2019

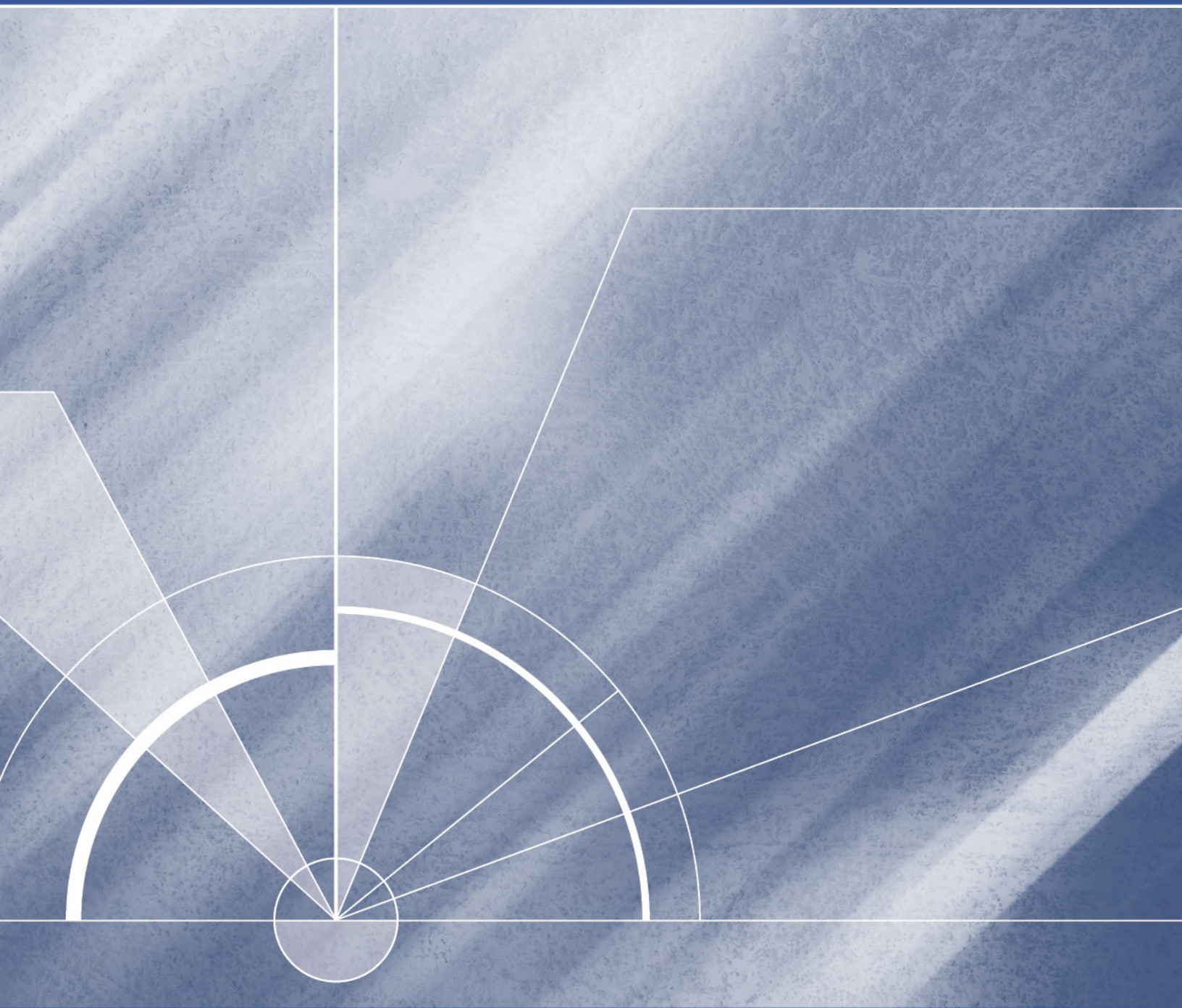
Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level Subagency Report

Department of Health and Human Services
NATL INST ENVRMTL HLTH SCNCS (NIEHS)



Department of Health and Human Services
NATL INST ENVRMTL HLTH SCNCS (NIEHS)
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This 2019 OPM 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	615,395	42.6%
Department of Health and Human Services	51,703	71.9%
National Institutes of Health	11,025	66.4%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**407**	**69.0%**

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, 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, Unaware of Programs,* or *No Support Required* responses, where applicable, is listed separately.

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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 OPM 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)
95.0%	I am constantly looking for ways to do my job better. (Q.8)
94.3%	The work I do is important. (Q.13)
93.7%	How would you rate the overall quality of work done by your work unit? (Q.28)
93.2%	My organization has prepared employees for potential security threats. (Q.36)
92.9%	I know how my work relates to the agency's goals. (Q.12)
91.3%	My supervisor supports my need to balance work and other life issues. (Q.42)
90.9%	I am held accountable for achieving results. (Q.16)
90.8%	I like the kind of work I do. (Q.5)
90.7%	My agency is successful at accomplishing its mission. (Q.39)

Highest Percent Negative

32.4%	Pay raises depend on how well employees perform their jobs. (Q.33)
28.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
25.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
22.5%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
21.1%	Promotions in my work unit are based on merit. (Q.22)
19.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
19.4%	Considering everything, how satisfied are you with your pay? (Q.70)
18.9%	My workload is reasonable. (Q.10)
17.5%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
17.1%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)

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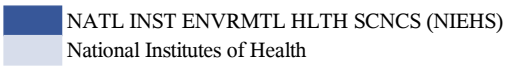
Leading Your Comparison Group

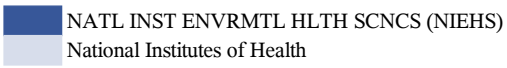
The figure below allows you to see where your subagency results are higher than your comparison group (National Institutes of Health) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your 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 has prepared employees for potential security threats. (Q.36)	93.2% / 83.8%	+9.4
Physical conditions allow employees to perform their jobs well. (Q.14)	79.4% / 72.2%	+7.2
I recommend my organization as a good place to work. (Q.40)	87.2% / 80.7%	+6.5
I feel encouraged to come up with new and better ways of doing things. (Q.3)	79.9% / 73.7%	+6.2
Employees are protected from health and safety hazards on the job. (Q.35)	90.2% / 85.3%	+4.9
My supervisor supports my need to balance work and other life issues. (Q.42)	91.3% / 86.5%	+4.8
Policies and programs promote diversity in the workplace. (Q.34)	76.1% / 71.8%	+4.3
Employees have a feeling of personal empowerment with respect to work processes. (Q.30)	66.9% / 63.0%	+3.9
The people I work with cooperate to get the job done. (Q.20)	87.9% / 84.6%	+3.3
My supervisor is committed to a workforce representative of all segments of society. (Q.45)	84.1% / 80.8%	+3.3

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (National Institutes of Health) 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.



Survey Item	*% Positive Response*	*Difference*
Awards in my work unit depend on how well employees perform their jobs. (Q.25)	54.8% / 61.6%	-6.8
Supervisors work well with employees of different backgrounds. (Q.55)	71.4% / 78.2%	-6.8
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	39.4% / 45.8%	-6.4
Pay raises depend on how well employees perform their jobs. (Q.33)	39.7% / 44.8%	-5.1
Considering everything, how satisfied are you with your pay? (Q.70)	61.5% / 66.4%	-4.9
I have a high level of respect for my organization's senior leaders. (Q.61)	70.4% / 74.7%	-4.3
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	69.5% / 73.6%	-4.1
In my work unit, differences in performance are recognized in a meaningful way. (Q.24)	48.3% / 52.1%	-3.8
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	60.5% / 64.2%	-3.7
Promotions in my work unit are based on merit. (Q.22)	51.6% / 55.3%	-3.7

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	611,219	67.2%	15.0%	17.8%
Department of Health and Human Services	51,414	73.6%	13.3%	13.2%
National Institutes of Health	10,972	78.3%	11.9%	9.8%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**403**	**80.8%**	**11.2%**	**8.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of Health and Human Services	51,398	76.6%	12.4%	10.9%
National Institutes of Health	10,969	82.0%	10.0%	8.1%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**84.7%**	**8.0%**	**7.4%**

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of Health and Human Services	51,277	69.0%	15.5%	15.5%
National Institutes of Health	10,933	73.7%	13.9%	12.5%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**405**	**79.9%**	**9.8%**	**10.3%**

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

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of Health and Human Services	51,504	79.0%	12.0%	9.0%
National Institutes of Health	10,990	82.6%	10.5%	6.9%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**405**	**85.0%**	**9.7%**	**5.3%**

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of Health and Human Services	51,491	86.9%	9.0%	4.2%
National Institutes of Health	10,984	88.6%	8.1%	3.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**90.8%**	**6.4%**	**2.8%**

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of Health and Human Services	51,442	83.7%	9.4%	6.9%
National Institutes of Health	10,979	86.3%	8.3%	5.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**86.0%**	**8.9%**	**5.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of Health and Human Services	51,508	97.0%	2.1%	0.9%
National Institutes of Health	10,982	97.7%	1.6%	0.6%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**405**	**97.6%**	**1.9%**	**0.5%**

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

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of Health and Human Services	51,540	92.8%	6.1%	1.1%
National Institutes of Health	10,985	94.0%	5.2%	0.9%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**405**	**95.0%**	**4.5%**	**0.5%**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of Health and Human Services	51,195	58.2%	15.2%	26.6%	102
National Institutes of Health	10,924	64.1%	14.3%	21.6%	16
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**403**	**66.1%**	**16.9%**	**17.1%**	**0**

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of Health and Human Services	51,270	62.9%	15.1%	22.0%	58
National Institutes of Health	10,937	66.7%	14.5%	18.8%	11
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**67.4%**	**13.8%**	**18.9%**	**0**

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of Health and Human Services	50,945	66.5%	15.3%	18.2%	196
National Institutes of Health	10,870	69.8%	14.8%	15.4%	28
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**70.2%**	**16.6%**	**13.1%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of Health and Human Services	51,296	89.0%	7.2%	3.9%	127
National Institutes of Health	10,935	91.4%	5.9%	2.6%	20
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**92.9%**	**4.2%**	**2.9%**	**0**

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of Health and Human Services	51,324	92.7%	5.3%	2.0%	93
National Institutes of Health	10,947	94.1%	4.5%	1.4%	15
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**405**	**94.3%**	**5.0%**	**0.8%**	**0**

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	610,747	66.4%	14.0%	19.5%	2,784
Department of Health and Human Services	51,302	73.5%	12.4%	14.1%	227
National Institutes of Health	10,944	72.2%	12.9%	14.9%	38
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**79.4%**	**9.6%**	**11.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of Health and Human Services	50,971	76.6%	11.7%	11.7%	485
National Institutes of Health	10,872	78.8%	11.5%	9.6%	102
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**77.6%**	**13.2%**	**9.1%**	**5**

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of Health and Human Services	51,215	88.0%	8.8%	3.2%	186
National Institutes of Health	10,917	90.3%	7.6%	2.1%	38
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**404**	**90.9%**	**7.9%**	**1.3%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of Health and Human Services	48,938	68.6%	17.4%	13.9%	2,481
National Institutes of Health	10,445	73.1%	16.1%	10.8%	527
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**388**	**72.1%**	**17.0%**	**10.9%**	**18**

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of Health and Human Services	51,030	60.0%	21.3%	18.7%	435
National Institutes of Health	10,869	64.9%	20.6%	14.4%	109
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**403**	**62.4%**	**23.5%**	**14.1%**	**3**

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	601,212	72.0%	12.7%	15.3%	11,466
Department of Health and Human Services	50,648	74.9%	11.8%	13.2%	876
National Institutes of Health	10,775	75.3%	12.9%	11.9%	204
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**75.4%**	**12.2%**	**12.4%**	**6**

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of Health and Human Services	51,408	80.7%	10.8%	8.5%
National Institutes of Health	10,963	84.6%	9.3%	6.0%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**406**	**87.9%**	**7.6%**	**4.6%**

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Department of Health and Human Services	49,681	53.1%	22.8%	24.1%	1,577
National Institutes of Health	10,625	60.2%	21.5%	18.3%	291
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**396**	**62.6%**	**20.3%**	**17.0%**	**9**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of Health and Human Services	47,319	48.5%	26.6%	24.9%	3,856
National Institutes of Health	10,000	55.3%	25.0%	19.6%	890
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**375**	**51.6%**	**27.2%**	**21.1%**	**27**

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	548,546	33.7%	28.1%	38.2%	58,203
Department of Health and Human Services	44,892	39.5%	29.8%	30.7%	6,297
National Institutes of Health	9,544	46.0%	29.2%	24.8%	1,346
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**343**	**43.4%**	**31.2%**	**25.5%**	**60**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of Health and Human Services	47,626	46.4%	27.5%	26.1%	3,626
National Institutes of Health	10,063	52.1%	26.9%	21.0%	845
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**371**	**48.3%**	**29.2%**	**22.5%**	**34**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of Health and Human Services	47,713	55.5%	23.2%	21.2%	3,468
National Institutes of Health	10,108	61.6%	22.0%	16.3%	780
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**378**	**54.8%**	**27.7%**	**17.5%**	**25**

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Department of Health and Human Services	50,988	77.8%	12.3%	10.0%	255
National Institutes of Health	10,854	83.2%	9.9%	6.9%	51
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**84.3%**	**9.5%**	**6.2%**	**3**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of Health and Human Services	49,215	63.4%	24.9%	11.6%	1,979
National Institutes of Health	10,491	65.3%	25.4%	9.3%	403
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**394**	**64.6%**	**24.6%**	**10.8%**	**8**

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

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of Health and Human Services	51,283	88.0%	9.9%	2.1%
National Institutes of Health	10,905	91.1%	7.4%	1.5%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**403**	**93.7%**	**5.6%**	**0.8%**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of Health and Human Services	50,876	85.0%	9.7%	5.4%	429
National Institutes of Health	10,834	89.2%	7.2%	3.6%	74
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**90.3%**	**6.3%**	**3.4%**	**4**

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of Health and Human Services	49,564	56.7%	22.5%	20.9%	1,310
National Institutes of Health	10,504	63.0%	20.5%	16.5%	294
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**389**	**66.9%**	**17.8%**	**15.4%**	**13**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Department of Health and Human Services	49,921	62.8%	19.2%	18.0%	971
National Institutes of Health	10,591	69.2%	18.0%	12.8%	223
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**390**	**66.9%**	**21.2%**	**12.0%**	**13**

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of Health and Human Services	49,111	53.5%	25.4%	21.1%	1,616
National Institutes of Health	10,440	61.9%	22.3%	15.8%	327
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**382**	**58.5%**	**26.6%**	**14.9%**	**15**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of Health and Human Services	46,208	38.6%	30.1%	31.3%	4,617
National Institutes of Health	9,703	44.8%	29.6%	25.6%	1,103
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**371**	**39.7%**	**27.9%**	**32.4%**	**32**

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	553,893	58.7%	27.2%	14.2%	44,578
Department of Health and Human Services	47,279	63.2%	24.3%	12.4%	3,599
National Institutes of Health	10,167	71.8%	19.5%	8.6%	644
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**379**	**76.1%**	**14.7%**	**9.2%**	**22**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of Health and Human Services	49,902	83.1%	11.1%	5.8%	1,055
National Institutes of Health	10,597	85.3%	10.0%	4.7%	223
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**398**	**90.2%**	**7.0%**	**2.8%**	**5**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of Health and Human Services	50,045	81.3%	12.4%	6.4%	757
National Institutes of Health	10,598	83.8%	11.5%	4.7%	189
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**93.2%**	**5.1%**	**1.7%**	**2**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of Health and Human Services	47,499	61.5%	20.3%	18.2%	3,378
National Institutes of Health	10,136	71.3%	16.8%	11.9%	657
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**378**	**74.3%**	**14.1%**	**11.6%**	**23**

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	548,380	70.3%	17.5%	12.1%	48,839
Department of Health and Human Services	46,084	72.6%	16.9%	10.5%	4,705
National Institutes of Health	9,855	81.2%	12.6%	6.2%	926
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**370**	**80.3%**	**13.0%**	**6.7%**	**31**

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of Health and Human Services	50,065	82.3%	13.1%	4.6%	820
National Institutes of Health	10,639	88.6%	8.9%	2.4%	169
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**398**	**90.7%**	**7.0%**	**2.3%**	**4**

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

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of Health and Human Services	50,914	75.8%	15.0%	9.2%
National Institutes of Health	10,814	80.7%	12.4%	6.8%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**403**	**87.2%**	**8.8%**	**4.0%**

My Agency (continued)

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	556,743	41.3%	26.9%	31.7%	41,714
Department of Health and Human Services	47,835	55.9%	24.1%	20.0%	3,111
National Institutes of Health	10,103	58.6%	24.7%	16.7%	724
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**381**	**57.2%**	**23.3%**	**19.6%**	**22**

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of Health and Human Services	50,652	84.5%	8.1%	7.4%	192
National Institutes of Health	10,748	86.5%	7.9%	5.6%	52
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**91.3%**	**6.6%**	**2.1%**	**2**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of Health and Human Services	50,557	74.7%	13.2%	12.1%	206
National Institutes of Health	10,739	77.1%	12.8%	10.1%	50
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**77.2%**	**13.7%**	**9.0%**	**3**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of Health and Human Services	50,348	72.1%	14.8%	13.1%	421
National Institutes of Health	10,687	74.4%	14.7%	10.9%	97
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**74.4%**	**14.9%**	**10.7%**	**3**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of Health and Human Services	47,304	76.0%	16.4%	7.5%	3,435
National Institutes of Health	10,113	80.8%	13.9%	5.3%	647
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**382**	**84.1%**	**10.9%**	**4.9%**	**20**

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Department of Health and Human Services	50,553	70.9%	15.7%	13.4%	227
National Institutes of Health	10,726	73.6%	15.5%	10.9%	57
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**72.5%**	**18.0%**	**9.5%**	**1**

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of Health and Human Services	50,103	75.4%	13.7%	10.9%	691
National Institutes of Health	10,623	79.4%	12.6%	8.0%	160
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**397**	**80.0%**	**12.3%**	**7.7%**	**6**

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

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of Health and Human Services	50,699	81.5%	9.9%	8.6%
National Institutes of Health	10,758	84.3%	9.0%	6.7%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**85.7%**	**8.7%**	**5.6%**

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of Health and Human Services	50,694	84.8%	8.4%	6.8%
National Institutes of Health	10,756	87.3%	7.3%	5.4%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**87.4%**	**8.7%**	**3.9%**

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

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of Health and Human Services	50,686	82.7%	9.0%	8.2%
National Institutes of Health	10,744	84.4%	8.5%	7.2%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**402**	**86.5%**	**6.9%**	**6.6%**

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of Health and Human Services	50,658	74.6%	13.2%	12.1%
National Institutes of Health	10,741	78.8%	11.8%	9.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**401**	**80.4%**	**10.8%**	**8.8%**

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of Health and Human Services	50,686	77.1%	14.2%	8.7%
National Institutes of Health	10,750	81.1%	12.5%	6.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**400**	**82.6%**	**13.1%**	**4.3%**

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of Health and Human Services	49,300	54.8%	23.1%	22.2%	1,184
National Institutes of Health	10,422	64.2%	20.0%	15.8%	270
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**388**	**60.5%**	**24.2%**	**15.4%**	**10**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of Health and Human Services	47,480	62.9%	22.0%	15.1%	2,961
National Institutes of Health	10,149	73.6%	16.7%	9.7%	529
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**373**	**69.5%**	**17.4%**	**13.1%**	**25**

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of Health and Human Services	47,861	72.6%	17.4%	10.0%	2,441
National Institutes of Health	10,177	78.2%	14.9%	7.0%	479
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**370**	**71.4%**	**20.4%**	**8.2%**	**25**

Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of Health and Human Services	49,577	70.0%	17.2%	12.7%	771
National Institutes of Health	10,414	74.7%	15.6%	9.8%	244
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**385**	**73.8%**	**17.1%**	**9.1%**	**10**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of Health and Human Services	47,761	69.4%	19.5%	11.1%	2,644
National Institutes of Health	10,052	73.2%	18.3%	8.5%	621
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**369**	**72.6%**	**20.5%**	**6.8%**	**27**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of Health and Human Services	48,966	63.5%	19.3%	17.2%	1,477
National Institutes of Health	10,291	67.7%	19.0%	13.3%	388
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**379**	**65.5%**	**21.6%**	**12.9%**	**16**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of Health and Human Services	48,792	67.5%	18.3%	14.3%	1,439
National Institutes of Health	10,302	72.5%	17.0%	10.4%	341
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**387**	**73.3%**	**18.2%**	**8.4%**	**9**

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	557,336	62.5%	21.4%	16.1%	31,586
Department of Health and Human Services	47,853	68.1%	19.6%	12.2%	2,589
National Institutes of Health	10,101	74.0%	16.8%	9.2%	599
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**382**	**74.2%**	**18.5%**	**7.3%**	**16**

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Department of Health and Human Services	49,636	66.2%	20.1%	13.7%	754
National Institutes of Health	10,543	74.7%	15.9%	9.4%	139
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**394**	**70.4%**	**19.5%**	**10.0%**	**4**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of Health and Human Services	46,786	66.7%	20.8%	12.5%	3,596
National Institutes of Health	9,947	73.0%	19.0%	8.0%	735
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**373**	**75.4%**	**19.4%**	**5.1%**	**24**

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of Health and Human Services	50,229	60.7%	20.4%	18.8%
National Institutes of Health	10,631	64.8%	19.5%	15.7%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**396**	**65.7%**	**18.7%**	**15.6%**

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	584,983	52.3%	22.4%	25.3%
Department of Health and Human Services	50,254	58.7%	21.6%	19.7%
National Institutes of Health	10,649	63.7%	20.7%	15.6%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**398**	**61.2%**	**23.6%**	**15.2%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of Health and Human Services	50,279	60.6%	20.7%	18.7%
National Institutes of Health	10,654	66.5%	19.1%	14.4%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**399**	**65.1%**	**19.3%**	**15.5%**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Department of Health and Human Services	50,164	54.4%	27.5%	18.1%
National Institutes of Health	10,619	61.5%	24.7%	13.8%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**397**	**61.0%**	**23.9%**	**15.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of Health and Human Services	50,169	45.1%	28.5%	26.4%
National Institutes of Health	10,625	45.8%	30.3%	23.9%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**396**	**39.4%**	**32.6%**	**28.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of Health and Human Services	50,198	63.3%	21.8%	15.0%
National Institutes of Health	10,633	69.3%	20.3%	10.4%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**397**	**72.4%**	**19.0%**	**8.6%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of Health and Human Services	50,225	74.3%	14.9%	10.7%
National Institutes of Health	10,641	77.6%	13.6%	8.8%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**399**	**78.0%**	**15.0%**	**6.9%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of Health and Human Services	50,189	66.3%	16.1%	17.5%
National Institutes of Health	10,645	66.4%	16.2%	17.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**399**	**61.5%**	**19.1%**	**19.4%**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of Health and Human Services	50,031	70.3%	17.8%	11.9%
National Institutes of Health	10,613	76.1%	15.3%	8.7%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**398**	**77.1%**	**14.6%**	**8.3%**

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Department of Health and Human Services	37,857	20.1%	48.0%	9.1%	2.6%	20.2%	12,400
National Institutes of Health	8,243	21.9%	40.1%	11.1%	2.6%	24.4%	2,400
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**310**	**19.9%**	**37.2%**	**9.3%**	**2.5%**	**31.2%**	**89**

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/ Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Department of Health and Human Services	50,202	68.2%	10.8%	4.6%	8.5%	7.8%
National Institutes of Health	10,632	84.5%	6.5%	1.4%	3.3%	4.4%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**398**	**79.2%**	**11.2%**	**2.1%**	**2.6%**	**4.9%**

Partial Government Shutdown (continued)

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Department of Health and Human Services	49,757	43.9%	21.1%	17.7%	10.4%	6.9%
National Institutes of Health	10,566	58.7%	20.4%	12.5%	5.6%	2.9%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**395**	**46.9%**	**22.2%**	**17.9%**	**7.6%**	**5.3%**

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Department of Health and Human Services	27,319	20.8%	37.1%	15.1%	40.6%	63.2%
National Institutes of Health	4,265	13.7%	27.2%	12.0%	32.0%	58.3%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**204**	**12.8%**	**36.1%**	**17.5%**	**34.4%**	**70.0%**

If the response to item 74 was "It had no impact", item 75 was skipped. *(continued)*

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Require-ments	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Department of Health and Human Services	27,319	23.2%	22.6%	35.6%	9.4%	29.3%
National Institutes of Health	4,265	16.5%	16.4%	29.1%	6.4%	32.1%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**204**	**13.6%**	**19.5%**	**38.7%**	**3.5%**	**31.7%**

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Department of Health and Human Services	49,832	1.3%	5.8%	16.7%	76.2%
National Institutes of Health	10,554	0.7%	4.3%	16.9%	78.1%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**395**	**0.0%**	**6.0%**	**12.8%**	**81.2%**

Partial Government Shutdown (continued)

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Department of Health and Human Services	39,221	29.9%	44.2%	18.0%	5.0%	3.0%	10,820
National Institutes of Health	7,098	34.3%	43.8%	17.6%	3.1%	1.3%	3,494
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**269**	**33.3%**	**46.7%**	**16.3%**	**2.3%**	**1.3%**	**129**

Work-Life

78. 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	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of Health and Human Services	49,931	13.2%	6.9%	37.5%	8.5%	3.4%
National Institutes of Health	10,613	22.5%	11.2%	34.0%	2.8%	1.6%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**396**	**28.5%**	**12.7%**	**27.2%**	**1.1%**	**0.7%**

(continued)

78. 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	579,351	27.0%	3.5%	13.5%	12.5%
Department of Health and Human Services	49,931	13.4%	1.7%	5.8%	9.5%
National Institutes of Health	10,613	13.5%	1.8%	4.5%	7.9%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**396**	**11.0%**	**3.2%**	**4.7%**	**10.9%**

Work-Life (continued)

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Department of Health and Human Services	39,985	77.2%	13.3%	9.5%	1,843	6,392	1,839
National Institutes of Health	8,667	76.3%	14.5%	9.2%	449	1,381	107
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**329**	**79.1%**	**15.7%**	**5.2%**	**30**	**34**	**4**

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Department of Health and Human Services	49,733	38.4%	38.5%	7.1%	4.0%	0.9%	36.8%
National Institutes of Health	10,552	29.5%	33.7%	5.0%	6.1%	1.4%	44.1%
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**393**	**31.7%**	**46.0%**	**4.7%**	**8.4%**	**1.8%**	**35.9%**

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Department of Health and Human Services	32,415	78.0%	16.6%	5.3%	8,982	6,189	2,159
National Institutes of Health	5,884	75.2%	19.7%	5.1%	2,661	1,453	508
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**241**	**79.6%**	**18.8%**	**1.6%**	**122**	**22**	**9**

82. 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	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of Health and Human Services	38,580	78.6%	18.0%	3.4%	7,136	1,832	2,065
National Institutes of Health	8,075	79.4%	17.7%	2.9%	1,777	202	441
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**334**	**85.7%**	**12.9%**	**1.4%**	**51**	**2**	**6**

Work-Life (continued)

83. 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	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of Health and Human Services	22,813	49.8%	45.5%	4.7%	20,453	1,113	5,014
National Institutes of Health	4,316	49.1%	46.0%	4.9%	4,647	211	1,270
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**179**	**51.6%**	**43.8%**	**4.6%**	**178**	**2**	**31**

84. 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, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of Health and Human Services	16,347	38.2%	55.9%	5.9%	23,300	4,668	5,045
National Institutes of Health	3,773	44.0%	49.2%	6.8%	5,507	496	658
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**161**	**54.1%**	**40.1%**	**5.7%**	**208**	**11**	**9**

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of Health and Human Services	13,352	28.6%	67.7%	3.7%	23,530	4,053	8,285
National Institutes of Health	2,844	32.3%	65.1%	2.6%	5,821	426	1,308
NATL INST ENVRMTL HLTH SCNCS (NIEHS)	**114**	**36.8%**	**59.7%**	**3.6%**	**228**	**12**	**32**

My Employment Demographics

Where do you work?

	%
Headquarters	60.4%
Field	39.6%

What is your supervisory status?

	%
Senior Leader	4.1%
Manager	6.6%
Supervisor	20.0%
Team Leader	12.7%
Non-Supervisor	56.7%

What is your pay category/grade?

	%
Federal Wage System	1.0%
GS 1-6	0.3%
GS 7-12	34.7%
GS 13-15	43.1%
Senior Executive Service	0.8%
Senior Level (SL) or Scientific or Professional (ST)	5.6%
Other	14.5%

What is your US military service status?

	%
No Prior Military Service	87.8%
Currently in National Guard or Reserves	0.0%
Retired	3.8%
Separated or Discharged	8.4%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

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

	%
Less than 1 year	1.0%
1 to 3 years	6.7%
4 to 5 years	4.6%
6 to 10 years	15.5%
11 to 14 years	16.0%
15 to 20 years	19.6%
More than 20 years	36.6%

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

	%
Less than 1 year	1.8%
1 to 3 years	9.6%
4 to 5 years	7.8%
6 to 10 years	19.1%
11 to 14 years	14.7%
15 to 20 years	18.3%
More than 20 years	28.7%

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

	%
No	76.5%
Yes, to retire	5.9%
Yes, to take another job within the Federal Government	7.5%
Yes, to take another job outside the Federal Government	6.2%
Yes, other	3.9%

I am planning to retire:

	%
Within one year	4.2%
Between one and three years	9.4%
Between three and five years	9.6%
Five or more years	76.8%

Note: Percentages for demographic questions are unweighted.

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	3.9%
No	96.1%

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

	%
White	73.0%
Black or African American	13.1%
All other races	13.9%

What is your age group?

	%
29 years and under	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Are you an individual with a disability?

	%
Yes	8.8%
No	91.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

My Personal Demographics (continued)

Are you:

	%
Male	42.6%
Female	57.4%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.