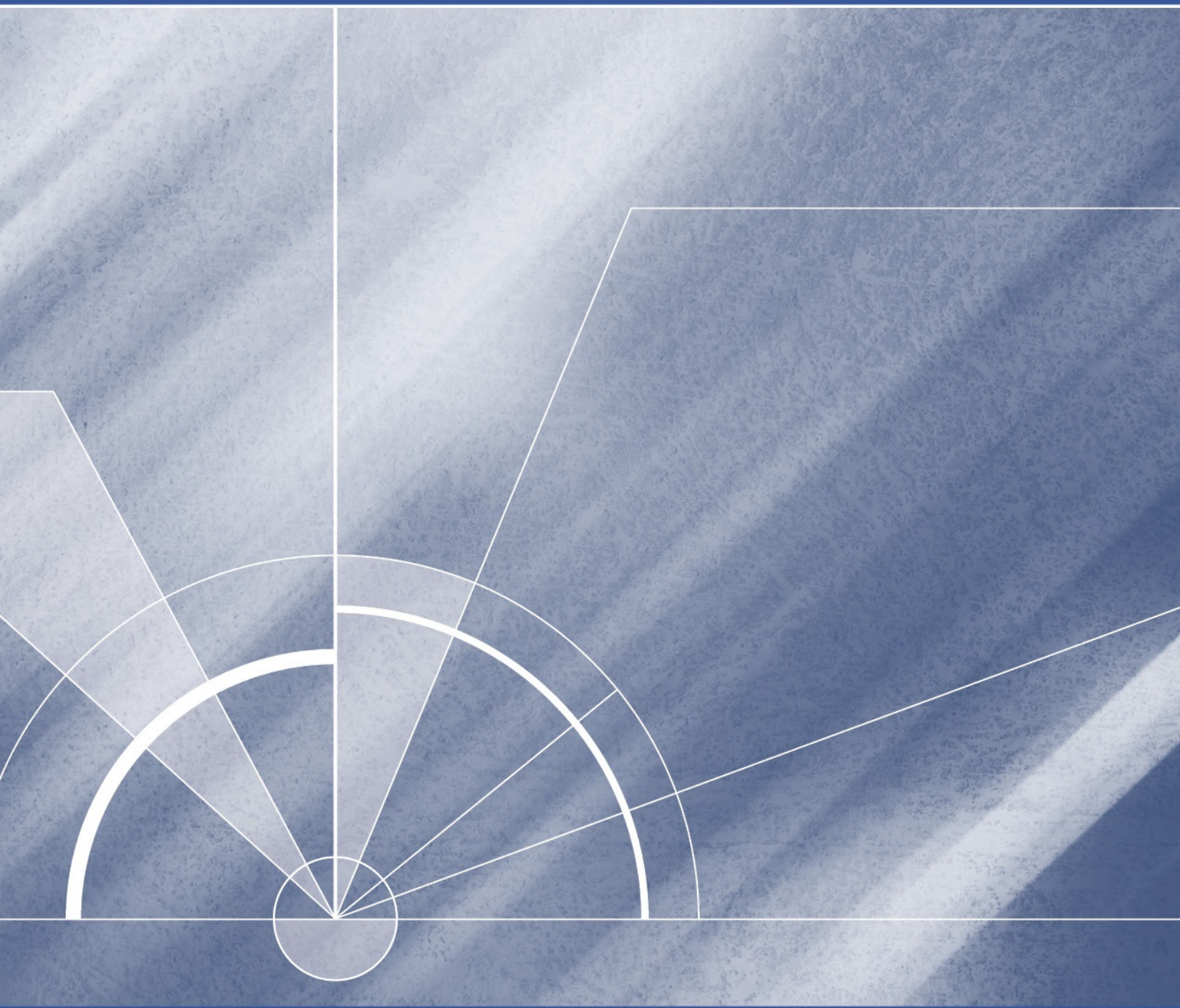


2018

  
**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%         |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,805</b>     | <b>62.2%</b>  |

### 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.

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**Top 10 Positive & Negative Items**

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

***Highest Percent Positive***

|       |   |
|-------|---|
| 97.8% | 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)  |

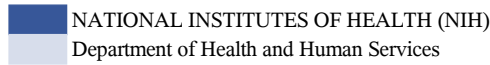
***Highest Percent Negative***

|       |   |
|-------|---|
| 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)               |

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**Leading Your Comparison Group**

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

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Health and Human Services) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 8.

 NATIONAL INSTITUTES OF HEALTH (NIH)  
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| <i>Survey Item</i> | <i>% Positive Response</i> | <i>Difference</i> |
|--------------------|----------------------------|-------------------|
|--------------------|----------------------------|-------------------|

*You have no items in this category*

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

***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%       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,759</b> | <b>81.9%</b> | <b>10.2%</b> | <b>7.9%</b> |

***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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,724</b> | <b>73.5%</b> | <b>14.0%</b> | <b>12.5%</b> |

***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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,771</b> | <b>82.5%</b> | <b>10.2%</b> | <b>7.4%</b> |

***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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,755</b> | <b>88.3%</b> | <b>8.2%</b> | <b>3.6%</b> |

***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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,747</b> | <b>85.8%</b> | <b>8.4%</b> | <b>5.8%</b> |

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**My Work Experience (continued)**

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

|  | N             | Positive     | Neutral     | Negative    |
|--|---------------|--------------|-------------|-------------|
| Governmentwide                             | 595,789       | 95.7%        | 2.8%        | 1.5%        |
| Department of Health and Human Services    | 42,887        | 96.9%        | 2.2%        | 0.9%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,768</b> | <b>97.8%</b> | <b>1.6%</b> | <b>0.6%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,766</b> | <b>94.0%</b> | <b>5.3%</b> | <b>0.8%</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,695</b> | <b>62.4%</b> | <b>14.9%</b> | <b>22.6%</b> | <b>19</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,715</b> | <b>66.4%</b> | <b>14.7%</b> | <b>19.0%</b> | <b>15</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,668</b> | <b>69.3%</b> | <b>14.4%</b> | <b>16.3%</b> | <b>29</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,727</b> | <b>90.9%</b> | <b>6.3%</b> | <b>2.8%</b> | <b>15</b> |

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**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,731</b> | <b>93.2%</b> | <b>5.1%</b> | <b>1.7%</b> | <b>11</b> |

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

|  | N             | Positive     | Neutral      | Negative     | DNK       |
|--|---------------|--------------|--------------|--------------|-----------|
| Governmentwide                             | 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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,724</b> | <b>72.6%</b> | <b>13.0%</b> | <b>14.4%</b> | <b>30</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,679</b> | <b>77.7%</b> | <b>11.8%</b> | <b>10.5%</b> | <b>72</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,705</b> | <b>89.7%</b> | <b>7.9%</b> | <b>2.4%</b> | <b>37</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,204</b> | <b>71.9%</b> | <b>16.9%</b> | <b>11.2%</b> | <b>534</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,645</b> | <b>63.0%</b> | <b>21.7%</b> | <b>15.3%</b> | <b>102</b> |



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**My Work Experience (continued)**

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

|  | N             | Positive     | Neutral      | Negative     | NBJ        |
|--|---------------|--------------|--------------|--------------|------------|
| Governmentwide                             | 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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,618</b> | <b>74.3%</b> | <b>12.6%</b> | <b>13.0%</b> | <b>158</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,759</b> | <b>84.6%</b> | <b>9.7%</b> | <b>5.7%</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,463</b> | <b>56.1%</b> | <b>22.0%</b> | <b>21.9%</b> | <b>291</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,876</b> | <b>54.2%</b> | <b>25.5%</b> | <b>20.3%</b> | <b>849</b> |

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

|  | N            | Positive     | Neutral      | Negative     | DNK          |
|--|--------------|--------------|--------------|--------------|--------------|
| Governmentwide                             | 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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,568</b> | <b>46.1%</b> | <b>28.6%</b> | <b>25.3%</b> | <b>1,182</b> |

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**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,987</b> | <b>50.8%</b> | <b>27.2%</b> | <b>22.0%</b> | <b>754</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,998</b> | <b>60.7%</b> | <b>22.5%</b> | <b>16.7%</b> | <b>732</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,693</b> | <b>82.9%</b> | <b>10.0%</b> | <b>7.1%</b> | <b>54</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,430</b> | <b>65.5%</b> | <b>25.4%</b> | <b>9.2%</b> | <b>312</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,748</b> | <b>91.6%</b> | <b>7.1%</b> | <b>1.3%</b> |

**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,697</b> | <b>88.6%</b> | <b>7.7%</b> | <b>3.7%</b> | <b>61</b> |

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**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,383</b> | <b>61.7%</b> | <b>21.1%</b> | <b>17.1%</b> | <b>281</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,473</b> | <b>67.5%</b> | <b>18.5%</b> | <b>14.0%</b> | <b>197</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,332</b> | <b>60.7%</b> | <b>22.8%</b> | <b>16.5%</b> | <b>309</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,617</b> | <b>45.2%</b> | <b>28.9%</b> | <b>25.9%</b> | <b>1,036</b> |

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

|  | N            | Positive     | Neutral      | Negative    | DNK        |
|--|--------------|--------------|--------------|-------------|------------|
| Governmentwide                             | 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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,996</b> | <b>70.2%</b> | <b>20.7%</b> | <b>9.1%</b> | <b>663</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,477</b> | <b>86.2%</b> | <b>9.7%</b> | <b>4.1%</b> | <b>199</b> |

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**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,489</b> | <b>84.0%</b> | <b>11.6%</b> | <b>4.4%</b> | <b>158</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,013</b> | <b>70.7%</b> | <b>17.0%</b> | <b>12.3%</b> | <b>638</b> |

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

|  | N            | Positive     | Neutral      | Negative    | DNK        |
|--|--------------|--------------|--------------|-------------|------------|
| Governmentwide                             | 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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,713</b> | <b>80.6%</b> | <b>13.3%</b> | <b>6.1%</b> | <b>924</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,512</b> | <b>88.8%</b> | <b>8.9%</b> | <b>2.3%</b> | <b>151</b> |

**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%        |     |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,663</b> | <b>79.8%</b> | <b>13.2%</b> | <b>7.1%</b> |     |

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

|  | N            | Positive     | Neutral      | Negative     | DNK        |
|--|--------------|--------------|--------------|--------------|------------|
| Governmentwide                             | 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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,937</b> | <b>58.7%</b> | <b>24.7%</b> | <b>16.6%</b> | <b>739</b> |

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**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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,586</b> | <b>86.1%</b> | <b>7.9%</b> | <b>6.0%</b> | <b>61</b> |

***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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,598</b> | <b>76.4%</b> | <b>12.8%</b> | <b>10.7%</b> | <b>42</b> |

***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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,541</b> | <b>73.4%</b> | <b>14.8%</b> | <b>11.8%</b> | <b>97</b> |

***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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,976</b> | <b>80.1%</b> | <b>14.6%</b> | <b>5.3%</b> | <b>650</b> |

***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       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,583</b> | <b>72.1%</b> | <b>16.3%</b> | <b>11.7%</b> | <b>51</b> |

***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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,482</b> | <b>78.5%</b> | <b>13.1%</b> | <b>8.4%</b> | <b>153</b> |

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**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,634</b> | <b>84.0%</b> | <b>8.9%</b> | <b>7.1%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,620</b> | <b>86.9%</b> | <b>7.2%</b> | <b>5.9%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,625</b> | <b>84.6%</b> | <b>8.1%</b> | <b>7.3%</b> |

**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%       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,613</b> | <b>77.9%</b> | <b>12.2%</b> | <b>9.9%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,602</b> | <b>80.4%</b> | <b>12.5%</b> | <b>7.1%</b> |

**Leadership**

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

|  | N             | Positive     | Neutral      | Negative     | DNK        |
|--|---------------|--------------|--------------|--------------|------------|
| Governmentwide                             | 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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,338</b> | <b>64.0%</b> | <b>19.5%</b> | <b>16.5%</b> | <b>244</b> |

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**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,015</b> | <b>72.9%</b> | <b>17.0%</b> | <b>10.1%</b> | <b>555</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,096</b> | <b>78.5%</b> | <b>14.6%</b> | <b>6.9%</b> | <b>466</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,331</b> | <b>73.9%</b> | <b>16.2%</b> | <b>9.9%</b> | <b>224</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,910</b> | <b>72.5%</b> | <b>18.7%</b> | <b>8.8%</b> | <b>663</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,196</b> | <b>67.7%</b> | <b>18.6%</b> | <b>13.7%</b> | <b>393</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,195</b> | <b>72.8%</b> | <b>16.5%</b> | <b>10.7%</b> | <b>325</b> |

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**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,964</b> | <b>73.8%</b> | <b>16.9%</b> | <b>9.4%</b> | <b>594</b> |

**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        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,433</b> | <b>75.1%</b> | <b>15.2%</b> | <b>9.7%</b> | <b>131</b> |

**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      |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>9,721</b> | <b>73.1%</b> | <b>18.7%</b> | <b>8.3%</b> | <b>842</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,532</b> | <b>65.5%</b> | <b>18.6%</b> | <b>15.9%</b> |

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

|  | N             | Positive     | Neutral      | Negative     |
|--|---------------|--------------|--------------|--------------|
| Governmentwide                             | 577,134       | 51.0%        | 22.9%        | 26.1%        |
| Department of Health and Human Services    | 41,871        | 57.8%        | 21.7%        | 20.5%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,542</b> | <b>63.5%</b> | <b>20.7%</b> | <b>15.9%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,533</b> | <b>66.6%</b> | <b>18.1%</b> | <b>15.4%</b> |



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**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,509</b> | <b>61.7%</b> | <b>24.2%</b> | <b>14.1%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,519</b> | <b>44.6%</b> | <b>30.2%</b> | <b>25.2%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,514</b> | <b>68.4%</b> | <b>20.3%</b> | <b>11.3%</b> |

**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%       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,531</b> | <b>77.5%</b> | <b>13.0%</b> | <b>9.4%</b> |

**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%        |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,519</b> | <b>65.0%</b> | <b>16.8%</b> | <b>18.3%</b> |

**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%       |
| <b>NATIONAL INSTITUTES OF HEALTH (NIH)</b> | <b>10,510</b> | <b>75.1%</b> | <b>15.7%</b> | <b>9.2%</b> |

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**Work/Life**

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

|   | N       | Very Infrequently | Telework                |                   |                   |                |
|---|---------|-------------------|-------------------------|-------------------|-------------------|----------------|
|   |         |                   | 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)**

|   | N       | Must Be Physically Present | Do Not Telework  |                          |                        |
|---|---------|----------------------------|------------------|--------------------------|------------------------|
|   |         |                            | 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 |
|---|--------|----------|---------|----------|---------------------------|---------------------|---------------------|
|   |        |          |         |          |                           |                     |                     |
| 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 |
|---|--------|----------|---------|----------|---------------------------|---------------------|---------------------|
|   |        |          |         |          |                           |                     |                     |
| 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                 |

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**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               |

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**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.

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**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.

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**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.

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**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.