

2016 Economic Development Administration
Federal Employee Viewpoint Survey Results Worklife

Item	Item Text	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/ No Basis to Judge N
79	How satisfied are you with the following Work/Life programs in your agency? Telework	76.72%	37.93%	38.80%	16.93%	3.18%	3.17%	6.34%	36	37	16	3	3	95	2
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.45%	53.64%	40.81%	3.70%	0.00%	1.85%	1.85%	29	22	2	0	1	54	2
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	85.64%	13.49%	72.15%	14.36%	0.00%	0.00%	0.00%	2	10	2	0	0	14	1
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	90.08%	50.03%	40.05%	9.92%	0.00%	0.00%	0.00%	5	4	1	0	0	10	3
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	80.03%	20.02%	60.02%	19.97%	0.00%	0.00%	0.00%	1	3	1	0	0	5	1
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	50.03%	24.97%	25.06%	49.97%	0.00%	0.00%	0.00%	1	1	2	0	0	4	0

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<i>My Work Experience</i>															
1	*I am given a real opportunity to improve my skills in my organization.	70.14%	22.72%	47.42%	11.09%	13.65%	5.12%	18.77%	27	56	13	16	6	118	N/A
2	I have enough information to do my job well.	65.07%	18.57%	46.51%	17.06%	11.90%	5.97%	17.86%	22	55	20	14	7	118	N/A
3	I feel encouraged to come up with new and better ways of doing things.	64.74%	17.78%	46.96%	17.23%	9.44%	8.59%	18.03%	21	55	20	11	10	117	N/A
4	*My work gives me a feeling of personal accomplishment.	77.02%	29.48%	47.54%	7.64%	8.51%	6.82%	15.33%	35	56	9	10	8	118	N/A
5	*I like the kind of work I do.	84.39%	41.63%	42.76%	9.48%	1.75%	4.38%	6.13%	48	49	11	2	5	115	N/A
6	I know what is expected of me on the job.	74.88%	27.22%	47.66%	12.10%	7.80%	5.21%	13.01%	32	55	14	9	6	116	N/A
7	When needed I am willing to put in the extra effort to get a job done.	95.65%	66.17%	29.48%	0.86%	0.87%	2.62%	3.49%	77	34	1	1	3	116	N/A
8	I am constantly looking for ways to do my job better.	87.97%	45.87%	42.10%	8.58%	1.72%	1.74%	3.45%	54	49	10	2	2	117	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.56%	10.04%	33.52%	15.38%	19.57%	21.50%	41.06%	12	39	18	23	25	117	0
10	*My workload is reasonable.	50.55%	8.43%	42.11%	12.77%	22.94%	13.74%	36.68%	10	49	15	27	16	117	0
11	*My talents are used well in the workplace.	52.46%	11.86%	40.61%	13.03%	18.92%	15.59%	34.51%	14	47	15	22	18	116	0
12	*I know how my work relates to the agency's goals and priorities.	79.71%	26.09%	53.63%	10.91%	0.85%	8.52%	9.37%	31	63	13	1	10	118	0
13	*The work I do is important.	87.02%	36.83%	50.19%	4.31%	4.32%	4.35%	8.67%	43	58	5	5	5	116	0
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.37%	23.90%	47.47%	17.32%	6.10%	5.21%	11.31%	28	55	20	7	6	116	1

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<i>My Work Experience (cont'd)</i>															
15	*My performance appraisal is a fair reflection of my performance.	66.55%	23.60%	42.95%	17.62%	5.28%	10.56%	15.83%	27	49	20	6	12	114	3
16	I am held accountable for achieving results.	82.68%	23.83%	58.85%	7.78%	5.19%	4.35%	9.54%	28	68	9	6	5	116	1
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.56%	24.83%	35.73%	14.50%	12.36%	12.58%	24.94%	26	37	15	13	13	104	12
18	*My training needs are assessed.	56.07%	12.95%	43.12%	18.99%	17.12%	7.82%	24.94%	15	50	22	20	9	116	2
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	57.99%	20.38%	37.61%	10.30%	13.72%	17.99%	31.71%	24	44	12	16	21	117	1
<i>My Work Unit</i>															
20	*The people I work with cooperate to get the job done.	66.95%	25.28%	41.67%	20.44%	6.65%	5.96%	12.61%	30	49	24	8	7	118	N/A
21	*My work unit is able to recruit people with the right skills.	43.02%	8.75%	34.27%	29.71%	20.18%	7.09%	27.27%	10	39	34	23	8	114	4
22	*Promotions in my work unit are based on merit.	46.63%	13.67%	32.96%	15.70%	17.53%	20.14%	37.67%	15	36	17	19	22	109	8
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.13%	11.23%	15.90%	14.26%	22.77%	35.85%	58.62%	12	17	15	24	38	106	12
24	*In my work unit, differences in performance are recognized in a meaningful way.	38.18%	13.80%	24.37%	16.01%	26.27%	19.54%	45.81%	15	26	17	28	21	107	11
25	Awards in my work unit depend on how well employees perform their jobs.	43.92%	17.42%	26.50%	16.73%	19.67%	19.68%	39.35%	18	27	17	20	20	102	15

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<i>My Work Unit (cont'd)</i>															
26	Employees in my work unit share job knowledge with each other.	68.99%	20.17%	48.82%	18.10%	10.32%	2.59%	12.91%	24	57	21	12	3	117	0
27	The skill level in my work unit has improved in the past year.	48.81%	14.09%	34.73%	34.13%	11.67%	5.40%	17.06%	16	39	38	13	6	112	6
28	How would you rate the overall quality of work done by your work unit?	82.91%	33.70%	49.22%	16.23%	0.85%	0.00%	0.85%	40	58	19	1	0	118	N/A
<i>My Agency</i>															
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.29%	14.71%	60.58%	17.65%	6.18%	0.88%	7.06%	17	69	20	7	1	114	2
30	*Employees have a feeling of personal empowerment with respect to work processes.	43.14%	9.45%	33.69%	26.26%	21.88%	8.72%	30.60%	11	39	30	25	10	115	3
31	Employees are recognized for providing high quality products and services.	49.03%	13.96%	35.07%	23.82%	18.53%	8.62%	27.15%	16	40	27	21	10	114	4
32	*Creativity and innovation are rewarded.	43.71%	10.43%	33.27%	28.25%	16.78%	11.26%	28.05%	12	38	32	19	13	114	3
33	*Pay raises depend on how well employees perform their jobs.	25.95%	8.74%	17.21%	27.39%	26.40%	20.26%	46.66%	9	18	28	27	21	103	13
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	44.24%	11.60%	32.63%	35.61%	9.19%	10.97%	20.16%	13	36	39	10	12	110	8
35	*Employees are protected from health and safety hazards on the job.	75.28%	20.71%	54.57%	21.18%	3.54%	0.00%	3.54%	24	62	24	4	0	114	4

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<i>My Agency (cont'd)</i>															
36	*My organization has prepared employees for potential security threats.	75.54%	18.23%	57.32%	17.44%	3.53%	3.49%	7.02%	21	66	20	4	4	115	2
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	47.58%	22.70%	24.88%	25.83%	13.85%	12.73%	26.59%	25	27	28	15	14	109	9
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.57%	24.63%	43.94%	18.20%	5.78%	7.45%	13.24%	26	46	19	6	8	105	11
39	My agency is successful at accomplishing its mission.	78.54%	15.20%	63.33%	16.30%	4.31%	0.86%	5.16%	18	74	19	5	1	117	0
40	I recommend my organization as a good place to work.	55.85%	15.92%	39.93%	23.05%	13.45%	7.65%	21.10%	19	47	27	16	9	118	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	43.81%	16.30%	27.51%	24.84%	16.58%	14.77%	31.36%	18	30	27	18	16	109	9
<i>My Supervisor</i>															
42	*My supervisor supports my need to balance work and other life issues.	81.24%	38.72%	42.51%	11.95%	3.42%	3.40%	6.82%	46	50	14	4	4	118	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.89%	28.09%	35.80%	16.30%	11.23%	8.57%	19.80%	33	42	19	13	10	117	1
44	*Discussions with my supervisor about my performance are worthwhile.	60.31%	23.94%	36.37%	16.31%	13.01%	10.37%	23.38%	28	42	19	15	12	116	1

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<i>My Supervisor (cont'd)</i>															
45	My supervisor is committed to a workforce representative of all segments of society.	67.74%	25.12%	42.62%	21.80%	2.87%	7.59%	10.46%	27	45	23	3	8	106	12
46	My supervisor provides me with constructive suggestions to improve my job performance.	56.76%	20.49%	36.27%	17.27%	13.87%	12.11%	25.97%	24	42	20	16	14	116	2
47	*Supervisors in my work unit support employee development.	69.51%	27.74%	41.77%	13.65%	8.35%	8.49%	16.84%	33	49	16	10	10	118	0
48	My supervisor listens to what I have to say.	73.58%	31.18%	42.40%	11.98%	7.65%	6.79%	14.44%	37	50	14	9	8	118	N/A
49	My supervisor treats me with respect.	77.66%	41.64%	36.02%	12.05%	4.29%	5.99%	10.29%	49	42	14	5	7	117	N/A
50	In the last six months, my supervisor has talked with me about my performance.	83.89%	36.28%	47.61%	8.43%	5.12%	2.55%	7.67%	43	56	10	6	3	118	N/A
51	*I have trust and confidence in my supervisor.	58.81%	31.45%	27.36%	20.57%	10.33%	10.29%	20.62%	37	32	24	12	12	117	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	63.03%	31.47%	31.56%	21.51%	6.02%	9.44%	15.46%	37	37	25	7	11	117	N/A
<i>Leadership</i>															
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.09%	11.13%	22.96%	32.61%	22.14%	11.16%	33.30%	13	27	38	26	13	117	0
54	My organization's senior leaders maintain high standards of honesty and integrity.	45.40%	15.66%	29.74%	30.58%	17.49%	6.52%	24.01%	17	32	33	19	7	108	9
55	*Supervisors work well with employees of different backgrounds.	57.63%	14.21%	43.41%	27.87%	9.96%	4.54%	14.50%	16	48	31	11	5	111	6

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<i>Leadership (cont'd)</i>															
56	*Managers communicate the goals and priorities of the organization.	61.89%	14.58%	47.30%	20.80%	9.52%	7.80%	17.32%	17	55	24	11	9	116	1
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	55.36%	12.64%	42.72%	26.38%	10.95%	7.31%	18.26%	14	47	29	12	8	110	6
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	48.98%	7.66%	41.32%	25.14%	16.35%	9.53%	25.88%	9	48	29	19	11	116	1
59	Managers support collaboration across work units to accomplish work objectives.	54.65%	10.34%	44.31%	22.64%	13.98%	8.74%	22.72%	12	51	26	16	10	115	2
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	57.35%	20.90%	36.45%	21.62%	13.71%	7.32%	21.03%	23	40	24	15	8	110	7
61	*I have a high level of respect for my organization's senior leaders.	47.90%	16.30%	31.60%	31.48%	10.31%	10.31%	20.62%	19	37	37	12	12	117	0
62	Senior leaders demonstrate support for Work/Life programs.	63.40%	24.91%	38.49%	25.84%	6.27%	4.50%	10.76%	28	43	29	7	5	112	5
<i>My Satisfaction</i>															
63	*How satisfied are you with your involvement in decisions that affect your work?	55.50%	13.59%	41.90%	18.89%	17.21%	8.40%	25.61%	16	49	22	20	10	117	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	43.80%	10.36%	33.44%	28.46%	21.69%	6.04%	27.74%	12	39	33	25	7	116	N/A

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<i>My Satisfaction (cont'd)</i>															
65	*How satisfied are you with the recognition you receive for doing a good job?	46.94%	16.48%	30.46%	22.63%	21.01%	9.42%	30.43%	19	35	26	24	11	115	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	33.58%	9.52%	24.06%	40.56%	17.38%	8.48%	25.86%	11	28	47	20	10	116	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	31.73%	10.27%	21.46%	32.31%	17.22%	18.73%	35.96%	12	25	38	20	22	117	N/A
68	*How satisfied are you with the training you receive for your present job?	50.61%	14.55%	36.06%	27.22%	15.48%	6.69%	22.17%	17	42	32	18	8	117	N/A
69	*Considering everything, how satisfied are you with your job?	63.23%	15.31%	47.92%	19.60%	8.59%	8.57%	17.17%	18	56	23	10	10	117	N/A
70	*Considering everything, how satisfied are you with your pay?	71.01%	21.19%	49.82%	14.64%	7.65%	6.69%	14.35%	25	58	17	9	8	117	N/A
71	Considering everything, how satisfied are you with your organization?	58.18%	10.92%	47.27%	20.51%	13.58%	7.72%	21.30%	13	55	24	16	9	117	N/A

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	107	92.17%
Yes, I was notified that I was not eligible to telework.	3	2.61%
No, I was not notified of my telework eligibility.	2	1.73%
Not sure if I was notified of my telework eligibility.	4	3.48%
Total	116	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	11	9.42%
I telework 1 or 2 days per week.	50	42.72%
I telework, but no more than 1 or 2 days per month.	5	4.31%
I telework very infrequently.	31	26.29%
I do not telework because I have to be physically present on the job.	4	3.47%
I do not telework because I have technical issues.	1	0.86%
I do not telework because I did not receive approval to do so.	3	2.58%
I do not telework because I choose not to telework.	12	10.35%
Total	117	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	53	46.62%
No	55	48.21%
Not available to me	6	5.17%
Total	114	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	15	12.80%
No	76	64.95%
Not available to me	26	22.24%
Total	117	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	11	9.64%
No	84	72.88%
Not available to me	20	17.48%
Total	115	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	6	5.14%
No	84	71.87%
Not available to me	27	22.99%
Total	117	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	3	2.60%
No	83	71.50%
Not available to me	30	25.90%
Total	116	100.00%

Percentages are weighted to represent the Agency's population.

2016 Economic Development Administration
Federal Employee Viewpoint Survey Demographics

Where do you work?	N	%
Headquarters	25	21.55%
Field	91	78.45%
Total	116	100.00%

*What is your supervisory status?	N	%
Non-Supervisor	79	68.10%
Team Leader	15	12.93%
Supervisor	14	12.07%
Manager	3	2.59%
Senior Leader	5	4.31%
Total	116	100.00%

*Are you:	N	%
Male	58	50.88%
Female	56	49.12%
Total	114	100.00%

*Are you Hispanic or Latino?	N	%
Yes	10	9.09%
No	100	90.91%
Total	110	100.00%

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	2	1.87%
Asian	6	5.61%
Black or African American	17	15.89%
Native Hawaiian or Other Pacific Islander	1	0.93%
White	76	71.03%
Two or more races	5	4.67%
Total	107	100.00%

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00%
High School Diploma/GED or equivalent	1	0.88%
Trade or Technical Certificate	0	0.00%
Some College (no degree)	7	6.14%
Associate's Degree (e.g., AA, AS)	4	3.51%
Bachelor's Degree (e.g., BA, BS)	36	31.58%
Master's Degree (e.g., MA, MS, MBA)	59	51.75%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	7	6.14%
Total	114	100.00%

What is your pay category/grade?	N	%
Federal Wage System	0	0.00%
GS 1-6	0	0.00%
GS 7-12	20	17.70%
GS 13-15	87	76.99%
Senior Executive Service	6	5.31%
Senior Level (SL) or Scientific or Professional (ST)	0	0.00%
Other	0	0.00%
Total	113	100.00%

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How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	2	1.74%
1 to 3 years	9	7.83%
4 to 5 years	10	8.70%
6 to 10 years	45	39.13%
11 to 14 years	8	6.96%
15 to 20 years	14	12.17%
More than 20 years	27	23.48%
Total	115	100.00%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	6	5.31%
1 to 3 years	18	15.93%
4 to 5 years	13	11.50%
6 to 10 years	46	40.71%
11 to 20 years	14	12.39%
More than 20 years	16	14.16%
Total	113	100.00%

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	65	58.04%
Yes, to retire	5	4.46%
Yes, to take another job within the Federal Government	32	28.57%
Yes, to take another job outside the Federal Government	4	3.57%
Yes, other	6	5.36%
Total	112	100.00%

I am planning to retire:	N	%
Within one year	5	4.46%
Between one and three years	8	7.14%
Between three and five years	7	6.25%
Five or more years	92	82.14%
Total	112	100.00%

Self-Identify as:	N	%
Heterosexual or Straight	81	77.14%
Gay, Lesbian, Bisexual, or Transgender	2	1.90%
I prefer not to say	22	20.95%
Total	105	100.00%

What is your US military service status?	N	%
No Prior Military Service	84	75.68%
Currently in National Guard or Reserves	0	0.00%
Retired	8	7.21%
Separated or Discharged	19	17.12%
Total	111	100.00%

Are you an individual with a disability?	N	%
Yes	12	10.91%
No	98	89.09%
Total	110	100.00%

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<i>What is your age group?</i>	N	%
25 and under	1	0.85%
26-29	4	3.39%
30-39	26	22.03%
40-49	23	19.49%
50-59	41	34.75%
60 or older	23	19.49%
Total	118	100.00%

Percentages for demographic questions are unweighted.

* AES prescribed items