Federal Retirement Thrift Investment Board

Federal Employee Viewpoint Survey Results: 2024

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%	37%	43%	10%	8%	2%	10%	64	73	16	11	4	168	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	73%	36%	36%	12%	9%	7%	16%	64	62	18	14	10	168	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	74%	36%	38%	16%	6%	3%	10%	62	66	25	10	5	168	N/A
4	I know what is expected of me on the job.	Agree-disagree	85%	42%	43%	8%	3%	5%	7%	72	72	11	4	7	166	N/A
5	*My workload is reasonable.	Agree-disagree	79%	33%	46%	10%	7%	4%	11%	58	75	16	12	6	167	N/A
6	*My talents are used well in the workplace.	Agree-disagree	71%	33%	38%	10%	11%	8%	19%	56	65	17	17	12	167	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	88%	43%	46%	7%	1%	3%	5%	73	76	11	2	5	167	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	71%	39%	32%	16%	7%	6%	13%	68	53	23	12	9	165	4
9	I have enough information to do my job well.	Agree-disagree	81%	36%	45%	9%	6%	4%	10%	63	78	13	9	6	169	N/A
10	I receive the training I need to do my job well.	Agree-disagree	83%	39%	44%	7%	7%	3%	10%	68	74	12	10	4	168	N/A

#		Scale													
11	I am held accountable for the quality of work I produce.	Agree-disagree	90%	47%	44%	5%	1%	3%	4%	80	74	8	2	5	169	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	85%	44%	41%	6%	5%	3%	9%	75	71	10	8	5	169	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	81%	42%	39%	9%	6%	4%	10%	72	67	15	9	6	169	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	72%	34%	39%	14%	7%	7%	14%	58	67	23	11	10	169	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	83%	44%	39%	7%	4%	6%	9%	77	66	11	6	9	169	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	59%	23%	37%	21%	10%	10%	20%	33	54	33	14	14	148	20
18	Employees in my work unit share job knowledge.	Agree-disagree	80%	41%	39%	10%	6%	4%	9%	71	66	17	9	5	168	1
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	85%	39%	46%	7%	5%	4%	9%	67	77	11	8	5	168	1
20	Employees in my work unit meet the needs of our customers.	Always-never	93%	49%	44%	5%	1%	1%	2%	80	71	8	2	1	162	7
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	89%	56%	32%	7%	2%	1%	4%	92	53	11	4	2	162	6
22	Employees in my work unit produce high-quality work.	Always-never	88%	51%	37%	7%	4%	1%	5%	85	60	11	6	2	164	5
23	Employees in my work unit adapt to changing priorities.	Always-never	84%	52%	32%	11%	2%	3%	5%	88	51	18	4	4	165	3
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	68%	27%	41%	21%	6%	6%	11%	37	51	24	6	7	125	41
25	I can influence decisions in my work unit.	Agree-disagree	78%	39%	39%	14%	5%	3%	8%	69	65	21	8	5	168	N/A
26	I know what my work unit's goals are.	Agree-disagree	87%	51%	36%	7%	2%	4%	5%	88	61	12	3	5	169	N/A

#	Question	Scale													
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	73%	35%	38%	14%	9%	4%	13%	58	63	22	14	6	163	4
28	My work unit successfully manages disruptions to our work.	Agree-disagree	78%	36%	42%	15%	4%	3%	7%	60	69	22	6	5	162	7
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	73%	34%	39%	17%	5%	4%	10%	55	66	28	8	6	163	5
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	76%	35%	41%	16%	4%	4%	8%	56	68	26	6	6	162	5
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	64%	32%	32%	20%	10%	5%	16%	52	52	35	16	8	163	4
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	89%	50%	38%	6%	3%	2%	5%	83	63	10	5	3	164	4
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	76%	42%	34%	16%	5%	4%	9%	70	57	26	7	6	166	2
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	84%	52%	33%	9%	4%	3%	7%	87	53	13	6	4	163	3
35	Employees are recognized for providing high quality products and services.	Agree-disagree	75%	30%	45%	13%	6%	6%	12%	49	76	20	10	9	164	3
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	90%	56%	35%	5%	2%	2%	4%	93	58	9	3	3	166	0
37	My organization is successful at accomplishing its mission.	Agree-disagree	87%	43%	44%	8%	2%	3%	5%	71	74	11	4	4	164	3
38	I have a good understanding of my organization's priorities.	Agree-disagree	83%	42%	40%	11%	3%	3%	7%	72	68	16	6	5	167	N/A

#	Statement	Scale	Positive %						Negative %						N	
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	97%	52%	44%	1%	1%	2%	3%	88	71	1	2	2	164	2
40	Information is openly shared in my organization.	Agree-disagree	67%	27%	40%	20%	10%	3%	13%	47	65	30	16	5	163	2
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	68%	26%	42%	19%	8%	6%	14%	43	70	28	13	8	162	3
42	My organization effectively adapts to changing government priorities.	Agree-disagree	75%	26%	49%	17%	5%	3%	8%	42	77	27	8	4	158	5
43	My organization has prepared me for potential physical security threats.	Agree-disagree	86%	36%	50%	8%	3%	3%	6%	60	81	14	5	4	164	2
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	94%	49%	45%	3%	1%	2%	3%	83	72	4	2	2	163	0
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	Agree-disagree	60%	32%	28%	23%	10%	7%	17%	51	44	33	16	9	153	12
46	*I recommend my organization as a good place to work.	Agree-disagree	74%	41%	33%	15%	5%	7%	12%	69	54	24	8	10	165	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	58%	29%	28%	21%	9%	12%	21%	48	48	33	15	19	163	3
48	Supervisors in my work unit support employee development.	Agree-disagree	83%	58%	25%	7%	5%	5%	10%	97	40	11	7	7	162	0
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	92%	72%	19%	3%	1%	4%	5%	123	31	4	2	6	166	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	88%	66%	23%	4%	2%	6%	8%	110	36	6	2	9	163	N/A
51	My supervisor treats me with respect.	Agree-disagree	89%	70%	19%	4%	2%	5%	7%	118	31	6	2	8	165	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	82%	63%	20%	6%	4%	8%	12%	105	31	10	6	11	163	N/A

#	Question	Scale	%	%	%	%	%	%	%	Count	Count	Count	Count	Count	N	
53	My supervisor holds me accountable for achieving results.	Agree-disagree	90%	64%	25%	7%	1%	3%	3%	108	41	11	1	4	165	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	83%	60%	24%	6%	5%	6%	11%	101	39	10	8	8	166	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	81%	55%	26%	7%	5%	6%	12%	92	44	12	9	9	166	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	83%	54%	29%	6%	4%	7%	10%	88	51	11	6	10	166	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	54%	21%	32%	26%	10%	10%	21%	36	54	40	17	16	163	2
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	64%	30%	33%	20%	9%	7%	16%	50	53	31	13	11	158	6
59	*Managers communicate the goals of the organization.	Agree-disagree	81%	36%	46%	10%	6%	3%	8%	61	75	16	9	4	165	1
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	67%	31%	36%	20%	7%	6%	13%	52	60	31	11	10	164	2
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	72%	45%	26%	17%	5%	7%	12%	79	43	25	7	10	164	1
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	63%	29%	33%	18%	10%	10%	19%	49	56	28	16	15	164	2
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	72%	31%	41%	15%	7%	6%	14%	52	69	21	11	10	163	3
64	Management encourages innovation.	Agree-disagree	66%	30%	36%	18%	6%	10%	16%	50	61	28	10	15	164	2

#	Question	Scale													
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	61%	25%	36%	22%	8%	10%	18%	42	60	34	12	15	163	3
66	Management involves employees in decisions that affect their work.	Agree-disagree	52%	21%	30%	24%	12%	12%	24%	37	50	38	19	18	162	4
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	60%	27%	33%	20%	13%	6%	19%	47	56	32	20	9	164	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	62%	30%	32%	23%	11%	4%	15%	50	55	35	17	6	163	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	67%	28%	39%	15%	10%	8%	18%	48	67	23	15	12	165	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	70%	32%	38%	17%	7%	5%	12%	55	64	27	11	8	165	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	71%	36%	36%	15%	8%	6%	14%	60	61	23	13	9	166	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	71%	37%	34%	15%	8%	6%	14%	62	56	24	13	9	164	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	76%	36%	40%	17%	2%	5%	7%	59	63	27	3	7	159	7
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	82%	52%	30%	11%	4%	3%	7%	84	46	16	6	5	157	7

#	Question	Scale														
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	73%	42%	31%	8%	10%	9%	18%	70	51	12	16	13	162	4
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	78%	48%	30%	10%	3%	9%	12%	80	49	15	5	14	163	3
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	70%	40%	30%	14%	6%	10%	16%	65	50	21	9	14	159	5
78	Employees in my work unit make me feel I belong.	Agree-disagree	85%	48%	37%	9%	3%	3%	6%	82	61	14	5	4	166	0
79	Employees in my work unit care about me as a person.	Agree-disagree	86%	50%	36%	9%	3%	2%	5%	83	59	14	5	3	164	2
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	81%	47%	34%	9%	4%	6%	9%	79	57	14	6	8	164	2
81	In my work unit, people's differences are respected.	Agree-disagree	82%	50%	32%	12%	3%	3%	6%	84	52	19	5	4	164	2
82	I can be successful in my organization being myself.	Agree-disagree	82%	47%	35%	9%	3%	5%	9%	78	58	15	5	8	164	2
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	78%	47%	31%	16%	3%	2%	6%	55	34	15	3	3	110	56
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	78%	46%	31%	18%	2%	3%	5%	51	32	18	2	3	106	60
85	My organization meets my accessibility needs.	Agree-disagree	79%	46%	32%	16%	2%	4%	6%	51	32	16	2	4	105	61
86	My job inspires me.	Agree-disagree	64%	29%	36%	18%	11%	6%	18%	47	59	29	18	9	162	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	74%	33%	40%	13%	9%	5%	13%	56	69	19	14	7	165	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	66%	31%	35%	20%	8%	6%	14%	52	60	32	13	8	165	N/A

89	I identify with the mission of my organization.	Agree-disagree	84%	43%	40%	12%	2%	2%	4%	73	68	17	4	3	165	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	93%	53%	40%	3%	2%	2%	3%	89	66	5	3	2	165	N/A

* 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 "–ˢ" 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,** 2024 Federal Employee Viewpoint Survey

Core Trend Survey Questions

Item	Item Text	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	83%	82%	80%	80%	-3%	-2%	0%
2	I feel encouraged to come up with new and better ways of doing things.	74%	73%	75%	73%	-1%	0%	-2%
3	My work gives me a feeling of personal accomplishment.	72%	72%	72%	74%	2%	2%	2%
4	I know what is expected of me on the job.	82%	79%	84%	85%	3%	6%	1%
5	*My workload is reasonable.	76%	74%	72%	79%	3%	5%	7%
6	*My talents are used well in the workplace.	71%	72%	73%	71%	0%	-1%	-2%
7	*I know how my work relates to the agency's goals.	87%	85%	85%	88%	1%	3%	3%
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	71%	71%	70%	71%	0%	0%	1%
9	I have enough information to do my job well.	—nt	72%	76%	81%	—nt	9%	5%
10	I receive the training I need to do my job well.	—nt	80%	77%	83%	—nt	3%	6%
11	I am held accountable for the quality of work I produce.	—nt	90%	89%	90%	—nt	0%	1%
12	I have a clear idea of how well I am doing my job.	—nt	82%	85%	85%	—nt	3%	0%
13	I have the autonomy to decide how I do my job.	—nt	—nt	79%	81%	—nt	—nt	2%
14	I can make decisions about my work without getting permission first.	—nt	—nt	72%	72%	—nt	—nt	0%
15	*The people I work with cooperate to get the job done.	90%	90%	88%	83%	-7%	-7%	-5%
17	*In my work unit, differences in performance are recognized in a meaningful way.	68%	55%	57%	59%	-9%	4%	2%
18	Employees in my work unit share job knowledge.	—nt	82%	87%	80%	—nt	-2%	-7%

#	Question							
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89%	82%	83%	85%	-4%	3%	2%
20	Employees in my work unit meet the needs of our customers.	92%	92%	96%	93%	1%	1%	-3%
21	Employees in my work unit contribute positively to my agency's performance.	93%	92%	95%	89%	-4%	-3%	-6%
22	Employees in my work unit produce high-quality work.	91%	88%	91%	88%	-3%	0%	-3%
23	Employees in my work unit adapt to changing priorities.	86%	85%	90%	84%	-2%	-1%	-6%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	_nt	74%	74%	68%	_nt	-6%	-6%
25	I can influence decisions in my work unit.	_nt	77%	82%	78%	_nt	1%	-4%
26	I know what my work unit's goals are.	_nt	86%	85%	87%	_nt	1%	2%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	_nt	69%	74%	73%	_nt	4%	-1%
28	My work unit successfully manages disruptions to our work.	_nt	78%	81%	78%	_nt	0%	-3%
29	Employees in my work unit consistently look for new ways to improve how they do their work.	_nt	74%	82%	73%	_nt	-1%	-9%
30	Employees in my work unit incorporate new ideas into their work.	_nt	75%	82%	76%	_nt	1%	-6%
31	Employees in my work unit approach change as an opportunity.	_nt	65%	76%	64%	_nt	-1%	-12%
32	Employees in my work unit consider customer needs a top priority.	_nt	86%	91%	89%	_nt	3%	-2%
33	Employees in my work unit consistently look for ways to improve customer service.	_nt	75%	82%	76%	_nt	1%	-6%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	_nt	85%	87%	84%	_nt	-1%	-3%
35	Employees are recognized for providing high quality products and services.	72%	66%	73%	75%	3%	9%	2%
36	Employees are protected from health and safety hazards on the job.	66%	67%	88%	90%	24%	23%	2%
37	My organization is successful at accomplishing its mission.	84%	74%	76%	87%	3%	13%	11%
38	I have a good understanding of my organization's priorities.	_nt	76%	80%	83%	_nt	7%	3%

39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	_nt	_nt	94%	97%	_nt	_nt	3%
40	Information is openly shared in my organization.	_nt	_nt	71%	67%	_nt	_nt	-4%
41	The approval process in my organization allows timely delivery of my work.	_nt	_nt	67%	68%	_nt	_nt	1%
42	My organization effectively adapts to changing government priorities.	_nt	65%	65%	75%	_nt	10%	10%
43	My organization has prepared me for potential physical security threats.	_nt	63%	81%	86%	_nt	23%	5%
44	My organization has prepared me for potential cybersecurity threats.	_nt	85%	91%	94%	_nt	9%	3%
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	_nt	53%	55%	60%	_nt	7%	5%
46	*I recommend my organization as a good place to work.	65%	68%	68%	74%	9%	6%	6%
47	*I believe the results of this survey will be used to make my agency a better place to work.	51%	52%	53%	58%	7%	6%	5%
48	Supervisors in my work unit support employee development.	92%	91%	88%	83%	-9%	-8%	-5%
49	My supervisor supports my need to balance work and other life issues.	96%	93%	94%	92%	-4%	-1%	-2%
50	My supervisor listens to what I have to say.	93%	92%	90%	88%	-5%	-4%	-2%
51	My supervisor treats me with respect.	95%	94%	91%	89%	-6%	-5%	-2%
52	I have trust and confidence in my supervisor.	88%	84%	86%	82%	-6%	-2%	-4%
53	My supervisor holds me accountable for achieving results.	_nt	93%	93%	90%	_nt	-3%	-3%
54	Overall, how good a job do you feel is being done by your immediate supervisor?	90%	86%	88%	83%	-7%	-3%	-5%
55	My supervisor provides me with constructive suggestions to improve my job performance.	_nt	79%	86%	81%	_nt	2%	-5%
56	My supervisor provides me with performance feedback throughout the year.	_nt	84%	86%	83%	_nt	-1%	-3%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47%	52%	51%	54%	7%	2%	3%
58	My organization's senior leaders maintain high standards of honesty and integrity.	54%	58%	58%	64%	10%	6%	6%

59	*Managers communicate the goals of the organization.	76%	74%	79%	81%	5%	7%	2%
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	70%	63%	69%	67%	-3%	4%	-2%
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	74%	73%	75%	72%	-2%	-1%	-3%
62	I have a high level of respect for my organization's senior leaders.	58%	59%	63%	63%	5%	4%	0%
63	Senior leaders demonstrate support for Work-Life programs.	54%	66%	68%	72%	18%	6%	4%
64	Management encourages innovation.	_nt	55%	62%	66%	_nt	11%	4%
65	Management makes effective changes to address challenges facing our organization.	_nt	53%	64%	61%	_nt	8%	-3%
66	Management involves employees in decisions that affect their work.	_nt	45%	50%	52%	_nt	7%	2%
67	*How satisfied are you with your involvement in decisions that affect your work?	61%	54%	61%	60%	-1%	6%	-1%
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	63%	54%	65%	62%	-1%	8%	-3%
69	*How satisfied are you with the recognition you receive for doing a good job?	69%	62%	64%	67%	-2%	5%	3%
70	*Considering everything, how satisfied are you with your job?	70%	74%	74%	70%	0%	-4%	-4%
71	Considering everything, how satisfied are you with your pay?	70%	71%	70%	71%	1%	0%	1%
72	*Considering everything, how satisfied are you with your organization?	64%	67%	69%	71%	7%	4%	2%
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	_nt	69%	75%	76%	_nt	7%	1%
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	_nt	78%	81%	82%	_nt	4%	1%
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	_nt	70%	71%	73%	_nt	3%	2%
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	_nt	81%	77%	78%	_nt	-3%	1%
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	_nt	69%	67%	70%	_nt	1%	3%
78	Employees in my work unit make me feel I belong.	_nt	86%	82%	85%	_nt	-1%	3%

79	Employees in my work unit care about me as a person.	_nt	81%	83%	86%	_nt	5%	3%
80	I am comfortable expressing opinions that are different from other employees in my work unit.	_nt	81%	83%	81%	_nt	0%	-2%
81	In my work unit, people's differences are respected.	_nt	84%	83%	82%	_nt	-2%	-1%
82	I can be successful in my organization being myself.	_nt	78%	79%	82%	_nt	4%	3%
83	I can easily make a request of my organization to meet my accessibility needs.	_nt	78%	82%	78%	_nt	0%	-4%
84	My organization responds to my accessibility needs in a timely manner.	_nt	72%	78%	78%	_nt	6%	0%
85	My organization meets my accessibility needs.	_nt	80%	81%	79%	_nt	-1%	-2%
86	My job inspires me.	_nt	59%	59%	64%	_nt	5%	5%
87	The work I do gives me a sense of accomplishment.	_nt	71%	71%	74%	_nt	3%	3%
88	I feel a strong personal attachment to my organization.	_nt	65%	60%	66%	_nt	1%	6%
89	I identify with the mission of my organization.	_nt	87%	84%	84%	_nt	-3%	0%
90	It is important to me that my work contribute to the common good.	_nt	89%	92%	93%	_nt	4%	1%

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
Percentages are weighted to represent the Agency's population.
A "_nt" indicates that there are no trending results available for the year.

For confidentiality purposes, a "_s" 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,** 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

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

	2024 N	2024 %	2023 N	2023 %
Remain in the work unit and improve their performance over time	27	16.2%	30	17.0%
Remain in the work unit and continue to underperform	45	25.4%	49	27.4%
Leave the work unit - removed or transferred	13	7.9%	7	4.3%
Leave the work unit - quit	9	5.5%	6	3.5%
There are no poor performers in my work unit	54	31.8%	57	32.2%
Do Not Know	35	20.6%	41	22.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	169	N/A	175	N/A

Percentages are weighted to represent the Agency's population.

A "−^{nt}" indicates that there are no trending results available for the year.

Telework/Remote Work

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

	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	5	2.8%	8	4.6%
I telework 3 or 4 days per week	121	73.0%	129	73.6%
I telework 1 or 2 days per week	34	21.6%	32	20.0%
I telework, but only about 1 or 2 days per month	1	0.5%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	1	0.5%	1	0.4%
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%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	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	0.9%	1	0.5%
I do not telework because I choose not to telework	1	0.7%	1	0.9%
Total	164	100.0%	172	100.0%

Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a.

91a. What is your current remote work status?

	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	0	0.0%	1	20.5%
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	3	53.1%	3	33.4%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	2	46.9%	3	46.1%
I do not know	0	0.0%	0	0.0%
Total	5	100.0%	7	100.0%

Percentages are weighted to represent the Agency's population.
"–nt" indicates that there are no trending results available for the year.
"–nr" indicates that there were no responses to this item.

Employment Demographics

Where do you work?

	%
Headquarters	98.7%
Field	0.0%
Full-time telework (e.g., home office, telecenter)	1.3%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	7.2%
Manager	10.5%
Supervisor	14.5%
Team Leader	3.3%
Non-Supervisor	64.5%
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	0.7%
GS 7-12	11.2%
GS 13-15	82.2%
Senior Executive Service	5.3%
Senior Level (SL) or Scientific or Professional (ST)	0.7%
Other	0.0%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	75.2%
Currently in National Guard or Reserves	0.7%
Retired	9.8%
Separated or Discharged	14.4%
Total	100.0%

Are you the spouse...

	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	0.0%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.4%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1.4%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.0%
None of the spouse categories listed.	95.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

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%

Are you the child, parent, or next of kin (excluding spouse)...

	%

of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	2.7%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.0%
None of the child, parent, or next of kin categories listed.	97.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

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

	%
Less than 1 year	2.6%
1 to 3 years	3.3%
4 to 5 years	7.2%
6 to 10 years	24.2%
11 to 14 years	26.1%
15 to 20 years	15.7%
More than 20 years	20.9%
Total	100.0%

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

	%
Less than 1 year	6.5%
1 to 3 years	15.7%
4 to 5 years	15.0%
6 to 10 years	29.4%
11 to 14 years	22.2%
15 to 20 years	3.9%
More than 20 years	7.2%
Total	100.0%

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

	%
No	62.3%

	%
Yes, to retire	7.8%
Yes, to take another job within the Federal Government	21.4%
Yes, to take another job outside the Federal Government	3.9%
Yes, other	4.5%
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	53.4%
No	46.6%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	3.9%
1 year	4.5%
2 years	5.2%
3 years	5.2%
4 years	5.2%
5 years	7.1%
More than 5 years	69.0%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	2.7%
No	97.3%
Total	100.0%

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

	%
White	47.2%

	%
Black or African American	34.7%
All other races	18.1%
Total	100.0%

What is your age group?

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

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

	%
Less than High School/ High School Diploma/ GED	3.3%
Certification/ Some College/ Associate's Degree	12.7%
Bachelor's Degree	31.3%
Advanced Degrees (Post Bachelor's Degree)	52.7%
Total	100.0%

Are you an individual with a disability?

	%
Yes	11.9%
No	88.1%
Total	100.0%

What is your gender?

	%
Male	56.3%
Female	43.7%

	%
Non-binary	0.0%
I use a different term	0.0%
Total	**100.0%**

Are you transgender?

	%
Yes	0.0%
No	100.0%
Total	**100.0%**

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

	%
Lesbian or gay	—[s]
Straight, that is, not lesbian or gay	—[s]
Bisexual	—[s]
I use a different term	—[s]
Total	—[s]

Percentages for demographic questions are unweighted.

Note: For confidentiality purposes, a "—[s]" 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 "—[nr]" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Retirement Thrift Investment Board AES Report, 2024 Federal Employee Viewpoint Survey**