Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

1st Level Subagency Report

Department of Health and Human Services

NATIONAL INSTITUTES OF HEALTH (NIH)

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This 2022 OPM Federal Employee Viewpoint Survey Report provides summary results for the core OPM FEVS, telework, and demographic items for your subagency, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	557,778	35.3%
Department of Health and Human Services	50,317	64.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,910**	**66.3%**

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your sub-agency 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 *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

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, There have been no recent hires in my work unit, I do not have any accessibility needs,* where applicable, is listed separately.

Two items on the OPM FEVS (Q12 and Q34) are negatively worded, so percent positive scores include *Strongly Disagree* or *Disagree* responses and percent negative scores include *Strongly Agree* or *Agree* responses.

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 (items 1-89, excluding items 12, 15, and 34). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

96.0%	It is important to me that my work contribute to the common good. (Q89)
94.2%	Employees in my work unit meet the needs of our customers. (Q19)
94.0%	I am held accountable for the quality of work I produce. (Q11)
93.9%	Employees in my work unit contribute positively to my agency's performance. (Q20)
93.6%	My organization has prepared me for potential cybersecurity threats. (Q41)
93.3%	My supervisor holds me accountable for achieving results. (Q51)
92.6%	I know how my work relates to the agency's goals. (Q7)
92.3%	Employees in my work unit produce high-quality work. (Q21)
90.2%	My organization is successful at accomplishing its mission. (Q37)
90.2%	My supervisor treats me with respect. (Q49)

Highest Percent Negative

19.8%	Considering everything, how satisfied are you with your pay? (Q69)
18.5%	In my work unit, differences in performance are recognized in a meaningful way. (Q16)
18.3%	My workload is reasonable. (Q5)
17.4%	Management involves employees in decisions that affect their work. (Q64)
14.1%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q42)
14.0%	How satisfied are you with your involvement in decisions that affect your work? (Q65)
13.5%	I believe the results of this survey will be used to make my agency a better place to work. (Q44)
13.0%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q55)
12.4%	How satisfied are you with the recognition you receive for doing a good job? (Q67)
12.1%	My talents are used well in the workplace. (Q6)

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 (items 1-89, excluding items 12, 15, and 34). 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. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

■ NATIONAL INSTITUTES OF HEALTH (NIH)

□ Department of Health and Human Services

Survey Item	% Positive Response	Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q56)	NIH 77.8 / HHS 69.4	+8.4
In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q42)	NIH 67.1 / HHS 59.0	+8.1
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q55)	NIH 68.3 / HHS 60.5	+7.8
I have a high level of respect for my organization's senior leaders. (Q60)	NIH 79.2 / HHS 71.7	+7.5
My work unit commits resources to develop new ideas. (Q26)	NIH 71.8 / HHS 64.4	+7.4
I receive the training I need to do my job well. (Q10)	NIH 81.7 / HHS 74.4	+7.3
Management encourages innovation. (Q62)	NIH 73.8 / HHS 66.5	+7.3
Management makes effective changes to address challenges facing our organization. (Q63)	NIH 70.8 / HHS 63.8	+7.0
Employees are recognized for providing high quality products and services. (Q35)	NIH 75.4 / HHS 68.8	+6.6
My organization's management practices promote diversity. (Q71)	NIH 80.4 / HHS 73.8	+6.6

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 (items 1-89, excluding items 12, 15, and 34). 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. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

There are no items in this category

My Work Experience

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	554,191	68.0%	15.3%	16.6%
Department of Health and Human Services	50,076	77.1%	12.6%	10.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,844**	**82.4%**	**10.3%**	**7.4%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,783	63.8%	16.2%	20.0%
Department of Health and Human Services	49,638	73.8%	13.9%	12.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,777**	**78.8%**	**11.9%**	**9.3%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,810	71.3%	14.6%	14.1%
Department of Health and Human Services	49,739	79.5%	12.1%	8.4%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,789**	**83.6%**	**9.9%**	**6.5%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,738	81.3%	10.1%	8.5%
Department of Health and Human Services	49,588	86.0%	8.2%	5.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,725**	**88.1%**	**7.2%**	**4.7%**

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	553,302	61.4%	14.7%	23.8%
Department of Health and Human Services	50,000	65.0%	14.3%	20.7%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,837**	**68.4%**	**13.3%**	**18.3%**

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	546,839	62.7%	16.7%	20.5%
Department of Health and Human Services	49,462	70.4%	15.2%	14.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,713**	**74.2%**	**13.7%**	**12.1%**

My Work Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	552,613	84.2%	9.3%	6.4%
Department of Health and Human Services	49,928	89.8%	6.8%	3.4%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,818**	**92.6%**	**5.1%**	**2.3%**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,120	70.0%	14.3%	15.7%	23,426
Department of Health and Human Services	47,435	73.2%	15.0%	11.9%	2,762
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,282**	**76.5%**	**13.9%**	**9.6%**	**589**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,708	74.4%	14.0%	11.6%
Department of Health and Human Services	50,221	81.2%	11.3%	7.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,888**	**86.5%**	**8.6%**	**4.9%**

10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,658	64.7%	18.9%	16.4%
Department of Health and Human Services	50,214	74.4%	16.1%	9.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,889**	**81.7%**	**12.5%**	**5.9%**

11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,225	87.3%	8.3%	4.4%
Department of Health and Human Services	50,173	92.3%	5.8%	2.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,871**	**94.0%**	**4.6%**	**1.3%**

12. Continually changing work priorities make it hard for me to produce high quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	544,589	32.7%	25.8%	41.4%	12,053
Department of Health and Human Services	48,903	36.3%	26.5%	37.2%	1,295
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,495**	**43.3%**	**24.6%**	**32.1%**	**382**

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.

My Work Experience (continued)

13. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,628	74.4%	15.0%	10.6%
Department of Health and Human Services	50,206	80.7%	12.5%	6.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,878**	**83.8%**	**11.0%**	**5.2%**

My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,436	80.3%	10.3%	9.4%
Department of Health and Human Services	50,202	85.2%	8.5%	6.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,885**	**88.5%**	**7.3%**	**4.2%**

15. In my work unit poor performers usually (select all that apply):

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	556,385	16.1%	42.2%	10.1%	6.3%	19.5%	20.8%
Department of Health and Human Services	50,164	17.0%	31.6%	8.7%	5.7%	24.0%	25.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,864**	**18.4%**	**28.9%**	**9.7%**	**5.9%**	**26.8%**	**22.4%**

Note: Percents will add to more than 100% because respondents could choose more than one response option.

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	491,186	41.8%	27.2%	31.0%	65,222
Department of Health and Human Services	43,376	51.2%	26.6%	22.2%	6,785
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,330**	**56.0%**	**25.5%**	**18.5%**	**1,542**

17. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	553,111	79.9%	10.7%	9.4%	3,620
Department of Health and Human Services	49,895	82.9%	9.6%	7.5%	328
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,825**	**87.2%**	**7.6%**	**5.2%**	**72**

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	550,104	78.7%	12.5%	8.9%	6,813
Department of Health and Human Services	49,703	84.6%	9.6%	5.8%	527
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,803**	**89.3%**	**6.7%**	**3.9%**	**87**

19. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	523,895	87.3%	10.6%	2.2%	27,814
Department of Health and Human Services	47,229	91.7%	7.3%	1.1%	2,598
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,838**	**94.2%**	**5.2%**	**0.6%**	**928**

20. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	525,899	84.8%	11.9%	3.3%	18,257
Department of Health and Human Services	48,033	90.8%	7.4%	1.8%	1,288
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,389**	**93.9%**	**5.4%**	**0.7%**	**259**

21. Employees in my work unit produce high-quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	530,983	82.4%	14.1%	3.4%	19,513
Department of Health and Human Services	48,420	89.2%	9.0%	1.8%	1,285
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,498**	**92.3%**	**6.7%**	**1.0%**	**232**

22. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	530,563	79.6%	15.4%	5.0%	19,649
Department of Health and Human Services	48,133	85.6%	11.3%	3.1%	1,513
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,380**	**88.0%**	**10.1%**	**1.9%**	**345**

23. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	470,034	57.7%	25.1%	17.3%	86,540
Department of Health and Human Services	42,698	70.7%	20.7%	8.6%	7,492
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,113**	**76.4%**	**17.0%**	**6.5%**	**1,769**

My Work Unit (continued)

24. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,440	63.1%	20.5%	16.4%
Department of Health and Human Services	50,180	69.3%	19.1%	11.6%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,869**	**72.5%**	**17.4%**	**10.1%**

25. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,152	82.3%	10.7%	7.0%
Department of Health and Human Services	50,142	86.7%	8.6%	4.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,859**	**89.5%**	**7.1%**	**3.4%**

26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	525,068	50.9%	24.4%	24.7%	31,159
Department of Health and Human Services	47,918	64.4%	20.3%	15.3%	2,253
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,462**	**71.8%**	**16.9%**	**11.3%**	**408**

27. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	535,320	65.8%	19.4%	14.7%	21,166
Department of Health and Human Services	48,225	74.1%	16.3%	9.6%	1,966
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,485**	**79.3%**	**13.7%**	**7.0%**	**387**

28. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	528,700	63.9%	21.7%	14.5%	22,745
Department of Health and Human Services	48,040	73.4%	17.7%	9.0%	1,859
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,457**	**77.4%**	**15.9%**	**6.7%**	**342**

29. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	522,485	64.6%	21.4%	14.0%	22,560
Department of Health and Human Services	47,640	74.6%	16.9%	8.5%	1,738
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,368**	**80.0%**	**14.3%**	**5.7%**	**300**

My Work Unit (continued)

30. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	520,226	54.2%	27.1%	18.6%	24,140
Department of Health and Human Services	47,388	66.0%	22.8%	11.2%	2,016
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,279**	**69.9%**	**21.5%**	**8.6%**	**372**

31. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	524,000	75.7%	15.7%	8.5%	20,970
Department of Health and Human Services	47,132	83.3%	12.0%	4.7%	2,272
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,818**	**85.8%**	**11.0%**	**3.1%**	**841**

32. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	520,585	63.4%	24.4%	12.2%	27,607
Department of Health and Human Services	46,687	73.9%	19.0%	7.1%	2,891
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,681**	**77.1%**	**17.9%**	**5.0%**	**1,011**

33. Employees in my work unit support my need to balance my work and personal responsibilities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,626	69.7%	16.9%	13.5%	11,042
Department of Health and Human Services	48,577	78.6%	13.2%	8.3%	723
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,477**	**81.1%**	**12.2%**	**6.7%**	**151**

34. Employees in my work unit are typically under too much pressure to meet work goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	525,943	41.5%	28.9%	29.6%	22,464
Department of Health and Human Services	47,657	43.1%	27.9%	29.0%	2,031
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,321**	**48.8%**	**26.4%**	**24.8%**	**420**

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.

My Organization

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,114	58.6%	18.1%	23.2%	15,185
Department of Health and Human Services	48,601	68.8%	16.0%	15.2%	1,178
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,477**	**75.4%**	**14.2%**	**10.4%**	**297**

My Organization (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,998	74.8%	12.2%	13.0%	14,407
Department of Health and Human Services	47,809	84.2%	9.6%	6.2%	1,968
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,419**	**89.1%**	**6.7%**	**4.2%**	**360**

37. *My organization is successful at accomplishing its mission.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	536,041	78.0%	13.8%	8.2%	11,961
Department of Health and Human Services	48,845	84.0%	11.3%	4.7%	906
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,596**	**90.2%**	**7.4%**	**2.4%**	**179**

38. *I have a good understanding of my organization's priorities.*

Organizations	N	Positive	Neutral	Negative
Governmentwide	547,830	77.2%	12.9%	9.8%
Department of Health and Human Services	49,722	83.0%	10.8%	6.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,758**	**86.1%**	**9.0%**	**4.9%**

39. *My organization effectively adapts to changing government priorities.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	530,176	66.7%	20.2%	13.1%	18,188
Department of Health and Human Services	47,994	77.2%	16.0%	6.8%	1,772
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,231**	**82.2%**	**13.4%**	**4.4%**	**544**

40. *My organization has prepared me for potential physical security threats.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	535,681	73.1%	14.9%	12.0%	9,875
Department of Health and Human Services	48,164	76.6%	14.9%	8.5%	1,452
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,417**	**78.2%**	**14.8%**	**6.9%**	**323**

41. *My organization has prepared me for potential cybersecurity threats.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	540,124	83.4%	10.9%	5.8%	5,624
Department of Health and Human Services	49,228	91.0%	6.9%	2.1%	411
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,663**	**93.6%**	**5.1%**	**1.3%**	**80**

My Organization (continued)

42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	507,882	52.0%	21.2%	26.8%	37,667
Department of Health and Human Services	45,037	59.0%	21.3%	19.7%	4,562
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,843**	**67.1%**	**18.8%**	**14.1%**	**891**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	545,445	64.5%	20.1%	15.4%
Department of Health and Human Services	49,608	75.8%	16.0%	8.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,735**	**81.6%**	**12.8%**	**5.7%**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	506,994	42.9%	25.7%	31.4%	38,989
Department of Health and Human Services	46,525	59.8%	22.5%	17.6%	3,119
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,971**	**64.6%**	**21.9%**	**13.5%**	**773**

My Supervisor

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	511,232	78.2%	14.2%	7.6%	33,009
Department of Health and Human Services	47,248	84.4%	10.4%	5.2%	2,288
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,311**	**88.0%**	**8.4%**	**3.6%**	**404**

46. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	537,139	77.0%	12.1%	10.8%	7,689
Department of Health and Human Services	49,077	83.2%	9.6%	7.2%	510
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,626**	**87.1%**	**7.8%**	**5.1%**	**99**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	541,245	83.3%	9.2%	7.5%
Department of Health and Human Services	49,292	87.8%	7.3%	4.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,650**	**90.0%**	**6.2%**	**3.8%**

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	537,954	81.9%	9.3%	8.8%
Department of Health and Human Services	49,097	85.9%	7.8%	6.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,595**	**87.8%**	**7.2%**	**5.0%**

49. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	540,128	86.0%	7.8%	6.3%
Department of Health and Human Services	49,219	88.4%	6.7%	4.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,634**	**90.2%**	**5.7%**	**4.1%**

50. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	537,613	76.2%	12.2%	11.6%
Department of Health and Human Services	49,009	81.3%	10.4%	8.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,584**	**84.3%**	**9.6%**	**6.1%**

51. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Governmentwide	540,106	86.9%	9.6%	3.5%
Department of Health and Human Services	49,216	91.3%	6.7%	2.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,630**	**93.3%**	**5.3%**	**1.4%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	542,593	77.6%	13.5%	8.9%
Department of Health and Human Services	49,403	82.7%	11.2%	6.1%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,690**	**86.1%**	**9.6%**	**4.3%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	542,912	70.3%	17.1%	12.7%
Department of Health and Human Services	49,465	76.5%	14.6%	9.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,692**	**79.0%**	**13.7%**	**7.3%**

My Supervisor (continued)

54. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	537,966	74.6%	13.5%	11.8%	5,174
Department of Health and Human Services	49,079	78.9%	12.4%	8.7%	392
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,620**	**81.1%**	**11.6%**	**7.3%**	**75**

Leadership

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	526,253	47.7%	23.0%	29.3%	13,759
Department of Health and Human Services	48,067	60.5%	21.2%	18.3%	1,192
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,328**	**68.3%**	**18.7%**	**13.0%**	**294**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	500,578	59.9%	21.3%	18.8%	35,739
Department of Health and Human Services	46,029	69.4%	19.2%	11.4%	2,953
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,996**	**77.8%**	**14.5%**	**7.7%**	**563**

57. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	529,488	64.3%	18.2%	17.6%	7,759
Department of Health and Human Services	48,377	73.4%	15.8%	10.8%	648
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,375**	**78.4%**	**13.8%**	**7.8%**	**204**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	519,846	57.6%	20.3%	22.1%	16,143
Department of Health and Human Services	47,620	66.6%	18.4%	15.0%	1,240
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,187**	**71.6%**	**17.1%**	**11.3%**	**335**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	511,628	63.5%	20.2%	16.4%	29,177
Department of Health and Human Services	47,011	72.3%	17.2%	10.5%	2,318
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,064**	**78.3%**	**14.5%**	**7.2%**	**581**

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	531,454	60.8%	20.6%	18.6%	7,008
Department of Health and Human Services	48,660	71.7%	17.6%	10.7%	510
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,502**	**79.2%**	**13.2%**	**7.7%**	**99**

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	502,973	59.7%	21.7%	18.6%	32,625
Department of Health and Human Services	46,659	73.2%	17.1%	9.6%	2,303
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,053**	**79.3%**	**14.0%**	**6.7%**	**505**

62. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	517,493	55.9%	23.9%	20.2%	18,812
Department of Health and Human Services	47,421	66.5%	21.2%	12.3%	1,565
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,221**	**73.8%**	**17.7%**	**8.5%**	**346**

63. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	516,113	51.7%	24.0%	24.2%	20,139
Department of Health and Human Services	47,192	63.8%	21.4%	14.8%	1,780
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,121**	**70.8%**	**19.2%**	**10.1%**	**442**

64. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	516,890	43.3%	23.5%	33.2%	19,739
Department of Health and Human Services	47,173	54.2%	23.0%	22.8%	1,855
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,092**	**60.7%**	**21.9%**	**17.4%**	**483**

My Satisfaction

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	534,329	50.0%	25.1%	25.0%
Department of Health and Human Services	48,896	59.7%	23.1%	17.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,543**	**64.7%**	**21.3%**	**14.0%**

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	532,752	52.9%	22.7%	24.5%
Department of Health and Human Services	48,770	63.5%	20.6%	15.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,514**	**69.8%**	**18.7%**	**11.5%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	533,049	54.4%	22.4%	23.2%
Department of Health and Human Services	48,791	63.9%	20.0%	16.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,514**	**70.4%**	**17.2%**	**12.4%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,817	66.2%	16.8%	17.0%
Department of Health and Human Services	48,715	75.5%	14.2%	10.3%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,499**	**80.0%**	**12.0%**	**8.0%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	533,799	55.9%	17.1%	27.0%
Department of Health and Human Services	48,844	62.6%	16.9%	20.5%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,533**	**63.2%**	**16.9%**	**19.8%**

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	534,146	60.2%	19.9%	19.9%
Department of Health and Human Services	48,851	72.1%	16.9%	11.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,549**	**78.6%**	**13.8%**	**7.6%**

Diversity, Equity, Inclusion, and Accessibility

71. *My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).*

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	491,409	67.8%	19.5%	12.7%	44,282
Department of Health and Human Services	45,793	73.8%	16.1%	10.1%	3,254
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,011**	**80.4%**	**12.3%**	**7.2%**	**567**

Diversity, Equity, Inclusion, and Accessibility (continued)

72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	492,680	72.6%	18.4%	9.0%	43,274
Department of Health and Human Services	46,133	78.6%	14.2%	7.2%	2,932
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,114**	**84.0%**	**10.8%**	**5.2%**	**471**

73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	517,875	65.0%	15.9%	19.1%	16,670
Department of Health and Human Services	47,127	68.6%	15.5%	15.9%	1,810
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,159**	**74.3%**	**13.8%**	**12.0%**	**391**

74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	507,104	69.6%	15.9%	14.4%	26,510
Department of Health and Human Services	46,201	73.2%	14.8%	11.9%	2,690
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,925**	**77.5%**	**13.1%**	**9.4%**	**620**

75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	502,077	60.9%	18.1%	21.0%	32,257
Department of Health and Human Services	46,102	69.3%	16.0%	14.6%	2,856
NATIONAL INSTITUTES OF HEALTH (NIH)	**10,843**	**75.0%**	**14.3%**	**10.8%**	**717**

76. Employees in my work unit treat me as a valued member of the team.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	527,735	81.4%	11.1%	7.5%	6,014
Department of Health and Human Services	48,526	85.4%	9.2%	5.4%	363
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,468**	**88.8%**	**7.3%**	**4.0%**	**73**

77. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	526,803	77.9%	13.6%	8.5%	6,595
Department of Health and Human Services	48,416	82.4%	11.4%	6.2%	444
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,454**	**85.4%**	**9.9%**	**4.7%**	**86**

Diversity, Equity, Inclusion, and Accessibility (continued)

78. *Employees in my work unit care about me as a person.*

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	518,891	75.6%	16.1%	8.3%	14,356
Department of Health and Human Services	47,778	80.8%	13.6%	5.6%	1,057
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,310**	**83.9%**	**11.9%**	**4.2%**	**223**

79. *I am comfortable expressing opinions that are different from other employees in my work unit.*

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	523,674	73.8%	12.6%	13.6%	6,799
Department of Health and Human Services	48,093	77.3%	12.2%	10.5%	534
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,360**	**79.8%**	**11.1%**	**9.0%**	**111**

80. *In my work unit, people's differences are respected.*

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	517,791	73.7%	15.7%	10.7%	12,414
Department of Health and Human Services	47,634	78.8%	13.3%	7.9%	960
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,291**	**83.2%**	**11.3%**	**5.5%**	**180**

81. *I can be successful in my organization being myself.*

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	524,357	72.9%	14.8%	12.3%	5,854
Department of Health and Human Services	48,065	77.8%	13.6%	8.6%	516
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,359**	**80.6%**	**12.0%**	**7.4%**	**102**

82. *I can easily make a request of my organization to meet my accessibility needs.*

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	328,338	69.6%	19.3%	11.1%	119,219	82,121
Department of Health and Human Services	29,358	75.7%	16.8%	7.5%	11,323	7,900
NATIONAL INSTITUTES OF HEALTH (NIH)	**6,692**	**80.1%**	**14.9%**	**5.0%**	**2,861**	**1,930**

83. *My organization responds to my accessibility needs in a timely manner.*

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	307,344	64.0%	24.2%	11.8%	120,489	101,427
Department of Health and Human Services	27,480	71.0%	21.0%	8.0%	11,397	9,678
NATIONAL INSTITUTES OF HEALTH (NIH)	**6,257**	**76.5%**	**18.5%**	**5.0%**	**2,884**	**2,337**

Diversity, Equity, Inclusion, and Accessibility (continued)

84. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	311,682	67.1%	23.1%	9.9%	123,093	94,153
Department of Health and Human Services	27,877	73.8%	19.9%	6.3%	11,637	8,990
NATIONAL INSTITUTES OF HEALTH (NIH)	**6,346**	**78.8%**	**17.2%**	**3.9%**	**2,940**	**2,171**

Employee Experience

85. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,023	59.2%	22.0%	18.8%
Department of Health and Human Services	48,724	71.1%	18.0%	10.9%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,498**	**75.6%**	**16.3%**	**8.1%**

86. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	528,951	73.0%	14.2%	12.8%
Department of Health and Human Services	48,586	81.4%	11.4%	7.2%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,466**	**84.8%**	**9.9%**	**5.3%**

87. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,252	58.7%	22.6%	18.7%
Department of Health and Human Services	48,747	68.8%	20.3%	11.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,515**	**73.2%**	**18.0%**	**8.8%**

88. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	529,722	77.0%	15.7%	7.4%
Department of Health and Human Services	48,654	86.3%	10.7%	3.0%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,495**	**88.3%**	**9.2%**	**2.5%**

89. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,401	91.3%	6.6%	2.1%
Department of Health and Human Services	48,775	94.9%	4.2%	0.8%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,508**	**96.0%**	**3.4%**	**0.5%**

Telework

91. Please select the response that BEST describes your current remote work or teleworking schedule.

| Organizations | N | Telework | | | | |
		Remote Work Agreement	3 or More Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	529,973	14.2%	24.9%	16.9%	2.9%	9.7%
Department of Health and Human Services	48,696	38.4%	26.7%	12.4%	1.8%	4.6%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,486**	**20.2%**	**40.5%**	**17.5%**	**3.0%**	**7.7%**

91. Please select the response that BEST describes your current remote work or teleworking schedule. (continued)

| Organizations | N | Do Not Telework | | | |
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	529,973	20.1%	1.2%	6.0%	4.0%
Department of Health and Human Services	48,696	10.2%	0.7%	2.7%	2.4%
NATIONAL INSTITUTES OF HEALTH (NIH)	**11,486**	**8.1%**	**0.5%**	**0.8%**	**1.7%**

Employment Demographics

Where do you work?

Response	%
Headquarters	49.5%
Field	23.4%
Full-time telework (e.g., home office, telecenter)	27.1%

What is your supervisory status?

Response	%
Senior Leader	2.5%
Manager	6.3%
Supervisor	17.1%
Team Leader	15.5%
Non-Supervisor	58.6%

What is your pay category/grade?

Response	%
Federal Wage System	2.5%
GS 1-6	0.7%
GS 7-12	24.9%
GS 13-15	56.5%
Senior Executive Service	0.8%
Senior Level (SL) or Scientific or Professional (ST)	3.8%
Other	10.8%

What is your US military service status?

Response	%
No Prior Military Service	92.2%
Currently in National Guard or Reserves	0.4%
Retired	2.5%
Separated or Discharged	4.9%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.7%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	0.7%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.6%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	5.2%
No	94.8%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

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

Response	%
Less than 1 year	2.0%
1 to 3 years	12.9%
4 to 5 years	6.5%
6 to 10 years	16.9%
11 to 14 years	16.3%
15 to 20 years	16.7%
More than 20 years	28.6%

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

Response	%
Less than 1 year	3.0%
1 to 3 years	16.8%
4 to 5 years	8.2%
6 to 10 years	18.4%
11 to 14 years	15.0%
15 to 20 years	15.6%
More than 20 years	23.1%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

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

Response	%
No	76.8%
Yes, to retire	5.0%
Yes, to take another job within the Federal Government	11.3%
Yes, to take another job outside the Federal Government	3.3%
Yes, other	3.6%

I am planning to retire:

Response	%
Less than 1 year	2.2%
1 year	2.2%
2 years	4.6%
3 years	4.8%
4 years	3.3%
5 years	7.7%
More than 5 years	75.2%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	6.7%
No	93.3%

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

Response	%
White	60.7%
Black or African American	18.2%
All other races	21.1%

What is your age group?

Response	%
29 years and under	2.3%
30-39 years old	17.3%
40-49 years old	26.7%
50-59 years old	31.3%
60 years or older	22.5%

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

Response	%
Less than High School/ High School Diploma/ GED	2.3%
Certification/ Some College/ Associate's Degree	10.4%
Bachelor's Degree	21.0%
Advanced Degrees (Post Bachelor's Degree)	66.3%

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

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	9.3%
No	90.7%

Are you:

Response	%
Male	38.1%
Female	61.9%

Are you transgender?

Response	%
Yes	0.2%
No	99.8%

Which one of the following best represents how you think of yourself?

Response	%
Straight, that is not gay or lesbian	93.1%
Gay or Lesbian	3.3%
Bisexual	1.7%
I use a different term	2.0%

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