



2023 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Social Security Administration

This report has been redacted per Executive Order (EO) 14151 [Ending Radical and Wasteful Government DEI Programs and Preferencing](#), and EO 14168 [Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#).

This document provides the 2023 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). Government-wide FEVS results are available on the Office of Personnel Management (OPM) [Fed View Website](#).

Survey Administration

OPM administered the online survey to SSA employees from May 15 through July 14, 2023. SSA's participation in the FEVS fulfills the Federal requirement to administer an Annual Employee Survey (AES) in accordance with [5 CFR Part 250, Subpart C](#).

Survey Sample and Response Rate

OPM administered the 2023 FEVS to a census of full-time and part-time permanent Federal employees. Of the 55,866 SSA employees invited to participate in the 2023 FEVS, 25,757 voluntarily completed the survey. Our 46 percent response rate exceeded the government-wide rate of 38 percent. FEVS responses are weighted prior to reporting, to ensure SSA's FEVS results are representative of the agency's employee population.

Survey Results

Despite the ongoing challenge of the pandemic, agency reentry, and budget constraints, SSA employees demonstrate a tremendous amount of resilience. Questions regarding individual employee effort, accountability, and contributions are amongst our highest scoring items. While questions concerning workload practicality, employee satisfaction, performance recognition, agency leadership listening to employee concerns, and the use of FEVS results to improve working conditions at the agency represent lower scoring items.

Strengths: Our 2023 FEVS results revealed that questions with the highest positive responses show employees feel held accountable for achieving results and producing quality work, are treated with respect by their supervisors, believe that through their work they contribute to the common good, and feel the agency prepares them for potential cybersecurity threats.

Opportunities: Our 2023 survey results indicate that performance recognition concerns represent a persistent challenge. Questions concerning reasonable workloads, performance-based recognition, involvement of employees in decisions that affect their work, and perceptions of senior leaders' ability to generate motivation and commitment in the workforce represent the lowest positive responses.

The following sections provide agency-level 2023 FEVS results for SSA.

Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 1. Survey Questions (Q1-15, 17-90)

#	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very %	Agree/ Most of the time/ Good/ %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor %	Disagree/ Rarely/ Poor/ %	Strongly Disagree/ Never/ Very Poor/ Very %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very N	Agree/ Most of the time/ Good/ N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor N	Disagree/ Rarely/ Poor/ N	Strongly Disagree/ Never/ Very Poor/ Very 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.	Agree-disagree	55%	18%	37%	19%	17%	10%	27%	4,835	9,608	4,669	4,115	2,369	25,596	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	49%	18%	32%	20%	18%	13%	31%	4,703	8,137	4,796	4,474	3,105	25,215	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	67%	26%	41%	15%	10%	8%	18%	6,600	10,411	3,784	2,513	1,899	25,207	N/A
4	I know what is expected of me on the job.	Agree-disagree	79%	30%	48%	10%	7%	5%	11%	7,668	12,282	2,554	1,614	1,074	25,192	N/A
5	*My workload is reasonable.	Agree-disagree	44%	14%	30%	14%	20%	22%	41%	3,630	7,943	3,622	4,993	5,349	25,537	N/A
6	*My talents are used well in the workplace.	Agree-disagree	51%	17%	35%	19%	16%	14%	29%	4,300	8,915	4,748	3,904	3,198	25,065	N/A

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

OPM weights the percentages to represent SSA's population

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** 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"

Source: Social Security Administration AES Report, 2023 OPM Federal Employee Viewpoint Survey

Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

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7	*I know how my work relates to the agency's goals.	Agree-disagree	83%	33%	50%	10%	3%	4%	7%	8,661	12,791	2,399	830	846	25,527	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	64%	30%	35%	18%	8%	9%	17%	7,508	8,530	4,313	2,026	2,003	24,380	1,219
9	I have enough information to do my job well.	Agree-disagree	67%	18%	49%	15%	12%	6%	18%	4,783	12,605	3,682	3,178	1,404	25,652	N/A
10	I receive the training I need to do my job well.	Agree-disagree	57%	17%	41%	19%	16%	8%	24%	4,368	10,488	4,613	3,916	1,944	25,329	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	84%	31%	52%	10%	4%	3%	7%	8,082	13,318	2,425	973	654	25,452	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	71%	23%	48%	15%	9%	5%	13%	6,079	12,280	3,798	2,183	1,101	25,441	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	55%	17%	38%	20%	14%	11%	25%	4,630	9,873	4,811	3,604	2,678	25,596	N/A

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14	I can make decisions about my work without getting permission first.	Agree-disagree	53%	14%	39%	22%	15%	10%	24%	3,803	10,128	5,611	3,702	2,392	25,636	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	74%	30%	44%	13%	9%	4%	13%	8,105	11,178	3,181	2,167	1,048	25,679	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	34%	9%	25%	26%	21%	19%	40%	2,083	5,792	5,866	4,858	4,029	22,628	3,040
18	Employees in my work unit share job knowledge.	Agree-disagree	78%	30%	48%	11%	6%	4%	10%	7,948	12,296	2,744	1,598	892	25,478	228
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	72%	24%	49%	14%	8%	5%	13%	6,238	12,371	3,508	2,060	1,067	25,244	471
20	Employees in my work unit meet the needs of our customers.	Always-never	78%	30%	49%	18%	3%	1%	4%	7,355	11,734	4,095	659	146	23,989	1,596

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21	Employees in my work unit contribute positively to my agency's performance.	Always-never	78%	36%	42%	17%	3%	1%	4%	8,838	10,137	3,915	761	214	23,865	1,422
22	Employees in my work unit produce high-quality work.	Always-never	72%	32%	41%	22%	5%	1%	6%	7,785	9,864	4,999	1,036	218	23,902	1,640
23	Employees in my work unit adapt to changing priorities.	Always-never	74%	36%	37%	20%	5%	1%	7%	8,951	9,072	4,534	1,159	289	24,005	1,456
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	46%	12%	33%	30%	13%	11%	24%	2,835	7,528	6,410	2,751	2,325	21,849	3,714
25	I can influence decisions in my work unit.	Agree-disagree	52%	16%	36%	25%	15%	7%	23%	4,365	9,459	6,115	3,834	1,740	25,513	N/A
26	I know what my work unit's goals are.	Agree-disagree	82%	29%	52%	11%	5%	3%	8%	7,721	13,324	2,572	1,266	628	25,511	N/A

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27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	40%	13%	28%	28%	19%	13%	32%	3,145	6,635	6,326	4,318	2,981	23,405	2,112
28	My work unit successfully manages disruptions to our work.	Agree-disagree	60%	18%	42%	21%	11%	8%	19%	4,621	10,327	4,841	2,615	1,748	24,152	1,357
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	54%	17%	37%	25%	14%	7%	21%	4,147	8,976	5,700	3,351	1,492	23,666	1,655
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	53%	16%	38%	26%	14%	7%	21%	3,882	8,939	5,756	3,263	1,440	23,280	1,725
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	47%	14%	33%	29%	16%	7%	24%	3,485	7,745	6,639	3,752	1,613	23,234	1,711
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	73%	28%	44%	16%	7%	5%	12%	7,035	10,636	3,660	1,624	1,009	23,964	1,111

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33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	58%	21%	37%	25%	11%	6%	17%	5,140	8,815	5,864	2,525	1,300	23,644	1,576
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	53%	16%	38%	26%	14%	7%	21%	3,882	8,939	5,756	3,263	1,440	23,280	1,725
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33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	58%	21%	37%	25%	11%	6%	17%	5,140	8,815	5,864	2,525	1,300	23,644	1,576
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	60%	23%	37%	21%	10%	10%	19%	5,991	9,070	4,844	2,240	2,220	24,365	931

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35	Employees are recognized for providing high quality products and services.	Agree-disagree	50%	14%	36%	18%	18%	14%	32%	3,662	8,933	4,370	4,247	3,209	24,421	734
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	72%	29%	43%	14%	8%	7%	15%	7,587	10,367	3,145	1,797	1,451	24,347	822
37	My organization is successful at accomplishing its mission.	Agree-disagree	65%	19%	45%	19%	9%	7%	16%	4,997	11,244	4,395	2,251	1,480	24,367	802
38	I have a good understanding of my organization's priorities.	Agree-disagree	75%	27%	49%	13%	7%	4%	11%	6,927	12,292	3,223	1,836	906	25,184	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	73%	24%	49%	15%	7%	5%	12%	6,147	11,659	3,297	1,602	1,059	23,764	1,168

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40	Information is openly shared in my organization.	Agree-disagree	50%	15%	35%	21%	18%	11%	29%	3,652	8,413	4,875	4,238	2,510	23,688	508
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	48%	13%	36%	26%	15%	11%	26%	3,148	8,455	5,888	3,533	2,399	23,423	1,102
42	My organization effectively adapts to changing government priorities.	Agree-disagree	61%	17%	44%	22%	10%	8%	17%	4,140	10,382	5,035	2,336	1,681	23,574	911
43	My organization has prepared me for potential physical security threats.	Agree-disagree	75%	24%	52%	14%	5%	5%	10%	5,948	12,794	3,383	1,282	1,114	24,521	342
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	83%	27%	57%	11%	3%	3%	6%	6,741	13,763	2,531	716	599	24,350	214
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	48%	17%	30%	22%	13%	17%	30%	4,262	7,252	5,129	3,045	3,740	23,428	1,410

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46	*I recommend my organization as a good place to work.	Agree-disagree	52%	19%	33%	20%	15%	13%	28%	5,080	8,337	4,886	3,662	3,001	24,966	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	45%	17%	27%	22%	15%	19%	33%	4,133	6,449	5,176	3,450	4,182	23,390	1,574
48	Supervisors in my work unit support employee development.	Agree-disagree	68%	32%	36%	15%	8%	8%	17%	8,094	8,866	3,353	1,932	1,838	24,083	265
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	76%	42%	33%	12%	6%	6%	12%	11,129	8,208	2,681	1,514	1,347	24,879	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	77%	42%	35%	11%	6%	6%	13%	10,850	8,468	2,497	1,525	1,384	24,724	N/A
51	My supervisor treats me with respect.	Agree-disagree	83%	48%	36%	9%	4%	4%	8%	12,325	8,623	1,982	903	1,012	24,845	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	69%	40%	29%	15%	8%	8%	16%	10,425	7,160	3,419	1,944	1,836	24,784	N/A

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53	My supervisor holds me accountable for achieving results.	Agree-disagree	87%	46%	41%	9%	2%	2%	4%	11,757	10,049	2,157	429	451	24,843	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	73%	43%	30%	17%	6%	5%	10%	11,068	7,383	3,940	1,328	1,109	24,828	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	69%	34%	35%	17%	8%	5%	14%	8,629	8,671	4,204	2,070	1,264	24,838	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	77%	36%	41%	12%	6%	5%	11%	9,258	9,942	2,933	1,438	1,114	24,685	184
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	40%	14%	26%	23%	16%	21%	38%	3,475	6,243	5,334	3,978	4,893	23,923	802

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

OPM weights the percentages to represent SSA's population

*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"

Source: Social Security Administration AES Report, 2023 OPM Federal Employee Viewpoint Survey

Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration 2023 Federal Employee Viewpoint Survey Results

#	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very %	Agree/ Most of the time/ Good/ %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor %	Disagree/ Rarely/ Poor/ %	Strongly Disagree/ Never/ Very Poor/ Very %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very N	Agree/ Most of the time/ Good/ N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor N	Disagree/ Rarely/ Poor/ N	Strongly Disagree/ Never/ Very Poor/ Very 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
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	52%	19%	33%	26%	8%	14%	22%	4,437	7,361	5,663	1,874	2,975	22,310	2,201
59	*Managers communicate the goals of the organization.	Agree-disagree	69%	21%	48%	15%	7%	8%	15%	5,329	11,717	3,670	1,688	1,938	24,342	301
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	56%	19%	37%	20%	12%	13%	25%	4,662	8,840	4,582	2,760	2,926	23,770	792
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	62%	30%	32%	21%	8%	10%	18%	7,211	7,486	4,686	1,775	2,121	23,279	1,408
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	54%	22%	32%	24%	10%	13%	23%	5,303	7,752	5,613	2,465	3,010	24,143	512

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

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Social Security Administration 2023 Federal Employee Viewpoint Survey Results

#	Item Text	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
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	51%	19%	31%	25%	11%	13%	24%	4,697	7,349	5,622	2,353	2,843	22,864	1,627
64	Management encourages innovation.	Agree-disagree	47%	17%	30%	25%	14%	14%	28%	4,184	7,193	5,959	3,303	3,196	23,835	740
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	48%	17%	31%	23%	14%	15%	29%	4,118	7,461	5,424	3,369	3,393	23,765	815
66	Management involves employees in decisions that affect their work.	Agree-disagree	37%	14%	24%	22%	19%	22%	41%	3,434	5,719	5,161	4,571	5,006	23,891	705
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	40%	12%	28%	26%	23%	11%	34%	3,094	6,960	6,256	5,548	2,649	24,507	N/A

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

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Social Security Administration 2023 Federal Employee Viewpoint Survey Results

#	Item Text	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
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	48%	14%	34%	25%	18%	10%	27%	3,558	8,405	5,908	4,262	2,255	24,388	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	47%	16%	31%	22%	18%	13%	31%	4,091	7,713	5,278	4,252	3,103	24,437	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	56%	19%	37%	18%	15%	11%	26%	4,701	9,163	4,305	3,625	2,566	24,360	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	49%	15%	34%	17%	20%	14%	34%	3,827	8,646	4,128	4,723	3,156	24,480	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	49%	15%	34%	21%	17%	13%	30%	3,811	8,584	4,985	4,083	3,038	24,501	N/A

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

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Social Security Administration 2023 Federal Employee Viewpoint Survey Results

#	Item Text	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
86	My job inspires me.	Agree-disagree	51%	18%	33%	22%	15%	11%	27%	4,439	8,128	5,366	3,745	2,608	24,286	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	70%	26%	44%	14%	9%	7%	16%	6,424	10,614	3,344	2,120	1,716	24,218	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	50%	20%	30%	24%	15%	11%	26%	4,923	7,509	5,770	3,503	2,603	24,308	N/A
89	I identify with the mission of my organization.	Agree-disagree	73%	27%	46%	18%	4%	5%	9%	6,684	11,231	4,241	1,050	1,057	24,263	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	90%	46%	45%	7%	1%	2%	3%	11,244	10,869	1,578	250	412	24,353	N/A

Table 1. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

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** 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"

Source: Social Security Administration AES Report, 2023 OPM Federal Employee Viewpoint Survey

Sample or Census: Census

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Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 2. Survey Question (Q16)

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	4,210	16.3%	4,182	15.8%
Remain in the work unit and continue to underperform	11,103	43.4%	11,404	43.0%
Leave the work unit - removed or transferred	1,821	7.0%	1,939	7.3%
Leave the work unit - quit	1,379	5.6%	1,486	5.9%
There are no poor performers in my work unit	3,502	13.0%	3,571	13.2%
Do Not Know	6,722	26.7%	7,211	27.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	25,674	N/A	26,426	N/A

Table 2. Notes

Survey Administration Period: May 15 through July 14, 2023

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Sample or Census: Census

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Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 3. Survey Question (Q91)

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 workday (i.e., remote work agreement)	8,200	29.2%	N/A	N/A	8,578	74.3%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	6,014	22.3%	N/A	N/A
I telework 3 or 4 days per week	5,981	26.0%	N/A	N/A	1,373	14.0%
I telework 3 or more days per week	N/A	N/A	8,609	34.5%	N/A	N/A
I telework 1 or 2 days per week	8,209	36.3%	8,492	35.5%	487	4.9%
I telework, but only about 1 or 2 days per month	233	0.9%	171	0.7%	108	1.1%
I telework very infrequently, on an unscheduled or short-term basis	283	1.1%	303	1.1%	207	2.1%
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)	106	0.5%	146	0.6%	121	1.1%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	87	0.4%	88	0.4%	18	0.2%
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	271	1.2%	128	0.5%	72	0.8%
I do not telework because I choose not to telework	1,041	4.5%	1,063	4.4%	135	1.4%
Total	24,411	100.0%	25,014	100.0%	11,099	100.0%

Table 3. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

In 2023, the response options for Q91 were slightly different than in previous years

To facilitate trending, all possible response options are shown

An N/A is shown when the response option is not relevant for that given year

OPM weights the percentages to represent SSA's population

Source: Social Security Administration AES Report, 2023 OPM Federal Employee Viewpoint Survey

Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 4. Survey Question (Q91a)

Telework/Remote Work

Only those who answered “I telework every workday” in 2023 or “I have an approved remote work agreement” in 2023 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	1,013	11.8%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	701	9.0%	535	9.0%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	5,839	71.8%	5,409	91.0%
I do not know	581	7.4%	N/A	N/A
Total	8,134	100.0%	5,944	100.0%

Table 4. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

In 2023, the response options for Q91a were slightly different than in previous years

To facilitate trending, all possible response options are shown

An N/A is shown when the response option is not relevant for that given year

OPM weights the percentages to represent SSA's population

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Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 5. Agency Specific Items (ASI)

Agency Specific Items (ASI)

I am familiar with the government ethics rules that apply to my conduct as a federal employee.

	N	%
Strongly Agree	10,896	43.8%
Agree	12,077	50.3%
Neither Agree nor Disagree	954	4.3%
Disagree	212	0.9%
Strongly Disagree	127	0.6%
Total	24,266	100.0%

I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.

	N	%
Strongly Agree	7,896	31.4%
Agree	10,969	45.5%
Neither Agree nor Disagree	2,743	12.0%
Disagree	2,018	8.9%
Strongly Disagree	481	2.2%
Total	24,107	100.0%

Table 5. Notes

Survey Administration Period: May 15 through July 14, 2023

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Social Security Administration 2023 Federal Employee Viewpoint Survey Results

Agency Specific Items (ASI)

I know how to access SSA's Human Resources services, such as employee benefits, retirement information, and work-life services.

	N	%
Strongly Agree	8,169	32.6%
Agree	11,964	49.8%
Neither Agree nor Disagree	1,904	8.2%
Disagree	1,656	7.0%
Strongly Disagree	551	2.4%
Total	24,244	100.0%

I know how to report safety concerns using the SSA Violence Evaluation and Reporting System (SSAvers) for the Workplace and Domestic Violence (WDV) Program.

	N	%
Strongly Agree	5,898	23.6%
Agree	9,270	38.1%
Neither Agree nor Disagree	3,967	16.8%
Disagree	4,107	17.3%
Strongly Disagree	968	4.3%
Total	24,210	100.0%

Table 5. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

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Social Security Administration 2023 Federal Employee Viewpoint Survey Results

Agency Specific Items (ASI)

Using the agency's Insider Threat Program, I know how to report behaviors or indicators of insider threat activity.

	N	%
Strongly Agree	5,848	23.5%
Agree	9,543	39.3%
Neither Agree nor Disagree	3,992	16.8%
Disagree	3,948	16.5%
Strongly Disagree	901	4.0%
Total	24,232	100.0%

I know how to contact the Agency's Whistleblower Protection Coordinator.

	N	%
Strongly Agree	5,901	23.8%
Agree	10,426	43.2%
Neither Agree nor Disagree	3,558	15.2%
Disagree	3,284	14.0%
Strongly Disagree	865	3.8%
Total	24,034	100.0%

Table 5. Notes

Survey Administration Period: May 15 through July 14, 2023

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Social Security Administration

2023 Federal Employee Viewpoint Survey Results

Agency Specific Items (ASI)

I know I can speak to any employee from the OIG about fraud, waste, abuse, or whistleblower protection without management involvement or approval.

	N	%
Strongly Agree	7,037	28.2%
Agree	11,480	47.3%
Neither Agree nor Disagree	3,093	13.3%
Disagree	1,823	7.7%
Strongly Disagree	779	3.5%
Total	24,212	100.0%

I am comfortable using agency communication and collaboration tools (i.e., M365, Outlook, Teams, SharePoint, etc.) while performing my daily duties.

	N	%
Strongly Agree	9,693	38.9%
Agree	11,572	48.4%
Neither Agree nor Disagree	1,750	7.5%
Disagree	811	3.4%
Strongly Disagree	388	1.7%
Total	24,214	100.0%

Table 5. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

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Social Security Administration

2023 Federal Employee Viewpoint Survey Results

Agency Specific Items (ASI)

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

	N	%
The Agency Commissioner	4,212	18.8%
The Deputy Commissioner, Chief Administrative Law Judge, or component head	4,178	16.0%
The Regional Commissioner or Regional Chief Administrative Law Judge	3,354	14.6%
Agency Senior Executives	12,120	50.7%
Total	23,864	100.0%

When answering the survey questions about your "organization," which organization were you primarily thinking of?

	N	%
SSA	12,780	54.5%
Your component	5,256	19.2%
Your region	1,247	5.3%
Your department or office	4,115	17.4%
Your work unit or team	841	3.6%
Total	24,239	100.0%

Table 5. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

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Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration

2023 Federal Employee Viewpoint Survey Results

Table 6. Core Trend Items (CTI)

Core Trend Items (CTI)

#	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	59%	59%	55%	55%	-4%	-4%	0%	16	19	42
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	55%	55%	50%	49%	-6%	-6%	-1%	23	29	54
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	73%	70%	66%	67%	-6%	-3%	1%	25	14	22
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	84%	83%	80%	79%	-5%	-4%	-1%	20	22	73
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	54%	48%	45%	44%	-10%	-4%	-1%	31	16	68
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	56%	56%	51%	51%	-5%	-5%	0%	17	24	35
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	89%	89%	84%	83%	-6%	-6%	-1%	22	28	66
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	64%	66%	65%	64%	0%	-2%	-1%	1	5	62

Table 6. Notes

Survey Administration Period: May 15 through July 14, 2023

Respondents were asked to share their work experiences

Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this table

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

An N/A is shown when a category listed in the column heading in Table 6 does not apply to a particular question/item listed

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order

OPM weights the percentages to represent SSA's population

Source: Social Security Administration AES Report, 2023 OPM Federal Employee Viewpoint Survey

Sample or Census: Census

Number of surveys completed: 25,757

Number of surveys administered: 55,866

Response Rate: 46%

Social Security Administration 2023 Federal Employee Viewpoint Survey Results

#	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	— ^a	— ^a	70%	67%	— ^a	— ^a	-3%	— ^a	— ^a	83
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	— ^a	— ^a	59%	57%	— ^a	— ^a	-2%	— ^a	— ^a	75
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	— ^a	— ^a	87%	84%	— ^a	— ^a	-3%	— ^a	— ^a	84
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	— ^a	— ^a	71%	71%	— ^a	— ^a	0%	— ^a	— ^a	26
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	77%	77%	72%	74%	-3%	-3%	2%	15	15	10
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	42%	44%	32%	34%	-8%	-10%	2%	30	38	6
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	— ^a	— ^a	79%	78%	— ^a	— ^a	-1%	— ^a	— ^a	52
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	78%	77%	73%	72%	-6%	-5%	-1%	21	25	53
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	86%	83%	80%	78%	-8%	-5%	-2%	28	23	77
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	89%	82%	79%	78%	-11%	-4%	-1%	32	18	67

Table 6. Notes

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22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	86%	76%	73%	72%	-14%	-4%	-1%	37	17	55
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	88%	79%	74%	74%	-14%	-5%	0%	38	27	39
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	— ^a	— ^a	44%	46%	— ^a	— ^a	2%	— ^a	— ^a	8
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	— ^a	— ^a	48%	52%	— ^a	— ^a	4%	— ^a	— ^a	1
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	— ^a	— ^a	82%	82%	— ^a	— ^a	0%	— ^a	— ^a	47
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	— ^a	— ^a	38%	40%	— ^a	— ^a	2%	— ^a	— ^a	5
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	— ^a	— ^a	59%	60%	— ^a	— ^a	1%	— ^a	— ^a	17
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	— ^a	— ^a	54%	54%	— ^a	— ^a	0%	— ^a	— ^a	30
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	— ^a	— ^a	53%	53%	— ^a	— ^a	0%	— ^a	— ^a	28
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	— ^a	— ^a	46%	47%	— ^a	— ^a	1%	— ^a	— ^a	16
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	— ^a	— ^a	73%	73%	— ^a	— ^a	0%	— ^a	— ^a	32

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33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	— ^a	— ^a	57%	58%	— ^a	— ^a	1%	— ^a	— ^a	15
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	— ^a	— ^a	58%	60%	— ^a	— ^a	2%	— ^a	— ^a	9
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	58%	58%	50%	50%	-8%	-8%	0%	29	34	41
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	73%	72%	68%	72%	-1%	0%	4%	8	1	2
37	My organization is successful at accomplishing its mission.	N/A	Other	78%	75%	67%	65%	-13%	-10%	-2%	35	37	81
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	— ^a	— ^a	77%	75%	— ^a	— ^a	-2%	— ^a	— ^a	76
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	— ^a	— ^a	63%	61%	— ^a	— ^a	-2%	— ^a	— ^a	82
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	— ^a	— ^a	74%	75%	— ^a	— ^a	1%	— ^a	— ^a	12
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	— ^a	— ^a	85%	83%	— ^a	— ^a	-2%	— ^a	— ^a	74
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	— ^a	— ^a	48%	48%	— ^a	— ^a	0%	— ^a	— ^a	37

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46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	65%	61%	54%	52%	-13%	-9%	-2%	36	36	80
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	45%	45%	44%	45%	0%	0%	1%	4	2	21
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	68%	70%	69%	68%	0%	-2%	-1%	3	4	51
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	78%	78%	76%	76%	-2%	-2%	0%	10	7	38
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	78%	79%	78%	77%	-1%	-2%	-1%	7	9	72
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	84%	85%	84%	83%	-1%	-2%	-1%	6	3	69
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	69%	71%	70%	69%	0%	-2%	-1%	2	6	70
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	— ^a	— ^a	88%	87%	— ^a	— ^a	-1%	— ^a	— ^a	60
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	73%	75%	74%	73%	0%	-2%	-1%	5	8	71
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	— ^a	— ^a	69%	69%	— ^a	— ^a	0%	— ^a	— ^a	44

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56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	— ^a	— ^a	78%	77%	— ^a	— ^a	-1%	— ^a	— ^a	65
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	43%	43%	39%	40%	-3%	-3%	1%	12	10	23
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	54%	55%	53%	52%	-2%	-3%	-1%	11	12	58
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	76%	76%	70%	69%	-7%	-7%	-1%	27	32	59
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	61%	60%	56%	56%	-5%	-4%	0%	18	21	46
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	65%	66%	62%	62%	-3%	-4%	0%	13	20	45
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	57%	57%	55%	54%	-3%	-3%	-1%	14	13	63
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	52%	54%	49%	51%	-1%	-3%	2%	9	11	7
64	Management encourages innovation.	N/A	Agile: Innovation	— ^a	— ^a	47%	47%	— ^a	— ^a	0%	— ^a	— ^a	31
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	— ^a	— ^a	49%	48%	— ^a	— ^a	-1%	— ^a	— ^a	64

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66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	— ^a	— ^a	36%	37%	— ^a	— ^a	1%	— ^a	— ^a	14
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	45%	45%	37%	40%	-5%	-5%	3%	19	26	3
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	55%	54%	48%	48%	-7%	-6%	0%	26	31	24
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	53%	55%	47%	47%	-6%	-8%	0%	24	33	43
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	67%	62%	56%	56%	-11%	-6%	0%	33	30	49
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	67%	61%	51%	49%	-18%	-12%	-2%	39	39	78
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	62%	57%	51%	49%	-13%	-8%	-2%	34	35	79
86	My job inspires me.	Employee Experience	N/A	— ^a	— ^a	50%	51%	— ^a	— ^a	1%	— ^a	— ^a	13
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	— ^a	— ^a	69%	70%	— ^a	— ^a	1%	— ^a	— ^a	20
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	— ^a	— ^a	50%	50%	— ^a	— ^a	0%	— ^a	— ^a	27
89	I identify with the mission of my organization.	Employee Experience	N/A	— ^a	— ^a	73%	73%	— ^a	— ^a	0%	— ^a	— ^a	29
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	— ^a	— ^a	91%	90%	— ^a	— ^a	-1%	— ^a	— ^a	56

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Social Security Administration
2023 Federal Employee Viewpoint Survey Results

Table 7. Demographic Items (DI)

Employment Demographics	
<i>Where do you work?</i>	
	%
Headquarters	18.6%
Field	52.3%
Full-time telework (e.g., home office, telecenter)	29.1%
Total	100.0%
<i>What is your supervisory status?</i>	
	%
Senior Leader	0.9%
Manager	7.0%
Supervisor	8.2%
Team Leader	9.2%
Non-Supervisor	74.6%
Total	100.0%

Table 7. Notes

Survey Administration Period: May 15 through July 14, 2023

Percentages for demographic questions are unweighted

No suppression was applied to Employment Demographics

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Social Security Administration

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Employment Demographics

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.1%
GS 1-6	4.3%
GS 7-12	66.0%
GS 13-15	26.4%
Senior Executive Service	0.7%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	2.4%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	84.3%
Currently in National Guard or Reserves	0.6%
Retired	4.0%
Separated or Discharged	11.1%
Total	100.0%

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Employment Demographics

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.5%
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	1.8%
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	97.6%
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	12.8%
No	87.2%
Total	100.0%

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2023 Federal Employee Viewpoint Survey Results

Employment Demographics

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

	%
Less than 1 year	2.9%
1 to 3 years	8.5%
4 to 5 years	7.1%
6 to 10 years	15.2%
11 to 14 years	19.0%
15 to 20 years	21.8%
More than 20 years	25.6%
Total	100.0%

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

	%
Less than 1 year	3.9%
1 to 3 years	9.9%
4 to 5 years	8.0%
6 to 10 years	16.6%
11 to 14 years	18.5%
15 to 20 years	20.8%
More than 20 years	22.3%
Total	100.0%

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Employment Demographics

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

	%
No	64.8%
Yes, to retire	5.5%
Yes, to take another job within the Federal Government	20.1%
Yes, to take another job outside the Federal Government	4.2%
Yes, other	5.3%
Total	100.0%

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Employment Demographics

I am planning to retire:

	%
Less than 1 year	2.2%
1 year	2.6%
2 years	4.7%
3 years	4.7%
4 years	2.7%
5 years	7.6%
More than 5 years	75.4%
Total	100.0%

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