

**2019 Office of Personnel Management Federal Employee Viewpoint Survey:  
Report by Demographics**

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**Survey Items**

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I have enough information to do my job well.
Q3	I feel encouraged to come up with new and better ways of doing things.
Q4	My work gives me a feeling of personal accomplishment.
Q5	I like the kind of work I do.
Q6	I know what is expected of me on the job.
Q7	When needed I am willing to put in the extra effort to get a job done.
Q8	I am constantly looking for ways to do my job better.
Q9	I have sufficient resources to get my job done.
Q10	My workload is reasonable.
Q11	My talents are used well in the workplace.
Q12	I know how my work relates to the agency's goals.
Q13	The work I do is important.
Q14	Physical conditions allow employees to perform their jobs well.
Q15	My performance appraisal is a fair reflection of my performance.
Q16	I am held accountable for achieving results.
Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q18	My training needs are assessed.
Q19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.
Q20	The people I work with cooperate to get the job done.
Q21	My work unit is able to recruit people with the right skills.
Q22	Promotions in my work unit are based on merit.
Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
Q24	In my work unit, differences in performance are recognized in a meaningful way.
Q25	Awards in my work unit depend on how well employees perform their jobs.
Q26	Employees in my work unit share job knowledge with each other.
Q27	The skill level in my work unit has improved in the past year.
Q28	How would you rate the overall quality of work done by your work unit?
Q29	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q30	Employees have a feeling of personal empowerment with respect to work processes.
Q31	Employees are recognized for providing high quality products and services.

## Survey Items

Item	Item Text
Q32	Creativity and innovation are rewarded.
Q33	Pay raises depend on how well employees perform their jobs.
Q34	Policies and programs promote diversity in the workplace.
Q35	Employees are protected from health and safety hazards on the job.
Q36	My organization has prepared employees for potential security threats.
Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.
Q38	Prohibited Personnel Practices are not tolerated.
Q39	My agency is successful at accomplishing its mission.
Q40	I recommend my organization as a good place to work.
Q41	I believe the results of this survey will be used to make my agency a better place to work.
Q42	My supervisor supports my need to balance work and other life issues.
Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.
Q44	Discussions with my supervisor about my performance are worthwhile.
Q45	My supervisor is committed to a workforce representative of all segments of society.
Q46	My supervisor provides me with constructive suggestions to improve my job performance.
Q47	Supervisors in my work unit support employee development.
Q48	My supervisor listens to what I have to say.
Q49	My supervisor treats me with respect.
Q50	In the last six months, my supervisor has talked with me about my performance.
Q51	I have trust and confidence in my supervisor.
Q52	Overall, how good a job do you feel is being done by your immediate supervisor?
Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q54	My organization's senior leaders maintain high standards of honesty and integrity.
Q55	Supervisors work well with employees of different backgrounds.
Q56	Managers communicate the goals of the organization.
Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.
Q58	Managers promote communication among different work units.
Q59	Managers support collaboration across work units to accomplish work objectives.
Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q61	I have a high level of respect for my organization's senior leaders.
Q62	Senior leaders demonstrate support for Work/Life programs.
Q63	How satisfied are you with your involvement in decisions that affect your work?
Q64	How satisfied are you with the information you receive from management on what's going on in your organization?
Q65	How satisfied are you with the recognition you receive for doing a good job?
Q66	How satisfied are you with the policies and practices of your senior leaders?
Q67	How satisfied are you with your opportunity to get a better job in your organization?
Q68	How satisfied are you with the training you receive for your present job?
Q69	Considering everything, how satisfied are you with your job?

## Survey Items

Item	Item Text
Q70	Considering everything, how satisfied are you with your pay?
Q71	Considering everything, how satisfied are you with your organization?
Q72	Currently, in my work unit poor performers usually:
Q78	Please select the response below that BEST describes your current teleworking schedule.
Q79	How satisfied are you with the Telework program in your agency?
Q80_1	Work-Life program used at your agency within the last 12 months? Alternative Work Schedules
Q80_2	Work-Life program used at your agency within the last 12 months? Health and Wellness Programs
Q80_3	Work-Life program used at your agency within the last 12 months? Employee Assistance Program
Q80_4	Work-Life program used at your agency within the last 12 months? Child Care Programs
Q80_5	Work-Life program used at your agency within the last 12 months? Elder Care Programs
Q80_6	Work-Life program used at your agency within the last 12 months? None Listed Above
Q81	How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules
Q82	How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs
Q83	How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program
Q84	How satisfied are you with the following Work-Life programs in your agency? Child Care Programs
Q85	How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>24.4 %</b>	<b>42.8 %</b>	<b>15.0 %</b>	<b>12.1 %</b>	<b>5.6 %</b>	<b>611,219</b>
<b>Work Location</b>						
Headquarters	28.1 %	43.1 %	13.5 %	10.5 %	4.9 %	220,472
Field	22.9 %	42.8 %	15.4 %	12.8 %	6.1 %	349,027
<b>Supervisory Status</b>						
Senior Leader	52.5 %	33.3 %	6.9 %	4.8 %	2.5 %	9,722
Manager	37.1 %	42.7 %	10.3 %	7.2 %	2.7 %	38,900
Supervisor	28.4 %	45.5 %	12.7 %	9.6 %	3.8 %	76,918
Team Leader	24.8 %	44.6 %	14.1 %	11.7 %	4.9 %	82,155
Non-Supervisor	22.3 %	42.2 %	15.9 %	13.1 %	6.5 %	365,526
<b>Sex</b>						
Male	25.7 %	43.2 %	14.4 %	11.2 %	5.5 %	309,986
Female	23.9 %	42.7 %	15.0 %	12.8 %	5.6 %	246,566
<b>Hispanic or Latino</b>						
Yes	24.3 %	39.4 %	15.4 %	13.1 %	7.8 %	55,159
No	25.0 %	43.4 %	14.5 %	11.7 %	5.3 %	504,312
<b>Race</b>						
American Indian/Alaska Native	20.5 %	40.0 %	17.3 %	14.3 %	7.8 %	13,052
Asian	27.4 %	45.3 %	14.5 %	8.5 %	4.3 %	31,094
Black/AfricanAmerican	26.4 %	41.0 %	14.3 %	11.6 %	6.8 %	78,946
Native Hawaiian/Pacific Islander	22.2 %	41.4 %	17.3 %	12.2 %	6.9 %	3,950
White	25.0 %	43.7 %	14.4 %	11.8 %	5.0 %	393,131
Two or more races (Not Hispanic/Latino)	22.2 %	38.8 %	15.7 %	14.6 %	8.7 %	23,471
<b>Age Group</b>						
25 and under	29.4 %	47.9 %	11.1 %	8.5 %	3.1 %	7,250
26-29 years old	27.7 %	44.9 %	12.1 %	10.7 %	4.6 %	16,985
30-39 years old	25.2 %	43.2 %	13.1 %	12.4 %	6.1 %	112,330
40-49 years old	24.6 %	42.2 %	14.2 %	12.8 %	6.2 %	145,680
50-59 years old	25.0 %	42.9 %	15.5 %	11.5 %	5.2 %	191,988
60 or older	24.1 %	43.5 %	17.1 %	10.7 %	4.7 %	85,462
<b>Level of Education</b>						
Less than High School	20.6 %	36.7 %	21.5 %	10.6 %	10.5 %	478
H.S. Diploma/GED or equiv	21.3 %	44.2 %	18.0 %	10.9 %	5.6 %	24,258

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>24.4 %</b>	<b>42.8 %</b>	<b>15.0 %</b>	<b>12.1 %</b>	<b>5.6 %</b>	<b>611,219</b>
Trade/Technical Certificate	20.2 %	40.6 %	18.7 %	13.7 %	6.8 %	12,734
Some College (no degree)	21.5 %	41.1 %	17.3 %	13.4 %	6.8 %	77,960
Associate's Degree	21.3 %	41.9 %	16.6 %	13.6 %	6.6 %	45,276
Bachelor's Degree	24.4 %	44.1 %	14.4 %	11.9 %	5.2 %	198,244
Master's Degree	28.2 %	43.0 %	12.6 %	11.0 %	5.1 %	150,064
Doctoral/Professional Degree	30.4 %	42.6 %	12.1 %	10.1 %	4.8 %	57,611
<b>Pay Category</b>						
Federal Wage System	18.6 %	40.3 %	18.1 %	14.6 %	8.4 %	19,765
GS 1-6	20.7 %	39.1 %	17.8 %	14.1 %	8.2 %	24,503
GS 7-12	22.4 %	42.5 %	15.6 %	13.2 %	6.3 %	242,022
GS 13-15	29.0 %	44.6 %	12.6 %	9.8 %	4.0 %	232,444
SES	56.9 %	30.7 %	6.0 %	4.4 %	2.0 %	5,414
SL/ST	40.1 %	39.2 %	9.8 %	7.1 %	3.8 %	2,121
Other	21.6 %	42.5 %	16.6 %	13.1 %	6.2 %	46,777
<b>Time in Federal Government</b>						
< 1 year	37.3 %	45.1 %	10.1 %	5.7 %	1.7 %	10,839
1-3 years	30.0 %	44.0 %	12.3 %	9.8 %	3.9 %	57,077
4-5 years	26.9 %	42.4 %	13.6 %	11.8 %	5.3 %	43,899
6-10 years	24.3 %	43.1 %	14.2 %	12.6 %	5.9 %	117,684
11-14 years	23.0 %	42.4 %	15.1 %	13.1 %	6.5 %	94,511
15-20 years	22.1 %	42.0 %	15.9 %	13.4 %	6.7 %	97,863
> 20 years	24.2 %	43.2 %	16.1 %	11.2 %	5.3 %	149,928
<b>Time with Current Agency</b>						
< 1 year	36.8 %	42.8 %	10.9 %	7.1 %	2.4 %	20,036
1-3 years	29.2 %	42.7 %	12.6 %	10.8 %	4.8 %	86,159
4-5 years	26.2 %	41.6 %	13.8 %	12.5 %	6.0 %	57,511
6-10 years	23.3 %	43.0 %	14.7 %	12.9 %	6.2 %	121,319
11-14 years	22.0 %	42.6 %	15.6 %	13.3 %	6.6 %	88,522
15-20 years	21.6 %	42.4 %	16.4 %	13.1 %	6.4 %	88,196
> 20 years	24.4 %	44.4 %	16.0 %	10.6 %	4.6 %	110,051
<b>Leaving</b>						
No	30.8 %	46.5 %	12.7 %	7.6 %	2.4 %	379,571

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>24.4 %</b>	<b>42.8 %</b>	<b>15.0 %</b>	<b>12.1 %</b>	<b>5.6 %</b>	<b>611,219</b>
Yes, to retire	20.2 %	43.5 %	18.9 %	12.2 %	5.2 %	34,494
Yes, to other job in Govt	13.1 %	35.5 %	18.1 %	21.2 %	12.1 %	107,800
Yes, to other job outside Govt	11.5 %	34.0 %	17.0 %	23.0 %	14.5 %	23,728
Yes, other	10.5 %	32.6 %	20.7 %	21.8 %	14.4 %	26,263
<b>Retiring</b>						
Within 1 year	20.6 %	41.7 %	18.2 %	12.9 %	6.6 %	21,855
Between 1-3 years	21.4 %	43.7 %	17.6 %	11.9 %	5.3 %	58,770
Between 3-5 years	22.8 %	43.0 %	16.6 %	12.1 %	5.5 %	64,263
5 or more years	25.7 %	42.9 %	13.9 %	11.9 %	5.6 %	424,215
<b>Transgender</b>						
Yes	16.6 %	34.4 %	18.1 %	16.4 %	14.5 %	2,044
No	25.1 %	43.0 %	14.6 %	11.8 %	5.5 %	551,477
<b>Consider Yourself as</b>						
Straight	25.3 %	43.2 %	14.5 %	11.7 %	5.3 %	517,586
Gay or Lesbian	25.4 %	42.1 %	13.4 %	12.9 %	6.2 %	12,009
Bisexual	23.3 %	41.5 %	12.8 %	14.4 %	8.0 %	6,100
Something else	16.8 %	35.5 %	19.0 %	16.4 %	12.3 %	10,632
<b>Military Service</b>						
No Prior Military Service	24.2 %	43.9 %	14.7 %	11.8 %	5.4 %	400,356
Currently in Guard/Reserves	26.5 %	41.5 %	13.9 %	12.3 %	5.8 %	10,748
Retired	28.8 %	42.2 %	14.6 %	10.0 %	4.4 %	76,133
Separated/Discharged	23.1 %	39.9 %	15.3 %	14.2 %	7.5 %	85,554
<b>Disability</b>						
Yes	23.6 %	37.7 %	15.9 %	14.1 %	8.7 %	79,479
No	25.2 %	43.9 %	14.5 %	11.5 %	5.0 %	482,793

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>21.5 %</b>	<b>50.2 %</b>	<b>14.2 %</b>	<b>10.6 %</b>	<b>3.5 %</b>	<b>611,571</b>
<b>Work Location</b>						
Headquarters	24.0 %	49.4 %	13.2 %	10.0 %	3.4 %	220,564
Field	20.4 %	50.7 %	14.5 %	10.8 %	3.6 %	349,186
<b>Supervisory Status</b>						
Senior Leader	47.5 %	39.1 %	6.4 %	4.7 %	2.3 %	9,730
Manager	31.1 %	49.2 %	10.1 %	7.5 %	2.2 %	38,908
Supervisor	23.5 %	51.5 %	12.6 %	9.5 %	2.8 %	76,987
Team Leader	21.4 %	51.4 %	13.5 %	10.4 %	3.2 %	82,177
Non-Supervisor	20.0 %	50.1 %	14.9 %	11.1 %	3.9 %	365,687
<b>Sex</b>						
Male	22.8 %	50.2 %	13.8 %	9.8 %	3.4 %	310,164
Female	20.7 %	50.7 %	13.9 %	11.2 %	3.5 %	246,669
<b>Hispanic or Latino</b>						
Yes	22.6 %	47.6 %	14.8 %	10.7 %	4.4 %	55,247
No	21.8 %	50.7 %	13.8 %	10.4 %	3.3 %	504,483
<b>Race</b>						
American Indian/Alaska Native	18.7 %	48.9 %	16.6 %	11.2 %	4.7 %	13,034
Asian	24.3 %	51.1 %	13.9 %	7.9 %	2.8 %	31,150
Black/AfricanAmerican	26.0 %	49.0 %	12.6 %	9.0 %	3.5 %	79,132
Native Hawaiian/Pacific Islander	21.2 %	48.3 %	15.8 %	10.6 %	4.1 %	3,959
White	21.3 %	51.1 %	13.8 %	10.6 %	3.3 %	393,164
Two or more races (Not Hispanic/Latino)	19.4 %	46.4 %	16.4 %	12.7 %	5.2 %	23,454
<b>Age Group</b>						
25 and under	22.0 %	54.4 %	13.5 %	7.9 %	2.3 %	7,224
26-29 years old	21.6 %	51.8 %	13.9 %	9.7 %	3.1 %	16,979
30-39 years old	20.0 %	50.4 %	14.3 %	11.2 %	4.1 %	112,269
40-49 years old	20.9 %	49.9 %	14.1 %	11.3 %	3.8 %	145,643
50-59 years old	23.0 %	50.5 %	13.6 %	9.8 %	3.1 %	192,070
60 or older	24.4 %	50.2 %	13.6 %	9.1 %	2.6 %	85,776
<b>Level of Education</b>						
Less than High School	22.8 %	41.5 %	19.8 %	10.8 %	5.1 %	484
H.S. Diploma/GED or equiv	22.1 %	51.7 %	14.7 %	8.3 %	3.1 %	24,319

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>21.5 %</b>	<b>50.2 %</b>	<b>14.2 %</b>	<b>10.6 %</b>	<b>3.5 %</b>	<b>611,571</b>
Trade/Technical Certificate	19.4 %	49.8 %	16.2 %	10.7 %	3.8 %	12,743
Some College (no degree)	21.3 %	49.6 %	14.9 %	10.4 %	3.8 %	78,125
Associate's Degree	20.1 %	50.8 %	15.1 %	10.6 %	3.4 %	45,291
Bachelor's Degree	20.7 %	51.0 %	14.1 %	10.7 %	3.4 %	198,283
Master's Degree	22.9 %	49.9 %	13.1 %	10.7 %	3.5 %	150,071
Doctoral/Professional Degree	26.8 %	49.1 %	11.6 %	9.2 %	3.2 %	57,579
<b>Pay Category</b>						
Federal Wage System	18.9 %	49.9 %	16.7 %	10.4 %	4.0 %	19,798
GS 1-6	22.2 %	48.7 %	14.8 %	10.4 %	3.9 %	24,522
GS 7-12	19.8 %	50.2 %	15.0 %	11.3 %	3.8 %	242,151
GS 13-15	24.2 %	50.6 %	12.3 %	9.7 %	3.1 %	232,461
SES	50.8 %	36.9 %	5.7 %	4.6 %	2.0 %	5,425
SL/ST	34.9 %	44.6 %	9.8 %	7.4 %	3.3 %	2,124
Other	20.0 %	51.7 %	15.0 %	10.0 %	3.3 %	46,837
<b>Time in Federal Government</b>						
< 1 year	25.0 %	50.1 %	13.8 %	9.1 %	2.0 %	10,824
1-3 years	23.4 %	50.6 %	13.7 %	9.6 %	2.7 %	57,066
4-5 years	22.1 %	49.8 %	14.1 %	10.6 %	3.4 %	43,837
6-10 years	20.9 %	50.5 %	14.2 %	10.9 %	3.6 %	117,722
11-14 years	20.5 %	50.1 %	14.3 %	11.1 %	4.0 %	94,514
15-20 years	20.3 %	49.8 %	14.7 %	11.3 %	3.9 %	97,933
> 20 years	23.3 %	50.5 %	13.3 %	9.5 %	3.4 %	150,195
<b>Time with Current Agency</b>						
< 1 year	24.7 %	47.9 %	14.1 %	10.3 %	3.0 %	19,997
1-3 years	22.9 %	48.9 %	14.0 %	10.8 %	3.4 %	86,129
4-5 years	21.8 %	49.4 %	14.3 %	10.9 %	3.6 %	57,475
6-10 years	20.6 %	50.7 %	14.3 %	10.8 %	3.6 %	121,357
11-14 years	20.3 %	50.7 %	14.3 %	10.8 %	3.9 %	88,566
15-20 years	20.6 %	50.5 %	14.5 %	10.7 %	3.7 %	88,299
> 20 years	23.7 %	51.5 %	12.9 %	9.0 %	3.0 %	110,253
<b>Leaving</b>						
No	26.1 %	53.4 %	11.8 %	7.0 %	1.6 %	379,940



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	21.5 %	50.2 %	14.2 %	10.6 %	3.5 %	611,571
Yes, to retire	21.2 %	50.3 %	14.8 %	10.6 %	3.1 %	34,566
Yes, to other job in Govt	13.0 %	43.9 %	18.2 %	17.4 %	7.4 %	107,727
Yes, to other job outside Govt	10.2 %	41.6 %	18.3 %	20.4 %	9.6 %	23,676
Yes, other	10.4 %	41.8 %	20.6 %	18.5 %	8.6 %	26,219
<b>Retiring</b>						
Within 1 year	21.7 %	48.3 %	14.6 %	11.3 %	4.1 %	21,905
Between 1-3 years	21.6 %	50.8 %	14.2 %	10.1 %	3.2 %	58,918
Between 3-5 years	21.9 %	50.7 %	14.0 %	10.2 %	3.2 %	64,280
5 or more years	21.8 %	50.3 %	13.9 %	10.5 %	3.5 %	424,265
<b>Transgender</b>						
Yes	15.2 %	40.7 %	16.9 %	17.5 %	9.7 %	2,046
No	22.0 %	50.4 %	13.8 %	10.3 %	3.4 %	551,744
<b>Consider Yourself as</b>						
Straight	22.3 %	50.6 %	13.7 %	10.2 %	3.3 %	517,844
Gay or Lesbian	21.2 %	49.8 %	13.5 %	11.2 %	4.2 %	12,022
Bisexual	19.3 %	48.1 %	14.6 %	13.1 %	5.0 %	6,105
Something else	14.5 %	42.2 %	18.9 %	16.3 %	8.0 %	10,635
<b>Military Service</b>						
No Prior Military Service	20.7 %	51.1 %	14.2 %	10.5 %	3.5 %	400,510
Currently in Guard/Reserves	23.0 %	48.6 %	13.9 %	10.7 %	3.8 %	10,752
Retired	27.6 %	49.0 %	12.2 %	8.6 %	2.6 %	76,201
Separated/Discharged	20.5 %	48.5 %	14.8 %	11.8 %	4.4 %	85,599
<b>Disability</b>						
Yes	21.9 %	45.7 %	15.2 %	12.2 %	5.0 %	79,533
No	21.9 %	51.2 %	13.7 %	10.1 %	3.2 %	483,010

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>25.0 %</b>	<b>36.8 %</b>	<b>17.2 %</b>	<b>13.5 %</b>	<b>7.4 %</b>	<b>609,335</b>
<b>Work Location</b>						
Headquarters	29.2 %	37.7 %	15.4 %	11.6 %	6.1 %	219,918
Field	23.1 %	36.3 %	17.9 %	14.5 %	8.2 %	347,822
<b>Supervisory Status</b>						
Senior Leader	56.0 %	28.9 %	6.7 %	5.4 %	3.0 %	9,706
Manager	39.3 %	37.3 %	11.0 %	8.4 %	4.0 %	38,747
Supervisor	29.6 %	39.5 %	14.3 %	11.3 %	5.3 %	76,720
Team Leader	26.9 %	38.0 %	15.4 %	12.8 %	6.9 %	81,864
Non-Supervisor	22.1 %	36.1 %	18.7 %	14.6 %	8.4 %	364,411
<b>Sex</b>						
Male	26.2 %	36.3 %	16.9 %	13.0 %	7.7 %	308,901
Female	24.7 %	37.9 %	17.0 %	13.6 %	6.7 %	245,956
<b>Hispanic or Latino</b>						
Yes	24.6 %	33.8 %	18.1 %	14.1 %	9.4 %	55,009
No	25.6 %	37.3 %	16.8 %	13.2 %	7.1 %	502,734
<b>Race</b>						
American Indian/Alaska Native	20.7 %	36.4 %	19.2 %	14.6 %	9.1 %	12,975
Asian	26.6 %	40.6 %	17.5 %	9.9 %	5.3 %	31,068
Black/AfricanAmerican	26.5 %	37.4 %	16.8 %	12.2 %	7.1 %	78,681
Native Hawaiian/Pacific Islander	23.1 %	36.5 %	19.4 %	13.0 %	8.0 %	3,956
White	25.8 %	36.9 %	16.6 %	13.5 %	7.1 %	391,894
Two or more races (Not Hispanic/Latino)	23.0 %	32.9 %	18.0 %	15.1 %	11.1 %	23,404
<b>Age Group</b>						
25 and under	23.1 %	38.5 %	19.3 %	13.4 %	5.8 %	7,216
26-29 years old	23.5 %	35.6 %	18.2 %	14.7 %	8.0 %	16,963
30-39 years old	24.4 %	35.6 %	16.6 %	14.5 %	9.0 %	112,077
40-49 years old	25.3 %	36.4 %	16.4 %	13.9 %	8.0 %	145,294
50-59 years old	26.7 %	37.8 %	16.7 %	12.4 %	6.4 %	191,219
60 or older	25.8 %	38.0 %	18.5 %	11.9 %	5.8 %	85,217
<b>Level of Education</b>						
Less than High School	21.3 %	34.6 %	21.5 %	12.1 %	10.5 %	483
H.S. Diploma/GED or equiv	22.6 %	38.8 %	19.6 %	12.1 %	6.9 %	24,164

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>25.0 %</b>	<b>36.8 %</b>	<b>17.2 %</b>	<b>13.5 %</b>	<b>7.4 %</b>	<b>609,335</b>
Trade/Technical Certificate	20.9 %	36.9 %	19.7 %	14.2 %	8.2 %	12,652
Some College (no degree)	23.2 %	35.6 %	18.7 %	14.2 %	8.3 %	77,730
Associate's Degree	23.1 %	36.6 %	18.3 %	14.1 %	7.9 %	45,086
Bachelor's Degree	24.7 %	37.4 %	17.1 %	13.6 %	7.2 %	197,591
Master's Degree	28.6 %	37.1 %	15.0 %	12.5 %	6.8 %	149,704
Doctoral/Professional Degree	28.5 %	35.5 %	15.5 %	13.0 %	7.5 %	57,470
<b>Pay Category</b>						
Federal Wage System	19.8 %	34.7 %	19.5 %	16.0 %	9.9 %	19,731
GS 1-6	21.6 %	35.2 %	20.5 %	14.1 %	8.7 %	24,413
GS 7-12	22.7 %	37.0 %	18.0 %	14.2 %	8.0 %	241,169
GS 13-15	30.0 %	37.7 %	14.7 %	11.6 %	6.0 %	231,817
SES	60.1 %	24.9 %	6.6 %	5.5 %	2.8 %	5,409
SL/ST	41.8 %	32.3 %	12.5 %	7.6 %	5.9 %	2,120
Other	20.3 %	34.6 %	19.7 %	16.0 %	9.3 %	46,620
<b>Time in Federal Government</b>						
< 1 year	31.1 %	39.0 %	17.4 %	9.3 %	3.2 %	10,812
1-3 years	27.5 %	36.9 %	16.9 %	12.5 %	6.1 %	56,898
4-5 years	25.8 %	36.0 %	16.7 %	14.0 %	7.5 %	43,756
6-10 years	24.9 %	36.5 %	16.8 %	13.9 %	7.9 %	117,367
11-14 years	24.2 %	36.1 %	16.9 %	14.2 %	8.6 %	94,222
15-20 years	23.4 %	36.2 %	17.3 %	14.6 %	8.4 %	97,538
> 20 years	26.2 %	38.0 %	17.2 %	12.2 %	6.5 %	149,454
<b>Time with Current Agency</b>						
< 1 year	32.6 %	37.9 %	16.3 %	9.2 %	4.0 %	19,965
1-3 years	27.7 %	36.2 %	16.6 %	12.8 %	6.7 %	85,887
4-5 years	25.6 %	35.7 %	16.6 %	14.2 %	7.9 %	57,351
6-10 years	24.1 %	36.6 %	16.9 %	14.2 %	8.2 %	120,961
11-14 years	23.3 %	36.2 %	17.3 %	14.5 %	8.7 %	88,240
15-20 years	23.1 %	36.7 %	17.7 %	14.3 %	8.2 %	87,920
> 20 years	26.7 %	38.7 %	17.1 %	11.7 %	5.8 %	109,715
<b>Leaving</b>						
No	31.0 %	40.2 %	15.7 %	9.5 %	3.6 %	378,669

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>25.0 %</b>	<b>36.8 %</b>	<b>17.2 %</b>	<b>13.5 %</b>	<b>7.4 %</b>	<b>609,335</b>
Yes, to retire	21.9 %	37.7 %	19.6 %	14.0 %	6.9 %	34,330
Yes, to other job in Govt	14.5 %	30.2 %	19.3 %	21.2 %	14.8 %	107,370
Yes, to other job outside Govt	11.9 %	26.1 %	17.8 %	24.2 %	20.1 %	23,598
Yes, other	10.9 %	27.2 %	21.1 %	22.5 %	18.2 %	26,137
<b>Retiring</b>						
Within 1 year	21.9 %	36.2 %	18.6 %	14.7 %	8.6 %	21,771
Between 1-3 years	23.5 %	37.6 %	18.8 %	13.3 %	6.9 %	58,543
Between 3-5 years	24.5 %	37.8 %	17.8 %	13.2 %	6.8 %	63,987
5 or more years	25.9 %	36.6 %	16.6 %	13.4 %	7.5 %	423,052
<b>Transgender</b>						
Yes	16.4 %	29.6 %	17.8 %	17.1 %	19.1 %	2,032
No	25.6 %	36.9 %	16.9 %	13.3 %	7.3 %	549,809
<b>Consider Yourself as</b>						
Straight	25.9 %	37.1 %	16.8 %	13.1 %	7.1 %	516,014
Gay or Lesbian	25.6 %	35.3 %	16.1 %	14.5 %	8.4 %	11,995
Bisexual	23.0 %	33.6 %	17.1 %	15.5 %	10.8 %	6,086
Something else	16.5 %	30.3 %	19.1 %	18.4 %	15.7 %	10,590
<b>Military Service</b>						
No Prior Military Service	24.3 %	37.5 %	17.4 %	13.6 %	7.3 %	399,154
Currently in Guard/Reserves	27.1 %	35.5 %	15.9 %	13.0 %	8.5 %	10,746
Retired	31.5 %	37.0 %	15.1 %	11.1 %	5.4 %	75,856
Separated/Discharged	23.9 %	34.3 %	17.2 %	14.9 %	9.6 %	85,267
<b>Disability</b>						
Yes	25.1 %	33.1 %	17.0 %	14.6 %	10.2 %	79,154
No	25.5 %	37.5 %	17.0 %	13.1 %	6.9 %	481,389

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>30.5 %</b>	<b>41.6 %</b>	<b>14.5 %</b>	<b>8.4 %</b>	<b>5.0 %</b>	<b>612,601</b>
<b>Work Location</b>						
Headquarters	32.8 %	41.3 %	13.7 %	7.7 %	4.5 %	220,923
Field	29.7 %	41.7 %	14.6 %	8.6 %	5.4 %	349,771
<b>Supervisory Status</b>						
Senior Leader	61.2 %	27.9 %	5.8 %	2.8 %	2.3 %	9,742
Manager	44.6 %	38.4 %	9.0 %	5.3 %	2.7 %	38,950
Supervisor	35.6 %	42.2 %	11.9 %	6.8 %	3.6 %	77,084
Team Leader	32.2 %	42.7 %	13.2 %	7.7 %	4.2 %	82,320
Non-Supervisor	27.6 %	41.9 %	15.7 %	9.1 %	5.8 %	366,347
<b>Sex</b>						
Male	31.1 %	40.9 %	14.5 %	8.3 %	5.3 %	310,699
Female	31.1 %	42.8 %	13.6 %	8.0 %	4.4 %	247,064
<b>Hispanic or Latino</b>						
Yes	31.7 %	38.5 %	14.6 %	8.6 %	6.6 %	55,285
No	30.9 %	42.0 %	14.1 %	8.2 %	4.8 %	505,381
<b>Race</b>						
American Indian/Alaska Native	29.1 %	41.4 %	15.0 %	8.6 %	6.0 %	13,064
Asian	32.9 %	44.0 %	13.5 %	5.9 %	3.6 %	31,162
Black/AfricanAmerican	32.7 %	41.0 %	14.1 %	7.3 %	4.9 %	79,224
Native Hawaiian/Pacific Islander	29.7 %	39.5 %	16.3 %	8.5 %	6.0 %	3,967
White	31.0 %	41.9 %	13.9 %	8.4 %	4.8 %	393,867
Two or more races (Not Hispanic/Latino)	28.0 %	38.7 %	16.1 %	9.6 %	7.5 %	23,513
<b>Age Group</b>						
25 and under	24.4 %	42.5 %	18.5 %	9.9 %	4.7 %	7,242
26-29 years old	25.6 %	40.9 %	16.8 %	10.5 %	6.2 %	16,991
30-39 years old	28.0 %	41.0 %	15.2 %	9.5 %	6.4 %	112,374
40-49 years old	30.1 %	41.3 %	14.3 %	8.8 %	5.5 %	145,851
50-59 years old	32.7 %	42.1 %	13.7 %	7.4 %	4.2 %	192,481
60 or older	35.9 %	42.3 %	12.3 %	6.2 %	3.3 %	85,965
<b>Level of Education</b>						
Less than High School	27.5 %	37.1 %	17.7 %	8.0 %	9.7 %	485
H.S. Diploma/GED or equiv	28.9 %	43.4 %	15.4 %	7.3 %	5.0 %	24,346

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>30.5 %</b>	<b>41.6 %</b>	<b>14.5 %</b>	<b>8.4 %</b>	<b>5.0 %</b>	<b>612,601</b>
Trade/Technical Certificate	27.8 %	42.0 %	15.7 %	8.9 %	5.6 %	12,770
Some College (no degree)	29.6 %	40.7 %	15.3 %	8.5 %	5.8 %	78,246
Associate's Degree	28.9 %	41.7 %	15.5 %	8.6 %	5.4 %	45,389
Bachelor's Degree	29.5 %	42.4 %	14.6 %	8.5 %	5.0 %	198,607
Master's Degree	32.7 %	41.2 %	13.2 %	8.2 %	4.7 %	150,305
Doctoral/Professional Degree	38.5 %	40.1 %	11.0 %	6.5 %	3.9 %	57,693
<b>Pay Category</b>						
Federal Wage System	26.3 %	40.8 %	16.5 %	9.7 %	6.6 %	19,844
GS 1-6	27.2 %	40.7 %	17.0 %	9.0 %	6.1 %	24,604
GS 7-12	28.1 %	42.3 %	15.2 %	8.8 %	5.6 %	242,531
GS 13-15	35.2 %	41.6 %	12.1 %	7.2 %	3.9 %	232,825
SES	66.8 %	24.2 %	4.6 %	2.6 %	1.7 %	5,427
SL/ST	51.9 %	33.9 %	6.4 %	4.6 %	3.3 %	2,131
Other	27.0 %	40.7 %	16.8 %	9.7 %	5.9 %	46,918
<b>Time in Federal Government</b>						
< 1 year	35.3 %	43.1 %	13.3 %	6.0 %	2.4 %	10,832
1-3 years	31.2 %	41.7 %	14.9 %	8.0 %	4.2 %	57,136
4-5 years	30.0 %	41.2 %	14.8 %	8.8 %	5.2 %	43,915
6-10 years	29.3 %	41.6 %	14.8 %	8.9 %	5.4 %	117,895
11-14 years	29.5 %	41.3 %	14.6 %	8.8 %	5.8 %	94,693
15-20 years	29.9 %	41.1 %	14.5 %	8.9 %	5.6 %	98,095
> 20 years	33.5 %	42.1 %	13.0 %	7.1 %	4.3 %	150,477
<b>Time with Current Agency</b>						
< 1 year	35.5 %	41.5 %	13.4 %	6.5 %	3.2 %	20,028
1-3 years	30.9 %	40.8 %	15.0 %	8.4 %	4.8 %	86,244
4-5 years	29.9 %	40.8 %	14.8 %	9.0 %	5.5 %	57,575
6-10 years	29.0 %	41.7 %	14.9 %	8.9 %	5.6 %	121,555
11-14 years	29.4 %	41.6 %	14.6 %	8.7 %	5.8 %	88,740
15-20 years	30.1 %	41.7 %	14.2 %	8.7 %	5.3 %	88,440
> 20 years	34.6 %	42.7 %	12.4 %	6.6 %	3.7 %	110,455
<b>Leaving</b>						
No	37.6 %	44.4 %	11.5 %	4.7 %	1.9 %	380,474

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>30.5 %</b>	<b>41.6 %</b>	<b>14.5 %</b>	<b>8.4 %</b>	<b>5.0 %</b>	<b>612,601</b>
Yes, to retire	29.2 %	43.0 %	14.6 %	8.6 %	4.7 %	34,663
Yes, to other job in Govt	17.3 %	36.3 %	20.1 %	15.5 %	10.8 %	107,939
Yes, to other job outside Govt	14.8 %	32.7 %	18.8 %	18.0 %	15.5 %	23,747
Yes, other	13.9 %	32.9 %	21.9 %	17.3 %	14.0 %	26,276
<b>Retiring</b>						
Within 1 year	29.1 %	41.0 %	14.2 %	9.3 %	6.5 %	21,971
Between 1-3 years	30.5 %	42.6 %	14.2 %	8.0 %	4.7 %	59,062
Between 3-5 years	31.4 %	42.2 %	14.2 %	7.7 %	4.5 %	64,466
5 or more years	30.9 %	41.5 %	14.2 %	8.3 %	5.0 %	424,837
<b>Transgender</b>						
Yes	20.9 %	34.8 %	16.2 %	14.0 %	14.1 %	2,052
No	31.1 %	41.7 %	14.1 %	8.2 %	4.9 %	552,677
<b>Consider Yourself as</b>						
Straight	31.4 %	41.8 %	14.0 %	8.0 %	4.8 %	518,714
Gay or Lesbian	31.3 %	40.0 %	13.7 %	9.3 %	5.7 %	12,049
Bisexual	27.7 %	38.9 %	15.3 %	10.9 %	7.2 %	6,112
Something else	20.3 %	37.0 %	18.7 %	12.5 %	11.5 %	10,650
<b>Military Service</b>						
No Prior Military Service	30.4 %	42.5 %	14.1 %	8.1 %	4.8 %	401,135
Currently in Guard/Reserves	29.0 %	40.8 %	15.1 %	9.4 %	5.6 %	10,758
Retired	35.2 %	40.7 %	13.2 %	7.1 %	3.8 %	76,347
Separated/Discharged	28.9 %	39.1 %	15.5 %	9.7 %	6.8 %	85,778
<b>Disability</b>						
Yes	30.5 %	38.0 %	15.1 %	9.4 %	7.0 %	79,707
No	31.1 %	42.3 %	14.0 %	8.0 %	4.6 %	483,784

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>39.6 %</b>	<b>43.1 %</b>	<b>11.2 %</b>	<b>4.0 %</b>	<b>2.1 %</b>	<b>612,232</b>
<b>Work Location</b>						
Headquarters	40.3 %	42.5 %	11.1 %	4.0 %	2.1 %	220,802
Field	39.6 %	43.3 %	11.0 %	3.9 %	2.1 %	349,593
<b>Supervisory Status</b>						
Senior Leader	66.7 %	26.3 %	4.4 %	1.3 %	1.2 %	9,740
Manager	51.9 %	37.9 %	6.8 %	2.4 %	1.1 %	38,975
Supervisor	44.4 %	42.4 %	8.8 %	2.9 %	1.4 %	77,077
Team Leader	42.1 %	43.3 %	9.7 %	3.3 %	1.5 %	82,262
Non-Supervisor	36.7 %	43.9 %	12.4 %	4.5 %	2.5 %	366,065
<b>Sex</b>						
Male	40.3 %	42.3 %	11.0 %	4.0 %	2.2 %	310,536
Female	39.8 %	44.0 %	10.7 %	3.6 %	1.9 %	246,917
<b>Hispanic or Latino</b>						
Yes	43.7 %	39.6 %	10.5 %	3.6 %	2.5 %	55,289
No	39.5 %	43.4 %	11.0 %	3.9 %	2.1 %	505,075
<b>Race</b>						
American Indian/Alaska Native	43.7 %	41.7 %	9.6 %	2.7 %	2.3 %	13,069
Asian	40.0 %	44.3 %	11.2 %	2.8 %	1.7 %	31,157
Black/AfricanAmerican	41.6 %	41.1 %	11.1 %	3.7 %	2.5 %	79,116
Native Hawaiian/Pacific Islander	40.6 %	40.7 %	12.8 %	3.4 %	2.4 %	3,965
White	40.0 %	43.4 %	10.7 %	4.0 %	2.0 %	393,700
Two or more races (Not Hispanic/Latino)	37.5 %	41.1 %	13.4 %	4.7 %	3.3 %	23,500
<b>Age Group</b>						
25 and under	28.0 %	45.2 %	18.0 %	6.3 %	2.5 %	7,248
26-29 years old	31.0 %	43.8 %	16.0 %	5.9 %	3.2 %	17,011
30-39 years old	35.6 %	43.7 %	13.0 %	4.9 %	2.8 %	112,405
40-49 years old	39.6 %	43.4 %	10.8 %	3.9 %	2.2 %	145,846
50-59 years old	42.6 %	42.5 %	9.8 %	3.4 %	1.7 %	192,271
60 or older	45.7 %	41.7 %	8.6 %	2.7 %	1.3 %	85,812
<b>Level of Education</b>						
Less than High School	39.9 %	36.8 %	15.6 %	3.8 %	3.9 %	484
H.S. Diploma/GED or equiv	40.6 %	43.8 %	10.7 %	3.0 %	2.0 %	24,323



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>39.6 %</b>	<b>43.1 %</b>	<b>11.2 %</b>	<b>4.0 %</b>	<b>2.1 %</b>	<b>612,232</b>
Trade/Technical Certificate	41.6 %	43.7 %	9.9 %	3.0 %	1.8 %	12,750
Some College (no degree)	41.6 %	42.2 %	10.8 %	3.3 %	2.2 %	78,169
Associate's Degree	40.8 %	43.1 %	10.6 %	3.4 %	2.0 %	45,370
Bachelor's Degree	37.6 %	44.1 %	11.8 %	4.3 %	2.2 %	198,511
Master's Degree	40.1 %	42.4 %	11.0 %	4.3 %	2.2 %	150,231
Doctoral/Professional Degree	45.1 %	40.8 %	9.0 %	3.3 %	1.8 %	57,685
<b>Pay Category</b>						
Federal Wage System	39.0 %	43.8 %	11.5 %	3.3 %	2.4 %	19,829
GS 1-6	37.8 %	43.4 %	12.6 %	3.7 %	2.5 %	24,554
GS 7-12	37.9 %	43.7 %	11.8 %	4.2 %	2.4 %	242,359
GS 13-15	42.8 %	42.2 %	9.7 %	3.7 %	1.7 %	232,767
SES	70.5 %	23.8 %	3.9 %	1.2 %	0.7 %	5,423
SL/ST	58.2 %	33.0 %	4.7 %	2.0 %	2.1 %	2,130
Other	35.9 %	44.5 %	13.2 %	4.1 %	2.3 %	46,893
<b>Time in Federal Government</b>						
< 1 year	41.3 %	42.3 %	11.6 %	3.6 %	1.2 %	10,843
1-3 years	38.9 %	42.5 %	12.6 %	4.2 %	1.9 %	57,137
4-5 years	38.6 %	42.9 %	11.8 %	4.3 %	2.3 %	43,915
6-10 years	38.4 %	43.2 %	11.8 %	4.3 %	2.3 %	117,891
11-14 years	39.1 %	43.4 %	11.1 %	4.0 %	2.4 %	94,649
15-20 years	39.8 %	43.3 %	10.7 %	3.9 %	2.3 %	98,019
> 20 years	42.4 %	42.7 %	9.7 %	3.3 %	1.8 %	150,266
<b>Time with Current Agency</b>						
< 1 year	42.0 %	41.1 %	11.4 %	3.8 %	1.6 %	20,025
1-3 years	39.1 %	41.7 %	12.5 %	4.5 %	2.2 %	86,236
4-5 years	38.9 %	42.6 %	11.7 %	4.4 %	2.4 %	57,577
6-10 years	38.3 %	43.5 %	11.7 %	4.2 %	2.3 %	121,531
11-14 years	39.0 %	43.8 %	11.0 %	3.8 %	2.4 %	88,671
15-20 years	40.2 %	43.5 %	10.5 %	3.8 %	2.1 %	88,360
> 20 years	43.1 %	43.1 %	9.1 %	3.1 %	1.6 %	110,316
<b>Leaving</b>						
No	46.3 %	43.2 %	7.9 %	1.9 %	0.7 %	380,337

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>39.6 %</b>	<b>43.1 %</b>	<b>11.2 %</b>	<b>4.0 %</b>	<b>2.1 %</b>	<b>612,232</b>
Yes, to retire	37.6 %	44.8 %	11.4 %	4.3 %	2.1 %	34,566
Yes, to other job in Govt	27.4 %	42.9 %	17.2 %	7.8 %	4.7 %	107,875
Yes, to other job outside Govt	23.3 %	40.9 %	17.8 %	10.5 %	7.5 %	23,745
Yes, other	23.5 %	41.3 %	20.6 %	8.6 %	5.9 %	26,240
<b>Retiring</b>						
Within 1 year	37.6 %	43.0 %	11.5 %	4.9 %	3.0 %	21,872
Between 1-3 years	39.6 %	44.1 %	10.6 %	3.8 %	1.9 %	58,974
Between 3-5 years	41.3 %	43.6 %	10.0 %	3.3 %	1.8 %	64,371
5 or more years	39.9 %	42.8 %	11.2 %	4.0 %	2.1 %	424,790
<b>Transgender</b>						
Yes	32.2 %	38.2 %	14.8 %	7.1 %	7.7 %	2,044
No	40.1 %	43.0 %	10.9 %	3.9 %	2.1 %	552,378
<b>Consider Yourself as</b>						
Straight	40.4 %	43.0 %	10.7 %	3.8 %	2.0 %	518,436
Gay or Lesbian	39.1 %	42.3 %	11.2 %	4.5 %	2.9 %	12,041
Bisexual	37.4 %	40.2 %	13.3 %	5.5 %	3.6 %	6,105
Something else	30.1 %	41.7 %	16.9 %	6.4 %	4.9 %	10,647
<b>Military Service</b>						
No Prior Military Service	38.6 %	44.0 %	11.3 %	4.0 %	2.1 %	400,934
Currently in Guard/Reserves	38.4 %	43.0 %	11.5 %	4.8 %	2.3 %	10,770
Retired	46.0 %	40.5 %	9.1 %	3.0 %	1.4 %	76,292
Separated/Discharged	39.8 %	41.3 %	11.6 %	4.5 %	2.8 %	85,693
<b>Disability</b>						
Yes	41.7 %	39.6 %	11.6 %	4.1 %	3.0 %	79,578
No	39.7 %	43.6 %	10.9 %	3.9 %	2.0 %	483,586

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>33.2 %</b>	<b>47.4 %</b>	<b>10.6 %</b>	<b>6.0 %</b>	<b>2.8 %</b>	<b>612,111</b>
<b>Work Location</b>						
Headquarters	34.4 %	45.8 %	10.7 %	6.2 %	2.9 %	220,659
Field	32.9 %	48.2 %	10.3 %	5.9 %	2.8 %	349,597
<b>Supervisory Status</b>						
Senior Leader	57.5 %	31.7 %	5.6 %	3.3 %	1.8 %	9,730
Manager	42.0 %	42.3 %	8.4 %	5.0 %	2.3 %	38,931
Supervisor	35.2 %	46.8 %	9.8 %	5.7 %	2.4 %	77,028
Team Leader	33.5 %	46.9 %	10.6 %	6.2 %	2.7 %	82,203
Non-Supervisor	31.8 %	48.3 %	10.8 %	6.2 %	3.0 %	366,100
<b>Sex</b>						
Male	33.7 %	46.9 %	10.6 %	5.9 %	2.9 %	310,605
Female	33.8 %	48.0 %	9.7 %	6.0 %	2.5 %	246,751
<b>Hispanic or Latino</b>						
Yes	37.6 %	44.6 %	9.7 %	5.1 %	3.1 %	55,288
No	33.1 %	47.7 %	10.4 %	6.1 %	2.7 %	504,952
<b>Race</b>						
American Indian/Alaska Native	35.0 %	46.1 %	10.2 %	5.7 %	3.1 %	13,072
Asian	38.2 %	47.7 %	8.6 %	3.6 %	1.9 %	31,130
Black/AfricanAmerican	37.7 %	45.5 %	9.1 %	5.0 %	2.6 %	79,125
Native Hawaiian/Pacific Islander	36.2 %	44.8 %	11.1 %	5.3 %	2.7 %	3,965
White	32.8 %	47.9 %	10.5 %	6.2 %	2.7 %	393,620
Two or more races (Not Hispanic/Latino)	30.7 %	45.2 %	12.1 %	7.7 %	4.4 %	23,476
<b>Age Group</b>						
25 and under	32.1 %	51.0 %	10.6 %	4.7 %	1.5 %	7,234
26-29 years old	32.4 %	49.4 %	10.3 %	5.5 %	2.4 %	16,979
30-39 years old	30.7 %	48.3 %	11.0 %	6.7 %	3.3 %	112,241
40-49 years old	32.5 %	47.5 %	10.6 %	6.4 %	3.0 %	145,756
50-59 years old	35.3 %	46.6 %	10.0 %	5.6 %	2.5 %	192,288
60 or older	37.4 %	46.2 %	9.5 %	4.8 %	2.1 %	85,976
<b>Level of Education</b>						
Less than High School	37.9 %	37.1 %	15.3 %	5.0 %	4.7 %	487
H.S. Diploma/GED or equiv	37.4 %	48.1 %	8.6 %	3.8 %	2.1 %	24,351

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>33.2 %</b>	<b>47.4 %</b>	<b>10.6 %</b>	<b>6.0 %</b>	<b>2.8 %</b>	<b>612,111</b>
Trade/Technical Certificate	34.9 %	47.3 %	10.1 %	5.2 %	2.4 %	12,775
Some College (no degree)	35.4 %	46.6 %	10.1 %	5.1 %	2.7 %	78,211
Associate's Degree	34.2 %	47.3 %	10.4 %	5.5 %	2.5 %	45,391
Bachelor's Degree	32.1 %	48.5 %	10.6 %	6.2 %	2.7 %	198,436
Master's Degree	32.7 %	46.7 %	10.7 %	6.7 %	3.1 %	150,133
Doctoral/Professional Degree	35.8 %	45.4 %	9.7 %	6.1 %	2.9 %	57,625
<b>Pay Category</b>						
Federal Wage System	33.4 %	47.8 %	10.5 %	5.4 %	3.0 %	19,835
GS 1-6	37.7 %	46.7 %	8.9 %	4.2 %	2.4 %	24,588
GS 7-12	32.0 %	48.3 %	10.8 %	6.1 %	2.8 %	242,414
GS 13-15	34.5 %	46.0 %	10.2 %	6.4 %	2.9 %	232,566
SES	60.4 %	29.4 %	5.4 %	3.2 %	1.6 %	5,416
SL/ST	44.6 %	39.8 %	8.0 %	4.4 %	3.3 %	2,126
Other	31.8 %	49.6 %	10.6 %	5.4 %	2.6 %	46,886
<b>Time in Federal Government</b>						
< 1 year	35.8 %	47.8 %	10.4 %	4.6 %	1.3 %	10,809
1-3 years	35.1 %	47.9 %	9.9 %	5.1 %	2.0 %	57,085
4-5 years	33.7 %	47.3 %	10.3 %	6.1 %	2.6 %	43,879
6-10 years	32.2 %	47.7 %	10.8 %	6.4 %	3.0 %	117,791
11-14 years	32.1 %	47.4 %	10.8 %	6.5 %	3.2 %	94,612
15-20 years	32.0 %	47.4 %	10.9 %	6.6 %	3.1 %	98,068
> 20 years	35.5 %	46.7 %	9.7 %	5.4 %	2.7 %	150,357
<b>Time with Current Agency</b>						
< 1 year	34.9 %	45.7 %	11.4 %	5.8 %	2.2 %	19,991
1-3 years	34.2 %	46.7 %	10.4 %	6.0 %	2.7 %	86,150
4-5 years	33.3 %	47.0 %	10.6 %	6.2 %	2.9 %	57,520
6-10 years	32.0 %	47.9 %	10.8 %	6.4 %	3.0 %	121,433
11-14 years	32.2 %	47.7 %	10.6 %	6.3 %	3.2 %	88,693
15-20 years	32.6 %	47.7 %	10.7 %	6.2 %	2.8 %	88,429
> 20 years	36.3 %	47.1 %	9.3 %	5.0 %	2.3 %	110,382
<b>Leaving</b>						
No	39.2 %	48.2 %	8.0 %	3.4 %	1.1 %	380,232

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>33.2 %</b>	<b>47.4 %</b>	<b>10.6 %</b>	<b>6.0 %</b>	<b>2.8 %</b>	<b>612,111</b>
Yes, to retire	32.7 %	48.5 %	10.7 %	5.7 %	2.4 %	34,674
Yes, to other job in Govt	22.2 %	45.1 %	15.0 %	11.4 %	6.2 %	107,785
Yes, to other job outside Govt	18.1 %	45.0 %	15.8 %	13.2 %	7.9 %	23,717
Yes, other	18.9 %	44.5 %	17.7 %	11.7 %	7.2 %	26,240
<b>Retiring</b>						
Within 1 year	33.1 %	46.5 %	10.9 %	5.9 %	3.5 %	21,965
Between 1-3 years	33.5 %	47.9 %	10.4 %	5.8 %	2.4 %	59,021
Between 3-5 years	34.0 %	47.0 %	10.4 %	5.9 %	2.7 %	64,395
5 or more years	33.5 %	47.3 %	10.4 %	6.0 %	2.8 %	424,505
<b>Transgender</b>						
Yes	25.0 %	41.1 %	14.7 %	10.5 %	8.7 %	2,041
No	33.8 %	47.3 %	10.3 %	5.9 %	2.7 %	552,270
<b>Consider Yourself as</b>						
Straight	34.1 %	47.4 %	10.1 %	5.8 %	2.6 %	518,347
Gay or Lesbian	33.8 %	45.6 %	10.8 %	6.4 %	3.4 %	12,028
Bisexual	30.2 %	45.6 %	11.7 %	8.2 %	4.2 %	6,105
Something else	23.2 %	44.2 %	15.9 %	10.2 %	6.5 %	10,643
<b>Military Service</b>						
No Prior Military Service	32.6 %	48.5 %	10.3 %	5.9 %	2.6 %	400,771
Currently in Guard/Reserves	33.2 %	45.8 %	11.2 %	6.7 %	3.1 %	10,760
Retired	38.7 %	43.9 %	9.6 %	5.4 %	2.3 %	76,330
Separated/Discharged	32.2 %	45.9 %	11.4 %	6.8 %	3.8 %	85,713
<b>Disability</b>						
Yes	33.8 %	43.2 %	11.6 %	7.3 %	4.1 %	79,665
No	33.6 %	48.1 %	10.1 %	5.7 %	2.5 %	483,388

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>63.3 %</b>	<b>32.3 %</b>	<b>2.9 %</b>	<b>0.8 %</b>	<b>0.8 %</b>	<b>612,974</b>
<b>Work Location</b>						
Headquarters	65.4 %	30.7 %	2.5 %	0.7 %	0.7 %	220,992
Field	62.4 %	32.9 %	3.0 %	0.8 %	0.9 %	350,051
<b>Supervisory Status</b>						
Senior Leader	83.6 %	14.4 %	1.1 %	0.2 %	0.7 %	9,736
Manager	74.9 %	22.9 %	1.4 %	0.4 %	0.3 %	38,960
Supervisor	68.3 %	28.6 %	2.0 %	0.5 %	0.5 %	77,135
Team Leader	66.1 %	30.3 %	2.2 %	0.7 %	0.6 %	82,345
Non-Supervisor	60.4 %	34.6 %	3.3 %	0.9 %	0.9 %	366,611
<b>Sex</b>						
Male	63.0 %	32.1 %	3.1 %	0.9 %	0.9 %	310,874
Female	64.6 %	32.0 %	2.3 %	0.6 %	0.5 %	247,222
<b>Hispanic or Latino</b>						
Yes	65.4 %	29.1 %	3.4 %	0.9 %	1.2 %	55,353
No	63.4 %	32.5 %	2.7 %	0.7 %	0.7 %	505,635
<b>Race</b>						
American Indian/Alaska Native	58.4 %	35.3 %	4.1 %	1.0 %	1.2 %	13,080
Asian	63.4 %	32.5 %	2.8 %	0.6 %	0.7 %	31,163
Black/AfricanAmerican	62.9 %	32.6 %	2.9 %	0.8 %	0.9 %	79,260
Native Hawaiian/Pacific Islander	59.0 %	33.8 %	4.7 %	1.0 %	1.5 %	3,969
White	64.1 %	31.8 %	2.6 %	0.7 %	0.7 %	394,127
Two or more races (Not Hispanic/Latino)	63.5 %	30.8 %	3.4 %	1.0 %	1.3 %	23,522
<b>Age Group</b>						
25 and under	59.7 %	36.0 %	3.3 %	0.5 %	0.5 %	7,254
26-29 years old	61.5 %	33.8 %	3.1 %	0.9 %	0.8 %	17,030
30-39 years old	62.8 %	32.2 %	3.1 %	0.9 %	1.0 %	112,486
40-49 years old	63.8 %	31.6 %	2.8 %	0.9 %	0.9 %	146,004
50-59 years old	64.6 %	31.6 %	2.6 %	0.7 %	0.6 %	192,524
60 or older	63.0 %	33.4 %	2.6 %	0.5 %	0.6 %	85,932
<b>Level of Education</b>						
Less than High School	52.9 %	32.7 %	9.8 %	2.2 %	2.4 %	486
H.S. Diploma/GED or equiv	58.0 %	36.6 %	3.5 %	0.9 %	1.0 %	24,361

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>63.3 %</b>	<b>32.3 %</b>	<b>2.9 %</b>	<b>0.8 %</b>	<b>0.8 %</b>	<b>612,974</b>
Trade/Technical Certificate	60.0 %	34.9 %	3.4 %	1.0 %	0.7 %	12,783
Some College (no degree)	62.0 %	32.9 %	3.3 %	0.8 %	0.9 %	78,341
Associate's Degree	61.2 %	33.9 %	3.3 %	0.8 %	0.9 %	45,427
Bachelor's Degree	62.4 %	33.2 %	2.8 %	0.8 %	0.8 %	198,731
Master's Degree	66.2 %	30.1 %	2.3 %	0.7 %	0.7 %	150,331
Doctoral/Professional Degree	70.0 %	26.9 %	1.9 %	0.6 %	0.6 %	57,724
<b>Pay Category</b>						
Federal Wage System	58.6 %	35.2 %	4.0 %	1.2 %	1.0 %	19,878
GS 1-6	60.0 %	34.8 %	3.5 %	0.8 %	0.9 %	24,623
GS 7-12	60.8 %	34.3 %	3.2 %	0.9 %	0.9 %	242,720
GS 13-15	67.9 %	29.0 %	2.0 %	0.6 %	0.6 %	232,892
SES	87.2 %	11.4 %	0.7 %	0.3 %	0.4 %	5,423
SL/ST	76.6 %	20.6 %	1.3 %	0.3 %	1.3 %	2,131
Other	60.8 %	33.7 %	3.7 %	0.9 %	0.9 %	46,960
<b>Time in Federal Government</b>						
< 1 year	68.8 %	28.8 %	1.9 %	0.2 %	0.2 %	10,843
1-3 years	66.3 %	30.3 %	2.4 %	0.5 %	0.5 %	57,213
4-5 years	65.2 %	30.8 %	2.6 %	0.8 %	0.6 %	43,926
6-10 years	63.6 %	32.0 %	2.7 %	0.8 %	0.8 %	117,974
11-14 years	62.7 %	32.6 %	3.0 %	0.8 %	0.9 %	94,752
15-20 years	61.8 %	33.2 %	3.2 %	0.9 %	0.9 %	98,186
> 20 years	62.8 %	32.8 %	2.8 %	0.7 %	0.8 %	150,485
<b>Time with Current Agency</b>						
< 1 year	68.1 %	28.9 %	2.2 %	0.3 %	0.4 %	20,050
1-3 years	66.0 %	30.2 %	2.5 %	0.7 %	0.6 %	86,337
4-5 years	65.0 %	30.9 %	2.6 %	0.8 %	0.7 %	57,608
6-10 years	62.9 %	32.5 %	2.9 %	0.8 %	0.9 %	121,605
11-14 years	62.1 %	33.1 %	3.0 %	0.8 %	1.0 %	88,797
15-20 years	61.5 %	33.6 %	3.2 %	0.9 %	0.9 %	88,501
> 20 years	63.0 %	32.9 %	2.8 %	0.7 %	0.7 %	110,470
<b>Leaving</b>						
No	67.0 %	30.4 %	1.9 %	0.4 %	0.3 %	380,666

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>63.3 %</b>	<b>32.3 %</b>	<b>2.9 %</b>	<b>0.8 %</b>	<b>0.8 %</b>	<b>612,974</b>
Yes, to retire	55.9 %	38.3 %	3.9 %	1.0 %	0.9 %	34,644
Yes, to other job in Govt	58.7 %	34.2 %	4.1 %	1.4 %	1.5 %	108,057
Yes, to other job outside Govt	54.9 %	35.1 %	5.4 %	2.0 %	2.6 %	23,754
Yes, other	52.3 %	36.7 %	6.4 %	2.1 %	2.4 %	26,300
<b>Retiring</b>						
Within 1 year	56.3 %	37.3 %	4.0 %	1.1 %	1.3 %	21,951
Between 1-3 years	59.4 %	35.5 %	3.3 %	0.9 %	0.9 %	59,007
Between 3-5 years	62.3 %	33.4 %	2.8 %	0.8 %	0.7 %	64,457
5 or more years	64.5 %	31.3 %	2.7 %	0.7 %	0.8 %	425,237
<b>Transgender</b>						
Yes	51.8 %	34.4 %	6.4 %	2.4 %	5.0 %	2,048
No	63.7 %	32.0 %	2.7 %	0.8 %	0.8 %	553,006
<b>Consider Yourself as</b>						
Straight	64.0 %	31.9 %	2.6 %	0.7 %	0.7 %	519,029
Gay or Lesbian	63.8 %	31.3 %	3.0 %	0.9 %	1.0 %	12,044
Bisexual	61.8 %	31.8 %	3.7 %	1.3 %	1.5 %	6,125
Something else	52.8 %	36.1 %	6.9 %	1.7 %	2.5 %	10,651
<b>Military Service</b>						
No Prior Military Service	63.3 %	32.7 %	2.7 %	0.7 %	0.7 %	401,380
Currently in Guard/Reserves	61.2 %	33.4 %	3.2 %	1.1 %	1.1 %	10,778
Retired	65.8 %	30.2 %	2.6 %	0.7 %	0.7 %	76,381
Separated/Discharged	62.6 %	31.8 %	3.5 %	1.0 %	1.1 %	85,820
<b>Disability</b>						
Yes	63.6 %	30.5 %	3.6 %	1.0 %	1.2 %	79,706
No	63.6 %	32.4 %	2.6 %	0.7 %	0.7 %	484,111

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>50.0 %</b>	<b>41.0 %</b>	<b>7.3 %</b>	<b>1.1 %</b>	<b>0.7 %</b>	<b>613,544</b>
<b>Work Location</b>						
Headquarters	52.1 %	39.8 %	6.5 %	0.9 %	0.5 %	221,163
Field	49.0 %	41.4 %	7.6 %	1.2 %	0.8 %	350,393
<b>Supervisory Status</b>						
Senior Leader	74.8 %	22.0 %	2.1 %	0.3 %	0.7 %	9,731
Manager	62.5 %	33.5 %	3.2 %	0.5 %	0.3 %	39,007
Supervisor	54.8 %	38.9 %	5.1 %	0.7 %	0.4 %	77,192
Team Leader	52.5 %	40.4 %	5.7 %	0.9 %	0.5 %	82,418
Non-Supervisor	46.9 %	42.5 %	8.5 %	1.3 %	0.8 %	366,975
<b>Sex</b>						
Male	49.7 %	41.0 %	7.3 %	1.2 %	0.8 %	311,242
Female	51.1 %	40.6 %	6.9 %	0.9 %	0.5 %	247,356
<b>Hispanic or Latino</b>						
Yes	55.0 %	36.3 %	6.8 %	1.1 %	1.0 %	55,434
No	49.6 %	41.4 %	7.2 %	1.1 %	0.6 %	506,072
<b>Race</b>						
American Indian/Alaska Native	48.1 %	41.6 %	8.3 %	0.9 %	1.1 %	13,097
Asian	54.2 %	38.9 %	5.5 %	0.7 %	0.6 %	31,197
Black/AfricanAmerican	51.5 %	39.7 %	7.1 %	1.0 %	0.7 %	79,342
Native Hawaiian/Pacific Islander	51.0 %	38.1 %	8.7 %	1.0 %	1.2 %	3,973
White	49.6 %	41.5 %	7.2 %	1.1 %	0.6 %	394,464
Two or more races (Not Hispanic/Latino)	52.1 %	37.9 %	7.6 %	1.2 %	1.1 %	23,535
<b>Age Group</b>						
25 and under	44.1 %	45.4 %	8.8 %	1.3 %	0.4 %	7,249
26-29 years old	48.4 %	41.7 %	8.0 %	1.2 %	0.7 %	17,042
30-39 years old	50.6 %	40.1 %	7.1 %	1.3 %	0.9 %	112,597
40-49 years old	51.2 %	40.0 %	6.9 %	1.1 %	0.8 %	146,073
50-59 years old	50.3 %	41.1 %	7.1 %	1.0 %	0.5 %	192,704
60 or older	48.3 %	42.6 %	7.7 %	0.9 %	0.5 %	86,078
<b>Level of Education</b>						
Less than High School	44.4 %	35.9 %	15.0 %	2.5 %	2.2 %	488
H.S. Diploma/GED or equiv	45.8 %	43.3 %	9.0 %	1.0 %	0.9 %	24,409

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>50.0 %</b>	<b>41.0 %</b>	<b>7.3 %</b>	<b>1.1 %</b>	<b>0.7 %</b>	<b>613,544</b>
Trade/Technical Certificate	48.9 %	41.2 %	8.1 %	1.2 %	0.6 %	12,791
Some College (no degree)	50.0 %	40.5 %	7.6 %	1.0 %	0.9 %	78,410
Associate's Degree	49.2 %	41.5 %	7.5 %	1.0 %	0.7 %	45,473
Bachelor's Degree	48.5 %	42.0 %	7.6 %	1.2 %	0.7 %	198,909
Master's Degree	52.6 %	39.8 %	6.1 %	1.0 %	0.6 %	150,488
Doctoral/Professional Degree	53.9 %	38.1 %	6.4 %	1.0 %	0.6 %	57,733
<b>Pay Category</b>						
Federal Wage System	48.3 %	41.4 %	8.1 %	1.2 %	0.9 %	19,899
GS 1-6	49.7 %	40.1 %	8.3 %	1.1 %	0.8 %	24,633
GS 7-12	48.4 %	42.0 %	7.6 %	1.2 %	0.8 %	243,011
GS 13-15	52.8 %	39.7 %	6.1 %	0.9 %	0.5 %	233,064
SES	77.4 %	20.1 %	1.9 %	0.2 %	0.4 %	5,424
SL/ST	62.1 %	31.8 %	4.3 %	0.7 %	1.1 %	2,125
Other	45.7 %	42.1 %	9.8 %	1.5 %	0.8 %	46,993
<b>Time in Federal Government</b>						
< 1 year	58.6 %	36.4 %	4.4 %	0.4 %	0.2 %	10,849
1-3 years	54.3 %	38.8 %	5.7 %	0.8 %	0.4 %	57,253
4-5 years	53.0 %	39.3 %	6.2 %	0.9 %	0.6 %	43,987
6-10 years	51.0 %	40.4 %	6.7 %	1.1 %	0.7 %	118,085
11-14 years	49.7 %	41.0 %	7.4 %	1.2 %	0.8 %	94,841
15-20 years	48.2 %	41.8 %	7.9 %	1.3 %	0.8 %	98,251
> 20 years	47.4 %	42.4 %	8.4 %	1.1 %	0.7 %	150,643
<b>Time with Current Agency</b>						
< 1 year	59.1 %	35.6 %	4.5 %	0.5 %	0.3 %	20,061
1-3 years	54.6 %	38.4 %	5.7 %	0.8 %	0.5 %	86,409
4-5 years	52.9 %	39.4 %	6.2 %	1.0 %	0.6 %	57,651
6-10 years	49.8 %	41.1 %	7.1 %	1.2 %	0.8 %	121,737
11-14 years	48.4 %	41.8 %	7.8 %	1.2 %	0.9 %	88,875
15-20 years	47.3 %	42.2 %	8.4 %	1.4 %	0.8 %	88,582
> 20 years	46.7 %	42.9 %	8.6 %	1.1 %	0.7 %	110,581
<b>Leaving</b>						
No	53.1 %	40.1 %	5.9 %	0.6 %	0.3 %	380,896

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>50.0 %</b>	<b>41.0 %</b>	<b>7.3 %</b>	<b>1.1 %</b>	<b>0.7 %</b>	<b>613,544</b>
Yes, to retire	40.0 %	46.6 %	11.0 %	1.5 %	0.8 %	34,702
Yes, to other job in Govt	47.3 %	41.3 %	8.5 %	1.7 %	1.3 %	108,224
Yes, to other job outside Govt	42.7 %	41.3 %	11.0 %	2.7 %	2.4 %	23,796
Yes, other	40.7 %	42.6 %	12.1 %	2.4 %	2.1 %	26,334
<b>Retiring</b>						
Within 1 year	40.3 %	45.6 %	11.3 %	1.6 %	1.2 %	21,979
Between 1-3 years	43.7 %	44.6 %	9.6 %	1.3 %	0.7 %	59,138
Between 3-5 years	47.3 %	43.1 %	7.8 %	1.1 %	0.6 %	64,539
5 or more years	51.8 %	39.9 %	6.7 %	1.0 %	0.7 %	425,526
<b>Transgender</b>						
Yes	41.8 %	37.7 %	13.2 %	2.6 %	4.6 %	2,049
No	50.3 %	40.8 %	7.1 %	1.1 %	0.7 %	553,507
<b>Consider Yourself as</b>						
Straight	50.5 %	40.8 %	7.0 %	1.0 %	0.6 %	519,495
Gay or Lesbian	50.1 %	39.6 %	7.9 %	1.5 %	1.0 %	12,052
Bisexual	48.2 %	40.1 %	8.5 %	1.8 %	1.4 %	6,127
Something else	42.3 %	40.1 %	12.7 %	2.4 %	2.5 %	10,677
<b>Military Service</b>						
No Prior Military Service	49.0 %	41.7 %	7.6 %	1.1 %	0.7 %	401,716
Currently in Guard/Reserves	51.9 %	40.5 %	5.8 %	1.0 %	0.9 %	10,785
Retired	53.8 %	39.2 %	5.7 %	0.8 %	0.5 %	76,461
Separated/Discharged	50.8 %	39.4 %	7.6 %	1.3 %	0.9 %	85,923
<b>Disability</b>						
Yes	53.0 %	37.7 %	7.2 %	1.2 %	1.0 %	79,810
No	49.7 %	41.4 %	7.2 %	1.1 %	0.6 %	484,520

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	13.1 %	35.8 %	15.7 %	21.1 %	14.2 %	608,706	1,283
<b>Work Location</b>							
Headquarters	15.1 %	37.3 %	15.3 %	20.1 %	12.3 %	219,607	457
Field	12.1 %	35.0 %	15.7 %	21.7 %	15.4 %	347,682	665
<b>Supervisory Status</b>							
Senior Leader	21.6 %	32.4 %	12.2 %	21.7 %	12.0 %	9,694	10
Manager	12.2 %	29.9 %	13.2 %	26.5 %	18.1 %	38,803	31
Supervisor	10.8 %	31.2 %	14.4 %	25.6 %	17.9 %	76,687	79
Team Leader	10.3 %	32.7 %	15.7 %	24.5 %	16.8 %	81,877	95
Non-Supervisor	14.2 %	38.2 %	16.1 %	18.9 %	12.6 %	363,898	930
<b>Sex</b>							
Male	13.0 %	35.1 %	16.0 %	20.9 %	14.9 %	308,668	627
Female	13.8 %	37.5 %	14.7 %	21.1 %	12.8 %	245,761	463
<b>Hispanic or Latino</b>							
Yes	14.9 %	33.9 %	15.9 %	19.8 %	15.5 %	54,960	160
No	13.1 %	36.3 %	15.5 %	21.2 %	14.0 %	502,361	927
<b>Race</b>							
American Indian/Alaska Native	13.8 %	36.5 %	17.0 %	18.4 %	14.2 %	12,960	48
Asian	16.9 %	40.8 %	17.5 %	15.3 %	9.5 %	30,967	78
Black/AfricanAmerican	18.5 %	39.6 %	14.3 %	16.7 %	10.9 %	78,632	220
Native Hawaiian/Pacific Islander	14.7 %	35.7 %	17.9 %	18.1 %	13.6 %	3,932	13
White	12.1 %	35.3 %	15.4 %	22.4 %	14.8 %	391,698	633
Two or more races (Not Hispanic/Latino)	11.7 %	32.2 %	16.0 %	22.0 %	18.1 %	23,369	65
<b>Age Group</b>							
25 and under	18.9 %	42.7 %	15.8 %	14.7 %	7.9 %	7,212	21
26-29 years old	15.1 %	37.7 %	15.0 %	19.0 %	13.1 %	16,930	42
30-39 years old	12.8 %	34.1 %	15.3 %	21.6 %	16.1 %	111,983	201
40-49 years old	12.5 %	34.5 %	15.0 %	22.2 %	15.8 %	145,182	292
50-59 years old	13.5 %	37.1 %	15.7 %	20.7 %	13.0 %	191,218	353
60 or older	14.1 %	38.5 %	16.6 %	19.8 %	10.9 %	85,020	190
<b>Level of Education</b>							
Less than High School	15.7 %	32.8 %	21.9 %	14.3 %	15.4 %	471	8
H.S. Diploma/GED or equiv	15.3 %	38.9 %	17.0 %	17.2 %	11.5 %	24,108	71
Trade/Technical Certificate	12.7 %	35.7 %	17.8 %	19.5 %	14.3 %	12,672	36
Some College (no degree)	13.5 %	35.8 %	16.6 %	19.7 %	14.5 %	77,595	190
Associate's Degree	13.4 %	35.9 %	16.4 %	20.4 %	13.9 %	45,057	112
Bachelor's Degree	13.1 %	36.4 %	15.4 %	21.1 %	14.1 %	197,556	363
Master's Degree	13.1 %	35.4 %	14.7 %	22.4 %	14.4 %	149,544	248
Doctoral/Professional Degree	12.9 %	34.7 %	14.6 %	22.9 %	15.0 %	57,425	88

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.1 %</b>	<b>35.8 %</b>	<b>15.7 %</b>	<b>21.1 %</b>	<b>14.2 %</b>	<b>608,706</b>	<b>1,283</b>
<b>Pay Category</b>							
Federal Wage System	9.7 %	31.7 %	18.3 %	23.1 %	17.2 %	19,624	60
GS 1-6	18.1 %	39.9 %	16.1 %	15.3 %	10.6 %	24,365	81
GS 7-12	14.0 %	37.2 %	15.7 %	19.4 %	13.8 %	241,001	585
GS 13-15	12.4 %	34.7 %	14.9 %	23.3 %	14.7 %	231,721	308
SES	20.2 %	33.2 %	11.5 %	22.9 %	12.1 %	5,394	5
SL/ST	16.1 %	33.1 %	14.3 %	23.5 %	12.9 %	2,116	.
Other	11.0 %	34.5 %	16.8 %	22.2 %	15.5 %	46,570	106
<b>Time in Federal Government</b>							
< 1 year	21.8 %	43.9 %	15.2 %	13.5 %	5.5 %	10,774	29
1-3 years	16.8 %	39.2 %	15.6 %	17.9 %	10.4 %	56,893	118
4-5 years	14.3 %	36.3 %	15.7 %	20.2 %	13.4 %	43,681	88
6-10 years	12.6 %	35.3 %	15.5 %	21.7 %	14.9 %	117,299	207
11-14 years	11.9 %	34.6 %	15.2 %	22.3 %	15.9 %	94,170	177
15-20 years	11.3 %	33.7 %	15.9 %	22.6 %	16.6 %	97,489	208
> 20 years	13.2 %	36.6 %	15.7 %	21.0 %	13.5 %	149,267	309
<b>Time with Current Agency</b>							
< 1 year	21.4 %	41.7 %	15.3 %	14.4 %	7.2 %	19,903	76
1-3 years	16.4 %	38.2 %	15.1 %	18.5 %	11.8 %	85,857	178
4-5 years	14.0 %	35.7 %	15.6 %	20.7 %	14.1 %	57,271	119
6-10 years	12.1 %	35.3 %	15.5 %	21.9 %	15.2 %	120,914	213
11-14 years	11.2 %	34.7 %	15.4 %	22.5 %	16.1 %	88,207	159
15-20 years	11.2 %	33.6 %	16.1 %	22.8 %	16.3 %	87,864	181
> 20 years	12.8 %	36.5 %	15.8 %	21.4 %	13.5 %	109,548	208
<b>Leaving</b>							
No	16.1 %	39.8 %	15.6 %	19.2 %	9.4 %	378,432	462
Yes, to retire	11.8 %	35.9 %	16.7 %	21.6 %	14.0 %	34,287	80
Yes, to other job in Govt	7.8 %	28.8 %	15.5 %	24.8 %	23.2 %	107,290	374
Yes, to other job outside Govt	5.0 %	22.6 %	13.1 %	27.3 %	32.0 %	23,585	84
Yes, other	5.7 %	25.4 %	16.9 %	25.5 %	26.5 %	26,037	131
<b>Retiring</b>							
Within 1 year	11.9 %	34.4 %	15.7 %	22.2 %	15.8 %	21,712	57
Between 1-3 years	12.0 %	36.3 %	16.3 %	21.5 %	13.9 %	58,474	139
Between 3-5 years	12.2 %	36.1 %	16.1 %	21.7 %	14.0 %	63,942	123
5 or more years	13.6 %	35.9 %	15.4 %	20.9 %	14.2 %	422,769	789
<b>Transgender</b>							
Yes	10.3 %	27.3 %	16.9 %	20.4 %	25.1 %	2,013	15
No	13.4 %	36.1 %	15.5 %	21.0 %	14.0 %	549,397	1,061

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.1 %</b>	<b>35.8 %</b>	<b>15.7 %</b>	<b>21.1 %</b>	<b>14.2 %</b>	<b>608,706</b>	<b>1,283</b>
<b>Consider Yourself as</b>							
Straight	13.5 %	36.4 %	15.5 %	20.9 %	13.7 %	515,681	946
Gay or Lesbian	12.6 %	33.7 %	14.9 %	22.2 %	16.6 %	11,966	25
Bisexual	12.1 %	32.4 %	15.9 %	22.0 %	17.7 %	6,078	13
Something else	9.2 %	27.6 %	16.6 %	22.7 %	23.9 %	10,526	70
<b>Military Service</b>							
No Prior Military Service	12.7 %	36.3 %	15.7 %	21.3 %	14.0 %	398,885	765
Currently in Guard/Reserves	13.4 %	34.1 %	14.7 %	20.6 %	17.3 %	10,725	18
Retired	15.9 %	37.4 %	15.1 %	19.8 %	11.8 %	75,837	121
Separated/Discharged	12.7 %	33.5 %	15.6 %	21.5 %	16.8 %	85,110	228
<b>Disability</b>							
Yes	13.9 %	32.7 %	15.5 %	20.9 %	17.0 %	78,998	260
No	13.2 %	36.6 %	15.6 %	21.0 %	13.6 %	481,096	845

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(10) My workload is reasonable.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>14.1 %</b>	<b>45.2 %</b>	<b>15.8 %</b>	<b>15.3 %</b>	<b>9.6 %</b>	<b>609,883</b>	<b>1,025</b>
<b>Work Location</b>							
Headquarters	15.7 %	45.5 %	15.4 %	14.8 %	8.6 %	219,985	322
Field	13.3 %	45.0 %	15.9 %	15.5 %	10.2 %	348,284	587
<b>Supervisory Status</b>							
Senior Leader	24.2 %	41.6 %	12.4 %	14.6 %	7.2 %	9,708	6
Manager	14.1 %	41.4 %	15.0 %	18.8 %	10.7 %	38,771	32
Supervisor	11.8 %	41.5 %	15.9 %	19.3 %	11.4 %	76,761	80
Team Leader	11.8 %	43.0 %	16.8 %	17.8 %	10.6 %	81,912	91
Non-Supervisor	15.0 %	46.9 %	15.6 %	13.5 %	9.0 %	364,811	712
<b>Sex</b>							
Male	14.7 %	46.1 %	16.2 %	14.1 %	8.9 %	309,349	479
Female	13.9 %	44.4 %	14.8 %	16.6 %	10.3 %	246,063	389
<b>Hispanic or Latino</b>							
Yes	15.8 %	42.1 %	16.0 %	14.6 %	11.4 %	55,036	121
No	14.1 %	45.8 %	15.6 %	15.2 %	9.3 %	503,240	752
<b>Race</b>							
American Indian/Alaska Native	14.0 %	45.3 %	16.2 %	14.2 %	10.3 %	12,992	37
Asian	17.2 %	47.0 %	16.2 %	12.0 %	7.7 %	31,073	43
Black/AfricanAmerican	18.2 %	46.5 %	14.2 %	12.6 %	8.6 %	78,890	174
Native Hawaiian/Pacific Islander	16.1 %	43.2 %	17.2 %	13.8 %	9.7 %	3,942	13
White	13.4 %	45.5 %	15.7 %	15.9 %	9.5 %	392,245	509
Two or more races (Not Hispanic/Latino)	12.9 %	41.3 %	17.2 %	16.1 %	12.5 %	23,375	59
<b>Age Group</b>							
25 and under	20.0 %	52.7 %	14.1 %	8.7 %	4.6 %	7,210	23
26-29 years old	16.7 %	46.5 %	15.8 %	12.9 %	8.0 %	16,951	20
30-39 years old	13.8 %	43.6 %	15.7 %	16.0 %	10.9 %	111,959	178
40-49 years old	13.3 %	44.3 %	15.5 %	16.1 %	10.8 %	145,272	224
50-59 years old	14.5 %	46.0 %	15.7 %	15.0 %	8.8 %	191,591	287
60 or older	15.5 %	47.9 %	15.9 %	13.5 %	7.2 %	85,531	151
<b>Level of Education</b>							
Less than High School	15.6 %	44.6 %	21.6 %	10.0 %	8.2 %	478	5
H.S. Diploma/GED or equiv	16.1 %	48.4 %	15.8 %	11.8 %	7.8 %	24,271	37
Trade/Technical Certificate	14.1 %	47.1 %	16.7 %	13.4 %	8.7 %	12,698	20
Some College (no degree)	14.6 %	45.4 %	16.4 %	14.0 %	9.6 %	77,854	153
Associate's Degree	14.5 %	46.3 %	16.3 %	13.7 %	9.2 %	45,154	80
Bachelor's Degree	13.8 %	45.6 %	15.5 %	15.5 %	9.6 %	197,784	331
Master's Degree	14.3 %	44.6 %	15.2 %	16.3 %	9.6 %	149,707	203
Doctoral/Professional Degree	14.1 %	43.1 %	15.4 %	16.9 %	10.6 %	57,484	67

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(10) My workload is reasonable.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>14.1 %</b>	<b>45.2 %</b>	<b>15.8 %</b>	<b>15.3 %</b>	<b>9.6 %</b>	<b>609,883</b>	<b>1,025</b>
<b>Pay Category</b>							
Federal Wage System	13.5 %	49.6 %	17.1 %	12.1 %	7.6 %	19,739	46
GS 1-6	18.8 %	47.2 %	15.0 %	11.2 %	7.8 %	24,468	54
GS 7-12	14.5 %	45.3 %	15.7 %	14.5 %	10.1 %	241,404	502
GS 13-15	13.6 %	44.6 %	15.5 %	16.8 %	9.5 %	231,970	243
SES	23.6 %	41.6 %	12.5 %	15.9 %	6.3 %	5,413	4
SL/ST	18.1 %	45.2 %	14.0 %	14.3 %	8.3 %	2,120	1
Other	12.3 %	44.4 %	17.2 %	16.0 %	10.1 %	46,709	70
<b>Time in Federal Government</b>							
< 1 year	24.5 %	52.1 %	12.6 %	7.5 %	3.3 %	10,798	20
1-3 years	18.8 %	48.2 %	14.5 %	11.9 %	6.5 %	56,907	90
4-5 years	15.3 %	45.3 %	15.7 %	14.5 %	9.1 %	43,733	61
6-10 years	13.7 %	44.9 %	15.7 %	15.6 %	10.1 %	117,494	173
11-14 years	12.8 %	44.1 %	16.0 %	16.3 %	10.9 %	94,238	166
15-20 years	12.1 %	43.7 %	16.5 %	16.6 %	11.1 %	97,682	158
> 20 years	13.8 %	45.5 %	15.7 %	15.5 %	9.4 %	149,724	256
<b>Time with Current Agency</b>							
< 1 year	23.6 %	50.0 %	13.5 %	8.4 %	4.4 %	19,942	59
1-3 years	18.0 %	46.9 %	14.6 %	12.7 %	7.8 %	85,947	122
4-5 years	14.6 %	44.5 %	15.8 %	15.1 %	10.0 %	57,319	91
6-10 years	13.1 %	44.5 %	16.0 %	16.1 %	10.4 %	121,106	192
11-14 years	12.1 %	44.3 %	16.2 %	16.5 %	10.9 %	88,329	149
15-20 years	12.0 %	44.0 %	16.6 %	16.6 %	10.8 %	88,024	140
> 20 years	13.7 %	45.9 %	15.8 %	15.6 %	9.1 %	109,912	163
<b>Leaving</b>							
No	17.2 %	49.0 %	14.9 %	13.0 %	5.8 %	379,092	390
Yes, to retire	12.4 %	46.3 %	16.3 %	15.5 %	9.5 %	34,479	59
Yes, to other job in Govt	8.5 %	38.0 %	17.0 %	19.5 %	17.0 %	107,360	293
Yes, to other job outside Govt	6.0 %	33.8 %	16.8 %	21.7 %	21.7 %	23,621	59
Yes, other	6.6 %	34.3 %	20.0 %	20.1 %	19.0 %	26,077	114
<b>Retiring</b>							
Within 1 year	12.8 %	44.4 %	15.9 %	15.8 %	11.0 %	21,821	47
Between 1-3 years	13.0 %	45.9 %	16.5 %	15.3 %	9.2 %	58,749	91
Between 3-5 years	13.2 %	46.2 %	15.9 %	15.4 %	9.3 %	64,159	98
5 or more years	14.6 %	45.1 %	15.6 %	15.1 %	9.6 %	423,168	670
<b>Transgender</b>							
Yes	11.8 %	37.3 %	18.6 %	15.7 %	16.5 %	2,022	12
No	14.4 %	45.4 %	15.6 %	15.1 %	9.5 %	550,372	840



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(10) My workload is reasonable.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>14.1 %</b>	<b>45.2 %</b>	<b>15.8 %</b>	<b>15.3 %</b>	<b>9.6 %</b>	<b>609,883</b>	<b>1,025</b>
<b>Consider Yourself as</b>							
Straight	14.6 %	45.7 %	15.5 %	15.0 %	9.2 %	516,591	747
Gay or Lesbian	13.7 %	43.7 %	14.4 %	16.6 %	11.6 %	11,988	18
Bisexual	13.5 %	41.9 %	15.2 %	16.7 %	12.7 %	6,077	18
Something else	10.0 %	36.8 %	19.2 %	17.5 %	16.4 %	10,572	53
<b>Military Service</b>							
No Prior Military Service	13.3 %	45.1 %	15.9 %	15.8 %	9.9 %	399,559	616
Currently in Guard/Reserves	15.9 %	44.9 %	14.7 %	14.8 %	9.7 %	10,732	16
Retired	18.2 %	47.3 %	14.5 %	13.0 %	7.0 %	75,990	91
Separated/Discharged	14.0 %	44.1 %	16.4 %	14.9 %	10.6 %	85,279	191
<b>Disability</b>							
Yes	15.1 %	41.8 %	16.2 %	15.2 %	11.7 %	79,203	209
No	14.1 %	46.0 %	15.5 %	15.1 %	9.2 %	481,892	678

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.3 %	41.8 %	16.4 %	13.3 %	9.2 %	605,029	2,511
<b>Work Location</b>							
Headquarters	21.5 %	41.6 %	15.5 %	12.7 %	8.7 %	218,454	836
Field	18.5 %	42.0 %	16.4 %	13.5 %	9.7 %	345,426	1,425
<b>Supervisory Status</b>							
Senior Leader	45.8 %	36.3 %	7.4 %	5.9 %	4.6 %	9,652	16
Manager	29.4 %	44.5 %	11.3 %	9.1 %	5.7 %	38,538	78
Supervisor	21.7 %	46.1 %	14.1 %	11.2 %	6.8 %	76,172	205
Team Leader	20.2 %	43.2 %	14.8 %	13.0 %	8.7 %	81,401	228
Non-Supervisor	17.5 %	40.6 %	17.5 %	14.1 %	10.3 %	361,746	1,766
<b>Sex</b>							
Male	20.1 %	41.9 %	15.9 %	12.7 %	9.4 %	306,810	1,333
Female	19.4 %	42.1 %	16.1 %	13.6 %	8.7 %	244,265	868
<b>Hispanic or Latino</b>							
Yes	20.5 %	38.5 %	16.9 %	13.0 %	11.1 %	54,553	307
No	19.6 %	42.4 %	15.9 %	13.1 %	8.9 %	499,382	1,905
<b>Race</b>							
American Indian/Alaska Native	19.6 %	41.8 %	17.0 %	11.8 %	9.9 %	12,875	72
Asian	23.0 %	44.1 %	16.7 %	9.6 %	6.6 %	30,829	115
Black/AfricanAmerican	21.3 %	39.8 %	16.5 %	12.7 %	9.8 %	78,019	407
Native Hawaiian/Pacific Islander	21.4 %	40.0 %	17.9 %	11.1 %	9.6 %	3,901	25
White	19.5 %	42.9 %	15.6 %	13.3 %	8.8 %	389,489	1,367
Two or more races (Not Hispanic/Latino)	16.9 %	36.0 %	18.0 %	15.3 %	13.7 %	23,191	145
<b>Age Group</b>							
25 and under	17.4 %	43.0 %	20.0 %	12.7 %	6.8 %	7,187	34
26-29 years old	17.4 %	42.1 %	18.2 %	13.4 %	8.9 %	16,896	50
30-39 years old	17.8 %	41.4 %	16.4 %	13.9 %	10.5 %	111,483	426
40-49 years old	19.0 %	41.5 %	15.7 %	13.7 %	10.0 %	144,405	559
50-59 years old	21.2 %	42.5 %	15.5 %	12.4 %	8.4 %	189,769	759
60 or older	21.7 %	42.5 %	16.3 %	11.9 %	7.6 %	84,422	401
<b>Level of Education</b>							
Less than High School	23.2 %	38.6 %	18.0 %	10.8 %	9.4 %	474	8
H.S. Diploma/GED or equiv	21.5 %	45.2 %	17.3 %	9.5 %	6.5 %	23,993	94
Trade/Technical Certificate	19.2 %	43.4 %	16.8 %	11.5 %	9.1 %	12,568	48
Some College (no degree)	19.8 %	41.2 %	17.2 %	12.5 %	9.3 %	77,103	356
Associate's Degree	19.5 %	42.2 %	16.7 %	12.7 %	8.9 %	44,733	208
Bachelor's Degree	18.8 %	42.6 %	16.4 %	13.3 %	8.9 %	196,419	730
Master's Degree	20.0 %	40.8 %	15.0 %	14.2 %	10.1 %	148,645	611
Doctoral/Professional Degree	21.6 %	41.3 %	14.2 %	13.4 %	9.6 %	57,088	203

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.3 %</b>	<b>41.8 %</b>	<b>16.4 %</b>	<b>13.3 %</b>	<b>9.2 %</b>	<b>605,029</b>	<b>2,511</b>
<b>Pay Category</b>							
Federal Wage System	17.5 %	41.4 %	16.5 %	13.8 %	10.8 %	19,529	124
GS 1-6	19.7 %	38.8 %	18.6 %	13.1 %	9.8 %	24,194	150
GS 7-12	18.0 %	41.2 %	17.1 %	13.7 %	9.9 %	239,328	1,105
GS 13-15	21.8 %	43.6 %	14.2 %	12.3 %	8.1 %	230,466	699
SES	49.4 %	33.6 %	6.8 %	5.9 %	4.3 %	5,389	7
SL/ST	30.8 %	40.4 %	11.8 %	9.5 %	7.5 %	2,104	7
Other	16.4 %	40.5 %	18.5 %	14.2 %	10.4 %	46,340	195
<b>Time in Federal Government</b>							
< 1 year	23.8 %	45.0 %	16.7 %	9.9 %	4.6 %	10,756	33
1-3 years	21.0 %	42.1 %	17.0 %	12.3 %	7.6 %	56,633	203
4-5 years	19.6 %	40.9 %	16.4 %	13.6 %	9.5 %	43,450	176
6-10 years	18.7 %	41.4 %	16.0 %	13.9 %	10.0 %	116,586	480
11-14 years	18.4 %	41.2 %	16.2 %	13.9 %	10.3 %	93,556	379
15-20 years	18.3 %	41.2 %	16.2 %	14.0 %	10.3 %	96,800	428
> 20 years	21.1 %	43.1 %	15.6 %	11.9 %	8.3 %	148,333	593
<b>Time with Current Agency</b>							
< 1 year	24.4 %	43.0 %	16.4 %	10.3 %	5.9 %	19,851	76
1-3 years	20.8 %	41.0 %	16.6 %	12.9 %	8.8 %	85,399	335
4-5 years	19.5 %	40.3 %	16.1 %	13.9 %	10.1 %	56,942	240
6-10 years	18.4 %	41.2 %	16.1 %	14.1 %	10.1 %	120,112	524
11-14 years	17.9 %	41.8 %	16.2 %	13.9 %	10.3 %	87,651	359
15-20 years	18.3 %	41.7 %	16.5 %	13.6 %	9.9 %	87,267	378
> 20 years	21.5 %	44.3 %	15.3 %	11.3 %	7.5 %	108,904	373
<b>Leaving</b>							
No	24.6 %	47.6 %	14.8 %	9.0 %	4.0 %	376,807	783
Yes, to retire	18.1 %	42.3 %	17.4 %	13.3 %	9.0 %	34,056	153
Yes, to other job in Govt	9.5 %	29.8 %	18.8 %	22.2 %	19.7 %	106,198	881
Yes, to other job outside Govt	7.2 %	27.0 %	16.8 %	23.7 %	25.4 %	23,397	206
Yes, other	7.5 %	27.3 %	20.5 %	22.4 %	22.3 %	25,728	258
<b>Retiring</b>							
Within 1 year	18.2 %	40.4 %	16.4 %	13.8 %	11.3 %	21,560	117
Between 1-3 years	19.2 %	42.6 %	16.7 %	12.9 %	8.7 %	58,065	271
Between 3-5 years	19.9 %	42.0 %	16.3 %	13.0 %	8.8 %	63,465	257
5 or more years	19.7 %	41.9 %	16.0 %	13.2 %	9.3 %	420,367	1,618
<b>Transgender</b>							
Yes	13.6 %	32.0 %	18.7 %	15.2 %	20.5 %	2,011	22
No	19.8 %	42.0 %	16.0 %	13.0 %	9.1 %	546,062	2,166

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.3 %</b>	<b>41.8 %</b>	<b>16.4 %</b>	<b>13.3 %</b>	<b>9.2 %</b>	<b>605,029</b>	<b>2,511</b>
<b>Consider Yourself as</b>							
Straight	20.1 %	42.3 %	15.9 %	12.9 %	8.9 %	512,595	1,963
Gay or Lesbian	19.1 %	40.6 %	15.0 %	14.2 %	11.1 %	11,901	49
Bisexual	16.9 %	37.3 %	16.2 %	16.5 %	13.1 %	6,024	39
Something else	12.4 %	33.1 %	19.6 %	17.0 %	17.9 %	10,459	104
<b>Military Service</b>							
No Prior Military Service	18.6 %	42.6 %	16.5 %	13.3 %	9.0 %	396,643	1,453
Currently in Guard/Reserves	20.6 %	42.1 %	15.1 %	12.2 %	10.0 %	10,650	53
Retired	25.1 %	42.1 %	14.0 %	11.3 %	7.5 %	75,277	311
Separated/Discharged	18.4 %	38.9 %	16.6 %	14.3 %	11.8 %	84,535	468
<b>Disability</b>							
Yes	20.0 %	36.7 %	15.9 %	14.4 %	12.9 %	78,257	576
No	19.7 %	42.9 %	16.1 %	12.9 %	8.5 %	478,437	1,673

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	34.5 %	50.6 %	9.0 %	3.5 %	2.4 %	610,249	1,793
<b>Work Location</b>							
Headquarters	37.5 %	48.9 %	8.1 %	3.3 %	2.2 %	220,169	584
Field	33.3 %	51.2 %	9.2 %	3.7 %	2.6 %	348,477	1,026
<b>Supervisory Status</b>							
Senior Leader	66.3 %	28.0 %	3.3 %	1.2 %	1.3 %	9,744	8
Manager	49.9 %	41.8 %	4.8 %	2.1 %	1.4 %	38,895	42
Supervisor	39.4 %	49.2 %	6.8 %	2.9 %	1.7 %	76,911	120
Team Leader	35.8 %	49.8 %	8.4 %	3.6 %	2.4 %	82,040	186
Non-Supervisor	31.5 %	52.1 %	9.8 %	3.8 %	2.7 %	364,769	1,273
<b>Sex</b>							
Male	34.9 %	49.1 %	9.3 %	3.9 %	2.7 %	309,472	993
Female	35.2 %	52.4 %	7.7 %	2.8 %	1.8 %	246,321	559
<b>Hispanic or Latino</b>							
Yes	36.3 %	48.2 %	9.0 %	3.3 %	3.2 %	55,072	185
No	34.8 %	50.7 %	8.7 %	3.5 %	2.3 %	503,615	1,368
<b>Race</b>							
American Indian/Alaska Native	32.0 %	51.4 %	10.4 %	3.2 %	3.0 %	13,000	59
Asian	39.3 %	50.2 %	7.0 %	2.0 %	1.5 %	31,081	55
Black/AfricanAmerican	37.7 %	50.2 %	7.6 %	2.5 %	2.0 %	78,897	244
Native Hawaiian/Pacific Islander	36.2 %	48.6 %	9.8 %	3.1 %	2.3 %	3,947	14
White	34.4 %	50.5 %	8.9 %	3.8 %	2.4 %	392,581	1,052
Two or more races (Not Hispanic/Latino)	33.5 %	48.6 %	10.0 %	4.1 %	3.7 %	23,405	72
<b>Age Group</b>							
25 and under	33.6 %	53.9 %	8.1 %	2.9 %	1.5 %	7,217	16
26-29 years old	33.1 %	52.8 %	8.5 %	3.4 %	2.2 %	16,966	32
30-39 years old	32.8 %	51.2 %	9.0 %	4.1 %	3.0 %	112,022	282
40-49 years old	34.3 %	50.4 %	8.7 %	3.9 %	2.7 %	145,359	405
50-59 years old	36.7 %	49.7 %	8.6 %	3.1 %	2.0 %	191,722	542
60 or older	36.5 %	50.0 %	8.9 %	3.0 %	1.7 %	85,624	286
<b>Level of Education</b>							
Less than High School	31.5 %	45.9 %	13.8 %	4.0 %	4.8 %	478	7
H.S. Diploma/GED or equiv	31.6 %	53.2 %	10.4 %	2.6 %	2.2 %	24,245	83
Trade/Technical Certificate	30.7 %	52.8 %	10.5 %	3.6 %	2.4 %	12,710	44
Some College (no degree)	33.4 %	51.0 %	9.8 %	3.3 %	2.5 %	77,896	272
Associate's Degree	32.6 %	52.0 %	9.6 %	3.5 %	2.3 %	45,197	166
Bachelor's Degree	33.8 %	51.4 %	8.7 %	3.7 %	2.4 %	197,941	540
Master's Degree	37.3 %	48.7 %	7.9 %	3.6 %	2.4 %	149,820	365
Doctoral/Professional Degree	40.8 %	46.3 %	7.1 %	3.5 %	2.4 %	57,539	113

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>34.5 %</b>	<b>50.6 %</b>	<b>9.0 %</b>	<b>3.5 %</b>	<b>2.4 %</b>	<b>610,249</b>	<b>1,793</b>
<b>Pay Category</b>							
Federal Wage System	29.6 %	52.8 %	11.0 %	3.8 %	2.8 %	19,735	92
GS 1-6	32.4 %	52.2 %	10.2 %	2.9 %	2.3 %	24,449	103
GS 7-12	32.3 %	52.3 %	9.2 %	3.6 %	2.5 %	241,577	770
GS 13-15	38.7 %	47.9 %	7.6 %	3.5 %	2.2 %	232,203	507
SES	71.4 %	23.5 %	2.6 %	1.5 %	1.0 %	5,426	5
SL/ST	51.8 %	38.3 %	5.1 %	2.1 %	2.8 %	2,119	4
Other	31.8 %	51.7 %	10.4 %	3.6 %	2.5 %	46,704	139
<b>Time in Federal Government</b>							
< 1 year	40.5 %	50.4 %	6.5 %	1.8 %	0.7 %	10,817	18
1-3 years	36.8 %	50.9 %	7.8 %	2.9 %	1.7 %	56,990	120
4-5 years	35.1 %	50.7 %	8.5 %	3.6 %	2.1 %	43,780	102
6-10 years	33.8 %	50.9 %	8.8 %	3.8 %	2.6 %	117,486	319
11-14 years	33.6 %	50.4 %	9.2 %	3.9 %	2.9 %	94,285	283
15-20 years	33.2 %	50.5 %	9.5 %	4.0 %	2.8 %	97,709	317
> 20 years	36.1 %	49.7 %	8.8 %	3.2 %	2.3 %	149,906	457
<b>Time with Current Agency</b>							
< 1 year	40.2 %	48.7 %	7.5 %	2.3 %	1.3 %	19,977	44
1-3 years	36.3 %	50.4 %	8.2 %	3.1 %	2.1 %	86,011	205
4-5 years	34.8 %	50.4 %	8.8 %	3.7 %	2.4 %	57,375	159
6-10 years	33.4 %	51.1 %	9.0 %	3.9 %	2.7 %	121,073	344
11-14 years	33.2 %	50.6 %	9.3 %	4.0 %	2.9 %	88,366	282
15-20 years	33.4 %	50.6 %	9.4 %	3.9 %	2.7 %	88,080	284
> 20 years	36.7 %	49.8 %	8.5 %	3.0 %	2.0 %	110,091	294
<b>Leaving</b>							
No	39.9 %	50.1 %	6.8 %	2.2 %	1.0 %	379,568	659
Yes, to retire	31.0 %	52.2 %	10.8 %	3.7 %	2.4 %	34,486	142
Yes, to other job in Govt	25.6 %	51.3 %	12.2 %	6.0 %	4.9 %	107,310	526
Yes, to other job outside Govt	21.7 %	48.8 %	13.3 %	8.3 %	7.9 %	23,594	110
Yes, other	20.8 %	50.4 %	15.4 %	7.0 %	6.3 %	26,068	176
<b>Retiring</b>							
Within 1 year	31.3 %	50.5 %	10.8 %	4.2 %	3.1 %	21,814	103
Between 1-3 years	33.4 %	51.1 %	9.8 %	3.5 %	2.3 %	58,815	202
Between 3-5 years	34.7 %	50.6 %	9.1 %	3.3 %	2.2 %	64,196	180
5 or more years	35.2 %	50.3 %	8.5 %	3.5 %	2.4 %	423,455	1,114
<b>Transgender</b>							
Yes	26.2 %	43.2 %	14.5 %	7.0 %	9.2 %	2,023	16
No	35.1 %	50.4 %	8.7 %	3.5 %	2.3 %	550,749	1,513

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>34.5 %</b>	<b>50.6 %</b>	<b>9.0 %</b>	<b>3.5 %</b>	<b>2.4 %</b>	<b>610,249</b>	<b>1,793</b>
<b>Consider Yourself as</b>							
Straight	35.3 %	50.5 %	8.5 %	3.4 %	2.3 %	516,997	1,336
Gay or Lesbian	37.0 %	47.7 %	8.5 %	4.0 %	2.8 %	11,992	38
Bisexual	33.9 %	50.3 %	8.7 %	3.9 %	3.2 %	6,076	28
Something else	25.0 %	47.9 %	14.3 %	6.4 %	6.4 %	10,547	98
<b>Military Service</b>							
No Prior Military Service	33.9 %	51.5 %	8.8 %	3.5 %	2.3 %	399,780	1,052
Currently in Guard/Reserves	35.5 %	49.5 %	8.3 %	4.0 %	2.6 %	10,732	30
Retired	40.8 %	47.1 %	7.5 %	2.8 %	1.7 %	76,097	186
Separated/Discharged	32.9 %	49.3 %	10.2 %	4.3 %	3.3 %	85,339	348
<b>Disability</b>							
Yes	35.7 %	47.2 %	9.8 %	4.0 %	3.3 %	79,262	354
No	34.8 %	51.0 %	8.6 %	3.4 %	2.2 %	482,216	1,222

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(13) The work I do is important.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>50.1 %</b>	<b>40.0 %</b>	<b>6.8 %</b>	<b>1.8 %</b>	<b>1.3 %</b>	<b>610,355</b>	<b>1,426</b>
<b>Work Location</b>							
Headquarters	49.8 %	40.0 %	7.0 %	1.9 %	1.3 %	220,048	510
Field	50.6 %	39.7 %	6.5 %	1.8 %	1.4 %	348,641	787
<b>Supervisory Status</b>							
Senior Leader	75.6 %	20.8 %	2.4 %	0.5 %	0.7 %	9,727	10
Manager	64.5 %	30.4 %	3.4 %	0.9 %	0.7 %	38,874	32
Supervisor	56.1 %	37.3 %	4.6 %	1.2 %	0.9 %	76,894	98
Team Leader	52.2 %	39.4 %	5.8 %	1.6 %	1.1 %	82,028	155
Non-Supervisor	46.9 %	41.8 %	7.7 %	2.1 %	1.6 %	364,891	1,014
<b>Sex</b>							
Male	50.6 %	38.9 %	7.0 %	2.0 %	1.5 %	309,676	770
Female	50.6 %	41.0 %	5.9 %	1.4 %	1.0 %	246,187	453
<b>Hispanic or Latino</b>							
Yes	54.9 %	35.7 %	6.2 %	1.6 %	1.7 %	55,128	142
No	49.9 %	40.3 %	6.6 %	1.8 %	1.3 %	503,607	1,100
<b>Race</b>							
American Indian/Alaska Native	53.3 %	38.2 %	5.8 %	1.2 %	1.6 %	13,020	42
Asian	51.8 %	40.4 %	5.6 %	1.2 %	0.9 %	31,055	47
Black/AfricanAmerican	54.7 %	38.0 %	5.2 %	1.1 %	1.0 %	78,948	197
Native Hawaiian/Pacific Islander	52.9 %	37.4 %	6.7 %	1.6 %	1.4 %	3,947	13
White	49.6 %	40.3 %	6.8 %	2.0 %	1.4 %	392,548	812
Two or more races (Not Hispanic/Latino)	50.2 %	38.0 %	7.7 %	2.1 %	2.0 %	23,404	81
<b>Age Group</b>							
25 and under	44.7 %	42.5 %	9.0 %	2.4 %	1.4 %	7,219	17
26-29 years old	45.9 %	41.6 %	8.5 %	2.4 %	1.7 %	16,963	36
30-39 years old	47.7 %	40.6 %	7.6 %	2.3 %	1.8 %	112,015	257
40-49 years old	50.6 %	39.5 %	6.6 %	1.9 %	1.5 %	145,462	299
50-59 years old	52.3 %	39.3 %	5.9 %	1.5 %	1.0 %	191,737	420
60 or older	52.6 %	39.4 %	5.8 %	1.3 %	0.8 %	85,573	213
<b>Level of Education</b>							
Less than High School	44.4 %	40.0 %	8.6 %	2.8 %	4.2 %	483	4
H.S. Diploma/GED or equiv	50.4 %	41.3 %	6.1 %	1.1 %	1.1 %	24,273	55
Trade/Technical Certificate	51.0 %	40.7 %	6.0 %	1.3 %	1.0 %	12,719	30
Some College (no degree)	52.4 %	39.0 %	6.0 %	1.3 %	1.3 %	77,982	196
Associate's Degree	51.1 %	40.1 %	6.3 %	1.4 %	1.1 %	45,250	105
Bachelor's Degree	48.8 %	40.9 %	6.9 %	2.0 %	1.4 %	197,938	451
Master's Degree	49.8 %	39.6 %	7.1 %	2.1 %	1.4 %	149,745	323
Doctoral/Professional Degree	54.8 %	36.2 %	6.0 %	1.8 %	1.3 %	57,475	107



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(13) The work I do is important.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>50.1 %</b>	<b>40.0 %</b>	<b>6.8 %</b>	<b>1.8 %</b>	<b>1.3 %</b>	<b>610,355</b>	<b>1,426</b>
<b>Pay Category</b>							
Federal Wage System	49.2 %	41.4 %	7.1 %	1.2 %	1.1 %	19,777	65
GS 1-6	49.6 %	40.9 %	7.0 %	1.3 %	1.2 %	24,509	60
GS 7-12	48.4 %	41.2 %	6.9 %	1.9 %	1.5 %	241,650	598
GS 13-15	51.9 %	38.5 %	6.4 %	1.9 %	1.2 %	232,055	454
SES	81.1 %	16.0 %	2.0 %	0.6 %	0.3 %	5,415	3
SL/ST	65.2 %	28.3 %	3.4 %	1.5 %	1.6 %	2,120	2
Other	52.2 %	38.8 %	6.4 %	1.5 %	1.1 %	46,729	123
<b>Time in Federal Government</b>							
< 1 year	54.9 %	37.5 %	6.0 %	1.2 %	0.4 %	10,811	18
1-3 years	51.4 %	39.3 %	6.6 %	1.7 %	1.0 %	57,016	89
4-5 years	50.0 %	39.9 %	7.0 %	1.8 %	1.3 %	43,805	87
6-10 years	49.0 %	40.5 %	6.9 %	2.1 %	1.4 %	117,469	287
11-14 years	49.6 %	39.9 %	6.9 %	2.0 %	1.6 %	94,306	246
15-20 years	50.3 %	39.8 %	6.6 %	1.9 %	1.5 %	97,754	232
> 20 years	51.1 %	39.7 %	6.4 %	1.5 %	1.2 %	149,860	342
<b>Time with Current Agency</b>							
< 1 year	53.8 %	37.6 %	6.5 %	1.3 %	0.8 %	19,971	45
1-3 years	50.6 %	39.5 %	6.9 %	1.8 %	1.2 %	86,006	165
4-5 years	49.6 %	39.8 %	7.3 %	2.0 %	1.4 %	57,390	125
6-10 years	48.8 %	40.7 %	7.0 %	2.1 %	1.5 %	121,098	311
11-14 years	49.7 %	40.1 %	6.6 %	1.9 %	1.6 %	88,402	227
15-20 years	50.8 %	39.6 %	6.4 %	1.8 %	1.4 %	88,152	191
> 20 years	51.9 %	39.6 %	6.0 %	1.4 %	1.1 %	109,999	239
<b>Leaving</b>							
No	55.2 %	38.7 %	4.7 %	0.9 %	0.5 %	379,490	460
Yes, to retire	46.5 %	42.8 %	7.5 %	1.8 %	1.4 %	34,474	101
Yes, to other job in Govt	41.5 %	42.1 %	10.2 %	3.3 %	2.8 %	107,400	444
Yes, to other job outside Govt	37.8 %	39.8 %	12.1 %	5.5 %	4.8 %	23,611	122
Yes, other	37.1 %	42.8 %	12.7 %	3.8 %	3.6 %	26,087	170
<b>Retiring</b>							
Within 1 year	46.8 %	41.3 %	7.8 %	2.3 %	1.9 %	21,828	70
Between 1-3 years	48.9 %	41.2 %	6.9 %	1.8 %	1.2 %	58,792	143
Between 3-5 years	50.6 %	40.4 %	6.2 %	1.7 %	1.1 %	64,186	143
5 or more years	50.7 %	39.5 %	6.6 %	1.8 %	1.4 %	423,513	927
<b>Transgender</b>							
Yes	39.8 %	36.1 %	12.5 %	4.8 %	6.9 %	2,017	18
No	50.6 %	39.8 %	6.5 %	1.8 %	1.3 %	550,813	1,188

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(13) The work I do is important.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>50.1 %</b>	<b>40.0 %</b>	<b>6.8 %</b>	<b>1.8 %</b>	<b>1.3 %</b>	<b>610,355</b>	<b>1,426</b>
<b>Consider Yourself as</b>							
Straight	50.9 %	39.8 %	6.4 %	1.7 %	1.2 %	517,012	1,074
Gay or Lesbian	52.3 %	37.3 %	6.8 %	2.0 %	1.5 %	12,002	16
Bisexual	49.7 %	38.6 %	7.2 %	2.4 %	2.1 %	6,088	20
Something else	40.3 %	40.1 %	11.9 %	3.6 %	4.1 %	10,559	76
<b>Military Service</b>							
No Prior Military Service	49.9 %	40.4 %	6.6 %	1.8 %	1.3 %	399,775	860
Currently in Guard/Reserves	47.9 %	41.2 %	7.0 %	2.1 %	1.7 %	10,721	25
Retired	54.1 %	38.0 %	5.6 %	1.4 %	0.9 %	76,079	160
Separated/Discharged	49.3 %	39.0 %	7.7 %	2.2 %	1.8 %	85,424	257
<b>Disability</b>							
Yes	51.5 %	37.6 %	7.0 %	2.0 %	1.8 %	79,287	294
No	50.3 %	40.2 %	6.5 %	1.8 %	1.2 %	482,245	961

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>24.6 %</b>	<b>41.8 %</b>	<b>14.0 %</b>	<b>11.8 %</b>	<b>7.8 %</b>	<b>610,747</b>	<b>2,784</b>
<b>Work Location</b>							
Headquarters	26.6 %	41.8 %	13.3 %	11.4 %	6.9 %	220,287	901
Field	23.8 %	41.8 %	14.3 %	11.9 %	8.2 %	348,754	1,633
<b>Supervisory Status</b>							
Senior Leader	45.6 %	34.8 %	8.3 %	6.9 %	4.3 %	9,735	18
Manager	33.6 %	41.7 %	10.4 %	9.0 %	5.2 %	38,944	61
Supervisor	26.9 %	43.7 %	12.5 %	10.7 %	6.2 %	76,988	204
Team Leader	22.6 %	41.0 %	14.7 %	13.2 %	8.5 %	82,096	294
Non-Supervisor	23.6 %	41.8 %	14.5 %	12.0 %	8.2 %	364,994	1,988
<b>Sex</b>							
Male	26.0 %	42.2 %	13.8 %	10.7 %	7.3 %	310,003	1,281
Female	23.5 %	41.3 %	13.9 %	13.2 %	8.2 %	246,169	1,175
<b>Hispanic or Latino</b>							
Yes	27.1 %	38.4 %	13.8 %	11.1 %	9.6 %	55,167	267
No	24.7 %	42.3 %	13.9 %	11.8 %	7.4 %	503,873	2,201
<b>Race</b>							
American Indian/Alaska Native	24.1 %	41.1 %	14.8 %	11.5 %	8.6 %	13,019	69
Asian	28.0 %	44.1 %	13.6 %	8.7 %	5.7 %	31,055	127
Black/AfricanAmerican	29.0 %	43.0 %	12.0 %	9.5 %	6.5 %	79,060	353
Native Hawaiian/Pacific Islander	25.5 %	40.9 %	15.2 %	10.3 %	8.1 %	3,961	12
White	24.1 %	41.8 %	14.1 %	12.3 %	7.8 %	392,753	1,675
Two or more races (Not Hispanic/Latino)	23.5 %	38.4 %	14.8 %	13.1 %	10.2 %	23,411	131
<b>Age Group</b>							
25 and under	25.8 %	38.6 %	15.6 %	12.4 %	7.6 %	7,216	35
26-29 years old	24.1 %	38.2 %	14.4 %	13.2 %	10.1 %	16,959	72
30-39 years old	24.5 %	39.7 %	14.0 %	12.6 %	9.2 %	111,994	515
40-49 years old	25.1 %	41.5 %	13.5 %	11.9 %	8.1 %	145,441	622
50-59 years old	25.4 %	43.2 %	13.7 %	11.0 %	6.7 %	192,037	748
60 or older	24.7 %	43.9 %	14.6 %	10.7 %	6.1 %	85,654	474
<b>Level of Education</b>							
Less than High School	22.4 %	37.2 %	19.9 %	12.8 %	7.6 %	482	6
H.S. Diploma/GED or equiv	23.0 %	42.3 %	15.4 %	11.2 %	8.0 %	24,286	139
Trade/Technical Certificate	22.1 %	42.6 %	16.1 %	11.4 %	7.8 %	12,736	50
Some College (no degree)	23.6 %	40.9 %	14.7 %	12.0 %	8.8 %	77,992	400
Associate's Degree	23.2 %	41.8 %	14.7 %	11.9 %	8.4 %	45,290	213
Bachelor's Degree	24.7 %	42.2 %	13.8 %	11.8 %	7.6 %	198,062	848
Master's Degree	26.2 %	41.7 %	13.1 %	11.7 %	7.4 %	149,870	611
Doctoral/Professional Degree	27.8 %	41.9 %	12.9 %	11.0 %	6.4 %	57,490	242

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>24.6 %</b>	<b>41.8 %</b>	<b>14.0 %</b>	<b>11.8 %</b>	<b>7.8 %</b>	<b>610,747</b>	<b>2,784</b>
<b>Pay Category</b>							
Federal Wage System	18.7 %	42.6 %	17.0 %	13.0 %	8.8 %	19,784	100
GS 1-6	25.0 %	40.3 %	15.4 %	11.3 %	8.0 %	24,444	207
GS 7-12	23.4 %	42.2 %	14.3 %	12.0 %	8.2 %	241,948	1,036
GS 13-15	27.7 %	42.4 %	12.6 %	10.9 %	6.5 %	232,128	967
SES	48.7 %	33.5 %	7.8 %	7.0 %	3.1 %	5,426	6
SL/ST	33.8 %	37.8 %	12.4 %	10.3 %	5.7 %	2,125	6
Other	21.1 %	38.1 %	15.7 %	14.3 %	10.8 %	46,748	241
<b>Time in Federal Government</b>							
< 1 year	31.5 %	40.1 %	13.4 %	10.4 %	4.7 %	10,839	22
1-3 years	26.8 %	40.2 %	13.7 %	12.0 %	7.4 %	57,049	195
4-5 years	24.9 %	40.1 %	14.2 %	12.6 %	8.2 %	43,770	205
6-10 years	24.1 %	41.7 %	13.9 %	12.1 %	8.2 %	117,478	568
11-14 years	23.9 %	41.5 %	13.9 %	12.1 %	8.5 %	94,381	440
15-20 years	23.6 %	41.4 %	14.2 %	12.3 %	8.6 %	97,785	491
> 20 years	25.5 %	43.7 %	13.8 %	10.5 %	6.5 %	150,056	641
<b>Time with Current Agency</b>							
< 1 year	31.5 %	40.4 %	12.6 %	10.3 %	5.1 %	20,007	65
1-3 years	27.0 %	40.4 %	13.4 %	11.7 %	7.5 %	86,099	303
4-5 years	24.9 %	40.6 %	13.9 %	12.4 %	8.2 %	57,387	269
6-10 years	23.8 %	41.9 %	14.0 %	12.2 %	8.2 %	121,112	602
11-14 years	23.2 %	41.9 %	14.1 %	12.2 %	8.6 %	88,443	427
15-20 years	23.3 %	41.7 %	14.4 %	12.0 %	8.5 %	88,146	448
> 20 years	25.4 %	44.0 %	13.9 %	10.5 %	6.3 %	110,165	444
<b>Leaving</b>							
No	28.5 %	43.1 %	12.9 %	10.1 %	5.3 %	379,640	1,287
Yes, to retire	21.7 %	44.1 %	15.3 %	11.8 %	7.0 %	34,532	192
Yes, to other job in Govt	18.3 %	39.4 %	15.2 %	14.8 %	12.3 %	107,534	647
Yes, to other job outside Govt	14.9 %	35.7 %	15.9 %	16.9 %	16.6 %	23,620	188
Yes, other	14.9 %	36.2 %	18.4 %	15.8 %	14.7 %	26,097	237
<b>Retiring</b>							
Within 1 year	21.8 %	43.0 %	15.1 %	12.1 %	8.0 %	21,885	125
Between 1-3 years	23.2 %	43.7 %	14.7 %	11.4 %	7.1 %	58,846	291
Between 3-5 years	23.9 %	43.6 %	14.2 %	11.4 %	7.0 %	64,259	289
5 or more years	25.3 %	41.3 %	13.7 %	11.8 %	7.9 %	423,679	1,826
<b>Transgender</b>							
Yes	18.0 %	33.4 %	17.6 %	14.3 %	16.7 %	2,026	23
No	25.1 %	41.9 %	13.8 %	11.6 %	7.6 %	551,115	2,405

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>24.6 %</b>	<b>41.8 %</b>	<b>14.0 %</b>	<b>11.8 %</b>	<b>7.8 %</b>	<b>610,747</b>	<b>2,784</b>
<b>Consider Yourself as</b>							
Straight	25.3 %	42.1 %	13.7 %	11.5 %	7.4 %	517,360	2,138
Gay or Lesbian	24.7 %	39.3 %	13.7 %	13.2 %	9.2 %	11,981	71
Bisexual	22.1 %	38.5 %	13.7 %	14.9 %	10.8 %	6,079	48
Something else	17.6 %	34.5 %	18.1 %	15.2 %	14.6 %	10,572	106
<b>Military Service</b>							
No Prior Military Service	24.1 %	41.5 %	14.2 %	12.1 %	8.1 %	399,857	1,846
Currently in Guard/Reserves	26.9 %	42.7 %	12.4 %	10.3 %	7.7 %	10,744	40
Retired	27.6 %	43.5 %	12.6 %	10.5 %	5.8 %	76,253	227
Separated/Discharged	24.7 %	41.2 %	14.3 %	11.6 %	8.2 %	85,500	436
<b>Disability</b>							
Yes	24.6 %	38.6 %	14.7 %	12.5 %	9.6 %	79,303	559
No	25.0 %	42.4 %	13.7 %	11.5 %	7.3 %	482,562	1,924

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>28.9 %</b>	<b>42.4 %</b>	<b>13.8 %</b>	<b>8.1 %</b>	<b>6.9 %</b>	<b>605,420</b>	<b>7,312</b>
<b>Work Location</b>							
Headquarters	32.4 %	42.2 %	12.6 %	7.1 %	5.7 %	218,066	2,864
Field	27.5 %	42.3 %	14.1 %	8.5 %	7.6 %	346,147	3,782
<b>Supervisory Status</b>							
Senior Leader	51.3 %	32.6 %	8.5 %	4.1 %	3.5 %	9,638	112
Manager	38.1 %	39.7 %	10.8 %	6.5 %	4.9 %	38,665	308
Supervisor	31.0 %	42.8 %	12.7 %	7.6 %	5.9 %	76,383	697
Team Leader	30.8 %	41.9 %	12.7 %	8.0 %	6.7 %	81,626	689
Non-Supervisor	27.2 %	42.8 %	14.3 %	8.4 %	7.4 %	361,589	4,892
<b>Sex</b>							
Male	29.3 %	42.0 %	14.0 %	7.7 %	7.0 %	307,387	3,509
Female	29.8 %	42.9 %	12.6 %	8.4 %	6.4 %	244,101	2,941
<b>Hispanic or Latino</b>							
Yes	29.7 %	39.3 %	14.2 %	8.5 %	8.3 %	54,751	606
No	29.4 %	42.7 %	13.3 %	7.9 %	6.6 %	499,610	5,873
<b>Race</b>							
American Indian/Alaska Native	25.4 %	40.1 %	15.2 %	9.8 %	9.6 %	12,913	161
Asian	29.9 %	44.6 %	14.2 %	6.4 %	4.9 %	30,828	326
Black/AfricanAmerican	29.9 %	40.7 %	13.0 %	8.4 %	7.9 %	78,355	920
Native Hawaiian/Pacific Islander	26.3 %	40.8 %	15.7 %	7.8 %	9.3 %	3,925	44
White	29.9 %	42.9 %	13.1 %	7.8 %	6.3 %	389,569	4,433
Two or more races (Not Hispanic/Latino)	26.8 %	38.8 %	15.3 %	9.1 %	10.0 %	23,142	368
<b>Age Group</b>							
25 and under	28.3 %	45.0 %	14.4 %	6.7 %	5.6 %	7,053	193
26-29 years old	29.5 %	42.4 %	13.8 %	7.8 %	6.6 %	16,662	348
30-39 years old	29.9 %	41.9 %	13.0 %	8.0 %	7.3 %	110,707	1,710
40-49 years old	29.4 %	42.2 %	13.1 %	8.1 %	7.2 %	144,267	1,655
50-59 years old	29.6 %	42.3 %	13.6 %	8.0 %	6.6 %	190,713	1,802
60 or older	28.4 %	43.2 %	14.4 %	7.9 %	6.1 %	85,187	790
<b>Level of Education</b>							
Less than High School	23.0 %	38.6 %	17.8 %	8.4 %	12.2 %	474	12
H.S. Diploma/GED or equiv	27.7 %	42.1 %	14.6 %	8.0 %	7.6 %	24,184	194
Trade/Technical Certificate	25.7 %	40.9 %	15.2 %	9.0 %	9.2 %	12,685	96
Some College (no degree)	27.4 %	40.5 %	14.6 %	8.9 %	8.6 %	77,503	785
Associate's Degree	27.5 %	41.0 %	14.4 %	8.9 %	8.2 %	44,967	465
Bachelor's Degree	28.9 %	43.4 %	13.5 %	7.9 %	6.3 %	196,535	2,162
Master's Degree	31.1 %	42.7 %	12.6 %	7.5 %	6.1 %	148,370	1,949
Doctoral/Professional Degree	33.4 %	42.0 %	12.3 %	7.0 %	5.4 %	56,712	930

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>28.9 %</b>	<b>42.4 %</b>	<b>13.8 %</b>	<b>8.1 %</b>	<b>6.9 %</b>	<b>605,420</b>	<b>7,312</b>
<b>Pay Category</b>							
Federal Wage System	23.5 %	39.0 %	16.2 %	9.8 %	11.5 %	19,606	252
GS 1-6	28.6 %	39.9 %	14.3 %	9.0 %	8.2 %	24,231	377
GS 7-12	27.4 %	42.9 %	14.2 %	8.4 %	7.1 %	239,808	2,839
GS 13-15	33.3 %	43.1 %	11.8 %	6.7 %	5.1 %	230,519	2,341
SES	53.3 %	31.7 %	8.0 %	4.0 %	3.0 %	5,369	62
SL/ST	38.6 %	37.9 %	12.3 %	5.7 %	5.5 %	2,091	34
Other	22.2 %	39.6 %	16.5 %	10.8 %	10.9 %	46,121	789
<b>Time in Federal Government</b>							
< 1 year	34.0 %	44.1 %	15.5 %	4.0 %	2.3 %	10,154	684
1-3 years	32.4 %	42.6 %	12.7 %	6.9 %	5.3 %	56,287	887
4-5 years	30.1 %	41.7 %	13.0 %	8.1 %	7.0 %	43,413	503
6-10 years	29.5 %	42.2 %	13.3 %	8.1 %	7.0 %	116,533	1,414
11-14 years	28.3 %	42.2 %	13.5 %	8.5 %	7.5 %	93,707	1,002
15-20 years	27.0 %	42.0 %	14.4 %	8.6 %	8.0 %	97,157	956
> 20 years	29.2 %	42.6 %	13.6 %	8.0 %	6.6 %	149,266	1,238
<b>Time with Current Agency</b>							
< 1 year	33.3 %	42.0 %	17.1 %	4.5 %	3.1 %	18,531	1,496
1-3 years	32.1 %	42.1 %	12.6 %	7.3 %	5.9 %	85,152	1,152
4-5 years	30.0 %	41.5 %	12.9 %	8.3 %	7.4 %	57,027	558
6-10 years	28.8 %	42.0 %	13.5 %	8.4 %	7.3 %	120,389	1,202
11-14 years	27.6 %	42.5 %	13.6 %	8.6 %	7.8 %	87,964	783
15-20 years	26.8 %	42.1 %	14.3 %	8.8 %	8.0 %	87,743	723
> 20 years	29.6 %	43.4 %	13.4 %	7.7 %	5.9 %	109,715	757
<b>Leaving</b>							
No	34.2 %	44.3 %	11.8 %	6.0 %	3.7 %	376,739	3,741
Yes, to retire	25.2 %	43.9 %	15.3 %	8.8 %	6.8 %	34,390	254
Yes, to other job in Govt	20.4 %	38.1 %	16.5 %	12.1 %	13.0 %	106,274	1,783
Yes, to other job outside Govt	16.8 %	36.7 %	17.3 %	13.6 %	15.7 %	23,395	377
Yes, other	15.8 %	35.3 %	19.8 %	13.1 %	16.0 %	25,781	511
<b>Retiring</b>							
Within 1 year	25.6 %	42.4 %	14.9 %	8.7 %	8.4 %	21,772	190
Between 1-3 years	26.8 %	43.2 %	14.6 %	8.4 %	6.9 %	58,604	453
Between 3-5 years	27.7 %	42.6 %	14.2 %	8.4 %	7.0 %	63,877	587
5 or more years	30.0 %	42.2 %	13.2 %	7.9 %	6.7 %	419,613	5,390
<b>Transgender</b>							
Yes	20.7 %	35.8 %	17.6 %	10.1 %	15.7 %	2,010	33
No	29.5 %	42.4 %	13.4 %	8.0 %	6.8 %	546,464	6,388

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>28.9 %</b>	<b>42.4 %</b>	<b>13.8 %</b>	<b>8.1 %</b>	<b>6.9 %</b>	<b>605,420</b>	<b>7,312</b>
<b>Consider Yourself as</b>							
Straight	29.8 %	42.5 %	13.2 %	7.9 %	6.6 %	513,083	5,811
Gay or Lesbian	31.1 %	40.7 %	12.7 %	8.4 %	7.0 %	11,851	180
Bisexual	26.7 %	41.4 %	14.0 %	9.0 %	8.9 %	6,019	99
Something else	20.3 %	36.9 %	19.0 %	10.6 %	13.2 %	10,452	207
<b>Military Service</b>							
No Prior Military Service	28.6 %	43.1 %	13.5 %	8.2 %	6.7 %	396,671	4,542
Currently in Guard/Reserves	30.7 %	41.5 %	13.4 %	7.2 %	7.1 %	10,604	166
Retired	33.8 %	41.4 %	12.7 %	6.6 %	5.6 %	75,567	818
Separated/Discharged	27.7 %	40.3 %	14.5 %	8.8 %	8.7 %	84,664	1,150
<b>Disability</b>							
Yes	28.5 %	38.0 %	14.7 %	9.1 %	9.7 %	78,530	1,200
No	29.6 %	43.1 %	13.2 %	7.8 %	6.3 %	478,601	5,319

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(16) I am held accountable for achieving results.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.3 %</b>	<b>50.8 %</b>	<b>11.3 %</b>	<b>3.5 %</b>	<b>2.1 %</b>	<b>609,583</b>	<b>2,493</b>
<b>Work Location</b>							
Headquarters	35.4 %	50.1 %	9.9 %	2.9 %	1.7 %	219,847	826
Field	31.1 %	50.9 %	11.8 %	3.8 %	2.4 %	348,210	1,404
<b>Supervisory Status</b>							
Senior Leader	60.6 %	32.8 %	4.3 %	1.2 %	1.1 %	9,714	20
Manager	45.1 %	44.8 %	6.6 %	2.3 %	1.2 %	38,865	67
Supervisor	36.5 %	50.5 %	8.7 %	2.8 %	1.5 %	76,860	189
Team Leader	33.0 %	50.1 %	10.9 %	3.8 %	2.1 %	82,011	228
Non-Supervisor	29.9 %	51.7 %	12.3 %	3.7 %	2.4 %	364,304	1,764
<b>Sex</b>							
Male	32.0 %	49.9 %	11.7 %	3.9 %	2.5 %	309,409	1,197
Female	34.1 %	51.6 %	10.0 %	2.8 %	1.5 %	245,827	944
<b>Hispanic or Latino</b>							
Yes	34.7 %	47.4 %	11.8 %	3.5 %	2.7 %	55,050	258
No	32.5 %	51.0 %	11.0 %	3.5 %	2.0 %	503,035	1,918
<b>Race</b>							
American Indian/Alaska Native	30.0 %	50.4 %	13.3 %	3.3 %	3.0 %	12,976	81
Asian	35.5 %	51.7 %	9.2 %	2.1 %	1.4 %	31,015	110
Black/AfricanAmerican	36.4 %	50.3 %	9.4 %	2.2 %	1.7 %	78,844	315
Native Hawaiian/Pacific Islander	32.8 %	48.9 %	12.7 %	3.2 %	2.5 %	3,937	18
White	31.9 %	50.8 %	11.3 %	3.8 %	2.1 %	392,215	1,432
Two or more races (Not Hispanic/Latino)	33.0 %	47.2 %	12.7 %	3.8 %	3.2 %	23,366	121
<b>Age Group</b>							
25 and under	29.7 %	54.0 %	11.5 %	3.5 %	1.4 %	7,182	44
26-29 years old	30.8 %	50.6 %	11.4 %	4.5 %	2.7 %	16,909	70
30-39 years old	30.9 %	49.5 %	11.8 %	4.8 %	3.1 %	111,754	515
40-49 years old	32.4 %	49.9 %	11.5 %	3.8 %	2.4 %	145,186	560
50-59 years old	34.2 %	51.1 %	10.5 %	2.7 %	1.6 %	191,710	659
60 or older	33.7 %	52.4 %	10.4 %	2.2 %	1.2 %	85,597	327
<b>Level of Education</b>							
Less than High School	28.9 %	47.0 %	16.2 %	3.5 %	4.4 %	479	9
H.S. Diploma/GED or equiv	30.0 %	51.5 %	13.1 %	3.2 %	2.2 %	24,254	112
Trade/Technical Certificate	29.1 %	50.9 %	13.3 %	3.8 %	2.9 %	12,697	61
Some College (no degree)	31.8 %	50.0 %	12.4 %	3.4 %	2.4 %	77,865	341
Associate's Degree	31.1 %	50.5 %	12.0 %	3.8 %	2.5 %	45,175	194
Bachelor's Degree	31.9 %	51.5 %	10.9 %	3.6 %	2.1 %	197,759	718
Master's Degree	34.3 %	50.3 %	10.1 %	3.4 %	1.9 %	149,600	556
Doctoral/Professional Degree	36.9 %	48.8 %	9.7 %	3.0 %	1.6 %	57,405	218

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(16) I am held accountable for achieving results.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.3 %</b>	<b>50.8 %</b>	<b>11.3 %</b>	<b>3.5 %</b>	<b>2.1 %</b>	<b>609,583</b>	<b>2,493</b>
<b>Pay Category</b>							
Federal Wage System	26.7 %	49.5 %	14.8 %	5.2 %	3.9 %	19,749	97
GS 1-6	31.5 %	50.3 %	12.9 %	3.1 %	2.3 %	24,418	167
GS 7-12	30.8 %	51.7 %	11.6 %	3.6 %	2.3 %	241,338	1,043
GS 13-15	36.1 %	49.8 %	9.4 %	3.1 %	1.6 %	231,931	706
SES	63.0 %	30.5 %	4.2 %	1.5 %	0.8 %	5,407	8
SL/ST	46.3 %	40.6 %	8.7 %	2.3 %	2.2 %	2,124	2
Other	27.9 %	51.5 %	14.1 %	4.1 %	2.4 %	46,624	240
<b>Time in Federal Government</b>							
< 1 year	36.8 %	51.1 %	9.3 %	2.1 %	0.7 %	10,747	84
1-3 years	34.5 %	50.4 %	10.3 %	3.1 %	1.7 %	56,846	247
4-5 years	32.9 %	49.8 %	11.0 %	3.9 %	2.4 %	43,724	156
6-10 years	32.0 %	50.4 %	11.2 %	4.0 %	2.4 %	117,337	440
11-14 years	31.6 %	50.2 %	11.7 %	4.0 %	2.6 %	94,231	376
15-20 years	31.0 %	50.8 %	12.0 %	3.8 %	2.4 %	97,635	403
> 20 years	33.7 %	51.4 %	10.7 %	2.6 %	1.6 %	149,848	537
<b>Time with Current Agency</b>							
< 1 year	37.1 %	50.2 %	9.8 %	1.9 %	0.9 %	19,789	217
1-3 years	34.7 %	49.8 %	10.4 %	3.2 %	1.9 %	85,839	338
4-5 years	32.9 %	49.8 %	10.9 %	3.9 %	2.4 %	57,340	202
6-10 years	31.6 %	50.5 %	11.5 %	4.0 %	2.4 %	120,986	445
11-14 years	30.9 %	50.6 %	11.8 %	4.0 %	2.6 %	88,340	338
15-20 years	30.8 %	51.1 %	12.1 %	3.7 %	2.3 %	88,072	333
> 20 years	33.7 %	51.8 %	10.4 %	2.6 %	1.5 %	110,001	368
<b>Leaving</b>							
No	36.9 %	51.0 %	8.8 %	2.4 %	1.0 %	379,126	1,033
Yes, to retire	28.7 %	53.6 %	12.8 %	3.2 %	1.8 %	34,526	126
Yes, to other job in Govt	25.2 %	49.9 %	15.2 %	5.5 %	4.1 %	107,195	685
Yes, to other job outside Govt	20.9 %	47.2 %	17.0 %	8.1 %	6.8 %	23,551	168
Yes, other	21.0 %	48.4 %	19.0 %	6.4 %	5.1 %	26,031	232
<b>Retiring</b>							
Within 1 year	29.2 %	51.7 %	12.9 %	3.7 %	2.5 %	21,847	100
Between 1-3 years	30.9 %	52.8 %	11.7 %	2.9 %	1.7 %	58,808	208
Between 3-5 years	32.4 %	52.0 %	11.0 %	2.9 %	1.8 %	64,199	231
5 or more years	33.1 %	50.1 %	11.0 %	3.6 %	2.2 %	422,834	1,685
<b>Transgender</b>							
Yes	26.4 %	44.5 %	16.2 %	5.4 %	7.4 %	2,009	26
No	32.8 %	50.6 %	11.0 %	3.5 %	2.1 %	550,194	2,101

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(16) I am held accountable for achieving results.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.3 %</b>	<b>50.8 %</b>	<b>11.3 %</b>	<b>3.5 %</b>	<b>2.1 %</b>	<b>609,583</b>	<b>2,493</b>
<b>Consider Yourself as</b>							
Straight	33.1 %	50.7 %	10.8 %	3.4 %	2.0 %	516,500	1,889
Gay or Lesbian	33.7 %	48.9 %	11.4 %	3.5 %	2.4 %	11,969	55
Bisexual	30.8 %	49.3 %	11.7 %	4.7 %	3.4 %	6,074	31
Something else	25.0 %	46.6 %	17.3 %	5.8 %	5.2 %	10,530	113
<b>Military Service</b>							
No Prior Military Service	31.8 %	51.7 %	11.1 %	3.5 %	2.0 %	399,248	1,549
Currently in Guard/Reserves	32.7 %	49.1 %	11.3 %	4.2 %	2.6 %	10,714	40
Retired	37.6 %	48.6 %	9.7 %	2.6 %	1.5 %	76,072	238
Separated/Discharged	31.4 %	48.8 %	12.6 %	4.3 %	2.9 %	85,313	425
<b>Disability</b>							
Yes	34.7 %	47.2 %	11.7 %	3.4 %	2.9 %	79,166	476
No	32.4 %	51.2 %	11.0 %	3.5 %	2.0 %	481,727	1,717

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>29.9 %</b>	<b>37.3 %</b>	<b>16.6 %</b>	<b>7.7 %</b>	<b>8.5 %</b>	<b>589,502</b>	<b>23,195</b>
<b>Work Location</b>							
Headquarters	33.1 %	36.7 %	15.9 %	6.8 %	7.5 %	211,176	9,746
Field	28.8 %	37.5 %	16.4 %	8.1 %	9.1 %	338,125	11,836
<b>Supervisory Status</b>							
Senior Leader	61.5 %	24.7 %	6.4 %	3.4 %	3.9 %	9,669	78
Manager	46.7 %	33.5 %	9.1 %	5.1 %	5.5 %	38,443	529
Supervisor	35.3 %	38.2 %	13.0 %	6.7 %	6.7 %	75,359	1,762
Team Leader	30.1 %	37.4 %	15.9 %	8.0 %	8.6 %	79,237	3,061
Non-Supervisor	27.1 %	37.6 %	17.9 %	8.1 %	9.3 %	350,172	16,296
<b>Sex</b>							
Male	32.8 %	37.4 %	15.1 %	6.8 %	7.8 %	299,683	11,245
Female	27.3 %	37.2 %	17.7 %	8.7 %	9.2 %	237,632	9,390
<b>Hispanic or Latino</b>							
Yes	30.2 %	34.4 %	16.8 %	8.1 %	10.5 %	53,754	1,617
No	30.6 %	37.7 %	16.1 %	7.5 %	8.1 %	486,239	19,245
<b>Race</b>							
American Indian/Alaska Native	22.7 %	34.0 %	19.4 %	9.9 %	14.0 %	12,726	331
Asian	30.2 %	41.7 %	17.4 %	5.1 %	5.6 %	30,012	1,110
Black/AfricanAmerican	27.7 %	36.0 %	19.3 %	7.5 %	9.5 %	76,511	2,726
Native Hawaiian/Pacific Islander	28.6 %	36.4 %	17.3 %	7.6 %	10.1 %	3,893	80
White	32.0 %	37.8 %	15.0 %	7.5 %	7.7 %	379,197	14,894
Two or more races (Not Hispanic/Latino)	27.0 %	32.9 %	17.6 %	9.3 %	13.1 %	22,629	890
<b>Age Group</b>							
25 and under	32.9 %	42.5 %	14.6 %	5.4 %	4.5 %	6,935	306
26-29 years old	31.5 %	39.3 %	15.4 %	6.8 %	6.9 %	16,262	757
30-39 years old	30.8 %	38.2 %	14.7 %	7.6 %	8.7 %	107,600	4,839
40-49 years old	30.1 %	36.7 %	15.6 %	8.1 %	9.5 %	140,528	5,442
50-59 years old	30.8 %	36.5 %	16.9 %	7.6 %	8.3 %	185,980	6,521
60 or older	30.4 %	38.1 %	18.0 %	6.8 %	6.7 %	82,971	2,964
<b>Level of Education</b>							
Less than High School	20.5 %	34.6 %	24.0 %	8.4 %	12.6 %	463	22
H.S. Diploma/GED or equiv	24.9 %	39.3 %	19.7 %	7.8 %	8.3 %	23,809	539
Trade/Technical Certificate	24.0 %	36.9 %	19.7 %	8.8 %	10.6 %	12,443	325
Some College (no degree)	27.2 %	35.8 %	18.4 %	8.5 %	10.1 %	76,251	2,043
Associate's Degree	27.2 %	36.8 %	18.0 %	8.4 %	9.6 %	44,204	1,204
Bachelor's Degree	30.3 %	38.6 %	15.8 %	7.4 %	7.9 %	191,234	7,473
Master's Degree	33.9 %	36.9 %	14.2 %	7.2 %	7.8 %	144,001	6,328
Doctoral/Professional Degree	36.0 %	35.1 %	14.4 %	6.9 %	7.6 %	54,335	3,358

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>29.9 %</b>	<b>37.3 %</b>	<b>16.6 %</b>	<b>7.7 %</b>	<b>8.5 %</b>	<b>589,502</b>	<b>23,195</b>
<b>Pay Category</b>							
Federal Wage System	22.7 %	34.9 %	19.3 %	10.4 %	12.7 %	19,349	498
GS 1-6	25.5 %	36.3 %	19.6 %	8.4 %	10.2 %	23,783	795
GS 7-12	27.5 %	38.2 %	17.4 %	7.9 %	8.9 %	233,870	8,764
GS 13-15	35.6 %	36.9 %	13.9 %	6.6 %	7.0 %	223,047	9,870
SES	66.5 %	21.4 %	5.3 %	3.8 %	3.1 %	5,377	52
SL/ST	45.2 %	32.7 %	11.6 %	4.6 %	6.0 %	2,055	70
Other	25.8 %	36.5 %	17.9 %	9.5 %	10.3 %	45,278	1,635
<b>Time in Federal Government</b>							
< 1 year	39.4 %	40.4 %	13.9 %	3.7 %	2.6 %	10,304	536
1-3 years	34.8 %	38.9 %	14.6 %	6.0 %	5.6 %	54,998	2,182
4-5 years	32.0 %	38.0 %	15.4 %	7.2 %	7.4 %	42,255	1,682
6-10 years	30.6 %	37.8 %	15.7 %	7.5 %	8.4 %	113,239	4,671
11-14 years	29.2 %	36.7 %	16.2 %	8.3 %	9.7 %	91,167	3,574
15-20 years	27.7 %	36.1 %	17.0 %	8.9 %	10.4 %	94,514	3,600
> 20 years	29.4 %	36.7 %	17.6 %	7.6 %	8.6 %	145,075	5,396
<b>Time with Current Agency</b>							
< 1 year	38.1 %	39.6 %	14.6 %	4.0 %	3.8 %	18,962	1,074
1-3 years	33.9 %	37.9 %	14.9 %	6.5 %	6.7 %	83,016	3,295
4-5 years	30.9 %	37.2 %	15.7 %	7.6 %	8.5 %	55,460	2,141
6-10 years	29.9 %	37.2 %	16.0 %	8.0 %	8.9 %	116,866	4,706
11-14 years	28.2 %	36.8 %	16.6 %	8.4 %	10.0 %	85,434	3,343
15-20 years	27.4 %	36.2 %	17.2 %	8.9 %	10.2 %	85,365	3,108
> 20 years	30.2 %	37.5 %	17.3 %	7.3 %	7.8 %	106,458	3,970
<b>Leaving</b>							
No	35.6 %	39.6 %	15.0 %	5.4 %	4.4 %	367,389	13,063
Yes, to retire	27.0 %	38.5 %	18.7 %	8.0 %	7.8 %	33,411	1,234
Yes, to other job in Govt	20.2 %	32.2 %	18.7 %	12.2 %	16.7 %	103,283	4,810
Yes, to other job outside Govt	19.4 %	31.2 %	16.3 %	13.6 %	19.6 %	22,572	1,206
Yes, other	15.7 %	30.0 %	20.5 %	13.1 %	20.7 %	24,993	1,306
<b>Retiring</b>							
Within 1 year	27.9 %	36.6 %	17.7 %	8.4 %	9.4 %	21,147	810
Between 1-3 years	28.2 %	37.7 %	18.0 %	7.6 %	8.5 %	57,031	2,004
Between 3-5 years	29.0 %	37.1 %	17.0 %	8.2 %	8.7 %	62,383	2,070
5 or more years	31.0 %	37.3 %	15.8 %	7.5 %	8.4 %	408,446	16,621
<b>Transgender</b>							
Yes	20.2 %	29.9 %	18.9 %	10.5 %	20.5 %	1,958	88
No	30.7 %	37.4 %	16.1 %	7.5 %	8.3 %	532,486	20,372

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>29.9 %</b>	<b>37.3 %</b>	<b>16.6 %</b>	<b>7.7 %</b>	<b>8.5 %</b>	<b>589,502</b>	<b>23,195</b>
<b>Consider Yourself as</b>							
Straight	31.0 %	37.6 %	16.0 %	7.4 %	8.1 %	500,255	18,632
Gay or Lesbian	29.8 %	35.1 %	16.3 %	9.0 %	9.8 %	11,478	568
Bisexual	28.1 %	33.8 %	16.3 %	10.0 %	11.8 %	5,851	273
Something else	20.4 %	30.8 %	20.3 %	11.2 %	17.4 %	10,138	525
<b>Military Service</b>							
No Prior Military Service	28.7 %	38.0 %	17.0 %	7.9 %	8.4 %	384,189	17,013
Currently in Guard/Reserves	34.3 %	37.5 %	12.8 %	6.5 %	8.9 %	10,498	270
Retired	37.8 %	36.2 %	13.6 %	5.9 %	6.5 %	74,766	1,612
Separated/Discharged	29.4 %	35.1 %	16.3 %	8.5 %	10.7 %	83,070	2,771
<b>Disability</b>							
Yes	29.6 %	31.9 %	16.8 %	8.9 %	12.8 %	77,113	2,629
No	30.7 %	38.3 %	16.0 %	7.3 %	7.6 %	465,550	18,379

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) My training needs are assessed.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	17.8 %	38.8 %	22.0 %	13.6 %	7.9 %	607,831	5,336
<b>Work Location</b>							
Headquarters	19.9 %	38.2 %	21.2 %	13.2 %	7.5 %	219,122	1,936
Field	17.0 %	39.1 %	22.1 %	13.7 %	8.2 %	347,254	2,937
<b>Supervisory Status</b>							
Senior Leader	38.0 %	32.5 %	16.2 %	9.0 %	4.2 %	9,705	44
Manager	25.0 %	37.6 %	19.6 %	12.2 %	5.7 %	38,815	161
Supervisor	19.5 %	40.4 %	20.9 %	12.9 %	6.4 %	76,737	433
Team Leader	17.4 %	38.9 %	21.9 %	14.0 %	7.9 %	81,813	554
Non-Supervisor	16.8 %	38.7 %	22.3 %	13.7 %	8.5 %	362,967	3,747
<b>Sex</b>							
Male	18.6 %	39.1 %	21.7 %	12.8 %	7.9 %	308,517	2,570
Female	17.7 %	38.8 %	21.5 %	14.3 %	7.7 %	245,112	2,098
<b>Hispanic or Latino</b>							
Yes	18.8 %	36.6 %	22.2 %	13.1 %	9.3 %	54,899	512
No	18.1 %	39.2 %	21.6 %	13.5 %	7.6 %	501,591	4,200
<b>Race</b>							
American Indian/Alaska Native	15.3 %	36.6 %	23.4 %	14.2 %	10.4 %	12,930	138
Asian	20.1 %	43.2 %	22.0 %	9.4 %	5.4 %	30,889	264
Black/AfricanAmerican	19.7 %	40.0 %	20.5 %	11.9 %	7.9 %	78,682	642
Native Hawaiian/Pacific Islander	17.1 %	38.5 %	24.9 %	10.9 %	8.6 %	3,933	38
White	18.1 %	38.8 %	21.6 %	13.9 %	7.6 %	391,130	3,152
Two or more races (Not Hispanic/Latino)	16.2 %	34.3 %	23.0 %	15.3 %	11.2 %	23,256	280
<b>Age Group</b>							
25 and under	22.4 %	44.9 %	18.4 %	9.8 %	4.6 %	7,173	73
26-29 years old	20.3 %	40.9 %	19.5 %	12.4 %	6.9 %	16,878	147
30-39 years old	18.1 %	38.6 %	20.2 %	14.4 %	8.7 %	111,657	846
40-49 years old	17.9 %	38.0 %	21.0 %	14.2 %	8.8 %	144,898	1,135
50-59 years old	18.2 %	38.9 %	22.5 %	13.0 %	7.3 %	191,021	1,626
60 or older	17.8 %	39.7 %	24.4 %	11.8 %	6.3 %	85,096	896
<b>Level of Education</b>							
Less than High School	17.4 %	40.4 %	24.8 %	8.0 %	9.4 %	474	11
H.S. Diploma/GED or equiv	17.8 %	42.7 %	23.3 %	10.2 %	6.0 %	24,166	204
Trade/Technical Certificate	16.4 %	40.3 %	23.3 %	12.0 %	8.1 %	12,671	113
Some College (no degree)	17.1 %	39.0 %	23.3 %	12.5 %	8.1 %	77,640	703
Associate's Degree	16.8 %	39.5 %	23.0 %	12.6 %	8.0 %	45,020	429
Bachelor's Degree	17.8 %	39.5 %	21.5 %	13.6 %	7.7 %	197,233	1,617
Master's Degree	19.2 %	37.6 %	20.2 %	14.7 %	8.3 %	149,300	1,105
Doctoral/Professional Degree	20.3 %	36.4 %	21.4 %	14.4 %	7.6 %	57,052	651

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(18) My training needs are assessed.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>17.8 %</b>	<b>38.8 %</b>	<b>22.0 %</b>	<b>13.6 %</b>	<b>7.9 %</b>	<b>607,831</b>	<b>5,336</b>
<b>Pay Category</b>							
Federal Wage System	14.2 %	38.9 %	24.2 %	13.2 %	9.6 %	19,650	223
GS 1-6	18.4 %	39.3 %	23.1 %	11.2 %	8.0 %	24,309	309
GS 7-12	17.0 %	39.1 %	21.9 %	13.7 %	8.4 %	240,617	2,213
GS 13-15	19.9 %	38.3 %	20.7 %	13.7 %	7.3 %	231,313	1,687
SES	38.9 %	28.5 %	17.7 %	10.4 %	4.5 %	5,407	23
SL/ST	24.9 %	34.7 %	22.0 %	11.7 %	6.7 %	2,097	29
Other	15.4 %	39.9 %	24.0 %	13.2 %	7.5 %	46,503	440
<b>Time in Federal Government</b>							
< 1 year	25.8 %	44.5 %	17.8 %	7.9 %	4.0 %	10,719	129
1-3 years	21.8 %	41.2 %	19.4 %	11.6 %	6.0 %	56,716	494
4-5 years	19.0 %	38.8 %	20.9 %	13.4 %	7.8 %	43,629	338
6-10 years	17.6 %	38.2 %	21.5 %	14.3 %	8.4 %	117,056	948
11-14 years	16.8 %	38.0 %	21.7 %	14.4 %	9.0 %	93,980	805
15-20 years	16.3 %	37.7 %	22.5 %	14.7 %	8.9 %	97,305	919
> 20 years	17.9 %	39.0 %	23.2 %	12.7 %	7.2 %	149,253	1,284
<b>Time with Current Agency</b>							
< 1 year	25.7 %	42.4 %	18.2 %	8.9 %	4.9 %	19,793	259
1-3 years	21.2 %	39.6 %	19.6 %	12.4 %	7.2 %	85,646	717
4-5 years	18.4 %	38.0 %	21.0 %	14.1 %	8.6 %	57,192	451
6-10 years	17.0 %	38.0 %	21.9 %	14.6 %	8.6 %	120,715	968
11-14 years	16.1 %	38.2 %	22.3 %	14.4 %	9.0 %	88,043	779
15-20 years	16.1 %	38.0 %	22.9 %	14.4 %	8.5 %	87,739	805
> 20 years	18.0 %	39.8 %	23.4 %	12.2 %	6.5 %	109,546	925
<b>Leaving</b>							
No	22.2 %	42.9 %	20.4 %	10.4 %	4.1 %	378,166	2,479
Yes, to retire	14.9 %	39.6 %	25.3 %	12.9 %	7.4 %	34,317	353
Yes, to other job in Govt	10.1 %	30.0 %	23.9 %	20.2 %	15.8 %	106,903	1,301
Yes, to other job outside Govt	8.2 %	27.4 %	22.5 %	22.4 %	19.4 %	23,466	333
Yes, other	7.9 %	28.5 %	26.8 %	19.8 %	16.9 %	25,898	428
<b>Retiring</b>							
Within 1 year	15.4 %	37.9 %	24.6 %	13.3 %	8.8 %	21,721	245
Between 1-3 years	16.1 %	39.0 %	24.8 %	13.0 %	7.2 %	58,551	535
Between 3-5 years	16.7 %	39.2 %	23.1 %	13.4 %	7.6 %	63,958	539
5 or more years	18.6 %	38.8 %	21.0 %	13.6 %	8.0 %	421,800	3,522
<b>Transgender</b>							
Yes	13.7 %	31.3 %	21.6 %	16.4 %	17.1 %	2,001	46
No	18.3 %	39.0 %	21.6 %	13.4 %	7.8 %	548,598	4,604



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(18) My training needs are assessed.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>17.8 %</b>	<b>38.8 %</b>	<b>22.0 %</b>	<b>13.6 %</b>	<b>7.9 %</b>	<b>607,831</b>	<b>5,336</b>
<b>Consider Yourself as</b>							
Straight	18.5 %	39.2 %	21.5 %	13.2 %	7.6 %	515,000	4,206
Gay or Lesbian	18.2 %	35.9 %	20.6 %	15.7 %	9.6 %	11,950	107
Bisexual	16.5 %	35.2 %	21.7 %	16.3 %	10.4 %	6,045	72
Something else	12.2 %	31.2 %	24.6 %	16.7 %	15.3 %	10,500	170
<b>Military Service</b>							
No Prior Military Service	17.4 %	39.4 %	22.0 %	13.7 %	7.6 %	398,025	3,436
Currently in Guard/Reserves	19.9 %	39.6 %	19.5 %	12.3 %	8.7 %	10,701	74
Retired	21.6 %	38.8 %	21.0 %	11.9 %	6.7 %	75,898	544
Separated/Discharged	17.2 %	36.5 %	21.8 %	14.5 %	10.0 %	85,042	852
<b>Disability</b>							
Yes	18.0 %	34.8 %	21.9 %	14.1 %	11.2 %	78,901	914
No	18.2 %	39.6 %	21.7 %	13.3 %	7.2 %	480,363	3,844

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	31.3 %	40.7 %	12.7 %	8.8 %	6.5 %	601,212	11,466
<b>Work Location</b>							
Headquarters	33.8 %	39.5 %	11.9 %	8.6 %	6.2 %	216,956	4,447
Field	30.3 %	41.2 %	12.8 %	8.9 %	6.8 %	344,694	5,989
<b>Supervisory Status</b>							
Senior Leader	51.4 %	30.5 %	8.1 %	5.8 %	4.1 %	9,590	169
Manager	39.7 %	37.0 %	10.2 %	7.5 %	5.5 %	38,523	518
Supervisor	33.5 %	40.6 %	11.8 %	8.3 %	5.8 %	76,228	1,036
Team Leader	32.8 %	39.7 %	12.0 %	8.9 %	6.5 %	81,335	1,143
Non-Supervisor	29.7 %	41.4 %	13.1 %	9.0 %	6.8 %	359,634	7,646
<b>Sex</b>							
Male	31.4 %	40.7 %	12.9 %	8.5 %	6.6 %	306,300	5,125
Female	32.5 %	40.7 %	11.6 %	8.9 %	6.2 %	242,652	5,016
<b>Hispanic or Latino</b>							
Yes	33.1 %	39.0 %	13.1 %	7.8 %	6.9 %	54,567	930
No	31.6 %	40.9 %	12.3 %	8.8 %	6.4 %	497,241	9,280
<b>Race</b>							
American Indian/Alaska Native	29.0 %	41.9 %	13.0 %	8.1 %	8.0 %	12,889	217
Asian	33.0 %	44.0 %	13.3 %	5.6 %	4.1 %	30,640	578
Black/AfricanAmerican	34.6 %	39.6 %	11.5 %	7.8 %	6.5 %	78,094	1,353
Native Hawaiian/Pacific Islander	29.8 %	43.2 %	13.8 %	6.8 %	6.4 %	3,905	76
White	31.5 %	40.8 %	12.3 %	9.1 %	6.3 %	387,656	7,117
Two or more races (Not Hispanic/Latino)	29.2 %	38.3 %	13.4 %	9.4 %	9.7 %	23,048	524
<b>Age Group</b>							
25 and under	29.0 %	45.9 %	12.0 %	9.1 %	4.0 %	6,915	352
26-29 years old	30.6 %	42.4 %	12.1 %	9.3 %	5.5 %	16,537	507
30-39 years old	31.4 %	39.9 %	11.7 %	9.8 %	7.3 %	110,347	2,323
40-49 years old	31.6 %	40.5 %	12.1 %	8.8 %	6.9 %	143,733	2,514
50-59 years old	32.5 %	40.5 %	12.6 %	8.2 %	6.2 %	189,876	3,010
60 or older	31.6 %	41.7 %	13.8 %	7.7 %	5.3 %	84,622	1,509
<b>Level of Education</b>							
Less than High School	28.7 %	35.0 %	19.7 %	8.4 %	8.3 %	465	20
H.S. Diploma/GED or equiv	31.5 %	43.7 %	12.8 %	6.4 %	5.5 %	24,037	390
Trade/Technical Certificate	29.4 %	41.6 %	14.0 %	8.3 %	6.6 %	12,604	186
Some College (no degree)	31.3 %	40.9 %	13.2 %	8.0 %	6.7 %	77,251	1,233
Associate's Degree	30.6 %	41.2 %	12.8 %	8.6 %	6.8 %	44,798	726
Bachelor's Degree	31.1 %	41.2 %	12.5 %	8.9 %	6.3 %	195,767	3,343
Master's Degree	32.6 %	39.2 %	11.8 %	9.5 %	6.9 %	147,848	2,765
Doctoral/Professional Degree	33.9 %	39.6 %	11.8 %	8.7 %	6.0 %	56,070	1,704

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
<b>All Responses</b>	<b>31.3 %</b>	<b>40.7 %</b>	<b>12.7 %</b>	<b>8.8 %</b>	<b>6.5 %</b>	<b>601,212</b>	<b>11,466</b>
<b>Pay Category</b>							
Federal Wage System	26.4 %	39.8 %	14.9 %	10.0 %	9.0 %	19,596	308
GS 1-6	32.8 %	41.5 %	12.2 %	7.3 %	6.2 %	24,022	636
GS 7-12	30.3 %	41.7 %	12.7 %	8.7 %	6.6 %	238,946	4,282
GS 13-15	34.6 %	39.1 %	11.7 %	8.6 %	6.0 %	229,591	3,733
SES	50.9 %	30.5 %	8.3 %	6.4 %	3.9 %	5,328	101
SL/ST	37.9 %	37.3 %	11.1 %	8.0 %	5.8 %	2,046	87
Other	25.3 %	42.6 %	14.5 %	10.2 %	7.3 %	45,618	1,371
<b>Time in Federal Government</b>							
< 1 year	33.7 %	43.9 %	12.9 %	6.8 %	2.8 %	9,618	1,240
1-3 years	33.2 %	42.4 %	11.3 %	8.2 %	4.9 %	56,027	1,273
4-5 years	32.1 %	40.4 %	11.6 %	9.3 %	6.6 %	43,311	718
6-10 years	31.8 %	40.1 %	12.1 %	9.2 %	6.8 %	116,332	1,866
11-14 years	30.9 %	40.1 %	12.5 %	9.3 %	7.2 %	93,419	1,510
15-20 years	29.9 %	40.5 %	13.2 %	9.0 %	7.4 %	96,909	1,422
> 20 years	32.0 %	40.7 %	13.1 %	8.0 %	6.2 %	148,306	2,468
<b>Time with Current Agency</b>							
< 1 year	34.3 %	41.7 %	13.1 %	7.3 %	3.6 %	17,610	2,473
1-3 years	33.2 %	41.1 %	11.4 %	8.5 %	5.8 %	84,923	1,570
4-5 years	31.9 %	40.1 %	11.6 %	9.3 %	7.0 %	56,957	757
6-10 years	31.3 %	40.1 %	12.3 %	9.2 %	7.1 %	120,255	1,591
11-14 years	30.4 %	40.5 %	12.7 %	9.3 %	7.2 %	87,727	1,230
15-20 years	29.9 %	40.7 %	13.4 %	8.9 %	7.1 %	87,495	1,163
> 20 years	32.3 %	41.2 %	13.0 %	7.8 %	5.7 %	108,957	1,713
<b>Leaving</b>							
No	36.0 %	42.2 %	11.3 %	6.8 %	3.7 %	374,324	6,922
Yes, to retire	29.5 %	42.4 %	14.2 %	7.9 %	5.9 %	34,150	559
Yes, to other job in Govt	23.4 %	37.0 %	14.1 %	13.1 %	12.4 %	106,305	2,019
Yes, to other job outside Govt	20.3 %	35.9 %	14.9 %	14.3 %	14.6 %	23,395	430
Yes, other	19.7 %	36.4 %	17.1 %	13.1 %	13.8 %	25,814	553
<b>Retiring</b>							
Within 1 year	29.8 %	40.8 %	13.8 %	8.3 %	7.2 %	21,618	374
Between 1-3 years	30.3 %	41.6 %	13.9 %	8.1 %	6.2 %	58,295	866
Between 3-5 years	31.1 %	41.1 %	13.1 %	8.3 %	6.4 %	63,632	969
5 or more years	32.0 %	40.4 %	12.1 %	8.9 %	6.5 %	417,725	8,210
<b>Transgender</b>							
Yes	23.9 %	35.6 %	14.7 %	11.5 %	14.3 %	2,001	49
No	31.8 %	40.7 %	12.3 %	8.7 %	6.4 %	543,956	10,047

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
<b>All Responses</b>	<b>31.3 %</b>	<b>40.7 %</b>	<b>12.7 %</b>	<b>8.8 %</b>	<b>6.5 %</b>	<b>601,212</b>	<b>11,466</b>
<b>Consider Yourself as</b>							
Straight	32.1 %	40.8 %	12.3 %	8.6 %	6.3 %	510,717	9,233
Gay or Lesbian	32.5 %	39.3 %	11.6 %	9.8 %	6.9 %	11,808	263
Bisexual	29.3 %	38.8 %	11.7 %	11.0 %	9.2 %	5,992	141
Something else	23.4 %	36.6 %	16.6 %	11.3 %	12.1 %	10,418	265
<b>Military Service</b>							
No Prior Military Service	30.8 %	41.4 %	12.6 %	8.9 %	6.3 %	394,559	7,534
Currently in Guard/Reserves	32.3 %	40.5 %	11.7 %	8.7 %	6.8 %	10,537	254
Retired	36.7 %	38.6 %	11.5 %	7.4 %	5.8 %	75,366	1,155
Separated/Discharged	30.2 %	39.3 %	13.0 %	9.3 %	8.2 %	84,450	1,554
<b>Disability</b>							
Yes	31.1 %	37.1 %	13.2 %	9.4 %	9.2 %	78,356	1,582
No	31.8 %	41.3 %	12.3 %	8.6 %	6.0 %	476,199	8,693

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>31.8 %</b>	<b>45.5 %</b>	<b>12.1 %</b>	<b>7.5 %</b>	<b>3.1 %</b>	<b>611,209</b>
<b>Work Location</b>						
Headquarters	35.4 %	44.8 %	10.7 %	6.4 %	2.6 %	221,195
Field	30.4 %	45.8 %	12.5 %	8.0 %	3.3 %	350,287
<b>Supervisory Status</b>						
Senior Leader	50.7 %	37.6 %	6.1 %	4.1 %	1.5 %	9,747
Manager	39.1 %	46.4 %	7.7 %	5.1 %	1.6 %	38,990
Supervisor	35.0 %	47.1 %	9.7 %	6.2 %	2.1 %	77,206
Team Leader	30.2 %	46.7 %	12.0 %	8.2 %	2.9 %	82,414
Non-Supervisor	31.1 %	44.9 %	12.8 %	7.8 %	3.5 %	366,846
<b>Sex</b>						
Male	33.3 %	45.8 %	11.4 %	6.7 %	2.7 %	311,159
Female	30.9 %	44.9 %	12.3 %	8.5 %	3.5 %	247,327
<b>Hispanic or Latino</b>						
Yes	30.2 %	43.0 %	13.8 %	8.8 %	4.3 %	55,441
No	32.6 %	45.7 %	11.6 %	7.3 %	2.9 %	505,965
<b>Race</b>						
American Indian/Alaska Native	25.3 %	41.5 %	17.1 %	10.9 %	5.3 %	13,077
Asian	31.7 %	48.1 %	12.5 %	5.5 %	2.3 %	31,173
Black/AfricanAmerican	33.3 %	44.9 %	11.8 %	6.7 %	3.3 %	79,320
Native Hawaiian/Pacific Islander	28.5 %	43.1 %	16.0 %	8.2 %	4.2 %	3,980
White	32.8 %	45.6 %	11.3 %	7.4 %	2.8 %	394,389
Two or more races (Not Hispanic/Latino)	29.2 %	43.2 %	14.0 %	9.2 %	4.4 %	23,541
<b>Age Group</b>						
25 and under	33.1 %	45.8 %	11.9 %	6.6 %	2.5 %	7,258
26-29 years old	29.5 %	46.0 %	13.1 %	8.1 %	3.3 %	17,043
30-39 years old	29.8 %	45.5 %	12.6 %	8.4 %	3.7 %	112,629
40-49 years old	30.9 %	45.6 %	11.9 %	8.1 %	3.4 %	146,139
50-59 years old	34.0 %	45.3 %	11.3 %	6.8 %	2.6 %	192,681
60 or older	35.8 %	45.1 %	11.1 %	6.0 %	2.1 %	85,881
<b>Level of Education</b>						
Less than High School	26.1 %	35.7 %	20.3 %	9.9 %	8.1 %	485
H.S. Diploma/GED or equiv	27.8 %	44.6 %	15.2 %	8.5 %	3.8 %	24,359

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>31.8 %</b>	<b>45.5 %</b>	<b>12.1 %</b>	<b>7.5 %</b>	<b>3.1 %</b>	<b>611,209</b>
Trade/Technical Certificate	25.6 %	45.0 %	15.5 %	9.7 %	4.1 %	12,776
Some College (no degree)	28.8 %	44.2 %	14.4 %	8.8 %	3.8 %	78,379
Associate's Degree	27.9 %	45.6 %	14.0 %	8.8 %	3.7 %	45,480
Bachelor's Degree	32.2 %	46.3 %	11.4 %	7.2 %	2.9 %	198,878
Master's Degree	34.8 %	45.8 %	10.0 %	6.7 %	2.6 %	150,493
Doctoral/Professional Degree	40.6 %	43.3 %	8.6 %	5.2 %	2.2 %	57,742
<b>Pay Category</b>						
Federal Wage System	22.9 %	45.8 %	16.7 %	9.9 %	4.7 %	19,864
GS 1-6	27.7 %	42.0 %	15.4 %	10.2 %	4.7 %	24,606
GS 7-12	29.9 %	45.4 %	12.9 %	8.3 %	3.4 %	242,970
GS 13-15	36.9 %	45.9 %	9.3 %	5.8 %	2.1 %	233,076
SES	58.0 %	34.9 %	3.8 %	2.5 %	0.8 %	5,427
SL/ST	44.1 %	42.4 %	7.7 %	3.7 %	2.1 %	2,132
Other	28.9 %	46.2 %	13.6 %	7.9 %	3.5 %	46,969
<b>Time in Federal Government</b>						
< 1 year	40.0 %	43.5 %	10.0 %	4.8 %	1.7 %	10,863
1-3 years	32.9 %	45.1 %	12.0 %	7.2 %	2.8 %	57,244
4-5 years	31.3 %	44.5 %	12.7 %	8.2 %	3.3 %	44,008
6-10 years	30.5 %	45.9 %	12.2 %	8.0 %	3.3 %	118,107
11-14 years	30.5 %	45.7 %	12.4 %	8.1 %	3.3 %	94,832
15-20 years	30.9 %	45.7 %	12.2 %	7.9 %	3.3 %	98,240
> 20 years	35.0 %	45.2 %	10.8 %	6.3 %	2.6 %	150,510
<b>Time with Current Agency</b>						
< 1 year	39.4 %	43.0 %	10.1 %	5.3 %	2.2 %	20,082
1-3 years	32.9 %	44.3 %	12.0 %	7.6 %	3.3 %	86,408
4-5 years	30.9 %	44.7 %	12.7 %	8.3 %	3.4 %	57,698
6-10 years	30.2 %	46.1 %	12.3 %	8.0 %	3.3 %	121,731
11-14 years	30.3 %	46.0 %	12.5 %	8.0 %	3.2 %	88,874
15-20 years	31.0 %	46.1 %	12.1 %	7.7 %	3.1 %	88,555
> 20 years	35.9 %	45.5 %	10.4 %	5.9 %	2.3 %	110,461
<b>Leaving</b>						
No	37.2 %	46.4 %	9.8 %	5.1 %	1.5 %	380,823

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>31.8 %</b>	<b>45.5 %</b>	<b>12.1 %</b>	<b>7.5 %</b>	<b>3.1 %</b>	<b>611,209</b>
Yes, to retire	32.4 %	45.5 %	12.5 %	7.0 %	2.6 %	34,635
Yes, to other job in Govt	21.3 %	44.0 %	16.0 %	12.5 %	6.2 %	108,250
Yes, to other job outside Govt	22.3 %	41.7 %	15.0 %	13.5 %	7.4 %	23,799
Yes, other	19.4 %	41.0 %	18.4 %	13.5 %	7.8 %	26,343
<b>Retiring</b>						
Within 1 year	33.0 %	43.9 %	12.0 %	7.5 %	3.5 %	21,942
Between 1-3 years	33.3 %	45.6 %	11.8 %	6.8 %	2.5 %	59,027
Between 3-5 years	33.5 %	45.9 %	11.2 %	6.9 %	2.6 %	64,465
5 or more years	31.9 %	45.4 %	11.9 %	7.6 %	3.1 %	425,639
<b>Transgender</b>						
Yes	23.9 %	40.8 %	13.9 %	12.6 %	8.9 %	2,056
No	32.4 %	45.4 %	11.8 %	7.4 %	3.0 %	553,401
<b>Consider Yourself as</b>						
Straight	32.6 %	45.6 %	11.7 %	7.3 %	2.9 %	519,366
Gay or Lesbian	33.2 %	43.5 %	11.5 %	8.3 %	3.6 %	12,061
Bisexual	29.6 %	44.1 %	12.3 %	9.8 %	4.2 %	6,124
Something else	24.2 %	41.5 %	16.7 %	11.0 %	6.5 %	10,678
<b>Military Service</b>						
No Prior Military Service	32.0 %	45.9 %	11.8 %	7.4 %	3.0 %	401,643
Currently in Guard/Reserves	32.4 %	45.2 %	11.9 %	7.1 %	3.4 %	10,779
Retired	35.7 %	44.7 %	10.8 %	6.4 %	2.4 %	76,458
Separated/Discharged	29.9 %	44.5 %	13.0 %	8.7 %	4.0 %	85,918
<b>Disability</b>						
Yes	30.7 %	42.1 %	13.4 %	9.2 %	4.5 %	79,831
No	32.6 %	46.0 %	11.5 %	7.1 %	2.8 %	484,387

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>10.4 %</b>	<b>33.5 %</b>	<b>25.2 %</b>	<b>19.1 %</b>	<b>11.7 %</b>	<b>587,463</b>	<b>20,037</b>
<b>Work Location</b>							
Headquarters	12.6 %	36.4 %	23.6 %	17.5 %	9.9 %	213,935	6,985
Field	9.4 %	32.0 %	25.7 %	20.0 %	12.9 %	338,444	11,526
<b>Supervisory Status</b>							
Senior Leader	23.5 %	39.8 %	15.4 %	14.0 %	7.3 %	9,702	41
Manager	13.3 %	36.8 %	18.9 %	20.1 %	10.8 %	38,754	192
Supervisor	10.4 %	34.8 %	22.2 %	20.6 %	12.0 %	76,279	868
Team Leader	8.1 %	31.1 %	24.2 %	22.6 %	14.0 %	80,840	1,494
Non-Supervisor	10.6 %	33.5 %	26.5 %	17.9 %	11.4 %	350,317	16,121
<b>Sex</b>							
Male	10.6 %	33.3 %	24.8 %	18.9 %	12.4 %	302,210	8,591
Female	10.8 %	34.6 %	25.0 %	19.0 %	10.6 %	237,985	9,154
<b>Hispanic or Latino</b>							
Yes	11.6 %	31.8 %	25.7 %	17.6 %	13.2 %	53,659	1,709
No	10.5 %	34.0 %	24.8 %	19.2 %	11.5 %	489,270	16,213
<b>Race</b>							
American Indian/Alaska Native	9.3 %	30.8 %	27.3 %	18.8 %	13.8 %	12,697	390
Asian	12.8 %	38.5 %	25.6 %	14.0 %	9.0 %	30,178	984
Black/AfricanAmerican	13.0 %	36.0 %	27.2 %	14.3 %	9.6 %	75,746	3,454
Native Hawaiian/Pacific Islander	10.0 %	31.7 %	28.6 %	16.5 %	13.2 %	3,896	80
White	10.2 %	33.5 %	24.1 %	20.3 %	11.9 %	382,614	11,411
Two or more races (Not Hispanic/Latino)	9.9 %	29.4 %	24.7 %	20.6 %	15.5 %	22,657	871
<b>Age Group</b>							
25 and under	13.8 %	41.8 %	22.5 %	14.4 %	7.4 %	7,032	221
26-29 years old	12.2 %	34.7 %	23.4 %	18.1 %	11.5 %	16,586	446
30-39 years old	10.5 %	32.8 %	23.0 %	20.3 %	13.4 %	109,441	3,091
40-49 years old	10.4 %	33.1 %	24.1 %	19.6 %	12.7 %	141,802	4,170
50-59 years old	10.6 %	34.2 %	26.0 %	18.4 %	10.8 %	186,022	6,449
60 or older	10.6 %	34.4 %	27.6 %	17.8 %	9.7 %	82,356	3,473
<b>Level of Education</b>							
Less than High School	13.8 %	29.7 %	30.2 %	11.5 %	14.9 %	465	20
H.S. Diploma/GED or equiv	10.0 %	31.3 %	30.4 %	17.1 %	11.2 %	23,605	736
Trade/Technical Certificate	8.2 %	28.4 %	29.3 %	20.1 %	14.0 %	12,419	364
Some College (no degree)	9.3 %	30.6 %	28.5 %	18.7 %	12.9 %	75,641	2,619
Associate's Degree	9.1 %	31.0 %	27.4 %	19.4 %	13.1 %	43,910	1,497
Bachelor's Degree	10.3 %	33.9 %	24.8 %	19.4 %	11.7 %	191,925	6,785
Master's Degree	11.3 %	36.0 %	22.2 %	19.4 %	11.1 %	145,885	4,446
Doctoral/Professional Degree	15.0 %	37.6 %	19.7 %	17.7 %	9.9 %	55,894	1,816



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>10.4 %</b>	<b>33.5 %</b>	<b>25.2 %</b>	<b>19.1 %</b>	<b>11.7 %</b>	<b>587,463</b>	<b>20,037</b>
<b>Pay Category</b>							
Federal Wage System	6.5 %	25.1 %	28.0 %	22.9 %	17.6 %	19,456	373
GS 1-6	11.8 %	32.8 %	28.6 %	15.5 %	11.2 %	23,487	1,123
GS 7-12	9.9 %	32.9 %	26.6 %	18.5 %	12.1 %	233,286	9,340
GS 13-15	11.8 %	36.1 %	21.9 %	19.5 %	10.6 %	226,473	6,427
SES	26.8 %	41.4 %	13.1 %	13.2 %	5.5 %	5,410	13
SL/ST	14.5 %	38.8 %	20.7 %	17.2 %	8.9 %	2,079	50
Other	8.7 %	31.0 %	26.9 %	20.5 %	13.0 %	45,601	1,335
<b>Time in Federal Government</b>							
< 1 year	18.8 %	44.8 %	22.2 %	10.0 %	4.1 %	10,215	630
1-3 years	13.1 %	37.5 %	24.4 %	15.8 %	9.1 %	55,267	1,944
4-5 years	11.1 %	33.9 %	24.4 %	19.0 %	11.5 %	42,610	1,361
6-10 years	9.8 %	33.0 %	24.8 %	20.0 %	12.4 %	114,372	3,556
11-14 years	9.6 %	32.1 %	24.8 %	20.3 %	13.1 %	91,746	2,951
15-20 years	9.4 %	31.4 %	25.3 %	20.5 %	13.3 %	95,251	2,876
> 20 years	10.7 %	33.9 %	25.6 %	18.6 %	11.3 %	145,139	5,299
<b>Time with Current Agency</b>							
< 1 year	19.1 %	43.3 %	22.1 %	10.4 %	5.1 %	18,885	1,164
1-3 years	13.1 %	36.8 %	24.2 %	16.3 %	9.7 %	83,474	2,873
4-5 years	10.8 %	33.4 %	24.6 %	19.3 %	12.0 %	55,917	1,717
6-10 years	9.4 %	32.4 %	24.9 %	20.4 %	12.9 %	117,897	3,675
11-14 years	9.2 %	31.8 %	25.2 %	20.5 %	13.3 %	85,972	2,766
15-20 years	9.0 %	31.2 %	25.8 %	20.7 %	13.2 %	85,902	2,566
> 20 years	10.3 %	34.0 %	25.5 %	19.0 %	11.1 %	106,560	3,852
<b>Leaving</b>							
No	13.3 %	38.4 %	25.1 %	16.0 %	7.2 %	368,285	12,214
Yes, to retire	8.8 %	31.5 %	27.1 %	20.5 %	12.1 %	33,275	1,331
Yes, to other job in Govt	5.2 %	24.5 %	25.1 %	25.1 %	20.2 %	104,635	3,431
Yes, to other job outside Govt	4.4 %	21.0 %	18.9 %	27.2 %	28.6 %	23,195	587
Yes, other	4.1 %	20.8 %	25.5 %	25.6 %	23.9 %	25,292	1,033
<b>Retiring</b>							
Within 1 year	9.1 %	30.7 %	25.3 %	20.8 %	14.1 %	21,116	803
Between 1-3 years	9.1 %	33.1 %	27.0 %	19.3 %	11.6 %	56,813	2,153
Between 3-5 years	9.5 %	33.4 %	26.4 %	19.4 %	11.4 %	62,301	2,143
5 or more years	11.0 %	33.9 %	24.5 %	18.9 %	11.8 %	411,843	13,348
<b>Transgender</b>							
Yes	8.0 %	23.0 %	23.4 %	22.1 %	23.5 %	1,968	82
No	10.7 %	33.9 %	24.9 %	18.9 %	11.6 %	535,346	17,491

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>10.4 %</b>	<b>33.5 %</b>	<b>25.2 %</b>	<b>19.1 %</b>	<b>11.7 %</b>	<b>587,463</b>	<b>20,037</b>
<b>Consider Yourself as</b>							
Straight	10.8 %	34.1 %	24.9 %	18.8 %	11.4 %	502,679	16,176
Gay or Lesbian	11.2 %	33.5 %	22.4 %	19.9 %	13.0 %	11,669	378
Bisexual	9.6 %	30.3 %	23.2 %	22.1 %	14.9 %	5,921	206
Something else	7.3 %	24.4 %	25.4 %	22.5 %	20.3 %	10,227	437
<b>Military Service</b>							
No Prior Military Service	10.4 %	33.9 %	24.8 %	19.3 %	11.6 %	387,919	13,381
Currently in Guard/Reserves	11.5 %	33.4 %	22.7 %	18.6 %	13.8 %	10,548	223
Retired	12.1 %	36.2 %	25.4 %	16.9 %	9.5 %	74,110	2,205
Separated/Discharged	9.7 %	30.3 %	25.4 %	20.2 %	14.4 %	82,973	2,844
<b>Disability</b>							
Yes	10.9 %	30.6 %	25.5 %	18.7 %	14.3 %	76,562	3,141
No	10.6 %	34.3 %	24.8 %	19.1 %	11.3 %	469,053	14,904

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>11.3 %</b>	<b>27.9 %</b>	<b>27.7 %</b>	<b>16.3 %</b>	<b>16.8 %</b>	<b>568,300</b>	<b>38,099</b>
<b>Work Location</b>							
Headquarters	13.8 %	30.3 %	27.2 %	14.6 %	14.1 %	205,170	15,370
Field	10.3 %	26.8 %	27.5 %	17.0 %	18.4 %	329,263	20,109
<b>Supervisory Status</b>							
Senior Leader	39.2 %	36.3 %	13.7 %	5.8 %	5.0 %	9,603	128
Manager	24.0 %	39.5 %	18.6 %	10.2 %	7.7 %	38,407	473
Supervisor	14.6 %	35.7 %	24.2 %	13.7 %	11.8 %	75,029	1,950
Team Leader	9.6 %	28.3 %	26.8 %	17.5 %	17.8 %	78,293	3,849
Non-Supervisor	9.5 %	25.1 %	29.4 %	17.2 %	18.8 %	336,482	29,415
<b>Sex</b>							
Male	12.2 %	28.5 %	26.9 %	15.2 %	17.1 %	294,039	16,285
Female	10.8 %	27.9 %	28.1 %	17.4 %	15.9 %	228,606	18,053
<b>Hispanic or Latino</b>							
Yes	11.5 %	24.8 %	27.1 %	15.9 %	20.7 %	52,130	3,161
No	11.6 %	28.7 %	27.4 %	16.1 %	16.2 %	473,146	31,451
<b>Race</b>							
American Indian/Alaska Native	9.3 %	26.3 %	29.1 %	16.1 %	19.3 %	12,301	751
Asian	14.0 %	33.9 %	27.6 %	12.4 %	12.1 %	29,212	1,945
Black/AfricanAmerican	11.1 %	25.8 %	30.3 %	15.4 %	17.4 %	73,754	5,420
Native Hawaiian/Pacific Islander	10.1 %	24.5 %	30.5 %	15.4 %	19.4 %	3,797	173
White	11.8 %	28.9 %	26.6 %	16.5 %	16.2 %	369,708	23,516
Two or more races (Not Hispanic/Latino)	10.0 %	23.7 %	26.7 %	16.4 %	23.2 %	21,937	1,547
<b>Age Group</b>							
25 and under	12.6 %	33.6 %	27.9 %	13.9 %	12.0 %	6,498	733
26-29 years old	12.1 %	29.4 %	26.4 %	16.0 %	16.1 %	15,720	1,266
30-39 years old	11.6 %	28.5 %	24.9 %	16.5 %	18.5 %	105,031	7,297
40-49 years old	11.3 %	27.5 %	26.3 %	16.4 %	18.5 %	136,893	8,856
50-59 years old	11.9 %	28.2 %	28.6 %	15.8 %	15.6 %	180,831	11,238
60 or older	11.5 %	28.5 %	30.8 %	15.7 %	13.5 %	80,656	5,111
<b>Level of Education</b>							
Less than High School	11.1 %	23.4 %	30.3 %	14.2 %	21.1 %	461	28
H.S. Diploma/GED or equiv	9.0 %	24.2 %	31.8 %	17.0 %	18.0 %	23,063	1,237
Trade/Technical Certificate	7.8 %	22.1 %	29.8 %	17.7 %	22.6 %	12,100	648
Some College (no degree)	9.1 %	23.1 %	29.7 %	17.5 %	20.6 %	73,980	4,135
Associate's Degree	8.8 %	24.2 %	29.5 %	17.4 %	20.0 %	42,833	2,498
Bachelor's Degree	11.4 %	29.2 %	27.0 %	16.2 %	16.2 %	186,067	12,319
Master's Degree	13.5 %	30.9 %	25.7 %	15.2 %	14.7 %	140,251	9,827
Doctoral/Professional Degree	16.8 %	33.4 %	24.0 %	13.5 %	12.3 %	53,131	4,480

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>11.3 %</b>	<b>27.9 %</b>	<b>27.7 %</b>	<b>16.3 %</b>	<b>16.8 %</b>	<b>568,300</b>	<b>38,099</b>
<b>Pay Category</b>							
Federal Wage System	6.1 %	19.4 %	27.8 %	19.5 %	27.2 %	19,139	687
GS 1-6	9.4 %	22.0 %	31.2 %	17.0 %	20.4 %	22,396	2,149
GS 7-12	9.2 %	25.5 %	29.3 %	17.4 %	18.7 %	225,811	16,396
GS 13-15	15.2 %	33.8 %	25.0 %	13.9 %	12.1 %	218,818	13,696
SES	47.3 %	36.0 %	9.8 %	4.1 %	2.9 %	5,375	47
SL/ST	22.9 %	40.2 %	19.0 %	9.1 %	8.7 %	2,020	108
Other	8.6 %	24.3 %	27.5 %	18.4 %	21.2 %	44,220	2,618
<b>Time in Federal Government</b>							
< 1 year	16.5 %	34.8 %	33.2 %	9.4 %	6.1 %	8,715	2,106
1-3 years	12.8 %	30.0 %	29.9 %	14.3 %	13.0 %	52,021	5,063
4-5 years	11.6 %	27.8 %	27.7 %	16.1 %	16.7 %	40,960	2,924
6-10 years	10.8 %	27.5 %	26.7 %	17.2 %	17.8 %	110,640	7,122
11-14 years	10.6 %	26.6 %	26.6 %	17.0 %	19.3 %	89,402	5,192
15-20 years	10.4 %	26.5 %	26.3 %	17.3 %	19.5 %	92,937	5,025
> 20 years	12.7 %	29.5 %	27.8 %	15.1 %	14.9 %	141,936	8,194
<b>Time with Current Agency</b>							
< 1 year	16.9 %	33.1 %	33.2 %	9.4 %	7.3 %	16,240	3,783
1-3 years	12.9 %	29.5 %	29.3 %	14.4 %	13.9 %	78,715	7,429
4-5 years	11.5 %	27.3 %	27.4 %	16.2 %	17.6 %	54,025	3,485
6-10 years	10.5 %	26.8 %	26.5 %	17.6 %	18.5 %	114,794	6,618
11-14 years	10.2 %	26.4 %	26.2 %	17.5 %	19.8 %	84,175	4,460
15-20 years	10.2 %	26.7 %	26.4 %	17.4 %	19.3 %	84,263	4,040
> 20 years	13.0 %	30.7 %	27.7 %	14.9 %	13.8 %	104,387	5,821
<b>Leaving</b>							
No	14.8 %	33.1 %	28.4 %	13.7 %	10.0 %	355,497	24,375
Yes, to retire	9.8 %	27.9 %	29.9 %	17.0 %	15.5 %	32,697	1,858
Yes, to other job in Govt	4.8 %	17.2 %	25.3 %	21.5 %	31.2 %	101,538	6,351
Yes, to other job outside Govt	5.2 %	17.8 %	20.7 %	21.4 %	34.8 %	22,432	1,296
Yes, other	4.1 %	15.6 %	25.4 %	20.6 %	34.3 %	24,491	1,763
<b>Retiring</b>							
Within 1 year	10.3 %	27.1 %	28.3 %	16.7 %	17.6 %	20,749	1,141
Between 1-3 years	10.4 %	27.9 %	29.6 %	16.5 %	15.7 %	55,750	3,116
Between 3-5 years	10.9 %	27.5 %	28.7 %	16.7 %	16.2 %	60,796	3,547
5 or more years	11.9 %	28.3 %	26.9 %	16.0 %	17.0 %	396,903	27,545
<b>Transgender</b>							
Yes	8.2 %	20.2 %	21.8 %	18.8 %	31.0 %	1,924	116
No	11.7 %	28.3 %	27.4 %	16.1 %	16.6 %	517,975	33,936

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>11.3 %</b>	<b>27.9 %</b>	<b>27.7 %</b>	<b>16.3 %</b>	<b>16.8 %</b>	<b>568,300</b>	<b>38,099</b>
<b>Consider Yourself as</b>							
Straight	11.8 %	28.5 %	27.4 %	16.0 %	16.4 %	486,589	31,421
Gay or Lesbian	12.9 %	28.8 %	24.6 %	16.8 %	16.9 %	11,226	809
Bisexual	10.0 %	26.0 %	26.3 %	17.0 %	20.7 %	5,656	447
Something else	7.2 %	20.0 %	26.8 %	18.1 %	27.9 %	9,942	693
<b>Military Service</b>							
No Prior Military Service	11.6 %	29.3 %	26.8 %	16.3 %	16.1 %	374,733	25,832
Currently in Guard/Reserves	12.2 %	28.9 %	26.7 %	15.1 %	17.0 %	10,204	555
Retired	13.1 %	27.4 %	30.3 %	14.9 %	14.3 %	71,901	4,327
Separated/Discharged	9.9 %	24.0 %	27.4 %	16.9 %	21.8 %	80,676	5,000
<b>Disability</b>							
Yes	10.9 %	22.5 %	27.6 %	16.8 %	22.2 %	74,322	5,261
No	11.7 %	29.2 %	27.3 %	16.0 %	15.7 %	453,585	29,531

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>8.2 %</b>	<b>25.5 %</b>	<b>28.1 %</b>	<b>19.8 %</b>	<b>18.4 %</b>	<b>548,546</b>	<b>58,203</b>
<b>Work Location</b>							
Headquarters	9.7 %	26.9 %	28.9 %	18.5 %	16.0 %	196,400	24,324
Field	7.6 %	24.9 %	27.2 %	20.4 %	19.9 %	319,308	30,359
<b>Supervisory Status</b>							
Senior Leader	29.1 %	41.0 %	15.3 %	8.9 %	5.7 %	9,548	183
Manager	17.2 %	40.6 %	19.5 %	14.0 %	8.6 %	38,423	522
Supervisor	10.5 %	35.5 %	23.9 %	17.6 %	12.5 %	74,785	2,266
Team Leader	5.8 %	22.8 %	26.6 %	23.1 %	21.7 %	76,519	5,720
Non-Supervisor	7.1 %	22.3 %	30.2 %	20.2 %	20.3 %	319,700	46,430
<b>Sex</b>							
Male	8.8 %	26.7 %	27.8 %	18.7 %	18.0 %	284,815	25,717
Female	7.8 %	24.4 %	27.8 %	21.1 %	18.8 %	219,905	27,008
<b>Hispanic or Latino</b>							
Yes	9.3 %	24.0 %	26.8 %	18.6 %	21.3 %	50,721	4,558
No	8.3 %	26.0 %	27.9 %	19.9 %	18.0 %	456,507	48,569
<b>Race</b>							
American Indian/Alaska Native	7.4 %	23.3 %	28.9 %	19.1 %	21.3 %	12,263	813
Asian	10.3 %	31.2 %	30.2 %	14.6 %	13.7 %	27,679	3,479
Black/AfricanAmerican	9.9 %	27.6 %	31.4 %	15.9 %	15.2 %	70,792	8,368
Native Hawaiian/Pacific Islander	8.6 %	25.5 %	31.5 %	16.5 %	17.9 %	3,748	225
White	8.1 %	25.3 %	26.8 %	21.0 %	18.8 %	357,783	35,851
Two or more races (Not Hispanic/Latino)	8.0 %	22.5 %	26.9 %	19.2 %	23.5 %	21,077	2,428
<b>Age Group</b>							
25 and under	9.5 %	29.4 %	25.9 %	19.8 %	15.4 %	6,311	940
26-29 years old	8.9 %	24.0 %	24.7 %	20.6 %	21.8 %	15,173	1,841
30-39 years old	7.5 %	22.3 %	24.5 %	22.2 %	23.6 %	100,881	11,559
40-49 years old	8.2 %	24.6 %	26.4 %	20.6 %	20.2 %	132,680	13,171
50-59 years old	8.9 %	27.6 %	29.7 %	18.3 %	15.5 %	175,081	17,128
60 or older	8.8 %	29.3 %	32.6 %	16.9 %	12.4 %	77,516	8,318
<b>Level of Education</b>							
Less than High School	11.9 %	24.5 %	29.3 %	14.5 %	19.8 %	460	27
H.S. Diploma/GED or equiv	7.8 %	24.5 %	29.1 %	19.1 %	19.4 %	22,840	1,488
Trade/Technical Certificate	6.2 %	21.6 %	28.4 %	20.3 %	23.5 %	11,995	756
Some College (no degree)	7.5 %	23.3 %	28.4 %	19.7 %	21.0 %	72,684	5,530
Associate's Degree	7.1 %	23.3 %	28.2 %	20.5 %	20.9 %	42,118	3,216
Bachelor's Degree	8.2 %	25.9 %	27.8 %	19.9 %	18.3 %	179,392	19,143
Master's Degree	9.3 %	27.5 %	27.1 %	19.5 %	16.6 %	134,587	15,630
Doctoral/Professional Degree	10.5 %	28.8 %	27.8 %	18.9 %	14.1 %	49,390	8,267

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>8.2 %</b>	<b>25.5 %</b>	<b>28.1 %</b>	<b>19.8 %</b>	<b>18.4 %</b>	<b>548,546</b>	<b>58,203</b>
<b>Pay Category</b>							
Federal Wage System	5.6 %	20.0 %	24.1 %	22.4 %	27.9 %	19,203	638
GS 1-6	8.6 %	24.2 %	28.6 %	18.2 %	20.4 %	22,237	2,331
GS 7-12	7.1 %	23.3 %	29.1 %	20.1 %	20.4 %	218,015	24,362
GS 13-15	10.0 %	29.2 %	27.3 %	18.9 %	14.6 %	208,890	23,833
SES	33.4 %	42.0 %	12.7 %	8.4 %	3.4 %	5,351	72
SL/ST	14.1 %	33.6 %	25.1 %	16.7 %	10.5 %	1,970	156
Other	6.9 %	25.3 %	26.7 %	21.3 %	19.8 %	43,344	3,543
<b>Time in Federal Government</b>							
< 1 year	12.7 %	30.9 %	32.2 %	14.4 %	9.8 %	8,604	2,237
1-3 years	9.3 %	25.9 %	28.5 %	19.3 %	17.1 %	50,222	6,893
4-5 years	8.0 %	23.2 %	26.8 %	20.6 %	21.3 %	39,317	4,573
6-10 years	7.4 %	23.8 %	27.0 %	21.3 %	20.6 %	106,515	11,343
11-14 years	7.6 %	24.2 %	26.6 %	20.7 %	20.8 %	86,438	8,200
15-20 years	7.8 %	25.2 %	27.2 %	20.1 %	19.7 %	90,321	7,710
> 20 years	9.5 %	28.8 %	29.6 %	17.7 %	14.4 %	136,487	13,836
<b>Time with Current Agency</b>							
< 1 year	13.1 %	29.4 %	32.9 %	14.3 %	10.3 %	15,860	4,175
1-3 years	9.3 %	25.3 %	28.8 %	18.9 %	17.6 %	76,012	10,181
4-5 years	7.9 %	23.3 %	26.7 %	20.7 %	21.3 %	52,071	5,479
6-10 years	7.3 %	23.8 %	26.8 %	21.3 %	20.8 %	110,459	11,032
11-14 years	7.3 %	24.5 %	26.7 %	20.7 %	20.7 %	81,338	7,366
15-20 years	7.7 %	25.6 %	27.5 %	20.1 %	19.1 %	81,890	6,492
> 20 years	9.6 %	29.8 %	29.3 %	17.7 %	13.5 %	100,250	10,094
<b>Leaving</b>							
No	10.4 %	29.5 %	29.2 %	18.2 %	12.7 %	341,615	38,505
Yes, to retire	7.5 %	27.2 %	31.5 %	19.0 %	14.8 %	31,672	2,923
Yes, to other job in Govt	4.1 %	17.2 %	24.7 %	23.2 %	30.7 %	99,083	8,920
Yes, to other job outside Govt	4.0 %	16.7 %	20.7 %	23.3 %	35.2 %	21,742	2,016
Yes, other	3.5 %	16.2 %	24.9 %	22.7 %	32.6 %	23,853	2,437
<b>Retiring</b>							
Within 1 year	7.8 %	26.4 %	30.1 %	19.1 %	16.6 %	20,055	1,861
Between 1-3 years	7.8 %	28.0 %	30.6 %	18.4 %	15.1 %	53,917	5,023
Between 3-5 years	8.1 %	27.4 %	29.9 %	19.1 %	15.5 %	58,883	5,505
5 or more years	8.5 %	25.1 %	27.1 %	20.0 %	19.3 %	382,695	42,069
<b>Transgender</b>							
Yes	7.1 %	19.3 %	25.0 %	18.8 %	29.9 %	1,854	192
No	8.4 %	25.8 %	27.8 %	19.7 %	18.3 %	500,213	52,153

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>8.2 %</b>	<b>25.5 %</b>	<b>28.1 %</b>	<b>19.8 %</b>	<b>18.4 %</b>	<b>548,546</b>	<b>58,203</b>
<b>Consider Yourself as</b>							
Straight	8.5 %	26.0 %	27.9 %	19.6 %	18.0 %	470,018	48,434
Gay or Lesbian	8.9 %	25.1 %	24.1 %	21.1 %	20.8 %	10,832	1,211
Bisexual	7.2 %	22.1 %	24.6 %	21.2 %	24.9 %	5,455	649
Something else	6.3 %	18.4 %	27.1 %	19.8 %	28.4 %	9,645	1,005
<b>Military Service</b>							
No Prior Military Service	8.1 %	25.8 %	27.7 %	20.1 %	18.3 %	359,561	41,423
Currently in Guard/Reserves	8.9 %	27.1 %	25.8 %	19.5 %	18.8 %	9,971	789
Retired	10.0 %	28.5 %	29.6 %	17.4 %	14.5 %	70,425	5,774
Separated/Discharged	7.6 %	22.4 %	27.1 %	20.4 %	22.5 %	78,787	6,961
<b>Disability</b>							
Yes	8.9 %	23.2 %	28.0 %	18.2 %	21.7 %	72,211	7,426
No	8.3 %	26.2 %	27.8 %	20.0 %	17.8 %	437,468	46,059

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>9.9 %</b>	<b>29.3 %</b>	<b>28.0 %</b>	<b>18.7 %</b>	<b>14.1 %</b>	<b>571,950</b>	<b>35,377</b>
<b>Work Location</b>							
Headquarters	11.7 %	31.3 %	27.7 %	17.2 %	12.2 %	206,339	14,582
Field	9.2 %	28.4 %	27.7 %	19.4 %	15.3 %	331,629	18,470
<b>Supervisory Status</b>							
Senior Leader	31.8 %	41.1 %	14.6 %	7.8 %	4.7 %	9,620	127
Manager	18.8 %	42.2 %	19.7 %	12.8 %	6.4 %	38,617	369
Supervisor	12.1 %	38.8 %	23.8 %	16.2 %	9.1 %	75,800	1,318
Team Leader	8.1 %	28.2 %	27.7 %	20.7 %	15.3 %	78,794	3,521
Non-Supervisor	8.8 %	26.3 %	29.7 %	19.4 %	15.9 %	338,577	28,014
<b>Sex</b>							
Male	10.6 %	30.5 %	27.7 %	17.5 %	13.7 %	296,128	14,819
Female	9.6 %	28.3 %	27.6 %	20.1 %	14.5 %	230,190	16,937
<b>Hispanic or Latino</b>							
Yes	10.9 %	27.3 %	27.2 %	17.9 %	16.7 %	52,593	2,780
No	10.1 %	29.9 %	27.7 %	18.6 %	13.7 %	476,320	29,288
<b>Race</b>							
American Indian/Alaska Native	8.5 %	27.9 %	28.7 %	17.7 %	17.1 %	12,578	512
Asian	12.6 %	35.2 %	28.1 %	13.6 %	10.5 %	29,298	1,874
Black/AfricanAmerican	11.4 %	30.4 %	29.0 %	15.8 %	13.5 %	74,302	5,021
Native Hawaiian/Pacific Islander	10.0 %	28.0 %	30.4 %	17.0 %	14.7 %	3,825	145
White	9.9 %	29.5 %	27.3 %	19.4 %	13.8 %	372,202	21,842
Two or more races (Not Hispanic/Latino)	9.3 %	25.2 %	26.9 %	19.3 %	19.4 %	22,033	1,484
<b>Age Group</b>							
25 and under	10.6 %	33.7 %	27.9 %	17.4 %	10.3 %	6,700	539
26-29 years old	10.2 %	27.7 %	27.0 %	20.1 %	15.0 %	16,093	912
30-39 years old	9.4 %	27.2 %	25.3 %	21.0 %	17.1 %	106,073	6,370
40-49 years old	9.8 %	28.6 %	26.7 %	19.3 %	15.6 %	137,853	8,093
50-59 years old	10.7 %	30.9 %	28.9 %	17.1 %	12.3 %	181,621	10,930
60 or older	10.8 %	32.5 %	30.8 %	15.8 %	10.1 %	80,900	5,140
<b>Level of Education</b>							
Less than High School	12.9 %	31.6 %	25.8 %	11.7 %	18.0 %	463	22
H.S. Diploma/GED or equiv	9.5 %	28.8 %	30.4 %	16.6 %	14.7 %	23,400	979
Trade/Technical Certificate	7.7 %	25.9 %	29.1 %	19.1 %	18.2 %	12,276	496
Some College (no degree)	9.2 %	26.9 %	29.0 %	18.7 %	16.3 %	74,806	3,547
Associate's Degree	8.7 %	27.1 %	29.2 %	18.9 %	16.2 %	43,304	2,134
Bachelor's Degree	9.9 %	29.9 %	27.7 %	18.8 %	13.8 %	187,183	11,520
Master's Degree	11.3 %	31.4 %	26.3 %	18.3 %	12.6 %	141,189	9,163
Doctoral/Professional Degree	12.0 %	31.5 %	26.3 %	18.5 %	11.6 %	52,882	4,804

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>9.9 %</b>	<b>29.3 %</b>	<b>28.0 %</b>	<b>18.7 %</b>	<b>14.1 %</b>	<b>571,950</b>	<b>35,377</b>
<b>Pay Category</b>							
Federal Wage System	6.8 %	23.4 %	27.2 %	21.2 %	21.4 %	19,421	447
GS 1-6	10.2 %	27.2 %	29.4 %	16.9 %	16.2 %	23,052	1,559
GS 7-12	8.8 %	27.4 %	29.0 %	19.2 %	15.7 %	227,969	14,765
GS 13-15	12.1 %	33.5 %	26.4 %	17.3 %	10.7 %	218,765	14,126
SES	36.6 %	41.5 %	12.2 %	6.8 %	2.9 %	5,366	59
SL/ST	18.1 %	35.6 %	24.1 %	13.8 %	8.4 %	2,020	109
Other	7.6 %	26.7 %	28.1 %	21.2 %	16.4 %	44,780	2,173
<b>Time in Federal Government</b>							
< 1 year	15.1 %	35.7 %	31.0 %	12.4 %	5.9 %	9,383	1,459
1-3 years	11.4 %	30.8 %	28.7 %	17.3 %	11.7 %	53,252	3,894
4-5 years	9.8 %	28.0 %	27.4 %	19.8 %	15.0 %	41,435	2,501
6-10 years	9.2 %	28.1 %	27.2 %	20.0 %	15.5 %	111,327	6,603
11-14 years	9.3 %	28.0 %	26.8 %	19.7 %	16.3 %	89,681	5,079
15-20 years	9.2 %	28.2 %	27.4 %	19.4 %	15.7 %	93,339	4,829
> 20 years	11.1 %	31.9 %	28.5 %	16.6 %	11.8 %	141,778	8,790
<b>Time with Current Agency</b>							
< 1 year	15.5 %	34.5 %	31.0 %	12.4 %	6.7 %	17,103	2,946
1-3 years	11.6 %	30.2 %	28.3 %	17.4 %	12.6 %	80,452	5,817
4-5 years	9.8 %	27.8 %	27.1 %	19.6 %	15.7 %	54,548	3,055
6-10 years	9.0 %	27.8 %	27.0 %	20.2 %	16.0 %	115,202	6,397
11-14 years	8.8 %	27.9 %	26.9 %	20.0 %	16.4 %	84,221	4,573
15-20 years	9.1 %	28.7 %	27.6 %	19.2 %	15.4 %	84,456	4,060
> 20 years	11.2 %	32.9 %	28.7 %	16.4 %	10.8 %	104,162	6,352
<b>Leaving</b>							
No	12.8 %	34.5 %	28.6 %	15.7 %	8.4 %	357,382	23,131
Yes, to retire	8.9 %	30.9 %	30.5 %	17.7 %	11.9 %	32,814	1,866
Yes, to other job in Govt	4.5 %	18.8 %	25.8 %	24.9 %	26.0 %	102,680	5,445
Yes, to other job outside Govt	4.0 %	17.0 %	22.5 %	26.2 %	30.2 %	22,591	1,181
Yes, other	3.7 %	16.5 %	26.3 %	24.6 %	28.8 %	24,808	1,516
<b>Retiring</b>							
Within 1 year	9.3 %	29.6 %	29.4 %	18.0 %	13.7 %	20,786	1,189
Between 1-3 years	9.4 %	31.2 %	29.9 %	17.3 %	12.2 %	55,812	3,271
Between 3-5 years	9.8 %	30.7 %	29.2 %	17.7 %	12.6 %	61,124	3,386
5 or more years	10.3 %	29.1 %	27.2 %	18.9 %	14.6 %	400,009	25,078
<b>Transgender</b>							
Yes	7.5 %	22.5 %	24.7 %	19.2 %	26.1 %	1,931	116
No	10.2 %	29.7 %	27.7 %	18.5 %	14.0 %	521,599	31,382

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	9.9 %	29.3 %	28.0 %	18.7 %	14.1 %	571,950	35,377
<b>Consider Yourself as</b>							
Straight	10.3 %	29.9 %	27.7 %	18.3 %	13.7 %	489,877	29,145
Gay or Lesbian	10.7 %	28.4 %	25.5 %	20.2 %	15.1 %	11,352	688
Bisexual	9.0 %	25.9 %	25.0 %	21.2 %	18.7 %	5,749	362
Something else	6.9 %	20.8 %	27.5 %	21.1 %	23.8 %	10,009	660
<b>Military Service</b>							
No Prior Military Service	9.7 %	29.5 %	27.6 %	19.2 %	14.0 %	376,374	24,942
Currently in Guard/Reserves	11.0 %	31.1 %	27.0 %	16.6 %	14.3 %	10,320	449
Retired	12.8 %	32.7 %	28.7 %	15.2 %	10.7 %	72,776	3,592
Separated/Discharged	9.3 %	26.2 %	27.5 %	19.4 %	17.7 %	81,616	4,271
<b>Disability</b>							
Yes	10.6 %	26.1 %	27.3 %	18.0 %	17.9 %	75,216	4,546
No	10.1 %	30.2 %	27.8 %	18.6 %	13.4 %	456,289	27,751

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.3 %</b>	<b>34.4 %</b>	<b>24.3 %</b>	<b>14.3 %</b>	<b>13.7 %</b>	<b>568,785</b>	<b>38,317</b>
<b>Work Location</b>							
Headquarters	15.5 %	36.2 %	23.9 %	12.8 %	11.6 %	205,462	15,386
Field	12.4 %	33.7 %	24.0 %	14.9 %	15.0 %	329,589	20,416
<b>Supervisory Status</b>							
Senior Leader	38.4 %	40.5 %	11.2 %	5.9 %	4.1 %	9,627	114
Manager	24.9 %	44.6 %	15.5 %	9.0 %	6.0 %	38,564	393
Supervisor	16.8 %	42.6 %	19.7 %	11.9 %	8.9 %	75,644	1,506
Team Leader	11.4 %	34.0 %	24.4 %	15.5 %	14.6 %	77,945	4,352
Non-Supervisor	11.6 %	31.9 %	25.9 %	15.0 %	15.5 %	336,737	29,686
<b>Sex</b>							
Male	14.2 %	35.3 %	23.7 %	13.3 %	13.5 %	294,658	16,235
Female	12.8 %	34.1 %	24.1 %	15.3 %	13.7 %	228,871	18,168
<b>Hispanic or Latino</b>							
Yes	14.1 %	31.9 %	23.6 %	13.6 %	16.7 %	52,282	3,070
No	13.6 %	35.1 %	24.0 %	14.2 %	13.2 %	473,774	31,699
<b>Race</b>							
American Indian/Alaska Native	11.4 %	31.4 %	25.0 %	14.3 %	17.9 %	12,499	590
Asian	16.4 %	39.5 %	23.9 %	10.8 %	9.4 %	29,378	1,774
Black/AfricanAmerican	14.3 %	34.3 %	24.6 %	13.1 %	13.8 %	74,657	4,617
Native Hawaiian/Pacific Islander	13.3 %	32.0 %	26.1 %	13.4 %	15.3 %	3,804	166
White	13.6 %	35.1 %	23.6 %	14.5 %	13.3 %	369,246	24,744
Two or more races (Not Hispanic/Latino)	12.0 %	30.0 %	24.4 %	14.8 %	18.9 %	21,911	1,597
<b>Age Group</b>							
25 and under	15.4 %	40.0 %	24.0 %	11.7 %	8.9 %	6,577	656
26-29 years old	14.0 %	35.1 %	22.8 %	14.1 %	13.9 %	15,765	1,231
30-39 years old	12.8 %	33.3 %	23.0 %	15.0 %	15.9 %	104,275	8,117
40-49 years old	13.3 %	33.8 %	23.4 %	14.5 %	15.1 %	136,827	9,078
50-59 years old	14.0 %	35.5 %	24.4 %	13.6 %	12.4 %	181,765	10,782
60 or older	14.4 %	36.6 %	25.5 %	13.0 %	10.4 %	81,224	4,767
<b>Level of Education</b>							
Less than High School	15.8 %	30.5 %	23.1 %	10.9 %	19.7 %	466	21
H.S. Diploma/GED or equiv	12.4 %	32.3 %	25.4 %	14.8 %	15.1 %	23,399	979
Trade/Technical Certificate	10.2 %	29.4 %	26.0 %	15.6 %	18.7 %	12,258	516
Some College (no degree)	12.0 %	30.8 %	24.9 %	15.2 %	17.1 %	74,588	3,740
Associate's Degree	11.3 %	31.6 %	25.2 %	15.4 %	16.6 %	43,241	2,182
Bachelor's Degree	13.5 %	35.6 %	23.9 %	14.0 %	13.0 %	186,055	12,635
Master's Degree	15.0 %	37.0 %	22.9 %	13.4 %	11.7 %	140,203	10,070
Doctoral/Professional Degree	16.8 %	37.7 %	22.7 %	12.4 %	10.3 %	52,464	5,187

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.3 %</b>	<b>34.4 %</b>	<b>24.3 %</b>	<b>14.3 %</b>	<b>13.7 %</b>	<b>568,785</b>	<b>38,317</b>
<b>Pay Category</b>							
Federal Wage System	9.1 %	26.5 %	24.8 %	17.0 %	22.7 %	19,265	615
GS 1-6	13.2 %	31.1 %	25.0 %	14.4 %	16.3 %	22,991	1,616
GS 7-12	11.7 %	32.8 %	25.3 %	14.9 %	15.3 %	226,511	16,150
GS 13-15	16.4 %	39.0 %	22.2 %	12.5 %	9.9 %	217,945	14,841
SES	45.1 %	39.0 %	9.1 %	4.4 %	2.4 %	5,366	56
SL/ST	22.6 %	41.5 %	18.9 %	8.6 %	8.3 %	2,008	115
Other	10.2 %	31.3 %	25.3 %	16.6 %	16.6 %	44,384	2,564
<b>Time in Federal Government</b>							
< 1 year	20.0 %	41.2 %	26.2 %	7.9 %	4.8 %	8,988	1,845
1-3 years	15.4 %	36.4 %	25.2 %	12.4 %	10.6 %	52,430	4,709
4-5 years	13.4 %	33.9 %	24.3 %	14.3 %	14.2 %	41,000	2,916
6-10 years	12.5 %	33.8 %	24.1 %	14.9 %	14.7 %	110,424	7,482
11-14 years	12.3 %	32.8 %	23.6 %	15.3 %	16.0 %	89,232	5,496
15-20 years	12.4 %	32.9 %	23.8 %	15.1 %	15.8 %	92,918	5,231
> 20 years	14.8 %	36.7 %	23.4 %	13.2 %	11.9 %	142,330	8,187
<b>Time with Current Agency</b>							
< 1 year	19.7 %	38.7 %	27.5 %	8.2 %	5.9 %	16,433	3,589
1-3 years	15.3 %	35.5 %	25.0 %	12.6 %	11.6 %	79,429	6,820
4-5 years	13.1 %	33.4 %	24.0 %	14.5 %	14.9 %	54,141	3,450
6-10 years	12.2 %	33.3 %	23.9 %	15.3 %	15.3 %	114,559	7,019
11-14 years	11.9 %	32.8 %	23.5 %	15.4 %	16.3 %	83,910	4,862
15-20 years	12.3 %	33.4 %	23.7 %	15.2 %	15.5 %	84,218	4,280
> 20 years	15.1 %	38.0 %	23.2 %	13.0 %	10.7 %	104,600	5,867
<b>Leaving</b>							
No	16.9 %	39.2 %	23.9 %	11.7 %	8.3 %	356,453	23,968
Yes, to retire	12.2 %	35.5 %	25.4 %	14.5 %	12.4 %	32,901	1,757
Yes, to other job in Govt	6.5 %	24.7 %	24.1 %	19.5 %	25.1 %	101,409	6,674
Yes, to other job outside Govt	6.1 %	23.5 %	22.1 %	19.6 %	28.8 %	22,255	1,520
Yes, other	5.6 %	22.6 %	24.5 %	19.4 %	27.9 %	24,389	1,916
<b>Retiring</b>							
Within 1 year	12.3 %	34.7 %	24.3 %	14.7 %	14.0 %	20,858	1,120
Between 1-3 years	12.9 %	35.7 %	24.5 %	14.5 %	12.4 %	55,998	3,053
Between 3-5 years	13.2 %	35.0 %	24.8 %	14.2 %	12.8 %	61,105	3,355
5 or more years	13.7 %	34.5 %	23.8 %	14.1 %	14.0 %	396,919	28,068
<b>Transgender</b>							
Yes	9.2 %	26.9 %	21.9 %	14.7 %	27.2 %	1,909	139
No	13.7 %	34.8 %	23.9 %	14.1 %	13.6 %	518,854	33,980

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.3 %</b>	<b>34.4 %</b>	<b>24.3 %</b>	<b>14.3 %</b>	<b>13.7 %</b>	<b>568,785</b>	<b>38,317</b>
<b>Consider Yourself as</b>							
Straight	13.8 %	35.0 %	23.9 %	14.0 %	13.3 %	487,481	31,402
Gay or Lesbian	14.3 %	34.1 %	22.7 %	14.2 %	14.7 %	11,242	803
Bisexual	11.7 %	31.7 %	23.2 %	15.8 %	17.6 %	5,644	462
Something else	8.9 %	26.5 %	25.1 %	15.7 %	23.8 %	9,897	754
<b>Military Service</b>							
No Prior Military Service	13.3 %	35.4 %	23.7 %	14.3 %	13.3 %	374,191	26,986
Currently in Guard/Reserves	14.3 %	34.8 %	23.6 %	13.4 %	14.0 %	10,186	574
Retired	16.0 %	36.0 %	24.3 %	12.6 %	11.1 %	72,857	3,539
Separated/Discharged	12.2 %	30.6 %	24.7 %	14.9 %	17.6 %	80,958	4,871
<b>Disability</b>							
Yes	13.4 %	30.0 %	23.9 %	14.4 %	18.3 %	74,789	4,954
No	13.6 %	35.6 %	23.9 %	14.0 %	12.8 %	453,961	29,944

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>27.0 %</b>	<b>49.9 %</b>	<b>12.4 %</b>	<b>6.3 %</b>	<b>4.4 %</b>	<b>605,075</b>	<b>2,503</b>
<b>Work Location</b>							
Headquarters	29.3 %	48.5 %	11.8 %	6.2 %	4.2 %	220,163	926
Field	26.3 %	50.6 %	12.5 %	6.2 %	4.4 %	348,892	1,306
<b>Supervisory Status</b>							
Senior Leader	44.7 %	42.2 %	7.8 %	3.0 %	2.3 %	9,725	22
Manager	33.5 %	51.7 %	8.6 %	4.1 %	2.1 %	38,927	39
Supervisor	30.0 %	52.5 %	10.2 %	4.6 %	2.7 %	77,068	135
Team Leader	25.9 %	51.6 %	12.4 %	6.2 %	3.9 %	82,200	157
Non-Supervisor	26.3 %	48.9 %	13.0 %	6.8 %	5.0 %	364,859	1,911
<b>Sex</b>							
Male	28.2 %	50.4 %	12.0 %	5.5 %	3.8 %	310,090	958
Female	26.6 %	49.0 %	12.3 %	7.2 %	4.9 %	246,131	1,175
<b>Hispanic or Latino</b>							
Yes	25.8 %	47.1 %	14.1 %	7.0 %	5.9 %	55,162	250
No	27.7 %	50.2 %	11.9 %	6.1 %	4.1 %	503,933	1,902
<b>Race</b>							
American Indian/Alaska Native	19.7 %	43.7 %	18.6 %	9.6 %	8.4 %	13,009	87
Asian	25.6 %	50.8 %	14.8 %	5.3 %	3.6 %	31,053	130
Black/AfricanAmerican	26.3 %	48.8 %	13.0 %	6.7 %	5.2 %	78,916	452
Native Hawaiian/Pacific Islander	21.7 %	47.4 %	17.7 %	6.6 %	6.5 %	3,957	18
White	28.6 %	50.4 %	11.3 %	5.9 %	3.8 %	392,981	1,230
Two or more races (Not Hispanic/Latino)	25.4 %	47.3 %	13.9 %	7.3 %	6.2 %	23,415	120
<b>Age Group</b>							
25 and under	36.0 %	50.1 %	8.0 %	3.3 %	2.6 %	7,220	26
26-29 years old	32.6 %	48.8 %	9.8 %	5.1 %	3.7 %	16,983	42
30-39 years old	28.6 %	49.9 %	11.2 %	5.9 %	4.3 %	112,163	319
40-49 years old	26.4 %	50.1 %	12.1 %	6.6 %	4.8 %	145,459	506
50-59 years old	27.0 %	49.7 %	12.8 %	6.3 %	4.2 %	191,929	748
60 or older	27.2 %	49.7 %	13.4 %	6.1 %	3.6 %	85,597	496
<b>Level of Education</b>							
Less than High School	23.5 %	38.2 %	19.1 %	9.2 %	10.0 %	481	7
H.S. Diploma/GED or equiv	22.6 %	49.7 %	16.2 %	6.4 %	5.1 %	24,281	127
Trade/Technical Certificate	21.4 %	49.4 %	16.0 %	7.6 %	5.6 %	12,728	65
Some College (no degree)	23.6 %	49.4 %	14.7 %	6.9 %	5.4 %	78,006	384
Associate's Degree	22.8 %	50.2 %	14.7 %	7.1 %	5.2 %	45,280	191
Bachelor's Degree	27.8 %	50.8 %	11.4 %	6.0 %	3.9 %	198,109	694
Master's Degree	29.3 %	49.8 %	10.8 %	6.1 %	4.0 %	149,886	501
Doctoral/Professional Degree	37.5 %	46.4 %	8.6 %	4.5 %	3.0 %	57,481	221

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>27.0 %</b>	<b>49.9 %</b>	<b>12.4 %</b>	<b>6.3 %</b>	<b>4.4 %</b>	<b>605,075</b>	<b>2,503</b>
<b>Pay Category</b>							
Federal Wage System	20.2 %	50.6 %	16.1 %	7.3 %	5.8 %	19,824	58
GS 1-6	23.1 %	46.0 %	16.1 %	7.9 %	6.9 %	24,428	216
GS 7-12	25.5 %	49.6 %	13.1 %	6.8 %	5.0 %	241,778	1,082
GS 13-15	31.1 %	50.2 %	10.1 %	5.4 %	3.2 %	232,293	689
SES	53.4 %	38.9 %	4.8 %	1.9 %	1.1 %	5,413	8
SL/ST	38.4 %	45.5 %	8.8 %	4.9 %	2.4 %	2,119	11
Other	25.2 %	52.4 %	13.1 %	5.5 %	3.8 %	46,788	189
<b>Time in Federal Government</b>							
< 1 year	39.7 %	46.0 %	8.4 %	3.9 %	2.0 %	10,769	62
1-3 years	32.1 %	48.6 %	10.6 %	5.3 %	3.4 %	57,024	177
4-5 years	28.7 %	49.0 %	11.6 %	6.4 %	4.2 %	43,831	144
6-10 years	26.8 %	50.2 %	12.2 %	6.4 %	4.4 %	117,600	415
11-14 years	25.5 %	50.4 %	12.7 %	6.5 %	4.8 %	94,420	347
15-20 years	25.0 %	50.4 %	13.0 %	6.8 %	4.9 %	97,859	379
> 20 years	27.4 %	49.8 %	12.7 %	6.0 %	4.1 %	149,891	730
<b>Time with Current Agency</b>							
< 1 year	37.4 %	45.2 %	9.4 %	5.0 %	3.0 %	19,875	157
1-3 years	30.7 %	47.7 %	11.1 %	6.2 %	4.3 %	86,049	307
4-5 years	27.8 %	48.8 %	12.2 %	6.6 %	4.7 %	57,453	175
6-10 years	26.0 %	50.5 %	12.4 %	6.5 %	4.6 %	121,256	401
11-14 years	25.0 %	50.8 %	13.0 %	6.5 %	4.7 %	88,488	342
15-20 years	24.7 %	51.1 %	13.2 %	6.5 %	4.5 %	88,210	355
> 20 years	28.2 %	50.6 %	12.2 %	5.5 %	3.5 %	110,058	512
<b>Leaving</b>							
No	31.9 %	50.8 %	10.5 %	4.5 %	2.2 %	379,487	1,268
Yes, to retire	24.4 %	50.7 %	14.3 %	6.4 %	4.2 %	34,516	200
Yes, to other job in Govt	18.1 %	47.5 %	15.5 %	10.2 %	8.7 %	107,630	492
Yes, to other job outside Govt	19.5 %	48.7 %	13.8 %	8.9 %	9.1 %	23,688	94
Yes, other	16.5 %	46.2 %	17.7 %	9.9 %	9.7 %	26,128	193
<b>Retiring</b>							
Within 1 year	25.1 %	49.9 %	13.7 %	6.3 %	5.0 %	21,856	127
Between 1-3 years	25.4 %	50.6 %	13.6 %	6.4 %	4.0 %	58,828	297
Between 3-5 years	26.0 %	50.3 %	13.2 %	6.5 %	4.1 %	64,219	292
5 or more years	28.0 %	49.7 %	11.8 %	6.1 %	4.3 %	423,804	1,512
<b>Transgender</b>							
Yes	20.9 %	43.7 %	14.8 %	8.5 %	12.1 %	2,022	22
No	27.6 %	49.9 %	12.1 %	6.2 %	4.2 %	551,168	2,095



2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.0 %	49.9 %	12.4 %	6.3 %	4.4 %	605,075	2,503
<b>Consider Yourself as</b>							
Straight	27.6 %	50.0 %	12.1 %	6.1 %	4.1 %	517,361	1,919
Gay or Lesbian	30.3 %	47.4 %	10.9 %	6.3 %	5.1 %	12,015	40
Bisexual	29.0 %	47.1 %	11.3 %	6.5 %	6.2 %	6,090	24
Something else	21.4 %	44.9 %	16.3 %	8.4 %	9.0 %	10,566	93
<b>Military Service</b>							
No Prior Military Service	27.9 %	50.2 %	11.9 %	5.9 %	4.1 %	399,997	1,558
Currently in Guard/Reserves	28.0 %	50.2 %	11.2 %	6.0 %	4.6 %	10,747	25
Retired	28.0 %	49.3 %	12.5 %	6.3 %	3.9 %	76,133	295
Separated/Discharged	24.9 %	49.0 %	13.5 %	7.1 %	5.5 %	85,510	369
<b>Disability</b>							
Yes	25.8 %	45.8 %	13.8 %	7.9 %	6.7 %	79,320	472
No	27.8 %	50.6 %	11.9 %	5.9 %	3.9 %	482,576	1,706

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.5 %</b>	<b>38.1 %</b>	<b>27.0 %</b>	<b>9.3 %</b>	<b>6.2 %</b>	<b>584,115</b>	<b>22,586</b>
<b>Work Location</b>							
Headquarters	21.7 %	38.6 %	25.8 %	8.5 %	5.4 %	211,962	8,822
Field	18.6 %	37.9 %	27.2 %	9.7 %	6.6 %	337,687	12,082
<b>Supervisory Status</b>							
Senior Leader	41.3 %	36.2 %	15.9 %	4.0 %	2.7 %	9,603	120
Manager	28.6 %	42.7 %	18.9 %	6.7 %	3.1 %	38,547	387
Supervisor	22.8 %	42.5 %	22.6 %	7.9 %	4.3 %	76,017	1,059
Team Leader	18.0 %	38.1 %	26.3 %	10.8 %	6.7 %	80,558	1,731
Non-Supervisor	18.1 %	36.9 %	28.7 %	9.5 %	6.8 %	348,438	17,828
<b>Sex</b>							
Male	20.3 %	38.7 %	25.7 %	9.1 %	6.0 %	302,056	8,517
Female	19.1 %	37.7 %	27.9 %	9.2 %	6.2 %	235,522	11,548
<b>Hispanic or Latino</b>							
Yes	21.3 %	36.4 %	26.1 %	8.6 %	7.6 %	53,358	1,964
No	19.6 %	38.5 %	26.7 %	9.3 %	5.9 %	486,901	18,322
<b>Race</b>							
American Indian/Alaska Native	17.7 %	38.3 %	26.4 %	9.1 %	8.5 %	12,766	292
Asian	20.5 %	43.1 %	25.7 %	6.3 %	4.4 %	29,793	1,326
Black/AfricanAmerican	20.0 %	38.1 %	27.5 %	8.0 %	6.4 %	75,513	3,634
Native Hawaiian/Pacific Islander	17.9 %	35.7 %	30.1 %	8.9 %	7.4 %	3,870	93
White	20.0 %	38.3 %	26.3 %	9.6 %	5.9 %	380,776	13,087
Two or more races (Not Hispanic/Latino)	19.3 %	35.3 %	26.9 %	9.9 %	8.5 %	22,460	1,054
<b>Age Group</b>							
25 and under	29.4 %	42.2 %	19.6 %	5.5 %	3.2 %	6,775	479
26-29 years old	25.4 %	40.1 %	21.4 %	7.3 %	5.8 %	16,230	774
30-39 years old	21.3 %	38.4 %	24.2 %	9.3 %	6.8 %	108,012	4,421
40-49 years old	19.2 %	37.6 %	26.6 %	9.7 %	6.8 %	140,756	5,158
50-59 years old	19.0 %	38.1 %	28.0 %	9.1 %	5.7 %	186,105	6,291
60 or older	18.0 %	39.0 %	29.3 %	8.8 %	4.9 %	82,718	3,050
<b>Level of Education</b>							
Less than High School	18.8 %	33.9 %	24.5 %	9.2 %	13.6 %	466	18
H.S. Diploma/GED or equiv	17.3 %	36.5 %	30.2 %	8.8 %	7.2 %	23,647	689
Trade/Technical Certificate	16.6 %	36.1 %	28.7 %	10.1 %	8.5 %	12,443	324
Some College (no degree)	18.0 %	36.1 %	28.8 %	9.7 %	7.4 %	75,879	2,365
Associate's Degree	17.3 %	37.1 %	28.4 %	9.8 %	7.4 %	44,033	1,360
Bachelor's Degree	19.8 %	39.4 %	25.9 %	9.2 %	5.7 %	191,222	7,361
Master's Degree	21.3 %	39.3 %	25.1 %	8.9 %	5.4 %	144,600	5,643
Doctoral/Professional Degree	23.1 %	36.9 %	26.4 %	8.7 %	4.9 %	54,771	2,893

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.5 %</b>	<b>38.1 %</b>	<b>27.0 %</b>	<b>9.3 %</b>	<b>6.2 %</b>	<b>584,115</b>	<b>22,586</b>
<b>Pay Category</b>							
Federal Wage System	15.0 %	33.8 %	28.5 %	12.7 %	10.0 %	19,505	343
GS 1-6	19.7 %	35.2 %	28.5 %	8.7 %	7.9 %	23,248	1,322
GS 7-12	18.6 %	38.1 %	27.3 %	9.3 %	6.7 %	233,002	9,560
GS 13-15	21.6 %	39.6 %	25.2 %	8.7 %	4.8 %	224,545	8,172
SES	46.5 %	34.3 %	14.1 %	3.7 %	1.3 %	5,353	64
SL/ST	25.5 %	37.2 %	25.4 %	8.1 %	3.8 %	2,058	60
Other	17.1 %	36.8 %	29.5 %	9.8 %	6.8 %	45,369	1,529
<b>Time in Federal Government</b>							
< 1 year	31.3 %	40.8 %	22.5 %	3.8 %	1.6 %	9,400	1,437
1-3 years	26.1 %	41.0 %	22.0 %	6.8 %	4.2 %	54,942	2,246
4-5 years	21.8 %	39.3 %	24.3 %	8.7 %	5.9 %	42,354	1,582
6-10 years	19.2 %	38.3 %	26.4 %	9.7 %	6.5 %	113,702	4,182
11-14 years	18.1 %	37.3 %	27.6 %	10.1 %	7.0 %	91,375	3,303
15-20 years	17.3 %	37.0 %	28.0 %	10.3 %	7.3 %	95,032	3,027
> 20 years	18.5 %	37.7 %	28.8 %	9.2 %	5.8 %	145,087	5,225
<b>Time with Current Agency</b>							
< 1 year	29.6 %	39.5 %	24.4 %	4.1 %	2.4 %	17,113	2,911
1-3 years	25.3 %	40.1 %	22.4 %	7.3 %	4.9 %	83,304	2,991
4-5 years	20.8 %	38.7 %	25.0 %	9.1 %	6.4 %	55,758	1,842
6-10 years	18.3 %	37.8 %	27.0 %	10.0 %	6.9 %	117,547	3,990
11-14 years	17.2 %	37.3 %	28.2 %	10.3 %	7.1 %	85,875	2,843
15-20 years	16.8 %	37.0 %	28.7 %	10.4 %	7.2 %	85,851	2,566
> 20 years	18.6 %	38.2 %	28.8 %	9.1 %	5.3 %	106,478	3,828
<b>Leaving</b>							
No	23.7 %	41.4 %	25.0 %	6.7 %	3.1 %	366,185	14,066
Yes, to retire	15.3 %	37.1 %	30.8 %	10.6 %	6.2 %	33,442	1,133
Yes, to other job in Govt	12.2 %	31.8 %	29.7 %	14.2 %	12.1 %	104,345	3,740
Yes, to other job outside Govt	11.0 %	30.0 %	28.2 %	16.0 %	14.7 %	22,903	854
Yes, other	10.2 %	29.6 %	30.9 %	14.7 %	14.6 %	25,129	1,169
<b>Retiring</b>							
Within 1 year	15.6 %	35.7 %	29.9 %	11.2 %	7.7 %	21,195	720
Between 1-3 years	16.3 %	37.8 %	30.1 %	9.8 %	5.9 %	57,001	1,940
Between 3-5 years	17.4 %	37.8 %	29.2 %	9.7 %	5.9 %	62,300	2,074
5 or more years	20.7 %	38.4 %	25.8 %	9.0 %	6.1 %	408,918	16,045
<b>Transgender</b>							
Yes	15.2 %	30.4 %	27.2 %	11.1 %	16.1 %	1,943	93
No	19.9 %	38.3 %	26.6 %	9.1 %	6.1 %	532,704	19,845

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.5 %	38.1 %	27.0 %	9.3 %	6.2 %	584,115	22,586
<b>Consider Yourself as</b>							
Straight	20.0 %	38.5 %	26.5 %	9.1 %	5.9 %	500,283	18,331
Gay or Lesbian	21.8 %	36.3 %	25.5 %	9.3 %	7.1 %	11,592	437
Bisexual	20.6 %	36.2 %	24.7 %	10.3 %	8.1 %	5,829	283
Something else	14.7 %	31.9 %	30.0 %	11.3 %	12.1 %	10,188	458
<b>Military Service</b>							
No Prior Military Service	19.5 %	38.6 %	26.8 %	9.1 %	6.0 %	384,937	16,112
Currently in Guard/Reserves	21.6 %	39.1 %	24.0 %	8.8 %	6.5 %	10,439	313
Retired	21.0 %	38.6 %	26.6 %	8.8 %	5.1 %	74,418	1,890
Separated/Discharged	18.9 %	36.0 %	26.9 %	10.4 %	7.7 %	83,043	2,728
<b>Disability</b>							
Yes	20.0 %	35.3 %	26.4 %	9.9 %	8.4 %	76,643	3,005
No	19.7 %	38.8 %	26.7 %	9.1 %	5.7 %	466,317	17,386

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
<b>All Responses</b>	<b>43.0 %</b>	<b>41.0 %</b>	<b>12.9 %</b>	<b>2.2 %</b>	<b>0.9 %</b>	<b>606,946</b>
<b>Work Location</b>						
Headquarters	47.4 %	38.9 %	11.1 %	1.8 %	0.8 %	221,445
Field	41.0 %	41.8 %	13.8 %	2.4 %	1.0 %	350,754
<b>Supervisory Status</b>						
Senior Leader	65.2 %	28.2 %	5.0 %	0.8 %	0.8 %	9,762
Manager	53.1 %	37.6 %	7.7 %	1.1 %	0.5 %	39,047
Supervisor	48.0 %	39.9 %	10.0 %	1.5 %	0.5 %	77,322
Team Leader	41.3 %	41.9 %	13.6 %	2.3 %	0.9 %	82,505
Non-Supervisor	41.5 %	41.2 %	13.8 %	2.4 %	1.1 %	367,276
<b>Sex</b>						
Male	43.2 %	40.5 %	13.0 %	2.3 %	1.0 %	311,550
Female	44.0 %	41.0 %	12.3 %	1.9 %	0.8 %	247,699
<b>Hispanic or Latino</b>						
Yes	40.4 %	39.4 %	15.6 %	3.1 %	1.5 %	55,511
No	43.8 %	40.9 %	12.4 %	2.0 %	0.8 %	506,650
<b>Race</b>						
American Indian/Alaska Native	36.4 %	40.3 %	17.8 %	3.7 %	1.8 %	13,118
Asian	39.8 %	42.5 %	14.5 %	2.3 %	1.0 %	31,237
Black/AfricanAmerican	44.6 %	40.1 %	12.7 %	1.8 %	0.9 %	79,519
Native Hawaiian/Pacific Islander	36.7 %	40.4 %	17.7 %	3.6 %	1.7 %	3,984
White	44.3 %	40.7 %	12.1 %	2.1 %	0.8 %	394,823
Two or more races (Not Hispanic/Latino)	39.1 %	40.8 %	15.8 %	2.8 %	1.5 %	23,569
<b>Age Group</b>						
25 and under	38.0 %	45.8 %	13.8 %	1.6 %	0.8 %	7,257
26-29 years old	36.4 %	44.5 %	14.9 %	3.0 %	1.1 %	17,054
30-39 years old	37.8 %	43.2 %	15.2 %	2.6 %	1.2 %	112,665
40-49 years old	41.3 %	41.6 %	13.7 %	2.5 %	1.0 %	146,256
50-59 years old	47.1 %	39.2 %	11.1 %	1.8 %	0.7 %	192,926
60 or older	50.9 %	37.0 %	10.0 %	1.5 %	0.6 %	86,232
<b>Level of Education</b>						
Less than High School	40.5 %	30.1 %	20.3 %	5.5 %	3.7 %	489
H.S. Diploma/GED or equiv	41.1 %	40.5 %	14.8 %	2.5 %	1.2 %	24,453

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
<b>All Responses</b>	<b>43.0 %</b>	<b>41.0 %</b>	<b>12.9 %</b>	<b>2.2 %</b>	<b>0.9 %</b>	<b>606,946</b>
Trade/Technical Certificate	40.2 %	40.7 %	14.9 %	3.1 %	1.2 %	12,829
Some College (no degree)	41.5 %	40.2 %	14.5 %	2.7 %	1.1 %	78,519
Associate's Degree	40.3 %	41.4 %	14.6 %	2.6 %	1.1 %	45,566
Bachelor's Degree	42.0 %	42.2 %	12.9 %	2.0 %	0.9 %	199,102
Master's Degree	44.9 %	40.9 %	11.5 %	1.9 %	0.8 %	150,602
Doctoral/Professional Degree	54.4 %	34.7 %	8.7 %	1.5 %	0.7 %	57,772
<b>Pay Category</b>						
Federal Wage System	35.8 %	42.2 %	17.6 %	3.2 %	1.3 %	19,935
GS 1-6	38.6 %	41.0 %	15.8 %	3.1 %	1.5 %	24,682
GS 7-12	39.8 %	42.5 %	14.1 %	2.5 %	1.1 %	243,283
GS 13-15	49.3 %	38.6 %	9.9 %	1.6 %	0.6 %	233,277
SES	73.4 %	22.2 %	3.5 %	0.6 %	0.3 %	5,430
SL/ST	59.9 %	30.6 %	7.0 %	1.2 %	1.3 %	2,134
Other	40.1 %	41.9 %	14.6 %	2.3 %	1.1 %	47,036
<b>Time in Federal Government</b>						
< 1 year	46.6 %	42.3 %	9.5 %	1.3 %	0.3 %	10,858
1-3 years	41.7 %	42.3 %	13.2 %	2.1 %	0.7 %	57,311
4-5 years	40.2 %	42.2 %	14.1 %	2.5 %	1.1 %	44,031
6-10 years	40.6 %	42.2 %	13.9 %	2.4 %	1.0 %	118,183
11-14 years	41.1 %	41.7 %	13.8 %	2.4 %	1.1 %	94,919
15-20 years	42.8 %	40.4 %	13.4 %	2.4 %	1.1 %	98,368
> 20 years	49.2 %	37.9 %	10.4 %	1.7 %	0.8 %	150,844
<b>Time with Current Agency</b>						
< 1 year	46.1 %	41.2 %	10.6 %	1.6 %	0.6 %	20,084
1-3 years	41.6 %	41.8 %	13.4 %	2.3 %	0.9 %	86,507
4-5 years	40.4 %	42.1 %	13.9 %	2.5 %	1.1 %	57,716
6-10 years	40.9 %	41.8 %	13.9 %	2.3 %	1.0 %	121,845
11-14 years	41.8 %	41.3 %	13.5 %	2.4 %	1.1 %	88,950
15-20 years	43.5 %	40.2 %	13.0 %	2.3 %	1.0 %	88,700
> 20 years	50.2 %	37.6 %	9.9 %	1.6 %	0.7 %	110,710
<b>Leaving</b>						
No	49.7 %	40.0 %	8.9 %	1.1 %	0.3 %	381,314

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
<b>All Responses</b>	43.0 %	41.0 %	12.9 %	2.2 %	0.9 %	606,946
Yes, to retire	45.8 %	39.1 %	12.2 %	2.0 %	0.8 %	34,759
Yes, to other job in Govt	29.2 %	43.5 %	21.1 %	4.2 %	2.0 %	108,331
Yes, to other job outside Govt	28.8 %	40.8 %	22.2 %	5.3 %	3.0 %	23,824
Yes, other	27.3 %	41.4 %	23.1 %	5.5 %	2.7 %	26,360
<b>Retiring</b>						
Within 1 year	45.5 %	37.9 %	12.8 %	2.4 %	1.3 %	22,021
Between 1-3 years	47.2 %	38.9 %	11.3 %	1.9 %	0.8 %	59,195
Between 3-5 years	46.6 %	39.5 %	11.2 %	1.9 %	0.7 %	64,631
5 or more years	42.4 %	41.3 %	13.2 %	2.2 %	0.9 %	425,963
<b>Transgender</b>						
Yes	33.1 %	36.5 %	20.8 %	4.8 %	4.8 %	2,054
No	43.5 %	40.7 %	12.7 %	2.2 %	0.9 %	554,150
<b>Consider Yourself as</b>						
Straight	43.8 %	40.7 %	12.5 %	2.1 %	0.9 %	520,127
Gay or Lesbian	43.7 %	39.4 %	13.3 %	2.4 %	1.1 %	12,058
Bisexual	37.9 %	42.0 %	15.9 %	2.9 %	1.3 %	6,130
Something else	34.0 %	39.6 %	19.9 %	3.9 %	2.6 %	10,679
<b>Military Service</b>						
No Prior Military Service	43.9 %	40.8 %	12.3 %	2.0 %	0.9 %	402,112
Currently in Guard/Reserves	36.2 %	43.6 %	16.0 %	2.9 %	1.3 %	10,793
Retired	46.6 %	39.7 %	11.3 %	1.8 %	0.7 %	76,576
Separated/Discharged	39.4 %	41.0 %	15.3 %	2.9 %	1.3 %	86,029
<b>Disability</b>						
Yes	41.5 %	39.3 %	14.8 %	2.9 %	1.4 %	79,931
No	43.8 %	41.0 %	12.4 %	2.0 %	0.8 %	485,035

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.4 %</b>	<b>48.2 %</b>	<b>11.9 %</b>	<b>5.5 %</b>	<b>2.1 %</b>	<b>602,007</b>	<b>5,196</b>
<b>Work Location</b>							
Headquarters	36.2 %	46.2 %	10.6 %	5.0 %	1.9 %	219,799	1,749
Field	30.6 %	49.1 %	12.4 %	5.7 %	2.2 %	347,924	2,992
<b>Supervisory Status</b>							
Senior Leader	51.8 %	38.4 %	5.2 %	3.2 %	1.4 %	9,738	21
Manager	37.8 %	48.5 %	7.9 %	4.5 %	1.2 %	38,979	69
Supervisor	33.7 %	50.0 %	9.8 %	5.1 %	1.4 %	77,118	217
Team Leader	29.6 %	48.8 %	12.4 %	6.9 %	2.2 %	82,099	439
Non-Supervisor	32.2 %	47.7 %	12.5 %	5.3 %	2.3 %	363,469	4,070
<b>Sex</b>							
Male	33.1 %	48.1 %	11.4 %	5.3 %	2.1 %	309,672	1,984
Female	32.5 %	48.1 %	11.9 %	5.6 %	2.0 %	245,347	2,478
<b>Hispanic or Latino</b>							
Yes	32.3 %	46.3 %	13.1 %	5.7 %	2.6 %	55,096	435
No	32.8 %	48.3 %	11.5 %	5.4 %	2.0 %	502,773	4,093
<b>Race</b>							
American Indian/Alaska Native	28.7 %	46.6 %	15.3 %	6.2 %	3.3 %	12,998	130
Asian	32.3 %	49.6 %	11.9 %	4.2 %	2.0 %	31,012	234
Black/AfricanAmerican	36.4 %	46.7 %	11.0 %	4.1 %	1.9 %	78,829	725
Native Hawaiian/Pacific Islander	28.0 %	46.8 %	16.6 %	5.1 %	3.6 %	3,950	32
White	32.6 %	48.4 %	11.3 %	5.7 %	1.9 %	392,064	2,907
Two or more races (Not Hispanic/Latino)	30.2 %	46.2 %	14.1 %	6.4 %	3.0 %	23,324	264
<b>Age Group</b>							
25 and under	35.2 %	51.0 %	9.1 %	3.6 %	1.1 %	7,215	50
26-29 years old	31.5 %	50.4 %	11.2 %	5.0 %	1.9 %	16,938	106
30-39 years old	30.0 %	49.6 %	12.1 %	5.8 %	2.5 %	111,963	724
40-49 years old	31.4 %	48.5 %	12.0 %	5.9 %	2.3 %	145,202	1,075
50-59 years old	34.4 %	47.3 %	11.3 %	5.1 %	1.8 %	191,482	1,580
60 or older	36.4 %	45.8 %	11.5 %	4.7 %	1.5 %	85,324	969
<b>Level of Education</b>							
Less than High School	32.1 %	36.9 %	16.7 %	8.9 %	5.4 %	477	13
H.S. Diploma/GED or equiv	30.4 %	48.1 %	14.6 %	4.7 %	2.1 %	24,232	227
Trade/Technical Certificate	30.0 %	47.0 %	14.9 %	5.7 %	2.4 %	12,724	107
Some College (no degree)	31.4 %	47.3 %	13.5 %	5.5 %	2.3 %	77,849	713
Associate's Degree	30.5 %	48.1 %	13.5 %	5.8 %	2.2 %	45,202	369
Bachelor's Degree	31.6 %	49.3 %	11.5 %	5.5 %	2.0 %	197,569	1,607
Master's Degree	33.5 %	48.4 %	10.5 %	5.6 %	2.0 %	149,575	1,128
Doctoral/Professional Degree	42.2 %	43.5 %	8.1 %	4.4 %	1.8 %	57,323	477



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.4 %</b>	<b>48.2 %</b>	<b>11.9 %</b>	<b>5.5 %</b>	<b>2.1 %</b>	<b>602,007</b>	<b>5,196</b>
<b>Pay Category</b>							
Federal Wage System	26.5 %	48.2 %	15.9 %	6.6 %	2.8 %	19,828	109
GS 1-6	31.1 %	47.0 %	14.1 %	5.1 %	2.7 %	24,349	368
GS 7-12	31.1 %	48.6 %	12.6 %	5.5 %	2.2 %	241,021	2,356
GS 13-15	35.7 %	47.4 %	9.8 %	5.4 %	1.8 %	231,820	1,600
SES	56.6 %	36.2 %	3.9 %	2.6 %	0.8 %	5,416	12
SL/ST	44.2 %	41.9 %	7.5 %	4.4 %	2.1 %	2,121	13
Other	29.8 %	50.2 %	12.9 %	5.1 %	2.0 %	46,705	348
<b>Time in Federal Government</b>							
< 1 year	42.2 %	46.5 %	7.7 %	2.9 %	0.7 %	10,762	106
1-3 years	35.0 %	48.7 %	10.3 %	4.4 %	1.6 %	56,925	405
4-5 years	32.2 %	48.6 %	11.8 %	5.2 %	2.1 %	43,709	334
6-10 years	31.1 %	48.9 %	12.1 %	5.7 %	2.1 %	117,271	945
11-14 years	30.8 %	48.6 %	12.2 %	6.0 %	2.4 %	94,183	785
15-20 years	31.0 %	48.0 %	12.6 %	6.1 %	2.3 %	97,642	783
> 20 years	34.7 %	46.7 %	11.5 %	5.2 %	1.9 %	149,534	1,426
<b>Time with Current Agency</b>							
< 1 year	40.7 %	45.4 %	8.9 %	3.7 %	1.2 %	19,886	211
1-3 years	34.4 %	47.9 %	10.9 %	4.8 %	2.0 %	85,877	651
4-5 years	31.7 %	48.4 %	12.1 %	5.6 %	2.3 %	57,323	412
6-10 years	31.0 %	48.6 %	12.3 %	5.9 %	2.2 %	120,892	1,010
11-14 years	30.5 %	48.8 %	12.4 %	5.9 %	2.3 %	88,265	746
15-20 years	31.3 %	48.1 %	12.5 %	6.0 %	2.2 %	88,015	734
> 20 years	35.0 %	47.2 %	11.1 %	4.9 %	1.7 %	109,783	1,012
<b>Leaving</b>							
No	38.1 %	48.6 %	9.0 %	3.5 %	0.9 %	378,894	2,598
Yes, to retire	31.4 %	47.5 %	13.4 %	5.9 %	1.9 %	34,404	384
Yes, to other job in Govt	21.3 %	47.9 %	17.0 %	9.4 %	4.3 %	107,294	1,090
Yes, to other job outside Govt	20.3 %	44.8 %	16.8 %	11.8 %	6.3 %	23,563	269
Yes, other	19.1 %	45.4 %	20.1 %	9.9 %	5.5 %	25,950	430
<b>Retiring</b>							
Within 1 year	31.4 %	46.1 %	13.4 %	6.4 %	2.6 %	21,790	250
Between 1-3 years	32.8 %	47.5 %	12.5 %	5.4 %	1.8 %	58,638	616
Between 3-5 years	33.7 %	47.4 %	11.7 %	5.3 %	1.9 %	64,079	583
5 or more years	32.6 %	48.3 %	11.5 %	5.4 %	2.1 %	422,870	3,274
<b>Transgender</b>							
Yes	25.6 %	40.9 %	15.4 %	9.5 %	8.7 %	2,018	34
No	32.9 %	48.1 %	11.6 %	5.4 %	2.0 %	550,014	4,381

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>32.4 %</b>	<b>48.2 %</b>	<b>11.9 %</b>	<b>5.5 %</b>	<b>2.1 %</b>	<b>602,007</b>	<b>5,196</b>
<b>Consider Yourself as</b>							
Straight	33.1 %	48.2 %	11.5 %	5.3 %	1.9 %	516,354	3,959
Gay or Lesbian	33.0 %	46.6 %	11.5 %	6.2 %	2.7 %	11,975	93
Bisexual	29.9 %	48.1 %	12.1 %	6.7 %	3.2 %	6,086	48
Something else	24.4 %	44.1 %	17.8 %	8.3 %	5.4 %	10,505	195
<b>Military Service</b>							
No Prior Military Service	32.4 %	48.6 %	11.6 %	5.4 %	2.0 %	398,776	3,570
Currently in Guard/Reserves	31.1 %	49.0 %	11.8 %	5.5 %	2.6 %	10,735	53
Retired	36.5 %	46.6 %	10.5 %	4.7 %	1.6 %	76,180	426
Separated/Discharged	30.5 %	47.1 %	13.4 %	6.3 %	2.7 %	85,333	736
<b>Disability</b>							
Yes	32.8 %	44.6 %	13.3 %	6.3 %	3.0 %	79,158	822
No	32.8 %	48.7 %	11.4 %	5.3 %	1.9 %	481,507	3,738

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	12.3 %	37.5 %	23.7 %	16.8 %	9.6 %	585,857	12,699
<b>Work Location</b>							
Headquarters	14.5 %	39.3 %	22.2 %	15.3 %	8.6 %	216,034	4,812
Field	11.3 %	36.6 %	24.2 %	17.6 %	10.2 %	342,873	7,030
<b>Supervisory Status</b>							
Senior Leader	31.3 %	43.9 %	13.3 %	7.6 %	3.9 %	9,709	31
Manager	18.2 %	45.7 %	17.9 %	12.7 %	5.5 %	38,783	194
Supervisor	13.5 %	43.1 %	21.1 %	15.3 %	7.1 %	76,338	751
Team Leader	11.2 %	37.6 %	23.5 %	17.9 %	9.8 %	81,050	1,261
Non-Supervisor	11.6 %	35.7 %	24.8 %	17.4 %	10.6 %	356,583	9,741
<b>Sex</b>							
Male	13.1 %	38.7 %	23.3 %	15.8 %	9.2 %	305,646	5,148
Female	11.8 %	36.7 %	23.7 %	18.0 %	9.8 %	240,822	6,181
<b>Hispanic or Latino</b>							
Yes	13.0 %	35.9 %	24.3 %	15.9 %	10.9 %	54,222	1,155
No	12.5 %	38.1 %	23.3 %	16.8 %	9.3 %	495,013	10,320
<b>Race</b>							
American Indian/Alaska Native	10.3 %	35.4 %	27.2 %	16.3 %	10.7 %	12,811	275
Asian	15.8 %	43.9 %	22.4 %	11.2 %	6.7 %	30,651	520
Black/AfricanAmerican	13.9 %	39.0 %	23.9 %	14.3 %	8.9 %	76,838	2,328
Native Hawaiian/Pacific Islander	12.9 %	36.9 %	26.5 %	13.1 %	10.5 %	3,917	55
White	12.3 %	37.7 %	23.1 %	17.5 %	9.4 %	386,766	7,174
Two or more races (Not Hispanic/Latino)	11.0 %	33.2 %	24.1 %	18.3 %	13.4 %	22,942	580
<b>Age Group</b>							
25 and under	14.6 %	42.7 %	22.6 %	14.1 %	6.1 %	7,015	225
26-29 years old	12.7 %	38.2 %	23.9 %	16.0 %	9.2 %	16,628	366
30-39 years old	12.1 %	36.6 %	22.4 %	18.0 %	10.9 %	110,261	2,153
40-49 years old	12.2 %	36.8 %	22.8 %	17.6 %	10.6 %	143,164	2,745
50-59 years old	12.9 %	38.8 %	23.9 %	15.9 %	8.5 %	188,599	3,820
60 or older	13.0 %	39.3 %	25.4 %	14.9 %	7.5 %	83,885	2,088
<b>Level of Education</b>							
Less than High School	13.7 %	35.4 %	27.8 %	11.5 %	11.6 %	473	11
H.S. Diploma/GED or equiv	11.4 %	37.7 %	29.4 %	13.8 %	7.8 %	23,740	603
Trade/Technical Certificate	10.2 %	35.7 %	28.9 %	16.1 %	9.1 %	12,501	288
Some College (no degree)	11.2 %	35.8 %	26.9 %	16.2 %	9.9 %	76,511	1,744
Associate's Degree	11.2 %	37.4 %	25.7 %	16.5 %	9.2 %	44,422	994
Bachelor's Degree	12.2 %	38.2 %	23.2 %	17.0 %	9.3 %	194,479	4,126
Master's Degree	14.0 %	39.2 %	20.5 %	16.9 %	9.4 %	147,657	2,618
Doctoral/Professional Degree	14.5 %	35.9 %	20.3 %	18.1 %	11.3 %	56,422	1,282

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	12.3 %	37.5 %	23.7 %	16.8 %	9.6 %	585,857	12,699
<b>Pay Category</b>							
Federal Wage System	8.5 %	34.4 %	28.2 %	18.1 %	10.8 %	19,526	323
GS 1-6	12.4 %	35.4 %	27.2 %	15.3 %	9.8 %	23,847	730
GS 7-12	11.5 %	36.9 %	24.7 %	16.9 %	10.0 %	236,683	5,857
GS 13-15	14.3 %	39.9 %	20.7 %	16.3 %	8.7 %	228,818	4,023
SES	33.5 %	41.7 %	12.2 %	8.9 %	3.6 %	5,405	17
SL/ST	20.2 %	40.3 %	17.7 %	13.7 %	8.1 %	2,087	39
Other	9.7 %	34.2 %	25.7 %	19.2 %	11.1 %	45,987	949
<b>Time in Federal Government</b>							
< 1 year	19.5 %	45.8 %	21.2 %	10.0 %	3.6 %	10,490	343
1-3 years	14.9 %	40.9 %	22.9 %	14.3 %	7.1 %	55,871	1,275
4-5 years	13.1 %	37.5 %	23.3 %	16.7 %	9.4 %	43,107	820
6-10 years	11.9 %	37.1 %	23.1 %	17.7 %	10.1 %	115,597	2,284
11-14 years	11.5 %	36.3 %	23.4 %	18.0 %	10.8 %	92,871	1,825
15-20 years	11.1 %	35.8 %	23.9 %	18.1 %	11.0 %	96,206	1,917
> 20 years	12.7 %	38.2 %	24.3 %	15.9 %	8.9 %	146,969	3,463
<b>Time with Current Agency</b>							
< 1 year	20.2 %	44.0 %	20.6 %	10.4 %	4.9 %	19,358	679
1-3 years	14.9 %	39.9 %	22.3 %	14.9 %	8.0 %	84,414	1,842
4-5 years	12.6 %	37.2 %	23.1 %	17.0 %	10.1 %	56,531	1,051
6-10 years	11.4 %	36.5 %	23.6 %	18.0 %	10.5 %	119,123	2,427
11-14 years	10.9 %	35.9 %	23.9 %	18.3 %	11.0 %	87,021	1,717
15-20 years	10.8 %	36.0 %	24.4 %	18.1 %	10.7 %	86,768	1,701
> 20 years	12.7 %	39.0 %	24.3 %	15.8 %	8.1 %	107,902	2,505
<b>Leaving</b>							
No	15.9 %	43.3 %	23.0 %	12.9 %	4.8 %	372,355	8,020
Yes, to retire	10.4 %	36.8 %	26.2 %	17.6 %	8.9 %	33,833	813
Yes, to other job in Govt	5.7 %	26.8 %	24.3 %	24.5 %	18.7 %	105,903	2,121
Yes, to other job outside Govt	4.8 %	22.0 %	20.7 %	27.9 %	24.6 %	23,419	340
Yes, other	4.6 %	22.1 %	25.8 %	25.4 %	22.2 %	25,686	613
<b>Retiring</b>							
Within 1 year	10.9 %	35.0 %	24.8 %	18.3 %	11.0 %	21,478	479
Between 1-3 years	11.2 %	37.5 %	25.7 %	16.7 %	8.9 %	57,707	1,315
Between 3-5 years	11.7 %	37.8 %	24.7 %	16.8 %	9.0 %	63,192	1,264
5 or more years	12.8 %	37.9 %	23.0 %	16.7 %	9.6 %	416,208	8,725
<b>Transgender</b>							
Yes	8.9 %	27.2 %	22.5 %	19.9 %	21.5 %	1,996	51
No	12.6 %	38.0 %	23.4 %	16.6 %	9.4 %	541,539	11,171

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	12.3 %	37.5 %	23.7 %	16.8 %	9.6 %	585,857	12,699
<b>Consider Yourself as</b>							
Straight	12.8 %	38.3 %	23.4 %	16.4 %	9.1 %	508,398	10,349
Gay or Lesbian	12.3 %	34.4 %	22.6 %	18.7 %	12.0 %	11,818	225
Bisexual	10.4 %	33.1 %	22.8 %	19.7 %	14.0 %	5,984	135
Something else	8.4 %	27.2 %	25.0 %	20.6 %	18.8 %	10,382	279
<b>Military Service</b>							
No Prior Military Service	11.7 %	37.3 %	23.8 %	17.4 %	9.8 %	392,242	8,870
Currently in Guard/Reserves	15.0 %	39.9 %	21.6 %	14.3 %	9.2 %	10,629	136
Retired	16.2 %	42.0 %	21.8 %	13.3 %	6.7 %	75,185	1,141
Separated/Discharged	11.7 %	34.9 %	24.3 %	17.7 %	11.5 %	84,023	1,805
<b>Disability</b>							
Yes	13.3 %	34.5 %	23.2 %	16.8 %	12.3 %	77,979	1,767
No	12.4 %	38.4 %	23.5 %	16.7 %	9.0 %	473,989	9,770

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>15.0 %</b>	<b>39.4 %</b>	<b>21.2 %</b>	<b>15.0 %</b>	<b>9.5 %</b>	<b>587,391</b>	<b>11,018</b>
<b>Work Location</b>							
Headquarters	17.7 %	41.6 %	19.8 %	12.9 %	8.0 %	216,808	4,069
Field	13.8 %	38.3 %	21.5 %	16.0 %	10.5 %	343,606	6,237
<b>Supervisory Status</b>							
Senior Leader	40.3 %	42.3 %	9.1 %	5.1 %	3.2 %	9,716	26
Manager	25.2 %	49.0 %	13.4 %	8.1 %	4.3 %	38,840	107
Supervisor	17.6 %	46.5 %	17.8 %	12.0 %	6.1 %	76,637	471
Team Leader	13.6 %	39.2 %	21.4 %	16.1 %	9.6 %	81,294	972
Non-Supervisor	13.5 %	37.2 %	22.4 %	16.1 %	10.9 %	357,532	8,841
<b>Sex</b>							
Male	15.9 %	39.9 %	20.9 %	14.0 %	9.3 %	306,504	4,213
Female	14.5 %	39.3 %	20.7 %	15.9 %	9.6 %	241,428	5,641
<b>Hispanic or Latino</b>							
Yes	15.2 %	35.6 %	21.7 %	15.5 %	12.1 %	54,277	1,066
No	15.3 %	40.1 %	20.7 %	14.7 %	9.1 %	496,460	8,897
<b>Race</b>							
American Indian/Alaska Native	12.0 %	33.1 %	24.4 %	17.5 %	13.0 %	12,807	278
Asian	18.3 %	43.8 %	20.1 %	10.9 %	6.9 %	30,632	558
Black/AfricanAmerican	16.3 %	40.2 %	21.1 %	13.2 %	9.1 %	77,443	1,848
Native Hawaiian/Pacific Islander	14.3 %	35.3 %	25.3 %	14.1 %	11.0 %	3,906	62
White	15.3 %	39.9 %	20.5 %	15.2 %	9.2 %	387,505	6,282
Two or more races (Not Hispanic/Latino)	13.5 %	34.5 %	21.6 %	16.9 %	13.6 %	23,032	485
<b>Age Group</b>							
25 and under	18.5 %	44.2 %	18.6 %	12.5 %	6.2 %	7,105	131
26-29 years old	15.8 %	40.4 %	19.3 %	14.8 %	9.7 %	16,765	229
30-39 years old	14.6 %	38.6 %	19.6 %	16.1 %	11.1 %	110,822	1,572
40-49 years old	14.7 %	38.7 %	20.4 %	15.6 %	10.6 %	143,420	2,436
50-59 years old	15.8 %	40.3 %	21.5 %	14.0 %	8.4 %	188,778	3,637
60 or older	16.0 %	40.9 %	22.8 %	13.2 %	7.1 %	84,132	1,906
<b>Level of Education</b>							
Less than High School	13.7 %	33.3 %	27.2 %	12.5 %	13.3 %	474	14
H.S. Diploma/GED or equiv	13.1 %	36.6 %	25.3 %	15.1 %	9.9 %	23,895	491
Trade/Technical Certificate	11.7 %	34.8 %	24.1 %	17.4 %	12.0 %	12,556	217
Some College (no degree)	13.1 %	35.4 %	23.4 %	16.6 %	11.4 %	76,739	1,522
Associate's Degree	12.9 %	36.3 %	23.1 %	16.6 %	11.0 %	44,535	884
Bachelor's Degree	15.0 %	40.3 %	20.7 %	14.9 %	9.1 %	194,931	3,633
Master's Degree	17.2 %	42.5 %	18.8 %	13.3 %	8.3 %	147,859	2,409
Doctoral/Professional Degree	18.9 %	41.9 %	17.4 %	13.1 %	8.6 %	56,729	980

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>15.0 %</b>	<b>39.4 %</b>	<b>21.2 %</b>	<b>15.0 %</b>	<b>9.5 %</b>	<b>587,391</b>	<b>11,018</b>
<b>Pay Category</b>							
Federal Wage System	10.1 %	31.8 %	24.0 %	19.6 %	14.5 %	19,650	203
GS 1-6	14.3 %	35.0 %	22.8 %	16.1 %	11.8 %	23,930	670
GS 7-12	13.5 %	37.8 %	22.2 %	16.0 %	10.5 %	237,437	5,143
GS 13-15	18.1 %	43.9 %	18.6 %	12.4 %	7.1 %	229,259	3,522
SES	45.8 %	39.7 %	7.3 %	4.8 %	2.4 %	5,415	8
SL/ST	27.1 %	43.3 %	13.6 %	9.6 %	6.3 %	2,107	25
Other	11.7 %	35.8 %	23.0 %	17.7 %	11.8 %	46,094	807
<b>Time in Federal Government</b>							
< 1 year	23.9 %	46.5 %	18.4 %	8.0 %	3.3 %	10,358	475
1-3 years	17.9 %	41.9 %	20.0 %	12.9 %	7.3 %	56,124	1,013
4-5 years	15.7 %	39.0 %	20.4 %	15.2 %	9.8 %	43,246	672
6-10 years	14.2 %	39.1 %	20.6 %	15.9 %	10.2 %	115,990	1,901
11-14 years	13.8 %	37.8 %	21.1 %	16.2 %	11.1 %	93,099	1,585
15-20 years	13.6 %	37.6 %	21.7 %	16.2 %	11.0 %	96,524	1,575
> 20 years	16.0 %	40.8 %	21.3 %	13.6 %	8.3 %	147,350	3,128
<b>Time with Current Agency</b>							
< 1 year	24.1 %	44.7 %	18.7 %	8.1 %	4.3 %	18,979	1,059
1-3 years	17.8 %	40.9 %	20.0 %	13.4 %	8.0 %	84,610	1,622
4-5 years	15.3 %	38.2 %	20.3 %	15.7 %	10.4 %	56,737	840
6-10 years	13.6 %	38.4 %	21.1 %	16.2 %	10.6 %	119,686	1,897
11-14 years	13.1 %	37.7 %	21.4 %	16.5 %	11.3 %	87,288	1,438
15-20 years	13.4 %	37.9 %	22.0 %	16.0 %	10.7 %	87,091	1,345
> 20 years	16.0 %	42.1 %	21.1 %	13.2 %	7.6 %	108,300	2,144
<b>Leaving</b>							
No	19.2 %	44.6 %	20.0 %	11.4 %	5.0 %	373,716	6,712
Yes, to retire	13.3 %	39.9 %	23.4 %	15.0 %	8.4 %	33,962	708
Yes, to other job in Govt	7.1 %	29.1 %	22.7 %	22.4 %	18.7 %	105,985	1,993
Yes, to other job outside Govt	6.4 %	26.3 %	20.1 %	24.0 %	23.2 %	23,414	333
Yes, other	5.6 %	25.9 %	24.0 %	22.5 %	22.0 %	25,680	600
<b>Retiring</b>							
Within 1 year	13.6 %	38.5 %	22.1 %	15.6 %	10.2 %	21,524	451
Between 1-3 years	14.2 %	39.9 %	22.9 %	14.5 %	8.5 %	57,839	1,213
Between 3-5 years	14.6 %	39.7 %	22.0 %	14.8 %	8.8 %	63,249	1,205
5 or more years	15.5 %	39.5 %	20.4 %	14.9 %	9.7 %	417,490	7,381
<b>Transgender</b>							
Yes	10.2 %	29.4 %	22.2 %	17.4 %	20.9 %	1,992	50
No	15.4 %	39.7 %	20.8 %	14.8 %	9.4 %	543,009	9,706

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	15.0 %	39.4 %	21.2 %	15.0 %	9.5 %	587,391	11,018
<b>Consider Yourself as</b>							
Straight	15.5 %	40.0 %	20.8 %	14.6 %	9.1 %	509,847	8,938
Gay or Lesbian	16.1 %	38.2 %	19.1 %	15.5 %	11.0 %	11,837	200
Bisexual	14.1 %	36.7 %	19.3 %	16.9 %	13.0 %	5,997	113
Something else	9.8 %	30.4 %	23.3 %	17.7 %	18.9 %	10,387	257
<b>Military Service</b>							
No Prior Military Service	14.6 %	40.1 %	20.7 %	15.1 %	9.5 %	393,688	7,468
Currently in Guard/Reserves	17.2 %	39.1 %	20.1 %	14.0 %	9.6 %	10,631	140
Retired	18.8 %	41.2 %	20.8 %	12.3 %	6.9 %	75,126	1,196
Separated/Discharged	13.8 %	35.6 %	22.2 %	16.4 %	12.0 %	84,199	1,570
<b>Disability</b>							
Yes	15.5 %	34.3 %	21.4 %	16.0 %	12.8 %	78,011	1,688
No	15.2 %	40.5 %	20.8 %	14.6 %	8.9 %	475,445	8,343

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(32) Creativity and innovation are rewarded.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.1 %</b>	<b>31.2 %</b>	<b>27.4 %</b>	<b>17.0 %</b>	<b>11.2 %</b>	<b>577,843</b>	<b>17,984</b>
<b>Work Location</b>							
Headquarters	15.7 %	33.5 %	26.3 %	15.1 %	9.5 %	213,371	6,729
Field	11.9 %	30.1 %	27.7 %	18.0 %	12.2 %	338,098	10,153
<b>Supervisory Status</b>							
Senior Leader	37.5 %	38.7 %	13.0 %	6.9 %	3.8 %	9,657	49
Manager	23.0 %	40.9 %	20.0 %	10.6 %	5.5 %	38,614	199
Supervisor	15.5 %	37.7 %	25.0 %	14.3 %	7.5 %	75,951	808
Team Leader	12.1 %	31.6 %	27.2 %	17.9 %	11.2 %	80,257	1,660
Non-Supervisor	11.6 %	28.9 %	28.7 %	18.1 %	12.7 %	350,481	14,353
<b>Sex</b>							
Male	13.9 %	31.6 %	27.0 %	16.2 %	11.3 %	302,463	6,884
Female	12.8 %	31.4 %	27.3 %	17.8 %	10.8 %	236,717	9,389
<b>Hispanic or Latino</b>							
Yes	13.3 %	28.1 %	27.5 %	17.4 %	13.8 %	53,390	1,727
No	13.4 %	31.9 %	27.1 %	16.8 %	10.8 %	488,565	14,701
<b>Race</b>							
American Indian/Alaska Native	10.3 %	25.4 %	30.3 %	19.5 %	14.5 %	12,570	436
Asian	15.4 %	35.5 %	28.2 %	12.5 %	8.4 %	29,940	1,121
Black/AfricanAmerican	14.4 %	32.4 %	27.9 %	15.0 %	10.3 %	75,538	3,244
Native Hawaiian/Pacific Islander	12.1 %	28.8 %	31.0 %	15.7 %	12.4 %	3,830	126
White	13.4 %	31.7 %	26.7 %	17.4 %	10.9 %	382,351	9,975
Two or more races (Not Hispanic/Latino)	11.7 %	26.9 %	26.7 %	18.3 %	16.5 %	22,651	797
<b>Age Group</b>							
25 and under	15.7 %	35.0 %	24.5 %	16.2 %	8.6 %	7,003	220
26-29 years old	13.6 %	31.4 %	25.3 %	18.1 %	11.5 %	16,608	367
30-39 years old	12.8 %	30.1 %	25.4 %	18.5 %	13.2 %	109,417	2,770
40-49 years old	13.0 %	30.7 %	26.5 %	17.5 %	12.2 %	141,271	4,143
50-59 years old	13.8 %	32.3 %	28.2 %	15.8 %	9.8 %	185,548	5,925
60 or older	13.8 %	32.9 %	29.5 %	15.1 %	8.6 %	82,414	2,923
<b>Level of Education</b>							
Less than High School	13.9 %	26.7 %	28.4 %	14.3 %	16.8 %	462	25
H.S. Diploma/GED or equiv	11.4 %	28.9 %	31.8 %	16.9 %	11.0 %	23,384	803
Trade/Technical Certificate	9.9 %	27.2 %	30.9 %	18.5 %	13.5 %	12,317	375
Some College (no degree)	11.5 %	28.1 %	29.7 %	18.1 %	12.7 %	75,230	2,613
Associate's Degree	11.2 %	29.0 %	29.2 %	18.3 %	12.3 %	43,745	1,436
Bachelor's Degree	13.1 %	31.9 %	27.3 %	17.0 %	10.7 %	191,867	6,013
Master's Degree	15.4 %	33.9 %	24.8 %	15.7 %	10.2 %	145,804	3,923
Doctoral/Professional Degree	16.1 %	33.2 %	23.6 %	16.0 %	11.1 %	56,003	1,505

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(32) Creativity and innovation are rewarded.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.1 %</b>	<b>31.2 %</b>	<b>27.4 %</b>	<b>17.0 %</b>	<b>11.2 %</b>	<b>577,843</b>	<b>17,984</b>
<b>Pay Category</b>							
Federal Wage System	8.4 %	24.1 %	29.3 %	21.8 %	16.4 %	19,371	367
GS 1-6	12.2 %	27.0 %	29.2 %	18.1 %	13.6 %	23,298	1,157
GS 7-12	11.7 %	29.7 %	28.7 %	17.9 %	12.1 %	232,873	8,604
GS 13-15	16.0 %	35.5 %	25.0 %	14.7 %	8.9 %	226,307	5,635
SES	41.5 %	36.8 %	11.4 %	7.1 %	3.1 %	5,397	9
SL/ST	26.0 %	37.4 %	17.0 %	12.3 %	7.4 %	2,081	37
Other	10.3 %	27.8 %	28.4 %	19.7 %	13.8 %	45,535	1,219
<b>Time in Federal Government</b>							
< 1 year	20.1 %	37.8 %	26.5 %	11.1 %	4.5 %	9,992	822
1-3 years	15.8 %	32.7 %	26.7 %	15.7 %	9.1 %	55,113	1,852
4-5 years	13.9 %	30.8 %	26.1 %	17.5 %	11.7 %	42,636	1,172
6-10 years	12.5 %	30.8 %	26.8 %	17.9 %	12.0 %	114,285	3,182
11-14 years	12.2 %	29.7 %	27.2 %	18.0 %	12.9 %	91,746	2,550
15-20 years	11.8 %	30.1 %	27.4 %	18.0 %	12.6 %	95,147	2,539
> 20 years	14.0 %	32.9 %	28.1 %	15.5 %	9.6 %	144,723	4,888
<b>Time with Current Agency</b>							
< 1 year	21.2 %	36.4 %	26.2 %	10.9 %	5.4 %	18,277	1,699
1-3 years	15.8 %	32.1 %	26.4 %	15.7 %	9.9 %	83,165	2,818
4-5 years	13.3 %	30.5 %	26.0 %	17.7 %	12.4 %	55,944	1,452
6-10 years	12.0 %	30.1 %	27.1 %	18.3 %	12.5 %	117,950	3,125
11-14 years	11.4 %	29.6 %	27.5 %	18.4 %	13.0 %	86,056	2,283
15-20 years	11.6 %	30.4 %	27.8 %	17.9 %	12.2 %	85,857	2,210
> 20 years	14.1 %	33.9 %	28.1 %	15.0 %	8.9 %	106,387	3,413
<b>Leaving</b>							
No	16.9 %	36.4 %	27.3 %	13.5 %	5.9 %	367,388	11,527
Yes, to retire	11.4 %	31.6 %	30.1 %	17.0 %	10.0 %	33,291	1,093
Yes, to other job in Govt	6.0 %	21.1 %	27.1 %	24.3 %	21.5 %	104,442	3,100
Yes, to other job outside Govt	5.2 %	18.3 %	22.1 %	26.2 %	28.2 %	23,257	430
Yes, other	4.8 %	17.7 %	27.7 %	24.3 %	25.6 %	25,340	853
<b>Retiring</b>							
Within 1 year	11.6 %	30.4 %	28.5 %	17.5 %	12.0 %	21,105	689
Between 1-3 years	12.3 %	31.7 %	29.6 %	16.4 %	10.0 %	56,804	1,858
Between 3-5 years	12.7 %	31.6 %	28.8 %	16.6 %	10.3 %	62,177	1,884
5 or more years	13.6 %	31.4 %	26.6 %	17.0 %	11.4 %	411,033	12,419
<b>Transgender</b>							
Yes	8.6 %	22.7 %	25.3 %	17.7 %	25.8 %	1,973	61
No	13.5 %	31.6 %	27.1 %	16.9 %	11.0 %	534,307	16,105

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(32) Creativity and innovation are rewarded.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>13.1 %</b>	<b>31.2 %</b>	<b>27.4 %</b>	<b>17.0 %</b>	<b>11.2 %</b>	<b>577,843</b>	<b>17,984</b>
<b>Consider Yourself as</b>							
Straight	13.6 %	31.8 %	27.2 %	16.7 %	10.7 %	501,610	14,992
Gay or Lesbian	13.5 %	30.5 %	24.4 %	18.1 %	13.4 %	11,712	268
Bisexual	12.2 %	28.8 %	23.9 %	19.9 %	15.2 %	5,955	142
Something else	8.4 %	22.8 %	27.3 %	19.7 %	21.7 %	10,234	379
<b>Military Service</b>							
No Prior Military Service	12.7 %	31.7 %	27.1 %	17.4 %	11.2 %	387,293	12,250
Currently in Guard/Reserves	15.3 %	31.3 %	26.3 %	15.7 %	11.3 %	10,497	242
Retired	16.7 %	33.9 %	27.4 %	13.9 %	8.1 %	73,870	2,067
Separated/Discharged	12.2 %	27.8 %	27.7 %	18.2 %	14.1 %	82,916	2,504
<b>Disability</b>							
Yes	13.4 %	27.1 %	27.1 %	17.5 %	14.9 %	76,695	2,608
No	13.4 %	32.2 %	27.2 %	16.8 %	10.5 %	467,920	13,925

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.6 %	20.1 %	28.7 %	22.8 %	20.8 %	557,080	40,868
<b>Work Location</b>							
Headquarters	9.5 %	22.9 %	29.4 %	21.0 %	17.2 %	203,015	17,713
Field	6.7 %	18.7 %	28.0 %	23.7 %	22.9 %	328,489	21,159
<b>Supervisory Status</b>							
Senior Leader	22.5 %	28.6 %	24.1 %	15.6 %	9.2 %	9,580	169
Manager	11.1 %	23.2 %	27.4 %	22.1 %	16.1 %	38,332	623
Supervisor	8.1 %	22.7 %	28.0 %	23.3 %	17.9 %	74,843	2,179
Team Leader	6.6 %	19.5 %	27.6 %	23.7 %	22.6 %	77,293	4,969
Non-Supervisor	7.2 %	19.4 %	29.1 %	22.6 %	21.7 %	334,893	31,208
<b>Sex</b>							
Male	8.0 %	20.1 %	28.5 %	21.6 %	21.9 %	293,208	17,485
Female	7.5 %	20.9 %	28.6 %	24.3 %	18.7 %	226,744	20,035
<b>Hispanic or Latino</b>							
Yes	8.6 %	19.2 %	28.0 %	21.3 %	22.9 %	51,681	3,643
No	7.7 %	20.5 %	28.6 %	22.9 %	20.4 %	470,886	34,186
<b>Race</b>							
American Indian/Alaska Native	8.1 %	22.5 %	29.2 %	19.4 %	20.8 %	12,346	731
Asian	11.1 %	27.1 %	30.8 %	16.7 %	14.4 %	28,837	2,315
Black/AfricanAmerican	9.5 %	23.3 %	30.8 %	19.9 %	16.5 %	73,426	5,808
Native Hawaiian/Pacific Islander	8.5 %	21.0 %	31.6 %	17.9 %	21.1 %	3,765	209
White	7.3 %	19.4 %	27.9 %	23.9 %	21.5 %	367,989	25,626
Two or more races (Not Hispanic/Latino)	7.0 %	17.7 %	26.9 %	22.2 %	26.3 %	21,740	1,767
<b>Age Group</b>							
25 and under	10.9 %	26.8 %	26.5 %	19.9 %	15.9 %	6,469	763
26-29 years old	9.4 %	23.7 %	24.1 %	21.0 %	21.8 %	15,759	1,223
30-39 years old	7.7 %	19.7 %	24.6 %	22.9 %	25.1 %	104,693	7,659
40-49 years old	7.5 %	19.0 %	27.3 %	23.4 %	22.8 %	136,033	9,753
50-59 years old	7.8 %	20.8 %	30.7 %	22.5 %	18.2 %	179,863	12,494
60 or older	7.8 %	21.3 %	33.3 %	22.1 %	15.5 %	80,084	5,830
<b>Level of Education</b>							
Less than High School	11.4 %	18.6 %	30.9 %	17.1 %	22.1 %	452	37
H.S. Diploma/GED or equiv	7.4 %	19.0 %	30.4 %	22.3 %	20.8 %	23,088	1,280
Trade/Technical Certificate	5.8 %	15.5 %	29.6 %	23.0 %	26.0 %	12,135	638
Some College (no degree)	6.8 %	17.4 %	29.4 %	22.7 %	23.6 %	73,770	4,488
Associate's Degree	6.8 %	18.3 %	28.6 %	22.7 %	23.5 %	42,709	2,694
Bachelor's Degree	7.6 %	20.6 %	28.4 %	23.0 %	20.5 %	185,597	12,865
Master's Degree	8.6 %	22.3 %	27.9 %	22.5 %	18.7 %	139,122	11,055
Doctoral/Professional Degree	9.3 %	22.8 %	27.9 %	22.1 %	17.9 %	52,220	5,379

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>7.6 %</b>	<b>20.1 %</b>	<b>28.7 %</b>	<b>22.8 %</b>	<b>20.8 %</b>	<b>557,080</b>	<b>40,868</b>
<b>Pay Category</b>							
Federal Wage System	4.2 %	11.2 %	26.0 %	25.5 %	33.0 %	19,091	778
GS 1-6	8.7 %	20.5 %	28.0 %	20.8 %	22.0 %	22,567	2,023
GS 7-12	7.0 %	19.1 %	29.2 %	23.1 %	21.6 %	225,009	17,420
GS 13-15	8.7 %	22.6 %	29.1 %	22.3 %	17.3 %	216,662	15,945
SES	23.0 %	29.6 %	24.1 %	16.0 %	7.3 %	5,349	77
SL/ST	16.2 %	28.9 %	27.6 %	15.4 %	11.9 %	1,975	150
Other	6.9 %	20.4 %	24.8 %	22.3 %	25.7 %	44,261	2,634
<b>Time in Federal Government</b>							
< 1 year	13.5 %	29.0 %	33.4 %	15.5 %	8.6 %	8,529	2,298
1-3 years	10.3 %	24.7 %	28.6 %	19.6 %	16.7 %	51,924	5,188
4-5 years	8.8 %	21.5 %	26.8 %	21.5 %	21.5 %	40,769	3,130
6-10 years	7.4 %	19.9 %	27.0 %	23.3 %	22.4 %	110,192	7,658
11-14 years	6.9 %	18.7 %	27.4 %	23.3 %	23.7 %	88,889	5,732
15-20 years	6.5 %	18.1 %	27.8 %	24.2 %	23.4 %	92,360	5,649
> 20 years	7.5 %	20.0 %	31.3 %	23.1 %	18.1 %	141,100	9,263
<b>Time with Current Agency</b>							
< 1 year	13.8 %	27.1 %	34.0 %	15.2 %	10.0 %	15,838	4,188
1-3 years	10.1 %	23.7 %	28.9 %	19.8 %	17.4 %	78,599	7,610
4-5 years	8.4 %	20.7 %	27.1 %	22.0 %	21.7 %	53,767	3,772
6-10 years	7.0 %	19.3 %	27.0 %	23.8 %	22.9 %	114,268	7,241
11-14 years	6.4 %	18.4 %	27.5 %	23.7 %	24.1 %	83,637	5,036
15-20 years	6.3 %	18.1 %	27.9 %	24.4 %	23.3 %	83,747	4,613
> 20 years	7.3 %	20.2 %	31.3 %	23.5 %	17.7 %	103,912	6,455
<b>Leaving</b>							
No	9.8 %	23.7 %	30.5 %	21.3 %	14.7 %	353,474	26,663
Yes, to retire	6.2 %	19.0 %	32.8 %	24.0 %	18.0 %	32,576	2,066
Yes, to other job in Govt	3.6 %	13.4 %	24.2 %	25.8 %	32.9 %	100,977	7,019
Yes, to other job outside Govt	2.9 %	10.8 %	18.7 %	25.2 %	42.4 %	22,419	1,311
Yes, other	3.0 %	11.8 %	24.1 %	24.7 %	36.4 %	24,409	1,851
<b>Retiring</b>							
Within 1 year	6.3 %	18.3 %	31.2 %	23.9 %	20.4 %	20,672	1,273
Between 1-3 years	6.5 %	19.5 %	31.9 %	23.8 %	18.3 %	55,389	3,611
Between 3-5 years	6.8 %	19.5 %	31.0 %	23.7 %	19.0 %	60,500	3,903
5 or more years	8.1 %	20.5 %	27.6 %	22.4 %	21.4 %	394,833	29,837
<b>Transgender</b>							
Yes	5.8 %	14.6 %	25.3 %	20.2 %	34.1 %	1,914	134
No	7.8 %	20.4 %	28.5 %	22.7 %	20.5 %	515,268	37,123

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	7.6 %	20.1 %	28.7 %	22.8 %	20.8 %	557,080	40,868
<b>Consider Yourself as</b>							
Straight	7.9 %	20.6 %	28.6 %	22.6 %	20.2 %	484,096	34,378
Gay or Lesbian	7.9 %	19.4 %	27.1 %	22.9 %	22.6 %	11,172	855
Bisexual	6.8 %	18.8 %	24.8 %	24.2 %	25.3 %	5,628	487
Something else	5.2 %	14.4 %	26.7 %	21.4 %	32.3 %	9,908	745
<b>Military Service</b>							
No Prior Military Service	7.4 %	20.8 %	27.9 %	23.3 %	20.6 %	372,993	27,810
Currently in Guard/Reserves	9.5 %	20.8 %	27.7 %	20.8 %	21.2 %	10,077	695
Retired	9.7 %	21.8 %	32.0 %	20.4 %	16.1 %	71,327	5,011
Separated/Discharged	6.8 %	16.6 %	28.1 %	23.0 %	25.6 %	80,300	5,479
<b>Disability</b>							
Yes	8.3 %	18.3 %	28.2 %	21.1 %	24.1 %	74,066	5,625
No	7.7 %	20.7 %	28.6 %	23.0 %	20.1 %	451,081	32,407

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>18.7 %</b>	<b>40.0 %</b>	<b>27.2 %</b>	<b>7.3 %</b>	<b>6.9 %</b>	<b>553,893</b>	<b>44,578</b>
<b>Work Location</b>							
Headquarters	20.7 %	40.6 %	25.1 %	7.2 %	6.5 %	204,776	16,265
Field	17.8 %	39.9 %	28.0 %	7.2 %	7.1 %	323,961	26,161
<b>Supervisory Status</b>							
Senior Leader	39.0 %	38.9 %	13.7 %	4.7 %	3.8 %	9,649	108
Manager	26.7 %	43.3 %	19.6 %	6.2 %	4.3 %	38,303	686
Supervisor	20.7 %	43.7 %	23.7 %	6.7 %	5.2 %	74,310	2,838
Team Leader	18.3 %	40.3 %	27.6 %	7.2 %	6.5 %	76,462	5,858
Non-Supervisor	17.3 %	39.0 %	28.6 %	7.5 %	7.6 %	333,365	33,297
<b>Sex</b>							
Male	20.8 %	40.6 %	27.1 %	5.7 %	5.8 %	287,691	23,351
Female	16.1 %	39.9 %	26.5 %	9.3 %	8.1 %	229,846	17,380
<b>Hispanic or Latino</b>							
Yes	18.6 %	36.9 %	26.9 %	8.1 %	9.5 %	51,883	3,527
No	18.9 %	40.7 %	26.9 %	7.1 %	6.4 %	468,237	37,562
<b>Race</b>							
American Indian/Alaska Native	13.9 %	34.8 %	31.5 %	9.2 %	10.5 %	12,383	712
Asian	19.6 %	42.7 %	25.0 %	6.6 %	6.1 %	29,244	1,936
Black/AfricanAmerican	16.5 %	37.7 %	24.7 %	10.3 %	10.8 %	75,200	4,149
Native Hawaiian/Pacific Islander	15.5 %	37.4 %	30.0 %	7.5 %	9.7 %	3,786	195
White	19.8 %	41.5 %	27.2 %	6.2 %	5.3 %	363,395	30,806
Two or more races (Not Hispanic/Latino)	17.9 %	34.5 %	27.2 %	9.0 %	11.3 %	21,778	1,768
<b>Age Group</b>							
25 and under	21.2 %	42.9 %	23.8 %	7.3 %	4.8 %	6,640	604
26-29 years old	19.7 %	41.3 %	24.5 %	7.7 %	6.7 %	15,619	1,400
30-39 years old	19.0 %	39.0 %	26.1 %	7.9 %	8.0 %	102,461	9,999
40-49 years old	18.7 %	39.4 %	27.0 %	7.6 %	7.5 %	135,012	10,985
50-59 years old	19.1 %	40.8 %	27.3 %	6.6 %	6.2 %	180,020	12,620
60 or older	18.5 %	42.5 %	28.0 %	6.3 %	4.8 %	80,595	5,448
<b>Level of Education</b>							
Less than High School	16.5 %	34.4 %	29.7 %	8.3 %	11.1 %	455	31
H.S. Diploma/GED or equiv	15.3 %	39.5 %	32.9 %	6.2 %	6.1 %	22,890	1,506
Trade/Technical Certificate	14.5 %	37.1 %	34.4 %	6.5 %	7.5 %	11,875	903
Some College (no degree)	16.3 %	38.3 %	31.0 %	7.0 %	7.5 %	72,941	5,408
Associate's Degree	16.7 %	38.8 %	30.3 %	7.0 %	7.3 %	42,100	3,361
Bachelor's Degree	19.6 %	41.3 %	26.1 %	6.8 %	6.3 %	183,457	15,283
Master's Degree	20.7 %	40.8 %	23.7 %	7.9 %	6.9 %	139,739	10,659
Doctoral/Professional Degree	21.3 %	40.2 %	23.6 %	8.2 %	6.7 %	52,986	4,715

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>18.7 %</b>	<b>40.0 %</b>	<b>27.2 %</b>	<b>7.3 %</b>	<b>6.9 %</b>	<b>553,893</b>	<b>44,578</b>
<b>Pay Category</b>							
Federal Wage System	13.1 %	34.6 %	34.6 %	7.8 %	9.9 %	18,486	1,397
GS 1-6	16.9 %	37.5 %	29.9 %	7.7 %	8.1 %	22,701	1,915
GS 7-12	17.4 %	39.5 %	28.4 %	7.4 %	7.3 %	223,532	19,258
GS 13-15	21.7 %	42.0 %	23.9 %	6.8 %	5.6 %	216,459	16,440
SES	43.0 %	37.6 %	11.9 %	4.7 %	2.9 %	5,385	45
SL/ST	30.3 %	42.9 %	17.7 %	4.8 %	4.3 %	2,034	93
Other	16.1 %	39.6 %	28.9 %	7.7 %	7.6 %	43,444	3,523
<b>Time in Federal Government</b>							
< 1 year	26.8 %	43.5 %	22.8 %	4.6 %	2.3 %	9,678	1,166
1-3 years	21.4 %	41.3 %	25.7 %	6.4 %	5.2 %	52,412	4,775
4-5 years	19.3 %	39.9 %	26.6 %	7.4 %	6.8 %	40,474	3,489
6-10 years	18.4 %	39.5 %	27.3 %	7.6 %	7.2 %	108,273	9,735
11-14 years	17.7 %	39.3 %	27.9 %	7.4 %	7.7 %	87,427	7,337
15-20 years	17.4 %	39.3 %	27.8 %	7.7 %	7.8 %	91,413	6,749
> 20 years	19.1 %	41.1 %	26.6 %	6.9 %	6.4 %	141,201	9,332
<b>Time with Current Agency</b>							
< 1 year	26.5 %	42.6 %	22.8 %	4.9 %	3.2 %	17,881	2,174
1-3 years	21.0 %	40.1 %	25.8 %	6.8 %	6.2 %	79,280	7,043
4-5 years	18.8 %	39.4 %	26.7 %	7.8 %	7.3 %	53,339	4,320
6-10 years	17.8 %	39.2 %	27.6 %	7.8 %	7.6 %	111,991	9,651
11-14 years	17.3 %	39.3 %	28.2 %	7.5 %	7.8 %	82,065	6,742
15-20 years	17.2 %	39.8 %	28.0 %	7.4 %	7.5 %	82,699	5,803
> 20 years	19.4 %	42.2 %	26.4 %	6.5 %	5.5 %	103,661	6,816
<b>Leaving</b>							
No	22.1 %	43.4 %	25.4 %	5.6 %	3.5 %	353,992	26,618
Yes, to retire	16.1 %	41.2 %	29.6 %	7.1 %	6.0 %	32,440	2,234
Yes, to other job in Govt	12.4 %	33.3 %	29.8 %	10.6 %	13.8 %	98,986	9,167
Yes, to other job outside Govt	13.3 %	31.6 %	27.8 %	11.2 %	16.1 %	21,664	2,120
Yes, other	10.1 %	30.1 %	32.8 %	11.2 %	15.7 %	23,880	2,438
<b>Retiring</b>							
Within 1 year	16.9 %	40.2 %	28.6 %	7.1 %	7.3 %	20,615	1,360
Between 1-3 years	17.4 %	41.2 %	28.5 %	7.0 %	5.8 %	55,183	3,889
Between 3-5 years	17.8 %	41.0 %	27.7 %	7.3 %	6.4 %	60,396	4,134
5 or more years	19.3 %	39.9 %	26.6 %	7.2 %	7.0 %	392,269	32,945
<b>Transgender</b>							
Yes	16.6 %	27.6 %	27.9 %	9.3 %	18.6 %	1,892	154
No	18.9 %	40.4 %	26.8 %	7.2 %	6.7 %	513,064	40,157



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>18.7 %</b>	<b>40.0 %</b>	<b>27.2 %</b>	<b>7.3 %</b>	<b>6.9 %</b>	<b>553,893</b>	<b>44,578</b>
<b>Consider Yourself as</b>							
Straight	19.1 %	40.7 %	26.8 %	7.0 %	6.4 %	481,958	37,291
Gay or Lesbian	18.2 %	37.1 %	23.8 %	10.4 %	10.5 %	11,317	739
Bisexual	16.5 %	35.3 %	25.4 %	11.0 %	11.8 %	5,687	434
Something else	14.8 %	30.4 %	30.4 %	9.8 %	14.6 %	9,699	961
<b>Military Service</b>							
No Prior Military Service	18.2 %	40.9 %	26.4 %	7.6 %	6.9 %	371,196	30,143
Currently in Guard/Reserves	21.8 %	39.5 %	26.4 %	5.7 %	6.6 %	10,011	775
Retired	21.5 %	40.3 %	27.5 %	5.7 %	5.0 %	71,584	4,866
Separated/Discharged	18.4 %	37.2 %	28.9 %	7.2 %	8.3 %	78,989	6,892
<b>Disability</b>							
Yes	19.3 %	35.8 %	27.1 %	7.9 %	9.9 %	74,138	5,662
No	18.8 %	41.0 %	26.9 %	7.1 %	6.2 %	448,471	35,707

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.6 %</b>	<b>51.0 %</b>	<b>13.0 %</b>	<b>6.0 %</b>	<b>4.4 %</b>	<b>590,760</b>	<b>8,514</b>
<b>Work Location</b>							
Headquarters	28.9 %	51.2 %	12.2 %	4.6 %	3.1 %	217,162	4,120
Field	24.1 %	50.9 %	13.2 %	6.7 %	5.1 %	346,665	3,868
<b>Supervisory Status</b>							
Senior Leader	50.7 %	39.9 %	5.5 %	2.0 %	1.9 %	9,722	38
Manager	38.4 %	49.4 %	7.3 %	3.2 %	1.7 %	38,874	156
Supervisor	29.8 %	52.9 %	10.1 %	4.5 %	2.8 %	76,703	549
Team Leader	25.2 %	51.5 %	12.9 %	6.3 %	4.2 %	81,420	1,003
Non-Supervisor	23.5 %	51.0 %	14.0 %	6.5 %	5.0 %	360,814	6,292
<b>Sex</b>							
Male	27.9 %	50.3 %	12.0 %	5.5 %	4.3 %	308,109	3,247
Female	23.3 %	52.2 %	13.7 %	6.5 %	4.3 %	243,229	4,275
<b>Hispanic or Latino</b>							
Yes	24.4 %	45.9 %	14.4 %	7.9 %	7.5 %	54,742	724
No	26.2 %	51.7 %	12.5 %	5.6 %	3.9 %	499,383	6,924
<b>Race</b>							
American Indian/Alaska Native	20.6 %	49.2 %	16.7 %	7.0 %	6.5 %	12,947	170
Asian	28.0 %	51.7 %	12.9 %	4.3 %	3.1 %	30,698	521
Black/AfricanAmerican	24.7 %	51.6 %	13.4 %	5.7 %	4.6 %	78,235	1,210
Native Hawaiian/Pacific Islander	23.1 %	47.6 %	16.7 %	6.3 %	6.4 %	3,931	48
White	26.7 %	51.4 %	12.0 %	5.8 %	4.0 %	389,658	4,910
Two or more races (Not Hispanic/Latino)	23.7 %	47.0 %	14.6 %	7.7 %	7.0 %	23,143	403
<b>Age Group</b>							
25 and under	29.0 %	49.4 %	11.6 %	5.9 %	4.2 %	7,161	86
26-29 years old	27.1 %	48.7 %	12.0 %	6.9 %	5.4 %	16,803	219
30-39 years old	25.9 %	48.7 %	12.8 %	7.0 %	5.6 %	110,793	1,744
40-49 years old	25.0 %	50.7 %	13.0 %	6.3 %	5.0 %	143,959	2,132
50-59 years old	26.7 %	52.5 %	12.4 %	5.1 %	3.4 %	190,518	2,370
60 or older	26.3 %	52.9 %	12.9 %	5.0 %	2.9 %	85,179	1,056
<b>Level of Education</b>							
Less than High School	23.9 %	43.2 %	17.8 %	6.1 %	9.0 %	481	8
H.S. Diploma/GED or equiv	21.1 %	50.8 %	16.0 %	6.5 %	5.7 %	24,218	213
Trade/Technical Certificate	21.5 %	51.2 %	15.1 %	6.6 %	5.6 %	12,725	86
Some College (no degree)	21.8 %	50.1 %	14.9 %	7.2 %	6.0 %	77,698	765
Associate's Degree	22.8 %	51.6 %	13.5 %	6.9 %	5.1 %	45,121	400
Bachelor's Degree	25.9 %	51.5 %	12.5 %	5.9 %	4.2 %	196,413	2,570
Master's Degree	29.1 %	51.2 %	11.2 %	5.1 %	3.4 %	148,204	2,299
Doctoral/Professional Degree	32.1 %	49.6 %	11.0 %	4.6 %	2.7 %	56,297	1,471

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.6 %</b>	<b>51.0 %</b>	<b>13.0 %</b>	<b>6.0 %</b>	<b>4.4 %</b>	<b>590,760</b>	<b>8,514</b>
<b>Pay Category</b>							
Federal Wage System	20.6 %	51.3 %	14.5 %	7.6 %	6.0 %	19,846	67
GS 1-6	23.2 %	49.9 %	14.7 %	6.6 %	5.7 %	24,370	293
GS 7-12	23.5 %	51.4 %	13.6 %	6.5 %	5.1 %	240,190	2,900
GS 13-15	30.2 %	51.7 %	11.0 %	4.4 %	2.7 %	229,068	4,093
SES	54.8 %	36.8 %	5.3 %	1.8 %	1.3 %	5,409	24
SL/ST	40.1 %	44.8 %	9.6 %	3.0 %	2.5 %	2,100	31
Other	21.2 %	47.6 %	15.4 %	8.8 %	6.9 %	46,413	599
<b>Time in Federal Government</b>							
< 1 year	35.1 %	49.3 %	10.1 %	3.8 %	1.7 %	10,683	170
1-3 years	29.4 %	49.7 %	11.6 %	5.7 %	3.6 %	56,490	723
4-5 years	26.9 %	50.4 %	12.2 %	6.1 %	4.3 %	43,367	626
6-10 years	25.5 %	51.0 %	12.6 %	6.3 %	4.6 %	116,323	1,772
11-14 years	24.4 %	50.6 %	13.4 %	6.4 %	5.2 %	93,559	1,314
15-20 years	23.6 %	50.8 %	13.7 %	6.6 %	5.3 %	96,979	1,347
> 20 years	26.0 %	52.5 %	13.0 %	5.0 %	3.5 %	148,766	2,047
<b>Time with Current Agency</b>							
< 1 year	34.0 %	49.8 %	10.4 %	3.7 %	2.1 %	19,692	384
1-3 years	28.8 %	49.9 %	11.9 %	5.6 %	3.8 %	85,112	1,261
4-5 years	26.5 %	50.4 %	12.6 %	6.1 %	4.5 %	56,854	822
6-10 years	24.9 %	51.0 %	12.9 %	6.4 %	4.8 %	119,958	1,829
11-14 years	23.6 %	50.8 %	13.6 %	6.7 %	5.4 %	87,682	1,222
15-20 years	23.3 %	51.0 %	14.0 %	6.6 %	5.2 %	87,556	1,099
> 20 years	26.5 %	53.0 %	12.5 %	4.8 %	3.2 %	109,315	1,378
<b>Leaving</b>							
No	29.8 %	52.1 %	11.0 %	4.6 %	2.5 %	376,636	4,480
Yes, to retire	22.4 %	53.4 %	14.4 %	5.8 %	4.0 %	34,335	417
Yes, to other job in Govt	18.7 %	49.2 %	15.9 %	8.5 %	7.7 %	106,199	2,001
Yes, to other job outside Govt	18.0 %	45.7 %	15.5 %	10.2 %	10.6 %	23,320	483
Yes, other	14.3 %	46.3 %	19.2 %	9.8 %	10.4 %	25,754	592
<b>Retiring</b>							
Within 1 year	22.9 %	51.6 %	14.5 %	6.2 %	4.8 %	21,747	270
Between 1-3 years	24.0 %	52.9 %	13.5 %	5.7 %	3.9 %	58,491	712
Between 3-5 years	24.8 %	52.7 %	13.1 %	5.6 %	3.8 %	63,875	746
5 or more years	26.4 %	50.6 %	12.6 %	6.0 %	4.5 %	419,436	6,179
<b>Transgender</b>							
Yes	19.1 %	41.1 %	19.2 %	8.7 %	11.9 %	2,009	36
No	26.1 %	51.1 %	12.6 %	5.9 %	4.3 %	546,331	7,451

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.6 %</b>	<b>51.0 %</b>	<b>13.0 %</b>	<b>6.0 %</b>	<b>4.4 %</b>	<b>590,760</b>	<b>8,514</b>
<b>Consider Yourself as</b>							
Straight	26.3 %	51.3 %	12.5 %	5.7 %	4.1 %	513,023	6,756
Gay or Lesbian	27.5 %	48.3 %	12.3 %	6.8 %	5.1 %	11,847	203
Bisexual	24.8 %	47.6 %	13.1 %	8.4 %	6.1 %	6,012	108
Something else	18.5 %	43.2 %	18.7 %	9.3 %	10.2 %	10,462	209
<b>Military Service</b>							
No Prior Military Service	25.1 %	51.1 %	13.1 %	6.1 %	4.5 %	395,500	6,367
Currently in Guard/Reserves	28.9 %	51.1 %	10.7 %	5.3 %	4.0 %	10,697	92
Retired	30.2 %	52.3 %	10.6 %	4.3 %	2.6 %	75,933	588
Separated/Discharged	24.6 %	49.5 %	13.8 %	6.6 %	5.6 %	85,021	954
<b>Disability</b>							
Yes	25.9 %	46.9 %	14.1 %	6.9 %	6.2 %	78,728	1,163
No	26.0 %	51.8 %	12.5 %	5.7 %	4.0 %	478,177	6,532

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.8 %	54.1 %	12.2 %	4.8 %	3.0 %	591,468	5,683
<b>Work Location</b>							
Headquarters	28.6 %	54.0 %	11.1 %	4.0 %	2.2 %	218,106	2,484
Field	24.4 %	54.2 %	12.7 %	5.3 %	3.5 %	346,497	2,853
<b>Supervisory Status</b>							
Senior Leader	46.9 %	42.9 %	6.4 %	2.1 %	1.7 %	9,694	29
Manager	34.0 %	51.6 %	9.0 %	3.7 %	1.7 %	38,823	109
Supervisor	27.3 %	54.8 %	10.9 %	4.6 %	2.3 %	76,573	419
Team Leader	25.7 %	54.5 %	12.1 %	4.9 %	2.8 %	81,532	617
Non-Supervisor	24.5 %	54.4 %	12.8 %	5.0 %	3.3 %	361,648	4,195
<b>Sex</b>							
Male	26.8 %	53.1 %	12.2 %	4.7 %	3.2 %	307,960	2,425
Female	25.3 %	55.8 %	11.6 %	4.8 %	2.6 %	244,005	2,608
<b>Hispanic or Latino</b>							
Yes	25.2 %	50.0 %	13.9 %	5.9 %	5.0 %	54,697	513
No	26.2 %	54.7 %	11.7 %	4.6 %	2.7 %	500,075	4,602
<b>Race</b>							
American Indian/Alaska Native	20.7 %	50.7 %	16.4 %	6.9 %	5.2 %	12,910	153
Asian	27.7 %	55.2 %	12.0 %	3.0 %	2.1 %	30,744	374
Black/AfricanAmerican	27.7 %	54.3 %	11.1 %	4.0 %	2.9 %	78,221	798
Native Hawaiian/Pacific Islander	23.8 %	51.3 %	16.1 %	4.7 %	4.2 %	3,937	22
White	26.2 %	54.4 %	11.7 %	4.9 %	2.8 %	390,196	3,242
Two or more races (Not Hispanic/Latino)	23.9 %	51.3 %	13.8 %	5.9 %	5.0 %	23,213	261
<b>Age Group</b>							
25 and under	30.3 %	53.7 %	10.0 %	4.0 %	1.9 %	7,157	72
26-29 years old	27.2 %	53.1 %	11.2 %	5.1 %	3.3 %	16,828	142
30-39 years old	25.3 %	52.3 %	12.5 %	5.8 %	4.0 %	111,076	1,176
40-49 years old	24.9 %	53.6 %	12.5 %	5.4 %	3.6 %	144,382	1,328
50-59 years old	26.9 %	55.2 %	11.6 %	4.0 %	2.3 %	190,578	1,591
60 or older	27.4 %	56.0 %	11.4 %	3.4 %	1.8 %	85,046	761
<b>Level of Education</b>							
Less than High School	25.3 %	45.4 %	15.5 %	6.2 %	7.5 %	473	12
H.S. Diploma/GED or equiv	23.8 %	54.9 %	13.6 %	4.4 %	3.3 %	24,156	165
Trade/Technical Certificate	23.5 %	54.8 %	13.4 %	5.0 %	3.4 %	12,652	92
Some College (no degree)	24.2 %	53.8 %	13.2 %	5.1 %	3.7 %	77,564	571
Associate's Degree	23.9 %	54.9 %	13.0 %	4.8 %	3.4 %	45,041	319
Bachelor's Degree	25.7 %	54.4 %	11.8 %	5.0 %	3.0 %	196,624	1,740
Master's Degree	28.3 %	53.7 %	11.0 %	4.4 %	2.6 %	148,562	1,481
Doctoral/Professional Degree	28.5 %	53.3 %	11.6 %	4.3 %	2.2 %	56,765	846

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.8 %</b>	<b>54.1 %</b>	<b>12.2 %</b>	<b>4.8 %</b>	<b>3.0 %</b>	<b>591,468</b>	<b>5,683</b>
<b>Pay Category</b>							
Federal Wage System	21.2 %	54.4 %	15.2 %	5.4 %	3.7 %	19,687	147
GS 1-6	26.3 %	52.8 %	12.4 %	4.8 %	3.6 %	24,284	274
GS 7-12	24.4 %	54.2 %	12.6 %	5.2 %	3.5 %	239,907	2,287
GS 13-15	28.5 %	54.2 %	10.9 %	4.2 %	2.1 %	230,268	2,240
SES	49.4 %	41.1 %	6.3 %	2.2 %	1.0 %	5,406	8
SL/ST	35.0 %	50.3 %	9.3 %	3.0 %	2.3 %	2,109	17
Other	23.0 %	54.8 %	13.3 %	5.2 %	3.6 %	46,466	373
<b>Time in Federal Government</b>							
< 1 year	36.5 %	50.7 %	8.9 %	2.9 %	1.1 %	10,683	146
1-3 years	29.8 %	53.0 %	10.6 %	4.1 %	2.4 %	56,588	504
4-5 years	26.8 %	53.2 %	11.5 %	5.2 %	3.3 %	43,434	443
6-10 years	25.4 %	54.1 %	12.3 %	5.0 %	3.2 %	116,542	1,181
11-14 years	24.3 %	54.1 %	12.7 %	5.4 %	3.6 %	93,671	872
15-20 years	23.6 %	54.0 %	13.2 %	5.5 %	3.6 %	97,103	842
> 20 years	26.3 %	55.3 %	11.9 %	4.1 %	2.4 %	148,876	1,348
<b>Time with Current Agency</b>							
< 1 year	34.4 %	50.5 %	10.0 %	3.6 %	1.5 %	19,649	375
1-3 years	28.8 %	52.6 %	11.3 %	4.5 %	2.8 %	85,304	844
4-5 years	26.3 %	53.2 %	11.8 %	5.3 %	3.4 %	56,933	570
6-10 years	25.0 %	54.2 %	12.5 %	5.0 %	3.3 %	120,175	1,190
11-14 years	23.7 %	54.6 %	12.7 %	5.4 %	3.6 %	87,838	769
15-20 years	23.7 %	54.5 %	13.1 %	5.2 %	3.4 %	87,627	679
> 20 years	26.5 %	55.8 %	11.6 %	3.9 %	2.2 %	109,383	895
<b>Leaving</b>							
No	29.9 %	54.8 %	10.1 %	3.6 %	1.6 %	376,931	2,975
Yes, to retire	23.6 %	56.6 %	12.9 %	4.4 %	2.6 %	34,267	329
Yes, to other job in Govt	18.7 %	53.0 %	15.5 %	7.2 %	5.7 %	106,549	1,281
Yes, to other job outside Govt	16.7 %	49.5 %	17.0 %	9.0 %	7.8 %	23,389	335
Yes, other	14.5 %	51.2 %	19.5 %	7.7 %	7.2 %	25,831	407
<b>Retiring</b>							
Within 1 year	23.9 %	55.4 %	12.9 %	4.6 %	3.2 %	21,728	193
Between 1-3 years	24.8 %	56.2 %	12.3 %	4.3 %	2.5 %	58,420	521
Between 3-5 years	25.3 %	55.7 %	12.2 %	4.3 %	2.6 %	63,811	505
5 or more years	26.3 %	53.6 %	12.0 %	4.9 %	3.1 %	420,331	4,051
<b>Transgender</b>							
Yes	19.3 %	44.5 %	18.3 %	7.2 %	10.7 %	2,008	33
No	26.2 %	54.2 %	11.9 %	4.7 %	2.9 %	546,958	4,975

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.8 %</b>	<b>54.1 %</b>	<b>12.2 %</b>	<b>4.8 %</b>	<b>3.0 %</b>	<b>591,468</b>	<b>5,683</b>
<b>Consider Yourself as</b>							
Straight	26.5 %	54.4 %	11.7 %	4.6 %	2.8 %	513,556	4,498
Gay or Lesbian	26.8 %	51.7 %	12.5 %	5.5 %	3.5 %	11,893	127
Bisexual	24.8 %	51.7 %	12.7 %	6.1 %	4.7 %	6,035	69
Something else	17.5 %	48.2 %	18.8 %	7.4 %	8.1 %	10,468	168
<b>Military Service</b>							
No Prior Military Service	25.5 %	54.8 %	12.0 %	4.8 %	2.9 %	396,600	3,954
Currently in Guard/Reserves	26.7 %	51.7 %	12.6 %	5.5 %	3.5 %	10,655	88
Retired	29.6 %	53.8 %	10.9 %	3.6 %	2.0 %	75,735	513
Separated/Discharged	24.5 %	52.2 %	13.4 %	5.7 %	4.2 %	84,901	778
<b>Disability</b>							
Yes	26.8 %	50.5 %	13.0 %	5.4 %	4.4 %	78,701	857
No	26.0 %	54.8 %	11.8 %	4.7 %	2.7 %	478,867	4,283

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>20.3 %</b>	<b>35.9 %</b>	<b>21.2 %</b>	<b>10.8 %</b>	<b>11.7 %</b>	<b>566,071</b>	<b>32,457</b>
<b>Work Location</b>							
Headquarters	22.6 %	36.4 %	20.5 %	10.0 %	10.4 %	207,939	13,110
Field	19.4 %	35.7 %	21.2 %	11.2 %	12.5 %	332,488	17,801
<b>Supervisory Status</b>							
Senior Leader	48.7 %	32.0 %	9.6 %	4.7 %	5.0 %	9,664	90
Manager	34.5 %	38.3 %	13.6 %	7.0 %	6.6 %	38,496	509
Supervisor	25.1 %	39.8 %	17.7 %	9.0 %	8.4 %	75,097	2,086
Team Leader	19.0 %	36.3 %	21.4 %	11.6 %	11.7 %	78,271	4,080
Non-Supervisor	17.9 %	35.0 %	22.6 %	11.4 %	13.0 %	342,416	24,348
<b>Sex</b>							
Male	22.1 %	36.6 %	20.5 %	9.9 %	10.9 %	296,052	15,119
Female	18.6 %	35.6 %	21.5 %	11.8 %	12.4 %	232,831	14,376
<b>Hispanic or Latino</b>							
Yes	19.9 %	32.5 %	22.0 %	11.1 %	14.5 %	52,747	2,667
No	20.8 %	36.6 %	20.8 %	10.7 %	11.2 %	478,763	27,122
<b>Race</b>							
American Indian/Alaska Native	14.6 %	30.8 %	24.5 %	13.2 %	16.9 %	12,651	453
Asian	20.9 %	41.0 %	21.5 %	8.0 %	8.6 %	29,346	1,825
Black/AfricanAmerican	18.3 %	33.9 %	24.3 %	10.8 %	12.7 %	74,937	4,429
Native Hawaiian/Pacific Islander	18.3 %	33.3 %	25.1 %	9.1 %	14.2 %	3,842	136
White	21.8 %	37.1 %	19.7 %	10.6 %	10.8 %	373,927	20,358
Two or more races (Not Hispanic/Latino)	17.2 %	30.3 %	22.2 %	12.6 %	17.7 %	22,146	1,396
<b>Age Group</b>							
25 and under	23.1 %	40.1 %	17.5 %	9.5 %	9.8 %	6,862	375
26-29 years old	21.1 %	36.3 %	19.0 %	11.6 %	12.0 %	16,091	919
30-39 years old	19.8 %	35.3 %	19.8 %	11.6 %	13.4 %	105,781	6,679
40-49 years old	19.8 %	35.3 %	20.7 %	11.3 %	13.0 %	138,121	7,842
50-59 years old	21.4 %	36.6 %	21.6 %	10.0 %	10.4 %	183,156	9,553
60 or older	21.9 %	37.8 %	22.2 %	9.4 %	8.6 %	81,825	4,340
<b>Level of Education</b>							
Less than High School	17.4 %	33.3 %	25.0 %	9.3 %	15.1 %	459	26
H.S. Diploma/GED or equiv	17.1 %	35.5 %	24.7 %	10.4 %	12.3 %	23,490	924
Trade/Technical Certificate	15.9 %	33.5 %	24.2 %	11.8 %	14.7 %	12,286	504
Some College (no degree)	17.5 %	33.1 %	24.0 %	11.8 %	13.6 %	75,012	3,389
Associate's Degree	17.8 %	34.2 %	23.3 %	11.4 %	13.3 %	43,479	1,999
Bachelor's Degree	20.5 %	37.4 %	20.6 %	10.5 %	10.9 %	187,594	11,235
Master's Degree	23.0 %	37.0 %	18.9 %	10.4 %	10.7 %	141,860	8,504
Doctoral/Professional Degree	26.3 %	36.9 %	16.9 %	9.9 %	10.1 %	53,900	3,807



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>20.3 %</b>	<b>35.9 %</b>	<b>21.2 %</b>	<b>10.8 %</b>	<b>11.7 %</b>	<b>566,071</b>	<b>32,457</b>
<b>Pay Category</b>							
Federal Wage System	14.2 %	29.8 %	23.9 %	13.5 %	18.6 %	19,207	689
GS 1-6	18.5 %	33.5 %	23.1 %	11.0 %	14.0 %	23,448	1,199
GS 7-12	18.3 %	35.8 %	22.5 %	11.1 %	12.3 %	229,483	13,400
GS 13-15	24.4 %	38.2 %	18.4 %	9.6 %	9.3 %	219,743	13,213
SES	53.9 %	27.8 %	8.3 %	5.7 %	4.3 %	5,388	38
SL/ST	35.5 %	37.3 %	13.1 %	7.0 %	7.1 %	2,053	75
Other	17.2 %	33.1 %	22.5 %	12.7 %	14.5 %	44,533	2,423
<b>Time in Federal Government</b>							
< 1 year	29.7 %	42.3 %	17.5 %	6.0 %	4.6 %	10,013	823
1-3 years	23.6 %	38.1 %	19.5 %	9.5 %	9.4 %	53,944	3,242
4-5 years	21.2 %	35.6 %	20.6 %	10.9 %	11.6 %	41,552	2,407
6-10 years	19.8 %	36.0 %	20.9 %	11.1 %	12.2 %	111,338	6,642
11-14 years	19.0 %	34.8 %	21.3 %	11.6 %	13.3 %	89,672	5,121
15-20 years	18.7 %	34.5 %	21.5 %	11.8 %	13.5 %	93,304	4,893
> 20 years	21.2 %	36.6 %	21.7 %	10.0 %	10.4 %	142,874	7,815
<b>Time with Current Agency</b>							
< 1 year	28.8 %	40.4 %	18.8 %	6.4 %	5.7 %	18,249	1,799
1-3 years	22.9 %	36.7 %	20.3 %	9.8 %	10.4 %	81,302	5,004
4-5 years	20.3 %	35.1 %	20.9 %	11.2 %	12.5 %	54,578	3,064
6-10 years	19.2 %	35.3 %	21.1 %	11.5 %	12.9 %	115,008	6,658
11-14 years	18.4 %	34.8 %	21.5 %	11.8 %	13.5 %	84,174	4,675
15-20 years	18.7 %	35.0 %	21.6 %	11.6 %	13.1 %	84,413	4,137
> 20 years	22.0 %	37.9 %	21.2 %	9.6 %	9.3 %	104,972	5,604
<b>Leaving</b>							
No	25.0 %	40.3 %	19.9 %	8.4 %	6.4 %	360,788	19,949
Yes, to retire	18.5 %	36.9 %	23.7 %	10.7 %	10.2 %	33,013	1,716
Yes, to other job in Govt	11.5 %	26.8 %	23.1 %	15.9 %	22.7 %	101,985	6,178
Yes, to other job outside Govt	11.5 %	25.5 %	20.4 %	16.5 %	26.1 %	22,380	1,380
Yes, other	9.3 %	25.0 %	24.2 %	15.9 %	25.6 %	24,617	1,705
<b>Retiring</b>							
Within 1 year	18.8 %	35.8 %	22.6 %	11.0 %	11.8 %	20,934	1,066
Between 1-3 years	19.7 %	36.9 %	22.4 %	10.5 %	10.4 %	56,249	2,907
Between 3-5 years	20.1 %	36.1 %	22.2 %	10.6 %	10.9 %	61,499	3,057
5 or more years	20.8 %	36.0 %	20.5 %	10.8 %	11.9 %	401,571	23,689
<b>Transgender</b>							
Yes	13.7 %	25.2 %	22.8 %	12.5 %	25.8 %	1,927	117
No	20.7 %	36.2 %	20.9 %	10.7 %	11.5 %	524,163	29,135

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>20.3 %</b>	<b>35.9 %</b>	<b>21.2 %</b>	<b>10.8 %</b>	<b>11.7 %</b>	<b>566,071</b>	<b>32,457</b>
<b>Consider Yourself as</b>							
Straight	21.0 %	36.6 %	20.8 %	10.5 %	11.2 %	492,495	26,834
Gay or Lesbian	20.9 %	32.9 %	20.4 %	12.6 %	13.1 %	11,364	685
Bisexual	18.4 %	31.1 %	19.0 %	13.7 %	17.7 %	5,782	332
Something else	13.2 %	25.8 %	24.6 %	13.8 %	22.6 %	9,960	708
<b>Military Service</b>							
No Prior Military Service	19.8 %	36.5 %	21.0 %	11.1 %	11.7 %	378,241	23,232
Currently in Guard/Reserves	23.1 %	36.8 %	19.1 %	9.5 %	11.5 %	10,342	424
Retired	25.3 %	37.3 %	20.4 %	8.7 %	8.4 %	73,468	2,994
Separated/Discharged	18.8 %	32.9 %	22.0 %	11.7 %	14.7 %	81,543	4,391
<b>Disability</b>							
Yes	20.2 %	30.7 %	21.7 %	11.6 %	15.9 %	75,793	4,040
No	20.7 %	37.1 %	20.8 %	10.5 %	10.8 %	458,278	25,989

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.4 %	41.9 %	17.5 %	5.4 %	6.8 %	548,380	48,839
<b>Work Location</b>							
Headquarters	30.7 %	41.6 %	16.4 %	5.1 %	6.2 %	201,884	18,736
Field	27.5 %	42.1 %	17.8 %	5.5 %	7.1 %	321,863	27,739
<b>Supervisory Status</b>							
Senior Leader	57.6 %	30.2 %	6.8 %	2.2 %	3.1 %	9,625	103
Manager	44.7 %	39.4 %	8.8 %	3.2 %	3.8 %	38,338	603
Supervisor	34.5 %	43.9 %	12.7 %	4.2 %	4.7 %	74,397	2,655
Team Leader	27.9 %	42.8 %	16.9 %	5.6 %	6.7 %	75,628	6,571
Non-Supervisor	25.3 %	41.9 %	19.5 %	5.8 %	7.6 %	329,074	36,918
<b>Sex</b>							
Male	31.2 %	41.5 %	16.1 %	4.9 %	6.3 %	288,209	22,306
Female	25.3 %	43.0 %	18.6 %	5.9 %	7.2 %	224,771	22,003
<b>Hispanic or Latino</b>							
Yes	27.5 %	39.2 %	18.7 %	5.9 %	8.7 %	51,315	3,992
No	29.0 %	42.4 %	16.9 %	5.3 %	6.4 %	464,043	40,868
<b>Race</b>							
American Indian/Alaska Native	19.4 %	37.0 %	24.6 %	7.7 %	11.3 %	12,271	792
Asian	27.7 %	46.1 %	17.1 %	4.1 %	5.0 %	28,880	2,256
Black/AfricanAmerican	23.8 %	39.2 %	21.5 %	6.5 %	8.9 %	73,006	6,084
Native Hawaiian/Pacific Islander	23.0 %	39.5 %	22.7 %	5.5 %	9.2 %	3,743	226
White	30.9 %	43.0 %	15.5 %	4.9 %	5.7 %	362,178	31,462
Two or more races (Not Hispanic/Latino)	25.0 %	36.6 %	19.8 %	7.4 %	11.3 %	21,324	2,165
<b>Age Group</b>							
25 and under	37.8 %	45.9 %	10.5 %	2.7 %	3.1 %	6,771	472
26-29 years old	33.7 %	44.3 %	13.0 %	4.1 %	4.8 %	15,573	1,434
30-39 years old	29.9 %	42.9 %	15.2 %	5.1 %	6.9 %	101,925	10,478
40-49 years old	27.9 %	41.8 %	17.2 %	5.7 %	7.5 %	133,745	12,048
50-59 years old	28.4 %	41.2 %	18.3 %	5.5 %	6.6 %	178,061	14,135
60 or older	27.9 %	42.1 %	19.3 %	5.2 %	5.5 %	79,638	6,163
<b>Level of Education</b>							
Less than High School	22.4 %	37.8 %	21.1 %	9.4 %	9.4 %	446	37
H.S. Diploma/GED or equiv	23.1 %	42.8 %	22.7 %	5.2 %	6.2 %	22,777	1,559
Trade/Technical Certificate	22.3 %	40.1 %	22.7 %	6.5 %	8.5 %	11,882	872
Some College (no degree)	24.4 %	40.4 %	21.1 %	6.1 %	8.0 %	72,471	5,676
Associate's Degree	24.9 %	40.9 %	20.4 %	5.9 %	7.8 %	42,088	3,280
Bachelor's Degree	29.2 %	43.3 %	16.4 %	5.0 %	6.1 %	181,892	16,574
Master's Degree	31.7 %	41.9 %	14.7 %	5.3 %	6.4 %	137,931	12,214
Doctoral/Professional Degree	35.8 %	41.0 %	12.7 %	4.6 %	5.9 %	52,149	5,503

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>28.4 %</b>	<b>41.9 %</b>	<b>17.5 %</b>	<b>5.4 %</b>	<b>6.8 %</b>	<b>548,380</b>	<b>48,839</b>
<b>Pay Category</b>							
Federal Wage System	21.0 %	37.9 %	22.2 %	7.6 %	11.4 %	18,525	1,289
GS 1-6	25.0 %	39.9 %	20.7 %	5.9 %	8.5 %	22,666	1,909
GS 7-12	25.7 %	42.1 %	19.1 %	5.8 %	7.3 %	221,843	20,501
GS 13-15	33.5 %	42.8 %	13.9 %	4.6 %	5.3 %	213,895	18,699
SES	63.9 %	26.7 %	5.2 %	2.0 %	2.3 %	5,361	50
SL/ST	44.6 %	39.3 %	9.3 %	2.7 %	4.1 %	2,028	101
Other	26.1 %	42.2 %	19.3 %	5.4 %	6.9 %	42,743	4,139
<b>Time in Federal Government</b>							
< 1 year	41.6 %	44.3 %	10.8 %	1.8 %	1.6 %	9,921	915
1-3 years	34.5 %	43.6 %	14.1 %	3.6 %	4.2 %	52,387	4,740
4-5 years	30.7 %	42.2 %	16.1 %	5.1 %	6.0 %	40,159	3,754
6-10 years	28.3 %	42.7 %	16.7 %	5.5 %	6.9 %	107,470	10,295
11-14 years	26.8 %	41.7 %	18.0 %	5.8 %	7.7 %	86,567	8,031
15-20 years	25.9 %	40.9 %	18.8 %	6.2 %	8.2 %	90,403	7,638
> 20 years	27.9 %	41.2 %	18.6 %	5.6 %	6.7 %	139,029	11,189
<b>Time with Current Agency</b>							
< 1 year	39.1 %	43.1 %	12.9 %	2.2 %	2.6 %	18,091	1,936
1-3 years	32.7 %	42.4 %	15.4 %	4.3 %	5.3 %	78,970	7,245
4-5 years	29.0 %	41.7 %	16.7 %	5.5 %	7.2 %	52,811	4,748
6-10 years	27.4 %	42.0 %	17.3 %	5.8 %	7.5 %	111,044	10,394
11-14 years	26.0 %	41.9 %	18.4 %	5.9 %	7.9 %	81,192	7,433
15-20 years	26.0 %	41.2 %	18.8 %	6.3 %	7.8 %	81,684	6,708
> 20 years	28.9 %	42.2 %	18.0 %	5.1 %	5.8 %	102,162	8,087
<b>Leaving</b>							
No	33.8 %	44.7 %	14.8 %	3.6 %	3.1 %	352,103	27,953
Yes, to retire	24.6 %	42.4 %	20.7 %	5.7 %	6.5 %	32,096	2,519
Yes, to other job in Govt	18.2 %	35.8 %	22.3 %	9.2 %	14.5 %	97,313	10,633
Yes, to other job outside Govt	19.2 %	36.4 %	19.5 %	9.3 %	15.6 %	21,201	2,525
Yes, other	14.7 %	33.9 %	25.1 %	9.8 %	16.5 %	23,300	2,941
<b>Retiring</b>							
Within 1 year	24.9 %	41.4 %	19.7 %	6.0 %	7.9 %	20,381	1,553
Between 1-3 years	26.3 %	41.8 %	19.6 %	5.8 %	6.5 %	54,536	4,377
Between 3-5 years	27.0 %	41.3 %	19.0 %	5.9 %	6.8 %	59,730	4,601
5 or more years	29.5 %	42.1 %	16.6 %	5.2 %	6.7 %	388,937	35,721
<b>Transgender</b>							
Yes	20.4 %	32.9 %	23.3 %	7.3 %	16.2 %	1,854	185
No	28.9 %	42.1 %	17.1 %	5.3 %	6.6 %	508,448	43,782

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>28.4 %</b>	<b>41.9 %</b>	<b>17.5 %</b>	<b>5.4 %</b>	<b>6.8 %</b>	<b>548,380</b>	<b>48,839</b>
<b>Consider Yourself as</b>							
Straight	29.2 %	42.3 %	16.9 %	5.2 %	6.4 %	478,107	40,214
Gay or Lesbian	28.7 %	40.1 %	16.8 %	6.5 %	7.9 %	10,974	1,053
Bisexual	26.2 %	39.3 %	16.9 %	7.3 %	10.3 %	5,576	539
Something else	19.8 %	33.9 %	24.3 %	8.0 %	14.0 %	9,490	1,148
<b>Military Service</b>							
No Prior Military Service	28.1 %	43.3 %	17.2 %	5.2 %	6.2 %	365,944	34,800
Currently in Guard/Reserves	32.8 %	41.0 %	14.3 %	4.8 %	7.1 %	10,111	652
Retired	32.8 %	40.2 %	16.3 %	4.9 %	5.7 %	71,901	4,352
Separated/Discharged	26.6 %	38.4 %	18.9 %	6.6 %	9.5 %	78,866	6,880
<b>Disability</b>							
Yes	26.8 %	34.7 %	19.1 %	7.5 %	11.8 %	73,608	6,005
No	29.2 %	43.3 %	16.8 %	4.9 %	5.7 %	444,220	39,164

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.4 %</b>	<b>51.9 %</b>	<b>15.2 %</b>	<b>4.5 %</b>	<b>2.9 %</b>	<b>589,036</b>	<b>9,565</b>
<b>Work Location</b>							
Headquarters	28.7 %	51.6 %	13.7 %	3.8 %	2.3 %	217,627	3,456
Field	23.9 %	52.0 %	15.9 %	5.0 %	3.3 %	344,881	5,473
<b>Supervisory Status</b>							
Senior Leader	51.8 %	37.8 %	6.3 %	2.4 %	1.6 %	9,714	19
Manager	35.2 %	48.5 %	10.1 %	4.3 %	1.9 %	38,902	110
Supervisor	27.9 %	52.5 %	13.0 %	4.3 %	2.3 %	76,742	449
Team Leader	24.1 %	53.1 %	15.1 %	5.0 %	2.7 %	81,348	1,041
Non-Supervisor	24.0 %	52.0 %	16.2 %	4.6 %	3.2 %	359,400	7,436
<b>Sex</b>							
Male	26.6 %	51.0 %	14.5 %	4.8 %	3.1 %	307,230	3,919
Female	24.8 %	53.3 %	15.6 %	4.0 %	2.4 %	242,843	4,498
<b>Hispanic or Latino</b>							
Yes	25.7 %	48.5 %	16.6 %	4.9 %	4.3 %	54,598	825
No	25.8 %	52.3 %	14.8 %	4.4 %	2.7 %	498,231	7,741
<b>Race</b>							
American Indian/Alaska Native	19.7 %	48.2 %	21.8 %	5.8 %	4.5 %	12,861	226
Asian	26.5 %	53.1 %	15.1 %	3.1 %	2.3 %	30,699	461
Black/AfricanAmerican	27.0 %	51.9 %	15.4 %	3.2 %	2.5 %	77,836	1,515
Native Hawaiian/Pacific Islander	23.6 %	47.9 %	20.0 %	4.5 %	4.0 %	3,928	47
White	26.1 %	52.2 %	14.2 %	4.7 %	2.8 %	389,053	5,325
Two or more races (Not Hispanic/Latino)	23.2 %	49.5 %	17.8 %	5.4 %	4.2 %	23,015	541
<b>Age Group</b>							
25 and under	30.7 %	53.9 %	11.5 %	2.3 %	1.6 %	7,149	95
26-29 years old	27.2 %	52.2 %	13.9 %	4.0 %	2.7 %	16,789	241
30-39 years old	24.1 %	52.2 %	15.0 %	5.1 %	3.5 %	110,858	1,663
40-49 years old	24.4 %	51.6 %	15.5 %	5.1 %	3.4 %	143,904	2,132
50-59 years old	27.0 %	52.0 %	14.6 %	4.1 %	2.3 %	189,823	2,907
60 or older	27.8 %	51.2 %	15.1 %	3.9 %	2.0 %	84,632	1,452
<b>Level of Education</b>							
Less than High School	22.9 %	42.1 %	22.9 %	6.6 %	5.4 %	468	18
H.S. Diploma/GED or equiv	23.8 %	51.8 %	17.5 %	3.8 %	3.2 %	24,048	352
Trade/Technical Certificate	23.1 %	51.4 %	18.1 %	4.5 %	3.0 %	12,599	198
Some College (no degree)	24.4 %	50.7 %	17.1 %	4.4 %	3.3 %	77,046	1,356
Associate's Degree	24.2 %	52.2 %	16.5 %	4.3 %	2.9 %	44,763	707
Bachelor's Degree	25.2 %	52.8 %	14.6 %	4.6 %	2.8 %	195,632	3,268
Master's Degree	27.3 %	52.1 %	13.6 %	4.5 %	2.5 %	148,328	2,089
Doctoral/Professional Degree	29.7 %	49.0 %	13.3 %	5.2 %	2.9 %	56,920	785

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.4 %</b>	<b>51.9 %</b>	<b>15.2 %</b>	<b>4.5 %</b>	<b>2.9 %</b>	<b>589,036</b>	<b>9,565</b>
<b>Pay Category</b>							
Federal Wage System	21.0 %	51.8 %	19.1 %	4.9 %	3.2 %	19,593	307
GS 1-6	25.3 %	50.2 %	17.6 %	4.0 %	2.9 %	24,123	516
GS 7-12	23.9 %	52.1 %	16.1 %	4.7 %	3.2 %	238,334	4,584
GS 13-15	28.1 %	51.9 %	13.0 %	4.6 %	2.5 %	230,045	2,982
SES	55.6 %	33.9 %	6.2 %	3.0 %	1.3 %	5,407	12
SL/ST	38.9 %	45.2 %	10.2 %	2.6 %	3.0 %	2,108	18
Other	24.2 %	52.9 %	16.2 %	4.0 %	2.7 %	46,371	606
<b>Time in Federal Government</b>							
< 1 year	37.5 %	51.1 %	9.2 %	1.6 %	0.7 %	10,666	185
1-3 years	30.1 %	52.4 %	12.5 %	3.2 %	1.8 %	56,442	757
4-5 years	26.5 %	52.2 %	14.6 %	4.2 %	2.6 %	43,352	626
6-10 years	24.6 %	52.9 %	14.9 %	4.7 %	2.8 %	116,159	1,882
11-14 years	23.9 %	51.9 %	15.8 %	5.0 %	3.4 %	93,247	1,560
15-20 years	23.4 %	51.1 %	16.8 %	5.3 %	3.5 %	96,734	1,495
> 20 years	26.0 %	51.1 %	15.5 %	4.6 %	2.8 %	148,154	2,490
<b>Time with Current Agency</b>							
< 1 year	36.1 %	50.5 %	10.3 %	2.0 %	1.0 %	19,671	396
1-3 years	29.3 %	51.8 %	13.3 %	3.5 %	2.1 %	85,034	1,308
4-5 years	25.8 %	52.1 %	14.9 %	4.5 %	2.8 %	56,783	874
6-10 years	23.9 %	52.7 %	15.4 %	4.9 %	3.0 %	119,759	1,937
11-14 years	23.2 %	51.9 %	16.0 %	5.2 %	3.6 %	87,395	1,459
15-20 years	23.4 %	51.2 %	16.8 %	5.2 %	3.5 %	87,308	1,268
> 20 years	26.2 %	51.6 %	15.1 %	4.5 %	2.7 %	108,814	1,749
<b>Leaving</b>							
No	30.9 %	53.4 %	11.5 %	2.8 %	1.4 %	376,377	4,422
Yes, to retire	23.1 %	51.0 %	17.6 %	5.2 %	3.0 %	34,070	632
Yes, to other job in Govt	15.4 %	50.2 %	21.7 %	7.4 %	5.3 %	105,669	2,551
Yes, to other job outside Govt	12.0 %	44.1 %	23.6 %	11.3 %	9.0 %	23,187	587
Yes, other	11.9 %	45.6 %	26.3 %	8.9 %	7.3 %	25,540	796
<b>Retiring</b>							
Within 1 year	23.1 %	48.9 %	18.0 %	5.8 %	4.1 %	21,589	403
Between 1-3 years	24.7 %	51.6 %	16.1 %	4.8 %	2.8 %	58,123	986
Between 3-5 years	25.5 %	51.6 %	15.7 %	4.5 %	2.7 %	63,596	957
5 or more years	26.0 %	52.1 %	14.7 %	4.5 %	2.8 %	418,865	6,550
<b>Transgender</b>							
Yes	18.2 %	43.4 %	21.0 %	6.8 %	10.6 %	1,992	55
No	25.9 %	52.0 %	14.9 %	4.5 %	2.8 %	545,086	8,311

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>25.4 %</b>	<b>51.9 %</b>	<b>15.2 %</b>	<b>4.5 %</b>	<b>2.9 %</b>	<b>589,036</b>	<b>9,565</b>
<b>Consider Yourself as</b>							
Straight	26.2 %	52.1 %	14.7 %	4.4 %	2.7 %	511,893	7,506
Gay or Lesbian	25.9 %	49.5 %	15.6 %	5.6 %	3.4 %	11,873	185
Bisexual	23.2 %	50.4 %	16.2 %	6.1 %	4.1 %	6,015	112
Something else	16.7 %	45.4 %	23.2 %	7.2 %	7.4 %	10,311	357
<b>Military Service</b>							
No Prior Military Service	24.4 %	52.2 %	15.6 %	4.7 %	3.0 %	394,837	6,754
Currently in Guard/Reserves	27.5 %	52.2 %	13.7 %	4.1 %	2.6 %	10,659	118
Retired	31.8 %	51.7 %	11.8 %	3.1 %	1.5 %	75,750	696
Separated/Discharged	24.6 %	50.5 %	16.2 %	5.2 %	3.6 %	84,487	1,446
<b>Disability</b>							
Yes	26.8 %	48.6 %	16.3 %	4.8 %	3.6 %	78,330	1,502
No	25.6 %	52.5 %	14.8 %	4.5 %	2.7 %	477,234	7,141

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>26.0 %</b>	<b>40.8 %</b>	<b>18.8 %</b>	<b>9.2 %</b>	<b>5.3 %</b>	<b>598,080</b>
<b>Work Location</b>						
Headquarters	28.4 %	40.6 %	17.7 %	8.4 %	4.8 %	221,416
Field	24.9 %	40.8 %	19.1 %	9.6 %	5.6 %	350,739
<b>Supervisory Status</b>						
Senior Leader	54.2 %	31.4 %	8.0 %	3.8 %	2.6 %	9,754
Manager	37.1 %	40.2 %	12.9 %	6.6 %	3.2 %	39,025
Supervisor	29.2 %	42.3 %	16.5 %	8.2 %	3.9 %	77,278
Team Leader	24.1 %	42.3 %	18.8 %	9.7 %	5.1 %	82,490
Non-Supervisor	24.5 %	40.4 %	19.7 %	9.6 %	5.8 %	367,352
<b>Sex</b>						
Male	27.4 %	40.6 %	17.8 %	8.9 %	5.3 %	311,517
Female	25.2 %	41.4 %	19.1 %	9.2 %	5.1 %	247,674
<b>Hispanic or Latino</b>						
Yes	26.8 %	38.9 %	19.1 %	9.0 %	6.2 %	55,530
No	26.4 %	41.1 %	18.4 %	9.1 %	5.1 %	506,572
<b>Race</b>						
American Indian/Alaska Native	22.3 %	39.6 %	22.5 %	9.3 %	6.3 %	13,119
Asian	29.9 %	43.3 %	17.2 %	5.9 %	3.7 %	31,227
Black/AfricanAmerican	26.3 %	40.5 %	19.6 %	8.0 %	5.6 %	79,489
Native Hawaiian/Pacific Islander	26.0 %	38.2 %	20.9 %	8.2 %	6.6 %	3,984
White	26.9 %	41.1 %	17.6 %	9.4 %	4.9 %	394,783
Two or more races (Not Hispanic/Latino)	22.3 %	37.3 %	22.0 %	10.7 %	7.8 %	23,578
<b>Age Group</b>						
25 and under	29.0 %	42.7 %	16.5 %	7.5 %	4.3 %	7,266
26-29 years old	25.7 %	42.3 %	17.8 %	8.8 %	5.4 %	17,046
30-39 years old	25.4 %	41.2 %	18.1 %	9.3 %	6.0 %	112,646
40-49 years old	25.4 %	40.5 %	18.7 %	9.7 %	5.8 %	146,218
50-59 years old	27.1 %	40.7 %	18.5 %	8.9 %	4.8 %	192,933
60 or older	28.9 %	40.8 %	18.4 %	8.0 %	3.9 %	86,226
<b>Level of Education</b>						
Less than High School	27.4 %	34.3 %	18.0 %	10.4 %	10.0 %	488
H.S. Diploma/GED or equiv	25.9 %	40.9 %	19.8 %	8.2 %	5.2 %	24,452

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>26.0 %</b>	<b>40.8 %</b>	<b>18.8 %</b>	<b>9.2 %</b>	<b>5.3 %</b>	<b>598,080</b>
Trade/Technical Certificate	23.9 %	41.0 %	20.2 %	9.3 %	5.6 %	12,827
Some College (no degree)	24.2 %	39.6 %	20.7 %	9.7 %	5.8 %	78,525
Associate's Degree	24.2 %	41.0 %	20.2 %	9.1 %	5.5 %	45,554
Bachelor's Degree	25.8 %	41.5 %	18.3 %	9.2 %	5.1 %	199,081
Master's Degree	27.6 %	40.9 %	17.5 %	8.9 %	5.1 %	150,568
Doctoral/Professional Degree	32.1 %	39.5 %	15.1 %	8.5 %	4.7 %	57,792
<b>Pay Category</b>						
Federal Wage System	20.9 %	40.4 %	22.1 %	10.0 %	6.6 %	19,932
GS 1-6	24.8 %	39.3 %	20.7 %	8.9 %	6.3 %	24,695
GS 7-12	24.5 %	41.2 %	19.4 %	9.4 %	5.4 %	243,283
GS 13-15	29.5 %	41.0 %	16.5 %	8.5 %	4.5 %	233,253
SES	57.6 %	29.9 %	7.1 %	3.5 %	1.9 %	5,418
SL/ST	41.5 %	37.1 %	11.1 %	6.4 %	3.9 %	2,134
Other	21.9 %	39.2 %	21.0 %	11.0 %	7.0 %	47,029
<b>Time in Federal Government</b>						
< 1 year	40.0 %	41.8 %	11.9 %	4.3 %	2.0 %	10,859
1-3 years	30.9 %	41.9 %	16.3 %	7.1 %	3.9 %	57,298
4-5 years	27.3 %	41.5 %	18.0 %	8.5 %	4.8 %	44,039
6-10 years	24.8 %	41.5 %	18.9 %	9.4 %	5.4 %	118,168
11-14 years	24.1 %	40.7 %	19.3 %	10.0 %	5.9 %	94,935
15-20 years	23.8 %	39.4 %	20.1 %	10.5 %	6.2 %	98,357
> 20 years	27.0 %	40.3 %	18.5 %	9.0 %	5.2 %	150,843
<b>Time with Current Agency</b>						
< 1 year	38.4 %	40.0 %	13.4 %	5.2 %	3.0 %	20,075
1-3 years	29.7 %	40.4 %	17.0 %	8.1 %	4.8 %	86,493
4-5 years	26.0 %	40.8 %	18.7 %	9.1 %	5.4 %	57,724
6-10 years	23.8 %	41.5 %	19.4 %	9.7 %	5.7 %	121,854
11-14 years	23.5 %	40.7 %	19.7 %	10.1 %	6.0 %	88,967
15-20 years	23.8 %	39.8 %	20.0 %	10.4 %	6.0 %	88,686
> 20 years	28.1 %	41.4 %	17.9 %	8.4 %	4.4 %	110,693
<b>Leaving</b>						
No	34.3 %	45.4 %	14.1 %	4.5 %	1.7 %	381,266

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	26.0 %	40.8 %	18.8 %	9.2 %	5.3 %	598,080
Yes, to retire	22.6 %	40.1 %	21.0 %	10.8 %	5.5 %	34,759
Yes, to other job in Govt	9.8 %	32.3 %	27.8 %	18.1 %	12.1 %	108,330
Yes, to other job outside Govt	8.0 %	26.6 %	25.7 %	22.5 %	17.2 %	23,820
Yes, other	7.9 %	27.0 %	30.4 %	20.0 %	14.8 %	26,388
<b>Retiring</b>						
Within 1 year	22.7 %	37.1 %	20.3 %	12.4 %	7.5 %	22,020
Between 1-3 years	24.4 %	40.2 %	20.2 %	10.1 %	5.2 %	59,214
Between 3-5 years	25.2 %	40.7 %	19.4 %	9.6 %	5.2 %	64,630
5 or more years	26.9 %	41.1 %	18.1 %	8.8 %	5.1 %	425,925
<b>Transgender</b>						
Yes	17.0 %	32.2 %	20.8 %	13.6 %	16.5 %	2,056
No	26.6 %	40.9 %	18.4 %	9.0 %	5.1 %	554,080
<b>Consider Yourself as</b>						
Straight	26.9 %	41.1 %	18.2 %	8.8 %	5.0 %	520,038
Gay or Lesbian	24.5 %	39.1 %	18.5 %	10.8 %	7.0 %	12,067
Bisexual	23.0 %	38.2 %	19.1 %	12.4 %	7.2 %	6,131
Something else	16.3 %	33.7 %	24.5 %	14.0 %	11.5 %	10,682
<b>Military Service</b>						
No Prior Military Service	25.9 %	41.4 %	18.5 %	9.0 %	5.1 %	402,106
Currently in Guard/Reserves	27.5 %	39.7 %	17.7 %	9.1 %	6.0 %	10,791
Retired	29.8 %	40.9 %	17.5 %	7.7 %	4.1 %	76,556
Separated/Discharged	24.0 %	38.4 %	19.9 %	10.9 %	6.8 %	86,026
<b>Disability</b>						
Yes	25.0 %	37.0 %	20.1 %	10.4 %	7.5 %	79,939
No	26.7 %	41.5 %	18.2 %	8.8 %	4.8 %	484,986

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	15.1 %	26.2 %	26.9 %	16.4 %	15.4 %	556,743	41,714
<b>Work Location</b>							
Headquarters	17.0 %	27.8 %	26.2 %	15.3 %	13.7 %	206,753	14,800
Field	14.2 %	25.4 %	27.0 %	16.9 %	16.4 %	326,249	24,716
<b>Supervisory Status</b>							
Senior Leader	36.1 %	27.9 %	19.7 %	8.6 %	7.6 %	9,565	206
Manager	20.6 %	28.2 %	25.1 %	14.6 %	11.5 %	37,761	1,293
Supervisor	16.0 %	27.4 %	27.0 %	16.0 %	13.6 %	73,642	3,695
Team Leader	12.7 %	25.4 %	27.6 %	17.8 %	16.5 %	76,861	5,658
Non-Supervisor	14.7 %	26.1 %	26.8 %	16.3 %	16.0 %	338,620	28,968
<b>Sex</b>							
Male	14.8 %	25.3 %	26.9 %	16.4 %	16.5 %	291,615	20,026
Female	16.6 %	28.5 %	26.4 %	15.7 %	12.9 %	229,744	18,131
<b>Hispanic or Latino</b>							
Yes	21.0 %	26.1 %	23.8 %	13.2 %	15.8 %	51,873	3,674
No	14.7 %	26.6 %	27.1 %	16.6 %	15.1 %	472,124	34,758
<b>Race</b>							
American Indian/Alaska Native	18.1 %	27.3 %	25.3 %	13.3 %	16.0 %	12,225	913
Asian	26.0 %	35.3 %	21.6 %	9.0 %	8.1 %	29,514	1,722
Black/AfricanAmerican	19.4 %	29.4 %	26.2 %	12.1 %	12.8 %	73,850	5,735
Native Hawaiian/Pacific Islander	21.4 %	27.0 %	25.9 %	10.6 %	15.2 %	3,739	246
White	13.7 %	25.6 %	27.4 %	17.7 %	15.7 %	368,690	26,289
Two or more races (Not Hispanic/Latino)	14.4 %	22.2 %	25.8 %	17.1 %	20.5 %	21,534	2,052
<b>Age Group</b>							
25 and under	19.0 %	32.0 %	22.1 %	15.1 %	11.7 %	6,655	614
26-29 years old	17.4 %	28.1 %	22.4 %	16.8 %	15.4 %	15,727	1,328
30-39 years old	15.1 %	25.6 %	23.4 %	17.8 %	18.1 %	104,856	7,834
40-49 years old	15.0 %	25.0 %	25.8 %	17.1 %	17.1 %	136,468	9,830
50-59 years old	15.3 %	26.8 %	28.8 %	15.5 %	13.6 %	180,458	12,624
60 or older	16.2 %	29.1 %	30.5 %	13.4 %	10.8 %	80,130	6,156
<b>Level of Education</b>							
Less than High School	23.9 %	26.7 %	21.2 %	12.5 %	15.8 %	457	32
H.S. Diploma/GED or equiv	16.6 %	26.6 %	28.7 %	13.6 %	14.5 %	22,890	1,579
Trade/Technical Certificate	14.5 %	23.5 %	30.5 %	15.4 %	16.2 %	11,854	981
Some College (no degree)	14.9 %	24.5 %	28.4 %	15.7 %	16.6 %	72,936	5,641
Associate's Degree	14.6 %	24.9 %	28.8 %	15.9 %	15.9 %	42,228	3,340
Bachelor's Degree	15.0 %	26.7 %	26.3 %	16.6 %	15.3 %	185,883	13,310
Master's Degree	15.8 %	27.4 %	25.3 %	16.7 %	14.7 %	141,118	9,580
Doctoral/Professional Degree	16.7 %	28.2 %	25.2 %	16.3 %	13.6 %	53,170	4,647

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	15.1 %	26.2 %	26.9 %	16.4 %	15.4 %	556,743	41,714
<b>Pay Category</b>							
Federal Wage System	12.0 %	20.9 %	28.9 %	18.2 %	20.0 %	18,517	1,413
GS 1-6	19.8 %	28.2 %	25.7 %	12.5 %	13.9 %	22,653	2,053
GS 7-12	14.6 %	25.7 %	27.3 %	16.3 %	16.0 %	224,760	18,679
GS 13-15	15.8 %	27.7 %	26.0 %	16.5 %	14.1 %	219,684	13,725
SES	39.6 %	28.7 %	17.1 %	8.8 %	5.8 %	5,336	97
SL/ST	22.5 %	29.4 %	24.8 %	13.1 %	10.2 %	2,009	125
Other	13.7 %	25.2 %	26.8 %	16.9 %	17.3 %	43,387	3,675
<b>Time in Federal Government</b>							
< 1 year	26.5 %	35.4 %	23.7 %	9.0 %	5.4 %	9,706	1,160
1-3 years	19.7 %	29.9 %	25.4 %	13.8 %	11.2 %	52,564	4,757
4-5 years	16.5 %	26.5 %	25.4 %	16.6 %	15.0 %	40,757	3,286
6-10 years	14.2 %	25.7 %	26.3 %	17.3 %	16.4 %	110,169	8,059
11-14 years	13.7 %	25.0 %	26.0 %	17.5 %	17.8 %	88,664	6,329
15-20 years	13.7 %	24.5 %	26.8 %	17.3 %	17.6 %	92,022	6,403
> 20 years	15.1 %	26.6 %	28.8 %	15.5 %	14.0 %	141,315	9,666
<b>Time with Current Agency</b>							
< 1 year	25.7 %	33.0 %	24.2 %	10.1 %	7.0 %	18,140	1,951
1-3 years	18.9 %	28.8 %	25.4 %	14.4 %	12.5 %	79,774	6,749
4-5 years	15.8 %	26.0 %	25.6 %	16.7 %	15.9 %	53,655	4,097
6-10 years	13.6 %	25.1 %	26.7 %	17.5 %	17.1 %	113,690	8,223
11-14 years	13.3 %	24.8 %	26.3 %	17.5 %	18.0 %	83,130	5,895
15-20 years	13.5 %	24.7 %	27.3 %	17.3 %	17.2 %	83,122	5,638
> 20 years	14.8 %	27.1 %	29.1 %	15.6 %	13.4 %	103,683	7,112
<b>Leaving</b>							
No	19.0 %	30.5 %	27.5 %	13.4 %	9.6 %	356,529	24,998
Yes, to retire	12.5 %	26.0 %	30.7 %	16.5 %	14.4 %	32,435	2,344
Yes, to other job in Govt	8.1 %	18.2 %	24.8 %	22.3 %	26.6 %	100,283	8,103
Yes, to other job outside Govt	5.9 %	13.8 %	20.5 %	24.8 %	35.1 %	22,107	1,725
Yes, other	6.3 %	15.1 %	24.9 %	22.5 %	31.3 %	23,976	2,416
<b>Retiring</b>							
Within 1 year	12.5 %	24.9 %	29.4 %	17.0 %	16.1 %	20,578	1,453
Between 1-3 years	13.0 %	26.2 %	30.5 %	16.1 %	14.2 %	55,318	3,945
Between 3-5 years	13.7 %	26.2 %	29.3 %	16.2 %	14.5 %	60,491	4,182
5 or more years	15.9 %	26.4 %	25.8 %	16.3 %	15.6 %	396,418	29,767
<b>Transgender</b>							
Yes	11.4 %	16.1 %	22.2 %	17.7 %	32.6 %	1,905	152
No	15.5 %	26.6 %	26.7 %	16.1 %	15.0 %	516,668	37,746

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	15.1 %	26.2 %	26.9 %	16.4 %	15.4 %	556,743	41,714
<b>Consider Yourself as</b>							
Straight	15.7 %	26.9 %	26.8 %	16.0 %	14.6 %	485,351	34,995
Gay or Lesbian	15.1 %	24.6 %	25.0 %	17.7 %	17.6 %	11,306	761
Bisexual	14.4 %	23.3 %	23.8 %	19.3 %	19.2 %	5,666	465
Something else	9.7 %	16.7 %	25.5 %	18.6 %	29.6 %	9,751	952
<b>Military Service</b>							
No Prior Military Service	15.7 %	27.7 %	26.0 %	16.1 %	14.5 %	374,575	27,814
Currently in Guard/Reserves	16.1 %	24.0 %	25.5 %	16.2 %	18.1 %	10,064	732
Retired	15.4 %	25.2 %	30.1 %	15.6 %	13.8 %	71,727	4,856
Separated/Discharged	13.4 %	22.2 %	26.9 %	17.7 %	19.8 %	79,714	6,357
<b>Disability</b>							
Yes	15.5 %	22.7 %	26.6 %	16.1 %	19.1 %	74,079	5,896
No	15.4 %	27.1 %	26.8 %	16.2 %	14.5 %	452,467	32,814

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	45.2 %	37.0 %	9.0 %	4.4 %	4.5 %	593,388	2,930
<b>Work Location</b>							
Headquarters	49.8 %	35.4 %	7.7 %	3.5 %	3.5 %	220,536	905
Field	43.1 %	37.6 %	9.5 %	4.8 %	5.0 %	348,832	1,833
<b>Supervisory Status</b>							
Senior Leader	58.3 %	30.3 %	6.0 %	2.5 %	2.9 %	9,729	30
Manager	50.1 %	36.1 %	7.1 %	3.8 %	3.0 %	38,964	85
Supervisor	45.4 %	38.5 %	8.4 %	4.1 %	3.6 %	77,046	255
Team Leader	46.3 %	37.1 %	8.3 %	4.3 %	4.0 %	82,196	297
Non-Supervisor	44.6 %	36.7 %	9.3 %	4.5 %	4.9 %	365,135	2,101
<b>Sex</b>							
Male	45.8 %	37.2 %	8.8 %	4.0 %	4.2 %	310,049	1,382
Female	45.7 %	36.1 %	8.8 %	4.7 %	4.7 %	246,477	1,218
<b>Hispanic or Latino</b>							
Yes	42.0 %	35.4 %	10.8 %	5.5 %	6.3 %	55,219	289
No	46.1 %	37.0 %	8.5 %	4.2 %	4.2 %	504,171	2,366
<b>Race</b>							
American Indian/Alaska Native	34.4 %	38.0 %	13.5 %	6.6 %	7.4 %	13,031	90
Asian	44.5 %	38.9 %	9.5 %	3.4 %	3.8 %	31,074	156
Black/AfricanAmerican	43.5 %	36.9 %	9.9 %	4.5 %	5.3 %	78,981	492
Native Hawaiian/Pacific Islander	36.9 %	38.3 %	13.6 %	4.7 %	6.6 %	3,967	17
White	47.1 %	36.6 %	8.1 %	4.2 %	4.0 %	393,145	1,606
Two or more races (Not Hispanic/Latino)	43.5 %	34.7 %	10.1 %	5.2 %	6.4 %	23,421	159
<b>Age Group</b>							
25 and under	48.8 %	34.5 %	8.7 %	4.3 %	3.7 %	7,217	41
26-29 years old	48.7 %	33.5 %	8.2 %	4.7 %	4.8 %	16,944	99
30-39 years old	48.8 %	33.5 %	7.7 %	4.7 %	5.3 %	112,201	442
40-49 years old	46.0 %	36.2 %	8.3 %	4.4 %	5.0 %	145,640	589
50-59 years old	44.5 %	38.4 %	9.3 %	4.0 %	3.8 %	191,981	939
60 or older	41.8 %	40.5 %	10.5 %	4.0 %	3.2 %	85,674	515
<b>Level of Education</b>							
Less than High School	31.9 %	34.4 %	20.6 %	4.5 %	8.7 %	481	7
H.S. Diploma/GED or equiv	36.9 %	40.2 %	12.4 %	5.1 %	5.4 %	24,306	131
Trade/Technical Certificate	36.3 %	39.8 %	12.3 %	5.5 %	6.2 %	12,748	66
Some College (no degree)	39.9 %	37.9 %	11.1 %	5.4 %	5.7 %	78,094	410
Associate's Degree	39.5 %	38.8 %	10.7 %	5.3 %	5.6 %	45,239	282
Bachelor's Degree	46.7 %	36.9 %	8.2 %	4.1 %	4.1 %	198,144	910
Master's Degree	50.0 %	35.4 %	7.2 %	3.7 %	3.7 %	150,017	609
Doctoral/Professional Degree	52.6 %	33.5 %	7.0 %	3.4 %	3.5 %	57,509	287

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>45.2 %</b>	<b>37.0 %</b>	<b>9.0 %</b>	<b>4.4 %</b>	<b>4.5 %</b>	<b>593,388</b>	<b>2,930</b>
<b>Pay Category</b>							
Federal Wage System	33.2 %	41.3 %	12.9 %	6.1 %	6.5 %	19,791	115
GS 1-6	38.8 %	37.2 %	12.4 %	5.1 %	6.5 %	24,495	182
GS 7-12	43.3 %	37.7 %	9.4 %	4.7 %	5.0 %	241,890	1,285
GS 13-15	51.9 %	35.3 %	6.6 %	3.3 %	3.0 %	232,558	780
SES	60.9 %	28.5 %	6.2 %	2.6 %	1.9 %	5,415	11
SL/ST	53.7 %	32.4 %	7.5 %	3.3 %	3.2 %	2,113	17
Other	38.4 %	37.4 %	12.4 %	6.0 %	5.8 %	46,652	375
<b>Time in Federal Government</b>							
< 1 year	55.7 %	32.9 %	7.1 %	2.6 %	1.8 %	10,783	75
1-3 years	50.3 %	34.2 %	8.0 %	3.9 %	3.6 %	56,980	293
4-5 years	47.8 %	35.2 %	8.2 %	4.4 %	4.5 %	43,843	185
6-10 years	46.4 %	36.2 %	8.4 %	4.4 %	4.6 %	117,689	482
11-14 years	44.0 %	36.9 %	9.1 %	4.7 %	5.2 %	94,470	442
15-20 years	42.2 %	37.9 %	9.8 %	4.9 %	5.2 %	97,882	495
> 20 years	44.4 %	38.6 %	9.2 %	4.0 %	3.9 %	150,022	791
<b>Time with Current Agency</b>							
< 1 year	54.2 %	33.0 %	7.4 %	2.9 %	2.6 %	19,935	148
1-3 years	49.5 %	34.2 %	8.1 %	4.0 %	4.0 %	86,036	422
4-5 years	46.6 %	35.4 %	8.5 %	4.5 %	5.0 %	57,495	221
6-10 years	45.2 %	36.8 %	8.6 %	4.6 %	4.8 %	121,334	514
11-14 years	42.9 %	37.7 %	9.5 %	4.8 %	5.1 %	88,535	424
15-20 years	41.7 %	38.3 %	10.0 %	4.9 %	5.0 %	88,241	447
> 20 years	45.3 %	38.8 %	8.8 %	3.7 %	3.5 %	110,099	584
<b>Leaving</b>							
No	52.4 %	35.8 %	6.9 %	2.8 %	2.1 %	379,808	1,496
Yes, to retire	38.5 %	41.5 %	11.3 %	4.7 %	4.1 %	34,562	184
Yes, to other job in Govt	32.3 %	38.8 %	12.4 %	7.4 %	9.0 %	107,604	671
Yes, to other job outside Govt	32.3 %	37.0 %	11.8 %	8.1 %	10.8 %	23,638	169
Yes, other	27.8 %	36.8 %	14.9 %	8.6 %	11.9 %	26,135	227
<b>Retiring</b>							
Within 1 year	38.6 %	40.2 %	10.9 %	5.0 %	5.3 %	21,891	111
Between 1-3 years	40.4 %	40.6 %	10.5 %	4.5 %	3.9 %	58,864	340
Between 3-5 years	41.6 %	39.9 %	10.1 %	4.4 %	4.0 %	64,282	327
5 or more years	47.1 %	35.8 %	8.4 %	4.3 %	4.5 %	423,950	1,953
<b>Transgender</b>							
Yes	35.0 %	33.4 %	13.5 %	7.0 %	11.0 %	2,038	18
No	45.7 %	36.8 %	8.8 %	4.3 %	4.4 %	551,457	2,568



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>45.2 %</b>	<b>37.0 %</b>	<b>9.0 %</b>	<b>4.4 %</b>	<b>4.5 %</b>	<b>593,388</b>	<b>2,930</b>
<b>Consider Yourself as</b>							
Straight	46.0 %	36.8 %	8.7 %	4.2 %	4.3 %	517,651	2,346
Gay or Lesbian	46.6 %	34.4 %	8.4 %	5.1 %	5.5 %	12,008	50
Bisexual	44.3 %	33.7 %	9.6 %	5.6 %	6.9 %	6,108	21
Something else	35.1 %	36.2 %	13.5 %	6.9 %	8.2 %	10,590	105
<b>Military Service</b>							
No Prior Military Service	46.1 %	36.5 %	8.6 %	4.3 %	4.5 %	400,196	1,923
Currently in Guard/Reserves	45.0 %	36.0 %	8.6 %	5.0 %	5.3 %	10,739	48
Retired	45.9 %	38.5 %	8.9 %	3.5 %	3.1 %	76,199	332
Separated/Discharged	42.8 %	36.9 %	9.8 %	5.0 %	5.5 %	85,533	455
<b>Disability</b>							
Yes	42.8 %	35.1 %	10.3 %	5.3 %	6.5 %	79,463	453
No	46.1 %	37.1 %	8.6 %	4.2 %	4.1 %	482,758	2,197

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>35.0 %</b>	<b>35.9 %</b>	<b>15.1 %</b>	<b>7.9 %</b>	<b>6.0 %</b>	<b>592,721</b>	<b>3,093</b>
<b>Work Location</b>							
Headquarters	38.5 %	35.0 %	13.7 %	7.4 %	5.4 %	220,222	1,067
Field	33.4 %	36.4 %	15.6 %	8.2 %	6.4 %	348,611	1,805
<b>Supervisory Status</b>							
Senior Leader	62.3 %	26.0 %	5.6 %	3.0 %	3.1 %	9,738	18
Manager	50.6 %	34.4 %	7.3 %	4.3 %	3.4 %	38,990	39
Supervisor	42.3 %	39.0 %	9.4 %	5.2 %	4.0 %	77,091	170
Team Leader	39.7 %	38.1 %	11.0 %	6.3 %	4.9 %	82,248	203
Non-Supervisor	30.8 %	35.1 %	17.9 %	9.2 %	7.0 %	364,473	2,475
<b>Sex</b>							
Male	35.8 %	36.7 %	14.5 %	7.3 %	5.7 %	309,912	1,381
Female	35.1 %	34.7 %	15.3 %	8.5 %	6.4 %	246,095	1,366
<b>Hispanic or Latino</b>							
Yes	34.2 %	33.8 %	15.8 %	8.6 %	7.6 %	55,193	265
No	35.6 %	36.2 %	14.7 %	7.8 %	5.8 %	503,668	2,541
<b>Race</b>							
American Indian/Alaska Native	27.4 %	34.5 %	19.0 %	10.1 %	9.0 %	13,041	73
Asian	35.3 %	38.4 %	15.7 %	5.8 %	4.8 %	30,980	244
Black/AfricanAmerican	36.1 %	35.1 %	14.7 %	7.4 %	6.7 %	79,075	379
Native Hawaiian/Pacific Islander	30.4 %	36.6 %	18.0 %	7.2 %	7.8 %	3,962	19
White	36.0 %	36.1 %	14.4 %	7.9 %	5.5 %	392,643	1,806
Two or more races (Not Hispanic/Latino)	33.6 %	32.8 %	16.2 %	9.0 %	8.4 %	23,397	169
<b>Age Group</b>							
25 and under	34.1 %	38.7 %	15.8 %	7.6 %	3.8 %	7,197	51
26-29 years old	35.1 %	37.7 %	14.2 %	7.8 %	5.2 %	16,925	111
30-39 years old	37.2 %	35.5 %	13.1 %	7.8 %	6.3 %	111,977	567
40-49 years old	36.2 %	35.4 %	13.9 %	7.9 %	6.6 %	145,436	696
50-59 years old	35.1 %	36.0 %	15.5 %	7.6 %	5.7 %	191,884	900
60 or older	32.2 %	36.6 %	18.1 %	8.1 %	5.0 %	85,713	461
<b>Level of Education</b>							
Less than High School	27.4 %	32.1 %	21.8 %	9.4 %	9.3 %	485	5
H.S. Diploma/GED or equiv	29.6 %	38.4 %	18.7 %	7.5 %	5.8 %	24,285	135
Trade/Technical Certificate	28.0 %	36.7 %	19.0 %	9.3 %	7.1 %	12,723	71
Some College (no degree)	31.2 %	35.7 %	17.6 %	8.6 %	7.0 %	78,095	373
Associate's Degree	30.3 %	36.4 %	17.5 %	8.9 %	7.0 %	45,247	251
Bachelor's Degree	35.6 %	36.8 %	14.5 %	7.5 %	5.5 %	197,873	1,047
Master's Degree	39.3 %	35.1 %	12.4 %	7.5 %	5.7 %	149,850	666
Doctoral/Professional Degree	41.3 %	32.9 %	12.7 %	7.5 %	5.6 %	57,464	289

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>35.0 %</b>	<b>35.9 %</b>	<b>15.1 %</b>	<b>7.9 %</b>	<b>6.0 %</b>	<b>592,721</b>	<b>3,093</b>
<b>Pay Category</b>							
Federal Wage System	26.3 %	36.6 %	18.1 %	10.3 %	8.6 %	19,809	75
GS 1-6	26.7 %	32.9 %	21.8 %	10.0 %	8.6 %	24,432	226
GS 7-12	31.4 %	36.1 %	17.0 %	8.8 %	6.7 %	241,491	1,558
GS 13-15	42.5 %	35.6 %	11.1 %	6.3 %	4.6 %	232,394	748
SES	66.9 %	22.8 %	4.8 %	3.1 %	2.3 %	5,422	5
SL/ST	47.8 %	31.5 %	10.4 %	6.2 %	4.1 %	2,122	11
Other	31.2 %	38.7 %	16.4 %	7.7 %	6.0 %	46,707	285
<b>Time in Federal Government</b>							
< 1 year	39.7 %	35.5 %	16.3 %	5.9 %	2.7 %	10,686	161
1-3 years	37.2 %	35.8 %	15.0 %	7.3 %	4.7 %	56,881	349
4-5 years	35.9 %	35.4 %	14.5 %	8.4 %	5.9 %	43,765	232
6-10 years	35.7 %	35.7 %	14.3 %	8.1 %	6.2 %	117,576	518
11-14 years	34.5 %	35.8 %	14.6 %	8.3 %	6.7 %	94,395	454
15-20 years	33.6 %	35.9 %	15.3 %	8.3 %	6.9 %	97,870	426
> 20 years	35.2 %	36.3 %	15.5 %	7.4 %	5.7 %	149,962	759
<b>Time with Current Agency</b>							
< 1 year	39.7 %	34.5 %	16.0 %	6.2 %	3.5 %	19,748	306
1-3 years	36.9 %	34.9 %	15.0 %	7.9 %	5.4 %	85,935	450
4-5 years	35.3 %	34.8 %	14.8 %	8.4 %	6.7 %	57,400	272
6-10 years	35.0 %	35.8 %	14.4 %	8.3 %	6.5 %	121,230	546
11-14 years	33.8 %	36.2 %	15.0 %	8.3 %	6.7 %	88,490	414
15-20 years	33.4 %	36.5 %	15.4 %	8.0 %	6.6 %	88,265	362
> 20 years	36.1 %	36.9 %	15.0 %	6.9 %	5.0 %	110,071	544
<b>Leaving</b>							
No	41.9 %	37.3 %	12.9 %	5.2 %	2.8 %	379,303	1,793
Yes, to retire	29.6 %	37.4 %	18.9 %	8.7 %	5.5 %	34,524	189
Yes, to other job in Govt	22.2 %	32.9 %	18.4 %	13.7 %	12.8 %	107,613	580
Yes, to other job outside Govt	22.1 %	32.3 %	17.2 %	14.1 %	14.2 %	23,655	129
Yes, other	19.1 %	31.5 %	21.2 %	13.5 %	14.7 %	26,118	203
<b>Retiring</b>							
Within 1 year	29.9 %	35.8 %	18.3 %	8.9 %	7.1 %	21,888	101
Between 1-3 years	31.4 %	37.3 %	17.5 %	8.2 %	5.6 %	58,833	331
Between 3-5 years	32.8 %	36.9 %	16.4 %	8.0 %	5.9 %	64,327	261
5 or more years	36.5 %	35.6 %	14.2 %	7.7 %	6.0 %	423,391	2,186
<b>Transgender</b>							
Yes	25.1 %	32.0 %	19.2 %	10.0 %	13.7 %	2,031	17
No	35.5 %	35.9 %	14.8 %	7.8 %	5.9 %	550,947	2,722

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>35.0 %</b>	<b>35.9 %</b>	<b>15.1 %</b>	<b>7.9 %</b>	<b>6.0 %</b>	<b>592,721</b>	<b>3,093</b>
<b>Consider Yourself as</b>							
Straight	35.7 %	36.0 %	14.7 %	7.7 %	5.8 %	517,189	2,491
Gay or Lesbian	37.5 %	33.5 %	14.2 %	8.1 %	6.7 %	12,004	52
Bisexual	32.6 %	34.0 %	15.0 %	9.7 %	8.7 %	6,099	25
Something else	25.8 %	33.1 %	19.5 %	10.8 %	10.9 %	10,561	105
<b>Military Service</b>							
No Prior Military Service	35.6 %	36.4 %	14.6 %	7.7 %	5.7 %	399,673	2,121
Currently in Guard/Reserves	35.2 %	35.0 %	14.1 %	8.6 %	7.2 %	10,725	53
Retired	37.2 %	35.4 %	15.0 %	7.3 %	5.1 %	76,222	272
Separated/Discharged	32.3 %	34.6 %	16.4 %	8.9 %	7.8 %	85,499	453
<b>Disability</b>							
Yes	32.5 %	31.4 %	17.0 %	9.8 %	9.4 %	79,324	537
No	35.9 %	36.7 %	14.5 %	7.5 %	5.4 %	482,352	2,275

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>32.9 %</b>	<b>35.2 %</b>	<b>16.2 %</b>	<b>8.5 %</b>	<b>7.2 %</b>	<b>589,625</b>	<b>5,679</b>
<b>Work Location</b>							
Headquarters	35.8 %	34.6 %	15.1 %	7.9 %	6.6 %	218,973	2,155
Field	31.6 %	35.4 %	16.5 %	8.8 %	7.6 %	346,968	3,168
<b>Supervisory Status</b>							
Senior Leader	52.4 %	29.0 %	10.1 %	4.5 %	4.0 %	9,674	78
Manager	40.6 %	33.8 %	13.6 %	6.8 %	5.2 %	38,776	225
Supervisor	34.9 %	36.4 %	15.1 %	7.8 %	5.8 %	76,612	562
Team Leader	34.1 %	35.3 %	15.3 %	8.5 %	6.7 %	81,769	626
Non-Supervisor	31.4 %	35.2 %	16.7 %	8.8 %	7.9 %	362,786	3,885
<b>Sex</b>							
Male	33.4 %	35.8 %	15.8 %	8.0 %	6.9 %	308,374	2,604
Female	33.3 %	34.3 %	16.0 %	8.9 %	7.4 %	244,834	2,501
<b>Hispanic or Latino</b>							
Yes	32.8 %	32.9 %	16.9 %	8.6 %	8.8 %	54,879	522
No	33.4 %	35.5 %	15.8 %	8.4 %	7.0 %	501,171	4,659
<b>Race</b>							
American Indian/Alaska Native	26.7 %	34.2 %	19.2 %	9.8 %	10.0 %	12,956	136
Asian	34.8 %	38.1 %	15.8 %	5.8 %	5.4 %	30,913	279
Black/AfricanAmerican	34.5 %	34.8 %	15.6 %	7.5 %	7.7 %	78,648	692
Native Hawaiian/Pacific Islander	29.5 %	35.4 %	19.3 %	7.6 %	8.3 %	3,946	31
White	33.5 %	35.3 %	15.7 %	8.7 %	6.8 %	390,641	3,562
Two or more races (Not Hispanic/Latino)	32.2 %	32.0 %	17.1 %	9.0 %	9.7 %	23,266	272
<b>Age Group</b>							
25 and under	37.5 %	38.1 %	13.6 %	6.5 %	4.2 %	7,137	101
26-29 years old	35.9 %	35.9 %	13.9 %	7.7 %	6.5 %	16,853	171
30-39 years old	34.8 %	34.1 %	14.4 %	8.7 %	8.0 %	111,410	1,095
40-49 years old	33.6 %	34.4 %	15.5 %	8.6 %	7.9 %	144,675	1,330
50-59 years old	32.6 %	35.6 %	16.7 %	8.3 %	6.8 %	190,960	1,674
60 or older	31.0 %	37.2 %	18.2 %	7.9 %	5.7 %	85,263	781
<b>Level of Education</b>							
Less than High School	27.8 %	30.7 %	23.7 %	8.0 %	9.9 %	480	10
H.S. Diploma/GED or equiv	29.8 %	37.3 %	18.0 %	8.0 %	6.9 %	24,199	195
Trade/Technical Certificate	27.9 %	35.6 %	18.9 %	9.2 %	8.5 %	12,674	111
Some College (no degree)	30.7 %	34.8 %	17.9 %	8.6 %	8.0 %	77,715	657
Associate's Degree	29.5 %	35.7 %	17.8 %	8.9 %	8.1 %	44,980	458
Bachelor's Degree	33.5 %	35.9 %	15.5 %	8.3 %	6.8 %	196,979	1,803
Master's Degree	35.4 %	34.3 %	14.8 %	8.5 %	7.0 %	148,978	1,445
Doctoral/Professional Degree	38.3 %	33.6 %	13.8 %	7.8 %	6.5 %	57,123	584

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>32.9 %</b>	<b>35.2 %</b>	<b>16.2 %</b>	<b>8.5 %</b>	<b>7.2 %</b>	<b>589,625</b>	<b>5,679</b>
<b>Pay Category</b>							
Federal Wage System	24.9 %	34.8 %	19.8 %	10.4 %	10.1 %	19,712	167
GS 1-6	30.0 %	35.0 %	17.8 %	8.4 %	8.7 %	24,336	299
GS 7-12	31.3 %	35.5 %	16.7 %	8.8 %	7.8 %	240,434	2,365
GS 13-15	37.3 %	34.6 %	14.3 %	7.7 %	6.0 %	231,085	1,915
SES	53.5 %	28.0 %	10.2 %	5.4 %	2.9 %	5,387	41
SL/ST	41.4 %	32.6 %	13.3 %	6.9 %	5.8 %	2,092	36
Other	29.2 %	36.9 %	17.8 %	8.9 %	7.2 %	46,411	543
<b>Time in Federal Government</b>							
< 1 year	44.3 %	36.5 %	11.9 %	4.6 %	2.6 %	10,604	240
1-3 years	38.3 %	35.5 %	13.9 %	6.9 %	5.3 %	56,623	572
4-5 years	35.1 %	34.9 %	14.6 %	8.3 %	7.0 %	43,587	373
6-10 years	33.3 %	34.9 %	15.4 %	8.8 %	7.6 %	116,937	1,060
11-14 years	31.6 %	34.7 %	16.6 %	8.9 %	8.3 %	93,835	952
15-20 years	30.5 %	34.8 %	17.1 %	9.3 %	8.3 %	97,388	820
> 20 years	32.2 %	35.7 %	17.2 %	8.2 %	6.7 %	149,246	1,338
<b>Time with Current Agency</b>							
< 1 year	42.6 %	35.5 %	13.0 %	5.1 %	3.8 %	19,549	507
1-3 years	37.2 %	34.6 %	14.3 %	7.6 %	6.3 %	85,545	804
4-5 years	34.0 %	34.4 %	15.1 %	8.6 %	7.9 %	57,157	471
6-10 years	32.3 %	35.0 %	15.8 %	9.1 %	7.8 %	120,606	1,072
11-14 years	30.9 %	34.9 %	16.9 %	9.0 %	8.2 %	87,979	845
15-20 years	30.2 %	35.3 %	17.5 %	9.1 %	7.9 %	87,824	708
> 20 years	32.7 %	36.4 %	17.0 %	7.9 %	6.1 %	109,569	938
<b>Leaving</b>							
No	39.7 %	37.2 %	13.8 %	5.8 %	3.5 %	377,664	3,105
Yes, to retire	26.9 %	36.9 %	20.1 %	9.2 %	6.9 %	34,372	319
Yes, to other job in Govt	20.5 %	30.5 %	20.1 %	14.0 %	14.8 %	106,788	1,327
Yes, to other job outside Govt	19.2 %	29.5 %	19.2 %	14.9 %	17.2 %	23,493	268
Yes, other	18.0 %	29.2 %	21.9 %	13.9 %	17.1 %	25,987	328
<b>Retiring</b>							
Within 1 year	27.2 %	35.2 %	19.5 %	9.6 %	8.6 %	21,785	198
Between 1-3 years	28.7 %	37.0 %	18.7 %	8.9 %	6.7 %	58,572	527
Between 3-5 years	30.5 %	35.9 %	17.9 %	8.8 %	6.9 %	63,941	558
5 or more years	34.5 %	34.8 %	15.2 %	8.3 %	7.2 %	421,254	4,030
<b>Transgender</b>							
Yes	24.1 %	31.1 %	19.2 %	10.5 %	15.0 %	2,027	22
No	33.4 %	35.2 %	15.9 %	8.4 %	7.1 %	548,164	5,060

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>32.9 %</b>	<b>35.2 %</b>	<b>16.2 %</b>	<b>8.5 %</b>	<b>7.2 %</b>	<b>589,625</b>	<b>5,679</b>
<b>Consider Yourself as</b>							
Straight	33.6 %	35.3 %	15.8 %	8.3 %	7.0 %	514,602	4,649
Gay or Lesbian	35.1 %	32.7 %	15.1 %	9.0 %	8.2 %	11,948	102
Bisexual	31.2 %	32.5 %	15.8 %	10.5 %	10.1 %	6,049	69
Something else	24.7 %	31.8 %	19.6 %	11.2 %	12.7 %	10,518	150
<b>Military Service</b>							
No Prior Military Service	33.3 %	35.6 %	15.8 %	8.4 %	6.9 %	397,699	3,819
Currently in Guard/Reserves	33.5 %	35.0 %	15.1 %	8.0 %	8.3 %	10,653	120
Retired	35.0 %	34.9 %	16.3 %	7.6 %	6.2 %	75,803	604
Separated/Discharged	31.1 %	33.7 %	16.7 %	9.4 %	9.0 %	85,054	812
<b>Disability</b>							
Yes	31.9 %	31.6 %	16.8 %	9.3 %	10.3 %	78,914	875
No	33.5 %	35.9 %	15.8 %	8.2 %	6.6 %	479,929	4,315

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
All Responses	35.5 %	36.4 %	19.5 %	3.9 %	4.7 %	552,306	43,178
<b>Work Location</b>							
Headquarters	39.1 %	35.7 %	17.6 %	3.5 %	4.1 %	205,504	15,704
Field	34.0 %	36.8 %	20.2 %	4.1 %	5.0 %	324,683	25,624
<b>Supervisory Status</b>							
Senior Leader	58.5 %	28.1 %	8.7 %	1.9 %	2.7 %	9,592	163
Manager	45.8 %	35.5 %	13.1 %	2.8 %	2.9 %	38,023	990
Supervisor	38.0 %	38.9 %	16.5 %	3.2 %	3.4 %	74,042	3,180
Team Leader	36.5 %	36.5 %	19.1 %	3.8 %	4.0 %	76,454	5,949
Non-Supervisor	33.7 %	36.1 %	20.7 %	4.2 %	5.3 %	335,550	31,304
<b>Sex</b>							
Male	36.5 %	37.0 %	18.8 %	3.5 %	4.2 %	289,455	21,776
Female	35.2 %	35.5 %	19.6 %	4.5 %	5.2 %	229,858	17,521
<b>Hispanic or Latino</b>							
Yes	34.6 %	34.0 %	20.2 %	4.8 %	6.5 %	52,308	3,134
No	36.1 %	36.8 %	19.0 %	3.8 %	4.4 %	469,517	36,580
<b>Race</b>							
American Indian/Alaska Native	27.2 %	35.0 %	23.0 %	6.5 %	8.3 %	12,471	625
Asian	35.8 %	38.8 %	17.9 %	3.5 %	4.1 %	29,496	1,692
Black/AfricanAmerican	34.7 %	34.7 %	19.9 %	4.8 %	6.0 %	75,103	4,324
Native Hawaiian/Pacific Islander	30.9 %	36.3 %	21.5 %	4.7 %	6.7 %	3,796	185
White	36.8 %	37.0 %	18.7 %	3.5 %	4.0 %	364,968	29,455
Two or more races (Not Hispanic/Latino)	35.3 %	31.9 %	21.0 %	4.7 %	7.2 %	21,665	1,886
<b>Age Group</b>							
25 and under	38.5 %	39.6 %	16.2 %	2.9 %	2.9 %	6,754	488
26-29 years old	37.2 %	38.2 %	16.2 %	3.8 %	4.7 %	15,827	1,194
30-39 years old	37.4 %	35.7 %	17.7 %	4.1 %	5.2 %	103,704	8,803
40-49 years old	36.2 %	35.7 %	18.9 %	3.9 %	5.3 %	135,782	10,264
50-59 years old	35.5 %	36.5 %	20.0 %	3.8 %	4.3 %	179,805	12,951
60 or older	33.6 %	38.0 %	21.2 %	3.7 %	3.4 %	80,186	5,988
<b>Level of Education</b>							
Less than High School	26.8 %	33.2 %	25.7 %	5.4 %	8.9 %	462	26
H.S. Diploma/GED or equiv	29.9 %	38.2 %	22.2 %	4.5 %	5.2 %	23,235	1,179
Trade/Technical Certificate	28.5 %	36.1 %	23.7 %	5.7 %	6.0 %	12,078	719
Some College (no degree)	31.8 %	35.9 %	22.1 %	4.6 %	5.6 %	73,847	4,578
Associate's Degree	31.1 %	36.8 %	21.8 %	4.6 %	5.7 %	42,621	2,847
Bachelor's Degree	36.3 %	37.3 %	18.7 %	3.6 %	4.2 %	183,860	15,007
Master's Degree	39.3 %	35.8 %	17.1 %	3.5 %	4.3 %	139,463	11,019
Doctoral/Professional Degree	42.9 %	34.0 %	16.5 %	2.9 %	3.7 %	52,499	5,228



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>35.5 %</b>	<b>36.4 %</b>	<b>19.5 %</b>	<b>3.9 %</b>	<b>4.7 %</b>	<b>552,306</b>	<b>43,178</b>
<b>Pay Category</b>							
Federal Wage System	25.5 %	36.1 %	25.1 %	6.0 %	7.3 %	18,668	1,225
GS 1-6	30.5 %	35.8 %	22.2 %	4.9 %	6.7 %	23,121	1,517
GS 7-12	33.0 %	36.8 %	20.6 %	4.3 %	5.3 %	225,001	17,957
GS 13-15	41.5 %	35.9 %	16.3 %	2.9 %	3.4 %	216,155	16,904
SES	62.8 %	26.2 %	7.8 %	1.8 %	1.5 %	5,324	100
SL/ST	48.0 %	33.9 %	13.2 %	2.1 %	2.8 %	2,000	130
Other	31.7 %	37.8 %	21.7 %	4.2 %	4.7 %	43,359	3,613
<b>Time in Federal Government</b>							
< 1 year	44.7 %	37.9 %	14.0 %	1.9 %	1.5 %	9,989	861
1-3 years	39.4 %	37.0 %	16.9 %	3.2 %	3.5 %	53,205	3,999
4-5 years	37.2 %	36.2 %	18.0 %	4.0 %	4.6 %	40,822	3,145
6-10 years	36.2 %	36.2 %	18.8 %	4.0 %	4.8 %	109,139	8,913
11-14 years	34.5 %	36.0 %	20.2 %	4.1 %	5.3 %	87,739	7,084
15-20 years	33.2 %	36.3 %	20.6 %	4.4 %	5.5 %	91,363	6,904
> 20 years	35.3 %	36.5 %	20.1 %	3.8 %	4.3 %	140,230	10,432
<b>Time with Current Agency</b>							
< 1 year	44.1 %	36.4 %	14.6 %	2.4 %	2.5 %	18,512	1,549
1-3 years	39.0 %	35.9 %	17.3 %	3.6 %	4.3 %	80,444	5,914
4-5 years	36.3 %	35.9 %	18.6 %	4.2 %	5.1 %	53,622	4,020
6-10 years	35.2 %	36.3 %	19.4 %	4.1 %	5.0 %	112,554	9,172
11-14 years	33.7 %	36.1 %	20.7 %	4.1 %	5.3 %	82,203	6,677
15-20 years	32.9 %	36.7 %	20.9 %	4.3 %	5.2 %	82,420	6,170
> 20 years	35.9 %	37.2 %	19.7 %	3.4 %	3.8 %	102,748	7,828
<b>Leaving</b>							
No	41.7 %	37.5 %	16.2 %	2.4 %	2.1 %	356,866	24,045
Yes, to retire	30.1 %	38.6 %	22.5 %	4.5 %	4.3 %	32,108	2,603
Yes, to other job in Govt	23.9 %	33.7 %	25.4 %	7.0 %	10.0 %	98,615	9,573
Yes, to other job outside Govt	24.5 %	33.5 %	23.9 %	6.8 %	11.2 %	21,283	2,491
Yes, other	21.5 %	31.9 %	27.8 %	7.1 %	11.7 %	23,718	2,621
<b>Retiring</b>							
Within 1 year	30.8 %	36.9 %	22.3 %	4.6 %	5.5 %	20,346	1,660
Between 1-3 years	32.0 %	38.1 %	21.7 %	4.0 %	4.2 %	54,884	4,253
Between 3-5 years	33.3 %	37.3 %	21.0 %	4.1 %	4.4 %	60,272	4,302
5 or more years	37.0 %	36.1 %	18.5 %	3.8 %	4.7 %	394,568	30,852
<b>Transgender</b>							
Yes	28.0 %	29.4 %	23.7 %	5.9 %	13.0 %	1,878	170
No	36.0 %	36.5 %	19.1 %	3.9 %	4.6 %	514,823	38,724

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>35.5 %</b>	<b>36.4 %</b>	<b>19.5 %</b>	<b>3.9 %</b>	<b>4.7 %</b>	<b>552,306</b>	<b>43,178</b>
<b>Consider Yourself as</b>							
Straight	36.2 %	36.6 %	19.0 %	3.8 %	4.5 %	483,826	35,711
Gay or Lesbian	37.9 %	34.0 %	17.7 %	4.7 %	5.7 %	11,245	813
Bisexual	33.0 %	33.6 %	20.5 %	5.7 %	7.2 %	5,634	493
Something else	27.8 %	32.8 %	24.5 %	5.5 %	9.3 %	9,653	1,014
<b>Military Service</b>							
No Prior Military Service	35.8 %	36.7 %	19.1 %	3.9 %	4.5 %	371,192	30,402
Currently in Guard/Reserves	36.5 %	37.1 %	17.2 %	3.8 %	5.5 %	10,202	577
Retired	38.1 %	36.4 %	18.5 %	3.4 %	3.6 %	72,378	4,122
Separated/Discharged	33.7 %	35.0 %	20.9 %	4.4 %	6.0 %	79,609	6,338
<b>Disability</b>							
Yes	34.7 %	32.9 %	20.6 %	4.7 %	7.1 %	74,526	5,344
No	36.1 %	37.0 %	18.9 %	3.7 %	4.2 %	449,749	34,706

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
All Responses	30.9 %	36.2 %	17.3 %	8.9 %	6.7 %	592,663	3,241
<b>Work Location</b>							
Headquarters	33.6 %	35.6 %	16.2 %	8.5 %	6.1 %	220,177	1,177
Field	29.8 %	36.5 %	17.6 %	9.1 %	7.0 %	348,711	1,850
<b>Supervisory Status</b>							
Senior Leader	49.0 %	30.5 %	11.6 %	5.0 %	3.8 %	9,711	42
Manager	37.8 %	35.4 %	14.5 %	7.4 %	4.9 %	38,937	92
Supervisor	32.5 %	37.6 %	16.1 %	8.4 %	5.4 %	76,931	327
Team Leader	31.2 %	36.2 %	17.2 %	9.2 %	6.3 %	82,095	356
Non-Supervisor	29.9 %	36.1 %	17.6 %	9.1 %	7.3 %	364,922	2,242
<b>Sex</b>							
Male	31.5 %	36.9 %	16.9 %	8.3 %	6.3 %	309,913	1,463
Female	31.2 %	35.1 %	17.1 %	9.5 %	7.0 %	246,145	1,435
<b>Hispanic or Latino</b>							
Yes	31.8 %	33.9 %	17.3 %	8.8 %	8.2 %	55,201	264
No	31.3 %	36.5 %	17.0 %	8.8 %	6.4 %	503,715	2,678
<b>Race</b>							
American Indian/Alaska Native	25.6 %	34.5 %	19.9 %	10.3 %	9.6 %	13,038	73
Asian	33.6 %	38.9 %	16.6 %	5.8 %	5.2 %	31,027	185
Black/AfricanAmerican	32.9 %	36.3 %	15.8 %	7.9 %	7.1 %	79,112	384
Native Hawaiian/Pacific Islander	28.6 %	36.3 %	19.7 %	7.7 %	7.8 %	3,963	22
White	31.3 %	36.3 %	17.0 %	9.2 %	6.3 %	392,604	2,012
Two or more races (Not Hispanic/Latino)	30.8 %	32.8 %	18.3 %	9.2 %	9.0 %	23,388	163
<b>Age Group</b>							
25 and under	37.0 %	37.9 %	14.2 %	7.0 %	3.9 %	7,198	46
26-29 years old	34.6 %	37.4 %	13.8 %	8.2 %	6.0 %	16,941	92
30-39 years old	33.0 %	35.5 %	14.9 %	9.3 %	7.3 %	111,947	615
40-49 years old	31.6 %	35.7 %	16.3 %	9.0 %	7.4 %	145,367	763
50-59 years old	30.5 %	36.3 %	18.2 %	8.6 %	6.3 %	191,968	946
60 or older	28.6 %	37.6 %	20.2 %	8.3 %	5.4 %	85,749	469
<b>Level of Education</b>							
Less than High School	25.7 %	34.9 %	20.9 %	7.6 %	10.8 %	483	6
H.S. Diploma/GED or equiv	28.8 %	38.4 %	18.7 %	7.8 %	6.3 %	24,324	122
Trade/Technical Certificate	26.4 %	37.1 %	19.7 %	9.2 %	7.7 %	12,747	62
Some College (no degree)	29.3 %	35.9 %	18.4 %	9.0 %	7.4 %	78,140	366
Associate's Degree	28.2 %	36.6 %	18.5 %	9.1 %	7.4 %	45,269	246
Bachelor's Degree	31.5 %	36.8 %	16.6 %	8.8 %	6.3 %	197,920	1,051
Master's Degree	32.8 %	35.5 %	16.2 %	9.0 %	6.6 %	149,723	822
Doctoral/Professional Degree	35.4 %	34.6 %	15.5 %	8.5 %	5.9 %	57,460	305

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>30.9 %</b>	<b>36.2 %</b>	<b>17.3 %</b>	<b>8.9 %</b>	<b>6.7 %</b>	<b>592,663</b>	<b>3,241</b>
<b>Pay Category</b>							
Federal Wage System	23.8 %	35.7 %	20.1 %	10.9 %	9.6 %	19,832	80
GS 1-6	29.1 %	35.8 %	18.3 %	8.6 %	8.3 %	24,528	151
GS 7-12	29.7 %	36.4 %	17.5 %	9.1 %	7.2 %	241,702	1,431
GS 13-15	34.5 %	35.7 %	15.9 %	8.3 %	5.6 %	232,135	1,049
SES	49.7 %	29.8 %	11.6 %	6.0 %	3.0 %	5,403	21
SL/ST	38.0 %	32.8 %	15.6 %	8.6 %	5.0 %	2,118	14
Other	27.8 %	38.6 %	18.3 %	8.9 %	6.4 %	46,716	307
<b>Time in Federal Government</b>							
< 1 year	42.4 %	36.8 %	12.8 %	5.5 %	2.5 %	10,755	99
1-3 years	36.6 %	37.0 %	13.9 %	7.5 %	5.1 %	56,952	299
4-5 years	33.3 %	36.1 %	15.3 %	8.9 %	6.5 %	43,793	211
6-10 years	31.5 %	35.9 %	16.5 %	9.1 %	7.0 %	117,491	603
11-14 years	29.7 %	35.8 %	17.5 %	9.4 %	7.5 %	94,368	520
15-20 years	28.5 %	35.8 %	18.5 %	9.5 %	7.7 %	97,862	486
> 20 years	29.8 %	36.5 %	18.9 %	8.7 %	6.3 %	149,973	827
<b>Time with Current Agency</b>							
< 1 year	40.9 %	35.9 %	13.6 %	6.0 %	3.6 %	19,845	237
1-3 years	35.7 %	35.8 %	14.5 %	8.0 %	6.0 %	86,012	412
4-5 years	32.2 %	35.5 %	15.9 %	9.2 %	7.2 %	57,418	269
6-10 years	30.5 %	36.0 %	16.9 %	9.3 %	7.2 %	121,158	618
11-14 years	28.8 %	36.1 %	18.1 %	9.5 %	7.5 %	88,443	476
15-20 years	28.1 %	36.3 %	18.9 %	9.4 %	7.3 %	88,244	435
> 20 years	30.1 %	37.1 %	18.8 %	8.4 %	5.6 %	110,075	598
<b>Leaving</b>							
No	37.2 %	38.2 %	14.9 %	6.3 %	3.3 %	379,315	1,832
Yes, to retire	24.6 %	36.9 %	22.3 %	9.7 %	6.5 %	34,562	187
Yes, to other job in Govt	19.7 %	31.7 %	20.6 %	14.2 %	13.8 %	107,571	679
Yes, to other job outside Govt	18.2 %	31.6 %	19.9 %	15.1 %	15.3 %	23,661	140
Yes, other	17.4 %	30.8 %	22.6 %	13.9 %	15.3 %	26,150	207
<b>Retiring</b>							
Within 1 year	24.6 %	35.5 %	21.7 %	10.0 %	8.2 %	21,907	109
Between 1-3 years	26.7 %	37.2 %	20.6 %	9.4 %	6.1 %	58,894	311
Between 3-5 years	28.2 %	36.8 %	19.5 %	9.1 %	6.4 %	64,300	299
5 or more years	32.5 %	36.0 %	16.1 %	8.7 %	6.7 %	423,405	2,304
<b>Transgender</b>							
Yes	23.8 %	31.8 %	19.9 %	10.6 %	13.9 %	2,027	23
No	31.4 %	36.2 %	17.0 %	8.8 %	6.6 %	550,992	2,862

2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
All Responses	30.9 %	36.2 %	17.3 %	8.9 %	6.7 %	592,663	3,241
<b>Consider Yourself as</b>							
Straight	31.6 %	36.4 %	16.9 %	8.7 %	6.4 %	517,214	2,625
Gay or Lesbian	32.7 %	34.1 %	15.5 %	10.1 %	7.6 %	12,004	53
Bisexual	29.2 %	33.5 %	16.3 %	11.1 %	10.0 %	6,083	43
Something else	23.7 %	33.2 %	20.9 %	10.4 %	11.9 %	10,569	107
<b>Military Service</b>							
No Prior Military Service	31.1 %	36.8 %	16.9 %	8.8 %	6.4 %	399,724	2,221
Currently in Guard/Reserves	32.0 %	36.0 %	15.4 %	8.8 %	7.8 %	10,716	60
Retired	33.0 %	35.4 %	17.7 %	8.2 %	5.8 %	76,209	333
Separated/Discharged	29.8 %	34.7 %	17.6 %	9.5 %	8.4 %	85,531	433
<b>Disability</b>							
Yes	30.7 %	32.4 %	17.7 %	9.6 %	9.6 %	79,425	489
No	31.4 %	36.9 %	16.9 %	8.7 %	6.1 %	482,321	2,452

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
All Responses	33.4 %	37.6 %	15.6 %	6.9 %	6.5 %	587,801	8,065
<b>Work Location</b>							
Headquarters	37.1 %	37.4 %	13.9 %	6.0 %	5.6 %	218,517	2,819
Field	31.8 %	37.6 %	16.2 %	7.4 %	7.0 %	345,800	4,751
<b>Supervisory Status</b>							
Senior Leader	56.9 %	31.2 %	6.9 %	2.3 %	2.6 %	9,711	39
Manager	44.0 %	40.0 %	9.4 %	3.7 %	3.0 %	38,864	160
Supervisor	36.6 %	41.4 %	12.9 %	5.0 %	4.0 %	76,754	502
Team Leader	33.6 %	38.2 %	15.1 %	7.1 %	6.0 %	81,562	895
Non-Supervisor	31.7 %	36.5 %	16.7 %	7.6 %	7.5 %	361,070	6,072
<b>Sex</b>							
Male	34.2 %	38.1 %	15.0 %	6.5 %	6.2 %	307,893	3,449
Female	33.6 %	36.7 %	15.7 %	7.3 %	6.7 %	243,860	3,725
<b>Hispanic or Latino</b>							
Yes	32.6 %	33.8 %	17.2 %	8.0 %	8.5 %	54,724	745
No	34.1 %	38.0 %	15.0 %	6.7 %	6.1 %	499,799	6,566
<b>Race</b>							
American Indian/Alaska Native	25.6 %	34.4 %	20.4 %	9.3 %	10.4 %	12,920	183
Asian	35.8 %	39.0 %	14.7 %	5.3 %	5.2 %	30,809	388
Black/AfricanAmerican	33.7 %	36.6 %	16.0 %	6.6 %	7.2 %	78,276	1,190
Native Hawaiian/Pacific Islander	29.6 %	35.8 %	18.8 %	7.4 %	8.5 %	3,937	47
White	34.4 %	38.1 %	14.7 %	6.8 %	5.9 %	389,925	4,715
Two or more races (Not Hispanic/Latino)	32.4 %	33.0 %	17.1 %	8.3 %	9.1 %	23,127	424
<b>Age Group</b>							
25 and under	41.7 %	38.5 %	11.2 %	4.6 %	4.0 %	7,192	53
26-29 years old	38.6 %	36.8 %	12.5 %	6.2 %	5.9 %	16,897	133
30-39 years old	35.8 %	36.3 %	13.6 %	7.2 %	7.2 %	111,564	1,020
40-49 years old	33.8 %	36.8 %	15.0 %	7.2 %	7.2 %	144,420	1,703
50-59 years old	32.9 %	38.2 %	16.2 %	6.7 %	5.9 %	190,105	2,776
60 or older	31.2 %	39.7 %	17.7 %	6.5 %	5.0 %	84,653	1,560
<b>Level of Education</b>							
Less than High School	26.9 %	35.0 %	22.0 %	5.4 %	10.7 %	480	10
H.S. Diploma/GED or equiv	28.8 %	38.1 %	19.0 %	7.3 %	6.7 %	24,115	327
Trade/Technical Certificate	26.5 %	36.3 %	20.0 %	8.8 %	8.4 %	12,641	181
Some College (no degree)	29.5 %	36.2 %	18.4 %	8.0 %	7.8 %	77,350	1,129
Associate's Degree	28.8 %	36.9 %	18.1 %	8.1 %	8.0 %	44,874	630
Bachelor's Degree	34.4 %	38.3 %	14.6 %	6.7 %	6.0 %	196,483	2,520
Master's Degree	37.1 %	37.9 %	13.2 %	6.1 %	5.7 %	148,733	1,792
Doctoral/Professional Degree	40.0 %	36.3 %	12.7 %	5.6 %	5.4 %	56,892	864

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>33.4 %</b>	<b>37.6 %</b>	<b>15.6 %</b>	<b>6.9 %</b>	<b>6.5 %</b>	<b>587,801</b>	<b>8,065</b>
<b>Pay Category</b>							
Federal Wage System	23.1 %	35.6 %	20.7 %	10.3 %	10.4 %	19,678	226
GS 1-6	29.0 %	34.0 %	19.2 %	8.3 %	9.4 %	24,201	473
GS 7-12	31.2 %	37.1 %	16.6 %	7.6 %	7.4 %	239,605	3,532
GS 13-15	39.1 %	38.6 %	12.4 %	5.3 %	4.6 %	230,545	2,640
SES	60.9 %	29.9 %	5.7 %	2.2 %	1.4 %	5,412	12
SL/ST	44.1 %	36.6 %	11.2 %	4.1 %	3.9 %	2,096	34
Other	29.7 %	38.6 %	17.7 %	7.5 %	6.5 %	46,307	703
<b>Time in Federal Government</b>							
< 1 year	46.2 %	37.5 %	10.6 %	3.3 %	2.4 %	10,712	143
1-3 years	39.4 %	36.9 %	13.1 %	5.6 %	4.9 %	56,700	541
4-5 years	35.5 %	36.3 %	14.5 %	7.2 %	6.5 %	43,524	483
6-10 years	33.7 %	37.1 %	15.1 %	7.2 %	6.9 %	116,729	1,379
11-14 years	31.9 %	37.1 %	16.0 %	7.6 %	7.5 %	93,629	1,261
15-20 years	30.9 %	37.4 %	16.6 %	7.7 %	7.5 %	96,997	1,335
> 20 years	32.9 %	38.9 %	16.1 %	6.3 %	5.7 %	148,311	2,477
<b>Time with Current Agency</b>							
< 1 year	44.7 %	36.5 %	11.5 %	4.0 %	3.3 %	19,704	367
1-3 years	38.2 %	36.2 %	13.6 %	6.2 %	5.8 %	85,519	902
4-5 years	34.4 %	35.9 %	15.0 %	7.5 %	7.2 %	57,052	648
6-10 years	32.6 %	37.3 %	15.6 %	7.4 %	7.1 %	120,304	1,489
11-14 years	31.0 %	37.5 %	16.4 %	7.7 %	7.5 %	87,715	1,220
15-20 years	30.4 %	38.1 %	16.9 %	7.5 %	7.0 %	87,469	1,177
> 20 years	33.6 %	39.8 %	15.7 %	5.9 %	5.1 %	108,841	1,811
<b>Leaving</b>							
No	40.5 %	39.2 %	12.8 %	4.5 %	3.0 %	376,798	4,277
Yes, to retire	27.6 %	40.6 %	19.0 %	7.0 %	5.8 %	34,048	698
Yes, to other job in Govt	20.4 %	33.5 %	20.2 %	12.2 %	13.7 %	106,578	1,706
Yes, to other job outside Govt	20.2 %	33.2 %	19.2 %	12.0 %	15.3 %	23,431	379
Yes, other	18.1 %	31.6 %	22.6 %	12.1 %	15.6 %	25,829	540
<b>Retiring</b>							
Within 1 year	27.7 %	39.2 %	18.6 %	7.3 %	7.2 %	21,610	404
Between 1-3 years	29.4 %	40.0 %	17.9 %	6.9 %	5.8 %	58,144	1,058
Between 3-5 years	30.7 %	39.0 %	17.2 %	7.2 %	5.9 %	63,628	954
5 or more years	35.1 %	37.0 %	14.6 %	6.8 %	6.5 %	420,584	5,130
<b>Transgender</b>							
Yes	25.4 %	30.9 %	21.0 %	8.0 %	14.7 %	2,007	45
No	34.0 %	37.5 %	15.3 %	6.9 %	6.4 %	546,740	7,086

2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>33.4 %</b>	<b>37.6 %</b>	<b>15.6 %</b>	<b>6.9 %</b>	<b>6.5 %</b>	<b>587,801</b>	<b>8,065</b>
<b>Consider Yourself as</b>							
Straight	34.2 %	37.7 %	15.1 %	6.8 %	6.2 %	513,322	6,477
Gay or Lesbian	35.6 %	35.0 %	14.6 %	7.6 %	7.2 %	11,896	164
Bisexual	31.5 %	34.8 %	16.0 %	8.6 %	9.1 %	6,054	79
Something else	25.1 %	33.6 %	20.2 %	8.9 %	12.1 %	10,437	247
<b>Military Service</b>							
No Prior Military Service	34.2 %	38.0 %	14.9 %	6.7 %	6.2 %	396,472	5,454
Currently in Guard/Reserves	33.8 %	37.7 %	14.0 %	7.0 %	7.4 %	10,674	109
Retired	34.9 %	37.7 %	15.7 %	6.4 %	5.2 %	75,655	860
Separated/Discharged	30.9 %	35.5 %	17.0 %	8.1 %	8.5 %	84,782	1,202
<b>Disability</b>							
Yes	31.7 %	33.2 %	17.1 %	8.3 %	9.7 %	78,634	1,300
No	34.2 %	38.3 %	15.0 %	6.6 %	5.8 %	478,692	6,030

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>42.2 %</b>	<b>37.4 %</b>	<b>10.5 %</b>	<b>6.1 %</b>	<b>3.8 %</b>	<b>594,429</b>
<b>Work Location</b>						
Headquarters	46.0 %	35.8 %	9.4 %	5.4 %	3.4 %	221,143
Field	40.5 %	38.1 %	10.9 %	6.4 %	4.1 %	350,295
<b>Supervisory Status</b>						
Senior Leader	62.2 %	26.8 %	5.6 %	3.3 %	2.2 %	9,747
Manager	51.4 %	33.9 %	7.3 %	4.8 %	2.6 %	39,016
Supervisor	44.9 %	37.8 %	8.9 %	5.4 %	3.0 %	77,214
Team Leader	44.0 %	37.6 %	9.3 %	5.6 %	3.4 %	82,410
Non-Supervisor	40.4 %	37.7 %	11.3 %	6.4 %	4.2 %	366,780
<b>Sex</b>						
Male	43.2 %	37.8 %	9.8 %	5.6 %	3.5 %	311,145
Female	42.0 %	36.5 %	10.9 %	6.5 %	4.0 %	247,351
<b>Hispanic or Latino</b>						
Yes	40.3 %	35.9 %	12.2 %	6.9 %	4.7 %	55,415
No	42.9 %	37.5 %	10.1 %	5.9 %	3.6 %	505,976
<b>Race</b>						
American Indian/Alaska Native	32.3 %	36.5 %	16.7 %	8.3 %	6.2 %	13,088
Asian	42.8 %	38.8 %	10.6 %	4.7 %	3.1 %	31,181
Black/AfricanAmerican	41.6 %	37.9 %	10.8 %	5.7 %	4.1 %	79,335
Native Hawaiian/Pacific Islander	35.2 %	39.3 %	14.4 %	6.4 %	4.7 %	3,974
White	43.7 %	37.2 %	9.7 %	6.0 %	3.5 %	394,383
Two or more races (Not Hispanic/Latino)	40.6 %	35.5 %	11.7 %	6.9 %	5.3 %	23,549
<b>Age Group</b>						
25 and under	47.6 %	36.2 %	9.4 %	4.7 %	2.2 %	7,251
26-29 years old	45.9 %	36.7 %	9.1 %	5.2 %	3.2 %	17,037
30-39 years old	44.9 %	35.9 %	9.3 %	5.8 %	4.1 %	112,589
40-49 years old	42.6 %	36.7 %	10.1 %	6.4 %	4.2 %	146,089
50-59 years old	41.6 %	38.0 %	10.8 %	6.0 %	3.6 %	192,686
60 or older	40.4 %	39.5 %	11.3 %	5.7 %	3.2 %	85,987
<b>Level of Education</b>						
Less than High School	31.2 %	35.5 %	19.2 %	9.0 %	5.1 %	485
H.S. Diploma/GED or equiv	36.1 %	40.2 %	13.5 %	6.2 %	4.0 %	24,398

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>42.2 %</b>	<b>37.4 %</b>	<b>10.5 %</b>	<b>6.1 %</b>	<b>3.8 %</b>	<b>594,429</b>
Trade/Technical Certificate	34.1 %	39.7 %	13.8 %	7.7 %	4.7 %	12,794
Some College (no degree)	37.4 %	38.5 %	12.6 %	7.0 %	4.4 %	78,410
Associate's Degree	36.7 %	39.5 %	12.3 %	7.1 %	4.4 %	45,456
Bachelor's Degree	43.2 %	37.7 %	9.9 %	5.7 %	3.6 %	198,842
Master's Degree	46.2 %	36.0 %	8.8 %	5.5 %	3.5 %	150,479
Doctoral/Professional Degree	51.3 %	33.0 %	7.5 %	5.0 %	3.3 %	57,718
<b>Pay Category</b>						
Federal Wage System	31.6 %	40.4 %	14.0 %	8.5 %	5.5 %	19,866
GS 1-6	36.9 %	36.9 %	13.8 %	7.3 %	5.1 %	24,641
GS 7-12	39.6 %	38.4 %	11.4 %	6.5 %	4.2 %	242,921
GS 13-15	48.5 %	35.3 %	8.1 %	5.1 %	3.0 %	233,058
SES	66.6 %	24.1 %	4.7 %	2.9 %	1.6 %	5,427
SL/ST	55.3 %	30.2 %	7.4 %	4.0 %	3.2 %	2,125
Other	38.4 %	40.3 %	11.7 %	6.1 %	3.5 %	46,971
<b>Time in Federal Government</b>						
< 1 year	53.8 %	34.1 %	7.8 %	3.1 %	1.2 %	10,852
1-3 years	47.4 %	36.2 %	9.0 %	4.7 %	2.7 %	57,244
4-5 years	44.6 %	36.2 %	9.8 %	5.9 %	3.5 %	43,995
6-10 years	43.1 %	37.0 %	10.0 %	6.0 %	3.9 %	118,043
11-14 years	40.8 %	37.6 %	10.7 %	6.6 %	4.4 %	94,825
15-20 years	39.4 %	38.2 %	11.2 %	6.9 %	4.4 %	98,222
> 20 years	41.5 %	37.9 %	10.9 %	5.9 %	3.7 %	150,582
<b>Time with Current Agency</b>						
< 1 year	51.8 %	34.2 %	8.3 %	3.6 %	2.1 %	20,062
1-3 years	46.2 %	35.7 %	9.4 %	5.4 %	3.3 %	86,409
4-5 years	43.2 %	36.2 %	10.2 %	6.3 %	4.1 %	57,669
6-10 years	41.9 %	37.3 %	10.4 %	6.3 %	4.1 %	121,690
11-14 years	40.0 %	38.0 %	11.0 %	6.6 %	4.4 %	88,863
15-20 years	39.1 %	38.7 %	11.3 %	6.7 %	4.2 %	88,544
> 20 years	42.6 %	38.2 %	10.4 %	5.6 %	3.3 %	110,525
<b>Leaving</b>						
No	49.4 %	36.9 %	8.1 %	3.7 %	1.8 %	380,860

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>42.2 %</b>	<b>37.4 %</b>	<b>10.5 %</b>	<b>6.1 %</b>	<b>3.8 %</b>	<b>594,429</b>
Yes, to retire	36.7 %	40.0 %	12.8 %	6.8 %	3.8 %	34,683
Yes, to other job in Govt	28.7 %	37.8 %	14.9 %	10.9 %	7.7 %	108,183
Yes, to other job outside Govt	29.3 %	37.7 %	13.1 %	11.3 %	8.6 %	23,771
Yes, other	25.9 %	36.7 %	16.6 %	11.2 %	9.6 %	26,331
<b>Retiring</b>						
Within 1 year	37.1 %	38.4 %	12.4 %	7.2 %	4.8 %	21,966
Between 1-3 years	38.7 %	39.3 %	12.0 %	6.5 %	3.5 %	59,068
Between 3-5 years	39.5 %	39.1 %	11.4 %	6.3 %	3.7 %	64,539
5 or more years	43.7 %	36.8 %	9.9 %	5.9 %	3.8 %	425,484
<b>Transgender</b>						
Yes	31.0 %	36.8 %	14.8 %	9.2 %	8.1 %	2,050
No	42.7 %	37.3 %	10.3 %	6.0 %	3.7 %	553,403
<b>Consider Yourself as</b>						
Straight	42.9 %	37.4 %	10.1 %	5.9 %	3.7 %	519,415
Gay or Lesbian	45.4 %	34.1 %	9.8 %	6.5 %	4.2 %	12,056
Bisexual	41.5 %	34.2 %	11.2 %	7.7 %	5.5 %	6,121
Something else	32.2 %	37.3 %	14.7 %	8.8 %	7.0 %	10,663
<b>Military Service</b>						
No Prior Military Service	43.1 %	37.3 %	10.1 %	5.9 %	3.7 %	401,636
Currently in Guard/Reserves	41.6 %	37.2 %	10.5 %	6.4 %	4.3 %	10,782
Retired	43.6 %	37.7 %	10.1 %	5.5 %	3.1 %	76,428
Separated/Discharged	39.4 %	37.2 %	11.5 %	7.0 %	4.9 %	85,892
<b>Disability</b>						
Yes	39.4 %	35.1 %	12.2 %	7.6 %	5.8 %	79,803
No	43.2 %	37.7 %	10.0 %	5.7 %	3.4 %	484,418

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>48.0 %</b>	<b>36.3 %</b>	<b>8.5 %</b>	<b>3.9 %</b>	<b>3.2 %</b>	<b>594,280</b>
<b>Work Location</b>						
Headquarters	51.7 %	34.1 %	7.7 %	3.6 %	3.0 %	221,110
Field	46.5 %	37.3 %	8.8 %	4.0 %	3.4 %	350,159
<b>Supervisory Status</b>						
Senior Leader	67.1 %	23.8 %	4.5 %	2.4 %	2.1 %	9,742
Manager	57.0 %	31.1 %	6.1 %	3.4 %	2.4 %	38,994
Supervisor	50.6 %	35.8 %	7.3 %	3.6 %	2.7 %	77,187
Team Leader	49.9 %	36.0 %	7.7 %	3.5 %	2.9 %	82,390
Non-Supervisor	46.3 %	37.0 %	9.1 %	4.1 %	3.5 %	366,708
<b>Sex</b>						
Male	49.7 %	36.1 %	7.8 %	3.5 %	2.9 %	311,064
Female	47.1 %	36.0 %	9.0 %	4.3 %	3.6 %	247,294
<b>Hispanic or Latino</b>						
Yes	46.9 %	35.8 %	9.4 %	4.2 %	3.7 %	55,407
No	48.8 %	36.1 %	8.2 %	3.8 %	3.1 %	505,836
<b>Race</b>						
American Indian/Alaska Native	36.8 %	37.5 %	14.2 %	5.8 %	5.6 %	13,095
Asian	47.6 %	38.0 %	8.8 %	3.1 %	2.6 %	31,192
Black/AfricanAmerican	46.6 %	37.3 %	8.7 %	3.8 %	3.6 %	79,365
Native Hawaiian/Pacific Islander	40.4 %	40.6 %	10.6 %	4.6 %	3.8 %	3,981
White	49.9 %	35.6 %	7.7 %	3.7 %	3.0 %	394,196
Two or more races (Not Hispanic/Latino)	46.4 %	34.4 %	10.2 %	4.4 %	4.6 %	23,547
<b>Age Group</b>						
25 and under	55.2 %	34.0 %	6.6 %	2.3 %	1.9 %	7,247
26-29 years old	53.4 %	34.0 %	7.3 %	3.0 %	2.4 %	17,029
30-39 years old	51.7 %	34.4 %	7.4 %	3.4 %	3.1 %	112,505
40-49 years old	48.2 %	36.0 %	8.3 %	3.9 %	3.6 %	146,017
50-59 years old	47.1 %	36.8 %	8.7 %	4.1 %	3.2 %	192,660
60 or older	46.0 %	38.0 %	9.1 %	4.0 %	2.9 %	86,044
<b>Level of Education</b>						
Less than High School	36.0 %	34.1 %	17.2 %	7.7 %	5.1 %	489
H.S. Diploma/GED or equiv	41.0 %	41.3 %	10.4 %	4.0 %	3.4 %	24,397

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>48.0 %</b>	<b>36.3 %</b>	<b>8.5 %</b>	<b>3.9 %</b>	<b>3.2 %</b>	<b>594,280</b>
Trade/Technical Certificate	39.1 %	41.1 %	10.9 %	4.7 %	4.2 %	12,795
Some College (no degree)	42.8 %	38.9 %	10.1 %	4.4 %	3.7 %	78,385
Associate's Degree	42.3 %	39.4 %	10.2 %	4.5 %	3.6 %	45,441
Bachelor's Degree	49.3 %	36.3 %	7.9 %	3.6 %	2.9 %	198,807
Master's Degree	52.3 %	33.7 %	7.2 %	3.7 %	3.1 %	150,413
Doctoral/Professional Degree	57.7 %	29.6 %	6.2 %	3.4 %	3.1 %	57,708
<b>Pay Category</b>						
Federal Wage System	36.7 %	41.7 %	11.6 %	5.1 %	4.8 %	19,882
GS 1-6	42.3 %	37.5 %	11.3 %	4.5 %	4.3 %	24,639
GS 7-12	45.5 %	37.9 %	9.1 %	4.1 %	3.5 %	242,865
GS 13-15	54.5 %	32.9 %	6.6 %	3.4 %	2.7 %	232,992
SES	72.7 %	18.9 %	4.2 %	2.6 %	1.6 %	5,427
SL/ST	61.4 %	27.7 %	5.7 %	2.5 %	2.7 %	2,125
Other	44.6 %	39.0 %	9.3 %	4.1 %	2.9 %	46,940
<b>Time in Federal Government</b>						
< 1 year	60.9 %	31.4 %	5.1 %	1.6 %	1.0 %	10,846
1-3 years	54.3 %	34.1 %	6.7 %	2.7 %	2.2 %	57,217
4-5 years	51.2 %	34.6 %	7.8 %	3.5 %	3.0 %	43,957
6-10 years	49.2 %	35.8 %	8.1 %	3.8 %	3.1 %	118,004
11-14 years	46.6 %	36.9 %	8.7 %	4.1 %	3.6 %	94,811
15-20 years	44.8 %	37.6 %	9.4 %	4.5 %	3.8 %	98,194
> 20 years	46.8 %	36.8 %	8.9 %	4.2 %	3.4 %	150,586
<b>Time with Current Agency</b>						
< 1 year	58.3 %	31.9 %	5.9 %	2.2 %	1.6 %	20,049
1-3 years	52.7 %	34.0 %	7.3 %	3.2 %	2.8 %	86,363
4-5 years	49.4 %	34.9 %	8.3 %	4.0 %	3.3 %	57,635
6-10 years	48.0 %	36.1 %	8.5 %	4.0 %	3.4 %	121,662
11-14 years	45.7 %	37.5 %	9.1 %	4.1 %	3.6 %	88,862
15-20 years	44.5 %	38.1 %	9.3 %	4.4 %	3.6 %	88,530
> 20 years	48.0 %	36.8 %	8.3 %	3.9 %	3.0 %	110,511
<b>Leaving</b>						
No	55.4 %	34.6 %	6.2 %	2.3 %	1.5 %	380,830

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>48.0 %</b>	<b>36.3 %</b>	<b>8.5 %</b>	<b>3.9 %</b>	<b>3.2 %</b>	<b>594,280</b>
Yes, to retire	42.3 %	39.4 %	10.4 %	4.7 %	3.3 %	34,691
Yes, to other job in Govt	34.4 %	39.3 %	12.6 %	7.1 %	6.7 %	108,105
Yes, to other job outside Govt	35.6 %	37.9 %	12.0 %	7.2 %	7.3 %	23,753
Yes, other	31.2 %	37.9 %	14.8 %	7.7 %	8.5 %	26,311
<b>Retiring</b>						
Within 1 year	42.6 %	37.5 %	10.2 %	5.2 %	4.4 %	21,980
Between 1-3 years	44.1 %	38.7 %	9.6 %	4.5 %	3.1 %	59,090
Between 3-5 years	45.1 %	38.0 %	9.2 %	4.2 %	3.4 %	64,537
5 or more years	49.8 %	35.5 %	8.0 %	3.6 %	3.1 %	425,319
<b>Transgender</b>						
Yes	36.4 %	36.8 %	12.4 %	7.0 %	7.4 %	2,050
No	48.6 %	36.1 %	8.3 %	3.8 %	3.2 %	553,265
<b>Consider Yourself as</b>						
Straight	48.9 %	36.1 %	8.2 %	3.7 %	3.1 %	519,291
Gay or Lesbian	52.0 %	32.3 %	7.4 %	4.7 %	3.6 %	12,051
Bisexual	46.9 %	33.5 %	9.9 %	5.1 %	4.6 %	6,118
Something else	37.0 %	37.9 %	13.1 %	6.1 %	6.0 %	10,664
<b>Military Service</b>						
No Prior Military Service	49.0 %	35.8 %	8.2 %	3.8 %	3.2 %	401,542
Currently in Guard/Reserves	48.1 %	35.6 %	8.6 %	3.9 %	3.8 %	10,774
Retired	49.2 %	36.6 %	8.1 %	3.4 %	2.6 %	76,418
Separated/Discharged	45.2 %	37.1 %	9.3 %	4.4 %	4.0 %	85,867
<b>Disability</b>						
Yes	44.6 %	34.9 %	10.3 %	5.2 %	5.0 %	79,799
No	49.2 %	36.3 %	8.0 %	3.6 %	2.9 %	484,284

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>41.2 %</b>	<b>40.8 %</b>	<b>8.6 %</b>	<b>6.2 %</b>	<b>3.2 %</b>	<b>594,433</b>
<b>Work Location</b>						
Headquarters	44.5 %	39.0 %	7.8 %	5.8 %	2.9 %	221,141
Field	39.9 %	41.7 %	8.7 %	6.3 %	3.4 %	350,302
<b>Supervisory Status</b>						
Senior Leader	58.0 %	28.2 %	6.7 %	4.7 %	2.3 %	9,751
Manager	48.5 %	35.5 %	7.4 %	5.9 %	2.7 %	39,004
Supervisor	42.5 %	39.6 %	8.3 %	6.6 %	2.9 %	77,206
Team Leader	42.8 %	40.3 %	7.9 %	6.0 %	3.0 %	82,413
Non-Supervisor	40.0 %	41.8 %	8.7 %	6.1 %	3.4 %	366,813
<b>Sex</b>						
Male	42.5 %	39.9 %	8.5 %	6.0 %	3.2 %	311,177
Female	40.8 %	41.7 %	8.2 %	6.3 %	3.1 %	247,331
<b>Hispanic or Latino</b>						
Yes	39.5 %	38.6 %	10.2 %	7.4 %	4.3 %	55,421
No	42.0 %	40.9 %	8.2 %	6.0 %	3.0 %	505,983
<b>Race</b>						
American Indian/Alaska Native	30.6 %	41.6 %	13.9 %	8.7 %	5.1 %	13,096
Asian	42.1 %	42.1 %	9.2 %	4.3 %	2.3 %	31,189
Black/AfricanAmerican	40.6 %	41.8 %	8.3 %	6.0 %	3.3 %	79,379
Native Hawaiian/Pacific Islander	33.2 %	44.0 %	12.2 %	6.4 %	4.2 %	3,974
White	42.7 %	40.1 %	7.9 %	6.1 %	3.0 %	394,354
Two or more races (Not Hispanic/Latino)	39.8 %	39.6 %	9.4 %	6.7 %	4.3 %	23,549
<b>Age Group</b>						
25 and under	48.9 %	38.3 %	6.4 %	4.5 %	1.9 %	7,249
26-29 years old	47.6 %	37.8 %	7.1 %	4.8 %	2.7 %	17,036
30-39 years old	45.2 %	38.1 %	7.5 %	5.8 %	3.4 %	112,543
40-49 years old	41.8 %	40.2 %	8.1 %	6.4 %	3.5 %	146,038
50-59 years old	40.0 %	41.8 %	8.8 %	6.3 %	3.0 %	192,741
60 or older	37.7 %	43.5 %	9.8 %	6.3 %	2.8 %	86,052
<b>Level of Education</b>						
Less than High School	29.4 %	40.9 %	14.6 %	9.0 %	6.1 %	485
H.S. Diploma/GED or equiv	34.4 %	43.5 %	11.4 %	7.1 %	3.5 %	24,407

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>41.2 %</b>	<b>40.8 %</b>	<b>8.6 %</b>	<b>6.2 %</b>	<b>3.2 %</b>	<b>594,433</b>
Trade/Technical Certificate	33.0 %	44.0 %	11.4 %	7.7 %	3.9 %	12,797
Some College (no degree)	36.4 %	42.0 %	10.4 %	7.2 %	4.0 %	78,411
Associate's Degree	36.0 %	43.1 %	10.0 %	7.1 %	3.8 %	45,463
Bachelor's Degree	42.5 %	41.0 %	7.8 %	5.7 %	2.9 %	198,864
Master's Degree	45.3 %	38.9 %	7.1 %	5.8 %	2.9 %	150,459
Doctoral/Professional Degree	49.3 %	36.9 %	6.6 %	4.9 %	2.3 %	57,704
<b>Pay Category</b>						
Federal Wage System	31.2 %	43.2 %	11.7 %	8.8 %	5.1 %	19,889
GS 1-6	36.4 %	41.5 %	10.6 %	7.1 %	4.4 %	24,648
GS 7-12	39.2 %	42.0 %	8.9 %	6.4 %	3.5 %	242,943
GS 13-15	46.7 %	38.2 %	7.1 %	5.5 %	2.5 %	233,047
SES	61.8 %	25.3 %	6.1 %	4.9 %	1.9 %	5,427
SL/ST	50.8 %	32.2 %	7.8 %	6.6 %	2.6 %	2,126
Other	37.9 %	44.3 %	9.1 %	5.8 %	2.8 %	46,942
<b>Time in Federal Government</b>						
< 1 year	52.9 %	35.4 %	6.6 %	3.3 %	1.8 %	10,842
1-3 years	48.0 %	37.8 %	6.9 %	4.8 %	2.5 %	57,233
4-5 years	44.6 %	39.1 %	7.6 %	5.6 %	3.1 %	43,982
6-10 years	42.5 %	40.3 %	7.9 %	6.1 %	3.2 %	118,030
11-14 years	40.0 %	41.1 %	8.6 %	6.6 %	3.6 %	94,814
15-20 years	38.1 %	42.1 %	9.2 %	7.0 %	3.6 %	98,246
> 20 years	39.3 %	42.1 %	9.3 %	6.3 %	3.0 %	150,626
<b>Time with Current Agency</b>						
< 1 year	50.0 %	35.3 %	8.4 %	4.2 %	2.1 %	20,051
1-3 years	46.6 %	38.2 %	7.1 %	5.3 %	2.9 %	86,404
4-5 years	43.2 %	39.7 %	7.8 %	5.9 %	3.4 %	57,658
6-10 years	41.3 %	40.7 %	8.2 %	6.3 %	3.4 %	121,664
11-14 years	39.1 %	41.6 %	8.9 %	6.7 %	3.6 %	88,864
15-20 years	37.4 %	42.8 %	9.4 %	6.9 %	3.5 %	88,578
> 20 years	40.1 %	42.1 %	9.0 %	6.1 %	2.7 %	110,559
<b>Leaving</b>						
No	48.0 %	38.7 %	7.2 %	4.4 %	1.7 %	380,888



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	<b>41.2 %</b>	<b>40.8 %</b>	<b>8.6 %</b>	<b>6.2 %</b>	<b>3.2 %</b>	<b>594,433</b>
Yes, to retire	33.8 %	44.6 %	10.7 %	7.6 %	3.3 %	34,693
Yes, to other job in Govt	29.2 %	44.4 %	10.5 %	9.7 %	6.2 %	108,161
Yes, to other job outside Govt	30.0 %	44.2 %	9.4 %	9.9 %	6.5 %	23,783
Yes, other	26.1 %	44.7 %	12.9 %	9.2 %	7.1 %	26,324
<b>Retiring</b>						
Within 1 year	34.0 %	43.6 %	10.4 %	8.0 %	4.0 %	21,985
Between 1-3 years	36.0 %	43.7 %	10.2 %	6.9 %	3.2 %	59,104
Between 3-5 years	37.5 %	42.9 %	9.3 %	7.0 %	3.3 %	64,563
5 or more years	43.2 %	39.8 %	7.9 %	5.8 %	3.1 %	425,434
<b>Transgender</b>						
Yes	31.8 %	40.2 %	12.5 %	8.7 %	6.8 %	2,047
No	41.8 %	40.6 %	8.3 %	6.1 %	3.2 %	553,424
<b>Consider Yourself as</b>						
Straight	42.0 %	40.6 %	8.3 %	6.1 %	3.1 %	519,438
Gay or Lesbian	45.1 %	37.7 %	7.2 %	6.5 %	3.6 %	12,046
Bisexual	40.7 %	40.3 %	8.0 %	6.9 %	4.0 %	6,118
Something else	32.5 %	42.9 %	11.8 %	7.3 %	5.5 %	10,670
<b>Military Service</b>						
No Prior Military Service	42.1 %	41.1 %	8.2 %	5.8 %	2.9 %	401,610
Currently in Guard/Reserves	40.6 %	38.1 %	9.5 %	7.4 %	4.4 %	10,781
Retired	42.3 %	39.6 %	8.5 %	6.4 %	3.2 %	76,455
Separated/Discharged	38.9 %	40.7 %	9.2 %	7.0 %	4.2 %	85,911
<b>Disability</b>						
Yes	39.0 %	39.5 %	9.6 %	7.4 %	4.5 %	79,828
No	42.1 %	40.8 %	8.2 %	5.9 %	2.9 %	484,408

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>40.8 %</b>	<b>31.2 %</b>	<b>14.2 %</b>	<b>7.2 %</b>	<b>6.6 %</b>	<b>594,262</b>
<b>Work Location</b>						
Headquarters	44.2 %	30.1 %	13.1 %	6.7 %	6.0 %	221,094
Field	39.4 %	31.7 %	14.6 %	7.4 %	6.9 %	350,231
<b>Supervisory Status</b>						
Senior Leader	61.5 %	23.7 %	7.5 %	4.0 %	3.3 %	9,739
Manager	49.4 %	29.9 %	10.3 %	5.6 %	4.7 %	38,993
Supervisor	42.9 %	32.6 %	12.7 %	6.5 %	5.4 %	77,193
Team Leader	41.6 %	31.6 %	13.6 %	7.0 %	6.2 %	82,391
Non-Supervisor	39.4 %	31.1 %	14.9 %	7.5 %	7.1 %	366,736
<b>Sex</b>						
Male	42.4 %	32.0 %	13.1 %	6.4 %	6.1 %	311,108
Female	39.8 %	30.0 %	15.0 %	8.1 %	7.0 %	247,295
<b>Hispanic or Latino</b>						
Yes	39.8 %	29.7 %	15.2 %	7.6 %	7.7 %	55,434
No	41.5 %	31.4 %	13.8 %	7.0 %	6.3 %	505,874
<b>Race</b>						
American Indian/Alaska Native	32.5 %	29.9 %	18.1 %	9.8 %	9.8 %	13,099
Asian	42.5 %	34.2 %	13.5 %	5.2 %	4.6 %	31,173
Black/AfricanAmerican	38.4 %	30.7 %	16.0 %	7.2 %	7.7 %	79,334
Native Hawaiian/Pacific Islander	35.3 %	33.4 %	16.3 %	7.2 %	7.8 %	3,981
White	42.6 %	31.3 %	13.1 %	7.0 %	6.0 %	394,308
Two or more races (Not Hispanic/Latino)	38.9 %	28.5 %	15.8 %	7.8 %	9.0 %	23,550
<b>Age Group</b>						
25 and under	47.9 %	32.4 %	10.9 %	4.8 %	3.9 %	7,247
26-29 years old	45.2 %	31.3 %	12.4 %	6.3 %	4.9 %	17,026
30-39 years old	43.1 %	30.1 %	13.0 %	7.1 %	6.8 %	112,527
40-49 years old	40.9 %	30.8 %	13.6 %	7.5 %	7.2 %	146,032
50-59 years old	40.4 %	31.5 %	14.6 %	7.1 %	6.4 %	192,692
60 or older	39.9 %	32.8 %	15.0 %	6.7 %	5.5 %	86,033
<b>Level of Education</b>						
Less than High School	32.3 %	29.0 %	19.6 %	10.0 %	9.2 %	488
H.S. Diploma/GED or equiv	36.3 %	33.1 %	16.7 %	7.2 %	6.8 %	24,410

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>40.8 %</b>	<b>31.2 %</b>	<b>14.2 %</b>	<b>7.2 %</b>	<b>6.6 %</b>	<b>594,262</b>
Trade/Technical Certificate	34.0 %	32.3 %	17.1 %	8.2 %	8.4 %	12,806
Some College (no degree)	37.1 %	31.6 %	15.8 %	8.0 %	7.5 %	78,399
Associate's Degree	36.2 %	32.3 %	16.2 %	7.9 %	7.5 %	45,450
Bachelor's Degree	41.8 %	31.6 %	13.6 %	6.9 %	6.1 %	198,836
Master's Degree	44.0 %	30.3 %	12.7 %	6.9 %	6.2 %	150,414
Doctoral/Professional Degree	48.9 %	28.5 %	11.1 %	6.0 %	5.5 %	57,682
<b>Pay Category</b>						
Federal Wage System	31.2 %	32.8 %	17.0 %	9.2 %	9.8 %	19,885
GS 1-6	36.7 %	30.5 %	16.3 %	8.3 %	8.3 %	24,656
GS 7-12	38.6 %	31.5 %	15.1 %	7.6 %	7.2 %	242,876
GS 13-15	46.2 %	30.2 %	11.9 %	6.3 %	5.4 %	232,972
SES	64.6 %	22.1 %	6.9 %	3.5 %	2.9 %	5,422
SL/ST	54.5 %	25.8 %	9.8 %	5.2 %	4.7 %	2,127
Other	37.9 %	33.7 %	15.2 %	7.2 %	5.9 %	46,960
<b>Time in Federal Government</b>						
< 1 year	53.3 %	31.0 %	9.7 %	3.7 %	2.3 %	10,845
1-3 years	47.0 %	30.8 %	11.7 %	5.7 %	4.7 %	57,210
4-5 years	43.5 %	30.4 %	13.1 %	6.9 %	6.2 %	43,970
6-10 years	41.5 %	30.8 %	13.8 %	7.2 %	6.7 %	118,023
11-14 years	39.3 %	31.3 %	14.5 %	7.5 %	7.4 %	94,801
15-20 years	37.9 %	31.4 %	15.1 %	8.0 %	7.6 %	98,203
> 20 years	39.9 %	31.6 %	14.9 %	7.2 %	6.5 %	150,591
<b>Time with Current Agency</b>						
< 1 year	51.1 %	29.9 %	11.0 %	4.4 %	3.6 %	20,051
1-3 years	45.5 %	30.1 %	12.5 %	6.2 %	5.7 %	86,360
4-5 years	41.8 %	30.2 %	13.6 %	7.4 %	7.0 %	57,634
6-10 years	40.3 %	30.9 %	14.2 %	7.5 %	7.0 %	121,679
11-14 years	38.6 %	31.4 %	14.9 %	7.7 %	7.3 %	88,850
15-20 years	37.6 %	32.1 %	15.1 %	7.9 %	7.3 %	88,543
> 20 years	40.8 %	32.2 %	14.4 %	6.8 %	5.8 %	110,528
<b>Leaving</b>						
No	48.4 %	32.2 %	11.5 %	4.7 %	3.3 %	380,777

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
<b>All Responses</b>	<b>40.8 %</b>	<b>31.2 %</b>	<b>14.2 %</b>	<b>7.2 %</b>	<b>6.6 %</b>	<b>594,262</b>
Yes, to retire	35.7 %	33.1 %	16.6 %	8.0 %	6.7 %	34,697
Yes, to other job in Govt	26.3 %	28.7 %	19.1 %	12.5 %	13.4 %	108,158
Yes, to other job outside Govt	27.3 %	28.6 %	17.6 %	12.8 %	13.7 %	23,781
Yes, other	24.1 %	27.9 %	20.3 %	12.1 %	15.6 %	26,325
<b>Retiring</b>						
Within 1 year	35.9 %	31.6 %	15.9 %	8.5 %	8.1 %	21,988
Between 1-3 years	37.4 %	32.7 %	16.0 %	7.4 %	6.5 %	59,087
Between 3-5 years	38.5 %	32.2 %	15.2 %	7.5 %	6.5 %	64,553
5 or more years	42.3 %	30.8 %	13.5 %	7.0 %	6.4 %	425,333
<b>Transgender</b>						
Yes	29.8 %	28.0 %	18.8 %	10.7 %	12.7 %	2,049
No	41.4 %	31.2 %	13.9 %	7.1 %	6.5 %	553,318
<b>Consider Yourself as</b>						
Straight	41.6 %	31.3 %	13.8 %	7.0 %	6.3 %	519,323
Gay or Lesbian	43.1 %	28.6 %	13.2 %	7.8 %	7.3 %	12,052
Bisexual	38.6 %	28.3 %	15.0 %	9.1 %	9.1 %	6,119
Something else	30.7 %	30.1 %	18.6 %	9.6 %	11.0 %	10,669
<b>Military Service</b>						
No Prior Military Service	41.4 %	31.3 %	14.0 %	7.1 %	6.2 %	401,542
Currently in Guard/Reserves	40.8 %	31.8 %	12.9 %	6.9 %	7.6 %	10,772
Retired	43.0 %	31.5 %	13.5 %	6.2 %	5.7 %	76,422
Separated/Discharged	38.5 %	30.4 %	14.9 %	8.0 %	8.3 %	85,900
<b>Disability</b>						
Yes	38.4 %	28.5 %	15.3 %	8.2 %	9.6 %	79,804
No	41.8 %	31.6 %	13.7 %	6.9 %	5.9 %	484,322

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	44.7 %	29.4 %	15.8 %	5.7 %	4.4 %	594,144
<b>Work Location</b>						
Headquarters	47.6 %	28.7 %	14.5 %	5.1 %	4.1 %	221,296
Field	43.5 %	29.7 %	16.3 %	6.0 %	4.6 %	350,554
<b>Supervisory Status</b>						
Senior Leader	61.7 %	24.7 %	8.3 %	2.7 %	2.5 %	9,755
Manager	50.1 %	29.5 %	12.7 %	4.3 %	3.4 %	39,039
Supervisor	45.1 %	31.3 %	15.0 %	5.1 %	3.6 %	77,281
Team Leader	44.6 %	29.6 %	15.9 %	5.7 %	4.2 %	82,472
Non-Supervisor	44.2 %	29.0 %	16.1 %	5.9 %	4.8 %	367,028
<b>Sex</b>						
Male	45.9 %	29.5 %	14.9 %	5.4 %	4.2 %	311,481
Female	44.1 %	29.0 %	16.4 %	5.9 %	4.6 %	247,521
<b>Hispanic or Latino</b>						
Yes	43.1 %	28.1 %	17.0 %	6.5 %	5.4 %	55,494
No	45.4 %	29.5 %	15.4 %	5.5 %	4.2 %	506,393
<b>Race</b>						
American Indian/Alaska Native	36.7 %	27.3 %	19.6 %	8.9 %	7.4 %	13,113
Asian	45.6 %	30.7 %	15.2 %	5.0 %	3.6 %	31,232
Black/AfricanAmerican	43.3 %	29.8 %	17.1 %	5.4 %	4.5 %	79,469
Native Hawaiian/Pacific Islander	39.7 %	29.1 %	18.7 %	7.0 %	5.5 %	3,982
White	46.2 %	29.3 %	14.9 %	5.5 %	4.1 %	394,677
Two or more races (Not Hispanic/Latino)	42.6 %	27.7 %	17.5 %	6.5 %	5.8 %	23,572
<b>Age Group</b>						
25 and under	50.6 %	29.8 %	13.4 %	3.9 %	2.4 %	7,262
26-29 years old	47.3 %	29.6 %	14.7 %	5.0 %	3.3 %	17,047
30-39 years old	44.7 %	29.3 %	15.5 %	5.9 %	4.7 %	112,639
40-49 years old	44.1 %	29.1 %	15.9 %	5.9 %	4.9 %	146,175
50-59 years old	45.2 %	29.4 %	15.6 %	5.5 %	4.2 %	192,849
60 or older	46.7 %	29.6 %	15.2 %	5.0 %	3.6 %	86,179
<b>Level of Education</b>						
Less than High School	40.8 %	22.6 %	21.8 %	7.4 %	7.5 %	488
H.S. Diploma/GED or equiv	43.5 %	29.2 %	16.9 %	5.8 %	4.6 %	24,442

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	44.7 %	29.4 %	15.8 %	5.7 %	4.4 %	594,144
Trade/Technical Certificate	40.2 %	29.3 %	18.1 %	7.0 %	5.5 %	12,815
Some College (no degree)	42.7 %	29.0 %	16.9 %	6.3 %	5.1 %	78,483
Associate's Degree	41.5 %	29.7 %	17.3 %	6.4 %	5.1 %	45,527
Bachelor's Degree	45.2 %	29.9 %	15.4 %	5.5 %	4.1 %	198,997
Master's Degree	46.1 %	29.5 %	14.9 %	5.3 %	4.2 %	150,546
Doctoral/Professional Degree	52.3 %	26.8 %	12.6 %	4.5 %	3.7 %	57,745
<b>Pay Category</b>						
Federal Wage System	36.3 %	30.1 %	18.8 %	8.0 %	6.8 %	19,915
GS 1-6	42.3 %	28.2 %	17.1 %	6.6 %	5.8 %	24,668
GS 7-12	43.0 %	29.6 %	16.6 %	6.1 %	4.7 %	243,118
GS 13-15	48.9 %	28.9 %	13.8 %	4.8 %	3.6 %	233,197
SES	64.2 %	23.4 %	7.9 %	2.4 %	2.1 %	5,427
SL/ST	57.4 %	24.5 %	10.9 %	3.6 %	3.5 %	2,131
Other	43.1 %	30.6 %	16.7 %	5.5 %	4.0 %	46,982
<b>Time in Federal Government</b>						
< 1 year	56.5 %	28.1 %	11.3 %	2.7 %	1.5 %	10,866
1-3 years	49.4 %	29.1 %	13.7 %	4.7 %	3.2 %	57,282
4-5 years	46.4 %	28.6 %	15.2 %	5.7 %	4.2 %	44,015
6-10 years	44.6 %	29.3 %	15.6 %	6.0 %	4.5 %	118,121
11-14 years	43.1 %	29.5 %	16.4 %	6.0 %	5.0 %	94,866
15-20 years	42.2 %	29.6 %	16.9 %	6.3 %	5.1 %	98,302
> 20 years	45.2 %	29.6 %	15.6 %	5.3 %	4.3 %	150,717
<b>Time with Current Agency</b>						
< 1 year	54.2 %	28.0 %	12.0 %	3.4 %	2.4 %	20,084
1-3 years	48.0 %	28.5 %	14.4 %	5.2 %	3.9 %	86,458
4-5 years	44.9 %	28.6 %	15.7 %	6.1 %	4.7 %	57,702
6-10 years	43.8 %	29.4 %	15.9 %	6.1 %	4.7 %	121,781
11-14 years	42.7 %	29.7 %	16.6 %	6.0 %	4.9 %	88,911
15-20 years	42.3 %	30.0 %	16.7 %	6.2 %	4.8 %	88,642
> 20 years	46.2 %	29.8 %	15.2 %	4.9 %	3.9 %	110,598
<b>Leaving</b>						
No	52.6 %	29.6 %	12.3 %	3.5 %	2.1 %	381,156

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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**
<b>All Responses</b>	44.7 %	29.4 %	15.8 %	5.7 %	4.4 %	594,144
Yes, to retire	41.3 %	30.9 %	17.6 %	5.9 %	4.3 %	34,737
Yes, to other job in Govt	29.1 %	28.7 %	22.7 %	10.4 %	9.2 %	108,253
Yes, to other job outside Govt	30.0 %	27.7 %	22.2 %	10.1 %	10.0 %	23,801
Yes, other	28.0 %	27.6 %	23.0 %	10.9 %	10.5 %	26,345
<b>Retiring</b>						
Within 1 year	41.4 %	29.3 %	17.6 %	6.2 %	5.6 %	22,000
Between 1-3 years	43.3 %	30.4 %	16.5 %	5.7 %	4.1 %	59,165
Between 3-5 years	43.8 %	30.0 %	16.3 %	5.6 %	4.3 %	64,588
5 or more years	45.7 %	29.1 %	15.3 %	5.6 %	4.4 %	425,758
<b>Transgender</b>						
Yes	34.0 %	27.6 %	20.9 %	7.0 %	10.5 %	2,051
No	45.2 %	29.3 %	15.5 %	5.6 %	4.3 %	553,887
<b>Consider Yourself as</b>						
Straight	45.5 %	29.4 %	15.4 %	5.5 %	4.2 %	519,901
Gay or Lesbian	45.2 %	28.1 %	15.5 %	6.1 %	5.1 %	12,068
Bisexual	41.0 %	28.3 %	17.8 %	6.5 %	6.5 %	6,127
Something else	36.3 %	28.3 %	20.0 %	7.7 %	7.7 %	10,676
<b>Military Service</b>						
No Prior Military Service	45.3 %	29.6 %	15.5 %	5.5 %	4.2 %	401,844
Currently in Guard/Reserves	42.8 %	30.3 %	15.9 %	5.9 %	5.1 %	10,786
Retired	47.0 %	29.2 %	14.8 %	5.1 %	3.9 %	76,555
Separated/Discharged	42.6 %	28.4 %	16.8 %	6.6 %	5.7 %	85,982
<b>Disability</b>						
Yes	42.5 %	27.3 %	16.8 %	6.8 %	6.6 %	79,907
No	45.6 %	29.7 %	15.4 %	5.4 %	4.0 %	484,786

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>13.9 %</b>	<b>31.1 %</b>	<b>24.0 %</b>	<b>16.9 %</b>	<b>14.2 %</b>	<b>576,889</b>	<b>13,376</b>
<b>Work Location</b>							
Headquarters	16.4 %	33.2 %	22.9 %	15.4 %	12.1 %	216,973	4,208
Field	12.6 %	29.8 %	24.4 %	17.6 %	15.5 %	341,818	8,582
<b>Supervisory Status</b>							
Senior Leader	40.7 %	36.4 %	11.1 %	7.0 %	4.8 %	9,727	33
Manager	20.0 %	35.0 %	19.9 %	14.7 %	10.3 %	38,839	183
Supervisor	14.0 %	33.0 %	23.2 %	17.1 %	12.8 %	76,381	829
Team Leader	12.4 %	30.5 %	24.0 %	18.1 %	15.0 %	81,085	1,333
Non-Supervisor	13.2 %	30.4 %	24.6 %	16.9 %	14.9 %	356,305	10,572
<b>Sex</b>							
Male	14.2 %	31.0 %	23.6 %	16.5 %	14.7 %	305,529	5,728
Female	14.2 %	31.9 %	24.1 %	17.0 %	12.9 %	240,781	6,600
<b>Hispanic or Latino</b>							
Yes	14.8 %	29.3 %	23.2 %	16.2 %	16.5 %	54,325	1,127
No	14.0 %	31.5 %	23.9 %	16.8 %	13.7 %	494,777	11,327
<b>Race</b>							
American Indian/Alaska Native	12.1 %	28.7 %	26.1 %	16.8 %	16.3 %	12,807	301
Asian	18.4 %	37.9 %	22.9 %	11.0 %	9.8 %	30,462	738
Black/AfricanAmerican	16.0 %	33.5 %	24.5 %	13.9 %	12.0 %	77,412	1,980
Native Hawaiian/Pacific Islander	14.8 %	31.6 %	24.4 %	13.7 %	15.5 %	3,922	60
White	13.6 %	30.8 %	23.6 %	17.7 %	14.3 %	386,243	8,224
Two or more races (Not Hispanic/Latino)	12.9 %	27.0 %	23.3 %	18.0 %	18.8 %	22,955	598
<b>Age Group</b>							
25 and under	17.8 %	37.4 %	22.7 %	12.8 %	9.3 %	7,015	237
26-29 years old	14.6 %	32.5 %	22.0 %	16.9 %	14.1 %	16,599	427
30-39 years old	13.2 %	29.4 %	22.3 %	18.1 %	17.0 %	110,118	2,456
40-49 years old	13.3 %	29.9 %	23.0 %	17.8 %	15.9 %	143,180	2,915
50-59 years old	14.7 %	32.3 %	24.7 %	16.0 %	12.4 %	188,733	4,046
60 or older	15.5 %	33.5 %	26.3 %	14.6 %	10.2 %	83,761	2,318
<b>Level of Education</b>							
Less than High School	16.2 %	29.1 %	24.9 %	13.0 %	16.9 %	459	25
H.S. Diploma/GED or equiv	13.6 %	32.3 %	26.9 %	14.2 %	13.0 %	23,808	613
Trade/Technical Certificate	12.1 %	29.5 %	26.7 %	16.7 %	15.0 %	12,472	321
Some College (no degree)	13.5 %	29.7 %	25.6 %	16.3 %	15.0 %	76,472	1,953
Associate's Degree	12.9 %	31.1 %	25.0 %	16.9 %	14.1 %	44,337	1,163
Bachelor's Degree	13.5 %	31.4 %	23.9 %	17.2 %	14.0 %	194,188	4,708
Master's Degree	15.2 %	32.1 %	22.3 %	16.9 %	13.5 %	147,686	2,786
Doctoral/Professional Degree	16.3 %	30.3 %	21.1 %	17.0 %	15.3 %	56,645	1,087



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>13.9 %</b>	<b>31.1 %</b>	<b>24.0 %</b>	<b>16.9 %</b>	<b>14.2 %</b>	<b>576,889</b>	<b>13,376</b>
<b>Pay Category</b>							
Federal Wage System	9.5 %	26.8 %	25.7 %	19.2 %	18.8 %	19,436	454
GS 1-6	15.9 %	32.1 %	24.5 %	14.2 %	13.3 %	23,740	904
GS 7-12	13.4 %	31.0 %	24.7 %	16.6 %	14.4 %	236,062	6,905
GS 13-15	15.0 %	32.3 %	22.6 %	16.9 %	13.1 %	229,514	3,597
SES	41.5 %	32.6 %	11.3 %	9.0 %	5.6 %	5,420	8
SL/ST	25.9 %	34.7 %	16.6 %	12.8 %	10.0 %	2,098	32
Other	11.7 %	27.8 %	25.1 %	18.1 %	17.2 %	45,939	1,033
<b>Time in Federal Government</b>							
< 1 year	25.8 %	40.3 %	20.6 %	8.7 %	4.7 %	10,398	453
1-3 years	17.4 %	35.4 %	22.6 %	14.2 %	10.4 %	55,785	1,435
4-5 years	15.0 %	31.5 %	23.1 %	16.7 %	13.9 %	43,055	935
6-10 years	13.4 %	30.8 %	23.4 %	17.5 %	15.0 %	115,564	2,485
11-14 years	12.6 %	29.4 %	23.8 %	18.0 %	16.3 %	92,878	1,969
15-20 years	12.3 %	28.8 %	24.0 %	18.3 %	16.6 %	96,237	2,031
> 20 years	13.9 %	31.4 %	25.4 %	16.2 %	13.0 %	147,063	3,604
<b>Time with Current Agency</b>							
< 1 year	26.0 %	39.1 %	20.0 %	9.0 %	5.9 %	19,239	818
1-3 years	17.3 %	34.1 %	22.5 %	14.7 %	11.5 %	84,323	2,070
4-5 years	14.2 %	30.8 %	23.4 %	16.8 %	14.7 %	56,475	1,191
6-10 years	12.6 %	30.0 %	23.8 %	18.0 %	15.5 %	119,226	2,486
11-14 years	11.9 %	28.9 %	24.2 %	18.4 %	16.6 %	87,051	1,832
15-20 years	12.0 %	29.0 %	24.2 %	18.4 %	16.4 %	86,759	1,839
> 20 years	13.8 %	32.0 %	25.6 %	16.1 %	12.5 %	107,917	2,667
<b>Leaving</b>							
No	17.6 %	36.1 %	24.1 %	13.9 %	8.4 %	372,403	8,527
Yes, to retire	11.8 %	30.3 %	27.1 %	17.2 %	13.5 %	33,786	925
Yes, to other job in Govt	6.9 %	21.6 %	23.3 %	23.1 %	25.2 %	105,904	2,290
Yes, to other job outside Govt	5.7 %	16.7 %	19.1 %	24.4 %	34.1 %	23,373	432
Yes, other	5.4 %	18.2 %	23.5 %	22.7 %	30.1 %	25,640	699
<b>Retiring</b>							
Within 1 year	12.2 %	28.7 %	25.5 %	17.7 %	15.9 %	21,464	533
Between 1-3 years	12.6 %	31.5 %	26.3 %	16.7 %	13.0 %	57,663	1,464
Between 3-5 years	13.4 %	31.4 %	25.4 %	16.7 %	13.1 %	63,167	1,396
5 or more years	14.4 %	31.2 %	23.3 %	16.8 %	14.4 %	416,157	9,381
<b>Transgender</b>							
Yes	9.5 %	21.7 %	22.0 %	17.1 %	29.7 %	1,994	56
No	14.2 %	31.4 %	23.8 %	16.7 %	13.9 %	541,388	12,164

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>13.9 %</b>	<b>31.1 %</b>	<b>24.0 %</b>	<b>16.9 %</b>	<b>14.2 %</b>	<b>576,889</b>	<b>13,376</b>
<b>Consider Yourself as</b>							
Straight	14.4 %	31.7 %	23.8 %	16.5 %	13.6 %	508,322	11,254
Gay or Lesbian	13.1 %	28.3 %	21.9 %	18.5 %	18.1 %	11,825	226
Bisexual	12.6 %	26.1 %	22.7 %	19.7 %	18.9 %	5,976	148
Something else	8.3 %	21.7 %	24.9 %	19.4 %	25.7 %	10,332	336
<b>Military Service</b>							
No Prior Military Service	13.4 %	31.0 %	24.0 %	17.3 %	14.3 %	392,252	9,441
Currently in Guard/Reserves	15.8 %	33.1 %	21.7 %	14.9 %	14.5 %	10,584	200
Retired	17.9 %	34.8 %	23.6 %	13.9 %	9.9 %	75,164	1,296
Separated/Discharged	12.8 %	27.9 %	24.0 %	17.8 %	17.4 %	83,946	1,994
<b>Disability</b>							
Yes	15.0 %	29.0 %	23.2 %	16.1 %	16.8 %	77,861	1,974
No	13.9 %	31.7 %	23.9 %	16.9 %	13.6 %	473,946	10,568

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	19.8 %	36.3 %	23.1 %	9.7 %	11.0 %	553,779	36,043
<b>Work Location</b>							
Headquarters	23.1 %	37.5 %	21.3 %	8.8 %	9.3 %	209,281	11,774
Field	18.2 %	35.7 %	23.9 %	10.2 %	12.1 %	327,101	23,079
<b>Supervisory Status</b>							
Senior Leader	50.4 %	31.3 %	9.9 %	4.3 %	4.1 %	9,702	53
Manager	28.4 %	37.5 %	18.1 %	8.1 %	7.9 %	38,202	798
Supervisor	20.9 %	38.0 %	21.5 %	10.0 %	9.6 %	74,296	2,863
Team Leader	18.9 %	36.7 %	22.6 %	10.4 %	11.5 %	77,765	4,586
Non-Supervisor	18.5 %	36.0 %	24.1 %	9.7 %	11.7 %	339,896	26,811
<b>Sex</b>							
Male	21.3 %	36.6 %	21.8 %	9.3 %	11.1 %	293,489	17,604
Female	18.5 %	36.6 %	24.3 %	10.1 %	10.5 %	231,618	15,646
<b>Hispanic or Latino</b>							
Yes	20.2 %	34.4 %	23.1 %	9.3 %	12.9 %	52,526	2,891
No	20.1 %	36.8 %	22.8 %	9.7 %	10.6 %	475,083	30,737
<b>Race</b>							
American Indian/Alaska Native	14.8 %	32.0 %	27.0 %	11.6 %	14.6 %	12,552	554
Asian	22.9 %	41.6 %	21.3 %	6.9 %	7.3 %	29,644	1,542
Black/AfricanAmerican	18.9 %	36.1 %	25.5 %	9.1 %	10.4 %	75,534	3,895
Native Hawaiian/Pacific Islander	18.2 %	35.7 %	23.4 %	9.6 %	13.0 %	3,842	141
White	20.7 %	36.8 %	22.1 %	9.7 %	10.7 %	369,543	24,611
Two or more races (Not Hispanic/Latino)	18.1 %	31.8 %	23.5 %	11.0 %	15.6 %	21,964	1,577
<b>Age Group</b>							
25 and under	27.3 %	43.6 %	17.6 %	6.1 %	5.4 %	6,805	441
26-29 years old	21.8 %	39.9 %	20.0 %	8.7 %	9.6 %	15,998	1,021
30-39 years old	19.3 %	36.5 %	21.5 %	10.1 %	12.6 %	105,378	7,069
40-49 years old	18.8 %	35.4 %	22.9 %	10.4 %	12.5 %	137,419	8,576
50-59 years old	20.6 %	36.4 %	23.6 %	9.4 %	10.1 %	181,720	10,955
60 or older	21.9 %	37.4 %	24.3 %	8.4 %	8.0 %	80,598	5,516
<b>Level of Education</b>							
Less than High School	18.8 %	29.0 %	25.9 %	9.3 %	16.9 %	459	29
H.S. Diploma/GED or equiv	16.9 %	36.0 %	26.2 %	9.7 %	11.2 %	23,331	1,083
Trade/Technical Certificate	15.6 %	33.2 %	26.5 %	11.7 %	13.1 %	12,183	621
Some College (no degree)	17.5 %	34.0 %	25.2 %	10.7 %	12.6 %	74,457	3,956
Associate's Degree	17.5 %	35.4 %	24.6 %	10.5 %	12.0 %	42,982	2,495
Bachelor's Degree	19.6 %	37.4 %	22.9 %	9.5 %	10.5 %	185,565	13,165
Master's Degree	22.4 %	37.6 %	20.9 %	9.0 %	10.1 %	141,547	8,868
Doctoral/Professional Degree	25.5 %	35.3 %	19.6 %	8.8 %	10.7 %	53,614	4,065

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>19.8 %</b>	<b>36.3 %</b>	<b>23.1 %</b>	<b>9.7 %</b>	<b>11.0 %</b>	<b>553,779</b>	<b>36,043</b>
<b>Pay Category</b>							
Federal Wage System	12.9 %	31.0 %	25.4 %	13.8 %	16.9 %	18,955	939
GS 1-6	20.5 %	36.1 %	23.2 %	9.2 %	11.0 %	23,191	1,459
GS 7-12	18.4 %	36.4 %	24.2 %	9.7 %	11.3 %	226,541	16,310
GS 13-15	22.5 %	37.7 %	21.0 %	9.1 %	9.6 %	219,652	13,271
SES	52.5 %	27.7 %	10.0 %	5.5 %	4.3 %	5,386	38
SL/ST	37.5 %	34.6 %	15.2 %	5.5 %	7.2 %	2,052	79
Other	17.3 %	34.4 %	24.3 %	10.5 %	13.5 %	44,050	2,898
<b>Time in Federal Government</b>							
< 1 year	34.9 %	43.9 %	15.1 %	3.4 %	2.7 %	10,059	781
1-3 years	25.5 %	40.9 %	19.9 %	6.9 %	6.8 %	53,811	3,388
4-5 years	21.8 %	37.6 %	21.9 %	8.8 %	9.9 %	41,302	2,650
6-10 years	19.7 %	36.9 %	22.4 %	9.6 %	11.3 %	110,681	7,293
11-14 years	18.1 %	35.3 %	23.2 %	10.7 %	12.7 %	88,998	5,771
15-20 years	17.3 %	33.9 %	24.2 %	11.0 %	13.6 %	92,323	5,908
> 20 years	19.1 %	35.3 %	24.7 %	10.1 %	10.8 %	141,507	9,106
<b>Time with Current Agency</b>							
< 1 year	33.8 %	41.8 %	16.3 %	4.1 %	4.0 %	18,608	1,445
1-3 years	24.6 %	39.2 %	20.7 %	7.5 %	8.0 %	81,288	5,041
4-5 years	20.4 %	36.7 %	22.6 %	9.4 %	10.9 %	54,179	3,453
6-10 years	18.6 %	36.2 %	23.0 %	10.2 %	12.0 %	114,227	7,428
11-14 years	17.1 %	34.8 %	23.8 %	11.2 %	13.2 %	83,358	5,461
15-20 years	17.1 %	33.8 %	24.4 %	11.1 %	13.5 %	83,414	5,161
> 20 years	19.3 %	36.2 %	24.5 %	9.9 %	10.2 %	103,593	6,928
<b>Leaving</b>							
No	24.5 %	40.3 %	21.6 %	7.4 %	6.2 %	358,984	21,768
Yes, to retire	17.1 %	35.3 %	26.3 %	10.4 %	10.9 %	32,442	2,279
Yes, to other job in Govt	10.9 %	29.0 %	25.3 %	14.4 %	20.4 %	101,039	7,061
Yes, to other job outside Govt	10.0 %	24.9 %	23.0 %	15.6 %	26.5 %	22,057	1,723
Yes, other	8.6 %	24.9 %	26.7 %	14.8 %	25.0 %	24,259	2,056
<b>Retiring</b>							
Within 1 year	17.9 %	33.5 %	24.9 %	10.9 %	12.8 %	20,598	1,391
Between 1-3 years	18.2 %	35.9 %	25.4 %	9.8 %	10.7 %	55,407	3,719
Between 3-5 years	19.2 %	35.7 %	24.2 %	10.2 %	10.8 %	60,796	3,726
5 or more years	20.4 %	36.7 %	22.3 %	9.5 %	11.0 %	399,445	25,831
<b>Transgender</b>							
Yes	12.6 %	26.4 %	23.3 %	11.3 %	26.5 %	1,908	142
No	20.2 %	36.6 %	22.8 %	9.6 %	10.8 %	520,421	32,829

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>19.8 %</b>	<b>36.3 %</b>	<b>23.1 %</b>	<b>9.7 %</b>	<b>11.0 %</b>	<b>553,779</b>	<b>36,043</b>
<b>Consider Yourself as</b>							
Straight	20.5 %	36.9 %	22.7 %	9.4 %	10.5 %	489,110	30,178
Gay or Lesbian	19.1 %	33.5 %	21.9 %	11.3 %	14.1 %	11,319	733
Bisexual	18.4 %	32.2 %	23.0 %	10.9 %	15.4 %	5,695	425
Something else	11.7 %	26.2 %	27.4 %	13.1 %	21.6 %	9,771	896
<b>Military Service</b>							
No Prior Military Service	19.1 %	36.7 %	23.3 %	9.9 %	11.1 %	375,671	25,744
Currently in Guard/Reserves	22.3 %	38.2 %	20.2 %	8.7 %	10.5 %	10,294	475
Retired	25.3 %	38.2 %	21.0 %	8.0 %	7.5 %	73,085	3,381
Separated/Discharged	18.3 %	33.2 %	23.8 %	10.5 %	14.2 %	80,511	5,395
<b>Disability</b>							
Yes	20.3 %	32.5 %	23.1 %	10.2 %	13.9 %	75,090	4,740
No	20.1 %	37.2 %	22.8 %	9.5 %	10.4 %	455,114	29,108

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
All Responses	24.2 %	46.0 %	18.6 %	5.8 %	5.4 %	558,822	28,605
<b>Work Location</b>							
Headquarters	26.7 %	45.6 %	17.3 %	5.5 %	4.9 %	209,980	10,347
Field	23.0 %	46.4 %	19.1 %	5.8 %	5.7 %	331,459	17,219
<b>Supervisory Status</b>							
Senior Leader	47.8 %	38.6 %	8.2 %	2.8 %	2.7 %	9,652	71
Manager	32.9 %	49.3 %	11.4 %	3.7 %	2.7 %	38,369	475
Supervisor	26.8 %	50.4 %	15.0 %	4.3 %	3.5 %	75,082	1,768
Team Leader	23.3 %	47.0 %	18.4 %	6.0 %	5.3 %	78,241	3,797
Non-Supervisor	22.7 %	44.9 %	20.2 %	6.2 %	6.1 %	343,593	21,658
<b>Sex</b>							
Male	25.7 %	46.6 %	17.7 %	5.0 %	5.0 %	296,209	13,622
Female	22.7 %	45.5 %	19.4 %	6.7 %	5.7 %	233,818	12,491
<b>Hispanic or Latino</b>							
Yes	24.4 %	42.7 %	18.8 %	6.8 %	7.3 %	53,285	1,933
No	24.5 %	46.6 %	18.3 %	5.5 %	5.1 %	479,278	24,561
<b>Race</b>							
American Indian/Alaska Native	18.2 %	39.9 %	24.9 %	8.3 %	8.7 %	12,562	480
Asian	26.0 %	46.2 %	17.7 %	5.4 %	4.8 %	30,093	1,020
Black/AfricanAmerican	21.8 %	43.1 %	20.7 %	7.4 %	7.0 %	76,215	2,783
Native Hawaiian/Pacific Islander	21.5 %	40.7 %	23.1 %	6.9 %	7.9 %	3,854	113
White	25.4 %	47.6 %	17.4 %	5.0 %	4.5 %	372,764	19,938
Two or more races (Not Hispanic/Latino)	22.6 %	40.7 %	20.3 %	7.5 %	8.9 %	22,293	1,139
<b>Age Group</b>							
25 and under	32.2 %	48.0 %	12.7 %	4.2 %	2.8 %	6,949	280
26-29 years old	28.3 %	46.5 %	15.1 %	5.6 %	4.5 %	16,272	720
30-39 years old	25.1 %	46.3 %	16.6 %	5.8 %	6.1 %	106,909	5,327
40-49 years old	23.6 %	46.0 %	18.3 %	6.0 %	6.1 %	138,571	6,888
50-59 years old	24.2 %	46.1 %	19.3 %	5.6 %	4.8 %	182,844	8,938
60 or older	24.2 %	46.3 %	20.5 %	5.1 %	3.9 %	81,331	4,253
<b>Level of Education</b>							
Less than High School	20.4 %	37.1 %	25.5 %	7.0 %	10.0 %	456	26
H.S. Diploma/GED or equiv	20.7 %	45.9 %	22.2 %	5.5 %	5.7 %	23,423	872
Trade/Technical Certificate	19.6 %	44.2 %	23.0 %	6.6 %	6.6 %	12,224	489
Some College (no degree)	21.7 %	44.6 %	21.3 %	6.1 %	6.3 %	74,812	3,155
Associate's Degree	21.4 %	45.7 %	21.0 %	6.2 %	5.8 %	43,358	1,898
Bachelor's Degree	24.5 %	47.4 %	17.8 %	5.4 %	4.9 %	188,251	9,741
Master's Degree	26.5 %	46.3 %	16.3 %	5.8 %	5.1 %	142,831	7,092
Doctoral/Professional Degree	29.8 %	44.2 %	15.8 %	5.3 %	4.8 %	53,748	3,789

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	<b>24.2 %</b>	<b>46.0 %</b>	<b>18.6 %</b>	<b>5.8 %</b>	<b>5.4 %</b>	<b>558,822</b>	<b>28,605</b>
<b>Pay Category</b>							
Federal Wage System	17.5 %	44.3 %	22.9 %	7.5 %	7.8 %	19,075	714
GS 1-6	23.4 %	43.0 %	20.8 %	6.2 %	6.6 %	23,449	1,067
GS 7-12	22.5 %	45.6 %	19.9 %	6.1 %	5.9 %	229,258	12,489
GS 13-15	27.5 %	47.3 %	15.9 %	5.0 %	4.3 %	221,060	11,162
SES	51.7 %	37.1 %	7.0 %	2.6 %	1.7 %	5,362	44
SL/ST	38.1 %	40.6 %	13.4 %	4.0 %	3.8 %	2,016	99
Other	21.7 %	46.9 %	19.7 %	6.0 %	5.8 %	44,668	2,092
<b>Time in Federal Government</b>							
< 1 year	38.8 %	46.1 %	10.8 %	2.6 %	1.7 %	10,348	482
1-3 years	30.4 %	46.6 %	14.9 %	4.5 %	3.6 %	54,712	2,326
4-5 years	26.1 %	46.0 %	17.1 %	5.8 %	5.0 %	41,837	1,992
6-10 years	24.0 %	46.3 %	18.1 %	5.9 %	5.6 %	111,851	5,718
11-14 years	22.5 %	46.1 %	19.1 %	6.1 %	6.2 %	89,702	4,743
15-20 years	21.7 %	45.7 %	20.0 %	6.3 %	6.4 %	93,050	4,735
> 20 years	23.1 %	46.0 %	20.1 %	5.6 %	5.1 %	142,220	7,588
<b>Time with Current Agency</b>							
< 1 year	37.2 %	44.5 %	12.2 %	3.4 %	2.6 %	18,975	1,041
1-3 years	29.0 %	45.6 %	15.9 %	5.1 %	4.4 %	82,376	3,694
4-5 years	24.8 %	45.1 %	18.1 %	6.1 %	5.8 %	54,827	2,630
6-10 years	22.9 %	46.3 %	18.8 %	6.2 %	5.9 %	115,192	5,958
11-14 years	21.8 %	46.1 %	19.7 %	6.2 %	6.3 %	84,026	4,483
15-20 years	21.4 %	46.0 %	20.3 %	6.2 %	6.2 %	84,005	4,154
> 20 years	23.6 %	47.2 %	19.4 %	5.2 %	4.5 %	104,326	5,626
<b>Leaving</b>							
No	29.4 %	48.8 %	15.6 %	3.8 %	2.5 %	363,070	16,381
Yes, to retire	19.9 %	46.5 %	22.5 %	6.0 %	5.0 %	32,650	1,842
Yes, to other job in Govt	14.3 %	40.8 %	23.8 %	9.9 %	11.2 %	101,531	6,061
Yes, to other job outside Govt	14.3 %	39.1 %	22.6 %	10.5 %	13.5 %	22,111	1,554
Yes, other	12.1 %	37.2 %	26.7 %	10.3 %	13.8 %	24,442	1,766
<b>Retiring</b>							
Within 1 year	20.6 %	44.9 %	21.8 %	6.5 %	6.2 %	20,712	1,123
Between 1-3 years	21.4 %	46.9 %	21.1 %	5.8 %	4.8 %	55,715	3,057
Between 3-5 years	22.4 %	46.1 %	20.6 %	5.7 %	5.1 %	61,166	3,043
5 or more years	25.2 %	46.1 %	17.7 %	5.6 %	5.4 %	403,647	20,188
<b>Transgender</b>							
Yes	18.0 %	35.0 %	24.0 %	7.4 %	15.6 %	1,921	121
No	24.5 %	46.2 %	18.3 %	5.7 %	5.3 %	525,281	25,779

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: 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
<b>All Responses</b>	24.2 %	46.0 %	18.6 %	5.8 %	5.4 %	558,822	28,605
<b>Consider Yourself as</b>							
Straight	24.7 %	46.5 %	18.1 %	5.5 %	5.1 %	493,572	23,674
Gay or Lesbian	24.7 %	43.0 %	18.0 %	7.0 %	7.3 %	11,459	538
Bisexual	22.3 %	42.1 %	19.7 %	8.2 %	7.7 %	5,772	320
Something else	16.6 %	38.1 %	24.9 %	8.6 %	11.8 %	9,841	771
<b>Military Service</b>							
No Prior Military Service	23.7 %	46.6 %	18.5 %	5.9 %	5.3 %	379,039	20,884
Currently in Guard/Reserves	27.1 %	46.7 %	15.4 %	4.7 %	6.1 %	10,414	322
Retired	27.9 %	46.2 %	17.2 %	4.8 %	4.0 %	73,605	2,516
Separated/Discharged	23.1 %	43.9 %	19.9 %	6.2 %	6.9 %	81,578	3,931
<b>Disability</b>							
Yes	23.9 %	40.8 %	19.9 %	7.2 %	8.2 %	75,905	3,504
No	24.5 %	47.1 %	18.1 %	5.4 %	4.8 %	459,231	23,181

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) Managers communicate the goals of the organization.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.1 %	45.5 %	18.6 %	9.7 %	7.1 %	580,748	7,863
<b>Work Location</b>							
Headquarters	21.3 %	45.6 %	17.6 %	9.3 %	6.3 %	217,904	2,747
Field	18.0 %	45.4 %	18.9 %	10.0 %	7.6 %	344,805	4,735
<b>Supervisory Status</b>							
Senior Leader	43.2 %	40.6 %	9.4 %	4.0 %	2.8 %	9,696	45
Manager	29.1 %	49.1 %	12.5 %	5.7 %	3.7 %	38,857	87
Supervisor	20.7 %	48.5 %	16.7 %	8.9 %	5.2 %	76,670	402
Team Leader	17.2 %	44.5 %	19.0 %	11.5 %	7.8 %	81,434	805
Non-Supervisor	17.9 %	44.9 %	19.5 %	9.9 %	7.7 %	359,685	6,229
<b>Sex</b>							
Male	19.6 %	44.7 %	18.6 %	9.8 %	7.4 %	307,269	3,315
Female	19.2 %	47.2 %	17.9 %	9.3 %	6.4 %	242,855	3,856
<b>Hispanic or Latino</b>							
Yes	20.0 %	42.3 %	19.0 %	9.6 %	9.1 %	54,555	757
No	19.3 %	46.0 %	18.3 %	9.6 %	6.8 %	498,357	6,508
<b>Race</b>							
American Indian/Alaska Native	15.1 %	39.6 %	23.7 %	11.0 %	10.6 %	12,794	279
Asian	22.1 %	48.1 %	17.4 %	6.9 %	5.5 %	30,698	457
Black/AfricanAmerican	20.8 %	47.5 %	17.6 %	7.7 %	6.3 %	78,096	1,105
Native Hawaiian/Pacific Islander	18.1 %	41.1 %	22.5 %	8.9 %	9.4 %	3,932	39
White	19.2 %	45.6 %	18.2 %	10.1 %	6.9 %	388,835	4,654
Two or more races (Not Hispanic/Latino)	17.9 %	41.8 %	19.1 %	10.9 %	10.2 %	23,068	411
<b>Age Group</b>							
25 and under	24.8 %	49.6 %	14.5 %	6.8 %	4.3 %	7,097	140
26-29 years old	21.4 %	45.6 %	16.5 %	9.4 %	7.0 %	16,722	251
30-39 years old	18.9 %	44.6 %	17.2 %	10.7 %	8.5 %	111,005	1,265
40-49 years old	18.6 %	45.0 %	18.1 %	10.3 %	8.0 %	144,023	1,714
50-59 years old	19.6 %	46.1 %	19.0 %	9.1 %	6.2 %	189,884	2,420
60 or older	20.0 %	46.8 %	20.0 %	8.2 %	5.0 %	84,477	1,444
<b>Level of Education</b>							
Less than High School	18.3 %	35.8 %	27.9 %	8.7 %	9.3 %	471	14
H.S. Diploma/GED or equiv	17.3 %	44.7 %	21.9 %	8.6 %	7.4 %	23,927	421
Trade/Technical Certificate	16.3 %	42.6 %	22.2 %	10.2 %	8.7 %	12,541	223
Some College (no degree)	17.9 %	43.4 %	20.7 %	9.9 %	8.1 %	76,966	1,230
Associate's Degree	17.3 %	44.2 %	20.7 %	10.0 %	7.8 %	44,670	727
Bachelor's Degree	19.1 %	46.8 %	17.8 %	9.5 %	6.7 %	195,875	2,544
Master's Degree	20.6 %	46.2 %	16.7 %	9.9 %	6.6 %	148,628	1,511
Doctoral/Professional Degree	23.0 %	45.4 %	16.0 %	9.3 %	6.3 %	56,876	727

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(56) Managers communicate the goals of the organization.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.1 %</b>	<b>45.5 %</b>	<b>18.6 %</b>	<b>9.7 %</b>	<b>7.1 %</b>	<b>580,748</b>	<b>7,863</b>
<b>Pay Category</b>							
Federal Wage System	13.5 %	40.3 %	23.1 %	12.5 %	10.6 %	19,508	339
GS 1-6	20.2 %	44.2 %	19.7 %	8.5 %	7.5 %	23,998	572
GS 7-12	18.1 %	45.9 %	19.2 %	9.5 %	7.2 %	238,384	3,930
GS 13-15	21.2 %	46.5 %	16.6 %	9.6 %	6.2 %	230,626	1,990
SES	46.7 %	38.8 %	8.3 %	3.9 %	2.3 %	5,402	17
SL/ST	29.7 %	43.0 %	14.5 %	7.8 %	5.0 %	2,095	29
Other	16.6 %	43.7 %	20.2 %	10.7 %	8.8 %	46,169	691
<b>Time in Federal Government</b>							
< 1 year	31.8 %	48.2 %	13.1 %	4.5 %	2.4 %	10,583	243
1-3 years	23.6 %	46.8 %	16.2 %	8.0 %	5.4 %	56,219	856
4-5 years	20.2 %	45.4 %	17.6 %	9.9 %	6.9 %	43,333	544
6-10 years	18.4 %	45.4 %	18.4 %	10.3 %	7.5 %	116,359	1,400
11-14 years	17.6 %	44.6 %	18.7 %	10.7 %	8.3 %	93,450	1,184
15-20 years	17.1 %	43.9 %	19.6 %	10.9 %	8.5 %	96,761	1,246
> 20 years	19.2 %	46.6 %	19.3 %	8.8 %	6.2 %	148,254	2,074
<b>Time with Current Agency</b>							
< 1 year	31.1 %	46.6 %	13.8 %	5.3 %	3.2 %	19,568	450
1-3 years	22.9 %	45.8 %	16.6 %	8.6 %	6.0 %	84,924	1,254
4-5 years	19.2 %	44.9 %	18.0 %	10.3 %	7.7 %	56,825	679
6-10 years	17.6 %	45.2 %	18.9 %	10.6 %	7.8 %	119,986	1,438
11-14 years	16.9 %	44.7 %	19.1 %	10.8 %	8.5 %	87,548	1,123
15-20 years	16.9 %	44.4 %	19.9 %	10.5 %	8.2 %	87,300	1,089
> 20 years	19.4 %	47.4 %	19.1 %	8.5 %	5.6 %	108,824	1,496
<b>Leaving</b>							
No	23.7 %	49.0 %	16.6 %	7.1 %	3.7 %	375,557	4,550
Yes, to retire	16.4 %	45.6 %	21.8 %	9.8 %	6.5 %	34,065	563
Yes, to other job in Govt	10.4 %	38.8 %	21.7 %	15.1 %	14.0 %	106,322	1,540
Yes, to other job outside Govt	9.2 %	35.6 %	20.7 %	16.6 %	17.9 %	23,383	346
Yes, other	8.8 %	35.6 %	24.3 %	15.1 %	16.2 %	25,732	533
<b>Retiring</b>							
Within 1 year	16.8 %	43.9 %	21.4 %	10.0 %	7.9 %	21,616	335
Between 1-3 years	17.5 %	46.4 %	20.4 %	9.5 %	6.3 %	58,068	900
Between 3-5 years	18.2 %	45.8 %	19.9 %	9.6 %	6.6 %	63,601	838
5 or more years	19.7 %	45.5 %	17.9 %	9.7 %	7.2 %	419,099	5,400
<b>Transgender</b>							
Yes	13.4 %	34.1 %	21.8 %	12.7 %	17.9 %	2,002	38
No	19.4 %	45.7 %	18.3 %	9.6 %	7.0 %	545,135	7,079

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(56) Managers communicate the goals of the organization.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>19.1 %</b>	<b>45.5 %</b>	<b>18.6 %</b>	<b>9.7 %</b>	<b>7.1 %</b>	<b>580,748</b>	<b>7,863</b>
<b>Consider Yourself as</b>							
Straight	19.6 %	45.9 %	18.2 %	9.5 %	6.8 %	511,839	6,496
Gay or Lesbian	19.5 %	43.0 %	17.7 %	11.0 %	8.7 %	11,873	141
Bisexual	17.7 %	43.3 %	17.8 %	11.9 %	9.3 %	6,021	93
Something else	12.5 %	36.3 %	23.6 %	12.9 %	14.7 %	10,399	236
<b>Military Service</b>							
No Prior Military Service	18.7 %	46.4 %	18.3 %	9.6 %	6.9 %	395,243	5,422
Currently in Guard/Reserves	20.9 %	45.5 %	16.4 %	9.4 %	7.8 %	10,612	139
Retired	22.5 %	45.2 %	18.2 %	8.6 %	5.5 %	75,520	817
Separated/Discharged	18.0 %	42.3 %	19.4 %	11.1 %	9.2 %	84,574	1,164
<b>Disability</b>							
Yes	19.9 %	41.5 %	19.3 %	10.1 %	9.1 %	78,338	1,269
No	19.2 %	46.3 %	18.2 %	9.6 %	6.7 %	477,356	6,027

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.4 %	44.6 %	21.6 %	8.1 %	6.3 %	553,057	36,249
<b>Work Location</b>							
Headquarters	21.5 %	44.7 %	20.4 %	7.9 %	5.5 %	208,689	12,280
Field	18.3 %	44.5 %	22.1 %	8.3 %	6.8 %	327,309	22,698
<b>Supervisory Status</b>							
Senior Leader	42.2 %	40.6 %	10.4 %	4.0 %	2.9 %	9,686	60
Manager	28.6 %	47.2 %	14.7 %	6.1 %	3.4 %	38,606	383
Supervisor	20.5 %	47.3 %	19.5 %	7.9 %	4.9 %	74,941	2,211
Team Leader	17.4 %	43.5 %	22.4 %	9.7 %	7.0 %	77,447	4,898
Non-Supervisor	18.3 %	44.2 %	22.6 %	8.1 %	6.8 %	338,754	27,695
<b>Sex</b>							
Male	19.8 %	43.8 %	21.6 %	8.2 %	6.6 %	292,977	17,992
Female	19.4 %	46.2 %	20.9 %	7.8 %	5.7 %	231,597	15,489
<b>Hispanic or Latino</b>							
Yes	20.0 %	41.1 %	22.1 %	8.4 %	8.3 %	52,419	2,975
No	19.5 %	45.2 %	21.2 %	8.0 %	6.0 %	474,713	30,845
<b>Race</b>							
American Indian/Alaska Native	15.1 %	39.1 %	26.8 %	9.7 %	9.2 %	12,433	664
Asian	21.9 %	47.0 %	19.7 %	6.3 %	5.1 %	29,822	1,341
Black/AfricanAmerican	20.7 %	46.3 %	20.8 %	6.5 %	5.7 %	75,578	3,777
Native Hawaiian/Pacific Islander	17.9 %	40.7 %	25.0 %	7.6 %	8.8 %	3,832	151
White	19.6 %	44.7 %	21.2 %	8.4 %	6.1 %	369,086	24,909
Two or more races (Not Hispanic/Latino)	18.1 %	41.0 %	22.4 %	9.1 %	9.4 %	21,810	1,700
<b>Age Group</b>							
25 and under	25.3 %	49.2 %	15.8 %	5.6 %	4.1 %	6,791	442
26-29 years old	21.6 %	45.3 %	18.6 %	8.1 %	6.4 %	15,985	1,011
30-39 years old	19.4 %	44.1 %	19.6 %	9.1 %	7.8 %	105,592	6,772
40-49 years old	18.8 %	44.1 %	21.2 %	8.7 %	7.2 %	137,103	8,812
50-59 years old	19.8 %	44.9 %	22.4 %	7.6 %	5.4 %	181,361	11,256
60 or older	20.0 %	45.6 %	23.4 %	6.6 %	4.4 %	80,629	5,455
<b>Level of Education</b>							
Less than High School	20.0 %	36.0 %	25.5 %	7.0 %	11.5 %	454	33
H.S. Diploma/GED or equiv	17.5 %	43.8 %	25.2 %	7.0 %	6.5 %	23,113	1,295
Trade/Technical Certificate	16.8 %	42.1 %	25.4 %	8.7 %	7.0 %	12,050	754
Some College (no degree)	18.0 %	42.5 %	24.6 %	7.8 %	7.1 %	73,566	4,844
Associate's Degree	17.6 %	43.3 %	24.1 %	8.2 %	6.8 %	42,501	2,952
Bachelor's Degree	19.4 %	45.9 %	20.6 %	8.0 %	6.0 %	186,312	12,315
Master's Degree	20.7 %	45.1 %	19.4 %	8.7 %	6.1 %	142,245	8,072
Doctoral/Professional Degree	23.7 %	44.6 %	18.6 %	7.6 %	5.7 %	53,417	4,196

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.4 %	44.6 %	21.6 %	8.1 %	6.3 %	553,057	36,249
<b>Pay Category</b>							
Federal Wage System	13.9 %	40.3 %	27.4 %	9.6 %	8.8 %	18,443	1,443
GS 1-6	20.5 %	43.7 %	22.4 %	6.8 %	6.6 %	23,042	1,581
GS 7-12	18.5 %	45.2 %	22.1 %	7.8 %	6.4 %	226,572	16,120
GS 13-15	21.3 %	45.3 %	19.4 %	8.4 %	5.6 %	220,465	12,372
SES	45.6 %	38.6 %	9.8 %	4.1 %	1.9 %	5,382	36
SL/ST	29.0 %	43.1 %	16.2 %	6.7 %	5.0 %	2,029	98
Other	16.5 %	41.7 %	24.2 %	9.3 %	8.2 %	43,454	3,490
<b>Time in Federal Government</b>							
< 1 year	32.0 %	48.0 %	14.4 %	3.4 %	2.1 %	10,073	757
1-3 years	24.1 %	46.1 %	18.4 %	6.6 %	4.7 %	53,530	3,616
4-5 years	20.5 %	44.8 %	20.6 %	8.0 %	6.1 %	41,254	2,672
6-10 years	18.7 %	44.7 %	21.2 %	8.7 %	6.7 %	110,661	7,241
11-14 years	17.8 %	43.7 %	21.8 %	9.2 %	7.5 %	88,863	5,866
15-20 years	17.3 %	43.0 %	23.0 %	9.1 %	7.6 %	92,124	6,056
> 20 years	19.4 %	45.3 %	22.5 %	7.3 %	5.5 %	141,720	8,840
<b>Time with Current Agency</b>							
< 1 year	31.3 %	46.3 %	15.4 %	4.2 %	2.8 %	18,686	1,352
1-3 years	23.2 %	45.2 %	19.1 %	7.2 %	5.3 %	80,968	5,300
4-5 years	19.5 %	44.1 %	21.1 %	8.4 %	6.8 %	54,171	3,419
6-10 years	17.9 %	44.4 %	21.8 %	8.9 %	7.0 %	114,048	7,518
11-14 years	17.1 %	43.6 %	22.5 %	9.2 %	7.6 %	83,200	5,600
15-20 years	17.1 %	43.4 %	23.3 %	8.9 %	7.3 %	83,197	5,329
> 20 years	19.5 %	46.2 %	22.1 %	7.2 %	5.0 %	103,949	6,541
<b>Leaving</b>							
No	23.9 %	48.0 %	19.1 %	5.8 %	3.1 %	359,943	20,606
Yes, to retire	16.3 %	44.6 %	25.4 %	7.8 %	5.9 %	32,388	2,302
Yes, to other job in Govt	10.6 %	37.9 %	25.7 %	13.0 %	12.7 %	100,145	7,918
Yes, to other job outside Govt	9.4 %	34.3 %	24.0 %	15.3 %	16.8 %	21,865	1,893
Yes, other	8.9 %	34.4 %	28.5 %	13.3 %	14.9 %	23,971	2,338
<b>Retiring</b>							
Within 1 year	17.0 %	42.6 %	24.8 %	8.4 %	7.3 %	20,546	1,438
Between 1-3 years	17.4 %	45.1 %	24.1 %	7.7 %	5.6 %	55,268	3,825
Between 3-5 years	18.2 %	44.7 %	23.3 %	8.2 %	5.6 %	60,744	3,761
5 or more years	20.1 %	44.7 %	20.7 %	8.2 %	6.5 %	399,228	25,806
<b>Transgender</b>							
Yes	13.0 %	34.5 %	23.6 %	12.1 %	16.9 %	1,893	152
No	19.7 %	44.8 %	21.3 %	8.0 %	6.2 %	519,953	33,024

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.4 %	44.6 %	21.6 %	8.1 %	6.3 %	553,057	36,249
<b>Consider Yourself as</b>							
Straight	19.9 %	45.0 %	21.2 %	7.9 %	6.0 %	488,646	30,343
Gay or Lesbian	19.7 %	42.5 %	20.6 %	9.3 %	7.9 %	11,334	718
Bisexual	18.6 %	42.2 %	20.4 %	10.2 %	8.6 %	5,683	439
Something else	12.7 %	35.4 %	27.0 %	11.3 %	13.5 %	9,691	974
<b>Military Service</b>							
No Prior Military Service	19.0 %	45.5 %	21.1 %	8.2 %	6.2 %	376,177	25,024
Currently in Guard/Reserves	21.3 %	45.5 %	18.7 %	7.6 %	6.9 %	10,189	569
Retired	22.5 %	44.4 %	21.2 %	7.1 %	4.8 %	72,711	3,740
Separated/Discharged	18.3 %	41.4 %	23.3 %	8.9 %	8.0 %	80,044	5,810
<b>Disability</b>							
Yes	20.5 %	40.9 %	22.3 %	8.2 %	8.1 %	74,678	5,083
No	19.4 %	45.4 %	21.2 %	8.1 %	6.0 %	455,033	28,962

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(58) Managers promote communication among different work units.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>18.0 %</b>	<b>39.6 %</b>	<b>20.5 %</b>	<b>12.4 %</b>	<b>9.4 %</b>	<b>570,161</b>	<b>19,711</b>
<b>Work Location</b>							
Headquarters	20.3 %	40.6 %	19.4 %	11.6 %	8.1 %	214,982	6,190
Field	16.9 %	39.1 %	21.0 %	12.9 %	10.1 %	337,653	12,702
<b>Supervisory Status</b>							
Senior Leader	41.9 %	39.6 %	10.2 %	4.8 %	3.4 %	9,706	47
Manager	28.8 %	45.7 %	13.3 %	7.7 %	4.5 %	38,823	180
Supervisor	19.9 %	44.0 %	18.2 %	11.0 %	6.9 %	76,224	972
Team Leader	16.0 %	38.9 %	20.7 %	14.1 %	10.3 %	80,345	2,080
Non-Supervisor	16.7 %	38.4 %	21.7 %	13.0 %	10.2 %	351,003	15,867
<b>Sex</b>							
Male	18.7 %	39.8 %	20.3 %	11.9 %	9.3 %	301,871	9,349
Female	17.7 %	39.8 %	20.4 %	13.0 %	9.1 %	238,564	8,825
<b>Hispanic or Latino</b>							
Yes	18.7 %	36.8 %	20.7 %	12.4 %	11.4 %	53,633	1,830
No	18.2 %	40.2 %	20.3 %	12.4 %	9.0 %	489,541	16,509
<b>Race</b>							
American Indian/Alaska Native	14.2 %	34.8 %	25.1 %	13.3 %	12.6 %	12,650	446
Asian	20.8 %	43.2 %	20.1 %	9.0 %	6.9 %	30,260	919
Black/AfricanAmerican	19.8 %	42.2 %	20.0 %	9.9 %	8.0 %	77,009	2,428
Native Hawaiian/Pacific Islander	16.9 %	37.7 %	23.4 %	10.8 %	11.3 %	3,885	98
White	18.1 %	39.5 %	20.1 %	13.0 %	9.2 %	381,614	12,794
Two or more races (Not Hispanic/Latino)	16.7 %	35.9 %	21.0 %	13.3 %	13.0 %	22,607	937
<b>Age Group</b>							
25 and under	24.2 %	43.6 %	17.0 %	9.4 %	5.8 %	6,975	268
26-29 years old	20.2 %	39.7 %	18.8 %	12.1 %	9.2 %	16,451	564
30-39 years old	17.9 %	38.6 %	18.9 %	13.6 %	11.1 %	109,174	3,335
40-49 years old	17.5 %	39.2 %	19.8 %	13.0 %	10.4 %	141,625	4,422
50-59 years old	18.5 %	40.5 %	21.1 %	11.6 %	8.2 %	186,552	6,254
60 or older	18.6 %	40.7 %	22.8 %	11.0 %	6.9 %	82,676	3,463
<b>Level of Education</b>							
Less than High School	19.7 %	31.8 %	23.1 %	11.7 %	13.7 %	468	21
H.S. Diploma/GED or equiv	16.6 %	39.7 %	24.2 %	10.5 %	9.0 %	23,562	860
Trade/Technical Certificate	15.8 %	37.0 %	23.9 %	12.9 %	10.3 %	12,357	446
Some College (no degree)	16.7 %	37.8 %	22.9 %	12.3 %	10.3 %	75,418	3,010
Associate's Degree	16.2 %	38.7 %	22.5 %	12.6 %	10.0 %	43,751	1,744
Bachelor's Degree	18.0 %	40.6 %	19.8 %	12.5 %	9.1 %	192,285	6,588
Master's Degree	19.6 %	40.8 %	18.4 %	12.4 %	8.8 %	146,563	3,919
Doctoral/Professional Degree	21.3 %	38.2 %	19.0 %	12.7 %	8.8 %	55,599	2,100

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(58) Managers promote communication among different work units.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>18.0 %</b>	<b>39.6 %</b>	<b>20.5 %</b>	<b>12.4 %</b>	<b>9.4 %</b>	<b>570,161</b>	<b>19,711</b>
<b>Pay Category</b>							
Federal Wage System	12.5 %	35.0 %	25.2 %	14.6 %	12.7 %	19,025	876
GS 1-6	18.9 %	37.9 %	22.5 %	11.0 %	9.7 %	23,441	1,208
GS 7-12	16.9 %	39.3 %	21.3 %	12.7 %	9.8 %	233,612	9,367
GS 13-15	20.3 %	41.4 %	18.2 %	12.0 %	8.1 %	227,465	5,574
SES	45.4 %	37.6 %	9.6 %	4.7 %	2.6 %	5,402	24
SL/ST	27.0 %	38.8 %	17.5 %	9.6 %	7.1 %	2,072	57
Other	15.4 %	37.6 %	22.5 %	13.2 %	11.4 %	45,017	1,957
<b>Time in Federal Government</b>							
< 1 year	30.4 %	43.7 %	16.0 %	6.6 %	3.4 %	10,309	545
1-3 years	22.3 %	41.0 %	18.7 %	10.7 %	7.3 %	55,095	2,118
4-5 years	19.0 %	39.4 %	20.0 %	12.5 %	9.1 %	42,522	1,434
6-10 years	17.4 %	39.5 %	20.0 %	13.2 %	9.9 %	114,245	3,797
11-14 years	16.5 %	38.7 %	20.4 %	13.5 %	10.8 %	91,796	3,032
15-20 years	16.1 %	38.2 %	21.4 %	13.4 %	10.9 %	95,134	3,142
> 20 years	18.2 %	40.7 %	21.4 %	11.5 %	8.2 %	145,729	4,950
<b>Time with Current Agency</b>							
< 1 year	29.9 %	42.5 %	16.2 %	7.0 %	4.4 %	19,165	909
1-3 years	21.4 %	40.0 %	19.1 %	11.4 %	8.1 %	83,357	3,001
4-5 years	18.0 %	38.9 %	20.2 %	12.9 %	10.0 %	55,844	1,793
6-10 years	16.6 %	39.3 %	20.4 %	13.5 %	10.2 %	117,796	3,927
11-14 years	15.9 %	38.6 %	20.9 %	13.6 %	11.1 %	85,974	2,891
15-20 years	15.9 %	38.5 %	21.8 %	13.2 %	10.6 %	85,771	2,837
> 20 years	18.3 %	41.6 %	21.2 %	11.3 %	7.5 %	106,914	3,672
<b>Leaving</b>							
No	22.5 %	43.6 %	19.0 %	9.7 %	5.1 %	369,124	11,783
Yes, to retire	15.2 %	39.4 %	24.4 %	12.4 %	8.7 %	33,348	1,356
Yes, to other job in Govt	9.3 %	31.9 %	22.7 %	18.2 %	17.9 %	104,419	3,777
Yes, to other job outside Govt	8.5 %	28.8 %	20.5 %	20.2 %	22.0 %	22,927	873
Yes, other	7.9 %	28.9 %	24.8 %	18.0 %	20.4 %	25,123	1,212
<b>Retiring</b>							
Within 1 year	15.7 %	37.8 %	23.5 %	12.9 %	10.1 %	21,140	844
Between 1-3 years	16.2 %	40.5 %	22.7 %	12.1 %	8.4 %	56,932	2,226
Between 3-5 years	17.1 %	39.8 %	22.1 %	12.3 %	8.7 %	62,407	2,176
5 or more years	18.7 %	39.7 %	19.7 %	12.4 %	9.5 %	411,842	13,612
<b>Transgender</b>							
Yes	12.4 %	29.1 %	23.2 %	13.7 %	21.6 %	1,965	85
No	18.3 %	39.9 %	20.3 %	12.3 %	9.2 %	535,606	17,905



2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(58) Managers promote communication among different work units.**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.0 %	39.6 %	20.5 %	12.4 %	9.4 %	570,161	19,711
<b>Consider Yourself as</b>							
Straight	18.5 %	40.1 %	20.2 %	12.2 %	8.9 %	503,002	16,525
Gay or Lesbian	17.8 %	37.5 %	19.2 %	13.9 %	11.6 %	11,699	350
Bisexual	16.3 %	35.5 %	19.4 %	15.3 %	13.5 %	5,905	225
Something else	11.7 %	30.3 %	23.7 %	15.4 %	18.9 %	10,136	532
<b>Military Service</b>							
No Prior Military Service	17.6 %	40.0 %	20.4 %	12.7 %	9.4 %	388,109	13,508
Currently in Guard/Reserves	20.3 %	41.3 %	18.5 %	10.8 %	9.1 %	10,461	321
Retired	21.5 %	41.4 %	20.0 %	10.3 %	6.8 %	74,401	2,093
Separated/Discharged	17.0 %	36.9 %	21.1 %	13.5 %	11.5 %	82,802	3,136
<b>Disability</b>							
Yes	18.7 %	36.3 %	21.1 %	12.4 %	11.5 %	76,940	2,926
No	18.1 %	40.4 %	20.3 %	12.4 %	8.9 %	468,891	15,558

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.5 %	41.8 %	20.3 %	10.1 %	8.2 %	566,154	20,010
<b>Work Location</b>							
Headquarters	22.0 %	42.8 %	18.9 %	9.3 %	7.0 %	213,870	6,110
Field	18.2 %	41.2 %	21.0 %	10.6 %	9.0 %	334,974	13,072
<b>Supervisory Status</b>							
Senior Leader	44.2 %	39.2 %	9.2 %	4.5 %	2.9 %	9,619	43
Manager	31.3 %	45.7 %	12.6 %	6.4 %	4.1 %	38,631	180
Supervisor	21.9 %	45.8 %	17.4 %	8.8 %	6.0 %	75,749	977
Team Leader	17.8 %	41.7 %	20.4 %	11.2 %	9.0 %	79,941	2,045
Non-Supervisor	17.9 %	40.7 %	21.8 %	10.6 %	9.1 %	348,342	16,175
<b>Sex</b>							
Male	20.2 %	41.8 %	20.0 %	9.8 %	8.2 %	299,784	9,313
Female	19.1 %	42.1 %	20.2 %	10.5 %	8.0 %	236,918	9,123
<b>Hispanic or Latino</b>							
Yes	19.9 %	38.4 %	21.2 %	10.2 %	10.3 %	53,156	1,858
No	19.7 %	42.3 %	20.0 %	10.1 %	7.9 %	486,285	16,760
<b>Race</b>							
American Indian/Alaska Native	14.8 %	36.6 %	25.6 %	11.2 %	11.8 %	12,505	466
Asian	22.1 %	44.9 %	19.4 %	7.3 %	6.2 %	30,013	943
Black/AfricanAmerican	21.0 %	43.5 %	20.0 %	8.3 %	7.2 %	76,072	2,571
Native Hawaiian/Pacific Islander	17.3 %	38.8 %	24.1 %	9.4 %	10.4 %	3,828	104
White	19.7 %	41.9 %	19.8 %	10.5 %	8.0 %	379,519	12,829
Two or more races (Not Hispanic/Latino)	18.0 %	38.0 %	21.1 %	11.3 %	11.7 %	22,470	934
<b>Age Group</b>							
25 and under	24.7 %	46.4 %	16.3 %	7.5 %	5.2 %	6,899	294
26-29 years old	21.4 %	41.7 %	19.2 %	9.6 %	8.1 %	16,346	563
30-39 years old	19.3 %	41.1 %	18.9 %	11.0 %	9.7 %	108,653	3,388
40-49 years old	19.0 %	41.3 %	19.9 %	10.5 %	9.3 %	140,890	4,516
50-59 years old	20.1 %	42.4 %	20.6 %	9.6 %	7.2 %	185,148	6,386
60 or older	20.2 %	42.5 %	22.2 %	9.1 %	6.0 %	81,763	3,427
<b>Level of Education</b>							
Less than High School	19.6 %	33.1 %	25.9 %	8.6 %	12.8 %	447	26
H.S. Diploma/GED or equiv	17.1 %	40.8 %	25.2 %	8.9 %	7.9 %	23,226	902
Trade/Technical Certificate	16.2 %	38.8 %	24.7 %	10.8 %	9.5 %	12,205	482
Some College (no degree)	17.6 %	39.4 %	23.3 %	10.4 %	9.3 %	74,689	3,064
Associate's Degree	17.3 %	40.5 %	22.8 %	10.5 %	9.0 %	43,168	1,878
Bachelor's Degree	19.5 %	43.0 %	19.5 %	10.0 %	8.0 %	191,052	6,713
Master's Degree	21.5 %	43.0 %	17.8 %	10.1 %	7.7 %	145,956	3,855
Doctoral/Professional Degree	23.7 %	40.8 %	17.8 %	10.1 %	7.6 %	55,474	2,033

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.5 %	41.8 %	20.3 %	10.1 %	8.2 %	566,154	20,010
<b>Pay Category</b>							
Federal Wage System	13.4 %	36.9 %	26.4 %	12.1 %	11.3 %	18,808	907
GS 1-6	19.4 %	39.4 %	22.9 %	9.2 %	9.1 %	23,091	1,277
GS 7-12	18.0 %	41.4 %	21.5 %	10.4 %	8.7 %	231,651	9,761
GS 13-15	22.3 %	43.8 %	17.4 %	9.6 %	7.0 %	226,630	5,368
SES	48.5 %	37.0 %	7.8 %	4.5 %	2.3 %	5,384	18
SL/ST	31.3 %	40.2 %	14.5 %	7.8 %	6.2 %	2,069	50
Other	17.1 %	39.7 %	22.3 %	10.8 %	10.0 %	44,559	1,965
<b>Time in Federal Government</b>							
< 1 year	31.4 %	45.2 %	15.2 %	5.3 %	2.9 %	10,253	529
1-3 years	23.8 %	42.8 %	18.5 %	8.6 %	6.4 %	54,745	2,156
4-5 years	20.4 %	41.1 %	20.1 %	10.3 %	8.1 %	42,217	1,509
6-10 years	18.8 %	41.9 %	19.9 %	10.7 %	8.8 %	113,598	3,836
11-14 years	18.0 %	40.9 %	20.6 %	11.1 %	9.5 %	91,165	3,094
15-20 years	17.6 %	40.4 %	21.2 %	11.0 %	9.7 %	94,442	3,170
> 20 years	19.8 %	42.8 %	20.8 %	9.4 %	7.2 %	144,560	5,013
<b>Time with Current Agency</b>							
< 1 year	31.2 %	43.7 %	15.6 %	5.6 %	3.9 %	19,011	924
1-3 years	23.0 %	41.9 %	18.8 %	9.2 %	7.1 %	82,775	3,098
4-5 years	19.5 %	40.6 %	20.3 %	10.7 %	8.9 %	55,519	1,824
6-10 years	18.0 %	41.6 %	20.4 %	11.0 %	9.0 %	117,091	3,970
11-14 years	17.2 %	41.0 %	21.1 %	11.1 %	9.7 %	85,336	2,960
15-20 years	17.5 %	40.7 %	21.5 %	10.8 %	9.5 %	85,164	2,835
> 20 years	20.1 %	43.8 %	20.4 %	9.1 %	6.6 %	106,098	3,693
<b>Leaving</b>							
No	24.3 %	45.4 %	18.3 %	7.7 %	4.4 %	366,753	11,763
Yes, to retire	16.5 %	41.7 %	23.8 %	10.4 %	7.6 %	32,980	1,347
Yes, to other job in Govt	10.3 %	34.7 %	23.9 %	15.2 %	15.9 %	103,671	4,015
Yes, to other job outside Govt	9.5 %	32.1 %	21.5 %	16.9 %	20.0 %	22,805	884
Yes, other	8.7 %	31.5 %	25.8 %	15.8 %	18.2 %	24,878	1,286
<b>Retiring</b>							
Within 1 year	17.1 %	40.2 %	23.0 %	10.9 %	8.9 %	20,915	831
Between 1-3 years	17.7 %	42.4 %	22.3 %	10.2 %	7.4 %	56,373	2,214
Between 3-5 years	18.6 %	41.9 %	21.6 %	10.3 %	7.6 %	61,825	2,286
5 or more years	20.2 %	41.8 %	19.6 %	10.1 %	8.4 %	409,389	13,825
<b>Transgender</b>							
Yes	12.2 %	32.6 %	23.8 %	11.4 %	20.0 %	1,945	83
No	19.8 %	42.0 %	20.1 %	10.0 %	8.1 %	531,894	18,197

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	19.5 %	41.8 %	20.3 %	10.1 %	8.2 %	566,154	20,010
<b>Consider Yourself as</b>							
Straight	20.0 %	42.2 %	20.0 %	9.9 %	7.8 %	499,532	16,760
Gay or Lesbian	19.5 %	39.8 %	18.9 %	11.1 %	10.6 %	11,628	360
Bisexual	18.0 %	38.4 %	18.7 %	13.3 %	11.6 %	5,870	225
Something else	12.6 %	32.5 %	24.7 %	13.1 %	17.2 %	10,041	547
<b>Military Service</b>							
No Prior Military Service	19.1 %	42.3 %	20.0 %	10.3 %	8.2 %	385,656	13,711
Currently in Guard/Reserves	21.8 %	42.7 %	18.6 %	8.9 %	8.0 %	10,400	299
Retired	22.9 %	42.8 %	19.8 %	8.6 %	6.0 %	73,738	2,109
Separated/Discharged	18.3 %	38.8 %	21.6 %	11.1 %	10.3 %	82,166	3,215
<b>Disability</b>							
Yes	19.9 %	37.8 %	21.4 %	10.3 %	10.6 %	76,198	2,986
No	19.7 %	42.6 %	19.9 %	10.0 %	7.7 %	465,866	15,774

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>27.7 %</b>	<b>34.9 %</b>	<b>21.4 %</b>	<b>8.2 %</b>	<b>7.8 %</b>	<b>557,336</b>	<b>31,586</b>
<b>Work Location</b>							
Headquarters	31.0 %	35.1 %	20.0 %	7.2 %	6.7 %	210,683	10,607
Field	25.9 %	34.7 %	22.1 %	8.8 %	8.4 %	330,965	19,611
<b>Supervisory Status</b>							
Senior Leader	51.2 %	30.1 %	11.3 %	3.8 %	3.6 %	9,468	267
Manager	35.0 %	35.4 %	18.0 %	6.1 %	5.5 %	37,977	1,043
Supervisor	27.8 %	36.4 %	21.3 %	8.0 %	6.4 %	74,746	2,516
Team Leader	25.9 %	35.0 %	22.2 %	9.0 %	8.0 %	79,254	3,202
Non-Supervisor	26.9 %	34.6 %	21.7 %	8.4 %	8.4 %	343,595	23,543
<b>Sex</b>							
Male	27.9 %	34.7 %	21.1 %	8.4 %	8.0 %	297,081	14,326
Female	28.1 %	35.4 %	21.4 %	7.8 %	7.3 %	232,793	14,751
<b>Hispanic or Latino</b>							
Yes	27.0 %	32.2 %	22.0 %	9.0 %	9.8 %	52,643	2,834
No	28.0 %	35.3 %	21.2 %	8.1 %	7.4 %	479,822	26,544
<b>Race</b>							
American Indian/Alaska Native	21.7 %	30.8 %	25.2 %	10.6 %	11.6 %	12,308	800
Asian	28.7 %	37.6 %	21.0 %	6.6 %	6.1 %	29,744	1,464
Black/AfricanAmerican	28.2 %	35.5 %	21.7 %	7.2 %	7.3 %	74,764	4,704
Native Hawaiian/Pacific Islander	24.2 %	31.8 %	24.1 %	8.6 %	11.2 %	3,779	202
White	28.4 %	35.1 %	20.8 %	8.2 %	7.5 %	375,214	19,436
Two or more races (Not Hispanic/Latino)	25.4 %	31.4 %	23.0 %	9.6 %	10.6 %	22,027	1,538
<b>Age Group</b>							
25 and under	31.9 %	39.5 %	18.4 %	5.4 %	4.8 %	6,703	554
26-29 years old	28.5 %	36.6 %	20.2 %	7.7 %	7.0 %	15,931	1,104
30-39 years old	26.7 %	34.5 %	21.6 %	8.6 %	8.5 %	106,510	6,061
40-49 years old	26.8 %	34.3 %	21.6 %	8.6 %	8.7 %	138,878	7,265
50-59 years old	28.4 %	35.2 %	21.1 %	8.0 %	7.2 %	183,382	9,489
60 or older	30.2 %	35.6 %	21.0 %	7.1 %	6.1 %	81,419	4,803
<b>Level of Education</b>							
Less than High School	27.3 %	28.1 %	20.7 %	11.4 %	12.5 %	452	36
H.S. Diploma/GED or equiv	26.8 %	35.0 %	21.7 %	8.1 %	8.4 %	23,085	1,377
Trade/Technical Certificate	24.5 %	32.4 %	23.8 %	9.5 %	9.8 %	12,061	763
Some College (no degree)	26.1 %	33.6 %	22.3 %	9.1 %	8.8 %	74,076	4,432
Associate's Degree	25.2 %	34.5 %	22.5 %	9.1 %	8.7 %	42,921	2,621
Bachelor's Degree	27.4 %	35.7 %	21.5 %	8.1 %	7.4 %	188,138	10,824

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
<b>All Responses</b>	27.7 %	34.9 %	21.4 %	8.2 %	7.8 %	557,336	31,586
Master's Degree	29.0 %	35.4 %	20.7 %	7.6 %	7.3 %	143,706	6,809
Doctoral/Professional Degree	33.8 %	33.6 %	18.4 %	7.4 %	6.8 %	54,714	3,017
<b>Pay Category</b>							
Federal Wage System	19.5 %	31.7 %	25.1 %	11.8 %	12.0 %	18,850	1,078
GS 1-6	28.2 %	34.2 %	21.0 %	7.8 %	8.8 %	22,824	1,850
GS 7-12	26.4 %	35.2 %	21.8 %	8.5 %	8.1 %	228,300	14,854
GS 13-15	30.5 %	35.3 %	20.2 %	7.3 %	6.6 %	223,530	9,621
SES	52.6 %	28.0 %	11.9 %	4.0 %	3.6 %	5,289	125
SL/ST	39.9 %	33.0 %	14.8 %	6.1 %	6.1 %	2,030	98
Other	25.0 %	33.8 %	23.1 %	9.1 %	9.0 %	44,155	2,854
<b>Time in Federal Government</b>							
< 1 year	41.3 %	39.2 %	14.2 %	3.0 %	2.3 %	9,948	915
1-3 years	32.3 %	36.9 %	19.0 %	6.5 %	5.3 %	53,646	3,616
4-5 years	28.4 %	35.5 %	20.8 %	8.0 %	7.3 %	41,439	2,547
6-10 years	27.2 %	34.7 %	21.5 %	8.6 %	8.0 %	111,992	6,114
11-14 years	25.8 %	34.2 %	22.1 %	9.0 %	9.0 %	90,125	4,752
15-20 years	25.2 %	33.5 %	22.6 %	9.4 %	9.3 %	93,555	4,775
> 20 years	28.1 %	35.0 %	21.6 %	7.9 %	7.5 %	143,095	7,681
<b>Time with Current Agency</b>							
< 1 year	40.3 %	37.6 %	15.0 %	3.7 %	3.4 %	18,479	1,603
1-3 years	31.4 %	35.8 %	19.4 %	7.0 %	6.3 %	81,259	5,174
4-5 years	27.5 %	34.6 %	21.5 %	8.4 %	8.0 %	54,513	3,167
6-10 years	26.3 %	34.5 %	22.0 %	8.9 %	8.4 %	115,528	6,234
11-14 years	25.2 %	33.9 %	22.6 %	9.2 %	9.1 %	84,459	4,455
15-20 years	25.1 %	34.0 %	22.6 %	9.3 %	9.1 %	84,468	4,197
> 20 years	28.4 %	35.8 %	21.3 %	7.5 %	6.9 %	105,074	5,588
<b>Leaving</b>							
No	33.9 %	37.9 %	18.5 %	5.7 %	4.0 %	362,086	19,053
Yes, to retire	24.7 %	34.8 %	23.9 %	8.6 %	8.1 %	32,904	1,855
Yes, to other job in Govt	15.0 %	28.8 %	27.4 %	13.5 %	15.3 %	102,045	6,188
Yes, to other job outside Govt	14.7 %	26.1 %	26.1 %	14.7 %	18.4 %	22,492	1,311
Yes, other	14.0 %	26.4 %	27.3 %	14.4 %	17.9 %	24,425	1,932
<b>Retiring</b>							
Within 1 year	24.7 %	33.2 %	23.3 %	8.9 %	9.9 %	20,874	1,152
Between 1-3 years	26.4 %	35.2 %	22.4 %	8.5 %	7.6 %	56,019	3,166
Between 3-5 years	27.0 %	34.7 %	22.3 %	8.4 %	7.6 %	61,396	3,221

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>27.7 %</b>	<b>34.9 %</b>	<b>21.4 %</b>	<b>8.2 %</b>	<b>7.8 %</b>	<b>557,336</b>	<b>31,586</b>
5 or more years	28.2 %	35.0 %	21.0 %	8.1 %	7.7 %	403,088	22,603
<b>Transgender</b>							
Yes	19.6 %	27.9 %	24.0 %	10.6 %	17.9 %	1,916	135
No	28.0 %	35.0 %	21.3 %	8.1 %	7.7 %	525,067	28,770
<b>Consider Yourself as</b>							
Straight	28.2 %	35.1 %	21.1 %	8.0 %	7.5 %	493,219	26,618
Gay or Lesbian	27.3 %	33.5 %	21.5 %	8.5 %	9.3 %	11,494	567
Bisexual	24.9 %	32.3 %	23.0 %	9.9 %	9.9 %	5,781	348
Something else	19.3 %	29.1 %	24.8 %	11.5 %	15.3 %	9,876	805
<b>Military Service</b>							
No Prior Military Service	27.6 %	35.4 %	21.4 %	8.0 %	7.6 %	379,719	22,158
Currently in Guard/Reserves	26.8 %	35.7 %	20.7 %	8.8 %	7.9 %	10,212	566
Retired	30.6 %	35.5 %	20.2 %	7.4 %	6.2 %	73,523	3,014
Separated/Discharged	26.0 %	32.3 %	22.2 %	9.5 %	10.0 %	81,231	4,764
<b>Disability</b>							
Yes	27.5 %	31.6 %	21.6 %	9.0 %	10.3 %	75,403	4,518
No	27.9 %	35.5 %	21.3 %	8.0 %	7.3 %	459,714	25,027

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>23.2 %</b>	<b>34.0 %</b>	<b>22.6 %</b>	<b>10.8 %</b>	<b>9.4 %</b>	<b>579,632</b>	<b>8,840</b>
<b>Work Location</b>							
Headquarters	26.5 %	35.0 %	20.8 %	9.7 %	8.0 %	218,506	2,637
Field	21.4 %	33.4 %	23.4 %	11.4 %	10.3 %	344,548	5,784
<b>Supervisory Status</b>							
Senior Leader	51.7 %	29.9 %	9.9 %	4.6 %	4.0 %	9,722	28
Manager	30.2 %	35.4 %	17.6 %	9.6 %	7.1 %	38,851	156
Supervisor	23.8 %	35.2 %	21.4 %	11.1 %	8.5 %	76,569	631
Team Leader	21.2 %	34.4 %	22.6 %	11.9 %	10.0 %	81,491	936
Non-Supervisor	22.4 %	33.7 %	23.4 %	10.7 %	9.8 %	360,058	6,785
<b>Sex</b>							
Male	23.7 %	33.6 %	21.9 %	10.9 %	9.9 %	307,294	4,005
Female	23.3 %	35.1 %	22.9 %	10.4 %	8.3 %	243,205	4,059
<b>Hispanic or Latino</b>							
Yes	25.9 %	32.4 %	21.7 %	9.6 %	10.4 %	54,688	741
No	23.1 %	34.4 %	22.4 %	10.9 %	9.2 %	498,610	7,421
<b>Race</b>							
American Indian/Alaska Native	21.1 %	32.3 %	24.9 %	10.6 %	11.2 %	12,841	260
Asian	26.8 %	38.8 %	20.5 %	7.3 %	6.6 %	30,686	501
Black/AfricanAmerican	25.8 %	36.7 %	22.1 %	7.8 %	7.7 %	78,306	1,073
Native Hawaiian/Pacific Islander	24.1 %	33.0 %	23.1 %	9.0 %	10.8 %	3,925	50
White	23.1 %	33.6 %	22.2 %	11.6 %	9.5 %	388,969	5,449
Two or more races (Not Hispanic/Latino)	21.9 %	31.0 %	23.6 %	11.2 %	12.4 %	23,092	459
<b>Age Group</b>							
25 and under	32.0 %	39.5 %	17.2 %	6.5 %	4.7 %	7,070	185
26-29 years old	26.5 %	36.5 %	20.5 %	8.9 %	7.6 %	16,686	354
30-39 years old	22.7 %	34.0 %	21.9 %	11.1 %	10.2 %	110,567	1,949
40-49 years old	22.2 %	33.4 %	22.4 %	11.4 %	10.6 %	143,951	2,118
50-59 years old	23.8 %	34.2 %	22.7 %	10.6 %	8.8 %	190,447	2,296
60 or older	24.6 %	34.5 %	23.2 %	10.0 %	7.7 %	84,850	1,254
<b>Level of Education</b>							
Less than High School	24.3 %	27.5 %	26.1 %	10.1 %	12.0 %	464	20
H.S. Diploma/GED or equiv	24.2 %	34.4 %	23.6 %	9.1 %	8.8 %	24,027	407
Trade/Technical Certificate	22.3 %	31.8 %	24.7 %	11.1 %	10.1 %	12,616	188
Some College (no degree)	23.1 %	33.1 %	23.5 %	10.4 %	9.9 %	77,270	1,163
Associate's Degree	22.5 %	34.0 %	23.7 %	10.4 %	9.4 %	44,808	684
Bachelor's Degree	22.6 %	34.6 %	22.7 %	11.0 %	9.1 %	195,726	3,120
Master's Degree	24.3 %	34.8 %	21.2 %	10.7 %	9.0 %	148,577	1,861
Doctoral/Professional Degree	25.3 %	32.1 %	20.2 %	11.8 %	10.7 %	56,842	866



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>23.2 %</b>	<b>34.0 %</b>	<b>22.6 %</b>	<b>10.8 %</b>	<b>9.4 %</b>	<b>579,632</b>	<b>8,840</b>
<b>Pay Category</b>							
Federal Wage System	17.9 %	30.5 %	25.6 %	13.0 %	13.0 %	19,617	300
GS 1-6	27.2 %	34.1 %	21.6 %	8.6 %	8.5 %	24,077	582
GS 7-12	22.9 %	34.3 %	23.1 %	10.4 %	9.2 %	238,527	4,426
GS 13-15	24.0 %	34.6 %	21.3 %	11.2 %	9.0 %	230,630	2,392
SES	50.8 %	26.7 %	11.2 %	6.4 %	4.9 %	5,422	6
SL/ST	35.9 %	32.6 %	16.4 %	7.5 %	7.6 %	2,107	20
Other	19.9 %	33.0 %	24.3 %	11.6 %	11.3 %	46,194	779
<b>Time in Federal Government</b>							
< 1 year	41.7 %	39.1 %	13.6 %	3.7 %	2.0 %	10,561	296
1-3 years	30.6 %	37.4 %	19.3 %	7.3 %	5.5 %	56,145	1,099
4-5 years	25.5 %	34.9 %	21.5 %	9.8 %	8.2 %	43,226	729
6-10 years	22.9 %	34.2 %	22.5 %	10.9 %	9.5 %	116,282	1,765
11-14 years	21.1 %	33.4 %	23.1 %	11.7 %	10.7 %	93,524	1,312
15-20 years	20.2 %	32.0 %	23.7 %	12.4 %	11.7 %	96,936	1,321
> 20 years	21.8 %	33.5 %	23.6 %	11.4 %	9.7 %	148,640	1,971
<b>Time with Current Agency</b>							
< 1 year	40.0 %	37.4 %	15.2 %	4.3 %	3.1 %	19,503	568
1-3 years	29.2 %	36.2 %	19.9 %	8.2 %	6.5 %	84,912	1,487
4-5 years	24.2 %	34.2 %	22.0 %	10.5 %	9.1 %	56,731	908
6-10 years	21.6 %	33.8 %	23.0 %	11.4 %	10.1 %	119,995	1,718
11-14 years	20.1 %	33.0 %	23.6 %	12.1 %	11.3 %	87,658	1,217
15-20 years	19.7 %	32.1 %	24.1 %	12.5 %	11.6 %	87,469	1,113
> 20 years	21.8 %	34.0 %	23.6 %	11.2 %	9.4 %	109,077	1,470
<b>Leaving</b>							
No	28.7 %	37.5 %	20.6 %	8.0 %	5.2 %	375,448	5,404
Yes, to retire	18.8 %	32.7 %	25.5 %	12.8 %	10.2 %	34,249	462
Yes, to other job in Govt	13.1 %	28.1 %	26.1 %	15.8 %	16.8 %	106,556	1,652
Yes, to other job outside Govt	10.2 %	22.0 %	23.9 %	19.3 %	24.6 %	23,437	369
Yes, other	10.9 %	23.9 %	27.3 %	16.8 %	21.1 %	25,773	571
<b>Retiring</b>							
Within 1 year	19.3 %	30.8 %	23.8 %	13.4 %	12.6 %	21,711	278
Between 1-3 years	20.4 %	33.5 %	24.4 %	11.9 %	9.8 %	58,325	797
Between 3-5 years	21.6 %	33.6 %	23.7 %	11.6 %	9.5 %	63,825	740
5 or more years	24.1 %	34.3 %	22.0 %	10.4 %	9.2 %	418,916	6,567
<b>Transgender</b>							
Yes	14.9 %	23.8 %	24.7 %	13.2 %	23.4 %	2,003	46
No	23.6 %	34.3 %	22.3 %	10.7 %	9.2 %	545,499	7,961

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>23.2 %</b>	<b>34.0 %</b>	<b>22.6 %</b>	<b>10.8 %</b>	<b>9.4 %</b>	<b>579,632</b>	<b>8,840</b>
<b>Consider Yourself as</b>							
Straight	24.0 %	34.5 %	22.1 %	10.5 %	9.0 %	512,204	7,286
Gay or Lesbian	20.4 %	31.6 %	22.7 %	12.6 %	12.7 %	11,894	151
Bisexual	19.9 %	31.0 %	23.0 %	12.9 %	13.2 %	6,028	104
Something else	14.2 %	25.5 %	27.2 %	14.1 %	19.0 %	10,368	295
<b>Military Service</b>							
No Prior Military Service	22.6 %	34.3 %	22.7 %	11.0 %	9.4 %	395,211	6,332
Currently in Guard/Reserves	25.4 %	35.4 %	20.0 %	10.0 %	9.2 %	10,596	185
Retired	28.1 %	35.3 %	20.8 %	9.0 %	6.8 %	75,860	632
Separated/Discharged	21.5 %	31.6 %	23.4 %	11.7 %	11.8 %	84,645	1,338
<b>Disability</b>							
Yes	24.3 %	31.2 %	22.4 %	10.5 %	11.5 %	78,558	1,269
No	23.3 %	34.7 %	22.4 %	10.8 %	9.0 %	477,518	6,929

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.7 %	36.1 %	24.0 %	8.9 %	8.3 %	541,505	46,639
<b>Work Location</b>							
Headquarters	26.0 %	37.7 %	21.5 %	8.0 %	6.8 %	206,226	14,861
Field	20.9 %	35.3 %	25.2 %	9.5 %	9.1 %	319,945	30,165
<b>Supervisory Status</b>							
Senior Leader	46.5 %	33.2 %	12.4 %	4.5 %	3.4 %	9,618	128
Manager	29.0 %	38.4 %	19.7 %	7.5 %	5.4 %	37,716	1,259
Supervisor	23.0 %	38.1 %	23.1 %	8.9 %	6.9 %	72,975	4,183
Team Leader	21.3 %	36.7 %	24.1 %	9.4 %	8.5 %	76,044	6,315
Non-Supervisor	21.9 %	35.5 %	24.6 %	9.1 %	8.9 %	333,084	33,600
<b>Sex</b>							
Male	23.4 %	36.5 %	23.5 %	8.3 %	8.2 %	288,179	22,953
Female	22.5 %	35.8 %	24.0 %	9.7 %	8.0 %	226,644	20,464
<b>Hispanic or Latino</b>							
Yes	23.1 %	32.2 %	24.5 %	9.5 %	10.7 %	51,702	3,687
No	22.9 %	36.7 %	23.6 %	8.8 %	7.9 %	465,669	40,095
<b>Race</b>							
American Indian/Alaska Native	17.9 %	31.3 %	29.0 %	10.5 %	11.2 %	12,078	1,002
Asian	25.5 %	40.1 %	21.5 %	6.4 %	6.5 %	29,407	1,731
Black/AfricanAmerican	24.5 %	36.7 %	23.3 %	7.9 %	7.7 %	74,631	4,704
Native Hawaiian/Pacific Islander	21.9 %	32.4 %	26.4 %	8.1 %	11.2 %	3,755	226
White	22.9 %	36.4 %	23.6 %	9.1 %	7.9 %	361,674	32,533
Two or more races (Not Hispanic/Latino)	20.9 %	32.0 %	24.5 %	10.6 %	12.0 %	21,489	2,053
<b>Age Group</b>							
25 and under	26.3 %	38.3 %	20.8 %	7.9 %	6.6 %	6,455	796
26-29 years old	23.1 %	35.2 %	22.2 %	9.7 %	10.0 %	15,332	1,696
30-39 years old	21.8 %	34.1 %	22.4 %	10.9 %	10.9 %	103,192	9,347
40-49 years old	22.0 %	35.2 %	23.6 %	9.7 %	9.5 %	134,992	11,008
50-59 years old	23.9 %	37.6 %	24.2 %	7.7 %	6.5 %	178,793	13,772
60 or older	24.3 %	38.2 %	25.8 %	6.8 %	4.9 %	78,856	7,161
<b>Level of Education</b>							
Less than High School	22.4 %	27.6 %	30.3 %	9.5 %	10.3 %	445	40
H.S. Diploma/GED or equiv	21.0 %	34.5 %	28.0 %	8.3 %	8.2 %	22,581	1,799
Trade/Technical Certificate	19.4 %	32.8 %	28.7 %	9.5 %	9.7 %	11,721	1,053
Some College (no degree)	21.0 %	33.3 %	27.0 %	9.3 %	9.4 %	72,247	6,072
Associate's Degree	20.7 %	34.7 %	26.7 %	8.9 %	9.0 %	41,832	3,613
Bachelor's Degree	22.6 %	37.1 %	23.3 %	8.9 %	8.1 %	182,668	16,139
Master's Degree	25.1 %	37.8 %	21.1 %	8.6 %	7.3 %	140,172	10,238
Doctoral/Professional Degree	25.4 %	36.3 %	21.4 %	9.0 %	7.9 %	52,099	5,614

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.7 %	36.1 %	24.0 %	8.9 %	8.3 %	541,505	46,639
<b>Pay Category</b>							
Federal Wage System	15.0 %	30.2 %	30.5 %	11.8 %	12.5 %	18,165	1,710
GS 1-6	23.3 %	33.0 %	26.2 %	8.5 %	8.9 %	22,191	2,440
GS 7-12	21.8 %	35.7 %	25.0 %	8.9 %	8.6 %	221,518	21,253
GS 13-15	25.5 %	38.8 %	20.9 %	8.2 %	6.6 %	217,631	15,360
SES	46.2 %	31.1 %	14.1 %	5.2 %	3.4 %	5,321	97
SL/ST	35.6 %	36.1 %	16.9 %	5.7 %	5.7 %	2,004	125
Other	17.9 %	32.0 %	27.1 %	11.3 %	11.8 %	42,583	4,373
<b>Time in Federal Government</b>							
< 1 year	37.0 %	39.1 %	17.0 %	4.3 %	2.6 %	9,720	1,127
1-3 years	27.5 %	36.9 %	21.6 %	7.5 %	6.5 %	52,186	5,021
4-5 years	23.9 %	35.4 %	22.8 %	9.4 %	8.6 %	40,445	3,498
6-10 years	22.3 %	35.9 %	23.5 %	9.5 %	8.8 %	108,951	9,087
11-14 years	21.0 %	35.4 %	24.1 %	9.8 %	9.8 %	87,481	7,298
15-20 years	20.4 %	34.7 %	25.2 %	10.0 %	9.7 %	90,493	7,684
> 20 years	22.7 %	37.6 %	25.0 %	7.9 %	6.9 %	138,971	11,535
<b>Time with Current Agency</b>							
< 1 year	37.2 %	37.3 %	17.1 %	4.7 %	3.6 %	18,164	1,894
1-3 years	26.9 %	36.5 %	21.5 %	8.0 %	7.2 %	79,456	6,898
4-5 years	23.0 %	35.4 %	22.9 %	9.6 %	9.0 %	53,407	4,217
6-10 years	21.3 %	35.8 %	24.1 %	9.7 %	9.1 %	112,322	9,355
11-14 years	20.0 %	35.3 %	24.9 %	9.9 %	9.9 %	81,756	7,045
15-20 years	20.1 %	34.8 %	25.9 %	9.9 %	9.4 %	81,627	6,896
> 20 years	22.6 %	38.5 %	25.0 %	7.6 %	6.3 %	101,505	8,956
<b>Leaving</b>							
No	28.0 %	39.3 %	21.7 %	6.6 %	4.3 %	351,875	28,696
Yes, to retire	19.2 %	37.0 %	28.8 %	8.1 %	6.9 %	31,720	2,942
Yes, to other job in Govt	12.8 %	30.2 %	27.4 %	13.8 %	15.9 %	99,508	8,711
Yes, to other job outside Govt	10.1 %	26.2 %	26.3 %	15.9 %	21.5 %	21,552	2,258
Yes, other	10.2 %	26.1 %	29.4 %	14.7 %	19.6 %	23,724	2,624
<b>Retiring</b>							
Within 1 year	19.4 %	35.7 %	27.7 %	8.4 %	8.8 %	20,144	1,826
Between 1-3 years	20.8 %	37.4 %	26.7 %	8.3 %	6.8 %	54,260	4,805
Between 3-5 years	21.9 %	37.1 %	25.5 %	8.4 %	7.0 %	59,804	4,716
5 or more years	23.4 %	35.9 %	23.1 %	9.1 %	8.5 %	391,697	33,597
<b>Transgender</b>							
Yes	15.3 %	27.4 %	24.4 %	12.3 %	20.6 %	1,870	178
No	23.1 %	36.3 %	23.7 %	8.9 %	8.1 %	510,291	42,855

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.7 %	36.1 %	24.0 %	8.9 %	8.3 %	541,505	46,639
<b>Consider Yourself as</b>							
Straight	23.4 %	36.5 %	23.6 %	8.7 %	7.9 %	479,674	39,500
Gay or Lesbian	21.2 %	33.2 %	23.2 %	10.9 %	11.5 %	11,089	961
Bisexual	19.5 %	30.5 %	23.8 %	12.6 %	13.5 %	5,552	568
Something else	14.3 %	28.6 %	27.6 %	12.7 %	16.8 %	9,559	1,104
<b>Military Service</b>							
No Prior Military Service	22.1 %	36.3 %	23.8 %	9.4 %	8.4 %	367,826	33,596
Currently in Guard/Reserves	24.5 %	35.6 %	21.5 %	9.4 %	9.0 %	10,086	677
Retired	27.5 %	38.5 %	22.6 %	6.3 %	5.0 %	72,227	4,192
Separated/Discharged	21.2 %	33.6 %	25.5 %	9.4 %	10.3 %	79,033	6,887
<b>Disability</b>							
Yes	23.6 %	32.6 %	24.0 %	9.2 %	10.6 %	73,978	5,810
No	22.8 %	36.9 %	23.7 %	8.8 %	7.8 %	445,891	38,278

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>16.7 %</b>	<b>38.1 %</b>	<b>21.9 %</b>	<b>16.5 %</b>	<b>6.8 %</b>	<b>585,087</b>
<b>Work Location</b>						
Headquarters	19.0 %	39.3 %	20.5 %	15.2 %	6.1 %	220,983
Field	15.6 %	37.5 %	22.5 %	17.2 %	7.2 %	350,024
<b>Supervisory Status</b>						
Senior Leader	46.7 %	34.7 %	8.3 %	7.6 %	2.8 %	9,746
Manager	29.0 %	42.0 %	13.5 %	11.6 %	3.9 %	38,980
Supervisor	19.8 %	42.3 %	18.1 %	14.7 %	5.0 %	77,157
Team Leader	16.5 %	39.7 %	20.0 %	17.1 %	6.7 %	82,339
Non-Supervisor	14.5 %	36.7 %	24.0 %	17.3 %	7.5 %	366,492
<b>Sex</b>						
Male	17.9 %	38.7 %	21.1 %	15.4 %	6.8 %	310,972
Female	15.5 %	37.8 %	22.4 %	17.7 %	6.5 %	247,115
<b>Hispanic or Latino</b>						
Yes	16.5 %	35.3 %	23.4 %	16.9 %	7.9 %	55,395
No	17.0 %	38.7 %	21.5 %	16.3 %	6.5 %	505,609
<b>Race</b>						
American Indian/Alaska Native	13.8 %	37.3 %	24.6 %	16.6 %	7.7 %	13,085
Asian	18.7 %	43.4 %	22.4 %	10.8 %	4.7 %	31,175
Black/AfricanAmerican	17.6 %	38.6 %	22.0 %	15.4 %	6.4 %	79,240
Native Hawaiian/Pacific Islander	16.3 %	37.1 %	25.1 %	13.8 %	7.6 %	3,976
White	17.1 %	38.5 %	21.1 %	16.7 %	6.6 %	394,158
Two or more races (Not Hispanic/Latino)	14.4 %	32.9 %	23.9 %	19.1 %	9.7 %	23,525
<b>Age Group</b>						
25 and under	16.7 %	43.8 %	23.4 %	12.7 %	3.5 %	7,240
26-29 years old	15.1 %	39.2 %	23.5 %	15.9 %	6.3 %	17,019
30-39 years old	15.3 %	37.7 %	21.5 %	17.7 %	7.8 %	112,467
40-49 years old	16.6 %	37.8 %	21.2 %	17.0 %	7.4 %	145,978
50-59 years old	18.2 %	38.9 %	21.5 %	15.5 %	6.0 %	192,582
60 or older	18.1 %	38.3 %	22.7 %	15.5 %	5.5 %	85,959
<b>Level of Education</b>						
Less than High School	20.9 %	30.4 %	28.4 %	13.2 %	7.1 %	487
H.S. Diploma/GED or equiv	16.8 %	39.5 %	24.5 %	13.4 %	5.8 %	24,392

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>16.7 %</b>	<b>38.1 %</b>	<b>21.9 %</b>	<b>16.5 %</b>	<b>6.8 %</b>	<b>585,087</b>
Trade/Technical Certificate	15.0 %	36.8 %	24.8 %	16.3 %	7.2 %	12,791
Some College (no degree)	15.9 %	36.5 %	23.8 %	16.6 %	7.3 %	78,297
Associate's Degree	15.4 %	37.6 %	23.5 %	16.6 %	6.9 %	45,433
Bachelor's Degree	16.4 %	38.8 %	21.9 %	16.4 %	6.5 %	198,707
Master's Degree	18.3 %	39.1 %	19.7 %	16.4 %	6.5 %	150,344
Doctoral/Professional Degree	18.8 %	37.2 %	18.7 %	17.8 %	7.5 %	57,702
<b>Pay Category</b>						
Federal Wage System	13.3 %	35.4 %	25.3 %	17.8 %	8.3 %	19,876
GS 1-6	15.0 %	35.4 %	25.9 %	16.3 %	7.3 %	24,600
GS 7-12	14.9 %	37.5 %	23.3 %	17.2 %	7.1 %	242,701
GS 13-15	19.8 %	40.3 %	18.6 %	15.4 %	5.9 %	232,901
SES	48.2 %	33.0 %	8.0 %	8.0 %	2.8 %	5,430
SL/ST	29.8 %	37.2 %	14.5 %	13.0 %	5.5 %	2,128
Other	13.7 %	36.4 %	24.7 %	17.6 %	7.7 %	46,924
<b>Time in Federal Government</b>						
< 1 year	22.9 %	44.5 %	22.0 %	8.2 %	2.3 %	10,845
1-3 years	18.2 %	40.6 %	22.4 %	13.9 %	4.9 %	57,161
4-5 years	16.6 %	37.9 %	22.2 %	16.7 %	6.6 %	43,924
6-10 years	15.8 %	38.1 %	21.6 %	17.3 %	7.2 %	117,942
11-14 years	15.6 %	37.0 %	21.9 %	17.8 %	7.7 %	94,767
15-20 years	15.6 %	36.5 %	22.2 %	17.9 %	7.8 %	98,148
> 20 years	18.3 %	38.7 %	21.2 %	15.7 %	6.3 %	150,508
<b>Time with Current Agency</b>						
< 1 year	23.9 %	42.5 %	21.3 %	9.5 %	2.9 %	20,058
1-3 years	18.3 %	39.3 %	22.0 %	14.8 %	5.6 %	86,301
4-5 years	16.2 %	37.4 %	22.0 %	17.3 %	7.1 %	57,580
6-10 years	15.4 %	37.6 %	21.9 %	17.5 %	7.5 %	121,590
11-14 years	15.1 %	36.8 %	22.1 %	18.1 %	7.9 %	88,822
15-20 years	15.5 %	37.0 %	22.2 %	17.8 %	7.5 %	88,470
> 20 years	18.6 %	39.6 %	20.8 %	15.2 %	5.8 %	110,484
<b>Leaving</b>						
No	21.4 %	43.8 %	20.0 %	11.5 %	3.2 %	380,575

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	16.7 %	38.1 %	21.9 %	16.5 %	6.8 %	585,087
Yes, to retire	15.2 %	36.8 %	24.2 %	17.7 %	6.1 %	34,661
Yes, to other job in Govt	7.5 %	27.1 %	25.1 %	26.6 %	13.7 %	108,083
Yes, to other job outside Govt	6.5 %	23.2 %	22.2 %	29.9 %	18.2 %	23,775
Yes, other	5.7 %	23.2 %	27.6 %	27.3 %	16.3 %	26,300
<b>Retiring</b>						
Within 1 year	15.6 %	35.1 %	23.1 %	18.5 %	7.8 %	21,953
Between 1-3 years	16.2 %	37.8 %	23.0 %	16.7 %	6.3 %	59,059
Between 3-5 years	17.0 %	38.1 %	21.9 %	16.7 %	6.3 %	64,478
5 or more years	17.0 %	38.4 %	21.5 %	16.3 %	6.8 %	425,174
<b>Transgender</b>						
Yes	10.6 %	26.9 %	28.7 %	19.0 %	14.8 %	2,042
No	17.0 %	38.4 %	21.6 %	16.3 %	6.6 %	553,009
<b>Consider Yourself as</b>						
Straight	17.2 %	38.7 %	21.5 %	16.1 %	6.4 %	519,027
Gay or Lesbian	16.7 %	36.2 %	20.6 %	18.1 %	8.4 %	12,045
Bisexual	12.9 %	34.3 %	22.3 %	20.4 %	10.1 %	6,126
Something else	9.9 %	28.0 %	27.6 %	21.5 %	12.9 %	10,669
<b>Military Service</b>						
No Prior Military Service	15.8 %	38.5 %	22.1 %	16.9 %	6.7 %	401,295
Currently in Guard/Reserves	18.7 %	39.3 %	21.0 %	14.4 %	6.6 %	10,764
Retired	22.1 %	39.8 %	19.5 %	13.5 %	5.0 %	76,423
Separated/Discharged	15.9 %	35.4 %	22.5 %	17.7 %	8.5 %	85,827
<b>Disability</b>						
Yes	16.8 %	33.9 %	22.0 %	17.8 %	9.5 %	79,753
No	16.9 %	39.1 %	21.6 %	16.1 %	6.2 %	484,038

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>14.9 %</b>	<b>37.4 %</b>	<b>22.4 %</b>	<b>17.7 %</b>	<b>7.7 %</b>	<b>584,983</b>
<b>Work Location</b>						
Headquarters	16.9 %	38.5 %	21.2 %	16.5 %	6.9 %	220,961
Field	13.8 %	36.8 %	23.0 %	18.3 %	8.1 %	350,027
<b>Supervisory Status</b>						
Senior Leader	44.9 %	35.4 %	9.6 %	7.3 %	2.9 %	9,751
Manager	26.7 %	42.1 %	15.3 %	11.8 %	4.1 %	38,969
Supervisor	17.3 %	41.0 %	19.7 %	16.1 %	5.8 %	77,141
Team Leader	13.0 %	36.5 %	23.0 %	19.3 %	8.3 %	82,340
Non-Supervisor	13.2 %	36.6 %	23.7 %	18.3 %	8.3 %	366,503
<b>Sex</b>						
Male	15.6 %	37.5 %	22.2 %	16.8 %	7.7 %	310,891
Female	14.3 %	37.8 %	22.1 %	18.5 %	7.3 %	247,165
<b>Hispanic or Latino</b>						
Yes	15.3 %	35.3 %	23.1 %	17.6 %	8.7 %	55,410
No	15.0 %	37.9 %	22.1 %	17.5 %	7.4 %	505,549
<b>Race</b>						
American Indian/Alaska Native	12.2 %	34.1 %	26.1 %	18.3 %	9.4 %	13,085
Asian	16.8 %	42.9 %	22.8 %	12.2 %	5.3 %	31,178
Black/AfricanAmerican	17.0 %	40.6 %	21.4 %	14.6 %	6.4 %	79,342
Native Hawaiian/Pacific Islander	14.2 %	36.5 %	25.1 %	15.8 %	8.4 %	3,981
White	14.9 %	37.1 %	21.9 %	18.4 %	7.7 %	393,989
Two or more races (Not Hispanic/Latino)	13.1 %	33.1 %	24.1 %	19.4 %	10.4 %	23,533
<b>Age Group</b>						
25 and under	16.2 %	41.6 %	22.1 %	15.7 %	4.5 %	7,233
26-29 years old	13.8 %	37.3 %	23.0 %	18.0 %	7.8 %	17,016
30-39 years old	13.6 %	36.0 %	21.9 %	19.3 %	9.2 %	112,387
40-49 years old	14.7 %	36.8 %	22.0 %	18.3 %	8.3 %	145,897
50-59 years old	16.0 %	38.6 %	22.2 %	16.5 %	6.7 %	192,590
60 or older	16.0 %	39.2 %	23.2 %	15.8 %	5.8 %	86,080
<b>Level of Education</b>						
Less than High School	16.5 %	34.3 %	26.3 %	13.1 %	9.9 %	491
H.S. Diploma/GED or equiv	14.4 %	38.6 %	24.6 %	15.5 %	6.8 %	24,388

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>14.9 %</b>	<b>37.4 %</b>	<b>22.4 %</b>	<b>17.7 %</b>	<b>7.7 %</b>	<b>584,983</b>
Trade/Technical Certificate	13.0 %	35.3 %	24.9 %	18.7 %	8.0 %	12,785
Some College (no degree)	14.0 %	36.0 %	23.9 %	17.9 %	8.2 %	78,350
Associate's Degree	13.1 %	36.5 %	24.4 %	18.1 %	8.0 %	45,450
Bachelor's Degree	14.6 %	38.0 %	22.3 %	17.6 %	7.4 %	198,673
Master's Degree	16.4 %	38.5 %	20.4 %	17.3 %	7.3 %	150,287
Doctoral/Professional Degree	17.1 %	36.7 %	20.4 %	17.8 %	8.0 %	57,708
<b>Pay Category</b>						
Federal Wage System	10.2 %	32.4 %	26.5 %	21.2 %	9.8 %	19,854
GS 1-6	14.7 %	36.8 %	24.0 %	16.8 %	7.8 %	24,627
GS 7-12	13.4 %	37.0 %	23.6 %	18.0 %	8.0 %	242,679
GS 13-15	17.4 %	39.1 %	19.9 %	16.7 %	6.9 %	232,899
SES	47.2 %	32.8 %	8.9 %	8.0 %	2.9 %	5,423
SL/ST	26.2 %	37.6 %	17.1 %	13.7 %	5.5 %	2,130
Other	12.3 %	36.0 %	24.3 %	19.1 %	8.3 %	46,944
<b>Time in Federal Government</b>						
< 1 year	22.9 %	45.5 %	19.8 %	9.4 %	2.4 %	10,840
1-3 years	16.8 %	40.5 %	21.8 %	15.2 %	5.7 %	57,168
4-5 years	14.8 %	37.1 %	22.5 %	17.9 %	7.8 %	43,911
6-10 years	13.9 %	36.9 %	22.3 %	18.6 %	8.2 %	117,932
11-14 years	13.8 %	36.1 %	22.4 %	18.9 %	8.8 %	94,710
15-20 years	13.6 %	35.6 %	23.1 %	19.1 %	8.7 %	98,156
> 20 years	16.1 %	38.2 %	22.2 %	16.5 %	7.0 %	150,569
<b>Time with Current Agency</b>						
< 1 year	23.8 %	43.5 %	19.2 %	10.1 %	3.3 %	20,055
1-3 years	16.8 %	39.3 %	21.5 %	16.1 %	6.3 %	86,287
4-5 years	14.4 %	36.3 %	22.7 %	18.4 %	8.2 %	57,564
6-10 years	13.4 %	36.6 %	22.6 %	18.9 %	8.6 %	121,577
11-14 years	13.2 %	35.8 %	22.8 %	19.2 %	8.9 %	88,779
15-20 years	13.4 %	36.1 %	23.3 %	18.9 %	8.4 %	88,506
> 20 years	16.3 %	38.9 %	22.2 %	16.2 %	6.5 %	110,521
<b>Leaving</b>						
No	19.0 %	42.7 %	20.9 %	13.4 %	3.9 %	380,609

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>14.9 %</b>	<b>37.4 %</b>	<b>22.4 %</b>	<b>17.7 %</b>	<b>7.7 %</b>	<b>584,983</b>
Yes, to retire	13.3 %	36.9 %	24.7 %	18.0 %	7.1 %	34,687
Yes, to other job in Govt	6.6 %	27.2 %	24.8 %	26.4 %	15.0 %	108,014
Yes, to other job outside Govt	6.1 %	23.0 %	22.8 %	28.9 %	19.3 %	23,765
Yes, other	5.3 %	23.5 %	26.9 %	26.9 %	17.4 %	26,303
<b>Retiring</b>						
Within 1 year	13.8 %	35.5 %	23.8 %	18.2 %	8.7 %	21,974
Between 1-3 years	14.2 %	37.8 %	23.5 %	17.6 %	6.9 %	59,110
Between 3-5 years	14.8 %	37.9 %	22.4 %	17.7 %	7.2 %	64,504
5 or more years	15.1 %	37.5 %	22.1 %	17.6 %	7.7 %	425,047
<b>Transgender</b>						
Yes	9.6 %	27.2 %	25.3 %	20.6 %	17.2 %	2,047
No	15.1 %	37.7 %	22.2 %	17.5 %	7.5 %	552,958
<b>Consider Yourself as</b>						
Straight	15.3 %	38.0 %	22.1 %	17.3 %	7.3 %	519,017
Gay or Lesbian	14.8 %	35.6 %	21.1 %	19.2 %	9.2 %	12,040
Bisexual	12.4 %	33.7 %	21.7 %	21.7 %	10.4 %	6,122
Something else	8.6 %	28.0 %	26.3 %	22.4 %	14.7 %	10,654
<b>Military Service</b>						
No Prior Military Service	14.2 %	37.7 %	22.6 %	17.9 %	7.6 %	401,305
Currently in Guard/Reserves	16.6 %	38.9 %	20.7 %	16.3 %	7.5 %	10,761
Retired	18.9 %	39.1 %	20.9 %	15.2 %	5.8 %	76,404
Separated/Discharged	14.1 %	34.8 %	22.9 %	18.8 %	9.4 %	85,822
<b>Disability</b>						
Yes	15.2 %	34.1 %	22.6 %	18.0 %	10.0 %	79,766
No	15.0 %	38.2 %	22.2 %	17.5 %	7.2 %	483,996

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>17.6 %</b>	<b>35.8 %</b>	<b>22.5 %</b>	<b>15.3 %</b>	<b>8.8 %</b>	<b>584,700</b>
<b>Work Location</b>						
Headquarters	20.1 %	37.0 %	21.5 %	13.9 %	7.5 %	220,927
Field	16.3 %	35.2 %	22.9 %	16.1 %	9.5 %	349,870
<b>Supervisory Status</b>						
Senior Leader	44.2 %	34.0 %	11.7 %	6.3 %	3.8 %	9,745
Manager	28.2 %	38.6 %	17.4 %	10.9 %	4.9 %	38,963
Supervisor	19.6 %	39.2 %	20.7 %	13.8 %	6.7 %	77,090
Team Leader	16.9 %	35.7 %	22.0 %	16.2 %	9.1 %	82,300
Non-Supervisor	15.9 %	35.0 %	23.5 %	16.0 %	9.6 %	366,406
<b>Sex</b>						
Male	18.2 %	36.1 %	22.4 %	14.5 %	8.8 %	310,790
Female	17.3 %	36.0 %	21.9 %	16.3 %	8.4 %	247,104
<b>Hispanic or Latino</b>						
Yes	17.2 %	33.2 %	22.6 %	16.1 %	10.8 %	55,386
No	17.8 %	36.3 %	22.3 %	15.1 %	8.5 %	505,412
<b>Race</b>						
American Indian/Alaska Native	13.8 %	31.9 %	25.4 %	17.6 %	11.3 %	13,090
Asian	18.9 %	39.5 %	23.4 %	11.9 %	6.3 %	31,168
Black/AfricanAmerican	18.4 %	36.0 %	21.9 %	14.9 %	8.8 %	79,256
Native Hawaiian/Pacific Islander	15.5 %	32.9 %	26.1 %	14.9 %	10.6 %	3,977
White	18.1 %	36.3 %	21.8 %	15.3 %	8.5 %	393,959
Two or more races (Not Hispanic/Latino)	14.9 %	31.2 %	24.2 %	17.5 %	12.3 %	23,508
<b>Age Group</b>						
25 and under	18.4 %	41.0 %	21.7 %	13.1 %	5.8 %	7,245
26-29 years old	16.6 %	36.9 %	22.0 %	15.2 %	9.4 %	17,025
30-39 years old	16.2 %	35.4 %	21.8 %	16.3 %	10.4 %	112,434
40-49 years old	17.1 %	35.3 %	22.1 %	16.0 %	9.5 %	145,904
50-59 years old	18.9 %	36.3 %	22.5 %	14.4 %	7.9 %	192,482
60 or older	19.3 %	36.9 %	23.2 %	14.1 %	6.6 %	85,947
<b>Level of Education</b>						
Less than High School	19.9 %	29.0 %	24.2 %	14.6 %	12.4 %	486
H.S. Diploma/GED or equiv	17.1 %	35.1 %	23.5 %	15.2 %	9.2 %	24,379

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>17.6 %</b>	<b>35.8 %</b>	<b>22.5 %</b>	<b>15.3 %</b>	<b>8.8 %</b>	<b>584,700</b>
Trade/Technical Certificate	15.0 %	32.6 %	24.4 %	17.5 %	10.6 %	12,780
Some College (no degree)	16.3 %	32.9 %	23.6 %	16.7 %	10.6 %	78,261
Associate's Degree	15.5 %	34.0 %	23.6 %	16.8 %	10.1 %	45,416
Bachelor's Degree	17.3 %	37.1 %	22.5 %	14.9 %	8.2 %	198,641
Master's Degree	19.2 %	37.0 %	21.4 %	14.5 %	7.9 %	150,279
Doctoral/Professional Degree	21.2 %	37.2 %	19.9 %	13.9 %	7.9 %	57,704
<b>Pay Category</b>						
Federal Wage System	12.1 %	30.0 %	24.6 %	19.5 %	13.7 %	19,860
GS 1-6	16.6 %	32.5 %	22.9 %	16.9 %	11.0 %	24,595
GS 7-12	15.9 %	35.2 %	23.3 %	16.1 %	9.5 %	242,610
GS 13-15	20.9 %	38.6 %	20.8 %	13.1 %	6.6 %	232,838
SES	48.2 %	31.7 %	11.3 %	6.1 %	2.8 %	5,427
SL/ST	31.5 %	36.3 %	16.2 %	9.8 %	6.2 %	2,126
Other	13.5 %	32.6 %	24.3 %	18.6 %	11.0 %	46,911
<b>Time in Federal Government</b>						
< 1 year	25.1 %	42.5 %	21.7 %	8.1 %	2.6 %	10,842
1-3 years	20.0 %	38.1 %	22.0 %	13.1 %	6.8 %	57,165
4-5 years	17.7 %	35.7 %	22.1 %	15.5 %	9.0 %	43,910
6-10 years	16.6 %	35.3 %	22.4 %	16.3 %	9.4 %	117,902
11-14 years	16.0 %	34.6 %	22.9 %	16.3 %	10.2 %	94,727
15-20 years	15.9 %	34.4 %	22.9 %	16.8 %	10.0 %	98,110
> 20 years	19.3 %	36.7 %	22.1 %	14.2 %	7.7 %	150,456
<b>Time with Current Agency</b>						
< 1 year	25.3 %	40.0 %	23.1 %	8.3 %	3.3 %	20,051
1-3 years	19.9 %	37.1 %	21.9 %	13.6 %	7.5 %	86,290
4-5 years	17.3 %	34.8 %	22.1 %	16.2 %	9.6 %	57,574
6-10 years	16.0 %	34.9 %	22.6 %	16.6 %	9.9 %	121,532
11-14 years	15.4 %	34.6 %	23.0 %	16.7 %	10.3 %	88,771
15-20 years	15.9 %	34.9 %	22.7 %	16.7 %	9.8 %	88,447
> 20 years	19.7 %	37.7 %	21.9 %	13.8 %	7.0 %	110,436
<b>Leaving</b>						
No	22.5 %	41.1 %	20.7 %	11.3 %	4.4 %	380,461

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	17.6 %	35.8 %	22.5 %	15.3 %	8.8 %	584,700
Yes, to retire	16.4 %	36.0 %	24.5 %	15.4 %	7.7 %	34,643
Yes, to other job in Govt	7.7 %	25.1 %	25.5 %	23.9 %	17.8 %	108,029
Yes, to other job outside Govt	6.6 %	22.9 %	24.0 %	25.1 %	21.5 %	23,770
Yes, other	6.3 %	22.1 %	27.9 %	23.6 %	20.0 %	26,299
<b>Retiring</b>						
Within 1 year	17.1 %	34.4 %	23.3 %	15.8 %	9.4 %	21,953
Between 1-3 years	17.3 %	36.1 %	23.8 %	15.0 %	7.8 %	59,037
Between 3-5 years	17.6 %	35.9 %	23.4 %	15.1 %	8.0 %	64,426
5 or more years	17.8 %	36.0 %	22.0 %	15.3 %	8.9 %	425,043
<b>Transgender</b>						
Yes	11.3 %	27.3 %	26.9 %	17.4 %	17.1 %	2,043
No	17.8 %	36.1 %	22.2 %	15.2 %	8.7 %	552,823
<b>Consider Yourself as</b>						
Straight	18.0 %	36.3 %	22.1 %	15.1 %	8.5 %	518,873
Gay or Lesbian	18.4 %	34.8 %	20.4 %	16.0 %	10.4 %	12,037
Bisexual	15.4 %	31.8 %	22.8 %	18.1 %	11.9 %	6,126
Something else	11.1 %	27.5 %	27.7 %	18.4 %	15.2 %	10,648
<b>Military Service</b>						
No Prior Military Service	17.1 %	36.7 %	22.1 %	15.6 %	8.6 %	401,214
Currently in Guard/Reserves	18.4 %	35.4 %	22.5 %	14.2 %	9.5 %	10,759
Retired	21.6 %	36.2 %	22.4 %	13.0 %	6.8 %	76,323
Separated/Discharged	16.4 %	32.5 %	23.7 %	16.4 %	11.1 %	85,814
<b>Disability</b>						
Yes	16.9 %	30.5 %	23.0 %	17.0 %	12.6 %	79,724
No	17.9 %	36.9 %	22.2 %	14.9 %	8.0 %	483,877

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.4 %</b>	<b>33.4 %</b>	<b>28.4 %</b>	<b>15.9 %</b>	<b>8.8 %</b>	<b>584,390</b>
<b>Work Location</b>						
Headquarters	15.6 %	35.3 %	26.8 %	14.6 %	7.6 %	220,769
Field	12.2 %	32.4 %	29.2 %	16.7 %	9.6 %	349,788
<b>Supervisory Status</b>						
Senior Leader	40.8 %	35.8 %	12.4 %	7.5 %	3.6 %	9,749
Manager	21.3 %	37.8 %	20.8 %	13.9 %	6.2 %	38,951
Supervisor	14.5 %	36.0 %	25.5 %	16.6 %	7.4 %	77,102
Team Leader	11.8 %	32.7 %	28.4 %	17.5 %	9.5 %	82,284
Non-Supervisor	12.2 %	32.7 %	30.0 %	15.8 %	9.3 %	366,183
<b>Sex</b>						
Male	14.2 %	33.7 %	27.3 %	15.6 %	9.1 %	310,801
Female	12.6 %	33.7 %	29.6 %	16.0 %	8.0 %	246,882
<b>Hispanic or Latino</b>						
Yes	14.1 %	31.9 %	28.3 %	15.7 %	9.9 %	55,352
No	13.5 %	33.9 %	28.3 %	15.8 %	8.6 %	505,237
<b>Race</b>						
American Indian/Alaska Native	11.4 %	31.3 %	30.3 %	16.7 %	10.3 %	13,072
Asian	15.8 %	38.6 %	27.8 %	11.5 %	6.3 %	31,154
Black/AfricanAmerican	14.6 %	35.9 %	28.4 %	13.6 %	7.4 %	79,266
Native Hawaiian/Pacific Islander	13.0 %	32.7 %	29.0 %	15.6 %	9.6 %	3,975
White	13.5 %	33.4 %	27.9 %	16.4 %	8.8 %	393,797
Two or more races (Not Hispanic/Latino)	11.9 %	28.4 %	30.1 %	17.4 %	12.3 %	23,503
<b>Age Group</b>						
25 and under	15.7 %	41.8 %	26.0 %	11.3 %	5.2 %	7,232
26-29 years old	13.4 %	34.9 %	28.1 %	15.0 %	8.6 %	17,014
30-39 years old	12.3 %	32.7 %	27.9 %	16.8 %	10.3 %	112,354
40-49 years old	13.0 %	32.6 %	27.8 %	16.9 %	9.6 %	145,815
50-59 years old	14.3 %	34.4 %	28.3 %	15.1 %	7.9 %	192,437
60 or older	14.7 %	34.2 %	29.8 %	14.4 %	7.0 %	85,988
<b>Level of Education</b>						
Less than High School	17.7 %	28.5 %	29.0 %	14.3 %	10.5 %	487
H.S. Diploma/GED or equiv	13.8 %	34.5 %	30.0 %	13.9 %	7.8 %	24,388

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.4 %</b>	<b>33.4 %</b>	<b>28.4 %</b>	<b>15.9 %</b>	<b>8.8 %</b>	<b>584,390</b>
Trade/Technical Certificate	12.1 %	31.1 %	30.7 %	16.6 %	9.4 %	12,780
Some College (no degree)	13.0 %	32.2 %	29.3 %	16.1 %	9.4 %	78,261
Associate's Degree	12.3 %	33.2 %	29.9 %	15.8 %	8.8 %	45,418
Bachelor's Degree	12.9 %	33.9 %	28.9 %	15.9 %	8.5 %	198,571
Master's Degree	14.6 %	34.6 %	26.6 %	15.8 %	8.4 %	150,203
Doctoral/Professional Degree	15.2 %	32.0 %	25.9 %	16.7 %	10.3 %	57,619
<b>Pay Category</b>						
Federal Wage System	9.6 %	28.8 %	30.4 %	19.0 %	12.1 %	19,851
GS 1-6	14.5 %	34.2 %	29.4 %	13.6 %	8.3 %	24,605
GS 7-12	12.6 %	33.3 %	29.7 %	15.6 %	8.8 %	242,490
GS 13-15	14.8 %	34.8 %	26.2 %	15.9 %	8.3 %	232,714
SES	41.9 %	31.4 %	13.2 %	9.4 %	4.1 %	5,428
SL/ST	23.5 %	35.5 %	22.7 %	11.1 %	7.1 %	2,127
Other	10.8 %	30.4 %	30.4 %	17.8 %	10.7 %	46,919
<b>Time in Federal Government</b>						
< 1 year	22.7 %	44.0 %	23.9 %	6.9 %	2.6 %	10,835
1-3 years	16.6 %	38.2 %	27.0 %	12.2 %	5.9 %	57,119
4-5 years	14.0 %	34.5 %	28.2 %	14.8 %	8.5 %	43,867
6-10 years	12.7 %	33.6 %	28.4 %	16.3 %	9.0 %	117,843
11-14 years	12.3 %	32.0 %	28.5 %	17.2 %	10.1 %	94,708
15-20 years	11.8 %	30.9 %	28.8 %	18.0 %	10.4 %	98,123
> 20 years	13.6 %	32.7 %	29.0 %	16.0 %	8.6 %	150,372
<b>Time with Current Agency</b>						
< 1 year	23.1 %	41.3 %	24.6 %	7.6 %	3.4 %	20,039
1-3 years	16.3 %	36.9 %	27.0 %	13.1 %	6.8 %	86,215
4-5 years	13.3 %	33.5 %	28.3 %	15.8 %	9.0 %	57,536
6-10 years	12.1 %	32.7 %	28.7 %	16.9 %	9.6 %	121,471
11-14 years	11.7 %	31.4 %	28.8 %	17.7 %	10.4 %	88,780
15-20 years	11.7 %	31.0 %	29.1 %	17.9 %	10.3 %	88,476
> 20 years	13.6 %	33.3 %	29.1 %	15.8 %	8.2 %	110,348
<b>Leaving</b>						
No	17.3 %	38.9 %	27.2 %	12.0 %	4.8 %	380,271



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.4 %</b>	<b>33.4 %</b>	<b>28.4 %</b>	<b>15.9 %</b>	<b>8.8 %</b>	<b>584,390</b>
Yes, to retire	11.3 %	31.2 %	31.1 %	17.5 %	8.9 %	34,662
Yes, to other job in Govt	5.8 %	23.5 %	30.7 %	23.9 %	16.2 %	108,009
Yes, to other job outside Govt	4.7 %	17.9 %	27.6 %	26.9 %	22.9 %	23,750
Yes, other	4.5 %	19.1 %	32.1 %	24.1 %	20.2 %	26,293
<b>Retiring</b>						
Within 1 year	12.0 %	29.3 %	29.8 %	17.8 %	11.0 %	21,967
Between 1-3 years	12.2 %	32.7 %	30.1 %	16.7 %	8.3 %	59,041
Between 3-5 years	13.1 %	33.5 %	28.8 %	16.1 %	8.5 %	64,458
5 or more years	13.7 %	33.8 %	28.0 %	15.7 %	8.8 %	424,770
<b>Transgender</b>						
Yes	8.8 %	22.3 %	27.9 %	20.8 %	20.3 %	2,050
No	13.6 %	33.8 %	28.2 %	15.7 %	8.6 %	552,612
<b>Consider Yourself as</b>						
Straight	13.8 %	34.2 %	28.0 %	15.6 %	8.4 %	518,692
Gay or Lesbian	12.7 %	30.7 %	27.4 %	17.7 %	11.5 %	12,047
Bisexual	11.3 %	28.8 %	29.2 %	18.2 %	12.6 %	6,116
Something else	8.0 %	22.2 %	32.4 %	20.6 %	16.8 %	10,654
<b>Military Service</b>						
No Prior Military Service	12.4 %	33.3 %	29.0 %	16.3 %	9.0 %	400,951
Currently in Guard/Reserves	15.7 %	35.7 %	24.7 %	15.0 %	8.8 %	10,753
Retired	18.1 %	37.1 %	25.7 %	13.1 %	6.0 %	76,360
Separated/Discharged	12.8 %	30.6 %	28.7 %	17.1 %	10.8 %	85,792
<b>Disability</b>						
Yes	14.2 %	30.7 %	28.0 %	16.0 %	11.0 %	79,725
No	13.4 %	34.1 %	28.3 %	15.8 %	8.3 %	483,653

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.0 %</b>	<b>27.8 %</b>	<b>27.0 %</b>	<b>18.2 %</b>	<b>14.1 %</b>	<b>584,169</b>
<b>Work Location</b>						
Headquarters	14.5 %	27.9 %	26.9 %	17.6 %	13.1 %	220,695
Field	12.2 %	27.6 %	27.0 %	18.5 %	14.7 %	349,689
<b>Supervisory Status</b>						
Senior Leader	41.2 %	29.8 %	17.5 %	7.0 %	4.5 %	9,740
Manager	24.0 %	34.0 %	23.2 %	12.0 %	6.9 %	38,945
Supervisor	15.4 %	32.6 %	26.4 %	15.7 %	9.9 %	77,031
Team Leader	11.7 %	27.4 %	26.8 %	19.3 %	14.9 %	82,240
Non-Supervisor	11.2 %	26.3 %	27.7 %	19.2 %	15.6 %	366,142
<b>Sex</b>						
Male	13.8 %	28.3 %	26.6 %	17.1 %	14.1 %	310,686
Female	12.2 %	27.5 %	27.2 %	19.5 %	13.6 %	246,802
<b>Hispanic or Latino</b>						
Yes	14.2 %	27.2 %	25.1 %	18.3 %	15.3 %	55,319
No	13.0 %	28.0 %	27.1 %	18.1 %	13.8 %	505,083
<b>Race</b>						
American Indian/Alaska Native	11.6 %	27.8 %	28.6 %	17.9 %	14.1 %	13,074
Asian	15.4 %	34.2 %	27.6 %	13.6 %	9.3 %	31,159
Black/AfricanAmerican	13.8 %	28.1 %	25.5 %	18.1 %	14.5 %	79,200
Native Hawaiian/Pacific Islander	12.5 %	27.7 %	28.6 %	16.7 %	14.5 %	3,964
White	13.2 %	27.9 %	26.9 %	18.3 %	13.7 %	393,685
Two or more races (Not Hispanic/Latino)	11.1 %	23.3 %	26.5 %	19.8 %	19.3 %	23,497
<b>Age Group</b>						
25 and under	17.2 %	34.7 %	24.8 %	14.8 %	8.6 %	7,230
26-29 years old	14.0 %	31.9 %	23.6 %	17.1 %	13.3 %	16,999
30-39 years old	13.1 %	28.4 %	23.9 %	18.9 %	15.8 %	112,371
40-49 years old	13.0 %	27.3 %	25.3 %	19.0 %	15.4 %	145,817
50-59 years old	13.3 %	27.6 %	28.2 %	17.8 %	13.1 %	192,374
60 or older	12.5 %	27.6 %	32.8 %	16.3 %	10.8 %	85,864
<b>Level of Education</b>						
Less than High School	17.3 %	29.0 %	25.3 %	12.4 %	15.9 %	488
H.S. Diploma/GED or equiv	13.1 %	30.5 %	28.6 %	16.1 %	11.7 %	24,359

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.0 %</b>	<b>27.8 %</b>	<b>27.0 %</b>	<b>18.2 %</b>	<b>14.1 %</b>	<b>584,169</b>
Trade/Technical Certificate	11.9 %	26.8 %	28.0 %	18.0 %	15.3 %	12,780
Some College (no degree)	12.1 %	26.3 %	27.9 %	18.4 %	15.3 %	78,288
Associate's Degree	11.5 %	26.9 %	27.6 %	18.9 %	15.1 %	45,380
Bachelor's Degree	13.0 %	29.1 %	26.6 %	17.9 %	13.5 %	198,494
Master's Degree	14.0 %	27.6 %	25.5 %	18.6 %	14.2 %	150,185
Doctoral/Professional Degree	14.3 %	26.5 %	28.7 %	17.4 %	13.1 %	57,583
<b>Pay Category</b>						
Federal Wage System	9.8 %	23.9 %	27.1 %	19.6 %	19.5 %	19,868
GS 1-6	12.3 %	25.0 %	26.0 %	19.1 %	17.6 %	24,592
GS 7-12	11.6 %	27.0 %	26.6 %	19.4 %	15.5 %	242,499
GS 13-15	15.2 %	30.0 %	27.2 %	16.4 %	11.2 %	232,604
SES	43.6 %	28.2 %	17.9 %	6.4 %	3.9 %	5,415
SL/ST	24.3 %	28.1 %	30.6 %	9.6 %	7.4 %	2,130
Other	10.5 %	26.2 %	29.2 %	19.0 %	15.1 %	46,853
<b>Time in Federal Government</b>						
< 1 year	21.6 %	35.8 %	28.1 %	9.4 %	5.2 %	10,828
1-3 years	15.7 %	31.1 %	26.1 %	16.3 %	10.7 %	57,127
4-5 years	13.5 %	28.1 %	25.4 %	18.4 %	14.6 %	43,896
6-10 years	12.3 %	27.0 %	25.4 %	19.6 %	15.7 %	117,829
11-14 years	11.9 %	26.6 %	26.1 %	19.6 %	15.9 %	94,673
15-20 years	11.6 %	26.5 %	26.9 %	19.2 %	15.7 %	98,019
> 20 years	13.3 %	28.0 %	29.8 %	16.6 %	12.3 %	150,320
<b>Time with Current Agency</b>						
< 1 year	21.7 %	33.3 %	28.4 %	10.5 %	6.1 %	20,019
1-3 years	15.3 %	29.5 %	26.2 %	17.2 %	11.9 %	86,238
4-5 years	12.9 %	27.0 %	25.3 %	19.3 %	15.6 %	57,529
6-10 years	11.7 %	26.5 %	25.6 %	19.9 %	16.4 %	121,487
11-14 years	11.4 %	26.5 %	26.4 %	19.7 %	15.9 %	88,699
15-20 years	11.5 %	27.0 %	27.5 %	18.8 %	15.3 %	88,363
> 20 years	13.6 %	29.0 %	30.1 %	16.1 %	11.2 %	110,358
<b>Leaving</b>						
No	17.3 %	34.1 %	28.1 %	13.8 %	6.7 %	380,173

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>13.0 %</b>	<b>27.8 %</b>	<b>27.0 %</b>	<b>18.2 %</b>	<b>14.1 %</b>	<b>584,169</b>
Yes, to retire	10.4 %	27.1 %	34.4 %	16.8 %	11.2 %	34,613
Yes, to other job in Govt	4.1 %	14.3 %	22.3 %	28.5 %	30.7 %	107,983
Yes, to other job outside Govt	3.8 %	13.6 %	22.1 %	27.4 %	33.1 %	23,756
Yes, other	3.8 %	13.0 %	27.1 %	26.4 %	29.7 %	26,274
<b>Retiring</b>						
Within 1 year	10.9 %	25.6 %	32.9 %	17.1 %	13.4 %	21,935
Between 1-3 years	11.4 %	27.3 %	32.4 %	16.9 %	12.1 %	59,000
Between 3-5 years	12.0 %	26.9 %	30.0 %	18.1 %	13.0 %	64,393
5 or more years	13.5 %	28.1 %	25.6 %	18.4 %	14.5 %	424,747
<b>Transgender</b>						
Yes	8.0 %	20.8 %	26.7 %	19.8 %	24.7 %	2,045
No	13.2 %	28.0 %	26.8 %	18.1 %	13.9 %	552,420
<b>Consider Yourself as</b>						
Straight	13.4 %	28.3 %	26.8 %	17.9 %	13.6 %	518,512
Gay or Lesbian	13.0 %	26.0 %	25.5 %	19.0 %	16.4 %	12,027
Bisexual	11.2 %	24.9 %	24.5 %	21.1 %	18.3 %	6,116
Something else	8.2 %	20.8 %	27.9 %	20.5 %	22.5 %	10,642
<b>Military Service</b>						
No Prior Military Service	12.6 %	28.7 %	27.0 %	18.2 %	13.5 %	400,855
Currently in Guard/Reserves	14.9 %	28.6 %	23.8 %	18.3 %	14.4 %	10,744
Retired	15.5 %	27.4 %	28.3 %	16.7 %	12.2 %	76,338
Separated/Discharged	12.3 %	24.5 %	26.1 %	19.1 %	18.0 %	85,766
<b>Disability</b>						
Yes	12.5 %	22.9 %	26.0 %	19.2 %	19.5 %	79,704
No	13.2 %	28.8 %	27.1 %	17.9 %	13.0 %	483,482

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>16.7 %</b>	<b>40.0 %</b>	<b>22.3 %</b>	<b>13.9 %</b>	<b>7.2 %</b>	<b>584,592</b>
<b>Work Location</b>						
Headquarters	18.8 %	39.9 %	22.1 %	12.8 %	6.4 %	220,847
Field	15.6 %	40.1 %	22.2 %	14.5 %	7.6 %	349,953
<b>Supervisory Status</b>						
Senior Leader	40.5 %	35.0 %	15.2 %	6.3 %	2.9 %	9,746
Manager	25.1 %	41.5 %	19.7 %	10.0 %	3.8 %	38,954
Supervisor	18.3 %	43.3 %	20.9 %	12.3 %	5.2 %	77,150
Team Leader	15.8 %	40.4 %	23.0 %	13.9 %	6.9 %	82,289
Non-Supervisor	15.3 %	39.3 %	22.6 %	14.7 %	8.1 %	366,378
<b>Sex</b>						
Male	17.4 %	40.1 %	21.9 %	13.3 %	7.3 %	310,890
Female	16.2 %	40.4 %	22.2 %	14.4 %	6.9 %	246,996
<b>Hispanic or Latino</b>						
Yes	17.2 %	37.3 %	22.1 %	14.7 %	8.7 %	55,384
No	16.8 %	40.6 %	22.1 %	13.7 %	6.9 %	505,411
<b>Race</b>						
American Indian/Alaska Native	14.0 %	36.7 %	24.9 %	15.2 %	9.3 %	13,088
Asian	18.3 %	43.8 %	22.8 %	9.9 %	5.1 %	31,164
Black/AfricanAmerican	18.4 %	41.4 %	20.5 %	12.5 %	7.2 %	79,262
Native Hawaiian/Pacific Islander	15.5 %	37.6 %	25.9 %	12.6 %	8.4 %	3,979
White	16.8 %	40.3 %	22.0 %	14.1 %	6.9 %	393,946
Two or more races (Not Hispanic/Latino)	14.8 %	34.8 %	23.3 %	16.6 %	10.4 %	23,526
<b>Age Group</b>						
25 and under	21.0 %	42.4 %	18.4 %	12.8 %	5.4 %	7,234
26-29 years old	18.3 %	40.6 %	19.3 %	14.1 %	7.8 %	16,994
30-39 years old	16.4 %	39.2 %	20.8 %	15.3 %	8.4 %	112,369
40-49 years old	16.3 %	39.4 %	21.7 %	14.6 %	8.0 %	145,919
50-59 years old	17.2 %	40.9 %	22.8 %	12.9 %	6.3 %	192,504
60 or older	17.2 %	41.3 %	24.4 %	11.8 %	5.3 %	86,019
<b>Level of Education</b>						
Less than High School	22.1 %	32.5 %	26.6 %	10.2 %	8.6 %	484
H.S. Diploma/GED or equiv	16.2 %	42.2 %	24.1 %	11.2 %	6.3 %	24,390

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>16.7 %</b>	<b>40.0 %</b>	<b>22.3 %</b>	<b>13.9 %</b>	<b>7.2 %</b>	<b>584,592</b>
Trade/Technical Certificate	14.5 %	40.1 %	23.4 %	14.3 %	7.7 %	12,792
Some College (no degree)	15.2 %	39.1 %	23.6 %	14.0 %	8.1 %	78,289
Associate's Degree	14.8 %	39.4 %	23.4 %	14.4 %	8.0 %	45,450
Bachelor's Degree	16.3 %	40.6 %	21.7 %	14.3 %	7.2 %	198,649
Master's Degree	18.5 %	39.8 %	21.0 %	13.9 %	6.9 %	150,271
Doctoral/Professional Degree	20.1 %	41.0 %	21.5 %	11.8 %	5.6 %	57,640
<b>Pay Category</b>						
Federal Wage System	12.9 %	37.8 %	24.5 %	15.0 %	9.8 %	19,871
GS 1-6	16.3 %	38.7 %	22.9 %	13.6 %	8.5 %	24,598
GS 7-12	15.1 %	39.2 %	22.2 %	15.2 %	8.2 %	242,649
GS 13-15	19.0 %	41.4 %	21.6 %	12.3 %	5.6 %	232,804
SES	43.0 %	33.4 %	15.7 %	5.6 %	2.2 %	5,423
SL/ST	28.5 %	37.8 %	20.4 %	9.2 %	4.1 %	2,125
Other	15.0 %	41.8 %	23.5 %	13.1 %	6.6 %	46,903
<b>Time in Federal Government</b>						
< 1 year	25.2 %	42.1 %	17.1 %	11.3 %	4.2 %	10,835
1-3 years	20.0 %	41.4 %	19.2 %	13.0 %	6.5 %	57,128
4-5 years	17.2 %	39.4 %	20.7 %	14.8 %	7.8 %	43,885
6-10 years	16.0 %	39.5 %	22.0 %	14.8 %	7.7 %	117,905
11-14 years	15.4 %	39.4 %	22.3 %	14.8 %	8.1 %	94,710
15-20 years	15.0 %	39.3 %	23.3 %	14.6 %	7.7 %	98,138
> 20 years	17.2 %	41.0 %	23.7 %	12.1 %	6.1 %	150,518
<b>Time with Current Agency</b>						
< 1 year	24.7 %	39.8 %	18.4 %	11.7 %	5.4 %	20,041
1-3 years	19.5 %	39.5 %	19.8 %	13.8 %	7.4 %	86,242
4-5 years	16.7 %	38.9 %	21.2 %	15.0 %	8.2 %	57,545
6-10 years	15.6 %	39.4 %	22.4 %	14.8 %	7.9 %	121,548
11-14 years	14.8 %	40.0 %	22.8 %	14.6 %	7.8 %	88,767
15-20 years	14.9 %	40.2 %	23.6 %	14.1 %	7.2 %	88,501
> 20 years	17.2 %	42.0 %	23.7 %	11.6 %	5.4 %	110,466
<b>Leaving</b>						
No	21.0 %	44.8 %	20.2 %	10.5 %	3.5 %	380,432

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	16.7 %	40.0 %	22.3 %	13.9 %	7.2 %	584,592
Yes, to retire	13.9 %	40.8 %	26.1 %	13.0 %	6.2 %	34,687
Yes, to other job in Govt	8.3 %	30.3 %	25.4 %	21.2 %	14.9 %	108,027
Yes, to other job outside Govt	7.3 %	28.2 %	24.3 %	22.8 %	17.4 %	23,769
Yes, other	6.7 %	27.6 %	28.5 %	21.3 %	16.0 %	26,283
<b>Retiring</b>						
Within 1 year	14.4 %	39.2 %	25.5 %	13.3 %	7.6 %	21,975
Between 1-3 years	15.1 %	41.2 %	25.0 %	12.6 %	6.0 %	59,076
Between 3-5 years	15.8 %	40.9 %	23.8 %	13.1 %	6.4 %	64,460
5 or more years	17.2 %	39.9 %	21.4 %	14.1 %	7.4 %	424,944
<b>Transgender</b>						
Yes	11.7 %	29.7 %	25.2 %	17.3 %	16.1 %	2,046
No	16.9 %	40.3 %	22.0 %	13.7 %	7.1 %	552,796
<b>Consider Yourself as</b>						
Straight	17.1 %	40.5 %	21.9 %	13.6 %	6.9 %	518,845
Gay or Lesbian	16.7 %	38.4 %	21.7 %	14.7 %	8.4 %	12,048
Bisexual	15.3 %	36.1 %	21.4 %	17.0 %	10.3 %	6,116
Something else	11.2 %	31.0 %	26.8 %	17.6 %	13.4 %	10,662
<b>Military Service</b>						
No Prior Military Service	16.4 %	41.0 %	22.2 %	13.7 %	6.7 %	401,128
Currently in Guard/Reserves	17.7 %	40.0 %	20.4 %	14.0 %	7.9 %	10,767
Retired	19.5 %	39.8 %	22.2 %	12.3 %	6.1 %	76,382
Separated/Discharged	15.6 %	36.6 %	22.4 %	15.6 %	9.8 %	85,835
<b>Disability</b>						
Yes	16.3 %	34.9 %	22.6 %	15.5 %	10.6 %	79,739
No	16.9 %	41.1 %	22.0 %	13.5 %	6.5 %	483,866

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>23.6 %</b>	<b>45.0 %</b>	<b>16.5 %</b>	<b>9.9 %</b>	<b>5.0 %</b>	<b>584,624</b>
<b>Work Location</b>						
Headquarters	25.2 %	44.9 %	15.7 %	9.5 %	4.7 %	220,935
Field	22.8 %	45.1 %	16.8 %	10.2 %	5.2 %	349,909
<b>Supervisory Status</b>						
Senior Leader	52.8 %	33.4 %	7.2 %	4.2 %	2.4 %	9,740
Manager	34.4 %	44.4 %	11.5 %	6.9 %	2.9 %	38,957
Supervisor	25.8 %	47.2 %	14.5 %	8.8 %	3.7 %	77,115
Team Leader	22.7 %	46.3 %	16.3 %	10.1 %	4.7 %	82,323
Non-Supervisor	21.8 %	44.7 %	17.4 %	10.5 %	5.6 %	366,432
<b>Sex</b>						
Male	24.8 %	44.4 %	15.9 %	9.8 %	5.1 %	310,838
Female	22.6 %	46.3 %	16.5 %	9.8 %	4.8 %	247,081
<b>Hispanic or Latino</b>						
Yes	24.5 %	42.9 %	16.9 %	9.6 %	6.1 %	55,383
No	23.7 %	45.4 %	16.1 %	9.9 %	4.8 %	505,449
<b>Race</b>						
American Indian/Alaska Native	22.7 %	43.0 %	19.6 %	9.0 %	5.7 %	13,091
Asian	23.9 %	49.0 %	16.3 %	7.2 %	3.6 %	31,152
Black/AfricanAmerican	24.8 %	45.5 %	15.9 %	8.7 %	5.1 %	79,250
Native Hawaiian/Pacific Islander	22.1 %	42.8 %	20.3 %	8.8 %	5.9 %	3,975
White	24.1 %	45.2 %	15.7 %	10.1 %	4.8 %	394,003
Two or more races (Not Hispanic/Latino)	20.4 %	41.0 %	19.4 %	11.9 %	7.4 %	23,510
<b>Age Group</b>						
25 and under	22.1 %	45.5 %	17.6 %	10.2 %	4.6 %	7,234
26-29 years old	20.5 %	44.7 %	17.3 %	11.7 %	5.8 %	17,008
30-39 years old	21.0 %	44.7 %	17.0 %	11.2 %	6.1 %	112,449
40-49 years old	22.5 %	44.9 %	16.6 %	10.5 %	5.5 %	145,907
50-59 years old	25.5 %	45.5 %	15.8 %	8.9 %	4.3 %	192,515
60 or older	28.4 %	45.8 %	14.8 %	7.7 %	3.4 %	85,968
<b>Level of Education</b>						
Less than High School	28.9 %	37.3 %	17.4 %	8.2 %	8.3 %	489
H.S. Diploma/GED or equiv	25.5 %	45.3 %	16.8 %	7.6 %	4.8 %	24,361



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>23.6 %</b>	<b>45.0 %</b>	<b>16.5 %</b>	<b>9.9 %</b>	<b>5.0 %</b>	<b>584,624</b>
Trade/Technical Certificate	22.8 %	44.8 %	17.8 %	9.6 %	5.0 %	12,783
Some College (no degree)	23.7 %	43.9 %	17.5 %	9.6 %	5.3 %	78,268
Associate's Degree	22.9 %	44.9 %	17.4 %	9.5 %	5.2 %	45,427
Bachelor's Degree	22.8 %	46.0 %	16.2 %	10.2 %	4.8 %	198,663
Master's Degree	24.1 %	45.0 %	15.7 %	10.3 %	5.0 %	150,322
Doctoral/Professional Degree	27.5 %	44.1 %	14.0 %	9.6 %	4.8 %	57,675
<b>Pay Category</b>						
Federal Wage System	20.2 %	43.6 %	19.3 %	10.4 %	6.5 %	19,863
GS 1-6	22.1 %	43.2 %	18.3 %	10.1 %	6.3 %	24,593
GS 7-12	21.9 %	45.2 %	17.2 %	10.3 %	5.4 %	242,640
GS 13-15	26.5 %	45.9 %	14.4 %	9.1 %	4.1 %	232,852
SES	55.9 %	30.9 %	6.6 %	4.6 %	2.0 %	5,422
SL/ST	39.9 %	40.0 %	10.3 %	5.8 %	4.0 %	2,126
Other	19.9 %	44.2 %	18.8 %	11.3 %	5.8 %	46,919
<b>Time in Federal Government</b>						
< 1 year	33.8 %	45.8 %	12.3 %	6.0 %	2.2 %	10,845
1-3 years	25.8 %	45.6 %	15.6 %	8.9 %	4.1 %	57,181
4-5 years	22.9 %	45.3 %	16.1 %	10.4 %	5.3 %	43,922
6-10 years	21.9 %	44.9 %	17.1 %	10.7 %	5.4 %	117,910
11-14 years	22.1 %	44.5 %	17.1 %	10.8 %	5.6 %	94,734
15-20 years	22.0 %	44.5 %	17.2 %	10.6 %	5.6 %	98,112
> 20 years	25.8 %	45.6 %	15.4 %	8.7 %	4.4 %	150,440
<b>Time with Current Agency</b>						
< 1 year	32.6 %	44.2 %	13.2 %	6.8 %	3.2 %	20,043
1-3 years	25.1 %	44.2 %	16.0 %	9.8 %	4.8 %	86,292
4-5 years	22.5 %	44.5 %	16.8 %	10.7 %	5.5 %	57,582
6-10 years	21.4 %	45.0 %	17.2 %	10.8 %	5.6 %	121,534
11-14 years	21.8 %	44.9 %	17.2 %	10.7 %	5.5 %	88,797
15-20 years	22.2 %	45.4 %	16.9 %	10.2 %	5.3 %	88,469
> 20 years	26.7 %	46.4 %	14.9 %	8.1 %	3.9 %	110,431
<b>Leaving</b>						
No	31.3 %	50.8 %	12.2 %	4.4 %	1.3 %	380,529

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>23.6 %</b>	<b>45.0 %</b>	<b>16.5 %</b>	<b>9.9 %</b>	<b>5.0 %</b>	<b>584,624</b>
Yes, to retire	21.7 %	45.5 %	17.2 %	10.7 %	4.8 %	34,615
Yes, to other job in Govt	7.7 %	34.4 %	25.1 %	20.9 %	11.8 %	108,035
Yes, to other job outside Govt	5.8 %	26.9 %	23.3 %	26.1 %	18.0 %	23,770
Yes, other	6.3 %	28.4 %	27.6 %	22.6 %	15.1 %	26,291
<b>Retiring</b>						
Within 1 year	21.6 %	42.2 %	16.7 %	12.4 %	7.0 %	21,930
Between 1-3 years	23.6 %	45.5 %	16.7 %	9.7 %	4.6 %	59,025
Between 3-5 years	24.3 %	45.8 %	16.3 %	9.2 %	4.4 %	64,472
5 or more years	23.7 %	45.1 %	16.3 %	9.9 %	5.0 %	425,062
<b>Transgender</b>						
Yes	15.4 %	34.8 %	21.4 %	14.5 %	13.9 %	2,043
No	23.9 %	45.2 %	16.2 %	9.8 %	4.9 %	552,837
<b>Consider Yourself as</b>						
Straight	24.3 %	45.4 %	15.9 %	9.6 %	4.8 %	518,879
Gay or Lesbian	22.1 %	43.8 %	16.2 %	11.6 %	6.3 %	12,038
Bisexual	19.5 %	40.7 %	18.8 %	13.8 %	7.1 %	6,121
Something else	14.4 %	37.4 %	24.2 %	13.7 %	10.4 %	10,656
<b>Military Service</b>						
No Prior Military Service	22.7 %	46.1 %	16.5 %	9.8 %	4.8 %	401,183
Currently in Guard/Reserves	23.7 %	43.9 %	15.9 %	10.4 %	6.1 %	10,759
Retired	28.9 %	44.4 %	14.5 %	8.3 %	3.8 %	76,375
Separated/Discharged	22.6 %	41.9 %	17.5 %	11.4 %	6.5 %	85,830
<b>Disability</b>						
Yes	23.2 %	40.6 %	17.6 %	11.4 %	7.2 %	79,710
No	23.9 %	46.0 %	16.0 %	9.5 %	4.6 %	483,913

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>19.9 %</b>	<b>43.4 %</b>	<b>16.2 %</b>	<b>13.3 %</b>	<b>7.2 %</b>	<b>584,219</b>
<b>Work Location</b>						
Headquarters	21.7 %	44.7 %	15.8 %	12.1 %	5.7 %	220,757
Field	19.1 %	42.8 %	16.3 %	13.9 %	8.0 %	349,680
<b>Supervisory Status</b>						
Senior Leader	43.4 %	35.7 %	9.9 %	7.7 %	3.2 %	9,737
Manager	31.4 %	44.3 %	11.5 %	8.9 %	3.9 %	38,930
Supervisor	23.9 %	45.5 %	13.9 %	11.3 %	5.4 %	77,075
Team Leader	18.8 %	43.7 %	16.1 %	13.8 %	7.7 %	82,233
Non-Supervisor	17.9 %	43.1 %	17.1 %	14.1 %	7.8 %	366,188
<b>Sex</b>						
Male	20.5 %	42.9 %	16.3 %	13.0 %	7.4 %	310,633
Female	19.7 %	44.4 %	15.5 %	13.7 %	6.7 %	246,916
<b>Hispanic or Latino</b>						
Yes	20.5 %	40.0 %	16.2 %	14.0 %	9.3 %	55,334
No	20.0 %	44.0 %	16.0 %	13.1 %	6.8 %	505,133
<b>Race</b>						
American Indian/Alaska Native	17.7 %	40.0 %	18.8 %	15.2 %	8.4 %	13,062
Asian	17.3 %	43.7 %	19.9 %	12.6 %	6.5 %	31,114
Black/AfricanAmerican	20.0 %	42.1 %	15.8 %	13.9 %	8.2 %	79,232
Native Hawaiian/Pacific Islander	16.3 %	37.8 %	20.4 %	14.9 %	10.6 %	3,966
White	21.0 %	44.5 %	15.3 %	12.8 %	6.5 %	393,759
Two or more races (Not Hispanic/Latino)	16.5 %	39.1 %	18.1 %	15.6 %	10.7 %	23,496
<b>Age Group</b>						
25 and under	13.3 %	37.8 %	20.8 %	17.9 %	10.2 %	7,243
26-29 years old	13.9 %	38.2 %	18.9 %	17.3 %	11.7 %	17,015
30-39 years old	17.4 %	41.8 %	16.9 %	14.7 %	9.2 %	112,400
40-49 years old	19.8 %	44.0 %	15.9 %	13.3 %	7.1 %	145,853
50-59 years old	22.4 %	44.8 %	15.1 %	12.0 %	5.7 %	192,343
60 or older	22.2 %	44.4 %	15.8 %	12.3 %	5.3 %	85,842
<b>Level of Education</b>						
Less than High School	24.8 %	29.5 %	20.8 %	13.5 %	11.4 %	489
H.S. Diploma/GED or equiv	19.6 %	40.7 %	16.7 %	14.2 %	8.7 %	24,355

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	19.9 %	43.4 %	16.2 %	13.3 %	7.2 %	584,219
Trade/Technical Certificate	16.9 %	40.3 %	18.0 %	15.4 %	9.4 %	12,780
Some College (no degree)	18.1 %	40.4 %	17.1 %	15.0 %	9.4 %	78,193
Associate's Degree	17.7 %	41.2 %	16.9 %	15.2 %	9.0 %	45,394
Bachelor's Degree	20.2 %	44.7 %	15.7 %	12.8 %	6.6 %	198,575
Master's Degree	22.2 %	45.3 %	15.3 %	11.7 %	5.5 %	150,215
Doctoral/Professional Degree	20.2 %	43.3 %	16.1 %	14.0 %	6.5 %	57,611
<b>Pay Category</b>						
Federal Wage System	15.1 %	38.5 %	18.7 %	16.7 %	11.0 %	19,843
GS 1-6	10.3 %	30.9 %	19.9 %	23.3 %	15.6 %	24,543
GS 7-12	16.6 %	43.6 %	17.8 %	14.7 %	7.4 %	242,487
GS 13-15	26.6 %	47.7 %	13.3 %	8.8 %	3.7 %	232,756
SES	45.6 %	36.0 %	9.1 %	6.8 %	2.4 %	5,410
SL/ST	33.2 %	40.1 %	12.4 %	9.9 %	4.5 %	2,129
Other	14.5 %	34.4 %	17.0 %	18.6 %	15.4 %	46,857
<b>Time in Federal Government</b>						
< 1 year	16.6 %	39.9 %	19.8 %	16.3 %	7.4 %	10,829
1-3 years	15.8 %	40.0 %	18.5 %	16.7 %	9.0 %	57,129
4-5 years	16.8 %	41.1 %	17.7 %	15.8 %	8.7 %	43,896
6-10 years	18.2 %	43.9 %	16.5 %	14.0 %	7.4 %	117,843
11-14 years	20.1 %	44.3 %	15.8 %	12.5 %	7.2 %	94,662
15-20 years	20.8 %	43.8 %	15.6 %	12.5 %	7.3 %	98,066
> 20 years	24.1 %	44.7 %	14.5 %	11.2 %	5.5 %	150,343
<b>Time with Current Agency</b>						
< 1 year	19.3 %	41.6 %	18.7 %	14.1 %	6.4 %	20,015
1-3 years	17.4 %	41.0 %	17.8 %	15.5 %	8.3 %	86,212
4-5 years	17.8 %	42.0 %	17.4 %	14.7 %	8.2 %	57,561
6-10 years	18.6 %	44.0 %	16.4 %	13.6 %	7.4 %	121,522
11-14 years	20.3 %	44.4 %	15.6 %	12.6 %	7.2 %	88,696
15-20 years	21.0 %	43.6 %	15.5 %	12.6 %	7.4 %	88,407
> 20 years	24.4 %	45.2 %	14.1 %	11.1 %	5.2 %	110,353
<b>Leaving</b>						
No	24.5 %	47.0 %	14.3 %	10.4 %	3.7 %	380,307

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	19.9 %	43.4 %	16.2 %	13.3 %	7.2 %	584,219
Yes, to retire	22.4 %	45.3 %	15.6 %	11.5 %	5.2 %	34,592
Yes, to other job in Govt	10.3 %	37.4 %	19.8 %	19.3 %	13.2 %	107,931
Yes, to other job outside Govt	7.7 %	28.9 %	19.3 %	22.9 %	21.2 %	23,750
Yes, other	8.0 %	31.7 %	22.5 %	20.2 %	17.7 %	26,263
<b>Retiring</b>						
Within 1 year	23.3 %	44.1 %	15.2 %	11.1 %	6.2 %	21,924
Between 1-3 years	22.5 %	45.1 %	15.1 %	11.8 %	5.6 %	58,981
Between 3-5 years	21.8 %	44.9 %	15.0 %	12.3 %	6.0 %	64,401
5 or more years	19.3 %	43.1 %	16.4 %	13.7 %	7.5 %	424,807
<b>Transgender</b>						
Yes	15.3 %	34.0 %	19.3 %	15.7 %	15.7 %	2,040
No	20.2 %	43.6 %	16.0 %	13.2 %	7.1 %	552,475
<b>Consider Yourself as</b>						
Straight	20.4 %	43.8 %	15.9 %	13.1 %	6.9 %	518,558
Gay or Lesbian	19.9 %	41.1 %	15.4 %	14.5 %	9.1 %	12,028
Bisexual	17.8 %	39.7 %	16.8 %	15.4 %	10.2 %	6,109
Something else	13.8 %	36.6 %	20.7 %	15.9 %	12.9 %	10,638
<b>Military Service</b>						
No Prior Military Service	19.4 %	43.6 %	16.2 %	13.6 %	7.2 %	400,951
Currently in Guard/Reserves	17.9 %	40.6 %	17.1 %	15.2 %	9.2 %	10,759
Retired	24.1 %	45.6 %	14.7 %	10.8 %	4.8 %	76,305
Separated/Discharged	19.1 %	41.5 %	17.0 %	13.9 %	8.5 %	85,741
<b>Disability</b>						
Yes	18.6 %	39.8 %	17.6 %	14.7 %	9.3 %	79,651
No	20.3 %	44.2 %	15.8 %	13.0 %	6.7 %	483,588

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>18.5 %</b>	<b>42.5 %</b>	<b>20.1 %</b>	<b>12.4 %</b>	<b>6.5 %</b>	<b>581,919</b>
<b>Work Location</b>						
Headquarters	21.0 %	43.2 %	19.0 %	11.2 %	5.7 %	219,990
Field	17.3 %	42.1 %	20.7 %	13.0 %	7.0 %	348,317
<b>Supervisory Status</b>						
Senior Leader	46.8 %	35.9 %	9.0 %	5.2 %	3.1 %	9,666
Manager	27.9 %	43.9 %	14.3 %	9.7 %	4.2 %	38,776
Supervisor	20.2 %	44.5 %	18.3 %	11.7 %	5.2 %	76,787
Team Leader	16.5 %	42.9 %	20.6 %	13.4 %	6.6 %	82,027
Non-Supervisor	17.3 %	42.0 %	21.1 %	12.6 %	7.0 %	364,726
<b>Sex</b>						
Male	19.4 %	42.2 %	19.5 %	12.3 %	6.6 %	309,265
Female	18.0 %	43.6 %	20.4 %	12.0 %	6.0 %	246,125
<b>Hispanic or Latino</b>						
Yes	19.7 %	40.3 %	20.1 %	12.2 %	7.8 %	55,087
No	18.6 %	42.9 %	19.9 %	12.3 %	6.2 %	503,253
<b>Race</b>						
American Indian/Alaska Native	16.3 %	39.0 %	24.4 %	12.4 %	7.8 %	12,970
Asian	20.4 %	47.0 %	19.7 %	8.3 %	4.5 %	30,963
Black/AfricanAmerican	19.7 %	43.6 %	19.8 %	10.7 %	6.3 %	78,672
Native Hawaiian/Pacific Islander	17.0 %	38.6 %	24.5 %	11.7 %	8.2 %	3,942
White	19.0 %	42.8 %	19.4 %	12.6 %	6.2 %	392,550
Two or more races (Not Hispanic/Latino)	15.6 %	37.7 %	22.9 %	14.4 %	9.4 %	23,444
<b>Age Group</b>						
25 and under	19.6 %	46.2 %	20.4 %	9.4 %	4.4 %	7,213
26-29 years old	17.0 %	43.0 %	21.2 %	12.3 %	6.5 %	16,982
30-39 years old	16.8 %	42.4 %	20.3 %	13.3 %	7.3 %	112,209
40-49 years old	17.9 %	42.1 %	19.8 %	13.0 %	7.1 %	145,490
50-59 years old	19.9 %	42.8 %	19.7 %	11.6 %	5.9 %	191,526
60 or older	21.4 %	43.4 %	19.6 %	10.7 %	4.9 %	85,116
<b>Level of Education</b>						
Less than High School	23.8 %	31.7 %	20.1 %	14.2 %	10.2 %	477
H.S. Diploma/GED or equiv	19.0 %	42.5 %	21.6 %	10.6 %	6.4 %	24,124

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	<b>18.5 %</b>	<b>42.5 %</b>	<b>20.1 %</b>	<b>12.4 %</b>	<b>6.5 %</b>	<b>581,919</b>
Trade/Technical Certificate	17.1 %	40.7 %	22.7 %	12.6 %	6.8 %	12,698
Some College (no degree)	17.7 %	40.5 %	21.6 %	12.9 %	7.4 %	77,831
Associate's Degree	16.9 %	41.9 %	21.9 %	12.3 %	6.9 %	45,157
Bachelor's Degree	18.2 %	43.3 %	19.9 %	12.4 %	6.2 %	197,881
Master's Degree	19.8 %	43.2 %	18.8 %	12.2 %	6.1 %	149,754
Doctoral/Professional Degree	21.7 %	42.9 %	17.1 %	11.9 %	6.3 %	57,508
<b>Pay Category</b>						
Federal Wage System	13.2 %	38.5 %	24.1 %	15.3 %	8.9 %	19,720
GS 1-6	18.0 %	40.5 %	22.6 %	11.6 %	7.3 %	24,397
GS 7-12	17.2 %	42.6 %	21.0 %	12.5 %	6.7 %	241,511
GS 13-15	21.2 %	43.9 %	17.7 %	11.6 %	5.5 %	232,048
SES	50.0 %	32.6 %	8.4 %	5.8 %	3.1 %	5,395
SL/ST	32.0 %	41.2 %	13.3 %	8.6 %	4.9 %	2,123
Other	14.6 %	39.9 %	23.1 %	14.3 %	8.1 %	46,617
<b>Time in Federal Government</b>						
< 1 year	30.1 %	47.6 %	14.8 %	5.5 %	2.0 %	10,796
1-3 years	21.7 %	45.3 %	18.8 %	9.8 %	4.3 %	56,984
4-5 years	18.7 %	43.4 %	20.1 %	11.7 %	6.1 %	43,807
6-10 years	17.3 %	42.6 %	20.6 %	12.9 %	6.6 %	117,499
11-14 years	17.0 %	41.7 %	20.5 %	13.4 %	7.4 %	94,332
15-20 years	16.8 %	40.7 %	21.0 %	13.8 %	7.7 %	97,664
> 20 years	19.7 %	42.3 %	19.7 %	12.0 %	6.3 %	149,481
<b>Time with Current Agency</b>						
< 1 year	30.0 %	44.9 %	15.6 %	6.4 %	3.0 %	19,954
1-3 years	21.4 %	43.6 %	19.0 %	10.7 %	5.2 %	85,992
4-5 years	18.0 %	42.5 %	20.4 %	12.5 %	6.6 %	57,407
6-10 years	16.4 %	42.3 %	21.0 %	13.2 %	7.1 %	121,114
11-14 years	16.5 %	41.5 %	20.8 %	13.6 %	7.6 %	88,346
15-20 years	16.6 %	41.2 %	21.0 %	13.7 %	7.5 %	88,022
> 20 years	20.2 %	43.4 %	19.1 %	11.6 %	5.7 %	109,735
<b>Leaving</b>						
No	24.8 %	49.5 %	16.6 %	6.9 %	2.3 %	378,771

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
<b>All Responses</b>	18.5 %	42.5 %	20.1 %	12.4 %	6.5 %	581,919
Yes, to retire	16.3 %	41.0 %	21.7 %	14.0 %	7.0 %	34,280
Yes, to other job in Govt	5.9 %	29.5 %	27.3 %	23.1 %	14.1 %	107,738
Yes, to other job outside Govt	4.6 %	22.4 %	24.3 %	28.0 %	20.8 %	23,704
Yes, other	4.6 %	23.5 %	29.4 %	24.7 %	17.8 %	26,164
<b>Retiring</b>						
Within 1 year	16.7 %	37.9 %	20.8 %	15.3 %	9.3 %	21,720
Between 1-3 years	17.6 %	41.9 %	21.1 %	13.0 %	6.4 %	58,511
Between 3-5 years	18.4 %	42.3 %	20.6 %	12.4 %	6.3 %	64,079
5 or more years	18.9 %	42.9 %	19.8 %	12.1 %	6.3 %	423,617
<b>Transgender</b>						
Yes	11.3 %	30.4 %	23.8 %	16.9 %	17.6 %	2,029
No	18.9 %	42.8 %	19.9 %	12.2 %	6.3 %	550,346
<b>Consider Yourself as</b>						
Straight	19.1 %	43.1 %	19.6 %	12.0 %	6.2 %	516,564
Gay or Lesbian	17.4 %	40.8 %	20.1 %	13.7 %	7.9 %	12,000
Bisexual	15.3 %	38.1 %	22.1 %	15.7 %	8.8 %	6,108
Something else	10.7 %	31.8 %	26.7 %	17.7 %	13.1 %	10,583
<b>Military Service</b>						
No Prior Military Service	17.9 %	43.3 %	20.3 %	12.3 %	6.3 %	399,482
Currently in Guard/Reserves	19.6 %	42.4 %	18.3 %	12.2 %	7.5 %	10,735
Retired	23.1 %	43.1 %	18.5 %	10.3 %	5.0 %	75,923
Separated/Discharged	17.4 %	39.2 %	20.9 %	14.2 %	8.3 %	85,417
<b>Disability</b>						
Yes	18.5 %	38.0 %	21.1 %	13.5 %	8.9 %	79,212
No	18.8 %	43.5 %	19.8 %	12.0 %	6.0 %	481,869

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(72) Currently, in my work unit poor performers usually:**

	Remain in the work unit and improve their performance	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>17.1 %</b>	<b>55.5 %</b>	<b>8.1 %</b>	<b>2.1 %</b>	<b>17.1 %</b>	<b>461,560</b>	<b>123,151</b>
<b>Work Location</b>							
Headquarters	17.1 %	51.5 %	9.3 %	2.3 %	19.8 %	172,140	49,170
Field	17.1 %	57.9 %	7.5 %	1.9 %	15.6 %	280,099	70,431
<b>Supervisory Status</b>							
Senior Leader	30.3 %	33.9 %	20.3 %	2.7 %	12.8 %	8,988	753
Manager	27.3 %	43.5 %	14.9 %	2.6 %	11.8 %	36,568	2,436
Supervisor	24.2 %	48.2 %	9.4 %	2.3 %	16.0 %	69,767	7,447
Team Leader	14.7 %	61.9 %	8.4 %	2.0 %	13.1 %	70,747	11,714
Non-Supervisor	14.6 %	57.6 %	6.7 %	1.9 %	19.2 %	268,632	98,536
<b>Sex</b>							
Male	17.7 %	54.7 %	8.5 %	2.0 %	17.1 %	251,959	59,413
Female	16.6 %	56.4 %	7.6 %	2.2 %	17.1 %	190,817	56,744
<b>Hispanic or Latino</b>							
Yes	18.3 %	58.0 %	7.1 %	1.9 %	14.7 %	43,326	12,157
No	17.1 %	55.1 %	8.3 %	2.1 %	17.4 %	401,626	104,751
<b>Race</b>							
American Indian/Alaska Native	18.4 %	57.1 %	7.0 %	2.3 %	15.1 %	10,293	2,831
Asian	23.0 %	48.2 %	7.7 %	2.3 %	18.8 %	22,485	8,697
Black/AfricanAmerican	21.9 %	46.0 %	8.2 %	1.9 %	22.0 %	56,352	23,082
Native Hawaiian/Pacific Islander	21.2 %	53.1 %	7.9 %	2.3 %	15.5 %	3,099	884
White	16.1 %	57.4 %	8.3 %	2.0 %	16.2 %	322,783	71,895
Two or more races (Not Hispanic/Latino)	15.2 %	58.6 %	7.9 %	2.3 %	16.0 %	18,349	5,217
<b>Age Group</b>							
25 and under	20.7 %	53.4 %	6.8 %	2.8 %	16.3 %	5,404	1,855
26-29 years old	16.6 %	61.0 %	6.9 %	2.5 %	13.0 %	13,289	3,757
30-39 years old	14.3 %	63.4 %	7.1 %	2.2 %	12.8 %	90,468	22,150
40-49 years old	16.3 %	58.6 %	7.8 %	2.0 %	15.3 %	117,083	29,069
50-59 years old	18.5 %	51.2 %	9.0 %	1.9 %	19.3 %	152,212	40,653
60 or older	20.7 %	44.3 %	9.2 %	2.0 %	23.8 %	66,848	19,311
<b>Level of Education</b>							
Less than High School	27.2 %	45.8 %	9.6 %	1.6 %	15.7 %	357	131
H.S. Diploma/GED or equiv	19.4 %	55.9 %	6.1 %	1.3 %	17.2 %	18,586	5,853
Trade/Technical Certificate	16.9 %	60.7 %	6.4 %	1.5 %	14.5 %	10,177	2,632
Some College (no degree)	17.8 %	58.0 %	6.7 %	1.6 %	16.0 %	61,468	16,995
Associate's Degree	17.1 %	59.4 %	6.7 %	1.7 %	15.1 %	36,083	9,442
Bachelor's Degree	17.1 %	55.8 %	8.1 %	2.0 %	17.0 %	157,802	41,199
Master's Degree	16.3 %	53.6 %	9.9 %	2.4 %	17.8 %	121,177	29,377
Doctoral/Professional Degree	18.1 %	49.2 %	9.1 %	2.9 %	20.6 %	44,523	13,221

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(72) Currently, in my work unit poor performers usually:**

	Remain in the work unit and improve their performance	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>17.1 %</b>	<b>55.5 %</b>	<b>8.1 %</b>	<b>2.1 %</b>	<b>17.1 %</b>	<b>461,560</b>	<b>123,151</b>
<b>Pay Category</b>							
Federal Wage System	16.2 %	66.2 %	7.0 %	1.4 %	9.3 %	17,250	2,662
GS 1-6	18.5 %	56.0 %	6.4 %	2.5 %	16.6 %	17,670	6,993
GS 7-12	16.0 %	57.9 %	6.7 %	1.9 %	17.5 %	184,736	58,455
GS 13-15	17.9 %	51.2 %	9.9 %	2.2 %	18.8 %	189,740	43,402
SES	32.7 %	29.1 %	23.8 %	3.2 %	11.2 %	5,147	269
SL/ST	21.8 %	43.7 %	15.2 %	2.3 %	17.0 %	1,812	315
Other	17.9 %	59.4 %	7.3 %	2.3 %	13.1 %	38,337	8,650
<b>Time in Federal Government</b>							
< 1 year	20.1 %	46.1 %	7.5 %	2.4 %	23.8 %	6,614	4,254
1-3 years	17.2 %	56.8 %	7.4 %	2.4 %	16.2 %	42,539	14,738
4-5 years	15.5 %	60.3 %	7.3 %	2.3 %	14.6 %	34,231	9,768
6-10 years	15.3 %	59.4 %	7.8 %	2.1 %	15.3 %	94,062	24,079
11-14 years	15.9 %	58.6 %	7.9 %	2.0 %	15.5 %	76,680	18,190
15-20 years	17.4 %	56.3 %	8.2 %	1.9 %	16.2 %	80,199	18,098
> 20 years	19.8 %	48.0 %	9.2 %	1.9 %	21.2 %	119,474	31,245
<b>Time with Current Agency</b>							
< 1 year	18.9 %	46.7 %	8.1 %	2.3 %	24.0 %	12,015	8,070
1-3 years	16.4 %	56.2 %	7.8 %	2.4 %	17.2 %	64,513	21,933
4-5 years	15.2 %	59.8 %	7.8 %	2.3 %	15.0 %	45,618	12,068
6-10 years	15.5 %	59.2 %	8.1 %	2.1 %	15.1 %	97,953	23,848
11-14 years	16.6 %	58.1 %	7.7 %	2.0 %	15.6 %	72,436	16,475
15-20 years	17.9 %	55.6 %	8.3 %	1.7 %	16.4 %	72,837	15,777
> 20 years	20.5 %	47.2 %	9.1 %	1.8 %	21.5 %	88,408	22,218
<b>Leaving</b>							
No	20.2 %	49.5 %	8.5 %	1.9 %	19.9 %	295,202	85,891
Yes, to retire	19.2 %	49.4 %	9.4 %	1.9 %	20.1 %	27,751	6,971
Yes, to other job in Govt	10.8 %	68.9 %	7.2 %	2.2 %	10.8 %	89,742	18,536
Yes, to other job outside Govt	9.8 %	70.0 %	7.1 %	2.8 %	10.3 %	20,493	3,317
Yes, other	10.0 %	69.4 %	6.7 %	2.7 %	11.3 %	20,803	5,553
<b>Retiring</b>							
Within 1 year	18.2 %	50.4 %	9.5 %	2.2 %	19.8 %	17,755	4,250
Between 1-3 years	18.9 %	49.7 %	9.2 %	1.8 %	20.5 %	47,221	11,926
Between 3-5 years	18.5 %	51.1 %	9.0 %	1.8 %	19.5 %	51,706	12,886
5 or more years	16.7 %	57.2 %	7.8 %	2.1 %	16.2 %	335,385	90,393
<b>Transgender</b>							
Yes	15.1 %	60.8 %	7.4 %	3.1 %	13.6 %	1,646	405
No	17.3 %	55.4 %	8.2 %	2.1 %	17.1 %	438,816	115,027

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(72) Currently, in my work unit poor performers usually:**

	Remain in the work unit and improve their performance	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Item Response Total**	Do Not Know
<b>All Responses</b>	<b>17.1 %</b>	<b>55.5 %</b>	<b>8.1 %</b>	<b>2.1 %</b>	<b>17.1 %</b>	<b>461,560</b>	<b>123,151</b>
<b>Consider Yourself as</b>							
Straight	17.4 %	55.1 %	8.2 %	2.0 %	17.2 %	412,122	107,700
Gay or Lesbian	16.0 %	58.4 %	8.1 %	2.3 %	15.2 %	9,882	2,182
Bisexual	15.5 %	60.0 %	8.3 %	2.8 %	13.5 %	5,034	1,098
Something else	13.1 %	63.5 %	7.5 %	2.4 %	13.6 %	8,287	2,399
<b>Military Service</b>							
No Prior Military Service	17.6 %	55.0 %	8.0 %	2.2 %	17.3 %	315,319	86,582
Currently in Guard/Reserves	15.9 %	58.8 %	8.4 %	2.5 %	14.4 %	8,823	1,962
Retired	17.5 %	52.0 %	9.3 %	1.8 %	19.5 %	61,412	15,117
Separated/Discharged	15.3 %	60.3 %	7.7 %	1.7 %	14.9 %	68,976	16,993
<b>Disability</b>							
Yes	16.1 %	56.5 %	8.1 %	2.2 %	17.1 %	62,007	17,890
No	17.4 %	55.3 %	8.2 %	2.0 %	17.1 %	384,946	99,817

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
<b>All Responses</b>	14.5 %	5.9 %	15.9 %	5.2 %	2.0 %	27.0 %	3.5 %	13.5 %	12.5 %	579,351
<b>Work Location</b>										
Headquarters	17.3 %	7.0 %	22.8 %	6.1 %	2.3 %	15.1 %	3.7 %	13.3 %	12.4 %	220,773
Field	12.9 %	5.3 %	12.0 %	4.6 %	1.9 %	33.9 %	3.4 %	13.5 %	12.5 %	348,870
<b>Supervisory Status</b>										
Senior Leader	33.0 %	9.1 %	8.0 %	2.0 %	0.7 %	20.9 %	2.2 %	7.6 %	16.7 %	9,754
Manager	24.2 %	7.5 %	10.2 %	2.2 %	0.6 %	28.1 %	2.6 %	11.4 %	13.2 %	38,982
Supervisor	19.2 %	7.2 %	12.6 %	2.5 %	1.1 %	29.8 %	3.1 %	11.8 %	12.7 %	77,028
Team Leader	16.8 %	7.2 %	15.5 %	4.2 %	1.6 %	27.0 %	4.0 %	13.1 %	10.5 %	82,224
Non-Supervisor	11.7 %	5.2 %	17.2 %	6.3 %	2.5 %	26.5 %	3.6 %	14.2 %	12.7 %	365,157
<b>Sex</b>										
Male	14.6 %	5.6 %	12.2 %	3.6 %	1.8 %	32.4 %	3.8 %	12.5 %	13.7 %	310,691
Female	14.1 %	6.4 %	21.1 %	7.5 %	2.5 %	19.3 %	3.2 %	15.1 %	10.8 %	246,064
<b>Hispanic or Latino</b>										
Yes	10.4 %	4.6 %	12.4 %	4.1 %	1.7 %	35.2 %	3.1 %	15.4 %	13.1 %	55,116
No	15.0 %	6.1 %	16.2 %	5.3 %	2.1 %	26.1 %	3.6 %	13.3 %	12.4 %	504,541
<b>Race</b>										
American Indian/Alaska Native	8.3 %	3.4 %	7.9 %	2.7 %	2.5 %	33.8 %	5.1 %	16.9 %	19.3 %	12,916
Asian	12.4 %	5.4 %	22.2 %	6.7 %	3.9 %	19.9 %	3.6 %	11.9 %	13.9 %	31,102
Black/AfricanAmerican	10.5 %	5.0 %	21.2 %	7.0 %	1.8 %	22.3 %	2.6 %	16.3 %	13.3 %	79,069
Native Hawaiian/Pacific Islander	8.1 %	3.7 %	9.0 %	2.8 %	2.0 %	34.4 %	4.5 %	17.0 %	18.6 %	3,951
White	15.9 %	6.3 %	14.3 %	4.7 %	1.9 %	28.5 %	3.7 %	12.6 %	12.0 %	393,477
Two or more races (Not Hispanic/Latino)	12.8 %	5.1 %	14.6 %	4.6 %	1.8 %	29.3 %	3.7 %	16.8 %	11.2 %	23,487
<b>Age Group</b>										
25 and under	14.6 %	4.1 %	6.2 %	1.3 %	0.8 %	31.9 %	3.8 %	16.4 %	20.8 %	7,221
26-29 years old	13.1 %	5.5 %	11.1 %	2.4 %	1.1 %	33.6 %	3.9 %	15.5 %	13.8 %	16,988
30-39 years old	13.4 %	6.4 %	16.9 %	4.7 %	2.1 %	29.9 %	2.8 %	14.5 %	9.3 %	112,348
40-49 years old	13.5 %	5.9 %	16.6 %	5.1 %	1.9 %	30.2 %	3.0 %	13.9 %	9.8 %	145,647
50-59 years old	15.7 %	5.9 %	15.6 %	5.7 %	2.0 %	24.3 %	3.9 %	13.2 %	13.8 %	192,023
60 or older	15.4 %	5.3 %	14.4 %	5.6 %	2.7 %	21.7 %	5.0 %	10.9 %	19.0 %	85,688
<b>Level of Education</b>										
Less than High School	7.8 %	3.5 %	7.4 %	2.6 %	3.6 %	31.6 %	4.3 %	12.8 %	26.4 %	475
H.S. Diploma/GED or equiv	6.6 %	2.6 %	8.1 %	3.9 %	1.7 %	41.6 %	4.1 %	12.7 %	18.7 %	24,098
Trade/Technical Certificate	6.2 %	2.3 %	6.3 %	2.8 %	1.5 %	49.9 %	4.5 %	13.4 %	13.0 %	12,674
Some College (no degree)	8.7 %	3.2 %	10.1 %	4.4 %	1.7 %	40.3 %	3.9 %	15.1 %	12.7 %	77,876
Associate's Degree	8.8 %	3.0 %	8.8 %	3.5 %	1.3 %	41.6 %	4.3 %	15.9 %	12.8 %	45,237
Bachelor's Degree	14.9 %	6.0 %	16.2 %	5.5 %	2.1 %	25.3 %	3.6 %	14.0 %	12.3 %	198,427
Master's Degree	19.6 %	8.0 %	20.1 %	5.5 %	2.0 %	16.5 %	3.4 %	13.2 %	11.7 %	150,273
Doctoral/Professional Degree	20.5 %	10.2 %	26.1 %	7.2 %	3.6 %	12.2 %	1.8 %	6.8 %	11.5 %	57,661
<b>Pay Category</b>										
Federal Wage System	2.6 %	0.8 %	1.2 %	0.6 %	0.7 %	73.3 %	3.5 %	6.7 %	10.6 %	19,745
GS 1-6	5.3 %	1.7 %	4.0 %	2.2 %	2.9 %	43.3 %	4.6 %	17.9 %	18.1 %	24,218
GS 7-12	11.3 %	4.5 %	13.0 %	4.7 %	1.4 %	28.2 %	4.4 %	19.1 %	13.6 %	241,912
GS 13-15	20.8 %	9.0 %	24.3 %	7.4 %	3.2 %	14.0 %	2.6 %	8.1 %	10.6 %	232,920

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
<b>All Responses</b>	14.5 %	5.9 %	15.9 %	5.2 %	2.0 %	27.0 %	3.5 %	13.5 %	12.5 %	579,351
SES	43.8 %	11.7 %	8.0 %	1.2 %	0.5 %	16.4 %	1.3 %	3.0 %	14.2 %	5,423
SL/ST	31.4 %	13.7 %	14.6 %	3.8 %	1.8 %	11.1 %	2.4 %	5.3 %	15.8 %	2,129
Other	12.5 %	5.0 %	9.3 %	2.5 %	1.2 %	44.9 %	2.5 %	9.4 %	12.7 %	46,682
<b>Time in Federal Government</b>										
< 1 year	14.7 %	3.8 %	6.9 %	1.3 %	0.7 %	31.3 %	3.5 %	20.6 %	17.3 %	10,780
1-3 years	13.2 %	5.2 %	12.5 %	3.1 %	1.1 %	33.3 %	3.4 %	15.0 %	13.3 %	56,998
4-5 years	13.0 %	5.7 %	15.4 %	4.2 %	1.8 %	29.6 %	3.5 %	15.5 %	11.4 %	43,831
6-10 years	14.2 %	6.0 %	17.2 %	5.5 %	2.2 %	26.5 %	3.6 %	14.1 %	10.6 %	117,756
11-14 years	13.5 %	5.9 %	16.4 %	5.2 %	2.5 %	28.6 %	3.6 %	13.8 %	10.6 %	94,490
15-20 years	13.8 %	5.9 %	14.8 %	4.6 %	2.0 %	30.8 %	3.3 %	13.2 %	11.5 %	97,861
> 20 years	16.8 %	6.5 %	17.3 %	6.8 %	2.3 %	19.9 %	3.8 %	11.0 %	15.7 %	150,020
<b>Time with Current Agency</b>										
< 1 year	14.7 %	4.5 %	9.2 %	1.9 %	0.8 %	26.9 %	3.5 %	21.9 %	16.7 %	19,946
1-3 years	13.9 %	5.6 %	14.9 %	3.7 %	1.3 %	29.1 %	3.3 %	15.6 %	12.7 %	86,100
4-5 years	13.8 %	6.0 %	17.6 %	4.9 %	2.0 %	26.5 %	3.4 %	14.6 %	11.2 %	57,493
6-10 years	14.2 %	6.1 %	17.4 %	5.8 %	2.3 %	26.2 %	3.6 %	13.7 %	10.6 %	121,406
11-14 years	13.4 %	5.8 %	16.0 %	5.3 %	2.6 %	29.6 %	3.6 %	13.0 %	10.7 %	88,541
15-20 years	13.9 %	5.8 %	14.2 %	4.6 %	2.0 %	31.6 %	3.4 %	12.4 %	12.1 %	88,193
> 20 years	17.0 %	6.5 %	16.3 %	6.9 %	2.2 %	20.5 %	4.0 %	10.3 %	16.2 %	110,114
<b>Leaving</b>										
No	15.2 %	6.1 %	16.1 %	5.8 %	2.4 %	26.5 %	3.4 %	11.2 %	13.4 %	379,425
Yes, to retire	14.1 %	5.1 %	13.6 %	5.7 %	2.5 %	24.7 %	4.6 %	11.5 %	18.3 %	34,539
Yes, to other job in Govt	12.8 %	5.7 %	16.3 %	3.8 %	1.0 %	27.9 %	3.6 %	19.6 %	9.2 %	107,939
Yes, to other job outside Govt	14.2 %	6.8 %	14.8 %	3.5 %	1.9 %	29.7 %	4.1 %	16.8 %	8.1 %	23,731
Yes, other	11.8 %	5.3 %	13.2 %	3.7 %	1.8 %	31.7 %	3.9 %	18.1 %	10.7 %	26,199
<b>Retiring</b>										
Within 1 year	14.6 %	5.0 %	13.4 %	5.5 %	2.5 %	24.9 %	4.4 %	12.2 %	17.6 %	21,894
Between 1-3 years	14.9 %	5.5 %	14.1 %	5.7 %	2.2 %	25.5 %	4.4 %	11.5 %	16.3 %	58,841
Between 3-5 years	15.3 %	5.6 %	14.1 %	5.3 %	1.9 %	26.5 %	4.2 %	12.7 %	14.3 %	64,281
5 or more years	14.3 %	6.1 %	16.4 %	5.1 %	2.0 %	27.4 %	3.3 %	13.9 %	11.5 %	424,265
<b>Transgender</b>										
Yes	11.6 %	5.8 %	12.7 %	4.6 %	2.3 %	30.6 %	4.5 %	15.0 %	12.9 %	2,035
No	14.4 %	5.9 %	15.7 %	5.1 %	2.0 %	27.2 %	3.5 %	13.5 %	12.5 %	551,698
<b>Consider Yourself as</b>										
Straight	14.4 %	5.9 %	15.6 %	5.1 %	2.0 %	27.3 %	3.6 %	13.5 %	12.6 %	517,891
Gay or Lesbian	15.2 %	6.7 %	19.4 %	6.2 %	2.3 %	23.4 %	2.7 %	12.3 %	11.7 %	12,034
Bisexual	14.4 %	6.2 %	16.5 %	4.7 %	2.1 %	27.1 %	3.9 %	14.1 %	10.8 %	6,125
Something else	12.2 %	5.6 %	14.3 %	4.6 %	1.9 %	28.4 %	4.0 %	16.6 %	12.4 %	10,623
<b>Military Service</b>										
No Prior Military Service	15.2 %	6.8 %	18.8 %	6.2 %	2.4 %	23.1 %	3.2 %	12.2 %	12.2 %	400,028
Currently in Guard/Reserves	12.6 %	4.4 %	8.9 %	2.1 %	0.9 %	37.6 %	3.2 %	19.3 %	11.1 %	10,756
Retired	14.8 %	4.2 %	9.0 %	2.6 %	1.0 %	30.6 %	5.3 %	16.7 %	15.8 %	76,341
Separated/Discharged	11.9 %	4.4 %	11.6 %	3.9 %	1.7 %	37.3 %	3.6 %	14.7 %	10.9 %	85,686
<b>Disability</b>										

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
All Responses	14.5 %	5.9 %	15.9 %	5.2 %	2.0 %	27.0 %	3.5 %	13.5 %	12.5 %	579,351
Yes	12.0 %	4.7 %	13.2 %	4.8 %	2.4 %	28.2 %	4.3 %	17.9 %	12.4 %	79,570
No	14.9 %	6.1 %	16.2 %	5.2 %	2.0 %	26.9 %	3.4 %	12.7 %	12.5 %	482,806

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>29.4 %</b>	<b>30.7 %</b>	<b>20.8 %</b>	<b>10.2 %</b>	<b>8.8 %</b>	<b>380,622</b>	<b>32,942</b>	<b>144,715</b>	<b>22,910</b>
<b>Work Location</b>									
Headquarters	31.1 %	32.2 %	18.1 %	10.1 %	8.5 %	170,352	12,088	33,731	5,012
Field	28.2 %	29.5 %	22.8 %	10.4 %	9.1 %	204,264	20,278	108,137	17,254
<b>Supervisory Status</b>									
Senior Leader	36.8 %	31.8 %	19.7 %	7.0 %	4.7 %	7,958	449	1,201	138
Manager	26.4 %	32.0 %	22.9 %	10.8 %	7.9 %	28,306	1,674	8,416	601
Supervisor	25.1 %	32.5 %	22.7 %	11.3 %	8.4 %	51,690	3,835	19,457	2,180
Team Leader	27.1 %	31.5 %	21.4 %	10.5 %	9.5 %	54,604	4,329	20,470	2,987
Non-Supervisor	31.1 %	30.0 %	20.0 %	10.0 %	9.0 %	233,549	22,358	93,875	16,701
<b>Sex</b>									
Male	27.2 %	30.0 %	23.7 %	9.9 %	9.1 %	192,073	20,426	85,932	12,619
Female	32.8 %	31.5 %	16.9 %	10.5 %	8.3 %	171,821	11,335	54,352	9,605
<b>Hispanic or Latino</b>									
Yes	30.1 %	26.9 %	23.5 %	9.7 %	9.9 %	30,447	2,816	17,943	4,139
No	29.5 %	31.1 %	20.5 %	10.3 %	8.7 %	336,009	29,021	122,651	18,091
<b>Race</b>									
American Indian/Alaska Native	22.0 %	24.6 %	30.3 %	11.1 %	12.0 %	5,676	777	4,839	1,756
Asian	35.9 %	33.2 %	18.5 %	6.9 %	5.4 %	22,004	1,931	6,137	1,078
Black/AfricanAmerican	33.2 %	30.0 %	18.8 %	9.1 %	8.9 %	53,220	3,943	18,715	3,529
Native Hawaiian/Pacific Islander	23.7 %	25.1 %	33.0 %	8.1 %	10.0 %	1,972	233	1,399	365
White	28.8 %	31.0 %	20.9 %	10.7 %	8.7 %	258,158	23,061	99,359	13,577
Two or more races (Not Hispanic/Latino)	25.5 %	27.5 %	23.2 %	11.2 %	12.7 %	14,717	1,151	6,566	1,119
<b>Age Group</b>									
25 and under	25.1 %	33.9 %	24.2 %	9.5 %	7.2 %	3,275	626	2,382	965
26-29 years old	26.5 %	31.0 %	21.0 %	11.1 %	10.4 %	9,320	1,033	5,085	1,581
30-39 years old	28.9 %	30.9 %	18.0 %	11.4 %	10.8 %	73,860	4,787	28,623	5,223
40-49 years old	29.3 %	30.1 %	20.0 %	10.8 %	9.8 %	95,683	6,060	38,781	5,444
50-59 years old	30.3 %	30.6 %	21.7 %	9.6 %	7.8 %	127,888	11,682	46,805	6,168
60 or older	30.3 %	31.1 %	23.9 %	8.5 %	6.2 %	55,880	7,770	19,457	2,948
<b>Level of Education</b>									
Less than High School	28.1 %	24.6 %	33.5 %	5.8 %	7.9 %	238	30	149	64
H.S. Diploma/GED or equiv	26.3 %	25.3 %	32.1 %	8.6 %	7.7 %	10,451	1,633	9,763	2,482
Trade/Technical Certificate	23.4 %	23.4 %	33.4 %	10.0 %	9.7 %	4,934	587	5,982	1,240

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>29.4 %</b>	<b>30.7 %</b>	<b>20.8 %</b>	<b>10.2 %</b>	<b>8.8 %</b>	<b>380,622</b>	<b>32,942</b>	<b>144,715</b>	<b>22,910</b>
<b>Some College (no degree)</b>	<b>26.2 %</b>	<b>26.3 %</b>	<b>27.5 %</b>	<b>10.3 %</b>	<b>9.7 %</b>	<b>38,266</b>	<b>4,054</b>	<b>30,543</b>	<b>5,423</b>
<b>Associate's Degree</b>	<b>24.5 %</b>	<b>25.6 %</b>	<b>28.9 %</b>	<b>10.8 %</b>	<b>10.3 %</b>	<b>21,175</b>	<b>2,421</b>	<b>18,591</b>	<b>3,231</b>
<b>Bachelor's Degree</b>	<b>29.4 %</b>	<b>31.0 %</b>	<b>20.1 %</b>	<b>10.5 %</b>	<b>9.0 %</b>	<b>132,135</b>	<b>12,171</b>	<b>48,243</b>	<b>6,247</b>
<b>Master's Degree</b>	<b>30.5 %</b>	<b>32.2 %</b>	<b>17.9 %</b>	<b>10.5 %</b>	<b>8.9 %</b>	<b>115,839</b>	<b>8,081</b>	<b>23,722</b>	<b>2,819</b>
<b>Doctoral/Professional Degree</b>	<b>35.1 %</b>	<b>35.2 %</b>	<b>14.5 %</b>	<b>8.7 %</b>	<b>6.5 %</b>	<b>48,184</b>	<b>3,338</b>	<b>5,221</b>	<b>964</b>
<b>Pay Category</b>									
<b>Federal Wage System</b>	<b>12.6 %</b>	<b>16.3 %</b>	<b>53.1 %</b>	<b>8.4 %</b>	<b>9.6 %</b>	<b>3,843</b>	<b>433</b>	<b>13,080</b>	<b>2,483</b>
<b>GS 1-6</b>	<b>22.5 %</b>	<b>25.2 %</b>	<b>35.3 %</b>	<b>8.9 %</b>	<b>8.1 %</b>	<b>8,173</b>	<b>1,432</b>	<b>11,679</b>	<b>3,271</b>
<b>GS 7-12</b>	<b>26.4 %</b>	<b>27.6 %</b>	<b>23.7 %</b>	<b>11.3 %</b>	<b>11.0 %</b>	<b>140,245</b>	<b>17,164</b>	<b>75,180</b>	<b>10,120</b>
<b>GS 13-15</b>	<b>33.0 %</b>	<b>33.8 %</b>	<b>16.3 %</b>	<b>9.6 %</b>	<b>7.4 %</b>	<b>195,123</b>	<b>11,364</b>	<b>24,609</b>	<b>2,009</b>
<b>SES</b>	<b>41.9 %</b>	<b>32.9 %</b>	<b>16.1 %</b>	<b>6.0 %</b>	<b>3.1 %</b>	<b>4,849</b>	<b>206</b>	<b>344</b>	<b>27</b>
<b>SL/ST</b>	<b>36.5 %</b>	<b>34.2 %</b>	<b>18.9 %</b>	<b>5.3 %</b>	<b>5.2 %</b>	<b>1,770</b>	<b>161</b>	<b>161</b>	<b>35</b>
<b>Other</b>	<b>25.5 %</b>	<b>31.1 %</b>	<b>25.7 %</b>	<b>10.1 %</b>	<b>7.6 %</b>	<b>21,885</b>	<b>1,881</b>	<b>18,425</b>	<b>4,677</b>
<b>Time in Federal Government</b>									
<b>&lt; 1 year</b>	<b>29.3 %</b>	<b>29.9 %</b>	<b>27.1 %</b>	<b>8.5 %</b>	<b>5.2 %</b>	<b>4,954</b>	<b>737</b>	<b>3,924</b>	<b>1,224</b>
<b>1-3 years</b>	<b>29.7 %</b>	<b>30.2 %</b>	<b>22.4 %</b>	<b>9.7 %</b>	<b>8.0 %</b>	<b>31,615</b>	<b>3,088</b>	<b>17,779</b>	<b>4,662</b>
<b>4-5 years</b>	<b>29.1 %</b>	<b>29.8 %</b>	<b>20.6 %</b>	<b>10.7 %</b>	<b>9.9 %</b>	<b>27,401</b>	<b>2,296</b>	<b>12,086</b>	<b>2,141</b>
<b>6-10 years</b>	<b>29.2 %</b>	<b>30.8 %</b>	<b>19.9 %</b>	<b>10.5 %</b>	<b>9.5 %</b>	<b>79,398</b>	<b>5,510</b>	<b>28,873</b>	<b>4,195</b>
<b>11-14 years</b>	<b>28.5 %</b>	<b>30.7 %</b>	<b>20.1 %</b>	<b>10.8 %</b>	<b>9.8 %</b>	<b>62,016</b>	<b>4,486</b>	<b>24,834</b>	<b>3,424</b>
<b>15-20 years</b>	<b>27.8 %</b>	<b>30.2 %</b>	<b>21.8 %</b>	<b>10.8 %</b>	<b>9.4 %</b>	<b>62,167</b>	<b>5,116</b>	<b>27,208</b>	<b>3,652</b>
<b>&gt; 20 years</b>	<b>31.3 %</b>	<b>31.3 %</b>	<b>20.4 %</b>	<b>9.4 %</b>	<b>7.5 %</b>	<b>107,432</b>	<b>11,330</b>	<b>28,474</b>	<b>3,304</b>
<b>Time with Current Agency</b>									
<b>&lt; 1 year</b>	<b>27.6 %</b>	<b>29.0 %</b>	<b>25.5 %</b>	<b>9.7 %</b>	<b>8.2 %</b>	<b>10,514</b>	<b>1,299</b>	<b>6,484</b>	<b>1,742</b>
<b>1-3 years</b>	<b>29.2 %</b>	<b>29.7 %</b>	<b>21.1 %</b>	<b>10.7 %</b>	<b>9.4 %</b>	<b>52,328</b>	<b>4,550</b>	<b>23,956</b>	<b>5,488</b>
<b>4-5 years</b>	<b>29.5 %</b>	<b>29.3 %</b>	<b>20.0 %</b>	<b>10.9 %</b>	<b>10.3 %</b>	<b>38,286</b>	<b>2,929</b>	<b>14,091</b>	<b>2,309</b>
<b>6-10 years</b>	<b>29.5 %</b>	<b>30.9 %</b>	<b>19.8 %</b>	<b>10.4 %</b>	<b>9.4 %</b>	<b>82,821</b>	<b>5,725</b>	<b>28,962</b>	<b>4,111</b>
<b>11-14 years</b>	<b>28.8 %</b>	<b>31.4 %</b>	<b>20.1 %</b>	<b>10.3 %</b>	<b>9.3 %</b>	<b>57,617</b>	<b>4,375</b>	<b>23,610</b>	<b>3,198</b>
<b>15-20 years</b>	<b>27.7 %</b>	<b>30.6 %</b>	<b>22.4 %</b>	<b>10.5 %</b>	<b>8.8 %</b>	<b>55,267</b>	<b>4,873</b>	<b>24,960</b>	<b>3,377</b>
<b>&gt; 20 years</b>	<b>31.7 %</b>	<b>31.7 %</b>	<b>20.6 %</b>	<b>9.2 %</b>	<b>6.8 %</b>	<b>78,124</b>	<b>8,846</b>	<b>21,169</b>	<b>2,341</b>
<b>Leaving</b>									
<b>No</b>	<b>34.6 %</b>	<b>32.1 %</b>	<b>19.9 %</b>	<b>8.1 %</b>	<b>5.3 %</b>	<b>252,494</b>	<b>23,251</b>	<b>90,440</b>	<b>14,286</b>
<b>Yes, to retire</b>	<b>27.3 %</b>	<b>31.1 %</b>	<b>23.9 %</b>	<b>9.7 %</b>	<b>8.0 %</b>	<b>22,017</b>	<b>3,034</b>	<b>8,449</b>	<b>1,159</b>
<b>Yes, to other job in Govt</b>	<b>18.5 %</b>	<b>27.5 %</b>	<b>21.8 %</b>	<b>15.4 %</b>	<b>16.8 %</b>	<b>69,180</b>	<b>4,266</b>	<b>30,350</b>	<b>4,390</b>



**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>29.4 %</b>	<b>30.7 %</b>	<b>20.8 %</b>	<b>10.2 %</b>	<b>8.8 %</b>	<b>380,622</b>	<b>32,942</b>	<b>144,715</b>	<b>22,910</b>
Yes, to other job outside Govt	17.7 %	27.4 %	20.9 %	15.4 %	18.6 %	15,750	916	6,057	1,070
Yes, other	16.9 %	26.9 %	25.2 %	13.9 %	17.1 %	15,637	1,106	7,913	1,668
<b>Retiring</b>									
Within 1 year	27.0 %	30.1 %	23.4 %	10.2 %	9.2 %	14,133	1,869	5,210	739
Between 1-3 years	28.2 %	30.6 %	23.5 %	9.8 %	7.9 %	38,092	4,575	14,513	1,907
Between 3-5 years	28.3 %	30.9 %	22.9 %	10.1 %	7.9 %	41,695	4,232	16,478	2,101
5 or more years	30.0 %	30.7 %	20.0 %	10.3 %	9.1 %	279,472	21,754	106,385	17,611
<b>Transgender</b>									
Yes	25.4 %	24.7 %	20.6 %	10.9 %	18.5 %	1,271	95	550	128
No	29.6 %	30.7 %	20.8 %	10.2 %	8.7 %	360,762	31,401	138,966	21,992
<b>Consider Yourself as</b>									
Straight	29.8 %	30.7 %	20.8 %	10.1 %	8.6 %	337,932	29,577	131,176	20,491
Gay or Lesbian	31.8 %	30.7 %	16.4 %	10.9 %	10.1 %	8,433	662	2,534	417
Bisexual	28.1 %	31.1 %	17.1 %	12.1 %	11.5 %	3,989	305	1,528	300
Something else	22.8 %	25.6 %	22.5 %	12.5 %	16.6 %	6,662	550	2,792	664
<b>Military Service</b>									
No Prior Military Service	31.4 %	32.2 %	18.4 %	10.0 %	8.0 %	278,050	22,535	85,395	15,310
Currently in Guard/Reserves	23.8 %	26.8 %	25.0 %	12.0 %	12.4 %	5,853	506	3,814	607
Retired	24.4 %	27.3 %	28.3 %	10.7 %	9.3 %	43,030	5,246	25,370	2,817
Separated/Discharged	25.6 %	27.3 %	24.4 %	10.8 %	11.9 %	48,821	4,338	28,816	3,901
<b>Disability</b>									
Yes	26.4 %	26.1 %	23.3 %	11.3 %	12.9 %	48,934	4,290	23,313	3,280
No	30.1 %	31.5 %	20.3 %	10.0 %	8.1 %	319,244	27,736	118,010	19,058

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_1) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	45.1 %	271,081	306,734
<b>Work Location</b>			
Headquarters	48.2 %	108,127	111,923
Field	43.5 %	158,966	189,203
<b>Supervisory Status</b>			
Senior Leader	32.6 %	3,165	6,538
Manager	39.7 %	16,109	22,744
Supervisor	43.3 %	34,445	42,418
Team Leader	47.3 %	39,686	42,260
Non-Supervisor	45.9 %	175,122	189,443
<b>Sex</b>			
Male	42.8 %	136,956	172,351
Female	48.5 %	123,191	122,966
<b>Hispanic or Latino</b>			
Yes	37.6 %	22,250	32,685
No	46.1 %	239,428	264,010
<b>Race</b>			
American Indian/Alaska Native	36.6 %	4,768	8,235
Asian	45.8 %	14,827	16,138
Black/AfricanAmerican	44.6 %	37,004	42,127
Native Hawaiian/Pacific Islander	35.6 %	1,475	2,467
White	45.6 %	185,274	207,037
Two or more races (Not Hispanic/Latino)	45.2 %	11,104	12,291
<b>Age Group</b>			
25 and under	45.0 %	3,301	3,841
26-29 years old	45.2 %	8,140	8,647
30-39 years old	46.1 %	54,667	56,791
40-49 years old	43.5 %	66,183	79,021
50-59 years old	46.4 %	91,176	100,904
60 or older	43.5 %	38,195	47,734
<b>Level of Education</b>			
Less than High School	27.8 %	149	335
H.S. Diploma/GED or equiv	33.9 %	8,783	15,478
Trade/Technical Certificate	35.9 %	4,907	7,815
Some College (no degree)	38.5 %	31,440	46,510
Associate's Degree	40.6 %	19,128	26,107
Bachelor's Degree	47.7 %	97,980	99,718
Master's Degree	50.6 %	77,226	72,448
Doctoral/Professional Degree	44.0 %	25,633	31,782
<b>Pay Category</b>			
Federal Wage System	29.9 %	6,262	13,516
GS 1-6	29.2 %	7,693	16,717
GS 7-12	46.5 %	117,157	124,468
GS 13-15	50.7 %	119,864	112,090
SES	27.1 %	1,582	3,821
SL/ST	36.6 %	738	1,382
Other	32.4 %	15,084	31,407
<b>Time in Federal Government</b>			
< 1 year	40.1 %	4,479	6,288
1-3 years	42.3 %	25,106	31,609
4-5 years	44.0 %	20,198	23,434

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_1) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	45.1 %	271,081	306,734
6-10 years	45.7 %	55,788	61,480
11-14 years	45.1 %	44,307	49,951
15-20 years	42.5 %	43,096	54,588
> 20 years	48.7 %	74,700	75,496
<b>Time with Current Agency</b>			
< 1 year	43.0 %	8,819	11,089
1-3 years	44.1 %	39,421	46,274
4-5 years	45.7 %	27,417	29,827
6-10 years	45.7 %	57,650	63,301
11-14 years	44.6 %	41,101	47,275
15-20 years	41.8 %	38,149	49,950
> 20 years	49.0 %	55,214	55,048
<b>Leaving</b>			
No	45.8 %	180,451	198,536
Yes, to retire	44.6 %	15,875	18,741
Yes, to other job in Govt	45.1 %	50,269	57,063
Yes, to other job outside Govt	42.7 %	10,386	13,180
Yes, other	39.7 %	10,815	15,285
<b>Retiring</b>			
Within 1 year	44.3 %	10,004	11,926
Between 1-3 years	44.7 %	27,139	31,826
Between 3-5 years	44.5 %	29,363	34,989
5 or more years	45.4 %	200,086	222,634
<b>Transgender</b>			
Yes	41.5 %	888	1,140
No	45.1 %	257,743	292,680
<b>Consider Yourself as</b>			
Straight	45.1 %	242,082	274,620
Gay or Lesbian	44.9 %	5,570	6,392
Bisexual	46.1 %	2,916	3,166
Something else	42.2 %	4,709	5,875
<b>Military Service</b>			
No Prior Military Service	46.7 %	193,244	206,024
Currently in Guard/Reserves	42.6 %	4,612	6,097
Retired	43.4 %	33,600	42,643
Separated/Discharged	41.4 %	36,807	48,563
<b>Disability</b>			
Yes	45.4 %	37,530	41,919
No	45.1 %	225,481	256,161

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_2) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>27.7 %</b>	<b>160,193</b>	<b>417,622</b>
<b>Work Location</b>			
Headquarters	30.4 %	68,953	151,097
Field	26.3 %	88,824	259,345
<b>Supervisory Status</b>			
Senior Leader	27.5 %	2,742	6,961
Manager	27.5 %	10,691	28,162
Supervisor	27.5 %	20,910	55,953
Team Leader	29.3 %	24,246	57,700
Non-Supervisor	27.5 %	100,180	264,385
<b>Sex</b>			
Male	26.1 %	79,169	230,138
Female	30.4 %	75,350	170,807
<b>Hispanic or Latino</b>			
Yes	25.2 %	13,689	41,246
No	28.2 %	141,689	361,749
<b>Race</b>			
American Indian/Alaska Native	26.3 %	3,481	9,522
Asian	25.9 %	8,337	22,628
Black/AfricanAmerican	25.9 %	20,478	58,653
Native Hawaiian/Pacific Islander	21.7 %	851	3,091
White	28.5 %	111,473	280,838
Two or more races (Not Hispanic/Latino)	29.1 %	6,733	16,662
<b>Age Group</b>			
25 and under	25.2 %	1,778	5,364
26-29 years old	28.9 %	4,836	11,951
30-39 years old	31.3 %	35,039	76,419
40-49 years old	28.7 %	42,022	103,182
50-59 years old	26.1 %	50,452	141,628
60 or older	24.3 %	21,206	64,723
<b>Level of Education</b>			
Less than High School	17.3 %	80	404
H.S. Diploma/GED or equiv	18.1 %	4,362	19,899
Trade/Technical Certificate	23.9 %	2,926	9,796
Some College (no degree)	22.4 %	16,974	60,976
Associate's Degree	24.9 %	10,929	34,306
Bachelor's Degree	28.1 %	54,484	143,214
Master's Degree	32.0 %	47,520	102,154
Doctoral/Professional Degree	33.4 %	19,853	37,562
<b>Pay Category</b>			
Federal Wage System	23.4 %	4,374	15,404
GS 1-6	24.7 %	6,113	18,297
GS 7-12	27.9 %	65,294	176,331
GS 13-15	30.2 %	71,269	160,685
SES	31.8 %	1,747	3,656
SL/ST	29.3 %	651	1,469
Other	19.4 %	9,263	37,228
<b>Time in Federal Government</b>			
< 1 year	27.2 %	2,946	7,821
1-3 years	28.3 %	16,082	40,633
4-5 years	29.3 %	12,851	30,781

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_2) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	27.7 %	160,193	417,622
6-10 years	28.8 %	33,496	83,772
11-14 years	27.7 %	25,904	68,354
15-20 years	26.8 %	26,189	71,495
> 20 years	26.9 %	40,862	109,334
<b>Time with Current Agency</b>			
< 1 year	26.9 %	5,249	14,659
1-3 years	28.4 %	24,312	61,383
4-5 years	29.0 %	16,602	40,642
6-10 years	28.3 %	34,173	86,778
11-14 years	27.3 %	24,017	64,359
15-20 years	26.8 %	23,547	64,552
> 20 years	27.2 %	30,451	79,811
<b>Leaving</b>			
No	29.0 %	109,764	269,223
Yes, to retire	24.6 %	8,583	26,033
Yes, to other job in Govt	26.3 %	27,981	79,351
Yes, to other job outside Govt	26.5 %	6,197	17,369
Yes, other	22.7 %	5,882	20,218
<b>Retiring</b>			
Within 1 year	24.1 %	5,359	16,571
Between 1-3 years	25.1 %	14,918	44,047
Between 3-5 years	26.1 %	16,760	47,592
5 or more years	28.5 %	120,730	301,990
<b>Transgender</b>			
Yes	23.6 %	471	1,557
No	27.8 %	153,304	397,119
<b>Consider Yourself as</b>			
Straight	27.8 %	143,631	373,071
Gay or Lesbian	30.0 %	3,603	8,359
Bisexual	33.0 %	2,044	4,038
Something else	24.8 %	2,588	7,996
<b>Military Service</b>			
No Prior Military Service	29.4 %	117,802	281,466
Currently in Guard/Reserves	29.6 %	3,020	7,689
Retired	23.4 %	17,057	59,186
Separated/Discharged	25.2 %	20,805	64,565
<b>Disability</b>			
Yes	25.3 %	19,819	59,630
No	28.2 %	136,135	345,507

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_3) Work-Life program used at your agency within the last 12 months? Employee Assistance Program**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>7.0 %</b>	<b>40,147</b>	<b>537,668</b>
<b>Work Location</b>			
Headquarters	6.5 %	14,590	205,460
Field	7.2 %	24,862	323,307
<b>Supervisory Status</b>			
Senior Leader	7.4 %	718	8,985
Manager	8.0 %	3,165	35,688
Supervisor	7.5 %	5,738	71,125
Team Leader	6.2 %	5,102	76,844
Non-Supervisor	6.9 %	24,987	339,578
<b>Sex</b>			
Male	5.7 %	16,921	292,386
Female	9.0 %	21,789	224,368
<b>Hispanic or Latino</b>			
Yes	8.8 %	4,828	50,107
No	6.7 %	34,053	469,385
<b>Race</b>			
American Indian/Alaska Native	7.3 %	937	12,066
Asian	5.5 %	1,701	29,264
Black/AfricanAmerican	9.3 %	7,449	71,682
Native Hawaiian/Pacific Islander	6.1 %	242	3,700
White	6.5 %	25,297	367,014
Two or more races (Not Hispanic/Latino)	8.7 %	2,087	21,308
<b>Age Group</b>			
25 and under	4.4 %	298	6,844
26-29 years old	5.8 %	984	15,803
30-39 years old	7.7 %	8,371	103,087
40-49 years old	8.1 %	11,780	133,424
50-59 years old	6.5 %	12,832	179,248
60 or older	5.2 %	4,638	81,291
<b>Level of Education</b>			
Less than High School	5.7 %	29	455
H.S. Diploma/GED or equiv	6.1 %	1,497	22,764
Trade/Technical Certificate	6.6 %	820	11,902
Some College (no degree)	7.5 %	5,905	72,045
Associate's Degree	7.1 %	3,259	41,976
Bachelor's Degree	7.0 %	13,770	183,928
Master's Degree	7.2 %	10,936	138,738
Doctoral/Professional Degree	5.4 %	3,114	54,301
<b>Pay Category</b>			
Federal Wage System	5.7 %	1,106	18,672
GS 1-6	6.1 %	1,556	22,854
GS 7-12	7.7 %	18,460	223,165
GS 13-15	6.5 %	15,356	216,598
SES	6.5 %	354	5,049
SL/ST	4.2 %	89	2,031
Other	6.0 %	2,802	43,689
<b>Time in Federal Government</b>			
< 1 year	4.1 %	417	10,350
1-3 years	5.3 %	3,028	53,687
4-5 years	6.5 %	2,872	40,760

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_3) Work-Life program used at your agency within the last 12 months? Employee Assistance Program**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	7.0 %	40,147	537,668
6-10 years	6.8 %	7,995	109,273
11-14 years	7.5 %	6,970	87,288
15-20 years	7.8 %	7,492	90,192
> 20 years	7.3 %	10,893	139,303
<b>Time with Current Agency</b>			
< 1 year	4.6 %	896	19,012
1-3 years	5.7 %	5,024	80,671
4-5 years	6.8 %	3,979	53,265
6-10 years	7.0 %	8,486	112,465
11-14 years	7.5 %	6,562	81,814
15-20 years	7.8 %	6,761	81,338
> 20 years	7.3 %	7,940	102,322
<b>Leaving</b>			
No	6.5 %	24,708	354,279
Yes, to retire	6.7 %	2,324	32,292
Yes, to other job in Govt	7.9 %	8,665	98,667
Yes, to other job outside Govt	8.0 %	1,869	21,697
Yes, other	8.0 %	2,095	24,005
<b>Retiring</b>			
Within 1 year	6.6 %	1,431	20,499
Between 1-3 years	6.4 %	3,754	55,211
Between 3-5 years	6.4 %	4,143	60,209
5 or more years	7.1 %	30,116	392,604
<b>Transgender</b>			
Yes	8.8 %	181	1,847
No	7.0 %	38,333	512,090
<b>Consider Yourself as</b>			
Straight	6.8 %	35,350	481,352
Gay or Lesbian	8.5 %	973	10,989
Bisexual	12.2 %	753	5,329
Something else	8.6 %	946	9,638
<b>Military Service</b>			
No Prior Military Service	7.8 %	30,514	368,754
Currently in Guard/Reserves	4.9 %	551	10,158
Retired	3.8 %	2,885	73,358
Separated/Discharged	6.8 %	5,743	79,627
<b>Disability</b>			
Yes	8.6 %	6,962	72,487
No	6.7 %	32,063	449,579

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_4) Work-Life program used at your agency within the last 12 months? Child Care Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>3.2 %</b>	<b>19,119</b>	<b>558,696</b>
<b>Work Location</b>			
Headquarters	3.8 %	8,862	211,188
Field	2.9 %	10,012	338,157
<b>Supervisory Status</b>			
Senior Leader	2.0 %	186	9,517
Manager	2.5 %	962	37,891
Supervisor	3.3 %	2,487	74,376
Team Leader	3.9 %	3,277	78,669
Non-Supervisor	3.2 %	12,056	352,509
<b>Sex</b>			
Male	2.5 %	7,767	301,540
Female	4.4 %	10,765	235,392
<b>Hispanic or Latino</b>			
Yes	3.0 %	1,689	53,246
No	3.3 %	16,968	486,470
<b>Race</b>			
American Indian/Alaska Native	1.5 %	180	12,823
Asian	4.2 %	1,383	29,582
Black/AfricanAmerican	2.7 %	2,203	76,928
Native Hawaiian/Pacific Islander	2.1 %	79	3,863
White	3.3 %	13,428	378,883
Two or more races (Not Hispanic/Latino)	3.6 %	850	22,545
<b>Age Group</b>			
25 and under	0.8 %	59	7,083
26-29 years old	2.6 %	445	16,342
30-39 years old	8.1 %	9,834	101,624
40-49 years old	3.9 %	6,307	138,897
50-59 years old	0.8 %	1,615	190,465
60 or older	0.4 %	368	85,561
<b>Level of Education</b>			
Less than High School	1.4 %	7	477
H.S. Diploma/GED or equiv	1.1 %	229	24,032
Trade/Technical Certificate	1.3 %	149	12,573
Some College (no degree)	1.5 %	1,011	76,939
Associate's Degree	1.8 %	764	44,471
Bachelor's Degree	3.2 %	6,370	191,328
Master's Degree	4.6 %	6,829	142,845
Doctoral/Professional Degree	5.8 %	3,437	53,978
<b>Pay Category</b>			
Federal Wage System	1.7 %	304	19,474
GS 1-6	2.1 %	456	23,954
GS 7-12	3.0 %	7,259	234,366
GS 13-15	4.0 %	9,447	222,507
SES	1.8 %	94	5,309
SL/ST	3.1 %	68	2,052
Other	2.7 %	1,331	45,160
<b>Time in Federal Government</b>			
< 1 year	2.7 %	299	10,468
1-3 years	3.6 %	2,105	54,610
4-5 years	4.0 %	1,873	41,759



2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_4) Work-Life program used at your agency within the last 12 months? Child Care Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	3.2 %	19,119	558,696
6-10 years	4.6 %	5,743	111,525
11-14 years	4.4 %	4,275	89,983
15-20 years	3.1 %	3,104	94,580
> 20 years	1.0 %	1,519	148,677
<b>Time with Current Agency</b>			
< 1 year	3.4 %	648	19,260
1-3 years	3.7 %	3,226	82,469
4-5 years	3.9 %	2,334	54,910
6-10 years	4.3 %	5,551	115,400
11-14 years	3.9 %	3,538	84,838
15-20 years	2.7 %	2,495	85,604
> 20 years	1.1 %	1,139	109,123
<b>Leaving</b>			
No	3.4 %	13,410	365,577
Yes, to retire	0.6 %	193	34,423
Yes, to other job in Govt	3.3 %	3,499	103,833
Yes, to other job outside Govt	4.1 %	1,051	22,515
Yes, other	3.0 %	771	25,329
<b>Retiring</b>			
Within 1 year	0.7 %	135	21,795
Between 1-3 years	0.6 %	309	58,656
Between 3-5 years	0.8 %	472	63,880
5 or more years	4.1 %	17,925	404,795
<b>Transgender</b>			
Yes	2.8 %	60	1,968
No	3.3 %	18,453	531,970
<b>Consider Yourself as</b>			
Straight	3.3 %	17,646	499,056
Gay or Lesbian	1.2 %	144	11,818
Bisexual	4.0 %	256	5,826
Something else	2.5 %	273	10,311
<b>Military Service</b>			
No Prior Military Service	3.9 %	15,857	383,411
Currently in Guard/Reserves	3.9 %	430	10,279
Retired	0.7 %	528	75,715
Separated/Discharged	2.7 %	2,137	83,233
<b>Disability</b>			
Yes	2.1 %	1,609	77,840
No	3.5 %	17,072	464,570

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_5) Work-Life program used at your agency within the last 12 months? Elder Care Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>0.4 %</b>	<b>2,772</b>	<b>575,043</b>
<b>Work Location</b>			
Headquarters	0.5 %	1,292	218,758
Field	0.4 %	1,420	346,749
<b>Supervisory Status</b>			
Senior Leader	0.7 %	73	9,630
Manager	0.5 %	197	38,656
Supervisor	0.5 %	362	76,501
Team Leader	0.4 %	396	81,550
Non-Supervisor	0.4 %	1,702	362,863
<b>Sex</b>			
Male	0.3 %	981	308,326
Female	0.6 %	1,656	244,501
<b>Hispanic or Latino</b>			
Yes	0.5 %	297	54,638
No	0.4 %	2,352	501,086
<b>Race</b>			
American Indian/Alaska Native	0.6 %	82	12,921
Asian	0.5 %	179	30,786
Black/AfricanAmerican	0.7 %	645	78,486
Native Hawaiian/Pacific Islander	0.7 %	30	3,912
White	0.3 %	1,454	390,857
Two or more races (Not Hispanic/Latino)	0.7 %	180	23,215
<b>Age Group</b>			
25 and under	0.2 %	17	7,125
26-29 years old	0.2 %	30	16,757
30-39 years old	0.2 %	247	111,211
40-49 years old	0.4 %	613	144,591
50-59 years old	0.6 %	1,201	190,879
60 or older	0.6 %	545	85,384
<b>Level of Education</b>			
Less than High School	0.7 %	4	480
H.S. Diploma/GED or equiv	0.3 %	90	24,171
Trade/Technical Certificate	0.4 %	60	12,662
Some College (no degree)	0.5 %	401	77,549
Associate's Degree	0.4 %	208	45,027
Bachelor's Degree	0.4 %	863	196,835
Master's Degree	0.5 %	778	148,896
Doctoral/Professional Degree	0.5 %	278	57,137
<b>Pay Category</b>			
Federal Wage System	0.3 %	66	19,712
GS 1-6	0.5 %	117	24,293
GS 7-12	0.4 %	1,022	240,603
GS 13-15	0.5 %	1,233	230,721
SES	0.8 %	42	5,361
SL/ST	0.6 %	13	2,107
Other	0.5 %	231	46,260
<b>Time in Federal Government</b>			
< 1 year	0.3 %	29	10,738
1-3 years	0.2 %	148	56,567
4-5 years	0.3 %	149	43,483

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_5) Work-Life program used at your agency within the last 12 months? Elder Care Programs**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	0.4 %	2,772	575,043
6-10 years	0.3 %	450	116,818
11-14 years	0.4 %	418	93,840
15-20 years	0.5 %	529	97,155
> 20 years	0.6 %	996	149,200
<b>Time with Current Agency</b>			
< 1 year	0.3 %	65	19,843
1-3 years	0.3 %	251	85,444
4-5 years	0.4 %	240	57,004
6-10 years	0.4 %	532	120,419
11-14 years	0.4 %	401	87,975
15-20 years	0.6 %	537	87,562
> 20 years	0.6 %	695	109,567
<b>Leaving</b>			
No	0.4 %	1,745	377,242
Yes, to retire	0.7 %	249	34,367
Yes, to other job in Govt	0.4 %	492	106,840
Yes, to other job outside Govt	0.4 %	102	23,464
Yes, other	0.5 %	139	25,961
<b>Retiring</b>			
Within 1 year	0.7 %	147	21,783
Between 1-3 years	0.6 %	384	58,581
Between 3-5 years	0.6 %	408	63,944
5 or more years	0.4 %	1,773	420,947
<b>Transgender</b>			
Yes	0.8 %	18	2,010
No	0.4 %	2,607	547,816
<b>Consider Yourself as</b>			
Straight	0.4 %	2,414	514,288
Gay or Lesbian	0.5 %	68	11,894
Bisexual	0.6 %	36	6,046
Something else	0.7 %	71	10,513
<b>Military Service</b>			
No Prior Military Service	0.5 %	2,153	397,115
Currently in Guard/Reserves	0.4 %	47	10,662
Retired	0.3 %	218	76,025
Separated/Discharged	0.4 %	314	85,056
<b>Disability</b>			
Yes	0.6 %	489	78,960
No	0.4 %	2,184	479,458

SOURCE: Federal Employee Viewpoint Survey

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

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_6) Work-Life program used at your agency within the last 12 months? None Listed Above**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>39.5 %</b>	<b>220,748</b>	<b>357,067</b>
<b>Work Location</b>			
Headquarters	35.9 %	76,388	143,662
Field	41.4 %	140,264	207,905
<b>Supervisory Status</b>			
Senior Leader	49.4 %	4,757	4,946
Manager	43.7 %	16,520	22,333
Supervisor	40.9 %	30,686	46,177
Team Leader	37.3 %	29,734	52,212
Non-Supervisor	39.0 %	136,574	227,991
<b>Sex</b>			
Male	42.6 %	129,342	179,965
Female	34.7 %	82,838	163,319
<b>Hispanic or Latino</b>			
Yes	45.4 %	23,970	30,965
No	38.7 %	189,206	314,232
<b>Race</b>			
American Indian/Alaska Native	45.4 %	5,836	7,167
Asian	39.9 %	11,711	19,254
Black/AfricanAmerican	39.5 %	30,010	49,121
Native Hawaiian/Pacific Islander	49.3 %	1,902	2,040
White	39.0 %	148,777	243,534
Two or more races (Not Hispanic/Latino)	38.9 %	8,768	14,627
<b>Age Group</b>			
25 and under	43.8 %	3,091	4,051
26-29 years old	40.5 %	6,381	10,406
30-39 years old	35.8 %	37,365	74,093
40-49 years old	39.4 %	54,867	90,337
50-59 years old	40.0 %	75,077	117,003
60 or older	43.6 %	36,639	49,290
<b>Level of Education</b>			
Less than High School	58.8 %	278	206
H.S. Diploma/GED or equiv	53.4 %	12,537	11,724
Trade/Technical Certificate	47.6 %	5,902	6,820
Some College (no degree)	47.0 %	35,929	42,021
Associate's Degree	44.2 %	19,647	25,588
Bachelor's Degree	37.5 %	72,077	125,621
Master's Degree	33.4 %	49,126	100,548
Doctoral/Professional Degree	36.5 %	20,324	37,091
<b>Pay Category</b>			
Federal Wage System	53.4 %	10,514	9,264
GS 1-6	52.7 %	12,358	12,052
GS 7-12	38.3 %	89,991	151,634
GS 13-15	34.0 %	76,935	155,019
SES	50.4 %	2,645	2,758
SL/ST	45.4 %	964	1,156
Other	53.8 %	24,859	21,632
<b>Time in Federal Government</b>			
< 1 year	45.3 %	4,750	6,017
1-3 years	42.0 %	23,038	33,677
4-5 years	39.2 %	16,347	27,285

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(80\_6) Work-Life program used at your agency within the last 12 months? None Listed Above**

	% of Participants	Participants Total	Non Participants Total
<b>All Responses</b>	<b>39.5 %</b>	<b>220,748</b>	<b>357,067</b>
6-10 years	38.2 %	43,099	74,169
11-14 years	39.1 %	35,719	58,539
15-20 years	41.6 %	39,564	58,120
> 20 years	37.8 %	55,376	94,820
<b>Time with Current Agency</b>			
< 1 year	42.6 %	8,365	11,543
1-3 years	40.3 %	33,322	52,373
4-5 years	38.4 %	20,992	36,252
6-10 years	38.3 %	44,641	76,310
11-14 years	39.7 %	33,980	54,396
15-20 years	42.2 %	36,289	51,810
> 20 years	37.4 %	40,220	70,042
<b>Leaving</b>			
No	38.5 %	140,802	238,185
Yes, to retire	42.0 %	14,175	20,441
Yes, to other job in Govt	39.9 %	41,661	65,671
Yes, to other job outside Govt	41.2 %	9,490	14,076
Yes, other	46.0 %	11,681	14,419
<b>Retiring</b>			
Within 1 year	42.5 %	9,076	12,854
Between 1-3 years	41.5 %	23,925	35,040
Between 3-5 years	41.6 %	26,222	38,130
5 or more years	38.7 %	157,526	265,194
<b>Transgender</b>			
Yes	43.6 %	858	1,170
No	39.5 %	210,209	340,214
<b>Consider Yourself as</b>			
Straight	39.5 %	197,311	319,391
Gay or Lesbian	38.4 %	4,452	7,510
Bisexual	35.2 %	2,059	4,023
Something else	43.4 %	4,436	6,148
<b>Military Service</b>			
No Prior Military Service	37.1 %	143,271	255,997
Currently in Guard/Reserves	41.9 %	4,489	6,220
Retired	44.6 %	34,030	42,213
Separated/Discharged	43.4 %	36,425	48,945
<b>Disability</b>			
Yes	40.6 %	31,335	48,114
No	39.3 %	182,981	298,661

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(81) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>43.0 %</b>	<b>35.0 %</b>	<b>15.2 %</b>	<b>3.8 %</b>	<b>3.1 %</b>	<b>410,019</b>	<b>71,628</b>	<b>75,146</b>	<b>22,071</b>
<b>Work Location</b>									
Headquarters	45.1 %	34.9 %	13.9 %	3.6 %	2.5 %	161,067	32,363	21,276	5,823
Field	41.8 %	35.0 %	15.9 %	4.0 %	3.4 %	242,692	38,140	52,719	15,823
<b>Supervisory Status</b>									
Senior Leader	48.0 %	29.8 %	16.4 %	3.6 %	2.2 %	6,946	1,423	1,224	125
Manager	41.8 %	34.6 %	16.3 %	4.2 %	3.0 %	28,197	4,452	5,777	505
Supervisor	41.4 %	35.9 %	15.7 %	4.1 %	2.9 %	54,537	8,981	11,759	1,724
Team Leader	42.5 %	35.9 %	14.5 %	4.0 %	3.1 %	58,008	10,401	10,729	3,087
Non-Supervisor	43.5 %	34.7 %	15.1 %	3.7 %	3.1 %	258,473	45,731	45,051	16,440
<b>Sex</b>									
Male	41.6 %	34.8 %	16.4 %	3.8 %	3.4 %	214,620	38,822	44,519	12,412
Female	45.5 %	34.9 %	13.3 %	3.7 %	2.6 %	179,512	30,150	28,058	8,909
<b>Hispanic or Latino</b>									
Yes	41.1 %	32.3 %	18.2 %	4.4 %	4.0 %	36,719	5,915	8,893	3,713
No	43.4 %	35.2 %	14.8 %	3.7 %	2.9 %	359,498	63,442	64,082	17,686
<b>Race</b>									
American Indian/Alaska Native	32.8 %	35.2 %	23.2 %	4.9 %	3.9 %	8,667	988	2,413	989
Asian	43.1 %	36.8 %	15.3 %	2.6 %	2.2 %	22,245	4,053	3,329	1,354
Black/AfricanAmerican	45.2 %	33.2 %	16.0 %	3.0 %	2.6 %	57,953	9,189	8,873	3,039
Native Hawaiian/Pacific Islander	33.7 %	33.9 %	22.9 %	4.6 %	4.9 %	2,672	362	658	259
White	43.5 %	35.1 %	14.4 %	3.9 %	3.0 %	277,084	50,486	52,349	13,702
Two or more races (Not Hispanic/Latino)	40.8 %	33.6 %	16.2 %	4.7 %	4.6 %	16,419	2,397	3,441	1,233
<b>Age Group</b>									
25 and under	50.2 %	31.6 %	12.4 %	3.3 %	2.4 %	4,735	959	742	801
26-29 years old	46.9 %	32.2 %	12.6 %	4.2 %	4.1 %	11,421	2,053	1,975	1,554
30-39 years old	43.8 %	34.8 %	12.9 %	4.6 %	3.9 %	77,859	13,881	15,027	5,609
40-49 years old	42.1 %	35.1 %	15.2 %	4.1 %	3.5 %	100,598	17,631	22,131	5,424
50-59 years old	43.6 %	34.7 %	15.7 %	3.4 %	2.5 %	140,125	22,903	23,786	5,348
60 or older	41.3 %	35.9 %	17.9 %	3.0 %	1.9 %	61,601	11,887	9,421	2,703
<b>Level of Education</b>									
Less than High School	28.4 %	33.1 %	31.7 %	3.4 %	3.5 %	355	32	56	38
H.S. Diploma/GED or equiv	35.3 %	34.9 %	22.7 %	3.5 %	3.5 %	16,261	2,615	3,739	1,646
Trade/Technical Certificate	36.7 %	33.8 %	21.9 %	3.9 %	3.7 %	8,441	1,040	2,347	906

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(81) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>43.0 %</b>	<b>35.0 %</b>	<b>15.2 %</b>	<b>3.8 %</b>	<b>3.1 %</b>	<b>410,019</b>	<b>71,628</b>	<b>75,146</b>	<b>22,071</b>
<b>Some College (no degree)</b>	<b>38.3 %</b>	<b>33.6 %</b>	<b>20.2 %</b>	<b>4.2 %</b>	<b>3.8 %</b>	<b>52,171</b>	<b>7,874</b>	<b>13,522</b>	<b>4,521</b>
<b>Associate's Degree</b>	<b>39.2 %</b>	<b>34.4 %</b>	<b>18.3 %</b>	<b>4.1 %</b>	<b>4.1 %</b>	<b>30,585</b>	<b>4,260</b>	<b>7,802</b>	<b>2,653</b>
<b>Bachelor's Degree</b>	<b>44.7 %</b>	<b>35.3 %</b>	<b>13.6 %</b>	<b>3.6 %</b>	<b>2.8 %</b>	<b>143,558</b>	<b>23,643</b>	<b>24,816</b>	<b>6,454</b>
<b>Master's Degree</b>	<b>46.3 %</b>	<b>35.0 %</b>	<b>12.3 %</b>	<b>3.7 %</b>	<b>2.7 %</b>	<b>111,273</b>	<b>19,921</b>	<b>15,613</b>	<b>3,415</b>
<b>Doctoral/Professional Degree</b>	<b>44.2 %</b>	<b>36.0 %</b>	<b>12.9 %</b>	<b>4.2 %</b>	<b>2.7 %</b>	<b>38,764</b>	<b>10,811</b>	<b>5,871</b>	<b>2,021</b>
<b>Pay Category</b>									
<b>Federal Wage System</b>	<b>32.5 %</b>	<b>32.4 %</b>	<b>24.3 %</b>	<b>4.9 %</b>	<b>5.9 %</b>	<b>11,417</b>	<b>1,326</b>	<b>5,124</b>	<b>1,929</b>
<b>GS 1-6</b>	<b>35.8 %</b>	<b>33.5 %</b>	<b>23.2 %</b>	<b>3.7 %</b>	<b>3.7 %</b>	<b>14,613</b>	<b>2,219</b>	<b>4,967</b>	<b>2,642</b>
<b>GS 7-12</b>	<b>42.5 %</b>	<b>34.9 %</b>	<b>15.4 %</b>	<b>3.8 %</b>	<b>3.3 %</b>	<b>175,098</b>	<b>26,958</b>	<b>31,675</b>	<b>8,562</b>
<b>GS 13-15</b>	<b>46.5 %</b>	<b>35.7 %</b>	<b>12.1 %</b>	<b>3.5 %</b>	<b>2.2 %</b>	<b>172,963</b>	<b>33,567</b>	<b>22,330</b>	<b>3,711</b>
<b>SES</b>	<b>49.6 %</b>	<b>29.8 %</b>	<b>15.7 %</b>	<b>3.5 %</b>	<b>1.4 %</b>	<b>3,793</b>	<b>920</b>	<b>661</b>	<b>36</b>
<b>SL/ST</b>	<b>46.0 %</b>	<b>32.6 %</b>	<b>15.6 %</b>	<b>2.9 %</b>	<b>3.0 %</b>	<b>1,396</b>	<b>466</b>	<b>178</b>	<b>82</b>
<b>Other</b>	<b>35.1 %</b>	<b>33.8 %</b>	<b>21.6 %</b>	<b>5.0 %</b>	<b>4.5 %</b>	<b>26,769</b>	<b>5,501</b>	<b>9,608</b>	<b>4,890</b>
<b>Time in Federal Government</b>									
<b>&lt; 1 year</b>	<b>49.9 %</b>	<b>32.0 %</b>	<b>13.9 %</b>	<b>2.4 %</b>	<b>1.8 %</b>	<b>7,090</b>	<b>1,187</b>	<b>1,412</b>	<b>1,133</b>
<b>1-3 years</b>	<b>45.7 %</b>	<b>32.4 %</b>	<b>15.3 %</b>	<b>3.7 %</b>	<b>2.9 %</b>	<b>37,792</b>	<b>6,660</b>	<b>7,767</b>	<b>4,831</b>
<b>4-5 years</b>	<b>43.7 %</b>	<b>33.5 %</b>	<b>15.1 %</b>	<b>4.2 %</b>	<b>3.5 %</b>	<b>30,129</b>	<b>5,436</b>	<b>5,878</b>	<b>2,407</b>
<b>6-10 years</b>	<b>42.8 %</b>	<b>34.9 %</b>	<b>14.7 %</b>	<b>4.2 %</b>	<b>3.4 %</b>	<b>82,433</b>	<b>15,434</b>	<b>15,375</b>	<b>4,478</b>
<b>11-14 years</b>	<b>41.6 %</b>	<b>35.4 %</b>	<b>15.3 %</b>	<b>4.2 %</b>	<b>3.6 %</b>	<b>66,502</b>	<b>11,538</b>	<b>13,263</b>	<b>3,276</b>
<b>15-20 years</b>	<b>40.0 %</b>	<b>35.7 %</b>	<b>16.7 %</b>	<b>4.1 %</b>	<b>3.5 %</b>	<b>67,576</b>	<b>11,786</b>	<b>15,318</b>	<b>3,216</b>
<b>&gt; 20 years</b>	<b>44.2 %</b>	<b>35.9 %</b>	<b>14.5 %</b>	<b>3.1 %</b>	<b>2.2 %</b>	<b>113,572</b>	<b>18,741</b>	<b>15,387</b>	<b>2,507</b>
<b>Time with Current Agency</b>									
<b>&lt; 1 year</b>	<b>48.0 %</b>	<b>31.9 %</b>	<b>14.6 %</b>	<b>3.2 %</b>	<b>2.3 %</b>	<b>13,706</b>	<b>2,105</b>	<b>2,688</b>	<b>1,513</b>
<b>1-3 years</b>	<b>45.0 %</b>	<b>32.4 %</b>	<b>15.2 %</b>	<b>4.0 %</b>	<b>3.4 %</b>	<b>59,008</b>	<b>10,041</b>	<b>11,452</b>	<b>5,651</b>
<b>4-5 years</b>	<b>43.4 %</b>	<b>34.0 %</b>	<b>14.7 %</b>	<b>4.3 %</b>	<b>3.6 %</b>	<b>40,645</b>	<b>7,057</b>	<b>7,207</b>	<b>2,578</b>
<b>6-10 years</b>	<b>42.3 %</b>	<b>35.3 %</b>	<b>15.0 %</b>	<b>4.1 %</b>	<b>3.3 %</b>	<b>85,375</b>	<b>15,863</b>	<b>15,822</b>	<b>4,320</b>
<b>11-14 years</b>	<b>41.4 %</b>	<b>35.7 %</b>	<b>15.5 %</b>	<b>4.0 %</b>	<b>3.4 %</b>	<b>62,077</b>	<b>10,851</b>	<b>12,602</b>	<b>3,111</b>
<b>15-20 years</b>	<b>39.9 %</b>	<b>36.0 %</b>	<b>16.8 %</b>	<b>4.0 %</b>	<b>3.3 %</b>	<b>60,577</b>	<b>10,822</b>	<b>13,930</b>	<b>2,911</b>
<b>&gt; 20 years</b>	<b>44.7 %</b>	<b>36.3 %</b>	<b>14.1 %</b>	<b>2.9 %</b>	<b>2.0 %</b>	<b>83,730</b>	<b>14,041</b>	<b>10,737</b>	<b>1,723</b>
<b>Leaving</b>									
<b>No</b>	<b>47.5 %</b>	<b>33.9 %</b>	<b>14.0 %</b>	<b>2.8 %</b>	<b>1.8 %</b>	<b>272,495</b>	<b>49,590</b>	<b>44,674</b>	<b>12,931</b>
<b>Yes, to retire</b>	<b>39.3 %</b>	<b>37.4 %</b>	<b>17.3 %</b>	<b>3.6 %</b>	<b>2.4 %</b>	<b>25,134</b>	<b>4,295</b>	<b>4,236</b>	<b>899</b>
<b>Yes, to other job in Govt</b>	<b>35.1 %</b>	<b>36.9 %</b>	<b>16.4 %</b>	<b>5.8 %</b>	<b>5.8 %</b>	<b>74,460</b>	<b>11,453</b>	<b>17,178</b>	<b>4,930</b>

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(81) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>43.0 %</b>	<b>35.0 %</b>	<b>15.2 %</b>	<b>3.8 %</b>	<b>3.1 %</b>	<b>410,019</b>	<b>71,628</b>	<b>75,146</b>	<b>22,071</b>
Yes, to other job outside Govt	31.1 %	37.3 %	16.5 %	7.4 %	7.6 %	15,818	2,782	3,830	1,287
Yes, other	27.7 %	36.7 %	22.1 %	6.5 %	6.9 %	17,284	2,696	4,495	1,782
<b>Retiring</b>									
Within 1 year	39.9 %	36.7 %	16.9 %	3.8 %	2.7 %	15,842	2,744	2,726	584
Between 1-3 years	40.2 %	36.7 %	16.9 %	3.6 %	2.6 %	42,560	6,993	7,718	1,589
Between 3-5 years	41.5 %	35.4 %	16.7 %	3.6 %	2.8 %	45,993	7,623	8,958	1,731
5 or more years	43.8 %	34.6 %	14.6 %	3.9 %	3.2 %	298,868	53,161	54,741	17,729
<b>Transgender</b>									
Yes	33.4 %	32.1 %	20.8 %	4.4 %	9.3 %	1,441	182	284	135
No	43.2 %	34.9 %	15.1 %	3.8 %	3.0 %	390,493	68,390	71,991	21,086
<b>Consider Yourself as</b>									
Straight	43.5 %	34.8 %	15.1 %	3.7 %	2.9 %	367,060	63,931	67,561	19,525
Gay or Lesbian	45.0 %	33.7 %	13.1 %	4.2 %	4.1 %	8,216	1,802	1,512	497
Bisexual	42.0 %	34.6 %	13.9 %	4.8 %	4.6 %	4,179	828	801	309
Something else	32.4 %	35.7 %	20.2 %	5.6 %	6.1 %	7,447	1,089	1,493	609
<b>Military Service</b>									
No Prior Military Service	44.0 %	35.6 %	14.0 %	3.7 %	2.7 %	287,413	52,324	45,478	15,176
Currently in Guard/Reserves	41.7 %	33.8 %	16.6 %	3.9 %	4.0 %	7,321	995	1,792	650
Retired	42.7 %	33.2 %	17.5 %	3.6 %	3.0 %	53,130	8,617	12,143	2,404
Separated/Discharged	39.7 %	33.9 %	17.6 %	4.5 %	4.3 %	57,988	9,043	15,085	3,626
<b>Disability</b>									
Yes	40.9 %	33.2 %	17.2 %	4.4 %	4.3 %	57,214	8,148	11,162	3,098
No	43.6 %	35.2 %	14.7 %	3.7 %	2.8 %	341,007	61,524	62,146	18,395

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>23.7 %</b>	<b>42.1 %</b>	<b>26.8 %</b>	<b>4.7 %</b>	<b>2.7 %</b>	<b>387,606</b>	<b>98,937</b>	<b>44,796</b>	<b>45,335</b>
<b>Work Location</b>									
Headquarters	27.3 %	42.7 %	24.0 %	3.9 %	2.1 %	156,444	41,135	8,522	13,538
Field	21.6 %	41.7 %	28.5 %	5.2 %	3.0 %	224,907	56,408	35,688	31,175
<b>Supervisory Status</b>									
Senior Leader	36.2 %	38.4 %	20.4 %	3.1 %	1.9 %	7,410	1,577	399	313
Manager	25.8 %	43.1 %	24.3 %	4.5 %	2.3 %	28,239	6,317	2,656	1,594
Supervisor	23.1 %	43.5 %	26.2 %	4.8 %	2.4 %	53,258	12,763	6,352	4,347
Team Leader	22.7 %	42.5 %	27.0 %	5.1 %	2.7 %	55,046	14,285	6,227	6,371
Non-Supervisor	23.5 %	41.8 %	27.2 %	4.6 %	2.8 %	239,988	63,233	28,734	32,330
<b>Sex</b>									
Male	22.3 %	41.4 %	28.4 %	4.9 %	3.0 %	205,092	56,460	22,762	25,109
Female	26.2 %	43.4 %	24.0 %	4.4 %	2.0 %	168,105	38,809	20,183	18,515
<b>Hispanic or Latino</b>									
Yes	23.3 %	39.6 %	28.0 %	5.2 %	3.8 %	36,242	7,693	4,960	6,153
No	23.9 %	42.5 %	26.5 %	4.6 %	2.5 %	338,863	88,056	38,293	37,683
<b>Race</b>									
American Indian/Alaska Native	19.6 %	41.7 %	30.4 %	4.7 %	3.6 %	9,311	1,135	1,293	1,278
Asian	23.5 %	43.9 %	27.1 %	3.6 %	1.9 %	21,320	5,064	1,896	2,516
Black/AfricanAmerican	27.9 %	41.7 %	25.3 %	3.2 %	1.9 %	56,311	12,013	4,636	5,754
Native Hawaiian/Pacific Islander	19.0 %	37.6 %	34.7 %	4.8 %	3.9 %	2,685	456	385	423
White	23.3 %	42.5 %	26.4 %	5.0 %	2.7 %	259,567	71,167	31,722	29,927
Two or more races (Not Hispanic/Latino)	23.1 %	39.1 %	28.1 %	5.5 %	4.1 %	15,598	3,406	2,022	2,386
<b>Age Group</b>									
25 and under	28.8 %	40.9 %	23.9 %	3.9 %	2.5 %	3,605	1,731	476	1,389
26-29 years old	26.6 %	41.9 %	23.7 %	4.7 %	3.2 %	9,500	3,615	1,147	2,689
30-39 years old	25.0 %	42.5 %	23.5 %	5.7 %	3.3 %	70,992	20,723	8,800	11,557
40-49 years old	23.3 %	42.8 %	25.9 %	4.9 %	3.1 %	98,483	24,114	11,455	11,273
50-59 years old	23.7 %	41.6 %	28.3 %	4.2 %	2.2 %	133,167	31,157	15,002	12,067
60 or older	22.4 %	42.1 %	29.8 %	3.9 %	1.8 %	59,502	14,434	6,386	4,925
<b>Level of Education</b>									
Less than High School	19.6 %	38.2 %	36.7 %	3.2 %	2.3 %	355	49	36	41
H.S. Diploma/GED or equiv	19.3 %	40.2 %	34.1 %	3.8 %	2.6 %	16,071	3,905	1,928	2,276
Trade/Technical Certificate	19.7 %	41.6 %	32.1 %	4.2 %	2.5 %	8,771	1,658	1,058	1,195

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>23.7 %</b>	<b>42.1 %</b>	<b>26.8 %</b>	<b>4.7 %</b>	<b>2.7 %</b>	<b>387,606</b>	<b>98,937</b>	<b>44,796</b>	<b>45,335</b>
Some College (no degree)	20.2 %	40.0 %	32.3 %	4.6 %	2.9 %	51,836	11,710	7,040	7,210
Associate's Degree	20.8 %	41.4 %	30.3 %	4.5 %	3.0 %	30,331	6,495	4,093	4,245
Bachelor's Degree	23.8 %	42.2 %	26.3 %	5.0 %	2.7 %	130,000	35,608	16,309	15,792
Master's Degree	27.2 %	42.9 %	22.8 %	4.7 %	2.5 %	102,513	26,754	10,182	10,223
Doctoral/Professional Degree	26.6 %	45.9 %	21.1 %	4.3 %	2.0 %	39,860	10,774	3,220	3,445
<b>Pay Category</b>									
Federal Wage System	17.4 %	40.8 %	33.3 %	4.8 %	3.6 %	13,042	2,569	1,831	2,324
GS 1-6	22.2 %	43.2 %	29.0 %	3.5 %	2.1 %	15,760	3,006	2,383	3,282
GS 7-12	22.9 %	41.3 %	27.8 %	5.0 %	3.0 %	160,616	37,958	22,069	20,715
GS 13-15	26.3 %	43.7 %	23.4 %	4.4 %	2.1 %	161,470	45,108	12,802	12,235
SES	40.6 %	38.7 %	16.8 %	2.7 %	1.2 %	4,198	959	134	117
SL/ST	29.3 %	42.5 %	22.1 %	3.4 %	2.6 %	1,558	402	68	89
Other	17.7 %	39.8 %	33.5 %	5.5 %	3.5 %	27,269	8,096	5,088	6,163
<b>Time in Federal Government</b>									
< 1 year	29.7 %	41.0 %	25.0 %	2.9 %	1.4 %	6,404	1,868	595	1,908
1-3 years	26.3 %	41.1 %	25.9 %	4.3 %	2.4 %	34,801	10,073	3,965	8,056
4-5 years	24.2 %	41.5 %	26.4 %	4.7 %	3.2 %	28,098	7,727	3,348	4,558
6-10 years	23.7 %	42.2 %	26.3 %	5.0 %	2.8 %	77,242	21,323	9,179	9,593
11-14 years	22.6 %	42.2 %	27.3 %	5.1 %	2.9 %	63,221	16,353	7,626	7,025
15-20 years	21.7 %	42.3 %	27.8 %	5.1 %	3.0 %	66,850	15,797	8,453	6,464
> 20 years	24.3 %	42.7 %	26.7 %	4.2 %	2.2 %	106,435	24,738	11,096	7,219
<b>Time with Current Agency</b>									
< 1 year	29.0 %	39.2 %	26.4 %	3.5 %	1.9 %	12,362	3,282	1,240	3,066
1-3 years	26.1 %	40.0 %	26.4 %	4.7 %	2.8 %	54,353	14,834	6,232	10,485
4-5 years	24.1 %	41.3 %	26.3 %	4.9 %	3.3 %	37,514	10,212	4,316	5,260
6-10 years	23.4 %	42.4 %	26.5 %	4.9 %	2.8 %	80,440	21,817	9,558	9,150
11-14 years	22.1 %	42.5 %	27.5 %	5.0 %	2.9 %	59,649	15,155	7,200	6,282
15-20 years	21.6 %	42.8 %	27.8 %	5.0 %	2.8 %	60,668	14,169	7,536	5,550
> 20 years	24.2 %	43.6 %	26.2 %	4.0 %	2.0 %	78,091	18,438	8,174	5,013
<b>Leaving</b>									
No	26.6 %	43.1 %	25.0 %	3.7 %	1.6 %	259,360	67,234	25,666	26,020
Yes, to retire	20.4 %	43.2 %	30.2 %	4.3 %	2.0 %	24,072	5,704	2,724	1,901
Yes, to other job in Govt	18.9 %	39.9 %	29.4 %	6.9 %	4.9 %	68,992	17,045	10,495	11,145

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

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

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>23.7 %</b>	<b>42.1 %</b>	<b>26.8 %</b>	<b>4.7 %</b>	<b>2.7 %</b>	<b>387,606</b>	<b>98,937</b>	<b>44,796</b>	<b>45,335</b>
Yes, to other job outside Govt	15.7 %	40.9 %	28.2 %	8.5 %	6.8 %	14,520	3,969	2,576	2,592
Yes, other	13.2 %	37.7 %	36.1 %	7.2 %	5.8 %	16,200	3,983	2,804	3,180
<b>Retiring</b>									
Within 1 year	21.0 %	42.1 %	29.7 %	4.6 %	2.6 %	15,063	3,701	1,786	1,259
Between 1-3 years	21.1 %	43.1 %	29.3 %	4.3 %	2.2 %	41,136	9,583	4,707	3,190
Between 3-5 years	22.0 %	42.4 %	28.6 %	4.7 %	2.3 %	44,927	10,187	5,204	3,739
5 or more years	24.5 %	42.0 %	26.0 %	4.8 %	2.8 %	280,298	74,014	32,372	36,371
<b>Transgender</b>									
Yes	17.9 %	35.1 %	32.6 %	6.6 %	7.8 %	1,324	289	190	231
No	23.9 %	42.3 %	26.6 %	4.6 %	2.6 %	369,945	94,414	42,491	43,182
<b>Consider Yourself as</b>									
Straight	24.0 %	42.3 %	26.5 %	4.6 %	2.6 %	347,917	88,447	39,749	40,147
Gay or Lesbian	26.1 %	44.1 %	21.9 %	5.0 %	3.0 %	7,869	2,333	829	959
Bisexual	25.0 %	43.4 %	22.3 %	5.8 %	3.5 %	3,970	1,046	490	591
Something else	17.5 %	36.6 %	33.7 %	6.5 %	5.7 %	6,873	1,621	1,016	1,090
<b>Military Service</b>									
No Prior Military Service	24.4 %	43.6 %	25.1 %	4.5 %	2.3 %	269,314	70,456	29,256	29,785
Currently in Guard/Reserves	25.8 %	40.8 %	25.3 %	4.7 %	3.4 %	6,880	1,328	1,076	1,442
Retired	23.1 %	39.2 %	30.7 %	4.3 %	2.7 %	50,933	12,707	6,397	6,006
Separated/Discharged	21.1 %	39.4 %	30.1 %	5.7 %	3.7 %	56,588	13,621	7,630	7,675
<b>Disability</b>									
Yes	22.6 %	38.2 %	30.1 %	5.3 %	3.8 %	53,070	11,975	7,207	7,149
No	24.0 %	42.9 %	26.0 %	4.6 %	2.4 %	323,828	84,259	36,244	36,944

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(83) How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>14.7 %</b>	<b>30.6 %</b>	<b>49.0 %</b>	<b>3.2 %</b>	<b>2.4 %</b>	<b>282,014</b>	<b>221,222</b>	<b>15,633</b>	<b>56,971</b>
<b>Work Location</b>									
Headquarters	16.3 %	30.5 %	48.2 %	3.0 %	2.0 %	103,052	89,672	4,539	21,986
Field	13.9 %	30.7 %	49.3 %	3.4 %	2.6 %	174,245	128,699	10,803	34,125
<b>Supervisory Status</b>									
Senior Leader	30.0 %	33.6 %	32.2 %	2.3 %	1.9 %	5,871	3,270	189	356
Manager	19.6 %	36.5 %	39.3 %	2.9 %	1.7 %	22,802	13,840	691	1,447
Supervisor	15.3 %	34.6 %	45.3 %	2.8 %	2.0 %	41,336	29,288	1,739	4,293
Team Leader	13.1 %	28.8 %	51.8 %	3.6 %	2.7 %	37,006	33,548	2,330	8,943
Non-Supervisor	14.0 %	29.4 %	50.7 %	3.3 %	2.5 %	172,266	139,468	10,544	41,459
<b>Sex</b>									
Male	13.3 %	29.2 %	51.6 %	3.2 %	2.7 %	146,732	120,450	9,364	32,670
Female	17.1 %	33.1 %	44.5 %	3.3 %	2.0 %	124,867	92,505	5,695	22,108
<b>Hispanic or Latino</b>									
Yes	16.0 %	30.8 %	46.2 %	3.7 %	3.3 %	29,434	16,476	1,954	7,139
No	14.7 %	30.8 %	49.1 %	3.2 %	2.3 %	243,461	197,722	13,162	47,987
<b>Race</b>									
American Indian/Alaska Native	12.2 %	29.0 %	51.4 %	4.1 %	3.4 %	7,753	2,967	626	1,639
Asian	13.1 %	28.3 %	53.4 %	3.0 %	2.2 %	14,206	11,088	1,244	4,145
Black/AfricanAmerican	18.7 %	33.7 %	43.7 %	2.4 %	1.5 %	47,398	22,112	2,164	6,864
Native Hawaiian/Pacific Islander	11.3 %	26.3 %	54.7 %	4.1 %	3.6 %	2,280	990	203	472
White	14.2 %	30.7 %	49.3 %	3.3 %	2.5 %	181,679	163,803	9,668	37,034
Two or more races (Not Hispanic/Latino)	14.4 %	28.0 %	49.4 %	4.1 %	4.0 %	11,966	7,715	776	2,928
<b>Age Group</b>									
25 and under	18.7 %	28.9 %	46.5 %	3.6 %	2.2 %	2,045	3,221	267	1,683
26-29 years old	16.9 %	28.1 %	48.4 %	3.6 %	3.0 %	5,441	7,475	585	3,449
30-39 years old	16.6 %	30.6 %	45.4 %	4.1 %	3.3 %	44,298	49,158	3,231	15,357
40-49 years old	15.6 %	31.8 %	46.4 %	3.5 %	2.7 %	71,999	55,531	3,743	13,994
50-59 years old	14.3 %	30.7 %	50.4 %	2.8 %	1.9 %	103,306	68,292	4,937	14,627
60 or older	12.1 %	29.7 %	53.7 %	2.7 %	1.8 %	46,049	30,404	2,414	6,061
<b>Level of Education</b>									
Less than High School	18.2 %	26.3 %	45.3 %	3.8 %	6.4 %	316	75	35	52
H.S. Diploma/GED or equiv	13.2 %	31.4 %	50.7 %	2.5 %	2.2 %	14,293	6,746	782	2,328
Trade/Technical Certificate	12.1 %	30.5 %	52.1 %	2.9 %	2.3 %	7,342	3,404	471	1,451

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(83) How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>14.7 %</b>	<b>30.6 %</b>	<b>49.0 %</b>	<b>3.2 %</b>	<b>2.4 %</b>	<b>282,014</b>	<b>221,222</b>	<b>15,633</b>	<b>56,971</b>
<b>Some College (no degree)</b>	<b>13.7 %</b>	<b>29.7 %</b>	<b>51.2 %</b>	<b>3.0 %</b>	<b>2.4 %</b>	<b>44,751</b>	<b>22,639</b>	<b>2,665</b>	<b>7,683</b>
<b>Associate's Degree</b>	<b>13.0 %</b>	<b>29.6 %</b>	<b>51.6 %</b>	<b>3.1 %</b>	<b>2.7 %</b>	<b>24,615</b>	<b>13,668</b>	<b>1,723</b>	<b>5,137</b>
<b>Bachelor's Degree</b>	<b>14.8 %</b>	<b>31.1 %</b>	<b>48.3 %</b>	<b>3.3 %</b>	<b>2.4 %</b>	<b>94,848</b>	<b>78,776</b>	<b>5,034</b>	<b>18,869</b>
<b>Master's Degree</b>	<b>16.9 %</b>	<b>31.6 %</b>	<b>45.8 %</b>	<b>3.4 %</b>	<b>2.3 %</b>	<b>68,604</b>	<b>63,311</b>	<b>3,536</b>	<b>14,004</b>
<b>Doctoral/Professional Degree</b>	<b>15.6 %</b>	<b>29.0 %</b>	<b>49.3 %</b>	<b>3.7 %</b>	<b>2.5 %</b>	<b>21,474</b>	<b>28,223</b>	<b>1,084</b>	<b>6,355</b>
<b>Pay Category</b>									
<b>Federal Wage System</b>	<b>11.3 %</b>	<b>27.5 %</b>	<b>54.8 %</b>	<b>3.4 %</b>	<b>2.9 %</b>	<b>10,367</b>	<b>5,514</b>	<b>960</b>	<b>2,915</b>
<b>GS 1-6</b>	<b>13.2 %</b>	<b>29.6 %</b>	<b>51.3 %</b>	<b>3.4 %</b>	<b>2.5 %</b>	<b>12,441</b>	<b>6,081</b>	<b>1,516</b>	<b>4,311</b>
<b>GS 7-12</b>	<b>13.9 %</b>	<b>30.4 %</b>	<b>49.6 %</b>	<b>3.4 %</b>	<b>2.6 %</b>	<b>124,229</b>	<b>84,449</b>	<b>7,470</b>	<b>24,980</b>
<b>GS 13-15</b>	<b>16.8 %</b>	<b>32.0 %</b>	<b>46.3 %</b>	<b>2.9 %</b>	<b>1.9 %</b>	<b>107,051</b>	<b>102,931</b>	<b>3,718</b>	<b>17,536</b>
<b>SES</b>	<b>34.3 %</b>	<b>32.6 %</b>	<b>30.0 %</b>	<b>2.1 %</b>	<b>1.0 %</b>	<b>3,021</b>	<b>2,162</b>	<b>59</b>	<b>153</b>
<b>SL/ST</b>	<b>19.6 %</b>	<b>29.8 %</b>	<b>45.7 %</b>	<b>0.9 %</b>	<b>4.0 %</b>	<b>940</b>	<b>977</b>	<b>36</b>	<b>157</b>
<b>Other</b>	<b>11.6 %</b>	<b>28.4 %</b>	<b>53.3 %</b>	<b>3.6 %</b>	<b>3.1 %</b>	<b>21,295</b>	<b>17,146</b>	<b>1,744</b>	<b>6,401</b>
<b>Time in Federal Government</b>									
<b>&lt; 1 year</b>	<b>16.1 %</b>	<b>29.7 %</b>	<b>51.6 %</b>	<b>1.7 %</b>	<b>0.9 %</b>	<b>4,194</b>	<b>3,998</b>	<b>316</b>	<b>2,277</b>
<b>1-3 years</b>	<b>15.1 %</b>	<b>27.4 %</b>	<b>52.6 %</b>	<b>2.9 %</b>	<b>2.0 %</b>	<b>22,286</b>	<b>22,048</b>	<b>1,942</b>	<b>10,544</b>
<b>4-5 years</b>	<b>14.7 %</b>	<b>27.9 %</b>	<b>51.2 %</b>	<b>3.4 %</b>	<b>2.8 %</b>	<b>18,481</b>	<b>17,342</b>	<b>1,478</b>	<b>6,388</b>
<b>6-10 years</b>	<b>14.1 %</b>	<b>29.5 %</b>	<b>50.4 %</b>	<b>3.5 %</b>	<b>2.5 %</b>	<b>52,771</b>	<b>47,800</b>	<b>3,460</b>	<b>13,193</b>
<b>11-14 years</b>	<b>14.5 %</b>	<b>30.2 %</b>	<b>48.8 %</b>	<b>3.6 %</b>	<b>2.9 %</b>	<b>45,668</b>	<b>36,741</b>	<b>2,709</b>	<b>8,968</b>
<b>15-20 years</b>	<b>14.1 %</b>	<b>31.8 %</b>	<b>47.8 %</b>	<b>3.5 %</b>	<b>2.8 %</b>	<b>51,381</b>	<b>36,196</b>	<b>2,553</b>	<b>7,323</b>
<b>&gt; 20 years</b>	<b>15.7 %</b>	<b>32.8 %</b>	<b>46.8 %</b>	<b>2.8 %</b>	<b>1.9 %</b>	<b>83,943</b>	<b>54,627</b>	<b>2,995</b>	<b>7,647</b>
<b>Time with Current Agency</b>									
<b>&lt; 1 year</b>	<b>16.4 %</b>	<b>29.0 %</b>	<b>51.2 %</b>	<b>2.1 %</b>	<b>1.4 %</b>	<b>8,615</b>	<b>7,236</b>	<b>600</b>	<b>3,502</b>
<b>1-3 years</b>	<b>15.3 %</b>	<b>27.3 %</b>	<b>52.2 %</b>	<b>3.1 %</b>	<b>2.1 %</b>	<b>36,531</b>	<b>32,930</b>	<b>2,846</b>	<b>13,488</b>
<b>4-5 years</b>	<b>14.8 %</b>	<b>28.2 %</b>	<b>50.8 %</b>	<b>3.5 %</b>	<b>2.7 %</b>	<b>25,593</b>	<b>22,536</b>	<b>1,796</b>	<b>7,322</b>
<b>6-10 years</b>	<b>14.2 %</b>	<b>29.9 %</b>	<b>49.7 %</b>	<b>3.5 %</b>	<b>2.7 %</b>	<b>55,901</b>	<b>48,759</b>	<b>3,539</b>	<b>12,604</b>
<b>11-14 years</b>	<b>14.1 %</b>	<b>30.7 %</b>	<b>48.8 %</b>	<b>3.5 %</b>	<b>2.9 %</b>	<b>43,675</b>	<b>34,043</b>	<b>2,515</b>	<b>7,928</b>
<b>15-20 years</b>	<b>13.9 %</b>	<b>32.4 %</b>	<b>47.5 %</b>	<b>3.5 %</b>	<b>2.8 %</b>	<b>47,039</b>	<b>32,277</b>	<b>2,231</b>	<b>6,280</b>
<b>&gt; 20 years</b>	<b>15.9 %</b>	<b>33.7 %</b>	<b>46.0 %</b>	<b>2.7 %</b>	<b>1.7 %</b>	<b>61,389</b>	<b>41,022</b>	<b>1,918</b>	<b>5,188</b>
<b>Leaving</b>									
<b>No</b>	<b>16.8 %</b>	<b>32.0 %</b>	<b>47.6 %</b>	<b>2.4 %</b>	<b>1.3 %</b>	<b>184,981</b>	<b>151,211</b>	<b>8,460</b>	<b>33,033</b>
<b>Yes, to retire</b>	<b>12.4 %</b>	<b>32.3 %</b>	<b>50.0 %</b>	<b>3.2 %</b>	<b>2.2 %</b>	<b>19,112</b>	<b>12,260</b>	<b>913</b>	<b>2,038</b>
<b>Yes, to other job in Govt</b>	<b>11.6 %</b>	<b>28.1 %</b>	<b>51.3 %</b>	<b>4.8 %</b>	<b>4.3 %</b>	<b>51,711</b>	<b>37,897</b>	<b>4,065</b>	<b>13,985</b>

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(83) How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>14.7 %</b>	<b>30.6 %</b>	<b>49.0 %</b>	<b>3.2 %</b>	<b>2.4 %</b>	<b>282,014</b>	<b>221,222</b>	<b>15,633</b>	<b>56,971</b>
Yes, to other job outside Govt	9.2 %	27.1 %	48.9 %	6.8 %	7.9 %	10,206	9,257	867	3,333
Yes, other	8.0 %	24.2 %	55.9 %	5.8 %	6.1 %	12,765	8,325	1,146	3,926
<b>Retiring</b>									
Within 1 year	12.8 %	31.8 %	49.2 %	3.4 %	2.8 %	11,843	8,005	590	1,334
Between 1-3 years	12.7 %	32.2 %	50.1 %	3.0 %	2.1 %	32,321	20,922	1,559	3,663
Between 3-5 years	13.4 %	30.6 %	50.7 %	3.1 %	2.2 %	35,079	22,713	1,687	4,436
5 or more years	15.4 %	30.4 %	48.4 %	3.3 %	2.5 %	198,234	166,434	11,536	46,522
<b>Transgender</b>									
Yes	10.7 %	23.8 %	51.6 %	5.3 %	8.6 %	1,105	610	68	250
No	14.9 %	30.9 %	48.7 %	3.2 %	2.4 %	269,135	211,082	14,933	54,270
<b>Consider Yourself as</b>									
Straight	14.9 %	30.9 %	48.8 %	3.1 %	2.3 %	253,098	198,061	13,992	50,560
Gay or Lesbian	18.7 %	31.8 %	42.6 %	3.7 %	3.2 %	5,362	5,180	284	1,156
Bisexual	18.2 %	32.7 %	39.2 %	5.3 %	4.6 %	2,941	2,281	166	705
Something else	11.2 %	25.5 %	51.3 %	5.9 %	6.1 %	5,559	3,310	405	1,313
<b>Military Service</b>									
No Prior Military Service	15.7 %	32.2 %	46.5 %	3.3 %	2.3 %	192,204	161,097	8,444	36,391
Currently in Guard/Reserves	14.5 %	28.2 %	50.2 %	3.6 %	3.4 %	4,517	3,381	699	2,150
Retired	12.3 %	27.4 %	55.8 %	2.6 %	1.9 %	38,307	25,538	3,411	8,746
Separated/Discharged	13.5 %	28.1 %	51.5 %	3.6 %	3.3 %	44,134	29,305	2,911	9,141
<b>Disability</b>									
Yes	14.7 %	28.0 %	49.5 %	4.0 %	3.8 %	43,133	24,035	3,131	9,052
No	14.9 %	31.3 %	48.7 %	3.1 %	2.1 %	231,110	191,095	12,086	46,367

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(84) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>11.4 %</b>	<b>19.8 %</b>	<b>62.6 %</b>	<b>3.4 %</b>	<b>2.9 %</b>	<b>190,221</b>	<b>248,558</b>	<b>65,987</b>	<b>70,671</b>
<b>Work Location</b>									
Headquarters	13.1 %	20.9 %	60.2 %	3.2 %	2.6 %	73,972	104,657	16,972	23,454
Field	10.3 %	19.2 %	64.0 %	3.5 %	3.0 %	112,974	140,569	48,049	46,084
<b>Supervisory Status</b>									
Senior Leader	22.5 %	20.7 %	51.7 %	2.8 %	2.3 %	3,927	4,099	886	768
Manager	13.1 %	21.9 %	59.4 %	3.1 %	2.5 %	14,198	16,641	4,784	3,137
Supervisor	11.2 %	21.2 %	61.0 %	3.8 %	2.8 %	26,737	32,703	9,784	7,420
Team Leader	11.0 %	20.5 %	61.6 %	3.8 %	3.2 %	25,869	36,786	9,261	9,875
Non-Supervisor	11.0 %	19.2 %	63.8 %	3.2 %	2.9 %	117,622	156,397	40,635	48,777
<b>Sex</b>									
Male	10.4 %	18.7 %	64.7 %	3.1 %	3.0 %	101,875	133,145	35,069	39,038
Female	13.1 %	21.8 %	58.9 %	3.6 %	2.5 %	81,415	106,375	28,271	28,855
<b>Hispanic or Latino</b>									
Yes	11.7 %	19.2 %	61.6 %	3.6 %	3.9 %	19,410	18,952	7,152	9,443
No	11.4 %	20.0 %	62.5 %	3.3 %	2.7 %	164,691	221,921	56,612	58,802
<b>Race</b>									
American Indian/Alaska Native	7.6 %	16.6 %	68.3 %	3.8 %	3.7 %	4,969	3,206	2,312	2,486
Asian	12.4 %	23.7 %	58.2 %	3.1 %	2.6 %	11,540	12,064	3,038	3,983
Black/AfricanAmerican	12.8 %	21.0 %	62.2 %	2.3 %	1.6 %	32,480	28,595	7,612	9,738
Native Hawaiian/Pacific Islander	8.5 %	17.1 %	67.8 %	3.0 %	3.5 %	1,688	1,138	530	580
White	11.3 %	19.7 %	62.4 %	3.6 %	3.0 %	120,454	180,877	45,307	45,416
Two or more races (Not Hispanic/Latino)	11.5 %	17.9 %	61.8 %	4.1 %	4.7 %	7,829	8,843	3,089	3,619
<b>Age Group</b>									
25 and under	15.1 %	20.9 %	57.5 %	3.4 %	3.1 %	1,471	3,488	630	1,619
26-29 years old	14.0 %	19.4 %	56.5 %	4.7 %	5.5 %	3,804	7,826	1,687	3,655
30-39 years old	17.4 %	25.3 %	45.2 %	6.3 %	5.9 %	35,779	44,344	14,382	17,616
40-49 years old	12.5 %	21.8 %	58.7 %	3.8 %	3.2 %	48,393	60,522	18,414	17,967
50-59 years old	8.5 %	16.8 %	71.6 %	1.8 %	1.3 %	64,858	86,644	19,972	19,440
60 or older	7.1 %	15.6 %	74.6 %	1.7 %	1.0 %	30,008	37,910	8,768	8,033
<b>Level of Education</b>									
Less than High School	12.4 %	21.1 %	59.4 %	2.8 %	4.2 %	263	86	61	66
H.S. Diploma/GED or equiv	8.9 %	18.5 %	68.5 %	2.1 %	1.9 %	9,884	8,235	2,695	3,313
Trade/Technical Certificate	7.8 %	16.1 %	71.7 %	2.3 %	2.2 %	4,925	4,238	1,574	1,913

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(84) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>11.4 %</b>	<b>19.8 %</b>	<b>62.6 %</b>	<b>3.4 %</b>	<b>2.9 %</b>	<b>190,221</b>	<b>248,558</b>	<b>65,987</b>	<b>70,671</b>
<b>Some College (no degree)</b>	<b>8.3 %</b>	<b>16.2 %</b>	<b>70.3 %</b>	<b>2.7 %</b>	<b>2.5 %</b>	<b>28,785</b>	<b>28,151</b>	<b>9,846</b>	<b>10,816</b>
<b>Associate's Degree</b>	<b>8.4 %</b>	<b>17.0 %</b>	<b>68.8 %</b>	<b>2.8 %</b>	<b>2.9 %</b>	<b>16,247</b>	<b>16,637</b>	<b>5,733</b>	<b>6,480</b>
<b>Bachelor's Degree</b>	<b>11.5 %</b>	<b>20.5 %</b>	<b>61.8 %</b>	<b>3.4 %</b>	<b>2.9 %</b>	<b>62,599</b>	<b>87,228</b>	<b>23,390</b>	<b>24,225</b>
<b>Master's Degree</b>	<b>14.4 %</b>	<b>22.1 %</b>	<b>56.5 %</b>	<b>4.0 %</b>	<b>3.0 %</b>	<b>46,579</b>	<b>71,150</b>	<b>15,484</b>	<b>16,202</b>
<b>Doctoral/Professional Degree</b>	<b>15.4 %</b>	<b>24.5 %</b>	<b>50.9 %</b>	<b>5.2 %</b>	<b>3.9 %</b>	<b>17,058</b>	<b>28,077</b>	<b>5,832</b>	<b>6,145</b>
<b>Pay Category</b>									
<b>Federal Wage System</b>	<b>7.6 %</b>	<b>16.4 %</b>	<b>69.4 %</b>	<b>3.3 %</b>	<b>3.3 %</b>	<b>7,258</b>	<b>6,469</b>	<b>2,599</b>	<b>3,416</b>
<b>GS 1-6</b>	<b>10.0 %</b>	<b>20.2 %</b>	<b>64.7 %</b>	<b>3.0 %</b>	<b>2.1 %</b>	<b>8,507</b>	<b>7,373</b>	<b>3,620</b>	<b>4,844</b>
<b>GS 7-12</b>	<b>10.5 %</b>	<b>18.6 %</b>	<b>64.8 %</b>	<b>3.2 %</b>	<b>2.9 %</b>	<b>81,759</b>	<b>96,618</b>	<b>30,538</b>	<b>31,984</b>
<b>GS 13-15</b>	<b>13.3 %</b>	<b>22.1 %</b>	<b>58.4 %</b>	<b>3.5 %</b>	<b>2.7 %</b>	<b>73,833</b>	<b>114,372</b>	<b>21,640</b>	<b>21,267</b>
<b>SES</b>	<b>27.0 %</b>	<b>20.8 %</b>	<b>47.6 %</b>	<b>2.7 %</b>	<b>1.8 %</b>	<b>1,922</b>	<b>2,736</b>	<b>394</b>	<b>341</b>
<b>SL/ST</b>	<b>14.9 %</b>	<b>22.8 %</b>	<b>53.6 %</b>	<b>3.5 %</b>	<b>5.3 %</b>	<b>683</b>	<b>1,121</b>	<b>148</b>	<b>163</b>
<b>Other</b>	<b>9.1 %</b>	<b>18.7 %</b>	<b>64.4 %</b>	<b>3.9 %</b>	<b>3.9 %</b>	<b>14,483</b>	<b>17,769</b>	<b>6,412</b>	<b>7,908</b>
<b>Time in Federal Government</b>									
<b>&lt; 1 year</b>	<b>15.0 %</b>	<b>22.5 %</b>	<b>58.1 %</b>	<b>3.0 %</b>	<b>1.5 %</b>	<b>3,214</b>	<b>4,653</b>	<b>752</b>	<b>2,163</b>
<b>1-3 years</b>	<b>13.8 %</b>	<b>20.1 %</b>	<b>59.6 %</b>	<b>3.3 %</b>	<b>3.2 %</b>	<b>16,788</b>	<b>24,089</b>	<b>5,256</b>	<b>10,697</b>
<b>4-5 years</b>	<b>12.6 %</b>	<b>19.4 %</b>	<b>59.4 %</b>	<b>4.4 %</b>	<b>4.1 %</b>	<b>13,516</b>	<b>18,868</b>	<b>4,672</b>	<b>6,633</b>
<b>6-10 years</b>	<b>12.2 %</b>	<b>20.5 %</b>	<b>59.8 %</b>	<b>4.1 %</b>	<b>3.4 %</b>	<b>37,785</b>	<b>51,084</b>	<b>13,301</b>	<b>15,047</b>
<b>11-14 years</b>	<b>12.0 %</b>	<b>20.8 %</b>	<b>60.0 %</b>	<b>3.9 %</b>	<b>3.3 %</b>	<b>31,569</b>	<b>39,820</b>	<b>11,532</b>	<b>11,162</b>
<b>15-20 years</b>	<b>10.2 %</b>	<b>20.2 %</b>	<b>63.2 %</b>	<b>3.3 %</b>	<b>3.1 %</b>	<b>33,296</b>	<b>40,669</b>	<b>12,756</b>	<b>10,601</b>
<b>&gt; 20 years</b>	<b>9.6 %</b>	<b>18.4 %</b>	<b>68.3 %</b>	<b>2.2 %</b>	<b>1.6 %</b>	<b>51,826</b>	<b>66,707</b>	<b>16,954</b>	<b>13,469</b>
<b>Time with Current Agency</b>									
<b>&lt; 1 year</b>	<b>15.1 %</b>	<b>20.3 %</b>	<b>59.8 %</b>	<b>3.1 %</b>	<b>1.6 %</b>	<b>6,482</b>	<b>8,439</b>	<b>1,495</b>	<b>3,529</b>
<b>1-3 years</b>	<b>13.4 %</b>	<b>19.6 %</b>	<b>60.6 %</b>	<b>3.4 %</b>	<b>3.1 %</b>	<b>26,821</b>	<b>36,488</b>	<b>8,184</b>	<b>14,330</b>
<b>4-5 years</b>	<b>12.0 %</b>	<b>19.4 %</b>	<b>60.5 %</b>	<b>4.3 %</b>	<b>3.8 %</b>	<b>18,391</b>	<b>24,744</b>	<b>6,118</b>	<b>7,996</b>
<b>6-10 years</b>	<b>11.8 %</b>	<b>20.2 %</b>	<b>60.9 %</b>	<b>3.8 %</b>	<b>3.3 %</b>	<b>39,287</b>	<b>52,534</b>	<b>14,080</b>	<b>14,872</b>
<b>11-14 years</b>	<b>11.2 %</b>	<b>20.6 %</b>	<b>61.3 %</b>	<b>3.7 %</b>	<b>3.2 %</b>	<b>29,528</b>	<b>37,395</b>	<b>10,985</b>	<b>10,212</b>
<b>15-20 years</b>	<b>9.5 %</b>	<b>19.9 %</b>	<b>64.2 %</b>	<b>3.3 %</b>	<b>3.1 %</b>	<b>29,938</b>	<b>36,617</b>	<b>11,691</b>	<b>9,453</b>
<b>&gt; 20 years</b>	<b>9.8 %</b>	<b>19.0 %</b>	<b>67.5 %</b>	<b>2.2 %</b>	<b>1.5 %</b>	<b>37,533</b>	<b>49,779</b>	<b>12,658</b>	<b>9,349</b>
<b>Leaving</b>									
<b>No</b>	<b>13.1 %</b>	<b>21.1 %</b>	<b>61.1 %</b>	<b>2.8 %</b>	<b>1.8 %</b>	<b>128,011</b>	<b>168,133</b>	<b>39,533</b>	<b>41,731</b>
<b>Yes, to retire</b>	<b>6.5 %</b>	<b>16.9 %</b>	<b>72.9 %</b>	<b>2.4 %</b>	<b>1.3 %</b>	<b>11,832</b>	<b>14,990</b>	<b>4,082</b>	<b>3,336</b>
<b>Yes, to other job in Govt</b>	<b>8.6 %</b>	<b>17.9 %</b>	<b>64.4 %</b>	<b>4.4 %</b>	<b>4.8 %</b>	<b>33,094</b>	<b>43,949</b>	<b>14,117</b>	<b>16,492</b>



2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

**(84) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	11.4 %	19.8 %	62.6 %	3.4 %	2.9 %	190,221	248,558	65,987	70,671
Yes, to other job outside Govt	8.4 %	17.7 %	56.6 %	7.1 %	10.1 %	6,705	9,579	3,684	3,688
Yes, other	6.2 %	15.0 %	68.0 %	4.7 %	6.1 %	8,314	9,458	3,826	4,561
<b>Retiring</b>									
Within 1 year	7.1 %	16.6 %	72.1 %	2.5 %	1.7 %	7,378	9,583	2,579	2,175
Between 1-3 years	6.9 %	16.5 %	73.0 %	2.1 %	1.5 %	19,848	25,998	6,784	5,734
Between 3-5 years	7.5 %	16.2 %	72.5 %	2.1 %	1.6 %	21,729	28,554	7,221	6,342
5 or more years	12.8 %	21.0 %	59.2 %	3.8 %	3.3 %	138,125	181,022	48,387	55,066
<b>Transgender</b>									
Yes	9.2 %	16.1 %	59.9 %	4.7 %	10.1 %	742	711	269	303
No	11.5 %	20.0 %	62.3 %	3.3 %	2.8 %	181,681	237,366	62,762	67,287
<b>Consider Yourself as</b>									
Straight	11.6 %	20.2 %	62.3 %	3.3 %	2.7 %	172,222	221,901	58,681	62,588
Gay or Lesbian	11.5 %	17.0 %	65.6 %	3.0 %	2.8 %	2,914	6,261	1,246	1,566
Bisexual	13.8 %	19.4 %	53.9 %	5.8 %	7.2 %	1,658	2,750	830	850
Something else	8.2 %	15.5 %	64.3 %	4.7 %	7.3 %	3,600	3,947	1,433	1,613
<b>Military Service</b>									
No Prior Military Service	12.4 %	21.8 %	59.0 %	3.7 %	3.0 %	129,904	176,521	44,397	47,005
Currently in Guard/Reserves	14.0 %	20.1 %	56.5 %	4.9 %	4.5 %	3,422	3,614	1,579	2,129
Retired	7.9 %	14.5 %	74.8 %	1.5 %	1.2 %	25,704	32,970	8,313	8,987
Separated/Discharged	10.2 %	17.2 %	65.9 %	3.4 %	3.4 %	29,250	33,421	11,021	11,762
<b>Disability</b>									
Yes	10.2 %	16.2 %	67.3 %	3.1 %	3.3 %	27,523	30,902	10,054	10,800
No	11.7 %	20.6 %	61.5 %	3.4 %	2.8 %	157,475	211,061	54,007	57,821

SOURCE: Federal Employee Viewpoint Survey

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

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**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(85) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>7.7 %</b>	<b>13.9 %</b>	<b>74.1 %</b>	<b>2.3 %</b>	<b>2.0 %</b>	<b>158,590</b>	<b>244,230</b>	<b>59,125</b>	<b>111,402</b>
<b>Work Location</b>									
Headquarters	9.2 %	14.7 %	72.7 %	1.9 %	1.6 %	60,040	103,126	15,106	40,038
Field	6.9 %	13.3 %	75.0 %	2.5 %	2.3 %	95,751	137,960	43,113	69,574
<b>Supervisory Status</b>									
Senior Leader	19.6 %	18.3 %	57.5 %	2.2 %	2.3 %	3,488	3,997	824	1,325
Manager	10.2 %	16.6 %	69.2 %	2.3 %	1.8 %	12,282	16,366	4,369	5,624
Supervisor	7.7 %	15.0 %	72.8 %	2.5 %	2.0 %	22,470	32,560	8,801	12,570
Team Leader	6.3 %	13.1 %	76.0 %	2.5 %	2.1 %	20,578	36,293	8,217	16,412
Non-Supervisor	7.4 %	13.3 %	75.1 %	2.1 %	2.0 %	98,203	153,185	36,318	74,382
<b>Sex</b>									
Male	7.5 %	13.4 %	74.7 %	2.2 %	2.2 %	87,613	130,567	31,693	58,009
Female	8.3 %	14.8 %	72.8 %	2.4 %	1.7 %	65,126	105,186	25,052	48,786
<b>Hispanic or Latino</b>									
Yes	8.4 %	14.3 %	71.4 %	2.9 %	3.0 %	16,644	18,723	6,490	12,857
No	7.7 %	13.9 %	74.4 %	2.1 %	1.8 %	136,682	218,282	50,627	94,655
<b>Race</b>									
American Indian/Alaska Native	6.5 %	14.7 %	71.5 %	3.9 %	3.4 %	4,706	2,986	2,183	3,055
Asian	8.9 %	17.4 %	69.6 %	2.1 %	2.0 %	9,412	11,848	2,905	6,313
Black/AfricanAmerican	9.8 %	17.1 %	70.1 %	1.9 %	1.2 %	28,682	27,462	6,902	14,992
Native Hawaiian/Pacific Islander	6.4 %	13.9 %	73.8 %	2.5 %	3.3 %	1,514	1,121	502	782
White	7.3 %	12.9 %	75.6 %	2.2 %	2.0 %	98,297	178,990	40,250	73,200
Two or more races (Not Hispanic/Latino)	7.2 %	12.1 %	74.3 %	2.6 %	3.8 %	6,472	8,644	2,736	5,455
<b>Age Group</b>									
25 and under	13.9 %	19.6 %	61.8 %	2.4 %	2.4 %	1,366	3,367	599	1,846
26-29 years old	11.0 %	15.7 %	67.8 %	2.3 %	3.3 %	3,163	7,878	1,497	4,372
30-39 years old	10.2 %	14.6 %	69.4 %	2.7 %	3.1 %	23,260	50,980	12,246	25,209
40-49 years old	8.0 %	13.9 %	73.1 %	2.4 %	2.5 %	38,254	61,490	16,283	28,792
50-59 years old	6.9 %	13.5 %	76.2 %	2.0 %	1.4 %	59,323	78,693	18,564	33,750
60 or older	6.1 %	13.5 %	77.1 %	2.0 %	1.3 %	28,216	34,472	7,988	13,589
<b>Level of Education</b>									
Less than High School	12.4 %	20.6 %	60.7 %	3.0 %	3.3 %	248	86	55	80
H.S. Diploma/GED or equiv	7.6 %	16.6 %	72.2 %	2.0 %	1.6 %	9,350	7,770	2,478	4,363
Trade/Technical Certificate	6.0 %	13.6 %	76.6 %	2.1 %	1.6 %	4,593	3,983	1,421	2,579

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(85) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	<b>7.7 %</b>	<b>13.9 %</b>	<b>74.1 %</b>	<b>2.3 %</b>	<b>2.0 %</b>	<b>158,590</b>	<b>244,230</b>	<b>59,125</b>	<b>111,402</b>
<b>Some College (no degree)</b>	<b>6.5 %</b>	<b>12.9 %</b>	<b>76.6 %</b>	<b>2.1 %</b>	<b>1.8 %</b>	<b>26,481</b>	<b>26,536</b>	<b>8,972</b>	<b>15,319</b>
<b>Associate's Degree</b>	<b>6.4 %</b>	<b>13.0 %</b>	<b>76.0 %</b>	<b>2.2 %</b>	<b>2.3 %</b>	<b>14,614</b>	<b>15,715</b>	<b>5,306</b>	<b>9,266</b>
<b>Bachelor's Degree</b>	<b>7.7 %</b>	<b>14.0 %</b>	<b>74.0 %</b>	<b>2.3 %</b>	<b>2.0 %</b>	<b>51,996</b>	<b>85,910</b>	<b>20,886</b>	<b>38,019</b>
<b>Master's Degree</b>	<b>9.3 %</b>	<b>14.3 %</b>	<b>72.1 %</b>	<b>2.3 %</b>	<b>2.0 %</b>	<b>36,304</b>	<b>70,732</b>	<b>13,823</b>	<b>28,095</b>
<b>Doctoral/Professional Degree</b>	<b>9.3 %</b>	<b>13.2 %</b>	<b>72.0 %</b>	<b>2.7 %</b>	<b>2.9 %</b>	<b>11,704</b>	<b>28,966</b>	<b>4,929</b>	<b>11,301</b>
<b>Pay Category</b>									
<b>Federal Wage System</b>	<b>5.8 %</b>	<b>12.5 %</b>	<b>77.0 %</b>	<b>2.5 %</b>	<b>2.2 %</b>	<b>6,519</b>	<b>6,172</b>	<b>2,472</b>	<b>4,464</b>
<b>GS 1-6</b>	<b>8.0 %</b>	<b>17.1 %</b>	<b>70.7 %</b>	<b>2.4 %</b>	<b>1.8 %</b>	<b>7,733</b>	<b>6,837</b>	<b>3,395</b>	<b>6,216</b>
<b>GS 7-12</b>	<b>7.2 %</b>	<b>13.2 %</b>	<b>75.3 %</b>	<b>2.2 %</b>	<b>2.0 %</b>	<b>69,834</b>	<b>94,506</b>	<b>27,658</b>	<b>48,073</b>
<b>GS 13-15</b>	<b>8.7 %</b>	<b>14.5 %</b>	<b>72.8 %</b>	<b>2.1 %</b>	<b>1.8 %</b>	<b>58,556</b>	<b>113,304</b>	<b>18,810</b>	<b>39,762</b>
<b>SES</b>	<b>24.1 %</b>	<b>17.1 %</b>	<b>55.4 %</b>	<b>1.7 %</b>	<b>1.7 %</b>	<b>1,652</b>	<b>2,653</b>	<b>350</b>	<b>724</b>
<b>SL/ST</b>	<b>10.3 %</b>	<b>17.7 %</b>	<b>64.7 %</b>	<b>1.7 %</b>	<b>5.6 %</b>	<b>549</b>	<b>1,092</b>	<b>127</b>	<b>338</b>
<b>Other</b>	<b>5.8 %</b>	<b>13.1 %</b>	<b>75.1 %</b>	<b>2.9 %</b>	<b>3.1 %</b>	<b>12,251</b>	<b>17,665</b>	<b>5,724</b>	<b>10,684</b>
<b>Time in Federal Government</b>									
<b>&lt; 1 year</b>	<b>12.0 %</b>	<b>19.0 %</b>	<b>66.8 %</b>	<b>1.4 %</b>	<b>0.8 %</b>	<b>2,749</b>	<b>4,631</b>	<b>683</b>	<b>2,673</b>
<b>1-3 years</b>	<b>10.0 %</b>	<b>14.4 %</b>	<b>72.2 %</b>	<b>1.7 %</b>	<b>1.7 %</b>	<b>13,795</b>	<b>24,386</b>	<b>4,709</b>	<b>13,690</b>
<b>4-5 years</b>	<b>8.9 %</b>	<b>13.5 %</b>	<b>73.1 %</b>	<b>2.3 %</b>	<b>2.3 %</b>	<b>10,798</b>	<b>19,308</b>	<b>4,131</b>	<b>9,309</b>
<b>6-10 years</b>	<b>7.5 %</b>	<b>13.0 %</b>	<b>75.3 %</b>	<b>2.2 %</b>	<b>2.0 %</b>	<b>29,515</b>	<b>52,353</b>	<b>11,646</b>	<b>23,283</b>
<b>11-14 years</b>	<b>7.1 %</b>	<b>13.1 %</b>	<b>75.2 %</b>	<b>2.3 %</b>	<b>2.2 %</b>	<b>25,008</b>	<b>40,260</b>	<b>10,171</b>	<b>18,307</b>
<b>15-20 years</b>	<b>6.7 %</b>	<b>13.8 %</b>	<b>74.4 %</b>	<b>2.4 %</b>	<b>2.6 %</b>	<b>27,900</b>	<b>39,940</b>	<b>11,415</b>	<b>17,753</b>
<b>&gt; 20 years</b>	<b>7.6 %</b>	<b>14.5 %</b>	<b>73.8 %</b>	<b>2.4 %</b>	<b>1.7 %</b>	<b>46,936</b>	<b>60,812</b>	<b>15,657</b>	<b>25,001</b>
<b>Time with Current Agency</b>									
<b>&lt; 1 year</b>	<b>11.2 %</b>	<b>16.4 %</b>	<b>69.7 %</b>	<b>1.8 %</b>	<b>0.9 %</b>	<b>5,501</b>	<b>8,392</b>	<b>1,377</b>	<b>4,605</b>
<b>1-3 years</b>	<b>9.6 %</b>	<b>13.9 %</b>	<b>73.0 %</b>	<b>1.7 %</b>	<b>1.7 %</b>	<b>22,108</b>	<b>36,802</b>	<b>7,295</b>	<b>19,297</b>
<b>4-5 years</b>	<b>8.2 %</b>	<b>13.5 %</b>	<b>73.8 %</b>	<b>2.3 %</b>	<b>2.1 %</b>	<b>14,905</b>	<b>25,056</b>	<b>5,404</b>	<b>11,679</b>
<b>6-10 years</b>	<b>7.3 %</b>	<b>12.9 %</b>	<b>75.5 %</b>	<b>2.2 %</b>	<b>2.1 %</b>	<b>31,155</b>	<b>53,215</b>	<b>12,354</b>	<b>23,604</b>
<b>11-14 years</b>	<b>6.7 %</b>	<b>13.1 %</b>	<b>75.5 %</b>	<b>2.4 %</b>	<b>2.3 %</b>	<b>23,763</b>	<b>37,343</b>	<b>9,793</b>	<b>16,927</b>
<b>15-20 years</b>	<b>6.5 %</b>	<b>14.1 %</b>	<b>74.2 %</b>	<b>2.7 %</b>	<b>2.6 %</b>	<b>25,450</b>	<b>35,548</b>	<b>10,502</b>	<b>15,872</b>
<b>&gt; 20 years</b>	<b>7.6 %</b>	<b>14.8 %</b>	<b>73.7 %</b>	<b>2.3 %</b>	<b>1.6 %</b>	<b>33,805</b>	<b>45,438</b>	<b>11,676</b>	<b>18,009</b>
<b>Leaving</b>									
<b>No</b>	<b>9.1 %</b>	<b>15.2 %</b>	<b>72.8 %</b>	<b>1.8 %</b>	<b>1.1 %</b>	<b>106,403</b>	<b>166,532</b>	<b>35,203</b>	<b>67,923</b>
<b>Yes, to retire</b>	<b>5.7 %</b>	<b>14.3 %</b>	<b>75.6 %</b>	<b>2.8 %</b>	<b>1.6 %</b>	<b>11,087</b>	<b>13,551</b>	<b>3,769</b>	<b>5,646</b>
<b>Yes, to other job in Govt</b>	<b>5.2 %</b>	<b>10.9 %</b>	<b>77.4 %</b>	<b>2.9 %</b>	<b>3.7 %</b>	<b>27,189</b>	<b>42,860</b>	<b>12,735</b>	<b>24,561</b>

**2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics**

**(85) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
<b>All Responses</b>	7.7 %	13.9 %	74.1 %	2.3 %	2.0 %	158,590	244,230	59,125	111,402
Yes, to other job outside Govt	4.6 %	9.2 %	72.7 %	5.0 %	8.5 %	5,058	9,708	3,266	5,528
Yes, other	3.2 %	9.0 %	79.1 %	3.5 %	5.1 %	6,943	9,237	3,456	6,408
<b>Retiring</b>									
Within 1 year	6.1 %	13.7 %	75.3 %	2.8 %	2.1 %	6,877	8,715	2,395	3,612
Between 1-3 years	5.7 %	14.0 %	76.3 %	2.4 %	1.6 %	18,432	23,482	6,303	9,865
Between 3-5 years	6.1 %	13.1 %	76.8 %	2.3 %	1.7 %	20,032	25,839	6,716	10,986
5 or more years	8.4 %	14.0 %	73.3 %	2.2 %	2.1 %	110,541	182,945	42,783	84,973
<b>Transgender</b>									
Yes	7.5 %	13.1 %	65.2 %	4.1 %	10.2 %	666	691	239	412
No	7.8 %	14.0 %	74.0 %	2.2 %	2.0 %	151,263	233,761	56,178	105,929
<b>Consider Yourself as</b>									
Straight	7.9 %	14.1 %	74.1 %	2.2 %	1.8 %	143,118	219,085	52,580	98,761
Gay or Lesbian	9.9 %	14.4 %	69.7 %	2.7 %	3.3 %	2,672	5,866	1,100	2,307
Bisexual	9.5 %	12.8 %	66.9 %	4.7 %	6.1 %	1,271	2,748	732	1,308
Something else	6.0 %	12.5 %	70.7 %	4.3 %	6.4 %	3,192	3,730	1,299	2,316
<b>Military Service</b>									
No Prior Military Service	8.2 %	15.0 %	72.3 %	2.4 %	2.1 %	105,296	175,118	39,264	76,714
Currently in Guard/Reserves	10.2 %	13.7 %	70.4 %	2.6 %	3.1 %	2,717	3,699	1,472	2,815
Retired	6.5 %	11.7 %	79.3 %	1.5 %	1.1 %	23,583	30,676	7,837	13,620
Separated/Discharged	7.0 %	12.0 %	76.1 %	2.3 %	2.5 %	25,344	32,808	9,925	17,074
<b>Disability</b>									
Yes	7.7 %	12.2 %	74.7 %	2.6 %	2.8 %	24,334	29,216	9,182	16,238
No	7.8 %	14.3 %	73.9 %	2.2 %	1.8 %	129,811	208,799	48,191	91,859

SOURCE: Federal Employee Viewpoint Survey

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

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