

2023 Office of Personnel Management

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

**2nd Level
Subagency
Report**

**United States Department of the Army
Army Training and Doctrine Command**

United States Department of the Army

Army Training and Doctrine Command

2nd Level Subagency Report

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

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

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	625,568	38.9%
Department of Defense	161,792	23.7%
United States Department of the Army	52,833	27.6%
Army Training and Doctrine Command	3,566	32.3%

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

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

Main Report Results

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

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

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

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

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

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

Top 10 Positive & Negative Items

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

Highest Percent Positive

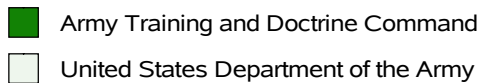
93.5%	It is important to me that my work contribute to the common good. (Q90)
90.8%	I am held accountable for the quality of work I produce. (Q11)
90.2%	My supervisor holds me accountable for achieving results. (Q53)
90.1%	Employees in my work unit meet the needs of our customers. (Q20)
88.4%	I know how my work relates to the agency's goals. (Q7)
88.0%	Employees in my work unit contribute positively to my agency's performance. (Q21)
87.6%	I know what my work unit's goals are. (Q26)
87.5%	My supervisor supports my need to balance work and other life issues. (Q49)
87.2%	My supervisor treats me with respect. (Q51)
84.9%	My organization has prepared me for potential cybersecurity threats. (Q44)

Highest Percent Negative

29.0%	I believe the results of this survey will be used to make my agency a better place to work. (Q47)
26.1%	Management involves employees in decisions that affect their work. (Q66)
24.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q17)
22.2%	Information is openly shared in my organization. (Q40)
22.2%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q57)
21.0%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q45)
20.2%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q68)
19.5%	How satisfied are you with your involvement in decisions that affect your work? (Q67)
19.1%	Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q60)
18.7%	The approval process in my organization allows timely delivery of my work. (Q41)

Leading Your Comparison Group

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



Survey Item	% Positive Response	Difference
The approval process in my organization allows timely delivery of my work. (Q41)	<div style="display: flex; align-items: center;"> <div style="width: 63.0%; height: 15px; background-color: green; margin-right: 5px;"></div> 63.0 </div> <div style="display: flex; align-items: center;"> <div style="width: 56.7%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 56.7 </div>	+6.3
In my work unit, differences in performance are recognized in a meaningful way. (Q17)	<div style="display: flex; align-items: center;"> <div style="width: 52.8%; height: 15px; background-color: green; margin-right: 5px;"></div> 52.8 </div> <div style="display: flex; align-items: center;"> <div style="width: 47.0%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 47.0 </div>	+5.8
New hires in my work unit have the right skills to do their jobs. (Q24)	<div style="display: flex; align-items: center;"> <div style="width: 66.3%; height: 15px; background-color: green; margin-right: 5px;"></div> 66.3 </div> <div style="display: flex; align-items: center;"> <div style="width: 61.0%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 61.0 </div>	+5.3
How satisfied are you with the recognition you receive for doing a good job? (Q69)	<div style="display: flex; align-items: center;"> <div style="width: 62.6%; height: 15px; background-color: green; margin-right: 5px;"></div> 62.6 </div> <div style="display: flex; align-items: center;"> <div style="width: 57.4%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 57.4 </div>	+5.2
Employees are recognized for providing high quality products and services. (Q35)	<div style="display: flex; align-items: center;"> <div style="width: 67.8%; height: 15px; background-color: green; margin-right: 5px;"></div> 67.8 </div> <div style="display: flex; align-items: center;"> <div style="width: 62.8%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 62.8 </div>	+5.0
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q57)	<div style="display: flex; align-items: center;"> <div style="width: 58.4%; height: 15px; background-color: green; margin-right: 5px;"></div> 58.4 </div> <div style="display: flex; align-items: center;"> <div style="width: 53.5%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 53.5 </div>	+4.9
I receive the training I need to do my job well. (Q10)	<div style="display: flex; align-items: center;"> <div style="width: 72.9%; height: 15px; background-color: green; margin-right: 5px;"></div> 72.9 </div> <div style="display: flex; align-items: center;"> <div style="width: 68.2%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 68.2 </div>	+4.7
In my work unit, excellent work is similarly recognized for all employees. (Q77)	<div style="display: flex; align-items: center;"> <div style="width: 66.9%; height: 15px; background-color: green; margin-right: 5px;"></div> 66.9 </div> <div style="display: flex; align-items: center;"> <div style="width: 62.3%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 62.3 </div>	+4.6
My job inspires me. (Q86)	<div style="display: flex; align-items: center;"> <div style="width: 68.9%; height: 15px; background-color: green; margin-right: 5px;"></div> 68.9 </div> <div style="display: flex; align-items: center;"> <div style="width: 64.3%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 64.3 </div>	+4.6
Considering everything, how satisfied are you with your pay? (Q71)	<div style="display: flex; align-items: center;"> <div style="width: 66.3%; height: 15px; background-color: green; margin-right: 5px;"></div> 66.3 </div> <div style="display: flex; align-items: center;"> <div style="width: 61.7%; height: 15px; border: 1px solid green; margin-right: 5px;"></div> 61.7 </div>	+4.6

Trailing Your Comparison Group

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

There are no items in this category

My Work Experience

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,922	70.3%	14.3%	15.3%
Department of Defense	160,877	71.6%	13.7%	14.7%
United States Department of the Army	52,528	72.9%	13.3%	13.9%
Army Training and Doctrine Command	3,535	73.7%	12.5%	13.8%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	616,048	65.5%	15.6%	18.9%
Department of Defense	159,242	69.0%	14.1%	17.0%
United States Department of the Army	51,992	70.1%	13.9%	16.0%
Army Training and Doctrine Command	3,501	72.4%	11.9%	15.7%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	616,102	73.0%	14.1%	12.9%
Department of Defense	159,426	73.6%	13.8%	12.6%
United States Department of the Army	52,119	75.2%	13.2%	11.6%
Army Training and Doctrine Command	3,512	78.4%	11.6%	10.0%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,429	81.7%	9.8%	8.5%
Department of Defense	159,052	81.3%	9.9%	8.8%
United States Department of the Army	52,009	81.6%	9.9%	8.5%
Army Training and Doctrine Command	3,510	84.3%	8.0%	7.7%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,833	62.3%	14.6%	23.1%
Department of Defense	160,627	65.3%	14.1%	20.6%
United States Department of the Army	52,446	65.5%	14.3%	20.2%
Army Training and Doctrine Command	3,536	69.2%	12.2%	18.6%

My Work Experience (continued)

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,430	64.1%	16.2%	19.7%
Department of Defense	158,971	66.3%	15.1%	18.6%
United States Department of the Army	51,941	67.6%	14.8%	17.5%
Army Training and Doctrine Command	3,496	70.9%	12.9%	16.3%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,335	84.9%	9.0%	6.2%
Department of Defense	160,426	85.5%	8.7%	5.8%
United States Department of the Army	52,392	85.5%	8.7%	5.8%
Army Training and Doctrine Command	3,531	88.4%	6.7%	4.8%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,805	70.3%	14.4%	15.3%	25,588
Department of Defense	156,274	72.6%	12.9%	14.5%	4,830
United States Department of the Army	51,115	73.2%	12.9%	14.0%	1,483
Army Training and Doctrine Command	3,468	76.8%	10.3%	12.9%	81

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,096	73.3%	13.8%	12.8%
Department of Defense	161,177	73.9%	13.7%	12.4%
United States Department of the Army	52,611	75.0%	13.3%	11.8%
Army Training and Doctrine Command	3,544	79.0%	10.7%	10.4%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	617,957	65.9%	17.4%	16.7%
Department of Defense	159,800	66.4%	17.4%	16.2%
United States Department of the Army	52,231	68.2%	16.6%	15.1%
Army Training and Doctrine Command	3,515	72.9%	14.4%	12.7%

My Work Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,470	86.3%	8.8%	4.9%
Department of Defense	160,212	87.5%	8.3%	4.2%
United States Department of the Army	52,336	87.8%	8.1%	4.1%
Army Training and Doctrine Command	3,536	90.8%	6.1%	3.2%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,597	76.3%	13.5%	10.1%
Department of Defense	160,352	76.8%	13.2%	10.0%
United States Department of the Army	52,367	77.8%	12.8%	9.4%
Army Training and Doctrine Command	3,524	81.5%	10.6%	8.0%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	622,579	71.5%	14.8%	13.7%
Department of Defense	161,069	74.3%	13.5%	12.1%
United States Department of the Army	52,601	75.2%	13.3%	11.4%
Army Training and Doctrine Command	3,550	76.5%	12.3%	11.2%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,249	64.2%	18.6%	17.2%
Department of Defense	161,230	67.6%	17.1%	15.3%
United States Department of the Army	52,649	68.0%	16.9%	15.1%
Army Training and Doctrine Command	3,552	70.3%	15.1%	14.6%

My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	624,053	82.1%	9.6%	8.3%
Department of Defense	161,443	82.3%	9.3%	8.3%
United States Department of the Army	52,717	83.0%	9.0%	7.9%
Army Training and Doctrine Command	3,561	83.7%	8.2%	8.1%

My Work Unit (continued)

16. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	624,005	17.7%	41.2%	10.2%	6.4%	19.3%	20.4%
Department of Defense	161,449	17.9%	43.2%	11.8%	7.1%	18.9%	18.1%
United States Department of the Army	52,719	17.4%	42.4%	10.7%	6.8%	20.1%	18.1%
Army Training and Doctrine Command	3,559	16.2%	40.9%	8.9%	5.3%	22.9%	17.1%

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

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	556,535	45.0%	26.3%	28.7%	67,602
Department of Defense	147,231	46.2%	25.9%	27.8%	14,240
United States Department of the Army	48,052	47.0%	25.9%	27.1%	4,668
Army Training and Doctrine Command	3,293	52.8%	23.1%	24.1%	270

18. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,540	81.0%	10.3%	8.7%	3,964
Department of Defense	160,780	79.9%	10.7%	9.4%	800
United States Department of the Army	52,508	79.4%	11.0%	9.6%	259
Army Training and Doctrine Command	3,540	79.7%	10.4%	10.0%	22

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	617,704	79.9%	11.8%	8.2%	6,895
Department of Defense	160,274	79.6%	11.9%	8.5%	1,298
United States Department of the Army	52,359	80.5%	11.7%	7.8%	398
Army Training and Doctrine Command	3,530	83.0%	9.9%	7.1%	29

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	593,581	87.3%	10.6%	2.1%	28,191
Department of Defense	156,921	88.5%	9.8%	1.8%	3,978
United States Department of the Army	51,333	89.1%	9.1%	1.8%	1,189
Army Training and Doctrine Command	3,477	90.1%	8.1%	1.8%	67

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	597,429	85.3%	11.6%	3.1%	18,182
Department of Defense	155,799	85.7%	11.4%	2.9%	3,337
United States Department of the Army	50,977	86.1%	11.0%	2.9%	962
Army Training and Doctrine Command	3,455	88.0%	9.2%	2.7%	51

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	601,540	83.0%	13.7%	3.4%	19,239
Department of Defense	157,237	83.5%	13.4%	3.1%	3,350
United States Department of the Army	51,465	83.8%	12.9%	3.3%	960
Army Training and Doctrine Command	3,492	84.7%	12.0%	3.3%	49

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	600,338	79.7%	15.0%	5.2%	18,769
Department of Defense	156,991	79.5%	15.1%	5.4%	3,293
United States Department of the Army	51,349	80.5%	14.2%	5.2%	962
Army Training and Doctrine Command	3,478	82.4%	12.7%	4.9%	57

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

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	542,221	59.8%	24.0%	16.2%	79,285
Department of Defense	141,876	59.3%	24.5%	16.2%	18,962
United States Department of the Army	46,446	61.0%	23.6%	15.4%	6,067
Army Training and Doctrine Command	3,061	66.3%	19.3%	14.4%	484

My Work Unit (continued)

25. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,691	69.2%	17.8%	13.0%
Department of Defense	160,279	71.6%	16.1%	12.3%
United States Department of the Army	52,376	72.2%	16.1%	11.7%
Army Training and Doctrine Command	3,531	74.6%	14.0%	11.4%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,846	84.0%	9.5%	6.4%
Department of Defense	160,321	84.4%	9.3%	6.4%
United States Department of the Army	52,394	84.3%	9.4%	6.3%
Army Training and Doctrine Command	3,531	87.6%	7.1%	5.3%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	594,426	55.8%	22.6%	21.6%	26,295
Department of Defense	155,300	56.9%	22.1%	21.0%	4,964
United States Department of the Army	50,938	58.6%	21.6%	19.8%	1,430
Army Training and Doctrine Command	3,454	61.2%	20.3%	18.5%	81

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	601,306	68.5%	18.0%	13.5%	19,648
Department of Defense	156,664	67.2%	18.3%	14.5%	3,647
United States Department of the Army	51,287	68.0%	18.2%	13.8%	1,108
Army Training and Doctrine Command	3,466	69.1%	16.5%	14.4%	65

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	597,021	66.1%	20.4%	13.4%	19,779
Department of Defense	155,712	66.4%	20.4%	13.2%	3,391
United States Department of the Army	51,013	67.2%	20.1%	12.7%	1,028
Army Training and Doctrine Command	3,456	69.6%	19.4%	11.0%	47

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,802	66.8%	20.2%	12.9%	19,873
Department of Defense	153,846	67.6%	20.0%	12.4%	3,404
United States Department of the Army	50,436	68.5%	19.5%	12.0%	993
Army Training and Doctrine Command	3,403	71.6%	17.9%	10.5%	43

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,588	57.3%	25.6%	17.1%	21,406
Department of Defense	153,699	57.4%	25.5%	17.1%	3,542
United States Department of the Army	50,445	59.0%	24.8%	16.2%	1,065
Army Training and Doctrine Command	3,428	62.3%	22.5%	15.2%	43

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	591,319	77.2%	14.9%	7.9%	19,811
Department of Defense	155,230	80.7%	12.6%	6.7%	2,363
United States Department of the Army	50,851	81.2%	12.6%	6.2%	718
Army Training and Doctrine Command	3,450	81.0%	12.2%	6.8%	37

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,105	65.9%	22.9%	11.2%	26,426
Department of Defense	154,713	67.5%	22.0%	10.5%	3,828
United States Department of the Army	50,740	69.1%	21.0%	9.9%	1,154
Army Training and Doctrine Command	3,428	70.7%	19.3%	10.0%	59

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	606,904	72.6%	15.2%	12.2%	9,368
Department of Defense	157,369	73.4%	15.0%	11.6%	1,611
United States Department of the Army	51,542	74.3%	15.0%	10.7%	463
Army Training and Doctrine Command	3,486	77.4%	12.4%	10.3%	20

My Organization

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,445	60.8%	17.8%	21.3%	15,522
Department of Defense	154,682	62.1%	17.4%	20.5%	3,358
United States Department of the Army	50,725	62.8%	17.2%	20.0%	1,030
Army Training and Doctrine Command	3,442	67.8%	14.1%	18.1%	57

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,563	78.1%	11.7%	10.2%	17,579
Department of Defense	155,394	81.6%	10.4%	8.1%	2,725
United States Department of the Army	50,918	82.3%	10.2%	7.5%	865
Army Training and Doctrine Command	3,460	82.0%	9.8%	8.2%	36

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	602,603	78.8%	13.3%	7.8%	11,480
Department of Defense	155,534	81.5%	12.4%	6.1%	2,554
United States Department of the Army	51,059	83.0%	11.6%	5.4%	733
Army Training and Doctrine Command	3,459	83.6%	10.4%	6.0%	38

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,287	78.4%	12.3%	9.3%
Department of Defense	158,124	78.7%	12.4%	8.9%
United States Department of the Army	51,804	79.1%	12.3%	8.6%
Army Training and Doctrine Command	3,500	82.2%	9.7%	8.0%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	570,655	70.3%	15.4%	14.3%	38,659
Department of Defense	144,109	65.5%	16.7%	17.7%	12,676
United States Department of the Army	47,909	68.5%	15.5%	16.0%	3,502
Army Training and Doctrine Command	3,192	67.6%	14.7%	17.7%	277

My Organization (continued)

40. Information is openly shared in my organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	586,730	56.4%	20.6%	23.0%	8,295
Department of Defense	150,979	56.4%	20.5%	23.1%	1,834
United States Department of the Army	49,665	57.7%	20.2%	22.1%	550
Army Training and Doctrine Command	3,348	59.7%	18.1%	22.2%	20

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,178	55.0%	22.4%	22.7%	13,148
Department of Defense	152,247	55.7%	22.0%	22.3%	2,793
United States Department of the Army	50,066	56.7%	21.3%	22.0%	759
Army Training and Doctrine Command	3,369	63.0%	18.3%	18.7%	46

42. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	582,993	65.6%	21.2%	13.1%	17,951
Department of Defense	150,577	66.5%	20.9%	12.6%	4,021
United States Department of the Army	49,524	68.3%	20.1%	11.7%	1,231
Army Training and Doctrine Command	3,351	72.7%	17.1%	10.2%	62

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,313	75.5%	14.8%	9.7%	10,161
Department of Defense	155,062	80.0%	12.6%	7.3%	1,537
United States Department of the Army	50,784	79.0%	13.3%	7.7%	544
Army Training and Doctrine Command	3,426	79.6%	12.5%	7.9%	32

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,267	82.7%	11.7%	5.6%	6,043
Department of Defense	153,850	84.9%	10.6%	4.5%	1,224
United States Department of the Army	50,415	84.7%	10.8%	4.5%	440
Army Training and Doctrine Command	3,414	84.9%	10.7%	4.4%	24

My Organization (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	576,423	54.0%	20.7%	25.3%	30,701
Department of Defense	150,030	56.3%	20.0%	23.7%	6,163
United States Department of the Army	49,281	57.4%	19.9%	22.7%	1,929
Army Training and Doctrine Command	3,348	60.8%	18.3%	21.0%	98

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	610,279	67.5%	18.1%	14.4%
Department of Defense	156,861	67.5%	18.3%	14.2%
United States Department of the Army	51,427	68.8%	17.5%	13.7%
Army Training and Doctrine Command	3,469	70.3%	16.2%	13.5%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	575,284	47.7%	24.0%	28.3%	35,506
Department of Defense	147,236	44.9%	25.5%	29.6%	9,729
United States Department of the Army	48,629	47.6%	24.5%	27.9%	2,852
Army Training and Doctrine Command	3,260	46.2%	24.8%	29.0%	213

My Supervisor

48. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,072	78.3%	11.2%	10.5%	4,527
Department of Defense	152,793	78.5%	11.1%	10.4%	1,022
United States Department of the Army	50,139	79.3%	10.8%	9.9%	286
Army Training and Doctrine Command	3,378	80.0%	10.9%	9.1%	19

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,065	84.0%	8.5%	7.5%
Department of Defense	156,208	84.8%	8.3%	6.9%
United States Department of the Army	51,276	85.1%	8.4%	6.5%
Army Training and Doctrine Command	3,452	87.5%	7.4%	5.1%

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	605,954	82.2%	9.1%	8.7%
Department of Defense	155,592	82.1%	9.1%	8.8%
United States Department of the Army	51,023	82.4%	9.1%	8.5%
Army Training and Doctrine Command	3,425	83.3%	8.7%	8.0%

51. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,131	86.1%	7.6%	6.3%
Department of Defense	156,218	85.8%	7.7%	6.5%
United States Department of the Army	51,257	86.0%	7.8%	6.3%
Army Training and Doctrine Command	3,453	87.2%	6.5%	6.3%

52. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	606,575	76.6%	11.8%	11.7%
Department of Defense	155,803	76.2%	11.7%	12.0%
United States Department of the Army	51,109	76.7%	11.7%	11.6%
Army Training and Doctrine Command	3,443	78.9%	9.9%	11.2%

53. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Governmentwide	607,207	87.4%	9.0%	3.6%
Department of Defense	155,935	87.5%	9.0%	3.5%
United States Department of the Army	51,151	88.0%	8.6%	3.4%
Army Training and Doctrine Command	3,438	90.2%	7.3%	2.6%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	607,639	77.7%	13.6%	8.7%
Department of Defense	156,003	76.8%	13.8%	9.4%
United States Department of the Army	51,224	77.4%	13.5%	9.2%
Army Training and Doctrine Command	3,452	79.9%	11.4%	8.7%

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,062	71.9%	15.9%	12.2%
Department of Defense	156,106	70.8%	16.2%	13.0%
United States Department of the Army	51,271	71.8%	15.4%	12.8%
Army Training and Doctrine Command	3,454	73.2%	14.4%	12.4%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	603,028	75.9%	12.7%	11.4%	5,321
Department of Defense	154,604	74.1%	13.1%	12.7%	1,543
United States Department of the Army	50,777	74.2%	13.2%	12.6%	493
Army Training and Doctrine Command	3,429	76.5%	11.5%	12.0%	26

Leadership

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	591,638	49.8%	22.3%	27.8%	13,479
Department of Defense	152,235	51.4%	22.2%	26.4%	3,018
United States Department of the Army	50,045	53.5%	21.9%	24.6%	957
Army Training and Doctrine Command	3,379	58.4%	19.3%	22.2%	51

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	565,232	61.6%	20.7%	17.7%	36,130
Department of Defense	146,496	63.9%	19.7%	16.4%	7,820
United States Department of the Army	48,420	64.8%	19.2%	16.0%	2,303
Army Training and Doctrine Command	3,274	68.6%	17.0%	14.4%	128

59. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,844	66.3%	17.5%	16.2%	7,677
Department of Defense	152,917	65.9%	17.8%	16.3%	1,959
United States Department of the Army	50,257	66.0%	18.0%	16.0%	639
Army Training and Doctrine Command	3,383	70.0%	15.4%	14.7%	37

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	585,368	59.6%	19.8%	20.6%	15,970
Department of Defense	150,721	60.2%	19.9%	19.9%	3,603
United States Department of the Army	49,609	61.3%	19.5%	19.2%	1,089
Army Training and Doctrine Command	3,358	64.3%	16.6%	19.1%	58

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,646	65.5%	19.3%	15.1%	29,543
Department of Defense	148,270	65.3%	19.5%	15.2%	6,698
United States Department of the Army	49,015	66.1%	19.0%	14.9%	1,930
Army Training and Doctrine Command	3,338	69.0%	17.6%	13.4%	89

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,795	62.7%	19.9%	17.4%	7,395
Department of Defense	153,389	65.0%	19.0%	16.0%	1,525
United States Department of the Army	50,461	66.9%	18.0%	15.2%	448
Army Training and Doctrine Command	3,394	69.9%	15.7%	14.3%	24

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,705	61.5%	21.2%	17.3%	34,298
Department of Defense	145,640	62.2%	21.1%	16.7%	8,733
United States Department of the Army	48,103	64.6%	20.2%	15.2%	2,656
Army Training and Doctrine Command	3,229	68.7%	17.5%	13.8%	180

64. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,295	58.3%	23.0%	18.7%	18,428
Department of Defense	150,311	61.5%	22.0%	16.5%	4,284
United States Department of the Army	49,402	61.5%	22.3%	16.1%	1,392
Army Training and Doctrine Command	3,331	63.8%	20.5%	15.8%	81

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,532	54.1%	23.4%	22.5%	21,349
Department of Defense	149,140	55.5%	23.2%	21.3%	5,166
United States Department of the Army	49,096	57.2%	22.7%	20.0%	1,629
Army Training and Doctrine Command	3,315	60.2%	21.1%	18.7%	95

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	583,280	46.4%	22.9%	30.7%	19,356
Department of Defense	149,653	48.0%	22.8%	29.1%	4,874
United States Department of the Army	49,267	50.1%	22.5%	27.4%	1,506
Army Training and Doctrine Command	3,329	53.9%	20.0%	26.1%	79

My Satisfaction

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,539	53.2%	23.9%	22.9%
Department of Defense	153,760	55.7%	23.0%	21.4%
United States Department of the Army	50,561	57.5%	22.5%	20.0%
Army Training and Doctrine Command	3,391	60.8%	19.7%	19.5%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	598,620	55.0%	22.7%	22.3%
Department of Defense	153,276	55.4%	22.4%	22.2%
United States Department of the Army	50,387	56.8%	21.7%	21.5%
Army Training and Doctrine Command	3,376	60.0%	19.9%	20.2%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	599,355	56.0%	21.7%	22.2%
Department of Defense	153,420	56.4%	21.7%	22.0%
United States Department of the Army	50,445	57.4%	21.3%	21.4%
Army Training and Doctrine Command	3,375	62.6%	18.9%	18.5%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,993	68.1%	16.2%	15.7%
Department of Defense	153,063	68.5%	16.0%	15.6%
United States Department of the Army	50,298	70.0%	15.5%	14.5%
Army Training and Doctrine Command	3,366	73.1%	14.0%	12.9%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,258	57.4%	17.1%	25.5%
Department of Defense	153,646	58.7%	17.1%	24.2%
United States Department of the Army	50,519	61.7%	17.0%	21.4%
Army Training and Doctrine Command	3,386	66.3%	15.2%	18.5%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,439	62.3%	19.4%	18.4%
Department of Defense	153,726	62.8%	19.2%	18.0%
United States Department of the Army	50,551	64.6%	18.4%	17.0%
Army Training and Doctrine Command	3,390	67.4%	16.8%	15.9%

Diversity, Equity, Inclusion, and Accessibility

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	556,063	69.2%	19.0%	11.8%	45,134
Department of Defense	141,509	68.3%	19.7%	12.0%	12,324
United States Department of the Army	46,935	68.6%	19.6%	11.8%	3,722
Army Training and Doctrine Command	3,149	70.6%	18.4%	11.1%	251

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	557,713	73.3%	18.1%	8.7%	43,906
Department of Defense	142,841	72.7%	18.3%	9.0%	11,074
United States Department of the Army	47,326	73.3%	18.1%	8.6%	3,352
Army Training and Doctrine Command	3,194	76.2%	16.4%	7.4%	211

Diversity, Equity, Inclusion, and Accessibility (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	582,181	66.5%	15.4%	18.1%	17,620
Department of Defense	149,854	66.8%	15.3%	17.9%	3,650
United States Department of the Army	49,530	67.7%	15.0%	17.3%	1,023
Army Training and Doctrine Command	3,318	69.2%	13.9%	16.9%	71

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	572,153	70.7%	15.3%	14.0%	26,692
Department of Defense	147,700	70.8%	15.2%	14.0%	5,524
United States Department of the Army	48,854	71.4%	15.0%	13.6%	1,621
Army Training and Doctrine Command	3,291	73.6%	13.8%	12.6%	95

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,245	62.5%	17.5%	20.1%	32,821
Department of Defense	146,972	62.1%	17.3%	20.7%	6,595
United States Department of the Army	48,618	62.3%	17.4%	20.3%	1,959
Army Training and Doctrine Command	3,295	66.9%	15.4%	17.7%	102

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	588,459	78.5%	14.0%	7.5%	8,428
Department of Defense	151,099	78.5%	13.7%	7.8%	1,629
United States Department of the Army	49,837	78.8%	13.7%	7.5%	490
Army Training and Doctrine Command	3,346	80.6%	12.1%	7.4%	31

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	578,492	77.0%	16.0%	7.0%	15,647
Department of Defense	148,847	77.2%	15.8%	7.0%	3,195
United States Department of the Army	49,129	77.7%	15.5%	6.9%	961
Army Training and Doctrine Command	3,306	78.9%	14.5%	6.6%	59

Diversity, Equity, Inclusion, and Accessibility (continued)

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,040	74.9%	13.1%	12.0%	7,632
Department of Defense	151,008	75.4%	12.5%	12.1%	1,637
United States Department of the Army	49,746	76.5%	12.3%	11.2%	538
Army Training and Doctrine Command	3,348	76.8%	11.1%	12.1%	33

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	583,167	76.2%	14.6%	9.2%	12,653
Department of Defense	149,710	76.1%	14.5%	9.3%	2,716
United States Department of the Army	49,412	76.7%	14.3%	9.0%	828
Army Training and Doctrine Command	3,326	77.7%	13.2%	9.2%	50

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,824	75.2%	14.0%	10.8%	6,319
Department of Defense	151,093	76.1%	13.4%	10.5%	1,407
United States Department of the Army	49,774	76.9%	13.1%	9.9%	445
Army Training and Doctrine Command	3,344	78.3%	11.9%	9.8%	30

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

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	377,881	71.6%	18.4%	10.0%	130,393	90,868
Department of Defense	100,048	72.9%	18.0%	9.1%	32,341	20,839
United States Department of the Army	33,452	74.7%	17.1%	8.2%	10,463	6,565
Army Training and Doctrine Command	2,359	77.1%	15.2%	7.7%	647	387

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

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

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	354,146	66.2%	23.1%	10.7%	132,481	111,953
Department of Defense	94,409	67.6%	22.6%	9.8%	32,860	25,822
United States Department of the Army	31,515	69.7%	21.5%	8.8%	10,677	8,233
Army Training and Doctrine Command	2,231	72.8%	19.0%	8.2%	656	498

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

Diversity, Equity, Inclusion, and Accessibility (continued)

85. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	359,241	69.6%	21.7%	8.7%	135,576	103,447
Department of Defense	95,862	71.0%	20.9%	8.1%	33,584	23,579
United States Department of the Army	31,972	72.9%	19.9%	7.2%	10,916	7,509
Army Training and Doctrine Command	2,266	75.7%	17.3%	7.1%	667	452

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

Employee Experience

86. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	596,094	62.0%	20.8%	17.2%
Department of Defense	152,511	62.3%	20.9%	16.8%
United States Department of the Army	50,236	64.3%	20.1%	15.6%
Army Training and Doctrine Command	3,378	68.9%	17.7%	13.4%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	595,301	74.6%	13.6%	11.8%
Department of Defense	152,244	75.2%	13.6%	11.3%
United States Department of the Army	50,159	76.2%	13.2%	10.5%
Army Training and Doctrine Command	3,372	79.8%	11.4%	8.7%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,272	60.7%	21.7%	17.5%
Department of Defense	152,831	60.6%	21.6%	17.8%
United States Department of the Army	50,343	63.1%	20.7%	16.2%
Army Training and Doctrine Command	3,383	67.1%	18.4%	14.5%

89. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	595,989	78.1%	15.0%	6.8%
Department of Defense	152,452	77.8%	15.5%	6.6%
United States Department of the Army	50,199	78.7%	14.9%	6.4%
Army Training and Doctrine Command	3,373	82.4%	11.6%	6.0%

Employee Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,599	91.7%	6.3%	2.0%
Department of Defense	152,803	91.9%	6.3%	1.9%
United States Department of the Army	50,306	92.0%	6.2%	1.8%
Army Training and Doctrine Command	3,378	93.5%	5.0%	1.5%

Workplace Flexibilities

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

Organizations	N	Telework				Very Infrequently
		Every Work Day	3 or 4 Days Per Week	1 or 2 Days Per Week	Only 1 or 2 Days Per Month	
Governmentwide	597,994	14.3%	22.7%	17.0%	3.7%	10.3%
Department of Defense	153,036	7.5%	18.9%	19.5%	4.4%	14.4%
United States Department of the Army	50,392	7.0%	18.5%	19.7%	4.0%	14.4%
Army Training and Doctrine Command	3,392	2.0%	10.6%	16.5%	5.0%	22.1%

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

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	597,994	20.6%	1.0%	5.9%	4.4%
Department of Defense	153,036	19.4%	1.4%	9.0%	5.5%
United States Department of the Army	50,392	18.4%	1.5%	10.1%	6.4%
Army Training and Doctrine Command	3,392	14.9%	1.2%	18.1%	9.4%

Employee Engagement Index

Organizations	Percent Positive
Governmentwide	71.7%
Department of Defense	72.4%
United States Department of the Army	73.3%
Army Training and Doctrine Command	76.0%

Employee Engagement Index (continued)

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

Organizations	Percent Positive
Governmentwide	61.2%
Department of Defense	62.3%
United States Department of the Army	63.5%
Army Training and Doctrine Command	67.2%

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

Organizations	Percent Positive
Governmentwide	80.2%
Department of Defense	79.9%
United States Department of the Army	80.3%
Army Training and Doctrine Command	81.9%

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

Organizations	Percent Positive
Governmentwide	73.8%
Department of Defense	75.2%
United States Department of the Army	76.0%
Army Training and Doctrine Command	78.9%

Global Satisfaction Index

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

Organizations	Percent Positive
Governmentwide	63.8%
Department of Defense	64.4%
United States Department of the Army	66.3%
Army Training and Doctrine Command	69.3%

Performance Confidence Index

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

Organizations	Percent Positive
Governmentwide	83.8%
Department of Defense	84.3%
United States Department of the Army	84.9%
Army Training and Doctrine Command	86.3%

DEIA Index

Organizations	Percent Positive
Governmentwide	70.8%
Department of Defense	71.0%
United States Department of the Army	72.0%
Army Training and Doctrine Command	74.2%

Diversity Sub-Index (Q. 73 and 74)

Organizations	Percent Positive
Governmentwide	71.3%
Department of Defense	70.5%
United States Department of the Army	70.9%
Army Training and Doctrine Command	73.4%

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

Organizations	Percent Positive
Governmentwide	66.6%
Department of Defense	66.5%
United States Department of the Army	67.1%
Army Training and Doctrine Command	69.9%

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

Organizations	Percent Positive
Governmentwide	76.4%
Department of Defense	76.7%
United States Department of the Army	77.3%
Army Training and Doctrine Command	78.4%

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

Organizations	Percent Positive
Governmentwide	69.1%
Department of Defense	70.5%
United States Department of the Army	72.4%
Army Training and Doctrine Command	75.2%

Employee Experience Index

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

Organizations	Percent Positive
Governmentwide	73.4%
Department of Defense	73.6%
United States Department of the Army	74.9%
Army Training and Doctrine Command	78.3%

Employment Demographics

Where do you work?

Response	%
Headquarters	65.0%
Field	32.1%
Full-time telework (e.g., home office, telecenter)	2.9%

What is your supervisory status?

Response	%
Senior Leader	2.0%
Manager	7.8%
Supervisor	16.6%
Team Leader	10.1%
Non-Supervisor	63.5%

What is your pay category/grade?

Response	%
Federal Wage System	0.7%
GS 1-6	4.7%
GS 7-12	63.6%
GS 13-15	28.9%
Senior Executive Service	0.2%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	1.7%

What is your US military service status?

Response	%
No Prior Military Service	19.8%
Currently in National Guard or Reserves	1.7%
Retired	62.0%
Separated or Discharged	16.5%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	3.1%
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	6.6%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.2%
None of the categories listed	90.1%

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

Response	%
Yes	18.7%
No	81.3%

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

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

Response	%
Less than 1 year	2.5%
1 to 3 years	14.5%
4 to 5 years	10.8%
6 to 10 years	15.3%
11 to 14 years	18.0%
15 to 20 years	21.1%
More than 20 years	17.7%

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

Response	%
Less than 1 year	6.6%
1 to 3 years	23.5%
4 to 5 years	13.8%
6 to 10 years	17.0%
11 to 14 years	14.0%
15 to 20 years	16.2%
More than 20 years	8.9%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

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

Response	%
No	55.0%
Yes, to retire	10.5%
Yes, to take another job within the Federal Government	26.5%
Yes, to take another job outside the Federal Government	2.2%
Yes, other	5.9%

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

Response	%
Yes	38.4%
No	61.6%

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

I am planning to retire:

Response	%
Less than 1 year	4.7%
1 year	3.8%
2 years	8.2%
3 years	8.6%
4 years	4.5%
5 years	11.0%
More than 5 years	59.2%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	10.1%
No	89.9%

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

Response	%
White	71.0%
Black or African American	19.5%
All Other Races	9.5%

What is your age group?

Response	%
29 years and under	1.0%
30-39 years old	7.1%
40-49 years old	20.7%
50-59 years old	44.8%
60 years or older	26.4%

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

Response	%
Less than High School/ High School Diploma/ GED	2.4%
Certification/ Some College/ Associate's Degree	23.5%
Bachelor's Degree	30.3%
Advanced Degrees (Post Bachelor's Degree)	43.8%

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

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	38.3%
No	61.7%

Are you:

Response	%
Male	70.5%
Female	29.5%

Are you transgender?

Response	%
Yes	0.2%
No	99.8%

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

Response	%
Lesbian or gay	1.1%
Straight, that is not lesbian or gay	94.9%
Bisexual	1.1%
I use a different term	2.9%

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