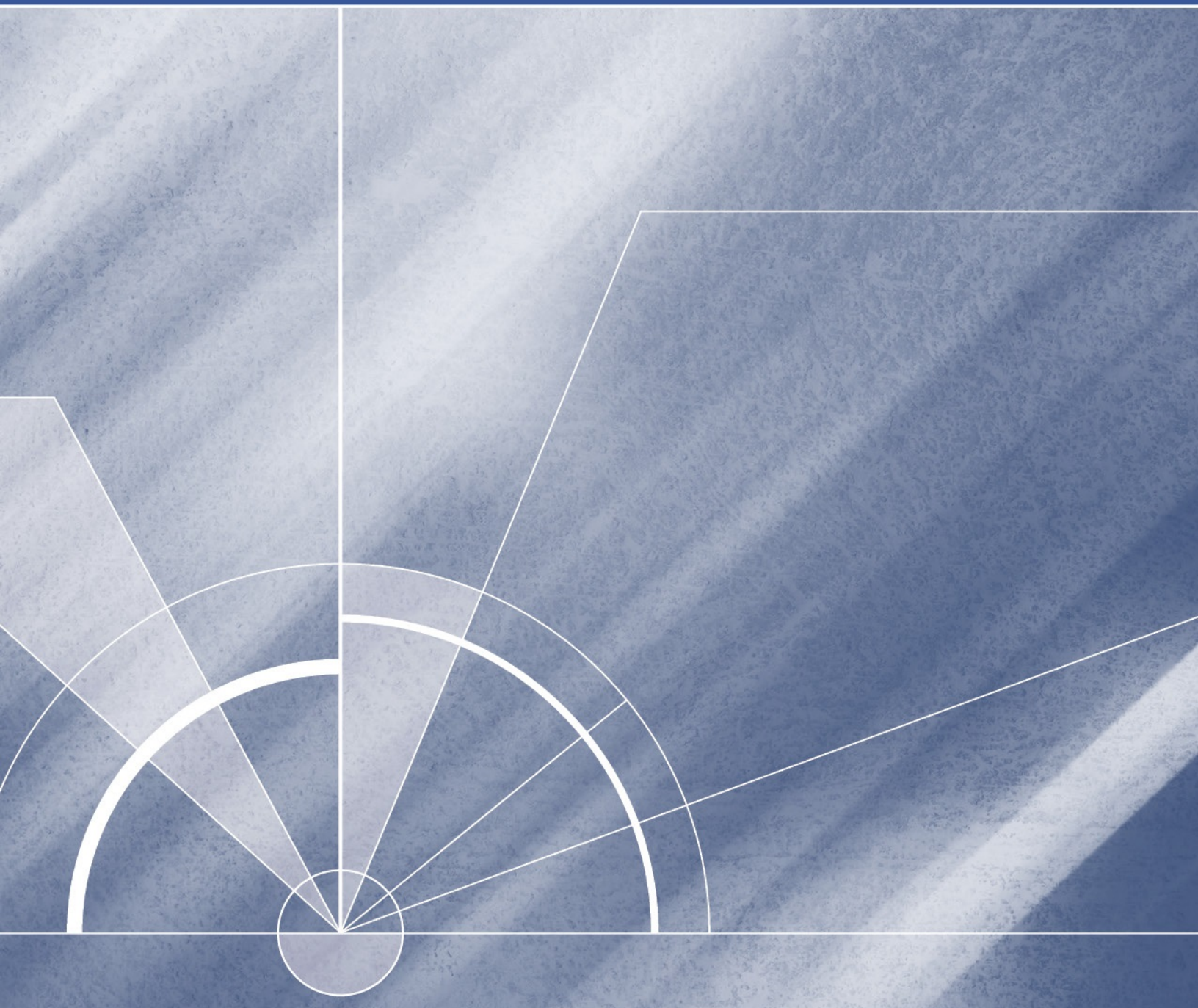


2019

Office of Personnel Management 
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
ALBURQUERQUE AREA OFFICE



Department of Health and Human Services
ALBUQUERQUE AREA OFFICE
3rd Level Subagency Comparison Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Department of Health and Human Services	51,703	71.9%
Indian Health Service	8,572	65.8%
ALBUQUERQUE AREA OFFICE	822	86.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	73.6%
ALBUQUERQUE SERVICE UNIT	98	82.4%
MESCALERO SERVICE UNIT	58	98.3%
MOA / IPA	<10	--
NEW SUNRISE REGIONAL TREATMENT CENTER	12	57.1%
OFFICE OF CLINICAL PROGRAMS	51	96.2%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	90.4%
OFFICE OF OPERATIONAL SUPPORT	35	100.0%
OFFICE OF THE AREA DIRECTOR	<10	--
OFFICE OF THE EXECUTIVE OFFICER	57	95.0%
SANTA ANA HEALTH CLINIC	<10	--
SANTA CLARA HEALTH CENTER	<10	--
SANTA FE SERVICE UNIT	121	96.8%
SOUTHERN CLINICS	<10	--
SOUTHERN UTE HEALTH CENTER	<10	--
TAOS PICURIS SERVICE UNIT	24	88.9%
UTE MOUNTAIN UTE HEALTH CENTER	30	96.8%
ZIA HEALTH CLINIC	<10	--
ZUNI RAMAH SERVICE UNIT	144	80.0%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

- Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*
- Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*
- Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

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Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

Department of Health and Human Services
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My Work Experience

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,414	73.6%	13.3%	13.2%
Indian Health Service	8,511	66.1%	17.2%	16.7%
ALBUQUERQUE AREA OFFICE	816	65.2%	17.4%	17.4%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	42.8%	29.0%	28.2%
ALBUQUERQUE SERVICE UNIT	98	56.3%	15.1%	28.6%
MESCALERO SERVICE UNIT	57	65.1%	15.9%	19.0%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.0%	17.7%	68.3%
OFFICE OF CLINICAL PROGRAMS	50	69.6%	15.9%	14.5%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	75.3%	15.0%	9.7%
OFFICE OF OPERATIONAL SUPPORT	35	73.7%	13.7%	12.6%
OFFICE OF THE EXECUTIVE OFFICER	56	75.1%	8.6%	16.3%
SANTA FE SERVICE UNIT	121	69.2%	16.1%	14.7%
TAOS PICURIS SERVICE UNIT	24	57.5%	29.8%	12.7%
UTE MOUNTAIN UTE HEALTH CENTER	29	73.4%	19.5%	7.1%
ZUNI RAMAH SERVICE UNIT	143	73.1%	16.3%	10.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,398	76.6%	12.4%	10.9%
Indian Health Service	8,503	73.0%	15.8%	11.2%
ALBUQUERQUE AREA OFFICE	808	74.5%	14.8%	10.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	59.4%	14.6%	25.9%
ALBUQUERQUE SERVICE UNIT	96	66.2%	21.1%	12.6%
MESCALERO SERVICE UNIT	55	74.6%	9.1%	16.4%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	56.4%	8.2%	35.5%
OFFICE OF CLINICAL PROGRAMS	50	77.9%	11.9%	10.2%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	80.3%	12.9%	6.7%
OFFICE OF OPERATIONAL SUPPORT	35	81.7%	6.0%	12.3%
OFFICE OF THE EXECUTIVE OFFICER	55	76.3%	12.6%	11.2%
SANTA FE SERVICE UNIT	119	76.3%	20.4%	3.3%
TAOS PICURIS SERVICE UNIT	23	78.8%	12.8%	8.4%
UTE MOUNTAIN UTE HEALTH CENTER	30	63.7%	16.3%	20.0%
ZUNI RAMAH SERVICE UNIT	142	84.0%	12.7%	3.3%

Department of Health and Human Services
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,277	69.0%	15.5%	15.5%
Indian Health Service	8,469	62.7%	19.9%	17.3%
ALBUQUERQUE AREA OFFICE	811	60.8%	20.6%	18.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	46.4%	20.8%	32.8%
ALBUQUERQUE SERVICE UNIT	97	43.8%	27.1%	29.1%
MESCALERO SERVICE UNIT	57	62.7%	24.6%	12.7%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	23.5%	7.4%	69.1%
OFFICE OF CLINICAL PROGRAMS	50	64.1%	14.0%	21.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	70.3%	18.6%	11.1%
OFFICE OF OPERATIONAL SUPPORT	35	73.7%	8.4%	17.9%
OFFICE OF THE EXECUTIVE OFFICER	55	71.3%	16.3%	12.4%
SANTA FE SERVICE UNIT	120	64.8%	20.5%	14.7%
TAOS PICURIS SERVICE UNIT	24	50.3%	15.2%	34.5%
UTE MOUNTAIN UTE HEALTH CENTER	29	44.1%	38.4%	17.5%
ZUNI RAMAH SERVICE UNIT	142	70.8%	21.0%	8.2%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,504	79.0%	12.0%	9.0%
Indian Health Service	8,528	76.2%	14.1%	9.7%
ALBUQUERQUE AREA OFFICE	819	76.5%	14.3%	9.2%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	67.1%	15.9%	17.0%
ALBUQUERQUE SERVICE UNIT	97	62.9%	23.5%	13.5%
MESCALERO SERVICE UNIT	57	75.7%	17.0%	7.3%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	31.7%	25.9%	42.4%
OFFICE OF CLINICAL PROGRAMS	50	79.3%	15.1%	5.7%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	89.0%	8.3%	2.7%
OFFICE OF OPERATIONAL SUPPORT	35	90.9%	5.8%	3.3%
OFFICE OF THE EXECUTIVE OFFICER	57	72.0%	14.0%	14.0%
SANTA FE SERVICE UNIT	121	81.9%	10.8%	7.3%
TAOS PICURIS SERVICE UNIT	24	63.0%	25.7%	11.3%
UTE MOUNTAIN UTE HEALTH CENTER	30	70.5%	22.6%	6.9%
ZUNI RAMAH SERVICE UNIT	144	84.5%	11.4%	4.2%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,491	86.9%	9.0%	4.2%
Indian Health Service	8,522	91.1%	7.0%	1.9%
ALBUQUERQUE AREA OFFICE	815	91.0%	7.0%	2.0%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	89.7%	10.3%	0.0%
ALBUQUERQUE SERVICE UNIT	97	89.7%	6.3%	4.0%
MESCALERO SERVICE UNIT	56	87.2%	8.7%	4.0%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	83.4%	16.6%	0.0%
OFFICE OF CLINICAL PROGRAMS	50	97.9%	2.1%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	93.3%	6.7%	0.0%
OFFICE OF OPERATIONAL SUPPORT	35	93.5%	6.5%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	56	87.4%	10.8%	1.8%
SANTA FE SERVICE UNIT	120	89.7%	6.4%	3.9%
TAOS PICURIS SERVICE UNIT	24	83.6%	8.3%	8.1%
UTE MOUNTAIN UTE HEALTH CENTER	30	80.1%	16.4%	3.5%
ZUNI RAMAH SERVICE UNIT	144	96.6%	2.7%	0.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,442	83.7%	9.4%	6.9%
Indian Health Service	8,527	86.6%	8.4%	5.1%
ALBUQUERQUE AREA OFFICE	815	90.4%	6.7%	2.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	91.4%	5.2%	3.4%
ALBUQUERQUE SERVICE UNIT	98	82.2%	11.7%	6.1%
MESCALERO SERVICE UNIT	57	87.5%	8.9%	3.6%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	64.7%	8.0%	27.3%
OFFICE OF CLINICAL PROGRAMS	50	94.2%	5.8%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	97.1%	1.5%	1.4%
OFFICE OF OPERATIONAL SUPPORT	34	90.2%	6.7%	3.1%
OFFICE OF THE EXECUTIVE OFFICER	56	90.0%	10.0%	0.0%
SANTA FE SERVICE UNIT	119	90.7%	6.3%	3.0%
TAOS PICURIS SERVICE UNIT	23	91.8%	4.3%	3.9%
UTE MOUNTAIN UTE HEALTH CENTER	30	87.0%	10.1%	2.9%
ZUNI RAMAH SERVICE UNIT	144	94.5%	4.7%	0.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,508	97.0%	2.1%	0.9%
Indian Health Service	8,531	96.0%	2.9%	1.1%
ALBUQUERQUE AREA OFFICE	818	96.7%	2.8%	0.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	97.5%	2.5%	0.0%
ALBUQUERQUE SERVICE UNIT	98	97.1%	1.9%	1.0%
MESCALERO SERVICE UNIT	57	98.3%	1.7%	0.0%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	76.6%	23.4%	0.0%
OFFICE OF CLINICAL PROGRAMS	50	97.7%	2.3%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	98.6%	0.0%	1.4%
OFFICE OF OPERATIONAL SUPPORT	35	94.4%	5.6%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	56	96.5%	3.5%	0.0%
SANTA FE SERVICE UNIT	121	96.9%	3.1%	0.0%
TAOS PICURIS SERVICE UNIT	24	92.0%	4.2%	3.8%
UTE MOUNTAIN UTE HEALTH CENTER	30	96.8%	3.2%	0.0%
ZUNI RAMAH SERVICE UNIT	144	98.5%	0.7%	0.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,540	92.8%	6.1%	1.1%
Indian Health Service	8,543	91.9%	7.1%	1.0%
ALBUQUERQUE AREA OFFICE	817	93.0%	6.2%	0.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	92.0%	8.0%	0.0%
ALBUQUERQUE SERVICE UNIT	98	86.7%	12.3%	1.0%
MESCALERO SERVICE UNIT	56	92.9%	7.1%	0.0%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	66.5%	16.2%	17.3%
OFFICE OF CLINICAL PROGRAMS	50	100.0%	0.0%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	98.6%	1.4%	0.0%
OFFICE OF OPERATIONAL SUPPORT	35	94.0%	6.0%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	56	93.0%	5.1%	1.9%
SANTA FE SERVICE UNIT	121	92.3%	6.8%	0.9%
TAOS PICURIS SERVICE UNIT	24	87.9%	8.4%	3.8%
UTE MOUNTAIN UTE HEALTH CENTER	30	96.6%	3.4%	0.0%
ZUNI RAMAH SERVICE UNIT	143	95.4%	4.6%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,195	58.2%	15.2%	26.6%	102
Indian Health Service	8,446	52.4%	18.4%	29.2%	26
ALBUQUERQUE AREA OFFICE	812	54.2%	18.8%	27.0%	2
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	36.0%	20.9%	43.1%	0
ALBUQUERQUE SERVICE UNIT	98	46.1%	21.4%	32.5%	0
MESCALERO SERVICE UNIT	57	63.3%	17.0%	19.6%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	7.4%	48.5%	44.2%	0
OFFICE OF CLINICAL PROGRAMS	49	67.3%	18.5%	14.3%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	53.9%	20.6%	25.5%	0
OFFICE OF OPERATIONAL SUPPORT	35	67.1%	0.0%	32.9%	0
OFFICE OF THE EXECUTIVE OFFICER	54	61.6%	18.3%	20.1%	0
SANTA FE SERVICE UNIT	119	50.9%	21.5%	27.7%	1
TAOS PICURIS SERVICE UNIT	24	47.5%	15.7%	36.7%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	45.4%	16.7%	37.9%	0
ZUNI RAMAH SERVICE UNIT	143	67.6%	15.2%	17.1%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,270	62.9%	15.1%	22.0%	58
Indian Health Service	8,477	62.7%	17.0%	20.3%	14
ALBUQUERQUE AREA OFFICE	808	65.7%	15.0%	19.3%	0
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	61.4%	12.6%	26.0%	0
ALBUQUERQUE SERVICE UNIT	97	55.7%	21.3%	23.0%	0
MESCALERO SERVICE UNIT	54	72.8%	12.6%	14.6%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	57.8%	25.4%	16.7%	0
OFFICE OF CLINICAL PROGRAMS	49	57.4%	20.1%	22.5%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	70.3%	13.9%	15.8%	0
OFFICE OF OPERATIONAL SUPPORT	35	50.0%	17.3%	32.7%	0
OFFICE OF THE EXECUTIVE OFFICER	56	75.7%	15.5%	8.8%	0
SANTA FE SERVICE UNIT	118	72.1%	15.4%	12.5%	0
TAOS PICURIS SERVICE UNIT	23	34.5%	41.2%	24.3%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	64.2%	13.4%	22.4%	0
ZUNI RAMAH SERVICE UNIT	144	74.2%	7.7%	18.1%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,945	66.5%	15.3%	18.2%	196
Indian Health Service	8,418	70.5%	15.4%	14.1%	32
ALBUQUERQUE AREA OFFICE	810	72.6%	15.8%	11.6%	0
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	63.7%	18.7%	17.6%	0
ALBUQUERQUE SERVICE UNIT	96	65.7%	14.9%	19.4%	0
MESCALERO SERVICE UNIT	56	74.7%	9.0%	16.2%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	40.8%	17.5%	41.7%	0
OFFICE OF CLINICAL PROGRAMS	49	77.5%	12.2%	10.3%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	77.9%	14.9%	7.2%	0
OFFICE OF OPERATIONAL SUPPORT	35	70.3%	20.7%	9.0%	0
OFFICE OF THE EXECUTIVE OFFICER	56	80.4%	8.7%	10.9%	0
SANTA FE SERVICE UNIT	119	68.9%	22.1%	9.0%	0
TAOS PICURIS SERVICE UNIT	24	63.0%	20.2%	16.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	66.9%	26.0%	7.1%	0
ZUNI RAMAH SERVICE UNIT	144	82.7%	12.5%	4.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,296	89.0%	7.2%	3.9%	127
Indian Health Service	8,490	87.3%	9.3%	3.3%	29
ALBUQUERQUE AREA OFFICE	816	88.8%	8.5%	2.7%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	85.0%	11.6%	3.4%	0
ALBUQUERQUE SERVICE UNIT	98	86.6%	6.3%	7.0%	0
MESCALERO SERVICE UNIT	57	92.8%	7.2%	0.0%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	67.3%	15.4%	17.3%	0
OFFICE OF CLINICAL PROGRAMS	49	88.0%	10.3%	1.7%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	92.9%	5.8%	1.2%	0
OFFICE OF OPERATIONAL SUPPORT	35	93.5%	6.5%	0.0%	0
OFFICE OF THE EXECUTIVE OFFICER	56	90.8%	7.2%	2.0%	0
SANTA FE SERVICE UNIT	119	88.0%	9.4%	2.6%	1
TAOS PICURIS SERVICE UNIT	24	74.3%	21.9%	3.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	90.4%	6.7%	2.9%	0
ZUNI RAMAH SERVICE UNIT	144	91.8%	8.2%	0.0%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,324	92.7%	5.3%	2.0%	93
Indian Health Service	8,502	95.7%	3.4%	0.9%	12
ALBUQUERQUE AREA OFFICE	814	96.6%	2.4%	1.0%	0
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	97.8%	1.2%	1.0%	0
ALBUQUERQUE SERVICE UNIT	98	98.9%	1.1%	0.0%	0
MESCALERO SERVICE UNIT	57	96.2%	1.7%	2.1%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	92.2%	0.0%	7.8%	0
OFFICE OF CLINICAL PROGRAMS	49	95.9%	4.1%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	98.5%	1.5%	0.0%	0
OFFICE OF OPERATIONAL SUPPORT	35	93.8%	6.2%	0.0%	0
OFFICE OF THE EXECUTIVE OFFICER	57	93.0%	5.1%	1.9%	0
SANTA FE SERVICE UNIT	120	96.5%	1.6%	1.8%	0
TAOS PICURIS SERVICE UNIT	23	96.1%	0.0%	3.9%	0
UTE MOUNTAIN UTE HEALTH CENTER	29	93.1%	6.9%	0.0%	0
ZUNI RAMAH SERVICE UNIT	143	97.8%	1.4%	0.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,302	73.5%	12.4%	14.1%	227
Indian Health Service	8,506	67.9%	14.9%	17.2%	30
ALBUQUERQUE AREA OFFICE	815	64.7%	15.3%	19.9%	2
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	56.0%	14.1%	29.9%	0
ALBUQUERQUE SERVICE UNIT	98	59.0%	19.2%	21.7%	0
MESCALERO SERVICE UNIT	57	70.7%	5.4%	23.8%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	31.5%	27.1%	41.4%	0
OFFICE OF CLINICAL PROGRAMS	48	77.7%	14.3%	8.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	66.9%	19.2%	13.9%	0
OFFICE OF OPERATIONAL SUPPORT	35	51.8%	16.7%	31.5%	0
OFFICE OF THE EXECUTIVE OFFICER	55	76.3%	16.5%	7.2%	1
SANTA FE SERVICE UNIT	120	68.3%	13.4%	18.3%	0
TAOS PICURIS SERVICE UNIT	24	65.6%	26.4%	8.0%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	48.8%	12.7%	38.4%	0
ZUNI RAMAH SERVICE UNIT	144	68.3%	12.6%	19.1%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,971	76.6%	11.7%	11.7%	485
Indian Health Service	8,446	72.6%	12.9%	14.6%	73
ALBUQUERQUE AREA OFFICE	814	73.8%	12.0%	14.2%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	62.0%	15.8%	22.2%	0
ALBUQUERQUE SERVICE UNIT	98	65.7%	11.7%	22.5%	0
MESCALERO SERVICE UNIT	56	69.1%	14.7%	16.2%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	30.0%	17.7%	52.3%	0
OFFICE OF CLINICAL PROGRAMS	49	78.8%	6.6%	14.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	85.1%	5.7%	9.2%	0
OFFICE OF OPERATIONAL SUPPORT	35	79.5%	8.9%	11.6%	0
OFFICE OF THE EXECUTIVE OFFICER	56	80.0%	9.0%	11.0%	0
SANTA FE SERVICE UNIT	120	72.8%	15.8%	11.4%	0
TAOS PICURIS SERVICE UNIT	23	70.7%	16.5%	12.7%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	80.6%	15.9%	3.6%	0
ZUNI RAMAH SERVICE UNIT	144	79.6%	10.5%	10.0%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,215	88.0%	8.8%	3.2%	186
Indian Health Service	8,480	82.9%	12.4%	4.7%	36
ALBUQUERQUE AREA OFFICE	813	84.2%	11.2%	4.6%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	76.0%	14.0%	10.0%	1
ALBUQUERQUE SERVICE UNIT	98	81.3%	12.8%	5.9%	0
MESCALERO SERVICE UNIT	57	84.4%	8.6%	7.0%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	11	41.6%	10.3%	48.1%	1
OFFICE OF CLINICAL PROGRAMS	48	88.7%	11.3%	0.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	85.9%	14.1%	0.0%	0
OFFICE OF OPERATIONAL SUPPORT	35	85.2%	11.8%	3.0%	0
OFFICE OF THE EXECUTIVE OFFICER	56	87.4%	9.2%	3.4%	0
SANTA FE SERVICE UNIT	119	84.2%	12.3%	3.6%	1
TAOS PICURIS SERVICE UNIT	24	91.1%	8.9%	0.0%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	86.8%	13.2%	0.0%	0
ZUNI RAMAH SERVICE UNIT	144	88.2%	8.4%	3.4%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,938	68.6%	17.4%	13.9%	2,481
Indian Health Service	8,322	59.6%	20.4%	20.0%	177
ALBUQUERQUE AREA OFFICE	794	57.1%	21.0%	21.9%	17
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	41.4%	27.6%	31.0%	2
ALBUQUERQUE SERVICE UNIT	96	47.0%	20.2%	32.8%	2
MESCALERO SERVICE UNIT	54	54.4%	21.2%	24.3%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	16.9%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	49	67.9%	14.0%	18.1%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	75.4%	13.4%	11.2%	2
OFFICE OF OPERATIONAL SUPPORT	34	50.4%	20.9%	28.7%	1
OFFICE OF THE EXECUTIVE OFFICER	54	73.5%	17.3%	9.2%	2
SANTA FE SERVICE UNIT	117	62.1%	18.7%	19.1%	2
TAOS PICURIS SERVICE UNIT	23	42.5%	39.9%	17.6%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	66.7%	19.8%	13.4%	0
ZUNI RAMAH SERVICE UNIT	139	53.9%	26.4%	19.7%	3

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,030	60.0%	21.3%	18.7%	435
Indian Health Service	8,436	54.9%	24.2%	20.9%	78
ALBUQUERQUE AREA OFFICE	808	55.3%	24.0%	20.8%	7
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	32.1%	27.7%	40.2%	0
ALBUQUERQUE SERVICE UNIT	97	48.9%	28.2%	23.0%	1
MESCALERO SERVICE UNIT	56	56.6%	20.6%	22.9%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	33.6%	59.7%	0
OFFICE OF CLINICAL PROGRAMS	48	64.1%	19.4%	16.5%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	71.0%	15.1%	13.8%	2
OFFICE OF OPERATIONAL SUPPORT	35	55.8%	11.4%	32.8%	0
OFFICE OF THE EXECUTIVE OFFICER	54	58.2%	25.1%	16.7%	2
SANTA FE SERVICE UNIT	120	61.3%	24.8%	13.9%	0
TAOS PICURIS SERVICE UNIT	24	57.7%	24.7%	17.6%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	64.2%	22.5%	13.3%	0
ZUNI RAMAH SERVICE UNIT	142	57.6%	26.7%	15.8%	1

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Health and Human Services	50,648	74.9%	11.8%	13.2%	876
Indian Health Service	8,402	76.9%	11.4%	11.7%	137
ALBUQUERQUE AREA OFFICE	805	79.1%	10.6%	10.3%	16
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	70.3%	11.8%	17.8%	2
ALBUQUERQUE SERVICE UNIT	96	77.2%	7.0%	15.7%	2
MESCALERO SERVICE UNIT	58	71.4%	18.5%	10.1%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	11	41.4%	10.3%	48.3%	1
OFFICE OF CLINICAL PROGRAMS	48	83.5%	6.5%	10.0%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	83.5%	11.2%	5.3%	1
OFFICE OF OPERATIONAL SUPPORT	35	80.1%	14.2%	5.7%	0
OFFICE OF THE EXECUTIVE OFFICER	55	87.7%	7.0%	5.3%	2
SANTA FE SERVICE UNIT	118	80.8%	9.1%	10.0%	3
TAOS PICURIS SERVICE UNIT	22	76.8%	18.7%	4.5%	2
UTE MOUNTAIN UTE HEALTH CENTER	30	80.2%	19.8%	0.0%	0
ZUNI RAMAH SERVICE UNIT	144	82.5%	8.7%	8.8%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,408	80.7%	10.8%	8.5%
Indian Health Service	8,504	65.2%	18.3%	16.5%
ALBUQUERQUE AREA OFFICE	814	62.9%	19.0%	18.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	45.9%	20.3%	33.8%
ALBUQUERQUE SERVICE UNIT	98	53.9%	27.1%	18.9%
MESCALERO SERVICE UNIT	57	66.0%	14.7%	19.4%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	36.5%	22.2%	41.3%
OFFICE OF CLINICAL PROGRAMS	51	70.2%	13.7%	16.1%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	75	79.5%	13.9%	6.6%
OFFICE OF OPERATIONAL SUPPORT	35	64.9%	19.8%	15.3%
OFFICE OF THE EXECUTIVE OFFICER	56	57.5%	18.1%	24.4%
SANTA FE SERVICE UNIT	119	66.8%	17.9%	15.3%
TAOS PICURIS SERVICE UNIT	24	64.1%	15.5%	20.4%
UTE MOUNTAIN UTE HEALTH CENTER	30	41.3%	35.1%	23.5%
ZUNI RAMAH SERVICE UNIT	142	70.5%	16.2%	13.3%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,681	53.1%	22.8%	24.1%	1,577
Indian Health Service	8,321	43.1%	27.6%	29.3%	169
ALBUQUERQUE AREA OFFICE	800	41.5%	26.2%	32.3%	15
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	25.0%	33.1%	41.8%	1
ALBUQUERQUE SERVICE UNIT	97	32.6%	30.2%	37.2%	0
MESCALERO SERVICE UNIT	55	53.8%	25.6%	20.6%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	48.6%	44.7%	0
OFFICE OF CLINICAL PROGRAMS	50	66.2%	11.6%	22.2%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	69	38.1%	30.0%	31.9%	5
OFFICE OF OPERATIONAL SUPPORT	33	48.1%	12.3%	39.6%	1
OFFICE OF THE EXECUTIVE OFFICER	56	36.0%	28.3%	35.7%	0
SANTA FE SERVICE UNIT	119	34.2%	22.1%	43.7%	2
TAOS PICURIS SERVICE UNIT	24	38.0%	36.3%	25.7%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	41.5%	29.2%	29.3%	0
ZUNI RAMAH SERVICE UNIT	140	56.0%	25.6%	18.4%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,319	48.5%	26.6%	24.9%	3,856
Indian Health Service	8,002	41.5%	31.7%	26.8%	470
ALBUQUERQUE AREA OFFICE	765	42.3%	30.2%	27.5%	46
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	28.7%	28.9%	42.4%	3
ALBUQUERQUE SERVICE UNIT	93	27.0%	37.8%	35.2%	4
MESCALERO SERVICE UNIT	52	49.1%	35.4%	15.5%	5
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	24.7%	68.6%	0
OFFICE OF CLINICAL PROGRAMS	46	48.1%	25.4%	26.5%	4
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	40.0%	34.2%	25.8%	3
OFFICE OF OPERATIONAL SUPPORT	32	67.9%	11.8%	20.2%	3
OFFICE OF THE EXECUTIVE OFFICER	53	52.5%	30.4%	17.1%	3
SANTA FE SERVICE UNIT	111	47.7%	25.1%	27.1%	7
TAOS PICURIS SERVICE UNIT	21	38.8%	22.7%	38.5%	3
UTE MOUNTAIN UTE HEALTH CENTER	28	36.3%	38.8%	24.9%	2
ZUNI RAMAH SERVICE UNIT	134	46.7%	34.3%	19.0%	7

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My Work Unit (continued)

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
Department of Health and Human Services	44,892	39.5%	29.8%	30.7%	6,297
Indian Health Service	8,088	32.6%	29.1%	38.3%	398
ALBUQUERQUE AREA OFFICE	773	35.1%	27.1%	37.7%	43
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	28.7%	24.7%	46.6%	3
ALBUQUERQUE SERVICE UNIT	93	23.8%	24.8%	51.4%	4
MESCALERO SERVICE UNIT	54	46.2%	31.8%	22.0%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	16.1%	7.4%	76.5%	0
OFFICE OF CLINICAL PROGRAMS	44	44.9%	20.9%	34.2%	7
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	68	34.6%	32.2%	33.2%	6
OFFICE OF OPERATIONAL SUPPORT	33	47.6%	26.1%	26.4%	2
OFFICE OF THE EXECUTIVE OFFICER	54	39.0%	25.3%	35.7%	2
SANTA FE SERVICE UNIT	117	32.2%	31.5%	36.3%	4
TAOS PICURIS SERVICE UNIT	23	30.4%	35.0%	34.6%	1
UTE MOUNTAIN UTE HEALTH CENTER	29	23.1%	20.8%	56.1%	1
ZUNI RAMAH SERVICE UNIT	134	38.0%	29.3%	32.7%	9

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,626	46.4%	27.5%	26.1%	3,626
Indian Health Service	8,213	38.7%	29.9%	31.3%	284
ALBUQUERQUE AREA OFFICE	793	39.6%	31.6%	28.8%	23
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	27.8%	32.1%	40.1%	2
ALBUQUERQUE SERVICE UNIT	94	31.2%	22.9%	45.9%	3
MESCALERO SERVICE UNIT	55	39.0%	47.0%	14.0%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	24.9%	68.5%	0
OFFICE OF CLINICAL PROGRAMS	47	46.8%	20.9%	32.3%	4
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	46.5%	33.0%	20.4%	3
OFFICE OF OPERATIONAL SUPPORT	34	43.6%	32.2%	24.2%	1
OFFICE OF THE EXECUTIVE OFFICER	56	44.1%	32.4%	23.5%	0
SANTA FE SERVICE UNIT	119	37.4%	34.8%	27.8%	2
TAOS PICURIS SERVICE UNIT	23	55.6%	21.5%	22.9%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	26.7%	43.2%	30.1%	0
ZUNI RAMAH SERVICE UNIT	140	47.4%	29.8%	22.8%	3

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,713	55.5%	23.2%	21.2%	3,468
Indian Health Service	8,162	46.6%	26.1%	27.3%	326
ALBUQUERQUE AREA OFFICE	791	48.2%	24.9%	26.9%	24
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	37.0%	26.4%	36.6%	0
ALBUQUERQUE SERVICE UNIT	94	42.6%	24.6%	32.8%	3
MESCALERO SERVICE UNIT	52	56.2%	20.6%	23.2%	4
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	8.0%	85.3%	0
OFFICE OF CLINICAL PROGRAMS	48	52.1%	28.5%	19.3%	3
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	72	52.0%	32.4%	15.7%	1
OFFICE OF OPERATIONAL SUPPORT	34	72.7%	18.0%	9.3%	1
OFFICE OF THE EXECUTIVE OFFICER	55	54.1%	18.5%	27.5%	1
SANTA FE SERVICE UNIT	117	47.0%	26.1%	26.9%	4
TAOS PICURIS SERVICE UNIT	24	50.3%	23.5%	26.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	29	47.4%	24.6%	28.0%	1
ZUNI RAMAH SERVICE UNIT	138	46.6%	27.3%	26.1%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,988	77.8%	12.3%	10.0%	255
Indian Health Service	8,451	63.0%	19.6%	17.4%	43
ALBUQUERQUE AREA OFFICE	810	58.7%	20.6%	20.7%	2
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	45.4%	25.3%	29.3%	0
ALBUQUERQUE SERVICE UNIT	96	50.1%	27.5%	22.4%	0
MESCALERO SERVICE UNIT	57	63.8%	15.2%	21.0%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	26.1%	32.2%	41.7%	0
OFFICE OF CLINICAL PROGRAMS	50	65.3%	22.5%	12.2%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	74.9%	10.8%	14.3%	0
OFFICE OF OPERATIONAL SUPPORT	35	57.5%	27.8%	14.6%	0
OFFICE OF THE EXECUTIVE OFFICER	56	53.0%	23.5%	23.6%	0
SANTA FE SERVICE UNIT	119	64.9%	17.4%	17.8%	0
TAOS PICURIS SERVICE UNIT	23	57.1%	18.0%	24.9%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	32.5%	30.6%	36.9%	0
ZUNI RAMAH SERVICE UNIT	142	64.5%	16.5%	18.9%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,215	63.4%	24.9%	11.6%	1,979
Indian Health Service	8,339	60.4%	25.7%	13.9%	137
ALBUQUERQUE AREA OFFICE	801	61.0%	24.6%	14.4%	13
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	51.1%	26.0%	22.8%	0
ALBUQUERQUE SERVICE UNIT	94	51.1%	30.8%	18.1%	2
MESCALERO SERVICE UNIT	55	72.9%	18.3%	8.9%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	40.4%	52.9%	0
OFFICE OF CLINICAL PROGRAMS	45	68.9%	17.0%	14.1%	5
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	67.2%	21.8%	11.1%	0
OFFICE OF OPERATIONAL SUPPORT	34	61.8%	26.6%	11.5%	1
OFFICE OF THE EXECUTIVE OFFICER	56	62.3%	20.0%	17.7%	1
SANTA FE SERVICE UNIT	119	60.0%	25.9%	14.1%	1
TAOS PICURIS SERVICE UNIT	24	67.6%	17.2%	15.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	42.7%	50.2%	7.1%	0
ZUNI RAMAH SERVICE UNIT	142	70.2%	20.7%	9.2%	1

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,283	88.0%	9.9%	2.1%
Indian Health Service	8,502	78.0%	17.7%	4.3%
ALBUQUERQUE AREA OFFICE	820	77.4%	18.2%	4.4%
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	66.4%	25.7%	7.8%
ALBUQUERQUE SERVICE UNIT	98	66.8%	26.1%	7.1%
MESCALERO SERVICE UNIT	58	77.2%	19.0%	3.8%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	24.3%	43.0%	32.7%
OFFICE OF CLINICAL PROGRAMS	51	78.2%	13.6%	8.2%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	80.4%	18.1%	1.6%
OFFICE OF OPERATIONAL SUPPORT	35	82.1%	14.6%	3.3%
OFFICE OF THE EXECUTIVE OFFICER	57	75.6%	19.0%	5.4%
SANTA FE SERVICE UNIT	121	87.6%	9.9%	2.6%
TAOS PICURIS SERVICE UNIT	24	71.5%	24.2%	4.2%
UTE MOUNTAIN UTE HEALTH CENTER	30	69.7%	30.3%	0.0%
ZUNI RAMAH SERVICE UNIT	143	86.8%	12.5%	0.7%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,876	85.0%	9.7%	5.4%	429
Indian Health Service	8,433	78.3%	14.8%	6.9%	70
ALBUQUERQUE AREA OFFICE	813	78.7%	13.6%	7.6%	5
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	65.0%	20.3%	14.7%	1
ALBUQUERQUE SERVICE UNIT	97	73.4%	15.1%	11.5%	1
MESCALERO SERVICE UNIT	57	85.4%	8.8%	5.7%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	11	24.2%	27.1%	48.7%	1
OFFICE OF CLINICAL PROGRAMS	50	85.9%	14.1%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	82.2%	11.1%	6.7%	0
OFFICE OF OPERATIONAL SUPPORT	35	78.9%	15.0%	6.0%	0
OFFICE OF THE EXECUTIVE OFFICER	56	69.7%	19.0%	11.3%	1
SANTA FE SERVICE UNIT	121	78.6%	14.5%	6.9%	0
TAOS PICURIS SERVICE UNIT	24	83.7%	8.4%	7.9%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	83.1%	16.9%	0.0%	0
ZUNI RAMAH SERVICE UNIT	142	87.9%	9.4%	2.7%	0

My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,564	56.7%	22.5%	20.9%	1,310
Indian Health Service	8,254	48.4%	29.0%	22.6%	155
ALBUQUERQUE AREA OFFICE	804	47.6%	29.1%	23.3%	13
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	28.8%	38.1%	33.1%	0
ALBUQUERQUE SERVICE UNIT	98	38.8%	24.2%	37.0%	0
MESCALERO SERVICE UNIT	55	46.4%	35.6%	18.0%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	25.0%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	50	56.2%	30.1%	13.7%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	72	65.3%	19.7%	15.0%	2
OFFICE OF OPERATIONAL SUPPORT	33	50.6%	33.8%	15.6%	2
OFFICE OF THE EXECUTIVE OFFICER	56	53.0%	29.6%	17.5%	1
SANTA FE SERVICE UNIT	118	49.6%	28.9%	21.5%	2
TAOS PICURIS SERVICE UNIT	23	39.1%	25.4%	35.5%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	45.5%	27.1%	27.4%	0
ZUNI RAMAH SERVICE UNIT	140	54.6%	29.2%	16.2%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,921	62.8%	19.2%	18.0%	971
Indian Health Service	8,286	47.6%	25.5%	26.9%	132
ALBUQUERQUE AREA OFFICE	807	48.8%	21.9%	29.3%	11
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	35.3%	16.6%	48.2%	1
ALBUQUERQUE SERVICE UNIT	98	39.1%	22.5%	38.4%	0
MESCALERO SERVICE UNIT	54	46.5%	26.1%	27.4%	3
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	7.4%	86.0%	0
OFFICE OF CLINICAL PROGRAMS	51	68.2%	18.1%	13.8%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	58.7%	22.7%	18.6%	3
OFFICE OF OPERATIONAL SUPPORT	35	44.9%	28.3%	26.8%	0
OFFICE OF THE EXECUTIVE OFFICER	55	65.3%	14.5%	20.2%	1
SANTA FE SERVICE UNIT	121	51.6%	21.6%	26.7%	0
TAOS PICURIS SERVICE UNIT	24	42.0%	32.4%	25.7%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	53.4%	26.3%	20.3%	0
ZUNI RAMAH SERVICE UNIT	141	47.5%	24.0%	28.5%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,111	53.5%	25.4%	21.1%	1,616
Indian Health Service	8,154	37.8%	32.2%	30.1%	230
ALBUQUERQUE AREA OFFICE	794	38.8%	29.5%	31.7%	20
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	27.6%	30.4%	42.0%	2
ALBUQUERQUE SERVICE UNIT	96	21.5%	34.9%	43.6%	1
MESCALERO SERVICE UNIT	53	39.5%	32.6%	27.9%	3
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	16.9%	76.5%	0
OFFICE OF CLINICAL PROGRAMS	49	61.2%	22.1%	16.7%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	70	48.4%	26.3%	25.3%	4
OFFICE OF OPERATIONAL SUPPORT	34	40.9%	40.4%	18.7%	1
OFFICE OF THE EXECUTIVE OFFICER	57	50.4%	30.5%	19.1%	0
SANTA FE SERVICE UNIT	116	44.2%	25.4%	30.4%	4
TAOS PICURIS SERVICE UNIT	24	33.1%	37.0%	29.9%	0
UTE MOUNTAIN UTE HEALTH CENTER	29	30.1%	47.6%	22.3%	0
ZUNI RAMAH SERVICE UNIT	140	38.9%	24.9%	36.1%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,208	38.6%	30.1%	31.3%	4,617
Indian Health Service	7,915	37.4%	30.7%	31.9%	493
ALBUQUERQUE AREA OFFICE	777	41.9%	28.7%	29.3%	38
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	28.2%	25.5%	46.3%	2
ALBUQUERQUE SERVICE UNIT	95	38.7%	28.0%	33.3%	3
MESCALERO SERVICE UNIT	54	44.3%	27.5%	28.2%	3
NEW SUNRISE REGIONAL TREATMENT CENTER	12	16.1%	15.4%	68.5%	0
OFFICE OF CLINICAL PROGRAMS	47	45.1%	37.6%	17.3%	4
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	40.9%	33.8%	25.3%	2
OFFICE OF OPERATIONAL SUPPORT	33	60.3%	26.6%	13.2%	2
OFFICE OF THE EXECUTIVE OFFICER	55	66.3%	19.0%	14.7%	2
SANTA FE SERVICE UNIT	110	37.5%	34.5%	28.0%	10
TAOS PICURIS SERVICE UNIT	22	31.7%	34.9%	33.4%	2
UTE MOUNTAIN UTE HEALTH CENTER	27	32.0%	37.9%	30.2%	3
ZUNI RAMAH SERVICE UNIT	136	44.2%	25.5%	30.3%	5

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
Department of Health and Human Services	47,279	63.2%	24.3%	12.4%	3,599
Indian Health Service	7,982	51.0%	32.7%	16.3%	436
ALBUQUERQUE AREA OFFICE	784	49.1%	36.2%	14.7%	32
ACOMA CANONCITO LAGUNA SERVICE UNIT	84	29.7%	43.9%	26.3%	4
ALBUQUERQUE SERVICE UNIT	94	43.9%	37.7%	18.4%	3
MESCALERO SERVICE UNIT	54	54.8%	33.9%	11.3%	3
NEW SUNRISE REGIONAL TREATMENT CENTER	12	0.0%	39.7%	60.3%	0
OFFICE OF CLINICAL PROGRAMS	49	67.3%	25.0%	7.7%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	52.7%	40.4%	7.0%	1
OFFICE OF OPERATIONAL SUPPORT	33	51.4%	30.1%	18.5%	1
OFFICE OF THE EXECUTIVE OFFICER	55	58.2%	31.0%	10.8%	2
SANTA FE SERVICE UNIT	115	49.5%	34.6%	15.9%	6
TAOS PICURIS SERVICE UNIT	23	52.1%	39.2%	8.7%	1
UTE MOUNTAIN UTE HEALTH CENTER	28	31.0%	49.9%	19.1%	2
ZUNI RAMAH SERVICE UNIT	137	54.7%	34.7%	10.6%	6

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,902	83.1%	11.1%	5.8%	1,055
Indian Health Service	8,354	76.5%	14.3%	9.2%	75
ALBUQUERQUE AREA OFFICE	812	76.1%	12.7%	11.2%	5
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	59.4%	22.4%	18.2%	1
ALBUQUERQUE SERVICE UNIT	98	76.9%	10.4%	12.7%	0
MESCALERO SERVICE UNIT	55	76.2%	8.6%	15.2%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	16.1%	15.6%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	51	86.1%	8.1%	5.7%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	81.9%	11.5%	6.6%	0
OFFICE OF OPERATIONAL SUPPORT	35	76.9%	14.1%	9.0%	0
OFFICE OF THE EXECUTIVE OFFICER	57	84.1%	10.5%	5.4%	0
SANTA FE SERVICE UNIT	119	79.2%	11.5%	9.3%	2
TAOS PICURIS SERVICE UNIT	24	83.4%	12.3%	4.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	58.7%	21.3%	19.9%	0
ZUNI RAMAH SERVICE UNIT	141	79.6%	11.4%	9.1%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,045	81.3%	12.4%	6.4%	757
Indian Health Service	8,322	74.3%	15.9%	9.8%	70
ALBUQUERQUE AREA OFFICE	809	72.6%	16.6%	10.9%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	61.7%	22.2%	16.1%	0
ALBUQUERQUE SERVICE UNIT	95	74.7%	12.0%	13.3%	1
MESCALERO SERVICE UNIT	56	76.9%	9.9%	13.2%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	24.8%	32.8%	42.4%	0
OFFICE OF CLINICAL PROGRAMS	50	88.3%	2.0%	9.8%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	72.6%	23.2%	4.2%	0
OFFICE OF OPERATIONAL SUPPORT	35	71.0%	25.8%	3.2%	0
OFFICE OF THE EXECUTIVE OFFICER	57	79.3%	15.4%	5.4%	0
SANTA FE SERVICE UNIT	120	76.8%	16.3%	6.9%	1
TAOS PICURIS SERVICE UNIT	24	75.2%	8.0%	16.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	62.1%	24.2%	13.7%	0
ZUNI RAMAH SERVICE UNIT	139	71.0%	16.7%	12.4%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,499	61.5%	20.3%	18.2%	3,378
Indian Health Service	8,155	48.6%	24.6%	26.8%	264
ALBUQUERQUE AREA OFFICE	791	47.1%	26.4%	26.5%	24
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	23.0%	26.9%	50.2%	1
ALBUQUERQUE SERVICE UNIT	93	41.7%	22.8%	35.5%	4
MESCALERO SERVICE UNIT	56	42.0%	22.6%	35.4%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	16.9%	76.5%	0
OFFICE OF CLINICAL PROGRAMS	49	58.5%	21.3%	20.2%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	63.1%	29.5%	7.5%	3
OFFICE OF OPERATIONAL SUPPORT	32	48.8%	25.5%	25.7%	3
OFFICE OF THE EXECUTIVE OFFICER	57	52.6%	29.9%	17.6%	0
SANTA FE SERVICE UNIT	118	49.8%	27.7%	22.4%	2
TAOS PICURIS SERVICE UNIT	22	45.0%	36.2%	18.7%	2
UTE MOUNTAIN UTE HEALTH CENTER	29	37.4%	41.9%	20.7%	1
ZUNI RAMAH SERVICE UNIT	138	53.0%	25.2%	21.8%	3

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
Department of Health and Human Services	46,084	72.6%	16.9%	10.5%	4,705
Indian Health Service	7,906	59.9%	24.2%	16.0%	487
ALBUQUERQUE AREA OFFICE	761	60.6%	26.0%	13.4%	53
ACOMA CANONCITO LAGUNA SERVICE UNIT	83	37.4%	30.1%	32.5%	6
ALBUQUERQUE SERVICE UNIT	89	54.8%	25.0%	20.2%	7
MESCALERO SERVICE UNIT	53	62.0%	24.7%	13.3%	4
NEW SUNRISE REGIONAL TREATMENT CENTER	10	7.9%	29.9%	62.2%	2
OFFICE OF CLINICAL PROGRAMS	48	64.9%	22.6%	12.5%	3
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	70	64.2%	31.4%	4.4%	4
OFFICE OF OPERATIONAL SUPPORT	29	61.5%	28.0%	10.5%	5
OFFICE OF THE EXECUTIVE OFFICER	53	70.1%	24.3%	5.6%	4
SANTA FE SERVICE UNIT	115	64.9%	27.0%	8.1%	6
TAOS PICURIS SERVICE UNIT	22	56.0%	34.9%	9.2%	2
UTE MOUNTAIN UTE HEALTH CENTER	28	67.4%	25.4%	7.1%	2
ZUNI RAMAH SERVICE UNIT	136	66.9%	22.3%	10.7%	5

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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,065	82.3%	13.1%	4.6%	820
Indian Health Service	8,272	67.4%	23.3%	9.3%	138
ALBUQUERQUE AREA OFFICE	806	67.9%	22.4%	9.7%	9
ACOMA CANONCITO LAGUNA SERVICE UNIT	89	49.5%	33.0%	17.6%	0
ALBUQUERQUE SERVICE UNIT	97	47.3%	34.2%	18.4%	0
MESCALERO SERVICE UNIT	56	65.5%	21.7%	12.8%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	33.2%	60.1%	0
OFFICE OF CLINICAL PROGRAMS	50	80.4%	14.1%	5.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	80.4%	14.2%	5.4%	1
OFFICE OF OPERATIONAL SUPPORT	35	74.5%	23.0%	2.4%	0
OFFICE OF THE EXECUTIVE OFFICER	56	74.6%	19.8%	5.6%	1
SANTA FE SERVICE UNIT	118	78.4%	18.1%	3.5%	3
TAOS PICURIS SERVICE UNIT	24	57.9%	29.0%	13.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	66.9%	25.9%	7.2%	0
ZUNI RAMAH SERVICE UNIT	138	74.9%	19.4%	5.7%	2

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,914	75.8%	15.0%	9.2%
Indian Health Service	8,415	66.8%	22.1%	11.1%
ALBUQUERQUE AREA OFFICE	814	65.8%	23.4%	10.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	44.3%	41.1%	14.6%
ALBUQUERQUE SERVICE UNIT	98	43.5%	33.9%	22.6%
MESCALERO SERVICE UNIT	58	76.9%	19.9%	3.3%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	15.5%	24.9%	59.6%
OFFICE OF CLINICAL PROGRAMS	51	76.2%	21.9%	1.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	75.3%	16.5%	8.2%
OFFICE OF OPERATIONAL SUPPORT	35	64.5%	26.1%	9.3%
OFFICE OF THE EXECUTIVE OFFICER	57	68.4%	24.4%	7.2%
SANTA FE SERVICE UNIT	121	71.6%	19.7%	8.7%
TAOS PICURIS SERVICE UNIT	22	57.8%	27.9%	14.2%
UTE MOUNTAIN UTE HEALTH CENTER	30	67.4%	18.9%	13.7%
ZUNI RAMAH SERVICE UNIT	140	79.1%	15.5%	5.4%

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,835	55.9%	24.1%	20.0%	3,111
Indian Health Service	7,838	52.5%	25.9%	21.6%	585
ALBUQUERQUE AREA OFFICE	748	52.5%	26.7%	20.7%	67
ACOMA CANONCITO LAGUNA SERVICE UNIT	81	41.0%	30.0%	29.1%	7
ALBUQUERQUE SERVICE UNIT	89	49.2%	22.6%	28.2%	8
MESCALERO SERVICE UNIT	56	52.1%	38.9%	9.0%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	15.2%	41.3%	43.5%	0
OFFICE OF CLINICAL PROGRAMS	47	67.6%	22.2%	10.2%	4
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	67	61.7%	22.9%	15.3%	7
OFFICE OF OPERATIONAL SUPPORT	33	57.3%	11.9%	30.8%	2
OFFICE OF THE EXECUTIVE OFFICER	51	51.6%	24.1%	24.3%	6
SANTA FE SERVICE UNIT	111	49.5%	30.4%	20.1%	10
TAOS PICURIS SERVICE UNIT	19	46.8%	32.2%	21.0%	4
UTE MOUNTAIN UTE HEALTH CENTER	28	34.9%	48.1%	17.0%	2
ZUNI RAMAH SERVICE UNIT	128	59.0%	21.7%	19.2%	13

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,652	84.5%	8.1%	7.4%	192
Indian Health Service	8,357	72.1%	13.8%	14.1%	45
ALBUQUERQUE AREA OFFICE	812	65.6%	13.7%	20.8%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	60.0%	13.0%	27.0%	0
ALBUQUERQUE SERVICE UNIT	97	40.7%	18.5%	40.8%	1
MESCALERO SERVICE UNIT	57	72.8%	9.9%	17.3%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	23.5%	16.0%	60.5%	0
OFFICE OF CLINICAL PROGRAMS	51	67.0%	13.4%	19.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	83.4%	12.4%	4.2%	0
OFFICE OF OPERATIONAL SUPPORT	35	84.9%	2.8%	12.3%	0
OFFICE OF THE EXECUTIVE OFFICER	57	77.5%	4.7%	17.8%	0
SANTA FE SERVICE UNIT	120	61.7%	15.1%	23.3%	1
TAOS PICURIS SERVICE UNIT	23	63.5%	22.3%	14.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	69.2%	24.0%	6.8%	0
ZUNI RAMAH SERVICE UNIT	141	67.5%	15.6%	16.9%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,557	74.7%	13.2%	12.1%	206
Indian Health Service	8,357	64.5%	19.2%	16.3%	35
ALBUQUERQUE AREA OFFICE	808	62.6%	19.3%	18.0%	5
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	54.4%	19.2%	26.3%	1
ALBUQUERQUE SERVICE UNIT	97	44.0%	18.7%	37.2%	1
MESCALERO SERVICE UNIT	57	56.9%	24.1%	19.0%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	24.3%	31.4%	44.3%	0
OFFICE OF CLINICAL PROGRAMS	51	67.7%	12.3%	20.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	78.8%	9.8%	11.4%	0
OFFICE OF OPERATIONAL SUPPORT	34	67.6%	20.1%	12.3%	1
OFFICE OF THE EXECUTIVE OFFICER	57	68.0%	17.8%	14.2%	0
SANTA FE SERVICE UNIT	119	61.7%	22.9%	15.4%	1
TAOS PICURIS SERVICE UNIT	23	60.4%	26.4%	13.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	70.5%	25.8%	3.7%	0
ZUNI RAMAH SERVICE UNIT	141	70.1%	20.4%	9.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,348	72.1%	14.8%	13.1%	421
Indian Health Service	8,300	63.5%	19.3%	17.2%	89
ALBUQUERQUE AREA OFFICE	809	60.5%	20.5%	19.0%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	55.0%	15.3%	29.7%	1
ALBUQUERQUE SERVICE UNIT	97	41.2%	21.5%	37.3%	1
MESCALERO SERVICE UNIT	57	63.9%	18.6%	17.6%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	24.2%	60.9%	0
OFFICE OF CLINICAL PROGRAMS	50	65.9%	11.9%	22.2%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	70.7%	21.0%	8.3%	0
OFFICE OF OPERATIONAL SUPPORT	35	67.8%	11.9%	20.3%	0
OFFICE OF THE EXECUTIVE OFFICER	57	66.6%	21.2%	12.2%	0
SANTA FE SERVICE UNIT	120	59.4%	25.2%	15.5%	1
TAOS PICURIS SERVICE UNIT	22	62.0%	23.7%	14.3%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	63.8%	26.1%	10.1%	0
ZUNI RAMAH SERVICE UNIT	140	67.3%	21.3%	11.4%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,304	76.0%	16.4%	7.5%	3,435
Indian Health Service	7,990	63.2%	22.9%	13.9%	401
ALBUQUERQUE AREA OFFICE	785	60.7%	23.6%	15.7%	28
ACOMA CANONCITO LAGUNA SERVICE UNIT	85	53.6%	24.2%	22.2%	3
ALBUQUERQUE SERVICE UNIT	94	40.5%	26.5%	33.0%	4
MESCALERO SERVICE UNIT	53	56.9%	30.7%	12.4%	4
NEW SUNRISE REGIONAL TREATMENT CENTER	11	16.2%	18.4%	65.5%	1
OFFICE OF CLINICAL PROGRAMS	50	68.4%	18.3%	13.4%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	72	71.5%	22.6%	5.8%	2
OFFICE OF OPERATIONAL SUPPORT	34	61.6%	23.4%	15.0%	1
OFFICE OF THE EXECUTIVE OFFICER	55	64.1%	23.6%	12.4%	1
SANTA FE SERVICE UNIT	116	60.8%	24.3%	14.9%	5
TAOS PICURIS SERVICE UNIT	22	76.6%	18.7%	4.7%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	56.7%	29.4%	13.9%	0
ZUNI RAMAH SERVICE UNIT	136	70.6%	21.1%	8.3%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,553	70.9%	15.7%	13.4%	227
Indian Health Service	8,355	62.2%	20.0%	17.7%	42
ALBUQUERQUE AREA OFFICE	811	59.7%	20.3%	20.0%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	41.0%	29.4%	29.7%	0
ALBUQUERQUE SERVICE UNIT	96	44.7%	19.8%	35.5%	1
MESCALERO SERVICE UNIT	57	60.1%	27.4%	12.4%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	24.9%	68.5%	0
OFFICE OF CLINICAL PROGRAMS	50	66.1%	15.9%	18.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	69.2%	22.5%	8.3%	0
OFFICE OF OPERATIONAL SUPPORT	35	65.5%	19.7%	14.8%	0
OFFICE OF THE EXECUTIVE OFFICER	57	64.8%	15.5%	19.6%	0
SANTA FE SERVICE UNIT	120	63.2%	17.8%	19.0%	1
TAOS PICURIS SERVICE UNIT	23	67.5%	23.6%	8.9%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	55.9%	34.1%	10.1%	0
ZUNI RAMAH SERVICE UNIT	141	69.8%	13.4%	16.8%	0

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My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,103	75.4%	13.7%	10.9%	691
Indian Health Service	8,275	62.1%	20.1%	17.8%	112
ALBUQUERQUE AREA OFFICE	801	57.7%	21.6%	20.7%	13
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	43.1%	26.6%	30.2%	2
ALBUQUERQUE SERVICE UNIT	97	45.4%	20.8%	33.8%	1
MESCALERO SERVICE UNIT	55	57.1%	24.4%	18.5%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	15.6%	77.8%	0
OFFICE OF CLINICAL PROGRAMS	49	67.0%	10.2%	22.7%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	70.7%	17.8%	11.5%	1
OFFICE OF OPERATIONAL SUPPORT	32	61.6%	18.4%	20.0%	3
OFFICE OF THE EXECUTIVE OFFICER	57	61.0%	23.1%	15.9%	0
SANTA FE SERVICE UNIT	120	57.9%	23.8%	18.3%	1
TAOS PICURIS SERVICE UNIT	22	58.6%	22.8%	18.6%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	57.0%	32.6%	10.4%	0
ZUNI RAMAH SERVICE UNIT	140	64.3%	20.9%	14.7%	0

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,699	81.5%	9.9%	8.6%
Indian Health Service	8,384	70.0%	16.3%	13.7%
ALBUQUERQUE AREA OFFICE	814	64.5%	18.3%	17.2%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	49.8%	23.3%	26.9%
ALBUQUERQUE SERVICE UNIT	98	45.1%	17.0%	37.8%
MESCALERO SERVICE UNIT	57	68.5%	8.1%	23.4%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	33.5%	51.7%
OFFICE OF CLINICAL PROGRAMS	51	70.6%	13.4%	16.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	78.3%	18.7%	3.0%
OFFICE OF OPERATIONAL SUPPORT	35	74.5%	13.6%	12.0%
OFFICE OF THE EXECUTIVE OFFICER	57	63.4%	26.7%	9.8%
SANTA FE SERVICE UNIT	121	64.7%	19.8%	15.5%
TAOS PICURIS SERVICE UNIT	23	74.5%	16.5%	8.9%
UTE MOUNTAIN UTE HEALTH CENTER	30	70.4%	23.2%	6.4%
ZUNI RAMAH SERVICE UNIT	140	71.5%	17.5%	11.1%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,694	84.8%	8.4%	6.8%
Indian Health Service	8,385	74.7%	14.8%	10.5%
ALBUQUERQUE AREA OFFICE	813	72.5%	15.4%	12.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	63.8%	20.7%	15.5%
ALBUQUERQUE SERVICE UNIT	98	52.3%	24.1%	23.5%
MESCALERO SERVICE UNIT	57	74.2%	12.3%	13.5%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	39.6%	25.4%	35.0%
OFFICE OF CLINICAL PROGRAMS	51	74.9%	15.2%	9.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	86.3%	10.6%	3.0%
OFFICE OF OPERATIONAL SUPPORT	35	71.9%	19.4%	8.7%
OFFICE OF THE EXECUTIVE OFFICER	57	77.6%	12.1%	10.4%
SANTA FE SERVICE UNIT	121	73.5%	15.4%	11.1%
TAOS PICURIS SERVICE UNIT	23	83.0%	12.6%	4.4%
UTE MOUNTAIN UTE HEALTH CENTER	30	84.1%	6.5%	9.4%
ZUNI RAMAH SERVICE UNIT	139	75.6%	13.3%	11.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	82.7%	9.0%	8.2%
Indian Health Service	8,387	70.9%	15.6%	13.5%
ALBUQUERQUE AREA OFFICE	814	70.6%	14.7%	14.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	61.0%	20.1%	19.0%
ALBUQUERQUE SERVICE UNIT	98	55.5%	14.9%	29.6%
MESCALERO SERVICE UNIT	57	75.8%	9.9%	14.3%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	24.9%	60.3%
OFFICE OF CLINICAL PROGRAMS	51	89.0%	3.5%	7.5%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	72.8%	20.4%	6.8%
OFFICE OF OPERATIONAL SUPPORT	35	85.1%	12.4%	2.5%
OFFICE OF THE EXECUTIVE OFFICER	57	71.6%	16.1%	12.2%
SANTA FE SERVICE UNIT	121	69.2%	14.3%	16.5%
TAOS PICURIS SERVICE UNIT	23	78.2%	21.8%	0.0%
UTE MOUNTAIN UTE HEALTH CENTER	30	80.5%	13.0%	6.5%
ZUNI RAMAH SERVICE UNIT	140	75.1%	13.4%	11.4%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,658	74.6%	13.2%	12.1%
Indian Health Service	8,388	63.8%	18.3%	17.9%
ALBUQUERQUE AREA OFFICE	814	61.3%	16.3%	22.4%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	52.2%	15.4%	32.4%
ALBUQUERQUE SERVICE UNIT	98	40.3%	17.4%	42.3%
MESCALERO SERVICE UNIT	57	65.5%	13.6%	20.9%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	16.9%	68.3%
OFFICE OF CLINICAL PROGRAMS	51	62.9%	19.3%	17.8%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	78.0%	13.7%	8.3%
OFFICE OF OPERATIONAL SUPPORT	35	65.5%	11.1%	23.5%
OFFICE OF THE EXECUTIVE OFFICER	57	63.3%	17.6%	19.1%
SANTA FE SERVICE UNIT	121	64.7%	16.4%	18.9%
TAOS PICURIS SERVICE UNIT	23	54.2%	27.1%	18.6%
UTE MOUNTAIN UTE HEALTH CENTER	30	70.5%	16.9%	12.6%
ZUNI RAMAH SERVICE UNIT	140	66.8%	16.5%	16.8%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	77.1%	14.2%	8.7%
Indian Health Service	8,394	64.7%	20.5%	14.9%
ALBUQUERQUE AREA OFFICE	815	60.7%	20.8%	18.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	45.9%	27.4%	26.7%
ALBUQUERQUE SERVICE UNIT	98	39.7%	25.5%	34.9%
MESCALERO SERVICE UNIT	58	65.6%	20.2%	14.1%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.8%	15.6%	69.6%
OFFICE OF CLINICAL PROGRAMS	51	66.8%	11.3%	21.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	73.7%	14.1%	12.2%
OFFICE OF OPERATIONAL SUPPORT	35	65.7%	16.5%	17.8%
OFFICE OF THE EXECUTIVE OFFICER	57	63.4%	20.8%	15.9%
SANTA FE SERVICE UNIT	120	62.4%	21.7%	16.0%
TAOS PICURIS SERVICE UNIT	23	72.9%	18.1%	8.9%
UTE MOUNTAIN UTE HEALTH CENTER	30	52.6%	40.9%	6.5%
ZUNI RAMAH SERVICE UNIT	141	69.4%	19.7%	10.9%

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Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,300	54.8%	23.1%	22.2%	1,184
Indian Health Service	8,144	44.7%	27.5%	27.7%	195
ALBUQUERQUE AREA OFFICE	793	42.4%	29.6%	28.0%	19
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	23.9%	29.2%	46.9%	1
ALBUQUERQUE SERVICE UNIT	96	31.0%	23.8%	45.2%	1
MESCALERO SERVICE UNIT	57	46.5%	25.7%	27.8%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	9.5%	22.2%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	51	64.7%	25.3%	10.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	47.4%	41.6%	11.0%	3
OFFICE OF OPERATIONAL SUPPORT	34	55.2%	19.7%	25.1%	1
OFFICE OF THE EXECUTIVE OFFICER	55	52.9%	32.3%	14.9%	2
SANTA FE SERVICE UNIT	117	41.2%	34.6%	24.2%	2
TAOS PICURIS SERVICE UNIT	22	41.0%	31.7%	27.3%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	41.8%	40.9%	17.3%	0
ZUNI RAMAH SERVICE UNIT	133	45.6%	26.7%	27.7%	7

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,480	62.9%	22.0%	15.1%	2,961
Indian Health Service	8,012	50.4%	28.2%	21.3%	328
ALBUQUERQUE AREA OFFICE	787	49.1%	29.9%	21.0%	23
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	22.1%	31.4%	46.5%	2
ALBUQUERQUE SERVICE UNIT	95	37.6%	32.5%	29.9%	2
MESCALERO SERVICE UNIT	58	44.0%	36.0%	20.0%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	12	9.5%	22.2%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	51	65.2%	29.1%	5.7%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	67	59.2%	29.0%	11.8%	7
OFFICE OF OPERATIONAL SUPPORT	34	47.3%	34.3%	18.4%	1
OFFICE OF THE EXECUTIVE OFFICER	56	62.3%	29.0%	8.7%	1
SANTA FE SERVICE UNIT	115	47.6%	32.1%	20.4%	4
TAOS PICURIS SERVICE UNIT	21	47.1%	38.6%	14.2%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	57.3%	35.9%	6.8%	0
ZUNI RAMAH SERVICE UNIT	135	59.6%	23.7%	16.6%	4

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,861	72.6%	17.4%	10.0%	2,441
Indian Health Service	8,014	59.9%	24.8%	15.3%	291
ALBUQUERQUE AREA OFFICE	783	57.1%	26.0%	16.9%	19
ACOMA CANONCITO LAGUNA SERVICE UNIT	84	47.1%	28.0%	25.0%	2
ALBUQUERQUE SERVICE UNIT	93	43.6%	27.1%	29.3%	2
MESCALERO SERVICE UNIT	57	52.9%	32.3%	14.8%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	16.1%	8.0%	75.8%	0
OFFICE OF CLINICAL PROGRAMS	50	71.9%	20.4%	7.8%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	77.3%	17.3%	5.4%	2
OFFICE OF OPERATIONAL SUPPORT	32	52.9%	34.7%	12.3%	2
OFFICE OF THE EXECUTIVE OFFICER	57	63.5%	26.2%	10.3%	0
SANTA FE SERVICE UNIT	116	52.0%	30.1%	18.0%	2
TAOS PICURIS SERVICE UNIT	22	55.0%	31.5%	13.5%	1
UTE MOUNTAIN UTE HEALTH CENTER	27	59.6%	32.9%	7.5%	1
ZUNI RAMAH SERVICE UNIT	134	63.2%	22.5%	14.3%	5

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,577	70.0%	17.2%	12.7%	771
Indian Health Service	8,139	57.0%	24.7%	18.2%	180
ALBUQUERQUE AREA OFFICE	786	55.0%	26.1%	18.9%	25
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	39.6%	30.1%	30.3%	2
ALBUQUERQUE SERVICE UNIT	94	43.3%	36.0%	20.7%	3
MESCALERO SERVICE UNIT	56	52.8%	23.8%	23.5%	2
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	25.0%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	49	69.0%	18.8%	12.1%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	64.5%	27.6%	7.9%	3
OFFICE OF OPERATIONAL SUPPORT	33	54.5%	30.8%	14.7%	2
OFFICE OF THE EXECUTIVE OFFICER	56	73.7%	17.7%	8.7%	1
SANTA FE SERVICE UNIT	115	57.3%	22.3%	20.5%	3
TAOS PICURIS SERVICE UNIT	22	54.4%	32.2%	13.4%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	70.4%	22.9%	6.8%	0
ZUNI RAMAH SERVICE UNIT	135	55.9%	22.4%	21.8%	5

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,761	69.4%	19.5%	11.1%	2,644
Indian Health Service	7,939	57.2%	26.8%	16.0%	390
ALBUQUERQUE AREA OFFICE	766	57.3%	27.5%	15.2%	43
ACOMA CANONCITO LAGUNA SERVICE UNIT	83	41.9%	35.4%	22.7%	5
ALBUQUERQUE SERVICE UNIT	90	48.6%	34.8%	16.6%	7
MESCALERO SERVICE UNIT	54	69.2%	19.9%	10.9%	3
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	25.0%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	51	76.1%	12.1%	11.9%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	68	70.2%	24.4%	5.4%	6
OFFICE OF OPERATIONAL SUPPORT	30	56.7%	30.2%	13.2%	5
OFFICE OF THE EXECUTIVE OFFICER	55	72.7%	25.6%	1.8%	2
SANTA FE SERVICE UNIT	116	53.4%	27.0%	19.6%	3
TAOS PICURIS SERVICE UNIT	21	56.8%	33.5%	9.7%	2
UTE MOUNTAIN UTE HEALTH CENTER	28	60.7%	28.4%	11.0%	2
ZUNI RAMAH SERVICE UNIT	131	52.4%	29.8%	17.8%	7

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,966	63.5%	19.3%	17.2%	1,477
Indian Health Service	8,084	50.6%	26.6%	22.8%	250
ALBUQUERQUE AREA OFFICE	777	48.7%	28.5%	22.9%	29
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	30.6%	34.8%	34.6%	2
ALBUQUERQUE SERVICE UNIT	89	40.0%	34.2%	25.8%	6
MESCALERO SERVICE UNIT	57	53.5%	21.8%	24.7%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	25.0%	68.3%	0
OFFICE OF CLINICAL PROGRAMS	50	63.7%	18.4%	17.8%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	71	64.5%	21.8%	13.7%	3
OFFICE OF OPERATIONAL SUPPORT	30	53.4%	32.6%	14.0%	5
OFFICE OF THE EXECUTIVE OFFICER	57	70.7%	20.6%	8.7%	0
SANTA FE SERVICE UNIT	114	46.8%	26.7%	26.5%	5
TAOS PICURIS SERVICE UNIT	23	38.2%	40.7%	21.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	29	37.0%	49.2%	13.9%	1
ZUNI RAMAH SERVICE UNIT	134	45.8%	31.1%	23.1%	4

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,792	67.5%	18.3%	14.3%	1,439
Indian Health Service	7,979	52.6%	26.9%	20.5%	283
ALBUQUERQUE AREA OFFICE	761	50.9%	28.0%	21.2%	33
ACOMA CANONCITO LAGUNA SERVICE UNIT	81	31.3%	35.9%	32.8%	4
ALBUQUERQUE SERVICE UNIT	86	41.8%	28.2%	30.0%	6
MESCALERO SERVICE UNIT	55	55.0%	22.9%	22.0%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	33.2%	60.1%	0
OFFICE OF CLINICAL PROGRAMS	50	63.6%	26.4%	10.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	69	69.3%	19.6%	11.1%	4
OFFICE OF OPERATIONAL SUPPORT	30	53.2%	29.9%	16.9%	5
OFFICE OF THE EXECUTIVE OFFICER	55	67.9%	25.0%	7.1%	1
SANTA FE SERVICE UNIT	114	53.3%	26.2%	20.5%	3
TAOS PICURIS SERVICE UNIT	22	44.4%	33.3%	22.2%	1
UTE MOUNTAIN UTE HEALTH CENTER	29	36.8%	49.0%	14.2%	1
ZUNI RAMAH SERVICE UNIT	132	48.5%	29.2%	22.3%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,853	68.1%	19.6%	12.2%	2,589
Indian Health Service	7,770	54.3%	26.7%	19.0%	565
ALBUQUERQUE AREA OFFICE	761	52.8%	29.2%	18.0%	52
ACOMA CANONCITO LAGUNA SERVICE UNIT	83	39.1%	29.8%	31.1%	5
ALBUQUERQUE SERVICE UNIT	89	32.1%	39.6%	28.4%	8
MESCALERO SERVICE UNIT	54	58.4%	26.4%	15.2%	4
NEW SUNRISE REGIONAL TREATMENT CENTER	11	7.3%	27.3%	65.5%	1
OFFICE OF CLINICAL PROGRAMS	46	67.1%	23.9%	9.0%	5
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	70	60.7%	23.5%	15.8%	4
OFFICE OF OPERATIONAL SUPPORT	33	65.3%	24.8%	9.9%	1
OFFICE OF THE EXECUTIVE OFFICER	53	66.1%	22.3%	11.6%	4
SANTA FE SERVICE UNIT	108	58.6%	27.2%	14.2%	12
TAOS PICURIS SERVICE UNIT	23	61.1%	26.5%	12.4%	0
UTE MOUNTAIN UTE HEALTH CENTER	30	43.9%	39.6%	16.5%	0
ZUNI RAMAH SERVICE UNIT	136	52.9%	33.3%	13.8%	5

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,636	66.2%	20.1%	13.7%	754
Indian Health Service	8,149	57.7%	25.6%	16.7%	175
ALBUQUERQUE AREA OFFICE	799	58.1%	25.1%	16.8%	14
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	33.5%	38.5%	27.9%	2
ALBUQUERQUE SERVICE UNIT	96	44.9%	25.6%	29.4%	1
MESCALERO SERVICE UNIT	58	59.7%	24.2%	16.1%	0
NEW SUNRISE REGIONAL TREATMENT CENTER	11	17.6%	35.3%	47.1%	1
OFFICE OF CLINICAL PROGRAMS	51	72.8%	19.4%	7.9%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	72	67.4%	23.1%	9.4%	2
OFFICE OF OPERATIONAL SUPPORT	34	55.5%	31.9%	12.6%	1
OFFICE OF THE EXECUTIVE OFFICER	56	71.2%	18.2%	10.6%	1
SANTA FE SERVICE UNIT	118	67.6%	20.6%	11.7%	2
TAOS PICURIS SERVICE UNIT	22	58.9%	22.9%	18.2%	1
UTE MOUNTAIN UTE HEALTH CENTER	29	65.8%	23.9%	10.3%	0
ZUNI RAMAH SERVICE UNIT	138	59.5%	26.2%	14.4%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,786	66.7%	20.8%	12.5%	3,596
Indian Health Service	7,609	49.8%	31.4%	18.8%	707
ALBUQUERQUE AREA OFFICE	747	47.0%	30.9%	22.1%	62
ACOMA CANONCITO LAGUNA SERVICE UNIT	82	24.3%	37.5%	38.3%	5
ALBUQUERQUE SERVICE UNIT	93	35.3%	31.2%	33.4%	4
MESCALERO SERVICE UNIT	53	46.6%	38.2%	15.2%	5
NEW SUNRISE REGIONAL TREATMENT CENTER	12	9.5%	30.4%	60.1%	0
OFFICE OF CLINICAL PROGRAMS	47	62.1%	16.2%	21.7%	3
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	67	60.9%	33.5%	5.6%	7
OFFICE OF OPERATIONAL SUPPORT	31	47.6%	29.7%	22.6%	4
OFFICE OF THE EXECUTIVE OFFICER	53	54.6%	28.1%	17.3%	3
SANTA FE SERVICE UNIT	113	51.1%	22.3%	26.5%	7
TAOS PICURIS SERVICE UNIT	18	39.3%	28.0%	32.7%	5
UTE MOUNTAIN UTE HEALTH CENTER	28	53.5%	35.2%	11.3%	1
ZUNI RAMAH SERVICE UNIT	126	53.0%	35.4%	11.7%	14

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My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,229	60.7%	20.4%	18.8%
Indian Health Service	8,296	56.2%	24.7%	19.1%
ALBUQUERQUE AREA OFFICE	810	56.6%	24.3%	19.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	40.7%	25.3%	34.1%
ALBUQUERQUE SERVICE UNIT	97	51.4%	21.8%	26.8%
MESCALERO SERVICE UNIT	58	55.7%	26.9%	17.4%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	23.5%	32.2%	44.3%
OFFICE OF CLINICAL PROGRAMS	51	56.4%	27.2%	16.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	77.9%	15.1%	7.0%
OFFICE OF OPERATIONAL SUPPORT	35	68.0%	20.1%	11.9%
OFFICE OF THE EXECUTIVE OFFICER	57	61.0%	21.5%	17.4%
SANTA FE SERVICE UNIT	119	57.3%	23.1%	19.7%
TAOS PICURIS SERVICE UNIT	22	49.5%	23.2%	27.2%
UTE MOUNTAIN UTE HEALTH CENTER	30	43.3%	40.4%	16.3%
ZUNI RAMAH SERVICE UNIT	140	59.3%	29.3%	11.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,254	58.7%	21.6%	19.7%
Indian Health Service	8,297	49.8%	27.6%	22.6%
ALBUQUERQUE AREA OFFICE	810	49.2%	28.1%	22.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	30.3%	27.9%	41.8%
ALBUQUERQUE SERVICE UNIT	96	42.3%	28.6%	29.0%
MESCALERO SERVICE UNIT	58	46.6%	29.1%	24.3%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	33.0%	60.3%
OFFICE OF CLINICAL PROGRAMS	51	57.3%	20.4%	22.3%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	60.6%	26.0%	13.4%
OFFICE OF OPERATIONAL SUPPORT	35	50.6%	28.5%	20.9%
OFFICE OF THE EXECUTIVE OFFICER	56	65.7%	23.8%	10.4%
SANTA FE SERVICE UNIT	120	51.9%	25.7%	22.4%
TAOS PICURIS SERVICE UNIT	21	52.2%	24.8%	23.0%
UTE MOUNTAIN UTE HEALTH CENTER	30	36.4%	43.8%	19.8%
ZUNI RAMAH SERVICE UNIT	141	53.2%	31.6%	15.2%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,279	60.6%	20.7%	18.7%
Indian Health Service	8,304	48.5%	25.8%	25.7%
ALBUQUERQUE AREA OFFICE	812	47.2%	25.7%	27.0%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	29.3%	32.1%	38.6%
ALBUQUERQUE SERVICE UNIT	97	33.1%	30.4%	36.5%
MESCALERO SERVICE UNIT	58	47.8%	20.4%	31.7%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.7%	16.9%	68.5%
OFFICE OF CLINICAL PROGRAMS	51	55.0%	27.1%	17.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	63.2%	26.2%	10.6%
OFFICE OF OPERATIONAL SUPPORT	35	66.1%	13.2%	20.7%
OFFICE OF THE EXECUTIVE OFFICER	57	58.7%	15.3%	26.0%
SANTA FE SERVICE UNIT	120	46.3%	26.4%	27.3%
TAOS PICURIS SERVICE UNIT	22	41.4%	27.0%	31.5%
UTE MOUNTAIN UTE HEALTH CENTER	30	54.2%	32.4%	13.4%
ZUNI RAMAH SERVICE UNIT	140	50.2%	23.9%	25.9%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,164	54.4%	27.5%	18.1%
Indian Health Service	8,291	47.6%	32.0%	20.3%
ALBUQUERQUE AREA OFFICE	810	48.9%	30.8%	20.3%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	32.8%	34.5%	32.8%
ALBUQUERQUE SERVICE UNIT	96	39.3%	31.5%	29.1%
MESCALERO SERVICE UNIT	58	49.2%	32.1%	18.7%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	9.5%	30.4%	60.1%
OFFICE OF CLINICAL PROGRAMS	50	58.1%	24.9%	16.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	53.0%	35.2%	11.9%
OFFICE OF OPERATIONAL SUPPORT	35	55.9%	31.8%	12.3%
OFFICE OF THE EXECUTIVE OFFICER	57	59.8%	27.7%	12.4%
SANTA FE SERVICE UNIT	120	48.3%	32.2%	19.5%
TAOS PICURIS SERVICE UNIT	22	45.8%	28.0%	26.2%
UTE MOUNTAIN UTE HEALTH CENTER	30	62.7%	27.1%	10.2%
ZUNI RAMAH SERVICE UNIT	140	54.3%	28.8%	16.9%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,169	45.1%	28.5%	26.4%
Indian Health Service	8,289	44.2%	32.2%	23.6%
ALBUQUERQUE AREA OFFICE	811	41.9%	35.2%	22.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	27.0%	34.9%	38.1%
ALBUQUERQUE SERVICE UNIT	96	42.0%	24.9%	33.1%
MESCALERO SERVICE UNIT	58	42.1%	40.6%	17.3%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	0.0%	48.5%	51.5%
OFFICE OF CLINICAL PROGRAMS	50	48.5%	31.6%	20.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	39.7%	42.9%	17.4%
OFFICE OF OPERATIONAL SUPPORT	35	50.5%	28.7%	20.8%
OFFICE OF THE EXECUTIVE OFFICER	57	50.8%	33.1%	16.1%
SANTA FE SERVICE UNIT	120	50.1%	32.7%	17.2%
TAOS PICURIS SERVICE UNIT	23	29.9%	44.6%	25.4%
UTE MOUNTAIN UTE HEALTH CENTER	30	39.4%	48.0%	12.6%
ZUNI RAMAH SERVICE UNIT	140	44.0%	35.6%	20.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,198	63.3%	21.8%	15.0%
Indian Health Service	8,302	54.5%	25.4%	20.1%
ALBUQUERQUE AREA OFFICE	810	52.9%	26.4%	20.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	85	37.8%	25.3%	36.9%
ALBUQUERQUE SERVICE UNIT	97	43.4%	35.2%	21.5%
MESCALERO SERVICE UNIT	57	51.5%	21.9%	26.6%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	15.6%	77.8%
OFFICE OF CLINICAL PROGRAMS	51	65.1%	23.4%	11.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	57.8%	24.2%	18.0%
OFFICE OF OPERATIONAL SUPPORT	35	47.3%	37.7%	15.0%
OFFICE OF THE EXECUTIVE OFFICER	57	61.2%	19.1%	19.8%
SANTA FE SERVICE UNIT	120	53.6%	30.3%	16.1%
TAOS PICURIS SERVICE UNIT	23	56.9%	30.0%	13.1%
UTE MOUNTAIN UTE HEALTH CENTER	30	61.0%	22.8%	16.2%
ZUNI RAMAH SERVICE UNIT	141	60.9%	20.0%	19.1%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,225	74.3%	14.9%	10.7%
Indian Health Service	8,306	71.4%	18.0%	10.5%
ALBUQUERQUE AREA OFFICE	813	71.5%	17.1%	11.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	62.3%	25.1%	12.6%
ALBUQUERQUE SERVICE UNIT	97	58.6%	22.5%	18.9%
MESCALERO SERVICE UNIT	58	73.8%	15.2%	11.0%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	41.2%	24.8%	34.1%
OFFICE OF CLINICAL PROGRAMS	51	82.1%	13.8%	4.2%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	78.0%	15.3%	6.7%
OFFICE OF OPERATIONAL SUPPORT	35	82.2%	8.6%	9.2%
OFFICE OF THE EXECUTIVE OFFICER	57	71.8%	19.5%	8.6%
SANTA FE SERVICE UNIT	119	72.1%	15.1%	12.8%
TAOS PICURIS SERVICE UNIT	23	62.1%	24.6%	13.3%
UTE MOUNTAIN UTE HEALTH CENTER	30	73.5%	13.5%	13.0%
ZUNI RAMAH SERVICE UNIT	141	77.2%	14.3%	8.5%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,189	66.3%	16.1%	17.5%
Indian Health Service	8,282	60.6%	19.0%	20.4%
ALBUQUERQUE AREA OFFICE	811	56.6%	17.9%	25.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	43.5%	18.6%	37.8%
ALBUQUERQUE SERVICE UNIT	96	52.1%	14.6%	33.3%
MESCALERO SERVICE UNIT	58	56.2%	16.7%	27.1%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	49.2%	16.8%	34.1%
OFFICE OF CLINICAL PROGRAMS	51	58.9%	15.3%	25.8%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	62.3%	21.2%	16.5%
OFFICE OF OPERATIONAL SUPPORT	35	81.3%	5.9%	12.7%
OFFICE OF THE EXECUTIVE OFFICER	56	55.7%	19.4%	25.0%
SANTA FE SERVICE UNIT	120	56.5%	20.8%	22.7%
TAOS PICURIS SERVICE UNIT	23	47.2%	17.1%	35.7%
UTE MOUNTAIN UTE HEALTH CENTER	30	60.5%	22.3%	17.2%
ZUNI RAMAH SERVICE UNIT	141	56.7%	21.1%	22.3%

Department of Health and Human Services
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,031	70.3%	17.8%	11.9%
Indian Health Service	8,228	60.3%	24.9%	14.8%
ALBUQUERQUE AREA OFFICE	806	59.4%	26.5%	14.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	46.4%	32.2%	21.4%
ALBUQUERQUE SERVICE UNIT	93	44.9%	33.7%	21.5%
MESCALERO SERVICE UNIT	57	51.0%	32.9%	16.1%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.0%	27.1%	58.8%
OFFICE OF CLINICAL PROGRAMS	51	64.6%	26.8%	8.5%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	63.2%	27.3%	9.5%
OFFICE OF OPERATIONAL SUPPORT	35	73.9%	17.0%	9.2%
OFFICE OF THE EXECUTIVE OFFICER	56	62.5%	27.0%	10.5%
SANTA FE SERVICE UNIT	120	69.4%	18.3%	12.3%
TAOS PICURIS SERVICE UNIT	23	51.1%	31.3%	17.6%
UTE MOUNTAIN UTE HEALTH CENTER	30	67.2%	22.6%	10.2%
ZUNI RAMAH SERVICE UNIT	139	65.7%	25.2%	9.1%

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Performance

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

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Department of Health and Human Services	37,857	20.1%	48.0%	9.1%	2.6%	20.2%	12,400
Indian Health Service	6,729	19.2%	58.5%	6.3%	3.0%	13.0%	1,584
ALBUQUERQUE AREA OFFICE	640	18.3%	56.5%	9.0%	3.2%	13.0%	174
ACOMA CANONCITO LAGUNA SERVICE UNIT	74	14.7%	61.3%	10.8%	2.4%	10.8%	14
ALBUQUERQUE SERVICE UNIT	70	17.1%	73.1%	4.3%	0.0%	5.5%	27
MESCALERO SERVICE UNIT	49	23.7%	42.7%	11.6%	1.9%	20.0%	9
NEW SUNRISE REGIONAL TREATMENT CENTER	11	16.3%	66.5%	17.2%	0.0%	0.0%	1
OFFICE OF CLINICAL PROGRAMS	41	16.3%	61.7%	5.0%	4.7%	12.3%	10
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	53	15.4%	56.1%	6.2%	3.8%	18.6%	21
OFFICE OF OPERATIONAL SUPPORT	30	28.0%	45.1%	17.2%	3.1%	6.7%	5
OFFICE OF THE EXECUTIVE OFFICER	47	22.0%	53.3%	18.5%	0.0%	6.2%	10
SANTA FE SERVICE UNIT	91	20.0%	60.7%	4.4%	3.3%	11.5%	29
TAOS PICURIS SERVICE UNIT	20	9.0%	55.8%	13.8%	0.0%	21.4%	3
UTE MOUNTAIN UTE HEALTH CENTER	25	7.9%	80.8%	3.7%	0.0%	7.6%	5
ZUNI RAMAH SERVICE UNIT	105	22.0%	46.5%	6.6%	7.8%	17.1%	36

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Partial Government Shutdown

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

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Department of Health and Human Services	50,202	68.2%	10.8%	4.6%	8.5%	7.8%
Indian Health Service	8,295	43.9%	5.4%	4.5%	27.2%	19.0%
ALBUQUERQUE AREA OFFICE	812	41.0%	3.2%	4.6%	31.6%	19.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	53.5%	0.0%	3.3%	31.0%	12.1%
ALBUQUERQUE SERVICE UNIT	95	21.0%	0.0%	3.1%	45.5%	30.4%
MESCALERO SERVICE UNIT	58	51.5%	0.0%	1.9%	35.0%	11.6%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	25.4%	0.0%	0.0%	40.4%	34.2%
OFFICE OF CLINICAL PROGRAMS	51	69.6%	8.3%	0.0%	4.2%	17.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	24.2%	11.3%	10.6%	34.7%	19.2%
OFFICE OF OPERATIONAL SUPPORT	35	25.7%	22.4%	19.2%	9.4%	23.2%
OFFICE OF THE EXECUTIVE OFFICER	57	34.7%	0.0%	1.9%	36.9%	26.6%
SANTA FE SERVICE UNIT	120	41.1%	1.8%	4.2%	32.8%	20.1%
TAOS PICURIS SERVICE UNIT	23	35.1%	4.4%	0.0%	38.7%	21.8%
UTE MOUNTAIN UTE HEALTH CENTER	30	28.2%	0.0%	9.5%	23.1%	39.2%
ZUNI RAMAH SERVICE UNIT	141	57.2%	0.0%	2.8%	28.2%	11.8%

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

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Department of Health and Human Services	49,757	43.9%	21.1%	17.7%	10.4%	6.9%
Indian Health Service	8,273	28.7%	21.9%	22.1%	15.4%	11.9%
ALBUQUERQUE AREA OFFICE	808	29.3%	19.5%	20.6%	15.2%	15.4%
ACOMA CANONCITO LAGUNA SERVICE UNIT	87	34.2%	23.0%	18.3%	10.8%	13.6%
ALBUQUERQUE SERVICE UNIT	96	19.0%	17.0%	19.9%	24.6%	19.5%
MESCALERO SERVICE UNIT	57	42.3%	15.6%	12.0%	15.9%	14.2%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	25.4%	16.8%	25.6%	15.6%	16.7%
OFFICE OF CLINICAL PROGRAMS	51	49.1%	13.8%	13.6%	7.6%	15.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	20.9%	20.4%	14.6%	20.7%	23.4%
OFFICE OF OPERATIONAL SUPPORT	34	11.5%	22.4%	27.0%	17.7%	21.3%
OFFICE OF THE EXECUTIVE OFFICER	56	25.1%	17.6%	28.7%	12.6%	15.9%
SANTA FE SERVICE UNIT	120	27.1%	22.9%	26.2%	11.3%	12.5%
TAOS PICURIS SERVICE UNIT	23	8.0%	22.4%	38.9%	21.6%	9.1%
UTE MOUNTAIN UTE HEALTH CENTER	30	26.5%	7.9%	26.5%	16.7%	22.4%
ZUNI RAMAH SERVICE UNIT	141	41.0%	22.8%	15.2%	11.8%	9.2%

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Partial Government Shutdown (continued)

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

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Department of Health and Human Services	27,319	20.8%	37.1%	15.1%	40.6%	63.2%
Indian Health Service	5,793	19.6%	32.2%	13.0%	40.2%	44.4%
ALBUQUERQUE AREA OFFICE	565	20.6%	29.4%	11.1%	34.9%	41.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	56	28.5%	23.0%	9.2%	32.6%	45.5%
ALBUQUERQUE SERVICE UNIT	77	23.3%	23.5%	7.6%	23.7%	30.3%
MESCALERO SERVICE UNIT	33	12.3%	15.5%	12.0%	33.2%	26.9%
NEW SUNRISE REGIONAL TREATMENT CENTER	9	0.0%	10.5%	0.0%	20.4%	21.5%
OFFICE OF CLINICAL PROGRAMS	26	15.6%	47.0%	27.0%	20.5%	64.6%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	57	24.1%	46.2%	21.2%	49.8%	71.6%
OFFICE OF OPERATIONAL SUPPORT	30	34.1%	54.9%	23.7%	65.6%	77.4%
OFFICE OF THE EXECUTIVE OFFICER	42	15.8%	21.7%	2.2%	31.2%	28.9%
SANTA FE SERVICE UNIT	87	20.1%	24.0%	7.9%	39.6%	41.6%
TAOS PICURIS SERVICE UNIT	21	18.0%	22.2%	5.2%	28.5%	18.3%
UTE MOUNTAIN UTE HEALTH CENTER	22	13.0%	18.7%	4.8%	18.4%	14.3%
ZUNI RAMAH SERVICE UNIT	82	18.7%	30.4%	6.2%	34.5%	37.5%

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

(continued)

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

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Department of Health and Human Services	27,319	23.2%	22.6%	35.6%	9.4%	29.3%
Indian Health Service	5,793	32.2%	22.6%	23.5%	11.1%	40.0%
ALBUQUERQUE AREA OFFICE	565	32.6%	21.1%	22.6%	9.2%	44.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	56	26.5%	19.8%	22.1%	7.6%	40.3%
ALBUQUERQUE SERVICE UNIT	77	36.3%	16.5%	20.1%	12.9%	59.4%
MESCALERO SERVICE UNIT	33	33.0%	12.4%	13.2%	6.7%	52.9%
NEW SUNRISE REGIONAL TREATMENT CENTER	9	46.0%	21.5%	10.5%	10.5%	44.1%
OFFICE OF CLINICAL PROGRAMS	26	24.8%	30.7%	30.8%	12.4%	34.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	57	45.1%	31.0%	49.9%	12.3%	33.0%
OFFICE OF OPERATIONAL SUPPORT	30	51.5%	48.4%	40.1%	20.5%	24.2%
OFFICE OF THE EXECUTIVE OFFICER	42	20.7%	17.5%	8.8%	9.9%	52.8%
SANTA FE SERVICE UNIT	87	30.8%	17.8%	23.2%	5.6%	38.1%
TAOS PICURIS SERVICE UNIT	21	23.9%	13.7%	4.9%	0.0%	58.3%
UTE MOUNTAIN UTE HEALTH CENTER	22	35.7%	18.6%	14.3%	0.0%	64.4%
ZUNI RAMAH SERVICE UNIT	82	30.4%	15.8%	10.7%	8.6%	43.2%

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

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Partial Government Shutdown (continued)

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

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Department of Health and Human Services	49,832	1.3%	5.8%	16.7%	76.2%
Indian Health Service	8,272	1.9%	7.0%	13.7%	77.4%
ALBUQUERQUE AREA OFFICE	810	2.9%	6.3%	11.1%	79.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	88	2.3%	9.8%	12.6%	75.3%
ALBUQUERQUE SERVICE UNIT	95	8.7%	12.9%	14.2%	64.2%
MESCALERO SERVICE UNIT	58	0.0%	8.7%	3.5%	87.8%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	0.0%	0.0%	7.8%	92.2%
OFFICE OF CLINICAL PROGRAMS	51	2.2%	2.0%	6.2%	89.5%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	4.4%	9.6%	11.5%	74.5%
OFFICE OF OPERATIONAL SUPPORT	35	0.0%	5.3%	17.5%	77.2%
OFFICE OF THE EXECUTIVE OFFICER	56	1.6%	5.6%	21.2%	71.6%
SANTA FE SERVICE UNIT	120	3.3%	2.5%	13.7%	80.5%
TAOS PICURIS SERVICE UNIT	23	0.0%	0.0%	9.9%	90.1%
UTE MOUNTAIN UTE HEALTH CENTER	29	3.0%	7.1%	6.5%	83.4%
ZUNI RAMAH SERVICE UNIT	141	1.4%	3.4%	8.8%	86.4%

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

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Department of Health and Human Services	39,221	29.9%	44.2%	18.0%	5.0%	3.0%	10,820
Indian Health Service	7,985	27.9%	43.9%	18.9%	5.4%	3.9%	294
ALBUQUERQUE AREA OFFICE	784	28.8%	43.7%	18.7%	5.7%	3.2%	29
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	27.6%	41.0%	23.4%	5.7%	2.3%	2
ALBUQUERQUE SERVICE UNIT	96	33.4%	35.8%	17.6%	7.1%	6.2%	0
MESCALERO SERVICE UNIT	57	21.6%	47.2%	19.9%	9.7%	1.7%	1
NEW SUNRISE REGIONAL TREATMENT CENTER	12	6.7%	35.0%	24.1%	17.5%	16.7%	0
OFFICE OF CLINICAL PROGRAMS	45	36.3%	37.4%	18.2%	6.1%	2.1%	6
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	26.5%	43.4%	22.3%	2.5%	5.3%	0
OFFICE OF OPERATIONAL SUPPORT	35	33.5%	34.4%	26.4%	2.9%	2.8%	0
OFFICE OF THE EXECUTIVE OFFICER	56	36.7%	37.2%	22.8%	1.5%	1.8%	1
SANTA FE SERVICE UNIT	116	26.3%	49.8%	12.6%	7.9%	3.4%	4
TAOS PICURIS SERVICE UNIT	22	26.5%	46.0%	22.5%	5.1%	0.0%	1
UTE MOUNTAIN UTE HEALTH CENTER	30	17.3%	59.8%	13.7%	6.1%	3.1%	0
ZUNI RAMAH SERVICE UNIT	127	31.0%	46.6%	17.6%	4.0%	0.8%	14

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Work-Life

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

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Department of Health and Human Services	49,931	13.2%	6.9%	37.5%	8.5%	3.4%
Indian Health Service	8,119	3.7%	1.0%	2.6%	1.2%	3.7%
ALBUQUERQUE AREA OFFICE	789	2.4%	0.8%	0.5%	0.5%	4.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	2.2%	0.0%	0.0%	0.0%	10.8%
ALBUQUERQUE SERVICE UNIT	92	5.4%	1.0%	0.0%	0.0%	4.2%
MESCALERO SERVICE UNIT	58	1.6%	0.0%	1.6%	3.4%	3.6%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CLINICAL PROGRAMS	48	4.5%	4.3%	0.0%	2.4%	8.6%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	4.2%	0.0%	1.5%	0.0%	1.4%
OFFICE OF OPERATIONAL SUPPORT	33	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	57	1.9%	1.8%	0.0%	0.0%	8.9%
SANTA FE SERVICE UNIT	114	1.9%	0.0%	0.0%	0.9%	1.6%
TAOS PICURIS SERVICE UNIT	23	0.0%	4.4%	0.0%	0.0%	0.0%
UTE MOUNTAIN UTE HEALTH CENTER	29	0.0%	0.0%	3.3%	0.0%	6.9%
ZUNI RAMAH SERVICE UNIT	136	1.9%	0.7%	0.8%	0.0%	0.7%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	49,931	13.4%	1.7%	5.8%	9.5%
Indian Health Service	8,119	45.4%	4.6%	16.5%	21.4%
ALBUQUERQUE AREA OFFICE	789	48.9%	3.0%	14.9%	25.0%
ACOMA CANONCITO LAGUNA SERVICE UNIT	86	46.2%	1.1%	14.0%	25.6%
ALBUQUERQUE SERVICE UNIT	92	50.3%	6.0%	15.6%	17.5%
MESCALERO SERVICE UNIT	58	52.4%	5.2%	11.7%	20.5%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	50.6%	0.0%	15.2%	34.2%
OFFICE OF CLINICAL PROGRAMS	48	31.5%	2.2%	18.2%	28.3%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	74	38.1%	4.0%	22.2%	28.6%
OFFICE OF OPERATIONAL SUPPORT	33	32.2%	3.1%	44.2%	20.5%
OFFICE OF THE EXECUTIVE OFFICER	57	47.2%	2.0%	10.2%	28.1%
SANTA FE SERVICE UNIT	114	58.2%	3.4%	9.3%	24.7%
TAOS PICURIS SERVICE UNIT	23	56.3%	0.0%	21.2%	18.0%
UTE MOUNTAIN UTE HEALTH CENTER	29	55.6%	3.3%	9.9%	20.9%
ZUNI RAMAH SERVICE UNIT	136	52.0%	2.1%	12.3%	29.4%

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Work-Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	39,985	77.2%	13.3%	9.5%	1,843	6,392	1,839
Indian Health Service	2,275	38.1%	41.4%	20.5%	326	3,942	1,673
ALBUQUERQUE AREA OFFICE	143	33.1%	47.8%	19.2%	28	465	173
ACOMA CANONCITO LAGUNA SERVICE UNIT	20	40.0%	49.6%	10.4%	2	46	19
ALBUQUERQUE SERVICE UNIT	12	41.1%	24.7%	34.2%	2	61	21
MESCALERO SERVICE UNIT	13	30.2%	46.2%	23.6%	0	31	14
NEW SUNRISE REGIONAL TREATMENT CENTER	0	--	--	--	0	8	4
OFFICE OF CLINICAL PROGRAMS	11	45.0%	35.9%	19.1%	1	27	12
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	11	35.9%	37.4%	26.7%	4	43	15
OFFICE OF OPERATIONAL SUPPORT	8	0.0%	34.2%	65.8%	1	20	6
OFFICE OF THE EXECUTIVE OFFICER	12	43.0%	57.0%	0.0%	5	29	11
SANTA FE SERVICE UNIT	20	20.8%	55.2%	24.0%	7	68	24
TAOS PICURIS SERVICE UNIT	5	20.5%	62.7%	16.8%	0	14	4
UTE MOUNTAIN UTE HEALTH CENTER	3	64.6%	0.0%	35.4%	1	20	5
ZUNI RAMAH SERVICE UNIT	22	36.7%	58.6%	4.7%	3	84	32

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

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Department of Health and Human Services	49,733	38.4%	38.5%	7.1%	4.0%	0.9%	36.8%
Indian Health Service	8,190	26.8%	35.7%	6.1%	0.9%	0.5%	46.2%
ALBUQUERQUE AREA OFFICE	796	21.2%	34.5%	4.6%	0.3%	0.5%	50.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	84	10.1%	23.8%	3.8%	0.0%	0.0%	67.3%
ALBUQUERQUE SERVICE UNIT	93	11.9%	46.8%	1.1%	0.0%	0.0%	45.7%
MESCALERO SERVICE UNIT	58	6.8%	34.7%	3.2%	0.0%	1.6%	60.1%
NEW SUNRISE REGIONAL TREATMENT CENTER	12	14.7%	25.7%	0.0%	0.0%	0.0%	59.6%
OFFICE OF CLINICAL PROGRAMS	51	37.6%	39.5%	3.8%	0.0%	0.0%	39.3%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	73	23.8%	26.0%	4.1%	0.0%	0.0%	55.8%
OFFICE OF OPERATIONAL SUPPORT	35	48.9%	46.0%	11.2%	0.0%	0.0%	28.1%
OFFICE OF THE EXECUTIVE OFFICER	56	8.6%	44.4%	9.5%	0.0%	1.8%	47.0%
SANTA FE SERVICE UNIT	119	18.8%	33.3%	5.0%	1.0%	0.9%	51.0%
TAOS PICURIS SERVICE UNIT	22	8.7%	26.3%	13.5%	0.0%	0.0%	59.6%
UTE MOUNTAIN UTE HEALTH CENTER	29	55.6%	42.3%	0.0%	0.0%	0.0%	27.8%
ZUNI RAMAH SERVICE UNIT	138	29.5%	30.2%	4.9%	0.7%	0.8%	47.2%

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Work-Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	32,415	78.0%	16.6%	5.3%	8,982	6,189	2,159
Indian Health Service	4,747	61.3%	27.9%	10.7%	458	2,111	889
ALBUQUERQUE AREA OFFICE	386	59.1%	30.3%	10.5%	31	285	105
ACOMA CANONCITO LAGUNA SERVICE UNIT	39	29.9%	47.0%	23.1%	5	29	13
ALBUQUERQUE SERVICE UNIT	30	64.0%	23.1%	12.9%	1	47	16
MESCALERO SERVICE UNIT	22	44.6%	44.7%	10.7%	1	24	10
NEW SUNRISE REGIONAL TREATMENT CENTER	9	40.7%	49.4%	9.9%	0	2	1
OFFICE OF CLINICAL PROGRAMS	34	82.0%	18.0%	0.0%	1	11	5
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	41	62.8%	30.0%	7.3%	4	24	5
OFFICE OF OPERATIONAL SUPPORT	24	63.1%	24.7%	12.2%	1	8	2
OFFICE OF THE EXECUTIVE OFFICER	22	55.1%	35.8%	9.1%	5	23	7
SANTA FE SERVICE UNIT	51	54.3%	31.9%	13.8%	3	44	21
TAOS PICURIS SERVICE UNIT	9	11.2%	68.4%	20.5%	1	9	4
UTE MOUNTAIN UTE HEALTH CENTER	22	77.1%	18.1%	4.8%	1	5	2
ZUNI RAMAH SERVICE UNIT	71	70.5%	22.7%	6.9%	7	48	15

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	38,580	78.6%	18.0%	3.4%	7,136	1,832	2,065
Indian Health Service	6,549	68.1%	25.5%	6.4%	424	627	604
ALBUQUERQUE AREA OFFICE	634	67.0%	26.5%	6.5%	30	79	66
ACOMA CANONCITO LAGUNA SERVICE UNIT	65	55.3%	30.6%	14.0%	2	10	10
ALBUQUERQUE SERVICE UNIT	79	74.9%	20.2%	4.9%	4	6	7
MESCALERO SERVICE UNIT	47	54.3%	40.7%	5.0%	1	6	3
NEW SUNRISE REGIONAL TREATMENT CENTER	8	64.2%	24.5%	11.3%	1	1	2
OFFICE OF CLINICAL PROGRAMS	41	80.4%	17.3%	2.3%	1	7	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	57	62.6%	28.7%	8.7%	7	6	4
OFFICE OF OPERATIONAL SUPPORT	30	64.2%	29.1%	6.7%	1	1	3
OFFICE OF THE EXECUTIVE OFFICER	46	80.6%	17.5%	1.9%	3	4	4
SANTA FE SERVICE UNIT	89	65.0%	26.6%	8.4%	1	16	12
TAOS PICURIS SERVICE UNIT	20	49.8%	50.2%	0.0%	1	0	2
UTE MOUNTAIN UTE HEALTH CENTER	28	70.9%	21.7%	7.3%	0	1	1
ZUNI RAMAH SERVICE UNIT	103	71.2%	23.2%	5.5%	7	21	10

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Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	22,813	49.8%	45.5%	4.7%	20,453	1,113	5,014
Indian Health Service	4,577	40.7%	53.0%	6.3%	1,938	475	1,181
ALBUQUERQUE AREA OFFICE	409	40.6%	52.7%	6.7%	182	65	148
ACOMA CANONCITO LAGUNA SERVICE UNIT	40	22.6%	59.7%	17.8%	18	8	20
ALBUQUERQUE SERVICE UNIT	48	43.8%	45.8%	10.3%	22	6	17
MESCALERO SERVICE UNIT	30	32.9%	56.1%	11.0%	9	5	12
NEW SUNRISE REGIONAL TREATMENT CENTER	5	0.0%	81.0%	19.0%	2	2	3
OFFICE OF CLINICAL PROGRAMS	22	40.1%	55.8%	4.1%	10	7	12
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	41.5%	58.5%	0.0%	16	5	5
OFFICE OF OPERATIONAL SUPPORT	21	63.2%	32.3%	4.5%	6	0	8
OFFICE OF THE EXECUTIVE OFFICER	28	65.8%	34.2%	0.0%	14	6	8
SANTA FE SERVICE UNIT	56	36.8%	54.9%	8.3%	26	13	24
TAOS PICURIS SERVICE UNIT	10	38.5%	61.5%	0.0%	7	1	5
UTE MOUNTAIN UTE HEALTH CENTER	17	40.8%	53.1%	6.1%	3	2	8
ZUNI RAMAH SERVICE UNIT	70	45.0%	51.0%	4.0%	42	9	20

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	16,347	38.2%	55.9%	5.9%	23,300	4,668	5,045
Indian Health Service	2,800	23.3%	68.4%	8.3%	1,613	1,866	1,899
ALBUQUERQUE AREA OFFICE	228	26.1%	66.8%	7.2%	162	217	196
ACOMA CANONCITO LAGUNA SERVICE UNIT	23	8.5%	81.7%	9.7%	20	29	14
ALBUQUERQUE SERVICE UNIT	22	37.6%	49.0%	13.4%	23	24	24
MESCALERO SERVICE UNIT	17	6.2%	81.0%	12.8%	7	18	14
NEW SUNRISE REGIONAL TREATMENT CENTER	2	0.0%	100.0%	0.0%	3	4	3
OFFICE OF CLINICAL PROGRAMS	12	8.3%	91.7%	0.0%	11	14	14
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	28	29.5%	66.4%	4.1%	21	11	14
OFFICE OF OPERATIONAL SUPPORT	13	37.7%	62.3%	0.0%	7	5	10
OFFICE OF THE EXECUTIVE OFFICER	12	35.6%	64.4%	0.0%	13	18	14
SANTA FE SERVICE UNIT	31	26.7%	67.0%	6.3%	16	42	28
TAOS PICURIS SERVICE UNIT	6	0.0%	100.0%	0.0%	7	5	5
UTE MOUNTAIN UTE HEALTH CENTER	8	24.7%	75.3%	0.0%	4	7	11
ZUNI RAMAH SERVICE UNIT	46	37.4%	51.9%	10.7%	25	34	36

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Work-Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	13,352	28.6%	67.7%	3.7%	23,530	4,053	8,285
Indian Health Service	2,709	23.0%	69.8%	7.2%	1,517	1,753	2,173
ALBUQUERQUE AREA OFFICE	238	27.0%	66.8%	6.2%	148	204	211
ACOMA CANONCITO LAGUNA SERVICE UNIT	25	11.5%	79.5%	9.0%	16	28	17
ALBUQUERQUE SERVICE UNIT	24	38.7%	53.5%	7.8%	23	22	24
MESCALERO SERVICE UNIT	22	22.8%	71.8%	5.4%	7	13	14
NEW SUNRISE REGIONAL TREATMENT CENTER	3	0.0%	100.0%	0.0%	2	3	4
OFFICE OF CLINICAL PROGRAMS	11	0.0%	100.0%	0.0%	11	14	15
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	29	31.5%	68.5%	0.0%	17	13	15
OFFICE OF OPERATIONAL SUPPORT	12	33.3%	66.7%	0.0%	5	6	12
OFFICE OF THE EXECUTIVE OFFICER	14	52.2%	40.7%	7.1%	15	16	12
SANTA FE SERVICE UNIT	30	20.8%	70.2%	9.0%	16	39	30
TAOS PICURIS SERVICE UNIT	6	0.0%	83.4%	16.6%	7	4	6
UTE MOUNTAIN UTE HEALTH CENTER	7	28.1%	71.9%	0.0%	1	5	17
ZUNI RAMAH SERVICE UNIT	46	37.5%	54.1%	8.4%	24	36	35

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My Employment Demographics

Where do you work?

	%
Headquarters	5.0%
Field	95.0%

What is your supervisory status?

	%
Senior Leader	2.0%
Manager	3.6%
Supervisor	14.7%
Team Leader	11.4%
Non-Supervisor	68.3%

What is your pay category/grade?

	%
Federal Wage System	5.1%
GS 1-6	34.1%
GS 7-12	42.7%
GS 13-15	10.3%
Senior Executive Service	0.1%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	7.6%

What is your US military service status?

	%
No Prior Military Service	88.8%
Currently in National Guard or Reserves	1.6%
Retired	1.6%
Separated or Discharged	7.9%

Note: Percentages for demographic questions are unweighted.

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My Employment Demographics (continued)

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

	%
Less than 1 year	2.5%
1 to 3 years	12.3%
4 to 5 years	9.9%
6 to 10 years	17.0%
11 to 14 years	11.0%
15 to 20 years	17.1%
More than 20 years	30.1%

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

	%
Less than 1 year	5.1%
1 to 3 years	16.2%
4 to 5 years	12.7%
6 to 10 years	17.0%
11 to 14 years	9.5%
15 to 20 years	13.5%
More than 20 years	26.1%

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

	%
No	66.3%
Yes, to retire	9.5%
Yes, to take another job within the Federal Government	12.6%
Yes, to take another job outside the Federal Government	4.6%
Yes, other	6.9%

I am planning to retire:

	%
Within one year	6.7%
Between one and three years	11.7%
Between three and five years	10.1%
Five or more years	71.5%

Note: Percentages for demographic questions are unweighted.

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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	7.2%
No	92.8%

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

	%
White	19.0%
Black or African American	0.9%
All other races	80.1%

What is your age group?

	%
29 years and under	5.3%
30-39 years old	18.2%
40-49 years old	25.2%
50-59 years old	30.4%
60 years or older	20.8%

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

	%
Less than High School/ High School Diploma/ GED	10.9%
Certification/ Some College/ Associate's Degree	47.6%
Bachelor's Degree	16.7%
Advanced Degrees (Post Bachelor's Degree)	24.8%

Are you an individual with a disability?

	%
Yes	5.1%
No	94.9%

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.

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My Personal Demographics (continued)

<i>Are you:</i>	
	%
Male	26.1%
Female	73.9%

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.