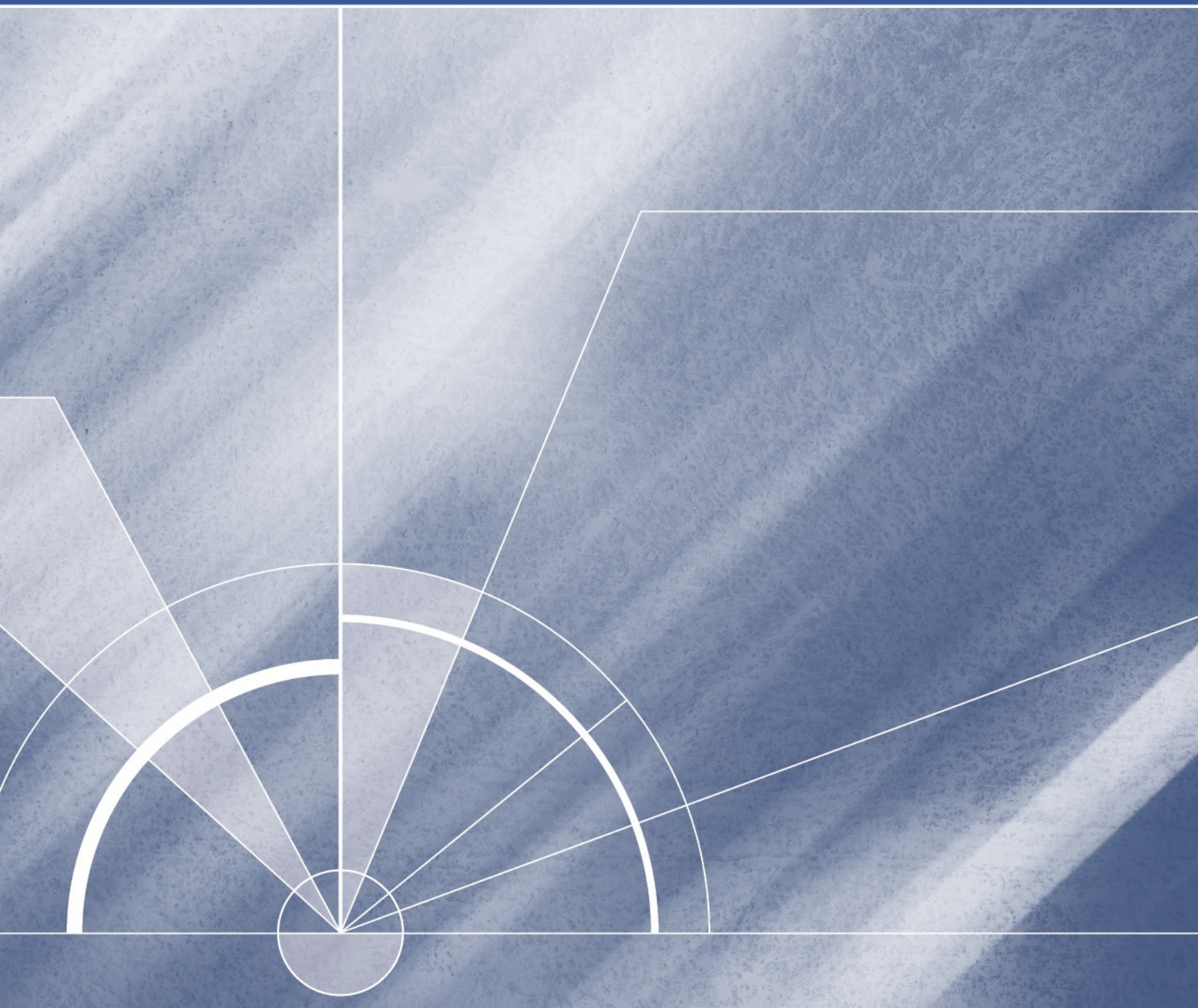


2019

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

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
PORTLAND AREA



Department of Health and Human Services

PORTLAND 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%
PORTLAND AREA	292	70.2%
CHEMAWA SERVICE UNIT	58	92.1%
COLVILLE SERVICE UNIT	35	77.8%
FORT HALL SERVICE UNIT	23	65.7%
OEH & E GROUP	16	94.1%
OFC OF ADMIN & MGMT	23	85.2%
OFC OF ENVRMTL HLTH & ENGNRG	<10	--
OFC OF HLTH PRGMS	<10	--
OFC OF THE AREA DIRECTOR	<10	--
OFC OF TRIBAL OPERANS	<10	--
WARM SPRINGS SERVICE UNIT	40	54.8%
WELLPINIT SERVICE UNIT	19	70.4%
YAKAMA SERVICE UNIT	57	57.0%

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"*

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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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%
PORTLAND AREA	292	69.1%	16.2%	14.7%
CHEMAWA SERVICE UNIT	58	70.5%	17.6%	11.8%
COLVILLE SERVICE UNIT	35	54.6%	24.3%	21.2%
FORT HALL SERVICE UNIT	23	71.6%	20.4%	8.0%
OEH & E GROUP	16	66.6%	19.3%	14.0%
OFC OF ADMIN & MGMT	23	69.5%	14.1%	16.4%
WARM SPRINGS SERVICE UNIT	40	83.0%	7.5%	9.5%
WELLPINIT SERVICE UNIT	19	56.1%	33.3%	10.6%
YAKAMA SERVICE UNIT	57	63.3%	12.1%	24.7%

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%
PORTLAND AREA	290	72.8%	14.7%	12.5%
CHEMAWA SERVICE UNIT	58	84.3%	13.5%	2.2%
COLVILLE SERVICE UNIT	35	52.3%	16.7%	31.1%
FORT HALL SERVICE UNIT	23	84.1%	11.8%	4.1%
OEH & E GROUP	16	59.7%	21.2%	19.1%
OFC OF ADMIN & MGMT	23	65.5%	13.4%	21.2%
WARM SPRINGS SERVICE UNIT	39	80.6%	9.6%	9.8%
WELLPINIT SERVICE UNIT	19	76.6%	6.1%	17.3%
YAKAMA SERVICE UNIT	56	64.0%	21.0%	15.0%

Department of Health and Human Services
PORTLAND AREA
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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%
PORTLAND AREA	289	67.7%	17.7%	14.6%
CHEMAWA SERVICE UNIT	58	76.2%	18.6%	5.2%
COLVILLE SERVICE UNIT	33	59.4%	15.0%	25.6%
FORT HALL SERVICE UNIT	23	69.8%	14.0%	16.2%
OEH & E GROUP	16	72.0%	6.6%	21.4%
OFC OF ADMIN & MGMT	23	64.9%	18.3%	16.8%
WARM SPRINGS SERVICE UNIT	40	70.3%	29.7%	0.0%
WELLPINIT SERVICE UNIT	18	65.5%	22.2%	12.2%
YAKAMA SERVICE UNIT	57	53.4%	17.9%	28.7%

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%
PORTLAND AREA	292	76.6%	13.3%	10.2%
CHEMAWA SERVICE UNIT	58	80.5%	11.3%	8.2%
COLVILLE SERVICE UNIT	35	71.0%	14.4%	14.6%
FORT HALL SERVICE UNIT	23	76.4%	8.6%	15.0%
OEH & E GROUP	16	73.2%	20.0%	6.7%
OFC OF ADMIN & MGMT	23	82.2%	12.9%	4.9%
WARM SPRINGS SERVICE UNIT	40	75.5%	16.5%	8.0%
WELLPINIT SERVICE UNIT	19	75.5%	13.4%	11.1%
YAKAMA SERVICE UNIT	57	69.1%	15.1%	15.8%

Department of Health and Human Services
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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%
PORTLAND AREA	290	88.7%	7.3%	4.1%
CHEMAWA SERVICE UNIT	58	87.8%	7.3%	5.0%
COLVILLE SERVICE UNIT	34	96.3%	3.7%	0.0%
FORT HALL SERVICE UNIT	23	80.3%	14.4%	5.4%
OEH & E GROUP	16	92.7%	7.3%	0.0%
OFC OF ADMIN & MGMT	23	86.5%	8.6%	4.9%
WARM SPRINGS SERVICE UNIT	40	92.1%	2.3%	5.6%
WELLPINIT SERVICE UNIT	19	81.0%	6.7%	12.3%
YAKAMA SERVICE UNIT	56	86.1%	10.5%	3.4%

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%
PORTLAND AREA	292	85.3%	9.0%	5.7%
CHEMAWA SERVICE UNIT	58	93.4%	3.8%	2.8%
COLVILLE SERVICE UNIT	35	75.4%	11.9%	12.8%
FORT HALL SERVICE UNIT	23	91.4%	4.1%	4.5%
OEH & E GROUP	16	88.2%	5.1%	6.7%
OFC OF ADMIN & MGMT	23	83.0%	13.2%	3.8%
WARM SPRINGS SERVICE UNIT	40	85.4%	12.1%	2.5%
WELLPINIT SERVICE UNIT	19	77.1%	17.3%	5.6%
YAKAMA SERVICE UNIT	57	82.0%	12.4%	5.6%

Department of Health and Human Services
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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%
PORTLAND AREA	292	95.3%	4.1%	0.6%
CHEMAWA SERVICE UNIT	58	97.9%	2.1%	0.0%
COLVILLE SERVICE UNIT	35	91.8%	5.6%	2.7%
FORT HALL SERVICE UNIT	23	95.9%	4.1%	0.0%
OEH & E GROUP	16	87.9%	12.1%	0.0%
OFC OF ADMIN & MGMT	23	96.2%	3.8%	0.0%
WARM SPRINGS SERVICE UNIT	40	97.7%	2.3%	0.0%
WELLPINIT SERVICE UNIT	19	93.9%	6.1%	0.0%
YAKAMA SERVICE UNIT	57	93.2%	5.3%	1.5%

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%
PORTLAND AREA	292	91.2%	8.8%	0.0%
CHEMAWA SERVICE UNIT	58	94.8%	5.2%	0.0%
COLVILLE SERVICE UNIT	35	85.1%	14.9%	0.0%
FORT HALL SERVICE UNIT	23	81.6%	18.4%	0.0%
OEH & E GROUP	16	94.7%	5.3%	0.0%
OFC OF ADMIN & MGMT	23	91.9%	8.1%	0.0%
WARM SPRINGS SERVICE UNIT	40	92.9%	7.1%	0.0%
WELLPINIT SERVICE UNIT	19	100.0%	0.0%	0.0%
YAKAMA SERVICE UNIT	57	86.1%	13.9%	0.0%

Department of Health and Human Services
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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
PORTLAND AREA	286	45.6%	16.3%	38.1%	2
CHEMAWA SERVICE UNIT	58	64.4%	14.8%	20.8%	0
COLVILLE SERVICE UNIT	32	25.0%	27.9%	47.1%	0
FORT HALL SERVICE UNIT	23	35.9%	16.7%	47.5%	0
OEH & E GROUP	16	31.2%	13.6%	55.1%	0
OFC OF ADMIN & MGMT	23	48.1%	13.8%	38.1%	0
WARM SPRINGS SERVICE UNIT	39	55.8%	7.3%	36.9%	0
WELLPINIT SERVICE UNIT	19	36.4%	26.6%	37.0%	0
YAKAMA SERVICE UNIT	55	39.9%	18.3%	41.8%	2

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
PORTLAND AREA	288	55.7%	16.9%	27.4%	0
CHEMAWA SERVICE UNIT	58	67.9%	10.9%	21.2%	0
COLVILLE SERVICE UNIT	34	46.9%	15.9%	37.2%	0
FORT HALL SERVICE UNIT	23	53.3%	16.7%	30.1%	0
OEH & E GROUP	16	31.6%	30.6%	37.8%	0
OFC OF ADMIN & MGMT	23	56.2%	18.3%	25.4%	0
WARM SPRINGS SERVICE UNIT	39	58.4%	16.2%	25.4%	0
WELLPINIT SERVICE UNIT	19	52.4%	9.1%	38.5%	0
YAKAMA SERVICE UNIT	56	53.7%	17.4%	28.9%	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
PORTLAND AREA	285	68.7%	11.0%	20.3%	1
CHEMAWA SERVICE UNIT	57	71.2%	9.5%	19.3%	0
COLVILLE SERVICE UNIT	33	61.1%	15.4%	23.6%	0
FORT HALL SERVICE UNIT	22	73.8%	8.8%	17.5%	0
OEH & E GROUP	16	61.9%	12.5%	25.6%	0
OFC OF ADMIN & MGMT	23	51.5%	9.5%	39.0%	0
WARM SPRINGS SERVICE UNIT	39	76.8%	12.2%	11.0%	0
WELLPINIT SERVICE UNIT	18	73.6%	4.7%	21.8%	0
YAKAMA SERVICE UNIT	56	66.3%	12.4%	21.3%	1

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
PORTLAND AREA	286	89.4%	7.3%	3.3%	1
CHEMAWA SERVICE UNIT	58	92.0%	4.5%	3.5%	0
COLVILLE SERVICE UNIT	33	83.7%	9.5%	6.8%	0
FORT HALL SERVICE UNIT	23	95.9%	4.1%	0.0%	0
OEH & E GROUP	16	80.5%	19.5%	0.0%	0
OFC OF ADMIN & MGMT	23	81.4%	8.9%	9.7%	0
WARM SPRINGS SERVICE UNIT	39	94.7%	2.7%	2.6%	0
WELLPINIT SERVICE UNIT	18	87.7%	12.3%	0.0%	0
YAKAMA SERVICE UNIT	55	85.9%	10.3%	3.8%	1

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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
PORTLAND AREA	288	96.4%	2.9%	0.7%	1
CHEMAWA SERVICE UNIT	57	96.1%	2.1%	1.8%	1
COLVILLE SERVICE UNIT	34	96.3%	3.7%	0.0%	0
FORT HALL SERVICE UNIT	23	91.1%	8.9%	0.0%	0
OEH & E GROUP	15	92.7%	7.3%	0.0%	0
OFC OF ADMIN & MGMT	23	95.5%	4.5%	0.0%	0
WARM SPRINGS SERVICE UNIT	39	97.4%	0.0%	2.6%	0
WELLPINIT SERVICE UNIT	19	100.0%	0.0%	0.0%	0
YAKAMA SERVICE UNIT	57	96.8%	3.2%	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
PORTLAND AREA	291	70.8%	9.9%	19.3%	0
CHEMAWA SERVICE UNIT	58	79.9%	10.0%	10.1%	0
COLVILLE SERVICE UNIT	34	62.1%	11.4%	26.5%	0
FORT HALL SERVICE UNIT	23	79.7%	12.3%	8.0%	0
OEH & E GROUP	16	74.8%	6.7%	18.5%	0
OFC OF ADMIN & MGMT	23	69.4%	13.0%	17.7%	0
WARM SPRINGS SERVICE UNIT	40	62.7%	9.8%	27.5%	0
WELLPINIT SERVICE UNIT	19	77.2%	12.2%	10.6%	0
YAKAMA SERVICE UNIT	57	59.1%	10.5%	30.4%	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
PORTLAND AREA	288	72.9%	10.0%	17.0%	2
CHEMAWA SERVICE UNIT	58	71.9%	8.5%	19.6%	0
COLVILLE SERVICE UNIT	32	72.4%	6.3%	21.4%	1
FORT HALL SERVICE UNIT	23	74.2%	4.1%	21.6%	0
OEH & E GROUP	16	79.4%	13.9%	6.7%	0
OFC OF ADMIN & MGMT	23	79.2%	0.0%	20.8%	0
WARM SPRINGS SERVICE UNIT	40	83.0%	12.4%	4.6%	0
WELLPINIT SERVICE UNIT	19	63.1%	10.6%	26.3%	0
YAKAMA SERVICE UNIT	57	67.1%	14.9%	18.0%	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
PORTLAND AREA	288	85.6%	9.8%	4.7%	2
CHEMAWA SERVICE UNIT	58	91.6%	6.5%	1.9%	0
COLVILLE SERVICE UNIT	33	78.7%	15.6%	5.7%	1
FORT HALL SERVICE UNIT	22	86.3%	9.0%	4.7%	1
OEH & E GROUP	16	86.1%	6.6%	7.3%	0
OFC OF ADMIN & MGMT	23	87.4%	8.5%	4.2%	0
WARM SPRINGS SERVICE UNIT	40	89.7%	8.1%	2.3%	0
WELLPINIT SERVICE UNIT	19	82.2%	17.8%	0.0%	0
YAKAMA SERVICE UNIT	56	76.5%	12.1%	11.3%	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
PORTLAND AREA	281	60.3%	17.5%	22.3%	9
CHEMAWA SERVICE UNIT	55	66.2%	17.4%	16.4%	3
COLVILLE SERVICE UNIT	32	48.7%	24.2%	27.2%	1
FORT HALL SERVICE UNIT	22	80.8%	0.0%	19.2%	1
OEH & E GROUP	16	54.1%	19.4%	26.5%	0
OFC OF ADMIN & MGMT	23	42.8%	27.9%	29.2%	0
WARM SPRINGS SERVICE UNIT	39	70.1%	16.9%	13.1%	1
WELLPINIT SERVICE UNIT	18	47.2%	21.4%	31.4%	1
YAKAMA SERVICE UNIT	55	51.5%	19.7%	28.8%	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
PORTLAND AREA	286	54.8%	22.9%	22.2%	5
CHEMAWA SERVICE UNIT	56	61.8%	23.4%	14.8%	2
COLVILLE SERVICE UNIT	34	51.8%	20.2%	28.1%	0
FORT HALL SERVICE UNIT	22	50.6%	30.6%	18.8%	1
OEH & E GROUP	16	54.1%	26.5%	19.4%	0
OFC OF ADMIN & MGMT	23	56.4%	22.4%	21.2%	0
WARM SPRINGS SERVICE UNIT	39	59.6%	25.0%	15.4%	1
WELLPINIT SERVICE UNIT	19	41.3%	9.0%	49.7%	0
YAKAMA SERVICE UNIT	56	49.9%	23.7%	26.4%	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
PORTLAND AREA	291	73.4%	12.7%	13.9%	0
CHEMAWA SERVICE UNIT	58	76.9%	12.5%	10.6%	0
COLVILLE SERVICE UNIT	35	72.2%	5.9%	21.9%	0
FORT HALL SERVICE UNIT	23	74.7%	12.1%	13.2%	0
OEH & E GROUP	15	71.7%	28.3%	0.0%	0
OFC OF ADMIN & MGMT	23	79.2%	4.5%	16.4%	0
WARM SPRINGS SERVICE UNIT	40	89.5%	10.5%	0.0%	0
WELLPINIT SERVICE UNIT	19	50.9%	14.1%	35.1%	0
YAKAMA SERVICE UNIT	57	67.2%	16.7%	16.0%	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%
PORTLAND AREA	290	68.4%	15.6%	16.0%
CHEMAWA SERVICE UNIT	58	82.6%	13.1%	4.3%
COLVILLE SERVICE UNIT	35	62.2%	11.7%	26.1%
FORT HALL SERVICE UNIT	23	66.9%	20.8%	12.3%
OEH & E GROUP	15	57.2%	21.2%	21.6%
OFC OF ADMIN & MGMT	23	57.7%	21.6%	20.8%
WARM SPRINGS SERVICE UNIT	40	89.7%	2.5%	7.8%
WELLPINIT SERVICE UNIT	18	72.1%	17.7%	10.3%
YAKAMA SERVICE UNIT	57	39.5%	26.9%	33.7%

Department of Health and Human Services
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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
PORTLAND AREA	285	33.0%	27.3%	39.7%	6
CHEMAWA SERVICE UNIT	57	44.3%	37.6%	18.1%	1
COLVILLE SERVICE UNIT	33	28.8%	20.2%	51.0%	2
FORT HALL SERVICE UNIT	23	20.5%	35.2%	44.3%	0
OEH & E GROUP	14	34.7%	6.1%	59.2%	1
OFC OF ADMIN & MGMT	23	35.1%	40.2%	24.7%	0
WARM SPRINGS SERVICE UNIT	40	33.0%	22.5%	44.5%	0
WELLPINIT SERVICE UNIT	17	23.2%	22.0%	54.8%	2
YAKAMA SERVICE UNIT	57	18.8%	23.3%	57.9%	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
PORTLAND AREA	268	36.1%	31.9%	32.0%	21
CHEMAWA SERVICE UNIT	55	34.8%	29.8%	35.3%	3
COLVILLE SERVICE UNIT	33	31.8%	41.5%	26.7%	2
FORT HALL SERVICE UNIT	21	34.4%	32.4%	33.2%	2
OEH & E GROUP	15	44.6%	7.0%	48.4%	0
OFC OF ADMIN & MGMT	22	36.0%	28.1%	35.8%	1
WARM SPRINGS SERVICE UNIT	36	31.7%	50.0%	18.3%	4
WELLPINIT SERVICE UNIT	15	18.4%	35.0%	46.6%	4
YAKAMA SERVICE UNIT	52	33.2%	27.6%	39.1%	4

Department of Health and Human Services
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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
PORTLAND AREA	268	33.2%	26.7%	40.1%	20
CHEMAWA SERVICE UNIT	51	36.5%	33.5%	30.1%	6
COLVILLE SERVICE UNIT	33	25.7%	23.9%	50.3%	2
FORT HALL SERVICE UNIT	21	41.3%	20.1%	38.6%	2
OEH & E GROUP	14	40.1%	23.1%	36.9%	1
OFC OF ADMIN & MGMT	22	44.4%	14.9%	40.6%	1
WARM SPRINGS SERVICE UNIT	39	40.9%	40.8%	18.3%	1
WELLPINIT SERVICE UNIT	17	27.0%	23.1%	49.9%	2
YAKAMA SERVICE UNIT	52	10.0%	21.2%	68.8%	3

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
PORTLAND AREA	274	39.7%	27.3%	33.0%	16
CHEMAWA SERVICE UNIT	54	48.8%	19.1%	32.1%	4
COLVILLE SERVICE UNIT	34	30.4%	19.7%	50.0%	1
FORT HALL SERVICE UNIT	21	31.7%	36.0%	32.3%	1
OEH & E GROUP	15	51.2%	18.9%	29.8%	0
OFC OF ADMIN & MGMT	23	47.9%	22.1%	30.0%	0
WARM SPRINGS SERVICE UNIT	37	45.8%	43.1%	11.0%	3
WELLPINIT SERVICE UNIT	16	22.4%	36.3%	41.3%	3
YAKAMA SERVICE UNIT	53	27.2%	25.8%	47.0%	4

Department of Health and Human Services
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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
PORTLAND AREA	275	49.4%	20.8%	29.8%	15
CHEMAWA SERVICE UNIT	53	47.5%	24.3%	28.2%	5
COLVILLE SERVICE UNIT	33	40.3%	21.0%	38.7%	2
FORT HALL SERVICE UNIT	23	42.9%	36.5%	20.5%	0
OEH & E GROUP	15	56.7%	22.0%	21.3%	0
OFC OF ADMIN & MGMT	22	54.9%	9.1%	36.0%	1
WARM SPRINGS SERVICE UNIT	39	60.4%	23.8%	15.8%	0
WELLPINIT SERVICE UNIT	19	50.4%	20.4%	29.2%	0
YAKAMA SERVICE UNIT	51	35.4%	16.5%	48.1%	6

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
PORTLAND AREA	287	72.2%	14.0%	13.8%	3
CHEMAWA SERVICE UNIT	57	74.9%	13.3%	11.8%	1
COLVILLE SERVICE UNIT	35	65.6%	6.5%	28.0%	0
FORT HALL SERVICE UNIT	22	72.6%	23.3%	4.1%	1
OEH & E GROUP	14	72.2%	22.0%	5.8%	0
OFC OF ADMIN & MGMT	23	65.8%	16.8%	17.5%	0
WARM SPRINGS SERVICE UNIT	40	87.9%	12.1%	0.0%	0
WELLPINIT SERVICE UNIT	19	65.0%	28.3%	6.7%	0
YAKAMA SERVICE UNIT	56	58.6%	14.0%	27.4%	1

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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
PORTLAND AREA	277	63.2%	23.3%	13.5%	13
CHEMAWA SERVICE UNIT	55	78.8%	16.7%	4.5%	3
COLVILLE SERVICE UNIT	33	61.7%	14.3%	24.0%	2
FORT HALL SERVICE UNIT	22	43.4%	39.3%	17.3%	0
OEH & E GROUP	15	55.0%	30.1%	14.8%	0
OFC OF ADMIN & MGMT	22	68.1%	14.6%	17.3%	1
WARM SPRINGS SERVICE UNIT	39	69.4%	20.2%	10.4%	1
WELLPINIT SERVICE UNIT	18	63.5%	30.7%	5.8%	1
YAKAMA SERVICE UNIT	53	39.8%	37.0%	23.2%	4

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%
PORTLAND AREA	290	77.5%	17.3%	5.3%
CHEMAWA SERVICE UNIT	58	87.5%	12.5%	0.0%
COLVILLE SERVICE UNIT	35	65.3%	20.2%	14.5%
FORT HALL SERVICE UNIT	23	69.1%	21.1%	9.8%
OEH & E GROUP	15	50.8%	49.2%	0.0%
OFC OF ADMIN & MGMT	22	68.8%	22.6%	8.6%
WARM SPRINGS SERVICE UNIT	40	97.1%	0.0%	2.9%
WELLPINIT SERVICE UNIT	19	93.9%	0.0%	6.1%
YAKAMA SERVICE UNIT	57	60.9%	32.4%	6.7%

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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
PORTLAND AREA	287	80.7%	12.2%	7.0%	4
CHEMAWA SERVICE UNIT	57	92.0%	5.8%	2.3%	1
COLVILLE SERVICE UNIT	34	76.3%	12.2%	11.5%	1
FORT HALL SERVICE UNIT	23	73.7%	18.1%	8.2%	0
OEH & E GROUP	15	42.9%	36.2%	20.9%	0
OFC OF ADMIN & MGMT	23	69.9%	9.5%	20.6%	0
WARM SPRINGS SERVICE UNIT	39	89.8%	10.2%	0.0%	1
WELLPINIT SERVICE UNIT	19	87.2%	12.8%	0.0%	0
YAKAMA SERVICE UNIT	56	75.9%	14.7%	9.4%	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
PORTLAND AREA	280	47.7%	25.9%	26.4%	9
CHEMAWA SERVICE UNIT	57	60.6%	25.5%	13.9%	1
COLVILLE SERVICE UNIT	34	39.1%	24.3%	36.6%	1
FORT HALL SERVICE UNIT	21	36.4%	29.6%	34.0%	2
OEH & E GROUP	13	61.6%	9.0%	29.4%	2
OFC OF ADMIN & MGMT	23	56.0%	18.1%	26.0%	0
WARM SPRINGS SERVICE UNIT	37	47.3%	31.4%	21.3%	3
WELLPINIT SERVICE UNIT	19	35.0%	34.9%	30.1%	0
YAKAMA SERVICE UNIT	55	35.8%	28.9%	35.2%	0

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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
PORTLAND AREA	285	55.2%	22.2%	22.7%	5
CHEMAWA SERVICE UNIT	57	73.9%	19.6%	6.5%	1
COLVILLE SERVICE UNIT	35	34.8%	33.3%	31.8%	0
FORT HALL SERVICE UNIT	23	47.6%	16.7%	35.7%	0
OEH & E GROUP	14	62.0%	31.8%	6.2%	1
OFC OF ADMIN & MGMT	23	57.1%	8.5%	34.5%	0
WARM SPRINGS SERVICE UNIT	38	66.0%	21.0%	13.0%	1
WELLPINIT SERVICE UNIT	18	51.4%	24.1%	24.5%	1
YAKAMA SERVICE UNIT	56	35.2%	24.0%	40.8%	1

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
PORTLAND AREA	280	41.5%	32.9%	25.5%	7
CHEMAWA SERVICE UNIT	56	55.7%	32.9%	11.4%	2
COLVILLE SERVICE UNIT	33	20.6%	42.8%	36.6%	1
FORT HALL SERVICE UNIT	23	34.5%	31.9%	33.6%	0
OEH & E GROUP	14	69.3%	0.0%	30.7%	1
OFC OF ADMIN & MGMT	23	33.6%	32.0%	34.5%	0
WARM SPRINGS SERVICE UNIT	38	38.7%	51.1%	10.2%	1
WELLPINIT SERVICE UNIT	18	46.7%	23.0%	30.3%	1
YAKAMA SERVICE UNIT	54	29.3%	28.3%	42.4%	1

Department of Health and Human Services
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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
PORTLAND AREA	267	29.8%	26.0%	44.2%	24
CHEMAWA SERVICE UNIT	50	28.3%	23.8%	47.8%	8
COLVILLE SERVICE UNIT	31	30.0%	25.9%	44.1%	4
FORT HALL SERVICE UNIT	22	28.0%	26.7%	45.2%	1
OEH & E GROUP	13	32.6%	27.9%	39.5%	2
OFC OF ADMIN & MGMT	23	53.4%	8.1%	38.5%	0
WARM SPRINGS SERVICE UNIT	39	34.0%	40.6%	25.4%	1
WELLPINIT SERVICE UNIT	17	32.7%	5.5%	61.8%	2
YAKAMA SERVICE UNIT	52	15.0%	29.2%	55.8%	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
PORTLAND AREA	276	54.0%	29.6%	16.4%	13
CHEMAWA SERVICE UNIT	54	65.5%	23.5%	11.0%	3
COLVILLE SERVICE UNIT	31	39.4%	37.5%	23.0%	4
FORT HALL SERVICE UNIT	21	47.8%	28.1%	24.1%	2
OEH & E GROUP	15	52.5%	33.2%	14.3%	0
OFC OF ADMIN & MGMT	23	56.0%	23.4%	20.6%	0
WARM SPRINGS SERVICE UNIT	39	72.2%	20.4%	7.4%	1
WELLPINIT SERVICE UNIT	18	48.9%	39.8%	11.3%	1
YAKAMA SERVICE UNIT	54	34.4%	40.5%	25.1%	2

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
PORTLAND AREA	290	88.5%	7.4%	4.1%	1
CHEMAWA SERVICE UNIT	58	98.2%	1.8%	0.0%	0
COLVILLE SERVICE UNIT	35	85.0%	12.1%	2.9%	0
FORT HALL SERVICE UNIT	22	86.4%	13.6%	0.0%	1
OEH & E GROUP	15	87.4%	5.4%	7.2%	0
OFC OF ADMIN & MGMT	23	92.0%	4.2%	3.8%	0
WARM SPRINGS SERVICE UNIT	40	92.8%	2.5%	4.7%	0
WELLPINIT SERVICE UNIT	19	88.3%	6.1%	5.6%	0
YAKAMA SERVICE UNIT	57	75.3%	14.3%	10.5%	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
PORTLAND AREA	285	83.8%	11.0%	5.2%	2
CHEMAWA SERVICE UNIT	56	82.1%	12.2%	5.7%	1
COLVILLE SERVICE UNIT	35	85.4%	11.7%	2.9%	0
FORT HALL SERVICE UNIT	23	87.6%	8.2%	4.1%	0
OEH & E GROUP	15	77.2%	14.9%	7.9%	0
OFC OF ADMIN & MGMT	23	87.9%	12.1%	0.0%	0
WARM SPRINGS SERVICE UNIT	39	92.0%	8.0%	0.0%	0
WELLPINIT SERVICE UNIT	19	82.7%	17.3%	0.0%	0
YAKAMA SERVICE UNIT	55	72.0%	12.8%	15.2%	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
PORTLAND AREA	270	54.4%	23.2%	22.4%	17
CHEMAWA SERVICE UNIT	51	58.4%	21.0%	20.7%	6
COLVILLE SERVICE UNIT	33	38.7%	23.9%	37.4%	2
FORT HALL SERVICE UNIT	21	51.7%	21.6%	26.7%	2
OEH & E GROUP	14	68.6%	22.9%	8.5%	1
OFC OF ADMIN & MGMT	23	52.4%	26.9%	20.7%	0
WARM SPRINGS SERVICE UNIT	35	66.6%	22.2%	11.2%	3
WELLPINIT SERVICE UNIT	18	58.4%	11.6%	30.0%	1
YAKAMA SERVICE UNIT	55	39.5%	31.3%	29.2%	1

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
PORTLAND AREA	263	67.1%	20.1%	12.8%	26
CHEMAWA SERVICE UNIT	52	72.4%	15.4%	12.2%	4
COLVILLE SERVICE UNIT	31	47.8%	33.0%	19.2%	4
FORT HALL SERVICE UNIT	20	74.7%	15.5%	9.7%	3
OEH & E GROUP	14	64.9%	29.0%	6.2%	1
OFC OF ADMIN & MGMT	23	58.1%	21.7%	20.3%	0
WARM SPRINGS SERVICE UNIT	36	79.2%	18.1%	2.7%	4
WELLPINIT SERVICE UNIT	17	61.6%	24.8%	13.6%	2
YAKAMA SERVICE UNIT	50	61.6%	21.4%	17.0%	7

Department of Health and Human Services
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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
PORTLAND AREA	285	74.2%	16.1%	9.7%	5
CHEMAWA SERVICE UNIT	56	88.6%	9.3%	2.1%	1
COLVILLE SERVICE UNIT	35	54.8%	24.9%	20.4%	0
FORT HALL SERVICE UNIT	22	67.0%	22.8%	10.2%	1
OEH & E GROUP	14	48.9%	35.7%	15.5%	1
OFC OF ADMIN & MGMT	23	61.5%	21.0%	17.5%	0
WARM SPRINGS SERVICE UNIT	39	90.4%	7.1%	2.5%	1
WELLPINIT SERVICE UNIT	19	88.3%	6.1%	5.6%	0
YAKAMA SERVICE UNIT	56	64.4%	19.7%	15.9%	1

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%
PORTLAND AREA	289	68.0%	17.9%	14.1%
CHEMAWA SERVICE UNIT	56	79.5%	11.2%	9.3%
COLVILLE SERVICE UNIT	35	55.0%	30.5%	14.6%
FORT HALL SERVICE UNIT	23	69.1%	17.1%	13.7%
OEH & E GROUP	15	67.1%	17.8%	15.1%
OFC OF ADMIN & MGMT	23	57.7%	13.2%	29.1%
WARM SPRINGS SERVICE UNIT	40	69.1%	20.8%	10.2%
WELLPINIT SERVICE UNIT	19	69.6%	17.6%	12.8%
YAKAMA SERVICE UNIT	57	58.4%	24.1%	17.5%

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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
PORTLAND AREA	267	46.7%	22.5%	30.9%	23
CHEMAWA SERVICE UNIT	52	44.8%	30.3%	25.0%	5
COLVILLE SERVICE UNIT	32	32.2%	12.7%	55.0%	3
FORT HALL SERVICE UNIT	21	38.1%	17.8%	44.2%	2
OEH & E GROUP	14	49.6%	20.3%	30.1%	1
OFC OF ADMIN & MGMT	22	54.3%	9.9%	35.8%	1
WARM SPRINGS SERVICE UNIT	38	50.7%	28.2%	21.1%	2
WELLPINIT SERVICE UNIT	16	57.9%	20.1%	22.0%	3
YAKAMA SERVICE UNIT	51	44.4%	21.5%	34.1%	6

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
PORTLAND AREA	289	80.2%	11.8%	8.0%	1
CHEMAWA SERVICE UNIT	57	83.7%	12.6%	3.7%	0
COLVILLE SERVICE UNIT	34	73.4%	12.4%	14.2%	1
FORT HALL SERVICE UNIT	23	73.5%	18.1%	8.4%	0
OEH & E GROUP	15	92.7%	7.3%	0.0%	0
OFC OF ADMIN & MGMT	23	88.2%	0.0%	11.8%	0
WARM SPRINGS SERVICE UNIT	40	81.8%	18.2%	0.0%	0
WELLPINIT SERVICE UNIT	19	50.6%	22.3%	27.1%	0
YAKAMA SERVICE UNIT	57	80.3%	10.5%	9.2%	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
PORTLAND AREA	287	67.6%	18.7%	13.7%	1
CHEMAWA SERVICE UNIT	56	66.5%	22.6%	10.9%	1
COLVILLE SERVICE UNIT	34	57.7%	24.5%	17.8%	0
FORT HALL SERVICE UNIT	23	64.8%	18.6%	16.5%	0
OEH & E GROUP	15	84.5%	7.8%	7.7%	0
OFC OF ADMIN & MGMT	23	64.7%	13.7%	21.6%	0
WARM SPRINGS SERVICE UNIT	40	77.6%	14.5%	7.9%	0
WELLPINIT SERVICE UNIT	19	65.1%	15.0%	19.9%	0
YAKAMA SERVICE UNIT	56	60.1%	23.6%	16.2%	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
PORTLAND AREA	286	64.7%	19.9%	15.4%	4
CHEMAWA SERVICE UNIT	56	65.5%	25.2%	9.4%	1
COLVILLE SERVICE UNIT	35	69.9%	9.3%	20.8%	0
FORT HALL SERVICE UNIT	23	53.0%	24.4%	22.6%	0
OEH & E GROUP	15	79.4%	20.6%	0.0%	0
OFC OF ADMIN & MGMT	22	63.1%	10.0%	26.9%	1
WARM SPRINGS SERVICE UNIT	40	70.4%	27.3%	2.3%	0
WELLPINIT SERVICE UNIT	17	57.2%	5.9%	36.8%	2
YAKAMA SERVICE UNIT	57	54.7%	27.6%	17.6%	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
PORTLAND AREA	270	69.0%	20.5%	10.5%	19
CHEMAWA SERVICE UNIT	51	72.3%	21.6%	6.1%	6
COLVILLE SERVICE UNIT	33	62.8%	20.5%	16.7%	2
FORT HALL SERVICE UNIT	18	62.3%	32.4%	5.3%	4
OEH & E GROUP	14	83.4%	16.6%	0.0%	1
OFC OF ADMIN & MGMT	22	67.1%	10.2%	22.7%	1
WARM SPRINGS SERVICE UNIT	39	78.6%	21.4%	0.0%	1
WELLPINIT SERVICE UNIT	18	64.3%	30.6%	5.2%	1
YAKAMA SERVICE UNIT	54	59.2%	20.6%	20.2%	3

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
PORTLAND AREA	289	63.8%	16.8%	19.4%	1
CHEMAWA SERVICE UNIT	57	70.4%	17.1%	12.4%	0
COLVILLE SERVICE UNIT	35	56.1%	17.4%	26.5%	0
FORT HALL SERVICE UNIT	23	52.5%	16.1%	31.3%	0
OEH & E GROUP	15	72.6%	21.9%	5.4%	0
OFC OF ADMIN & MGMT	23	55.6%	18.2%	26.2%	0
WARM SPRINGS SERVICE UNIT	39	74.9%	19.1%	6.0%	1
WELLPINIT SERVICE UNIT	19	61.7%	9.6%	28.7%	0
YAKAMA SERVICE UNIT	57	59.8%	13.6%	26.6%	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
PORTLAND AREA	284	70.6%	14.2%	15.2%	5
CHEMAWA SERVICE UNIT	55	73.1%	15.6%	11.3%	2
COLVILLE SERVICE UNIT	35	57.0%	10.9%	32.1%	0
FORT HALL SERVICE UNIT	22	74.1%	13.7%	12.2%	1
OEH & E GROUP	14	100.0%	0.0%	0.0%	1
OFC OF ADMIN & MGMT	23	57.1%	16.7%	26.2%	0
WARM SPRINGS SERVICE UNIT	40	83.2%	13.9%	2.9%	0
WELLPINIT SERVICE UNIT	18	70.1%	18.9%	11.0%	0
YAKAMA SERVICE UNIT	56	57.1%	21.5%	21.4%	1

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%
PORTLAND AREA	290	76.4%	13.3%	10.3%
CHEMAWA SERVICE UNIT	57	75.8%	20.2%	4.0%
COLVILLE SERVICE UNIT	35	67.1%	16.4%	16.6%
FORT HALL SERVICE UNIT	23	69.4%	22.0%	8.6%
OEH & E GROUP	15	93.0%	7.0%	0.0%
OFC OF ADMIN & MGMT	23	69.6%	4.6%	25.8%
WARM SPRINGS SERVICE UNIT	40	93.1%	2.1%	4.8%
WELLPINIT SERVICE UNIT	19	72.5%	23.4%	4.1%
YAKAMA SERVICE UNIT	57	68.6%	13.6%	17.9%

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%
PORTLAND AREA	290	83.6%	8.4%	8.0%
CHEMAWA SERVICE UNIT	57	89.1%	8.7%	2.3%
COLVILLE SERVICE UNIT	35	74.3%	11.4%	14.3%
FORT HALL SERVICE UNIT	23	79.3%	20.7%	0.0%
OEH & E GROUP	15	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	23	69.6%	8.7%	21.7%
WARM SPRINGS SERVICE UNIT	40	90.5%	7.1%	2.4%
WELLPINIT SERVICE UNIT	19	74.0%	16.9%	9.0%
YAKAMA SERVICE UNIT	57	82.5%	4.8%	12.6%

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%
PORTLAND AREA	290	73.9%	12.1%	14.0%
CHEMAWA SERVICE UNIT	57	75.2%	16.0%	8.8%
COLVILLE SERVICE UNIT	35	78.2%	11.0%	10.8%
FORT HALL SERVICE UNIT	23	60.7%	11.7%	27.5%
OEH & E GROUP	15	86.9%	13.1%	0.0%
OFC OF ADMIN & MGMT	23	69.6%	8.9%	21.6%
WARM SPRINGS SERVICE UNIT	40	83.5%	11.6%	4.9%
WELLPINIT SERVICE UNIT	19	71.5%	6.1%	22.4%
YAKAMA SERVICE UNIT	57	65.3%	14.8%	19.9%

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%
PORTLAND AREA	290	69.2%	16.1%	14.7%
CHEMAWA SERVICE UNIT	57	78.3%	15.9%	5.8%
COLVILLE SERVICE UNIT	35	64.0%	12.3%	23.7%
FORT HALL SERVICE UNIT	23	62.4%	16.9%	20.7%
OEH & E GROUP	15	92.7%	7.3%	0.0%
OFC OF ADMIN & MGMT	23	64.5%	13.8%	21.7%
WARM SPRINGS SERVICE UNIT	40	76.0%	17.2%	6.8%
WELLPINIT SERVICE UNIT	19	57.1%	28.3%	14.6%
YAKAMA SERVICE UNIT	57	60.2%	15.5%	24.3%

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%
PORTLAND AREA	290	71.9%	16.5%	11.5%
CHEMAWA SERVICE UNIT	57	86.9%	9.4%	3.7%
COLVILLE SERVICE UNIT	35	65.6%	12.5%	21.9%
FORT HALL SERVICE UNIT	23	52.4%	26.7%	20.9%
OEH & E GROUP	15	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	23	74.3%	9.2%	16.5%
WARM SPRINGS SERVICE UNIT	40	81.0%	19.0%	0.0%
WELLPINIT SERVICE UNIT	19	57.7%	26.4%	15.9%
YAKAMA SERVICE UNIT	57	56.8%	23.5%	19.6%

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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
PORTLAND AREA	280	43.3%	23.9%	32.8%	9
CHEMAWA SERVICE UNIT	55	55.1%	22.0%	22.8%	1
COLVILLE SERVICE UNIT	34	37.7%	23.6%	38.7%	1
FORT HALL SERVICE UNIT	22	35.5%	27.1%	37.4%	1
OEH & E GROUP	14	36.1%	33.3%	30.5%	1
OFC OF ADMIN & MGMT	22	35.7%	24.1%	40.2%	1
WARM SPRINGS SERVICE UNIT	39	54.3%	26.0%	19.8%	1
WELLPINIT SERVICE UNIT	18	42.7%	23.3%	34.0%	1
YAKAMA SERVICE UNIT	55	28.4%	24.1%	47.4%	2

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
PORTLAND AREA	272	54.4%	26.0%	19.6%	16
CHEMAWA SERVICE UNIT	53	61.6%	26.2%	12.2%	4
COLVILLE SERVICE UNIT	34	39.2%	30.9%	29.9%	1
FORT HALL SERVICE UNIT	20	54.3%	34.4%	11.3%	3
OEH & E GROUP	14	64.4%	29.4%	6.2%	1
OFC OF ADMIN & MGMT	22	54.9%	22.3%	22.9%	1
WARM SPRINGS SERVICE UNIT	38	61.1%	24.2%	14.7%	1
WELLPINIT SERVICE UNIT	18	55.2%	27.4%	17.5%	1
YAKAMA SERVICE UNIT	52	42.1%	27.2%	30.7%	4

Department of Health and Human Services
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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
PORTLAND AREA	277	67.2%	20.6%	12.1%	12
CHEMAWA SERVICE UNIT	55	68.8%	18.6%	12.6%	2
COLVILLE SERVICE UNIT	31	55.8%	21.0%	23.3%	4
FORT HALL SERVICE UNIT	22	59.1%	32.6%	8.3%	1
OEH & E GROUP	15	81.2%	13.4%	5.4%	0
OFC OF ADMIN & MGMT	23	61.0%	22.5%	16.6%	0
WARM SPRINGS SERVICE UNIT	39	74.6%	25.4%	0.0%	0
WELLPINIT SERVICE UNIT	17	76.3%	19.1%	4.6%	2
YAKAMA SERVICE UNIT	55	61.5%	19.8%	18.7%	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
PORTLAND AREA	285	64.0%	20.2%	15.9%	5
CHEMAWA SERVICE UNIT	57	77.2%	14.1%	8.7%	0
COLVILLE SERVICE UNIT	34	39.4%	30.4%	30.2%	1
FORT HALL SERVICE UNIT	22	50.6%	49.4%	0.0%	1
OEH & E GROUP	15	72.3%	21.9%	5.7%	0
OFC OF ADMIN & MGMT	23	61.2%	8.5%	30.3%	0
WARM SPRINGS SERVICE UNIT	39	82.2%	15.2%	2.6%	1
WELLPINIT SERVICE UNIT	18	71.3%	21.5%	7.2%	1
YAKAMA SERVICE UNIT	56	49.4%	20.1%	30.4%	1

Department of Health and Human Services
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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
PORTLAND AREA	274	65.3%	21.1%	13.6%	14
CHEMAWA SERVICE UNIT	54	83.2%	10.8%	6.0%	3
COLVILLE SERVICE UNIT	32	41.6%	26.6%	31.8%	2
FORT HALL SERVICE UNIT	22	53.7%	36.7%	9.6%	1
OEH & E GROUP	15	74.2%	20.1%	5.7%	0
OFC OF ADMIN & MGMT	21	52.4%	14.0%	33.6%	2
WARM SPRINGS SERVICE UNIT	39	77.9%	19.5%	2.6%	0
WELLPINIT SERVICE UNIT	17	71.1%	23.2%	5.7%	2
YAKAMA SERVICE UNIT	53	55.3%	23.7%	21.0%	4

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
PORTLAND AREA	278	53.1%	21.1%	25.8%	11
CHEMAWA SERVICE UNIT	56	64.8%	13.4%	21.7%	1
COLVILLE SERVICE UNIT	34	18.8%	23.5%	57.6%	1
FORT HALL SERVICE UNIT	22	63.7%	32.0%	4.3%	1
OEH & E GROUP	15	53.2%	26.0%	20.8%	0
OFC OF ADMIN & MGMT	23	51.8%	13.8%	34.4%	0
WARM SPRINGS SERVICE UNIT	38	72.0%	20.4%	7.7%	1
WELLPINIT SERVICE UNIT	16	67.4%	18.1%	14.5%	3
YAKAMA SERVICE UNIT	54	36.9%	30.2%	32.9%	3

Department of Health and Human Services
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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
PORTLAND AREA	275	59.9%	18.6%	21.5%	10
CHEMAWA SERVICE UNIT	55	72.4%	13.3%	14.3%	0
COLVILLE SERVICE UNIT	33	37.6%	11.3%	51.1%	1
FORT HALL SERVICE UNIT	21	61.9%	33.6%	4.5%	2
OEH & E GROUP	15	68.5%	18.6%	12.9%	0
OFC OF ADMIN & MGMT	21	56.9%	14.7%	28.4%	0
WARM SPRINGS SERVICE UNIT	38	76.3%	18.7%	5.0%	2
WELLPINIT SERVICE UNIT	18	60.3%	22.2%	17.5%	1
YAKAMA SERVICE UNIT	53	43.8%	24.9%	31.4%	4

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
PORTLAND AREA	273	53.5%	25.1%	21.4%	16
CHEMAWA SERVICE UNIT	55	67.1%	25.7%	7.3%	2
COLVILLE SERVICE UNIT	34	43.3%	21.2%	35.5%	1
FORT HALL SERVICE UNIT	22	54.1%	27.0%	19.0%	1
OEH & E GROUP	14	68.3%	31.7%	0.0%	1
OFC OF ADMIN & MGMT	22	49.6%	18.8%	31.6%	1
WARM SPRINGS SERVICE UNIT	34	58.2%	36.2%	5.6%	5
WELLPINIT SERVICE UNIT	17	59.1%	26.9%	14.0%	2
YAKAMA SERVICE UNIT	54	31.5%	23.5%	45.0%	3

Department of Health and Human Services
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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
PORTLAND AREA	280	57.2%	23.7%	19.1%	9
CHEMAWA SERVICE UNIT	55	76.3%	18.8%	5.0%	1
COLVILLE SERVICE UNIT	34	44.1%	27.3%	28.6%	1
FORT HALL SERVICE UNIT	22	49.1%	27.1%	23.8%	1
OEH & E GROUP	15	56.7%	29.9%	13.4%	0
OFC OF ADMIN & MGMT	23	56.0%	13.6%	30.3%	0
WARM SPRINGS SERVICE UNIT	38	62.9%	24.4%	12.7%	2
WELLPINIT SERVICE UNIT	18	63.9%	17.1%	19.1%	1
YAKAMA SERVICE UNIT	54	43.5%	26.8%	29.7%	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
PORTLAND AREA	256	59.2%	25.7%	15.1%	31
CHEMAWA SERVICE UNIT	52	73.4%	23.0%	3.6%	4
COLVILLE SERVICE UNIT	34	30.0%	43.1%	26.8%	1
FORT HALL SERVICE UNIT	18	60.9%	23.1%	16.1%	5
OEH & E GROUP	14	93.8%	0.0%	6.2%	1
OFC OF ADMIN & MGMT	21	61.8%	9.6%	28.5%	1
WARM SPRINGS SERVICE UNIT	35	59.2%	32.1%	8.7%	5
WELLPINIT SERVICE UNIT	15	49.6%	34.6%	15.8%	4
YAKAMA SERVICE UNIT	46	49.1%	27.5%	23.4%	10

Department of Health and Human Services
PORTLAND AREA
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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%
PORTLAND AREA	288	56.1%	24.4%	19.5%
CHEMAWA SERVICE UNIT	57	67.0%	18.8%	14.3%
COLVILLE SERVICE UNIT	35	46.2%	26.0%	27.8%
FORT HALL SERVICE UNIT	23	63.0%	25.3%	11.7%
OEH & E GROUP	15	72.3%	20.0%	7.7%
OFC OF ADMIN & MGMT	23	56.0%	22.0%	22.0%
WARM SPRINGS SERVICE UNIT	39	48.7%	34.5%	16.8%
WELLPINIT SERVICE UNIT	19	44.4%	34.9%	20.8%
YAKAMA SERVICE UNIT	56	43.6%	25.6%	30.8%

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%
PORTLAND AREA	287	52.6%	24.0%	23.4%
CHEMAWA SERVICE UNIT	56	57.8%	25.0%	17.3%
COLVILLE SERVICE UNIT	35	36.3%	11.1%	52.6%
FORT HALL SERVICE UNIT	23	48.0%	31.3%	20.7%
OEH & E GROUP	15	72.3%	20.5%	7.2%
OFC OF ADMIN & MGMT	23	47.9%	22.4%	29.7%
WARM SPRINGS SERVICE UNIT	40	60.2%	25.8%	14.1%
WELLPINIT SERVICE UNIT	19	56.1%	31.6%	12.3%
YAKAMA SERVICE UNIT	55	42.1%	29.1%	28.9%

Department of Health and Human Services
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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%
PORTLAND AREA	288	49.5%	24.3%	26.3%
CHEMAWA SERVICE UNIT	57	55.0%	13.2%	31.8%
COLVILLE SERVICE UNIT	35	41.6%	21.3%	37.1%
FORT HALL SERVICE UNIT	23	47.6%	21.9%	30.5%
OEH & E GROUP	15	72.1%	20.0%	7.9%
OFC OF ADMIN & MGMT	23	46.7%	27.5%	25.8%
WARM SPRINGS SERVICE UNIT	40	52.2%	35.8%	12.0%
WELLPINIT SERVICE UNIT	19	28.9%	22.3%	48.9%
YAKAMA SERVICE UNIT	56	42.8%	31.9%	25.2%

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%
PORTLAND AREA	289	48.9%	31.4%	19.7%
CHEMAWA SERVICE UNIT	57	56.9%	33.6%	9.5%
COLVILLE SERVICE UNIT	35	31.5%	31.5%	37.1%
FORT HALL SERVICE UNIT	23	47.2%	33.6%	19.2%
OEH & E GROUP	15	58.7%	34.1%	7.2%
OFC OF ADMIN & MGMT	23	48.1%	26.1%	25.8%
WARM SPRINGS SERVICE UNIT	40	55.4%	33.1%	11.4%
WELLPINIT SERVICE UNIT	19	46.2%	48.2%	5.6%
YAKAMA SERVICE UNIT	56	39.5%	28.5%	32.0%

Department of Health and Human Services
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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%
PORTLAND AREA	289	41.3%	31.5%	27.2%
CHEMAWA SERVICE UNIT	57	39.6%	33.5%	26.9%
COLVILLE SERVICE UNIT	35	29.8%	38.1%	32.1%
FORT HALL SERVICE UNIT	23	34.0%	41.0%	25.0%
OEH & E GROUP	15	38.9%	27.0%	34.1%
OFC OF ADMIN & MGMT	23	42.2%	18.7%	39.1%
WARM SPRINGS SERVICE UNIT	40	45.5%	35.7%	18.8%
WELLPINIT SERVICE UNIT	19	35.1%	43.6%	21.3%
YAKAMA SERVICE UNIT	56	43.2%	27.1%	29.7%

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%
PORTLAND AREA	289	57.2%	23.4%	19.3%
CHEMAWA SERVICE UNIT	57	61.0%	26.4%	12.7%
COLVILLE SERVICE UNIT	35	45.1%	23.5%	31.4%
FORT HALL SERVICE UNIT	23	62.5%	13.5%	24.0%
OEH & E GROUP	15	53.4%	24.6%	22.0%
OFC OF ADMIN & MGMT	23	47.0%	40.0%	13.0%
WARM SPRINGS SERVICE UNIT	40	62.0%	28.2%	9.8%
WELLPINIT SERVICE UNIT	19	45.6%	22.5%	31.9%
YAKAMA SERVICE UNIT	56	52.6%	21.0%	26.4%

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PORTLAND AREA
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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%
PORTLAND AREA	289	70.7%	15.5%	13.8%
CHEMAWA SERVICE UNIT	57	81.2%	10.9%	7.9%
COLVILLE SERVICE UNIT	35	63.7%	12.0%	24.4%
FORT HALL SERVICE UNIT	23	83.8%	16.2%	0.0%
OEH & E GROUP	15	80.0%	12.8%	7.2%
OFC OF ADMIN & MGMT	23	61.8%	25.6%	12.6%
WARM SPRINGS SERVICE UNIT	40	74.6%	7.6%	17.8%
WELLPINIT SERVICE UNIT	19	65.5%	11.9%	22.5%
YAKAMA SERVICE UNIT	56	53.4%	27.3%	19.3%

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%
PORTLAND AREA	286	55.4%	15.0%	29.6%
CHEMAWA SERVICE UNIT	57	55.4%	14.9%	29.7%
COLVILLE SERVICE UNIT	35	45.9%	17.3%	36.8%
FORT HALL SERVICE UNIT	23	52.3%	8.9%	38.8%
OEH & E GROUP	15	59.1%	20.5%	20.3%
OFC OF ADMIN & MGMT	22	50.6%	12.4%	37.0%
WARM SPRINGS SERVICE UNIT	39	50.3%	25.3%	24.4%
WELLPINIT SERVICE UNIT	19	57.9%	8.7%	33.4%
YAKAMA SERVICE UNIT	55	54.8%	16.3%	28.9%

Department of Health and Human Services
PORTLAND AREA
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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%
PORTLAND AREA	286	58.0%	28.0%	14.0%
CHEMAWA SERVICE UNIT	57	70.7%	26.1%	3.2%
COLVILLE SERVICE UNIT	33	44.6%	31.1%	24.3%
FORT HALL SERVICE UNIT	23	61.1%	29.0%	9.8%
OEH & E GROUP	15	61.1%	31.7%	7.2%
OFC OF ADMIN & MGMT	23	46.0%	33.4%	20.6%
WARM SPRINGS SERVICE UNIT	39	67.8%	21.5%	10.7%
WELLPINIT SERVICE UNIT	19	55.4%	32.9%	11.7%
YAKAMA SERVICE UNIT	56	44.8%	33.7%	21.5%

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
PORTLAND AREA	249	17.9%	57.6%	5.8%	4.7%	14.0%	39
CHEMAWA SERVICE UNIT	48	25.5%	50.5%	13.0%	0.0%	11.0%	9
COLVILLE SERVICE UNIT	30	15.5%	67.3%	3.4%	3.2%	10.5%	5
FORT HALL SERVICE UNIT	21	19.3%	46.5%	9.1%	10.2%	15.0%	2
OEH & E GROUP	10	10.8%	31.6%	0.0%	38.4%	19.1%	5
OFC OF ADMIN & MGMT	20	14.4%	54.8%	0.0%	5.5%	25.3%	3
WARM SPRINGS SERVICE UNIT	35	28.4%	45.9%	9.4%	4.9%	11.5%	4
WELLPINIT SERVICE UNIT	16	11.3%	82.3%	0.0%	6.4%	0.0%	3
YAKAMA SERVICE UNIT	49	8.0%	81.3%	0.0%	0.0%	10.7%	7

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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%
PORTLAND AREA	284	30.3%	8.7%	2.5%	25.8%	32.6%
CHEMAWA SERVICE UNIT	57	37.9%	2.1%	0.0%	19.2%	40.8%
COLVILLE SERVICE UNIT	34	27.5%	0.0%	3.0%	41.3%	28.2%
FORT HALL SERVICE UNIT	23	36.3%	0.0%	4.5%	24.5%	34.7%
OEH & E GROUP	15	33.4%	46.4%	0.0%	12.4%	7.8%
OFC OF ADMIN & MGMT	23	12.0%	49.3%	14.0%	4.1%	20.6%
WARM SPRINGS SERVICE UNIT	37	23.9%	0.0%	0.0%	29.1%	47.0%
WELLPINIT SERVICE UNIT	19	47.3%	0.0%	0.0%	22.5%	30.2%
YAKAMA SERVICE UNIT	55	27.0%	0.0%	0.0%	37.1%	35.9%

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%
PORTLAND AREA	284	19.5%	20.7%	20.0%	26.5%	13.3%
CHEMAWA SERVICE UNIT	57	24.2%	20.1%	20.6%	26.3%	8.8%
COLVILLE SERVICE UNIT	34	39.3%	12.3%	11.3%	23.5%	13.6%
FORT HALL SERVICE UNIT	23	4.8%	42.3%	16.8%	20.4%	15.7%
OEH & E GROUP	15	7.9%	13.1%	19.2%	34.5%	25.3%
OFC OF ADMIN & MGMT	22	19.1%	8.5%	21.8%	36.6%	14.1%
WARM SPRINGS SERVICE UNIT	38	10.5%	21.6%	28.2%	24.0%	15.7%
WELLPINIT SERVICE UNIT	19	36.9%	30.1%	21.9%	11.1%	0.0%
YAKAMA SERVICE UNIT	55	17.5%	22.3%	21.5%	24.4%	14.4%

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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%
PORTLAND AREA	228	21.8%	37.2%	22.4%	46.3%	50.8%
CHEMAWA SERVICE UNIT	43	16.0%	20.6%	15.9%	40.7%	46.7%
COLVILLE SERVICE UNIT	21	16.7%	38.0%	27.2%	48.0%	52.8%
FORT HALL SERVICE UNIT	22	12.5%	8.0%	8.0%	39.8%	8.2%
OEH & E GROUP	14	54.5%	73.4%	56.4%	65.6%	92.8%
OFC OF ADMIN & MGMT	18	55.4%	78.8%	38.3%	64.2%	81.0%
WARM SPRINGS SERVICE UNIT	34	12.2%	27.1%	9.5%	24.6%	32.7%
WELLPINIT SERVICE UNIT	11	28.8%	36.5%	9.5%	45.9%	55.7%
YAKAMA SERVICE UNIT	45	19.3%	39.2%	16.4%	43.6%	43.5%

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%
PORTLAND AREA	228	40.8%	29.4%	30.5%	13.3%	45.2%
CHEMAWA SERVICE UNIT	43	48.5%	26.2%	25.9%	4.1%	53.6%
COLVILLE SERVICE UNIT	21	43.6%	33.1%	27.2%	31.9%	42.9%
FORT HALL SERVICE UNIT	22	25.2%	13.0%	8.6%	4.3%	60.4%
OEH & E GROUP	14	57.8%	43.0%	65.3%	14.2%	8.0%
OFC OF ADMIN & MGMT	18	45.7%	55.2%	59.9%	32.9%	15.5%
WARM SPRINGS SERVICE UNIT	34	35.4%	16.1%	16.0%	10.4%	61.9%
WELLPINIT SERVICE UNIT	11	36.1%	17.4%	36.4%	0.0%	36.8%
YAKAMA SERVICE UNIT	45	42.4%	25.5%	15.5%	13.3%	51.1%

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%
PORTLAND AREA	286	1.9%	8.1%	17.1%	72.8%
CHEMAWA SERVICE UNIT	57	1.9%	5.3%	13.1%	79.7%
COLVILLE SERVICE UNIT	34	0.0%	8.7%	23.8%	67.5%
FORT HALL SERVICE UNIT	23	0.0%	7.8%	17.1%	75.0%
OEH & E GROUP	15	0.0%	7.2%	12.1%	80.7%
OFC OF ADMIN & MGMT	23	4.0%	3.5%	25.5%	67.1%
WARM SPRINGS SERVICE UNIT	39	0.0%	18.0%	16.2%	65.8%
WELLPINIT SERVICE UNIT	19	6.1%	0.0%	12.3%	81.5%
YAKAMA SERVICE UNIT	55	4.1%	8.0%	17.1%	70.8%

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
PORTLAND AREA	278	31.6%	41.8%	18.8%	3.4%	4.4%	8
CHEMAWA SERVICE UNIT	57	37.9%	39.0%	18.0%	5.1%	0.0%	0
COLVILLE SERVICE UNIT	33	28.5%	42.4%	22.9%	0.0%	6.1%	1
FORT HALL SERVICE UNIT	21	27.5%	48.5%	10.1%	14.0%	0.0%	2
OEH & E GROUP	14	34.7%	37.9%	15.2%	12.2%	0.0%	1
OFC OF ADMIN & MGMT	23	26.2%	38.9%	21.4%	0.0%	13.4%	0
WARM SPRINGS SERVICE UNIT	39	34.1%	38.1%	17.9%	0.0%	10.0%	0
WELLPINIT SERVICE UNIT	19	43.7%	33.9%	22.4%	0.0%	0.0%	0
YAKAMA SERVICE UNIT	52	22.7%	42.1%	25.1%	3.8%	6.3%	3

Department of Health and Human Services
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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%
PORTLAND AREA	278	5.5%	2.8%	3.4%	1.9%	1.4%
CHEMAWA SERVICE UNIT	57	3.6%	2.3%	0.0%	0.0%	0.0%
COLVILLE SERVICE UNIT	33	2.6%	0.0%	0.0%	0.0%	6.2%
FORT HALL SERVICE UNIT	21	0.0%	0.0%	5.3%	0.0%	0.0%
OEH & E GROUP	15	0.0%	7.7%	0.0%	7.8%	0.0%
OFC OF ADMIN & MGMT	22	4.3%	4.8%	13.7%	18.3%	4.2%
WARM SPRINGS SERVICE UNIT	36	0.0%	0.0%	2.8%	0.0%	0.0%
WELLPINIT SERVICE UNIT	19	14.0%	0.0%	6.7%	0.0%	0.0%
YAKAMA SERVICE UNIT	54	5.4%	0.0%	0.0%	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%
PORTLAND AREA	278	47.9%	4.4%	16.9%	15.8%
CHEMAWA SERVICE UNIT	57	62.1%	2.1%	12.1%	18.0%
COLVILLE SERVICE UNIT	33	52.2%	5.9%	16.9%	16.2%
FORT HALL SERVICE UNIT	21	53.2%	9.7%	4.9%	26.9%
OEH & E GROUP	15	26.1%	7.0%	39.3%	12.0%
OFC OF ADMIN & MGMT	22	8.5%	0.0%	28.1%	18.2%
WARM SPRINGS SERVICE UNIT	36	58.1%	8.3%	10.8%	20.1%
WELLPINIT SERVICE UNIT	19	63.4%	0.0%	10.6%	5.3%
YAKAMA SERVICE UNIT	54	55.2%	5.6%	23.0%	10.9%

Department of Health and Human Services
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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
PORTLAND AREA	81	45.9%	31.8%	22.3%	13	147	44
CHEMAWA SERVICE UNIT	14	36.4%	34.6%	29.0%	3	35	5
COLVILLE SERVICE UNIT	6	0.0%	84.0%	16.0%	1	18	9
FORT HALL SERVICE UNIT	1	100.0%	0.0%	0.0%	2	16	4
OEH & E GROUP	6	69.2%	16.5%	14.2%	0	8	1
OFC OF ADMIN & MGMT	17	58.4%	18.5%	23.1%	2	4	0
WARM SPRINGS SERVICE UNIT	4	53.8%	25.4%	20.8%	3	23	8
WELLPINIT SERVICE UNIT	6	66.8%	15.0%	18.1%	0	11	2
YAKAMA SERVICE UNIT	9	10.1%	63.0%	26.8%	1	30	15

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%
PORTLAND AREA	282	24.7%	52.1%	7.2%	0.4%	0.4%	39.3%
CHEMAWA SERVICE UNIT	57	70.9%	83.3%	8.9%	0.0%	0.0%	8.6%
COLVILLE SERVICE UNIT	33	5.9%	33.8%	6.3%	0.0%	0.0%	63.1%
FORT HALL SERVICE UNIT	23	4.1%	52.1%	4.1%	0.0%	0.0%	47.9%
OEH & E GROUP	15	22.5%	66.2%	0.0%	0.0%	0.0%	26.0%
OFC OF ADMIN & MGMT	23	18.5%	77.5%	9.5%	0.0%	0.0%	12.8%
WARM SPRINGS SERVICE UNIT	39	5.4%	23.3%	0.0%	2.7%	2.7%	71.2%
WELLPINIT SERVICE UNIT	17	10.7%	23.5%	10.6%	0.0%	0.0%	60.2%
YAKAMA SERVICE UNIT	55	16.4%	39.4%	10.7%	0.0%	0.0%	43.9%

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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
PORTLAND AREA	161	64.2%	19.8%	16.0%	18	82	23
CHEMAWA SERVICE UNIT	51	88.6%	5.4%	6.0%	2	2	2
COLVILLE SERVICE UNIT	12	16.8%	32.1%	51.1%	1	17	4
FORT HALL SERVICE UNIT	13	54.5%	23.4%	22.1%	1	9	0
OEH & E GROUP	9	66.9%	11.6%	21.4%	2	4	0
OFC OF ADMIN & MGMT	13	55.7%	28.8%	15.5%	5	5	0
WARM SPRINGS SERVICE UNIT	17	65.3%	17.9%	16.9%	1	17	3
WELLPINIT SERVICE UNIT	11	42.8%	35.4%	21.8%	0	5	3
YAKAMA SERVICE UNIT	24	35.3%	45.0%	19.7%	2	18	11

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
PORTLAND AREA	245	75.8%	19.1%	5.2%	9	18	11
CHEMAWA SERVICE UNIT	56	92.9%	5.3%	1.9%	1	0	0
COLVILLE SERVICE UNIT	23	57.8%	24.4%	17.8%	0	7	4
FORT HALL SERVICE UNIT	21	70.1%	24.7%	5.2%	1	1	0
OEH & E GROUP	13	82.0%	18.0%	0.0%	0	1	1
OFC OF ADMIN & MGMT	22	80.4%	19.6%	0.0%	0	1	0
WARM SPRINGS SERVICE UNIT	33	73.1%	24.3%	2.6%	1	2	2
WELLPINIT SERVICE UNIT	16	64.9%	27.0%	8.1%	0	1	2
YAKAMA SERVICE UNIT	43	59.1%	30.6%	10.2%	5	4	2

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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
PORTLAND AREA	149	38.9%	57.3%	3.9%	96	10	27
CHEMAWA SERVICE UNIT	26	35.1%	61.6%	3.3%	28	0	3
COLVILLE SERVICE UNIT	18	22.8%	59.3%	17.9%	6	5	4
FORT HALL SERVICE UNIT	15	18.7%	69.2%	12.1%	6	0	2
OEH & E GROUP	8	35.2%	64.8%	0.0%	4	1	2
OFC OF ADMIN & MGMT	15	59.3%	40.7%	0.0%	7	0	1
WARM SPRINGS SERVICE UNIT	21	38.9%	61.1%	0.0%	11	1	5
WELLPINIT SERVICE UNIT	13	42.2%	57.8%	0.0%	5	0	1
YAKAMA SERVICE UNIT	23	45.2%	54.8%	0.0%	20	3	9

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
PORTLAND AREA	81	18.4%	75.1%	6.5%	72	68	62
CHEMAWA SERVICE UNIT	15	33.2%	59.8%	7.0%	20	11	11
COLVILLE SERVICE UNIT	9	11.4%	78.1%	10.5%	4	13	7
FORT HALL SERVICE UNIT	10	10.1%	89.9%	0.0%	5	5	3
OEH & E GROUP	3	0.0%	100.0%	0.0%	4	4	4
OFC OF ADMIN & MGMT	6	13.9%	86.1%	0.0%	7	3	7
WARM SPRINGS SERVICE UNIT	14	28.8%	64.0%	7.3%	6	8	10
WELLPINIT SERVICE UNIT	10	9.6%	81.5%	8.9%	3	1	5
YAKAMA SERVICE UNIT	11	0.0%	88.0%	12.0%	13	17	14

Department of Health and Human Services
PORTLAND AREA
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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
PORTLAND AREA	78	19.3%	77.9%	2.8%	68	59	78
CHEMAWA SERVICE UNIT	16	37.0%	63.0%	0.0%	17	11	13
COLVILLE SERVICE UNIT	9	11.4%	78.1%	10.5%	5	11	8
FORT HALL SERVICE UNIT	10	10.1%	89.9%	0.0%	5	4	4
OEH & E GROUP	2	0.0%	100.0%	0.0%	4	5	4
OFC OF ADMIN & MGMT	4	21.0%	79.0%	0.0%	6	3	10
WARM SPRINGS SERVICE UNIT	15	28.0%	72.0%	0.0%	5	6	12
WELLPINIT SERVICE UNIT	10	9.6%	90.4%	0.0%	3	1	5
YAKAMA SERVICE UNIT	10	0.0%	86.9%	13.1%	13	14	18

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My Employment Demographics

Where do you work?

	%
Headquarters	6.7%
Field	93.3%

What is your supervisory status?

	%
Senior Leader	2.8%
Manager	9.2%
Supervisor	16.3%
Team Leader	12.7%
Non-Supervisor	59.0%

What is your pay category/grade?

	%
Federal Wage System	2.1%
GS 1-6	34.6%
GS 7-12	41.3%
GS 13-15	12.7%
Senior Executive Service	0.7%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	8.5%

What is your US military service status?

	%
No Prior Military Service	85.4%
Currently in National Guard or Reserves	0.4%
Retired	2.1%
Separated or Discharged	12.1%

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	2.8%
1 to 3 years	15.2%
4 to 5 years	11.7%
6 to 10 years	19.1%
11 to 14 years	10.6%
15 to 20 years	19.9%
More than 20 years	20.6%

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

	%
Less than 1 year	5.0%
1 to 3 years	21.6%
4 to 5 years	10.6%
6 to 10 years	16.3%
11 to 14 years	11.0%
15 to 20 years	16.7%
More than 20 years	18.8%

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

	%
No	71.6%
Yes, to retire	2.8%
Yes, to take another job within the Federal Government	13.5%
Yes, to take another job outside the Federal Government	6.4%
Yes, other	5.7%

I am planning to retire:

	%
Within one year	1.8%
Between one and three years	7.4%
Between three and five years	10.3%
Five or more years	80.5%

Note: Percentages for demographic questions are unweighted.

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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	8.2%
No	91.8%

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

	%
White	--
Black or African American	--
All other races	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is your age group?

	%
29 years and under	3.9%
30-39 years old	21.1%
40-49 years old	34.3%
50-59 years old	27.5%
60 years or older	13.2%

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

	%
Less than High School/ High School Diploma/ GED	7.2%
Certification/ Some College/ Associate's Degree	46.0%
Bachelor's Degree	18.7%
Advanced Degrees (Post Bachelor's Degree)	28.1%

Are you an individual with a disability?

	%
Yes	8.6%
No	91.4%

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	33.3%
Female	66.7%

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.