2023 Office of Personnel Management

Federal Employee
Viewpoint Survey Results

Empowering employees. Inspiring change.

Governmentwide
Management Report

opm.gov/FEVS   #FEVS

A Message from the Director

I am pleased to announce that the 2023 Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (FEVS) results demonstrate that federal employees remain remarkably resilient, are increasingly engaged, and value diversity, equity, inclusion, and accessibility (DEIA) in the workplace.

The OPM FEVS is the largest government employee survey in the world and an unmatched data asset, collecting employee feedback from more than 80 executive agencies. This year, participation showed a significant increase, rising from 35 percent in 2022 to 39 percent in 2023, with 625,568 federal employees completing the survey.

The 2023 OPM FEVS results reflect the success of the President's Management Agenda in building a stronger and more effective federal workforce. The Employee Engagement Index (EEI) score increased from 71 percent in 2022 to 72 percent in 2023, indicating strong workforce motivation within federal agencies. Notably, a one-point increase represents roughly 6,300 respondents sharing a more positive perspective in 2023, the equivalent of a medium-sized federal agency. Additionally, the two subindices, "Leaders Lead" and "Intrinsic Work Experience," both increased from 59 percent to 61 percent and 73 percent to 74 percent, respectively. These increases reflect a robust foundation for performance across government. I am also proud to report that in the second year of the DEIA Index, scores increased from 69 percent in 2022 to 71 percent in 2023, showing an improvement in positive views of agency DEIA practices.

In the Performance Confidence Index (PCI), scores remained high and steady at 84 percent. PCI largely measures employees' views that their work unit can meet customer needs, achieve goals, and perform mission responsibilities. Similarly, the Global Satisfaction Index, which measures employees' satisfaction with their job, pay, and organization, and whether they would recommend their organization as a good place to work, saw a two percent increase from 62 percent to 64 percent.

As OPM modernizes the tools we make available to federal employees and the public alike, future versions of this report will link to a data dashboard, allowing readers to explore the data in detail.

Encouraging results from the 2023 FEVS show our workforce remains resilient, engaged, and focused on delivering for the American people. I encourage every agency and department leader, manager, and supervisor to review their results and take action where needed.

OPM remains a committed partner of federal agencies and federal employees. I am excited to build on this year's success and support our workforce as we continue to serve the Nation.

Kiran Ahuja
Director
U.S. Office of Personnel Management

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Introduction

The 2023 Federal Employee Viewpoint Survey (FEVS) is an opportunity for Federal employees to share their opinions and perceptions about their work experiences. An organizational climate survey, data from the FEVS allow assessment of how employees view their current work environment, including management, workplace policies, and new initiatives. Climate assessments provide insights into performance and are important tools for identifying ways to improve workplace effectiveness. At a governmentwide level, FEVS results provide information that can help shape current and future policies. Finally, participation in the FEVS satisfies the mandate for each agency to survey its employees under the National Defense Authorization Act for Fiscal Year 2004 (5 USC 31, 41, 43, 45, 53)[1] and detailed in accompanying regulation 5 CFR 250 subpart C.[2] This report presents the results from the governmentwide 2023 FEVS, highlighting agency improvements throughout.

Background to Results

Throughout the report, some agency results are shown by size groupings, using employee populations as of November 2022. For more information and for a full listing of the agencies included in each category, see Appendix A. The five size categories are:

| **Very Small** (<100 employees) | **Small** (100–999 employees) | **Medium** (1,000–9,999 employees) | **Large** (10,000–74,999 employees) | **Very Large** (>=75,000 employees) |

Federal employees onboard with their agency as of November 2022 were eligible to participate in the 2023 FEVS. Political appointees and contractors/non-Federal employees are not eligible to participate. The survey was a census, meaning each eligible employee was invited to participate. Invitations were sent to 1,609,839 employees. A total of 625,568 employees completed a survey for a final response rate of 39 percent. For detailed survey results see Appendices C, D, and E.

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[1] NDAA
SEC. 1128. EMPLOYEE SURVEYS.
(a) IN GENERAL.—Each agency shall conduct an annual survey of its employees (including survey questions unique to the agency and questions prescribed under subsection (b)) to assess—
    (1) leadership and management practices that contribute to agency performance; and
    (2) employee satisfaction with—
        (A) leadership policies and practices;
        (B) work environment;
        (C) rewards and recognition for professional accomplishment and personal contributions to achieving organizational mission;
        (D) opportunity for professional development and growth; and
        (E) opportunity to contribute to achieving organizational mission.
(b) REGULATIONS.—The Office of Personnel Management shall issue regulations prescribing survey questions that should appear on all agency surveys under subsection (a) in order to allow a comparison across agencies.
(c) AVAILABILITY OF RESULTS.—The results of the agency surveys under subsection (a) shall be made available to the public and posted on the website of the agency involved, unless the head of such agency determines that doing so would jeopardize or negatively impact national security.

[2] https://www.law.cornell.edu/cfr/text/5/part-250/subpart-C

Survey Content

The 2023 FEVS included a total of 91 items, plus 19 demographic items. The survey maintained its core content of Annual Employee Survey (AES) items required in regulation, the Employee Engagement Index (EEI), Global Satisfaction Index, and Performance Confidence Index. To streamline and modernize survey content, several items were removed from the FEVS. These include paid parental leave, re-entry, and COVID-19 items. New items were added to help measure autonomy, formalization, and communication. Item updates were also made to the telework and intent to leave items.

2023 FEVS Administration, Reporting and OPM Dashboards

The 2023 survey was administered in late spring/early summer. The survey was administered as a census with a full suite of reports distributed to agencies, including lower-level work units. Public reporting is similar to 2022 reports and results by item and agency can be retrieved from the FEVS website.

The FEVS dashboard is a new tool designed to provide FEVS results and indices across the federal government and by agency size. The governmentwide dashboard can be accessed from the FEVS website.

At a Glance

The 2023 FEVS results reflect Federal employees' commitment to their work and serving the American people. Employees find it most important that their work contributes to the common good and that their work unit meets customers' needs and produces high-quality work.

High scores demonstrate employees' positive perceptions of their agencies' performance. Equally important are items with low scores, which indicate where employees see room for improvement. While recognition and communication items have lower scores, these items have improved since 2022, showing agency actions taken in these areas had an impact.

Items with the Highest and Lowest Levels of Positive Responses

HIGHEST Percentage Level of Positive Responses

92%	It is important to me that my work contribute to the common good. (Q. 90)
87%	Employees in my work unit meet the needs of our customers. (Q. 20)
87%	My supervisor holds me accountable for achieving results. (Q. 53)
86%	I am held accountable for the quality of work I produce. (Q. 11)
86%	My supervisor treats me with respect. (Q. 51)
85%	I know how my work relates to the agency's goals. (Q. 7)
85%	Employees in my work unit contribute positively to my agency's performance. (Q. 21)
84%	I know what my work unit's goals are. (Q. 26)
84%	My supervisor supports my need to balance work and other life issues. (Q. 49)
83%	Employees in my work unit produce high-quality work. (Q. 22)
83%	My organization has prepared me for potential cybersecurity threats. (Q. 44)

LOWEST Percentage Level of Positive Responses

45%	In my work unit, differences in performance are recognized in a meaningful way. (Q. 17)
46%	Management involves employees in decisions that affect their work. (Q. 66)
48%	I believe the results of this survey will be used to make my agency a better place to work. (Q. 47)
50%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 57)
53%	How satisfied are you with your involvement in decisions that affect your work? (Q. 67)
54%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q. 45)
54%	Management makes effective changes to address challenges facing our organization. (Q. 65)
55%	The approval process in my organization allows timely delivery of my work. (Q. 41)
55%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 68)
56%	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). (Q. 27)
56%	Information is openly shared in my organization. (Q. 40)
56%	How satisfied are you with the recognition you receive for doing a good job? (Q. 69)

Notes: Weighting is done to ensure survey estimates accurately represent the survey population. Items with the Highest and Lowest Levels of Positive Responses include items 1-90, excluding item 16. Results for items 1-91a are found in Appendix C.

At a Glance (continued)

Participant Overview

The first figure below shows a comparison between survey respondents and the total Federal workforce on selected demographic categories. The second figure presents a breakdown by generation and a comparison of survey respondents to the total Federal workforce. Results for all demographic items can be found in Appendix D.

Respondent Characteristics

Survey Respondents

26%	42%	25%	48%	78%	39%	35%
Military Service	Pay Grades 13 to 15	Federal Tenure More Than 20 Years	Female	Non-Supervisory Status	Minority	Bachelor's Degree
32%	22%	28%	41%	86%	38%	28%

Total Workforce

Generational Overview

Survey Respondents	Generations	Total Workforce
<1%	Traditionalists (born 1945 or earlier)	<1%
22%	Baby Boomers (born 1946–1964)	20%
47%	Generation X (born 1965–1980)	43%
29%	Generation Y (born 1981–1996)	33%
2%	Generation Z (born 1997 or later)	4%
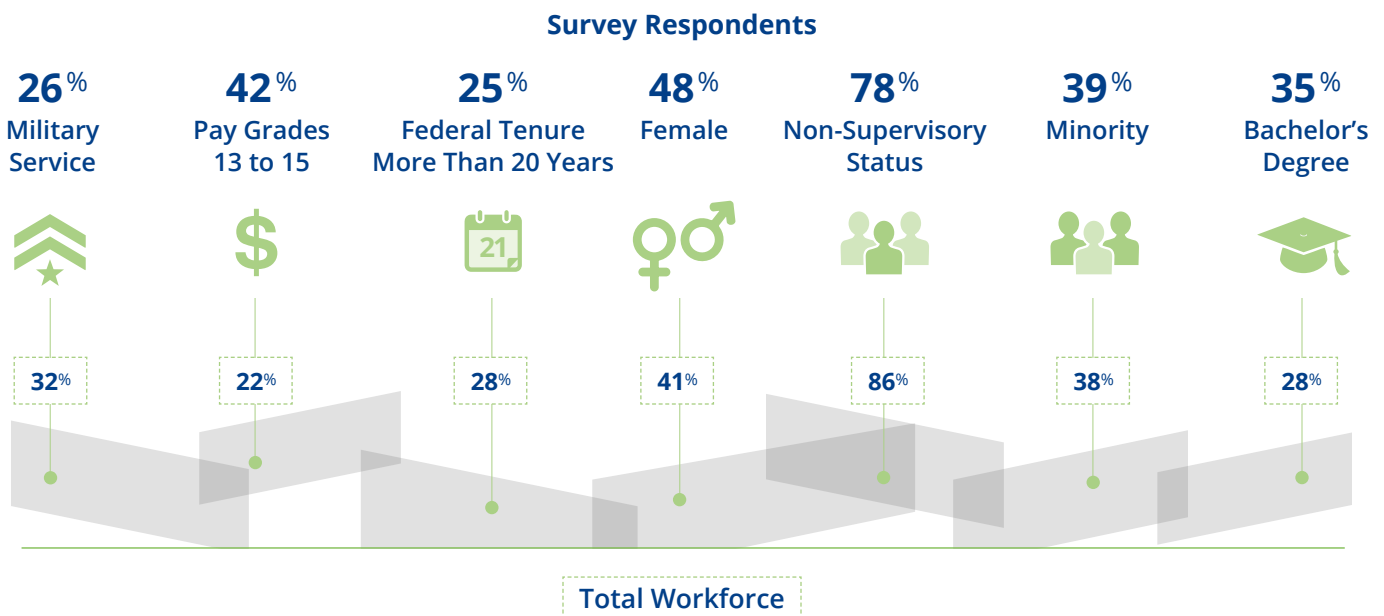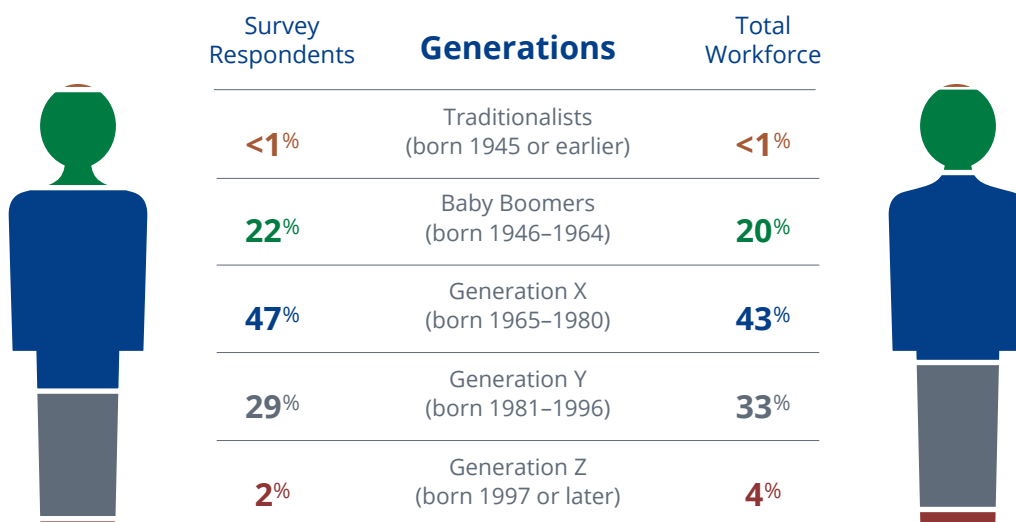
Note: The sum of percentages may not equal 100 due to rounding.

At a Glance (continued)

Response Rates

The table below reports governmentwide response rates for 2023 along with the response rates from the past four administrations of the FEVS, grouped by agency size categories.

Response Rate Comparisons

Size	2019	2020	2021	2022	2023
Governmentwide	43	44	34	35	39
Very Small Agencies (<100 employees)	63	69	62	64	66
Small Agencies (100-999 employees)	68	70	65	70	72
Medium Agencies (1,000-9,999 employees)	64	67	57	60	65
Large Agencies (10,000-74,999 employees)	52	55	44	46	53
Very Large Agencies (>=75,000 employees)	39	41	29	32	35
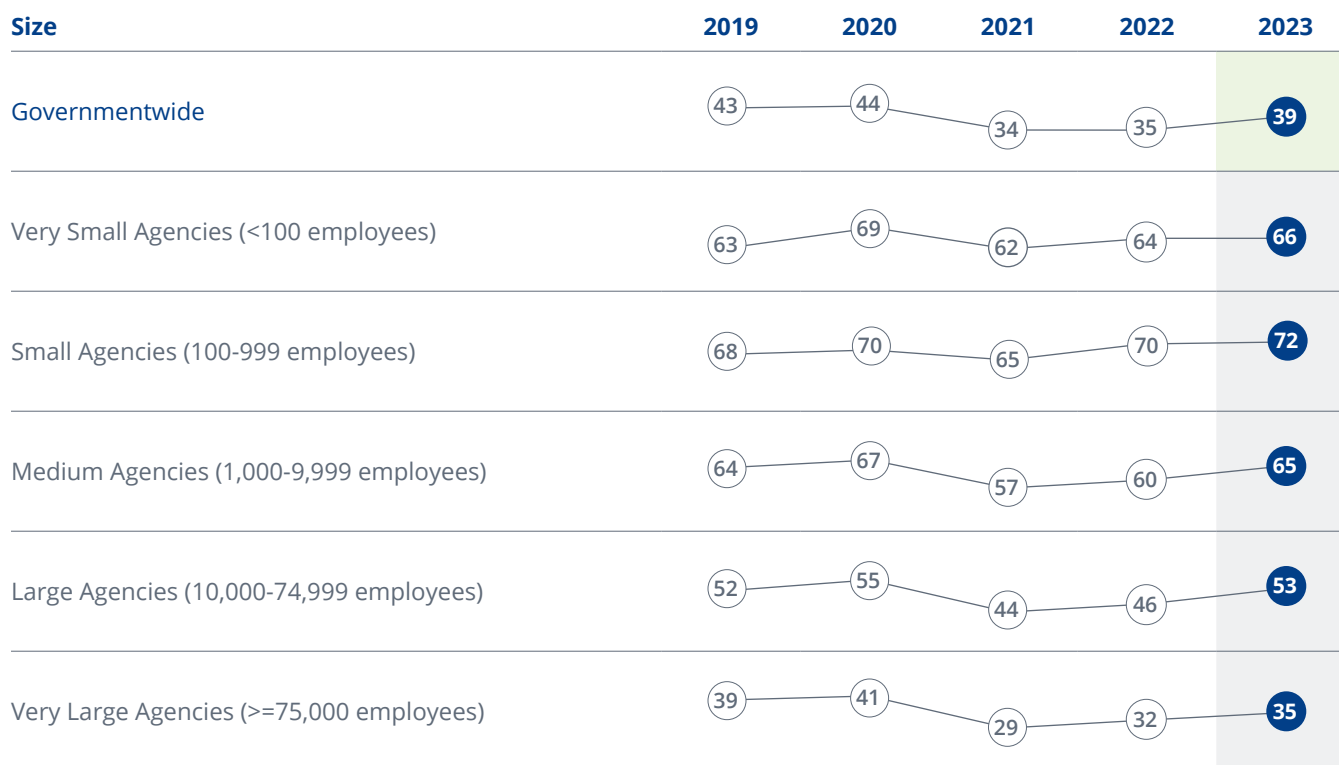
At a Glance (continued)

Top Response Rates and Increases

The agencies with the highest 2023 response rates by agency size and the greatest increase in response rates from 2022 are featured below. Very small and medium agencies have the greatest increases in response rates. It should be noted, however, that increases of a few percentage points are a meaningful improvement in response rates for larger agencies.

Top Agency and Percentage Point Increases

Very Small (<100 employees)	Small (100–999 employees)	Medium (1,000–9,999 employees)	Large (10,000–74,999 employees)	Very Large (>=75,000 employees)
TOP AGENCY	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**
98%	**93**%	**83**%	**73**%	**72**%
Inter-American Foundation	U.S. International Trade Commission	Federal Energy Regulatory Commission	Department of Energy	Department of Health and Human Services
TOP INCREASE	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**
+21	**+23**	**+12**	**+17**	**+8**
Advisory Council on Historic Preservation	Selective Service System	Small Business Administration	Department of the Interior	Department of Justice
				Department of Health and Human Services
				Department of Homeland Security

Note: Agency size is based on the eligible employee population as of November 2022. For a full listing of the agencies included in each category, see Appendix A.

Employee Engagement Index

The FEVS Employee Engagement Index (EEI) uses survey questions to measure conditions that are conducive to employee engagement. Engagement overall relates to employee motivation. While the FEVS does not directly measure employee feelings of engagement, it does assess the critical conditions conducive for employee engagement (e.g., effective leadership, meaningful work, the opportunity for employees to learn/grow on the job). Assessments such as the EEI remain a critical tool for managers to identify areas for improvement and sustaining work conditions and environments that support employee engagement and performance. The framework used for developing the EEI assumes that organizational conditions lead to feelings of engagement. These feelings, in turn, lead to engagement behaviors (e.g., discretionary effort, persistence), and then to optimal employee motivation and organizational performance. The EEI comprises three subindices: Leaders Lead, Supervisors, and Intrinsic Work Experience. Each subindex is assessed through questions on the FEVS as listed below. See Appendix C for the wording of each item number shown in parentheses.

Leaders Lead

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation. (Q. 57, 58, 59, 61, and 62)
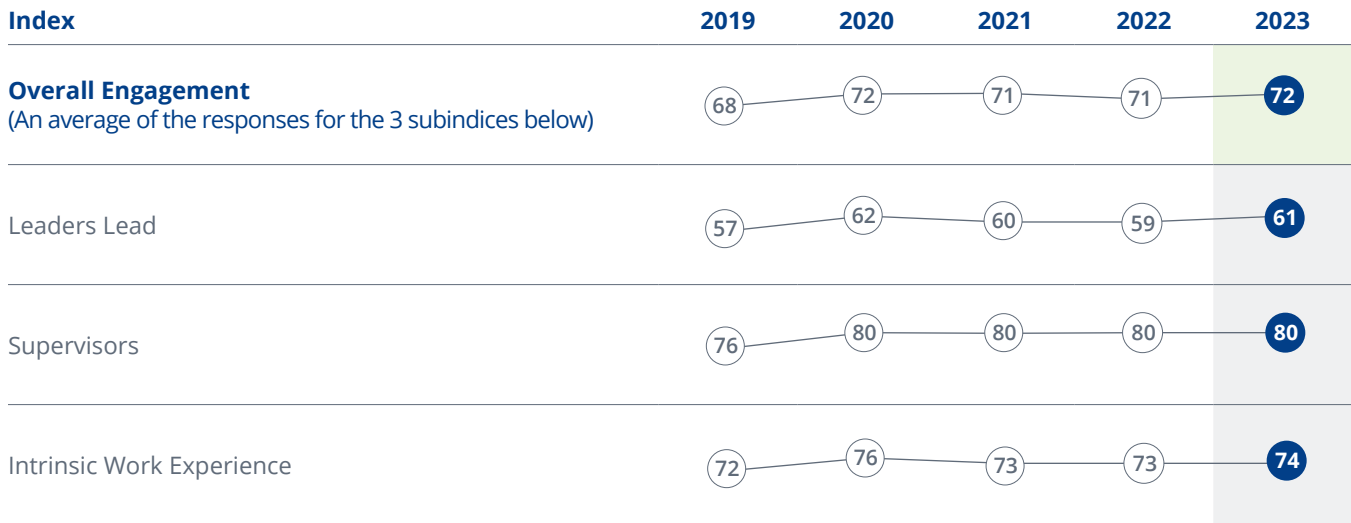
Supervisors

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 48, 50, 51, 52, and 54)

Intrinsic Work Experience

Reflects the employees' feelings of motivation and competency relating to their roles in the workplace. (Q. 2, 3, 4, 6, and 7)

Employee Engagement Index (continued)

Employee Engagement Index Score Comparisons

Index	2019	2020	2021	2022	2023
Overall Engagement (An average of the responses for the 3 subindices below)	68	72	71	71	72
Leaders Lead	57	62	60	59	61
Supervisors	76	80	80	80	80
Intrinsic Work Experience	72	76	73	73	74

Employee Engagement Index Scores by Agency Size

Index	G'wide	Very Small (<100)	Small (100–999)	Medium (1,000–9,999)	Large (10,000–74,999)	Very Large (>=75,000)
Employee Engagement	72	77	75	76	73	71
Leaders Lead	61	69	64	67	62	61
Supervisors	80	82	85	85	82	80
Intrinsic Work Experience	74	79	78	77	75	74

Note: Agency size is based on the eligible employee population as of November 2022.

Employee Engagement Index (continued)

Top Agency Employee Engagement Index Score

Very Small (<100 employees)	Small (100–999 employees)	Medium (1,000–9,999 employees)	Large (10,000–74,999 employees)	Very Large (>=75,000 employees)
TOP AGENCY	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**
98%	**89**%	**83**%	**85**%	**78**%
Marine Mammal Commission	National Indian Gaming Commission	Federal Energy Regulatory Commission	General Services Administration	Department of Health and Human Services
TOP INCREASE	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**
+29	**+7**	**+5**	**+2**	**+3**
Chemical Safety and Hazard Investigation Board	National Indian Gaming Commission	Federal Trade Commission	General Services Administration ——— Department of the Interior	Department of Homeland Security

Global Satisfaction Index

The Global Satisfaction Index measures employees' satisfaction on four aspects related to their work: the job, pay, organization, and whether they would recommend their organization as a good place to work.

Understanding employee satisfaction along these four dimensions gives agencies a sense of how employees are feeling and is important for agencies in the long run – satisfied employees are more likely to stay in their jobs, reducing turnover. The Global Satisfaction Index is an average of the scores of the four items below:

Job Satisfaction

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

Pay Satisfaction

Considering everything, how satisfied are you with your pay? (Q. 71)
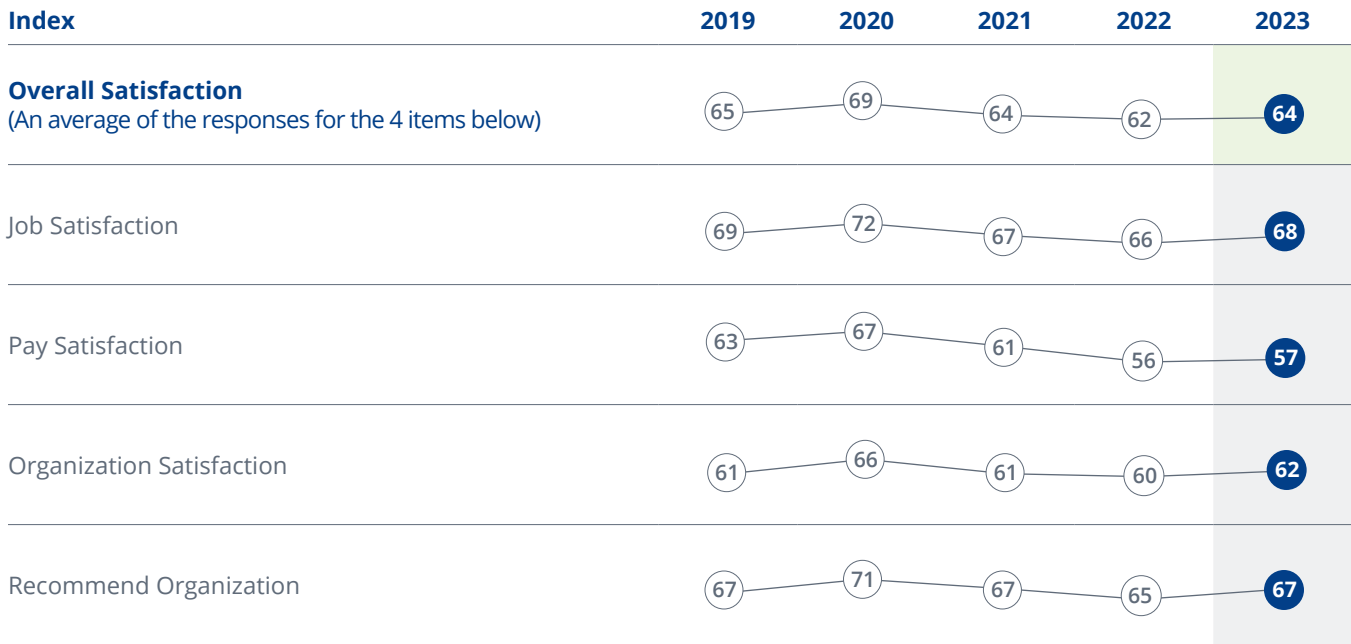
Organizational Satisfaction

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

Recommend Organization

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

Global Satisfaction Index (continued)

Global Satisfaction Index Score Comparisons

Index	2019	2020	2021	2022	2023
Overall Satisfaction (An average of the responses for the 4 items below)	65	69	64	62	64
Job Satisfaction	69	72	67	66	68
Pay Satisfaction	63	67	61	56	57
Organization Satisfaction	61	66	61	60	62
Recommend Organization	67	71	67	65	67

Global Satisfaction Index Scores by Agency Size

Index	G'wide	Very Small (<100)	Small (100–999)	Medium (1,000–9,999)	Large (10,000–74,999)	Very Large (>=75,000)
Global Satisfaction	64	71	69	70	65	63
Job Satisfaction	68	74	72	73	69	68
Pay Satisfaction	57	65	62	65	57	57
Organization Satisfaction	62	72	68	69	64	62
Recommend Organization	67	72	72	72	70	67

Note: Agency size is based on the eligible employee population as of November 2022.

Global Satisfaction Index (continued)

Top Agency Global Satisfaction Index Score

Very Small (<100 employees)	**Small** (100–999 employees)	**Medium** (1,000–9,999 employees)	**Large** (10,000–74,999 employees)	**Very Large** (>=75,000 employees)
TOP AGENCY **91**% Marine Mammal Commission	TOP AGENCY **91**% National Indian Gaming Commission	TOP AGENCY **77**% Federal Energy Regulatory Commission	TOP AGENCY **81**% General Services Administration	TOP AGENCY **72**% Department of Health and Human Services
TOP INCREASE **+28** Chemical Safety and Hazard Investigation Board	TOP INCREASE **+10** Defense Nuclear Facilities Safety Board	TOP INCREASE **+7** National Credit Union Administration ——— National Labor Relations Board	TOP INCREASE **+4** Department of Labor	TOP INCREASE **+6** Department of Homeland Security

Performance Confidence Index

Performance Confidence is defined as "The extent to which employees believe their organization has an outstanding competitive future, based on innovative, high-quality products and services that are highly regarded by the marketplace."[3] The Performance Confidence Index on the FEVS is a combination of four items assessing employees' perception of their work unit's ability to achieve its goals and produce work at a high level and, ultimately, provides insights into agency performance. The Performance Confidence Index is an average of the responses to the four items below:

Met Needs of Customers

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

Contributed Positively to Agency Performance

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

Produced High Quality Work

Employees in my work unit produce high-quality work. (Q. 22)

Adapted to Changing Priorities

Employees in my work unit adapt to changing priorities. (Q. 23)

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[3] Wiley, J. W., & Lake, F. (2014). Inspire, Respect, Reward: Re-framing leadership assessment and development. Strategic HR Review, 13(6), 221–226.

Performance Confidence Index (continued)

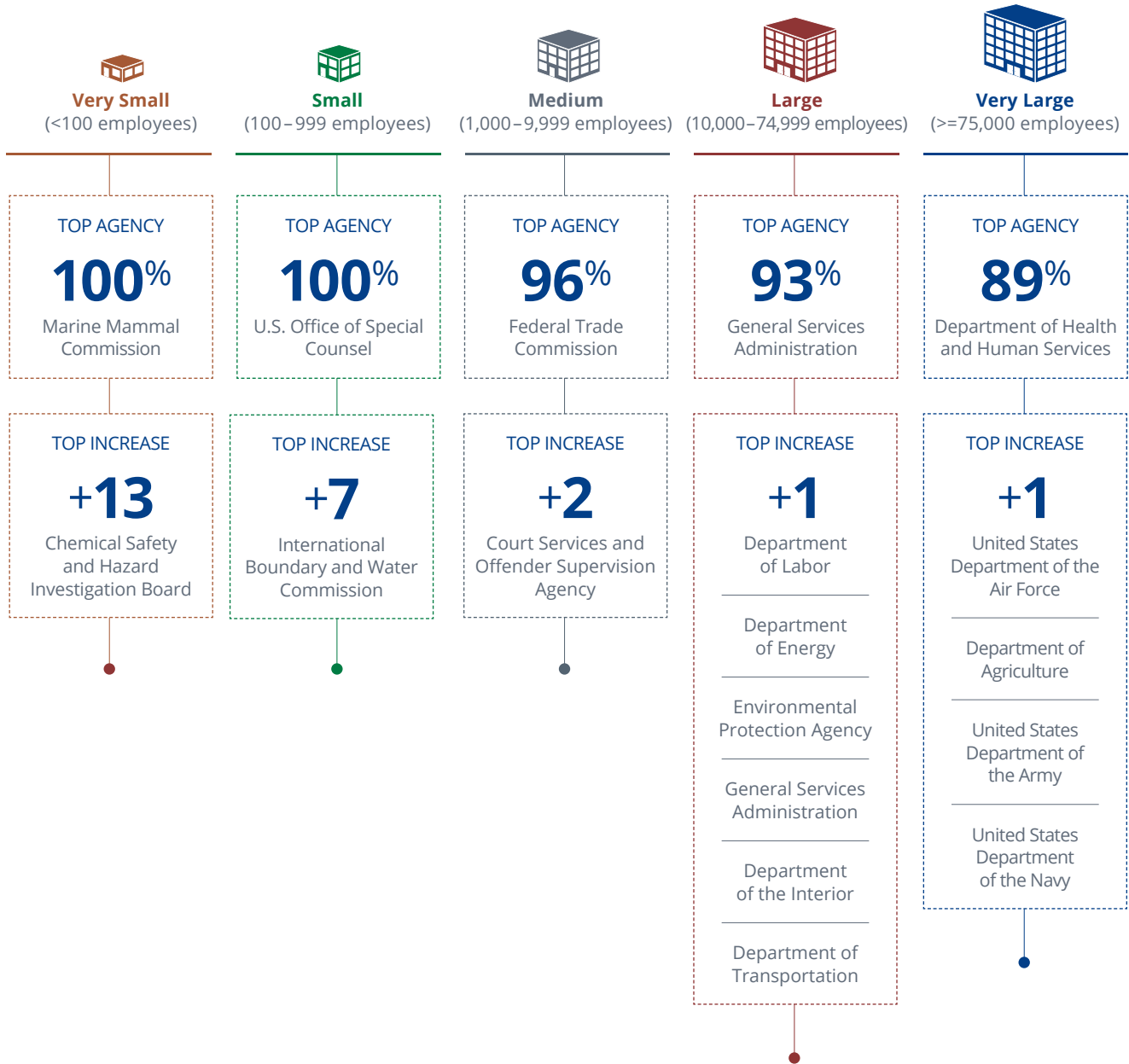## Performance Confidence Index Score Comparisons

Index	2020	2021	2022	2023
Performance Confidence (An average of the responses for the 4 items below)	87	84	84	84
Met Needs of Customers	86	88	87	87
Contributed Positively to Agency Performance	88	86	85	85
Produced High Quality Work	87	84	82	83
Adapted to Changing Priorities	87	80	80	80
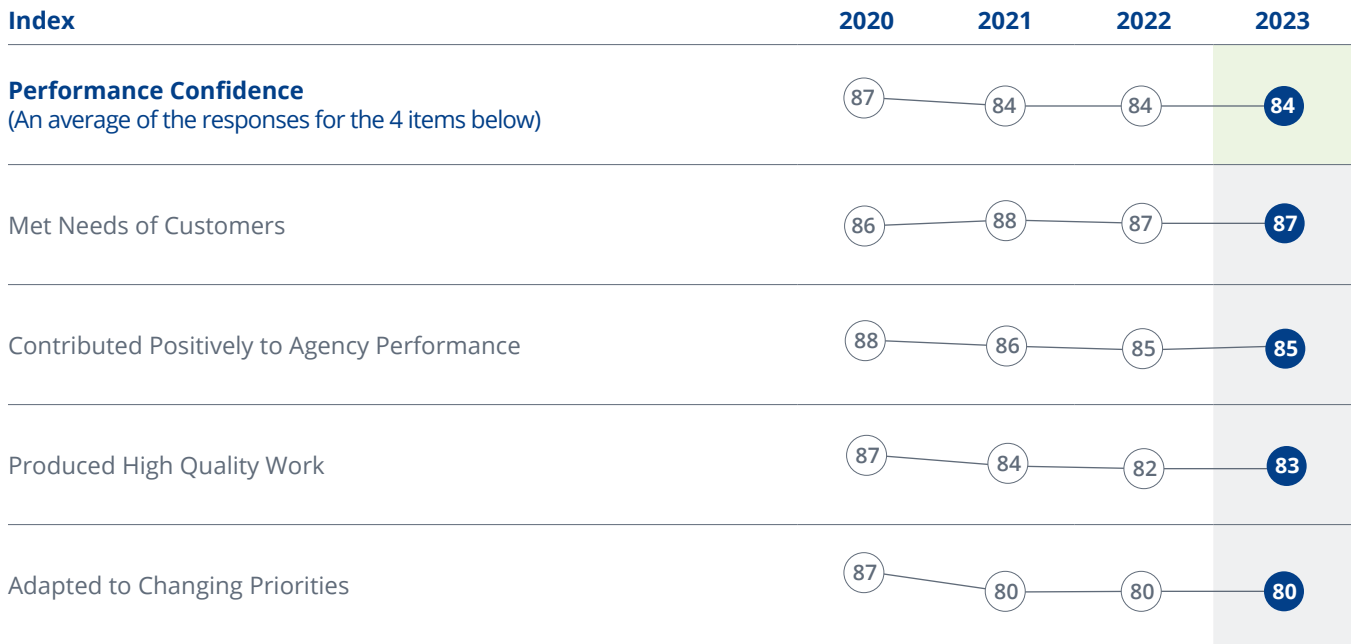
Performance Confidence Index Scores by Agency Size

Index	G'wide	Very Small (<100)	Small (100–999)	Medium (1,000–9,999)	Large (10,000–74,999)	Very Large (>=75,000)
Performance Confidence	**84**	89	90	89	85	83
Met Needs of Customers	**87**	89	91	91	88	87
Contributed Positively to Agency Performance	**85**	90	92	91	88	85
Produced High Quality Work	**83**	88	90	89	85	82
Adapted to Changing Priorities	**80**	87	87	86	81	79

Note: Agency size is based on the eligible employee population as of November 2022.

Performance Confidence Index (continued)

Top Agency Performance Confidence Index Score

Very Small (<100 employees)	Small (100–999 employees)	Medium (1,000–9,999 employees)	Large (10,000–74,999 employees)	Very Large (>=75,000 employees)
TOP AGENCY	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**	**TOP AGENCY**
100%	**100**%	**96**%	**93**%	**89**%
Marine Mammal Commission	U.S. Office of Special Counsel	Federal Trade Commission	General Services Administration	Department of Health and Human Services
TOP INCREASE	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**	**TOP INCREASE**
+13	**+7**	**+2**	**+1**	**+1**
Chemical Safety and Hazard Investigation Board	International Boundary and Water Commission	Court Services and Offender Supervision Agency	Department of Labor	United States Department of the Air Force
			Department of Energy	Department of Agriculture
			Environmental Protection Agency	United States Department of the Army
			General Services Administration	United States Department of the Navy
			Department of the Interior	
			Department of Transportation	

Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

To align with government priorities and current research, OPM developed the DEIA Index for the FEVS. This measure was specifically designed to align with Executive Order 14035 which features four distinct factors: diversity, equity, inclusion, and accessibility, included as subindices in the survey. See Appendix C for the wording of each item number shown in parentheses.

Diversity

The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities. (Q. 73 and 74)

Equity

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment. (Q. 75, 76, and 77)

Inclusion

The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Q. 78, 79, 80, 81, and 82)

Accessibility

The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. (Q. 83, 84, and 85)

DEIA Index (continued)

DEIA Index Score Comparisons

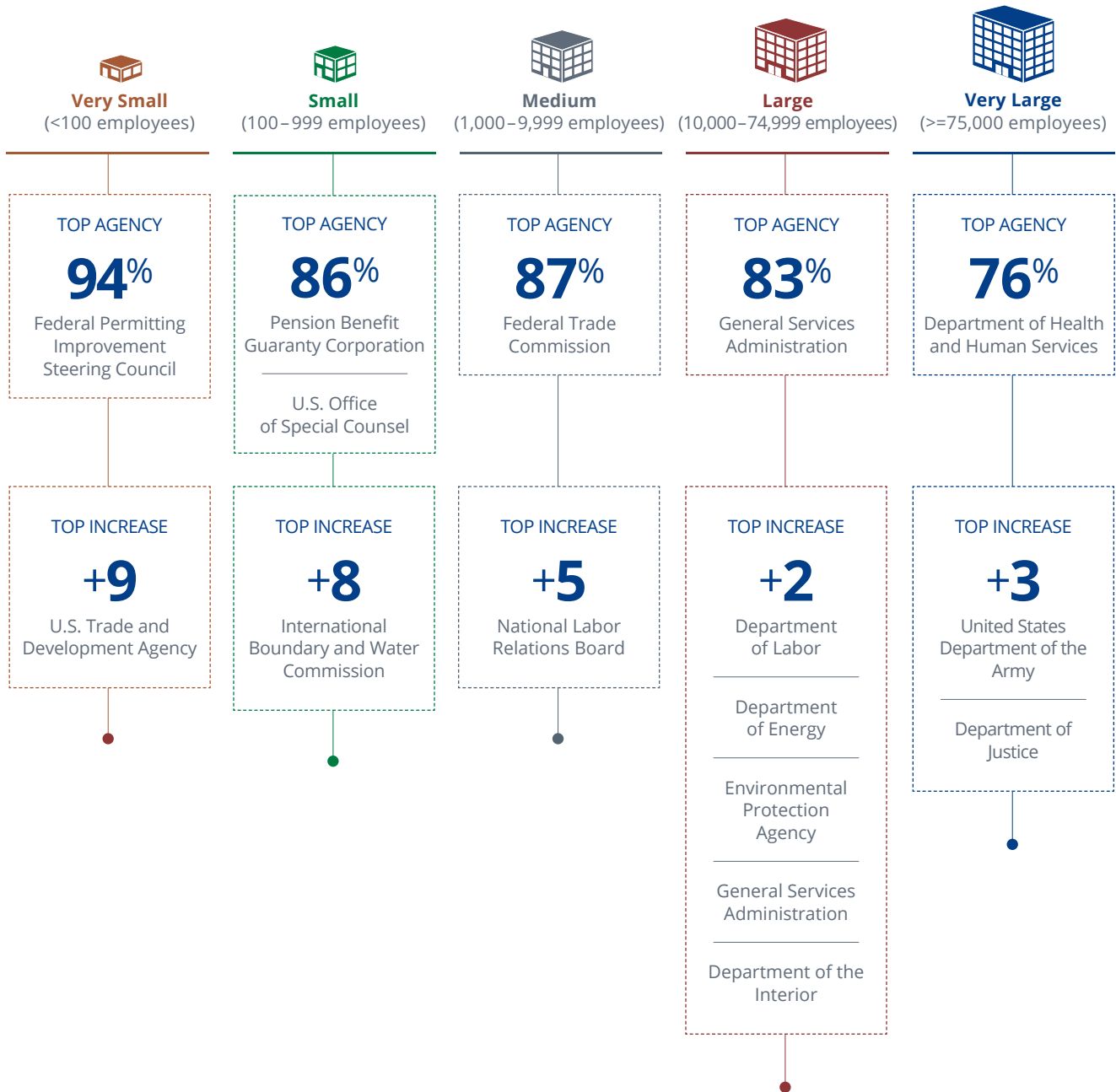| Index	2022	2023
DEIA (An average of the responses for the 4 subindices below)	69	71
Diversity	70	71
Equity	65	67
Inclusion	75	76
Accessibility	67	69

DEIA Index Scores by Agency Size

Index	G'wide	Very Small (<100)	Small (100–999)	Medium (1,000–9,999)	Large (10,000–74,999)	Very Large (>=75,000)
DEIA	**71**	77	76	76	72	70
Diversity	**71**	75	76	77	73	71
Equity	**67**	71	72	71	68	66
Inclusion	**76**	82	82	80	77	76
Accessibility	**69**	78	75	74	71	69

Note: Agency size is based on the eligible employee population as of November 2021.

Diversity, Equity, Inclusion, and Accessibility Index

DEIA Index (continued)

Top Agency DEIA Index Score

Very Small (<100 employees)	**Small** (100–999 employees)	**Medium** (1,000–9,999 employees)	**Large** (10,000–74,999 employees)	**Very Large** (>=75,000 employees)
TOP AGENCY **94**% Federal Permitting Improvement Steering Council	TOP AGENCY **86**% Pension Benefit Guaranty Corporation ——— U.S. Office of Special Counsel	TOP AGENCY **87**% Federal Trade Commission	TOP AGENCY **83**% General Services Administration	TOP AGENCY **76**% Department of Health and Human Services
TOP INCREASE **+9** U.S. Trade and Development Agency	TOP INCREASE **+8** International Boundary and Water Commission	TOP INCREASE **+5** National Labor Relations Board	TOP INCREASE **+2** Department of Labor ——— Department of Energy ——— Environmental Protection Agency ——— General Services Administration ——— Department of the Interior	TOP INCREASE **+3** United States Department of the Army ——— Department of Justice

Employee Experience Index

The Employee Experience Index (EXI) is an outcome measure of employee engagement initially included on the 2022 FEVS.[4] It measures the extent to which employees are engaged by their work and their organization. The existing engagement measure on the FEVS, the Employee Engagement Index (EEI), is a measure of the conditions for engagement, e.g., whether a workplace has the right environment to foster engaged employees. The new measure assesses whether employees actually experience the state of engagement and gives agencies another tool for assessing whether actions to improve engagement have had the intended effect.

The EXI consists of five items that measure work engagement (2 items), organizational engagement (2 items), and public service motivation (1 item). Work engagement measures the relationship between an employee and their specific job, while organizational engagement measures the relationship between an employee and their workplace.[5] Public service motivation was also found to be a key component of engagement for public sector employees. The index was developed in conjunction with the Organization for Economic Co-operation and Development (OECD) through its Civil Service Surveys Group. Results enable agencies to benchmark against other government scores, released every two years through the OECD Government at a Glance publication.

Work Engagement

My job inspires me. (Q. 86)
The work I do gives me a sense of accomplishment. (Q. 87)

Organizational Engagement

I feel a strong personal attachment to my organization. (Q. 88)
I identify with the mission of my organization. (Q. 89)

Public Service Motivation

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

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[4] Included on the survey under a section heading of Employee Experience in 2022 these were items 85-89. In 2023 the survey section had the same heading and these were items 86-90.
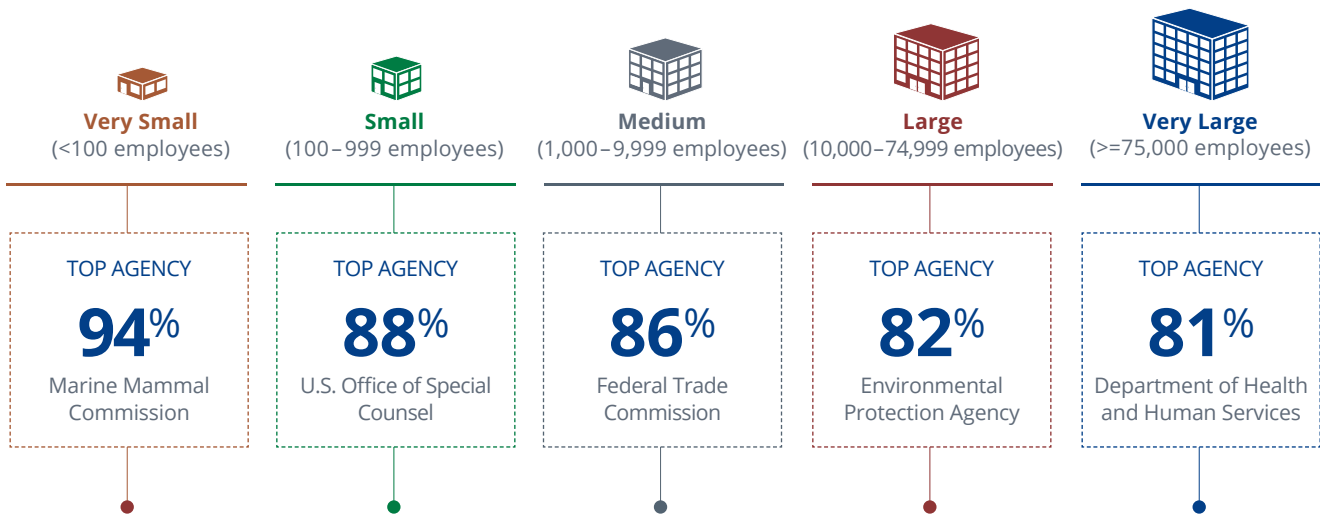
[5] Government at a Glance 2023 https://doi.org/10.1787/3d5c5d31-en.

Employee Experience Index (continued)

Employee Experience Index Scores by Agency Size

Index	G'wide	Very Small (<100)	Small (100–999)	Medium (1,000–9,999)	Large (10,000–74,999)	Very Large (>=75,000)
Employee Experience Index	73	80	78	78	75	73

Top Agency Employee Experience Index Score

Very Small (<100 employees)	Small (100–999 employees)	Medium (1,000–9,999 employees)	Large (10,000–74,999 employees)	Very Large (>=75,000 employees)
TOP AGENCY **94**% Marine Mammal Commission	TOP AGENCY **88**% U.S. Office of Special Counsel	TOP AGENCY **86**% Federal Trade Commission	TOP AGENCY **82**% Environmental Protection Agency	TOP AGENCY **81**% Department of Health and Human Services

Telework & Remote Work Item Results

As employees continue to adjust to new working arrangements, the FEVS team modified the telework question to better distinguish between remote work and telework in order to better capture employee experiences. OPM defines telework as "a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position…from an approved worksite other than the location from which the employee would otherwise work"[6] codified at 5 U.S.C. 6501(3). Remote work is defined by OPM as "an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis."[7] The survey was fielded as agencies were beginning to update their work environment plans to substantially increase meaningful in-person work at Federal offices, consistent with M-23-15, "Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments." As a result, responses may not reflect the current telework posture.

Telework Status

Item	2022	2023
Please select the response that BEST describes your current teleworking schedule. (Q. 91)		
I telework every work day (i.e., remote work agreement)	NA	**14%**
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	14%	**NA**
I telework 3 or 4 days per week	NA	**23%**
I telework 3 or more days per week	25%	**NA**
I telework 1 or 2 days per week	17%	**17%**
I telework, but only about 1 or 2 days per month	3%	**4%**
I telework very infrequently, on an unscheduled or short-term basis	10%	**10%**
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	20%	**21%**
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1%	**1%**
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	6%	**6%**
I do not telework because I choose not to telework	4%	**4%**

Note: In 2023, the response options for Q91 (Telework) were slightly different than in 2022. To facilitate trending, all possible response options are shown and an "NA" is shown when the response option is not relevant for that given year.

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[6] https://www.govinfo.gov/content/pkg/USCODE-2019-title5/html/USCODE-2019-title5-partIII-subpartE-chap65-sec6501.htm

[7] See the "2021 Guide to Telework and Remote Work in the Federal Government" retrievable on https://www.opm.gov/telework/documents-for-telework/2021-guide-to-telework-and-remote-work.pdf

Organization Health and Performance

The Office of Management and Budget's 2023 Memorandum, "Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments" (M-23-15) highlighted several FEVS effectiveness indicators, encouraging agencies to consider their use in measuring, monitoring, and taking action to support and sustain organizational health and performance. The Employee Engagement and Performance Confidence indices were named as were items newly included in the 2022 FEVS as measures of resilience, innovation, and responsiveness to customer needs. Resilience and innovation are central to achieving agile workplaces capable of pivoting and adapting to new information, requirements, or strategically relevant conditions, while customer responsiveness is foundational to performance.

Resilience

Assesses the capacity of individuals, work units, and entire organizations to respond effectively to challenges confronting them, as well as to adapt and take advantage of opportunities. The importance of resilience became evident during the COVID-19 pandemic and is cornerstone to the success of agencies now and in the future.

Innovation

Assesses the extent to which the development and implementation of new ideas and approaches are supported by organizational leadership and through daily practices.

Responsiveness to customer needs

Measures the extent to which the work unit prioritizes understanding and responding to customer needs. A focus on customer needs is a key priority across sectors including government.

Resilience, Innovation, and Responsiveness to Customer Needs Results

RESILIENCE	INNOVATION	CUSTOMER RESPONSIVENESS
69% My work unit successfully manages disruptions to our work. (Q. 28)	**67**% Employees in my work unit incorporate new ideas into their work. (Q. 30)	**77**% Employees in my work unit consider customer needs a top priority. (Q. 32)
66% My organization effectively adapts to changing government priorities. (Q. 42)	**66**% Employees in my work unit consistently look for new ways to improve how they do their work. (Q. 29)	**66**% Employees in my work unit consistently look for ways to improve customer service. (Q. 33)
57% Employees in my work unit approach change as an opportunity. (Q. 31)	**58**% Management encourages innovation. (Q. 64)	
54% Management makes effective changes to address challenges facing our organization. (Q. 65)	**56**% My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). (Q. 27)	

Conclusions and Next Steps

The 2023 FEVS results reflect the success of governmentwide efforts to prioritize building a strong and effective workforce. Overall scores have increased, showing the workforce remains increasingly resilience and engaged and evidence that agencies' consistent use of survey results to drive improvements is paying off.

The Employee Engagement Index score (EEI) has increased to 72 percent positive governmentwide, tying the five-year high set in 2020 and indicating strong motivation potential among federal agencies. Two subindices improved – "Leaders Lead" (61 percent) and "Intrinsic Work Experience" (74 percent). The "Supervisors" subindex continued to be steady and high at 80 percent positive.

The Global Satisfaction Index (GSI) score indicates employees' satisfaction with their agency overall. Improvements from 2022 were realized across all four items: job satisfaction (68 percent), satisfaction with the organization (62 percent), satisfaction with pay (57 percent) and willingness to recommend their agencies to others (67 percent).

Performance Confidence Index (PCI) scores also describe employees' agreement with their work unit's ability to meet customer needs, achieve goals, and generally perform. Scores on the PCI overall (84 percent) remained steady and continue to show a consistent and strong trend.

Governmentwide scores on the Diversity, Equity, Inclusion and Accessibility (DEIA) Index and subindices uniformly increased as well. DEIA was first introduced to the FEVS in 2022 to align with the Executive Order on Diversity, Equity, Inclusion and Accessibility. Responding to targeted strategic efforts among agencies, the governmentwide index score increased three percentage points to 71 percent. The highest score in 2023 was shown for the inclusion subindex (76 percent).

In terms of next steps, the overall strong results described in this report provide evidence of opportunities for agencies to build on the momentum established in 2023, continuing actions that drove improvements, as well as seeking new ways to sustain the positive direction established in 2023. OPM will continue to develop tools to maximize utility and access to results among decision-makers and stakeholders in support of workforce performance and effectiveness goals across government. Public and agency dashboards were made available in 2023, and both are dynamic resources for viewing and visualizing FEVS results. Look for advancements to survey dashboard tools planned for 2024.

Appendix A: Participating Agency Response Rates By Size

Agency	Number Surveyed	Number Responded	Response Rate
Governmentwide	**1,609,839**	**625,568**	**38.9%**
Very Large Agencies (>=75,000 employees)			
Department of Agriculture	87,377	48,358	55.3%
Department of Defense, Overall	681,637	161,792	23.7%
United States Department of the Air Force	162,117	29,434	18.2%
United States Department of the Army	191,636	52,833	27.6%
United States Department of the Navy	193,717	39,201	20.2%
OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)	134,167	40,324	30.1%
Department of Health and Human Services	81,448	59,020	72.5%
Department of Homeland Security	209,823	91,700	43.7%
Department of Justice	109,605	34,081	31.1%
Department of the Treasury	97,128	42,362	43.6%
Large Agencies (10,000 – 74,999 employees)			
Department of Commerce	44,460	25,906	58.3%
Department of Energy	12,941	9,481	73.3%
Department of Labor	14,287	9,214	64.5%
Department of State	26,997	9,360	34.7%
Department of the Interior	56,491	35,949	63.6%
Department of Transportation	53,363	20,624	38.6%
Environmental Protection Agency	14,243	9,226	64.8%
General Services Administration	11,823	8,092	68.4%
Social Security Administration	55,866	25,757	46.1%

For an Excel version of Appendix A: Participating Agency Response Rates by Size click this link

Agency	Number Surveyed	Number Responded	Response Rate
Governmentwide	**1,609,839**	**625,568**	**38.9%**
Medium Agencies (1,000 – 9,999 employees)			
Court Services and Offender Supervision Agency	1,015	428	42.2%
Department of Education	3,926	2,773	70.6%
Department of Housing and Urban Development	7,715	5,641	73.1%
Equal Employment Opportunity Commission	2,152	1,379	64.1%
Federal Communications Commission	1,360	519	38.2%
Federal Energy Regulatory Commission	1,432	1,195	83.4%
Federal Trade Commission	1,082	829	76.6%
National Archives and Records Administration	2,508	1,502	59.9%
National Credit Union Administration	1,103	908	82.3%
National Labor Relations Board	1,185	536	45.2%
National Science Foundation	1,402	1,070	76.3%
Nuclear Regulatory Commission	2,652	1,908	71.9%
Office of Personnel Management	2,587	1,595	61.7%
Small Business Administration	5,398	3,563	66.0%
U.S. Agency for Global Media	1,253	727	58.0%
U.S. Agency for International Development	4,250	1,983	46.7%
Small Agencies (100 – 999 employees)			
Commodity Futures Trading Commission	652	379	58.1%
Consumer Product Safety Commission	517	395	76.4%
Corporation for National and Community Service	636	516	81.1%
Defense Nuclear Facilities Safety Board	107	74	69.2%
Export-Import Bank of the United States	343	248	72.3%
Farm Credit Administration	300	239	79.7%
Federal Election Commission	266	182	68.4%
Federal Housing Finance Agency	695	574	82.6%

Agency	Number Surveyed	Number Responded	Response Rate
Governmentwide	**1,609,839**	**625,568**	**38.9%**
Small Agencies (100–999 employees)			
Federal Labor Relations Authority	99	54	54.5%
Federal Maritime Commission	118	79	66.9%
Federal Mediation and Conciliation Service	193	145	75.1%
Federal Retirement Thrift Investment Board	238	177	74.4%
International Boundary and Water Commission	229	111	48.5%
Merit Systems Protection Board	177	147	83.1%
National Endowment for the Arts	126	69	54.8%
National Endowment for the Humanities	126	90	71.4%
National Gallery of Art	780	464	59.5%
National Indian Gaming Commission	109	75	68.8%
National Transportation Safety Board	378	318	84.1%
Office of Management and Budget	592	461	77.9%
Office of the U.S. Trade Representative	221	174	78.7%
Peace Corps	851	603	70.9%
Pension Benefit Guaranty Corporation	914	702	76.8%
Railroad Retirement Board	756	410	54.2%
Selective Service System	117	95	81.2%
Surface Transportation Board	115	86	74.8%
U.S. International Development Finance Corporation	402	289	71.9%
U.S. International Trade Commission	361	335	92.8%
U.S. Office of Special Counsel	117	71	60.7%

Agency	Number Surveyed	Number Responded	Response Rate
Governmentwide	**1,609,839**	**625,568**	**38.9%**
Very Small Agencies (<100 employees)			
AbilityOne Commission	38	19	50.0%
Advisory Council on Historic Preservation	40	29	72.5%
African Development Foundation	21	17	81.0%
American Battle Monuments Commission	76	34	44.7%
Commission on Civil Rights	33	19	57.6%
Farm Credit System Insurance Corporation	<10	<10	—
Federal Permitting Improvement Steering Council	14	10	71.4%
Institute of Museum and Library Services	64	49	76.6%
Inter-American Foundation	46	45	97.8%
John F. Kennedy Center for the Performing Arts	55	22	40.0%
Marine Mammal Commission	13	12	92.3%
National Capital Planning Commission	31	23	74.2%
National Council on Disability	10	<10	—
National Mediation Board	27	13	48.1%
Occupational Safety and Health Review Commission	43	18	41.9%
Office of Navajo and Hopi Indian Relocation	17	<10	—
Postal Regulatory Commission	62	54	87.1%
Privacy and Civil Liberties Oversight Board	20	11	55.0%
U.S. Access Board	21	10	47.6%
U.S. Chemical Safety and Hazard Investigation Board	27	23	85.2%
U.S. Office of Government Ethics	68	52	76.5%
U.S. Trade and Development Agency	60	50	83.3%

Note: Agencies with fewer than 10 responses are indicated with "—".

Appendix B: Analytical Methods and Additional OPM FEVS Reports

Analytical Methods

The data collected from 2023 survey respondents are weighted to ensure survey estimates accurately represent the survey population. Use of unweighted data could produce biased estimates of population statistics. The final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point. Demographic results are not weighted. OPM employed a number of grouping procedures to simplify presentation of data analysis results in this report. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). For more information on FEVS methods, including data weighting and analysis, see the FEVS Technical Report at www.opm.gov/fevs/reports/technical-reports.

Other OPM FEVS Reports and Governmentwide Data Reports

In addition to the Governmentwide Management Report, there are three additional governmentwide data reports available on the FEVS website under "Reports" (access the FEVS website at www.opm.gov/fevs/reports/data-reports/).

Report by Agency

Displays question-by-question counts and percentages for each response option of the FEVS by participating agency and also governmentwide.

Report by Demographics

Displays question-by-question counts and percentages for each response option of the FEVS by demographic groups and also governmentwide.

Report on Demographic Questions by Agency (unweighted)

Displays counts and percentages by participating agencies' demographic and workforce profile (e.g., work location, supervisory status, sex, age, pay category, intention to retire) of the FEVS. Both respondent counts and percentage estimates are unweighted.

Appendix C: Survey Item Results

My Work Experience

Item	2019	2020	2021	2022	2023
‡1. I am given a real opportunity to improve my skills in my organization.	67	70	68	68	70
2. I feel encouraged to come up with new and better ways of doing things.	62	67	64	64	65
3. My work gives me a feeling of personal accomplishment.	72	75	71	71	73
4. I know what is expected of me on the job.	81	83	81	81	82
‡5. My workload is reasonable.	59	67	62	61	62
‡6. My talents are used well in the workplace.	61	66	64	63	64
‡7. I know how my work relates to the agency's goals.	85	87	85	84	85
‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67	68	68	70	70
9. I have enough information to do my job well.	—	—	—	74	73
10. I receive the training I need to do my job well.	—	—	—	65	66
11. I am held accountable for the quality of work I produce.	—	—	—	87	86
12. I have a clear idea of how well I am doing my job.	—	—	—	74	76
13. I have the autonomy to decide how I do my job.	—	—	—	—	72
14. I can make decisions about my work without getting permission first.	—	—	—	—	64

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives. "—" indicates that there are no trending results available for the year.

For an Excel version of Appendix C: Survey Item Results click this link

Appendix C: Survey Item Results (continued)

My Work Unit

Item	2019	2020	2021	2022	2023
‡15. The people I work with cooperate to get the job done.	77	84	83	80	82
16. See Performance section	38	39	51	50	42
‡17. In my work unit, differences in performance are recognized in a meaningful way.	39	51	50	42	45
18. Employees in my work unit share job knowledge.	—	—	—	80	81
‡19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81	82	80	79	80
20. Employees in my work unit meet the needs of our customers.	—	86	88	87	87
21. Employees in my work unit contribute positively to my agency's performance.	—	88	86	85	85
22. Employees in my work unit produce high-quality work.	—	87	84	82	83
23. Employees in my work unit adapt to changing priorities.	—	87	80	80	80
24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	—	—	—	58	60
25. I can influence decisions in my work unit.	—	—	—	63	69
26. I know what my work unit's goals are.	—	—	—	82	84
27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	—	—	—	51	56
28. My work unit successfully manages disruptions to our work.	—	—	—	66	69
29. Employees in my work unit consistently look for new ways to improve how they do their work.	—	—	—	64	66
30. Employees in my work unit incorporate new ideas into their work.	—	—	—	65	67
31. Employees in my work unit approach change as an opportunity.	—	—	—	54	57
32. Employees in my work unit consider customer needs a top priority	—	—	—	76	77
33. Employees in my work unit consistently look for ways to improve customer service.	—	—	—	63	66
34. Employees in my work unit support my need to balance my work and personal responsibilities.	—	—	—	70	73

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives. "—" indicates that there are no trending results available for the year.

Appendix C: Survey Item Results (continued)

Performance

Item	2022	2023
16. In my work unit, poor performers usually (select all that apply):		
Remain in the work unit and improve their performance over time	16	18
Remain in the work unit and continue to underperform	42	41
Leave the work unit — removed or transferred	10	10
Leave the work unit — quit	6	6
There are no poor performers in my work unit	19	19
Do Not Know	21	20

Note: The sum of the percentages may sum to over 100 because respondents could select more than one response.

My Organization

Item	2019	2020	2021	2022	2023
35. Employees are recognized for providing high quality products and services.	54	64	63	59	61
36. Employees are protected from health and safety hazards on the job.	77	77	76	75	78
37. My organization is successful at accomplishing its mission.	77	81	80	78	79
38. I have a good understanding of my organization's priorities.	—	—	—	77	78
39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	—	—	—	—	70
40. Information is openly shared in my organization.	—	—	—	—	56
41. The approval process in my organization allows timely delivery of my work.	—	—	—	—	55
42. My organization effectively adapts to changing government priorities.	—	—	—	67	66
43. My organization has prepared me for potential physical security threats.	—	—	—	73	76

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives. "—" indicates that there are no trending results available for the year.

Appendix C: Survey Item Results (continued)

My Organization (continued)

Item	2019	2020	2021	2022	2023
44. My organization has prepared me for potential cybersecurity threats.	—	—	—	83	83
45. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	—	—	—	52	54
‡46. I recommend my organization as a good place to work.	67	71	67	65	67
‡47. I believe the results of this survey will be used to make my agency a better place to work.	41	43	40	43	48

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives. "—" indicates that there are no trending results available for the year.

My Supervisor

Item	2019	2020	2021	2022	2023
48. Supervisors in my work unit support employee development.	71	78	77	77	78
49. My supervisor supports my need to balance work and other life issues.	82	85	84	83	84
50. My supervisor listens to what I have to say.	80	83	82	82	82
51. My supervisor treats me with respect.	84	87	86	86	86
52. I have trust and confidence in my supervisor.	72	76	76	76	77
53. My supervisor holds me accountable for achieving results.	—	—	—	87	87
54. Overall, how good a job do you feel is being done by your immediate supervisor?	74	78	78	78	78
55. My supervisor provides me with constructive suggestions to improve my job performance.	—	—	—	70	72
56. My supervisor provides me with performance feedback throughout the year.	—	—	—	75	76

Notes: Numbers are percent positives. "—" indicates that there are no trending results available for the year.

Appendix C: Survey Item Results (continued)

Leadership

Item	2019	2020	2021	2022	2023
57. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	45	51	49	48	50
58. My organization's senior leaders maintain high standards of honesty and integrity.	56	61	60	60	62
‡59. Managers communicate the goals of the organization.	65	68	66	64	66
60. Managers promote communication among different work units (for example, about projects, goals, needed resources).	58	60	59	58	60
61. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63	67	66	63	66
62. I have a high level of respect for my organization's senior leaders.	57	62	60	61	63
63. Senior leaders demonstrate support for Work-Life programs.	59	64	60	60	61
64. Management encourages innovation.	—	—	—	56	58
65. Management makes effective changes to address challenges facing our organization.	—	—	—	52	54
66. Management involves employees in decisions that affect their work.	—	—	—	43	46

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives. "—" indicates that there are no trending results available for the year.

My Satisfaction

Item	2019	2020	2021	2022	2023
‡67. How satisfied are you with your involvement in decisions that affect your work?	55	58	56	50	53
‡68. How satisfied are you with the information you receive from management on what's going on in your organization?	52	58	55	53	55
‡69. How satisfied are you with the recognition you receive for doing a good job?	53	59	57	54	56
‡70. Considering everything, how satisfied are you with your job?	69	72	67	66	68
71. Considering everything, how satisfied are you with your pay?	63	67	61	56	57
‡72. Considering everything, how satisfied are you with your organization?	61	66	61	60	62

Notes: Items included on the Annual Employee Survey are noted by a double dagger (‡). Numbers are percent positives.

Appendix C: Survey Item Results (continued)

Diversity, Equity, Inclusion, and Accessibility

Item	2022	2023
73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	68	69
74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	73	73
75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	65	67
76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	70	71
77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgments).	61	62
78. Employees in my work unit make me feel I belong.	78	78
79. Employees in my work unit care about me as a person.	76	77
80. I am comfortable expressing opinions that are different from other employees in my work unit.	74	75
81. In my work unit, people's differences are respected.	74	76
82. I can be successful in my organization being myself.	73	75
83. I can easily make a request of my organization to meet my accessibility needs.	70	72
84. My organization responds to my accessibility needs in a timely manner.	64	66
85. My organization meets my accessibility needs.	67	70

Note: Numbers are percent positives.

Appendix C: Survey Item Results (continued)

Employee Experience

Item	2022	2023
86. My job inspires me.	59	62
87. The work I do gives me a sense of accomplishment.	73	75
88. I feel a strong personal attachment to my organization.	59	61
89. I identify with the mission of my organization.	77	78
90. It is important to me that my work contribute to the common good.	91	92

Note: Numbers are percent positives.

Workplace Flexibilities

Item	2022	2023
91. Please select the response that BEST describes your current teleworking schedule.		
I telework every work day (i.e., remote work agreement)	NA	**14**
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	14	**NA**
I telework 3 or 4 days per week	NA	**23**
I telework 3 or more days per week	25	**NA**
I telework 1 or 2 days per week	17	**17**
I telework, but only about 1 or 2 days per month	3	**4**
I telework very infrequently, on an unscheduled or short-term basis	10	**10**
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	20	**21**
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	**1**
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	6	**6**
I do not telework because I choose not to telework	4	**4**

Note: The sum of percentages may not add to 100 due to rounding. In 2023, the response options for Q91 (Telework) were slightly different than in previous years. To facilitate trending, all possible response options are shown and an "NA" is shown when the response option is not relevant for that given year.

Workplace Flexibilities (continued)

Item	2022	2023
Only those who responded "I telework every work day," to Question 91 received Question 91a.		
91a. What is your current remote work status?		
I do not have an approved remote work agreement	NA	6
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	25	27
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	75	62
I do not know	NA	4

Note: In 2023, the response options for Q91a (Remote Work) were slightly different than in previous years. To facilitate trending, all possible response options are shown and an "NA" is shown when the response option is not relevant for that given year.

Appendix D: Respondent Characteristics

Employment Demographics

Item	Number Responded	2023 Percentages
Where do you work?		
Headquarters	175,318	30%
Field	289,939	50%
Full-time telework (e.g., home office, telecenter)	114,854	20%
What is your supervisory status?		
Senior Leader	9,705	2%
Manager	39,376	7%
Supervisor	79,481	14%
Team Leader	72,470	12%
Non-Supervisor	384,962	66%
What is your pay category/grade?		
Federal Wage System	18,195	3%
GS 1-6	29,088	5%
GS 7-12	236,484	40%
GS 13-15	243,835	42%
Senior Executive Service	5,308	1%
Senior Level (SL) or Scientific or Professional (ST)	2,065	<1%
Other	50,526	9%
What is your US military service status?		
No Prior Military Service	432,341	74%
Currently in National Guard or Reserves	7,911	1%
Retired	64,891	11%
Separated or Discharged	79,558	14%

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

For an Excel version of Appendix D: Respondent Characteristics click this link

Appendix D: Respondent Characteristics (continued)

Item	Number Responded	2023 Percentages
Are you:		
The spouse of a current active duty service member of the U.S. Armed Forces	6,779	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	12,690	2%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	346	<1%
None of the categories listed	565,168	97%

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	2,550	13%
No	17,124	87%
How long have you been with the Federal Government (excluding military service)?		
Less than 1 year	17,289	3%
1 to 3 years	76,379	13%
4 to 5 years	51,491	9%
6 to 10 years	94,953	16%
11 to 14 years	94,974	16%
15 to 20 years	103,144	18%
More than 20 years	146,463	25%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?		
Less than 1 year	30,000	5%
1 to 3 years	111,986	19%
4 to 5 years	63,423	11%
6 to 10 years	101,696	17%
11 to 14 years	84,449	14%
15 to 20 years	86,489	15%
More than 20 years	107,343	18%

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

Appendix D: Respondent Characteristics (continued)

Item	Number Responded	2023 Percentages
Are you considering leaving your organization within the next year, and if so, why?		
No	387,075	66%
Yes, to retire	36,310	6%
Yes, to take another job within the Federal Government	106,206	18%
Yes, to take another job outside the Federal Government	23,615	4%
Yes, other	31,717	5%
If the response to the previous question on your intent to leave was "No," this item was skipped. Has your work unit's telework or remote work options influenced your intent to leave?		
Yes	71,492	36%
No	124,664	64%
I am planning to retire:		
Less than 1 year	16,089	3%
1 year	14,942	3%
2 years	30,257	5%
3 years	31,157	5%
4 years	19,118	3%
5 years	44,476	8%
More than 5 years	423,904	73%

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

Appendix D: Respondent Characteristics (continued)

Personal Demographics

Item	Number Responded	2023 Percentages
Are you of Hispanic, Latino, or Spanish origin?		
Yes	65,521	12%
No	502,333	88%
Are you:		
American Indian or Alaska Native	14,484	3%
Asian	34,945	6%
Black or African American	84,853	15%
Native Hawaiian or Other Pacific Islander	3,791	1%
White	383,505	70%
Two or more races	26,702	5%
Minority Status		
Minority	215,767	39%
Non Minority	339,468	61%
What is your age group?		
25 years and under	9,728	2%
26-29 years old	21,823	4%
30-39 years old	110,261	19%
40-49 years old	160,589	28%
50-59 years old	172,803	30%
60 years or older	92,783	16%
Generation		
Traditionalists (born 1945 or earlier)	1,506	<1%
Baby Boomers (born 1946 to 1964)	134,820	22%
Generation X (born 1965 to 1980)	291,937	47%
Generation Y (born 1981 to 1996)	183,790	29%
Generation Z (born 1997 or later)	12,623	2%

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

Appendix D: Respondent Characteristics (continued)

Item	Number Responded	2023 Percentages
What is the highest degree or level of education you have completed?		
Less than High School	422	<1%
High School Diploma/GED or equivalent	24,441	4%
Trade or Technical Certificate	12,380	2%
Some College (no degree)	69,610	12%
Associate's Degree (e.g., AA, AS)	42,016	7%
Bachelor's Degree (e.g., BA, BS)	199,469	35%
Master's Degree (e.g., MA, MS, MBA)	162,208	28%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	64,501	11%
Are you an individual with a disability?		
Yes	96,280	17%
No	474,782	83%
Are you:		
Male	293,374	52%
Female	271,169	48%
Are you transgender?		
Yes	2,421	<1%
No	557,196	100%
Which one of the following best represents how you think of yourself?		
Lesbian or gay	14,698	3%
Straight, that is not lesbian or gay	505,535	92%
Bisexual	11,151	2%
I use a different term	15,920	3%

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

Appendix E: OPM FEVS Indices

Employee Engagement Index – Governmentwide

Index	2019	2020	2021	2022	2023
Overall Engagement (An average of the responses for the 3 subindices below)	68	72	71	71	72
Leaders Lead	57	62	60	59	61
Supervisors	76	80	80	80	80
Intrinsic Work Experience	72	76	73	73	74

For an Excel version of Employee Engagement click this link

Global Satisfaction Index – Governmentwide

Index	2019	2020	2021	2022	2023
Overall Satisfaction (An average of the responses for the 4 items below)	65	69	64	62	64
Job Satisfaction	69	72	67	66	68
Pay Satisfaction	63	67	61	56	57
Organization Satisfaction	61	66	61	60	62
Recommend Organization	67	71	67	65	67

For an Excel version of Global Satisfaction click this link

Appendix E: OPM FEVS Indices (continued)

Performance Confidence Index – Governmentwide

Index	2020	2021	2022	2023
Overall Performance Confidence (An average of the responses for the 4 items below)	87	84	84	84
Met Needs of Customers	86	88	87	87
Contributed Positively to Agency Performance	88	86	85	85
Produced High Quality Work	87	84	82	83
Adapted to Changing Priorities	87	80	80	80

For an Excel version of Performance Confidence click this link

DEIA Index – Governmentwide

Index	2022	2023
Overall DEIA (An average of the responses for the 4 subindices below)	69	71
Diversity	70	71
Equity	65	67
Inclusion	75	76
Accessibility	67	69

For an Excel version of DEIA click this link

Appendix E: OPM FEVS Indices (continued)

Employee Experience Index – Governmentwide

Index	2023
Overall Employee Experience (An average of the responses for the 5 items below)	73
My job inspires me (Q. 86)	62
The work I do gives me a sense of accomplishment. (Q. 87)	75
I feel a strong personal attachment to my organization. (Q. 88)	61
I identify with the mission of my organization. (Q. 89)	78
It is important to me that my work contribute to the common good. (Q. 90)	92

For an Excel version of Employee Experience
click this link