

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	76.7%	37.5%	39.2%	11.4%	7.9%	4.0%	12.0%	343	377	110	75	38	943	
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	70.1%	36.7%	33.4%	13.4%	10.4%	6.1%	16.5%	338	321	130	101	58	948	
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	84.5%	50.5%	34.0%	8.3%	4.2%	3.0%	7.2%	479	326	75	40	28	948	
4	I know what is expected of me on the job.	Agree-disagree	86.2%	46.7%	39.6%	7.9%	3.2%	2.7%	5.9%	443	380	77	31	25	956	
5	*My workload is reasonable.	Agree-disagree	60.8%	21.5%	39.2%	14.0%	14.4%	10.9%	25.2%	196	375	132	137	107	947	
6	*My talents are used well in the workplace.	Agree-disagree	73.0%	31.3%	41.7%	13.6%	7.1%	6.3%	13.4%	289	401	128	67	60	945	
7	*I know how my work relates to the agency's goals.	Agree-disagree	91.6%	51.5%	40.1%	4.5%	2.8%	1.1%	3.9%	491	381	45	27	11	955	
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	66.7%	34.6%	32.1%	17.3%	7.3%	8.7%	15.9%	321	299	166	68	82	936	
9	*The people I work with cooperate to get the job done.	Agree-disagree	88.2%	50.7%	37.5%	6.4%	2.9%	2.4%	5.3%	492	357	63	27	24	963	
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	54.1%	20.4%	33.7%	27.5%	11.1%	7.3%	18.4%	150	255	209	84	56	754	
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	63.9%	26.0%	37.9%	19.2%	9.9%	7.0%	17.0%	215	323	160	86	59	843	
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	88.2%	43.4%	44.8%	7.8%	2.3%	1.7%	4.0%	412	425	74	23	16	950	
14	Employees in my work unit meet the needs of our customers.	Always-never	92.4%	49.8%	42.7%	6.8%	0.4%	0.4%	0.8%	441	391	59	4	3	898	
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	92.6%	60.3%	32.3%	6.5%	0.6%	0.3%	0.8%	553	299	61	5	2	920	
16	Employees in my work unit produce high-quality work.	Always-never	90.3%	56.0%	34.3%	8.5%	0.9%	0.3%	1.2%	507	313	77	8	2	907	
17	Employees in my work unit adapt to changing priorities.	Always-never	88.6%	56.4%	32.2%	9.7%	1.4%	0.3%	1.7%	510	300	88	12	2	912	
18	Employees in my work unit successfully collaborate.	Always-never	84.0%	54.4%	29.6%	11.3%	3.1%	1.5%	4.7%	497	281	105	27	13	923	
19	Employees in my work unit achieve our goals.	Always-never	91.1%	55.5%	35.6%	7.8%	0.7%	0.4%	1.0%	510	339	72	6	3	930	
20	Employees are recognized for providing high quality products and services.	Agree-disagree	74.2%	34.8%	39.4%	10.9%	9.9%	5.0%	14.9%	317	370	103	95	46	931	
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	85.6%	49.8%	35.9%	10.3%	2.3%	1.7%	4.0%	446	331	95	21	16	909	
22	My agency is successful at accomplishing its mission.	Agree-disagree	83.3%	43.1%	40.1%	11.2%	3.8%	1.7%	5.5%	400	387	107	36	16	946	
23	*I recommend my organization as a good place to work.	Agree-disagree	76.4%	38.5%	37.9%	14.1%	5.5%	4.0%	9.5%	360	367	136	51	40	954	
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	52.1%	23.7%	28.5%	23.1%	13.9%	10.8%	24.7%	197	249	201	123	95	865	
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	87.9%	60.8%	27.2%	6.5%	3.6%	2.0%	5.6%	574	260	60	34	18	946	
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	86.4%	61.3%	25.2%	9.6%	2.3%	1.7%	4.0%	549	228	86	20	14	897	
27	Supervisors in my work unit support employee development.	Agree-disagree	82.9%	57.3%	25.6%	10.3%	3.7%	3.2%	6.8%	528	244	99	34	29	934	
28	My supervisor listens to what I have to say.	Agree-disagree	84.7%	60.5%	24.2%	7.7%	4.6%	3.0%	7.6%	569	233	72	45	29	948	
29	My supervisor treats me with respect.	Agree-disagree	87.9%	66.4%	21.6%	6.6%	3.3%	2.1%	5.4%	625	209	62	32	20	948	
30	I have trust and confidence in my supervisor.	Agree-disagree	80.6%	58.4%	22.2%	9.3%	6.3%	3.8%	10.1%	549	214	86	62	36	947	
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	84.8%	62.4%	22.4%	9.5%	3.2%	2.5%	5.7%	593	213	91	30	24	951	
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	65.0%	30.8%	34.3%	17.5%	9.9%	7.6%	17.5%	279	320	164	94	72	929	
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	70.2%	35.5%	34.6%	17.4%	4.8%	7.6%	12.4%	311	308	158	43	69	889	

34	*Managers communicate the goals of the organization.	Agree-disagree	81.4%	36.4%	45.1%	9.7%	4.7%	4.1%	8.8%	336	424	92	46	39	937
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	72.5%	33.2%	39.3%	13.9%	7.6%	6.0%	13.5%	299	360	130	71	57	917
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	78.9%	47.3%	31.6%	11.6%	3.4%	6.1%	9.5%	413	280	103	29	53	878
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	74.6%	42.2%	32.4%	14.4%	5.7%	5.3%	11.1%	386	305	137	55	51	934
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	77.2%	42.4%	34.8%	12.7%	4.7%	5.4%	10.1%	369	313	110	41	48	881
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	62.8%	27.2%	35.6%	19.3%	12.1%	5.7%	17.8%	247	335	184	115	55	936
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	70.7%	28.9%	41.9%	14.4%	10.7%	4.1%	14.9%	265	395	136	102	40	938
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	72.1%	34.5%	37.6%	13.4%	9.1%	5.4%	14.5%	318	352	126	84	51	931
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	79.1%	38.1%	41.1%	11.3%	5.5%	4.1%	9.6%	348	386	106	52	39	931
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	69.6%	28.1%	41.5%	13.0%	11.4%	6.0%	17.4%	258	390	118	108	57	931
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	76.4%	33.8%	42.6%	12.9%	6.1%	4.6%	10.7%	310	402	123	58	44	937

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**11. In my work unit poor performers usually:**

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
Remain in the work unit and improve their performance over time	139	22.7%	213	23.8%	167	19.5%
Remain in the work unit and continue to underperform	192	30.4%	283	31.5%	348	39.5%
Leave the work unit - removed or transferred	63	9.9%	82	9.1%	83	9.6%
Leave the work unit - quit	18	3.0%	33	3.6%	24	2.8%
There are no poor performers in my work unit	209	34.0%	282	32.0%	245	28.6%
Do Not Know	341	— <sup>b</sup>	416	— <sup>b</sup>	319	— <sup>b</sup>
Total	962	100.0%	1,309	100.0%	1,186	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **Equal Employment Opportunity Commission AES Report, 2021 OPM Federal Employee Viewpoint Survey**

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know No Basis to Judge N
1	2021	*I am given a real opportunity to improve my skills in my organization.	76.7%	11.4%	12.0%	943	
1	2020	*I am given a real opportunity to improve my skills in my organization.	72.6%	14.8%	12.6%	1,302	
1	2019	*I am given a real opportunity to improve my skills in my organization.	67.2%	14.7%	18.1%	1,225	
1	2018	*I am given a real opportunity to improve my skills in my organization.	67.0%	14.4%	18.5%	1,362	
1	2017	*I am given a real opportunity to improve my skills in my organization.	67.6%	14.7%	17.6%	1,412	
1	2016	*I am given a real opportunity to improve my skills in my organization.	66.8%	14.9%	18.3%	1,504	
1	2015	*I am given a real opportunity to improve my skills in my organization.	61.4%	17.2%	21.4%	1,244	
2	2021	I feel encouraged to come up with new and better ways of doing things.	70.1%	13.4%	16.5%	948	
2	2020	I feel encouraged to come up with new and better ways of doing things.	68.3%	14.2%	17.4%	1,293	
2	2019	I feel encouraged to come up with new and better ways of doing things.	63.2%	15.1%	21.7%	1,227	
2	2018	I feel encouraged to come up with new and better ways of doing things.	60.1%	16.8%	23.1%	1,359	
2	2017	I feel encouraged to come up with new and better ways of doing things.	60.5%	16.8%	22.7%	1,397	
2	2016	I feel encouraged to come up with new and better ways of doing things.	60.8%	15.6%	23.6%	1,469	
2	2015	I feel encouraged to come up with new and better ways of doing things.	53.8%	18.6%	27.6%	1,226	
3	2021	My work gives me a feeling of personal accomplishment.	84.5%	8.3%	7.2%	948	
3	2020	My work gives me a feeling of personal accomplishment.	81.9%	10.7%	7.4%	1,302	
3	2019	My work gives me a feeling of personal accomplishment.	82.7%	10.5%	6.8%	1,229	
3	2018	My work gives me a feeling of personal accomplishment.	80.3%	10.1%	9.6%	1,370	
3	2017	My work gives me a feeling of personal accomplishment.	80.8%	10.0%	9.2%	1,410	
3	2016	My work gives me a feeling of personal accomplishment.	81.1%	11.1%	7.8%	1,491	
3	2015	My work gives me a feeling of personal accomplishment.	81.4%	9.2%	9.4%	1,241	
4	2021	I know what is expected of me on the job.	86.2%	7.9%	5.9%	956	
4	2020	I know what is expected of me on the job.	85.5%	7.4%	7.2%	1,303	
4	2019	I know what is expected of me on the job.	81.3%	10.5%	8.1%	1,224	
4	2018	I know what is expected of me on the job.	81.4%	8.8%	9.7%	1,368	
4	2017	I know what is expected of me on the job.	78.3%	11.0%	10.7%	1,403	
4	2016	I know what is expected of me on the job.	80.5%	10.4%	9.1%	1,485	
4	2015	I know what is expected of me on the job.	80.2%	9.4%	10.4%	1,229	
5	2021	*My workload is reasonable.	60.8%	14.0%	25.2%	947	
5	2020	*My workload is reasonable.	62.4%	14.1%	23.4%	1,300	
5	2019	*My workload is reasonable.	56.0%	12.7%	31.3%	1,217	
5	2018	*My workload is reasonable.	49.1%	13.3%	37.6%	1,366	
5	2017	*My workload is reasonable.	46.8%	15.3%	38.0%	1,408	
5	2016	*My workload is reasonable.	47.8%	15.6%	36.6%	1,492	
5	2015	*My workload is reasonable.	48.7%	13.7%	37.6%	1,238	
6	2021	*My talents are used well in the workplace.	73.0%	13.6%	13.4%	945	
6	2020	*My talents are used well in the workplace.	69.9%	14.5%	15.6%	1,281	
6	2019	*My talents are used well in the workplace.	64.8%	15.1%	20.1%	1,198	
6	2018	*My talents are used well in the workplace.	60.7%	17.3%	21.9%	1,344	
6	2017	*My talents are used well in the workplace.	59.8%	17.0%	23.2%	1,384	
6	2016	*My talents are used well in the workplace.	61.2%	16.0%	22.8%	1,440	
6	2015	*My talents are used well in the workplace.	58.0%	15.8%	26.2%	1,191	
7	2021	*I know how my work relates to the agency's goals.	91.6%	4.5%	3.9%	955	
7	2020	*I know how my work relates to the agency's goals.	92.5%	4.1%	3.4%	1,296	
7	2019	*I know how my work relates to the agency's goals.	90.4%	5.6%	3.9%	1,228	
7	2018	*I know how my work relates to the agency's goals.	89.1%	6.0%	4.9%	1,363	
7	2017	*I know how my work relates to the agency's goals and priorities.	88.7%	6.7%	4.6%	1,409	
7	2016	*I know how my work relates to the agency's goals and priorities.	89.7%	6.5%	3.8%	1,486	
7	2015	*I know how my work relates to the agency's goals and priorities.	89.1%	5.1%	5.8%	1,234	
8	2021	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.7%	17.3%	15.9%	936	
8	2020	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.8%	19.8%	17.4%	1,261	
8	2019	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.6%	20.0%	19.4%	1,164	
8	2018	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.5%	19.7%	22.8%	1,309	
8	2017	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.8%	19.2%	22.0%	1,349	
8	2016	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	55.8%	21.3%	22.9%	1,424	
8	2015	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.1%	20.2%	28.7%	1,180	
9	2021	*The people I work with cooperate to get the job done.	88.2%	6.4%	5.3%	963	
9	2020	*The people I work with cooperate to get the job done.	88.0%	6.4%	5.6%	1,306	
9	2019	*The people I work with cooperate to get the job done.	79.3%	10.4%	10.3%	1,221	
9	2018	*The people I work with cooperate to get the job done.	75.2%	14.2%	10.6%	1,372	
9	2017	*The people I work with cooperate to get the job done.	77.3%	12.3%	10.4%	1,413	
9	2016	*The people I work with cooperate to get the job done.	72.8%	14.3%	12.9%	1,503	

9	2015	*The people I work with cooperate to get the job done.	71.9%	13.0%	15.0%	1,240
10	2021	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	54.1%	27.5%	18.4%	754
10	2020	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	51.7%	28.4%	19.9%	1,058
10	2019	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.1%	29.8%	28.1%	1,057
10	2018	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.3%	29.4%	31.3%	1,184
10	2017	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.4%	30.0%	32.6%	1,236
10	2016	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.9%	29.1%	37.0%	1,303
10	2015	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.7%	29.0%	37.4%	1,069
12	2021	*In my work unit, differences in performance are recognized in a meaningful way.	63.9%	19.2%	17.0%	843
12	2020	*In my work unit, differences in performance are recognized in a meaningful way.	60.5%	19.8%	19.6%	1,172
12	2019	*In my work unit, differences in performance are recognized in a meaningful way.	46.6%	25.9%	27.5%	1,115
12	2018	*In my work unit, differences in performance are recognized in a meaningful way.	46.0%	24.6%	29.4%	1,266
12	2017	*In my work unit, differences in performance are recognized in a meaningful way.	43.0%	25.9%	31.2%	1,288
12	2016	*In my work unit, differences in performance are recognized in a meaningful way.	39.9%	25.9%	34.2%	1,390
12	2015	*In my work unit, differences in performance are recognized in a meaningful way.	37.3%	26.7%	36.0%	1,139
13	2021	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.2%	7.8%	4.0%	950
13	2020	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89.1%	6.7%	4.2%	1,290
13	2019	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.2%	9.6%	6.2%	1,213
13	2018	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	10.1%	5.6%	1,356
13	2017	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.8%	14.7%	10.5%	1,377
13	2016	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.8%	14.6%	13.6%	1,451
13	2015	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.0%	15.5%	13.4%	1,196
14	2021	Employees in my work unit meet the needs of our customers.	92.4%	6.8%	0.8%	898
14	2020	During the COVID-19 pandemic, my work unit has met the needs of our customers.	89.7%	8.9%	1.4%	1,205
15	2021	Employees in my work unit contribute positively to my agency's performance.	92.6%	6.5%	0.8%	920
15	2020	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.	94.4%	4.8%	0.8%	1,219
16	2021	Employees in my work unit produce high-quality work.	90.3%	8.5%	1.2%	907
16	2020	During the COVID-19 pandemic, my work unit has produced high-quality work.	93.1%	5.7%	1.2%	1,211
17	2021	Employees in my work unit adapt to changing priorities.	88.6%	9.7%	1.7%	912
17	2020	During the COVID-19 pandemic, my work unit has adapted to changing priorities.	91.9%	6.7%	1.4%	1,229
18	2021	Employees in my work unit successfully collaborate.	84.0%	11.3%	4.7%	923
18	2020	During the COVID-19 pandemic, my work unit has successfully collaborated.	87.4%	8.8%	3.8%	1,222
19	2021	Employees in my work unit achieve our goals.	91.1%	7.8%	1.0%	930
19	2020	During the COVID-19 pandemic, my work unit has achieved our goals.	92.5%	6.4%	1.1%	1,206
20	2021	Employees are recognized for providing high quality products and services.	74.2%	10.9%	14.9%	931
20	2020	Employees are recognized for providing high quality products and services.	72.1%	13.2%	14.7%	1,284
20	2019	Employees are recognized for providing high quality products and services.	60.2%	16.2%	23.6%	1,173
20	2018	Employees are recognized for providing high quality products and services.	57.3%	18.3%	24.4%	1,332
20	2017	Employees are recognized for providing high quality products and services.	57.8%	19.3%	22.9%	1,375
20	2016	Employees are recognized for providing high quality products and services.	53.2%	20.8%	26.0%	1,433
20	2015	Employees are recognized for providing high quality products and services.	49.4%	19.4%	31.2%	1,179
21	2021	Employees are protected from health and safety hazards on the job.	85.6%	10.3%	4.0%	909
21	2020	Employees are protected from health and safety hazards on the job.	87.1%	8.7%	4.3%	1,285
21	2019	Employees are protected from health and safety hazards on the job.	79.9%	12.3%	7.8%	1,186
21	2018	Employees are protected from health and safety hazards on the job.	78.8%	12.3%	8.9%	1,338
21	2017	Employees are protected from health and safety hazards on the job.	80.3%	11.5%	8.3%	1,376
21	2016	Employees are protected from health and safety hazards on the job.	79.0%	12.1%	8.9%	1,443
21	2015	Employees are protected from health and safety hazards on the job.	75.7%	13.8%	10.5%	1,199
22	2021	My agency is successful at accomplishing its mission.	83.3%	11.2%	5.5%	946
22	2020	My agency is successful at accomplishing its mission.	80.2%	12.7%	7.1%	1,287
22	2019	My agency is successful at accomplishing its mission.	75.8%	15.8%	8.4%	1,190
22	2018	My agency is successful at accomplishing its mission.	75.1%	16.8%	8.1%	1,340
22	2017	My agency is successful at accomplishing its mission.	76.0%	15.7%	8.3%	1,370
22	2016	My agency is successful at accomplishing its mission.	73.8%	16.5%	9.7%	1,461
22	2015	My agency is successful at accomplishing its mission.	73.8%	16.4%	9.8%	1,206
23	2021	*I recommend my organization as a good place to work.	76.4%	14.1%	9.5%	954
23	2020	*I recommend my organization as a good place to work.	73.0%	17.6%	9.4%	1,309
23	2019	*I recommend my organization as a good place to work.	66.2%	19.6%	14.2%	1,205
23	2018	*I recommend my organization as a good place to work.	64.7%	20.8%	14.5%	1,368

23	2017	*I recommend my organization as a good place to work.	65.7%	19.6%	14.7%	1,410
23	2016	*I recommend my organization as a good place to work.	64.8%	19.8%	15.4%	1,480
23	2015	*I recommend my organization as a good place to work.	61.1%	20.7%	18.2%	1,231
24	2021	*I believe the results of this survey will be used to make my agency a better place to work.	52.1%	23.1%	24.7%	865
24	2020	*I believe the results of this survey will be used to make my agency a better place to work.	49.7%	27.1%	23.2%	1,178
24	2019	*I believe the results of this survey will be used to make my agency a better place to work.	46.1%	24.9%	29.0%	1,113
24	2018	*I believe the results of this survey will be used to make my agency a better place to work.	47.0%	25.0%	28.0%	1,245
24	2017	*I believe the results of this survey will be used to make my agency a better place to work.	50.1%	22.4%	27.5%	1,278
24	2016	*I believe the results of this survey will be used to make my agency a better place to work.	49.8%	21.7%	28.5%	1,350
24	2015	*I believe the results of this survey will be used to make my agency a better place to work.	44.3%	23.9%	31.8%	1,095
25	2021	My supervisor supports my need to balance work and other life issues.	87.9%	6.5%	5.6%	946
25	2020	My supervisor supports my need to balance work and other life issues.	88.0%	6.5%	5.5%	1,301
25	2019	My supervisor supports my need to balance work and other life issues.	83.3%	7.9%	8.8%	1,197
25	2018	My supervisor supports my need to balance work and other life issues.	82.3%	8.9%	8.8%	1,353
25	2017	My supervisor supports my need to balance work and other life issues.	83.0%	8.1%	9.0%	1,404
25	2016	My supervisor supports my need to balance work and other life issues.	81.8%	9.4%	8.8%	1,481
25	2015	My supervisor supports my need to balance work and other life issues.	79.0%	10.5%	10.5%	1,221
26	2021	My supervisor is committed to a workforce representative of all segments of society.	86.4%	9.6%	4.0%	897
26	2020	My supervisor is committed to a workforce representative of all segments of society.	82.2%	12.5%	5.3%	1,252
26	2019	My supervisor is committed to a workforce representative of all segments of society.	76.4%	15.8%	7.8%	1,137
26	2018	My supervisor is committed to a workforce representative of all segments of society.	74.1%	17.1%	8.8%	1,269
26	2017	My supervisor is committed to a workforce representative of all segments of society.	75.1%	16.2%	8.7%	1,327
26	2016	My supervisor is committed to a workforce representative of all segments of society.	74.8%	16.6%	8.6%	1,370
26	2015	My supervisor is committed to a workforce representative of all segments of society.	71.6%	18.1%	10.3%	1,142
27	2021	Supervisors in my work unit support employee development.	82.9%	10.3%	6.8%	934
27	2020	Supervisors in my work unit support employee development.	81.3%	10.3%	8.5%	1,287
27	2019	Supervisors in my work unit support employee development.	72.5%	13.8%	13.7%	1,184
27	2018	Supervisors in my work unit support employee development.	71.5%	15.2%	13.3%	1,342
27	2017	Supervisors in my work unit support employee development.	73.1%	14.5%	12.4%	1,380
27	2016	Supervisors in my work unit support employee development.	70.9%	16.1%	13.0%	1,455
27	2015	Supervisors in my work unit support employee development.	66.1%	17.3%	16.6%	1,211
28	2021	My supervisor listens to what I have to say.	84.7%	7.7%	7.6%	948
28	2020	My supervisor listens to what I have to say.	84.2%	7.5%	8.3%	1,305
28	2019	My supervisor listens to what I have to say.	80.8%	8.9%	10.3%	1,204
28	2018	My supervisor listens to what I have to say.	80.1%	9.8%	10.0%	1,359
28	2017	My supervisor listens to what I have to say.	79.6%	9.7%	10.7%	1,414
28	2016	My supervisor listens to what I have to say.	80.0%	10.3%	9.7%	1,482
28	2015	My supervisor listens to what I have to say.	76.4%	11.6%	12.0%	1,223
29	2021	My supervisor treats me with respect.	87.9%	6.6%	5.4%	948
29	2020	My supervisor treats me with respect.	86.9%	7.0%	6.0%	1,300
29	2019	My supervisor treats me with respect.	83.9%	8.0%	8.1%	1,203
29	2018	My supervisor treats me with respect.	83.9%	7.5%	8.6%	1,363
29	2017	My supervisor treats me with respect.	83.0%	9.2%	7.8%	1,406
29	2016	My supervisor treats me with respect.	84.9%	7.2%	7.8%	1,475
29	2015	My supervisor treats me with respect.	79.6%	9.6%	10.8%	1,219
30	2021	I have trust and confidence in my supervisor.	80.6%	9.3%	10.1%	947
30	2020	I have trust and confidence in my supervisor.	78.4%	11.2%	10.4%	1,301
30	2019	I have trust and confidence in my supervisor.	73.0%	13.7%	13.4%	1,204
30	2018	I have trust and confidence in my supervisor.	70.5%	14.5%	15.1%	1,358
30	2017	I have trust and confidence in my supervisor.	71.5%	13.6%	14.9%	1,412
30	2016	I have trust and confidence in my supervisor.	72.3%	13.0%	14.7%	1,477
30	2015	I have trust and confidence in my supervisor.	67.6%	15.5%	16.9%	1,218
31	2021	Overall, how good a job do you feel is being done by your immediate supervisor?	84.8%	9.5%	5.7%	951
31	2020	Overall, how good a job do you feel is being done by your immediate supervisor?	82.2%	11.9%	5.9%	1,308
31	2019	Overall, how good a job do you feel is being done by your immediate supervisor?	76.4%	13.2%	10.4%	1,200
31	2018	Overall, how good a job do you feel is being done by your immediate supervisor?	73.8%	15.7%	10.5%	1,357
31	2017	Overall, how good a job do you feel is being done by your immediate supervisor?	74.6%	15.3%	10.1%	1,411
31	2016	Overall, how good a job do you feel is being done by your immediate supervisor?	75.1%	14.3%	10.6%	1,480
31	2015	Overall, how good a job do you feel is being done by your immediate supervisor?	71.2%	17.9%	10.9%	1,222
32	2021	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	65.0%	17.5%	17.5%	929
32	2020	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	57.7%	19.9%	22.4%	1,286
32	2019	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.0%	23.3%	27.7%	1,163
32	2018	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.8%	22.3%	28.9%	1,321

32	2017	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.2%	21.4%	29.3%	1,379
32	2016	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.7%	20.5%	30.8%	1,437
32	2015	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.7%	20.3%	36.0%	1,198
33	2021	My organization's senior leaders maintain high standards of honesty and integrity.	70.2%	17.4%	12.4%	889
33	2020	My organization's senior leaders maintain high standards of honesty and integrity.	62.8%	21.3%	15.9%	1,234
33	2019	My organization's senior leaders maintain high standards of honesty and integrity.	59.0%	22.1%	19.0%	1,106
33	2018	My organization's senior leaders maintain high standards of honesty and integrity.	54.7%	23.7%	21.6%	1,264
33	2017	My organization's senior leaders maintain high standards of honesty and integrity.	58.7%	22.0%	19.3%	1,318
33	2016	My organization's senior leaders maintain high standards of honesty and integrity.	54.2%	22.0%	23.8%	1,381
33	2015	My organization's senior leaders maintain high standards of honesty and integrity.	51.1%	22.0%	26.9%	1,146
34	2021	*Managers communicate the goals of the organization.	81.4%	9.7%	8.8%	937
34	2020	*Managers communicate the goals of the organization.	81.3%	10.3%	8.4%	1,289
34	2019	*Managers communicate the goals of the organization.	73.8%	13.8%	12.4%	1,180
34	2018	*Managers communicate the goals of the organization.	73.2%	14.3%	12.6%	1,335
34	2017	*Managers communicate the goals and priorities of the organization.	73.7%	13.9%	12.4%	1,377
34	2016	*Managers communicate the goals and priorities of the organization.	72.3%	12.6%	15.1%	1,437
34	2015	*Managers communicate the goals and priorities of the organization.	65.8%	15.6%	18.6%	1,197
35	2021	Managers promote communication among different work units (for example, about projects, goals, needed resources).	72.5%	13.9%	13.5%	917
35	2020	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.9%	15.4%	14.7%	1,271
35	2019	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.0%	15.8%	21.3%	1,151
35	2018	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.3%	18.3%	20.5%	1,313
35	2017	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.3%	17.7%	20.0%	1,359
35	2016	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.5%	18.1%	23.4%	1,425
35	2015	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.9%	19.6%	27.4%	1,165
36	2021	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78.9%	11.6%	9.5%	878
36	2020	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	75.5%	15.2%	9.3%	1,219
36	2019	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.2%	19.2%	13.6%	1,113
36	2018	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.8%	19.3%	14.0%	1,261
36	2017	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.9%	19.7%	14.4%	1,318
36	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.4%	18.7%	16.0%	1,371
36	2015	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.9%	20.0%	17.1%	1,159
37	2021	I have a high level of respect for my organization's senior leaders.	74.6%	14.4%	11.1%	934
37	2020	I have a high level of respect for my organization's senior leaders.	64.3%	19.6%	16.1%	1,280
37	2019	I have a high level of respect for my organization's senior leaders.	61.6%	22.2%	16.2%	1,173
37	2018	I have a high level of respect for my organization's senior leaders.	60.5%	21.6%	17.9%	1,332
37	2017	I have a high level of respect for my organization's senior leaders.	62.2%	20.3%	17.4%	1,396
37	2016	I have a high level of respect for my organization's senior leaders.	60.7%	19.4%	19.9%	1,448
37	2015	I have a high level of respect for my organization's senior leaders.	58.8%	19.0%	22.2%	1,209
38	2021	Senior leaders demonstrate support for Work-Life programs.	77.2%	12.7%	10.1%	881
38	2020	Senior leaders demonstrate support for Work-Life programs.	73.4%	17.9%	8.6%	1,207
38	2019	Senior leaders demonstrate support for Work-Life programs.	67.4%	21.1%	11.5%	1,085
38	2018	Senior leaders demonstrate support for Work-Life programs.	64.7%	22.2%	13.2%	1,242
38	2017	Senior leaders demonstrate support for Work-Life programs.	65.4%	21.1%	13.4%	1,298
38	2016	Senior leaders demonstrate support for Work-Life programs.	64.6%	20.4%	15.0%	1,371
38	2015	Senior leaders demonstrate support for Work-Life programs.	60.2%	22.3%	17.5%	1,133
39	2021	*How satisfied are you with your involvement in decisions that affect your work?	62.8%	19.3%	17.8%	936
39	2020	*How satisfied are you with your involvement in decisions that affect your work?	60.7%	20.1%	19.2%	1,291
39	2019	*How satisfied are you with your involvement in decisions that affect your work?	56.9%	18.0%	25.1%	1,190
39	2018	*How satisfied are you with your involvement in decisions that affect your work?	54.4%	19.4%	26.2%	1,343

39	2017	*How satisfied are you with your involvement in decisions that affect your work?	54.2%	20.8%	24.9%	1,410
39	2016	*How satisfied are you with your involvement in decisions that affect your work?	55.3%	20.3%	24.3%	1,465
39	2015	*How satisfied are you with your involvement in decisions that affect your work?	50.1%	22.9%	27.0%	1,221
40	2021	*How satisfied are you with the information you receive from management on what's going on in your organization?	70.7%	14.4%	14.9%	938
40	2020	*How satisfied are you with the information you receive from management on what's going on in your organization?	68.8%	16.3%	14.9%	1,296
40	2019	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.8%	18.0%	23.1%	1,193
40	2018	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.7%	21.5%	19.8%	1,348
40	2017	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.1%	20.1%	21.8%	1,414
40	2016	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.2%	18.4%	21.4%	1,452
40	2015	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.0%	20.0%	25.0%	1,217
41	2021	*How satisfied are you with the recognition you receive for doing a good job?	72.1%	13.4%	14.5%	931
41	2020	*How satisfied are you with the recognition you receive for doing a good job?	68.7%	15.5%	15.9%	1,293
41	2019	*How satisfied are you with the recognition you receive for doing a good job?	59.7%	19.2%	21.1%	1,194
41	2018	*How satisfied are you with the recognition you receive for doing a good job?	60.9%	16.5%	22.5%	1,344
41	2017	*How satisfied are you with the recognition you receive for doing a good job?	56.9%	20.9%	22.2%	1,405
41	2016	*How satisfied are you with the recognition you receive for doing a good job?	54.3%	22.0%	23.7%	1,455
41	2015	*How satisfied are you with the recognition you receive for doing a good job?	52.7%	20.6%	26.7%	1,213
42	2021	*Considering everything, how satisfied are you with your job?	79.1%	11.3%	9.6%	931
42	2020	*Considering everything, how satisfied are you with your job?	76.2%	13.5%	10.4%	1,291
42	2019	*Considering everything, how satisfied are you with your job?	75.2%	11.8%	13.0%	1,191
42	2018	*Considering everything, how satisfied are you with your job?	72.2%	12.1%	15.7%	1,347
42	2017	*Considering everything, how satisfied are you with your job?	71.5%	14.8%	13.6%	1,403
42	2016	*Considering everything, how satisfied are you with your job?	72.1%	13.6%	14.2%	1,463
42	2015	*Considering everything, how satisfied are you with your job?	71.4%	13.5%	15.1%	1,213
43	2021	Considering everything, how satisfied are you with your pay?	69.6%	13.0%	17.4%	931
43	2020	Considering everything, how satisfied are you with your pay?	69.9%	13.4%	16.7%	1,291
43	2019	Considering everything, how satisfied are you with your pay?	66.3%	12.0%	21.7%	1,190
43	2018	Considering everything, how satisfied are you with your pay?	64.6%	13.8%	21.7%	1,350
43	2017	Considering everything, how satisfied are you with your pay?	62.5%	15.0%	22.5%	1,405
43	2016	Considering everything, how satisfied are you with your pay?	61.1%	13.5%	25.4%	1,459
43	2015	Considering everything, how satisfied are you with your pay?	63.0%	13.3%	23.7%	1,218
44	2021	*Considering everything, how satisfied are you with your organization?	76.4%	12.9%	10.7%	937
44	2020	*Considering everything, how satisfied are you with your organization?	71.4%	15.6%	13.0%	1,297
44	2019	*Considering everything, how satisfied are you with your organization?	68.3%	15.7%	16.0%	1,184
44	2018	*Considering everything, how satisfied are you with your organization?	65.1%	17.9%	17.0%	1,333
44	2017	*Considering everything, how satisfied are you with your organization?	64.6%	17.8%	17.6%	1,409
44	2016	*Considering everything, how satisfied are you with your organization?	64.0%	16.6%	19.4%	1,463
44	2015	*Considering everything, how satisfied are you with your organization?	61.9%	18.9%	19.3%	1,217

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey



**Agency Pandemic Response: Physically Present**

**45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
100% of my work time	48	5.2%	69	5.5%
At least 75% but less than 100%	5	0.6%	14	1.2%
At least 50% but less than 75%	11	1.2%	8	0.6%
At least 25% but less than 50%	19	2.1%	22	1.7%
Less than 25%	266	28.4%	323	24.7%
I have not been physically present at my agency worksite during the pandemic	589	62.4%	860	66.3%
<b>Total</b>	<b>938</b>	<b>100.0%</b>	<b>1,296</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Telework Trends**

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

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	857	91.1%	1,215	94.6%	22	1.9%
I telework 3 or 4 days per week	50	5.5%	48	3.7%	38	3.4%
I telework 1 or 2 days per week	18	2.0%	12	1.1%	442	37.8%
I telework, but only about 1 or 2 days per month	1	0.1%	1	0.1%	91	7.6%
I telework very infrequently, on an unscheduled or short-term basis	4	0.4%	0	0.0%	236	20.1%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	1	0.1%	48	4.1%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	10	0.9%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	1	0.1%	1	0.1%	89	7.6%
I <u>do not</u> telework because I choose not to telework	6	0.7%	4	0.3%	196	16.7%
<b>Total</b>	<b>937</b>	<b>100.0%</b>	<b>1,282</b>	<b>100.0%</b>	<b>1,172</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Equal Employment Opportunity Commission AES Report, 2021 OPM Federal Employee Viewpoint Survey**

**Pandemic: Employee Supports**

47. How has your organization supported you during the COVID-19 pandemic?  
 For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and available to me N	2021 Needed and available to me %	2021 Needed, but not available to me N	2021 Needed, but not available to me %	2021 Not needed by me now N	2021 Not needed by me now %	2020 Needed and available to me N	2020 Needed and available to me %	2020 Needed, but not available to me N	2020 Needed, but not available to me %	2020 Not needed by me now N	2020 Not needed by me now %
47A. Expanded telework	824	89.2%	13	1.4%	87	9.3%	1,012	78.5%	11	0.9%	260	20.6%
47B. Expanded work schedule flexibilities	730	78.9%	23	2.5%	173	18.6%	729	57.2%	24	2.0%	514	40.9%
47C. Expanded leave policies	526	57.8%	38	4.2%	359	37.9%	384	30.4%	65	5.2%	816	64.4%
47D. Clear guidance on COVID-19 vaccination protocols	787	84.6%	25	2.8%	116	12.6%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	220	25.1%	103	11.4%	597	63.5%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47F. Timely communication about possible COVID-19 exposure at my agency worksite	537	59.2%	52	5.6%	341	35.2%	683	53.6%	70	5.4%	528	40.9%
47G. Social distancing in my agency worksite	316	35.4%	25	2.9%	580	61.8%	421	33.3%	19	1.6%	839	65.1%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	362	40.0%	32	3.7%	533	56.3%	419	33.0%	31	2.4%	829	64.5%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	292	32.7%	43	4.9%	590	62.4%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47J. A well-ventilated worksite	258	29.4%	90	10.0%	572	60.6%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	391	44.5%	64	7.4%	456	48.1%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>

Percentages are weighted to represent the Agency's population.  
 The rows above do not include results for any year when there were fewer than 4 completed surveys.  
 "—" indicates that there are no trending results available for the year.  
 Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.  
 Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## **Pandemic Response: Senior Leaders and Supervisors**

### **48. My organization's senior leaders demonstrate commitment to employee health and safety.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	509	56.4%	815	63.6%
Agree	291	31.2%	360	28.4%
Neither Agree nor Disagree	80	8.5%	72	5.8%
Disagree	19	2.1%	16	1.3%
Strongly Disagree	16	1.8%	12	1.0%
No Basis to Judge	21	— <sup>b</sup>	15	— <sup>b</sup>
<b>Total</b>	<b>936</b>	<b>100.0%</b>	<b>1,290</b>	<b>100.0%</b>

### **49. My organization's senior leaders support policies and procedures to protect employee health and safety.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	506	56.7%	802	63.1%
Agree	289	31.5%	364	29.0%
Neither Agree nor Disagree	74	8.0%	72	5.7%
Disagree	20	2.3%	17	1.4%
Strongly Disagree	14	1.5%	10	0.8%
No Basis to Judge	30	— <sup>b</sup>	21	— <sup>b</sup>
<b>Total</b>	<b>933</b>	<b>100.0%</b>	<b>1,286</b>	<b>100.0%</b>

### **50. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.**

	<b>2021</b>	<b>2021</b>
	<b>N</b>	<b>%</b>
Strongly Agree	375	45.2%
Agree	247	28.5%
Neither Agree nor Disagree	120	13.7%
Disagree	64	7.1%
Strongly Disagree	49	5.5%
No Basis to Judge	77	— <sup>b</sup>
<b>Total</b>	<b>932</b>	<b>100.0%</b>

### **51. My supervisor shows concern for my health and safety.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	590	64.7%	830	65.2%
Agree	231	25.3%	311	25.1%
Neither Agree nor Disagree	63	6.9%	80	6.4%
Disagree	15	1.7%	26	2.1%
Strongly Disagree	12	1.4%	16	1.2%
No Basis to Judge	23	— <sup>b</sup>	26	— <sup>b</sup>
<b>Total</b>	<b>934</b>	<b>100.0%</b>	<b>1,289</b>	<b>100.0%</b>

**52. My supervisor supports my efforts to stay healthy and safe while working.**

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	590	65.6%	836	66.5%
Agree	231	25.5%	307	24.9%
Neither Agree nor Disagree	58	6.4%	80	6.6%
Disagree	12	1.4%	17	1.4%
Strongly Disagree	10	1.2%	9	0.7%
No Basis to Judge	35	— <sup>b</sup>	41	— <sup>b</sup>
<b>Total</b>	<b>936</b>	<b>100.0%</b>	<b>1,290</b>	<b>100.0%</b>

**53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.**

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	555	62.2%	791	63.3%
Agree	218	24.5%	279	23.0%
Neither Agree nor Disagree	72	7.9%	114	9.3%
Disagree	28	3.1%	40	3.1%
Strongly Disagree	20	2.3%	17	1.3%
No Basis to Judge	38	— <sup>b</sup>	45	— <sup>b</sup>
<b>Total</b>	<b>931</b>	<b>100.0%</b>	<b>1,286</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Pandemic: Type of Work**

**54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?**

	2021	2021	2020	2020
	N	%	N	%
Yes	13	1.4%	17	1.4%
No	892	95.7%	1,192	95.4%
Other	28	2.9%	41	3.2%
Total	933	100.0%	1,250	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Pandemic Response

### 55. My agency's leadership updates employees about return to the worksite planning.

	2021 N	2021 %
Strongly Agree	343	38.3%
Agree	398	41.9%
Neither Agree nor Disagree	106	11.0%
Disagree	47	4.8%
Strongly Disagree	36	3.9%
Do Not Know	6	— <sup>b</sup>
Total	936	100.0%

### 56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

	2021 N	2021 %
Strongly Agree	350	42.0%
Agree	295	34.6%
Neither Agree nor Disagree	137	16.0%
Disagree	33	4.0%
Strongly Disagree	30	3.4%
Do Not Know	90	— <sup>b</sup>
Total	935	100.0%

### 57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	411	46.7%	640	52.2%
Agree	362	39.4%	449	36.5%
Neither Agree nor Disagree	88	9.4%	103	8.4%
Disagree	19	2.2%	19	1.5%
Strongly Disagree	20	2.3%	16	1.4%
Do Not Know	34	— <sup>b</sup>	50	— <sup>b</sup>
Total	934	100.0%	1,277	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "Do Not Know" responses are not included in percentage calculations.

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **Equal Employment Opportunity Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Employment Demographics****Where do you work?**

	%
Headquarters	18.8%
Field	47.8%
Full-time telework (e.g., home office, telecenter)	33.4%
Total	100.0%

**What is your supervisory status?**

	%
Senior Leader	3.0%
Manager	7.1%
Supervisor	14.8%
Team Leader	5.6%
Non-Supervisor	69.6%
Total	100.0%

**What is your pay category/grade?**

	%
Federal Wage System	0.0%
GS 1-6	6.0%
GS 7-12	40.3%
GS 13-15	51.0%
Senior Executive Service	2.0%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	0.5%
Total	100.0%

**What is your US military service status?**

	%
No Prior Military Service	69.6%
Currently in National Guard or Reserves	2.0%
Retired	8.6%
Separated or Discharged	19.8%
Total	100.0%

**Are you:**

	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.1%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	2.5%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	96.3%
Total	100.0%

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

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

	%
Yes	14.7%
No	85.3%
Total	100.0%

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

	%
Less than 1 year	1.1%



1 to 3 years	8.4%
4 to 5 years	5.3%
6 to 10 years	15.6%
11 to 14 years	19.1%
15 to 20 years	11.8%
More than 20 years	38.7%
Total	100.0%

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

	<b>%</b>
Less than 1 year	1.7%
1 to 3 years	17.6%
4 to 5 years	7.4%
6 to 10 years	15.1%
11 to 14 years	20.2%
15 to 20 years	7.2%
More than 20 years	30.9%
Total	100.0%

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

	<b>%</b>
No	71.3%
Yes, to retire	7.3%
Yes, to take another job within the Federal Government	14.5%
Yes, to take another job outside the Federal Government	1.9%
Yes, other	5.1%
Total	100.0%

***I am planning to retire:***

	<b>%</b>
Less than 1 year	2.8%
1 year	3.0%
2 years	5.6%
3 years	6.0%
4 years	3.6%
5 years	8.4%
More than 5 years	70.7%
Total	100.0%

**Personal Demographics**

***Are you of Hispanic, Latino, or Spanish origin?***

	<b>%</b>
Yes	15.1%
No	84.9%
Total	100.0%

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

	<b>%</b>
White	51.6%
Black or African American	36.4%
All other races	11.9%
Total	100.0%

***What is your age group?***

	<b>%</b>
29 years and under	1.4%
30-39 years old	13.9%

40-49 years old	28.9%
50-59 years old	34.9%
60 years or older	21.0%
Total	100.0%

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

	<b>%</b>
Less than High School/ High School Diploma/ GED	2.1%
Certification/ Some College/ Associate's Degree	16.8%
Bachelor's Degree	28.0%
Advanced Degrees (Post Bachelor's Degree)	53.1%
Total	100.0%

**Are you an individual with a disability?**

	<b>%</b>
Yes	35.8%
No	64.2%
Total	100.0%

**Are you:**

	<b>%</b>
Male	35.7%
Female	64.3%
Total	100.0%

**Are you transgender?**

	<b>%</b>
Yes	0.5%
No	99.5%
Total	100.0%

**Which one of the following do you consider yourself to be?**

	<b>%</b>
Straight, that is not gay or lesbian	92.9%
Gay or Lesbian	3.0%
Bisexual	1.6%
Something else	2.4%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

Note: For confidentiality purposes, "—" indicated 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.

Source: **Equal Employment Opportunity Commission AES Report, 2021 OPM Federal Employee Viewpoint Survey**

## Agency-Specific Questions

### **1. Senior leaders clearly articulate, prioritize, and explain the reasons behind major decisions.**

	N	%
Strongly Agree	224	24.8%
Agree	327	35.1%
Neither Agree nor Disagree	195	20.9%
Disagree	116	11.9%
Strongly Disagree	69	7.2%
Total	931	100.0%

### **2. My Agency actively seeks out ways to increase diversity in the staff makeup.**

	N	%
Strongly Agree	255	27.9%
Agree	286	30.9%
Neither Agree nor Disagree	289	30.5%
Disagree	58	6.3%
Strongly Disagree	40	4.4%
Total	928	100.0%

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

	N	%
Strongly Agree	390	42.1%
Agree	353	37.6%
Neither Agree nor Disagree	106	11.4%
Disagree	49	5.3%
Strongly Disagree	34	3.6%
Total	932	100.0%

### **4. I could be more productive in my job if I had...(choose the top three that apply)**

	N	%
More collaboration in work unit	260	27.6%
Better training	267	28.6%
Job-related software	250	26.5%
Clearer processes and procedures	415	44.5%
Clearer guidance	339	36.0%
I do not require anything else	483	51.8%
Total	933	N/A

**5. What types of recognition are most meaningful to you? (Choose up to three.)**

	<b>N</b>	<b>%</b>
Timely acknowledgement from my supervisor	425	44.8%
Acknowledgement from peers	100	10.8%
Honorary Awards	101	11.1%
Special Act or Service Award	163	17.7%
Performance Award	654	70.5%
Quality Step Increase	574	62.2%
Time Off Award	474	50.7%
Other	41	4.4%
Total	930	N/A

**6. Looking forward, which of the following areas should be a priority for making improvements in my Agency? (Choose up to three.)**

	<b>N</b>	<b>%</b>
Awards	238	25.9%
Information technology issues	379	39.9%
Cross-training, detail assignments, or other developmental activities	419	45.9%
Performance management	187	20.3%
Workplace flexibilities	436	46.6%
Expansion of career ladders	429	47.0%
Visionary / inspirational leadership	216	23.2%
Other	91	9.6%
Total	928	N/A

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report, 2021 OPM**

Federal Employee Viewpoint Survey