

The State of the Foreign Service in 2025

2102

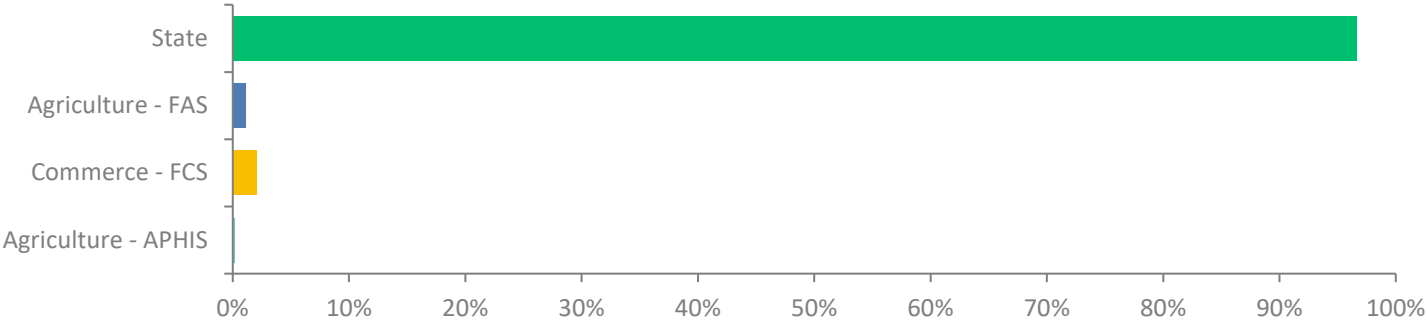
Total Responses

Date Created: Monday, May 19, 2025

Complete Responses: 2102

1: What is your agency?

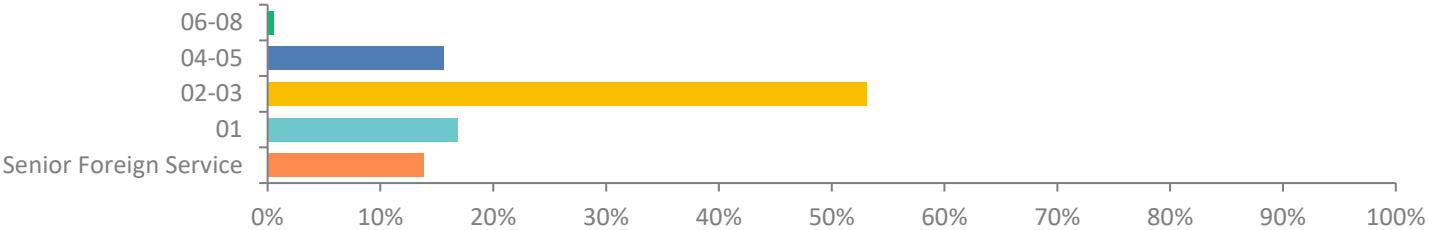
Answered: 2094, Skipped: 8



ANSWER CHOICES	RESPONSES	
State	96.61%	2023
Agriculture - FAS	1.10%	23
Commerce - FCS	2.10%	44
Agriculture - APHIS	0.19%	4
TOTAL		2094

2: What is your grade?

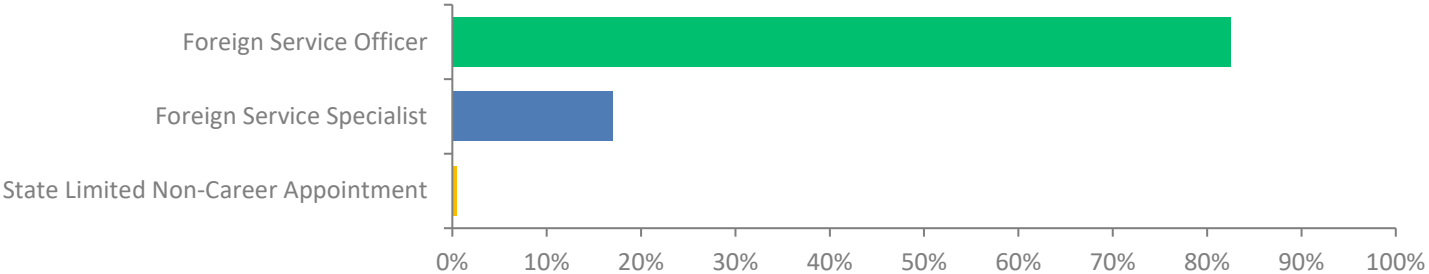
Answered: 2095, Skipped: 7



ANSWER CHOICES	RESPONSES	
06-08	0.57%	12
04-05	15.61%	327
02-03	53.13%	1113
01	16.85%	353
Senior Foreign Service	13.84%	290
TOTAL		2095

3: Are you serving as a Foreign Service Officer, Foreign Service Specialist, or State Consular Limited Non-Career Appointment?

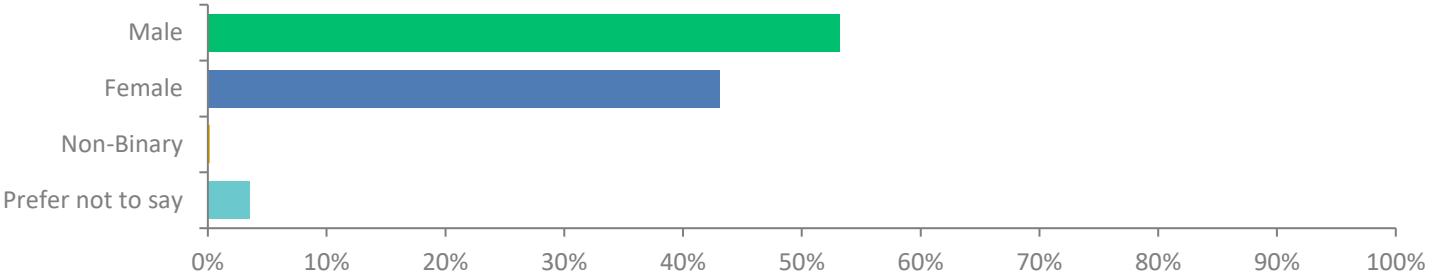
Answered: 2090, Skipped: 12



ANSWER CHOICES	RESPONSES	
Foreign Service Officer	82.54%	1725
Foreign Service Specialist	16.99%	355
State Limited Non-Career Appointment	0.48%	10
TOTAL		2090

4: What is your gender?

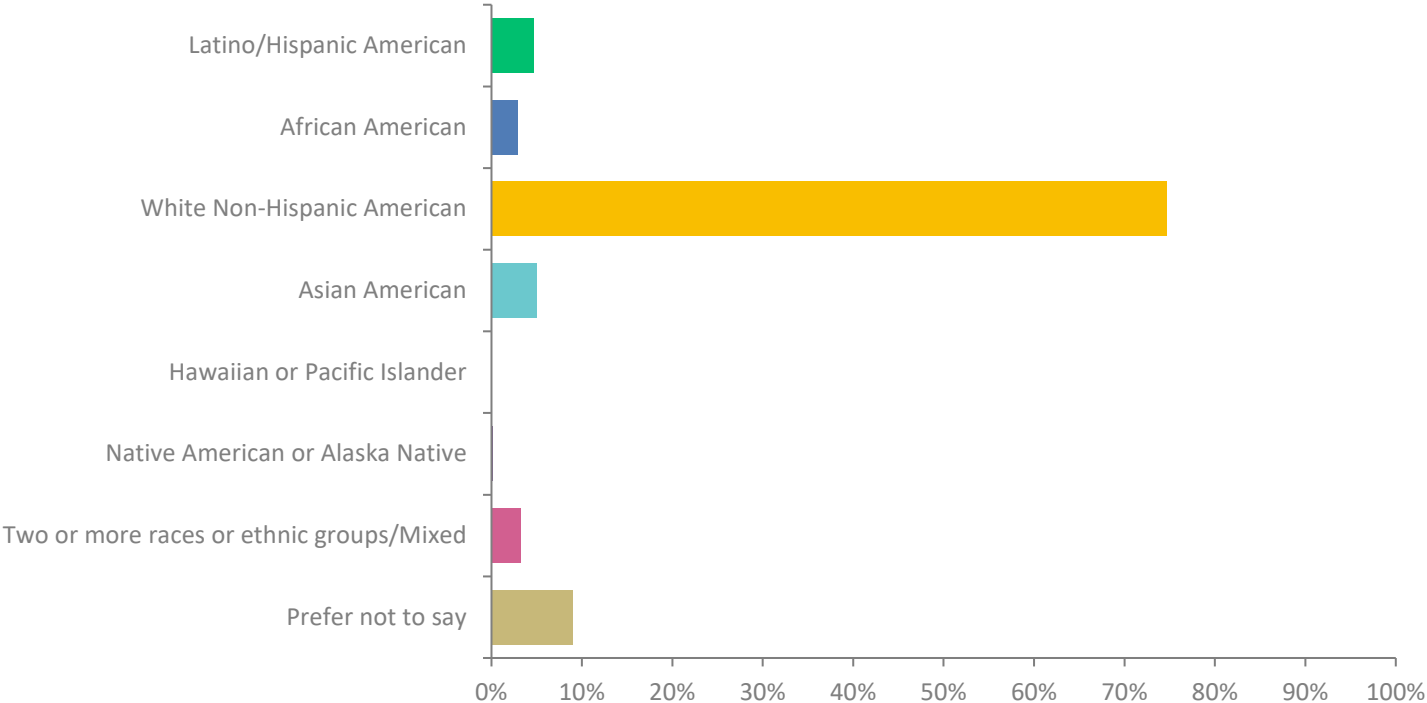
Answered: 2094, Skipped: 8



ANSWER CHOICES	RESPONSES	
Male	53.20%	1114
Female	43.12%	903
Non-Binary	0.14%	3
Prefer not to say	3.53%	74
TOTAL		2094

5: What is your racial or ethnic group?

Answered: 2090, Skipped: 12



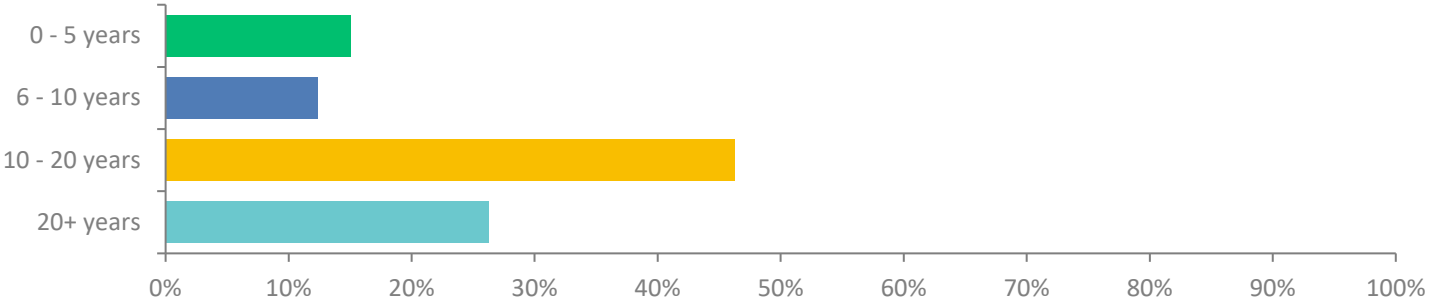
5: What is your racial or ethnic group?

Answered: 2090, Skipped: 12

ANSWER CHOICES	RESPONSES	
Latino/Hispanic American	4.74%	99
African American	2.97%	62
White Non-Hispanic American	74.69%	1561
Asian American	5.02%	105
Hawaiian or Pacific Islander	0.10%	2
Native American or Alaska Native	0.19%	4
Two or more races or ethnic groups/Mixed	3.25%	68
Prefer not to say	9.04%	189
TOTAL	2090	

6: How long have you been in the Foreign Service?

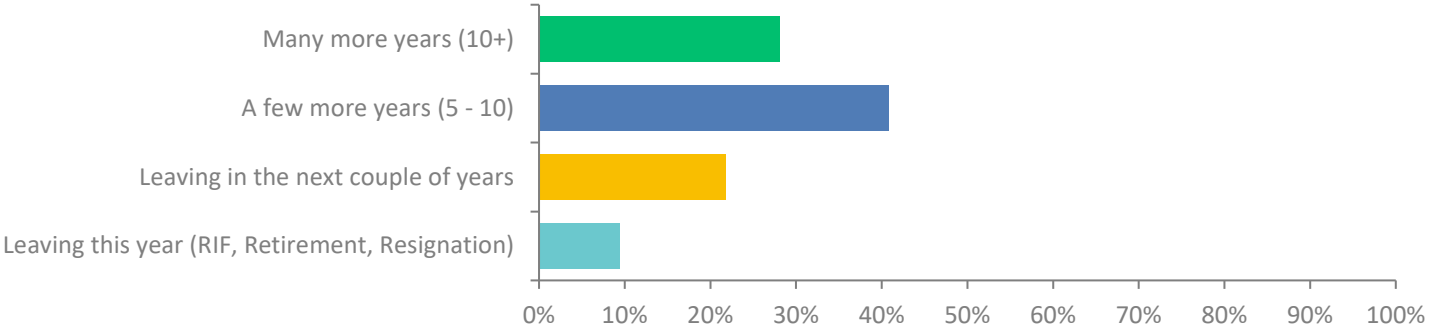
Answered: 1925, Skipped: 177



ANSWER CHOICES	RESPONSES	
0 - 5 years	15.06%	290
6 - 10 years	12.36%	238
10 - 20 years	46.29%	891
20+ years	26.29%	506
TOTAL		1925

7: How much longer do you plan to stay in the Foreign Service?

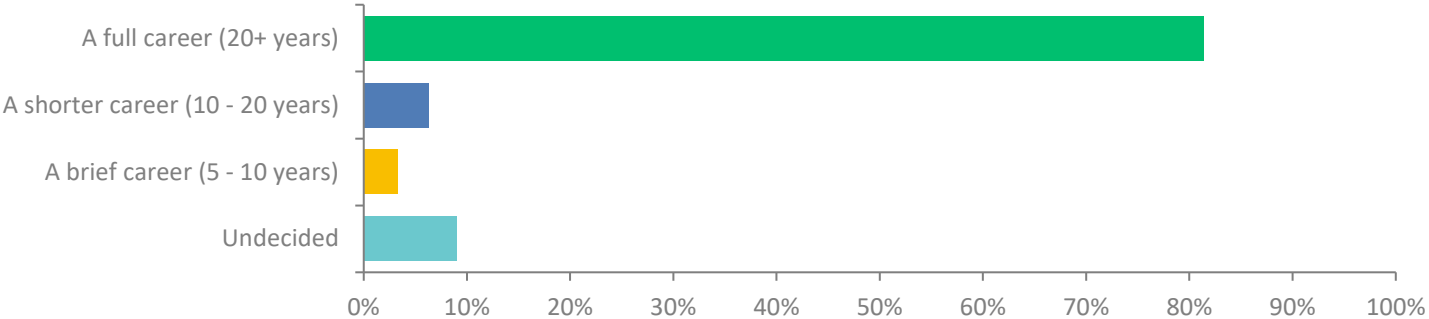
Answered: 1919, Skipped: 183



ANSWER CHOICES	RESPONSES	
Many more years (10+)	28.04%	538
A few more years (5 - 10)	40.85%	784
Leaving in the next couple of years	21.73%	417
Leaving this year (RIF, Retirement, Resignation)	9.38%	180
TOTAL		1919

8: When you joined, how long did you plan to stay in the Foreign Service?

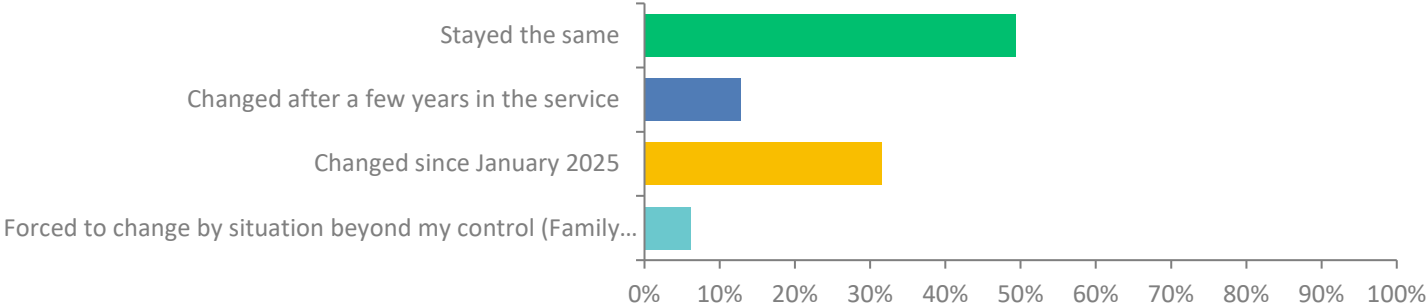
Answered: 1925, Skipped: 177



ANSWER CHOICES	RESPONSES	
A full career (20+ years)	81.35%	1566
A shorter career (10 - 20 years)	6.29%	121
A brief career (5 - 10 years)	3.32%	64
Undecided	9.04%	174
TOTAL	1925	

9: How has that plan changed over time?

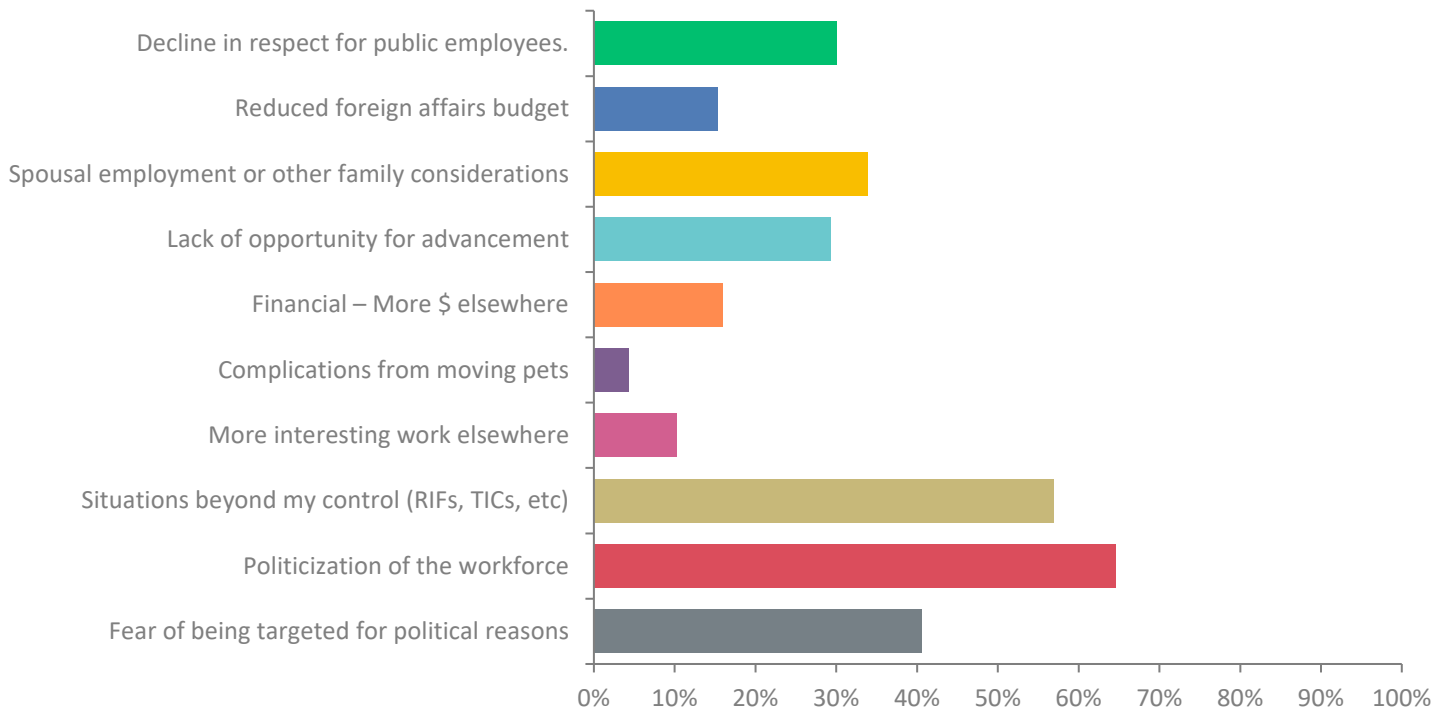
Answered: 1915, Skipped: 187



ANSWER CHOICES	RESPONSES	
Stayed the same	49.35%	945
Changed after a few years in the service	12.85%	246
Changed since January 2025	31.59%	605
Forced to change by situation beyond my control (Family issues, RIFs, etc.)	6.21%	119
TOTAL		1915

10: What factors would cause you to leave the service before mandatory retirement? (Select up to 3 choices)

Answered: 1863, Skipped: 239



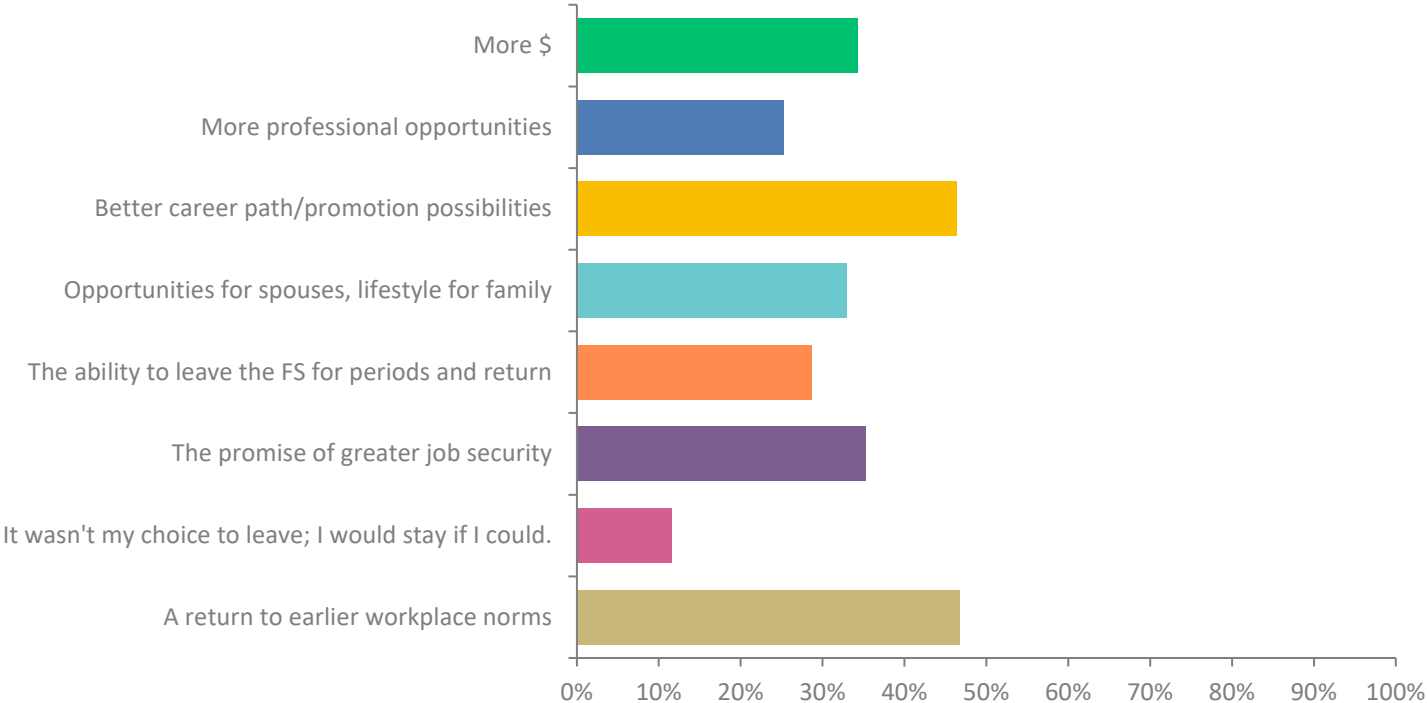
10: What factors would cause you to leave the service before mandatory retirement?

Answered: 1863, Skipped: 239

ANSWER CHOICES	RESPONSES	
Decline in respect for public employees.	30.01%	559
Reduced foreign affairs budget	15.35%	286
Spousal employment or other family considerations	33.92%	632
Lack of opportunity for advancement	29.36%	547
Financial – More \$ elsewhere	15.94%	297
Complications from moving pets	4.29%	80
More interesting work elsewhere	10.25%	191
Situations beyond my control (RIFs, TICs, etc)	56.90%	1060
Politicization of the workforce	64.52%	1202
Fear of being targeted for political reasons	40.53%	755
TOTAL		5609

11: What factors might lead you to stay longer? (Select up to 3 choices)

Answered: 1808, Skipped: 294



11: What factors might lead you to stay longer? (Select up to 3 choices)

Answered: 1808, Skipped: 294

ANSWER CHOICES	RESPONSES	
More \$	34.24%	619
More professional opportunities	25.28%	457
Better career path/promotion possibilities	46.40%	839
Opportunities for spouses, lifestyle for family	32.91%	595
The ability to leave the FS for periods and return	28.71%	519
The promise of greater job security	35.23%	637
It wasn't my choice to leave; I would stay if I could.	11.62%	210
A return to earlier workplace norms	46.79%	846
TOTAL		4722

12: What to you are the attractions of a Foreign Service career? (Select up to 3 choices)

Answered: 1915 ,: 187



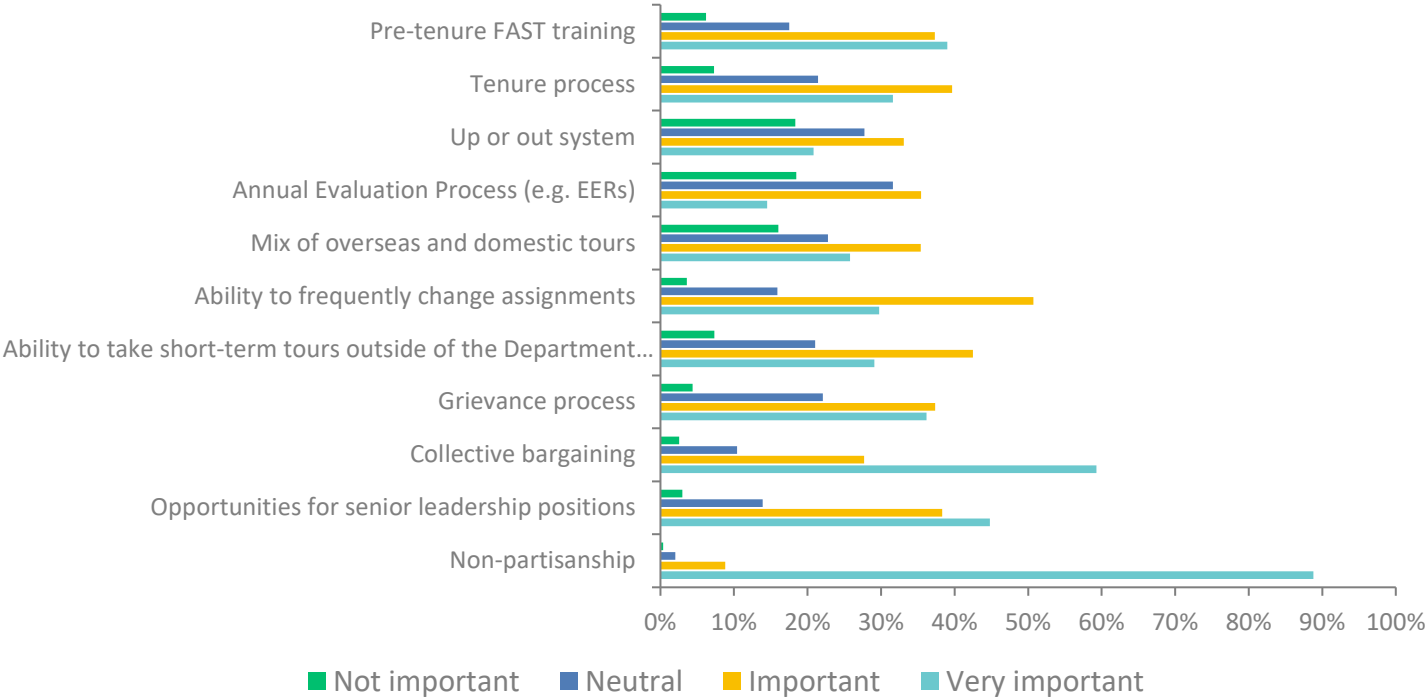
12: What to you are the attractions of a Foreign Service career? (Select up to 3 choices)

Answered: 1915, Skipped: 187

ANSWER CHOICES	RESPONSES	
Long term service	37.44%	717
Rank in person	8.83%	169
Opportunities to move/change jobs frequently	56.61%	1084
Opportunities to stretch into unfamiliar situations	26.32%	504
Opportunities to exercise leadership	28.88%	553
Opportunities to use cultural/language skills	43.66%	836
Good lifestyle for family	33.42%	640
Commitment to public service/Advancing U.S. interests and values	80.47%	1541
TOTAL		6044

13: In your opinion, how important is it for a Foreign Service career to maintain the following characteristics:

Answered: 1923, Skipped: 179



13: In your opinion, how important is it for a Foreign Service career to maintain the following characteristics:

Answered: 1923, Skipped: 179

	NOT IMPORTANT	NEUTRAL	IMPORTANT	VERY IMPORTANT	TOTAL	WEIGHTED AVERAGE
▼ Pre-tenure FAST training	6.18% 118	17.51% 334	37.32% 712	38.99% 744	1,908	4.03
▼ Tenure process	7.30% 140	21.44% 411	39.65% 760	31.61% 606	1,917	3.88
▼ Up or out system	18.36% 351	27.72% 530	33.11% 633	20.82% 398	1,912	3.38
▼ Annual Evaluation Process (e.g. EERs)	18.46% 354	31.60% 606	35.45% 680	14.49% 278	1,918	3.28
▼ Mix of overseas and domestic tours	16.04% 308	22.76% 437	35.42% 680	25.78% 495	1,920	3.55
▼ Ability to frequently change assignments	3.59% 69	15.92% 306	50.73% 975	29.76% 572	1,922	4.03
▼ Ability to take short-term tours outside of the Department (fellowships, training, etc.)	7.34% 141	21.04% 404	42.50% 816	29.11% 559	1,920	3.86
▼ Grievance process	4.38% 84	22.07% 423	37.35% 716	36.20% 694	1,917	4.01
▼ Collective bargaining	2.56% 49	10.44% 200	27.71% 531	59.29% 1,136	1,916	4.41
▼ Opportunities for senior leadership positions	2.97% 57	13.91% 267	38.30% 735	44.82% 860	1,919	4.22
▼ Non-partisanship	0.36% 7	2.03% 39	8.81% 169	88.79% 1,703	1,918	4.86

14: How do recent budget cuts/reductions affect your work? (Cuts in AID, Broadcasting, State Funding, etc.)

Answered: 1610, Skipped: 492

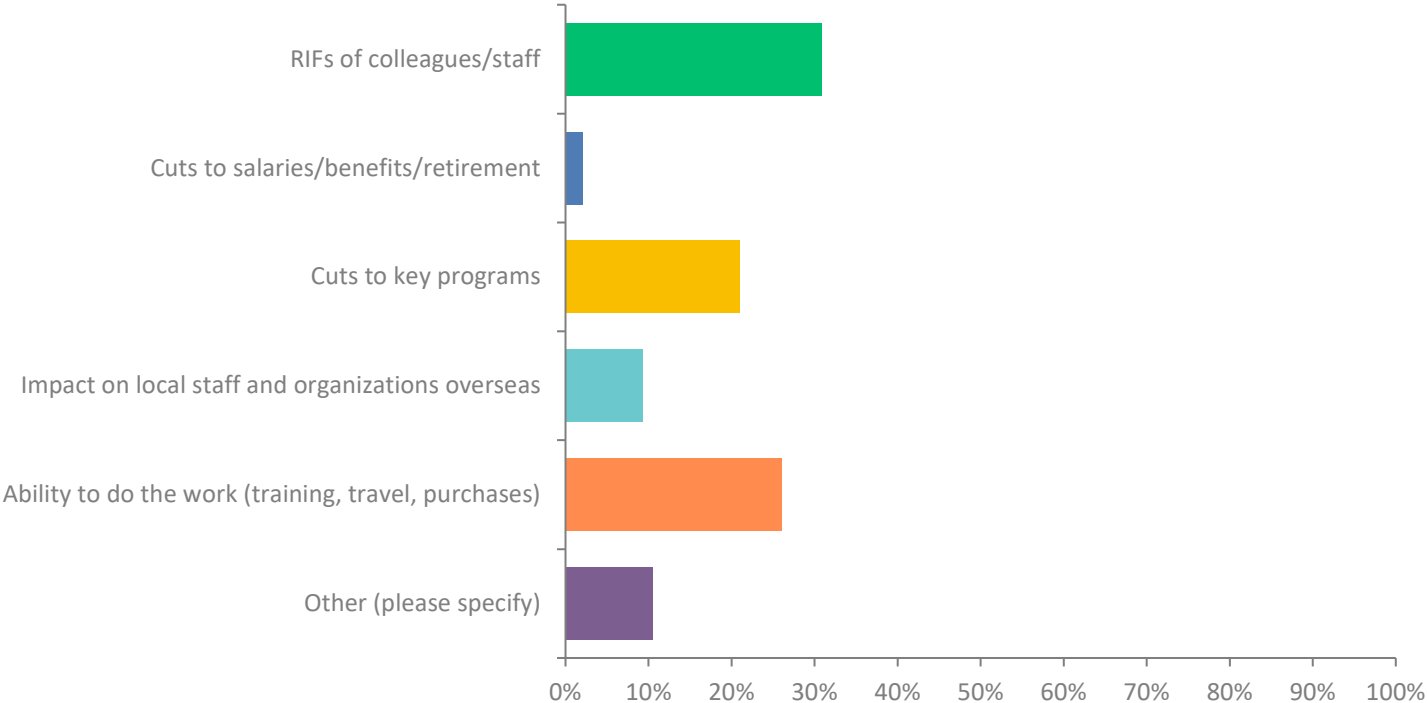
3.4★
average rating



	NO IMPACT	LITTLE IMPACT	MEDIUM IMPACT	MUCH IMPACT	TOTAL	WEIGHTED AVERAGE
★	2.42%	11.49%	30.68%	55.40%		
	39	185	494	892	1,610	3.39

15: What is the main impact to your work from budget cuts?

Answered: 1769, Skipped: 333



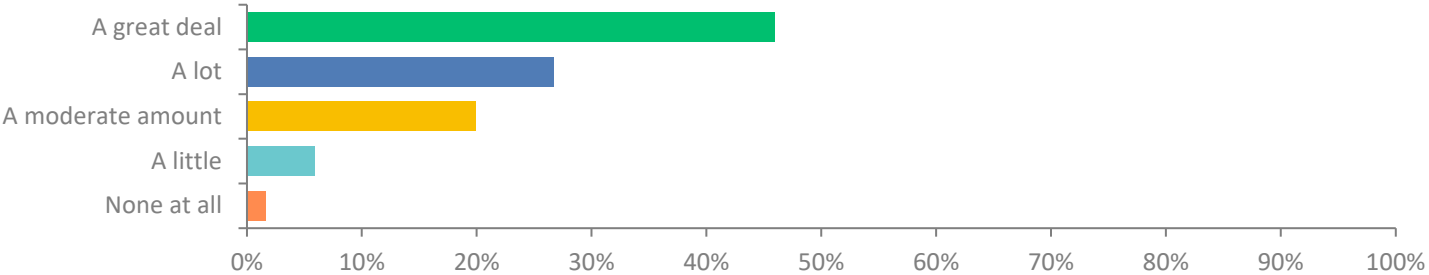
15: What is the main impact to your work from budget cuts?

Answered: 1769, Skipped: 333

ANSWER CHOICES	RESPONSES	
RIFs of colleagues/staff	30.92%	547
Cuts to salaries/benefits/retirement	2.15%	38
Cuts to key programs	21.03%	372
Impact on local staff and organizations overseas	9.33%	165
Ability to do the work (training, travel, purchases)	26.06%	461
Other (please specify)	10.51%	186
TOTAL		1769

16: Overall, how have changes in the work environment since January affected your ability to do your job?

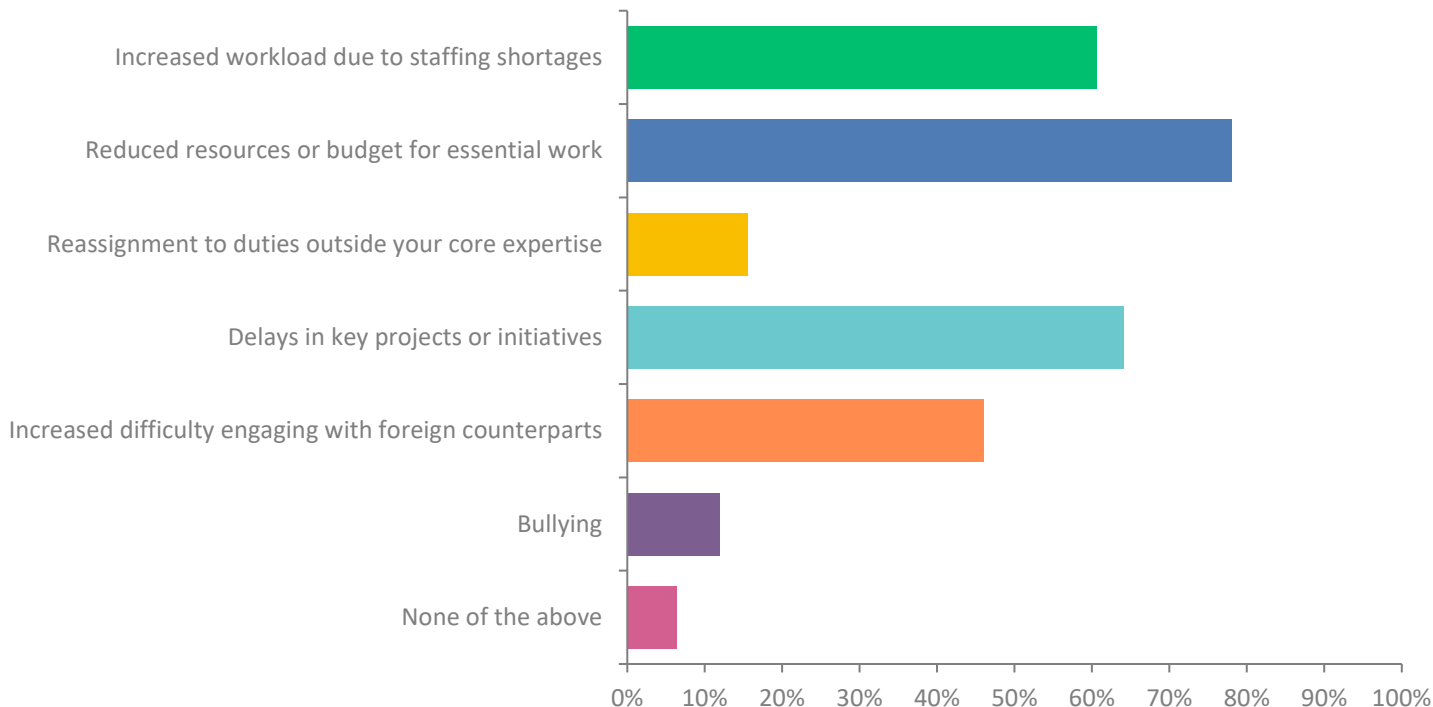
Answered: 1773, Skipped: 329



ANSWER CHOICES	RESPONSES	
A great deal	45.91%	814
A lot	26.68%	473
A moderate amount	19.91%	353
A little	5.92%	105
None at all	1.58%	28
TOTAL		1773

17: Since January, which of the following have you personally experienced in your work? (Select all that apply)

Answered: 1773, Skipped: 329



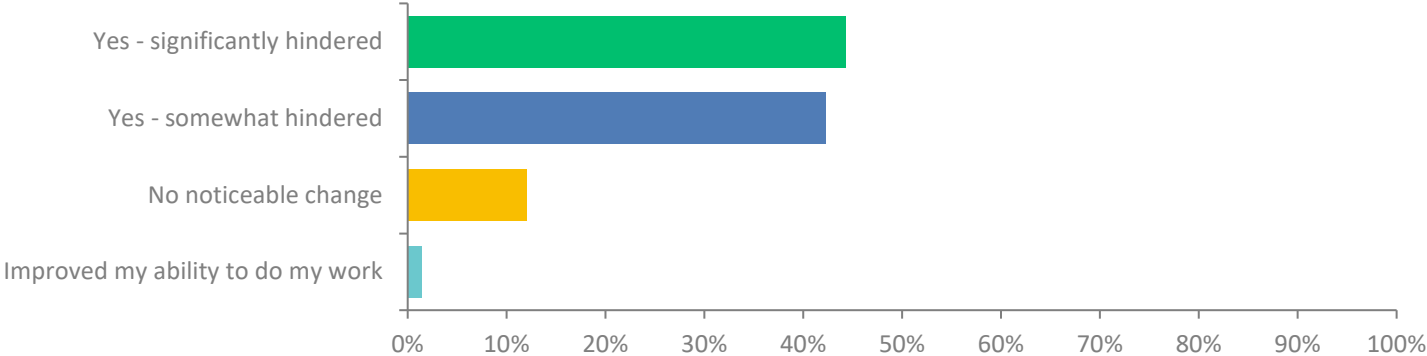
17: Since January, which of the following have you personally experienced in your work? (Select all that apply)

Answered: 1773, Skipped: 329

ANSWER CHOICES	RESPONSES	
Increased workload due to staffing shortages	60.58%	1074
Reduced resources or budget for essential work	78.06%	1384
Reassignment to duties outside your core expertise	15.62%	277
Delays in key projects or initiatives	64.13%	1137
Increased difficulty engaging with foreign counterparts	45.97%	815
Bullying	11.96%	212
None of the above	6.43%	114
TOTAL		5013

18: Have changes in Washington since January affected your ability to advance U.S. diplomatic priorities?

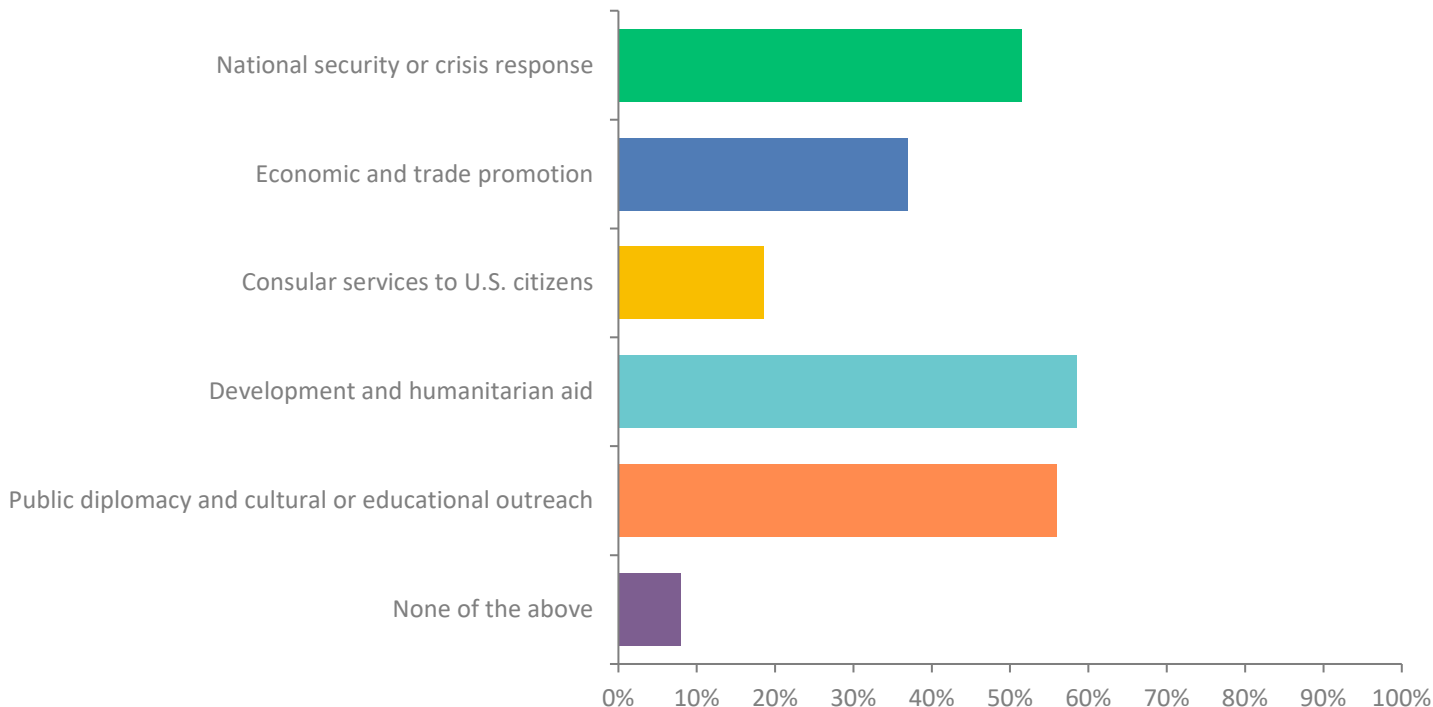
Answered: 1767, Skipped: 335



ANSWER CHOICES	RESPONSES	
Yes - significantly hindered	44.26%	782
Yes - somewhat hindered	42.28%	747
No noticeable change	12.05%	213
Improved my ability to do my work	1.41%	25
TOTAL		1767

19: Which areas of work have been most negatively affected by recent changes? (Select all that apply)

Answered: 1666, Skipped: 436



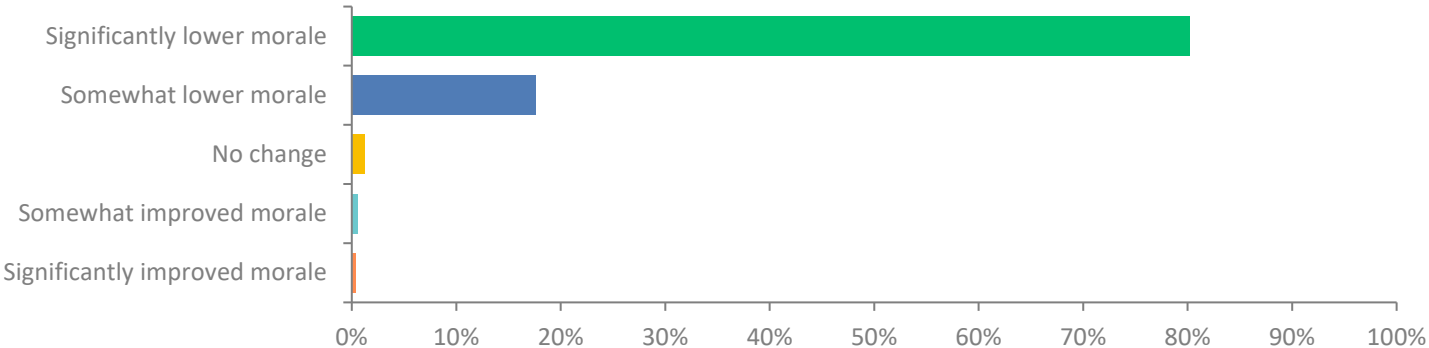
19: Which areas of work have been most negatively affected by recent changes?
(Select all that apply)

Answered: 1666, Skipped: 436

ANSWER CHOICES	RESPONSES	
National security or crisis response	51.56%	859
Economic and trade promotion	36.97%	616
Consular services to U.S. citizens	18.55%	309
Development and humanitarian aid	58.52%	975
Public diplomacy and cultural or educational outreach	56.00%	933
None of the above	7.92%	132
TOTAL		3824

20: How have the changes since January affected the morale in your workplace?

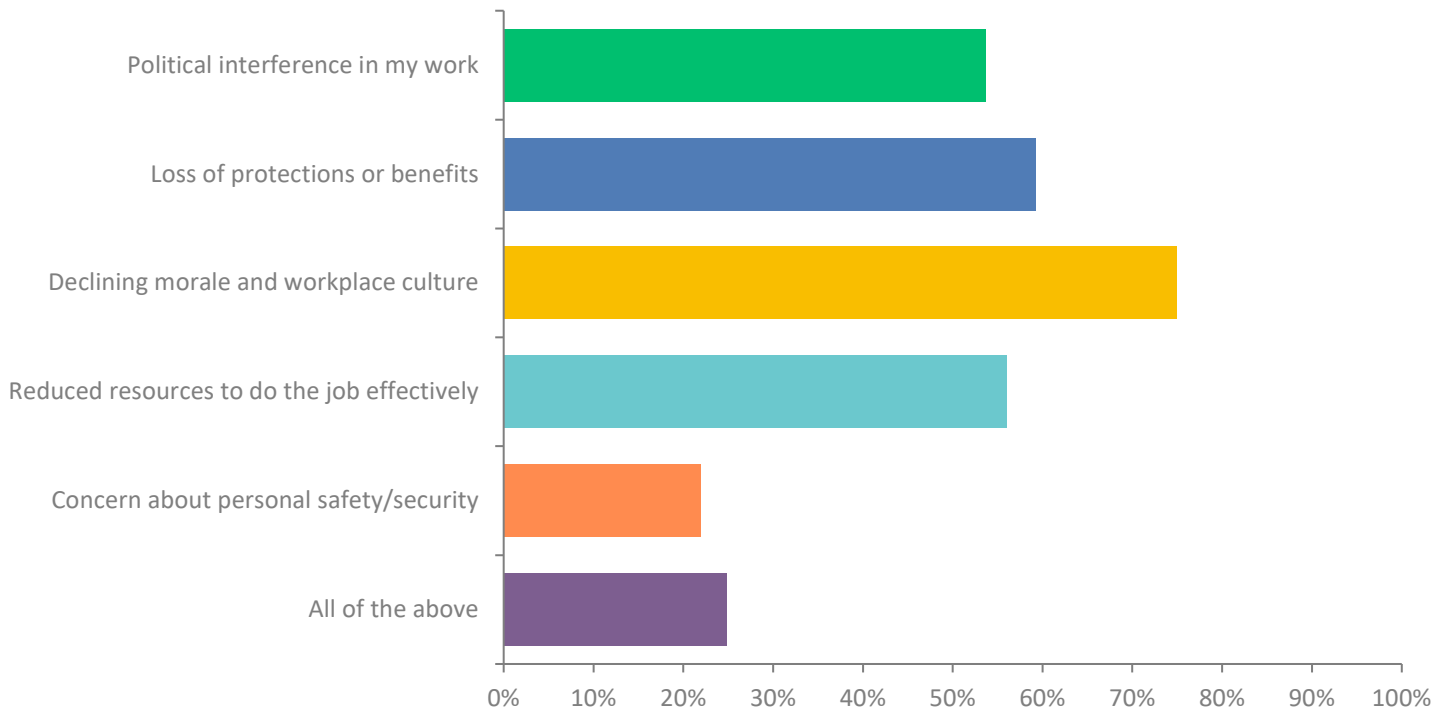
Answered: 1781, Skipped: 321



ANSWER CHOICES	RESPONSES	
Significantly lower morale	80.24%	1429
Somewhat lower morale	17.63%	314
No change	1.24%	22
Somewhat improved morale	0.56%	10
Significantly improved morale	0.34%	6
TOTAL		1781

21: If you've considered leaving the Foreign Service since January, what factors influenced that consideration? (Select all that apply)

Answered: 1516, Skipped: 586



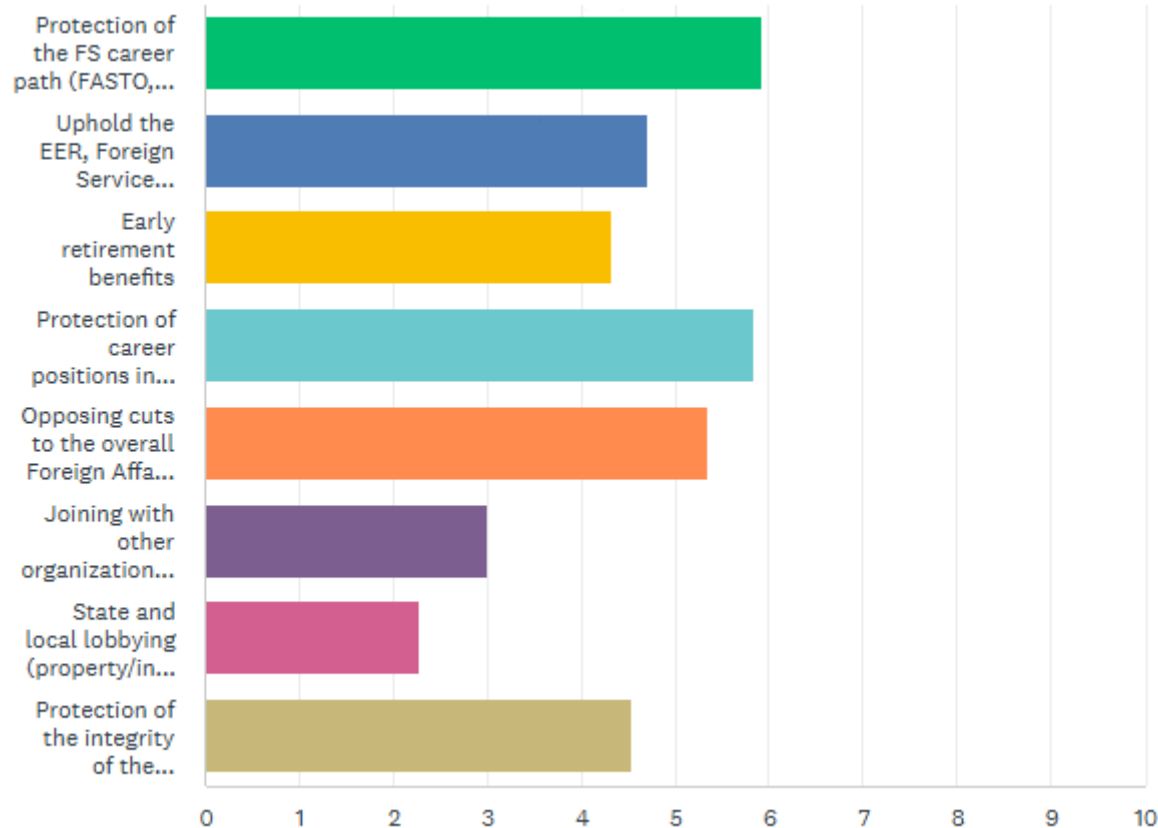
21: If you've considered leaving the Foreign Service since January, what factors influenced that consideration? (Select all that apply)

Answered: 1516, Skipped: 586

ANSWER CHOICES	RESPONSES	
Political interference in my work	53.63%	813
Loss of protections or benefits	59.23%	898
Declining morale and workplace culture	75.00%	1137
Reduced resources to do the job effectively	56.00%	849
Concern about personal safety/security	21.90%	332
All of the above	24.87%	377
TOTAL		4406

22: In the coming year, what should AFSA's lobbying/advocacy priorities be?
(Please rank the options below from 1 (highest priority) to 8 (lowest priority) - use the up and down arrows to move each option)

Answered: 1765, Skipped: 337



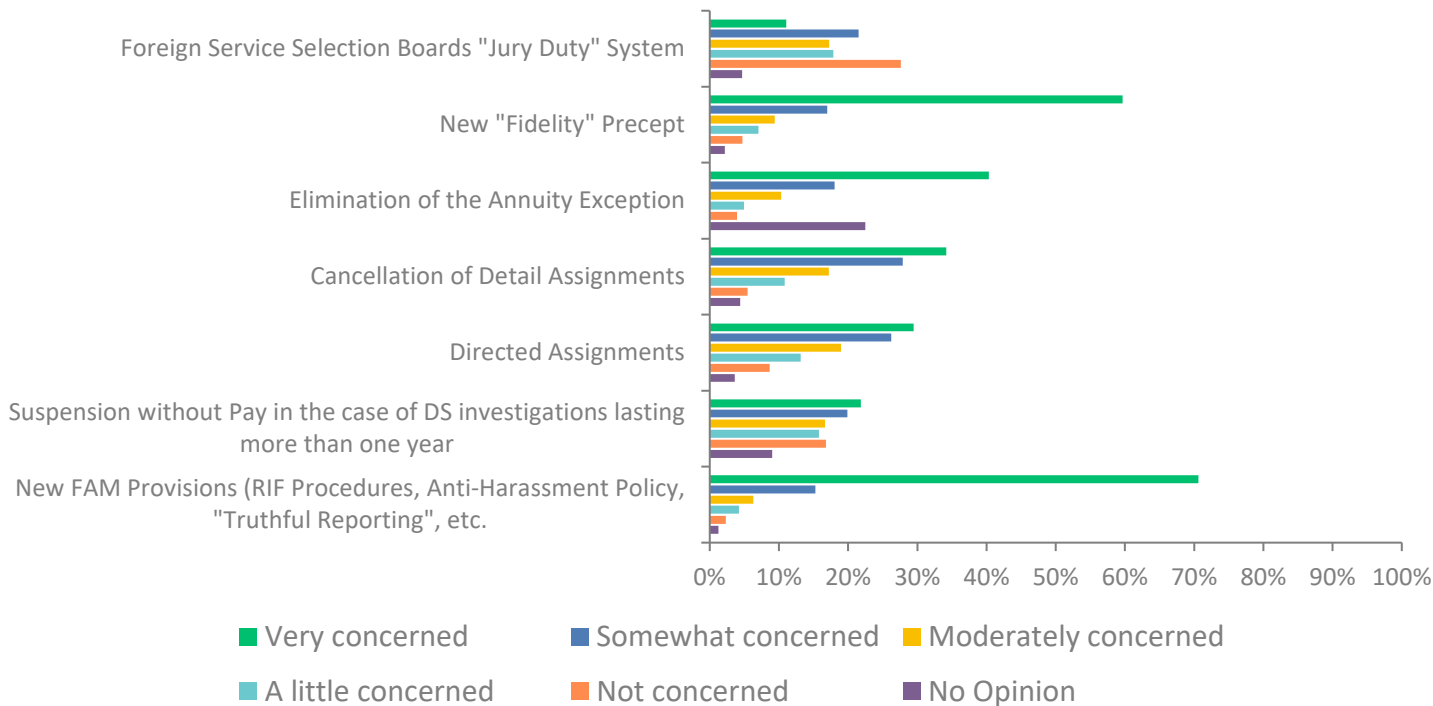
22: In the coming year, what should AFSA's lobbying/advocacy priorities be? (Please rank the options below from 1 (highest priority) to 8 (lowest priority) - use the up and down arrows to move each option)

Answered: 1765, Skipped: 337

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Protection of the FS career path (FASTO, Mid-Level, et)	25.72% 454	18.47% 326	18.24% 322	15.07% 266	10.93% 193	6.69% 118	3.40% 60	1.47% 26	1,765	5.92
Uphold the EER, Foreign Service Selection Board, etc. process	5.44% 96	13.77% 243	17.05% 301	19.77% 349	18.98% 335	10.82% 191	7.76% 137	6.40% 113	1,765	4.71
Early retirement benefits	15.24% 269	8.78% 155	8.50% 150	9.80% 173	13.82% 244	18.81% 332	13.20% 233	11.84% 209	1,765	4.33
Protection of career positions in the face of political appointments	23.74% 419	21.70% 383	16.20% 286	14.05% 248	9.92% 175	8.44% 149	3.97% 70	1.98% 35	1,765	5.84
Opposing cuts to the overall Foreign Affairs budget	20.79% 367	17.73% 313	12.69% 224	11.33% 200	14.96% 264	12.01% 212	6.40% 113	4.08% 72	1,765	5.36
Joining with other organizations to lobby on non-FS specific issues like FEHB	1.81% 32	3.91% 69	5.27% 93	7.93% 140	9.35% 165	20.85% 368	36.49% 644	14.39% 254	1,765	3.00
State and local lobbying (property/income taxes, public school enrollment, drivers' licenses, mobile lifestyle/residency, etc.)	1.87% 33	3.06% 54	3.51% 62	4.31% 76	6.69% 118	10.54% 186	21.42% 378	48.61% 858	1,765	2.29
Protection of the integrity of the assignments process	5.38% 95	12.58% 222	18.53% 327	17.73% 313	15.35% 271	11.84% 209	7.37% 130	11.22% 198	1,765	4.54

23: How concerned are you about the following developments:

Answered: 1781, Skipped: 321



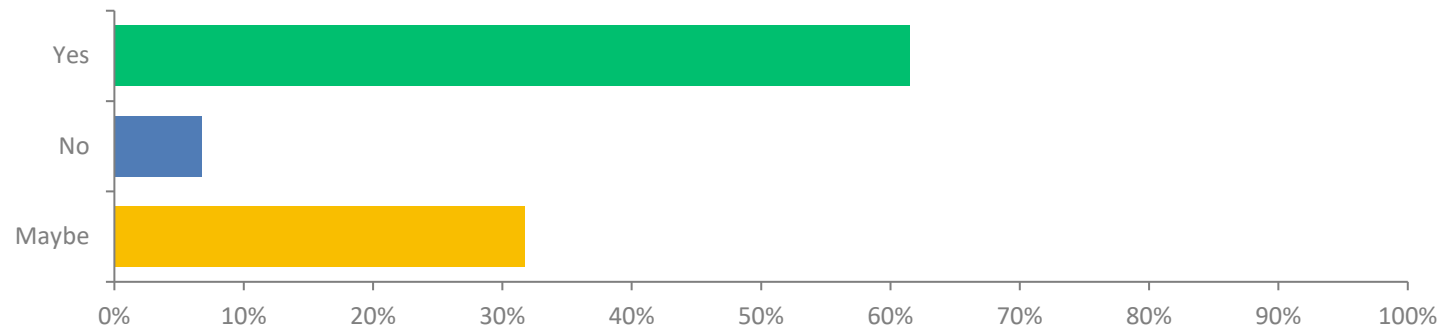
23: How concerned are you about the following developments:

Answered: 1781, Skipped: 321

	VERY CONCERNED	SOMEWHAT CONCERNED	MODERATELY CONCERNED	A LITTLE CONCERNED	NOT CONCERNED	NO OPINION	TOTAL	WEIGHTED AVERAGE
Foreign Service Selection Boards "Jury Duty" System	11.05% 196	21.53% 382	17.25% 306	17.87% 317	27.62% 490	4.68% 83	1,774	3.44
New "Fidelity" Precept	59.66% 1,059	16.96% 301	9.41% 167	7.04% 125	4.73% 84	2.20% 39	1,775	1.87
Elimination of the Annuity Exception	40.33% 709	18.03% 317	10.30% 181	4.95% 87	3.92% 69	22.47% 395	1,758	2.82
Cancellation of Detail Assignments	34.20% 606	27.88% 494	17.21% 305	10.84% 192	5.47% 97	4.40% 78	1,772	2.39
Directed Assignments	29.44% 522	26.23% 465	18.95% 336	13.14% 233	8.63% 153	3.61% 64	1,773	2.56
Suspension without Pay in the case of DS investigations lasting more than one year	21.83% 387	19.91% 353	16.64% 295	15.79% 280	16.81% 298	9.02% 160	1,773	3.13
New FAM Provisions (RIF Procedures, Anti-Harassment Policy, "Truthful Reporting", etc.	70.63% 1,253	15.28% 271	6.31% 112	4.23% 75	2.31% 41	1.24% 22	1,774	1.56

24: If you had to do it all again, would you join the Foreign Service?

Answered: 1780, Skipped: 322



ANSWER CHOICES	RESPONSES	
Yes	61.52%	1095
No	6.74%	120
Maybe	31.74%	565
TOTAL		1780