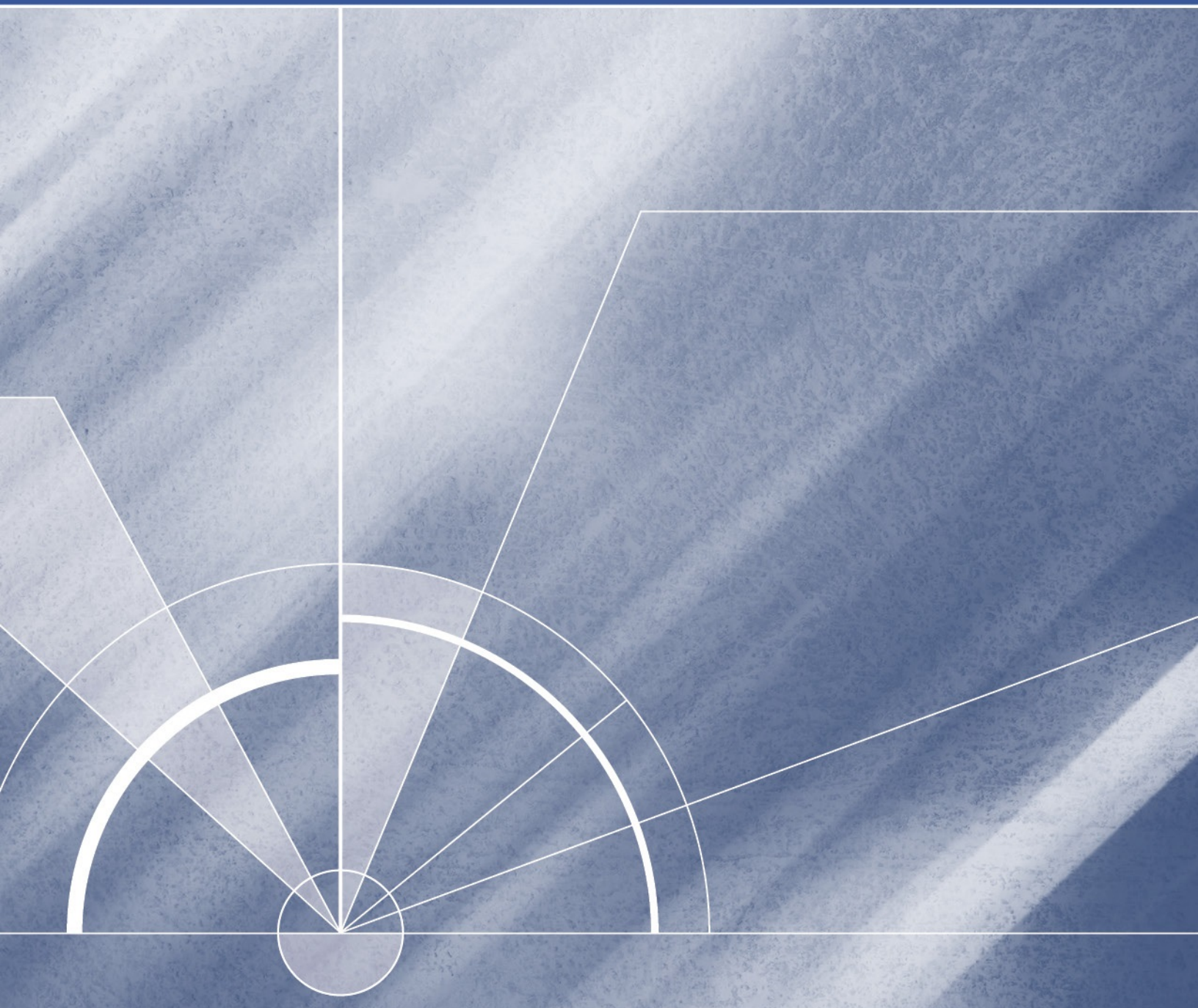


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)





Department of Health and Human Services NATIONAL INSTITUTES OF HEALTH (NIH) *1st Level Subagency Report*

This 2018 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	598,003	40.6%
Department of Health and Human Services	43,029	57.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,805	62.2%

Your Data

A Microsoft® Excel® file containing your results is embedded. 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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

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

97.8%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
94.0%	I am constantly looking for ways to do my job better. (Q.8)
93.2%	The work I do is important. (Q.13)
91.6%	How would you rate the overall quality of work done by your work unit? (Q.28)
90.9%	I know how my work relates to the agency's goals. (Q.12)
89.7%	I am held accountable for achieving results. (Q.16)
88.8%	My agency is successful at accomplishing its mission. (Q.39)
88.6%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
88.3%	I like the kind of work I do. (Q.5)
86.9%	My supervisor treats me with respect. (Q.49)

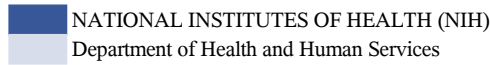
Highest Percent Negative

25.9%	Pay raises depend on how well employees perform their jobs. (Q.33)
25.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
25.2%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
22.6%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
22.0%	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)
20.3%	Promotions in my work unit are based on merit. (Q.22)
19.0%	My workload is reasonable. (Q.10)
18.3%	Considering everything, how satisfied are you with your pay? (Q.70)
17.1%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
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 8.





Survey Item	% Positive Response		Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	72.9%	61.8%	+11.1
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	64.0%	54.0%	+10.0
I have a high level of respect for my organization's senior leaders. (Q.61)	75.1%	65.7%	+9.4
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	70.7%	61.4%	+9.3
Prohibited Personnel Practices are not tolerated. (Q.38)	80.6%	72.0%	+8.6
Creativity and innovation are rewarded. (Q.32)	60.7%	52.5%	+8.2
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	61.7%	53.5%	+8.2
Policies and programs promote diversity in the workplace. (Q.34)	70.2%	62.7%	+7.5
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	46.1%	39.1%	+7.0
Pay raises depend on how well employees perform their jobs. (Q.33)	45.2%	38.2%	+7.0

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

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 8.

 NATIONAL INSTITUTES OF HEALTH (NIH)
 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 (NIH)
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	593,452	65.8%	15.5%	18.7%
Department of Health and Human Services	42,760	72.9%	13.5%	13.6%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,739	78.2%	11.6%	10.3%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of Health and Human Services	42,821	76.0%	12.7%	11.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,759	81.9%	10.2%	7.9%

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of Health and Human Services	42,703	68.4%	15.7%	15.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,724	73.5%	14.0%	12.5%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of Health and Human Services	42,865	78.4%	12.2%	9.4%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,771	82.5%	10.2%	7.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of Health and Human Services	42,822	86.3%	9.3%	4.4%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,755	88.3%	8.2%	3.6%

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of Health and Human Services	42,829	83.2%	9.7%	7.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,747	85.8%	8.4%	5.8%

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

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	595,789	95.7%	2.8%	1.5%
Department of Health and Human Services	42,887	96.9%	2.2%	0.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,768	97.8%	1.6%	0.6%

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of Health and Human Services	42,871	92.7%	6.2%	1.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,766	94.0%	5.3%	0.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Department of Health and Human Services	42,579	56.7%	15.7%	27.6%	104
NATIONAL INSTITUTES OF HEALTH (NIH)	10,695	62.4%	14.9%	22.6%	19

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of Health and Human Services	42,697	62.4%	16.1%	21.5%	60
NATIONAL INSTITUTES OF HEALTH (NIH)	10,715	66.4%	14.7%	19.0%	15

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of Health and Human Services	42,424	65.4%	15.8%	18.8%	142
NATIONAL INSTITUTES OF HEALTH (NIH)	10,668	69.3%	14.4%	16.3%	29

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of Health and Human Services	42,708	88.5%	7.5%	4.0%	89
NATIONAL INSTITUTES OF HEALTH (NIH)	10,727	90.9%	6.3%	2.8%	15

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of Health and Human Services	42,700	92.3%	5.7%	2.1%	93
NATIONAL INSTITUTES OF HEALTH (NIH)	10,731	93.2%	5.1%	1.7%	11

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	593,484	66.4%	14.2%	19.4%	2,668
Department of Health and Human Services	42,663	73.3%	12.5%	14.2%	196
NATIONAL INSTITUTES OF HEALTH (NIH)	10,724	72.6%	13.0%	14.4%	30

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of Health and Human Services	42,514	76.0%	11.9%	12.1%	322
NATIONAL INSTITUTES OF HEALTH (NIH)	10,679	77.7%	11.8%	10.5%	72

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of Health and Human Services	42,655	87.3%	9.4%	3.3%	149
NATIONAL INSTITUTES OF HEALTH (NIH)	10,705	89.7%	7.9%	2.4%	37

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Department of Health and Human Services	40,691	67.7%	17.8%	14.5%	2,129
NATIONAL INSTITUTES OF HEALTH (NIH)	10,204	71.9%	16.9%	11.2%	534

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of Health and Human Services	42,489	58.5%	21.9%	19.6%	350
NATIONAL INSTITUTES OF HEALTH (NIH)	10,645	63.0%	21.7%	15.3%	102

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

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	584,495	71.2%	13.3%	15.5%	12,078
Department of Health and Human Services	42,342	73.9%	12.3%	13.8%	575
NATIONAL INSTITUTES OF HEALTH (NIH)	10,618	74.3%	12.6%	13.0%	158

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of Health and Human Services	42,866	79.8%	11.2%	9.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,759	84.6%	9.7%	5.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Department of Health and Human Services	41,473	51.1%	23.5%	25.4%	1,380
NATIONAL INSTITUTES OF HEALTH (NIH)	10,463	56.1%	22.0%	21.9%	291

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of Health and Human Services	39,434	47.5%	27.3%	25.3%	3,356
NATIONAL INSTITUTES OF HEALTH (NIH)	9,876	54.2%	25.5%	20.3%	849

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	538,448	32.4%	28.2%	39.4%	56,413
Department of Health and Human Services	37,622	39.1%	29.7%	31.3%	5,204
NATIONAL INSTITUTES OF HEALTH (NIH)	9,568	46.1%	28.6%	25.3%	1,182

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of Health and Human Services	39,871	45.6%	27.7%	26.7%	2,940
NATIONAL INSTITUTES OF HEALTH (NIH)	9,987	50.8%	27.2%	22.0%	754

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Department of Health and Human Services	39,934	54.5%	23.8%	21.7%	2,858
NATIONAL INSTITUTES OF HEALTH (NIH)	9,998	60.7%	22.5%	16.7%	732

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Department of Health and Human Services	42,613	76.9%	12.5%	10.6%	224
NATIONAL INSTITUTES OF HEALTH (NIH)	10,693	82.9%	10.0%	7.1%	54

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Department of Health and Human Services	41,255	62.9%	25.4%	11.7%	1,526
NATIONAL INSTITUTES OF HEALTH (NIH)	10,430	65.5%	25.4%	9.2%	312

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of Health and Human Services	42,824	87.8%	10.1%	2.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,748	91.6%	7.1%	1.3%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Department of Health and Human Services	42,509	84.1%	10.2%	5.7%	340
NATIONAL INSTITUTES OF HEALTH (NIH)	10,697	88.6%	7.7%	3.7%	61

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of Health and Human Services	41,289	56.1%	22.5%	21.4%	1,150
NATIONAL INSTITUTES OF HEALTH (NIH)	10,383	61.7%	21.1%	17.1%	281

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Department of Health and Human Services	41,638	61.9%	19.6%	18.6%	799
NATIONAL INSTITUTES OF HEALTH (NIH)	10,473	67.5%	18.5%	14.0%	197

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of Health and Human Services	41,006	52.5%	25.9%	21.6%	1,303
NATIONAL INSTITUTES OF HEALTH (NIH)	10,332	60.7%	22.8%	16.5%	309

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Department of Health and Human Services	38,364	38.2%	30.0%	31.8%	4,036
NATIONAL INSTITUTES OF HEALTH (NIH)	9,617	45.2%	28.9%	25.9%	1,036

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	544,654	58.2%	27.5%	14.3%	42,678
Department of Health and Human Services	39,295	62.7%	24.5%	12.8%	3,126
NATIONAL INSTITUTES OF HEALTH (NIH)	9,996	70.2%	20.7%	9.1%	663

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of Health and Human Services	41,551	83.1%	11.3%	5.6%	925
NATIONAL INSTITUTES OF HEALTH (NIH)	10,477	86.2%	9.7%	4.1%	199

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of Health and Human Services	41,625	78.7%	14.0%	7.4%	736
NATIONAL INSTITUTES OF HEALTH (NIH)	10,489	84.0%	11.6%	4.4%	158

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Department of Health and Human Services	39,540	61.4%	20.4%	18.3%	2,870
NATIONAL INSTITUTES OF HEALTH (NIH)	10,013	70.7%	17.0%	12.3%	638

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	537,812	69.8%	17.8%	12.3%	48,230
Department of Health and Human Services	38,275	72.0%	17.5%	10.6%	4,081
NATIONAL INSTITUTES OF HEALTH (NIH)	9,713	80.6%	13.3%	6.1%	924

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Department of Health and Human Services	41,781	81.8%	13.5%	4.7%	664
NATIONAL INSTITUTES OF HEALTH (NIH)	10,512	88.8%	8.9%	2.3%	151

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,300	66.3%	19.2%	14.5%	
Department of Health and Human Services	42,415	75.1%	15.8%	9.1%	
NATIONAL INSTITUTES OF HEALTH (NIH)	10,663	79.8%	13.2%	7.1%	

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	544,742	41.0%	27.6%	31.4%	42,737
Department of Health and Human Services	39,657	54.8%	25.3%	19.9%	2,791
NATIONAL INSTITUTES OF HEALTH (NIH)	9,937	58.7%	24.7%	16.6%	739

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of Health and Human Services	42,174	83.9%	8.3%	7.7%	184
NATIONAL INSTITUTES OF HEALTH (NIH)	10,586	86.1%	7.9%	6.0%	61

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of Health and Human Services	42,140	73.8%	13.6%	12.5%	191
NATIONAL INSTITUTES OF HEALTH (NIH)	10,598	76.4%	12.8%	10.7%	42

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of Health and Human Services	41,972	71.0%	15.2%	13.7%	339
NATIONAL INSTITUTES OF HEALTH (NIH)	10,541	73.4%	14.8%	11.8%	97

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Department of Health and Human Services	39,337	75.1%	17.1%	7.8%	2,951
NATIONAL INSTITUTES OF HEALTH (NIH)	9,976	80.1%	14.6%	5.3%	650

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Department of Health and Human Services	42,097	69.6%	16.5%	14.0%	218
NATIONAL INSTITUTES OF HEALTH (NIH)	10,583	72.1%	16.3%	11.7%	51

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Department of Health and Human Services	41,714	74.6%	14.2%	11.2%	601
NATIONAL INSTITUTES OF HEALTH (NIH)	10,482	78.5%	13.1%	8.4%	153

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of Health and Human Services	42,258	80.9%	10.2%	9.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,634	84.0%	8.9%	7.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of Health and Human Services	42,230	84.3%	8.4%	7.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,620	86.9%	7.2%	5.9%

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of Health and Human Services	42,245	82.2%	9.2%	8.6%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,625	84.6%	8.1%	7.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of Health and Human Services	42,222	73.7%	13.6%	12.6%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,613	77.9%	12.2%	9.9%

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of Health and Human Services	42,203	76.2%	14.6%	9.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,602	80.4%	12.5%	7.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Department of Health and Human Services	40,991	54.0%	23.6%	22.5%	1,035
NATIONAL INSTITUTES OF HEALTH (NIH)	10,338	64.0%	19.5%	16.5%	244

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of Health and Human Services	39,371	61.8%	22.5%	15.7%	2,659
NATIONAL INSTITUTES OF HEALTH (NIH)	10,015	72.9%	17.0%	10.1%	555

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Department of Health and Human Services	39,867	72.0%	17.8%	10.2%	2,051
NATIONAL INSTITUTES OF HEALTH (NIH)	10,096	78.5%	14.6%	6.9%	466

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of Health and Human Services	41,299	68.8%	17.7%	13.4%	676
NATIONAL INSTITUTES OF HEALTH (NIH)	10,331	73.9%	16.2%	9.9%	224

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Department of Health and Human Services	39,561	68.5%	19.9%	11.7%	2,439
NATIONAL INSTITUTES OF HEALTH (NIH)	9,910	72.5%	18.7%	8.8%	663

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of Health and Human Services	40,756	63.0%	19.5%	17.6%	1,298
NATIONAL INSTITUTES OF HEALTH (NIH)	10,196	67.7%	18.6%	13.7%	393

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Department of Health and Human Services	40,629	66.7%	18.7%	14.6%	1,189
NATIONAL INSTITUTES OF HEALTH (NIH)	10,195	72.8%	16.5%	10.7%	325

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

Leadership (continued)

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	548,557	61.5%	22.1%	16.4%	31,186
Department of Health and Human Services	39,793	67.8%	19.7%	12.5%	2,181
NATIONAL INSTITUTES OF HEALTH (NIH)	9,964	73.8%	16.9%	9.4%	594

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Department of Health and Human Services	41,284	65.7%	20.4%	14.0%	645
NATIONAL INSTITUTES OF HEALTH (NIH)	10,433	75.1%	15.2%	9.7%	131

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of Health and Human Services	38,629	66.9%	21.6%	11.5%	3,323
NATIONAL INSTITUTES OF HEALTH (NIH)	9,721	73.1%	18.7%	8.3%	842

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of Health and Human Services	41,867	60.4%	20.6%	19.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,532	65.5%	18.6%	15.9%

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	577,134	51.0%	22.9%	26.1%
Department of Health and Human Services	41,871	57.8%	21.7%	20.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,542	63.5%	20.7%	15.9%

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Department of Health and Human Services	41,832	59.9%	20.6%	19.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,533	66.6%	18.1%	15.4%

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Department of Health and Human Services	41,774	53.5%	28.2%	18.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,509	61.7%	24.2%	14.1%

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of Health and Human Services	41,793	43.3%	29.2%	27.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,519	44.6%	30.2%	25.2%

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of Health and Human Services	41,795	62.1%	22.1%	15.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,514	68.4%	20.3%	11.3%

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of Health and Human Services	41,819	74.1%	14.9%	10.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,531	77.5%	13.0%	9.4%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of Health and Human Services	41,785	65.6%	16.6%	17.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,519	65.0%	16.8%	18.3%

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of Health and Human Services	41,703	70.0%	17.9%	12.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,510	75.1%	15.7%	9.2%

**Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report**

Work/Life

72. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of Health and Human Services	41,700	14.6%	7.3%	37.1%	7.6%	3.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,525	23.7%	11.4%	32.8%	2.7%	1.2%

(continued)

72. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of Health and Human Services	41,700	14.0%	1.9%	6.0%	8.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	10,525	14.6%	2.0%	4.3%	7.2%

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Department of Health and Human Services	33,959	78.7%	13.8%	7.5%	1,867	4,679	609
NATIONAL INSTITUTES OF HEALTH (NIH)	8,335	77.5%	14.7%	7.8%	532	1,401	90

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Department of Health and Human Services	27,464	76.3%	17.0%	6.7%	7,207	5,300	1,253
NATIONAL INSTITUTES OF HEALTH (NIH)	6,212	74.8%	18.9%	6.3%	2,184	1,549	411

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

Work/Life (continued)

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of Health and Human Services	35,973	77.5%	17.4%	5.2%	3,203	1,406	1,050
NATIONAL INSTITUTES OF HEALTH (NIH)	9,105	78.7%	17.1%	4.2%	910	177	290

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of Health and Human Services	25,148	56.8%	38.3%	4.9%	11,779	696	4,023
NATIONAL INSTITUTES OF HEALTH (NIH)	5,931	56.0%	39.1%	5.0%	3,029	155	1,363

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of Health and Human Services	17,227	41.0%	51.2%	7.9%	16,540	3,800	4,102
NATIONAL INSTITUTES OF HEALTH (NIH)	4,752	45.8%	46.0%	8.2%	4,535	507	696

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of Health and Human Services	14,131	34.1%	60.5%	5.5%	16,603	3,316	7,576
NATIONAL INSTITUTES OF HEALTH (NIH)	3,740	37.1%	59.6%	3.3%	4,779	455	1,497

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

Demographic Questions

Where do you work?

	%
Headquarters	68.1%
Field	31.9%

What is your supervisory status?

	%
Non-Supervisor	58.8%
Team Leader	16.6%
Supervisor	17.0%
Manager	5.1%
Senior Leader	2.4%

Are you:

	%
Male	39.5%
Female	60.5%

Are you Hispanic or Latino?

	%
Yes	5.4%
No	94.6%

Please select the racial category or categories with which you most closely identify.

	%
American Indian or Alaska Native	0.4%
Asian	15.7%
Black or African American	15.9%
Native Hawaiian or Other Pacific Islander	0.4%
White	64.6%
Two or more races	3.0%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report

Demographic Questions (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	2.3%
Trade or Technical Certificate	0.9%
Some College (no degree)	7.2%
Associate's Degree (e.g., AA, AS)	3.0%
Bachelor's Degree (e.g., BA, BS)	21.7%
Master's Degree (e.g., MA, MS, MBA)	23.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	41.8%

What is your pay category/grade?

	%
Federal Wage System	1.5%
GS 1-6	1.1%
GS 7-12	28.3%
GS 13-15	50.6%
Senior Executive Service	0.8%
Senior Level (SL) or Scientific or Professional (ST)	3.4%
Other	14.3%

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

	%
Less than 1 year	1.0%
1 to 3 years	11.6%
4 to 5 years	7.5%
6 to 10 years	20.7%
11 to 14 years	14.3%
15 to 20 years	17.5%
More than 20 years	27.4%

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
*1st Level Subagency Report***

Demographic Questions (continued)

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

	%
Less than 1 year	1.4%
1 to 3 years	16.3%
4 to 5 years	9.4%
6 to 10 years	21.1%
11 to 20 years	30.5%
More than 20 years	21.3%

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

	%
No	73.4%
Yes, to retire	4.5%
Yes, to take another job within the Federal Government	14.0%
Yes, to take another job outside the Federal Government	4.1%
Yes, other	4.1%

I am planning to retire:

	%
Within one year	2.9%
Between one and three years	8.2%
Between three and five years	9.8%
Five or more years	79.0%

Are you transgender?

	%
Yes	0.3%
No	99.7%

Note: Percentages for demographic questions are unweighted.

**Department of Health and Human Services
NATIONAL INSTITUTES OF HEALTH (NIH)
1st Level Subagency Report**

Demographic Questions (continued)

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	94.2%
Gay or Lesbian	3.0%
Bisexual	1.1%
Something else	1.7%

What is your US military service status?

	%
No Prior Military Service	91.7%
Currently in National Guard or Reserves	0.5%
Retired	2.6%
Separated or Discharged	5.1%

Are you an individual with a disability?

	%
Yes	7.5%
No	92.5%

What is your age group?

	%
25 and under	0.5%
26-29	2.2%
30-39	17.5%
40-49	26.0%
50-59	32.8%
60 or older	21.0%

Note: Percentages for demographic questions are unweighted.