

2023 Office of Personnel Management

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

**2nd Level
Subagency
Report**

**OSD, Joint Staff, Defense Agencies, and Field
Activities**

Defense Contract Audit Agency

OSD, Joint Staff, Defense Agencies, and Field Activities

Defense Contract Audit Agency

2nd Level Subagency Report

This 2023 Federal Employee Viewpoint Survey (FEVS) Report provides summary results for the core survey, telework, and demographic items for your subagency, including comparisons to your department or agency. Also presented in this report are FEVS index results. An index is a collection of items that statistically cluster together and can be combined into a single score for interpretation and/or analysis. Indices speak to an aspect of employee perspectives and experiences and are indicators of effectiveness. Established FEVS indices displayed in this report include the Employee Engagement Index (EEI), Global Satisfaction Index (GSI), Performance Confidence Index (PCI), and Diversity, Equity, Inclusion, and Accessibility (DEIA).

The Employee Experience Index (EXI) is new and measures the extent to which employees are engaged by their work and their organization. While the established Employee Engagement Index is a measure of the conditions for engagement (e.g., whether a workplace has the right environment to foster engaged employees) the new EXI assesses whether employees actually experience the state of engagement. It gives agencies another tool for assessing whether actions to improve engagement have had the intended effect.

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	625,568	38.9%
Department of Defense	161,792	23.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,324	30.1%
Defense Contract Audit Agency	2,247	62.4%

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item followed by index and sub-index scores. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

Note: A "—" indicates that there were no responses to the item, and therefore results are not shown.

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (items 1-90, excluding item 16). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

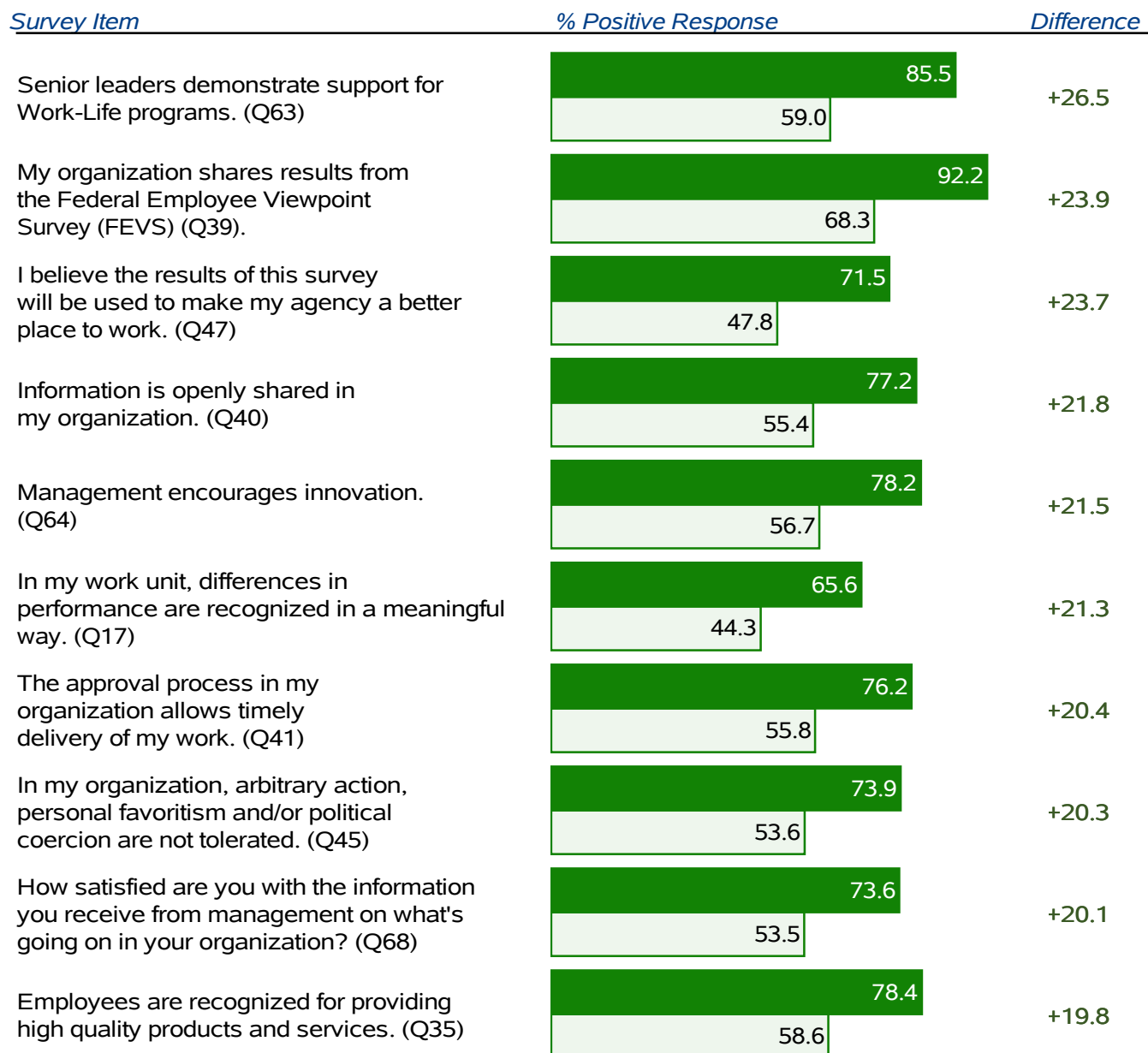
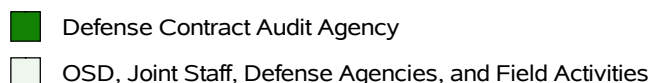
94.7%	My supervisor holds me accountable for achieving results. (Q53)
94.6%	Employees in my work unit meet the needs of our customers. (Q20)
94.4%	I am held accountable for the quality of work I produce. (Q11)
94.0%	It is important to me that my work contribute to the common good. (Q90)
93.0%	My supervisor supports my need to balance work and other life issues. (Q49)
92.8%	Employees in my work unit contribute positively to my agency's performance. (Q21)
92.5%	My organization has prepared me for potential cybersecurity threats. (Q44)
92.2%	I know how my work relates to the agency's goals. (Q7)
92.2%	Employees in my work unit consider customer needs a top priority. (Q32)
92.2%	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). (Q39)

Highest Percent Negative

20.7%	Management involves employees in decisions that affect their work. (Q66)
18.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q17)
16.7%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q57)
15.9%	I can make decisions about my work without getting permission first. (Q14)
15.7%	I believe the results of this survey will be used to make my agency a better place to work. (Q47)
15.7%	Considering everything, how satisfied are you with your pay? (Q71)
15.3%	I feel a strong personal attachment to my organization. (Q88)
14.8%	My workload is reasonable. (Q5)
14.8%	How satisfied are you with your involvement in decisions that affect your work? (Q67)
14.4%	How satisfied are you with the recognition you receive for doing a good job? (Q69)

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (items 1-90, excluding item 16). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item



Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (items 1-90, excluding item 16). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

There are no items in this category

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,922	70.3%	14.3%	15.3%
Department of Defense	160,877	71.6%	13.7%	14.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,057	66.5%	15.3%	18.3%
Defense Contract Audit Agency	2,232	84.4%	7.0%	8.6%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Governmentwide	616,048	65.5%	15.6%	18.9%
Department of Defense	159,242	69.0%	14.1%	17.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,622	64.4%	15.0%	20.6%
Defense Contract Audit Agency	2,232	78.8%	9.4%	11.8%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	616,102	73.0%	14.1%	12.9%
Department of Defense	159,426	73.6%	13.8%	12.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,661	72.0%	14.1%	13.9%
Defense Contract Audit Agency	2,229	78.6%	10.9%	10.4%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,429	81.7%	9.8%	8.5%
Department of Defense	159,052	81.3%	9.9%	8.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,597	81.5%	9.4%	9.1%
Defense Contract Audit Agency	2,233	86.8%	6.8%	6.4%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,833	62.3%	14.6%	23.1%
Department of Defense	160,627	65.3%	14.1%	20.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,020	63.6%	13.6%	22.8%
Defense Contract Audit Agency	2,239	76.5%	8.7%	14.8%

My Work Experience (continued)

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,430	64.1%	16.2%	19.7%
Department of Defense	158,971	66.3%	15.1%	18.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,513	64.0%	15.6%	20.4%
Defense Contract Audit Agency	2,231	76.5%	11.8%	11.7%

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,335	84.9%	9.0%	6.2%
Department of Defense	160,426	85.5%	8.7%	5.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,940	84.4%	9.4%	6.2%
Defense Contract Audit Agency	2,237	92.2%	4.7%	3.1%

8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,805	70.3%	14.4%	15.3%	25,588
Department of Defense	156,274	72.6%	12.9%	14.5%	4,830
OSD, Joint Staff, Defense Agencies, and Field Activities	38,653	69.0%	14.0%	16.9%	1,490
Defense Contract Audit Agency	2,125	84.8%	7.7%	7.5%	104

9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,096	73.3%	13.8%	12.8%
Department of Defense	161,177	73.9%	13.7%	12.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,163	72.8%	13.6%	13.7%
Defense Contract Audit Agency	2,239	79.6%	9.4%	11.0%

10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	617,957	65.9%	17.4%	16.7%
Department of Defense	159,800	66.4%	17.4%	16.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,761	64.9%	17.2%	18.0%
Defense Contract Audit Agency	2,242	77.8%	10.0%	12.2%

My Work Experience (continued)

11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,470	86.3%	8.8%	4.9%
Department of Defense	160,212	87.5%	8.3%	4.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,869	87.6%	8.0%	4.4%
Defense Contract Audit Agency	2,235	94.4%	3.4%	2.2%

12. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,597	76.3%	13.5%	10.1%
Department of Defense	160,352	76.8%	13.2%	10.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,952	76.5%	12.8%	10.6%
Defense Contract Audit Agency	2,235	84.2%	7.9%	7.9%

13. I have the autonomy to decide how I do my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	622,579	71.5%	14.8%	13.7%
Department of Defense	161,069	74.3%	13.5%	12.1%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,110	70.2%	14.8%	15.0%
Defense Contract Audit Agency	2,237	76.2%	11.3%	12.5%

14. I can make decisions about my work without getting permission first.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,249	64.2%	18.6%	17.2%
Department of Defense	161,230	67.6%	17.1%	15.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,172	62.8%	18.6%	18.6%
Defense Contract Audit Agency	2,240	68.7%	15.4%	15.9%

My Work Unit

15. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
Governmentwide	624,053	82.1%	9.6%	8.3%
Department of Defense	161,443	82.3%	9.3%	8.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,232	79.2%	10.4%	10.4%
Defense Contract Audit Agency	2,242	90.9%	3.9%	5.2%

My Work Unit (continued)

16. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under- Perform	Leave Work Unit- Removed or Transferred	Leave Work Unit- Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	624,005	17.7%	41.2%	10.2%	6.4%	19.3%	20.4%
Department of Defense	161,449	17.9%	43.2%	11.8%	7.1%	18.9%	18.1%
OSD, Joint Staff, Defense Agencies, and Field Activities	40,225	16.9%	43.1%	10.6%	7.2%	17.9%	20.4%
Defense Contract Audit Agency	2,245	18.3%	25.0%	12.6%	11.1%	23.7%	28.9%

Note: Percents will add to more than 100% because respondents could choose more than one response option.

17. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	556,535	45.0%	26.3%	28.7%	67,602
Department of Defense	147,231	46.2%	25.9%	27.8%	14,240
OSD, Joint Staff, Defense Agencies, and Field Activities	36,039	44.3%	25.0%	30.8%	4,192
Defense Contract Audit Agency	1,886	65.6%	15.8%	18.6%	356

18. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,540	81.0%	10.3%	8.7%	3,964
Department of Defense	160,780	79.9%	10.7%	9.4%	800
OSD, Joint Staff, Defense Agencies, and Field Activities	40,062	78.0%	11.3%	10.7%	202
Defense Contract Audit Agency	2,238	90.3%	4.5%	5.2%	7

19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	617,704	79.9%	11.8%	8.2%	6,895
Department of Defense	160,274	79.6%	11.9%	8.5%	1,298
OSD, Joint Staff, Defense Agencies, and Field Activities	39,883	77.8%	12.9%	9.3%	385
Defense Contract Audit Agency	2,228	87.0%	6.7%	6.3%	17

My Work Unit (continued)

20. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	593,581	87.3%	10.6%	2.1%	28,191
Department of Defense	156,921	88.5%	9.8%	1.8%	3,978
OSD, Joint Staff, Defense Agencies, and Field Activities	38,855	87.7%	10.4%	1.8%	1,238
Defense Contract Audit Agency	2,148	94.6%	4.7%	0.6%	88

21. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	597,429	85.3%	11.6%	3.1%	18,182
Department of Defense	155,799	85.7%	11.4%	2.9%	3,337
OSD, Joint Staff, Defense Agencies, and Field Activities	38,590	84.1%	12.4%	3.4%	1,077
Defense Contract Audit Agency	2,171	92.8%	6.0%	1.2%	56

22. Employees in my work unit produce high-quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	601,540	83.0%	13.7%	3.4%	19,239
Department of Defense	157,237	83.5%	13.4%	3.1%	3,350
OSD, Joint Staff, Defense Agencies, and Field Activities	38,938	82.1%	14.4%	3.6%	1,093
Defense Contract Audit Agency	2,172	90.9%	7.8%	1.3%	63

23. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	600,338	79.7%	15.0%	5.2%	18,769
Department of Defense	156,991	79.5%	15.1%	5.4%	3,293
OSD, Joint Staff, Defense Agencies, and Field Activities	38,891	77.3%	16.3%	6.3%	1,054
Defense Contract Audit Agency	2,161	90.2%	8.1%	1.7%	67

24. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	542,221	59.8%	24.0%	16.2%	79,285
Department of Defense	141,876	59.3%	24.5%	16.2%	18,962
OSD, Joint Staff, Defense Agencies, and Field Activities	35,159	59.7%	24.6%	15.7%	4,948
Defense Contract Audit Agency	1,868	63.9%	22.0%	14.1%	368

My Work Unit (continued)

25. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,691	69.2%	17.8%	13.0%
Department of Defense	160,279	71.6%	16.1%	12.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,921	65.8%	18.7%	15.4%
Defense Contract Audit Agency	2,232	76.3%	14.8%	8.9%

26. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,846	84.0%	9.5%	6.4%
Department of Defense	160,321	84.4%	9.3%	6.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,948	84.0%	9.3%	6.6%
Defense Contract Audit Agency	2,234	90.5%	5.8%	3.7%

27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	594,426	55.8%	22.6%	21.6%	26,295
Department of Defense	155,300	56.9%	22.1%	21.0%	4,964
OSD, Joint Staff, Defense Agencies, and Field Activities	38,174	52.7%	23.2%	24.1%	1,758
Defense Contract Audit Agency	2,125	72.0%	15.0%	13.0%	106

28. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	601,306	68.5%	18.0%	13.5%	19,648
Department of Defense	156,664	67.2%	18.3%	14.5%	3,647
OSD, Joint Staff, Defense Agencies, and Field Activities	38,858	65.3%	18.2%	16.5%	1,090
Defense Contract Audit Agency	2,155	81.2%	11.1%	7.7%	81

29. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	597,021	66.1%	20.4%	13.4%	19,779
Department of Defense	155,712	66.4%	20.4%	13.2%	3,391
OSD, Joint Staff, Defense Agencies, and Field Activities	38,553	64.9%	20.4%	14.7%	1,106
Defense Contract Audit Agency	2,142	80.1%	12.0%	7.9%	78

My Work Unit (continued)

30. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,802	66.8%	20.2%	12.9%	19,873
Department of Defense	153,846	67.6%	20.0%	12.4%	3,404
OSD, Joint Staff, Defense Agencies, and Field Activities	38,030	65.1%	20.8%	14.1%	1,137
Defense Contract Audit Agency	2,139	81.3%	10.8%	8.0%	71

31. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,588	57.3%	25.6%	17.1%	21,406
Department of Defense	153,699	57.4%	25.5%	17.1%	3,542
OSD, Joint Staff, Defense Agencies, and Field Activities	37,985	56.3%	24.8%	18.9%	1,143
Defense Contract Audit Agency	2,119	74.7%	16.2%	9.1%	85

32. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	591,319	77.2%	14.9%	7.9%	19,811
Department of Defense	155,230	80.7%	12.6%	6.7%	2,363
OSD, Joint Staff, Defense Agencies, and Field Activities	38,481	80.7%	12.1%	7.2%	763
Defense Contract Audit Agency	2,168	92.2%	5.3%	2.5%	47

33. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,105	65.9%	22.9%	11.2%	26,426
Department of Defense	154,713	67.5%	22.0%	10.5%	3,828
OSD, Joint Staff, Defense Agencies, and Field Activities	38,332	68.4%	20.9%	10.7%	1,155
Defense Contract Audit Agency	2,139	83.5%	12.0%	4.6%	81

34. Employees in my work unit support my need to balance my work and personal responsibilities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	606,904	72.6%	15.2%	12.2%	9,368
Department of Defense	157,369	73.4%	15.0%	11.6%	1,611
OSD, Joint Staff, Defense Agencies, and Field Activities	39,115	70.9%	15.6%	13.5%	511
Defense Contract Audit Agency	2,191	87.7%	6.7%	5.6%	29

My Organization

35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,445	60.8%	17.8%	21.3%	15,522
Department of Defense	154,682	62.1%	17.4%	20.5%	3,358
OSD, Joint Staff, Defense Agencies, and Field Activities	38,354	58.6%	17.5%	23.9%	1,031
Defense Contract Audit Agency	2,144	78.4%	9.7%	11.9%	73

36. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,563	78.1%	11.7%	10.2%	17,579
Department of Defense	155,394	81.6%	10.4%	8.1%	2,725
OSD, Joint Staff, Defense Agencies, and Field Activities	38,491	80.4%	10.5%	9.0%	907
Defense Contract Audit Agency	2,152	90.4%	5.1%	4.5%	64

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	602,603	78.8%	13.3%	7.8%	11,480
Department of Defense	155,534	81.5%	12.4%	6.1%	2,554
OSD, Joint Staff, Defense Agencies, and Field Activities	38,616	78.1%	14.2%	7.7%	767
Defense Contract Audit Agency	2,165	90.5%	6.6%	2.9%	53

38. I have a good understanding of my organization's priorities.

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,287	78.4%	12.3%	9.3%
Department of Defense	158,124	78.7%	12.4%	8.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,396	78.8%	12.5%	8.7%
Defense Contract Audit Agency	2,215	88.2%	6.1%	5.7%

39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	570,655	70.3%	15.4%	14.3%	38,659
Department of Defense	144,109	65.5%	16.7%	17.7%	12,676
OSD, Joint Staff, Defense Agencies, and Field Activities	36,420	68.3%	15.2%	16.5%	2,602
Defense Contract Audit Agency	2,165	92.2%	3.9%	3.9%	43

My Organization (continued)

40. Information is openly shared in my organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	586,730	56.4%	20.6%	23.0%	8,295
Department of Defense	150,979	56.4%	20.5%	23.1%	1,834
OSD, Joint Staff, Defense Agencies, and Field Activities	37,503	55.4%	19.8%	24.8%	509
Defense Contract Audit Agency	2,174	77.2%	10.8%	12.0%	19

41. The approval process in my organization allows timely delivery of my work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,178	55.0%	22.4%	22.7%	13,148
Department of Defense	152,247	55.7%	22.0%	22.3%	2,793
OSD, Joint Staff, Defense Agencies, and Field Activities	37,618	55.8%	22.2%	22.0%	976
Defense Contract Audit Agency	2,161	76.2%	10.3%	13.4%	31

42. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	582,993	65.6%	21.2%	13.1%	17,951
Department of Defense	150,577	66.5%	20.9%	12.6%	4,021
OSD, Joint Staff, Defense Agencies, and Field Activities	37,282	64.9%	21.7%	13.4%	1,125
Defense Contract Audit Agency	2,131	82.3%	11.5%	6.2%	67

43. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,313	75.5%	14.8%	9.7%	10,161
Department of Defense	155,062	80.0%	12.6%	7.3%	1,537
OSD, Joint Staff, Defense Agencies, and Field Activities	38,535	79.9%	12.6%	7.6%	455
Defense Contract Audit Agency	2,160	84.1%	9.8%	6.2%	44

44. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,267	82.7%	11.7%	5.6%	6,043
Department of Defense	153,850	84.9%	10.6%	4.5%	1,224
OSD, Joint Staff, Defense Agencies, and Field Activities	38,252	86.1%	10.0%	3.9%	303
Defense Contract Audit Agency	2,180	92.5%	5.1%	2.3%	16

My Organization (continued)

45. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	576,423	54.0%	20.7%	25.3%	30,701
Department of Defense	150,030	56.3%	20.0%	23.7%	6,163
OSD, Joint Staff, Defense Agencies, and Field Activities	37,024	53.6%	20.6%	25.8%	1,830
Defense Contract Audit Agency	2,026	73.9%	14.1%	12.0%	165

46. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Governmentwide	610,279	67.5%	18.1%	14.4%
Department of Defense	156,861	67.5%	18.3%	14.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	39,083	64.8%	19.3%	15.9%
Defense Contract Audit Agency	2,205	78.3%	12.6%	9.0%

47. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	575,284	47.7%	24.0%	28.3%	35,506
Department of Defense	147,236	44.9%	25.5%	29.6%	9,729
OSD, Joint Staff, Defense Agencies, and Field Activities	36,696	47.8%	23.6%	28.6%	2,404
Defense Contract Audit Agency	2,125	71.5%	12.8%	15.7%	80

My Supervisor

48. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,072	78.3%	11.2%	10.5%	4,527
Department of Defense	152,793	78.5%	11.1%	10.4%	1,022
OSD, Joint Staff, Defense Agencies, and Field Activities	37,957	74.8%	12.3%	12.9%	329
Defense Contract Audit Agency	2,154	88.2%	5.1%	6.7%	15

49. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,065	84.0%	8.5%	7.5%
Department of Defense	156,208	84.8%	8.3%	6.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,899	82.0%	9.2%	8.8%
Defense Contract Audit Agency	2,205	93.0%	3.3%	3.7%

My Supervisor (continued)

50. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	605,954	82.2%	9.1%	8.7%
Department of Defense	155,592	82.1%	9.1%	8.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,762	79.3%	9.8%	10.9%
Defense Contract Audit Agency	2,204	89.2%	4.6%	6.2%

51. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,131	86.1%	7.6%	6.3%
Department of Defense	156,218	85.8%	7.7%	6.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,908	83.6%	8.4%	8.0%
Defense Contract Audit Agency	2,204	91.4%	3.6%	4.9%

52. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	606,575	76.6%	11.8%	11.7%
Department of Defense	155,803	76.2%	11.7%	12.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,802	73.4%	12.4%	14.2%
Defense Contract Audit Agency	2,204	83.9%	7.3%	8.8%

53. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Governmentwide	607,207	87.4%	9.0%	3.6%
Department of Defense	155,935	87.5%	9.0%	3.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,857	86.7%	9.5%	3.8%
Defense Contract Audit Agency	2,195	94.7%	3.7%	1.5%

54. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
Governmentwide	607,639	77.7%	13.6%	8.7%
Department of Defense	156,003	76.8%	13.8%	9.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,831	74.3%	14.6%	11.1%
Defense Contract Audit Agency	2,204	83.9%	10.1%	6.0%

My Supervisor (continued)

55. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,062	71.9%	15.9%	12.2%
Department of Defense	156,106	70.8%	16.2%	13.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,862	69.1%	16.6%	14.3%
Defense Contract Audit Agency	2,204	83.3%	8.5%	8.2%

56. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	603,028	75.9%	12.7%	11.4%	5,321
Department of Defense	154,604	74.1%	13.1%	12.7%	1,543
OSD, Joint Staff, Defense Agencies, and Field Activities	38,471	73.6%	12.7%	13.7%	404
Defense Contract Audit Agency	2,182	88.0%	6.4%	5.7%	24

Leadership

57. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	591,638	49.8%	22.3%	27.8%	13,479
Department of Defense	152,235	51.4%	22.2%	26.4%	3,018
OSD, Joint Staff, Defense Agencies, and Field Activities	37,828	49.0%	22.2%	28.8%	815
Defense Contract Audit Agency	2,121	64.4%	18.8%	16.7%	78

58. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	565,232	61.6%	20.7%	17.7%	36,130
Department of Defense	146,496	63.9%	19.7%	16.4%	7,820
OSD, Joint Staff, Defense Agencies, and Field Activities	36,080	59.9%	21.2%	18.9%	2,294
Defense Contract Audit Agency	2,015	78.4%	13.7%	7.9%	177

59. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,844	66.3%	17.5%	16.2%	7,677
Department of Defense	152,917	65.9%	17.8%	16.3%	1,959
OSD, Joint Staff, Defense Agencies, and Field Activities	38,008	66.0%	17.3%	16.7%	520
Defense Contract Audit Agency	2,170	83.3%	8.7%	8.0%	22

Leadership (continued)

60. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	585,368	59.6%	19.8%	20.6%	15,970
Department of Defense	150,721	60.2%	19.9%	19.9%	3,603
OSD, Joint Staff, Defense Agencies, and Field Activities	37,367	57.7%	20.1%	22.2%	1,063
Defense Contract Audit Agency	2,143	77.5%	10.5%	12.0%	45

61. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,646	65.5%	19.3%	15.1%	29,543
Department of Defense	148,270	65.3%	19.5%	15.2%	6,698
OSD, Joint Staff, Defense Agencies, and Field Activities	36,664	62.6%	20.0%	17.5%	1,912
Defense Contract Audit Agency	2,145	77.9%	13.9%	8.2%	53

62. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,795	62.7%	19.9%	17.4%	7,395
Department of Defense	153,389	65.0%	19.0%	16.0%	1,525
OSD, Joint Staff, Defense Agencies, and Field Activities	38,082	62.3%	19.9%	17.8%	448
Defense Contract Audit Agency	2,147	77.2%	13.8%	9.0%	43

63. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,705	61.5%	21.2%	17.3%	34,298
Department of Defense	145,640	62.2%	21.1%	16.7%	8,733
OSD, Joint Staff, Defense Agencies, and Field Activities	36,114	59.0%	21.9%	19.1%	2,270
Defense Contract Audit Agency	2,131	85.5%	8.5%	6.0%	64

64. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,295	58.3%	23.0%	18.7%	18,428
Department of Defense	150,311	61.5%	22.0%	16.5%	4,284
OSD, Joint Staff, Defense Agencies, and Field Activities	37,181	56.7%	23.2%	20.1%	1,283
Defense Contract Audit Agency	2,134	78.2%	13.0%	8.8%	57

Leadership (continued)

65. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,532	54.1%	23.4%	22.5%	21,349
Department of Defense	149,140	55.5%	23.2%	21.3%	5,166
OSD, Joint Staff, Defense Agencies, and Field Activities	37,011	53.4%	23.0%	23.7%	1,369
Defense Contract Audit Agency	2,102	72.8%	14.4%	12.8%	92

66. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	583,280	46.4%	22.9%	30.7%	19,356
Department of Defense	149,653	48.0%	22.8%	29.1%	4,874
OSD, Joint Staff, Defense Agencies, and Field Activities	37,208	44.6%	22.5%	33.0%	1,240
Defense Contract Audit Agency	2,123	62.8%	16.5%	20.7%	68

My Satisfaction

67. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,539	53.2%	23.9%	22.9%
Department of Defense	153,760	55.7%	23.0%	21.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,240	51.6%	23.1%	25.3%
Defense Contract Audit Agency	2,186	68.1%	17.0%	14.8%

68. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	598,620	55.0%	22.7%	22.3%
Department of Defense	153,276	55.4%	22.4%	22.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,130	53.5%	22.7%	23.8%
Defense Contract Audit Agency	2,183	73.6%	13.3%	13.1%

69. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	599,355	56.0%	21.7%	22.2%
Department of Defense	153,420	56.4%	21.7%	22.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,160	53.8%	21.3%	24.8%
Defense Contract Audit Agency	2,184	72.2%	13.4%	14.4%

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,993	68.1%	16.2%	15.7%
Department of Defense	153,063	68.5%	16.0%	15.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,072	66.6%	16.7%	16.7%
Defense Contract Audit Agency	2,179	76.5%	11.9%	11.6%

71. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,258	57.4%	17.1%	25.5%
Department of Defense	153,646	58.7%	17.1%	24.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,200	58.7%	16.4%	24.8%
Defense Contract Audit Agency	2,185	70.0%	14.3%	15.7%

72. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,439	62.3%	19.4%	18.4%
Department of Defense	153,726	62.8%	19.2%	18.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,226	60.6%	19.5%	19.9%
Defense Contract Audit Agency	2,186	76.0%	13.1%	10.9%

Diversity, Equity, Inclusion, and Accessibility

73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	556,063	69.2%	19.0%	11.8%	45,134
Department of Defense	141,509	68.3%	19.7%	12.0%	12,324
OSD, Joint Staff, Defense Agencies, and Field Activities	34,973	66.6%	19.5%	13.9%	3,305
Defense Contract Audit Agency	1,986	84.7%	9.5%	5.8%	199

74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	557,713	73.3%	18.1%	8.7%	43,906
Department of Defense	142,841	72.7%	18.3%	9.0%	11,074
OSD, Joint Staff, Defense Agencies, and Field Activities	35,357	70.7%	18.5%	10.9%	2,950
Defense Contract Audit Agency	1,983	86.3%	9.5%	4.2%	207

Diversity, Equity, Inclusion, and Accessibility (continued)

75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	582,181	66.5%	15.4%	18.1%	17,620
Department of Defense	149,854	66.8%	15.3%	17.9%	3,650
OSD, Joint Staff, Defense Agencies, and Field Activities	37,057	62.7%	16.9%	20.4%	1,112
Defense Contract Audit Agency	2,130	79.3%	9.6%	11.1%	55

76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	572,153	70.7%	15.3%	14.0%	26,692
Department of Defense	147,700	70.8%	15.2%	14.0%	5,524
OSD, Joint Staff, Defense Agencies, and Field Activities	36,503	66.9%	16.4%	16.8%	1,599
Defense Contract Audit Agency	2,093	83.0%	8.6%	8.5%	87

77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,245	62.5%	17.5%	20.1%	32,821
Department of Defense	146,972	62.1%	17.3%	20.7%	6,595
OSD, Joint Staff, Defense Agencies, and Field Activities	36,083	59.1%	17.8%	23.1%	2,112
Defense Contract Audit Agency	1,965	77.2%	10.8%	12.0%	221

78. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	588,459	78.5%	14.0%	7.5%	8,428
Department of Defense	151,099	78.5%	13.7%	7.8%	1,629
OSD, Joint Staff, Defense Agencies, and Field Activities	37,506	76.9%	14.4%	8.7%	461
Defense Contract Audit Agency	2,149	87.6%	8.1%	4.3%	24

79. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	578,492	77.0%	16.0%	7.0%	15,647
Department of Defense	148,847	77.2%	15.8%	7.0%	3,195
OSD, Joint Staff, Defense Agencies, and Field Activities	36,877	75.4%	16.7%	7.9%	906
Defense Contract Audit Agency	2,102	85.7%	10.2%	4.1%	62

Diversity, Equity, Inclusion, and Accessibility (continued)

80. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,040	74.9%	13.1%	12.0%	7,632
Department of Defense	151,008	75.4%	12.5%	12.1%	1,637
OSD, Joint Staff, Defense Agencies, and Field Activities	37,493	74.0%	12.9%	13.2%	453
Defense Contract Audit Agency	2,132	85.1%	8.4%	6.5%	37

81. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	583,167	76.2%	14.6%	9.2%	12,653
Department of Defense	149,710	76.1%	14.5%	9.3%	2,716
OSD, Joint Staff, Defense Agencies, and Field Activities	37,108	74.3%	14.9%	10.8%	778
Defense Contract Audit Agency	2,126	86.8%	8.2%	5.0%	46

82. I can be successful in my organization being myself.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,824	75.2%	14.0%	10.8%	6,319
Department of Defense	151,093	76.1%	13.4%	10.5%	1,407
OSD, Joint Staff, Defense Agencies, and Field Activities	37,549	74.5%	14.4%	11.1%	376
Defense Contract Audit Agency	2,140	83.2%	9.7%	7.1%	28

83. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	377,881	71.6%	18.4%	10.0%	130,393	90,868
Department of Defense	100,048	72.9%	18.0%	9.1%	32,341	20,839
OSD, Joint Staff, Defense Agencies, and Field Activities	25,213	70.4%	18.5%	11.1%	7,622	5,252
Defense Contract Audit Agency	1,251	82.0%	10.6%	7.4%	566	364

Note: For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

84. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	354,146	66.2%	23.1%	10.7%	132,481	111,953
Department of Defense	94,409	67.6%	22.6%	9.8%	32,860	25,822
OSD, Joint Staff, Defense Agencies, and Field Activities	23,857	65.1%	23.1%	11.8%	7,729	6,485
Defense Contract Audit Agency	1,134	78.3%	14.1%	7.6%	578	467

Note: For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

Diversity, Equity, Inclusion, and Accessibility (continued)

85. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	359,241	69.6%	21.7%	8.7%	135,576	103,447
Department of Defense	95,862	71.0%	20.9%	8.1%	33,584	23,579
OSD, Joint Staff, Defense Agencies, and Field Activities	24,141	68.1%	22.1%	9.8%	7,921	5,986
Defense Contract Audit Agency	1,151	80.1%	13.4%	6.5%	602	425

Note: For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

Employee Experience

86. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	596,094	62.0%	20.8%	17.2%
Department of Defense	152,511	62.3%	20.9%	16.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	37,891	62.0%	20.8%	17.1%
Defense Contract Audit Agency	2,171	68.5%	17.6%	13.9%

87. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	595,301	74.6%	13.6%	11.8%
Department of Defense	152,244	75.2%	13.6%	11.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	37,818	75.3%	13.5%	11.2%
Defense Contract Audit Agency	2,173	78.5%	11.8%	9.7%

88. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,272	60.7%	21.7%	17.5%
Department of Defense	152,831	60.6%	21.6%	17.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	37,962	59.6%	22.4%	18.0%
Defense Contract Audit Agency	2,178	65.5%	19.2%	15.3%

89. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	595,989	78.1%	15.0%	6.8%
Department of Defense	152,452	77.8%	15.5%	6.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	37,899	78.5%	15.2%	6.3%
Defense Contract Audit Agency	2,175	85.6%	10.0%	4.5%

Employee Experience (continued)

90. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,599	91.7%	6.3%	2.0%
Department of Defense	152,803	91.9%	6.3%	1.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	37,964	92.3%	6.0%	1.7%
Defense Contract Audit Agency	2,177	94.0%	4.7%	1.3%

Workplace Flexibilities

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

Organizations	N	Telework				
		Every Work Day	3 or 4 Days Per Week	1 or 2 Days Per Week	Only 1 or 2 Days Per Month	Very Infrequently
Governmentwide	597,994	14.3%	22.7%	17.0%	3.7%	10.3%
Department of Defense	153,036	7.5%	18.9%	19.5%	4.4%	14.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,003	15.0%	23.8%	13.2%	2.3%	7.1%
Defense Contract Audit Agency	2,184	1.5%	82.9%	13.0%	0.6%	0.9%

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

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	597,994	20.6%	1.0%	5.9%	4.4%
Department of Defense	153,036	19.4%	1.4%	9.0%	5.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	38,003	25.1%	1.0%	8.6%	3.9%
Defense Contract Audit Agency	2,184	0.0%	0.0%	0.2%	0.8%

Employee Engagement Index

Organizations	Percent Positive
Governmentwide	71.7%
Department of Defense	72.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	70.1%
Defense Contract Audit Agency	82.1%

Employee Engagement Index (continued)

Leaders Lead Sub-Index (Q. 57, 58, 59, 61, and 62)

Organizations	Percent Positive
Governmentwide	61.2%
Department of Defense	62.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	60.0%
Defense Contract Audit Agency	76.3%

Supervisors Sub-Index (Q. 48, 50, 51, 52, and 54)

Organizations	Percent Positive
Governmentwide	80.2%
Department of Defense	79.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	77.1%
Defense Contract Audit Agency	87.3%

Intrinsic Work Experience Sub-Index (Q. 2, 3, 4, 6, and 7)

Organizations	Percent Positive
Governmentwide	73.8%
Department of Defense	75.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	73.2%
Defense Contract Audit Agency	82.6%

Global Satisfaction Index

Global Satisfaction Index (Q. 46, 70, 71, and 72)

Organizations	Percent Positive
Governmentwide	63.8%
Department of Defense	64.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	62.7%
Defense Contract Audit Agency	75.2%

Performance Confidence Index

Performance Confidence Index (Q. 20, 21, 22, and 23)

Organizations	Percent Positive
Governmentwide	83.8%
Department of Defense	84.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	82.8%
Defense Contract Audit Agency	92.1%

DEIA Index

Organizations	Percent Positive
Governmentwide	70.8%
Department of Defense	71.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	68.6%
Defense Contract Audit Agency	82.8%

Diversity Sub-Index (Q. 73 and 74)

Organizations	Percent Positive
Governmentwide	71.3%
Department of Defense	70.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	68.6%
Defense Contract Audit Agency	85.5%

Equity Sub-Index (Q. 75, 76, and 77)

Organizations	Percent Positive
Governmentwide	66.6%
Department of Defense	66.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	62.9%
Defense Contract Audit Agency	79.8%

Inclusion Sub-Index (Q. 78, 79, 80, 81, and 82)

Organizations	Percent Positive
Governmentwide	76.4%
Department of Defense	76.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	75.0%
Defense Contract Audit Agency	85.7%

Accessibility Sub-Index (Q. 83, 84, and 85)

Organizations	Percent Positive
Governmentwide	69.1%
Department of Defense	70.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	67.9%
Defense Contract Audit Agency	80.1%

Employee Experience Index

Employee Experience Index (Q. 86, 87, 88, 89, and 90)

Organizations	Percent Positive
Governmentwide	73.4%
Department of Defense	73.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	73.5%
Defense Contract Audit Agency	78.4%

Employment Demographics

Where do you work?

Response	%
Headquarters	12.9%
Field	82.3%
Full-time telework (e.g., home office, telecenter)	4.8%

What is your supervisory status?

Response	%
Senior Leader	1.2%
Manager	5.8%
Supervisor	17.2%
Team Leader	7.9%
Non-Supervisor	67.8%

What is your pay category/grade?

Response	%
Federal Wage System	0.0%
GS 1-6	1.8%
GS 7-12	63.6%
GS 13-15	34.0%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%

What is your US military service status?

Response	%
No Prior Military Service	81.2%
Currently in National Guard or Reserves	0.4%
Retired	4.7%
Separated or Discharged	13.7%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.0%
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	3.1%
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	95.8%

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

Response	%
Yes	9.1%
No	90.9%

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

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

Response	%
Less than 1 year	3.6%
1 to 3 years	11.7%
4 to 5 years	10.0%
6 to 10 years	16.1%
11 to 14 years	21.2%
15 to 20 years	18.7%
More than 20 years	18.7%

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

Response	%
Less than 1 year	4.9%
1 to 3 years	16.5%
4 to 5 years	11.3%
6 to 10 years	17.1%
11 to 14 years	20.0%
15 to 20 years	15.5%
More than 20 years	14.7%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

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

Response	%
No	62.5%
Yes, to retire	4.8%
Yes, to take another job within the Federal Government	26.6%
Yes, to take another job outside the Federal Government	2.4%
Yes, other	3.6%

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

Response	%
Yes	44.8%
No	55.2%

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

I am planning to retire:

Response	%
Less than 1 year	2.1%
1 year	2.1%
2 years	3.8%
3 years	3.7%
4 years	3.0%
5 years	5.6%
More than 5 years	79.6%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	10.3%
No	89.7%

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

Response	%
White	69.1%
Black or African American	16.1%
All Other Races	14.8%

What is your age group?

Response	%
29 years and under	5.9%
30-39 years old	23.8%
40-49 years old	31.1%
50-59 years old	27.9%
60 years or older	11.4%

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

Response	%
Less than High School/ High School Diploma/ GED	0.6%
Certification/ Some College/ Associate's Degree	3.4%
Bachelor's Degree	42.2%
Advanced Degrees (Post Bachelor's Degree)	53.8%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'Personal Demographics' questions may be suppressed. Any suppressed percentages are noted with a "—".

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	11.5%
No	88.5%

Are you:

Response	%
Male	43.2%
Female	56.8%

Are you transgender?

Response	%
Yes	0.2%
No	99.8%

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

Response	%
Lesbian or gay	1.6%
Straight, that is not lesbian or gay	94.9%
Bisexual	1.4%
I use a different term	2.0%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'Personal Demographics' questions may be suppressed. Any suppressed percentages are noted with a "—".