Federal Retirement Thrift Investment Board

Federal Employee Viewpoint Survey Results: 2024

Annual Employee Survey (AES) Summary Report

Core Survey Questions

Q1-15, 17-90

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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	ltem 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
	*I am given a real		(TOSIGITE)	[]	, <u> </u>				Negante		[`` '		· · · · · ·		- · · ·	
1	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
	I feel encouraged to	· · · · · · · · · · · · · · · · · · ·	· · ·	\square	<u> </u>	/	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	\square	<u> </u>	['	[]	/	['	· · · · · ·	
	come up with new and better ways of	Agree-	/	4 /	(/	1 /	1 /	1 /	()	1 /	('	1 /	1 /	1 '	'	1 1
2	doing things.	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
	I know what is	UISABLEE	14/0	50%	30%	10%			10/0					<u> </u>	100	
4	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
	*My talents are		· · ·	()	<u> </u>		· · · · · ·	· · · ·		<u> </u>	· · · ·	[]			[]	
6	used well in the workplace.	Agree- disagree	71%	33%	38%	10%	11%	8%	19%	56	65	17	17	12	167	N/A
	*I know how my work relates to the	Agree-														
7	agency's goals.	disagree	88%	43%	46%	7%	1%	3%	5%	73	76	11	2	5	167	N/A
	*I can disclose a suspected violation of any law, rule, or	/		[]				1		['		/		/	
8	regulation without fear of reprisal.	Agree- disagree	71%	39%	32%	16%	7%	6%	13%	68	53	23	12	9	165	4
0	I have enough	Oisagree	/1/0	35%	32/0	10%	170	0%	1370			25			105	4
9	information to do my job well.	Agree- disagree	81%	36%	45%	9%	6%	4%	10%	63	78	13	9	6	169	N/A
	I receive the training		/	()												
10	I need to do my job well.	Agree- disagree	83%	39%	44%	7%	7%	3%	10%	68	74	12	10	4	168	N/A
10	wen.	usagree	1 03/0						10/0			,		<u> </u>	<u> </u>	

	I am held															
- J - J	accountable for the	1 /	()	1 1	1 1	1 1	1 '	1 '	[]	1 '	1 '	1 '	1 '	'		1
	quality of work I	Agree-	0.007	1 170/	1 4497	1	1 100 '	1	10/	1	1 74	1 。 '	1 , '	1 _ '	100	
11	produce. I have a clear idea of	disagree	90%	47%	44%	5%	1%	3%	4%	80	74	8	2	5	169	N/A
	how well I am doing	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		
12	_	disagree	85%	44%	41%	6%	5%	3%	9%	75	71	10	8	5	169	N/A
	I have the autonomy	ر		()	·,	ı — ,	·,	ſ′	· · · ·	(· ,	ſ,	ſ'	· · · · · · · · · · · · · · · · · · ·		
1	to decide how I do	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
13	my job.	disagree	81%	42%	39%	9%	6%	4%	10%	72	67	15	9	6	169	N/A
1	I can make decisions	1 1	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
	about my work without getting	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		
14	permission first.	Agree- disagree	72%	34%	39%	14%	7%	7%	14%	58	67	23	11	10	169	N/A
	*The people I work			+	· · · · · · · · · · · · · · · · · · ·	+	· · · · · · · · · · · · · · · · · · ·	′	· · · · · ·	, <u> </u>	, <u> </u>	,				
)	with cooperate to	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
15	get the job done.	disagree	83%	44%	39%	7%	4%	6%	9%	77	66	11	6	9	169	N/A
	*In my work unit,		\square	()	·'	· · · · ·	· · · · · ·	ſ		'	· · · · ·	ſ	ſ7	,		
)	differences in	1 1	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
)	performance are	1 1	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
)	recognized in a	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
17	meaningful way.	disagree	59%	23%	37%	21%	10%	10%	20%	33	54	33	14	14	148	20
	Employees in my	1	()	1 1	(⁾	1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
18	work unit share job knowledge.	Agree- disagree	80%	41%	39%	10%	6%	4%	9%	71	66	17	9	5	168	1
10	*My work unit has	disagree	0070	41/0	3570	10%		4/0	570	<u>⊢ ′</u>		(<u> </u>		100	<u>+</u>
1 1	the job-relevant	1 /	()	1 1	i - 1	í ,	1 '	1 '	()	1 '	1 '	1 '	1 '	'		1
	knowledge and skills	1 /	()	1 1	(¹	1 1	1 '	1 '	()	4 '	1 '	1 '	1 '	1 '		1
	necessary to	1 1	()	1 1	i 1	í ,	1 /	1 '	()	4 '	1 '	1 '	1 '	'		1
	accomplish	Agree-	()	1 1	1 1	1 1	1 /	1 '	()	1 _ '	1 _ '	1 /	1	1 '		1
19		disagree	85%	39%	46%	7%	5%	4%	9%	67	77	11	8	5	168	1
1 1	Employees in my work unit meet the	1 /	()	()	(⁻	í ,	1 2	1 '	[]	1 '	1 '	1 '	1 '	'		1
		Always-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
20	customers.	never	93%	49%	44%	5%	1%	1%	2%	80	71	8	2	1	162	7
	Employees in my	, <u> </u>		(†	·	(,	·,	·′	· · · ·	· · · · · ·	· ,	· '	ſ'	·		
	work unit contribute	1 1	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
	positively to my	1. 7	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
	agency's	Always-	0004	1	1 220	1	1 ~ '	1		1	1	1 '	1 . '	1 _ '	100	
21	performance.	never	89%	56%	32%	7%	2%	1%	4%	92	53	11	4	2	162	6
)	Employees in my	Aburgar	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		
22	work unit produce high-quality work.	Always- never	88%	51%	37%	7%	4%	1%	5%	85	60	11	6	2	164	5
	Employees in my	,		+		· · · · · · · · · · · · · · · · · · ·	, <u>, , , , , , , , , , , , , , , , , , </u>	()			—		<u> </u>	<u> </u>	10-7	
)	work unit adapt to	Always-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
23	changing priorities.	never	84%	52%	32%	11%	2%	3%	5%	88	51	18	4	4	165	3
	New hires in my	,,	\square		·'	·	· · · · · ·	· · · · · · · · · · · · · · · · · · ·	,	· · · · · ·	·	ſ,	· · · · · · · · · · · · · · · · · · ·	1		
- J - J	work unit (i.e., hired	1 /	()	1 1	(¹	1 1	1 '	1 '	()	4 '	1 '	1 '	1 '	1 '		1
	in the past year)	1 1	()	1 1	i 1	í ,	1 /	1 '	()	4 '	1 '	1 '	1 '	'		1 1
	have the right skills	Agree-	6004	0.70/	1	1 2400	1 ~ '	1 ~ '	1404	1	1 - '	1 24 '	1 . '	1 , '	105	
	to do their jobs. I can influence	disagree	68%	27%	41%	21%	6%	<mark>6%</mark>	11%	37	51	24	6	7	125	41
)	decisions in my work	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
25	unit.	disagree	78%	39%	39%	14%	5%	3%	8%	69	65	21	8	5	168	N/A
	I know what my			+	()	()	· · · · · · · · · · · · · · · · · · ·	′	,	, <u> </u>	, <u> </u>	· · · · · · · · · · · · · · · · · · ·		'		
	work unit's goals	Agree-	()	1 1	(1 1	1 '	1 '	()	1 '	1 '	1 '	1 '	1 '		1
26	are.	disagree	87%	51%	36%	7%	2%	4%	5%	88	61	12	3	5	169	N/A

	My work unit															
	commits resources															
	to develop new															
	ideas (e.g., budget,															
	staff, time, expert	Agree-														
27	support).	disagree	73%	35%	38%	14%	9%	4%	13%	58	63	22	14	6	163	4
21		uisagree	13/0	3370	30%	1470	370	470	1370	30	05	22	14	0	105	4
	My work unit															
	successfully	A														
20	manages disruptions	Agree-	700/	2.6%	4204	450/	40/	201	70/	60	60	22	6	-	462	7
28	to our work.	disagree	78%	36%	42%	15%	4%	3%	7%	60	69	22	6	5	162	7
	Employees in my															
	work unit															
	consistently look for															
	new ways to															
	improve how they	Agree-														
29	do their work.	disagree	73%	34%	39%	17%	5%	4%	10%	55	66	28	8	6	163	5
	Employees in my															
	work unit															
	incorporate new															
	ideas into their	Agree-														
30	work.	disagree	76%	35%	41%	16%	4%	4%	8%	56	68	26	6	6	162	5
	Employees in my															
	work unit approach															
	change as an	Agree-														
31	opportunity.	disagree	64%	32%	32%	20%	10%	5%	16%	52	52	35	16	8	163	4
	Employees in my															
	work unit consider															
	customer needs a	Agree-														
32	top priority.	disagree	89%	50%	38%	6%	3%	2%	5%	83	63	10	5	3	164	4
	Employees in my	0.508.00						2.0						_		
	work unit															
	consistently look for															
	ways to improve	Agree-														
33	customer service.	disagree	76%	42%	34%	16%	5%	4%	9%	70	57	26	7	6	166	2
35		usagree	70%	4270	34%	10%	3%	470	5%	70	57	20	,	0	100	2
	Employees in my															
	work unit support															
	my need to balance															
	my work and															
	personal	Agree-										4-	-			
34	responsibilities.	disagree	84%	52%	33%	9%	4%	3%	7%	87	53	13	6	4	163	3
	Employees are															
	recognized for															
	providing high															
	quality products and	Agree-														
35	services.	disagree	75%	30%	45%	13%	6%	<mark>6%</mark>	12%	49	76	20	10	9	164	3
	Employees are															
	protected from															
	health and safety	Agree-														
36	hazards on the job.	disagree	90%	56%	35%	5%	2%	2%	4%	93	58	9	3	3	166	0
	My organization is															
	successful at															
	accomplishing its	Agree-														
37	mission.	disagree	87%	43%	44%	8%	2%	3%	5%	71	74	11	4	4	164	3
	I have a good															
	understanding of my															
	organization's	Agree-														
38	priorities.	disagree	83%	42%	40%	11%	3%	3%	7%	72	68	16	6	5	167	N/A

	My organization															
	shares results (for															
	example, town halls,															
	email, distribution of															
	reports) from the															
	Federal Employee	I.														
	Viewpoint Survey	Agree-	0704	5004												
39	(FEVS).	disagree	97%	52%	44%	1%	1%	2%	3%	88	71	1	2	2	164	2
	Information is															
	openly shared in my	Agree-												_		
40	organization.	disagree	67%	27%	40%	20%	10%	3%	13%	47	65	30	16	5	163	2
	The approval															
	process in my															
	organization allows															
	timely delivery of	Agree-														
41	my work.	disagree	68%	26%	42%	19%	8%	6%	14%	43	70	28	13	8	162	3
	My organization															
1	effectively adapts to															
	changing															
	government	Agree-														
42	priorities.	disagree	75%	26%	49%	17%	5%	3%	8%	42	77	27	8	4	158	5
1	My organization has															
1	prepared me for															
	potential physical	Agree-														
43	security threats.	disagree	86%	36%	50%	8%	3%	3%	6%	60	81	14	5	4	164	2
	My organization has															
	prepared me for															
	potential															
	cybersecurity	Agree-														
44	threats.	disagree	94%	49%	45%	3%	1%	2%	3%	83	72	4	2	2	163	0
	In my organization,															
	arbitrary action,															
	personal favoritism,															
	and/or political															
	coercion are not	Agree-														
45	tolerated.	disagree	60%	32%	28%	23%	10%	7%	17%	51	44	33	16	9	153	12
	*I recommend my															
	organization as a	Agree-														
46	good place to work.	disagree	74%	41%	33%	15%	5%	7%	12%	69	54	24	8	10	165	N/A
	*I believe the results															
1	of this survey will be															
	used to make my															
1	agency a better	Agree-														
47	place to work.	disagree	58%	29%	28%	21%	9%	12%	21%	48	48	33	15	19	163	3
	Supervisors in my															
1	work unit support															
1	employee	Agree-														
48	development.	disagree	83%	58%	25%	7%	5%	5%	10%	97	40	11	7	7	162	0
	My supervisor	Ĭ														
1	supports my need to															
1	balance work and	Agree-														
49	other life issues.	disagree	92%	72%	19%	3%	1%	4%	5%	123	31	4	2	6	166	N/A
	My supervisor	Ĭ														· · · · ·
1	listens to what I	Agree-														
50	have to say.	disagree	88%	66%	23%	4%	2%	6%	8%	110	36	6	2	9	163	N/A
	My supervisor treats	Agree-												_		
51	me with respect.	disagree	89%	70%	19%	4%	2%	5%	7%	118	31	6	2	8	165	N/A
51		abagiee	0370	7070	1370	-+/0	2.70	570	770	110	51	0	۷.	0	105	11/1
	I have trust and															
	confidence in my	Agree-	0.001	C20/	2007	<i>co</i> /			6.004	4.05		40	-		4.00	
52	supervisor.	disagree	82%	63%	20%	6%	4%	8%	12%	105	31	10	6	11	163	N/A

Imagestation holds Appain- sub- bit operation Appain- close 190 490 275 75 35 395 395 395 395 316 11 1 4 150 N/A 0 oberdi, low grad- ling don'ty part bid by optication 000 256 056 256 056 1315 101 90 10 8 8 356 N/A 1 Angebric Cool goor 858 056 258 056 1315 101 90 10 8 8 356 N/A 55 performance 69/are 83 545 258 056 128 02 44 12 9 9 166 N/A 56 Intraverset Agrac- estation 83 548 258 756 105 268 51 11 6 100 166 0 57 more graduality Agrac- estation 838 54 278 756 1058 <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>																	
13 chloright generale. olingene of the general biology of the specific of the spe		My supervisor holds															
Devel Nongoods Devel Nongoods <thdevel nongoods<="" th=""> Devel No</thdevel>		me accountable for	Agree-														
bick dysor bel's being dysor cool-good BNN 60% 20% 60% 90% 90% 11% 101 90 101 88 88 166 NAA My appender construction con	53	achieving results.	disagree	90%	64%	25%	7%	1%	3%	3%	108	41	11	1	4	165	N/A
bick dysor bel's being dysor cool-good BNN 60% 20% 60% 90% 90% 11% 101 90 101 88 88 166 NAA My appender construction con		Overall, how good a															
Solt University of immediate suggestion to suggestion to suggestic, suggestic, suggestion to suggestic, suggestion to suggestion t																	
Set immediate Good-poor B216 GOV 24% GOK D/A 111 13 10 8 8 106 N/A 1 My-apportion porticities in uggestions to improvempide performance. Imagestions																	
14 Unpercented provides member suggestion to migrate member suggestion to suggestion to																	
Image: set of construction provides much by performance. Agree: Bits SS Zeff The system of the performance. Agree: Bits SS Zeff The system of the performance. Agree: Bits SS Zeff The system of the performance. Agree: Bits SS Zeff The system of the performance. Agree: Bits SS Zeff Zeff The system of the performance. Agree: Bits SS Set of the system of the performance. Agree: Bits SS Set of the system of the performance. Agree: Bits SS Set of the system of the performance. Agree: SS Set of the system of the performance. Agree: SS Set of the system of the sy	54		Good-poor	83%	60%	24%	6%	5%	6%	11%	101	30	10	8	8	166	N/A
provides me with suggetions to improve mybb degree (source style provides me with provides me with provides me with reconstruction provides me with suggetions provides me with provides me with provides me with reconstruction provides me with suggetions provides me with suggetions <td>54</td> <td></td> <td>0000-0001</td> <td>0370</td> <td>0078</td> <td>2470</td> <td>070</td> <td>570</td> <td>0/0</td> <td>11/0</td> <td>101</td> <td></td> <td>10</td> <td>0</td> <td>0</td> <td>100</td> <td>11/1</td>	54		0000-0001	0370	0078	2470	070	570	0/0	11/0	101		10	0	0	100	11/1
Instructive suggestions of suggestions of performance performa																	
suggestions to improve performance. Agree- diagree 81% 55% 20% 7% 5% 6% 12% 92 44 12 9 9 166 N/A M approving problem me with feedback Apres- tion and the comparisation. apre		•															
Improve my pb Agree- matrix Gamma Agree- matrix S55 20% 7% 5% 0% 12% 92 44 12 9 9 166 N/A Mr superviser problem muthin technols Mr superviser problem muthin technols Mr superviser problem Mr superviser proproblem Mr superviser problem																	
55 performance. disagree 81% 55% 26% 7% 5% 6% 12% 92 44 12 9 9 166 N/A M performance performance performance and communication and communication and communication and communication and communication and communication and compared provides (addr.) 1 6 10 106 0 55 tiboxybuilt by exe- formative performance agenrate light leaders agenrate light leaders agenrate light leaders and ratio. 83% 21% 32% 26% 10% 10% 21% 36 54 40 17 16 163 2 57 working leaders and ration light standards of honeky and agenete leaders agenete leaders and the gagese 64% 30% 33% 20% 9% 7% 16% 50 53 21 13 11 158 6 59 organization, standards of honeky and performative performative agenete the agenete the																	
Image: second constrained in the product the part of the product the product the part of the product the product the product the part of the product the product the product the part of the part of the part of the product th		improve my job	Agree-														
performance performance (56) performance provides ne with performance (56) Agree- (57) Agree- (58) Agree- (59) Agree- (58)	55	performance.	disagree	81%	55%	26%	7%	5%	6%	12%	92	44	12	9	9	166	N/A
Sector Agree- throughout the yaw, and yaw of motivation senior leaders generate high levels of motivation and commitmin in the agreement high levels of motivation and commitmin in the commitmin the commitmin the commitmin the commitmin the commitmin the c		My supervisor															
Sector Agree- throughout the yaw, and yaw of motivation senior leaders generate high levels of motivation and commitmin in the agreement high levels of motivation and commitmin in the commitmin the commitmin the commitmin the commitmin the commitmin the c																	
sec feedback Agree- tory organization, service leaders generate high levels Agree- tory organization, service leaders generate high levels Agree- tory organization, service leaders generate high levels Agree- tory organization, service leaders Agree- tory organization,																	
56 throughout the year. disagree 83% 54% 29% 6% 4% 7% 10% 88 51 11 6 10 166 0 In my organization, senior leaders generate high hevels of motivation and commitment in the Agree- Agree- 4% 21% 26% 10% 10% 21% 36 54 40 17 16 163 2 Mr organization's motivation and commitment in the Agree- disagree 54% 21% 32% 26% 10% 10% 21% 36 54 40 17 16 163 2 Mr organization's motivation and the high evels of motivation and the high evels of the disagree 34% 20% 9% 7% 16% 50 53 31 13 11 158 6 Mr organization's disagree disagree 81% 36% 46% 10% 6% 3% 8% 61 75 16 9 4 155 1 9 organization, disagree 81% 36% 46% 10% 6% 3% 8% 61 75 <td< td=""><td></td><td>•</td><td>Agree-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>		•	Agree-														
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	64	innovation.	disagree	66%	30%	36%	18%	6%	10%	16%	50	61	28	10	15	164	2

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

	I have similar access															
	to advancement															
	opportunities (e.g.,															
	promotion, career															
	development,															
	training) as others in	Agree-														
75	my work unit.	disagree	73%	42%	31%	8%	10%	9%	18%	70	51	12	16	13	162	4
	My supervisor provides															
	opportunities fairly															
	to all employees in															
	my work unit (e.g.,															
	promotions, work	Agree-														
76	assignments).	disagree	78%	48%	30%	10%	3%	9%	12%	80	49	15	5	14	163	3
	In my work unit,															
	excellent work is															
	similarly recognized for all employees															
	(e.g., awards,	Agree-														
77	acknowledgements).	disagree	70%	40%	30%	14%	6%	10%	16%	65	50	21	9	14	159	5
	Employees in my															
	work unit make me	Agree-														
78	feel I belong.	disagree	85%	48%	37%	9%	3%	3%	<mark>6%</mark>	82	61	14	5	4	166	0
	Employees in my															
	work unit care about	Agree-														
79	me as a person.	disagree	86%	50%	36%	9%	3%	2%	5%	83	59	14	5	3	164	2
	I am comfortable expressing opinions															
	that are different															
	from other															
	employees in my	Agree-														
80	work unit.	disagree	81%	47%	34%	9%	4%	6%	9%	79	57	14	6	8	164	2
	In my work unit,															
	people's differences	Agree-											_			
81	are respected.	disagree	82%	50%	32%	12%	3%	3%	6%	84	52	19	5	4	164	2
	I can be successful in my organization	Agree														
82	being myself.	Agree- disagree	82%	47%	35%	9%	3%	5%	9%	78	58	15	5	8	164	2
52	I can easily make a	alsagree	0270		5576	570	570	570	570	,0		15	,		104	
	request of my															
	organization to															
	meet my	Agree-														
83	accessibility needs.	disagree	78%	47%	31%	16%	3%	2%	<mark>6%</mark>	55	34	15	3	3	110	56
	My organization															
	responds to my accessibility needs in	Agree-														
84	a timely manner.	disagree	78%	46%	31%	18%	2%	3%	5%	51	32	18	2	3	106	60
	My organization						_/*	- / 0					-			
	meets my	Agree-														
85	accessibility needs.	disagree	79%	46%	32%	16%	2%	4%	<mark>6%</mark>	51	32	16	2	4	105	61
		Agree-														
86	My job inspires me.	disagree	64%	29%	36%	18%	11%	6%	18%	47	59	29	18	9	162	N/A
	The work I do gives															
87	me a sense of accomplishment.	Agree- disagree	74%	33%	40%	13%	9%	5%	13%	56	69	19	14	7	165	N/A
		alsagiee	/ 4/0	3370	40/0	1370	370	J/0	1370	50	05	13	14	,	105	N/A
	l feel a strong personal attachment	Agree-														
88	to my organization.	disagree	66%	31%	35%	20%	8%	6%	14%	52	60	32	13	8	165	N/A
		2.200.00	0070	/ -	00/0	2070		270	21/0						200	

89	l 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	<mark>93%</mark>	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

ltem	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%

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%

20	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee	nt	nt	0.4%	070/	nt	nt	297
39	Viewpoint Survey (FEVS).			94%	97%			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%

50	***	7.0/	7.40/	70%	019/	F0/	70/	20/
59	*Managers communicate the goals of the organization. Managers promote communication among different work	76%	74%	79%	81%	5%	7%	2%
	units (for example, about projects, goals, needed							
60	resources).	70%	63%	69%	67%	-3%	4%	-2%
	Overall, how good a job do you feel is being done by the	7.40/	720/	750/	700/	20/	40/	20/
61	manager directly above your immediate supervisor?	74%	73%	75%	72%	-2%	-1%	-3%
	I have a high level of respect for my organization's senior							
62	leaders.	58%	59%	63%	63%	5%	4%	0%
	Senior leaders demonstrate support for Work-Life							
63	programs.	54%	66%	68%	72%	18%	6%	4%
64	Management encourages innovation.	nt	55%	62%	66%	_nt	11%	4%
01			3370	0270	00/0		11/0	170
	Management makes effective changes to address		5.644					
65	challenges facing our organization.	_nt	53%	64%	61%	_nt	8%	-3%
	Management involves employees in decisions that affect							
66	their work.	nt	45%	50%	52%	nt	7%	2%
	*How satisfied are you with your involvement in decisions							
67	that affect your work?	61%	54%	61%	60%	-1%	6%	-1%
	*How satisfied are you with the information you receive							
	from management on what's going on in your							
68	organization?	63%	54%	65%	62%	-1%	8%	-3%
	*How satisfied are you with the recognition you receive							
69	for doing a good job?	69%	62%	64%	67%	-2%	5%	3%
	*Considering everything, how satisfied are you with your							
70	iob?	70%	74%	74%	70%	0%	-4%	-4%
70		10/0	7470	7470	10/0	070	470	470
	Considering everything, how satisfied are you with your							
71	pay?	70%	71%	70%	71%	1%	0%	1%
	*Considering everything, how satisfied are you with your							
72	organization?	64%	67%	69%	71%	7%	4%	2%
	My organization's management practices promote							
70	diversity (e.g., outreach, recruitment, promotion	at	6004	750/	7.04	at	70/	101
73	opportunities).	nt	69%	75%	76%	nt	7%	1%
	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities,							
74	development).	_nt	78%	81%	82%	_nt	4%	1%
	I have similar access to advancement opportunities (e.g.,							
	promotion, career development, training) as others in my							
75	work unit.	nt	70%	71%	73%	nt	3%	2%
	My supervisor provides opportunities fairly to all							
70	employees in my work unit (e.g., promotions, work	at	0.694	770/	700/	at	20/	101
76	assignments).	nt	81%	77%	78%	nt	-3%	1%
	In my work unit, excellent work is similarly recognized for							
77	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 uni	t poor performers	usually (select all	that apply):
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	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

	2024	2024	2023	2023
	N	%	N	%
l 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%
. ,	0	0.0%	0	0.070
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%

91a. What is your current remote work status?				
	2024	2024	2023	2023
	N	%	N	%
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%

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

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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%

	%
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%
Νο	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?	

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%
Νο	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	_5

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 1	2.7%
Bachelor's Degree 3	1.3%
Advanced Degrees (Post Bachelor's Degree) 5	2.7%
Total 10	0.0%

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%

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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