

PAGE:**1. How long have you worked in the federal government?**

	Response Percent	Response Count
Under 1 year	5.8%	50
1-3 years	19.0%	163
4-6 years	10.2%	88
7-10 years	9.4%	81
11-15 years	7.0%	60
16-20 years	6.0%	52
More than 20 years	42.6%	366
	answered question	860
	skipped question	1

2. Why did you join the federal government? (Check all that apply.)

	Response Percent	Response Count
I needed a job.	49.4%	423
For my agency's mission.	20.7%	177
For the stability of federal government.	48.8%	418
	answered question	856
	skipped question	5

2. Why did you join the federal government? (Check all that apply.)

I was a contractor who was hired by the agency.	6.1%	52
I was an intern, Presidential Management Fellow, or part of another recruitment program.	12.6%	108
Other (please specify)	12.7%	109
	answered question	856
	skipped question	5

3. Does the government do a good job recruiting young people into agencies?

	Response Percent	Response Count
Always	4.4%	38
Sometimes	54.3%	466
Rarely	26.1%	224
Never	3.8%	33
Not sure	11.3%	97
	answered question	858
	skipped question	3

4. How old are you?

answered question	860
skipped question	1

4. How old are you?

	Response Percent	Response Count
18-25	6.4%	55
26-34	20.7%	178
35-44	17.8%	153
45-54	27.1%	233
55 or above	28.0%	241
	answered question	860
	skipped question	1

PAGE:**5. How long did your hiring process take from the time you first applied for the job until your first day on the job?**

	Response Percent	Response Count
Less than one month	5.1%	10
2-6 months	60.4%	119
7-12 months	31.5%	62
More than a year	3.0%	6
	answered question	197
	skipped question	664

6. Was the hiring process frustrating?

answered question	203
skipped question	658

6. Was the hiring process frustrating?

	Response Percent	Response Count
Yes	62.6%	127
No	37.4%	76
	If yes, why?	90
	answered question	203
	skipped question	658

7. Did you have to fill out a KSA (Knowledge, Skills and Abilities) essay?

	Response Percent	Response Count
Yes	47.3%	98
No	44.0%	91
Not Sure	8.7%	18
	answered question	207
	skipped question	654

8. How did you find your job?

	Response Percent	Response Count
	answered question	206
	skipped question	655

8. How did you find your job?

I was recruited to join the government.	19.9%	41
I applied on my own through USAJobs or another website.	58.7%	121
I was a contractor.	5.8%	12
Other	15.5%	32
	answered question	206
	skipped question	655

9. Are you frustrated by how slow the government moves?

	Response Percent	Response Count
Yes	59.6%	124
Sometimes	37.5%	78
No	2.4%	5
I don't believe the government moves slow.	0.0%	0
Not sure	0.5%	1
	answered question	208
	skipped question	653

10. What is your perception of your colleagues who have been in the government for more than a decade? (Check all that apply.)

answered question 206

skipped question 655

Response Percent

Response Count

10. What is your perception of your colleagues who have been in the government for more than a decade? (Check all that apply.)

I can learn a lot from them.	76.2%	157
They can learn a lot from me.	54.4%	112
They are motivated.	19.4%	40
They are unmotivated.	40.3%	83
They are hard working.	37.9%	78
They are lazy.	25.7%	53
They know how to get things done.	34.5%	71
They are willing to mentor/train.	33.0%	68
They are impatient.	12.1%	25
They are adaptable.	18.0%	37
They are not adaptable.	50.0%	103
They are willing to do what's asked of them.	39.3%	81
	answered question	206
	skipped question	655

11. Did the pay freeze or other bills targeting federal benefits impact your decision or do you believe it will impact others' decisions to join the federal government?

	Response Percent	Response Count
Yes	71.1%	145
	answered question	204
	skipped question	657

11. Did the pay freeze or other bills targeting federal benefits impact your decision or do you believe it will impact others' decisions to join the federal government?

No	16.7%	34
Not sure	12.3%	25
	answered question	204
	skipped question	657

12. What would make you consider leaving the government in the next 3-5 years? (Check all that apply.)

	Response Percent	Response Count
Continued pay freeze and other changes to federal benefits	68.1%	141
Desire for private sector experience	19.8%	41
A better job offer	57.0%	118
New administration	4.8%	10
Frustration over bureaucracy	44.4%	92
Lack of career development	57.0%	118
I have no desire to leave	15.9%	33
Other (please specify)	8.2%	17
	answered question	207
	skipped question	654

13. Do you envision working for the government for your entire career?

	answered question	208
	skipped question	660

13. Do you envision working for the government for your entire career?

	Percent	Count
Yes	50.5%	105
No	18.3%	38
Not sure	31.3%	65
	answered question	208
	skipped question	653

14. Do you plan on becoming a member of the Senior Executive Service or reaching a GS-15 level?

	Response Percent	Response Count
Yes	53.1%	110
No	16.9%	35
Not sure	30.0%	62
	answered question	207
	skipped question	654

15. Do you currently have a mentor at your agency?

	Response Percent	Response Count
Yes	38.5%	80
	answered question	208
	skipped question	653

15. Do you currently have a mentor at your agency?

No, but I would like one.	45.7%	95
No, and I'd like to keep it that way.	15.9%	33
	answered question	208
	skipped question	653

16. On a scale of 1 to 10, with 1 being poor and 10 being excellent, how would you rate the ability of your agency to adapt and use new technology?

	Response Percent	Response Count
1	5.8%	12
2	11.1%	23
3	13.5%	28
4	6.3%	13
5	14.4%	30
6	14.4%	30
7	15.9%	33
8	13.5%	28
9	2.9%	6
10	2.4%	5
	answered question	208
	skipped question	653

17. Would you recommend federal government employment to a friend?

	Response Percent	Response Count
Yes	66.0%	136
No	11.2%	23
Not sure	22.8%	47
	answered question	206
	skipped question	655

18. How would you change the way government works?

	Response Count
	116
	answered question
	116
	skipped question
	745

19. Do you think changes to the federal work environment such as the increase in telework, mobile computing, and the Results Oriented Work Environment will help attract and retain younger federal workers?

	Response Percent	Response Count
Yes	60.6%	468
No	15.2%	117
	answered question	772
	skipped question	89

19. Do you think changes to the federal work environment such as the increase in telework, mobile computing, and the Results Oriented Work Environment will help attract and retain younger federal workers?

Not Sure	24.2%	187
	answered question	772
	skipped question	89

PAGE:

20. What is your perception of your colleagues who have been in the government for less than a decade? (Check all that apply.)

	Response Percent	Response Count
I can learn a lot from them.	40.1%	224
They can learn a lot from me.	58.4%	326
They are motivated.	44.8%	250
They are unmotivated.	19.2%	107
They are hard working.	36.4%	203
They are lazy.	12.0%	67
They know how to get things done.	16.3%	91
They are adaptable.	46.2%	258
They are not adaptable.	13.3%	74
They are willing to do what's asked of them.	40.5%	226
They are impatient.	44.6%	249
	answered question	558
	skipped question	303

20. What is your perception of your colleagues who have been in the government for less than a decade? (Check all that apply.)

They need to learn how to work within the federal government system.	47.8%	267
	answered question	558
	skipped question	303

21. Do younger federal employees come into the job with the basic skills needed to be successful?

	Response Percent	Response Count
Yes	23.9%	134
Sometimes	58.6%	328
Rarely	9.8%	55
No	4.5%	25
Not sure	3.2%	18
	answered question	560
	skipped question	301

22. What skills, if any, do younger federal employees lack? (Check all that apply.)

	Response Percent	Response Count
Knowledge of how the government works.	71.7%	406
	answered question	566
	skipped question	295

22. What skills, if any, do younger federal employees lack? (Check all that apply.)

Ability to write clearly.	39.4%	223
Ability to communicate effectively.	37.5%	212
Ability to research and understand the topics.	24.6%	139
Patience.	56.5%	320
Proficiency of basic technology.	7.8%	44
Younger employees have all the skills necessary to do their jobs effectively.	8.0%	45
Other (please specify)	11.8%	67
	answered question	566
	skipped question	295

23. What frustrates you the most about younger federal employees?

	Response Count
	356
answered question	356
skipped question	505

24. Do you think there are things you can learn from younger federal employees?

answered question	567
skipped question	294

24. Do you think there are things you can learn from younger federal employees?

	Response Percent	Response Count
Yes	76.9%	436
No	8.3%	47
Not sure	14.8%	84
	answered question	567
	skipped question	294

25. Do you foresee the younger generation spending their entire career with the government?

	Response Percent	Response Count
Yes	10.3%	59
No	67.5%	386
Not sure	22.2%	127
	answered question	572
	skipped question	289

