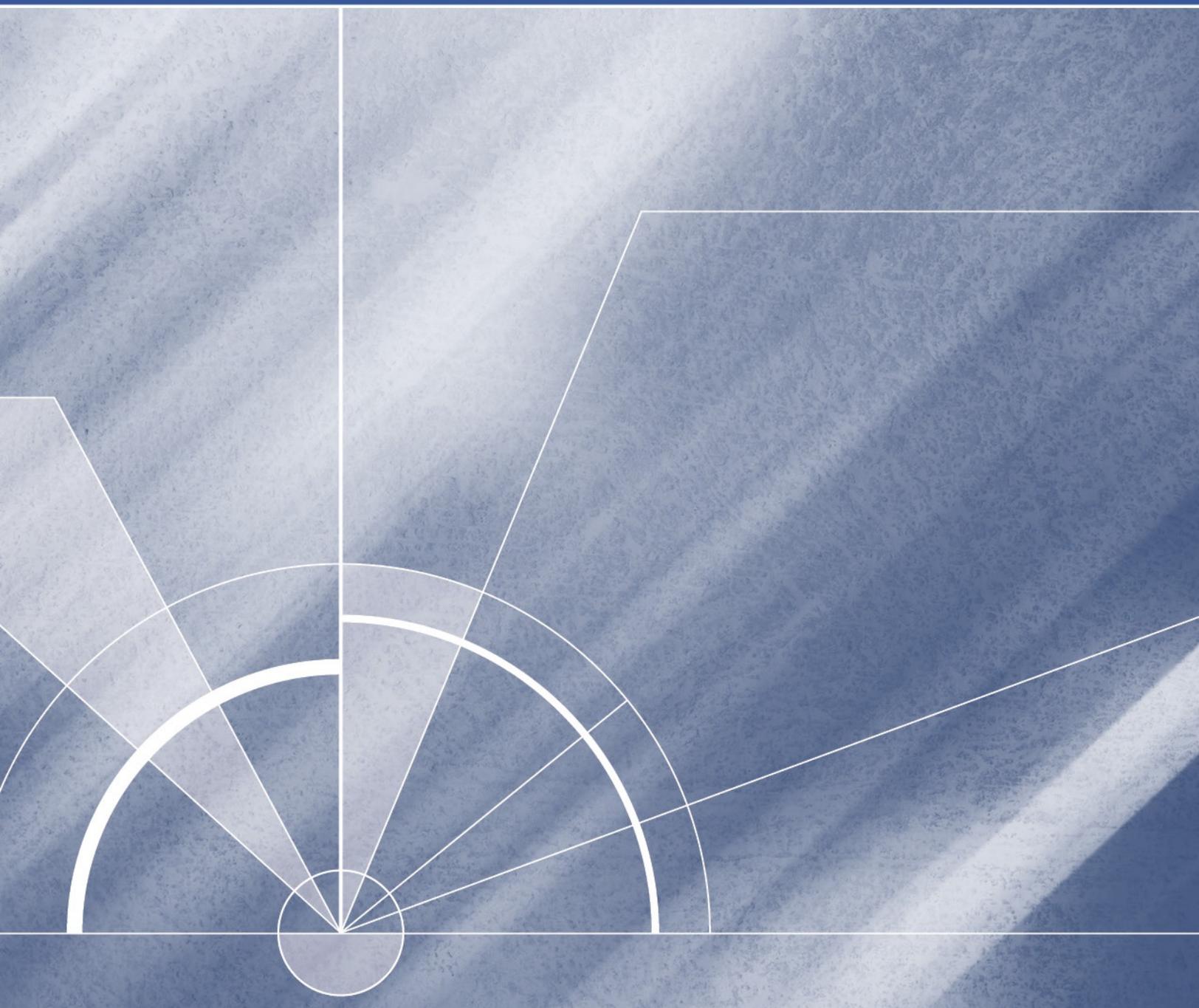


2019

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

3rd Level  
Subagency  
Comparison  
Report

Department of Health and Human Services  
Oklahoma Area



# Department of Health and Human Services

## Oklahoma Area

### *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%
<b>Oklahoma Area</b>	<b>984</b>	<b>75.9%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	78.6%
CLAREMORE SERVICE UNIT	261	75.2%
CLINTON SERVICE UNIT	132	84.1%
IPA / MOA PROVIDER GRP	<10	--
KANSAS SERVICE UNIT	49	92.5%
LAWTON SERVICE UNIT	246	62.6%
OEH & E GROUP	39	72.2%
OFC OF ADMIN & MGMT	21	77.8%
OFC OF HLTH PRGM SERVS	16	100.0%
OFC OF PRGM PLNG & EVAL	10	83.3%
OFC OF THE AREA DIR	<10	--
OFC OF TRIBAL DEVELOPMENT & OPERATIONS	<10	--
PAWNEE SERVICE UNIT	94	93.1%
WEWOKA SERVICE UNIT	88	90.7%

#### 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"*

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**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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%
<b>Oklahoma Area</b>	<b>969</b>	<b>70.4%</b>	<b>14.6%</b>	<b>15.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	52.7%	27.2%	20.0%
CLAREMORE SERVICE UNIT	252	67.8%	15.0%	17.2%
CLINTON SERVICE UNIT	131	77.1%	8.5%	14.4%
KANSAS SERVICE UNIT	49	82.7%	4.0%	13.3%
LAWTON SERVICE UNIT	244	70.6%	15.2%	14.2%
OEH & E GROUP	39	71.9%	17.5%	10.5%
OFC OF ADMIN & MGMT	21	53.2%	28.0%	18.8%
OFC OF HLTH PRGM SERVS	16	81.3%	12.3%	6.4%
OFC OF PRGM PLNG & EVAL	10	57.9%	22.1%	20.0%
PAWNEE SERVICE UNIT	91	68.7%	14.8%	16.5%
WEWOKA SERVICE UNIT	88	65.7%	19.7%	14.7%

***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%
<b>Oklahoma Area</b>	<b>976</b>	<b>75.4%</b>	<b>14.5%</b>	<b>10.1%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	71.5%	28.5%	0.0%
CLAREMORE SERVICE UNIT	259	73.1%	14.9%	12.0%
CLINTON SERVICE UNIT	132	81.8%	11.6%	6.6%
KANSAS SERVICE UNIT	49	80.7%	7.8%	11.5%
LAWTON SERVICE UNIT	244	76.8%	13.9%	9.3%
OEH & E GROUP	38	68.6%	21.0%	10.4%
OFC OF ADMIN & MGMT	19	69.1%	16.1%	14.8%
OFC OF HLTH PRGM SERVS	16	87.5%	6.1%	6.4%
OFC OF PRGM PLNG & EVAL	10	60.5%	39.5%	0.0%
PAWNEE SERVICE UNIT	93	71.8%	15.7%	12.6%
WEWOKA SERVICE UNIT	88	70.5%	17.4%	12.1%

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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%
<b>Oklahoma Area</b>	<b>971</b>	<b>67.8%</b>	<b>17.1%</b>	<b>15.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	73.7%	8.3%	18.0%
CLAREMORE SERVICE UNIT	258	67.8%	15.2%	17.0%
CLINTON SERVICE UNIT	132	77.0%	12.5%	10.5%
KANSAS SERVICE UNIT	49	85.0%	2.1%	12.9%
LAWTON SERVICE UNIT	246	64.8%	19.8%	15.4%
OEH & E GROUP	36	60.7%	33.3%	6.0%
OFC OF ADMIN & MGMT	21	56.8%	23.7%	19.5%
OFC OF HLTH PRGM SERVS	15	75.2%	12.2%	12.6%
OFC OF PRGM PLNG & EVAL	10	49.6%	41.7%	8.7%
PAWNEE SERVICE UNIT	91	62.2%	23.4%	14.4%
WEWOKA SERVICE UNIT	87	61.5%	16.8%	21.7%

**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%
<b>Oklahoma Area</b>	<b>980</b>	<b>79.3%</b>	<b>12.3%</b>	<b>8.5%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	79.1%	11.6%	9.3%
CLAREMORE SERVICE UNIT	259	79.5%	8.8%	11.8%
CLINTON SERVICE UNIT	132	79.4%	11.2%	9.4%
KANSAS SERVICE UNIT	49	83.1%	12.4%	4.5%
LAWTON SERVICE UNIT	246	80.1%	13.4%	6.5%
OEH & E GROUP	38	80.9%	16.0%	3.1%
OFC OF ADMIN & MGMT	21	85.9%	9.9%	4.2%
OFC OF HLTH PRGM SERVS	16	87.0%	6.6%	6.4%
OFC OF PRGM PLNG & EVAL	10	83.6%	16.4%	0.0%
PAWNEE SERVICE UNIT	94	75.4%	18.1%	6.6%
WEWOKA SERVICE UNIT	88	72.5%	14.3%	13.3%

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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%
<b>Oklahoma Area</b>	<b>978</b>	<b>92.1%</b>	<b>6.4%</b>	<b>1.4%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	90.7%	9.3%	0.0%
CLAREMORE SERVICE UNIT	259	93.7%	4.3%	2.1%
CLINTON SERVICE UNIT	132	92.9%	4.7%	2.5%
KANSAS SERVICE UNIT	49	85.2%	10.3%	4.5%
LAWTON SERVICE UNIT	246	92.4%	7.1%	0.4%
OEH & E GROUP	38	89.5%	10.5%	0.0%
OFC OF ADMIN & MGMT	21	90.8%	9.2%	0.0%
OFC OF HLTH PRGM SERVS	16	87.0%	13.0%	0.0%
OFC OF PRGM PLNG & EVAL	10	72.8%	27.2%	0.0%
PAWNEE SERVICE UNIT	92	92.3%	7.7%	0.0%
WEWOKA SERVICE UNIT	88	92.7%	4.9%	2.4%

**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%
<b>Oklahoma Area</b>	<b>974</b>	<b>87.8%</b>	<b>7.9%</b>	<b>4.3%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	17.9%	0.0%
CLAREMORE SERVICE UNIT	258	88.0%	7.6%	4.4%
CLINTON SERVICE UNIT	131	90.4%	3.3%	6.3%
KANSAS SERVICE UNIT	48	93.2%	4.6%	2.2%
LAWTON SERVICE UNIT	245	89.4%	6.5%	4.1%
OEH & E GROUP	37	83.8%	16.2%	0.0%
OFC OF ADMIN & MGMT	21	81.7%	13.3%	4.9%
OFC OF HLTH PRGM SERVS	16	93.6%	0.0%	6.4%
OFC OF PRGM PLNG & EVAL	10	92.3%	7.7%	0.0%
PAWNEE SERVICE UNIT	93	81.3%	13.4%	5.3%
WEWOKA SERVICE UNIT	87	85.3%	9.3%	5.4%

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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%
<b>Oklahoma Area</b>	<b>978</b>	<b>98.4%</b>	<b>1.1%</b>	<b>0.5%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	100.0%	0.0%	0.0%
CLAREMORE SERVICE UNIT	259	98.9%	0.8%	0.4%
CLINTON SERVICE UNIT	132	99.3%	0.7%	0.0%
KANSAS SERVICE UNIT	49	100.0%	0.0%	0.0%
LAWTON SERVICE UNIT	245	98.8%	0.0%	1.2%
OEH & E GROUP	38	97.6%	2.4%	0.0%
OFC OF ADMIN & MGMT	21	95.8%	4.2%	0.0%
OFC OF HLTH PRGM SERVS	16	100.0%	0.0%	0.0%
OFC OF PRGM PLNG & EVAL	10	100.0%	0.0%	0.0%
PAWNEE SERVICE UNIT	92	94.2%	4.8%	1.0%
WEWOKA SERVICE UNIT	88	97.8%	2.2%	0.0%

**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%
<b>Oklahoma Area</b>	<b>980</b>	<b>94.3%</b>	<b>5.4%</b>	<b>0.3%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	100.0%	0.0%	0.0%
CLAREMORE SERVICE UNIT	259	95.5%	4.1%	0.4%
CLINTON SERVICE UNIT	131	92.5%	6.7%	0.8%
KANSAS SERVICE UNIT	49	100.0%	0.0%	0.0%
LAWTON SERVICE UNIT	246	94.7%	5.3%	0.0%
OEH & E GROUP	38	97.6%	2.4%	0.0%
OFC OF ADMIN & MGMT	21	95.8%	4.2%	0.0%
OFC OF HLTH PRGM SERVS	16	84.4%	15.6%	0.0%
OFC OF PRGM PLNG & EVAL	10	100.0%	0.0%	0.0%
PAWNEE SERVICE UNIT	94	88.1%	10.9%	1.0%
WEWOKA SERVICE UNIT	88	94.4%	5.6%	0.0%

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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
<b>Oklahoma Area</b>	<b>962</b>	<b>58.9%</b>	<b>16.7%</b>	<b>24.3%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	55.1%	28.3%	16.6%	0
CLAREMORE SERVICE UNIT	246	54.5%	14.6%	31.0%	1
CLINTON SERVICE UNIT	132	64.8%	17.4%	17.9%	0
KANSAS SERVICE UNIT	49	52.8%	20.3%	26.9%	0
LAWTON SERVICE UNIT	244	58.8%	18.6%	22.6%	0
OEH & E GROUP	38	55.9%	15.4%	28.8%	0
OFC OF ADMIN & MGMT	21	61.9%	24.9%	13.2%	0
OFC OF HLTH PRGM SERVS	16	67.8%	5.7%	26.5%	0
OFC OF PRGM PLNG & EVAL	10	30.8%	0.0%	69.2%	0
PAWNEE SERVICE UNIT	90	59.3%	16.5%	24.3%	2
WEWOKA SERVICE UNIT	88	68.2%	14.9%	16.9%	0

**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
<b>Oklahoma Area</b>	<b>976</b>	<b>64.4%</b>	<b>16.1%</b>	<b>19.5%</b>	<b>1</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	45.6%	28.3%	26.1%	0
CLAREMORE SERVICE UNIT	259	63.7%	14.2%	22.2%	0
CLINTON SERVICE UNIT	131	68.7%	14.0%	17.4%	1
KANSAS SERVICE UNIT	49	63.1%	22.2%	14.7%	0
LAWTON SERVICE UNIT	244	65.1%	16.0%	18.9%	0
OEH & E GROUP	37	71.0%	18.2%	10.7%	0
OFC OF ADMIN & MGMT	21	61.5%	20.0%	18.5%	0
OFC OF HLTH PRGM SERVS	16	69.9%	12.3%	17.8%	0
OFC OF PRGM PLNG & EVAL	10	30.8%	29.6%	39.6%	0
PAWNEE SERVICE UNIT	93	57.0%	19.8%	23.3%	0
WEWOKA SERVICE UNIT	88	67.0%	14.3%	18.7%	0

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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
<b>Oklahoma Area</b>	<b>969</b>	<b>71.4%</b>	<b>14.8%</b>	<b>13.8%</b>	<b>1</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	70.6%	18.7%	10.7%	0
CLAREMORE SERVICE UNIT	259	70.6%	13.7%	15.7%	0
CLINTON SERVICE UNIT	132	74.7%	10.0%	15.3%	0
KANSAS SERVICE UNIT	47	77.4%	11.2%	11.4%	1
LAWTON SERVICE UNIT	241	73.1%	14.2%	12.8%	0
OEH & E GROUP	38	74.0%	14.9%	11.1%	0
OFC OF ADMIN & MGMT	21	61.7%	28.6%	9.7%	0
OFC OF HLTH PRGM SERVS	15	72.2%	15.2%	12.7%	0
OFC OF PRGM PLNG & EVAL	10	61.5%	27.7%	10.8%	0
PAWNEE SERVICE UNIT	92	69.2%	16.7%	14.2%	0
WEWOKA SERVICE UNIT	87	62.6%	21.8%	15.7%	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
<b>Oklahoma Area</b>	<b>978</b>	<b>90.2%</b>	<b>7.8%</b>	<b>2.1%</b>	<b>2</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	89.5%	10.5%	0.0%	0
CLAREMORE SERVICE UNIT	260	89.1%	7.8%	3.1%	0
CLINTON SERVICE UNIT	132	92.3%	6.2%	1.5%	0
KANSAS SERVICE UNIT	49	93.3%	4.3%	2.4%	0
LAWTON SERVICE UNIT	244	89.7%	8.0%	2.4%	1
OEH & E GROUP	38	94.7%	5.3%	0.0%	0
OFC OF ADMIN & MGMT	21	81.6%	18.4%	0.0%	0
OFC OF HLTH PRGM SERVS	16	100.0%	0.0%	0.0%	0
OFC OF PRGM PLNG & EVAL	10	89.6%	0.0%	10.4%	0
PAWNEE SERVICE UNIT	93	88.1%	9.6%	2.3%	1
WEWOKA SERVICE UNIT	87	90.9%	9.1%	0.0%	0

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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
<b>Oklahoma Area</b>	<b>976</b>	<b>97.3%</b>	<b>2.2%</b>	<b>0.5%</b>	<b>0</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	90.4%	9.6%	0.0%	0
CLAREMORE SERVICE UNIT	260	98.1%	1.1%	0.8%	0
CLINTON SERVICE UNIT	131	95.9%	3.3%	0.8%	0
KANSAS SERVICE UNIT	48	100.0%	0.0%	0.0%	0
LAWTON SERVICE UNIT	245	97.6%	1.9%	0.4%	0
OEH & E GROUP	38	97.6%	2.4%	0.0%	0
OFC OF ADMIN & MGMT	21	91.4%	8.6%	0.0%	0
OFC OF HLTH PRGM SERVS	16	100.0%	0.0%	0.0%	0
OFC OF PRGM PLNG & EVAL	10	100.0%	0.0%	0.0%	0
PAWNEE SERVICE UNIT	92	93.5%	5.5%	1.0%	0
WEWOKA SERVICE UNIT	87	99.0%	1.0%	0.0%	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
<b>Oklahoma Area</b>	<b>980</b>	<b>74.3%</b>	<b>11.4%</b>	<b>14.4%</b>	<b>1</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	81.1%	0.0%	18.9%	0
CLAREMORE SERVICE UNIT	260	68.9%	11.2%	20.0%	0
CLINTON SERVICE UNIT	132	77.6%	10.5%	11.8%	0
KANSAS SERVICE UNIT	49	70.7%	10.6%	18.6%	0
LAWTON SERVICE UNIT	244	76.6%	10.6%	12.8%	1
OEH & E GROUP	38	92.5%	7.5%	0.0%	0
OFC OF ADMIN & MGMT	21	67.9%	8.9%	23.2%	0
OFC OF HLTH PRGM SERVS	16	60.0%	21.8%	18.2%	0
OFC OF PRGM PLNG & EVAL	10	78.3%	21.7%	0.0%	0
PAWNEE SERVICE UNIT	94	73.3%	15.3%	11.4%	0
WEWOKA SERVICE UNIT	88	73.3%	12.2%	14.5%	0

**Department of Health and Human Services**  
**Oklahoma Area**  
**3rd Level Subagency Comparison Report**

**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
<b>Oklahoma Area</b>	<b>976</b>	<b>78.3%</b>	<b>10.6%</b>	<b>11.2%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	73.7%	16.8%	9.6%	0
CLAREMORE SERVICE UNIT	257	79.0%	6.5%	14.4%	1
CLINTON SERVICE UNIT	131	75.7%	10.3%	14.0%	1
KANSAS SERVICE UNIT	49	84.9%	4.3%	10.8%	0
LAWTON SERVICE UNIT	245	82.5%	9.3%	8.2%	0
OEH & E GROUP	38	90.2%	6.9%	2.9%	0
OFC OF ADMIN & MGMT	21	64.6%	21.1%	14.3%	0
OFC OF HLTH PRGM SERVS	16	88.1%	6.4%	5.4%	0
OFC OF PRGM PLNG & EVAL	10	81.8%	18.2%	0.0%	0
PAWNEE SERVICE UNIT	94	65.9%	23.9%	10.1%	0
WEWOKA SERVICE UNIT	88	71.1%	14.3%	14.6%	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
<b>Oklahoma Area</b>	<b>975</b>	<b>85.9%</b>	<b>10.6%</b>	<b>3.5%</b>	<b>4</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	89.5%	0.0%	10.5%	0
CLAREMORE SERVICE UNIT	258	85.5%	9.3%	5.2%	1
CLINTON SERVICE UNIT	132	89.1%	7.8%	3.1%	0
KANSAS SERVICE UNIT	49	85.0%	8.4%	6.6%	0
LAWTON SERVICE UNIT	244	86.2%	11.7%	2.1%	1
OEH & E GROUP	38	97.6%	2.4%	0.0%	0
OFC OF ADMIN & MGMT	21	87.6%	8.6%	3.8%	0
OFC OF HLTH PRGM SERVS	16	85.5%	14.5%	0.0%	0
OFC OF PRGM PLNG & EVAL	10	89.2%	10.8%	0.0%	0
PAWNEE SERVICE UNIT	93	79.4%	17.4%	3.2%	1
WEWOKA SERVICE UNIT	87	80.5%	16.1%	3.3%	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
<b>Oklahoma Area</b>	<b>963</b>	<b>65.9%</b>	<b>17.8%</b>	<b>16.3%</b>	<b>14</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	64.3%	28.4%	7.3%	0
CLAREMORE SERVICE UNIT	258	63.8%	16.3%	19.9%	2
CLINTON SERVICE UNIT	130	73.8%	12.4%	13.8%	2
KANSAS SERVICE UNIT	48	89.6%	3.9%	6.5%	1
LAWTON SERVICE UNIT	241	66.0%	18.7%	15.4%	3
OEH & E GROUP	36	67.0%	25.3%	7.7%	1
OFC OF ADMIN & MGMT	21	42.8%	24.0%	33.3%	0
OFC OF HLTH PRGM SERVS	15	75.6%	6.1%	18.3%	1
OFC OF PRGM PLNG & EVAL	8	60.9%	39.1%	0.0%	2
PAWNEE SERVICE UNIT	92	54.9%	25.9%	19.1%	0
WEWOKA SERVICE UNIT	86	59.2%	23.2%	17.6%	2

**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
<b>Oklahoma Area</b>	<b>966</b>	<b>61.5%</b>	<b>22.7%</b>	<b>15.8%</b>	<b>11</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	81.1%	18.9%	0.0%	0
CLAREMORE SERVICE UNIT	255	63.6%	20.9%	15.6%	3
CLINTON SERVICE UNIT	130	69.8%	17.3%	13.0%	1
KANSAS SERVICE UNIT	47	68.1%	20.0%	11.8%	2
LAWTON SERVICE UNIT	242	62.0%	22.9%	15.1%	3
OEH & E GROUP	38	56.5%	32.6%	10.9%	0
OFC OF ADMIN & MGMT	20	31.8%	48.6%	19.6%	1
OFC OF HLTH PRGM SERVS	16	62.4%	25.8%	11.8%	0
OFC OF PRGM PLNG & EVAL	9	24.1%	32.7%	43.2%	1
PAWNEE SERVICE UNIT	93	52.0%	23.9%	24.1%	0
WEWOKA SERVICE UNIT	88	56.7%	25.4%	17.9%	0

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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
<b>Oklahoma Area</b>	<b>972</b>	<b>81.1%</b>	<b>10.1%</b>	<b>8.8%</b>	<b>5</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	72.6%	17.8%	9.6%	0
CLAREMORE SERVICE UNIT	257	83.9%	7.3%	8.8%	1
CLINTON SERVICE UNIT	131	81.6%	9.7%	8.6%	0
KANSAS SERVICE UNIT	48	89.0%	4.2%	6.8%	0
LAWTON SERVICE UNIT	245	85.4%	7.9%	6.7%	1
OEH & E GROUP	39	80.3%	16.9%	2.8%	0
OFC OF ADMIN & MGMT	21	54.1%	27.4%	18.5%	0
OFC OF HLTH PRGM SERVS	16	89.2%	5.4%	5.4%	0
OFC OF PRGM PLNG & EVAL	9	78.1%	21.9%	0.0%	1
PAWNEE SERVICE UNIT	93	72.3%	18.0%	9.7%	0
WEWOKA SERVICE UNIT	86	71.2%	11.5%	17.2%	1

**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%
<b>Oklahoma Area</b>	<b>980</b>	<b>70.0%</b>	<b>16.1%</b>	<b>13.9%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	46.4%	37.8%	15.7%
CLAREMORE SERVICE UNIT	258	63.3%	18.0%	18.7%
CLINTON SERVICE UNIT	131	75.9%	10.7%	13.5%
KANSAS SERVICE UNIT	49	71.9%	18.1%	10.0%
LAWTON SERVICE UNIT	246	78.6%	11.5%	9.9%
OEH & E GROUP	39	84.8%	5.1%	10.1%
OFC OF ADMIN & MGMT	21	50.9%	29.2%	19.9%
OFC OF HLTH PRGM SERVS	16	73.7%	13.9%	12.4%
OFC OF PRGM PLNG & EVAL	10	67.5%	22.1%	10.4%
PAWNEE SERVICE UNIT	94	57.3%	26.6%	16.1%
WEWOKA SERVICE UNIT	88	65.6%	19.7%	14.7%

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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
<b>Oklahoma Area</b>	<b>950</b>	<b>49.2%</b>	<b>26.9%</b>	<b>23.9%</b>	<b>21</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	47.9%	34.4%	17.7%	0
CLAREMORE SERVICE UNIT	250	48.5%	26.6%	24.9%	4
CLINTON SERVICE UNIT	131	48.2%	31.2%	20.6%	0
KANSAS SERVICE UNIT	49	53.6%	14.1%	32.3%	0
LAWTON SERVICE UNIT	238	51.8%	25.0%	23.2%	5
OEH & E GROUP	38	50.5%	31.6%	17.9%	1
OFC OF ADMIN & MGMT	19	50.6%	15.7%	33.7%	2
OFC OF HLTH PRGM SERVS	15	54.5%	25.6%	19.9%	1
OFC OF PRGM PLNG & EVAL	9	20.1%	22.0%	57.8%	1
PAWNEE SERVICE UNIT	86	45.7%	30.4%	23.9%	6
WEWOKA SERVICE UNIT	88	43.9%	33.3%	22.8%	0

**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
<b>Oklahoma Area</b>	<b>932</b>	<b>45.8%</b>	<b>29.3%</b>	<b>24.9%</b>	<b>38</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	33.1%	38.3%	28.6%	1
CLAREMORE SERVICE UNIT	246	43.0%	28.5%	28.5%	12
CLINTON SERVICE UNIT	126	53.9%	26.8%	19.3%	2
KANSAS SERVICE UNIT	48	54.1%	24.6%	21.3%	1
LAWTON SERVICE UNIT	234	45.8%	30.7%	23.5%	7
OEH & E GROUP	38	52.9%	36.6%	10.5%	1
OFC OF ADMIN & MGMT	18	46.3%	9.5%	44.2%	3
OFC OF HLTH PRGM SERVS	14	35.0%	37.0%	28.1%	2
OFC OF PRGM PLNG & EVAL	10	40.9%	30.1%	29.0%	0
PAWNEE SERVICE UNIT	87	39.4%	33.4%	27.2%	6
WEWOKA SERVICE UNIT	86	37.5%	30.7%	31.8%	1

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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
<b>Oklahoma Area</b>	<b>944</b>	<b>37.0%</b>	<b>26.6%</b>	<b>36.4%</b>	<b>29</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	11.1%	48.9%	39.9%	0
CLAREMORE SERVICE UNIT	255	37.9%	19.5%	42.6%	4
CLINTON SERVICE UNIT	128	41.5%	25.9%	32.6%	3
KANSAS SERVICE UNIT	48	34.5%	32.0%	33.5%	1
LAWTON SERVICE UNIT	233	37.7%	26.4%	35.9%	9
OEH & E GROUP	38	42.1%	44.8%	13.1%	1
OFC OF ADMIN & MGMT	18	33.5%	10.4%	56.1%	2
OFC OF HLTH PRGM SERVS	14	49.2%	20.8%	30.0%	2
OFC OF PRGM PLNG & EVAL	10	8.7%	31.7%	59.6%	0
PAWNEE SERVICE UNIT	88	36.6%	32.0%	31.4%	4
WEWOKA SERVICE UNIT	87	24.5%	33.1%	42.4%	1

**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
<b>Oklahoma Area</b>	<b>958</b>	<b>42.4%</b>	<b>27.8%</b>	<b>29.8%</b>	<b>20</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	29.9%	34.4%	35.8%	0
CLAREMORE SERVICE UNIT	258	39.3%	24.1%	36.6%	1
CLINTON SERVICE UNIT	130	47.1%	27.5%	25.4%	1
KANSAS SERVICE UNIT	48	41.8%	29.8%	28.4%	1
LAWTON SERVICE UNIT	238	45.3%	25.2%	29.6%	5
OEH & E GROUP	38	53.0%	39.3%	7.8%	1
OFC OF ADMIN & MGMT	19	43.4%	4.3%	52.3%	2
OFC OF HLTH PRGM SERVS	15	32.4%	41.4%	26.2%	1
OFC OF PRGM PLNG & EVAL	9	19.2%	34.6%	46.2%	1
PAWNEE SERVICE UNIT	89	37.5%	39.6%	22.9%	5
WEWOKA SERVICE UNIT	87	36.2%	30.3%	33.5%	1

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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
<b>Oklahoma Area</b>	<b>943</b>	<b>50.5%</b>	<b>24.4%</b>	<b>25.2%</b>	<b>29</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	19.8%	58.6%	21.6%	0
CLAREMORE SERVICE UNIT	250	47.3%	25.1%	27.6%	7
CLINTON SERVICE UNIT	131	51.8%	23.1%	25.1%	0
KANSAS SERVICE UNIT	48	57.6%	18.4%	24.0%	1
LAWTON SERVICE UNIT	233	53.6%	22.0%	24.5%	9
OEH & E GROUP	39	57.0%	38.0%	5.1%	0
OFC OF ADMIN & MGMT	17	48.2%	16.1%	35.7%	4
OFC OF HLTH PRGM SERVS	15	39.3%	34.5%	26.2%	1
OFC OF PRGM PLNG & EVAL	9	31.1%	34.6%	34.2%	1
PAWNEE SERVICE UNIT	90	52.4%	24.1%	23.5%	3
WEWOKA SERVICE UNIT	85	42.3%	23.7%	34.1%	2

**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
<b>Oklahoma Area</b>	<b>973</b>	<b>69.3%</b>	<b>18.7%</b>	<b>12.0%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	63.2%	17.9%	18.9%	0
CLAREMORE SERVICE UNIT	259	67.2%	19.2%	13.6%	0
CLINTON SERVICE UNIT	130	72.1%	17.4%	10.5%	0
KANSAS SERVICE UNIT	49	82.8%	10.5%	6.7%	0
LAWTON SERVICE UNIT	241	71.8%	16.9%	11.3%	1
OEH & E GROUP	39	79.5%	17.7%	2.8%	0
OFC OF ADMIN & MGMT	20	59.4%	30.2%	10.4%	1
OFC OF HLTH PRGM SERVS	16	82.4%	11.2%	6.4%	0
OFC OF PRGM PLNG & EVAL	10	50.1%	22.1%	27.8%	0
PAWNEE SERVICE UNIT	93	59.7%	25.8%	14.5%	1
WEWOKA SERVICE UNIT	88	59.2%	24.0%	16.9%	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
<b>Oklahoma Area</b>	<b>957</b>	<b>64.9%</b>	<b>24.1%</b>	<b>11.0%</b>	<b>14</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	46.4%	35.8%	17.7%	0
CLAREMORE SERVICE UNIT	255	60.9%	26.5%	12.6%	2
CLINTON SERVICE UNIT	130	65.2%	23.3%	11.5%	0
KANSAS SERVICE UNIT	49	81.0%	10.8%	8.2%	0
LAWTON SERVICE UNIT	241	72.5%	18.1%	9.4%	1
OEH & E GROUP	37	64.8%	29.4%	5.8%	2
OFC OF ADMIN & MGMT	18	49.7%	27.0%	23.2%	3
OFC OF HLTH PRGM SERVS	14	34.5%	58.2%	7.3%	2
OFC OF PRGM PLNG & EVAL	10	52.7%	29.1%	18.2%	0
PAWNEE SERVICE UNIT	89	66.9%	24.0%	9.1%	2
WEWOKA SERVICE UNIT	86	52.5%	35.1%	12.4%	2

**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%
<b>Oklahoma Area</b>	<b>971</b>	<b>85.3%</b>	<b>12.7%</b>	<b>2.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	71.6%	28.4%	0.0%
CLAREMORE SERVICE UNIT	255	82.1%	14.6%	3.3%
CLINTON SERVICE UNIT	131	87.9%	10.6%	1.5%
KANSAS SERVICE UNIT	49	95.5%	4.5%	0.0%
LAWTON SERVICE UNIT	242	86.3%	12.1%	1.7%
OEH & E GROUP	39	87.6%	9.7%	2.7%
OFC OF ADMIN & MGMT	21	90.0%	10.0%	0.0%
OFC OF HLTH PRGM SERVS	16	93.6%	6.4%	0.0%
OFC OF PRGM PLNG & EVAL	10	100.0%	0.0%	0.0%
PAWNEE SERVICE UNIT	92	80.7%	15.0%	4.3%
WEWOKA SERVICE UNIT	88	82.0%	18.0%	0.0%

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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
<b>Oklahoma Area</b>	<b>970</b>	<b>83.6%</b>	<b>12.6%</b>	<b>3.8%</b>	<b>5</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	17.9%	0.0%	0
CLAREMORE SERVICE UNIT	256	81.2%	14.2%	4.7%	1
CLINTON SERVICE UNIT	131	88.6%	9.1%	2.3%	0
KANSAS SERVICE UNIT	49	95.7%	1.9%	2.4%	0
LAWTON SERVICE UNIT	241	86.4%	10.3%	3.3%	1
OEH & E GROUP	39	77.6%	17.4%	4.9%	0
OFC OF ADMIN & MGMT	20	78.4%	11.2%	10.4%	1
OFC OF HLTH PRGM SERVS	16	93.6%	6.4%	0.0%	0
OFC OF PRGM PLNG & EVAL	10	78.8%	10.8%	10.4%	0
PAWNEE SERVICE UNIT	93	76.6%	18.1%	5.3%	1
WEWOKA SERVICE UNIT	87	77.5%	19.4%	3.2%	1

**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
<b>Oklahoma Area</b>	<b>942</b>	<b>52.5%</b>	<b>29.6%</b>	<b>18.0%</b>	<b>19</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	47.8%	36.5%	15.7%	0
CLAREMORE SERVICE UNIT	245	49.6%	27.3%	23.0%	4
CLINTON SERVICE UNIT	128	60.2%	26.1%	13.7%	3
KANSAS SERVICE UNIT	49	66.9%	16.3%	16.8%	0
LAWTON SERVICE UNIT	236	50.1%	31.3%	18.6%	3
OEH & E GROUP	37	64.6%	27.8%	7.6%	1
OFC OF ADMIN & MGMT	19	42.8%	21.0%	36.2%	2
OFC OF HLTH PRGM SERVS	15	71.7%	21.5%	6.8%	1
OFC OF PRGM PLNG & EVAL	10	21.5%	58.5%	20.0%	0
PAWNEE SERVICE UNIT	91	46.2%	41.9%	11.9%	2
WEWOKA SERVICE UNIT	85	46.1%	32.4%	21.5%	2

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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
<b>Oklahoma Area</b>	<b>954</b>	<b>55.2%</b>	<b>23.7%</b>	<b>21.1%</b>	<b>11</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	23.9%	56.7%	19.4%	1
CLAREMORE SERVICE UNIT	252	52.1%	23.1%	24.8%	2
CLINTON SERVICE UNIT	130	63.9%	16.1%	19.9%	0
KANSAS SERVICE UNIT	49	73.5%	13.4%	13.1%	0
LAWTON SERVICE UNIT	236	53.6%	25.9%	20.5%	2
OEH & E GROUP	37	65.2%	29.4%	5.4%	1
OFC OF ADMIN & MGMT	20	54.9%	14.9%	30.3%	1
OFC OF HLTH PRGM SERVS	16	61.9%	18.9%	19.2%	0
OFC OF PRGM PLNG & EVAL	10	32.3%	30.1%	37.6%	0
PAWNEE SERVICE UNIT	93	50.6%	31.5%	17.9%	1
WEWOKA SERVICE UNIT	85	45.2%	26.5%	28.3%	3

**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
<b>Oklahoma Area</b>	<b>940</b>	<b>47.4%</b>	<b>30.7%</b>	<b>21.9%</b>	<b>19</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	21.2%	49.0%	29.8%	1
CLAREMORE SERVICE UNIT	249	47.8%	28.4%	23.8%	4
CLINTON SERVICE UNIT	129	56.0%	24.8%	19.2%	1
KANSAS SERVICE UNIT	49	54.5%	30.3%	15.2%	0
LAWTON SERVICE UNIT	230	46.1%	31.8%	22.1%	5
OEH & E GROUP	37	53.8%	37.9%	8.2%	2
OFC OF ADMIN & MGMT	20	26.3%	29.1%	44.6%	1
OFC OF HLTH PRGM SERVS	15	46.9%	33.9%	19.2%	1
OFC OF PRGM PLNG & EVAL	10	32.3%	31.3%	36.5%	0
PAWNEE SERVICE UNIT	90	42.3%	38.9%	18.8%	2
WEWOKA SERVICE UNIT	85	40.4%	32.4%	27.1%	1

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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
<b>Oklahoma Area</b>	<b>923</b>	<b>45.3%</b>	<b>25.4%</b>	<b>29.3%</b>	<b>41</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	31.6%	27.2%	41.2%	1
CLAREMORE SERVICE UNIT	242	41.2%	22.7%	36.1%	9
CLINTON SERVICE UNIT	130	51.5%	22.1%	26.3%	1
KANSAS SERVICE UNIT	47	63.4%	10.3%	26.3%	2
LAWTON SERVICE UNIT	226	51.7%	23.8%	24.5%	13
OEH & E GROUP	39	46.3%	41.6%	12.2%	0
OFC OF ADMIN & MGMT	18	30.1%	20.4%	49.5%	3
OFC OF HLTH PRGM SERVS	13	45.4%	13.8%	40.8%	3
OFC OF PRGM PLNG & EVAL	10	8.7%	54.4%	36.9%	0
PAWNEE SERVICE UNIT	88	40.5%	32.1%	27.4%	4
WEWOKA SERVICE UNIT	84	28.9%	36.0%	35.1%	4

**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
<b>Oklahoma Area</b>	<b>912</b>	<b>54.6%</b>	<b>30.6%</b>	<b>14.7%</b>	<b>54</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	39.9%	52.1%	8.0%	1
CLAREMORE SERVICE UNIT	239	55.3%	26.5%	18.1%	15
CLINTON SERVICE UNIT	127	61.8%	22.8%	15.4%	3
KANSAS SERVICE UNIT	48	66.0%	16.3%	17.7%	1
LAWTON SERVICE UNIT	226	52.0%	34.6%	13.4%	13
OEH & E GROUP	37	59.4%	35.2%	5.4%	2
OFC OF ADMIN & MGMT	17	59.7%	16.8%	23.6%	4
OFC OF HLTH PRGM SERVS	13	54.9%	36.9%	8.2%	3
OFC OF PRGM PLNG & EVAL	9	42.7%	45.8%	11.5%	1
PAWNEE SERVICE UNIT	87	46.0%	42.7%	11.3%	6
WEWOKA SERVICE UNIT	83	48.6%	35.8%	15.6%	4

**Department of Health and Human Services**  
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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
<b>Oklahoma Area</b>	<b>963</b>	<b>84.2%</b>	<b>10.8%</b>	<b>5.0%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	100.0%	0.0%	0.0%	0
CLAREMORE SERVICE UNIT	253	84.5%	10.1%	5.4%	0
CLINTON SERVICE UNIT	130	82.7%	8.3%	9.0%	0
KANSAS SERVICE UNIT	49	93.6%	2.1%	4.3%	0
LAWTON SERVICE UNIT	239	80.4%	14.2%	5.4%	0
OEH & E GROUP	39	86.9%	10.2%	2.8%	0
OFC OF ADMIN & MGMT	20	89.7%	5.2%	5.2%	1
OFC OF HLTH PRGM SERVS	15	93.0%	7.0%	0.0%	1
OFC OF PRGM PLNG & EVAL	9	88.1%	11.9%	0.0%	1
PAWNEE SERVICE UNIT	93	81.8%	13.1%	5.1%	0
WEWOKA SERVICE UNIT	88	86.8%	11.9%	1.3%	0

**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
<b>Oklahoma Area</b>	<b>962</b>	<b>82.3%</b>	<b>11.7%</b>	<b>5.9%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	73.7%	16.8%	9.6%	0
CLAREMORE SERVICE UNIT	253	85.0%	9.0%	6.0%	1
CLINTON SERVICE UNIT	131	88.6%	8.5%	2.9%	0
KANSAS SERVICE UNIT	49	76.1%	15.0%	8.9%	0
LAWTON SERVICE UNIT	236	79.5%	12.3%	8.2%	1
OEH & E GROUP	39	87.2%	12.8%	0.0%	0
OFC OF ADMIN & MGMT	20	68.3%	26.6%	5.2%	1
OFC OF HLTH PRGM SERVS	16	88.1%	0.0%	11.9%	0
OFC OF PRGM PLNG & EVAL	10	61.4%	28.2%	10.4%	0
PAWNEE SERVICE UNIT	93	81.6%	11.6%	6.8%	0
WEWOKA SERVICE UNIT	87	81.1%	17.8%	1.1%	0

**Department of Health and Human Services**  
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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
<b>Oklahoma Area</b>	<b>942</b>	<b>56.3%</b>	<b>22.1%</b>	<b>21.5%</b>	<b>25</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	48.5%	26.2%	25.3%	0
CLAREMORE SERVICE UNIT	249	54.1%	19.9%	26.1%	5
CLINTON SERVICE UNIT	128	59.6%	24.6%	15.8%	2
KANSAS SERVICE UNIT	47	70.9%	8.8%	20.3%	2
LAWTON SERVICE UNIT	234	54.4%	24.5%	21.1%	5
OEH & E GROUP	37	78.3%	15.9%	5.8%	2
OFC OF ADMIN & MGMT	20	49.1%	15.9%	35.1%	1
OFC OF HLTH PRGM SERVS	14	86.2%	6.5%	7.3%	2
OFC OF PRGM PLNG & EVAL	8	10.9%	77.7%	11.5%	2
PAWNEE SERVICE UNIT	93	54.4%	24.6%	21.0%	1
WEWOKA SERVICE UNIT	85	46.2%	23.4%	30.4%	2

**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
<b>Oklahoma Area</b>	<b>918</b>	<b>67.1%</b>	<b>21.2%</b>	<b>11.7%</b>	<b>45</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	53.6%	38.3%	8.0%	1
CLAREMORE SERVICE UNIT	244	63.4%	20.8%	15.8%	9
CLINTON SERVICE UNIT	127	71.9%	18.8%	9.3%	3
KANSAS SERVICE UNIT	47	78.5%	10.3%	11.1%	2
LAWTON SERVICE UNIT	223	65.3%	23.3%	11.3%	15
OEH & E GROUP	36	75.6%	24.4%	0.0%	3
OFC OF ADMIN & MGMT	18	71.1%	5.7%	23.2%	3
OFC OF HLTH PRGM SERVS	14	86.2%	13.8%	0.0%	2
OFC OF PRGM PLNG & EVAL	8	66.2%	33.8%	0.0%	2
PAWNEE SERVICE UNIT	90	66.5%	21.4%	12.1%	2
WEWOKA SERVICE UNIT	85	60.8%	26.7%	12.5%	2

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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
<b>Oklahoma Area</b>	<b>960</b>	<b>79.6%</b>	<b>16.4%</b>	<b>4.0%</b>	<b>8</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.2%	17.8%	0.0%	0
CLAREMORE SERVICE UNIT	253	78.6%	16.6%	4.8%	1
CLINTON SERVICE UNIT	131	84.4%	12.6%	2.9%	0
KANSAS SERVICE UNIT	49	86.9%	6.2%	6.9%	0
LAWTON SERVICE UNIT	236	78.9%	15.7%	5.4%	2
OEH & E GROUP	39	74.5%	25.5%	0.0%	0
OFC OF ADMIN & MGMT	19	78.3%	21.7%	0.0%	2
OFC OF HLTH PRGM SERVS	16	78.9%	14.7%	6.4%	0
OFC OF PRGM PLNG & EVAL	10	92.3%	7.7%	0.0%	0
PAWNEE SERVICE UNIT	93	73.6%	22.2%	4.2%	1
WEWOKA SERVICE UNIT	86	79.8%	19.1%	1.1%	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%
<b>Oklahoma Area</b>	<b>963</b>	<b>74.6%</b>	<b>18.5%</b>	<b>6.9%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	66.4%	26.3%	7.3%
CLAREMORE SERVICE UNIT	253	71.4%	19.5%	9.1%
CLINTON SERVICE UNIT	130	81.3%	12.3%	6.4%
KANSAS SERVICE UNIT	49	82.9%	10.2%	6.9%
LAWTON SERVICE UNIT	239	76.6%	16.8%	6.7%
OEH & E GROUP	38	70.4%	21.0%	8.6%
OFC OF ADMIN & MGMT	20	69.3%	25.5%	5.2%
OFC OF HLTH PRGM SERVS	16	87.0%	6.6%	6.4%
OFC OF PRGM PLNG & EVAL	10	52.8%	47.2%	0.0%
PAWNEE SERVICE UNIT	93	72.1%	24.8%	3.0%
WEWOKA SERVICE UNIT	87	66.1%	26.0%	7.9%

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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
<b>Oklahoma Area</b>	<b>916</b>	<b>58.2%</b>	<b>26.1%</b>	<b>15.7%</b>	<b>50</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	18.4%	47.1%	34.5%	0
CLAREMORE SERVICE UNIT	237	56.1%	24.4%	19.5%	16
CLINTON SERVICE UNIT	128	68.7%	17.9%	13.3%	2
KANSAS SERVICE UNIT	48	60.6%	32.4%	7.0%	1
LAWTON SERVICE UNIT	225	60.6%	23.7%	15.7%	14
OEH & E GROUP	36	60.2%	30.7%	9.1%	3
OFC OF ADMIN & MGMT	20	56.6%	24.7%	18.7%	1
OFC OF HLTH PRGM SERVS	16	43.0%	44.0%	13.0%	0
OFC OF PRGM PLNG & EVAL	10	41.4%	39.4%	19.1%	0
PAWNEE SERVICE UNIT	84	49.3%	38.3%	12.5%	10
WEWOKA SERVICE UNIT	84	54.6%	26.6%	18.8%	3

**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
<b>Oklahoma Area</b>	<b>956</b>	<b>80.6%</b>	<b>9.7%</b>	<b>9.7%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	17.9%	0.0%	0
CLAREMORE SERVICE UNIT	248	81.8%	8.9%	9.3%	1
CLINTON SERVICE UNIT	131	80.0%	8.2%	11.7%	0
KANSAS SERVICE UNIT	49	90.0%	7.8%	2.2%	0
LAWTON SERVICE UNIT	235	77.9%	10.9%	11.2%	1
OEH & E GROUP	39	89.8%	10.2%	0.0%	0
OFC OF ADMIN & MGMT	21	82.6%	8.2%	9.2%	0
OFC OF HLTH PRGM SERVS	16	82.1%	11.5%	6.4%	0
OFC OF PRGM PLNG & EVAL	10	100.0%	0.0%	0.0%	0
PAWNEE SERVICE UNIT	92	78.6%	10.9%	10.5%	1
WEWOKA SERVICE UNIT	87	73.3%	9.9%	16.8%	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
<b>Oklahoma Area</b>	<b>961</b>	<b>68.6%</b>	<b>17.2%</b>	<b>14.2%</b>	<b>3</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	73.7%	16.8%	9.6%	0
CLAREMORE SERVICE UNIT	252	68.6%	16.3%	15.1%	1
CLINTON SERVICE UNIT	131	68.3%	19.3%	12.3%	0
KANSAS SERVICE UNIT	49	83.5%	5.9%	10.6%	0
LAWTON SERVICE UNIT	235	67.1%	17.5%	15.4%	1
OEH & E GROUP	39	71.9%	20.1%	8.0%	0
OFC OF ADMIN & MGMT	20	75.9%	14.3%	9.7%	1
OFC OF HLTH PRGM SERVS	16	75.8%	12.3%	11.9%	0
OFC OF PRGM PLNG & EVAL	10	59.5%	20.5%	20.0%	0
PAWNEE SERVICE UNIT	94	62.3%	20.3%	17.3%	0
WEWOKA SERVICE UNIT	87	63.6%	19.6%	16.8%	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
<b>Oklahoma Area</b>	<b>955</b>	<b>69.6%</b>	<b>16.5%</b>	<b>13.8%</b>	<b>7</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	8.3%	9.6%	0
CLAREMORE SERVICE UNIT	249	71.2%	14.6%	14.2%	2
CLINTON SERVICE UNIT	130	67.9%	17.2%	14.8%	1
KANSAS SERVICE UNIT	49	87.3%	6.2%	6.5%	0
LAWTON SERVICE UNIT	235	68.6%	17.2%	14.2%	2
OEH & E GROUP	39	71.2%	18.4%	10.3%	0
OFC OF ADMIN & MGMT	20	66.1%	29.5%	4.5%	1
OFC OF HLTH PRGM SERVS	16	70.1%	18.1%	11.9%	0
OFC OF PRGM PLNG & EVAL	10	42.7%	57.3%	0.0%	0
PAWNEE SERVICE UNIT	93	67.0%	15.5%	17.5%	0
WEWOKA SERVICE UNIT	86	61.0%	19.1%	19.9%	1

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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
<b>Oklahoma Area</b>	<b>918</b>	<b>68.0%</b>	<b>21.9%</b>	<b>10.1%</b>	<b>44</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	17.9%	0.0%	0
CLAREMORE SERVICE UNIT	234	71.9%	17.8%	10.3%	17
CLINTON SERVICE UNIT	127	70.3%	19.3%	10.4%	3
KANSAS SERVICE UNIT	49	83.6%	10.0%	6.5%	0
LAWTON SERVICE UNIT	226	63.6%	24.9%	11.5%	11
OEH & E GROUP	37	67.1%	30.5%	2.4%	2
OFC OF ADMIN & MGMT	20	65.0%	23.9%	11.2%	1
OFC OF HLTH PRGM SERVS	15	60.9%	39.1%	0.0%	1
OFC OF PRGM PLNG & EVAL	8	61.7%	38.3%	0.0%	2
PAWNEE SERVICE UNIT	92	61.2%	27.2%	11.5%	2
WEWOKA SERVICE UNIT	83	60.1%	24.6%	15.3%	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
<b>Oklahoma Area</b>	<b>959</b>	<b>68.0%</b>	<b>18.3%</b>	<b>13.7%</b>	<b>5</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	8.3%	9.6%	0
CLAREMORE SERVICE UNIT	250	71.3%	17.6%	11.1%	3
CLINTON SERVICE UNIT	131	71.6%	13.6%	14.8%	0
KANSAS SERVICE UNIT	49	76.9%	14.3%	8.8%	0
LAWTON SERVICE UNIT	236	64.9%	19.2%	15.9%	1
OEH & E GROUP	39	63.5%	28.5%	8.0%	0
OFC OF ADMIN & MGMT	20	67.1%	28.9%	4.0%	1
OFC OF HLTH PRGM SERVS	16	69.8%	18.4%	11.9%	0
OFC OF PRGM PLNG & EVAL	10	18.3%	74.0%	7.7%	0
PAWNEE SERVICE UNIT	93	67.2%	16.4%	16.4%	0
WEWOKA SERVICE UNIT	87	60.2%	19.2%	20.6%	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
<b>Oklahoma Area</b>	<b>954</b>	<b>68.9%</b>	<b>18.1%</b>	<b>13.0%</b>	<b>8</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	8.3%	9.6%	0
CLAREMORE SERVICE UNIT	247	70.9%	17.1%	12.1%	5
CLINTON SERVICE UNIT	131	72.4%	16.7%	10.9%	0
KANSAS SERVICE UNIT	48	87.2%	4.2%	8.6%	0
LAWTON SERVICE UNIT	236	65.8%	20.3%	13.9%	1
OEH & E GROUP	39	69.9%	21.8%	8.4%	0
OFC OF ADMIN & MGMT	20	52.3%	27.3%	20.4%	1
OFC OF HLTH PRGM SERVS	16	75.5%	18.1%	6.4%	0
OFC OF PRGM PLNG & EVAL	10	39.3%	42.5%	18.2%	0
PAWNEE SERVICE UNIT	93	65.9%	16.5%	17.6%	0
WEWOKA SERVICE UNIT	87	60.2%	22.3%	17.4%	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%
<b>Oklahoma Area</b>	<b>962</b>	<b>74.5%</b>	<b>14.5%</b>	<b>11.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	83.2%	16.8%	0.0%
CLAREMORE SERVICE UNIT	251	75.2%	11.5%	13.3%
CLINTON SERVICE UNIT	130	71.9%	16.4%	11.7%
KANSAS SERVICE UNIT	49	91.7%	2.2%	6.1%
LAWTON SERVICE UNIT	238	74.3%	14.3%	11.4%
OEH & E GROUP	39	79.7%	15.1%	5.1%
OFC OF ADMIN & MGMT	21	87.9%	12.1%	0.0%
OFC OF HLTH PRGM SERVS	16	82.4%	11.2%	6.4%
OFC OF PRGM PLNG & EVAL	10	81.5%	10.8%	7.7%
PAWNEE SERVICE UNIT	93	65.9%	21.7%	12.3%
WEWOKA SERVICE UNIT	87	63.0%	23.1%	13.9%

**Department of Health and Human Services**  
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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%
<b>Oklahoma Area</b>	<b>963</b>	<b>78.7%</b>	<b>13.1%</b>	<b>8.2%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	83.2%	16.8%	0.0%
CLAREMORE SERVICE UNIT	252	79.9%	11.1%	9.0%
CLINTON SERVICE UNIT	129	78.1%	11.0%	11.0%
KANSAS SERVICE UNIT	49	91.7%	1.9%	6.5%
LAWTON SERVICE UNIT	238	80.5%	12.4%	7.1%
OEH & E GROUP	39	79.7%	17.5%	2.7%
OFC OF ADMIN & MGMT	21	77.2%	12.1%	10.7%
OFC OF HLTH PRGM SERVS	16	76.7%	16.9%	6.4%
OFC OF PRGM PLNG & EVAL	10	92.3%	7.7%	0.0%
PAWNEE SERVICE UNIT	94	68.1%	23.6%	8.2%
WEWOKA SERVICE UNIT	87	70.1%	18.5%	11.4%

***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%
<b>Oklahoma Area</b>	<b>963</b>	<b>77.5%</b>	<b>13.6%</b>	<b>8.8%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	90.5%	9.5%	0.0%
CLAREMORE SERVICE UNIT	253	84.5%	9.5%	6.0%
CLINTON SERVICE UNIT	130	81.7%	10.0%	8.3%
KANSAS SERVICE UNIT	49	82.4%	13.4%	4.1%
LAWTON SERVICE UNIT	237	72.3%	15.9%	11.7%
OEH & E GROUP	39	69.0%	25.5%	5.5%
OFC OF ADMIN & MGMT	21	58.3%	22.2%	19.5%
OFC OF HLTH PRGM SERVS	16	82.4%	17.6%	0.0%
OFC OF PRGM PLNG & EVAL	10	48.0%	52.0%	0.0%
PAWNEE SERVICE UNIT	94	75.6%	16.1%	8.3%
WEWOKA SERVICE UNIT	86	73.8%	9.9%	16.4%

**Department of Health and Human Services**  
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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%
<b>Oklahoma Area</b>	<b>961</b>	<b>68.9%</b>	<b>16.8%</b>	<b>14.3%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.1%	17.9%	0.0%
CLAREMORE SERVICE UNIT	252	69.6%	14.3%	16.1%
CLINTON SERVICE UNIT	130	70.0%	15.2%	14.8%
KANSAS SERVICE UNIT	49	85.4%	2.0%	12.6%
LAWTON SERVICE UNIT	238	67.5%	17.5%	15.1%
OEH & E GROUP	39	68.9%	28.3%	2.8%
OFC OF ADMIN & MGMT	21	66.4%	24.1%	9.5%
OFC OF HLTH PRGM SERVS	15	79.8%	13.3%	6.9%
OFC OF PRGM PLNG & EVAL	10	61.4%	38.6%	0.0%
PAWNEE SERVICE UNIT	94	64.9%	19.8%	15.3%
WEWOKA SERVICE UNIT	86	58.9%	21.3%	19.8%

**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%
<b>Oklahoma Area</b>	<b>963</b>	<b>70.2%</b>	<b>18.9%</b>	<b>10.9%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	73.7%	26.3%	0.0%
CLAREMORE SERVICE UNIT	253	71.4%	17.3%	11.3%
CLINTON SERVICE UNIT	131	71.5%	16.9%	11.6%
KANSAS SERVICE UNIT	49	79.1%	12.5%	8.4%
LAWTON SERVICE UNIT	235	67.2%	22.6%	10.3%
OEH & E GROUP	39	79.2%	15.1%	5.7%
OFC OF ADMIN & MGMT	21	76.2%	13.1%	10.7%
OFC OF HLTH PRGM SERVS	16	75.8%	17.8%	6.4%
OFC OF PRGM PLNG & EVAL	10	60.5%	39.5%	0.0%
PAWNEE SERVICE UNIT	94	67.7%	19.1%	13.1%
WEWOKA SERVICE UNIT	87	59.8%	23.0%	17.2%

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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
<b>Oklahoma Area</b>	<b>939</b>	<b>57.6%</b>	<b>23.1%</b>	<b>19.3%</b>	<b>20</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	51.8%	48.2%	0.0%	1
CLAREMORE SERVICE UNIT	242	48.5%	27.2%	24.3%	8
CLINTON SERVICE UNIT	129	74.7%	13.5%	11.7%	2
KANSAS SERVICE UNIT	49	68.8%	16.2%	15.0%	0
LAWTON SERVICE UNIT	231	53.8%	24.1%	22.1%	5
OEH & E GROUP	38	65.6%	24.0%	10.4%	0
OFC OF ADMIN & MGMT	20	55.4%	14.9%	29.7%	1
OFC OF HLTH PRGM SERVS	16	81.6%	0.0%	18.4%	0
OFC OF PRGM PLNG & EVAL	10	43.6%	36.4%	20.0%	0
PAWNEE SERVICE UNIT	91	54.5%	30.6%	14.9%	2
WEWOKA SERVICE UNIT	86	54.5%	22.6%	22.9%	1

**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
<b>Oklahoma Area</b>	<b>928</b>	<b>62.8%</b>	<b>22.4%</b>	<b>14.9%</b>	<b>31</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	62.3%	37.7%	0.0%	1
CLAREMORE SERVICE UNIT	240	55.4%	25.1%	19.5%	11
CLINTON SERVICE UNIT	128	77.9%	13.7%	8.3%	3
KANSAS SERVICE UNIT	48	74.6%	14.1%	11.2%	0
LAWTON SERVICE UNIT	230	56.1%	27.0%	16.9%	6
OEH & E GROUP	35	71.8%	20.0%	8.2%	3
OFC OF ADMIN & MGMT	20	60.0%	15.6%	24.4%	1
OFC OF HLTH PRGM SERVS	15	80.3%	5.8%	13.9%	1
OFC OF PRGM PLNG & EVAL	9	69.6%	30.4%	0.0%	1
PAWNEE SERVICE UNIT	91	61.0%	29.2%	9.8%	3
WEWOKA SERVICE UNIT	85	61.8%	19.5%	18.7%	1

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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
<b>Oklahoma Area</b>	<b>930</b>	<b>68.5%</b>	<b>21.3%</b>	<b>10.1%</b>	<b>28</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	79.6%	20.4%	0.0%	2
CLAREMORE SERVICE UNIT	243	66.9%	20.5%	12.6%	8
CLINTON SERVICE UNIT	130	78.6%	12.1%	9.3%	1
KANSAS SERVICE UNIT	49	76.7%	16.8%	6.5%	0
LAWTON SERVICE UNIT	229	64.3%	24.7%	11.0%	5
OEH & E GROUP	38	73.5%	21.3%	5.3%	0
OFC OF ADMIN & MGMT	18	55.6%	33.1%	11.4%	3
OFC OF HLTH PRGM SERVS	15	80.4%	19.6%	0.0%	1
OFC OF PRGM PLNG & EVAL	9	67.4%	32.6%	0.0%	1
PAWNEE SERVICE UNIT	88	63.0%	25.8%	11.1%	5
WEWOKA SERVICE UNIT	85	62.6%	26.1%	11.3%	2

**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
<b>Oklahoma Area</b>	<b>944</b>	<b>68.7%</b>	<b>20.1%</b>	<b>11.2%</b>	<b>13</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	81.8%	18.2%	0.0%	1
CLAREMORE SERVICE UNIT	245	68.0%	20.4%	11.6%	6
CLINTON SERVICE UNIT	128	78.3%	15.9%	5.8%	2
KANSAS SERVICE UNIT	49	82.7%	12.5%	4.8%	0
LAWTON SERVICE UNIT	235	64.9%	20.9%	14.1%	0
OEH & E GROUP	38	71.4%	21.0%	7.6%	0
OFC OF ADMIN & MGMT	20	54.8%	15.3%	29.9%	1
OFC OF HLTH PRGM SERVS	15	87.4%	5.8%	6.8%	1
OFC OF PRGM PLNG & EVAL	10	47.2%	32.8%	20.0%	0
PAWNEE SERVICE UNIT	91	62.5%	27.4%	10.2%	2
WEWOKA SERVICE UNIT	86	62.3%	22.3%	15.4%	0

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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
<b>Oklahoma Area</b>	<b>924</b>	<b>70.1%</b>	<b>21.0%</b>	<b>8.9%</b>	<b>36</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	68.1%	31.9%	0.0%	2
CLAREMORE SERVICE UNIT	237	62.3%	27.8%	9.9%	13
CLINTON SERVICE UNIT	129	81.4%	14.7%	3.9%	2
KANSAS SERVICE UNIT	49	85.2%	12.4%	2.4%	0
LAWTON SERVICE UNIT	225	68.3%	20.3%	11.4%	11
OEH & E GROUP	37	70.3%	19.7%	10.1%	1
OFC OF ADMIN & MGMT	18	67.4%	10.9%	21.8%	3
OFC OF HLTH PRGM SERVS	15	80.9%	12.2%	6.8%	1
OFC OF PRGM PLNG & EVAL	10	60.4%	10.8%	28.7%	0
PAWNEE SERVICE UNIT	92	69.6%	25.0%	5.5%	2
WEWOKA SERVICE UNIT	86	67.6%	20.7%	11.7%	1

**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
<b>Oklahoma Area</b>	<b>938</b>	<b>59.6%</b>	<b>23.3%</b>	<b>17.1%</b>	<b>24</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	58.1%	33.1%	8.8%	2
CLAREMORE SERVICE UNIT	242	57.4%	24.8%	17.8%	10
CLINTON SERVICE UNIT	129	67.3%	21.2%	11.5%	2
KANSAS SERVICE UNIT	49	76.9%	12.1%	11.1%	0
LAWTON SERVICE UNIT	232	54.2%	26.1%	19.7%	4
OEH & E GROUP	37	68.1%	18.6%	13.3%	1
OFC OF ADMIN & MGMT	20	48.3%	10.6%	41.0%	1
OFC OF HLTH PRGM SERVS	14	79.1%	13.4%	7.5%	2
OFC OF PRGM PLNG & EVAL	10	17.8%	34.9%	47.3%	0
PAWNEE SERVICE UNIT	92	56.1%	30.7%	13.2%	2
WEWOKA SERVICE UNIT	87	59.3%	19.2%	21.5%	0

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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
<b>Oklahoma Area</b>	<b>919</b>	<b>62.5%</b>	<b>23.6%</b>	<b>13.9%</b>	<b>32</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	55.4%	44.6%	0.0%	2
CLAREMORE SERVICE UNIT	239	59.6%	25.9%	14.6%	11
CLINTON SERVICE UNIT	127	72.4%	18.3%	9.3%	3
KANSAS SERVICE UNIT	49	73.1%	13.9%	13.0%	0
LAWTON SERVICE UNIT	223	57.3%	26.5%	16.2%	9
OEH & E GROUP	37	70.7%	21.5%	7.8%	1
OFC OF ADMIN & MGMT	19	62.7%	5.5%	31.8%	2
OFC OF HLTH PRGM SERVS	14	86.2%	6.3%	7.5%	2
OFC OF PRGM PLNG & EVAL	10	29.2%	52.5%	18.3%	0
PAWNEE SERVICE UNIT	89	59.1%	28.4%	12.6%	2
WEWOKA SERVICE UNIT	86	59.8%	23.2%	17.0%	0

**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
<b>Oklahoma Area</b>	<b>901</b>	<b>67.8%</b>	<b>21.3%</b>	<b>11.0%</b>	<b>61</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	7	57.8%	42.2%	0.0%	4
CLAREMORE SERVICE UNIT	232	62.6%	23.7%	13.6%	20
CLINTON SERVICE UNIT	127	75.8%	15.4%	8.9%	4
KANSAS SERVICE UNIT	49	76.8%	14.1%	9.1%	0
LAWTON SERVICE UNIT	220	63.1%	25.6%	11.3%	16
OEH & E GROUP	38	71.0%	16.1%	12.9%	0
OFC OF ADMIN & MGMT	17	71.4%	16.4%	12.2%	4
OFC OF HLTH PRGM SERVS	16	87.0%	6.6%	6.4%	0
OFC OF PRGM PLNG & EVAL	8	45.6%	54.4%	0.0%	2
PAWNEE SERVICE UNIT	86	69.0%	23.2%	7.8%	8
WEWOKA SERVICE UNIT	84	68.8%	17.0%	14.1%	3

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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
<b>Oklahoma Area</b>	<b>945</b>	<b>67.7%</b>	<b>20.9%</b>	<b>11.4%</b>	<b>16</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	48.5%	51.5%	0.0%	1
CLAREMORE SERVICE UNIT	248	59.1%	27.1%	13.8%	4
CLINTON SERVICE UNIT	130	79.5%	13.6%	6.8%	1
KANSAS SERVICE UNIT	49	83.0%	10.1%	6.9%	0
LAWTON SERVICE UNIT	231	65.2%	21.2%	13.6%	5
OEH & E GROUP	37	64.6%	29.6%	5.8%	1
OFC OF ADMIN & MGMT	20	65.2%	15.3%	19.5%	1
OFC OF HLTH PRGM SERVS	16	87.0%	0.0%	13.0%	0
OFC OF PRGM PLNG & EVAL	9	58.9%	41.1%	0.0%	1
PAWNEE SERVICE UNIT	92	68.8%	23.6%	7.7%	2
WEWOKA SERVICE UNIT	86	69.2%	13.7%	17.1%	0

**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
<b>Oklahoma Area</b>	<b>886</b>	<b>59.2%</b>	<b>28.9%</b>	<b>11.9%</b>	<b>76</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	9	43.3%	56.7%	0.0%	2
CLAREMORE SERVICE UNIT	226	55.8%	31.0%	13.2%	26
CLINTON SERVICE UNIT	126	65.2%	26.0%	8.7%	5
KANSAS SERVICE UNIT	47	69.1%	17.3%	13.6%	2
LAWTON SERVICE UNIT	215	54.5%	33.3%	12.2%	21
OEH & E GROUP	36	63.8%	33.8%	2.4%	2
OFC OF ADMIN & MGMT	18	61.4%	6.7%	31.9%	3
OFC OF HLTH PRGM SERVS	15	80.3%	12.6%	7.0%	1
OFC OF PRGM PLNG & EVAL	8	65.3%	14.1%	20.6%	2
PAWNEE SERVICE UNIT	86	51.4%	36.5%	12.1%	8
WEWOKA SERVICE UNIT	83	63.8%	21.1%	15.1%	4

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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%
<b>Oklahoma Area</b>	<b>952</b>	<b>58.2%</b>	<b>25.3%</b>	<b>16.6%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	56.9%	35.8%	7.3%
CLAREMORE SERVICE UNIT	247	57.6%	23.7%	18.7%
CLINTON SERVICE UNIT	130	58.4%	23.4%	18.2%
KANSAS SERVICE UNIT	49	71.0%	5.9%	23.1%
LAWTON SERVICE UNIT	235	58.0%	25.0%	17.1%
OEH & E GROUP	38	65.7%	31.8%	2.6%
OFC OF ADMIN & MGMT	21	51.9%	38.2%	9.9%
OFC OF HLTH PRGM SERVS	16	69.8%	12.3%	17.9%
OFC OF PRGM PLNG & EVAL	10	38.4%	52.0%	9.6%
PAWNEE SERVICE UNIT	93	52.8%	36.8%	10.4%
WEWOKA SERVICE UNIT	85	54.6%	23.9%	21.5%

**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%
<b>Oklahoma Area</b>	<b>957</b>	<b>55.8%</b>	<b>26.0%</b>	<b>18.2%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	55.0%	45.0%	0.0%
CLAREMORE SERVICE UNIT	251	53.0%	26.4%	20.6%
CLINTON SERVICE UNIT	130	59.9%	26.1%	14.0%
KANSAS SERVICE UNIT	49	68.8%	11.8%	19.3%
LAWTON SERVICE UNIT	235	54.9%	26.1%	19.0%
OEH & E GROUP	38	60.5%	39.5%	0.0%
OFC OF ADMIN & MGMT	21	56.8%	18.6%	24.5%
OFC OF HLTH PRGM SERVS	16	67.4%	26.2%	6.4%
OFC OF PRGM PLNG & EVAL	10	40.5%	30.3%	29.2%
PAWNEE SERVICE UNIT	94	48.4%	33.4%	18.1%
WEWOKA SERVICE UNIT	85	53.5%	19.9%	26.6%

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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%
<b>Oklahoma Area</b>	<b>956</b>	<b>50.8%</b>	<b>25.6%</b>	<b>23.6%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	26.7%	27.2%	46.1%
CLAREMORE SERVICE UNIT	250	52.7%	22.1%	25.2%
CLINTON SERVICE UNIT	129	52.5%	23.8%	23.7%
KANSAS SERVICE UNIT	49	61.0%	15.8%	23.2%
LAWTON SERVICE UNIT	235	51.4%	26.1%	22.5%
OEH & E GROUP	38	57.9%	29.0%	13.1%
OFC OF ADMIN & MGMT	21	44.8%	25.8%	29.4%
OFC OF HLTH PRGM SERVS	16	58.3%	36.3%	5.4%
OFC OF PRGM PLNG & EVAL	10	18.3%	22.1%	59.6%
PAWNEE SERVICE UNIT	93	41.3%	34.7%	24.0%
WEWOKA SERVICE UNIT	87	43.0%	31.0%	26.0%

**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%
<b>Oklahoma Area</b>	<b>956</b>	<b>56.1%</b>	<b>30.6%</b>	<b>13.4%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	26.7%	63.8%	9.5%
CLAREMORE SERVICE UNIT	249	50.5%	34.8%	14.8%
CLINTON SERVICE UNIT	130	62.5%	25.9%	11.6%
KANSAS SERVICE UNIT	48	72.2%	14.4%	13.4%
LAWTON SERVICE UNIT	235	56.5%	30.8%	12.7%
OEH & E GROUP	38	60.3%	31.7%	8.0%
OFC OF ADMIN & MGMT	21	51.7%	23.7%	24.5%
OFC OF HLTH PRGM SERVS	16	87.0%	0.0%	13.0%
OFC OF PRGM PLNG & EVAL	10	40.0%	51.3%	8.7%
PAWNEE SERVICE UNIT	94	52.3%	37.1%	10.6%
WEWOKA SERVICE UNIT	87	52.9%	27.9%	19.1%

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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%
<b>Oklahoma Area</b>	<b>954</b>	<b>46.4%</b>	<b>29.9%</b>	<b>23.7%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	26.7%	42.8%	30.5%
CLAREMORE SERVICE UNIT	249	45.0%	29.3%	25.7%
CLINTON SERVICE UNIT	130	49.8%	28.6%	21.6%
KANSAS SERVICE UNIT	49	46.9%	23.8%	29.3%
LAWTON SERVICE UNIT	236	48.3%	31.7%	19.9%
OEH & E GROUP	38	60.9%	22.8%	16.3%
OFC OF ADMIN & MGMT	21	34.2%	32.0%	33.8%
OFC OF HLTH PRGM SERVS	16	44.5%	42.5%	13.0%
OFC OF PRGM PLNG & EVAL	9	38.4%	12.7%	48.9%
PAWNEE SERVICE UNIT	92	38.9%	33.7%	27.4%
WEWOKA SERVICE UNIT	86	44.4%	31.6%	24.0%

**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%
<b>Oklahoma Area</b>	<b>959</b>	<b>60.0%</b>	<b>24.0%</b>	<b>16.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	44.6%	36.5%	18.9%
CLAREMORE SERVICE UNIT	250	61.3%	24.1%	14.6%
CLINTON SERVICE UNIT	130	65.0%	19.7%	15.3%
KANSAS SERVICE UNIT	49	68.6%	11.5%	19.9%
LAWTON SERVICE UNIT	236	60.7%	24.8%	14.5%
OEH & E GROUP	38	66.8%	25.8%	7.4%
OFC OF ADMIN & MGMT	21	47.4%	28.9%	23.8%
OFC OF HLTH PRGM SERVS	16	66.9%	20.1%	13.0%
OFC OF PRGM PLNG & EVAL	10	17.8%	20.0%	62.2%
PAWNEE SERVICE UNIT	94	50.3%	32.0%	17.7%
WEWOKA SERVICE UNIT	87	56.3%	26.3%	17.4%

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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%
<b>Oklahoma Area</b>	<b>957</b>	<b>73.5%</b>	<b>17.0%</b>	<b>9.6%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	65.3%	25.2%	9.6%
CLAREMORE SERVICE UNIT	250	72.7%	14.3%	13.1%
CLINTON SERVICE UNIT	130	75.5%	10.1%	14.4%
KANSAS SERVICE UNIT	49	76.9%	16.4%	6.7%
LAWTON SERVICE UNIT	236	76.7%	16.9%	6.4%
OEH & E GROUP	38	73.5%	26.5%	0.0%
OFC OF ADMIN & MGMT	21	80.8%	14.2%	4.9%
OFC OF HLTH PRGM SERVS	16	87.0%	6.6%	6.4%
OFC OF PRGM PLNG & EVAL	10	52.8%	38.6%	8.7%
PAWNEE SERVICE UNIT	92	67.5%	26.4%	6.1%
WEWOKA SERVICE UNIT	87	63.7%	21.9%	14.4%

**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%
<b>Oklahoma Area</b>	<b>954</b>	<b>62.1%</b>	<b>16.9%</b>	<b>20.9%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	17.2%	55.6%	27.2%
CLAREMORE SERVICE UNIT	250	62.1%	16.1%	21.9%
CLINTON SERVICE UNIT	128	59.8%	16.2%	24.0%
KANSAS SERVICE UNIT	49	67.9%	10.8%	21.3%
LAWTON SERVICE UNIT	236	66.2%	20.3%	13.5%
OEH & E GROUP	37	57.8%	23.4%	18.7%
OFC OF ADMIN & MGMT	21	37.7%	8.3%	53.9%
OFC OF HLTH PRGM SERVS	16	81.3%	12.1%	6.6%
OFC OF PRGM PLNG & EVAL	10	89.6%	0.0%	10.4%
PAWNEE SERVICE UNIT	93	56.2%	15.9%	27.9%
WEWOKA SERVICE UNIT	87	60.2%	14.1%	25.7%

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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%
<b>Oklahoma Area</b>	<b>944</b>	<b>69.2%</b>	<b>22.1%</b>	<b>8.6%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	53.7%	46.3%	0.0%
CLAREMORE SERVICE UNIT	247	64.6%	23.0%	12.3%
CLINTON SERVICE UNIT	129	76.8%	17.9%	5.3%
KANSAS SERVICE UNIT	49	81.2%	11.9%	6.9%
LAWTON SERVICE UNIT	234	70.0%	21.2%	8.8%
OEH & E GROUP	37	72.4%	25.1%	2.4%
OFC OF ADMIN & MGMT	21	61.8%	24.1%	14.1%
OFC OF HLTH PRGM SERVS	16	81.6%	5.4%	13.0%
OFC OF PRGM PLNG & EVAL	10	62.4%	28.9%	8.7%
PAWNEE SERVICE UNIT	88	65.9%	28.5%	5.6%
WEWOKA SERVICE UNIT	85	61.9%	28.0%	10.1%

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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
<b>Oklahoma Area</b>	<b>798</b>	<b>20.3%</b>	<b>57.6%</b>	<b>5.7%</b>	<b>2.3%</b>	<b>14.1%</b>	<b>159</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	7	0.0%	70.6%	13.1%	0.0%	16.3%	3
CLAREMORE SERVICE UNIT	219	17.3%	66.3%	4.5%	2.2%	9.6%	31
CLINTON SERVICE UNIT	104	21.2%	56.8%	6.7%	4.8%	10.6%	26
KANSAS SERVICE UNIT	44	20.5%	44.8%	11.4%	9.4%	13.9%	5
LAWTON SERVICE UNIT	201	25.3%	55.1%	6.1%	1.0%	12.5%	35
OEH & E GROUP	30	19.0%	36.1%	13.7%	0.0%	31.1%	8
OFC OF ADMIN & MGMT	16	26.6%	68.1%	0.0%	0.0%	5.2%	5
OFC OF HLTH PRGM SERVS	13	7.0%	45.7%	0.0%	0.0%	47.3%	3
OFC OF PRGM PLNG & EVAL	9	26.6%	44.0%	10.8%	0.0%	18.5%	1
PAWNEE SERVICE UNIT	74	23.6%	54.7%	3.8%	1.6%	16.3%	20
WEWOKA SERVICE UNIT	68	13.9%	66.8%	0.0%	1.5%	17.8%	18

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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%
<b>Oklahoma Area</b>	<b>954</b>	<b>37.2%</b>	<b>1.5%</b>	<b>2.8%</b>	<b>33.0%</b>	<b>25.5%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	82.3%	0.0%	0.0%	7.3%	10.5%
CLAREMORE SERVICE UNIT	247	33.4%	1.2%	2.7%	40.7%	22.0%
CLINTON SERVICE UNIT	130	42.1%	0.0%	1.4%	29.3%	27.2%
KANSAS SERVICE UNIT	49	53.0%	0.0%	2.0%	26.0%	19.1%
LAWTON SERVICE UNIT	235	28.4%	0.4%	2.7%	40.0%	28.5%
OEH & E GROUP	38	75.9%	0.0%	2.2%	13.6%	8.3%
OFC OF ADMIN & MGMT	21	32.5%	18.6%	25.6%	13.4%	9.8%
OFC OF HLTH PRGM SERVS	16	37.0%	6.4%	12.7%	18.3%	25.6%
OFC OF PRGM PLNG & EVAL	10	41.5%	8.7%	9.6%	10.4%	29.8%
PAWNEE SERVICE UNIT	93	47.1%	0.0%	0.9%	22.3%	29.7%
WEWOKA SERVICE UNIT	87	23.0%	1.1%	1.1%	34.9%	39.9%

**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%
<b>Oklahoma Area</b>	<b>954</b>	<b>27.2%</b>	<b>24.5%</b>	<b>24.3%</b>	<b>13.1%</b>	<b>10.8%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	9.5%	18.1%	35.6%	27.3%	9.5%
CLAREMORE SERVICE UNIT	249	35.7%	21.4%	21.6%	12.0%	9.3%
CLINTON SERVICE UNIT	130	26.2%	33.1%	21.7%	10.8%	8.2%
KANSAS SERVICE UNIT	49	26.4%	19.4%	31.8%	6.0%	16.4%
LAWTON SERVICE UNIT	235	25.8%	23.1%	24.7%	14.0%	12.3%
OEH & E GROUP	38	21.2%	21.2%	32.6%	13.9%	11.1%
OFC OF ADMIN & MGMT	21	5.5%	4.2%	32.7%	24.2%	33.3%
OFC OF HLTH PRGM SERVS	16	27.5%	24.6%	12.4%	23.4%	12.0%
OFC OF PRGM PLNG & EVAL	10	39.1%	10.8%	12.8%	29.6%	7.7%
PAWNEE SERVICE UNIT	94	22.6%	33.1%	21.8%	16.5%	6.0%
WEWOKA SERVICE UNIT	85	25.2%	27.1%	28.1%	9.4%	10.3%

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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%
<b>Oklahoma Area</b>	<b>683</b>	<b>14.8%</b>	<b>25.7%</b>	<b>8.2%</b>	<b>34.9%</b>	<b>38.3%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	27.5%	37.2%	0.0%	37.2%	79.4%
CLAREMORE SERVICE UNIT	155	8.6%	18.7%	8.0%	36.3%	28.6%
CLINTON SERVICE UNIT	95	13.4%	19.6%	4.0%	24.3%	35.0%
KANSAS SERVICE UNIT	36	11.6%	21.0%	8.7%	49.7%	44.6%
LAWTON SERVICE UNIT	171	11.7%	19.0%	5.2%	28.2%	29.2%
OEH & E GROUP	30	30.5%	48.8%	22.6%	59.6%	83.0%
OFC OF ADMIN & MGMT	20	38.6%	68.0%	10.6%	65.4%	81.3%
OFC OF HLTH PRGM SERVS	12	32.9%	50.8%	16.5%	58.7%	83.0%
OFC OF PRGM PLNG & EVAL	6	49.5%	81.4%	14.3%	35.3%	100.0%
PAWNEE SERVICE UNIT	71	21.9%	39.5%	11.5%	36.1%	39.1%
WEWOKA SERVICE UNIT	63	11.2%	20.4%	6.3%	26.8%	26.2%

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%
<b>Oklahoma Area</b>	<b>683</b>	<b>26.1%</b>	<b>16.3%</b>	<b>17.1%</b>	<b>8.7%</b>	<b>47.0%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	10	29.2%	27.9%	18.5%	8.0%	11.6%
CLAREMORE SERVICE UNIT	155	25.0%	11.1%	11.2%	12.4%	47.7%
CLINTON SERVICE UNIT	95	23.5%	13.2%	14.5%	8.0%	41.9%
KANSAS SERVICE UNIT	36	31.5%	17.6%	17.3%	6.2%	58.2%
LAWTON SERVICE UNIT	171	26.8%	13.5%	11.8%	7.5%	55.7%
OEH & E GROUP	30	17.6%	33.4%	38.1%	10.3%	16.3%
OFC OF ADMIN & MGMT	20	35.9%	30.6%	46.1%	30.9%	15.0%
OFC OF HLTH PRGM SERVS	12	16.5%	57.5%	48.9%	8.9%	31.7%
OFC OF PRGM PLNG & EVAL	6	36.8%	21.0%	63.7%	0.0%	0.0%
PAWNEE SERVICE UNIT	71	27.4%	16.4%	16.3%	3.9%	50.5%
WEWOKA SERVICE UNIT	63	26.0%	12.1%	14.5%	3.1%	57.0%

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%
<b>Oklahoma Area</b>	<b>954</b>	<b>1.5%</b>	<b>6.4%</b>	<b>10.4%</b>	<b>81.7%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	0.0%	0.0%	26.2%	73.8%
CLAREMORE SERVICE UNIT	248	0.9%	7.4%	13.0%	78.8%
CLINTON SERVICE UNIT	130	2.4%	2.8%	9.6%	85.2%
KANSAS SERVICE UNIT	48	2.5%	4.4%	16.9%	76.2%
LAWTON SERVICE UNIT	235	1.9%	7.0%	10.9%	80.2%
OEH & E GROUP	38	0.0%	5.8%	8.6%	85.6%
OFC OF ADMIN & MGMT	21	4.2%	14.9%	9.6%	71.3%
OFC OF HLTH PRGM SERV	16	0.0%	6.4%	0.0%	93.6%
OFC OF PRGM PLNG & EVAL	10	0.0%	8.7%	10.4%	80.9%
PAWNEE SERVICE UNIT	94	2.1%	1.0%	6.4%	90.5%
WEWOKA SERVICE UNIT	86	1.1%	14.2%	6.3%	78.4%

**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
<b>Oklahoma Area</b>	<b>936</b>	<b>42.8%</b>	<b>39.0%</b>	<b>13.3%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>21</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	53.7%	46.3%	0.0%	0.0%	0.0%	0
CLAREMORE SERVICE UNIT	243	38.9%	40.4%	15.3%	2.4%	2.9%	6
CLINTON SERVICE UNIT	125	48.1%	34.0%	14.7%	0.9%	2.3%	5
KANSAS SERVICE UNIT	48	44.8%	44.8%	4.1%	0.0%	6.3%	1
LAWTON SERVICE UNIT	231	43.2%	36.7%	14.2%	3.6%	2.3%	4
OEH & E GROUP	33	31.8%	37.5%	24.5%	3.4%	2.8%	5
OFC OF ADMIN & MGMT	21	56.2%	19.5%	15.1%	0.0%	9.2%	0
OFC OF HLTH PRGM SERV	16	70.2%	23.4%	6.4%	0.0%	0.0%	0
OFC OF PRGM PLNG & EVAL	10	72.8%	27.2%	0.0%	0.0%	0.0%	0
PAWNEE SERVICE UNIT	94	41.5%	41.6%	13.8%	3.2%	0.0%	0
WEWOKA SERVICE UNIT	87	36.1%	51.5%	8.2%	3.2%	1.0%	0

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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%
<b>Oklahoma Area</b>	<b>941</b>	<b>1.9%</b>	<b>0.5%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>1.5%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	0.0%	0.0%	0.0%	0.0%	10.5%
CLAREMORE SERVICE UNIT	240	1.7%	0.0%	1.3%	0.0%	0.9%
CLINTON SERVICE UNIT	130	4.5%	0.0%	0.0%	2.5%	0.9%
KANSAS SERVICE UNIT	48	0.0%	3.9%	0.0%	0.0%	0.0%
LAWTON SERVICE UNIT	231	1.7%	0.9%	0.9%	0.0%	0.8%
OEH & E GROUP	38	0.0%	0.0%	0.0%	2.9%	5.5%
OFC OF ADMIN & MGMT	21	0.0%	0.0%	0.0%	0.0%	0.0%
OFC OF HLTH PRGM SERV	16	6.3%	0.0%	0.0%	12.2%	14.2%
OFC OF PRGM PLNG & EVAL	10	7.7%	0.0%	12.8%	0.0%	0.0%
PAWNEE SERVICE UNIT	93	0.9%	1.1%	0.0%	2.3%	3.1%
WEWOKA SERVICE UNIT	87	0.0%	0.0%	1.2%	0.0%	0.0%

*(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%
<b>Oklahoma Area</b>	<b>941</b>	<b>55.2%</b>	<b>4.6%</b>	<b>19.3%</b>	<b>15.2%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	37.0%	0.0%	52.6%	0.0%
CLAREMORE SERVICE UNIT	240	63.4%	5.2%	12.6%	14.9%
CLINTON SERVICE UNIT	130	52.2%	5.2%	19.4%	15.5%
KANSAS SERVICE UNIT	48	69.0%	6.5%	11.1%	9.5%
LAWTON SERVICE UNIT	231	59.8%	3.0%	15.4%	17.6%
OEH & E GROUP	38	27.6%	5.7%	48.4%	10.0%
OFC OF ADMIN & MGMT	21	5.5%	4.2%	79.5%	10.7%
OFC OF HLTH PRGM SERV	16	5.7%	0.0%	61.6%	0.0%
OFC OF PRGM PLNG & EVAL	10	0.0%	0.0%	70.8%	8.7%
PAWNEE SERVICE UNIT	93	54.1%	6.3%	10.8%	21.4%
WEWOKA SERVICE UNIT	87	63.9%	5.9%	14.5%	14.5%

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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
<b>Oklahoma Area</b>	<b>189</b>	<b>30.9%</b>	<b>46.1%</b>	<b>23.0%</b>	<b>22</b>	<b>529</b>	<b>204</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	3	0.0%	38.4%	61.6%	0	6	2
CLAREMORE SERVICE UNIT	32	44.9%	46.1%	9.0%	5	154	51
CLINTON SERVICE UNIT	36	38.5%	45.7%	15.8%	2	66	25
KANSAS SERVICE UNIT	6	16.3%	33.8%	50.0%	1	36	6
LAWTON SERVICE UNIT	27	36.7%	47.5%	15.8%	10	125	68
OEH & E GROUP	14	22.3%	51.3%	26.5%	0	20	4
OFC OF ADMIN & MGMT	6	0.0%	0.0%	100.0%	0	12	3
OFC OF HLTH PRGM SERVS	10	29.9%	31.7%	38.4%	0	4	2
OFC OF PRGM PLNG & EVAL	7	18.0%	26.9%	55.1%	0	2	1
PAWNEE SERVICE UNIT	21	19.4%	61.1%	19.6%	1	45	27
WEWOKA SERVICE UNIT	17	34.8%	59.6%	5.6%	2	55	13

**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%
<b>Oklahoma Area</b>	<b>944</b>	<b>18.9%</b>	<b>40.3%</b>	<b>3.9%</b>	<b>1.2%</b>	<b>0.5%</b>	<b>47.8%</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	11	19.1%	8.4%	0.0%	0.0%	0.0%	72.5%
CLAREMORE SERVICE UNIT	246	11.7%	29.4%	5.6%	1.4%	0.0%	61.7%
CLINTON SERVICE UNIT	128	29.4%	43.3%	4.6%	1.6%	0.8%	36.6%
KANSAS SERVICE UNIT	49	61.1%	45.0%	3.9%	2.1%	0.0%	22.1%
LAWTON SERVICE UNIT	231	11.0%	52.5%	3.5%	0.4%	0.4%	41.0%
OEH & E GROUP	38	21.3%	23.6%	2.6%	2.8%	2.8%	59.8%
OFC OF ADMIN & MGMT	20	46.4%	65.3%	0.0%	0.0%	0.0%	20.4%
OFC OF HLTH PRGM SERVS	16	27.4%	31.6%	0.0%	0.0%	0.0%	60.3%
OFC OF PRGM PLNG & EVAL	10	41.4%	16.9%	0.0%	9.6%	0.0%	41.2%
PAWNEE SERVICE UNIT	91	3.3%	36.4%	3.4%	1.3%	1.8%	62.4%
WEWOKA SERVICE UNIT	87	24.0%	46.3%	3.4%	1.0%	0.0%	38.8%

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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
<b>Oklahoma Area</b>	<b>461</b>	<b>57.0%</b>	<b>32.6%</b>	<b>10.4%</b>	<b>40</b>	<b>293</b>	<b>149</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	6	54.7%	32.2%	13.1%	1	3	1
CLAREMORE SERVICE UNIT	85	48.0%	42.2%	9.8%	8	92	58
CLINTON SERVICE UNIT	81	63.1%	33.5%	3.4%	6	28	12
KANSAS SERVICE UNIT	36	92.0%	5.4%	2.7%	4	6	3
LAWTON SERVICE UNIT	102	43.5%	38.6%	17.9%	12	81	38
OEH & E GROUP	24	58.6%	33.9%	7.4%	1	9	4
OFC OF ADMIN & MGMT	17	65.6%	19.1%	15.3%	0	3	1
OFC OF HLTH PRGM SERV	10	73.2%	0.0%	26.8%	2	4	0
OFC OF PRGM PLNG & EVAL	5	84.3%	15.7%	0.0%	0	5	0
PAWNEE SERVICE UNIT	32	41.7%	45.4%	12.9%	2	38	21
WEWOKA SERVICE UNIT	51	67.3%	27.4%	5.3%	4	21	10

**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
<b>Oklahoma Area</b>	<b>780</b>	<b>73.3%</b>	<b>21.8%</b>	<b>4.9%</b>	<b>33</b>	<b>58</b>	<b>73</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	8	88.7%	11.3%	0.0%	1	0	2
CLAREMORE SERVICE UNIT	187	63.2%	29.2%	7.6%	9	22	26
CLINTON SERVICE UNIT	106	72.6%	21.6%	5.8%	2	10	10
KANSAS SERVICE UNIT	43	72.1%	18.3%	9.6%	1	1	4
LAWTON SERVICE UNIT	200	83.7%	14.4%	2.0%	9	11	12
OEH & E GROUP	28	65.2%	27.6%	7.2%	4	4	2
OFC OF ADMIN & MGMT	18	67.1%	32.9%	0.0%	1	1	1
OFC OF HLTH PRGM SERV	13	77.7%	15.6%	6.7%	0	1	2
OFC OF PRGM PLNG & EVAL	7	57.4%	42.6%	0.0%	1	0	1
PAWNEE SERVICE UNIT	78	76.2%	21.1%	2.7%	4	5	6
WEWOKA SERVICE UNIT	77	72.0%	22.4%	5.6%	1	3	6

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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
<b>Oklahoma Area</b>	<b>500</b>	<b>40.3%</b>	<b>55.1%</b>	<b>4.6%</b>	<b>205</b>	<b>68</b>	<b>170</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	5	46.8%	53.2%	0.0%	4	0	2
CLAREMORE SERVICE UNIT	124	43.6%	54.0%	2.4%	45	22	54
CLINTON SERVICE UNIT	79	36.4%	56.5%	7.2%	16	10	22
KANSAS SERVICE UNIT	20	24.0%	55.4%	20.6%	16	3	10
LAWTON SERVICE UNIT	115	43.1%	52.7%	4.3%	50	19	49
OEH & E GROUP	23	39.4%	52.1%	8.5%	10	0	5
OFC OF ADMIN & MGMT	10	68.0%	32.0%	0.0%	6	1	4
OFC OF HLTH PRGM SERVS	8	37.2%	51.3%	11.5%	5	0	3
OFC OF PRGM PLNG & EVAL	3	28.2%	71.8%	0.0%	4	1	1
PAWNEE SERVICE UNIT	55	38.5%	59.2%	2.2%	25	5	8
WEWOKA SERVICE UNIT	48	36.1%	61.7%	2.2%	21	5	11

**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
<b>Oklahoma Area</b>	<b>331</b>	<b>27.4%</b>	<b>65.8%</b>	<b>6.8%</b>	<b>165</b>	<b>204</b>	<b>242</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	4	55.9%	44.1%	0.0%	4	1	2
CLAREMORE SERVICE UNIT	78	28.8%	65.3%	5.9%	39	62	64
CLINTON SERVICE UNIT	49	24.1%	69.9%	6.0%	18	27	32
KANSAS SERVICE UNIT	13	29.1%	55.1%	15.8%	9	13	14
LAWTON SERVICE UNIT	84	32.6%	60.1%	7.3%	45	42	62
OEH & E GROUP	20	35.3%	64.7%	0.0%	7	5	6
OFC OF ADMIN & MGMT	7	14.0%	55.8%	30.2%	4	6	4
OFC OF HLTH PRGM SERVS	4	0.0%	76.5%	23.5%	6	2	4
OFC OF PRGM PLNG & EVAL	3	30.3%	69.7%	0.0%	3	2	1
PAWNEE SERVICE UNIT	33	21.9%	72.8%	5.2%	16	19	26
WEWOKA SERVICE UNIT	29	18.8%	81.2%	0.0%	14	21	22

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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
<b>Oklahoma Area</b>	<b>318</b>	<b>29.3%</b>	<b>64.0%</b>	<b>6.7%</b>	<b>153</b>	<b>195</b>	<b>271</b>
AREA / PROGRAM - WIDE CONSULTANT GROUP	4	55.9%	44.1%	0.0%	3	1	3
CLAREMORE SERVICE UNIT	71	27.9%	65.6%	6.4%	37	56	79
CLINTON SERVICE UNIT	51	35.4%	58.8%	5.8%	17	26	32
KANSAS SERVICE UNIT	9	32.1%	56.6%	11.2%	9	14	17
LAWTON SERVICE UNIT	82	29.8%	62.7%	7.5%	40	40	67
OEH & E GROUP	19	31.6%	68.4%	0.0%	7	5	7
OFC OF ADMIN & MGMT	7	14.0%	55.8%	30.2%	4	5	5
OFC OF HLTH PRGM SERVS	4	0.0%	76.5%	23.5%	6	2	4
OFC OF PRGM PLNG & EVAL	2	0.0%	100.0%	0.0%	3	2	2
PAWNEE SERVICE UNIT	32	31.6%	63.0%	5.4%	11	23	27
WEWOKA SERVICE UNIT	30	28.6%	71.4%	0.0%	15	19	22

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**My Employment Demographics**

***Where do you work?***

	%
Headquarters	3.6%
Field	96.4%

***What is your supervisory status?***

	%
Senior Leader	1.4%
Manager	4.5%
Supervisor	14.0%
Team Leader	14.9%
Non-Supervisor	65.2%

***What is your pay category/grade?***

	%
Federal Wage System	4.3%
GS 1-6	30.0%
GS 7-12	46.9%
GS 13-15	9.5%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.3%
Other	8.5%

***What is your US military service status?***

	%
No Prior Military Service	89.8%
Currently in National Guard or Reserves	1.5%
Retired	0.7%
Separated or Discharged	8.0%

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	3.7%
1 to 3 years	21.7%
4 to 5 years	11.3%
6 to 10 years	24.4%
11 to 14 years	12.0%
15 to 20 years	9.6%
More than 20 years	17.4%

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

	%
Less than 1 year	5.8%
1 to 3 years	25.4%
4 to 5 years	11.7%
6 to 10 years	23.1%
11 to 14 years	10.8%
15 to 20 years	9.1%
More than 20 years	14.2%

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

	%
No	75.7%
Yes, to retire	3.4%
Yes, to take another job within the Federal Government	9.9%
Yes, to take another job outside the Federal Government	4.0%
Yes, other	7.0%

***I am planning to retire:***

	%
Within one year	2.1%
Between one and three years	7.9%
Between three and five years	8.0%
Five or more years	82.0%

Note: Percentages for demographic questions are unweighted.

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**My Personal Demographics**

***Are you of Hispanic, Latino, or Spanish origin?***

	%
Yes	6.4%
No	93.6%

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

	%
White	21.5%
Black or African American	1.3%
All other races	77.2%

***What is your age group?***

	%
29 years and under	7.9%
30-39 years old	25.5%
40-49 years old	27.7%
50-59 years old	24.0%
60 years or older	14.9%

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

	%
Less than High School/ High School Diploma/ GED	8.0%
Certification/ Some College/ Associate's Degree	40.1%
Bachelor's Degree	25.1%
Advanced Degrees (Post Bachelor's Degree)	26.8%

***Are you an individual with a disability?***

	%
Yes	5.8%
No	94.2%

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	26.5%
Female	73.5%

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.