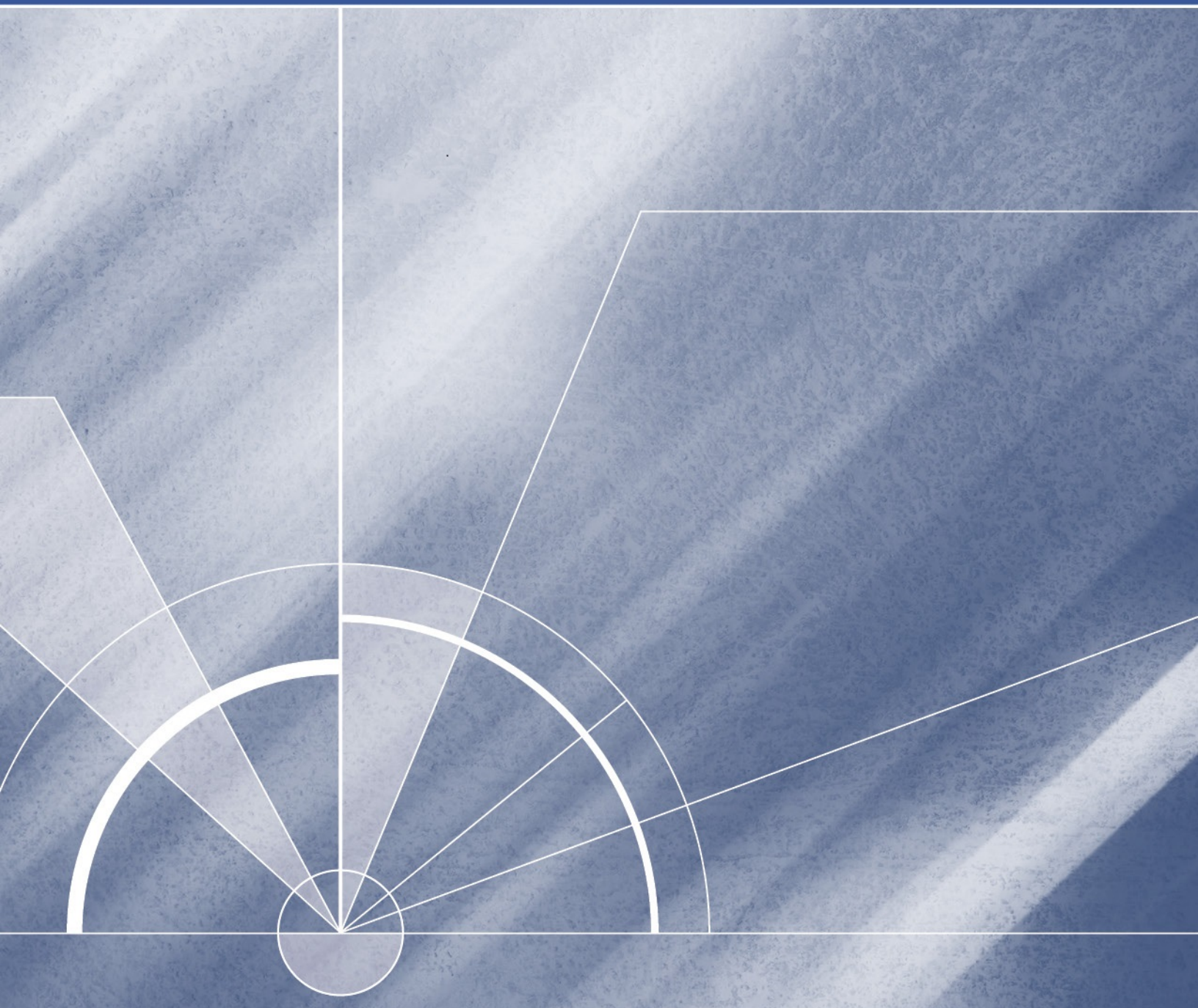


2017

  
**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 2017 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	486,105	45.5%
Department of Health and Human Services	43,086	58.5%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,781</b>	<b>57.1%</b>

## Your Data

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.

## 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)
93.4%	I am constantly looking for ways to do my job better. (Q.8)
93.2%	The work I do is important. (Q.13)
91.0%	How would you rate the overall quality of work done by your work unit? (Q.28)
89.7%	I know how my work relates to the agency's goals and priorities. (Q.12)
89.1%	I am held accountable for achieving results. (Q.16)
88.4%	My agency is successful at accomplishing its mission. (Q.39)
87.9%	I like the kind of work I do. (Q.5)
86.6%	My supervisor treats me with respect. (Q.49)
85.8%	My supervisor supports my need to balance work and other life issues. (Q.42)

***Highest Percent Negative***

29.1%	Pay raises depend on how well employees perform their jobs. (Q.33)
27.1%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
26.9%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
24.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
23.9%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
21.9%	My work unit is able to recruit people with the right skills. (Q.21)
21.4%	Promotions in my work unit are based on merit. (Q.22)
19.2%	Considering everything, how satisfied are you with your pay? (Q.70)
19.1%	My workload is reasonable. (Q.10)
19.0%	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 *1st Level Subagency Report*

## 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. An '\*' in % Positive Response represents a percentage less than 10.



Survey Item	% Positive Response		Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	70.9%	61.9%	+9.0
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	68.8%	60.0%	+8.8
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	61.0%	53.1%	+7.9
Prohibited Personnel Practices are not tolerated. (Q.38)	79.6%	71.9%	+7.7
I have a high level of respect for my organization's senior leaders. (Q.61)	71.9%	64.4%	+7.5
Creativity and innovation are rewarded. (Q.32)	58.8%	51.8%	+7.0
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	59.3%	52.3%	+7.0
Policies and programs promote diversity in the workplace. (Q.34)	70.5%	63.6%	+6.9
My agency is successful at accomplishing its mission. (Q.39)	88.4%	81.6%	+6.8
Promotions in my work unit are based on merit. (Q.22)	52.4%	46.3%	+6.1

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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. An '\*' in % Positive Response represents a percentage less than 10.

 NATIONAL INSTITUTES OF HEALTH  
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<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**  
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**My Work Experience**

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Health and Human Services	43,009	72.1%	13.6%	14.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,764</b>	<b>76.6%</b>	<b>11.8%</b>	<b>11.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Health and Human Services	42,906	75.8%	12.7%	11.6%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,741</b>	<b>81.2%</b>	<b>10.3%</b>	<b>8.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Health and Human Services	42,759	67.9%	15.7%	16.4%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,703</b>	<b>71.9%</b>	<b>14.4%</b>	<b>13.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Health and Human Services	42,883	77.8%	12.5%	9.7%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,728</b>	<b>81.7%</b>	<b>10.5%</b>	<b>7.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Health and Human Services	42,769	86.3%	9.2%	4.5%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,705</b>	<b>87.9%</b>	<b>8.1%</b>	<b>4.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Health and Human Services	42,677	82.9%	9.7%	7.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,685</b>	<b>85.6%</b>	<b>8.7%</b>	<b>5.7%</b>

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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	483,257	95.8%	2.7%	1.5%
Department of Health and Human Services	42,844	97.1%	2.0%	0.9%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,717</b>	<b>97.6%</b>	<b>1.5%</b>	<b>0.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Health and Human Services	42,844	92.7%	6.1%	1.2%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,726</b>	<b>93.4%</b>	<b>5.7%</b>	<b>1.0%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Health and Human Services	42,854	56.1%	15.9%	28.1%	96
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,735</b>	<b>60.8%</b>	<b>14.8%</b>	<b>24.4%</b>	<b>15</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Health and Human Services	42,784	63.4%	15.5%	21.1%	65
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,705</b>	<b>65.8%</b>	<b>15.1%</b>	<b>19.1%</b>	<b>15</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Health and Human Services	42,312	65.2%	15.4%	19.4%	163
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,596</b>	<b>68.9%</b>	<b>14.4%</b>	<b>16.6%</b>	<b>33</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Health and Human Services	42,667	87.8%	7.9%	4.3%	115
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,675</b>	<b>89.7%</b>	<b>6.7%</b>	<b>3.6%</b>	<b>26</b>

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Health and Human Services	42,506	92.3%	5.6%	2.1%	84
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,650</b>	<b>93.2%</b>	<b>5.0%</b>	<b>1.8%</b>	<b>17</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	481,674	66.3%	14.0%	19.7%	2,014
Department of Health and Human Services	42,697	73.0%	12.5%	14.5%	172
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,696</b>	<b>73.1%</b>	<b>12.7%</b>	<b>14.2%</b>	<b>25</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Health and Human Services	42,364	74.7%	12.3%	13.0%	503
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,602</b>	<b>76.0%</b>	<b>12.0%</b>	<b>12.0%</b>	<b>125</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Health and Human Services	42,547	87.2%	9.4%	3.4%	163
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,660</b>	<b>89.1%</b>	<b>8.3%</b>	<b>2.6%</b>	<b>38</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Health and Human Services	40,309	66.1%	18.1%	15.8%	2,460
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,110</b>	<b>69.5%</b>	<b>17.9%</b>	<b>12.7%</b>	<b>587</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Health and Human Services	42,428	57.7%	22.3%	20.0%	388
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,604</b>	<b>60.7%</b>	<b>22.7%</b>	<b>16.6%</b>	<b>113</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	473,585	71.0%	13.4%	15.6%	11,653
Department of Health and Human Services	42,126	72.3%	13.0%	14.6%	887
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,501</b>	<b>71.6%</b>	<b>14.3%</b>	<b>14.1%</b>	<b>263</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Health and Human Services	42,978	79.1%	11.4%	9.5%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,753</b>	<b>83.6%</b>	<b>9.5%</b>	<b>7.0%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Health and Human Services	41,573	50.7%	22.8%	26.5%	1,381
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,428</b>	<b>56.6%</b>	<b>21.5%</b>	<b>21.9%</b>	<b>311</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Health and Human Services	39,185	46.3%	27.3%	26.5%	3,672
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,900</b>	<b>52.4%</b>	<b>26.2%</b>	<b>21.4%</b>	<b>814</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	435,831	30.9%	27.5%	41.5%	47,551
Department of Health and Human Services	37,330	37.5%	29.5%	33.0%	5,513
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,534</b>	<b>43.1%</b>	<b>29.7%</b>	<b>27.1%</b>	<b>1,187</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Health and Human Services	39,743	43.8%	27.8%	28.3%	3,101
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,992</b>	<b>49.1%</b>	<b>27.0%</b>	<b>23.9%</b>	<b>732</b>

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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	449,570	43.7%	25.0%	31.3%	32,923
Department of Health and Human Services	39,600	52.9%	23.8%	23.3%	3,152
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,980</b>	<b>58.7%</b>	<b>22.8%</b>	<b>18.6%</b>	<b>726</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Health and Human Services	42,648	76.4%	12.5%	11.1%	209
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,694</b>	<b>81.7%</b>	<b>10.7%</b>	<b>7.7%</b>	<b>38</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Health and Human Services	41,060	62.9%	24.9%	12.2%	1,835
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,314</b>	<b>64.6%</b>	<b>25.3%</b>	<b>10.1%</b>	<b>421</b>

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Health and Human Services	42,927	87.4%	10.3%	2.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,752</b>	<b>91.0%</b>	<b>7.2%</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	469,308	70.9%	16.8%	12.4%	7,233
Department of Health and Human Services	41,610	77.6%	14.2%	8.2%	747
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,423</b>	<b>83.3%</b>	<b>11.1%</b>	<b>5.6%</b>	<b>153</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Health and Human Services	41,108	55.5%	22.9%	21.6%	1,201
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,313</b>	<b>61.4%</b>	<b>20.5%</b>	<b>18.1%</b>	<b>271</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Health and Human Services	41,326	60.5%	20.4%	19.1%	936
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,360</b>	<b>65.9%</b>	<b>19.1%</b>	<b>14.9%</b>	<b>220</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Health and Human Services	40,741	51.8%	25.8%	22.3%	1,457
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,242</b>	<b>58.8%</b>	<b>23.8%</b>	<b>17.4%</b>	<b>313</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Health and Human Services	38,001	36.2%	29.8%	34.0%	4,107
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,566</b>	<b>42.2%</b>	<b>28.7%</b>	<b>29.1%</b>	<b>970</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	442,361	58.7%	27.1%	14.2%	33,267
Department of Health and Human Services	39,288	63.6%	23.7%	12.6%	2,969
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,995</b>	<b>70.5%</b>	<b>20.6%</b>	<b>8.9%</b>	<b>586</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Health and Human Services	41,398	82.9%	11.5%	5.6%	879
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,384</b>	<b>85.7%</b>	<b>10.1%</b>	<b>4.2%</b>	<b>203</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Health and Human Services	41,335	77.8%	14.3%	7.8%	772
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,287</b>	<b>78.0%</b>	<b>14.9%</b>	<b>7.1%</b>	<b>239</b>

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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	448,936	54.9%	21.6%	23.5%	25,809
Department of Health and Human Services	39,306	60.0%	20.4%	19.6%	2,864
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,986</b>	<b>68.8%</b>	<b>17.9%</b>	<b>13.3%</b>	<b>564</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	435,144	68.7%	18.2%	13.1%	38,233
Department of Health and Human Services	38,051	71.9%	17.1%	11.0%	4,081
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,758</b>	<b>79.6%</b>	<b>14.0%</b>	<b>6.4%</b>	<b>779</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Health and Human Services	41,578	81.6%	13.6%	4.8%	665
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,411</b>	<b>88.4%</b>	<b>8.9%</b>	<b>2.7%</b>	<b>142</b>

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Health and Human Services	42,268	74.8%	15.9%	9.2%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,582</b>	<b>78.9%</b>	<b>13.0%</b>	<b>8.1%</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	440,039	41.8%	27.0%	31.2%	36,315
Department of Health and Human Services	39,260	54.4%	24.8%	20.8%	3,108
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,815</b>	<b>55.9%</b>	<b>25.1%</b>	<b>19.0%</b>	<b>780</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Health and Human Services	42,101	83.4%	8.3%	8.3%	190
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,522</b>	<b>85.8%</b>	<b>7.6%</b>	<b>6.6%</b>	<b>47</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	472,151	67.5%	16.5%	16.0%	2,221
Department of Health and Human Services	42,073	72.7%	14.2%	13.1%	155
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,521</b>	<b>75.7%</b>	<b>13.0%</b>	<b>11.3%</b>	<b>40</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Health and Human Services	41,711	69.9%	15.5%	14.6%	384
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,418</b>	<b>71.9%</b>	<b>15.6%</b>	<b>12.4%</b>	<b>111</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Health and Human Services	39,110	74.4%	17.1%	8.4%	3,000
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,924</b>	<b>79.3%</b>	<b>15.0%</b>	<b>5.7%</b>	<b>605</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Health and Human Services	41,863	68.7%	16.6%	14.6%	196
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,469</b>	<b>71.9%</b>	<b>15.6%</b>	<b>12.5%</b>	<b>49</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Health and Human Services	41,562	73.5%	14.5%	12.0%	607
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,415</b>	<b>77.1%</b>	<b>13.4%</b>	<b>9.4%</b>	<b>135</b>

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Health and Human Services	42,224	80.3%	10.2%	9.4%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,567</b>	<b>83.5%</b>	<b>8.7%</b>	<b>7.8%</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Health and Human Services	42,112	83.6%	8.7%	7.7%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,540</b>	<b>86.6%</b>	<b>7.1%</b>	<b>6.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Health and Human Services	42,111	81.8%	9.1%	9.1%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,539</b>	<b>82.7%</b>	<b>9.1%</b>	<b>8.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Health and Human Services	42,110	73.1%	13.8%	13.1%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,541</b>	<b>76.9%</b>	<b>12.6%</b>	<b>10.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Health and Human Services	42,158	75.8%	14.7%	9.4%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,557</b>	<b>80.1%</b>	<b>12.5%</b>	<b>7.4%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Health and Human Services	40,770	53.1%	23.8%	23.2%	1,183
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,243</b>	<b>61.0%</b>	<b>20.4%</b>	<b>18.6%</b>	<b>257</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Health and Human Services	39,055	61.9%	22.0%	16.1%	2,813
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,956</b>	<b>70.9%</b>	<b>17.4%</b>	<b>11.7%</b>	<b>527</b>

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Health and Human Services	39,767	72.1%	17.5%	10.4%	1,940
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,014</b>	<b>78.1%</b>	<b>14.5%</b>	<b>7.4%</b>	<b>444</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Health and Human Services	40,961	68.3%	17.9%	13.8%	756
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,224</b>	<b>72.1%</b>	<b>16.7%</b>	<b>11.1%</b>	<b>216</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Health and Human Services	39,098	68.2%	20.3%	11.6%	2,592
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,795</b>	<b>71.6%</b>	<b>18.9%</b>	<b>9.5%</b>	<b>659</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Health and Human Services	40,391	62.0%	20.1%	17.9%	1,353
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,098</b>	<b>66.0%</b>	<b>19.5%</b>	<b>14.4%</b>	<b>359</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Health and Human Services	40,449	65.9%	19.1%	15.1%	1,321
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,135</b>	<b>70.7%</b>	<b>17.2%</b>	<b>12.0%</b>	<b>331</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	442,275	60.2%	22.5%	17.4%	27,324
Department of Health and Human Services	39,518	67.3%	19.5%	13.2%	2,318
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,959</b>	<b>72.7%</b>	<b>16.6%</b>	<b>10.7%</b>	<b>521</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	460,935	55.6%	23.4%	21.0%	8,657
Department of Health and Human Services	41,068	64.4%	20.7%	14.9%	768
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,363</b>	<b>71.9%</b>	<b>16.1%</b>	<b>11.9%</b>	<b>126</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Health and Human Services	38,351	66.4%	21.4%	12.3%	3,499
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>8,710</b>	<b>70.7%</b>	<b>18.9%</b>	<b>10.5%</b>	<b>777</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Health and Human Services	41,740	59.6%	21.0%	19.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,449</b>	<b>63.2%</b>	<b>19.4%</b>	<b>17.4%</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	467,501	50.3%	23.0%	26.8%
Department of Health and Human Services	41,670	57.6%	22.0%	20.4%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,432</b>	<b>62.2%</b>	<b>20.7%</b>	<b>17.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Health and Human Services	41,622	59.2%	20.7%	20.2%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,424</b>	<b>64.7%</b>	<b>18.7%</b>	<b>16.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Health and Human Services	41,548	52.3%	28.8%	18.9%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,406</b>	<b>59.3%</b>	<b>25.0%</b>	<b>15.7%</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	466,843	37.1%	27.7%	35.3%
Department of Health and Human Services	41,605	41.5%	29.8%	28.7%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,407</b>	<b>42.7%</b>	<b>30.4%</b>	<b>26.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Health and Human Services	41,559	61.2%	22.2%	16.6%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,378</b>	<b>66.3%</b>	<b>21.2%</b>	<b>12.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Health and Human Services	41,630	74.2%	14.8%	11.0%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,419</b>	<b>77.1%</b>	<b>13.4%</b>	<b>9.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Health and Human Services	41,668	65.3%	16.4%	18.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,427</b>	<b>64.1%</b>	<b>16.7%</b>	<b>19.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Health and Human Services	41,650	69.5%	18.1%	12.3%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,432</b>	<b>74.2%</b>	<b>15.4%</b>	<b>10.4%</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	465,495	42.6%	21.9%	26.7%	8.7%
Department of Health and Human Services	41,520	70.9%	8.8%	14.2%	6.1%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,406</b>	<b>77.8%</b>	<b>12.8%</b>	<b>5.5%</b>	<b>3.9%</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	463,482	6.5%	13.2%	4.7%	11.7%
Department of Health and Human Services	41,505	9.5%	37.3%	7.0%	13.7%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,423</b>	<b>3.8%</b>	<b>33.1%</b>	<b>11.5%</b>	<b>23.1%</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	463,482	30.1%	3.8%	17.9%	12.2%
Department of Health and Human Services	41,505	12.8%	1.9%	8.3%	9.6%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,423</b>	<b>12.9%</b>	<b>1.7%</b>	<b>5.7%</b>	<b>8.2%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Health and Human Services	41,552	31.0%	55.3%	13.6%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,440</b>	<b>24.8%</b>	<b>62.8%</b>	<b>12.4%</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	464,589	26.4%	61.9%	11.7%
Department of Health and Human Services	41,491	27.0%	65.1%	7.9%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,420</b>	<b>16.3%</b>	<b>79.1%</b>	<b>4.6%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Health and Human Services	41,256	12.7%	83.1%	4.2%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,360</b>	<b>9.0%</b>	<b>87.7%</b>	<b>3.3%</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	464,201	3.4%	79.8%	16.8%
Department of Health and Human Services	41,389	4.0%	83.3%	12.7%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,381</b>	<b>6.2%</b>	<b>88.7%</b>	<b>5.1%</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	464,386	2.2%	81.1%	16.7%
Department of Health and Human Services	41,370	2.8%	84.7%	12.5%
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>9,375</b>	<b>3.6%</b>	<b>91.1%</b>	<b>5.3%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Health and Human Services	29,789	85.4%	8.0%	6.5%	533
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>6,717</b>	<b>82.5%</b>	<b>9.9%</b>	<b>7.6%</b>	<b>136</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	172,594	90.3%	6.7%	3.0%	3,366
Department of Health and Human Services	12,900	90.9%	6.1%	3.0%	368
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>2,281</b>	<b>93.9%</b>	<b>4.1%</b>	<b>2.0%</b>	<b>57</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	119,164	81.3%	15.1%	3.7%	7,694
Department of Health and Human Services	10,836	85.3%	11.9%	2.8%	623
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>1,439</b>	<b>83.5%</b>	<b>13.3%</b>	<b>3.2%</b>	<b>121</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	60,783	77.6%	18.3%	4.2%	7,854
Department of Health and Human Services	4,813	80.7%	15.4%	3.9%	673
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>786</b>	<b>79.6%</b>	<b>15.9%</b>	<b>4.5%</b>	<b>134</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	12,057	73.0%	22.2%	4.7%	4,915
Department of Health and Human Services	1,565	75.1%	19.6%	5.4%	430
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>542</b>	<b>77.6%</b>	<b>17.3%</b>	<b>5.2%</b>	<b>97</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	8,738	67.9%	29.3%	2.7%	4,560
Department of Health and Human Services	1,012	72.0%	25.4%	2.5%	463
<b>NATIONAL INSTITUTES OF HEALTH</b>	<b>294</b>	<b>77.2%</b>	<b>21.7%</b>	<b>1.1%</b>	<b>126</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	6,288	67.7%
Field	3,004	32.3%

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

	N	%
Non-Supervisor	5,420	57.9%
Team Leader	1,607	17.2%
Supervisor	1,580	16.9%
Manager	494	5.3%
Senior Leader	253	2.7%

***Are you:***

	N	%
Male	3,609	39.1%
Female	5,627	60.9%

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

	N	%
Yes	492	5.4%
No	8,675	94.6%

***Race***

	N	%
American Indian or Alaska Native	37	0.4%
Asian	1,285	14.5%
Black or African American	1,405	15.8%
Native Hawaiian or Other Pacific Islander	26	0.3%
White	5,853	65.9%
Two or more races	271	3.1%

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	10	0.1%
High School Diploma/GED or equivalent	211	2.3%
Trade or Technical Certificate	109	1.2%
Some College (no degree)	755	8.1%
Associate's Degree (e.g., AA, AS)	283	3.0%
Bachelor's Degree (e.g., BA, BS)	2,017	21.7%
Master's Degree (e.g., MA, MS, MBA)	2,127	22.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3,785	40.7%

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

	N	%
Federal Wage System	137	1.5%
GS 1-6	80	0.9%
GS 7-12	2,550	27.5%
GS 13-15	4,913	52.9%
Senior Executive Service	77	0.8%
Senior Level (SL) or Scientific or Professional (ST)	282	3.0%
Other	1,247	13.4%

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

	N	%
Less than 1 year	227	2.4%
1 to 3 years	923	9.9%
4 to 5 years	646	6.9%
6 to 10 years	2,060	22.1%
11 to 14 years	1,303	14.0%
15 to 20 years	1,549	16.6%
More than 20 years	2,598	27.9%

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	376	4.0%
1 to 3 years	1,245	13.4%
4 to 5 years	769	8.3%
6 to 10 years	2,217	23.9%
11 to 20 years	2,745	29.6%
More than 20 years	1,936	20.8%

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

	N	%
No	6,758	72.9%
Yes, to retire	441	4.8%
Yes, to take another job within the Federal Government	1,257	13.6%
Yes, to take another job outside the Federal Government	423	4.6%
Yes, other	387	4.2%

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

	N	%
Within one year	259	2.8%
Between one and three years	743	8.1%
Between three and five years	869	9.5%
Five or more years	7,315	79.6%

***Self-Identify as:***

	N	%
Heterosexual or Straight	7,437	84.1%
Gay, Lesbian, Bisexual, or Transgender	357	4.0%
I prefer not to say	1,048	11.9%

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

	N	%
No Prior Military Service	8,366	91.2%
Currently in National Guard or Reserves	35	0.4%
Retired	272	3.0%
Separated or Discharged	497	5.4%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

*Are you an individual with a disability?*

	N	%
Yes	681	7.4%
No	8,551	92.6%

*What is your age group?*

	N	%
25 and under	55	0.6%
26-29	208	2.1%
30-39	1,676	17.1%
40-49	2,551	26.1%
50-59	3,234	33.1%
60 or older	2,057	21.0%

Note: Percentages for demographic questions are unweighted.