Unlocking federal employees’ full potential

Featured insights from Accenture’s Helping Federal Workers Thrive

Accenture Federal Services

While federal workers power the mission...

Only 1 in 2 people in non-management positions within the federal government believe that their potential is being fully realized at work.

68% of federal workers report increased stress and 50% report increased anxiety and a worse work-life balance since the pandemic began.

Helping federal employees become Net Better Off can allow them to thrive.

Financial
Being financially secure without undue economic stress or worry and having equitable opportunity for future stability and advancement.

Physical
Being in good physical health with low levels of stress.

Purposeful
Feeling that one makes a positive difference in the world and that life has meaning and a greater sense of purpose beyond oneself.

Employable
Having marketable, in-demand capabilities and skills to obtain good jobs and advance in a career.

Relational
Feeling a strong sense of belonging and inclusion; having many strong personal relationships.

Emotional & mental
Feeling positive emotions and maintaining mental wellness.

64% of work potential is explained by the six dimensions of Net Better Off.

Purposeful

Employable

Financial

Relational

Emotional & mental

Physical

of global workers trusted their organizations if they were leaders in helping their people become Net Better Off, compared to only 52% of workers in organizations that lagged behind.

More than half of federal employees (56%) believe their employers should be responsible for helping them become Net Better Off, compared to 37% of CXOs who felt the same.

Three out of four federal employees believe that their work has become more meaningful in the wake of the pandemic.

The time to act is now.

How agencies can help their employees become Net Better Off:

Enable continuous learning

Listen to what people need on the front lines

Use technology to enable flexible work

Champion workforce well being

Create an inclusive culture and set and share people metrics

Read our full report—Helping Federal Workers Thrive—to learn more.