

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

**3rd Level
Subagency
Report**



**Department of Health and Human Services
OFFICE OF CLINICAL & PREVENTIVE SERVICES**

Department of Health and Human Services
OFFICE OF CLINICAL & PREVENTIVE SERVICES
3rd Level Subagency Report

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

Response Summary

Organizations	Surveys Completed	Response Rate
Department of Health and Human Services	50,317	64.1%
INDIAN HEALTH SERVICE	5,723	43.4%
OFFICE OF THE DIRECTOR	80	69.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	79.6%

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

These sections provide high level information on how your sub-agency is doing.

Main Report Results

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

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

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

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

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

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

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (items 1-89, excluding items 12, 15, and 34). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

93.8%	My supervisor holds me accountable for achieving results. (Q51)
93.4%	Employees are protected from health and safety hazards on the job. (Q36)
92.9%	I am held accountable for the quality of work I produce. (Q11)
92.5%	It is important to me that my work contribute to the common good. (Q89)
91.8%	Employees in my work unit contribute positively to my agency's performance. (Q20)
90.0%	My organization has prepared me for potential cybersecurity threats. (Q41)
90.0%	My supervisor supports my need to balance work and other life issues. (Q47)
90.0%	My supervisor listens to what I have to say. (Q48)
88.2%	Employees in my work unit support my need to balance my work and personal responsibilities. (Q33)
86.9%	I can easily make a request of my organization to meet my accessibility needs. (Q82)

Highest Percent Negative

35.0%	I believe the results of this survey will be used to make my agency a better place to work. (Q44)
32.4%	Management involves employees in decisions that affect their work. (Q64)
29.2%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q42)
28.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q16)
26.3%	How satisfied are you with your involvement in decisions that affect your work? (Q65)
25.6%	My talents are used well in the workplace. (Q6)
23.9%	Employees are recognized for providing high quality products and services. (Q35)
23.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q55)
23.9%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q66)
22.5%	My work gives me a feeling of personal accomplishment. (Q3)

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (OFFICE OF THE DIRECTOR) average (items 1-89, excluding items 12, 15, and 34). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

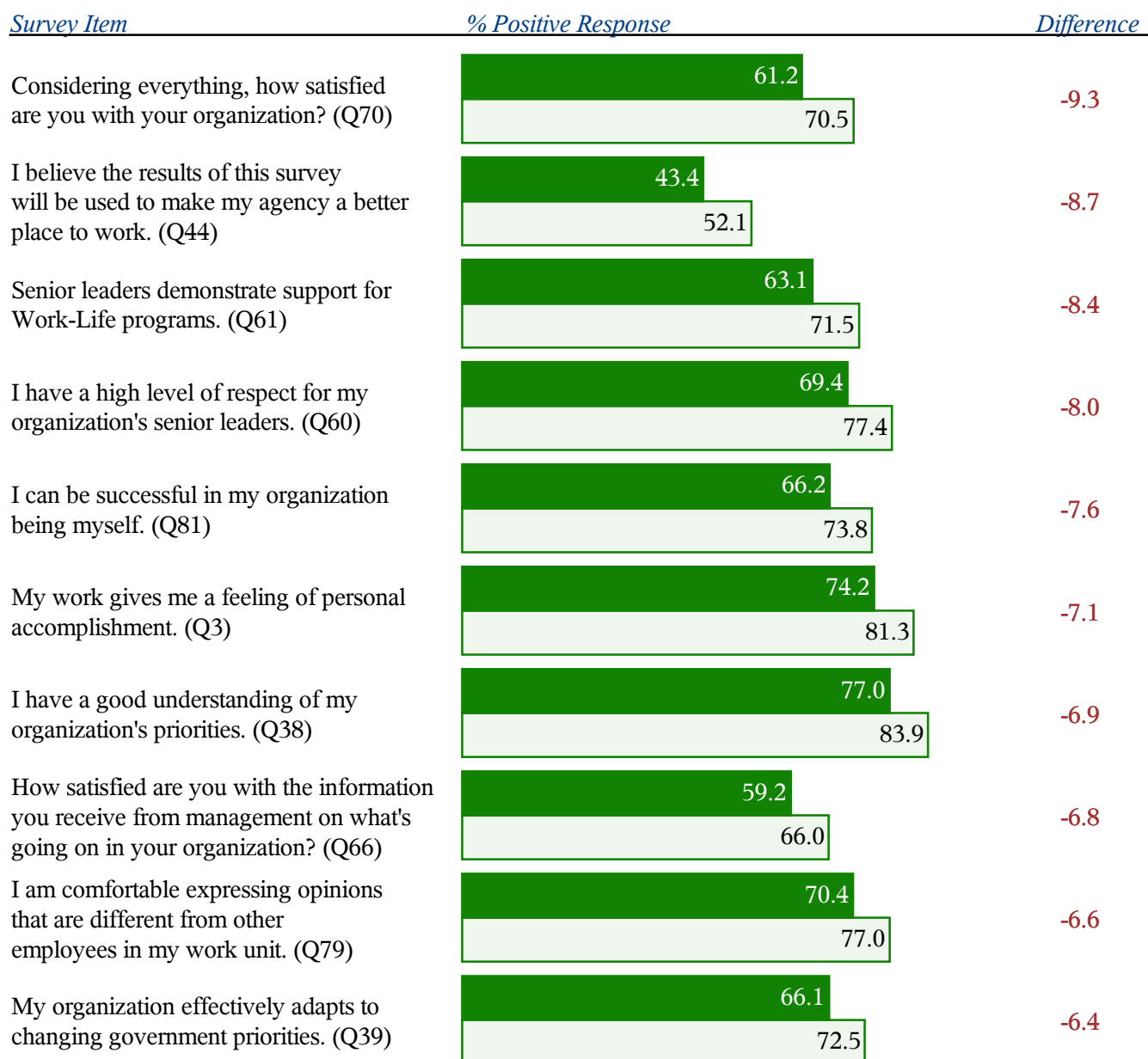
- OFFICE OF CLINICAL & PREVENTIVE SERVICES
- OFFICE OF THE DIRECTOR

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My organization responds to my accessibility needs in a timely manner. (Q83)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 82.4</div> <div style="width: 40%;"> 74.1</div> </div>	+8.3
My organization meets my accessibility needs. (Q84)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 84.0</div> <div style="width: 40%;"> 77.5</div> </div>	+6.5
New hires in my work unit have the right skills to do their jobs. (Q23)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 78.0</div> <div style="width: 40%;"> 71.7</div> </div>	+6.3
Employees in my work unit approach change as an opportunity. (Q30)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 71.5</div> <div style="width: 40%;"> 66.2</div> </div>	+5.3
Supervisors in my work unit support employee development. (Q46)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 85.5</div> <div style="width: 40%;"> 80.4</div> </div>	+5.1
My organization's senior leaders maintain high standards of honesty and integrity. (Q56)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 79.0</div> <div style="width: 40%;"> 74.0</div> </div>	+5.0
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q8)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 82.2</div> <div style="width: 40%;"> 77.8</div> </div>	+4.4
My supervisor supports my need to balance work and other life issues. (Q47)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 90.0</div> <div style="width: 40%;"> 85.6</div> </div>	+4.4
I receive the training I need to do my job well. (Q10)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 76.3</div> <div style="width: 40%;"> 72.0</div> </div>	+4.3
My workload is reasonable. (Q5)	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;">■ 59.2</div> <div style="width: 40%;"> 55.2</div> </div>	+4.0

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (OFFICE OF THE DIRECTOR) average (items 1-89, excluding items 12, 15, and 34). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

- OFFICE OF CLINICAL & PREVENTIVE SERVICES
- OFFICE OF THE DIRECTOR



My Work Experience

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,076	77.1%	12.6%	10.3%
INDIAN HEALTH SERVICE	5,685	65.8%	18.5%	15.7%
OFFICE OF THE DIRECTOR	80	80.5%	5.7%	13.8%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	80.0%	3.2%	16.7%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,638	73.8%	13.9%	12.3%
INDIAN HEALTH SERVICE	5,630	63.0%	19.4%	17.6%
OFFICE OF THE DIRECTOR	80	77.6%	11.1%	11.3%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	77.2%	7.9%	14.8%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,739	79.5%	12.1%	8.4%
INDIAN HEALTH SERVICE	5,617	73.1%	15.5%	11.4%
OFFICE OF THE DIRECTOR	78	81.3%	4.9%	13.8%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	74.2%	3.4%	22.5%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,588	86.0%	8.2%	5.8%
INDIAN HEALTH SERVICE	5,650	85.0%	8.9%	6.1%
OFFICE OF THE DIRECTOR	77	76.3%	11.8%	11.9%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	72.2%	11.8%	16.0%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,000	65.0%	14.3%	20.7%
INDIAN HEALTH SERVICE	5,674	63.2%	16.2%	20.6%
OFFICE OF THE DIRECTOR	80	55.2%	20.7%	24.1%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	59.2%	22.4%	18.4%

My Work Experience (continued)

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,462	70.4%	15.2%	14.5%
INDIAN HEALTH SERVICE	5,611	67.3%	17.9%	14.8%
OFFICE OF THE DIRECTOR	78	71.1%	9.6%	19.3%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	66.1%	8.4%	25.6%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,928	89.8%	6.8%	3.4%
INDIAN HEALTH SERVICE	5,669	85.4%	10.2%	4.4%
OFFICE OF THE DIRECTOR	80	89.0%	3.0%	8.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	86.7%	1.9%	11.4%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,435	73.2%	15.0%	11.9%	2,762
INDIAN HEALTH SERVICE	5,536	60.9%	19.6%	19.4%	179
OFFICE OF THE DIRECTOR	78	77.8%	8.9%	13.3%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	82.2%	3.0%	14.9%	2

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,221	81.2%	11.3%	7.5%
INDIAN HEALTH SERVICE	5,712	76.7%	14.9%	8.5%
OFFICE OF THE DIRECTOR	80	80.9%	6.1%	13.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	78.9%	5.9%	15.2%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,214	74.4%	16.1%	9.5%
INDIAN HEALTH SERVICE	5,712	63.0%	22.5%	14.4%
OFFICE OF THE DIRECTOR	80	72.0%	14.6%	13.4%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	76.3%	9.6%	14.1%

My Work Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,173	92.3%	5.8%	2.0%
INDIAN HEALTH SERVICE	5,705	86.3%	10.2%	3.6%
OFFICE OF THE DIRECTOR	80	91.3%	6.7%	2.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	92.9%	7.1%	0.0%

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,903	36.3%	26.5%	37.2%	1,295
INDIAN HEALTH SERVICE	5,615	23.6%	32.5%	43.9%	93
OFFICE OF THE DIRECTOR	77	31.1%	23.0%	46.0%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	33.8%	20.6%	45.6%	2

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

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,206	80.7%	12.5%	6.8%
INDIAN HEALTH SERVICE	5,707	74.5%	16.8%	8.7%
OFFICE OF THE DIRECTOR	80	75.4%	15.2%	9.4%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	71.2%	14.7%	14.1%

My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,202	85.2%	8.5%	6.2%
INDIAN HEALTH SERVICE	5,714	69.5%	16.7%	13.7%
OFFICE OF THE DIRECTOR	80	78.7%	11.2%	10.2%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	75.9%	8.6%	15.5%

My Work Unit (continued)

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

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
Department of Health and Human Services	50,164	17.0%	31.6%	8.7%	5.7%	24.0%	25.0%
INDIAN HEALTH SERVICE	5,710	17.0%	45.2%	8.0%	6.6%	16.0%	19.1%
OFFICE OF THE DIRECTOR	80	16.7%	32.7%	13.8%	3.5%	23.3%	20.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	13.7%	32.1%	11.7%	3.8%	21.7%	26.6%

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

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	43,376	51.2%	26.6%	22.2%	6,785
INDIAN HEALTH SERVICE	5,341	37.9%	30.5%	31.6%	367
OFFICE OF THE DIRECTOR	72	48.3%	25.6%	26.1%	7
OFFICE OF CLINICAL & PREVENTIVE SERVICES	35	49.7%	22.2%	28.1%	4

17. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	49,895	82.9%	9.6%	7.5%	328
INDIAN HEALTH SERVICE	5,657	67.0%	18.1%	14.9%	56
OFFICE OF THE DIRECTOR	79	74.3%	10.8%	14.9%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	74.3%	5.0%	20.7%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	49,703	84.6%	9.6%	5.8%	527
INDIAN HEALTH SERVICE	5,632	73.1%	17.9%	9.0%	78
OFFICE OF THE DIRECTOR	80	81.3%	8.7%	10.0%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	79.2%	7.6%	13.3%	0

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	47,229	91.7%	7.3%	1.1%	2,598
INDIAN HEALTH SERVICE	5,527	83.2%	14.1%	2.6%	138
OFFICE OF THE DIRECTOR	79	85.5%	11.9%	2.6%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	83.0%	14.0%	3.1%	1

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,033	90.8%	7.4%	1.8%	1,288
INDIAN HEALTH SERVICE	5,454	78.5%	15.7%	5.8%	132
OFFICE OF THE DIRECTOR	78	94.6%	1.7%	3.6%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	91.8%	3.2%	5.0%	1

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,420	89.2%	9.0%	1.8%	1,285
INDIAN HEALTH SERVICE	5,508	77.8%	17.5%	4.7%	133
OFFICE OF THE DIRECTOR	78	86.2%	9.1%	4.7%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	83.0%	12.0%	5.0%	1

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,133	85.6%	11.3%	3.1%	1,513
INDIAN HEALTH SERVICE	5,521	71.6%	19.8%	8.5%	128
OFFICE OF THE DIRECTOR	79	89.7%	5.7%	4.6%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	86.3%	6.9%	6.8%	0

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

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Department of Health and Human Services	42,698	70.7%	20.7%	8.6%	7,492
INDIAN HEALTH SERVICE	5,082	59.1%	26.8%	14.1%	635
OFFICE OF THE DIRECTOR	73	71.7%	13.6%	14.7%	7
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	78.0%	10.1%	11.8%	3

My Work Unit (continued)

24. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,180	69.3%	19.1%	11.6%
INDIAN HEALTH SERVICE	5,711	59.7%	25.0%	15.3%
OFFICE OF THE DIRECTOR	80	74.1%	15.5%	10.4%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	70.6%	16.2%	13.2%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	50,142	86.7%	8.6%	4.8%
INDIAN HEALTH SERVICE	5,705	82.8%	11.7%	5.6%
OFFICE OF THE DIRECTOR	79	86.9%	3.0%	10.1%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	82.6%	1.9%	15.5%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,918	64.4%	20.3%	15.3%	2,253
INDIAN HEALTH SERVICE	5,544	50.8%	27.7%	21.4%	160
OFFICE OF THE DIRECTOR	80	65.9%	15.2%	19.0%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	61.7%	17.4%	20.8%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,225	74.1%	16.3%	9.6%	1,966
INDIAN HEALTH SERVICE	5,585	58.5%	24.4%	17.0%	130
OFFICE OF THE DIRECTOR	75	63.7%	19.2%	17.1%	5
OFFICE OF CLINICAL & PREVENTIVE SERVICES	34	65.4%	13.0%	21.5%	5

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,040	73.4%	17.7%	9.0%	1,859
INDIAN HEALTH SERVICE	5,531	57.4%	25.3%	17.3%	131
OFFICE OF THE DIRECTOR	76	76.8%	13.5%	9.7%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	35	74.7%	7.9%	17.4%	4

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,640	74.6%	16.9%	8.5%	1,738
INDIAN HEALTH SERVICE	5,451	58.2%	25.3%	16.5%	133
OFFICE OF THE DIRECTOR	75	74.8%	15.6%	9.5%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	35	78.0%	5.3%	16.7%	3

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,388	66.0%	22.8%	11.2%	2,016
INDIAN HEALTH SERVICE	5,474	51.6%	28.2%	20.2%	115
OFFICE OF THE DIRECTOR	76	66.2%	22.1%	11.6%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	71.5%	9.6%	18.9%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,132	83.3%	12.0%	4.7%	2,272
INDIAN HEALTH SERVICE	5,544	73.1%	16.5%	10.4%	76
OFFICE OF THE DIRECTOR	76	84.9%	11.3%	3.8%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	80.9%	13.8%	5.3%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,687	73.9%	19.0%	7.1%	2,891
INDIAN HEALTH SERVICE	5,541	60.6%	24.4%	15.0%	98
OFFICE OF THE DIRECTOR	75	77.5%	15.9%	6.6%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	79.5%	10.1%	10.5%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,577	78.6%	13.2%	8.3%	723
INDIAN HEALTH SERVICE	5,548	62.3%	22.3%	15.3%	57
OFFICE OF THE DIRECTOR	79	85.9%	3.0%	11.1%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	88.2%	1.9%	10.0%	0

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,657	43.1%	27.9%	29.0%	2,031
INDIAN HEALTH SERVICE	5,496	31.6%	35.2%	33.2%	145
OFFICE OF THE DIRECTOR	78	29.6%	25.8%	44.6%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	39.4%	21.8%	38.8%	2

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

My Organization

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,601	68.8%	16.0%	15.2%	1,178
INDIAN HEALTH SERVICE	5,552	47.0%	24.7%	28.3%	95
OFFICE OF THE DIRECTOR	80	67.2%	13.5%	19.3%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	69.4%	6.8%	23.9%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,809	84.2%	9.6%	6.2%	1,968
INDIAN HEALTH SERVICE	5,580	74.6%	14.8%	10.6%	65
OFFICE OF THE DIRECTOR	73	91.1%	4.4%	4.6%	6
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	93.4%	2.1%	4.5%	3

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,845	84.0%	11.3%	4.7%	906
INDIAN HEALTH SERVICE	5,534	68.7%	21.6%	9.7%	110
OFFICE OF THE DIRECTOR	78	76.9%	12.9%	10.2%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	73.1%	15.2%	11.6%	1

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,722	83.0%	10.8%	6.2%
INDIAN HEALTH SERVICE	5,631	78.2%	14.9%	6.9%
OFFICE OF THE DIRECTOR	80	83.9%	4.1%	12.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	77.0%	5.9%	17.1%

My Organization (continued)

39. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,994	77.2%	16.0%	6.8%	1,772
INDIAN HEALTH SERVICE	5,471	63.5%	26.4%	10.2%	171
OFFICE OF THE DIRECTOR	76	72.5%	13.6%	13.9%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	66.1%	15.7%	18.2%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,164	76.6%	14.9%	8.5%	1,452
INDIAN HEALTH SERVICE	5,577	69.1%	16.8%	14.1%	44
OFFICE OF THE DIRECTOR	80	79.3%	13.3%	7.4%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	79.8%	12.8%	7.4%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	49,228	91.0%	6.9%	2.1%	411
INDIAN HEALTH SERVICE	5,585	84.2%	12.0%	3.8%	41
OFFICE OF THE DIRECTOR	80	91.7%	4.7%	3.6%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	90.0%	7.0%	3.0%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	45,037	59.0%	21.3%	19.7%	4,562
INDIAN HEALTH SERVICE	5,414	44.1%	25.4%	30.6%	212
OFFICE OF THE DIRECTOR	76	54.9%	15.4%	29.7%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	58.1%	12.7%	29.2%	3

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,608	75.8%	16.0%	8.2%
INDIAN HEALTH SERVICE	5,620	63.3%	24.7%	12.0%
OFFICE OF THE DIRECTOR	80	64.8%	24.4%	10.8%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	63.6%	25.4%	11.0%

My Organization (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,525	59.8%	22.5%	17.6%	3,119
INDIAN HEALTH SERVICE	5,277	50.4%	26.0%	23.6%	344
OFFICE OF THE DIRECTOR	73	52.1%	22.3%	25.6%	7
OFFICE OF CLINICAL & PREVENTIVE SERVICES	33	43.4%	21.5%	35.0%	6

My Supervisor

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,248	84.4%	10.4%	5.2%	2,288
INDIAN HEALTH SERVICE	5,358	69.4%	19.2%	11.4%	249
OFFICE OF THE DIRECTOR	76	78.8%	12.3%	8.9%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	79.9%	10.2%	9.9%	2

46. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	49,077	83.2%	9.6%	7.2%	510
INDIAN HEALTH SERVICE	5,529	67.5%	18.2%	14.3%	85
OFFICE OF THE DIRECTOR	80	80.4%	12.3%	7.2%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	85.5%	6.4%	8.1%	0

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,292	87.8%	7.3%	4.9%
INDIAN HEALTH SERVICE	5,578	75.3%	14.3%	10.4%
OFFICE OF THE DIRECTOR	80	85.6%	6.7%	7.7%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	90.0%	0.0%	10.0%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,097	85.9%	7.8%	6.3%
INDIAN HEALTH SERVICE	5,529	73.9%	14.7%	11.3%
OFFICE OF THE DIRECTOR	79	88.2%	6.7%	5.1%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	90.0%	5.1%	4.9%

My Supervisor (continued)

49. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,219	88.4%	6.7%	4.9%
INDIAN HEALTH SERVICE	5,562	78.1%	13.3%	8.6%
OFFICE OF THE DIRECTOR	80	84.8%	5.5%	9.7%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	85.3%	6.7%	8.1%

50. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,009	81.3%	10.4%	8.3%
INDIAN HEALTH SERVICE	5,535	69.0%	16.7%	14.4%
OFFICE OF THE DIRECTOR	77	74.8%	15.2%	10.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	75.7%	12.0%	12.3%

51. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,216	91.3%	6.7%	2.0%
INDIAN HEALTH SERVICE	5,565	81.0%	14.2%	4.8%
OFFICE OF THE DIRECTOR	80	91.8%	4.5%	3.7%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	93.8%	3.0%	3.2%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,403	82.7%	11.2%	6.1%
INDIAN HEALTH SERVICE	5,598	68.4%	18.5%	13.1%
OFFICE OF THE DIRECTOR	80	78.8%	13.5%	7.7%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	79.5%	12.4%	8.1%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	49,465	76.5%	14.6%	9.0%
INDIAN HEALTH SERVICE	5,607	64.0%	21.2%	14.8%
OFFICE OF THE DIRECTOR	80	68.4%	21.2%	10.4%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	71.5%	17.2%	11.3%

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	49,079	78.9%	12.4%	8.7%	392
INDIAN HEALTH SERVICE	5,549	66.5%	19.2%	14.4%	58
OFFICE OF THE DIRECTOR	79	72.1%	12.7%	15.2%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	70.6%	9.8%	19.6%	0

Leadership

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,067	60.5%	21.2%	18.3%	1,192
INDIAN HEALTH SERVICE	5,421	44.0%	28.3%	27.7%	162
OFFICE OF THE DIRECTOR	80	69.4%	10.5%	20.1%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	70.5%	5.7%	23.9%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,029	69.4%	19.2%	11.4%	2,953
INDIAN HEALTH SERVICE	5,278	51.2%	28.8%	20.0%	274
OFFICE OF THE DIRECTOR	74	74.0%	13.1%	12.9%	5
OFFICE OF CLINICAL & PREVENTIVE SERVICES	35	79.0%	7.5%	13.5%	4

57. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,377	73.4%	15.8%	10.8%	648
INDIAN HEALTH SERVICE	5,425	55.2%	25.3%	19.5%	117
OFFICE OF THE DIRECTOR	78	74.8%	11.1%	14.2%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	71.8%	11.2%	17.0%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,620	66.6%	18.4%	15.0%	1,240
INDIAN HEALTH SERVICE	5,385	49.2%	27.0%	23.8%	159
OFFICE OF THE DIRECTOR	78	67.4%	13.2%	19.4%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	66.1%	11.5%	22.3%	1

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,011	72.3%	17.2%	10.5%	2,318
INDIAN HEALTH SERVICE	5,258	55.3%	25.9%	18.9%	335
OFFICE OF THE DIRECTOR	76	72.9%	17.8%	9.3%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	74.4%	15.9%	9.7%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	48,660	71.7%	17.6%	10.7%	510
INDIAN HEALTH SERVICE	5,482	59.2%	25.3%	15.5%	79
OFFICE OF THE DIRECTOR	80	77.4%	10.6%	12.0%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	69.4%	13.5%	17.1%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,659	73.2%	17.1%	9.6%	2,303
INDIAN HEALTH SERVICE	5,071	48.2%	32.8%	19.0%	460
OFFICE OF THE DIRECTOR	78	71.5%	18.3%	10.3%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	63.1%	21.4%	15.5%	1

62. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,421	66.5%	21.2%	12.3%	1,565
INDIAN HEALTH SERVICE	5,323	47.8%	31.9%	20.3%	210
OFFICE OF THE DIRECTOR	77	67.5%	19.5%	13.0%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	64.6%	17.8%	17.6%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,192	63.8%	21.4%	14.8%	1,780
INDIAN HEALTH SERVICE	5,349	50.0%	28.5%	21.5%	187
OFFICE OF THE DIRECTOR	77	70.8%	13.2%	16.0%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	70.8%	11.0%	18.2%	1

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,173	54.2%	23.0%	22.8%	1,855
INDIAN HEALTH SERVICE	5,356	40.3%	28.2%	31.5%	178
OFFICE OF THE DIRECTOR	76	52.3%	26.3%	21.4%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	47.8%	19.9%	32.4%	2

My Satisfaction

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,896	59.7%	23.1%	17.2%
INDIAN HEALTH SERVICE	5,510	50.4%	29.3%	20.3%
OFFICE OF THE DIRECTOR	80	64.5%	17.6%	17.9%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	62.0%	11.7%	26.3%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,770	63.5%	20.6%	15.9%
INDIAN HEALTH SERVICE	5,507	47.5%	29.5%	23.0%
OFFICE OF THE DIRECTOR	80	66.0%	15.8%	18.2%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	59.2%	16.8%	23.9%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,791	63.9%	20.0%	16.2%
INDIAN HEALTH SERVICE	5,500	45.7%	28.4%	25.9%
OFFICE OF THE DIRECTOR	79	62.4%	23.2%	14.4%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	59.2%	19.4%	21.4%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,715	75.5%	14.2%	10.3%
INDIAN HEALTH SERVICE	5,491	67.9%	19.4%	12.7%
OFFICE OF THE DIRECTOR	80	73.2%	11.7%	15.2%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	69.9%	12.7%	17.4%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,844	62.6%	16.9%	20.5%
INDIAN HEALTH SERVICE	5,497	54.9%	20.8%	24.4%
OFFICE OF THE DIRECTOR	80	70.4%	15.3%	14.3%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	69.1%	18.5%	12.4%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,851	72.1%	16.9%	11.0%
INDIAN HEALTH SERVICE	5,499	58.5%	25.7%	15.8%
OFFICE OF THE DIRECTOR	80	70.5%	16.5%	12.9%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	61.2%	23.8%	15.0%

Diversity, Equity, Inclusion, and Accessibility

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	45,793	73.8%	16.1%	10.1%	3,254
INDIAN HEALTH SERVICE	5,264	56.5%	26.9%	16.6%	293
OFFICE OF THE DIRECTOR	78	73.0%	15.2%	11.7%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	70.5%	19.0%	10.5%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,133	78.6%	14.2%	7.2%	2,932
INDIAN HEALTH SERVICE	5,296	61.0%	24.9%	14.2%	257
OFFICE OF THE DIRECTOR	78	70.0%	20.6%	9.4%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	73.3%	16.5%	10.1%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	47,127	68.6%	15.5%	15.9%	1,810
INDIAN HEALTH SERVICE	5,421	53.0%	22.9%	24.1%	121
OFFICE OF THE DIRECTOR	77	69.4%	15.0%	15.6%	2
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	67.4%	14.2%	18.5%	2

Diversity, Equity, Inclusion, and Accessibility (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,201	73.2%	14.8%	11.9%	2,690
INDIAN HEALTH SERVICE	5,328	56.8%	23.2%	20.0%	206
OFFICE OF THE DIRECTOR	77	69.2%	17.8%	12.9%	3
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	67.6%	15.4%	17.1%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Department of Health and Human Services	46,102	69.3%	16.0%	14.6%	2,856
INDIAN HEALTH SERVICE	5,376	48.8%	24.6%	26.6%	158
OFFICE OF THE DIRECTOR	79	68.6%	16.5%	14.9%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	70.2%	11.0%	18.8%	1

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,526	85.4%	9.2%	5.4%	363
INDIAN HEALTH SERVICE	5,494	72.3%	17.1%	10.7%	37
OFFICE OF THE DIRECTOR	79	88.1%	6.2%	5.7%	0
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	85.0%	7.9%	7.1%	0

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,416	82.4%	11.4%	6.2%	444
INDIAN HEALTH SERVICE	5,476	70.0%	18.8%	11.2%	50
OFFICE OF THE DIRECTOR	78	84.7%	10.5%	4.8%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	83.3%	11.5%	5.3%	1

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	47,778	80.8%	13.6%	5.6%	1,057
INDIAN HEALTH SERVICE	5,427	68.1%	21.0%	10.8%	96
OFFICE OF THE DIRECTOR	78	77.4%	17.8%	4.8%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	71.9%	21.0%	7.1%	0

Diversity, Equity, Inclusion, and Accessibility (continued)

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,093	77.3%	12.2%	10.5%	534
INDIAN HEALTH SERVICE	5,446	65.9%	18.1%	16.0%	62
OFFICE OF THE DIRECTOR	79	77.0%	13.5%	9.5%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	70.4%	17.5%	12.1%	0

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	47,634	78.8%	13.3%	7.9%	960
INDIAN HEALTH SERVICE	5,405	62.0%	21.8%	16.2%	93
OFFICE OF THE DIRECTOR	76	78.5%	13.8%	7.7%	4
OFFICE OF CLINICAL & PREVENTIVE SERVICES	36	77.9%	11.3%	10.9%	3

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Department of Health and Human Services	48,065	77.8%	13.6%	8.6%	516
INDIAN HEALTH SERVICE	5,449	70.7%	18.9%	10.3%	50
OFFICE OF THE DIRECTOR	79	73.8%	18.9%	7.4%	1
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	66.2%	23.8%	10.0%	0

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

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Department of Health and Human Services	29,358	75.7%	16.8%	7.5%	11,323	7,900
INDIAN HEALTH SERVICE	4,208	61.2%	26.1%	12.7%	761	504
OFFICE OF THE DIRECTOR	57	85.3%	10.3%	4.5%	18	5
OFFICE OF CLINICAL & PREVENTIVE SERVICES	24	86.9%	9.7%	3.3%	11	4

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

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Department of Health and Human Services	27,480	71.0%	21.0%	8.0%	11,397	9,678
INDIAN HEALTH SERVICE	4,126	55.6%	30.9%	13.5%	741	605
OFFICE OF THE DIRECTOR	51	74.1%	18.2%	7.7%	16	12
OFFICE OF CLINICAL & PREVENTIVE SERVICES	22	82.4%	14.0%	3.6%	10	7

Diversity, Equity, Inclusion, and Accessibility (continued)

84. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Department of Health and Human Services	27,877	73.8%	19.9%	6.3%	11,637	8,990
INDIAN HEALTH SERVICE	4,140	58.9%	30.3%	10.8%	770	558
OFFICE OF THE DIRECTOR	54	77.5%	15.3%	7.1%	17	9
OFFICE OF CLINICAL & PREVENTIVE SERVICES	24	84.0%	12.8%	3.3%	10	5

Employee Experience

85. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,724	71.1%	18.0%	10.9%
INDIAN HEALTH SERVICE	5,513	67.8%	20.6%	11.6%
OFFICE OF THE DIRECTOR	80	72.2%	12.6%	15.2%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	69.5%	11.2%	19.3%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,586	81.4%	11.4%	7.2%
INDIAN HEALTH SERVICE	5,510	80.7%	12.4%	6.9%
OFFICE OF THE DIRECTOR	80	79.9%	8.9%	11.2%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	75.2%	11.2%	13.6%

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,747	68.8%	20.3%	11.0%
INDIAN HEALTH SERVICE	5,523	64.5%	24.3%	11.2%
OFFICE OF THE DIRECTOR	80	74.5%	16.6%	8.9%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	77.6%	13.0%	9.4%

88. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,654	86.3%	10.7%	3.0%
INDIAN HEALTH SERVICE	5,513	81.6%	15.1%	3.3%
OFFICE OF THE DIRECTOR	80	85.8%	10.6%	3.6%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	39	84.0%	11.2%	4.9%

Employee Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Department of Health and Human Services	48,775	94.9%	4.2%	0.8%
INDIAN HEALTH SERVICE	5,510	90.8%	7.7%	1.4%
OFFICE OF THE DIRECTOR	79	91.3%	7.7%	1.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	38	92.5%	7.5%	0.0%

Telework

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

Organizations	N	Remote Work Agreement	Telework			
			3 or More Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Department of Health and Human Services	48,696	38.4%	26.7%	12.4%	1.8%	4.6%
INDIAN HEALTH SERVICE	5,480	9.1%	8.0%	5.5%	1.4%	7.0%
OFFICE OF THE DIRECTOR	77	62.6%	29.1%	7.3%	0.0%	0.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	61.3%	32.6%	6.0%	0.0%	0.0%

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

Organizations	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved to Telework	Choose Not to Telework
Department of Health and Human Services	48,696	10.2%	0.7%	2.7%	2.4%
INDIAN HEALTH SERVICE	5,480	44.3%	3.1%	12.3%	9.1%
OFFICE OF THE DIRECTOR	77	1.0%	0.0%	0.0%	0.0%
OFFICE OF CLINICAL & PREVENTIVE SERVICES	37	0.0%	0.0%	0.0%	0.0%

Employment Demographics

Where do you work?

Response	%
Headquarters	65.8%
Field	0.0%
Full-time telework (e.g., home office, telecenter)	34.2%

What is your supervisory status?

Response	%
Senior Leader	0.0%
Manager	7.9%
Supervisor	7.9%
Team Leader	13.2%
Non-Supervisor	71.1%

What is your pay category/grade?

Response	%
Federal Wage System	0.0%
GS 1-6	0.0%
GS 7-12	34.2%
GS 13-15	50.0%
Senior Executive Service	2.6%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	13.2%

What is your US military service status?

Response	%
No Prior Military Service	84.2%
Currently in National Guard or Reserves	0.0%
Retired	2.6%
Separated or Discharged	13.2%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	2.6%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	97.4%

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

Response	%
Yes	100.0%
No	0.0%

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

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

Response	%
Less than 1 year	0.0%
1 to 3 years	5.3%
4 to 5 years	21.1%
6 to 10 years	23.7%
11 to 14 years	13.2%
15 to 20 years	10.5%
More than 20 years	26.3%

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

Response	%
Less than 1 year	10.5%
1 to 3 years	7.9%
4 to 5 years	18.4%
6 to 10 years	23.7%
11 to 14 years	10.5%
15 to 20 years	10.5%
More than 20 years	18.4%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

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

Response	%
No	73.7%
Yes, to retire	2.6%
Yes, to take another job within the Federal Government	2.6%
Yes, to take another job outside the Federal Government	5.3%
Yes, other	15.8%

I am planning to retire:

Response	%
Less than 1 year	2.6%
1 year	0.0%
2 years	2.6%
3 years	5.3%
4 years	10.5%
5 years	5.3%
More than 5 years	73.7%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	10.8%
No	89.2%

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

Response	%
White	--
Black or African American	--
All other races	86.1%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

What is your age group?

Response	%
29 years and under	--
30-39 years old	10.8%
40-49 years old	40.5%
50-59 years old	32.4%
60 years or older	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

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

Response	%
Less than High School/ High School Diploma/ GED	0.0%
Certification/ Some College/ Associate's Degree	13.5%
Bachelor's Degree	16.2%
Advanced Degrees (Post Bachelor's Degree)	70.3%

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

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	--
No	--

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

Are you:

Response	%
Male	32.4%
Female	67.6%

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.