

Within This Report

This overview of the Commerce 2018 Federal Employee Viewpoint Survey (FEVS) results contains the following:

- Results At-A-Glance (page 1)
- Results Highlights (page 2)
- Positive, Neutral, and Negative Ratings (pages 3–8)
- Work/Life Programs (page 9)
- Demographic Characteristics (pages 10–11)
- Agency-Specific Items (page 12)

About The FEVS

Title 5, Code of Federal Regulations, Part 250 requires agencies to administer an annual employee survey. The U.S. Office of Personnel Management now administers the FEVS annually, thus meeting agencies' yearly survey commitment.

The web-based survey was completed by approximately 598,003 Federal employees. The survey was open to Commerce employees beginning May 7 to June 18, 2018.

The FEVS contained 97 questions regarding employee perceptions on critical areas of their work lives which drive employee satisfaction, commitment, and ultimately retention. Commerce will use the 2018 results to improve processes, products, services, and organizational outcomes through the recruitment and retention of a high-performing, diverse workforce.

Results At-A-Glance

Overall, the majority of Commerce employees remain engaged and would recommend the Department as a good place to work, with major strengths in the nature of our work and work-life programs. However, opportunities for improvement remain within employee perceptions on performance management, resources, and workload. Below are highlights based on FEVS Items 1-71:

- **42 items had positive ratings of 65% or more** (strengths)
- **0 items had negative rating of 35% or more** (challenges)
- **2 items had neutral rating of 30% or more** (opportunities)

- **38 items increased from the Department's 2017 positive score**
- **8 items decreased from the Department's 2017 positive score**

- **67 out of 71 items were above the positive Government-wide average**
- **32 items were 5 percentage points or more above the positive Government-wide average**
- **0 items were 5 percentage points or more below the positive Government-wide average**

- **Highest positive score: 96%** – When needed, I am willing to put in the extra effort to get a job done.
- **Lowest positive score: 42%** – How satisfied are you with your opportunity to get a better job in your organization.

Indices

Out of 36 departments/large agencies, Commerce received the following Index rankings and scores:

3rd at 71% on Global Satisfaction (70% in 2017)

Satisfaction with the job, pay, and organization and willingness to recommend it as good place to work

3rd at 66% on New Inclusion Quotient (IQ) (66% in 2017)

The concept that individual behaviors repeated over time will create habits necessary for inclusiveness.

4th at 71% on Employee Engagement (71% in 2017)

Conditions that lead to engaged employees

- **80% on Supervisors** (80% in 2017)
The interpersonal relationship between worker and supervisor, including trust, respect, and support
- **74% on Intrinsic Work Experiences** (74% in 2017)
Employees' feelings of motivation and competency relating to their role in the workplace
- **60% on Leaders Lead** (58% in 2017)
Perceptions of leadership integrity and behaviors, such as communication and workforce motivation

Response Rates

55% (20,725 out of 37,432) of Commerce employees responded, which is 14 percentage points above the Government rate. Bureau/organizational unit response rates are:

- | | | | |
|---------------|--------------|----------------|--------------|
| ▪ EDA – 86% | ▪ OIG – 67% | ▪ NOAA – 50% | ▪ NIST – 41% |
| ▪ BEA – 72% | ▪ NTIS – 65% | ▪ CENSUS – 47% | ▪ BIS – 35% |
| ▪ USPTO – 69% | ▪ ITA – 57% | ▪ ESA – 46% | |
| ▪ MBDA – 68% | ▪ NTIA – 56% | ▪ OS – 42% | |

2018 Federal Employee Viewpoint Survey Results Highlights for Commerce

About the Survey

- Administered to Commerce employees May 7 – June 18, 2018
- Restricted to non-political, non-seasonal, full or part-time, permanent employees onboard since October 2017

Response Rates: GOV 2018: 41% (598,003 of 1,473,870) | **DOC 2018:** 55% (20,725 out of 37,432) | **DOC 2017:** 54%

Highest Positive and Negative Scores†

Top 3 Positive (e.g., Agree) Scores

- 96%** - Willing to put in the extra effort to get a job done (Q.7)*
- 91%** - The work I do is important (Q.13)*
- 91%** - I am constantly looking for ways to do my job better (Q.8)

Top 3 Negative (e.g., Disagree) Scores

- 31%** - I have sufficient resources to get my job done (Q.9)*
- 31%** - Pay raises depend on how well employees perform (Q.33)*
- 28%** - Steps are taken to deal with a poor performer (Q.23)*

Comparison to 2018 GOV Results

Above GOV on 67 of 71 Positive Scores†

Top 5 above GOV	DOC	GOV	+/-
Promotions in my work unit are based on merit (Q.22)*	55%	37%	+18
Pay raises depend on how well employees perform their jobs (Q.33)*	43%	26%	+17
Awards in my work unit depend on how well employees perform their jobs. (Q.25)*	59%	46%	+13
I believe the results of this survey will be used to make my agency a better place to work (Q.41)	52%	41%	+11
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)*	43%	32%	+11

Below GOV on 1 of 71 Positive Scores†

Top 5 below GOV	DOC	GOV	+/-
My workload is reasonable (Q.10)*	55%	59%	-4

Comparison to 2017 DOC Results

Increased on 38 of 71 Positive Scores†

Top 5 Increases	2018	2017	+/-
Work unit has knowledge and skills to accomplish org goals (Q.29)	85%	76%	+9
Senior leaders generate high levels of motivation and commitment (Q.53)	47%	44%	+3
My org has prepared employees for potential security threats (Q.36)	82%	79%	+3
Mgrs. communicate the goals of the organization (Q.56)	68%	66%	+2
My work unit is able to recruit people with the right skills (Q.21)	52%	50%	+2

Decreased on 8 of 71 Positive Scores†

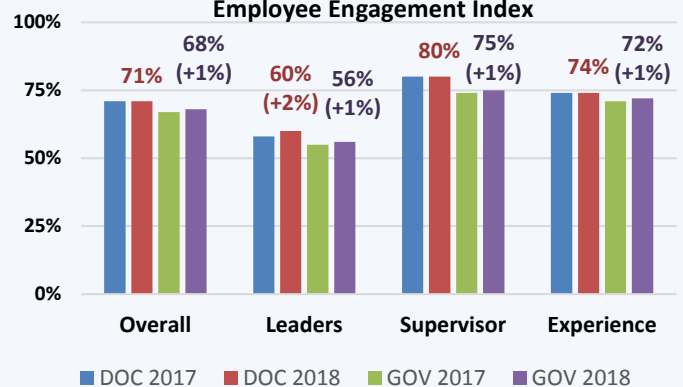
Top 5 Decreases	2018	2017	+/-
Supervisor treats me w/respect (Q.49)	86%	88%	-2
Policies and programs promote diversity in the workplace (Q.34)	64%	65%	-1
Supervisors work well w/ employees of different backgrounds (Q.55)	73%	74%	-1
Supervisor listens to what I have to say (Q.48)	83%	84%	-1
Prohibited Personal Practices are not tolerated (Q.38)	76%	77%	-1

Key Indices

DOC Best Places to Work Index Questions



Employee Engagement Index



* Items also fell in the respective category the previous year

† Based on FEVS Items 1-71

Positive, Neutral, Negative Ratings

POSITIVE		NEUTRAL	NEGATIVE		TOTAL	Don't Know / No Basis to Judge
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		

My Work Experience

1 I am given a real opportunity to improve my skills in my organization.	71%		15%	14%		20,626	N/A
	25%	46%	15%	10%	4%		
	5,270	9,610	3,111	1,909	726		
2 I have enough information to do my job well.	75%		13%	12%		20,632	N/A
	22%	53%	13%	9%	3%		
	4,551	11,013	2,613	1,909	546		
3 I feel encouraged to come up with new and better ways of doing things.	61%		20%	19%		20,564	N/A
	24%	37%	20%	13%	6%		
	4,851	7,471	4,268	2,750	1,224		
4 My work gives me a feeling of personal accomplishment.	76%		14%	10%		20,646	N/A
	32%	44%	14%	7%	3%		
	6,534	9,204	2,815	1,423	670		
5 I like the kind of work I do.	84%		11%	5%		20,632	N/A
	39%	45%	11%	4%	1%		
	7,860	9,296	2,432	777	267		
6 I know what is expected of me on the job.	84%		9%	7%		20,633	N/A
	36%	47%	9%	5%	2%		
	7,686	9,674	1,843	1,034	396		
7 When needed I am willing to put in the extra effort to get a job done.	96%		3%	1%		20,661	N/A
	63%	33%	3%	1%	0%		
	12,910	6,904	612	132	103		
8 I am constantly looking for ways to do my job better.	91%		8%	1%		20,672	N/A
	48%	43%	8%	1%	0%		
	9,795	8,910	1,656	226	85		
9 I have sufficient resources (for example, people, materials, budget) to get my job done.	53%		16%	31%		20,546	35
	14%	39%	16%	20%	11%		
	3,035	8,149	3,181	3,989	2,192		
10 My workload is reasonable.	55%		18%	27%		20,553	27
	12%	43%	18%	18%	10%		
	2,377	8,604	3,663	3,782	2,127		
11 My talents are used well in the workplace.	63%		18%	19%		20,473	46
	18%	45%	18%	12%	7%		
	3,816	9,210	3,667	2,417	1,363		
12 I know how my work relates to the agency's goals.	88%		8%	4%		20,588	38
	36%	52%	8%	3%	1%		
	7,511	10,677	1,520	586	294		
13 The work I do is important.	91%		7%	2%		20,567	42
	49%	42%	7%	2%	1%		
	10,063	8,655	1,368	318	163		

Positive, Neutral, Negative Ratings

14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74%		14%	12%		20,315	329
	31%	43%	14%	8%	4%		
	6,487	8,761	2,715	1,553	799		
15 My performance appraisal is a fair reflection of my performance.	75%		13%	13%		20,527	123
	28%	46%	13%	7%	5%		
	6,087	9,517	2,538	1,430	955		
16 I am held accountable for achieving results.	87%		9%	4%		20,560	53
	36%	52%	9%	3%	1%		
	7,669	10,472	1,718	470	231		
17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67%		19%	14%		19,326	1,321
	29%	38%	19%	7%	7%		
	5,770	7,403	3,698	1,257	1,198		
18 My training needs are assessed.	57%		23%	20%		20,439	217
	17%	41%	23%	13%	6%		
	3,537	8,457	4,615	2,613	1,217		
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).	75%		12%	13%		20,395	290
	34%	41%	12%	8%	5%		
	7,371	8,237	2,270	1,569	948		

My Work Unit

20 The people I work with cooperate to get the job done.	80%		12%	8%		20,676	N/A
	34%	46%	12%	6%	2%		
	7,141	9,440	2,525	1,179	391		
21 My work unit is able to recruit people with the right skills.	52%		25%	23%		19,440	1,218
	13%	39%	25%	15%	8%		
	2,716	7,829	4,694	2,777	1,424		
22 Promotions in my work unit are based on merit.	55%		24%	21%		19,380	1,238
	19%	36%	24%	11%	10%		
	4,086	7,162	4,417	2,042	1,673		
23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43%		29%	28%		17,703	2,930
	11%	32%	29%	16%	12%		
	2,134	5,835	5,084	2,757	1,893		
24 In my work unit, differences in performance are recognized in a meaningful way.	46%		29%	26%		19,016	1,628
	12%	34%	29%	16%	10%		
	2,414	6,611	5,375	2,918	1,698		
25 Awards in my work unit depend on how well employees perform their jobs.	59%		22%	19%		19,370	1,274
	19%	40%	22%	11%	8%		
	3,973	7,946	4,073	1,928	1,450		
26 Employees in my work unit share job knowledge with each other.	78%		13%	10%		20,532	127
	27%	50%	13%	6%	3%		
	5,812	10,292	2,542	1,239	647		
27 The skill level in my work unit has improved in the past year.	60%		28%	11%		19,302	1,332
	20%	41%	28%	8%	4%		
	3,970	7,906	5,392	1,364	670		

Positive, Neutral, Negative Ratings

28 How would you rate the overall quality of work done by your work unit?	89%		9%	2%		20,608	N/A
	48%	41%	9%	1%	0%		
	10,083	8,353	1,860	245	67		
My Agency							
29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85%		10%	5%		20,344	298
	36%	49%	10%	4%	1%		
	7,512	9,870	1,933	791	238		
30 Employees have a feeling of personal empowerment with respect to work processes.	53%		24%	23%		19,895	565
	13%	40%	24%	16%	7%		
	2,697	8,095	4,647	3,044	1,412		
31 Employees are recognized for providing high quality products and services.	60%		20%	20%		20,123	322
	17%	43%	20%	13%	7%		
	3,479	8,752	4,000	2,571	1,321		
32 Creativity and innovation are rewarded.	47%		28%	25%		19,727	649
	13%	34%	28%	16%	9%		
	2,642	6,536	5,654	3,137	1,758		
33 Pay raises depend on how well employees perform their jobs.	43%		26%	31%		19,220	1,213
	13%	31%	26%	18%	13%		
	2,756	6,172	4,813	3,259	2,220		
34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64%		24%	12%		18,539	1,899
	21%	43%	24%	7%	5%		
	4,133	7,996	4,388	1,197	825		
35 Employees are protected from health and safety hazards on the job.	82%		12%	6%		19,882	594
	30%	52%	12%	4%	2%		
	6,214	10,255	2,334	685	394		
36 My organization has prepared employees for potential security threats.	82%		12%	6%		20,123	311
	26%	55%	12%	4%	2%		
	5,520	11,152	2,314	774	363		
37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	65%		20%	15%		18,663	1,785
	24%	41%	20%	8%	7%		
	4,719	7,680	3,623	1,435	1,206		
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.	76%		16%	8%		18,243	2,162
	31%	45%	16%	4%	4%		
	5,924	8,150	2,810	641	718		
39 My agency is successful at accomplishing its mission.	83%		13%	4%		20,030	418
	28%	55%	13%	3%	1%		
	5,782	10,954	2,465	590	239		
40 I recommend my organization as a good place to work.	75%		15%	9%		20,446	N/A
	32%	43%	15%	7%	3%		
	6,897	8,669	3,025	1,304	551		

Positive, Neutral, Negative Ratings

41 I believe the results of this survey will be used to make my agency a better place to work.	52%		25%	22%		18,994	1,470
	20%	33%	25%	13%	9%		
	3,928	6,270	4,719	2,448	1,629		

My Supervisor

42 My supervisor supports my need to balance work and other life issues.	85%		8%	7%		20,324	98
	49%	36%	8%	3%	3%		
	10,200	7,210	1,682	649	583		

43 My supervisor provides me with opportunities to demonstrate my leadership skills.	72%		16%	12%		20,247	156
	36%	36%	16%	7%	5%		
	7,431	7,166	3,309	1,451	890		

44 Discussions with my supervisor about my performance are worthwhile.	73%		14%	13%		20,279	113
	35%	37%	14%	7%	6%		
	7,414	7,585	2,803	1,433	1,044		

45 My supervisor is committed to a workforce representative of all segments of society.	75%		19%	6%		18,402	1,999
	38%	37%	19%	3%	3%		
	7,252	6,800	3,286	521	543		

46 My supervisor provides me with constructive suggestions to improve my job performance.	71%		16%	13%		20,326	91
	33%	38%	16%	8%	5%		
	7,083	7,652	3,093	1,540	958		

47 Supervisors in my work unit support employee development.	75%		14%	10%		20,022	383
	36%	39%	14%	6%	4%		
	7,520	7,849	2,757	1,093	803		

48 My supervisor listens to what I have to say.	83%		9%	8%		20,389	N/A
	47%	36%	9%	5%	3%		
	9,789	7,300	1,776	972	552		

49 My supervisor treats me with respect.	86%		7%	6%		20,397	N/A
	53%	34%	7%	4%	3%		
	11,058	6,736	1,394	701	508		

50 In the last six months, my supervisor has talked with me about my performance.	90%		6%	4%		20,396	N/A
	49%	41%	6%	3%	1%		
	10,235	8,260	1,078	597	226		

51 I have trust and confidence in my supervisor.	76%		13%	11%		20,376	N/A
	45%	31%	13%	6%	5%		
	9,566	6,240	2,437	1,186	947		

52 Overall, how good a job do you feel is being done by your immediate supervisor?	78%		14%	8%		20,378	N/A
	50%	29%	14%	5%	3%		
	10,457	5,770	2,620	923	608		

Leadership

53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47%		26%	27%		19,606	701
	13%	34%	26%	16%	11%		
	2,664	6,644	5,144	3,121	2,033		

54 My organization's senior leaders maintain high standards of honesty and integrity.	59%		25%	16%		18,362	1,905
	20%	40%	25%	8%	8%		
	3,775	7,335	4,499	1,407	1,346		

Positive, Neutral, Negative Ratings

55 Supervisors work well with employees of different backgrounds.	73%		18%	9%		18,733	1,482
	25%	48%	18%	5%	4%		
	4,955	9,028	3,254	881	615		
56 Managers communicate the goals of the organization.	68%		18%	14%		19,838	393
	20%	49%	18%	9%	5%		
	4,048	9,672	3,475	1,699	944		
57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68%		21%	11%		18,762	1,507
	20%	48%	21%	7%	4%		
	3,996	9,060	3,760	1,241	705		
58 Managers promote communication among different work units (for example, about projects, goals, needed resources).	58%		22%	20%		19,118	1,169
	18%	40%	22%	12%	7%		
	3,533	7,710	4,188	2,321	1,366		
59 Managers support collaboration across work units to accomplish work objectives.	62%		22%	16%		19,067	1,140
	19%	43%	22%	10%	6%		
	3,818	8,096	4,081	1,900	1,172		
60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66%		21%	12%		18,185	2,092
	29%	37%	21%	7%	6%		
	5,421	6,829	3,785	1,166	984		
61 I have a high level of respect for my organization's senior leaders.	60%		24%	17%		19,711	546
	23%	37%	24%	10%	7%		
	4,673	7,293	4,614	1,846	1,285		
62 Senior leaders demonstrate support for Work/Life programs.	64%		23%	12%		18,240	2,022
	25%	40%	23%	7%	5%		
	4,658	7,311	4,123	1,219	929		

My Satisfaction

63 How satisfied are you with your involvement in decisions that affect your work?	56%		22%	22%		20,208	N/A
	17%	40%	22%	16%	5%		
	3,483	8,050	4,423	3,189	1,063		
64 How satisfied are you with the information you receive from management on what's going on in your organization?	54%		23%	23%		20,219	N/A
	14%	40%	23%	17%	6%		
	3,011	8,083	4,632	3,298	1,195		
65 How satisfied are you with the recognition you receive for doing a good job?	58%		22%	20%		20,211	N/A
	18%	40%	22%	14%	6%		
	3,879	8,170	4,346	2,631	1,185		
66 How satisfied are you with the policies and practices of your senior leaders?	48%		30%	21%		20,191	N/A
	13%	36%	30%	14%	7%		
	2,693	7,258	6,067	2,865	1,308		
67 How satisfied are you with your opportunity to get a better job in your organization?	42%		31%	27%		20,173	N/A
	13%	29%	31%	17%	11%		
	2,736	6,124	6,051	3,237	2,025		
68 How satisfied are you with the training you receive for your present job?	61%		22%	17%		20,191	N/A
	18%	43%	22%	12%	5%		
	3,694	8,886	4,316	2,362	933		

Positive, Neutral, Negative Ratings

69 Considering everything, how satisfied are you with your job?	73%		15%	12%		20,212	N/A
	25%	48%	15%	8%	3%		
	5,226	9,662	2,993	1,665	666		
70 Considering everything, how satisfied are you with your pay?	66%		17%	17%		20,195	N/A
	21%	45%	17%	12%	5%		
	4,272	9,217	3,323	2,325	1,058		
71 Considering everything, how satisfied are you with your organization?	68%		19%	13%		20,159	N/A
	21%	47%	19%	9%	4%		
	4,381	9,596	3,604	1,825	753		

Notes:

- Don't Know/No Basis to Judge responses were excluded from percentage calculations and total response counts.
- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.
- Positive ratings of 65% or greater are in **bold green** font.
- Neutral ratings of 30% or greater are in **bold blue** font.
- Negative ratings of 35% or greater are in **bold red** font.

Work/Life Programs

I TELEWORK					I DO NOT TELEWORK				TOTAL
Everyday	3 or more days per week	1 or 2 days per week	1 or 2 days per month	Very Infrequently, on an unscheduled or short-term basis	I have to be physically present on the job	Technical issues prevent me from teleworking	Did not receive approval, though I have the kind of job where I can telework	Choose not to telework	Total

Telework Situation

72 Please select the response that BEST describes your current teleworking	79%					21%				20,170
	21% 4,944	6% 1,171	29% 5,914	7% 1,443	16% 2,997	7% 1,076	2% 319	4% 673	9% 1,633	

Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	I choose not to participate	Programs not available to me	Unaware of these programs	Total
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Program Satisfaction

How satisfied are you with the following Work/Life programs in your agency?

73 Telework	45%	30%	8%	3%	2%	5%	7%	1%	19,938
	8,992	5,915	1,557	626	320	1,051	1,338	139	

74 Alternative Work Schedules	49%	27%	7%	1%	1%	8%	5%	1%	20,003
	9,899	5,498	1,306	287	181	1,591	973	268	

75 Health and Wellness Programs	24%	32%	16%	3%	1%	11%	8%	5%	20,140
	4,811	6,389	3,194	578	269	2,261	1,663	975	

76 Employee Assistance Program	14%	19%	24%	2%	1%	27%	2%	11%	20,163
	2,731	3,893	4,781	389	233	5,538	440	2,158	

77 Child Care Programs	8%	10%	21%	2%	1%	39%	10%	10%	20,160
	1,545	2,016	4,289	342	225	7,787	2,022	1,934	

78 Elder Care Programs	5%	6%	21%	1%	1%	37%	9%	20%	20,153
	1,043	1,262	4,247	216	121	7,406	1,806	4,052	

Notes:

- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.

Demographic Characteristics

	Headquarters	Field
79 Where do you work?	58%	42%
	11,631	8,390

	Non-Supervisor	Team Leader	Supervisor	Manager	Sr. Leader
80 What is your supervisory status?	69%	11%	13%	5%	1%
	13,764	2,306	2,656	1,061	289

	Male	Female
81 Are you:	58%	42%
	11,377	8,348

	Yes	No
82 Are you Hispanic or Latino?	6%	94%
	1,096	18,433

	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or More Races
83 Please select the racial category(ies) with which you most closely identify.	0%	15%	13%	0%	69%	3%
	93	2,759	2,411	80	12,995	624

	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)
84 What is the highest degree or level of education you have completed?	0%	2%	1%	7%	3%	35%	31%	22%
	<10	363	163	1,310	552	7,060	6,127	4,324

	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	Senior Executive Service	Senior Level (SL) or Scientific or Professional (ST)	Other
85 What is your pay category/grade?	1%	5%	26%	61%	2%	1%	5%
	209	941	5,111	12,158	311	124	1,076

	3 yrs or less	4-5 yrs	6 -10 yrs	11-14 yrs	15-20 yrs	> 20 yrs
86 How long have you been with the Federal Government (excluding military service)?	10%	8%	23%	17%	16%	26%
	2,073	1,662	4,679	3,319	3,121	5,105

	3 yrs or less	4-5 yrs	6-10 yrs	11-20 yrs	> 20 yrs
87 How long have you been with your current agency (for example, DOJ, EPA)?	15%	10%	24%	31%	20%
	3,040	1,983	4,712	6,099	4,080

Demographic Characteristics

	No	Yes, Retire	Yes, Another Job Within Fed Gov	Yes, Another Job Outside Fed Gov	Yes, Other		
88 Are you considering leaving your organization within the next year, and if so, why?	78% 15,601	4% 788	10% 2,021	4% 775	4% 734		
		Within 1 yr	Between 1 & 3 yrs	Between 3 & 5 yrs	5 or More yrs		
89 I am planning to retire:		2% 449	7% 1,425	8% 1,653	82% 16,273		
		Yes	No				
90 Are you transgender?		0% 58	100% 19,205				
		Straight, that is not gay or lesbian	Gay or Lesbian	Bisexual	Something Else		
91 Which one of the following do you consider yourself to be?		94% 17,851	3%	1% 1,056	2%		
		No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged		
92 What is your US military service status?		87% 17,099	1% 102	3% 657	9% 1,716		
		Yes	No				
93 Are you an individual with a disability?		9% 1,682	91% 17,766				
		25 and under	26-29	30-39	40-49	50-59	60 or older
94 What is your age group?		1% 865	4% 865	26% 5,027	26% 5,095	29% 5,744	14% 2,741

Notes:

- The sum of percentages may not add to 100 due to rounding.

Agency-Specific Items

POSITIVE		NEUTRAL	NEGATIVE		TOTAL
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	

95 My supervisor actively supports my career planning and advancement.	66%		22%	12%		20,044
	33% 6,824	33% 6,686	22% 4,248	7% 1,395	5% 891	

96 I have access to the technology I need to effectively do my work.	76%		11%	12%		20,078
	30% 6,298	46% 9,167	11% 2,143	9% 1,739	4% 731	

97 In my work unit, collaboration and knowledge management are fostered and encouraged.	72%		17%	11%		20,047
	31% 6,430	41% 8,216	17% 3,287	7% 1,408	4% 706	

Notes:

- Don't Know/No Basis to Judge responses were excluded from percentage calculations and total response counts.
- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.
- Positive ratings of 65% or greater are in **bold green** font.
- Neutral ratings of 30% or greater are in **bold blue** font.
- Negative ratings of 35% or greater are in **bold red** font.