

Federal Retirement Thrift Investment Board
Federal Employee Viewpoint Survey Results: 2023
Annual Employee Survey (AES) Summary Report

**Core Survey Questions
Q1-15, 17-90**

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	80%	43%	37%	11%	4%	5%	9%	72	71	19	8	7	177	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	75%	36%	39%	13%	5%	7%	12%	61	72	22	10	10	175	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	72%	35%	37%	13%	9%	5%	15%	59	67	25	18	8	177	N/A
4	I know what is expected of me on the job.	Agree-disagree	84%	43%	41%	7%	4%	4%	9%	73	76	12	7	7	175	N/A
5	*My workload is reasonable.	Agree-disagree	72%	32%	40%	10%	10%	7%	17%	53	75	18	18	12	176	N/A
6	*My talents are used well in the workplace.	Agree-disagree	73%	30%	43%	12%	7%	8%	15%	52	78	21	13	12	176	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	85%	45%	40%	9%	1%	5%	6%	74	75	16	2	7	174	N/A

8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	70%	41%	29%	16%	5%	9%	14%	70	50	26	8	13	167	10
9	I have enough information to do my job well.	Agree-disagree	76%	34%	42%	11%	9%	5%	13%	57	78	19	16	7	177	N/A
10	I receive the training I need to do my job well.	Agree-disagree	77%	38%	39%	14%	4%	5%	9%	65	74	23	7	7	176	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	89%	44%	45%	8%	2%	2%	3%	76	83	13	2	3	177	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	85%	38%	47%	9%	4%	3%	7%	64	86	16	6	4	176	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	79%	33%	46%	11%	5%	5%	10%	57	85	19	8	8	177	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	72%	27%	46%	17%	5%	6%	11%	47	83	28	10	9	177	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	88%	53%	35%	7%	2%	2%	4%	92	65	12	4	3	176	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	57%	16%	41%	19%	11%	13%	24%	25	64	32	18	17	156	20
18	Employees in my work unit share job knowledge.	Agree-disagree	87%	40%	48%	7%	3%	2%	6%	67	87	12	6	4	176	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	83%	36%	47%	11%	3%	3%	6%	60	86	19	5	5	175	2
20	Employees in my work unit meet the needs of our customers.	Always-never	96%	55%	41%	3%	0%	1%	1%	91	68	5	0	2	166	9

21	Employees in my work unit contribute positively to my agency's performance.	Always-never	95%	64%	30%	4%	0%	1%	1%	108	52	8	0	2	170	6
22	Employees in my work unit produce high-quality work.	Always-never	91%	60%	31%	7%	0%	1%	2%	99	53	12	1	2	167	9
23	Employees in my work unit adapt to changing priorities.	Always-never	90%	56%	34%	9%	0%	1%	1%	93	55	15	0	2	165	10
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	74%	28%	45%	16%	6%	5%	11%	32	58	19	7	6	122	53
25	I can influence decisions in my work unit.	Agree-disagree	82%	35%	46%	10%	5%	3%	8%	64	82	18	9	4	177	N/A
26	I know what my work unit's goals are.	Agree-disagree	85%	42%	43%	9%	4%	3%	7%	72	80	14	7	4	177	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	74%	29%	45%	14%	7%	5%	12%	47	82	24	12	8	173	3
28	My work unit successfully manages disruptions to our work.	Agree-disagree	81%	32%	49%	12%	2%	5%	7%	52	88	20	4	7	171	6
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	82%	35%	47%	12%	3%	3%	6%	56	83	22	6	4	171	6
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	82%	34%	48%	13%	3%	3%	5%	53	83	23	5	4	168	7
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	76%	30%	46%	16%	6%	2%	8%	47	77	29	10	4	167	7

32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	91%	52%	39%	5%	1%	2%	4%	89	67	10	2	4	172	1
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	82%	43%	39%	11%	4%	3%	7%	73	69	20	7	4	173	4
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	87%	51%	36%	6%	2%	5%	7%	90	66	9	4	8	177	0
35	Employees are recognized for providing high quality products and services.	Agree-disagree	73%	27%	46%	13%	6%	8%	14%	46	80	23	11	12	172	3
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	88%	54%	34%	7%	1%	5%	5%	93	60	12	1	7	173	3
37	My organization is successful at accomplishing its mission.	Agree-disagree	76%	35%	42%	13%	5%	6%	11%	60	75	22	9	9	175	1
38	I have a good understanding of my organization's priorities.	Agree-disagree	80%	37%	43%	10%	6%	5%	10%	65	79	16	10	6	176	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	94%	50%	44%	2%	2%	1%	3%	88	77	4	3	2	174	1
40	Information is openly shared in my organization.	Agree-disagree	71%	27%	44%	14%	9%	6%	15%	45	77	25	14	10	171	2
41	The approval process in my organization allows	Agree-disagree	67%	24%	44%	16%	12%	5%	17%	38	76	26	20	8	168	4

	timely delivery of my work.															
42	My organization effectively adapts to changing government priorities.	Agree-disagree	65%	26%	39%	22%	7%	6%	13%	41	70	37	12	9	169	2
43	My organization has prepared me for potential physical security threats.	Agree-disagree	81%	37%	44%	12%	5%	2%	7%	60	81	20	9	3	173	2
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	91%	45%	46%	5%	2%	2%	4%	71	82	10	3	3	169	1
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	55%	26%	30%	25%	12%	8%	20%	41	51	41	19	12	164	9
46	*I recommend my organization as a good place to work.	Agree-disagree	68%	30%	39%	18%	7%	7%	14%	51	69	33	13	9	175	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	53%	23%	31%	24%	10%	12%	22%	39	52	43	19	19	172	2
48	Supervisors in my work unit support employee development.	Agree-disagree	88%	65%	23%	7%	1%	5%	5%	109	43	11	1	7	171	1
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	94%	75%	19%	1%	2%	3%	5%	131	34	1	3	5	174	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	90%	70%	20%	3%	3%	4%	7%	123	35	6	4	6	174	N/A
51	My supervisor treats me with respect.	Agree-disagree	91%	71%	20%	5%	1%	3%	4%	126	34	8	2	4	174	N/A

52	I have trust and confidence in my supervisor.	Agree-disagree	86%	66%	21%	3%	5%	5%	10%	114	37	6	8	7	172	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	93%	69%	25%	5%	0%	2%	2%	119	44	7	0	3	173	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	88%	60%	27%	7%	3%	2%	5%	105	49	12	4	3	173	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	86%	56%	30%	7%	2%	5%	7%	97	54	12	3	7	173	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	86%	57%	29%	8%	3%	3%	6%	99	52	11	6	4	172	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	51%	15%	36%	20%	16%	13%	29%	23	65	34	28	20	170	1
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	58%	20%	38%	22%	8%	12%	20%	34	68	37	15	18	172	1
59	*Managers communicate the goals of the organization.	Agree-disagree	79%	29%	50%	11%	3%	7%	10%	49	88	19	6	11	173	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	69%	23%	47%	17%	5%	9%	13%	37	84	27	8	13	169	3

61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	75%	38%	37%	15%	4%	6%	10%	65	62	28	7	8	170	2
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	63%	22%	41%	20%	6%	11%	17%	38	70	36	11	17	172	0
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	68%	25%	44%	13%	8%	11%	19%	41	78	23	14	16	172	0
64	Management encourages innovation.	Agree-disagree	62%	24%	38%	22%	6%	9%	16%	40	66	41	11	13	171	1
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	64%	18%	45%	18%	8%	10%	18%	31	79	33	14	15	172	1
66	Management involves employees in decisions that affect their work.	Agree-disagree	50%	15%	35%	26%	12%	11%	24%	25	62	45	22	17	171	2
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	61%	21%	40%	23%	9%	7%	16%	35	71	40	17	9	172	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	65%	29%	36%	21%	8%	6%	14%	48	65	37	14	8	172	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	64%	28%	36%	19%	9%	8%	17%	47	64	33	15	12	171	N/A
70	*Considering everything, how	Satisfied-dissatisfied	74%	27%	47%	14%	9%	3%	13%	45	81	25	16	4	171	N/A

	satisfied are you with your job?															
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	70%	25%	46%	15%	9%	5%	14%	42	82	24	17	7	172	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	69%	23%	46%	16%	9%	6%	15%	39	80	28	17	8	172	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	75%	30%	45%	14%	4%	7%	11%	48	74	23	5	10	160	13
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	81%	44%	37%	12%	2%	5%	7%	69	64	19	3	7	162	11
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	71%	35%	36%	12%	7%	9%	16%	60	63	20	12	14	169	3
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	77%	41%	36%	14%	2%	7%	9%	68	60	24	3	10	165	7
77	In my work unit, excellent work is similarly recognized for all employees	Agree-disagree	67%	33%	35%	16%	7%	10%	17%	55	60	28	10	15	168	4

	(e.g., awards, acknowledgements).															
78	Employees in my work unit make me feel I belong.	Agree-disagree	82%	43%	39%	12%	3%	2%	6%	74	68	20	6	4	172	0
79	Employees in my work unit care about me as a person.	Agree-disagree	83%	44%	40%	11%	2%	4%	6%	72	68	19	3	5	167	3
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	83%	43%	40%	10%	2%	4%	7%	73	69	17	5	6	170	2
81	In my work unit, people's differences are respected.	Agree-disagree	83%	39%	44%	9%	3%	6%	8%	66	76	15	4	8	169	3
82	I can be successful in my organization being myself.	Agree-disagree	79%	40%	40%	12%	2%	6%	8%	68	71	21	3	9	172	0
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	82%	44%	38%	10%	4%	4%	8%	49	48	11	4	5	117	22
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	78%	41%	37%	13%	3%	6%	8%	42	42	14	2	6	106	25
85	My organization meets my accessibility needs.	Agree-disagree	81%	42%	39%	12%	2%	5%	7%	43	45	12	2	5	107	23
86	My job inspires me.	Agree-disagree	59%	24%	35%	24%	10%	6%	17%	37	62	44	19	9	171	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	71%	30%	41%	16%	8%	5%	13%	50	71	30	15	7	173	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	60%	24%	37%	27%	10%	3%	13%	39	65	46	18	4	172	N/A
89	I identify with the mission of my organization.	Agree-disagree	84%	44%	41%	10%	4%	2%	6%	73	71	19	7	2	172	N/A

90	It is important to me that my work contribute to the common good.	Agree-disagree	92%	56%	36%	5%	2%	1%	3%	95	63	10	4	1	173	N/A
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* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Federal Retirement Thrift Investment Board AES Report, 2023 OPM Federal Employee Viewpoint Survey**

Core Trend Survey Questions

	Item Text	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023- 2020	Difference 2023- 2021	Difference 2023- 2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	76%	83%	82%	80%	4%	-3%	-2%	4	31	76
2	I feel encouraged to come up with new and better ways of doing things.	71%	74%	73%	75%	4%	1%	2%	7	17	39
3	My work gives me a feeling of personal accomplishment.	77%	72%	72%	72%	-5%	0%	0%	32	20	66
4	I know what is expected of me on the job.	83%	82%	79%	84%	1%	2%	5%	13	13	17
5	*My workload is reasonable.	69%	76%	74%	72%	3%	-4%	-2%	10	35	75
6	*My talents are used well in the workplace.	67%	71%	72%	73%	6%	2%	1%	2	14	53
7	*I know how my work relates to the agency's goals.	90%	87%	85%	85%	-5%	-2%	0%	33	30	59
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	66%	71%	71%	70%	4%	-1%	-1%	5	24	70
9	I have enough information to do my job well.	— ^a	— ^a	72%	76%	— ^a	— ^a	4%	— ^a	— ^a	29
10	I receive the training I need to do my job well.	— ^a	— ^a	80%	77%	— ^a	— ^a	-3%	— ^a	— ^a	79
11	I am held accountable for the quality of work I produce.	— ^a	— ^a	90%	89%	— ^a	— ^a	-1%	— ^a	— ^a	71
12	I have a clear idea of how well I am doing my job.	— ^a	— ^a	82%	85%	— ^a	— ^a	3%	— ^a	— ^a	35
15	*The people I work with cooperate to get the job done.	86%	90%	90%	88%	2%	-2%	-2%	11	26	73

17	*In my work unit, differences in performance are recognized in a meaningful way.	57%	68%	55%	57%	0%	-11%	2%	16	39	49
18	Employees in my work unit share job knowledge.	— ^a	— ^a	82%	87%	— ^a	— ^a	5%	— ^a	— ^a	20
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85%	89%	82%	83%	-2%	-6%	1%	22	37	50
20	Employees in my work unit meet the needs of our customers.	99%	92%	92%	96%	-3%	4%	4%	24	8	27
21	Employees in my work unit contribute positively to my agency's performance.	100%	93%	92%	95%	-5%	2%	3%	34	16	34
22	Employees in my work unit produce high-quality work.	97%	91%	88%	91%	-6%	0%	3%	36	21	33
23	Employees in my work unit adapt to changing priorities.	97%	86%	85%	90%	-7%	4%	5%	37	7	23
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	— ^a	— ^a	74%	74%	— ^a	— ^a	0%	— ^a	— ^a	64
25	I can influence decisions in my work unit.	— ^a	— ^a	77%	82%	— ^a	— ^a	5%	— ^a	— ^a	24
26	I know what my work unit's goals are.	— ^a	— ^a	86%	85%	— ^a	— ^a	-1%	— ^a	— ^a	72
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	— ^a	— ^a	69%	74%	— ^a	— ^a	5%	— ^a	— ^a	18
28	My work unit successfully manages disruptions to our work.	— ^a	— ^a	78%	81%	— ^a	— ^a	3%	— ^a	— ^a	30
29	Employees in my work unit consistently look for new ways to improve how they do their work.	— ^a	— ^a	74%	82%	— ^a	— ^a	8%	— ^a	— ^a	6
30	Employees in my work unit incorporate new ideas into their work.	— ^a	— ^a	75%	82%	— ^a	— ^a	7%	— ^a	— ^a	11
31	Employees in my work unit approach change as an opportunity.	— ^a	— ^a	65%	76%	— ^a	— ^a	11%	— ^a	— ^a	4
32	Employees in my work unit consider customer needs a top priority.	— ^a	— ^a	86%	91%	— ^a	— ^a	5%	— ^a	— ^a	19

33	Employees in my work unit consistently look for ways to improve customer service.	— ^a	— ^a	75%	82%	— ^a	— ^a	7%	— ^a	— ^a	7
34	Employees in my work unit support my need to balance my work and personal responsibilities.	— ^a	— ^a	85%	87%	— ^a	— ^a	2%	— ^a	— ^a	42
35	Employees are recognized for providing high quality products and services.	72%	72%	66%	73%	1%	1%	7%	14	18	9
36	Employees are protected from health and safety hazards on the job.	92%	66%	67%	88%	-4%	22%	21%	29	1	1
37	My organization is successful at accomplishing its mission.	88%	84%	74%	76%	-12%	-8%	2%	39	38	37
38	I have a good understanding of my organization's priorities.	— ^a	— ^a	76%	80%	— ^a	— ^a	4%	— ^a	— ^a	28
42	My organization effectively adapts to changing government priorities.	— ^a	— ^a	65%	65%	— ^a	— ^a	0%	— ^a	— ^a	58
43	My organization has prepared me for potential physical security threats.	— ^a	— ^a	63%	81%	— ^a	— ^a	18%	— ^a	— ^a	2
44	My organization has prepared me for potential cybersecurity threats.	— ^a	— ^a	85%	91%	— ^a	— ^a	6%	— ^a	— ^a	15
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	— ^a	— ^a	53%	55%	— ^a	— ^a	2%	— ^a	— ^a	36
46	*I recommend my organization as a good place to work.	70%	65%	68%	68%	-2%	3%	0%	21	10	57
47	*I believe the results of this survey will be used to make my agency a better place to work.	53%	51%	52%	53%	0%	2%	1%	15	12	52
48	Supervisors in my work unit support employee development.	88%	92%	91%	88%	0%	-4%	-3%	17	34	80
49	My supervisor supports my need to balance work and other life issues.	90%	96%	93%	94%	4%	-2%	1%	6	29	56
50	My supervisor listens to what I have to say.	87%	93%	92%	90%	3%	-3%	-2%	9	32	77
51	My supervisor treats me with respect.	88%	95%	94%	91%	3%	-4%	-3%	8	33	81

52	I have trust and confidence in my supervisor.	79%	88%	84%	86%	7%	-2%	2%	1	27	43
53	My supervisor holds me accountable for achieving results.	— ^a	— ^a	93%	93%	— ^a	— ^a	0%	— ^a	— ^a	61
54	Overall, how good a job do you feel is being done by your immediate supervisor?	82%	90%	86%	88%	6%	-2%	2%	3	28	47
55	My supervisor provides me with constructive suggestions to improve my job performance.	— ^a	— ^a	79%	86%	— ^a	— ^a	7%	— ^a	— ^a	10
56	My supervisor provides me with performance feedback throughout the year.	— ^a	— ^a	84%	86%	— ^a	— ^a	2%	— ^a	— ^a	40
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54%	47%	52%	51%	-3%	4%	-1%	23	5	69
58	My organization's senior leaders maintain high standards of honesty and integrity.	62%	54%	58%	58%	-4%	4%	0%	26	6	60
59	*Managers communicate the goals of the organization.	83%	76%	74%	79%	-4%	3%	5%	31	11	22
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	73%	70%	63%	69%	-4%	-1%	6%	28	25	14
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78%	74%	73%	75%	-3%	1%	2%	25	19	41
62	I have a high level of respect for my organization's senior leaders.	61%	58%	59%	63%	2%	5%	4%	12	3	26
63	Senior leaders demonstrate support for Work-Life programs.	79%	54%	66%	68%	-11%	14%	2%	38	2	46
64	Management encourages innovation.	— ^a	— ^a	55%	62%	— ^a	— ^a	7%	— ^a	— ^a	12
65	Management makes effective changes to address challenges facing our organization.	— ^a	— ^a	53%	64%	— ^a	— ^a	11%	— ^a	— ^a	3
66	Management involves employees in decisions that affect their work.	— ^a	— ^a	45%	50%	— ^a	— ^a	5%	— ^a	— ^a	21
67	*How satisfied are you with your involvement in decisions that affect your work?	67%	61%	54%	61%	-6%	0%	7%	35	23	8

68	*How satisfied are you with the information you receive from management on what's going on in your organization?	69%	63%	54%	65%	-4%	2%	11%	30	15	5
69	*How satisfied are you with the recognition you receive for doing a good job?	65%	69%	62%	64%	-1%	-5%	2%	19	36	48
70	*Considering everything, how satisfied are you with your job?	75%	70%	74%	74%	-1%	4%	0%	20	9	63
71	Considering everything, how satisfied are you with your pay?	71%	70%	71%	70%	-1%	0%	-1%	18	22	67
72	*Considering everything, how satisfied are you with your organization?	73%	64%	67%	69%	-4%	5%	2%	27	4	38
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	— ^a	— ^a	69%	75%	— ^a	— ^a	6%	— ^a	— ^a	16
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	— ^a	— ^a	78%	81%	— ^a	— ^a	3%	— ^a	— ^a	32
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	— ^a	— ^a	70%	71%	— ^a	— ^a	1%	— ^a	— ^a	51
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	— ^a	— ^a	81%	77%	— ^a	— ^a	-4%	— ^a	— ^a	83
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	— ^a	— ^a	69%	67%	— ^a	— ^a	-2%	— ^a	— ^a	74
78	Employees in my work unit make me feel I belong.	— ^a	— ^a	86%	82%	— ^a	— ^a	-4%	— ^a	— ^a	82
79	Employees in my work unit care about me as a person.	— ^a	— ^a	81%	83%	— ^a	— ^a	2%	— ^a	— ^a	44
80	I am comfortable expressing opinions that are different from other employees in my work unit.	— ^a	— ^a	81%	83%	— ^a	— ^a	2%	— ^a	— ^a	45
81	In my work unit, people's differences are respected.	— ^a	— ^a	84%	83%	— ^a	— ^a	-1%	— ^a	— ^a	68
82	I can be successful in my organization being myself.	— ^a	— ^a	78%	79%	— ^a	— ^a	1%	— ^a	— ^a	54
83	I can easily make a request of my organization to meet my accessibility needs.	— ^a	— ^a	78%	82%	— ^a	— ^a	4%	— ^a	— ^a	25

84	My organization responds to my accessibility needs in a timely manner.	— ^a	— ^a	72%	78%	— ^a	— ^a	6%	— ^a	— ^a	13
85	My organization meets my accessibility needs.	— ^a	— ^a	80%	81%	— ^a	— ^a	1%	— ^a	— ^a	55
86	My job inspires me.	— ^a	— ^a	59%	59%	— ^a	— ^a	0%	— ^a	— ^a	62
87	The work I do gives me a sense of accomplishment.	— ^a	— ^a	71%	71%	— ^a	— ^a	0%	— ^a	— ^a	65
88	I feel a strong personal attachment to my organization.	— ^a	— ^a	65%	60%	— ^a	— ^a	-5%	— ^a	— ^a	84
89	I identify with the mission of my organization.	— ^a	— ^a	87%	84%	— ^a	— ^a	-3%	— ^a	— ^a	78
90	It is important to me that my work contribute to the common good.	— ^a	— ^a	89%	92%	— ^a	— ^a	3%	— ^a	— ^a	31

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C) Percentages are weighted to represent the Agency's population. Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab. A "—^a" indicates that there are no trending results available for the year. For confidentiality purposes, a "—^c" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed. The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Federal Retirement Thrift Investment Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Performance Dimension: Goal Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	30	17.0%	15	10.4%
Remain in the work unit and continue to underperform	49	27.4%	48	29.4%
Leave the work unit - removed or transferred	7	4.3%	12	8.4%
Leave the work unit - quit	6	3.5%	8	5.8%
There are no poor performers in my work unit	57	32.2%	61	38.0%
Do Not Know	41	22.9%	36	21.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	175	N/A	161	N/A

Percentages are weighted to represent the Agency's population.

A "-a" indicates that there are no trending results available for the year.

Source: **Federal Retirement Thrift Investment Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

91. Please select the response that BEST describes your current teleworking schedule.

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	8	4.6%	N/A	N/A	84	49.3%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	6	3.7%	N/A	N/A
I telework 3 or 4 days per week	129	73.6%	N/A	N/A	7	3.4%
I telework 3 or more days per week	N/A	N/A	117	75.6%	N/A	N/A
I telework 1 or 2 days per week	32	20.0%	27	17.6%	72	42.7%
I telework, but only about 1 or 2 days per month	0	0.0%	1	0.7%	3	1.7%
I telework very infrequently, on an unscheduled or short-term basis	1	0.4%	1	0.4%	1	0.7%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	1	0.6%	2	1.1%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
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	1	0.5%	1	0.6%	1	0.4%
I do not telework because I choose not to telework	1	0.9%	1	0.8%	1	0.6%
Total	172	100.0%	155	100.0%	171	100.0%

Only those who answered “I telework every work day” in 2023 or “I have an approved remote work agreement” in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

	2023	2023	2022	2022
	N	%	N	%
I do not have an approved remote work agreement	1	20.5%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	3	33.4%	3	49.6%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	3	46.1%	3	50.4%
I do not know	0	0.0%	N/A	N/A
Total	7	100.0%	6	100.0%

Percentages are weighted to represent the Agency's population.

“_a” indicates that there are no trending results available for the year.

“_d” indicates that there were no responses to this item.

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown, and an N/A is shown when the response option is not relevant for that given year.

Source: **Federal Retirement Thrift Investment Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	96.4%
Field	1.2%
Full-time telework (e.g., home office, telecenter)	2.4%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	5.4%
Manager	7.2%
Supervisor	24.0%
Team Leader	4.2%
Non-Supervisor	59.3%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	0.6%
GS 7-12	9.8%
GS 13-15	84.0%
Senior Executive Service	3.1%
Senior Level (SL) or Scientific or Professional (ST)	1.2%

Other	1.2%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	76.4%
Currently in National Guard or Reserves	0.6%
Retired	10.9%
Separated or Discharged	12.1%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.6%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.8%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	97.6%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	0.0%
No	100.0%
Total	100.0%

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

	%
Less than 1 year	0.0%
1 to 3 years	5.5%
4 to 5 years	7.3%
6 to 10 years	28.7%
11 to 14 years	24.4%
15 to 20 years	12.8%
More than 20 years	21.3%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	%
Less than 1 year	3.0%
1 to 3 years	15.2%
4 to 5 years	15.2%
6 to 10 years	40.2%
11 to 14 years	15.2%
15 to 20 years	3.7%
More than 20 years	7.3%
Total	100.0%

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

	%
No	59.6%
Yes, to retire	5.4%

Yes, to take another job within the Federal Government	26.5%
Yes, to take another job outside the Federal Government	4.8%
Yes, other	3.6%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.

Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	64.2%
No	35.8%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	1.8%
1 year	1.8%
2 years	10.2%
3 years	3.6%
4 years	4.8%
5 years	6.0%
More than 5 years	71.7%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	4.4%
No	95.6%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	%
White	44.2%
Black or African American	42.9%
All other races	13.0%
Total	100.0%

What is your age group?

	%
29 years and under	_c
30-39 years old	_c
40-49 years old	_c
50-59 years old	_c
60 years or older	_c
Total	_c

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

	%
Less than High School/ High School Diploma/ GED	_c

Certification/ Some College/ Associate's Degree	— ^c
Bachelor's Degree	— ^c
Advanced Degrees (Post Bachelor's Degree)	— ^c
Total	— ^c

Are you an individual with a disability?

	%
Yes	12.6%
No	87.4%
Total	100.0%

Are you:

	%
Male	52.8%
Female	47.2%
Total	100.0%

Are you transgender?

	%
Yes	— ^c
No	— ^c
Total	— ^c

Which one of the following best represents how you think of yourself?

	%
Lesbian or gay	3.9%
Straight, that is not lesbian or gay	93.5%

Bisexual	— ^c
I use a different term	— ^c
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

Note: For confidentiality purposes, a "—^c" indicates that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "—^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Retirement Thrift Investment Board AES Report, 2023 OPM Federal Employee Viewpoint Survey**

Telework/Remote Work

91 . Please select the response that BEST describes your current teleworking schedule.

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	8	4.6%	N/A	N/A	84	49.3%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	6	3.7%	N/A	N/A
I telework 3 or 4 days per week	129	73.6%	N/A	N/A	7	3.4%
I telework 3 or more days per week	N/A	N/A	117	75.6%	N/A	N/A
I telework 1 or 2 days per week	32	20.0%	27	17.6%	72	42.7%
I telework, but only about 1 or 2 days per month	0	0.0%	1	0.7%	3	1.7%
I telework very infrequently, on an unscheduled or short-term basis	1	0.4%	1	0.4%	1	0.7%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	1	0.6%	2	1.1%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
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	1	0.5%	1	0.6%	1	0.4%
I do not telework because I choose not to telework	1	0.9%	1	0.8%	1	0.6%
Total	172	100.0%	155	100.0%	171	100.0%

Only those who answered “I telework every work day” in 2023 or “I have an approved remote work agreement” in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

	2023	2023	2022	2022
	N	%	N	%
I do not have an approved remote work agreement	1	20.5%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	3	33.4%	3	49.6%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	3	46.1%	3	50.4%
I do not know	0	0.0%	N/A	N/A
Total	7	100.0%	6	100.0%

Percentages are weighted to represent the Agency's population.

“_a” indicates that there are no trending results available for the year.

“_d” indicates that there were no responses to this item.

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Source: **Federal Retirement Thrift Investment Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey