Results At-A-Glance: 2023 Federal Employee Viewpoint Survey Results

The Federal Trade Commission (FTC) participates in the annual Federal Employee Viewpoint Survey (FEVS), a confidential online survey, administered by the Office of Personnel Management (OPM). The FEVS contains questions designed to measure employees' perceptions in key areas such as leadership, management/ supervision, work experience, performance culture, training and development, pay, awards and recognition, inclusion, and other areas that are important in creating an effective work environment. The FEVS results provide FTC's leadership with information that is used to build upon the agency's strengths, while simultaneously addressing the agency's challenges. The FEVS was conducted from May 8, 2023, to July 7, 2023. The survey was available to all FTC non-political, full-time, and part-time federal employees who were onboard as of November 2022.

FEVS Core Indices Results	**2023**			**2022**
	Government-wide	Medium-size Agencies	**FTC**	FTC
Number of Surveys Administered	1,610,165	41,020	**1,082**	1,039
Number of Completed Surveys	625,568	26,556	**829**	782
Response Rate	38.9%	64.7%	**76.6%**	75.3%
Employee Engagement: Overall	72%	76%	**79%**	74%
Employee Engagement: Leaders Lead	61%	67%	**60%**	52%
Employee Engagement: Supervisors	80%	85%	**93%**	92%
Employee Engagement: Intrinsic Work Experience	74%	77%	**83%**	78%
Global Satisfaction	64%	70%	**68%**	62%
Performance Confidence	84%	89%	**96%**	96%
Diversity, Equity, Inclusion, and Accessibility (DEIA): Overall	71%	76%	**87%**	85%
DEIA: Diversity	71%	77%	**85%**	86%
DEIA: Equity	67%	71%	**85%**	83%
DEIA: Inclusion	76%	80%	**91%**	89%
DEIA: Accessibility	69%	74%	**85%**	82%
Employee Experience (new)	73%	78%	**86%**	n/a

In 2023, the FTC saw improved scores in Employee Engagement, Global Satisfaction, and Diversity, Equity, Inclusion, and Accessibility (DEIA) indices, while decreasing by less than one percentage point in Performance Confidence. The FTC significantly outperformed Governmentwide results in all of the major indexes: Employee Engagement, Global Satisfaction, Performance Confidence, overall DEIA, as well as overall response rate. In addition to the established core indices, the 2023 FEVS included the results from the newly added Employee Experience Index, which measures the extent to which employees are engaged by their work and their organization. The FTC's score of 86% is significantly higher than the government-wide and other medium-sized agencies scores of 73% and 78%, respectively.

Prior year's FEVS results are posted on OPM's website at https://www.opm.gov/fevs/. If you have questions about FTC's FEVS, please contact Cindee Smith, Human Capital Management Office.

2023 Survey Items

Item	Item Text	Percent Positive	Percent Neutral	Percent Negative
1	*I am given a real opportunity to improve my skills in my organization.	85%	8%	7%
2	I feel encouraged to come up with new and better ways of doing things.	80%	10%	10%
3	My work gives me a feeling of personal accomplishment.	86%	9%	6%
4	I know what is expected of me on the job.	87%	7%	6%
5	*My workload is reasonable.	68%	13%	19%
6	*My talents are used well in the workplace.	78%	11%	12%
7	*I know how my work relates to the agency's goals.	87%	7%	6%
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	84%	10%	6%
9	I have enough information to do my job well.	83%	9%	8%
10	I receive the training I need to do my job well.	78%	13%	9%
11	I am held accountable for the quality of work I produce.	94%	5%	2%
12	I have a clear idea of how well I am doing my job.	86%	9%	4%
13	I have the autonomy to decide how I do my job.	75%	11%	13%
14	I can make decisions about my work without getting permission first.	64%	18%	18%
15	*The people I work with cooperate to get the job done.	95%	4%	1%
17	*In my work unit, differences in performance are recognized in a meaningful way.	63%	23%	14%
18	Employees in my work unit share job knowledge.	93%	4%	3%
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	94%	4%	2%
20	Employees in my work unit meet the needs of our customers.	96%	4%	0%
21	Employees in my work unit contribute positively to my agency's performance.	97%	2%	0%
22	Employees in my work unit produce high-quality work.	96%	4%	0%
23	Employees in my work unit adapt to changing priorities.	94%	5%	0%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	88%	10%	2%
25	I can influence decisions in my work unit.	86%	8%	6%
26	I know what my work unit's goals are.	91%	6%	3%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	81%	10%	8%
28	My work unit successfully manages disruptions to our work.	91%	7%	2%
29	Employees in my work unit consistently look for new ways to improve how they do their work.	87%	8%	4%

30	Employees in my work unit incorporate new ideas into their work.	90%	7%	3%
31	Employees in my work unit approach change as an opportunity.	82%	14%	5%
32	Employees in my work unit consider customer needs a top priority.	89%	10%	1%
33	Employees in my work unit consistently look for ways to improve customer service.	83%	15%	2%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	90%	5%	4%
35	Employees are recognized for providing high quality products and services.	79%	12%	9%
36	Employees are protected from health and safety hazards on the job.	93%	5%	2%
37	My organization is successful at accomplishing its mission.	81%	11%	8%
38	I have a good understanding of my organization's priorities.	75%	12%	13%
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	84%	8%	9%
40	Information is openly shared in my organization.	63%	14%	22%
41	The approval process in my organization allows timely delivery of my work.	62%	17%	21%
42	My organization effectively adapts to changing government priorities.	77%	14%	9%
43	My organization has prepared me for potential physical security threats.	75%	18%	6%
44	My organization has prepared me for potential cybersecurity threats.	96%	3%	1%
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	70%	17%	13%
46	*I recommend my organization as a good place to work.	78%	12%	10%
47	*I believe the results of this survey will be used to make my agency a better place to work.	61%	16%	23%
48	Supervisors in my work unit support employee development.	92%	5%	3%
49	My supervisor supports my need to balance work and other life issues.	94%	2%	3%
50	My supervisor listens to what I have to say.	93%	3%	4%
51	My supervisor treats me with respect.	95%	3%	2%
52	I have trust and confidence in my supervisor.	91%	6%	3%
53	My supervisor holds me accountable for achieving results.	95%	4%	1%
54	Overall, how good a job do you feel is being done by your immediate supervisor?	92%	6%	2%
55	My supervisor provides me with constructive suggestions to improve my job performance.	86%	9%	5%
56	My supervisor provides me with performance feedback throughout the year.	87%	9%	4%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46%	19%	35%
58	My organization's senior leaders maintain high standards of honesty and integrity.	58%	18%	24%
59	*Managers communicate the goals of the organization.	70%	14%	15%

60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68%	17%	14%
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	74%	14%	12%
62	I have a high level of respect for my organization's senior leaders.	53%	18%	29%
63	Senior leaders demonstrate support for Work-Life programs.	74%	15%	11%
64	Management encourages innovation.	70%	17%	12%
65	Management makes effective changes to address challenges facing our organization.	63%	17%	20%
66	Management involves employees in decisions that affect their work.	57%	18%	25%
67	*How satisfied are you with your involvement in decisions that affect your work?	64%	17%	19%
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	66%	16%	17%
69	*How satisfied are you with the recognition you receive for doing a good job?	72%	16%	13%
70	*Considering everything, how satisfied are you with your job?	77%	11%	12%
71	Considering everything, how satisfied are you with your pay?	47%	15%	38%
72	*Considering everything, how satisfied are you with your organization?	72%	13%	15%
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	82%	13%	5%
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	89%	8%	3%
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	85%	9%	7%
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	87%	8%	5%
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	84%	10%	6%
78	Employees in my work unit make me feel I belong.	92%	6%	2%
79	Employees in my work unit care about me as a person.	91%	8%	1%
80	I am comfortable expressing opinions that are different from other employees in my work unit.	89%	5%	5%
81	In my work unit, people's differences are respected.	93%	5%	2%
82	I can be successful in my organization being myself.	89%	6%	4%
83	I can easily make a request of my organization to meet my accessibility needs.	87%	9%	5%
84	My organization responds to my accessibility needs in a timely manner.	83%	12%	5%
85	My organization meets my accessibility needs.	87%	10%	3%
86	My job inspires me.	75%	17%	8%
87	The work I do gives me a sense of accomplishment.	85%	8%	7%
88	I feel a strong personal attachment to my organization.	78%	14%	8%
89	I identify with the mission of my organization.	92%	5%	3%

90	It is important to me that my work contribute to the common good.	98%	2%	0%

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "–[c]" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Federal Trade Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

2023 Survey Response Choices, Number of Responses

Item	Item Text	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	414	295	66	39	14	828	N/A
2	I feel encouraged to come up with new and better ways of doing things.	367	289	84	64	20	824	N/A
3	My work gives me a feeling of personal accomplishment.	401	305	71	30	16	823	N/A
4	I know what is expected of me on the job.	358	353	59	35	13	818	N/A
5	*My workload is reasonable.	242	324	104	94	61	825	N/A
6	*My talents are used well in the workplace.	311	331	86	64	29	821	N/A
7	*I know how my work relates to the agency's goals.	439	280	57	33	18	827	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	445	217	73	29	17	781	46
9	I have enough information to do my job well.	279	413	74	52	10	828	N/A
10	I receive the training I need to do my job well.	270	366	114	59	15	824	N/A
11	I am held accountable for the quality of work I produce.	407	365	41	11	2	826	N/A
12	I have a clear idea of how well I am doing my job.	370	344	76	25	9	824	N/A
13	I have the autonomy to decide how I do my job.	304	320	95	74	33	826	N/A
14	I can make decisions about my work without getting permission first.	231	297	150	111	38	827	N/A
15	*The people I work with cooperate to get the job done.	587	202	30	8	1	828	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	139	295	156	73	29	692	135
18	Employees in my work unit share job knowledge.	541	229	35	16	5	826	3
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	521	253	33	14	2	823	5
20	Employees in my work unit meet the needs of our customers.	512	216	30	2	0	760	66
21	Employees in my work unit contribute positively to my agency's performance.	633	160	21	2	0	816	8
22	Employees in my work unit produce high-quality work.	603	182	31	2	0	818	7
23	Employees in my work unit adapt to changing priorities.	562	200	44	2	1	809	15
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	398	285	75	14	4	776	51
25	I can influence decisions in my work unit.	387	321	68	41	7	824	N/A
26	I know what my work unit's goals are.	453	295	50	24	4	826	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	320	329	84	54	11	798	28
28	My work unit successfully manages disruptions to our work.	430	296	56	16	3	801	25
29	Employees in my work unit consistently look for new ways to improve how they do their work.	384	323	67	30	3	807	17
30	Employees in my work unit incorporate new ideas into their work.	412	315	55	24	2	808	10
31	Employees in my work unit approach change as an opportunity.	322	320	112	29	5	788	24
32	Employees in my work unit consider customer needs a top priority.	439	214	75	5	4	737	82
33	Employees in my work unit consistently look for ways to improve customer service.	359	229	106	7	6	707	113
34	Employees in my work unit support my need to balance my work and personal responsibilities.	502	239	43	28	8	820	3

35	Employees are recognized for providing high quality products and services.	296	347	95	49	22	809	15
36	Employees are protected from health and safety hazards on the job.	521	203	39	12	5	780	42
37	My organization is successful at accomplishing its mission.	347	319	88	47	16	817	5
38	I have a good understanding of my organization's priorities.	306	313	97	80	28	824	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	355	305	60	51	13	784	38
40	Information is openly shared in my organization.	211	296	118	139	36	800	7
41	The approval process in my organization allows timely delivery of my work.	195	304	135	105	62	801	10
42	My organization effectively adapts to changing government priorities.	263	335	107	51	18	774	31
43	My organization has prepared me for potential physical security threats.	285	299	141	44	6	775	42
44	My organization has prepared me for potential cybersecurity threats.	419	354	28	5	0	806	7
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	301	222	130	59	38	750	67
46	*I recommend my organization as a good place to work.	373	270	97	64	18	822	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	241	238	125	93	79	776	46
48	Supervisors in my work unit support employee development.	564	178	42	16	6	806	8
49	My supervisor supports my need to balance work and other life issues.	615	157	20	18	8	818	N/A
50	My supervisor listens to what I have to say.	605	160	26	19	10	820	N/A
51	My supervisor treats me with respect.	640	139	23	17	1	820	N/A
52	I have trust and confidence in my supervisor.	594	148	46	20	9	817	N/A
53	My supervisor holds me accountable for achieving results.	578	202	32	5	1	818	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	617	135	51	9	6	818	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	501	206	70	29	13	819	N/A
56	My supervisor provides me with performance feedback throughout the year.	486	228	73	20	10	817	2
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	156	215	151	140	135	797	14
58	My organization's senior leaders maintain high standards of honesty and integrity.	217	227	138	86	93	761	46
59	*Managers communicate the goals of the organization.	280	300	115	68	48	811	1
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	280	267	135	63	45	790	20
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	395	193	105	41	45	779	36
62	I have a high level of respect for my organization's senior leaders.	200	237	147	110	115	809	6
63	Senior leaders demonstrate support for Work-Life programs.	287	263	112	31	45	738	75
64	Management encourages innovation.	260	300	132	47	45	784	33
65	Management makes effective changes to address challenges facing our organization.	238	264	131	81	66	780	32
66	Management involves employees in decisions that affect their work.	213	240	140	92	99	784	30
67	*How satisfied are you with your involvement in decisions that affect your work?	224	304	138	111	37	814	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	242	303	133	100	35	813	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	299	288	130	65	32	814	N/A
70	*Considering everything, how satisfied are you with your job?	325	300	84	75	22	806	N/A
71	Considering everything, how satisfied are you with your pay?	127	259	119	196	113	814	N/A
72	*Considering everything, how satisfied are you with your organization?	270	317	103	81	40	811	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	333	293	96	20	17	759	56
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	428	256	66	13	9	772	43
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	415	241	69	33	18	776	39

76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	452	211	62	21	15	761	53
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	420	224	79	30	16	769	46
78	Employees in my work unit make me feel I belong.	501	240	50	11	5	807	5
79	Employees in my work unit care about me as a person.	507	217	65	5	6	800	8
80	I am comfortable expressing opinions that are different from other employees in my work unit.	472	245	43	31	14	805	6
81	In my work unit, people's differences are respected.	496	252	44	8	5	805	7
82	I can be successful in my organization being myself.	480	238	50	23	11	802	7
83	I can easily make a request of my organization to meet my accessibility needs.	216	125	33	11	8	393	201
84	My organization responds to my accessibility needs in a timely manner.	185	110	42	12	7	356	234
85	My organization meets my accessibility needs.	196	124	37	7	4	368	218
86	My job inspires me.	297	315	134	50	17	813	N/A
87	The work I do gives me a sense of accomplishment.	366	325	66	38	16	811	N/A
88	I feel a strong personal attachment to my organization.	345	295	114	42	19	815	N/A
89	I identify with the mission of my organization.	472	273	37	18	8	808	N/A
90	It is important to me that my work contribute to the common good.	601	194	14	2	1	812	N/A

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "–[c]" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Federal Trade Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Performance Dimension: Goal Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	156	19.2%	146	18.5%
Remain in the work unit and continue to underperform	217	26.0%	224	28.3%
Leave the work unit - removed or transferred	69	8.4%	65	8.2%
Leave the work unit - quit	72	8.7%	70	8.6%
There are no poor performers in my work unit	196	24.2%	184	24.7%
Do Not Know	227	27.1%	201	25.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	826	N/A	777	N/A

Percentages are weighted to represent the Agency's population.

A "–[a]" indicates that there are no trending results available for the year.

Source: **Federal Trade Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	71	8.8%	N/A	N/A	487	90.0%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	182	24.9%	N/A	N/A
I telework 3 or 4 days per week	639	78.7%	N/A	N/A	36	6.8%
I telework 3 or more days per week	N/A	N/A	511	67.5%	N/A	N/A
I telework 1 or 2 days per week	80	9.9%	39	5.2%	8	1.5%
I telework, but only about 1 or 2 days per month	7	0.8%	7	0.9%	4	0.6%
I telework very infrequently, on an unscheduled or short-term basis	11	1.3%	7	1.0%	3	0.7%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	1	0.1%	1	0.1%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
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	1	0.1%	1	0.2%	0	0.0%
I do not telework because I choose not to telework	2	0.2%	2	0.2%	2	0.4%
Total	812	100.0%	750	100.0%	540	100.0%

Only those who answered "I telework every work day" in 2023 or "I have an approved remote work agreement" in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	3	3.9%	N/A	N/A
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	40	55.7%	22	13.9%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	27	40.4%	153	86.1%
I do not know	0	0.0%	N/A	N/A
Total	70	100.0%	175	100.0%

Percentages are weighted to represent the Agency's population.

"–[a]" indicates that there are no trending results available for the year.

"–[d]" indicates that there were no responses to this item.
In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **Federal Trade Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	72.6%
Field	19.3%
Full-time telework (e.g., home office, telecenter)	8.1%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	1.6%
Manager	3.9%
Supervisor	9.3%
Team Leader	28.8%
Non-Supervisor	56.4%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	0.1%
GS 7-12	8.5%
GS 13-15	88.0%
Senior Executive Service	2.8%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	0.5%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	93.4%
Currently in National Guard or Reserves	0.6%
Retired	1.1%
Separated or Discharged	4.9%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.3%
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	1.3%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	98.4%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	7.7%
No	92.3%
Total	100.0%

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

	%
Less than 1 year	4.6%

1 to 3 years	15.0%
4 to 5 years	9.5%
6 to 10 years	18.2%
11 to 14 years	15.2%
15 to 20 years	14.7%
More than 20 years	22.9%
Total	100.0%

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

	%
Less than 1 year	7.2%
1 to 3 years	20.1%
4 to 5 years	11.6%
6 to 10 years	19.2%
11 to 14 years	12.2%
15 to 20 years	12.6%
More than 20 years	17.2%
Total	100.0%

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

	%
No	76.8%
Yes, to retire	3.2%
Yes, to take another job within the Federal Government	8.3%
Yes, to take another job outside the Federal Government	7.6%
Yes, other	4.2%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.
Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	22.8%
No	77.2%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	0.8%
1 year	1.9%
2 years	2.7%
3 years	3.8%
4 years	2.4%
5 years	4.2%
More than 5 years	84.2%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	6.3%
No	93.7%
Total	100.0%

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

	%
White	74.0%
Black or African American	14.3%

All other races	11.7%
Total	100.0%

What is your age group?

	%
29 years and under	2.5%
30-39 years old	31.0%
40-49 years old	32.5%
50-59 years old	23.5%
60 years or older	10.5%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	1.3%
Certification/ Some College/ Associate's Degree	5.8%
Bachelor's Degree	10.5%
Advanced Degrees (Post Bachelor's Degree)	82.4%
Total	100.0%

Are you an individual with a disability?

	%
Yes	9.8%
No	90.2%
Total	100.0%

Are you:

	%
Male	51.0%
Female	49.0%
Total	100.0%

Are you transgender?

	%
Yes	–[c]
No	–[c]
Total	–[c]

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

	%
Lesbian or gay	4.9%
Straight, that is not lesbian or gay	90.0%
Bisexual	2.9%
I use a different term	2.2%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

Note: For confidentiality purposes, a "–[c]" indicates that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "–[d]" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Trade Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Agency Specific Item

When answering the survey questions about your "senior leaders," who are you primarily thinking of?

	N	%
Chair/ Commissioners	531	65.4%
Bureau or Office Director/Leaders	178	21.5%
All executives at or above the GS-15 grade level	106	13.1%
Total	815	100.0%

When answering the survey questions about your "bureau or office," which are you primarily thinking of?

	N	%
The overall agency	89	10.7%
The Office	245	30.6%
The Bureau	476	58.7%
Total	810	100.0%

When answering the survey questions about your "supervisors," who are you primarily thinking of?

	N	%
Assistant Directors/Associate Directors/Regional Directors	404	50.0%
Deputy Assistant Directors/Assistant Regional Director	122	14.8%
Other Second-Level Supervisors	40	5.0%
Division Directors	76	9.8%
Immediate Supervisor	164	20.4%
Total	806	100.0%

When answering the survey questions about your "managers," who were you primarily thinking of?

	N	%
Directors	249	31.0%
Deputy Directors	103	12.5%
Heads of your Division/Shop/Office	455	56.5%
Total	807	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Federal Trade Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey