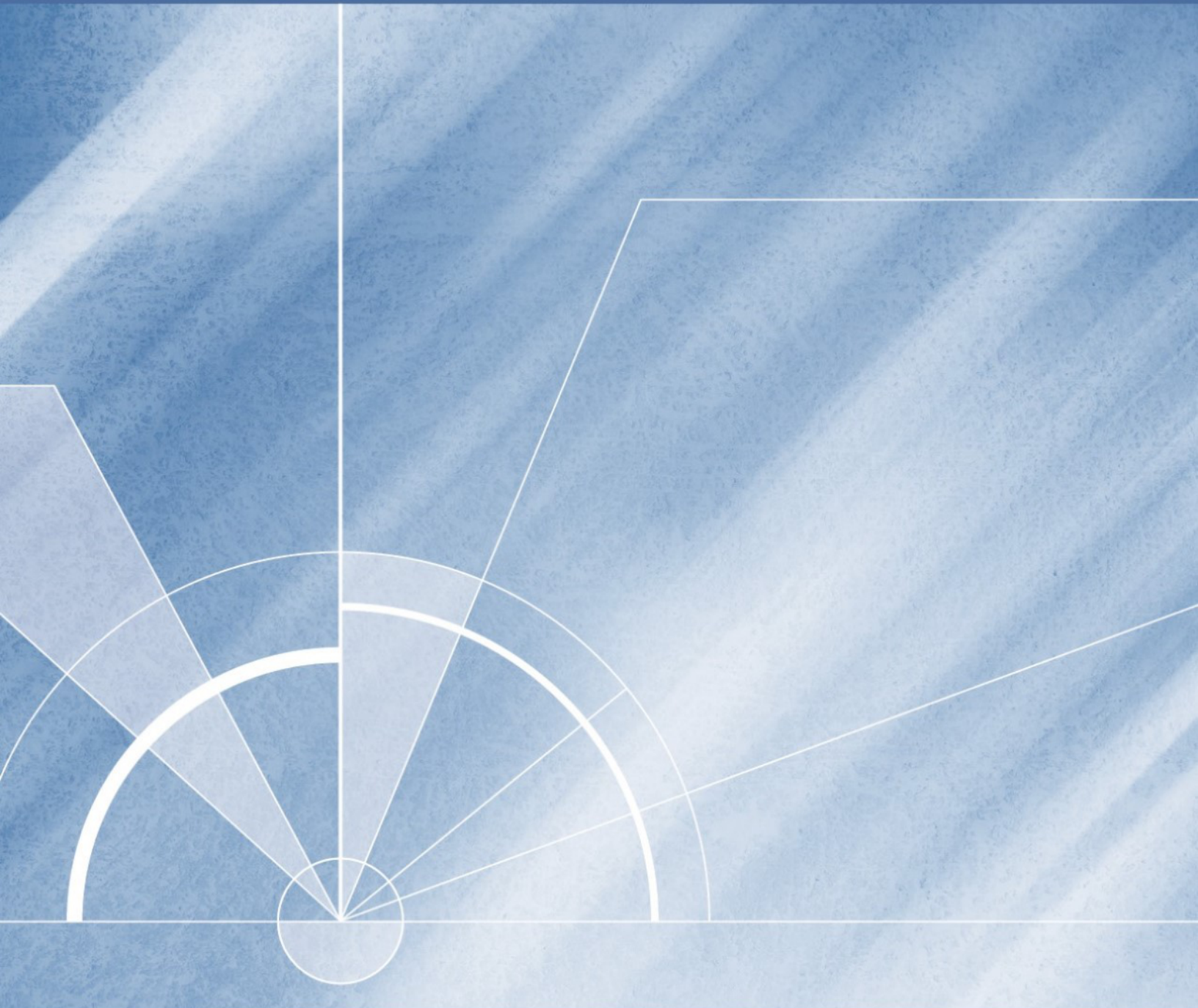


2016

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Report

Department of Health and Human Services  
National Institutes of Health





**Department of Health and Human Services**  
**National Institutes of Health**  
***1st Level Subagency Report***

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of Health and Human Services	40,345	55.3%
<b>National Institutes of Health</b>	<b>8,885</b>	<b>51.5%</b>

### New for 2016

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Two new sections –**Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

**Department of Health and Human Services**  
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**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

- 97.6% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 93.2% I am constantly looking for ways to do my job better. (Q.8)
- 91.9% The work I do is important. (Q.13)
- 90.0% How would you rate the overall quality of work done by your work unit? (Q.28)
- 88.4% I know how my work relates to the agency's goals and priorities. (Q.12)
- 87.9% I am held accountable for achieving results. (Q.16)
- 86.2% I like the kind of work I do. (Q.5)
- 85.5% My agency is successful at accomplishing its mission. (Q.39)
- 83.8% Employees are protected from health and safety hazards on the job. (Q.35)
- 83.6% I know what is expected of me on the job. (Q.6)

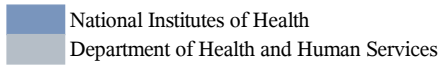
***Highest Percent Negative***

- 33.4% Pay raises depend on how well employees perform their jobs. (Q.33)
- 30.1% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 29.1% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 28.3% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 25.9% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 25.2% Promotions in my work unit are based on merit. (Q.22)
- 23.2% Awards in my work unit depend on how well employees perform their jobs. (Q.25)
- 22.6% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 22.0% Considering everything, how satisfied are you with your pay? (Q.70)
- 21.3% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)

**Department of Health and Human Services**  
**National Institutes of Health**  
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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Health and Human Services) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.





<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	66.7%	58.5%	+8.2
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	65.4%	57.3%	+8.1
Prohibited Personnel Practices are not tolerated. (Q.38)	77.2%	69.1%	+8.1
Policies and programs promote diversity in the workplace. (Q.34)	68.5%	60.9%	+7.6
My work unit is able to recruit people with the right skills. (Q.21)	59.4%	52.1%	+7.3
My agency is successful at accomplishing its mission. (Q.39)	85.5%	78.6%	+6.9
Supervisors work well with employees of different backgrounds. (Q.55)	72.7%	66.1%	+6.6
Creativity and innovation are rewarded. (Q.32)	53.9%	47.3%	+6.6
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	81.1%	74.8%	+6.3
I have a high level of respect for my organization's senior leaders. (Q.61)	67.5%	61.2%	+6.3

**Department of Health and Human Services**  
**National Institutes of Health**  
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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Health and Human Services) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.

 National Institutes of Health  
 Department of Health and Human Services

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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*You have no items in this category*

**Department of Health and Human Services**  
**National Institutes of Health**  
*1st Level Subagency Report*

**My Work Experience**

***1. I am given a real opportunity to improve my skills in my organization.***

	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
Department of Health and Human Services	40,257	69.7%	14.3%	16.0%
<b>National Institutes of Health</b>	<b>8,862</b>	<b>74.1%</b>	<b>13.1%</b>	<b>12.8%</b>

***2. I have enough information to do my job well.***

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Health and Human Services	40,075	73.8%	13.6%	12.6%
<b>National Institutes of Health</b>	<b>8,833</b>	<b>79.7%</b>	<b>10.7%</b>	<b>9.6%</b>

***3. I feel encouraged to come up with new and better ways of doing things.***

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Health and Human Services	39,784	65.6%	16.2%	18.2%
<b>National Institutes of Health</b>	<b>8,761</b>	<b>70.1%</b>	<b>14.1%</b>	<b>15.8%</b>

***4. My work gives me a feeling of personal accomplishment.***

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Health and Human Services	40,035	77.0%	12.6%	10.4%
<b>National Institutes of Health</b>	<b>8,817</b>	<b>79.7%</b>	<b>11.1%</b>	<b>9.2%</b>

***5. I like the kind of work I do.***

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Health and Human Services	39,876	85.4%	9.7%	4.9%
<b>National Institutes of Health</b>	<b>8,773</b>	<b>86.2%</b>	<b>9.5%</b>	<b>4.3%</b>

***6. I know what is expected of me on the job.***

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Health and Human Services	39,833	81.2%	10.7%	8.1%
<b>National Institutes of Health</b>	<b>8,783</b>	<b>83.6%</b>	<b>9.5%</b>	<b>6.9%</b>

**Department of Health and Human Services**  
**National Institutes of Health**  
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**My Work Experience (continued)**

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
Department of Health and Human Services	40,069	97.0%	2.0%	1.0%
<b>National Institutes of Health</b>	<b>8,819</b>	<b>97.6%</b>	<b>1.6%</b>	<b>0.8%</b>

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Health and Human Services	40,059	92.4%	6.4%	1.2%
<b>National Institutes of Health</b>	<b>8,822</b>	<b>93.2%</b>	<b>5.8%</b>	<b>1.1%</b>

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of Health and Human Services	40,164	54.5%	16.0%	29.5%	59
<b>National Institutes of Health</b>	<b>8,846</b>	<b>60.3%</b>	<b>13.8%</b>	<b>25.9%</b>	<b>13</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Health and Human Services	39,967	60.9%	15.7%	23.4%	63
<b>National Institutes of Health</b>	<b>8,808</b>	<b>63.9%</b>	<b>15.4%</b>	<b>20.8%</b>	<b>15</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Health and Human Services	39,292	63.4%	15.5%	21.1%	143
<b>National Institutes of Health</b>	<b>8,667</b>	<b>66.5%</b>	<b>14.3%</b>	<b>19.1%</b>	<b>22</b>

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Health and Human Services	39,907	86.8%	8.5%	4.7%	98
<b>National Institutes of Health</b>	<b>8,793</b>	<b>88.4%</b>	<b>7.3%</b>	<b>4.3%</b>	<b>19</b>

**Department of Health and Human Services**  
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**My Work Experience (continued)**

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Health and Human Services	39,540	91.5%	6.2%	2.4%	85
<b>National Institutes of Health</b>	<b>8,714</b>	<b>91.9%</b>	<b>6.1%</b>	<b>2.1%</b>	<b>10</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,735	65.7%	14.0%	20.3%	1,775
Department of Health and Human Services	39,950	71.1%	12.7%	16.2%	153
<b>National Institutes of Health</b>	<b>8,803</b>	<b>72.2%</b>	<b>12.4%</b>	<b>15.4%</b>	<b>28</b>

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Health and Human Services	39,618	70.9%	13.3%	15.8%	507
<b>National Institutes of Health</b>	<b>8,729</b>	<b>71.3%</b>	<b>13.8%</b>	<b>14.9%</b>	<b>107</b>

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Health and Human Services	39,817	85.9%	10.2%	3.9%	174
<b>National Institutes of Health</b>	<b>8,749</b>	<b>87.9%</b>	<b>9.0%</b>	<b>3.1%</b>	<b>45</b>

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of Health and Human Services	37,717	63.5%	18.6%	17.9%	2,321
<b>National Institutes of Health</b>	<b>8,252</b>	<b>66.4%</b>	<b>18.5%</b>	<b>15.1%</b>	<b>557</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Health and Human Services	39,678	54.1%	23.1%	22.8%	391
<b>National Institutes of Health</b>	<b>8,702</b>	<b>57.0%</b>	<b>23.3%</b>	<b>19.7%</b>	<b>119</b>



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**My Work Experience (continued)**

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	396,712	69.0%	13.6%	17.3%	10,380
Department of Health and Human Services	39,417	69.0%	13.8%	17.1%	859
<b>National Institutes of Health</b>	<b>8,624</b>	<b>67.7%</b>	<b>15.1%</b>	<b>17.1%</b>	<b>245</b>

**My Work Unit**

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Health and Human Services	40,251	77.1%	12.1%	10.8%
<b>National Institutes of Health</b>	<b>8,864</b>	<b>82.0%</b>	<b>10.0%</b>	<b>8.0%</b>

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of Health and Human Services	38,969	52.1%	22.6%	25.4%	1,273
<b>National Institutes of Health</b>	<b>8,622</b>	<b>59.4%</b>	<b>21.6%</b>	<b>19.0%</b>	<b>236</b>

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of Health and Human Services	36,758	43.2%	27.2%	29.6%	3,268
<b>National Institutes of Health</b>	<b>8,141</b>	<b>48.7%</b>	<b>26.1%</b>	<b>25.2%</b>	<b>680</b>

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,758	29.3%	27.1%	43.6%	41,216
Department of Health and Human Services	34,931	34.5%	29.1%	36.3%	5,149
<b>National Institutes of Health</b>	<b>7,780</b>	<b>40.5%</b>	<b>29.4%</b>	<b>30.1%</b>	<b>1,044</b>

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of Health and Human Services	37,118	40.0%	27.9%	32.1%	3,004
<b>National Institutes of Health</b>	<b>8,179</b>	<b>44.5%</b>	<b>27.2%</b>	<b>28.3%</b>	<b>653</b>

**Department of Health and Human Services**  
**National Institutes of Health**  
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**My Work Unit (continued)**

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of Health and Human Services	36,881	48.4%	24.1%	27.5%	3,125
<b>National Institutes of Health</b>	<b>8,128</b>	<b>54.1%</b>	<b>22.7%</b>	<b>23.2%</b>	<b>674</b>

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of Health and Human Services	39,900	74.6%	13.1%	12.3%	224
<b>National Institutes of Health</b>	<b>8,796</b>	<b>79.9%</b>	<b>11.6%</b>	<b>8.5%</b>	<b>46</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Health and Human Services	38,334	60.0%	26.4%	13.6%	1,834
<b>National Institutes of Health</b>	<b>8,495</b>	<b>60.8%</b>	<b>28.0%</b>	<b>11.1%</b>	<b>352</b>

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Health and Human Services	40,204	85.9%	11.4%	2.7%
<b>National Institutes of Health</b>	<b>8,855</b>	<b>90.0%</b>	<b>8.2%</b>	<b>1.8%</b>

**My Agency**

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of Health and Human Services	38,943	74.8%	15.5%	9.7%	759
<b>National Institutes of Health</b>	<b>8,594</b>	<b>81.1%</b>	<b>11.9%</b>	<b>7.0%</b>	<b>134</b>

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Health and Human Services	38,482	51.4%	23.9%	24.7%	1,197
<b>National Institutes of Health</b>	<b>8,469</b>	<b>57.0%</b>	<b>22.1%</b>	<b>20.9%</b>	<b>256</b>

**Department of Health and Human Services**  
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**My Agency (continued)**

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of Health and Human Services	38,651	55.8%	21.7%	22.5%	944
<b>National Institutes of Health</b>	<b>8,494</b>	<b>60.8%</b>	<b>20.8%</b>	<b>18.4%</b>	<b>204</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Health and Human Services	38,118	47.3%	26.9%	25.7%	1,436
<b>National Institutes of Health</b>	<b>8,401</b>	<b>53.9%</b>	<b>25.2%</b>	<b>20.9%</b>	<b>300</b>

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of Health and Human Services	35,529	31.9%	29.8%	38.3%	3,913
<b>National Institutes of Health</b>	<b>7,754</b>	<b>37.3%</b>	<b>29.2%</b>	<b>33.4%</b>	<b>904</b>

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,140	57.8%	27.4%	14.8%	29,591
Department of Health and Human Services	36,730	60.9%	25.3%	13.8%	2,878
<b>National Institutes of Health</b>	<b>8,195</b>	<b>68.5%</b>	<b>21.3%</b>	<b>10.2%</b>	<b>514</b>

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of Health and Human Services	38,796	80.7%	12.8%	6.5%	832
<b>National Institutes of Health</b>	<b>8,539</b>	<b>83.8%</b>	<b>11.1%</b>	<b>5.0%</b>	<b>158</b>

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Health and Human Services	38,772	75.2%	15.4%	9.4%	718
<b>National Institutes of Health</b>	<b>8,482</b>	<b>77.1%</b>	<b>15.0%</b>	<b>7.9%</b>	<b>198</b>

**Department of Health and Human Services**  
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**My Agency (continued)**

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of Health and Human Services	36,723	57.3%	21.1%	21.6%	2,795
<b>National Institutes of Health</b>	<b>8,084</b>	<b>65.4%</b>	<b>19.0%</b>	<b>15.6%</b>	<b>592</b>

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,746	66.7%	18.9%	14.4%	35,073
Department of Health and Human Services	35,527	69.1%	18.0%	12.9%	3,862
<b>National Institutes of Health</b>	<b>7,867</b>	<b>77.2%</b>	<b>14.7%</b>	<b>8.1%</b>	<b>787</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of Health and Human Services	38,882	78.6%	15.2%	6.1%	730
<b>National Institutes of Health</b>	<b>8,549</b>	<b>85.5%</b>	<b>11.1%</b>	<b>3.5%</b>	<b>148</b>

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,013	64.0%	20.1%	15.8%	
Department of Health and Human Services	39,667	70.8%	17.7%	11.4%	
<b>National Institutes of Health</b>	<b>8,710</b>	<b>75.3%</b>	<b>15.1%</b>	<b>9.6%</b>	

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,195	40.9%	26.8%	32.3%	30,395
Department of Health and Human Services	36,617	52.1%	24.5%	23.4%	3,104
<b>National Institutes of Health</b>	<b>7,917</b>	<b>53.1%</b>	<b>25.5%</b>	<b>21.3%</b>	<b>807</b>

**My Supervisor**

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Health and Human Services	39,465	81.0%	9.5%	9.5%	193
<b>National Institutes of Health</b>	<b>8,650</b>	<b>83.0%</b>	<b>9.3%</b>	<b>7.8%</b>	<b>63</b>

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**My Supervisor** (continued)

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of Health and Human Services	39,390	70.2%	14.7%	15.1%	177
<b>National Institutes of Health</b>	<b>8,648</b>	<b>71.5%</b>	<b>14.5%</b>	<b>14.0%</b>	<b>43</b>

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Health and Human Services	38,917	66.6%	17.0%	16.4%	399
<b>National Institutes of Health</b>	<b>8,531</b>	<b>67.9%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>104</b>

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Health and Human Services	36,391	71.3%	19.1%	9.5%	3,079
<b>National Institutes of Health</b>	<b>8,081</b>	<b>75.6%</b>	<b>17.2%</b>	<b>7.3%</b>	<b>585</b>

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of Health and Human Services	39,279	65.4%	18.0%	16.6%	213
<b>National Institutes of Health</b>	<b>8,618</b>	<b>67.3%</b>	<b>18.1%</b>	<b>14.7%</b>	<b>48</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Health and Human Services	38,936	70.3%	15.6%	14.1%	608
<b>National Institutes of Health</b>	<b>8,542</b>	<b>73.6%</b>	<b>14.5%</b>	<b>11.9%</b>	<b>142</b>

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Health and Human Services	39,578	78.1%	11.3%	10.6%
<b>National Institutes of Health</b>	<b>8,691</b>	<b>80.0%</b>	<b>11.0%</b>	<b>9.0%</b>

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**My Supervisor** (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Health and Human Services	39,460	81.6%	9.7%	8.6%
<b>National Institutes of Health</b>	<b>8,658</b>	<b>83.4%</b>	<b>8.8%</b>	<b>7.8%</b>

**50. In the last six months, my supervisor has talked with me about my performance.**

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of Health and Human Services	39,427	80.3%	9.8%	9.8%
<b>National Institutes of Health</b>	<b>8,654</b>	<b>80.9%</b>	<b>9.6%</b>	<b>9.6%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Health and Human Services	39,495	70.2%	14.9%	14.9%
<b>National Institutes of Health</b>	<b>8,669</b>	<b>73.2%</b>	<b>14.0%</b>	<b>12.8%</b>

**52. Overall, how good a job do you feel is being done by your immediate supervisor?**

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Health and Human Services	39,516	73.0%	16.3%	10.7%
<b>National Institutes of Health</b>	<b>8,676</b>	<b>76.5%</b>	<b>14.4%</b>	<b>9.1%</b>

**Leadership**

**53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Health and Human Services	38,469	49.6%	23.4%	27.0%	875
<b>National Institutes of Health</b>	<b>8,425</b>	<b>55.4%</b>	<b>22.0%</b>	<b>22.6%</b>	<b>203</b>

**54. My organization's senior leaders maintain high standards of honesty and integrity.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Health and Human Services	36,773	58.5%	22.5%	19.0%	2,513
<b>National Institutes of Health</b>	<b>8,116</b>	<b>66.7%</b>	<b>19.3%</b>	<b>14.0%</b>	<b>497</b>

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**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Health and Human Services	36,475	66.1%	20.9%	13.0%	2,555
<b>National Institutes of Health</b>	<b>8,011</b>	<b>72.7%</b>	<b>17.9%</b>	<b>9.4%</b>	<b>523</b>

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Health and Human Services	38,479	65.0%	18.7%	16.4%	641
<b>National Institutes of Health</b>	<b>8,394</b>	<b>67.8%</b>	<b>18.0%</b>	<b>14.2%</b>	<b>185</b>

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of Health and Human Services	36,442	64.6%	21.8%	13.6%	2,624
<b>National Institutes of Health</b>	<b>7,933</b>	<b>67.1%</b>	<b>21.1%</b>	<b>11.8%</b>	<b>623</b>

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Health and Human Services	37,830	57.4%	21.2%	21.4%	1,348
<b>National Institutes of Health</b>	<b>8,233</b>	<b>61.4%</b>	<b>20.2%</b>	<b>18.4%</b>	<b>341</b>

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of Health and Human Services	37,900	62.0%	20.2%	17.8%	1,270
<b>National Institutes of Health</b>	<b>8,285</b>	<b>67.1%</b>	<b>18.4%</b>	<b>14.5%</b>	<b>289</b>

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,425	57.9%	23.3%	18.9%	21,965
Department of Health and Human Services	37,101	63.5%	21.0%	15.5%	2,137
<b>National Institutes of Health</b>	<b>8,079</b>	<b>69.0%</b>	<b>18.7%</b>	<b>12.3%</b>	<b>520</b>

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**Leadership (continued)**

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of Health and Human Services	38,676	61.2%	21.3%	17.5%	558
<b>National Institutes of Health</b>	<b>8,493</b>	<b>67.5%</b>	<b>18.2%</b>	<b>14.3%</b>	<b>103</b>

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Health and Human Services	36,423	63.3%	22.2%	14.5%	2,844
<b>National Institutes of Health</b>	<b>7,839</b>	<b>67.5%</b>	<b>20.5%</b>	<b>12.1%</b>	<b>765</b>

**My Satisfaction**

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of Health and Human Services	39,125	57.0%	21.8%	21.3%
<b>National Institutes of Health</b>	<b>8,564</b>	<b>60.5%</b>	<b>20.5%</b>	<b>19.0%</b>

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
Department of Health and Human Services	39,077	53.5%	23.3%	23.1%
<b>National Institutes of Health</b>	<b>8,554</b>	<b>57.5%</b>	<b>22.2%</b>	<b>20.3%</b>

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of Health and Human Services	39,005	54.1%	22.2%	23.6%
<b>National Institutes of Health</b>	<b>8,531</b>	<b>58.6%</b>	<b>20.7%</b>	<b>20.7%</b>

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of Health and Human Services	38,973	49.0%	28.5%	22.5%
<b>National Institutes of Health</b>	<b>8,516</b>	<b>53.9%</b>	<b>26.6%</b>	<b>19.5%</b>



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**My Satisfaction** (continued)

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of Health and Human Services	39,000	40.5%	29.8%	29.7%
<b>National Institutes of Health</b>	<b>8,532</b>	<b>40.2%</b>	<b>30.7%</b>	<b>29.1%</b>

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of Health and Human Services	38,977	57.8%	23.6%	18.5%
<b>National Institutes of Health</b>	<b>8,522</b>	<b>62.9%</b>	<b>22.6%</b>	<b>14.5%</b>

**69. Considering everything, how satisfied are you with your job?**

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of Health and Human Services	39,037	70.8%	16.1%	13.1%
<b>National Institutes of Health</b>	<b>8,541</b>	<b>72.7%</b>	<b>15.1%</b>	<b>12.2%</b>

**70. Considering everything, how satisfied are you with your pay?**

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of Health and Human Services	39,065	62.2%	17.2%	20.7%
<b>National Institutes of Health</b>	<b>8,550</b>	<b>60.2%</b>	<b>17.8%</b>	<b>22.0%</b>

**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Health and Human Services	39,056	64.9%	19.5%	15.6%
<b>National Institutes of Health</b>	<b>8,552</b>	<b>69.5%</b>	<b>17.3%</b>	<b>13.2%</b>

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**Work/Life**

**72. Have you been notified whether or not you are eligible to telework?**

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of Health and Human Services	38,986	68.2%	9.3%	15.6%	6.9%
<b>National Institutes of Health</b>	<b>8,524</b>	<b>78.2%</b>	<b>13.6%</b>	<b>4.4%</b>	<b>3.8%</b>

**73. Please select the response below that BEST describes your current teleworking situation.**

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
Department of Health and Human Services	38,915	7.9%	35.4%	7.0%	14.7%
<b>National Institutes of Health</b>	<b>8,534</b>	<b>3.3%</b>	<b>31.6%</b>	<b>12.5%</b>	<b>24.1%</b>

(continued)

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of Health and Human Services	38,915	13.9%	2.0%	9.0%	10.1%
<b>National Institutes of Health</b>	<b>8,534</b>	<b>12.5%</b>	<b>1.6%</b>	<b>6.1%</b>	<b>8.3%</b>

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of Health and Human Services	38,901	31.7%	53.5%	14.8%
<b>National Institutes of Health</b>	<b>8,520</b>	<b>25.1%</b>	<b>61.2%</b>	<b>13.7%</b>

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**Work/Life (continued)**

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	390,233	26.8%	61.0%	12.1%
Department of Health and Human Services	38,805	26.0%	64.9%	9.1%
<b>National Institutes of Health</b>	<b>8,493</b>	<b>15.4%</b>	<b>79.2%</b>	<b>5.4%</b>

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of Health and Human Services	38,558	12.9%	82.5%	4.6%
<b>National Institutes of Health</b>	<b>8,437</b>	<b>8.1%</b>	<b>87.8%</b>	<b>4.1%</b>

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
Governmentwide	390,848	3.7%	79.1%	17.2%
Department of Health and Human Services	38,808	4.1%	82.4%	13.5%
<b>National Institutes of Health</b>	<b>8,490</b>	<b>6.1%</b>	<b>88.4%</b>	<b>5.5%</b>

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	391,248	2.3%	80.4%	17.2%
Department of Health and Human Services	38,815	2.7%	84.1%	13.2%
<b>National Institutes of Health</b>	<b>8,499</b>	<b>3.1%</b>	<b>91.5%</b>	<b>5.5%</b>

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Health and Human Services	28,032	83.2%	9.3%	7.5%	581
<b>National Institutes of Health</b>	<b>6,094</b>	<b>80.7%</b>	<b>11.2%</b>	<b>8.2%</b>	<b>118</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

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**Work/Life (continued)**

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
Department of Health and Human Services	12,421	89.1%	7.5%	3.3%	406
<b>National Institutes of Health</b>	<b>2,085</b>	<b>93.7%</b>	<b>4.4%</b>	<b>1.9%</b>	<b>62</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	102,282	80.5%	15.7%	3.8%	7,335
Department of Health and Human Services	9,694	83.9%	13.4%	2.7%	668
<b>National Institutes of Health</b>	<b>1,217</b>	<b>80.8%</b>	<b>14.8%</b>	<b>4.4%</b>	<b>127</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	51,991	75.5%	20.1%	4.4%	8,067
Department of Health and Human Services	4,465	78.2%	18.1%	3.7%	694
<b>National Institutes of Health</b>	<b>657</b>	<b>77.1%</b>	<b>18.6%</b>	<b>4.3%</b>	<b>132</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
Department of Health and Human Services	1,427	78.2%	17.7%	4.1%	447
<b>National Institutes of Health</b>	<b>466</b>	<b>80.6%</b>	<b>15.2%</b>	<b>4.2%</b>	<b>106</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,399	67.6%	30.2%	2.2%	3,730
Department of Health and Human Services	859	72.6%	25.5%	1.9%	409
<b>National Institutes of Health</b>	<b>227</b>	<b>72.6%</b>	<b>25.8%</b>	<b>1.6%</b>	<b>92</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	5,822	69.2%
Field	2,590	30.8%

***What is your supervisory status?***

	N	%
Non-Supervisor	4,857	57.2%
Team Leader	1,538	18.1%
Supervisor	1,415	16.7%
Manager	450	5.3%
Senior Leader	236	2.8%

***Are you:***

	N	%
Male	3,318	39.5%
Female	5,088	60.5%

***Are you Hispanic or Latino?***

	N	%
Yes	465	5.6%
No	7,877	94.4%

***Race***

	N	%
American Indian or Alaska Native	29	0.4%
Asian	1,126	13.9%
Black or African American	1,262	15.6%
Native Hawaiian or Other Pacific Islander	21	0.3%
White	5,430	67.1%
Two or more races	221	2.7%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than High School	9	0.1%
High School Diploma/GED or equivalent	180	2.1%
Trade or Technical Certificate	98	1.2%
Some College (no degree)	697	8.3%
Associate's Degree (e.g., AA, AS)	281	3.3%
Bachelor's Degree (e.g., BA, BS)	1,748	20.7%
Master's Degree (e.g., MA, MS, MBA)	1,958	23.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3,454	41.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	105	1.2%
GS 1-6	93	1.1%
GS 7-12	2,344	27.9%
GS 13-15	4,406	52.4%
Senior Executive Service	68	0.8%
Senior Level (SL) or Scientific or Professional (ST)	275	3.3%
Other	1,112	13.2%

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

	N	%
Less than 1 year	158	1.9%
1 to 3 years	746	8.8%
4 to 5 years	665	7.9%
6 to 10 years	1,851	21.9%
11 to 14 years	1,248	14.8%
15 to 20 years	1,350	16.0%
More than 20 years	2,416	28.6%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than 1 year	283	3.4%
1 to 3 years	1,078	12.8%
4 to 5 years	786	9.3%
6 to 10 years	1,962	23.3%
11 to 20 years	2,507	29.8%
More than 20 years	1,793	21.3%

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

	N	%
No	5,848	69.7%
Yes, to retire	347	4.1%
Yes, to take another job within the Federal Government	1,487	17.7%
Yes, to take another job outside the Federal Government	356	4.2%
Yes, other	355	4.2%

***I am planning to retire:***

	N	%
Within one year	226	2.7%
Between one and three years	703	8.4%
Between three and five years	762	9.1%
Five or more years	6,644	79.7%

***Self-Identify as:***

	N	%
Heterosexual or Straight	6,773	84.3%
Gay, Lesbian, Bisexual, or Transgender	319	4.0%
I prefer not to say	941	11.7%

***What is your US military service status?***

	N	%
No Prior Military Service	7,540	90.8%
Currently in National Guard or Reserves	34	0.4%
Retired	240	2.9%
Separated or Discharged	487	5.9%

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services**  
**National Institutes of Health**  
***1st Level Subagency Report***

**Demographic Questions (continued)**

***Are you an individual with a disability?***

	N	%
Yes	527	6.3%
No	7,839	93.7%

***What is your age group?***

	N	%
25 and under	67	0.8%
26-29	196	2.2%
30-39	1,469	16.5%
40-49	2,272	25.6%
50-59	2,988	33.6%
60 or older	1,893	21.3%

Note: Percentages for demographic questions are unweighted.