

From Shutdown to Spillover

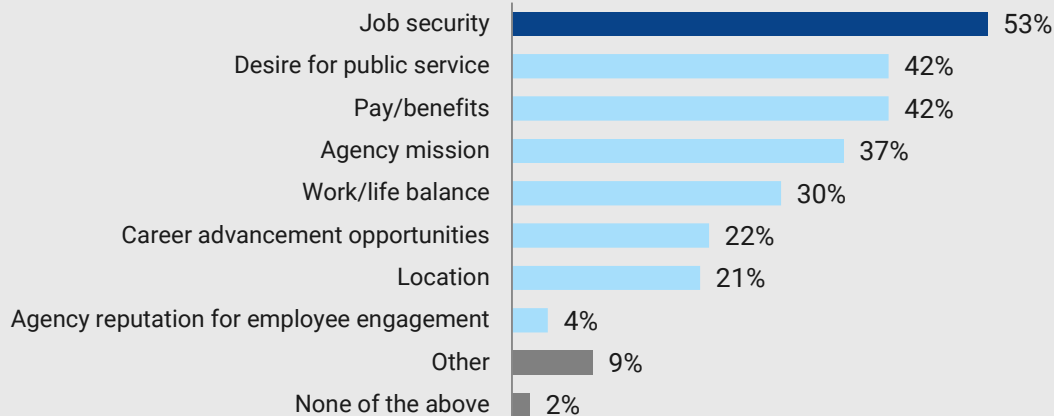
A Poll on the Impact of the Federal Government Shutdown on Employees' Attitudes, Confidence, and Motivation

Introduction

On December 22, 2018, a partial federal government shutdown followed the expiration of funding legislation. While a subsequent situation was avoided in February 2019, the effects of the shutdown are still materializing among the federal workforce. To learn more about how the recent partial federal government shutdown affected the workforce's confidence in the missions of their agencies and other aspects of government employment, Government Business Council (GBC) polled 291 federal employees.

Job security, desire for public service, and pay/benefits top list of feds' decision to work for the government

Which of the following were the most influential factors in your decision to work for the federal government? Please select your top three options.



Percentage of respondents, n=291

Note: Respondents were asked to select all that apply.

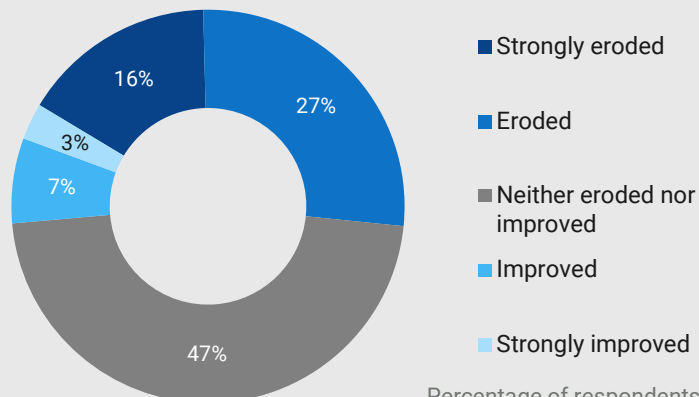
- While **job security** (53%) remains the top factor in employees' decisions to work for the federal government, a **desire for public service** (42%) and **pay/benefits** (42%) did not trail far behind; **agency mission** (37%) was selected by more than one-third of respondents

Insights from Monster Government Solutions

One outcome of the 2018-2019 federal government shutdown was heightened attention on federal employees including stereotypes but also new appreciations for the critical nature of their work. Although federal workers indicate that the shutdown has eroded public perception of the agencies they work for, their responses also demonstrate their steadfast commitment to serving the public good. The shutdown forced federal employees to think critically about their jobs. Poll results confirmed that desire for public service, commitment to agency mission, and the continued desire for job security are among the most important considerations for their careers in the public sector. The takeaway is clear: federal employees are resilient and are committed to mission, but that continued dedication should not be taken for granted.

More than two-fifths (43%) of feds say shutdown has eroded public perception of their agency's work and mission

Please complete the following sentence: "The government shutdown has _____ public perception of my agency's work and mission."



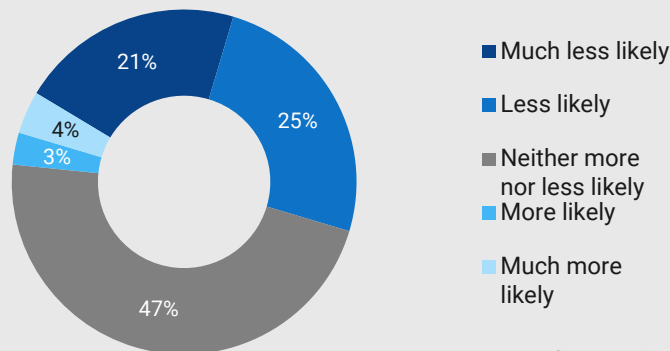
Percentage of respondents, n=289

Note: Percentages may not add up to 100% due to rounding

- **43% of respondents** believe the government shutdown has eroded or strongly eroded public perception of their agency's work and mission, compared to just 10% of those who believe it has had a positive impact on public perception
- A majority of those polled indicate an opinion one way or the other, illustrating the strength with which the shutdown has impacted employees' experience

Nearly half (46%) of those surveyed said the shutdown makes it less likely they will recommend federal government employment to their friends, family, or peers

Please complete the following sentence: "The government shutdown has made it _____ that I will recommend federal government employment to my friends, family, or private sector peers."



Percentage of respondents, n=290

Note: Percentages may not add up to 100% due to rounding

- **46% of respondents** believe the shutdown has made it less likely or much less likely that they will recommend federal employment to friends, family, or private sector peers
- In contrast, just 7% of those polled said the shutdown has made it more or much more likely that they will recommend government employment

Methodology

GBC deployed a 3-question poll on the shutdown to a random sample of 291 federal government employees. The poll was fielded in February 2019.

About Government Business Council

As Government Executive Media Group's research division, Government Business Council (GBC) is dedicated to advancing the business of government through analysis, insight, and analytical independence. An extension of Government Executive's 40 years of exemplary editorial standards and commitment to the highest ethical values, GBC studies influential decision makers from across government to produce intelligence-based research and analysis.

About Monster Government Solutions

At Monster, our mission is to transform the way employers and candidates find the right fit. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Monster Government Solutions, a wholly-owned subsidiary of Monster based in McLean, Virginia, has been working with leaders in government and education to help them find, hire and onboard the right people with the right skills. Nearly 100 federal government agencies rely on Monster Government Solutions products and services, including 13 cabinet-level agencies, and all five branches of the military.

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