

2019

Office of Personnel Management
Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Sorting Level	Organization	Item	Item Text	Item Respondents (N)	Positive %	Neutral %	Negative %	Do Not Know/ No Basis to Judge (N)
Gwide	Governmentwide	Q1	I am given a real opportunity to improve my skills in my organization.	611,219	67.2%	15.0%	17.8%	N/A
Agency	Department of State	Q1	I am given a real opportunity to improve my skills in my organization.	9,585	71.0%	13.5%	15.5%	N/A
Gwide	Governmentwide	Q2	I have enough information to do my job well.	611,571	71.7%	14.2%	14.1%	N/A
Agency	Department of State	Q2	I have enough information to do my job well.	9,623	71.9%	14.2%	14.0%	N/A
Gwide	Governmentwide	Q3	I feel encouraged to come up with new and better ways of doing things.	609,335	61.8%	17.2%	21.0%	N/A
Agency	Department of State	Q3	I feel encouraged to come up with new and better ways of doing things.	9,569	62.5%	17.0%	20.5%	N/A
Gwide	Governmentwide	Q4	My work gives me a feeling of personal accomplishment.	612,601	72.1%	14.5%	13.4%	N/A
Agency	Department of State	Q4	My work gives me a feeling of personal accomplishment.	9,658	74.4%	13.6%	12.0%	N/A
Gwide	Governmentwide	Q5	I like the kind of work I do.	612,232	82.7%	11.2%	6.1%	N/A
Agency	Department of State	Q5	I like the kind of work I do.	9,650	82.9%	10.9%	6.3%	N/A
Gwide	Governmentwide	Q6	I know what is expected of me on the job.	612,111	80.6%	10.6%	8.8%	N/A
Agency	Department of State	Q6	I know what is expected of me on the job.	9,644	79.9%	11.0%	9.0%	N/A
Gwide	Governmentwide	Q7	When needed I am willing to put in the extra effort to get a job done.	612,974	95.6%	2.9%	1.6%	N/A
Agency	Department of State	Q7	When needed I am willing to put in the extra effort to get a job done.	9,667	96.9%	2.2%	0.9%	N/A
Gwide	Governmentwide	Q8	I am constantly looking for ways to do my job better.	613,544	90.9%	7.3%	1.8%	N/A
Agency	Department of State	Q8	I am constantly looking for ways to do my job better.	9,677	92.3%	6.3%	1.3%	N/A
Gwide	Governmentwide	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	608,706	48.9%	15.7%	35.3%	1,283
Agency	Department of State	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	9,558	43.5%	14.8%	41.6%	21
Gwide	Governmentwide	Q10	My workload is reasonable.	609,883	59.2%	15.8%	24.9%	1,025
Agency	Department of State	Q10	My workload is reasonable.	9,609	51.6%	16.2%	32.2%	19

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Gwide	Governmentwide	Q11	My talents are used well in the workplace.	605,029	61.1%	16.4%	22.5%	2,511
Agency	Department of State	Q11	My talents are used well in the workplace.	9,519	59.4%	17.0%	23.6%	43
Gwide	Governmentwide	Q12	I know how my work relates to the agency's goals.	610,249	85.1%	9.0%	6.0%	1,793
Agency	Department of State	Q12	I know how my work relates to the agency's goals.	9,630	85.5%	8.5%	5.9%	21
Gwide	Governmentwide	Q13	The work I do is important.	610,355	90.0%	6.8%	3.2%	1,426
Agency	Department of State	Q13	The work I do is important.	9,610	89.7%	7.0%	3.3%	18
Gwide	Governmentwide	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	610,747	66.4%	14.0%	19.5%	2,784
Agency	Department of State	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	9,649	68.6%	13.0%	18.4%	27
Gwide	Governmentwide	Q15	My performance appraisal is a fair reflection of my performance.	605,420	71.2%	13.8%	14.9%	7,312
Agency	Department of State	Q15	My performance appraisal is a fair reflection of my performance.	9,556	76.4%	12.2%	11.4%	114
Gwide	Governmentwide	Q16	I am held accountable for achieving results.	609,583	83.1%	11.3%	5.6%	2,493
Agency	Department of State	Q16	I am held accountable for achieving results.	9,617	80.6%	12.2%	7.1%	31
Gwide	Governmentwide	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	589,502	67.2%	16.6%	16.2%	23,195
Agency	Department of State	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	9,323	66.3%	15.7%	18.0%	342
Gwide	Governmentwide	Q18	My training needs are assessed.	607,831	56.5%	22.0%	21.4%	5,336
Agency	Department of State	Q18	My training needs are assessed.	9,575	45.1%	23.9%	31.0%	93

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Gwide	Governmentwide	Q19	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).	601,212	72.0%	12.7%	15.3%	11,466
Agency	Department of State	Q19	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).	9,345	73.0%	13.1%	13.9%	326
Gwide	Governmentwide	Q20	The people I work with cooperate to get the job done.	611,209	77.3%	12.1%	10.6%	N/A
Agency	Department of State	Q20	The people I work with cooperate to get the job done.	9,637	81.4%	10.1%	8.5%	N/A
Gwide	Governmentwide	Q21	My work unit is able to recruit people with the right skills.	587,463	43.9%	25.2%	30.8%	20,037
Agency	Department of State	Q21	My work unit is able to recruit people with the right skills.	9,305	49.8%	21.5%	28.6%	243
Gwide	Governmentwide	Q22	Promotions in my work unit are based on merit.	568,300	39.2%	27.7%	33.1%	38,099
Agency	Department of State	Q22	Promotions in my work unit are based on merit.	9,004	39.8%	27.9%	32.3%	531
Gwide	Governmentwide	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	548,546	33.7%	28.1%	38.2%	58,203
Agency	Department of State	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	8,887	35.9%	25.4%	38.7%	653
Gwide	Governmentwide	Q24	In my work unit, differences in performance are recognized in a meaningful way.	571,950	39.2%	28.0%	32.8%	35,377
Agency	Department of State	Q24	In my work unit, differences in performance are recognized in a meaningful way.	9,184	39.7%	27.5%	32.9%	375
Gwide	Governmentwide	Q25	Awards in my work unit depend on how well employees perform their jobs.	568,785	47.8%	24.3%	28.0%	38,317
Agency	Department of State	Q25	Awards in my work unit depend on how well employees perform their jobs.	9,068	47.8%	23.2%	29.0%	489
Gwide	Governmentwide	Q26	Employees in my work unit share job knowledge with each other.	605,075	76.9%	12.4%	10.6%	2,503
Agency	Department of State	Q26	Employees in my work unit share job knowledge with each other.	9,519	79.6%	11.4%	9.0%	37

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Gwide	Governmentwide	Q27	The skill level in my work unit has improved in the past year.	584,115	57.6%	27.0%	15.4%	22,586
Agency	Department of State	Q27	The skill level in my work unit has improved in the past year.	9,183	61.7%	26.7%	11.6%	363
Gwide	Governmentwide	Q28	How would you rate the overall quality of work done by your work unit?	606,946	84.0%	12.9%	3.1%	N/A
Agency	Department of State	Q28	How would you rate the overall quality of work done by your work unit?	9,551	89.0%	9.1%	1.9%	N/A
Gwide	Governmentwide	Q29	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	602,007	80.6%	11.9%	7.5%	5,196
Agency	Department of State	Q29	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	9,470	83.9%	9.6%	6.5%	73
Gwide	Governmentwide	Q30	Employees have a feeling of personal empowerment with respect to work processes.	585,857	49.8%	23.7%	26.4%	12,699
Agency	Department of State	Q30	Employees have a feeling of personal empowerment with respect to work processes.	9,204	50.0%	22.3%	27.8%	143
Gwide	Governmentwide	Q31	Employees are recognized for providing high quality products and services.	587,391	54.4%	21.2%	24.5%	11,018
Agency	Department of State	Q31	Employees are recognized for providing high quality products and services.	9,255	58.8%	19.7%	21.6%	104
Gwide	Governmentwide	Q32	Creativity and innovation are rewarded.	577,843	44.3%	27.4%	28.2%	17,984
Agency	Department of State	Q32	Creativity and innovation are rewarded.	9,140	46.1%	26.1%	27.9%	163
Gwide	Governmentwide	Q33	Pay raises depend on how well employees perform their jobs.	557,080	27.8%	28.7%	43.5%	40,868
Agency	Department of State	Q33	Pay raises depend on how well employees perform their jobs.	8,758	19.5%	27.7%	52.8%	586
Gwide	Governmentwide	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	553,893	58.7%	27.2%	14.2%	44,578

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Agency	Department of State	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	8,761	54.2%	27.0%	18.8%	590
Gwide	Governmentwide	Q35	Employees are protected from health and safety hazards on the job.	590,760	76.7%	13.0%	10.4%	8,514
Agency	Department of State	Q35	Employees are protected from health and safety hazards on the job.	9,178	76.9%	13.7%	9.4%	195
Gwide	Governmentwide	Q36	My organization has prepared employees for potential security threats.	591,468	79.9%	12.2%	7.9%	5,683
Agency	Department of State	Q36	My organization has prepared employees for potential security threats.	9,240	82.5%	10.9%	6.6%	87
Gwide	Governmentwide	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	566,071	56.2%	21.2%	22.5%	32,457
Agency	Department of State	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	8,946	51.3%	21.9%	26.8%	412
Gwide	Governmentwide	Q38	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.	548,380	70.3%	17.5%	12.1%	48,839
Agency	Department of State	Q38	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.	8,653	73.3%	15.3%	11.4%	683
Gwide	Governmentwide	Q39	My agency is successful at accomplishing its mission.	589,036	77.3%	15.2%	7.4%	9,565
Agency	Department of State	Q39	My agency is successful at accomplishing its mission.	9,247	73.8%	17.8%	8.4%	111

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Gwide	Governmentwide	Q40	I recommend my organization as a good place to work.	598,080	66.8%	18.8%	14.4%	N/A
Agency	Department of State	Q40	I recommend my organization as a good place to work.	9,338	69.5%	19.0%	11.5%	N/A
Gwide	Governmentwide	Q41	I believe the results of this survey will be used to make my agency a better place to work.	556,743	41.3%	26.9%	31.7%	41,714
Agency	Department of State	Q41	I believe the results of this survey will be used to make my agency a better place to work.	8,397	34.9%	29.4%	35.7%	955
Gwide	Governmentwide	Q42	My supervisor supports my need to balance work and other life issues.	593,388	82.1%	9.0%	8.9%	2,930
Agency	Department of State	Q42	My supervisor supports my need to balance work and other life issues.	9,244	80.5%	9.0%	10.5%	42
Gwide	Governmentwide	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	592,721	70.9%	15.1%	14.0%	3,093
Agency	Department of State	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	9,246	76.4%	11.6%	12.0%	48
Gwide	Governmentwide	Q44	Discussions with my supervisor about my performance are worthwhile.	589,625	68.1%	16.2%	15.7%	5,679
Agency	Department of State	Q44	Discussions with my supervisor about my performance are worthwhile.	9,142	69.6%	15.6%	14.8%	136
Gwide	Governmentwide	Q45	My supervisor is committed to a workforce representative of all segments of society.	552,306	71.9%	19.5%	8.6%	43,178
Agency	Department of State	Q45	My supervisor is committed to a workforce representative of all segments of society.	8,677	75.3%	17.2%	7.4%	618
Gwide	Governmentwide	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	592,663	67.1%	17.3%	15.6%	3,241
Agency	Department of State	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	9,234	66.8%	16.9%	16.3%	61

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Sorting Level	Organization	Item	Item Text	Item Respondents (N)	Positive %	Neutral %	Negative %	Do Not Know/ No Basis to Judge (N)
Gwide	Governmentwide	Q47	Supervisors in my work unit support employee development.	587,801	71.0%	15.6%	13.4%	8,065
Agency	Department of State	Q47	Supervisors in my work unit support employee development.	9,206	74.1%	14.3%	11.6%	90
Gwide	Governmentwide	Q48	My supervisor listens to what I have to say.	594,429	79.6%	10.5%	9.9%	N/A
Agency	Department of State	Q48	My supervisor listens to what I have to say.	9,268	82.1%	9.4%	8.6%	N/A
Gwide	Governmentwide	Q49	My supervisor treats me with respect.	594,280	84.3%	8.5%	7.1%	N/A
Agency	Department of State	Q49	My supervisor treats me with respect.	9,263	85.6%	7.7%	6.7%	N/A
Gwide	Governmentwide	Q50	In the last six months, my supervisor has talked with me about my performance.	594,433	82.0%	8.6%	9.4%	N/A
Agency	Department of State	Q50	In the last six months, my supervisor has talked with me about my performance.	9,272	81.5%	8.4%	10.1%	N/A
Gwide	Governmentwide	Q51	I have trust and confidence in my supervisor.	594,262	72.0%	14.2%	13.8%	N/A
Agency	Department of State	Q51	I have trust and confidence in my supervisor.	9,266	74.0%	13.2%	12.8%	N/A
Gwide	Governmentwide	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	594,144	74.1%	15.8%	10.1%	N/A
Agency	Department of State	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	9,270	74.7%	15.5%	9.8%	N/A
Gwide	Governmentwide	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	576,889	45.0%	24.0%	31.1%	13,376
Agency	Department of State	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	9,050	39.8%	24.7%	35.5%	132
Gwide	Governmentwide	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	553,779	56.1%	23.1%	20.8%	36,043
Agency	Department of State	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	8,712	51.6%	25.6%	22.8%	464
Gwide	Governmentwide	Q55	Supervisors work well with employees of different backgrounds.	558,822	70.2%	18.6%	11.2%	28,605
Agency	Department of State	Q55	Supervisors work well with employees of different backgrounds.	8,814	70.4%	18.2%	11.3%	320



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Gwide	Governmentwide	Q56	Managers communicate the goals of the organization.	580,748	64.6%	18.6%	16.8%	7,863
Agency	Department of State	Q56	Managers communicate the goals of the organization.	9,088	63.3%	19.7%	17.0%	75
Gwide	Governmentwide	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	553,057	63.9%	21.6%	14.5%	36,249
Agency	Department of State	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	8,768	59.8%	23.6%	16.7%	389
Gwide	Governmentwide	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	570,161	57.7%	20.5%	21.8%	19,711
Agency	Department of State	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	8,991	57.7%	21.2%	21.0%	181
Gwide	Governmentwide	Q59	Managers support collaboration across work units to accomplish work objectives.	566,154	61.3%	20.3%	18.4%	20,010
Agency	Department of State	Q59	Managers support collaboration across work units to accomplish work objectives.	8,898	62.7%	19.8%	17.5%	201
Gwide	Governmentwide	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	557,336	62.5%	21.4%	16.1%	31,586
Agency	Department of State	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	8,812	64.6%	20.9%	14.6%	340
Gwide	Governmentwide	Q61	I have a high level of respect for my organization's senior leaders.	579,632	57.2%	22.6%	20.2%	8,840
Agency	Department of State	Q61	I have a high level of respect for my organization's senior leaders.	9,051	50.7%	25.5%	23.8%	98
Gwide	Governmentwide	Q62	Senior leaders demonstrate support for Work-Life programs.	541,505	58.8%	24.0%	17.2%	46,639
Agency	Department of State	Q62	Senior leaders demonstrate support for Work-Life programs.	8,558	47.0%	27.7%	25.3%	577
Gwide	Governmentwide	Q63	How satisfied are you with your involvement in decisions that affect your work?	585,087	54.8%	21.9%	23.3%	N/A
Agency	Department of State	Q63	How satisfied are you with your involvement in decisions that affect your work?	9,066	57.2%	21.2%	21.7%	N/A

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Gwide	Governmentwide	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	584,983	52.3%	22.4%	25.3%	N/A
Agency	Department of State	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	9,067	53.4%	21.7%	24.9%	N/A
Gwide	Governmentwide	Q65	How satisfied are you with the recognition you receive for doing a good job?	584,700	53.4%	22.5%	24.1%	N/A
Agency	Department of State	Q65	How satisfied are you with the recognition you receive for doing a good job?	9,053	53.3%	23.0%	23.8%	N/A
Gwide	Governmentwide	Q66	How satisfied are you with the policies and practices of your senior leaders?	584,390	46.8%	28.4%	24.8%	N/A
Agency	Department of State	Q66	How satisfied are you with the policies and practices of your senior leaders?	9,052	42.4%	29.1%	28.5%	N/A
Gwide	Governmentwide	Q67	How satisfied are you with your opportunity to get a better job in your organization?	584,169	40.7%	27.0%	32.3%	N/A
Agency	Department of State	Q67	How satisfied are you with your opportunity to get a better job in your organization?	9,061	41.1%	27.9%	30.9%	N/A
Gwide	Governmentwide	Q68	How satisfied are you with the training you receive for your present job?	584,592	56.7%	22.3%	21.1%	N/A
Agency	Department of State	Q68	How satisfied are you with the training you receive for your present job?	9,052	55.0%	23.6%	21.4%	N/A
Gwide	Governmentwide	Q69	Considering everything, how satisfied are you with your job?	584,624	68.6%	16.5%	14.9%	N/A
Agency	Department of State	Q69	Considering everything, how satisfied are you with your job?	9,057	69.2%	16.1%	14.7%	N/A
Gwide	Governmentwide	Q70	Considering everything, how satisfied are you with your pay?	584,219	63.3%	16.2%	20.5%	N/A
Agency	Department of State	Q70	Considering everything, how satisfied are you with your pay?	9,055	67.9%	16.0%	16.1%	N/A
Gwide	Governmentwide	Q71	Considering everything, how satisfied are you with your organization?	581,919	61.0%	20.1%	18.9%	N/A
Agency	Department of State	Q71	Considering everything, how satisfied are you with your organization?	9,007	59.3%	21.7%	19.0%	N/A
Gwide	Governmentwide	Q72	Currently, in my work unit poor performers usually:	461,560	17.1%	55.5%	8.1%	2.1%
Agency	Department of State	Q72	Currently, in my work unit poor performers usually:	7,870	17.5%	53.4%	10.7%	2.4%

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Gwide	Governmentwide	Q73	Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	583,875	53.7%	18.2%	6.7%	17.3%
Agency	Department of State	Q73	Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	9,047	45.2%	15.4%	15.1%	18.0%
Gwide	Governmentwide	Q74	How was your everyday work impacted during (if you worked) or after the partial government shutdown?	576,262	44.9%	16.0%	16.7%	12.1%
Agency	Department of State	Q74	How was your everyday work impacted during (if you worked) or after the partial government shutdown?	8,943	17.5%	14.2%	25.0%	24.4%
Gwide	Governmentwide	Q75	In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	324,309	29.6%	45.8%	20.7%	47.9%
Agency	Department of State	Q75	In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	7,073	38.4%	55.6%	35.8%	59.2%
Gwide	Governmentwide	Q76	Are you looking for another job because of the partial government shutdown?	579,912	1.5%	8.0%	19.8%	70.7%
Agency	Department of State	Q76	Are you looking for another job because of the partial government shutdown?	8,987	1.5%	11.3%	13.2%	74.0%
Gwide	Governmentwide	Q77	My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	464,251	23.9%	40.3%	22.0%	7.7%
Agency	Department of State	Q77	My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	8,520	18.4%	43.5%	21.0%	11.0%
Gwide	Governmentwide	Q78	Please select the response below that BEST describes your current teleworking schedule.	579,351	14.5%	5.9%	15.9%	5.2%
Agency	Department of State	Q78	Please select the response below that BEST describes your current teleworking schedule.	8,968	17.3%	5.1%	8.1%	0.6%



Sorting Level	Organization	Item	Item Text	Item Respondents (N)	Positive %	Neutral %	Negative %	Do Not Know/ No Basis to Judge (N)
Gwide	Governmentwide	Q79	How satisfied are you with the Telework program in your agency?	380,622	60.1%	20.8%	19.1%	32,942
Agency	Department of State	Q79	How satisfied are you with the Telework program in your agency?	5,144	44.9%	30.2%	24.9%	448
Gwide	Governmentwide	Q80	Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	577,815	45.1%	27.7%	7.0%	3.2%
Agency	Department of State	Q80	Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	8,925	19.7%	33.0%	5.4%	5.8%
Gwide	Governmentwide	Q81	How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	410,019	77.9%	15.2%	6.9%	71,628
Agency	Department of State	Q81	How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	4,696	57.3%	27.8%	14.9%	1,462
Gwide	Governmentwide	Q82	How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	387,606	65.8%	26.8%	7.4%	98,937
Agency	Department of State	Q82	How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	6,536	70.1%	23.7%	6.2%	1,266
Gwide	Governmentwide	Q83	How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)	282,014	45.4%	49.0%	5.7%	221,222

2019

Office of Personnel Management
Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Sorting Level	Organization	Item	Item Text	Item Respondents (N)	Positive %	Neutral %	Negative %	Do Not Know/ No Basis to Judge (N)
Agency	Department of State	Q83	How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)	3,928	41.0%	50.4%	8.6%	3,082
Gwide	Governmentwide	Q84	How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)	190,221	31.2%	62.6%	6.2%	248,558
Agency	Department of State	Q84	How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)	3,030	35.6%	52.2%	12.2%	3,777
Gwide	Governmentwide	Q85	How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	158,590	21.6%	74.1%	4.3%	244,230
Agency	Department of State	Q85	How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	2,400	26.6%	67.3%	6.1%	4,004