20.5% | 20.2% | 19.0% | 35.9% | 36.1% | 36.6% | 18.1% | 19.0% | 18.9% | 13.9% | 13.6% | 14.4% | 11.6% | 11.2% | 11.1% | 19,369 | 18,109 | 16,460 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 30.8% | 29.1% | 27.7% | 42.0% | 42.4% | 42.8% | 13.4% | 14.3% | 14.6% | 8.7% | 9.0% | 9.7% | 5.2% | 5.1% | 5.2% | 14,892 | 14,009 | 12,673 |
| Between 1-3 years | 31.9% | 30.6% | 28.8% | 42.3% | 43.8% | 44.0% | 14.0% | 14.1% | 14.4% | 7.7% | 7.8% | 8.8% | 4.1% | 3.8% | 4.0% | 40,064 | 36,431 | 34,531 |
| Between 3-5 years | 32.8% | 31.3% | 29.8% | 41.7% | 42.1% | 43.2% | 13.7% | 14.0% | 14.3% | 7.7% | 8.0% | 8.8% | 4.2% | 4.6% | 4.0% | 43,592 | 39,749 | 36,464 |
| 5 or more years | 37.2% | 35.6% | 33.6% | 39.4% | 40.4% | 41.9% | 11.6% | 12.0% | 12.5% | 7.4% | 7.6% | 7.9% | 4.5% | 4.4% | 4.2% | 295,364 | 272,271 | 261,196 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 35.6% | 34.0% | 32.1% | 40.0% | 41.0% | 42.3% | 12.3% | 12.7% | 13.1% | 7.5% | 7.8% | 8.2% | 4.5% | 4.4% | 4.2% | 411,425 | 381,761 | 365,387 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 37.0% | 35.2% | 33.3% | 40.1% | 41.0% | 42.4% | 11.6% | 12.1% | 12.5% | 7.2% | 7.5% | 7.8% | 4.2% | 4.2% | 4.0% | 318,570 | 294,770 | 281,772 |
| LGBT* | 38.1% | 37.7% | 33.3% | 36.5% | 35.9% | 38.8% | 11.3% | 11.5% | 12.5% | 8.9% | 9.0% | 10.3% | 5.3% | 5.9% | 5.2% | 11,071 | 9,828 | 8,936 |
| Prefer not to say | 28.5% | 28.0% | 26.3% | 39.9% | 41.0% | 41.7% | 15.7% | 15.4% | 16.1% | 9.4% | 9.6% | 10.1% | 6.4% | 5.9% | 5.8% | 48,249 | 43,930 | 41,066 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 36.7% | 35.4% | --- | 39.9% | 40.5% | --- | 11.7% | 12.1% | --- | 7.2% | 7.6% | --- | 4.4% | 4.4% | --- | 282,009 | 258,369 | --- |
| Currently in Guard/Reserves | 34.7% | 34.3% | --- | 40.3% | 40.6% | --- | 12.3% | 11.9% | --- | 7.6% | 8.7% | --- | 5.1% | 4.6% | --- | 7,013 | 6,534 | --- |
| Retired | 37.1% | 35.4% | --- | 40.9% | 42.1% | --- | 12.0% | 12.2% | --- | 6.7% | 6.9% | --- | 3.4% | 3.3% | --- | 43,439 | 41,741 | --- |
| Separated/Discharged | 33.0% | 30.5% | --- | 39.4% | 41.5% | --- | 13.4% | 14.1% | --- | 8.8% | 8.6% | --- | 5.4% | 5.3% | --- | 59,745 | 55,260 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 32.7% | 30.9% | 29.5% | 37.7% | 38.9% | 39.1% | 14.2% | 14.6% | 15.2% | 9.1% | 9.3% | 10.0% | 6.3% | 6.2% | 6.2% | 53,660 | 49,118 | 45,156 |
| No | 36.6% | 35.1% | 33.0% | 40.4% | 41.3% | 42.8% | 11.7% | 12.1% | 12.5% | 7.2% | 7.5% | 7.8% | 4.1% | 4.1% | 3.9% | 339,743 | 313,746 | 301,937 |

Report by Demographics

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 41.3% | 39.7% | 37.8% | 39.6% | 40.5% | 41.9% | 10.2% | 10.6% | 11.0% | 5.0% | 5.2% | 5.5% | 3.9% | 4.0% | 3.9% | 410,437 | 380,603 | 364,519 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 44.1% | 42.4% | 40.2% | 37.9% | 38.9% | 40.6% | 9.6% | 9.9% | 10.2% | 4.6% | 4.9% | 5.2% | 3.7% | 3.8% | 3.8% | 156,161 | 142,548 | 136,750 |
| Field | 40.2% | 38.7% | 36.8% | 40.4% | 41.1% | 42.4% | 10.3% | 10.7% | 11.2% | 5.2% | 5.4% | 5.6% | 4.0% | 4.1% | 4.0% | 239,928 | 221,775 | 211,193 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 39.7% | 38.1% | 36.2% | 40.1% | 41.0% | 42.2% | 10.8% | 11.0% | 11.6% | 5.2% | 5.5% | 5.8% | 4.3% | 4.3% | 4.3% | 260,702 | 240,486 | 232,376 |
| Team Leader | 42.7% | 42.1% | 39.7% | 39.6% | 39.8% | 41.7% | 9.5% | 9.8% | 10.1% | 4.8% | 4.7% | 5.1% | 3.4% | 3.6% | 3.4% | 53,277 | 49,531 | 47,398 |
| Supervisor | 44.5% | 42.4% | 40.3% | 39.5% | 40.6% | 42.5% | 8.5% | 9.1% | 9.5% | 4.4% | 4.8% | 4.7% | 3.1% | 3.1% | 3.0% | 52,419 | 48,524 | 44,423 |
| Manager | 51.3% | 49.6% | 47.5% | 34.3% | 35.4% | 37.6% | 7.4% | 7.9% | 7.9% | 4.1% | 4.1% | 4.3% | 2.9% | 3.0% | 2.6% | 24,310 | 21,562 | 21,267 |
| Senior Leader | 59.3% | 57.9% | 59.8% | 29.4% | 29.6% | 27.9% | 5.9% | 7.2% | 6.1% | 2.7% | 3.0% | 3.1% | 2.7% | 2.4% | 3.1% | 8,040 | 7,024 | 5,376 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 42.6% | 41.1% | 38.6% | 39.8% | 40.9% | 42.6% | 9.6% | 9.8% | 10.4% | 4.5% | 4.7% | 5.0% | 3.5% | 3.5% | 3.5% | 204,958 | 188,398 | 178,872 |
| Female | 40.4% | 38.8% | 37.5% | 39.0% | 39.6% | 40.7% | 10.6% | 11.0% | 11.4% | 5.6% | 5.9% | 6.0% | 4.4% | 4.6% | 4.5% | 188,507 | 174,512 | 168,260 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 40.6% | 39.7% | 37.9% | 38.8% | 38.3% | 40.2% | 10.9% | 11.8% | 11.8% | 5.3% | 5.5% | 5.6% | 4.4% | 4.6% | 4.5% | 33,892 | 30,704 | 28,745 |
| No | 41.8% | 40.2% | 38.2% | 39.6% | 40.6% | 41.9% | 9.9% | 10.2% | 10.7% | 4.9% | 5.2% | 5.4% | 3.8% | 3.9% | 3.8% | 355,773 | 328,446 | 315,003 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 33.3% | 31.8% | 28.4% | 38.0% | 39.6% | 39.7% | 14.8% | 14.7% | 16.8% | 7.3% | 7.7% | 8.2% | 6.5% | 6.3% | 6.9% | 8,350 | 7,517 | 7,756 |
| Asian | 40.5% | 39.0% | 36.8% | 42.0% | 42.5% | 44.1% | 10.1% | 10.7% | 11.0% | 4.1% | 4.4% | 4.6% | 3.2% | 3.5% | 3.5% | 18,662 | 17,045 | 16,249 |
| Black/African American | 40.1% | 38.1% | 36.7% | 39.8% | 40.7% | 42.2% | 10.4% | 11.0% | 11.1% | 5.2% | 5.4% | 5.6% | 4.4% | 4.9% | 4.4% | 60,060 | 55,800 | 53,611 |
| Native Hawaiian/ Pacific Islander | 35.9% | 35.1% | 31.1% | 40.6% | 40.2% | 42.9% | 13.2% | 14.4% | 14.8% | 5.3% | 6.2% | 6.0% | 5.1% | 4.1% | 5.1% | 2,474 | 2,329 | 2,337 |
| White | 42.9% | 41.4% | 39.4% | 39.3% | 40.2% | 41.6% | 9.4% | 9.7% | 10.3% | 4.8% | 5.1% | 5.2% | 3.6% | 3.6% | 3.6% | 273,616 | 252,637 | 241,960 |
| Two or more races (Not Hispanic/ Latino) | 38.5% | 38.2% | 35.4% | 37.4% | 38.8% | 40.8% | 12.8% | 12.4% | 12.2% | 6.1% | 5.7% | 6.5% | 5.2% | 4.9% | 5.1% | 14,457 | 13,027 | 11,588 |

Report by Demographics

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 41.3% | 39.7% | 37.8% | 39.6% | 40.5% | 41.9% | 10.2% | 10.6% | 11.0% | 5.0% | 5.2% | 5.5% | 3.9% | 4.0% | 3.9% | 410,437 | 380,603 | 364,519 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 48.0% | 47.6% | 44.0% | 38.8% | 37.0% | 38.7% | 7.6% | 9.2% | 9.9% | 2.3% | 3.5% | 4.1% | 3.3% | 2.6% | 3.3% | 2,658 | 2,664 | 3,457 |
| 26-29 | 46.5% | 44.9% | 41.6% | 38.3% | 37.9% | 41.6% | 7.9% | 9.1% | 8.9% | 4.1% | 4.5% | 4.5% | 3.3% | 3.6% | 3.4% | 12,272 | 12,426 | 12,932 |
| 30-39 | 44.3% | 42.7% | 40.8% | 38.5% | 39.3% | 40.8% | 9.0% | 9.5% | 9.7% | 4.6% | 4.8% | 4.9% | 3.7% | 3.8% | 3.8% | 72,649 | 65,148 | 58,518 |
| 40-49 | 41.5% | 39.9% | 38.3% | 39.2% | 40.3% | 41.5% | 10.0% | 10.5% | 10.6% | 5.1% | 5.2% | 5.6% | 4.2% | 4.2% | 4.1% | 108,095 | 101,696 | 96,262 |
| 50-59 | 39.5% | 37.8% | 36.3% | 40.2% | 41.3% | 42.2% | 11.0% | 11.2% | 11.7% | 5.4% | 5.5% | 5.7% | 4.0% | 4.2% | 4.0% | 149,315 | 138,599 | 124,340 |
| 60+ | 38.7% | 37.6% | 37.0% | 41.2% | 41.9% | 43.0% | 11.4% | 11.3% | 11.2% | 5.2% | 5.6% | 5.3% | 3.5% | 3.7% | 3.5% | 63,694 | 57,346 | 47,651 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 30.9% | 34.3% | --- | 42.8% | 38.8% | --- | 16.9% | 14.4% | --- | 5.0% | 8.4% | --- | 4.3% | 4.1% | --- | 403 | 387 | --- |
| H.S. Diploma/ GED or equiv | 36.3% | 35.7% | --- | 42.3% | 43.7% | --- | 12.4% | 11.6% | --- | 5.0% | 5.5% | --- | 4.1% | 3.5% | --- | 19,322 | 18,989 | --- |
| Trade/Technical Certificate | 33.3% | 31.1% | --- | 42.9% | 44.6% | --- | 13.0% | 13.0% | --- | 6.1% | 6.5% | --- | 4.6% | 4.9% | --- | 9,564 | 8,980 | --- |
| Some College (no degree) | 37.1% | 35.7% | --- | 41.1% | 41.3% | --- | 12.0% | 12.6% | --- | 5.4% | 5.9% | --- | 4.3% | 4.5% | --- | 60,166 | 57,810 | --- |
| Associate's Degree | 36.7% | 35.6% | --- | 41.5% | 41.9% | --- | 11.5% | 12.0% | --- | 5.6% | 5.7% | --- | 4.6% | 4.8% | --- | 31,347 | 29,407 | --- |
| Bachelor's Degree | 42.5% | 41.3% | --- | 40.0% | 40.8% | --- | 9.2% | 9.5% | --- | 4.7% | 4.8% | --- | 3.6% | 3.6% | --- | 135,670 | 124,841 | --- |
| Master's Degree | 45.7% | 43.8% | --- | 37.4% | 38.6% | --- | 8.7% | 8.9% | --- | 4.7% | 4.9% | --- | 3.6% | 3.7% | --- | 98,103 | 87,514 | --- |
| Doctoral/Professional Degree | 49.6% | 47.8% | --- | 34.3% | 35.0% | --- | 8.0% | 8.5% | --- | 4.5% | 4.9% | --- | 3.6% | 3.8% | --- | 40,989 | 36,589 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 32.3% | 30.5% | 28.8% | 43.3% | 44.2% | 44.5% | 12.8% | 13.7% | 14.6% | 6.3% | 6.6% | 7.1% | 5.3% | 5.1% | 5.0% | 12,642 | 12,247 | 13,306 |
| GS 1-6 | 35.8% | 34.3% | 33.3% | 39.7% | 40.6% | 41.6% | 13.3% | 13.4% | 13.1% | 6.3% | 6.5% | 6.6% | 5.0% | 5.3% | 5.4% | 21,916 | 21,922 | 22,128 |
| GS 7-12 | 39.7% | 38.6% | 36.4% | 40.7% | 41.3% | 42.8% | 10.4% | 10.7% | 11.3% | 5.1% | 5.4% | 5.5% | 4.1% | 4.0% | 3.9% | 166,358 | 157,496 | 144,940 |
| GS 13-15 | 47.8% | 46.3% | 44.8% | 36.9% | 38.1% | 39.1% | 8.1% | 8.2% | 8.4% | 4.1% | 4.2% | 4.5% | 3.1% | 3.2% | 3.1% | 162,312 | 143,951 | 135,763 |
| SES | 67.3% | 65.1% | 62.5% | 23.3% | 24.3% | 28.0% | 4.6% | 5.9% | 5.0% | 2.6% | 2.7% | 2.5% | 2.2% | 2.0% | 2.1% | 5,707 | 4,885 | 4,413 |
| SL/ST | 53.0% | 47.4% | 47.1% | 31.3% | 36.4% | 35.9% | 7.5% | 8.8% | 10.0% | 4.4% | 4.4% | 3.7% | 3.8% | 3.0% | 3.3% | 1,536 | 1,380 | 1,222 |
| Other | 39.0% | 37.5% | 35.2% | 41.1% | 41.7% | 43.8% | 10.5% | 10.8% | 11.4% | 5.5% | 5.7% | 5.6% | 3.9% | 4.3% | 4.0% | 25,610 | 23,045 | 26,387 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 41.3% | 39.7% | 37.8% | 39.6% | 40.5% | 41.9% | 10.2% | 10.6% | 11.0% | 5.0% | 5.2% | 5.5% | 3.9% | 4.0% | 3.9% | 410,437 | 380,603 | 364,519 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 55.6% | 49.9% | 51.1% | 34.9% | 37.8% | 37.7% | 5.5% | 7.5% | 6.7% | 2.2% | 3.1% | 2.6% | 1.7% | 1.7% | 2.0% | 6,025 | 3,158 | 4,698 |
| 1-3 years | 47.0% | 47.0% | 44.4% | 37.7% | 37.5% | 40.2% | 8.6% | 8.4% | 8.6% | 3.8% | 3.9% | 4.2% | 2.8% | 3.1% | 2.7% | 28,261 | 32,833 | 39,347 |
| 4-5 years | 44.0% | 42.6% | 39.2% | 39.1% | 39.8% | 41.6% | 8.9% | 9.4% | 10.3% | 4.8% | 4.7% | 5.1% | 3.3% | 3.4% | 3.7% | 41,105 | 43,292 | 39,331 |
| 6-10 years | 41.2% | 39.1% | 36.5% | 39.5% | 40.2% | 42.2% | 10.0% | 11.0% | 11.1% | 5.1% | 5.5% | 5.8% | 4.2% | 4.2% | 4.4% | 87,811 | 73,341 | 64,304 |
| 11-14 years | 39.2% | 37.6% | 35.9% | 40.4% | 41.1% | 42.1% | 10.8% | 11.1% | 11.6% | 5.4% | 5.7% | 6.0% | 4.3% | 4.5% | 4.4% | 56,766 | 51,300 | 44,720 |
| 15-20 years | 38.4% | 37.0% | 35.3% | 40.3% | 41.2% | 42.0% | 11.1% | 11.5% | 12.0% | 5.7% | 5.8% | 5.9% | 4.5% | 4.5% | 4.8% | 48,748 | 39,908 | 35,069 |
| > 20 years | 40.5% | 38.8% | 36.9% | 39.8% | 41.2% | 42.3% | 10.6% | 10.6% | 11.4% | 5.1% | 5.3% | 5.6% | 4.0% | 4.0% | 3.8% | 128,191 | 121,777 | 121,200 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 52.1% | 48.3% | 48.7% | 35.9% | 38.0% | 38.0% | 6.9% | 8.2% | 7.3% | 2.9% | 3.3% | 3.3% | 2.2% | 2.1% | 2.7% | 11,890 | 6,509 | 8,783 |
| 1-3 years | 45.5% | 45.2% | 42.3% | 37.5% | 37.4% | 40.2% | 9.1% | 9.2% | 9.2% | 4.5% | 4.5% | 4.9% | 3.4% | 3.7% | 3.4% | 44,551 | 49,815 | 55,116 |
| 4-5 years | 42.6% | 40.9% | 37.9% | 39.0% | 40.1% | 41.8% | 9.5% | 10.0% | 10.7% | 5.0% | 5.1% | 5.5% | 3.9% | 3.9% | 4.1% | 49,918 | 51,762 | 47,638 |
| 6-10 years | 40.3% | 38.3% | 36.0% | 39.7% | 40.5% | 42.2% | 10.4% | 11.1% | 11.5% | 5.3% | 5.7% | 6.0% | 4.4% | 4.3% | 4.4% | 95,808 | 80,881 | 70,245 |
| 11-20 years | 38.8% | 37.2% | 35.5% | 40.6% | 41.4% | 42.4% | 10.9% | 11.3% | 12.0% | 5.4% | 5.7% | 5.8% | 4.2% | 4.4% | 4.3% | 98,975 | 86,221 | 76,745 |
| > 20 years | 41.4% | 39.9% | 37.8% | 40.2% | 41.5% | 42.5% | 10.1% | 10.0% | 11.0% | 4.7% | 5.0% | 5.3% | 3.6% | 3.5% | 3.4% | 94,529 | 89,206 | 88,971 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 48.0% | 46.1% | 43.7% | 38.9% | 40.0% | 41.8% | 7.9% | 8.3% | 8.8% | 3.2% | 3.5% | 3.7% | 2.0% | 2.1% | 2.1% | 263,426 | 240,194 | 238,261 |
| Yes, to retire | 36.4% | 34.3% | 33.0% | 42.6% | 44.0% | 44.4% | 11.7% | 11.8% | 12.5% | 5.8% | 5.9% | 6.5% | 3.6% | 4.0% | 3.6% | 24,054 | 22,965 | 21,412 |
| Yes, to other job in Govt | 29.2% | 28.8% | 25.8% | 40.8% | 40.9% | 41.8% | 14.1% | 14.3% | 15.2% | 8.3% | 8.5% | 9.4% | 7.5% | 7.5% | 7.8% | 73,473 | 68,075 | 56,656 |
| Yes, to other job outside Govt | 29.9% | 29.5% | 27.5% | 39.0% | 40.2% | 40.5% | 13.4% | 13.2% | 14.1% | 9.4% | 9.0% | 9.3% | 8.2% | 8.1% | 8.6% | 15,864 | 15,604 | 15,582 |
| Yes, other | 24.7% | 24.5% | 23.1% | 38.8% | 38.4% | 39.0% | 17.0% | 17.1% | 17.6% | 9.3% | 9.9% | 9.9% | 10.2% | 10.1% | 10.3% | 19,321 | 18,044 | 16,400 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 36.1% | 34.1% | 33.6% | 41.4% | 43.0% | 42.0% | 11.3% | 11.7% | 12.5% | 6.5% | 6.3% | 7.2% | 4.7% | 5.0% | 4.7% | 14,829 | 13,933 | 12,615 |
| Between 1-3 years | 37.3% | 36.5% | 34.4% | 42.1% | 42.9% | 44.0% | 11.5% | 11.4% | 12.2% | 5.3% | 5.7% | 5.8% | 3.7% | 3.4% | 3.6% | 39,930 | 36,266 | 34,409 |
| Between 3-5 years | 38.3% | 36.8% | 35.4% | 41.4% | 42.3% | 43.1% | 11.3% | 11.2% | 11.8% | 5.2% | 5.6% | 6.0% | 3.8% | 4.0% | 3.7% | 43,463 | 39,580 | 36,356 |
| 5 or more years | 42.9% | 41.4% | 39.2% | 38.8% | 39.7% | 41.3% | 9.6% | 10.0% | 10.4% | 4.8% | 5.0% | 5.2% | 3.8% | 3.9% | 3.9% | 294,768 | 271,596 | 260,677 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 41.3% | 39.7% | 37.8% | 39.6% | 40.5% | 41.9% | 10.2% | 10.6% | 11.0% | 5.0% | 5.2% | 5.5% | 3.9% | 4.0% | 3.9% | 410,437 | 380,603 | 364,519 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 42.8% | 41.0% | 39.1% | 39.4% | 40.3% | 41.8% | 9.5% | 9.9% | 10.3% | 4.7% | 5.0% | 5.2% | 3.6% | 3.8% | 3.7% | 317,837 | 293,908 | 281,164 |
| LGBT* | 44.4% | 43.2% | 40.1% | 35.5% | 35.1% | 37.6% | 9.9% | 9.9% | 10.5% | 5.6% | 6.9% | 7.3% | 4.7% | 5.0% | 4.6% | 11,047 | 9,809 | 8,915 |
| Prefer not to say | 33.7% | 33.3% | 30.9% | 40.7% | 41.5% | 42.7% | 13.4% | 13.5% | 14.2% | 6.5% | 6.4% | 6.9% | 5.7% | 5.3% | 5.3% | 48,118 | 43,751 | 40,928 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 42.4% | 41.1% | --- | 39.2% | 39.8% | --- | 9.7% | 10.0% | --- | 4.9% | 5.2% | --- | 3.9% | 4.0% | --- | 281,357 | 257,630 | --- |
| Currently in Guard/Reserves | 39.5% | 40.1% | --- | 40.8% | 39.6% | --- | 10.0% | 10.5% | --- | 5.5% | 5.6% | --- | 4.2% | 4.1% | --- | 6,999 | 6,524 | --- |
| Retired | 42.7% | 41.1% | --- | 40.1% | 41.2% | --- | 9.9% | 10.1% | --- | 4.4% | 4.6% | --- | 2.9% | 2.9% | --- | 43,333 | 41,610 | --- |
| Separated/Discharged | 38.7% | 36.5% | --- | 39.9% | 41.4% | --- | 11.3% | 11.8% | --- | 5.5% | 5.7% | --- | 4.6% | 4.6% | --- | 59,606 | 55,064 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 37.9% | 36.3% | 34.5% | 37.9% | 38.8% | 39.6% | 12.2% | 12.5% | 13.0% | 6.5% | 6.7% | 7.0% | 5.6% | 5.7% | 5.9% | 53,460 | 48,904 | 45,021 |
| No | 42.4% | 40.8% | 38.8% | 39.8% | 40.6% | 42.1% | 9.6% | 10.0% | 10.4% | 4.7% | 4.9% | 5.1% | 3.5% | 3.6% | 3.5% | 339,019 | 312,870 | 301,254 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.7% | 32.4% | 30.4% | 43.8% | 45.0% | 46.3% | 10.2% | 10.3% | 10.5% | 8.4% | 8.6% | 9.1% | 4.0% | 3.8% | 3.7% | 410,472 | 380,812 | 364,501 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 35.8% | 34.4% | 32.2% | 42.4% | 43.4% | 45.3% | 9.8% | 9.9% | 9.9% | 8.2% | 8.6% | 9.0% | 3.9% | 3.8% | 3.6% | 156,180 | 142,678 | 136,764 |
| Field | 32.9% | 31.7% | 29.8% | 44.5% | 45.7% | 46.7% | 10.1% | 10.2% | 10.7% | 8.4% | 8.5% | 9.0% | 4.1% | 3.9% | 3.8% | 239,939 | 221,863 | 211,196 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 32.5% | 31.3% | 29.3% | 44.7% | 45.7% | 47.1% | 10.3% | 10.4% | 10.7% | 8.3% | 8.5% | 9.0% | 4.2% | 4.1% | 3.9% | 260,702 | 240,706 | 232,407 |
| Team Leader | 34.7% | 33.9% | 32.0% | 43.0% | 44.0% | 45.1% | 9.9% | 9.7% | 9.9% | 8.4% | 8.6% | 9.4% | 4.0% | 3.8% | 3.6% | 53,288 | 49,533 | 47,377 |
| Supervisor | 35.7% | 33.8% | 31.7% | 43.0% | 44.4% | 45.7% | 9.6% | 10.0% | 10.2% | 8.5% | 8.7% | 9.0% | 3.3% | 3.2% | 3.3% | 52,440 | 48,515 | 44,448 |
| Manager | 41.9% | 40.1% | 37.7% | 37.8% | 39.3% | 41.7% | 9.0% | 9.1% | 9.0% | 8.1% | 8.3% | 8.5% | 3.2% | 3.3% | 3.0% | 24,311 | 21,574 | 21,273 |
| Senior Leader | 50.4% | 47.9% | 49.4% | 31.9% | 33.7% | 32.6% | 7.9% | 8.7% | 8.1% | 7.0% | 7.0% | 6.6% | 2.8% | 2.8% | 3.3% | 8,048 | 7,028 | 5,366 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 34.5% | 33.2% | 30.6% | 43.2% | 44.6% | 45.9% | 10.3% | 10.4% | 10.8% | 8.0% | 8.2% | 8.9% | 4.0% | 3.7% | 3.8% | 205,013 | 188,503 | 178,840 |
| Female | 33.4% | 32.1% | 30.7% | 44.3% | 45.1% | 46.6% | 9.6% | 9.8% | 9.8% | 8.8% | 9.0% | 9.1% | 3.9% | 4.1% | 3.8% | 188,491 | 174,645 | 168,302 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 32.4% | 31.3% | 30.3% | 41.4% | 42.2% | 44.0% | 11.5% | 12.1% | 11.7% | 9.5% | 9.3% | 9.5% | 5.2% | 5.1% | 4.4% | 33,911 | 30,701 | 28,748 |
| No | 34.2% | 32.9% | 30.8% | 43.9% | 45.1% | 46.4% | 9.8% | 9.9% | 10.2% | 8.2% | 8.4% | 8.9% | 3.8% | 3.7% | 3.7% | 355,788 | 328,686 | 315,024 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 26.9% | 24.8% | 23.4% | 42.4% | 44.2% | 44.1% | 14.0% | 14.0% | 14.8% | 10.0% | 11.4% | 11.6% | 6.7% | 5.6% | 6.2% | 8,348 | 7,521 | 7,763 |
| Asian | 34.1% | 33.0% | 31.2% | 44.7% | 46.1% | 47.2% | 11.6% | 11.5% | 12.5% | 6.3% | 6.4% | 6.2% | 3.3% | 3.1% | 2.8% | 18,665 | 17,054 | 16,227 |
| Black/African American | 33.1% | 31.6% | 30.3% | 44.4% | 45.2% | 46.8% | 9.6% | 9.9% | 9.9% | 8.5% | 8.6% | 8.9% | 4.4% | 4.5% | 4.2% | 60,106 | 55,930 | 53,615 |
| Native Hawaiian/ Pacific Islander | 29.2% | 29.3% | 25.2% | 42.3% | 41.8% | 46.8% | 15.8% | 14.2% | 14.5% | 7.4% | 8.5% | 9.2% | 5.1% | 6.2% | 4.3% | 2,477 | 2,325 | 2,346 |
| White | 34.9% | 33.6% | 31.4% | 43.5% | 44.7% | 46.0% | 9.6% | 9.6% | 10.0% | 8.3% | 8.5% | 9.1% | 3.7% | 3.6% | 3.5% | 273,604 | 252,730 | 241,979 |
| Two or more races (Not Hispanic/ Latino) | 31.6% | 31.1% | 28.5% | 42.1% | 43.7% | 45.9% | 11.1% | 12.0% | 11.3% | 9.5% | 8.6% | 9.3% | 5.7% | 4.6% | 5.0% | 14,450 | 13,035 | 11,586 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.7% | 32.4% | 30.4% | 43.8% | 45.0% | 46.3% | 10.2% | 10.3% | 10.5% | 8.4% | 8.6% | 9.1% | 4.0% | 3.8% | 3.7% | 410,472 | 380,812 | 364,501 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 43.3% | 42.9% | 38.3% | 42.4% | 40.4% | 42.8% | 7.5% | 7.6% | 8.7% | 3.8% | 6.5% | 7.5% | 2.9% | 2.7% | 2.7% | 2,653 | 2,665 | 3,453 |
| 26-29 | 40.8% | 38.9% | 34.7% | 40.9% | 41.5% | 45.3% | 7.6% | 8.7% | 8.4% | 7.0% | 7.1% | 7.9% | 3.8% | 3.8% | 3.8% | 12,268 | 12,414 | 12,941 |
| 30-39 | 37.2% | 36.1% | 34.1% | 42.5% | 43.7% | 45.1% | 8.7% | 8.7% | 8.7% | 7.7% | 7.7% | 8.3% | 3.9% | 3.9% | 3.8% | 72,625 | 65,147 | 58,557 |
| 40-49 | 34.3% | 32.9% | 31.2% | 43.3% | 44.6% | 45.7% | 9.8% | 10.1% | 10.3% | 8.3% | 8.5% | 8.9% | 4.3% | 4.1% | 3.9% | 108,086 | 101,652 | 96,227 |
| 50-59 | 31.7% | 30.3% | 28.8% | 44.5% | 45.8% | 46.8% | 10.9% | 10.9% | 11.0% | 8.9% | 9.2% | 9.6% | 4.0% | 3.9% | 3.8% | 149,294 | 138,753 | 124,326 |
| 60+ | 29.2% | 28.3% | 27.6% | 46.0% | 47.0% | 47.5% | 12.3% | 12.2% | 12.2% | 8.9% | 9.1% | 9.5% | 3.6% | 3.4% | 3.2% | 63,794 | 57,453 | 47,685 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 25.4% | 28.2% | --- | 42.5% | 43.0% | --- | 21.1% | 14.5% | --- | 5.0% | 11.5% | --- | 6.0% | 2.8% | --- | 403 | 394 | --- |
| H.S. Diploma/ GED or equiv | 28.9% | 28.5% | --- | 45.6% | 46.6% | --- | 12.5% | 12.9% | --- | 8.3% | 8.3% | --- | 4.6% | 3.7% | --- | 19,341 | 19,032 | --- |
| Trade/Technical Certificate | 27.2% | 25.2% | --- | 46.3% | 47.8% | --- | 12.9% | 12.4% | --- | 8.9% | 10.3% | --- | 4.7% | 4.3% | --- | 9,577 | 8,980 | --- |
| Some College (no degree) | 30.1% | 29.0% | --- | 44.2% | 45.3% | --- | 12.0% | 11.7% | --- | 9.1% | 9.4% | --- | 4.6% | 4.5% | --- | 60,185 | 57,899 | --- |
| Associate's Degree | 29.6% | 28.6% | --- | 45.2% | 45.2% | --- | 11.4% | 12.0% | --- | 9.2% | 9.6% | --- | 4.5% | 4.6% | --- | 31,334 | 29,466 | --- |
| Bachelor's Degree | 35.0% | 33.8% | --- | 44.2% | 45.6% | --- | 9.3% | 9.2% | --- | 7.8% | 7.9% | --- | 3.7% | 3.5% | --- | 135,665 | 124,871 | --- |
| Master's Degree | 37.5% | 35.9% | --- | 41.9% | 43.3% | --- | 8.6% | 8.7% | --- | 8.2% | 8.4% | --- | 3.7% | 3.8% | --- | 98,123 | 87,502 | --- |
| Doctoral/Professional Degree | 39.9% | 38.9% | --- | 41.4% | 42.1% | --- | 8.1% | 8.8% | --- | 7.5% | 7.1% | --- | 3.1% | 3.1% | --- | 40,978 | 36,611 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 24.9% | 24.1% | 22.1% | 44.8% | 45.4% | 44.3% | 14.0% | 14.3% | 15.7% | 10.6% | 11.2% | 12.4% | 5.7% | 5.0% | 5.5% | 12,660 | 12,268 | 13,302 |
| GS 1-6 | 29.2% | 28.4% | 27.5% | 45.0% | 45.3% | 46.4% | 12.2% | 12.0% | 12.3% | 8.9% | 9.4% | 9.2% | 4.8% | 4.8% | 4.7% | 21,952 | 21,980 | 22,140 |
| GS 7-12 | 32.6% | 31.4% | 29.5% | 44.3% | 45.6% | 47.4% | 10.3% | 10.3% | 10.4% | 8.4% | 8.6% | 8.9% | 4.3% | 4.0% | 3.8% | 166,390 | 157,645 | 144,965 |
| GS 13-15 | 39.0% | 37.8% | 35.8% | 42.1% | 43.3% | 44.7% | 8.3% | 8.4% | 8.5% | 7.5% | 7.5% | 8.1% | 3.1% | 3.1% | 2.9% | 162,261 | 143,939 | 135,776 |
| SES | 57.0% | 54.7% | 52.9% | 29.6% | 31.2% | 32.4% | 6.3% | 6.2% | 6.7% | 5.2% | 5.7% | 5.8% | 1.9% | 2.2% | 2.1% | 5,710 | 4,887 | 4,404 |
| SL/ST | 41.2% | 35.9% | 34.8% | 36.6% | 40.4% | 40.3% | 9.5% | 11.0% | 11.1% | 8.9% | 9.4% | 10.0% | 3.8% | 3.3% | 3.9% | 1,535 | 1,385 | 1,225 |
| Other | 31.9% | 30.6% | 28.7% | 45.4% | 46.6% | 47.0% | 10.0% | 10.2% | 10.4% | 8.6% | 8.7% | 10.0% | 4.1% | 4.0% | 3.9% | 25,620 | 23,055 | 26,377 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.7% | 32.4% | 30.4% | 43.8% | 45.0% | 46.3% | 10.2% | 10.3% | 10.5% | 8.4% | 8.6% | 9.1% | 4.0% | 3.8% | 3.7% | 410,472 | 380,812 | 364,501 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 47.5% | 41.6% | 43.3% | 37.0% | 40.8% | 40.1% | 7.7% | 9.3% | 8.3% | 4.9% | 5.5% | 5.8% | 2.8% | 2.8% | 2.5% | 6,025 | 3,156 | 4,692 |
| 1-3 years | 39.6% | 40.1% | 36.9% | 42.2% | 42.0% | 44.0% | 8.2% | 7.8% | 8.5% | 6.9% | 7.0% | 7.7% | 3.1% | 3.1% | 2.9% | 28,252 | 32,842 | 39,348 |
| 4-5 years | 36.5% | 35.3% | 32.1% | 42.6% | 43.8% | 45.7% | 9.2% | 9.2% | 9.6% | 8.0% | 8.3% | 8.9% | 3.6% | 3.5% | 3.8% | 41,093 | 43,294 | 39,345 |
| 6-10 years | 33.9% | 32.2% | 29.4% | 43.7% | 44.7% | 46.5% | 9.7% | 10.0% | 10.5% | 8.5% | 8.9% | 9.4% | 4.2% | 4.3% | 4.2% | 87,841 | 73,344 | 64,299 |
| 11-14 years | 32.2% | 30.5% | 29.0% | 44.0% | 45.6% | 46.5% | 10.6% | 11.0% | 10.6% | 8.7% | 9.0% | 9.6% | 4.5% | 4.0% | 4.3% | 56,747 | 51,306 | 44,718 |
| 15-20 years | 31.0% | 29.7% | 27.8% | 44.7% | 45.7% | 46.8% | 10.8% | 11.0% | 11.4% | 9.0% | 9.1% | 9.7% | 4.5% | 4.5% | 4.4% | 48,760 | 39,965 | 35,065 |
| > 20 years | 32.1% | 30.6% | 28.9% | 44.6% | 46.1% | 47.2% | 10.9% | 10.9% | 11.2% | 8.6% | 8.7% | 9.2% | 3.8% | 3.8% | 3.5% | 128,243 | 121,928 | 121,224 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 43.3% | 38.4% | 39.9% | 37.7% | 40.7% | 40.1% | 9.8% | 11.6% | 10.3% | 5.7% | 6.1% | 6.5% | 3.6% | 3.2% | 3.1% | 11,884 | 6,499 | 8,783 |
| 1-3 years | 38.3% | 38.2% | 35.0% | 42.1% | 42.1% | 44.5% | 8.5% | 8.7% | 8.7% | 7.6% | 7.6% | 8.4% | 3.4% | 3.4% | 3.4% | 44,576 | 49,848 | 55,099 |
| 4-5 years | 35.4% | 33.8% | 31.0% | 42.8% | 44.3% | 46.1% | 9.4% | 9.4% | 9.7% | 8.3% | 8.5% | 9.1% | 4.1% | 4.0% | 4.0% | 49,918 | 51,772 | 47,645 |
| 6-10 years | 33.1% | 31.5% | 28.8% | 43.9% | 45.0% | 46.7% | 9.9% | 10.1% | 10.9% | 8.7% | 9.1% | 9.4% | 4.4% | 4.3% | 4.2% | 95,822 | 80,902 | 70,225 |
| 11-20 years | 31.3% | 30.0% | 28.5% | 44.8% | 45.9% | 47.0% | 10.8% | 11.0% | 11.0% | 8.8% | 9.0% | 9.5% | 4.3% | 4.1% | 4.1% | 98,996 | 86,298 | 76,754 |
| > 20 years | 32.6% | 31.2% | 29.5% | 44.9% | 46.4% | 47.1% | 10.7% | 10.6% | 11.1% | 8.3% | 8.3% | 9.0% | 3.5% | 3.4% | 3.2% | 94,521 | 89,298 | 89,000 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 39.6% | 38.1% | 35.5% | 42.7% | 44.0% | 45.6% | 9.1% | 9.0% | 9.5% | 6.3% | 6.5% | 7.1% | 2.3% | 2.3% | 2.3% | 263,468 | 240,338 | 238,281 |
| Yes, to retire | 27.1% | 25.2% | 24.2% | 46.8% | 47.6% | 48.4% | 12.5% | 13.0% | 12.8% | 9.8% | 10.3% | 10.7% | 3.8% | 4.0% | 3.8% | 24,096 | 23,026 | 21,423 |
| Yes, to other job in Govt | 23.4% | 23.0% | 20.7% | 45.5% | 46.0% | 47.1% | 11.3% | 11.6% | 11.7% | 12.4% | 12.4% | 13.4% | 7.3% | 6.9% | 7.1% | 73,459 | 68,089 | 56,647 |
| Yes, to other job outside Govt | 23.8% | 23.0% | 21.4% | 45.1% | 46.2% | 47.3% | 10.9% | 10.6% | 10.7% | 11.9% | 12.8% | 13.3% | 8.3% | 7.4% | 7.3% | 15,861 | 15,623 | 15,583 |
| Yes, other | 19.9% | 19.7% | 18.0% | 45.0% | 46.0% | 46.1% | 13.7% | 13.8% | 13.9% | 12.6% | 12.5% | 13.8% | 8.8% | 8.0% | 8.2% | 19,308 | 18,051 | 16,400 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 27.2% | 25.5% | 24.3% | 46.2% | 46.4% | 46.7% | 11.6% | 12.5% | 12.8% | 10.5% | 10.9% | 11.6% | 4.4% | 4.7% | 4.6% | 14,857 | 13,970 | 12,627 |
| Between 1-3 years | 28.5% | 27.4% | 25.7% | 46.2% | 47.7% | 48.3% | 12.5% | 12.0% | 12.1% | 9.0% | 9.5% | 10.4% | 3.8% | 3.4% | 3.6% | 39,938 | 36,324 | 34,417 |
| Between 3-5 years | 29.6% | 28.4% | 27.5% | 45.2% | 46.8% | 47.8% | 11.6% | 11.5% | 11.3% | 9.3% | 9.3% | 9.9% | 4.3% | 4.0% | 3.5% | 43,486 | 39,637 | 36,341 |
| 5 or more years | 35.6% | 34.3% | 32.1% | 43.1% | 44.1% | 45.7% | 9.4% | 9.5% | 9.9% | 8.0% | 8.2% | 8.6% | 3.9% | 3.8% | 3.8% | 294,759 | 271,703 | 260,689 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.7% | 32.4% | 30.4% | 43.8% | 45.0% | 46.3% | 10.2% | 10.3% | 10.5% | 8.4% | 8.6% | 9.1% | 4.0% | 3.8% | 3.7% | 410,472 | 380,812 | 364,501 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 34.9% | 33.4% | 31.5% | 43.6% | 44.6% | 46.0% | 9.7% | 9.9% | 10.1% | 8.1% | 8.4% | 8.9% | 3.8% | 3.7% | 3.6% | 317,860 | 294,128 | 281,156 |
| LGBT* | 37.0% | 36.9% | 32.0% | 41.1% | 41.0% | 44.8% | 8.1% | 8.5% | 9.5% | 9.0% | 9.3% | 9.2% | 4.8% | 4.4% | 4.5% | 11,047 | 9,815 | 8,921 |
| Prefer not to say | 27.6% | 26.9% | 24.9% | 45.1% | 47.0% | 48.0% | 12.5% | 12.1% | 12.4% | 9.4% | 9.2% | 10.0% | 5.3% | 4.8% | 4.7% | 48,137 | 43,786 | 40,965 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 34.9% | 33.7% | --- | 44.3% | 45.2% | --- | 9.5% | 9.6% | --- | 7.8% | 8.0% | --- | 3.6% | 3.5% | --- | 281,416 | 257,786 | --- |
| Currently in Guard/Reserves | 31.9% | 31.9% | --- | 42.2% | 42.3% | --- | 10.9% | 10.7% | --- | 9.5% | 10.0% | --- | 5.6% | 5.1% | --- | 6,990 | 6,524 | --- |
| Retired | 34.1% | 33.0% | --- | 41.7% | 43.1% | --- | 10.9% | 10.7% | --- | 9.1% | 9.4% | --- | 4.2% | 3.8% | --- | 43,353 | 41,644 | --- |
| Separated/Discharged | 31.4% | 29.3% | --- | 43.2% | 45.1% | --- | 11.1% | 11.3% | --- | 9.4% | 9.4% | --- | 4.9% | 4.9% | --- | 59,581 | 55,104 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 31.4% | 29.8% | 28.3% | 41.7% | 43.2% | 43.7% | 11.6% | 11.8% | 12.1% | 9.7% | 9.8% | 10.4% | 5.6% | 5.4% | 5.4% | 53,518 | 48,968 | 45,028 |
| No | 34.5% | 33.2% | 31.1% | 44.1% | 45.2% | 46.6% | 9.7% | 9.8% | 10.0% | 8.0% | 8.3% | 8.8% | 3.6% | 3.6% | 3.4% | 339,017 | 313,057 | 301,275 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 34.2% | 32.8% | 31.7% | 32.3% | 32.6% | 34.1% | 16.5% | 17.2% | 17.2% | 8.9% | 9.2% | 9.1% | 8.0% | 8.2% | 7.9% | 410,689 | 380,967 | 364,718 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 36.9% | 35.0% | 33.8% | 31.6% | 32.1% | 33.7% | 15.6% | 16.3% | 16.1% | 8.3% | 8.7% | 8.8% | 7.6% | 7.8% | 7.6% | 156,271 | 142,737 | 136,882 |
| Field | 33.1% | 31.9% | 30.9% | 32.6% | 32.8% | 34.2% | 16.8% | 17.3% | 17.5% | 9.3% | 9.4% | 9.2% | 8.2% | 8.5% | 8.2% | 240,100 | 221,983 | 211,313 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 32.7% | 31.3% | 30.3% | 32.0% | 32.4% | 33.6% | 17.3% | 17.8% | 17.9% | 9.3% | 9.6% | 9.6% | 8.7% | 9.0% | 8.6% | 260,860 | 240,834 | 232,588 |
| Team Leader | 34.8% | 34.3% | 33.0% | 32.8% | 32.7% | 34.3% | 15.9% | 16.5% | 16.5% | 8.9% | 9.0% | 8.9% | 7.6% | 7.6% | 7.2% | 53,324 | 49,561 | 47,405 |
| Supervisor | 37.6% | 35.0% | 33.9% | 34.2% | 34.7% | 36.6% | 14.1% | 15.4% | 15.3% | 7.8% | 8.4% | 7.9% | 6.3% | 6.5% | 6.4% | 52,468 | 48,549 | 44,434 |
| Manager | 43.5% | 42.6% | 41.0% | 31.7% | 31.3% | 33.8% | 12.4% | 13.1% | 12.8% | 6.8% | 7.2% | 6.8% | 5.6% | 5.8% | 5.6% | 24,321 | 21,571 | 21,290 |
| Senior Leader | 53.3% | 52.3% | 52.9% | 27.2% | 27.1% | 27.6% | 10.2% | 11.2% | 10.5% | 5.3% | 5.4% | 4.4% | 4.0% | 4.0% | 4.6% | 8,049 | 7,022 | 5,387 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 35.5% | 34.1% | 32.5% | 33.4% | 34.0% | 35.5% | 15.6% | 16.1% | 16.3% | 8.1% | 8.3% | 8.3% | 7.5% | 7.5% | 7.4% | 205,158 | 188,566 | 178,986 |
| Female | 33.3% | 31.8% | 31.4% | 30.8% | 30.8% | 32.1% | 17.2% | 18.1% | 17.9% | 10.0% | 10.2% | 10.0% | 8.6% | 9.1% | 8.6% | 188,597 | 174,749 | 168,401 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 33.3% | 32.4% | 31.9% | 30.4% | 29.9% | 31.6% | 17.5% | 18.2% | 17.9% | 9.5% | 9.4% | 9.3% | 9.4% | 10.0% | 9.2% | 33,928 | 30,728 | 28,777 |
| No | 34.7% | 33.2% | 32.1% | 32.5% | 32.9% | 34.3% | 16.2% | 16.8% | 16.9% | 8.8% | 9.1% | 9.0% | 7.8% | 8.0% | 7.8% | 356,028 | 328,814 | 315,223 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 29.5% | 26.6% | 26.0% | 28.8% | 30.7% | 29.9% | 18.2% | 20.0% | 20.3% | 10.9% | 10.9% | 11.4% | 12.7% | 11.8% | 12.5% | 8,358 | 7,527 | 7,748 |
| Asian | 35.7% | 34.0% | 32.8% | 36.3% | 35.7% | 37.8% | 15.5% | 17.0% | 17.0% | 6.7% | 6.8% | 6.5% | 5.8% | 6.5% | 5.9% | 18,679 | 17,059 | 16,253 |
| Black/African American | 31.9% | 29.8% | 29.3% | 30.9% | 31.5% | 33.0% | 18.4% | 18.9% | 18.7% | 9.4% | 9.4% | 9.5% | 9.4% | 10.4% | 9.5% | 60,112 | 55,939 | 53,654 |
| Native Hawaiian/ Pacific Islander | 31.0% | 30.6% | 28.3% | 33.3% | 32.6% | 33.3% | 18.2% | 17.9% | 19.4% | 8.7% | 10.9% | 10.0% | 8.7% | 8.0% | 9.0% | 2,474 | 2,322 | 2,345 |
| White | 35.8% | 34.5% | 33.3% | 32.7% | 32.9% | 34.4% | 15.4% | 16.1% | 16.2% | 8.7% | 9.1% | 8.9% | 7.4% | 7.5% | 7.3% | 273,802 | 252,869 | 242,145 |
| Two or more races (Not Hispanic/ Latino) | 31.7% | 31.4% | 29.1% | 28.8% | 30.2% | 31.5% | 19.0% | 18.7% | 18.9% | 10.2% | 9.7% | 10.2% | 10.3% | 10.0% | 10.3% | 14,473 | 13,042 | 11,609 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 34.2% | 32.8% | 31.7% | 32.3% | 32.6% | 34.1% | 16.5% | 17.2% | 17.2% | 8.9% | 9.2% | 9.1% | 8.0% | 8.2% | 7.9% | 410,689 | 380,967 | 364,718 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 40.6% | 39.0% | 38.8% | 35.2% | 34.7% | 34.6% | 12.6% | 12.9% | 13.3% | 5.5% | 6.8% | 7.2% | 6.0% | 6.6% | 6.1% | 2,659 | 2,665 | 3,461 |
| 26-29 | 38.0% | 35.6% | 33.7% | 32.0% | 33.0% | 34.8% | 14.6% | 14.6% | 15.7% | 8.2% | 9.3% | 8.4% | 7.1% | 7.5% | 7.5% | 12,274 | 12,418 | 12,936 |
| 30-39 | 35.8% | 34.4% | 33.4% | 31.5% | 31.5% | 33.3% | 15.3% | 16.2% | 15.8% | 9.1% | 9.2% | 9.0% | 8.3% | 8.7% | 8.4% | 72,671 | 65,168 | 58,580 |
| 40-49 | 34.3% | 32.9% | 32.2% | 31.8% | 32.2% | 33.6% | 16.4% | 16.9% | 16.5% | 8.9% | 9.4% | 9.2% | 8.7% | 8.6% | 8.5% | 108,150 | 101,738 | 96,309 |
| 50-59 | 33.1% | 31.5% | 30.9% | 32.5% | 33.2% | 34.1% | 17.2% | 17.9% | 18.1% | 9.3% | 9.3% | 9.1% | 7.9% | 8.2% | 7.7% | 149,385 | 138,786 | 124,458 |
| 60+ | 32.7% | 31.7% | 31.7% | 33.9% | 33.6% | 35.6% | 17.7% | 18.6% | 17.7% | 8.6% | 8.8% | 8.4% | 7.0% | 7.2% | 6.6% | 63,798 | 57,469 | 47,687 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 26.9% | 27.4% | --- | 35.3% | 34.5% | --- | 21.0% | 19.4% | --- | 8.0% | 9.8% | --- | 8.8% | 8.8% | --- | 403 | 391 | --- |
| H.S. Diploma/ GED or equiv | 31.6% | 31.1% | --- | 34.0% | 34.4% | --- | 17.7% | 18.5% | --- | 8.8% | 8.6% | --- | 7.9% | 7.4% | --- | 19,342 | 19,051 | --- |
| Trade/Technical Certificate | 27.7% | 26.0% | --- | 32.8% | 33.4% | --- | 19.1% | 20.6% | --- | 10.9% | 10.5% | --- | 9.5% | 9.5% | --- | 9,581 | 8,990 | --- |
| Some College (no degree) | 31.6% | 30.1% | --- | 31.8% | 31.6% | --- | 18.2% | 19.0% | --- | 9.5% | 9.7% | --- | 9.0% | 9.5% | --- | 60,201 | 57,903 | --- |
| Associate's Degree | 31.2% | 29.7% | --- | 31.7% | 31.7% | --- | 18.2% | 18.9% | --- | 9.7% | 10.1% | --- | 9.2% | 9.6% | --- | 31,367 | 29,462 | --- |
| Bachelor's Degree | 35.0% | 33.6% | --- | 33.0% | 33.6% | --- | 15.8% | 16.2% | --- | 8.7% | 8.9% | --- | 7.5% | 7.7% | --- | 135,787 | 124,934 | --- |
| Master's Degree | 37.1% | 35.5% | --- | 32.0% | 32.5% | --- | 15.0% | 15.5% | --- | 8.4% | 8.8% | --- | 7.5% | 7.7% | --- | 98,156 | 87,567 | --- |
| Doctoral/Professional Degree | 40.8% | 39.6% | --- | 30.4% | 30.4% | --- | 13.6% | 14.5% | --- | 8.1% | 8.4% | --- | 7.1% | 7.0% | --- | 41,022 | 36,629 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 27.1% | 26.4% | 25.5% | 33.3% | 32.7% | 33.6% | 18.4% | 19.7% | 19.9% | 10.3% | 10.5% | 11.0% | 10.8% | 10.7% | 10.1% | 12,667 | 12,274 | 13,304 |
| GS 1-6 | 30.2% | 28.8% | 28.8% | 30.9% | 31.4% | 32.6% | 19.4% | 19.3% | 18.5% | 9.8% | 9.9% | 9.9% | 9.7% | 10.7% | 10.2% | 21,943 | 21,998 | 22,171 |
| GS 7-12 | 32.9% | 31.5% | 30.6% | 32.4% | 32.8% | 34.1% | 17.1% | 17.7% | 17.7% | 9.3% | 9.5% | 9.4% | 8.4% | 8.6% | 8.2% | 166,503 | 157,743 | 145,064 |
| GS 13-15 | 39.5% | 38.3% | 37.1% | 32.4% | 32.8% | 34.2% | 13.9% | 14.4% | 14.5% | 7.9% | 8.1% | 7.9% | 6.4% | 6.5% | 6.3% | 162,386 | 143,986 | 135,870 |
| SES | 59.8% | 59.1% | 56.0% | 24.8% | 24.8% | 27.9% | 7.9% | 8.7% | 8.5% | 4.2% | 4.0% | 4.3% | 3.4% | 3.3% | 3.3% | 5,710 | 4,882 | 4,421 |
| SL/ST | 45.1% | 40.2% | 39.2% | 27.6% | 29.8% | 31.3% | 13.1% | 16.9% | 14.4% | 7.6% | 8.2% | 8.4% | 6.6% | 4.9% | 6.6% | 1,538 | 1,384 | 1,225 |
| Other | 32.3% | 30.7% | 29.3% | 32.9% | 32.9% | 34.9% | 17.3% | 18.3% | 18.4% | 9.2% | 9.7% | 9.0% | 8.3% | 8.4% | 8.3% | 25,635 | 23,066 | 26,386 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 34.2% | 32.8% | 31.7% | 32.3% | 32.6% | 34.1% | 16.5% | 17.2% | 17.2% | 8.9% | 9.2% | 9.1% | 8.0% | 8.2% | 7.9% | 410,689 | 380,967 | 364,718 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 47.7% | 41.1% | 45.6% | 31.8% | 35.9% | 33.5% | 13.2% | 12.7% | 12.3% | 4.0% | 5.9% | 4.4% | 3.3% | 4.3% | 4.1% | 6,031 | 3,158 | 4,702 |
| 1-3 years | 39.3% | 39.2% | 37.9% | 32.3% | 32.1% | 34.4% | 14.5% | 14.5% | 14.5% | 7.7% | 7.7% | 7.4% | 6.2% | 6.5% | 5.9% | 28,272 | 32,849 | 39,367 |
| 4-5 years | 36.3% | 34.8% | 32.7% | 32.6% | 32.8% | 33.6% | 15.1% | 16.0% | 16.7% | 8.4% | 8.8% | 9.0% | 7.6% | 7.6% | 8.0% | 41,119 | 43,310 | 39,371 |
| 6-10 years | 34.2% | 32.4% | 30.4% | 31.6% | 31.7% | 33.5% | 16.2% | 17.1% | 17.5% | 9.3% | 9.9% | 9.6% | 8.6% | 9.0% | 9.0% | 87,876 | 73,383 | 64,356 |
| 11-14 years | 32.3% | 31.0% | 29.6% | 32.2% | 32.4% | 34.1% | 17.0% | 17.9% | 17.6% | 9.5% | 9.7% | 9.9% | 9.0% | 9.1% | 8.9% | 56,805 | 51,347 | 44,737 |
| 15-20 years | 31.6% | 30.6% | 29.7% | 32.2% | 32.2% | 33.4% | 17.4% | 17.9% | 18.1% | 9.7% | 9.9% | 9.5% | 9.0% | 9.4% | 9.3% | 48,789 | 39,986 | 35,102 |
| > 20 years | 33.6% | 31.8% | 31.0% | 32.8% | 33.5% | 34.5% | 17.0% | 17.7% | 17.7% | 8.9% | 9.0% | 9.2% | 7.6% | 8.0% | 7.6% | 128,309 | 121,981 | 121,302 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 44.8% | 40.8% | 42.7% | 31.2% | 33.7% | 33.4% | 14.2% | 14.1% | 13.1% | 5.3% | 6.2% | 5.5% | 4.5% | 5.2% | 5.3% | 11,895 | 6,499 | 8,794 |
| 1-3 years | 38.1% | 37.6% | 35.9% | 31.3% | 31.3% | 33.7% | 15.1% | 15.2% | 15.2% | 8.4% | 8.3% | 8.2% | 7.2% | 7.6% | 7.1% | 44,589 | 49,874 | 55,134 |
| 4-5 years | 35.2% | 33.6% | 31.7% | 32.1% | 32.6% | 33.5% | 15.6% | 16.4% | 17.0% | 8.7% | 9.3% | 9.3% | 8.3% | 8.2% | 8.5% | 49,942 | 51,822 | 47,691 |
| 6-10 years | 33.3% | 31.7% | 29.9% | 31.6% | 31.8% | 33.6% | 16.5% | 17.5% | 17.8% | 9.6% | 9.9% | 9.7% | 8.9% | 9.1% | 9.0% | 95,879 | 80,928 | 70,291 |
| 11-20 years | 31.9% | 30.6% | 29.7% | 32.7% | 32.6% | 34.1% | 17.3% | 18.0% | 17.9% | 9.5% | 9.8% | 9.7% | 8.6% | 9.1% | 8.6% | 99,043 | 86,346 | 76,810 |
| > 20 years | 34.4% | 32.7% | 31.8% | 33.6% | 34.3% | 35.0% | 16.6% | 17.3% | 17.4% | 8.5% | 8.6% | 8.8% | 7.0% | 7.1% | 7.0% | 94,612 | 89,333 | 89,034 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 40.9% | 39.2% | 37.5% | 34.3% | 34.7% | 36.1% | 14.2% | 14.9% | 15.2% | 6.2% | 6.6% | 6.6% | 4.4% | 4.6% | 4.6% | 263,598 | 240,381 | 238,423 |
| Yes, to retire | 30.3% | 28.3% | 27.1% | 34.2% | 34.6% | 36.1% | 18.5% | 19.5% | 19.2% | 9.8% | 9.5% | 9.9% | 7.2% | 8.2% | 7.6% | 24,112 | 23,041 | 21,424 |
| Yes, to other job in Govt | 21.6% | 21.2% | 19.5% | 28.3% | 28.0% | 28.5% | 20.6% | 21.0% | 21.6% | 14.4% | 14.4% | 14.9% | 15.0% | 15.4% | 15.6% | 73,526 | 68,186 | 56,706 |
| Yes, to other job outside Govt | 21.8% | 21.6% | 20.9% | 27.5% | 27.8% | 28.8% | 18.1% | 19.3% | 18.7% | 15.5% | 15.4% | 14.9% | 17.1% | 16.0% | 16.7% | 15,883 | 15,617 | 15,611 |
| Yes, other | 18.8% | 18.3% | 18.1% | 25.0% | 25.8% | 26.6% | 22.3% | 22.3% | 22.0% | 15.1% | 14.9% | 14.9% | 18.7% | 18.7% | 18.5% | 19,329 | 18,075 | 16,425 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 30.2% | 27.8% | 27.3% | 33.0% | 33.2% | 34.3% | 17.6% | 18.8% | 19.0% | 10.3% | 10.6% | 10.1% | 9.0% | 9.5% | 9.2% | 14,850 | 13,961 | 12,628 |
| Between 1-3 years | 31.0% | 30.1% | 28.9% | 34.3% | 34.4% | 35.5% | 18.0% | 19.0% | 18.5% | 9.2% | 9.2% | 9.9% | 7.5% | 7.2% | 7.3% | 39,994 | 36,352 | 34,429 |
| Between 3-5 years | 31.9% | 30.6% | 30.0% | 33.4% | 33.3% | 34.9% | 17.8% | 18.5% | 18.1% | 9.2% | 9.4% | 9.5% | 7.7% | 8.2% | 7.5% | 43,507 | 39,631 | 36,376 |
| 5 or more years | 35.6% | 34.1% | 32.9% | 31.9% | 32.3% | 33.8% | 15.8% | 16.4% | 16.5% | 8.7% | 9.0% | 8.8% | 8.0% | 8.2% | 7.9% | 294,930 | 271,861 | 260,895 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 34.2% | 32.8% | 31.7% | 32.3% | 32.6% | 34.1% | 16.5% | 17.2% | 17.2% | 8.9% | 9.2% | 9.1% | 8.0% | 8.2% | 7.9% | 410,689 | 380,967 | 364,718 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 35.6% | 33.9% | 32.9% | 32.6% | 32.9% | 34.3% | 15.8% | 16.5% | 16.5% | 8.6% | 8.9% | 8.7% | 7.5% | 7.8% | 7.6% | 318,075 | 294,221 | 281,346 |
| LGBT* | 36.0% | 34.9% | 32.1% | 28.5% | 28.8% | 31.6% | 15.7% | 15.7% | 16.7% | 10.4% | 10.4% | 10.4% | 9.3% | 10.2% | 9.2% | 11,053 | 9,822 | 8,929 |
| Prefer not to say | 27.6% | 27.2% | 25.9% | 30.9% | 31.6% | 32.6% | 19.6% | 20.2% | 20.3% | 10.9% | 10.6% | 11.2% | 11.0% | 10.4% | 10.1% | 48,164 | 43,822 | 40,977 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 34.9% | 33.6% | --- | 32.3% | 32.5% | --- | 16.3% | 16.7% | --- | 8.8% | 9.1% | --- | 7.7% | 8.0% | --- | 281,573 | 257,900 | --- |
| Currently in Guard/Reserves | 34.1% | 33.6% | --- | 32.6% | 32.6% | --- | 15.6% | 15.6% | --- | 8.7% | 9.3% | --- | 9.0% | 9.0% | --- | 7,004 | 6,528 | --- |
| Retired | 36.7% | 35.0% | --- | 33.1% | 34.0% | --- | 15.5% | 16.2% | --- | 8.0% | 8.1% | --- | 6.7% | 6.8% | --- | 43,370 | 41,645 | --- |
| Separated/Discharged | 32.1% | 30.1% | --- | 31.6% | 31.8% | --- | 17.0% | 18.3% | --- | 9.7% | 9.9% | --- | 9.6% | 9.9% | --- | 59,641 | 55,150 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 32.1% | 30.4% | 29.7% | 29.6% | 30.2% | 30.6% | 17.3% | 18.3% | 18.4% | 10.1% | 10.2% | 10.3% | 11.0% | 11.1% | 11.1% | 53,573 | 48,999 | 45,061 |
| No | 35.0% | 33.6% | 32.4% | 32.8% | 33.1% | 34.6% | 16.1% | 16.7% | 16.7% | 8.6% | 9.0% | 8.8% | 7.4% | 7.7% | 7.4% | 339,206 | 313,186 | 301,474 |

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 39.1% | 38.0% | 36.7% | 30.6% | 30.9% | 31.8% | 18.0% | 18.6% | 18.8% | 6.9% | 7.0% | 7.3% | 5.4% | 5.5% | 5.4% | 410,877 | 381,129 | 364,643 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 41.4% | 40.2% | 38.7% | 30.1% | 30.3% | 31.3% | 17.1% | 17.5% | 17.9% | 6.3% | 6.6% | 6.9% | 5.1% | 5.3% | 5.2% | 156,569 | 142,981 | 137,057 |
| Field | 38.1% | 37.1% | 35.8% | 30.8% | 31.1% | 31.9% | 18.4% | 18.9% | 19.2% | 7.2% | 7.2% | 7.5% | 5.6% | 5.7% | 5.6% | 240,461 | 222,406 | 211,624 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 38.3% | 37.3% | 35.9% | 30.2% | 30.4% | 31.2% | 18.5% | 19.0% | 19.3% | 7.2% | 7.4% | 7.7% | 5.8% | 6.1% | 5.9% | 261,246 | 241,236 | 232,863 |
| Team Leader | 38.8% | 38.4% | 37.1% | 30.5% | 30.9% | 31.9% | 18.4% | 18.6% | 18.5% | 7.1% | 6.9% | 7.5% | 5.2% | 5.2% | 5.0% | 53,429 | 49,653 | 47,498 |
| Supervisor | 40.8% | 39.1% | 37.7% | 32.7% | 33.3% | 33.9% | 16.5% | 17.1% | 17.9% | 5.9% | 6.2% | 6.1% | 4.1% | 4.3% | 4.4% | 52,574 | 48,651 | 44,526 |
| Manager | 45.6% | 44.8% | 43.2% | 31.0% | 30.9% | 32.9% | 14.3% | 14.7% | 14.9% | 5.2% | 5.5% | 5.2% | 3.9% | 4.2% | 3.9% | 24,382 | 21,613 | 21,321 |
| Senior Leader | 54.9% | 53.7% | 55.1% | 26.2% | 28.1% | 26.6% | 12.5% | 11.3% | 11.8% | 3.3% | 3.7% | 3.7% | 3.1% | 3.1% | 2.8% | 8,060 | 7,049 | 5,381 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 40.0% | 38.8% | 36.9% | 30.8% | 31.5% | 32.4% | 17.4% | 17.7% | 18.3% | 6.6% | 6.6% | 7.1% | 5.2% | 5.3% | 5.2% | 205,488 | 188,959 | 179,277 |
| Female | 38.5% | 37.5% | 36.9% | 30.1% | 29.9% | 30.7% | 18.6% | 19.2% | 19.2% | 7.2% | 7.4% | 7.5% | 5.7% | 5.9% | 5.7% | 188,947 | 175,069 | 168,624 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 36.8% | 36.4% | 35.5% | 29.5% | 29.1% | 30.0% | 19.4% | 19.6% | 19.7% | 7.9% | 8.1% | 8.2% | 6.3% | 6.8% | 6.6% | 34,003 | 30,816 | 28,819 |
| No | 39.6% | 38.5% | 37.1% | 30.7% | 31.0% | 31.9% | 17.7% | 18.2% | 18.5% | 6.7% | 6.9% | 7.2% | 5.3% | 5.4% | 5.3% | 356,630 | 329,445 | 315,706 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 33.8% | 31.9% | 30.4% | 26.3% | 28.4% | 27.0% | 21.0% | 21.5% | 22.7% | 10.1% | 9.2% | 10.9% | 8.8% | 9.0% | 9.1% | 8,368 | 7,551 | 7,772 |
| Asian | 39.5% | 38.1% | 36.5% | 33.0% | 32.3% | 33.2% | 17.0% | 18.5% | 19.4% | 5.7% | 6.2% | 6.3% | 4.8% | 4.9% | 4.6% | 18,718 | 17,110 | 16,274 |
| Black/African American | 37.8% | 36.3% | 35.6% | 30.3% | 30.5% | 31.3% | 19.2% | 19.9% | 20.3% | 6.9% | 6.9% | 6.9% | 5.8% | 6.3% | 5.9% | 60,320 | 56,111 | 53,802 |
| Native Hawaiian/ Pacific Islander | 36.8% | 34.2% | 32.8% | 29.6% | 29.7% | 30.2% | 18.4% | 19.9% | 20.1% | 8.5% | 8.9% | 9.5% | 6.7% | 7.3% | 7.4% | 2,481 | 2,336 | 2,348 |
| White | 40.4% | 39.4% | 38.0% | 30.7% | 30.9% | 31.9% | 17.3% | 17.7% | 17.9% | 6.6% | 6.8% | 7.1% | 5.0% | 5.2% | 5.1% | 274,233 | 253,311 | 242,488 |
| Two or more races (Not Hispanic/ Latino) | 36.4% | 36.8% | 34.3% | 28.8% | 29.3% | 30.2% | 19.8% | 19.4% | 19.7% | 8.2% | 7.8% | 8.4% | 6.9% | 6.6% | 7.3% | 14,482 | 13,058 | 11,611 |

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 39.1% | 38.0% | 36.7% | 30.6% | 30.9% | 31.8% | 18.0% | 18.6% | 18.8% | 6.9% | 7.0% | 7.3% | 5.4% | 5.5% | 5.4% | 410,877 | 381,129 | 364,643 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 44.2% | 43.6% | 40.7% | 31.8% | 31.4% | 33.6% | 15.4% | 15.6% | 15.2% | 4.7% | 4.8% | 6.5% | 3.9% | 4.5% | 4.0% | 2,660 | 2,667 | 3,466 |
| 26-29 | 39.9% | 37.3% | 36.4% | 32.3% | 32.3% | 32.9% | 16.8% | 17.8% | 18.2% | 6.5% | 6.9% | 7.7% | 4.5% | 5.7% | 4.9% | 12,293 | 12,438 | 12,948 |
| 30-39 | 38.7% | 37.6% | 36.8% | 30.5% | 30.4% | 31.2% | 18.1% | 18.8% | 18.5% | 7.2% | 7.3% | 7.5% | 5.6% | 5.9% | 5.9% | 72,696 | 65,196 | 58,668 |
| 40-49 | 38.8% | 37.8% | 36.6% | 30.2% | 30.8% | 31.6% | 17.9% | 18.5% | 18.5% | 7.1% | 7.1% | 7.6% | 5.9% | 5.8% | 5.8% | 108,146 | 101,685 | 96,415 |
| 50-59 | 38.8% | 37.9% | 36.7% | 30.7% | 30.9% | 31.7% | 18.3% | 18.8% | 19.2% | 6.9% | 7.0% | 7.1% | 5.3% | 5.5% | 5.3% | 149,409 | 138,814 | 124,647 |
| 60+ | 39.9% | 39.1% | 38.9% | 30.9% | 31.2% | 31.8% | 18.0% | 18.4% | 18.4% | 6.4% | 6.6% | 6.4% | 4.7% | 4.8% | 4.6% | 63,921 | 57,592 | 47,825 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 37.4% | 39.2% | --- | 29.2% | 31.2% | --- | 18.6% | 15.6% | --- | 6.0% | 6.5% | --- | 8.8% | 7.5% | --- | 414 | 396 | --- |
| H.S. Diploma/ GED or equiv | 39.2% | 38.9% | --- | 30.2% | 30.3% | --- | 18.5% | 18.8% | --- | 6.6% | 6.8% | --- | 5.5% | 5.1% | --- | 19,409 | 19,106 | --- |
| Trade/Technical Certificate | 34.7% | 33.7% | --- | 30.0% | 30.3% | --- | 20.4% | 20.5% | --- | 8.2% | 8.6% | --- | 6.8% | 6.9% | --- | 9,603 | 9,024 | --- |
| Some College (no degree) | 37.6% | 36.7% | --- | 29.7% | 29.8% | --- | 19.3% | 19.4% | --- | 7.4% | 7.7% | --- | 6.0% | 6.4% | --- | 60,314 | 58,041 | --- |
| Associate's Degree | 36.6% | 35.3% | --- | 30.2% | 30.3% | --- | 19.2% | 20.0% | --- | 7.8% | 7.9% | --- | 6.1% | 6.6% | --- | 31,417 | 29,539 | --- |
| Bachelor's Degree | 39.3% | 38.5% | --- | 31.2% | 31.5% | --- | 17.7% | 18.2% | --- | 6.6% | 6.7% | --- | 5.1% | 5.1% | --- | 136,001 | 125,159 | --- |
| Master's Degree | 40.3% | 39.2% | --- | 31.2% | 31.6% | --- | 17.0% | 17.5% | --- | 6.5% | 6.5% | --- | 5.0% | 5.2% | --- | 98,347 | 87,703 | --- |
| Doctoral/Professional Degree | 45.2% | 44.0% | --- | 28.6% | 28.9% | --- | 15.4% | 16.1% | --- | 6.0% | 6.1% | --- | 4.8% | 4.9% | --- | 41,038 | 36,663 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 32.7% | 32.1% | 30.0% | 30.3% | 30.5% | 31.3% | 20.8% | 20.7% | 22.0% | 8.7% | 9.2% | 9.4% | 7.6% | 7.6% | 7.3% | 12,700 | 12,312 | 13,340 |
| GS 1-6 | 36.0% | 35.5% | 34.7% | 29.7% | 29.1% | 30.0% | 19.6% | 20.0% | 19.8% | 7.9% | 7.9% | 8.2% | 6.8% | 7.4% | 7.2% | 22,033 | 22,079 | 22,236 |
| GS 7-12 | 38.1% | 37.1% | 35.8% | 30.7% | 31.1% | 32.0% | 18.5% | 19.0% | 19.1% | 7.1% | 7.1% | 7.6% | 5.7% | 5.7% | 5.5% | 166,778 | 158,003 | 145,252 |
| GS 13-15 | 43.2% | 42.4% | 41.2% | 30.6% | 30.9% | 31.9% | 16.0% | 16.3% | 16.5% | 5.9% | 6.0% | 6.0% | 4.2% | 4.4% | 4.4% | 162,631 | 144,255 | 136,016 |
| SES | 61.3% | 59.5% | 56.6% | 24.7% | 26.2% | 27.7% | 9.0% | 9.0% | 10.2% | 2.6% | 2.7% | 3.1% | 2.4% | 2.6% | 2.4% | 5,717 | 4,892 | 4,416 |
| SL/ST | 46.1% | 43.3% | 45.2% | 28.2% | 31.9% | 27.7% | 15.1% | 15.5% | 14.3% | 5.3% | 5.2% | 8.4% | 5.3% | 4.1% | 4.4% | 1,544 | 1,385 | 1,226 |
| Other | 37.1% | 35.9% | 34.1% | 31.1% | 31.0% | 32.0% | 19.1% | 19.7% | 20.7% | 7.2% | 7.4% | 7.7% | 5.5% | 5.9% | 5.5% | 25,659 | 23,099 | 26,454 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 39.1% | 38.0% | 36.7% | 30.6% | 30.9% | 31.8% | 18.0% | 18.6% | 18.8% | 6.9% | 7.0% | 7.3% | 5.4% | 5.5% | 5.4% | 410,877 | 381,129 | 364,643 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 51.0% | 45.8% | 49.4% | 29.9% | 32.0% | 31.4% | 13.0% | 14.9% | 12.6% | 3.8% | 3.7% | 3.9% | 2.3% | 3.6% | 2.7% | 6,051 | 3,160 | 4,704 |
| 1-3 years | 42.7% | 42.8% | 41.2% | 30.6% | 30.4% | 31.9% | 16.3% | 16.1% | 16.6% | 6.0% | 6.2% | 6.2% | 4.3% | 4.6% | 4.0% | 28,322 | 32,893 | 39,439 |
| 4-5 years | 39.8% | 38.9% | 36.6% | 31.0% | 30.8% | 31.5% | 17.3% | 18.0% | 18.8% | 6.7% | 7.0% | 7.5% | 5.1% | 5.2% | 5.6% | 41,178 | 43,384 | 39,408 |
| 6-10 years | 38.7% | 36.8% | 34.7% | 29.8% | 30.4% | 31.5% | 18.3% | 19.0% | 19.5% | 7.4% | 7.7% | 8.1% | 5.8% | 6.2% | 6.2% | 88,010 | 73,519 | 64,425 |
| 11-14 years | 37.1% | 36.5% | 34.7% | 30.7% | 30.5% | 31.5% | 18.9% | 19.3% | 19.6% | 7.4% | 7.5% | 8.1% | 5.9% | 6.2% | 6.1% | 56,879 | 51,445 | 44,833 |
| 15-20 years | 37.0% | 36.3% | 35.3% | 30.6% | 30.5% | 30.8% | 18.9% | 19.3% | 19.7% | 7.2% | 7.5% | 7.8% | 6.4% | 6.4% | 6.4% | 48,909 | 40,066 | 35,149 |
| > 20 years | 39.6% | 38.5% | 37.2% | 30.9% | 31.5% | 32.2% | 17.9% | 18.3% | 18.7% | 6.6% | 6.5% | 6.8% | 5.1% | 5.2% | 5.1% | 128,529 | 122,231 | 121,473 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 48.9% | 45.8% | 47.2% | 28.7% | 30.6% | 30.7% | 14.5% | 15.2% | 13.6% | 4.6% | 4.4% | 5.0% | 3.3% | 4.0% | 3.5% | 11,924 | 6,515 | 8,790 |
| 1-3 years | 41.6% | 41.4% | 39.5% | 29.9% | 30.0% | 31.5% | 16.9% | 16.7% | 17.2% | 6.5% | 6.7% | 6.8% | 5.1% | 5.2% | 4.9% | 44,668 | 49,943 | 55,223 |
| 4-5 years | 39.0% | 38.1% | 35.8% | 30.8% | 30.4% | 31.5% | 17.7% | 18.5% | 19.1% | 7.0% | 7.3% | 7.7% | 5.6% | 5.7% | 5.9% | 50,023 | 51,891 | 47,742 |
| 6-10 years | 37.9% | 36.3% | 34.7% | 30.1% | 30.6% | 31.3% | 18.5% | 19.3% | 19.5% | 7.5% | 7.7% | 8.2% | 6.0% | 6.2% | 6.3% | 96,022 | 81,116 | 70,394 |
| 11-20 years | 37.2% | 36.5% | 35.3% | 30.8% | 30.6% | 31.5% | 18.9% | 19.4% | 19.8% | 7.2% | 7.4% | 7.6% | 5.8% | 6.1% | 5.8% | 99,242 | 86,505 | 76,952 |
| > 20 years | 40.4% | 39.3% | 37.9% | 31.3% | 32.1% | 32.6% | 17.4% | 17.9% | 18.3% | 6.2% | 6.1% | 6.6% | 4.6% | 4.6% | 4.7% | 94,759 | 89,507 | 89,157 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 46.1% | 45.0% | 43.0% | 31.7% | 31.9% | 33.0% | 14.8% | 15.3% | 16.0% | 4.6% | 4.7% | 5.0% | 2.9% | 3.0% | 3.0% | 264,104 | 240,899 | 238,805 |
| Yes, to retire | 37.1% | 35.3% | 33.8% | 31.5% | 31.8% | 32.7% | 19.3% | 20.4% | 20.9% | 7.2% | 7.4% | 7.8% | 4.9% | 5.0% | 4.9% | 24,170 | 23,117 | 21,503 |
| Yes, to other job in Govt | 25.1% | 24.7% | 22.7% | 28.3% | 28.4% | 28.6% | 24.7% | 24.8% | 25.0% | 11.5% | 11.6% | 12.7% | 10.4% | 10.6% | 11.0% | 73,611 | 68,278 | 56,756 |
| Yes, to other job outside Govt | 25.5% | 24.1% | 23.2% | 26.5% | 28.5% | 28.2% | 23.1% | 23.7% | 23.6% | 12.5% | 12.1% | 13.0% | 12.3% | 11.7% | 12.0% | 15,890 | 15,655 | 15,611 |
| Yes, other | 22.5% | 22.2% | 21.6% | 26.9% | 26.9% | 26.4% | 25.2% | 25.0% | 25.5% | 12.6% | 12.6% | 13.1% | 12.8% | 13.3% | 13.4% | 19,349 | 18,075 | 16,423 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 36.6% | 34.3% | 33.4% | 30.3% | 31.2% | 31.2% | 19.3% | 20.1% | 20.6% | 7.5% | 7.9% | 8.3% | 6.3% | 6.5% | 6.5% | 14,903 | 14,011 | 12,674 |
| Between 1-3 years | 37.5% | 37.2% | 35.5% | 31.9% | 32.1% | 32.7% | 18.8% | 19.5% | 19.8% | 6.8% | 6.7% | 7.3% | 5.0% | 4.6% | 4.7% | 40,080 | 36,453 | 34,520 |
| Between 3-5 years | 38.0% | 37.0% | 36.3% | 31.2% | 31.4% | 31.9% | 18.9% | 19.2% | 19.3% | 6.9% | 7.1% | 7.3% | 5.1% | 5.4% | 5.2% | 43,611 | 39,752 | 36,414 |
| 5 or more years | 39.9% | 38.9% | 37.4% | 30.3% | 30.6% | 31.6% | 17.6% | 18.0% | 18.3% | 6.8% | 6.9% | 7.2% | 5.4% | 5.6% | 5.5% | 295,398 | 272,318 | 261,237 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 39.1% | 38.0% | 36.7% | 30.6% | 30.9% | 31.8% | 18.0% | 18.6% | 18.8% | 6.9% | 7.0% | 7.3% | 5.4% | 5.5% | 5.4% | 410,877 | 381,129 | 364,643 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 40.3% | 39.1% | 37.7% | 30.7% | 30.8% | 31.8% | 17.5% | 18.1% | 18.2% | 6.5% | 6.7% | 7.0% | 5.1% | 5.3% | 5.2% | 318,673 | 294,864 | 281,810 |
| LGBT* | 39.1% | 38.5% | 36.0% | 28.7% | 28.4% | 29.2% | 17.7% | 17.5% | 20.1% | 7.7% | 8.2% | 8.2% | 6.8% | 7.3% | 6.5% | 11,075 | 9,841 | 8,941 |
| Prefer not to say | 32.9% | 32.9% | 31.4% | 30.1% | 31.0% | 31.0% | 20.8% | 20.6% | 22.1% | 8.9% | 8.2% | 8.8% | 7.3% | 7.3% | 6.7% | 48,231 | 43,890 | 41,045 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 39.6% | 38.8% | --- | 30.9% | 30.9% | --- | 17.7% | 18.2% | --- | 6.6% | 6.8% | --- | 5.1% | 5.3% | --- | 282,025 | 258,388 | --- |
| Currently in Guard/Reserves | 36.8% | 36.5% | --- | 31.7% | 31.3% | --- | 17.8% | 18.0% | --- | 6.8% | 7.9% | --- | 6.9% | 6.4% | --- | 7,020 | 6,543 | --- |
| Retired | 41.4% | 40.4% | --- | 30.7% | 31.3% | --- | 17.0% | 17.3% | --- | 6.5% | 6.4% | --- | 4.3% | 4.7% | --- | 43,464 | 41,745 | --- |
| Separated/Discharged | 37.3% | 35.7% | --- | 29.3% | 29.8% | --- | 19.0% | 19.7% | --- | 7.8% | 7.9% | --- | 6.6% | 6.9% | --- | 59,758 | 55,254 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 37.1% | 35.8% | 34.4% | 28.5% | 29.0% | 29.2% | 18.8% | 19.5% | 20.2% | 8.2% | 8.1% | 8.5% | 7.4% | 7.6% | 7.7% | 53,672 | 49,132 | 45,112 |
| No | 39.7% | 38.8% | 37.4% | 31.0% | 31.1% | 32.1% | 17.7% | 18.2% | 18.4% | 6.6% | 6.8% | 7.1% | 5.0% | 5.2% | 5.0% | 339,792 | 313,770 | 301,946 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|-------------|-------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.5% | 9.6% | 9.9% | 28.5% | 27.9% | 30.9% | 24.7% | 25.2% | 26.2% | 19.9% | 20.6% | 20.3% | 16.4% | 16.7% | 12.7% | 401,121 | 372,179 | 358,319 | 7,849 | 6,901 | 3,649 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 12.5% | 11.4% | 11.3% | 30.9% | 30.5% | 32.7% | 24.2% | 24.7% | 25.5% | 18.3% | 18.9% | 19.1% | 14.1% | 14.5% | 11.4% | 153,868 | 140,593 | 135,588 | 2,686 | 2,452 | 1,444 |
| Field | 9.4% | 8.7% | 9.1% | 27.1% | 26.5% | 29.9% | 24.8% | 25.2% | 26.3% | 20.9% | 21.6% | 21.1% | 17.8% | 18.1% | 13.6% | 235,680 | 218,333 | 209,653 | 4,833 | 4,093 | 1,964 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 9.8% | 9.0% | 9.2% | 27.5% | 27.0% | 29.6% | 25.4% | 25.8% | 26.7% | 20.0% | 20.7% | 20.8% | 17.3% | 17.6% | 13.7% | 255,002 | 235,776 | 229,942 | 6,326 | 5,543 | 2,940 |
| Team Leader | 9.4% | 8.6% | 9.1% | 27.6% | 27.1% | 30.4% | 24.3% | 24.7% | 26.0% | 21.3% | 22.1% | 21.6% | 17.4% | 17.4% | 13.0% | 52,675 | 49,034 | 47,169 | 730 | 613 | 296 |
| Supervisor | 11.4% | 10.5% | 10.5% | 31.4% | 30.7% | 35.0% | 23.8% | 24.3% | 25.4% | 19.8% | 20.4% | 19.1% | 13.6% | 14.1% | 10.0% | 52,115 | 48,275 | 44,336 | 429 | 378 | 174 |
| Manager | 16.1% | 14.7% | 15.4% | 35.1% | 34.4% | 39.7% | 20.9% | 21.4% | 21.3% | 16.7% | 17.8% | 15.6% | 11.1% | 11.8% | 7.9% | 24,289 | 21,527 | 21,269 | 93 | 89 | 49 |
| Senior Leader | 31.3% | 30.0% | 30.2% | 38.1% | 38.1% | 39.2% | 14.3% | 14.8% | 15.5% | 9.9% | 10.5% | 9.7% | 6.3% | 6.7% | 5.3% | 8,034 | 7,029 | 5,378 | 24 | 24 | 13 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 10.5% | 9.5% | 9.7% | 27.8% | 27.4% | 30.7% | 24.4% | 24.9% | 26.1% | 19.7% | 20.4% | 20.4% | 17.5% | 17.8% | 13.2% | 202,408 | 186,297 | 177,928 | 3,087 | 2,663 | 1,319 |
| Female | 10.7% | 10.1% | 10.3% | 29.7% | 28.9% | 31.6% | 25.0% | 25.2% | 26.0% | 19.9% | 20.6% | 20.1% | 14.8% | 15.2% | 12.1% | 184,607 | 171,266 | 166,522 | 4,353 | 3,830 | 2,085 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 11.4% | 10.3% | 10.7% | 27.3% | 26.6% | 30.1% | 23.4% | 23.9% | 25.4% | 18.4% | 19.2% | 19.2% | 19.6% | 20.0% | 14.5% | 33,400 | 30,313 | 28,583 | 603 | 490 | 249 |
| No | 10.5% | 9.7% | 9.9% | 28.8% | 28.3% | 31.2% | 24.8% | 25.2% | 26.1% | 20.0% | 20.6% | 20.4% | 15.9% | 16.2% | 12.5% | 349,909 | 323,583 | 312,550 | 6,730 | 5,897 | 3,099 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 9.8% | 7.8% | 8.7% | 26.0% | 26.1% | 28.5% | 25.4% | 27.1% | 27.7% | 19.5% | 19.6% | 19.6% | 19.2% | 19.4% | 15.5% | 8,193 | 7,362 | 7,683 | 191 | 190 | 96 |
| Asian | 14.6% | 13.8% | 13.7% | 35.7% | 35.3% | 38.1% | 25.0% | 25.3% | 24.7% | 13.3% | 13.8% | 13.9% | 11.3% | 12.0% | 9.6% | 18,255 | 16,721 | 16,047 | 448 | 377 | 225 |
| Black/African American | 12.2% | 11.2% | 11.7% | 31.4% | 31.2% | 33.5% | 25.7% | 26.3% | 26.0% | 16.4% | 16.8% | 16.8% | 14.3% | 14.6% | 12.0% | 58,926 | 54,759 | 53,015 | 1,369 | 1,363 | 762 |
| Native Hawaiian/ Pacific Islander | 11.9% | 10.8% | 11.1% | 27.4% | 29.8% | 32.5% | 28.2% | 26.8% | 29.2% | 14.9% | 16.8% | 15.0% | 17.5% | 15.8% | 12.1% | 2,452 | 2,283 | 2,331 | 31 | 53 | 18 |
| White | 10.2% | 9.3% | 9.5% | 28.1% | 27.4% | 30.6% | 24.2% | 24.6% | 25.9% | 21.1% | 21.8% | 21.4% | 16.5% | 16.9% | 12.5% | 269,589 | 249,479 | 240,537 | 4,627 | 3,821 | 1,880 |
| Two or more races (Not Hispanic/ Latino) | 9.1% | 8.7% | 8.4% | 24.1% | 24.1% | 26.8% | 24.4% | 23.9% | 25.6% | 21.0% | 21.8% | 22.1% | 21.3% | 21.5% | 17.1% | 14,188 | 12,800 | 11,445 | 293 | 269 | 166 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.5% | 9.6% | 9.9% | 28.5% | 27.9% | 30.9% | 24.7% | 25.2% | 26.2% | 19.9% | 20.6% | 20.3% | 16.4% | 16.7% | 12.7% | 401,121 | 372,179 | 358,319 | 7,849 | 6,901 | 3,649 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 15.6% | 12.9% | 13.7% | 33.5% | 33.1% | 37.9% | 21.4% | 22.3% | 22.9% | 16.9% | 17.4% | 16.0% | 12.6% | 14.3% | 9.5% | 2,580 | 2,579 | 3,427 | 57 | 52 | 40 |
| 26-29 | 10.8% | 9.5% | 9.3% | 29.3% | 27.3% | 31.2% | 22.5% | 23.7% | 23.7% | 19.8% | 20.7% | 22.1% | 17.7% | 18.8% | 13.7% | 12,000 | 12,105 | 12,819 | 208 | 224 | 115 |
| 30-39 | 9.8% | 9.0% | 9.3% | 26.8% | 26.2% | 29.7% | 22.7% | 23.2% | 24.4% | 21.4% | 22.2% | 22.1% | 19.3% | 19.5% | 14.6% | 70,936 | 63,650 | 58,188 | 1,277 | 1,000 | 429 |
| 40-49 | 10.1% | 9.3% | 9.7% | 28.1% | 27.5% | 30.8% | 23.9% | 24.5% | 25.2% | 20.3% | 21.0% | 20.4% | 17.6% | 17.6% | 13.9% | 105,688 | 99,456 | 95,544 | 1,878 | 1,685 | 835 |
| 50-59 | 10.8% | 9.8% | 10.1% | 29.1% | 28.4% | 31.2% | 25.7% | 26.2% | 27.3% | 19.4% | 20.1% | 19.8% | 15.0% | 15.5% | 11.6% | 145,947 | 135,662 | 123,354 | 2,888 | 2,538 | 1,282 |
| 60+ | 11.0% | 10.4% | 11.2% | 30.1% | 29.8% | 33.5% | 27.6% | 27.7% | 28.3% | 18.3% | 19.0% | 17.6% | 13.0% | 13.1% | 9.4% | 62,244 | 56,041 | 47,272 | 1,519 | 1,358 | 593 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 14.5% | 10.1% | --- | 37.4% | 42.4% | --- | 21.1% | 23.5% | --- | 12.7% | 14.1% | --- | 14.4% | 9.9% | --- | 393 | 379 | --- | 19 | 18 | --- |
| H.S. Diploma/ GED or equiv | 11.4% | 10.7% | --- | 31.3% | 31.7% | --- | 27.6% | 27.3% | --- | 16.5% | 17.4% | --- | 13.1% | 12.9% | --- | 18,944 | 18,664 | --- | 456 | 426 | --- |
| Trade/Technical Certificate | 8.9% | 8.5% | --- | 27.7% | 26.5% | --- | 28.6% | 28.5% | --- | 18.0% | 20.3% | --- | 16.8% | 16.2% | --- | 9,406 | 8,840 | --- | 183 | 195 | --- |
| Some College (no degree) | 10.2% | 9.6% | --- | 27.4% | 26.7% | --- | 26.3% | 26.3% | --- | 18.9% | 19.9% | --- | 17.1% | 17.5% | --- | 59,094 | 56,842 | --- | 1,249 | 1,219 | --- |
| Associate's Degree | 10.2% | 8.7% | --- | 27.8% | 27.0% | --- | 25.6% | 26.6% | --- | 19.5% | 20.5% | --- | 16.8% | 17.2% | --- | 30,755 | 28,962 | --- | 692 | 591 | --- |
| Bachelor's Degree | 10.0% | 9.1% | --- | 28.5% | 28.0% | --- | 24.3% | 25.0% | --- | 20.5% | 21.1% | --- | 16.7% | 16.9% | --- | 133,336 | 122,864 | --- | 2,645 | 2,286 | --- |
| Master's Degree | 11.2% | 10.4% | --- | 29.3% | 28.8% | --- | 23.3% | 23.6% | --- | 20.7% | 20.8% | --- | 15.6% | 16.4% | --- | 96,749 | 86,464 | --- | 1,583 | 1,255 | --- |
| Doctoral/Professional Degree | 12.7% | 11.7% | --- | 29.0% | 28.4% | --- | 21.6% | 21.9% | --- | 20.4% | 20.9% | --- | 16.3% | 17.1% | --- | 40,418 | 36,122 | --- | 649 | 554 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 8.0% | 7.2% | 8.6% | 24.9% | 24.3% | 27.1% | 26.7% | 26.5% | 28.1% | 20.4% | 22.1% | 21.9% | 20.0% | 19.9% | 14.3% | 12,444 | 12,134 | 13,262 | 253 | 189 | 90 |
| GS 1-6 | 11.5% | 10.8% | 11.0% | 29.3% | 29.2% | 31.9% | 27.4% | 27.0% | 27.0% | 16.9% | 17.7% | 17.4% | 14.9% | 15.3% | 12.6% | 21,335 | 21,326 | 21,862 | 689 | 742 | 368 |
| GS 7-12 | 10.2% | 9.2% | 9.4% | 28.4% | 27.8% | 30.8% | 25.2% | 25.9% | 26.9% | 19.7% | 20.4% | 20.3% | 16.5% | 16.8% | 12.6% | 162,834 | 154,518 | 143,498 | 3,949 | 3,531 | 1,745 |
| GS 13-15 | 11.3% | 10.5% | 10.9% | 30.2% | 29.5% | 32.5% | 23.0% | 23.7% | 24.3% | 20.4% | 20.9% | 20.4% | 15.2% | 15.4% | 12.0% | 160,479 | 142,537 | 135,004 | 2,137 | 1,710 | 963 |
| SES | 38.9% | 36.7% | 31.5% | 35.0% | 35.3% | 41.0% | 12.2% | 13.2% | 13.9% | 8.8% | 9.4% | 9.2% | 5.1% | 5.5% | 4.4% | 5,705 | 4,892 | 4,417 | 10 | 8 | 2 |
| SL/ST | 17.1% | 15.3% | 16.0% | 29.1% | 31.7% | 31.1% | 19.5% | 18.5% | 22.7% | 17.0% | 21.0% | 18.2% | 17.2% | 13.5% | 12.0% | 1,520 | 1,373 | 1,220 | 19 | 14 | 5 |
| Other | 8.3% | 7.9% | 7.7% | 25.2% | 24.6% | 28.8% | 24.4% | 23.8% | 25.6% | 22.5% | 22.5% | 22.6% | 19.6% | 21.2% | 15.3% | 25,213 | 22,737 | 26,230 | 477 | 368 | 238 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.5% | 9.6% | 9.9% | 28.5% | 27.9% | 30.9% | 24.7% | 25.2% | 26.2% | 19.9% | 20.6% | 20.3% | 16.4% | 16.7% | 12.7% | 401,121 | 372,179 | 358,319 | 7,849 | 6,901 | 3,649 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 21.1% | 17.6% | 20.7% | 37.8% | 38.4% | 40.8% | 22.6% | 23.6% | 20.8% | 12.3% | 13.7% | 12.1% | 6.3% | 6.6% | 5.5% | 5,833 | 3,041 | 4,610 | 211 | 120 | 90 |
| 1-3 years | 13.8% | 12.8% | 12.6% | 32.3% | 32.0% | 35.3% | 24.7% | 24.4% | 24.9% | 16.9% | 17.9% | 17.7% | 12.3% | 12.8% | 9.5% | 27,733 | 32,297 | 39,037 | 589 | 584 | 355 |
| 4-5 years | 11.0% | 9.6% | 9.6% | 29.2% | 28.4% | 31.0% | 24.2% | 24.9% | 25.0% | 19.4% | 20.7% | 21.3% | 16.2% | 16.4% | 13.1% | 40,446 | 42,621 | 39,045 | 723 | 763 | 355 |
| 6-10 years | 9.6% | 9.2% | 8.8% | 27.3% | 26.5% | 29.4% | 24.2% | 24.1% | 25.7% | 21.0% | 21.5% | 21.4% | 17.9% | 18.8% | 14.8% | 86,447 | 72,283 | 63,881 | 1,547 | 1,229 | 531 |
| 11-14 years | 9.2% | 8.5% | 8.6% | 26.1% | 25.3% | 28.9% | 23.7% | 24.6% | 25.9% | 21.5% | 22.4% | 22.2% | 19.5% | 19.3% | 14.5% | 55,918 | 50,597 | 44,447 | 983 | 848 | 372 |
| 15-20 years | 9.4% | 8.5% | 9.1% | 27.0% | 27.2% | 29.3% | 24.6% | 24.7% | 26.2% | 20.6% | 20.7% | 20.7% | 18.4% | 18.9% | 14.8% | 48,002 | 39,409 | 34,825 | 892 | 685 | 348 |
| > 20 years | 10.5% | 9.6% | 9.8% | 29.5% | 28.6% | 31.2% | 26.0% | 26.6% | 27.6% | 19.4% | 20.1% | 19.7% | 14.6% | 15.1% | 11.7% | 125,957 | 119,936 | 120,116 | 2,613 | 2,358 | 1,383 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 21.1% | 17.7% | 19.7% | 36.6% | 38.2% | 39.7% | 22.4% | 22.8% | 21.2% | 12.5% | 13.4% | 12.3% | 7.4% | 7.9% | 7.0% | 11,478 | 6,269 | 8,606 | 443 | 239 | 182 |
| 1-3 years | 13.2% | 12.5% | 12.0% | 31.4% | 30.6% | 33.7% | 24.2% | 24.3% | 24.9% | 17.5% | 18.5% | 18.6% | 13.7% | 14.1% | 10.7% | 43,738 | 49,033 | 54,691 | 900 | 904 | 503 |
| 4-5 years | 10.6% | 9.0% | 9.2% | 28.5% | 27.5% | 30.1% | 24.1% | 25.0% | 25.4% | 19.7% | 21.1% | 21.4% | 17.1% | 17.4% | 13.8% | 49,150 | 50,954 | 47,300 | 888 | 941 | 426 |
| 6-10 years | 9.2% | 8.9% | 8.4% | 26.6% | 26.3% | 29.1% | 24.3% | 24.3% | 25.8% | 21.3% | 21.6% | 21.7% | 18.5% | 18.9% | 15.0% | 94,373 | 79,753 | 69,750 | 1,637 | 1,360 | 618 |
| 11-20 years | 9.2% | 8.4% | 8.8% | 26.7% | 26.4% | 29.5% | 24.4% | 24.9% | 26.6% | 21.0% | 21.5% | 21.2% | 18.6% | 18.8% | 13.8% | 97,537 | 85,130 | 76,251 | 1,731 | 1,407 | 712 |
| > 20 years | 10.3% | 9.4% | 9.8% | 29.9% | 28.8% | 31.6% | 26.3% | 27.1% | 27.7% | 19.7% | 20.2% | 19.7% | 13.9% | 14.5% | 11.1% | 92,880 | 87,858 | 88,223 | 1,901 | 1,697 | 954 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 13.4% | 12.4% | 12.6% | 33.8% | 33.3% | 36.6% | 25.6% | 26.0% | 26.5% | 17.1% | 17.7% | 16.8% | 10.1% | 10.5% | 7.6% | 258,982 | 236,512 | 236,379 | 5,042 | 4,362 | 2,323 |
| Yes, to retire | 9.4% | 7.9% | 8.1% | 28.0% | 27.7% | 30.2% | 27.4% | 28.0% | 29.0% | 20.6% | 21.4% | 20.8% | 14.6% | 15.0% | 11.9% | 23,689 | 22,624 | 21,267 | 507 | 499 | 243 |
| Yes, to other job in Govt | 4.8% | 4.4% | 4.0% | 18.5% | 17.8% | 19.0% | 22.8% | 23.2% | 24.9% | 25.8% | 26.1% | 28.2% | 28.1% | 28.6% | 23.9% | 72,323 | 67,164 | 56,229 | 1,311 | 1,132 | 541 |
| Yes, to other job outside Govt | 3.7% | 3.3% | 3.2% | 13.8% | 13.4% | 15.7% | 18.2% | 18.4% | 21.7% | 27.3% | 28.8% | 30.0% | 37.1% | 36.2% | 29.3% | 15,680 | 15,474 | 15,496 | 222 | 180 | 122 |
| Yes, other | 3.7% | 3.5% | 3.4% | 15.5% | 15.1% | 15.3% | 22.0% | 22.1% | 24.6% | 24.6% | 26.0% | 28.8% | 34.2% | 33.3% | 27.9% | 18,947 | 17,738 | 16,256 | 430 | 377 | 194 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 8.9% | 8.1% | 8.3% | 27.5% | 26.2% | 29.1% | 26.3% | 26.9% | 27.4% | 20.1% | 21.9% | 21.1% | 17.2% | 17.0% | 14.1% | 14,623 | 13,741 | 12,541 | 289 | 274 | 143 |
| Between 1-3 years | 9.6% | 8.8% | 8.9% | 28.2% | 28.7% | 30.7% | 27.3% | 27.2% | 28.7% | 19.9% | 20.3% | 20.4% | 14.9% | 15.0% | 11.3% | 39,240 | 35,702 | 34,150 | 863 | 762 | 370 |
| Between 3-5 years | 9.7% | 9.3% | 9.5% | 28.7% | 27.9% | 30.9% | 26.3% | 27.1% | 27.7% | 20.2% | 20.2% | 20.5% | 15.2% | 15.6% | 11.3% | 42,810 | 39,043 | 36,024 | 788 | 713 | 409 |
| 5 or more years | 10.9% | 9.9% | 10.2% | 28.7% | 28.1% | 31.3% | 24.0% | 24.4% | 25.5% | 19.8% | 20.6% | 20.1% | 16.6% | 16.9% | 12.9% | 289,876 | 267,614 | 258,745 | 5,468 | 4,695 | 2,402 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.5% | 9.6% | 9.9% | 28.5% | 27.9% | 30.9% | 24.7% | 25.2% | 26.2% | 19.9% | 20.6% | 20.3% | 16.4% | 16.7% | 12.7% | 401,121 | 372,179 | 358,319 | 7,849 | 6,901 | 3,649 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 11.2% | 10.2% | 10.4% | 29.6% | 29.1% | 32.0% | 24.6% | 25.0% | 25.9% | 19.3% | 20.1% | 19.7% | 15.3% | 15.7% | 12.0% | 313,067 | 290,016 | 279,301 | 5,554 | 4,825 | 2,440 |
| LGBT* | 10.0% | 9.5% | 9.2% | 26.2% | 24.9% | 28.3% | 22.0% | 22.6% | 22.3% | 20.9% | 21.8% | 23.1% | 20.8% | 21.2% | 17.1% | 10,865 | 9,682 | 8,872 | 202 | 151 | 68 |
| Prefer not to say | 7.0% | 6.8% | 6.8% | 22.5% | 22.2% | 25.5% | 25.7% | 26.0% | 27.7% | 22.6% | 23.0% | 23.3% | 22.1% | 22.1% | 16.7% | 47,015 | 42,778 | 40,416 | 1,267 | 1,139 | 629 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 10.3% | 9.7% | --- | 29.0% | 28.3% | --- | 24.7% | 25.1% | --- | 20.1% | 20.8% | --- | 15.8% | 16.1% | --- | 276,484 | 253,534 | --- | 5,557 | 4,885 | --- |
| Currently in Guard/Reserves | 12.5% | 9.8% | --- | 28.6% | 28.5% | --- | 22.7% | 23.2% | --- | 19.0% | 20.6% | --- | 17.3% | 18.0% | --- | 6,937 | 6,459 | --- | 80 | 79 | --- |
| Retired Separated/Discharged | 13.0% | 11.7% | --- | 32.2% | 32.0% | --- | 25.4% | 25.4% | --- | 17.1% | 18.1% | --- | 12.4% | 12.8% | --- | 42,825 | 41,218 | --- | 630 | 528 | --- |
| Discharged | 9.5% | 8.4% | --- | 24.9% | 24.5% | --- | 24.2% | 24.9% | --- | 20.8% | 21.4% | --- | 20.5% | 20.9% | --- | 58,668 | 54,342 | --- | 1,100 | 933 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 11.0% | 9.9% | 10.6% | 26.3% | 26.0% | 28.1% | 24.5% | 24.6% | 25.6% | 18.8% | 19.6% | 20.1% | 19.5% | 19.9% | 15.6% | 52,524 | 48,144 | 44,631 | 1,151 | 1,013 | 536 |
| No | 10.5% | 9.7% | 9.8% | 29.1% | 28.5% | 31.7% | 24.7% | 25.1% | 26.1% | 20.0% | 20.7% | 20.3% | 15.7% | 16.0% | 12.1% | 333,544 | 308,337 | 299,013 | 6,241 | 5,444 | 2,830 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.7% | 14.9% | 16.2% | 34.7% | 34.6% | 37.5% | 24.7% | 25.5% | 23.6% | 11.7% | 11.9% | 11.9% | 13.2% | 13.1% | 10.9% | 383,737 | 356,007 | 349,438 | 24,649 | 22,553 | 12,164 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 18.4% | 17.5% | 18.0% | 36.3% | 36.4% | 38.9% | 23.8% | 24.0% | 22.6% | 10.4% | 10.8% | 10.9% | 11.1% | 11.3% | 9.6% | 147,911 | 134,969 | 132,330 | 8,440 | 7,895 | 4,612 |
| Field | 14.2% | 13.6% | 15.2% | 33.8% | 33.6% | 36.7% | 25.1% | 25.9% | 23.9% | 12.3% | 12.5% | 12.5% | 14.5% | 14.3% | 11.8% | 224,816 | 208,397 | 204,399 | 15,406 | 13,769 | 7,027 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 14.2% | 13.6% | 14.8% | 33.8% | 33.7% | 36.5% | 25.8% | 26.4% | 24.5% | 12.0% | 12.1% | 12.4% | 14.2% | 14.2% | 11.8% | 242,363 | 224,025 | 223,272 | 18,610 | 16,975 | 9,418 |
| Team Leader | 14.9% | 14.2% | 15.6% | 34.8% | 35.0% | 37.7% | 24.2% | 25.1% | 23.2% | 12.2% | 12.6% | 12.4% | 13.9% | 13.1% | 11.1% | 50,384 | 46,953 | 46,120 | 2,961 | 2,641 | 1,309 |
| Supervisor | 17.8% | 17.0% | 18.3% | 38.1% | 37.8% | 41.4% | 23.0% | 23.6% | 21.3% | 11.0% | 11.2% | 10.8% | 10.1% | 10.4% | 8.2% | 50,582 | 46,872 | 43,665 | 1,908 | 1,735 | 800 |
| Manager | 25.3% | 24.4% | 26.2% | 38.3% | 38.5% | 41.2% | 18.8% | 19.1% | 17.2% | 9.2% | 9.6% | 8.9% | 8.4% | 8.5% | 6.5% | 23,883 | 21,158 | 21,095 | 477 | 436 | 202 |
| Senior Leader | 43.4% | 42.1% | 44.8% | 34.2% | 34.3% | 35.2% | 11.6% | 12.5% | 10.8% | 5.4% | 5.9% | 5.2% | 5.4% | 5.2% | 3.9% | 7,993 | 6,983 | 5,363 | 59 | 65 | 29 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 16.6% | 15.8% | 17.2% | 34.8% | 34.9% | 37.8% | 23.7% | 24.5% | 22.7% | 11.2% | 11.3% | 11.5% | 13.6% | 13.4% | 10.8% | 193,750 | 178,324 | 173,652 | 11,517 | 10,441 | 5,441 |
| Female | 14.7% | 14.1% | 15.1% | 34.8% | 34.4% | 37.2% | 25.8% | 26.3% | 24.3% | 12.2% | 12.5% | 12.4% | 12.6% | 12.7% | 11.0% | 176,786 | 163,953 | 162,470 | 11,901 | 10,902 | 6,023 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.8% | 15.4% | 16.8% | 33.1% | 32.4% | 36.2% | 24.1% | 25.1% | 23.4% | 11.1% | 11.4% | 11.4% | 16.0% | 15.8% | 12.2% | 32,213 | 29,210 | 27,951 | 1,730 | 1,557 | 855 |
| No | 15.8% | 15.1% | 16.3% | 35.1% | 35.1% | 37.8% | 24.7% | 25.2% | 23.3% | 11.6% | 11.9% | 11.9% | 12.8% | 12.8% | 10.7% | 334,853 | 309,634 | 304,987 | 21,355 | 19,452 | 10,427 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 12.1% | 10.6% | 12.4% | 29.5% | 30.3% | 31.6% | 28.4% | 27.6% | 26.3% | 12.6% | 14.3% | 13.8% | 17.4% | 17.2% | 15.9% | 7,974 | 7,207 | 7,572 | 399 | 330 | 202 |
| Asian | 18.8% | 18.1% | 18.6% | 40.6% | 40.2% | 43.4% | 23.9% | 24.6% | 22.0% | 7.8% | 8.1% | 7.8% | 8.9% | 9.0% | 8.1% | 17,671 | 16,183 | 15,702 | 1,012 | 892 | 550 |
| Black/African American | 14.7% | 13.8% | 14.8% | 34.2% | 34.3% | 36.4% | 27.0% | 27.5% | 25.1% | 11.2% | 11.4% | 11.9% | 12.9% | 12.9% | 11.8% | 57,208 | 53,110 | 52,078 | 2,984 | 2,909 | 1,666 |
| Native Hawaiian/ Pacific Islander | 15.4% | 15.0% | 14.9% | 33.1% | 34.0% | 37.3% | 27.4% | 25.7% | 25.1% | 10.8% | 10.5% | 11.8% | 13.4% | 14.8% | 10.9% | 2,388 | 2,233 | 2,288 | 88 | 102 | 59 |
| White | 16.3% | 15.6% | 17.0% | 35.3% | 35.2% | 38.2% | 23.6% | 24.4% | 22.6% | 11.8% | 12.0% | 12.0% | 12.9% | 12.8% | 10.3% | 257,341 | 238,018 | 234,435 | 16,586 | 15,022 | 7,778 |
| Two or more races (Not Hispanic/ Latino) | 13.3% | 13.1% | 13.9% | 29.2% | 29.7% | 32.5% | 26.1% | 25.8% | 24.9% | 13.0% | 14.0% | 13.4% | 18.4% | 17.5% | 15.3% | 13,486 | 12,191 | 11,152 | 966 | 860 | 452 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.7% | 14.9% | 16.2% | 34.7% | 34.6% | 37.5% | 24.7% | 25.5% | 23.6% | 11.7% | 11.9% | 11.9% | 13.2% | 13.1% | 10.9% | 383,737 | 356,007 | 349,438 | 24,649 | 22,553 | 12,164 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 21.6% | 20.3% | 21.0% | 41.7% | 43.8% | 44.9% | 19.6% | 17.4% | 19.8% | 9.0% | 8.9% | 7.8% | 8.1% | 9.5% | 6.5% | 2,498 | 2,476 | 3,354 | 136 | 149 | 106 |
| 26-29 | 16.9% | 15.7% | 16.5% | 38.8% | 37.5% | 41.1% | 20.8% | 22.8% | 20.2% | 10.5% | 11.4% | 11.6% | 13.0% | 12.6% | 10.5% | 11,482 | 11,516 | 12,446 | 701 | 791 | 476 |
| 30-39 | 14.8% | 14.3% | 15.4% | 34.7% | 34.4% | 37.6% | 23.3% | 23.9% | 22.5% | 12.1% | 12.6% | 12.6% | 15.1% | 14.8% | 11.9% | 67,536 | 60,466 | 56,653 | 4,584 | 4,122 | 1,937 |
| 40-49 | 15.0% | 14.2% | 15.6% | 34.2% | 34.1% | 36.9% | 24.4% | 25.1% | 23.0% | 11.9% | 12.3% | 12.3% | 14.6% | 14.3% | 12.3% | 101,071 | 95,249 | 93,368 | 6,349 | 5,767 | 2,926 |
| 50-59 | 15.9% | 15.0% | 16.4% | 34.1% | 34.0% | 36.8% | 25.7% | 26.6% | 24.4% | 11.9% | 11.8% | 11.9% | 12.4% | 12.6% | 10.4% | 140,043 | 130,212 | 120,531 | 8,612 | 7,820 | 4,016 |
| 60+ | 16.7% | 16.3% | 18.7% | 35.6% | 35.8% | 39.4% | 26.8% | 27.1% | 24.0% | 10.6% | 10.7% | 10.0% | 10.2% | 10.1% | 7.9% | 59,465 | 53,538 | 46,111 | 4,163 | 3,729 | 1,690 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 15.5% | 14.5% | --- | 38.3% | 40.8% | --- | 24.1% | 24.1% | --- | 8.0% | 9.0% | --- | 14.2% | 11.6% | --- | 387 | 378 | --- | 22 | 17 | --- |
| H.S. Diploma/ GED or equiv | 14.3% | 14.1% | --- | 35.2% | 35.9% | --- | 26.8% | 26.5% | --- | 11.8% | 11.8% | --- | 11.8% | 11.8% | --- | 18,576 | 18,313 | --- | 791 | 753 | --- |
| Trade/Technical Certificate | 11.3% | 11.1% | --- | 32.1% | 30.4% | --- | 28.3% | 29.4% | --- | 13.1% | 14.0% | --- | 15.2% | 15.1% | --- | 9,172 | 8,614 | --- | 403 | 400 | --- |
| Some College (no degree) | 13.6% | 13.2% | --- | 32.1% | 31.5% | --- | 26.6% | 27.3% | --- | 12.7% | 12.8% | --- | 15.0% | 15.1% | --- | 57,334 | 55,168 | --- | 2,918 | 2,787 | --- |
| Associate's Degree | 14.2% | 12.3% | --- | 32.4% | 32.1% | --- | 25.6% | 27.3% | --- | 12.9% | 13.1% | --- | 14.9% | 15.2% | --- | 29,715 | 28,065 | --- | 1,688 | 1,447 | --- |
| Bachelor's Degree | 15.1% | 14.6% | --- | 35.5% | 35.8% | --- | 24.7% | 25.2% | --- | 11.7% | 11.7% | --- | 13.0% | 12.7% | --- | 127,091 | 116,896 | --- | 8,712 | 8,111 | --- |
| Master's Degree | 18.0% | 17.4% | --- | 36.6% | 36.6% | --- | 22.8% | 23.3% | --- | 10.7% | 11.0% | --- | 11.8% | 11.8% | --- | 91,943 | 82,250 | --- | 6,288 | 5,368 | --- |
| Doctoral/Professional Degree | 21.9% | 21.1% | --- | 36.5% | 36.9% | --- | 21.1% | 20.9% | --- | 9.2% | 9.8% | --- | 11.2% | 11.2% | --- | 38,262 | 34,049 | --- | 2,759 | 2,620 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 10.8% | 9.9% | 12.0% | 29.8% | 28.5% | 32.2% | 26.2% | 27.2% | 25.4% | 14.9% | 15.4% | 15.1% | 18.2% | 19.0% | 15.3% | 12,148 | 11,837 | 13,071 | 534 | 470 | 259 |
| GS 1-6 | 14.7% | 13.7% | 15.4% | 33.2% | 33.5% | 35.9% | 27.2% | 27.4% | 25.1% | 11.4% | 12.0% | 11.6% | 13.5% | 13.4% | 12.0% | 20,709 | 20,787 | 21,533 | 1,252 | 1,241 | 685 |
| GS 7-12 | 14.6% | 13.9% | 15.0% | 34.7% | 34.6% | 37.8% | 25.4% | 26.3% | 24.3% | 11.9% | 11.8% | 12.0% | 13.5% | 13.3% | 10.9% | 155,404 | 147,629 | 139,939 | 11,149 | 10,208 | 5,207 |
| GS 13-15 | 18.6% | 18.0% | 19.6% | 37.1% | 37.2% | 39.9% | 22.6% | 23.1% | 20.9% | 10.4% | 10.8% | 10.6% | 11.3% | 10.8% | 9.0% | 153,289 | 135,905 | 131,335 | 9,164 | 8,213 | 4,509 |
| SES | 53.4% | 51.2% | 48.8% | 30.3% | 31.3% | 34.3% | 8.4% | 9.1% | 9.4% | 4.2% | 4.6% | 5.1% | 3.7% | 3.8% | 2.4% | 5,672 | 4,868 | 4,414 | 39 | 32 | 9 |
| SL/ST | 26.0% | 24.2% | 27.2% | 35.5% | 34.3% | 34.1% | 17.9% | 21.8% | 19.0% | 8.5% | 10.1% | 10.4% | 12.0% | 9.5% | 9.4% | 1,490 | 1,352 | 1,200 | 50 | 35 | 24 |
| Other | 13.0% | 12.9% | 13.5% | 32.2% | 32.0% | 34.8% | 25.8% | 24.9% | 24.9% | 13.2% | 13.4% | 13.6% | 15.7% | 16.8% | 13.3% | 24,111 | 21,680 | 25,601 | 1,543 | 1,384 | 846 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.7% | 14.9% | 16.2% | 34.7% | 34.6% | 37.5% | 24.7% | 25.5% | 23.6% | 11.7% | 11.9% | 11.9% | 13.2% | 13.1% | 10.9% | 383,737 | 356,007 | 349,438 | 24,649 | 22,553 | 12,164 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 29.3% | 26.5% | 29.5% | 43.3% | 42.7% | 45.2% | 18.9% | 20.6% | 15.8% | 4.8% | 5.1% | 5.7% | 3.7% | 5.1% | 3.8% | 5,594 | 2,889 | 4,509 | 443 | 264 | 186 |
| 1-3 years | 20.5% | 19.8% | 20.9% | 38.7% | 39.2% | 42.4% | 23.2% | 22.6% | 20.4% | 8.7% | 9.6% | 9.1% | 8.9% | 8.9% | 7.2% | 26,579 | 30,874 | 38,130 | 1,705 | 1,981 | 1,231 |
| 4-5 years | 16.9% | 15.7% | 16.5% | 36.8% | 36.8% | 38.7% | 23.4% | 24.4% | 22.9% | 11.0% | 11.1% | 11.5% | 11.9% | 12.0% | 10.4% | 38,594 | 40,569 | 38,041 | 2,547 | 2,754 | 1,352 |
| 6-10 years | 14.8% | 14.3% | 14.8% | 34.0% | 33.3% | 36.4% | 24.5% | 25.0% | 23.4% | 12.2% | 12.6% | 13.0% | 14.6% | 14.7% | 12.4% | 82,489 | 69,060 | 62,214 | 5,394 | 4,391 | 2,155 |
| 11-14 years | 13.7% | 13.1% | 14.0% | 32.9% | 32.6% | 35.4% | 24.8% | 25.5% | 24.4% | 12.6% | 13.2% | 13.3% | 16.1% | 15.6% | 12.9% | 53,454 | 48,438 | 43,355 | 3,387 | 2,958 | 1,416 |
| 15-20 years | 14.0% | 13.3% | 14.6% | 32.5% | 33.1% | 35.0% | 25.1% | 25.4% | 24.6% | 12.8% | 12.9% | 12.6% | 15.6% | 15.3% | 13.3% | 46,020 | 37,734 | 34,020 | 2,797 | 2,298 | 1,122 |
| > 20 years | 15.3% | 14.5% | 15.8% | 34.5% | 34.1% | 36.9% | 26.0% | 27.1% | 24.6% | 12.0% | 11.8% | 12.1% | 12.2% | 12.5% | 10.6% | 120,833 | 115,101 | 117,284 | 7,545 | 7,004 | 4,100 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 27.7% | 26.3% | 28.3% | 41.2% | 41.5% | 43.3% | 20.4% | 20.3% | 17.0% | 5.4% | 6.2% | 6.3% | 5.2% | 5.8% | 5.1% | 10,989 | 5,967 | 8,391 | 921 | 533 | 397 |
| 1-3 years | 19.5% | 18.8% | 19.6% | 37.5% | 37.3% | 40.7% | 23.3% | 23.4% | 21.5% | 9.4% | 10.4% | 9.9% | 10.4% | 10.2% | 8.4% | 41,898 | 46,918 | 53,348 | 2,682 | 2,973 | 1,797 |
| 4-5 years | 16.0% | 14.8% | 15.7% | 35.4% | 35.7% | 37.5% | 23.9% | 25.0% | 23.5% | 11.4% | 11.6% | 12.0% | 13.1% | 12.9% | 11.3% | 46,985 | 48,572 | 46,064 | 2,999 | 3,241 | 1,644 |
| 6-10 years | 14.1% | 13.8% | 14.1% | 33.3% | 33.1% | 35.9% | 24.9% | 25.2% | 23.9% | 12.6% | 12.8% | 13.2% | 15.2% | 15.1% | 12.9% | 90,146 | 76,217 | 67,988 | 5,743 | 4,813 | 2,319 |
| 11-20 years | 13.7% | 13.1% | 14.5% | 32.9% | 33.0% | 35.7% | 25.1% | 25.7% | 24.4% | 12.7% | 12.9% | 12.9% | 15.5% | 15.4% | 12.6% | 93,399 | 81,622 | 74,574 | 5,731 | 4,828 | 2,311 |
| > 20 years | 15.5% | 14.6% | 16.2% | 35.4% | 34.8% | 37.5% | 25.9% | 27.1% | 24.3% | 11.9% | 11.6% | 12.0% | 11.4% | 11.8% | 10.0% | 89,002 | 84,204 | 86,051 | 5,657 | 5,210 | 3,053 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 19.5% | 18.7% | 20.0% | 39.2% | 39.2% | 42.0% | 24.0% | 24.6% | 22.2% | 9.5% | 9.6% | 9.4% | 7.8% | 7.9% | 6.5% | 248,805 | 227,111 | 231,258 | 14,868 | 13,508 | 7,275 |
| Yes, to retire | 13.9% | 12.8% | 14.3% | 34.3% | 34.4% | 37.0% | 26.7% | 28.2% | 26.1% | 13.0% | 12.4% | 12.0% | 12.0% | 12.3% | 10.6% | 22,733 | 21,733 | 20,737 | 1,423 | 1,346 | 733 |
| Yes, to other job in Govt | 8.2% | 7.8% | 7.8% | 26.2% | 25.9% | 27.4% | 25.9% | 26.5% | 26.0% | 16.1% | 16.6% | 18.1% | 23.6% | 23.2% | 20.7% | 68,800 | 63,997 | 54,585 | 4,768 | 4,221 | 2,131 |
| Yes, to other job outside Govt | 7.7% | 7.5% | 8.3% | 23.5% | 23.5% | 26.9% | 23.1% | 23.7% | 23.8% | 16.1% | 16.8% | 18.0% | 29.6% | 28.4% | 23.1% | 14,673 | 14,491 | 14,960 | 1,205 | 1,131 | 645 |
| Yes, other | 6.6% | 6.3% | 6.4% | 21.6% | 21.5% | 24.5% | 25.8% | 26.6% | 26.0% | 16.7% | 17.6% | 18.1% | 29.3% | 28.0% | 25.0% | 17,882 | 16,737 | 15,687 | 1,462 | 1,346 | 753 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 13.8% | 13.1% | 15.1% | 33.4% | 32.8% | 35.4% | 26.0% | 26.9% | 25.4% | 12.7% | 13.0% | 12.1% | 14.2% | 14.3% | 12.1% | 13,991 | 13,174 | 12,205 | 899 | 820 | 459 |
| Between 1-3 years | 14.6% | 14.1% | 15.2% | 34.3% | 34.6% | 37.1% | 26.8% | 27.4% | 25.3% | 12.2% | 12.0% | 12.3% | 12.1% | 11.9% | 10.0% | 37,629 | 34,250 | 33,322 | 2,400 | 2,143 | 1,161 |
| Between 3-5 years | 14.7% | 14.3% | 15.8% | 34.1% | 34.1% | 36.9% | 26.5% | 27.0% | 25.0% | 12.0% | 11.9% | 12.2% | 12.7% | 12.7% | 10.1% | 41,127 | 37,447 | 35,228 | 2,410 | 2,265 | 1,191 |
| 5 or more years | 16.2% | 15.4% | 16.6% | 35.0% | 35.0% | 37.9% | 24.1% | 24.7% | 22.8% | 11.4% | 11.8% | 11.8% | 13.3% | 13.2% | 11.0% | 277,258 | 255,931 | 252,438 | 17,752 | 16,078 | 8,507 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.7% | 14.9% | 16.2% | 34.7% | 34.6% | 37.5% | 24.7% | 25.5% | 23.6% | 11.7% | 11.9% | 11.9% | 13.2% | 13.1% | 10.9% | 383,737 | 356,007 | 349,438 | 24,649 | 22,553 | 12,164 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 16.6% | 15.7% | 17.0% | 35.8% | 35.6% | 38.4% | 24.1% | 24.9% | 22.9% | 11.3% | 11.5% | 11.6% | 12.3% | 12.3% | 10.2% | 300,659 | 278,488 | 273,039 | 17,576 | 16,019 | 8,460 |
| LGBT* | 16.2% | 15.7% | 16.4% | 31.6% | 31.7% | 34.1% | 23.8% | 23.0% | 21.9% | 11.6% | 13.0% | 12.7% | 16.8% | 16.5% | 14.9% | 10,381 | 9,232 | 8,584 | 682 | 600 | 343 |
| Prefer not to say | 10.7% | 10.7% | 11.7% | 28.9% | 28.8% | 32.5% | 28.0% | 28.4% | 26.9% | 14.0% | 14.0% | 14.2% | 18.4% | 18.2% | 14.8% | 44,377 | 40,334 | 39,128 | 3,816 | 3,513 | 1,901 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 15.5% | 14.9% | --- | 35.7% | 35.5% | --- | 24.7% | 25.2% | --- | 11.5% | 11.8% | --- | 12.6% | 12.5% | --- | 264,138 | 242,082 | --- | 17,523 | 16,003 | --- |
| Currently in Guard/Reserves | 17.1% | 15.5% | --- | 36.6% | 34.7% | --- | 22.2% | 24.2% | --- | 10.3% | 11.3% | --- | 13.8% | 14.3% | --- | 6,693 | 6,269 | --- | 314 | 272 | --- |
| Retired Separated/Discharged | 19.6% | 18.7% | --- | 36.5% | 36.8% | --- | 24.0% | 24.3% | --- | 10.0% | 10.1% | --- | 9.8% | 10.0% | --- | 41,501 | 40,056 | --- | 1,905 | 1,651 | --- |
| Discharged | 14.1% | 12.8% | --- | 30.6% | 30.7% | --- | 25.0% | 26.1% | --- | 13.2% | 13.2% | --- | 17.2% | 17.2% | --- | 56,165 | 51,960 | --- | 3,549 | 3,244 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.4% | 14.4% | 16.0% | 30.6% | 30.7% | 32.8% | 24.6% | 25.2% | 23.7% | 12.6% | 12.6% | 12.8% | 16.9% | 17.1% | 14.7% | 50,565 | 46,410 | 43,708 | 3,021 | 2,694 | 1,397 |
| No | 15.9% | 15.2% | 16.3% | 35.7% | 35.5% | 38.5% | 24.6% | 25.3% | 23.3% | 11.4% | 11.7% | 11.7% | 12.4% | 12.4% | 10.2% | 319,074 | 294,864 | 291,637 | 20,303 | 18,529 | 9,987 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 17.7% | 17.2% | 17.3% | 45.1% | 45.9% | 45.6% | 22.7% | 22.9% | 22.6% | 7.4% | 7.3% | 8.0% | 7.1% | 6.6% | 6.5% | 379,628 | 354,441 | 344,622 | 25,756 | 21,209 | 15,793 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 20.0% | 19.3% | 19.1% | 44.9% | 45.6% | 46.2% | 21.5% | 21.8% | 21.2% | 7.1% | 7.0% | 7.5% | 6.5% | 6.4% | 6.0% | 146,107 | 134,184 | 130,886 | 9,104 | 7,562 | 5,610 |
| Field | 16.6% | 16.2% | 16.4% | 45.3% | 46.1% | 45.2% | 23.3% | 23.3% | 23.2% | 7.5% | 7.5% | 8.3% | 7.4% | 6.9% | 6.9% | 222,659 | 207,701 | 201,281 | 15,821 | 12,809 | 9,520 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 16.4% | 15.9% | 15.9% | 43.5% | 44.2% | 43.9% | 24.2% | 24.4% | 24.0% | 7.9% | 7.9% | 8.7% | 8.0% | 7.6% | 7.4% | 239,252 | 222,730 | 219,593 | 19,823 | 16,490 | 12,377 |
| Team Leader | 16.6% | 16.2% | 16.9% | 45.9% | 46.9% | 46.8% | 23.0% | 23.4% | 22.2% | 7.5% | 7.3% | 8.0% | 7.0% | 6.2% | 6.1% | 49,818 | 46,757 | 45,530 | 3,159 | 2,481 | 1,762 |
| Supervisor | 20.6% | 20.1% | 20.1% | 51.1% | 52.1% | 51.0% | 18.4% | 18.6% | 18.7% | 5.5% | 5.5% | 6.0% | 4.3% | 3.8% | 4.1% | 50,469 | 46,981 | 43,481 | 1,634 | 1,247 | 865 |
| Manager | 26.8% | 26.0% | 26.8% | 50.7% | 52.1% | 50.5% | 14.5% | 14.0% | 14.8% | 4.5% | 4.7% | 4.6% | 3.5% | 3.2% | 3.3% | 23,745 | 21,127 | 21,009 | 433 | 280 | 207 |
| Senior Leader | 39.8% | 38.2% | 39.4% | 41.8% | 42.5% | 43.8% | 11.1% | 11.8% | 10.7% | 4.3% | 4.2% | 3.6% | 3.0% | 3.4% | 2.5% | 7,929 | 6,913 | 5,326 | 66 | 61 | 50 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 18.8% | 18.2% | 18.0% | 46.1% | 46.9% | 46.2% | 21.8% | 22.2% | 22.1% | 6.7% | 6.6% | 7.5% | 6.7% | 6.1% | 6.1% | 192,157 | 177,783 | 171,295 | 11,540 | 9,443 | 7,141 |
| Female | 16.6% | 16.3% | 16.6% | 44.0% | 44.7% | 44.9% | 23.6% | 23.5% | 22.8% | 8.2% | 8.2% | 8.6% | 7.5% | 7.4% | 7.1% | 174,527 | 163,096 | 160,303 | 12,890 | 10,577 | 7,769 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 18.3% | 17.6% | 17.7% | 41.7% | 41.9% | 41.4% | 21.7% | 22.9% | 22.9% | 8.6% | 8.5% | 9.3% | 9.7% | 9.1% | 8.7% | 32,109 | 29,284 | 27,767 | 1,574 | 1,224 | 951 |
| No | 17.8% | 17.3% | 17.4% | 45.7% | 46.5% | 46.1% | 22.6% | 22.7% | 22.3% | 7.2% | 7.2% | 7.9% | 6.7% | 6.4% | 6.3% | 331,220 | 308,216 | 300,697 | 22,435 | 18,441 | 13,733 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 14.3% | 13.2% | 13.4% | 37.3% | 38.4% | 37.1% | 27.0% | 26.7% | 27.6% | 9.7% | 10.6% | 10.5% | 11.7% | 11.2% | 11.4% | 7,852 | 7,099 | 7,437 | 435 | 359 | 295 |
| Asian | 19.8% | 19.0% | 18.9% | 46.1% | 46.0% | 45.7% | 21.1% | 21.6% | 21.3% | 7.0% | 7.3% | 7.8% | 5.9% | 6.2% | 6.2% | 17,815 | 16,328 | 15,774 | 762 | 646 | 462 |
| Black/African American | 16.2% | 15.6% | 16.0% | 41.2% | 42.2% | 42.2% | 24.1% | 24.0% | 23.0% | 9.2% | 9.1% | 9.7% | 9.2% | 9.1% | 9.2% | 56,963 | 53,211 | 51,901 | 2,732 | 2,366 | 1,619 |
| Native Hawaiian/ Pacific Islander | 17.3% | 16.4% | 15.0% | 39.4% | 40.7% | 41.2% | 25.4% | 25.0% | 25.0% | 9.2% | 9.6% | 10.3% | 8.8% | 8.3% | 8.4% | 2,361 | 2,232 | 2,278 | 95 | 85 | 64 |
| White | 18.6% | 18.0% | 18.2% | 47.0% | 47.8% | 47.4% | 21.8% | 22.0% | 21.8% | 6.5% | 6.6% | 7.3% | 6.0% | 5.6% | 5.4% | 253,868 | 236,440 | 230,374 | 18,127 | 14,721 | 11,134 |
| Two or more races (Not Hispanic/ Latino) | 15.7% | 15.9% | 15.1% | 39.7% | 40.5% | 40.1% | 24.3% | 25.3% | 24.7% | 9.4% | 9.0% | 10.3% | 10.9% | 9.4% | 9.9% | 13,454 | 12,274 | 11,071 | 901 | 703 | 498 |

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 17.7% | 17.2% | 17.3% | 45.1% | 45.9% | 45.6% | 22.7% | 22.9% | 22.6% | 7.4% | 7.3% | 8.0% | 7.1% | 6.6% | 6.5% | 379,628 | 354,441 | 344,622 | 25,756 | 21,209 | 15,793 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 25.5% | 24.5% | 22.1% | 47.5% | 50.2% | 50.8% | 15.7% | 15.5% | 16.6% | 6.0% | 4.3% | 6.1% | 5.2% | 5.4% | 4.3% | 2,497 | 2,486 | 3,342 | 126 | 130 | 108 |
| 26-29 | 21.2% | 20.1% | 18.8% | 46.8% | 47.2% | 48.0% | 18.0% | 20.0% | 19.0% | 7.0% | 6.4% | 8.1% | 7.0% | 6.3% | 6.2% | 11,383 | 11,523 | 12,308 | 748 | 732 | 603 |
| 30-39 | 17.8% | 17.9% | 17.8% | 45.7% | 46.4% | 46.3% | 21.2% | 20.8% | 20.7% | 7.4% | 7.6% | 8.0% | 7.8% | 7.3% | 7.2% | 66,755 | 60,424 | 55,781 | 4,986 | 3,824 | 2,662 |
| 40-49 | 17.6% | 16.7% | 17.0% | 44.7% | 45.9% | 45.3% | 22.2% | 22.6% | 22.0% | 7.7% | 7.7% | 8.3% | 7.8% | 7.2% | 7.3% | 100,019 | 94,835 | 92,010 | 6,648 | 5,441 | 3,980 |
| 50-59 | 17.4% | 16.7% | 17.1% | 44.7% | 45.4% | 44.9% | 23.8% | 24.2% | 23.7% | 7.3% | 7.3% | 8.1% | 6.7% | 6.5% | 6.2% | 138,200 | 129,208 | 118,938 | 9,139 | 7,598 | 5,168 |
| 60+ | 17.1% | 17.0% | 17.9% | 45.3% | 45.9% | 46.3% | 25.2% | 25.0% | 24.0% | 6.9% | 6.9% | 7.1% | 5.5% | 5.2% | 4.8% | 59,140 | 53,429 | 45,630 | 3,997 | 3,315 | 2,028 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 19.3% | 16.9% | --- | 38.1% | 47.3% | --- | 26.3% | 22.0% | --- | 6.9% | 7.2% | --- | 9.5% | 6.7% | --- | 379 | 374 | --- | 25 | 22 | --- |
| H.S. Diploma/ GED or equiv | 16.4% | 16.4% | --- | 45.2% | 45.5% | --- | 24.6% | 25.1% | --- | 7.2% | 6.5% | --- | 6.6% | 6.4% | --- | 18,363 | 18,152 | --- | 872 | 789 | --- |
| Trade/Technical Certificate | 14.8% | 13.8% | --- | 43.1% | 43.0% | --- | 26.2% | 26.9% | --- | 7.8% | 8.8% | --- | 8.1% | 7.7% | --- | 9,035 | 8,558 | --- | 471 | 382 | --- |
| Some College (no degree) | 16.3% | 15.7% | --- | 42.6% | 43.0% | --- | 25.1% | 25.6% | --- | 8.1% | 7.9% | --- | 8.0% | 7.8% | --- | 56,710 | 54,780 | --- | 3,107 | 2,657 | --- |
| Associate's Degree | 16.4% | 15.0% | --- | 42.8% | 43.7% | --- | 24.9% | 25.6% | --- | 7.8% | 8.0% | --- | 8.0% | 7.7% | --- | 29,488 | 27,896 | --- | 1,652 | 1,402 | --- |
| Bachelor's Degree | 17.7% | 17.4% | --- | 46.7% | 47.7% | --- | 22.0% | 21.7% | --- | 6.9% | 7.0% | --- | 6.7% | 6.2% | --- | 125,931 | 116,807 | --- | 8,882 | 7,317 | --- |
| Master's Degree | 19.3% | 18.9% | --- | 46.5% | 47.6% | --- | 20.3% | 20.3% | --- | 7.3% | 7.1% | --- | 6.4% | 6.1% | --- | 91,197 | 82,042 | --- | 6,318 | 4,949 | --- |
| Doctoral/Professional Degree | 22.1% | 21.7% | --- | 45.1% | 45.6% | --- | 19.8% | 20.1% | --- | 6.8% | 6.7% | --- | 6.1% | 5.8% | --- | 37,487 | 33,717 | --- | 3,263 | 2,658 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 14.3% | 13.1% | 13.7% | 41.9% | 42.7% | 40.2% | 26.1% | 26.6% | 27.2% | 8.6% | 8.8% | 10.1% | 9.2% | 8.7% | 8.8% | 12,063 | 11,792 | 12,908 | 496 | 415 | 371 |
| GS 1-6 | 17.3% | 16.6% | 16.6% | 41.1% | 42.2% | 42.8% | 24.8% | 24.6% | 23.8% | 8.2% | 7.8% | 8.5% | 8.6% | 8.7% | 8.3% | 20,606 | 20,728 | 21,307 | 1,197 | 1,143 | 852 |
| GS 7-12 | 16.6% | 16.3% | 16.1% | 44.5% | 45.3% | 45.5% | 23.6% | 23.7% | 23.4% | 7.8% | 7.6% | 8.3% | 7.5% | 7.1% | 6.8% | 154,204 | 147,473 | 137,901 | 11,152 | 9,217 | 6,787 |
| GS 13-15 | 20.4% | 20.0% | 20.6% | 48.0% | 48.8% | 48.4% | 19.9% | 20.0% | 19.3% | 6.3% | 6.3% | 6.8% | 5.5% | 4.9% | 4.9% | 150,961 | 134,877 | 129,594 | 10,321 | 8,153 | 5,855 |
| SES | 48.5% | 45.7% | 42.8% | 38.4% | 41.2% | 43.9% | 8.5% | 8.4% | 8.7% | 2.8% | 2.9% | 3.4% | 1.7% | 1.8% | 1.2% | 5,632 | 4,812 | 4,388 | 37 | 31 | 18 |
| SL/ST | 26.2% | 23.2% | 25.2% | 43.5% | 45.5% | 45.6% | 18.5% | 18.7% | 16.8% | 5.6% | 6.7% | 7.1% | 6.2% | 5.9% | 5.3% | 1,461 | 1,314 | 1,166 | 63 | 58 | 53 |
| Other | 15.5% | 15.2% | 14.9% | 45.7% | 46.2% | 45.2% | 23.7% | 23.6% | 23.9% | 7.2% | 7.7% | 8.9% | 7.9% | 7.2% | 7.1% | 24,005 | 21,622 | 25,253 | 1,494 | 1,252 | 1,091 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 17.7% | 17.2% | 17.3% | 45.1% | 45.9% | 45.6% | 22.7% | 22.9% | 22.6% | 7.4% | 7.3% | 8.0% | 7.1% | 6.6% | 6.5% | 379,628 | 354,441 | 344,622 | 25,756 | 21,209 | 15,793 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 31.9% | 28.5% | 31.1% | 47.6% | 50.1% | 49.4% | 14.1% | 15.5% | 12.6% | 4.1% | 3.4% | 4.4% | 2.4% | 2.5% | 2.6% | 5,645 | 2,936 | 4,483 | 357 | 199 | 203 |
| 1-3 years | 23.1% | 23.1% | 22.5% | 46.2% | 47.3% | 48.3% | 19.2% | 19.1% | 18.1% | 6.3% | 5.9% | 6.4% | 5.2% | 4.6% | 4.6% | 26,577 | 31,042 | 37,754 | 1,506 | 1,589 | 1,491 |
| 4-5 years | 19.2% | 18.3% | 17.7% | 46.5% | 47.2% | 46.6% | 21.1% | 21.4% | 21.5% | 7.0% | 6.9% | 8.0% | 6.2% | 6.1% | 6.2% | 38,206 | 40,649 | 37,520 | 2,655 | 2,420 | 1,751 |
| 6-10 years | 16.9% | 16.9% | 16.1% | 45.2% | 45.2% | 45.0% | 22.6% | 22.6% | 22.8% | 7.7% | 7.9% | 8.7% | 7.7% | 7.5% | 7.4% | 81,686 | 68,808 | 61,358 | 5,644 | 4,134 | 2,816 |
| 11-14 years | 16.1% | 15.2% | 15.4% | 44.7% | 45.7% | 44.2% | 23.2% | 23.5% | 24.1% | 7.6% | 8.0% | 8.6% | 8.3% | 7.7% | 7.7% | 52,854 | 48,190 | 42,686 | 3,567 | 2,770 | 1,965 |
| 15-20 years | 16.0% | 15.7% | 15.6% | 43.5% | 44.4% | 44.0% | 23.9% | 24.0% | 23.7% | 8.1% | 7.9% | 8.7% | 8.4% | 7.9% | 8.0% | 45,417 | 37,471 | 33,456 | 3,092 | 2,256 | 1,558 |
| > 20 years | 16.8% | 16.1% | 16.5% | 45.0% | 45.8% | 45.4% | 24.2% | 24.6% | 24.0% | 7.3% | 7.2% | 8.0% | 6.6% | 6.3% | 6.2% | 119,262 | 114,138 | 115,697 | 8,035 | 6,965 | 5,305 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 29.5% | 27.5% | 29.2% | 46.1% | 48.0% | 48.0% | 16.0% | 16.7% | 14.5% | 5.1% | 4.4% | 4.7% | 3.3% | 3.4% | 3.7% | 11,140 | 6,043 | 8,357 | 686 | 407 | 410 |
| 1-3 years | 21.8% | 21.6% | 21.0% | 45.4% | 46.0% | 47.2% | 20.0% | 20.0% | 19.3% | 6.7% | 6.7% | 7.1% | 6.1% | 5.7% | 5.5% | 41,794 | 47,091 | 52,835 | 2,515 | 2,467 | 2,151 |
| 4-5 years | 18.2% | 17.2% | 16.9% | 45.3% | 46.4% | 45.6% | 22.0% | 22.2% | 22.3% | 7.5% | 7.3% | 8.4% | 7.0% | 6.9% | 6.9% | 46,418 | 48,498 | 45,430 | 3,188 | 2,993 | 2,136 |
| 6-10 years | 16.2% | 16.2% | 15.4% | 44.7% | 45.0% | 44.7% | 23.2% | 23.3% | 23.4% | 7.8% | 8.0% | 8.9% | 8.1% | 7.5% | 7.7% | 88,989 | 75,816 | 67,011 | 6,252 | 4,588 | 3,057 |
| 11-20 years | 15.9% | 15.2% | 15.6% | 44.5% | 45.4% | 44.5% | 23.7% | 24.0% | 24.1% | 7.7% | 7.8% | 8.5% | 8.1% | 7.6% | 7.3% | 92,275 | 81,078 | 73,285 | 6,163 | 4,672 | 3,348 |
| > 20 years | 17.0% | 16.6% | 16.9% | 46.2% | 46.8% | 46.2% | 24.0% | 24.1% | 23.7% | 7.0% | 6.9% | 7.6% | 5.8% | 5.6% | 5.7% | 87,906 | 83,561 | 84,922 | 5,957 | 5,132 | 3,926 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 21.8% | 21.2% | 21.0% | 49.0% | 49.7% | 49.3% | 20.3% | 20.2% | 20.1% | 5.3% | 5.4% | 5.9% | 3.6% | 3.6% | 3.6% | 246,685 | 226,697 | 228,432 | 15,191 | 12,183 | 9,392 |
| Yes, to retire | 15.0% | 13.4% | 14.1% | 45.6% | 46.1% | 45.1% | 25.4% | 26.9% | 26.7% | 7.7% | 7.5% | 8.1% | 6.3% | 6.1% | 6.0% | 22,389 | 21,532 | 20,490 | 1,544 | 1,322 | 922 |
| Yes, to other job in Govt | 9.8% | 9.9% | 9.3% | 37.8% | 38.8% | 37.2% | 26.7% | 27.2% | 27.1% | 11.9% | 11.5% | 13.6% | 13.9% | 12.6% | 12.9% | 67,935 | 63,497 | 53,785 | 5,045 | 4,168 | 2,752 |
| Yes, to other job outside Govt | 9.5% | 10.0% | 9.8% | 36.3% | 37.6% | 37.7% | 25.8% | 26.6% | 25.7% | 11.8% | 11.5% | 12.5% | 16.5% | 14.3% | 14.3% | 14,416 | 14,349 | 14,573 | 1,361 | 1,174 | 979 |
| Yes, other | 8.0% | 8.2% | 8.1% | 32.5% | 33.7% | 33.7% | 30.7% | 29.6% | 29.4% | 11.6% | 12.0% | 12.7% | 17.2% | 16.5% | 16.1% | 17,501 | 16,519 | 15,349 | 1,674 | 1,420 | 1,018 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 14.8% | 13.8% | 14.7% | 45.0% | 45.1% | 44.1% | 24.9% | 26.1% | 25.9% | 7.9% | 7.9% | 8.2% | 7.3% | 7.1% | 7.1% | 13,796 | 13,019 | 12,070 | 955 | 830 | 551 |
| Between 1-3 years | 15.5% | 15.1% | 15.1% | 45.1% | 46.4% | 45.5% | 25.4% | 25.8% | 25.7% | 7.6% | 7.1% | 8.1% | 6.3% | 5.6% | 5.7% | 37,233 | 33,976 | 32,917 | 2,470 | 2,073 | 1,463 |
| Between 3-5 years | 15.9% | 15.8% | 16.2% | 44.7% | 45.4% | 45.1% | 25.3% | 25.2% | 24.5% | 7.5% | 7.3% | 8.3% | 6.7% | 6.3% | 5.9% | 40,658 | 37,266 | 34,734 | 2,537 | 2,096 | 1,563 |
| 5 or more years | 18.6% | 18.0% | 18.0% | 45.4% | 46.1% | 45.9% | 21.7% | 21.9% | 21.6% | 7.2% | 7.3% | 7.9% | 7.1% | 6.7% | 6.6% | 274,450 | 255,091 | 248,928 | 18,518 | 15,024 | 11,222 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 17.7% | 17.2% | 17.3% | 45.1% | 45.9% | 45.6% | 22.7% | 22.9% | 22.6% | 7.4% | 7.3% | 8.0% | 7.1% | 6.6% | 6.5% | 379,628 | 354,441 | 344,622 | 25,756 | 21,209 | 15,793 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 18.6% | 18.0% | 18.1% | 46.0% | 46.7% | 46.3% | 21.9% | 22.1% | 21.8% | 7.0% | 7.1% | 7.7% | 6.5% | 6.2% | 6.1% | 297,771 | 277,524 | 269,671 | 18,216 | 14,767 | 10,999 |
| LGBT* | 17.8% | 18.1% | 17.3% | 41.9% | 41.9% | 41.9% | 21.0% | 21.8% | 21.3% | 9.7% | 8.7% | 10.2% | 9.6% | 9.4% | 9.3% | 10,292 | 9,187 | 8,552 | 687 | 555 | 347 |
| Prefer not to say | 13.1% | 12.9% | 12.9% | 40.0% | 41.3% | 41.3% | 27.8% | 27.7% | 27.2% | 9.0% | 9.0% | 9.7% | 10.1% | 9.1% | 9.0% | 43,711 | 40,021 | 38,370 | 4,076 | 3,512 | 2,523 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 17.5% | 17.3% | --- | 45.7% | 46.3% | --- | 22.6% | 22.6% | --- | 7.3% | 7.3% | --- | 6.8% | 6.5% | --- | 260,767 | 240,901 | --- | 18,964 | 15,337 | --- |
| Currently in Guard/Reserves | 20.2% | 19.5% | --- | 46.3% | 46.7% | --- | 19.4% | 20.6% | --- | 6.6% | 6.5% | --- | 7.6% | 6.7% | --- | 6,694 | 6,270 | --- | 261 | 216 | --- |
| Retired Separated/Discharged | 21.0% | 20.0% | --- | 46.5% | 47.3% | --- | 21.3% | 21.4% | --- | 6.1% | 6.3% | --- | 5.1% | 5.0% | --- | 41,353 | 39,879 | --- | 1,677 | 1,447 | --- |
| Discharged | 16.4% | 15.5% | --- | 42.6% | 43.8% | --- | 23.7% | 24.4% | --- | 8.2% | 8.0% | --- | 9.0% | 8.4% | --- | 55,880 | 51,936 | --- | 3,357 | 2,835 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 17.7% | 16.6% | 17.0% | 39.4% | 40.5% | 39.9% | 23.9% | 24.4% | 23.7% | 8.9% | 8.7% | 9.7% | 10.1% | 9.8% | 9.7% | 50,284 | 46,329 | 43,225 | 2,883 | 2,330 | 1,731 |
| No | 17.9% | 17.5% | 17.5% | 46.4% | 47.0% | 46.7% | 22.3% | 22.4% | 22.2% | 7.0% | 7.0% | 7.7% | 6.4% | 6.0% | 5.9% | 315,555 | 293,579 | 287,632 | 21,388 | 17,541 | 13,084 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.7% | 15.1% | 44.4% | 44.4% | 46.0% | 20.8% | 21.5% | 20.3% | 11.4% | 11.7% | 11.1% | 8.7% | 8.6% | 7.5% | 401,551 | 372,472 | 357,806 | 5,334 | 4,914 | 3,047 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 16.4% | 15.3% | 16.3% | 44.9% | 44.5% | 46.1% | 20.0% | 20.8% | 19.6% | 10.8% | 11.5% | 10.9% | 7.9% | 7.9% | 7.1% | 153,847 | 140,657 | 135,582 | 1,962 | 1,806 | 1,139 |
| Field | 13.8% | 13.0% | 14.5% | 44.1% | 44.3% | 46.0% | 21.1% | 21.7% | 20.4% | 11.8% | 12.0% | 11.3% | 9.2% | 9.1% | 7.8% | 236,268 | 218,713 | 209,327 | 3,129 | 2,811 | 1,719 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 13.7% | 12.8% | 14.3% | 43.7% | 43.5% | 45.4% | 21.5% | 22.3% | 21.0% | 11.7% | 12.0% | 11.3% | 9.4% | 9.4% | 8.1% | 255,791 | 236,456 | 229,833 | 4,270 | 3,898 | 2,436 |
| Team Leader | 12.9% | 12.2% | 13.8% | 42.8% | 43.5% | 45.5% | 21.9% | 21.9% | 20.2% | 13.1% | 13.4% | 12.6% | 9.3% | 9.0% | 7.9% | 52,651 | 48,966 | 47,056 | 498 | 484 | 285 |
| Supervisor | 16.5% | 15.8% | 17.0% | 48.3% | 48.2% | 48.8% | 18.9% | 19.6% | 18.6% | 10.1% | 10.3% | 10.0% | 6.2% | 6.2% | 5.5% | 52,038 | 48,201 | 44,272 | 296 | 256 | 136 |
| Manager | 23.2% | 22.2% | 23.2% | 49.8% | 50.0% | 49.6% | 14.5% | 15.4% | 14.6% | 7.6% | 7.9% | 8.4% | 4.8% | 4.4% | 4.1% | 24,205 | 21,481 | 21,247 | 64 | 50 | 25 |
| Senior Leader | 34.4% | 32.8% | 35.8% | 44.2% | 44.8% | 45.1% | 12.2% | 12.3% | 11.1% | 6.3% | 6.5% | 4.7% | 3.0% | 3.6% | 3.3% | 7,999 | 7,007 | 5,362 | 23 | 21 | 18 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 14.6% | 13.6% | 15.0% | 43.3% | 43.5% | 44.8% | 21.0% | 21.9% | 20.8% | 11.9% | 12.1% | 11.6% | 9.2% | 8.9% | 7.8% | 202,481 | 186,403 | 177,687 | 2,070 | 1,863 | 1,123 |
| Female | 15.0% | 14.3% | 15.6% | 46.1% | 45.8% | 47.8% | 20.2% | 20.6% | 19.2% | 10.8% | 11.2% | 10.4% | 7.9% | 8.1% | 7.0% | 185,087 | 171,629 | 166,434 | 2,948 | 2,732 | 1,725 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.3% | 14.7% | 16.4% | 41.8% | 41.3% | 43.6% | 20.4% | 21.3% | 20.5% | 11.6% | 11.5% | 10.5% | 10.9% | 11.3% | 9.0% | 33,369 | 30,266 | 28,497 | 419 | 401 | 245 |
| No | 14.7% | 13.8% | 15.2% | 44.9% | 44.9% | 46.4% | 20.7% | 21.4% | 20.0% | 11.4% | 11.7% | 11.2% | 8.4% | 8.3% | 7.3% | 350,465 | 324,058 | 312,313 | 4,540 | 4,126 | 2,547 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 12.4% | 11.0% | 11.9% | 38.7% | 38.3% | 39.8% | 23.5% | 24.7% | 24.5% | 12.6% | 13.7% | 12.1% | 12.8% | 12.3% | 11.8% | 8,156 | 7,344 | 7,646 | 180 | 171 | 108 |
| Asian | 17.8% | 16.8% | 18.3% | 46.9% | 46.7% | 48.5% | 19.7% | 20.8% | 18.6% | 8.9% | 8.6% | 8.5% | 6.7% | 7.2% | 6.1% | 18,332 | 16,758 | 16,059 | 301 | 270 | 158 |
| Black/African American | 16.2% | 15.0% | 16.7% | 47.0% | 47.1% | 48.9% | 19.9% | 20.1% | 18.4% | 8.8% | 9.3% | 8.6% | 8.1% | 8.5% | 7.4% | 59,091 | 54,985 | 53,075 | 864 | 889 | 545 |
| Native Hawaiian/ Pacific Islander | 15.7% | 13.8% | 14.2% | 40.4% | 41.1% | 44.4% | 23.1% | 25.0% | 22.6% | 10.9% | 10.1% | 9.9% | 9.8% | 10.0% | 8.8% | 2,430 | 2,285 | 2,318 | 32 | 40 | 22 |
| White | 14.6% | 13.7% | 15.1% | 44.4% | 44.4% | 45.8% | 20.5% | 21.3% | 20.3% | 12.0% | 12.3% | 11.7% | 8.5% | 8.3% | 7.2% | 269,862 | 249,616 | 240,153 | 3,110 | 2,718 | 1,693 |
| Two or more races (Not Hispanic/ Latino) | 13.0% | 12.9% | 13.6% | 40.3% | 40.3% | 43.0% | 23.1% | 22.8% | 20.3% | 12.4% | 13.0% | 12.8% | 11.3% | 11.0% | 10.2% | 14,199 | 12,791 | 11,459 | 223 | 225 | 125 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.7% | 15.1% | 44.4% | 44.4% | 46.0% | 20.8% | 21.5% | 20.3% | 11.4% | 11.7% | 11.1% | 8.7% | 8.6% | 7.5% | 401,551 | 372,472 | 357,806 | 5,334 | 4,914 | 3,047 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 21.8% | 19.2% | 19.0% | 45.9% | 47.6% | 49.6% | 17.1% | 16.7% | 17.7% | 8.6% | 9.2% | 8.2% | 6.6% | 7.3% | 5.5% | 2,591 | 2,568 | 3,432 | 32 | 50 | 25 |
| 26-29 | 16.8% | 14.5% | 15.0% | 45.4% | 44.7% | 47.4% | 17.2% | 18.9% | 18.2% | 10.6% | 12.1% | 11.9% | 9.9% | 9.8% | 7.4% | 12,003 | 12,124 | 12,817 | 141 | 144 | 76 |
| 30-39 | 14.1% | 13.4% | 15.0% | 43.9% | 43.8% | 45.2% | 19.5% | 20.0% | 18.9% | 12.3% | 12.9% | 12.2% | 10.2% | 10.0% | 8.7% | 71,046 | 63,682 | 58,092 | 833 | 706 | 380 |
| 40-49 | 14.4% | 13.4% | 15.0% | 44.1% | 44.4% | 45.8% | 20.2% | 20.8% | 19.6% | 11.8% | 12.2% | 11.5% | 9.5% | 9.2% | 8.2% | 105,721 | 99,482 | 95,431 | 1,277 | 1,220 | 699 |
| 50-59 | 14.6% | 13.8% | 15.2% | 44.4% | 44.4% | 46.2% | 21.8% | 22.6% | 20.8% | 11.2% | 11.3% | 10.8% | 8.0% | 8.0% | 6.9% | 146,111 | 135,780 | 123,224 | 1,990 | 1,820 | 1,083 |
| 60+ | 14.9% | 14.2% | 16.4% | 45.7% | 45.3% | 47.3% | 22.7% | 23.9% | 21.7% | 10.2% | 10.2% | 9.1% | 6.5% | 6.4% | 5.5% | 62,359 | 56,163 | 47,240 | 1,043 | 929 | 504 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 16.7% | 12.7% | --- | 44.7% | 48.9% | --- | 22.2% | 19.3% | --- | 7.4% | 10.2% | --- | 8.9% | 9.0% | --- | 391 | 380 | --- | 16 | 16 | --- |
| H.S. Diploma/ GED or equiv | 14.3% | 13.8% | --- | 45.1% | 44.9% | --- | 23.0% | 23.9% | --- | 9.6% | 9.3% | --- | 8.1% | 8.2% | --- | 18,977 | 18,663 | --- | 330 | 341 | --- |
| Trade/Technical Certificate | 12.4% | 11.5% | --- | 43.0% | 42.2% | --- | 24.0% | 25.4% | --- | 10.5% | 11.1% | --- | 10.1% | 9.8% | --- | 9,385 | 8,815 | --- | 169 | 169 | --- |
| Some College (no degree) | 13.8% | 13.1% | --- | 42.5% | 42.1% | --- | 22.8% | 23.6% | --- | 11.4% | 11.7% | --- | 9.4% | 9.5% | --- | 59,093 | 56,891 | --- | 923 | 916 | --- |
| Associate's Degree | 13.8% | 12.3% | --- | 43.0% | 42.4% | --- | 22.0% | 24.2% | --- | 11.5% | 11.8% | --- | 9.8% | 9.3% | --- | 30,685 | 28,964 | --- | 557 | 457 | --- |
| Bachelor's Degree | 14.6% | 13.9% | --- | 45.5% | 45.9% | --- | 20.1% | 20.1% | --- | 11.3% | 11.8% | --- | 8.5% | 8.3% | --- | 133,805 | 123,294 | --- | 1,578 | 1,394 | --- |
| Master's Degree | 15.6% | 14.7% | --- | 45.0% | 45.2% | --- | 19.1% | 19.8% | --- | 12.1% | 12.2% | --- | 8.1% | 8.1% | --- | 96,938 | 86,506 | --- | 986 | 882 | --- |
| Doctoral/Professional Degree | 17.3% | 16.1% | --- | 45.0% | 45.3% | --- | 18.8% | 19.3% | --- | 11.2% | 11.5% | --- | 7.7% | 7.8% | --- | 40,333 | 36,075 | --- | 518 | 462 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 11.0% | 10.0% | 12.7% | 40.3% | 38.9% | 40.7% | 24.2% | 25.6% | 23.4% | 12.6% | 13.3% | 13.5% | 11.9% | 12.2% | 9.7% | 12,421 | 12,078 | 13,163 | 218 | 196 | 133 |
| GS 1-6 | 15.4% | 14.3% | 15.8% | 43.5% | 43.4% | 45.0% | 22.5% | 23.4% | 21.5% | 9.6% | 9.9% | 9.8% | 9.0% | 8.9% | 7.9% | 21,379 | 21,414 | 21,831 | 505 | 552 | 344 |
| GS 7-12 | 14.2% | 13.3% | 14.6% | 44.7% | 44.8% | 47.1% | 21.0% | 21.7% | 20.3% | 11.3% | 11.6% | 10.6% | 8.8% | 8.6% | 7.4% | 163,379 | 154,994 | 143,409 | 2,624 | 2,378 | 1,431 |
| GS 13-15 | 16.0% | 15.4% | 16.8% | 45.7% | 46.0% | 46.6% | 19.0% | 19.7% | 18.4% | 11.6% | 11.8% | 11.4% | 7.6% | 7.2% | 6.7% | 160,541 | 142,542 | 134,974 | 1,348 | 1,199 | 712 |
| SES | 41.6% | 40.3% | 38.0% | 42.8% | 43.5% | 45.1% | 8.9% | 9.5% | 9.7% | 4.4% | 4.3% | 5.2% | 2.3% | 2.3% | 2.1% | 5,682 | 4,872 | 4,406 | 8 | 9 | 4 |
| SL/ST | 21.7% | 19.2% | 21.6% | 42.7% | 45.7% | 43.5% | 17.5% | 17.6% | 18.0% | 11.0% | 9.6% | 10.8% | 7.2% | 7.9% | 6.2% | 1,515 | 1,375 | 1,219 | 17 | 10 | 5 |
| Other | 12.2% | 11.8% | 12.8% | 42.7% | 42.2% | 44.3% | 22.0% | 21.5% | 21.4% | 12.7% | 13.4% | 12.8% | 10.4% | 11.1% | 8.7% | 25,194 | 22,702 | 26,162 | 368 | 300 | 228 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.7% | 15.1% | 44.4% | 44.4% | 46.0% | 20.8% | 21.5% | 20.3% | 11.4% | 11.7% | 11.1% | 8.7% | 8.6% | 7.5% | 401,551 | 372,472 | 357,806 | 5,334 | 4,914 | 3,047 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 28.0% | 24.1% | 28.2% | 48.5% | 48.4% | 48.8% | 14.7% | 16.2% | 13.5% | 5.8% | 7.8% | 6.2% | 3.0% | 3.4% | 3.3% | 5,920 | 3,083 | 4,645 | 101 | 68 | 46 |
| 1-3 years | 18.9% | 17.9% | 19.1% | 46.1% | 46.5% | 47.9% | 19.0% | 18.7% | 17.6% | 9.5% | 10.1% | 9.7% | 6.5% | 6.8% | 5.7% | 27,774 | 32,337 | 39,042 | 402 | 438 | 256 |
| 4-5 years | 15.2% | 14.0% | 15.1% | 44.8% | 45.0% | 46.3% | 20.1% | 20.3% | 19.6% | 11.2% | 12.2% | 11.4% | 8.7% | 8.5% | 7.5% | 40,436 | 42,712 | 39,003 | 549 | 500 | 287 |
| 6-10 years | 13.7% | 13.2% | 13.8% | 43.6% | 42.8% | 44.8% | 20.7% | 21.5% | 20.3% | 12.5% | 12.8% | 12.5% | 9.6% | 9.8% | 8.5% | 86,534 | 72,299 | 63,773 | 1,055 | 931 | 491 |
| 11-14 years | 12.9% | 11.9% | 13.3% | 42.2% | 42.6% | 44.5% | 21.7% | 22.3% | 21.3% | 12.7% | 13.1% | 12.0% | 10.5% | 10.1% | 8.9% | 55,937 | 50,616 | 44,358 | 704 | 635 | 336 |
| 15-20 years | 13.2% | 12.5% | 13.9% | 43.6% | 44.1% | 45.2% | 21.1% | 21.4% | 20.6% | 12.0% | 12.3% | 11.6% | 10.1% | 9.7% | 8.7% | 48,015 | 39,388 | 34,775 | 639 | 520 | 326 |
| > 20 years | 14.6% | 13.7% | 15.0% | 45.7% | 45.6% | 46.8% | 21.4% | 22.7% | 21.1% | 10.7% | 10.6% | 10.4% | 7.5% | 7.4% | 6.8% | 126,277 | 120,189 | 120,042 | 1,668 | 1,582 | 1,131 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 26.2% | 22.8% | 26.7% | 47.1% | 47.3% | 47.0% | 16.2% | 17.5% | 14.6% | 6.6% | 8.1% | 6.9% | 4.0% | 4.2% | 4.7% | 11,649 | 6,329 | 8,667 | 218 | 150 | 108 |
| 1-3 years | 18.0% | 17.3% | 17.8% | 45.0% | 44.8% | 46.8% | 19.2% | 19.2% | 18.3% | 10.2% | 11.0% | 10.5% | 7.7% | 7.7% | 6.6% | 43,807 | 49,110 | 54,650 | 626 | 647 | 395 |
| 4-5 years | 14.5% | 13.2% | 14.6% | 44.1% | 44.4% | 45.8% | 20.3% | 20.8% | 20.1% | 11.7% | 12.5% | 11.6% | 9.4% | 9.1% | 8.0% | 49,142 | 51,014 | 47,236 | 643 | 668 | 371 |
| 6-10 years | 13.2% | 12.7% | 13.3% | 43.4% | 43.0% | 44.8% | 21.1% | 21.8% | 20.8% | 12.6% | 12.7% | 12.3% | 9.8% | 9.8% | 8.7% | 94,409 | 79,752 | 69,658 | 1,174 | 1,031 | 535 |
| 11-20 years | 12.9% | 12.1% | 13.8% | 43.4% | 43.6% | 45.7% | 21.5% | 22.3% | 20.9% | 12.2% | 12.5% | 11.5% | 10.0% | 9.5% | 8.2% | 97,563 | 85,162 | 76,100 | 1,223 | 1,044 | 652 |
| > 20 years | 14.7% | 13.9% | 15.2% | 46.5% | 46.4% | 47.2% | 21.4% | 22.5% | 21.0% | 10.5% | 10.2% | 10.3% | 6.9% | 6.9% | 6.3% | 93,116 | 88,075 | 88,181 | 1,212 | 1,099 | 785 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 18.3% | 17.3% | 18.6% | 48.7% | 48.7% | 49.9% | 19.3% | 20.0% | 18.7% | 8.8% | 9.1% | 8.5% | 4.9% | 4.9% | 4.3% | 259,704 | 237,162 | 236,389 | 3,109 | 2,821 | 1,741 |
| Yes, to retire | 12.8% | 11.4% | 12.5% | 44.7% | 44.6% | 46.2% | 23.4% | 25.0% | 23.4% | 11.5% | 11.3% | 11.0% | 7.6% | 7.7% | 6.8% | 23,706 | 22,659 | 21,201 | 356 | 333 | 235 |
| Yes, to other job in Govt | 7.6% | 7.2% | 7.9% | 36.2% | 36.4% | 37.7% | 23.0% | 23.5% | 22.6% | 17.2% | 17.3% | 17.3% | 16.1% | 15.5% | 14.5% | 72,259 | 67,114 | 56,087 | 1,004 | 914 | 540 |
| Yes, to other job outside Govt | 6.1% | 6.1% | 6.8% | 33.7% | 33.2% | 35.7% | 22.1% | 22.7% | 22.2% | 17.7% | 19.2% | 19.1% | 20.5% | 18.8% | 16.2% | 15,618 | 15,403 | 15,451 | 206 | 192 | 125 |
| Yes, other | 6.5% | 5.8% | 6.6% | 31.7% | 32.0% | 34.4% | 25.5% | 25.3% | 24.8% | 16.4% | 17.3% | 16.4% | 19.9% | 19.7% | 17.7% | 18,865 | 17,628 | 16,202 | 422 | 372 | 200 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 13.0% | 11.5% | 13.1% | 43.8% | 44.0% | 44.5% | 22.7% | 23.7% | 22.6% | 12.0% | 11.6% | 11.7% | 8.6% | 9.3% | 8.2% | 14,599 | 13,730 | 12,499 | 225 | 212 | 140 |
| Between 1-3 years | 13.4% | 12.4% | 13.7% | 45.1% | 45.0% | 46.6% | 22.8% | 24.5% | 22.7% | 11.3% | 11.1% | 10.6% | 7.4% | 7.0% | 6.4% | 39,334 | 35,761 | 34,095 | 554 | 513 | 334 |
| Between 3-5 years | 13.6% | 13.0% | 14.4% | 44.7% | 44.9% | 46.4% | 22.3% | 23.2% | 21.4% | 11.2% | 11.2% | 11.0% | 8.1% | 7.8% | 6.8% | 42,813 | 39,109 | 36,066 | 580 | 500 | 301 |
| 5 or more years | 15.2% | 14.3% | 15.6% | 44.4% | 44.4% | 46.1% | 20.1% | 20.6% | 19.5% | 11.4% | 11.9% | 11.2% | 8.9% | 8.8% | 7.6% | 290,362 | 267,936 | 258,454 | 3,637 | 3,338 | 2,022 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.7% | 15.1% | 44.4% | 44.4% | 46.0% | 20.8% | 21.5% | 20.3% | 11.4% | 11.7% | 11.1% | 8.7% | 8.6% | 7.5% | 401,551 | 372,472 | 357,806 | 5,334 | 4,914 | 3,047 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 15.5% | 14.5% | 15.9% | 45.4% | 45.4% | 46.8% | 20.1% | 20.9% | 19.6% | 10.9% | 11.3% | 10.7% | 8.1% | 8.0% | 7.0% | 313,405 | 290,364 | 278,986 | 3,720 | 3,367 | 2,042 |
| LGBT* | 14.6% | 14.1% | 15.3% | 41.6% | 41.4% | 42.6% | 19.5% | 19.5% | 18.5% | 13.6% | 13.7% | 13.4% | 10.7% | 11.3% | 10.2% | 10,889 | 9,663 | 8,852 | 133 | 110 | 68 |
| Prefer not to say | 10.1% | 9.9% | 10.9% | 39.0% | 39.6% | 41.9% | 24.5% | 24.9% | 23.9% | 14.2% | 13.8% | 13.2% | 12.2% | 11.8% | 10.1% | 47,120 | 42,864 | 40,396 | 911 | 849 | 550 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 14.7% | 14.0% | --- | 45.6% | 45.5% | --- | 20.4% | 21.0% | --- | 11.1% | 11.4% | --- | 8.2% | 8.1% | --- | 277,056 | 254,096 | --- | 3,653 | 3,291 | --- |
| Currently in Guard/Reserves | 15.8% | 14.2% | --- | 44.2% | 44.5% | --- | 18.9% | 20.5% | --- | 11.8% | 11.0% | --- | 9.3% | 9.7% | --- | 6,919 | 6,443 | --- | 75 | 76 | --- |
| Retired Separated/Discharged | 16.8% | 15.9% | --- | 44.3% | 44.5% | --- | 21.0% | 21.2% | --- | 11.1% | 11.4% | --- | 6.9% | 7.1% | --- | 42,811 | 41,152 | --- | 453 | 440 | --- |
| Discharged | 13.4% | 12.1% | --- | 41.0% | 41.2% | --- | 21.8% | 22.8% | --- | 12.7% | 13.0% | --- | 11.2% | 10.9% | --- | 58,650 | 54,312 | --- | 807 | 728 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.2% | 13.8% | 15.7% | 40.9% | 40.6% | 41.8% | 21.1% | 22.3% | 21.1% | 11.9% | 12.2% | 12.0% | 10.8% | 11.1% | 9.5% | 52,578 | 48,163 | 44,560 | 826 | 744 | 476 |
| No | 14.7% | 13.9% | 15.2% | 45.2% | 45.2% | 46.9% | 20.6% | 21.2% | 19.9% | 11.3% | 11.6% | 10.9% | 8.2% | 8.1% | 7.1% | 334,017 | 308,785 | 298,765 | 4,187 | 3,807 | 2,340 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.0% | 13.9% | 15.1% | 43.8% | 44.1% | 45.5% | 24.3% | 25.2% | 23.8% | 9.4% | 9.5% | 9.3% | 7.5% | 7.3% | 6.2% | 379,267 | 351,864 | 340,114 | 27,154 | 25,427 | 20,067 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 16.7% | 15.3% | 16.1% | 44.1% | 44.4% | 46.0% | 23.4% | 24.2% | 22.7% | 9.1% | 9.2% | 9.2% | 6.7% | 6.8% | 5.9% | 145,918 | 133,306 | 129,059 | 9,716 | 9,149 | 7,377 |
| Field | 14.1% | 13.3% | 14.6% | 43.5% | 43.9% | 45.3% | 24.8% | 25.5% | 24.2% | 9.6% | 9.7% | 9.4% | 8.0% | 7.6% | 6.5% | 222,570 | 206,234 | 198,830 | 16,606 | 15,294 | 11,943 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 14.1% | 13.0% | 14.4% | 43.0% | 43.4% | 45.0% | 25.3% | 26.1% | 24.7% | 9.4% | 9.5% | 9.2% | 8.1% | 7.9% | 6.7% | 238,799 | 220,792 | 216,301 | 21,040 | 19,552 | 15,603 |
| Team Leader | 13.2% | 12.5% | 13.9% | 42.7% | 43.1% | 44.6% | 25.2% | 25.8% | 24.1% | 10.9% | 10.9% | 10.8% | 8.0% | 7.6% | 6.7% | 49,680 | 46,186 | 44,821 | 3,430 | 3,268 | 2,467 |
| Supervisor | 16.4% | 15.8% | 16.5% | 47.2% | 47.3% | 48.3% | 22.0% | 22.5% | 21.4% | 9.0% | 9.2% | 9.0% | 5.4% | 5.3% | 4.8% | 50,550 | 46,921 | 43,155 | 1,688 | 1,542 | 1,149 |
| Manager | 22.8% | 21.4% | 22.7% | 49.0% | 49.4% | 48.7% | 16.9% | 17.5% | 17.0% | 7.1% | 7.7% | 7.9% | 4.2% | 4.0% | 3.7% | 23,938 | 21,264 | 20,995 | 312 | 254 | 232 |
| Senior Leader | 35.2% | 34.0% | 35.0% | 42.9% | 41.9% | 44.9% | 13.0% | 15.1% | 12.3% | 6.1% | 5.5% | 4.9% | 2.8% | 3.6% | 3.0% | 7,930 | 6,965 | 5,332 | 78 | 48 | 38 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 15.0% | 13.8% | 14.9% | 42.6% | 43.1% | 44.3% | 24.5% | 25.6% | 24.3% | 9.9% | 9.8% | 9.8% | 8.0% | 7.6% | 6.5% | 191,623 | 176,388 | 169,189 | 12,781 | 11,887 | 9,345 |
| Female | 15.3% | 14.5% | 15.7% | 45.4% | 45.5% | 47.2% | 23.8% | 24.2% | 22.7% | 8.7% | 9.0% | 8.6% | 6.8% | 6.8% | 5.8% | 174,668 | 162,084 | 158,113 | 13,131 | 12,211 | 9,756 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.5% | 14.6% | 16.5% | 40.7% | 40.3% | 42.0% | 24.4% | 25.6% | 24.5% | 9.5% | 9.6% | 9.4% | 9.9% | 10.0% | 7.6% | 31,839 | 28,886 | 27,233 | 1,955 | 1,801 | 1,469 |
| No | 15.1% | 14.0% | 15.2% | 44.2% | 44.6% | 46.0% | 24.2% | 24.9% | 23.5% | 9.4% | 9.5% | 9.2% | 7.1% | 7.0% | 6.1% | 331,045 | 306,222 | 297,010 | 23,579 | 21,909 | 17,347 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 12.6% | 10.9% | 12.1% | 37.6% | 38.8% | 39.8% | 27.7% | 28.4% | 26.9% | 10.7% | 11.6% | 10.9% | 11.4% | 10.3% | 10.3% | 7,867 | 7,084 | 7,347 | 473 | 430 | 393 |
| Asian | 17.9% | 16.7% | 17.9% | 46.5% | 46.1% | 48.1% | 22.0% | 22.9% | 21.3% | 7.4% | 7.9% | 7.2% | 6.2% | 6.3% | 5.6% | 17,649 | 16,205 | 15,555 | 962 | 825 | 644 |
| Black/African American | 16.2% | 15.0% | 16.5% | 45.6% | 46.5% | 48.3% | 23.5% | 23.9% | 21.9% | 7.7% | 7.5% | 7.2% | 7.0% | 7.2% | 6.1% | 56,855 | 52,748 | 51,168 | 3,056 | 3,074 | 2,348 |
| Native Hawaiian/ Pacific Islander | 15.2% | 13.6% | 14.0% | 40.0% | 40.8% | 43.7% | 26.4% | 26.3% | 26.2% | 9.3% | 10.5% | 8.9% | 9.1% | 8.7% | 7.2% | 2,351 | 2,230 | 2,255 | 116 | 107 | 87 |
| White | 15.0% | 14.0% | 15.1% | 43.9% | 44.1% | 45.4% | 24.1% | 25.0% | 23.8% | 9.8% | 10.0% | 9.8% | 7.3% | 7.0% | 6.0% | 253,935 | 234,979 | 227,660 | 18,769 | 17,341 | 13,804 |
| Two or more races (Not Hispanic/ Latino) | 13.5% | 13.2% | 13.9% | 39.8% | 40.1% | 41.8% | 26.4% | 27.1% | 25.2% | 10.3% | 9.9% | 10.7% | 10.0% | 9.7% | 8.4% | 13,262 | 12,011 | 10,816 | 1,132 | 1,019 | 749 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.0% | 13.9% | 15.1% | 43.8% | 44.1% | 45.5% | 24.3% | 25.2% | 23.8% | 9.4% | 9.5% | 9.3% | 7.5% | 7.3% | 6.2% | 379,267 | 351,864 | 340,114 | 27,154 | 25,427 | 20,067 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 22.4% | 19.4% | 19.0% | 46.5% | 50.7% | 50.5% | 19.3% | 18.0% | 18.7% | 6.2% | 6.3% | 7.1% | 5.6% | 5.6% | 4.7% | 2,468 | 2,441 | 3,284 | 156 | 171 | 147 |
| 26-29 | 17.6% | 14.6% | 15.1% | 45.0% | 46.2% | 47.8% | 19.0% | 21.0% | 20.5% | 9.6% | 10.0% | 9.7% | 8.9% | 8.3% | 6.8% | 11,342 | 11,448 | 12,129 | 782 | 815 | 746 |
| 30-39 | 14.5% | 13.5% | 15.1% | 43.7% | 44.0% | 45.4% | 22.5% | 23.2% | 22.3% | 10.2% | 10.4% | 10.0% | 9.1% | 8.8% | 7.3% | 66,862 | 59,755 | 54,887 | 4,882 | 4,569 | 3,460 |
| 40-49 | 14.8% | 13.8% | 15.0% | 43.6% | 43.9% | 44.9% | 23.8% | 24.5% | 23.5% | 9.7% | 10.0% | 9.7% | 8.1% | 7.9% | 6.9% | 99,695 | 93,937 | 90,821 | 7,146 | 6,737 | 5,151 |
| 50-59 | 15.0% | 13.9% | 15.2% | 43.5% | 43.8% | 45.5% | 25.5% | 26.5% | 24.4% | 9.3% | 9.2% | 9.2% | 6.8% | 6.7% | 5.7% | 138,308 | 128,642 | 117,535 | 9,660 | 8,937 | 6,574 |
| 60+ | 15.1% | 14.4% | 16.2% | 44.2% | 44.4% | 46.7% | 27.0% | 27.7% | 25.1% | 8.3% | 8.3% | 7.5% | 5.4% | 5.3% | 4.5% | 58,972 | 53,142 | 45,138 | 4,408 | 3,978 | 2,586 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 16.9% | 16.8% | --- | 47.0% | 45.2% | --- | 22.5% | 24.9% | --- | 5.0% | 5.9% | --- | 8.7% | 7.2% | --- | 384 | 363 | --- | 24 | 30 | --- |
| H.S. Diploma/ GED or equiv | 14.7% | 14.2% | --- | 43.8% | 44.1% | --- | 27.1% | 27.6% | --- | 7.7% | 7.4% | --- | 6.8% | 6.7% | --- | 18,233 | 17,925 | --- | 1,051 | 1,094 | --- |
| Trade/Technical Certificate | 12.7% | 11.6% | --- | 42.8% | 42.4% | --- | 28.0% | 28.9% | --- | 7.8% | 9.5% | --- | 8.7% | 7.6% | --- | 8,980 | 8,395 | --- | 586 | 588 | --- |
| Some College (no degree) | 14.0% | 13.3% | --- | 42.0% | 41.8% | --- | 27.0% | 27.7% | --- | 9.0% | 9.2% | --- | 8.0% | 8.0% | --- | 56,098 | 54,036 | --- | 3,922 | 3,755 | --- |
| Associate's Degree | 14.4% | 12.7% | --- | 43.0% | 41.9% | --- | 25.3% | 28.4% | --- | 9.0% | 9.2% | --- | 8.3% | 7.8% | --- | 29,029 | 27,453 | --- | 2,228 | 1,984 | --- |
| Bachelor's Degree | 15.1% | 14.1% | --- | 44.7% | 45.7% | --- | 23.6% | 23.7% | --- | 9.4% | 9.5% | --- | 7.3% | 7.0% | --- | 126,228 | 116,276 | --- | 9,008 | 8,382 | --- |
| Master's Degree | 15.7% | 14.6% | --- | 44.4% | 44.8% | --- | 22.3% | 22.9% | --- | 10.6% | 10.5% | --- | 7.1% | 7.1% | --- | 91,818 | 82,083 | --- | 5,893 | 5,312 | --- |
| Doctoral/Professional Degree | 18.0% | 16.7% | --- | 44.3% | 44.8% | --- | 21.7% | 22.2% | --- | 9.1% | 9.4% | --- | 6.9% | 6.9% | --- | 37,440 | 33,389 | --- | 3,378 | 3,131 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 11.4% | 10.5% | 12.8% | 40.1% | 38.7% | 40.8% | 28.2% | 30.0% | 27.8% | 10.4% | 11.0% | 10.8% | 9.9% | 9.8% | 7.8% | 11,716 | 11,446 | 12,521 | 914 | 834 | 763 |
| GS 1-6 | 15.9% | 14.5% | 16.1% | 42.7% | 43.3% | 44.7% | 26.2% | 26.9% | 24.8% | 7.5% | 7.9% | 7.6% | 7.7% | 7.5% | 6.9% | 20,415 | 20,393 | 20,932 | 1,466 | 1,582 | 1,221 |
| GS 7-12 | 14.6% | 13.5% | 14.7% | 44.3% | 44.8% | 46.7% | 24.5% | 25.3% | 23.8% | 9.1% | 9.2% | 8.7% | 7.5% | 7.2% | 6.0% | 153,748 | 146,113 | 136,049 | 12,074 | 11,277 | 8,539 |
| GS 13-15 | 16.3% | 15.5% | 16.6% | 44.8% | 45.3% | 46.0% | 22.3% | 23.0% | 21.8% | 9.9% | 10.0% | 9.9% | 6.6% | 6.3% | 5.7% | 151,918 | 134,728 | 128,467 | 9,790 | 8,943 | 6,984 |
| SES | 41.7% | 39.7% | 37.1% | 41.1% | 40.0% | 44.7% | 10.7% | 12.8% | 11.2% | 4.4% | 5.1% | 4.8% | 2.1% | 2.3% | 2.3% | 5,640 | 4,845 | 4,385 | 42 | 26 | 17 |
| SL/ST | 20.9% | 20.4% | 20.1% | 42.0% | 45.4% | 43.6% | 20.3% | 20.4% | 19.9% | 9.7% | 7.8% | 10.7% | 7.2% | 6.0% | 5.7% | 1,466 | 1,327 | 1,185 | 67 | 55 | 38 |
| Other | 12.4% | 11.9% | 12.7% | 41.4% | 41.2% | 42.7% | 26.2% | 26.4% | 25.6% | 10.8% | 10.7% | 11.0% | 9.2% | 9.7% | 7.9% | 23,694 | 21,354 | 24,718 | 1,862 | 1,664 | 1,623 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.0% | 13.9% | 15.1% | 43.8% | 44.1% | 45.5% | 24.3% | 25.2% | 23.8% | 9.4% | 9.5% | 9.3% | 7.5% | 7.3% | 6.2% | 379,267 | 351,864 | 340,114 | 27,154 | 25,427 | 20,067 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 27.9% | 24.2% | 28.2% | 48.4% | 48.9% | 49.0% | 16.2% | 18.6% | 14.9% | 4.9% | 5.6% | 5.1% | 2.7% | 2.6% | 2.7% | 5,569 | 2,906 | 4,399 | 439 | 236 | 272 |
| 1-3 years | 19.3% | 18.1% | 19.2% | 46.1% | 46.7% | 47.9% | 21.5% | 21.7% | 20.3% | 7.6% | 8.1% | 7.9% | 5.5% | 5.4% | 4.8% | 26,349 | 30,601 | 37,055 | 1,800 | 2,166 | 2,146 |
| 4-5 years | 15.5% | 14.2% | 15.3% | 44.8% | 44.9% | 46.0% | 22.7% | 23.8% | 23.0% | 9.6% | 9.9% | 9.4% | 7.4% | 7.3% | 6.3% | 38,189 | 40,227 | 37,038 | 2,746 | 2,985 | 2,206 |
| 6-10 years | 14.1% | 13.3% | 13.7% | 43.0% | 43.2% | 44.6% | 24.5% | 24.8% | 24.3% | 10.1% | 10.3% | 10.2% | 8.4% | 8.4% | 7.2% | 81,465 | 68,028 | 60,365 | 6,079 | 5,187 | 3,779 |
| 11-14 years | 13.4% | 12.2% | 13.5% | 41.5% | 42.4% | 43.7% | 25.3% | 26.2% | 24.8% | 10.7% | 10.6% | 10.5% | 9.1% | 8.7% | 7.5% | 52,654 | 47,678 | 42,100 | 3,940 | 3,569 | 2,520 |
| 15-20 years | 13.6% | 12.7% | 13.8% | 42.9% | 43.1% | 44.2% | 25.0% | 26.1% | 25.0% | 10.0% | 9.9% | 9.7% | 8.6% | 8.2% | 7.3% | 45,276 | 37,273 | 33,019 | 3,291 | 2,628 | 2,011 |
| > 20 years | 14.9% | 13.9% | 14.9% | 44.5% | 44.5% | 46.1% | 25.4% | 26.4% | 24.6% | 8.7% | 8.8% | 8.9% | 6.4% | 6.3% | 5.6% | 119,831 | 114,118 | 114,702 | 7,993 | 7,669 | 6,321 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 26.4% | 23.2% | 26.4% | 46.8% | 47.5% | 47.2% | 18.0% | 19.9% | 17.1% | 5.1% | 5.8% | 5.4% | 3.7% | 3.5% | 3.9% | 11,022 | 5,968 | 8,240 | 824 | 512 | 503 |
| 1-3 years | 18.3% | 17.4% | 17.9% | 44.9% | 45.2% | 46.9% | 22.1% | 22.3% | 21.2% | 8.3% | 8.8% | 8.5% | 6.4% | 6.3% | 5.5% | 41,557 | 46,489 | 51,881 | 2,845 | 3,267 | 3,027 |
| 4-5 years | 14.8% | 13.4% | 14.7% | 43.8% | 44.0% | 45.4% | 23.4% | 24.6% | 23.5% | 10.0% | 10.1% | 9.7% | 8.0% | 7.9% | 6.7% | 46,459 | 48,073 | 44,793 | 3,287 | 3,592 | 2,743 |
| 6-10 years | 13.6% | 12.8% | 13.3% | 42.7% | 43.2% | 44.2% | 24.8% | 25.3% | 24.8% | 10.3% | 10.4% | 10.2% | 8.6% | 8.3% | 7.4% | 88,818 | 75,052 | 65,973 | 6,660 | 5,720 | 4,102 |
| 11-20 years | 13.4% | 12.4% | 13.7% | 42.5% | 42.9% | 44.7% | 25.3% | 26.5% | 24.9% | 10.1% | 10.1% | 9.8% | 8.6% | 8.1% | 6.8% | 91,932 | 80,491 | 72,383 | 6,740 | 5,702 | 4,253 |
| > 20 years | 14.8% | 14.1% | 15.1% | 45.5% | 45.4% | 46.6% | 25.4% | 26.1% | 24.3% | 8.5% | 8.5% | 8.7% | 5.8% | 5.9% | 5.2% | 88,394 | 83,594 | 84,286 | 5,863 | 5,585 | 4,583 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 18.6% | 17.5% | 18.6% | 48.0% | 48.3% | 49.3% | 22.3% | 23.0% | 21.7% | 7.0% | 7.2% | 7.0% | 4.0% | 4.0% | 3.5% | 246,833 | 225,450 | 225,969 | 15,647 | 14,467 | 11,776 |
| Yes, to retire | 13.0% | 11.6% | 12.1% | 43.1% | 43.4% | 45.7% | 27.9% | 29.1% | 27.0% | 9.6% | 9.3% | 9.5% | 6.4% | 6.5% | 5.7% | 22,476 | 21,505 | 20,247 | 1,600 | 1,509 | 1,169 |
| Yes, to other job in Govt | 7.8% | 7.4% | 8.1% | 35.9% | 36.2% | 37.3% | 27.7% | 28.5% | 27.4% | 14.5% | 14.4% | 14.8% | 14.1% | 13.5% | 12.4% | 67,456 | 62,682 | 52,719 | 5,797 | 5,336 | 3,777 |
| Yes, to other job outside Govt | 6.5% | 6.1% | 6.6% | 31.7% | 33.0% | 34.9% | 26.1% | 27.0% | 27.1% | 16.5% | 16.6% | 16.3% | 19.2% | 17.4% | 15.1% | 14,398 | 14,206 | 14,395 | 1,394 | 1,383 | 1,165 |
| Yes, other | 6.5% | 5.8% | 6.8% | 31.6% | 32.2% | 34.1% | 29.8% | 30.4% | 29.6% | 14.2% | 14.8% | 14.6% | 17.9% | 16.9% | 15.0% | 17,500 | 16,378 | 15,068 | 1,755 | 1,663 | 1,308 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 12.9% | 11.6% | 12.7% | 42.2% | 42.8% | 43.8% | 27.3% | 28.1% | 26.5% | 10.1% | 9.7% | 10.5% | 7.4% | 7.8% | 6.5% | 13,872 | 13,047 | 11,916 | 965 | 917 | 714 |
| Between 1-3 years | 13.6% | 12.7% | 13.6% | 43.5% | 44.2% | 46.1% | 27.4% | 28.1% | 26.1% | 8.9% | 9.1% | 8.8% | 6.5% | 5.9% | 5.3% | 37,251 | 33,901 | 32,572 | 2,619 | 2,405 | 1,835 |
| Between 3-5 years | 13.6% | 13.0% | 14.5% | 43.4% | 43.9% | 45.6% | 26.5% | 27.2% | 25.4% | 9.5% | 9.4% | 8.9% | 6.9% | 6.4% | 5.7% | 40,649 | 37,077 | 34,413 | 2,690 | 2,518 | 1,914 |
| 5 or more years | 15.6% | 14.5% | 15.7% | 44.0% | 44.3% | 45.7% | 23.4% | 24.2% | 23.0% | 9.4% | 9.6% | 9.3% | 7.6% | 7.5% | 6.4% | 273,990 | 252,998 | 245,523 | 19,680 | 18,217 | 14,452 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 15.0% | 13.9% | 15.1% | 43.8% | 44.1% | 45.5% | 24.3% | 25.2% | 23.8% | 9.4% | 9.5% | 9.3% | 7.5% | 7.3% | 6.2% | 379,267 | 351,864 | 340,114 | 27,154 | 25,427 | 20,067 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 15.8% | 14.7% | 15.9% | 44.7% | 44.9% | 46.3% | 23.6% | 24.4% | 23.1% | 9.0% | 9.2% | 8.9% | 6.9% | 6.8% | 5.8% | 297,388 | 275,564 | 266,201 | 19,470 | 18,091 | 14,352 |
| LGBT* | 15.0% | 14.3% | 15.0% | 41.4% | 41.2% | 42.9% | 22.8% | 23.4% | 22.4% | 11.2% | 11.2% | 11.3% | 9.6% | 9.9% | 8.4% | 10,241 | 9,064 | 8,350 | 768 | 729 | 538 |
| Prefer not to say | 10.6% | 10.2% | 10.9% | 38.6% | 39.6% | 41.6% | 28.2% | 29.1% | 27.7% | 11.6% | 11.1% | 11.1% | 10.9% | 10.0% | 8.8% | 43,743 | 39,817 | 37,823 | 4,220 | 3,930 | 3,088 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 15.0% | 14.1% | --- | 44.8% | 45.0% | --- | 23.8% | 24.4% | --- | 9.1% | 9.4% | --- | 7.3% | 7.0% | --- | 261,514 | 240,034 | --- | 18,865 | 17,247 | --- |
| Currently in Guard/Reserves | 16.4% | 14.4% | --- | 44.0% | 45.8% | --- | 20.9% | 22.4% | --- | 10.0% | 9.3% | --- | 8.6% | 8.1% | --- | 6,624 | 6,123 | --- | 360 | 395 | --- |
| Retired Separated/Discharged | 17.1% | 15.9% | --- | 43.8% | 44.7% | --- | 24.7% | 24.9% | --- | 9.0% | 8.7% | --- | 5.4% | 5.8% | --- | 40,857 | 39,330 | --- | 2,365 | 2,283 | --- |
| Discharged | 13.8% | 12.6% | --- | 40.7% | 40.7% | --- | 25.8% | 27.3% | --- | 10.3% | 10.4% | --- | 9.3% | 9.0% | --- | 55,293 | 51,097 | --- | 4,156 | 4,002 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 15.6% | 14.2% | 16.0% | 40.7% | 40.8% | 41.9% | 24.9% | 25.9% | 24.5% | 9.4% | 9.7% | 9.8% | 9.3% | 9.3% | 7.8% | 49,730 | 45,563 | 42,524 | 3,639 | 3,407 | 2,468 |
| No | 15.0% | 14.0% | 15.1% | 44.4% | 44.8% | 46.3% | 24.1% | 24.8% | 23.5% | 9.4% | 9.5% | 9.2% | 7.1% | 6.9% | 5.9% | 315,729 | 291,941 | 284,055 | 22,114 | 20,560 | 16,512 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.4% | 13.3% | 37.3% | 37.5% | 39.0% | 23.2% | 23.9% | 23.0% | 14.8% | 15.0% | 14.6% | 11.4% | 11.2% | 10.1% | 393,192 | 364,473 | 350,863 | 14,282 | 13,214 | 9,912 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 15.0% | 14.0% | 14.6% | 38.5% | 38.6% | 40.3% | 22.5% | 22.9% | 21.8% | 13.9% | 14.3% | 13.9% | 10.1% | 10.3% | 9.4% | 151,495 | 138,359 | 133,503 | 4,603 | 4,248 | 3,219 |
| Field | 12.3% | 11.6% | 12.6% | 36.6% | 36.8% | 38.3% | 23.5% | 24.2% | 23.4% | 15.4% | 15.4% | 15.1% | 12.3% | 12.0% | 10.6% | 230,589 | 213,407 | 204,841 | 9,169 | 8,381 | 6,232 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 12.2% | 11.4% | 12.3% | 35.7% | 36.0% | 37.6% | 24.3% | 24.8% | 24.0% | 15.4% | 15.4% | 15.1% | 12.4% | 12.4% | 11.0% | 249,025 | 230,002 | 224,141 | 11,510 | 10,621 | 8,148 |
| Team Leader | 11.7% | 11.0% | 12.5% | 36.6% | 36.3% | 38.6% | 23.1% | 24.1% | 22.5% | 16.3% | 16.8% | 15.8% | 12.4% | 11.7% | 10.7% | 51,774 | 48,138 | 46,516 | 1,477 | 1,383 | 867 |
| Supervisor | 15.2% | 14.4% | 15.3% | 42.7% | 42.5% | 43.6% | 21.2% | 21.9% | 20.7% | 13.0% | 13.2% | 13.0% | 8.0% | 8.0% | 7.3% | 51,609 | 47,853 | 43,935 | 767 | 654 | 451 |
| Manager | 21.6% | 20.7% | 21.6% | 46.2% | 47.1% | 46.4% | 16.1% | 15.9% | 16.4% | 10.0% | 10.6% | 10.3% | 6.1% | 5.7% | 5.4% | 24,151 | 21,442 | 21,171 | 146 | 109 | 97 |
| Senior Leader | 33.7% | 32.5% | 33.3% | 42.3% | 41.6% | 43.6% | 12.9% | 14.0% | 12.4% | 7.4% | 7.2% | 6.6% | 3.6% | 4.7% | 4.0% | 7,994 | 6,976 | 5,349 | 40 | 38 | 32 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 13.4% | 12.5% | 13.4% | 37.2% | 37.5% | 39.0% | 23.3% | 24.2% | 23.2% | 14.5% | 14.6% | 14.3% | 11.6% | 11.2% | 10.0% | 198,477 | 182,561 | 174,296 | 6,434 | 5,887 | 4,525 |
| Female | 13.1% | 12.5% | 13.4% | 37.7% | 37.7% | 39.2% | 22.9% | 23.1% | 22.3% | 15.1% | 15.4% | 14.9% | 11.1% | 11.3% | 10.2% | 181,155 | 167,920 | 163,303 | 7,173 | 6,630 | 4,872 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 14.0% | 13.4% | 14.6% | 34.7% | 34.3% | 36.5% | 23.1% | 24.1% | 23.7% | 14.5% | 14.4% | 13.5% | 13.8% | 13.9% | 11.8% | 32,826 | 29,696 | 27,970 | 1,051 | 1,019 | 771 |
| No | 13.3% | 12.4% | 13.3% | 37.8% | 38.0% | 39.4% | 23.1% | 23.7% | 22.6% | 14.8% | 15.0% | 14.7% | 11.1% | 10.9% | 9.9% | 343,194 | 317,236 | 306,418 | 12,360 | 11,291 | 8,486 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 11.5% | 10.3% | 10.5% | 31.6% | 32.9% | 34.5% | 25.9% | 26.4% | 25.4% | 15.0% | 15.9% | 14.7% | 16.1% | 14.5% | 14.9% | 8,031 | 7,233 | 7,495 | 315 | 296 | 255 |
| Asian | 16.6% | 15.7% | 16.4% | 41.9% | 41.6% | 43.4% | 22.6% | 23.2% | 21.7% | 10.4% | 10.6% | 11.0% | 8.6% | 8.8% | 7.5% | 18,054 | 16,490 | 15,789 | 603 | 538 | 427 |
| Black/African American | 15.1% | 14.0% | 15.1% | 40.5% | 41.2% | 42.7% | 22.8% | 23.1% | 21.7% | 11.6% | 11.5% | 11.3% | 10.0% | 10.2% | 9.3% | 58,089 | 53,944 | 52,222 | 1,962 | 1,939 | 1,386 |
| Native Hawaiian/ Pacific Islander | 15.1% | 12.7% | 12.8% | 34.8% | 35.9% | 39.3% | 25.8% | 26.2% | 24.9% | 13.0% | 13.3% | 12.2% | 11.3% | 11.8% | 10.7% | 2,406 | 2,265 | 2,293 | 69 | 67 | 50 |
| White | 12.9% | 12.2% | 13.2% | 37.1% | 37.0% | 38.5% | 22.9% | 23.6% | 22.8% | 15.7% | 16.0% | 15.5% | 11.4% | 11.2% | 10.0% | 264,153 | 244,211 | 235,504 | 9,280 | 8,440 | 6,381 |
| Two or more races (Not Hispanic/ Latino) | 11.5% | 11.3% | 11.7% | 32.9% | 33.6% | 35.1% | 23.8% | 24.7% | 23.8% | 16.1% | 15.8% | 15.5% | 15.8% | 14.5% | 13.9% | 13,846 | 12,516 | 11,226 | 591 | 519 | 364 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.4% | 13.3% | 37.3% | 37.5% | 39.0% | 23.2% | 23.9% | 23.0% | 14.8% | 15.0% | 14.6% | 11.4% | 11.2% | 10.1% | 393,192 | 364,473 | 350,863 | 14,282 | 13,214 | 9,912 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 20.3% | 17.3% | 17.7% | 41.7% | 42.6% | 43.4% | 17.5% | 19.2% | 19.7% | 12.8% | 11.5% | 11.6% | 7.6% | 9.4% | 7.6% | 2,539 | 2,523 | 3,363 | 88 | 92 | 85 |
| 26-29 | 15.0% | 13.0% | 13.0% | 37.4% | 37.9% | 40.5% | 20.3% | 21.1% | 20.0% | 14.7% | 15.6% | 15.6% | 12.5% | 12.4% | 10.9% | 11,807 | 11,920 | 12,591 | 351 | 363 | 316 |
| 30-39 | 12.9% | 12.1% | 13.1% | 36.7% | 36.6% | 38.3% | 21.7% | 22.0% | 21.3% | 15.5% | 16.0% | 15.8% | 13.3% | 13.2% | 11.6% | 69,650 | 62,324 | 57,063 | 2,323 | 2,113 | 1,434 |
| 40-49 | 13.0% | 12.1% | 13.3% | 37.5% | 37.4% | 39.0% | 22.3% | 23.3% | 22.2% | 15.0% | 15.3% | 14.8% | 12.3% | 11.9% | 10.7% | 103,639 | 97,583 | 93,739 | 3,562 | 3,232 | 2,390 |
| 50-59 | 13.2% | 12.4% | 13.4% | 37.3% | 37.7% | 39.2% | 24.1% | 24.9% | 23.7% | 14.8% | 14.5% | 14.3% | 10.5% | 10.4% | 9.4% | 143,060 | 132,858 | 120,882 | 5,212 | 4,834 | 3,457 |
| 60+ | 13.1% | 12.8% | 14.3% | 37.7% | 37.8% | 39.9% | 26.2% | 26.7% | 25.3% | 13.9% | 13.9% | 12.7% | 9.0% | 8.9% | 7.9% | 60,800 | 54,619 | 46,233 | 2,700 | 2,510 | 1,494 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 16.5% | 13.9% | --- | 38.9% | 42.1% | --- | 23.9% | 24.0% | --- | 9.6% | 9.7% | --- | 11.2% | 10.3% | --- | 393 | 369 | --- | 20 | 24 | --- |
| H.S. Diploma/ GED or equiv | 13.3% | 12.9% | --- | 39.0% | 39.1% | --- | 26.2% | 26.7% | --- | 11.9% | 11.8% | --- | 9.6% | 9.5% | --- | 18,634 | 18,306 | --- | 696 | 703 | --- |
| Trade/Technical Certificate | 11.1% | 10.2% | --- | 35.9% | 35.4% | --- | 26.8% | 28.3% | --- | 13.9% | 14.2% | --- | 12.3% | 11.9% | --- | 9,175 | 8,652 | --- | 383 | 338 | --- |
| Some College (no degree) | 12.6% | 12.0% | --- | 35.7% | 35.7% | --- | 25.2% | 25.8% | --- | 14.3% | 14.5% | --- | 12.2% | 12.0% | --- | 57,836 | 55,681 | --- | 2,277 | 2,180 | --- |
| Associate's Degree | 12.7% | 11.6% | --- | 36.4% | 35.1% | --- | 24.4% | 26.3% | --- | 14.4% | 14.9% | --- | 12.0% | 12.1% | --- | 30,089 | 28,333 | --- | 1,253 | 1,128 | --- |
| Bachelor's Degree | 13.2% | 12.4% | --- | 38.2% | 38.7% | --- | 22.3% | 22.6% | --- | 15.0% | 15.3% | --- | 11.4% | 11.0% | --- | 130,788 | 120,499 | --- | 4,765 | 4,314 | --- |
| Master's Degree | 14.1% | 13.0% | --- | 38.2% | 38.9% | --- | 21.1% | 21.6% | --- | 15.7% | 15.5% | --- | 10.9% | 10.9% | --- | 95,246 | 85,023 | --- | 2,808 | 2,467 | --- |
| Doctoral/Professional Degree | 14.9% | 14.3% | --- | 36.4% | 36.0% | --- | 22.4% | 22.4% | --- | 15.3% | 15.9% | --- | 11.1% | 11.4% | --- | 39,458 | 35,125 | --- | 1,509 | 1,467 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 10.4% | 9.5% | 10.9% | 33.4% | 32.6% | 34.8% | 27.3% | 27.5% | 26.0% | 15.2% | 16.2% | 16.4% | 13.7% | 14.2% | 11.9% | 12,163 | 11,814 | 12,881 | 491 | 474 | 422 |
| GS 1-6 | 14.0% | 13.0% | 14.2% | 35.7% | 36.1% | 37.5% | 25.7% | 26.2% | 24.9% | 13.1% | 13.3% | 12.7% | 11.5% | 11.4% | 10.8% | 20,842 | 20,763 | 21,277 | 1,095 | 1,190 | 904 |
| GS 7-12 | 12.6% | 11.8% | 12.6% | 37.0% | 37.3% | 39.2% | 23.6% | 24.4% | 23.3% | 14.9% | 15.0% | 14.7% | 11.8% | 11.5% | 10.2% | 159,281 | 151,244 | 140,367 | 6,935 | 6,344 | 4,488 |
| GS 13-15 | 14.7% | 13.9% | 15.1% | 39.5% | 39.8% | 41.1% | 21.0% | 21.5% | 20.4% | 14.9% | 15.1% | 14.4% | 10.0% | 9.8% | 9.0% | 157,989 | 140,174 | 132,918 | 4,183 | 3,729 | 2,777 |
| SES | 40.9% | 39.2% | 35.6% | 40.3% | 39.6% | 42.9% | 10.2% | 11.6% | 11.6% | 5.3% | 6.1% | 6.9% | 3.3% | 3.5% | 3.0% | 5,682 | 4,855 | 4,401 | 19 | 18 | 14 |
| SL/ST | 18.7% | 16.9% | 19.1% | 34.3% | 40.3% | 34.9% | 22.5% | 19.9% | 21.0% | 14.3% | 11.9% | 15.8% | 10.2% | 10.9% | 9.3% | 1,508 | 1,357 | 1,202 | 31 | 26 | 20 |
| Other | 10.8% | 10.5% | 11.4% | 35.6% | 35.5% | 36.6% | 24.0% | 24.0% | 24.2% | 15.9% | 16.1% | 15.8% | 13.7% | 13.9% | 12.0% | 24,597 | 22,132 | 25,569 | 1,020 | 890 | 820 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.4% | 13.3% | 37.3% | 37.5% | 39.0% | 23.2% | 23.9% | 23.0% | 14.8% | 15.0% | 14.6% | 11.4% | 11.2% | 10.1% | 393,192 | 364,473 | 350,863 | 14,282 | 13,214 | 9,912 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 25.0% | 22.3% | 26.1% | 43.5% | 43.2% | 43.3% | 18.6% | 20.6% | 16.0% | 8.2% | 9.3% | 9.2% | 4.6% | 4.6% | 5.4% | 5,750 | 2,988 | 4,498 | 285 | 161 | 184 |
| 1-3 years | 17.0% | 16.2% | 16.8% | 39.2% | 40.0% | 41.1% | 21.9% | 21.5% | 20.7% | 13.0% | 13.2% | 13.4% | 8.9% | 9.1% | 8.0% | 27,192 | 31,639 | 38,241 | 1,034 | 1,152 | 1,051 |
| 4-5 years | 14.0% | 12.5% | 13.0% | 37.4% | 37.5% | 39.1% | 22.0% | 22.9% | 22.3% | 15.1% | 15.5% | 14.9% | 11.5% | 11.6% | 10.6% | 39,615 | 41,740 | 38,232 | 1,441 | 1,534 | 1,078 |
| 6-10 years | 12.1% | 11.9% | 12.1% | 36.1% | 35.5% | 37.7% | 23.6% | 23.6% | 23.1% | 15.4% | 16.2% | 15.7% | 12.7% | 12.8% | 11.5% | 84,679 | 70,713 | 62,463 | 3,072 | 2,589 | 1,780 |
| 11-14 years | 11.6% | 10.7% | 11.6% | 35.6% | 35.7% | 37.6% | 23.0% | 24.6% | 23.2% | 16.2% | 15.7% | 16.0% | 13.6% | 13.2% | 11.6% | 54,764 | 49,628 | 43,549 | 1,968 | 1,685 | 1,170 |
| 15-20 years | 11.8% | 11.2% | 12.3% | 36.8% | 36.9% | 37.4% | 23.3% | 23.9% | 23.9% | 15.5% | 15.7% | 14.9% | 12.6% | 12.3% | 11.5% | 47,084 | 38,656 | 34,133 | 1,633 | 1,319 | 955 |
| > 20 years | 13.3% | 12.4% | 13.3% | 38.6% | 38.9% | 40.0% | 24.0% | 24.8% | 23.7% | 14.2% | 14.1% | 13.8% | 10.0% | 9.8% | 9.1% | 123,759 | 117,625 | 117,931 | 4,375 | 4,263 | 3,272 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 24.1% | 21.6% | 24.8% | 41.6% | 42.9% | 42.4% | 19.4% | 20.7% | 17.0% | 9.3% | 9.0% | 9.3% | 5.7% | 5.7% | 6.4% | 11,355 | 6,148 | 8,442 | 531 | 332 | 322 |
| 1-3 years | 16.0% | 15.6% | 15.7% | 38.4% | 38.5% | 40.3% | 21.7% | 21.8% | 21.0% | 13.7% | 14.0% | 13.8% | 10.1% | 10.2% | 9.1% | 42,944 | 48,115 | 53,601 | 1,563 | 1,679 | 1,446 |
| 4-5 years | 13.3% | 11.7% | 12.4% | 36.6% | 36.9% | 38.7% | 22.6% | 23.3% | 22.7% | 15.3% | 15.8% | 15.0% | 12.2% | 12.3% | 11.1% | 48,196 | 49,887 | 46,280 | 1,692 | 1,858 | 1,319 |
| 6-10 years | 11.8% | 11.6% | 11.6% | 36.0% | 35.5% | 37.5% | 23.5% | 23.8% | 23.3% | 15.8% | 16.3% | 15.9% | 13.0% | 12.7% | 11.7% | 92,339 | 77,996 | 68,271 | 3,403 | 2,897 | 1,928 |
| 11-20 years | 11.5% | 10.9% | 12.1% | 36.6% | 36.7% | 38.2% | 23.5% | 24.6% | 23.6% | 15.6% | 15.5% | 15.4% | 12.8% | 12.4% | 10.7% | 95,573 | 83,514 | 74,681 | 3,347 | 2,808 | 2,094 |
| > 20 years | 13.4% | 12.5% | 13.6% | 39.2% | 39.6% | 40.3% | 24.2% | 24.9% | 23.8% | 14.1% | 13.8% | 13.7% | 9.2% | 9.1% | 8.6% | 91,258 | 86,146 | 86,643 | 3,226 | 3,086 | 2,349 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 16.7% | 15.8% | 16.5% | 41.9% | 42.0% | 43.5% | 22.4% | 22.9% | 21.9% | 12.2% | 12.4% | 11.9% | 6.8% | 6.8% | 6.2% | 254,454 | 232,261 | 231,943 | 8,724 | 7,941 | 6,199 |
| Yes, to retire | 11.6% | 10.1% | 11.0% | 37.3% | 37.7% | 39.3% | 26.3% | 27.4% | 25.9% | 15.0% | 15.1% | 14.7% | 9.9% | 9.7% | 9.2% | 23,158 | 22,114 | 20,810 | 944 | 917 | 630 |
| Yes, to other job in Govt | 6.3% | 6.1% | 6.7% | 28.7% | 29.1% | 29.4% | 23.9% | 24.8% | 24.2% | 20.5% | 20.1% | 21.0% | 20.5% | 20.0% | 18.7% | 70,881 | 65,720 | 55,048 | 2,568 | 2,395 | 1,573 |
| Yes, to other job outside Govt | 5.0% | 4.7% | 5.0% | 25.2% | 25.7% | 26.8% | 22.5% | 22.5% | 23.6% | 21.4% | 22.8% | 22.2% | 26.0% | 24.4% | 22.4% | 15,257 | 15,061 | 15,142 | 605 | 551 | 451 |
| Yes, other | 5.4% | 4.7% | 5.5% | 24.4% | 24.2% | 26.1% | 25.5% | 26.5% | 25.5% | 20.1% | 20.6% | 20.6% | 24.6% | 23.9% | 22.3% | 18,405 | 17,197 | 15,800 | 895 | 841 | 597 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 11.4% | 10.2% | 11.2% | 36.5% | 36.4% | 37.8% | 25.3% | 26.4% | 25.8% | 15.5% | 15.8% | 14.7% | 11.3% | 11.2% | 10.5% | 14,291 | 13,423 | 12,261 | 574 | 534 | 378 |
| Between 1-3 years | 12.1% | 11.1% | 11.9% | 36.8% | 38.1% | 39.3% | 26.2% | 26.6% | 25.8% | 15.0% | 14.8% | 14.1% | 10.0% | 9.4% | 8.9% | 38,424 | 34,885 | 33,444 | 1,514 | 1,445 | 992 |
| Between 3-5 years | 12.1% | 11.5% | 12.7% | 37.4% | 37.9% | 39.1% | 25.1% | 25.5% | 24.7% | 14.8% | 14.9% | 14.4% | 10.6% | 10.1% | 9.2% | 41,908 | 38,246 | 35,336 | 1,539 | 1,380 | 1,027 |
| 5 or more years | 13.7% | 12.9% | 13.8% | 37.6% | 37.6% | 39.2% | 22.4% | 23.0% | 22.0% | 14.7% | 15.0% | 14.7% | 11.7% | 11.6% | 10.3% | 284,550 | 262,456 | 253,604 | 9,950 | 9,123 | 6,902 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|--------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.4% | 13.3% | 37.3% | 37.5% | 39.0% | 23.2% | 23.9% | 23.0% | 14.8% | 15.0% | 14.6% | 11.4% | 11.2% | 10.1% | 393,192 | 364,473 | 350,863 | 14,282 | 13,214 | 9,912 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 14.0% | 13.1% | 14.0% | 38.5% | 38.5% | 40.0% | 22.7% | 23.4% | 22.4% | 14.3% | 14.5% | 14.1% | 10.6% | 10.6% | 9.5% | 307,343 | 284,600 | 273,949 | 10,299 | 9,402 | 7,089 |
| LGBT* | 12.8% | 12.8% | 12.8% | 33.0% | 33.6% | 34.5% | 21.4% | 21.8% | 20.5% | 18.0% | 16.8% | 18.3% | 14.8% | 15.0% | 13.9% | 10,670 | 9,482 | 8,681 | 373 | 326 | 239 |
| Prefer not to say | 9.2% | 8.7% | 9.4% | 31.3% | 32.5% | 33.9% | 26.0% | 26.4% | 25.8% | 17.4% | 17.5% | 17.1% | 16.1% | 14.9% | 13.8% | 45,883 | 41,705 | 39,444 | 2,224 | 2,070 | 1,508 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 13.1% | 12.4% | --- | 37.9% | 37.9% | --- | 22.8% | 23.3% | --- | 14.9% | 15.3% | --- | 11.2% | 11.0% | --- | 271,435 | 248,748 | --- | 9,722 | 8,888 | --- |
| Currently in Guard/Reserves | 15.4% | 13.6% | --- | 38.5% | 39.8% | --- | 21.1% | 21.9% | --- | 13.5% | 13.1% | --- | 11.5% | 11.5% | --- | 6,801 | 6,298 | --- | 194 | 213 | --- |
| Retired Separated/Discharged | 15.4% | 14.6% | --- | 39.2% | 39.7% | --- | 23.6% | 24.0% | --- | 13.3% | 12.9% | --- | 8.5% | 8.7% | --- | 41,989 | 40,391 | --- | 1,338 | 1,242 | --- |
| Discharged | 12.2% | 11.1% | --- | 34.2% | 34.6% | --- | 24.1% | 25.1% | --- | 15.7% | 15.5% | --- | 13.8% | 13.7% | --- | 57,335 | 53,058 | --- | 2,250 | 2,088 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 13.5% | 12.4% | 13.9% | 34.0% | 34.3% | 35.6% | 23.9% | 24.8% | 23.2% | 14.9% | 14.7% | 14.7% | 13.8% | 13.8% | 12.5% | 51,432 | 47,075 | 43,679 | 2,062 | 1,935 | 1,348 |
| No | 13.3% | 12.5% | 13.3% | 38.1% | 38.2% | 39.8% | 23.0% | 23.6% | 22.7% | 14.8% | 15.0% | 14.6% | 10.9% | 10.7% | 9.7% | 327,287 | 302,375 | 293,109 | 11,468 | 10,486 | 8,024 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.4% | 13.4% | 14.7% | 39.8% | 40.1% | 41.5% | 23.3% | 24.0% | 23.0% | 12.4% | 12.6% | 12.0% | 10.1% | 9.9% | 8.8% | 392,340 | 364,241 | 350,160 | 14,928 | 13,338 | 10,380 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 16.4% | 15.3% | 16.2% | 41.1% | 41.1% | 42.9% | 22.1% | 22.8% | 21.7% | 11.5% | 11.8% | 11.1% | 8.9% | 9.0% | 8.1% | 151,279 | 138,370 | 133,331 | 4,715 | 4,154 | 3,296 |
| Field | 13.3% | 12.5% | 13.9% | 39.1% | 39.4% | 40.7% | 23.8% | 24.4% | 23.5% | 12.9% | 13.1% | 12.6% | 10.9% | 10.6% | 9.4% | 230,007 | 213,144 | 204,351 | 9,684 | 8,616 | 6,608 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 13.1% | 12.2% | 13.4% | 38.3% | 38.6% | 40.2% | 24.6% | 25.4% | 24.2% | 12.9% | 12.9% | 12.5% | 11.1% | 11.0% | 9.7% | 248,161 | 229,665 | 223,626 | 12,197 | 10,836 | 8,548 |
| Team Leader | 13.0% | 12.3% | 13.9% | 39.8% | 39.6% | 41.4% | 23.0% | 23.5% | 22.6% | 13.6% | 14.3% | 12.9% | 10.6% | 10.3% | 9.2% | 51,807 | 48,218 | 46,451 | 1,424 | 1,290 | 893 |
| Supervisor | 16.8% | 15.9% | 17.0% | 45.3% | 45.2% | 46.1% | 20.6% | 20.7% | 20.1% | 10.3% | 11.2% | 10.6% | 6.9% | 6.9% | 6.2% | 51,630 | 47,856 | 43,864 | 754 | 664 | 486 |
| Manager | 24.1% | 22.9% | 23.9% | 46.5% | 47.7% | 47.1% | 15.5% | 15.3% | 15.9% | 8.5% | 9.0% | 8.3% | 5.4% | 5.1% | 4.9% | 24,140 | 21,436 | 21,162 | 152 | 106 | 88 |
| Senior Leader | 35.8% | 34.9% | 36.6% | 42.1% | 41.5% | 42.4% | 12.1% | 13.1% | 12.1% | 6.7% | 6.1% | 5.2% | 3.3% | 4.4% | 3.7% | 7,999 | 7,002 | 5,350 | 35 | 32 | 24 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 14.8% | 13.7% | 15.0% | 39.8% | 40.1% | 41.3% | 23.0% | 24.0% | 23.0% | 12.3% | 12.4% | 12.0% | 10.2% | 9.9% | 8.7% | 198,332 | 182,614 | 174,209 | 6,507 | 5,834 | 4,537 |
| Female | 14.2% | 13.5% | 14.5% | 40.0% | 40.1% | 41.8% | 23.4% | 23.6% | 22.6% | 12.5% | 12.8% | 12.1% | 9.9% | 10.0% | 8.9% | 180,516 | 167,633 | 162,741 | 7,698 | 6,795 | 5,300 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 14.8% | 13.9% | 15.5% | 36.8% | 36.6% | 39.0% | 23.4% | 24.5% | 23.9% | 12.4% | 12.5% | 11.2% | 12.4% | 12.4% | 10.5% | 32,715 | 29,625 | 27,917 | 1,144 | 1,053 | 805 |
| No | 14.5% | 13.6% | 14.7% | 40.3% | 40.5% | 41.9% | 23.1% | 23.7% | 22.7% | 12.3% | 12.5% | 12.1% | 9.8% | 9.7% | 8.6% | 342,556 | 317,085 | 305,827 | 12,857 | 11,361 | 8,880 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 12.4% | 10.6% | 10.9% | 34.3% | 34.3% | 36.4% | 25.3% | 27.7% | 26.5% | 13.8% | 14.1% | 12.9% | 14.2% | 13.4% | 13.3% | 8,001 | 7,210 | 7,446 | 335 | 310 | 286 |
| Asian | 17.2% | 16.5% | 17.1% | 44.2% | 43.5% | 45.7% | 22.0% | 23.6% | 21.4% | 9.0% | 8.8% | 9.0% | 7.7% | 7.7% | 6.7% | 18,009 | 16,521 | 15,808 | 624 | 512 | 392 |
| Black/African American | 15.9% | 14.6% | 16.0% | 41.9% | 42.4% | 43.9% | 23.3% | 23.5% | 22.3% | 9.6% | 10.0% | 9.4% | 9.3% | 9.4% | 8.3% | 57,926 | 53,877 | 52,015 | 2,061 | 1,961 | 1,543 |
| Native Hawaiian/ Pacific Islander | 15.7% | 13.2% | 13.0% | 35.6% | 37.6% | 41.7% | 26.6% | 26.9% | 25.2% | 11.1% | 11.5% | 10.7% | 11.1% | 10.8% | 9.4% | 2,391 | 2,246 | 2,290 | 74 | 80 | 51 |
| White | 14.3% | 13.5% | 14.7% | 39.8% | 40.0% | 41.3% | 22.9% | 23.4% | 22.7% | 13.0% | 13.3% | 12.7% | 10.0% | 9.8% | 8.6% | 263,749 | 244,150 | 235,156 | 9,638 | 8,445 | 6,613 |
| Two or more races (Not Hispanic/ Latino) | 12.6% | 12.2% | 12.9% | 35.3% | 36.4% | 37.4% | 24.4% | 25.0% | 23.8% | 13.9% | 13.7% | 13.7% | 13.9% | 12.7% | 12.1% | 13,828 | 12,466 | 11,218 | 611 | 558 | 360 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.4% | 13.4% | 14.7% | 39.8% | 40.1% | 41.5% | 23.3% | 24.0% | 23.0% | 12.4% | 12.6% | 12.0% | 10.1% | 9.9% | 8.8% | 392,340 | 364,241 | 350,160 | 14,928 | 13,338 | 10,380 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 21.4% | 18.4% | 20.0% | 42.5% | 43.6% | 46.0% | 19.8% | 20.1% | 18.7% | 8.9% | 9.7% | 9.0% | 7.3% | 8.1% | 6.3% | 2,544 | 2,514 | 3,362 | 85 | 104 | 88 |
| 26-29 | 16.4% | 14.1% | 14.6% | 40.6% | 40.3% | 43.7% | 20.3% | 21.7% | 19.8% | 11.7% | 13.3% | 12.7% | 11.0% | 10.5% | 9.2% | 11,798 | 11,917 | 12,578 | 375 | 369 | 332 |
| 30-39 | 14.0% | 13.0% | 14.3% | 39.5% | 39.7% | 41.0% | 21.9% | 22.4% | 21.8% | 13.0% | 13.3% | 12.9% | 11.6% | 11.6% | 10.0% | 69,495 | 62,342 | 57,020 | 2,452 | 2,102 | 1,447 |
| 40-49 | 14.2% | 13.2% | 14.7% | 39.5% | 40.1% | 41.1% | 22.7% | 23.3% | 22.5% | 12.6% | 12.9% | 12.2% | 11.0% | 10.6% | 9.5% | 103,517 | 97,541 | 93,523 | 3,637 | 3,229 | 2,588 |
| 50-59 | 14.4% | 13.5% | 14.7% | 39.9% | 40.1% | 41.6% | 24.1% | 24.9% | 23.5% | 12.2% | 12.2% | 11.8% | 9.4% | 9.3% | 8.3% | 142,667 | 132,661 | 120,611 | 5,522 | 4,957 | 3,607 |
| 60+ | 14.3% | 13.9% | 15.7% | 40.1% | 40.0% | 42.3% | 25.7% | 26.5% | 24.5% | 11.8% | 11.8% | 10.8% | 8.1% | 7.8% | 6.7% | 60,613 | 54,617 | 46,138 | 2,816 | 2,506 | 1,539 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 15.0% | 14.2% | --- | 41.3% | 41.9% | --- | 22.6% | 25.4% | --- | 10.4% | 10.4% | --- | 10.7% | 8.0% | --- | 387 | 369 | --- | 23 | 25 | --- |
| H.S. Diploma/ GED or equiv | 13.9% | 13.2% | --- | 40.6% | 41.2% | --- | 26.7% | 26.8% | --- | 9.9% | 10.1% | --- | 8.8% | 8.6% | --- | 18,525 | 18,257 | --- | 775 | 755 | --- |
| Trade/Technical Certificate | 11.8% | 11.0% | --- | 37.7% | 37.1% | --- | 27.5% | 29.4% | --- | 12.0% | 12.0% | --- | 11.0% | 10.4% | --- | 9,144 | 8,589 | --- | 407 | 384 | --- |
| Some College (no degree) | 13.3% | 12.6% | --- | 37.5% | 37.6% | --- | 26.0% | 26.4% | --- | 12.2% | 12.7% | --- | 10.9% | 10.7% | --- | 57,604 | 55,513 | --- | 2,445 | 2,306 | --- |
| Associate's Degree | 13.3% | 12.1% | --- | 38.5% | 37.9% | --- | 24.8% | 26.7% | --- | 12.3% | 12.7% | --- | 11.0% | 10.6% | --- | 29,942 | 28,239 | --- | 1,360 | 1,194 | --- |
| Bachelor's Degree | 14.5% | 13.5% | --- | 40.8% | 41.5% | --- | 22.4% | 22.8% | --- | 12.4% | 12.6% | --- | 10.1% | 9.7% | --- | 130,607 | 120,386 | --- | 4,976 | 4,407 | --- |
| Master's Degree | 15.7% | 14.6% | --- | 41.2% | 41.7% | --- | 20.8% | 21.1% | --- | 12.9% | 12.9% | --- | 9.4% | 9.6% | --- | 95,171 | 85,122 | --- | 2,841 | 2,369 | --- |
| Doctoral/Professional Degree | 16.8% | 16.2% | --- | 39.4% | 38.9% | --- | 21.2% | 21.9% | --- | 12.8% | 13.0% | --- | 9.8% | 10.0% | --- | 39,473 | 35,285 | --- | 1,481 | 1,296 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 10.9% | 9.9% | 11.5% | 36.2% | 35.0% | 37.1% | 28.1% | 28.8% | 27.7% | 12.8% | 14.0% | 13.3% | 12.1% | 12.3% | 10.4% | 12,140 | 11,776 | 12,838 | 506 | 489 | 440 |
| GS 1-6 | 14.4% | 13.2% | 14.5% | 37.0% | 37.4% | 38.8% | 26.8% | 27.5% | 25.8% | 11.1% | 11.4% | 11.3% | 10.7% | 10.6% | 9.6% | 20,650 | 20,725 | 21,162 | 1,267 | 1,239 | 999 |
| GS 7-12 | 13.5% | 12.5% | 13.8% | 39.3% | 39.8% | 41.5% | 23.9% | 24.8% | 23.6% | 12.7% | 12.7% | 12.2% | 10.5% | 10.2% | 9.0% | 158,658 | 150,859 | 139,888 | 7,455 | 6,624 | 4,873 |
| GS 13-15 | 16.6% | 15.7% | 17.2% | 42.4% | 43.0% | 44.0% | 20.4% | 20.5% | 19.6% | 12.0% | 12.3% | 11.6% | 8.6% | 8.4% | 7.7% | 158,048 | 140,356 | 132,939 | 4,099 | 3,533 | 2,679 |
| SES | 43.5% | 42.5% | 39.4% | 39.5% | 39.1% | 42.2% | 9.7% | 9.9% | 10.0% | 4.4% | 5.5% | 5.6% | 2.9% | 3.0% | 2.8% | 5,683 | 4,868 | 4,395 | 20 | 15 | 10 |
| SL/ST | 20.5% | 18.6% | 20.1% | 37.7% | 41.9% | 39.0% | 17.9% | 19.2% | 19.8% | 14.2% | 9.6% | 12.4% | 9.7% | 10.6% | 8.6% | 1,511 | 1,362 | 1,204 | 24 | 20 | 18 |
| Other | 12.1% | 12.0% | 12.7% | 38.5% | 37.6% | 39.4% | 23.9% | 24.4% | 24.3% | 13.3% | 13.5% | 13.0% | 12.1% | 12.5% | 10.5% | 24,571 | 22,152 | 25,506 | 1,025 | 872 | 879 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.4% | 13.4% | 14.7% | 39.8% | 40.1% | 41.5% | 23.3% | 24.0% | 23.0% | 12.4% | 12.6% | 12.0% | 10.1% | 9.9% | 8.8% | 392,340 | 364,241 | 350,160 | 14,928 | 13,338 | 10,380 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 25.7% | 23.6% | 26.7% | 44.9% | 44.7% | 44.3% | 18.4% | 20.3% | 16.2% | 6.8% | 7.4% | 7.8% | 4.3% | 4.0% | 4.9% | 5,717 | 2,977 | 4,507 | 310 | 170 | 186 |
| 1-3 years | 18.0% | 17.2% | 18.3% | 41.1% | 41.3% | 43.4% | 21.9% | 22.1% | 20.4% | 11.1% | 11.5% | 11.0% | 7.9% | 7.9% | 6.9% | 27,148 | 31,641 | 38,163 | 1,068 | 1,138 | 1,121 |
| 4-5 years | 15.0% | 13.5% | 14.4% | 40.0% | 40.4% | 41.2% | 22.3% | 23.0% | 22.8% | 12.5% | 12.9% | 12.5% | 10.1% | 10.3% | 9.1% | 39,650 | 41,769 | 38,189 | 1,410 | 1,494 | 1,097 |
| 6-10 years | 13.4% | 12.7% | 13.3% | 38.8% | 38.4% | 40.0% | 23.8% | 24.1% | 23.5% | 12.9% | 13.5% | 13.0% | 11.2% | 11.3% | 10.1% | 84,470 | 70,653 | 62,378 | 3,215 | 2,649 | 1,829 |
| 11-14 years | 12.9% | 11.8% | 12.8% | 37.9% | 38.7% | 40.2% | 23.6% | 24.6% | 23.8% | 13.6% | 13.0% | 13.0% | 12.1% | 11.9% | 10.2% | 54,639 | 49,532 | 43,464 | 2,056 | 1,751 | 1,230 |
| 15-20 years | 12.9% | 12.2% | 13.4% | 39.3% | 39.4% | 40.0% | 23.4% | 24.2% | 23.8% | 13.3% | 13.0% | 12.7% | 11.1% | 11.1% | 10.2% | 46,943 | 38,591 | 34,038 | 1,763 | 1,360 | 1,014 |
| > 20 years | 14.7% | 13.7% | 14.8% | 41.2% | 41.4% | 42.7% | 23.6% | 24.4% | 23.2% | 11.7% | 12.0% | 11.4% | 8.9% | 8.5% | 7.9% | 123,458 | 117,565 | 117,638 | 4,618 | 4,280 | 3,466 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 25.3% | 22.8% | 25.8% | 42.8% | 43.4% | 43.3% | 19.3% | 20.5% | 17.2% | 7.4% | 8.1% | 8.1% | 5.3% | 5.2% | 5.7% | 11,304 | 6,157 | 8,429 | 574 | 332 | 340 |
| 1-3 years | 17.1% | 16.4% | 17.1% | 40.1% | 40.4% | 42.5% | 22.0% | 22.2% | 21.2% | 11.6% | 12.0% | 11.3% | 9.2% | 9.0% | 8.0% | 42,896 | 48,107 | 53,520 | 1,594 | 1,682 | 1,525 |
| 4-5 years | 14.3% | 12.7% | 13.9% | 39.7% | 39.6% | 40.7% | 22.5% | 23.6% | 23.1% | 12.9% | 13.1% | 12.6% | 10.7% | 10.9% | 9.7% | 48,196 | 49,885 | 46,256 | 1,683 | 1,847 | 1,337 |
| 6-10 years | 13.0% | 12.4% | 12.8% | 38.6% | 38.4% | 39.9% | 23.9% | 24.5% | 23.7% | 13.1% | 13.6% | 13.2% | 11.4% | 11.2% | 10.3% | 92,092 | 77,927 | 68,115 | 3,574 | 2,927 | 2,017 |
| 11-20 years | 12.8% | 12.0% | 13.2% | 39.0% | 39.5% | 40.9% | 23.7% | 24.5% | 24.0% | 13.1% | 12.9% | 12.5% | 11.3% | 11.1% | 9.4% | 95,310 | 83,346 | 74,534 | 3,568 | 2,913 | 2,187 |
| > 20 years | 14.8% | 13.9% | 15.2% | 41.9% | 42.3% | 43.2% | 23.7% | 24.2% | 22.9% | 11.5% | 11.7% | 11.3% | 8.0% | 7.8% | 7.4% | 91,051 | 86,154 | 86,393 | 3,406 | 3,068 | 2,496 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 18.2% | 17.1% | 18.1% | 44.1% | 44.3% | 45.6% | 21.9% | 22.4% | 21.4% | 9.9% | 10.2% | 9.6% | 5.9% | 5.9% | 5.3% | 254,086 | 232,207 | 231,649 | 9,031 | 7,902 | 6,357 |
| Yes, to retire | 12.6% | 11.1% | 12.2% | 40.0% | 40.0% | 41.9% | 25.5% | 27.4% | 25.2% | 12.9% | 13.1% | 12.5% | 9.0% | 8.5% | 8.1% | 23,080 | 22,088 | 20,721 | 987 | 927 | 664 |
| Yes, to other job in Govt | 7.0% | 6.7% | 7.6% | 31.9% | 32.1% | 32.6% | 25.4% | 26.1% | 25.7% | 17.5% | 17.1% | 17.7% | 18.2% | 17.9% | 16.5% | 70,639 | 65,601 | 54,853 | 2,759 | 2,510 | 1,754 |
| Yes, to other job outside Govt | 5.9% | 5.4% | 6.2% | 27.9% | 28.9% | 29.6% | 24.4% | 23.9% | 24.9% | 18.0% | 19.7% | 19.7% | 23.8% | 22.1% | 19.5% | 15,223 | 15,045 | 15,112 | 616 | 557 | 476 |
| Yes, other | 5.9% | 5.2% | 6.0% | 26.6% | 27.4% | 29.1% | 27.4% | 28.1% | 27.2% | 17.9% | 17.9% | 17.7% | 22.2% | 21.4% | 20.0% | 18,318 | 17,184 | 15,743 | 983 | 855 | 648 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 12.4% | 11.0% | 12.2% | 39.2% | 38.7% | 40.5% | 24.6% | 26.6% | 25.6% | 13.1% | 13.7% | 12.2% | 10.7% | 10.0% | 9.5% | 14,230 | 13,381 | 12,213 | 613 | 573 | 402 |
| Between 1-3 years | 13.0% | 12.3% | 13.4% | 39.8% | 40.5% | 41.7% | 25.8% | 26.3% | 25.2% | 12.4% | 12.8% | 12.1% | 9.0% | 8.2% | 7.7% | 38,324 | 34,851 | 33,367 | 1,580 | 1,434 | 1,002 |
| Between 3-5 years | 13.3% | 12.7% | 14.1% | 39.8% | 40.2% | 41.3% | 25.1% | 25.5% | 24.5% | 12.5% | 12.7% | 12.0% | 9.3% | 8.9% | 8.1% | 41,794 | 38,233 | 35,258 | 1,631 | 1,388 | 1,081 |
| 5 or more years | 14.9% | 14.0% | 15.2% | 40.0% | 40.2% | 41.7% | 22.6% | 23.1% | 22.2% | 12.3% | 12.5% | 12.0% | 10.3% | 10.2% | 9.0% | 284,048 | 262,344 | 253,142 | 10,361 | 9,166 | 7,264 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.4% | 13.4% | 14.7% | 39.8% | 40.1% | 41.5% | 23.3% | 24.0% | 23.0% | 12.4% | 12.6% | 12.0% | 10.1% | 9.9% | 8.8% | 392,340 | 364,241 | 350,160 | 14,928 | 13,338 | 10,380 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 15.2% | 14.1% | 15.4% | 40.9% | 41.0% | 42.4% | 22.7% | 23.4% | 22.4% | 11.8% | 12.2% | 11.6% | 9.3% | 9.3% | 8.2% | 306,802 | 284,512 | 273,437 | 10,700 | 9,393 | 7,428 |
| LGBT* | 14.2% | 13.9% | 14.7% | 35.1% | 35.1% | 36.7% | 22.1% | 22.8% | 20.6% | 15.7% | 14.7% | 15.5% | 12.9% | 13.5% | 12.6% | 10,670 | 9,479 | 8,662 | 371 | 334 | 247 |
| Prefer not to say | 10.1% | 9.8% | 10.4% | 33.8% | 35.0% | 36.6% | 26.8% | 27.0% | 26.2% | 14.8% | 14.8% | 14.5% | 14.5% | 13.4% | 12.2% | 45,733 | 41,578 | 39,337 | 2,381 | 2,171 | 1,591 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 14.4% | 13.6% | --- | 40.4% | 40.6% | --- | 22.9% | 23.3% | --- | 12.4% | 12.7% | --- | 9.9% | 9.8% | --- | 270,755 | 248,657 | --- | 10,251 | 8,911 | --- |
| Currently in Guard/Reserves | 16.6% | 14.1% | --- | 41.0% | 42.2% | --- | 21.0% | 22.4% | --- | 11.0% | 11.1% | --- | 10.4% | 10.2% | --- | 6,786 | 6,316 | --- | 202 | 199 | --- |
| Retired Separated/Discharged | 16.6% | 15.6% | --- | 41.8% | 42.0% | --- | 23.1% | 23.9% | --- | 11.0% | 10.9% | --- | 7.4% | 7.6% | --- | 42,007 | 40,367 | --- | 1,302 | 1,248 | --- |
| Discharged | 13.1% | 12.0% | --- | 36.7% | 37.0% | --- | 24.4% | 25.6% | --- | 13.3% | 13.3% | --- | 12.4% | 12.1% | --- | 57,222 | 52,951 | --- | 2,350 | 2,161 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 14.4% | 13.2% | 14.9% | 35.9% | 36.0% | 37.3% | 24.3% | 25.6% | 23.8% | 12.8% | 12.7% | 12.7% | 12.5% | 12.5% | 11.4% | 51,348 | 47,000 | 43,539 | 2,127 | 1,961 | 1,461 |
| No | 14.5% | 13.6% | 14.7% | 40.7% | 40.9% | 42.3% | 23.0% | 23.5% | 22.6% | 12.3% | 12.5% | 11.9% | 9.6% | 9.4% | 8.4% | 326,591 | 302,221 | 292,594 | 11,997 | 10,572 | 8,348 |

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | | Do Not Know | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.7% | 21.8% | 22.4% | 34.1% | 34.2% | 34.6% | 23.8% | 24.5% | 24.3% | 10.1% | 10.4% | 10.0% | 9.3% | 9.1% | 8.6% | 384,360 | 355,344 | 342,315 | 23,479 | 22,457 | 18,440 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 25.6% | 24.6% | 25.0% | 34.8% | 34.7% | 35.3% | 22.4% | 23.1% | 22.9% | 9.0% | 9.5% | 9.1% | 8.2% | 8.1% | 7.8% | 148,441 | 135,373 | 130,787 | 8,028 | 7,571 | 6,250 |
| Field | 21.1% | 20.3% | 21.0% | 33.7% | 33.9% | 34.2% | 24.5% | 25.2% | 25.1% | 10.7% | 10.9% | 10.6% | 10.0% | 9.7% | 9.1% | 225,835 | 208,531 | 200,221 | 14,564 | 13,838 | 11,350 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 21.8% | 21.0% | 21.6% | 33.7% | 33.8% | 34.2% | 24.0% | 24.7% | 24.6% | 10.5% | 10.7% | 10.3% | 10.0% | 9.8% | 9.2% | 243,497 | 224,593 | 218,888 | 17,711 | 16,607 | 13,952 |
| Team Leader | 21.0% | 20.1% | 21.2% | 33.6% | 34.0% | 34.3% | 25.2% | 26.0% | 25.0% | 10.8% | 10.8% | 10.5% | 9.5% | 9.2% | 9.0% | 51,107 | 47,434 | 45,697 | 2,280 | 2,208 | 1,784 |
| Supervisor | 24.1% | 23.4% | 23.3% | 36.3% | 36.1% | 36.7% | 23.3% | 24.1% | 24.2% | 9.2% | 9.4% | 9.2% | 7.1% | 7.1% | 6.7% | 50,601 | 46,734 | 43,104 | 1,919 | 1,911 | 1,402 |
| Manager | 30.5% | 29.3% | 30.1% | 36.1% | 36.4% | 36.3% | 19.9% | 19.6% | 20.1% | 7.1% | 8.2% | 7.5% | 6.5% | 6.5% | 5.9% | 23,674 | 20,900 | 20,754 | 682 | 703 | 560 |
| Senior Leader | 43.6% | 42.6% | 45.5% | 31.2% | 32.3% | 29.9% | 15.5% | 15.5% | 15.5% | 5.1% | 5.1% | 4.8% | 4.5% | 4.5% | 4.3% | 7,815 | 6,788 | 5,236 | 228 | 249 | 142 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 22.6% | 21.6% | 22.0% | 33.5% | 34.0% | 34.4% | 23.7% | 24.3% | 24.2% | 10.4% | 10.7% | 10.5% | 9.7% | 9.4% | 8.9% | 195,562 | 179,404 | 171,308 | 9,814 | 9,508 | 7,903 |
| Female | 23.0% | 22.4% | 23.2% | 34.8% | 34.6% | 35.0% | 23.8% | 24.6% | 24.4% | 9.6% | 9.9% | 9.3% | 8.7% | 8.6% | 8.2% | 176,456 | 163,316 | 159,059 | 12,441 | 11,689 | 9,547 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 21.4% | 21.0% | 21.9% | 31.7% | 31.5% | 32.2% | 23.9% | 24.5% | 24.9% | 11.3% | 11.7% | 10.8% | 11.6% | 11.4% | 10.2% | 32,240 | 29,232 | 27,548 | 1,728 | 1,566 | 1,272 |
| No | 23.0% | 22.0% | 22.6% | 34.4% | 34.6% | 35.0% | 23.7% | 24.4% | 24.2% | 9.9% | 10.2% | 9.9% | 9.0% | 8.8% | 8.4% | 336,256 | 310,017 | 299,664 | 20,233 | 19,318 | 15,958 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 19.1% | 17.6% | 18.6% | 29.4% | 29.7% | 29.6% | 25.1% | 28.1% | 27.2% | 12.9% | 12.8% | 12.7% | 13.6% | 11.7% | 11.8% | 7,882 | 7,065 | 7,367 | 495 | 492 | 411 |
| Asian | 24.5% | 23.0% | 23.1% | 36.3% | 36.3% | 37.9% | 23.8% | 25.4% | 23.8% | 8.3% | 8.3% | 8.4% | 7.1% | 6.9% | 6.8% | 17,767 | 16,206 | 15,594 | 931 | 880 | 663 |
| Black/African American | 23.2% | 22.3% | 23.1% | 34.5% | 34.9% | 35.4% | 24.1% | 24.3% | 24.4% | 9.0% | 9.3% | 8.8% | 9.1% | 9.1% | 8.4% | 56,448 | 52,392 | 50,802 | 3,807 | 3,686 | 2,988 |
| Native Hawaiian/ Pacific Islander | 22.3% | 18.8% | 20.0% | 32.4% | 31.4% | 32.5% | 24.4% | 26.6% | 25.2% | 10.4% | 12.3% | 11.8% | 10.5% | 10.8% | 10.5% | 2,354 | 2,224 | 2,247 | 125 | 110 | 99 |
| White | 23.1% | 22.3% | 22.8% | 34.3% | 34.5% | 34.8% | 23.4% | 24.0% | 23.9% | 10.2% | 10.4% | 10.1% | 9.0% | 8.8% | 8.4% | 259,608 | 239,353 | 230,818 | 14,507 | 13,856 | 11,588 |
| Two or more races (Not Hispanic/ Latino) | 20.4% | 19.7% | 20.4% | 31.3% | 30.9% | 31.5% | 24.5% | 25.6% | 25.3% | 11.3% | 12.2% | 11.6% | 12.5% | 11.5% | 11.2% | 13,411 | 12,116 | 10,868 | 1,060 | 952 | 735 |

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.7% | 21.8% | 22.4% | 34.1% | 34.2% | 34.6% | 23.8% | 24.5% | 24.3% | 10.1% | 10.4% | 10.0% | 9.3% | 9.1% | 8.6% | 384,360 | 355,344 | 342,315 | 23,479 | 22,457 | 18,440 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 29.1% | 25.8% | 26.9% | 38.1% | 39.8% | 39.9% | 20.4% | 19.9% | 20.3% | 7.1% | 7.4% | 6.9% | 5.3% | 7.1% | 6.0% | 2,440 | 2,421 | 3,283 | 195 | 197 | 179 |
| 26-29 | 22.8% | 21.1% | 21.8% | 35.9% | 35.8% | 36.0% | 22.0% | 24.1% | 23.9% | 10.2% | 10.1% | 10.0% | 9.1% | 9.0% | 8.3% | 11,457 | 11,536 | 12,192 | 713 | 748 | 745 |
| 30-39 | 21.4% | 20.6% | 21.1% | 34.0% | 33.7% | 34.7% | 23.9% | 24.8% | 24.4% | 10.7% | 10.9% | 10.6% | 10.0% | 9.9% | 9.2% | 67,762 | 60,582 | 55,629 | 4,207 | 3,833 | 2,994 |
| 40-49 | 22.3% | 21.4% | 22.2% | 33.5% | 34.1% | 34.4% | 24.0% | 24.3% | 24.4% | 10.2% | 10.6% | 10.0% | 10.0% | 9.7% | 9.0% | 101,336 | 95,117 | 91,682 | 5,906 | 5,623 | 4,693 |
| 50-59 | 23.0% | 22.1% | 22.8% | 34.2% | 34.1% | 34.4% | 23.8% | 24.7% | 24.4% | 10.0% | 10.4% | 10.0% | 9.0% | 8.7% | 8.4% | 139,978 | 129,474 | 118,503 | 8,470 | 8,307 | 6,086 |
| 60+ | 23.9% | 23.5% | 25.0% | 34.4% | 34.8% | 35.2% | 23.8% | 24.6% | 23.6% | 9.7% | 9.6% | 8.9% | 8.2% | 7.6% | 7.2% | 59,734 | 53,647 | 45,475 | 3,891 | 3,592 | 2,394 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 22.0% | 25.2% | --- | 32.8% | 37.5% | --- | 24.8% | 19.8% | --- | 6.1% | 9.9% | --- | 14.2% | 7.5% | --- | 384 | 364 | --- | 31 | 34 | --- |
| H.S. Diploma/ GED or equiv | 23.1% | 23.0% | --- | 34.6% | 34.9% | --- | 23.8% | 23.6% | --- | 9.5% | 9.9% | --- | 9.0% | 8.6% | --- | 18,251 | 17,969 | --- | 1,159 | 1,117 | --- |
| Trade/Technical Certificate | 19.3% | 19.1% | --- | 34.0% | 32.2% | --- | 24.1% | 26.8% | --- | 11.4% | 11.7% | --- | 11.2% | 10.2% | --- | 8,987 | 8,456 | --- | 605 | 568 | --- |
| Some College (no degree) | 21.6% | 20.8% | --- | 32.7% | 32.7% | --- | 24.5% | 25.1% | --- | 11.1% | 11.2% | --- | 10.0% | 10.2% | --- | 56,595 | 54,428 | --- | 3,707 | 3,584 | --- |
| Associate's Degree | 21.1% | 19.5% | --- | 33.1% | 33.3% | --- | 24.2% | 24.9% | --- | 10.9% | 11.8% | --- | 10.6% | 10.5% | --- | 29,576 | 27,750 | --- | 1,846 | 1,790 | --- |
| Bachelor's Degree | 22.3% | 21.5% | --- | 34.8% | 35.0% | --- | 23.8% | 24.8% | --- | 9.9% | 10.2% | --- | 9.1% | 8.5% | --- | 128,093 | 117,520 | --- | 7,822 | 7,620 | --- |
| Master's Degree | 24.0% | 23.0% | --- | 34.7% | 35.3% | --- | 23.5% | 23.6% | --- | 9.4% | 9.5% | --- | 8.4% | 8.6% | --- | 93,185 | 83,110 | --- | 5,081 | 4,576 | --- |
| Doctoral/Professional Degree | 27.3% | 26.4% | --- | 33.3% | 33.0% | --- | 21.7% | 22.6% | --- | 9.1% | 9.6% | --- | 8.6% | 8.3% | --- | 38,873 | 34,606 | --- | 2,169 | 2,038 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 16.8% | 15.9% | 17.0% | 30.3% | 29.9% | 30.9% | 26.7% | 28.2% | 27.2% | 13.1% | 13.7% | 12.9% | 13.0% | 12.3% | 12.0% | 12,076 | 11,713 | 12,745 | 608 | 602 | 590 |
| GS 1-6 | 21.9% | 21.8% | 22.6% | 33.7% | 33.2% | 34.3% | 23.7% | 24.7% | 23.9% | 10.6% | 10.6% | 9.8% | 10.0% | 9.7% | 9.4% | 20,246 | 20,201 | 20,813 | 1,767 | 1,881 | 1,429 |
| GS 7-12 | 21.8% | 21.0% | 21.6% | 34.4% | 34.7% | 35.4% | 24.0% | 24.7% | 24.6% | 10.2% | 10.4% | 9.9% | 9.5% | 9.2% | 8.5% | 155,660 | 147,496 | 136,776 | 11,067 | 10,490 | 8,482 |
| GS 13-15 | 25.6% | 24.8% | 25.6% | 35.1% | 35.5% | 35.2% | 22.4% | 23.0% | 22.9% | 9.0% | 9.2% | 9.0% | 7.9% | 7.7% | 7.3% | 155,371 | 137,495 | 130,609 | 7,186 | 6,685 | 5,351 |
| SES | 51.1% | 48.7% | 47.3% | 29.2% | 30.9% | 31.2% | 12.0% | 12.6% | 13.4% | 4.0% | 4.5% | 4.3% | 3.8% | 3.3% | 3.8% | 5,575 | 4,749 | 4,316 | 132 | 138 | 97 |
| SL/ST | 30.4% | 25.9% | 27.6% | 29.9% | 32.3% | 29.1% | 22.6% | 25.9% | 24.3% | 8.2% | 9.5% | 10.4% | 8.9% | 6.3% | 8.6% | 1,470 | 1,310 | 1,173 | 67 | 75 | 54 |
| Other | 20.0% | 18.6% | 18.9% | 32.0% | 32.2% | 32.7% | 25.8% | 26.1% | 26.3% | 11.4% | 12.1% | 11.9% | 10.8% | 11.1% | 10.1% | 23,980 | 21,591 | 24,862 | 1,676 | 1,507 | 1,578 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.7% | 21.8% | 22.4% | 34.1% | 34.2% | 34.6% | 23.8% | 24.5% | 24.3% | 10.1% | 10.4% | 10.0% | 9.3% | 9.1% | 8.6% | 384,360 | 355,344 | 342,315 | 23,479 | 22,457 | 18,440 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 36.7% | 33.7% | 36.0% | 40.1% | 39.9% | 39.4% | 14.6% | 18.6% | 15.6% | 5.2% | 5.1% | 5.0% | 3.4% | 2.7% | 3.9% | 5,524 | 2,796 | 4,323 | 510 | 361 | 380 |
| 1-3 years | 26.9% | 26.4% | 26.4% | 36.5% | 36.7% | 37.6% | 21.8% | 22.1% | 22.0% | 8.2% | 8.4% | 7.9% | 6.5% | 6.4% | 6.0% | 26,356 | 30,726 | 37,215 | 1,936 | 2,138 | 2,174 |
| 4-5 years | 23.4% | 22.0% | 22.3% | 34.7% | 35.1% | 34.6% | 23.3% | 24.3% | 24.8% | 10.0% | 10.1% | 9.9% | 8.5% | 8.5% | 8.4% | 38,776 | 40,838 | 37,311 | 2,383 | 2,529 | 2,097 |
| 6-10 years | 21.3% | 20.8% | 20.5% | 33.4% | 32.9% | 33.9% | 24.4% | 24.9% | 24.9% | 10.8% | 11.3% | 11.1% | 10.1% | 10.0% | 9.6% | 83,046 | 69,136 | 61,281 | 4,901 | 4,360 | 3,139 |
| 11-14 years | 20.7% | 19.6% | 20.0% | 32.5% | 32.7% | 33.6% | 24.9% | 25.6% | 25.4% | 11.1% | 11.4% | 11.2% | 10.9% | 10.6% | 9.9% | 53,768 | 48,630 | 42,717 | 3,092 | 2,799 | 2,099 |
| 15-20 years | 20.9% | 20.4% | 21.5% | 32.5% | 33.3% | 32.5% | 24.8% | 24.6% | 25.2% | 10.9% | 11.0% | 10.6% | 10.8% | 10.6% | 10.3% | 46,244 | 37,869 | 33,437 | 2,637 | 2,203 | 1,722 |
| > 20 years | 23.2% | 22.1% | 22.7% | 34.7% | 34.8% | 34.7% | 23.6% | 24.6% | 24.4% | 9.6% | 9.9% | 9.8% | 8.9% | 8.6% | 8.3% | 121,424 | 115,103 | 115,443 | 7,104 | 7,127 | 6,028 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 35.7% | 33.4% | 34.4% | 37.9% | 38.8% | 38.5% | 16.2% | 18.0% | 16.5% | 5.9% | 5.7% | 5.9% | 4.3% | 4.1% | 4.6% | 10,875 | 5,837 | 8,099 | 1,030 | 667 | 692 |
| 1-3 years | 26.0% | 25.4% | 25.3% | 35.3% | 35.3% | 36.4% | 22.2% | 22.8% | 22.7% | 8.8% | 9.0% | 8.4% | 7.8% | 7.5% | 7.2% | 41,794 | 46,787 | 52,156 | 2,818 | 3,112 | 3,013 |
| 4-5 years | 22.7% | 21.2% | 21.5% | 34.0% | 34.3% | 34.2% | 23.8% | 24.8% | 25.0% | 10.4% | 10.6% | 10.3% | 9.1% | 9.2% | 9.0% | 47,119 | 48,848 | 45,304 | 2,874 | 3,030 | 2,445 |
| 6-10 years | 20.6% | 20.5% | 20.2% | 33.3% | 32.9% | 33.6% | 24.5% | 24.9% | 25.0% | 11.1% | 11.3% | 11.3% | 10.5% | 10.4% | 9.9% | 90,683 | 76,342 | 67,001 | 5,276 | 4,733 | 3,375 |
| 11-20 years | 21.0% | 20.0% | 21.1% | 32.6% | 33.2% | 33.4% | 24.9% | 25.3% | 25.0% | 10.9% | 11.3% | 10.9% | 10.6% | 10.3% | 9.5% | 93,985 | 81,854 | 73,339 | 5,241 | 4,654 | 3,598 |
| > 20 years | 23.2% | 22.2% | 22.8% | 35.5% | 35.6% | 35.3% | 23.7% | 24.6% | 24.6% | 9.3% | 9.6% | 9.5% | 8.3% | 8.0% | 7.9% | 89,502 | 84,308 | 84,738 | 5,259 | 5,214 | 4,432 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 28.0% | 26.9% | 27.3% | 37.7% | 37.9% | 38.1% | 21.6% | 22.3% | 22.2% | 7.5% | 7.6% | 7.4% | 5.3% | 5.2% | 5.0% | 249,459 | 227,127 | 227,008 | 14,432 | 13,631 | 11,675 |
| Yes, to retire | 20.1% | 19.1% | 20.0% | 34.2% | 34.6% | 33.9% | 26.0% | 26.0% | 26.2% | 11.0% | 11.1% | 10.9% | 8.7% | 9.2% | 9.0% | 22,743 | 21,812 | 20,458 | 1,448 | 1,318 | 1,047 |
| Yes, to other job in Govt | 12.2% | 12.0% | 11.6% | 27.1% | 26.9% | 27.1% | 28.4% | 29.3% | 29.6% | 15.3% | 15.6% | 15.5% | 17.0% | 16.3% | 16.1% | 69,358 | 64,234 | 53,780 | 4,246 | 4,031 | 2,970 |
| Yes, to other job outside Govt | 10.7% | 10.4% | 10.9% | 23.2% | 24.3% | 25.4% | 27.0% | 27.9% | 27.0% | 17.5% | 17.0% | 17.6% | 21.6% | 20.4% | 19.1% | 14,960 | 14,719 | 14,835 | 930 | 937 | 788 |
| Yes, other | 10.3% | 10.0% | 10.2% | 24.1% | 24.3% | 24.7% | 28.5% | 28.4% | 28.8% | 16.2% | 17.4% | 16.3% | 21.0% | 19.8% | 20.0% | 17,919 | 16,708 | 15,340 | 1,441 | 1,399 | 1,113 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 19.3% | 18.9% | 19.7% | 33.2% | 32.9% | 31.9% | 25.6% | 25.6% | 26.1% | 11.6% | 11.8% | 11.8% | 10.3% | 10.9% | 10.5% | 14,041 | 13,196 | 12,074 | 879 | 823 | 611 |
| Between 1-3 years | 21.6% | 20.6% | 21.0% | 34.1% | 35.1% | 35.1% | 25.1% | 25.5% | 25.3% | 10.2% | 10.4% | 10.2% | 9.1% | 8.3% | 8.3% | 37,744 | 34,327 | 32,835 | 2,329 | 2,147 | 1,689 |
| Between 3-5 years | 22.0% | 21.2% | 22.2% | 34.3% | 34.2% | 34.3% | 24.3% | 25.3% | 24.7% | 10.3% | 10.8% | 10.4% | 9.1% | 8.5% | 8.4% | 41,283 | 37,510 | 34,682 | 2,326 | 2,240 | 1,743 |
| 5 or more years | 23.2% | 22.3% | 22.9% | 34.2% | 34.3% | 34.9% | 23.4% | 24.1% | 24.0% | 9.9% | 10.1% | 9.8% | 9.3% | 9.1% | 8.5% | 278,533 | 256,319 | 247,874 | 16,642 | 15,841 | 13,235 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Very Good | | | Good | | | Fair | | | Poor | | | Very Poor | | | Item Response Total** | | | Do Not Know | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 22.7% | 21.8% | 22.4% | 34.1% | 34.2% | 34.6% | 23.8% | 24.5% | 24.3% | 10.1% | 10.4% | 10.0% | 9.3% | 9.1% | 8.6% | 384,360 | 355,344 | 342,315 | 23,479 | 22,457 | 18,440 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 23.7% | 22.6% | 23.2% | 34.6% | 34.8% | 35.2% | 23.3% | 24.1% | 23.9% | 9.7% | 10.0% | 9.6% | 8.7% | 8.5% | 8.1% | 301,440 | 278,581 | 268,293 | 17,021 | 16,118 | 13,409 |
| LGBT* | 22.0% | 21.6% | 21.5% | 32.0% | 31.0% | 31.1% | 23.0% | 24.2% | 24.4% | 10.9% | 11.3% | 11.7% | 12.1% | 11.9% | 11.3% | 10,513 | 9,284 | 8,529 | 559 | 554 | 407 |
| Prefer not to say | 16.9% | 17.0% | 17.6% | 31.4% | 31.5% | 31.9% | 26.4% | 26.7% | 26.6% | 12.3% | 12.4% | 12.4% | 13.0% | 12.3% | 11.5% | 44,686 | 40,500 | 38,359 | 3,566 | 3,410 | 2,699 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 22.9% | 22.3% | --- | 34.7% | 34.8% | --- | 23.8% | 24.3% | --- | 9.7% | 10.0% | --- | 8.9% | 8.6% | --- | 265,307 | 242,708 | --- | 16,601 | 15,589 | --- |
| Currently in Guard/Reserves | 22.4% | 20.8% | --- | 34.2% | 33.8% | --- | 23.7% | 24.7% | --- | 10.1% | 10.9% | --- | 9.6% | 9.8% | --- | 6,666 | 6,207 | --- | 343 | 329 | --- |
| Retired Separated/Discharged | 25.4% | 23.9% | --- | 35.0% | 35.9% | --- | 22.9% | 23.3% | --- | 9.2% | 9.4% | --- | 7.5% | 7.4% | --- | 41,680 | 39,941 | --- | 1,740 | 1,798 | --- |
| Discharged | 20.7% | 19.4% | --- | 31.4% | 31.5% | --- | 24.4% | 25.6% | --- | 11.8% | 11.9% | --- | 11.8% | 11.6% | --- | 56,335 | 51,938 | --- | 3,423 | 3,311 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 22.0% | 20.7% | 22.0% | 30.9% | 31.1% | 31.4% | 23.8% | 24.5% | 24.0% | 11.3% | 11.5% | 11.2% | 12.1% | 12.1% | 11.3% | 50,414 | 46,137 | 42,686 | 3,219 | 2,991 | 2,442 |
| No | 22.9% | 22.1% | 22.6% | 34.8% | 34.9% | 35.3% | 23.7% | 24.4% | 24.3% | 9.8% | 10.1% | 9.8% | 8.7% | 8.5% | 8.1% | 320,714 | 295,581 | 286,883 | 18,929 | 18,072 | 14,961 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 19.0% | 17.8% | 19.2% | 32.3% | 32.3% | 33.1% | 24.4% | 25.1% | 23.8% | 13.1% | 13.6% | 13.1% | 11.2% | 11.2% | 10.8% | 402,356 | 372,771 | 356,566 | 5,387 | 5,069 | 4,307 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 22.0% | 20.8% | 21.9% | 34.1% | 34.0% | 34.6% | 22.9% | 23.2% | 22.4% | 11.6% | 12.3% | 11.7% | 9.5% | 9.6% | 9.4% | 154,733 | 141,350 | 135,643 | 1,722 | 1,644 | 1,420 |
| Field | 17.4% | 16.1% | 17.6% | 31.3% | 31.2% | 32.2% | 25.1% | 25.9% | 24.5% | 14.0% | 14.5% | 14.0% | 12.2% | 12.3% | 11.7% | 236,921 | 219,205 | 209,018 | 3,424 | 3,168 | 2,635 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 18.0% | 16.8% | 18.3% | 31.8% | 31.7% | 32.6% | 25.1% | 25.9% | 24.6% | 13.2% | 13.7% | 13.1% | 11.9% | 11.9% | 11.3% | 256,892 | 237,321 | 229,527 | 4,265 | 3,893 | 3,387 |
| Team Leader | 17.6% | 16.3% | 17.8% | 31.7% | 32.3% | 32.9% | 24.7% | 25.0% | 23.6% | 14.5% | 14.7% | 14.4% | 11.4% | 11.6% | 11.3% | 52,917 | 49,140 | 47,093 | 473 | 492 | 391 |
| Supervisor | 20.6% | 19.5% | 20.3% | 35.0% | 34.3% | 35.3% | 23.0% | 23.6% | 22.3% | 12.6% | 13.4% | 12.8% | 8.9% | 9.3% | 9.3% | 52,152 | 48,276 | 44,250 | 356 | 388 | 260 |
| Manager | 26.7% | 25.4% | 27.0% | 35.4% | 35.2% | 35.2% | 18.9% | 19.4% | 18.4% | 10.7% | 11.9% | 11.4% | 8.2% | 8.1% | 7.9% | 24,235 | 21,537 | 21,252 | 105 | 88 | 80 |
| Senior Leader | 44.2% | 42.4% | 44.4% | 32.3% | 32.6% | 30.8% | 12.4% | 13.5% | 13.4% | 6.1% | 7.3% | 6.2% | 5.0% | 4.2% | 5.1% | 8,031 | 7,027 | 5,380 | 21 | 24 | 14 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 19.1% | 17.8% | 19.0% | 31.7% | 31.9% | 32.5% | 23.7% | 24.3% | 23.4% | 13.4% | 13.9% | 13.5% | 12.1% | 12.1% | 11.7% | 203,147 | 186,923 | 177,523 | 2,232 | 2,003 | 1,752 |
| Female | 19.2% | 18.1% | 19.6% | 33.4% | 32.9% | 34.1% | 24.9% | 25.7% | 24.1% | 12.6% | 13.2% | 12.5% | 9.8% | 10.1% | 9.7% | 185,958 | 172,300 | 166,365 | 2,870 | 2,755 | 2,291 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 21.1% | 20.1% | 22.1% | 31.3% | 30.5% | 32.0% | 23.4% | 24.2% | 23.3% | 11.5% | 12.5% | 11.4% | 12.8% | 12.7% | 11.2% | 33,574 | 30,460 | 28,549 | 397 | 343 | 280 |
| No | 19.0% | 17.7% | 19.0% | 32.6% | 32.6% | 33.4% | 24.3% | 24.9% | 23.7% | 13.2% | 13.7% | 13.2% | 10.9% | 11.0% | 10.7% | 351,819 | 325,059 | 312,028 | 4,605 | 4,335 | 3,696 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 18.2% | 16.7% | 17.9% | 30.4% | 30.6% | 31.2% | 25.6% | 26.7% | 26.0% | 11.5% | 12.6% | 12.5% | 14.2% | 13.4% | 12.5% | 8,238 | 7,412 | 7,649 | 134 | 140 | 126 |
| Asian | 22.6% | 21.0% | 22.7% | 38.8% | 38.2% | 39.1% | 22.2% | 23.7% | 21.7% | 8.3% | 9.0% | 8.6% | 8.0% | 8.2% | 7.8% | 18,387 | 16,823 | 16,044 | 293 | 259 | 213 |
| Black/African American | 21.7% | 20.3% | 21.9% | 35.1% | 35.3% | 35.6% | 23.8% | 24.7% | 23.4% | 10.0% | 10.2% | 9.7% | 9.4% | 9.5% | 9.4% | 59,450 | 55,330 | 53,149 | 780 | 765 | 677 |
| Native Hawaiian/ Pacific Islander | 21.1% | 17.7% | 20.2% | 32.5% | 32.9% | 33.9% | 25.0% | 27.6% | 24.6% | 10.3% | 10.2% | 11.1% | 11.1% | 11.5% | 10.2% | 2,450 | 2,304 | 2,328 | 28 | 32 | 24 |
| White | 18.6% | 17.5% | 18.7% | 31.9% | 31.7% | 32.6% | 24.0% | 24.6% | 23.5% | 14.1% | 14.7% | 14.1% | 11.4% | 11.5% | 11.0% | 270,827 | 250,233 | 239,872 | 3,253 | 3,014 | 2,581 |
| Two or more races (Not Hispanic/ Latino) | 17.3% | 16.3% | 17.5% | 28.0% | 27.9% | 30.5% | 26.5% | 26.2% | 24.4% | 14.2% | 15.2% | 13.9% | 14.0% | 14.4% | 13.7% | 14,219 | 12,843 | 11,443 | 257 | 236 | 171 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 19.0% | 17.8% | 19.2% | 32.3% | 32.3% | 33.1% | 24.4% | 25.1% | 23.8% | 13.1% | 13.6% | 13.1% | 11.2% | 11.2% | 10.8% | 402,356 | 372,771 | 356,566 | 5,387 | 5,069 | 4,307 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 28.4% | 26.0% | 26.6% | 38.0% | 36.4% | 39.4% | 19.0% | 19.8% | 19.6% | 9.1% | 11.3% | 8.4% | 5.4% | 6.4% | 6.0% | 2,580 | 2,561 | 3,408 | 53 | 60 | 51 |
| 26-29 | 21.3% | 18.3% | 20.7% | 33.8% | 34.8% | 35.3% | 22.6% | 24.1% | 21.8% | 11.7% | 12.6% | 12.0% | 10.6% | 10.2% | 10.2% | 12,001 | 12,073 | 12,748 | 165 | 196 | 200 |
| 30-39 | 18.6% | 17.1% | 18.7% | 32.4% | 32.5% | 33.5% | 23.8% | 24.3% | 23.1% | 13.4% | 14.1% | 13.3% | 11.8% | 11.9% | 11.4% | 70,910 | 63,463 | 57,882 | 1,086 | 947 | 747 |
| 40-49 | 18.6% | 17.2% | 18.9% | 32.1% | 32.3% | 33.2% | 24.0% | 24.7% | 23.2% | 13.4% | 13.8% | 13.2% | 11.9% | 12.1% | 11.5% | 105,837 | 99,500 | 95,358 | 1,385 | 1,265 | 1,059 |
| 50-59 | 19.0% | 17.9% | 19.3% | 32.3% | 31.8% | 32.6% | 24.7% | 25.5% | 24.3% | 13.1% | 13.7% | 13.3% | 10.9% | 11.0% | 10.5% | 146,502 | 136,028 | 123,275 | 1,873 | 1,790 | 1,373 |
| 60+ | 19.2% | 18.3% | 20.5% | 32.1% | 32.1% | 33.2% | 26.0% | 26.4% | 24.7% | 12.7% | 13.3% | 12.4% | 10.1% | 9.9% | 9.3% | 62,788 | 56,447 | 47,366 | 812 | 783 | 504 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 19.8% | 22.4% | --- | 41.7% | 39.3% | --- | 17.8% | 21.2% | --- | 8.1% | 6.8% | --- | 12.6% | 10.2% | --- | 395 | 378 | --- | 20 | 21 | --- |
| H.S. Diploma/ GED or equiv | 20.4% | 20.4% | --- | 34.4% | 33.9% | --- | 24.9% | 24.8% | --- | 10.6% | 11.5% | --- | 9.7% | 9.5% | --- | 19,096 | 18,815 | --- | 301 | 282 | --- |
| Trade/Technical Certificate | 17.4% | 16.2% | --- | 30.9% | 30.7% | --- | 27.3% | 27.4% | --- | 12.0% | 13.7% | --- | 12.5% | 12.0% | --- | 9,455 | 8,885 | --- | 133 | 143 | --- |
| Some College (no degree) | 18.9% | 17.8% | --- | 31.5% | 30.9% | --- | 25.1% | 26.0% | --- | 12.7% | 13.3% | --- | 11.8% | 12.0% | --- | 59,473 | 57,232 | --- | 825 | 788 | --- |
| Associate's Degree | 18.9% | 16.4% | --- | 31.5% | 31.5% | --- | 24.7% | 26.0% | --- | 12.9% | 14.0% | --- | 11.9% | 12.1% | --- | 30,959 | 29,126 | --- | 440 | 411 | --- |
| Bachelor's Degree | 18.1% | 17.0% | --- | 32.6% | 32.6% | --- | 24.4% | 25.3% | --- | 13.6% | 14.1% | --- | 11.2% | 11.0% | --- | 134,102 | 123,465 | --- | 1,771 | 1,665 | --- |
| Master's Degree | 19.9% | 18.6% | --- | 33.1% | 33.6% | --- | 23.5% | 23.6% | --- | 13.2% | 13.4% | --- | 10.3% | 10.8% | --- | 97,120 | 86,663 | --- | 1,160 | 1,043 | --- |
| Doctoral/Professional Degree | 21.7% | 20.3% | --- | 31.7% | 31.8% | --- | 21.9% | 22.2% | --- | 13.4% | 14.2% | --- | 11.3% | 11.5% | --- | 40,575 | 36,239 | --- | 472 | 431 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 14.9% | 13.4% | 16.0% | 28.8% | 28.9% | 29.0% | 26.7% | 26.7% | 26.1% | 15.0% | 16.1% | 15.0% | 14.6% | 15.0% | 13.9% | 12,505 | 12,169 | 13,207 | 176 | 148 | 139 |
| GS 1-6 | 21.0% | 20.0% | 22.2% | 33.1% | 32.3% | 33.4% | 24.7% | 25.8% | 23.2% | 10.4% | 11.6% | 10.9% | 10.7% | 10.3% | 10.3% | 21,494 | 21,557 | 21,785 | 513 | 535 | 468 |
| GS 7-12 | 18.8% | 17.4% | 18.9% | 32.6% | 32.6% | 33.8% | 24.7% | 25.5% | 24.3% | 12.9% | 13.3% | 12.6% | 10.9% | 11.1% | 10.3% | 164,059 | 155,471 | 143,232 | 2,617 | 2,500 | 2,050 |
| GS 13-15 | 20.0% | 18.9% | 20.2% | 33.3% | 33.7% | 33.8% | 22.7% | 23.3% | 22.2% | 13.5% | 13.8% | 13.5% | 10.5% | 10.3% | 10.4% | 161,080 | 142,959 | 134,960 | 1,451 | 1,272 | 1,036 |
| SES | 50.7% | 49.3% | 46.9% | 29.1% | 29.1% | 30.5% | 9.4% | 11.2% | 12.3% | 6.1% | 6.1% | 6.2% | 4.7% | 4.3% | 4.1% | 5,707 | 4,878 | 4,421 | 5 | 13 | 3 |
| SL/ST | 26.0% | 22.7% | 23.6% | 29.7% | 31.2% | 28.5% | 20.5% | 22.5% | 23.6% | 10.4% | 13.0% | 12.8% | 13.3% | 10.6% | 11.6% | 1,533 | 1,376 | 1,224 | 9 | 8 | 3 |
| Other | 15.8% | 14.6% | 15.3% | 29.6% | 28.9% | 30.6% | 26.5% | 26.4% | 25.0% | 14.5% | 15.7% | 15.6% | 13.6% | 14.4% | 13.5% | 25,277 | 22,767 | 26,096 | 374 | 335 | 359 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|-------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 19.0% | 17.8% | 19.2% | 32.3% | 32.3% | 33.1% | 24.4% | 25.1% | 23.8% | 13.1% | 13.6% | 13.1% | 11.2% | 11.2% | 10.8% | 402,356 | 372,771 | 356,566 | 5,387 | 5,069 | 4,307 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 37.1% | 33.2% | 35.4% | 37.7% | 38.7% | 39.1% | 16.0% | 18.7% | 16.7% | 5.8% | 6.2% | 4.8% | 3.3% | 3.3% | 3.9% | 5,875 | 3,045 | 4,565 | 168 | 110 | 135 |
| 1-3 years | 25.4% | 23.2% | 25.7% | 36.2% | 36.3% | 36.7% | 21.9% | 22.7% | 21.1% | 9.6% | 10.6% | 9.8% | 6.9% | 7.1% | 6.6% | 27,818 | 32,367 | 38,865 | 482 | 510 | 540 |
| 4-5 years | 20.5% | 18.9% | 20.1% | 34.1% | 33.8% | 34.3% | 23.3% | 24.8% | 23.3% | 12.5% | 12.7% | 12.5% | 9.6% | 9.8% | 9.8% | 40,575 | 42,733 | 38,864 | 579 | 630 | 548 |
| 6-10 years | 18.1% | 17.1% | 17.6% | 32.2% | 31.4% | 32.7% | 24.4% | 24.8% | 24.0% | 13.5% | 14.5% | 13.9% | 11.8% | 12.1% | 11.8% | 86,732 | 72,543 | 63,723 | 1,217 | 958 | 716 |
| 11-14 years | 17.0% | 15.9% | 16.7% | 29.9% | 30.2% | 31.5% | 25.0% | 25.4% | 24.5% | 14.6% | 15.0% | 14.4% | 13.6% | 13.4% | 12.9% | 56,183 | 50,789 | 44,365 | 669 | 645 | 491 |
| 15-20 years | 17.0% | 15.7% | 17.3% | 30.2% | 31.2% | 30.9% | 24.9% | 25.2% | 24.4% | 14.6% | 14.4% | 14.5% | 13.3% | 13.5% | 13.0% | 48,308 | 39,569 | 34,751 | 565 | 510 | 411 |
| > 20 years | 17.9% | 16.8% | 17.9% | 32.3% | 31.9% | 32.4% | 25.3% | 25.9% | 24.7% | 13.3% | 13.9% | 13.8% | 11.2% | 11.4% | 11.2% | 126,982 | 120,801 | 120,280 | 1,476 | 1,468 | 1,236 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 34.7% | 31.4% | 34.0% | 36.8% | 38.0% | 37.4% | 17.5% | 19.4% | 17.6% | 6.6% | 6.7% | 6.0% | 4.5% | 4.5% | 5.0% | 11,574 | 6,287 | 8,540 | 329 | 219 | 248 |
| 1-3 years | 23.8% | 22.5% | 24.2% | 35.5% | 34.7% | 35.6% | 22.2% | 23.1% | 21.7% | 10.1% | 11.4% | 10.8% | 8.3% | 8.2% | 7.7% | 43,924 | 49,166 | 54,471 | 705 | 749 | 745 |
| 4-5 years | 19.6% | 17.8% | 19.1% | 32.9% | 32.9% | 33.6% | 23.8% | 25.3% | 23.9% | 13.0% | 13.3% | 12.7% | 10.6% | 10.6% | 10.7% | 49,371 | 51,156 | 47,110 | 649 | 725 | 630 |
| 6-10 years | 17.3% | 16.6% | 17.0% | 31.4% | 31.2% | 32.2% | 24.9% | 24.9% | 24.2% | 13.9% | 14.6% | 14.2% | 12.4% | 12.6% | 12.4% | 94,708 | 80,075 | 69,657 | 1,261 | 1,018 | 741 |
| 11-20 years | 16.8% | 15.6% | 16.9% | 30.3% | 30.9% | 31.6% | 25.2% | 25.5% | 24.7% | 14.5% | 14.8% | 14.4% | 13.3% | 13.3% | 12.5% | 98,035 | 85,474 | 76,163 | 1,120 | 1,039 | 795 |
| > 20 years | 17.8% | 16.6% | 17.7% | 32.7% | 32.3% | 32.6% | 25.4% | 26.2% | 24.6% | 13.5% | 14.0% | 13.9% | 10.6% | 11.0% | 11.1% | 93,661 | 88,494 | 88,318 | 1,054 | 1,047 | 887 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 23.7% | 22.2% | 23.6% | 36.5% | 36.6% | 37.1% | 23.0% | 23.8% | 22.4% | 10.2% | 10.7% | 10.4% | 6.6% | 6.7% | 6.5% | 260,519 | 237,767 | 236,076 | 3,317 | 3,033 | 2,682 |
| Yes, to retire | 15.7% | 14.4% | 15.0% | 30.8% | 30.8% | 31.1% | 26.7% | 27.0% | 26.2% | 15.1% | 15.5% | 15.4% | 11.6% | 12.3% | 12.3% | 23,893 | 22,844 | 21,299 | 279 | 266 | 201 |
| Yes, to other job in Govt | 10.4% | 9.6% | 10.5% | 25.2% | 24.7% | 25.3% | 26.8% | 27.3% | 26.6% | 18.3% | 19.2% | 18.8% | 19.3% | 19.2% | 18.9% | 72,600 | 67,385 | 56,070 | 991 | 908 | 708 |
| Yes, to other job outside Govt | 7.2% | 7.2% | 7.8% | 19.6% | 19.8% | 21.7% | 25.2% | 25.1% | 23.7% | 21.6% | 22.0% | 20.9% | 26.4% | 25.9% | 25.8% | 15,676 | 15,458 | 15,452 | 221 | 195 | 190 |
| Yes, other | 8.5% | 7.8% | 8.5% | 20.6% | 20.5% | 21.4% | 26.8% | 27.6% | 27.6% | 19.4% | 19.8% | 18.5% | 24.5% | 24.3% | 24.0% | 19,039 | 17,738 | 16,172 | 334 | 372 | 273 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 15.2% | 14.4% | 14.8% | 29.3% | 29.6% | 30.1% | 26.0% | 25.5% | 24.7% | 15.6% | 15.7% | 15.9% | 13.8% | 14.7% | 14.4% | 14,727 | 13,852 | 12,561 | 189 | 163 | 122 |
| Between 1-3 years | 16.7% | 15.6% | 16.5% | 31.3% | 31.4% | 31.7% | 26.8% | 26.8% | 25.9% | 13.9% | 15.1% | 14.6% | 11.4% | 11.1% | 11.3% | 39,619 | 36,010 | 34,190 | 443 | 447 | 344 |
| Between 3-5 years | 17.3% | 16.6% | 17.7% | 31.7% | 31.4% | 32.6% | 25.7% | 26.3% | 24.6% | 13.9% | 14.0% | 14.0% | 11.5% | 11.7% | 11.1% | 43,103 | 39,300 | 36,075 | 471 | 456 | 366 |
| 5 or more years | 19.8% | 18.5% | 20.0% | 32.8% | 32.8% | 33.6% | 23.7% | 24.5% | 23.3% | 12.7% | 13.3% | 12.6% | 11.0% | 11.0% | 10.5% | 291,212 | 268,598 | 258,081 | 3,954 | 3,626 | 3,126 |

SOURCE: Federal Employee Viewpoint Survey

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

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 19.0% | 17.8% | 19.2% | 32.3% | 32.3% | 33.1% | 24.4% | 25.1% | 23.8% | 13.1% | 13.6% | 13.1% | 11.2% | 11.2% | 10.8% | 402,356 | 372,771 | 356,566 | 5,387 | 5,069 | 4,307 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 20.2% | 18.7% | 20.2% | 33.2% | 33.3% | 33.9% | 23.6% | 24.4% | 23.1% | 12.6% | 13.2% | 12.7% | 10.4% | 10.5% | 10.1% | 314,755 | 291,338 | 278,851 | 3,654 | 3,443 | 2,936 |
| LGBT* | 17.8% | 16.8% | 17.2% | 30.3% | 28.0% | 30.4% | 22.6% | 24.0% | 22.2% | 14.8% | 15.7% | 15.9% | 14.6% | 15.4% | 14.3% | 10,946 | 9,722 | 8,834 | 121 | 112 | 103 |
| Prefer not to say | 13.2% | 12.8% | 13.6% | 27.2% | 27.0% | 28.8% | 28.0% | 28.6% | 27.5% | 15.9% | 16.2% | 15.3% | 15.6% | 15.4% | 14.8% | 47,261 | 42,974 | 40,350 | 978 | 933 | 722 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 18.9% | 17.8% | --- | 33.0% | 33.0% | --- | 24.4% | 24.9% | --- | 13.1% | 13.6% | --- | 10.6% | 10.7% | --- | 278,007 | 254,691 | --- | 3,841 | 3,649 | --- |
| Currently in Guard/Reserves | 20.4% | 18.6% | --- | 33.0% | 31.6% | --- | 23.5% | 24.0% | --- | 11.5% | 13.6% | --- | 11.5% | 12.2% | --- | 6,917 | 6,466 | --- | 90 | 71 | --- |
| Retired Separated/Discharged | 22.7% | 21.0% | --- | 33.8% | 34.4% | --- | 23.0% | 23.7% | --- | 11.6% | 11.9% | --- | 8.8% | 8.9% | --- | 43,069 | 41,448 | --- | 350 | 293 | --- |
| Discharged | 17.2% | 15.6% | --- | 29.4% | 29.0% | --- | 24.8% | 25.9% | --- | 14.2% | 15.0% | --- | 14.3% | 14.4% | --- | 58,988 | 54,578 | --- | 750 | 687 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 19.5% | 17.8% | 19.9% | 29.3% | 29.3% | 30.1% | 24.0% | 24.8% | 23.5% | 13.3% | 13.9% | 13.2% | 13.9% | 14.1% | 13.3% | 52,858 | 48,416 | 44,574 | 789 | 706 | 588 |
| No | 19.1% | 17.9% | 19.2% | 33.0% | 32.9% | 33.7% | 24.3% | 24.9% | 23.7% | 13.0% | 13.6% | 13.0% | 10.6% | 10.7% | 10.3% | 335,320 | 309,720 | 298,488 | 4,246 | 4,008 | 3,437 |

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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 18.4% | 17.1% | 17.8% | 35.0% | 35.2% | 35.8% | 27.1% | 28.3% | 27.6% | 10.3% | 10.5% | 10.3% | 9.3% | 8.9% | 8.4% | 371,258 | 342,150 | 328,520 | 36,507 | 35,524 | 32,091 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 21.3% | 19.9% | 20.3% | 36.9% | 36.8% | 37.6% | 24.9% | 25.9% | 25.5% | 9.2% | 9.7% | 9.3% | 7.8% | 7.8% | 7.3% | 145,027 | 131,593 | 126,472 | 11,472 | 11,381 | 10,514 |
| Field | 16.7% | 15.6% | 16.5% | 34.0% | 34.3% | 34.9% | 28.3% | 29.4% | 28.7% | 10.9% | 11.1% | 10.9% | 10.2% | 9.6% | 9.1% | 216,519 | 199,430 | 191,167 | 23,820 | 22,846 | 20,365 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 17.6% | 16.4% | 17.2% | 34.1% | 34.3% | 35.0% | 27.9% | 29.0% | 28.4% | 10.5% | 10.7% | 10.5% | 10.0% | 9.7% | 8.9% | 234,337 | 215,279 | 209,142 | 26,819 | 25,885 | 23,635 |
| Team Leader | 16.7% | 15.6% | 16.9% | 35.0% | 35.6% | 35.9% | 27.7% | 28.5% | 27.2% | 11.1% | 11.3% | 11.1% | 9.6% | 9.1% | 9.0% | 48,857 | 45,159 | 43,533 | 4,518 | 4,472 | 3,923 |
| Supervisor | 19.7% | 18.4% | 18.8% | 38.4% | 38.4% | 39.1% | 25.7% | 26.7% | 26.1% | 9.4% | 9.9% | 9.4% | 6.8% | 6.6% | 6.5% | 49,289 | 45,451 | 41,726 | 3,239 | 3,176 | 2,741 |
| Manager | 25.3% | 23.5% | 23.7% | 38.9% | 38.8% | 39.6% | 21.4% | 23.0% | 22.8% | 8.2% | 9.1% | 8.2% | 6.2% | 5.6% | 5.6% | 23,405 | 20,687 | 20,507 | 965 | 914 | 813 |
| Senior Leader | 38.2% | 36.2% | 37.5% | 36.2% | 35.5% | 35.4% | 15.2% | 17.8% | 16.9% | 6.0% | 6.6% | 7.0% | 4.4% | 3.9% | 3.1% | 7,911 | 6,910 | 5,261 | 142 | 143 | 130 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 18.6% | 17.3% | 18.0% | 35.4% | 35.8% | 36.2% | 26.8% | 28.0% | 27.4% | 9.8% | 10.1% | 10.0% | 9.4% | 8.8% | 8.4% | 187,857 | 171,851 | 163,816 | 17,485 | 17,004 | 15,370 |
| Female | 18.3% | 17.1% | 18.0% | 34.5% | 34.6% | 35.5% | 27.3% | 28.3% | 27.5% | 10.9% | 11.1% | 10.6% | 9.1% | 8.9% | 8.3% | 171,483 | 158,163 | 153,216 | 17,403 | 16,843 | 15,308 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 18.1% | 17.6% | 19.1% | 32.1% | 31.1% | 33.0% | 27.2% | 28.1% | 27.9% | 10.8% | 11.5% | 10.0% | 11.9% | 11.6% | 9.9% | 31,499 | 28,420 | 26,684 | 2,483 | 2,368 | 2,117 |
| No | 18.6% | 17.2% | 17.9% | 35.4% | 35.8% | 36.3% | 26.9% | 28.0% | 27.4% | 10.2% | 10.4% | 10.3% | 8.9% | 8.5% | 8.2% | 324,524 | 298,318 | 287,420 | 31,909 | 30,966 | 28,115 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 15.0% | 12.8% | 14.6% | 29.4% | 30.2% | 29.9% | 31.5% | 32.5% | 32.0% | 11.7% | 12.5% | 12.4% | 12.5% | 12.0% | 11.1% | 7,628 | 6,854 | 7,075 | 741 | 690 | 684 |
| Asian | 21.5% | 20.2% | 20.3% | 39.3% | 39.3% | 40.3% | 25.0% | 25.7% | 25.5% | 7.4% | 7.9% | 7.6% | 6.8% | 6.9% | 6.2% | 17,514 | 15,912 | 15,246 | 1,178 | 1,173 | 978 |
| Black/African American | 20.3% | 18.7% | 19.4% | 35.4% | 36.1% | 36.7% | 26.2% | 27.1% | 26.3% | 9.0% | 9.2% | 8.9% | 9.1% | 8.9% | 8.7% | 56,200 | 52,111 | 50,189 | 4,051 | 3,969 | 3,576 |
| Native Hawaiian/ Pacific Islander | 18.4% | 15.4% | 16.0% | 32.6% | 31.3% | 33.7% | 28.7% | 32.0% | 30.7% | 9.3% | 11.6% | 10.0% | 11.1% | 9.7% | 9.6% | 2,315 | 2,182 | 2,187 | 163 | 152 | 163 |
| White | 18.3% | 17.1% | 17.8% | 35.4% | 35.6% | 36.1% | 26.8% | 28.0% | 27.5% | 10.5% | 10.8% | 10.6% | 9.0% | 8.6% | 8.0% | 248,626 | 228,417 | 219,821 | 25,470 | 24,740 | 22,516 |
| Two or more races (Not Hispanic/ Latino) | 16.0% | 15.3% | 15.8% | 29.9% | 29.8% | 31.9% | 29.1% | 30.3% | 28.1% | 12.0% | 12.2% | 12.0% | 13.0% | 12.4% | 12.3% | 13,040 | 11,692 | 10,446 | 1,438 | 1,373 | 1,178 |

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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 18.4% | 17.1% | 17.8% | 35.0% | 35.2% | 35.8% | 27.1% | 28.3% | 27.6% | 10.3% | 10.5% | 10.3% | 9.3% | 8.9% | 8.4% | 371,258 | 342,150 | 328,520 | 36,507 | 35,524 | 32,091 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 23.8% | 23.2% | 21.3% | 36.4% | 35.4% | 40.9% | 23.5% | 23.0% | 24.2% | 8.6% | 9.4% | 7.4% | 7.7% | 8.9% | 6.2% | 2,310 | 2,274 | 3,053 | 323 | 344 | 410 |
| 26-29 | 19.3% | 16.9% | 18.0% | 34.4% | 36.2% | 36.3% | 23.2% | 25.0% | 25.0% | 11.6% | 11.2% | 10.6% | 11.6% | 10.7% | 10.1% | 11,022 | 10,901 | 11,444 | 1,151 | 1,387 | 1,505 |
| 30-39 | 17.4% | 16.4% | 17.3% | 33.3% | 33.9% | 34.9% | 25.6% | 26.2% | 25.7% | 11.9% | 12.5% | 11.9% | 11.8% | 11.1% | 10.2% | 65,308 | 58,051 | 53,057 | 6,698 | 6,368 | 5,572 |
| 40-49 | 18.3% | 16.9% | 17.8% | 34.6% | 35.1% | 35.9% | 26.2% | 27.3% | 26.6% | 10.5% | 10.8% | 10.5% | 10.4% | 9.8% | 9.2% | 98,050 | 91,820 | 88,488 | 9,204 | 8,930 | 7,897 |
| 50-59 | 18.7% | 17.3% | 18.1% | 35.9% | 35.4% | 36.2% | 27.9% | 29.7% | 28.6% | 9.7% | 9.8% | 9.7% | 7.8% | 7.8% | 7.4% | 135,523 | 125,136 | 114,068 | 12,847 | 12,551 | 10,455 |
| 60+ | 18.5% | 17.5% | 19.0% | 36.1% | 36.5% | 36.5% | 30.3% | 31.0% | 29.9% | 8.5% | 8.8% | 8.8% | 6.5% | 6.1% | 5.7% | 57,424 | 51,458 | 43,589 | 6,150 | 5,726 | 4,214 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 17.8% | 19.0% | --- | 40.9% | 37.1% | --- | 21.9% | 29.4% | --- | 9.7% | 6.4% | --- | 9.8% | 8.1% | --- | 368 | 354 | --- | 42 | 44 | --- |
| H.S. Diploma/ GED or equiv | 18.0% | 17.6% | --- | 34.2% | 34.6% | --- | 30.4% | 31.0% | --- | 8.7% | 9.0% | --- | 8.6% | 7.8% | --- | 17,793 | 17,473 | --- | 1,600 | 1,587 | --- |
| Trade/Technical Certificate | 14.9% | 13.9% | --- | 31.6% | 31.1% | --- | 32.4% | 34.0% | --- | 10.7% | 10.6% | --- | 10.5% | 10.3% | --- | 8,728 | 8,130 | --- | 854 | 887 | --- |
| Some College (no degree) | 17.2% | 16.1% | --- | 32.2% | 32.1% | --- | 29.6% | 30.6% | --- | 10.7% | 11.3% | --- | 10.2% | 9.9% | --- | 54,930 | 52,675 | --- | 5,347 | 5,333 | --- |
| Associate's Degree | 17.1% | 15.0% | --- | 32.3% | 31.9% | --- | 29.7% | 31.4% | --- | 10.3% | 11.5% | --- | 10.6% | 10.3% | --- | 28,484 | 26,687 | --- | 2,918 | 2,815 | --- |
| Bachelor's Degree | 18.1% | 16.9% | --- | 36.0% | 36.6% | --- | 26.5% | 27.7% | --- | 10.2% | 10.3% | --- | 9.2% | 8.4% | --- | 123,346 | 112,866 | --- | 12,541 | 12,220 | --- |
| Master's Degree | 20.1% | 18.9% | --- | 37.5% | 37.9% | --- | 24.1% | 24.7% | --- | 10.1% | 10.3% | --- | 8.2% | 8.2% | --- | 90,580 | 80,375 | --- | 7,731 | 7,333 | --- |
| Doctoral/Professional Degree | 21.5% | 20.1% | --- | 35.6% | 36.5% | --- | 24.2% | 24.8% | --- | 10.1% | 10.3% | --- | 8.5% | 8.3% | --- | 36,959 | 32,799 | --- | 4,104 | 3,882 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 13.0% | 11.2% | 13.8% | 29.0% | 28.7% | 30.1% | 33.6% | 34.6% | 32.5% | 12.0% | 13.0% | 12.7% | 12.5% | 12.4% | 10.9% | 11,530 | 11,192 | 12,166 | 1,145 | 1,114 | 1,154 |
| GS 1-6 | 17.7% | 16.9% | 17.7% | 31.3% | 31.5% | 32.7% | 31.0% | 31.2% | 30.0% | 9.9% | 10.8% | 10.2% | 10.2% | 9.6% | 9.5% | 19,563 | 19,456 | 19,861 | 2,440 | 2,597 | 2,350 |
| GS 7-12 | 18.0% | 16.7% | 17.6% | 34.6% | 35.2% | 36.1% | 27.7% | 28.8% | 28.2% | 10.2% | 10.3% | 9.9% | 9.5% | 9.0% | 8.3% | 149,973 | 141,575 | 130,859 | 16,677 | 16,366 | 14,309 |
| GS 13-15 | 21.1% | 20.1% | 20.5% | 39.1% | 39.3% | 39.4% | 23.2% | 24.5% | 24.1% | 9.4% | 9.5% | 9.3% | 7.2% | 6.7% | 6.7% | 150,503 | 132,812 | 125,860 | 12,078 | 11,376 | 10,107 |
| SES | 42.9% | 41.2% | 40.2% | 34.6% | 33.8% | 36.1% | 13.0% | 15.1% | 15.5% | 6.5% | 6.9% | 5.7% | 3.0% | 3.0% | 2.5% | 5,625 | 4,803 | 4,337 | 89 | 95 | 84 |
| SL/ST | 25.9% | 19.5% | 20.2% | 32.0% | 35.6% | 33.5% | 25.4% | 27.7% | 29.8% | 6.6% | 9.1% | 10.4% | 10.2% | 8.1% | 6.1% | 1,415 | 1,283 | 1,142 | 126 | 104 | 86 |
| Other | 13.4% | 12.1% | 12.8% | 30.3% | 30.3% | 31.1% | 30.1% | 30.3% | 29.6% | 13.1% | 13.9% | 14.2% | 13.3% | 13.5% | 12.2% | 22,954 | 20,540 | 23,690 | 2,712 | 2,553 | 2,758 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 18.4% | 17.1% | 17.8% | 35.0% | 35.2% | 35.8% | 27.1% | 28.3% | 27.6% | 10.3% | 10.5% | 10.3% | 9.3% | 8.9% | 8.4% | 371,258 | 342,150 | 328,520 | 36,507 | 35,524 | 32,091 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 32.7% | 27.7% | 31.8% | 38.5% | 40.9% | 37.7% | 20.2% | 22.5% | 22.0% | 5.6% | 5.7% | 4.8% | 3.0% | 3.2% | 3.6% | 5,359 | 2,750 | 4,119 | 685 | 413 | 583 |
| 1-3 years | 22.7% | 21.7% | 22.9% | 35.7% | 36.9% | 38.5% | 25.4% | 25.3% | 24.1% | 8.8% | 9.2% | 8.4% | 7.4% | 7.0% | 6.1% | 25,629 | 29,654 | 35,702 | 2,667 | 3,229 | 3,680 |
| 4-5 years | 19.6% | 17.8% | 18.1% | 35.2% | 36.7% | 35.8% | 25.8% | 26.7% | 26.7% | 10.3% | 10.3% | 10.6% | 9.1% | 8.5% | 8.7% | 37,480 | 39,221 | 35,695 | 3,668 | 4,150 | 3,705 |
| 6-10 years | 17.2% | 16.4% | 16.1% | 34.1% | 33.4% | 34.6% | 26.9% | 27.9% | 27.8% | 11.2% | 11.8% | 11.5% | 10.7% | 10.6% | 9.9% | 80,017 | 66,534 | 58,596 | 7,942 | 6,934 | 5,806 |
| 11-14 years | 16.3% | 15.1% | 16.0% | 33.0% | 33.0% | 33.8% | 28.0% | 29.1% | 28.5% | 11.5% | 12.0% | 11.8% | 11.3% | 10.7% | 9.8% | 51,758 | 46,527 | 40,764 | 5,107 | 4,905 | 4,040 |
| 15-20 years | 16.7% | 15.4% | 16.1% | 33.6% | 34.1% | 34.0% | 28.0% | 29.1% | 29.2% | 11.0% | 11.1% | 11.0% | 10.7% | 10.3% | 9.7% | 44,418 | 36,235 | 32,090 | 4,454 | 3,828 | 3,070 |
| > 20 years | 18.4% | 17.0% | 17.5% | 37.0% | 36.7% | 36.9% | 27.9% | 29.5% | 28.5% | 9.2% | 9.4% | 9.6% | 7.5% | 7.4% | 7.5% | 117,573 | 111,285 | 111,391 | 10,901 | 10,881 | 10,031 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 31.8% | 28.5% | 30.2% | 37.6% | 39.0% | 37.5% | 20.1% | 21.0% | 21.5% | 6.2% | 6.7% | 6.0% | 4.4% | 4.8% | 4.8% | 10,679 | 5,771 | 7,828 | 1,234 | 743 | 964 |
| 1-3 years | 22.0% | 21.2% | 21.7% | 35.2% | 35.7% | 37.7% | 25.1% | 25.5% | 24.3% | 9.2% | 9.7% | 9.2% | 8.5% | 7.9% | 7.1% | 40,761 | 45,355 | 50,281 | 3,862 | 4,574 | 4,897 |
| 4-5 years | 18.9% | 17.0% | 17.7% | 34.7% | 36.0% | 35.5% | 26.0% | 27.1% | 27.0% | 10.8% | 10.8% | 10.7% | 9.6% | 9.1% | 9.1% | 45,694 | 47,073 | 43,410 | 4,306 | 4,809 | 4,305 |
| 6-10 years | 16.4% | 16.0% | 15.7% | 33.8% | 33.5% | 34.4% | 27.6% | 28.4% | 28.4% | 11.3% | 11.6% | 11.4% | 10.8% | 10.5% | 10.1% | 87,429 | 73,438 | 64,163 | 8,569 | 7,616 | 6,187 |
| 11-20 years | 16.5% | 15.1% | 16.1% | 33.7% | 34.2% | 34.6% | 28.3% | 29.4% | 28.9% | 11.0% | 11.4% | 11.2% | 10.6% | 10.0% | 9.2% | 90,171 | 78,325 | 70,130 | 9,001 | 8,169 | 6,784 |
| > 20 years | 18.2% | 16.8% | 17.3% | 37.6% | 37.0% | 37.2% | 28.2% | 30.0% | 29.0% | 9.0% | 9.3% | 9.5% | 7.0% | 6.9% | 7.0% | 86,399 | 81,149 | 81,445 | 8,324 | 8,299 | 7,685 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 22.8% | 21.3% | 21.9% | 38.7% | 39.1% | 39.4% | 25.7% | 26.7% | 26.0% | 7.8% | 8.1% | 8.0% | 5.1% | 4.9% | 4.8% | 241,015 | 219,067 | 218,177 | 22,849 | 21,624 | 20,423 |
| Yes, to retire | 15.3% | 14.2% | 14.5% | 36.0% | 35.8% | 35.2% | 30.7% | 32.1% | 31.6% | 10.5% | 10.1% | 10.6% | 7.4% | 7.8% | 8.1% | 21,888 | 20,853 | 19,633 | 2,264 | 2,244 | 1,834 |
| Yes, to other job in Govt | 10.2% | 9.5% | 9.7% | 28.1% | 28.1% | 28.9% | 29.4% | 30.4% | 30.1% | 15.1% | 15.4% | 15.2% | 17.2% | 16.5% | 16.0% | 67,199 | 61,910 | 51,746 | 6,426 | 6,379 | 5,028 |
| Yes, to other job outside Govt | 7.6% | 7.4% | 7.5% | 25.0% | 25.6% | 26.4% | 27.0% | 28.2% | 28.2% | 17.2% | 17.9% | 17.8% | 23.3% | 20.8% | 20.0% | 14,286 | 13,933 | 13,979 | 1,608 | 1,728 | 1,645 |
| Yes, other | 7.9% | 7.1% | 7.6% | 22.9% | 23.1% | 23.5% | 31.1% | 32.7% | 32.8% | 16.4% | 16.4% | 16.3% | 21.8% | 20.6% | 19.7% | 17,207 | 15,918 | 14,477 | 2,152 | 2,185 | 1,962 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 15.2% | 14.2% | 14.5% | 35.1% | 34.4% | 35.3% | 29.6% | 31.3% | 30.2% | 11.3% | 10.5% | 11.0% | 8.9% | 9.6% | 9.0% | 13,496 | 12,670 | 11,554 | 1,394 | 1,333 | 1,106 |
| Between 1-3 years | 16.5% | 15.5% | 15.8% | 35.5% | 35.9% | 35.5% | 30.5% | 31.6% | 30.9% | 9.9% | 9.9% | 10.3% | 7.5% | 7.2% | 7.4% | 36,396 | 32,953 | 31,514 | 3,651 | 3,473 | 2,986 |
| Between 3-5 years | 16.8% | 16.0% | 16.6% | 36.0% | 35.5% | 35.9% | 29.6% | 30.7% | 29.9% | 9.5% | 10.3% | 10.2% | 8.0% | 7.5% | 7.3% | 39,789 | 36,162 | 33,398 | 3,794 | 3,567 | 3,012 |
| 5 or more years | 19.1% | 17.7% | 18.6% | 34.9% | 35.3% | 36.1% | 26.1% | 27.2% | 26.6% | 10.3% | 10.6% | 10.2% | 9.6% | 9.2% | 8.5% | 269,114 | 246,778 | 237,804 | 26,103 | 25,395 | 23,286 |

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------|--------|--------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 18.4% | 17.1% | 17.8% | 35.0% | 35.2% | 35.8% | 27.1% | 28.3% | 27.6% | 10.3% | 10.5% | 10.3% | 9.3% | 8.9% | 8.4% | 371,258 | 342,150 | 328,520 | 36,507 | 35,524 | 32,091 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 19.3% | 17.8% | 18.7% | 35.6% | 36.1% | 36.5% | 26.6% | 27.6% | 27.0% | 9.8% | 10.2% | 9.9% | 8.6% | 8.3% | 7.9% | 291,850 | 268,884 | 258,173 | 26,581 | 25,780 | 23,412 |
| LGBT* | 17.2% | 17.1% | 17.0% | 31.6% | 30.9% | 32.3% | 25.3% | 26.7% | 25.7% | 12.5% | 12.3% | 12.8% | 13.4% | 13.1% | 12.2% | 10,121 | 8,907 | 8,161 | 958 | 925 | 781 |
| Prefer not to say | 13.0% | 12.9% | 13.0% | 31.5% | 30.8% | 32.2% | 30.4% | 31.8% | 31.6% | 12.4% | 12.5% | 12.1% | 12.7% | 12.0% | 11.1% | 42,662 | 38,565 | 36,364 | 5,567 | 5,340 | 4,699 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 18.2% | 17.1% | --- | 35.4% | 35.8% | --- | 26.9% | 27.9% | --- | 10.4% | 10.6% | --- | 9.1% | 8.7% | --- | 256,147 | 233,341 | --- | 25,759 | 24,945 | --- |
| Currently in Guard/Reserves | 19.3% | 17.5% | --- | 35.4% | 34.3% | --- | 25.9% | 26.8% | --- | 9.3% | 11.0% | --- | 10.1% | 10.4% | --- | 6,519 | 6,033 | --- | 491 | 501 | --- |
| Retired | 22.0% | 20.5% | --- | 37.8% | 38.4% | --- | 25.7% | 26.6% | --- | 8.3% | 8.2% | --- | 6.2% | 6.3% | --- | 40,588 | 38,963 | --- | 2,815 | 2,746 | --- |
| Separated/Discharged | 16.6% | 15.1% | --- | 31.7% | 31.7% | --- | 28.5% | 30.2% | --- | 11.3% | 12.0% | --- | 11.9% | 11.1% | --- | 54,098 | 49,740 | --- | 5,628 | 5,496 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 18.2% | 16.7% | 18.5% | 31.3% | 31.2% | 31.4% | 27.9% | 29.1% | 27.8% | 10.9% | 11.2% | 11.2% | 11.8% | 11.8% | 11.2% | 48,985 | 44,766 | 41,414 | 4,636 | 4,351 | 3,713 |
| No | 18.5% | 17.3% | 17.9% | 35.8% | 36.1% | 36.7% | 26.9% | 27.9% | 27.5% | 10.1% | 10.4% | 10.1% | 8.7% | 8.3% | 7.8% | 309,500 | 284,258 | 274,890 | 30,113 | 29,355 | 26,851 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.4% | 12.5% | 12.5% | 36.3% | 36.0% | 37.0% | 23.4% | 24.0% | 24.2% | 19.4% | 20.0% | 19.2% | 7.6% | 7.6% | 7.1% | 406,408 | 375,988 | 358,999 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 15.2% | 14.0% | 13.9% | 37.5% | 37.2% | 38.2% | 22.3% | 23.0% | 23.3% | 18.1% | 18.7% | 18.0% | 6.9% | 7.1% | 6.6% | 156,510 | 142,936 | 137,012 |
| Field | 12.4% | 11.7% | 11.8% | 35.6% | 35.3% | 36.4% | 23.9% | 24.4% | 24.6% | 20.1% | 20.7% | 19.9% | 8.0% | 7.9% | 7.3% | 240,344 | 222,333 | 211,546 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 11.4% | 10.5% | 10.7% | 34.3% | 34.2% | 35.2% | 25.4% | 26.0% | 26.1% | 20.4% | 20.8% | 20.2% | 8.4% | 8.5% | 7.7% | 261,180 | 241,178 | 232,769 |
| Team Leader | 13.4% | 12.9% | 13.2% | 37.8% | 37.4% | 38.4% | 21.5% | 21.9% | 22.4% | 20.0% | 20.8% | 19.1% | 7.3% | 7.0% | 6.9% | 53,372 | 49,623 | 47,463 |
| Supervisor | 16.8% | 15.8% | 15.4% | 42.3% | 41.7% | 42.8% | 19.4% | 19.4% | 20.0% | 16.4% | 17.8% | 16.7% | 5.1% | 5.3% | 5.1% | 52,530 | 48,637 | 44,507 |
| Manager | 24.9% | 23.9% | 23.7% | 42.5% | 42.1% | 43.0% | 14.8% | 15.4% | 15.6% | 13.5% | 14.2% | 13.5% | 4.3% | 4.4% | 4.2% | 24,363 | 21,619 | 21,320 |
| Senior Leader | 38.6% | 36.9% | 39.7% | 37.6% | 38.7% | 35.7% | 11.0% | 11.5% | 10.9% | 10.1% | 9.5% | 10.2% | 2.7% | 3.3% | 3.5% | 8,066 | 7,048 | 5,398 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 14.1% | 13.1% | 13.0% | 36.9% | 36.7% | 37.4% | 22.9% | 23.7% | 24.1% | 18.3% | 18.9% | 18.4% | 7.8% | 7.6% | 7.1% | 205,407 | 188,898 | 179,211 |
| Female | 12.7% | 11.9% | 12.2% | 35.7% | 35.2% | 36.8% | 23.8% | 24.2% | 24.2% | 20.6% | 21.2% | 20.0% | 7.2% | 7.5% | 6.9% | 188,824 | 174,993 | 168,551 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 13.6% | 12.6% | 13.0% | 34.0% | 33.1% | 35.3% | 24.5% | 25.0% | 25.8% | 18.8% | 20.1% | 17.9% | 9.1% | 9.2% | 8.1% | 33,982 | 30,805 | 28,831 |
| No | 13.5% | 12.6% | 12.6% | 36.7% | 36.5% | 37.4% | 23.1% | 23.7% | 23.9% | 19.3% | 19.9% | 19.2% | 7.3% | 7.3% | 6.9% | 356,443 | 329,312 | 315,555 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 12.0% | 10.0% | 10.7% | 35.5% | 35.6% | 35.0% | 25.3% | 25.9% | 26.1% | 18.1% | 19.4% | 19.8% | 9.1% | 9.0% | 8.4% | 8,379 | 7,558 | 7,772 |
| Asian | 16.1% | 14.8% | 15.2% | 42.1% | 41.7% | 43.0% | 23.7% | 25.0% | 24.5% | 12.6% | 13.2% | 12.5% | 5.5% | 5.3% | 4.8% | 18,707 | 17,098 | 16,265 |
| Black/African American | 14.3% | 13.5% | 13.4% | 37.1% | 37.3% | 38.1% | 23.5% | 23.4% | 23.7% | 17.8% | 18.2% | 17.7% | 7.3% | 7.6% | 7.1% | 60,217 | 56,060 | 53,756 |
| Native Hawaiian/ Pacific Islander | 13.6% | 12.8% | 15.3% | 36.5% | 36.3% | 36.0% | 26.6% | 26.4% | 26.6% | 16.5% | 18.1% | 15.9% | 6.7% | 6.4% | 6.2% | 2,479 | 2,335 | 2,348 |
| White | 13.5% | 12.6% | 12.6% | 36.4% | 36.0% | 37.1% | 22.7% | 23.4% | 23.8% | 20.0% | 20.6% | 19.6% | 7.4% | 7.4% | 6.9% | 274,122 | 253,190 | 242,361 |
| Two or more races (Not Hispanic/ Latino) | 11.2% | 10.5% | 10.3% | 30.9% | 31.1% | 32.5% | 25.6% | 25.8% | 25.8% | 21.9% | 22.2% | 22.0% | 10.4% | 10.4% | 9.4% | 14,464 | 13,075 | 11,613 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.4% | 12.5% | 12.5% | 36.3% | 36.0% | 37.0% | 23.4% | 24.0% | 24.2% | 19.4% | 20.0% | 19.2% | 7.6% | 7.6% | 7.1% | 406,408 | 375,988 | 358,999 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 15.4% | 12.6% | 11.8% | 41.9% | 39.8% | 44.0% | 22.6% | 25.5% | 22.2% | 16.0% | 15.9% | 16.2% | 4.0% | 6.2% | 5.8% | 2,622 | 2,601 | 3,465 |
| 26-29 | 13.0% | 10.7% | 10.2% | 37.3% | 36.0% | 37.6% | 23.2% | 24.9% | 24.4% | 18.7% | 20.8% | 20.1% | 7.7% | 7.7% | 7.7% | 12,116 | 12,191 | 12,949 |
| 30-39 | 12.1% | 11.3% | 11.4% | 36.0% | 35.8% | 36.7% | 23.2% | 23.6% | 24.3% | 20.2% | 20.8% | 19.8% | 8.4% | 8.4% | 7.7% | 71,657 | 64,016 | 58,597 |
| 40-49 | 13.4% | 12.6% | 12.8% | 36.4% | 36.3% | 37.7% | 22.9% | 23.2% | 23.4% | 19.2% | 20.0% | 18.7% | 8.1% | 7.9% | 7.4% | 106,843 | 100,209 | 96,351 |
| 50-59 | 14.0% | 13.0% | 13.3% | 36.2% | 35.8% | 37.0% | 23.5% | 24.2% | 23.9% | 19.3% | 19.8% | 19.1% | 7.0% | 7.2% | 6.6% | 147,953 | 137,184 | 124,602 |
| 60+ | 13.7% | 13.1% | 13.9% | 35.8% | 35.8% | 36.6% | 24.7% | 25.2% | 25.5% | 19.0% | 19.2% | 18.2% | 6.8% | 6.7% | 5.8% | 63,475 | 57,068 | 47,834 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 18.0% | 14.6% | --- | 37.3% | 41.6% | --- | 27.1% | 28.2% | --- | 11.9% | 8.9% | --- | 5.7% | 6.7% | --- | 411 | 396 | --- |
| H.S. Diploma/ GED or equiv | 13.8% | 14.3% | --- | 39.6% | 39.4% | --- | 25.2% | 24.7% | --- | 15.5% | 15.9% | --- | 5.9% | 5.7% | --- | 19,402 | 19,094 | --- |
| Trade/Technical Certificate | 11.6% | 10.6% | --- | 35.3% | 34.8% | --- | 26.0% | 26.9% | --- | 19.7% | 19.6% | --- | 7.5% | 8.1% | --- | 9,581 | 9,025 | --- |
| Some College (no degree) | 13.0% | 12.2% | --- | 34.5% | 34.4% | --- | 25.1% | 25.6% | --- | 19.1% | 19.7% | --- | 8.3% | 8.2% | --- | 60,311 | 58,018 | --- |
| Associate's Degree | 12.7% | 11.9% | --- | 35.3% | 34.0% | --- | 24.8% | 25.9% | --- | 19.7% | 20.2% | --- | 7.5% | 7.9% | --- | 31,410 | 29,536 | --- |
| Bachelor's Degree | 12.9% | 11.9% | --- | 36.8% | 36.7% | --- | 23.5% | 24.2% | --- | 19.4% | 20.0% | --- | 7.4% | 7.2% | --- | 135,885 | 125,111 | --- |
| Master's Degree | 14.5% | 13.5% | --- | 37.4% | 37.0% | --- | 21.5% | 21.8% | --- | 19.6% | 20.3% | --- | 7.1% | 7.4% | --- | 98,286 | 87,654 | --- |
| Doctoral/Professional Degree | 15.4% | 14.2% | --- | 35.2% | 35.2% | --- | 19.9% | 20.3% | --- | 20.6% | 21.9% | --- | 8.9% | 8.4% | --- | 41,061 | 36,665 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 11.6% | 10.9% | 11.5% | 34.6% | 33.6% | 34.6% | 25.5% | 26.9% | 26.6% | 20.5% | 20.5% | 19.7% | 7.8% | 8.1% | 7.7% | 12,690 | 12,324 | 13,340 |
| GS 1-6 | 11.7% | 11.4% | 11.6% | 33.4% | 33.4% | 34.4% | 26.9% | 26.9% | 26.4% | 19.7% | 19.7% | 19.4% | 8.4% | 8.6% | 8.2% | 22,001 | 22,062 | 22,230 |
| GS 7-12 | 12.2% | 11.1% | 11.2% | 35.6% | 35.4% | 36.7% | 24.6% | 25.1% | 25.3% | 19.7% | 20.6% | 19.6% | 7.9% | 7.8% | 7.2% | 166,690 | 157,964 | 145,189 |
| GS 13-15 | 16.1% | 15.4% | 15.3% | 39.3% | 38.9% | 39.7% | 20.1% | 20.6% | 20.9% | 17.9% | 18.7% | 18.0% | 6.6% | 6.4% | 6.0% | 162,536 | 144,187 | 135,955 |
| SES | 44.4% | 42.8% | 42.7% | 35.3% | 36.3% | 35.7% | 8.6% | 9.1% | 9.4% | 8.6% | 9.3% | 9.6% | 3.0% | 2.6% | 2.6% | 5,721 | 4,890 | 4,429 |
| SL/ST | 19.4% | 18.7% | 19.4% | 35.8% | 34.9% | 36.7% | 16.7% | 18.1% | 18.3% | 19.9% | 20.7% | 18.5% | 8.2% | 7.6% | 7.1% | 1,542 | 1,387 | 1,223 |
| Other | 11.1% | 10.2% | 10.9% | 33.8% | 34.3% | 35.2% | 24.4% | 25.0% | 24.8% | 22.4% | 21.5% | 20.9% | 8.3% | 9.0% | 8.2% | 25,672 | 23,106 | 26,448 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.4% | 12.5% | 12.5% | 36.3% | 36.0% | 37.0% | 23.4% | 24.0% | 24.2% | 19.4% | 20.0% | 19.2% | 7.6% | 7.6% | 7.1% | 406,408 | 375,988 | 358,999 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 20.5% | 17.0% | 21.2% | 41.0% | 43.9% | 41.2% | 24.4% | 22.4% | 22.6% | 11.4% | 12.9% | 11.3% | 2.8% | 3.7% | 3.7% | 6,047 | 3,159 | 4,700 |
| 1-3 years | 15.2% | 14.1% | 14.2% | 37.9% | 38.3% | 39.9% | 23.5% | 24.0% | 23.6% | 17.6% | 17.7% | 17.0% | 5.8% | 5.8% | 5.3% | 28,304 | 32,871 | 39,398 |
| 4-5 years | 13.0% | 11.8% | 11.5% | 36.5% | 35.8% | 36.5% | 23.8% | 24.9% | 24.6% | 19.3% | 20.2% | 19.9% | 7.3% | 7.3% | 7.5% | 41,151 | 43,353 | 39,389 |
| 6-10 years | 12.1% | 11.5% | 11.3% | 35.2% | 34.8% | 36.0% | 23.7% | 24.0% | 24.3% | 20.6% | 21.1% | 20.3% | 8.4% | 8.6% | 8.1% | 87,952 | 73,495 | 64,387 |
| 11-14 years | 12.3% | 11.2% | 11.2% | 34.9% | 34.6% | 35.3% | 23.3% | 24.3% | 24.8% | 20.6% | 21.5% | 20.4% | 8.9% | 8.4% | 8.2% | 56,856 | 51,416 | 44,801 |
| 15-20 years | 12.4% | 11.9% | 12.0% | 35.1% | 34.8% | 35.6% | 23.7% | 23.5% | 24.3% | 20.4% | 21.0% | 20.2% | 8.4% | 8.8% | 8.0% | 48,861 | 40,063 | 35,155 |
| > 20 years | 14.7% | 13.7% | 13.6% | 37.6% | 37.0% | 37.7% | 22.7% | 23.5% | 23.8% | 18.3% | 19.0% | 18.6% | 6.8% | 6.9% | 6.4% | 128,498 | 122,236 | 121,474 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 20.4% | 17.7% | 20.5% | 40.0% | 42.3% | 40.3% | 23.8% | 22.9% | 22.6% | 12.2% | 12.9% | 12.3% | 3.6% | 4.2% | 4.4% | 11,913 | 6,512 | 8,789 |
| 1-3 years | 15.0% | 14.0% | 13.5% | 37.2% | 36.7% | 38.6% | 23.2% | 24.1% | 23.6% | 18.0% | 18.6% | 18.2% | 6.7% | 6.6% | 6.0% | 44,627 | 49,914 | 55,197 |
| 4-5 years | 12.6% | 11.5% | 11.1% | 35.9% | 35.2% | 36.0% | 23.5% | 24.6% | 25.0% | 20.0% | 20.8% | 20.1% | 8.0% | 7.9% | 7.8% | 50,011 | 51,856 | 47,704 |
| 6-10 years | 11.7% | 11.3% | 11.1% | 34.8% | 34.6% | 35.5% | 23.9% | 24.3% | 24.6% | 21.0% | 21.2% | 20.5% | 8.5% | 8.6% | 8.2% | 95,954 | 81,088 | 70,350 |
| 11-20 years | 12.5% | 11.6% | 11.8% | 35.2% | 35.2% | 36.1% | 23.6% | 23.8% | 24.6% | 20.2% | 21.1% | 19.7% | 8.5% | 8.3% | 7.7% | 99,183 | 86,501 | 76,909 |
| > 20 years | 15.0% | 14.0% | 14.0% | 38.4% | 37.9% | 38.4% | 22.4% | 23.0% | 23.2% | 17.9% | 18.5% | 18.4% | 6.3% | 6.5% | 5.9% | 94,740 | 89,488 | 89,186 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 17.3% | 16.1% | 15.9% | 42.3% | 42.2% | 42.7% | 22.3% | 22.7% | 23.3% | 14.2% | 14.9% | 14.4% | 3.9% | 4.0% | 3.8% | 263,887 | 240,760 | 238,676 |
| Yes, to retire | 12.6% | 11.2% | 11.6% | 35.5% | 35.3% | 35.2% | 25.4% | 26.2% | 26.1% | 19.9% | 20.2% | 20.8% | 6.6% | 7.1% | 6.4% | 24,194 | 23,122 | 21,482 |
| Yes, to other job in Govt | 5.6% | 5.4% | 5.3% | 25.1% | 24.3% | 25.1% | 25.7% | 26.1% | 26.1% | 29.3% | 30.1% | 29.7% | 14.3% | 14.0% | 13.8% | 73,584 | 68,264 | 56,738 |
| Yes, to other job outside Govt | 4.4% | 4.1% | 4.3% | 20.3% | 20.6% | 21.5% | 22.3% | 22.9% | 23.3% | 33.7% | 34.1% | 33.0% | 19.3% | 18.3% | 17.9% | 15,894 | 15,647 | 15,622 |
| Yes, other | 4.2% | 4.1% | 4.0% | 20.0% | 19.2% | 20.7% | 25.0% | 27.6% | 26.7% | 31.9% | 30.6% | 31.0% | 18.9% | 18.4% | 17.6% | 19,357 | 18,090 | 16,438 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 12.5% | 11.3% | 12.0% | 34.3% | 33.2% | 33.4% | 23.5% | 25.1% | 25.3% | 21.2% | 21.8% | 21.5% | 8.5% | 8.6% | 7.8% | 14,909 | 14,014 | 12,667 |
| Between 1-3 years | 13.0% | 12.1% | 12.1% | 35.6% | 36.1% | 36.2% | 25.0% | 25.5% | 25.5% | 19.6% | 19.5% | 19.9% | 6.9% | 6.8% | 6.3% | 40,075 | 36,449 | 34,504 |
| Between 3-5 years | 12.9% | 12.3% | 12.6% | 35.9% | 36.5% | 36.7% | 24.2% | 24.0% | 24.9% | 20.0% | 20.2% | 19.5% | 6.9% | 7.0% | 6.2% | 43,584 | 39,758 | 36,441 |
| 5 or more years | 13.7% | 12.7% | 12.8% | 36.7% | 36.3% | 37.5% | 23.0% | 23.6% | 23.8% | 19.1% | 19.8% | 18.8% | 7.6% | 7.6% | 7.1% | 295,185 | 272,161 | 261,090 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.4% | 12.5% | 12.5% | 36.3% | 36.0% | 37.0% | 23.4% | 24.0% | 24.2% | 19.4% | 20.0% | 19.2% | 7.6% | 7.6% | 7.1% | 406,408 | 375,988 | 358,999 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 14.2% | 13.1% | 13.2% | 37.3% | 37.0% | 37.9% | 22.9% | 23.4% | 23.7% | 18.7% | 19.3% | 18.5% | 6.9% | 7.1% | 6.6% | 318,463 | 294,703 | 281,670 |
| LGBT* | 13.0% | 12.2% | 12.4% | 33.6% | 32.3% | 34.0% | 21.4% | 21.8% | 22.0% | 21.9% | 23.2% | 23.1% | 10.1% | 10.4% | 8.5% | 11,079 | 9,835 | 8,928 |
| Prefer not to say | 9.0% | 8.8% | 8.6% | 30.9% | 30.8% | 31.9% | 26.3% | 27.4% | 27.4% | 23.1% | 23.1% | 22.8% | 10.7% | 9.8% | 9.3% | 48,238 | 43,910 | 41,055 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 13.0% | 12.1% | --- | 36.9% | 36.5% | --- | 23.3% | 23.9% | --- | 19.5% | 20.2% | --- | 7.3% | 7.3% | --- | 281,900 | 258,273 | --- |
| Currently in Guard/Reserves | 15.4% | 14.1% | --- | 37.0% | 36.5% | --- | 21.9% | 23.1% | --- | 17.6% | 19.0% | --- | 8.1% | 7.3% | --- | 7,012 | 6,535 | --- |
| Retired | 17.2% | 16.2% | --- | 38.5% | 38.7% | --- | 22.3% | 22.3% | --- | 16.4% | 17.0% | --- | 5.6% | 5.7% | --- | 43,441 | 41,744 | --- |
| Separated/Discharged | 12.3% | 11.4% | --- | 32.9% | 32.9% | --- | 24.5% | 25.0% | --- | 20.9% | 21.2% | --- | 9.4% | 9.5% | --- | 59,722 | 55,254 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 13.5% | 12.3% | 12.7% | 31.5% | 31.8% | 32.3% | 23.9% | 24.0% | 24.1% | 21.2% | 21.7% | 21.2% | 10.0% | 10.3% | 9.7% | 53,652 | 49,142 | 45,143 |
| No | 13.5% | 12.6% | 12.6% | 37.3% | 36.9% | 38.0% | 23.2% | 23.8% | 24.1% | 18.9% | 19.6% | 18.8% | 7.0% | 7.0% | 6.5% | 339,611 | 313,630 | 301,783 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 11.4% | 10.7% | 11.2% | 35.4% | 34.9% | 36.4% | 24.0% | 24.5% | 23.9% | 20.4% | 21.0% | 20.2% | 8.8% | 8.9% | 8.3% | 405,736 | 375,120 | 358,403 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 13.2% | 12.2% | 12.5% | 36.6% | 36.1% | 37.6% | 23.0% | 23.5% | 23.1% | 19.1% | 19.8% | 19.2% | 8.1% | 8.3% | 7.6% | 156,272 | 142,639 | 136,801 |
| Field | 10.5% | 9.9% | 10.5% | 34.7% | 34.2% | 35.7% | 24.4% | 24.9% | 24.2% | 21.1% | 21.8% | 20.8% | 9.3% | 9.2% | 8.7% | 239,993 | 221,884 | 211,258 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 10.0% | 9.3% | 9.9% | 34.1% | 33.7% | 35.3% | 25.1% | 25.6% | 25.0% | 21.1% | 21.7% | 20.9% | 9.6% | 9.7% | 8.9% | 260,799 | 240,668 | 232,468 |
| Team Leader | 9.8% | 9.5% | 10.4% | 34.6% | 34.4% | 35.6% | 24.3% | 24.4% | 23.8% | 22.1% | 22.8% | 21.5% | 9.2% | 8.9% | 8.7% | 53,301 | 49,532 | 47,413 |
| Supervisor | 14.4% | 13.4% | 13.6% | 40.1% | 39.5% | 40.7% | 21.4% | 21.7% | 21.5% | 18.0% | 18.9% | 17.8% | 6.2% | 6.5% | 6.2% | 52,430 | 48,548 | 44,418 |
| Manager | 22.3% | 21.1% | 21.5% | 42.5% | 41.7% | 42.7% | 16.6% | 17.8% | 16.7% | 13.7% | 14.4% | 14.4% | 5.0% | 5.0% | 4.7% | 24,335 | 21,576 | 21,279 |
| Senior Leader | 36.3% | 35.4% | 36.5% | 38.4% | 37.9% | 37.2% | 12.9% | 13.8% | 12.3% | 9.3% | 9.5% | 10.5% | 3.1% | 3.5% | 3.5% | 8,050 | 7,029 | 5,387 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 11.8% | 11.0% | 11.4% | 35.2% | 35.0% | 36.3% | 24.0% | 24.5% | 24.0% | 19.8% | 20.5% | 19.7% | 9.2% | 9.0% | 8.5% | 205,040 | 188,501 | 178,939 |
| Female | 11.1% | 10.5% | 11.2% | 35.8% | 34.9% | 36.8% | 23.9% | 24.2% | 23.4% | 21.0% | 21.7% | 20.7% | 8.3% | 8.6% | 7.9% | 188,588 | 174,642 | 168,326 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 11.8% | 11.3% | 11.8% | 33.4% | 33.1% | 34.9% | 24.3% | 24.0% | 24.7% | 20.1% | 21.4% | 19.2% | 10.4% | 10.1% | 9.4% | 33,910 | 30,744 | 28,764 |
| No | 11.5% | 10.8% | 11.3% | 35.8% | 35.2% | 36.7% | 23.9% | 24.4% | 23.6% | 20.3% | 20.9% | 20.2% | 8.6% | 8.7% | 8.1% | 355,922 | 328,642 | 315,126 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 10.1% | 8.7% | 9.0% | 31.9% | 31.8% | 32.1% | 25.8% | 25.8% | 26.3% | 20.9% | 22.6% | 21.4% | 11.3% | 11.2% | 11.1% | 8,362 | 7,537 | 7,766 |
| Asian | 13.9% | 13.1% | 13.7% | 41.0% | 41.0% | 42.7% | 25.2% | 25.7% | 23.5% | 13.3% | 13.4% | 14.7% | 6.6% | 6.8% | 5.5% | 18,665 | 17,051 | 16,218 |
| Black/African American | 13.4% | 12.6% | 13.1% | 39.3% | 38.8% | 40.7% | 23.0% | 23.2% | 22.6% | 16.8% | 17.7% | 16.6% | 7.6% | 7.8% | 6.9% | 60,138 | 55,950 | 53,695 |
| Native Hawaiian/ Pacific Islander | 12.7% | 11.7% | 12.5% | 33.2% | 35.7% | 35.8% | 29.6% | 28.9% | 27.1% | 16.3% | 15.7% | 17.7% | 8.1% | 8.0% | 7.0% | 2,469 | 2,331 | 2,348 |
| White | 11.2% | 10.5% | 11.0% | 34.9% | 34.2% | 35.7% | 23.6% | 24.2% | 23.6% | 21.4% | 22.2% | 21.1% | 8.9% | 8.9% | 8.4% | 273,700 | 252,670 | 242,010 |
| Two or more races (Not Hispanic/ Latino) | 9.6% | 8.8% | 9.0% | 30.1% | 31.2% | 32.4% | 26.0% | 24.9% | 26.3% | 23.1% | 23.3% | 21.7% | 11.3% | 11.8% | 10.5% | 14,453 | 13,046 | 11,591 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 11.4% | 10.7% | 11.2% | 35.4% | 34.9% | 36.4% | 24.0% | 24.5% | 23.9% | 20.4% | 21.0% | 20.2% | 8.8% | 8.9% | 8.3% | 405,736 | 375,120 | 358,403 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 13.1% | 10.9% | 11.8% | 39.3% | 37.0% | 41.0% | 22.6% | 26.2% | 21.5% | 17.9% | 17.7% | 19.5% | 7.0% | 8.2% | 6.1% | 2,619 | 2,599 | 3,459 |
| 26-29 | 11.5% | 9.5% | 9.8% | 34.4% | 33.6% | 35.7% | 23.0% | 23.6% | 23.3% | 20.9% | 23.3% | 21.3% | 10.2% | 10.0% | 9.9% | 12,088 | 12,166 | 12,931 |
| 30-39 | 10.1% | 9.6% | 10.1% | 34.1% | 33.6% | 34.9% | 23.5% | 23.8% | 23.4% | 21.8% | 22.4% | 21.9% | 10.4% | 10.6% | 9.7% | 71,558 | 63,905 | 58,551 |
| 40-49 | 11.6% | 10.7% | 11.3% | 35.3% | 35.0% | 37.2% | 23.3% | 24.1% | 23.1% | 20.4% | 20.9% | 19.8% | 9.4% | 9.2% | 8.6% | 106,746 | 100,039 | 96,280 |
| 50-59 | 11.9% | 11.2% | 11.9% | 35.9% | 35.2% | 36.7% | 24.3% | 24.7% | 23.9% | 20.0% | 20.8% | 20.0% | 8.0% | 8.1% | 7.5% | 147,707 | 136,853 | 124,392 |
| 60+ | 11.8% | 11.2% | 12.7% | 36.2% | 35.9% | 37.6% | 25.8% | 26.0% | 25.4% | 18.9% | 19.6% | 17.9% | 7.2% | 7.3% | 6.4% | 63,275 | 56,847 | 47,694 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 15.9% | 15.3% | --- | 34.8% | 37.2% | --- | 33.0% | 28.0% | --- | 10.1% | 11.2% | --- | 6.2% | 8.3% | --- | 405 | 394 | --- |
| H.S. Diploma/ GED or equiv | 12.3% | 12.2% | --- | 37.8% | 37.5% | --- | 25.3% | 24.8% | --- | 17.5% | 17.9% | --- | 7.1% | 7.7% | --- | 19,352 | 19,031 | --- |
| Trade/Technical Certificate | 9.6% | 8.6% | --- | 34.0% | 32.9% | --- | 26.7% | 27.7% | --- | 20.1% | 21.5% | --- | 9.6% | 9.3% | --- | 9,580 | 9,006 | --- |
| Some College (no degree) | 10.9% | 10.4% | --- | 34.1% | 33.3% | --- | 25.4% | 25.7% | --- | 20.0% | 21.3% | --- | 9.5% | 9.4% | --- | 60,184 | 57,888 | --- |
| Associate's Degree | 10.8% | 10.1% | --- | 34.1% | 32.6% | --- | 25.3% | 26.6% | --- | 20.9% | 21.5% | --- | 8.9% | 9.1% | --- | 31,365 | 29,471 | --- |
| Bachelor's Degree | 11.1% | 10.3% | --- | 35.8% | 35.9% | --- | 23.9% | 24.1% | --- | 20.4% | 21.0% | --- | 8.9% | 8.6% | --- | 135,716 | 124,842 | --- |
| Master's Degree | 12.4% | 11.6% | --- | 36.6% | 35.8% | --- | 22.2% | 22.8% | --- | 20.6% | 21.2% | --- | 8.2% | 8.6% | --- | 98,140 | 87,549 | --- |
| Doctoral/Professional Degree | 12.9% | 11.9% | --- | 35.0% | 34.6% | --- | 21.7% | 23.0% | --- | 21.3% | 21.3% | --- | 9.1% | 9.3% | --- | 41,001 | 36,573 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 9.0% | 8.5% | 9.8% | 32.2% | 30.4% | 31.3% | 26.9% | 27.2% | 27.5% | 22.1% | 23.8% | 22.5% | 9.8% | 10.1% | 9.0% | 12,654 | 12,281 | 13,313 |
| GS 1-6 | 11.2% | 10.7% | 10.9% | 34.3% | 33.6% | 36.4% | 26.2% | 26.6% | 25.2% | 19.4% | 19.9% | 18.8% | 8.8% | 9.1% | 8.7% | 21,965 | 21,996 | 22,200 |
| GS 7-12 | 10.5% | 9.6% | 10.2% | 34.9% | 34.7% | 36.5% | 24.8% | 25.0% | 24.5% | 20.5% | 21.5% | 20.3% | 9.3% | 9.1% | 8.5% | 166,404 | 157,628 | 145,023 |
| GS 13-15 | 13.5% | 12.8% | 13.5% | 37.6% | 37.1% | 38.3% | 21.4% | 22.3% | 21.2% | 19.7% | 19.9% | 19.4% | 7.8% | 7.9% | 7.5% | 162,340 | 143,936 | 135,744 |
| SES | 42.6% | 41.3% | 39.6% | 35.8% | 36.1% | 36.7% | 10.2% | 11.0% | 10.8% | 8.1% | 8.6% | 10.0% | 3.3% | 3.1% | 2.9% | 5,718 | 4,880 | 4,418 |
| SL/ST | 15.8% | 16.3% | 17.1% | 35.9% | 37.8% | 37.0% | 19.3% | 16.2% | 19.3% | 21.1% | 21.4% | 20.1% | 8.0% | 8.3% | 6.5% | 1,540 | 1,381 | 1,222 |
| Other | 9.1% | 9.2% | 8.9% | 33.6% | 33.2% | 34.5% | 25.7% | 25.4% | 25.1% | 22.2% | 22.3% | 22.5% | 9.5% | 9.9% | 9.0% | 25,638 | 23,055 | 26,397 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 11.4% | 10.7% | 11.2% | 35.4% | 34.9% | 36.4% | 24.0% | 24.5% | 23.9% | 20.4% | 21.0% | 20.2% | 8.8% | 8.9% | 8.3% | 405,736 | 375,120 | 358,403 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 19.8% | 16.3% | 20.9% | 44.1% | 45.0% | 44.1% | 20.9% | 22.3% | 19.7% | 12.0% | 12.8% | 11.4% | 3.2% | 3.6% | 3.9% | 6,038 | 3,160 | 4,698 |
| 1-3 years | 13.6% | 12.8% | 12.9% | 38.9% | 38.1% | 40.3% | 23.2% | 24.0% | 22.7% | 17.6% | 18.5% | 17.7% | 6.7% | 6.6% | 6.4% | 28,252 | 32,813 | 39,360 |
| 4-5 years | 11.2% | 10.0% | 10.5% | 35.0% | 35.1% | 36.0% | 24.5% | 24.6% | 23.6% | 20.5% | 21.6% | 21.2% | 8.9% | 8.6% | 8.7% | 41,103 | 43,291 | 39,343 |
| 6-10 years | 10.2% | 9.8% | 9.9% | 34.1% | 33.2% | 35.0% | 24.1% | 24.3% | 24.0% | 21.7% | 22.3% | 21.7% | 9.9% | 10.4% | 9.4% | 87,826 | 73,343 | 64,327 |
| 11-14 years | 10.1% | 9.5% | 9.7% | 33.6% | 32.8% | 34.5% | 24.2% | 25.0% | 24.5% | 21.8% | 22.7% | 21.8% | 10.3% | 10.0% | 9.6% | 56,796 | 51,303 | 44,755 |
| 15-20 years | 10.7% | 10.1% | 10.5% | 34.0% | 33.4% | 34.6% | 24.1% | 24.5% | 24.3% | 21.4% | 21.9% | 21.1% | 9.7% | 10.1% | 9.5% | 48,778 | 40,009 | 35,104 |
| > 20 years | 12.4% | 11.6% | 12.2% | 36.5% | 36.2% | 37.0% | 24.0% | 24.4% | 24.0% | 19.3% | 20.0% | 19.3% | 7.8% | 7.9% | 7.5% | 128,280 | 121,914 | 121,225 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 19.9% | 17.5% | 20.2% | 42.7% | 43.3% | 42.2% | 21.1% | 21.7% | 20.3% | 12.1% | 13.2% | 12.9% | 4.3% | 4.4% | 4.4% | 11,902 | 6,508 | 8,785 |
| 1-3 years | 13.4% | 12.7% | 12.4% | 37.4% | 36.7% | 38.9% | 22.9% | 23.7% | 22.8% | 18.7% | 19.5% | 18.5% | 7.6% | 7.4% | 7.3% | 44,556 | 49,836 | 55,142 |
| 4-5 years | 10.8% | 9.8% | 10.1% | 34.5% | 34.3% | 35.6% | 24.5% | 24.6% | 23.9% | 20.7% | 22.0% | 21.3% | 9.4% | 9.3% | 9.1% | 49,946 | 51,774 | 47,650 |
| 6-10 years | 9.9% | 9.6% | 9.7% | 33.6% | 32.9% | 34.7% | 24.2% | 24.7% | 24.4% | 22.2% | 22.4% | 21.8% | 10.1% | 10.4% | 9.4% | 95,835 | 80,915 | 70,259 |
| 11-20 years | 10.4% | 9.7% | 10.2% | 34.0% | 33.5% | 35.0% | 24.4% | 24.8% | 24.5% | 21.4% | 22.0% | 21.1% | 9.8% | 9.9% | 9.2% | 99,031 | 86,327 | 76,813 |
| > 20 years | 12.3% | 11.6% | 12.5% | 37.3% | 36.8% | 37.3% | 24.0% | 24.4% | 23.9% | 19.0% | 19.8% | 19.3% | 7.3% | 7.4% | 7.1% | 94,571 | 89,248 | 88,983 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 14.8% | 13.9% | 14.1% | 41.0% | 40.5% | 41.6% | 23.2% | 23.7% | 23.1% | 16.1% | 16.9% | 16.4% | 4.9% | 5.0% | 4.8% | 263,491 | 240,297 | 238,349 |
| Yes, to retire | 10.5% | 9.3% | 10.3% | 35.4% | 35.0% | 35.1% | 25.5% | 26.5% | 25.9% | 20.5% | 21.4% | 21.0% | 8.0% | 7.8% | 7.7% | 24,108 | 23,031 | 21,429 |
| Yes, to other job in Govt | 4.8% | 4.6% | 4.9% | 24.6% | 24.3% | 25.6% | 25.1% | 25.3% | 24.9% | 29.2% | 29.5% | 29.0% | 16.3% | 16.3% | 15.5% | 73,511 | 68,124 | 56,661 |
| Yes, to other job outside Govt | 3.6% | 3.5% | 4.0% | 21.2% | 20.5% | 22.7% | 23.5% | 23.9% | 23.0% | 30.6% | 32.5% | 31.1% | 21.1% | 19.6% | 19.3% | 15,871 | 15,616 | 15,597 |
| Yes, other | 3.5% | 3.6% | 3.6% | 20.2% | 19.4% | 21.1% | 26.7% | 27.6% | 27.2% | 29.8% | 29.9% | 28.9% | 19.8% | 19.5% | 19.2% | 19,331 | 18,056 | 16,414 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 10.2% | 9.5% | 10.5% | 34.6% | 33.6% | 33.7% | 24.2% | 25.5% | 25.6% | 21.4% | 22.1% | 21.0% | 9.6% | 9.3% | 9.2% | 14,867 | 13,954 | 12,644 |
| Between 1-3 years | 11.2% | 10.1% | 10.8% | 35.2% | 35.5% | 36.3% | 25.3% | 26.0% | 25.1% | 20.5% | 21.0% | 20.6% | 7.8% | 7.4% | 7.2% | 39,992 | 36,340 | 34,420 |
| Between 3-5 years | 10.8% | 10.7% | 11.2% | 35.9% | 35.4% | 36.8% | 25.0% | 24.9% | 24.5% | 20.4% | 20.7% | 20.0% | 7.9% | 8.3% | 7.4% | 43,497 | 39,646 | 36,371 |
| 5 or more years | 11.7% | 10.9% | 11.4% | 35.5% | 35.0% | 36.7% | 23.6% | 24.1% | 23.4% | 20.2% | 21.0% | 20.1% | 9.0% | 9.0% | 8.4% | 294,794 | 271,685 | 260,763 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 11.4% | 10.7% | 11.2% | 35.4% | 34.9% | 36.4% | 24.0% | 24.5% | 23.9% | 20.4% | 21.0% | 20.2% | 8.8% | 8.9% | 8.3% | 405,736 | 375,120 | 358,403 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 12.2% | 11.3% | 11.9% | 36.6% | 36.0% | 37.5% | 23.5% | 24.0% | 23.4% | 19.6% | 20.5% | 19.6% | 8.2% | 8.3% | 7.8% | 317,985 | 294,111 | 281,258 |
| LGBT* | 11.5% | 11.0% | 10.8% | 32.1% | 31.8% | 33.5% | 22.7% | 22.9% | 21.7% | 22.3% | 23.0% | 23.1% | 11.3% | 11.3% | 10.9% | 11,052 | 9,809 | 8,925 |
| Prefer not to say | 7.5% | 7.5% | 7.6% | 29.4% | 29.4% | 31.1% | 26.9% | 27.3% | 27.0% | 24.2% | 23.9% | 23.4% | 11.9% | 11.9% | 11.0% | 48,158 | 43,807 | 40,973 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 11.1% | 10.5% | --- | 36.0% | 35.4% | --- | 23.9% | 24.4% | --- | 20.3% | 21.0% | --- | 8.6% | 8.7% | --- | 281,453 | 257,784 | --- |
| Currently in Guard/Reserves | 13.0% | 11.8% | --- | 36.3% | 35.7% | --- | 22.5% | 23.1% | --- | 19.3% | 20.2% | --- | 9.0% | 9.2% | --- | 7,010 | 6,520 | --- |
| Retired | 14.4% | 13.4% | --- | 37.5% | 37.0% | --- | 23.2% | 23.7% | --- | 18.2% | 19.0% | --- | 6.7% | 6.9% | --- | 43,361 | 41,643 | --- |
| Separated/Discharged | 10.5% | 9.6% | --- | 32.4% | 32.2% | --- | 24.6% | 25.2% | --- | 21.7% | 22.5% | --- | 10.8% | 10.5% | --- | 59,644 | 55,120 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 11.7% | 10.6% | 11.6% | 31.9% | 31.6% | 33.1% | 24.3% | 24.7% | 24.3% | 21.1% | 22.3% | 20.8% | 11.0% | 10.8% | 10.3% | 53,536 | 49,022 | 45,077 |
| No | 11.5% | 10.8% | 11.3% | 36.2% | 35.7% | 37.2% | 23.9% | 24.3% | 23.7% | 20.1% | 20.8% | 20.0% | 8.3% | 8.4% | 7.9% | 339,120 | 312,996 | 301,349 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.5% | 12.3% | 12.3% | 33.1% | 32.3% | 33.1% | 23.8% | 24.5% | 24.7% | 18.6% | 19.7% | 19.2% | 10.9% | 11.3% | 10.7% | 404,473 | 373,823 | 357,371 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 15.3% | 13.9% | 13.8% | 34.2% | 33.3% | 33.9% | 23.1% | 23.9% | 24.0% | 17.3% | 18.5% | 18.4% | 10.1% | 10.4% | 10.0% | 155,747 | 142,201 | 136,401 |
| Field | 12.6% | 11.5% | 11.5% | 32.5% | 31.7% | 32.7% | 24.1% | 24.7% | 25.0% | 19.3% | 20.4% | 19.6% | 11.5% | 11.8% | 11.2% | 239,318 | 221,115 | 210,710 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 12.2% | 11.1% | 11.2% | 32.0% | 31.1% | 32.1% | 24.6% | 25.2% | 25.3% | 19.3% | 20.5% | 19.8% | 11.9% | 12.2% | 11.6% | 260,066 | 239,951 | 231,865 |
| Team Leader | 13.0% | 12.0% | 12.0% | 32.4% | 32.1% | 33.1% | 23.4% | 23.8% | 23.7% | 19.6% | 20.4% | 20.2% | 11.5% | 11.6% | 11.0% | 53,123 | 49,367 | 47,255 |
| Supervisor | 15.7% | 14.3% | 14.0% | 37.9% | 36.8% | 37.3% | 22.6% | 23.6% | 23.9% | 16.4% | 17.3% | 16.9% | 7.4% | 8.1% | 8.0% | 52,303 | 48,315 | 44,316 |
| Manager | 22.3% | 20.5% | 19.9% | 38.3% | 38.1% | 37.4% | 20.0% | 20.3% | 21.4% | 13.4% | 14.7% | 14.8% | 6.1% | 6.5% | 6.4% | 24,221 | 21,503 | 21,214 |
| Senior Leader | 34.1% | 32.1% | 31.5% | 35.0% | 33.0% | 33.9% | 15.6% | 17.7% | 17.2% | 10.7% | 11.6% | 11.8% | 4.7% | 5.5% | 5.6% | 8,020 | 7,008 | 5,368 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 13.7% | 12.4% | 12.2% | 33.5% | 32.7% | 33.6% | 24.4% | 25.1% | 25.3% | 17.5% | 18.6% | 18.2% | 10.9% | 11.2% | 10.7% | 204,432 | 187,889 | 178,409 |
| Female | 13.5% | 12.4% | 12.6% | 32.8% | 31.8% | 32.7% | 22.9% | 23.5% | 23.7% | 19.9% | 21.0% | 20.3% | 10.9% | 11.3% | 10.7% | 188,041 | 174,057 | 167,919 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 13.4% | 12.7% | 12.9% | 30.5% | 29.4% | 31.3% | 23.4% | 23.8% | 24.7% | 19.2% | 20.4% | 18.8% | 13.4% | 13.6% | 12.3% | 33,848 | 30,649 | 28,691 |
| No | 13.7% | 12.4% | 12.3% | 33.5% | 32.7% | 33.5% | 23.7% | 24.4% | 24.5% | 18.5% | 19.5% | 19.2% | 10.6% | 11.0% | 10.5% | 354,839 | 327,559 | 314,284 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 11.3% | 9.6% | 10.1% | 29.3% | 29.0% | 28.0% | 24.6% | 25.7% | 26.3% | 20.5% | 21.2% | 21.1% | 14.3% | 14.4% | 14.6% | 8,333 | 7,515 | 7,741 |
| Asian | 15.6% | 14.4% | 14.7% | 38.5% | 36.6% | 38.1% | 24.5% | 26.1% | 24.8% | 13.4% | 14.3% | 14.9% | 7.9% | 8.6% | 7.5% | 18,625 | 17,007 | 16,196 |
| Black/African American | 14.6% | 13.5% | 13.6% | 33.3% | 32.9% | 34.3% | 22.9% | 23.2% | 23.4% | 17.8% | 18.8% | 17.7% | 11.4% | 11.6% | 11.0% | 59,987 | 55,740 | 53,557 |
| Native Hawaiian/ Pacific Islander | 13.3% | 12.4% | 11.9% | 33.0% | 29.4% | 32.7% | 26.2% | 27.5% | 26.5% | 15.7% | 19.5% | 18.6% | 11.7% | 11.2% | 10.3% | 2,470 | 2,317 | 2,334 |
| White | 13.7% | 12.4% | 12.2% | 33.4% | 32.6% | 33.3% | 23.5% | 24.1% | 24.5% | 18.8% | 20.0% | 19.5% | 10.5% | 10.9% | 10.4% | 272,842 | 251,863 | 241,361 |
| Two or more races (Not Hispanic/ Latino) | 10.9% | 9.8% | 10.5% | 28.1% | 27.6% | 28.3% | 25.0% | 25.5% | 26.3% | 21.1% | 22.1% | 20.7% | 14.9% | 15.0% | 14.2% | 14,411 | 13,005 | 11,561 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.5% | 12.3% | 12.3% | 33.1% | 32.3% | 33.1% | 23.8% | 24.5% | 24.7% | 18.6% | 19.7% | 19.2% | 10.9% | 11.3% | 10.7% | 404,473 | 373,823 | 357,371 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 15.9% | 13.8% | 12.5% | 36.2% | 34.9% | 38.2% | 21.1% | 23.3% | 23.1% | 15.3% | 18.2% | 17.6% | 11.5% | 9.9% | 8.7% | 2,611 | 2,591 | 3,444 |
| 26-29 | 13.5% | 11.4% | 10.7% | 32.4% | 31.5% | 33.4% | 22.6% | 23.7% | 23.3% | 19.2% | 20.3% | 20.0% | 12.2% | 13.1% | 12.5% | 12,074 | 12,133 | 12,918 |
| 30-39 | 11.9% | 11.1% | 11.0% | 32.2% | 31.2% | 32.3% | 23.3% | 23.4% | 24.5% | 19.8% | 20.9% | 20.0% | 12.8% | 13.5% | 12.3% | 71,410 | 63,777 | 58,469 |
| 40-49 | 13.6% | 12.4% | 12.4% | 32.8% | 32.2% | 33.6% | 23.4% | 24.2% | 24.2% | 18.7% | 19.4% | 18.8% | 11.5% | 11.8% | 11.0% | 106,413 | 99,682 | 95,999 |
| 50-59 | 14.1% | 12.6% | 12.9% | 33.4% | 32.4% | 33.0% | 24.1% | 24.9% | 24.8% | 18.2% | 19.7% | 19.3% | 10.2% | 10.4% | 10.1% | 147,202 | 136,286 | 123,999 |
| 60+ | 14.3% | 13.4% | 14.2% | 34.2% | 33.6% | 34.5% | 25.3% | 25.7% | 25.7% | 17.4% | 18.5% | 17.5% | 8.7% | 8.8% | 8.1% | 63,028 | 56,649 | 47,571 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 18.4% | 16.6% | --- | 33.3% | 36.7% | --- | 29.1% | 27.6% | --- | 11.3% | 12.5% | --- | 8.0% | 6.5% | --- | 409 | 390 | --- |
| H.S. Diploma/ GED or equiv | 15.0% | 14.3% | --- | 34.5% | 33.0% | --- | 23.0% | 24.2% | --- | 17.2% | 18.4% | --- | 10.3% | 10.1% | --- | 19,301 | 18,984 | --- |
| Trade/Technical Certificate | 11.6% | 10.5% | --- | 30.9% | 30.3% | --- | 25.6% | 24.8% | --- | 19.5% | 21.1% | --- | 12.4% | 13.3% | --- | 9,559 | 8,963 | --- |
| Some College (no degree) | 13.0% | 11.8% | --- | 30.8% | 30.0% | --- | 23.8% | 24.5% | --- | 19.7% | 21.0% | --- | 12.7% | 12.7% | --- | 60,002 | 57,657 | --- |
| Associate's Degree | 12.8% | 11.3% | --- | 31.0% | 30.1% | --- | 24.2% | 24.7% | --- | 20.1% | 20.9% | --- | 11.9% | 13.0% | --- | 31,251 | 29,381 | --- |
| Bachelor's Degree | 13.1% | 12.0% | --- | 34.1% | 33.4% | --- | 24.0% | 24.8% | --- | 18.4% | 19.2% | --- | 10.5% | 10.7% | --- | 135,273 | 124,477 | --- |
| Master's Degree | 14.3% | 13.0% | --- | 34.3% | 33.2% | --- | 23.7% | 24.2% | --- | 17.8% | 19.2% | --- | 10.0% | 10.4% | --- | 97,895 | 87,235 | --- |
| Doctoral/Professional Degree | 16.1% | 14.6% | --- | 34.2% | 34.0% | --- | 22.3% | 22.8% | --- | 17.3% | 18.4% | --- | 10.0% | 10.2% | --- | 40,865 | 36,465 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 10.7% | 9.7% | 10.1% | 29.5% | 27.5% | 28.4% | 25.0% | 26.0% | 26.0% | 20.8% | 22.1% | 21.7% | 14.0% | 14.6% | 13.8% | 12,608 | 12,244 | 13,276 |
| GS 1-6 | 12.6% | 11.9% | 12.4% | 29.9% | 29.2% | 30.6% | 23.6% | 23.8% | 23.5% | 20.2% | 20.9% | 20.1% | 13.7% | 14.3% | 13.4% | 21,872 | 21,924 | 22,119 |
| GS 7-12 | 12.6% | 11.3% | 11.4% | 32.5% | 31.5% | 32.9% | 24.2% | 25.2% | 25.3% | 19.0% | 20.2% | 19.5% | 11.6% | 11.8% | 11.0% | 165,999 | 157,181 | 144,673 |
| GS 13-15 | 16.0% | 14.8% | 14.7% | 36.6% | 36.2% | 36.6% | 23.1% | 23.3% | 23.6% | 16.3% | 17.3% | 17.0% | 8.1% | 8.4% | 8.1% | 161,824 | 143,407 | 135,346 |
| SES | 40.4% | 37.3% | 33.5% | 33.9% | 33.3% | 34.1% | 13.1% | 15.2% | 15.9% | 8.2% | 10.4% | 11.7% | 4.4% | 3.8% | 4.8% | 5,689 | 4,862 | 4,401 |
| SL/ST | 22.2% | 19.5% | 19.2% | 31.1% | 34.7% | 32.3% | 22.2% | 19.9% | 26.0% | 16.7% | 18.1% | 14.2% | 7.7% | 7.7% | 8.3% | 1,531 | 1,382 | 1,218 |
| Other | 10.6% | 10.1% | 9.7% | 30.0% | 29.6% | 30.4% | 24.0% | 24.4% | 24.9% | 22.0% | 22.3% | 22.1% | 13.4% | 13.7% | 12.9% | 25,540 | 22,966 | 26,345 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.5% | 12.3% | 12.3% | 33.1% | 32.3% | 33.1% | 23.8% | 24.5% | 24.7% | 18.6% | 19.7% | 19.2% | 10.9% | 11.3% | 10.7% | 404,473 | 373,823 | 357,371 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 20.7% | 17.6% | 21.4% | 40.6% | 40.8% | 40.5% | 24.1% | 24.7% | 23.5% | 10.4% | 12.2% | 10.0% | 4.3% | 4.8% | 4.7% | 6,029 | 3,147 | 4,671 |
| 1-3 years | 16.2% | 14.9% | 14.7% | 35.0% | 34.9% | 35.9% | 23.1% | 24.1% | 24.3% | 16.7% | 16.8% | 16.8% | 9.0% | 9.2% | 8.3% | 28,184 | 32,744 | 39,254 |
| 4-5 years | 13.6% | 12.0% | 11.3% | 33.4% | 31.9% | 32.8% | 23.6% | 25.4% | 24.5% | 18.6% | 19.5% | 20.0% | 10.8% | 11.3% | 11.4% | 40,989 | 43,208 | 39,251 |
| 6-10 years | 11.9% | 11.2% | 10.7% | 31.5% | 30.4% | 31.7% | 24.0% | 24.1% | 24.9% | 20.0% | 21.1% | 20.4% | 12.6% | 13.2% | 12.4% | 87,625 | 73,114 | 64,187 |
| 11-14 years | 11.8% | 10.4% | 10.5% | 31.2% | 30.6% | 31.7% | 24.3% | 24.6% | 25.0% | 19.9% | 21.6% | 20.3% | 12.7% | 12.8% | 12.3% | 56,634 | 51,149 | 44,605 |
| 15-20 years | 12.6% | 11.4% | 11.7% | 31.9% | 31.3% | 31.3% | 24.3% | 24.6% | 24.9% | 19.6% | 20.2% | 19.6% | 11.7% | 12.5% | 12.4% | 48,616 | 39,837 | 35,013 |
| > 20 years | 15.0% | 13.5% | 13.4% | 34.8% | 33.8% | 34.0% | 23.4% | 24.2% | 24.4% | 17.4% | 18.9% | 18.8% | 9.4% | 9.7% | 9.5% | 127,813 | 121,436 | 120,883 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 20.5% | 18.0% | 19.9% | 38.9% | 38.2% | 38.5% | 25.0% | 26.5% | 25.4% | 10.7% | 12.3% | 11.1% | 4.9% | 5.1% | 5.2% | 11,884 | 6,481 | 8,748 |
| 1-3 years | 15.6% | 14.6% | 14.2% | 34.4% | 33.5% | 34.5% | 23.0% | 24.0% | 24.4% | 17.0% | 17.7% | 17.6% | 10.0% | 10.1% | 9.4% | 44,428 | 49,702 | 54,984 |
| 4-5 years | 13.3% | 11.5% | 10.9% | 32.3% | 31.2% | 32.2% | 24.0% | 25.3% | 24.8% | 18.8% | 20.0% | 20.3% | 11.6% | 11.9% | 11.9% | 49,795 | 51,636 | 47,536 |
| 6-10 years | 11.8% | 11.1% | 10.5% | 31.1% | 30.2% | 31.4% | 24.0% | 24.1% | 24.8% | 20.4% | 21.3% | 20.8% | 12.8% | 13.3% | 12.5% | 95,583 | 80,656 | 70,102 |
| 11-20 years | 12.1% | 10.9% | 11.3% | 31.9% | 31.3% | 32.2% | 24.2% | 24.5% | 24.8% | 19.8% | 21.0% | 19.9% | 11.9% | 12.3% | 11.8% | 98,751 | 86,022 | 76,564 |
| > 20 years | 15.2% | 13.7% | 13.6% | 35.8% | 34.9% | 34.8% | 23.2% | 24.1% | 24.2% | 17.0% | 18.3% | 18.4% | 8.8% | 9.0% | 9.0% | 94,215 | 88,924 | 88,761 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 17.5% | 16.0% | 15.6% | 38.7% | 38.1% | 38.5% | 22.9% | 23.6% | 23.9% | 14.9% | 15.9% | 15.7% | 6.1% | 6.5% | 6.3% | 262,719 | 239,506 | 237,685 |
| Yes, to retire | 13.0% | 11.4% | 11.9% | 33.8% | 33.0% | 32.6% | 25.8% | 26.5% | 26.3% | 18.5% | 19.9% | 19.6% | 9.0% | 9.2% | 9.6% | 24,014 | 22,948 | 21,367 |
| Yes, to other job in Govt | 5.7% | 4.9% | 4.9% | 22.1% | 20.8% | 21.3% | 25.3% | 25.8% | 26.1% | 26.5% | 27.7% | 27.5% | 20.4% | 20.8% | 20.2% | 73,321 | 67,938 | 56,536 |
| Yes, to other job outside Govt | 3.9% | 3.6% | 3.9% | 18.5% | 17.1% | 19.0% | 23.9% | 23.6% | 24.6% | 27.8% | 30.0% | 27.9% | 25.9% | 25.7% | 24.6% | 15,812 | 15,570 | 15,564 |
| Yes, other | 4.0% | 4.1% | 3.9% | 17.8% | 17.3% | 18.5% | 27.0% | 27.4% | 26.7% | 26.5% | 26.7% | 27.1% | 24.7% | 24.5% | 23.7% | 19,267 | 17,977 | 16,361 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 13.1% | 11.7% | 12.1% | 33.6% | 31.6% | 32.1% | 24.1% | 25.7% | 25.2% | 18.4% | 20.1% | 19.1% | 10.7% | 11.0% | 11.5% | 14,796 | 13,910 | 12,596 |
| Between 1-3 years | 13.2% | 12.1% | 12.0% | 33.7% | 33.5% | 33.1% | 25.4% | 25.8% | 25.9% | 18.2% | 19.5% | 19.8% | 9.4% | 9.1% | 9.3% | 39,854 | 36,196 | 34,338 |
| Between 3-5 years | 13.2% | 12.2% | 12.4% | 33.6% | 33.0% | 33.5% | 24.7% | 25.2% | 25.5% | 18.9% | 19.8% | 19.4% | 9.6% | 9.8% | 9.2% | 43,309 | 39,479 | 36,250 |
| 5 or more years | 13.7% | 12.5% | 12.4% | 33.1% | 32.2% | 33.3% | 23.4% | 24.0% | 24.3% | 18.5% | 19.6% | 19.0% | 11.2% | 11.7% | 10.9% | 294,025 | 270,867 | 260,106 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.5% | 12.3% | 12.3% | 33.1% | 32.3% | 33.1% | 23.8% | 24.5% | 24.7% | 18.6% | 19.7% | 19.2% | 10.9% | 11.3% | 10.7% | 404,473 | 373,823 | 357,371 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 14.3% | 12.9% | 12.9% | 33.9% | 33.0% | 33.9% | 23.3% | 24.0% | 24.1% | 18.1% | 19.4% | 18.8% | 10.4% | 10.8% | 10.3% | 317,071 | 293,178 | 280,536 |
| LGBT* | 13.9% | 12.8% | 12.6% | 30.9% | 30.2% | 30.3% | 21.6% | 20.7% | 22.7% | 20.3% | 22.5% | 21.6% | 13.2% | 13.9% | 12.9% | 11,032 | 9,790 | 8,907 |
| Prefer not to say | 9.3% | 9.0% | 8.9% | 29.0% | 28.7% | 29.1% | 26.9% | 27.3% | 27.9% | 20.8% | 21.1% | 20.8% | 13.9% | 13.9% | 13.4% | 47,975 | 43,653 | 40,845 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 13.6% | 12.4% | --- | 33.9% | 33.1% | --- | 23.1% | 23.7% | --- | 18.7% | 19.9% | --- | 10.7% | 11.0% | --- | 280,658 | 256,878 | --- |
| Currently in Guard/Reserves | 14.6% | 12.9% | --- | 31.6% | 32.4% | --- | 24.1% | 25.0% | --- | 18.0% | 18.3% | --- | 11.7% | 11.4% | --- | 6,987 | 6,510 | --- |
| Retired | 16.1% | 14.7% | --- | 34.9% | 33.6% | --- | 24.6% | 25.7% | --- | 15.9% | 17.2% | --- | 8.4% | 8.8% | --- | 43,250 | 41,539 | --- |
| Separated/Discharged | 12.0% | 10.7% | --- | 29.7% | 29.0% | --- | 25.2% | 25.6% | --- | 19.9% | 20.7% | --- | 13.2% | 13.9% | --- | 59,414 | 54,962 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 12.8% | 11.5% | 11.9% | 28.2% | 27.5% | 28.2% | 24.2% | 24.5% | 24.7% | 20.1% | 21.5% | 20.6% | 14.6% | 15.0% | 14.5% | 53,380 | 48,843 | 44,885 |
| No | 13.8% | 12.6% | 12.4% | 34.2% | 33.2% | 34.1% | 23.7% | 24.3% | 24.6% | 18.2% | 19.3% | 18.9% | 10.2% | 10.6% | 10.0% | 338,116 | 312,000 | 300,613 |

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** | | |
|--|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.0% | 9.2% | 9.5% | 30.8% | 30.4% | 31.9% | 29.8% | 30.4% | 29.7% | 18.9% | 19.4% | 19.2% | 10.5% | 10.6% | 9.8% | 404,697 | 374,396 | 357,560 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 11.9% | 10.8% | 11.0% | 33.0% | 32.9% | 33.8% | 29.0% | 29.4% | 29.3% | 17.1% | 17.7% | 17.3% | 9.1% | 9.2% | 8.6% | 155,873 | 142,408 | 136,512 |
| Field | 9.0% | 8.4% | 8.6% | 29.5% | 28.9% | 30.7% | 30.1% | 30.7% | 29.9% | 20.0% | 20.5% | 20.3% | 11.3% | 11.5% | 10.5% | 239,498 | 221,550 | 210,833 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 9.1% | 8.3% | 8.7% | 29.6% | 29.2% | 30.8% | 31.1% | 31.6% | 31.1% | 19.1% | 19.5% | 19.2% | 11.1% | 11.3% | 10.3% | 260,147 | 240,274 | 231,932 |
| Team Leader | 8.8% | 8.1% | 8.6% | 29.8% | 29.8% | 31.3% | 29.7% | 30.4% | 29.1% | 20.6% | 20.7% | 20.7% | 11.1% | 11.1% | 10.3% | 53,179 | 49,459 | 47,322 |
| Supervisor | 11.4% | 10.6% | 10.7% | 35.1% | 34.3% | 35.6% | 27.2% | 27.7% | 26.8% | 18.4% | 19.2% | 18.7% | 8.0% | 8.3% | 8.1% | 52,360 | 48,478 | 44,364 |
| Manager | 17.1% | 16.3% | 15.9% | 37.2% | 36.7% | 38.1% | 22.5% | 22.3% | 22.2% | 15.9% | 17.1% | 16.8% | 7.2% | 7.5% | 7.0% | 24,302 | 21,546 | 21,254 |
| Senior Leader | 31.5% | 30.2% | 31.2% | 38.8% | 37.1% | 36.6% | 16.0% | 17.4% | 16.8% | 9.9% | 10.8% | 10.0% | 3.8% | 4.4% | 5.4% | 8,026 | 7,020 | 5,368 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 10.5% | 9.5% | 9.7% | 30.7% | 30.4% | 31.7% | 28.8% | 29.4% | 28.9% | 18.9% | 19.5% | 19.3% | 11.2% | 11.3% | 10.4% | 204,690 | 188,279 | 178,681 |
| Female | 9.6% | 9.1% | 9.4% | 31.2% | 30.6% | 32.4% | 30.9% | 31.4% | 30.6% | 18.9% | 19.3% | 18.8% | 9.4% | 9.7% | 8.9% | 188,086 | 174,298 | 167,894 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 10.7% | 10.2% | 10.4% | 30.0% | 28.8% | 31.6% | 28.4% | 29.1% | 29.2% | 18.7% | 20.0% | 18.1% | 12.1% | 12.0% | 10.7% | 33,849 | 30,677 | 28,697 |
| No | 10.1% | 9.2% | 9.5% | 31.1% | 30.8% | 32.1% | 29.8% | 30.3% | 29.6% | 18.9% | 19.3% | 19.2% | 10.1% | 10.4% | 9.6% | 355,150 | 328,140 | 314,533 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 9.0% | 7.4% | 8.2% | 28.7% | 29.1% | 29.3% | 30.0% | 31.1% | 30.4% | 19.5% | 20.1% | 19.9% | 12.9% | 12.3% | 12.2% | 8,334 | 7,520 | 7,740 |
| Asian | 12.8% | 11.5% | 12.1% | 36.8% | 36.7% | 37.8% | 29.8% | 30.3% | 29.1% | 12.9% | 13.6% | 14.0% | 7.6% | 7.9% | 7.0% | 18,629 | 17,008 | 16,210 |
| Black/African American | 11.3% | 10.4% | 10.7% | 33.3% | 33.5% | 34.8% | 29.9% | 30.2% | 29.6% | 16.3% | 16.5% | 16.3% | 9.2% | 9.3% | 8.6% | 59,988 | 55,826 | 53,557 |
| Native Hawaiian/ Pacific Islander | 10.6% | 10.6% | 10.8% | 31.0% | 29.9% | 32.0% | 31.7% | 31.1% | 30.3% | 15.2% | 18.7% | 17.4% | 11.5% | 9.7% | 9.4% | 2,472 | 2,319 | 2,343 |
| White | 10.0% | 9.2% | 9.3% | 30.7% | 30.0% | 31.6% | 29.2% | 29.9% | 29.4% | 19.7% | 20.2% | 19.9% | 10.4% | 10.6% | 9.8% | 273,140 | 252,372 | 241,591 |
| Two or more races (Not Hispanic/ Latino) | 8.4% | 7.7% | 7.7% | 25.1% | 25.6% | 27.8% | 31.2% | 30.5% | 30.1% | 21.3% | 21.7% | 21.8% | 14.0% | 14.4% | 12.7% | 14,430 | 13,017 | 11,569 |

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** | | |
|------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.0% | 9.2% | 9.5% | 30.8% | 30.4% | 31.9% | 29.8% | 30.4% | 29.7% | 18.9% | 19.4% | 19.2% | 10.5% | 10.6% | 9.8% | 404,697 | 374,396 | 357,560 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 13.6% | 12.9% | 10.8% | 39.8% | 34.8% | 38.5% | 25.2% | 29.0% | 29.5% | 14.7% | 14.2% | 14.3% | 6.6% | 9.1% | 6.9% | 2,610 | 2,595 | 3,445 |
| 26-29 | 10.8% | 8.5% | 8.5% | 32.7% | 30.4% | 33.5% | 28.1% | 30.7% | 29.1% | 18.0% | 18.9% | 18.4% | 10.4% | 11.4% | 10.4% | 12,075 | 12,149 | 12,899 |
| 30-39 | 9.2% | 8.2% | 8.7% | 29.8% | 29.9% | 31.5% | 29.7% | 30.2% | 29.3% | 19.6% | 19.6% | 19.8% | 11.8% | 12.0% | 10.7% | 71,385 | 63,791 | 58,439 |
| 40-49 | 9.9% | 9.3% | 9.6% | 30.7% | 30.3% | 32.2% | 29.0% | 29.7% | 28.8% | 19.2% | 19.5% | 19.0% | 11.2% | 11.1% | 10.4% | 106,472 | 99,834 | 96,089 |
| 50-59 | 10.3% | 9.4% | 9.8% | 30.8% | 30.3% | 31.7% | 30.1% | 30.6% | 30.0% | 18.9% | 19.7% | 19.3% | 9.8% | 10.1% | 9.2% | 147,299 | 136,632 | 124,140 |
| 60+ | 10.3% | 9.8% | 10.8% | 31.2% | 30.9% | 32.9% | 31.3% | 31.4% | 30.5% | 18.3% | 19.1% | 18.0% | 8.9% | 8.7% | 7.8% | 63,123 | 56,695 | 47,627 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 13.0% | 13.3% | --- | 38.7% | 40.5% | --- | 25.3% | 26.2% | --- | 12.9% | 12.1% | --- | 10.1% | 7.9% | --- | 409 | 392 | --- |
| H.S. Diploma/ GED or equiv | 11.1% | 11.0% | --- | 34.1% | 33.6% | --- | 29.6% | 30.3% | --- | 16.0% | 16.2% | --- | 9.1% | 8.8% | --- | 19,310 | 18,962 | --- |
| Trade/Technical Certificate | 8.7% | 7.8% | --- | 29.1% | 29.2% | --- | 31.8% | 32.5% | --- | 19.4% | 19.0% | --- | 11.0% | 11.5% | --- | 9,537 | 8,984 | --- |
| Some College (no degree) | 9.9% | 9.2% | --- | 29.6% | 28.9% | --- | 30.2% | 31.0% | --- | 19.1% | 19.4% | --- | 11.1% | 11.5% | --- | 60,066 | 57,766 | --- |
| Associate's Degree | 9.8% | 8.7% | --- | 29.8% | 28.9% | --- | 30.7% | 31.2% | --- | 19.0% | 20.0% | --- | 10.6% | 11.1% | --- | 31,277 | 29,448 | --- |
| Bachelor's Degree | 9.5% | 8.6% | --- | 30.8% | 30.6% | --- | 30.1% | 30.7% | --- | 19.3% | 19.7% | --- | 10.4% | 10.4% | --- | 135,428 | 124,678 | --- |
| Master's Degree | 10.7% | 9.8% | --- | 32.1% | 31.8% | --- | 28.7% | 29.1% | --- | 18.6% | 19.4% | --- | 9.9% | 10.0% | --- | 97,928 | 87,392 | --- |
| Doctoral/Professional Degree | 11.8% | 10.8% | --- | 30.4% | 30.0% | --- | 27.8% | 28.4% | --- | 19.3% | 19.6% | --- | 10.7% | 11.2% | --- | 40,914 | 36,544 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 7.9% | 7.2% | 8.6% | 27.2% | 26.3% | 27.9% | 30.9% | 30.7% | 30.3% | 21.0% | 22.4% | 21.6% | 13.1% | 13.3% | 11.6% | 12,619 | 12,266 | 13,290 |
| GS 1-6 | 10.8% | 10.1% | 10.7% | 31.2% | 31.0% | 32.1% | 31.0% | 31.8% | 30.8% | 16.7% | 16.7% | 16.8% | 10.3% | 10.4% | 9.5% | 21,875 | 21,959 | 22,124 |
| GS 7-12 | 9.6% | 8.6% | 8.9% | 30.6% | 30.3% | 32.2% | 30.6% | 31.5% | 30.7% | 18.7% | 19.1% | 18.6% | 10.5% | 10.5% | 9.6% | 166,020 | 157,328 | 144,696 |
| GS 13-15 | 11.0% | 10.3% | 10.6% | 32.5% | 32.3% | 33.4% | 27.8% | 28.3% | 27.5% | 19.1% | 19.4% | 19.4% | 9.6% | 9.6% | 9.1% | 162,031 | 143,768 | 135,518 |
| SES | 37.8% | 36.1% | 33.3% | 36.6% | 35.9% | 36.8% | 13.3% | 14.3% | 14.9% | 8.3% | 9.8% | 10.6% | 4.0% | 3.9% | 4.3% | 5,696 | 4,874 | 4,403 |
| SL/ST | 15.7% | 13.6% | 13.6% | 31.8% | 32.8% | 34.1% | 21.9% | 24.2% | 25.1% | 20.1% | 19.1% | 18.6% | 10.6% | 10.4% | 8.6% | 1,536 | 1,382 | 1,221 |
| Other | 7.8% | 7.5% | 7.1% | 27.5% | 26.8% | 28.3% | 31.4% | 30.5% | 30.6% | 21.1% | 22.1% | 22.2% | 12.2% | 13.1% | 11.8% | 25,592 | 23,007 | 26,368 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.0% | 9.2% | 9.5% | 30.8% | 30.4% | 31.9% | 29.8% | 30.4% | 29.7% | 18.9% | 19.4% | 19.2% | 10.5% | 10.6% | 9.8% | 404,697 | 374,396 | 357,560 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 19.2% | 16.4% | 20.6% | 43.1% | 42.4% | 41.3% | 25.0% | 28.0% | 25.5% | 9.8% | 9.4% | 8.6% | 2.9% | 3.9% | 4.1% | 6,021 | 3,150 | 4,686 |
| 1-3 years | 12.9% | 12.2% | 12.2% | 35.5% | 35.1% | 37.4% | 29.3% | 29.6% | 28.9% | 15.4% | 15.8% | 14.9% | 7.0% | 7.3% | 6.6% | 28,195 | 32,797 | 39,271 |
| 4-5 years | 10.7% | 9.2% | 9.1% | 32.1% | 31.5% | 32.9% | 29.8% | 31.1% | 29.7% | 17.9% | 18.2% | 18.6% | 9.6% | 10.0% | 9.6% | 41,026 | 43,204 | 39,258 |
| 6-10 years | 9.1% | 8.7% | 8.5% | 29.7% | 29.3% | 30.8% | 30.2% | 30.0% | 29.6% | 19.3% | 20.2% | 20.2% | 11.7% | 11.8% | 11.0% | 87,640 | 73,247 | 64,202 |
| 11-14 years | 8.7% | 7.8% | 8.2% | 28.5% | 28.3% | 29.3% | 29.6% | 30.3% | 30.2% | 20.8% | 21.4% | 20.8% | 12.4% | 12.2% | 11.5% | 56,636 | 51,215 | 44,649 |
| 15-20 years | 9.1% | 8.5% | 8.6% | 28.8% | 28.6% | 29.6% | 29.4% | 29.8% | 29.7% | 20.6% | 20.8% | 20.5% | 12.0% | 12.3% | 11.6% | 48,664 | 39,912 | 35,060 |
| > 20 years | 10.1% | 9.2% | 9.4% | 30.9% | 30.2% | 31.2% | 30.1% | 30.8% | 30.0% | 19.2% | 19.7% | 20.0% | 9.7% | 10.1% | 9.4% | 128,011 | 121,743 | 120,975 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 19.2% | 17.1% | 19.2% | 40.2% | 40.0% | 39.5% | 26.1% | 28.2% | 26.0% | 10.3% | 10.2% | 10.6% | 4.2% | 4.6% | 4.7% | 11,867 | 6,488 | 8,755 |
| 1-3 years | 12.3% | 11.9% | 11.6% | 34.4% | 33.5% | 35.5% | 28.9% | 29.4% | 29.3% | 16.3% | 17.0% | 16.0% | 8.2% | 8.2% | 7.6% | 44,468 | 49,775 | 55,023 |
| 4-5 years | 10.3% | 8.7% | 8.7% | 31.0% | 30.6% | 32.0% | 29.5% | 31.1% | 29.7% | 18.7% | 19.0% | 19.4% | 10.5% | 10.8% | 10.2% | 49,820 | 51,695 | 47,549 |
| 6-10 years | 8.8% | 8.3% | 8.1% | 28.9% | 28.9% | 30.3% | 30.4% | 30.2% | 29.7% | 19.9% | 20.5% | 20.7% | 12.0% | 12.1% | 11.2% | 95,639 | 80,802 | 70,124 |
| 11-20 years | 8.8% | 8.0% | 8.5% | 28.7% | 28.6% | 29.9% | 29.7% | 30.1% | 30.0% | 20.7% | 21.2% | 20.4% | 12.0% | 12.1% | 11.2% | 98,815 | 86,153 | 76,661 |
| > 20 years | 9.9% | 9.2% | 9.4% | 31.5% | 30.5% | 31.5% | 30.2% | 31.2% | 30.0% | 19.1% | 19.5% | 20.0% | 9.3% | 9.7% | 9.1% | 94,362 | 89,134 | 88,819 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 13.1% | 12.1% | 12.1% | 36.6% | 36.3% | 37.6% | 29.3% | 30.0% | 29.2% | 15.0% | 15.5% | 15.3% | 6.0% | 6.2% | 5.7% | 262,897 | 239,893 | 237,867 |
| Yes, to retire | 8.6% | 7.6% | 7.6% | 29.5% | 28.9% | 29.7% | 31.4% | 31.3% | 31.1% | 20.6% | 22.1% | 21.6% | 9.8% | 10.2% | 9.9% | 24,073 | 22,996 | 21,384 |
| Yes, to other job in Govt | 4.1% | 3.8% | 3.9% | 20.0% | 19.3% | 20.2% | 30.6% | 31.4% | 30.8% | 26.7% | 26.9% | 27.3% | 18.6% | 18.7% | 17.8% | 73,377 | 68,062 | 56,547 |
| Yes, to other job outside Govt | 2.9% | 2.7% | 2.7% | 14.9% | 15.3% | 16.1% | 28.5% | 27.6% | 28.2% | 29.0% | 29.6% | 29.7% | 24.7% | 24.7% | 23.3% | 15,825 | 15,599 | 15,586 |
| Yes, other | 2.9% | 2.8% | 2.8% | 15.6% | 15.3% | 15.8% | 30.4% | 31.4% | 30.9% | 27.4% | 27.7% | 28.4% | 23.7% | 22.8% | 22.0% | 19,272 | 18,019 | 16,377 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 8.4% | 7.6% | 8.0% | 28.5% | 27.6% | 28.4% | 29.7% | 29.8% | 30.1% | 21.6% | 23.1% | 21.6% | 11.7% | 11.9% | 12.0% | 14,838 | 13,951 | 12,608 |
| Between 1-3 years | 9.1% | 8.4% | 8.6% | 29.7% | 29.7% | 30.3% | 31.3% | 31.3% | 30.8% | 20.1% | 21.0% | 21.0% | 9.8% | 9.7% | 9.2% | 39,878 | 36,281 | 34,362 |
| Between 3-5 years | 9.4% | 8.7% | 8.9% | 30.4% | 30.0% | 31.5% | 30.4% | 30.7% | 30.3% | 19.8% | 20.4% | 20.0% | 10.0% | 10.2% | 9.3% | 43,404 | 39,561 | 36,293 |
| 5 or more years | 10.4% | 9.5% | 9.8% | 31.2% | 30.9% | 32.5% | 29.4% | 30.1% | 29.4% | 18.5% | 18.9% | 18.7% | 10.4% | 10.6% | 9.7% | 294,171 | 271,292 | 260,271 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 10.0% | 9.2% | 9.5% | 30.8% | 30.4% | 31.9% | 29.8% | 30.4% | 29.7% | 18.9% | 19.4% | 19.2% | 10.5% | 10.6% | 9.8% | 404,697 | 374,396 | 357,560 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 10.7% | 9.8% | 10.0% | 32.1% | 31.7% | 33.1% | 29.2% | 29.8% | 29.2% | 18.3% | 18.8% | 18.5% | 9.7% | 9.9% | 9.1% | 317,289 | 293,686 | 280,688 |
| LGBT* | 9.9% | 9.7% | 9.2% | 27.8% | 26.6% | 28.5% | 28.2% | 28.1% | 27.5% | 21.7% | 22.1% | 22.0% | 12.3% | 13.4% | 12.8% | 11,031 | 9,813 | 8,910 |
| Prefer not to say | 6.4% | 6.1% | 6.3% | 23.9% | 23.9% | 25.5% | 32.9% | 33.1% | 32.8% | 22.3% | 22.9% | 22.4% | 14.6% | 14.0% | 13.0% | 48,065 | 43,731 | 40,921 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 9.7% | 8.9% | --- | 31.1% | 30.6% | --- | 30.2% | 30.8% | --- | 18.9% | 19.3% | --- | 10.1% | 10.3% | --- | 280,845 | 257,343 | --- |
| Currently in Guard/Reserves | 11.5% | 10.8% | --- | 33.2% | 30.6% | --- | 25.6% | 28.3% | --- | 18.8% | 19.7% | --- | 10.9% | 10.6% | --- | 6,993 | 6,514 | --- |
| Retired | 13.3% | 12.0% | --- | 34.5% | 34.5% | --- | 28.2% | 28.4% | --- | 16.1% | 17.1% | --- | 7.9% | 7.9% | --- | 43,264 | 41,613 | --- |
| Separated/Discharged | 9.2% | 8.2% | --- | 27.4% | 27.3% | --- | 29.7% | 30.1% | --- | 20.8% | 21.2% | --- | 13.0% | 13.1% | --- | 59,522 | 55,050 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 10.5% | 9.4% | 10.2% | 28.0% | 27.7% | 28.8% | 29.0% | 29.6% | 29.1% | 19.2% | 20.3% | 19.7% | 13.3% | 12.9% | 12.2% | 53,422 | 48,923 | 44,984 |
| No | 10.0% | 9.3% | 9.4% | 31.5% | 31.0% | 32.6% | 29.8% | 30.4% | 29.7% | 18.8% | 19.2% | 19.0% | 9.8% | 10.1% | 9.3% | 338,388 | 312,546 | 300,761 |

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** | | |
|--|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 9.8% | 8.7% | 8.7% | 25.1% | 24.4% | 24.8% | 27.5% | 28.1% | 28.7% | 20.6% | 21.5% | 21.2% | 17.0% | 17.3% | 16.5% | 404,808 | 374,391 | 357,563 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 10.9% | 9.8% | 9.5% | 25.7% | 24.5% | 25.0% | 26.9% | 27.7% | 28.4% | 20.4% | 21.1% | 21.0% | 16.2% | 16.9% | 16.1% | 155,905 | 142,412 | 136,562 |
| Field | 9.2% | 8.2% | 8.3% | 24.7% | 24.3% | 24.7% | 27.7% | 28.2% | 28.8% | 20.8% | 21.7% | 21.4% | 17.6% | 17.7% | 16.8% | 239,561 | 221,576 | 210,819 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 8.4% | 7.4% | 7.5% | 23.3% | 22.6% | 22.9% | 27.9% | 28.2% | 29.0% | 21.7% | 22.5% | 22.4% | 18.8% | 19.2% | 18.2% | 260,258 | 240,341 | 231,996 |
| Team Leader | 8.6% | 7.7% | 8.1% | 24.7% | 24.0% | 25.2% | 27.4% | 28.3% | 28.4% | 21.7% | 22.3% | 21.7% | 17.6% | 17.6% | 16.6% | 53,224 | 49,441 | 47,331 |
| Supervisor | 12.2% | 11.2% | 10.8% | 30.9% | 30.6% | 31.0% | 27.7% | 28.2% | 28.8% | 18.0% | 18.4% | 18.1% | 11.2% | 11.6% | 11.3% | 52,332 | 48,481 | 44,371 |
| Manager | 19.9% | 17.9% | 17.5% | 34.1% | 32.9% | 33.0% | 24.3% | 25.7% | 26.3% | 13.2% | 14.7% | 14.4% | 8.5% | 8.8% | 8.7% | 24,292 | 21,538 | 21,216 |
| Senior Leader | 32.3% | 30.6% | 31.7% | 31.1% | 30.6% | 29.8% | 20.4% | 23.1% | 23.0% | 10.0% | 9.8% | 10.1% | 6.3% | 5.9% | 5.4% | 8,017 | 7,017 | 5,361 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 10.2% | 9.1% | 9.0% | 25.3% | 24.7% | 25.3% | 27.5% | 28.2% | 28.8% | 19.7% | 20.8% | 20.3% | 17.2% | 17.3% | 16.7% | 204,735 | 188,237 | 178,607 |
| Female | 9.3% | 8.4% | 8.5% | 24.9% | 24.1% | 24.5% | 27.3% | 27.8% | 28.5% | 21.8% | 22.3% | 22.4% | 16.7% | 17.3% | 16.2% | 188,137 | 174,357 | 167,988 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 10.7% | 10.1% | 10.3% | 24.6% | 24.2% | 25.4% | 25.2% | 25.5% | 26.4% | 20.5% | 21.2% | 20.2% | 18.9% | 18.9% | 17.6% | 33,840 | 30,681 | 28,692 |
| No | 9.8% | 8.7% | 8.6% | 25.3% | 24.5% | 24.9% | 27.6% | 28.3% | 28.9% | 20.6% | 21.4% | 21.3% | 16.7% | 17.1% | 16.3% | 355,252 | 328,178 | 314,535 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 9.4% | 7.9% | 8.4% | 25.1% | 24.8% | 24.5% | 29.1% | 29.2% | 29.2% | 19.7% | 20.1% | 20.8% | 16.7% | 18.1% | 17.1% | 8,340 | 7,528 | 7,761 |
| Asian | 12.8% | 11.8% | 11.4% | 32.7% | 32.1% | 33.7% | 28.4% | 29.3% | 29.6% | 15.2% | 15.6% | 15.0% | 11.0% | 11.2% | 10.3% | 18,609 | 17,024 | 16,204 |
| Black/African American | 10.8% | 9.7% | 9.8% | 26.2% | 25.8% | 26.3% | 24.6% | 24.8% | 25.4% | 20.6% | 21.2% | 21.0% | 17.8% | 18.4% | 17.5% | 59,982 | 55,819 | 53,550 |
| Native Hawaiian/ Pacific Islander | 10.4% | 9.6% | 10.1% | 28.6% | 25.3% | 27.3% | 29.2% | 29.3% | 30.2% | 17.1% | 22.6% | 18.9% | 14.6% | 13.2% | 13.5% | 2,473 | 2,324 | 2,343 |
| White | 9.7% | 8.6% | 8.5% | 24.9% | 24.1% | 24.5% | 27.8% | 28.5% | 29.2% | 20.8% | 21.7% | 21.5% | 16.8% | 17.0% | 16.2% | 273,251 | 252,355 | 241,592 |
| Two or more races (Not Hispanic/ Latino) | 7.9% | 7.4% | 7.1% | 19.7% | 19.4% | 19.4% | 27.1% | 27.5% | 29.0% | 22.7% | 22.9% | 22.8% | 22.5% | 22.8% | 21.6% | 14,438 | 13,031 | 11,561 |

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** | | |
|------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 9.8% | 8.7% | 8.7% | 25.1% | 24.4% | 24.8% | 27.5% | 28.1% | 28.7% | 20.6% | 21.5% | 21.2% | 17.0% | 17.3% | 16.5% | 404,808 | 374,391 | 357,563 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 14.5% | 12.6% | 11.7% | 31.8% | 27.5% | 29.4% | 23.8% | 25.1% | 26.1% | 15.2% | 19.1% | 17.8% | 14.7% | 15.7% | 15.0% | 2,614 | 2,591 | 3,454 |
| 26-29 | 11.7% | 9.1% | 8.4% | 26.8% | 25.7% | 26.1% | 23.0% | 24.2% | 24.0% | 20.0% | 21.5% | 22.0% | 18.3% | 19.6% | 19.5% | 12,075 | 12,158 | 12,904 |
| 30-39 | 9.9% | 8.8% | 8.8% | 25.0% | 24.4% | 24.9% | 24.3% | 24.3% | 25.4% | 21.3% | 22.1% | 21.6% | 19.6% | 20.4% | 19.4% | 71,420 | 63,833 | 58,475 |
| 40-49 | 10.0% | 8.9% | 9.1% | 24.8% | 24.5% | 25.0% | 25.8% | 26.3% | 27.2% | 21.2% | 22.0% | 21.6% | 18.1% | 18.3% | 17.1% | 106,493 | 99,819 | 96,049 |
| 50-59 | 9.4% | 8.5% | 8.6% | 24.9% | 24.1% | 24.4% | 28.9% | 29.5% | 30.2% | 20.7% | 21.5% | 21.4% | 16.2% | 16.3% | 15.4% | 147,367 | 136,562 | 124,151 |
| 60+ | 8.9% | 8.3% | 8.7% | 25.2% | 24.2% | 25.8% | 33.7% | 34.8% | 34.6% | 19.0% | 19.5% | 19.0% | 13.3% | 13.2% | 11.9% | 63,102 | 56,724 | 47,622 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 14.7% | 15.9% | --- | 32.5% | 32.3% | --- | 27.3% | 27.0% | --- | 11.4% | 13.0% | --- | 14.1% | 11.8% | --- | 408 | 390 | --- |
| H.S. Diploma/ GED or equiv | 10.9% | 10.4% | --- | 28.9% | 28.4% | --- | 29.1% | 28.8% | --- | 18.1% | 18.5% | --- | 13.0% | 13.9% | --- | 19,307 | 18,993 | --- |
| Trade/Technical Certificate | 8.1% | 7.3% | --- | 24.4% | 24.2% | --- | 28.7% | 30.0% | --- | 20.9% | 20.6% | --- | 17.9% | 17.9% | --- | 9,536 | 8,991 | --- |
| Some College (no degree) | 9.2% | 8.2% | --- | 23.5% | 23.0% | --- | 27.8% | 28.1% | --- | 20.9% | 22.0% | --- | 18.5% | 18.7% | --- | 60,107 | 57,809 | --- |
| Associate's Degree | 9.5% | 8.0% | --- | 23.6% | 22.8% | --- | 27.7% | 28.2% | --- | 20.8% | 22.3% | --- | 18.4% | 18.7% | --- | 31,302 | 29,423 | --- |
| Bachelor's Degree | 9.5% | 8.6% | --- | 26.1% | 25.4% | --- | 26.9% | 27.6% | --- | 20.9% | 21.5% | --- | 16.7% | 16.9% | --- | 135,438 | 124,680 | --- |
| Master's Degree | 10.4% | 9.1% | --- | 25.0% | 24.2% | --- | 26.1% | 26.8% | --- | 21.1% | 22.2% | --- | 17.3% | 17.8% | --- | 97,985 | 87,377 | --- |
| Doctoral/Professional Degree | 11.2% | 10.2% | --- | 24.5% | 23.6% | --- | 30.7% | 31.5% | --- | 19.0% | 19.6% | --- | 14.6% | 15.1% | --- | 40,879 | 36,541 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 8.2% | 7.7% | 8.4% | 23.3% | 22.6% | 23.3% | 27.5% | 27.2% | 27.8% | 20.6% | 21.7% | 21.4% | 20.4% | 20.8% | 19.1% | 12,635 | 12,265 | 13,292 |
| GS 1-6 | 9.4% | 8.3% | 8.5% | 23.3% | 22.8% | 22.5% | 25.5% | 25.2% | 25.6% | 21.2% | 22.1% | 22.4% | 20.6% | 21.6% | 20.9% | 21,916 | 21,937 | 22,151 |
| GS 7-12 | 8.7% | 7.6% | 7.6% | 23.7% | 23.1% | 23.8% | 26.8% | 27.5% | 28.4% | 21.9% | 22.9% | 22.4% | 18.8% | 18.8% | 17.9% | 166,101 | 157,445 | 144,711 |
| GS 13-15 | 11.5% | 10.5% | 10.4% | 27.7% | 27.3% | 27.7% | 28.6% | 29.5% | 29.9% | 19.0% | 19.4% | 19.3% | 13.2% | 13.3% | 12.6% | 162,017 | 143,694 | 135,512 |
| SES | 37.9% | 37.1% | 34.2% | 29.5% | 28.8% | 30.4% | 21.1% | 21.5% | 22.2% | 6.8% | 7.9% | 9.1% | 4.7% | 4.7% | 4.1% | 5,685 | 4,877 | 4,400 |
| SL/ST | 16.5% | 15.5% | 14.5% | 32.4% | 29.5% | 28.6% | 29.2% | 30.6% | 32.2% | 14.0% | 15.9% | 17.8% | 7.9% | 8.6% | 6.9% | 1,536 | 1,379 | 1,218 |
| Other | 8.5% | 7.8% | 8.0% | 25.0% | 24.2% | 24.8% | 29.0% | 29.6% | 29.6% | 20.6% | 20.7% | 20.9% | 17.0% | 17.7% | 16.6% | 25,584 | 23,023 | 26,351 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 9.8% | 8.7% | 8.7% | 25.1% | 24.4% | 24.8% | 27.5% | 28.1% | 28.7% | 20.6% | 21.5% | 21.2% | 17.0% | 17.3% | 16.5% | 404,808 | 374,391 | 357,563 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 18.6% | 15.3% | 19.4% | 34.4% | 33.8% | 31.6% | 28.0% | 31.1% | 29.3% | 12.1% | 12.9% | 11.7% | 6.9% | 6.9% | 8.0% | 6,026 | 3,152 | 4,682 |
| 1-3 years | 12.5% | 11.3% | 10.5% | 28.3% | 26.9% | 27.2% | 27.4% | 27.5% | 28.5% | 18.5% | 19.8% | 19.4% | 13.4% | 14.5% | 14.3% | 28,198 | 32,792 | 39,284 |
| 4-5 years | 9.9% | 8.2% | 8.5% | 24.8% | 23.9% | 24.0% | 25.7% | 26.4% | 27.0% | 22.0% | 22.3% | 21.9% | 17.6% | 19.2% | 18.6% | 41,049 | 43,244 | 39,290 |
| 6-10 years | 8.9% | 8.4% | 7.8% | 23.7% | 23.1% | 24.1% | 26.1% | 26.1% | 26.7% | 21.6% | 22.6% | 22.6% | 19.7% | 19.9% | 18.7% | 87,674 | 73,243 | 64,214 |
| 11-14 years | 9.0% | 7.7% | 7.7% | 23.6% | 23.0% | 23.9% | 26.5% | 27.7% | 27.9% | 21.8% | 22.8% | 22.2% | 19.1% | 18.8% | 18.4% | 56,714 | 51,217 | 44,661 |
| 15-20 years | 8.8% | 8.1% | 8.1% | 24.1% | 24.0% | 23.8% | 27.4% | 27.4% | 28.6% | 21.7% | 22.1% | 21.7% | 17.9% | 18.3% | 17.9% | 48,663 | 39,915 | 35,019 |
| > 20 years | 9.8% | 8.7% | 8.7% | 25.8% | 25.2% | 25.2% | 30.0% | 30.8% | 30.9% | 19.5% | 20.3% | 20.7% | 14.9% | 15.0% | 14.4% | 127,965 | 121,714 | 120,979 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 18.1% | 15.6% | 17.9% | 32.2% | 32.7% | 30.0% | 28.5% | 30.1% | 29.9% | 13.1% | 13.2% | 13.3% | 8.1% | 8.4% | 9.0% | 11,872 | 6,489 | 8,755 |
| 1-3 years | 11.9% | 10.8% | 9.9% | 26.8% | 25.3% | 25.7% | 27.0% | 27.3% | 28.0% | 19.4% | 20.8% | 20.6% | 14.9% | 15.8% | 15.9% | 44,472 | 49,757 | 55,009 |
| 4-5 years | 9.5% | 7.9% | 8.0% | 23.9% | 22.9% | 23.3% | 25.5% | 26.3% | 27.0% | 22.3% | 22.7% | 22.6% | 18.9% | 20.2% | 19.2% | 49,871 | 51,701 | 47,593 |
| 6-10 years | 8.6% | 8.0% | 7.6% | 23.2% | 22.8% | 23.7% | 26.0% | 26.5% | 27.2% | 22.0% | 22.8% | 22.7% | 20.1% | 19.9% | 18.8% | 95,656 | 80,807 | 70,125 |
| 11-20 years | 8.7% | 7.9% | 7.9% | 24.1% | 23.8% | 24.3% | 27.5% | 28.2% | 28.8% | 21.5% | 22.1% | 21.7% | 18.1% | 18.1% | 17.3% | 98,836 | 86,173 | 76,649 |
| > 20 years | 9.9% | 8.8% | 8.9% | 26.8% | 26.2% | 26.3% | 30.8% | 31.3% | 31.4% | 18.9% | 19.8% | 20.1% | 13.7% | 13.8% | 13.3% | 94,353 | 89,136 | 88,831 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 13.2% | 11.9% | 11.5% | 31.4% | 30.9% | 30.8% | 29.5% | 30.1% | 30.8% | 16.8% | 17.6% | 17.6% | 9.1% | 9.5% | 9.3% | 262,978 | 239,928 | 237,867 |
| Yes, to retire | 8.1% | 6.6% | 7.0% | 25.3% | 24.2% | 24.8% | 34.9% | 36.6% | 34.8% | 19.2% | 19.8% | 20.3% | 12.5% | 12.8% | 13.1% | 24,051 | 22,991 | 21,376 |
| Yes, to other job in Govt | 2.9% | 2.5% | 2.6% | 11.6% | 11.0% | 10.7% | 20.9% | 21.1% | 21.2% | 29.9% | 30.6% | 31.2% | 34.6% | 34.9% | 34.4% | 73,384 | 68,062 | 56,568 |
| Yes, to other job outside Govt | 2.4% | 2.1% | 2.1% | 10.2% | 9.7% | 10.3% | 20.6% | 20.7% | 20.7% | 28.7% | 28.7% | 28.6% | 38.2% | 38.7% | 38.3% | 15,840 | 15,603 | 15,582 |
| Yes, other | 2.3% | 2.2% | 2.1% | 10.5% | 9.5% | 10.6% | 23.8% | 24.4% | 24.7% | 27.4% | 29.1% | 28.8% | 35.9% | 34.7% | 33.8% | 19,289 | 18,014 | 16,392 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 7.7% | 6.9% | 7.2% | 24.5% | 22.6% | 23.2% | 33.5% | 35.4% | 34.8% | 19.0% | 20.4% | 19.3% | 15.3% | 14.8% | 15.4% | 14,842 | 13,936 | 12,614 |
| Between 1-3 years | 8.5% | 7.6% | 7.4% | 24.9% | 24.4% | 25.2% | 33.5% | 34.7% | 34.2% | 19.4% | 20.2% | 20.0% | 13.6% | 13.1% | 13.2% | 39,862 | 36,273 | 34,344 |
| Between 3-5 years | 8.5% | 8.0% | 8.0% | 24.8% | 24.5% | 24.8% | 31.1% | 30.9% | 32.3% | 20.7% | 21.5% | 21.1% | 15.0% | 15.1% | 13.9% | 43,411 | 39,546 | 36,305 |
| 5 or more years | 10.3% | 9.1% | 9.1% | 25.3% | 24.6% | 25.0% | 26.0% | 26.5% | 27.2% | 20.8% | 21.6% | 21.4% | 17.7% | 18.2% | 17.2% | 294,280 | 271,355 | 260,287 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|-------------|-------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 9.8% | 8.7% | 8.7% | 25.1% | 24.4% | 24.8% | 27.5% | 28.1% | 28.7% | 20.6% | 21.5% | 21.2% | 17.0% | 17.3% | 16.5% | 404,808 | 374,391 | 357,563 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 10.3% | 9.2% | 9.2% | 25.9% | 25.2% | 25.6% | 27.2% | 27.9% | 28.4% | 20.3% | 21.1% | 20.9% | 16.2% | 16.7% | 15.9% | 317,385 | 293,705 | 280,739 |
| LGBT* | 10.0% | 8.9% | 9.1% | 23.6% | 22.0% | 22.9% | 24.5% | 24.2% | 25.5% | 21.2% | 23.0% | 22.6% | 20.8% | 21.9% | 19.9% | 11,032 | 9,806 | 8,913 |
| Prefer not to say | 6.7% | 6.3% | 5.8% | 20.9% | 20.3% | 20.9% | 28.9% | 29.8% | 30.5% | 22.2% | 23.5% | 23.2% | 21.3% | 20.1% | 19.6% | 48,078 | 43,723 | 40,906 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 9.8% | 8.8% | --- | 26.2% | 25.4% | --- | 27.4% | 28.0% | --- | 20.5% | 21.3% | --- | 16.2% | 16.6% | --- | 280,902 | 257,376 | --- |
| Currently in Guard/Reserves | 11.8% | 10.2% | --- | 24.8% | 24.8% | --- | 24.2% | 24.4% | --- | 20.2% | 22.1% | --- | 19.1% | 18.7% | --- | 6,991 | 6,518 | --- |
| Retired | 11.1% | 9.8% | --- | 25.0% | 24.4% | --- | 29.8% | 30.2% | --- | 19.5% | 20.7% | --- | 14.7% | 14.9% | --- | 43,281 | 41,584 | --- |
| Separated/Discharged | 9.0% | 7.8% | --- | 22.0% | 21.4% | --- | 26.5% | 27.1% | --- | 21.6% | 22.4% | --- | 20.9% | 21.3% | --- | 59,549 | 55,060 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 9.4% | 8.3% | 8.7% | 20.6% | 19.9% | 20.4% | 26.3% | 26.6% | 26.9% | 21.6% | 22.6% | 22.4% | 22.2% | 22.6% | 21.7% | 53,474 | 48,934 | 44,958 |
| No | 9.9% | 8.9% | 8.8% | 26.0% | 25.3% | 25.8% | 27.7% | 28.3% | 28.9% | 20.4% | 21.2% | 21.0% | 16.0% | 16.3% | 15.5% | 338,416 | 312,555 | 300,797 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.0% | 11.8% | 38.4% | 37.7% | 37.9% | 23.8% | 24.3% | 24.6% | 15.9% | 16.8% | 16.8% | 8.8% | 9.1% | 8.9% | 404,872 | 374,483 | 357,694 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 14.6% | 13.2% | 12.7% | 38.4% | 37.6% | 37.4% | 24.1% | 24.5% | 25.0% | 14.7% | 15.9% | 16.3% | 8.2% | 8.8% | 8.6% | 155,914 | 142,416 | 136,565 |
| Field | 12.5% | 11.4% | 11.2% | 38.3% | 37.7% | 38.2% | 23.5% | 24.1% | 24.3% | 16.6% | 17.3% | 17.1% | 9.1% | 9.4% | 9.2% | 239,654 | 221,658 | 210,939 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 12.3% | 11.2% | 11.0% | 37.4% | 37.0% | 37.2% | 24.0% | 24.4% | 24.7% | 16.6% | 17.3% | 17.3% | 9.6% | 10.1% | 9.7% | 260,340 | 240,443 | 232,069 |
| Team Leader | 12.6% | 11.5% | 11.6% | 39.0% | 38.1% | 37.9% | 24.1% | 24.6% | 24.7% | 15.9% | 17.0% | 17.0% | 8.4% | 8.9% | 8.8% | 53,201 | 49,449 | 47,370 |
| Supervisor | 14.5% | 13.7% | 12.7% | 41.9% | 40.5% | 40.6% | 23.4% | 23.7% | 24.3% | 14.0% | 15.5% | 15.6% | 6.2% | 6.6% | 6.7% | 52,338 | 48,470 | 44,360 |
| Manager | 20.3% | 17.8% | 17.2% | 40.9% | 40.5% | 40.5% | 21.5% | 23.1% | 22.8% | 11.9% | 13.3% | 14.0% | 5.4% | 5.3% | 5.5% | 24,280 | 21,523 | 21,248 |
| Senior Leader | 30.6% | 28.5% | 27.8% | 36.4% | 35.7% | 36.4% | 19.5% | 21.7% | 21.9% | 9.1% | 9.9% | 9.6% | 4.3% | 4.2% | 4.3% | 8,042 | 7,017 | 5,362 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 13.5% | 12.2% | 11.7% | 38.1% | 37.2% | 37.6% | 23.7% | 24.4% | 24.7% | 15.6% | 16.7% | 16.7% | 9.1% | 9.5% | 9.3% | 204,771 | 188,301 | 178,752 |
| Female | 13.1% | 12.1% | 12.0% | 38.9% | 38.6% | 38.5% | 23.6% | 23.9% | 24.3% | 16.1% | 16.8% | 16.8% | 8.2% | 8.6% | 8.4% | 188,167 | 174,399 | 167,967 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 13.5% | 13.2% | 12.7% | 35.9% | 35.6% | 36.7% | 23.6% | 23.2% | 23.5% | 16.2% | 17.2% | 16.6% | 10.8% | 10.7% | 10.5% | 33,850 | 30,685 | 28,725 |
| No | 13.3% | 12.0% | 11.8% | 38.8% | 38.1% | 38.2% | 23.7% | 24.2% | 24.6% | 15.8% | 16.7% | 16.8% | 8.5% | 8.9% | 8.7% | 355,295 | 328,251 | 314,631 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 11.7% | 10.1% | 9.6% | 33.9% | 32.6% | 33.4% | 25.9% | 27.1% | 24.6% | 17.2% | 18.2% | 19.2% | 11.3% | 12.1% | 13.2% | 8,341 | 7,526 | 7,750 |
| Asian | 14.9% | 14.0% | 13.8% | 43.1% | 42.2% | 42.5% | 24.2% | 24.8% | 25.4% | 11.5% | 12.4% | 12.1% | 6.4% | 6.6% | 6.2% | 18,647 | 17,030 | 16,198 |
| Black/African American | 15.3% | 14.2% | 14.1% | 39.9% | 40.1% | 40.1% | 21.9% | 21.7% | 22.3% | 14.2% | 14.9% | 14.6% | 8.9% | 9.2% | 8.9% | 60,032 | 55,861 | 53,570 |
| Native Hawaiian/ Pacific Islander | 14.5% | 11.8% | 11.2% | 37.5% | 37.6% | 39.0% | 24.4% | 25.8% | 25.2% | 15.0% | 15.4% | 14.4% | 8.5% | 9.5% | 10.2% | 2,468 | 2,323 | 2,344 |
| White | 13.1% | 11.8% | 11.5% | 38.5% | 37.7% | 37.7% | 23.7% | 24.3% | 24.8% | 16.3% | 17.3% | 17.4% | 8.5% | 8.9% | 8.6% | 273,235 | 252,392 | 241,681 |
| Two or more races (Not Hispanic/ Latino) | 11.4% | 10.7% | 10.6% | 32.9% | 32.5% | 32.6% | 25.1% | 25.5% | 25.9% | 18.5% | 18.6% | 18.4% | 12.1% | 12.7% | 12.4% | 14,416 | 13,034 | 11,576 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.0% | 11.8% | 38.4% | 37.7% | 37.9% | 23.8% | 24.3% | 24.6% | 15.9% | 16.8% | 16.8% | 8.8% | 9.1% | 8.9% | 404,872 | 374,483 | 357,694 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 18.6% | 17.6% | 15.5% | 41.3% | 41.2% | 42.5% | 21.3% | 19.1% | 19.9% | 12.8% | 14.5% | 14.7% | 6.1% | 7.6% | 7.3% | 2,610 | 2,582 | 3,451 |
| 26-29 | 15.9% | 12.8% | 12.5% | 39.2% | 39.5% | 38.1% | 20.1% | 21.4% | 21.7% | 15.9% | 16.7% | 17.6% | 9.0% | 9.6% | 10.1% | 12,066 | 12,148 | 12,904 |
| 30-39 | 12.9% | 11.9% | 11.5% | 38.0% | 36.8% | 37.5% | 22.0% | 22.7% | 22.7% | 17.0% | 17.8% | 17.7% | 10.2% | 10.8% | 10.5% | 71,385 | 63,814 | 58,486 |
| 40-49 | 13.2% | 12.0% | 11.6% | 37.7% | 37.3% | 37.7% | 23.1% | 23.7% | 24.0% | 16.5% | 17.5% | 17.3% | 9.5% | 9.6% | 9.5% | 106,534 | 99,887 | 96,066 |
| 50-59 | 13.2% | 11.9% | 11.8% | 38.5% | 37.7% | 37.9% | 24.7% | 25.2% | 25.5% | 15.5% | 16.4% | 16.6% | 8.1% | 8.7% | 8.2% | 147,390 | 136,631 | 124,202 |
| 60+ | 12.8% | 12.0% | 12.5% | 39.6% | 39.2% | 39.9% | 26.6% | 26.7% | 27.1% | 14.1% | 15.1% | 14.2% | 7.0% | 7.0% | 6.4% | 63,152 | 56,714 | 47,659 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 17.8% | 19.2% | --- | 41.8% | 36.6% | --- | 24.1% | 25.3% | --- | 8.7% | 13.1% | --- | 7.6% | 5.7% | --- | 411 | 392 | --- |
| H.S. Diploma/ GED or equiv | 14.0% | 13.9% | --- | 42.0% | 42.0% | --- | 24.3% | 24.5% | --- | 12.9% | 12.3% | --- | 6.8% | 7.3% | --- | 19,316 | 19,010 | --- |
| Trade/Technical Certificate | 12.5% | 11.4% | --- | 38.0% | 39.4% | --- | 26.0% | 24.7% | --- | 14.7% | 15.4% | --- | 8.9% | 9.1% | --- | 9,551 | 9,000 | --- |
| Some College (no degree) | 12.3% | 11.6% | --- | 37.8% | 37.2% | --- | 24.8% | 24.5% | --- | 15.7% | 16.7% | --- | 9.5% | 9.9% | --- | 60,083 | 57,834 | --- |
| Associate's Degree | 12.7% | 11.5% | --- | 37.9% | 37.2% | --- | 23.6% | 24.8% | --- | 16.3% | 16.9% | --- | 9.5% | 9.6% | --- | 31,317 | 29,425 | --- |
| Bachelor's Degree | 12.6% | 11.4% | --- | 38.7% | 37.9% | --- | 23.1% | 23.8% | --- | 16.6% | 17.6% | --- | 9.0% | 9.3% | --- | 135,521 | 124,776 | --- |
| Master's Degree | 14.3% | 12.7% | --- | 37.7% | 36.8% | --- | 23.2% | 23.7% | --- | 16.3% | 17.4% | --- | 8.6% | 9.4% | --- | 97,953 | 87,342 | --- |
| Doctoral/Professional Degree | 15.9% | 14.3% | --- | 39.3% | 38.4% | --- | 24.0% | 25.0% | --- | 13.9% | 15.3% | --- | 6.9% | 7.0% | --- | 40,878 | 36,527 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 11.4% | 10.9% | 11.9% | 38.1% | 36.8% | 37.4% | 25.1% | 25.2% | 25.3% | 15.6% | 16.3% | 15.5% | 9.9% | 10.7% | 9.9% | 12,635 | 12,278 | 13,300 |
| GS 1-6 | 13.5% | 13.4% | 13.1% | 38.0% | 38.7% | 38.8% | 24.4% | 24.0% | 23.8% | 14.8% | 14.7% | 15.0% | 9.2% | 9.3% | 9.3% | 21,920 | 21,965 | 22,135 |
| GS 7-12 | 12.4% | 10.9% | 10.8% | 37.3% | 37.0% | 37.2% | 23.5% | 24.0% | 24.4% | 17.1% | 17.9% | 17.8% | 9.8% | 10.1% | 9.8% | 166,159 | 157,497 | 144,800 |
| GS 13-15 | 14.6% | 13.3% | 12.5% | 39.6% | 38.3% | 38.4% | 23.8% | 24.5% | 24.9% | 14.7% | 16.2% | 16.6% | 7.3% | 7.8% | 7.6% | 162,003 | 143,692 | 135,533 |
| SES | 36.1% | 33.3% | 29.3% | 36.0% | 35.6% | 35.7% | 18.4% | 20.0% | 22.2% | 7.1% | 8.3% | 9.7% | 2.3% | 2.9% | 3.1% | 5,703 | 4,864 | 4,398 |
| SL/ST | 17.3% | 17.0% | 15.6% | 39.3% | 40.6% | 43.2% | 22.8% | 23.8% | 22.2% | 15.1% | 13.2% | 15.3% | 5.6% | 5.4% | 3.6% | 1,535 | 1,378 | 1,220 |
| Other | 12.7% | 12.0% | 11.8% | 41.0% | 40.2% | 40.1% | 23.7% | 24.4% | 24.5% | 15.2% | 15.4% | 15.5% | 7.4% | 7.9% | 8.1% | 25,570 | 23,038 | 26,377 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.0% | 11.8% | 38.4% | 37.7% | 37.9% | 23.8% | 24.3% | 24.6% | 15.9% | 16.8% | 16.8% | 8.8% | 9.1% | 8.9% | 404,872 | 374,483 | 357,694 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 22.8% | 20.0% | 23.3% | 40.6% | 43.6% | 40.4% | 18.8% | 19.4% | 17.9% | 12.4% | 12.0% | 12.4% | 5.5% | 5.0% | 6.0% | 6,025 | 3,151 | 4,687 |
| 1-3 years | 16.9% | 15.6% | 14.6% | 39.7% | 39.4% | 40.1% | 21.0% | 21.4% | 21.6% | 15.0% | 15.9% | 15.9% | 7.4% | 7.7% | 7.9% | 28,228 | 32,801 | 39,296 |
| 4-5 years | 13.9% | 12.0% | 11.8% | 37.8% | 37.7% | 37.6% | 22.7% | 23.3% | 23.6% | 16.8% | 17.3% | 17.4% | 8.9% | 9.7% | 9.6% | 41,024 | 43,266 | 39,303 |
| 6-10 years | 12.3% | 11.6% | 10.9% | 37.9% | 36.9% | 37.6% | 23.2% | 23.8% | 24.1% | 16.7% | 17.2% | 17.6% | 10.0% | 10.4% | 9.9% | 87,711 | 73,230 | 64,235 |
| 11-14 years | 12.1% | 10.8% | 10.3% | 37.5% | 36.4% | 37.1% | 24.2% | 24.9% | 24.9% | 16.8% | 18.2% | 17.6% | 9.4% | 9.7% | 10.0% | 56,660 | 51,266 | 44,674 |
| 15-20 years | 12.0% | 11.2% | 10.6% | 37.3% | 37.1% | 36.5% | 24.6% | 24.2% | 25.1% | 16.5% | 17.5% | 17.7% | 9.6% | 10.0% | 10.1% | 48,691 | 39,918 | 35,021 |
| > 20 years | 13.1% | 11.8% | 11.5% | 39.4% | 38.6% | 38.2% | 25.4% | 25.9% | 26.5% | 14.6% | 15.7% | 16.0% | 7.6% | 8.0% | 7.8% | 128,008 | 121,752 | 121,047 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 21.4% | 19.7% | 21.1% | 39.5% | 40.3% | 39.1% | 19.1% | 19.8% | 19.5% | 13.1% | 13.6% | 12.8% | 6.9% | 6.6% | 7.6% | 11,887 | 6,496 | 8,765 |
| 1-3 years | 16.2% | 14.9% | 13.7% | 38.5% | 37.7% | 38.2% | 21.3% | 21.8% | 22.1% | 15.6% | 16.7% | 16.9% | 8.5% | 8.9% | 9.1% | 44,480 | 49,772 | 55,047 |
| 4-5 years | 13.2% | 11.3% | 11.0% | 37.1% | 37.0% | 37.2% | 23.0% | 23.5% | 23.9% | 16.9% | 17.7% | 17.5% | 9.7% | 10.4% | 10.3% | 49,841 | 51,755 | 47,587 |
| 6-10 years | 11.9% | 11.2% | 10.6% | 37.8% | 36.7% | 37.1% | 23.4% | 24.2% | 24.8% | 16.8% | 17.4% | 17.7% | 10.1% | 10.4% | 9.7% | 95,666 | 80,810 | 70,152 |
| 11-20 years | 12.0% | 10.9% | 10.7% | 37.7% | 37.3% | 37.6% | 25.0% | 25.2% | 25.4% | 16.3% | 17.3% | 17.1% | 9.0% | 9.3% | 9.2% | 98,850 | 86,183 | 76,661 |
| > 20 years | 13.2% | 12.0% | 11.7% | 40.5% | 39.7% | 39.3% | 25.6% | 26.0% | 26.5% | 14.1% | 15.1% | 15.5% | 6.7% | 7.2% | 7.0% | 94,390 | 89,158 | 88,872 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 16.7% | 15.3% | 14.7% | 43.4% | 43.1% | 43.0% | 22.3% | 22.9% | 23.5% | 12.7% | 13.6% | 13.7% | 4.8% | 5.1% | 5.1% | 263,044 | 239,991 | 237,961 |
| Yes, to retire | 11.3% | 9.7% | 10.1% | 39.4% | 38.5% | 38.0% | 27.5% | 28.7% | 29.1% | 14.7% | 15.4% | 15.5% | 7.1% | 7.6% | 7.3% | 24,064 | 23,014 | 21,410 |
| Yes, to other job in Govt | 6.5% | 6.0% | 5.6% | 28.1% | 27.0% | 26.7% | 25.4% | 25.3% | 25.3% | 22.8% | 23.8% | 24.4% | 17.2% | 17.9% | 18.0% | 73,355 | 68,058 | 56,570 |
| Yes, to other job outside Govt | 5.1% | 4.9% | 4.4% | 25.1% | 24.3% | 24.0% | 26.4% | 25.5% | 25.5% | 24.0% | 24.8% | 25.9% | 19.4% | 20.5% | 20.1% | 15,830 | 15,587 | 15,579 |
| Yes, other | 4.8% | 4.9% | 4.3% | 25.1% | 24.5% | 24.7% | 27.9% | 28.9% | 28.1% | 22.9% | 23.6% | 23.6% | 19.2% | 18.0% | 19.3% | 19,291 | 18,028 | 16,389 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 11.0% | 9.8% | 10.5% | 38.9% | 37.3% | 36.5% | 26.6% | 28.3% | 28.6% | 14.9% | 15.6% | 15.9% | 8.6% | 8.9% | 8.5% | 14,836 | 13,955 | 12,640 |
| Between 1-3 years | 11.8% | 10.7% | 10.3% | 39.1% | 38.8% | 38.9% | 26.8% | 27.4% | 28.1% | 14.6% | 15.9% | 15.5% | 7.6% | 7.1% | 7.1% | 39,921 | 36,290 | 34,402 |
| Between 3-5 years | 11.8% | 11.0% | 11.0% | 38.9% | 38.4% | 38.7% | 26.0% | 26.0% | 26.4% | 15.6% | 16.6% | 16.3% | 7.7% | 7.9% | 7.6% | 43,411 | 39,598 | 36,308 |
| 5 or more years | 13.8% | 12.5% | 12.2% | 38.3% | 37.7% | 37.9% | 22.9% | 23.3% | 23.6% | 16.0% | 16.9% | 17.0% | 9.0% | 9.5% | 9.3% | 294,281 | 271,343 | 260,318 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.2% | 12.0% | 11.8% | 38.4% | 37.7% | 37.9% | 23.8% | 24.3% | 24.6% | 15.9% | 16.8% | 16.8% | 8.8% | 9.1% | 8.9% | 404,872 | 374,483 | 357,694 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 13.9% | 12.6% | 12.3% | 39.3% | 38.7% | 38.9% | 23.2% | 23.7% | 24.1% | 15.3% | 16.4% | 16.2% | 8.2% | 8.6% | 8.5% | 317,432 | 293,728 | 280,818 |
| LGBT* | 13.3% | 12.7% | 12.1% | 34.8% | 33.9% | 33.7% | 23.0% | 22.7% | 23.8% | 17.7% | 18.9% | 19.1% | 11.2% | 11.9% | 11.3% | 11,045 | 9,803 | 8,904 |
| Prefer not to say | 9.3% | 8.8% | 8.3% | 33.6% | 33.4% | 33.4% | 26.9% | 27.5% | 27.5% | 18.5% | 18.6% | 19.5% | 11.7% | 11.7% | 11.4% | 48,053 | 43,767 | 40,930 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 13.2% | 12.2% | --- | 39.6% | 39.0% | --- | 23.6% | 24.0% | --- | 15.7% | 16.3% | --- | 8.0% | 8.5% | --- | 280,904 | 257,433 | --- |
| Currently in Guard/Reserves | 14.6% | 12.5% | --- | 38.2% | 38.7% | --- | 21.8% | 22.4% | --- | 15.5% | 17.7% | --- | 9.9% | 8.8% | --- | 6,997 | 6,516 | --- |
| Retired | 15.2% | 13.4% | --- | 38.2% | 37.6% | --- | 24.2% | 24.8% | --- | 14.8% | 16.1% | --- | 7.7% | 8.2% | --- | 43,311 | 41,598 | --- |
| Separated/Discharged | 12.2% | 11.0% | --- | 35.0% | 34.2% | --- | 23.9% | 24.5% | --- | 17.2% | 18.4% | --- | 11.7% | 11.9% | --- | 59,564 | 55,086 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 13.0% | 11.6% | 11.6% | 33.3% | 32.7% | 33.1% | 23.9% | 24.7% | 24.7% | 17.4% | 18.1% | 18.2% | 12.3% | 12.9% | 12.5% | 53,467 | 48,928 | 44,997 |
| No | 13.4% | 12.2% | 11.9% | 39.5% | 38.8% | 38.9% | 23.6% | 24.1% | 24.5% | 15.5% | 16.5% | 16.5% | 8.0% | 8.4% | 8.3% | 338,501 | 312,656 | 300,885 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 20.6% | 19.5% | 19.8% | 44.6% | 44.6% | 45.2% | 17.9% | 18.6% | 18.5% | 11.3% | 11.6% | 11.2% | 5.7% | 5.8% | 5.4% | 404,704 | 374,286 | 357,338 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 21.9% | 20.4% | 20.5% | 44.3% | 44.3% | 44.8% | 17.3% | 18.2% | 18.3% | 11.0% | 11.3% | 11.2% | 5.5% | 5.8% | 5.3% | 155,879 | 142,386 | 136,463 |
| Field | 19.9% | 19.0% | 19.4% | 44.7% | 44.8% | 45.4% | 18.1% | 18.7% | 18.6% | 11.5% | 11.7% | 11.2% | 5.8% | 5.8% | 5.4% | 239,524 | 221,488 | 210,716 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 19.1% | 18.1% | 18.4% | 44.1% | 44.0% | 44.6% | 18.7% | 19.4% | 19.5% | 11.8% | 12.1% | 11.6% | 6.3% | 6.4% | 5.9% | 260,244 | 240,215 | 231,841 |
| Team Leader | 20.1% | 19.0% | 19.7% | 45.3% | 46.0% | 46.1% | 17.7% | 18.1% | 18.0% | 11.6% | 12.0% | 11.2% | 5.2% | 5.0% | 5.0% | 53,179 | 49,455 | 47,309 |
| Supervisor | 23.2% | 21.8% | 22.0% | 47.2% | 47.4% | 47.7% | 16.1% | 16.6% | 16.5% | 9.7% | 10.1% | 9.8% | 3.8% | 4.1% | 4.0% | 52,317 | 48,474 | 44,337 |
| Manager | 30.9% | 28.8% | 29.1% | 44.3% | 45.3% | 45.0% | 12.7% | 13.8% | 13.4% | 8.7% | 8.5% | 9.0% | 3.4% | 3.6% | 3.5% | 24,280 | 21,533 | 21,217 |
| Senior Leader | 44.0% | 43.3% | 43.3% | 38.6% | 37.1% | 37.9% | 9.2% | 11.2% | 9.1% | 5.3% | 5.3% | 6.7% | 2.9% | 3.0% | 3.0% | 8,022 | 7,017 | 5,374 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 21.2% | 20.0% | 20.1% | 43.8% | 44.1% | 44.6% | 17.6% | 18.4% | 18.5% | 11.5% | 11.7% | 11.4% | 5.9% | 5.8% | 5.4% | 204,709 | 188,198 | 178,568 |
| Female | 20.2% | 19.1% | 19.7% | 45.7% | 45.5% | 46.0% | 18.0% | 18.4% | 18.4% | 10.9% | 11.2% | 10.7% | 5.3% | 5.7% | 5.2% | 188,084 | 174,286 | 167,817 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 22.1% | 21.1% | 21.4% | 42.6% | 42.3% | 43.8% | 18.1% | 18.6% | 18.7% | 10.7% | 11.2% | 10.0% | 6.6% | 6.9% | 6.1% | 33,838 | 30,643 | 28,683 |
| No | 20.7% | 19.5% | 19.8% | 44.9% | 45.0% | 45.4% | 17.7% | 18.4% | 18.3% | 11.3% | 11.6% | 11.2% | 5.5% | 5.6% | 5.2% | 355,158 | 328,091 | 314,333 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 21.4% | 19.3% | 19.7% | 42.5% | 42.6% | 43.3% | 20.0% | 21.0% | 20.6% | 10.2% | 11.1% | 10.2% | 6.0% | 6.0% | 6.2% | 8,349 | 7,509 | 7,729 |
| Asian | 21.5% | 20.0% | 20.5% | 48.6% | 48.7% | 49.3% | 18.0% | 18.8% | 18.3% | 7.7% | 8.3% | 8.2% | 4.2% | 4.1% | 3.6% | 18,638 | 17,027 | 16,190 |
| Black/African American | 22.7% | 21.6% | 22.1% | 44.5% | 45.0% | 45.5% | 17.2% | 17.5% | 17.7% | 9.8% | 9.9% | 9.1% | 5.7% | 6.0% | 5.5% | 59,978 | 55,790 | 53,479 |
| Native Hawaiian/ Pacific Islander | 20.7% | 18.6% | 19.3% | 42.9% | 44.8% | 47.9% | 21.0% | 21.1% | 19.1% | 9.0% | 9.7% | 8.5% | 6.4% | 5.7% | 5.1% | 2,469 | 2,326 | 2,338 |
| White | 20.7% | 19.5% | 19.7% | 44.9% | 44.8% | 45.3% | 17.2% | 18.0% | 18.1% | 11.7% | 12.0% | 11.6% | 5.5% | 5.6% | 5.2% | 273,151 | 252,299 | 241,505 |
| Two or more races (Not Hispanic/ Latino) | 17.4% | 16.9% | 17.2% | 40.3% | 40.7% | 41.2% | 21.6% | 21.5% | 21.2% | 13.0% | 13.3% | 13.4% | 7.7% | 7.6% | 7.0% | 14,408 | 13,019 | 11,539 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 20.6% | 19.5% | 19.8% | 44.6% | 44.6% | 45.2% | 17.9% | 18.6% | 18.5% | 11.3% | 11.6% | 11.2% | 5.7% | 5.8% | 5.4% | 404,704 | 374,286 | 357,338 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 19.5% | 19.5% | 18.4% | 49.8% | 45.0% | 46.4% | 15.9% | 17.7% | 17.1% | 9.9% | 13.0% | 13.0% | 5.1% | 4.9% | 5.1% | 2,610 | 2,592 | 3,451 |
| 26-29 | 18.7% | 15.7% | 15.5% | 43.2% | 44.3% | 45.3% | 18.4% | 19.4% | 18.9% | 12.5% | 13.8% | 13.1% | 7.3% | 6.8% | 7.1% | 12,070 | 12,157 | 12,914 |
| 30-39 | 17.7% | 16.7% | 17.2% | 44.3% | 44.3% | 45.0% | 18.6% | 18.7% | 19.3% | 13.0% | 13.0% | 12.3% | 6.5% | 7.2% | 6.2% | 71,422 | 63,851 | 58,471 |
| 40-49 | 20.0% | 19.0% | 19.7% | 44.5% | 44.3% | 45.1% | 17.9% | 18.8% | 18.4% | 11.6% | 11.8% | 11.2% | 6.0% | 6.0% | 5.6% | 106,478 | 99,818 | 96,019 |
| 50-59 | 21.8% | 20.5% | 20.9% | 44.7% | 44.8% | 45.3% | 17.7% | 18.5% | 18.3% | 10.6% | 10.9% | 10.7% | 5.2% | 5.2% | 4.8% | 147,284 | 136,481 | 124,006 |
| 60+ | 24.0% | 22.9% | 24.5% | 45.1% | 45.3% | 45.8% | 17.2% | 17.8% | 16.9% | 9.4% | 9.7% | 8.9% | 4.4% | 4.2% | 4.0% | 63,103 | 56,674 | 47,574 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 27.6% | 27.0% | --- | 39.3% | 42.3% | --- | 21.4% | 19.9% | --- | 5.3% | 6.2% | --- | 6.4% | 4.5% | --- | 408 | 392 | --- |
| H.S. Diploma/ GED or equiv | 24.4% | 24.1% | --- | 46.1% | 45.8% | --- | 16.5% | 17.0% | --- | 8.2% | 8.6% | --- | 4.8% | 4.5% | --- | 19,289 | 18,972 | --- |
| Trade/Technical Certificate | 21.8% | 20.9% | --- | 44.1% | 44.4% | --- | 19.0% | 19.2% | --- | 9.9% | 10.0% | --- | 5.1% | 5.5% | --- | 9,548 | 8,983 | --- |
| Some College (no degree) | 21.0% | 20.3% | --- | 43.6% | 43.5% | --- | 18.8% | 19.2% | --- | 10.5% | 10.9% | --- | 6.1% | 6.1% | --- | 60,035 | 57,718 | --- |
| Associate's Degree | 20.9% | 19.4% | --- | 43.9% | 44.2% | --- | 18.4% | 19.4% | --- | 11.0% | 11.1% | --- | 5.8% | 6.0% | --- | 31,284 | 29,398 | --- |
| Bachelor's Degree | 19.3% | 17.9% | --- | 45.3% | 45.7% | --- | 17.9% | 18.7% | --- | 11.8% | 12.1% | --- | 5.7% | 5.6% | --- | 135,458 | 124,704 | --- |
| Master's Degree | 20.5% | 19.2% | --- | 44.7% | 44.3% | --- | 17.4% | 18.1% | --- | 11.9% | 12.5% | --- | 5.5% | 6.0% | --- | 97,959 | 87,384 | --- |
| Doctoral/Professional Degree | 23.9% | 22.5% | --- | 44.0% | 44.2% | --- | 15.6% | 16.3% | --- | 11.2% | 11.5% | --- | 5.3% | 5.5% | --- | 40,908 | 36,540 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 19.9% | 18.8% | 19.8% | 43.8% | 43.5% | 44.1% | 19.6% | 20.5% | 20.1% | 11.2% | 11.0% | 10.5% | 5.5% | 6.3% | 5.5% | 12,646 | 12,255 | 13,270 |
| GS 1-6 | 20.4% | 19.7% | 20.1% | 42.6% | 42.8% | 43.1% | 19.4% | 19.8% | 19.5% | 10.9% | 10.8% | 10.8% | 6.6% | 6.8% | 6.5% | 21,884 | 21,947 | 22,116 |
| GS 7-12 | 19.4% | 18.2% | 18.5% | 44.6% | 44.8% | 45.7% | 18.5% | 19.0% | 19.0% | 11.5% | 11.9% | 11.4% | 6.0% | 6.1% | 5.5% | 166,062 | 157,361 | 144,630 |
| GS 13-15 | 22.8% | 21.6% | 21.9% | 45.5% | 45.6% | 45.7% | 16.0% | 16.8% | 16.8% | 10.8% | 11.2% | 11.0% | 4.8% | 4.8% | 4.6% | 162,003 | 143,679 | 135,454 |
| SES | 52.2% | 49.1% | 46.5% | 32.9% | 35.0% | 36.6% | 7.8% | 8.5% | 8.2% | 4.7% | 5.0% | 6.6% | 2.3% | 2.4% | 2.1% | 5,701 | 4,874 | 4,403 |
| SL/ST | 28.0% | 28.0% | 29.6% | 44.9% | 43.3% | 42.8% | 13.2% | 14.9% | 12.3% | 10.8% | 10.5% | 10.3% | 3.1% | 3.4% | 5.1% | 1,533 | 1,381 | 1,223 |
| Other | 18.6% | 18.0% | 18.2% | 44.5% | 44.5% | 44.9% | 18.7% | 18.9% | 19.4% | 12.2% | 12.4% | 11.7% | 6.0% | 6.2% | 5.8% | 25,559 | 23,008 | 26,338 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 20.6% | 19.5% | 19.8% | 44.6% | 44.6% | 45.2% | 17.9% | 18.6% | 18.5% | 11.3% | 11.6% | 11.2% | 5.7% | 5.8% | 5.4% | 404,704 | 374,286 | 357,338 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 32.1% | 27.9% | 33.8% | 45.9% | 49.4% | 43.6% | 13.2% | 13.3% | 13.1% | 6.1% | 6.7% | 6.4% | 2.7% | 2.6% | 3.1% | 6,014 | 3,147 | 4,680 |
| 1-3 years | 23.8% | 22.8% | 22.2% | 45.3% | 45.5% | 46.2% | 16.3% | 16.7% | 16.9% | 10.2% | 10.4% | 10.4% | 4.4% | 4.6% | 4.2% | 28,201 | 32,792 | 39,283 |
| 4-5 years | 19.8% | 17.9% | 18.3% | 44.6% | 45.1% | 45.4% | 17.7% | 18.7% | 18.7% | 12.3% | 12.3% | 11.6% | 5.6% | 6.0% | 6.0% | 41,014 | 43,249 | 39,239 |
| 6-10 years | 18.6% | 18.1% | 18.0% | 44.1% | 43.7% | 44.7% | 18.5% | 19.1% | 19.0% | 12.4% | 12.6% | 12.4% | 6.4% | 6.5% | 5.9% | 87,683 | 73,249 | 64,203 |
| 11-14 years | 18.8% | 17.4% | 17.7% | 44.0% | 44.0% | 44.7% | 18.8% | 19.6% | 19.8% | 12.1% | 12.5% | 11.8% | 6.2% | 6.5% | 5.9% | 56,693 | 51,242 | 44,631 |
| 15-20 years | 19.8% | 19.0% | 19.2% | 43.4% | 43.5% | 43.7% | 18.7% | 19.1% | 19.5% | 11.5% | 12.0% | 11.5% | 6.5% | 6.3% | 6.2% | 48,649 | 39,881 | 34,996 |
| > 20 years | 22.4% | 21.1% | 21.2% | 45.4% | 45.5% | 45.7% | 17.1% | 17.9% | 18.0% | 9.9% | 10.4% | 10.3% | 5.0% | 5.1% | 4.8% | 127,954 | 121,621 | 120,897 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 29.8% | 27.6% | 31.0% | 44.8% | 46.4% | 43.2% | 14.0% | 14.1% | 14.0% | 7.6% | 8.0% | 7.3% | 3.7% | 3.8% | 4.5% | 11,860 | 6,490 | 8,748 |
| 1-3 years | 22.5% | 21.7% | 20.8% | 44.1% | 43.7% | 44.8% | 16.7% | 17.4% | 17.8% | 11.1% | 11.6% | 11.4% | 5.5% | 5.7% | 5.2% | 44,475 | 49,791 | 55,002 |
| 4-5 years | 19.2% | 17.3% | 17.8% | 43.9% | 44.4% | 44.8% | 18.3% | 19.2% | 19.0% | 12.4% | 12.6% | 12.1% | 6.2% | 6.5% | 6.3% | 49,828 | 51,691 | 47,521 |
| 6-10 years | 18.4% | 17.8% | 17.7% | 43.8% | 43.7% | 44.9% | 18.9% | 19.5% | 19.3% | 12.5% | 12.5% | 12.2% | 6.5% | 6.5% | 5.9% | 95,662 | 80,817 | 70,115 |
| 11-20 years | 19.5% | 18.5% | 19.0% | 44.4% | 44.5% | 45.1% | 18.4% | 19.1% | 19.3% | 11.7% | 11.9% | 11.1% | 6.0% | 6.0% | 5.5% | 98,832 | 86,121 | 76,616 |
| > 20 years | 23.2% | 21.9% | 21.9% | 46.5% | 46.7% | 46.5% | 16.7% | 17.4% | 17.5% | 9.2% | 9.7% | 9.8% | 4.3% | 4.4% | 4.3% | 94,311 | 89,053 | 88,751 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 27.7% | 26.2% | 25.9% | 51.1% | 51.5% | 51.7% | 13.9% | 14.7% | 14.9% | 5.5% | 5.7% | 5.7% | 1.8% | 1.8% | 1.8% | 262,953 | 239,899 | 237,776 |
| Yes, to retire | 19.1% | 17.6% | 18.1% | 45.0% | 45.0% | 44.1% | 19.0% | 20.3% | 20.1% | 11.6% | 11.7% | 12.3% | 5.3% | 5.4% | 5.4% | 24,073 | 22,957 | 21,355 |
| Yes, to other job in Govt | 6.3% | 6.0% | 6.0% | 32.7% | 32.3% | 32.4% | 26.0% | 26.0% | 26.9% | 22.5% | 22.9% | 22.6% | 12.5% | 12.8% | 12.1% | 73,335 | 68,004 | 56,494 |
| Yes, to other job outside Govt | 3.6% | 3.8% | 4.0% | 23.7% | 23.6% | 23.7% | 24.2% | 25.1% | 24.1% | 29.4% | 28.0% | 29.0% | 19.2% | 19.4% | 19.2% | 15,835 | 15,600 | 15,583 |
| Yes, other | 4.9% | 5.0% | 5.1% | 26.2% | 25.6% | 25.5% | 27.0% | 27.2% | 28.0% | 24.6% | 25.3% | 25.4% | 17.3% | 16.9% | 16.1% | 19,262 | 18,014 | 16,369 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 18.6% | 17.6% | 18.3% | 42.5% | 42.0% | 40.7% | 17.7% | 19.1% | 19.5% | 13.5% | 13.8% | 13.6% | 7.8% | 7.5% | 7.9% | 14,832 | 13,910 | 12,588 |
| Between 1-3 years | 20.3% | 19.1% | 19.4% | 44.9% | 45.9% | 45.3% | 18.6% | 18.8% | 19.0% | 10.8% | 11.4% | 11.5% | 5.4% | 4.8% | 4.8% | 39,865 | 36,271 | 34,328 |
| Between 3-5 years | 21.0% | 20.0% | 20.3% | 45.1% | 45.2% | 46.1% | 18.3% | 18.9% | 18.6% | 10.7% | 10.7% | 10.5% | 5.0% | 5.2% | 4.5% | 43,383 | 39,543 | 36,293 |
| 5 or more years | 20.9% | 19.8% | 20.0% | 44.7% | 44.7% | 45.4% | 17.5% | 18.2% | 18.2% | 11.2% | 11.5% | 11.0% | 5.6% | 5.8% | 5.3% | 294,229 | 271,264 | 260,131 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 20.6% | 19.5% | 19.8% | 44.6% | 44.6% | 45.2% | 17.9% | 18.6% | 18.5% | 11.3% | 11.6% | 11.2% | 5.7% | 5.8% | 5.4% | 404,704 | 374,286 | 357,338 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 21.8% | 20.5% | 20.8% | 45.3% | 45.4% | 45.9% | 17.1% | 17.6% | 17.6% | 10.6% | 11.1% | 10.6% | 5.2% | 5.4% | 5.0% | 317,347 | 293,586 | 280,521 |
| LGBT* | 20.7% | 18.7% | 18.9% | 41.3% | 42.4% | 41.6% | 16.7% | 17.3% | 18.6% | 13.8% | 13.4% | 14.8% | 7.5% | 8.2% | 6.1% | 11,025 | 9,788 | 8,899 |
| Prefer not to say | 14.4% | 14.0% | 14.2% | 41.3% | 41.2% | 41.9% | 22.0% | 23.3% | 23.2% | 14.2% | 14.0% | 13.5% | 8.0% | 7.5% | 7.2% | 48,009 | 43,719 | 40,897 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 20.3% | 19.3% | --- | 45.6% | 45.8% | --- | 17.7% | 18.2% | --- | 11.0% | 11.3% | --- | 5.3% | 5.4% | --- | 280,839 | 257,293 | --- |
| Currently in Guard/Reserves | 20.8% | 18.7% | --- | 42.6% | 42.8% | --- | 17.8% | 18.2% | --- | 12.0% | 13.4% | --- | 6.9% | 6.9% | --- | 6,994 | 6,516 | --- |
| Retired | 24.8% | 23.4% | --- | 45.1% | 44.7% | --- | 16.1% | 17.3% | --- | 9.8% | 10.1% | --- | 4.2% | 4.5% | --- | 43,277 | 41,571 | --- |
| Separated/Discharged | 19.5% | 18.2% | --- | 41.5% | 41.5% | --- | 18.8% | 19.8% | --- | 12.9% | 12.9% | --- | 7.4% | 7.6% | --- | 59,510 | 55,024 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 20.5% | 18.9% | 19.9% | 40.2% | 40.3% | 40.6% | 18.8% | 20.0% | 19.8% | 12.8% | 12.7% | 12.3% | 7.8% | 8.1% | 7.5% | 53,445 | 48,905 | 44,883 |
| No | 20.9% | 19.7% | 19.9% | 45.5% | 45.5% | 46.1% | 17.5% | 18.1% | 18.1% | 10.9% | 11.3% | 10.9% | 5.2% | 5.3% | 4.9% | 338,366 | 312,460 | 300,669 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 16.0% | 15.0% | 14.1% | 41.1% | 40.8% | 39.5% | 17.3% | 17.9% | 18.2% | 16.4% | 17.1% | 18.2% | 9.2% | 9.3% | 10.1% | 405,405 | 374,805 | 357,967 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 16.9% | 15.7% | 14.3% | 41.7% | 41.0% | 39.5% | 17.2% | 17.9% | 18.7% | 15.8% | 16.7% | 17.8% | 8.4% | 8.8% | 9.7% | 156,153 | 142,563 | 136,689 |
| Field | 15.7% | 14.8% | 14.0% | 40.8% | 40.8% | 39.6% | 17.3% | 17.7% | 17.8% | 16.7% | 17.2% | 18.3% | 9.6% | 9.5% | 10.3% | 239,922 | 221,844 | 211,087 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 14.6% | 13.7% | 12.9% | 40.4% | 40.0% | 39.0% | 18.1% | 18.6% | 18.9% | 17.0% | 17.7% | 18.5% | 9.9% | 10.0% | 10.7% | 260,697 | 240,590 | 232,254 |
| Team Leader | 15.2% | 14.2% | 13.7% | 41.0% | 41.1% | 38.9% | 17.1% | 17.8% | 18.1% | 17.1% | 17.7% | 19.0% | 9.6% | 9.2% | 10.3% | 53,276 | 49,526 | 47,343 |
| Supervisor | 19.6% | 18.8% | 17.3% | 44.9% | 44.5% | 42.8% | 15.1% | 15.5% | 16.1% | 13.9% | 14.5% | 16.3% | 6.5% | 6.7% | 7.5% | 52,416 | 48,535 | 44,412 |
| Manager | 26.4% | 24.0% | 21.5% | 42.4% | 42.8% | 41.4% | 13.3% | 13.7% | 14.2% | 12.3% | 13.4% | 15.2% | 5.6% | 6.1% | 7.6% | 24,318 | 21,555 | 21,271 |
| Senior Leader | 30.4% | 27.4% | 24.3% | 37.4% | 37.1% | 35.1% | 13.1% | 14.0% | 12.9% | 13.5% | 14.3% | 18.3% | 5.7% | 7.2% | 9.5% | 8,026 | 7,026 | 5,387 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 16.2% | 15.1% | 14.1% | 40.6% | 40.4% | 39.0% | 17.8% | 18.2% | 18.5% | 16.1% | 16.9% | 17.9% | 9.4% | 9.5% | 10.5% | 205,030 | 188,480 | 178,829 |
| Female | 16.1% | 15.2% | 14.2% | 41.8% | 41.4% | 40.2% | 16.6% | 17.3% | 17.7% | 16.7% | 17.2% | 18.4% | 8.8% | 8.9% | 9.5% | 188,435 | 174,526 | 168,142 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 17.0% | 16.6% | 15.5% | 38.5% | 38.3% | 38.3% | 17.3% | 17.5% | 17.9% | 16.2% | 16.6% | 17.1% | 10.9% | 11.0% | 11.2% | 33,900 | 30,721 | 28,743 |
| No | 16.1% | 15.0% | 14.0% | 41.4% | 41.2% | 39.7% | 17.2% | 17.8% | 18.1% | 16.4% | 17.0% | 18.2% | 8.9% | 9.0% | 10.0% | 355,772 | 328,526 | 314,860 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 15.6% | 12.9% | 13.3% | 36.8% | 38.7% | 36.3% | 19.7% | 20.0% | 20.3% | 16.4% | 17.0% | 18.7% | 11.5% | 11.4% | 11.5% | 8,351 | 7,523 | 7,745 |
| Asian | 14.1% | 13.6% | 13.1% | 40.9% | 41.3% | 40.3% | 21.2% | 22.2% | 23.0% | 15.5% | 14.7% | 15.4% | 8.4% | 8.1% | 8.2% | 18,651 | 17,033 | 16,224 |
| Black/African American | 15.7% | 14.9% | 13.8% | 39.1% | 39.1% | 38.3% | 17.0% | 17.5% | 18.5% | 17.6% | 17.8% | 18.1% | 10.6% | 10.7% | 11.3% | 60,087 | 55,858 | 53,574 |
| Native Hawaiian/ Pacific Islander | 15.8% | 12.7% | 12.2% | 37.6% | 36.1% | 37.5% | 20.0% | 22.8% | 23.4% | 16.2% | 16.8% | 16.5% | 10.4% | 11.5% | 10.3% | 2,468 | 2,322 | 2,339 |
| White | 16.9% | 15.8% | 14.6% | 42.3% | 41.9% | 40.4% | 16.5% | 17.0% | 17.2% | 15.9% | 16.7% | 18.1% | 8.4% | 8.6% | 9.6% | 273,628 | 252,683 | 241,888 |
| Two or more races (Not Hispanic/ Latino) | 12.7% | 11.5% | 11.9% | 36.9% | 36.1% | 35.5% | 19.2% | 20.1% | 20.8% | 18.8% | 19.7% | 19.2% | 12.4% | 12.7% | 12.6% | 14,448 | 13,035 | 11,577 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 16.0% | 15.0% | 14.1% | 41.1% | 40.8% | 39.5% | 17.3% | 17.9% | 18.2% | 16.4% | 17.1% | 18.2% | 9.2% | 9.3% | 10.1% | 405,405 | 374,805 | 357,967 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 14.6% | 15.3% | 14.4% | 39.5% | 37.7% | 39.8% | 17.2% | 19.4% | 20.4% | 18.1% | 17.6% | 16.6% | 10.7% | 10.1% | 8.8% | 2,614 | 2,599 | 3,459 |
| 26-29 | 14.0% | 14.1% | 13.6% | 39.6% | 41.0% | 41.2% | 18.7% | 19.0% | 18.2% | 16.6% | 16.7% | 17.2% | 11.1% | 9.3% | 9.9% | 12,098 | 12,179 | 12,934 |
| 30-39 | 14.8% | 14.2% | 13.8% | 40.5% | 40.7% | 40.4% | 17.8% | 17.9% | 18.1% | 16.6% | 16.7% | 17.3% | 10.4% | 10.5% | 10.5% | 71,558 | 63,933 | 58,580 |
| 40-49 | 16.4% | 15.4% | 14.5% | 41.4% | 41.3% | 40.0% | 16.8% | 17.6% | 17.9% | 16.0% | 16.4% | 17.5% | 9.4% | 9.2% | 10.0% | 106,673 | 99,982 | 96,240 |
| 50-59 | 16.8% | 15.3% | 14.3% | 41.5% | 41.0% | 39.0% | 17.1% | 17.5% | 17.8% | 16.2% | 17.4% | 18.9% | 8.4% | 8.8% | 10.0% | 147,579 | 136,725 | 124,213 |
| 60+ | 16.0% | 15.1% | 14.1% | 40.9% | 39.6% | 38.5% | 18.0% | 18.9% | 18.9% | 16.9% | 17.8% | 18.9% | 8.2% | 8.5% | 9.7% | 63,141 | 56,677 | 47,591 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 17.7% | 14.4% | --- | 32.7% | 40.2% | --- | 22.7% | 21.0% | --- | 14.5% | 14.4% | --- | 12.5% | 10.0% | --- | 407 | 388 | --- |
| H.S. Diploma/ GED or equiv | 16.2% | 14.9% | --- | 39.6% | 38.2% | --- | 18.0% | 19.2% | --- | 16.6% | 17.4% | --- | 9.7% | 10.3% | --- | 19,326 | 19,007 | --- |
| Trade/Technical Certificate | 12.1% | 10.8% | --- | 36.6% | 35.4% | --- | 20.0% | 19.5% | --- | 19.4% | 21.5% | --- | 11.8% | 12.8% | --- | 9,564 | 8,984 | --- |
| Some College (no degree) | 14.5% | 13.7% | --- | 37.8% | 37.7% | --- | 18.0% | 18.6% | --- | 18.3% | 19.0% | --- | 11.3% | 11.1% | --- | 60,118 | 57,832 | --- |
| Associate's Degree | 14.2% | 13.1% | --- | 37.8% | 37.3% | --- | 18.2% | 19.0% | --- | 18.6% | 19.2% | --- | 11.3% | 11.5% | --- | 31,337 | 29,461 | --- |
| Bachelor's Degree | 16.8% | 15.8% | --- | 42.8% | 42.9% | --- | 16.8% | 17.1% | --- | 15.2% | 15.9% | --- | 8.4% | 8.3% | --- | 135,708 | 124,845 | --- |
| Master's Degree | 17.9% | 16.9% | --- | 43.9% | 43.4% | --- | 16.2% | 16.9% | --- | 14.7% | 15.2% | --- | 7.3% | 7.6% | --- | 98,110 | 87,501 | --- |
| Doctoral/Professional Degree | 16.0% | 15.1% | --- | 40.3% | 40.8% | --- | 17.7% | 18.0% | --- | 17.4% | 17.5% | --- | 8.6% | 8.5% | --- | 41,006 | 36,597 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 13.1% | 11.1% | 12.9% | 37.1% | 34.8% | 35.3% | 18.9% | 20.7% | 19.9% | 18.8% | 20.9% | 20.0% | 12.0% | 12.6% | 11.9% | 12,656 | 12,289 | 13,270 |
| GS 1-6 | 7.6% | 7.8% | 7.1% | 29.1% | 28.4% | 28.0% | 20.6% | 20.7% | 21.5% | 25.3% | 25.4% | 25.5% | 17.4% | 17.8% | 17.9% | 21,912 | 21,968 | 22,139 |
| GS 7-12 | 13.9% | 13.1% | 12.2% | 41.2% | 41.4% | 40.2% | 18.4% | 18.6% | 18.9% | 17.0% | 17.8% | 18.7% | 9.5% | 9.2% | 10.0% | 166,320 | 157,584 | 144,888 |
| GS 13-15 | 22.6% | 21.6% | 19.9% | 46.5% | 46.6% | 44.6% | 14.5% | 15.0% | 15.5% | 11.4% | 11.8% | 13.7% | 4.9% | 5.1% | 6.3% | 162,331 | 143,904 | 135,711 |
| SES | 34.5% | 30.4% | 24.0% | 35.4% | 36.0% | 34.8% | 12.6% | 13.1% | 12.1% | 11.9% | 14.2% | 19.3% | 5.6% | 6.3% | 9.8% | 5,706 | 4,884 | 4,419 |
| SL/ST | 21.2% | 20.3% | 19.4% | 39.7% | 40.5% | 35.2% | 14.3% | 17.7% | 21.0% | 17.7% | 16.2% | 14.4% | 7.2% | 5.3% | 9.8% | 1,530 | 1,384 | 1,220 |
| Other | 13.2% | 12.8% | 12.9% | 36.0% | 35.7% | 35.4% | 17.5% | 18.2% | 17.7% | 20.2% | 20.2% | 20.3% | 13.1% | 13.1% | 13.7% | 25,626 | 23,028 | 26,378 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 16.0% | 15.0% | 14.1% | 41.1% | 40.8% | 39.5% | 17.3% | 17.9% | 18.2% | 16.4% | 17.1% | 18.2% | 9.2% | 9.3% | 10.1% | 405,405 | 374,805 | 357,967 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 15.5% | 13.5% | 17.5% | 38.6% | 39.4% | 37.5% | 18.8% | 19.6% | 19.3% | 17.5% | 18.9% | 16.9% | 9.6% | 8.6% | 8.7% | 6,042 | 3,162 | 4,695 |
| 1-3 years | 14.1% | 13.5% | 13.0% | 38.2% | 39.4% | 39.8% | 19.1% | 19.1% | 19.4% | 18.9% | 18.4% | 18.1% | 9.8% | 9.7% | 9.7% | 28,254 | 32,853 | 39,364 |
| 4-5 years | 14.0% | 13.4% | 12.9% | 40.5% | 40.7% | 40.3% | 18.1% | 18.5% | 18.3% | 17.9% | 17.8% | 18.4% | 9.5% | 9.6% | 10.1% | 41,109 | 43,297 | 39,340 |
| 6-10 years | 15.0% | 14.2% | 13.4% | 40.8% | 40.4% | 39.5% | 17.7% | 18.1% | 18.4% | 16.7% | 17.3% | 18.0% | 9.8% | 10.0% | 10.7% | 87,812 | 73,352 | 64,295 |
| 11-14 years | 15.8% | 14.5% | 13.7% | 41.2% | 40.5% | 39.4% | 17.2% | 18.4% | 18.3% | 16.0% | 16.8% | 18.3% | 9.8% | 9.8% | 10.3% | 56,762 | 51,286 | 44,712 |
| 15-20 years | 16.6% | 15.5% | 14.4% | 41.9% | 41.2% | 39.1% | 16.7% | 17.1% | 18.1% | 15.7% | 16.8% | 18.2% | 9.1% | 9.4% | 10.3% | 48,758 | 39,944 | 35,058 |
| > 20 years | 18.6% | 17.3% | 15.5% | 42.2% | 41.8% | 39.4% | 16.2% | 16.7% | 17.1% | 14.9% | 16.1% | 18.1% | 8.0% | 8.1% | 9.9% | 128,160 | 121,814 | 121,053 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 16.2% | 15.6% | 16.7% | 40.8% | 40.7% | 39.2% | 18.1% | 18.1% | 19.1% | 16.4% | 17.4% | 16.5% | 8.5% | 8.1% | 8.5% | 11,902 | 6,502 | 8,775 |
| 1-3 years | 14.5% | 13.8% | 13.0% | 39.2% | 39.4% | 39.4% | 18.6% | 19.2% | 19.4% | 18.2% | 17.8% | 18.4% | 9.4% | 9.7% | 9.8% | 44,552 | 49,839 | 55,121 |
| 4-5 years | 14.6% | 13.6% | 13.0% | 40.6% | 41.0% | 39.9% | 17.9% | 18.2% | 18.5% | 17.2% | 17.7% | 18.4% | 9.7% | 9.6% | 10.2% | 49,925 | 51,785 | 47,631 |
| 6-10 years | 15.3% | 14.4% | 13.5% | 40.7% | 40.5% | 39.4% | 17.7% | 18.1% | 18.4% | 16.6% | 17.0% | 18.0% | 9.7% | 9.8% | 10.8% | 95,796 | 80,892 | 70,232 |
| 11-20 years | 16.3% | 15.2% | 14.4% | 41.7% | 40.9% | 39.6% | 16.8% | 17.5% | 17.9% | 15.9% | 17.0% | 18.1% | 9.3% | 9.4% | 10.1% | 98,988 | 86,247 | 76,749 |
| > 20 years | 19.0% | 17.7% | 15.9% | 42.4% | 42.0% | 39.5% | 15.9% | 16.4% | 16.7% | 14.8% | 15.9% | 18.1% | 7.9% | 7.9% | 9.8% | 94,496 | 89,225 | 88,842 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 19.7% | 18.5% | 17.0% | 45.0% | 44.8% | 43.4% | 15.9% | 16.4% | 17.2% | 13.8% | 14.6% | 15.8% | 5.5% | 5.6% | 6.5% | 263,442 | 240,206 | 238,102 |
| Yes, to retire | 17.3% | 15.8% | 14.8% | 42.5% | 41.7% | 39.5% | 17.2% | 17.7% | 17.4% | 15.0% | 17.0% | 18.2% | 7.8% | 7.9% | 10.2% | 24,055 | 22,991 | 21,386 |
| Yes, to other job in Govt | 8.5% | 8.1% | 7.6% | 34.7% | 34.2% | 32.3% | 20.0% | 20.7% | 20.7% | 21.4% | 21.7% | 23.3% | 15.3% | 15.3% | 16.2% | 73,477 | 68,129 | 56,651 |
| Yes, to other job outside Govt | 5.9% | 5.8% | 5.5% | 25.5% | 25.9% | 24.3% | 18.1% | 19.3% | 18.6% | 25.6% | 25.6% | 25.5% | 24.9% | 23.3% | 26.1% | 15,864 | 15,625 | 15,609 |
| Yes, other | 7.2% | 6.8% | 6.4% | 28.5% | 29.0% | 28.1% | 22.4% | 21.8% | 21.6% | 22.5% | 22.3% | 23.1% | 19.5% | 20.0% | 20.8% | 19,301 | 18,046 | 16,411 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 18.1% | 17.3% | 15.5% | 42.4% | 40.9% | 39.5% | 16.1% | 16.7% | 17.1% | 14.7% | 16.8% | 17.0% | 8.7% | 8.3% | 11.0% | 14,832 | 13,937 | 12,608 |
| Between 1-3 years | 17.4% | 15.8% | 14.5% | 42.1% | 41.6% | 39.2% | 16.8% | 17.3% | 17.4% | 15.6% | 17.0% | 18.9% | 8.1% | 8.2% | 9.9% | 39,926 | 36,264 | 34,363 |
| Between 3-5 years | 16.4% | 15.2% | 14.2% | 41.4% | 41.3% | 38.8% | 17.5% | 17.8% | 18.2% | 16.7% | 17.3% | 19.1% | 8.0% | 8.4% | 9.7% | 43,463 | 39,601 | 36,300 |
| 5 or more years | 15.9% | 15.0% | 14.1% | 41.0% | 40.8% | 39.8% | 17.3% | 17.8% | 18.2% | 16.5% | 17.0% | 17.9% | 9.4% | 9.4% | 10.0% | 294,771 | 271,694 | 260,648 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 16.0% | 15.0% | 14.1% | 41.1% | 40.8% | 39.5% | 17.3% | 17.9% | 18.2% | 16.4% | 17.1% | 18.2% | 9.2% | 9.3% | 10.1% | 405,405 | 374,805 | 357,967 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 16.8% | 15.6% | 14.6% | 41.6% | 41.5% | 40.1% | 16.8% | 17.2% | 17.7% | 16.1% | 16.7% | 17.9% | 8.7% | 8.9% | 9.7% | 317,854 | 294,040 | 281,001 |
| LGBT* | 16.0% | 15.2% | 15.1% | 38.8% | 37.3% | 37.5% | 15.6% | 16.7% | 15.9% | 18.0% | 19.7% | 20.3% | 11.5% | 11.1% | 11.3% | 11,049 | 9,808 | 8,911 |
| Prefer not to say | 12.1% | 12.1% | 11.0% | 38.5% | 37.3% | 36.2% | 20.2% | 21.1% | 21.0% | 17.7% | 18.3% | 19.4% | 11.5% | 11.2% | 12.3% | 48,132 | 43,756 | 40,946 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 16.1% | 15.4% | --- | 41.4% | 41.4% | --- | 17.1% | 17.6% | --- | 16.3% | 16.8% | --- | 9.0% | 8.9% | --- | 281,359 | 257,701 | --- |
| Currently in Guard/Reserves | 15.4% | 13.8% | --- | 38.8% | 39.8% | --- | 16.5% | 18.0% | --- | 18.5% | 18.3% | --- | 10.9% | 10.1% | --- | 7,001 | 6,528 | --- |
| Retired | 18.5% | 17.0% | --- | 44.5% | 43.1% | --- | 16.4% | 17.3% | --- | 14.2% | 15.5% | --- | 6.5% | 7.1% | --- | 43,343 | 41,620 | --- |
| Separated/Discharged | 14.7% | 13.1% | --- | 38.0% | 37.7% | --- | 18.3% | 18.6% | --- | 17.7% | 18.6% | --- | 11.3% | 11.9% | --- | 59,597 | 55,082 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 14.1% | 13.1% | 12.7% | 36.9% | 36.4% | 34.7% | 18.7% | 18.7% | 19.6% | 18.3% | 18.9% | 19.8% | 12.0% | 12.8% | 13.1% | 53,501 | 48,950 | 44,988 |
| No | 16.5% | 15.5% | 14.4% | 41.9% | 41.7% | 40.4% | 17.0% | 17.6% | 17.8% | 16.0% | 16.7% | 17.8% | 8.6% | 8.6% | 9.5% | 338,989 | 312,938 | 301,143 |

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** | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.8% | 14.0% | 40.9% | 40.8% | 41.6% | 22.0% | 22.8% | 22.7% | 14.5% | 14.9% | 14.4% | 7.9% | 7.8% | 7.3% | 405,517 | 375,127 | 358,271 |
| Work Location | | | | | | | | | | | | | | | | | | |
| Headquarters | 16.7% | 15.4% | 15.6% | 41.9% | 41.8% | 42.4% | 21.4% | 22.0% | 22.1% | 13.1% | 13.8% | 13.3% | 6.9% | 7.0% | 6.6% | 156,211 | 142,696 | 136,809 |
| Field | 13.7% | 12.9% | 13.1% | 40.4% | 40.2% | 41.2% | 22.3% | 23.1% | 22.9% | 15.3% | 15.6% | 15.1% | 8.4% | 8.2% | 7.7% | 239,991 | 222,032 | 211,290 |
| Supervisory Status | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 13.7% | 12.8% | 13.1% | 40.2% | 40.0% | 41.1% | 22.8% | 23.7% | 23.4% | 14.8% | 15.0% | 14.7% | 8.4% | 8.4% | 7.7% | 260,763 | 240,820 | 232,467 |
| Team Leader | 13.4% | 12.3% | 12.9% | 40.6% | 40.9% | 41.4% | 22.6% | 23.0% | 22.8% | 15.3% | 16.3% | 15.3% | 8.0% | 7.5% | 7.5% | 53,289 | 49,567 | 47,412 |
| Supervisor | 16.3% | 15.7% | 15.6% | 44.8% | 43.5% | 44.1% | 19.7% | 20.7% | 20.8% | 13.3% | 14.1% | 13.5% | 5.8% | 6.1% | 5.9% | 52,435 | 48,556 | 44,441 |
| Manager | 23.3% | 21.4% | 21.6% | 43.1% | 44.1% | 43.5% | 16.5% | 16.6% | 17.4% | 11.6% | 12.6% | 12.3% | 5.5% | 5.3% | 5.2% | 24,324 | 21,565 | 21,288 |
| Senior Leader | 37.4% | 36.1% | 36.4% | 38.3% | 38.8% | 39.2% | 13.0% | 13.1% | 12.4% | 7.6% | 8.4% | 8.8% | 3.6% | 3.5% | 3.2% | 8,038 | 7,036 | 5,384 |
| Sex | | | | | | | | | | | | | | | | | | |
| Male | 15.1% | 14.0% | 14.1% | 40.1% | 40.1% | 40.9% | 21.7% | 22.5% | 22.5% | 14.8% | 15.3% | 14.9% | 8.3% | 8.1% | 7.6% | 205,091 | 188,648 | 178,982 |
| Female | 14.5% | 13.8% | 14.1% | 42.2% | 41.8% | 42.8% | 22.2% | 22.9% | 22.6% | 13.9% | 14.3% | 13.7% | 7.1% | 7.2% | 6.8% | 188,492 | 174,705 | 168,311 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | |
| Yes | 16.0% | 15.3% | 15.9% | 39.0% | 38.5% | 40.1% | 21.6% | 22.1% | 22.5% | 13.9% | 14.7% | 13.1% | 9.6% | 9.4% | 8.4% | 33,902 | 30,724 | 28,769 |
| No | 14.8% | 13.8% | 13.9% | 41.3% | 41.2% | 42.0% | 21.9% | 22.7% | 22.5% | 14.5% | 14.9% | 14.5% | 7.5% | 7.5% | 7.1% | 355,887 | 328,859 | 315,163 |
| Race | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 14.3% | 12.0% | 12.5% | 37.2% | 37.9% | 38.3% | 24.6% | 25.8% | 25.7% | 14.6% | 15.0% | 14.6% | 9.4% | 9.4% | 8.9% | 8,357 | 7,541 | 7,773 |
| Asian | 16.7% | 16.0% | 15.5% | 46.4% | 45.5% | 47.6% | 21.8% | 22.5% | 21.9% | 9.6% | 10.3% | 9.9% | 5.5% | 5.7% | 5.0% | 18,652 | 17,055 | 16,221 |
| Black/African American | 16.2% | 15.4% | 15.6% | 42.3% | 43.0% | 43.8% | 21.8% | 21.6% | 21.9% | 12.1% | 12.3% | 11.5% | 7.5% | 7.8% | 7.2% | 60,120 | 55,922 | 53,632 |
| Native Hawaiian/ Pacific Islander | 15.0% | 14.1% | 13.6% | 39.9% | 38.2% | 41.5% | 25.3% | 25.6% | 24.9% | 12.2% | 14.5% | 12.6% | 7.6% | 7.6% | 7.4% | 2,475 | 2,326 | 2,341 |
| White | 14.8% | 13.8% | 14.0% | 41.1% | 40.8% | 41.5% | 21.4% | 22.3% | 22.2% | 15.1% | 15.6% | 15.2% | 7.7% | 7.6% | 7.1% | 273,715 | 252,891 | 242,117 |
| Two or more races (Not Hispanic/ Latino) | 11.8% | 11.8% | 12.0% | 35.6% | 35.7% | 36.7% | 24.6% | 24.9% | 25.4% | 17.4% | 17.1% | 16.3% | 10.5% | 10.5% | 9.6% | 14,450 | 13,053 | 11,591 |

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** | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.8% | 14.0% | 40.9% | 40.8% | 41.6% | 22.0% | 22.8% | 22.7% | 14.5% | 14.9% | 14.4% | 7.9% | 7.8% | 7.3% | 405,517 | 375,127 | 358,271 |
| Age Group | | | | | | | | | | | | | | | | | | |
| 25 and under | 16.4% | 16.3% | 15.1% | 47.3% | 43.0% | 45.8% | 20.8% | 22.2% | 22.4% | 9.4% | 12.3% | 11.4% | 6.1% | 6.2% | 5.4% | 2,615 | 2,593 | 3,448 |
| 26-29 | 13.8% | 12.7% | 11.6% | 42.1% | 40.8% | 43.1% | 21.8% | 22.8% | 22.7% | 14.2% | 15.8% | 14.8% | 8.1% | 7.8% | 7.8% | 12,092 | 12,176 | 12,924 |
| 30-39 | 13.2% | 12.4% | 12.7% | 40.6% | 40.5% | 41.6% | 22.2% | 22.7% | 22.7% | 15.3% | 15.6% | 15.0% | 8.7% | 8.9% | 8.0% | 71,519 | 63,927 | 58,593 |
| 40-49 | 14.5% | 13.6% | 14.0% | 41.0% | 40.6% | 41.8% | 21.4% | 22.6% | 22.1% | 14.7% | 15.1% | 14.3% | 8.4% | 8.1% | 7.8% | 106,690 | 100,022 | 96,269 |
| 50-59 | 15.4% | 14.2% | 14.7% | 40.8% | 40.8% | 41.3% | 22.1% | 22.8% | 22.7% | 14.3% | 14.7% | 14.5% | 7.4% | 7.5% | 6.8% | 147,633 | 136,845 | 124,365 |
| 60+ | 15.9% | 15.0% | 16.4% | 40.8% | 41.3% | 42.6% | 22.9% | 23.6% | 22.1% | 13.7% | 13.9% | 13.2% | 6.7% | 6.2% | 5.6% | 63,226 | 56,849 | 47,736 |
| Level of Education | | | | | | | | | | | | | | | | | | |
| Less than High School | 14.8% | 17.6% | --- | 41.0% | 41.3% | --- | 25.4% | 25.0% | --- | 9.4% | 11.4% | --- | 9.4% | 4.7% | --- | 408 | 394 | --- |
| H.S. Diploma/ GED or equiv | 16.2% | 16.1% | --- | 42.4% | 42.4% | --- | 21.9% | 22.9% | --- | 12.4% | 12.0% | --- | 7.1% | 6.7% | --- | 19,350 | 19,050 | --- |
| Trade/Technical Certificate | 13.8% | 12.2% | --- | 39.6% | 40.0% | --- | 23.8% | 25.7% | --- | 14.8% | 14.2% | --- | 8.0% | 8.0% | --- | 9,562 | 9,009 | --- |
| Some College (no degree) | 14.4% | 13.7% | --- | 39.2% | 39.0% | --- | 23.4% | 23.8% | --- | 14.3% | 14.9% | --- | 8.7% | 8.6% | --- | 60,183 | 57,914 | --- |
| Associate's Degree | 14.3% | 13.0% | --- | 39.9% | 39.5% | --- | 22.9% | 24.3% | --- | 14.6% | 15.1% | --- | 8.3% | 8.1% | --- | 31,352 | 29,471 | --- |
| Bachelor's Degree | 14.0% | 13.2% | --- | 41.7% | 41.6% | --- | 21.7% | 22.4% | --- | 14.7% | 15.2% | --- | 7.9% | 7.6% | --- | 135,750 | 124,951 | --- |
| Master's Degree | 15.5% | 14.3% | --- | 41.7% | 41.5% | --- | 21.2% | 21.7% | --- | 14.5% | 15.0% | --- | 7.1% | 7.5% | --- | 98,092 | 87,532 | --- |
| Doctoral/Professional Degree | 17.3% | 16.1% | --- | 41.6% | 41.0% | --- | 19.7% | 20.2% | --- | 14.4% | 15.3% | --- | 7.1% | 7.4% | --- | 40,983 | 36,627 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 12.0% | 11.2% | 12.5% | 38.0% | 36.8% | 37.7% | 25.1% | 25.9% | 26.0% | 16.1% | 17.0% | 15.5% | 8.7% | 9.1% | 8.3% | 12,657 | 12,287 | 13,303 |
| GS 1-6 | 14.2% | 14.0% | 14.0% | 39.6% | 39.2% | 40.7% | 24.6% | 25.6% | 24.5% | 13.3% | 13.1% | 12.9% | 8.3% | 8.0% | 7.9% | 21,952 | 22,026 | 22,192 |
| GS 7-12 | 14.0% | 12.8% | 13.1% | 41.0% | 41.1% | 42.2% | 22.5% | 23.1% | 23.1% | 14.4% | 15.0% | 14.3% | 8.2% | 8.0% | 7.4% | 166,432 | 157,748 | 144,993 |
| GS 13-15 | 16.8% | 15.9% | 16.3% | 42.5% | 42.4% | 42.7% | 19.8% | 20.4% | 20.0% | 14.0% | 14.6% | 14.4% | 6.9% | 6.7% | 6.5% | 162,297 | 143,974 | 135,792 |
| SES | 45.5% | 42.4% | 38.6% | 35.2% | 37.3% | 39.6% | 9.8% | 10.1% | 10.6% | 6.3% | 7.5% | 8.3% | 3.2% | 2.8% | 2.9% | 5,703 | 4,874 | 4,418 |
| SL/ST | 20.4% | 19.8% | 20.6% | 39.5% | 39.0% | 40.2% | 18.6% | 20.9% | 16.5% | 15.7% | 14.0% | 14.6% | 5.8% | 6.2% | 8.1% | 1,538 | 1,388 | 1,227 |
| Other | 11.9% | 11.7% | 11.1% | 39.2% | 38.7% | 40.1% | 23.2% | 24.1% | 24.2% | 16.7% | 16.3% | 16.4% | 8.9% | 9.1% | 8.2% | 25,606 | 23,059 | 26,422 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.8% | 14.0% | 40.9% | 40.8% | 41.6% | 22.0% | 22.8% | 22.7% | 14.5% | 14.9% | 14.4% | 7.9% | 7.8% | 7.3% | 405,517 | 375,127 | 358,271 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | |
| < 1 year | 26.9% | 22.6% | 28.1% | 47.9% | 50.3% | 46.9% | 15.6% | 17.8% | 15.1% | 7.4% | 6.5% | 7.2% | 2.3% | 2.8% | 2.7% | 6,040 | 3,157 | 4,687 |
| 1-3 years | 18.1% | 17.8% | 16.9% | 44.7% | 43.9% | 45.8% | 20.9% | 21.0% | 20.8% | 11.4% | 12.1% | 11.5% | 5.0% | 5.2% | 5.0% | 28,258 | 32,830 | 39,379 |
| 4-5 years | 14.3% | 13.2% | 13.4% | 42.4% | 41.9% | 42.1% | 22.0% | 23.1% | 22.9% | 14.4% | 14.5% | 14.3% | 6.9% | 7.4% | 7.3% | 41,094 | 43,336 | 39,350 |
| 6-10 years | 13.4% | 12.7% | 12.6% | 40.0% | 39.5% | 40.9% | 22.7% | 23.5% | 23.0% | 15.1% | 15.6% | 15.5% | 8.8% | 8.6% | 8.0% | 87,804 | 73,398 | 64,351 |
| 11-14 years | 13.1% | 12.2% | 12.2% | 39.2% | 39.1% | 40.2% | 22.8% | 23.5% | 23.7% | 15.6% | 16.4% | 15.5% | 9.3% | 8.9% | 8.4% | 56,797 | 51,350 | 44,739 |
| 15-20 years | 13.9% | 12.8% | 13.2% | 39.1% | 39.3% | 39.2% | 22.3% | 22.7% | 23.0% | 15.5% | 15.9% | 15.9% | 9.3% | 9.3% | 8.7% | 48,776 | 39,987 | 35,104 |
| > 20 years | 15.4% | 14.3% | 14.4% | 41.1% | 41.0% | 41.3% | 21.7% | 22.4% | 22.7% | 14.4% | 14.9% | 14.5% | 7.4% | 7.4% | 7.2% | 128,243 | 121,977 | 121,237 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | |
| < 1 year | 25.8% | 23.0% | 26.2% | 45.5% | 46.7% | 44.9% | 16.8% | 18.5% | 16.3% | 8.5% | 7.9% | 8.5% | 3.5% | 3.9% | 4.1% | 11,903 | 6,497 | 8,773 |
| 1-3 years | 17.1% | 17.0% | 15.9% | 43.1% | 42.0% | 43.7% | 21.0% | 21.6% | 21.6% | 12.4% | 12.9% | 12.6% | 6.3% | 6.5% | 6.2% | 44,556 | 49,855 | 55,128 |
| 4-5 years | 13.9% | 12.5% | 12.7% | 41.0% | 40.8% | 41.3% | 22.2% | 23.2% | 23.4% | 15.0% | 15.3% | 14.7% | 7.9% | 8.3% | 7.9% | 49,931 | 51,813 | 47,665 |
| 6-10 years | 12.9% | 12.4% | 12.1% | 39.6% | 39.4% | 40.4% | 23.0% | 23.5% | 23.4% | 15.4% | 16.0% | 15.9% | 9.1% | 8.8% | 8.1% | 95,792 | 80,984 | 70,305 |
| 11-20 years | 13.5% | 12.5% | 12.9% | 39.5% | 39.5% | 40.6% | 22.4% | 23.3% | 23.2% | 15.5% | 16.0% | 15.2% | 9.0% | 8.7% | 8.1% | 99,028 | 86,351 | 76,796 |
| > 20 years | 15.7% | 14.4% | 14.7% | 42.1% | 42.1% | 42.1% | 21.6% | 22.2% | 22.2% | 14.0% | 14.5% | 14.4% | 6.6% | 6.8% | 6.6% | 94,567 | 89,317 | 88,991 |
| Leaving | | | | | | | | | | | | | | | | | | |
| No | 19.9% | 18.7% | 18.5% | 48.7% | 48.8% | 49.1% | 19.2% | 20.0% | 20.0% | 8.9% | 9.4% | 9.3% | 3.3% | 3.2% | 3.2% | 263,482 | 240,384 | 238,341 |
| Yes, to retire | 13.0% | 11.6% | 11.9% | 38.7% | 38.9% | 38.7% | 24.1% | 25.1% | 24.4% | 16.6% | 16.3% | 17.1% | 7.6% | 8.0% | 7.9% | 24,088 | 23,050 | 21,419 |
| Yes, to other job in Govt | 4.5% | 4.3% | 4.2% | 26.7% | 25.9% | 26.9% | 27.7% | 28.5% | 28.5% | 25.1% | 25.5% | 25.2% | 15.9% | 15.9% | 15.3% | 73,500 | 68,200 | 56,688 |
| Yes, to other job outside Govt | 2.6% | 2.5% | 2.6% | 18.5% | 19.4% | 19.4% | 25.9% | 25.2% | 26.2% | 30.0% | 30.8% | 30.1% | 22.9% | 22.1% | 21.6% | 15,867 | 15,632 | 15,605 |
| Yes, other | 3.2% | 3.4% | 3.2% | 20.9% | 20.1% | 20.7% | 27.4% | 28.6% | 29.7% | 27.3% | 27.6% | 27.1% | 21.1% | 20.4% | 19.3% | 19,324 | 18,061 | 16,438 |
| Retiring | | | | | | | | | | | | | | | | | | |
| Within 1 year | 12.9% | 11.8% | 12.3% | 36.6% | 36.8% | 36.2% | 22.8% | 23.5% | 23.9% | 17.8% | 17.5% | 17.3% | 9.8% | 10.4% | 10.3% | 14,854 | 13,967 | 12,631 |
| Between 1-3 years | 13.6% | 12.8% | 12.8% | 39.6% | 40.4% | 40.8% | 23.5% | 23.7% | 23.4% | 15.3% | 15.9% | 16.1% | 8.0% | 7.2% | 6.9% | 39,985 | 36,369 | 34,420 |
| Between 3-5 years | 14.3% | 13.1% | 13.6% | 40.2% | 40.8% | 41.1% | 23.0% | 23.3% | 23.4% | 15.0% | 15.1% | 15.2% | 7.5% | 7.7% | 6.8% | 43,479 | 39,673 | 36,363 |
| 5 or more years | 15.1% | 14.2% | 14.4% | 41.6% | 41.2% | 42.3% | 21.5% | 22.4% | 22.2% | 14.1% | 14.6% | 13.9% | 7.7% | 7.6% | 7.2% | 294,788 | 271,814 | 260,835 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 14.7% | 13.8% | 14.0% | 40.9% | 40.8% | 41.6% | 22.0% | 22.8% | 22.7% | 14.5% | 14.9% | 14.4% | 7.9% | 7.8% | 7.3% | 405,517 | 375,127 | 358,271 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | |
| Heterosexual | 15.7% | 14.6% | 14.9% | 42.1% | 42.0% | 42.7% | 21.2% | 22.0% | 21.8% | 13.8% | 14.3% | 13.8% | 7.2% | 7.2% | 6.8% | 317,944 | 294,271 | 281,271 |
| LGBT* | 14.7% | 13.7% | 13.7% | 38.2% | 37.5% | 38.9% | 21.0% | 21.7% | 22.1% | 16.1% | 17.2% | 16.6% | 10.0% | 9.9% | 8.7% | 11,049 | 9,816 | 8,921 |
| Prefer not to say | 9.4% | 9.3% | 9.1% | 34.6% | 34.7% | 35.7% | 26.6% | 27.1% | 27.1% | 18.2% | 18.2% | 17.9% | 11.1% | 10.7% | 10.1% | 48,155 | 43,825 | 41,011 |
| Military Service | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 14.6% | 13.8% | --- | 42.0% | 41.6% | --- | 22.0% | 22.6% | --- | 14.2% | 14.7% | --- | 7.3% | 7.3% | --- | 281,399 | 257,894 | --- |
| Currently in Guard/Reserves | 15.6% | 14.0% | --- | 40.2% | 41.2% | --- | 20.5% | 20.9% | --- | 14.5% | 15.2% | --- | 9.2% | 8.8% | --- | 7,006 | 6,527 | --- |
| Retired | 17.9% | 16.6% | --- | 42.8% | 42.6% | --- | 20.6% | 21.7% | --- | 12.8% | 13.0% | --- | 5.9% | 6.2% | --- | 43,357 | 41,663 | --- |
| Separated/Discharged | 13.6% | 12.1% | --- | 37.0% | 37.2% | --- | 22.8% | 23.8% | --- | 16.3% | 16.7% | --- | 10.4% | 10.3% | --- | 59,656 | 55,169 | --- |
| Disability | | | | | | | | | | | | | | | | | | |
| Yes | 14.5% | 13.1% | 14.0% | 36.5% | 36.4% | 36.6% | 23.0% | 24.0% | 24.1% | 15.6% | 16.0% | 15.6% | 10.4% | 10.4% | 9.7% | 53,532 | 49,037 | 45,064 |
| No | 14.9% | 14.0% | 14.1% | 41.9% | 41.7% | 42.7% | 21.7% | 22.4% | 22.3% | 14.2% | 14.7% | 14.2% | 7.3% | 7.2% | 6.8% | 339,072 | 313,184 | 301,398 |

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

| | Yes, I was notified that I was eligible to telework | | | Yes, I was notified that I was not eligible to telework | | | No, I was not notified of my telework eligibility | | | Not sure if I was notified of my telework eligibility | | | Item Response Total** | | |
|--|---|--------------|------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|-----------------------|----------------|------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.6% | 35.7% | --- | 21.3% | 21.2% | --- | 31.2% | 32.8% | --- | 9.8% | 10.3% | --- | 404,547 | 374,027 | --- |
| Work Location | | | | | | | | | | | | | | | |
| Headquarters | 46.7% | 44.2% | --- | 19.2% | 19.6% | --- | 25.9% | 27.7% | --- | 8.2% | 8.6% | --- | 156,169 | 142,633 | --- |
| Field | 32.8% | 31.2% | --- | 22.6% | 22.2% | --- | 34.1% | 35.5% | --- | 10.6% | 11.0% | --- | 239,701 | 221,706 | --- |
| Supervisory Status | | | | | | | | | | | | | | | |
| Non-Supervisor | 37.1% | 35.3% | --- | 19.8% | 19.7% | --- | 32.7% | 34.1% | --- | 10.5% | 10.9% | --- | 260,522 | 240,496 | --- |
| Team Leader | 36.7% | 34.8% | --- | 21.7% | 21.3% | --- | 32.3% | 33.8% | --- | 9.3% | 10.0% | --- | 53,254 | 49,509 | --- |
| Supervisor | 39.6% | 37.1% | --- | 26.1% | 26.3% | --- | 26.4% | 28.2% | --- | 7.9% | 8.3% | --- | 52,375 | 48,518 | --- |
| Manager | 41.2% | 39.1% | --- | 29.7% | 29.7% | --- | 22.6% | 24.5% | --- | 6.4% | 6.6% | --- | 24,304 | 21,561 | --- |
| Senior Leader | 47.8% | 45.3% | --- | 23.8% | 23.0% | --- | 21.0% | 23.6% | --- | 7.4% | 8.2% | --- | 8,031 | 7,019 | --- |
| Sex | | | | | | | | | | | | | | | |
| Male | 35.1% | 33.2% | --- | 23.0% | 22.7% | --- | 31.7% | 33.4% | --- | 10.3% | 10.8% | --- | 204,843 | 188,361 | --- |
| Female | 40.8% | 38.8% | --- | 19.2% | 19.4% | --- | 30.9% | 32.2% | --- | 9.1% | 9.5% | --- | 188,371 | 174,521 | --- |
| Hispanic or Latino | | | | | | | | | | | | | | | |
| Yes | 27.6% | 26.4% | --- | 18.0% | 17.8% | --- | 41.0% | 42.3% | --- | 13.5% | 13.5% | --- | 33,883 | 30,681 | --- |
| No | 38.7% | 36.6% | --- | 21.8% | 21.7% | --- | 30.2% | 31.9% | --- | 9.4% | 9.9% | --- | 355,533 | 328,478 | --- |
| Race | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 23.3% | 20.7% | --- | 18.8% | 17.4% | --- | 44.3% | 47.9% | --- | 13.6% | 14.0% | --- | 8,353 | 7,515 | --- |
| Asian | 41.8% | 39.3% | --- | 15.0% | 15.6% | --- | 30.0% | 31.0% | --- | 13.2% | 14.1% | --- | 18,640 | 17,041 | --- |
| Black/African American | 37.9% | 35.5% | --- | 18.2% | 18.3% | --- | 34.4% | 36.1% | --- | 9.4% | 10.2% | --- | 60,058 | 55,920 | --- |
| Native Hawaiian/ Pacific Islander | 23.6% | 19.3% | --- | 17.6% | 20.6% | --- | 44.5% | 44.2% | --- | 14.3% | 15.9% | --- | 2,469 | 2,330 | --- |
| White | 38.0% | 36.2% | --- | 22.8% | 22.7% | --- | 29.8% | 31.4% | --- | 9.4% | 9.7% | --- | 273,445 | 252,540 | --- |
| Two or more races (Not Hispanic/ Latino) | 32.8% | 31.2% | --- | 21.7% | 21.5% | --- | 35.2% | 36.6% | --- | 10.3% | 10.7% | --- | 14,456 | 13,053 | --- |

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

| | Yes, I was notified that I was eligible to telework | | | Yes, I was notified that I was not eligible to telework | | | No, I was not notified of my telework eligibility | | | Not sure if I was notified of my telework eligibility | | | Item Response Total** | | |
|------------------------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|-----------------------|----------------|------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.6% | 35.7% | --- | 21.3% | 21.2% | --- | 31.2% | 32.8% | --- | 9.8% | 10.3% | --- | 404,547 | 374,027 | --- |
| Age Group | | | | | | | | | | | | | | | |
| 25 and under | 26.7% | 24.4% | --- | 18.9% | 20.6% | --- | 37.4% | 38.1% | --- | 17.0% | 16.9% | --- | 2,609 | 2,591 | --- |
| 26-29 | 31.8% | 32.1% | --- | 19.4% | 20.3% | --- | 33.6% | 33.2% | --- | 15.1% | 14.4% | --- | 12,069 | 12,129 | --- |
| 30-39 | 35.6% | 34.4% | --- | 21.5% | 21.0% | --- | 31.9% | 33.0% | --- | 11.0% | 11.6% | --- | 71,398 | 63,777 | --- |
| 40-49 | 36.8% | 35.1% | --- | 22.2% | 22.0% | --- | 31.7% | 32.9% | --- | 9.2% | 9.9% | --- | 106,430 | 99,673 | --- |
| 50-59 | 39.6% | 36.9% | --- | 21.6% | 21.6% | --- | 30.0% | 32.3% | --- | 8.8% | 9.2% | --- | 147,278 | 136,462 | --- |
| 60+ | 39.4% | 37.0% | --- | 19.5% | 19.4% | --- | 31.5% | 33.5% | --- | 9.6% | 10.1% | --- | 63,025 | 56,684 | --- |
| Level of Education | | | | | | | | | | | | | | | |
| Less than High School | 15.7% | 15.3% | --- | 20.4% | 15.2% | --- | 36.3% | 36.7% | --- | 27.6% | 32.8% | --- | 409 | 393 | --- |
| H.S. Diploma/ GED or equiv | 21.5% | 20.3% | --- | 20.8% | 20.4% | --- | 41.2% | 42.5% | --- | 16.4% | 16.7% | --- | 19,256 | 18,965 | --- |
| Trade/Technical Certificate | 15.4% | 14.4% | --- | 25.4% | 23.8% | --- | 44.3% | 46.6% | --- | 14.9% | 15.2% | --- | 9,554 | 8,969 | --- |
| Some College (no degree) | 25.1% | 23.4% | --- | 24.0% | 23.2% | --- | 39.5% | 41.3% | --- | 11.4% | 12.0% | --- | 60,104 | 57,837 | --- |
| Associate's Degree | 22.3% | 20.4% | --- | 25.4% | 25.8% | --- | 40.7% | 42.0% | --- | 11.6% | 11.9% | --- | 31,320 | 29,440 | --- |
| Bachelor's Degree | 41.4% | 39.6% | --- | 20.8% | 20.8% | --- | 28.9% | 30.3% | --- | 8.9% | 9.3% | --- | 135,607 | 124,839 | --- |
| Master's Degree | 48.9% | 47.2% | --- | 19.8% | 20.1% | --- | 24.2% | 25.4% | --- | 7.1% | 7.3% | --- | 98,077 | 87,460 | --- |
| Doctoral/Professional Degree | 55.4% | 54.5% | --- | 16.0% | 15.6% | --- | 19.7% | 20.9% | --- | 8.9% | 9.0% | --- | 40,969 | 36,598 | --- |
| Pay Category | | | | | | | | | | | | | | | |
| Federal Wage System | 4.9% | 4.5% | --- | 28.7% | 26.0% | --- | 49.8% | 53.2% | --- | 16.5% | 16.4% | --- | 12,604 | 12,213 | --- |
| GS 1-6 | 10.4% | 10.5% | --- | 24.5% | 24.3% | --- | 49.0% | 48.1% | --- | 16.2% | 17.1% | --- | 21,901 | 21,935 | --- |
| GS 7-12 | 32.6% | 30.8% | --- | 22.7% | 22.6% | --- | 34.8% | 36.4% | --- | 9.9% | 10.1% | --- | 166,305 | 157,575 | --- |
| GS 13-15 | 61.6% | 60.4% | --- | 16.2% | 16.3% | --- | 16.4% | 17.1% | --- | 5.7% | 6.2% | --- | 162,220 | 143,889 | --- |
| SES | 64.9% | 62.9% | --- | 17.7% | 17.9% | --- | 11.4% | 12.8% | --- | 6.0% | 6.4% | --- | 5,692 | 4,879 | --- |
| SL/ST | 38.5% | 37.9% | --- | 22.1% | 22.6% | --- | 26.7% | 27.7% | --- | 12.8% | 11.8% | --- | 1,541 | 1,384 | --- |
| Other | 24.6% | 23.3% | --- | 24.9% | 24.8% | --- | 37.5% | 38.6% | --- | 12.9% | 13.4% | --- | 25,562 | 23,020 | --- |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

| | Yes, I was notified that I was eligible to telework | | | Yes, I was notified that I was not eligible to telework | | | No, I was not notified of my telework eligibility | | | Not sure if I was notified of my telework eligibility | | | Item Response Total** | | |
|-----------------------------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|-----------------------|----------------|------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.6% | 35.7% | --- | 21.3% | 21.2% | --- | 31.2% | 32.8% | --- | 9.8% | 10.3% | --- | 404,547 | 374,027 | --- |
| Time in Federal Government | | | | | | | | | | | | | | | |
| < 1 year | 20.1% | 19.0% | --- | 25.3% | 26.7% | --- | 38.4% | 36.7% | --- | 16.3% | 17.5% | --- | 6,039 | 3,154 | --- |
| 1-3 years | 27.1% | 27.4% | --- | 21.9% | 22.5% | --- | 37.6% | 36.7% | --- | 13.4% | 13.4% | --- | 28,255 | 32,797 | --- |
| 4-5 years | 35.3% | 34.1% | --- | 22.7% | 22.7% | --- | 31.9% | 32.5% | --- | 10.1% | 10.6% | --- | 41,074 | 43,249 | --- |
| 6-10 years | 35.2% | 32.2% | --- | 22.7% | 22.4% | --- | 32.0% | 34.8% | --- | 10.0% | 10.6% | --- | 87,756 | 73,294 | --- |
| 11-14 years | 34.6% | 33.2% | --- | 22.1% | 21.6% | --- | 33.7% | 35.1% | --- | 9.6% | 10.2% | --- | 56,715 | 51,270 | --- |
| 15-20 years | 36.9% | 34.5% | --- | 21.4% | 21.5% | --- | 32.4% | 34.3% | --- | 9.3% | 9.7% | --- | 48,721 | 39,922 | --- |
| > 20 years | 47.3% | 44.3% | --- | 18.7% | 18.8% | --- | 25.9% | 28.3% | --- | 8.1% | 8.5% | --- | 128,067 | 121,874 | --- |
| Time with Current Agency | | | | | | | | | | | | | | | |
| < 1 year | 25.5% | 22.5% | --- | 24.0% | 25.3% | --- | 37.2% | 37.8% | --- | 13.3% | 14.4% | --- | 11,903 | 6,504 | --- |
| 1-3 years | 32.1% | 31.3% | --- | 21.5% | 21.6% | --- | 34.8% | 35.1% | --- | 11.7% | 12.0% | --- | 44,533 | 49,791 | --- |
| 4-5 years | 37.7% | 36.0% | --- | 21.8% | 22.1% | --- | 30.8% | 31.8% | --- | 9.7% | 10.1% | --- | 49,888 | 51,740 | --- |
| 6-10 years | 36.3% | 33.5% | --- | 22.5% | 22.0% | --- | 31.6% | 34.3% | --- | 9.6% | 10.2% | --- | 95,765 | 80,858 | --- |
| 11-20 years | 36.4% | 34.6% | --- | 21.4% | 21.2% | --- | 32.7% | 34.2% | --- | 9.5% | 10.0% | --- | 98,912 | 86,220 | --- |
| > 20 years | 46.6% | 43.7% | --- | 19.0% | 19.3% | --- | 26.0% | 28.1% | --- | 8.4% | 8.8% | --- | 94,399 | 89,235 | --- |
| Leaving | | | | | | | | | | | | | | | |
| No | 38.8% | 37.0% | --- | 21.1% | 21.0% | --- | 29.5% | 30.9% | --- | 10.6% | 11.1% | --- | 263,167 | 240,067 | --- |
| Yes, to retire | 38.8% | 35.8% | --- | 20.6% | 20.7% | --- | 31.5% | 33.9% | --- | 9.0% | 9.6% | --- | 24,037 | 23,027 | --- |
| Yes, to other job in Govt | 36.0% | 34.0% | --- | 22.5% | 22.1% | --- | 34.0% | 36.0% | --- | 7.5% | 7.9% | --- | 73,465 | 68,109 | --- |
| Yes, to other job outside Govt | 34.4% | 32.9% | --- | 21.9% | 22.1% | --- | 35.2% | 37.1% | --- | 8.5% | 7.8% | --- | 15,869 | 15,613 | --- |
| Yes, other | 29.4% | 27.7% | --- | 21.2% | 21.8% | --- | 39.0% | 39.5% | --- | 10.4% | 11.0% | --- | 19,323 | 18,037 | --- |
| Retiring | | | | | | | | | | | | | | | |
| Within 1 year | 38.6% | 36.4% | --- | 21.1% | 20.9% | --- | 31.7% | 33.6% | --- | 8.5% | 9.2% | --- | 14,824 | 13,970 | --- |
| Between 1-3 years | 38.6% | 36.7% | --- | 20.2% | 20.4% | --- | 31.6% | 33.9% | --- | 9.5% | 9.1% | --- | 39,929 | 36,313 | --- |
| Between 3-5 years | 38.7% | 36.2% | --- | 21.2% | 20.9% | --- | 31.6% | 33.9% | --- | 8.6% | 9.0% | --- | 43,446 | 39,614 | --- |
| 5 or more years | 37.3% | 35.5% | --- | 21.6% | 21.5% | --- | 31.0% | 32.5% | --- | 10.0% | 10.5% | --- | 294,553 | 271,484 | --- |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

| | Yes, I was notified that I was eligible to telework | | | Yes, I was notified that I was not eligible to telework | | | No, I was not notified of my telework eligibility | | | Not sure if I was notified of my telework eligibility | | | Item Response Total** | | |
|-----------------------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|---|--------------|------------|-----------------------|----------------|------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 37.6% | 35.7% | --- | 21.3% | 21.2% | --- | 31.2% | 32.8% | --- | 9.8% | 10.3% | --- | 404,547 | 374,027 | --- |
| Self-Identify as: | | | | | | | | | | | | | | | |
| Heterosexual | 37.3% | 35.2% | --- | 21.5% | 21.5% | --- | 31.5% | 33.2% | --- | 9.7% | 10.1% | --- | 317,696 | 293,957 | --- |
| LGBT* | 41.7% | 39.5% | --- | 22.2% | 22.1% | --- | 27.8% | 29.1% | --- | 8.3% | 9.4% | --- | 11,035 | 9,809 | --- |
| Prefer not to say | 37.3% | 35.8% | --- | 20.8% | 20.4% | --- | 31.3% | 32.0% | --- | 10.5% | 11.8% | --- | 48,087 | 43,766 | --- |
| Military Service | | | | | | | | | | | | | | | |
| No Prior Military Service | 43.0% | 41.1% | --- | 18.2% | 18.3% | --- | 28.9% | 30.3% | --- | 9.9% | 10.3% | --- | 281,151 | 257,598 | --- |
| Currently in Guard/Reserves | 22.2% | 22.5% | --- | 25.5% | 25.8% | --- | 40.7% | 40.2% | --- | 11.6% | 11.5% | --- | 7,001 | 6,524 | --- |
| Retired | 28.9% | 26.5% | --- | 28.2% | 27.3% | --- | 34.4% | 37.3% | --- | 8.5% | 8.9% | --- | 43,335 | 41,648 | --- |
| Separated/Discharged | 27.3% | 25.1% | --- | 26.7% | 26.5% | --- | 35.8% | 37.5% | --- | 10.2% | 10.9% | --- | 59,571 | 55,077 | --- |
| Disability | | | | | | | | | | | | | | | |
| Yes | 28.7% | 26.1% | --- | 25.8% | 25.3% | --- | 36.2% | 38.5% | --- | 9.2% | 10.1% | --- | 53,479 | 48,991 | --- |
| No | 39.2% | 37.4% | --- | 20.5% | 20.5% | --- | 30.4% | 31.8% | --- | 9.9% | 10.3% | --- | 338,741 | 312,777 | --- |

Report by Demographics

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

| | Telework 3+ Days Per Week | | | Telework 1-2 Days Per Week | | | Telework No More Than 1-2 Days Per Month | | | Telework Infrequently | | | Do Not Telework, Must Be Physically Present | | | Do Not Telework, Technical Issues | | | Not Allowed To Telework | | | Choose Not To Telework | | | Item Response Total** | | |
|--|---------------------------|-------------|-------------|----------------------------|--------------|-------------|--|-------------|-------------|-----------------------|--------------|--------------|---|--------------|--------------|-----------------------------------|-------------|-------------|-------------------------|--------------|--------------|------------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 4.8% | 4.0% | 3.3% | 10.9% | 10.3% | 9.2% | 4.5% | 4.4% | 4.0% | 11.1% | 10.9% | 10.2% | 31.7% | 32.1% | 34.1% | 4.7% | 5.2% | 5.5% | 19.8% | 20.3% | 21.2% | 12.5% | 12.9% | 12.5% | 400,800 | 368,971 | 351,757 |
| Work Location | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 5.3% | 4.2% | 3.3% | 15.9% | 14.6% | 12.5% | 5.4% | 5.3% | 4.9% | 13.5% | 13.5% | 12.4% | 21.7% | 22.2% | 24.5% | 5.1% | 5.6% | 6.0% | 20.1% | 20.8% | 22.8% | 13.1% | 13.8% | 13.5% | 155,437 | 141,707 | 135,517 |
| Field | 4.6% | 3.9% | 3.2% | 8.1% | 7.9% | 7.2% | 4.0% | 3.8% | 3.5% | 9.7% | 9.5% | 9.0% | 37.5% | 37.8% | 39.9% | 4.5% | 4.9% | 5.2% | 19.6% | 19.9% | 20.2% | 12.1% | 12.3% | 11.8% | 237,287 | 218,405 | 207,493 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 5.8% | 4.8% | 3.8% | 11.9% | 11.4% | 10.2% | 4.0% | 4.0% | 3.6% | 9.1% | 9.0% | 8.5% | 30.9% | 31.1% | 33.3% | 4.9% | 5.4% | 5.8% | 21.2% | 21.6% | 22.4% | 12.3% | 12.8% | 12.3% | 257,710 | 236,831 | 228,127 |
| Team Leader | 3.7% | 3.0% | 2.6% | 10.2% | 9.5% | 8.5% | 5.0% | 4.8% | 4.5% | 12.3% | 12.2% | 11.5% | 33.6% | 34.1% | 35.0% | 5.0% | 5.3% | 5.7% | 19.0% | 19.7% | 21.3% | 11.1% | 11.4% | 11.0% | 52,909 | 49,027 | 46,765 |
| Supervisor | 2.3% | 2.1% | 1.9% | 8.4% | 7.5% | 6.6% | 5.7% | 5.1% | 4.7% | 15.9% | 15.1% | 13.7% | 34.3% | 35.6% | 37.5% | 4.0% | 4.5% | 4.9% | 15.8% | 16.3% | 17.4% | 13.6% | 13.7% | 13.3% | 52,138 | 48,151 | 43,990 |
| Manager | 2.0% | 1.5% | 1.2% | 6.3% | 5.7% | 4.7% | 5.9% | 5.2% | 4.8% | 18.7% | 18.9% | 16.4% | 33.0% | 34.2% | 37.5% | 3.6% | 3.7% | 4.1% | 15.5% | 15.9% | 16.1% | 15.1% | 14.9% | 15.3% | 24,243 | 21,438 | 21,125 |
| Senior Leader | 2.0% | 1.7% | 1.1% | 5.6% | 5.3% | 4.9% | 7.7% | 7.5% | 8.0% | 24.8% | 24.5% | 28.6% | 27.0% | 26.8% | 25.5% | 3.1% | 3.0% | 2.5% | 11.3% | 11.8% | 9.5% | 18.5% | 19.4% | 19.9% | 8,036 | 7,008 | 5,373 |
| Sex | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Male | 3.5% | 3.0% | 2.5% | 8.6% | 8.0% | 7.0% | 4.3% | 4.1% | 3.7% | 11.1% | 10.8% | 9.9% | 36.4% | 36.6% | 38.8% | 5.0% | 5.5% | 5.7% | 17.4% | 18.1% | 19.0% | 13.7% | 14.0% | 13.3% | 204,021 | 187,116 | 177,411 |
| Female | 6.5% | 5.3% | 4.2% | 13.7% | 13.2% | 11.9% | 4.7% | 4.7% | 4.4% | 11.0% | 10.9% | 10.5% | 25.7% | 26.4% | 28.2% | 4.3% | 4.8% | 5.4% | 23.1% | 23.2% | 24.1% | 11.0% | 11.5% | 11.4% | 185,860 | 171,166 | 164,316 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Yes | 3.7% | 3.4% | 2.9% | 8.5% | 7.8% | 7.1% | 3.5% | 3.4% | 3.3% | 7.4% | 7.3% | 7.4% | 37.7% | 38.1% | 39.3% | 4.3% | 4.9% | 5.0% | 23.1% | 22.6% | 22.5% | 11.8% | 12.4% | 12.3% | 33,331 | 30,038 | 28,003 |
| No | 4.9% | 4.0% | 3.3% | 11.0% | 10.5% | 9.3% | 4.6% | 4.4% | 4.1% | 11.5% | 11.2% | 10.5% | 31.2% | 31.6% | 33.7% | 4.7% | 5.2% | 5.6% | 19.5% | 20.1% | 21.1% | 12.6% | 13.0% | 12.5% | 352,902 | 324,708 | 310,540 |
| Race | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 3.3% | 3.1% | 2.8% | 6.1% | 4.7% | 4.9% | 2.4% | 2.6% | 2.8% | 6.4% | 6.5% | 5.9% | 35.4% | 33.6% | 35.3% | 6.3% | 6.8% | 7.0% | 24.5% | 26.7% | 25.7% | 15.6% | 16.2% | 15.6% | 8,197 | 7,281 | 7,472 |
| Asian | 7.1% | 5.7% | 4.7% | 15.2% | 14.5% | 13.1% | 4.6% | 4.8% | 4.5% | 10.0% | 9.8% | 8.9% | 24.7% | 26.2% | 27.4% | 4.8% | 5.3% | 6.1% | 18.2% | 18.6% | 19.7% | 15.3% | 15.3% | 15.6% | 18,509 | 16,858 | 16,016 |
| Black/African American | 5.6% | 4.6% | 3.8% | 13.7% | 12.7% | 11.2% | 3.9% | 3.8% | 3.8% | 8.4% | 8.0% | 7.9% | 26.4% | 27.1% | 28.9% | 4.1% | 4.6% | 4.8% | 25.1% | 25.6% | 26.5% | 12.8% | 13.6% | 13.2% | 59,539 | 55,236 | 52,770 |
| Native Hawaiian/ Pacific Islander | 3.4% | 3.1% | 2.8% | 6.3% | 4.7% | 5.1% | 3.2% | 3.4% | 2.3% | 6.2% | 5.4% | 5.9% | 34.7% | 35.7% | 36.1% | 5.2% | 5.7% | 6.1% | 26.8% | 28.1% | 27.2% | 14.2% | 14.0% | 14.4% | 2,437 | 2,284 | 2,287 |
| White | 4.5% | 3.7% | 3.0% | 10.0% | 9.5% | 8.5% | 4.7% | 4.5% | 4.0% | 12.1% | 11.9% | 11.1% | 33.5% | 33.9% | 36.1% | 4.8% | 5.3% | 5.7% | 18.2% | 18.6% | 19.5% | 12.3% | 12.6% | 12.1% | 271,561 | 249,846 | 238,753 |
| Two or more races (Not Hispanic/ Latino) | 4.5% | 3.7% | 2.9% | 9.2% | 9.5% | 8.4% | 4.3% | 3.8% | 3.8% | 9.4% | 9.3% | 9.1% | 33.8% | 33.6% | 34.7% | 4.9% | 5.3% | 5.7% | 23.5% | 23.6% | 25.3% | 10.4% | 11.2% | 10.1% | 14,338 | 12,899 | 11,437 |

Report by Demographics

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

| | Telework 3+ Days Per Week | | | Telework 1-2 Days Per Week | | | Telework No More Than 1-2 Days Per Month | | | Telework Infrequently | | | Do Not Telework, Must Be Physically Present | | | Do Not Telework, Technical Issues | | | Not Allowed To Telework | | | Choose Not To Telework | | | Item Response Total** | | |
|------------------------------|---------------------------|-------------|-------------|----------------------------|--------------|-------------|--|-------------|-------------|-----------------------|--------------|--------------|---|--------------|--------------|-----------------------------------|-------------|-------------|-------------------------|--------------|--------------|------------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 4.8% | 4.0% | 3.3% | 10.9% | 10.3% | 9.2% | 4.5% | 4.4% | 4.0% | 11.1% | 10.9% | 10.2% | 31.7% | 32.1% | 34.1% | 4.7% | 5.2% | 5.5% | 19.8% | 20.3% | 21.2% | 12.5% | 12.9% | 12.5% | 400,800 | 368,971 | 351,757 |
| Age Group | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 2.1% | 1.8% | 1.3% | 7.0% | 6.0% | 5.5% | 4.6% | 3.8% | 3.8% | 10.1% | 9.6% | 9.5% | 34.0% | 35.0% | 33.1% | 3.5% | 5.4% | 4.4% | 24.1% | 22.3% | 25.3% | 14.6% | 16.1% | 17.1% | 2,584 | 2,561 | 3,412 |
| 26-29 | 2.8% | 2.4% | 2.2% | 10.0% | 9.8% | 8.5% | 4.5% | 4.8% | 4.2% | 10.8% | 9.9% | 9.4% | 36.4% | 34.9% | 37.3% | 4.2% | 3.7% | 4.9% | 20.3% | 22.1% | 22.9% | 11.2% | 12.3% | 10.6% | 11,988 | 12,040 | 12,793 |
| 30-39 | 4.6% | 3.7% | 2.9% | 11.4% | 11.1% | 9.9% | 4.7% | 4.7% | 4.3% | 10.3% | 10.3% | 9.5% | 35.2% | 35.7% | 37.7% | 3.6% | 3.8% | 4.3% | 20.8% | 20.6% | 22.0% | 9.5% | 10.1% | 9.5% | 70,936 | 63,187 | 57,868 |
| 40-49 | 4.9% | 4.1% | 3.2% | 11.5% | 11.0% | 9.8% | 4.6% | 4.3% | 4.1% | 10.6% | 10.7% | 10.1% | 34.0% | 34.6% | 36.0% | 4.0% | 4.5% | 4.9% | 20.2% | 20.3% | 21.3% | 10.2% | 10.6% | 10.6% | 105,559 | 98,514 | 94,907 |
| 50-59 | 5.1% | 4.2% | 3.5% | 10.6% | 9.9% | 8.7% | 4.5% | 4.3% | 4.0% | 12.0% | 11.5% | 10.9% | 29.0% | 29.6% | 31.7% | 5.2% | 5.8% | 6.2% | 19.8% | 20.7% | 21.2% | 13.8% | 14.0% | 13.8% | 145,719 | 134,337 | 122,224 |
| 60+ | 5.2% | 4.5% | 3.7% | 9.7% | 8.9% | 7.8% | 3.9% | 3.9% | 3.2% | 11.0% | 11.0% | 9.8% | 27.8% | 27.8% | 31.3% | 6.6% | 7.2% | 7.7% | 17.4% | 18.3% | 18.3% | 18.3% | 18.4% | 18.2% | 62,274 | 55,634 | 46,786 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 9.5% | 5.6% | -- | 7.2% | 3.0% | -- | 1.1% | 2.9% | -- | 4.4% | 3.9% | -- | 24.3% | 20.2% | -- | 3.9% | 9.5% | -- | 26.3% | 25.6% | -- | 23.3% | 29.2% | -- | 399 | 382 | -- |
| H.S. Diploma/ GED or equiv | 3.6% | 3.6% | -- | 5.7% | 5.2% | -- | 2.3% | 2.3% | -- | 5.5% | 5.4% | -- | 39.8% | 39.2% | -- | 5.4% | 6.4% | -- | 20.9% | 20.6% | -- | 16.8% | 17.5% | -- | 18,702 | 18,224 | -- |
| Trade/Technical Certificate | 2.8% | 2.3% | -- | 3.6% | 3.4% | -- | 1.6% | 1.8% | -- | 4.4% | 4.7% | -- | 50.4% | 48.7% | -- | 5.6% | 5.8% | -- | 19.8% | 21.3% | -- | 11.9% | 12.0% | -- | 9,358 | 8,697 | -- |
| Some College (no degree) | 3.9% | 3.3% | -- | 6.9% | 6.3% | -- | 2.5% | 2.4% | -- | 6.6% | 6.5% | -- | 41.2% | 41.2% | -- | 5.4% | 6.0% | -- | 21.8% | 22.3% | -- | 11.6% | 11.9% | -- | 59,119 | 56,516 | -- |
| Associate's Degree | 3.5% | 2.9% | -- | 5.8% | 5.4% | -- | 2.1% | 2.0% | -- | 6.1% | 5.8% | -- | 44.1% | 44.0% | -- | 5.5% | 6.0% | -- | 22.2% | 22.6% | -- | 10.8% | 11.3% | -- | 30,821 | 28,821 | -- |
| Bachelor's Degree | 5.3% | 4.5% | -- | 11.7% | 11.2% | -- | 4.9% | 4.8% | -- | 11.7% | 11.6% | -- | 29.9% | 30.2% | -- | 4.8% | 5.2% | -- | 19.3% | 19.6% | -- | 12.4% | 12.9% | -- | 134,841 | 123,678 | -- |
| Master's Degree | 5.0% | 4.0% | -- | 14.6% | 13.9% | -- | 6.2% | 6.1% | -- | 15.9% | 15.6% | -- | 21.4% | 22.2% | -- | 4.1% | 4.5% | -- | 20.1% | 20.8% | -- | 12.8% | 12.9% | -- | 97,805 | 87,063 | -- |
| Doctoral/Professional Degree | 7.4% | 5.3% | -- | 17.3% | 17.4% | -- | 7.5% | 7.2% | -- | 16.5% | 17.1% | -- | 21.9% | 21.9% | -- | 2.7% | 2.9% | -- | 13.2% | 13.6% | -- | 13.7% | 14.4% | -- | 40,898 | 36,491 | -- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 1.0% | 0.9% | 1.0% | 1.1% | 1.0% | 1.0% | 0.8% | 0.8% | 1.0% | 2.1% | 2.1% | 2.9% | 67.5% | 65.6% | 66.9% | 5.1% | 5.8% | 4.8% | 12.5% | 12.9% | 13.3% | 9.8% | 10.9% | 9.1% | 12,418 | 11,980 | 12,908 |
| GS 1-6 | 3.1% | 3.1% | 2.8% | 2.0% | 2.1% | 2.2% | 1.0% | 1.1% | 1.3% | 2.8% | 3.0% | 3.0% | 44.6% | 43.9% | 45.2% | 5.4% | 6.0% | 6.1% | 27.9% | 27.1% | 26.0% | 13.1% | 13.7% | 13.3% | 21,098 | 20,907 | 21,012 |
| GS 7-12 | 4.3% | 3.5% | 2.8% | 8.9% | 8.6% | 7.6% | 3.4% | 3.3% | 2.9% | 8.1% | 8.0% | 7.6% | 31.9% | 32.4% | 34.1% | 5.7% | 6.3% | 6.9% | 25.0% | 25.2% | 26.0% | 12.6% | 12.7% | 12.1% | 164,145 | 154,680 | 141,862 |
| GS 13-15 | 7.5% | 6.3% | 5.3% | 19.2% | 18.6% | 17.0% | 7.8% | 7.7% | 7.4% | 18.9% | 19.1% | 18.1% | 17.5% | 17.6% | 19.2% | 3.4% | 3.8% | 4.0% | 12.6% | 13.2% | 15.0% | 13.1% | 13.6% | 14.0% | 162,217 | 143,729 | 135,471 |
| SES | 1.3% | 0.9% | 0.9% | 6.0% | 5.0% | 4.3% | 10.2% | 11.2% | 9.7% | 38.2% | 37.4% | 36.0% | 18.5% | 19.4% | 21.7% | 1.6% | 1.1% | 1.7% | 3.9% | 4.4% | 5.7% | 20.3% | 20.6% | 20.0% | 5,711 | 4,885 | 4,409 |
| SL/ST | 2.8% | 3.6% | 3.3% | 6.9% | 8.3% | 6.3% | 7.5% | 7.1% | 4.9% | 16.5% | 16.4% | 14.2% | 36.4% | 32.2% | 37.0% | 4.0% | 3.0% | 4.8% | 12.6% | 15.4% | 16.9% | 13.4% | 13.9% | 12.6% | 1,536 | 1,380 | 1,214 |
| Other | 2.4% | 1.8% | 1.4% | 5.8% | 4.9% | 4.4% | 3.5% | 3.2% | 3.0% | 9.7% | 9.8% | 8.8% | 47.9% | 47.7% | 49.3% | 3.0% | 3.2% | 3.8% | 17.1% | 18.1% | 18.8% | 10.6% | 11.4% | 10.6% | 25,304 | 22,663 | 25,893 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Telework 3+ Days Per Week | | | Telework 1-2 Days Per Week | | | Telework No More Than 1-2 Days Per Month | | | Telework Infrequently | | | Do Not Telework, Must Be Physically Present | | | Do Not Telework, Technical Issues | | | Not Allowed To Telework | | | Choose Not To Telework | | | Item Response Total** | | | | | |
|-----------------------------------|---------------------------|-------------|-------------|----------------------------|--------------|-------------|--|-------------|-------------|-----------------------|--------------|--------------|---|--------------|--------------|-----------------------------------|-------------|-------------|-------------------------|--------------|--------------|------------------------|--------------|--------------|-----------------------|----------------|----------------|------|------|------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 4.8% | 4.0% | 3.3% | 10.9% | 10.3% | 9.2% | 4.5% | 4.4% | 4.0% | 11.1% | 10.9% | 10.2% | 31.7% | 32.1% | 34.1% | 4.7% | 5.2% | 5.5% | 19.8% | 20.3% | 21.2% | 12.5% | 12.9% | 12.5% | 400,800 | 368,971 | 351,757 | | | |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 2.0% | 2.2% | 1.7% | 5.5% | 5.0% | 4.6% | 2.9% | 2.4% | 2.4% | 7.9% | 8.0% | 7.2% | 37.7% | 41.2% | 43.9% | 4.1% | 5.2% | 3.8% | 27.4% | 23.8% | 25.2% | 12.5% | 12.3% | 11.3% | 5,936 | 3,080 | 4,583 | | | |
| 1-3 years | 3.5% | 2.6% | 2.3% | 8.3% | 8.6% | 8.5% | 3.3% | 3.6% | 3.8% | 8.6% | 8.8% | 9.0% | 39.3% | 38.7% | 36.8% | 3.9% | 4.6% | 5.0% | 21.8% | 21.3% | 23.0% | 11.3% | 11.7% | 11.5% | 27,970 | 32,372 | 38,757 | | | |
| 4-5 years | 4.4% | 3.6% | 2.7% | 10.9% | 10.7% | 8.5% | 4.3% | 4.3% | 3.6% | 10.5% | 10.2% | 8.7% | 33.5% | 32.7% | 36.9% | 4.7% | 4.8% | 5.2% | 20.7% | 22.2% | 23.5% | 10.9% | 11.4% | 10.8% | 40,742 | 42,831 | 38,783 | | | |
| 6-10 years | 4.9% | 3.8% | 3.1% | 10.8% | 9.7% | 8.4% | 4.3% | 4.1% | 3.7% | 9.9% | 9.6% | 9.0% | 34.1% | 36.0% | 38.7% | 4.4% | 4.6% | 5.3% | 21.0% | 21.1% | 21.3% | 10.7% | 11.0% | 10.5% | 87,084 | 72,384 | 63,377 | | | |
| 11-14 years | 4.4% | 3.6% | 3.1% | 9.9% | 9.5% | 9.1% | 4.5% | 4.2% | 3.9% | 10.6% | 10.4% | 10.2% | 35.9% | 35.8% | 36.7% | 4.5% | 5.2% | 5.3% | 19.4% | 20.0% | 20.9% | 10.9% | 11.2% | 10.8% | 56,215 | 50,597 | 44,010 | | | |
| 15-20 years | 4.5% | 3.7% | 3.1% | 10.9% | 9.9% | 8.9% | 4.4% | 4.3% | 4.1% | 10.6% | 10.8% | 9.7% | 33.8% | 34.4% | 37.0% | 4.7% | 5.3% | 5.2% | 19.4% | 19.5% | 20.4% | 11.7% | 12.0% | 11.6% | 48,241 | 39,301 | 34,449 | | | |
| > 20 years | 6.0% | 5.1% | 4.2% | 12.5% | 11.7% | 10.4% | 5.2% | 4.9% | 4.5% | 13.8% | 13.2% | 12.4% | 23.1% | 23.8% | 26.5% | 5.4% | 6.0% | 6.4% | 17.6% | 18.7% | 19.4% | 16.4% | 16.6% | 16.1% | 126,969 | 120,258 | 119,203 | | | |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 2.2% | 2.1% | 1.9% | 7.0% | 5.7% | 5.7% | 3.2% | 2.6% | 2.9% | 8.8% | 8.8% | 8.4% | 32.2% | 35.3% | 36.1% | 4.4% | 4.7% | 4.4% | 28.6% | 26.9% | 28.4% | 13.6% | 13.9% | 12.2% | 11,741 | 6,365 | 8,606 | | | |
| 1-3 years | 3.9% | 3.0% | 2.5% | 10.0% | 9.8% | 9.3% | 3.9% | 4.0% | 4.1% | 9.8% | 9.7% | 9.4% | 34.3% | 34.4% | 33.6% | 3.9% | 4.5% | 5.0% | 22.7% | 22.4% | 24.3% | 11.6% | 12.2% | 11.7% | 44,188 | 49,231 | 54,374 | | | |
| 4-5 years | 4.7% | 3.7% | 2.9% | 11.7% | 11.3% | 9.1% | 4.5% | 4.6% | 3.8% | 11.0% | 10.5% | 9.2% | 31.8% | 31.4% | 35.7% | 4.5% | 4.8% | 5.1% | 20.8% | 22.2% | 23.3% | 11.0% | 11.4% | 10.8% | 49,513 | 51,207 | 47,018 | | | |
| 6-10 years | 5.1% | 4.1% | 3.3% | 11.1% | 10.1% | 8.7% | 4.5% | 4.1% | 3.8% | 9.9% | 9.9% | 9.3% | 33.6% | 34.9% | 38.1% | 4.5% | 4.8% | 5.3% | 20.4% | 20.5% | 20.5% | 10.9% | 11.5% | 11.0% | 95,030 | 79,891 | 69,220 | | | |
| 11-20 years | 4.5% | 3.8% | 3.2% | 10.3% | 9.8% | 9.1% | 4.4% | 4.3% | 4.1% | 11.0% | 10.8% | 10.4% | 34.9% | 35.1% | 36.2% | 4.8% | 5.3% | 5.7% | 18.4% | 19.0% | 19.6% | 11.7% | 11.9% | 11.7% | 97,989 | 84,974 | 75,505 | | | |
| > 20 years | 6.0% | 5.2% | 4.3% | 11.6% | 10.9% | 9.8% | 5.1% | 4.8% | 4.3% | 13.9% | 13.3% | 12.3% | 24.2% | 24.9% | 28.0% | 5.6% | 6.2% | 6.5% | 16.6% | 17.6% | 18.3% | 16.9% | 16.9% | 16.4% | 93,569 | 88,039 | 87,419 | | | |
| Leaving | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No | 5.4% | 4.6% | 3.7% | 10.7% | 10.3% | 9.2% | 4.5% | 4.4% | 4.1% | 11.5% | 11.3% | 10.4% | 32.4% | 32.8% | 35.4% | 4.7% | 5.2% | 5.5% | 17.1% | 17.4% | 18.2% | 13.6% | 14.0% | 13.5% | 260,798 | 236,856 | 234,251 | | | |
| Yes, to retire | 5.2% | 4.3% | 4.1% | 9.4% | 8.9% | 7.4% | 4.0% | 3.9% | 3.3% | 10.4% | 9.9% | 9.5% | 29.2% | 29.2% | 30.8% | 6.1% | 6.5% | 7.6% | 17.5% | 19.2% | 20.0% | 18.2% | 18.3% | 17.3% | 23,836 | 22,659 | 21,034 | | | |
| Yes, to other job in Govt | 3.2% | 2.5% | 2.0% | 12.3% | 11.2% | 9.9% | 4.6% | 4.3% | 4.0% | 10.1% | 10.3% | 9.7% | 29.6% | 30.2% | 30.4% | 4.3% | 4.9% | 5.2% | 26.9% | 27.2% | 29.9% | 8.9% | 9.3% | 8.8% | 73,021 | 67,532 | 56,048 | | | |
| Yes, to other job outside Govt | 3.4% | 2.7% | 2.3% | 9.4% | 9.4% | 8.6% | 5.0% | 5.0% | 4.4% | 11.8% | 10.7% | 10.3% | 33.5% | 33.3% | 33.8% | 4.4% | 4.0% | 5.3% | 23.9% | 25.6% | 26.6% | 8.5% | 9.2% | 8.8% | 15,757 | 15,458 | 15,475 | | | |
| Yes, other | 3.8% | 2.9% | 2.4% | 8.5% | 8.1% | 7.5% | 3.5% | 3.4% | 3.4% | 9.3% | 9.2% | 8.6% | 34.7% | 35.2% | 36.6% | 4.8% | 5.2% | 4.7% | 25.9% | 26.2% | 26.9% | 9.6% | 9.9% | 9.8% | 19,060 | 17,712 | 16,084 | | | |
| Retiring | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 5.4% | 4.4% | 4.0% | 8.9% | 8.8% | 7.7% | 3.9% | 3.8% | 3.2% | 10.5% | 10.5% | 9.3% | 29.1% | 29.1% | 31.5% | 5.8% | 6.0% | 6.9% | 18.4% | 18.9% | 20.2% | 18.0% | 18.5% | 17.1% | 14,713 | 13,761 | 12,421 | | | |
| Between 1-3 years | 5.1% | 4.4% | 3.7% | 9.5% | 9.1% | 8.1% | 4.0% | 4.1% | 3.5% | 11.4% | 11.0% | 10.4% | 29.0% | 29.2% | 31.6% | 6.2% | 6.4% | 6.9% | 18.4% | 19.4% | 19.9% | 16.3% | 16.5% | 16.0% | 39,503 | 35,734 | 33,812 | | | |
| Between 3-5 years | 5.0% | 4.1% | 3.4% | 9.8% | 9.2% | 8.3% | 4.3% | 4.1% | 3.7% | 11.6% | 11.2% | 10.5% | 30.0% | 30.4% | 33.0% | 5.6% | 6.6% | 6.5% | 19.0% | 19.9% | 20.2% | 14.8% | 14.6% | 14.5% | 43,020 | 39,034 | 35,704 | | | |
| 5 or more years | 4.7% | 3.9% | 3.2% | 11.2% | 10.6% | 9.4% | 4.6% | 4.4% | 4.1% | 11.0% | 10.9% | 10.2% | 32.6% | 33.0% | 34.9% | 4.3% | 4.8% | 5.2% | 20.1% | 20.4% | 21.5% | 11.5% | 12.0% | 11.6% | 292,392 | 268,570 | 257,149 | | | |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

| | Telework 3+ Days Per Week | | | Telework 1-2 Days Per Week | | | Telework No More Than 1-2 Days Per Month | | | Telework Infrequently | | | Do Not Telework, Must Be Physically Present | | | Do Not Telework, Technical Issues | | | Not Allowed To Telework | | | Choose Not To Telework | | | Item Response Total** | | |
|-----------------------------|---------------------------|-------------|-------------|----------------------------|--------------|-------------|--|-------------|-------------|-----------------------|--------------|--------------|---|--------------|--------------|-----------------------------------|-------------|-------------|-------------------------|--------------|--------------|------------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 4.8% | 4.0% | 3.3% | 10.9% | 10.3% | 9.2% | 4.5% | 4.4% | 4.0% | 11.1% | 10.9% | 10.2% | 31.7% | 32.1% | 34.1% | 4.7% | 5.2% | 5.5% | 19.8% | 20.3% | 21.2% | 12.5% | 12.9% | 12.5% | 400,800 | 368,971 | 351,757 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 4.8% | 3.9% | 3.2% | 10.7% | 10.1% | 8.9% | 4.4% | 4.2% | 3.9% | 10.9% | 10.7% | 9.9% | 32.4% | 32.8% | 35.0% | 4.7% | 5.2% | 5.6% | 19.7% | 20.2% | 21.1% | 12.5% | 12.8% | 12.4% | 315,343 | 290,674 | 277,233 |
| LGBT* | 5.8% | 4.1% | 3.4% | 12.7% | 12.2% | 10.8% | 5.4% | 4.8% | 5.7% | 12.1% | 12.5% | 12.4% | 28.9% | 30.1% | 31.9% | 4.3% | 4.2% | 4.5% | 20.0% | 20.8% | 19.9% | 10.8% | 11.3% | 11.3% | 10,998 | 9,736 | 8,843 |
| Prefer not to say | 4.9% | 4.2% | 3.6% | 10.9% | 10.4% | 9.6% | 4.4% | 4.6% | 4.0% | 11.0% | 11.0% | 10.5% | 30.2% | 30.0% | 31.4% | 4.9% | 5.3% | 5.8% | 20.7% | 21.0% | 21.9% | 12.9% | 13.5% | 13.2% | 47,578 | 43,104 | 40,236 |
| Military Service | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 5.8% | 4.8% | --- | 13.1% | 12.5% | --- | 5.3% | 5.2% | --- | 12.4% | 12.2% | --- | 28.0% | 28.0% | --- | 4.2% | 4.7% | --- | 18.6% | 19.3% | --- | 12.7% | 13.2% | --- | 278,697 | 254,201 | --- |
| Currently in Guard/Reserves | 1.7% | 1.5% | --- | 5.0% | 5.0% | --- | 3.0% | 2.8% | --- | 7.7% | 7.0% | --- | 41.7% | 42.8% | --- | 4.0% | 4.9% | --- | 26.0% | 24.3% | --- | 10.8% | 11.6% | --- | 6,959 | 6,463 | --- |
| Retired | 2.5% | 1.9% | --- | 5.9% | 5.5% | --- | 3.0% | 2.9% | --- | 10.0% | 9.4% | --- | 35.3% | 35.8% | --- | 6.9% | 7.3% | --- | 22.2% | 23.0% | --- | 14.4% | 14.3% | --- | 43,094 | 41,220 | --- |
| Separated/Discharged | 3.6% | 3.0% | --- | 7.2% | 6.4% | --- | 3.0% | 2.7% | --- | 7.9% | 7.8% | --- | 41.3% | 42.8% | --- | 4.8% | 5.3% | --- | 21.4% | 21.0% | --- | 10.8% | 11.0% | --- | 59,113 | 54,506 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Yes | 4.6% | 3.8% | 3.2% | 7.7% | 6.8% | 6.3% | 2.8% | 2.8% | 2.6% | 7.8% | 7.5% | 7.0% | 33.9% | 35.2% | 37.0% | 5.8% | 6.3% | 6.4% | 26.0% | 26.2% | 26.7% | 11.4% | 11.5% | 10.8% | 52,974 | 48,271 | 44,307 |
| No | 4.9% | 4.0% | 3.3% | 11.4% | 10.9% | 9.6% | 4.8% | 4.6% | 4.3% | 11.7% | 11.5% | 10.7% | 31.5% | 31.7% | 33.7% | 4.5% | 5.0% | 5.4% | 18.6% | 19.2% | 20.2% | 12.7% | 13.2% | 12.8% | 335,979 | 308,956 | 296,621 |

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.1% | 33.0% | 32.6% | 46.0% | 45.2% | 45.2% | 20.9% | 21.8% | 22.2% | 403,625 | 372,726 | 355,682 |
| Work Location | | | | | | | | | | | | |
| Headquarters | 35.5% | 35.4% | 35.5% | 47.4% | 46.6% | 46.0% | 17.1% | 18.0% | 18.5% | 155,868 | 142,253 | 136,244 |
| Field | 31.8% | 31.8% | 31.1% | 45.2% | 44.2% | 44.6% | 23.0% | 23.9% | 24.3% | 239,377 | 221,186 | 210,137 |
| Supervisory Status | | | | | | | | | | | | |
| Non-Supervisor | 33.9% | 33.9% | 33.5% | 45.7% | 44.9% | 44.7% | 20.5% | 21.2% | 21.8% | 260,137 | 239,932 | 231,346 |
| Team Leader | 33.5% | 33.3% | 33.1% | 45.0% | 43.8% | 43.8% | 21.4% | 22.9% | 23.1% | 53,167 | 49,377 | 47,140 |
| Supervisor | 31.4% | 31.1% | 30.0% | 46.6% | 45.8% | 46.7% | 22.0% | 23.1% | 23.3% | 52,314 | 48,398 | 44,214 |
| Manager | 28.3% | 27.8% | 27.8% | 49.4% | 48.7% | 48.5% | 22.3% | 23.4% | 23.7% | 24,280 | 21,500 | 21,202 |
| Senior Leader | 23.3% | 23.3% | 21.3% | 56.3% | 56.0% | 58.1% | 20.4% | 20.7% | 20.6% | 8,019 | 7,024 | 5,371 |
| Sex | | | | | | | | | | | | |
| Male | 32.8% | 32.7% | 32.1% | 46.3% | 45.3% | 45.5% | 20.9% | 22.0% | 22.4% | 204,663 | 188,003 | 178,136 |
| Female | 33.4% | 33.4% | 33.3% | 45.7% | 45.0% | 44.7% | 20.8% | 21.6% | 22.0% | 188,035 | 174,043 | 167,455 |
| Hispanic or Latino | | | | | | | | | | | | |
| Yes | 28.8% | 29.3% | 29.0% | 47.1% | 45.6% | 46.5% | 24.0% | 25.1% | 24.5% | 33,831 | 30,607 | 28,605 |
| No | 33.5% | 33.4% | 33.0% | 46.0% | 45.2% | 45.0% | 20.5% | 21.4% | 22.0% | 355,073 | 327,693 | 313,642 |
| Race | | | | | | | | | | | | |
| American Indian/ Alaska Native | 30.5% | 31.0% | 31.6% | 42.8% | 44.2% | 42.6% | 26.7% | 24.7% | 25.9% | 8,350 | 7,501 | 7,719 |
| Asian | 34.9% | 33.2% | 34.1% | 45.9% | 45.7% | 44.7% | 19.2% | 21.1% | 21.2% | 18,611 | 17,007 | 16,170 |
| Black/African American | 33.8% | 34.4% | 34.0% | 47.9% | 46.3% | 46.1% | 18.3% | 19.4% | 19.9% | 59,984 | 55,779 | 53,394 |
| Native Hawaiian/ Pacific Islander | 29.4% | 27.8% | 28.0% | 43.6% | 43.8% | 44.5% | 26.9% | 28.4% | 27.6% | 2,465 | 2,320 | 2,324 |
| White | 32.9% | 32.8% | 32.3% | 45.9% | 45.2% | 45.2% | 21.2% | 22.0% | 22.5% | 273,056 | 251,928 | 240,852 |
| Two or more races (Not Hispanic/ Latino) | 32.3% | 31.7% | 32.1% | 43.5% | 42.7% | 42.2% | 24.2% | 25.5% | 25.6% | 14,421 | 12,998 | 11,551 |

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.1% | 33.0% | 32.6% | 46.0% | 45.2% | 45.2% | 20.9% | 21.8% | 22.2% | 403,625 | 372,726 | 355,682 |
| Age Group | | | | | | | | | | | | |
| 25 and under | 29.9% | 32.2% | 31.5% | 48.8% | 47.6% | 48.3% | 21.2% | 20.1% | 20.2% | 2,605 | 2,579 | 3,455 |
| 26-29 | 32.1% | 33.4% | 33.2% | 44.7% | 42.5% | 42.6% | 23.2% | 24.2% | 24.2% | 12,061 | 12,122 | 12,927 |
| 30-39 | 31.0% | 31.1% | 30.6% | 45.3% | 44.1% | 44.4% | 23.8% | 24.8% | 25.0% | 71,282 | 63,638 | 58,458 |
| 40-49 | 31.4% | 31.4% | 31.0% | 46.1% | 45.4% | 45.3% | 22.5% | 23.2% | 23.6% | 106,153 | 99,382 | 95,836 |
| 50-59 | 35.6% | 35.1% | 35.0% | 45.5% | 44.7% | 44.4% | 19.0% | 20.2% | 20.6% | 146,872 | 135,850 | 123,613 |
| 60+ | 33.9% | 33.4% | 33.1% | 48.6% | 48.4% | 48.5% | 17.6% | 18.3% | 18.4% | 62,915 | 56,457 | 47,368 |
| Level of Education | | | | | | | | | | | | |
| Less than High School | 35.8% | 30.8% | --- | 45.3% | 48.2% | --- | 18.9% | 21.0% | --- | 408 | 393 | --- |
| H.S. Diploma/ GED or equiv | 30.4% | 30.6% | --- | 47.9% | 47.3% | --- | 21.7% | 22.1% | --- | 19,289 | 18,962 | --- |
| Trade/Technical Certificate | 27.8% | 27.3% | --- | 44.6% | 43.8% | --- | 27.6% | 28.8% | --- | 9,543 | 8,938 | --- |
| Some College (no degree) | 30.7% | 30.4% | --- | 45.0% | 44.3% | --- | 24.3% | 25.3% | --- | 60,040 | 57,691 | --- |
| Associate's Degree | 29.8% | 29.7% | --- | 44.8% | 44.0% | --- | 25.4% | 26.3% | --- | 31,262 | 29,376 | --- |
| Bachelor's Degree | 34.8% | 34.8% | --- | 45.4% | 44.4% | --- | 19.8% | 20.7% | --- | 135,413 | 124,520 | --- |
| Master's Degree | 36.7% | 36.9% | --- | 45.7% | 44.6% | --- | 17.6% | 18.5% | --- | 97,937 | 87,279 | --- |
| Doctoral/Professional Degree | 28.5% | 28.7% | --- | 53.1% | 52.6% | --- | 18.4% | 18.7% | --- | 40,892 | 36,492 | --- |
| Pay Category | | | | | | | | | | | | |
| Federal Wage System | 26.8% | 26.0% | 26.5% | 41.7% | 42.2% | 42.2% | 31.6% | 31.7% | 31.3% | 12,638 | 12,235 | 13,208 |
| GS 1-6 | 19.2% | 20.2% | 20.6% | 49.8% | 48.8% | 47.4% | 30.9% | 31.1% | 31.9% | 21,863 | 21,901 | 22,004 |
| GS 7-12 | 34.4% | 34.5% | 34.0% | 45.1% | 44.4% | 44.6% | 20.4% | 21.0% | 21.4% | 165,997 | 157,170 | 144,289 |
| GS 13-15 | 39.1% | 39.1% | 38.8% | 46.6% | 45.5% | 45.8% | 14.3% | 15.4% | 15.4% | 161,978 | 143,536 | 135,263 |
| SES | 19.3% | 20.9% | 21.2% | 61.7% | 57.1% | 59.0% | 19.0% | 22.0% | 19.8% | 5,695 | 4,880 | 4,406 |
| SL/ST | 22.0% | 19.8% | 22.6% | 56.7% | 57.0% | 53.8% | 21.4% | 23.2% | 23.6% | 1,532 | 1,378 | 1,215 |
| Other | 24.0% | 23.8% | 24.4% | 46.1% | 45.1% | 43.8% | 29.9% | 31.1% | 31.8% | 25,563 | 22,940 | 26,254 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.1% | 33.0% | 32.6% | 46.0% | 45.2% | 45.2% | 20.9% | 21.8% | 22.2% | 403,625 | 372,726 | 355,682 |
| Time in Federal Government | | | | | | | | | | | | |
| < 1 year | 24.5% | 22.3% | 24.7% | 53.0% | 51.6% | 49.6% | 22.5% | 26.1% | 25.7% | 6,018 | 3,141 | 4,686 |
| 1-3 years | 27.0% | 27.9% | 29.3% | 48.1% | 47.3% | 46.8% | 24.9% | 24.8% | 23.9% | 28,211 | 32,751 | 39,189 |
| 4-5 years | 31.7% | 32.6% | 31.4% | 46.2% | 45.1% | 44.8% | 22.1% | 22.3% | 23.8% | 41,018 | 43,189 | 39,167 |
| 6-10 years | 32.2% | 31.2% | 29.9% | 45.2% | 44.6% | 44.9% | 22.6% | 24.2% | 25.2% | 87,623 | 73,168 | 64,031 |
| 11-14 years | 31.0% | 30.9% | 30.4% | 46.1% | 44.9% | 45.5% | 22.9% | 24.3% | 24.1% | 56,642 | 51,123 | 44,521 |
| 15-20 years | 31.9% | 31.1% | 31.3% | 46.4% | 45.4% | 44.9% | 21.7% | 23.5% | 23.8% | 48,648 | 39,816 | 34,898 |
| > 20 years | 38.8% | 38.6% | 38.3% | 45.3% | 44.7% | 44.4% | 15.9% | 16.7% | 17.3% | 127,941 | 121,523 | 120,640 |
| Time with Current Agency | | | | | | | | | | | | |
| < 1 year | 28.9% | 27.4% | 27.8% | 49.7% | 48.7% | 47.5% | 21.4% | 23.9% | 24.7% | 11,870 | 6,486 | 8,760 |
| 1-3 years | 29.7% | 30.4% | 30.9% | 46.4% | 45.5% | 45.6% | 23.9% | 24.0% | 23.6% | 44,498 | 49,726 | 54,866 |
| 4-5 years | 32.9% | 33.1% | 32.2% | 45.4% | 44.5% | 44.3% | 21.7% | 22.4% | 23.5% | 49,818 | 51,645 | 47,448 |
| 6-10 years | 33.0% | 32.1% | 30.6% | 44.9% | 44.5% | 44.9% | 22.1% | 23.4% | 24.5% | 95,605 | 80,692 | 69,967 |
| 11-20 years | 31.7% | 31.7% | 32.0% | 46.5% | 45.4% | 45.1% | 21.8% | 23.0% | 22.9% | 98,781 | 85,970 | 76,410 |
| > 20 years | 38.1% | 38.0% | 37.7% | 46.3% | 45.6% | 45.2% | 15.6% | 16.4% | 17.1% | 94,308 | 88,988 | 88,526 |
| Leaving | | | | | | | | | | | | |
| No | 33.0% | 33.0% | 32.5% | 48.3% | 47.4% | 47.3% | 18.7% | 19.7% | 20.2% | 262,896 | 239,559 | 237,250 |
| Yes, to retire | 36.6% | 36.0% | 36.6% | 45.8% | 45.7% | 44.8% | 17.6% | 18.3% | 18.6% | 24,042 | 22,921 | 21,251 |
| Yes, to other job in Govt | 34.4% | 34.3% | 34.0% | 40.5% | 39.9% | 39.5% | 25.1% | 25.8% | 26.5% | 73,291 | 67,957 | 56,418 |
| Yes, to other job outside Govt | 29.2% | 29.4% | 30.3% | 43.0% | 41.5% | 39.7% | 27.8% | 29.2% | 30.0% | 15,819 | 15,567 | 15,531 |
| Yes, other | 28.5% | 28.8% | 28.2% | 42.2% | 41.3% | 40.6% | 29.3% | 30.0% | 31.2% | 19,266 | 18,004 | 16,313 |
| Retiring | | | | | | | | | | | | |
| Within 1 year | 36.6% | 34.8% | 36.2% | 45.4% | 46.0% | 44.7% | 18.0% | 19.2% | 19.1% | 14,833 | 13,904 | 12,521 |
| Between 1-3 years | 35.2% | 35.6% | 35.3% | 46.1% | 45.2% | 45.4% | 18.7% | 19.2% | 19.3% | 39,846 | 36,188 | 34,218 |
| Between 3-5 years | 35.1% | 34.7% | 34.9% | 45.3% | 45.1% | 43.8% | 19.5% | 20.2% | 21.3% | 43,407 | 39,491 | 36,131 |
| 5 or more years | 32.4% | 32.5% | 32.0% | 46.1% | 45.2% | 45.2% | 21.4% | 22.4% | 22.8% | 294,110 | 270,955 | 259,656 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 33.1% | 33.0% | 32.6% | 46.0% | 45.2% | 45.2% | 20.9% | 21.8% | 22.2% | 403,625 | 372,726 | 355,682 |
| Self-Identify as: | | | | | | | | | | | | |
| Heterosexual | 33.0% | 32.8% | 32.5% | 46.4% | 45.5% | 45.4% | 20.7% | 21.7% | 22.2% | 317,272 | 293,239 | 279,909 |
| LGBT* | 34.0% | 33.6% | 34.3% | 44.5% | 43.8% | 44.3% | 21.5% | 22.6% | 21.4% | 11,038 | 9,786 | 8,875 |
| Prefer not to say | 33.5% | 33.6% | 33.4% | 44.0% | 43.3% | 43.3% | 22.6% | 23.1% | 23.3% | 47,984 | 43,652 | 40,751 |
| Military Service | | | | | | | | | | | | |
| No Prior Military Service | 33.8% | 33.8% | --- | 46.4% | 45.7% | --- | 19.8% | 20.5% | --- | 280,760 | 256,974 | --- |
| Currently in Guard/Reserves | 32.1% | 32.2% | --- | 43.9% | 41.7% | --- | 24.0% | 26.1% | --- | 7,000 | 6,504 | --- |
| Retired | 34.0% | 33.8% | --- | 46.2% | 44.9% | --- | 19.8% | 21.3% | --- | 43,275 | 41,527 | --- |
| Separated/Discharged | 30.2% | 29.7% | --- | 45.1% | 44.3% | --- | 24.8% | 26.0% | --- | 59,506 | 54,976 | --- |
| Disability | | | | | | | | | | | | |
| Yes | 32.3% | 32.3% | 31.9% | 44.3% | 43.0% | 43.5% | 23.4% | 24.7% | 24.5% | 53,408 | 48,840 | 44,723 |
| No | 33.2% | 33.1% | 32.8% | 46.4% | 45.7% | 45.4% | 20.4% | 21.2% | 21.8% | 338,296 | 312,070 | 300,045 |

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 27.4% | 28.0% | 28.2% | 60.7% | 59.9% | 59.4% | 11.9% | 12.2% | 12.4% | 402,481 | 371,495 | 354,458 |
| Work Location | | | | | | | | | | | | |
| Headquarters | 27.9% | 28.7% | 29.0% | 63.5% | 62.5% | 62.0% | 8.6% | 8.8% | 9.0% | 155,393 | 141,796 | 135,784 |
| Field | 27.2% | 27.7% | 27.8% | 59.1% | 58.3% | 57.8% | 13.8% | 14.1% | 14.3% | 238,773 | 220,464 | 209,506 |
| Supervisory Status | | | | | | | | | | | | |
| Non-Supervisor | 26.9% | 27.6% | 27.7% | 60.9% | 60.0% | 59.6% | 12.2% | 12.4% | 12.7% | 259,293 | 239,054 | 230,486 |
| Team Leader | 28.1% | 28.3% | 28.8% | 59.8% | 59.3% | 58.8% | 12.1% | 12.4% | 12.4% | 53,066 | 49,264 | 47,073 |
| Supervisor | 28.1% | 29.1% | 29.1% | 60.6% | 59.8% | 59.2% | 11.3% | 11.2% | 11.7% | 52,237 | 48,273 | 44,095 |
| Manager | 28.4% | 28.9% | 30.0% | 61.7% | 60.6% | 59.6% | 9.9% | 10.5% | 10.4% | 24,225 | 21,461 | 21,148 |
| Senior Leader | 32.2% | 32.3% | 31.7% | 60.1% | 60.2% | 61.6% | 7.7% | 7.5% | 6.7% | 7,998 | 6,995 | 5,340 |
| Sex | | | | | | | | | | | | |
| Male | 27.8% | 28.2% | 28.4% | 60.8% | 60.1% | 59.8% | 11.4% | 11.6% | 11.7% | 204,150 | 187,456 | 177,653 |
| Female | 26.9% | 27.7% | 28.1% | 60.6% | 59.5% | 58.8% | 12.5% | 12.8% | 13.1% | 187,441 | 173,425 | 166,814 |
| Hispanic or Latino | | | | | | | | | | | | |
| Yes | 27.9% | 27.6% | 28.1% | 57.9% | 57.2% | 57.1% | 14.2% | 15.1% | 14.8% | 33,730 | 30,502 | 28,486 |
| No | 27.4% | 28.1% | 28.3% | 61.0% | 60.2% | 59.7% | 11.6% | 11.8% | 12.0% | 354,108 | 326,649 | 312,648 |
| Race | | | | | | | | | | | | |
| American Indian/ Alaska Native | 29.8% | 29.4% | 30.2% | 52.6% | 53.6% | 51.9% | 17.6% | 17.0% | 17.9% | 8,323 | 7,490 | 7,690 |
| Asian | 24.7% | 26.1% | 26.3% | 63.5% | 61.2% | 61.3% | 11.7% | 12.7% | 12.4% | 18,557 | 16,953 | 16,092 |
| Black/African American | 32.7% | 33.1% | 33.4% | 57.4% | 57.0% | 56.5% | 9.9% | 9.9% | 10.1% | 59,548 | 55,310 | 52,939 |
| Native Hawaiian/ Pacific Islander | 29.3% | 28.3% | 28.0% | 55.9% | 56.9% | 54.8% | 14.8% | 14.8% | 17.2% | 2,456 | 2,315 | 2,313 |
| White | 26.4% | 27.0% | 27.3% | 61.7% | 60.9% | 60.4% | 11.9% | 12.1% | 12.3% | 272,555 | 251,409 | 240,407 |
| Two or more races (Not Hispanic/ Latino) | 27.9% | 29.0% | 27.6% | 57.1% | 55.9% | 56.3% | 15.0% | 15.1% | 16.0% | 14,408 | 12,951 | 11,525 |

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 27.4% | 28.0% | 28.2% | 60.7% | 59.9% | 59.4% | 11.9% | 12.2% | 12.4% | 402,481 | 371,495 | 354,458 |
| Age Group | | | | | | | | | | | | |
| 25 and under | 23.5% | 26.2% | 24.5% | 61.3% | 60.1% | 62.9% | 15.1% | 13.8% | 12.7% | 2,597 | 2,581 | 3,442 |
| 26-29 | 25.7% | 26.1% | 25.9% | 60.2% | 59.4% | 59.7% | 14.1% | 14.5% | 14.4% | 12,037 | 12,116 | 12,902 |
| 30-39 | 26.7% | 27.2% | 27.9% | 59.4% | 58.6% | 58.5% | 13.9% | 14.1% | 13.5% | 71,277 | 63,575 | 58,393 |
| 40-49 | 27.8% | 28.7% | 28.8% | 60.0% | 59.2% | 58.7% | 12.2% | 12.1% | 12.5% | 106,069 | 99,264 | 95,766 |
| 50-59 | 28.7% | 28.9% | 29.5% | 60.6% | 59.7% | 58.8% | 10.7% | 11.4% | 11.7% | 146,365 | 135,332 | 123,122 |
| 60+ | 25.4% | 26.2% | 26.3% | 64.3% | 63.6% | 63.0% | 10.3% | 10.2% | 10.7% | 62,402 | 55,934 | 46,915 |
| Level of Education | | | | | | | | | | | | |
| Less than High School | 33.4% | 29.5% | --- | 53.9% | 57.4% | --- | 12.7% | 13.1% | --- | 399 | 381 | --- |
| H.S. Diploma/ GED or equiv | 25.9% | 26.3% | --- | 62.5% | 62.7% | --- | 11.5% | 10.9% | --- | 19,174 | 18,770 | --- |
| Trade/Technical Certificate | 27.4% | 29.0% | --- | 59.8% | 59.3% | --- | 12.8% | 11.7% | --- | 9,477 | 8,903 | --- |
| Some College (no degree) | 27.0% | 27.6% | --- | 60.1% | 59.2% | --- | 12.9% | 13.1% | --- | 59,738 | 57,316 | --- |
| Associate's Degree | 27.3% | 28.2% | --- | 59.6% | 58.3% | --- | 13.1% | 13.5% | --- | 31,164 | 29,238 | --- |
| Bachelor's Degree | 27.6% | 28.2% | --- | 60.1% | 59.2% | --- | 12.3% | 12.6% | --- | 135,126 | 124,257 | --- |
| Master's Degree | 30.3% | 30.5% | --- | 59.3% | 58.7% | --- | 10.4% | 10.8% | --- | 97,795 | 87,156 | --- |
| Doctoral/Professional Degree | 20.9% | 21.5% | --- | 68.4% | 67.6% | --- | 10.7% | 10.9% | --- | 40,816 | 36,435 | --- |
| Pay Category | | | | | | | | | | | | |
| Federal Wage System | 29.9% | 31.6% | 32.4% | 56.9% | 56.2% | 55.2% | 13.2% | 12.2% | 12.4% | 12,556 | 12,187 | 13,149 |
| GS 1-6 | 25.1% | 26.3% | 25.5% | 60.5% | 59.1% | 59.3% | 14.4% | 14.6% | 15.2% | 21,718 | 21,718 | 21,822 |
| GS 7-12 | 28.7% | 28.9% | 29.1% | 58.8% | 58.4% | 58.1% | 12.5% | 12.7% | 12.7% | 165,458 | 156,541 | 143,735 |
| GS 13-15 | 28.2% | 28.7% | 29.4% | 62.8% | 61.9% | 61.4% | 9.0% | 9.3% | 9.2% | 161,715 | 143,275 | 135,015 |
| SES | 31.3% | 30.9% | 30.9% | 63.9% | 63.4% | 64.1% | 4.8% | 5.7% | 5.0% | 5,681 | 4,869 | 4,383 |
| SL/ST | 18.6% | 21.0% | 20.6% | 72.7% | 68.7% | 67.2% | 8.7% | 10.3% | 12.2% | 1,530 | 1,373 | 1,215 |
| Other | 18.8% | 19.5% | 19.7% | 65.0% | 63.8% | 62.4% | 16.2% | 16.8% | 17.9% | 25,511 | 22,885 | 26,189 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 27.4% | 28.0% | 28.2% | 60.7% | 59.9% | 59.4% | 11.9% | 12.2% | 12.4% | 402,481 | 371,495 | 354,458 |
| Time in Federal Government | | | | | | | | | | | | |
| < 1 year | 25.6% | 27.1% | 24.0% | 65.5% | 63.8% | 65.2% | 8.8% | 9.1% | 10.7% | 6,014 | 3,141 | 4,673 |
| 1-3 years | 25.6% | 26.3% | 27.1% | 62.5% | 62.5% | 61.3% | 11.9% | 11.2% | 11.6% | 28,171 | 32,730 | 39,165 |
| 4-5 years | 27.2% | 27.5% | 26.9% | 61.0% | 60.2% | 60.8% | 11.9% | 12.3% | 12.2% | 40,950 | 43,106 | 39,123 |
| 6-10 years | 26.7% | 27.0% | 27.2% | 60.7% | 59.8% | 59.6% | 12.6% | 13.1% | 13.2% | 87,448 | 72,971 | 63,899 |
| 11-14 years | 26.9% | 27.9% | 28.8% | 60.1% | 59.1% | 58.0% | 13.0% | 13.0% | 13.2% | 56,508 | 51,003 | 44,389 |
| 15-20 years | 28.8% | 29.3% | 29.2% | 58.8% | 57.7% | 57.5% | 12.3% | 13.0% | 13.2% | 48,483 | 39,635 | 34,764 |
| > 20 years | 28.5% | 29.2% | 29.7% | 60.6% | 59.7% | 58.8% | 10.8% | 11.1% | 11.5% | 127,409 | 120,931 | 119,984 |
| Time with Current Agency | | | | | | | | | | | | |
| < 1 year | 27.6% | 30.0% | 26.9% | 62.6% | 59.9% | 61.7% | 9.8% | 10.1% | 11.4% | 11,841 | 6,470 | 8,737 |
| 1-3 years | 26.5% | 27.1% | 28.0% | 61.0% | 60.8% | 59.9% | 12.5% | 12.1% | 12.1% | 44,410 | 49,642 | 54,838 |
| 4-5 years | 27.9% | 27.8% | 27.3% | 60.2% | 59.7% | 60.0% | 11.9% | 12.5% | 12.6% | 49,750 | 51,526 | 47,347 |
| 6-10 years | 27.0% | 27.3% | 27.4% | 60.4% | 59.8% | 59.4% | 12.7% | 12.9% | 13.1% | 95,414 | 80,460 | 69,757 |
| 11-20 years | 27.6% | 28.5% | 29.0% | 60.1% | 58.8% | 58.1% | 12.3% | 12.6% | 12.8% | 98,435 | 85,679 | 76,082 |
| > 20 years | 28.1% | 28.8% | 29.3% | 61.5% | 60.5% | 59.5% | 10.4% | 10.7% | 11.2% | 93,924 | 88,558 | 88,090 |
| Leaving | | | | | | | | | | | | |
| No | 28.1% | 28.9% | 29.1% | 62.0% | 61.0% | 60.4% | 9.9% | 10.1% | 10.5% | 262,132 | 238,762 | 236,414 |
| Yes, to retire | 27.3% | 27.4% | 27.2% | 61.8% | 61.4% | 61.1% | 10.9% | 11.2% | 11.7% | 23,870 | 22,744 | 21,126 |
| Yes, to other job in Govt | 27.8% | 27.9% | 28.4% | 56.5% | 56.4% | 55.5% | 15.7% | 15.7% | 16.1% | 73,211 | 67,843 | 56,312 |
| Yes, to other job outside Govt | 21.7% | 22.7% | 23.2% | 60.5% | 58.8% | 58.3% | 17.8% | 18.5% | 18.5% | 15,819 | 15,542 | 15,505 |
| Yes, other | 22.1% | 22.7% | 22.9% | 59.7% | 58.7% | 58.3% | 18.2% | 18.6% | 18.8% | 19,199 | 17,939 | 16,289 |
| Retiring | | | | | | | | | | | | |
| Within 1 year | 27.2% | 26.6% | 26.9% | 61.4% | 61.9% | 61.6% | 11.4% | 11.5% | 11.5% | 14,717 | 13,778 | 12,452 |
| Between 1-3 years | 26.7% | 28.0% | 27.9% | 62.3% | 60.5% | 60.5% | 11.0% | 11.5% | 11.6% | 39,636 | 35,916 | 33,968 |
| Between 3-5 years | 28.6% | 29.0% | 29.1% | 60.8% | 59.9% | 58.7% | 10.7% | 11.1% | 12.2% | 43,173 | 39,294 | 35,932 |
| 5 or more years | 27.4% | 28.0% | 28.3% | 60.5% | 59.7% | 59.3% | 12.2% | 12.3% | 12.4% | 293,613 | 270,385 | 259,116 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 27.4% | 28.0% | 28.2% | 60.7% | 59.9% | 59.4% | 11.9% | 12.2% | 12.4% | 402,481 | 371,495 | 354,458 |
| Self-Identify as: | | | | | | | | | | | | |
| Heterosexual | 27.9% | 28.5% | 28.8% | 60.6% | 59.8% | 59.3% | 11.5% | 11.7% | 11.9% | 316,366 | 292,297 | 279,001 |
| LGBT* | 25.5% | 26.7% | 25.8% | 63.0% | 59.6% | 61.7% | 11.5% | 13.7% | 12.5% | 11,018 | 9,763 | 8,877 |
| Prefer not to say | 25.2% | 25.8% | 25.9% | 60.2% | 59.2% | 59.0% | 14.6% | 14.9% | 15.1% | 47,837 | 43,488 | 40,615 |
| Military Service | | | | | | | | | | | | |
| No Prior Military Service | 26.4% | 27.2% | --- | 61.8% | 60.8% | --- | 11.8% | 12.1% | --- | 280,002 | 256,162 | --- |
| Currently in Guard/Reserves | 41.2% | 40.4% | --- | 46.5% | 46.5% | --- | 12.3% | 13.1% | --- | 6,978 | 6,515 | --- |
| Retired | 30.4% | 30.4% | --- | 59.5% | 59.3% | --- | 10.1% | 10.3% | --- | 43,155 | 41,399 | --- |
| Separated/Discharged | 27.1% | 27.7% | --- | 59.8% | 59.0% | --- | 13.1% | 13.3% | --- | 59,332 | 54,751 | --- |
| Disability | | | | | | | | | | | | |
| Yes | 27.7% | 28.1% | 28.6% | 58.8% | 58.3% | 57.8% | 13.5% | 13.6% | 13.6% | 53,170 | 48,661 | 44,603 |
| No | 27.4% | 28.0% | 28.2% | 61.0% | 60.2% | 59.7% | 11.5% | 11.8% | 12.1% | 337,438 | 311,081 | 299,044 |

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.9% | 14.3% | 14.3% | 80.7% | 80.3% | 80.0% | 5.4% | 5.4% | 5.7% | 398,860 | 368,151 | 351,827 |
| Work Location | | | | | | | | | | | | |
| Headquarters | 12.8% | 12.8% | 13.0% | 82.0% | 81.8% | 81.4% | 5.2% | 5.3% | 5.6% | 153,939 | 140,410 | 134,640 |
| Field | 14.5% | 15.1% | 15.1% | 80.1% | 79.5% | 79.2% | 5.4% | 5.4% | 5.7% | 236,743 | 218,665 | 208,066 |
| Supervisory Status | | | | | | | | | | | | |
| Non-Supervisor | 13.8% | 14.1% | 14.1% | 80.5% | 80.1% | 79.9% | 5.7% | 5.8% | 6.0% | 256,945 | 236,951 | 228,769 |
| Team Leader | 12.4% | 12.4% | 13.1% | 81.7% | 81.7% | 80.6% | 5.8% | 5.9% | 6.3% | 52,592 | 48,824 | 46,657 |
| Supervisor | 15.3% | 16.4% | 16.2% | 81.0% | 79.7% | 79.8% | 3.7% | 3.9% | 4.0% | 51,761 | 47,835 | 43,780 |
| Manager | 15.1% | 16.3% | 16.1% | 81.7% | 80.7% | 80.8% | 3.2% | 3.0% | 3.1% | 24,053 | 21,281 | 21,024 |
| Senior Leader | 15.0% | 16.1% | 11.8% | 80.9% | 80.0% | 84.6% | 4.1% | 3.9% | 3.5% | 7,930 | 6,932 | 5,319 |
| Sex | | | | | | | | | | | | |
| Male | 12.4% | 12.9% | 12.9% | 82.1% | 81.6% | 81.4% | 5.5% | 5.6% | 5.7% | 202,402 | 185,857 | 176,335 |
| Female | 15.8% | 16.2% | 16.2% | 78.9% | 78.6% | 78.2% | 5.3% | 5.2% | 5.6% | 185,719 | 171,844 | 165,602 |
| Hispanic or Latino | | | | | | | | | | | | |
| Yes | 18.3% | 18.0% | 18.1% | 75.3% | 75.4% | 74.7% | 6.4% | 6.6% | 7.2% | 33,384 | 30,228 | 28,283 |
| No | 13.4% | 13.9% | 14.0% | 81.4% | 80.8% | 80.6% | 5.2% | 5.3% | 5.5% | 351,010 | 323,823 | 310,368 |
| Race | | | | | | | | | | | | |
| American Indian/ Alaska Native | 20.9% | 21.4% | 19.8% | 70.4% | 70.3% | 71.6% | 8.7% | 8.2% | 8.6% | 8,212 | 7,405 | 7,617 |
| Asian | 12.7% | 13.2% | 12.4% | 79.3% | 78.1% | 79.0% | 7.9% | 8.7% | 8.7% | 18,432 | 16,808 | 15,984 |
| Black/African American | 20.2% | 20.9% | 20.8% | 74.8% | 73.9% | 73.7% | 5.0% | 5.2% | 5.4% | 58,718 | 54,501 | 52,296 |
| Native Hawaiian/ Pacific Islander | 17.4% | 15.6% | 17.2% | 74.0% | 75.8% | 73.5% | 8.6% | 8.6% | 9.2% | 2,441 | 2,299 | 2,302 |
| White | 12.2% | 12.6% | 12.7% | 82.9% | 82.4% | 82.2% | 4.9% | 4.9% | 5.1% | 270,536 | 249,593 | 238,961 |
| Two or more races (Not Hispanic/ Latino) | 15.3% | 14.7% | 14.5% | 76.8% | 78.0% | 76.8% | 7.9% | 7.2% | 8.7% | 14,243 | 12,827 | 11,407 |

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.9% | 14.3% | 14.3% | 80.7% | 80.3% | 80.0% | 5.4% | 5.4% | 5.7% | 398,860 | 368,151 | 351,827 |
| Age Group | | | | | | | | | | | | |
| 25 and under | 9.3% | 8.5% | 8.8% | 81.6% | 84.0% | 83.3% | 9.1% | 7.6% | 7.8% | 2,588 | 2,570 | 3,436 |
| 26-29 | 9.0% | 9.7% | 9.6% | 82.6% | 82.8% | 82.3% | 8.3% | 7.5% | 8.1% | 11,984 | 12,051 | 12,854 |
| 30-39 | 12.3% | 12.7% | 13.2% | 80.9% | 80.4% | 80.1% | 6.8% | 6.8% | 6.7% | 70,833 | 63,204 | 58,085 |
| 40-49 | 15.2% | 15.8% | 15.6% | 79.8% | 79.2% | 79.2% | 5.0% | 5.0% | 5.2% | 105,117 | 98,402 | 95,025 |
| 50-59 | 14.7% | 15.1% | 15.4% | 80.7% | 80.1% | 79.6% | 4.5% | 4.7% | 5.0% | 144,838 | 133,844 | 122,018 |
| 60+ | 13.4% | 13.5% | 13.7% | 81.6% | 81.4% | 81.1% | 5.1% | 5.1% | 5.2% | 61,796 | 55,423 | 46,640 |
| Level of Education | | | | | | | | | | | | |
| Less than High School | 29.9% | 25.6% | --- | 59.7% | 64.0% | --- | 10.4% | 10.5% | --- | 389 | 375 | --- |
| H.S. Diploma/ GED or equiv | 19.0% | 19.6% | --- | 74.9% | 74.3% | --- | 6.1% | 6.1% | --- | 18,928 | 18,591 | --- |
| Trade/Technical Certificate | 16.4% | 16.9% | --- | 76.3% | 76.5% | --- | 7.3% | 6.6% | --- | 9,398 | 8,775 | --- |
| Some College (no degree) | 17.3% | 17.9% | --- | 76.9% | 76.5% | --- | 5.8% | 5.5% | --- | 59,145 | 56,738 | --- |
| Associate's Degree | 15.7% | 15.5% | --- | 77.8% | 77.8% | --- | 6.5% | 6.7% | --- | 30,861 | 28,954 | --- |
| Bachelor's Degree | 13.2% | 13.6% | --- | 81.9% | 81.1% | --- | 4.9% | 5.2% | --- | 133,995 | 123,239 | --- |
| Master's Degree | 12.1% | 12.3% | --- | 83.2% | 83.1% | --- | 4.7% | 4.7% | --- | 96,914 | 86,403 | --- |
| Doctoral/Professional Degree | 7.5% | 8.0% | --- | 86.9% | 86.6% | --- | 5.6% | 5.4% | --- | 40,558 | 36,193 | --- |
| Pay Category | | | | | | | | | | | | |
| Federal Wage System | 16.4% | 15.3% | 16.5% | 75.2% | 76.8% | 75.9% | 8.4% | 7.9% | 7.6% | 12,433 | 12,009 | 13,021 |
| GS 1-6 | 15.6% | 16.2% | 15.5% | 73.8% | 73.7% | 73.5% | 10.5% | 10.1% | 10.9% | 21,499 | 21,507 | 21,687 |
| GS 7-12 | 15.3% | 15.7% | 15.5% | 79.4% | 79.0% | 79.1% | 5.2% | 5.3% | 5.4% | 163,907 | 155,172 | 142,631 |
| GS 13-15 | 11.5% | 12.0% | 12.1% | 85.1% | 84.5% | 84.4% | 3.4% | 3.5% | 3.5% | 160,383 | 142,086 | 134,018 |
| SES | 10.6% | 10.6% | 10.8% | 86.9% | 86.3% | 86.9% | 2.4% | 3.1% | 2.3% | 5,635 | 4,827 | 4,361 |
| SL/ST | 7.7% | 7.0% | 8.5% | 87.1% | 88.6% | 86.3% | 5.2% | 4.3% | 5.2% | 1,519 | 1,358 | 1,208 |
| Other | 11.9% | 12.5% | 13.2% | 81.7% | 81.2% | 79.7% | 6.4% | 6.3% | 7.1% | 25,306 | 22,714 | 26,034 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.9% | 14.3% | 14.3% | 80.7% | 80.3% | 80.0% | 5.4% | 5.4% | 5.7% | 398,860 | 368,151 | 351,827 |
| Time in Federal Government | | | | | | | | | | | | |
| < 1 year | 9.8% | 10.0% | 11.9% | 83.6% | 84.1% | 80.3% | 6.6% | 5.9% | 7.7% | 5,942 | 3,107 | 4,641 |
| 1-3 years | 10.3% | 10.3% | 9.9% | 82.2% | 83.0% | 83.2% | 7.5% | 6.8% | 6.9% | 27,891 | 32,437 | 38,885 |
| 4-5 years | 10.9% | 10.9% | 11.6% | 82.4% | 82.5% | 81.6% | 6.6% | 6.6% | 6.8% | 40,643 | 42,791 | 38,822 |
| 6-10 years | 12.9% | 13.6% | 13.4% | 80.9% | 80.0% | 80.2% | 6.1% | 6.4% | 6.4% | 86,807 | 72,398 | 63,489 |
| 11-14 years | 14.2% | 15.5% | 15.7% | 80.7% | 79.3% | 79.0% | 5.1% | 5.2% | 5.3% | 56,117 | 50,584 | 44,028 |
| 15-20 years | 17.1% | 17.1% | 17.1% | 78.3% | 78.0% | 77.8% | 4.7% | 4.9% | 5.0% | 48,030 | 39,346 | 34,527 |
| > 20 years | 16.1% | 16.5% | 16.8% | 80.2% | 79.6% | 78.9% | 3.8% | 3.9% | 4.2% | 126,050 | 119,672 | 119,050 |
| Time with Current Agency | | | | | | | | | | | | |
| < 1 year | 11.5% | 12.0% | 12.2% | 82.3% | 81.8% | 80.8% | 6.2% | 6.2% | 7.0% | 11,727 | 6,412 | 8,665 |
| 1-3 years | 11.1% | 11.2% | 10.9% | 81.5% | 82.1% | 82.2% | 7.3% | 6.7% | 7.0% | 44,016 | 49,218 | 54,423 |
| 4-5 years | 11.9% | 11.9% | 12.6% | 81.6% | 81.8% | 80.8% | 6.5% | 6.4% | 6.6% | 49,338 | 51,105 | 47,002 |
| 6-10 years | 13.6% | 14.3% | 14.1% | 80.6% | 79.7% | 79.8% | 5.9% | 6.1% | 6.1% | 94,619 | 79,792 | 69,264 |
| 11-20 years | 15.7% | 16.5% | 16.7% | 79.7% | 78.8% | 78.4% | 4.6% | 4.7% | 4.9% | 97,629 | 84,976 | 75,528 |
| > 20 years | 15.7% | 16.3% | 16.6% | 80.9% | 80.1% | 79.5% | 3.3% | 3.6% | 3.9% | 92,941 | 87,632 | 87,414 |
| Leaving | | | | | | | | | | | | |
| No | 13.8% | 14.3% | 14.3% | 81.9% | 81.4% | 81.1% | 4.3% | 4.3% | 4.6% | 259,828 | 236,575 | 234,621 |
| Yes, to retire | 16.1% | 16.7% | 16.3% | 79.4% | 78.3% | 78.9% | 4.5% | 5.0% | 4.8% | 23,673 | 22,539 | 20,992 |
| Yes, to other job in Govt | 14.4% | 14.3% | 14.7% | 78.3% | 78.4% | 77.5% | 7.3% | 7.3% | 7.8% | 72,531 | 67,268 | 55,881 |
| Yes, to other job outside Govt | 10.8% | 11.1% | 10.6% | 80.5% | 80.2% | 80.5% | 8.7% | 8.7% | 8.9% | 15,677 | 15,452 | 15,439 |
| Yes, other | 13.1% | 13.9% | 14.0% | 77.5% | 76.7% | 76.2% | 9.3% | 9.4% | 9.8% | 19,029 | 17,809 | 16,154 |
| Retiring | | | | | | | | | | | | |
| Within 1 year | 15.3% | 15.8% | 15.9% | 79.9% | 79.0% | 79.4% | 4.8% | 5.2% | 4.7% | 14,574 | 13,688 | 12,378 |
| Between 1-3 years | 14.9% | 15.5% | 15.2% | 80.6% | 79.8% | 80.0% | 4.6% | 4.7% | 4.8% | 39,235 | 35,577 | 33,721 |
| Between 3-5 years | 15.3% | 15.6% | 16.2% | 80.1% | 79.9% | 79.0% | 4.6% | 4.4% | 4.8% | 42,739 | 38,897 | 35,624 |
| 5 or more years | 13.5% | 13.9% | 13.9% | 80.9% | 80.5% | 80.2% | 5.6% | 5.6% | 5.8% | 291,152 | 268,092 | 257,199 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 13.9% | 14.3% | 14.3% | 80.7% | 80.3% | 80.0% | 5.4% | 5.4% | 5.7% | 398,860 | 368,151 | 351,827 |
| Self-Identify as: | | | | | | | | | | | | |
| Heterosexual | 13.9% | 14.3% | 14.4% | 81.0% | 80.5% | 80.2% | 5.1% | 5.2% | 5.4% | 313,570 | 289,727 | 276,909 |
| LGBT* | 15.8% | 16.0% | 15.7% | 79.7% | 78.7% | 79.5% | 4.5% | 5.3% | 4.8% | 10,942 | 9,700 | 8,824 |
| Prefer not to say | 14.5% | 14.8% | 15.0% | 78.6% | 78.1% | 77.8% | 6.9% | 7.0% | 7.2% | 47,432 | 43,106 | 40,353 |
| Military Service | | | | | | | | | | | | |
| No Prior Military Service | 14.3% | 14.7% | --- | 81.0% | 80.6% | --- | 4.7% | 4.7% | --- | 277,638 | 254,093 | --- |
| Currently in Guard/Reserves | 11.2% | 11.8% | --- | 78.3% | 78.7% | --- | 10.5% | 9.6% | --- | 6,905 | 6,441 | --- |
| Retired | 10.9% | 11.4% | --- | 82.9% | 82.0% | --- | 6.2% | 6.6% | --- | 42,680 | 40,884 | --- |
| Separated/Discharged | 15.1% | 15.3% | --- | 78.9% | 78.4% | --- | 6.0% | 6.2% | --- | 58,810 | 54,279 | --- |
| Disability | | | | | | | | | | | | |
| Yes | 16.5% | 16.7% | 17.4% | 76.1% | 75.8% | 74.9% | 7.4% | 7.6% | 7.7% | 52,624 | 48,115 | 44,204 |
| No | 13.4% | 13.9% | 13.8% | 81.6% | 81.1% | 80.9% | 5.0% | 5.0% | 5.3% | 334,554 | 308,488 | 296,924 |

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|--|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 3.8% | 3.9% | 3.9% | 78.8% | 78.7% | 78.7% | 17.4% | 17.4% | 17.4% | 403,125 | 372,753 | 356,035 |
| Work Location | | | | | | | | | | | | |
| Headquarters | 4.5% | 4.7% | 4.6% | 82.4% | 82.3% | 82.3% | 13.1% | 13.1% | 13.1% | 155,597 | 142,202 | 136,265 |
| Field | 3.4% | 3.4% | 3.5% | 76.8% | 76.7% | 76.6% | 19.8% | 19.9% | 19.9% | 239,190 | 221,310 | 210,534 |
| Supervisory Status | | | | | | | | | | | | |
| Non-Supervisor | 3.8% | 3.8% | 3.9% | 78.8% | 78.8% | 78.7% | 17.4% | 17.4% | 17.4% | 259,762 | 239,960 | 231,545 |
| Team Leader | 3.8% | 4.1% | 4.0% | 78.5% | 78.2% | 78.1% | 17.7% | 17.8% | 17.9% | 53,134 | 49,393 | 47,265 |
| Supervisor | 3.6% | 4.1% | 4.0% | 78.9% | 78.6% | 78.3% | 17.5% | 17.3% | 17.6% | 52,267 | 48,444 | 44,279 |
| Manager | 3.2% | 3.4% | 3.4% | 80.4% | 79.8% | 80.8% | 16.4% | 16.8% | 15.8% | 24,260 | 21,504 | 21,227 |
| Senior Leader | 3.6% | 4.2% | 3.3% | 83.2% | 82.9% | 86.0% | 13.2% | 12.9% | 10.7% | 8,016 | 7,009 | 5,369 |
| Sex | | | | | | | | | | | | |
| Male | 3.4% | 3.5% | 3.4% | 79.8% | 79.5% | 79.7% | 16.9% | 17.0% | 16.9% | 204,420 | 188,061 | 178,400 |
| Female | 4.3% | 4.4% | 4.5% | 77.7% | 77.7% | 77.6% | 18.0% | 17.8% | 17.9% | 187,807 | 174,064 | 167,607 |
| Hispanic or Latino | | | | | | | | | | | | |
| Yes | 4.7% | 4.5% | 4.7% | 74.5% | 74.5% | 74.7% | 20.8% | 21.0% | 20.5% | 33,763 | 30,647 | 28,663 |
| No | 3.7% | 3.9% | 3.8% | 79.4% | 79.2% | 79.2% | 16.9% | 16.9% | 17.0% | 354,689 | 327,760 | 313,987 |
| Race | | | | | | | | | | | | |
| American Indian/ Alaska Native | 4.7% | 4.5% | 4.1% | 69.8% | 71.0% | 70.6% | 25.5% | 24.4% | 25.3% | 8,328 | 7,520 | 7,719 |
| Asian | 5.1% | 5.6% | 4.7% | 77.9% | 77.0% | 77.5% | 17.0% | 17.4% | 17.9% | 18,590 | 16,987 | 16,146 |
| Black/African American | 5.8% | 6.0% | 6.3% | 79.8% | 79.7% | 79.2% | 14.4% | 14.3% | 14.5% | 59,751 | 55,611 | 53,361 |
| Native Hawaiian/ Pacific Islander | 5.2% | 4.4% | 5.3% | 75.6% | 74.2% | 74.6% | 19.2% | 21.3% | 20.0% | 2,464 | 2,320 | 2,327 |
| White | 3.1% | 3.3% | 3.3% | 79.4% | 79.2% | 79.4% | 17.5% | 17.5% | 17.3% | 272,946 | 252,195 | 241,353 |
| Two or more races (Not Hispanic/ Latino) | 4.3% | 4.1% | 4.2% | 74.9% | 75.4% | 74.1% | 20.8% | 20.5% | 21.7% | 14,396 | 13,014 | 11,558 |

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 3.8% | 3.9% | 3.9% | 78.8% | 78.7% | 78.7% | 17.4% | 17.4% | 17.4% | 403,125 | 372,753 | 356,035 |
| Age Group | | | | | | | | | | | | |
| 25 and under | 2.8% | 2.7% | 3.0% | 79.0% | 79.4% | 80.2% | 18.2% | 17.9% | 16.8% | 2,602 | 2,581 | 3,449 |
| 26-29 | 3.5% | 4.4% | 4.0% | 74.7% | 74.5% | 75.4% | 21.8% | 21.0% | 20.6% | 12,041 | 12,122 | 12,905 |
| 30-39 | 5.6% | 5.9% | 5.7% | 70.3% | 70.1% | 71.2% | 24.1% | 23.9% | 23.1% | 71,264 | 63,629 | 58,457 |
| 40-49 | 3.9% | 3.9% | 3.8% | 77.8% | 77.6% | 78.0% | 18.3% | 18.5% | 18.2% | 106,122 | 99,462 | 96,019 |
| 50-59 | 3.0% | 3.1% | 3.3% | 83.2% | 82.8% | 82.2% | 13.8% | 14.1% | 14.5% | 146,688 | 135,894 | 123,818 |
| 60+ | 2.8% | 2.9% | 3.1% | 84.3% | 84.3% | 84.1% | 12.8% | 12.8% | 12.7% | 62,672 | 56,367 | 47,428 |
| Level of Education | | | | | | | | | | | | |
| Less than High School | 16.2% | 9.7% | --- | 63.3% | 72.0% | --- | 20.5% | 18.3% | --- | 401 | 388 | --- |
| H.S. Diploma/ GED or equiv | 4.7% | 5.6% | --- | 79.1% | 78.4% | --- | 16.2% | 16.0% | --- | 19,248 | 18,929 | --- |
| Trade/Technical Certificate | 4.5% | 4.7% | --- | 78.7% | 78.0% | --- | 16.8% | 17.2% | --- | 9,507 | 8,948 | --- |
| Some College (no degree) | 4.2% | 4.1% | --- | 78.2% | 78.4% | --- | 17.6% | 17.5% | --- | 59,942 | 57,657 | --- |
| Associate's Degree | 3.9% | 4.2% | --- | 78.3% | 77.9% | --- | 17.8% | 17.9% | --- | 31,217 | 29,355 | --- |
| Bachelor's Degree | 3.3% | 3.5% | --- | 78.3% | 78.0% | --- | 18.4% | 18.5% | --- | 135,288 | 124,598 | --- |
| Master's Degree | 4.1% | 3.9% | --- | 79.8% | 80.2% | --- | 16.1% | 15.9% | --- | 97,857 | 87,335 | --- |
| Doctoral/Professional Degree | 2.9% | 3.1% | --- | 80.9% | 80.5% | --- | 16.2% | 16.4% | --- | 40,852 | 36,518 | --- |
| Pay Category | | | | | | | | | | | | |
| Federal Wage System | 5.5% | 5.1% | 6.4% | 77.0% | 78.0% | 76.7% | 17.5% | 16.9% | 16.9% | 12,619 | 12,246 | 13,243 |
| GS 1-6 | 5.3% | 5.9% | 5.6% | 75.2% | 74.8% | 74.9% | 19.5% | 19.3% | 19.5% | 21,812 | 21,885 | 22,039 |
| GS 7-12 | 3.8% | 3.9% | 3.9% | 77.7% | 77.8% | 77.9% | 18.5% | 18.3% | 18.2% | 165,802 | 157,160 | 144,456 |
| GS 13-15 | 3.3% | 3.3% | 3.1% | 82.4% | 82.2% | 82.7% | 14.3% | 14.5% | 14.2% | 161,801 | 143,580 | 135,387 |
| SES | 2.1% | 3.0% | 2.2% | 88.1% | 87.3% | 88.9% | 9.8% | 9.7% | 8.9% | 5,692 | 4,875 | 4,403 |
| SL/ST | 4.4% | 2.3% | 2.7% | 83.7% | 84.8% | 82.4% | 11.9% | 12.9% | 14.9% | 1,532 | 1,381 | 1,216 |
| Other | 2.6% | 3.0% | 2.8% | 76.2% | 75.7% | 74.9% | 21.2% | 21.3% | 22.2% | 25,540 | 22,996 | 26,304 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 3.8% | 3.9% | 3.9% | 78.8% | 78.7% | 78.7% | 17.4% | 17.4% | 17.4% | 403,125 | 372,753 | 356,035 |
| Time in Federal Government | | | | | | | | | | | | |
| < 1 year | 4.1% | 5.8% | 6.7% | 82.5% | 80.5% | 78.0% | 13.4% | 13.6% | 15.3% | 6,016 | 3,146 | 4,680 |
| 1-3 years | 4.4% | 4.3% | 3.9% | 77.9% | 79.1% | 80.2% | 17.6% | 16.6% | 15.9% | 28,199 | 32,769 | 39,245 |
| 4-5 years | 4.0% | 4.1% | 4.2% | 78.4% | 78.3% | 77.4% | 17.6% | 17.6% | 18.3% | 40,965 | 43,213 | 39,247 |
| 6-10 years | 4.2% | 4.4% | 4.2% | 76.9% | 76.6% | 76.7% | 18.8% | 19.0% | 19.1% | 87,571 | 73,155 | 64,122 |
| 11-14 years | 3.6% | 4.1% | 4.0% | 77.4% | 76.3% | 76.7% | 19.0% | 19.6% | 19.4% | 56,573 | 51,221 | 44,625 |
| 15-20 years | 3.5% | 3.6% | 3.5% | 78.0% | 77.5% | 77.7% | 18.4% | 18.8% | 18.8% | 48,582 | 39,855 | 34,930 |
| > 20 years | 3.2% | 3.2% | 3.5% | 82.0% | 82.0% | 81.2% | 14.8% | 14.8% | 15.3% | 127,708 | 121,427 | 120,684 |
| Time with Current Agency | | | | | | | | | | | | |
| < 1 year | 4.8% | 6.4% | 6.7% | 82.1% | 79.9% | 79.4% | 13.1% | 13.6% | 13.9% | 11,845 | 6,492 | 8,759 |
| 1-3 years | 4.4% | 4.5% | 4.1% | 77.9% | 78.7% | 79.5% | 17.7% | 16.8% | 16.4% | 44,452 | 49,722 | 54,973 |
| 4-5 years | 4.1% | 4.1% | 4.2% | 78.2% | 78.2% | 77.5% | 17.7% | 17.7% | 18.3% | 49,754 | 51,666 | 47,528 |
| 6-10 years | 4.1% | 4.2% | 4.1% | 77.3% | 77.1% | 77.1% | 18.6% | 18.7% | 18.8% | 95,539 | 80,718 | 70,033 |
| 11-20 years | 3.3% | 3.6% | 3.5% | 78.1% | 77.6% | 77.6% | 18.5% | 18.8% | 18.9% | 98,623 | 86,078 | 76,496 |
| > 20 years | 3.0% | 3.0% | 3.2% | 82.3% | 82.3% | 81.6% | 14.7% | 14.8% | 15.2% | 94,180 | 88,908 | 88,597 |
| Leaving | | | | | | | | | | | | |
| No | 3.7% | 3.9% | 3.9% | 80.7% | 80.5% | 80.5% | 15.6% | 15.6% | 15.7% | 262,550 | 239,562 | 237,478 |
| Yes, to retire | 3.3% | 3.7% | 3.6% | 82.0% | 81.7% | 80.9% | 14.6% | 14.6% | 15.4% | 23,997 | 22,907 | 21,290 |
| Yes, to other job in Govt | 4.2% | 4.1% | 4.4% | 75.0% | 74.9% | 74.9% | 20.7% | 21.0% | 20.7% | 73,290 | 68,014 | 56,494 |
| Yes, to other job outside Govt | 2.9% | 3.2% | 2.9% | 71.9% | 72.1% | 72.6% | 25.2% | 24.7% | 24.5% | 15,823 | 15,593 | 15,561 |
| Yes, other | 3.9% | 3.8% | 3.8% | 72.8% | 73.8% | 72.8% | 23.3% | 22.3% | 23.4% | 19,211 | 18,003 | 16,363 |
| Retiring | | | | | | | | | | | | |
| Within 1 year | 3.0% | 3.2% | 3.6% | 82.2% | 81.7% | 80.9% | 14.8% | 15.2% | 15.5% | 14,785 | 13,880 | 12,565 |
| Between 1-3 years | 2.8% | 3.1% | 3.1% | 82.5% | 82.3% | 82.4% | 14.7% | 14.6% | 14.6% | 39,786 | 36,147 | 34,243 |
| Between 3-5 years | 2.7% | 2.9% | 3.0% | 82.4% | 82.4% | 81.3% | 14.9% | 14.7% | 15.7% | 43,269 | 39,489 | 36,188 |
| 5 or more years | 4.0% | 4.1% | 4.1% | 77.9% | 77.7% | 77.9% | 18.1% | 18.1% | 18.0% | 293,928 | 271,121 | 259,988 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 3.8% | 3.9% | 3.9% | 78.8% | 78.7% | 78.7% | 17.4% | 17.4% | 17.4% | 403,125 | 372,753 | 356,035 |
| Self-Identify as: | | | | | | | | | | | | |
| Heterosexual | 3.8% | 3.9% | 4.0% | 79.3% | 79.1% | 79.0% | 16.9% | 16.9% | 17.0% | 316,897 | 293,308 | 280,266 |
| LGBT* | 3.2% | 2.8% | 2.9% | 79.3% | 79.1% | 80.8% | 17.5% | 18.1% | 16.3% | 11,029 | 9,798 | 8,903 |
| Prefer not to say | 3.7% | 4.0% | 3.8% | 76.4% | 75.8% | 76.1% | 20.0% | 20.2% | 20.0% | 47,937 | 43,689 | 40,802 |
| Military Service | | | | | | | | | | | | |
| No Prior Military Service | 3.7% | 3.8% | --- | 78.5% | 78.6% | --- | 17.7% | 17.5% | --- | 280,443 | 257,050 | --- |
| Currently in Guard/Reserves | 5.2% | 5.2% | --- | 72.3% | 71.8% | --- | 22.5% | 23.0% | --- | 6,987 | 6,515 | --- |
| Retired | 3.1% | 3.4% | --- | 84.2% | 83.3% | --- | 12.7% | 13.3% | --- | 43,216 | 41,531 | --- |
| Separated/Discharged | 4.2% | 4.2% | --- | 77.2% | 77.0% | --- | 18.6% | 18.8% | --- | 59,446 | 55,014 | --- |
| Disability | | | | | | | | | | | | |
| Yes | 4.2% | 4.4% | 4.7% | 77.5% | 77.3% | 77.1% | 18.3% | 18.3% | 18.2% | 53,314 | 48,836 | 44,899 |
| No | 3.7% | 3.8% | 3.7% | 79.2% | 79.0% | 79.1% | 17.2% | 17.2% | 17.2% | 337,933 | 312,194 | 300,288 |

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|--|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 2.4% | 2.5% | 2.6% | 80.1% | 79.8% | 79.7% | 17.5% | 17.7% | 17.7% | 403,461 | 373,277 | 356,650 |
| Work Location | | | | | | | | | | | | |
| Headquarters | 2.9% | 2.9% | 3.0% | 83.7% | 83.6% | 83.3% | 13.5% | 13.5% | 13.7% | 155,750 | 142,365 | 136,555 |
| Field | 2.1% | 2.3% | 2.3% | 78.1% | 77.7% | 77.7% | 19.8% | 20.0% | 20.0% | 239,377 | 221,640 | 210,838 |
| Supervisory Status | | | | | | | | | | | | |
| Non-Supervisor | 2.3% | 2.5% | 2.5% | 80.1% | 79.9% | 79.7% | 17.5% | 17.6% | 17.7% | 259,991 | 240,282 | 231,998 |
| Team Leader | 2.3% | 2.5% | 2.5% | 79.7% | 79.2% | 79.3% | 18.0% | 18.3% | 18.2% | 53,158 | 49,484 | 47,327 |
| Supervisor | 2.6% | 2.7% | 2.8% | 80.2% | 79.7% | 79.5% | 17.3% | 17.6% | 17.7% | 52,319 | 48,491 | 44,324 |
| Manager | 2.6% | 2.6% | 2.5% | 80.9% | 80.1% | 81.4% | 16.5% | 17.3% | 16.2% | 24,302 | 21,541 | 21,246 |
| Senior Leader | 3.4% | 3.6% | 2.9% | 83.3% | 83.4% | 85.6% | 13.3% | 13.0% | 11.4% | 8,013 | 7,012 | 5,385 |
| Sex | | | | | | | | | | | | |
| Male | 2.2% | 2.3% | 2.4% | 81.0% | 80.6% | 80.7% | 16.8% | 17.0% | 16.9% | 204,555 | 188,256 | 178,633 |
| Female | 2.6% | 2.8% | 2.8% | 79.1% | 78.8% | 78.5% | 18.3% | 18.4% | 18.6% | 188,022 | 174,387 | 167,965 |
| Hispanic or Latino | | | | | | | | | | | | |
| Yes | 3.0% | 3.2% | 3.3% | 76.4% | 76.0% | 76.5% | 20.6% | 20.8% | 20.2% | 33,787 | 30,671 | 28,704 |
| No | 2.3% | 2.5% | 2.5% | 80.6% | 80.3% | 80.2% | 17.1% | 17.2% | 17.3% | 355,012 | 328,263 | 314,544 |
| Race | | | | | | | | | | | | |
| American Indian/ Alaska Native | 3.7% | 3.8% | 4.0% | 70.2% | 71.6% | 71.2% | 26.1% | 24.6% | 24.9% | 8,334 | 7,523 | 7,741 |
| Asian | 3.5% | 3.8% | 3.3% | 79.4% | 77.9% | 78.2% | 17.1% | 18.3% | 18.4% | 18,603 | 17,007 | 16,181 |
| Black/African American | 4.4% | 4.6% | 4.7% | 80.8% | 80.4% | 80.2% | 14.9% | 14.9% | 15.1% | 59,893 | 55,824 | 53,553 |
| Native Hawaiian/ Pacific Islander | 4.1% | 2.9% | 3.9% | 76.2% | 75.8% | 75.9% | 19.7% | 21.3% | 20.2% | 2,461 | 2,326 | 2,339 |
| White | 1.8% | 1.9% | 2.0% | 80.7% | 80.4% | 80.5% | 17.5% | 17.7% | 17.6% | 273,101 | 252,461 | 241,651 |
| Two or more races (Not Hispanic/ Latino) | 2.4% | 2.2% | 2.4% | 76.7% | 76.9% | 75.4% | 20.9% | 20.9% | 22.2% | 14,419 | 13,017 | 11,586 |

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 2.4% | 2.5% | 2.6% | 80.1% | 79.8% | 79.7% | 17.5% | 17.7% | 17.7% | 403,461 | 373,277 | 356,650 |
| Age Group | | | | | | | | | | | | |
| 25 and under | 1.8% | 1.6% | 1.7% | 79.8% | 79.4% | 81.9% | 18.4% | 19.0% | 16.4% | 2,594 | 2,578 | 3,442 |
| 26-29 | 1.0% | 1.7% | 1.4% | 78.9% | 78.5% | 78.7% | 20.1% | 19.8% | 19.9% | 12,032 | 12,123 | 12,902 |
| 30-39 | 1.5% | 1.7% | 1.8% | 76.5% | 76.3% | 77.2% | 22.0% | 22.0% | 21.0% | 71,203 | 63,589 | 58,464 |
| 40-49 | 2.3% | 2.3% | 2.3% | 79.5% | 79.1% | 79.4% | 18.2% | 18.5% | 18.2% | 106,121 | 99,490 | 96,086 |
| 50-59 | 2.9% | 2.9% | 3.1% | 81.9% | 81.5% | 80.7% | 15.2% | 15.6% | 16.2% | 146,876 | 136,178 | 124,144 |
| 60+ | 3.3% | 3.4% | 3.6% | 82.6% | 82.4% | 82.3% | 14.2% | 14.2% | 14.1% | 62,899 | 56,614 | 47,644 |
| Level of Education | | | | | | | | | | | | |
| Less than High School | 16.1% | 10.1% | --- | 64.2% | 73.6% | --- | 19.7% | 16.2% | --- | 405 | 392 | --- |
| H.S. Diploma/ GED or equiv | 4.4% | 5.1% | --- | 79.6% | 78.5% | --- | 16.0% | 16.5% | --- | 19,285 | 18,990 | --- |
| Trade/Technical Certificate | 3.6% | 3.3% | --- | 79.4% | 79.1% | --- | 17.0% | 17.5% | --- | 9,537 | 8,991 | --- |
| Some College (no degree) | 3.1% | 3.1% | --- | 78.9% | 78.9% | --- | 18.0% | 18.0% | --- | 59,985 | 57,788 | --- |
| Associate's Degree | 2.6% | 3.0% | --- | 79.2% | 78.7% | --- | 18.2% | 18.4% | --- | 31,268 | 29,438 | --- |
| Bachelor's Degree | 1.9% | 2.1% | --- | 79.8% | 79.2% | --- | 18.3% | 18.6% | --- | 135,408 | 124,725 | --- |
| Master's Degree | 2.1% | 2.1% | --- | 81.4% | 81.6% | --- | 16.4% | 16.3% | --- | 97,910 | 87,389 | --- |
| Doctoral/Professional Degree | 1.2% | 1.4% | --- | 83.1% | 82.4% | --- | 15.7% | 16.2% | --- | 40,845 | 36,533 | --- |
| Pay Category | | | | | | | | | | | | |
| Federal Wage System | 3.9% | 3.5% | 4.5% | 78.2% | 78.9% | 77.9% | 17.9% | 17.6% | 17.6% | 12,618 | 12,255 | 13,285 |
| GS 1-6 | 4.0% | 4.5% | 4.1% | 76.3% | 75.7% | 75.5% | 19.8% | 19.8% | 20.4% | 21,876 | 21,965 | 22,134 |
| GS 7-12 | 2.3% | 2.4% | 2.4% | 79.1% | 79.0% | 79.1% | 18.6% | 18.6% | 18.5% | 165,925 | 157,428 | 144,726 |
| GS 13-15 | 1.9% | 2.0% | 2.0% | 83.7% | 83.1% | 83.5% | 14.4% | 14.9% | 14.5% | 161,964 | 143,722 | 135,523 |
| SES | 2.0% | 2.8% | 2.1% | 87.9% | 87.8% | 88.5% | 10.1% | 9.4% | 9.4% | 5,691 | 4,872 | 4,411 |
| SL/ST | 2.4% | 1.5% | 2.2% | 86.1% | 83.5% | 82.3% | 11.4% | 15.0% | 15.5% | 1,530 | 1,378 | 1,217 |
| Other | 1.9% | 2.1% | 2.2% | 77.6% | 77.2% | 76.3% | 20.5% | 20.7% | 21.6% | 25,538 | 23,011 | 26,356 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 2.4% | 2.5% | 2.6% | 80.1% | 79.8% | 79.7% | 17.5% | 17.7% | 17.7% | 403,461 | 373,277 | 356,650 |
| Time in Federal Government | | | | | | | | | | | | |
| < 1 year | 2.5% | 4.2% | 5.6% | 84.7% | 82.7% | 79.7% | 12.8% | 13.2% | 14.7% | 6,008 | 3,144 | 4,688 |
| 1-3 years | 2.3% | 2.3% | 1.9% | 80.9% | 82.0% | 82.7% | 16.9% | 15.8% | 15.3% | 28,168 | 32,765 | 39,267 |
| 4-5 years | 1.9% | 1.9% | 2.1% | 81.1% | 80.9% | 80.1% | 16.9% | 17.2% | 17.9% | 40,993 | 43,232 | 39,254 |
| 6-10 years | 2.1% | 2.2% | 2.1% | 79.8% | 79.1% | 79.4% | 18.1% | 18.7% | 18.4% | 87,613 | 73,250 | 64,230 |
| 11-14 years | 2.0% | 2.3% | 2.5% | 79.1% | 78.3% | 78.4% | 18.9% | 19.4% | 19.2% | 56,619 | 51,233 | 44,660 |
| 15-20 years | 2.6% | 2.7% | 2.8% | 78.7% | 78.1% | 77.9% | 18.7% | 19.2% | 19.3% | 48,640 | 39,911 | 35,002 |
| > 20 years | 3.0% | 3.1% | 3.2% | 80.7% | 80.4% | 79.7% | 16.3% | 16.5% | 17.1% | 127,913 | 121,774 | 121,031 |
| Time with Current Agency | | | | | | | | | | | | |
| < 1 year | 3.1% | 4.3% | 4.6% | 84.0% | 81.8% | 81.2% | 12.9% | 13.8% | 14.3% | 11,850 | 6,473 | 8,764 |
| 1-3 years | 2.3% | 2.3% | 2.2% | 80.7% | 81.5% | 81.8% | 17.0% | 16.2% | 16.1% | 44,419 | 49,746 | 55,015 |
| 4-5 years | 2.1% | 2.1% | 2.2% | 80.7% | 80.5% | 79.8% | 17.2% | 17.4% | 18.0% | 49,800 | 51,715 | 47,561 |
| 6-10 years | 2.2% | 2.3% | 2.3% | 79.6% | 79.0% | 79.3% | 18.3% | 18.7% | 18.4% | 95,598 | 80,812 | 70,166 |
| 11-20 years | 2.3% | 2.6% | 2.6% | 79.0% | 78.4% | 78.3% | 18.7% | 19.1% | 19.1% | 98,765 | 86,169 | 76,624 |
| > 20 years | 2.8% | 3.0% | 3.2% | 80.9% | 80.6% | 79.8% | 16.2% | 16.5% | 17.0% | 94,307 | 89,174 | 88,841 |
| Leaving | | | | | | | | | | | | |
| No | 2.5% | 2.7% | 2.7% | 82.1% | 81.7% | 81.6% | 15.4% | 15.6% | 15.7% | 262,846 | 239,951 | 237,898 |
| Yes, to retire | 3.6% | 3.9% | 3.9% | 80.2% | 79.7% | 78.9% | 16.3% | 16.4% | 17.2% | 24,048 | 22,991 | 21,409 |
| Yes, to other job in Govt | 2.0% | 1.9% | 2.2% | 76.9% | 76.6% | 76.3% | 21.0% | 21.5% | 21.5% | 73,279 | 68,068 | 56,538 |
| Yes, to other job outside Govt | 1.1% | 1.3% | 1.1% | 73.9% | 73.8% | 74.1% | 25.0% | 24.9% | 24.8% | 15,815 | 15,583 | 15,571 |
| Yes, other | 1.9% | 2.0% | 1.9% | 74.3% | 75.2% | 74.3% | 23.8% | 22.8% | 23.8% | 19,231 | 18,008 | 16,365 |
| Retiring | | | | | | | | | | | | |
| Within 1 year | 3.4% | 3.5% | 3.9% | 80.1% | 79.6% | 78.8% | 16.5% | 16.9% | 17.3% | 14,828 | 13,954 | 12,631 |
| Between 1-3 years | 3.0% | 3.3% | 3.3% | 80.8% | 80.4% | 80.3% | 16.2% | 16.2% | 16.4% | 39,873 | 36,278 | 34,380 |
| Between 3-5 years | 2.9% | 3.1% | 3.1% | 80.8% | 80.9% | 79.9% | 16.2% | 16.1% | 17.0% | 43,360 | 39,572 | 36,307 |
| 5 or more years | 2.2% | 2.3% | 2.4% | 80.0% | 79.7% | 79.8% | 17.8% | 18.0% | 17.9% | 294,041 | 271,344 | 260,260 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

| | Yes | | | No | | | Not Available to Me | | | Item Response Total** | | |
|-----------------------------|-------------|-------------|-------------|--------------|--------------|--------------|---------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 2.4% | 2.5% | 2.6% | 80.1% | 79.8% | 79.7% | 17.5% | 17.7% | 17.7% | 403,461 | 373,277 | 356,650 |
| Self-Identify as: | | | | | | | | | | | | |
| Heterosexual | 2.4% | 2.5% | 2.6% | 80.8% | 80.4% | 80.3% | 16.9% | 17.1% | 17.2% | 317,165 | 293,771 | 280,786 |
| LGBT* | 2.4% | 2.4% | 2.4% | 79.1% | 78.5% | 80.3% | 18.5% | 19.1% | 17.3% | 11,029 | 9,795 | 8,908 |
| Prefer not to say | 2.7% | 3.0% | 2.9% | 76.6% | 75.9% | 76.1% | 20.6% | 21.0% | 21.0% | 48,005 | 43,743 | 40,899 |
| Military Service | | | | | | | | | | | | |
| No Prior Military Service | 2.3% | 2.5% | --- | 80.0% | 79.7% | --- | 17.6% | 17.8% | --- | 280,714 | 257,420 | --- |
| Currently in Guard/Reserves | 2.5% | 2.4% | --- | 75.2% | 75.0% | --- | 22.3% | 22.6% | --- | 6,977 | 6,512 | --- |
| Retired | 2.4% | 2.7% | --- | 84.0% | 83.0% | --- | 13.5% | 14.3% | --- | 43,244 | 41,598 | --- |
| Separated/Discharged | 2.5% | 2.6% | --- | 78.8% | 78.7% | --- | 18.7% | 18.7% | --- | 59,484 | 55,074 | --- |
| Disability | | | | | | | | | | | | |
| Yes | 3.2% | 3.2% | 3.7% | 77.9% | 77.7% | 77.2% | 19.0% | 19.1% | 19.2% | 53,383 | 48,952 | 44,959 |
| No | 2.2% | 2.4% | 2.4% | 80.6% | 80.3% | 80.3% | 17.1% | 17.3% | 17.4% | 338,204 | 312,590 | 300,832 |

Report by Demographics

(79) 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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 38.7% | 37.3% | 35.7% | 39.5% | 39.3% | 39.9% | 12.8% | 14.0% | 15.3% | 6.5% | 6.6% | 6.4% | 2.6% | 2.8% | 2.7% | 190,959 | 167,341 | 147,505 | 6,780 | 7,571 | 8,017 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 38.9% | 37.4% | 36.0% | 39.3% | 39.6% | 39.8% | 11.9% | 12.8% | 14.2% | 7.1% | 7.3% | 7.1% | 2.9% | 3.0% | 3.0% | 90,950 | 78,699 | 68,887 | 2,036 | 2,095 | 2,334 |
| Field | 38.7% | 37.4% | 35.7% | 39.8% | 39.1% | 40.1% | 13.3% | 14.7% | 15.9% | 5.9% | 6.1% | 5.9% | 2.4% | 2.7% | 2.4% | 96,500 | 85,018 | 75,206 | 4,215 | 4,837 | 4,939 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 40.6% | 39.2% | 37.5% | 38.6% | 38.2% | 38.9% | 12.0% | 13.1% | 14.6% | 6.2% | 6.5% | 6.2% | 2.6% | 3.0% | 2.8% | 122,145 | 107,489 | 95,161 | 4,666 | 5,299 | 5,610 |
| Team Leader | 35.8% | 35.0% | 33.3% | 40.6% | 40.4% | 40.5% | 13.7% | 14.8% | 16.6% | 7.2% | 7.2% | 7.0% | 2.8% | 2.7% | 2.6% | 25,326 | 22,038 | 19,906 | 789 | 906 | 986 |
| Supervisor | 33.0% | 32.0% | 31.1% | 42.7% | 42.5% | 43.2% | 14.9% | 15.8% | 16.2% | 7.0% | 7.1% | 6.9% | 2.4% | 2.6% | 2.5% | 24,518 | 21,205 | 17,906 | 732 | 722 | 762 |
| Manager | 35.5% | 32.7% | 31.1% | 41.3% | 42.0% | 42.7% | 14.1% | 16.3% | 17.0% | 6.7% | 6.3% | 6.8% | 2.4% | 2.7% | 2.4% | 11,602 | 9,714 | 8,596 | 262 | 257 | 291 |
| Senior Leader | 43.4% | 39.0% | 39.1% | 37.8% | 40.2% | 39.8% | 12.5% | 13.8% | 15.2% | 4.9% | 5.6% | 4.6% | 1.5% | 1.5% | 1.3% | 4,419 | 3,732 | 2,919 | 100 | 112 | 58 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 36.1% | 34.8% | 32.9% | 41.1% | 40.9% | 41.7% | 14.2% | 15.3% | 16.8% | 6.0% | 6.2% | 6.1% | 2.5% | 2.8% | 2.5% | 86,438 | 74,668 | 65,476 | 2,608 | 2,918 | 2,847 |
| Female | 41.6% | 40.1% | 38.8% | 37.8% | 37.6% | 38.0% | 11.2% | 12.4% | 13.8% | 6.9% | 7.0% | 6.7% | 2.6% | 2.9% | 2.8% | 98,456 | 87,082 | 77,025 | 3,824 | 4,280 | 4,785 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 39.6% | 39.2% | 36.9% | 37.2% | 35.3% | 36.6% | 14.5% | 16.8% | 17.9% | 5.8% | 5.6% | 5.7% | 2.9% | 3.1% | 2.9% | 12,854 | 10,989 | 9,413 | 777 | 820 | 843 |
| No | 38.8% | 37.3% | 35.8% | 39.7% | 39.6% | 40.1% | 12.5% | 13.6% | 15.0% | 6.5% | 6.7% | 6.5% | 2.5% | 2.8% | 2.6% | 170,196 | 148,972 | 131,587 | 5,513 | 6,186 | 6,635 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 33.6% | 32.5% | 30.1% | 37.9% | 33.8% | 37.0% | 18.6% | 23.2% | 22.6% | 6.3% | 8.3% | 6.7% | 3.6% | 2.2% | 3.6% | 1,951 | 1,658 | 1,532 | 183 | 257 | 284 |
| Asian | 38.1% | 38.3% | 36.7% | 42.6% | 41.4% | 41.5% | 13.3% | 14.2% | 15.3% | 4.3% | 3.9% | 4.6% | 1.6% | 2.2% | 1.8% | 10,230 | 8,848 | 7,693 | 353 | 373 | 378 |
| Black/African American | 43.6% | 41.1% | 39.7% | 36.5% | 37.2% | 37.7% | 10.7% | 12.5% | 13.4% | 6.5% | 6.2% | 6.0% | 2.8% | 3.0% | 3.1% | 29,808 | 25,863 | 22,473 | 1,015 | 1,050 | 1,267 |
| Native Hawaiian/ Pacific Islander | 33.0% | 31.4% | 26.6% | 42.2% | 38.1% | 36.5% | 17.7% | 22.6% | 26.9% | 5.1% | 5.9% | 8.4% | 2.0% | 2.0% | 1.6% | 776 | 659 | 610 | 55 | 57 | 65 |
| White | 38.3% | 37.1% | 35.5% | 40.1% | 39.7% | 40.5% | 12.6% | 13.7% | 15.1% | 6.5% | 6.8% | 6.5% | 2.5% | 2.7% | 2.4% | 128,135 | 112,538 | 99,889 | 4,053 | 4,575 | 4,804 |
| Two or more races (Not Hispanic/ Latino) | 36.9% | 34.4% | 32.1% | 37.3% | 37.5% | 37.6% | 14.7% | 15.4% | 17.1% | 7.5% | 8.4% | 8.2% | 3.6% | 4.3% | 5.0% | 6,197 | 5,271 | 4,305 | 229 | 243 | 220 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(79) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 38.7% | 37.3% | 35.7% | 39.5% | 39.3% | 39.9% | 12.8% | 14.0% | 15.3% | 6.5% | 6.6% | 6.4% | 2.6% | 2.8% | 2.7% | 190,959 | 167,341 | 147,505 | 6,780 | 7,571 | 8,017 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 41.9% | 41.7% | 37.6% | 40.8% | 36.7% | 38.8% | 12.3% | 13.8% | 16.0% | 3.9% | 6.3% | 6.6% | 1.1% | 1.5% | 0.9% | 1,050 | 1,029 | 1,258 | 47 | 61 | 84 |
| 26-29 | 39.1% | 37.6% | 38.2% | 40.0% | 39.6% | 40.5% | 12.3% | 12.7% | 11.0% | 6.4% | 7.6% | 6.7% | 2.2% | 2.4% | 3.6% | 5,885 | 6,003 | 5,650 | 167 | 172 | 248 |
| 30-39 | 39.9% | 38.9% | 37.6% | 38.4% | 38.4% | 39.2% | 11.1% | 11.9% | 13.4% | 7.7% | 7.1% | 7.0% | 2.9% | 3.7% | 2.8% | 36,034 | 31,007 | 25,654 | 976 | 1,014 | 1,094 |
| 40-49 | 39.4% | 38.2% | 36.3% | 39.2% | 39.0% | 39.8% | 11.9% | 13.1% | 14.7% | 6.6% | 6.6% | 6.5% | 2.9% | 3.1% | 2.8% | 50,927 | 45,279 | 40,600 | 1,577 | 1,831 | 1,888 |
| 50-59 | 38.0% | 36.5% | 35.0% | 39.9% | 39.6% | 40.0% | 13.6% | 14.8% | 16.3% | 6.0% | 6.6% | 6.2% | 2.5% | 2.5% | 2.5% | 68,692 | 59,470 | 49,869 | 2,648 | 2,962 | 2,840 |
| 60+ | 36.7% | 34.8% | 33.6% | 40.7% | 40.3% | 40.6% | 15.2% | 17.0% | 18.4% | 5.5% | 5.7% | 5.3% | 1.9% | 2.2% | 2.0% | 27,114 | 22,818 | 17,374 | 1,344 | 1,485 | 1,274 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 26.1% | 29.3% | --- | 38.0% | 36.7% | --- | 27.5% | 28.4% | --- | 7.2% | 2.7% | --- | 1.1% | 3.0% | --- | 97 | 87 | --- | 16 | 7 | --- |
| H.S. Diploma/ GED or equiv | 37.6% | 34.9% | --- | 34.7% | 35.4% | --- | 20.0% | 21.5% | --- | 5.3% | 5.1% | --- | 2.4% | 3.1% | --- | 5,125 | 4,758 | --- | 592 | 728 | --- |
| Trade/Technical Certificate | 35.0% | 31.1% | --- | 37.3% | 35.9% | --- | 20.5% | 24.9% | --- | 4.7% | 5.9% | --- | 2.7% | 2.1% | --- | 2,123 | 1,799 | --- | 230 | 319 | --- |
| Some College (no degree) | 37.5% | 36.0% | --- | 37.8% | 37.4% | --- | 15.4% | 16.4% | --- | 6.2% | 7.1% | --- | 3.1% | 3.1% | --- | 19,391 | 17,065 | --- | 1,283 | 1,524 | --- |
| Associate's Degree | 36.5% | 35.6% | --- | 39.2% | 36.5% | --- | 15.6% | 19.0% | --- | 6.2% | 6.5% | --- | 2.5% | 2.5% | --- | 8,872 | 7,640 | --- | 692 | 744 | --- |
| Bachelor's Degree | 39.6% | 38.6% | --- | 39.5% | 39.5% | --- | 12.0% | 12.8% | --- | 6.4% | 6.4% | --- | 2.5% | 2.7% | --- | 66,808 | 59,176 | --- | 1,856 | 2,110 | --- |
| Master's Degree | 38.8% | 37.4% | --- | 40.2% | 40.1% | --- | 11.5% | 12.5% | --- | 6.8% | 6.9% | --- | 2.7% | 3.1% | --- | 57,240 | 49,084 | --- | 1,251 | 1,221 | --- |
| Doctoral/Professional Degree | 39.4% | 37.7% | --- | 41.1% | 41.1% | --- | 11.1% | 12.2% | --- | 6.4% | 6.4% | --- | 2.0% | 2.5% | --- | 26,250 | 22,840 | --- | 586 | 586 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 23.3% | 17.0% | 13.3% | 33.8% | 33.7% | 39.0% | 34.5% | 41.3% | 38.8% | 5.3% | 4.8% | 5.5% | 3.0% | 3.3% | 3.4% | 972 | 858 | 1,108 | 269 | 323 | 414 |
| GS 1-6 | 29.9% | 28.6% | 24.6% | 34.7% | 33.5% | 36.9% | 28.8% | 30.5% | 30.7% | 4.2% | 5.2% | 5.4% | 2.3% | 2.1% | 2.4% | 2,707 | 2,665 | 2,508 | 875 | 1,029 | 1,153 |
| GS 7-12 | 38.8% | 37.7% | 35.9% | 39.3% | 38.3% | 39.1% | 13.0% | 14.8% | 16.1% | 6.2% | 6.3% | 6.2% | 2.6% | 2.9% | 2.7% | 59,932 | 53,952 | 45,100 | 3,208 | 3,760 | 3,750 |
| GS 13-15 | 40.1% | 38.8% | 37.7% | 39.7% | 40.2% | 40.6% | 10.9% | 11.4% | 12.5% | 6.7% | 6.8% | 6.5% | 2.5% | 2.9% | 2.6% | 108,973 | 93,579 | 83,226 | 1,517 | 1,471 | 1,552 |
| SES | 44.7% | 41.9% | 38.4% | 38.6% | 39.6% | 42.4% | 11.2% | 12.2% | 13.3% | 4.2% | 5.0% | 4.6% | 1.3% | 1.3% | 1.3% | 3,487 | 2,927 | 2,515 | 62 | 61 | 50 |
| SL/ST | 32.9% | 34.2% | 33.8% | 43.5% | 41.9% | 43.1% | 16.8% | 15.8% | 18.1% | 4.8% | 6.0% | 4.1% | 2.0% | 2.0% | 1.0% | 897 | 766 | 624 | 26 | 30 | 24 |
| Other | 32.4% | 30.5% | 29.2% | 42.0% | 41.2% | 40.2% | 15.9% | 17.3% | 19.4% | 6.8% | 8.3% | 8.4% | 2.9% | 2.7% | 2.9% | 9,315 | 8,020 | 7,944 | 535 | 580 | 688 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(79) 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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 38.7% | 37.3% | 35.7% | 39.5% | 39.3% | 39.9% | 12.8% | 14.0% | 15.3% | 6.5% | 6.6% | 6.4% | 2.6% | 2.8% | 2.7% | 190,959 | 167,341 | 147,505 | 6,780 | 7,571 | 8,017 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 41.8% | 37.5% | 37.5% | 36.0% | 37.3% | 39.8% | 15.7% | 20.7% | 16.1% | 4.6% | 2.8% | 4.9% | 1.9% | 1.8% | 1.7% | 1,986 | 1,002 | 1,390 | 160 | 112 | 179 |
| 1-3 years | 40.1% | 38.4% | 37.4% | 38.6% | 37.9% | 39.4% | 13.3% | 14.6% | 14.8% | 5.7% | 6.3% | 6.0% | 2.3% | 2.7% | 2.5% | 11,763 | 13,509 | 15,673 | 534 | 711 | 906 |
| 4-5 years | 38.7% | 37.9% | 35.9% | 39.2% | 38.1% | 40.3% | 12.5% | 13.8% | 14.8% | 7.0% | 7.0% | 6.5% | 2.7% | 3.2% | 2.6% | 19,752 | 19,715 | 15,524 | 679 | 782 | 857 |
| 6-10 years | 38.3% | 37.2% | 34.7% | 39.9% | 39.3% | 39.4% | 12.1% | 13.5% | 15.7% | 6.9% | 6.9% | 7.0% | 2.8% | 3.2% | 3.1% | 40,608 | 31,712 | 25,520 | 1,362 | 1,450 | 1,340 |
| 11-14 years | 36.4% | 35.2% | 33.8% | 40.0% | 39.7% | 40.7% | 13.4% | 15.2% | 15.9% | 7.4% | 6.9% | 6.7% | 2.8% | 3.0% | 2.9% | 25,312 | 21,257 | 17,655 | 928 | 1,030 | 1,010 |
| 15-20 years | 36.9% | 34.6% | 33.6% | 40.1% | 40.7% | 39.5% | 13.3% | 14.8% | 16.6% | 6.7% | 6.7% | 7.0% | 3.0% | 3.2% | 3.3% | 21,463 | 16,573 | 13,390 | 841 | 918 | 826 |
| > 20 years | 40.2% | 38.6% | 36.9% | 39.3% | 39.5% | 40.0% | 12.6% | 13.1% | 14.8% | 5.6% | 6.4% | 6.0% | 2.3% | 2.4% | 2.3% | 65,671 | 59,148 | 53,899 | 2,074 | 2,340 | 2,613 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 39.8% | 39.9% | 36.4% | 36.0% | 33.6% | 36.6% | 15.1% | 19.2% | 17.7% | 6.1% | 4.9% | 6.1% | 2.9% | 2.4% | 3.2% | 4,354 | 2,196 | 2,872 | 284 | 206 | 258 |
| 1-3 years | 39.4% | 38.1% | 36.7% | 37.9% | 37.3% | 39.2% | 12.8% | 14.2% | 14.5% | 7.0% | 7.1% | 6.6% | 3.0% | 3.4% | 3.0% | 20,364 | 21,893 | 22,931 | 748 | 1,002 | 1,176 |
| 4-5 years | 38.7% | 37.7% | 35.2% | 38.6% | 38.3% | 40.6% | 12.4% | 13.6% | 14.8% | 7.3% | 7.0% | 6.6% | 3.0% | 3.5% | 2.8% | 24,858 | 23,957 | 19,336 | 753 | 939 | 981 |
| 6-10 years | 38.2% | 37.0% | 35.6% | 40.1% | 39.5% | 39.1% | 12.2% | 13.4% | 15.5% | 6.8% | 7.0% | 7.1% | 2.7% | 3.0% | 2.7% | 45,066 | 35,737 | 28,463 | 1,443 | 1,574 | 1,485 |
| 11-20 years | 37.2% | 34.9% | 34.3% | 40.3% | 40.5% | 40.2% | 13.2% | 14.9% | 16.1% | 6.7% | 6.8% | 6.5% | 2.7% | 2.9% | 2.8% | 43,818 | 35,774 | 30,080 | 1,703 | 1,850 | 1,743 |
| > 20 years | 40.4% | 39.2% | 37.0% | 39.8% | 40.0% | 40.5% | 12.7% | 13.1% | 14.9% | 5.1% | 5.8% | 5.6% | 1.9% | 2.0% | 2.1% | 47,591 | 42,900 | 38,996 | 1,549 | 1,704 | 1,970 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 43.6% | 42.3% | 40.0% | 39.0% | 38.8% | 39.6% | 11.3% | 12.5% | 14.2% | 4.6% | 4.8% | 4.7% | 1.5% | 1.6% | 1.6% | 126,782 | 110,331 | 100,224 | 4,513 | 4,961 | 5,514 |
| Yes, to retire | 36.4% | 34.2% | 33.1% | 41.7% | 40.7% | 40.8% | 14.0% | 16.6% | 18.1% | 6.0% | 6.1% | 6.0% | 1.8% | 2.3% | 1.9% | 10,150 | 8,926 | 7,677 | 417 | 519 | 523 |
| Yes, to other job in Govt | 28.6% | 27.0% | 25.9% | 39.9% | 39.7% | 40.6% | 14.6% | 16.0% | 16.6% | 11.3% | 11.4% | 11.0% | 5.5% | 5.9% | 5.9% | 34,134 | 29,655 | 22,830 | 959 | 1,031 | 956 |
| Yes, to other job outside Govt | 26.4% | 25.8% | 25.2% | 40.9% | 41.3% | 42.0% | 16.0% | 16.9% | 16.1% | 11.5% | 10.3% | 11.4% | 5.2% | 5.8% | 5.3% | 7,455 | 6,958 | 6,551 | 224 | 268 | 243 |
| Yes, other | 24.4% | 23.6% | 23.6% | 39.8% | 40.3% | 38.6% | 20.2% | 19.4% | 21.3% | 9.9% | 10.9% | 11.4% | 5.8% | 5.9% | 5.2% | 7,751 | 6,802 | 5,723 | 391 | 457 | 417 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 37.7% | 33.4% | 34.4% | 39.4% | 40.6% | 39.3% | 14.2% | 16.5% | 17.3% | 6.3% | 6.7% | 6.5% | 2.4% | 2.9% | 2.5% | 6,220 | 5,458 | 4,564 | 248 | 293 | 301 |
| Between 1-3 years | 36.0% | 36.0% | 33.8% | 41.1% | 39.7% | 41.2% | 14.8% | 15.9% | 16.8% | 5.8% | 6.0% | 6.2% | 2.4% | 2.5% | 2.0% | 17,468 | 15,018 | 13,075 | 729 | 827 | 800 |
| Between 3-5 years | 37.1% | 35.4% | 33.5% | 39.9% | 39.8% | 41.5% | 14.6% | 15.5% | 16.7% | 6.2% | 7.0% | 5.9% | 2.2% | 2.4% | 2.5% | 19,340 | 16,656 | 14,098 | 747 | 845 | 855 |
| 5 or more years | 39.4% | 38.1% | 36.5% | 39.3% | 39.2% | 39.6% | 12.1% | 13.2% | 14.7% | 6.5% | 6.6% | 6.5% | 2.6% | 2.9% | 2.7% | 141,834 | 123,986 | 109,543 | 4,541 | 5,001 | 5,347 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(79) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 38.7% | 37.3% | 35.7% | 39.5% | 39.3% | 39.9% | 12.8% | 14.0% | 15.3% | 6.5% | 6.6% | 6.4% | 2.6% | 2.8% | 2.7% | 190,959 | 167,341 | 147,505 | 6,780 | 7,571 | 8,017 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 40.0% | 38.6% | 36.8% | 39.2% | 39.2% | 39.7% | 12.0% | 13.3% | 14.8% | 6.3% | 6.3% | 6.2% | 2.5% | 2.6% | 2.5% | 148,652 | 129,952 | 113,996 | 4,885 | 5,511 | 5,852 |
| LGBT* | 40.3% | 38.2% | 35.5% | 39.2% | 38.7% | 40.3% | 11.5% | 11.8% | 13.3% | 6.2% | 7.4% | 7.1% | 2.8% | 3.8% | 3.7% | 5,816 | 4,942 | 4,284 | 152 | 142 | 134 |
| Prefer not to say | 31.7% | 31.5% | 30.6% | 41.4% | 39.9% | 41.0% | 16.3% | 17.3% | 17.9% | 7.4% | 7.7% | 7.6% | 3.1% | 3.6% | 2.9% | 22,100 | 19,230 | 16,660 | 901 | 957 | 1,021 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 40.0% | 38.7% | --- | 39.5% | 39.3% | --- | 11.7% | 12.8% | --- | 6.3% | 6.5% | --- | 2.4% | 2.7% | --- | 147,382 | 129,787 | --- | 4,739 | 5,239 | --- |
| Currently in Guard/Reserves | 35.7% | 36.3% | --- | 36.4% | 36.9% | --- | 17.6% | 15.6% | --- | 6.2% | 6.8% | --- | 4.1% | 4.4% | --- | 1,879 | 1,567 | --- | 101 | 104 | --- |
| Retired Separated/Discharged | 33.3% | 32.1% | --- | 41.6% | 40.3% | --- | 15.5% | 17.9% | --- | 6.9% | 6.9% | --- | 2.7% | 2.8% | --- | 13,383 | 11,295 | --- | 597 | 713 | --- |
| | 36.5% | 34.3% | --- | 38.3% | 38.7% | --- | 15.2% | 16.9% | --- | 6.8% | 6.8% | --- | 3.2% | 3.5% | --- | 21,012 | 17,864 | --- | 897 | 1,021 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 36.4% | 34.6% | 32.8% | 37.6% | 37.0% | 36.9% | 15.2% | 16.8% | 19.0% | 7.1% | 7.6% | 7.2% | 3.8% | 3.9% | 4.0% | 19,558 | 16,215 | 13,620 | 919 | 1,002 | 1,000 |
| No | 39.2% | 37.8% | 36.3% | 39.7% | 39.6% | 40.2% | 12.3% | 13.5% | 14.7% | 6.3% | 6.4% | 6.3% | 2.4% | 2.7% | 2.5% | 164,813 | 144,899 | 128,491 | 5,478 | 6,133 | 6,599 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|-------------|-------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 47.6% | 46.4% | 45.4% | 41.4% | 42.7% | 43.3% | 7.5% | 7.5% | 7.9% | 2.5% | 2.4% | 2.3% | 1.0% | 1.0% | 1.1% | 151,249 | 138,977 | 134,642 | 2,908 | 3,202 | 3,316 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 50.4% | 49.1% | 48.0% | 40.3% | 41.6% | 42.2% | 6.4% | 6.5% | 7.1% | 2.1% | 2.0% | 2.0% | 0.8% | 0.8% | 0.8% | 60,668 | 55,440 | 54,463 | 1,084 | 1,148 | 1,184 |
| Field | 46.0% | 44.9% | 43.8% | 42.0% | 43.3% | 44.1% | 8.1% | 8.1% | 8.4% | 2.7% | 2.6% | 2.5% | 1.2% | 1.1% | 1.3% | 87,771 | 80,463 | 77,123 | 1,744 | 1,934 | 2,006 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 48.1% | 47.1% | 46.0% | 40.8% | 42.0% | 42.8% | 7.4% | 7.4% | 7.8% | 2.6% | 2.4% | 2.3% | 1.1% | 1.1% | 1.1% | 101,490 | 93,193 | 91,578 | 2,083 | 2,217 | 2,335 |
| Team Leader | 46.1% | 44.4% | 44.0% | 42.2% | 43.9% | 44.2% | 8.0% | 7.8% | 8.4% | 2.7% | 2.5% | 2.4% | 1.0% | 1.4% | 1.1% | 19,838 | 18,403 | 17,812 | 340 | 377 | 417 |
| Supervisor | 46.1% | 44.4% | 43.2% | 44.1% | 44.9% | 45.2% | 7.3% | 7.7% | 8.3% | 1.9% | 2.4% | 2.2% | 0.7% | 0.5% | 1.1% | 18,106 | 16,604 | 15,055 | 296 | 369 | 328 |
| Manager | 48.9% | 48.7% | 47.0% | 41.9% | 41.8% | 43.6% | 6.4% | 6.8% | 6.6% | 2.0% | 2.2% | 2.1% | 0.7% | 0.5% | 0.7% | 7,948 | 6,911 | 6,810 | 94 | 120 | 138 |
| Senior Leader | 55.2% | 49.8% | 56.4% | 33.6% | 38.7% | 36.4% | 8.0% | 7.9% | 6.2% | 2.5% | 3.2% | 0.7% | 0.8% | 0.3% | 0.2% | 1,905 | 1,669 | 1,232 | 29 | 36 | 14 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 45.6% | 44.0% | 42.9% | 42.9% | 44.3% | 45.1% | 8.1% | 8.4% | 8.6% | 2.4% | 2.4% | 2.2% | 1.0% | 1.0% | 1.1% | 73,075 | 66,808 | 64,934 | 1,357 | 1,544 | 1,563 |
| Female | 50.6% | 49.9% | 48.7% | 39.3% | 40.5% | 40.9% | 6.6% | 6.3% | 7.0% | 2.5% | 2.3% | 2.3% | 1.0% | 1.0% | 1.0% | 74,062 | 68,163 | 65,980 | 1,443 | 1,544 | 1,647 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 47.0% | 45.1% | 43.9% | 39.5% | 40.2% | 42.0% | 9.5% | 10.7% | 10.3% | 2.8% | 2.9% | 2.5% | 1.2% | 1.1% | 1.3% | 11,624 | 10,269 | 9,808 | 319 | 346 | 326 |
| No | 47.9% | 46.7% | 45.7% | 41.5% | 42.8% | 43.4% | 7.2% | 7.1% | 7.6% | 2.4% | 2.3% | 2.3% | 1.0% | 1.0% | 1.0% | 133,988 | 123,285 | 119,885 | 2,456 | 2,682 | 2,844 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 39.0% | 36.4% | 36.6% | 44.9% | 45.5% | 45.1% | 11.7% | 13.1% | 13.4% | 2.9% | 3.2% | 2.8% | 1.5% | 1.9% | 2.1% | 2,817 | 2,532 | 2,499 | 78 | 91 | 110 |
| Asian | 47.3% | 46.0% | 45.6% | 42.1% | 44.5% | 45.0% | 8.4% | 7.7% | 7.5% | 1.2% | 1.2% | 1.3% | 0.9% | 0.6% | 0.6% | 7,232 | 6,424 | 6,366 | 210 | 216 | 195 |
| Black/African American | 50.5% | 49.2% | 47.6% | 38.8% | 40.5% | 41.2% | 7.5% | 7.3% | 8.1% | 2.2% | 1.9% | 2.0% | 1.1% | 1.0% | 1.2% | 24,336 | 22,582 | 21,955 | 590 | 654 | 649 |
| Native Hawaiian/ Pacific Islander | 42.6% | 37.8% | 36.9% | 42.3% | 44.9% | 43.7% | 10.2% | 11.4% | 15.2% | 3.3% | 3.3% | 2.0% | 1.5% | 2.6% | 2.3% | 879 | 764 | 777 | 12 | 25 | 35 |
| White | 48.0% | 46.6% | 45.6% | 41.6% | 42.8% | 43.7% | 7.0% | 7.1% | 7.4% | 2.5% | 2.4% | 2.3% | 0.9% | 1.0% | 1.0% | 100,290 | 92,221 | 89,701 | 1,651 | 1,805 | 1,965 |
| Two or more races (Not Hispanic/ Latino) | 43.1% | 44.5% | 43.7% | 42.7% | 41.6% | 41.5% | 9.4% | 9.0% | 9.4% | 3.2% | 3.6% | 3.3% | 1.6% | 1.3% | 2.0% | 5,473 | 4,902 | 4,362 | 122 | 109 | 109 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|-------------|-------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 47.6% | 46.4% | 45.4% | 41.4% | 42.7% | 43.3% | 7.5% | 7.5% | 7.9% | 2.5% | 2.4% | 2.3% | 1.0% | 1.0% | 1.1% | 151,249 | 138,977 | 134,642 | 2,908 | 3,202 | 3,316 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 55.8% | 56.9% | 52.0% | 34.3% | 32.6% | 36.8% | 7.7% | 6.9% | 7.1% | 1.7% | 2.4% | 3.4% | 0.5% | 1.1% | 0.7% | 856 | 951 | 1,318 | 15 | 19 | 26 |
| 26-29 | 53.1% | 52.6% | 51.6% | 36.9% | 37.3% | 40.1% | 6.4% | 6.8% | 5.2% | 2.3% | 2.3% | 2.2% | 1.3% | 1.1% | 0.8% | 4,687 | 4,780 | 5,129 | 66 | 81 | 98 |
| 30-39 | 48.6% | 48.4% | 48.1% | 39.7% | 40.2% | 40.9% | 7.5% | 7.3% | 7.2% | 3.0% | 2.7% | 2.5% | 1.2% | 1.3% | 1.3% | 25,436 | 22,586 | 20,844 | 402 | 437 | 406 |
| 40-49 | 48.5% | 46.9% | 45.7% | 40.5% | 42.3% | 42.8% | 7.3% | 7.1% | 8.0% | 2.6% | 2.6% | 2.4% | 1.2% | 1.1% | 1.2% | 37,428 | 34,875 | 34,462 | 687 | 777 | 801 |
| 50-59 | 46.9% | 45.3% | 43.9% | 42.5% | 43.8% | 45.0% | 7.3% | 7.6% | 8.0% | 2.4% | 2.2% | 2.2% | 0.9% | 0.9% | 0.9% | 58,066 | 53,462 | 49,450 | 1,096 | 1,220 | 1,220 |
| 60+ | 44.6% | 42.8% | 43.0% | 44.2% | 46.0% | 45.1% | 8.5% | 8.4% | 9.2% | 1.9% | 1.9% | 1.8% | 0.8% | 0.8% | 0.9% | 24,155 | 21,323 | 18,186 | 633 | 646 | 612 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 30.4% | 33.7% | --- | 40.3% | 47.0% | --- | 25.3% | 11.8% | --- | 1.2% | 4.3% | --- | 2.8% | 3.2% | --- | 156 | 131 | --- | 10 | 7 | --- |
| H.S. Diploma/ GED or equiv | 43.1% | 41.3% | --- | 42.3% | 44.6% | --- | 11.0% | 10.4% | --- | 2.3% | 2.7% | --- | 1.3% | 1.0% | --- | 6,814 | 6,743 | --- | 204 | 245 | --- |
| Trade/Technical Certificate | 38.3% | 38.1% | --- | 44.9% | 45.0% | --- | 12.2% | 13.0% | --- | 3.2% | 2.5% | --- | 1.4% | 1.4% | --- | 3,236 | 2,972 | --- | 109 | 104 | --- |
| Some College (no degree) | 44.0% | 42.8% | --- | 42.6% | 44.3% | --- | 9.4% | 9.0% | --- | 2.6% | 2.7% | --- | 1.4% | 1.3% | --- | 21,912 | 20,478 | --- | 472 | 537 | --- |
| Associate's Degree | 43.2% | 41.6% | --- | 42.8% | 43.9% | --- | 9.6% | 10.5% | --- | 3.1% | 2.8% | --- | 1.3% | 1.2% | --- | 11,010 | 10,172 | --- | 279 | 271 | --- |
| Bachelor's Degree | 49.4% | 48.5% | --- | 41.3% | 42.0% | --- | 6.3% | 6.4% | --- | 2.3% | 2.2% | --- | 0.8% | 0.9% | --- | 53,051 | 48,777 | --- | 847 | 976 | --- |
| Master's Degree | 50.9% | 49.2% | --- | 39.9% | 41.7% | --- | 6.0% | 6.0% | --- | 2.3% | 2.2% | --- | 0.8% | 0.9% | --- | 38,687 | 34,629 | --- | 624 | 673 | --- |
| Doctoral/Professional Degree | 49.2% | 49.9% | --- | 40.0% | 40.2% | --- | 6.7% | 6.4% | --- | 2.8% | 2.6% | --- | 1.2% | 1.0% | --- | 13,008 | 11,729 | --- | 288 | 296 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 34.7% | 33.4% | 36.0% | 46.5% | 47.1% | 46.3% | 13.5% | 14.7% | 13.3% | 3.4% | 3.1% | 2.9% | 1.9% | 1.7% | 1.5% | 3,932 | 3,796 | 3,972 | 119 | 139 | 177 |
| GS 1-6 | 36.5% | 36.8% | 36.0% | 43.4% | 44.6% | 44.7% | 14.8% | 13.9% | 14.5% | 3.5% | 2.9% | 3.0% | 1.8% | 1.8% | 1.8% | 5,365 | 5,399 | 5,447 | 273 | 293 | 354 |
| GS 7-12 | 47.4% | 46.0% | 44.8% | 41.5% | 42.9% | 43.7% | 7.5% | 7.6% | 8.0% | 2.5% | 2.5% | 2.3% | 1.1% | 1.1% | 1.1% | 63,858 | 60,276 | 55,552 | 1,349 | 1,520 | 1,460 |
| GS 13-15 | 52.2% | 51.5% | 50.5% | 39.9% | 40.8% | 41.8% | 5.2% | 5.1% | 5.3% | 2.0% | 2.0% | 1.8% | 0.6% | 0.7% | 0.7% | 66,023 | 58,276 | 56,504 | 875 | 916 | 934 |
| SES | 61.9% | 61.0% | 58.2% | 32.2% | 32.3% | 37.1% | 4.0% | 5.8% | 3.0% | 1.3% | 0.9% | 1.4% | 0.6% | 0.1% | 0.2% | 1,195 | 1,054 | 979 | 16 | 18 | 8 |
| SL/ST | 43.7% | 42.8% | 45.9% | 42.1% | 47.1% | 42.3% | 8.6% | 6.8% | 5.7% | 4.5% | 2.8% | 0.1% | 1.1% | 0.5% | 6.1% | 383 | 356 | 301 | 15 | 8 | 10 |
| Other | 41.6% | 39.7% | 39.3% | 43.3% | 45.9% | 45.0% | 10.2% | 9.8% | 10.6% | 3.8% | 3.0% | 3.6% | 1.1% | 1.5% | 1.5% | 7,594 | 6,764 | 8,658 | 184 | 208 | 266 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|-------------|-------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 47.6% | 46.4% | 45.4% | 41.4% | 42.7% | 43.3% | 7.5% | 7.5% | 7.9% | 2.5% | 2.4% | 2.3% | 1.0% | 1.0% | 1.1% | 151,249 | 138,977 | 134,642 | 2,908 | 3,202 | 3,316 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 53.7% | 53.7% | 59.9% | 37.0% | 34.8% | 32.1% | 7.6% | 9.8% | 5.9% | 1.3% | 1.4% | 1.6% | 0.4% | 0.3% | 0.4% | 1,765 | 879 | 1,420 | 47 | 32 | 49 |
| 1-3 years | 49.8% | 48.9% | 49.3% | 38.7% | 39.6% | 40.7% | 8.4% | 8.2% | 7.0% | 2.1% | 2.2% | 2.2% | 1.1% | 1.1% | 0.7% | 9,262 | 10,898 | 13,808 | 241 | 283 | 360 |
| 4-5 years | 49.5% | 49.2% | 46.4% | 40.0% | 40.6% | 41.9% | 6.8% | 6.6% | 8.0% | 2.8% | 2.6% | 2.5% | 1.0% | 1.1% | 1.2% | 14,962 | 15,780 | 14,470 | 307 | 367 | 364 |
| 6-10 years | 47.3% | 45.7% | 44.3% | 41.2% | 42.9% | 43.8% | 7.4% | 7.7% | 8.1% | 2.9% | 2.5% | 2.5% | 1.2% | 1.1% | 1.3% | 32,150 | 26,121 | 22,767 | 607 | 587 | 570 |
| 11-14 years | 45.2% | 43.2% | 43.5% | 42.6% | 44.2% | 43.8% | 8.3% | 8.6% | 8.9% | 2.7% | 2.8% | 2.6% | 1.1% | 1.2% | 1.2% | 19,867 | 17,834 | 15,731 | 412 | 462 | 435 |
| 15-20 years | 44.7% | 44.4% | 42.1% | 42.5% | 43.7% | 44.9% | 8.9% | 8.0% | 8.8% | 2.8% | 2.7% | 2.6% | 1.1% | 1.2% | 1.5% | 17,315 | 13,833 | 12,709 | 337 | 402 | 356 |
| > 20 years | 48.5% | 47.0% | 45.5% | 42.0% | 43.3% | 44.2% | 6.6% | 6.9% | 7.4% | 2.0% | 2.0% | 2.0% | 0.8% | 0.8% | 0.9% | 53,202 | 50,682 | 50,613 | 888 | 988 | 1,089 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 51.0% | 51.5% | 53.8% | 39.1% | 37.1% | 36.1% | 6.8% | 8.9% | 7.1% | 2.2% | 1.5% | 2.3% | 1.0% | 0.9% | 0.8% | 3,914 | 2,068 | 2,900 | 97 | 59 | 85 |
| 1-3 years | 49.1% | 48.5% | 48.3% | 39.8% | 40.0% | 41.3% | 7.7% | 8.0% | 7.2% | 2.3% | 2.4% | 2.3% | 1.1% | 1.1% | 0.8% | 15,670 | 17,657 | 20,128 | 344 | 447 | 489 |
| 4-5 years | 49.6% | 47.9% | 45.4% | 39.6% | 41.7% | 42.7% | 7.1% | 6.9% | 8.1% | 2.7% | 2.5% | 2.5% | 1.0% | 1.1% | 1.3% | 18,647 | 19,029 | 17,883 | 357 | 431 | 432 |
| 6-10 years | 46.9% | 45.4% | 44.6% | 41.5% | 43.3% | 43.7% | 7.7% | 7.6% | 8.0% | 2.7% | 2.6% | 2.3% | 1.1% | 1.1% | 1.3% | 35,805 | 29,519 | 25,347 | 680 | 675 | 639 |
| 11-20 years | 45.6% | 44.3% | 43.3% | 42.5% | 44.1% | 44.3% | 8.2% | 7.8% | 8.7% | 2.7% | 2.5% | 2.6% | 1.1% | 1.2% | 1.1% | 35,623 | 30,712 | 28,353 | 688 | 784 | 787 |
| > 20 years | 48.3% | 47.2% | 45.4% | 42.3% | 43.1% | 44.5% | 6.6% | 7.0% | 7.3% | 2.0% | 1.9% | 1.9% | 0.8% | 0.7% | 0.9% | 38,428 | 36,679 | 36,528 | 648 | 704 | 767 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 52.0% | 50.8% | 49.1% | 39.3% | 40.5% | 41.5% | 6.3% | 6.4% | 7.0% | 1.7% | 1.7% | 1.7% | 0.6% | 0.7% | 0.7% | 97,874 | 89,158 | 89,581 | 1,888 | 2,064 | 2,195 |
| Yes, to retire | 42.7% | 42.1% | 41.3% | 46.3% | 45.9% | 46.3% | 7.9% | 8.7% | 9.1% | 2.3% | 2.4% | 2.0% | 0.7% | 0.9% | 1.4% | 9,675 | 9,145 | 8,598 | 230 | 232 | 260 |
| Yes, to other job in Govt | 41.2% | 39.7% | 39.0% | 44.5% | 46.0% | 46.9% | 8.7% | 9.1% | 8.8% | 4.0% | 3.6% | 3.6% | 1.6% | 1.6% | 1.7% | 28,923 | 26,182 | 22,186 | 452 | 526 | 466 |
| Yes, to other job outside Govt | 36.8% | 38.0% | 36.4% | 45.0% | 45.7% | 45.8% | 10.6% | 9.3% | 11.2% | 5.1% | 5.4% | 3.9% | 2.5% | 1.6% | 2.7% | 5,231 | 5,183 | 5,514 | 106 | 106 | 114 |
| Yes, other | 33.0% | 32.4% | 33.3% | 45.1% | 48.8% | 47.6% | 14.5% | 12.0% | 12.2% | 4.5% | 4.1% | 4.6% | 3.0% | 2.7% | 2.4% | 6,566 | 6,144 | 5,625 | 152 | 166 | 175 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 43.6% | 43.7% | 43.3% | 46.2% | 45.1% | 44.6% | 7.2% | 7.8% | 8.4% | 2.2% | 2.5% | 2.0% | 0.7% | 1.0% | 1.7% | 5,914 | 5,413 | 5,069 | 138 | 146 | 140 |
| Between 1-3 years | 45.2% | 42.8% | 41.8% | 43.6% | 46.1% | 47.0% | 8.2% | 8.0% | 8.2% | 2.2% | 2.2% | 2.0% | 0.8% | 1.0% | 1.0% | 15,810 | 14,354 | 13,558 | 363 | 367 | 391 |
| Between 3-5 years | 46.1% | 44.0% | 42.1% | 42.7% | 45.0% | 45.8% | 7.7% | 7.9% | 8.5% | 2.6% | 2.2% | 2.6% | 0.9% | 0.9% | 1.0% | 17,001 | 15,414 | 14,445 | 320 | 355 | 379 |
| 5 or more years | 48.6% | 47.6% | 46.6% | 40.6% | 41.7% | 42.4% | 7.3% | 7.3% | 7.7% | 2.5% | 2.4% | 2.3% | 1.1% | 1.0% | 1.1% | 108,448 | 99,544 | 97,008 | 1,968 | 2,179 | 2,249 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|-------------|-------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 47.6% | 46.4% | 45.4% | 41.4% | 42.7% | 43.3% | 7.5% | 7.5% | 7.9% | 2.5% | 2.4% | 2.3% | 1.0% | 1.0% | 1.1% | 151,249 | 138,977 | 134,642 | 2,908 | 3,202 | 3,316 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 48.9% | 47.7% | 46.3% | 40.8% | 42.1% | 43.0% | 7.0% | 7.0% | 7.5% | 2.3% | 2.2% | 2.2% | 0.9% | 0.9% | 1.0% | 118,507 | 108,976 | 105,705 | 2,216 | 2,435 | 2,550 |
| LGBT* | 49.9% | 49.9% | 47.6% | 38.8% | 37.4% | 41.5% | 7.1% | 7.7% | 7.0% | 2.9% | 3.3% | 3.0% | 1.2% | 1.7% | 1.0% | 4,200 | 3,699 | 3,533 | 67 | 73 | 66 |
| Prefer not to say | 41.1% | 38.9% | 40.0% | 44.1% | 46.5% | 45.2% | 9.9% | 10.3% | 10.7% | 3.4% | 3.0% | 2.9% | 1.5% | 1.3% | 1.2% | 18,226 | 16,501 | 15,590 | 420 | 438 | 459 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 49.6% | 48.9% | --- | 40.4% | 41.2% | --- | 6.8% | 6.7% | --- | 2.4% | 2.3% | --- | 0.9% | 0.9% | --- | 107,400 | 98,563 | --- | 1,985 | 2,085 | --- |
| Currently in Guard/Reserves | 44.7% | 43.8% | --- | 43.8% | 43.5% | --- | 7.6% | 8.6% | --- | 3.0% | 2.8% | --- | 0.9% | 1.3% | --- | 2,388 | 2,175 | --- | 46 | 66 | --- |
| Retired Separated/Discharged | 46.7% | 44.5% | --- | 42.9% | 44.9% | --- | 7.5% | 7.7% | --- | 2.1% | 2.2% | --- | 0.8% | 0.8% | --- | 16,007 | 14,898 | --- | 327 | 405 | --- |
| Discharged | 42.4% | 39.8% | --- | 43.2% | 46.0% | --- | 9.7% | 9.8% | --- | 3.1% | 2.9% | --- | 1.5% | 1.5% | --- | 20,538 | 18,618 | --- | 428 | 496 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 43.9% | 41.2% | 40.7% | 41.6% | 43.9% | 44.0% | 10.0% | 10.2% | 10.6% | 3.2% | 3.1% | 3.0% | 1.4% | 1.6% | 1.7% | 20,169 | 18,095 | 16,689 | 464 | 500 | 509 |
| No | 48.5% | 47.6% | 46.4% | 41.2% | 42.3% | 43.1% | 6.9% | 6.9% | 7.3% | 2.3% | 2.2% | 2.2% | 0.9% | 0.9% | 1.0% | 126,570 | 116,522 | 113,984 | 2,354 | 2,560 | 2,681 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

(81) 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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.2% | 27.7% | 27.7% | 50.6% | 51.8% | 51.9% | 16.5% | 16.7% | 16.9% | 2.7% | 2.9% | 2.7% | 0.9% | 0.9% | 0.9% | 106,036 | 100,599 | 95,574 | 7,380 | 7,562 | 7,496 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 32.4% | 30.2% | 30.5% | 50.1% | 51.4% | 51.2% | 14.5% | 15.0% | 15.5% | 2.3% | 2.6% | 2.2% | 0.7% | 0.7% | 0.7% | 41,865 | 39,622 | 38,706 | 2,719 | 2,733 | 2,693 |
| Field | 27.5% | 26.3% | 26.0% | 50.9% | 51.9% | 52.4% | 17.6% | 17.6% | 17.7% | 3.0% | 3.1% | 3.0% | 1.0% | 1.1% | 1.0% | 62,128 | 58,747 | 54,546 | 4,453 | 4,609 | 4,539 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 29.4% | 28.1% | 28.1% | 50.4% | 51.4% | 51.6% | 16.6% | 16.6% | 16.8% | 2.7% | 2.9% | 2.6% | 0.9% | 0.9% | 0.9% | 66,828 | 63,328 | 60,941 | 5,043 | 5,002 | 5,014 |
| Team Leader | 27.6% | 25.9% | 25.8% | 51.1% | 52.6% | 52.4% | 17.6% | 17.5% | 17.7% | 3.1% | 2.9% | 3.1% | 0.7% | 1.1% | 1.0% | 14,632 | 13,867 | 13,097 | 897 | 947 | 957 |
| Supervisor | 28.7% | 26.7% | 26.8% | 51.7% | 53.1% | 53.0% | 16.2% | 16.7% | 16.7% | 2.6% | 2.7% | 2.6% | 0.8% | 0.8% | 0.9% | 13,911 | 13,462 | 12,092 | 844 | 971 | 872 |
| Manager | 30.6% | 30.2% | 28.0% | 53.0% | 51.0% | 52.9% | 13.4% | 15.4% | 15.4% | 2.2% | 2.8% | 2.9% | 0.7% | 0.6% | 0.7% | 6,785 | 6,170 | 6,066 | 337 | 367 | 398 |
| Senior Leader | 39.9% | 33.6% | 38.8% | 41.5% | 48.2% | 45.4% | 14.9% | 15.3% | 12.7% | 2.7% | 2.4% | 2.7% | 1.0% | 0.5% | 0.4% | 2,448 | 2,216 | 1,696 | 119 | 123 | 71 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 28.3% | 26.7% | 26.4% | 50.6% | 51.7% | 52.3% | 17.4% | 17.5% | 17.6% | 2.8% | 3.0% | 2.7% | 0.9% | 1.0% | 1.0% | 53,967 | 50,571 | 46,857 | 3,753 | 3,843 | 3,827 |
| Female | 30.7% | 29.2% | 29.6% | 50.6% | 51.8% | 51.3% | 15.3% | 15.4% | 15.8% | 2.6% | 2.7% | 2.6% | 0.8% | 0.8% | 0.7% | 49,398 | 47,510 | 46,257 | 3,388 | 3,465 | 3,443 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 29.9% | 28.7% | 28.7% | 48.4% | 48.1% | 49.8% | 17.1% | 18.6% | 17.8% | 3.1% | 3.4% | 2.4% | 1.4% | 1.3% | 1.3% | 8,941 | 8,256 | 7,631 | 703 | 748 | 736 |
| No | 29.3% | 27.7% | 27.6% | 50.9% | 52.2% | 52.1% | 16.3% | 16.4% | 16.7% | 2.7% | 2.8% | 2.7% | 0.8% | 0.9% | 0.8% | 93,587 | 88,890 | 84,674 | 6,342 | 6,464 | 6,444 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 25.0% | 22.1% | 22.9% | 47.9% | 49.6% | 52.1% | 22.1% | 23.1% | 20.7% | 3.4% | 4.2% | 2.7% | 1.7% | 1.1% | 1.6% | 2,298 | 2,131 | 2,209 | 198 | 158 | 201 |
| Asian | 28.2% | 26.3% | 27.3% | 51.2% | 52.7% | 51.6% | 17.8% | 18.5% | 17.5% | 2.0% | 1.7% | 2.8% | 0.7% | 0.9% | 0.7% | 4,442 | 4,313 | 4,091 | 434 | 433 | 425 |
| Black/African American | 32.3% | 30.2% | 30.0% | 49.6% | 51.9% | 51.6% | 15.3% | 14.9% | 15.4% | 1.9% | 2.2% | 2.1% | 0.8% | 0.8% | 0.8% | 18,925 | 17,983 | 17,365 | 1,536 | 1,551 | 1,527 |
| Native Hawaiian/ Pacific Islander | 24.3% | 22.4% | 23.3% | 47.7% | 54.1% | 51.2% | 23.9% | 19.5% | 21.4% | 3.3% | 3.2% | 2.7% | 0.8% | 0.7% | 1.5% | 676 | 631 | 611 | 46 | 59 | 62 |
| White | 29.0% | 27.6% | 27.4% | 51.1% | 51.8% | 52.0% | 16.3% | 16.6% | 16.9% | 2.9% | 3.1% | 2.8% | 0.8% | 1.0% | 0.9% | 69,337 | 65,722 | 62,380 | 4,320 | 4,469 | 4,483 |
| Two or more races (Not Hispanic/ Latino) | 26.8% | 26.5% | 27.0% | 51.0% | 50.5% | 50.5% | 17.1% | 18.4% | 18.3% | 4.0% | 3.4% | 2.9% | 1.0% | 1.1% | 1.3% | 3,972 | 3,701 | 3,131 | 256 | 285 | 250 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(81) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.2% | 27.7% | 27.7% | 50.6% | 51.8% | 51.9% | 16.5% | 16.7% | 16.9% | 2.7% | 2.9% | 2.7% | 0.9% | 0.9% | 0.9% | 106,036 | 100,599 | 95,574 | 7,380 | 7,562 | 7,496 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 37.4% | 37.9% | 39.2% | 48.0% | 46.1% | 46.2% | 10.9% | 13.3% | 10.8% | 2.4% | 2.3% | 3.0% | 1.4% | 0.4% | 0.8% | 567 | 609 | 783 | 48 | 37 | 72 |
| 26-29 | 34.4% | 32.7% | 32.7% | 46.4% | 47.9% | 47.6% | 14.6% | 13.7% | 14.9% | 3.3% | 4.2% | 3.0% | 1.3% | 1.4% | 1.9% | 2,935 | 2,921 | 3,151 | 177 | 205 | 227 |
| 30-39 | 30.7% | 30.3% | 30.5% | 48.7% | 49.9% | 49.9% | 15.6% | 15.1% | 15.1% | 3.9% | 3.3% | 3.4% | 1.2% | 1.4% | 1.1% | 17,998 | 16,625 | 15,196 | 1,113 | 1,073 | 1,041 |
| 40-49 | 29.8% | 27.5% | 27.2% | 50.5% | 52.1% | 52.3% | 15.8% | 16.4% | 16.6% | 2.9% | 3.1% | 2.9% | 1.0% | 0.9% | 0.9% | 28,746 | 27,657 | 26,298 | 1,767 | 1,889 | 1,867 |
| 50-59 | 28.6% | 26.9% | 27.0% | 51.7% | 52.2% | 52.6% | 16.8% | 17.5% | 17.5% | 2.2% | 2.6% | 2.2% | 0.6% | 0.8% | 0.7% | 39,769 | 37,775 | 34,647 | 2,876 | 2,894 | 2,742 |
| 60+ | 25.6% | 24.1% | 23.5% | 52.4% | 54.2% | 54.4% | 19.7% | 18.7% | 19.5% | 1.7% | 2.4% | 2.0% | 0.5% | 0.5% | 0.6% | 15,494 | 14,266 | 12,162 | 1,372 | 1,411 | 1,241 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 21.3% | 27.2% | --- | 55.7% | 49.4% | --- | 21.5% | 22.2% | --- | 0.3% | 0.0% | --- | 1.3% | 1.2% | --- | 116 | 111 | --- | 12 | 12 | --- |
| H.S. Diploma/ GED or equiv | 23.9% | 24.8% | --- | 53.7% | 50.7% | --- | 19.6% | 21.6% | --- | 2.0% | 1.9% | --- | 0.8% | 1.0% | --- | 4,554 | 4,746 | --- | 432 | 479 | --- |
| Trade/Technical Certificate | 21.3% | 22.2% | --- | 49.1% | 51.2% | --- | 26.4% | 22.3% | --- | 2.6% | 2.9% | --- | 0.7% | 1.5% | --- | 2,424 | 2,426 | --- | 230 | 253 | --- |
| Some College (no degree) | 27.2% | 24.2% | --- | 50.1% | 52.3% | --- | 19.2% | 20.2% | --- | 2.4% | 2.5% | --- | 1.1% | 0.8% | --- | 15,677 | 15,585 | --- | 1,241 | 1,392 | --- |
| Associate's Degree | 26.7% | 24.7% | --- | 51.8% | 52.3% | --- | 18.0% | 19.0% | --- | 2.7% | 2.9% | --- | 0.8% | 1.0% | --- | 8,428 | 8,070 | --- | 692 | 748 | --- |
| Bachelor's Degree | 29.8% | 29.1% | --- | 50.6% | 51.3% | --- | 15.7% | 15.4% | --- | 3.0% | 3.2% | --- | 0.9% | 1.0% | --- | 36,089 | 33,896 | --- | 2,362 | 2,339 | --- |
| Master's Degree | 33.1% | 31.0% | --- | 50.3% | 51.8% | --- | 13.1% | 13.5% | --- | 2.7% | 2.9% | --- | 0.7% | 0.8% | --- | 27,928 | 25,334 | --- | 1,614 | 1,559 | --- |
| Doctoral/Professional Degree | 30.3% | 29.3% | --- | 50.0% | 52.5% | --- | 16.0% | 14.2% | --- | 2.9% | 3.0% | --- | 0.8% | 0.9% | --- | 8,860 | 8,341 | --- | 605 | 578 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 20.7% | 22.8% | 23.6% | 54.4% | 50.7% | 52.6% | 21.5% | 22.4% | 20.3% | 2.2% | 2.6% | 2.4% | 1.2% | 1.4% | 1.2% | 3,442 | 3,626 | 3,710 | 328 | 334 | 346 |
| GS 1-6 | 23.8% | 22.0% | 23.6% | 50.9% | 51.7% | 51.7% | 21.7% | 22.2% | 20.9% | 2.7% | 3.0% | 2.8% | 0.9% | 1.1% | 1.0% | 5,431 | 5,641 | 5,465 | 557 | 605 | 659 |
| GS 7-12 | 30.0% | 28.2% | 28.1% | 50.0% | 51.5% | 51.5% | 16.4% | 16.4% | 16.8% | 2.8% | 2.9% | 2.7% | 0.9% | 0.9% | 0.9% | 44,369 | 42,946 | 38,914 | 3,268 | 3,392 | 3,301 |
| GS 13-15 | 32.6% | 31.2% | 30.6% | 50.6% | 52.0% | 52.3% | 13.4% | 13.5% | 14.2% | 2.7% | 2.6% | 2.3% | 0.6% | 0.7% | 0.6% | 43,952 | 39,996 | 38,431 | 2,483 | 2,435 | 2,318 |
| SES | 48.4% | 42.5% | 41.9% | 40.8% | 43.7% | 45.7% | 8.7% | 12.6% | 10.2% | 1.6% | 1.0% | 2.0% | 0.5% | 0.3% | 0.2% | 1,704 | 1,483 | 1,371 | 69 | 63 | 58 |
| SL/ST | 34.5% | 25.1% | 25.1% | 45.4% | 53.2% | 54.7% | 16.4% | 15.6% | 17.6% | 1.9% | 5.3% | 1.2% | 1.9% | 0.7% | 1.4% | 323 | 307 | 292 | 27 | 22 | 18 |
| Other | 19.9% | 18.5% | 19.9% | 52.5% | 54.1% | 53.1% | 23.1% | 21.8% | 20.8% | 3.3% | 4.4% | 4.3% | 1.1% | 1.2% | 1.9% | 4,835 | 4,558 | 5,142 | 453 | 520 | 576 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(81) 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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.2% | 27.7% | 27.7% | 50.6% | 51.8% | 51.9% | 16.5% | 16.7% | 16.9% | 2.7% | 2.9% | 2.7% | 0.9% | 0.9% | 0.9% | 106,036 | 100,599 | 95,574 | 7,380 | 7,562 | 7,496 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 33.6% | 36.9% | 42.5% | 50.7% | 48.4% | 39.8% | 13.4% | 12.2% | 15.2% | 1.9% | 1.3% | 1.9% | 0.5% | 1.2% | 0.5% | 1,441 | 773 | 1,030 | 124 | 69 | 99 |
| 1-3 years | 31.3% | 30.0% | 31.7% | 49.1% | 51.6% | 51.0% | 15.9% | 14.8% | 13.9% | 2.8% | 2.8% | 2.6% | 0.8% | 0.8% | 0.8% | 6,964 | 8,276 | 9,643 | 571 | 669 | 784 |
| 4-5 years | 31.7% | 29.2% | 28.2% | 48.3% | 50.7% | 50.9% | 16.2% | 16.0% | 16.9% | 2.8% | 3.0% | 2.9% | 1.0% | 1.0% | 1.1% | 10,402 | 10,929 | 9,707 | 740 | 822 | 830 |
| 6-10 years | 28.9% | 27.3% | 27.4% | 50.5% | 51.1% | 52.1% | 16.6% | 17.2% | 16.7% | 3.1% | 3.2% | 2.8% | 1.0% | 1.2% | 1.0% | 21,968 | 18,892 | 16,346 | 1,552 | 1,458 | 1,338 |
| 11-14 years | 27.1% | 25.7% | 25.5% | 50.6% | 51.3% | 52.4% | 18.0% | 18.6% | 17.9% | 3.1% | 3.3% | 3.3% | 1.1% | 1.0% | 0.9% | 14,577 | 13,777 | 12,007 | 1,048 | 1,047 | 948 |
| 15-20 years | 25.9% | 25.6% | 23.4% | 53.2% | 52.1% | 53.7% | 16.7% | 18.4% | 18.6% | 3.2% | 2.8% | 3.0% | 1.0% | 1.1% | 1.2% | 13,414 | 11,245 | 9,712 | 937 | 879 | 836 |
| > 20 years | 30.1% | 28.1% | 27.7% | 51.1% | 52.7% | 52.3% | 16.2% | 15.9% | 17.1% | 2.1% | 2.5% | 2.2% | 0.6% | 0.7% | 0.7% | 35,451 | 34,761 | 34,943 | 2,251 | 2,445 | 2,464 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 36.5% | 35.5% | 37.6% | 49.6% | 47.3% | 45.9% | 11.6% | 14.2% | 13.9% | 1.9% | 2.1% | 1.9% | 0.4% | 1.0% | 0.7% | 2,977 | 1,700 | 2,143 | 290 | 161 | 183 |
| 1-3 years | 32.0% | 30.8% | 31.7% | 48.6% | 51.0% | 50.8% | 15.7% | 14.6% | 14.2% | 2.8% | 2.7% | 2.5% | 0.9% | 0.9% | 0.8% | 11,362 | 12,823 | 13,946 | 832 | 1,011 | 1,098 |
| 4-5 years | 31.8% | 29.2% | 28.1% | 48.1% | 50.7% | 50.1% | 16.4% | 15.8% | 17.5% | 2.8% | 3.2% | 3.1% | 1.0% | 1.1% | 1.1% | 12,945 | 13,365 | 12,111 | 921 | 989 | 1,021 |
| 6-10 years | 28.3% | 27.0% | 26.5% | 50.8% | 51.3% | 52.7% | 16.8% | 17.5% | 17.0% | 3.1% | 3.2% | 2.8% | 0.9% | 1.0% | 1.0% | 24,391 | 21,329 | 18,342 | 1,641 | 1,646 | 1,462 |
| 11-20 years | 26.4% | 25.5% | 24.6% | 52.2% | 52.2% | 52.7% | 17.4% | 18.4% | 18.8% | 2.9% | 3.0% | 2.9% | 1.0% | 1.0% | 1.0% | 26,414 | 23,957 | 21,061 | 1,867 | 1,799 | 1,739 |
| > 20 years | 29.2% | 27.1% | 27.1% | 51.6% | 53.4% | 53.3% | 16.5% | 16.2% | 16.8% | 2.1% | 2.5% | 2.2% | 0.5% | 0.7% | 0.6% | 25,821 | 25,225 | 25,496 | 1,621 | 1,733 | 1,763 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 31.7% | 29.8% | 29.7% | 50.4% | 51.8% | 52.0% | 15.2% | 15.4% | 15.6% | 2.2% | 2.4% | 2.1% | 0.6% | 0.6% | 0.6% | 70,967 | 67,064 | 65,987 | 4,763 | 4,710 | 4,960 |
| Yes, to retire | 24.1% | 22.8% | 22.5% | 54.3% | 54.5% | 54.1% | 18.9% | 19.5% | 20.6% | 2.2% | 2.6% | 2.2% | 0.6% | 0.6% | 0.7% | 6,312 | 6,102 | 5,736 | 512 | 570 | 507 |
| Yes, to other job in Govt | 26.2% | 25.5% | 25.3% | 50.8% | 51.3% | 51.1% | 17.8% | 17.8% | 18.1% | 3.9% | 3.9% | 4.1% | 1.3% | 1.5% | 1.5% | 19,212 | 17,925 | 14,712 | 1,315 | 1,385 | 1,199 |
| Yes, to other job outside Govt | 21.1% | 22.1% | 20.1% | 50.8% | 52.0% | 52.3% | 21.3% | 18.9% | 20.5% | 4.5% | 4.7% | 4.9% | 2.4% | 2.3% | 2.2% | 3,345 | 3,419 | 3,380 | 233 | 271 | 249 |
| Yes, other | 19.9% | 19.1% | 20.4% | 48.4% | 49.1% | 50.3% | 24.4% | 24.6% | 22.3% | 5.1% | 5.1% | 4.7% | 2.2% | 2.1% | 2.4% | 4,201 | 4,016 | 3,514 | 362 | 409 | 377 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 24.1% | 24.3% | 24.0% | 54.4% | 54.4% | 52.4% | 18.9% | 17.9% | 20.5% | 1.9% | 2.5% | 2.5% | 0.6% | 0.9% | 0.6% | 3,860 | 3,604 | 3,306 | 302 | 371 | 308 |
| Between 1-3 years | 25.6% | 23.3% | 23.1% | 52.9% | 54.2% | 55.3% | 18.8% | 18.7% | 18.8% | 2.1% | 3.1% | 2.1% | 0.6% | 0.7% | 0.7% | 10,385 | 9,852 | 9,395 | 776 | 869 | 826 |
| Between 3-5 years | 26.6% | 25.2% | 25.0% | 52.0% | 53.7% | 53.4% | 18.5% | 17.9% | 18.5% | 2.3% | 2.5% | 2.2% | 0.6% | 0.7% | 0.8% | 11,941 | 11,119 | 10,023 | 867 | 852 | 819 |
| 5 or more years | 30.4% | 28.9% | 28.8% | 50.0% | 51.1% | 51.3% | 15.8% | 16.1% | 16.2% | 2.9% | 2.9% | 2.8% | 0.9% | 1.0% | 0.9% | 77,162 | 73,185 | 69,668 | 5,151 | 5,196 | 5,205 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(81) 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 | | |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 29.2% | 27.7% | 27.7% | 50.6% | 51.8% | 51.9% | 16.5% | 16.7% | 16.9% | 2.7% | 2.9% | 2.7% | 0.9% | 0.9% | 0.9% | 106,036 | 100,599 | 95,574 | 7,380 | 7,562 | 7,496 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 30.0% | 28.4% | 28.2% | 50.7% | 51.9% | 51.9% | 16.0% | 16.0% | 16.4% | 2.6% | 2.8% | 2.6% | 0.8% | 0.9% | 0.9% | 85,177 | 81,055 | 76,913 | 5,712 | 5,887 | 5,913 |
| LGBT* | 30.2% | 30.7% | 29.2% | 49.3% | 49.2% | 50.0% | 15.0% | 14.5% | 16.3% | 4.2% | 4.7% | 3.2% | 1.2% | 0.9% | 1.3% | 2,792 | 2,522 | 2,274 | 166 | 165 | 142 |
| Prefer not to say | 24.5% | 22.8% | 24.2% | 50.5% | 51.1% | 51.6% | 19.8% | 21.8% | 19.9% | 3.6% | 3.3% | 3.3% | 1.5% | 1.1% | 1.0% | 11,615 | 10,870 | 10,031 | 982 | 973 | 899 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 29.7% | 28.5% | --- | 51.0% | 51.8% | --- | 15.8% | 15.8% | --- | 2.8% | 2.9% | --- | 0.8% | 0.9% | --- | 72,139 | 68,323 | --- | 4,816 | 4,875 | --- |
| Currently in Guard/Reserves | 30.9% | 29.0% | --- | 50.0% | 50.9% | --- | 15.5% | 15.7% | --- | 2.6% | 3.1% | --- | 1.0% | 1.3% | --- | 2,735 | 2,543 | --- | 175 | 190 | --- |
| Retired | 30.8% | 27.9% | --- | 51.0% | 52.7% | --- | 15.8% | 16.4% | --- | 1.8% | 2.4% | --- | 0.6% | 0.6% | --- | 12,560 | 12,134 | --- | 888 | 963 | --- |
| Separated/Discharged | 26.7% | 25.2% | --- | 49.3% | 51.0% | --- | 19.4% | 19.4% | --- | 3.3% | 3.2% | --- | 1.3% | 1.2% | --- | 15,539 | 14,614 | --- | 1,209 | 1,241 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 28.0% | 25.7% | 25.9% | 48.1% | 50.4% | 50.2% | 20.0% | 19.5% | 19.8% | 2.7% | 3.2% | 3.1% | 1.2% | 1.2% | 1.1% | 14,068 | 13,099 | 11,797 | 1,116 | 1,117 | 1,129 |
| No | 29.6% | 28.2% | 28.1% | 51.1% | 52.0% | 52.2% | 15.8% | 16.1% | 16.3% | 2.7% | 2.8% | 2.6% | 0.8% | 0.9% | 0.9% | 89,201 | 84,769 | 81,121 | 6,023 | 6,182 | 6,111 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 25.3% | 24.5% | 48.7% | 48.8% | 49.5% | 20.9% | 21.6% | 21.8% | 2.8% | 3.0% | 2.7% | 1.6% | 1.4% | 1.5% | 55,156 | 52,178 | 50,775 | 8,714 | 8,882 | 8,526 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 28.4% | 26.9% | 25.7% | 47.1% | 47.2% | 48.5% | 20.2% | 21.5% | 21.9% | 2.8% | 2.8% | 2.5% | 1.6% | 1.5% | 1.4% | 19,460 | 17,958 | 17,423 | 3,341 | 3,330 | 3,198 |
| Field | 25.2% | 24.6% | 24.1% | 49.4% | 49.4% | 50.1% | 21.1% | 21.6% | 21.6% | 2.8% | 3.1% | 2.7% | 1.5% | 1.3% | 1.5% | 34,419 | 32,803 | 31,885 | 5,124 | 5,272 | 5,076 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 26.1% | 24.8% | 24.2% | 47.6% | 48.1% | 48.8% | 21.4% | 22.4% | 22.7% | 3.1% | 3.1% | 2.8% | 1.8% | 1.5% | 1.5% | 35,492 | 33,466 | 32,578 | 5,954 | 5,955 | 5,805 |
| Team Leader | 22.4% | 23.5% | 23.0% | 50.5% | 49.6% | 50.3% | 23.1% | 22.7% | 22.1% | 2.7% | 2.8% | 2.7% | 1.3% | 1.4% | 1.8% | 6,465 | 6,066 | 6,142 | 1,066 | 1,102 | 1,110 |
| Supervisor | 26.8% | 25.9% | 25.3% | 51.6% | 51.0% | 52.0% | 18.6% | 19.6% | 19.3% | 2.0% | 2.5% | 2.3% | 0.9% | 1.0% | 1.1% | 7,654 | 7,404 | 7,071 | 1,042 | 1,083 | 968 |
| Manager | 31.4% | 31.9% | 29.0% | 52.0% | 49.0% | 52.0% | 14.0% | 15.6% | 15.7% | 1.4% | 2.7% | 2.4% | 1.2% | 0.8% | 0.9% | 3,670 | 3,315 | 3,379 | 388 | 430 | 401 |
| Senior Leader | 39.1% | 34.1% | 43.3% | 41.0% | 46.5% | 44.0% | 16.4% | 16.7% | 11.2% | 1.8% | 2.5% | 1.2% | 1.7% | 0.2% | 0.3% | 1,066 | 1,015 | 647 | 106 | 113 | 63 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 23.7% | 23.3% | 22.4% | 49.1% | 48.8% | 49.7% | 22.9% | 23.6% | 23.8% | 2.7% | 2.8% | 2.6% | 1.6% | 1.5% | 1.6% | 23,588 | 22,367 | 21,498 | 4,149 | 4,246 | 4,118 |
| Female | 28.6% | 27.6% | 26.9% | 48.3% | 48.7% | 49.4% | 18.6% | 19.4% | 19.5% | 2.9% | 3.1% | 2.8% | 1.5% | 1.2% | 1.4% | 30,202 | 28,429 | 27,931 | 4,266 | 4,331 | 4,114 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 26.4% | 26.8% | 26.3% | 48.1% | 47.4% | 47.4% | 20.7% | 20.9% | 21.8% | 2.6% | 3.2% | 3.0% | 2.2% | 1.6% | 1.6% | 5,896 | 5,329 | 5,026 | 836 | 899 | 838 |
| No | 26.2% | 25.2% | 24.5% | 48.8% | 49.0% | 49.9% | 20.7% | 21.5% | 21.6% | 2.8% | 2.9% | 2.6% | 1.4% | 1.3% | 1.5% | 47,467 | 45,009 | 44,008 | 7,497 | 7,550 | 7,312 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 22.4% | 20.5% | 23.0% | 47.9% | 48.0% | 46.4% | 25.2% | 26.5% | 25.7% | 2.2% | 2.6% | 3.1% | 2.3% | 2.5% | 1.8% | 1,713 | 1,587 | 1,588 | 254 | 210 | 196 |
| Asian | 21.5% | 21.2% | 23.2% | 49.9% | 49.9% | 49.8% | 25.7% | 25.4% | 23.3% | 2.2% | 2.2% | 2.1% | 0.7% | 1.2% | 1.6% | 2,124 | 1,990 | 1,910 | 496 | 493 | 469 |
| Black/African American | 28.4% | 28.0% | 26.7% | 48.0% | 49.1% | 49.5% | 19.7% | 19.6% | 20.4% | 2.6% | 2.2% | 2.2% | 1.4% | 1.2% | 1.2% | 12,073 | 11,582 | 11,279 | 1,872 | 1,885 | 1,823 |
| Native Hawaiian/ Pacific Islander | 21.3% | 16.1% | 19.0% | 51.2% | 45.8% | 48.4% | 23.7% | 35.0% | 26.7% | 1.9% | 2.5% | 3.3% | 1.9% | 0.7% | 2.6% | 402 | 371 | 406 | 63 | 66 | 71 |
| White | 26.3% | 25.2% | 24.1% | 49.1% | 48.7% | 50.2% | 20.2% | 21.4% | 21.6% | 2.9% | 3.3% | 2.7% | 1.5% | 1.4% | 1.4% | 33,196 | 31,239 | 30,629 | 5,009 | 5,192 | 5,009 |
| Two or more races (Not Hispanic/ Latino) | 23.9% | 25.5% | 24.9% | 47.3% | 45.0% | 44.8% | 23.0% | 23.7% | 23.8% | 3.2% | 3.8% | 4.8% | 2.6% | 2.1% | 1.7% | 2,250 | 2,046 | 1,797 | 329 | 324 | 303 |

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 25.3% | 24.5% | 48.7% | 48.8% | 49.5% | 20.9% | 21.6% | 21.8% | 2.8% | 3.0% | 2.7% | 1.6% | 1.4% | 1.5% | 55,156 | 52,178 | 50,775 | 8,714 | 8,882 | 8,526 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 24.1% | 36.4% | 32.3% | 45.2% | 39.2% | 40.2% | 27.8% | 21.3% | 17.8% | 2.0% | 2.8% | 3.5% | 0.9% | 0.4% | 6.3% | 186 | 170 | 244 | 49 | 33 | 67 |
| 26-29 | 35.9% | 25.4% | 27.7% | 41.6% | 45.3% | 47.8% | 15.6% | 23.4% | 20.7% | 4.5% | 4.4% | 3.3% | 2.3% | 1.4% | 0.4% | 939 | 971 | 1,038 | 185 | 202 | 205 |
| 30-39 | 27.0% | 28.5% | 27.5% | 48.6% | 47.7% | 48.4% | 19.4% | 18.9% | 19.2% | 3.4% | 3.3% | 2.8% | 1.7% | 1.7% | 2.1% | 8,132 | 7,511 | 7,143 | 1,165 | 1,163 | 1,082 |
| 40-49 | 27.7% | 25.7% | 25.0% | 48.9% | 49.7% | 50.2% | 19.1% | 20.3% | 20.3% | 2.6% | 3.1% | 2.8% | 1.8% | 1.3% | 1.8% | 15,500 | 14,847 | 14,623 | 2,164 | 2,256 | 2,117 |
| 50-59 | 25.3% | 24.0% | 23.4% | 48.6% | 49.1% | 49.6% | 21.9% | 22.7% | 23.4% | 2.8% | 2.9% | 2.5% | 1.5% | 1.3% | 1.1% | 21,796 | 20,670 | 19,566 | 3,462 | 3,511 | 3,247 |
| 60+ | 22.2% | 23.4% | 22.2% | 49.9% | 48.5% | 50.8% | 24.5% | 24.7% | 23.7% | 2.2% | 2.3% | 2.4% | 1.2% | 1.1% | 0.9% | 8,367 | 7,634 | 6,454 | 1,649 | 1,644 | 1,430 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 19.1% | 24.6% | --- | 60.1% | 58.4% | --- | 20.1% | 13.5% | --- | 0.0% | 2.4% | --- | 0.7% | 1.1% | --- | 95 | 97 | --- | 15 | 14 | --- |
| H.S. Diploma/ GED or equiv | 23.2% | 24.7% | --- | 51.8% | 49.4% | --- | 22.0% | 23.4% | --- | 1.5% | 1.9% | --- | 1.5% | 0.6% | --- | 3,579 | 3,652 | --- | 532 | 527 | --- |
| Trade/Technical Certificate | 22.7% | 20.9% | --- | 49.2% | 47.3% | --- | 24.4% | 26.4% | --- | 2.3% | 3.2% | --- | 1.3% | 2.2% | --- | 1,575 | 1,580 | --- | 267 | 280 | --- |
| Some College (no degree) | 25.5% | 24.7% | --- | 49.2% | 48.9% | --- | 21.0% | 22.8% | --- | 2.8% | 2.5% | --- | 1.5% | 1.1% | --- | 10,795 | 10,655 | --- | 1,496 | 1,624 | --- |
| Associate's Degree | 25.7% | 22.9% | --- | 47.6% | 50.9% | --- | 22.6% | 22.2% | --- | 2.3% | 2.6% | --- | 1.8% | 1.4% | --- | 5,039 | 4,784 | --- | 818 | 802 | --- |
| Bachelor's Degree | 26.6% | 26.1% | --- | 49.2% | 49.0% | --- | 19.9% | 20.3% | --- | 2.9% | 3.3% | --- | 1.4% | 1.4% | --- | 18,202 | 17,020 | --- | 2,725 | 2,817 | --- |
| Master's Degree | 28.4% | 27.8% | --- | 46.6% | 47.3% | --- | 20.2% | 20.0% | --- | 3.2% | 3.4% | --- | 1.6% | 1.5% | --- | 11,765 | 10,441 | --- | 1,977 | 1,912 | --- |
| Doctoral/Professional Degree | 26.5% | 25.6% | --- | 49.0% | 47.3% | --- | 18.5% | 21.4% | --- | 3.8% | 3.5% | --- | 2.2% | 2.2% | --- | 3,072 | 2,808 | --- | 652 | 655 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 20.9% | 20.9% | 24.1% | 51.7% | 48.4% | 46.1% | 22.7% | 27.4% | 25.7% | 3.2% | 2.0% | 1.9% | 1.6% | 1.3% | 2.2% | 1,915 | 1,919 | 2,166 | 374 | 342 | 402 |
| GS 1-6 | 23.1% | 22.6% | 22.0% | 46.0% | 47.9% | 48.2% | 25.5% | 25.2% | 24.2% | 2.9% | 2.7% | 3.1% | 2.5% | 1.5% | 2.5% | 3,561 | 3,657 | 3,670 | 628 | 644 | 664 |
| GS 7-12 | 25.6% | 24.9% | 23.6% | 48.9% | 49.2% | 50.3% | 21.2% | 21.4% | 21.9% | 2.8% | 3.3% | 2.9% | 1.5% | 1.3% | 1.4% | 25,862 | 24,971 | 23,321 | 3,952 | 4,044 | 3,744 |
| GS 13-15 | 30.4% | 29.1% | 28.9% | 48.7% | 49.0% | 49.9% | 17.4% | 18.1% | 18.0% | 2.3% | 2.4% | 2.2% | 1.2% | 1.3% | 1.1% | 19,063 | 17,114 | 16,334 | 2,920 | 2,947 | 2,808 |
| SES | 51.7% | 48.1% | 44.3% | 37.1% | 39.6% | 45.5% | 9.3% | 11.1% | 8.3% | 1.5% | 0.8% | 1.6% | 0.3% | 0.4% | 0.3% | 604 | 541 | 490 | 63 | 53 | 47 |
| SL/ST | 35.7% | 27.6% | 29.7% | 37.4% | 38.8% | 42.7% | 24.8% | 26.6% | 20.0% | 0.0% | 0.0% | 7.6% | 2.1% | 6.9% | 0.0% | 118 | 95 | 105 | 25 | 27 | 23 |
| Other | 22.4% | 22.2% | 20.1% | 48.6% | 47.3% | 50.3% | 23.3% | 24.7% | 25.2% | 3.9% | 3.8% | 2.9% | 1.8% | 1.9% | 1.5% | 3,013 | 2,768 | 3,530 | 522 | 564 | 601 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 25.3% | 24.5% | 48.7% | 48.8% | 49.5% | 20.9% | 21.6% | 21.8% | 2.8% | 3.0% | 2.7% | 1.6% | 1.4% | 1.5% | 55,156 | 52,178 | 50,775 | 8,714 | 8,882 | 8,526 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 32.5% | 29.0% | 48.7% | 38.4% | 44.2% | 31.8% | 26.0% | 25.3% | 18.3% | 2.0% | 1.2% | 0.9% | 1.2% | 0.2% | 0.4% | 490 | 272 | 379 | 147 | 84 | 104 |
| 1-3 years | 26.5% | 25.1% | 24.3% | 45.6% | 47.1% | 48.6% | 23.7% | 23.5% | 23.5% | 3.3% | 2.9% | 2.1% | 0.9% | 1.3% | 1.5% | 2,584 | 2,990 | 3,592 | 643 | 689 | 838 |
| 4-5 years | 25.7% | 25.8% | 23.7% | 46.8% | 47.1% | 47.5% | 22.3% | 22.8% | 23.9% | 3.3% | 3.2% | 2.8% | 2.0% | 1.2% | 2.0% | 4,065 | 4,394 | 4,318 | 836 | 923 | 875 |
| 6-10 years | 25.8% | 25.2% | 23.9% | 48.6% | 48.4% | 49.5% | 20.9% | 21.2% | 21.5% | 3.1% | 3.5% | 3.3% | 1.7% | 1.7% | 1.8% | 10,505 | 9,099 | 8,106 | 1,784 | 1,665 | 1,476 |
| 11-14 years | 25.5% | 24.1% | 23.4% | 48.5% | 49.2% | 51.8% | 20.6% | 21.9% | 20.8% | 3.4% | 3.0% | 2.6% | 2.0% | 1.8% | 1.5% | 7,752 | 7,450 | 6,694 | 1,115 | 1,217 | 1,080 |
| 15-20 years | 25.2% | 24.6% | 23.9% | 50.2% | 50.9% | 51.2% | 20.1% | 19.6% | 20.1% | 2.7% | 3.5% | 2.9% | 1.8% | 1.4% | 1.9% | 7,857 | 6,577 | 5,751 | 1,096 | 932 | 884 |
| > 20 years | 26.8% | 26.2% | 25.1% | 49.8% | 48.9% | 49.9% | 20.1% | 21.5% | 21.6% | 2.1% | 2.4% | 2.4% | 1.2% | 1.1% | 1.0% | 20,961 | 20,350 | 20,815 | 2,901 | 3,147 | 3,035 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 31.5% | 25.9% | 37.9% | 42.7% | 46.5% | 41.4% | 22.3% | 25.8% | 18.2% | 2.5% | 1.7% | 1.2% | 1.0% | 0.1% | 1.3% | 1,173 | 659 | 881 | 326 | 170 | 206 |
| 1-3 years | 27.2% | 26.0% | 24.3% | 44.4% | 46.1% | 47.8% | 24.2% | 23.1% | 23.7% | 3.0% | 3.1% | 2.5% | 1.3% | 1.7% | 1.7% | 4,590 | 5,127 | 5,654 | 987 | 1,118 | 1,228 |
| 4-5 years | 25.5% | 26.2% | 24.0% | 47.6% | 45.6% | 47.8% | 21.9% | 23.2% | 23.5% | 3.2% | 3.5% | 2.7% | 1.8% | 1.4% | 2.0% | 5,553 | 5,797 | 5,685 | 1,024 | 1,172 | 1,121 |
| 6-10 years | 25.9% | 24.5% | 23.7% | 48.3% | 49.0% | 49.6% | 20.9% | 21.9% | 21.8% | 3.1% | 3.2% | 3.3% | 1.8% | 1.4% | 1.6% | 12,302 | 10,829 | 9,471 | 2,018 | 1,916 | 1,715 |
| 11-20 years | 25.3% | 24.4% | 23.7% | 49.9% | 50.4% | 51.7% | 20.2% | 20.4% | 20.5% | 2.9% | 3.2% | 2.6% | 1.8% | 1.6% | 1.5% | 15,158 | 13,692 | 12,412 | 2,093 | 2,081 | 1,908 |
| > 20 years | 26.7% | 26.5% | 25.2% | 50.9% | 49.9% | 50.2% | 19.3% | 20.4% | 21.1% | 2.1% | 2.2% | 2.4% | 1.1% | 1.0% | 1.0% | 15,254 | 14,859 | 15,353 | 2,027 | 2,161 | 2,082 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 29.0% | 27.9% | 26.9% | 48.8% | 49.3% | 50.3% | 19.2% | 19.6% | 20.0% | 2.1% | 2.3% | 1.9% | 0.8% | 0.8% | 0.9% | 35,490 | 33,471 | 33,717 | 5,462 | 5,479 | 5,439 |
| Yes, to retire | 21.5% | 22.2% | 21.5% | 53.0% | 51.4% | 51.6% | 22.1% | 23.2% | 23.4% | 2.2% | 2.3% | 2.4% | 1.2% | 0.9% | 1.1% | 3,853 | 3,716 | 3,521 | 578 | 684 | 583 |
| Yes, to other job in Govt | 21.7% | 21.6% | 20.4% | 48.3% | 47.1% | 48.1% | 23.1% | 24.7% | 24.5% | 4.1% | 4.5% | 4.6% | 2.7% | 2.2% | 2.4% | 10,506 | 9,678 | 8,325 | 1,700 | 1,708 | 1,530 |
| Yes, to other job outside Govt | 18.8% | 17.9% | 18.9% | 44.6% | 47.0% | 45.7% | 25.3% | 25.9% | 25.8% | 5.7% | 5.8% | 5.2% | 5.6% | 3.4% | 4.4% | 1,672 | 1,641 | 1,691 | 286 | 309 | 288 |
| Yes, other | 17.9% | 17.2% | 16.6% | 45.6% | 45.0% | 44.8% | 27.9% | 28.4% | 29.4% | 4.8% | 5.1% | 4.8% | 3.8% | 4.2% | 4.4% | 2,617 | 2,560 | 2,326 | 441 | 439 | 442 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 21.6% | 23.6% | 21.7% | 51.5% | 49.9% | 49.6% | 22.3% | 22.4% | 23.7% | 2.5% | 2.7% | 3.1% | 2.0% | 1.3% | 2.0% | 2,295 | 2,136 | 2,011 | 359 | 429 | 361 |
| Between 1-3 years | 24.0% | 23.1% | 22.0% | 50.8% | 49.7% | 52.5% | 21.8% | 23.9% | 21.9% | 2.3% | 2.3% | 2.6% | 1.2% | 0.9% | 1.0% | 5,936 | 5,508 | 5,273 | 976 | 1,029 | 932 |
| Between 3-5 years | 24.7% | 24.7% | 23.5% | 48.3% | 47.6% | 49.0% | 23.3% | 23.8% | 24.2% | 2.3% | 2.3% | 2.4% | 1.5% | 1.7% | 1.0% | 6,617 | 6,210 | 5,797 | 1,062 | 1,043 | 1,008 |
| 5 or more years | 27.0% | 25.8% | 25.3% | 48.4% | 48.9% | 49.4% | 20.2% | 20.7% | 21.1% | 2.9% | 3.2% | 2.6% | 1.6% | 1.4% | 1.6% | 38,890 | 36,724 | 35,947 | 5,955 | 6,015 | 5,857 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

| | Very Satisfied | | | Satisfied | | | Neither Satisfied nor Dissatisfied | | | Dissatisfied | | | Very Dissatisfied | | | Item Response Total** | | | No Basis to Judge | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.1% | 25.3% | 24.5% | 48.7% | 48.8% | 49.5% | 20.9% | 21.6% | 21.8% | 2.8% | 3.0% | 2.7% | 1.6% | 1.4% | 1.5% | 55,156 | 52,178 | 50,775 | 8,714 | 8,882 | 8,526 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 26.9% | 25.8% | 25.1% | 48.9% | 49.3% | 50.1% | 20.2% | 20.8% | 21.0% | 2.6% | 2.8% | 2.5% | 1.4% | 1.3% | 1.4% | 43,566 | 41,272 | 40,274 | 6,742 | 6,926 | 6,737 |
| LGBT* | 30.0% | 30.7% | 29.3% | 46.2% | 43.2% | 47.3% | 18.6% | 20.0% | 17.3% | 3.5% | 4.7% | 3.4% | 1.7% | 1.4% | 2.7% | 1,650 | 1,446 | 1,331 | 198 | 197 | 165 |
| Prefer not to say | 21.0% | 21.2% | 20.9% | 48.9% | 47.7% | 47.0% | 24.2% | 25.4% | 26.3% | 3.5% | 3.9% | 3.6% | 2.5% | 1.8% | 2.2% | 6,769 | 6,326 | 6,040 | 1,122 | 1,137 | 1,029 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 27.0% | 26.5% | --- | 49.5% | 48.9% | --- | 19.4% | 20.2% | --- | 2.7% | 3.1% | --- | 1.4% | 1.4% | --- | 39,883 | 37,483 | --- | 5,710 | 5,734 | --- |
| Currently in Guard/Reserves | 27.4% | 27.6% | --- | 40.9% | 41.3% | --- | 25.2% | 27.5% | --- | 3.8% | 2.3% | --- | 2.8% | 1.3% | --- | 697 | 690 | --- | 192 | 164 | --- |
| Retired Separated/Discharged | 23.9% | 21.7% | --- | 48.8% | 48.0% | --- | 23.9% | 27.0% | --- | 2.1% | 2.1% | --- | 1.3% | 1.2% | --- | 4,459 | 4,307 | --- | 1,059 | 1,198 | --- |
| Discharged | 24.9% | 23.6% | --- | 47.1% | 49.7% | --- | 22.8% | 22.0% | --- | 3.4% | 3.1% | --- | 1.8% | 1.5% | --- | 8,505 | 8,059 | --- | 1,372 | 1,404 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 24.8% | 23.2% | 23.5% | 45.7% | 46.6% | 46.2% | 23.2% | 24.4% | 24.5% | 3.8% | 3.7% | 3.6% | 2.6% | 2.0% | 2.3% | 9,080 | 8,275 | 7,897 | 1,352 | 1,374 | 1,271 |
| No | 26.6% | 25.9% | 24.9% | 49.5% | 49.3% | 50.5% | 20.1% | 20.8% | 20.9% | 2.5% | 2.8% | 2.4% | 1.3% | 1.2% | 1.3% | 44,687 | 42,442 | 41,472 | 7,025 | 7,177 | 6,954 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

(83) 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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 31.8% | 31.3% | 30.1% | 39.8% | 40.4% | 40.3% | 24.4% | 23.9% | 25.9% | 2.6% | 2.7% | 2.4% | 1.5% | 1.7% | 1.3% | 10,781 | 10,509 | 10,108 | 4,620 | 4,356 | 4,459 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 33.5% | 33.3% | 32.8% | 39.0% | 39.7% | 39.2% | 23.3% | 22.6% | 23.7% | 2.6% | 2.6% | 3.0% | 1.6% | 1.8% | 1.4% | 4,990 | 4,810 | 4,628 | 1,950 | 1,861 | 1,925 |
| Field | 30.6% | 30.1% | 28.1% | 40.5% | 40.9% | 41.3% | 24.8% | 24.6% | 27.3% | 2.6% | 2.9% | 2.1% | 1.4% | 1.6% | 1.3% | 5,553 | 5,427 | 5,194 | 2,532 | 2,359 | 2,372 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 31.4% | 31.9% | 29.2% | 38.9% | 40.1% | 39.8% | 25.7% | 23.6% | 26.6% | 2.3% | 2.6% | 3.0% | 1.7% | 1.8% | 1.5% | 7,006 | 6,738 | 6,541 | 3,166 | 2,885 | 3,038 |
| Team Leader | 31.1% | 30.1% | 31.6% | 41.1% | 41.2% | 42.5% | 22.7% | 24.1% | 23.5% | 4.3% | 2.9% | 1.5% | 0.9% | 1.7% | 0.8% | 1,467 | 1,483 | 1,413 | 539 | 552 | 562 |
| Supervisor | 32.7% | 29.8% | 31.6% | 42.5% | 43.5% | 40.6% | 21.3% | 22.2% | 25.5% | 2.2% | 3.3% | 1.4% | 1.3% | 1.2% | 0.8% | 1,368 | 1,340 | 1,253 | 534 | 526 | 501 |
| Manager | 37.0% | 31.7% | 34.3% | 41.8% | 34.7% | 41.0% | 17.8% | 30.1% | 21.8% | 2.9% | 2.2% | 0.9% | 0.5% | 1.3% | 2.0% | 563 | 526 | 569 | 220 | 226 | 209 |
| Senior Leader | 43.4% | 36.5% | 42.1% | 33.5% | 38.0% | 32.8% | 17.3% | 23.0% | 20.4% | 0.8% | 1.1% | 1.0% | 5.0% | 1.4% | 3.8% | 213 | 230 | 131 | 69 | 82 | 47 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 30.4% | 29.8% | 28.2% | 40.4% | 40.2% | 40.5% | 25.5% | 26.3% | 28.5% | 2.2% | 2.2% | 2.0% | 1.5% | 1.5% | 0.8% | 4,665 | 4,567 | 4,268 | 2,073 | 2,006 | 1,947 |
| Female | 33.1% | 33.3% | 32.3% | 39.2% | 40.6% | 39.9% | 23.2% | 20.9% | 23.0% | 3.0% | 3.3% | 2.9% | 1.5% | 1.8% | 1.8% | 5,871 | 5,699 | 5,591 | 2,372 | 2,214 | 2,363 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 30.9% | 32.8% | 31.2% | 39.5% | 37.5% | 39.4% | 25.2% | 25.3% | 25.7% | 1.8% | 2.4% | 2.0% | 2.6% | 1.9% | 1.7% | 1,125 | 1,040 | 993 | 421 | 401 | 383 |
| No | 31.9% | 31.5% | 30.2% | 39.9% | 40.7% | 40.4% | 24.2% | 23.4% | 25.7% | 2.7% | 2.8% | 2.4% | 1.3% | 1.6% | 1.3% | 9,314 | 9,135 | 8,811 | 3,983 | 3,760 | 3,887 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 32.3% | 28.6% | 27.7% | 38.0% | 38.4% | 39.5% | 23.9% | 30.2% | 28.6% | 2.6% | 1.8% | 3.3% | 3.2% | 1.1% | 0.9% | 259 | 260 | 257 | 105 | 72 | 104 |
| Asian | 28.5% | 29.8% | 28.8% | 44.1% | 45.8% | 48.0% | 24.7% | 20.3% | 20.2% | 1.5% | 2.8% | 1.4% | 1.1% | 1.3% | 1.6% | 705 | 719 | 642 | 280 | 243 | 257 |
| Black/African American | 32.0% | 30.4% | 29.3% | 40.7% | 42.7% | 42.5% | 24.4% | 22.4% | 25.1% | 1.9% | 3.2% | 2.0% | 1.1% | 1.3% | 1.1% | 2,563 | 2,501 | 2,582 | 1,077 | 1,010 | 998 |
| Native Hawaiian/ Pacific Islander | 35.6% | 25.4% | 26.7% | 26.7% | 45.1% | 33.9% | 35.6% | 28.5% | 34.0% | 2.1% | 0.9% | 0.2% | 0.0% | 0.0% | 5.2% | 99 | 91 | 90 | 27 | 24 | 35 |
| White | 32.4% | 32.7% | 31.2% | 39.4% | 38.8% | 38.6% | 24.0% | 24.3% | 26.4% | 2.8% | 2.3% | 2.6% | 1.3% | 1.9% | 1.3% | 6,036 | 5,921 | 5,574 | 2,595 | 2,529 | 2,557 |
| Two or more races (Not Hispanic/ Latino) | 31.5% | 33.3% | 32.1% | 38.3% | 35.1% | 37.8% | 23.1% | 23.0% | 25.9% | 2.3% | 7.4% | 3.6% | 4.9% | 1.2% | 0.5% | 406 | 396 | 351 | 187 | 144 | 147 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(83) 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 | | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|--|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | |
| All Responses | 31.8% | 31.3% | 30.1% | 39.8% | 40.4% | 40.3% | 24.4% | 23.9% | 25.9% | 2.6% | 2.7% | 2.4% | 1.5% | 1.7% | 1.3% | 10,781 | 10,509 | 10,108 | 4,620 | 4,356 | 4,459 | |
| Age Group | | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 49.5% | 33.8% | 29.1% | 26.9% | 45.6% | 38.7% | 23.5% | 13.7% | 30.3% | 0.0% | 7.0% | 1.9% | 0.0% | 0.0% | 0.0% | 46 | 53 | 75 | 24 | 12 | 32 | |
| 26-29 | 37.9% | 38.2% | 38.0% | 38.3% | 36.3% | 37.1% | 16.8% | 16.4% | 18.5% | 3.1% | 4.0% | 4.9% | 3.9% | 5.1% | 1.5% | 306 | 328 | 353 | 80 | 98 | 113 | |
| 30-39 | 38.9% | 37.0% | 34.6% | 39.1% | 42.3% | 43.0% | 15.9% | 14.1% | 16.3% | 4.0% | 4.0% | 4.0% | 2.1% | 2.6% | 2.1% | 3,166 | 3,009 | 2,656 | 569 | 516 | 507 | |
| 40-49 | 32.9% | 31.5% | 31.1% | 42.6% | 42.4% | 41.8% | 21.2% | 22.4% | 23.5% | 2.3% | 2.4% | 1.9% | 1.0% | 1.2% | 1.6% | 3,024 | 2,903 | 2,808 | 1,085 | 1,088 | 1,030 | |
| 50-59 | 24.3% | 26.2% | 25.0% | 37.1% | 38.6% | 37.7% | 35.9% | 32.9% | 35.7% | 1.7% | 1.6% | 1.0% | 1.1% | 0.7% | 0.5% | 2,959 | 2,956 | 2,895 | 1,917 | 1,786 | 1,790 | |
| 60+ | 21.7% | 22.4% | 24.7% | 42.0% | 35.7% | 36.7% | 34.3% | 39.8% | 36.9% | 0.9% | 1.3% | 1.5% | 1.1% | 0.8% | 0.2% | 1,258 | 1,217 | 1,025 | 931 | 836 | 767 | |
| Level of Education | | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 29.8% | 31.6% | --- | 53.1% | 58.9% | --- | 14.0% | 8.8% | --- | 0.4% | 0.0% | --- | 2.7% | 0.7% | --- | 47 | 35 | --- | 7 | 7 | --- | |
| H.S. Diploma/ GED or equiv | 25.6% | 27.3% | --- | 47.1% | 42.4% | --- | 25.1% | 27.0% | --- | 1.4% | 2.3% | --- | 0.9% | 1.1% | --- | 655 | 737 | --- | 255 | 311 | --- | |
| Trade/Technical Certificate | 23.7% | 22.0% | --- | 40.5% | 43.3% | --- | 31.4% | 30.6% | --- | 0.7% | 2.9% | --- | 3.7% | 1.2% | --- | 297 | 320 | --- | 143 | 133 | --- | |
| Some College (no degree) | 30.4% | 28.0% | --- | 38.8% | 41.9% | --- | 27.2% | 25.4% | --- | 2.1% | 2.9% | --- | 1.4% | 1.8% | --- | 1,698 | 1,734 | --- | 809 | 807 | --- | |
| Associate's Degree | 31.0% | 28.3% | --- | 35.5% | 38.7% | --- | 29.9% | 28.4% | --- | 2.3% | 2.3% | --- | 1.3% | 2.3% | --- | 880 | 905 | --- | 431 | 416 | --- | |
| Bachelor's Degree | 33.5% | 34.1% | --- | 37.7% | 39.5% | --- | 24.9% | 22.6% | --- | 2.3% | 2.6% | --- | 1.5% | 1.2% | --- | 3,010 | 2,940 | --- | 1,435 | 1,325 | --- | |
| Master's Degree | 33.6% | 35.0% | --- | 41.9% | 39.7% | --- | 19.8% | 20.3% | --- | 3.3% | 2.9% | --- | 1.4% | 2.1% | --- | 2,870 | 2,576 | --- | 1,050 | 904 | --- | |
| Doctoral/Professional Degree | 35.5% | 36.2% | --- | 41.8% | 38.7% | --- | 17.1% | 20.5% | --- | 3.9% | 2.9% | --- | 1.6% | 1.7% | --- | 1,141 | 1,058 | --- | 361 | 342 | --- | |
| Pay Category | | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 29.9% | 26.4% | 20.9% | 41.8% | 43.7% | 46.2% | 24.3% | 26.0% | 30.4% | 2.3% | 2.5% | 2.4% | 1.8% | 1.5% | 0.2% | 489 | 478 | 568 | 175 | 179 | 198 | |
| GS 1-6 | 27.3% | 29.8% | 26.7% | 38.1% | 44.0% | 41.7% | 29.9% | 20.1% | 25.6% | 2.5% | 3.9% | 3.4% | 2.2% | 2.3% | 2.6% | 895 | 989 | 919 | 336 | 308 | 365 | |
| GS 7-12 | 32.1% | 31.4% | 30.8% | 38.2% | 39.4% | 39.3% | 25.8% | 25.4% | 26.3% | 2.2% | 2.4% | 2.4% | 1.6% | 1.4% | 1.3% | 4,406 | 4,415 | 4,158 | 2,034 | 1,976 | 1,916 | |
| GS 13-15 | 34.1% | 34.7% | 36.0% | 42.6% | 39.8% | 39.4% | 19.3% | 21.7% | 21.5% | 3.1% | 2.2% | 1.8% | 0.8% | 1.5% | 1.2% | 4,021 | 3,658 | 3,471 | 1,652 | 1,491 | 1,476 | |
| SES | 51.0% | 53.0% | 50.2% | 24.7% | 32.8% | 37.5% | 21.9% | 12.5% | 10.3% | 1.7% | 1.2% | 2.0% | 0.7% | 0.5% | 0.0% | 113 | 126 | 92 | 44 | 42 | 34 | |
| SL/ST | 55.3% | 59.0% | 59.3% | 19.4% | 28.0% | 26.7% | 20.9% | 7.7% | 14.0% | 0.9% | 0.0% | 0.0% | 3.6% | 5.3% | 0.0% | 53 | 27 | 27 | 21 | 14 | 17 | |
| Other | 27.8% | 28.7% | 23.8% | 42.8% | 38.6% | 39.4% | 24.4% | 26.1% | 31.8% | 3.8% | 5.1% | 3.7% | 1.3% | 1.5% | 1.3% | 609 | 596 | 626 | 231 | 234 | 333 | |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(83) 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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 31.8% | 31.3% | 30.1% | 39.8% | 40.4% | 40.3% | 24.4% | 23.9% | 25.9% | 2.6% | 2.7% | 2.4% | 1.5% | 1.7% | 1.3% | 10,781 | 10,509 | 10,108 | 4,620 | 4,356 | 4,459 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 38.5% | 36.2% | 34.8% | 32.0% | 35.1% | 37.8% | 24.3% | 17.8% | 25.4% | 1.0% | 5.9% | 1.8% | 4.2% | 5.1% | 0.2% | 197 | 125 | 124 | 72 | 41 | 56 |
| 1-3 years | 33.5% | 35.4% | 30.7% | 36.8% | 41.0% | 43.7% | 24.1% | 18.9% | 20.6% | 2.9% | 3.3% | 3.2% | 2.6% | 1.4% | 1.7% | 926 | 1,099 | 1,158 | 300 | 332 | 401 |
| 4-5 years | 35.7% | 31.9% | 31.9% | 39.8% | 41.1% | 40.5% | 19.6% | 20.5% | 23.5% | 2.6% | 4.1% | 2.6% | 2.2% | 2.4% | 1.5% | 1,239 | 1,286 | 1,227 | 438 | 437 | 416 |
| 6-10 years | 33.4% | 33.0% | 32.5% | 40.9% | 42.1% | 39.9% | 21.3% | 19.9% | 22.5% | 3.2% | 2.6% | 3.4% | 1.3% | 2.3% | 1.6% | 2,686 | 2,381 | 2,087 | 911 | 813 | 726 |
| 11-14 years | 32.4% | 32.1% | 29.2% | 42.3% | 42.2% | 41.4% | 21.7% | 21.9% | 25.9% | 2.4% | 2.8% | 2.2% | 1.2% | 1.1% | 1.3% | 1,554 | 1,513 | 1,325 | 575 | 544 | 517 |
| 15-20 years | 27.5% | 28.7% | 28.8% | 42.8% | 41.4% | 39.9% | 26.1% | 26.8% | 28.1% | 2.5% | 1.9% | 1.6% | 1.1% | 1.2% | 1.5% | 1,231 | 1,069 | 947 | 561 | 502 | 454 |
| > 20 years | 27.5% | 28.5% | 26.9% | 38.1% | 36.0% | 38.6% | 31.5% | 33.1% | 32.2% | 2.0% | 1.7% | 1.6% | 0.9% | 0.7% | 0.7% | 2,756 | 2,834 | 3,018 | 1,658 | 1,599 | 1,757 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 35.7% | 34.7% | 35.7% | 37.5% | 35.5% | 39.1% | 22.1% | 22.3% | 22.1% | 0.6% | 4.2% | 1.4% | 4.1% | 3.4% | 1.7% | 410 | 288 | 304 | 171 | 79 | 106 |
| 1-3 years | 32.2% | 33.8% | 30.4% | 37.9% | 40.9% | 42.7% | 24.5% | 20.4% | 22.4% | 2.9% | 3.3% | 3.1% | 2.5% | 1.7% | 1.4% | 1,486 | 1,674 | 1,690 | 487 | 552 | 587 |
| 4-5 years | 35.2% | 28.9% | 30.6% | 37.8% | 42.6% | 39.8% | 22.1% | 21.9% | 25.5% | 3.5% | 4.1% | 2.5% | 1.4% | 2.5% | 1.6% | 1,507 | 1,558 | 1,433 | 561 | 577 | 570 |
| 6-10 years | 33.2% | 33.9% | 31.1% | 40.8% | 40.8% | 39.0% | 22.1% | 21.3% | 24.8% | 2.4% | 2.3% | 3.4% | 1.5% | 1.8% | 1.6% | 2,771 | 2,527 | 2,168 | 1,027 | 877 | 843 |
| 11-20 years | 29.4% | 31.3% | 29.0% | 42.7% | 40.6% | 41.2% | 24.5% | 24.7% | 27.1% | 2.6% | 2.4% | 1.3% | 0.8% | 1.1% | 1.3% | 2,502 | 2,272 | 2,109 | 1,087 | 1,041 | 972 |
| > 20 years | 27.7% | 27.9% | 27.4% | 38.8% | 37.3% | 39.4% | 30.6% | 32.5% | 30.9% | 2.3% | 1.7% | 1.8% | 0.7% | 0.6% | 0.6% | 1,878 | 1,934 | 2,108 | 1,152 | 1,118 | 1,229 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 34.6% | 34.1% | 32.4% | 38.3% | 40.2% | 40.5% | 24.1% | 22.3% | 24.4% | 2.2% | 2.2% | 1.8% | 0.8% | 1.1% | 0.9% | 7,041 | 6,870 | 6,740 | 2,894 | 2,805 | 2,900 |
| Yes, to retire | 18.9% | 22.9% | 21.3% | 46.1% | 37.9% | 37.0% | 33.4% | 35.5% | 38.1% | 0.6% | 1.9% | 3.0% | 1.0% | 1.7% | 0.5% | 560 | 581 | 567 | 307 | 357 | 354 |
| Yes, to other job in Govt | 28.0% | 27.4% | 27.6% | 42.5% | 42.9% | 40.4% | 23.4% | 23.6% | 26.5% | 3.4% | 3.9% | 3.7% | 2.7% | 2.2% | 1.9% | 2,099 | 1,938 | 1,746 | 878 | 729 | 728 |
| Yes, to other job outside Govt | 26.0% | 30.6% | 26.6% | 41.3% | 39.5% | 33.6% | 22.0% | 23.4% | 30.4% | 5.1% | 3.3% | 5.9% | 5.6% | 3.3% | 3.6% | 371 | 378 | 375 | 134 | 143 | 129 |
| Yes, other | 27.1% | 27.2% | 24.3% | 40.6% | 34.5% | 43.7% | 24.8% | 29.5% | 25.3% | 4.3% | 4.6% | 2.8% | 3.2% | 4.2% | 3.9% | 498 | 518 | 434 | 274 | 209 | 211 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 22.7% | 21.7% | 22.2% | 39.4% | 37.5% | 35.0% | 35.8% | 37.8% | 39.9% | 0.1% | 1.6% | 2.2% | 1.9% | 1.4% | 0.7% | 311 | 326 | 325 | 187 | 216 | 203 |
| Between 1-3 years | 23.2% | 22.5% | 23.7% | 39.3% | 35.3% | 39.6% | 35.4% | 38.8% | 32.9% | 1.5% | 2.5% | 3.0% | 0.7% | 0.9% | 0.9% | 743 | 760 | 697 | 518 | 560 | 527 |
| Between 3-5 years | 22.9% | 27.0% | 24.5% | 38.9% | 34.5% | 36.2% | 35.0% | 36.1% | 35.8% | 2.4% | 1.8% | 2.4% | 0.7% | 0.6% | 1.1% | 829 | 808 | 771 | 581 | 503 | 528 |
| 5 or more years | 33.7% | 32.9% | 31.5% | 39.8% | 41.6% | 41.0% | 22.1% | 21.0% | 23.7% | 2.8% | 2.9% | 2.4% | 1.6% | 1.7% | 1.4% | 8,554 | 8,246 | 7,924 | 3,143 | 2,911 | 2,983 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(83) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|---------------|---------------|-------------------|-------|-------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 31.8% | 31.3% | 30.1% | 39.8% | 40.4% | 40.3% | 24.4% | 23.9% | 25.9% | 2.6% | 2.7% | 2.4% | 1.5% | 1.7% | 1.3% | 10,781 | 10,509 | 10,108 | 4,620 | 4,356 | 4,459 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 32.6% | 32.8% | 30.5% | 39.7% | 40.1% | 40.8% | 24.0% | 22.8% | 25.1% | 2.5% | 2.9% | 2.4% | 1.3% | 1.5% | 1.2% | 8,651 | 8,485 | 8,181 | 3,592 | 3,445 | 3,509 |
| LGBT* | 36.8% | 26.4% | 30.2% | 34.9% | 41.6% | 37.9% | 23.2% | 26.0% | 24.5% | 1.5% | 3.8% | 2.6% | 3.6% | 2.2% | 4.8% | 217 | 171 | 178 | 96 | 108 | 91 |
| Prefer not to say | 25.8% | 25.5% | 26.3% | 41.5% | 40.3% | 39.1% | 27.6% | 30.0% | 30.2% | 2.8% | 2.0% | 2.2% | 2.3% | 2.2% | 2.2% | 1,258 | 1,221 | 1,102 | 598 | 483 | 539 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 33.4% | 32.3% | --- | 39.7% | 40.5% | --- | 22.9% | 22.4% | --- | 2.7% | 3.1% | --- | 1.3% | 1.6% | --- | 7,611 | 7,294 | --- | 3,111 | 2,889 | --- |
| Currently in Guard/Reserves | 35.2% | 35.0% | --- | 43.0% | 38.5% | --- | 18.8% | 22.5% | --- | 1.8% | 1.9% | --- | 1.2% | 2.1% | --- | 284 | 241 | --- | 91 | 89 | --- |
| Retired Separated/Discharged | 26.1% | 30.2% | --- | 42.3% | 39.2% | --- | 29.8% | 29.5% | --- | 1.2% | 0.3% | --- | 0.6% | 0.8% | --- | 934 | 974 | --- | 548 | 571 | --- |
| | 29.5% | 30.4% | --- | 38.9% | 40.3% | --- | 26.5% | 24.6% | --- | 2.7% | 2.9% | --- | 2.5% | 1.8% | --- | 1,619 | 1,636 | --- | 663 | 619 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 27.9% | 28.4% | 26.9% | 38.7% | 38.5% | 38.5% | 29.0% | 28.0% | 31.0% | 2.1% | 2.8% | 2.5% | 2.3% | 2.4% | 1.1% | 1,596 | 1,574 | 1,438 | 744 | 658 | 624 |
| No | 32.8% | 32.4% | 30.8% | 40.1% | 40.7% | 40.9% | 23.2% | 22.7% | 24.6% | 2.5% | 2.7% | 2.3% | 1.3% | 1.4% | 1.3% | 8,906 | 8,654 | 8,396 | 3,710 | 3,525 | 3,669 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

(84) 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 | | |
|--|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|--------------|--------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.6% | 25.9% | 25.3% | 39.7% | 41.7% | 41.0% | 31.3% | 29.5% | 31.3% | 1.4% | 1.8% | 1.6% | 1.1% | 1.1% | 0.7% | 7,497 | 7,385 | 7,391 | 3,831 | 3,459 | 3,445 |
| Work Location | | | | | | | | | | | | | | | | | | | | | |
| Headquarters | 28.1% | 27.9% | 28.8% | 40.9% | 41.5% | 40.9% | 29.4% | 28.0% | 28.5% | 0.7% | 1.6% | 1.3% | 1.0% | 0.9% | 0.5% | 3,510 | 3,379 | 3,453 | 1,571 | 1,471 | 1,465 |
| Field | 25.6% | 24.6% | 22.6% | 39.0% | 41.8% | 41.2% | 32.3% | 30.4% | 33.4% | 1.9% | 1.9% | 1.9% | 1.1% | 1.2% | 0.9% | 3,776 | 3,761 | 3,693 | 2,130 | 1,879 | 1,838 |
| Supervisory Status | | | | | | | | | | | | | | | | | | | | | |
| Non-Supervisor | 26.4% | 26.7% | 24.9% | 38.6% | 41.3% | 40.7% | 32.6% | 29.4% | 32.1% | 1.4% | 1.6% | 1.5% | 1.0% | 1.0% | 0.8% | 4,721 | 4,675 | 4,679 | 2,606 | 2,325 | 2,349 |
| Team Leader | 23.5% | 20.5% | 24.7% | 41.3% | 45.2% | 46.3% | 33.4% | 31.0% | 26.8% | 1.1% | 2.4% | 1.6% | 0.7% | 0.9% | 0.7% | 950 | 937 | 981 | 468 | 408 | 422 |
| Supervisor | 26.7% | 25.9% | 26.6% | 43.2% | 43.4% | 39.9% | 26.9% | 27.8% | 31.2% | 1.7% | 2.0% | 2.0% | 1.4% | 0.9% | 0.3% | 989 | 958 | 944 | 444 | 428 | 396 |
| Manager | 33.4% | 27.5% | 25.6% | 45.2% | 34.7% | 36.8% | 19.1% | 32.4% | 35.3% | 0.8% | 2.4% | 1.3% | 1.5% | 2.9% | 1.1% | 473 | 411 | 471 | 164 | 167 | 160 |
| Senior Leader | 42.3% | 34.6% | 50.2% | 29.8% | 36.2% | 27.0% | 25.2% | 25.8% | 22.3% | 0.4% | 2.1% | 0.5% | 2.3% | 1.2% | 0.0% | 211 | 216 | 123 | 64 | 66 | 28 |
| Sex | | | | | | | | | | | | | | | | | | | | | |
| Male | 26.1% | 25.7% | 24.9% | 39.1% | 39.0% | 40.1% | 32.7% | 32.3% | 32.5% | 1.2% | 1.7% | 1.8% | 1.0% | 1.2% | 0.7% | 3,229 | 3,183 | 3,119 | 1,682 | 1,573 | 1,499 |
| Female | 26.9% | 26.5% | 26.1% | 40.9% | 44.6% | 42.1% | 29.4% | 26.2% | 29.8% | 1.6% | 1.9% | 1.3% | 1.2% | 0.8% | 0.6% | 4,051 | 3,967 | 4,060 | 1,983 | 1,765 | 1,812 |
| Hispanic or Latino | | | | | | | | | | | | | | | | | | | | | |
| Yes | 26.6% | 26.8% | 29.0% | 38.3% | 38.6% | 36.4% | 31.9% | 29.8% | 30.5% | 0.7% | 2.6% | 2.8% | 2.5% | 2.2% | 1.3% | 781 | 731 | 683 | 341 | 316 | 320 |
| No | 26.5% | 26.0% | 25.0% | 40.1% | 42.2% | 41.8% | 31.1% | 29.2% | 31.2% | 1.5% | 1.7% | 1.4% | 0.8% | 1.0% | 0.6% | 6,430 | 6,341 | 6,450 | 3,291 | 2,955 | 2,961 |
| Race | | | | | | | | | | | | | | | | | | | | | |
| American Indian/ Alaska Native | 37.2% | 24.9% | 31.4% | 38.6% | 41.0% | 38.2% | 22.7% | 29.0% | 25.4% | 1.0% | 3.4% | 3.9% | 0.5% | 1.7% | 1.0% | 261 | 248 | 281 | 82 | 60 | 82 |
| Asian | 25.6% | 26.5% | 29.0% | 45.2% | 48.4% | 47.4% | 27.3% | 22.4% | 22.2% | 0.9% | 0.9% | 1.3% | 1.0% | 1.8% | 0.1% | 432 | 465 | 440 | 228 | 191 | 188 |
| Black/African American | 28.8% | 28.7% | 27.7% | 43.8% | 45.0% | 42.6% | 25.2% | 24.0% | 27.7% | 1.7% | 1.9% | 1.4% | 0.5% | 0.5% | 0.7% | 2,114 | 2,053 | 2,063 | 849 | 781 | 758 |
| Native Hawaiian/ Pacific Islander | 22.8% | 17.9% | 24.2% | 38.7% | 55.1% | 43.2% | 37.4% | 24.9% | 29.2% | 0.0% | 2.1% | 0.0% | 1.2% | 0.0% | 3.5% | 82 | 70 | 78 | 24 | 18 | 19 |
| White | 25.4% | 25.1% | 23.6% | 36.8% | 38.2% | 39.3% | 35.2% | 34.0% | 35.2% | 1.2% | 1.6% | 1.4% | 1.4% | 1.1% | 0.5% | 3,827 | 3,836 | 3,788 | 2,196 | 1,995 | 1,993 |
| Two or more races (Not Hispanic/ Latino) | 25.0% | 24.2% | 25.2% | 38.1% | 45.4% | 35.8% | 34.3% | 25.4% | 35.1% | 1.0% | 4.2% | 3.0% | 1.6% | 0.9% | 0.9% | 286 | 243 | 258 | 133 | 110 | 100 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(84) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|--------------|--------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.6% | 25.9% | 25.3% | 39.7% | 41.7% | 41.0% | 31.3% | 29.5% | 31.3% | 1.4% | 1.8% | 1.6% | 1.1% | 1.1% | 0.7% | 7,497 | 7,385 | 7,391 | 3,831 | 3,459 | 3,445 |
| Age Group | | | | | | | | | | | | | | | | | | | | | |
| 25 and under | 59.8% | 48.7% | 30.0% | 19.0% | 36.3% | 33.9% | 21.2% | 14.2% | 35.6% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 0.6% | 28 | 24 | 38 | 26 | 12 | 35 |
| 26-29 | 39.3% | 27.5% | 45.4% | 36.3% | 43.9% | 23.9% | 19.4% | 24.3% | 28.7% | 0.8% | 2.7% | 0.5% | 4.3% | 1.6% | 1.5% | 102 | 107 | 110 | 67 | 76 | 96 |
| 30-39 | 32.9% | 31.8% | 29.1% | 34.0% | 33.4% | 36.0% | 30.8% | 32.1% | 33.6% | 0.8% | 0.9% | 1.1% | 1.5% | 1.9% | 0.2% | 679 | 696 | 650 | 522 | 460 | 438 |
| 40-49 | 26.8% | 26.8% | 22.5% | 40.1% | 40.8% | 42.2% | 30.9% | 29.6% | 32.1% | 1.5% | 1.8% | 1.7% | 0.6% | 1.0% | 1.5% | 1,740 | 1,721 | 1,798 | 950 | 924 | 856 |
| 50-59 | 24.7% | 24.4% | 24.9% | 40.0% | 42.9% | 42.0% | 32.8% | 29.6% | 30.6% | 1.5% | 2.2% | 1.8% | 1.0% | 0.9% | 0.6% | 3,290 | 3,223 | 3,173 | 1,554 | 1,368 | 1,310 |
| 60+ | 24.0% | 22.9% | 25.2% | 42.9% | 45.9% | 43.8% | 30.5% | 28.5% | 29.6% | 1.3% | 1.5% | 1.3% | 1.2% | 1.2% | 0.1% | 1,624 | 1,557 | 1,353 | 700 | 603 | 524 |
| Level of Education | | | | | | | | | | | | | | | | | | | | | |
| Less than High School | 32.1% | 24.9% | --- | 51.5% | 66.3% | --- | 11.5% | 8.8% | --- | 0.4% | 0.0% | --- | 4.5% | 0.0% | --- | 42 | 36 | --- | 4 | 4 | --- |
| H.S. Diploma/ GED or equiv | 25.5% | 30.2% | --- | 44.3% | 40.0% | --- | 27.2% | 27.2% | --- | 2.0% | 1.5% | --- | 0.9% | 1.1% | --- | 616 | 714 | --- | 225 | 221 | --- |
| Trade/Technical Certificate | 24.0% | 21.3% | --- | 39.7% | 47.1% | --- | 34.4% | 28.0% | --- | 0.8% | 2.6% | --- | 1.1% | 1.1% | --- | 264 | 257 | --- | 109 | 89 | --- |
| Some College (no degree) | 25.0% | 26.0% | --- | 43.7% | 43.6% | --- | 29.3% | 28.2% | --- | 1.0% | 1.1% | --- | 1.0% | 1.2% | --- | 1,531 | 1,459 | --- | 694 | 621 | --- |
| Associate's Degree | 28.9% | 24.7% | --- | 35.7% | 38.0% | --- | 33.0% | 34.0% | --- | 1.5% | 2.6% | --- | 0.8% | 0.7% | --- | 696 | 675 | --- | 325 | 329 | --- |
| Bachelor's Degree | 27.1% | 26.8% | --- | 39.1% | 39.9% | --- | 31.4% | 30.1% | --- | 1.4% | 2.2% | --- | 1.0% | 1.0% | --- | 2,098 | 2,144 | --- | 1,181 | 1,045 | --- |
| Master's Degree | 28.4% | 25.0% | --- | 36.2% | 42.2% | --- | 33.6% | 30.8% | --- | 1.2% | 0.8% | --- | 0.5% | 1.2% | --- | 1,645 | 1,479 | --- | 864 | 765 | --- |
| Doctoral/Professional Degree | 23.2% | 23.4% | --- | 34.6% | 49.2% | --- | 35.1% | 24.4% | --- | 2.8% | 1.6% | --- | 4.4% | 1.3% | --- | 440 | 450 | --- | 320 | 273 | --- |
| Pay Category | | | | | | | | | | | | | | | | | | | | | |
| Federal Wage System | 26.9% | 21.1% | 22.4% | 41.9% | 42.6% | 42.8% | 30.0% | 34.0% | 33.0% | 0.7% | 1.9% | 1.1% | 0.4% | 0.4% | 0.7% | 371 | 372 | 427 | 134 | 149 | 140 |
| GS 1-6 | 24.7% | 27.8% | 24.3% | 45.0% | 45.3% | 46.3% | 27.5% | 24.3% | 27.0% | 1.6% | 1.8% | 1.4% | 1.2% | 0.9% | 1.0% | 682 | 749 | 731 | 270 | 229 | 273 |
| GS 7-12 | 25.7% | 26.2% | 25.9% | 39.3% | 39.6% | 38.5% | 32.7% | 30.7% | 33.3% | 1.1% | 2.2% | 1.6% | 1.2% | 1.3% | 0.8% | 3,029 | 3,033 | 2,882 | 1,676 | 1,521 | 1,507 |
| GS 13-15 | 28.7% | 26.6% | 26.6% | 37.4% | 42.3% | 41.7% | 31.3% | 29.3% | 29.5% | 1.6% | 0.9% | 1.7% | 1.0% | 0.8% | 0.5% | 2,660 | 2,452 | 2,515 | 1,358 | 1,230 | 1,141 |
| SES | 43.9% | 39.0% | 51.7% | 34.6% | 43.5% | 40.1% | 20.1% | 16.0% | 7.2% | 0.7% | 0.5% | 1.0% | 0.7% | 1.0% | 0.0% | 106 | 130 | 90 | 41 | 38 | 21 |
| SL/ST | 55.9% | 30.3% | 47.0% | 4.8% | 35.8% | 20.6% | 38.2% | 26.9% | 32.5% | 0.0% | 0.0% | 0.0% | 1.1% | 6.9% | 0.0% | 29 | 22 | 29 | 14 | 14 | 11 |
| Other | 26.9% | 22.0% | 21.7% | 39.0% | 43.7% | 43.6% | 31.6% | 31.2% | 31.6% | 1.6% | 1.8% | 1.9% | 0.9% | 1.4% | 1.1% | 432 | 436 | 496 | 219 | 182 | 237 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(84) 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 | | |
|-----------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|--------------|--------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.6% | 25.9% | 25.3% | 39.7% | 41.7% | 41.0% | 31.3% | 29.5% | 31.3% | 1.4% | 1.8% | 1.6% | 1.1% | 1.1% | 0.7% | 7,497 | 7,385 | 7,391 | 3,831 | 3,459 | 3,445 |
| Time in Federal Government | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 38.9% | 35.5% | 35.1% | 28.4% | 40.9% | 35.9% | 32.3% | 23.7% | 29.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 102 | 78 | 76 | 66 | 41 | 39 |
| 1-3 years | 27.9% | 30.0% | 30.7% | 35.5% | 39.5% | 41.3% | 35.7% | 28.0% | 27.1% | 0.8% | 0.9% | 0.8% | 0.2% | 1.5% | 0.1% | 421 | 494 | 546 | 289 | 290 | 350 |
| 4-5 years | 29.5% | 23.8% | 23.7% | 40.6% | 39.5% | 37.9% | 28.2% | 33.3% | 36.3% | 0.7% | 2.5% | 1.6% | 1.0% | 0.9% | 0.6% | 557 | 611 | 607 | 356 | 344 | 357 |
| 6-10 years | 25.9% | 26.8% | 24.3% | 41.2% | 38.3% | 40.0% | 30.5% | 32.2% | 34.0% | 1.1% | 1.7% | 0.9% | 1.4% | 0.9% | 0.7% | 1,228 | 1,153 | 1,045 | 761 | 622 | 555 |
| 11-14 years | 24.1% | 22.6% | 22.5% | 38.0% | 43.0% | 42.1% | 33.7% | 32.3% | 32.3% | 2.5% | 1.5% | 1.9% | 1.7% | 0.7% | 1.2% | 915 | 907 | 847 | 478 | 479 | 409 |
| 15-20 years | 25.6% | 25.7% | 23.9% | 42.0% | 43.2% | 39.6% | 29.9% | 28.0% | 32.9% | 1.2% | 2.4% | 2.0% | 1.3% | 0.7% | 1.7% | 949 | 809 | 803 | 481 | 412 | 360 |
| > 20 years | 26.2% | 26.3% | 25.6% | 40.7% | 43.2% | 43.0% | 30.8% | 27.2% | 29.1% | 1.5% | 1.9% | 1.8% | 0.8% | 1.4% | 0.5% | 3,151 | 3,150 | 3,274 | 1,299 | 1,189 | 1,253 |
| Time with Current Agency | | | | | | | | | | | | | | | | | | | | | |
| < 1 year | 34.3% | 33.9% | 35.5% | 36.8% | 36.3% | 39.0% | 26.6% | 29.8% | 25.5% | 0.4% | 0.0% | 0.0% | 1.9% | 0.0% | 0.0% | 238 | 179 | 186 | 150 | 82 | 78 |
| 1-3 years | 25.5% | 28.6% | 28.1% | 34.0% | 37.7% | 40.6% | 39.3% | 30.5% | 29.8% | 1.2% | 1.2% | 1.1% | 0.1% | 2.0% | 0.4% | 722 | 840 | 885 | 449 | 444 | 493 |
| 4-5 years | 30.3% | 24.1% | 23.2% | 39.9% | 43.3% | 37.4% | 28.8% | 29.5% | 36.4% | 0.6% | 2.4% | 2.3% | 0.4% | 0.7% | 0.7% | 752 | 816 | 773 | 440 | 450 | 469 |
| 6-10 years | 25.6% | 26.3% | 23.4% | 41.7% | 39.8% | 41.5% | 29.3% | 31.2% | 33.4% | 1.6% | 1.7% | 0.8% | 1.7% | 0.9% | 0.9% | 1,503 | 1,444 | 1,276 | 876 | 686 | 592 |
| 11-20 years | 25.3% | 25.4% | 25.3% | 39.4% | 41.5% | 40.9% | 32.2% | 30.6% | 30.6% | 1.5% | 1.9% | 2.2% | 1.6% | 0.7% | 1.0% | 1,882 | 1,727 | 1,634 | 870 | 859 | 789 |
| > 20 years | 26.1% | 24.5% | 24.7% | 42.1% | 45.7% | 43.7% | 29.8% | 26.3% | 29.2% | 1.6% | 2.2% | 1.7% | 0.5% | 1.3% | 0.7% | 2,185 | 2,166 | 2,375 | 922 | 835 | 887 |
| Leaving | | | | | | | | | | | | | | | | | | | | | |
| No | 29.7% | 28.2% | 27.2% | 38.8% | 42.4% | 41.2% | 29.7% | 27.4% | 29.9% | 1.2% | 1.4% | 1.1% | 0.6% | 0.6% | 0.5% | 4,983 | 4,997 | 5,054 | 2,387 | 2,213 | 2,216 |
| Yes, to retire | 23.2% | 23.0% | 24.8% | 47.7% | 44.8% | 44.9% | 27.1% | 26.9% | 28.2% | 0.9% | 3.1% | 2.0% | 1.1% | 2.2% | 0.1% | 703 | 691 | 681 | 260 | 270 | 246 |
| Yes, to other job in Govt | 18.9% | 20.9% | 20.8% | 39.3% | 39.0% | 38.6% | 37.0% | 37.0% | 36.8% | 2.3% | 2.1% | 1.9% | 2.5% | 1.1% | 1.9% | 1,174 | 1,052 | 987 | 723 | 563 | 594 |
| Yes, to other job outside Govt | 19.9% | 22.1% | 20.0% | 37.2% | 31.7% | 31.6% | 37.9% | 37.5% | 42.7% | 0.6% | 5.9% | 3.8% | 4.4% | 2.8% | 1.9% | 163 | 161 | 175 | 127 | 122 | 98 |
| Yes, other | 16.8% | 17.8% | 12.6% | 41.1% | 37.1% | 39.6% | 39.2% | 37.2% | 42.1% | 2.4% | 3.6% | 4.2% | 0.5% | 4.3% | 1.4% | 269 | 284 | 274 | 218 | 181 | 164 |
| Retiring | | | | | | | | | | | | | | | | | | | | | |
| Within 1 year | 27.3% | 24.0% | 24.1% | 43.5% | 44.5% | 42.9% | 26.3% | 25.4% | 29.6% | 0.9% | 5.0% | 3.2% | 2.0% | 1.2% | 0.1% | 408 | 390 | 372 | 154 | 153 | 154 |
| Between 1-3 years | 24.8% | 22.0% | 23.6% | 42.1% | 48.1% | 44.6% | 30.5% | 26.8% | 30.0% | 1.8% | 2.1% | 1.4% | 0.8% | 1.0% | 0.3% | 955 | 953 | 944 | 405 | 412 | 351 |
| Between 3-5 years | 23.7% | 25.5% | 22.8% | 41.0% | 40.5% | 43.6% | 33.3% | 31.5% | 31.3% | 1.3% | 1.7% | 1.7% | 0.7% | 0.8% | 0.6% | 1,056 | 972 | 946 | 445 | 396 | 352 |
| 5 or more years | 27.8% | 26.7% | 26.0% | 38.8% | 40.9% | 40.1% | 31.1% | 30.0% | 31.5% | 1.3% | 1.4% | 1.5% | 1.0% | 1.1% | 0.9% | 4,830 | 4,801 | 4,826 | 2,665 | 2,349 | 2,411 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

(84) 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 | | |
|------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|--------------|--------------|-------------------|--------------|--------------|
| | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 | 2015 | 2014 | 2013 |
| All Responses | 26.6% | 25.9% | 25.3% | 39.7% | 41.7% | 41.0% | 31.3% | 29.5% | 31.3% | 1.4% | 1.8% | 1.6% | 1.1% | 1.1% | 0.7% | 7,497 | 7,385 | 7,391 | 3,831 | 3,459 | 3,445 |
| Self-Identify as: | | | | | | | | | | | | | | | | | | | | | |
| Heterosexual | 27.6% | 27.0% | 25.4% | 39.3% | 41.3% | 41.5% | 31.0% | 29.3% | 31.0% | 1.2% | 1.5% | 1.5% | 0.8% | 0.9% | 0.6% | 5,839 | 5,759 | 5,765 | 2,956 | 2,687 | 2,668 |
| LGBT* | 30.4% | 20.8% | 32.9% | 39.0% | 39.2% | 34.4% | 25.6% | 34.6% | 28.9% | 1.0% | 3.1% | 0.7% | 4.0% | 2.3% | 3.2% | 198 | 161 | 163 | 88 | 92 | 85 |
| Prefer not to say | 20.7% | 22.7% | 24.5% | 42.9% | 42.6% | 40.6% | 32.9% | 29.5% | 31.7% | 1.5% | 3.3% | 1.8% | 2.0% | 1.9% | 1.4% | 991 | 982 | 945 | 484 | 384 | 403 |
| Military Service | | | | | | | | | | | | | | | | | | | | | |
| No Prior Military Service | 27.3% | 25.7% | --- | 39.7% | 43.8% | --- | 30.6% | 27.7% | --- | 1.3% | 1.8% | --- | 1.1% | 1.0% | --- | 5,229 | 5,110 | --- | 2,587 | 2,288 | --- |
| Currently in Guard/Reserves | 31.5% | 29.1% | --- | 30.4% | 31.4% | --- | 37.3% | 36.6% | --- | 0.8% | 0.4% | --- | 0.0% | 2.5% | --- | 120 | 115 | --- | 76 | 57 | --- |
| Retired Separated/Discharged | 23.8% | 30.0% | --- | 40.9% | 39.0% | --- | 33.0% | 29.1% | --- | 1.6% | 1.4% | --- | 0.8% | 0.5% | --- | 772 | 808 | --- | 469 | 455 | --- |
| Discharged | 25.4% | 25.2% | --- | 40.9% | 37.1% | --- | 31.0% | 33.9% | --- | 1.4% | 2.3% | --- | 1.2% | 1.5% | --- | 1,090 | 1,056 | --- | 520 | 491 | --- |
| Disability | | | | | | | | | | | | | | | | | | | | | |
| Yes | 25.0% | 27.9% | 24.5% | 38.0% | 38.0% | 39.3% | 32.9% | 29.9% | 33.3% | 2.1% | 2.6% | 1.9% | 1.9% | 1.6% | 1.0% | 1,324 | 1,274 | 1,240 | 603 | 501 | 503 |
| No | 27.1% | 25.7% | 25.6% | 40.3% | 42.6% | 41.6% | 30.6% | 29.2% | 30.7% | 1.1% | 1.7% | 1.4% | 0.8% | 0.9% | 0.7% | 5,945 | 5,860 | 5,907 | 3,070 | 2,803 | 2,803 |

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

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Planning and Policy Analysis

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