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Sorting Level	Organization	Item	Item Text	Item Respondents N	Positive %	Neutral %	Negative %
Gwide	Governmentwide	Q1	I am given a real opportunity to improve my skills in my organization.	485,193	64.1%	16.0%	19.9%
Agency	Department of Health and Human Services	Q1	I am given a real opportunity to improve my skills in my organization.	43,009	72.1%	13.6%	14.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q1	I am given a real opportunity to improve my skills in my organization.	9,764	76.6%	11.8%	11.6%
Level 2	NATL INST MNLT HLTH	Q1	I am given a real opportunity to improve my skills in my organization.	334	78.5%	11.6%	9.8%
Gwide	Governmentwide	Q2	I have enough information to do my job well.	483,786	71.1%	14.4%	14.5%
Agency	Department of Health and Human Services	Q2	I have enough information to do my job well.	42,906	75.8%	12.7%	11.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q2	I have enough information to do my job well.	9,741	81.2%	10.3%	8.5%
Level 2	NATL INST MNLT HLTH	Q2	I have enough information to do my job well.	334	84.0%	9.3%	6.7%
Gwide	Governmentwide	Q3	I feel encouraged to come up with new and better ways of doing things.	481,568	59.5%	17.7%	22.8%
Agency	Department of Health and Human Services	Q3	I feel encouraged to come up with new and better ways of doing things.	42,759	67.9%	15.7%	16.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q3	I feel encouraged to come up with new and better ways of doing things.	9,703	71.9%	14.4%	13.7%
Level 2	NATL INST MNLT HLTH	Q3	I feel encouraged to come up with new and better ways of doing things.	331	75.7%	13.2%	11.2%
Gwide	Governmentwide	Q4	My work gives me a feeling of personal accomplishment.	483,323	71.9%	14.4%	13.7%
Agency	Department of Health and Human Services	Q4	My work gives me a feeling of personal accomplishment.	42,883	77.8%	12.5%	9.7%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q4	My work gives me a feeling of personal accomplishment.	9,728	81.7%	10.5%	7.8%
Level 2	NATL INST MNLT HLTH	Q4	My work gives me a feeling of personal accomplishment.	332	78.8%	13.7%	7.5%
Gwide	Governmentwide	Q5	I like the kind of work I do.	481,878	83.4%	10.7%	5.8%
Agency	Department of Health and Human Services	Q5	I like the kind of work I do.	42,769	86.3%	9.2%	4.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q5	I like the kind of work I do.	9,705	87.9%	8.1%	4.0%
Level 2	NATL INST MNLT HLTH	Q5	I like the kind of work I do.	331	83.7%	10.7%	5.6%
Gwide	Governmentwide	Q6	I know what is expected of me on the job.	481,399	80.4%	10.6%	9.0%
Agency	Department of Health and Human Services	Q6	I know what is expected of me on the job.	42,677	82.9%	9.7%	7.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q6	I know what is expected of me on the job.	9,685	85.6%	8.7%	5.7%
Level 2	NATL INST MNLT HLTH	Q6	I know what is expected of me on the job.	330	86.7%	8.4%	4.9%
Gwide	Governmentwide	Q7	When needed I am willing to put in the extra effort to get a job done.	483,257	95.8%	2.7%	1.5%
Agency	Department of Health and Human Services	Q7	When needed I am willing to put in the extra effort to get a job done.	42,844	97.1%	2.0%	0.9%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q7	When needed I am willing to put in the extra effort to get a job done.	9,717	97.6%	1.5%	0.9%
Level 2	NATL INST MNLT HLTH	Q7	When needed I am willing to put in the extra effort to get a job done.	331	98.1%	1.5%	0.3%
Gwide	Governmentwide	Q8	I am constantly looking for ways to do my job better.	483,445	91.0%	7.3%	1.7%
Agency	Department of Health and Human Services	Q8	I am constantly looking for ways to do my job better.	42,844	92.7%	6.1%	1.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q8	I am constantly looking for ways to do my job better.	9,726	93.4%	5.7%	1.0%
Level 2	NATL INST MNLT HLTH	Q8	I am constantly looking for ways to do my job better.	333	92.2%	7.2%	0.6%
Gwide	Governmentwide	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	483,755	47.4%	16.1%	36.6%
Agency	Department of Health and Human Services	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42,854	56.1%	15.9%	28.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	9,735	60.8%	14.8%	24.4%
Level 2	NATL INST MNLT HLTH	Q9	I have sufficient resources (for example, people, materials, budget) to get my job done.	333	66.8%	13.9%	19.3%
Gwide	Governmentwide	Q10	My workload is reasonable.	482,533	58.9%	16.0%	25.0%
Agency	Department of Health and Human Services	Q10	My workload is reasonable.	42,784	63.4%	15.5%	21.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q10	My workload is reasonable.	9,705	65.8%	15.1%	19.1%
Level 2	NATL INST MNLT HLTH	Q10	My workload is reasonable.	332	63.7%	17.0%	19.3%
Gwide	Governmentwide	Q11	My talents are used well in the workplace.	475,916	59.7%	16.5%	23.8%
Agency	Department of Health and Human Services	Q11	My talents are used well in the workplace.	42,312	65.2%	15.4%	19.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q11	My talents are used well in the workplace.	9,596	68.9%	14.4%	16.6%
Level 2	NATL INST MNLT HLTH	Q11	My talents are used well in the workplace.	328	69.3%	15.5%	15.2%
Gwide	Governmentwide	Q12	I know how my work relates to the agency's goals and priorities.	481,130	84.2%	9.5%	6.4%
Agency	Department of Health and Human Services	Q12	I know how my work relates to the agency's goals and priorities.	42,667	87.8%	7.9%	4.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q12	I know how my work relates to the agency's goals and priorities.	9,675	89.7%	6.7%	3.6%
Level 2	NATL INST MNLT HLTH	Q12	I know how my work relates to the agency's goals and priorities.	334	90.8%	6.2%	3.1%
Gwide	Governmentwide	Q13	The work I do is important.	479,280	90.7%	6.4%	2.8%
Agency	Department of Health and Human Services	Q13	The work I do is important.	42,506	92.3%	5.6%	2.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q13	The work I do is important.	9,650	93.2%	5.0%	1.8%
Level 2	NATL INST MNLT HLTH	Q13	The work I do is important.	330	91.3%	5.8%	2.9%
Gwide	Governmentwide	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	481,674	66.3%	14.0%	19.7%
Agency	Department of Health and Human Services	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	42,697	73.0%	12.5%	14.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	9,696	73.1%	12.7%	14.2%
Level 2	NATL INST MNLT HLTH	Q14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	328	75.5%	13.5%	11.1%
Gwide	Governmentwide	Q15	My performance appraisal is a fair reflection of my performance.	477,285	71.3%	14.1%	14.6%
Agency	Department of Health and Human Services	Q15	My performance appraisal is a fair reflection of my performance.	42,364	74.7%	12.3%	13.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q15	My performance appraisal is a fair reflection of my performance.	9,602	76.0%	12.0%	12.0%
Level 2	NATL INST MNLT HLTH	Q15	My performance appraisal is a fair reflection of my performance.	327	78.3%	10.7%	11.0%
Gwide	Governmentwide	Q16	I am held accountable for achieving results.	480,241	82.7%	11.5%	5.8%
Agency	Department of Health and Human Services	Q16	I am held accountable for achieving results.	42,547	87.2%	9.4%	3.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q16	I am held accountable for achieving results.	9,660	89.1%	8.3%	2.6%
Level 2	NATL INST MNLT HLTH	Q16	I am held accountable for achieving results.	331	90.5%	7.3%	2.2%
Gwide	Governmentwide	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	462,879	64.5%	17.3%	18.2%
Agency	Department of Health and Human Services	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	40,309	66.1%	18.1%	15.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	9,110	69.5%	17.9%	12.7%
Level 2	NATL INST MNLT HLTH	Q17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	305	72.5%	19.1%	8.4%
Gwide	Governmentwide	Q18	My training needs are assessed.	478,928	55.2%	22.4%	22.5%
Agency	Department of Health and Human Services	Q18	My training needs are assessed.	42,428	57.7%	22.3%	20.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q18	My training needs are assessed.	9,604	60.7%	22.7%	16.6%
Level 2	NATL INST MNLT HLTH	Q18	My training needs are assessed.	330	57.1%	27.0%	15.9%
Gwide	Governmentwide	Q19	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).	473,585	71.0%	13.4%	15.6%
Agency	Department of Health and Human Services	Q19	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).	42,126	72.3%	13.0%	14.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q19	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).	9,501	71.6%	14.3%	14.1%
Level 2	NATL INST MNLT HLTH	Q19	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).	317	73.0%	13.2%	13.8%
Gwide	Governmentwide	Q20	The people I work with cooperate to get the job done.	484,728	74.6%	12.9%	12.5%
Agency	Department of Health and Human Services	Q20	The people I work with cooperate to get the job done.	42,978	79.1%	11.4%	9.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q20	The people I work with cooperate to get the job done.	9,753	83.6%	9.5%	7.0%
Level 2	NATL INST MNLT HLTH	Q20	The people I work with cooperate to get the job done.	332	85.6%	9.6%	4.8%
Gwide	Governmentwide	Q21	My work unit is able to recruit people with the right skills.	468,542	42.3%	25.4%	32.3%
Agency	Department of Health and Human Services	Q21	My work unit is able to recruit people with the right skills.	41,573	50.7%	22.8%	26.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q21	My work unit is able to recruit people with the right skills.	9,428	56.6%	21.5%	21.9%
Level 2	NATL INST MNLT HLTH	Q21	My work unit is able to recruit people with the right skills.	325	55.1%	21.2%	23.8%
Gwide	Governmentwide	Q22	Promotions in my work unit are based on merit.	449,801	35.8%	28.4%	35.9%
Agency	Department of Health and Human Services	Q22	Promotions in my work unit are based on merit.	39,185	46.3%	27.3%	26.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q22	Promotions in my work unit are based on merit.	8,900	52.4%	26.2%	21.4%
Level 2	NATL INST MNLT HLTH	Q22	Promotions in my work unit are based on merit.	306	54.7%	30.0%	15.3%
Gwide	Governmentwide	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	435,831	30.9%	27.5%	41.5%
Agency	Department of Health and Human Services	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37,330	37.5%	29.5%	33.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	8,534	43.1%	29.7%	27.1%
Level 2	NATL INST MNLT HLTH	Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	293	43.2%	36.4%	20.4%
Gwide	Governmentwide	Q24	In my work unit, differences in performance are recognized in a meaningful way.	454,415	36.1%	28.2%	35.7%
Agency	Department of Health and Human Services	Q24	In my work unit, differences in performance are recognized in a meaningful way.	39,743	43.8%	27.8%	28.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q24	In my work unit, differences in performance are recognized in a meaningful way.	8,992	49.1%	27.0%	23.9%

Level 2	NATL INST MNLT HLTH	Q24	In my work unit, differences in performance are recognized in a meaningful way.	306	53.0%	27.7%	19.3%
Gwide	Governmentwide	Q25	Awards in my work unit depend on how well employees perform their jobs.	449,570	43.7%	25.0%	31.3%
Agency	Department of Health and Human Services	Q25	Awards in my work unit depend on how well employees perform their jobs.	39,600	52.9%	23.8%	23.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q25	Awards in my work unit depend on how well employees perform their jobs.	8,980	58.7%	22.8%	18.6%
Level 2	NATL INST MNLT HLTH	Q25	Awards in my work unit depend on how well employees perform their jobs.	312	62.9%	22.9%	14.2%
Gwide	Governmentwide	Q26	Employees in my work unit share job knowledge with each other.	481,370	74.5%	13.4%	12.1%
Agency	Department of Health and Human Services	Q26	Employees in my work unit share job knowledge with each other.	42,648	76.4%	12.5%	11.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q26	Employees in my work unit share job knowledge with each other.	9,694	81.7%	10.7%	7.7%
Level 2	NATL INST MNLT HLTH	Q26	Employees in my work unit share job knowledge with each other.	331	84.5%	11.2%	4.3%
Gwide	Governmentwide	Q27	The skill level in my work unit has improved in the past year.	465,631	56.1%	27.6%	16.3%
Agency	Department of Health and Human Services	Q27	The skill level in my work unit has improved in the past year.	41,060	62.9%	24.9%	12.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q27	The skill level in my work unit has improved in the past year.	9,314	64.6%	25.3%	10.1%
Level 2	NATL INST MNLT HLTH	Q27	The skill level in my work unit has improved in the past year.	321	64.4%	29.5%	6.1%
Gwide	Governmentwide	Q28	How would you rate the overall quality of work done by your work unit?	484,130	83.4%	13.4%	3.2%
Agency	Department of Health and Human Services	Q28	How would you rate the overall quality of work done by your work unit?	42,927	87.4%	10.3%	2.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q28	How would you rate the overall quality of work done by your work unit?	9,752	91.0%	7.2%	1.8%
Level 2	NATL INST MNLT HLTH	Q28	How would you rate the overall quality of work done by your work unit?	331	94.0%	4.4%	1.6%
Gwide	Governmentwide	Q29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	469,308	70.9%	16.8%	12.4%
Agency	Department of Health and Human Services	Q29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	41,610	77.6%	14.2%	8.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	9,423	83.3%	11.1%	5.6%
Level 2	NATL INST MNLT HLTH	Q29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	323	86.0%	9.6%	4.4%
Gwide	Governmentwide	Q30	Employees have a feeling of personal empowerment with respect to work processes.	465,394	47.4%	24.4%	28.2%
Agency	Department of Health and Human Services	Q30	Employees have a feeling of personal empowerment with respect to work processes.	41,108	55.5%	22.9%	21.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q30	Employees have a feeling of personal empowerment with respect to work processes.	9,313	61.4%	20.5%	18.1%
Level 2	NATL INST MNLT HLTH	Q30	Employees have a feeling of personal empowerment with respect to work processes.	317	59.7%	21.0%	19.3%
Gwide	Governmentwide	Q31	Employees are recognized for providing high quality products and services.	465,997	50.8%	22.5%	26.7%
Agency	Department of Health and Human Services	Q31	Employees are recognized for providing high quality products and services.	41,326	60.5%	20.4%	19.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q31	Employees are recognized for providing high quality products and services.	9,360	65.9%	19.1%	14.9%
Level 2	NATL INST MNLT HLTH	Q31	Employees are recognized for providing high quality products and services.	320	71.3%	17.8%	10.9%
Gwide	Governmentwide	Q32	Creativity and innovation are rewarded.	459,635	40.9%	28.2%	30.9%
Agency	Department of Health and Human Services	Q32	Creativity and innovation are rewarded.	40,741	51.8%	25.8%	22.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q32	Creativity and innovation are rewarded.	9,242	58.8%	23.8%	17.4%
Level 2	NATL INST MNLT HLTH	Q32	Creativity and innovation are rewarded.	319	60.2%	26.6%	13.3%
Gwide	Governmentwide	Q33	Pay raises depend on how well employees perform their jobs.	440,033	24.7%	27.8%	47.5%
Agency	Department of Health and Human Services	Q33	Pay raises depend on how well employees perform their jobs.	38,001	36.2%	29.8%	34.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q33	Pay raises depend on how well employees perform their jobs.	8,566	42.2%	28.7%	29.1%
Level 2	NATL INST MNLT HLTH	Q33	Pay raises depend on how well employees perform their jobs.	303	41.7%	33.2%	25.1%
Gwide	Governmentwide	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	442,361	58.7%	27.1%	14.2%
Agency	Department of Health and Human Services	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	39,288	63.6%	23.7%	12.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	8,995	70.5%	20.6%	8.9%
Level 2	NATL INST MNLT HLTH	Q34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	315	69.6%	20.7%	9.8%
Gwide	Governmentwide	Q35	Employees are protected from health and safety hazards on the job.	469,234	76.9%	13.0%	10.1%
Agency	Department of Health and Human Services	Q35	Employees are protected from health and safety hazards on the job.	41,398	82.9%	11.5%	5.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q35	Employees are protected from health and safety hazards on the job.	9,384	85.7%	10.1%	4.2%
Level 2	NATL INST MNLT HLTH	Q35	Employees are protected from health and safety hazards on the job.	318	87.4%	9.1%	3.6%
Gwide	Governmentwide	Q36	My organization has prepared employees for potential security threats.	468,960	78.3%	13.0%	8.7%
Agency	Department of Health and Human Services	Q36	My organization has prepared employees for potential security threats.	41,335	77.8%	14.3%	7.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q36	My organization has prepared employees for potential security threats.	9,287	78.0%	14.9%	7.1%
Level 2	NATL INST MNLT HLTH	Q36	My organization has prepared employees for potential security threats.	320	78.2%	16.4%	5.4%
Gwide	Governmentwide	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	448,936	54.9%	21.6%	23.5%
Agency	Department of Health and Human Services	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	39,306	60.0%	20.4%	19.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	8,986	68.8%	17.9%	13.3%
Level 2	NATL INST MNLT HLTH	Q37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	310	73.2%	17.3%	9.5%
Gwide	Governmentwide	Q38	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.	435,144	68.7%	18.2%	13.1%
Agency	Department of Health and Human Services	Q38	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.	38,051	71.9%	17.1%	11.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q38	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.	8,758	79.6%	14.0%	6.4%
Level 2	NATL INST MNLT HLTH	Q38	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.	303	82.9%	11.3%	5.8%
Gwide	Governmentwide	Q39	My agency is successful at accomplishing its mission.	467,844	76.3%	16.3%	7.5%
Agency	Department of Health and Human Services	Q39	My agency is successful at accomplishing its mission.	41,578	81.6%	13.6%	4.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q39	My agency is successful at accomplishing its mission.	9,411	88.4%	8.9%	2.7%
Level 2	NATL INST MNLT HLTH	Q39	My agency is successful at accomplishing its mission.	322	88.3%	9.2%	2.5%
Gwide	Governmentwide	Q40	I recommend my organization as a good place to work.	475,463	66.3%	19.4%	14.3%
Agency	Department of Health and Human Services	Q40	I recommend my organization as a good place to work.	42,268	74.8%	15.9%	9.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q40	I recommend my organization as a good place to work.	9,582	78.9%	13.0%	8.1%
Level 2	NATL INST MNLT HLTH	Q40	I recommend my organization as a good place to work.	328	80.3%	12.0%	7.6%
Gwide	Governmentwide	Q41	I believe the results of this survey will be used to make my agency a better place to work.	440,039	41.8%	27.0%	31.2%
Agency	Department of Health and Human Services	Q41	I believe the results of this survey will be used to make my agency a better place to work.	39,260	54.4%	24.8%	20.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q41	I believe the results of this survey will be used to make my agency a better place to work.	8,815	55.9%	25.1%	19.0%
Level 2	NATL INST MNLT HLTH	Q41	I believe the results of this survey will be used to make my agency a better place to work.	302	52.6%	27.5%	19.9%
Gwide	Governmentwide	Q42	My supervisor supports my need to balance work and other life issues.	472,921	79.9%	10.0%	10.1%
Agency	Department of Health and Human Services	Q42	My supervisor supports my need to balance work and other life issues.	42,101	83.4%	8.3%	8.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q42	My supervisor supports my need to balance work and other life issues.	9,522	85.8%	7.6%	6.6%
Level 2	NATL INST MNLT HLTH	Q42	My supervisor supports my need to balance work and other life issues.	328	89.4%	5.3%	5.3%
Gwide	Governmentwide	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	472,151	67.5%	16.5%	16.0%
Agency	Department of Health and Human Services	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	42,073	72.7%	14.2%	13.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	9,521	75.7%	13.0%	11.3%
Level 2	NATL INST MNLT HLTH	Q43	My supervisor provides me with opportunities to demonstrate my leadership skills.	328	77.8%	12.1%	10.2%
Gwide	Governmentwide	Q44	Discussions with my supervisor about my performance are worthwhile.	468,047	65.5%	17.4%	17.1%
Agency	Department of Health and Human Services	Q44	Discussions with my supervisor about my performance are worthwhile.	41,711	69.9%	15.5%	14.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q44	Discussions with my supervisor about my performance are worthwhile.	9,418	71.9%	15.6%	12.4%
Level 2	NATL INST MNLT HLTH	Q44	Discussions with my supervisor about my performance are worthwhile.	325	74.2%	13.4%	12.4%
Gwide	Governmentwide	Q45	My supervisor is committed to a workforce representative of all segments of society.	438,339	69.6%	20.7%	9.8%

Agency	Department of Health and Human Services	Q45	My supervisor is committed to a workforce representative of all segments of society.	39,110	74.4%	17.1%	8.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q45	My supervisor is committed to a workforce representative of all segments of society.	8,924	79.3%	15.0%	5.7%
Level 2	NATL INST MNLT HLTH	Q45	My supervisor is committed to a workforce representative of all segments of society.	305	83.1%	13.0%	3.9%
Gwide	Governmentwide	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	470,605	64.3%	18.5%	17.2%
Agency	Department of Health and Human Services	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	41,863	68.7%	16.6%	14.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	9,469	71.9%	15.6%	12.5%
Level 2	NATL INST MNLT HLTH	Q46	My supervisor provides me with constructive suggestions to improve my job performance.	327	72.0%	16.4%	11.6%
Gwide	Governmentwide	Q47	Supervisors in my work unit support employee development.	467,336	67.7%	16.9%	15.4%
Agency	Department of Health and Human Services	Q47	Supervisors in my work unit support employee development.	41,562	73.5%	14.5%	12.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q47	Supervisors in my work unit support employee development.	9,415	77.1%	13.4%	9.4%
Level 2	NATL INST MNLT HLTH	Q47	Supervisors in my work unit support employee development.	325	78.6%	13.9%	7.5%
Gwide	Governmentwide	Q48	My supervisor listens to what I have to say.	474,257	77.6%	11.4%	11.1%
Agency	Department of Health and Human Services	Q48	My supervisor listens to what I have to say.	42,224	80.3%	10.2%	9.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q48	My supervisor listens to what I have to say.	9,567	83.5%	8.7%	7.8%
Level 2	NATL INST MNLT HLTH	Q48	My supervisor listens to what I have to say.	330	86.3%	8.1%	5.5%
Gwide	Governmentwide	Q49	My supervisor treats me with respect.	472,973	82.5%	9.3%	8.2%
Agency	Department of Health and Human Services	Q49	My supervisor treats me with respect.	42,112	83.6%	8.7%	7.7%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q49	My supervisor treats me with respect.	9,540	86.6%	7.1%	6.3%
Level 2	NATL INST MNLT HLTH	Q49	My supervisor treats me with respect.	328	89.4%	5.8%	4.8%
Gwide	Governmentwide	Q50	In the last six months, my supervisor has talked with me about my performance.	472,997	79.4%	9.3%	11.3%
Agency	Department of Health and Human Services	Q50	In the last six months, my supervisor has talked with me about my performance.	42,111	81.8%	9.1%	9.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q50	In the last six months, my supervisor has talked with me about my performance.	9,539	82.7%	9.1%	8.1%
Level 2	NATL INST MNLT HLTH	Q50	In the last six months, my supervisor has talked with me about my performance.	329	80.1%	11.4%	8.6%
Gwide	Governmentwide	Q51	I have trust and confidence in my supervisor.	473,365	69.4%	15.3%	15.4%
Agency	Department of Health and Human Services	Q51	I have trust and confidence in my supervisor.	42,110	73.1%	13.8%	13.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q51	I have trust and confidence in my supervisor.	9,541	76.9%	12.6%	10.5%
Level 2	NATL INST MNLT HLTH	Q51	I have trust and confidence in my supervisor.	330	78.2%	13.3%	8.6%
Gwide	Governmentwide	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	473,735	71.9%	16.8%	11.3%
Agency	Department of Health and Human Services	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	42,158	75.8%	14.7%	9.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	9,557	80.1%	12.5%	7.4%
Level 2	NATL INST MNLT HLTH	Q52	Overall, how good a job do you feel is being done by your immediate supervisor?	331	85.6%	9.0%	5.5%
Gwide	Governmentwide	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	458,664	43.1%	24.5%	32.3%
Agency	Department of Health and Human Services	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40,770	53.1%	23.8%	23.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	9,243	61.0%	20.4%	18.6%
Level 2	NATL INST MNLT HLTH	Q53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	314	63.0%	22.8%	14.2%
Gwide	Governmentwide	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	438,606	54.4%	24.1%	21.5%
Agency	Department of Health and Human Services	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	39,055	61.9%	22.0%	16.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	8,956	70.9%	17.4%	11.7%
Level 2	NATL INST MNLT HLTH	Q54	My organization's senior leaders maintain high standards of honesty and integrity.	302	75.3%	14.2%	10.5%
Gwide	Governmentwide	Q55	Supervisors work well with employees of different backgrounds.	445,624	68.5%	19.4%	12.1%
Agency	Department of Health and Human Services	Q55	Supervisors work well with employees of different backgrounds.	39,767	72.1%	17.5%	10.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q55	Supervisors work well with employees of different backgrounds.	9,014	78.1%	14.5%	7.4%
Level 2	NATL INST MNLT HLTH	Q55	Supervisors work well with employees of different backgrounds.	309	81.7%	12.6%	5.7%
Gwide	Governmentwide	Q56	Managers communicate the goals and priorities of the organization.	461,098	62.4%	19.4%	18.2%
Agency	Department of Health and Human Services	Q56	Managers communicate the goals and priorities of the organization.	40,961	68.3%	17.9%	13.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q56	Managers communicate the goals and priorities of the organization.	9,224	72.1%	16.7%	11.1%
Level 2	NATL INST MNLT HLTH	Q56	Managers communicate the goals and priorities of the organization.	309	71.4%	18.6%	10.0%
Gwide	Governmentwide	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	437,863	62.5%	22.4%	15.1%
Agency	Department of Health and Human Services	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	39,098	68.2%	20.3%	11.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	8,795	71.6%	18.9%	9.5%
Level 2	NATL INST MNLT HLTH	Q57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	303	72.1%	19.7%	8.2%
Gwide	Governmentwide	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	452,145	55.3%	21.4%	23.2%
Agency	Department of Health and Human Services	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	40,391	62.0%	20.1%	17.9%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	9,098	66.0%	19.5%	14.4%
Level 2	NATL INST MNLT HLTH	Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	308	67.7%	19.3%	13.0%
Gwide	Governmentwide	Q59	Managers support collaboration across work units to accomplish work objectives.	452,092	58.6%	21.4%	19.9%
Agency	Department of Health and Human Services	Q59	Managers support collaboration across work units to accomplish work objectives.	40,449	65.9%	19.1%	15.1%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q59	Managers support collaboration across work units to accomplish work objectives.	9,135	70.7%	17.2%	12.0%
Level 2	NATL INST MNLT HLTH	Q59	Managers support collaboration across work units to accomplish work objectives.	311	71.2%	17.1%	11.7%
Gwide	Governmentwide	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	442,275	60.2%	22.5%	17.4%
Agency	Department of Health and Human Services	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	39,518	67.3%	19.5%	13.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	8,959	72.7%	16.6%	10.7%
Level 2	NATL INST MNLT HLTH	Q60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	299	79.0%	13.4%	7.6%
Gwide	Governmentwide	Q61	I have a high level of respect for my organization's senior leaders.	460,935	55.6%	23.4%	21.0%
Agency	Department of Health and Human Services	Q61	I have a high level of respect for my organization's senior leaders.	41,068	64.4%	20.7%	14.9%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q61	I have a high level of respect for my organization's senior leaders.	9,363	71.9%	16.1%	11.9%
Level 2	NATL INST MNLT HLTH	Q61	I have a high level of respect for my organization's senior leaders.	324	74.4%	18.4%	7.2%
Gwide	Governmentwide	Q62	Senior leaders demonstrate support for Work/Life programs.	425,880	56.8%	25.3%	17.9%
Agency	Department of Health and Human Services	Q62	Senior leaders demonstrate support for Work/Life programs.	38,351	66.4%	21.4%	12.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q62	Senior leaders demonstrate support for Work/Life programs.	8,710	70.7%	18.9%	10.5%
Level 2	NATL INST MNLT HLTH	Q62	Senior leaders demonstrate support for Work/Life programs.	296	76.7%	15.8%	7.5%
Gwide	Governmentwide	Q63	How satisfied are you with your involvement in decisions that affect your work?	468,305	52.7%	23.3%	24.9%
Agency	Department of Health and Human Services	Q63	How satisfied are you with your involvement in decisions that affect your work?	41,740	59.6%	21.0%	19.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q63	How satisfied are you with your involvement in decisions that affect your work?	9,449	63.2%	19.4%	17.4%
Level 2	NATL INST MNLT HLTH	Q63	How satisfied are you with your involvement in decisions that affect your work?	327	64.0%	17.6%	18.3%
Gwide	Governmentwide	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	467,501	50.3%	23.0%	26.8%
Agency	Department of Health and Human Services	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	41,670	57.6%	22.0%	20.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	9,432	62.2%	20.7%	17.2%
Level 2	NATL INST MNLT HLTH	Q64	How satisfied are you with the information you receive from management on what's going on in your organization?	325	66.8%	20.2%	13.0%
Gwide	Governmentwide	Q65	How satisfied are you with the recognition you receive for doing a good job?	466,707	50.1%	23.5%	26.4%
Agency	Department of Health and Human Services	Q65	How satisfied are you with the recognition you receive for doing a good job?	41,622	59.2%	20.7%	20.2%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q65	How satisfied are you with the recognition you receive for doing a good job?	9,424	64.7%	18.7%	16.6%
Level 2	NATL INST MNLT HLTH	Q65	How satisfied are you with the recognition you receive for doing a good job?	324	68.5%	15.9%	15.6%
Gwide	Governmentwide	Q66	How satisfied are you with the policies and practices of your senior leaders?	466,287	44.9%	29.5%	25.6%
Agency	Department of Health and Human Services	Q66	How satisfied are you with the policies and practices of your senior leaders?	41,548	52.3%	28.8%	18.9%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q66	How satisfied are you with the policies and practices of your senior leaders?	9,406	59.3%	25.0%	15.7%
Level 2	NATL INST MNLT HLTH	Q66	How satisfied are you with the policies and practices of your senior leaders?	325	62.8%	25.0%	12.2%
Gwide	Governmentwide	Q67	How satisfied are you with your opportunity to get a better job in your organization?	466,843	37.1%	27.7%	35.3%
Agency	Department of Health and Human Services	Q67	How satisfied are you with your opportunity to get a better job in your organization?	41,605	41.5%	29.8%	28.7%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q67	How satisfied are you with your opportunity to get a better job in your organization?	9,407	42.7%	30.4%	26.9%

Level 2	NATL INST MNLT HLTH	Q67	How satisfied are you with your opportunity to get a better job in your organization?	324	39.7%	32.9%	27.4%
Gwide	Governmentwide	Q68	How satisfied are you with the training you receive for your present job?	466,512	54.5%	22.8%	22.7%
Agency	Department of Health and Human Services	Q68	How satisfied are you with the training you receive for your present job?	41,559	61.2%	22.2%	16.6%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q68	How satisfied are you with the training you receive for your present job?	9,378	66.3%	21.2%	12.6%
Level 2	NATL INST MNLT HLTH	Q68	How satisfied are you with the training you receive for your present job?	324	65.1%	24.5%	10.3%
Gwide	Governmentwide	Q69	Considering everything, how satisfied are you with your job?	466,948	68.1%	16.7%	15.2%
Agency	Department of Health and Human Services	Q69	Considering everything, how satisfied are you with your job?	41,630	74.2%	14.8%	11.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q69	Considering everything, how satisfied are you with your job?	9,419	77.1%	13.4%	9.6%
Level 2	NATL INST MNLT HLTH	Q69	Considering everything, how satisfied are you with your job?	324	77.9%	10.9%	11.1%
Gwide	Governmentwide	Q70	Considering everything, how satisfied are you with your pay?	467,270	60.6%	16.7%	22.7%
Agency	Department of Health and Human Services	Q70	Considering everything, how satisfied are you with your pay?	41,668	65.3%	16.4%	18.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q70	Considering everything, how satisfied are you with your pay?	9,427	64.1%	16.7%	19.2%
Level 2	NATL INST MNLT HLTH	Q70	Considering everything, how satisfied are you with your pay?	326	66.1%	15.8%	18.1%
Gwide	Governmentwide	Q71	Considering everything, how satisfied are you with your organization?	467,295	59.9%	20.7%	19.4%
Agency	Department of Health and Human Services	Q71	Considering everything, how satisfied are you with your organization?	41,650	69.5%	18.1%	12.3%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q71	Considering everything, how satisfied are you with your organization?	9,432	74.2%	15.4%	10.4%
Level 2	NATL INST MNLT HLTH	Q71	Considering everything, how satisfied are you with your organization?	326	78.2%	13.4%	8.5%
Gwide	Governmentwide	Q79	How satisfied are you with the following Work/Life programs in your agency? Telework*	236,481	80.8%	10.9%	8.3%
Agency	Department of Health and Human Services	Q79	How satisfied are you with the following Work/Life programs in your agency? Telework*	29,789	85.4%	8.0%	6.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q79	How satisfied are you with the following Work/Life programs in your agency? Telework*	6,717	82.5%	9.9%	7.6%
Level 2	NATL INST MNLT HLTH	Q79	How satisfied are you with the following Work/Life programs in your agency? Telework*	246	91.4%	4.3%	4.3%
Gwide	Governmentwide	Q80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	172,594	90.3%	6.7%	3.0%
Agency	Department of Health and Human Services	Q80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	12,900	90.9%	6.1%	3.0%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	2,281	93.9%	4.1%	2.0%
Level 2	NATL INST MNLT HLTH	Q80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	62	95.3%	2.9%	1.8%
Gwide	Governmentwide	Q81	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)*	119,164	81.3%	15.1%	3.7%
Agency	Department of Health and Human Services	Q81	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)*	10,836	85.3%	11.9%	2.8%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q81	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)*	1,439	83.5%	13.3%	3.2%
Level 2	NATL INST MNLT HLTH	Q81	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)*	43	88.1%	11.9%	0.0%
Gwide	Governmentwide	Q82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	60,783	77.6%	18.3%	4.2%
Agency	Department of Health and Human Services	Q82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	4,813	80.7%	15.4%	3.9%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	786	79.6%	15.9%	4.5%
Level 2	NATL INST MNLT HLTH	Q82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	19	68.6%	26.5%	4.9%
Gwide	Governmentwide	Q83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	12,057	73.0%	22.2%	4.7%
Agency	Department of Health and Human Services	Q83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	1,565	75.1%	19.6%	5.4%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	542	77.6%	17.3%	5.2%
Level 2	NATL INST MNLT HLTH	Q83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	24	74.4%	17.3%	8.3%
Gwide	Governmentwide	Q84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	8,738	67.9%	29.3%	2.7%
Agency	Department of Health and Human Services	Q84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	1,012	72.0%	25.4%	2.5%
Level 1	NATIONAL INSTITUTES OF HEALTH	Q84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	294	77.2%	21.7%	1.1%
Level 2	NATL INST MNLT HLTH	Q84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	11	62.3%	37.7%	0.0%