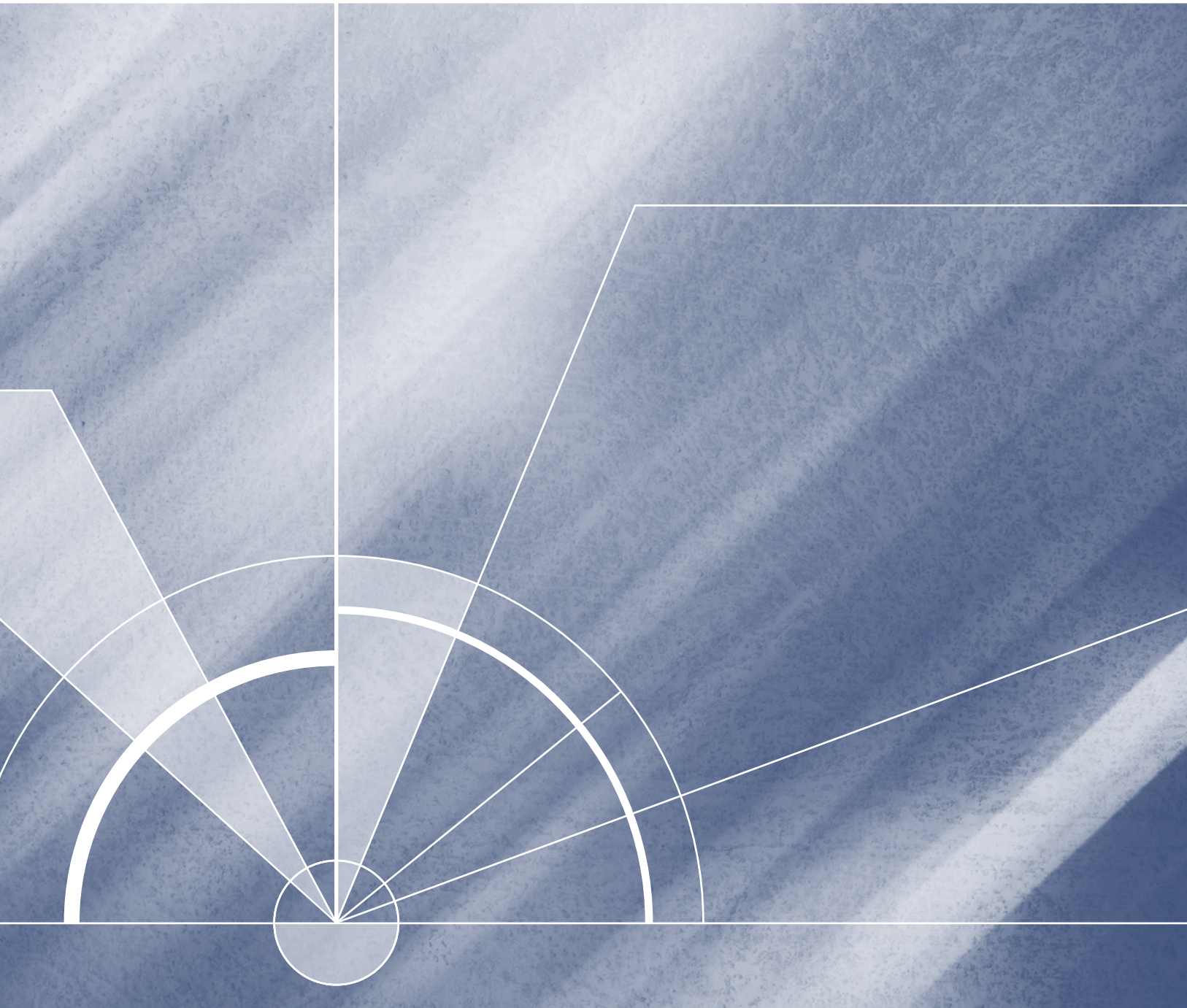


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Report by Agency



2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

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2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies, which contribute to organizational success. The survey allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can use this information to make government more effective and more responsive to the needs of the American people. Reports are provided to help managers at all levels, resulting in a greater potential to celebrate successes while identifying opportunities for change across each agency.

Survey Items

The 94-item survey includes 78 items that measure Federal employees' perceptions of eight broad topic areas, plus 16 demographic items: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Work/Life Programs, (7) Satisfaction, and (8) Demographics.

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies, ranging from department-level to large and small/independent agencies participated in the 2018 FEVS. Of the 1,473,870 employees who received the FEVS, 598,003 completed the survey for a governmentwide response rate of 40.6 percent.

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

Agency launch dates were organized in two waves with 6-week administration periods beginning April 30th and May 7th.

Data Weighting

Data collected from the 2018 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2018 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various agencies. Responses of “Do Not Know/No Basis to Judge”, “I choose not to participate in these programs”, “These programs are not available to me”, and “I am unaware of these programs”, were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data reports for this survey and can be downloaded from OPM’s Federal Employee Viewpoint Survey website: www.opm.gov/FEVS.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
BBG	21.1%	19.1%	18.0%	39.4%	36.0%	34.6%	13.0%	18.5%	18.3%	14.2%	15.4%	15.0%	12.4%	11.0%	14.1%	822	1,069	903
CSOSA	24.9%	26.6%	22.6%	43.5%	41.2%	41.9%	12.6%	13.9%	15.9%	12.6%	13.1%	13.9%	6.4%	5.2%	5.7%	468	542	615
DHS	17.0%	16.1%	13.7%	38.7%	38.6%	36.6%	17.8%	17.7%	17.7%	17.1%	17.7%	20.1%	9.4%	9.9%	11.8%	73,112	47,329	46,913
DOC	24.8%	24.3%	24.1%	46.0%	46.8%	45.1%	15.5%	15.2%	15.5%	9.8%	9.9%	11.0%	3.8%	3.9%	4.2%	20,626	10,462	9,765
DOE	28.1%	26.3%	24.3%	44.7%	44.8%	45.7%	13.6%	13.9%	13.9%	9.7%	10.5%	11.0%	3.9%	4.6%	5.1%	8,581	8,576	8,065
DOI	24.6%	23.7%	22.5%	44.2%	45.0%	43.9%	14.4%	14.8%	15.3%	11.8%	11.5%	12.8%	5.0%	5.1%	5.6%	28,122	25,836	23,068
DOJ	21.5%	20.6%	21.7%	42.5%	43.1%	43.5%	16.5%	16.6%	15.9%	13.6%	13.6%	13.4%	5.9%	6.1%	5.5%	30,710	16,093	16,475
DOL	21.7%	21.5%	21.5%	39.5%	42.2%	42.3%	17.4%	16.7%	16.9%	14.0%	12.6%	13.0%	7.4%	7.0%	6.4%	8,002	8,819	11,234
DOT	23.3%	22.6%	20.1%	44.9%	45.0%	45.1%	14.6%	14.9%	15.7%	12.0%	12.5%	13.5%	5.3%	5.0%	5.5%	21,385	16,809	14,849
ED	20.2%	22.6%	25.1%	41.2%	41.7%	41.8%	17.1%	16.5%	14.3%	14.0%	12.7%	12.4%	7.6%	6.5%	6.4%	2,567	2,823	2,853
EEOC	28.6%	26.3%	24.7%	38.5%	41.4%	42.1%	14.4%	14.7%	14.9%	12.4%	11.3%	12.1%	6.1%	6.3%	6.1%	1,362	1,412	1,504
EPA	22.8%	22.8%	20.7%	45.8%	47.1%	45.5%	15.3%	14.6%	15.9%	11.3%	11.5%	12.6%	4.8%	4.1%	5.2%	7,904	9,390	10,127
FCC	27.8%	23.9%	22.5%	42.6%	40.7%	42.0%	14.3%	17.6%	15.8%	11.0%	12.8%	12.9%	4.4%	4.9%	6.8%	590	714	648
FERC	41.7%	37.9%	32.7%	40.3%	41.6%	43.2%	9.2%	9.8%	12.3%	6.8%	7.5%	9.2%	2.0%	3.1%	2.7%	1,108	1,069	1,147
FTC	49.1%	44.1%	44.9%	35.7%	39.6%	35.3%	5.6%	8.6%	11.5%	6.2%	5.8%	6.4%	3.3%	1.9%	1.9%	636	611	639

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
GSA	32.7%	32.4%	28.6%	42.2%	43.2%	44.1%	13.4%	12.6%	13.3%	8.1%	8.1%	9.5%	3.7%	3.7%	4.5%	7,104	7,520	7,070
HHS	28.5%	28.2%	26.0%	44.5%	43.9%	43.7%	13.5%	13.6%	14.3%	9.6%	9.9%	11.1%	4.0%	4.4%	4.9%	42,760	43,009	40,257
HUD	24.0%	24.5%	22.0%	42.2%	43.6%	41.4%	15.0%	15.3%	15.9%	12.8%	10.6%	13.6%	6.0%	6.0%	7.2%	4,595	4,945	5,451
NARA	21.1%	24.7%	22.7%	42.8%	42.0%	44.2%	15.7%	14.9%	13.9%	11.9%	11.8%	11.9%	8.5%	6.6%	7.2%	1,727	1,859	1,870
NASA	45.5%	44.1%	41.7%	39.7%	41.1%	41.7%	8.2%	8.1%	9.1%	4.8%	4.8%	5.2%	1.8%	1.8%	2.3%	11,531	11,803	11,194
NCUA	26.5%	25.3%	31.7%	45.3%	43.9%	45.8%	13.3%	13.5%	10.2%	11.7%	12.9%	9.1%	3.2%	4.3%	3.2%	629	665	661
NLRB	21.5%	23.9%	22.6%	42.9%	42.7%	42.6%	16.1%	16.0%	15.8%	12.2%	12.9%	11.6%	7.4%	4.5%	7.4%	847	850	881
NRC	29.6%	28.6%	26.0%	44.4%	42.8%	44.0%	12.6%	13.7%	12.8%	9.7%	10.5%	12.1%	3.7%	4.4%	5.1%	2,288	2,438	2,148
NSF	39.7%	35.9%	34.4%	39.7%	40.5%	43.3%	9.5%	11.4%	10.6%	7.6%	9.0%	6.7%	3.5%	3.1%	5.1%	935	904	851
OMB	30.1%	29.5%	34.8%	51.5%	50.6%	47.6%	10.7%	11.5%	9.2%	7.0%	7.8%	6.5%	0.7%	0.7%	1.9%	336	342	351
OPM	24.5%	23.3%	23.1%	42.1%	42.7%	43.6%	16.0%	17.3%	15.3%	11.7%	11.1%	12.1%	5.6%	5.6%	6.0%	3,048	2,906	3,189
PBGC	37.9%	31.0%	27.7%	41.5%	45.3%	42.6%	9.4%	13.7%	15.6%	8.7%	6.9%	10.0%	2.5%	3.1%	4.0%	523	610	569
RRB	21.7%	24.6%	20.7%	42.7%	40.5%	45.1%	14.9%	16.6%	16.1%	12.3%	11.9%	12.5%	8.3%	6.4%	5.5%	413	447	319
SBA	20.4%	18.2%	17.3%	38.8%	37.8%	36.3%	17.9%	17.9%	18.5%	15.2%	15.8%	16.6%	7.7%	10.4%	11.4%	1,531	1,505	1,381
SEC	35.5%	34.0%	31.1%	45.1%	44.2%	45.0%	9.9%	11.5%	12.2%	6.4%	7.3%	7.9%	3.1%	3.0%	3.8%	3,376	3,523	3,206

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.2%	21.9%	20.5%	42.7%	42.2%	42.1%	15.5%	16.0%	16.3%	12.8%	13.5%	14.4%	5.9%	6.4%	6.7%	593,452	485,193	406,992
SSA	18.9%	19.8%	20.2%	40.8%	41.5%	41.3%	17.1%	16.1%	16.8%	15.8%	15.7%	14.9%	7.5%	6.9%	6.8%	26,131	8,482	8,887
State	24.2%	25.6%	25.5%	46.4%	47.0%	47.4%	13.5%	12.7%	13.4%	11.8%	10.8%	10.1%	4.2%	3.8%	3.6%	7,124	4,288	5,245
USAID	27.6%	27.2%	23.7%	47.7%	48.1%	48.5%	11.4%	12.2%	13.4%	10.0%	9.6%	10.7%	3.3%	2.9%	3.6%	1,825	2,082	2,282
USDA	18.0%	20.4%	19.2%	46.3%	47.0%	47.3%	17.2%	16.2%	16.8%	13.5%	12.1%	12.0%	5.0%	4.2%	4.6%	42,999	48,876	22,826
USDT	19.7%	19.3%	18.2%	42.9%	43.1%	42.8%	16.4%	16.3%	16.6%	14.2%	14.4%	15.0%	6.9%	6.8%	7.4%	41,625	46,269	45,384
Small Agencies	27.9%	29.2%	27.1%	39.2%	40.4%	42.6%	14.5%	13.3%	13.5%	12.2%	11.0%	10.4%	6.1%	6.0%	6.3%	5,219	5,513	5,398
DOD	24.6%	23.9%	21.6%	42.8%	42.7%	42.4%	15.0%	15.4%	15.9%	12.2%	12.6%	14.0%	5.4%	5.4%	6.1%	180,891	70,558	58,520
USACE	28.8%	25.6%	23.8%	46.3%	47.6%	46.9%	12.2%	13.5%	14.2%	9.3%	9.8%	11.2%	3.4%	3.6%	4.0%	18,620	4,370	3,594
Air Force	25.0%	24.4%	23.1%	42.2%	42.7%	41.4%	15.2%	14.9%	16.1%	12.1%	12.5%	13.6%	5.5%	5.3%	5.8%	33,118	16,856	15,559
Army‡	23.9%	22.8%	19.7%	40.9%	40.8%	40.9%	15.6%	15.7%	16.2%	13.5%	14.4%	15.6%	6.1%	6.4%	7.6%	50,930	17,437	13,460
Navy‡	23.5%	23.8%	21.3%	45.2%	45.1%	44.8%	15.3%	15.6%	16.2%	11.5%	11.6%	13.0%	4.6%	4.1%	4.7%	42,348	14,192	11,129
Marine Corps	24.7%	24.3%	19.7%	39.3%	40.8%	40.2%	15.9%	15.8%	16.4%	14.1%	12.9%	15.3%	6.0%	6.2%	8.3%	5,225	1,809	1,213
DOD 4th Estate	26.3%	24.8%	23.2%	41.9%	40.4%	41.2%	14.1%	15.6%	15.2%	11.8%	12.3%	13.9%	5.9%	6.9%	6.6%	30,650	15,894	13,565

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
BBG	19.7%	17.8%	17.5%	43.8%	45.2%	42.0%	16.2%	18.1%	14.6%	11.6%	11.8%	16.2%	8.7%	7.1%	9.8%	819	1,064	891
CSOSA	25.3%	24.7%	24.5%	53.5%	51.9%	52.7%	11.2%	10.1%	13.8%	7.4%	9.7%	6.9%	2.7%	3.5%	2.0%	467	537	609
DHS	16.5%	15.4%	13.6%	48.2%	48.5%	47.7%	16.3%	16.7%	16.6%	13.5%	13.9%	15.5%	5.5%	5.5%	6.6%	73,422	47,218	46,616
DOC	21.6%	22.0%	22.3%	53.4%	53.0%	51.6%	12.9%	12.6%	12.9%	9.4%	9.8%	10.4%	2.7%	2.7%	2.8%	20,632	10,438	9,703
DOE	22.8%	20.8%	19.7%	52.1%	51.9%	51.9%	13.1%	13.7%	14.0%	8.8%	10.3%	10.5%	3.2%	3.3%	3.9%	8,583	8,561	8,021
DOI	18.3%	18.2%	17.3%	51.0%	51.9%	51.8%	15.4%	15.2%	15.3%	11.9%	11.2%	11.7%	3.5%	3.4%	3.8%	28,106	25,725	22,810
DOJ	21.3%	21.2%	22.0%	52.1%	53.4%	53.4%	14.4%	13.3%	13.1%	9.3%	9.2%	8.8%	2.9%	2.9%	2.6%	30,766	16,058	16,370
DOL	20.9%	20.5%	20.3%	49.0%	51.9%	50.8%	14.6%	13.6%	14.5%	11.2%	10.1%	10.7%	4.2%	3.9%	3.7%	8,036	8,783	11,189
DOT	19.8%	19.8%	17.6%	52.0%	53.3%	53.8%	14.9%	13.8%	14.9%	10.2%	10.0%	10.8%	3.1%	3.1%	3.0%	21,465	16,754	14,731
ED	16.8%	20.1%	20.8%	47.1%	47.5%	47.5%	14.9%	14.1%	13.6%	14.8%	13.2%	12.8%	6.3%	5.1%	5.3%	2,574	2,823	2,842
EEOC	27.2%	26.5%	24.5%	48.4%	49.9%	52.8%	13.0%	11.8%	11.2%	8.2%	8.2%	8.5%	3.2%	3.6%	2.9%	1,371	1,410	1,498
EPA	17.5%	18.9%	17.8%	52.2%	53.4%	54.1%	14.9%	13.8%	14.5%	12.1%	10.6%	10.4%	3.3%	3.3%	3.0%	7,936	9,368	10,069
FCC	26.0%	24.2%	21.5%	45.4%	47.6%	48.0%	15.8%	15.4%	15.1%	9.7%	10.1%	11.3%	3.0%	2.7%	4.1%	588	710	643
FERC	39.1%	36.7%	30.9%	47.2%	49.0%	50.8%	7.3%	7.7%	10.3%	5.0%	4.9%	5.8%	1.4%	1.7%	2.2%	1,108	1,066	1,142
FTC	45.4%	41.4%	45.6%	43.8%	47.0%	38.2%	5.1%	5.5%	8.7%	4.6%	4.3%	5.9%	1.1%	1.8%	1.7%	635	609	634

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
GSA	28.0%	26.9%	24.7%	49.0%	49.2%	48.8%	12.7%	12.6%	14.0%	7.6%	8.7%	9.3%	2.6%	2.5%	3.2%	7,111	7,482	6,985
HHS	24.7%	24.2%	22.6%	51.3%	51.6%	51.2%	12.7%	12.7%	13.6%	8.8%	8.9%	9.6%	2.5%	2.6%	3.0%	42,821	42,906	40,075
HUD	20.0%	20.2%	18.1%	48.7%	48.4%	46.8%	14.2%	15.2%	15.9%	11.9%	12.0%	13.6%	5.1%	4.2%	5.6%	4,599	4,940	5,400
NARA	21.1%	23.5%	22.8%	47.2%	48.5%	47.8%	14.2%	12.0%	13.4%	11.7%	11.8%	11.7%	5.8%	4.2%	4.4%	1,735	1,852	1,834
NASA	37.3%	36.8%	35.1%	48.0%	48.8%	49.6%	8.7%	8.2%	9.1%	4.7%	4.8%	5.0%	1.4%	1.4%	1.3%	11,524	11,766	11,129
NCUA	20.8%	20.5%	22.4%	48.5%	51.1%	51.9%	12.6%	12.7%	13.9%	14.6%	11.5%	8.2%	3.6%	4.2%	3.5%	629	663	651
NLRB	21.1%	23.9%	21.0%	49.6%	50.5%	52.5%	12.4%	13.8%	12.2%	12.4%	8.1%	11.0%	4.6%	3.8%	3.3%	854	848	874
NRC	31.2%	29.7%	29.0%	52.0%	51.8%	52.6%	7.8%	9.6%	9.1%	7.0%	6.5%	7.2%	2.0%	2.4%	2.2%	2,295	2,438	2,129
NSF	34.0%	31.5%	30.4%	46.3%	45.3%	47.7%	9.7%	11.2%	10.5%	7.2%	9.1%	9.1%	2.8%	2.9%	2.4%	933	908	844
OMB	19.7%	17.5%	21.3%	52.9%	53.9%	53.1%	14.6%	13.2%	12.5%	11.4%	12.8%	10.5%	1.4%	2.5%	2.6%	337	342	351
OPM	20.3%	19.0%	19.6%	48.7%	48.7%	49.8%	15.0%	13.3%	14.7%	11.8%	14.1%	12.0%	4.2%	5.0%	3.9%	3,051	2,899	3,167
PBGC	34.5%	28.3%	23.5%	47.9%	53.4%	53.8%	10.0%	11.0%	12.9%	6.2%	5.2%	8.2%	1.4%	2.2%	1.7%	522	605	565
RRB	22.0%	23.4%	20.8%	44.6%	50.2%	47.3%	14.8%	15.1%	15.7%	10.9%	7.5%	12.2%	7.7%	3.8%	4.0%	409	444	316
SBA	20.7%	18.6%	16.5%	45.2%	47.2%	46.3%	15.2%	14.6%	14.4%	13.3%	13.3%	15.3%	5.7%	6.3%	7.5%	1,533	1,509	1,366
SEC	32.9%	30.2%	25.5%	50.6%	51.2%	53.3%	8.9%	10.1%	11.1%	5.3%	6.2%	7.5%	2.3%	2.3%	2.6%	3,377	3,512	3,187

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	20.6%	20.3%	19.3%	50.7%	50.8%	50.9%	14.4%	14.4%	14.7%	10.8%	10.9%	11.4%	3.5%	3.6%	3.7%	594,618	483,786	404,152
SSA	20.9%	21.8%	21.5%	52.5%	53.2%	53.0%	13.2%	12.6%	12.1%	10.1%	9.6%	10.7%	3.4%	2.8%	2.8%	26,160	8,448	8,819
State	18.1%	17.6%	20.5%	53.1%	53.9%	54.5%	14.4%	14.3%	13.9%	11.5%	11.4%	9.2%	2.9%	2.8%	2.0%	7,183	4,276	5,220
USAID	20.1%	19.9%	17.4%	53.5%	55.1%	54.3%	13.7%	13.2%	13.7%	9.5%	9.4%	12.1%	3.2%	2.4%	2.6%	1,828	2,073	2,263
USDA	15.0%	16.6%	15.6%	52.5%	53.2%	53.5%	16.6%	15.6%	15.9%	12.5%	11.7%	12.0%	3.4%	2.8%	3.1%	43,091	48,746	22,699
USDT	18.0%	18.8%	17.8%	51.7%	52.0%	51.7%	14.1%	13.8%	14.2%	12.0%	11.3%	12.2%	4.2%	4.1%	4.2%	41,823	46,104	45,016
Small Agencies	24.7%	26.3%	24.7%	47.3%	47.6%	48.3%	13.2%	11.9%	12.4%	10.3%	9.7%	9.9%	4.5%	4.5%	4.6%	5,221	5,507	5,362
DOD	21.6%	21.6%	20.1%	50.5%	50.8%	50.9%	14.2%	14.2%	14.8%	10.6%	10.3%	11.0%	3.1%	3.2%	3.3%	181,074	70,396	58,152
USACE	22.1%	20.6%	19.7%	54.3%	55.2%	56.5%	13.1%	13.2%	13.3%	8.5%	8.8%	8.4%	2.0%	2.3%	2.2%	18,620	4,363	3,567
Air Force	22.0%	22.5%	21.2%	49.3%	49.5%	50.6%	14.0%	14.1%	14.2%	11.2%	10.6%	10.7%	3.4%	3.3%	3.2%	33,166	16,813	15,469
Army‡	22.7%	21.9%	20.6%	49.4%	50.5%	49.9%	14.1%	13.8%	14.4%	10.5%	10.5%	11.4%	3.2%	3.3%	3.7%	50,992	17,398	13,360
Navy‡	19.5%	20.4%	18.0%	52.9%	53.0%	52.4%	14.7%	14.4%	15.8%	10.1%	9.7%	11.1%	2.7%	2.6%	2.8%	42,385	14,166	11,060
Marine Corps	25.2%	24.0%	23.6%	46.7%	49.9%	46.7%	14.9%	14.0%	16.4%	9.9%	8.0%	9.6%	3.3%	4.1%	3.7%	5,227	1,801	1,204
DOD 4th Estate	22.4%	22.2%	20.8%	49.0%	47.5%	49.1%	13.8%	14.8%	14.7%	11.3%	11.4%	11.6%	3.5%	4.1%	3.8%	30,684	15,855	13,492

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
BBG	21.7%	21.0%	19.6%	33.9%	31.6%	30.0%	16.7%	18.8%	19.2%	13.8%	15.1%	15.0%	13.9%	13.5%	16.1%	821	1,061	886
CSOSA	25.6%	24.5%	22.2%	36.8%	35.5%	35.0%	17.8%	20.0%	19.1%	13.9%	12.7%	15.6%	5.9%	7.3%	8.1%	464	537	607
DHS	17.4%	16.6%	14.4%	30.5%	30.6%	28.4%	19.5%	19.4%	18.8%	19.4%	19.7%	21.9%	13.2%	13.7%	16.4%	73,087	46,968	46,131
DOC	23.9%	23.6%	22.6%	37.0%	36.8%	37.6%	20.1%	20.1%	19.6%	13.1%	13.4%	14.0%	5.9%	6.1%	6.2%	20,564	10,378	9,655
DOE	30.1%	27.7%	25.9%	38.0%	38.4%	38.1%	15.3%	15.4%	15.8%	10.9%	12.1%	12.7%	5.8%	6.5%	7.4%	8,562	8,518	7,974
DOI	25.7%	25.5%	23.2%	38.5%	39.4%	38.9%	16.5%	16.5%	16.9%	12.7%	12.0%	13.5%	6.6%	6.6%	7.5%	28,009	25,595	22,670
DOJ	21.3%	21.9%	21.6%	36.4%	36.8%	37.5%	19.2%	18.0%	17.6%	15.0%	15.1%	15.7%	8.1%	8.1%	7.5%	30,651	15,957	16,233
DOL	23.2%	23.9%	22.9%	34.3%	35.4%	35.4%	18.2%	17.8%	18.0%	14.9%	13.5%	15.4%	9.5%	9.4%	8.3%	7,994	8,750	11,085
DOT	23.2%	23.6%	21.7%	38.1%	37.0%	37.0%	18.2%	18.4%	18.3%	13.3%	13.8%	15.5%	7.3%	7.2%	7.4%	21,348	16,689	14,597
ED	20.7%	24.5%	26.2%	37.1%	36.9%	33.9%	16.3%	15.5%	15.6%	15.8%	14.3%	14.1%	10.0%	8.8%	10.1%	2,565	2,813	2,823
EEOC	28.0%	27.1%	25.2%	32.1%	33.5%	35.6%	16.8%	16.8%	15.6%	13.8%	13.6%	14.9%	9.3%	9.1%	8.6%	1,359	1,397	1,469
EPA	24.7%	25.7%	23.1%	41.3%	41.6%	40.3%	16.0%	15.6%	16.7%	12.6%	11.5%	13.4%	5.5%	5.6%	6.5%	7,915	9,323	10,011
FCC	24.8%	23.6%	25.0%	39.2%	36.2%	34.7%	18.7%	19.9%	20.4%	9.7%	13.7%	12.0%	7.6%	6.6%	7.8%	590	709	640
FERC	34.1%	29.5%	28.0%	34.6%	37.0%	35.7%	14.7%	18.0%	17.8%	11.8%	10.3%	12.5%	4.7%	5.2%	6.0%	1,110	1,064	1,131
FTC	44.2%	42.5%	40.4%	34.8%	33.6%	34.6%	10.0%	12.4%	11.9%	6.0%	8.2%	8.5%	4.9%	3.2%	4.6%	633	611	637

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
GSA	35.1%	34.8%	29.8%	36.0%	36.4%	37.7%	14.9%	14.1%	15.4%	8.9%	9.6%	10.7%	5.1%	5.1%	6.5%	7,093	7,444	6,968
HHS	29.3%	29.2%	26.6%	39.1%	38.7%	38.9%	15.7%	15.7%	16.2%	10.8%	11.0%	11.9%	5.1%	5.4%	6.3%	42,703	42,759	39,784
HUD	25.6%	26.5%	23.2%	37.2%	37.6%	37.4%	15.9%	17.0%	16.7%	13.0%	11.6%	14.1%	8.4%	7.3%	8.5%	4,585	4,922	5,376
NARA	25.7%	28.2%	26.9%	35.5%	36.6%	34.5%	17.3%	15.5%	15.8%	12.1%	11.5%	13.4%	9.3%	8.2%	9.3%	1,722	1,844	1,837
NASA	47.0%	46.2%	43.4%	35.8%	35.9%	36.8%	9.0%	9.8%	10.8%	5.5%	5.4%	5.9%	2.7%	2.6%	3.1%	11,499	11,757	11,055
NCUA	21.9%	23.2%	25.2%	33.2%	33.0%	36.4%	20.0%	19.0%	17.4%	16.5%	16.6%	14.6%	8.3%	8.2%	6.4%	629	656	651
NLRB	17.0%	19.7%	16.7%	31.3%	29.6%	28.1%	17.2%	19.3%	20.3%	20.5%	20.9%	21.1%	14.0%	10.5%	13.7%	855	838	872
NRC	29.9%	27.5%	27.9%	40.1%	39.0%	39.0%	14.7%	15.8%	13.5%	10.3%	12.0%	12.6%	4.9%	5.7%	7.0%	2,293	2,431	2,133
NSF	37.0%	37.6%	36.3%	36.6%	36.0%	37.0%	12.1%	13.1%	12.6%	10.1%	8.8%	9.2%	4.3%	4.5%	4.9%	933	905	845
OMB	36.7%	37.4%	38.6%	39.9%	39.9%	37.4%	11.1%	11.2%	12.6%	10.3%	7.7%	9.3%	2.1%	3.8%	2.1%	334	341	350
OPM	24.9%	23.9%	24.5%	36.1%	37.2%	36.7%	18.2%	17.5%	18.0%	13.5%	13.9%	13.6%	7.3%	7.5%	7.1%	3,032	2,890	3,147
PBGC	36.0%	32.7%	27.8%	41.0%	39.8%	38.6%	11.6%	13.7%	16.5%	8.1%	8.6%	10.6%	3.3%	5.2%	6.5%	519	607	565
RRB	23.9%	22.4%	21.0%	30.5%	34.4%	31.8%	18.5%	19.8%	20.4%	17.1%	14.4%	16.6%	10.0%	9.0%	10.2%	411	445	316
SBA	26.5%	24.1%	21.9%	34.5%	37.3%	36.0%	17.0%	15.5%	15.5%	14.1%	13.6%	13.9%	7.8%	9.5%	12.8%	1,527	1,494	1,345
SEC	33.2%	32.1%	27.5%	37.2%	37.3%	36.7%	14.6%	14.7%	15.8%	10.0%	10.1%	13.1%	5.0%	5.7%	7.0%	3,377	3,503	3,168

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.9%	23.1%	21.5%	36.9%	36.4%	36.2%	17.5%	17.7%	18.0%	14.1%	14.6%	15.5%	7.6%	8.2%	8.8%	592,301	481,568	401,408
SSA	19.5%	20.8%	19.7%	34.7%	35.0%	35.6%	19.9%	18.9%	19.5%	16.6%	16.7%	16.4%	9.3%	8.6%	8.8%	26,070	8,417	8,776
State	21.7%	22.5%	23.2%	39.7%	40.8%	40.8%	17.9%	17.4%	15.7%	14.0%	14.5%	14.1%	6.6%	4.9%	6.2%	7,149	4,254	5,183
USAID	26.5%	26.2%	22.8%	42.5%	41.8%	41.9%	14.6%	15.2%	17.5%	11.0%	12.2%	12.5%	5.5%	4.6%	5.3%	1,828	2,064	2,251
USDA	18.8%	21.2%	19.5%	40.0%	39.5%	39.2%	19.4%	19.5%	20.5%	15.0%	14.0%	14.3%	6.8%	5.8%	6.5%	42,875	48,516	22,497
USDT	20.6%	20.8%	20.0%	36.9%	36.9%	36.1%	18.7%	19.0%	19.0%	15.3%	15.0%	15.9%	8.4%	8.4%	8.9%	41,600	45,925	44,808
Small Agencies	28.0%	30.3%	27.6%	35.4%	33.5%	35.6%	15.2%	15.8%	15.0%	12.6%	12.2%	13.5%	8.8%	8.1%	8.3%	5,207	5,497	5,328
DOD	25.9%	25.4%	23.1%	38.1%	37.9%	37.5%	16.4%	17.0%	17.5%	13.0%	13.1%	14.2%	6.6%	6.6%	7.6%	180,388	70,135	57,717
USACE	28.0%	24.8%	23.2%	40.7%	41.3%	40.1%	16.2%	17.1%	18.4%	11.0%	12.1%	12.3%	4.1%	4.8%	6.0%	18,561	4,356	3,559
Air Force	26.9%	26.9%	24.4%	37.2%	36.8%	37.6%	16.0%	16.3%	16.5%	12.9%	12.9%	14.1%	7.0%	7.1%	7.4%	33,000	16,758	15,301
Army‡	25.9%	25.2%	22.5%	37.5%	37.2%	36.0%	16.2%	17.4%	17.6%	13.6%	13.3%	15.3%	6.8%	6.9%	8.6%	50,768	17,317	13,270
Navy‡	24.4%	24.5%	22.6%	39.6%	39.7%	39.7%	17.3%	17.6%	18.1%	12.6%	12.8%	13.1%	6.0%	5.4%	6.4%	42,263	14,101	10,990
Marine Corps	27.5%	27.7%	25.4%	35.0%	33.7%	33.2%	15.9%	18.1%	17.7%	14.2%	14.0%	14.8%	7.5%	6.6%	8.9%	5,205	1,797	1,197
DOD 4th Estate	26.1%	24.9%	22.8%	37.0%	36.9%	36.1%	16.0%	16.2%	17.6%	13.4%	13.5%	14.9%	7.5%	8.5%	8.7%	30,591	15,806	13,400

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
BBG	33.3%	27.7%	29.1%	36.5%	42.4%	37.7%	14.3%	13.9%	16.9%	6.9%	8.7%	7.9%	9.0%	7.3%	8.4%	824	1,057	889
CSOSA	34.6%	35.2%	30.6%	43.9%	42.8%	40.5%	12.3%	11.5%	15.6%	5.2%	6.5%	8.5%	4.0%	4.0%	4.8%	468	538	608
DHS	24.2%	24.4%	22.4%	38.4%	38.8%	37.2%	17.4%	17.1%	16.8%	11.3%	11.2%	12.7%	8.7%	8.5%	10.9%	73,530	47,111	46,541
DOC	32.0%	31.1%	31.7%	44.4%	44.2%	44.2%	13.5%	14.3%	14.0%	6.8%	6.8%	6.6%	3.3%	3.6%	3.5%	20,646	10,430	9,714
DOE	33.0%	31.6%	29.2%	42.7%	42.0%	44.2%	13.4%	13.6%	13.5%	7.0%	7.8%	7.9%	4.0%	4.9%	5.2%	8,596	8,543	8,016
DOI	31.9%	31.6%	30.7%	43.1%	43.2%	43.6%	13.5%	13.8%	13.6%	7.3%	7.3%	7.5%	4.2%	4.1%	4.6%	28,173	25,687	22,787
DOJ	30.8%	30.3%	31.1%	40.5%	41.4%	42.7%	14.4%	14.1%	13.2%	8.7%	8.9%	8.3%	5.6%	5.4%	4.7%	30,810	16,052	16,377
DOL	32.7%	33.7%	33.2%	41.2%	42.1%	42.1%	13.7%	13.1%	13.4%	7.5%	6.5%	7.1%	4.9%	4.6%	4.1%	8,050	8,783	11,174
DOT	30.5%	31.3%	30.4%	43.7%	44.0%	44.0%	13.9%	13.3%	13.2%	7.7%	7.1%	7.7%	4.3%	4.3%	4.6%	21,459	16,745	14,759
ED	27.4%	30.4%	33.3%	41.8%	42.4%	40.3%	15.9%	14.1%	13.1%	8.7%	8.4%	8.0%	6.2%	4.7%	5.3%	2,578	2,807	2,836
EEOC	46.8%	45.4%	45.0%	33.5%	35.4%	36.1%	10.1%	10.0%	11.1%	6.1%	5.6%	5.3%	3.5%	3.7%	2.6%	1,370	1,410	1,491
EPA	30.2%	33.3%	29.9%	43.7%	43.1%	45.1%	13.8%	12.6%	12.9%	7.8%	7.0%	7.8%	4.5%	3.9%	4.2%	7,945	9,369	10,089
FCC	29.4%	26.0%	28.1%	41.7%	42.5%	43.7%	14.8%	17.2%	13.1%	9.3%	9.0%	9.4%	4.9%	5.2%	5.8%	590	713	648
FERC	41.5%	35.5%	34.2%	39.5%	45.9%	42.8%	10.9%	11.4%	13.3%	5.2%	4.8%	6.4%	2.8%	2.4%	3.3%	1,112	1,066	1,141
FTC	53.2%	47.2%	49.0%	31.7%	39.5%	33.4%	9.0%	7.7%	9.7%	4.2%	3.8%	5.9%	2.0%	1.8%	2.0%	634	611	635

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
GSA	35.5%	34.6%	33.0%	41.1%	41.9%	41.6%	13.7%	13.7%	14.2%	5.9%	6.5%	7.0%	3.8%	3.4%	4.3%	7,132	7,484	6,986
HHS	36.5%	36.2%	34.1%	41.9%	41.7%	43.0%	12.2%	12.5%	12.6%	6.3%	6.3%	6.6%	3.0%	3.4%	3.8%	42,865	42,883	40,035
HUD	30.6%	33.0%	30.4%	42.6%	41.8%	40.9%	13.5%	13.9%	14.8%	7.9%	7.1%	8.5%	5.4%	4.2%	5.5%	4,601	4,930	5,411
NARA	35.1%	36.5%	37.3%	38.8%	41.3%	38.0%	13.0%	11.9%	13.5%	7.8%	6.1%	6.1%	5.3%	4.2%	5.2%	1,737	1,848	1,841
NASA	47.4%	47.3%	45.3%	38.2%	37.5%	38.0%	8.4%	8.8%	9.7%	4.2%	4.4%	4.6%	1.9%	2.0%	2.4%	11,534	11,764	11,135
NCUA	32.4%	31.0%	31.6%	42.1%	45.6%	47.7%	13.7%	12.3%	11.0%	7.7%	6.7%	6.4%	4.1%	4.4%	3.4%	629	660	660
NLRB	34.2%	36.9%	35.3%	43.3%	40.8%	41.3%	11.9%	12.0%	10.8%	7.1%	6.8%	8.6%	3.5%	3.5%	3.9%	854	847	876
NRC	35.9%	34.0%	34.4%	41.6%	41.2%	40.9%	11.3%	13.0%	12.6%	7.0%	7.6%	7.3%	4.1%	4.1%	4.8%	2,301	2,435	2,129
NSF	43.9%	42.7%	40.8%	36.2%	36.3%	39.0%	9.7%	10.5%	12.3%	6.1%	6.7%	4.1%	4.1%	3.9%	3.8%	937	907	851
OMB	38.4%	36.9%	45.1%	41.7%	44.2%	39.9%	11.3%	12.1%	9.6%	7.5%	5.5%	4.3%	1.1%	1.3%	1.2%	337	342	349
OPM	33.6%	32.0%	32.7%	41.9%	42.0%	42.5%	13.6%	13.8%	13.4%	6.7%	8.0%	7.7%	4.1%	4.3%	3.6%	3,061	2,898	3,170
PBGC	40.0%	35.6%	32.3%	40.0%	45.1%	46.9%	12.0%	11.5%	11.2%	5.3%	4.9%	6.9%	2.8%	2.9%	2.8%	522	606	567
RRB	33.6%	33.7%	33.9%	40.9%	38.1%	37.7%	10.0%	12.4%	13.6%	9.6%	8.8%	9.1%	5.9%	7.0%	5.6%	413	445	320
SBA	34.3%	34.3%	31.6%	41.2%	41.4%	40.3%	12.7%	11.4%	14.0%	7.3%	7.7%	7.9%	4.6%	5.3%	6.2%	1,538	1,504	1,370
SEC	41.8%	41.6%	38.1%	41.8%	41.0%	42.0%	9.8%	10.3%	11.5%	4.3%	4.2%	5.5%	2.3%	2.9%	2.9%	3,386	3,506	3,187

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.8%	30.0%	29.4%	41.9%	41.8%	42.2%	14.6%	14.4%	14.3%	8.6%	8.5%	8.7%	5.1%	5.2%	5.4%	595,361	483,323	404,402
SSA	29.7%	31.0%	33.2%	42.5%	43.2%	42.1%	14.3%	13.2%	13.3%	8.3%	7.9%	7.8%	5.1%	4.7%	3.7%	26,172	8,457	8,840
State	31.2%	33.2%	32.6%	42.4%	43.7%	43.2%	14.9%	13.4%	13.6%	7.6%	7.0%	7.6%	3.9%	2.8%	3.1%	7,199	4,265	5,215
USAID	35.6%	35.5%	31.6%	42.0%	43.1%	42.2%	12.2%	11.9%	14.2%	7.1%	6.6%	8.7%	3.1%	2.9%	3.3%	1,830	2,075	2,252
USDA	26.6%	28.9%	28.6%	45.8%	45.5%	45.4%	14.9%	14.4%	14.6%	8.3%	7.6%	7.5%	4.4%	3.6%	4.0%	43,152	48,688	22,704
USDT	27.4%	27.0%	26.6%	43.9%	43.5%	43.7%	14.8%	15.2%	14.7%	8.4%	8.8%	9.2%	5.5%	5.5%	5.8%	41,825	46,103	45,169
Small Agencies	35.9%	36.4%	35.0%	39.0%	38.6%	40.0%	12.7%	12.8%	12.5%	7.0%	7.1%	7.2%	5.3%	5.2%	5.3%	5,222	5,498	5,370
DOD	29.6%	29.4%	28.3%	42.1%	41.9%	42.4%	14.8%	14.8%	15.1%	8.8%	8.9%	9.1%	4.8%	4.9%	5.0%	181,329	70,337	58,170
USACE	31.9%	28.9%	28.1%	44.4%	46.2%	45.8%	13.8%	14.9%	14.8%	6.9%	6.9%	7.7%	3.0%	3.1%	3.6%	18,634	4,368	3,575
Air Force	29.2%	28.4%	28.1%	40.9%	41.7%	42.2%	15.0%	14.8%	14.7%	9.5%	9.7%	9.6%	5.4%	5.3%	5.4%	33,205	16,806	15,483
Army‡	30.7%	30.4%	28.9%	41.4%	41.7%	41.8%	14.4%	14.1%	15.0%	8.8%	8.8%	9.3%	4.7%	5.0%	5.2%	51,073	17,373	13,366
Navy‡	27.5%	28.8%	27.5%	44.2%	43.2%	44.1%	15.4%	15.5%	15.6%	8.7%	8.4%	8.5%	4.3%	4.1%	4.3%	42,436	14,138	11,056
Marine Corps	31.9%	32.3%	30.1%	39.1%	37.4%	36.1%	14.5%	15.5%	18.1%	9.5%	9.3%	10.8%	5.0%	5.5%	4.9%	5,233	1,800	1,199
DOD 4th Estate	30.8%	29.9%	29.0%	40.9%	39.8%	40.8%	14.3%	14.8%	14.8%	8.6%	9.5%	9.4%	5.3%	6.0%	6.1%	30,748	15,852	13,491

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
BBG	45.6%	43.4%	44.7%	39.2%	41.9%	39.8%	9.8%	9.0%	9.0%	2.9%	2.6%	3.5%	2.4%	3.2%	3.0%	822	1,054	887
CSOSA	45.3%	45.2%	41.7%	42.2%	43.4%	44.0%	8.0%	7.1%	10.7%	2.0%	2.5%	2.4%	2.4%	1.9%	1.1%	469	538	604
DHS	36.3%	37.3%	35.4%	42.7%	42.7%	42.8%	13.2%	12.9%	13.2%	4.7%	4.2%	4.9%	3.2%	2.8%	3.7%	73,451	47,040	46,204
DOC	39.0%	38.4%	38.2%	44.7%	44.9%	45.4%	11.4%	11.7%	11.3%	3.6%	3.2%	3.5%	1.2%	1.8%	1.6%	20,632	10,407	9,667
DOE	41.4%	40.3%	38.2%	43.4%	43.7%	45.3%	10.2%	10.5%	10.6%	3.4%	3.5%	3.8%	1.6%	2.0%	2.1%	8,587	8,530	7,996
DOI	42.4%	42.0%	41.7%	43.7%	44.1%	44.4%	9.2%	9.5%	9.0%	3.2%	3.1%	3.3%	1.4%	1.4%	1.6%	28,143	25,570	22,682
DOJ	39.9%	39.8%	40.9%	42.3%	43.1%	43.3%	11.4%	10.9%	9.8%	4.0%	4.0%	4.2%	2.4%	2.2%	1.8%	30,791	15,987	16,254
DOL	41.0%	41.6%	41.1%	42.0%	42.9%	42.2%	11.1%	10.0%	11.0%	3.8%	3.5%	3.8%	2.1%	2.0%	1.9%	8,037	8,760	11,107
DOT	42.2%	43.4%	42.0%	42.8%	42.6%	43.1%	10.1%	9.3%	9.7%	3.4%	3.1%	3.7%	1.5%	1.6%	1.6%	21,431	16,687	14,621
ED	34.3%	37.7%	38.9%	44.2%	42.6%	42.3%	14.0%	12.4%	10.9%	4.7%	4.8%	5.1%	2.8%	2.4%	2.8%	2,574	2,813	2,829
EEOC	54.9%	54.1%	52.2%	33.2%	34.0%	36.2%	7.5%	7.4%	8.2%	2.8%	2.7%	2.2%	1.5%	1.8%	1.2%	1,369	1,399	1,486
EPA	37.5%	41.0%	35.9%	45.4%	43.1%	47.2%	10.9%	10.1%	10.7%	4.1%	4.0%	4.1%	2.1%	1.7%	2.0%	7,939	9,318	9,995
FCC	37.7%	36.5%	35.6%	42.4%	42.6%	44.3%	13.5%	15.0%	13.6%	4.7%	3.7%	3.8%	1.8%	2.2%	2.7%	591	707	640
FERC	45.6%	42.8%	39.8%	40.4%	42.3%	43.4%	9.6%	10.9%	12.6%	2.5%	2.6%	3.4%	1.9%	1.4%	0.9%	1,112	1,063	1,136
FTC	58.5%	51.9%	51.2%	31.1%	39.2%	36.1%	7.1%	6.4%	7.9%	2.5%	2.2%	3.2%	0.9%	0.4%	1.5%	636	606	637

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
GSA	41.6%	41.1%	38.9%	42.0%	41.7%	42.1%	10.8%	11.8%	12.6%	3.7%	3.5%	4.2%	2.0%	1.9%	2.3%	7,127	7,448	6,985
HHS	44.3%	44.1%	42.5%	42.1%	42.1%	42.9%	9.3%	9.2%	9.7%	3.0%	3.1%	3.4%	1.4%	1.4%	1.6%	42,822	42,769	39,876
HUD	38.7%	39.7%	36.7%	42.8%	42.1%	42.6%	11.7%	11.9%	12.4%	4.0%	4.0%	5.4%	2.8%	2.4%	3.0%	4,605	4,927	5,389
NARA	41.3%	41.1%	42.2%	39.5%	41.3%	39.2%	12.2%	11.5%	11.6%	4.3%	3.8%	4.4%	2.7%	2.4%	2.5%	1,736	1,845	1,837
NASA	51.7%	50.5%	49.1%	37.0%	37.7%	38.7%	7.9%	8.0%	8.3%	2.5%	2.7%	2.8%	0.9%	1.1%	1.2%	11,516	11,756	11,085
NCUA	40.7%	39.9%	40.0%	47.4%	45.0%	45.8%	8.3%	9.6%	9.3%	2.6%	4.0%	3.5%	1.0%	1.4%	1.4%	631	661	649
NLRB	42.4%	43.0%	40.8%	43.3%	42.4%	45.2%	9.0%	9.3%	8.8%	3.7%	3.6%	4.0%	1.5%	1.7%	1.3%	854	843	872
NRC	41.2%	41.0%	39.8%	42.3%	41.1%	42.4%	11.0%	11.3%	10.4%	3.9%	4.5%	5.1%	1.7%	2.0%	2.3%	2,302	2,424	2,127
NSF	45.5%	46.6%	43.9%	38.0%	37.4%	40.3%	11.0%	10.8%	10.9%	2.9%	3.4%	3.2%	2.5%	1.9%	1.7%	938	905	842
OMB	43.4%	45.7%	48.1%	45.1%	41.6%	41.0%	7.0%	8.9%	7.7%	3.5%	3.4%	2.4%	0.9%	0.3%	0.7%	337	343	349
OPM	40.3%	38.5%	41.0%	43.9%	43.0%	43.4%	10.4%	12.3%	10.2%	3.5%	4.0%	3.3%	1.9%	2.2%	2.1%	3,056	2,894	3,146
PBGC	45.3%	40.5%	37.9%	38.7%	41.9%	48.0%	11.9%	11.1%	9.3%	3.1%	4.3%	3.5%	1.1%	2.2%	1.3%	522	606	563
RRB	38.7%	39.2%	37.8%	43.0%	40.3%	39.1%	13.0%	12.1%	16.6%	3.0%	5.7%	5.1%	2.2%	2.6%	1.4%	413	444	316
SBA	43.8%	42.3%	41.2%	41.2%	42.8%	42.1%	9.3%	9.2%	9.7%	3.9%	3.5%	4.1%	1.7%	2.2%	2.9%	1,536	1,502	1,357
SEC	47.8%	46.9%	43.0%	41.7%	41.5%	44.2%	7.2%	8.4%	8.9%	2.4%	1.8%	2.5%	0.9%	1.4%	1.4%	3,386	3,510	3,174

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.5%	40.3%	39.8%	43.3%	43.2%	43.4%	11.2%	10.7%	10.8%	4.0%	3.8%	4.0%	2.1%	2.0%	2.0%	594,820	481,878	401,675
SSA	36.7%	36.9%	38.7%	43.5%	44.2%	42.9%	12.5%	11.2%	11.5%	4.8%	5.0%	4.9%	2.6%	2.7%	2.1%	26,164	8,429	8,797
State	40.7%	41.6%	40.3%	42.7%	43.3%	42.9%	10.9%	10.1%	10.3%	3.9%	3.5%	4.7%	1.7%	1.5%	1.7%	7,180	4,259	5,189
USAID	39.6%	42.1%	36.4%	43.4%	42.4%	44.1%	11.4%	10.3%	12.4%	3.8%	3.6%	5.1%	1.8%	1.6%	2.0%	1,830	2,075	2,260
USDA	38.4%	40.7%	39.8%	46.3%	45.3%	46.0%	10.4%	9.6%	9.7%	3.3%	3.0%	3.1%	1.5%	1.4%	1.4%	43,124	48,600	22,539
USDT	34.8%	34.6%	34.3%	45.2%	45.1%	45.5%	12.6%	12.7%	12.5%	4.6%	4.6%	4.7%	2.9%	2.8%	3.0%	41,733	45,896	44,653
Small Agencies	44.2%	43.9%	43.1%	40.2%	41.5%	41.8%	10.0%	8.9%	9.6%	3.4%	3.7%	3.3%	2.1%	2.1%	2.2%	5,226	5,483	5,329
DOD	39.6%	39.3%	39.0%	43.4%	43.4%	43.6%	11.1%	11.1%	11.3%	4.0%	4.1%	4.3%	1.9%	1.9%	1.8%	181,198	70,153	57,785
USACE	40.7%	40.5%	37.5%	45.1%	44.8%	46.3%	10.0%	10.5%	10.9%	3.1%	3.0%	3.7%	1.2%	1.2%	1.6%	18,624	4,354	3,558
Air Force	38.9%	38.1%	37.8%	43.1%	43.9%	44.1%	11.6%	11.3%	11.5%	4.2%	4.6%	4.6%	2.1%	2.1%	2.1%	33,175	16,762	15,358
Army‡	42.3%	41.6%	41.1%	42.0%	42.6%	42.8%	10.2%	10.1%	10.2%	3.7%	3.9%	4.0%	1.8%	1.8%	1.9%	51,009	17,329	13,277
Navy‡	36.4%	38.1%	37.3%	46.0%	44.5%	44.7%	11.8%	11.8%	12.1%	4.2%	4.0%	4.3%	1.6%	1.6%	1.6%	42,431	14,117	10,995
Marine Corps	46.0%	42.4%	44.6%	38.6%	41.0%	39.4%	10.1%	10.0%	11.0%	3.3%	4.3%	3.5%	2.0%	2.3%	1.4%	5,239	1,796	1,197
DOD 4th Estate	40.3%	38.5%	39.5%	41.8%	42.1%	42.3%	11.5%	12.1%	11.5%	4.3%	4.7%	4.6%	2.2%	2.7%	2.1%	30,720	15,795	13,400

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
BBG	33.4%	33.1%	31.5%	42.4%	42.9%	41.7%	11.8%	11.5%	10.7%	5.2%	6.9%	8.8%	7.1%	5.6%	7.3%	822	1,058	887
CSOSA	40.2%	39.2%	39.0%	45.9%	43.1%	46.8%	7.1%	10.2%	8.0%	4.2%	4.6%	4.3%	2.6%	3.0%	2.0%	468	537	610
DHS	30.9%	30.2%	27.9%	47.7%	48.0%	47.6%	11.1%	11.0%	11.8%	6.5%	7.0%	8.0%	3.8%	3.8%	4.7%	73,485	47,008	46,421
DOC	36.3%	35.8%	35.6%	47.2%	48.0%	47.4%	9.3%	9.3%	9.4%	5.1%	4.8%	5.5%	2.0%	2.0%	2.1%	20,633	10,393	9,673
DOE	32.6%	30.7%	27.6%	47.2%	48.4%	49.2%	10.6%	11.1%	12.3%	6.6%	6.7%	7.2%	3.0%	3.1%	3.6%	8,580	8,521	7,995
DOI	29.9%	29.0%	27.7%	47.9%	48.9%	49.1%	12.1%	12.4%	12.6%	7.0%	6.9%	7.3%	3.1%	2.8%	3.2%	28,160	25,619	22,756
DOJ	34.4%	34.3%	34.9%	48.2%	49.0%	48.7%	9.8%	9.2%	9.0%	5.1%	4.9%	5.3%	2.4%	2.7%	2.1%	30,792	15,989	16,302
DOL	33.5%	33.0%	31.9%	46.0%	46.6%	47.5%	10.5%	10.5%	10.9%	6.5%	6.6%	6.6%	3.6%	3.4%	3.1%	8,036	8,748	11,125
DOT	32.4%	33.9%	30.9%	48.4%	48.1%	49.2%	10.6%	10.2%	11.3%	6.0%	5.4%	5.9%	2.6%	2.4%	2.7%	21,465	16,652	14,707
ED	27.5%	29.9%	30.1%	47.8%	47.2%	45.2%	11.6%	10.9%	12.0%	8.9%	8.1%	8.4%	4.2%	4.0%	4.2%	2,570	2,806	2,829
EEOC	39.5%	36.3%	38.6%	41.9%	42.0%	41.9%	8.8%	11.0%	10.4%	6.9%	6.8%	6.1%	2.8%	3.9%	3.0%	1,368	1,403	1,485
EPA	28.2%	30.5%	27.4%	50.1%	49.6%	50.8%	11.7%	11.0%	12.3%	7.1%	6.4%	6.7%	2.9%	2.5%	2.9%	7,933	9,317	9,994
FCC	34.4%	33.9%	31.9%	46.8%	46.2%	46.4%	10.9%	11.9%	10.7%	5.1%	5.4%	8.0%	2.8%	2.6%	3.0%	592	707	636
FERC	45.6%	40.8%	37.1%	42.4%	45.0%	46.3%	6.0%	7.9%	8.9%	4.0%	4.3%	5.7%	1.9%	2.1%	1.9%	1,113	1,056	1,135
FTC	50.0%	48.6%	46.1%	38.3%	40.1%	38.3%	6.2%	5.7%	9.3%	4.1%	4.6%	4.1%	1.4%	1.1%	2.1%	634	609	637

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
GSA	37.5%	36.5%	33.7%	45.4%	46.4%	45.9%	9.8%	9.8%	11.3%	4.9%	5.1%	6.0%	2.3%	2.2%	3.1%	7,118	7,431	6,963
HHS	36.1%	35.6%	33.7%	47.1%	47.4%	47.5%	9.7%	9.7%	10.7%	5.0%	5.1%	5.5%	2.2%	2.2%	2.6%	42,829	42,677	39,833
HUD	33.4%	33.6%	30.6%	46.4%	45.5%	45.9%	10.2%	11.5%	11.8%	6.2%	6.4%	7.8%	3.8%	3.0%	3.9%	4,596	4,920	5,373
NARA	34.4%	36.7%	36.6%	46.4%	45.7%	44.0%	10.0%	9.1%	8.9%	5.6%	6.0%	7.1%	3.6%	2.6%	3.4%	1,737	1,843	1,837
NASA	44.3%	43.8%	40.9%	42.7%	43.1%	44.4%	7.7%	7.6%	8.9%	3.8%	4.1%	4.0%	1.5%	1.5%	1.7%	11,528	11,729	11,098
NCUA	26.9%	31.0%	30.2%	50.4%	47.9%	49.6%	10.4%	11.0%	9.9%	8.5%	5.6%	6.9%	3.8%	4.6%	3.4%	630	661	652
NLRB	32.6%	33.3%	30.2%	48.7%	49.1%	47.2%	9.2%	8.6%	10.7%	6.1%	6.3%	8.6%	3.4%	2.7%	3.4%	851	843	865
NRC	38.2%	36.9%	35.9%	46.1%	46.9%	47.0%	8.0%	8.0%	9.3%	4.9%	5.8%	5.2%	2.8%	2.4%	2.7%	2,299	2,424	2,132
NSF	42.8%	41.9%	38.6%	41.5%	40.6%	42.6%	6.8%	9.0%	10.7%	6.3%	6.2%	5.0%	2.5%	2.3%	3.2%	936	899	848
OMB	32.0%	29.6%	27.2%	48.7%	49.6%	47.3%	10.1%	12.4%	13.9%	6.9%	6.6%	8.8%	2.3%	1.9%	2.8%	336	341	347
OPM	35.9%	35.1%	35.3%	47.4%	47.5%	48.2%	8.7%	9.4%	8.5%	5.4%	5.3%	5.1%	2.6%	2.8%	2.9%	3,057	2,892	3,156
PBGC	45.0%	38.6%	33.8%	42.5%	47.7%	47.7%	7.9%	8.9%	10.1%	3.1%	3.3%	6.6%	1.4%	1.6%	1.8%	523	598	565
RRB	31.8%	36.8%	34.9%	46.6%	43.7%	44.0%	8.2%	9.2%	12.2%	8.1%	6.6%	6.5%	5.4%	3.7%	2.5%	410	445	314
SBA	35.8%	34.7%	33.3%	44.3%	45.8%	44.2%	10.3%	9.8%	11.0%	6.1%	5.5%	6.6%	3.6%	4.2%	5.0%	1,532	1,496	1,365
SEC	38.6%	36.2%	30.7%	46.2%	47.9%	49.8%	8.4%	8.5%	10.6%	4.8%	4.8%	6.2%	2.1%	2.7%	2.7%	3,381	3,501	3,173

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	32.7%	32.8%	31.5%	47.6%	47.6%	47.9%	10.7%	10.6%	11.0%	6.2%	6.2%	6.6%	2.8%	2.8%	3.0%	594,967	481,399	402,718
SSA	34.9%	35.2%	35.6%	48.5%	49.1%	46.8%	8.7%	8.2%	9.4%	5.5%	5.5%	6.1%	2.4%	2.1%	2.1%	26,175	8,409	8,793
State	30.0%	31.4%	31.3%	50.2%	48.8%	49.0%	11.3%	11.5%	11.5%	6.4%	6.5%	6.1%	2.1%	1.9%	2.1%	7,181	4,239	5,174
USAID	30.2%	30.3%	24.4%	47.2%	48.3%	51.0%	11.7%	12.2%	13.1%	7.7%	7.2%	8.2%	3.2%	2.0%	3.3%	1,830	2,056	2,248
USDA	28.0%	30.0%	28.1%	51.2%	51.2%	52.1%	11.7%	10.8%	11.3%	6.4%	5.8%	6.3%	2.6%	2.2%	2.2%	43,135	48,543	22,608
USDT	32.3%	32.2%	30.9%	50.1%	50.1%	50.4%	9.2%	9.3%	9.7%	5.4%	5.4%	5.9%	3.0%	3.0%	3.1%	41,815	45,867	44,883
Small Agencies	35.5%	36.3%	33.9%	44.2%	44.3%	44.7%	10.2%	9.5%	10.7%	6.5%	5.9%	6.9%	3.7%	4.0%	3.7%	5,216	5,465	5,344
DOD	32.6%	32.4%	30.6%	46.8%	46.8%	47.3%	11.3%	11.2%	11.8%	6.6%	6.7%	7.2%	2.7%	2.8%	3.0%	181,201	70,070	57,980
USACE	33.2%	30.5%	29.5%	49.7%	52.3%	51.6%	10.2%	9.7%	10.5%	5.0%	5.7%	6.4%	1.9%	1.8%	2.0%	18,622	4,347	3,573
Air Force	32.5%	32.6%	31.1%	45.5%	45.8%	46.3%	11.3%	11.3%	12.1%	7.5%	7.1%	7.2%	3.2%	3.3%	3.3%	33,190	16,764	15,405
Army‡	33.7%	33.1%	31.3%	45.5%	46.3%	46.1%	11.3%	11.1%	11.7%	6.6%	6.7%	7.6%	2.9%	2.8%	3.3%	51,038	17,299	13,326
Navy‡	30.2%	31.2%	28.8%	49.5%	48.3%	49.6%	11.8%	11.1%	12.2%	6.3%	6.9%	6.9%	2.3%	2.4%	2.6%	42,420	14,094	11,036
Marine Corps	36.6%	35.0%	34.6%	43.0%	44.9%	44.0%	11.1%	12.3%	11.5%	6.4%	4.8%	6.9%	2.9%	3.0%	2.9%	5,232	1,795	1,199
DOD 4th Estate	34.6%	33.7%	32.0%	45.7%	45.0%	45.8%	10.4%	11.6%	11.7%	6.3%	6.7%	7.2%	3.0%	3.1%	3.4%	30,699	15,771	13,441

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
BBG	65.8%	66.9%	68.2%	28.3%	28.1%	26.1%	3.2%	3.3%	2.4%	0.9%	0.5%	1.2%	1.9%	1.2%	2.0%	824	1,063	896
CSOSA	60.0%	61.7%	57.9%	34.1%	33.1%	35.5%	3.6%	2.5%	4.0%	1.1%	1.6%	1.6%	1.2%	1.1%	1.0%	466	539	611
DHS	61.1%	61.6%	60.6%	32.6%	32.8%	32.7%	3.8%	3.3%	3.7%	1.1%	1.1%	1.5%	1.4%	1.3%	1.5%	73,576	47,158	46,642
DOC	63.1%	63.0%	62.6%	33.0%	33.3%	33.0%	2.8%	2.5%	3.2%	0.6%	0.6%	0.7%	0.5%	0.7%	0.6%	20,661	10,409	9,691
DOE	66.0%	65.2%	63.9%	30.3%	31.0%	31.8%	2.3%	2.3%	2.7%	0.6%	0.8%	0.8%	0.7%	0.7%	0.9%	8,598	8,547	8,020
DOI	62.9%	62.0%	62.6%	33.3%	33.9%	33.4%	2.6%	2.7%	2.7%	0.7%	0.7%	0.6%	0.6%	0.7%	0.7%	28,197	25,731	22,906
DOJ	64.1%	64.9%	67.2%	31.6%	31.3%	29.3%	2.8%	2.3%	2.2%	0.7%	0.8%	0.6%	0.8%	0.7%	0.7%	30,848	16,024	16,382
DOL	64.8%	64.6%	64.9%	30.9%	31.7%	31.3%	2.9%	2.4%	2.5%	0.7%	0.6%	0.7%	0.7%	0.7%	0.7%	8,034	8,784	11,190
DOT	64.2%	65.7%	64.9%	31.5%	30.6%	31.2%	2.8%	2.2%	2.4%	0.7%	0.8%	0.9%	0.7%	0.7%	0.6%	21,471	16,737	14,754
ED	62.6%	64.9%	66.5%	33.2%	31.3%	29.2%	2.4%	2.4%	2.8%	0.7%	0.7%	0.7%	1.0%	0.8%	0.8%	2,578	2,820	2,833
EEOC	70.3%	70.3%	69.6%	25.6%	25.1%	26.7%	2.4%	2.6%	2.6%	0.8%	1.2%	0.5%	0.9%	0.8%	0.7%	1,374	1,409	1,501
EPA	63.5%	65.6%	63.7%	32.8%	30.7%	32.7%	2.4%	2.3%	2.3%	0.6%	0.7%	0.7%	0.7%	0.6%	0.7%	7,953	9,372	10,078
FCC	66.9%	65.4%	66.8%	29.7%	29.3%	28.7%	2.3%	3.5%	2.5%	0.7%	1.0%	0.7%	0.4%	0.8%	1.2%	594	710	643
FERC	71.3%	70.8%	69.9%	25.5%	26.8%	27.0%	1.9%	1.6%	2.0%	0.7%	0.3%	0.6%	0.7%	0.5%	0.5%	1,113	1,064	1,144
FTC	82.3%	79.1%	79.4%	16.7%	19.5%	18.8%	1.0%	1.0%	0.9%	0.0%	0.4%	0.4%	0.0%	0.1%	0.4%	635	610	635

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
GSA	67.3%	66.1%	65.3%	28.8%	30.2%	30.2%	2.6%	2.3%	2.8%	0.6%	0.7%	0.7%	0.6%	0.7%	1.0%	7,128	7,483	7,014
HHS	67.1%	67.9%	66.6%	29.9%	29.1%	30.3%	2.2%	2.0%	2.0%	0.4%	0.5%	0.5%	0.4%	0.5%	0.5%	42,887	42,844	40,069
HUD	64.4%	66.1%	64.0%	31.7%	30.0%	31.6%	2.4%	2.7%	2.8%	0.6%	0.6%	0.7%	0.8%	0.6%	1.0%	4,614	4,926	5,419
NARA	62.8%	65.2%	64.8%	31.7%	29.8%	30.4%	3.3%	3.6%	2.9%	1.0%	0.7%	0.7%	1.1%	0.8%	1.2%	1,742	1,849	1,846
NASA	75.2%	75.5%	74.3%	23.0%	22.7%	23.7%	1.3%	1.2%	1.3%	0.3%	0.3%	0.4%	0.2%	0.3%	0.3%	11,538	11,764	11,138
NCUA	64.0%	64.6%	64.1%	32.4%	31.8%	32.0%	2.0%	2.0%	1.8%	0.9%	0.9%	1.1%	0.8%	0.7%	1.1%	632	661	655
NLRB	68.8%	67.8%	64.4%	28.0%	28.6%	31.5%	2.0%	2.6%	3.2%	0.5%	0.3%	0.7%	0.8%	0.7%	0.2%	852	848	880
NRC	67.5%	68.5%	65.8%	28.6%	27.3%	30.0%	2.5%	2.5%	2.3%	0.7%	0.9%	1.0%	0.6%	0.8%	0.9%	2,304	2,425	2,135
NSF	73.5%	74.0%	74.4%	24.8%	23.5%	22.8%	0.9%	1.8%	2.0%	0.3%	0.2%	0.3%	0.5%	0.5%	0.4%	936	905	844
OMB	75.5%	76.4%	77.8%	23.5%	23.0%	21.4%	1.0%	0.3%	0.8%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	337	342	350
OPM	64.1%	62.2%	62.8%	32.5%	33.0%	33.5%	2.5%	3.0%	2.5%	0.6%	1.1%	0.5%	0.4%	0.7%	0.8%	3,061	2,902	3,169
PBGC	69.4%	65.6%	62.1%	27.7%	30.7%	34.5%	2.4%	3.2%	2.0%	0.3%	0.0%	0.9%	0.3%	0.6%	0.5%	523	605	566
RRB	62.7%	61.8%	59.8%	31.7%	33.1%	33.6%	4.3%	4.2%	4.9%	0.8%	0.2%	0.8%	0.5%	0.7%	0.9%	413	443	314
SBA	65.3%	65.7%	64.7%	30.5%	29.1%	30.6%	2.8%	2.6%	2.4%	0.9%	1.5%	0.9%	0.6%	1.1%	1.4%	1,538	1,505	1,368
SEC	74.2%	73.7%	71.6%	24.1%	24.0%	26.0%	1.1%	1.5%	1.6%	0.3%	0.4%	0.4%	0.4%	0.4%	0.4%	3,386	3,511	3,186

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	63.5%	63.5%	63.2%	32.2%	32.3%	32.5%	2.8%	2.7%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	595,789	483,257	404,739
SSA	64.0%	64.3%	66.2%	32.1%	32.0%	30.7%	2.5%	2.5%	2.2%	0.7%	0.7%	0.4%	0.6%	0.5%	0.5%	26,232	8,445	8,839
State	70.6%	72.1%	71.5%	26.7%	25.9%	26.6%	1.8%	1.6%	1.3%	0.5%	0.2%	0.4%	0.5%	0.2%	0.2%	7,196	4,264	5,225
USAID	69.0%	71.8%	66.6%	28.7%	26.3%	30.2%	1.3%	1.2%	1.9%	0.5%	0.3%	1.0%	0.5%	0.3%	0.3%	1,828	2,066	2,259
USDA	60.0%	62.7%	62.2%	35.7%	34.0%	34.3%	2.7%	2.1%	2.4%	0.8%	0.6%	0.6%	0.7%	0.5%	0.5%	43,204	48,705	22,702
USDT	58.2%	58.1%	57.7%	36.0%	36.2%	36.2%	3.7%	3.6%	3.7%	1.0%	1.0%	1.1%	1.1%	1.1%	1.2%	41,842	46,065	45,145
Small Agencies	69.1%	68.3%	67.8%	26.8%	28.0%	28.3%	2.5%	2.2%	2.4%	0.7%	0.6%	0.6%	0.9%	0.9%	1.0%	5,223	5,500	5,383
DOD	63.6%	63.4%	62.6%	32.4%	32.5%	33.2%	2.6%	2.7%	2.7%	0.7%	0.8%	0.8%	0.7%	0.6%	0.7%	181,451	70,311	58,198
USACE	65.4%	65.0%	63.4%	31.8%	32.4%	33.2%	2.1%	1.8%	1.9%	0.4%	0.4%	0.9%	0.3%	0.3%	0.6%	18,646	4,351	3,575
Air Force	62.9%	61.9%	61.4%	32.7%	33.6%	33.9%	2.8%	2.9%	3.0%	0.8%	0.9%	0.9%	0.9%	0.7%	0.8%	33,243	16,813	15,460
Army‡	64.5%	63.7%	62.3%	31.4%	32.2%	33.5%	2.6%	2.6%	2.6%	0.8%	0.9%	1.0%	0.7%	0.7%	0.7%	51,087	17,380	13,378
Navy‡	61.7%	63.1%	62.4%	34.5%	33.1%	33.8%	2.5%	2.7%	2.7%	0.7%	0.6%	0.6%	0.5%	0.5%	0.5%	42,471	14,136	11,074
Marine Corps	67.5%	66.4%	64.4%	28.0%	29.3%	30.1%	2.9%	2.6%	3.3%	0.9%	0.9%	1.2%	0.8%	0.8%	1.0%	5,246	1,796	1,207
DOD 4th Estate	65.7%	64.7%	64.8%	30.5%	30.8%	31.1%	2.4%	2.8%	2.6%	0.7%	0.8%	0.6%	0.7%	0.8%	0.8%	30,758	15,835	13,504

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
BBG	57.5%	54.8%	56.4%	32.5%	34.9%	34.7%	7.7%	8.4%	6.2%	1.0%	0.7%	1.5%	1.3%	1.2%	1.3%	822	1,061	899
CSOSA	48.3%	48.7%	46.9%	41.2%	40.5%	37.9%	7.3%	9.0%	11.4%	2.4%	1.1%	2.8%	0.8%	0.7%	1.1%	468	535	614
DHS	47.4%	47.4%	45.4%	40.0%	40.1%	40.6%	9.4%	9.5%	10.1%	1.8%	1.8%	2.1%	1.3%	1.2%	1.8%	73,682	47,210	46,736
DOC	47.7%	46.7%	47.8%	43.0%	43.5%	42.6%	7.9%	8.1%	7.9%	1.1%	1.2%	1.1%	0.4%	0.5%	0.6%	20,672	10,413	9,730
DOE	50.1%	49.2%	46.1%	41.5%	41.6%	43.6%	6.8%	7.3%	7.8%	1.1%	1.2%	1.6%	0.6%	0.6%	0.8%	8,605	8,549	8,029
DOI	50.0%	47.8%	47.6%	42.1%	43.6%	43.5%	6.6%	7.2%	7.4%	0.8%	0.9%	0.9%	0.5%	0.4%	0.6%	28,221	25,742	22,951
DOJ	49.6%	49.5%	51.2%	41.0%	41.9%	41.1%	7.6%	7.0%	6.3%	1.0%	1.0%	0.9%	0.7%	0.7%	0.6%	30,869	16,053	16,410
DOL	49.7%	49.4%	48.0%	40.3%	40.2%	41.7%	7.8%	8.3%	8.4%	1.4%	1.3%	1.2%	0.7%	0.7%	0.6%	8,040	8,783	11,195
DOT	50.1%	50.4%	49.2%	41.3%	40.9%	42.3%	6.9%	6.9%	6.9%	1.1%	1.3%	1.1%	0.6%	0.6%	0.5%	21,483	16,738	14,791
ED	46.6%	48.5%	49.4%	42.3%	41.4%	40.9%	9.0%	8.2%	7.9%	1.4%	1.5%	1.1%	0.7%	0.5%	0.7%	2,578	2,811	2,839
EEOC	57.8%	56.1%	55.7%	33.8%	35.5%	36.1%	6.8%	6.6%	7.0%	0.9%	1.2%	0.8%	0.7%	0.6%	0.5%	1,375	1,409	1,497
EPA	45.9%	47.6%	44.2%	44.4%	43.2%	44.7%	8.2%	7.5%	9.4%	0.9%	1.1%	1.2%	0.5%	0.6%	0.5%	7,952	9,345	10,101
FCC	49.4%	45.6%	47.9%	39.5%	42.2%	39.2%	9.1%	9.8%	9.8%	1.0%	1.7%	1.8%	1.0%	0.7%	1.3%	592	712	640
FERC	55.0%	51.8%	50.6%	36.5%	39.2%	39.9%	6.9%	7.6%	7.1%	1.1%	1.0%	1.6%	0.6%	0.4%	0.7%	1,113	1,064	1,144
FTC	61.8%	57.3%	57.9%	30.9%	34.3%	33.2%	6.3%	7.1%	7.5%	0.8%	1.1%	1.1%	0.2%	0.1%	0.3%	636	612	636

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
GSA	54.1%	52.1%	50.6%	38.4%	40.0%	40.6%	6.1%	6.6%	7.1%	0.8%	0.8%	0.9%	0.6%	0.5%	0.8%	7,128	7,482	7,007
HHS	53.0%	53.0%	51.8%	39.7%	39.7%	40.6%	6.2%	6.1%	6.4%	0.7%	0.8%	0.8%	0.3%	0.4%	0.4%	42,871	42,844	40,059
HUD	51.9%	51.4%	49.4%	39.0%	39.2%	40.4%	7.3%	7.9%	8.1%	1.0%	0.8%	1.3%	0.8%	0.7%	0.8%	4,611	4,930	5,431
NARA	51.4%	50.2%	51.3%	38.4%	40.6%	38.9%	7.6%	7.2%	7.9%	1.6%	1.4%	1.3%	1.0%	0.6%	0.6%	1,738	1,857	1,857
NASA	59.4%	58.4%	57.3%	35.7%	36.7%	37.2%	4.2%	4.3%	4.9%	0.5%	0.4%	0.5%	0.2%	0.2%	0.2%	11,540	11,758	11,150
NCUA	48.6%	48.7%	46.3%	42.5%	43.1%	46.3%	6.9%	5.8%	6.4%	1.7%	1.2%	0.4%	0.3%	1.1%	0.5%	632	661	658
NLRB	45.5%	46.9%	44.9%	41.7%	40.7%	42.3%	10.5%	10.1%	10.3%	1.4%	1.6%	2.1%	0.9%	0.6%	0.4%	854	844	874
NRC	49.5%	48.2%	46.1%	40.2%	41.3%	43.0%	7.8%	7.9%	8.2%	1.8%	1.8%	1.9%	0.6%	0.8%	0.8%	2,299	2,433	2,140
NSF	58.3%	58.9%	58.5%	35.5%	33.8%	34.2%	5.3%	6.0%	6.5%	0.5%	0.8%	0.5%	0.4%	0.5%	0.3%	934	903	844
OMB	55.9%	53.7%	54.6%	37.2%	40.5%	38.5%	5.5%	4.7%	6.0%	1.4%	1.1%	0.8%	0.0%	0.0%	0.0%	337	342	350
OPM	51.1%	47.8%	48.3%	40.7%	41.8%	42.4%	6.8%	8.6%	7.8%	0.8%	1.0%	0.8%	0.5%	0.7%	0.7%	3,060	2,908	3,180
PBGC	56.4%	51.7%	46.9%	35.9%	38.5%	42.1%	6.6%	8.4%	10.5%	0.7%	0.8%	0.4%	0.3%	0.6%	0.1%	523	606	566
RRB	46.3%	45.5%	47.5%	38.6%	40.3%	39.1%	13.1%	12.4%	10.8%	1.3%	1.3%	1.7%	0.7%	0.5%	0.9%	411	444	320
SBA	56.1%	53.8%	52.0%	35.5%	37.6%	38.3%	6.9%	6.9%	7.5%	1.0%	1.2%	1.2%	0.5%	0.6%	1.0%	1,535	1,507	1,370
SEC	54.6%	53.3%	49.1%	37.8%	38.3%	41.7%	6.7%	7.1%	7.8%	0.5%	0.9%	1.0%	0.4%	0.4%	0.4%	3,385	3,512	3,189

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.9%	49.5%	49.2%	41.1%	41.6%	41.8%	7.3%	7.3%	7.2%	1.1%	1.1%	1.1%	0.7%	0.6%	0.7%	596,179	483,445	405,416
SSA	51.3%	50.8%	53.9%	39.3%	40.3%	37.8%	7.7%	7.5%	6.9%	1.0%	1.0%	1.0%	0.5%	0.3%	0.4%	26,223	8,462	8,855
State	53.7%	53.7%	52.8%	39.1%	40.8%	40.1%	6.1%	4.7%	6.2%	0.7%	0.6%	0.8%	0.4%	0.3%	0.1%	7,210	4,270	5,222
USAID	53.8%	55.7%	50.7%	39.3%	38.3%	41.5%	5.7%	5.0%	6.6%	0.8%	0.6%	1.0%	0.3%	0.3%	0.2%	1,827	2,075	2,270
USDA	45.7%	46.9%	46.0%	45.1%	44.7%	45.5%	7.7%	7.1%	7.3%	1.0%	0.8%	0.8%	0.5%	0.4%	0.4%	43,236	48,713	22,753
USDT	45.2%	44.9%	44.2%	43.1%	43.4%	43.4%	9.2%	9.3%	9.7%	1.5%	1.5%	1.7%	1.0%	1.0%	1.0%	41,868	46,078	45,200
Small Agencies	52.8%	51.2%	50.2%	37.7%	39.5%	40.6%	7.2%	7.3%	7.0%	1.4%	1.2%	1.3%	0.9%	0.8%	0.9%	5,218	5,498	5,385
DOD	50.7%	49.7%	49.2%	41.3%	42.2%	42.3%	6.6%	6.7%	6.7%	0.9%	0.9%	1.1%	0.5%	0.5%	0.6%	181,631	70,333	58,293
USACE	50.9%	49.2%	47.6%	41.8%	43.4%	44.4%	6.2%	6.6%	6.4%	0.7%	0.6%	1.2%	0.3%	0.3%	0.4%	18,662	4,358	3,578
Air Force	49.9%	48.4%	48.2%	41.5%	42.9%	42.5%	6.9%	7.1%	7.1%	1.1%	1.1%	1.4%	0.7%	0.6%	0.8%	33,263	16,811	15,495
Army‡	52.3%	51.1%	50.1%	40.4%	41.1%	41.9%	6.0%	6.3%	6.4%	0.8%	0.9%	1.0%	0.5%	0.6%	0.6%	51,147	17,376	13,414
Navy‡	48.2%	48.1%	48.1%	43.4%	43.9%	43.6%	7.0%	6.8%	6.7%	0.9%	0.9%	1.1%	0.4%	0.3%	0.4%	42,532	14,154	11,073
Marine Corps	56.2%	53.9%	51.3%	36.1%	37.6%	39.0%	6.0%	6.9%	7.8%	1.0%	0.9%	1.3%	0.8%	0.6%	0.6%	5,254	1,796	1,207
DOD 4th Estate	53.1%	51.3%	51.3%	39.0%	40.2%	40.4%	6.4%	6.7%	6.6%	1.0%	1.1%	1.1%	0.6%	0.6%	0.7%	30,773	15,838	13,526

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
BBG	10.2%	8.2%	8.7%	30.8%	29.3%	27.8%	18.8%	19.0%	16.9%	20.9%	23.3%	23.2%	19.3%	20.3%	23.3%	807	1,054	888	8	7	7
CSOSA	15.4%	18.8%	18.5%	45.5%	39.9%	41.7%	14.7%	13.9%	16.5%	18.0%	19.4%	14.6%	6.4%	8.0%	8.7%	466	540	615	0	1	0
DHS	9.9%	9.2%	8.3%	30.1%	30.5%	29.2%	15.8%	16.0%	14.7%	23.5%	24.3%	24.3%	20.8%	20.0%	23.5%	72,804	47,169	46,712	236	115	121
DOC	13.9%	13.8%	14.7%	38.9%	38.1%	38.3%	16.0%	16.8%	15.5%	20.1%	20.1%	19.6%	11.1%	11.2%	11.9%	20,546	10,435	9,734	35	18	19
DOE	13.2%	12.4%	12.0%	38.1%	38.7%	39.9%	16.0%	16.6%	15.3%	21.1%	20.5%	21.2%	11.6%	11.8%	11.6%	8,534	8,554	8,039	15	19	15
DOI	9.8%	9.2%	9.4%	30.7%	32.8%	32.1%	15.4%	15.8%	15.7%	25.5%	24.8%	24.9%	18.6%	17.5%	17.9%	28,047	25,758	22,959	46	35	48
DOJ	11.2%	11.1%	12.8%	35.1%	36.2%	39.2%	16.2%	16.1%	16.0%	22.0%	22.2%	20.9%	15.5%	14.4%	11.1%	30,591	16,057	16,420	67	26	40
DOL	11.6%	11.3%	11.9%	32.7%	35.6%	38.2%	17.2%	15.9%	16.6%	22.6%	22.2%	21.0%	15.9%	14.9%	12.3%	7,964	8,794	11,203	22	18	33
DOT	12.3%	11.6%	10.8%	37.8%	37.7%	38.0%	17.9%	17.1%	16.2%	20.0%	21.6%	21.7%	12.0%	12.0%	13.3%	21,292	16,754	14,798	42	36	34
ED	8.8%	11.2%	10.9%	30.1%	30.2%	33.5%	12.7%	15.2%	14.7%	25.9%	23.9%	22.6%	22.5%	19.5%	18.3%	2,567	2,812	2,851	3	7	4
EEOC	11.0%	10.9%	8.5%	29.9%	27.8%	30.5%	14.1%	13.1%	13.8%	25.9%	25.3%	26.8%	19.1%	23.0%	20.4%	1,356	1,408	1,499	5	3	3
EPA	7.5%	8.2%	7.6%	29.9%	31.7%	33.5%	17.0%	17.0%	17.4%	27.5%	27.4%	26.4%	18.2%	15.8%	15.1%	7,879	9,366	10,108	12	16	28
FCC	13.0%	10.5%	12.2%	32.3%	34.6%	33.1%	18.7%	19.8%	17.2%	24.3%	24.5%	23.7%	11.7%	10.6%	13.8%	586	711	641	4	1	5
FERC	29.5%	28.6%	24.2%	44.8%	44.7%	47.5%	10.5%	11.7%	12.6%	11.5%	11.3%	11.0%	3.7%	3.7%	4.8%	1,108	1,065	1,147	0	3	2
FTC	16.1%	15.7%	14.8%	40.3%	41.3%	41.4%	15.7%	18.6%	15.7%	18.8%	17.8%	20.8%	9.2%	6.6%	7.3%	632	611	641	0	0	0

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
GSA	18.6%	18.9%	17.4%	39.1%	40.1%	38.8%	14.9%	15.3%	16.0%	17.4%	17.2%	17.7%	10.0%	8.5%	10.1%	7,081	7,498	7,037	14	15	13
HHS	15.9%	15.2%	14.1%	40.8%	40.8%	40.4%	15.7%	15.9%	16.0%	18.2%	18.8%	19.6%	9.4%	9.3%	9.9%	42,579	42,854	40,164	104	96	59
HUD	12.4%	11.3%	10.1%	35.0%	35.1%	34.4%	15.6%	16.2%	16.6%	21.9%	22.8%	22.6%	15.1%	14.5%	16.3%	4,581	4,932	5,417	11	9	24
NARA	12.0%	12.1%	13.2%	30.7%	34.2%	36.7%	15.8%	15.9%	13.5%	22.4%	22.0%	22.2%	19.2%	15.9%	14.4%	1,716	1,852	1,860	4	4	5
NASA	19.5%	18.0%	16.7%	41.1%	42.1%	40.9%	15.5%	15.6%	16.2%	16.7%	17.4%	18.5%	7.2%	6.8%	7.7%	11,478	11,767	11,156	11	21	14
NCUA	15.2%	15.2%	16.0%	38.3%	39.3%	41.8%	15.8%	15.3%	14.9%	19.9%	18.4%	17.6%	10.9%	11.9%	9.8%	626	663	656	0	0	1
NLRB	8.0%	11.3%	8.3%	24.3%	31.0%	32.3%	12.0%	14.8%	14.6%	24.3%	25.0%	25.2%	31.3%	18.0%	19.6%	849	847	879	1	1	0
NRC	21.3%	19.7%	17.1%	46.4%	43.5%	44.1%	11.5%	12.9%	14.1%	14.2%	15.8%	16.0%	6.6%	8.0%	8.8%	2,284	2,432	2,145	2	2	0
NSF	19.9%	17.1%	17.6%	41.6%	39.9%	38.5%	11.4%	13.5%	13.6%	19.4%	20.8%	21.4%	7.8%	8.7%	8.9%	930	908	849	0	0	3
OMB	15.8%	11.7%	11.9%	43.3%	41.9%	42.5%	17.5%	16.3%	15.2%	15.3%	21.9%	22.7%	8.1%	8.1%	7.7%	336	340	349	0	0	0
OPM	17.0%	15.1%	15.1%	40.6%	40.3%	39.7%	13.6%	14.6%	14.7%	18.3%	18.3%	19.3%	10.6%	11.6%	11.2%	3,035	2,897	3,179	9	12	7
PBGC	23.5%	18.9%	17.1%	46.7%	45.5%	46.7%	12.2%	13.7%	14.2%	13.5%	16.9%	15.6%	4.1%	5.0%	6.5%	524	605	566	0	2	2
RRB	11.7%	15.6%	13.9%	34.5%	35.9%	40.0%	14.0%	13.9%	16.4%	23.2%	22.1%	15.8%	16.7%	12.6%	13.9%	409	445	317	4	0	1
SBA	12.5%	10.6%	8.8%	35.7%	33.8%	29.6%	15.1%	13.5%	15.2%	21.6%	22.5%	25.7%	15.1%	19.6%	20.7%	1,530	1,504	1,366	4	3	3
SEC	18.5%	16.5%	15.3%	41.6%	44.9%	45.1%	14.6%	14.9%	16.4%	17.0%	16.0%	16.2%	8.3%	7.7%	7.0%	3,365	3,512	3,195	6	3	5

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.8%	11.2%	35.3%	35.6%	35.4%	16.0%	16.1%	16.0%	21.9%	22.1%	22.6%	14.7%	14.4%	14.9%	591,167	483,755	405,568	1,282	973	922
SSA	14.9%	14.5%	14.9%	36.1%	38.7%	38.6%	13.6%	13.5%	13.6%	20.2%	19.5%	20.4%	15.1%	13.9%	12.4%	26,038	8,455	8,864	44	22	15
State	9.1%	8.8%	10.9%	34.7%	34.3%	39.5%	14.9%	17.2%	15.2%	26.2%	25.7%	23.7%	15.3%	14.0%	10.7%	7,101	4,274	5,237	14	3	7
USAID	9.7%	10.1%	8.3%	34.0%	38.1%	35.9%	14.3%	14.6%	15.5%	28.0%	25.3%	25.6%	14.0%	11.8%	14.6%	1,821	2,078	2,271	2	2	1
USDA	8.6%	9.6%	9.0%	31.6%	34.4%	35.5%	16.4%	16.5%	16.7%	24.2%	24.0%	23.8%	19.2%	15.5%	15.1%	42,876	48,776	22,773	53	67	37
USDT	10.3%	10.4%	9.7%	33.2%	34.5%	34.0%	15.4%	16.0%	15.2%	23.9%	23.3%	24.1%	17.2%	15.8%	17.0%	41,423	46,097	45,219	113	132	128
Small Agencies	16.9%	16.8%	15.3%	36.4%	38.6%	39.1%	15.9%	14.8%	14.3%	18.3%	18.4%	19.1%	12.5%	11.3%	12.2%	5,194	5,486	5,374	13	15	14
DOD	12.6%	12.4%	11.1%	36.5%	36.7%	35.5%	16.3%	16.0%	16.5%	21.6%	22.0%	22.9%	13.0%	12.9%	13.9%	180,212	70,434	58,302	378	109	141
USACE	13.1%	10.9%	10.8%	40.3%	40.8%	39.1%	17.3%	17.4%	17.7%	20.1%	21.9%	22.0%	9.3%	9.0%	10.4%	18,541	4,366	3,584	25	3	4
Air Force	12.5%	12.1%	11.5%	35.2%	35.9%	35.1%	15.4%	15.7%	16.3%	22.3%	22.1%	22.7%	14.6%	14.2%	14.4%	32,982	16,826	15,488	78	30	36
Army‡	13.0%	12.4%	11.6%	35.9%	36.1%	35.3%	15.9%	15.3%	15.7%	21.5%	22.3%	22.3%	13.8%	13.9%	15.2%	50,753	17,409	13,414	96	28	33
Navy‡	10.7%	11.4%	9.2%	36.8%	36.8%	34.4%	17.6%	16.6%	17.2%	22.6%	23.2%	25.4%	12.3%	12.0%	13.7%	42,192	14,165	11,099	77	18	24
Marine Corps	13.8%	12.8%	10.2%	32.1%	32.6%	31.6%	15.2%	16.4%	18.1%	23.2%	22.6%	23.7%	15.7%	15.5%	16.4%	5,207	1,805	1,206	12	2	4
DOD 4th Estate	15.5%	15.1%	13.7%	38.5%	38.0%	38.4%	15.7%	15.9%	16.3%	18.8%	19.1%	19.9%	11.5%	11.8%	11.7%	30,537	15,863	13,511	90	28	40

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
BBG	11.8%	12.7%	11.0%	48.4%	47.9%	46.3%	16.1%	18.3%	17.7%	14.4%	11.5%	13.8%	9.3%	9.6%	11.2%	818	1,057	888	3	3	4
CSOSA	20.3%	19.8%	19.2%	48.9%	44.7%	50.5%	14.1%	14.9%	12.5%	11.6%	12.6%	10.4%	5.0%	8.0%	7.4%	468	538	612	0	0	1
DHS	12.0%	11.4%	9.9%	43.7%	46.0%	42.9%	16.6%	16.3%	16.7%	15.7%	15.3%	16.9%	12.0%	11.0%	13.7%	73,118	47,109	46,457	177	64	110
DOC	11.8%	11.1%	11.4%	43.4%	42.7%	43.1%	17.7%	18.4%	18.7%	17.6%	17.9%	17.2%	9.6%	10.0%	9.7%	20,553	10,418	9,709	27	11	10
DOE	13.4%	12.9%	11.6%	48.9%	49.2%	47.8%	15.7%	16.0%	16.2%	14.8%	14.9%	15.9%	7.2%	7.0%	8.5%	8,548	8,530	8,001	16	16	15
DOI	9.7%	9.1%	8.6%	40.2%	41.4%	39.5%	17.4%	17.6%	17.8%	20.2%	20.0%	20.4%	12.6%	11.8%	13.7%	28,064	25,686	22,729	27	21	35
DOJ	13.5%	13.5%	14.3%	48.6%	50.8%	51.3%	16.0%	15.5%	14.7%	13.8%	13.1%	12.5%	8.2%	7.0%	7.1%	30,689	16,022	16,340	36	18	21
DOL	13.6%	13.2%	13.2%	45.5%	48.1%	46.3%	15.4%	15.2%	15.9%	14.6%	13.8%	14.7%	10.9%	9.7%	10.0%	8,016	8,780	11,145	10	8	19
DOT	13.9%	13.2%	12.4%	48.9%	50.5%	50.2%	16.1%	16.0%	15.6%	13.8%	13.2%	13.7%	7.3%	7.1%	8.1%	21,391	16,717	14,714	32	26	25
ED	9.6%	12.9%	11.7%	39.7%	41.7%	41.0%	14.4%	14.5%	13.8%	19.3%	16.6%	17.3%	17.0%	14.3%	16.3%	2,572	2,807	2,841	4	5	6
EEOC	13.5%	12.1%	11.3%	35.6%	34.7%	36.5%	13.3%	15.3%	15.6%	20.6%	19.9%	20.0%	17.1%	18.0%	16.6%	1,366	1,408	1,492	3	3	2
EPA	8.9%	9.4%	8.5%	44.5%	48.2%	45.0%	17.7%	17.4%	17.7%	18.6%	17.0%	19.1%	10.2%	8.0%	9.7%	7,917	9,346	10,063	14	12	16
FCC	19.2%	15.4%	15.6%	47.8%	52.2%	49.0%	14.8%	15.7%	17.9%	12.0%	11.6%	12.0%	6.2%	5.0%	5.5%	593	714	635	0	0	5
FERC	30.7%	30.1%	23.8%	47.4%	47.9%	50.2%	11.2%	11.1%	11.9%	6.9%	7.3%	9.6%	3.9%	3.6%	4.6%	1,111	1,068	1,143	0	1	3
FTC	25.2%	26.5%	24.0%	51.8%	52.5%	52.3%	9.9%	12.1%	11.1%	8.6%	5.7%	8.4%	4.5%	3.2%	4.2%	636	609	636	0	0	1

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
GSA	18.7%	18.7%	16.3%	46.1%	47.2%	44.9%	14.8%	14.3%	15.6%	12.8%	12.9%	14.1%	7.6%	7.0%	9.1%	7,111	7,477	6,997	14	14	9
HHS	15.4%	15.2%	13.5%	47.0%	48.2%	47.4%	16.1%	15.5%	15.7%	14.3%	14.2%	15.3%	7.2%	6.9%	8.1%	42,697	42,784	39,967	60	65	63
HUD	13.8%	13.2%	12.3%	44.1%	44.7%	41.6%	15.8%	16.3%	15.9%	15.8%	15.4%	17.4%	10.5%	10.4%	12.8%	4,575	4,918	5,388	10	10	10
NARA	13.6%	14.2%	15.0%	44.8%	46.5%	44.8%	17.1%	15.8%	15.0%	14.7%	14.6%	15.0%	9.8%	8.9%	10.3%	1,725	1,844	1,837	5	4	3
NASA	20.5%	19.1%	18.2%	47.8%	49.4%	48.5%	14.5%	15.2%	15.1%	12.1%	11.7%	13.3%	5.1%	4.7%	4.9%	11,491	11,754	11,122	9	13	7
NCUA	12.4%	13.3%	15.8%	45.6%	49.0%	47.4%	14.3%	13.0%	13.4%	16.6%	16.5%	14.8%	11.2%	8.1%	8.5%	629	661	651	0	0	1
NLRB	12.1%	13.5%	12.4%	44.7%	43.5%	42.5%	13.6%	14.1%	14.9%	16.6%	16.8%	17.7%	12.9%	12.2%	12.5%	854	845	877	1	0	1
NRC	21.2%	19.9%	18.4%	49.5%	50.5%	52.5%	12.3%	12.9%	12.7%	12.1%	11.4%	11.1%	4.9%	5.3%	5.3%	2,298	2,435	2,134	4	1	2
NSF	17.5%	14.2%	13.1%	38.7%	39.2%	37.1%	14.9%	13.6%	16.5%	17.7%	22.4%	21.5%	11.2%	10.7%	11.9%	927	904	843	1	0	1
OMB	12.6%	10.9%	9.5%	46.1%	47.4%	38.5%	13.9%	13.8%	18.5%	19.8%	21.9%	25.7%	7.7%	5.9%	7.9%	338	341	348	0	0	1
OPM	15.0%	14.3%	14.4%	44.0%	44.5%	45.1%	15.2%	15.1%	14.3%	15.9%	15.3%	16.2%	9.9%	10.8%	9.9%	3,034	2,895	3,164	7	9	5
PBGC	22.5%	17.4%	14.6%	54.6%	51.7%	52.0%	10.6%	13.7%	13.9%	8.5%	13.6%	13.8%	3.8%	3.6%	5.7%	523	605	565	1	0	0
RRB	13.0%	16.3%	11.4%	41.6%	40.1%	45.1%	15.5%	15.9%	15.0%	16.1%	17.8%	16.4%	13.7%	9.8%	12.1%	412	442	316	1	1	0
SBA	14.1%	12.4%	9.7%	46.8%	44.7%	44.8%	13.3%	15.9%	14.6%	15.3%	13.8%	16.4%	10.4%	13.2%	14.4%	1,533	1,502	1,361	0	0	4
SEC	22.9%	19.4%	17.6%	52.1%	55.1%	53.5%	11.5%	12.4%	13.2%	8.8%	8.5%	10.8%	4.7%	4.6%	4.9%	3,372	3,495	3,180	2	4	3

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.2%	12.8%	11.9%	45.7%	46.1%	45.6%	16.0%	16.0%	16.2%	15.6%	15.5%	16.2%	9.5%	9.5%	10.1%	592,960	482,533	403,398	962	776	693
SSA	12.1%	12.9%	12.3%	37.3%	39.9%	38.5%	15.0%	14.3%	15.2%	19.5%	18.2%	18.7%	16.0%	14.7%	15.3%	26,059	8,444	8,825	67	14	9
State	9.9%	10.3%	9.9%	43.7%	47.0%	44.0%	15.5%	16.1%	15.9%	19.9%	19.0%	20.7%	11.0%	7.6%	9.5%	7,169	4,262	5,213	7	3	4
USAID	7.9%	9.8%	7.1%	41.0%	42.1%	38.5%	14.5%	17.1%	16.2%	22.8%	20.9%	23.4%	13.8%	10.2%	14.9%	1,821	2,070	2,259	4	2	0
USDA	8.6%	9.6%	8.7%	41.5%	43.9%	43.6%	17.5%	16.9%	17.6%	19.3%	18.6%	19.3%	13.1%	11.0%	10.9%	42,983	48,615	22,661	57	68	18
USDT	12.3%	12.3%	11.6%	46.2%	47.4%	46.0%	15.8%	15.9%	15.9%	15.4%	14.9%	15.6%	10.4%	9.5%	10.9%	41,711	45,972	44,959	83	111	110
Small Agencies	17.3%	17.4%	15.7%	45.7%	47.9%	46.7%	15.5%	14.1%	14.5%	13.4%	13.0%	13.9%	8.1%	7.5%	9.2%	5,203	5,485	5,361	8	13	6
DOD	14.0%	13.6%	12.2%	47.3%	47.2%	47.1%	15.6%	15.9%	16.2%	14.9%	15.0%	15.8%	8.2%	8.2%	8.7%	180,635	70,246	58,023	272	113	106
USACE	12.8%	10.6%	9.8%	48.2%	49.0%	47.5%	16.3%	17.1%	17.2%	15.5%	15.6%	17.9%	7.2%	7.6%	7.5%	18,573	4,353	3,569	22	4	3
Air Force	14.6%	14.2%	13.4%	47.5%	47.4%	46.9%	15.2%	15.6%	16.0%	14.6%	14.3%	15.2%	8.1%	8.5%	8.5%	33,067	16,788	15,408	56	29	24
Army‡	14.2%	13.2%	12.0%	45.9%	45.5%	46.4%	15.4%	16.1%	15.8%	15.4%	16.0%	15.5%	9.2%	9.1%	10.2%	50,879	17,353	13,310	61	29	38
Navy‡	12.3%	12.8%	10.8%	48.8%	48.7%	47.7%	16.5%	16.3%	17.1%	15.0%	15.0%	16.7%	7.4%	7.2%	7.7%	42,276	14,124	11,036	54	20	15
Marine Corps	16.3%	14.3%	12.5%	44.9%	46.6%	46.5%	16.2%	16.8%	19.2%	14.8%	14.4%	14.6%	7.8%	7.8%	7.2%	5,222	1,800	1,202	15	2	3
DOD 4th Estate	16.3%	15.9%	14.3%	46.6%	47.0%	47.3%	14.8%	14.8%	14.9%	14.0%	13.9%	15.1%	8.4%	8.4%	8.4%	30,618	15,828	13,498	64	29	23

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
BBG	16.8%	15.7%	15.8%	38.3%	37.4%	35.0%	15.9%	17.4%	16.8%	14.4%	14.8%	16.0%	14.6%	14.7%	16.3%	804	1,038	868	7	12	8
CSOSA	19.2%	19.3%	18.4%	36.3%	38.4%	37.5%	19.0%	16.5%	18.0%	14.5%	16.3%	15.2%	10.9%	9.4%	10.9%	463	536	592	1	2	6
DHS	14.3%	13.8%	12.0%	36.3%	35.9%	34.1%	18.3%	18.2%	18.2%	16.6%	17.0%	18.0%	14.5%	15.1%	17.7%	72,486	46,437	45,478	397	236	268
DOC	18.5%	18.0%	18.1%	44.8%	44.5%	43.7%	17.8%	18.1%	17.6%	12.0%	12.4%	13.3%	7.0%	7.0%	7.4%	20,473	10,299	9,554	46	37	38
DOE	20.2%	18.7%	17.7%	44.2%	44.2%	42.9%	15.4%	15.8%	15.9%	12.3%	13.0%	13.7%	7.9%	8.4%	9.8%	8,524	8,428	7,864	32	38	33
DOI	17.5%	17.1%	15.8%	44.3%	44.4%	43.4%	16.2%	16.3%	16.8%	13.4%	13.7%	14.3%	8.6%	8.5%	9.7%	27,871	25,194	22,255	76	85	72
DOJ	17.9%	17.8%	18.4%	41.8%	41.5%	42.7%	17.2%	17.0%	15.7%	13.7%	14.4%	14.0%	9.5%	9.3%	9.3%	30,411	15,807	15,997	146	54	59
DOL	18.8%	18.3%	18.2%	40.9%	42.4%	41.6%	16.9%	16.3%	17.0%	13.3%	12.8%	13.4%	10.2%	10.2%	9.8%	7,916	8,672	10,904	45	25	48
DOT	18.7%	18.3%	16.9%	44.1%	45.7%	44.9%	16.3%	15.4%	15.8%	12.8%	12.4%	13.5%	8.1%	8.2%	8.9%	21,200	16,478	14,374	76	62	51
ED	15.0%	16.8%	18.5%	38.3%	40.3%	38.6%	17.3%	17.1%	16.2%	17.8%	14.5%	15.3%	11.7%	11.3%	11.5%	2,539	2,777	2,793	19	11	7
EEOC	21.6%	21.6%	19.6%	39.1%	38.2%	41.6%	17.3%	17.0%	16.0%	13.2%	13.0%	13.2%	8.8%	10.3%	9.6%	1,344	1,384	1,440	8	5	5
EPA	15.9%	16.3%	14.6%	43.8%	44.4%	43.4%	16.4%	16.7%	17.3%	15.5%	14.3%	15.4%	8.4%	8.3%	9.3%	7,826	9,220	9,788	27	31	44
FCC	20.1%	17.7%	18.9%	40.4%	40.3%	36.8%	17.3%	18.3%	19.6%	13.7%	13.4%	12.5%	8.5%	10.2%	12.2%	586	701	624	0	2	7
FERC	31.2%	26.1%	24.4%	40.3%	45.2%	42.3%	14.3%	12.8%	16.3%	9.5%	10.1%	11.0%	4.8%	5.8%	6.0%	1,099	1,059	1,124	6	1	4
FTC	36.9%	32.6%	32.2%	40.1%	44.1%	42.4%	9.5%	10.2%	9.9%	8.6%	8.3%	10.9%	4.9%	4.8%	4.7%	634	602	630	1	1	1

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
GSA	25.6%	24.6%	22.8%	42.0%	43.4%	42.1%	14.8%	14.6%	15.8%	10.9%	10.5%	11.3%	6.5%	6.9%	8.0%	7,055	7,372	6,875	19	23	23
HHS	21.9%	21.3%	19.6%	43.4%	43.9%	43.7%	15.8%	15.4%	15.5%	11.8%	12.1%	13.0%	7.0%	7.3%	8.2%	42,424	42,312	39,292	142	163	143
HUD	19.1%	19.2%	17.4%	39.4%	40.3%	39.1%	16.3%	17.5%	16.9%	14.3%	13.0%	15.0%	11.0%	9.9%	11.6%	4,537	4,866	5,288	34	19	23
NARA	18.6%	19.6%	19.5%	39.3%	39.6%	38.3%	15.6%	16.0%	15.0%	13.2%	13.9%	15.2%	13.4%	10.9%	12.0%	1,708	1,813	1,812	8	7	8
NASA	32.3%	30.7%	29.1%	43.1%	44.1%	43.7%	11.9%	11.5%	12.7%	8.1%	9.1%	9.6%	4.6%	4.6%	4.9%	11,442	11,631	10,919	35	28	29
NCUA	18.2%	17.6%	21.3%	43.5%	47.3%	46.3%	15.8%	15.4%	14.1%	14.3%	11.3%	11.1%	8.2%	8.5%	7.1%	624	659	637	2	0	1
NLRB	19.3%	21.3%	17.7%	44.8%	43.1%	41.9%	13.8%	15.9%	15.8%	14.0%	11.6%	14.1%	8.1%	8.1%	10.6%	842	837	843	4	2	3
NRC	23.0%	21.9%	21.4%	43.4%	43.1%	44.4%	14.3%	15.2%	13.9%	12.0%	12.0%	11.4%	7.3%	7.8%	8.8%	2,285	2,412	2,101	6	6	8
NSF	27.9%	23.7%	23.8%	39.9%	41.3%	37.5%	12.1%	13.4%	14.5%	13.4%	14.5%	15.4%	6.7%	7.0%	8.8%	925	893	826	6	3	2
OMB	26.9%	24.5%	21.2%	40.6%	47.5%	52.4%	15.5%	14.9%	13.6%	12.8%	9.0%	9.7%	4.3%	4.1%	3.1%	337	336	344	0	0	0
OPM	19.5%	18.8%	19.2%	43.5%	42.8%	42.7%	17.0%	18.0%	17.5%	11.2%	12.3%	11.9%	8.9%	8.1%	8.7%	3,019	2,857	3,081	10	16	18
PBGC	25.3%	24.4%	21.7%	41.9%	41.0%	42.5%	15.9%	15.9%	14.9%	11.7%	13.2%	14.0%	5.4%	5.5%	6.8%	521	604	547	1	0	0
RRB	18.2%	21.7%	17.3%	41.0%	39.5%	43.2%	15.8%	16.0%	18.7%	14.3%	12.0%	11.8%	10.7%	10.8%	9.0%	404	440	302	2	2	2
SBA	20.7%	19.9%	16.3%	39.6%	40.1%	38.5%	15.8%	14.5%	16.6%	13.2%	13.5%	13.2%	10.6%	12.1%	15.4%	1,511	1,479	1,329	8	8	7
SEC	24.8%	22.9%	19.5%	44.3%	44.6%	43.2%	13.4%	14.3%	15.6%	10.5%	11.9%	13.8%	7.0%	6.3%	8.0%	3,353	3,464	3,130	4	10	5

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.5%	18.0%	17.1%	41.8%	41.7%	41.3%	16.6%	16.5%	16.5%	13.7%	14.1%	14.6%	9.4%	9.8%	10.5%	588,043	475,916	394,751	2,392	1,928	1,759
SSA	16.9%	16.5%	16.2%	38.6%	39.1%	38.9%	18.1%	17.4%	17.9%	15.1%	15.2%	15.4%	11.3%	11.8%	11.6%	25,837	8,343	8,624	128	33	50
State	15.6%	15.9%	15.1%	43.4%	45.7%	44.7%	17.1%	15.8%	17.3%	15.1%	15.2%	14.8%	8.7%	7.4%	8.1%	7,105	4,204	5,117	23	11	25
USAID	16.2%	17.0%	13.6%	42.6%	43.8%	43.1%	16.9%	15.5%	17.2%	14.9%	15.5%	16.3%	9.4%	8.3%	9.8%	1,809	2,047	2,223	4	8	2
USDA	14.3%	15.9%	15.2%	45.9%	47.1%	46.6%	17.7%	17.3%	17.2%	13.7%	12.5%	13.0%	8.4%	7.1%	7.9%	42,608	48,036	22,124	131	137	60
USDT	16.4%	16.2%	15.7%	41.5%	42.1%	41.3%	17.9%	17.7%	17.8%	14.1%	13.9%	14.6%	10.1%	10.1%	10.6%	41,178	45,258	43,802	189	245	249
Small Agencies	22.0%	22.2%	20.6%	39.9%	40.9%	40.7%	14.4%	14.8%	14.9%	13.7%	12.9%	13.2%	10.1%	9.1%	10.6%	5,177	5,425	5,268	24	23	28
DOD	19.8%	19.1%	17.8%	42.3%	42.4%	41.8%	16.0%	16.0%	16.2%	13.2%	13.8%	14.5%	8.7%	8.7%	9.8%	179,166	69,354	56,794	725	287	281
USACE	20.7%	17.4%	16.6%	47.4%	48.2%	46.6%	15.2%	16.9%	16.0%	11.1%	11.9%	13.6%	5.6%	5.6%	7.1%	18,459	4,316	3,489	52	11	13
Air Force	20.7%	19.8%	18.8%	41.4%	42.3%	41.7%	15.4%	15.3%	15.6%	13.5%	13.6%	13.9%	9.0%	9.0%	9.9%	32,769	16,589	15,094	149	71	80
Army‡	20.2%	19.2%	17.4%	41.5%	41.2%	40.7%	15.6%	15.4%	15.9%	13.5%	15.0%	15.3%	9.2%	9.2%	10.7%	50,436	17,123	13,030	217	80	77
Navy‡	17.8%	18.3%	17.0%	44.1%	44.4%	43.6%	17.2%	16.8%	17.1%	13.0%	13.1%	13.7%	7.9%	7.3%	8.6%	41,963	13,928	10,811	151	54	43
Marine Corps	23.2%	21.9%	19.5%	38.7%	40.8%	38.3%	15.8%	17.1%	16.1%	13.2%	11.4%	14.7%	9.1%	8.8%	11.4%	5,167	1,775	1,165	20	4	7
DOD 4th Estate	20.6%	19.3%	18.5%	40.5%	39.4%	39.3%	15.8%	16.2%	16.0%	13.5%	14.4%	15.7%	9.6%	10.7%	10.6%	30,372	15,623	13,205	136	67	61

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
BBG	32.7%	31.9%	33.0%	45.7%	45.8%	42.0%	9.4%	11.7%	10.7%	5.3%	5.3%	6.5%	6.8%	5.3%	7.7%	815	1,043	880	5	13	12
CSOSA	43.0%	42.7%	40.4%	47.6%	46.8%	49.0%	5.6%	6.6%	7.2%	2.4%	1.8%	1.8%	1.4%	2.2%	1.6%	467	539	610	0	0	1
DHS	29.6%	28.4%	26.4%	50.4%	50.9%	48.9%	10.8%	11.1%	11.9%	4.8%	5.2%	6.5%	4.3%	4.3%	6.4%	73,163	46,905	46,308	280	141	230
DOC	36.0%	34.5%	33.9%	51.9%	52.0%	52.0%	7.6%	8.7%	8.6%	3.0%	3.1%	3.5%	1.5%	1.7%	2.0%	20,588	10,395	9,689	38	20	20
DOE	37.1%	35.0%	32.4%	49.2%	49.7%	51.1%	8.1%	8.8%	9.7%	3.3%	4.0%	4.1%	2.4%	2.5%	2.8%	8,567	8,511	7,992	21	36	24
DOI	32.1%	31.3%	30.5%	51.6%	52.0%	51.1%	9.7%	10.3%	10.7%	4.0%	4.1%	4.8%	2.5%	2.4%	2.9%	28,111	25,591	22,778	71	91	66
DOJ	32.0%	31.4%	32.5%	51.7%	52.4%	52.0%	9.9%	9.4%	9.5%	3.8%	4.6%	3.9%	2.5%	2.1%	2.1%	30,671	15,960	16,294	99	44	63
DOL	36.5%	36.2%	35.1%	50.5%	51.1%	51.5%	7.9%	7.3%	8.3%	3.0%	3.2%	3.1%	2.2%	2.2%	2.1%	8,015	8,753	11,139	27	16	35
DOT	33.4%	33.1%	30.5%	51.0%	52.0%	53.1%	9.3%	9.0%	9.9%	4.0%	3.7%	4.4%	2.2%	2.3%	2.1%	21,400	16,672	14,718	54	49	42
ED	28.0%	32.1%	33.4%	52.3%	51.1%	50.8%	11.4%	9.5%	8.7%	4.2%	4.2%	4.3%	4.1%	3.1%	2.8%	2,568	2,785	2,838	10	15	3
EEOC	43.5%	43.1%	42.1%	45.6%	45.5%	47.6%	6.0%	6.7%	6.5%	3.0%	2.4%	2.2%	1.9%	2.2%	1.6%	1,363	1,409	1,486	5	1	3
EPA	31.4%	33.7%	31.2%	50.4%	48.6%	53.2%	9.9%	9.5%	9.7%	5.3%	4.7%	3.8%	3.0%	3.4%	2.1%	7,917	9,309	10,048	30	47	31
FCC	35.9%	29.3%	28.5%	46.9%	50.8%	51.2%	10.4%	12.2%	11.0%	4.2%	5.3%	5.7%	2.5%	2.4%	3.7%	589	711	633	3	2	8
FERC	48.4%	44.6%	41.3%	42.3%	45.2%	46.7%	5.5%	6.9%	7.2%	2.1%	1.4%	3.1%	1.6%	1.9%	1.7%	1,108	1,065	1,144	3	1	1
FTC	58.8%	56.1%	54.9%	36.8%	36.7%	37.4%	2.2%	5.1%	4.5%	1.4%	1.5%	2.4%	0.8%	0.6%	0.9%	636	606	638	0	1	2

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
GSA	39.5%	38.1%	34.5%	47.9%	48.9%	49.8%	8.0%	8.3%	9.5%	2.8%	3.0%	3.8%	1.8%	1.8%	2.3%	7,107	7,457	6,981	20	23	13
HHS	38.9%	38.2%	35.9%	49.7%	49.6%	50.9%	7.5%	7.9%	8.5%	2.6%	2.6%	3.1%	1.4%	1.6%	1.7%	42,708	42,667	39,907	89	115	98
HUD	33.3%	33.2%	31.2%	51.2%	51.1%	51.0%	9.3%	9.8%	10.8%	3.6%	3.7%	4.4%	2.5%	2.2%	2.6%	4,569	4,910	5,395	23	11	14
NARA	33.5%	34.8%	35.0%	48.4%	49.3%	47.1%	9.2%	9.5%	9.8%	4.6%	3.5%	5.0%	4.3%	2.9%	3.1%	1,729	1,841	1,834	6	7	7
NASA	50.2%	48.5%	46.1%	41.4%	42.9%	43.7%	5.6%	5.7%	6.7%	1.9%	1.7%	2.3%	0.9%	1.1%	1.2%	11,504	11,731	11,129	14	22	14
NCUA	30.9%	31.1%	33.7%	50.1%	50.7%	53.0%	12.5%	10.4%	8.2%	4.2%	4.3%	3.1%	2.4%	3.6%	2.1%	628	653	654	1	1	1
NLRB	38.3%	41.9%	37.8%	50.9%	48.2%	50.8%	6.0%	5.4%	6.2%	2.5%	2.7%	3.5%	2.3%	1.8%	1.6%	853	850	876	2	0	1
NRC	46.4%	43.8%	41.4%	45.1%	46.9%	48.4%	4.7%	4.9%	5.6%	2.1%	2.5%	2.5%	1.7%	1.8%	2.1%	2,295	2,424	2,127	3	6	6
NSF	49.0%	47.1%	48.9%	42.0%	43.1%	41.5%	5.8%	6.6%	5.4%	1.8%	2.2%	3.1%	1.5%	1.0%	1.1%	936	908	848	0	0	0
OMB	38.9%	35.3%	36.4%	45.7%	46.5%	48.4%	9.3%	11.2%	9.0%	4.4%	5.3%	4.4%	1.7%	1.7%	1.9%	337	341	349	0	0	0
OPM	36.6%	34.5%	36.1%	50.8%	51.0%	50.5%	7.3%	9.0%	8.7%	3.1%	3.1%	3.1%	2.2%	2.4%	1.7%	3,051	2,883	3,151	6	10	15
PBGC	50.7%	47.0%	43.1%	41.8%	43.0%	46.9%	4.4%	6.9%	5.3%	2.3%	2.0%	3.3%	0.9%	1.1%	1.4%	523	607	564	1	1	0
RRB	38.7%	38.6%	40.7%	48.3%	47.0%	47.5%	7.0%	8.5%	7.8%	3.3%	4.0%	2.0%	2.7%	1.8%	2.0%	409	446	314	3	2	0
SBA	38.1%	34.1%	31.2%	47.6%	50.5%	49.2%	9.1%	8.8%	9.9%	3.0%	3.6%	5.5%	2.3%	3.0%	4.2%	1,525	1,501	1,348	7	4	9
SEC	44.8%	42.6%	37.9%	45.4%	47.6%	49.4%	5.9%	5.7%	8.2%	2.3%	2.6%	2.7%	1.7%	1.5%	1.7%	3,377	3,499	3,170	6	5	6

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.8%	32.7%	31.5%	51.1%	51.4%	51.6%	9.1%	9.5%	9.9%	3.7%	3.9%	4.2%	2.4%	2.4%	2.8%	593,215	481,130	402,835	1,706	1,459	1,337
SSA	35.8%	35.9%	35.3%	53.1%	53.6%	52.8%	7.3%	7.0%	7.7%	2.2%	2.0%	2.7%	1.6%	1.5%	1.6%	26,097	8,428	8,802	51	9	18
State	35.4%	34.4%	34.4%	50.7%	49.6%	51.6%	7.9%	8.5%	8.1%	3.8%	5.1%	4.0%	2.3%	2.3%	1.9%	7,163	4,256	5,205	18	13	11
USAID	38.4%	40.0%	32.2%	50.2%	47.7%	53.9%	6.7%	6.8%	8.0%	2.8%	4.1%	3.9%	2.0%	1.5%	1.9%	1,829	2,073	2,263	2	4	3
USDA	28.8%	30.5%	28.1%	55.8%	55.3%	56.0%	9.7%	9.2%	10.0%	3.7%	3.3%	3.9%	2.1%	1.7%	1.9%	43,025	48,556	22,631	108	82	48
USDT	29.4%	28.8%	28.0%	53.6%	53.6%	53.2%	10.2%	10.5%	10.8%	4.0%	4.1%	4.8%	2.9%	3.0%	3.2%	41,635	45,822	44,864	146	210	218
Small Agencies	40.6%	39.3%	38.6%	45.1%	46.5%	45.6%	7.6%	7.5%	8.4%	3.7%	3.5%	4.2%	2.9%	3.3%	3.2%	5,200	5,459	5,348	22	25	18
DOD	34.5%	33.4%	31.6%	50.8%	51.2%	51.4%	8.9%	9.2%	10.0%	3.6%	4.1%	4.4%	2.1%	2.2%	2.6%	180,737	70,041	57,922	532	214	187
USACE	33.8%	30.8%	29.9%	53.3%	55.7%	53.7%	8.9%	8.9%	10.2%	2.7%	3.3%	4.2%	1.3%	1.2%	2.0%	18,602	4,342	3,572	32	10	5
Air Force	35.2%	33.8%	32.6%	49.6%	50.4%	50.4%	8.9%	9.1%	9.8%	3.9%	4.5%	4.6%	2.4%	2.2%	2.7%	33,081	16,740	15,390	109	55	50
Army‡	34.3%	33.1%	30.6%	50.5%	50.6%	51.4%	9.0%	9.6%	10.6%	3.9%	4.2%	4.5%	2.3%	2.5%	3.0%	50,871	17,287	13,310	177	62	43
Navy‡	33.0%	32.5%	30.8%	52.8%	52.8%	53.2%	9.1%	9.1%	9.8%	3.3%	3.8%	4.2%	1.8%	1.7%	2.1%	42,325	14,076	11,007	111	43	44
Marine Corps	38.7%	37.5%	35.9%	46.8%	45.7%	45.6%	8.8%	10.6%	10.8%	3.2%	3.0%	4.6%	2.5%	3.2%	3.2%	5,228	1,795	1,207	14	2	2
DOD 4th Estate	36.7%	34.9%	33.4%	49.5%	49.6%	50.1%	8.4%	8.6%	9.6%	3.4%	4.4%	4.3%	2.1%	2.4%	2.6%	30,630	15,801	13,436	89	42	43

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
BBG	50.4%	49.7%	50.7%	38.1%	37.6%	36.7%	6.3%	8.2%	6.5%	2.1%	2.3%	3.2%	3.2%	2.2%	2.8%	812	1,043	878	5	7	6
CSOSA	60.2%	60.8%	57.9%	34.5%	33.4%	36.3%	3.3%	4.4%	4.1%	1.1%	0.7%	0.8%	1.0%	0.7%	0.9%	468	531	606	0	0	2
DHS	51.2%	52.2%	50.5%	37.4%	37.3%	36.4%	6.9%	6.6%	7.4%	2.1%	2.0%	2.6%	2.3%	2.0%	3.2%	73,206	46,739	45,925	221	123	191
DOC	49.2%	49.1%	47.7%	41.9%	41.7%	42.6%	6.7%	6.6%	7.2%	1.5%	1.5%	1.5%	0.8%	1.1%	1.1%	20,567	10,332	9,597	42	19	36
DOE	50.0%	48.3%	45.7%	39.9%	40.6%	42.4%	7.1%	7.6%	8.0%	1.8%	2.1%	2.0%	1.3%	1.4%	1.9%	8,551	8,489	7,939	24	32	26
DOI	49.0%	48.4%	47.5%	41.6%	42.3%	42.5%	6.7%	6.8%	7.1%	1.7%	1.5%	1.7%	1.0%	1.0%	1.2%	28,065	25,488	22,584	71	61	59
DOJ	47.8%	48.0%	48.5%	40.8%	40.6%	41.1%	7.6%	7.5%	6.8%	2.3%	2.4%	2.1%	1.5%	1.5%	1.5%	30,719	15,922	16,171	68	34	45
DOL	53.4%	54.3%	53.1%	37.8%	37.4%	37.9%	6.2%	5.7%	6.5%	1.4%	1.6%	1.5%	1.1%	1.0%	0.9%	8,023	8,725	11,023	16	12	30
DOT	51.3%	53.0%	51.3%	39.3%	38.4%	39.3%	6.5%	5.8%	6.4%	1.9%	1.7%	2.0%	1.0%	1.1%	1.0%	21,390	16,616	14,606	51	40	27
ED	47.9%	50.8%	49.6%	41.8%	38.5%	39.9%	6.5%	7.5%	6.6%	2.0%	1.8%	2.0%	1.7%	1.4%	1.9%	2,567	2,795	2,805	12	9	8
EEOC	65.5%	64.2%	64.0%	28.5%	29.8%	30.1%	4.2%	3.8%	3.8%	0.6%	1.2%	1.2%	1.2%	1.1%	0.9%	1,367	1,392	1,455	3	2	2
EPA	47.1%	51.4%	43.8%	42.2%	39.2%	44.5%	7.5%	6.5%	8.3%	1.8%	1.8%	2.1%	1.4%	1.1%	1.3%	7,913	9,270	9,956	24	27	24
FCC	44.7%	39.3%	39.1%	40.0%	43.5%	45.9%	11.4%	11.2%	10.7%	2.5%	3.9%	2.4%	1.4%	2.0%	1.8%	591	701	633	0	5	8
FERC	52.8%	52.5%	49.7%	38.2%	38.6%	39.1%	6.5%	7.1%	8.0%	1.9%	0.9%	1.4%	0.6%	1.0%	1.8%	1,103	1,057	1,130	7	2	1
FTC	65.3%	61.7%	57.5%	28.9%	31.7%	32.4%	3.7%	4.7%	6.0%	1.2%	1.6%	3.5%	0.9%	0.3%	0.6%	634	600	628	1	1	2

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
GSA	48.3%	47.7%	44.7%	41.2%	42.3%	43.5%	7.6%	7.1%	8.3%	1.7%	1.6%	2.0%	1.2%	1.3%	1.5%	7,107	7,426	6,898	21	11	21
HHS	53.6%	54.2%	51.6%	38.7%	38.1%	39.8%	5.7%	5.6%	6.2%	1.2%	1.4%	1.4%	0.8%	0.8%	1.0%	42,700	42,506	39,540	93	84	85
HUD	49.0%	49.7%	45.7%	40.0%	40.3%	41.8%	7.6%	7.1%	8.4%	1.8%	1.9%	2.4%	1.6%	1.1%	1.8%	4,571	4,887	5,329	17	9	21
NARA	51.9%	54.9%	53.9%	36.8%	36.4%	36.8%	8.0%	5.7%	6.3%	1.8%	1.7%	1.8%	1.5%	1.4%	1.3%	1,726	1,838	1,824	3	4	5
NASA	55.1%	54.3%	52.0%	36.4%	37.0%	38.4%	6.2%	6.3%	7.1%	1.5%	1.6%	1.8%	0.8%	0.8%	0.8%	11,504	11,685	11,014	16	24	24
NCUA	45.7%	43.7%	44.3%	43.6%	44.0%	48.1%	7.3%	8.5%	4.3%	2.0%	2.4%	2.4%	1.4%	1.4%	0.8%	627	660	646	1	0	3
NLRB	57.6%	57.0%	51.9%	34.3%	34.0%	38.7%	5.6%	5.9%	5.8%	1.8%	2.0%	3.3%	0.8%	1.1%	0.3%	853	842	861	2	0	2
NRC	51.0%	48.9%	46.2%	39.4%	40.2%	42.2%	6.6%	7.4%	8.2%	1.7%	2.2%	2.2%	1.3%	1.4%	1.3%	2,300	2,415	2,118	6	3	7
NSF	54.5%	56.0%	56.6%	36.5%	34.3%	34.0%	5.6%	6.2%	7.2%	1.8%	2.3%	1.2%	1.6%	1.2%	0.9%	932	900	842	1	0	0
OMB	49.9%	46.1%	51.8%	36.0%	42.7%	39.0%	9.9%	8.2%	7.6%	3.9%	2.5%	1.0%	0.2%	0.6%	0.6%	338	338	347	0	0	1
OPM	57.6%	57.2%	57.2%	35.4%	34.7%	35.2%	4.6%	5.6%	5.3%	1.6%	1.2%	1.4%	0.8%	1.3%	0.9%	3,040	2,881	3,142	8	9	8
PBGC	56.9%	55.0%	54.7%	35.1%	36.0%	38.0%	5.1%	6.4%	5.1%	1.6%	1.1%	1.1%	1.4%	1.5%	1.1%	520	605	552	1	0	0
RRB	54.7%	55.3%	55.1%	39.1%	37.8%	36.3%	4.9%	5.6%	7.6%	0.6%	0.9%	0.9%	0.8%	0.3%	0.0%	411	437	309	0	2	0
SBA	49.5%	50.9%	45.0%	41.1%	40.3%	43.3%	5.7%	6.3%	6.6%	2.0%	1.5%	2.2%	1.7%	0.9%	2.8%	1,528	1,489	1,339	4	4	6
SEC	54.6%	54.3%	49.8%	36.9%	36.4%	40.3%	6.0%	6.5%	6.4%	1.6%	1.7%	2.3%	0.9%	1.1%	1.1%	3,372	3,482	3,167	4	7	6

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	49.6%	51.3%	50.2%	40.4%	39.5%	40.1%	6.8%	6.4%	6.6%	1.8%	1.7%	1.8%	1.3%	1.2%	1.4%	593,152	479,280	399,340	1,432	1,120	1,152
SSA	58.2%	58.1%	59.8%	35.7%	36.0%	34.1%	4.3%	4.2%	4.5%	1.0%	1.0%	0.9%	0.8%	0.8%	0.7%	26,132	8,377	8,712	22	9	12
State	51.2%	54.5%	48.3%	38.9%	36.1%	40.4%	6.7%	6.5%	7.8%	2.0%	1.9%	2.4%	1.1%	1.0%	1.0%	7,155	4,229	5,154	15	6	17
USAID	51.0%	54.2%	47.4%	38.5%	35.4%	39.8%	6.9%	7.7%	8.6%	2.4%	2.0%	3.0%	1.2%	0.7%	1.2%	1,820	2,060	2,236	5	3	4
USDA	47.6%	49.1%	46.5%	42.6%	41.8%	43.7%	7.0%	6.6%	7.2%	1.7%	1.5%	1.6%	1.1%	0.9%	1.0%	42,986	48,394	22,420	105	74	63
USDT	45.9%	45.5%	45.1%	43.0%	43.2%	43.3%	7.3%	7.6%	7.6%	2.0%	2.0%	2.0%	1.8%	1.6%	1.9%	41,651	45,593	44,470	110	163	173
Small Agencies	50.7%	50.7%	49.2%	38.1%	38.1%	38.8%	7.5%	7.3%	7.3%	1.7%	2.0%	2.5%	2.0%	1.9%	2.2%	5,198	5,440	5,302	18	25	9
DOD	48.4%	48.1%	47.1%	41.6%	41.4%	42.2%	7.0%	7.4%	7.4%	1.8%	1.9%	2.0%	1.2%	1.1%	1.3%	180,705	69,796	57,382	435	199	164
USACE	45.5%	44.7%	42.1%	44.8%	45.3%	47.1%	7.2%	7.4%	7.6%	1.6%	1.8%	1.9%	0.8%	0.8%	1.2%	18,589	4,328	3,539	40	8	6
Air Force	47.7%	47.2%	46.4%	41.5%	42.4%	42.0%	7.6%	7.1%	7.9%	1.9%	2.2%	2.3%	1.4%	1.2%	1.4%	33,100	16,669	15,264	87	57	36
Army‡	50.3%	49.7%	48.0%	40.3%	40.5%	41.7%	6.5%	6.9%	7.0%	1.7%	1.9%	1.9%	1.1%	1.1%	1.4%	50,900	17,262	13,184	127	52	45
Navy‡	46.3%	47.2%	46.3%	43.6%	42.2%	43.3%	7.2%	8.0%	7.5%	1.9%	1.7%	1.9%	1.0%	0.9%	1.1%	42,277	14,021	10,888	95	33	28
Marine Corps	51.9%	53.5%	49.8%	39.3%	36.0%	40.9%	6.3%	7.4%	5.9%	1.3%	1.3%	2.0%	1.2%	1.8%	1.4%	5,228	1,798	1,189	9	2	4
DOD 4th Estate	50.2%	48.3%	49.1%	39.5%	40.1%	39.7%	7.0%	7.9%	7.7%	2.0%	2.3%	2.0%	1.3%	1.4%	1.5%	30,611	15,718	13,318	77	47	45

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
BBG	17.2%	16.2%	15.2%	35.2%	36.9%	33.1%	18.2%	16.1%	16.9%	14.7%	16.7%	17.6%	14.7%	14.1%	17.2%	821	1,051	879	2	7	12
CSOSA	24.9%	29.1%	24.0%	42.0%	38.1%	39.5%	11.7%	8.4%	12.2%	12.7%	14.3%	13.7%	8.7%	10.1%	10.5%	468	536	612	1	2	4
DHS	21.2%	21.0%	19.7%	37.4%	38.3%	38.5%	15.2%	15.5%	14.9%	14.2%	13.6%	14.2%	12.0%	11.7%	12.6%	73,248	47,008	46,526	424	187	208
DOC	30.5%	29.2%	29.0%	43.1%	44.4%	42.7%	13.9%	14.1%	14.8%	8.2%	8.3%	8.8%	4.3%	4.0%	4.7%	20,315	10,294	9,611	329	131	112
DOE	27.4%	26.3%	24.9%	44.7%	45.3%	45.1%	12.7%	13.1%	13.4%	9.3%	9.8%	10.6%	5.9%	5.5%	5.9%	8,579	8,527	8,013	26	19	20
DOI	24.3%	23.6%	22.7%	45.7%	46.1%	45.2%	14.3%	14.1%	15.1%	9.8%	10.5%	10.7%	5.8%	5.8%	6.3%	28,154	25,663	22,872	71	82	77
DOJ	24.6%	26.0%	25.7%	44.2%	44.2%	45.2%	14.0%	13.9%	13.2%	10.5%	9.7%	10.1%	6.6%	6.2%	5.8%	30,758	15,994	16,369	94	47	48
DOL	28.0%	28.0%	27.7%	42.5%	43.8%	43.1%	13.2%	13.3%	13.3%	9.9%	9.5%	9.9%	6.3%	5.4%	6.0%	8,006	8,737	11,115	50	54	77
DOT	28.0%	27.7%	25.5%	46.4%	46.3%	46.7%	12.6%	12.1%	12.7%	8.2%	9.6%	10.3%	4.9%	4.3%	4.8%	21,432	16,689	14,750	65	52	43
ED	19.7%	24.5%	23.1%	41.1%	42.8%	42.1%	14.3%	13.7%	12.6%	14.4%	11.7%	12.8%	10.5%	7.2%	9.4%	2,568	2,802	2,826	14	11	13
EEOC	32.5%	30.6%	28.3%	42.2%	44.9%	42.5%	10.1%	10.4%	12.5%	9.5%	9.1%	11.2%	5.6%	5.0%	5.5%	1,369	1,402	1,493	3	2	4
EPA	24.1%	25.7%	22.8%	46.8%	47.0%	46.7%	13.6%	12.7%	13.6%	10.2%	10.0%	10.9%	5.2%	4.6%	6.0%	7,921	9,325	10,086	24	24	31
FCC	28.1%	27.6%	25.5%	50.7%	48.5%	48.8%	11.5%	12.6%	13.2%	6.6%	7.8%	7.7%	3.0%	3.6%	4.8%	589	708	637	2	4	7
FERC	42.9%	40.9%	39.3%	41.8%	43.5%	42.2%	7.9%	7.7%	10.1%	5.0%	4.6%	5.7%	2.4%	3.2%	2.6%	1,112	1,060	1,145	0	2	2
FTC	38.1%	33.4%	31.9%	40.0%	43.1%	40.5%	10.0%	11.6%	12.4%	8.2%	8.5%	9.8%	3.8%	3.4%	5.4%	634	605	634	2	3	3

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
GSA	33.4%	32.9%	30.5%	40.5%	40.5%	40.2%	12.0%	11.9%	13.2%	8.7%	9.0%	9.1%	5.4%	5.7%	7.0%	7,081	7,454	6,976	54	37	48
HHS	29.5%	29.5%	27.3%	43.8%	43.5%	43.8%	12.5%	12.5%	12.7%	9.3%	9.3%	10.4%	4.9%	5.2%	5.9%	42,663	42,697	39,950	196	172	153
HUD	23.4%	23.3%	21.8%	41.6%	41.2%	41.1%	13.8%	13.7%	14.8%	11.4%	12.4%	13.2%	9.8%	9.4%	9.1%	4,582	4,917	5,407	25	25	17
NARA	28.2%	31.4%	30.3%	43.0%	42.0%	42.0%	12.1%	12.4%	12.4%	10.2%	8.9%	9.5%	6.6%	5.2%	5.9%	1,729	1,844	1,849	8	5	7
NASA	36.5%	36.7%	36.5%	41.3%	42.1%	42.3%	11.1%	11.0%	10.8%	7.8%	7.0%	7.1%	3.3%	3.2%	3.2%	11,516	11,758	11,137	14	18	14
NCUA	25.9%	29.2%	25.1%	39.2%	42.1%	42.2%	22.1%	18.8%	22.5%	8.3%	5.9%	6.5%	4.5%	4.1%	3.6%	619	654	640	11	10	17
NLRB	26.6%	26.2%	24.8%	44.6%	46.4%	42.0%	11.6%	12.4%	11.6%	11.5%	9.4%	11.0%	5.7%	5.6%	10.6%	849	848	872	6	1	5
NRC	35.2%	35.2%	31.9%	41.3%	41.3%	42.4%	10.1%	10.3%	11.9%	9.3%	8.5%	8.8%	4.0%	4.8%	5.0%	2,295	2,423	2,133	11	9	8
NSF	37.1%	32.9%	36.1%	40.3%	44.1%	41.7%	9.7%	12.0%	11.4%	8.1%	7.8%	8.5%	4.8%	3.2%	2.3%	932	905	850	2	0	0
OMB	32.9%	26.9%	11.2%	34.0%	39.2%	35.6%	12.6%	10.7%	19.6%	13.6%	16.6%	23.7%	6.9%	6.5%	9.9%	336	341	348	2	0	2
OPM	26.0%	25.9%	26.1%	39.0%	39.8%	38.4%	16.9%	17.3%	17.5%	9.8%	9.4%	11.1%	8.2%	7.6%	7.0%	2,996	2,852	3,122	62	60	58
PBGC	42.1%	42.5%	39.2%	48.2%	46.5%	47.2%	5.1%	7.9%	9.0%	3.6%	1.7%	3.6%	1.0%	1.3%	1.0%	525	602	565	0	1	0
RRB	20.6%	20.2%	25.5%	36.4%	42.8%	36.5%	16.2%	14.1%	19.3%	15.8%	14.0%	12.5%	11.0%	8.9%	6.1%	412	443	319	1	3	0
SBA	29.3%	26.3%	23.6%	44.7%	43.1%	42.1%	10.9%	12.5%	13.0%	9.6%	10.3%	12.3%	5.5%	7.9%	9.0%	1,532	1,499	1,362	4	5	6
SEC	46.7%	44.3%	38.3%	42.8%	43.6%	45.6%	6.3%	6.5%	8.9%	2.8%	4.0%	4.7%	1.5%	1.7%	2.5%	3,373	3,501	3,180	7	8	6

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.2%	24.2%	23.2%	42.2%	42.2%	42.5%	14.2%	14.0%	14.0%	11.8%	12.0%	12.4%	7.6%	7.7%	7.9%	593,484	481,674	403,735	2,668	2,014	1,775
SSA	23.8%	24.4%	24.2%	39.5%	39.5%	39.9%	13.7%	13.7%	13.8%	13.9%	13.4%	14.1%	9.2%	8.9%	8.0%	26,128	8,440	8,838	111	28	23
State	25.0%	25.5%	24.6%	42.9%	45.6%	44.1%	14.2%	13.1%	13.4%	11.9%	10.6%	12.0%	6.0%	5.3%	5.9%	7,177	4,261	5,215	27	11	12
USAID	23.2%	24.6%	20.4%	40.7%	40.8%	39.6%	11.9%	12.7%	13.5%	14.4%	13.7%	15.1%	9.8%	8.2%	11.4%	1,825	2,072	2,258	6	4	7
USDA	21.1%	23.7%	23.0%	45.5%	47.2%	47.4%	15.0%	14.1%	14.2%	11.4%	9.8%	10.0%	7.1%	5.2%	5.4%	43,081	48,595	22,692	146	163	65
USDT	23.3%	23.1%	22.7%	42.1%	43.4%	43.7%	14.3%	14.2%	14.1%	11.7%	11.3%	11.5%	8.6%	8.0%	8.0%	41,598	45,812	44,910	303	293	309
Small Agencies	37.8%	38.1%	35.8%	41.5%	40.2%	41.0%	9.9%	10.7%	10.4%	6.8%	6.9%	7.8%	3.9%	4.1%	5.1%	5,211	5,482	5,368	11	21	16
DOD	23.0%	23.6%	22.1%	42.2%	42.8%	43.2%	14.6%	13.9%	14.2%	12.7%	12.5%	12.9%	7.6%	7.2%	7.6%	181,050	70,217	58,157	554	170	167
USACE	25.0%	23.8%	23.1%	45.9%	47.1%	46.4%	13.3%	14.0%	13.1%	10.2%	10.2%	11.6%	5.5%	4.8%	5.7%	18,621	4,349	3,570	44	12	10
Air Force	21.6%	21.9%	21.0%	41.1%	41.9%	43.3%	14.7%	13.8%	14.5%	13.7%	14.5%	13.2%	8.9%	7.9%	7.9%	33,168	16,782	15,462	98	39	37
Army‡	25.2%	25.2%	24.1%	43.2%	44.1%	43.8%	13.6%	13.2%	13.2%	11.4%	11.2%	11.9%	6.6%	6.3%	7.0%	51,009	17,361	13,354	133	38	39
Navy‡	18.5%	20.7%	18.4%	41.1%	41.2%	41.1%	16.5%	15.5%	16.0%	15.0%	14.1%	15.3%	8.8%	8.3%	9.2%	42,350	14,114	11,058	148	35	40
Marine Corps	24.9%	25.7%	23.3%	41.9%	41.1%	42.9%	14.4%	14.1%	14.3%	11.1%	11.3%	11.9%	7.7%	7.8%	7.6%	5,230	1,803	1,208	23	4	4
DOD 4th Estate	28.8%	28.1%	26.6%	43.1%	43.9%	44.8%	12.7%	11.7%	12.5%	9.8%	9.9%	10.4%	5.6%	6.5%	5.7%	30,672	15,808	13,505	108	42	37

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
BBG	19.8%	17.2%	19.3%	38.6%	41.1%	40.5%	21.0%	22.1%	21.7%	8.2%	9.4%	7.9%	12.4%	10.2%	10.6%	794	1,010	847	27	51	43
CSOSA	30.4%	29.9%	27.5%	38.4%	38.2%	37.1%	15.7%	12.7%	14.3%	9.7%	10.8%	12.2%	5.8%	8.4%	8.9%	462	529	607	6	9	11
DHS	24.0%	23.2%	20.8%	40.6%	40.9%	38.8%	15.9%	15.6%	15.4%	9.5%	9.6%	11.1%	10.0%	10.6%	13.9%	72,715	46,661	46,184	826	536	534
DOC	28.4%	27.7%	26.8%	46.1%	45.5%	45.1%	12.9%	14.0%	14.1%	7.5%	7.9%	7.9%	5.1%	4.9%	6.1%	20,527	10,278	9,605	123	150	129
DOE	29.7%	27.2%	24.0%	45.0%	44.9%	44.9%	12.7%	13.8%	14.5%	7.0%	8.1%	9.2%	5.6%	5.9%	7.4%	8,528	8,457	7,932	65	107	98
DOI	25.6%	24.0%	22.3%	46.1%	46.5%	45.6%	14.2%	15.1%	15.5%	8.0%	8.4%	9.4%	6.0%	6.0%	7.2%	27,919	25,346	22,613	276	417	342
DOJ	30.3%	28.8%	30.3%	42.7%	44.1%	42.1%	12.2%	12.9%	12.2%	7.7%	7.4%	7.9%	7.0%	6.8%	7.5%	30,540	15,862	16,221	285	207	197
DOL	30.1%	28.7%	27.4%	41.4%	42.5%	41.0%	12.6%	13.0%	14.1%	8.0%	8.0%	9.5%	7.8%	7.8%	7.9%	7,972	8,680	11,006	72	111	187
DOT	28.2%	26.3%	24.3%	44.5%	45.2%	44.2%	15.4%	15.6%	16.3%	6.5%	6.9%	8.3%	5.5%	6.0%	6.9%	21,144	16,450	14,499	315	322	312
ED	26.9%	25.3%	25.7%	40.9%	40.8%	39.2%	14.8%	15.5%	14.2%	9.0%	9.6%	10.9%	8.3%	8.9%	10.0%	2,551	2,783	2,802	29	37	44
EEOC	33.5%	32.2%	33.8%	38.3%	36.1%	40.8%	13.6%	16.3%	12.1%	7.8%	7.3%	7.1%	6.7%	8.0%	6.2%	1,361	1,373	1,472	14	41	31
EPA	28.3%	27.7%	24.3%	47.9%	47.6%	47.2%	12.3%	12.9%	14.5%	7.0%	7.2%	8.2%	4.5%	4.5%	5.8%	7,893	9,288	10,021	50	89	90
FCC	35.1%	32.6%	29.6%	44.2%	44.7%	45.6%	12.9%	13.6%	16.2%	4.7%	5.8%	5.1%	3.1%	3.3%	3.5%	587	696	626	5	17	15
FERC	40.0%	37.5%	34.5%	40.1%	40.9%	42.3%	10.7%	11.9%	12.4%	5.6%	5.4%	5.5%	3.6%	4.4%	5.3%	1,097	1,049	1,106	15	15	33
FTC	53.8%	50.9%	47.9%	35.0%	36.3%	36.3%	5.5%	7.7%	7.9%	3.6%	3.2%	4.6%	2.2%	1.9%	3.3%	634	603	623	3	7	16

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
GSA	36.0%	33.0%	29.0%	41.3%	42.2%	42.0%	12.0%	13.3%	15.2%	6.2%	6.6%	7.5%	4.5%	4.9%	6.3%	7,083	7,361	6,912	48	137	121
HHS	32.7%	31.5%	28.3%	43.3%	43.2%	42.5%	11.9%	12.3%	13.3%	6.9%	7.3%	8.7%	5.3%	5.7%	7.1%	42,514	42,364	39,618	322	503	507
HUD	32.0%	31.4%	28.2%	40.8%	41.5%	40.0%	13.6%	12.8%	14.2%	7.1%	7.4%	9.2%	6.5%	6.9%	8.3%	4,555	4,871	5,348	43	61	72
NARA	35.8%	35.7%	32.2%	39.6%	39.9%	40.1%	10.4%	9.7%	11.2%	7.5%	6.9%	8.6%	6.7%	7.8%	7.9%	1,728	1,836	1,841	11	15	19
NASA	43.7%	41.4%	38.0%	39.4%	40.7%	41.7%	10.0%	10.2%	12.2%	4.2%	4.8%	4.8%	2.6%	2.8%	3.3%	11,377	11,606	10,982	152	167	174
NCUA	26.9%	29.2%	30.1%	44.5%	41.6%	45.0%	12.5%	13.8%	10.4%	9.9%	9.1%	7.9%	6.1%	6.3%	6.6%	615	655	643	12	6	9
NLRB	27.0%	30.2%	23.8%	45.5%	41.3%	44.0%	13.4%	15.6%	14.7%	8.4%	6.7%	9.2%	5.7%	6.3%	8.3%	836	820	840	20	26	37
NRC	31.4%	32.7%	28.3%	44.4%	44.2%	45.8%	10.8%	10.9%	12.6%	7.4%	7.2%	7.8%	5.9%	4.9%	5.5%	2,284	2,421	2,127	17	16	17
NSF	44.6%	47.6%	45.3%	37.7%	35.7%	34.2%	7.9%	7.2%	8.2%	6.0%	3.9%	5.0%	3.8%	5.7%	7.3%	931	897	846	6	10	4
OMB	35.0%	31.1%	30.4%	45.7%	50.0%	45.9%	11.8%	10.2%	14.5%	3.0%	5.6%	4.2%	4.5%	3.0%	5.1%	324	329	326	13	12	25
OPM	33.0%	32.9%	31.1%	43.3%	41.6%	42.5%	10.5%	11.9%	12.2%	7.6%	7.5%	7.8%	5.7%	6.1%	6.4%	3,030	2,873	3,150	31	35	33
PBGC	38.0%	32.6%	30.2%	40.6%	44.6%	38.8%	10.1%	11.6%	12.7%	6.4%	7.1%	9.7%	4.8%	4.1%	8.5%	523	595	544	1	14	17
RRB	31.0%	27.1%	25.1%	41.2%	46.2%	41.5%	13.4%	11.3%	20.3%	7.2%	7.5%	7.8%	7.1%	7.9%	5.2%	411	441	310	0	5	7
SBA	30.1%	29.3%	27.4%	42.9%	43.1%	41.3%	12.3%	11.7%	13.1%	6.8%	8.1%	8.4%	7.9%	7.7%	9.8%	1,524	1,474	1,351	13	26	16
SEC	34.6%	29.9%	25.2%	44.1%	46.4%	44.2%	12.1%	13.4%	15.3%	4.7%	5.8%	8.3%	4.5%	4.5%	7.0%	3,353	3,483	3,151	24	26	49

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.1%	28.0%	26.9%	43.1%	43.3%	42.6%	14.3%	14.1%	14.3%	7.9%	7.7%	8.5%	6.7%	6.9%	7.7%	588,120	477,285	399,544	7,286	6,699	6,003
SSA	22.6%	22.9%	22.3%	40.5%	41.6%	39.4%	16.0%	15.4%	15.9%	11.7%	11.5%	12.6%	9.2%	8.6%	9.9%	25,783	8,333	8,689	392	137	164
State	30.8%	29.2%	28.9%	45.8%	47.6%	47.6%	12.1%	12.9%	12.4%	6.7%	5.6%	6.3%	4.6%	4.8%	4.9%	7,136	4,237	5,148	59	43	80
USAID	25.1%	26.9%	23.6%	41.7%	42.5%	41.5%	16.3%	15.2%	15.7%	9.3%	9.4%	9.9%	7.6%	6.0%	9.3%	1,805	2,059	2,233	25	20	35
USDA	22.1%	25.1%	23.0%	47.0%	47.6%	47.8%	14.9%	13.7%	14.4%	9.2%	8.1%	8.7%	6.8%	5.5%	6.2%	42,885	48,400	22,533	276	352	212
USDT	31.8%	31.8%	30.9%	43.9%	43.9%	43.4%	11.2%	11.4%	11.5%	7.2%	7.1%	7.6%	5.9%	5.8%	6.6%	41,490	45,781	44,876	329	390	392
Small Agencies	34.5%	34.5%	31.5%	40.2%	41.8%	42.4%	12.4%	11.9%	12.9%	6.9%	6.2%	6.7%	6.1%	5.5%	6.6%	5,126	5,392	5,251	87	112	128
DOD	28.2%	29.4%	28.1%	43.1%	44.6%	44.3%	15.0%	14.3%	14.6%	7.5%	6.5%	7.1%	6.2%	5.2%	5.9%	178,083	69,100	57,074	3,294	1,325	1,223
USACE	35.3%	33.2%	30.6%	44.6%	48.0%	47.3%	11.6%	10.4%	11.5%	4.9%	4.9%	5.7%	3.6%	3.6%	4.8%	18,472	4,326	3,545	180	45	39
Air Force	29.9%	30.2%	30.5%	41.2%	43.2%	42.6%	14.0%	14.1%	14.0%	7.7%	6.2%	6.4%	7.2%	6.2%	6.4%	32,486	16,341	15,069	735	475	415
Army‡	29.0%	32.3%	30.5%	41.7%	44.3%	43.9%	14.3%	12.9%	13.1%	8.0%	5.9%	6.4%	6.9%	4.7%	6.0%	50,174	17,043	13,077	889	356	334
Navy‡	23.4%	24.5%	22.4%	47.0%	47.3%	46.3%	17.6%	16.4%	17.9%	7.2%	7.1%	8.0%	4.8%	4.7%	5.4%	41,673	13,974	10,864	793	183	213
Marine Corps	30.3%	30.8%	28.1%	43.5%	43.1%	42.7%	14.2%	14.1%	15.4%	6.6%	6.9%	7.5%	5.4%	5.1%	6.2%	5,187	1,790	1,190	57	17	16
DOD 4th Estate	30.5%	30.6%	30.2%	40.4%	41.2%	42.8%	14.2%	14.5%	12.9%	7.7%	7.5%	7.9%	7.1%	6.3%	6.3%	30,091	15,626	13,329	640	249	206

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
BBG	23.6%	22.9%	23.3%	49.0%	50.5%	47.0%	17.6%	16.9%	17.5%	5.5%	5.4%	5.9%	4.3%	4.3%	6.4%	805	1,041	875	10	15	16
CSOSA	34.5%	35.8%	32.4%	53.6%	51.4%	52.2%	7.8%	8.5%	11.7%	2.3%	2.2%	2.6%	1.8%	2.2%	1.2%	467	537	608	1	1	0
DHS	27.3%	26.2%	24.4%	48.1%	48.2%	46.9%	14.8%	15.0%	16.7%	5.6%	6.1%	6.4%	4.3%	4.6%	5.7%	73,132	46,829	46,354	373	212	251
DOC	35.6%	35.3%	34.6%	51.6%	51.6%	50.7%	9.0%	9.2%	10.2%	2.5%	2.9%	3.0%	1.2%	1.0%	1.5%	20,560	10,349	9,659	53	36	45
DOE	33.3%	31.3%	29.4%	52.0%	52.7%	53.2%	10.2%	11.3%	11.8%	2.9%	3.2%	3.7%	1.6%	1.6%	2.0%	8,562	8,505	7,975	28	38	33
DOI	28.8%	27.6%	26.7%	54.0%	54.9%	54.2%	11.7%	12.1%	12.5%	3.6%	3.6%	4.3%	1.8%	1.8%	2.3%	28,071	25,538	22,738	107	128	125
DOJ	30.5%	29.9%	30.7%	50.2%	50.6%	50.0%	12.1%	12.1%	12.2%	4.2%	4.5%	4.5%	2.9%	2.9%	2.5%	30,690	15,941	16,298	117	55	76
DOL	37.1%	35.8%	34.4%	49.3%	51.8%	52.3%	9.4%	8.5%	9.7%	2.6%	2.3%	2.2%	1.6%	1.5%	1.4%	8,004	8,736	11,097	32	35	57
DOT	31.5%	30.6%	28.6%	51.4%	52.0%	52.0%	11.4%	11.1%	12.3%	3.6%	4.1%	4.4%	2.1%	2.2%	2.7%	21,364	16,631	14,691	85	82	76
ED	31.2%	32.8%	33.0%	54.0%	51.8%	51.8%	10.6%	10.8%	10.7%	2.1%	2.9%	2.7%	2.0%	1.6%	1.8%	2,568	2,788	2,818	9	13	22
EEOC	40.2%	39.0%	38.5%	46.7%	49.0%	48.7%	10.1%	9.4%	8.6%	1.7%	1.4%	2.9%	1.3%	1.2%	1.2%	1,369	1,387	1,479	2	12	12
EPA	29.8%	30.4%	26.5%	55.9%	55.8%	56.6%	10.4%	9.9%	12.0%	2.4%	2.6%	3.4%	1.4%	1.3%	1.5%	7,915	9,319	10,052	23	25	34
FCC	34.0%	30.0%	28.0%	51.9%	50.8%	49.9%	10.1%	13.3%	16.7%	2.8%	4.2%	3.4%	1.2%	1.6%	2.1%	587	711	634	6	1	7
FERC	40.8%	39.1%	35.3%	46.6%	48.4%	48.7%	8.8%	9.9%	11.0%	2.6%	1.7%	3.4%	1.2%	0.8%	1.6%	1,107	1,059	1,132	2	5	8
FTC	49.5%	45.0%	41.7%	40.9%	46.1%	46.5%	7.5%	6.8%	8.0%	1.4%	0.9%	3.2%	0.8%	1.2%	0.7%	637	604	637	0	3	2

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
GSA	41.1%	39.4%	36.2%	48.5%	49.7%	51.1%	7.6%	8.2%	9.5%	1.9%	1.8%	1.8%	0.9%	0.9%	1.4%	7,112	7,446	6,984	14	21	28
HHS	36.7%	36.0%	33.3%	50.5%	51.2%	52.6%	9.4%	9.4%	10.2%	2.1%	2.2%	2.4%	1.2%	1.2%	1.5%	42,655	42,547	39,817	149	163	174
HUD	35.8%	35.3%	32.1%	51.0%	50.6%	51.8%	9.7%	10.1%	11.7%	2.2%	2.6%	2.9%	1.4%	1.4%	1.6%	4,573	4,901	5,391	18	15	23
NARA	34.8%	35.9%	36.0%	49.8%	50.0%	48.2%	10.7%	9.0%	11.1%	2.5%	3.4%	2.8%	2.1%	1.7%	1.9%	1,722	1,827	1,836	9	9	12
NASA	46.0%	45.1%	42.2%	45.1%	45.6%	47.3%	6.7%	6.8%	7.6%	1.6%	1.8%	2.0%	0.6%	0.7%	0.9%	11,489	11,704	11,105	29	36	28
NCUA	32.8%	35.9%	34.8%	54.6%	51.4%	53.2%	8.6%	8.6%	8.7%	3.2%	2.1%	2.4%	0.9%	2.1%	0.9%	630	659	654	0	2	2
NLRB	31.3%	32.9%	29.8%	53.5%	52.0%	51.9%	10.6%	11.8%	12.5%	3.6%	1.7%	4.0%	1.0%	1.5%	1.9%	848	837	869	6	5	5
NRC	34.6%	34.5%	32.1%	52.5%	51.2%	52.0%	8.3%	9.9%	10.7%	2.4%	3.1%	3.1%	2.2%	1.4%	2.1%	2,290	2,425	2,120	8	7	10
NSF	43.6%	44.9%	43.1%	44.6%	42.7%	41.4%	8.1%	8.2%	10.7%	2.3%	2.6%	3.1%	1.4%	1.6%	1.8%	936	900	842	1	5	4
OMB	32.6%	31.5%	28.8%	52.4%	50.7%	50.6%	11.0%	11.9%	14.8%	3.0%	5.5%	4.3%	1.1%	0.3%	1.4%	336	339	348	2	2	2
OPM	39.9%	40.2%	38.3%	50.9%	50.1%	52.3%	6.9%	7.7%	6.8%	1.5%	1.2%	1.7%	0.8%	0.7%	0.9%	3,047	2,889	3,161	8	9	11
PBGC	44.1%	38.7%	36.0%	46.5%	50.1%	50.4%	6.8%	8.4%	9.2%	2.1%	1.7%	2.7%	0.6%	1.1%	1.8%	519	601	560	2	5	1
RRB	33.3%	35.7%	31.8%	50.0%	48.8%	51.8%	11.2%	9.9%	11.6%	3.0%	2.0%	3.3%	2.5%	3.6%	1.6%	411	442	312	2	1	4
SBA	37.1%	37.2%	34.2%	50.7%	48.3%	51.3%	9.1%	10.3%	9.9%	1.7%	2.3%	2.9%	1.5%	1.9%	1.8%	1,528	1,499	1,354	7	2	6
SEC	36.7%	33.6%	29.3%	50.0%	51.4%	52.3%	9.2%	11.0%	12.9%	3.0%	2.4%	3.6%	1.2%	1.5%	1.9%	3,371	3,479	3,157	5	22	21

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.7%	31.3%	30.3%	51.4%	51.4%	51.3%	11.4%	11.5%	12.1%	3.5%	3.6%	3.9%	2.1%	2.2%	2.4%	592,755	480,241	402,229	2,295	2,029	1,953
SSA	33.1%	32.4%	32.5%	52.8%	53.4%	52.3%	9.6%	9.5%	10.0%	2.6%	2.7%	3.4%	1.8%	1.9%	1.8%	26,087	8,410	8,781	89	30	38
State	28.6%	30.2%	27.7%	52.0%	52.3%	52.5%	13.0%	11.1%	12.9%	4.6%	4.4%	5.1%	1.8%	2.1%	1.8%	7,169	4,244	5,195	31	9	23
USAID	30.0%	30.3%	25.0%	49.6%	48.5%	49.9%	12.5%	14.6%	15.0%	5.9%	4.7%	7.0%	2.0%	2.0%	3.0%	1,827	2,062	2,247	7	7	11
USDA	27.0%	29.4%	27.4%	57.1%	56.6%	57.9%	11.2%	9.9%	10.3%	3.1%	2.8%	2.9%	1.6%	1.4%	1.5%	43,010	48,513	22,615	136	126	78
USDT	32.3%	32.3%	31.4%	51.8%	52.2%	52.3%	11.2%	11.1%	11.6%	2.8%	2.6%	2.7%	1.8%	1.8%	2.0%	41,586	45,736	44,730	215	243	286
Small Agencies	36.6%	37.4%	34.6%	47.8%	48.0%	49.1%	10.1%	9.6%	10.5%	3.1%	3.2%	3.1%	2.3%	1.8%	2.6%	5,196	5,463	5,336	27	23	28
DOD	31.9%	31.8%	30.7%	51.7%	51.8%	51.2%	11.2%	11.2%	12.0%	3.4%	3.5%	4.0%	1.8%	1.7%	2.1%	180,575	69,937	57,856	682	295	251
USACE	34.5%	31.1%	29.8%	52.6%	55.8%	54.0%	9.3%	9.2%	11.1%	2.5%	2.7%	3.5%	1.0%	1.2%	1.6%	18,587	4,342	3,556	53	11	11
Air Force	32.5%	31.9%	31.8%	50.4%	50.9%	50.8%	11.4%	11.6%	11.2%	3.7%	3.6%	3.8%	2.0%	2.0%	2.5%	33,042	16,687	15,374	142	100	74
Army‡	32.8%	33.1%	31.2%	51.2%	50.7%	50.0%	10.9%	11.1%	12.0%	3.3%	3.4%	4.3%	1.8%	1.7%	2.4%	50,854	17,257	13,279	190	81	72
Navy‡	28.1%	28.7%	27.4%	54.2%	53.8%	53.4%	12.3%	11.9%	13.1%	3.8%	3.9%	4.4%	1.7%	1.6%	1.8%	42,261	14,085	11,025	169	43	38
Marine Corps	35.0%	34.6%	33.4%	49.7%	50.0%	47.8%	10.7%	11.1%	12.7%	2.6%	2.6%	3.5%	1.9%	1.7%	2.7%	5,227	1,799	1,196	23	5	6
DOD 4th Estate	35.7%	34.7%	34.0%	50.1%	50.2%	49.9%	9.7%	10.2%	11.0%	2.8%	3.3%	3.2%	1.7%	1.7%	1.9%	30,604	15,767	13,426	105	55	50

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
BBG	19.9%	19.4%	18.3%	30.6%	28.9%	27.6%	23.5%	24.1%	22.7%	10.4%	11.0%	11.2%	15.6%	16.6%	20.2%	776	990	842	46	67	55
CSOSA	23.6%	24.2%	20.4%	32.7%	30.2%	34.0%	25.0%	22.9%	23.2%	8.5%	10.5%	9.5%	10.1%	12.2%	12.9%	444	516	586	22	20	24
DHS	23.3%	22.2%	19.2%	34.6%	34.5%	32.2%	18.7%	19.1%	19.9%	10.7%	10.9%	12.6%	12.7%	13.3%	16.1%	71,196	45,372	44,936	2,368	1,693	1,715
DOC	29.0%	28.3%	25.7%	38.1%	39.1%	37.5%	19.3%	18.5%	20.5%	6.8%	7.2%	8.2%	6.7%	6.9%	8.1%	19,326	9,744	9,031	1,321	672	691
DOE	33.4%	32.2%	29.6%	37.1%	36.8%	36.1%	14.6%	15.5%	15.7%	7.2%	7.3%	8.6%	7.6%	8.2%	10.0%	8,241	8,180	7,678	344	364	333
DOI	25.9%	25.8%	22.9%	36.4%	37.7%	36.5%	17.0%	17.5%	18.1%	10.1%	9.1%	10.6%	10.6%	9.9%	12.0%	27,165	24,598	21,799	1,022	1,119	1,117
DOJ	26.6%	26.5%	25.6%	37.0%	37.5%	37.5%	18.0%	16.8%	17.5%	8.8%	8.9%	9.4%	9.6%	10.4%	10.0%	29,765	15,375	15,802	1,071	636	580
DOL	30.7%	29.4%	28.1%	35.3%	36.3%	35.7%	16.5%	17.4%	18.6%	7.9%	7.4%	8.2%	9.5%	9.5%	9.4%	7,627	8,308	10,613	414	460	574
DOT	30.8%	30.3%	28.7%	39.9%	39.8%	39.4%	15.3%	15.7%	15.8%	6.6%	7.3%	8.4%	7.4%	7.0%	7.8%	20,687	16,029	14,131	784	681	631
ED	25.6%	28.4%	29.1%	34.1%	34.9%	34.8%	19.7%	18.4%	17.7%	9.6%	8.6%	7.7%	11.0%	9.7%	10.7%	2,391	2,626	2,663	192	188	180
EEOC	30.6%	28.2%	24.1%	26.9%	30.5%	31.6%	19.7%	19.2%	21.3%	11.4%	10.0%	9.9%	11.4%	12.0%	13.0%	1,309	1,349	1,424	62	49	73
EPA	24.0%	25.9%	24.2%	35.6%	38.1%	37.3%	20.6%	19.0%	20.2%	9.6%	9.1%	9.2%	10.2%	8.0%	9.1%	7,352	8,645	9,382	585	686	696
FCC	33.1%	29.2%	29.2%	36.1%	35.7%	35.4%	17.6%	20.8%	18.4%	7.5%	6.8%	8.7%	5.7%	7.6%	8.2%	552	658	584	38	51	58
FERC	44.1%	41.2%	36.2%	33.1%	33.8%	33.9%	13.8%	14.9%	18.2%	3.9%	4.6%	6.7%	5.1%	5.5%	5.0%	1,044	975	1,048	69	87	95
FTC	52.4%	50.9%	48.7%	28.8%	30.1%	28.3%	11.8%	12.8%	12.8%	3.1%	2.9%	4.6%	4.0%	3.2%	5.5%	577	565	571	57	44	69

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
GSA	36.7%	37.0%	33.2%	35.9%	36.3%	36.6%	15.5%	14.9%	17.0%	6.0%	6.2%	6.3%	5.9%	5.6%	6.8%	6,840	7,217	6,761	285	273	269
HHS	30.0%	28.8%	26.3%	37.7%	37.4%	37.3%	17.8%	18.1%	18.6%	7.1%	7.6%	8.5%	7.3%	8.1%	9.4%	40,691	40,309	37,717	2,129	2,460	2,321
HUD	27.4%	28.1%	25.1%	35.3%	36.1%	36.4%	19.2%	19.1%	20.3%	8.3%	7.8%	8.1%	9.7%	8.8%	10.1%	4,391	4,682	5,146	204	241	260
NARA	31.0%	31.4%	29.1%	34.2%	35.4%	33.0%	17.0%	16.8%	18.2%	7.4%	7.9%	8.4%	10.4%	8.5%	11.3%	1,656	1,752	1,775	79	94	76
NASA	48.4%	47.1%	44.5%	34.0%	34.6%	35.3%	9.9%	10.4%	11.0%	4.2%	4.3%	4.9%	3.5%	3.6%	4.3%	11,174	11,377	10,778	353	370	360
NCUA	34.5%	36.8%	33.7%	39.6%	39.0%	41.0%	11.5%	10.6%	11.4%	7.7%	6.3%	7.3%	6.7%	7.4%	6.6%	604	631	632	26	28	24
NLRB	28.1%	30.3%	27.5%	33.4%	33.0%	33.5%	19.8%	20.9%	21.6%	9.3%	8.1%	8.1%	9.5%	7.7%	9.3%	791	787	808	66	58	66
NRC	40.2%	38.2%	37.3%	36.7%	36.3%	35.6%	12.1%	13.3%	13.6%	5.2%	6.1%	7.1%	5.8%	6.2%	6.4%	2,221	2,345	2,063	76	87	76
NSF	37.4%	39.4%	34.9%	31.2%	28.1%	30.5%	17.5%	17.6%	15.4%	5.8%	7.1%	10.2%	8.1%	7.9%	9.0%	875	855	785	55	54	63
OMB	40.8%	37.3%	43.0%	36.6%	36.6%	37.4%	13.0%	16.9%	9.4%	6.7%	6.2%	5.5%	3.0%	3.1%	4.6%	307	313	319	30	27	30
OPM	33.0%	32.5%	30.8%	36.8%	37.0%	37.2%	16.4%	16.8%	18.3%	6.9%	6.7%	6.1%	6.8%	6.9%	7.6%	2,858	2,715	2,982	195	184	187
PBGC	37.2%	33.9%	29.5%	37.5%	37.5%	33.6%	16.9%	15.0%	21.5%	3.8%	6.7%	7.3%	4.7%	6.9%	8.1%	500	566	518	25	42	40
RRB	30.3%	33.4%	25.2%	36.8%	35.4%	39.1%	17.6%	18.8%	22.5%	7.8%	5.4%	5.7%	7.5%	7.0%	7.5%	394	411	296	19	33	22
SBA	31.1%	27.8%	24.5%	32.1%	31.9%	33.7%	16.9%	19.3%	17.0%	8.4%	8.1%	10.0%	11.4%	13.0%	14.9%	1,479	1,432	1,290	55	68	65
SEC	42.9%	40.7%	35.4%	34.5%	35.6%	35.3%	12.3%	13.8%	15.1%	5.1%	4.6%	6.8%	5.2%	5.4%	7.3%	3,165	3,295	2,971	209	202	221

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	28.7%	27.4%	25.4%	37.4%	37.1%	36.7%	16.9%	17.3%	18.1%	8.1%	8.6%	9.3%	8.8%	9.6%	10.5%	572,729	462,879	386,924	22,712	19,717	17,784
SSA	26.4%	26.3%	25.7%	37.3%	37.5%	37.0%	18.7%	18.4%	19.8%	8.6%	8.3%	8.3%	8.9%	9.4%	9.2%	25,243	8,108	8,449	958	341	390
State	28.8%	28.0%	26.4%	38.7%	39.7%	40.5%	15.7%	16.5%	16.7%	9.2%	8.8%	8.7%	7.6%	7.1%	7.7%	6,923	4,091	4,991	271	174	218
USAID	31.3%	31.6%	27.1%	38.1%	38.9%	40.9%	14.7%	14.6%	15.5%	8.2%	9.0%	8.9%	7.6%	5.9%	7.5%	1,745	1,967	2,156	85	105	114
USDA	21.7%	23.8%	21.8%	39.2%	41.1%	40.7%	19.1%	18.5%	19.3%	10.0%	8.5%	9.4%	10.0%	8.1%	8.8%	41,659	47,044	21,897	1,502	1,596	839
USDT	29.6%	29.0%	27.7%	38.4%	38.7%	38.6%	17.2%	17.4%	17.4%	6.9%	6.9%	7.7%	7.9%	7.9%	8.6%	40,001	43,850	43,006	1,837	2,097	2,056
Small Agencies	31.9%	33.3%	30.1%	32.6%	32.6%	34.6%	17.3%	16.5%	17.3%	8.3%	8.2%	8.2%	9.9%	9.5%	9.8%	4,904	5,140	5,040	322	347	332
DOD	30.5%	30.1%	27.4%	38.1%	38.0%	37.5%	15.9%	15.8%	16.9%	7.5%	8.0%	8.7%	8.0%	8.1%	9.5%	175,856	68,221	56,312	5,536	2,031	1,875
USACE	31.8%	30.1%	27.7%	40.0%	42.1%	40.9%	15.8%	15.3%	17.0%	6.7%	6.8%	7.4%	5.8%	5.7%	7.0%	18,045	4,216	3,442	599	146	140
Air Force	32.0%	31.4%	29.5%	36.9%	37.4%	37.6%	15.4%	14.7%	16.2%	7.3%	8.3%	7.9%	8.4%	8.2%	8.8%	32,344	16,352	15,070	891	426	400
Army‡	30.3%	29.7%	26.8%	37.1%	37.2%	36.2%	15.9%	16.0%	16.3%	7.9%	8.6%	9.8%	8.8%	8.5%	10.9%	49,673	16,905	12,972	1,394	452	387
Navy‡	28.8%	29.5%	26.7%	40.9%	39.9%	39.3%	16.2%	16.1%	17.4%	7.3%	7.5%	8.5%	6.8%	6.8%	8.1%	41,048	13,723	10,657	1,425	399	404
Marine Corps	33.2%	33.1%	27.7%	34.7%	34.3%	33.5%	15.1%	16.6%	18.8%	8.2%	7.7%	8.4%	8.8%	8.4%	11.5%	5,111	1,748	1,172	127	51	33
DOD 4th Estate	31.1%	29.4%	26.8%	36.2%	36.3%	36.3%	16.2%	16.4%	17.6%	7.6%	7.8%	8.7%	8.9%	10.1%	10.5%	29,635	15,277	12,999	1,100	557	511

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
BBG	12.8%	10.9%	11.5%	36.0%	31.8%	29.7%	27.7%	27.4%	25.9%	11.7%	17.1%	16.4%	11.7%	12.8%	16.5%	801	1,041	867	19	22	28
CSOSA	16.7%	20.6%	16.9%	37.7%	36.5%	40.4%	25.6%	22.3%	21.2%	11.5%	13.9%	13.2%	8.5%	6.7%	8.3%	464	536	610	4	3	6
DHS	13.6%	12.8%	10.8%	35.7%	35.9%	33.9%	23.4%	23.0%	23.9%	15.9%	16.4%	17.7%	11.4%	11.9%	13.7%	72,909	46,703	46,176	744	473	529
DOC	16.7%	16.4%	15.1%	40.7%	39.7%	39.0%	23.1%	23.6%	23.9%	13.1%	13.8%	14.4%	6.4%	6.5%	7.6%	20,439	10,316	9,603	217	111	124
DOE	19.2%	18.5%	16.6%	39.5%	38.9%	38.5%	20.9%	21.2%	21.9%	13.7%	13.9%	14.9%	6.6%	7.5%	8.0%	8,532	8,503	7,965	63	63	61
DOI	16.1%	15.3%	13.7%	38.5%	39.8%	38.7%	22.2%	22.1%	22.6%	15.0%	14.4%	15.2%	8.3%	8.4%	9.8%	28,055	25,543	22,732	165	173	168
DOJ	16.4%	15.4%	15.0%	38.7%	38.5%	38.3%	22.5%	22.3%	22.5%	14.2%	14.8%	15.5%	8.1%	9.1%	8.7%	30,558	15,881	16,258	277	151	151
DOL	16.3%	15.8%	15.7%	35.0%	36.7%	37.0%	23.0%	22.5%	22.8%	15.1%	15.3%	14.8%	10.6%	9.7%	9.7%	7,960	8,703	11,073	87	85	116
DOT	17.5%	16.5%	14.8%	41.2%	41.3%	40.8%	21.0%	21.7%	21.0%	12.8%	13.1%	15.0%	7.5%	7.4%	8.5%	21,295	16,620	14,659	185	143	129
ED	13.9%	15.7%	16.7%	34.7%	35.7%	34.3%	23.2%	21.7%	22.4%	16.5%	16.7%	16.3%	11.7%	10.1%	10.3%	2,543	2,783	2,808	29	28	32
EEOC	18.0%	18.8%	15.1%	32.6%	32.8%	36.5%	23.2%	23.8%	23.2%	17.4%	15.7%	14.9%	8.8%	8.8%	10.3%	1,350	1,392	1,479	20	17	18
EPA	12.6%	13.4%	11.1%	38.2%	37.7%	34.8%	24.1%	24.4%	25.8%	17.0%	16.7%	18.5%	8.1%	7.8%	9.7%	7,870	9,269	10,005	67	95	97
FCC	19.4%	14.8%	15.0%	34.8%	33.4%	31.2%	25.0%	28.3%	27.9%	14.3%	15.2%	16.9%	6.4%	8.3%	9.0%	583	699	624	9	11	17
FERC	30.1%	27.1%	20.7%	39.6%	39.6%	40.6%	16.7%	17.7%	20.9%	8.6%	10.8%	12.1%	5.0%	4.7%	5.7%	1,102	1,055	1,126	9	10	16
FTC	28.0%	28.1%	25.5%	36.0%	33.4%	30.4%	19.8%	23.8%	23.9%	10.7%	10.6%	15.1%	5.6%	4.0%	5.2%	625	605	625	11	5	11

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
GSA	26.4%	25.9%	22.9%	40.4%	42.6%	42.1%	18.6%	17.1%	18.7%	9.1%	9.7%	9.9%	5.5%	4.6%	6.4%	7,103	7,441	6,929	29	36	38
HHS	19.2%	18.4%	16.1%	39.3%	39.3%	38.1%	21.9%	22.3%	23.1%	13.1%	13.2%	14.8%	6.5%	6.8%	8.0%	42,489	42,428	39,678	350	388	391
HUD	17.6%	16.6%	14.3%	35.7%	37.5%	35.6%	21.8%	22.5%	23.1%	15.1%	14.5%	15.8%	9.7%	8.9%	11.2%	4,547	4,881	5,359	47	45	52
NARA	16.4%	18.8%	18.6%	35.4%	37.0%	34.6%	26.3%	23.6%	24.6%	13.6%	14.0%	14.0%	8.2%	6.7%	8.2%	1,721	1,828	1,825	15	19	23
NASA	36.0%	34.3%	30.0%	43.1%	43.8%	44.5%	12.9%	13.9%	15.4%	5.8%	5.4%	7.0%	2.3%	2.5%	3.1%	11,477	11,709	11,098	50	47	54
NCUA	18.9%	16.4%	21.3%	42.2%	40.6%	42.2%	18.6%	17.0%	19.5%	12.6%	16.5%	11.2%	7.7%	9.5%	5.8%	630	659	650	0	4	7
NLRB	9.7%	12.4%	9.1%	28.5%	27.1%	26.2%	25.9%	25.3%	26.6%	21.5%	22.9%	22.9%	14.4%	12.3%	15.1%	835	827	860	20	17	16
NRC	22.5%	19.4%	18.4%	39.1%	40.0%	36.5%	19.0%	19.4%	20.6%	12.5%	14.0%	15.8%	6.9%	7.1%	8.6%	2,287	2,410	2,113	16	15	25
NSF	24.9%	23.6%	23.4%	37.5%	36.0%	32.3%	18.9%	21.7%	23.6%	12.7%	12.1%	12.9%	6.0%	6.7%	7.9%	924	893	840	11	10	10
OMB	16.0%	12.5%	18.1%	38.7%	33.8%	36.4%	22.5%	26.4%	22.6%	17.0%	22.8%	18.2%	5.7%	4.6%	4.5%	336	340	349	1	2	2
OPM	19.8%	19.4%	17.6%	39.6%	40.3%	40.4%	19.3%	20.3%	22.1%	13.5%	12.2%	11.9%	7.7%	7.9%	7.9%	3,040	2,875	3,131	22	32	36
PBGC	25.6%	19.5%	18.0%	38.6%	45.0%	38.9%	20.8%	20.4%	23.1%	8.5%	11.1%	13.8%	6.5%	4.1%	6.3%	521	604	559	3	2	6
RRB	19.1%	21.6%	16.6%	36.7%	41.6%	38.9%	21.1%	21.8%	25.6%	12.9%	7.6%	11.8%	10.2%	7.4%	7.1%	404	436	313	8	10	3
SBA	14.6%	12.8%	11.5%	32.8%	29.9%	27.7%	23.5%	24.7%	24.6%	17.8%	17.0%	19.5%	11.4%	15.7%	16.8%	1,524	1,489	1,352	13	17	17
SEC	23.7%	21.9%	19.4%	38.3%	38.4%	38.7%	21.1%	20.9%	21.9%	12.3%	13.1%	13.1%	4.6%	5.7%	6.9%	3,338	3,471	3,148	39	38	45

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.8%	16.3%	14.8%	38.4%	38.9%	38.1%	22.5%	22.4%	22.9%	14.1%	14.1%	15.0%	8.1%	8.3%	9.2%	590,634	478,928	401,073	5,274	4,395	4,002
SSA	15.2%	15.3%	14.3%	37.3%	38.4%	39.1%	24.8%	23.9%	24.1%	14.7%	14.8%	14.9%	8.0%	7.6%	7.6%	25,927	8,367	8,770	287	92	87
State	12.0%	11.4%	11.6%	32.6%	34.6%	32.9%	24.2%	23.5%	23.8%	20.8%	21.0%	22.6%	10.5%	9.4%	9.1%	7,146	4,234	5,163	57	30	61
USAID	12.4%	14.5%	10.7%	34.9%	34.8%	33.1%	22.2%	21.5%	23.8%	21.6%	21.1%	21.2%	9.0%	8.2%	11.3%	1,821	2,063	2,254	13	12	8
USDA	12.6%	13.6%	12.4%	40.7%	42.9%	42.8%	24.0%	23.2%	24.1%	14.9%	13.6%	13.8%	7.9%	6.6%	7.0%	42,912	48,388	22,596	300	319	146
USDT	15.4%	14.7%	13.7%	37.6%	38.1%	36.9%	22.5%	23.1%	23.1%	14.9%	14.5%	15.7%	9.6%	9.5%	10.6%	41,387	45,515	44,617	492	516	542
Small Agencies	18.9%	19.3%	18.7%	32.0%	34.1%	34.8%	22.0%	22.1%	21.6%	16.7%	15.1%	14.6%	10.4%	9.4%	10.3%	5,177	5,443	5,304	49	55	73
DOD	17.8%	17.2%	15.2%	38.9%	39.0%	37.9%	22.2%	22.3%	23.0%	13.5%	13.8%	14.9%	7.5%	7.7%	9.1%	180,002	69,830	57,718	1,546	528	544
USACE	19.3%	16.5%	14.2%	42.4%	43.1%	41.7%	20.3%	21.7%	21.5%	12.2%	12.4%	16.1%	5.8%	6.4%	6.4%	18,522	4,345	3,553	121	16	28
Air Force	18.7%	18.2%	17.3%	38.5%	38.7%	37.1%	22.2%	21.9%	22.9%	13.1%	13.6%	14.2%	7.6%	7.6%	8.5%	32,968	16,663	15,331	302	148	155
Army‡	18.2%	16.9%	14.8%	37.8%	38.3%	36.4%	21.9%	21.5%	22.7%	13.8%	14.8%	15.7%	8.2%	8.5%	10.5%	50,659	17,248	13,244	446	120	140
Navy‡	15.2%	16.0%	13.1%	40.0%	40.5%	38.9%	23.8%	23.3%	24.1%	14.1%	13.5%	15.2%	7.0%	6.7%	8.7%	42,135	14,042	10,986	376	111	101
Marine Corps	19.3%	19.3%	16.1%	36.1%	35.8%	33.5%	22.4%	25.0%	26.2%	13.8%	11.7%	12.8%	8.4%	8.2%	11.4%	5,217	1,786	1,202	38	16	5
DOD 4th Estate	20.2%	18.4%	16.8%	39.1%	37.2%	39.4%	20.6%	22.1%	21.6%	12.6%	13.7%	13.6%	7.5%	8.6%	8.6%	30,501	15,746	13,402	263	117	115

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
BBG	22.9%	18.6%	20.6%	37.5%	40.0%	38.4%	18.4%	21.9%	21.1%	8.2%	9.8%	9.1%	13.0%	9.8%	10.8%	775	969	803	49	99	99
CSOSA	35.9%	31.1%	30.2%	40.1%	45.2%	44.9%	11.6%	11.2%	12.2%	7.1%	6.9%	6.7%	5.2%	5.6%	6.0%	459	532	608	9	9	8
DHS	27.8%	26.5%	23.3%	41.4%	40.9%	39.8%	14.2%	14.8%	15.1%	9.1%	10.0%	11.2%	7.5%	7.8%	10.5%	72,229	46,198	45,681	1,475	1,152	1,231
DOC	33.6%	32.8%	31.9%	41.0%	40.2%	39.4%	12.1%	13.4%	13.0%	8.3%	8.4%	9.4%	5.1%	5.2%	6.3%	20,395	10,212	9,541	290	253	233
DOE	27.9%	25.3%	22.6%	39.7%	39.5%	39.0%	13.9%	14.4%	15.4%	11.1%	11.9%	13.1%	7.4%	8.9%	9.9%	8,520	8,420	7,930	93	164	134
DOI	27.7%	25.0%	23.2%	45.0%	46.0%	44.8%	12.7%	13.8%	14.8%	8.9%	9.4%	10.3%	5.7%	5.7%	6.9%	27,883	25,331	22,650	350	516	429
DOJ	34.0%	32.0%	32.7%	40.4%	42.3%	40.5%	11.3%	10.7%	11.5%	8.5%	8.5%	9.0%	5.9%	6.5%	6.3%	30,410	15,700	16,092	493	394	375
DOL	33.0%	31.6%	28.6%	39.5%	39.6%	40.1%	11.6%	12.3%	13.4%	8.1%	8.5%	10.2%	7.8%	8.0%	7.7%	7,950	8,643	10,989	101	173	257
DOT	26.4%	24.0%	21.0%	40.2%	40.5%	40.1%	16.6%	17.0%	17.9%	10.1%	12.1%	12.7%	6.7%	6.4%	8.2%	20,855	16,147	14,231	642	655	613
ED	26.7%	25.6%	24.7%	38.0%	37.7%	37.0%	13.0%	14.0%	13.9%	12.4%	12.4%	12.2%	9.9%	10.4%	12.2%	2,555	2,770	2,785	30	57	72
EEOC	33.3%	31.3%	34.7%	40.9%	38.6%	38.8%	11.1%	14.6%	11.4%	9.6%	8.2%	8.5%	5.2%	7.3%	6.6%	1,353	1,370	1,453	21	44	54
EPA	25.6%	24.6%	22.0%	41.4%	40.8%	39.2%	14.8%	15.2%	16.7%	11.7%	12.7%	13.8%	6.5%	6.7%	8.3%	7,844	9,233	9,926	111	169	214
FCC	36.1%	30.8%	28.7%	33.4%	39.1%	39.3%	17.3%	18.2%	17.4%	8.9%	7.5%	7.9%	4.3%	4.6%	6.7%	547	641	596	47	72	50
FERC	36.8%	33.4%	29.4%	38.8%	39.5%	40.0%	13.2%	14.8%	15.6%	7.4%	7.5%	9.7%	3.7%	4.8%	5.3%	1,085	1,040	1,098	27	29	48
FTC	50.9%	51.5%	46.3%	33.8%	33.1%	37.1%	8.6%	7.7%	7.3%	4.0%	5.2%	5.9%	2.7%	2.5%	3.4%	618	596	611	17	15	30

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
GSA	37.6%	34.1%	30.6%	39.4%	40.2%	40.3%	12.0%	12.8%	13.6%	6.2%	7.8%	9.0%	4.9%	5.2%	6.5%	7,061	7,328	6,896	79	193	167
HHS	33.2%	31.4%	28.3%	40.7%	40.9%	40.7%	12.3%	13.0%	13.8%	8.3%	8.8%	10.2%	5.5%	5.8%	7.0%	42,342	42,126	39,417	575	887	859
HUD	36.1%	34.8%	32.1%	40.2%	40.2%	40.2%	11.0%	11.6%	12.1%	6.7%	7.5%	7.7%	6.1%	5.8%	7.8%	4,527	4,860	5,336	80	89	114
NARA	39.9%	38.5%	35.9%	38.1%	39.1%	40.0%	9.0%	8.9%	9.2%	6.8%	7.2%	8.2%	6.3%	6.2%	6.7%	1,716	1,835	1,834	24	25	34
NASA	43.2%	40.9%	37.5%	38.6%	39.6%	40.9%	9.8%	10.5%	11.2%	5.6%	5.9%	6.8%	2.8%	3.2%	3.6%	11,365	11,578	10,958	181	221	229
NCUA	29.6%	31.2%	31.8%	39.4%	37.7%	38.5%	12.3%	12.6%	10.8%	11.7%	8.5%	11.4%	7.1%	10.0%	7.5%	626	654	655	5	11	6
NLRB	26.1%	27.5%	23.4%	41.8%	38.2%	39.2%	14.4%	15.1%	12.5%	9.9%	10.8%	13.7%	7.7%	8.5%	11.3%	821	806	825	36	42	56
NRC	29.2%	28.1%	26.2%	40.2%	40.3%	39.9%	13.6%	14.2%	14.1%	9.6%	11.4%	12.4%	7.4%	6.0%	7.5%	2,279	2,396	2,114	25	41	36
NSF	43.5%	45.3%	41.6%	34.7%	33.2%	33.6%	10.5%	7.9%	11.2%	5.6%	7.8%	7.8%	5.6%	5.7%	5.9%	923	882	835	13	27	18
OMB	28.1%	27.6%	22.8%	43.7%	40.1%	47.9%	12.5%	14.9%	12.7%	10.6%	12.6%	12.1%	5.1%	4.8%	4.5%	324	326	319	13	17	32
OPM	38.9%	36.8%	35.3%	41.5%	41.8%	42.7%	9.1%	9.8%	9.5%	5.8%	7.1%	7.5%	4.7%	4.6%	5.1%	3,021	2,876	3,147	38	34	42
PBGC	36.2%	33.6%	29.7%	42.2%	40.3%	36.6%	10.3%	14.0%	13.3%	6.8%	7.7%	10.9%	4.5%	4.4%	9.5%	515	590	555	9	18	14
RRB	36.0%	34.6%	31.9%	38.1%	41.3%	40.0%	9.8%	10.4%	15.4%	9.0%	8.4%	8.0%	7.1%	5.3%	4.8%	409	435	311	4	11	9
SBA	35.2%	36.1%	32.8%	39.3%	39.5%	40.2%	10.7%	10.1%	11.0%	6.9%	7.1%	7.9%	7.8%	7.3%	8.1%	1,515	1,480	1,352	25	29	29
SEC	28.8%	23.8%	19.7%	40.7%	41.0%	35.8%	14.8%	16.6%	19.4%	10.1%	11.3%	14.8%	5.5%	7.5%	10.3%	3,347	3,457	3,115	41	64	91

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.0%	30.0%	28.5%	41.2%	41.0%	40.5%	13.3%	13.4%	13.6%	9.0%	9.1%	10.0%	6.5%	6.4%	7.3%	584,495	473,585	396,712	12,078	11,653	10,380
SSA	28.6%	28.2%	26.1%	44.0%	44.1%	43.3%	12.6%	12.6%	12.9%	8.9%	9.3%	10.9%	5.8%	5.8%	6.8%	25,563	8,261	8,584	672	224	295
State	32.0%	31.1%	27.8%	40.3%	42.0%	42.3%	13.6%	13.3%	14.9%	8.9%	8.5%	9.7%	5.2%	5.1%	5.3%	6,980	4,105	5,041	224	182	210
USAID	25.8%	27.7%	23.8%	35.7%	34.6%	34.6%	15.5%	16.4%	16.1%	12.9%	12.7%	14.8%	10.0%	8.5%	10.7%	1,757	2,007	2,192	75	75	90
USDA	24.4%	26.0%	23.7%	45.5%	45.4%	46.2%	13.0%	13.0%	13.2%	10.3%	9.8%	10.5%	6.8%	5.8%	6.5%	42,905	48,338	22,526	346	530	319
USDT	36.7%	36.2%	34.7%	39.7%	40.2%	39.8%	11.0%	11.1%	11.7%	7.1%	7.2%	7.5%	5.6%	5.4%	6.2%	41,152	45,358	44,473	725	916	916
Small Agencies	32.6%	33.4%	29.6%	37.0%	38.3%	39.6%	13.0%	12.8%	13.5%	10.0%	8.5%	9.6%	7.3%	6.9%	7.7%	5,102	5,318	5,177	131	192	224
DOD	29.1%	29.9%	28.5%	40.9%	40.7%	40.1%	13.9%	14.4%	14.5%	9.4%	9.1%	10.0%	6.7%	5.9%	6.9%	176,767	68,164	56,565	5,002	2,410	1,970
USACE	34.8%	33.7%	30.2%	44.0%	44.2%	45.2%	10.8%	11.5%	11.2%	6.6%	6.4%	8.0%	3.8%	4.3%	5.5%	18,404	4,289	3,524	260	84	71
Air Force	30.0%	29.8%	30.2%	39.5%	39.6%	38.7%	13.1%	14.5%	14.9%	9.6%	9.4%	9.6%	7.7%	6.7%	6.7%	32,410	16,049	14,905	873	817	653
Army‡	30.5%	34.4%	32.7%	40.5%	40.5%	39.8%	12.5%	12.3%	12.2%	9.3%	7.6%	8.6%	7.2%	5.3%	6.8%	50,100	16,891	13,012	1,105	540	452
Navy‡	23.4%	23.5%	20.9%	42.6%	41.3%	41.3%	17.6%	18.2%	18.2%	10.4%	10.9%	12.3%	6.0%	6.1%	7.3%	40,662	13,634	10,657	1,889	558	476
Marine Corps	30.5%	29.2%	27.3%	39.5%	37.0%	36.3%	14.9%	16.5%	17.4%	9.1%	10.4%	10.1%	6.0%	7.0%	8.9%	5,108	1,754	1,185	145	55	27
DOD 4th Estate	33.8%	32.8%	31.9%	39.6%	40.9%	39.7%	11.6%	11.7%	12.1%	8.1%	8.7%	9.7%	6.8%	5.9%	6.6%	30,083	15,547	13,282	730	356	291

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
BBG	26.6%	25.5%	24.5%	45.4%	47.7%	46.1%	14.3%	15.1%	17.4%	8.4%	7.2%	6.9%	5.3%	4.5%	5.1%	821	1,068	899
CSOSA	28.8%	24.5%	24.8%	46.4%	46.6%	46.4%	13.9%	15.7%	10.8%	6.3%	9.0%	12.4%	4.5%	4.2%	5.7%	467	540	613
DHS	25.7%	24.4%	23.3%	45.1%	46.6%	45.2%	14.8%	14.2%	14.9%	10.0%	10.1%	11.4%	4.4%	4.6%	5.2%	73,618	47,295	46,881
DOC	34.1%	33.0%	31.2%	45.7%	46.9%	46.7%	12.3%	11.4%	13.0%	5.9%	6.6%	6.7%	2.0%	2.2%	2.5%	20,676	10,466	9,773
DOE	37.5%	35.4%	32.8%	45.2%	46.6%	47.7%	9.5%	9.7%	10.2%	5.5%	6.1%	6.5%	2.4%	2.1%	2.8%	8,596	8,572	8,062
DOI	30.9%	29.1%	26.1%	45.7%	46.9%	47.6%	12.2%	12.8%	13.5%	8.0%	8.1%	9.1%	3.2%	3.2%	3.7%	28,236	25,788	23,041
DOJ	29.0%	27.8%	26.9%	44.1%	45.8%	45.9%	13.8%	12.9%	14.3%	9.1%	9.6%	9.3%	4.1%	4.0%	3.6%	30,881	16,079	16,457
DOL	35.3%	33.2%	32.0%	43.1%	45.3%	45.2%	11.6%	11.5%	12.4%	7.1%	6.9%	7.5%	3.0%	3.1%	2.9%	8,054	8,811	11,241
DOT	32.9%	31.6%	28.7%	47.1%	47.8%	48.2%	11.3%	11.6%	12.3%	6.3%	6.9%	7.8%	2.3%	2.1%	3.0%	21,477	16,797	14,845
ED	33.7%	35.6%	33.1%	45.6%	44.7%	46.1%	11.3%	11.1%	10.4%	6.7%	6.6%	7.4%	2.7%	2.0%	3.0%	2,580	2,825	2,852
EEOC	32.1%	29.6%	27.7%	43.1%	47.8%	45.1%	14.2%	12.3%	14.3%	7.7%	8.2%	9.2%	2.9%	2.2%	3.8%	1,372	1,413	1,503
EPA	36.9%	36.0%	29.6%	46.3%	47.2%	49.1%	9.5%	9.5%	11.7%	5.2%	5.6%	6.9%	2.1%	1.8%	2.7%	7,959	9,400	10,129
FCC	42.7%	36.0%	34.8%	43.9%	44.5%	46.1%	8.0%	11.0%	9.6%	4.0%	6.7%	5.7%	1.4%	1.8%	3.8%	592	712	645
FERC	49.0%	46.8%	42.7%	40.2%	42.8%	45.8%	6.7%	5.3%	7.7%	2.7%	3.1%	2.4%	1.4%	2.0%	1.4%	1,112	1,070	1,149
FTC	59.0%	52.6%	48.5%	30.3%	36.4%	39.5%	6.0%	7.3%	6.4%	2.9%	2.9%	4.9%	1.8%	0.9%	0.7%	636	609	641

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
GSA	41.8%	40.3%	36.3%	42.5%	43.1%	44.9%	9.2%	9.6%	11.2%	4.7%	5.0%	5.7%	1.8%	1.9%	1.9%	7,138	7,517	7,070
HHS	35.1%	34.8%	31.4%	44.7%	44.3%	45.8%	11.2%	11.4%	12.1%	6.4%	6.7%	7.7%	2.6%	2.8%	3.1%	42,866	42,978	40,251
HUD	33.0%	32.8%	30.0%	44.6%	44.0%	43.9%	11.9%	12.9%	13.6%	6.9%	7.3%	8.2%	3.6%	2.9%	4.3%	4,598	4,940	5,444
NARA	33.1%	32.8%	31.5%	41.6%	45.6%	43.8%	13.9%	11.4%	11.5%	7.9%	7.6%	8.3%	3.6%	2.6%	5.0%	1,740	1,858	1,869
NASA	46.4%	44.7%	41.8%	42.6%	43.9%	45.7%	6.7%	7.1%	7.7%	3.4%	3.3%	3.5%	0.9%	1.1%	1.3%	11,548	11,797	11,183
NCUA	36.6%	39.5%	37.6%	46.1%	44.1%	47.2%	10.3%	8.5%	7.6%	4.9%	5.8%	5.5%	2.1%	2.1%	2.0%	632	662	661
NLRB	39.7%	37.5%	31.1%	42.6%	43.5%	44.4%	9.8%	10.1%	12.3%	5.3%	5.1%	8.3%	2.7%	3.7%	4.0%	856	847	881
NRC	41.7%	39.8%	37.6%	43.1%	42.8%	43.5%	7.7%	8.2%	9.8%	4.7%	6.6%	6.5%	2.8%	2.6%	2.7%	2,302	2,437	2,148
NSF	42.6%	41.3%	37.1%	41.8%	43.1%	44.5%	8.0%	7.7%	10.8%	4.7%	5.4%	6.0%	2.9%	2.4%	1.6%	934	908	852
OMB	53.9%	57.5%	54.2%	38.6%	35.0%	37.8%	3.3%	4.6%	4.8%	2.3%	1.6%	1.9%	1.8%	1.3%	1.3%	337	343	350
OPM	35.6%	33.3%	33.7%	45.1%	46.5%	46.0%	11.5%	11.6%	11.5%	5.9%	6.4%	6.6%	1.8%	2.2%	2.2%	3,059	2,909	3,189
PBGC	41.3%	34.8%	32.8%	43.5%	48.5%	46.9%	7.6%	10.3%	11.5%	5.0%	5.1%	6.8%	2.7%	1.2%	1.9%	525	609	568
RRB	26.8%	28.3%	30.2%	47.7%	49.2%	46.1%	13.5%	11.3%	13.2%	8.1%	7.8%	7.8%	4.0%	3.4%	2.7%	411	447	318
SBA	31.5%	29.6%	27.9%	44.1%	42.7%	43.8%	12.2%	13.4%	10.9%	8.9%	8.5%	11.5%	3.3%	5.7%	5.9%	1,535	1,509	1,379
SEC	41.8%	38.3%	32.1%	44.3%	46.5%	48.1%	7.7%	8.5%	11.1%	4.2%	4.7%	6.3%	1.9%	2.1%	2.4%	3,389	3,521	3,203

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	30.6%	29.0%	27.2%	45.7%	45.6%	46.1%	12.5%	12.9%	13.5%	8.0%	8.8%	9.3%	3.2%	3.7%	3.9%	596,010	484,728	406,886
SSA	23.5%	23.3%	23.1%	45.1%	45.2%	46.7%	14.9%	15.3%	14.3%	11.7%	11.1%	11.6%	4.7%	5.0%	4.3%	26,194	8,479	8,889
State	34.3%	35.4%	31.0%	47.2%	47.4%	47.5%	10.6%	9.7%	11.9%	6.0%	6.0%	7.2%	1.9%	1.4%	2.4%	7,195	4,282	5,242
USAID	35.4%	36.6%	29.9%	45.3%	45.7%	47.2%	11.1%	10.3%	12.5%	6.1%	5.6%	7.7%	2.1%	1.8%	2.7%	1,834	2,084	2,282
USDA	29.5%	30.9%	29.0%	46.7%	46.8%	47.2%	12.8%	12.2%	12.9%	7.9%	7.5%	8.1%	3.0%	2.6%	2.8%	43,167	48,805	22,824
USDT	35.1%	33.7%	32.5%	44.0%	44.6%	44.7%	11.0%	11.2%	11.6%	6.7%	7.2%	7.7%	3.2%	3.4%	3.5%	41,800	46,222	45,391
Small Agencies	38.4%	36.0%	33.9%	42.3%	44.4%	45.4%	9.6%	10.1%	9.9%	6.7%	6.2%	7.3%	2.9%	3.4%	3.6%	5,225	5,504	5,399
DOD	29.9%	29.0%	27.1%	46.6%	46.7%	47.2%	12.5%	12.8%	13.3%	8.0%	8.4%	8.9%	3.0%	3.2%	3.5%	181,648	70,518	58,515
USACE	30.2%	28.6%	26.3%	49.2%	49.7%	50.4%	12.1%	12.5%	12.9%	6.4%	6.9%	8.0%	2.1%	2.4%	2.4%	18,662	4,368	3,590
Air Force	30.0%	28.5%	28.0%	46.2%	46.7%	46.7%	12.4%	12.8%	13.4%	8.3%	8.7%	8.6%	3.1%	3.4%	3.4%	33,265	16,853	15,558
Army‡	29.2%	28.0%	25.7%	46.1%	46.4%	46.3%	12.7%	12.8%	14.0%	8.7%	9.3%	9.8%	3.4%	3.5%	4.2%	51,166	17,415	13,456
Navy‡	29.5%	29.8%	27.3%	48.6%	48.0%	49.8%	12.4%	12.8%	12.4%	7.1%	6.8%	8.0%	2.4%	2.4%	2.5%	42,508	14,180	11,129
Marine Corps	30.8%	30.7%	27.0%	43.4%	46.2%	41.8%	13.4%	12.7%	15.0%	8.6%	7.9%	11.6%	3.8%	2.6%	4.6%	5,256	1,808	1,212
DOD 4th Estate	31.4%	29.8%	28.2%	44.1%	43.7%	44.7%	12.3%	12.6%	13.5%	8.4%	9.9%	9.2%	3.8%	3.9%	4.5%	30,791	15,894	13,570

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
BBG	9.0%	7.5%	9.4%	27.2%	25.1%	26.3%	25.6%	27.5%	24.8%	19.2%	19.2%	18.7%	19.1%	20.8%	20.8%	800	1,020	866	23	45	29
CSOSA	12.2%	11.4%	11.6%	37.7%	35.7%	33.3%	27.6%	26.1%	25.8%	14.5%	17.4%	18.0%	8.1%	9.4%	11.2%	453	524	602	16	16	16
DHS	8.1%	7.6%	6.2%	28.3%	27.8%	25.6%	26.9%	26.5%	27.0%	21.3%	22.0%	22.9%	15.4%	16.0%	18.3%	71,577	45,999	45,480	1,937	1,327	1,408
DOC	13.1%	11.8%	13.3%	39.4%	38.4%	37.5%	24.7%	24.9%	25.1%	15.1%	16.1%	15.5%	7.9%	8.8%	8.6%	19,440	9,930	9,303	1,218	527	456
DOE	10.6%	10.2%	10.3%	33.7%	33.4%	36.9%	23.2%	23.1%	22.4%	20.5%	21.1%	18.9%	12.1%	12.1%	11.5%	8,334	8,303	7,791	261	274	261
DOI	8.8%	8.3%	8.2%	32.2%	32.0%	32.9%	24.4%	24.2%	24.6%	21.5%	22.1%	21.8%	13.0%	13.4%	12.5%	27,433	25,182	22,428	760	640	620
DOJ	10.4%	9.8%	10.6%	33.4%	34.4%	36.1%	27.3%	25.9%	26.0%	18.2%	19.2%	18.0%	10.8%	10.7%	9.2%	29,834	15,541	15,918	1,010	539	544
DOL	11.5%	11.9%	12.4%	30.6%	34.0%	36.3%	26.7%	24.9%	26.1%	17.4%	17.6%	16.0%	13.7%	11.6%	9.3%	7,631	8,384	10,696	405	433	535
DOT	9.9%	9.4%	9.1%	33.0%	33.0%	33.5%	25.3%	25.1%	24.7%	20.0%	20.4%	20.2%	11.9%	12.0%	12.4%	20,742	16,247	14,334	706	546	496
ED	7.8%	11.8%	13.9%	27.2%	32.1%	38.5%	24.4%	23.6%	22.4%	19.7%	19.3%	15.8%	20.8%	13.3%	9.4%	2,443	2,704	2,740	138	118	115
EEOC	12.0%	12.0%	10.4%	31.7%	27.2%	30.7%	28.2%	26.5%	26.8%	17.2%	20.1%	19.0%	10.9%	14.2%	13.1%	1,281	1,316	1,406	90	98	96
EPA	7.9%	9.7%	8.5%	28.3%	33.0%	35.5%	22.1%	21.7%	24.7%	23.5%	21.5%	20.6%	18.2%	14.1%	10.7%	7,619	9,054	9,741	316	331	395
FCC	15.2%	11.9%	10.0%	32.7%	29.8%	32.5%	21.7%	26.7%	23.6%	18.7%	19.9%	18.8%	11.8%	11.7%	15.1%	569	676	611	24	38	35
FERC	28.6%	25.5%	24.6%	41.8%	46.5%	47.9%	16.8%	14.3%	15.8%	9.1%	9.9%	7.9%	3.8%	3.8%	3.7%	1,086	1,031	1,110	25	34	38
FTC	31.1%	30.1%	32.7%	43.3%	43.4%	41.5%	12.9%	13.6%	12.9%	8.8%	10.4%	9.5%	3.9%	2.5%	3.4%	613	592	620	21	18	20

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
GSA	15.7%	16.4%	16.3%	33.2%	34.2%	36.7%	23.6%	24.1%	23.0%	16.3%	16.3%	14.6%	11.2%	9.1%	9.4%	6,851	7,251	6,802	273	266	262
HHS	12.9%	12.9%	12.5%	38.2%	37.8%	39.6%	23.5%	22.8%	22.6%	16.4%	17.1%	16.1%	9.0%	9.4%	9.2%	41,473	41,573	38,969	1,380	1,381	1,273
HUD	9.0%	9.9%	9.2%	28.4%	28.3%	28.9%	27.5%	26.7%	27.5%	20.5%	21.1%	20.3%	14.6%	14.0%	14.1%	4,382	4,718	5,175	224	230	276
NARA	9.7%	11.4%	11.4%	32.5%	31.5%	37.1%	23.9%	24.8%	23.6%	17.9%	20.0%	15.9%	16.0%	12.4%	12.1%	1,679	1,788	1,811	53	69	52
NASA	18.0%	16.1%	14.6%	41.3%	40.4%	40.2%	20.8%	21.1%	21.4%	13.8%	16.0%	16.5%	6.1%	6.3%	7.2%	11,250	11,456	10,873	287	330	306
NCUA	14.8%	15.8%	18.3%	43.0%	39.4%	40.4%	21.3%	23.3%	21.2%	13.8%	14.9%	13.0%	7.1%	6.6%	7.2%	611	643	644	22	22	13
NLRB	11.6%	12.9%	10.6%	30.3%	33.3%	33.7%	20.5%	23.2%	23.2%	16.7%	18.9%	20.5%	21.0%	11.8%	12.0%	803	807	838	52	43	43
NRC	15.2%	13.4%	14.7%	35.7%	35.4%	38.2%	23.7%	20.9%	20.5%	16.2%	19.6%	17.0%	9.1%	10.7%	9.7%	2,218	2,347	2,066	79	90	79
NSF	21.2%	19.3%	18.2%	42.7%	42.1%	42.4%	18.7%	18.7%	19.7%	12.6%	13.6%	13.9%	4.9%	6.3%	5.8%	914	894	838	20	15	15
OMB	24.2%	23.2%	29.1%	51.8%	51.0%	50.1%	13.7%	11.9%	9.7%	8.2%	11.4%	8.2%	2.1%	2.5%	2.8%	333	338	344	4	5	6
OPM	13.4%	13.1%	12.4%	38.3%	37.4%	39.7%	25.6%	24.9%	24.6%	13.4%	15.5%	14.5%	9.3%	9.2%	8.9%	2,859	2,746	3,001	202	164	188
PBGC	19.5%	15.1%	15.0%	41.4%	40.2%	48.1%	23.0%	24.8%	18.1%	11.2%	13.5%	12.4%	4.9%	6.4%	6.4%	503	591	541	18	17	28
RRB	10.8%	11.9%	12.5%	32.3%	33.0%	30.7%	23.1%	26.1%	30.0%	20.4%	18.8%	16.1%	13.5%	10.2%	10.8%	384	420	294	29	27	26
SBA	12.8%	11.3%	9.3%	33.3%	28.9%	30.7%	25.2%	25.2%	25.1%	17.4%	19.1%	18.3%	11.3%	15.5%	16.6%	1,477	1,440	1,314	62	69	68
SEC	22.0%	22.3%	20.9%	39.0%	44.0%	48.0%	19.6%	18.5%	17.5%	13.0%	9.7%	8.8%	6.5%	5.5%	4.8%	3,213	3,352	3,064	172	168	139

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.5%	9.5%	9.1%	32.5%	32.8%	33.4%	25.9%	25.4%	25.2%	19.8%	20.1%	19.9%	12.3%	12.3%	12.3%	575,379	468,542	392,412	20,045	16,412	14,370
SSA	8.1%	7.6%	8.3%	27.5%	27.2%	32.3%	29.1%	28.5%	27.7%	21.1%	22.1%	19.1%	14.2%	14.7%	12.6%	24,949	8,108	8,480	1,251	365	397
State	9.6%	10.6%	10.8%	37.6%	39.5%	42.4%	21.4%	20.8%	22.5%	19.9%	19.0%	17.0%	11.6%	10.1%	7.4%	6,979	4,186	5,114	194	98	127
USAID	10.9%	12.3%	10.8%	38.8%	39.6%	45.8%	19.0%	18.4%	18.6%	20.6%	19.6%	17.8%	10.7%	10.1%	7.0%	1,797	2,053	2,244	32	28	36
USDA	5.5%	6.6%	6.6%	25.7%	29.1%	31.5%	26.8%	27.1%	27.8%	24.6%	23.4%	22.0%	17.3%	13.7%	12.1%	41,920	47,482	22,168	1,230	1,387	662
USDT	8.4%	8.3%	8.0%	28.1%	28.1%	27.1%	26.4%	26.3%	25.8%	21.1%	21.2%	21.8%	15.9%	16.1%	17.3%	39,522	43,661	42,857	2,270	2,551	2,490
Small Agencies	17.7%	18.7%	18.0%	38.4%	39.2%	42.4%	21.2%	20.2%	19.2%	13.8%	13.7%	12.8%	8.8%	8.2%	7.6%	5,050	5,333	5,224	176	180	160
DOD	9.3%	9.0%	8.4%	33.8%	33.4%	33.3%	26.0%	26.0%	25.6%	19.8%	20.4%	20.9%	11.1%	11.2%	11.8%	176,357	68,335	56,679	5,065	2,217	1,830
USACE	10.7%	9.0%	8.9%	38.9%	38.3%	37.2%	25.1%	26.3%	25.8%	17.5%	18.1%	18.6%	7.8%	8.3%	9.4%	18,258	4,276	3,519	390	98	75
Air Force	9.1%	8.9%	9.2%	32.3%	34.2%	34.5%	25.3%	24.4%	24.2%	20.7%	21.0%	20.2%	12.5%	11.4%	11.9%	32,233	16,283	15,055	991	574	493
Army‡	9.3%	8.9%	8.1%	33.4%	31.4%	31.3%	26.1%	26.2%	25.6%	19.8%	21.3%	21.9%	11.5%	12.2%	13.1%	49,675	16,913	13,036	1,396	520	421
Navy‡	8.2%	8.5%	7.4%	34.2%	33.8%	33.6%	26.6%	26.9%	26.3%	20.2%	20.1%	21.6%	10.7%	10.7%	11.1%	41,398	13,785	10,813	1,097	407	318
Marine Corps	9.2%	9.4%	6.8%	30.4%	29.9%	30.2%	26.4%	27.3%	26.9%	20.8%	21.4%	22.7%	13.2%	12.0%	13.4%	5,097	1,745	1,168	151	61	44
DOD 4th Estate	11.0%	10.4%	9.6%	34.9%	34.1%	34.2%	26.0%	25.8%	26.2%	17.9%	18.9%	19.2%	10.1%	10.8%	10.7%	29,696	15,333	13,088	1,040	557	479

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
BBG	10.3%	8.9%	10.5%	25.1%	20.3%	19.8%	23.9%	27.7%	25.4%	14.6%	16.4%	16.0%	26.1%	26.7%	28.2%	776	997	850	47	63	40
CSOSA	12.7%	10.8%	10.8%	24.6%	25.1%	24.4%	32.0%	28.0%	26.9%	17.1%	17.9%	18.3%	13.6%	18.2%	19.6%	425	499	574	44	38	36
DHS	7.4%	6.6%	5.8%	19.8%	19.1%	17.3%	25.8%	25.3%	23.1%	19.7%	20.3%	21.2%	27.2%	28.6%	32.7%	70,076	44,815	44,319	3,352	2,366	2,311
DOC	18.8%	18.2%	19.1%	36.0%	35.4%	33.7%	24.1%	24.4%	23.4%	11.4%	12.2%	12.8%	9.7%	9.8%	11.0%	19,380	9,593	8,981	1,238	815	732
DOE	13.0%	11.7%	10.9%	30.2%	30.8%	30.2%	28.3%	27.8%	27.2%	14.9%	15.7%	15.3%	13.6%	14.0%	16.4%	7,963	7,903	7,423	623	658	599
DOI	10.7%	9.8%	9.5%	29.9%	29.6%	28.4%	28.5%	28.9%	27.2%	16.2%	16.4%	17.3%	14.6%	15.3%	17.6%	26,238	24,019	21,360	1,882	1,708	1,534
DOJ	9.7%	8.7%	8.6%	26.1%	25.8%	26.6%	27.7%	27.9%	26.8%	18.4%	18.9%	18.9%	18.2%	18.7%	19.1%	29,097	15,066	15,410	1,688	977	955
DOL	13.8%	13.7%	13.8%	28.0%	29.7%	28.7%	27.5%	26.2%	26.1%	14.0%	14.4%	15.1%	16.7%	16.0%	16.4%	7,451	8,146	10,378	589	645	771
DOT	10.4%	9.4%	8.6%	27.2%	25.3%	25.3%	28.3%	28.5%	27.3%	16.6%	18.1%	18.4%	17.4%	18.7%	20.5%	19,905	15,513	13,683	1,539	1,245	1,091
ED	10.3%	13.5%	14.0%	27.7%	29.2%	28.7%	28.2%	25.6%	24.0%	15.2%	14.8%	16.1%	18.6%	16.9%	17.2%	2,312	2,545	2,579	256	273	258
EEOC	15.1%	14.1%	12.2%	27.5%	27.5%	24.4%	29.4%	28.0%	30.4%	13.8%	14.5%	16.1%	14.2%	15.9%	16.9%	1,233	1,276	1,333	138	133	166
EPA	11.3%	10.5%	8.8%	30.4%	31.7%	30.1%	28.3%	27.7%	26.8%	16.1%	16.2%	18.5%	13.9%	13.9%	15.8%	7,271	8,519	9,228	661	840	849
FCC	15.3%	12.5%	14.0%	32.2%	29.0%	26.4%	25.7%	30.1%	27.1%	13.2%	15.0%	16.0%	13.6%	13.4%	16.5%	537	640	575	53	73	66
FERC	28.3%	23.6%	22.5%	33.2%	35.6%	31.5%	20.3%	20.6%	22.4%	9.2%	11.7%	13.4%	9.0%	8.5%	10.3%	1,044	1,000	1,056	66	70	85
FTC	32.3%	31.4%	32.4%	34.9%	32.8%	33.2%	20.5%	22.0%	17.8%	7.4%	8.0%	9.4%	4.9%	5.8%	7.3%	563	546	555	70	63	82

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
GSA	17.8%	17.5%	16.4%	30.1%	29.6%	28.8%	27.0%	27.7%	27.1%	13.1%	13.0%	13.1%	12.1%	12.1%	14.6%	6,626	6,975	6,590	476	518	427
HHS	14.1%	13.6%	12.1%	33.4%	32.6%	31.1%	27.3%	27.3%	27.2%	13.7%	14.5%	15.4%	11.6%	12.0%	14.2%	39,434	39,185	36,758	3,356	3,672	3,268
HUD	11.8%	11.2%	10.1%	25.8%	26.6%	25.1%	30.1%	29.0%	28.2%	14.9%	16.1%	17.9%	17.4%	17.1%	18.7%	4,226	4,505	4,983	368	423	435
NARA	12.4%	13.2%	13.7%	26.6%	28.5%	26.5%	27.4%	25.3%	25.5%	14.6%	16.6%	15.9%	18.9%	16.3%	18.4%	1,600	1,706	1,738	130	143	119
NASA	21.4%	19.9%	18.6%	38.0%	37.3%	36.9%	22.3%	24.3%	24.2%	10.8%	10.7%	11.1%	7.5%	7.8%	9.2%	10,770	11,000	10,415	743	772	733
NCUA	14.6%	16.5%	16.9%	32.8%	32.6%	34.4%	24.9%	23.3%	24.0%	14.7%	14.4%	13.1%	13.0%	13.1%	11.6%	587	625	629	44	39	28
NLRB	15.0%	14.5%	13.0%	31.2%	31.2%	27.9%	26.0%	26.2%	25.5%	13.4%	14.2%	17.1%	14.4%	13.9%	16.4%	777	780	804	71	62	69
NRC	14.5%	14.0%	14.1%	29.1%	29.3%	29.0%	30.3%	27.9%	26.7%	12.9%	14.3%	15.9%	13.2%	14.6%	14.2%	2,084	2,241	1,958	212	181	174
NSF	19.3%	17.0%	17.1%	30.3%	32.6%	28.9%	26.3%	25.3%	25.1%	13.3%	13.0%	15.2%	10.8%	12.2%	13.8%	851	822	776	83	84	74
OMB	20.0%	20.8%	19.5%	45.9%	36.8%	37.2%	19.8%	21.5%	22.4%	10.0%	15.3%	14.5%	4.3%	5.6%	6.4%	312	302	303	24	40	46
OPM	14.5%	14.3%	14.2%	30.6%	31.0%	32.6%	29.1%	29.7%	27.4%	14.2%	13.3%	13.4%	11.5%	11.6%	12.4%	2,738	2,632	2,845	314	268	323
PBGC	21.9%	17.5%	15.4%	34.0%	34.5%	30.9%	24.8%	24.2%	24.9%	9.6%	11.5%	14.4%	9.6%	12.3%	14.4%	484	557	521	40	49	47
RRB	15.6%	14.3%	10.5%	29.1%	33.5%	33.5%	26.1%	25.2%	27.6%	13.8%	13.2%	15.1%	15.4%	13.8%	13.3%	380	416	298	28	32	20
SBA	14.1%	12.9%	11.8%	29.0%	26.2%	25.9%	26.8%	25.8%	23.4%	12.5%	14.7%	15.9%	17.6%	20.3%	23.1%	1,413	1,396	1,274	114	111	99
SEC	19.5%	17.3%	14.9%	28.6%	29.4%	27.5%	26.5%	26.1%	24.3%	12.6%	13.5%	15.9%	12.8%	13.7%	17.5%	3,011	3,141	2,866	366	372	326

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	10.4%	9.6%	9.0%	27.1%	26.1%	25.4%	28.3%	28.4%	27.6%	16.9%	17.6%	18.2%	17.4%	18.3%	19.8%	556,796	449,801	376,444	37,646	33,402	27,943
SSA	9.3%	9.3%	9.0%	25.3%	25.1%	26.7%	28.3%	28.2%	26.0%	18.2%	18.3%	18.0%	18.9%	19.1%	20.3%	24,418	7,913	8,270	1,746	520	568
State	8.6%	9.3%	9.3%	30.2%	33.5%	30.7%	29.3%	27.1%	28.9%	17.5%	16.5%	18.5%	14.4%	13.7%	12.7%	6,765	4,055	4,948	420	211	267
USAID	7.6%	7.5%	7.9%	27.4%	29.3%	25.6%	27.7%	27.8%	27.3%	21.8%	21.8%	21.8%	15.6%	13.7%	17.4%	1,700	1,970	2,122	126	108	144
USDA	7.1%	8.2%	7.7%	26.8%	29.4%	28.5%	30.2%	29.5%	29.6%	19.2%	18.4%	19.2%	16.7%	14.4%	15.1%	40,788	46,092	21,461	2,314	2,585	1,227
USDT	10.0%	9.7%	9.2%	26.8%	27.4%	26.6%	29.0%	28.8%	28.8%	17.1%	17.1%	17.3%	17.1%	17.0%	18.2%	38,377	42,365	41,362	3,382	3,669	3,676
Small Agencies	17.3%	17.2%	16.1%	30.0%	30.5%	30.7%	24.5%	25.2%	25.0%	13.5%	13.0%	13.5%	14.7%	14.0%	14.8%	4,810	5,046	4,956	401	452	405
DOD	10.1%	9.5%	8.6%	27.3%	27.1%	25.7%	29.3%	29.0%	28.2%	16.7%	17.3%	18.4%	16.6%	17.0%	19.1%	170,374	65,843	54,447	10,642	4,463	3,711
USACE	13.0%	10.8%	9.9%	35.5%	34.5%	33.7%	26.5%	27.9%	26.1%	14.3%	15.9%	16.9%	10.6%	11.0%	13.4%	17,750	4,145	3,405	861	207	168
Air Force	10.1%	9.5%	9.3%	26.0%	26.2%	24.9%	28.9%	29.3%	28.2%	17.0%	17.5%	17.9%	18.0%	17.4%	19.7%	30,980	15,666	14,379	2,143	1,139	1,089
Army‡	9.4%	8.7%	8.1%	25.1%	25.2%	23.1%	30.0%	29.6%	28.0%	17.5%	17.5%	19.3%	18.0%	19.0%	21.5%	48,084	16,256	12,482	2,898	1,113	889
Navy‡	9.6%	9.8%	8.1%	29.6%	29.0%	28.1%	29.7%	28.8%	29.0%	16.3%	17.0%	18.2%	14.8%	15.3%	16.6%	40,016	13,303	10,445	2,372	836	595
Marine Corps	10.9%	9.1%	8.2%	23.2%	22.8%	20.9%	30.1%	31.9%	26.9%	17.2%	16.4%	20.5%	18.6%	19.7%	23.5%	4,916	1,689	1,136	314	110	71
DOD 4th Estate	11.3%	10.1%	9.5%	26.8%	26.8%	25.7%	28.6%	27.7%	27.7%	16.5%	17.9%	18.0%	16.8%	17.5%	19.1%	28,628	14,784	12,600	2,054	1,058	899

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
BBG	7.3%	6.5%	6.7%	25.4%	19.2%	20.4%	27.3%	30.2%	29.0%	16.8%	19.0%	16.8%	23.2%	25.2%	27.1%	761	980	846	62	78	50
CSOSA	9.9%	10.2%	8.5%	26.8%	27.0%	26.3%	31.5%	25.1%	27.5%	15.3%	17.8%	17.8%	16.6%	19.8%	19.8%	423	489	574	42	49	43
DHS	6.6%	5.4%	4.7%	21.7%	20.3%	18.1%	24.1%	24.0%	22.3%	21.7%	22.6%	23.6%	25.8%	27.6%	31.2%	69,141	43,968	43,778	4,324	3,205	2,902
DOC	10.9%	10.1%	10.3%	31.9%	32.1%	29.8%	29.3%	28.4%	28.1%	16.4%	16.7%	17.1%	11.5%	12.8%	14.7%	17,703	8,950	8,330	2,930	1,476	1,384
DOE	9.5%	8.7%	7.1%	28.9%	27.6%	27.0%	28.7%	28.9%	29.1%	18.4%	19.1%	19.5%	14.6%	15.7%	17.2%	7,605	7,556	7,126	980	997	906
DOI	7.5%	6.8%	6.1%	26.7%	25.9%	23.8%	28.6%	28.8%	28.1%	20.1%	20.5%	21.5%	17.2%	18.0%	20.5%	25,589	23,339	20,850	2,565	2,382	2,090
DOJ	6.9%	6.1%	6.3%	23.2%	22.6%	22.9%	26.7%	26.7%	25.9%	21.6%	22.3%	23.6%	21.6%	22.4%	21.3%	28,414	14,685	15,049	2,391	1,340	1,328
DOL	10.5%	9.8%	9.1%	27.8%	26.5%	25.8%	28.8%	29.5%	29.4%	16.0%	17.0%	18.8%	17.0%	17.1%	16.8%	7,081	7,784	9,898	958	1,006	1,268
DOT	7.1%	6.5%	5.5%	23.7%	23.2%	22.4%	29.2%	28.5%	27.8%	20.3%	22.1%	21.7%	19.6%	19.7%	22.6%	19,372	15,049	13,312	2,089	1,696	1,461
ED	8.6%	9.3%	9.1%	24.1%	25.0%	23.2%	29.7%	28.6%	28.9%	17.2%	19.5%	20.0%	20.4%	17.6%	18.7%	2,205	2,441	2,464	372	375	373
EEOC	11.1%	11.0%	9.1%	28.2%	26.4%	24.8%	29.4%	30.0%	29.1%	15.3%	17.2%	18.6%	15.9%	15.4%	18.3%	1,184	1,236	1,303	182	175	191
EPA	6.4%	6.1%	4.8%	25.0%	25.5%	21.6%	32.7%	31.3%	30.3%	20.1%	21.5%	24.5%	15.8%	15.6%	18.9%	6,681	8,029	8,734	1,261	1,338	1,362
FCC	9.9%	6.9%	7.5%	22.9%	23.8%	22.1%	34.3%	33.5%	31.1%	19.0%	20.2%	20.4%	13.9%	15.6%	18.9%	497	612	551	96	101	91
FERC	16.5%	14.3%	11.7%	28.2%	29.4%	27.3%	29.6%	30.4%	31.6%	16.0%	15.4%	17.1%	9.7%	10.6%	12.2%	967	920	964	143	146	180
FTC	14.6%	14.1%	14.7%	29.2%	29.9%	26.1%	28.2%	30.4%	26.5%	16.8%	16.1%	20.6%	11.2%	9.5%	12.0%	526	524	523	111	87	115

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
GSA	14.7%	13.9%	12.6%	29.7%	29.8%	27.7%	29.5%	29.8%	30.8%	14.5%	14.9%	14.9%	11.6%	11.7%	14.1%	6,320	6,604	6,303	803	886	736
HHS	9.9%	9.5%	8.0%	29.1%	28.0%	26.6%	29.7%	29.5%	29.1%	17.4%	18.4%	19.5%	13.8%	14.6%	16.8%	37,622	37,330	34,931	5,204	5,513	5,149
HUD	9.2%	8.6%	6.8%	24.9%	23.7%	20.6%	31.6%	30.8%	31.2%	17.3%	19.0%	20.4%	17.0%	17.8%	20.9%	4,079	4,353	4,778	517	575	644
NARA	10.7%	11.2%	10.5%	27.0%	28.3%	27.3%	25.8%	27.0%	27.2%	17.3%	18.9%	17.3%	19.1%	14.6%	17.7%	1,560	1,654	1,688	172	194	167
NASA	14.4%	13.7%	12.0%	32.3%	32.6%	32.3%	30.2%	29.2%	29.2%	14.6%	15.4%	16.4%	8.6%	9.2%	10.0%	9,964	10,234	9,772	1,559	1,530	1,376
NCUA	12.5%	11.7%	13.5%	29.1%	30.2%	25.9%	25.6%	25.5%	26.9%	17.1%	18.8%	19.7%	15.7%	13.9%	13.9%	556	587	562	76	77	96
NLRB	7.7%	7.9%	6.6%	27.4%	24.7%	20.3%	29.3%	30.7%	27.8%	18.2%	20.8%	24.0%	17.5%	15.8%	21.3%	714	730	758	134	115	119
NRC	9.9%	9.3%	8.9%	27.1%	26.0%	25.2%	29.8%	29.0%	29.4%	18.7%	18.5%	18.3%	14.6%	17.2%	18.3%	1,955	2,096	1,809	345	338	327
NSF	12.3%	11.1%	11.2%	27.1%	27.0%	23.2%	28.8%	27.4%	26.5%	18.8%	17.9%	21.4%	13.0%	16.6%	17.7%	820	793	748	115	109	100
OMB	10.5%	11.9%	10.0%	36.0%	29.5%	31.1%	24.3%	28.4%	28.0%	20.5%	22.4%	19.1%	8.7%	7.8%	11.7%	277	288	274	60	55	75
OPM	13.1%	11.4%	11.9%	32.4%	32.5%	31.9%	29.2%	29.3%	29.3%	13.8%	14.9%	14.8%	11.6%	11.9%	12.1%	2,539	2,424	2,628	516	480	544
PBGC	14.2%	9.4%	8.1%	30.8%	28.3%	25.7%	33.2%	32.7%	33.5%	14.5%	17.4%	19.9%	7.3%	12.2%	12.8%	439	520	472	85	84	89
RRB	9.6%	12.5%	7.4%	24.5%	24.5%	27.0%	31.0%	29.3%	30.6%	17.9%	16.3%	15.9%	17.0%	17.4%	19.1%	367	389	273	46	55	42
SBA	11.7%	9.1%	7.8%	27.5%	25.7%	24.1%	28.2%	27.2%	24.7%	16.2%	17.0%	17.5%	16.4%	21.0%	25.9%	1,381	1,344	1,230	159	161	140
SEC	12.9%	10.6%	8.7%	24.4%	23.0%	21.2%	29.7%	31.7%	30.8%	18.7%	19.3%	21.3%	14.3%	15.4%	17.9%	2,774	2,884	2,601	610	629	589

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.5%	6.9%	6.3%	24.9%	24.0%	23.0%	28.2%	27.5%	27.1%	20.2%	21.0%	21.6%	19.2%	20.5%	21.9%	538,448	435,831	363,758	56,413	47,551	41,216
SSA	7.2%	6.7%	6.2%	23.3%	23.5%	22.3%	26.7%	26.8%	25.7%	20.5%	20.7%	22.3%	22.2%	22.3%	23.5%	23,799	7,657	7,954	2,373	798	897
State	6.6%	5.8%	5.3%	29.0%	30.5%	28.4%	26.8%	25.4%	25.8%	21.8%	23.1%	23.6%	15.8%	15.3%	16.9%	6,693	4,025	4,940	494	244	282
USAID	6.0%	6.9%	6.0%	27.3%	27.4%	24.4%	26.5%	25.3%	24.2%	22.7%	23.9%	24.4%	17.5%	16.5%	21.0%	1,694	1,947	2,115	131	122	162
USDA	5.2%	5.3%	5.1%	23.0%	24.6%	22.9%	28.9%	29.6%	29.5%	22.2%	22.0%	22.1%	20.7%	18.4%	20.3%	39,922	45,148	20,943	3,214	3,567	1,779
USDT	8.7%	8.2%	7.8%	27.6%	28.2%	27.1%	30.2%	29.4%	29.8%	16.7%	17.3%	17.5%	16.9%	16.9%	17.8%	35,662	39,404	38,476	6,165	6,667	6,629
Small Agencies	12.9%	12.7%	11.4%	29.4%	27.6%	28.0%	27.5%	28.4%	28.2%	15.5%	16.4%	17.0%	14.6%	15.0%	15.4%	4,515	4,786	4,723	699	713	649
DOD	7.0%	6.6%	5.9%	24.5%	23.9%	22.7%	29.0%	28.5%	28.1%	20.7%	21.5%	22.2%	18.8%	19.5%	21.1%	166,647	64,580	53,537	14,430	5,767	4,711
USACE	7.8%	6.2%	5.2%	26.7%	25.2%	23.7%	30.7%	30.7%	29.8%	20.2%	22.2%	23.3%	14.6%	15.7%	18.0%	17,203	4,008	3,303	1,417	346	283
Air Force	7.1%	7.0%	6.6%	23.9%	24.5%	23.1%	28.5%	27.9%	28.0%	21.0%	22.0%	21.7%	19.6%	18.5%	20.7%	30,436	15,464	14,266	2,716	1,364	1,208
Army‡	6.6%	6.3%	6.0%	23.3%	22.7%	21.0%	28.3%	27.4%	26.7%	21.3%	21.9%	22.6%	20.5%	21.7%	23.6%	47,389	16,107	12,392	3,612	1,269	1,006
Navy‡	6.2%	6.1%	4.7%	25.5%	24.4%	23.3%	30.2%	30.0%	29.4%	20.8%	21.5%	22.9%	17.3%	18.0%	19.6%	38,927	13,024	10,240	3,462	1,113	834
Marine Corps	8.3%	7.3%	7.6%	25.0%	24.8%	24.3%	28.8%	27.4%	27.5%	19.8%	21.7%	18.1%	18.1%	18.8%	22.4%	4,890	1,646	1,117	336	156	85
DOD 4th Estate	8.6%	7.4%	6.8%	24.8%	23.7%	23.6%	28.3%	27.9%	28.1%	19.5%	20.2%	21.1%	18.8%	20.9%	20.5%	27,802	14,331	12,219	2,887	1,519	1,295

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
BBG	9.4%	7.8%	9.6%	26.5%	24.9%	23.9%	26.8%	26.0%	25.8%	14.4%	16.9%	16.8%	22.9%	24.4%	23.9%	784	996	864	40	62	31
CSOSA	12.4%	10.9%	9.8%	26.9%	28.3%	26.9%	31.4%	26.6%	27.7%	18.3%	18.1%	21.1%	11.0%	16.1%	14.4%	444	515	583	26	24	34
DHS	7.3%	6.6%	5.5%	23.7%	22.8%	20.2%	26.2%	25.8%	24.0%	21.6%	22.5%	24.4%	21.2%	22.4%	26.0%	70,844	45,318	44,955	2,691	1,872	1,777
DOC	11.7%	11.0%	10.9%	34.0%	33.9%	31.3%	28.7%	27.9%	27.7%	16.0%	17.6%	18.6%	9.6%	9.6%	11.5%	19,016	9,548	8,913	1,628	877	805
DOE	10.8%	10.1%	8.1%	31.0%	30.7%	28.8%	28.8%	28.4%	28.4%	18.2%	18.8%	20.2%	11.2%	12.1%	14.5%	8,020	7,960	7,545	580	582	491
DOI	8.7%	7.8%	7.0%	30.0%	29.7%	27.1%	29.3%	29.6%	28.9%	19.2%	19.5%	21.2%	12.9%	13.4%	15.8%	26,424	24,141	21,568	1,750	1,622	1,385
DOJ	8.5%	8.1%	7.8%	28.3%	28.0%	27.3%	27.5%	27.8%	28.2%	20.6%	20.4%	21.2%	15.1%	15.7%	15.5%	29,180	15,123	15,476	1,623	899	909
DOL	11.6%	11.2%	10.3%	29.6%	28.9%	28.5%	26.7%	28.0%	28.1%	17.1%	17.0%	18.5%	14.9%	14.9%	14.6%	7,469	8,233	10,449	556	561	744
DOT	8.7%	7.9%	7.1%	28.2%	27.0%	26.4%	29.2%	29.3%	28.4%	19.1%	21.2%	20.2%	14.9%	14.7%	17.9%	20,249	15,713	13,930	1,230	1,042	864
ED	9.0%	10.6%	10.6%	27.4%	27.6%	25.9%	26.8%	27.7%	26.5%	19.7%	19.1%	20.9%	17.0%	14.9%	16.0%	2,360	2,609	2,651	215	208	196
EEOC	14.8%	12.9%	12.4%	31.3%	30.0%	27.5%	24.6%	25.9%	25.9%	15.7%	18.7%	19.4%	13.6%	12.5%	14.7%	1,266	1,288	1,390	107	122	111
EPA	8.3%	7.9%	6.3%	30.7%	31.6%	28.3%	29.0%	28.8%	28.8%	19.9%	19.9%	22.8%	12.2%	11.7%	13.8%	7,200	8,497	9,244	746	872	860
FCC	11.7%	8.2%	8.9%	26.4%	29.6%	27.7%	29.5%	29.0%	27.2%	21.8%	19.5%	20.8%	10.6%	13.7%	15.4%	529	634	581	61	76	65
FERC	22.0%	16.6%	14.2%	29.8%	35.5%	32.1%	26.0%	26.7%	26.4%	13.8%	12.5%	18.4%	8.3%	8.6%	8.9%	1,035	995	1,041	73	72	103
FTC	22.3%	22.0%	18.1%	34.0%	35.6%	33.0%	23.3%	24.2%	24.2%	14.5%	11.9%	14.8%	5.9%	6.3%	10.0%	555	547	559	81	63	78

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
GSA	16.3%	15.1%	13.1%	33.5%	33.4%	30.5%	27.9%	27.5%	28.5%	13.3%	14.6%	15.7%	9.0%	9.4%	12.1%	6,728	7,064	6,651	397	443	379
HHS	12.0%	11.4%	9.6%	33.6%	32.4%	30.4%	27.7%	27.8%	27.9%	16.3%	17.2%	19.0%	10.5%	11.1%	13.1%	39,871	39,743	37,118	2,940	3,101	3,004
HUD	11.6%	11.0%	9.4%	29.0%	30.3%	27.4%	28.4%	28.0%	28.0%	16.0%	17.0%	18.6%	15.0%	13.7%	16.5%	4,263	4,584	5,040	341	353	384
NARA	12.6%	11.9%	11.8%	30.6%	32.2%	31.6%	25.8%	26.3%	26.9%	15.9%	17.5%	15.4%	15.1%	12.1%	14.4%	1,618	1,729	1,760	113	124	97
NASA	17.3%	16.6%	15.0%	38.1%	37.3%	36.9%	26.2%	26.9%	28.0%	12.4%	13.0%	13.0%	6.0%	6.1%	7.1%	10,695	10,941	10,400	820	838	754
NCUA	13.5%	11.6%	14.8%	30.8%	31.4%	32.2%	24.3%	24.0%	23.2%	19.7%	20.4%	19.4%	11.7%	12.6%	10.5%	587	620	607	43	43	46
NLRB	8.6%	8.7%	6.5%	29.0%	29.3%	25.8%	26.0%	25.1%	24.1%	20.3%	22.5%	23.8%	16.1%	14.4%	19.8%	789	787	800	65	58	78
NRC	12.6%	12.0%	11.5%	32.9%	34.2%	31.6%	27.4%	26.3%	26.9%	16.0%	15.5%	18.0%	11.0%	12.0%	11.9%	2,129	2,272	1,986	169	164	150
NSF	14.8%	12.2%	11.9%	26.1%	27.8%	27.6%	28.7%	29.3%	24.7%	19.7%	17.7%	20.6%	10.7%	13.1%	15.2%	867	829	778	70	74	72
OMB	15.4%	15.1%	10.9%	42.3%	37.1%	39.4%	19.5%	22.6%	25.3%	16.5%	21.0%	17.4%	6.3%	4.2%	6.9%	314	320	317	24	23	33
OPM	12.8%	12.1%	11.6%	32.4%	31.1%	33.3%	27.5%	28.7%	27.3%	16.5%	16.8%	16.2%	10.8%	11.2%	11.6%	2,765	2,641	2,875	293	267	309
PBGC	17.0%	13.0%	12.1%	36.1%	33.6%	26.4%	27.6%	27.8%	28.6%	12.0%	15.2%	20.7%	7.3%	10.5%	12.2%	473	548	509	48	55	55
RRB	11.6%	12.0%	7.9%	26.7%	28.9%	28.4%	30.6%	29.2%	34.8%	16.7%	16.7%	14.6%	14.4%	13.2%	14.3%	392	400	284	20	45	34
SBA	10.7%	9.9%	8.5%	29.7%	28.3%	23.5%	27.4%	25.6%	26.3%	17.3%	17.6%	21.0%	14.9%	18.6%	20.6%	1,430	1,393	1,283	107	108	92
SEC	13.3%	11.7%	9.5%	27.5%	26.4%	24.3%	24.6%	27.6%	26.0%	21.0%	20.0%	22.1%	13.6%	14.3%	18.2%	3,032	3,161	2,836	349	351	354

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	9.0%	8.4%	7.6%	28.6%	27.7%	26.4%	28.5%	28.2%	27.9%	19.4%	20.2%	21.1%	14.6%	15.5%	17.0%	561,187	454,415	380,352	34,106	29,143	25,041
SSA	7.6%	7.1%	7.2%	24.9%	25.2%	26.6%	28.2%	28.4%	26.6%	21.7%	21.8%	21.7%	17.7%	17.6%	18.0%	24,767	7,971	8,306	1,417	483	542
State	6.6%	6.5%	6.0%	32.1%	33.3%	30.2%	27.8%	27.9%	29.0%	21.9%	21.0%	23.4%	11.6%	11.4%	11.3%	6,952	4,144	5,059	248	126	164
USAID	7.1%	7.9%	6.6%	32.0%	30.6%	27.5%	25.7%	26.2%	27.7%	22.4%	23.9%	23.0%	12.9%	11.3%	15.1%	1,774	2,024	2,181	57	53	91
USDA	6.0%	6.7%	6.2%	26.9%	29.5%	28.0%	30.5%	30.6%	30.6%	21.8%	20.7%	21.5%	14.9%	12.5%	13.6%	41,095	46,394	21,638	2,075	2,351	1,115
USDT	9.7%	9.0%	8.6%	28.5%	29.6%	28.3%	29.8%	29.8%	29.5%	18.0%	17.7%	18.5%	14.0%	13.9%	15.0%	38,038	41,889	41,142	3,795	4,164	4,034
Small Agencies	13.2%	13.4%	11.6%	28.4%	28.2%	28.4%	27.3%	27.0%	26.3%	17.2%	17.4%	19.1%	13.8%	14.1%	14.5%	4,809	5,072	4,971	405	418	402
DOD	8.8%	8.6%	7.3%	29.1%	28.6%	26.9%	29.2%	28.9%	28.6%	19.1%	19.8%	21.1%	13.8%	14.1%	16.1%	172,424	66,883	55,384	8,903	3,459	2,896
USACE	10.0%	7.7%	6.2%	32.8%	31.6%	28.4%	30.0%	30.1%	30.3%	17.6%	19.2%	20.9%	9.6%	11.4%	14.1%	17,760	4,123	3,412	875	236	169
Air Force	9.2%	9.1%	8.3%	29.0%	29.4%	27.1%	28.6%	28.7%	29.0%	19.1%	19.3%	20.3%	14.1%	13.5%	15.3%	31,566	15,992	14,724	1,662	808	753
Army‡	8.5%	8.2%	7.3%	27.5%	26.8%	25.2%	28.4%	28.1%	26.7%	19.9%	20.7%	21.7%	15.7%	16.1%	19.1%	48,817	16,590	12,767	2,239	790	641
Navy‡	7.7%	8.0%	6.1%	29.7%	29.1%	27.9%	31.1%	30.4%	30.5%	19.3%	20.3%	21.5%	12.2%	12.2%	14.1%	40,335	13,498	10,561	2,113	649	521
Marine Corps	10.1%	9.0%	8.6%	28.0%	29.6%	22.2%	28.8%	29.0%	29.0%	18.8%	17.2%	23.9%	14.3%	15.1%	16.2%	5,053	1,726	1,152	185	78	52
DOD 4th Estate	10.6%	10.2%	8.4%	29.9%	28.9%	28.4%	27.8%	27.1%	27.7%	17.7%	18.6%	19.6%	14.0%	15.3%	15.9%	28,893	14,954	12,768	1,829	898	760

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
BBG	10.7%	10.3%	12.7%	29.8%	25.9%	26.4%	22.0%	26.0%	23.1%	14.2%	14.3%	13.3%	23.3%	23.5%	24.4%	789	999	858	38	59	38
CSOSA	14.0%	13.4%	11.4%	35.6%	30.2%	34.9%	28.4%	26.4%	22.6%	12.1%	13.9%	16.4%	9.8%	16.1%	14.7%	444	515	571	25	22	42
DHS	9.7%	8.9%	7.2%	28.7%	27.3%	23.8%	23.7%	23.2%	22.3%	17.1%	18.3%	19.4%	20.7%	22.3%	27.3%	70,298	44,742	44,342	3,213	2,323	2,288
DOC	18.6%	18.4%	18.2%	40.2%	39.3%	36.8%	22.2%	22.6%	21.5%	10.7%	11.6%	12.6%	8.3%	8.2%	10.9%	19,370	9,631	8,916	1,274	777	796
DOE	13.9%	12.8%	10.2%	36.5%	37.1%	34.3%	25.7%	25.0%	25.2%	13.2%	13.6%	15.9%	10.7%	11.5%	14.4%	7,992	7,909	7,450	596	630	568
DOI	12.9%	11.8%	10.2%	38.3%	37.1%	35.0%	23.7%	24.1%	24.0%	13.3%	14.1%	15.6%	11.8%	13.0%	15.2%	26,238	23,801	21,242	1,950	1,880	1,698
DOJ	11.6%	10.6%	10.6%	31.9%	31.0%	30.5%	23.4%	24.1%	24.1%	16.2%	16.7%	17.4%	16.8%	17.5%	17.4%	28,919	14,900	15,249	1,905	1,109	1,134
DOL	15.2%	14.2%	13.1%	34.1%	33.7%	33.4%	23.7%	24.5%	25.3%	13.1%	13.9%	14.4%	14.0%	13.6%	13.8%	7,429	8,060	10,315	601	711	859
DOT	11.7%	11.0%	9.7%	32.5%	32.2%	31.8%	27.0%	25.6%	25.3%	14.1%	16.8%	16.3%	14.8%	14.4%	17.0%	19,945	15,474	13,685	1,524	1,227	1,070
ED	12.7%	13.5%	14.0%	33.9%	32.5%	31.7%	24.8%	25.4%	23.9%	14.1%	14.1%	14.9%	14.5%	14.4%	15.5%	2,279	2,502	2,530	292	305	308
EEOC	18.4%	15.7%	13.3%	32.8%	34.5%	32.5%	21.7%	23.3%	24.9%	14.4%	13.3%	14.4%	12.7%	13.2%	14.9%	1,257	1,283	1,332	118	120	157
EPA	11.6%	11.9%	10.1%	38.8%	38.2%	35.3%	24.3%	24.2%	25.1%	14.5%	14.8%	16.7%	10.9%	10.9%	12.9%	7,082	8,309	9,041	845	1,029	1,050
FCC	14.8%	12.9%	12.0%	33.1%	33.6%	31.7%	27.5%	25.4%	21.6%	12.7%	16.1%	19.1%	11.9%	12.0%	15.6%	514	615	577	79	95	67
FERC	27.4%	22.8%	20.3%	36.0%	38.9%	33.9%	19.6%	19.5%	24.3%	8.8%	10.7%	12.2%	8.2%	8.2%	9.3%	1,010	966	1,013	100	98	129
FTC	30.4%	27.0%	25.4%	36.1%	38.6%	37.1%	19.5%	19.1%	20.6%	8.6%	9.2%	10.7%	5.4%	6.2%	6.2%	551	534	554	85	73	78

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
GSA	20.0%	18.4%	15.3%	35.9%	34.8%	32.0%	25.0%	25.6%	27.4%	10.4%	11.4%	13.0%	8.7%	9.9%	12.4%	6,645	6,927	6,515	483	558	492
HHS	15.6%	15.1%	12.9%	38.9%	37.8%	35.5%	23.8%	23.8%	24.1%	12.1%	12.7%	14.6%	9.6%	10.6%	12.9%	39,934	39,600	36,881	2,858	3,152	3,125
HUD	16.1%	15.2%	13.1%	35.5%	36.6%	34.3%	23.6%	24.3%	24.3%	11.7%	12.2%	13.7%	13.1%	11.8%	14.6%	4,261	4,526	5,006	337	390	404
NARA	17.7%	16.4%	16.0%	36.9%	40.0%	37.5%	21.2%	19.6%	21.7%	11.9%	12.3%	11.5%	12.4%	11.7%	13.3%	1,623	1,741	1,747	112	105	112
NASA	23.0%	21.8%	20.0%	41.8%	41.5%	41.3%	20.8%	21.4%	22.1%	9.2%	9.4%	9.7%	5.2%	5.9%	6.9%	10,719	10,979	10,380	796	759	737
NCUA	16.1%	15.2%	19.2%	32.7%	33.8%	35.3%	19.2%	21.5%	17.5%	16.4%	15.8%	15.1%	15.6%	13.6%	12.9%	591	627	622	39	35	35
NLRB	13.2%	14.2%	11.7%	36.0%	33.3%	29.7%	23.2%	24.8%	23.9%	14.4%	13.5%	17.4%	13.1%	14.2%	17.2%	774	763	778	81	81	90
NRC	16.7%	16.1%	14.2%	40.3%	38.4%	38.1%	23.1%	22.5%	23.5%	11.0%	12.6%	13.4%	9.0%	10.4%	10.9%	2,130	2,269	1,978	165	153	155
NSF	18.3%	14.8%	15.3%	31.6%	34.0%	30.9%	24.8%	25.5%	24.3%	15.5%	12.8%	17.4%	9.8%	12.9%	12.1%	834	814	766	104	90	77
OMB	21.1%	17.2%	17.9%	47.6%	45.5%	43.5%	17.3%	20.0%	18.5%	9.0%	12.6%	11.4%	5.0%	4.7%	8.6%	308	307	307	29	33	41
OPM	16.6%	16.0%	15.0%	38.4%	37.0%	36.6%	24.2%	25.1%	25.2%	11.1%	11.5%	11.9%	9.7%	10.4%	11.3%	2,770	2,602	2,845	288	298	332
PBGC	21.5%	15.8%	14.8%	38.4%	40.7%	35.0%	22.2%	23.1%	22.4%	9.1%	10.9%	13.8%	8.8%	9.4%	14.1%	493	555	515	31	46	49
RRB	16.5%	17.8%	11.8%	33.8%	34.6%	32.2%	24.9%	24.4%	30.7%	11.7%	11.6%	13.8%	13.1%	11.6%	11.5%	382	406	280	31	39	34
SBA	15.6%	12.7%	11.2%	34.7%	32.7%	30.7%	23.6%	24.0%	24.4%	11.8%	12.4%	14.5%	14.3%	18.2%	19.2%	1,403	1,374	1,270	127	127	99
SEC	19.0%	17.2%	15.2%	36.1%	34.8%	32.3%	22.2%	24.3%	22.8%	11.7%	12.5%	15.3%	11.0%	11.2%	14.4%	3,001	3,118	2,819	378	380	361

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.3%	11.4%	10.3%	33.8%	32.3%	31.1%	24.7%	25.0%	24.9%	14.9%	15.7%	16.5%	14.3%	15.6%	17.3%	557,999	449,570	376,070	37,127	32,923	28,546
SSA	11.1%	10.5%	10.8%	31.4%	29.8%	31.0%	24.5%	26.2%	24.2%	16.6%	16.4%	16.9%	16.4%	17.1%	17.0%	24,208	7,781	8,093	1,963	642	739
State	11.3%	11.6%	9.4%	35.7%	36.9%	35.2%	24.1%	21.7%	24.0%	16.6%	16.8%	18.6%	12.3%	13.0%	12.7%	6,811	4,086	4,984	378	173	224
USAID	11.6%	11.5%	9.7%	39.1%	38.9%	34.7%	22.1%	23.0%	24.3%	16.5%	15.5%	18.8%	10.7%	11.2%	12.5%	1,739	1,966	2,080	89	105	179
USDA	9.2%	10.2%	9.4%	34.0%	36.4%	34.2%	25.8%	25.3%	25.9%	16.3%	15.8%	16.7%	14.7%	12.3%	13.9%	40,860	46,130	21,437	2,276	2,555	1,261
USDT	13.3%	12.6%	11.8%	36.1%	36.7%	35.0%	24.5%	24.4%	24.7%	13.1%	13.5%	14.2%	12.9%	12.9%	14.2%	38,115	42,111	41,207	3,667	3,842	3,884
Small Agencies	17.7%	17.8%	15.9%	33.0%	33.5%	32.6%	23.8%	23.1%	24.1%	12.7%	12.8%	14.0%	12.7%	12.7%	13.4%	4,778	4,969	4,890	439	510	482
DOD	12.0%	11.5%	10.1%	33.7%	33.6%	31.5%	25.5%	25.1%	25.3%	15.1%	15.4%	16.5%	13.8%	14.4%	16.7%	171,503	66,460	54,946	9,811	3,777	3,252
USACE	14.0%	11.7%	9.7%	38.2%	39.0%	34.0%	25.6%	24.2%	26.4%	13.1%	14.4%	16.0%	9.1%	10.8%	13.9%	17,626	4,117	3,374	1,005	246	205
Air Force	12.1%	11.6%	11.2%	32.3%	32.8%	31.1%	24.6%	24.6%	25.0%	16.1%	16.2%	16.7%	14.9%	14.8%	16.0%	31,669	16,054	14,754	1,511	747	721
Army‡	11.1%	10.5%	9.4%	31.5%	31.2%	28.8%	25.4%	25.2%	24.1%	16.2%	16.3%	17.9%	15.9%	16.8%	19.9%	48,466	16,429	12,645	2,610	920	741
Navy‡	11.0%	11.0%	8.9%	35.9%	35.6%	34.3%	26.7%	26.5%	26.8%	14.5%	14.9%	15.6%	11.8%	12.0%	14.4%	39,975	13,339	10,439	2,469	769	614
Marine Corps	14.3%	13.1%	11.5%	32.5%	31.5%	25.1%	24.4%	24.8%	25.4%	14.6%	16.2%	17.5%	14.2%	14.4%	20.4%	5,029	1,727	1,150	213	69	59
DOD 4th Estate	14.2%	13.7%	11.9%	34.3%	34.1%	32.4%	24.6%	23.3%	24.6%	13.4%	13.7%	14.8%	13.5%	15.2%	16.3%	28,738	14,794	12,584	2,003	1,026	912

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
BBG	17.6%	17.7%	18.5%	47.6%	46.1%	44.2%	16.5%	19.6%	17.7%	9.3%	7.8%	9.7%	9.1%	8.7%	9.7%	811	1,042	889	11	14	5
CSOSA	26.1%	25.1%	23.7%	48.7%	52.4%	51.7%	15.8%	12.9%	12.6%	4.8%	5.3%	6.8%	4.5%	4.3%	5.1%	466	539	612	2	2	0
DHS	22.2%	20.9%	19.3%	51.1%	51.5%	51.1%	13.9%	14.4%	14.9%	7.0%	7.2%	7.8%	5.8%	5.9%	6.8%	73,298	47,040	46,527	249	130	170
DOC	27.4%	27.4%	24.7%	50.2%	50.1%	50.9%	12.7%	12.6%	13.3%	6.3%	6.1%	6.8%	3.4%	3.9%	4.2%	20,532	10,388	9,671	127	43	63
DOE	31.1%	30.4%	27.6%	49.4%	49.8%	50.5%	10.5%	10.4%	10.9%	5.5%	5.9%	6.7%	3.5%	3.5%	4.3%	8,575	8,516	8,010	26	28	29
DOI	25.6%	24.0%	22.0%	50.0%	50.7%	50.6%	12.7%	13.1%	13.9%	7.1%	7.5%	8.2%	4.6%	4.7%	5.3%	28,051	25,653	22,882	118	95	93
DOJ	24.3%	23.2%	22.6%	48.7%	50.2%	50.4%	14.3%	14.9%	14.5%	7.4%	7.1%	7.3%	5.2%	4.6%	5.2%	30,683	15,956	16,333	132	70	62
DOL	32.1%	31.6%	30.5%	47.4%	47.9%	47.2%	10.2%	10.7%	11.2%	5.6%	5.7%	6.5%	4.7%	4.1%	4.6%	7,992	8,728	11,149	44	45	55
DOT	28.0%	27.4%	25.3%	51.3%	51.9%	53.0%	11.6%	11.9%	11.6%	5.6%	5.6%	6.5%	3.4%	3.2%	3.6%	21,389	16,682	14,750	82	55	44
ED	28.2%	30.3%	29.6%	48.9%	50.2%	48.4%	12.1%	10.1%	11.2%	6.3%	6.0%	6.3%	4.5%	3.4%	4.5%	2,562	2,802	2,834	21	13	17
EEOC	34.0%	33.0%	30.7%	45.7%	46.2%	47.7%	10.8%	10.8%	10.6%	5.7%	5.7%	6.9%	3.7%	4.4%	4.1%	1,365	1,398	1,487	7	16	13
EPA	29.5%	30.0%	25.6%	51.1%	49.9%	50.9%	10.3%	10.7%	12.4%	5.6%	6.3%	7.0%	3.4%	3.1%	4.0%	7,914	9,296	10,045	31	46	57
FCC	32.5%	28.2%	24.6%	46.6%	47.8%	46.3%	12.0%	11.8%	14.6%	4.8%	6.6%	8.9%	4.1%	5.7%	5.6%	591	702	642	3	10	4
FERC	46.4%	43.7%	41.4%	42.1%	42.5%	42.3%	6.3%	7.8%	9.8%	2.9%	3.7%	4.5%	2.3%	2.4%	2.0%	1,105	1,065	1,138	5	2	5
FTC	58.1%	53.8%	49.5%	31.7%	35.7%	38.4%	3.8%	5.6%	7.4%	4.5%	3.0%	2.0%	2.0%	1.9%	2.7%	636	605	636	1	2	3

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
GSA	38.9%	37.6%	33.5%	45.1%	46.5%	47.9%	9.3%	9.0%	10.7%	4.0%	4.3%	4.6%	2.7%	2.6%	3.3%	7,098	7,465	7,009	27	28	27
HHS	28.8%	29.3%	26.2%	48.1%	47.1%	48.4%	12.5%	12.5%	13.1%	6.6%	6.8%	7.5%	4.0%	4.3%	4.8%	42,613	42,648	39,900	224	209	224
HUD	29.8%	29.0%	26.6%	46.4%	47.3%	46.4%	11.9%	11.9%	12.9%	6.6%	6.9%	7.5%	5.2%	4.9%	6.5%	4,578	4,917	5,411	27	21	20
NARA	29.3%	29.5%	29.2%	46.1%	49.1%	46.1%	12.8%	9.6%	11.2%	6.3%	7.2%	7.3%	5.6%	4.6%	6.2%	1,730	1,844	1,844	5	6	10
NASA	39.6%	37.9%	35.8%	46.4%	46.7%	48.1%	8.4%	9.3%	9.6%	3.9%	4.1%	4.4%	1.8%	2.0%	2.1%	11,493	11,724	11,117	39	36	39
NCUA	35.2%	33.8%	32.7%	48.8%	50.8%	50.3%	8.0%	8.9%	9.5%	5.1%	4.4%	4.5%	2.9%	2.1%	3.1%	629	664	654	1	0	3
NLRB	41.3%	35.9%	32.0%	41.4%	48.6%	48.2%	10.9%	8.4%	10.1%	3.3%	3.9%	6.0%	3.1%	3.2%	3.7%	848	846	872	7	0	5
NRC	37.5%	34.9%	33.8%	45.5%	46.6%	47.1%	9.6%	9.1%	9.3%	4.0%	6.0%	5.8%	3.4%	3.5%	4.1%	2,294	2,425	2,123	7	7	12
NSF	35.3%	33.3%	31.3%	42.6%	45.2%	46.4%	12.5%	11.9%	11.6%	5.1%	6.4%	7.1%	4.5%	3.1%	3.6%	929	899	848	2	3	0
OMB	44.5%	47.3%	43.5%	43.8%	41.2%	45.0%	5.4%	6.1%	6.2%	4.4%	4.2%	4.5%	1.8%	1.1%	0.8%	338	342	351	0	1	0
OPM	35.7%	32.8%	31.9%	48.2%	48.5%	49.6%	8.7%	9.7%	9.9%	4.7%	5.8%	5.4%	2.7%	3.1%	3.2%	3,040	2,891	3,159	22	16	16
PBGC	37.5%	33.0%	29.4%	43.4%	47.0%	47.6%	11.0%	10.7%	11.5%	5.0%	6.0%	8.4%	3.1%	3.2%	3.0%	518	606	560	3	0	4
RRB	27.2%	33.4%	29.3%	48.9%	46.5%	46.5%	11.5%	11.8%	14.3%	7.2%	6.1%	5.8%	5.2%	2.1%	4.1%	407	444	319	5	3	1
SBA	25.8%	25.4%	23.6%	47.9%	46.2%	46.7%	12.7%	12.7%	12.7%	7.7%	7.4%	8.5%	5.9%	8.3%	8.5%	1,529	1,493	1,365	9	11	8
SEC	36.9%	34.2%	28.8%	47.5%	48.2%	49.8%	8.9%	9.3%	11.2%	3.8%	5.0%	6.0%	2.9%	3.4%	4.2%	3,366	3,492	3,173	18	19	16

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.6%	24.5%	23.1%	50.1%	50.0%	50.2%	12.9%	13.4%	13.8%	6.8%	7.1%	7.5%	4.6%	5.0%	5.3%	593,011	481,370	403,664	2,454	1,941	1,739
SSA	27.9%	27.8%	28.5%	51.2%	50.3%	50.5%	11.2%	11.5%	11.0%	5.9%	6.0%	6.1%	3.9%	4.3%	4.0%	26,085	8,412	8,811	112	32	34
State	28.5%	27.5%	25.5%	51.5%	52.9%	52.3%	10.8%	10.1%	12.3%	5.8%	6.4%	6.4%	3.5%	3.0%	3.6%	7,161	4,254	5,207	25	15	15
USAID	25.9%	27.8%	22.7%	52.8%	52.3%	52.7%	11.3%	10.8%	12.4%	6.2%	5.7%	8.0%	3.8%	3.4%	4.2%	1,818	2,067	2,256	9	6	11
USDA	22.6%	23.9%	22.2%	52.9%	53.1%	54.1%	13.4%	12.7%	13.0%	6.8%	6.6%	6.7%	4.3%	3.7%	4.0%	43,009	48,565	22,678	171	162	79
USDT	32.7%	31.6%	30.7%	48.7%	49.4%	49.6%	9.7%	10.0%	10.2%	5.0%	5.1%	5.4%	3.8%	3.9%	4.1%	41,641	45,856	44,983	205	211	194
Small Agencies	32.8%	33.4%	30.9%	45.5%	44.6%	46.2%	11.6%	10.9%	11.5%	5.8%	6.3%	6.5%	4.3%	4.7%	5.0%	5,197	5,458	5,364	26	35	13
DOD	23.8%	23.1%	21.4%	50.3%	50.1%	50.3%	13.6%	13.9%	14.7%	7.4%	7.8%	8.1%	4.9%	5.0%	5.5%	180,720	70,050	58,013	651	261	256
USACE	27.6%	25.5%	24.1%	51.4%	52.9%	51.8%	12.0%	11.8%	13.0%	5.8%	6.4%	6.9%	3.2%	3.4%	4.2%	18,613	4,353	3,568	45	12	12
Air Force	23.7%	23.0%	21.7%	50.1%	51.1%	51.2%	13.7%	13.6%	14.2%	7.5%	7.5%	8.1%	4.9%	4.9%	4.8%	33,059	16,720	15,403	135	83	78
Army‡	21.9%	21.1%	19.1%	50.0%	49.3%	48.4%	14.3%	14.6%	16.0%	8.2%	9.0%	9.5%	5.6%	6.0%	7.0%	50,872	17,289	13,320	204	75	69
Navy‡	23.6%	23.8%	22.0%	52.2%	51.1%	52.3%	13.3%	14.2%	14.2%	6.9%	7.2%	7.1%	4.1%	3.7%	4.5%	42,317	14,093	11,041	143	47	43
Marine Corps	23.8%	22.2%	20.2%	48.2%	51.8%	49.9%	14.3%	13.5%	16.5%	8.0%	7.9%	8.2%	5.7%	4.6%	5.2%	5,216	1,795	1,203	20	6	7
DOD 4th Estate	26.6%	25.1%	23.8%	47.7%	47.1%	48.1%	12.8%	13.6%	13.9%	7.4%	7.9%	8.1%	5.4%	6.4%	6.1%	30,643	15,800	13,478	104	38	47

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
BBG	16.9%	14.4%	16.9%	35.8%	37.1%	35.6%	26.8%	28.4%	26.1%	9.4%	8.7%	9.1%	11.2%	11.4%	12.3%	789	1,019	873	31	39	24
CSOSA	19.1%	18.6%	17.4%	38.5%	38.1%	37.5%	29.0%	26.4%	26.1%	8.0%	10.1%	11.9%	5.3%	6.7%	7.0%	454	517	588	15	22	27
DHS	16.4%	15.5%	13.3%	35.2%	34.8%	33.3%	28.6%	29.1%	29.9%	10.9%	11.4%	12.3%	8.9%	9.3%	11.3%	71,230	45,813	45,366	2,141	1,420	1,422
DOC	19.7%	19.8%	18.7%	40.7%	40.8%	39.2%	28.3%	27.6%	29.1%	7.5%	7.7%	8.4%	3.8%	4.1%	4.5%	19,302	9,827	9,176	1,332	619	579
DOE	21.2%	20.6%	18.1%	39.4%	40.1%	40.4%	25.8%	25.5%	26.2%	8.7%	9.0%	9.9%	4.9%	4.7%	5.4%	8,311	8,287	7,732	271	273	305
DOI	18.3%	17.9%	16.4%	39.2%	39.9%	39.1%	26.4%	26.9%	27.1%	9.8%	9.4%	10.3%	6.2%	5.8%	7.1%	27,384	24,971	22,287	759	816	750
DOJ	18.0%	16.5%	17.4%	36.3%	37.6%	37.2%	28.7%	28.9%	29.4%	9.9%	10.6%	9.6%	7.0%	6.5%	6.3%	29,737	15,388	15,803	1,015	645	615
DOL	21.0%	21.8%	21.1%	37.3%	38.6%	37.4%	27.3%	25.9%	27.0%	8.5%	7.9%	8.9%	5.9%	5.8%	5.6%	7,706	8,412	10,699	313	387	512
DOT	18.4%	18.3%	16.9%	38.8%	38.8%	38.9%	26.9%	26.8%	26.8%	9.8%	9.9%	10.4%	6.1%	6.2%	7.0%	20,763	16,166	14,258	680	594	553
ED	17.3%	20.5%	20.4%	35.7%	37.2%	36.1%	29.7%	27.6%	28.0%	10.1%	8.9%	8.8%	7.3%	5.9%	6.7%	2,459	2,664	2,712	120	147	139
EEOC	23.3%	23.6%	20.7%	36.0%	34.8%	37.1%	27.8%	28.3%	27.4%	8.3%	8.5%	7.9%	4.5%	4.8%	6.9%	1,298	1,314	1,388	71	93	114
EPA	16.8%	18.6%	14.5%	37.4%	38.7%	38.3%	28.7%	28.8%	30.9%	11.0%	9.1%	10.8%	6.0%	4.8%	5.6%	7,610	8,893	9,619	328	474	508
FCC	20.3%	15.8%	16.6%	31.5%	37.4%	34.6%	32.8%	30.5%	30.7%	9.8%	9.9%	11.4%	5.7%	6.4%	6.6%	553	669	604	34	46	44
FERC	33.2%	31.0%	28.8%	38.1%	40.1%	41.1%	20.7%	21.4%	21.9%	5.2%	4.7%	5.6%	2.9%	2.8%	2.6%	1,070	1,029	1,088	34	34	54
FTC	37.5%	33.4%	34.2%	34.5%	35.3%	32.9%	20.5%	22.6%	23.5%	5.8%	6.5%	6.1%	1.7%	2.2%	3.3%	596	576	600	40	33	39

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
GSA	28.1%	28.0%	23.9%	39.8%	39.9%	38.3%	22.1%	22.0%	25.5%	6.2%	6.5%	7.5%	3.9%	3.7%	4.9%	6,909	7,237	6,785	208	272	263
HHS	22.4%	22.2%	19.7%	40.5%	40.8%	40.4%	25.4%	24.9%	26.4%	7.4%	7.5%	8.2%	4.4%	4.7%	5.4%	41,255	41,060	38,334	1,526	1,835	1,834
HUD	20.2%	20.3%	18.6%	37.8%	39.6%	37.4%	26.1%	25.7%	27.3%	9.1%	8.6%	9.1%	6.8%	5.8%	7.6%	4,441	4,742	5,214	164	199	225
NARA	22.2%	23.8%	23.7%	34.8%	38.9%	36.8%	27.5%	24.1%	24.8%	8.7%	8.3%	8.2%	6.8%	4.8%	6.5%	1,660	1,788	1,771	63	67	91
NASA	28.8%	27.3%	24.7%	39.0%	40.1%	39.7%	23.5%	24.0%	25.4%	6.1%	6.0%	7.2%	2.5%	2.6%	3.0%	11,079	11,341	10,734	433	451	435
NCUA	25.0%	22.8%	25.9%	39.2%	42.8%	39.5%	21.9%	21.8%	20.7%	9.6%	8.3%	8.5%	4.3%	4.3%	5.6%	614	642	643	16	19	16
NLRB	20.8%	21.7%	16.0%	35.4%	39.1%	37.9%	29.8%	26.7%	31.2%	8.4%	7.7%	8.3%	5.6%	4.8%	6.7%	795	800	801	60	49	80
NRC	21.2%	19.9%	19.7%	36.9%	36.4%	37.1%	26.5%	27.4%	26.6%	10.2%	10.6%	10.9%	5.3%	5.7%	5.7%	2,186	2,332	2,037	112	104	101
NSF	23.9%	24.6%	24.2%	36.9%	33.8%	33.8%	25.9%	28.9%	27.2%	8.5%	8.1%	10.0%	4.8%	4.6%	4.8%	893	867	803	42	40	48
OMB	34.0%	31.2%	32.8%	40.2%	40.5%	38.6%	17.7%	21.0%	18.4%	6.2%	5.8%	8.7%	1.9%	1.4%	1.6%	329	335	337	9	8	14
OPM	23.8%	22.2%	20.1%	37.8%	37.4%	40.3%	25.2%	26.8%	26.6%	8.4%	8.0%	8.5%	4.7%	5.5%	4.5%	2,825	2,698	2,946	226	210	228
PBGC	26.0%	21.3%	19.9%	41.2%	44.8%	39.6%	22.5%	25.3%	28.7%	6.6%	5.0%	6.7%	3.7%	3.6%	5.0%	499	578	529	21	31	38
RRB	17.9%	23.9%	20.1%	42.6%	39.9%	45.0%	24.2%	22.2%	21.6%	8.1%	7.1%	9.7%	7.2%	6.9%	3.7%	388	416	299	23	29	19
SBA	19.9%	20.0%	17.9%	39.6%	37.3%	38.0%	24.9%	24.1%	23.6%	8.4%	9.7%	10.0%	7.1%	8.9%	10.4%	1,477	1,456	1,321	55	50	57
SEC	24.9%	24.6%	21.9%	38.2%	38.1%	40.4%	27.0%	27.7%	26.5%	6.9%	6.1%	7.3%	3.0%	3.5%	4.0%	3,164	3,296	2,964	216	215	226

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.8%	16.6%	38.0%	38.3%	37.6%	27.6%	27.6%	28.2%	9.6%	9.7%	10.3%	6.3%	6.6%	7.3%	573,295	465,631	389,303	21,143	18,337	16,713
SSA	18.7%	18.6%	18.3%	36.5%	37.8%	37.5%	28.4%	27.7%	27.4%	9.8%	9.4%	10.1%	6.6%	6.5%	6.7%	24,979	8,078	8,431	1,197	383	423
State	19.5%	21.4%	20.0%	41.3%	43.4%	43.1%	27.1%	25.3%	24.7%	7.6%	6.8%	8.0%	4.6%	3.1%	4.3%	6,918	4,132	5,056	242	147	175
USAID	19.6%	21.9%	18.6%	43.0%	44.1%	44.7%	24.2%	23.1%	23.6%	8.2%	7.2%	8.5%	5.0%	3.7%	4.6%	1,756	1,992	2,157	75	84	117
USDA	14.8%	16.4%	14.8%	38.5%	40.2%	40.2%	29.2%	28.3%	29.0%	10.8%	9.6%	10.3%	6.6%	5.6%	5.7%	42,033	47,476	22,125	1,091	1,322	662
USDT	19.3%	18.8%	17.6%	37.2%	38.2%	37.3%	28.0%	27.6%	28.0%	9.1%	8.9%	9.8%	6.3%	6.5%	7.3%	39,139	43,312	42,430	2,576	2,799	2,838
Small Agencies	23.1%	23.6%	23.3%	37.7%	38.0%	37.4%	25.4%	25.4%	25.6%	8.1%	7.5%	8.0%	5.7%	5.4%	5.8%	5,025	5,264	5,205	187	222	177
DOD	18.0%	17.1%	15.7%	38.6%	39.2%	37.8%	27.5%	27.6%	28.4%	9.8%	10.0%	11.0%	6.1%	6.1%	7.1%	175,669	68,282	56,447	5,417	2,117	1,905
USACE	21.0%	17.7%	15.9%	41.8%	43.9%	41.1%	25.2%	25.6%	27.9%	8.0%	8.4%	9.6%	4.0%	4.3%	5.6%	18,114	4,245	3,459	507	119	123
Air Force	17.4%	16.5%	15.9%	36.5%	37.8%	36.5%	28.2%	28.1%	28.6%	10.8%	11.1%	11.7%	7.1%	6.6%	7.3%	32,112	16,288	14,995	1,026	526	513
Army‡	17.0%	16.2%	15.1%	37.5%	37.6%	35.1%	28.7%	28.5%	29.4%	10.2%	10.7%	12.0%	6.6%	6.9%	8.5%	49,569	16,880	12,983	1,443	513	435
Navy‡	17.4%	17.3%	15.4%	40.9%	41.7%	40.7%	27.2%	27.4%	28.2%	9.3%	8.8%	9.8%	5.2%	4.9%	5.9%	41,132	13,780	10,763	1,266	380	334
Marine Corps	19.2%	16.7%	13.4%	36.6%	37.5%	37.2%	27.9%	29.5%	31.4%	9.8%	10.2%	11.8%	6.5%	6.1%	6.2%	5,139	1,764	1,186	98	40	22
DOD 4th Estate	20.5%	19.2%	17.7%	38.4%	38.2%	38.6%	25.6%	26.2%	26.2%	9.1%	9.6%	10.7%	6.4%	6.8%	6.8%	29,603	15,325	13,061	1,077	539	478

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
BBG	36.7%	39.3%	40.6%	38.5%	36.2%	32.2%	15.4%	16.2%	18.5%	6.0%	5.2%	4.8%	3.5%	3.1%	3.9%	821	1,067	901
CSOSA	39.0%	37.8%	38.6%	45.3%	44.9%	41.6%	13.0%	14.2%	17.5%	2.0%	2.0%	1.9%	0.7%	1.1%	0.4%	465	540	617
DHS	35.6%	35.1%	33.2%	41.8%	42.2%	41.4%	17.5%	17.7%	19.1%	3.3%	3.4%	4.1%	1.7%	1.7%	2.2%	73,447	47,205	46,795
DOC	48.4%	48.2%	47.4%	40.6%	40.3%	40.3%	9.4%	9.7%	10.4%	1.3%	1.2%	1.4%	0.3%	0.5%	0.5%	20,608	10,444	9,742
DOE	49.6%	49.5%	47.1%	39.4%	39.3%	39.8%	8.9%	9.0%	10.4%	1.4%	1.5%	1.9%	0.7%	0.7%	0.8%	8,594	8,565	8,050
DOI	44.3%	43.9%	42.2%	39.9%	40.6%	40.3%	12.5%	12.5%	13.8%	2.3%	2.1%	2.6%	0.9%	0.9%	1.1%	28,172	25,791	23,018
DOJ	43.7%	43.8%	43.3%	38.9%	39.2%	39.6%	13.8%	13.4%	13.7%	2.6%	2.5%	2.5%	1.0%	1.0%	0.9%	30,793	16,040	16,408
DOL	48.7%	48.0%	45.6%	37.7%	38.7%	39.9%	10.9%	11.0%	12.1%	1.8%	1.5%	1.8%	0.8%	0.8%	0.7%	8,032	8,798	11,218
DOT	45.3%	46.3%	43.5%	41.1%	39.7%	40.8%	11.1%	11.4%	12.8%	1.8%	1.7%	2.2%	0.7%	0.7%	0.9%	21,448	16,777	14,815
ED	48.1%	50.1%	48.4%	38.8%	37.2%	38.0%	10.9%	10.5%	11.2%	1.5%	1.4%	1.5%	0.7%	0.8%	0.9%	2,579	2,817	2,855
EEOC	47.9%	48.7%	45.1%	38.2%	37.1%	39.8%	11.6%	12.3%	12.3%	1.6%	1.2%	1.6%	0.8%	0.7%	1.2%	1,374	1,413	1,504
EPA	52.9%	55.0%	46.9%	36.6%	35.7%	40.7%	8.8%	7.9%	10.6%	1.1%	1.0%	1.3%	0.6%	0.5%	0.5%	7,944	9,385	10,124
FCC	55.3%	51.1%	50.4%	34.1%	36.3%	37.3%	8.5%	10.5%	9.0%	2.0%	1.6%	2.0%	0.1%	0.5%	1.4%	592	712	647
FERC	57.5%	60.6%	56.2%	34.5%	32.4%	35.4%	6.9%	5.7%	7.4%	0.7%	1.0%	0.6%	0.2%	0.4%	0.4%	1,111	1,067	1,147
FTC	73.3%	69.1%	68.2%	21.6%	25.3%	25.0%	4.3%	5.2%	6.0%	0.5%	0.2%	0.4%	0.3%	0.2%	0.5%	635	610	640

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
GSA	54.2%	53.5%	50.0%	36.0%	36.0%	37.9%	8.3%	8.9%	10.1%	0.9%	1.1%	1.4%	0.5%	0.4%	0.7%	7,123	7,518	7,051
HHS	50.7%	51.0%	48.1%	37.1%	36.4%	37.8%	10.1%	10.3%	11.4%	1.4%	1.5%	1.9%	0.7%	0.7%	0.8%	42,824	42,927	40,204
HUD	48.2%	48.6%	44.9%	37.9%	37.8%	39.1%	11.0%	11.2%	13.0%	1.9%	1.7%	2.0%	1.1%	0.7%	1.0%	4,606	4,945	5,440
NARA	50.8%	52.0%	50.0%	35.0%	36.1%	35.7%	10.9%	9.2%	11.2%	1.7%	1.6%	2.0%	1.6%	1.1%	1.1%	1,736	1,859	1,867
NASA	61.7%	62.1%	60.5%	31.5%	30.9%	31.4%	5.7%	5.7%	6.8%	0.8%	0.9%	0.9%	0.3%	0.4%	0.4%	11,526	11,790	11,174
NCUA	45.7%	48.7%	47.1%	41.9%	39.2%	40.4%	10.1%	9.6%	10.1%	1.9%	1.5%	1.8%	0.4%	1.0%	0.7%	631	664	659
NLRB	56.2%	54.6%	49.1%	35.8%	36.3%	39.8%	6.5%	6.9%	8.8%	0.6%	1.1%	1.5%	0.9%	1.1%	0.8%	856	849	879
NRC	53.6%	53.9%	52.5%	37.2%	35.5%	37.0%	7.5%	8.7%	8.2%	1.0%	1.6%	1.7%	0.7%	0.3%	0.6%	2,304	2,437	2,147
NSF	62.2%	62.0%	58.5%	29.2%	30.6%	32.4%	6.9%	6.0%	8.3%	0.9%	0.6%	0.2%	0.7%	0.8%	0.7%	935	905	850
OMB	67.9%	68.6%	63.0%	27.7%	28.1%	31.7%	3.7%	2.5%	5.1%	0.8%	0.8%	0.3%	0.0%	0.0%	0.0%	338	342	351
OPM	49.7%	51.4%	52.3%	40.3%	37.9%	37.0%	8.6%	9.1%	9.0%	1.0%	1.2%	1.3%	0.5%	0.5%	0.4%	3,054	2,901	3,181
PBGC	56.7%	51.9%	50.7%	32.8%	37.4%	35.4%	8.4%	9.4%	11.7%	1.6%	1.1%	1.8%	0.5%	0.2%	0.4%	523	607	567
RRB	37.2%	44.6%	43.9%	46.7%	41.1%	42.4%	13.0%	12.4%	11.1%	1.7%	1.0%	2.4%	1.4%	1.0%	0.2%	411	448	319
SBA	48.2%	50.5%	44.7%	36.6%	34.0%	37.2%	12.7%	11.9%	13.6%	1.7%	2.4%	2.6%	0.9%	1.3%	1.8%	1,535	1,510	1,377
SEC	59.1%	59.0%	52.9%	33.3%	32.7%	36.7%	6.5%	6.8%	8.5%	0.8%	1.1%	1.5%	0.3%	0.4%	0.4%	3,383	3,513	3,194

Report by Agency

(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**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	42.3%	42.7%	41.2%	41.5%	40.6%	41.2%	13.2%	13.4%	14.1%	2.2%	2.3%	2.5%	0.9%	1.0%	1.1%	594,870	484,120	406,077
SSA	33.3%	34.7%	32.9%	45.4%	44.8%	46.1%	17.4%	17.1%	17.1%	2.9%	2.3%	2.9%	1.0%	1.2%	0.9%	26,107	8,455	8,864
State	49.1%	50.6%	47.6%	39.8%	39.5%	40.9%	9.4%	8.8%	10.0%	1.3%	1.0%	1.2%	0.4%	0.2%	0.3%	7,170	4,273	5,230
USAID	45.5%	48.7%	42.3%	40.9%	40.1%	42.9%	11.4%	9.3%	12.1%	1.4%	1.1%	2.4%	0.8%	0.7%	0.4%	1,828	2,081	2,279
USDA	40.9%	42.8%	41.0%	43.2%	42.6%	43.5%	13.0%	12.2%	12.8%	2.0%	1.8%	2.0%	0.8%	0.6%	0.7%	43,178	48,804	22,812
USDT	45.8%	46.7%	45.3%	40.1%	39.5%	40.0%	11.3%	11.1%	11.8%	1.8%	1.8%	1.9%	1.0%	0.9%	1.0%	41,743	46,137	45,233
Small Agencies	53.6%	54.5%	53.2%	34.7%	33.6%	34.0%	9.2%	9.3%	10.2%	1.5%	1.6%	1.8%	1.0%	1.0%	0.9%	5,225	5,505	5,391
DOD	40.4%	41.1%	39.7%	43.2%	42.4%	42.7%	13.5%	13.4%	14.3%	2.1%	2.2%	2.4%	0.8%	0.8%	0.9%	181,219	70,404	58,367
USACE	41.8%	41.4%	40.5%	44.5%	44.9%	44.4%	11.7%	11.7%	12.4%	1.5%	1.4%	2.0%	0.5%	0.6%	0.8%	18,655	4,365	3,591
Air Force	39.4%	39.8%	39.4%	43.4%	43.2%	42.3%	13.9%	13.6%	14.8%	2.4%	2.6%	2.5%	1.0%	0.8%	1.0%	33,150	16,823	15,495
Army‡	40.4%	39.8%	37.8%	42.7%	42.7%	42.9%	13.8%	13.9%	15.5%	2.3%	2.5%	2.7%	0.9%	1.0%	1.0%	51,064	17,401	13,417
Navy‡	39.8%	42.8%	41.3%	44.4%	42.7%	42.7%	13.3%	12.3%	13.2%	1.9%	1.6%	2.0%	0.6%	0.5%	0.8%	42,395	14,150	11,093
Marine Corps	41.9%	41.0%	40.7%	41.0%	42.4%	41.9%	14.0%	13.7%	14.0%	2.3%	1.7%	2.4%	0.9%	1.2%	1.1%	5,229	1,805	1,211
DOD 4th Estate	42.4%	42.3%	40.2%	41.1%	39.1%	42.1%	13.2%	15.0%	14.2%	2.2%	2.6%	2.4%	1.1%	1.0%	1.1%	30,726	15,860	13,560

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
BBG	27.5%	10.1%	10.6%	42.6%	46.2%	42.5%	15.7%	21.0%	22.5%	8.6%	14.0%	14.3%	5.7%	8.7%	10.0%	808	1,036	868	12	24	24
CSOSA	37.6%	19.0%	15.2%	44.4%	54.7%	58.2%	11.5%	17.0%	16.2%	4.3%	6.0%	7.5%	2.1%	3.4%	3.0%	463	519	602	2	6	6
DHS	27.0%	13.5%	11.7%	48.8%	51.6%	50.4%	14.3%	18.2%	18.5%	6.8%	11.2%	12.7%	3.2%	5.4%	6.8%	72,933	45,923	45,602	507	521	544
DOC	36.1%	19.3%	19.0%	48.5%	56.6%	55.0%	10.0%	15.4%	15.8%	4.1%	6.7%	7.7%	1.2%	2.0%	2.5%	20,344	10,141	9,441	298	183	203
DOE	36.8%	18.3%	16.6%	48.0%	56.7%	57.3%	9.4%	15.0%	14.9%	4.2%	7.3%	8.0%	1.6%	2.7%	3.2%	8,532	8,371	7,834	63	143	143
DOI	31.3%	15.3%	13.7%	49.3%	54.8%	54.4%	11.8%	17.3%	18.2%	5.5%	9.4%	10.0%	2.1%	3.3%	3.7%	27,964	25,053	22,321	212	397	385
DOJ	33.7%	17.5%	17.7%	47.2%	56.0%	56.8%	12.4%	16.2%	15.8%	4.8%	7.3%	7.4%	1.9%	3.0%	2.4%	30,560	15,420	15,798	218	197	213
DOL	36.3%	19.1%	18.2%	47.0%	55.9%	55.4%	9.8%	15.3%	16.0%	4.9%	6.8%	7.7%	2.0%	2.9%	2.7%	7,962	8,552	10,943	73	141	196
DOT	34.2%	17.8%	16.2%	48.1%	57.0%	55.9%	10.7%	14.2%	15.9%	5.1%	8.4%	9.1%	1.9%	2.6%	2.9%	21,281	16,339	14,454	188	238	223
ED	33.5%	17.9%	15.6%	46.8%	52.5%	54.7%	11.7%	16.5%	16.8%	5.8%	9.4%	9.3%	2.3%	3.6%	3.6%	2,565	2,733	2,747	17	61	78
EEOC	40.6%	21.1%	17.7%	43.7%	53.6%	54.1%	10.1%	14.7%	14.6%	3.9%	7.8%	10.0%	1.7%	2.7%	3.7%	1,356	1,377	1,451	21	28	32
EPA	35.4%	20.0%	13.3%	47.6%	55.4%	56.6%	9.9%	14.5%	17.4%	5.4%	7.4%	9.6%	1.7%	2.7%	3.0%	7,866	9,092	9,814	83	174	235
FCC	41.1%	17.9%	17.5%	42.0%	55.7%	53.9%	9.8%	16.6%	19.1%	6.1%	7.0%	6.5%	1.0%	2.8%	3.0%	584	684	605	9	14	29
FERC	50.5%	35.8%	30.4%	38.8%	51.2%	53.4%	6.4%	8.6%	10.0%	2.9%	3.2%	4.7%	1.3%	1.2%	1.6%	1,102	1,058	1,123	9	7	23
FTC	63.0%	41.2%	43.4%	28.8%	48.6%	43.5%	5.3%	7.4%	8.8%	2.5%	2.5%	3.1%	0.3%	0.4%	1.1%	632	596	617	4	7	15

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
GSA	41.2%	22.3%	19.8%	44.3%	54.3%	51.4%	9.2%	14.0%	17.4%	3.9%	7.4%	7.8%	1.4%	2.0%	3.5%	7,085	7,328	6,847	43	98	115
HHS	37.9%	21.8%	19.1%	46.2%	55.8%	55.7%	10.2%	14.2%	15.5%	4.3%	6.0%	6.9%	1.4%	2.2%	2.8%	42,509	41,610	38,943	340	747	759
HUD	34.2%	15.4%	14.1%	45.7%	52.3%	48.7%	11.3%	18.6%	19.8%	6.4%	9.8%	12.1%	2.5%	3.8%	5.2%	4,561	4,783	5,258	48	112	138
NARA	34.1%	18.2%	16.9%	45.6%	52.9%	49.8%	11.9%	16.2%	18.0%	5.3%	9.3%	10.0%	3.0%	3.4%	5.3%	1,717	1,803	1,805	20	35	43
NASA	48.4%	32.1%	29.5%	41.3%	52.9%	53.8%	6.7%	9.5%	10.3%	2.8%	4.2%	5.1%	0.8%	1.2%	1.3%	11,446	11,536	10,936	86	147	150
NCUA	38.3%	19.3%	19.4%	47.1%	55.7%	57.9%	8.5%	12.1%	12.9%	4.8%	10.4%	6.9%	1.4%	2.4%	2.9%	626	650	646	5	7	6
NLRB	41.1%	28.0%	18.9%	46.1%	55.6%	59.3%	8.7%	10.6%	12.7%	2.6%	3.6%	6.6%	1.4%	2.3%	2.6%	847	824	856	9	15	13
NRC	42.0%	24.6%	23.5%	43.9%	53.3%	55.6%	8.2%	11.7%	11.6%	4.3%	7.6%	6.4%	1.7%	2.8%	2.9%	2,288	2,372	2,091	15	51	40
NSF	45.4%	28.2%	24.3%	43.0%	54.0%	54.2%	6.7%	10.5%	12.9%	3.5%	4.8%	7.0%	1.5%	2.5%	1.5%	926	886	825	9	9	17
OMB	55.5%	36.5%	32.0%	38.4%	53.9%	55.0%	4.1%	6.2%	8.2%	2.1%	2.4%	3.9%	0.0%	0.9%	0.8%	338	339	345	0	1	4
OPM	34.3%	17.4%	16.8%	48.1%	53.4%	53.7%	10.7%	15.3%	16.2%	5.2%	9.6%	9.5%	1.6%	4.4%	3.9%	3,011	2,794	3,052	43	81	101
PBGC	46.3%	23.5%	14.8%	41.9%	54.7%	61.0%	8.1%	13.0%	14.3%	2.1%	7.0%	6.9%	1.7%	1.8%	3.0%	518	588	546	5	10	14
RRB	26.5%	16.6%	15.4%	50.3%	51.4%	55.9%	12.1%	17.9%	19.1%	7.7%	9.9%	6.3%	3.4%	4.1%	3.2%	404	423	311	6	19	6
SBA	35.4%	15.8%	13.3%	44.5%	49.0%	46.9%	11.8%	18.6%	19.8%	5.5%	11.6%	12.7%	2.8%	5.0%	7.3%	1,524	1,457	1,326	12	33	36
SEC	47.6%	30.4%	23.6%	42.7%	55.3%	58.8%	6.2%	9.0%	10.4%	2.4%	3.9%	5.2%	1.1%	1.4%	2.0%	3,349	3,430	3,103	40	59	70

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.6%	16.7%	15.2%	48.5%	54.2%	54.2%	12.2%	16.8%	17.3%	5.6%	8.9%	9.5%	2.1%	3.4%	3.8%	590,167	469,308	393,750	4,925	7,233	6,753
SSA	26.4%	14.7%	14.0%	50.9%	53.9%	54.1%	13.2%	17.4%	18.1%	7.1%	10.4%	10.6%	2.4%	3.6%	3.3%	25,852	8,134	8,533	266	127	140
State	33.1%	19.9%	16.3%	51.3%	57.6%	58.1%	9.6%	13.4%	15.4%	4.8%	7.0%	8.3%	1.3%	2.0%	1.9%	7,145	4,128	5,068	34	23	36
USAID	32.1%	18.7%	12.6%	48.8%	56.2%	55.5%	11.1%	14.6%	16.6%	6.1%	8.6%	12.5%	1.9%	1.8%	2.8%	1,822	2,030	2,227	7	17	22
USDA	28.0%	13.5%	11.7%	51.1%	55.4%	55.9%	13.1%	18.5%	18.8%	5.9%	9.7%	10.4%	2.0%	2.9%	3.2%	42,869	47,707	22,226	310	580	364
USDT	31.8%	13.9%	12.8%	47.9%	52.6%	51.7%	12.0%	18.3%	18.7%	5.9%	10.5%	11.6%	2.5%	4.7%	5.2%	41,134	44,474	43,584	683	1,116	1,065
Small Agencies	41.8%	24.8%	23.1%	43.3%	52.9%	52.4%	8.9%	11.8%	13.1%	4.2%	6.8%	7.3%	1.8%	3.7%	4.2%	5,191	5,358	5,257	37	94	91
DOD	30.6%	17.0%	15.2%	49.0%	54.9%	54.7%	12.6%	16.3%	17.2%	5.8%	8.9%	9.6%	1.9%	2.9%	3.3%	180,053	68,371	56,621	1,191	813	711
USACE	32.1%	16.4%	15.9%	51.9%	59.7%	58.0%	10.6%	15.5%	15.6%	4.2%	6.4%	8.2%	1.2%	1.9%	2.4%	18,558	4,299	3,525	97	45	43
Air Force	29.6%	17.0%	15.9%	48.4%	55.3%	54.9%	13.1%	15.8%	16.9%	6.6%	8.9%	9.0%	2.4%	3.0%	3.2%	32,937	16,205	14,940	220	223	177
Army‡	31.8%	17.4%	15.4%	48.4%	54.7%	54.5%	12.2%	16.1%	16.5%	5.5%	8.8%	10.1%	2.0%	3.0%	3.6%	50,788	16,911	13,026	294	204	168
Navy‡	29.2%	16.6%	14.1%	50.5%	54.9%	55.4%	13.0%	16.9%	18.1%	5.6%	8.9%	9.4%	1.6%	2.7%	3.0%	42,079	13,769	10,782	309	129	138
Marine Corps	34.7%	17.1%	16.6%	45.4%	55.0%	48.8%	12.9%	16.0%	20.0%	5.4%	8.9%	10.3%	1.6%	3.1%	4.4%	5,203	1,772	1,174	31	10	7
DOD 4th Estate	31.6%	17.4%	15.4%	48.0%	52.8%	53.7%	12.4%	16.7%	17.2%	5.8%	9.5%	10.0%	2.2%	3.6%	3.7%	30,488	15,415	13,174	240	202	178

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.4%	11.3%	10.1%	37.2%	36.0%	34.7%	24.1%	24.4%	24.6%	17.6%	18.5%	19.8%	9.7%	9.7%	10.7%	574,941	465,394	390,805	12,568	10,900	9,449
BBG	10.8%	7.8%	8.2%	32.1%	28.9%	25.1%	24.0%	26.3%	27.3%	16.7%	20.3%	19.8%	16.4%	16.6%	19.6%	802	1,021	862	18	33	26
CSOSA	10.7%	10.4%	7.7%	36.6%	33.9%	32.4%	26.1%	25.5%	28.3%	18.7%	21.7%	19.7%	7.9%	8.5%	11.9%	438	516	587	21	9	16
DHS	8.6%	8.3%	6.6%	30.0%	28.9%	24.8%	25.2%	25.2%	24.4%	21.3%	22.9%	25.5%	15.0%	14.7%	18.7%	71,099	45,535	45,306	1,273	881	857
DOC	13.0%	12.9%	13.2%	40.3%	40.5%	37.7%	23.8%	24.0%	24.0%	15.5%	15.5%	17.3%	7.4%	7.1%	7.7%	19,895	9,991	9,366	565	322	276
DOE	13.0%	12.4%	10.8%	39.6%	38.4%	37.1%	22.4%	23.4%	22.9%	16.1%	17.3%	19.0%	8.9%	8.4%	10.2%	8,372	8,310	7,788	168	197	183
DOI	10.5%	10.8%	9.1%	37.3%	38.0%	35.8%	24.4%	25.0%	25.4%	18.1%	17.8%	19.5%	9.6%	8.3%	10.2%	27,267	24,799	22,138	665	636	551
DOJ	11.1%	11.8%	12.2%	37.4%	36.9%	37.4%	25.7%	25.7%	25.0%	16.8%	17.0%	17.8%	8.9%	8.5%	7.7%	29,368	15,213	15,625	744	401	386
DOL	13.0%	13.8%	13.0%	35.3%	37.7%	36.1%	23.0%	22.6%	24.3%	17.0%	16.2%	17.2%	11.7%	9.7%	9.4%	7,728	8,442	10,837	231	260	301
DOT	12.6%	12.6%	10.8%	40.2%	39.8%	38.6%	23.6%	23.9%	25.3%	15.5%	16.2%	16.3%	8.1%	7.5%	8.9%	20,860	16,222	14,293	438	358	354
ED	8.0%	11.1%	10.8%	28.8%	32.9%	32.1%	22.6%	22.8%	22.3%	22.9%	19.3%	20.2%	17.7%	13.9%	14.6%	2,497	2,704	2,742	71	86	89
EEOC	14.6%	14.8%	12.4%	35.4%	35.4%	36.1%	19.4%	22.0%	23.4%	19.1%	17.2%	18.0%	11.5%	10.6%	10.1%	1,327	1,368	1,440	36	45	47
EPA	8.6%	10.5%	8.0%	34.4%	37.6%	35.7%	23.1%	23.3%	25.6%	21.5%	19.4%	20.8%	12.4%	9.2%	9.8%	7,727	8,995	9,753	162	281	291
FCC	14.9%	9.4%	8.9%	30.4%	34.9%	33.9%	25.7%	26.4%	25.0%	16.2%	17.4%	20.5%	12.8%	12.0%	11.7%	567	679	608	14	19	26
FERC	24.5%	23.0%	19.1%	40.6%	42.1%	38.5%	18.6%	19.6%	21.7%	10.6%	9.9%	14.1%	5.7%	5.4%	6.6%	1,085	1,042	1,100	21	23	38
FTC	29.4%	31.1%	31.2%	42.3%	40.4%	40.5%	14.4%	16.5%	15.0%	9.1%	9.8%	8.9%	4.8%	2.2%	4.3%	616	578	613	16	23	20

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.4%	11.3%	10.1%	37.2%	36.0%	34.7%	24.1%	24.4%	24.6%	17.6%	18.5%	19.8%	9.7%	9.7%	10.7%	574,941	465,394	390,805	12,568	10,900	9,449
GSA	19.0%	19.0%	16.3%	41.6%	39.9%	36.3%	20.2%	21.5%	24.0%	13.2%	13.5%	14.7%	6.1%	6.1%	8.7%	6,933	7,269	6,842	133	161	124
HHS	14.4%	14.7%	12.5%	41.7%	40.8%	38.8%	22.5%	22.9%	23.9%	14.5%	14.7%	16.4%	6.9%	6.9%	8.3%	41,289	41,108	38,482	1,150	1,201	1,197
HUD	12.0%	12.1%	10.6%	35.9%	35.5%	32.6%	24.1%	24.9%	24.6%	16.8%	17.9%	20.5%	11.2%	9.5%	11.7%	4,444	4,744	5,251	124	146	154
NARA	11.1%	12.7%	12.9%	33.2%	36.7%	32.2%	22.3%	23.3%	23.8%	19.5%	17.4%	19.0%	13.9%	9.9%	12.1%	1,670	1,787	1,804	46	51	43
NASA	25.0%	26.3%	23.7%	46.6%	45.3%	45.2%	15.7%	16.6%	17.9%	9.0%	8.5%	9.5%	3.7%	3.3%	3.7%	11,227	11,452	10,834	224	223	239
NCUA	11.3%	14.8%	15.3%	42.4%	41.3%	46.1%	18.5%	19.6%	20.5%	17.2%	16.0%	12.4%	10.5%	8.3%	5.7%	617	645	641	8	8	9
NLRB	9.1%	13.3%	8.5%	25.2%	31.5%	28.9%	21.2%	19.3%	20.6%	21.6%	23.3%	27.3%	22.8%	12.5%	14.6%	823	810	836	26	26	32
NRC	14.4%	15.0%	14.7%	41.4%	39.6%	39.3%	21.6%	22.1%	21.1%	15.3%	16.3%	16.5%	7.2%	7.0%	8.4%	2,222	2,348	2,061	65	70	67
NSF	20.0%	18.3%	17.2%	41.1%	42.1%	37.8%	20.4%	21.4%	22.7%	12.1%	11.1%	15.6%	6.4%	7.2%	6.8%	906	877	823	24	24	19
OMB	22.7%	25.0%	25.4%	42.8%	40.4%	44.9%	15.0%	16.0%	16.0%	14.0%	15.2%	9.3%	5.5%	3.4%	4.3%	331	338	347	5	2	2
OPM	14.9%	13.8%	12.4%	37.1%	38.4%	37.5%	22.4%	21.9%	23.4%	16.5%	16.8%	16.6%	9.1%	9.2%	10.2%	2,939	2,780	3,019	100	97	126
PBGC	19.0%	16.2%	11.4%	41.2%	41.1%	38.9%	23.5%	24.1%	24.7%	11.3%	14.6%	16.9%	5.0%	3.9%	8.1%	502	581	533	20	16	25
RRB	10.9%	10.3%	8.7%	37.2%	36.8%	39.7%	21.0%	25.4%	26.5%	17.9%	17.4%	15.4%	13.0%	10.0%	9.7%	371	411	297	28	31	15
SBA	12.8%	11.4%	9.8%	36.2%	35.9%	33.1%	22.7%	22.4%	21.3%	17.1%	18.7%	20.4%	11.2%	11.6%	15.3%	1,479	1,438	1,322	39	49	40
SEC	18.8%	18.8%	14.3%	40.8%	41.2%	36.8%	19.2%	20.7%	23.8%	13.6%	12.9%	16.6%	7.6%	6.4%	8.5%	3,259	3,340	3,030	111	145	136

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.4%	11.3%	10.1%	37.2%	36.0%	34.7%	24.1%	24.4%	24.6%	17.6%	18.5%	19.8%	9.7%	9.7%	10.7%	574,941	465,394	390,805	12,568	10,900	9,449
SSA	8.7%	9.2%	9.5%	33.0%	33.5%	33.9%	26.5%	26.6%	26.6%	20.2%	20.6%	20.2%	11.5%	10.0%	9.7%	24,950	8,047	8,421	682	218	227
State	9.7%	11.7%	11.0%	38.7%	41.5%	40.1%	22.4%	22.6%	23.5%	19.8%	17.7%	18.5%	9.5%	6.5%	6.8%	6,905	4,094	5,029	102	48	71
USAID	11.1%	12.5%	9.8%	39.0%	38.4%	36.7%	20.8%	21.1%	24.1%	20.9%	21.0%	21.1%	8.3%	6.9%	8.2%	1,792	2,017	2,212	24	27	34
USDA	7.7%	9.2%	8.3%	35.9%	39.1%	36.7%	26.5%	26.8%	27.3%	19.7%	17.8%	19.5%	10.2%	7.1%	8.2%	41,868	47,309	22,130	845	949	451
USDT	10.3%	9.7%	8.7%	33.6%	33.2%	31.8%	23.7%	24.1%	24.2%	20.2%	21.0%	22.2%	12.3%	11.9%	13.1%	40,367	44,196	43,425	1,062	1,355	1,200
Small Agencies	14.5%	16.9%	14.4%	35.0%	35.7%	35.9%	21.0%	21.1%	20.6%	17.8%	16.2%	17.7%	11.6%	10.1%	11.4%	5,075	5,273	5,204	118	174	145
DOD	12.0%	12.1%	10.5%	38.9%	38.4%	36.7%	23.9%	24.5%	24.8%	16.8%	17.3%	18.9%	8.4%	7.8%	9.2%	175,324	67,843	56,143	3,189	1,272	1,115
USACE	12.5%	11.8%	9.8%	43.2%	41.2%	39.6%	23.8%	25.8%	25.5%	14.7%	15.9%	18.7%	5.8%	5.4%	6.4%	18,204	4,249	3,474	345	83	82
Air Force	13.1%	12.9%	12.7%	38.6%	39.5%	37.8%	23.2%	23.3%	23.3%	16.5%	16.4%	17.4%	8.5%	7.8%	8.8%	31,924	16,084	14,820	573	328	300
Army‡	12.0%	12.2%	10.4%	38.5%	37.7%	35.5%	23.6%	24.3%	24.8%	16.7%	17.6%	19.3%	9.1%	8.2%	10.0%	49,469	16,795	12,928	841	315	246
Navy‡	10.5%	11.1%	8.9%	39.3%	39.1%	37.8%	25.3%	25.7%	25.9%	17.2%	17.2%	19.2%	7.7%	6.9%	8.3%	40,945	13,662	10,698	733	227	200
Marine Corps	12.5%	12.1%	10.3%	35.3%	34.3%	32.5%	25.8%	27.2%	25.6%	16.9%	18.0%	20.9%	9.5%	8.3%	10.6%	5,076	1,750	1,165	85	26	15
DOD 4th Estate	12.8%	12.4%	10.7%	38.5%	36.6%	34.9%	22.6%	23.1%	24.2%	17.0%	18.4%	19.6%	9.1%	9.5%	10.6%	29,706	15,303	13,058	612	293	272

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
BBG	12.1%	10.1%	10.5%	34.1%	31.7%	29.7%	20.7%	23.5%	23.6%	16.5%	19.2%	18.5%	16.6%	15.4%	17.7%	809	1,038	871	11	17	15
CSOSA	13.4%	12.3%	10.8%	37.1%	36.8%	38.7%	24.2%	26.0%	23.3%	16.2%	17.5%	15.1%	9.1%	7.4%	12.2%	445	517	592	11	6	16
DHS	10.3%	9.7%	7.7%	31.0%	29.9%	26.2%	22.7%	23.4%	22.6%	20.2%	21.5%	23.5%	15.8%	15.5%	19.9%	71,308	45,586	45,287	1,099	761	783
DOC	16.6%	15.6%	15.4%	43.4%	43.3%	40.2%	20.3%	20.6%	21.1%	13.0%	14.0%	15.4%	6.7%	6.5%	7.9%	20,123	10,092	9,406	322	201	215
DOE	15.7%	15.0%	12.5%	42.9%	42.1%	39.3%	20.7%	21.7%	22.8%	13.8%	13.7%	16.3%	6.9%	7.4%	9.2%	8,392	8,314	7,786	152	177	163
DOI	13.4%	13.2%	11.1%	40.9%	40.1%	37.6%	21.7%	22.9%	24.2%	15.3%	15.4%	17.2%	8.6%	8.5%	9.9%	27,341	24,800	22,154	561	553	461
DOJ	13.5%	13.4%	12.6%	37.9%	37.3%	37.6%	22.3%	23.4%	23.5%	16.6%	16.3%	17.3%	9.7%	9.6%	9.1%	29,588	15,247	15,659	543	326	303
DOL	16.6%	16.1%	15.4%	38.3%	39.1%	37.4%	19.9%	20.5%	22.6%	14.5%	14.4%	15.2%	10.8%	9.8%	9.4%	7,770	8,478	10,852	176	208	272
DOT	14.4%	13.7%	12.2%	38.4%	37.5%	36.4%	22.4%	23.4%	22.7%	15.2%	16.4%	17.6%	9.6%	9.0%	11.2%	20,862	16,200	14,326	439	352	315
ED	10.2%	13.7%	14.7%	36.3%	37.7%	36.3%	20.7%	22.5%	22.1%	19.3%	15.7%	15.9%	13.5%	10.4%	10.9%	2,485	2,705	2,754	79	83	79
EEOC	18.1%	16.9%	13.5%	39.3%	40.9%	39.6%	18.3%	19.3%	20.8%	13.6%	14.3%	16.4%	10.8%	8.7%	9.6%	1,332	1,375	1,433	34	35	50
EPA	13.1%	14.2%	11.2%	44.6%	46.2%	45.0%	20.7%	20.5%	22.0%	13.6%	12.4%	14.5%	8.0%	6.7%	7.3%	7,739	9,075	9,760	148	209	258
FCC	17.5%	13.3%	13.6%	40.1%	41.4%	36.8%	22.9%	26.0%	22.7%	12.0%	10.8%	16.1%	7.5%	8.6%	10.7%	569	674	609	11	22	25
FERC	30.1%	27.2%	23.4%	43.7%	44.5%	42.4%	16.5%	17.1%	19.8%	5.8%	6.9%	9.5%	3.9%	4.3%	4.9%	1,086	1,044	1,106	21	18	36
FTC	38.8%	33.4%	38.2%	41.7%	43.7%	38.5%	9.8%	13.8%	11.8%	6.4%	6.0%	7.6%	3.4%	3.2%	3.9%	627	594	614	6	10	15

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
GSA	22.1%	20.8%	17.7%	43.2%	41.5%	39.3%	19.0%	21.1%	22.1%	10.2%	10.9%	12.6%	5.5%	5.7%	8.2%	6,947	7,287	6,838	123	132	126
HHS	18.2%	17.8%	14.9%	43.7%	42.7%	40.9%	19.6%	20.4%	21.7%	12.1%	12.5%	14.0%	6.5%	6.6%	8.6%	41,638	41,326	38,651	799	936	944
HUD	15.9%	16.0%	13.7%	40.9%	39.3%	36.8%	19.2%	22.1%	22.4%	13.6%	14.2%	15.8%	10.4%	8.5%	11.2%	4,456	4,751	5,247	118	136	153
NARA	16.2%	17.1%	16.2%	39.9%	43.4%	39.7%	17.9%	17.7%	19.0%	14.8%	13.6%	14.4%	11.2%	8.3%	10.7%	1,690	1,807	1,804	28	24	33
NASA	30.4%	30.7%	28.6%	46.9%	45.9%	45.5%	13.3%	14.2%	15.8%	6.6%	6.4%	6.9%	2.8%	2.8%	3.3%	11,282	11,486	10,886	178	183	177
NCUA	14.7%	16.9%	19.4%	42.7%	40.9%	45.5%	19.0%	17.8%	15.9%	15.1%	16.2%	13.6%	8.5%	8.2%	5.7%	616	640	638	7	13	12
NLRB	13.6%	16.2%	12.7%	37.9%	40.1%	34.3%	20.8%	17.5%	20.6%	16.0%	16.3%	19.5%	11.7%	9.9%	12.9%	837	812	845	15	28	22
NRC	20.6%	21.1%	18.2%	46.6%	44.7%	45.3%	16.8%	17.9%	18.7%	10.0%	10.5%	10.6%	6.0%	5.8%	7.2%	2,246	2,370	2,081	43	45	42
NSF	22.3%	20.5%	20.5%	41.0%	41.5%	35.5%	20.2%	20.5%	23.8%	10.5%	11.7%	13.8%	6.0%	5.8%	6.3%	920	872	815	14	25	24
OMB	29.7%	27.8%	28.5%	48.7%	50.1%	49.3%	12.6%	13.2%	9.9%	6.8%	5.7%	9.8%	2.4%	3.2%	2.6%	336	336	346	2	4	2
OPM	17.3%	16.2%	15.3%	39.9%	41.0%	37.7%	19.8%	19.7%	21.6%	14.1%	14.2%	15.5%	8.9%	9.0%	9.8%	2,931	2,762	3,039	105	116	115
PBGC	21.6%	19.0%	14.7%	46.4%	44.5%	41.9%	18.1%	22.2%	18.6%	9.5%	10.7%	15.8%	4.5%	3.5%	8.9%	511	581	539	12	17	19
RRB	14.1%	16.1%	13.2%	37.1%	36.2%	40.1%	21.0%	23.1%	23.4%	16.3%	13.7%	16.1%	11.5%	10.9%	7.2%	381	423	294	17	19	22
SBA	15.4%	12.0%	10.7%	35.9%	36.1%	32.2%	21.8%	20.8%	22.2%	16.9%	18.3%	19.1%	10.0%	12.7%	15.8%	1,486	1,453	1,307	36	36	37
SEC	22.8%	21.1%	17.1%	44.3%	42.7%	41.5%	16.6%	19.7%	20.3%	9.7%	10.7%	12.9%	6.5%	5.8%	8.2%	3,287	3,384	3,055	78	95	104

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.4%	11.9%	38.9%	37.4%	36.1%	21.6%	22.5%	23.1%	15.7%	16.6%	17.7%	9.7%	10.1%	11.2%	576,931	465,997	390,973	10,616	9,657	8,551
SSA	11.8%	12.6%	12.4%	38.4%	37.3%	37.9%	20.7%	22.3%	21.4%	17.8%	17.4%	17.9%	11.3%	10.4%	10.4%	25,134	8,108	8,466	510	151	189
State	13.7%	13.9%	12.9%	43.1%	44.9%	43.7%	20.2%	21.3%	22.2%	15.5%	13.8%	14.8%	7.5%	6.1%	6.5%	6,944	4,095	5,032	74	36	54
USAID	14.3%	15.0%	11.7%	45.9%	44.7%	42.5%	18.7%	21.0%	21.6%	14.2%	13.4%	17.1%	6.8%	6.0%	7.1%	1,800	2,014	2,200	11	19	32
USDA	9.5%	11.0%	10.0%	37.0%	39.7%	37.6%	24.7%	25.1%	26.0%	18.8%	16.6%	17.9%	10.1%	7.6%	8.6%	42,003	47,282	22,131	714	893	401
USDT	13.3%	12.5%	11.5%	38.6%	38.9%	37.2%	21.8%	22.1%	22.3%	15.7%	16.3%	17.5%	10.6%	10.2%	11.4%	40,262	44,144	43,282	1,209	1,402	1,281
Small Agencies	17.8%	19.7%	17.6%	38.1%	37.5%	37.5%	20.0%	20.2%	19.8%	14.2%	13.4%	14.9%	9.8%	9.3%	10.2%	5,088	5,298	5,215	104	142	123
DOD	14.4%	14.4%	12.4%	40.0%	39.6%	37.7%	21.8%	22.5%	23.3%	15.1%	15.4%	16.6%	8.7%	8.2%	9.9%	175,660	67,899	56,096	2,806	1,124	1,060
USACE	16.1%	14.8%	12.4%	45.4%	44.5%	41.7%	21.0%	21.5%	24.0%	12.1%	13.4%	14.9%	5.4%	5.7%	7.0%	18,304	4,271	3,494	241	58	47
Air Force	15.3%	14.8%	14.7%	39.3%	39.5%	37.1%	21.4%	22.3%	23.1%	15.2%	15.0%	15.4%	8.8%	8.3%	9.6%	31,974	16,109	14,842	512	280	254
Army‡	13.9%	13.6%	11.9%	38.0%	37.5%	34.8%	21.6%	22.7%	22.6%	16.2%	16.7%	18.9%	10.3%	9.6%	11.8%	49,529	16,814	12,914	775	262	251
Navy‡	13.3%	14.2%	10.8%	42.2%	41.6%	40.8%	22.8%	22.8%	24.7%	14.5%	14.7%	15.6%	7.2%	6.7%	8.2%	41,025	13,658	10,650	623	220	213
Marine Corps	14.5%	15.3%	11.8%	37.0%	37.0%	33.2%	23.0%	23.6%	23.1%	16.1%	15.7%	19.5%	9.4%	8.4%	12.4%	5,094	1,755	1,161	72	19	20
DOD 4th Estate	15.8%	15.4%	13.2%	39.3%	38.6%	37.6%	21.0%	21.7%	22.3%	14.6%	15.2%	16.2%	9.3%	9.0%	10.7%	29,734	15,292	13,035	583	285	275

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
BBG	12.8%	8.8%	9.0%	28.7%	25.9%	25.6%	22.9%	27.8%	26.4%	16.4%	18.8%	18.7%	19.2%	18.8%	20.3%	787	1,026	854	25	31	26
CSOSA	13.0%	10.8%	8.7%	26.4%	30.7%	28.0%	30.0%	30.5%	26.8%	20.9%	18.3%	22.9%	9.8%	9.7%	13.6%	440	513	589	15	10	19
DHS	9.0%	8.4%	6.6%	23.9%	23.5%	20.4%	26.6%	26.5%	25.5%	22.2%	22.8%	24.6%	18.3%	18.7%	22.8%	70,530	45,057	44,765	1,592	1,178	1,186
DOC	13.3%	12.8%	12.2%	33.7%	33.0%	31.4%	28.4%	28.8%	28.1%	15.6%	16.5%	17.9%	9.0%	8.9%	10.3%	19,727	9,967	9,250	649	331	353
DOE	13.5%	12.7%	10.5%	33.2%	33.7%	31.0%	28.3%	27.5%	28.2%	16.1%	16.4%	18.5%	8.9%	9.6%	11.8%	8,288	8,222	7,684	225	261	249
DOI	11.6%	11.5%	9.5%	32.2%	31.7%	29.7%	28.2%	28.9%	28.8%	17.7%	17.5%	19.6%	10.3%	10.4%	12.4%	26,974	24,521	21,881	818	817	681
DOJ	11.3%	11.0%	10.4%	29.7%	29.4%	30.1%	28.5%	28.8%	28.3%	18.7%	18.9%	19.0%	11.7%	12.0%	12.2%	29,106	15,047	15,399	906	509	536
DOL	14.0%	13.3%	13.3%	28.3%	29.5%	28.4%	26.7%	27.4%	28.7%	17.4%	16.9%	17.3%	13.5%	12.8%	12.3%	7,654	8,360	10,715	275	322	401
DOT	12.0%	10.9%	10.1%	30.1%	28.9%	27.7%	29.2%	29.8%	29.3%	17.5%	19.4%	19.8%	11.2%	11.1%	13.3%	20,493	15,970	14,116	688	570	490
ED	8.4%	11.4%	11.4%	27.3%	30.1%	29.7%	25.8%	27.2%	26.8%	21.8%	17.7%	18.1%	16.7%	13.8%	14.1%	2,441	2,657	2,716	119	131	105
EEOC	16.3%	14.4%	11.8%	30.4%	29.9%	29.7%	24.3%	26.9%	26.7%	15.5%	17.0%	18.5%	13.5%	11.8%	13.3%	1,285	1,343	1,413	71	60	70
EPA	11.0%	11.8%	10.4%	35.6%	37.5%	35.6%	27.2%	26.5%	27.2%	16.3%	15.4%	17.1%	9.9%	8.8%	9.7%	7,638	8,918	9,636	221	326	349
FCC	14.3%	11.6%	10.8%	28.3%	33.0%	30.4%	30.6%	25.7%	27.5%	16.2%	18.7%	19.2%	10.6%	11.0%	12.0%	550	672	601	23	23	30
FERC	23.0%	19.0%	17.2%	34.3%	35.2%	30.1%	23.9%	24.7%	28.2%	11.2%	13.5%	15.2%	7.5%	7.6%	9.3%	1,084	1,028	1,085	18	36	57
FTC	30.3%	28.7%	32.6%	40.8%	37.6%	34.6%	15.2%	18.0%	16.8%	8.0%	10.5%	8.7%	5.7%	5.2%	7.4%	616	582	612	15	15	19

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
GSA	19.8%	19.0%	16.0%	35.3%	35.4%	32.9%	25.6%	25.1%	27.4%	12.3%	13.3%	14.3%	7.1%	7.2%	9.5%	6,852	7,170	6,735	196	218	190
HHS	16.5%	16.1%	13.4%	36.0%	35.7%	33.9%	25.9%	25.8%	26.9%	13.8%	14.2%	15.8%	7.8%	8.2%	9.9%	41,006	40,741	38,118	1,303	1,457	1,436
HUD	14.3%	14.0%	12.1%	31.4%	32.4%	29.8%	25.9%	27.6%	27.0%	15.9%	15.5%	18.1%	12.5%	10.5%	12.9%	4,378	4,695	5,176	182	182	206
NARA	12.5%	14.4%	13.1%	30.5%	32.2%	30.1%	24.5%	24.6%	25.2%	17.6%	17.1%	18.0%	14.8%	11.7%	13.6%	1,656	1,771	1,773	52	55	52
NASA	28.7%	29.2%	26.8%	42.4%	41.5%	41.4%	18.1%	18.7%	19.6%	7.1%	7.1%	7.9%	3.7%	3.6%	4.3%	11,181	11,401	10,788	251	251	257
NCUA	12.6%	12.7%	15.0%	32.1%	34.1%	39.0%	26.5%	25.3%	22.8%	16.6%	16.5%	14.4%	12.2%	11.3%	8.8%	609	631	626	14	24	24
NLRB	10.1%	10.7%	8.6%	21.3%	24.5%	20.3%	28.2%	25.0%	26.2%	21.7%	24.1%	25.4%	18.8%	15.7%	19.5%	815	798	824	31	37	38
NRC	15.8%	14.6%	13.1%	36.7%	35.0%	34.1%	25.2%	27.4%	27.3%	13.8%	14.8%	16.1%	8.5%	8.2%	9.5%	2,195	2,320	2,037	85	93	90
NSF	21.3%	20.8%	20.0%	33.3%	34.1%	32.8%	25.6%	25.2%	25.0%	12.7%	13.0%	14.5%	7.0%	7.0%	7.7%	901	862	808	31	35	34
OMB	26.6%	25.1%	28.1%	36.8%	40.6%	43.3%	22.1%	20.7%	16.6%	10.5%	8.8%	7.6%	3.9%	4.7%	4.4%	329	330	345	7	8	5
OPM	15.0%	13.9%	13.0%	30.4%	32.9%	30.4%	28.0%	27.7%	29.1%	16.4%	15.5%	16.8%	10.2%	10.0%	10.8%	2,818	2,697	2,938	204	174	209
PBGC	19.9%	16.8%	12.6%	42.2%	35.7%	34.4%	22.3%	27.4%	26.2%	10.0%	15.1%	16.2%	5.5%	5.0%	10.7%	502	565	530	17	31	30
RRB	9.8%	11.6%	9.2%	29.0%	27.3%	28.8%	30.1%	30.6%	30.8%	17.4%	18.3%	20.5%	13.7%	12.3%	10.7%	374	413	286	25	27	27
SBA	13.3%	10.9%	9.9%	29.0%	27.4%	26.0%	26.0%	27.1%	26.6%	18.9%	18.5%	18.8%	12.7%	16.1%	18.7%	1,465	1,429	1,309	50	59	45
SEC	20.4%	18.2%	15.3%	35.9%	34.9%	33.3%	22.5%	24.9%	24.9%	12.9%	14.0%	15.4%	8.3%	8.0%	11.1%	3,230	3,344	3,015	127	126	141

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.1%	11.4%	10.1%	30.5%	29.5%	28.3%	28.0%	28.2%	28.3%	17.9%	18.7%	19.7%	11.5%	12.2%	13.6%	567,767	459,635	385,387	17,382	15,232	13,365
SSA	9.3%	10.0%	10.1%	27.0%	26.8%	27.4%	29.7%	30.5%	30.0%	20.2%	20.0%	19.7%	13.8%	12.7%	12.9%	24,550	7,970	8,287	991	274	337
State	11.2%	12.2%	11.4%	32.9%	35.1%	33.7%	26.5%	25.7%	27.0%	18.9%	18.0%	18.4%	10.5%	9.0%	9.6%	6,868	4,071	5,001	116	52	78
USAID	13.3%	14.0%	10.9%	36.6%	35.2%	34.6%	25.7%	26.9%	27.6%	16.3%	16.4%	18.3%	8.2%	7.5%	8.6%	1,781	2,003	2,182	26	31	46
USDA	7.7%	9.2%	8.1%	28.2%	30.2%	28.3%	31.3%	31.6%	32.5%	21.1%	19.5%	20.7%	11.7%	9.4%	10.5%	41,479	46,860	21,885	1,059	1,250	619
USDT	11.1%	10.4%	9.4%	29.1%	29.3%	28.4%	28.1%	28.7%	28.4%	18.8%	19.0%	20.0%	12.8%	12.7%	13.9%	39,348	43,293	42,447	1,887	2,148	2,030
Small Agencies	16.0%	16.2%	15.1%	28.2%	29.9%	29.5%	26.5%	25.5%	24.5%	17.0%	16.5%	17.5%	12.2%	12.0%	13.4%	5,004	5,240	5,156	170	195	179
DOD	12.5%	12.2%	10.6%	31.7%	31.6%	29.6%	28.5%	28.7%	28.9%	17.0%	17.6%	18.8%	10.2%	9.9%	12.1%	172,813	66,974	55,257	4,898	1,988	1,790
USACE	13.5%	11.7%	10.1%	35.7%	36.0%	31.7%	28.7%	29.6%	31.2%	15.4%	15.9%	17.9%	6.7%	6.8%	9.1%	18,046	4,227	3,447	432	100	97
Air Force	13.5%	13.0%	12.6%	31.8%	32.1%	30.3%	27.7%	28.2%	28.4%	16.7%	16.7%	17.2%	10.3%	9.9%	11.5%	31,454	15,875	14,569	871	474	473
Army‡	12.1%	11.3%	10.0%	29.9%	29.6%	27.3%	28.2%	28.3%	28.3%	18.1%	19.6%	20.5%	11.8%	11.3%	13.9%	48,743	16,599	12,751	1,371	475	390
Navy‡	11.5%	11.9%	9.6%	33.3%	33.0%	31.9%	30.0%	29.6%	30.1%	16.3%	17.1%	18.1%	8.9%	8.4%	10.4%	40,359	13,471	10,483	1,110	392	365
Marine Corps	11.9%	12.6%	9.6%	28.9%	28.2%	22.0%	29.0%	32.2%	28.6%	19.1%	17.1%	24.6%	11.0%	10.0%	15.3%	5,008	1,730	1,147	128	46	30
DOD 4th Estate	13.9%	13.4%	11.0%	31.2%	30.8%	29.7%	27.0%	27.3%	27.3%	16.8%	16.9%	18.5%	11.1%	11.5%	13.5%	29,203	15,072	12,860	986	501	435

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.0%	6.4%	5.5%	19.5%	18.3%	16.8%	29.0%	27.8%	26.9%	23.3%	24.4%	25.0%	21.2%	23.1%	25.7%	546,809	440,033	368,966	40,162	34,307	29,028
BBG	7.1%	6.1%	6.5%	18.5%	15.1%	13.5%	28.1%	28.5%	25.8%	20.0%	22.6%	22.2%	26.3%	27.7%	31.9%	766	977	813	50	72	69
CSOSA	8.8%	9.6%	7.4%	28.6%	24.2%	23.8%	28.9%	30.5%	29.4%	22.2%	23.0%	23.9%	11.5%	12.6%	15.5%	419	491	569	39	29	38
DHS	5.4%	4.6%	3.6%	14.8%	14.3%	10.8%	24.8%	23.7%	21.4%	24.0%	24.7%	24.9%	31.0%	32.8%	39.2%	68,898	43,603	43,449	3,535	2,617	2,421
DOC	12.8%	12.7%	12.8%	30.5%	29.6%	27.7%	25.9%	25.6%	24.0%	17.8%	18.8%	19.1%	12.9%	13.3%	16.3%	19,220	9,499	8,849	1,213	770	728
DOE	7.9%	6.6%	5.2%	21.0%	21.6%	18.8%	31.2%	29.7%	28.9%	23.3%	23.4%	25.0%	16.6%	18.7%	22.1%	7,923	7,779	7,323	613	693	609
DOI	6.2%	5.4%	4.7%	19.2%	18.9%	17.3%	30.6%	30.5%	28.8%	24.8%	24.6%	25.4%	19.2%	20.6%	23.7%	25,794	23,319	20,812	2,108	1,972	1,724
DOJ	6.4%	6.0%	5.6%	17.9%	16.6%	17.5%	29.2%	27.8%	27.4%	24.9%	26.0%	26.3%	21.7%	23.7%	23.1%	27,999	14,454	14,723	2,102	1,104	1,187
DOL	8.5%	8.5%	7.8%	21.5%	21.7%	20.9%	30.3%	29.5%	29.9%	20.7%	22.4%	22.8%	19.0%	17.9%	18.6%	7,317	7,997	10,209	616	673	861
DOT	6.4%	5.8%	4.7%	17.7%	16.5%	14.7%	27.8%	24.8%	24.4%	23.2%	25.2%	24.7%	24.8%	27.7%	31.5%	19,715	15,265	13,581	1,524	1,245	998
ED	5.9%	7.9%	8.6%	20.4%	22.3%	20.2%	29.6%	29.9%	29.4%	22.7%	21.3%	22.2%	21.5%	18.6%	19.6%	2,275	2,465	2,513	292	312	305
EEOC	10.0%	8.5%	7.2%	23.0%	23.8%	20.6%	30.7%	30.2%	30.8%	19.2%	19.9%	22.3%	17.1%	17.7%	19.1%	1,223	1,245	1,317	143	158	157
EPA	4.9%	4.7%	3.6%	17.3%	18.1%	15.5%	32.0%	31.7%	29.5%	25.8%	27.0%	29.3%	20.0%	18.5%	22.1%	7,093	8,322	9,034	776	939	939
FCC	9.4%	5.8%	6.9%	17.3%	18.9%	15.5%	32.5%	29.8%	27.9%	22.1%	24.6%	24.3%	18.7%	20.9%	25.4%	515	617	556	66	78	75
FERC	18.1%	14.2%	11.8%	29.2%	28.1%	25.2%	27.2%	29.4%	31.2%	16.0%	17.7%	17.9%	9.4%	10.6%	13.8%	1,010	970	1,006	97	94	127
FTC	21.3%	16.7%	18.4%	32.1%	35.6%	31.7%	24.6%	25.7%	23.3%	13.7%	13.9%	14.8%	8.4%	8.1%	11.8%	522	502	518	108	101	111

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.0%	6.4%	5.5%	19.5%	18.3%	16.8%	29.0%	27.8%	26.9%	23.3%	24.4%	25.0%	21.2%	23.1%	25.7%	546,809	440,033	368,966	40,162	34,307	29,028
GSA	11.0%	10.4%	9.1%	22.3%	20.9%	18.7%	30.8%	31.7%	30.8%	19.8%	20.2%	21.7%	16.0%	16.8%	19.6%	6,568	6,819	6,434	492	551	459
HHS	10.5%	9.8%	7.8%	27.6%	26.4%	24.1%	30.0%	29.8%	29.8%	18.9%	20.3%	21.6%	12.9%	13.7%	16.7%	38,364	38,001	35,529	4,036	4,107	3,913
HUD	7.3%	7.6%	6.2%	20.2%	20.6%	18.3%	32.1%	31.1%	29.6%	21.9%	23.1%	24.8%	18.4%	17.7%	21.0%	4,229	4,477	4,960	334	392	420
NARA	7.7%	8.8%	8.5%	20.3%	20.0%	18.5%	26.6%	28.6%	28.3%	22.5%	22.9%	23.2%	23.0%	19.7%	21.5%	1,601	1,702	1,707	120	127	130
NASA	11.9%	10.9%	9.9%	27.1%	26.9%	25.5%	30.8%	30.6%	30.3%	18.2%	19.4%	20.1%	12.1%	12.2%	14.2%	10,502	10,750	10,181	956	897	838
NCUA	13.2%	15.9%	17.4%	38.4%	35.3%	40.2%	20.1%	21.3%	18.5%	14.9%	16.7%	13.3%	13.3%	10.8%	10.7%	601	621	626	24	29	22
NLRB	6.6%	7.2%	5.2%	19.7%	18.1%	15.0%	29.4%	27.1%	26.2%	23.9%	27.2%	27.4%	20.4%	20.5%	26.2%	793	764	786	54	66	71
NRC	6.6%	6.0%	6.0%	18.6%	17.1%	16.9%	30.5%	28.4%	27.1%	23.3%	25.8%	26.2%	20.9%	22.7%	23.7%	2,104	2,224	1,963	181	184	158
NSF	11.7%	9.9%	11.6%	25.5%	26.1%	22.7%	29.8%	31.1%	27.8%	19.4%	17.4%	21.3%	13.6%	15.5%	16.6%	799	785	752	134	111	89
OMB	12.7%	12.3%	9.5%	29.6%	26.3%	23.7%	25.2%	32.0%	30.5%	24.1%	21.1%	25.1%	8.3%	8.3%	11.2%	295	298	296	43	38	52
OPM	11.6%	11.6%	10.7%	29.9%	31.4%	28.4%	28.3%	28.2%	30.0%	18.1%	16.5%	17.5%	12.1%	12.2%	13.4%	2,733	2,554	2,794	301	311	338
PBGC	11.1%	9.0%	8.3%	25.0%	22.4%	21.9%	32.6%	31.3%	29.8%	19.5%	22.5%	23.2%	11.8%	14.9%	16.9%	483	556	512	40	42	43
RRB	10.0%	10.2%	7.5%	27.6%	31.5%	24.5%	30.6%	25.6%	30.7%	19.2%	19.3%	22.8%	12.6%	13.4%	14.6%	362	404	286	35	36	25
SBA	8.7%	7.5%	6.5%	22.1%	19.3%	18.7%	29.9%	29.1%	26.5%	20.9%	22.5%	21.6%	18.4%	21.6%	26.7%	1,404	1,372	1,237	113	110	111
SEC	9.1%	7.3%	6.5%	17.8%	16.3%	15.5%	26.4%	27.9%	23.3%	24.9%	25.8%	26.0%	21.8%	22.7%	28.6%	3,077	3,161	2,846	290	309	303

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	7.0%	6.4%	5.5%	19.5%	18.3%	16.8%	29.0%	27.8%	26.9%	23.3%	24.4%	25.0%	21.2%	23.1%	25.7%	546,809	440,033	368,966	40,162	34,307	29,028
SSA	4.9%	4.5%	4.9%	15.0%	14.9%	15.1%	29.2%	28.0%	27.9%	27.4%	28.5%	26.5%	23.4%	24.1%	25.6%	23,751	7,671	7,972	1,828	563	633
State	3.7%	4.2%	3.8%	14.7%	16.6%	14.8%	28.6%	27.3%	27.8%	29.7%	29.4%	30.4%	23.4%	22.5%	23.3%	6,541	3,908	4,780	466	208	289
USAID	4.1%	4.3%	3.8%	14.3%	15.1%	13.5%	25.0%	27.8%	24.2%	31.6%	28.9%	31.0%	24.9%	23.9%	27.6%	1,690	1,919	2,081	119	114	155
USDA	4.2%	4.8%	4.2%	16.3%	17.8%	16.2%	29.0%	29.6%	28.8%	27.4%	27.3%	28.1%	23.1%	20.4%	22.6%	40,426	45,530	21,254	2,235	2,557	1,230
USDT	6.7%	6.2%	5.5%	19.6%	19.8%	18.6%	29.4%	28.7%	27.6%	23.6%	23.9%	24.5%	20.8%	21.5%	23.9%	38,532	42,300	41,438	2,832	3,065	2,930
Small Agencies	10.4%	11.2%	9.5%	23.5%	23.4%	22.3%	27.6%	27.0%	27.5%	20.3%	20.0%	20.6%	18.2%	18.4%	20.1%	4,746	4,940	4,813	434	497	511
DOD	7.2%	6.7%	5.4%	20.1%	19.1%	16.9%	29.9%	29.4%	28.2%	22.8%	23.8%	24.9%	19.9%	21.0%	24.7%	166,519	64,046	53,062	11,813	4,870	3,933
USACE	7.4%	5.9%	4.7%	22.3%	21.0%	18.1%	32.2%	30.5%	29.5%	23.7%	26.1%	26.8%	14.3%	16.6%	20.9%	17,461	4,071	3,361	1,057	252	186
Air Force	7.7%	7.4%	6.2%	20.0%	18.7%	16.3%	29.2%	29.4%	27.9%	22.2%	23.6%	24.6%	20.9%	20.8%	25.1%	30,132	15,075	13,899	2,334	1,294	1,148
Army‡	7.1%	6.6%	5.9%	19.8%	18.7%	16.3%	29.9%	29.2%	27.4%	22.8%	23.8%	24.8%	20.4%	21.7%	25.7%	46,938	15,793	12,175	3,337	1,263	933
Navy‡	6.8%	6.6%	4.5%	21.0%	20.2%	18.6%	29.7%	29.3%	28.9%	22.9%	23.2%	24.7%	19.7%	20.8%	23.3%	39,116	13,013	10,214	2,523	834	637
Marine Corps	6.9%	5.5%	4.1%	16.4%	16.7%	12.2%	30.7%	31.8%	26.0%	24.6%	23.3%	25.9%	21.4%	22.7%	31.9%	4,855	1,668	1,104	297	106	68
DOD 4th Estate	7.7%	6.8%	5.4%	19.2%	18.3%	15.9%	30.2%	28.8%	28.7%	23.3%	24.9%	25.1%	19.6%	21.2%	24.9%	28,017	14,426	12,309	2,265	1,121	961

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
BBG	15.0%	12.3%	14.6%	39.1%	36.7%	33.8%	29.2%	32.0%	32.4%	6.7%	8.6%	8.6%	10.0%	10.5%	10.6%	762	981	817	56	77	69
CSOSA	19.6%	18.3%	17.8%	45.7%	45.5%	45.2%	20.2%	24.0%	21.3%	6.4%	4.5%	7.3%	8.2%	7.8%	8.4%	442	504	590	18	17	18
DHS	15.3%	14.3%	13.3%	36.7%	37.1%	35.4%	30.5%	30.4%	31.5%	8.0%	8.3%	8.5%	9.5%	9.9%	11.2%	66,979	42,646	42,171	5,458	3,717	3,901
DOC	21.0%	21.3%	20.4%	42.8%	43.8%	42.0%	24.4%	23.3%	25.6%	6.9%	6.8%	6.1%	4.9%	4.8%	5.8%	18,539	9,444	8,830	1,899	868	805
DOE	19.8%	18.8%	17.0%	40.7%	42.6%	42.2%	25.9%	25.2%	26.1%	7.1%	7.4%	7.5%	6.4%	6.0%	7.2%	7,916	7,875	7,381	624	605	583
DOI	15.9%	16.3%	15.3%	40.7%	41.9%	40.2%	26.9%	26.3%	27.7%	9.1%	8.6%	8.7%	7.4%	6.9%	8.2%	26,257	23,948	21,271	1,670	1,436	1,391
DOJ	17.4%	18.1%	18.6%	41.2%	43.9%	45.0%	27.3%	25.6%	24.2%	7.3%	6.4%	6.1%	6.7%	6.0%	6.1%	28,061	14,574	14,935	2,046	1,024	1,055
DOL	20.1%	20.1%	19.5%	38.3%	40.7%	40.1%	26.2%	24.6%	25.4%	7.3%	7.2%	7.3%	8.1%	7.4%	7.6%	7,222	8,011	10,318	727	676	819
DOT	18.4%	18.3%	18.4%	40.7%	40.3%	39.1%	28.4%	28.5%	29.1%	6.3%	6.6%	6.8%	6.1%	6.4%	6.6%	19,428	15,243	13,435	1,832	1,327	1,194
ED	13.9%	18.5%	20.0%	38.0%	41.0%	39.2%	26.2%	24.8%	23.4%	11.2%	8.0%	9.2%	10.7%	7.7%	8.2%	2,322	2,533	2,603	239	248	226
EEOC	22.1%	24.7%	23.7%	41.7%	41.1%	43.3%	21.3%	21.6%	18.9%	7.5%	6.6%	7.4%	7.3%	6.0%	6.8%	1,288	1,334	1,397	79	73	84
EPA	15.3%	18.5%	16.6%	43.0%	45.3%	43.7%	24.9%	22.4%	23.7%	9.2%	7.8%	8.5%	7.5%	6.0%	7.5%	7,276	8,690	9,364	606	575	661
FCC	16.1%	14.3%	17.0%	40.3%	41.1%	38.4%	29.2%	28.8%	26.1%	8.0%	7.9%	8.0%	6.3%	8.0%	10.4%	513	618	543	69	76	91
FERC	36.7%	31.7%	28.4%	36.5%	42.6%	41.1%	17.7%	17.9%	20.7%	4.5%	4.4%	5.5%	4.6%	3.3%	4.3%	1,028	995	1,046	76	67	97
FTC	32.4%	30.0%	29.7%	42.3%	42.7%	37.3%	14.8%	16.0%	21.2%	6.6%	7.7%	6.8%	4.0%	3.6%	5.0%	585	548	582	47	51	51

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
GSA	23.7%	23.8%	22.1%	38.8%	41.2%	39.8%	25.8%	24.0%	24.9%	6.2%	5.6%	6.5%	5.5%	5.4%	6.6%	6,438	6,812	6,405	635	594	547
HHS	20.1%	20.5%	18.1%	42.6%	43.1%	42.8%	24.5%	23.7%	25.3%	7.3%	7.3%	7.2%	5.4%	5.4%	6.6%	39,295	39,288	36,730	3,126	2,969	2,878
HUD	15.9%	16.1%	15.0%	35.6%	38.0%	36.3%	28.5%	28.7%	29.5%	10.2%	9.3%	9.4%	9.7%	7.9%	9.8%	4,156	4,500	4,928	417	399	458
NARA	16.0%	19.5%	17.9%	37.5%	40.3%	37.2%	26.0%	25.0%	27.4%	10.1%	9.1%	8.9%	10.5%	6.2%	8.6%	1,572	1,704	1,712	144	129	129
NASA	37.4%	36.3%	34.5%	42.9%	43.1%	44.2%	13.9%	14.9%	15.3%	3.6%	3.4%	3.4%	2.2%	2.3%	2.7%	10,992	11,197	10,575	465	464	486
NCUA	25.9%	30.1%	29.5%	48.2%	42.6%	45.5%	17.1%	16.8%	15.0%	4.8%	5.7%	4.7%	4.1%	4.8%	5.3%	581	604	613	43	50	37
NLRB	14.1%	18.3%	16.4%	40.4%	43.6%	43.5%	24.8%	23.0%	20.2%	10.8%	9.8%	10.9%	10.0%	5.4%	9.0%	781	781	812	66	60	58
NRC	27.0%	26.7%	26.7%	44.8%	45.2%	45.6%	18.4%	17.9%	18.4%	5.5%	5.4%	4.5%	4.2%	4.8%	4.8%	2,127	2,275	1,994	165	142	130
NSF	25.2%	24.3%	23.9%	43.6%	41.8%	41.1%	18.2%	18.6%	21.7%	6.6%	7.8%	7.1%	6.3%	7.4%	6.2%	884	862	809	47	34	32
OMB	19.8%	13.7%	17.7%	38.8%	37.8%	38.0%	22.2%	26.2%	23.9%	11.6%	13.0%	13.5%	7.7%	9.3%	6.8%	330	328	337	7	12	14
OPM	19.9%	19.5%	19.2%	39.3%	41.8%	42.0%	28.8%	27.4%	27.8%	5.8%	5.6%	5.7%	6.1%	5.6%	5.4%	2,641	2,515	2,757	396	359	395
PBGC	25.8%	25.3%	22.7%	45.0%	44.7%	40.2%	19.5%	19.3%	22.8%	5.4%	5.7%	7.2%	4.3%	5.0%	7.2%	484	560	521	33	34	38
RRB	22.7%	24.8%	18.2%	40.0%	46.2%	49.3%	26.3%	21.3%	23.1%	3.7%	3.6%	6.3%	7.3%	4.1%	3.1%	358	399	287	42	42	27
SBA	16.5%	16.8%	14.7%	36.8%	35.3%	37.5%	28.3%	28.6%	27.9%	10.0%	8.7%	7.8%	8.4%	10.6%	12.2%	1,391	1,363	1,246	128	123	105
SEC	25.9%	24.5%	21.8%	40.7%	42.5%	42.9%	20.8%	21.3%	21.0%	6.3%	6.2%	7.6%	6.4%	5.6%	6.8%	3,065	3,201	2,874	309	280	287

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.0%	17.6%	16.8%	40.2%	41.0%	41.1%	27.5%	27.1%	27.4%	7.4%	7.2%	7.4%	6.8%	7.0%	7.4%	544,654	442,361	370,140	42,678	33,267	29,591
SSA	16.7%	18.2%	19.4%	41.1%	42.3%	43.7%	26.2%	25.1%	23.2%	8.4%	7.8%	7.0%	7.6%	6.6%	6.7%	24,021	7,798	8,241	1,612	451	432
State	14.2%	16.4%	14.4%	39.9%	44.8%	42.9%	26.8%	24.9%	25.8%	11.5%	8.9%	10.8%	7.6%	5.2%	6.1%	6,581	3,909	4,808	428	231	288
USAID	15.9%	19.3%	16.1%	44.9%	45.1%	44.4%	23.0%	22.4%	22.9%	10.0%	8.5%	10.0%	6.3%	4.6%	6.7%	1,692	1,936	2,099	119	107	143
USDA	16.5%	19.8%	19.4%	44.1%	47.9%	47.3%	26.0%	22.6%	22.9%	7.4%	5.6%	5.6%	6.0%	4.2%	4.7%	40,921	46,707	21,824	1,799	1,516	765
USDT	18.1%	17.2%	16.8%	40.2%	41.0%	40.6%	27.3%	27.7%	28.3%	6.9%	6.9%	6.9%	7.6%	7.2%	7.3%	37,422	41,183	40,208	3,965	4,310	4,358
Small Agencies	20.4%	22.0%	21.0%	37.3%	38.9%	40.2%	24.2%	22.7%	22.9%	9.4%	8.2%	7.9%	8.7%	8.1%	8.0%	4,820	5,057	4,944	367	394	395
DOD	18.1%	18.4%	16.8%	40.0%	40.9%	41.1%	28.4%	27.7%	27.8%	7.2%	6.7%	7.3%	6.3%	6.3%	6.9%	165,484	64,084	52,827	12,919	4,918	4,327
USACE	18.6%	18.1%	16.2%	43.3%	43.0%	45.8%	27.1%	27.3%	26.2%	6.4%	6.6%	7.2%	4.6%	4.9%	4.6%	17,384	4,046	3,335	1,167	286	219
Air Force	17.9%	18.2%	16.7%	36.9%	39.1%	38.9%	31.1%	29.3%	30.2%	7.3%	6.8%	7.1%	6.8%	6.5%	7.0%	29,580	14,966	13,735	2,876	1,409	1,339
Army‡	17.3%	17.7%	15.9%	39.0%	39.5%	38.7%	29.1%	28.6%	28.3%	7.6%	7.5%	8.4%	7.0%	6.7%	8.7%	46,707	15,857	12,180	3,560	1,205	984
Navy‡	17.7%	18.5%	17.3%	42.8%	43.5%	44.8%	27.4%	27.0%	26.2%	6.8%	5.6%	6.6%	5.3%	5.4%	5.1%	38,840	12,995	10,156	2,818	893	719
Marine Corps	16.9%	17.3%	14.5%	34.3%	35.3%	33.1%	32.3%	33.0%	37.4%	8.6%	8.2%	7.3%	7.9%	6.2%	7.7%	4,729	1,615	1,084	431	162	91
DOD 4th Estate	20.7%	20.0%	18.5%	41.0%	41.3%	41.7%	24.8%	24.3%	25.5%	6.9%	7.1%	6.8%	6.6%	7.3%	7.5%	28,244	14,605	12,337	2,067	963	975

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.2%	24.6%	23.4%	51.9%	52.3%	52.6%	13.0%	13.0%	13.3%	5.8%	6.0%	6.3%	4.1%	4.1%	4.4%	580,210	469,234	393,340	8,065	6,752	6,278
BBG	15.1%	11.3%	12.6%	43.7%	44.4%	41.8%	22.1%	24.8%	22.6%	11.2%	10.8%	11.7%	7.9%	8.7%	11.3%	790	1,020	849	28	37	33
CSOSA	17.8%	15.8%	15.6%	44.1%	43.4%	41.6%	16.5%	17.5%	18.4%	11.5%	13.1%	13.3%	10.1%	10.2%	11.2%	456	519	601	4	8	6
DHS	16.6%	16.2%	14.6%	44.9%	45.7%	44.7%	17.9%	17.8%	17.9%	10.9%	11.0%	12.0%	9.7%	9.3%	10.8%	71,653	45,722	45,397	863	639	635
DOC	30.0%	29.5%	28.7%	51.7%	52.2%	51.3%	12.2%	11.7%	12.4%	3.8%	4.4%	4.9%	2.3%	2.1%	2.8%	19,882	10,034	9,404	594	277	237
DOE	35.4%	34.8%	32.6%	50.3%	51.0%	52.0%	8.9%	8.6%	9.6%	3.2%	3.5%	3.3%	2.1%	2.1%	2.4%	8,452	8,400	7,848	98	98	94
DOI	24.8%	24.5%	22.5%	55.2%	55.7%	55.7%	11.8%	12.0%	13.0%	5.2%	4.7%	5.6%	3.1%	3.1%	3.3%	27,638	25,081	22,382	314	289	251
DOJ	20.5%	21.1%	21.3%	51.3%	52.7%	52.5%	16.1%	15.0%	15.8%	6.9%	6.6%	6.4%	5.1%	4.6%	4.1%	29,734	15,379	15,714	423	241	244
DOL	28.7%	28.8%	28.0%	50.1%	52.0%	52.3%	12.6%	11.6%	11.9%	4.9%	4.6%	4.7%	3.7%	3.0%	3.1%	7,843	8,565	10,983	119	131	150
DOT	28.8%	28.1%	27.3%	54.7%	55.3%	55.6%	10.5%	10.1%	10.7%	3.7%	4.1%	4.1%	2.3%	2.3%	2.2%	21,089	16,367	14,414	227	216	222
ED	21.3%	25.1%	25.6%	53.6%	55.5%	53.3%	15.7%	13.5%	14.2%	5.4%	3.4%	4.3%	4.1%	2.4%	2.6%	2,468	2,699	2,726	101	90	99
EEOC	27.1%	27.9%	26.2%	51.7%	52.3%	52.7%	12.3%	11.5%	12.1%	5.0%	5.3%	5.1%	3.9%	3.0%	3.8%	1,338	1,376	1,443	34	27	37
EPA	27.5%	30.0%	26.2%	55.8%	54.7%	55.8%	11.2%	10.4%	11.3%	3.5%	3.3%	4.3%	2.0%	1.6%	2.3%	7,726	9,120	9,839	171	160	191
FCC	32.4%	26.5%	26.6%	50.5%	55.4%	53.2%	13.9%	12.0%	13.1%	2.5%	3.5%	4.1%	0.7%	2.6%	3.1%	556	675	603	24	23	32
FERC	47.3%	40.9%	42.3%	42.9%	47.9%	43.7%	6.4%	8.3%	10.0%	2.0%	1.9%	3.0%	1.3%	1.0%	1.0%	1,093	1,049	1,120	14	16	21
FTC	49.1%	46.3%	44.6%	41.1%	44.3%	43.1%	8.5%	7.7%	9.6%	0.7%	0.7%	1.2%	0.7%	1.0%	1.4%	606	583	603	27	20	26

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.2%	24.6%	23.4%	51.9%	52.3%	52.6%	13.0%	13.0%	13.3%	5.8%	6.0%	6.3%	4.1%	4.1%	4.4%	580,210	469,234	393,340	8,065	6,752	6,278
GSA	34.4%	33.3%	31.4%	50.1%	51.0%	49.9%	11.3%	10.9%	12.7%	2.6%	2.9%	3.5%	1.6%	1.9%	2.5%	6,915	7,248	6,757	159	157	184
HHS	29.9%	29.9%	26.5%	53.2%	53.0%	54.2%	11.3%	11.5%	12.8%	3.5%	3.5%	4.1%	2.0%	2.1%	2.4%	41,551	41,398	38,796	925	879	832
HUD	20.6%	21.4%	20.1%	48.7%	49.4%	48.9%	17.3%	16.7%	17.5%	8.1%	7.5%	8.1%	5.3%	4.9%	5.4%	4,463	4,771	5,260	112	122	137
NARA	24.4%	26.5%	24.0%	51.2%	52.3%	52.8%	13.5%	12.1%	14.0%	6.4%	5.7%	5.6%	4.4%	3.4%	3.6%	1,697	1,809	1,815	26	29	32
NASA	51.9%	51.7%	49.9%	41.6%	41.9%	43.8%	4.3%	4.5%	4.6%	1.6%	1.3%	1.2%	0.7%	0.6%	0.6%	11,402	11,604	11,005	64	65	59
NCUA	25.1%	23.6%	22.8%	44.8%	50.7%	49.4%	18.1%	15.0%	18.5%	8.2%	6.8%	5.2%	3.7%	3.9%	4.1%	614	638	632	12	18	18
NLRB	19.0%	25.1%	21.8%	48.7%	48.1%	49.4%	17.9%	16.4%	16.9%	9.4%	7.2%	8.3%	5.1%	3.2%	3.6%	823	811	839	27	30	25
NRC	43.2%	42.4%	42.5%	48.1%	48.8%	47.4%	5.9%	5.6%	6.4%	1.4%	1.9%	2.5%	1.4%	1.3%	1.3%	2,275	2,393	2,101	17	25	26
NSF	36.7%	35.4%	36.5%	49.3%	51.4%	48.4%	9.1%	8.7%	11.5%	2.9%	2.6%	2.0%	1.9%	1.8%	1.6%	913	877	816	22	21	24
OMB	31.4%	22.8%	18.4%	41.2%	46.3%	45.3%	15.6%	16.4%	20.9%	7.8%	9.8%	12.2%	3.9%	4.6%	3.2%	325	331	336	12	9	15
OPM	19.9%	19.8%	19.3%	43.9%	43.6%	44.2%	20.6%	21.2%	19.8%	8.9%	9.3%	9.4%	6.7%	6.2%	7.3%	2,937	2,759	3,012	105	115	136
PBGC	39.6%	38.4%	34.9%	52.3%	51.3%	54.1%	6.1%	8.8%	9.0%	0.9%	0.7%	1.0%	1.0%	0.8%	1.0%	510	586	550	12	13	10
RRB	23.9%	25.1%	23.2%	48.7%	55.6%	52.8%	14.7%	14.2%	15.8%	6.9%	3.9%	5.9%	5.7%	1.3%	2.2%	390	429	310	10	13	5
SBA	27.0%	23.3%	20.2%	52.1%	52.4%	51.8%	13.4%	16.3%	16.0%	4.5%	3.9%	6.9%	3.0%	4.2%	5.1%	1,484	1,457	1,323	39	31	29
SEC	41.8%	40.7%	35.4%	50.6%	49.9%	54.0%	6.2%	7.5%	8.3%	0.8%	1.2%	1.5%	0.6%	0.8%	0.9%	3,289	3,386	3,060	86	97	109

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.2%	24.6%	23.4%	51.9%	52.3%	52.6%	13.0%	13.0%	13.3%	5.8%	6.0%	6.3%	4.1%	4.1%	4.4%	580,210	469,234	393,340	8,065	6,752	6,278
SSA	23.9%	24.7%	24.0%	50.2%	50.7%	50.9%	13.7%	12.7%	13.3%	7.1%	6.8%	7.3%	5.2%	5.1%	4.5%	25,357	8,182	8,548	308	80	117
State	22.7%	24.3%	23.3%	54.4%	56.1%	55.3%	13.5%	12.0%	12.9%	6.3%	5.0%	5.9%	3.2%	2.5%	2.6%	6,897	4,080	5,004	125	63	83
USAID	25.5%	28.8%	22.3%	54.1%	52.9%	52.4%	11.9%	12.3%	14.3%	5.7%	4.3%	7.5%	2.8%	1.8%	3.6%	1,771	2,011	2,207	40	35	37
USDA	19.9%	23.0%	21.8%	56.2%	57.1%	57.6%	13.9%	12.3%	12.3%	6.2%	4.9%	5.3%	3.8%	2.7%	3.0%	42,370	47,863	22,333	419	399	236
USDT	22.5%	22.1%	21.7%	51.9%	53.4%	52.9%	14.1%	14.2%	14.4%	6.4%	5.8%	6.1%	5.1%	4.6%	4.9%	40,685	44,752	43,758	822	838	836
Small Agencies	32.9%	33.4%	31.3%	48.8%	48.7%	48.5%	12.7%	11.2%	12.3%	3.5%	3.6%	4.9%	2.1%	3.1%	3.0%	5,072	5,336	5,236	127	114	104
DOD	27.1%	27.6%	26.0%	53.4%	53.6%	54.6%	11.5%	11.2%	11.5%	4.9%	4.8%	4.9%	3.0%	2.7%	3.0%	177,146	68,434	56,587	1,555	606	574
USACE	29.6%	29.6%	28.2%	54.9%	56.7%	56.4%	9.8%	8.7%	9.6%	3.7%	3.1%	4.0%	2.0%	1.8%	1.8%	18,411	4,300	3,526	155	40	31
Air Force	27.9%	28.0%	26.9%	52.3%	53.2%	55.2%	11.3%	11.0%	10.5%	5.1%	5.0%	4.4%	3.3%	2.7%	3.1%	32,269	16,268	14,970	253	109	110
Army‡	26.7%	27.2%	24.9%	53.4%	53.4%	54.0%	11.9%	11.7%	12.2%	4.8%	4.8%	5.5%	3.1%	2.9%	3.4%	49,913	16,927	13,026	441	158	126
Navy‡	24.6%	26.2%	24.6%	54.7%	54.2%	54.7%	12.4%	11.8%	12.5%	5.5%	5.3%	5.5%	2.9%	2.5%	2.8%	41,408	13,786	10,760	312	89	118
Marine Corps	27.6%	26.0%	27.2%	50.4%	52.0%	51.2%	12.6%	12.7%	11.9%	5.8%	5.7%	5.9%	3.6%	3.6%	3.9%	5,134	1,758	1,167	41	18	13
DOD 4th Estate	30.8%	30.3%	28.4%	52.7%	52.8%	54.4%	10.0%	9.8%	10.6%	3.8%	4.1%	3.8%	2.7%	3.0%	2.8%	30,011	15,395	13,138	353	192	176

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
BBG	16.2%	12.6%	11.6%	47.3%	44.5%	41.9%	21.7%	24.5%	23.3%	7.1%	10.9%	13.3%	7.7%	7.5%	9.9%	793	1,015	845	19	46	38
CSOSA	17.8%	18.9%	20.9%	57.0%	54.3%	54.6%	12.4%	13.2%	13.7%	7.7%	7.2%	6.3%	5.1%	6.4%	4.6%	452	513	600	5	7	4
DHS	18.4%	17.2%	15.4%	51.0%	50.8%	48.9%	15.8%	16.3%	17.1%	8.3%	8.8%	10.1%	6.6%	6.9%	8.6%	71,729	45,841	45,513	514	364	394
DOC	26.4%	25.3%	24.5%	55.4%	54.0%	52.7%	12.0%	13.8%	14.1%	4.2%	4.9%	5.7%	2.1%	2.1%	3.0%	20,123	10,142	9,457	311	148	154
DOE	29.3%	27.6%	26.7%	54.2%	55.3%	55.2%	10.8%	10.7%	10.8%	4.0%	4.3%	4.8%	1.7%	2.1%	2.6%	8,466	8,385	7,869	77	70	65
DOI	18.5%	18.2%	16.2%	52.1%	53.1%	51.9%	17.1%	16.7%	18.0%	8.1%	8.0%	9.2%	4.2%	4.0%	4.7%	27,488	24,993	22,264	385	335	320
DOJ	21.9%	23.0%	24.0%	54.0%	53.5%	54.7%	14.1%	13.7%	12.5%	6.0%	6.2%	5.3%	3.9%	3.6%	3.5%	29,785	15,384	15,796	257	162	140
DOL	25.2%	24.3%	23.5%	53.2%	53.2%	53.5%	13.1%	13.4%	13.7%	5.4%	5.8%	6.1%	3.2%	3.3%	3.3%	7,849	8,563	10,960	92	106	148
DOT	25.1%	24.4%	21.8%	56.3%	56.4%	57.5%	12.0%	12.4%	12.7%	4.3%	4.4%	5.4%	2.3%	2.4%	2.7%	21,103	16,356	14,449	163	156	148
ED	16.5%	19.6%	21.1%	52.5%	51.6%	50.5%	16.3%	17.4%	15.7%	9.8%	7.9%	8.8%	4.8%	3.4%	4.0%	2,499	2,703	2,766	63	72	58
EEOC	28.2%	28.7%	26.3%	53.4%	52.7%	53.8%	9.9%	10.2%	10.8%	4.6%	5.0%	5.5%	3.8%	3.4%	3.5%	1,356	1,395	1,465	12	9	15
EPA	22.9%	25.9%	22.3%	58.8%	58.8%	59.0%	13.0%	11.1%	12.7%	3.7%	3.1%	4.3%	1.6%	1.1%	1.8%	7,754	9,158	9,867	113	89	128
FCC	30.0%	24.8%	22.9%	53.5%	55.5%	50.7%	10.9%	12.6%	15.5%	4.6%	4.7%	6.8%	1.0%	2.4%	4.3%	576	677	623	4	16	8
FERC	35.7%	32.3%	31.9%	47.8%	49.5%	50.6%	11.4%	12.2%	11.9%	3.5%	4.5%	3.1%	1.6%	1.5%	2.6%	1,085	1,044	1,126	20	17	16
FTC	33.2%	31.0%	26.4%	46.4%	48.4%	44.1%	14.3%	14.5%	16.5%	4.4%	4.2%	9.8%	1.7%	1.9%	3.2%	616	590	612	16	12	20

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
GSA	30.7%	30.4%	27.1%	52.7%	52.0%	51.0%	11.1%	11.5%	14.4%	3.8%	4.3%	4.8%	1.6%	1.8%	2.8%	6,955	7,301	6,827	100	92	102
HHS	25.5%	24.8%	22.1%	53.2%	53.0%	53.1%	14.0%	14.3%	15.4%	5.2%	5.6%	6.5%	2.2%	2.3%	3.0%	41,625	41,335	38,772	736	772	718
HUD	18.8%	19.8%	18.8%	52.7%	52.7%	51.3%	16.0%	16.0%	17.0%	8.1%	7.5%	8.2%	4.4%	4.0%	4.7%	4,472	4,791	5,286	86	85	111
NARA	25.3%	27.6%	27.5%	57.8%	56.1%	57.5%	10.3%	10.1%	9.0%	3.1%	3.9%	3.9%	3.5%	2.3%	2.1%	1,702	1,807	1,822	9	21	10
NASA	40.1%	39.4%	37.2%	46.9%	48.3%	48.6%	9.2%	8.8%	10.1%	2.7%	2.6%	3.2%	1.0%	0.9%	0.9%	11,351	11,535	10,927	102	110	114
NCUA	27.8%	22.6%	26.5%	48.6%	53.4%	56.3%	15.0%	13.8%	9.4%	5.3%	6.7%	5.2%	3.3%	3.6%	2.6%	619	646	640	6	5	4
NLRB	18.0%	23.5%	18.6%	53.3%	51.5%	51.3%	16.2%	14.7%	17.1%	7.1%	6.7%	8.3%	5.5%	3.5%	4.8%	831	824	842	15	11	24
NRC	36.5%	32.6%	32.1%	51.8%	52.3%	53.3%	8.0%	9.7%	10.0%	2.6%	3.8%	3.3%	1.2%	1.6%	1.2%	2,262	2,387	2,097	20	24	28
NSF	26.2%	28.2%	27.2%	49.5%	52.3%	47.8%	14.7%	13.4%	16.6%	7.3%	4.3%	6.9%	2.2%	1.8%	1.5%	917	874	824	18	15	13
OMB	21.5%	17.7%	18.5%	47.5%	45.2%	52.0%	14.1%	16.5%	18.2%	11.6%	14.8%	7.5%	5.4%	5.9%	3.8%	337	338	349	1	2	1
OPM	21.6%	21.9%	21.5%	52.0%	53.2%	52.1%	14.9%	14.4%	14.6%	7.6%	6.7%	7.3%	3.8%	3.7%	4.5%	2,977	2,825	3,100	50	45	34
PBGC	33.0%	29.8%	26.6%	54.9%	55.9%	55.7%	8.4%	10.1%	11.8%	2.3%	3.1%	3.9%	1.5%	1.1%	2.0%	519	588	547	3	8	8
RRB	30.8%	31.3%	30.5%	52.3%	53.8%	51.7%	9.9%	9.7%	12.2%	3.6%	2.4%	4.3%	3.5%	2.7%	1.4%	396	436	310	4	5	6
SBA	25.0%	19.9%	19.8%	53.6%	54.7%	54.1%	13.1%	14.1%	15.6%	5.3%	7.5%	6.0%	3.1%	3.9%	4.5%	1,493	1,462	1,339	26	27	12
SEC	30.3%	26.8%	25.3%	52.5%	52.2%	56.6%	12.0%	14.6%	12.7%	3.5%	4.6%	3.8%	1.6%	1.7%	1.5%	3,303	3,398	3,084	64	72	77

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.0%	24.0%	22.8%	54.8%	54.3%	54.4%	12.4%	13.0%	13.3%	4.9%	5.4%	5.7%	3.0%	3.3%	3.8%	580,765	468,960	393,948	5,675	5,276	4,677
SSA	25.4%	26.6%	25.4%	55.6%	56.4%	56.1%	11.1%	10.4%	11.0%	4.9%	3.9%	4.7%	3.0%	2.7%	2.7%	25,425	8,171	8,550	171	46	71
State	28.3%	28.4%	26.3%	54.9%	54.4%	55.1%	10.4%	11.5%	11.8%	4.5%	4.2%	4.9%	1.9%	1.5%	1.9%	6,938	4,097	5,048	59	19	37
USAID	27.3%	30.4%	23.4%	57.8%	53.5%	53.3%	10.0%	10.8%	13.6%	3.4%	4.1%	7.1%	1.6%	1.2%	2.6%	1,800	2,025	2,213	10	11	20
USDA	16.9%	19.3%	18.3%	56.2%	57.9%	57.0%	16.2%	14.3%	15.2%	7.0%	5.8%	6.6%	3.6%	2.7%	3.0%	42,240	47,688	22,304	412	380	211
USDT	24.0%	23.3%	22.5%	56.1%	56.9%	56.6%	11.9%	12.3%	12.6%	4.7%	4.5%	4.9%	3.3%	3.0%	3.4%	40,949	44,925	43,952	425	494	507
Small Agencies	23.4%	23.9%	23.0%	49.4%	49.4%	46.8%	15.9%	14.9%	16.6%	7.3%	7.7%	9.3%	3.9%	4.1%	4.3%	5,098	5,326	5,223	84	109	103
DOD	28.2%	29.1%	27.4%	56.2%	56.0%	56.7%	10.3%	9.8%	10.4%	3.4%	3.2%	3.4%	1.9%	1.8%	2.1%	176,882	68,352	56,619	1,223	430	402
USACE	26.0%	27.4%	25.5%	56.8%	58.4%	57.8%	11.5%	9.3%	11.0%	3.8%	3.2%	4.1%	1.9%	1.6%	1.6%	18,397	4,304	3,529	128	24	16
Air Force	28.9%	29.5%	28.4%	55.8%	56.1%	56.9%	10.0%	9.5%	9.5%	3.5%	3.2%	3.2%	1.8%	1.8%	2.0%	32,145	16,212	14,956	247	115	94
Army‡	27.3%	28.3%	26.1%	55.6%	55.4%	56.1%	11.1%	10.8%	11.7%	3.8%	3.5%	3.5%	2.2%	2.0%	2.5%	49,831	16,868	13,021	376	125	107
Navy‡	27.7%	29.2%	27.1%	58.2%	57.4%	58.0%	9.7%	9.3%	9.9%	2.9%	2.8%	3.3%	1.5%	1.3%	1.7%	41,398	13,779	10,783	190	53	59
Marine Corps	28.0%	28.5%	27.6%	52.6%	52.4%	53.8%	12.3%	12.3%	13.2%	4.5%	4.3%	3.3%	2.6%	2.5%	2.1%	5,121	1,768	1,159	28	9	12
DOD 4th Estate	30.8%	30.5%	29.7%	54.3%	54.3%	55.4%	9.6%	9.5%	9.3%	3.3%	3.5%	3.2%	2.0%	2.2%	2.3%	29,990	15,421	13,171	254	104	114

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
BBG	13.5%	12.3%	13.0%	28.3%	28.2%	27.7%	25.5%	25.0%	21.8%	10.7%	12.9%	15.1%	22.0%	21.6%	22.5%	782	996	838	37	56	50
CSOSA	15.9%	15.8%	14.4%	32.7%	32.2%	29.9%	26.5%	23.6%	28.4%	12.9%	12.8%	12.6%	12.0%	15.6%	14.8%	425	495	573	32	30	31
DHS	13.5%	12.7%	11.1%	28.6%	28.8%	25.8%	23.7%	23.2%	23.9%	14.9%	15.8%	16.1%	19.3%	19.6%	23.1%	69,162	44,050	43,610	3,309	2,237	2,362
DOC	24.1%	23.1%	22.8%	40.8%	41.4%	39.3%	20.0%	20.7%	20.9%	8.1%	7.7%	8.3%	6.9%	7.1%	8.6%	18,663	9,474	8,783	1,785	825	835
DOE	24.0%	22.0%	20.8%	38.1%	39.1%	36.8%	19.6%	19.5%	19.9%	9.3%	9.7%	10.7%	9.0%	9.7%	11.7%	8,050	7,986	7,478	491	499	470
DOI	19.2%	18.6%	17.4%	37.2%	38.2%	37.2%	20.4%	21.3%	20.9%	11.8%	11.1%	11.8%	11.4%	10.8%	12.7%	26,523	24,059	21,394	1,416	1,295	1,240
DOJ	16.4%	16.5%	17.1%	32.7%	33.9%	35.2%	23.1%	22.0%	20.8%	13.5%	13.4%	13.5%	14.3%	14.2%	13.4%	28,704	14,779	15,224	1,409	759	706
DOL	22.9%	23.2%	22.1%	35.2%	35.5%	34.8%	20.2%	19.5%	21.1%	10.2%	9.6%	9.9%	11.5%	12.1%	12.1%	7,379	8,095	10,419	572	579	695
DOT	22.2%	21.3%	20.0%	39.7%	39.5%	38.8%	20.8%	20.6%	20.6%	8.4%	9.7%	9.9%	8.8%	8.9%	10.8%	20,110	15,657	13,745	1,180	870	851
ED	14.8%	18.7%	20.0%	31.7%	35.6%	33.9%	25.3%	23.2%	21.3%	12.8%	10.9%	11.1%	15.5%	11.6%	13.7%	2,306	2,548	2,566	264	236	254
EEOC	23.2%	21.7%	18.3%	32.5%	35.4%	30.4%	20.7%	20.1%	25.3%	10.4%	9.8%	12.1%	13.1%	13.1%	13.9%	1,274	1,317	1,380	92	84	99
EPA	16.7%	19.1%	17.1%	35.3%	38.0%	37.8%	21.2%	21.6%	22.1%	11.9%	11.1%	11.5%	14.8%	10.1%	11.5%	7,286	8,570	9,201	597	693	795
FCC	22.5%	16.8%	20.1%	33.2%	37.3%	34.5%	23.2%	25.2%	20.3%	13.0%	11.2%	11.8%	8.1%	9.6%	13.3%	535	639	578	47	55	58
FERC	36.8%	33.5%	30.2%	35.1%	36.5%	38.4%	15.5%	17.0%	18.7%	7.2%	6.1%	6.8%	5.4%	6.9%	5.9%	1,039	996	1,044	68	67	95
FTC	43.7%	43.5%	40.6%	34.5%	34.3%	35.1%	10.7%	12.7%	13.2%	5.5%	4.7%	3.9%	5.6%	4.9%	7.4%	587	559	583	44	42	50

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
GSA	26.9%	26.7%	25.3%	37.9%	39.3%	36.8%	20.2%	20.1%	21.2%	7.6%	7.0%	8.6%	7.5%	6.9%	8.1%	6,583	6,931	6,494	492	469	438
HHS	22.4%	22.1%	19.7%	38.9%	37.9%	37.6%	20.4%	20.4%	21.1%	9.1%	9.7%	10.3%	9.1%	9.8%	11.3%	39,540	39,306	36,723	2,870	2,864	2,795
HUD	17.7%	17.9%	17.0%	33.4%	35.3%	33.9%	23.8%	24.1%	24.7%	11.1%	10.5%	10.7%	13.9%	12.2%	13.7%	4,234	4,504	4,957	341	390	439
NARA	20.7%	21.9%	19.6%	33.8%	34.1%	34.1%	18.8%	20.3%	21.0%	11.5%	11.3%	10.8%	15.2%	12.3%	14.5%	1,618	1,738	1,748	104	97	96
NASA	37.5%	36.4%	34.9%	39.3%	39.1%	39.1%	13.8%	14.4%	14.6%	5.4%	5.6%	6.3%	4.1%	4.5%	5.1%	10,884	11,093	10,537	579	556	501
NCUA	20.0%	22.1%	20.1%	38.5%	36.6%	39.7%	22.5%	18.1%	19.1%	9.8%	12.4%	11.4%	9.2%	10.8%	9.7%	582	613	593	43	37	50
NLRB	16.6%	22.2%	20.4%	34.2%	36.7%	34.2%	19.1%	19.6%	18.5%	11.8%	10.7%	12.8%	18.3%	10.9%	14.1%	797	784	807	51	52	63
NRC	27.0%	25.3%	25.4%	38.0%	38.3%	36.6%	18.0%	18.4%	18.1%	8.6%	9.9%	10.3%	8.3%	8.2%	9.6%	2,104	2,244	1,971	186	173	155
NSF	28.5%	28.0%	26.5%	35.2%	34.4%	32.3%	19.2%	17.8%	19.0%	8.6%	10.2%	10.6%	8.6%	9.6%	11.6%	869	838	783	61	57	55
OMB	31.3%	27.5%	31.9%	38.2%	44.9%	43.3%	17.6%	15.0%	13.4%	8.6%	6.9%	7.9%	4.2%	5.6%	3.5%	311	324	332	26	17	16
OPM	22.3%	21.8%	21.2%	37.7%	37.3%	37.5%	22.1%	21.7%	22.7%	8.6%	9.3%	8.3%	9.3%	9.7%	10.3%	2,741	2,573	2,828	289	295	326
PBGC	28.7%	22.4%	21.6%	41.0%	42.4%	34.2%	16.7%	19.9%	24.4%	6.4%	10.8%	9.6%	7.2%	4.6%	10.1%	479	556	507	44	42	49
RRB	22.4%	22.3%	17.8%	37.9%	39.0%	39.5%	19.4%	19.7%	24.1%	7.7%	11.3%	11.1%	12.6%	7.7%	7.5%	366	402	286	34	35	27
SBA	20.9%	19.6%	17.7%	33.2%	32.6%	35.1%	21.4%	22.5%	18.5%	10.3%	9.0%	11.6%	14.2%	16.3%	17.0%	1,440	1,393	1,272	85	92	82
SEC	28.3%	26.2%	23.4%	35.7%	34.0%	33.6%	18.3%	20.3%	19.8%	8.7%	9.6%	11.3%	9.1%	9.9%	12.0%	3,053	3,162	2,847	319	312	307

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.7%	18.9%	18.0%	36.0%	35.9%	35.2%	21.6%	21.6%	21.8%	10.9%	11.2%	11.8%	11.7%	12.3%	13.3%	555,270	448,936	375,254	32,366	25,809	23,720
SSA	20.8%	20.1%	21.7%	35.5%	36.1%	34.9%	21.2%	20.6%	20.3%	10.7%	10.5%	10.8%	11.9%	12.6%	12.2%	24,441	7,837	8,228	1,181	393	411
State	17.2%	19.2%	19.1%	35.5%	37.2%	38.2%	22.1%	20.4%	20.6%	13.8%	13.7%	12.2%	11.4%	9.6%	9.8%	6,708	3,979	4,897	304	149	196
USAID	18.2%	20.7%	18.2%	40.8%	39.8%	39.1%	18.8%	18.9%	19.7%	11.9%	12.7%	12.1%	10.4%	7.9%	10.8%	1,709	1,948	2,105	100	97	138
USDA	16.4%	18.7%	18.0%	38.9%	41.9%	40.3%	22.7%	21.2%	22.1%	11.3%	9.8%	10.0%	10.6%	8.5%	9.6%	40,609	46,086	21,435	2,140	1,999	1,096
USDT	20.9%	20.2%	20.1%	38.5%	38.4%	38.6%	20.6%	21.1%	20.6%	9.3%	9.5%	9.8%	10.7%	10.7%	10.9%	38,408	42,319	41,341	3,031	3,097	3,127
Small Agencies	22.7%	23.0%	22.2%	34.5%	34.5%	35.7%	19.4%	20.2%	19.2%	10.6%	10.2%	10.4%	12.9%	12.1%	12.5%	4,830	5,089	4,953	362	348	381
DOD	20.8%	20.5%	18.7%	37.0%	36.8%	35.6%	21.5%	21.7%	22.0%	10.2%	10.4%	11.5%	10.5%	10.6%	12.1%	170,139	65,840	54,214	8,381	3,037	2,873
USACE	22.4%	22.0%	20.1%	40.6%	41.7%	40.2%	20.6%	19.1%	20.8%	8.9%	10.1%	10.0%	7.4%	7.2%	8.8%	17,712	4,137	3,372	844	192	185
Air Force	22.1%	21.7%	21.1%	36.1%	36.9%	35.8%	20.4%	19.9%	20.0%	10.1%	10.4%	11.0%	11.3%	11.1%	12.1%	31,005	15,656	14,381	1,489	695	694
Army‡	19.8%	19.9%	17.6%	36.0%	35.5%	33.5%	21.9%	22.0%	22.3%	10.8%	11.1%	12.4%	11.6%	11.5%	14.2%	48,159	16,323	12,469	2,166	708	667
Navy‡	20.1%	19.9%	17.8%	39.3%	38.6%	38.0%	22.1%	23.0%	23.0%	9.7%	9.5%	11.2%	8.8%	9.1%	9.9%	39,627	13,259	10,337	2,042	578	530
Marine Corps	22.0%	22.4%	20.3%	35.0%	34.1%	30.2%	21.4%	24.0%	24.6%	10.4%	9.9%	12.5%	11.2%	9.6%	12.5%	4,931	1,680	1,108	228	96	62
DOD 4th Estate	21.3%	20.6%	18.5%	35.0%	34.6%	34.4%	21.2%	21.4%	22.2%	10.7%	11.0%	11.3%	11.9%	12.4%	13.6%	28,705	14,785	12,547	1,612	768	735

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
BBG	19.0%	15.9%	16.9%	36.1%	36.5%	34.9%	22.7%	25.1%	24.7%	7.2%	7.5%	7.8%	15.1%	14.9%	15.7%	746	946	788	68	111	88
CSOSA	21.5%	21.3%	19.0%	40.7%	41.2%	40.9%	23.0%	21.8%	24.6%	6.1%	7.3%	6.4%	8.7%	8.3%	9.1%	415	479	553	40	42	53
DHS	21.9%	21.1%	18.7%	40.3%	39.6%	38.7%	21.4%	22.3%	23.1%	6.6%	6.9%	7.6%	9.8%	10.1%	11.9%	66,187	42,228	41,461	6,052	3,884	4,231
DOC	31.3%	30.9%	30.2%	44.6%	45.8%	43.6%	16.1%	15.1%	17.0%	3.8%	4.0%	4.3%	4.3%	4.3%	4.9%	18,243	9,264	8,532	2,162	1,005	1,046
DOE	31.3%	29.3%	27.7%	42.1%	43.1%	41.3%	15.9%	16.4%	17.0%	5.1%	5.4%	6.2%	5.6%	5.9%	7.8%	7,788	7,732	7,236	741	726	673
DOI	26.4%	25.8%	23.9%	43.1%	44.6%	43.8%	17.5%	17.3%	18.1%	6.4%	5.7%	6.5%	6.7%	6.6%	7.7%	25,635	23,358	20,603	2,217	1,976	1,910
DOJ	25.0%	25.6%	25.2%	42.1%	42.4%	42.7%	19.5%	18.3%	18.6%	5.7%	6.5%	6.2%	7.7%	7.2%	7.3%	27,628	14,315	14,700	2,371	1,211	1,145
DOL	30.3%	29.6%	28.8%	39.6%	40.6%	39.0%	17.0%	16.9%	18.3%	5.2%	4.8%	5.8%	7.9%	8.0%	8.1%	7,130	7,838	10,056	802	809	1,001
DOT	30.3%	30.2%	28.4%	44.2%	44.2%	43.5%	15.7%	15.9%	16.5%	4.2%	4.5%	5.4%	5.5%	5.2%	6.2%	19,490	15,207	13,266	1,734	1,264	1,255
ED	21.3%	25.5%	26.7%	39.3%	41.9%	40.3%	22.8%	19.6%	18.0%	6.6%	5.3%	5.4%	10.0%	7.6%	9.5%	2,194	2,452	2,476	365	321	331
EEOC	29.0%	29.2%	26.3%	36.5%	39.4%	37.5%	19.0%	17.5%	18.4%	5.8%	5.6%	7.3%	9.6%	8.3%	10.5%	1,251	1,285	1,335	102	114	130
EPA	23.6%	28.2%	24.0%	42.9%	44.1%	44.4%	18.4%	16.9%	18.1%	6.7%	5.2%	6.2%	8.4%	5.7%	7.3%	6,930	8,226	8,778	929	1,011	1,168
FCC	30.4%	25.3%	26.9%	37.6%	43.0%	37.1%	21.0%	19.9%	18.3%	4.1%	4.8%	7.6%	6.9%	7.0%	10.1%	525	617	546	57	74	85
FERC	47.5%	42.6%	39.5%	36.5%	37.8%	39.7%	9.8%	12.6%	14.4%	2.9%	2.8%	3.1%	3.2%	4.2%	3.3%	991	977	1,008	110	84	126
FTC	54.4%	51.4%	51.3%	33.4%	36.1%	34.2%	6.0%	9.0%	8.0%	3.5%	1.2%	3.1%	2.6%	2.3%	3.4%	568	548	562	63	52	69

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
GSA	34.6%	33.9%	31.9%	40.0%	41.9%	40.9%	16.7%	16.3%	17.3%	3.9%	3.7%	4.3%	4.9%	4.2%	5.7%	6,431	6,789	6,319	623	591	588
HHS	28.6%	29.0%	26.0%	43.4%	43.0%	43.0%	17.5%	17.1%	18.0%	4.9%	5.0%	5.7%	5.7%	6.0%	7.2%	38,275	38,051	35,527	4,081	4,081	3,862
HUD	22.7%	23.0%	21.6%	38.9%	39.4%	39.0%	21.9%	22.6%	22.8%	6.8%	6.3%	6.5%	9.5%	8.6%	10.1%	4,041	4,341	4,750	513	514	598
NARA	27.4%	29.3%	25.2%	39.5%	40.6%	39.9%	16.5%	17.3%	18.7%	7.3%	6.6%	6.2%	9.3%	6.3%	10.0%	1,544	1,663	1,675	169	161	158
NASA	47.9%	46.0%	45.0%	37.7%	39.5%	38.7%	9.1%	9.3%	10.0%	2.6%	2.6%	3.1%	2.6%	2.5%	3.2%	10,768	10,889	10,334	690	734	685
NCUA	32.6%	30.9%	28.8%	39.8%	43.6%	45.1%	17.0%	15.7%	15.3%	5.0%	3.7%	4.6%	5.6%	6.1%	6.1%	554	590	590	71	63	56
NLRB	24.0%	30.2%	27.5%	44.7%	42.6%	42.6%	18.5%	16.5%	17.1%	6.4%	4.5%	5.7%	6.4%	6.3%	7.1%	745	758	755	98	80	103
NRC	38.3%	34.8%	35.1%	40.2%	41.7%	40.7%	12.7%	14.9%	14.2%	3.5%	4.2%	4.9%	5.3%	4.4%	5.1%	2,046	2,177	1,898	237	231	218
NSF	35.5%	35.3%	33.6%	38.3%	35.4%	35.2%	15.5%	16.4%	16.1%	4.5%	6.5%	7.8%	6.2%	6.4%	7.3%	840	816	760	87	79	79
OMB	40.0%	36.3%	39.7%	40.7%	47.6%	44.3%	13.4%	9.9%	9.8%	3.5%	3.4%	4.6%	2.4%	2.8%	1.7%	301	298	311	36	40	39
OPM	29.8%	29.3%	27.7%	42.5%	43.0%	42.6%	18.7%	18.0%	19.1%	3.6%	3.5%	4.3%	5.4%	6.2%	6.2%	2,669	2,497	2,712	357	363	418
PBGC	34.1%	30.1%	27.5%	43.6%	44.4%	39.0%	13.7%	15.8%	20.0%	3.3%	5.2%	6.2%	5.3%	4.5%	7.4%	466	548	496	55	51	58
RRB	29.5%	30.3%	27.3%	40.5%	44.1%	42.7%	19.1%	17.0%	21.3%	3.3%	4.2%	5.1%	7.6%	4.5%	3.6%	358	390	268	41	51	47
SBA	27.1%	26.1%	22.8%	39.9%	37.1%	40.0%	17.2%	20.1%	16.9%	6.0%	5.7%	6.3%	9.9%	11.0%	14.0%	1,394	1,339	1,235	125	138	119
SEC	36.7%	35.4%	32.9%	40.3%	40.0%	37.8%	13.6%	14.6%	16.6%	4.0%	4.3%	5.6%	5.5%	5.7%	7.2%	2,930	3,069	2,738	437	400	405

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	27.6%	26.5%	25.0%	42.2%	42.2%	41.7%	17.8%	18.2%	18.9%	5.5%	5.7%	6.3%	6.9%	7.4%	8.1%	537,812	435,144	361,746	48,230	38,233	35,073
SSA	26.5%	26.9%	27.4%	41.8%	42.0%	40.8%	19.4%	18.3%	19.0%	5.3%	5.5%	5.2%	7.0%	7.3%	7.6%	23,618	7,582	8,004	1,934	630	591
State	28.3%	29.7%	29.3%	44.6%	47.8%	46.6%	15.8%	13.5%	14.2%	5.9%	5.4%	5.1%	5.4%	3.7%	4.7%	6,484	3,884	4,745	509	242	333
USAID	30.2%	30.4%	26.7%	46.6%	47.7%	48.3%	13.0%	12.8%	13.8%	5.1%	5.3%	5.7%	5.1%	3.7%	5.5%	1,671	1,898	2,045	137	140	186
USDA	23.4%	26.5%	25.7%	46.5%	47.9%	46.4%	17.9%	15.5%	16.7%	5.9%	4.9%	5.4%	6.3%	5.1%	5.7%	39,808	45,442	21,008	2,826	2,563	1,359
USDT	26.6%	25.7%	25.3%	42.5%	43.5%	43.1%	19.0%	19.3%	19.3%	5.0%	4.9%	5.2%	6.9%	6.7%	7.0%	37,010	40,634	39,506	4,249	4,606	4,713
Small Agencies	29.7%	30.9%	29.7%	40.0%	39.9%	40.8%	16.3%	16.5%	16.4%	6.0%	4.8%	5.3%	7.9%	7.8%	7.8%	4,639	4,908	4,747	537	524	563
DOD	29.1%	29.0%	26.4%	41.9%	42.2%	41.7%	17.0%	17.2%	18.2%	5.5%	5.4%	6.2%	6.5%	6.3%	7.5%	165,499	63,948	52,379	12,605	4,759	4,368
USACE	31.0%	32.2%	28.2%	44.8%	44.1%	44.6%	15.2%	14.3%	16.4%	4.4%	4.6%	5.1%	4.6%	4.8%	5.7%	17,341	4,039	3,290	1,193	284	250
Air Force	30.9%	30.9%	28.8%	40.4%	41.2%	41.1%	16.4%	16.3%	17.2%	5.5%	5.2%	5.8%	6.8%	6.4%	7.1%	30,053	15,077	13,764	2,337	1,203	1,204
Army‡	27.7%	27.7%	24.5%	41.0%	41.4%	40.1%	17.8%	18.1%	18.9%	6.1%	5.6%	7.2%	7.3%	7.2%	9.3%	46,847	15,945	12,092	3,336	1,049	957
Navy‡	28.6%	28.7%	26.0%	44.7%	44.4%	44.0%	16.6%	16.8%	18.2%	5.0%	5.0%	5.9%	5.1%	5.1%	5.9%	38,616	12,937	10,055	2,985	890	740
Marine Corps	29.8%	29.0%	28.1%	37.6%	40.7%	34.0%	18.8%	18.4%	21.8%	6.0%	4.8%	7.6%	7.7%	7.1%	8.5%	4,780	1,633	1,075	363	135	95
DOD 4th Estate	29.0%	28.1%	26.0%	40.4%	40.6%	41.7%	17.7%	18.3%	18.2%	5.7%	6.2%	5.8%	7.2%	6.9%	8.4%	27,862	14,317	12,103	2,391	1,198	1,122

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
BBG	18.0%	15.4%	16.2%	44.2%	46.0%	40.2%	20.4%	20.8%	23.1%	7.8%	7.7%	9.5%	9.7%	10.0%	11.0%	786	1,012	850	30	47	35
CSOSA	25.8%	21.6%	21.8%	51.6%	56.6%	55.9%	17.5%	15.3%	16.3%	2.8%	3.7%	2.8%	2.3%	2.7%	3.2%	450	512	598	9	12	7
DHS	19.7%	18.5%	15.3%	49.1%	50.3%	45.5%	18.7%	19.5%	20.6%	6.9%	6.6%	9.4%	5.5%	5.1%	9.2%	71,521	45,793	45,379	937	587	706
DOC	28.1%	27.5%	25.8%	54.7%	55.2%	55.2%	12.9%	13.1%	14.2%	3.1%	2.9%	3.1%	1.2%	1.3%	1.7%	20,030	10,114	9,424	418	179	212
DOE	27.2%	26.5%	23.6%	52.8%	54.0%	54.3%	14.4%	14.1%	15.6%	4.0%	3.7%	4.1%	1.6%	1.7%	2.4%	8,426	8,353	7,796	124	145	159
DOI	19.6%	19.9%	17.9%	51.4%	52.8%	51.9%	18.5%	18.0%	19.7%	7.1%	6.1%	6.8%	3.3%	3.2%	3.7%	27,440	25,008	22,264	484	402	420
DOJ	26.2%	27.5%	28.3%	51.9%	52.6%	53.3%	14.9%	14.0%	13.3%	4.1%	3.8%	3.2%	2.8%	2.2%	1.9%	29,785	15,380	15,792	338	204	190
DOL	28.7%	29.9%	27.7%	50.6%	51.6%	52.1%	14.3%	12.9%	14.2%	4.0%	3.3%	3.7%	2.3%	2.3%	2.3%	7,776	8,533	10,924	175	149	196
DOT	29.0%	28.2%	25.1%	52.9%	54.2%	55.2%	13.1%	12.5%	13.7%	3.4%	3.5%	3.8%	1.7%	1.6%	2.2%	21,012	16,320	14,430	276	225	222
ED	14.7%	20.1%	20.0%	46.3%	51.5%	53.2%	24.0%	18.1%	17.6%	9.5%	6.6%	6.2%	5.5%	3.7%	3.0%	2,498	2,720	2,770	64	60	60
EEOC	24.5%	25.8%	22.2%	50.6%	50.2%	51.6%	16.8%	15.7%	16.5%	4.7%	5.9%	6.0%	3.4%	2.4%	3.7%	1,340	1,370	1,461	27	32	21
EPA	14.5%	22.2%	17.1%	40.2%	50.2%	56.3%	21.8%	15.8%	18.7%	12.7%	6.9%	5.5%	10.7%	4.8%	2.3%	7,745	9,143	9,862	128	128	160
FCC	22.1%	19.9%	22.7%	47.1%	50.9%	46.8%	21.5%	21.3%	22.3%	6.9%	4.9%	5.6%	2.5%	3.0%	2.6%	568	677	613	11	20	21
FERC	47.0%	42.7%	36.7%	44.2%	46.0%	50.8%	6.1%	8.2%	10.5%	1.7%	1.8%	1.5%	0.9%	1.4%	0.5%	1,089	1,056	1,120	15	10	23
FTC	53.6%	54.5%	52.9%	40.2%	39.2%	39.1%	5.2%	5.1%	5.8%	0.9%	0.7%	1.3%	0.1%	0.4%	0.9%	630	603	628	1	2	4

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
GSA	31.1%	30.8%	26.0%	53.0%	52.6%	52.7%	12.1%	12.2%	15.2%	2.7%	2.8%	3.9%	1.2%	1.7%	2.2%	6,957	7,319	6,842	111	104	112
HHS	29.9%	30.3%	26.2%	51.9%	51.3%	52.5%	13.5%	13.6%	15.2%	3.0%	3.1%	3.8%	1.7%	1.7%	2.3%	41,781	41,578	38,882	664	665	730
HUD	18.8%	20.3%	17.5%	49.2%	53.2%	51.1%	20.9%	19.0%	22.3%	7.0%	4.5%	5.5%	4.2%	3.0%	3.6%	4,438	4,778	5,267	116	108	126
NARA	19.4%	23.5%	19.2%	46.4%	49.5%	46.8%	19.7%	16.5%	19.6%	7.9%	6.5%	8.9%	6.6%	4.1%	5.4%	1,673	1,785	1,798	50	48	47
NASA	43.9%	43.9%	40.9%	44.5%	44.2%	45.6%	8.2%	8.7%	9.6%	2.5%	2.2%	2.8%	0.9%	1.0%	1.2%	11,365	11,606	10,989	96	68	81
NCUA	26.1%	27.6%	29.3%	53.3%	51.6%	55.1%	15.5%	15.2%	11.0%	2.9%	3.7%	3.1%	2.2%	1.9%	1.5%	613	643	640	11	10	7
NLRB	24.0%	28.5%	25.2%	45.3%	54.5%	52.8%	16.7%	11.3%	15.6%	8.4%	3.8%	4.6%	5.6%	1.9%	1.8%	834	828	844	13	11	18
NRC	39.3%	36.9%	35.7%	49.2%	50.8%	52.0%	8.0%	8.6%	9.0%	2.3%	2.3%	2.3%	1.1%	1.3%	1.2%	2,269	2,405	2,110	24	15	16
NSF	45.0%	45.9%	40.6%	44.9%	44.2%	47.6%	7.5%	7.2%	9.3%	1.6%	1.1%	1.7%	1.0%	1.6%	0.8%	922	886	832	10	6	9
OMB	30.5%	30.4%	29.8%	46.3%	54.0%	57.2%	15.2%	11.5%	9.2%	6.4%	2.7%	2.6%	1.5%	1.3%	1.2%	331	338	346	6	3	5
OPM	20.8%	20.9%	19.9%	47.4%	49.8%	50.7%	18.5%	18.6%	18.3%	8.5%	6.3%	7.5%	4.8%	4.3%	3.6%	2,948	2,798	3,049	82	67	91
PBGC	38.8%	32.3%	25.5%	50.6%	55.3%	57.2%	8.3%	10.0%	12.0%	0.7%	2.0%	2.6%	1.5%	0.4%	2.7%	516	591	551	7	8	4
RRB	25.6%	25.8%	27.6%	46.7%	54.2%	53.9%	17.3%	12.6%	12.9%	5.8%	4.4%	4.1%	4.5%	3.0%	1.5%	383	425	303	16	16	13
SBA	26.5%	24.8%	19.2%	51.8%	52.6%	51.2%	15.5%	15.5%	20.0%	3.2%	4.0%	4.5%	3.1%	3.1%	5.1%	1,495	1,447	1,319	30	43	34
SEC	37.6%	35.5%	27.7%	52.0%	53.6%	56.1%	7.5%	8.0%	11.2%	1.9%	1.9%	3.0%	1.0%	1.0%	2.0%	3,334	3,460	3,098	36	24	61

Report by Agency

(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		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	24.9%	23.9%	21.8%	52.2%	52.4%	52.1%	15.5%	16.3%	17.2%	4.6%	4.7%	5.4%	2.7%	2.8%	3.4%	578,380	467,844	392,488	9,212	7,610	7,188
SSA	20.7%	20.9%	20.4%	51.7%	52.6%	51.8%	18.6%	18.3%	19.0%	5.8%	5.1%	5.7%	3.2%	3.1%	3.0%	25,143	8,104	8,512	460	138	148
State	19.9%	25.5%	22.6%	51.7%	53.0%	57.2%	18.9%	14.5%	14.4%	6.7%	5.1%	4.2%	2.8%	1.8%	1.6%	6,916	4,092	5,039	96	53	53
USAID	22.8%	26.9%	17.2%	57.5%	56.6%	56.2%	14.6%	12.0%	18.3%	3.4%	3.3%	6.1%	1.6%	1.2%	2.2%	1,796	2,018	2,219	17	18	28
USDA	18.6%	21.8%	19.0%	53.5%	54.9%	53.9%	19.0%	16.4%	18.6%	6.1%	4.8%	5.8%	2.8%	2.1%	2.7%	42,028	47,476	22,167	725	690	383
USDT	21.2%	20.3%	18.7%	50.5%	51.7%	49.9%	18.9%	18.7%	20.2%	5.5%	5.4%	6.7%	3.9%	3.8%	4.6%	40,126	44,140	43,213	1,277	1,322	1,373
Small Agencies	30.8%	33.8%	30.8%	45.2%	45.9%	46.2%	13.1%	11.9%	13.5%	6.1%	4.3%	5.0%	4.7%	4.1%	4.5%	5,122	5,365	5,266	76	85	80
DOD	26.6%	26.7%	24.6%	54.0%	54.4%	54.7%	14.0%	13.7%	14.8%	3.7%	3.6%	4.0%	1.7%	1.5%	2.0%	176,294	68,127	56,377	2,252	861	788
USACE	27.6%	26.5%	24.6%	57.0%	58.6%	57.0%	11.7%	11.5%	13.3%	2.8%	2.6%	4.0%	1.0%	0.9%	1.2%	18,389	4,280	3,532	179	49	33
Air Force	28.9%	28.3%	27.0%	53.0%	54.8%	55.1%	13.0%	12.7%	13.1%	3.6%	2.9%	3.1%	1.5%	1.3%	1.7%	32,119	16,204	14,931	365	172	162
Army‡	26.7%	26.7%	24.0%	53.0%	53.6%	53.7%	14.6%	13.9%	15.3%	3.8%	4.1%	4.5%	1.9%	1.7%	2.4%	49,724	16,865	12,978	603	197	176
Navy‡	24.0%	25.8%	23.2%	56.7%	55.4%	56.3%	14.3%	14.3%	14.9%	3.5%	3.4%	3.9%	1.5%	1.1%	1.6%	41,088	13,689	10,700	585	178	180
Marine Corps	29.6%	27.4%	26.2%	50.0%	53.3%	52.8%	14.8%	14.7%	15.0%	3.7%	3.1%	3.6%	1.8%	1.5%	2.4%	5,102	1,751	1,168	64	22	4
DOD 4th Estate	27.2%	26.1%	24.1%	51.7%	52.2%	52.5%	14.5%	14.5%	16.3%	4.1%	4.7%	4.6%	2.4%	2.5%	2.4%	29,872	15,338	13,068	456	243	233

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.