

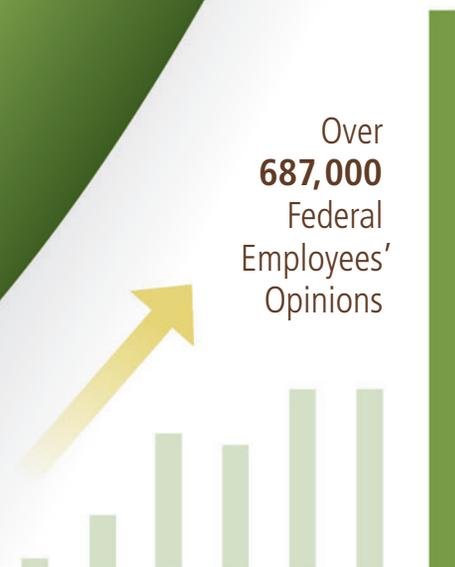
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

GENERAL SERVICES ADMINISTRATION  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		1,751	2,902	904	711	308	6,576	NA
	%	70.4	26.6	43.8	13.8	11.0	4.8	100.0	
2. I have enough information to do my job well.	N		1,530	3,421	865	561	177	6,554	NA
	%	75.4	23.4	52.0	13.2	8.6	2.8	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,842	2,476	1,062	801	367	6,548	NA
	%	65.7	27.9	37.9	16.3	12.2	5.7	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		2,107	2,868	877	476	225	6,553	NA
	%	75.8	32.1	43.7	13.4	7.3	3.5	100.0	
*5. I like the kind of work I do.	N		2,647	2,748	721	260	150	6,526	NA
	%	82.4	40.4	42.0	11.2	4.0	2.4	100.0	
6. I know what is expected of me on the job.	N		2,092	3,058	727	423	194	6,494	NA
	%	79.2	32.2	47.0	11.3	6.5	3.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		4,484	1,852	140	33	42	6,551	NA
	%	96.6	68.1	28.5	2.2	0.5	0.7	100.0	
8. I am constantly looking for ways to do my job better.	N		3,494	2,547	433	44	24	6,542	NA
	%	92.2	53.2	39.0	6.7	0.7	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,178	2,822	953	1,094	505	6,552	15
	%	61.1	18.1	43.0	14.6	16.5	7.8	100.0	
*10. My workload is reasonable.	N		994	3,208	906	951	455	6,514	18
	%	64.7	15.4	49.3	13.9	14.4	7.0	100.0	
*11. My talents are used well in the workplace.	N		1,304	2,751	1,019	820	519	6,413	41
	%	62.9	20.2	42.7	15.9	12.9	8.3	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		2,355	3,260	582	185	133	6,515	22
	%	86.2	36.3	49.9	8.9	2.9	2.1	100.0	
*13. The work I do is important.	N		3,089	2,746	507	102	65	6,509	20
	%	89.7	47.7	42.0	7.7	1.5	1.1	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,123	2,882	739	525	259	6,528	25
	%	76.8	32.7	44.1	11.5	7.9	3.9	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		1,745	2,633	918	654	517	6,467	88
	%	67.2	26.8	40.4	14.4	10.2	8.2	100.0	
16. I am held accountable for achieving results.	N		2,254	3,387	614	156	87	6,498	24
	%	86.8	34.6	52.1	9.5	2.3	1.4	100.0	

Survey Administration Period: April 4, 2012 to May 11, 2012  
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\* AES prescribed items

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

Sample or Census: Census  
Number of surveys completed: 6,592  
Number of surveys administered: 12,173  
Response Rate: 54.2%

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,737	2,182	1,220	579	533	6,251	288
	%	62.4	27.5	34.8	19.7	9.3	8.6	100.0	
*18. My training needs are assessed.	N		1,116	2,612	1,342	904	511	6,485	61
	%	57.4	17.3	40.1	20.6	13.9	8.0	100.0	
*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).	N		1,723	2,609	894	702	530	6,458	121
	%	67.1	26.7	40.4	13.8	10.7	8.4	100.0	
*20. The people I work with cooperate to get the job done.	N		2,001	3,121	834	459	147	6,562	NA
	%	78.0	30.2	47.8	12.8	6.9	2.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		830	2,322	1,647	1,027	492	6,318	233
	%	49.4	13.1	36.4	26.2	16.3	8.1	100.0	
*22. Promotions in my work unit are based on merit.	N		811	1,671	1,808	950	923	6,163	380
	%	39.9	13.1	26.8	29.5	15.3	15.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		532	1,616	1,808	1,170	906	6,032	505
	%	35.7	8.8	26.9	30.2	19.3	14.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		636	1,831	1,861	1,179	740	6,247	300
	%	39.4	10.2	29.2	29.9	18.6	12.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		822	2,066	1,680	915	700	6,183	343
	%	46.5	13.2	33.3	27.2	14.8	11.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,840	3,191	821	455	217	6,524	28
	%	76.7	27.6	49.0	12.8	7.0	3.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,359	2,563	1,618	491	296	6,327	225
	%	61.8	21.4	40.4	25.5	7.8	4.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		3,153	2,571	683	101	39	6,547	NA
	%	87.1	47.6	39.6	10.7	1.6	0.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,142	3,516	966	500	169	6,293	89
	%	73.8	18.3	55.5	15.4	8.0	2.8	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		889	2,485	1,411	1,004	453	6,242	122
	%	54.0	14.3	39.7	22.7	16.0	7.4	100.0	
31. Employees are recognized for providing high quality products and services.	N		993	2,546	1,406	866	435	6,246	117
	%	56.4	15.9	40.5	22.5	14.0	7.1	100.0	
*32. Creativity and innovation are rewarded.	N		894	2,058	1,719	982	532	6,185	166
	%	47.5	14.3	33.2	27.9	15.9	8.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		412	1,056	1,869	1,472	1,173	5,982	388
	%	24.7	7.0	17.6	31.5	24.4	19.5	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,089	2,452	1,567	411	386	5,905	465
	%	59.0	18.1	40.9	26.6	7.3	7.1	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		1,907	3,339	678	214	105	6,243	123
	%	83.9	30.2	53.7	10.9	3.5	1.7	100.0	
*36. My organization has prepared employees for potential security threats.	N		1,489	3,247	955	387	155	6,233	117
	%	75.8	23.7	52.0	15.4	6.3	2.6	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,315	2,063	1,393	651	616	6,038	319
	%	55.4	21.4	34.0	23.4	10.8	10.5	100.0	
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.	N		1,696	2,355	1,070	342	389	5,852	489
	%	68.4	28.4	40.0	18.6	6.0	6.9	100.0	
39. My agency is successful at accomplishing its mission.	N		1,610	3,437	874	223	138	6,282	91
	%	80.0	25.6	54.4	14.1	3.6	2.3	100.0	
40. I recommend my organization as a good place to work.	N		2,169	2,580	1,037	371	201	6,358	NA
	%	74.4	33.9	40.5	16.4	5.9	3.3	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,163	1,802	1,621	762	450	5,798	573
	%	51.6	20.4	31.2	27.7	12.9	7.8	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		2,913	2,318	567	253	262	6,313	34
	%	82.3	45.6	36.6	9.2	4.1	4.4	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2,217	2,269	962	500	363	6,311	25
	%	70.9	35.0	35.9	15.3	7.9	5.9	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		1,969	2,196	1,101	557	441	6,264	58
	%	66.3	31.3	35.0	17.5	8.9	7.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		1,929	2,142	1,237	252	265	5,825	498
	%	69.4	32.7	36.7	21.3	4.4	4.9	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		1,825	2,329	1,129	609	395	6,287	34
	%	66.0	29.0	37.0	17.8	9.7	6.5	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,121	2,436	933	437	345	6,272	54
	%	72.4	33.7	38.7	14.9	7.0	5.7	100.0	
48. My supervisor/team leader listens to what I have to say.	N		2,579	2,387	722	389	243	6,320	NA
	%	78.3	40.5	37.8	11.6	6.2	4.0	100.0	
49. My supervisor/team leader treats me with respect.	N		2,921	2,264	605	275	235	6,300	NA
	%	82.0	45.9	36.0	9.8	4.4	3.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		2,542	2,583	549	455	176	6,305	NA
	%	80.9	40.0	40.9	8.9	7.2	2.9	100.0	
*51. I have trust and confidence in my supervisor.	N		2,484	1,960	943	513	410	6,310	NA
	%	70.0	39.0	31.0	15.1	8.2	6.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		2,760	1,879	1,049	378	255	6,321	NA
	%	73.0	43.2	29.7	16.7	6.2	4.2	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		943	2,254	1,515	939	541	6,192	62
	%	51.5	15.3	36.2	24.5	15.0	9.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,185	2,198	1,364	697	648	6,092	157
	%	55.2	19.3	35.9	22.5	11.4	10.9	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,349	2,745	1,166	420	318	5,998	230
	%	67.6	22.3	45.4	19.5	7.2	5.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,313	3,059	1,027	505	296	6,200	34
	%	70.1	21.2	49.0	16.7	8.2	5.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,296	3,000	1,105	349	256	6,006	213
	%	71.2	21.5	49.7	18.5	5.9	4.4	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,265	2,618	1,129	662	426	6,100	113
	%	63.5	20.7	42.8	18.6	10.8	7.1	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,404	2,714	1,095	526	377	6,116	118
	%	67.2	22.8	44.3	17.9	8.5	6.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		1,759	2,118	1,243	447	407	5,974	256
	%	64.3	29.2	35.1	21.0	7.6	7.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		1,273	2,093	1,437	794	592	6,189	56
	%	54.5	20.9	33.7	23.2	12.6	9.6	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,688	2,463	1,187	373	266	5,977	269
	%	69.0	28.2	40.8	20.0	6.3	4.6	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		1,112	2,534	1,292	959	309	6,206	NA
	%	58.7	17.9	40.8	20.8	15.4	5.1	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,043	2,549	1,309	941	362	6,204	NA
	%	57.7	16.7	41.0	21.2	15.1	6.0	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,100	2,302	1,393	922	465	6,182	NA
	%	54.6	17.8	36.9	22.7	15.0	7.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		787	2,096	1,732	1,069	504	6,188	NA
	%	46.6	12.8	33.8	28.0	17.2	8.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		809	1,720	1,713	1,177	764	6,183	NA
	%	40.9	13.2	27.7	27.6	18.9	12.6	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		1,129	2,534	1,267	840	404	6,174	NA
	%	59.3	18.6	40.7	20.4	13.6	6.8	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		1,738	2,831	923	487	226	6,205	NA
	%	73.4	28.0	45.4	14.9	8.0	3.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1,393	2,826	950	714	312	6,195	NA
	%	67.7	22.3	45.4	15.5	11.6	5.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,345	2,781	1,157	631	282	6,196	NA
	%	66.5	21.8	44.7	18.6	10.2	4.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	5,858	95.0
<b>No</b>	240	4.2
<b>Not sure</b>	53	0.9
<b>Total</b>	6,151	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	893	14.5
<b>I telework 1 or 2 days per week.</b>	2,985	48.2
<b>I telework, but no more than 1 or 2 days per month.</b>	653	10.2
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	732	11.6
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	200	3.4
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	102	1.6
<b>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.</b>	179	3.1
<b>I do not telework because I choose not to telework.</b>	449	7.3
<b>Total</b>	6,193	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	4,037	65.9
<b>No</b>	1,939	31.0
<b>Not available to me</b>	186	3.0
<b>Total</b>	6,162	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	1,871	30.8
<b>No</b>	3,706	60.0
<b>Not available to me</b>	568	9.2
<b>Total</b>	6,145	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	739	12.1
<b>No</b>	5,134	83.4
<b>Not available to me</b>	263	4.5
<b>Total</b>	6,136	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	282	4.7
<b>No</b>	5,209	84.6
<b>Not available to me</b>	648	10.7
<b>Total</b>	6,139	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	144	2.5
<b>No</b>	5,173	84.1
<b>Not available to me</b>	823	13.4
<b>Total</b>	6,140	100.0

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	87.5	2,703 52.1	1,851 35.4	425 8.0	166 3.2	65 1.3	5,210 100.0	36
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	97.3	2,739 68.7	1,139 28.6	80 2.0	22 0.5	6 0.2	3,986 100.0	23
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	85.4	737 40.7	807 44.7	227 12.7	28 1.5	7 0.4	1,806 100.0	96
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	80.3	247 35.2	304 45.0	118 17.3	13 1.9	4 0.5	686 100.0	107
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	74.9	85 38.1	79 36.8	51 23.7	3 1.4	0 0.0	218 100.0	120
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	67.6	36 27.7	47 39.8	40 31.8	1 0.6	0 0.0	124 100.0	73

Survey Administration Period: April 4, 2012 to May 11, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 6,592

Number of surveys administered: 12,173

Response Rate: 54.2%

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	2,620	42.9
Field	3,493	57.1
<b>Total</b>	<b>6,113</b>	<b>100.0</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	4,236	68.9
Team Leader	691	11.2
Supervisor	741	12.1
Manager	423	6.9
Executive	55	0.9
<b>Total</b>	<b>6,146</b>	<b>100.0</b>

*87. Are you:	N	%
Male	3,063	50.3
Female	3,030	49.7
<b>Total</b>	<b>6,093</b>	<b>100.0</b>

*88. Are you Hispanic or Latino?	N	%
Yes	375	6.2
No	5,652	93.8
<b>Total</b>	<b>6,027</b>	<b>100.0</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	54	0.9
Asian	269	4.6
Black or African American	1,120	19.1
Native Hawaiian or Other Pacific Islander	43	0.7
White	4,182	71.4
Two or more races	192	3.3
<b>Total</b>	<b>5,860</b>	<b>100.0</b>

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	148	2.4
<b>26-29</b>	360	5.9
<b>30-39</b>	1,003	16.5
<b>40-49</b>	1,587	26.1
<b>50-59</b>	2,074	34.2
<b>60 or older</b>	899	14.8
<b>Total</b>	6,071	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	72	1.2
<b>GS 1-6</b>	94	1.5
<b>GS 7-12</b>	2,892	47.3
<b>GS 13-15</b>	2,994	49.0
<b>Senior Executive Service</b>	44	0.7
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	1	0.0
<b>Other</b>	14	0.2
<b>Total</b>	6,111	100.0

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

	N	%
<b>Less than 1 year</b>	69	1.1
<b>1 to 3 years</b>	852	13.9
<b>4 to 5 years</b>	459	7.5
<b>6 to 10 years</b>	992	16.2
<b>11 to 14 years</b>	524	8.6
<b>15 to 20 years</b>	476	7.8
<b>More than 20 years</b>	2,751	44.9
<b>Total</b>	6,123	100.0

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Less than 1 year</b>	163	2.7
<b>1 to 3 years</b>	1,164	19.1
<b>4 to 5 years</b>	657	10.8
<b>6 to 10 years</b>	1,158	19.0
<b>11 to 20 years</b>	1,075	17.6
<b>More than 20 years</b>	1,888	30.9
<b>Total</b>	6,105	100.0

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

	N	%
<b>No</b>	4,244	69.5
<b>Yes, to retire</b>	458	7.5
<b>Yes, to take another job within the Federal Government</b>	994	16.3
<b>Yes, to take another job outside the Federal Government</b>	180	2.9
<b>Yes, other</b>	228	3.7
<b>Total</b>	6,104	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	260	4.3
<b>Between one and three years</b>	621	10.3
<b>Between three and five years</b>	610	10.1
<b>Five or more years</b>	4,532	75.2
<b>Total</b>	6,023	100.0

**GENERAL SERVICES ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	4,859	83.9
Gay, Lesbian, Bisexual, or Transgender	152	2.6
I prefer not to say	778	13.4
<b>Total</b>	<b>5,789</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	1,486	24.5
No	4,571	75.5
<b>Total</b>	<b>6,057</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	610	10.0
No	5,466	90.0
<b>Total</b>	<b>6,076</b>	<b>100.0</b>



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Planning and Policy Analysis

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