Results At-AGlance: 2024 Federal Employee Viewpoint Survey Results

The Federal Trade Commission (FTC) participates in the annual Federal Employee Viewpoint Survey (FEVS), a confidential online survey, administered by the Office of Personnel Management (OPM). The FEVS contains questions designed to measure employees' perceptions in key areas such as leadership, management/supervision, work experience, performance culture, training and development, pay, awar(e)-1 (It)1 (u)1 (re)-1 (,)1F(TtQ) Jep

' o]	} o ^ Ÿ∙(Ÿ}v /v Æ	69%	65%	70%	+3%	-1%	
46	I recommend myorganizat on as a good place to work.	81%	69%	72%	+12%	+9%	
70	Considering everything, how sat sfied are you with your job?	79%	69%	73%	+9%	+6%	
71	Considering everything, how sat sfied are you with your pay?	41%	59%	65%	-18%	-24%	
72	Considering everything, how sat sfied are you with your organizat on?	73%	64%	69%	+10%	+5%	
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In 2024 the FTC saw improved scores in overallployee EngagementhdGlobal Satisfaction indices butdecreased wo percentage points in the Diversity, Equity, Inclusion, and Accessibility (DEIA) indx. The FTC's DEIA index still exceeds the government wide an adapted bagencies score by a wide margin. In addition to the establis1 (u)1 idec endics siyeay

2I feel encouraged to come up with new and better ways of doing things.78%12%103My work gives me a feeling of personal accomplishment.87%7%694I know what is expected of me on the job.87%7%695'My talents are used well in the workplace.66%12%226'My talents are used well in the workplace.79%11%107'I know how my work relates to the agency's goals.90%5%591'I know how my work relates to the agency's goals.90%5%599I have enough information to do my job well.81%10%8910I receive the training I need to do my job well.81%10%5911I am held accountable for the quality of work I produce.92%6%2912I have the autonomy to decide how I do my job.73%13%13%13I have the autonomy to decide how I do my job.73%14%2914I can make decisions about my work without getting permission first.63%18%1915'The people I work with cooperate to get the job done.93%4%3920Employees in my work unit share job knowledge. 'My work unit thas the job-relevant knowledge and skills necessary to accomplian 'My work unit thas the job-relevant knowledge and skills necessary to accomplian 'My work unit thas the job-relevant knowledge and skills necessary to accomplian 'My work unit thas the job-relevant knowledge and skills necessary to accomplian 'My work unit thas the job-relev	Item	Item Text			Percent Negative
3My work gives me a feeling of personal accomplishment.87%7%694I know what is expected of me on the job.87%7%695*My workload is reasonable.66%12%226*My talents are used well in the workplace.79%11%1007*I know how my work relates to the agency's goals. *I can disclose a suspected violation of any law, rule, or regulation without fear 8 reprisal.85%7%899I have enough information to do my job well.81%10%8910I receive the training I need to do my job well.75%16%9911I am held accountable for the quality of work I produce.92%6%2912I have a clear idea of how well I am doing my job.87%8%1314I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.94%4%2917*In my work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit thare job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplif.3%3%3920Employees in my work unit contribute positively to my agency's performance.9%3%1921Employees in my work unit dapt to changing priorities. 	1	*I am given a real opportunity to improve my skills in my organization.	84%	9%	6%
4I know what is expected of me on the job.87%7%695*My workload is reasonable.66%12%226*My talents are used well in the workplace.79%11%107'I know how my work relates to the agency's goals. 'I can disclose a suspected violation of any law, rule, or regulation without fear 8 reprisal.90%5%5%9I have enough information to do my job well.81%10%6%2%10I receive the training I need to do my job well.75%16%9%11I am held accountable for the quality of work I produce.92%6%2%12I have a clear idea of how well I am doing my job.73%13%13%13I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.93%4%3%19organizational goals.93%4%3%3920Employees in my work unit share job knowledge. 'My work unit at he job-relevant knowledge and skills necessary to accomplit3%3%3%21Employees in my work unit contribute positively to my agency's performance.9%3%3%22Employees in my work unit adapt to changing priorities. New hires in my work unit datapt to changing priorities. New hires in my work unit datapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills	2	I feel encouraged to come up with new and better ways of doing things.	78%	12%	10%
5*My workload is reasonable.66%12%226*My talents are used well in the workplace.79%11%107'I know how my work relates to the agency's goals. "I can disclose a suspected violation of any law, rule, or regulation without fear 8 reprisal.90%5%5%9I have enough information to do my job well.81%10%8%7%8%10I receive the training I need to do my job well.81%10%8%2%11I am held accountable for the quality of work I produce.92%6%2%12I have a clear idea of how well I am doing my job.87%8%5%13I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.94%4%2%16*My work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit share job knowledge. "My work unit has the job-relevant knowledge and skills necessary to accomplit" 40%3%3%20Employees in my work unit contribute positively to my agency's performance.96%3%1921Employees in my work unit dapt to changing priorities. New hires in my work unit dapt to changing priorities. New hires in my work unit dapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to do 243%9%3% <td>3</td> <td>My work gives me a feeling of personal accomplishment.</td> <td>87%</td> <td>7%</td> <td>6%</td>	3	My work gives me a feeling of personal accomplishment.	87%	7%	6%
ATopTopTopTop6*My talents are used well in the workplace.79%11%10%7*I know how my work relates to the agency's goals.90%5%598reprisal.85%7%889I have enough information to do my job well.81%10%8910I receive the training I need to do my job well.75%16%9911I am held accountable for the quality of work I produce.92%6%2912I have a clear idea of how well I am doing my job.87%8%1313I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%14%1915*The people I work with cooperate to get the job done.94%4%3916Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplit.3%3%19organizational goals.94%3%3920Employees in my work unit contribute positively to my agency's performance.96%3%1921Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc tobs.3%6%1923Employees in my work unit (i.e., hired in the past year) have the right skills to dc tobs.87%9%3%24I can influence decisions in my work unit.83%9%3	4	I know what is expected of me on the job.	87%	7%	6%
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10I receive the training I need to do my job well.75%16%9711I am held accountable for the quality of work I produce.92%6%2912I have a clear idea of how well I am doing my job.87%8%5913I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%18%1915"The people I work with cooperate to get the job done.94%4%2917"In my work unit, differences in performance are recognized in a meaningful way.62%24%1418Employees in my work unit share job knowledge. "My work unit has the job-relevant knowledge and skills necessary to accomplit"93%4%3920Employees in my work unit meet the needs of our customers.97%3%1921Employees in my work unit contribute positively to my agency's performance.96%3%1922Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dr 243%3%3%25I can influence decisions in my work unit.83%9%8%8%	8		85%	7%	8%
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12I have a clear idea of how well I am doing my job.87%88%5913I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.94%4%2917*In my work unit, differences in performance are recognized in a meaningful way.62%24%1418Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplit93%4%3920Employees in my work unit meet the needs of our customers.97%3%1921Employees in my work unit contribute positively to my agency's performance.96%3%1922Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc 2437%39%6%1923Ican influence decisions in my work unit.83%9%83%9%89%	10	I receive the training I need to do my job well.	75%	16%	9%
13I have the autonomy to decide how I do my job.73%13%13%14I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.94%4%2917*In my work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplia 1993%4%3920Employees in my work unit meet the needs of our customers.97%3%1921Employees in my work unit contribute positively to my agency's performance.96%3%1922Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc33%6%1923I can influence decisions in my work unit.83%9%88%89%	11	I am held accountable for the quality of work I produce.	92%	6%	2%
14I can make decisions about my work without getting permission first.63%18%1915*The people I work with cooperate to get the job done.94%4%2917*In my work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplix93%4%3920Employees in my work unit meet the needs of our customers.97%3%1921Employees in my work unit contribute positively to my agency's performance.96%3%1922Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc87%9%3925I can influence decisions in my work unit.83%9%8389	12	I have a clear idea of how well I am doing my job.	87%	8%	5%
15*The people I work with cooperate to get the job done.94%4%2917*In my work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplix93%4%3919organizational goals.94%3%3920Employees in my work unit meet the needs of our customers.97%3%1921Employees in my work unit contribute positively to my agency's performance.96%3%1922Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc 24 jobs.93%6%1925I can influence decisions in my work unit.83%9%89	13	I have the autonomy to decide how I do my job.	73%	13%	13%
17*In my work unit, differences in performance are recognized in a meaningful way. 62%24%1418Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplia 1993%4%3919organizational goals.94%3%3%3%20Employees in my work unit meet the needs of our customers.97%3%1%21Employees in my work unit contribute positively to my agency's performance.96%3%1%22Employees in my work unit produce high-quality work.96%3%1%23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dr37%9%24jobs.87%9%3%3%25I can influence decisions in my work unit.83%9%8%	14	I can make decisions about my work without getting permission first.	63%	18%	19%
18Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge and skills necessary to accomplia 94%93%4%3919organizational goals.94%3%3%3%20Employees in my work unit meet the needs of our customers.97%3%1%21Employees in my work unit contribute positively to my agency's performance.96%3%1%22Employees in my work unit produce high-quality work.96%3%1%23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc93%6%1%24jobs.87%9%3%3%25I can influence decisions in my work unit.83%9%8%	15	*The people I work with cooperate to get the job done.	94%	4%	2%
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19organizational goals.94%3%3%20Employees in my work unit meet the needs of our customers.97%3%1%21Employees in my work unit contribute positively to my agency's performance.96%3%1%22Employees in my work unit produce high-quality work.96%3%1%23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to d 37%93%6%1%24jobs.87%9%3%3%25I can influence decisions in my work unit.83%9%8%	18			4%	3%
21Employees in my work unit contribute positively to my agency's performance.96%3%1%22Employees in my work unit produce high-quality work.96%3%1%23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to de 37%93%6%1%24jobs.87%9%3%3%25I can influence decisions in my work unit.83%9%8%	19			3%	3%
22Employees in my work unit produce high-quality work.96%3%1%23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to de 24 jobs.93%6%1%25I can influence decisions in my work unit.83%9%8%	20	Employees in my work unit meet the needs of our customers.	97%	3%	1%
23Employees in my work unit adapt to changing priorities. New hires in my work unit (i.e., hired in the past year) have the right skills to dc 24 jobs.93%6%1925I can influence decisions in my work unit.83%9%89%	21	Employees in my work unit contribute positively to my agency's performance.	96%	3%	1%
New hires in my work unit (i.e., hired in the past year) have the right skills to dc24 jobs.87%25 I can influence decisions in my work unit.83%83%9%	22	Employees in my work unit produce high-quality work.	96%	3%	1%
24 jobs.87%9%3%25 I can influence decisions in my work unit.83%9%8%	23			6%	1%
	24			9%	3%
26 I know what my work unit's goalsr	25	I can influence decisions in my work unit.	83%	9%	8%
	26	I know what my work unit's goalsr			

ltem	Item Text			Percent Negative	
28	My work unit successfully manages disruptions to our work.	88%	8%	4%	
29	Employees in my work unit consistently look for new ways to improve how they their work.		11%	4%	
30	Employees in my work unit incorporate new ideas into their work.	86%	10%	4%	
31	Employees in my work unit approach change as an opportunity.	77%	17%	6%	
32	Employees in my work unit consider customer needs a top priority.	88%	10%	2%	
33	Employees in my work unit consistently look for ways to improve customer serv	vice80%	17%	3%	
34	Employees in my work unit support my need to balance my work and personal responsibilities.	89%	6%	5%	
35	Employees are recognized for providing high quality products and services.	79%	11%	10%	
36	Employees are protected from health and safety hazards on the job.	92%	6%	2%	
37	My organization is successful at accomplishing its mission.	85%	9%	6%	
38	I have a good understanding of my organization's priorities. My organization shares results (for example, town halls, email, distribution of	80%	9%	11%	

Item

Item Text

Percent

	2024	2024	2023	2023	2022	2022
	N	%	N	%	N	%
Remain in the work unit and improve their performance over time	176	19.7%	156	192%	146	18.5%
Remain in the work unit and continue to underperform	244	27.4%	217	260%	224	28.3%
Leave the work unit - removed or transferred	84	9.3%	69	8.4%	65	8.2%
Leave the work unit - quit	66	7.4%	72	8.7%	70	8.6%
There are no poor performers in my work unit	208	24.0%	196	242%	184	24.7%
Do Not Know	215	24.9%	227	27.1%	201	25.8%

Total (percents will add to more than 100% because responde add .dddd Tm 14.935 0 Td (0%)Tj 6.666 0 Td4/TT3 1(0%)T3 1(0\%)T3 1(0\%)T3 1(0\%)T3 1(0\%)T3 1(0\%)T3 1(0\%)T3 1(

Telework/Remote Work

	2024	2024	2023	2023
	N	%	Ν	%
I telework every work day (i.e., remote work agreement)	88	10.8%	71	8.8%
I telework 3 or 4 days per week	624	73.6%	639	78.7%
I telework 1 or 2 days per week	111	13.6%	80	9.9%
I telework, but only about 1 or 2 days per month	6	0.7%	7	0.8%

	%
Headquarters	70.5%
Field	18.3%

Yes No Total	% 12.5% 87.5% 100.0%
	%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent. who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious i	0.9%
illness.	0.5%
of a service member who died as a result of their service to the U.S. Armed Forces. None of the child, parent, or next of kin categories listed.	0.3% 98.5%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A
Less than 1 year 1 to 3 years	% 3.2% 19.5%
4 to 5 years	10.6%
6 to 10 years 11 to 14 years	15.5% 15.4%
15 to 20 years	14.2%
More than 20 years Total	21.6% 100.0%
	1001071
	%
Less than 1 year	4.1%
1 to 3 years	27.0% 11.7%
4 to 5 years 6 to 10 years	17.3%
11 to 14 years	13.2%
15 to 20 years	12.0%
More than 20 years Total	14.7% 100.0%
	100.07
	%
No	75.6%
Yes, to retire	3.2%
Yes, to take another job within the Federal Government	7.6%
Yes, to take another job outside the Federal Government Yes, other	8.0% 5.6%
Total	100.0%
	0/

Are you transgender?	
	%
Yes	_ ^s
No	_s
Total	_s
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	5.7%
Straight, that is, not lesbian or gay	88.3%
Bisexual	3.5%
I use a different term	2.5%
Total	100.0%
Percentages for demographic questions are unweighted.	
Note: For confidentiality purposes, a ^s -indicates that there are either fewer than 4 responses to a single personal demographic c multiple personal demographic categories, and results are therefore suppressed.	addeolypeawyer than 4 responses in
A " $-$ ⁿ " indicates that there were no responses to this item.	
No suppression was applied to Employment Demographics.	
Source Federal Trade Commission AES Report, 2024 Federal Employee Viewpoint Survey	

Generic Item

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

	Ν	%
Chair/ Commissioners	511	61.4%
Bureau or Office Director/Leaders	194	22.4%
All executives at or above the GS-15 grade level	138	16.2%
Total	843	100.0%

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

	N	%
The overall agency	97	11.6%
The Office	293	33.9%
The Bureau	445	54.5%
Total	835	100.0%

3. When answering the survey questions about your "supervisors," who were you primarily thinkin of?

	Ν	%
Assistant Directors	273	33.8%
Deputy Assistant Directors	75	9.6%
Regional Directors/Assistant Regional Directors	104	11.1%
Division Directors	36	4.2%
Associate Directors	64	7.4%
Immediate Supervisor	285	33.8%
Total	837	100.0%

4. When answering the survey questions about your "managers," who were you primarily thinking
N %
Directors 386 46.6%
Deputy Directors 158 20.2%
Second Level Supervisors 283 33.2%
Total 827 100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source Federal Trade Commission AES Rep2024 Federal Employe Viewpoint Survey