

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	68.6%	22.8%	45.8%	15.3%	11.3%	4.8%	16.0%	1,822	3,662	1,191	872	357	7,904	N/A
Agree-disagree	2	I have enough information to do my job well.	69.7%	17.5%	52.2%	14.9%	12.1%	3.3%	15.4%	1,373	4,153	1,194	961	255	7,936	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	66.0%	24.7%	41.3%	16.0%	12.6%	5.5%	18.0%	1,988	3,270	1,252	989	416	7,915	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	73.9%	30.2%	43.7%	13.8%	7.8%	4.5%	12.3%	2,409	3,472	1,092	626	346	7,945	N/A
Agree-disagree	5	I like the kind of work I do.	82.9%	37.5%	45.4%	10.9%	4.1%	2.1%	6.2%	2,967	3,605	872	335	160	7,939	N/A
Agree-disagree	6	I know what is expected of me on the job.	78.3%	28.2%	50.1%	11.7%	7.1%	2.9%	10.0%	2,228	3,989	932	567	217	7,933	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	63.5%	32.8%	2.4%	0.6%	0.7%	1.3%	5,076	2,589	186	52	50	7,953	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	90.4%	45.9%	44.4%	8.2%	0.9%	0.5%	1.4%	3,686	3,510	645	76	35	7,952	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.4%	7.5%	29.9%	17.0%	27.5%	18.2%	45.6%	575	2,329	1,339	2,197	1,439	7,879	12
Agree-disagree	10	*My workload is reasonable.	53.4%	8.9%	44.5%	17.7%	18.6%	10.2%	28.9%	689	3,486	1,409	1,518	815	7,917	14
Agree-disagree	11	*My talents are used well in the workplace.	59.7%	15.9%	43.8%	16.4%	15.5%	8.4%	23.9%	1,243	3,449	1,279	1,216	639	7,826	27
Agree-disagree	12	*I know how my work relates to the agency's goals.	81.8%	31.4%	50.4%	9.9%	5.3%	3.0%	8.3%	2,509	3,974	781	425	228	7,917	30
Agree-disagree	13	The work I do is important.	89.3%	47.1%	42.2%	7.5%	1.8%	1.4%	3.2%	3,731	3,335	595	147	105	7,913	24
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.0%	24.1%	46.8%	13.6%	10.2%	5.2%	15.4%	1,922	3,685	1,086	824	404	7,921	24
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	76.2%	28.3%	47.9%	12.3%	7.0%	4.5%	11.5%	2,261	3,793	956	548	335	7,893	50
Agree-disagree	16	I am held accountable for achieving results.	85.7%	29.8%	55.9%	10.4%	2.4%	1.4%	3.9%	2,364	4,429	817	199	106	7,915	23
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.6%	24.0%	35.6%	20.6%	9.6%	10.2%	19.8%	1,811	2,630	1,480	707	724	7,352	585
Agree-disagree	18	My training needs are assessed.	50.7%	12.6%	38.2%	24.1%	17.0%	8.1%	25.1%	1,008	3,007	1,902	1,339	614	7,870	67
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	67.0%	25.6%	41.4%	14.8%	11.7%	6.5%	18.1%	2,010	3,259	1,166	916	493	7,844	111
Agree-disagree	20	*The people I work with cooperate to get the job done.	83.2%	36.9%	46.3%	9.5%	5.2%	2.1%	7.3%	2,979	3,675	743	404	158	7,959	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	36.2%	7.9%	28.3%	22.1%	23.5%	18.2%	41.6%	604	2,177	1,655	1,796	1,387	7,619	316
Agree-disagree	22	Promotions in my work unit are based on merit.	41.7%	11.3%	30.4%	28.3%	16.1%	13.9%	30.0%	842	2,257	2,043	1,163	966	7,271	661

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Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.														
			31.4%	6.4%	25.0%	32.7%	20.1%	15.8%	35.9%	443	1,690	2,162	1,345	1,041	6,681	1,261
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.														
			38.9%	8.3%	30.7%	29.0%	19.9%	12.2%	32.1%	599	2,221	2,089	1,436	855	7,200	746
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.														
			50.4%	11.6%	38.8%	24.3%	14.5%	10.9%	25.3%	841	2,779	1,714	1,005	743	7,082	845
Agree-disagree	26	Employees in my work unit share job knowledge with each other.														
			80.6%	29.5%	51.1%	10.3%	5.6%	3.4%	9.0%	2,399	4,041	788	431	255	7,914	31
Agree-disagree	27	The skill level in my work unit has improved in the past year.														
			54.2%	16.8%	37.4%	28.7%	11.0%	6.0%	17.1%	1,308	2,875	2,165	821	441	7,610	328
Good-poor	28	How would you rate the overall quality of work done by your work unit?														
			89.5%	52.9%	36.6%	8.8%	1.1%	0.6%	1.7%	4,249	2,901	672	79	43	7,944	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.														
			83.0%	35.4%	47.6%	9.9%	5.4%	1.7%	7.1%	2,804	3,758	756	418	130	7,866	83
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.														
			43.1%	8.6%	34.4%	23.1%	21.5%	12.4%	33.8%	662	2,661	1,770	1,684	950	7,727	162
Agree-disagree	31	Employees are recognized for providing high quality products and services.														
			57.7%	13.1%	44.6%	20.7%	13.6%	8.0%	21.6%	1,024	3,489	1,571	1,052	603	7,739	148
Agree-disagree	32	Creativity and innovation are rewarded.														
			46.6%	11.0%	35.6%	27.2%	16.3%	9.9%	26.2%	850	2,742	2,063	1,247	736	7,638	221
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.														
			22.2%	4.9%	17.3%	32.0%	25.8%	20.0%	45.8%	341	1,227	2,264	1,848	1,413	7,093	776
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).														
			58.4%	15.3%	43.0%	24.9%	9.2%	7.5%	16.7%	1,123	3,188	1,800	658	507	7,276	606
Agree-disagree	35	Employees are protected from health and safety hazards on the job.														
			83.3%	27.5%	55.8%	11.2%	3.5%	2.0%	5.4%	2,162	4,310	843	265	146	7,726	171
Agree-disagree	36	My organization has prepared employees for potential security threats.														
			81.7%	22.9%	58.8%	13.0%	3.7%	1.6%	5.3%	1,791	4,568	990	287	118	7,754	113
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.														
			52.0%	16.7%	35.3%	21.2%	11.9%	14.8%	26.7%	1,249	2,596	1,513	867	1,061	7,286	597
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.														
			66.5%	23.6%	42.9%	18.4%	6.7%	8.4%	15.1%	1,680	3,011	1,226	458	555	6,930	929
Agree-disagree	39	My agency is successful at accomplishing its mission.														
			54.7%	14.5%	40.2%	21.8%	12.7%	10.7%	23.5%	1,104	3,104	1,686	1,011	840	7,745	128
Agree-disagree	40	*I recommend my organization as a good place to work.														
			60.3%	20.1%	40.2%	21.3%	12.0%	6.4%	18.4%	1,595	3,194	1,663	948	494	7,894	N/A

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Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	36.5%	10.8%	25.7%	27.3%	19.4%	16.8%	36.2%	787	1,880	1,963	1,427	1,207	7,264	631
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	88.2%	52.5%	35.7%	6.8%	2.7%	2.3%	5.0%	4,169	2,781	505	208	170	7,833	35
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.8%	39.3%	37.5%	12.4%	6.6%	4.1%	10.7%	3,131	2,950	940	507	310	7,838	36
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.4%	34.6%	37.9%	14.5%	7.5%	5.5%	13.0%	2,732	2,974	1,118	577	417	7,818	45
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.5%	38.4%	37.0%	18.5%	2.9%	3.2%	6.0%	2,766	2,634	1,277	193	207	7,077	791
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.8%	30.6%	39.2%	16.3%	8.9%	4.9%	13.8%	2,423	3,079	1,273	702	370	7,847	30
Agree-disagree	47	Supervisors in my work unit support employee development.	76.0%	35.9%	40.1%	13.8%	5.7%	4.4%	10.1%	2,847	3,122	1,031	437	317	7,754	118
Agree-disagree	48	My supervisor listens to what I have to say.	84.9%	47.8%	37.1%	7.8%	4.7%	2.6%	7.3%	3,813	2,899	605	363	187	7,867	N/A
Agree-disagree	49	My supervisor treats me with respect.	87.5%	54.1%	33.4%	6.7%	3.3%	2.5%	5.8%	4,309	2,604	509	248	185	7,855	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	91.0%	47.7%	43.3%	5.2%	2.5%	1.3%	3.8%	3,805	3,372	396	196	93	7,862	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	75.9%	44.5%	31.4%	12.8%	6.5%	4.8%	11.3%	3,560	2,456	995	496	356	7,863	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.2%	48.4%	30.8%	13.4%	4.5%	2.9%	7.4%	3,843	2,410	1,035	341	218	7,847	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	31.7%	8.4%	23.3%	21.8%	20.1%	26.4%	46.5%	639	1,767	1,649	1,547	2,045	7,647	162
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	38.9%	12.1%	26.8%	21.1%	13.0%	27.0%	39.9%	907	1,965	1,527	957	2,021	7,377	430
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	70.7%	22.9%	47.8%	17.9%	5.8%	5.5%	11.3%	1,706	3,485	1,279	415	377	7,262	525
Agree-disagree	56	*Managers communicate the goals of the organization.	62.4%	15.7%	46.7%	19.2%	11.3%	7.2%	18.4%	1,218	3,613	1,461	872	540	7,704	98
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.3%	17.5%	47.8%	21.2%	7.5%	6.0%	13.5%	1,285	3,495	1,522	546	429	7,277	526
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.1%	15.8%	42.2%	20.7%	13.0%	8.3%	21.2%	1,210	3,203	1,553	980	619	7,565	247
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	62.9%	18.0%	44.9%	20.0%	10.2%	6.9%	17.1%	1,369	3,393	1,493	766	511	7,532	245

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Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.3%	29.8%	35.5%	21.0%	7.4%	6.3%	13.7%	2,242	2,655	1,555	560	453	7,465	333
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	39.5%	13.5%	26.0%	22.4%	15.4%	22.7%	38.1%	1,031	1,979	1,697	1,205	1,760	7,672	124
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	53.8%	17.7%	36.1%	27.5%	9.1%	9.7%	18.7%	1,181	2,424	1,828	614	641	6,688	1,102
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	53.5%	13.2%	40.3%	22.1%	18.1%	6.4%	24.4%	1,032	3,143	1,697	1,422	482	7,776	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.6%	11.9%	37.7%	22.5%	20.1%	7.9%	27.9%	934	2,918	1,733	1,578	607	7,770	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	57.5%	15.7%	41.8%	22.0%	14.0%	6.5%	20.5%	1,234	3,279	1,698	1,075	486	7,772	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	32.0%	7.3%	24.7%	26.5%	21.4%	20.0%	41.4%	565	1,901	2,037	1,677	1,575	7,755	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	33.6%	8.6%	25.0%	32.3%	20.7%	13.4%	34.1%	678	1,950	2,498	1,612	1,017	7,755	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	53.4%	12.2%	41.2%	27.1%	13.5%	6.0%	19.4%	963	3,220	2,109	1,037	442	7,771	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	66.8%	18.9%	47.9%	17.5%	11.0%	4.7%	15.6%	1,476	3,736	1,351	865	350	7,778	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	66.7%	18.9%	47.8%	16.8%	11.5%	5.0%	16.5%	1,465	3,735	1,295	892	378	7,765	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	51.5%	12.9%	38.6%	22.7%	17.2%	8.6%	25.7%	994	3,001	1,762	1,331	657	7,745	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<b>72. Please select the response below that BEST describes your current teleworking schedule.</b>	<b>N</b>	<b>%</b>	
I telework very infrequently, on an unscheduled or short-term basis	1,716	21.5%	
I telework, but only about 1 or 2 days per month	1,059	13.3%	
I telework 1 or 2 days per week	3,767	48.8%	
I telework 3 or 4 days per week	217	2.9%	
I telework every work day	59	0.7%	
I do not telework because I have to be physically present on the job	133	1.8%	
I do not telework because of technical issues that prevent me from teleworking	52	0.7%	
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	120	1.6%	
I do not telework because I choose not to telework	657	8.6%	
<b>Total</b>	<b>7,780</b>	<b>100.0%</b>	

  

<b>73. How satisfied are you with the following Work/Life programs in your agency? Telework</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	3,065	43.1%	40.4%
Satisfied	2,872	40.9%	37.9%
Neither Satisfied nor Dissatisfied	692	10.1%	9.1%
Dissatisfied	282	4.0%	3.7%
Very Dissatisfied	128	1.9%	1.7%
<b>Item Response Total</b>	<b>7,039</b>	<b>100.0%</b>	<b>92.8%</b>
I choose not to participate in these programs	419	--	5.5%
These programs are not available to me	115	--	1.5%
I am unaware of these programs	10	--	0.1%
<b>Total</b>	<b>7,583</b>	<b>100.0%</b>	<b>100.0%</b>

  

<b>74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	3,704	51.8%	48.0%
Satisfied	2,716	39.1%	35.2%
Neither Satisfied nor Dissatisfied	437	6.4%	5.7%
Dissatisfied	146	2.0%	1.9%
Very Dissatisfied	54	0.7%	0.7%
<b>Item Response Total</b>	<b>7,057</b>	<b>100.0%</b>	<b>91.5%</b>
I choose not to participate in these programs	565	--	7.3%
These programs are not available to me	78	--	1.0%
I am unaware of these programs	11	--	0.1%
<b>Total</b>	<b>7,711</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	1,786	25.6%	23.0%
Satisfied	3,233	47.1%	41.6%
Neither Satisfied nor Dissatisfied	1,289	18.9%	16.6%
Dissatisfied	408	5.8%	5.3%
Very Dissatisfied	182	2.6%	2.3%
Item Response Total	6,898	100.0%	88.8%
I choose not to participate in these programs	633	--	8.1%
These programs are not available to me	113	--	1.5%
I am unaware of these programs	127	--	1.6%
Total	7,771	100.0%	100.0%

<b>76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	818	18.1%	10.5%
Satisfied	1,530	34.8%	19.7%
Neither Satisfied nor Dissatisfied	1,831	42.3%	23.6%
Dissatisfied	142	3.2%	1.8%
Very Dissatisfied	72	1.7%	0.9%
Item Response Total	4,393	100.0%	56.5%
I choose not to participate in these programs	2,647	--	34.1%
These programs are not available to me	52	--	0.7%
I am unaware of these programs	681	--	8.8%
Total	7,773	100.0%	100.0%

<b>77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	406	13.4%	5.2%
Satisfied	732	24.5%	9.4%
Neither Satisfied nor Dissatisfied	1,617	55.2%	20.8%
Dissatisfied	144	4.6%	1.9%
Very Dissatisfied	66	2.2%	0.8%
Item Response Total	2,965	100.0%	38.1%
I choose not to participate in these programs	3,415	--	43.9%
These programs are not available to me	595	--	7.7%
I am unaware of these programs	801	--	10.3%
Total	7,776	100.0%	100.0%

<b>78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	217	9.7%	2.8%
Satisfied	358	16.0%	4.6%
Neither Satisfied nor Dissatisfied	1,540	68.4%	19.8%
Dissatisfied	88	3.8%	1.1%
Very Dissatisfied	44	2.0%	0.6%
Item Response Total	2,247	100.0%	28.9%
I choose not to participate in these programs	3,245	--	41.8%
These programs are not available to me	519	--	6.7%
I am unaware of these programs	1,761	--	22.7%
Total	7,772	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

<b>Where do you work?</b>	<b>%</b>
Headquarters	38.9%
Field	61.1%
Total	100.0%

<b>What is your supervisory status?</b>	<b>%</b>
Non-Supervisor	73.7%
Team Leader	10.7%
Supervisor	10.0%
Manager	4.0%
Senior Leader	1.7%
Total	100.0%

<b>Are you:</b>	<b>%</b>
Male	47.2%
Female	52.8%
Total	100.0%

<b>Are you Hispanic or Latino?</b>	<b>%</b>
Yes	7.2%
No	92.8%
Total	100.0%

<b>closely identify.</b>	<b>%</b>
American Indian or Alaska Native	0.9%
Asian	5.7%
Black or African American	13.2%
Native Hawaiian or Other Pacific Islander	0.3%
White	76.4%
Two or more races	3.5%
Total	100.0%

<b>What is the highest degree or level of education you have completed?</b>	<b>%</b>
Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

<b>What is your pay category/grade?</b>	<b>%</b>
Federal Wage System	--
GS 1-6	--
GS 7-12	--
GS 13-15	--
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

<b>military service)?</b>	<b>%</b>
Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--
Total	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>%</b>
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Less than 1 year	0.1%
1 to 3 years	15.2%
4 to 5 years	2.3%
6 to 10 years	17.2%
11 to 20 years	25.6%
More than 20 years	39.6%
Total	100.0%

<b><i>if so, why?</i></b>	<b>%</b>
No	73.0%
Yes, to retire	6.4%
Yes, to take another job within the Federal Government	11.1%
Yes, to take another job outside the Federal Government	4.8%
Yes, other	4.8%
Total	100.0%

<b><i>I am planning to retire:</i></b>	<b>%</b>
Within one year	4.2%
Between one and three years	10.7%
Between three and five years	11.8%
Five or more years	73.2%
Total	100.0%

<b><i>Are you transgender?</i></b>	<b>%</b>
Yes	0.3%
No	99.7%
Total	100.0%

<b><i>Which one of the following do you consider yourself to be?</i></b>	<b>%</b>
Straight, that is not gay or lesbian	92.7%
Gay or Lesbian	3.3%
Bisexual	1.5%
Something else	2.5%
Total	100.0%

<b><i>What is your US military service status?</i></b>	<b>%</b>
No Prior Military Service	89.8%
Currently in National Guard or Reserves	0.6%
Retired	2.8%
Separated or Discharged	6.8%
Total	100.0%

<b><i>Are you an individual with a disability?</i></b>	<b>%</b>
Yes	8.4%
No	91.6%
Total	100.0%

<b><i>What is your age group?</i></b>	<b>%</b>
25 and under	0.9%
26-29 years old	4.1%
30-39 years old	18.3%
40-49 years old	22.7%
50-59 years old	36.7%
60 years or older	17.2%
Total	100.0%

Percentages for demographic questions are unweighted.