2024 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

May 21 - July 5, 2024

Executive Summary

Public Law (5 CFR Part 250; Subpart C- Employee Surveys) requires Federal agencies to administer an Annual Employee Survey (AES) every year and post the results for public access. This report includes information on the mandated survey questions from the Federal Employee Viewpoint Survey (FEVS) as well as additional core and agency-specific questions.

In the 2024 FEVS, FHFA's response rate was 79.7% with a total of 535 respondents. Of the core questions, 58 questions were identified as strengths (65% positive or higher) and 3 questions were identified as challenges (35% negative or higher). The Employee Engagement index was 70.7% and Global Satisfaction Index was 61.9%, which were not notable changes from the year prior.

FHFA values the feedback received and is committed to addressing its challenge areas and leveraging its strengths to enhance employee engagement and workforce satisfaction. The Agency is committed to analyzing the results found below from the survey -- results can be found attached below.

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	70%	31%	40%	13%	10%	7%	17%	166	209	67	50	40	532	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	66%	26%	39%	14%	12%	9%	20%	142	207	74	61	46	530	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	71%	31%	41%	13%	7%	8%	15%	163	214	70	38	45	530	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	77%	30%	47%	12%	5%	6%	11%	162	249	61	29	31	532	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	58%	19%	40%	15%	14%	13%	27%	103	209	76	77	68	533	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	60%	23%	38%	13%	16%	11%	27%	122	197	69	80	57	525	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	85%	39%	46%	5%	4%	6%	10%	209	244	28	19	32	532	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	62%	32%	31%	13%	11%	14%	25%	157	149	63	53	67	489	45
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	69%	23%	46%	12%	14%	6%	20%	126	238	64	72	32	532	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	64%	23%	42%	19%	10%	7%	17%	123	221	101	51	36	532	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	88%	37%	50%	7%	2%	3%	5%	202	265	38	13	14	532	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	72%	29%	43%	15%	8%	5%	13%	154	227	75	43	28	527	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	71%	25%	47%	11%	8%	10%	18%	136	244	55	45	54	534	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	58%	18%	40%	17%	16%	10%	25%	98	211	90	83	52	534	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	87%	52%	35%	6%	4%	3%	7%	277	188	33	20	16	534	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	47%	15%	32%	25%	16%	12%	28%	70	141	108	68	55	442	93
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	86%	44%	42%	6%	5%	3%	8%	233	220	32	25	18	528	7
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	85%	42%	43%	6%	5%	4%	9%	225	221	32	25	21	524	11
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	91%	51%	39%	7%	1%	1%	2%	256	195	35	4	6	496	38
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	88%	60%	28%	8%	2%	2%	3%	307	141	42	8	8	506	21
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	89%	54%	36%	8%	1%	1%	2%	282	183	42	5	6	518	14
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	85%	53%	32%	11%	3%	2%	4%	278	162	56	13	8	517	14
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%	34%	38%	18%	6%	4%	10%	144	154	74	22	18	412	118
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	73%	32%	42%	14%	8%	5%	13%	171	224	73	39	27	534	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	81%	40%	41%	10%	5%	4%	9%	213	218	54	26	22	533	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	60%	27%	33%	18%	14%	9%	23%	141	166	90	70	46	513	21
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	74%	30%	44%	13%	8%	5%	14%	156	224	63	44	26	513	21
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	73%	29%	44%	16%	6%	4%	11%	152	225	78	32	22	509	21
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	73%	30%	43%	17%	6%	4%	10%	156	220	83	30	20	509	17
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	61%	23%	38%	23%	12%	5%	17%	115	189	110	58	22	494	30
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	80%	40%	40%	13%	3%	3%	7%	200	198	63	15	16	492	37
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	71%	32%	39%	20%	5%	4%	9%	159	191	96	24	17	487	41

#	Question			Scale														
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	79%	44%	35%	12%	4%	4%	9%	233	183	60	21	23	520	9
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	60%	22%	37%	16%	12%	12%	24%	114	193	81	60	63	511	18
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	87%	54%	33%	8%	2%	3%	5%	275	169	41	12	13	510	20
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	80%	31%	48%	11%	5%	4%	9%	162	247	58	25	22	514	16
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	73%	31%	42%	11%	10%	6%	16%	163	222	58	54	32	529	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	88%	45%	43%	5%	4%	3%	7%	239	224	26	19	15	523	6
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	50%	20%	31%	20%	17%	13%	30%	101	161	101	89	68	520	2
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	48%	15%	33%	19%	18%	14%	33%	80	173	96	95	76	520	1
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	65%	18%	48%	21%	8%	6%	14%	89	231	100	41	27	488	33
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	68%	26%	42%	20%	7%	5%	12%	129	214	102	34	25	504	22
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	87%	35%	51%	10%	2%	2%	3%	182	264	50	8	9	513	8
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	40%	15%	25%	22%	15%	23%	38%	76	123	105	74	113	491	36
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	62%	27%	35%	16%	11%	11%	22%	142	188	81	58	59	528	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	47%	20%	27%	20%	14%	19%	33%	101	135	98	74	97	505	24
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	83%	52%	31%	7%	4%	6%	10%	272	158	38	18	31	517	5
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	89%	65%	23%	5%	3%	3%	7%	347	120	25	17	18	527	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	60%	26%	5%	4%	5%	9%	317	134	28	21	25	525	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	65%	21%	6%	3%	5%	8%	347	108	29	14	28	526	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	81%	56%	25%	7%	5%	7%	11%	296	133	38	25	34	526	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	91%	58%	33%	5%	2%	2%	4%	309	171	26	10	11	527	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	79%	54%	25%	11%	4%	5%	10%	288	131	56	22	29	526	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	76%	42%	34%	11%	6%	7%	13%	226	177	56	33	35	527	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	80%	43%	37%	9%	5%	6%	11%	228	192	44	29	30	523	4
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%	16%	29%	18%	14%	22%	36%	84	153	92	71	117	517	10
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	53%	24%	29%	17%	10%	20%	30%	120	145	87	51	101	504	19
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	67%	25%	42%	15%	10%	9%	18%	129	219	74	49	48	519	6
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	60%	23%	37%	16%	11%	13%	24%	122	192	81	59	66	520	6
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	Good-poor	65%	34%	30%	17%	7%	12%	19%	173	152	82	35	59	501	24
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	56%	26%	30%	18%	9%	17%	26%	135	155	93	48	89	520	4
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	73%	34%	38%	10%	6%	11%	17%	178	197	50	34	56	515	11
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	52%	21%	31%	25%	12%	10%	23%	110	160	126	63	53	512	12
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	49%	18%	31%	23%	12%	16%	28%	91	161	116	62	81	511	14
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	42%	17%	26%	20%	19%	19%	38%	86	133	99	97	98	513	10
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	51%	18%	33%	20%	21%	8%	29%	97	170	101	112	44	524	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%	19%	36%	19%	18%	9%	26%	98	185	100	94	45	522	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	56%	23%	33%	18%	14%	12%	26%	120	176	92	75	62	525	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	65%	25%	40%	15%	12%	9%	20%	132	207	77	63	46	525	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	62%	25%	37%	16%	13%	10%	22%	134	192	82	68	51	527	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	58%	20%	38%	17%	13%	12%	24%	106	201	89	67	62	525	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	74%	34%	40%	13%	8%	5%	13%	170	191	63	39	23	486	35
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	80%	47%	33%	12%	5%	3%	8%	234	163	57	24	15	493	29
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	64%	30%	34%	14%	10%	12%	22%	151	163	66	50	58	488	32

#	Question	Category		Scale	%	%	%	%	%	%	%	**	**	**	**	**	**	**
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	73%	37%	36%	11%	7%	9%	16%	184	170	51	33	45	483	37
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	68%	34%	34%	13%	9%	11%	20%	162	161	61	42	51	477	45
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	82%	42%	40%	11%	4%	3%	7%	221	206	53	21	17	518	2
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	82%	42%	39%	11%	4%	3%	7%	216	198	54	20	17	505	14
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	77%	39%	37%	10%	7%	6%	13%	205	192	53	36	30	516	4
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	81%	41%	40%	12%	3%	4%	7%	213	201	59	15	19	507	13
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	72%	35%	37%	14%	7%	8%	14%	180	188	68	34	39	509	9
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	74%	36%	38%	14%	7%	5%	12%	100	101	37	18	14	270	252
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	68%	33%	35%	17%	9%	5%	14%	81	85	39	21	13	239	282
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	73%	38%	35%	19%	4%	4%	8%	96	88	44	11	10	249	273
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	55%	22%	33%	22%	13%	10%	22%	114	175	116	66	51	522	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	70%	28%	41%	14%	8%	8%	16%	148	217	72	42	43	522	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	53%	21%	33%	23%	13%	11%	24%	108	171	117	68	59	523	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	76%	32%	44%	13%	5%	6%	11%	164	231	69	27	31	522	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	50%	42%	5%	1%	2%	3%	264	219	25	5	9	522	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 "–⁵" 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,** 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	49	9.0%	64	11.4%	52	9.7%
Remain in the work unit and continue to underperform	127	23.8%	148	26.2%	110	20.0%
Leave the work unit - removed or transferred	54	10.2%	74	12.9%	71	12.4%
Leave the work unit - quit	19	3.6%	22	3.7%	35	6.2%
There are no poor performers in my work unit	187	34.9%	179	31.4%	190	34.5%
Do Not Know	134	25.3%	142	25.0%	148	27.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	534	N/A	568	N/A	547	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **Federal Housing Finance Agency AES Report,** 2024 Federal Employee Viewpoint Survey

Telework/Remote Work

91. Please select the response that BEST describes your current teleworking schedule.

	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	67	13.0%	75	13.5%
I telework 3 or 4 days per week	270	51.5%	288	51.0%
I telework 1 or 2 days per week	167	31.7%	179	32.2%
I telework, but only about 1 or 2 days per month	3	0.5%	2	0.3%
I telework very infrequently, on an unscheduled or short-term basis	8	1.5%	8	1.5%
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)	0	0.0%	1	0.3%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	1	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	1	0.2%	0	0.0%
I do not telework because I choose not to telework	8	1.6%	5	1.0%
Total	524	100.0%	559	100.0%

Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a.

91a. What is your current remote work status?

	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	5	8.0%	3	4.1%
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	41	62.2%	47	63.1%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	19	28.4%	23	30.1%
I do not know	1	1.3%	2	2.7%
Total	66	100.0%	75	100.0%

Percentages are weighted to represent the Agency's population.

"–^{nt}" indicates that there are no trending results available for the year.

"–^{nr}" indicates that there were no responses to this item.

Source: **Federal Housing Finance Agency AES Report**, 2024 Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	80.5%
Field	8.4%
Full-time telework (e.g., home office, telecenter)	11.1%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	4.3%
Manager	4.9%
Supervisor	14.5%
Team Leader	6.3%
Non-Supervisor	69.9%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	1.2%
GS 1-6	0.0%
GS 7-12	13.2%
GS 13-15	63.3%
Senior Executive Service	5.5%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	16.6%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	91.7%
Currently in National Guard or Reserves	0.6%
Retired	1.4%
Separated or Discharged	6.3%
Total	100.0%

Are you the spouse...

	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	0.8%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	1.2%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	0.0%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.0%
None of the spouse categories listed.	98.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

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	10.0%
No	90.0%
Total	100.0%

Are you the child, parent, or next of kin (excluding spouse)...

	%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	3.0%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.4%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.0%
None of the child, parent, or next of kin categories listed.	96.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

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

	%
Less than 1 year	3.6%
1 to 3 years	12.5%
4 to 5 years	6.1%
6 to 10 years	15.0%
11 to 14 years	19.4%
15 to 20 years	21.6%
More than 20 years	21.8%
Total	100.0%

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

	%
Less than 1 year	8.3%
1 to 3 years	27.7%
4 to 5 years	10.9%
6 to 10 years	17.2%
11 to 14 years	16.4%
15 to 20 years	14.3%
More than 20 years	5.1%
Total	100.0%

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

	%
No	70.3%
Yes, to retire	4.0%
Yes, to take another job within the Federal Government	15.2%
Yes, to take another job outside the Federal Government	5.5%
Yes, other	5.0%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.
Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	41.6%
No	58.4%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	2.0%
1 year	1.8%
2 years	4.4%
3 years	3.8%
4 years	2.2%
5 years	7.6%
More than 5 years	78.2%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	4.7%
No	95.3%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	%
White	56.4%
Black or African American	23.8%
All other races	19.9%
Total	100.0%

What is your age group?

	%
29 years and under	6.1%
30-39 years old	18.4%
40-49 years old	29.4%
50-59 years old	32.0%
60 years or older	14.0%
Total	100.0%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	—[s]
Certification/ Some College/ Associate's Degree	—[s]
Bachelor's Degree	—[s]
Advanced Degrees (Post Bachelor's Degree)	—[s]
Total	—[s]

Are you an individual with a disability?

	%
Yes	13.0%
No	87.0%
Total	100.0%

What is your gender?

	%
Male	—^{s}
Female	—^{s}
Non-binary	—^{s}
I use a different term	—^{s}
Total	—^{s}

Are you transgender?

	%
Yes	0.8%
No	99.2%
Total	100.0%

Which one of the following best represents how you think of yourself?

	%
Lesbian or gay	4.9%
Straight, that is, not lesbian or gay	91.1%
Bisexual	2.3%
I use a different term	1.7%
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 category or fewer than 4 responses in multiple

A "—^{nr}" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Housing Finance Agency AES Report,** 2024 Federal Employee Viewpoint Survey

Generic Item

1. When answering survey questions about Senior Leaders, who are you thinking of? (select all that apply)

	N	%
FHFA Director	366	69.6%
My Deputy Director and/or Division/Office Director	452	86.3%
My Manager (above my immediate supervisor)	129	25.1%
My Supervisor	54	10.2%
Total	526	N/A

2. When answering survey questions about your Organization, which are you thinking of? (select all that apply)

	N	%
Agency (FHFA)	368	69.7%
Division/Office (e.g., DBR, DER, DHMG, OCOO)	365	70.1%
Sub-office above my immediate work unit	65	12.8%
My immediate work unit	44	8.6%
Total	525	N/A

3. FHFA would be the best place to work in the federal government if: (select your top 2 choices)

	N	%
I felt a greater sense of connection to the Agency mission	40	8.4%
I had more workplace flexibilities	142	28.0%
There were more opportunities to learn new skills	67	13.7%
I had more collaborative working relationships	82	16.6%
I received more meaningful feedback	33	6.7%
I received more meaningful recognition	100	19.8%
I felt more empowered to make decisions regarding my work	111	22.4%
There were career advancement opportunities	223	44.2%
I had a stronger understanding of changes occurring around the agency and/or in my Division/Office	147	28.7%
Total	502	N/A

4. Fairness is consistently demonstrated by: (select all that apply)

	N	%
FHFA Director	236	46.0%
My Deputy Director and/or Division/Office Director	252	48.7%
My Manager (above my immediate supervisor)	263	50.8%
My Supervisor	368	71.6%
My Coworkers (staff-level)	376	72.4%
N/A: I have not seen FHFA's values consistently demonstrated in the past year by any of these groups.	54	10.6%
Total	516	N/A

5. Accountability is consistently demonstrated by: (select all that apply)

	N	%
FHFA Director	242	47.4%
My Deputy Director and/or Division/Office Director	265	51.2%
My Manager (above my immediate supervisor)	270	52.6%
My Supervisor	373	72.6%
My Coworkers (staff-level)	352	67.9%
N/A: I have not seen FHFA's values consistently demonstrated in the past year by any of these groups.	50	9.8%
Total	514	N/A

6. Integrity is consistently demonstrated by: (select all that apply)

	N	%
FHFA Director	261	51.0%
My Deputy Director and/or Division/Office Director	272	53.0%
My Manager (above my immediate supervisor)	278	54.2%
My Supervisor	383	74.6%
My Coworkers (staff-level)	391	75.9%
N/A: I have not seen FHFA's values consistently demonstrated in the past year by any of these groups.	45	8.9%
Total	512	N/A

7. Respect is consistently demonstrated by: (select all that apply)

	N	%
FHFA Director	295	57.2%
My Deputy Director and/or Division/Office Director	293	56.7%
My Manager (above my immediate supervisor)	296	57.3%
My Supervisor	396	76.6%
My Coworkers (staff-level)	401	77.2%
N/A: I have not seen FHFA's values consistently demonstrated in the past year by any of these groups.	40	7.9%
Total	516	N/A

8. Increased understanding of the following would add the most value to you and/or your team: (select your top choice)

	N	%
FHFA People Plan	55	11.1%
Values-based Culture Initiative	15	3.0%
The Union	84	16.8%
Roles, responsibilities, and connections between FHFA's Divisions/Offices	206	41.3%
Existing policies, programs, or systems	65	12.8%
New policies, programs, or systems	75	15.1%
Total	500	100.0%

9. FHFA is my employer of choice because of: (select your top 2 choices)

	N	%
The competitive compensation and benefits package	322	63.1%
The opportunity for learning and career advancement	29	5.7%
The work-life balance (e.g. work schedule flexibilities, wellness program)	262	51.5%
The respect and encouragement I receive from my Supervisor	102	19.8%
The respect and encouragement I receive from my Senior Leader	18	3.4%
My connection to FHFA's Mission	97	19.5%
My satisfaction with FHFA's Culture (Fairness, Accountability, Integrity, Respect)	6	1.2%
The feeling of professional satisfaction in my day-to-day work	108	21.1%
Total	509	N/A

10. The following FHFA communications are most useful: (select your top 3 choices)

	N	%
GovDelivery emails	61	11.9%
Fresh Facts articles	361	70.4%
All-Agency Events and Activities Calendar	56	11.4%
All-Staff meetings	146	29.0%
Lunch & Learn events	58	11.0%
Updates from my Division/Office senior leaders	234	45.1%
Updates from my immediate supervisor	254	49.8%
Intranet sites/pages	73	14.1%
Announcements about new policies, programs, or systems	111	21.4%
Total	513	N/A

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Federal Housing Finance Agency AES Report**, 2024 Federal Employee Viewpoint Survey