Equal Employment Opportunity Commission 2024 FEVS AES Report	Agency Information
Field Period	May 14 - Jun 28, 2024
Sample or Census	Census
Number of Surveys Completed	1,328
Number of Surveys Administered	2,208
Response Rate	60.1%
Number of items identified as Strengths (65% positive or higher)	77
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	79%
Leaders Lead Subindex	72%
Supervisors Subindex	85%
Intrinsic Work Experience Subindex	80%

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "–^{nr}" indicates that there were no responses to the item.

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/	Agree/ Most of the time/	Neither Agree nor Disagree/	Disagree/ Rarely/ Poor/	Strongly Disagree/ Never/	Percent Negative	Strongly Agree/ Always/	Agree/ Most of the	Neither Agree nor Disagree/	Disagree/ Rarely/ Poor/	Strongly Disagree/ Never/	Item Response Total**	Do Not Know/ No Basis to
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	78%	37%	40%	11%	8%	3%	11%	491	535	149	104	44	1,323	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	70%	34%	35%	14%	10%	7%	17%	445	458	179	129	92	1,303	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	83%	48%	35%	11%	4%	2%	6%	627	466	143	49	30	1,315	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	85%	46%	40%	7%	5%	3%	8%	593	516	91	70	36	1,306	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	58%	26%	32%	14%	15%	13%	28%	334	420	189	206	168	1,317	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	71%	33%	38%	15%	8%	6%	14%	427	494	198	105	80	1,304	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	91%	53%	38%	6%	2%	2%	4%	695	494	73	23	26	1,311	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	71%	40%	31%	14%	8%	7%	15%	506	392	173	103	93	1,267	50
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	81%	33%	47%	11%	6%	2%	9%	435	628	143	86	31	1,323	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	73%	28%	44%	14%	9%	4%	13%	364	579	187	123	51	1,304	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	92%	46%	46%	5%	2%	1%	3%	603	608	64	26	20	1,321	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	83%	40%	43%	9%	6%	2%	8%	516	571	128	76	29	1,320	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	71%	33%	38%	14%	9%	6%	15%	435	500	181	120	85	1,321	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	61%	26%	35%	18%	14%	6%	21%	341	470	238	190	83	1,322	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	88%	54%	34%	6%	3%	3%	6%	711	449	83	46	34	1,323	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	54%	21%	33%	25%	12%	9%	21%	225	368	267	137	99	1,096	229
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	89%	51%	38%	6%	3%	2%	5%	675	495	84	42	22	1,318	7
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	87%	45%	42%	8%	3%	2%	5%	589	548	102	39	24	1,302	24
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	92%	52%	40%	7%	1%	0%	1%	638	506	90	12	1	1,247	72
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	94%	63%	31%	5%	1%	0%	1%	774	393	63	8	4	1,242	63
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	91%	56%	36%	8%	1%	0%	1%	681	442	96	14	3	1,236	80
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	89%	57%	32%	9%	2%	1%	2%	696	398	116	21	7	1,238	75
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	68%	28%	40%	21%	7%	4%	11%	303	436	231	77	43	1,090	231
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	67%	27%	40%	19%	9%	5%	14%	355	528	252	119	67	1,321	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	88%	44%	43%	7%	3%	2%	6%	581	574	91	43	32	1,321	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	57%	23%	34%	24%	12%	8%	19%	285	414	297	146	102	1,244	77
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	78%	33%	45%	14%	5%	3%	9%	407	558	174	68	40	1,247	74
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	78%	35%	44%	14%	5%	2%	8%	426	534	174	67	31	1,232	80
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	76%	33%	43%	16%	5%	3%	8%	410	523	193	66	36	1,228	72
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	68%	29%	39%	22%	7%	3%	10%	354	466	278	81	42	1,221	76
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	85%	43%	42%	11%	2%	2%	4%	531	528	140	33	20	1,252	50
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	77%	36%	40%	17%	4%	2%	6%	447	497	212	53	28	1,237	74
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	81%	45%	36%	12%	3%	4%	7%	575	455	151	43	48	1,272	32
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	72%	29%	44%	13%	8%	7%	14%	361	556	166	99	86	1,268	42
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	80%	42%	38%	11%	5%	4%	9%	529	483	145	60	50	1,267	42
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	83%	38%	45%	10%	4%	3%	7%	483	579	133	53	35	1,283	25
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	86%	44%	43%	7%	4%	3%	6%	562	562	97	50	38	1,309	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	86%	44%	42%	8%	4%	3%	6%	556	520	97	47	34	1,254	48
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	66%	28%	39%	16%	11%	6%	18%	345	490	205	141	82	1,263	14
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	67%	26%	41%	16%	10%	7%	17%	329	519	206	129	89	1,272	19
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	77%	31%	46%	15%	4%	4%	8%	376	560	188	56	48	1,228	50

#	Question			Scale	Positive			Neutral			Negative						N	
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	77%	33%	44%	12%	6%	5%	11%	425	570	159	77	59	1,290	13
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	89%	38%	51%	8%	2%	2%	3%	477	658	103	20	20	1,278	12
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	62%	30%	33%	19%	10%	9%	19%	361	401	229	126	110	1,227	69
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	73%	36%	37%	15%	7%	4%	12%	462	487	201	96	58	1,304	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	55%	28%	27%	21%	12%	11%	24%	338	330	258	156	143	1,225	80
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	85%	52%	33%	8%	3%	4%	7%	655	431	101	40	54	1,281	8
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	88%	65%	24%	6%	3%	3%	5%	837	307	85	33	35	1,297	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	62%	24%	6%	4%	4%	8%	798	313	80	56	45	1,292	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	89%	66%	23%	5%	3%	3%	6%	852	300	66	33	44	1,295	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	82%	61%	21%	9%	4%	5%	9%	781	274	115	58	62	1,290	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	92%	65%	27%	6%	1%	1%	2%	838	348	76	14	15	1,291	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	84%	63%	21%	9%	4%	3%	7%	819	272	121	47	41	1,300	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	81%	55%	26%	11%	5%	3%	8%	707	342	144	61	46	1,300	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	85%	54%	31%	8%	3%	4%	7%	697	398	110	43	47	1,295	6
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	61%	30%	31%	19%	10%	10%	20%	378	392	244	124	132	1,270	24
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	70%	36%	34%	16%	5%	9%	14%	443	410	204	66	106	1,229	59
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	80%	37%	43%	11%	4%	5%	9%	475	547	143	46	66	1,277	10
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	70%	33%	36%	15%	7%	8%	15%	416	451	196	91	97	1,251	33
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	77%	48%	30%	12%	5%	6%	11%	580	363	147	63	72	1,225	63
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	74%	40%	33%	14%	6%	7%	13%	512	424	177	79	88	1,280	10
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	68%	35%	33%	17%	7%	7%	15%	419	396	214	89	91	1,209	81
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	63%	31%	32%	21%	8%	8%	16%	383	394	264	103	104	1,248	39
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	63%	30%	33%	19%	9%	9%	18%	371	402	241	117	107	1,238	46
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	53%	25%	28%	22%	13%	12%	25%	307	346	270	166	151	1,240	43
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	57%	24%	33%	23%	12%	8%	20%	312	415	296	161	101	1,285	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	65%	27%	37%	19%	11%	6%	17%	350	472	244	137	78	1,281	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	67%	30%	37%	16%	9%	7%	17%	383	478	209	120	95	1,285	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	75%	36%	39%	13%	7%	5%	12%	453	503	161	96	64	1,277	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	24%	37%	17%	12%	10%	22%	303	478	221	158	126	1,286	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	72%	31%	41%	14%	8%	6%	14%	398	526	178	106	78	1,286	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	79%	45%	34%	11%	4%	5%	9%	548	415	141	51	62	1,217	69
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	81%	52%	30%	11%	4%	4%	7%	629	365	140	42	45	1,221	66
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	73%	40%	34%	14%	7%	6%	13%	484	412	174	79	78	1,227	53
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	77%	46%	31%	13%	5%	5%	10%	552	375	154	57	58	1,196	86
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	75%	43%	32%	13%	6%	6%	12%	505	377	160	70	71	1,183	99
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	87%	50%	37%	9%	2%	2%	4%	627	467	110	26	30	1,260	20
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	84%	49%	35%	12%	2%	2%	4%	606	425	154	26	22	1,233	34
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	79%	45%	34%	11%	6%	4%	10%	563	432	142	78	50	1,265	16
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	84%	49%	35%	11%	3%	2%	5%	614	432	135	39	30	1,250	27
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	80%	45%	34%	13%	4%	4%	8%	573	430	161	49	48	1,261	13
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	79%	44%	34%	13%	4%	5%	8%	420	324	120	37	43	944	336
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	73%	41%	32%	17%	5%	5%	9%	364	282	151	44	42	883	396

#	Question	Category		Scale														
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	76%	42%	34%	16%	4%	4%	8%	376	300	142	37	36	891	386
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	77%	41%	36%	15%	5%	3%	8%	521	452	190	70	40	1,273	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	84%	47%	37%	10%	4%	2%	6%	600	465	127	49	31	1,272	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	72%	38%	34%	17%	6%	4%	11%	488	432	219	82	56	1,277	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	90%	57%	34%	7%	1%	1%	2%	722	425	96	14	14	1,271	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	95%	65%	31%	4%	1%	1%	1%	824	392	44	8	7	1,275	N/A

Performance Dimension: Goal-Oriented: Accountability

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

	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	227	17.1%	221	15.9%	152	13.8%
Remain in the work unit and continue to underperform	284	21.3%	282	20.2%	240	21.4%
Leave the work unit - removed or transferred	105	7.6%	120	8.6%	97	8.6%
Leave the work unit - quit	104	7.5%	84	6.1%	67	5.9%
There are no poor performers in my work unit	317	24.1%	340	25.0%	264	24.2%
Do Not Know	437	33.6%	451	33.1%	374	34.5%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,322	N/A	1,375	N/A	1,098	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **Equal Employment Opportunity Commission AES Report,** 2024 Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	77%	73%	77%	78%	1%	5%	1%	7	5	24
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	70%	67%	69%	70%	0%	3%	1%	16	18	35
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	85%	82%	83%	83%	-2%	1%	0%	23	41	54
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	86%	82%	85%	85%	-1%	3%	0%	21	12	57
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	61%	58%	58%	58%	-3%	0%	0%	27	55	60
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	73%	69%	70%	71%	-2%	2%	1%	26	36	34
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	92%	90%	91%	91%	-1%	1%	0%	17	46	46
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	67%	68%	69%	71%	4%	3%	2%	1	10	8
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	—[nt]	80%	81%	81%	—[nt]	1%	0%	—[nt]	52	51
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	—[nt]	73%	75%	73%	—[nt]	0%	-2%	—[nt]	65	83
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	—[nt]	94%	92%	92%	—[nt]	-2%	0%	—[nt]	81	58
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	—[nt]	78%	83%	83%	—[nt]	5%	0%	—[nt]	4	65
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	—[nt]	—[nt]	73%	71%	—[nt]	—[nt]	-2%	—[nt]	—[nt]	78
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	—[nt]	—[nt]	64%	61%	—[nt]	—[nt]	-3%	—[nt]	—[nt]	85
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	88%	86%	87%	88%	0%	2%	1%	13	29	33
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	64%	56%	57%	54%	-10%	-2%	-3%	39	82	88
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	—[nt]	85%	87%	89%	—[nt]	4%	2%	—[nt]	9	15
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	88%	87%	87%	87%	-1%	0%	0%	19	56	45
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	92%	91%	92%	92%	0%	1%	0%	14	39	47
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	93%	92%	93%	94%	1%	2%	1%	4	26	18
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	90%	90%	89%	91%	1%	1%	2%	9	38	9
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	89%	88%	88%	89%	0%	1%	1%	11	48	27
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	—[nt]	69%	70%	68%	—[nt]	-1%	-2%	—[nt]	77	80
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	—[nt]	62%	67%	67%	—[nt]	5%	0%	—[nt]	3	59
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	—[nt]	83%	86%	88%	—[nt]	5%	2%	—[nt]	6	16
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	—[nt]	56%	61%	57%	—[nt]	1%	-4%	—[nt]	45	89
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	—[nt]	75%	75%	78%	—[nt]	3%	3%	—[nt]	21	2
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	—[nt]	77%	76%	78%	—[nt]	1%	2%	—[nt]	43	6
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	—[nt]	76%	76%	76%	—[nt]	0%	0%	—[nt]	67	52
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	—[nt]	67%	69%	68%	—[nt]	1%	-1%	—[nt]	49	77
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	—[nt]	83%	84%	85%	—[nt]	2%	1%	—[nt]	34	23
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	—[nt]	75%	77%	77%	—[nt]	2%	0%	—[nt]	33	44
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	—[nt]	78%	80%	81%	—[nt]	3%	1%	—[nt]	17	21
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	74%	74%	73%	72%	-2%	-2%	-1%	25	80	72
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	86%	71%	83%	80%	-6%	9%	-3%	35	2	86
37	My organization is successful at accomplishing its mission.	N/A	Other	83%	80%	83%	83%	0%	3%	0%	12	15	53
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	—[nt]	84%	86%	86%	—[nt]	2%	0%	—[nt]	30	62

#	Question												
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	—[nt]	—[nt]	84%	86%	—[nt]	—[nt]	2%	—[nt]	—[nt]	3
40	Information is openly shared in my organization.	N/A	Foundations: Communication	—[nt]	—[nt]	65%	66%	—[nt]	—[nt]	1%	—[nt]	—[nt]	22
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	—[nt]	—[nt]	65%	67%	—[nt]	—[nt]	2%	—[nt]	—[nt]	5
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	—[nt]	73%	75%	77%	—[nt]	4%	2%	—[nt]	8	13
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	—[nt]	65%	74%	77%	—[nt]	12%	3%	—[nt]	1	1
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	—[nt]	87%	89%	89%	—[nt]	2%	0%	—[nt]	24	48
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	—[nt]	60%	60%	62%	—[nt]	2%	2%	—[nt]	27	4
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	76%	70%	74%	73%	-3%	3%	-1%	29	16	75
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	52%	55%	55%	55%	3%	0%	0%	2	57	42
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	83%	84%	84%	85%	2%	1%	1%	3	51	31
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	88%	89%	87%	88%	0%	-1%	1%	10	75	30
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	85%	86%	86%	86%	1%	0%	0%	6	62	43
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	88%	89%	88%	89%	1%	0%	1%	8	71	36
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	81%	81%	80%	82%	1%	1%	2%	5	50	7
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	—[nt]	94%	92%	92%	—[nt]	-2%	0%	—[nt]	79	63
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	85%	84%	82%	84%	-1%	0%	2%	18	58	10
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	—[nt]	79%	80%	81%	—[nt]	2%	1%	—[nt]	32	28
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	—[nt]	82%	84%	85%	—[nt]	3%	1%	—[nt]	19	26
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	65%	58%	63%	61%	-4%	3%	-2%	32	11	79
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	70%	67%	70%	70%	0%	3%	0%	15	22	56
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	81%	78%	79%	80%	-1%	2%	1%	22	25	32
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	73%	70%	70%	70%	-3%	0%	0%	28	69	55
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	79%	76%	77%	77%	-2%	1%	0%	24	40	41
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	75%	71%	73%	74%	-1%	3%	1%	20	14	29
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	77%	68%	69%	68%	-9%	0%	-1%	38	70	74
64	Management encourages innovation.	N/A	Agile: Innovation	—[nt]	63%	64%	63%	—[nt]	0%	-1%	—[nt]	60	71
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	—[nt]	62%	64%	63%	—[nt]	1%	-1%	—[nt]	53	70
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	—[nt]	53%	56%	53%	—[nt]	0%	-3%	—[nt]	59	87
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	63%	56%	59%	57%	-6%	1%	-2%	34	37	82
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	71%	62%	65%	65%	-6%	3%	0%	36	20	64
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	72%	67%	68%	67%	-5%	0%	-1%	33	64	73
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	79%	76%	76%	75%	-4%	-1%	-1%	31	73	68
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	70%	61%	61%	61%	-9%	0%	0%	37	54	40
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	76%	70%	73%	72%	-4%	2%	-1%	30	28	66
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	—[nt]	80%	78%	79%	—[nt]	-1%	1%	—[nt]	74	19
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	—[nt]	83%	81%	81%	—[nt]	-2%	0%	—[nt]	78	39
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	—[nt]	73%	75%	73%	—[nt]	0%	-2%	—[nt]	66	84
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	—[nt]	77%	76%	77%	—[nt]	0%	1%	—[nt]	61	25
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	—[nt]	75%	73%	75%	—[nt]	0%	2%	—[nt]	68	17
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	—[nt]	83%	85%	87%	—[nt]	4%	2%	—[nt]	7	12

#	Statement	Category											
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	—[nt]	81%	83%	84%	—[nt]	3%	1%	—[nt]	23	38
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	—[nt]	77%	80%	79%	—[nt]	2%	-1%	—[nt]	31	69
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	—[nt]	81%	82%	84%	—[nt]	3%	2%	—[nt]	13	14
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	—[nt]	79%	78%	80%	—[nt]	1%	2%	—[nt]	42	11
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	—[nt]	82%	79%	79%	—[nt]	-3%	0%	—[nt]	84	61
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	—[nt]	74%	74%	73%	—[nt]	-1%	-1%	—[nt]	72	67
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	—[nt]	76%	75%	76%	—[nt]	0%	1%	—[nt]	63	37
86	My job inspires me.	Employee Experience	N/A	—[nt]	75%	78%	77%	—[nt]	2%	-1%	—[nt]	35	76
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	—[nt]	83%	84%	84%	—[nt]	1%	0%	—[nt]	44	50
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	—[nt]	71%	71%	72%	—[nt]	1%	1%	—[nt]	47	20
89	I identify with the mission of my organization.	Employee Experience	N/A	—[nt]	93%	92%	90%	—[nt]	-3%	-2%	—[nt]	83	81
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	—[nt]	96%	95%	95%	—[nt]	-1%	0%	—[nt]	76	49

* 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.

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)	138	10.9%	160	11.9%
I telework 3 or 4 days per week	753	59.5%	728	54.7%
I telework 1 or 2 days per week	345	26.7%	406	30.9%
I telework, but only about 1 or 2 days per month	8	0.6%	8	0.6%
I telework very infrequently, on an unscheduled or short-term basis	10	0.7%	11	0.9%
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)	1	0.1%	1	0.1%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	1	0.1%
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	5	0.4%	2	0.2%
I do not telework because I choose not to telework	16	1.2%	10	0.7%
Total	1,276	100.0%	1,327	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	19	14.1%	15	9.6%
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	48	36.4%	50	31.9%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	49	35.4%	67	43.5%
I do not know	19	14.0%	24	14.9%
Total	135	100.0%	156	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.

Source: **Equal Employment Opportunity Commission AES Report**, 2024 Federal Employee Viewpoint Survey
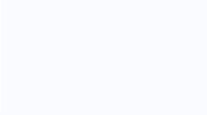
Employment Demographics

Where do you work?

	%
Headquarters	21.0%
Field	70.7%
Full-time telework (e.g., home office, telecenter)	8.3%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.8%
Manager	5.3%
Supervisor	13.5%
Team Leader	4.4%
Non-Supervisor	73.0%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.1%
GS 1-6	8.3%
GS 7-12	41.9%
GS 13-15	46.2%
Senior Executive Service	2.1%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	0.9%
Total	100.0%

What is your US military service status?

	%

No Prior Military Service	68.7%
Currently in National Guard or Reserves	1.6%
Retired	9.1%
Separated or Discharged	20.6%
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).	1.2%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.7%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	3.1%
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.	0.5%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.3%
None of the spouse categories listed.	92.2%
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	12.0%
No	88.0%
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.	4.6%

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. 1.0%

of a service member who died as a result of their service to the U.S. Armed Forces. 0.5%

None of the child, parent, or next of kin categories listed. 94.6%

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	6.1%
1 to 3 years	15.5%
4 to 5 years	9.1%
6 to 10 years	16.4%
11 to 14 years	10.6%
15 to 20 years	16.2%
More than 20 years	26.0%
Total	100.0%

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

	%
Less than 1 year	11.4%
1 to 3 years	27.4%
4 to 5 years	8.2%
6 to 10 years	16.1%
11 to 14 years	6.3%
15 to 20 years	11.4%
More than 20 years	19.3%
Total	100.0%

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

	%
No	67.9%

	%
Yes, to retire	5.6%
Yes, to take another job within the Federal Government	19.0%
Yes, to take another job outside the Federal Government	3.1%
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	50.8%
No	49.2%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	2.1%
1 year	3.0%
2 years	4.8%
3 years	4.0%
4 years	3.3%
5 years	7.4%
More than 5 years	75.5%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	17.7%
No	82.3%
Total	100.0%

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

	%
White	53.2%
Black or African American	34.0%
All other races	12.8%
Total	100.0%

What is your age group?

	%
29 years and under	6.6%
30-39 years old	20.5%
40-49 years old	26.9%
50-59 years old	28.5%
60 years or older	17.5%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	2.0%
Certification/ Some College/ Associate's Degree	15.2%
Bachelor's Degree	33.0%
Advanced Degrees (Post Bachelor's Degree)	49.8%
Total	100.0%

Are you an individual with a disability?

	%
Yes	43.5%
No	56.5%
Total	100.0%

What is your gender?

	%
Male	38.2%
Female	60.3%

Non-binary	0.8%
I use a different term	0.7%
Total	100.0%

Are you transgender?

	%
Yes	0.3%
No	99.7%
Total	100.0%

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

	%
Lesbian or gay	4.1%
Straight, that is, not lesbian or gay	90.1%
Bisexual	2.9%
I use a different term	3.0%
Total	100.0%

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: **Equal Employment Opportunity Commission AES Report,** 2024 Federal Employee Viewpoint Survey

Generic Item

1. I have access to the technology I need to do my job effectively.

	N	%
Strongly Agree	602	47.6%
Agree	516	40.1%
Neither Agree nor Disagree	70	5.4%
Disagree	62	4.8%
Strongly Disagree	29	2.1%
Total	1,279	100.0%

2. My supervisor keeps me informed on information and issues related to my position and work environment.

	N	%
Strongly Agree	619	49.1%
Agree	449	35.0%
Neither Agree nor Disagree	123	9.6%
Disagree	48	3.8%
Strongly Disagree	32	2.5%
Total	1,271	100.0%

3. I feel free to raise dissenting opinions without it having a negative impact on my career.

	N	%
Strongly Agree	455	35.8%
Agree	381	30.1%
Neither Agree nor Disagree	225	17.5%
Disagree	119	9.2%
Strongly Disagree	96	7.4%
Total	1,276	100.0%

4. My manager/supervisor encourages me to participate in employee engagement activities (Surveys (FEVS and pulse), mentoring/coaching, recognition).

	N	%
Strongly Agree	646	50.5%
Agree	413	32.5%
Neither Agree nor Disagree	142	11.2%
Disagree	39	3.0%
Strongly Disagree	35	2.8%
Total	1,275	100.0%

5. I could be more productive in my job if I had.... (Select the top three that apply)

	N	%
More collaboration in work unit	213	17.1%
Better training	338	27.0%
Job-related software	238	18.5%
Clearer processes and procedures	428	33.9%
Clearer guidance	330	26.0%
I do not require anything else	465	37.4%
Total	1,258	N/A

6. Agency has used annual results of this survey to improve the following: (Select all that apply)

	N	%
Assess training needs.	440	49.7%
Improve information sharing from management to staff on matters related to the Agency.	569	64.3%
Create opportunities for advancement and career development.	278	32.3%
Recognize employees for good performance in a meaningful way.	354	39.9%
Promote work-life balance.	446	50.7%
Enhance technology needs.	287	33.1%
Total	886	N/A

7. If you feel that your workload is not reasonable, what is the main reason? (Select one)

	N	%
Not enough staff	490	38.2%
Inefficient work processes	97	7.6%
Competing work assignments	100	8.0%
Unequal distribution of tasks	57	4.8%
NA - My workload is reasonable	506	41.4%
Total	1,250	100.0%

8. When answering the survey questions about your "senior leaders," who were you primarily thinking of?

	N	%
Agency head	200	16.1%
Other Presidential-Appointed and Senate-Confirmed (PAS)	61	4.8%
Career senior executives	328	25.9%
Regional Attorneys	61	5.2%
Office Directors	601	48.0%
Total	1,251	100.0%

9. When answering the survey questions about your "organization," which organization were you primarily thinking of?

	N	%
The overall agency	549	43.4%
Headquarters Office only	207	17.0%
District Office only	308	23.7%
Field Office only	89	6.9%
Area Office only	38	2.9%
Local Office only	46	3.9%
Other	27	2.2%
Total	1,264	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report**, 2024
Federal Employee Viewpoint Survey