



2013 Federal Employee Viewpoint Survey

Sub-agency Report for HHS National Institutes of Health (2013)

12/9/2013

**Organizational Assessment
Human Resources Solutions
U.S. Office of Personnel Management**



National Institutes of Health (2013)

2013 Response Summary

	<i>Surveys Completed</i>
Governmentwide (official FEVS)	376,577
Health and Human Services (all employees)	34,711
National Institutes of Health (2013)	6,674
National Institutes of Health (2012)	6,312

The **2013 HHS Federal Employee Viewpoint Survey Report** provides summary results for your organization. The results include Positive, Neutral, and Negative response percentages for each survey item.

For each of the three response scales used in the survey, two responses were categorized as "**Positive**" (Strongly Agree and Agree, Very Satisfied and Satisfied, Very Good and Good), one response as "**Neutral**" (Neither Agree nor Disagree, Neither Satisfied nor Dissatisfied, Fair), two responses as "**Negative**" (Disagree and Strongly Disagree, Dissatisfied and Very Dissatisfied, Poor and Very Poor), and one response as "**DNK**" or "**NBJ**" (Do Not Know or No Basis to Judge).

Note: Respondents counted in the DNK/NBJ column are not included in the calculation of the Positive, Neutral and Negative percents. The N column is the total number of respondents who selected a Positive, Neutral, Negative, Yes, No, Not Available to me, or Not Sure response (DNK and NBJ are excluded from this count).

My Work Experience

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	375,837	59.7%	17.6%	22.7%
Health and Human Services (all employees)	34,629	66.0%	15.4%	18.6%
National Institutes of Health (2013)	6,662	67.5%	15.3%	17.2%
National Institutes of Health (2012)	6,300	71.3%	13.6%	15.1%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	372,941	70.0%	15.2%	14.8%
Health and Human Services (all employees)	34,364	72.0%	14.2%	13.8%
National Institutes of Health (2013)	6,626	76.7%	12.6%	10.7%
National Institutes of Health (2012)	6,294	78.5%	10.9%	10.6%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	370,376	55.7%	19.2%	25.2%
Health and Human Services (all employees)	34,161	62.2%	17.1%	20.7%
National Institutes of Health (2013)	6,584	64.9%	15.9%	19.1%
National Institutes of Health (2012)	6,273	67.4%	14.9%	17.8%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	373,824	70.3%	15.1%	14.6%
Health and Human Services (all employees)	34,477	74.4%	13.6%	11.9%
National Institutes of Health (2013)	6,635	74.7%	14.0%	11.2%
National Institutes of Health (2012)	6,285	77.7%	12.3%	10.0%

5. I like the kind of work I do.

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	369,988	82.8%	11.0%	6.2%
Health and Human Services (all employees)	34,190	83.8%	10.6%	5.6%
National Institutes of Health (2013)	6,586	85.1%	10.3%	4.6%
National Institutes of Health (2012)	6,281	86.5%	8.8%	4.8%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	372,218	79.2%	11.2%	9.5%
Health and Human Services (all employees)	34,305	78.9%	11.3%	9.8%
National Institutes of Health (2013)	6,596	81.8%	9.9%	8.3%
National Institutes of Health (2012)	6,261	81.3%	10.5%	8.2%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	373,797	95.6%	2.8%	1.6%
Health and Human Services (all employees)	34,461	96.8%	2.1%	1.0%
National Institutes of Health (2013)	6,627	97.1%	2.1%	0.9%
National Institutes of Health (2012)	6,291	97.8%	1.4%	0.8%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	374,956	90.4%	7.8%	1.8%
Health and Human Services (all employees)	34,568	91.8%	6.9%	1.3%
National Institutes of Health (2013)	6,644	92.0%	6.8%	1.2%
National Institutes of Health (2012)	6,292	93.3%	5.7%	1.0%

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	374,731	43.8%	16.7%	39.5%	915
Health and Human Services (all employees)	34,528	47.9%	16.8%	35.2%	86
National Institutes of Health (2013)	6,639	52.6%	17.2%	30.2%	13
National Institutes of Health (2012)	6,286	57.3%	15.4%	27.2%	15

10. My workload is reasonable.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	372,621	57.5%	16.7%	25.8%	677
Health and Human Services (all employees)	34,338	59.3%	16.2%	24.5%	62
National Institutes of Health (2013)	6,608	62.3%	16.4%	21.3%	8
National Institutes of Health (2012)	6,280	64.4%	14.6%	21.0%	9

11. My talents are used well in the workplace.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	362,841	57.3%	17.3%	25.4%	1,905
Health and Human Services (all employees)	33,611	59.9%	16.5%	23.6%	156
National Institutes of Health (2013)	6,498	60.9%	16.5%	22.6%	20
National Institutes of Health (2012)	6,211	63.9%	15.0%	21.2%	28

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	372,620	82.5%	10.5%	7.0%	1,411
Health and Human Services (all employees)	34,386	85.1%	9.3%	5.7%	106
National Institutes of Health (2013)	6,623	86.8%	8.5%	4.8%	18
National Institutes of Health (2012)	6,262	87.4%	7.7%	4.9%	20

13. The work I do is important.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	369,703	90.0%	6.9%	3.1%	1,092
Health and Human Services (all employees)	34,119	90.4%	7.0%	2.6%	103
National Institutes of Health (2013)	6,567	91.0%	6.9%	2.1%	16
National Institutes of Health (2012)	6,253	91.5%	6.3%	2.2%	17

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 (official FEVS)	373,712	66.1%	14.3%	19.5%	1,514
Health and Human Services (all employees)	34,453	72.0%	13.0%	15.0%	114
National Institutes of Health (2013)	6,624	73.2%	13.6%	13.2%	19
National Institutes of Health (2012)	6,280	73.8%	12.6%	13.6%	12

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	369,528	68.4%	15.2%	16.4%	5,283
Health and Human Services (all employees)	34,051	67.5%	14.7%	17.8%	509
National Institutes of Health (2013)	6,543	64.8%	16.1%	19.1%	94
National Institutes of Health (2012)	6,227	71.6%	12.9%	15.6%	68

16. I am held accountable for achieving results.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	372,151	81.5%	12.4%	6.1%	1,767
Health and Human Services (all employees)	34,267	84.7%	10.7%	4.6%	167
National Institutes of Health (2013)	6,582	86.4%	9.9%	3.8%	28
National Institutes of Health (2012)	6,241	87.4%	8.8%	3.8%	42

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	357,689	61.2%	19.4%	19.5%	16,155
Health and Human Services (all employees)	32,285	61.0%	20.4%	18.6%	2,147
National Institutes of Health (2013)	6,142	62.3%	21.1%	16.6%	466
National Institutes of Health (2012)	5,836	62.7%	20.6%	16.7%	439

18. My training needs are assessed.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	370,252	49.8%	24.1%	26.1%	4,271
Health and Human Services (all employees)	34,064	48.8%	24.5%	26.8%	446
National Institutes of Health (2013)	6,528	50.0%	25.2%	24.8%	91
National Institutes of Health (2012)	6,207	53.3%	23.7%	23.0%	84

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 (official FEVS)	366,770	67.7%	14.6%	17.7%	9,032
Health and Human Services (all employees)	33,809	66.0%	14.0%	19.9%	819
National Institutes of Health (2013)	6,465	63.0%	15.4%	21.5%	194
National Institutes of Health (2012)	6,161	68.0%	13.5%	18.5%	142

My Work Unit

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	375,451	72.5%	14.3%	13.2%
Health and Human Services (all employees)	34,560	76.0%	12.5%	11.6%
National Institutes of Health (2013)	6,639	79.1%	11.7%	9.2%
National Institutes of Health (2012)	6,286	79.9%	11.4%	8.8%

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	362,026	40.2%	26.7%	33.1%	13,660
Health and Human Services (all employees)	33,454	49.1%	23.7%	27.2%	1,177
National Institutes of Health (2013)	6,443	55.3%	22.7%	22.0%	216
National Institutes of Health (2012)	6,089	57.7%	21.9%	20.4%	213

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	349,090	31.6%	29.5%	39.0%	24,611
Health and Human Services (all employees)	31,443	39.7%	28.6%	31.7%	2,991
National Institutes of Health (2013)	6,037	42.4%	28.5%	29.1%	582
National Institutes of Health (2012)	5,757	47.6%	26.8%	25.6%	523

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 (official FEVS)	341,154	28.0%	27.5%	44.6%	32,879
Health and Human Services (all employees)	30,488	32.2%	28.9%	39.0%	3,983
National Institutes of Health (2013)	5,874	36.7%	28.8%	34.5%	747
National Institutes of Health (2012)	5,629	38.7%	28.4%	32.9%	659

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	353,920	31.4%	29.0%	39.5%	20,703
Health and Human Services (all employees)	32,062	33.9%	29.0%	37.1%	2,468
National Institutes of Health (2013)	6,160	34.7%	28.2%	37.0%	471
National Institutes of Health (2012)	5,844	41.5%	27.3%	31.2%	435

25. Awards in my work unit depend on how well employees perform their jobs.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	350,157	37.7%	26.3%	36.1%	23,879
Health and Human Services (all employees)	31,617	40.9%	26.1%	32.9%	2,855
National Institutes of Health (2013)	6,096	40.7%	25.8%	33.5%	521
National Institutes of Health (2012)	5,827	50.8%	22.3%	26.9%	450
26. Employees in my work unit share job knowledge with each other.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	373,151	71.8%	14.8%	13.4%	1,576
Health and Human Services (all employees)	34,361	72.5%	14.0%	13.5%	180
National Institutes of Health (2013)	6,608	76.6%	12.8%	10.6%	31
National Institutes of Health (2012)	6,264	77.6%	11.7%	10.7%	30
27. The skill level in my work unit has improved in the past year.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	360,810	52.3%	29.6%	18.1%	14,051
Health and Human Services (all employees)	32,971	56.7%	28.3%	15.1%	1,566
National Institutes of Health (2013)	6,345	54.5%	31.2%	14.3%	290
National Institutes of Health (2012)	6,026	56.8%	30.0%	13.2%	250
28. How would you rate the overall quality of work done by your work unit?					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	374,621	82.5%	14.3%	3.2%	
Health and Human Services (all employees)	34,528	85.9%	11.6%	2.5%	
National Institutes of Health (2013)	6,638	89.0%	9.4%	1.5%	
National Institutes of Health (2012)	6,289	88.8%	9.1%	2.0%	
My Agency					
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	362,785	69.7%	18.1%	12.2%	5,883
Health and Human Services (all employees)	33,325	73.6%	16.2%	10.2%	689
National Institutes of Health (2013)	6,373	79.5%	13.3%	7.2%	120
National Institutes of Health (2012)	6,168	80.7%	12.2%	7.1%	116
30. Employees have a feeling of personal empowerment with respect to work processes.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	360,361	42.9%	26.0%	31.1%	8,232
Health and Human Services (all employees)	33,011	46.9%	24.9%	28.3%	989
National Institutes of Health (2013)	6,307	49.9%	23.6%	26.5%	183
National Institutes of Health (2012)	6,109	53.0%	23.5%	23.5%	173
31. Employees are recognized for providing high quality products and services.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	360,183	45.6%	24.5%	29.9%	7,290
Health and Human Services (all employees)	33,073	50.3%	23.3%	26.4%	829
National Institutes of Health (2013)	6,313	50.7%	23.4%	25.9%	166
National Institutes of Health (2012)	6,138	57.8%	21.3%	20.9%	145
32. Creativity and innovation are rewarded.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	355,365	35.5%	29.9%	34.7%	11,534
Health and Human Services (all employees)	32,590	41.8%	28.0%	30.2%	1,281
National Institutes of Health (2013)	6,216	44.7%	26.9%	28.3%	250
National Institutes of Health (2012)	6,070	50.4%	26.7%	22.9%	207
33. Pay raises depend on how well employees perform their jobs.					
	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	341,941	18.6%	26.7%	54.7%	24,285
Health and Human Services (all employees)	30,425	23.0%	29.7%	47.3%	3,363
National Institutes of Health (2013)	5,812	25.0%	28.7%	46.3%	631
National Institutes of Health (2012)	5,662	32.5%	28.8%	38.7%	607

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 (official FEVS)	340,531	55.2%	29.8%	15.0%	27,416
Health and Human Services (all employees)	31,337	58.5%	27.3%	14.3%	2,604
National Institutes of Health (2013)	6,007	63.9%	25.1%	11.0%	469
National Institutes of Health (2012)	5,822	66.4%	23.1%	10.5%	452

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	362,330	76.1%	13.9%	10.0%	5,220
Health and Human Services (all employees)	33,171	80.4%	12.7%	6.9%	744
National Institutes of Health (2013)	6,313	83.8%	11.1%	5.2%	167
National Institutes of Health (2012)	6,141	84.0%	10.6%	5.4%	136

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	361,939	75.9%	14.7%	9.4%	5,179
Health and Human Services (all employees)	32,895	70.8%	18.4%	10.7%	981
National Institutes of Health (2013)	6,230	70.9%	19.5%	9.7%	248
National Institutes of Health (2012)	6,041	72.1%	18.7%	9.2%	237

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	346,836	50.7%	23.4%	25.9%	20,370
Health and Human Services (all employees)	31,439	54.4%	22.0%	23.6%	2,427
National Institutes of Health (2013)	6,026	60.4%	20.9%	18.7%	437
National Institutes of Health (2012)	5,867	63.4%	19.2%	17.4%	406

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 (official FEVS)	334,239	65.4%	20.4%	14.3%	31,656
Health and Human Services (all employees)	30,214	67.7%	19.2%	13.1%	3,548
National Institutes of Health (2013)	5,802	74.1%	16.6%	9.3%	642
National Institutes of Health (2012)	5,659	75.3%	15.3%	9.3%	609

39. My agency is successful at accomplishing its mission.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	360,459	74.4%	17.6%	8.0%	6,811
Health and Human Services (all employees)	33,171	78.3%	15.7%	5.9%	699
National Institutes of Health (2013)	6,319	83.4%	13.1%	3.5%	143
National Institutes of Health (2012)	6,123	85.0%	11.5%	3.5%	141

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	367,707	63.2%	21.4%	15.4%	
Health and Human Services (all employees)	33,935	68.8%	19.3%	11.9%	
National Institutes of Health (2013)	6,468	70.3%	18.7%	11.0%	
National Institutes of Health (2012)	6,291	73.3%	15.9%	10.8%	

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 (official FEVS)	335,303	38.3%	28.8%	33.0%	32,630
Health and Human Services (all employees)	30,632	48.0%	27.2%	24.8%	3,283
National Institutes of Health (2013)	5,799	45.5%	29.2%	25.2%	666
National Institutes of Health (2012)	5,583	49.9%	28.5%	21.6%	721

My Supervisor/Team Leader

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	364,464	77.2%	11.8%	11.0%	2,159
Health and Human Services (all employees)	33,663	80.5%	10.0%	9.5%	189
National Institutes of Health (2013)	6,411	81.8%	10.1%	8.1%	35
National Institutes of Health (2012)	6,267	81.3%	10.0%	8.6%	35

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	364,224	64.7%	17.9%	17.4%	1,703
Health and Human Services (all employees)	33,647	68.2%	15.7%	16.1%	139
National Institutes of Health (2013)	6,412	68.5%	15.5%	16.0%	28
National Institutes of Health (2012)	6,260	69.3%	14.7%	16.0%	31

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	360,838	61.4%	19.7%	19.0%	3,744
Health and Human Services (all employees)	33,333	63.4%	18.1%	18.5%	352
National Institutes of Health (2013)	6,349	62.9%	18.7%	18.3%	71
National Institutes of Health (2012)	6,209	64.9%	17.1%	18.0%	66

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	335,808	64.6%	24.5%	11.0%	29,552
Health and Human Services (all employees)	30,943	68.8%	21.2%	10.0%	2,800
National Institutes of Health (2013)	5,951	71.8%	20.0%	8.1%	477
National Institutes of Health (2012)	5,774	72.7%	19.2%	8.1%	507

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	363,407	60.3%	20.8%	18.8%	1,849
Health and Human Services (all employees)	33,541	62.1%	19.5%	18.5%	180
National Institutes of Health (2013)	6,382	62.9%	19.9%	17.2%	39
National Institutes of Health (2012)	6,252	64.0%	18.6%	17.4%	34

47. Supervisors/team leaders in my work unit support employee development.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	361,042	64.0%	19.0%	17.0%	4,398
Health and Human Services (all employees)	33,328	68.1%	16.8%	15.1%	386
National Institutes of Health (2013)	6,343	69.0%	16.9%	14.1%	83
National Institutes of Health (2012)	6,218	71.3%	15.5%	13.2%	76

48. My supervisor/team leader listens to what I have to say.

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	365,387	74.4%	13.1%	12.5%
Health and Human Services (all employees)	33,751	76.6%	11.9%	11.5%
National Institutes of Health (2013)	6,433	77.8%	12.2%	9.9%
National Institutes of Health (2012)	6,298	77.9%	11.3%	10.9%

49. My supervisor/team leader treats me with respect.

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	364,519	79.7%	11.0%	9.4%
Health and Human Services (all employees)	33,656	80.1%	10.5%	9.4%
National Institutes of Health (2013)	6,401	81.0%	10.9%	8.1%
National Institutes of Health (2012)	6,285	81.6%	9.9%	8.6%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	364,501	76.7%	10.5%	12.8%
Health and Human Services (all employees)	33,677	79.5%	10.0%	10.4%
National Institutes of Health (2013)	6,417	79.7%	10.2%	10.1%
National Institutes of Health (2012)	6,285	81.6%	8.5%	9.9%

51. I have trust and confidence in my supervisor.

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	364,718	65.8%	17.2%	17.0%
Health and Human Services (all employees)	33,662	67.6%	16.2%	16.2%
National Institutes of Health (2013)	6,412	69.3%	16.2%	14.6%
National Institutes of Health (2012)	6,276	69.9%	15.3%	14.7%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	364,643	68.4%	18.8%	12.7%
Health and Human Services (all employees)	33,660	70.7%	17.8%	11.5%
National Institutes of Health (2013)	6,404	73.1%	17.0%	10.0%
National Institutes of Health (2012)	6,292	73.9%	15.9%	10.2%

Leadership

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	358,319	40.8%	26.2%	33.0%	3,649
Health and Human Services (all employees)	33,001	47.4%	24.7%	27.9%	455
National Institutes of Health (2013)	6,288	49.2%	24.8%	26.0%	81
National Institutes of Health (2012)	6,190	51.4%	23.9%	24.8%	100

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	349,438	53.6%	23.6%	22.8%	12,164
Health and Human Services (all employees)	32,072	58.9%	22.0%	19.1%	1,354
National Institutes of Health (2013)	6,102	63.1%	21.0%	15.9%	260
National Institutes of Health (2012)	6,016	65.4%	19.7%	14.9%	272

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	344,622	62.8%	22.6%	14.6%	15,793
Health and Human Services (all employees)	31,862	66.0%	20.6%	13.5%	1,472
National Institutes of Health (2013)	6,094	70.3%	19.1%	10.6%	250
National Institutes of Health (2012)	5,994	71.6%	18.1%	10.3%	282

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	357,806	61.2%	20.3%	18.6%	3,047
Health and Human Services (all employees)	32,971	63.6%	19.5%	16.9%	382
National Institutes of Health (2013)	6,263	64.2%	20.1%	15.7%	83
National Institutes of Health (2012)	6,187	65.1%	18.8%	16.2%	89

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	340,114	60.7%	23.8%	15.5%	20,067
Health and Human Services (all employees)	31,279	62.8%	22.5%	14.7%	2,019
National Institutes of Health (2013)	5,903	63.0%	23.0%	14.0%	422
National Institutes of Health (2012)	5,857	64.1%	22.6%	13.3%	412

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	350,863	52.3%	23.0%	24.7%	9,912
Health and Human Services (all employees)	32,499	55.8%	21.4%	22.8%	841
National Institutes of Health (2013)	6,182	57.4%	21.8%	20.8%	164
National Institutes of Health (2012)	6,090	58.0%	21.2%	20.8%	185

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	350,160	56.1%	23.0%	20.9%	10,380
Health and Human Services (all employees)	32,431	61.1%	20.6%	18.3%	861
National Institutes of Health (2013)	6,173	64.3%	19.8%	15.8%	166
National Institutes of Health (2012)	6,087	64.6%	19.7%	15.7%	172

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	342,315	57.0%	24.3%	18.6%	18,440
Health and Human Services (all employees)	31,742	62.0%	22.4%	15.6%	1,612
National Institutes of Health (2013)	6,033	64.4%	22.0%	13.6%	315
National Institutes of Health (2012)	5,985	64.8%	20.7%	14.4%	300

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	356,566	52.3%	23.8%	23.9%	4,307
Health and Human Services (all employees)	32,894	59.1%	22.1%	18.9%	473
National Institutes of Health (2013)	6,285	61.0%	21.5%	17.5%	68
National Institutes of Health (2012)	6,221	62.9%	20.3%	16.8%	72

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

	N	POSITIVE	NEUTRAL	NEGATIVE	DNK
Governmentwide (official FEVS)	328,520	53.7%	27.6%	18.7%	32,091
Health and Human Services (all employees)	30,488	62.4%	23.2%	14.4%	2,826
National Institutes of Health (2013)	5,756	64.4%	22.8%	12.8%	587
National Institutes of Health (2012)	5,645	63.2%	24.3%	12.5%	652

My Satisfaction

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	358,999	49.5%	24.2%	26.3%
Health and Human Services (all employees)	33,218	54.2%	22.7%	23.1%
National Institutes of Health (2013)	6,308	53.9%	23.5%	22.6%
National Institutes of Health (2012)	6,292	57.2%	21.1%	21.7%

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 (official FEVS)	358,403	47.6%	23.9%	28.5%
Health and Human Services (all employees)	33,155	50.5%	23.9%	25.6%
National Institutes of Health (2013)	6,290	49.8%	24.2%	26.0%
National Institutes of Health (2012)	6,282	52.0%	22.9%	25.0%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,371	45.4%	24.7%	29.9%
Health and Human Services (all employees)	33,071	47.7%	23.5%	28.8%
National Institutes of Health (2013)	6,275	46.8%	22.7%	30.5%
National Institutes of Health (2012)	6,275	55.7%	20.5%	23.8%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,560	41.3%	29.7%	28.9%
Health and Human Services (all employees)	33,105	45.9%	29.5%	24.6%
National Institutes of Health (2013)	6,289	47.2%	29.2%	23.6%
National Institutes of Health (2012)	6,267	49.8%	26.7%	23.4%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,563	33.6%	28.7%	37.7%
Health and Human Services (all employees)	33,107	36.1%	31.1%	32.8%
National Institutes of Health (2013)	6,297	34.0%	32.3%	33.8%
National Institutes of Health (2012)	6,266	37.6%	31.1%	31.4%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,694	49.7%	24.6%	25.7%
Health and Human Services (all employees)	33,079	52.9%	24.9%	22.2%
National Institutes of Health (2013)	6,292	56.7%	24.8%	18.5%
National Institutes of Health (2012)	6,267	60.0%	23.2%	16.7%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,338	64.9%	18.5%	16.5%
Health and Human Services (all employees)	33,077	68.0%	17.7%	14.3%
National Institutes of Health (2013)	6,288	67.5%	18.2%	14.3%
National Institutes of Health (2012)	6,271	72.0%	14.3%	13.7%

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	357,967	53.5%	18.2%	28.3%
Health and Human Services (all employees)	33,129	57.5%	17.7%	24.8%
National Institutes of Health (2013)	6,292	50.4%	19.8%	29.8%
National Institutes of Health (2012)	6,277	58.9%	17.5%	23.6%

Work/Life

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

	N	POSITIVE	NEUTRAL	NEGATIVE
Governmentwide (official FEVS)	358,271	55.6%	22.7%	21.7%
Health and Human Services (all employees)	33,137	62.1%	21.0%	17.0%
National Institutes of Health (2013)	6,300	63.1%	20.6%	16.3%
National Institutes of Health (2012)	6,281	66.3%	18.3%	15.4%

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	YES	NO	NOT SURE
Governmentwide (official FEVS)	358,004	39.1%	55.8%	5.0%
Health and Human Services (all employees)	33,145	71.4%	24.8%	3.7%
National Institutes of Health (2013)	6,293	80.0%	17.6%	2.4%
National Institutes of Health (2012)	6,286	75.8%	20.7%	3.5%

73. Please select the response below that BEST describes your teleworking situation.

	Govwide	HHS	Subagency
I telework 3 or more days per week.	3.3%	4.0%	2.9%
I telework 1 or 2 work days per week.	9.2%	33.7%	25.7%
I telework, but no more than 1 or 2 days per month.	4.0%	8.0%	13.3%
I telework very infrequently, on an unscheduled or short-term basis.	10.2%	15.5%	24.2%
I do NOT telework because I have to be physically present on the job.	34.1%	12.9%	13.9%
I do NOT telework because I have technical issues.	5.5%	2.7%	3.0%
I do NOT telework because I did not receive approval to do so.	21.2%	10.6%	8.3%
I do NOT telework because I choose not to telework.	12.5%	12.4%	8.6%

74. Do you participate in Alternative work schedules (AWS)?

	N	YES	NO	NOT AVAILABLE TO ME
Governmentwide (official FEVS)	355,682	32.6%	45.2%	22.2%
Health and Human Services (all employees)	32,966	33.2%	53.6%	13.2%
National Institutes of Health (2013)	6,282	28.4%	58.0%	13.6%
National Institutes of Health (2012)	6,280	27.1%	59.8%	13.0%

75. Do you participate in Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?

	N	YES	NO	NOT AVAILABLE TO ME
Governmentwide (official FEVS)	354,458	28.2%	59.4%	12.4%
Health and Human Services (all employees)	32,879	27.9%	64.1%	8.1%
National Institutes of Health (2013)	6,252	18.7%	76.1%	5.3%
National Institutes of Health (2012)	6,270	18.7%	76.7%	4.6%

76. Do you participate in the Employee Assistance Program (EAP)?

	N	YES	NO	NOT AVAILABLE TO ME
Governmentwide (official FEVS)	351,827	14.3%	80.0%	5.7%
Health and Human Services (all employees)	32,632	13.6%	82.4%	4.1%
National Institutes of Health (2013)	6,196	9.9%	86.7%	3.4%
National Institutes of Health (2012)	6,236	9.3%	87.3%	3.4%

77. Do you participate in Child care programs (for example, daycare, parenting classes, parenting support groups)?

	N	YES	NO	NOT AVAILABLE TO ME
Governmentwide (official FEVS)	356,035	3.9%	78.7%	17.4%
Health and Human Services (all employees)	32,932	4.4%	83.4%	12.2%
National Institutes of Health (2013)	6,258	7.2%	87.2%	5.6%
National Institutes of Health (2012)	6,257	7.1%	88.1%	4.8%

78. Do you participate in Elder care programs (for example, support groups, speakers)?

	N	YES	NO	NOT AVAILABLE TO ME
Governmentwide (official FEVS)	356,650	2.6%	79.7%	17.7%
Health and Human Services (all employees)	32,989	3.1%	85.0%	11.8%
National Institutes of Health (2013)	6,267	3.3%	90.9%	5.8%
National Institutes of Health (2012)	6,266	3.6%	91.5%	4.9%

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

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	147,505	75.6%	15.3%	9.1%	8,017
Health and Human Services (all employees)	19,744	82.0%	10.8%	7.1%	687
National Institutes of Health (2013)	4,059	80.6%	11.8%	7.6%	117
National Institutes of Health (2012)	3,671	78.7%	12.7%	8.6%	114

* Results for this item only include employees who indicated that they participated in the Telework program on item #73.

80. How satisfied are you with the Alternative Work Schedules (AWS) program in your agency?*

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	134,642	88.7%	7.9%	3.4%	3,316
Health and Human Services (all employees)	10,699	89.2%	7.1%	3.7%	366
National Institutes of Health (2013)	1,749	93.1%	5.0%	1.9%	48
National Institutes of Health (2012)	1,685	93.5%	4.4%	2.1%	30

* Results for this item only include employees who indicated that they participated in the Alternative Work Schedules program on item #74.

81. How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) in your agency?*

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	95,574	79.6%	16.9%	3.6%	7,496
Health and Human Services (all employees)	8,779	83.9%	13.3%	2.9%	624
National Institutes of Health (2013)	1,089	81.6%	14.9%	3.5%	120
National Institutes of Health (2012)	1,101	79.0%	17.2%	3.8%	99

* Results for this item only include employees who indicated that they participated in Health and Wellness Programs on item #75.

82. How satisfied are you with the Employee Assistance Program (EAP) in your agency?*

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	50,775	74.1%	21.8%	4.1%	8,526
Health and Human Services (all employees)	4,230	77.9%	18.1%	3.9%	725
National Institutes of Health (2013)	576	74.3%	21.0%	4.7%	145
National Institutes of Health (2012)	539	74.2%	22.1%	3.7%	98

* Results for this item only include employees who indicated that they participated in the Employee Assistance Program on item #76.

83. How satisfied are you with the Child Care Programs (for example, daycare, parenting classes, parenting support groups) in your agency?*

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	10,108	70.3%	25.9%	3.8%	4,459
Health and Human Services (all employees)	1,274	74.4%	20.2%	5.4%	435
National Institutes of Health (2013)	407	72.7%	18.9%	8.4%	97
National Institutes of Health (2012)	377	77.2%	17.2%	5.6%	98

* Results for this item only include employees who indicated that they participated in Child Care Programs on item #77.

84. How satisfied are you with the Elder Care Programs (for example, support groups, speakers) in your agency?*

	N	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Governmentwide (official FEVS)	7,391	66.3%	31.3%	2.3%	3,445
Health and Human Services (all employees)	858	73.1%	23.8%	3.1%	373
National Institutes of Health (2013)	164	72.0%	26.8%	1.2%	83
National Institutes of Health (2012)	179	72.1%	27.4%	0.6%	74

* Results for this item only include employees who indicated they participate in Elder Care Programs on item #78.

National Institutes of Health (2013)

Surveys Returned: 6674

Demographics

D-1. Where do you work?

Headquarters	66%
Field	34%

D-2. What is your supervisory status?

Non-Supervisor	61%
Team Leader	18%
Supervisor	14%
Manager	5%
Executive	2%

D-3. Are you:

Male	36%
Female	64%

D-4. Are you Hispanic or Latino?

Yes	5%
No	95%

D-5. Please select the racial category or categories with which you most closely identify.

American Indian or Alaska Native	<1%
Asian	13%
Black or African-American	17%
Native Hawaiian or Other Pacific Islander	<1%
White	67%
Two or more races (Not Hispanic or Latino)	3%

D-6. What is your age group?

25 and under	1%
26-29	2%
30-39	15%
40-49	28%
50-59	36%
60 or older	18%

D-7. What is your pay category/grade?

Federal Wage System ex. WB, WD, WG, WL, WM, WS, WY	1%
GS 1-6	1%
GS 7-12	34%
GS 13-15	50%
Senior Executive Service	<1%
Senior Level (SL) Scientific or Professional (ST)	<1%
Political Appointee	<1%
Commissioned Corps - O-4 and below	<1%
Commissioned Corps - O-5/O-6	<1%
Commissioned Corps - O-7/O-8	<1%
Title 42	11%
Other	2%

D-8. How long have you been with the Federal Government (excluding military service)?

Less than 1 year	2%
1 to 3 years	11%
4 to 5 years	10%
6 to 10 years	19%
11 to 14 years	17%
15 to 20 years	10%
More than 20 years	31%

D-9. How long have you been with your current agency?

Less than 1 year	3%
1 to 3 years	14%
4 to 5 years	13%
6 to 10 years	21%
11 to 20 years	27%
More than 20 years	22%

D-10. Are you considering leaving your organization within the next year, and if so, why?

No	67%
Yes, to retire	4%
Yes, to take another job in the Federal Gov.	19%
Yes, to take another job outside the Fedederal Gov.	5%
Yes, other	5%

D-11. I am planning to retire:

Within one year	2%
Between one and three years	9%
Between three and five years	9%
Five or more years	80%

D-12. Do you consider yourself to be: (Reported at the Operating Division level)

Heterosexual or straight	83%
Gay, Lesbian, Bisexual or Transgender	4%
I prefer not to say	13%

D-13. Have you ever served on Active Duty in the US Armed Forces (Army, Marine Corps, Navy, Air Force or Coast Guard)?

Yes	9%
No	91%

D-14. Are you an individual with a Disability?

Yes	6%
No	94%

National Institutes of Health (2013)

Surveys Returned: 6674

HHS Specific Questions

HHS-1. Sustainability management practices are promoted by management in my organization.	0200 - 0299 - Human Resources Management	1%
Strongly Agree	0201 - Personnel Management	1%
Agree	0260 - Equal Employment Opportunity	<1%
Neutral	0300 - 0399 - General Admin, Clerical, and Office Servi	2%
Disagree	0301 - Miscellaneous Administration and Program	8%
Strongly Disagree	0343 - Management and Program Analysis	6%
HHS-2. My organizational management sets a good example in addressing health and safety hazards in my work environment.	0303 - Miscellaneous Clerk and Assistant	2%
Strongly Agree	0341 - Administrative Officer	4%
Agree	0400 - 0499 - Biological Sciences	7%
Neutral	0401 - General Biological Sciences	4%
Disagree	0403 - Microbiology	2%
Strongly Disagree	0500 - 0599 - Accounting and Budget	1%
HHS-3. Employees are treated fairly, regardless of their individual or cultural differences.	0560 - Budget Analysis	1%
Strongly Agree	0600 - 0699 - Med, Hospital, Dental, and Public Health	2%
Agree	0601 - General Health Sciences	13%
Neutral	0602 - Medical Officer	3%
Disagree	0610 - Nurse	4%
Strongly Disagree	0685 - Public Health Program	1%
HHS-4. Senior management demonstrates a strong commitment to diversity.	0696 - Consumer Safety	<1%
Strongly Agree	0644 - Medical Technologist	1%
Agree	0660 - Pharmacist	<1%
Neutral	0644 - Medical Technologist	1%
Disagree	0700 - Veterinary Medical Science Group	2%
Strongly Disagree	0800 - 0899 - Engineering and Architecture	<1%
HHS-5. Employees are made aware of their EEO rights and responsibilities.	0900-0999 - Legal and Kindred	2%
Strongly Agree	1000 - 1099 - Information and Arts	<1%
Agree	1100 - 1199 - Business and Industry	3%
Neutral	1101 - Grants Management	3%
Disagree	1102 - Contract and Procurement	1%
Strongly Disagree	1105 - Purchasing	<1%
HHS-6. What is your occupational group (job series / job series family)?	1200 - 1299 - Copyright, Patent, and Trademark	<1%
0000 - 0099 - Miscellaneous Occupations	1300 - 1399 - Physical Sciences	1%
0100 - 0199 - Social Science, Psychology, and	1320 - Chemistry	2%
0101 - Social Science	1400 - 1499 - Library and Archives	<1%
0107 - Health Insurance Administration	1500 - 1599 - Mathematics and Statistics	1%
0180 - PSYCHOLOGY	1529 - Mathematical Statistician	1%
	1550 - Computer Science	1%
	1600 - 1699 - Equipment, Facilities, and Services	<1%
	1700 - 1799 - Education	<1%
	1800 - 1899 - Inspection, Investigation, Enforcement, and Compliance	<1%
	1900 - 1999 - Quality Assurance, Inspection and Gradin	<1%
	2000 - 2099 - Supply	<1%
	2100 - 2199 - Transportation	2%
	2200 - 2299- Information Technology Management	3%
	2210 - Information Technology Management	<1%
	4700 - 4799 General Maintenance and Operations Worl	1%
	4749 - Maintenance Mechanic	8%
	Other - Not Listed / I Do Not Know My Occupation Grou	3%

National Institutes of Health (2013) - Results Summary

Relative Strengths	Percent Positive (2013)		
	HHS	SubAgency	Difference
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.	68%	74%	6.4%
21. My work unit is able to recruit people with the right skills.	49%	55%	6.2%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54%	60%	6.0%
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74%	80%	6.0%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	58%	64%	5.5%

Relative Weaknesses	Percent Negative (2013)		
	HHS	SubAgency	Difference
70. Considering everything, how satisfied are you with your pay?	25%	30%	5.1%
65. How satisfied are you with the recognition you receive for doing a good job?	29%	31%	1.7%
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).	20%	22%	1.6%
15. My performance appraisal is a fair reflection of my performance.	18%	19%	1.3%
67. How satisfied are you with your opportunity to get a better job in your organization?	33%	34%	0.9%

Relative Strengths displays the items where the SubAgency has the highest percent positive responses when compared to the rest of HHS. The greater the difference, the greater the relative strength for that particular item.

Relative Weaknesses displays the items where the SubAgency has the highest percent negative responses when compared to the rest of HHS. The greater the difference, the greater the relative weakness for that particular item.

National Institutes of Health (2013) - Results Summary

Greatest Increases	Percent Positive (2012-2013)		
	2012 Value	2013 Value	Difference
62. Senior leaders demonstrate support for Work/Life programs.	63%	64%	1.3%
6. I know what is expected of me on the job.	81%	82%	0.5%
42. My supervisor supports my need to balance work and other life issues.	81%	82%	0.5%
28. How would you rate the overall quality of work done by your work unit?	89%	89%	0.2%
48. My supervisor/team leader listens to what I have to say.	78%	78%	0.0%

Greatest Decreases	Percent Positive (2012-2013)		
	2012 Value	2013 Value	Difference
25. Awards in my work unit depend on how well employees perform their jobs.	51%	41%	-10.1%
65. How satisfied are you with the recognition you receive for doing a good job?	56%	47%	-8.9%
70. Considering everything, how satisfied are you with your pay?	59%	50%	-8.5%
33. Pay raises depend on how well employees perform their jobs.	32%	25%	-7.5%
31. Employees are recognized for providing high quality products and services.	58%	51%	-7.1%

Greatest Increases displays the items where the SubAgency increased the most percentage points in positive responses when compared to the previous year. The greater the positive difference, the greater the increase.

Greatest Decreases displays the items where the SubAgency decreased the most percentage points in positive responses when compared to the previous year. The greater the negative difference, the greater the decrease.

National Institutes of Health (2013) - Results Summary - Key Indices

Satisfaction Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
40. I recommend my organization as a good place to work.	63%	69%	70%
69. Considering everything, how satisfied are you with your job?	65%	68%	68%
71. Considering everything, how satisfied are you with your organization?	56%	62%	63%
Satisfaction Index Score	61%	66%	67%

Conditions for Employee Engagement Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	41%	47%	49%
54. My organization's leaders maintain high standards of honesty and integrity.	54%	59%	63%
56. Managers communicate the goals and priorities of the organization.	61%	64%	64%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	57%	62%	64%
61. I have a high level of respect for my organization's senior leaders.	52%	59%	61%
Leaders Lead Index Score (Items: 53, 54, 56, 60, and 61)	53%	58%	60%
47. Supervisors/team leaders in my work unit support employee development.	64%	68%	69%
48. My supervisor/team leader listens to what I have to say.	74%	77%	78%
49. My supervisor/team leader treats me with respect.	80%	80%	81%
51. I have trust and confidence in my supervisor.	66%	68%	69%
52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	68%	71%	73%
Supervisors Index Score (Items: 47, 48, 49, 51, and 52)	70%	73%	74%
3. I feel encouraged to come up with new and better ways of doing things.	56%	62%	65%
4. My work gives me a feeling of personal accomplishment.	70%	74%	75%
6. I know what is expected of me on the job.	79%	79%	82%
11. My talents are used well in the workplace.	57%	60%	61%
12. I know how my work relates to the agency's goals and priorities.	83%	85%	87%
Intrinsic Work Experiences Index Score (Items: 3, 4, 6, 11, and 12)	66%	69%	71%
Overall Conditions for Employee Engagement Score (All 15 items)	64%	68%	69%

Index scores are a mean average of the item scores in each index.

National Institutes of Health (2013) - Results Summary - Key Indices

Employee Communications Index (ECI 3)	Percent Positive (2013)		
	Govwide	HHS	SubAgency
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	41%	47%	49%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	52%	56%	57%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	48%	50%	50%
Employee Communications Index Score	47%	51%	52%

Employee Communications Index (ECI 12)	Percent Positive (2013)		
	Govwide	HHS	SubAgency
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).	68%	66%	63%
44. Discussions with my supervisor/team leader about my performance are worthwhile.	61%	63%	63%
48. My supervisor/team leader listens to what I have to say.	74%	77%	78%
49. My supervisor/team leader treats me with respect.	80%	80%	81%
50. In the last six months, my supervisor/team leader has talked with me about my performance.	77%	80%	80%
51. I have trust and confidence in my supervisor.	66%	68%	69%
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	41%	47%	49%
56. Managers communicate the goals and priorities of the organization.	61%	64%	64%
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61%	63%	63%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	52%	56%	57%
59. Managers support collaboration across work units to accomplish work objectives.	56%	61%	64%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	48%	50%	50%
Employee Communications Index Score	62%	65%	65%

Index scores are a mean average of the item scores in each index.

National Institutes of Health (2013) - Results Summary - Key Indices

Leadership and Knowledge Management Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
10. My workload is reasonable.	58%	59%	62%
35. Employees are protected from health and safety hazards on the job.	76%	80%	84%
36. My organization has prepared employees for potential security threats.	76%	71%	71%
51. I have trust and confidence in my supervisor.	66%	68%	69%
52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	68%	71%	73%
53. In my organization, leaders generate high levels of motivation	41%	47%	49%
55. Managers/supervisors/team leaders work well with employees of different backgrounds.	63%	66%	70%
56. Managers communicate the goals and priorities of the organization.	61%	64%	64%
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61%	63%	63%
61. I have a high level of respect for my organization's senior leaders.	52%	59%	61%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	48%	50%	50%
66. How satisfied are you with the policies and practices of your senior leaders?	41%	46%	47%
Leadership and Knowledge Management Index Score	59%	62%	64%

Talent Management Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
1. I am given a real opportunity to improve my skills in my organization.	60%	66%	68%
11. My talents are used well in the workplace.	57%	60%	61%
18. My training needs are assessed.	50%	49%	50%
21. My work unit is able to recruit people with the right skills.	40%	49%	55%
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70%	74%	80%
47. Supervisors/team leaders in my work unit support employee development.	64%	68%	69%
68. How satisfied are you with the training you receive for your present job?	50%	53%	57%
Talent Management Index Score	56%	60%	63%

Index scores are a mean average of the item scores in each index.

National Institutes of Health (2013) - Results Summary - Key Indices

Results-Oriented Performance Culture Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
12. I know how my work relates to the agency's goals and priorities.	83%	85%	87%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66%	72%	73%
15. My performance appraisal is a fair reflection of my performance.	68%	68%	65%
20. The people I work with cooperate to get the job done.	73%	76%	79%
22. Promotions in my work unit are based on merit.	32%	40%	42%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28%	32%	37%
24. In my work unit, differences in performance are recognized in a meaningful way.	31%	34%	35%
30. Employees have a feeling of personal empowerment with respect to work processes.	43%	47%	50%
32. Creativity and innovation are rewarded.	36%	42%	45%
33. Pay raises depend on how well employees perform their jobs.	19%	23%	25%
42. My supervisor supports my need to balance work and other life issues.	77%	81%	82%
44. Discussions with my supervisor/team leader about my performance are worthwhile.	61%	63%	63%
65. How satisfied are you with the recognition you receive for doing a good job?	45%	48%	47%
Results-Oriented Performance Culture Index Score	51%	55%	56%

Job Satisfaction Index	Percent Positive (2013)		
	Govwide	HHS	SubAgency
4. My work gives me a feeling of personal accomplishment.	70%	74%	75%
5. I like the kind of work I do.	83%	84%	85%
13. The work I do is important.	90%	90%	91%
63. How satisfied are you with your involvement in decisions that affect your work?	50%	54%	54%
67. How satisfied are you with your opportunity to get a better job in your organization?	34%	36%	34%
69. Considering everything, how satisfied are you with your job?	65%	68%	68%
70. Considering everything, how satisfied are you with your pay?	54%	58%	50%
Job Satisfaction Index Score	64%	66%	65%

Index scores are a mean average of the item scores in each index.