## 2014 Federal Employee Viewpoint Survey Results

### Survey Administration Period: May 6, 2014 to June 13, 2014
### Number of surveys completed: 27,639
### Response Rate: 32.6%

#### Percentages are weighted to represent the Agency's population.

**AES prescribed items**

**Unweighted count of responses excluding ‘Do Not Know’ and ‘No Basis to Judge’**

<table>
<thead>
<tr>
<th>Item</th>
<th>N</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am given a real opportunity to improve my skills in my organization.</td>
<td>N</td>
<td>4,995</td>
<td>10,750</td>
<td>4,831</td>
<td>4,665</td>
<td>2,330</td>
<td>27,571</td>
<td>NA</td>
</tr>
<tr>
<td>I have enough information to do my job well.</td>
<td>N</td>
<td>4,835</td>
<td>13,386</td>
<td>4,175</td>
<td>3,542</td>
<td>1,195</td>
<td>27,133</td>
<td>NA</td>
</tr>
<tr>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>N</td>
<td>5,015</td>
<td>9,264</td>
<td>5,000</td>
<td>4,830</td>
<td>2,932</td>
<td>27,041</td>
<td>NA</td>
</tr>
<tr>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>N</td>
<td>8,068</td>
<td>11,638</td>
<td>3,709</td>
<td>2,456</td>
<td>1,504</td>
<td>27,375</td>
<td>NA</td>
</tr>
<tr>
<td>I like the kind of work I do.</td>
<td>N</td>
<td>11,085</td>
<td>11,607</td>
<td>2,668</td>
<td>989</td>
<td>522</td>
<td>26,871</td>
<td>NA</td>
</tr>
<tr>
<td>I know what is expected of me on the job.</td>
<td>N</td>
<td>8,555</td>
<td>12,783</td>
<td>3,095</td>
<td>1,952</td>
<td>852</td>
<td>27,237</td>
<td>NA</td>
</tr>
<tr>
<td>When needed I am willing to put in the extra effort to get a job done.</td>
<td>N</td>
<td>17,022</td>
<td>9,210</td>
<td>715</td>
<td>216</td>
<td>190</td>
<td>27,353</td>
<td>NA</td>
</tr>
<tr>
<td>I am constantly looking for ways to do my job better.</td>
<td>N</td>
<td>13,665</td>
<td>11,530</td>
<td>1,847</td>
<td>271</td>
<td>169</td>
<td>27,482</td>
<td>NA</td>
</tr>
<tr>
<td>I have sufficient resources (for example, people, materials, budget) to get my job done.</td>
<td>N</td>
<td>3,006</td>
<td>9,679</td>
<td>4,410</td>
<td>6,109</td>
<td>4,255</td>
<td>27,459</td>
<td>87</td>
</tr>
<tr>
<td>My workload is reasonable.</td>
<td>N</td>
<td>2,890</td>
<td>11,491</td>
<td>4,459</td>
<td>4,909</td>
<td>3,473</td>
<td>27,222</td>
<td>64</td>
</tr>
<tr>
<td>My talents are used well in the workplace.</td>
<td>N</td>
<td>4,417</td>
<td>10,412</td>
<td>4,202</td>
<td>4,145</td>
<td>2,970</td>
<td>26,146</td>
<td>166</td>
</tr>
<tr>
<td>I know how my work relates to the agency's goals and priorities.</td>
<td>N</td>
<td>8,356</td>
<td>14,355</td>
<td>2,837</td>
<td>1,097</td>
<td>664</td>
<td>27,309</td>
<td>104</td>
</tr>
</tbody>
</table>
## DEPARTMENT OF VETERANS AFFAIRS
### 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

**Survey Administration Period:** May 6, 2014 to June 13, 2014

**Percentages are weighted to represent the Agency's population.**

* AES prescribed items

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

### Survey Administration Period:  May 6, 2014 to June 13, 2014

<table>
<thead>
<tr>
<th>Item</th>
<th>Percent Positive</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>*13. The work I do is important.</td>
<td>N</td>
<td>15,032</td>
<td>10,063</td>
<td>1,338</td>
<td>306</td>
<td>229</td>
<td>26,968</td>
<td>44</td>
</tr>
<tr>
<td>% 93.70</td>
<td>56.52</td>
<td>37.18</td>
<td>4.58</td>
<td>0.97</td>
<td>0.76</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</td>
<td>N</td>
<td>6,011</td>
<td>11,019</td>
<td>3,891</td>
<td>3,893</td>
<td>2,516</td>
<td>27,330</td>
<td>145</td>
</tr>
<tr>
<td>% 61.71</td>
<td>21.43</td>
<td>40.28</td>
<td>14.43</td>
<td>14.43</td>
<td>9.43</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*15. My performance appraisal is a fair reflection of my performance.</td>
<td>N</td>
<td>6,864</td>
<td>10,697</td>
<td>3,999</td>
<td>2,823</td>
<td>2,558</td>
<td>26,941</td>
<td>530</td>
</tr>
<tr>
<td>% 64.67</td>
<td>25.11</td>
<td>39.55</td>
<td>14.99</td>
<td>10.40</td>
<td>9.94</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. I am held accountable for achieving results.</td>
<td>N</td>
<td>8,536</td>
<td>14,038</td>
<td>3,183</td>
<td>876</td>
<td>566</td>
<td>27,199</td>
<td>154</td>
</tr>
<tr>
<td>% 82.30</td>
<td>30.73</td>
<td>51.57</td>
<td>12.19</td>
<td>3.28</td>
<td>2.22</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>N</td>
<td>5,710</td>
<td>9,278</td>
<td>5,232</td>
<td>3,806</td>
<td>3,491</td>
<td>26,517</td>
<td>878</td>
</tr>
<tr>
<td>% 56.08</td>
<td>20.62</td>
<td>35.45</td>
<td>19.97</td>
<td>13.31</td>
<td>9.43</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*18. My training needs are assessed.</td>
<td>N</td>
<td>3,893</td>
<td>10,455</td>
<td>6,211</td>
<td>3,939</td>
<td>2,574</td>
<td>27,072</td>
<td>315</td>
</tr>
<tr>
<td>% 54.56</td>
<td>14.58</td>
<td>39.98</td>
<td>22.80</td>
<td>13.84</td>
<td>8.80</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*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).</td>
<td>N</td>
<td>7,822</td>
<td>10,589</td>
<td>3,500</td>
<td>2,613</td>
<td>2,295</td>
<td>26,819</td>
<td>733</td>
</tr>
<tr>
<td>% 68.42</td>
<td>28.81</td>
<td>39.61</td>
<td>13.31</td>
<td>9.55</td>
<td>8.72</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*20. The people I work with cooperate to get the job done.</td>
<td>N</td>
<td>6,577</td>
<td>12,014</td>
<td>4,165</td>
<td>3,295</td>
<td>1,387</td>
<td>27,438</td>
<td>NA</td>
</tr>
<tr>
<td>% 66.55</td>
<td>22.98</td>
<td>43.57</td>
<td>15.63</td>
<td>12.40</td>
<td>5.43</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*21. My work unit is able to recruit people with the right skills.</td>
<td>N</td>
<td>2,556</td>
<td>9,518</td>
<td>6,519</td>
<td>5,178</td>
<td>3,084</td>
<td>26,855</td>
<td>702</td>
</tr>
<tr>
<td>% 45.47</td>
<td>9.76</td>
<td>35.71</td>
<td>24.28</td>
<td>18.94</td>
<td>11.31</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*22. Promotions in my work unit are based on merit.</td>
<td>N</td>
<td>2,007</td>
<td>5,952</td>
<td>7,584</td>
<td>4,916</td>
<td>5,057</td>
<td>25,516</td>
<td>1,774</td>
</tr>
<tr>
<td>% 30.15</td>
<td>7.49</td>
<td>22.66</td>
<td>30.07</td>
<td>19.30</td>
<td>20.47</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>N</td>
<td>1,537</td>
<td>5,906</td>
<td>6,478</td>
<td>5,605</td>
<td>6,057</td>
<td>25,583</td>
<td>1,806</td>
</tr>
<tr>
<td>% 28.37</td>
<td>5.88</td>
<td>22.49</td>
<td>25.53</td>
<td>21.86</td>
<td>24.24</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*24. In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>N</td>
<td>1,779</td>
<td>6,523</td>
<td>7,203</td>
<td>5,858</td>
<td>4,852</td>
<td>26,215</td>
<td>1,274</td>
</tr>
<tr>
<td>% 31.31</td>
<td>6.68</td>
<td>24.63</td>
<td>27.80</td>
<td>22.05</td>
<td>18.84</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
</tbody>
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### DEPARTMENT OF VETERANS AFFAIRS
#### 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.
* AES prescribed items
** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

#### Summary
- Number of surveys completed: 27,639
- **Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'**
  - Response Rate: 32.6%

#### Survey Administration Period
- May 6, 2014 to June 13, 2014

#### Sample or Census
- Sample

#### Percentages are weighted to represent the Agency's population.

#### Number of surveys administered:
- 84,862

#### Number of surveys completed:
- 27,639

### Item Responses

#### Item: 25. Awards in my work unit depend on how well employees perform their jobs.
- **Percent Positive:** 36.29%
- **Strongly Agree:** 7,206
- **Agree:** 6,701
- **Neither Agree nor Disagree:** 4,504
- **Disagree:** 4,944
- **Strongly Disagree:** 25,690
- **Do Not Know/No Basis to Judge:** 1,740

#### Item: 26. Employees in my work unit share job knowledge with each other.
- **Percent Positive:** 69.11%
- **Strongly Agree:** 13,450
- **Agree:** 4,122
- **Neither Agree nor Disagree:** 2,361
- **Disagree:** 1,724
- **Strongly Disagree:** 27,315
- **Do Not Know/No Basis to Judge:** 139

#### Item: 27. The skill level in my work unit has improved in the past year.
- **Percent Positive:** 51.93%
- **Strongly Agree:** 9,885
- **Agree:** 7,649
- **Neither Agree nor Disagree:** 2,823
- **Disagree:** 2,089
- **Strongly Disagree:** 26,541
- **Do Not Know/No Basis to Judge:** 948

#### Item: 28. How would you rate the overall quality of work done by your work unit?
- **Percent Positive:** 80.75%
- **Very Good:** 11,379
- **Good:** 11,026
- **Fair:** 3,963
- **Poor:** 739
- **Very Poor:** 329
- **Do Not Know/No Basis to Judge:** NA

#### Item: 29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
- **Percent Positive:** 67.36%
- **Strongly Agree:** 3,733
- **Agree:** 13,839
- **Neither Agree nor Disagree:** 5,066
- **Disagree:** 2,649
- **Strongly Disagree:** 1,004
- **Item Response Total:** 26,291
- **Do Not Know/No Basis to Judge:** 399

#### Item: 30. Employees have a feeling of personal empowerment with respect to work processes.
- **Percent Positive:** 39.88%
- **Strongly Agree:** 2,237
- **Agree:** 8,115
- **Neither Agree nor Disagree:** 6,519
- **Disagree:** 5,795
- **Strongly Disagree:** 3,563
- **Item Response Total:** 26,229
- **Do Not Know/No Basis to Judge:** 460

#### Item: 31. Employees are recognized for providing high quality products and services.
- **Percent Positive:** 41.14%
- **Strongly Agree:** 2,542
- **Agree:** 8,345
- **Neither Agree nor Disagree:** 6,183
- **Disagree:** 5,368
- **Strongly Disagree:** 3,675
- **Item Response Total:** 26,113
- **Do Not Know/No Basis to Judge:** 481

#### Item: 32. Creativity and innovation are rewarded.
- **Percent Positive:** 32.66%
- **Strongly Agree:** 2,135
- **Agree:** 6,340
- **Neither Agree nor Disagree:** 7,315
- **Disagree:** 5,743
- **Strongly Disagree:** 4,239
- **Item Response Total:** 25,772
- **Do Not Know/No Basis to Judge:** 786

#### Item: 33. Pay raises depend on how well employees perform their jobs.
- **Percent Positive:** 20.40%
- **Strongly Agree:** 1,168
- **Agree:** 3,803
- **Neither Agree nor Disagree:** 6,435
- **Disagree:** 6,637
- **Strongly Disagree:** 6,765
- **Item Response Total:** 24,808
- **Do Not Know/No Basis to Judge:** 1,659
# Department of Veterans Affairs
## 2014 Federal Employee Viewpoint Survey Results

### Survey Administration Period:
May 6, 2014 to June 13, 2014

### Percentages are weighted to represent the Agency's population.
* AES prescribed items
** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

## Survey Administration Period:
May 6, 2014 to June 13, 2014

### Sample or Census:
Sample

### Number of surveys completed:
27,639

### Number of surveys administered:
84,862

### Response Rate:
32.6%

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<tr>
<th>Item</th>
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<th>Strongly Agree</th>
<th>Agree</th>
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<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).</td>
<td>N 54.43%</td>
<td>3,438</td>
<td>10,285</td>
<td>7,124</td>
<td>1,978</td>
<td>2,054</td>
<td>24,879</td>
<td>1,753</td>
</tr>
<tr>
<td>35. Employees are protected from health and safety hazards on the job.</td>
<td>N 71.65%</td>
<td>5,212</td>
<td>13,853</td>
<td>3,888</td>
<td>1,933</td>
<td>1,392</td>
<td>26,278</td>
<td>282</td>
</tr>
<tr>
<td>36. My organization has prepared employees for potential security threats.</td>
<td>N 66.88%</td>
<td>4,276</td>
<td>13,341</td>
<td>4,769</td>
<td>2,301</td>
<td>1,446</td>
<td>26,133</td>
<td>425</td>
</tr>
<tr>
<td>37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</td>
<td>N 47.58%</td>
<td>3,713</td>
<td>8,471</td>
<td>5,836</td>
<td>3,404</td>
<td>3,894</td>
<td>25,318</td>
<td>1,227</td>
</tr>
<tr>
<td>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.</td>
<td>N 59.90%</td>
<td>4,944</td>
<td>10,009</td>
<td>5,305</td>
<td>1,862</td>
<td>2,495</td>
<td>24,615</td>
<td>1,777</td>
</tr>
<tr>
<td>39. My agency is successful at accomplishing its mission.</td>
<td>N 64.94%</td>
<td>4,230</td>
<td>12,764</td>
<td>5,883</td>
<td>1,960</td>
<td>1,184</td>
<td>26,021</td>
<td>504</td>
</tr>
<tr>
<td>40. I recommend my organization as a good place to work.</td>
<td>N 61.53%</td>
<td>5,567</td>
<td>10,549</td>
<td>5,919</td>
<td>2,942</td>
<td>1,532</td>
<td>26,509</td>
<td>NA</td>
</tr>
<tr>
<td>41. I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>N 41.81%</td>
<td>3,415</td>
<td>6,344</td>
<td>6,532</td>
<td>4,150</td>
<td>3,702</td>
<td>24,143</td>
<td>2,401</td>
</tr>
<tr>
<td>42. My supervisor supports my need to balance work and other life issues.</td>
<td>N 70.03%</td>
<td>8,213</td>
<td>10,511</td>
<td>3,492</td>
<td>1,926</td>
<td>2,070</td>
<td>26,212</td>
<td>202</td>
</tr>
<tr>
<td>43. My supervisor provides me with opportunities to demonstrate my leadership skills.</td>
<td>N 58.50%</td>
<td>6,568</td>
<td>8,920</td>
<td>4,967</td>
<td>3,036</td>
<td>2,685</td>
<td>26,176</td>
<td>162</td>
</tr>
<tr>
<td>44. Discussions with my supervisor about my performance are worthwhile.</td>
<td>N 58.44%</td>
<td>6,431</td>
<td>8,756</td>
<td>4,921</td>
<td>2,776</td>
<td>2,844</td>
<td>25,728</td>
<td>386</td>
</tr>
</tbody>
</table>
### DEPARTMENT OF VETERANS AFFAIRS
#### 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

<table>
<thead>
<tr>
<th>Item</th>
<th>Percent Positive</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>45. My supervisor is committed to a workforce representative of all segments of society.</td>
<td>N % 62.45</td>
<td>6,512</td>
<td>9,062</td>
<td>5,616</td>
<td>1,408</td>
<td>1,916</td>
<td>24,514</td>
<td>1,807</td>
</tr>
<tr>
<td>46. My supervisor provides me with constructive suggestions to improve my job performance.</td>
<td>N % 57.59</td>
<td>6,073</td>
<td>9,016</td>
<td>5,326</td>
<td>2,957</td>
<td>2,713</td>
<td>26,085</td>
<td>174</td>
</tr>
<tr>
<td>*47. Supervisors in my work unit support employee development.</td>
<td>N % 59.38</td>
<td>6,305</td>
<td>9,276</td>
<td>4,967</td>
<td>2,569</td>
<td>2,760</td>
<td>25,877</td>
<td>425</td>
</tr>
<tr>
<td>48. My supervisor listens to what I have to say.</td>
<td>N % 69.49</td>
<td>8,327</td>
<td>10,193</td>
<td>3,628</td>
<td>2,611</td>
<td>1,521</td>
<td>26,280</td>
<td>NA</td>
</tr>
<tr>
<td>49. My supervisor treats me with respect.</td>
<td>N % 75.41</td>
<td>9,666</td>
<td>10,251</td>
<td>3,096</td>
<td>1,708</td>
<td>1,409</td>
<td>26,130</td>
<td>NA</td>
</tr>
<tr>
<td>50. In the last six months, my supervisor has talked with me about my performance.</td>
<td>N % 74.19</td>
<td>7,976</td>
<td>11,742</td>
<td>2,781</td>
<td>2,528</td>
<td>1,180</td>
<td>26,207</td>
<td>NA</td>
</tr>
<tr>
<td>*51. I have trust and confidence in my supervisor.</td>
<td>N % 60.44</td>
<td>8,134</td>
<td>7,974</td>
<td>4,683</td>
<td>2,751</td>
<td>2,680</td>
<td>26,222</td>
<td>NA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Item</th>
<th>Percent Positive</th>
<th>Very Good</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>Very Poor</th>
<th>Item Response Total</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>*52. Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>N % 64.50</td>
<td>9,640</td>
<td>7,538</td>
<td>5,045</td>
<td>2,090</td>
<td>1,887</td>
<td>26,200</td>
<td>NA</td>
</tr>
</tbody>
</table>
### 2014 Federal Employee Viewpoint Survey Results

**Survey Administration Period:** May 6, 2014 to June 13, 2014

**Percentages are weighted to represent the Agency's population.**

* AES prescribed items

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

<table>
<thead>
<tr>
<th>Item</th>
<th>Percent Positive</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>N53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>N</td>
<td>2,495</td>
<td>6,685</td>
<td>6,218</td>
<td>5,235</td>
<td>4,750</td>
<td>25,383</td>
<td>581</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>36.06</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N54. My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>N</td>
<td>3,296</td>
<td>7,592</td>
<td>6,554</td>
<td>3,181</td>
<td>3,926</td>
<td>24,549</td>
<td>1,352</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>43.88</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N55. Supervisors work well with employees of different backgrounds.</td>
<td>N</td>
<td>3,883</td>
<td>10,374</td>
<td>5,967</td>
<td>2,037</td>
<td>2,118</td>
<td>24,379</td>
<td>1,348</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>57.74</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N56. Managers communicate the goals and priorities of the organization.</td>
<td>N</td>
<td>3,572</td>
<td>11,061</td>
<td>5,476</td>
<td>2,796</td>
<td>2,473</td>
<td>25,378</td>
<td>427</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>57.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</td>
<td>N</td>
<td>3,552</td>
<td>10,585</td>
<td>6,011</td>
<td>2,186</td>
<td>1,975</td>
<td>24,309</td>
<td>1,491</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>57.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N58. Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>N</td>
<td>3,107</td>
<td>8,711</td>
<td>6,036</td>
<td>3,795</td>
<td>3,244</td>
<td>24,893</td>
<td>933</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>47.26</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N59. Managers support collaboration across work units to accomplish work objectives.</td>
<td>N</td>
<td>3,228</td>
<td>9,034</td>
<td>6,229</td>
<td>3,292</td>
<td>3,017</td>
<td>24,800</td>
<td>993</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>48.71</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>N</td>
<td>4,939</td>
<td>7,393</td>
<td>5,960</td>
<td>2,710</td>
<td>2,656</td>
<td>23,658</td>
<td>2,113</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>51.49</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N61. I have a high level of respect for my organization's senior leaders.</td>
<td>N</td>
<td>4,285</td>
<td>7,443</td>
<td>6,433</td>
<td>3,724</td>
<td>3,404</td>
<td>25,289</td>
<td>496</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>46.34</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item</td>
<td>Percent Positive</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neither Agree nor Disagree</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td>Item Response Total**</td>
<td>Do Not Know/ No Basis to Judge</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------------</td>
<td>----------------</td>
<td>-------</td>
<td>----------------------------</td>
<td>----------</td>
<td>-------------------</td>
<td>------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>62. Senior leaders demonstrate support for Work/Life programs.</td>
<td>N</td>
<td>42.82</td>
<td>3,225</td>
<td>6,548</td>
<td>7,190</td>
<td>2,856</td>
<td>2,680</td>
<td>22,499</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>13.91</td>
<td>28.91</td>
<td>32.77</td>
<td>12.52</td>
<td>11.88</td>
<td>100.0</td>
</tr>
<tr>
<td>63. How satisfied are you with your involvement in decisions that affect your work?</td>
<td>N</td>
<td>44.26</td>
<td>3,001</td>
<td>8,374</td>
<td>6,088</td>
<td>5,688</td>
<td>2,426</td>
<td>25,577</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>11.43</td>
<td>32.83</td>
<td>24.00</td>
<td>22.14</td>
<td>9.60</td>
<td>100.0</td>
</tr>
<tr>
<td>64. How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>N</td>
<td>42.88</td>
<td>2,647</td>
<td>8,339</td>
<td>6,306</td>
<td>5,666</td>
<td>2,552</td>
<td>25,510</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>10.20</td>
<td>32.68</td>
<td>25.44</td>
<td>21.86</td>
<td>9.82</td>
<td>100.0</td>
</tr>
<tr>
<td>65. How satisfied are you with the recognition you receive for doing a good job?</td>
<td>N</td>
<td>41.78</td>
<td>3,100</td>
<td>7,663</td>
<td>5,982</td>
<td>5,348</td>
<td>3,285</td>
<td>25,378</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>11.76</td>
<td>30.02</td>
<td>23.41</td>
<td>21.41</td>
<td>13.39</td>
<td>100.0</td>
</tr>
<tr>
<td>66. How satisfied are you with the policies and practices of your senior leaders?</td>
<td>N</td>
<td>37.31</td>
<td>2,338</td>
<td>7,111</td>
<td>7,596</td>
<td>5,379</td>
<td>3,033</td>
<td>25,457</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>9.08</td>
<td>28.23</td>
<td>30.48</td>
<td>20.55</td>
<td>11.66</td>
<td>100.0</td>
</tr>
<tr>
<td>67. How satisfied are you with your opportunity to get a better job in your organization?</td>
<td>N</td>
<td>34.08</td>
<td>2,351</td>
<td>6,358</td>
<td>7,252</td>
<td>5,239</td>
<td>4,250</td>
<td>25,450</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>9.05</td>
<td>25.03</td>
<td>28.40</td>
<td>20.61</td>
<td>16.91</td>
<td>100.0</td>
</tr>
<tr>
<td>68. How satisfied are you with the training you receive for your present job?</td>
<td>N</td>
<td>51.87</td>
<td>3,306</td>
<td>9,635</td>
<td>6,052</td>
<td>4,036</td>
<td>2,422</td>
<td>25,451</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>13.14</td>
<td>38.74</td>
<td>23.74</td>
<td>15.35</td>
<td>9.03</td>
<td>100.0</td>
</tr>
<tr>
<td>69. Considering everything, how satisfied are you with your job?</td>
<td>N</td>
<td>63.54</td>
<td>5,189</td>
<td>10,902</td>
<td>4,687</td>
<td>3,027</td>
<td>1,651</td>
<td>25,456</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>20.40</td>
<td>43.13</td>
<td>18.58</td>
<td>11.47</td>
<td>6.40</td>
<td>100.0</td>
</tr>
<tr>
<td>70. Considering everything, how satisfied are you with your pay?</td>
<td>N</td>
<td>49.19</td>
<td>3,546</td>
<td>9,761</td>
<td>4,635</td>
<td>4,751</td>
<td>2,741</td>
<td>25,434</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>12.54</td>
<td>36.65</td>
<td>18.96</td>
<td>19.95</td>
<td>11.89</td>
<td>100.0</td>
</tr>
<tr>
<td>71. Considering everything, how satisfied are you with your organization?</td>
<td>N</td>
<td>52.80</td>
<td>3,405</td>
<td>9,972</td>
<td>5,952</td>
<td>4,015</td>
<td>2,149</td>
<td>25,493</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td></td>
<td>13.30</td>
<td>39.50</td>
<td>23.68</td>
<td>15.24</td>
<td>8.28</td>
<td>100.0</td>
</tr>
</tbody>
</table>
### 72. Have you been notified whether or not you are eligible to telework?

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I was notified that I was eligible to telework.</td>
<td>5,814</td>
<td>14.84</td>
</tr>
<tr>
<td>Yes, I was notified that I was not eligible to telework.</td>
<td>8,913</td>
<td>36.92</td>
</tr>
<tr>
<td>No, I was not notified of my telework eligibility.</td>
<td>7,966</td>
<td>35.71</td>
</tr>
<tr>
<td>Not sure if I was notified of my telework eligibility.</td>
<td>2,715</td>
<td>12.53</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,408</td>
<td>100.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I telework 3 or more days per week.</td>
<td>1,392</td>
<td>4.08</td>
</tr>
<tr>
<td>I telework 1 or 2 days per week.</td>
<td>1,333</td>
<td>3.05</td>
</tr>
<tr>
<td>I telework, but no more than 1 or 2 days per month.</td>
<td>457</td>
<td>1.15</td>
</tr>
<tr>
<td>I telework very infrequently, on an unscheduled or short-term basis.</td>
<td>1,276</td>
<td>3.33</td>
</tr>
<tr>
<td>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</td>
<td>9,580</td>
<td>44.24</td>
</tr>
<tr>
<td>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</td>
<td>1,011</td>
<td>4.22</td>
</tr>
<tr>
<td>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.</td>
<td>6,888</td>
<td>29.11</td>
</tr>
<tr>
<td>I do not telework because I choose not to telework.</td>
<td>2,606</td>
<td>10.82</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,543</td>
<td>100.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>5,196</td>
<td>17.14</td>
</tr>
<tr>
<td>No</td>
<td>12,289</td>
<td>50.28</td>
</tr>
<tr>
<td>Not available to me</td>
<td>7,734</td>
<td>32.58</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,219</td>
<td>100.00</td>
</tr>
</tbody>
</table>
## Survey Results

### 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>5,353</td>
<td>21.64</td>
</tr>
<tr>
<td>No</td>
<td>16,779</td>
<td>67.06</td>
</tr>
<tr>
<td>Not available to me</td>
<td>2,920</td>
<td>11.30</td>
</tr>
<tr>
<td>Total</td>
<td>25,052</td>
<td>100.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>2,968</td>
<td>12.39</td>
</tr>
<tr>
<td>No</td>
<td>20,245</td>
<td>80.45</td>
</tr>
<tr>
<td>Not available to me</td>
<td>1,651</td>
<td>7.16</td>
</tr>
<tr>
<td>Total</td>
<td>24,864</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### 77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>827</td>
<td>3.79</td>
</tr>
<tr>
<td>No</td>
<td>20,132</td>
<td>78.74</td>
</tr>
<tr>
<td>Not available to me</td>
<td>4,279</td>
<td>17.47</td>
</tr>
<tr>
<td>Total</td>
<td>25,238</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### 78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>780</td>
<td>3.55</td>
</tr>
<tr>
<td>No</td>
<td>20,218</td>
<td>79.20</td>
</tr>
<tr>
<td>Not available to me</td>
<td>4,314</td>
<td>17.25</td>
</tr>
<tr>
<td>Total</td>
<td>25,312</td>
<td>100.00</td>
</tr>
</tbody>
</table>
### DEPARTMENT OF VETERANS AFFAIRS
### 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>N</th>
<th>Positive</th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Item Response Total**</th>
<th>Do Not Know/ No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>79.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Telework</td>
<td>N</td>
<td>66.27</td>
<td>1,645</td>
<td>1,532</td>
<td>806</td>
<td>355</td>
<td>193</td>
<td>4,531</td>
<td>809</td>
</tr>
<tr>
<td>80.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)</td>
<td>N</td>
<td>79.73</td>
<td>1,929</td>
<td>2,233</td>
<td>609</td>
<td>161</td>
<td>93</td>
<td>5,025</td>
<td>300</td>
</tr>
<tr>
<td>81.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</td>
<td>N</td>
<td>71.25</td>
<td>936</td>
<td>2,640</td>
<td>1,174</td>
<td>184</td>
<td>63</td>
<td>4,997</td>
<td>692</td>
</tr>
<tr>
<td>82.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)</td>
<td>N</td>
<td>68.59</td>
<td>607</td>
<td>1,305</td>
<td>724</td>
<td>116</td>
<td>61</td>
<td>2,813</td>
<td>699</td>
</tr>
<tr>
<td>83.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</td>
<td>N</td>
<td>64.17</td>
<td>166</td>
<td>281</td>
<td>228</td>
<td>23</td>
<td>18</td>
<td>716</td>
<td>324</td>
</tr>
<tr>
<td>84.</td>
<td>How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)</td>
<td>N</td>
<td>69.76</td>
<td>156</td>
<td>300</td>
<td>188</td>
<td>16</td>
<td>7</td>
<td>667</td>
<td>252</td>
</tr>
</tbody>
</table>

### Notes
- **AES prescribed items**
- **Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'**
- Percentages are weighted to represent the Agency's population.
- * Sample or Census: Sample
- Number of surveys completed: 27,639
- Number of surveys administered: 84,862
- Response Rate: 32.6%
### Where do you work?

<table>
<thead>
<tr>
<th>Location</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headquarters</td>
<td>9,969</td>
<td>40.37</td>
</tr>
<tr>
<td>Field</td>
<td>14,726</td>
<td>59.63</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24,695</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

### What is your supervisory status?

<table>
<thead>
<tr>
<th>Supervisory Status</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Supervisor</td>
<td>17,685</td>
<td>70.46</td>
</tr>
<tr>
<td>Team Leader</td>
<td>3,613</td>
<td>14.39</td>
</tr>
<tr>
<td>Supervisor</td>
<td>2,311</td>
<td>9.21</td>
</tr>
<tr>
<td>Manager</td>
<td>1,090</td>
<td>4.34</td>
</tr>
<tr>
<td>Senior Leader</td>
<td>402</td>
<td>1.60</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25,101</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

### Are you:

<table>
<thead>
<tr>
<th>Gender</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10,060</td>
<td>40.36</td>
</tr>
<tr>
<td>Female</td>
<td>14,864</td>
<td>59.64</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24,924</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

### Are you Hispanic or Latino?

<table>
<thead>
<tr>
<th>Hispanic or Latino</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1,875</td>
<td>7.58</td>
</tr>
<tr>
<td>No</td>
<td>22,852</td>
<td>92.42</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24,727</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>
### Please select the racial category or categories with which you most closely identify.

<table>
<thead>
<tr>
<th>Racial Category</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>365</td>
<td>1.51</td>
</tr>
<tr>
<td>Asian</td>
<td>1,151</td>
<td>4.77</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4,377</td>
<td>18.14</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>203</td>
<td>0.84</td>
</tr>
<tr>
<td>White</td>
<td>17,073</td>
<td>70.76</td>
</tr>
<tr>
<td>Two or more races</td>
<td>960</td>
<td>3.98</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,129</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### What is the highest degree or level of education you have completed?

<table>
<thead>
<tr>
<th>Education Level</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than High School</td>
<td>56</td>
<td>0.22</td>
</tr>
<tr>
<td>High School Diploma/GED or equivalent</td>
<td>1,327</td>
<td>5.30</td>
</tr>
<tr>
<td>Trade or Technical Certificate</td>
<td>1,257</td>
<td>5.02</td>
</tr>
<tr>
<td>Some College (no degree)</td>
<td>3,982</td>
<td>15.90</td>
</tr>
<tr>
<td>Associate's Degree (e.g., AA, AS)</td>
<td>3,136</td>
<td>12.52</td>
</tr>
<tr>
<td>Bachelor's Degree (e.g., BA, BS)</td>
<td>7,031</td>
<td>28.07</td>
</tr>
<tr>
<td>Master's Degree (e.g., MA, MS, MBA)</td>
<td>5,778</td>
<td>23.06</td>
</tr>
<tr>
<td>Doctoral/Professional Degree (e.g., Ph.D., MD, JD)</td>
<td>2,484</td>
<td>9.92</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,051</td>
<td>100.00</td>
</tr>
</tbody>
</table>
### What is your pay category/grade?

<table>
<thead>
<tr>
<th>Pay Category/Grade</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Wage System</td>
<td>1,511</td>
<td>6.05</td>
</tr>
<tr>
<td>GS 1-6</td>
<td>5,038</td>
<td>20.18</td>
</tr>
<tr>
<td>GS 7-12</td>
<td>10,176</td>
<td>40.75</td>
</tr>
<tr>
<td>GS 13-15</td>
<td>4,833</td>
<td>19.36</td>
</tr>
<tr>
<td>Senior Executive Service</td>
<td>195</td>
<td>0.78</td>
</tr>
<tr>
<td>Senior Level (SL) or Scientific or Professional (ST)</td>
<td>260</td>
<td>1.04</td>
</tr>
<tr>
<td>Other</td>
<td>2,956</td>
<td>11.84</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,969</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### How long have you been with the Federal Government (excluding military service)?

<table>
<thead>
<tr>
<th>Tenure Duration</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>732</td>
<td>2.91</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>4,099</td>
<td>16.31</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>3,544</td>
<td>14.10</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>5,928</td>
<td>23.59</td>
</tr>
<tr>
<td>11 to 14 years</td>
<td>2,962</td>
<td>11.79</td>
</tr>
<tr>
<td>15 to 20 years</td>
<td>2,283</td>
<td>9.09</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>5,578</td>
<td>22.20</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,126</td>
<td>100.00</td>
</tr>
</tbody>
</table>
### How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

<table>
<thead>
<tr>
<th>Duration</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>1,173</td>
<td>4.71</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>5,502</td>
<td>22.08</td>
</tr>
<tr>
<td>4 to 5 years</td>
<td>3,886</td>
<td>15.60</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>5,973</td>
<td>23.97</td>
</tr>
<tr>
<td>11 to 20 years</td>
<td>4,324</td>
<td>17.35</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>4,059</td>
<td>16.29</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,917</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### Are you considering leaving your organization within the next year, and if so, why?

<table>
<thead>
<tr>
<th>Reason</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>16,473</td>
<td>65.71</td>
</tr>
<tr>
<td>Yes, to retire</td>
<td>1,457</td>
<td>5.81</td>
</tr>
<tr>
<td>Yes, to take another job within the Federal Government</td>
<td>4,364</td>
<td>17.41</td>
</tr>
<tr>
<td>Yes, to take another job outside the Federal Government</td>
<td>1,209</td>
<td>4.82</td>
</tr>
<tr>
<td>Yes, other</td>
<td>1,565</td>
<td>6.24</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,068</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### I am planning to retire:

<table>
<thead>
<tr>
<th>Duration</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within one year</td>
<td>897</td>
<td>3.62</td>
</tr>
<tr>
<td>Between one and three years</td>
<td>2,360</td>
<td>9.54</td>
</tr>
<tr>
<td>Between three and five years</td>
<td>2,720</td>
<td>10.99</td>
</tr>
<tr>
<td>Five or more years</td>
<td>18,769</td>
<td>75.85</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,746</td>
<td>100.00</td>
</tr>
</tbody>
</table>
### Self-Identify as:

<table>
<thead>
<tr>
<th>Identity</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual or Straight</td>
<td>20,037</td>
<td>83.51</td>
</tr>
<tr>
<td>Gay, Lesbian, Bisexual, or Transgender</td>
<td>784</td>
<td>3.27</td>
</tr>
<tr>
<td>I prefer not to say</td>
<td>3,173</td>
<td>13.22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>23,994</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### What is your US military service status?

<table>
<thead>
<tr>
<th>Service Status</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Prior Military Service</td>
<td>15,421</td>
<td>62.13</td>
</tr>
<tr>
<td>Currently in National Guard or Reserves</td>
<td>412</td>
<td>1.66</td>
</tr>
<tr>
<td>Retired</td>
<td>2,974</td>
<td>11.98</td>
</tr>
<tr>
<td>Separated or Discharged</td>
<td>6,014</td>
<td>24.23</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,821</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### Are you an individual with a disability?

<table>
<thead>
<tr>
<th>Disability</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>6,064</td>
<td>24.37</td>
</tr>
<tr>
<td>No</td>
<td>18,823</td>
<td>75.63</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,887</td>
<td>100.00</td>
</tr>
</tbody>
</table>

### What is your age group?

<table>
<thead>
<tr>
<th>Age Group</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 and under</td>
<td>153</td>
<td>0.55</td>
</tr>
<tr>
<td>26-29</td>
<td>815</td>
<td>2.95</td>
</tr>
<tr>
<td>30-39</td>
<td>4,272</td>
<td>15.46</td>
</tr>
<tr>
<td>40-49</td>
<td>6,960</td>
<td>25.18</td>
</tr>
<tr>
<td>50-59</td>
<td>10,300</td>
<td>37.27</td>
</tr>
<tr>
<td>60 or older</td>
<td>5,139</td>
<td>18.59</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27,639</td>
<td>100.00</td>
</tr>
</tbody>
</table>