



A Guide to the Annual Employee Survey Report

The 2018 Annual Employee Survey (AES) Report was produced by the Office of Personnel Management (OPM) using a Microsoft Excel dashboard interface. The dashboard displays the Department of State's Federal Employee Viewpoint Survey (FEVS) results. The Bureau of Human Resources shares this information with Department leadership in order to evaluate the health of the organization and employee perceptions of the Department's greatest strengths and challenges.



Ready to explore the data? Specific information about each dashboard (tab) is below:

DASHBOARD

Select and display highest and lowest percent positive or negative items as well as highlight how many items were identified as strengths or challenges. It also includes background information such as the survey field period, the number of respondents, response rate, etc.

DASHBOARD INDEX_TRENDS

OPM uses the survey to produce four major indexes to compare the federal agency workforce. HR/RMA added this dashboard to allow users to view the scores for three of the four indexes: Employee Engagement, Global Satisfaction, and New IQ. The graphs show the Governmentwide and the Department's overall scores from 2016-2018.

DASHBOARD DEMOGRAPHICS

Shows the demographic profile of the Department's survey respondents. Includes information such as gender, pay grade, and military service.

DASHBOARD TRENDING

Select and display the largest increases or decreases in percent positive between 2015 or 2016 or 2017 and 2018 for comparison. It displays the percentage point change for the top five increases or decreases and the total number of items that increased or decreased between the selected year and 2018.

CORE SURVEY

Provides the weighted Department data for all the non-demographic items on the FEVS for the 2018 survey.

WORK LIFE TELEWORK

Provides the weighted Department data for all work-life and telework items on the FEVS.

DEMOGRAPHICS

Provides the unweighted Department data for the demographic items on the FEVS.

ASI

Shows the weighted Department data for all agency-specific items on the FEVS.

ITEM CHANGES

Shows all changes to survey question wording/response options from 2017 to 2018.

Annual Employee Survey Report: Dashboard

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of State

FIELD PERIOD	May 9 - June 20, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	7,228
NUMBER OF SURVEYS	23,110
RESPONSE RATE	31.3%

37 items identified as **strengths** (65% positive or higher)

5 items identified as **challenges** (35% negative or higher)

Engagement Index Score

2018 ENGAGEMENT INDEX

68%

LEADERS LEAD

53%

SUPERVISORS

77%

INTRINSIC WORK EXPERIENCE

72%

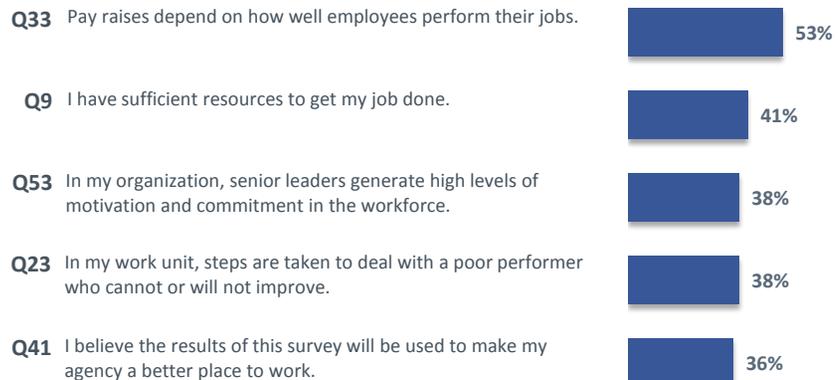
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative

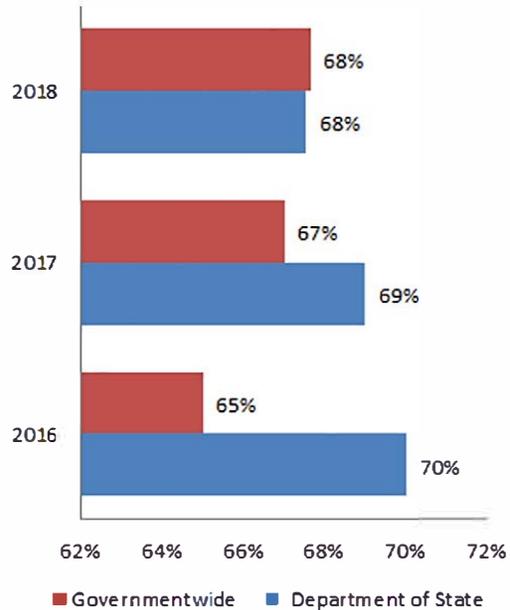




Employee Engagement Index Score Trends 2016-2018



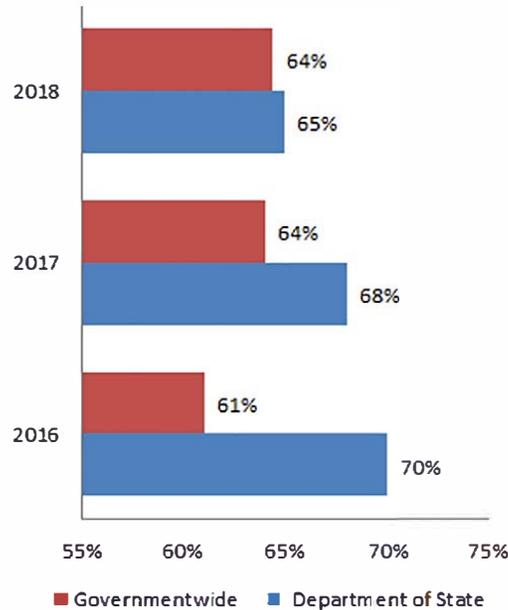
Assesses three sub factors conducive for engagement: Leaders Lead, Supervisors, and Intrinsic Work Experience.



Global Satisfaction Index Score Trends 2016-2018



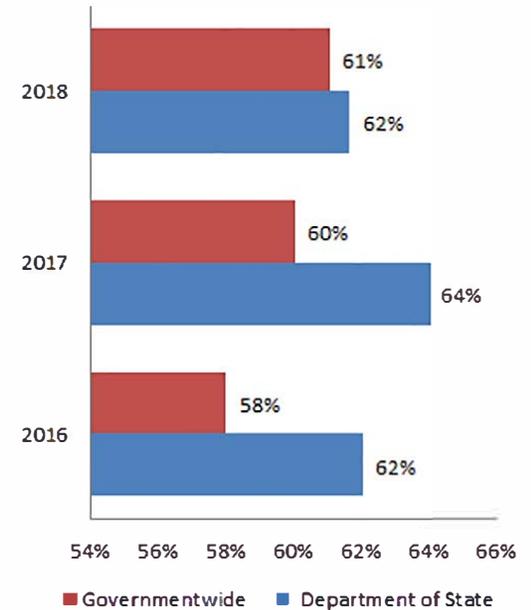
Employee satisfaction with their job, pay, and the organization, plus their willingness to recommend the organization as a good place to work.



New Inclusion Quotient Index Score Trends 2016-2018



Twenty items related to inclusive environments grouped into the 5 Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering.



Annual Employee Survey Report: Demographics

2018

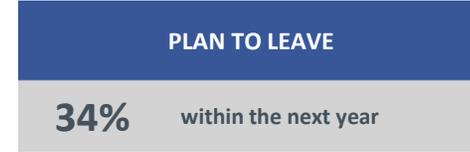
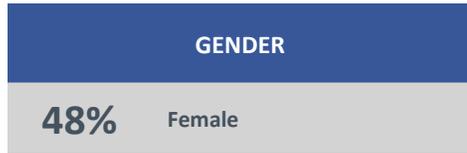
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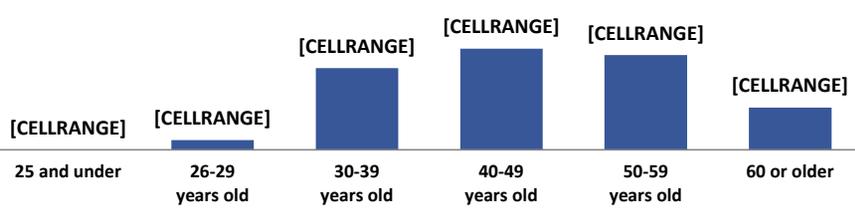
Annual Employee Survey (AES) Report

Department of State



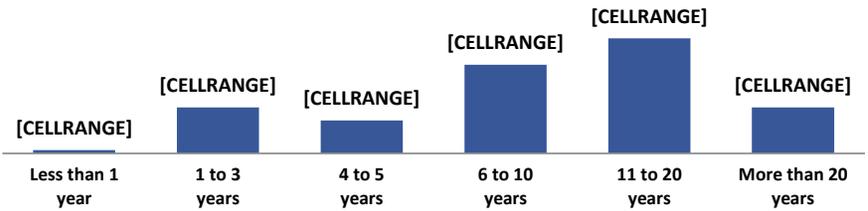
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Annual Employee Survey Report: Trending

2018

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Annual Employee Survey (AES) Report

Department of State

Select: Largest Increases since 2017

Largest Increases in Percent Positive since 2017

7 items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76%	74%	78%	84%	+6
Q66 How satisfied are you with the policies and practices of your senior leaders?	48%	49%	38%	40%	+2
Q61 I have a high level of respect for my organization's senior leaders.	59%	61%	49%	51%	+2
Q12 I know how my work relates to the agency's goals.	87%	86%	84%	86%	+2
Q64 How satisfied are you with the information you receive from management on what's going on in your organization?	53%	54%	48%	49%	+1

Select: Largest Decreases since 2017

Largest Decreases in Percent Positive since 2017

57 items decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q34 Policies and programs promote diversity in the workplace.	59%	57%	61%	54%	-7
Q39 My agency is successful at accomplishing its mission.	81%	80%	79%	72%	-7
Q40 I recommend my organization as a good place to work.	75%	76%	74%	68%	-6
Q59 Managers support collaboration across work units to accomplish work objectives.	62%	61%	66%	61%	-5
Q30 Employees have a feeling of personal empowerment with respect to work processes.	50%	51%	53%	48%	-5

Annual Employee Survey Report: Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	70.6%	24.2%	46.4%	13.5%	11.8%	4.2%	16.0%	1,693	3,263	991	866	311	7,124	N/A
Agree-disagree	2	I have enough information to do my job well.	71.2%	18.1%	53.1%	14.4%	11.5%	2.9%	14.4%	1,321	3,787	1,023	838	214	7,183	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	61.4%	21.7%	39.7%	17.9%	14.0%	6.6%	20.7%	1,564	2,805	1,279	1,024	477	7,149	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	73.6%	31.2%	42.4%	14.9%	7.6%	3.9%	11.5%	2,227	3,041	1,077	568	286	7,199	N/A
Agree-disagree	5	I like the kind of work I do.	83.4%	40.7%	42.7%	10.9%	3.9%	1.7%	5.7%	2,894	3,075	791	292	128	7,180	N/A
Agree-disagree	6	I know what is expected of me on the job.	80.2%	30.0%	50.2%	11.3%	6.4%	2.1%	8.5%	2,197	3,547	813	469	155	7,181	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.3%	70.6%	26.7%	1.8%	0.5%	0.5%	0.9%	5,036	1,955	138	32	35	7,196	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.8%	53.7%	39.1%	6.1%	0.7%	0.4%	1.2%	3,815	2,858	451	55	31	7,210	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.7%	9.1%	34.7%	14.9%	26.2%	15.3%	41.4%	657	2,456	1,054	1,827	1,107	7,101	14
Agree-disagree	10	*My workload is reasonable.	53.6%	9.9%	43.7%	15.5%	19.9%	11.0%	30.9%	734	3,154	1,107	1,397	777	7,169	7
Agree-disagree	11	*My talents are used well in the workplace.	59.1%	15.6%	43.4%	17.1%	15.1%	8.7%	23.8%	1,103	3,063	1,222	1,074	643	7,105	23
Agree-disagree	12	*I know how my work relates to the agency's goals.	86.1%	35.4%	50.7%	7.9%	3.8%	2.3%	6.0%	2,538	3,627	576	266	156	7,163	18
Agree-disagree	13	The work I do is important.	90.1%	51.2%	38.9%	6.7%	2.0%	1.1%	3.2%	3,654	2,805	474	145	77	7,155	15
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.9%	25.0%	42.9%	14.2%	11.9%	6.0%	17.9%	1,741	3,063	1,039	887	447	7,177	27
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	76.6%	30.8%	45.8%	12.1%	6.7%	4.6%	11.2%	2,268	3,237	830	472	329	7,136	59
Agree-disagree	16	I am held accountable for achieving results.	80.6%	28.6%	52.0%	13.0%	4.6%	1.8%	6.4%	2,138	3,705	908	296	122	7,169	31
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.4%	28.8%	38.7%	15.7%	9.2%	7.6%	16.8%	1,977	2,645	1,109	649	543	6,923	271
Agree-disagree	18	My training needs are assessed.	44.6%	12.0%	32.6%	24.2%	20.8%	10.5%	31.3%	894	2,331	1,745	1,446	730	7,146	57
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	72.3%	32.0%	40.3%	13.6%	8.9%	5.2%	14.0%	2,306	2,772	919	624	359	6,980	224
Agree-disagree	20	*The people I work with cooperate to get the job done.	81.5%	34.3%	47.2%	10.6%	6.0%	1.9%	7.9%	2,456	3,363	772	456	148	7,195	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	47.2%	9.6%	37.6%	21.4%	19.9%	11.6%	31.4%	643	2,491	1,532	1,429	884	6,979	194
Agree-disagree	22	Promotions in my work unit are based on merit.	38.8%	8.6%	30.2%	29.3%	17.5%	14.4%	31.9%	599	2,037	1,966	1,189	974	6,765	420
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.6%	6.6%	29.0%	26.8%	21.8%	15.8%	37.5%	448	1,911	1,807	1,449	1,078	6,693	494
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.7%	6.6%	32.1%	27.8%	21.9%	11.6%	33.5%	462	2,168	1,957	1,529	836	6,952	248
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	47.0%	11.3%	35.7%	24.1%	16.6%	12.3%	28.9%	767	2,381	1,658	1,140	865	6,811	378
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	80.0%	28.5%	51.5%	10.8%	5.8%	3.5%	9.2%	2,050	3,636	792	420	263	7,161	25
Agree-disagree	27	The skill level in my work unit has improved in the past year.	60.7%	19.5%	41.3%	27.1%	7.6%	4.6%	12.2%	1,315	2,790	1,904	572	337	6,918	242
Good-poor	28	How would you rate the overall quality of work done by your work unit?	88.9%	49.1%	39.8%	9.4%	1.3%	0.4%	1.7%	3,554	2,815	677	95	29	7,170	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	33.1%	51.3%	9.6%	4.8%	1.3%	6.1%	2,415	3,585	696	354	95	7,145	34
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	48.4%	9.7%	38.7%	22.4%	19.8%	9.5%	29.2%	665	2,621	1,555	1,386	678	6,905	102
Agree-disagree	31	Employees are recognized for providing high quality products and services.	56.8%	13.7%	43.1%	20.2%	15.5%	7.5%	23.0%	931	2,958	1,410	1,092	553	6,944	74
Agree-disagree	32	Creativity and innovation are rewarded.	44.1%	11.2%	32.9%	26.5%	18.9%	10.5%	29.4%	754	2,230	1,829	1,319	736	6,868	116

Annual Employee Survey Report: Core Survey

Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	18.4%	3.7%	14.7%	28.6%	29.7%	23.4%	53.0%	240	990	1,906	1,916	1,489	6,541	466
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.1%	14.2%	39.9%	26.8%	11.5%	7.6%	19.1%	934	2,623	1,784	745	495	6,581	428
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	77.1%	22.7%	54.4%	13.5%	6.3%	3.2%	9.5%	1,560	3,739	947	433	218	6,897	125
Agree-disagree	36	My organization has prepared employees for potential security threats.	83.2%	28.3%	54.9%	10.4%	4.5%	1.9%	6.4%	1,847	3,832	793	329	137	6,938	59
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.7%	17.2%	35.5%	22.1%	13.8%	11.4%	25.2%	1,156	2,334	1,524	923	771	6,708	304
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	72.9%	28.3%	44.6%	15.8%	5.9%	5.4%	11.3%	1,810	2,857	1,069	383	365	6,484	509
Agree-disagree	39	My agency is successful at accomplishing its mission.	71.5%	19.9%	51.7%	18.9%	6.7%	2.8%	9.5%	1,418	3,569	1,288	454	187	6,916	96
Agree-disagree	40	*I recommend my organization as a good place to work.	68.3%	24.4%	43.9%	19.0%	9.0%	3.7%	12.7%	1,671	3,039	1,358	654	268	6,990	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	33.4%	10.3%	23.1%	31.0%	21.0%	14.5%	35.5%	673	1,462	1,942	1,260	869	6,206	790
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	80.3%	41.3%	39.1%	9.7%	5.6%	4.3%	9.9%	2,922	2,652	665	375	292	6,906	38
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.3%	37.3%	38.0%	12.1%	7.6%	5.0%	12.6%	2,536	2,611	882	536	368	6,933	19
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	67.9%	31.3%	36.6%	16.7%	9.2%	6.2%	15.4%	2,153	2,446	1,177	644	443	6,863	89
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	74.7%	35.8%	38.9%	17.5%	4.1%	3.7%	7.9%	2,300	2,469	1,169	270	253	6,461	495
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.9%	27.4%	38.5%	17.6%	10.4%	6.1%	16.5%	1,891	2,608	1,237	737	439	6,912	46
Agree-disagree	47	Supervisors in my work unit support employee development.	73.2%	31.7%	41.5%	15.0%	6.6%	5.3%	11.9%	2,170	2,823	1,036	476	382	6,887	73
Agree-disagree	48	My supervisor listens to what I have to say.	81.8%	43.3%	38.4%	9.0%	6.0%	3.3%	9.2%	2,993	2,629	636	427	239	6,924	N/A
Agree-disagree	49	My supervisor treats me with respect.	85.2%	50.8%	34.4%	7.6%	4.1%	3.1%	7.2%	3,487	2,389	534	297	225	6,932	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	81.6%	41.2%	40.4%	8.2%	7.5%	2.7%	10.3%	2,772	2,812	588	554	210	6,936	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	73.3%	41.5%	31.8%	13.6%	7.2%	6.0%	13.2%	2,841	2,191	948	511	437	6,928	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.8%	42.9%	30.9%	16.2%	5.8%	4.1%	10.0%	2,979	2,121	1,121	410	299	6,930	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	37.9%	9.8%	28.1%	23.9%	22.4%	15.9%	38.2%	655	1,888	1,630	1,485	1,081	6,739	114
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.4%	15.8%	36.5%	26.4%	11.4%	9.8%	21.2%	1,036	2,332	1,721	747	646	6,482	368
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	70.2%	21.0%	49.2%	18.4%	6.7%	4.6%	11.3%	1,384	3,225	1,230	452	313	6,604	235
Agree-disagree	56	*Managers communicate the goals of the organization.	59.9%	14.7%	45.2%	20.5%	13.0%	6.6%	19.6%	1,016	3,035	1,400	859	461	6,771	66
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58.3%	14.5%	43.8%	23.6%	12.1%	6.0%	18.1%	967	2,852	1,550	774	399	6,542	303
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.6%	14.2%	42.4%	22.0%	13.4%	8.0%	21.4%	945	2,787	1,495	913	558	6,698	154
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	61.4%	15.9%	45.5%	20.5%	11.1%	7.0%	18.1%	1,043	2,969	1,383	752	482	6,629	148
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.0%	28.4%	35.6%	22.1%	8.0%	5.9%	13.9%	1,847	2,325	1,460	544	389	6,565	259
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	51.3%	18.1%	33.2%	26.3%	13.2%	9.3%	22.4%	1,225	2,227	1,763	879	630	6,724	100
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	45.9%	14.1%	31.7%	29.0%	14.9%	10.3%	25.2%	941	2,007	1,777	885	623	6,233	585

Annual Employee Survey Report: Core Survey

Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	55.9%	14.1%	41.8%	21.9%	17.1%	5.2%	22.3%	948	2,799	1,486	1,185	372	6,790	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.2%	11.5%	37.7%	22.4%	20.9%	7.5%	28.4%	792	2,539	1,524	1,420	521	6,796	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	52.0%	14.2%	37.8%	23.8%	17.0%	7.3%	24.3%	976	2,534	1,607	1,153	520	6,790	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	40.3%	8.8%	31.6%	30.3%	20.6%	8.7%	29.4%	598	2,124	2,066	1,400	600	6,788	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	38.8%	10.2%	28.6%	27.8%	20.3%	13.1%	33.4%	665	1,852	1,897	1,421	943	6,778	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	55.3%	14.5%	40.8%	23.0%	15.7%	5.9%	21.6%	1,014	2,730	1,591	1,051	398	6,784	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.4%	21.3%	47.1%	16.8%	10.8%	4.0%	14.7%	1,416	3,185	1,157	749	286	6,793	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	65.6%	18.1%	47.4%	16.6%	13.1%	4.8%	17.9%	1,229	3,227	1,123	874	321	6,774	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	57.5%	13.5%	44.0%	22.3%	14.9%	5.2%	20.2%	923	2,928	1,506	1,009	367	6,733	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Annual Employee Survey Report: Work Life-Telework

72. Please select the response below that BEST describes your current teleworking schedule.	N	%
I telework very infrequently, on an unscheduled or short-term basis	1,612	21.7%
I telework, but only about 1 or 2 days per month	431	5.2%
I telework 1 or 2 days per week	667	7.6%
I telework 3 or 4 days per week	35	0.4%
I telework every work day	61	0.8%
I do not telework because I have to be physically present on the job	2,162	36.8%
I do not telework because of technical issues that prevent me from teleworking	409	6.5%
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	709	10.7%
I do not telework because I choose not to telework	684	10.3%
Total	6,770	100.0%

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	770	18.1%	11.7%
Satisfied	1,250	31.6%	18.9%
Neither Satisfied nor Dissatisfied	995	29.1%	15.1%
Dissatisfied	476	13.5%	7.2%
Very Dissatisfied	282	7.7%	4.3%
Item Response Total	3,773	100.0%	57.2%
I choose not to participate in these programs	416	--	6.3%
These programs are not available to me	2,305	--	34.9%
I am unaware of these programs	104	--	1.6%
Total	6,598	100.0%	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	885	21.6%	13.3%
Satisfied	1,362	36.8%	20.4%
Neither Satisfied nor Dissatisfied	888	25.9%	13.3%
Dissatisfied	340	9.9%	5.1%
Very Dissatisfied	207	5.8%	3.1%
Item Response Total	3,682	100.0%	55.2%
I choose not to participate in these programs	969	--	14.5%
These programs are not available to me	1,798	--	27.0%
I am unaware of these programs	219	--	3.3%
Total	6,668	100.0%	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1,083	18.5%	16.0%
Satisfied	2,717	49.1%	40.2%
Neither Satisfied nor Dissatisfied	1,368	23.8%	20.2%
Dissatisfied	322	5.7%	4.8%
Very Dissatisfied	160	2.9%	2.4%
Item Response Total	5,650	100.0%	83.5%
I choose not to participate in these programs	502	--	7.4%
These programs are not available to me	279	--	4.1%
I am unaware of these programs	332	--	4.9%
Total	6,763	100.0%	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	540	12.8%	8.0%
Satisfied	1,409	35.4%	20.8%
Neither Satisfied nor Dissatisfied	1,733	42.7%	25.6%
Dissatisfied	215	5.9%	3.2%
Very Dissatisfied	129	3.2%	1.9%
Item Response Total	4,026	100.0%	59.5%
I choose not to participate in these programs	1,421	--	21.0%
These programs are not available to me	219	--	3.2%
I am unaware of these programs	1,095	--	16.2%
Total	6,761	100.0%	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	279	9.2%	4.1%
Satisfied	712	25.4%	10.5%
Neither Satisfied nor Dissatisfied	1,406	50.1%	20.8%
Dissatisfied	214	8.5%	3.2%
Very Dissatisfied	166	6.8%	2.5%
Item Response Total	2,777	100.0%	41.0%
I choose not to participate in these programs	2,293	--	33.9%
These programs are not available to me	857	--	12.7%
I am unaware of these programs	842	--	12.4%
Total	6,769	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
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Annual Employee Survey Report: Work Life-Telework

Very Satisfied	190	7.4%	2.8%
Satisfied	501	21.2%	7.4%
Neither Satisfied nor Dissatisfied	1,484	62.8%	22.0%
Dissatisfied	106	4.9%	1.6%
Very Dissatisfied	76	3.7%	1.1%
Item Response Total	2,357	100.0%	34.9%
I choose not to participate in these programs	2,392	--	35.4%
These programs are not available to me	686	--	10.2%
I am unaware of these programs	1,323	--	19.6%
Total	6,758	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

Annual Employee Survey Report: Demographics

Where do you work?	%
Headquarters	50.9%
Field	49.1%
Total	100.0%

What is your supervisory status?	%
Non-Supervisor	48.3%
Team Leader	12.0%
Supervisor	20.8%
Manager	15.6%
Senior Leader	3.3%
Total	100.0%

Are you:	%
Male	51.8%
Female	48.2%
Total	100.0%

Are you Hispanic or Latino?	%
Yes	7.5%
No	92.5%
Total	100.0%

Please select the racial category or categories with which you most closely identify.	%
American Indian or Alaska Native	0.7%
Asian	5.3%
Black or African American	13.8%
Native Hawaiian or Other Pacific Islander	0.4%
White	75.4%
Two or more races	4.5%
Total	100.0%

What is the highest degree or level of education you have completed?	%
Less than High School	0.1%
High School Diploma/GED or equivalent	2.2%
Trade or Technical Certificate	0.7%
Some College (no degree)	7.0%
Associate's Degree (e.g., AA, AS)	3.6%
Bachelor's Degree (e.g., BA, BS)	30.9%
Master's Degree (e.g., MA, MS, MBA)	44.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	10.7%
Total	100.0%

What is your pay category/grade?	%
Federal Wage System	0.7%
GS 1-6	0.9%
GS 7-12	25.4%
GS 13-15	49.4%
Senior Executive Service	4.4%
Senior Level (SL) or Scientific or Professional (ST)	0.3%
Other	18.9%
Total	100.0%

Annual Employee Survey Report: Demographics

How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.2%
1 to 3 years	7.8%
4 to 5 years	7.6%
6 to 10 years	25.7%
11 to 14 years	19.3%
15 to 20 years	18.4%
More than 20 years	20.8%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	0.5%
1 to 3 years	13.5%
4 to 5 years	10.1%
6 to 10 years	27.1%
11 to 20 years	34.7%
More than 20 years	14.1%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?	%
No	66.3%
Yes, to retire	6.4%
Yes, to take another job within the Federal Government	14.6%
Yes, to take another job outside the Federal Government	7.6%
Yes, other	5.0%
Total	100.0%

I am planning to retire:	%
Within one year	4.2%
Between one and three years	9.1%
Between three and five years	11.0%
Five or more years	75.7%
Total	100.0%

Are you transgender?	%
Yes	0.2%
No	99.8%
Total	100.0%

Which one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	92.1%
Gay or Lesbian	4.5%
Bisexual	1.4%
Something else	2.0%
Total	100.0%

What is your US military service status?	%
No Prior Military Service	75.2%
Currently in National Guard or Reserves	1.3%
Retired	8.3%
Separated or Discharged	15.2%
Total	100.0%

Annual Employee Survey Report: Demographics

<i>Are you an individual with a disability?</i>	%
Yes	10.7%
No	89.3%
<hr/>	
Total	100.0%

<i>What is your age group?</i>	%
25 and under	0.4%
26-29 years old	2.8%
30-39 years old	24.8%
40-49 years old	30.7%
50-59 years old	28.7%
60 years or older	12.6%
<hr/>	
Total	100.0%

Percentages for demographic questions are unweighted.

Annual Employee Survey Report: Agency Specific Questions (ASI)

1. The Department of State provides me with the tools to pursue a clear career path in the agency.

	# of Respondents	Percent
	2018	2018
Strongly Agree	917	14.3%
Agree	2,352	36.4%
Neither Agree nor Disagree	1,608	23.1%
Disagree	1,182	16.8%
Strongly Disagree	643	9.4%
Total	6,702	100.0%

2. I believe I can reach my full professional potential working in the Department of State.

	# of Respondents	Percent
	2018	2018
Strongly Agree	1,141	17.4%
Agree	2,187	32.8%
Neither Agree nor Disagree	1,534	22.6%
Disagree	1,161	17.2%
Strongly Disagree	687	9.9%
Total	6,710	100.0%

3. I am optimistic about my future in the Department of State.

	# of Respondents	Percent
	2018	2018
Strongly Agree	1,003	15.4%
Agree	2,162	32.7%
Neither Agree nor Disagree	1,895	27.7%
Disagree	1,050	15.7%
Strongly Disagree	591	8.5%
Total	6,701	100.0%

Annual Employee Survey Report: Agency Specific Questions (ASI)

4. I plan to serve my full career (i.e. through mandatory or voluntary retirement) with the Department of State.

	# of Respondents	Percent
	2018	2018
Strongly Agree	1,797	27.6%
Agree	2,438	36.9%
Neither Agree nor Disagree	1,571	22.8%
Disagree	549	7.7%
Strongly Disagree	357	5.0%
Total	6,712	100.0%

5. I feel comfortable being myself in the workplace.

	# of Respondents	Percent
	2018	2018
Strongly Agree	1,768	26.3%
Agree	3,146	47.0%
Neither Agree nor Disagree	913	13.6%
Disagree	563	8.5%
Strongly Disagree	308	4.6%
Total	6,698	100.0%

Work Location

Where do you work?

	# of Respondents	Unweighted Percent
	2018	2018
Overseas	1,922	28.6%
Domestic	4,790	71.4%
Total	6,712	100.0%

Occupation

Which option best describes your occupation?

Annual Employee Survey Report: Agency Specific Questions (ASI)

	# of Respondents	Unweighted Percent
	2018	2018
Foreign Service Generalist	1,786	26.6%
Foreign Service Specialist	1,292	19.2%
Civil Service	3,634	54.1%
Total	6,712	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population, unless otherwise noted.

Source: Federal Employee Viewpoint Survey

Annual Employee Survey Report: 2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> • Yes, I was notified that I was eligible to telework • Yes, I was notified that I was not eligible to telework • No, I was not notified of my telework eligibility • Not sure if I was notified of my telework eligibility
(72) Please select the response below that BEST describes your current teleworking schedule. <ul style="list-style-type: none"> • I telework very infrequently, on an unscheduled or short-term basis • I telework, but only about 1 or 2 days per month • I telework 1 or 2 days per week • I telework 3 or 4 days per week • I telework every work day • I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework 	(73) Please select the response below that BEST describes your current teleworking situation. <ul style="list-style-type: none"> • I telework 3 or more days per week • I telework 1 or 2 days per week • I telework, but no more than 1 or 2 days per month • I telework very infrequently, on an unscheduled or short-term basis • I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework

Annual Employee Survey Report: 2018 Federal Employee Viewpoint Survey Item Changes

<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</p>	<p>(74-78) Do you participate in the following Work/Life programs? Note: Response scale for these items is displayed below item 78.</p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? Note: Response scale for these items is displayed below item 84.</p>
(73) Telework	N/A	(79) Telework
(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	(74) Alternative Work Schedules (AWS)	(80) Alternative Work Schedules (AWS)
(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)
(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)	(76) Employee Assistance Program (EAP)	(82) Employee Assistance Program (EAP)
(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs 	<ul style="list-style-type: none"> • Yes • No • Not available to me 	<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • No Basis to Judge
<p>(90) Are you transgender?</p> <ul style="list-style-type: none"> • Yes • No 	Not a separate item in 2017 FEVS	

Annual Employee Survey Report: 2018 Federal Employee Viewpoint Survey Item Changes

(91) Which one of the following do you consider yourself to be?

- Straight, that is not gay or lesbian
- Gay or Lesbian
- Bisexual
- Something else

(96) Do you consider yourself to be one or more of the following? (Mark all that apply)

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Transgender
- I prefer not to say