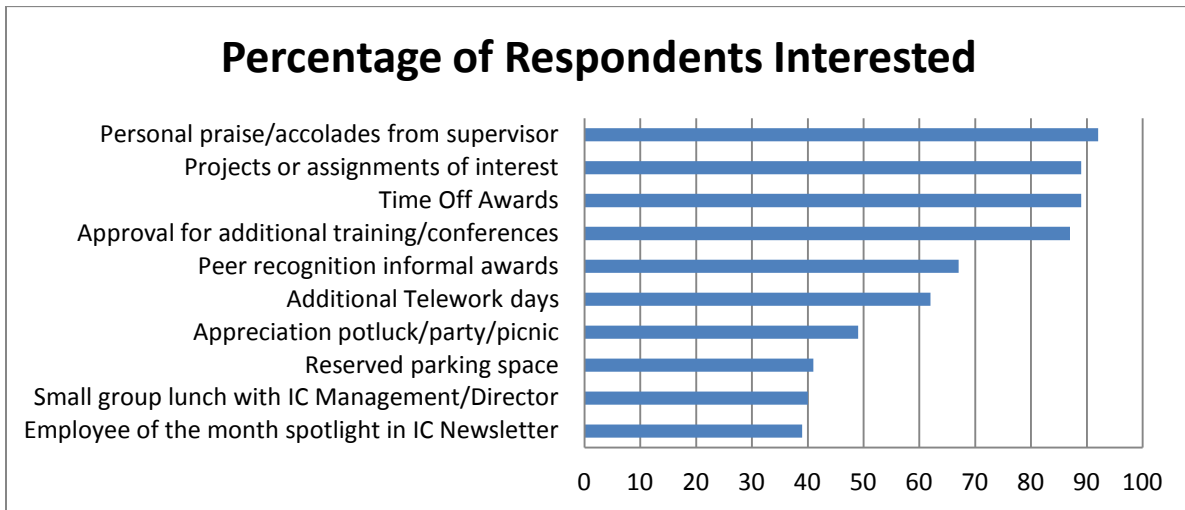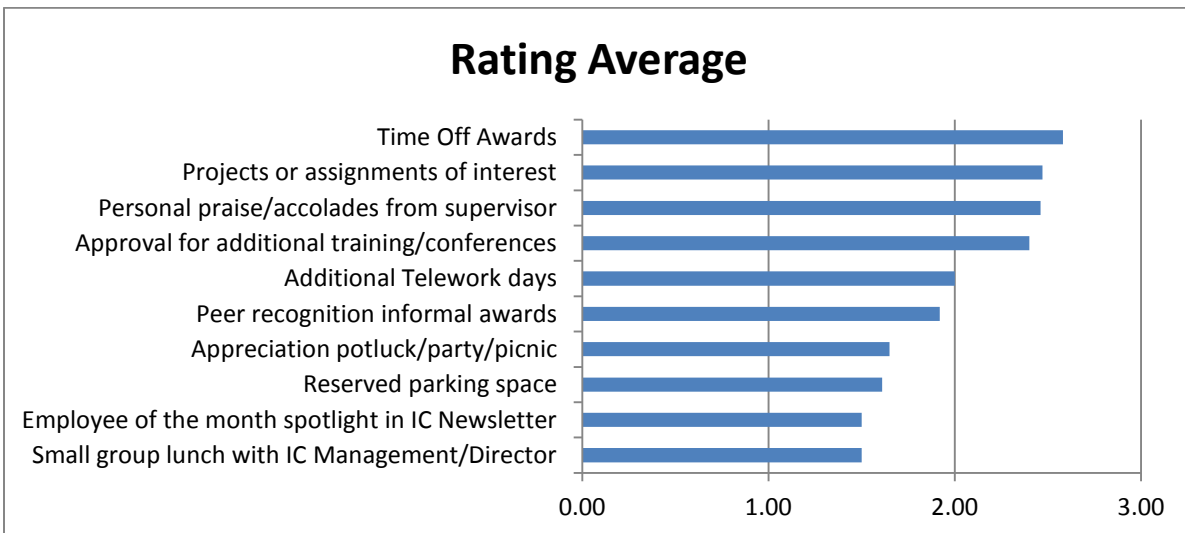## NIH Employee Recognition Survey Results

The NIH Employee Recognition Survey results provide valuable insight into the needs of our workforce. Given limits on cash awards and tight budgets, it is significant to recognize that cash awards are not the only way to make our employees feel valued and appreciated

Results reveal that 92% of employees are interested (i.e. selected "very interested" or "somewhat interested") in receiving **"personal praise/accolades from their supervisor"**, and 89% of employees are interested in **"time off awards"** and **"projects or assignments of interest".** In addition, 87% of employees are interested in receiving **"additional training/conferences"**.

Percentage of Respondents Interested

Category	
Personal praise/accolades from supervisor	
Projects or assignments of interest	
Time Off Awards	
Approval for additional training/conferences	
Peer recognition informal awards	
Additional Telework days	
Appreciation potluck/party/picnic	
Reserved parking space	
Small group lunch with IC Management/Director	
Employee of the month spotlight in IC Newsletter	

(Horizontal bar chart with x-axis from 0 to 100)

Further analysis demonstrated how strongly employees felt about each method of recognition. Each method was rated according to whether respondents selected "not interested" (1 point), "somewhat interested" (2 points), or "very interested" (3 points). When taking the average rating for each method of recognition, **"time off awards"** was rated highest, with an average of 2.58, **"projects or assignments of interest"** were second (2.47), and **"personal praise/accolades from their supervisor"** came in third (2.46).

Rating Average

Category	
Time Off Awards	
Projects or assignments of interest	
Personal praise/accolades from supervisor	
Approval for additional training/conferences	
Additional Telework days	
Peer recognition informal awards	
Appreciation potluck/party/picnic	
Reserved parking space	
Employee of the month spotlight in IC Newsletter	
Small group lunch with IC Management/Director	

(Horizontal bar chart with x-axis from 0.00 to 3.00)

The results were further analyzed by employee position type: scientific/clinical, indirect patient care/support, and administrative. The only noteworthy difference found was that **"time off awards"** and **"additional telework days"** ranked much higher with administrative and indirect patient care/support staff than with scientific/clinical staff. Otherwise, regardless of position types, the majority of employees shared a strong desire for **"personal praise from supervisor"**, **"projects or assignments of interest"** and **"additional training"**.

Respondents were also asked what their direct supervisor, their IC leadership, NIH leadership, and their colleagues could do to make them feel more valued in a non-monetary way

In these open-ended comments, NIH employees expressed a strong desire for more personal acknowledgement and recognition, especially from their direct supervisor. Whether through a written thank you or a verbal public appreciation during a staff meeting, **employees appreciate receiving words of praise and hearing that their hard work is not going unnoticed**.

Other comments emphasized their desire for **effective workforce management**, such as:
- Fairness in distribution of awards,
- Being available and responsive to employees, and
- Keeping open communication.

Employees also highlighted their need for **more workplace flexibilities**, with a particular interest in:
- Telework,
- Alternate Work Schedules (AWS), and
- Time off.

 An aspiration for **more career development opportunities** was also evident with expressed interest in:
- Training,
- Special projects or committees, and
- Opportunities for rotations.

For **IC and NIH leadership** in particular, employees stated a desire for **more visibility and contact** through:
- More personal visits (e.g. in labs, units, town-hall meetings),
- Open communication and transparency, and
- Collaboration, soliciting and listening to employee ideas.

With regards to **their colleagues**, respondents once again requested **words of appreciation and encouragement**, in addition to:
- An increase in collaboration and teamwork,
- More support for each other, and
- Greater respect, politeness, professionalism.

The data shows that verbal or written personal accolades, effective workforce management, and additional workplace flexibility are significant and meaningful in promoting employee satisfaction. It is imperative for us to ask and consider what our employees value the most so we can continue to meet their needs and keep them engaged.