

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	72%	29%	43%	15%	8%	5%	13%	169	245	89	43	26	572	N/A
2	I feel encouraged to come up with new and better ways of doing things.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	66%	27%	39%	16%	10%	8%	18%	154	223	95	55	42	569	N/A
3	My work gives me a feeling of personal accomplishment.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	70%	30%	40%	15%	10%	6%	15%	169	228	83	55	32	567	N/A
4	I know what is expected of me on the job.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	76%	30%	46%	11%	8%	5%	13%	171	261	62	43	29	566	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	60%	18%	41%	13%	15%	12%	27%	105	237	77	84	65	568	N/A
6	*My talents are used well in the workplace.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	59%	21%	38%	15%	16%	10%	26%	120	216	84	90	55	565	N/A
7	*I know how my work relates to the agency's goals.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	84%	37%	47%	7%	4%	4%	9%	214	269	41	24	24	572	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	61%	30%	31%	15%	11%	13%	23%	165	172	81	55	67	540	33
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	72%	25%	47%	13%	11%	4%	15%	141	274	71	64	23	573	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	67%	25%	42%	20%	9%	5%	13%	144	241	112	49	24	570	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	89%	41%	49%	4%	3%	3%	6%	235	277	25	19	16	572	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	75%	26%	49%	12%	8%	5%	13%	151	280	65	47	27	570	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	67%	26%	41%	14%	11%	8%	19%	150	234	82	60	46	572	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	58%	18%	40%	19%	15%	9%	24%	103	226	109	88	47	573	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	87%	46%	41%	6%	5%	3%	7%	268	231	33	25	15	572	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	51%	15%	36%	21%	16%	12%	28%	70	168	99	75	52	464	108
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	84%	43%	41%	8%	5%	3%	8%	244	234	43	28	17	566	6
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	84%	38%	46%	7%	5%	4%	9%	218	257	42	28	19	564	9
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	91%	47%	43%	7%	2%	0%	3%	251	226	35	10	2	524	45
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	89%	55%	34%	8%	1%	1%	2%	306	185	47	7	4	549	13
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	88%	54%	34%	10%	1%	1%	2%	304	190	55	6	3	558	12
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	86%	52%	34%	10%	3%	1%	4%	291	190	54	18	3	556	11
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	72%	28%	45%	18%	6%	4%	10%	126	204	82	27	16	455	115
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	76%	31%	46%	11%	9%	4%	13%	174	263	63	50	22	572	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	81%	36%	45%	10%	6%	3%	9%	207	255	57	37	16	572	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	63%	25%	37%	18%	11%	8%	19%	139	208	101	60	42	550	23
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	75%	31%	44%	14%	7%	4%	11%	172	241	75	37	23	548	24
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	76%	33%	44%	14%	7%	3%	10%	179	235	77	37	17	545	27
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	77%	32%	44%	14%	6%	3%	10%	177	241	72	35	18	543	23
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	68%	27%	41%	19%	8%	4%	12%	149	220	106	43	21	539	31
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	83%	39%	44%	11%	4%	3%	7%	204	230	58	22	13	527	38
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	74%	34%	41%	18%	5%	3%	8%	177	211	95	25	16	524	45

34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	82%	42%	39%	11%	3%	4%	7%	244	219	62	17	22	564	6
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	59%	19%	39%	18%	12%	11%	23%	113	219	101	66	57	556	15
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	85%	48%	37%	8%	4%	3%	7%	264	205	45	20	15	549	21
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	77%	32%	45%	15%	4%	5%	8%	183	249	82	18	26	558	13
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	73%	29%	43%	13%	10%	5%	15%	169	247	72	55	28	571	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	87%	41%	46%	6%	4%	3%	7%	233	256	30	23	16	558	8
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	55%	21%	33%	18%	17%	10%	27%	118	183	101	90	53	545	8
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	50%	16%	34%	20%	15%	15%	30%	90	191	110	80	80	551	9
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	66%	22%	44%	18%	8%	7%	15%	119	236	95	42	35	527	29
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	68%	24%	44%	20%	7%	4%	11%	131	235	108	38	23	535	30
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	90%	38%	53%	7%	1%	2%	3%	209	292	35	7	9	552	6
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	42%	15%	26%	21%	17%	20%	37%	82	138	111	88	100	519	47
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	63%	25%	38%	18%	12%	7%	19%	146	219	99	64	39	567	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	50%	18%	32%	18%	17%	16%	33%	98	172	97	92	80	539	27
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	50%	38%	5%	3%	4%	7%	279	210	30	16	22	557	3
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	90%	62%	29%	4%	2%	4%	6%	349	163	23	9	21	565	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	87%	57%	30%	6%	3%	4%	7%	321	170	34	15	23	563	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	87%	61%	26%	6%	2%	4%	7%	349	147	32	14	24	566	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	80%	53%	27%	10%	4%	6%	10%	299	154	56	22	34	565	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	94%	57%	37%	3%	1%	2%	3%	321	209	19	3	13	565	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	82%	55%	27%	11%	3%	4%	7%	311	153	62	16	24	566	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	74%	43%	31%	15%	5%	5%	11%	242	176	87	31	29	565	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	84%	45%	39%	8%	4%	4%	8%	257	218	45	25	20	565	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	46%	19%	28%	18%	17%	19%	36%	106	158	99	95	98	556	5
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	51%	23%	28%	20%	14%	16%	30%	125	153	105	72	81	536	22
59	*Managers communicate the goals of the organization. Managers promote communication among different work units (for example, about projects, goals, needed resources).	Employee Engagement: Leaders Lead	N/A	Agree-disagree	67%	23%	43%	17%	8%	8%	17%	133	241	94	47	43	558	4
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N/A	Foundations: Communication	Agree-disagree	60%	21%	39%	18%	11%	10%	22%	117	217	99	64	54	551	8
61	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Good-poor	65%	31%	33%	19%	7%	9%	16%	173	180	102	34	48	537	24
62	Senior leaders demonstrate support for Work-Life programs.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	55%	24%	31%	19%	12%	14%	26%	136	178	108	69	72	563	1
63	Management encourages innovation.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	68%	26%	42%	14%	9%	9%	18%	146	232	75	47	48	548	12
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	54%	19%	35%	26%	10%	9%	19%	105	195	142	58	46	546	17
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	48%	17%	31%	23%	17%	12%	28%	93	168	122	89	57	529	28

66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	44%	14%	30%	20%	18%	18%	36%	81	165	112	96	95	549	14
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	48%	17%	31%	22%	20%	9%	30%	97	179	123	114	49	562	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	55%	18%	37%	22%	16%	7%	23%	104	210	122	90	35	561	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	54%	20%	34%	20%	15%	11%	26%	113	195	111	84	58	561	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	62%	21%	41%	19%	12%	7%	19%	121	233	105	64	37	560	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	25%	36%	15%	16%	8%	24%	136	205	87	92	44	564	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	57%	18%	39%	19%	14%	9%	24%	104	221	108	78	51	562	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	74%	37%	36%	13%	7%	6%	13%	195	191	68	35	31	520	43
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	83%	49%	34%	10%	3%	4%	7%	257	179	49	18	20	523	39
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	61%	27%	34%	14%	12%	13%	25%	148	181	75	64	67	535	28
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	72%	37%	35%	13%	7%	8%	15%	199	188	67	36	40	530	33
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	66%	31%	35%	17%	8%	9%	17%	162	180	85	42	45	514	50
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	84%	39%	45%	10%	3%	3%	6%	218	247	57	16	18	556	7
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	84%	38%	46%	10%	3%	3%	6%	208	251	55	17	15	546	15
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	78%	35%	43%	9%	7%	6%	13%	195	238	54	36	33	556	6
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	83%	38%	45%	10%	3%	4%	7%	208	248	56	18	20	550	13
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	70%	29%	41%	14%	9%	8%	17%	161	227	76	48	43	555	7
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	70%	33%	38%	11%	9%	10%	19%	91	104	31	25	28	279	137
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	67%	32%	35%	16%	8%	8%	17%	81	88	41	21	21	252	157
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	69%	34%	35%	16%	8%	7%	15%	89	91	41	20	19	260	147
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	54%	21%	34%	26%	12%	8%	20%	113	192	144	66	43	558	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	70%	26%	44%	13%	10%	6%	16%	145	247	75	56	33	556	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	49%	19%	30%	28%	14%	8%	22%	108	172	158	76	44	558	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	75%	28%	46%	17%	4%	4%	8%	160	261	95	21	22	559	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	92%	47%	45%	7%	1%	1%	2%	264	248	38	5	5	560	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 "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: Federal Housing Finance Agency 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	2023	2022	2022
	N	%	N	%
Remain in the work unit and improve their performance over time	64	11.4%	52	9.7%
Remain in the work unit and continue to underperform	148	26.2%	110	20.0%
Leave the work unit - removed or transferred	74	12.9%	71	12.4%
Leave the work unit - quit	22	3.7%	35	6.2%
There are no poor performers in my work unit	179	31.4%	190	34.5%
Do Not Know	142	25.0%	148	27.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	568	N/A	547	N/A

Percentages are weighted to represent the Agency's population.

A "-^{an}" indicates that there are no trending results available for the year.

Source: **Federal Housing Finance Agency 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)	75	13.5%	N/A	N/A	550	85.5%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	94	18.8%	N/A	N/A
I telework 3 or 4 days per week	288	51.0%	N/A	N/A	56	8.9%
I telework 3 or more days per week	N/A	N/A	270	49.8%	N/A	N/A
I telework 1 or 2 days per week	179	32.2%	147	27.5%	25	4.0%
I telework, but only about 1 or 2 days per month	2	0.3%	1	0.2%	1	0.1%
I telework very infrequently, on an unscheduled or short-term basis	8	1.5%	7	1.3%	5	0.8%
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	0.3%	1	0.2%	1	0.2%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	0.2%	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	0	0.0%	2	0.4%	0	0.0%
I do not telework because I choose not to telework	5	1.0%	9	1.8%	3	0.5%
Total	559	100.0%	531	100.0%	641	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	4.1%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	47	63.1%	47	50.4%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	23	30.1%	47	49.6%
I do not know	2	2.7%	N/A	N/A
Total	75	100.0%	94	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 Housing Finance Agency AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?	
Response Option	%
Headquarters	78.6%
Field	9.0%
Full-time telework (e.g., home office, telecenter)	12.4%
Total	100.0%

What is your supervisory status?	
Response Option	%
Senior Leader	5.5%
Manager	3.9%
Supervisor	12.9%
Team Leader	6.5%
Non-Supervisor	71.2%
Total	100.0%

What is your pay category/grade?	
Response Option	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.6%
GS 1-6	0.2%
GS 7-12	12.8%
GS 13-15	68.0%
Senior Executive Service	5.9%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	11.9%
Total	100.0%

What is your US military service status?	
Response Option	%
No Prior Military Service	93.3%
Currently in National Guard or Reserves	0.2%
Retired	1.7%
Separated or Discharged	4.9%
Total	100.0%

Are you:	
Response Option	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.4%
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	0.7%
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	98.7%
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?	
Response Option	%
Yes	28.6%
No	71.4%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?	
Response Option	%
Less than 1 year	3.6%
1 to 3 years	12.7%
4 to 5 years	5.0%
6 to 10 years	16.4%
11 to 14 years	20.2%
15 to 20 years	18.1%
More than 20 years	23.9%
Total	100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	
Response Option	%
Less than 1 year	7.5%
1 to 3 years	26.6%
4 to 5 years	8.4%
6 to 10 years	18.4%
11 to 14 years	19.9%
15 to 20 years	14.6%
More than 20 years	4.7%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	
Response Option	%
No	66.6%
Yes, to retire	2.8%
Yes, to take another job within the Federal Government	17.2%
Yes, to take another job outside the Federal Government	6.2%
Yes, other	7.3%
Total	100.0%

<i>If the response to the previous question on your intent to leave was "No," this item was skipped.</i>	
<i>Has your work unit's telework or remote work options influenced your intent to leave?</i>	
Response Option	%
Yes	54.5%
No	45.5%
Total	100.0%

<i>I am planning to retire:</i>	
Response Option	%
Less than 1 year	1.1%
1 year	1.3%
2 years	6.0%
3 years	4.5%
4 years	2.8%
5 years	7.0%
More than 5 years	77.2%
Total	100.0%

Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	
Response Option	%
Yes	4.9%
No	95.1%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	
Response Option	%
White	56.2%
Black or African American	22.9%
All other races	20.8%
Total	100.0%

<i>What is your age group?</i>	
Response Option	%
29 years and under	6.3%
30-39 years old	19.2%
40-49 years old	28.1%
50-59 years old	31.4%
60 years or older	15.0%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	
Response Option	%
Less than High School/ High School Diploma/ GED	-C
Certification/ Some College/ Associate's Degree	-C
Bachelor's Degree	-C
Advanced Degrees (Post Bachelor's Degree)	-C
Total	-C

<i>Are you an individual with a disability?</i>	
Response Option	%
Yes	11.3%
No	88.7%
Total	100.0%

<i>Are you:</i>	
Response Option	%
Male	57.2%
Female	42.8%
Total	100.0%

<i>Are you transgender?</i>	
Response Option	%
Yes	-C
No	-C
Total	-C

<i>Which one of the following best represents how you think of yourself?</i>	
Response Option	%
Lesbian or gay	3.4%
Straight, that is not lesbian or gay	90.7%
Bisexual	2.7%
I use a different term	3.2%
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.

Agency Specific Item

<i>Over the past year, FHFA's focus on employee engagement has improved my work experience in the following way: (select your top 3 choices)</i>		
Response Option	N	%
I have more opportunities to develop my career or skillset	122	22.1%
I have more opportunities to collaborate with colleagues outside of my immediate division or office	152	27.4%
I have a greater understanding of supervisor/manager's expectations	92	16.7%
I have been given meaningful and/or challenging work assignments	161	28.9%
I have received more meaningful recognition for my contributions	79	14.1%
I have better tools and/or technologies to do my job well	80	14.8%
FHFA's mission and values consistently inspire me to do my best work	93	16.9%
N/A: My work experience has not improved over the past year	224	41.8%
Total	545	N/A

<i>Over the past year, FHFA has improved its communications with employees in the following way: (select your top 3 choices)</i>		
Response Option	N	%
Informative emails	131	24.1%
Relevant Fresh Facts articles	258	47.5%
Informative All-Agency Events and Activities Calendar	95	17.8%
Informative All-Staff meetings	150	27.4%
Useful Lunch & Learn events	104	18.9%
Timely updates from my Division/Office senior leaders	158	28.2%
Timely updates from my immediate supervisor	124	22.8%
User-friendly intranet sites/pages	28	5.2%
Informative announcements about new policies, programs, or systems	83	15.1%
N/A: Communications with employees have not improved over the past year	109	20.3%
Total	545	N/A

Collaboration and teamwork could be improved in my Division/Office through: (select your top 3 choices)		
Response Option	N	%
Regular meetings or streamlined communications	124	23.0%
Cross-functional program/project teams	209	38.6%
Team building events or activities	151	27.8%
Cross-training or peer briefings	193	35.5%
Shared team vision/goals	161	30.2%
Open door policies/practices	102	18.8%
N/A: The collaboration and teamwork within my Division/Office does not need improvement	135	25.1%
Total	539	N/A

FHFA would be the best place to work in the federal government if: (select your top 3 choices)		
Response Option	N	%
I felt a greater sense of connection to the Agency mission	63	11.5%
I had more workplace flexibilities	222	40.5%
There were more opportunities to learn new skills	106	18.9%
I had more collaborative working relationships	116	21.4%
I received more meaningful feedback	63	11.6%
I received more meaningful recognition	160	29.8%
I felt more empowered to make decisions regarding my work	149	27.6%
There were career advancement opportunities	264	48.2%
N/A: Overall, I believe FHFA is already the best place to work	73	13.5%
Total	543	N/A

How have you seen FHFA's values (Fairness, Accountability, Integrity, Respect) demonstrated by your Senior Leadership in the past year? (select your top 2 choices)		
Response Option	N	%
They consistently modeled Fairness by treating others equitably, considering all ideas with an open mind, and making informed decisions through transparent processes.	118	21.9%
They consistently modeled Accountability by pursuing professional excellence, giving and accepting feedback, and owning their actions.	122	22.8%
They consistently modeled Integrity by being ethical, honest, and truthful in all interactions, making clear commitments and taking responsibility for them, and acknowledging the contributions of others.	134	25.0%
They consistently modeled Respect by treating others with professionalism and dignity, honoring employees' differences, collaborating and communicating with others, and sharing information and resources.	215	40.1%
N/A: I have not seen FHFA's values consistently demonstrated in the past year	201	39.6%
Total	525	N/A

How have you seen FHFA's values (Fairness, Accountability, Integrity, Respect) demonstrated by your Supervisor in the past year? (select your top 2 choices)		
Response Option	N	%
They consistently modeled Fairness by treating others equitably, considering all ideas with an open mind, and making informed decisions through transparent processes.	211	39.3%
They consistently modeled Accountability by pursuing professional excellence, giving and accepting feedback, and owning their actions.	140	26.3%
They consistently modeled Integrity by being ethical, honest, and truthful in all interactions, making clear commitments and taking responsibility for them, and acknowledging the contributions of others.	217	39.8%
They consistently modeled Respect by treating others with professionalism and dignity, honoring employees' differences, collaborating and communicating with others, and sharing information and resources.	302	56.4%
N/A: I have not seen FHFA's values consistently demonstrated in the past year	76	14.7%
Total	535	N/A

The FHFA People Plan is comprised of three primary goals: 1) Build Workforce Capacity, 2) Develop Workforce Capability, and 3) Cultivate a Performance Culture. Which of these strategic goals would add the most value to

Response Option	N	%
Build Workforce Capacity	145	27.3%
Develop Workforce Capability	98	18.1%
Cultivate a Performance Culture	68	12.9%
I think a balance of all three strategic goals	224	41.7%
Total	535	100.0%

FHFA is my employer of choice because of: (select your top 3 choices)

Response Option	N	%
The competitive compensation and benefits package	351	67.2%
The opportunity for learning and career advancement	82	15.0%
The work-life balance (e.g. work schedule flexibilities, wellness program)	307	57.5%
The respect and encouragement I receive from my Supervisor	224	42.5%
The respect and encouragement I receive from my Senior Leader	45	8.4%
My connection to FHFA's Mission	155	28.9%
My satisfaction with FHFA's Culture (Fairness, Accountability, Integrity, Respect)	22	4.2%
The feeling of professional satisfaction in my day-to-day work	161	30.6%
Total	528	N/A

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Housing Finance Agency AES Report, 2023 OPM Federal Employee Viewpoint Survey