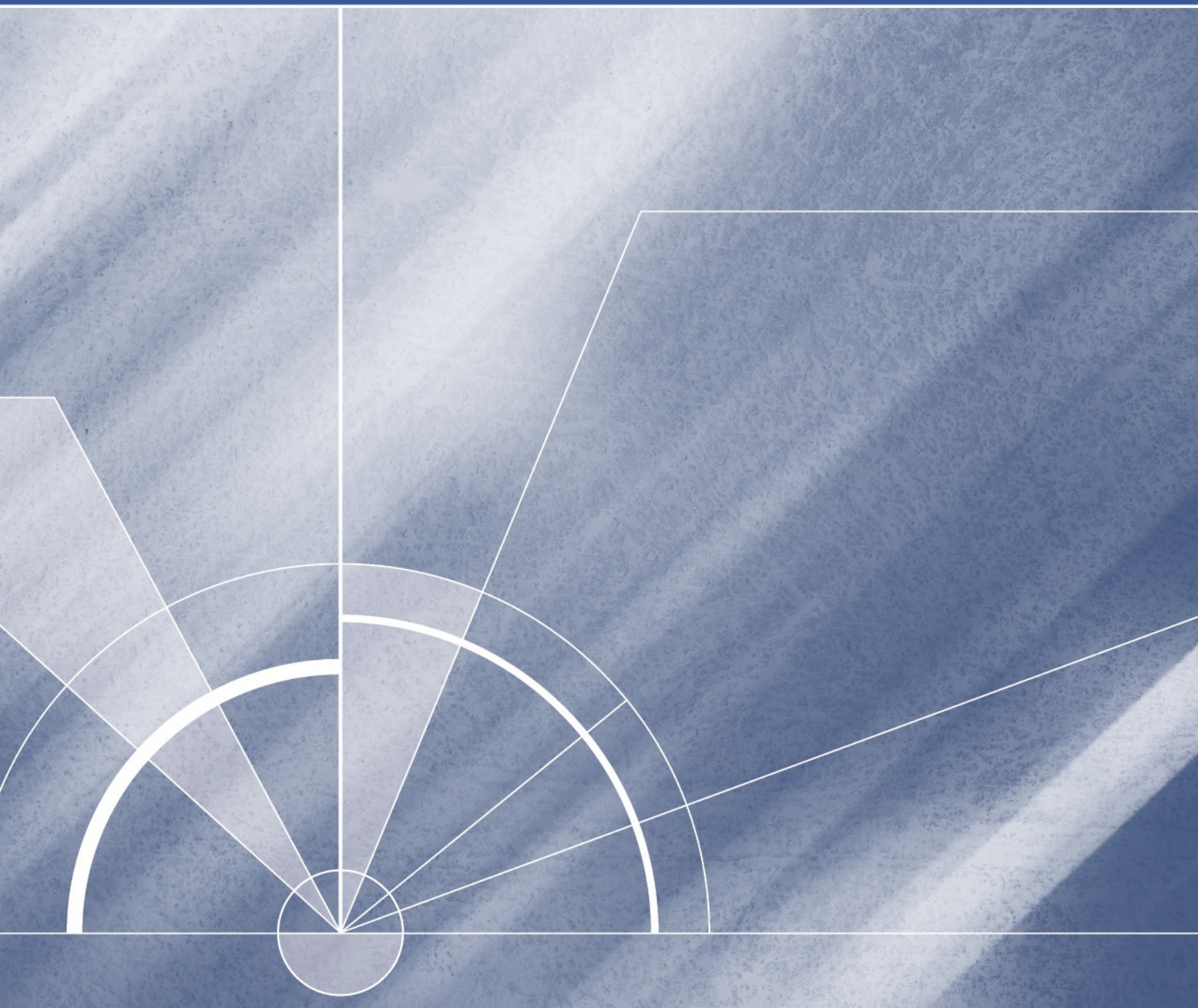


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
Albuquerque Area Office



Department of Health and Human Services

Albuquerque Area Office

3rd Level Subagency Comparison Report

This 2018 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	43,029	57.2%
INDIAN HEALTH SERVICE	5,001	34.8%
Albuquerque Area Office	376	38.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	47.7%
ALBUQUERQUE SERVICE UNIT	28	22.4%
MESCALERO SERVICE UNIT	11	19.0%
MOA / IPA	<10	--
NEW SUNRISE REGIONAL TREATMENT CENTER	<10	--
OFFICE OF CLINICAL PROGRAMS	18	34.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	61.9%
OFFICE OF OPERATIONAL SUPPORT	28	80.0%
OFFICE OF THE AREA DIRECTOR	<10	--
OFFICE OF THE EXECUTIVE OFFICER	13	24.5%
SANTA ANA HEALTH CLINIC	<10	--
SANTA CLARA HEALTH CENTER	<10	--
SANTA FE SERVICE UNIT	52	40.6%
SOUTHERN UTE HEALTH CENTER	<10	--
TAOS PICURIS SERVICE UNIT	15	51.7%
UTE MOUNTAIN UTE HEALTH CENTER	11	37.9%
ZIA HEALTH CLINIC	<10	--
ZUNI RAMAH SERVICE UNIT	68	36.8%

Your Data

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

Main Report Results

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

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

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

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

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Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* 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
Albuquerque Area Office
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My Work Experience

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,760	72.9%	13.5%	13.6%
INDIAN HEALTH SERVICE	4,949	64.8%	17.8%	17.4%
Albuquerque Area Office	373	64.0%	19.2%	16.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	45.9%	32.1%	22.0%
ALBUQUERQUE SERVICE UNIT	28	57.4%	15.0%	27.7%
MESCALERO SERVICE UNIT	11	65.4%	16.2%	18.4%
OFFICE OF CLINICAL PROGRAMS	17	72.3%	18.0%	9.6%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	74.9%	14.0%	11.1%
OFFICE OF OPERATIONAL SUPPORT	28	64.6%	20.3%	15.1%
OFFICE OF THE EXECUTIVE OFFICER	12	81.4%	7.7%	10.9%
SANTA FE SERVICE UNIT	51	65.1%	21.2%	13.8%
TAOS PICURIS SERVICE UNIT	15	50.0%	0.0%	50.0%
UTE MOUNTAIN UTE HEALTH CENTER	11	83.2%	16.8%	0.0%
ZUNI RAMAH SERVICE UNIT	68	65.1%	21.6%	13.3%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,821	76.0%	12.7%	11.3%
INDIAN HEALTH SERVICE	4,961	70.9%	16.5%	12.6%
Albuquerque Area Office	371	72.7%	18.6%	8.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	60.6%	26.7%	12.8%
ALBUQUERQUE SERVICE UNIT	28	77.5%	10.8%	11.6%
MESCALERO SERVICE UNIT	10	92.0%	8.0%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	75.8%	19.8%	4.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	71.7%	23.9%	4.4%
OFFICE OF OPERATIONAL SUPPORT	26	80.1%	15.6%	4.3%
OFFICE OF THE EXECUTIVE OFFICER	12	92.3%	7.7%	0.0%
SANTA FE SERVICE UNIT	51	71.9%	19.5%	8.5%
TAOS PICURIS SERVICE UNIT	15	74.5%	0.0%	25.5%
UTE MOUNTAIN UTE HEALTH CENTER	11	65.7%	16.8%	17.4%
ZUNI RAMAH SERVICE UNIT	68	75.2%	15.5%	9.3%

Department of Health and Human Services
Albuquerque Area Office
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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	42,703	68.4%	15.7%	15.9%
INDIAN HEALTH SERVICE	4,938	61.4%	19.5%	19.1%
Albuquerque Area Office	372	58.6%	22.4%	19.0%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	45.5%	28.7%	25.9%
ALBUQUERQUE SERVICE UNIT	28	60.9%	14.6%	24.5%
MESCALERO SERVICE UNIT	11	65.4%	25.8%	8.9%
OFFICE OF CLINICAL PROGRAMS	18	70.4%	20.6%	9.1%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	64.8%	18.1%	17.1%
OFFICE OF OPERATIONAL SUPPORT	28	65.6%	19.2%	15.2%
OFFICE OF THE EXECUTIVE OFFICER	12	66.1%	16.1%	17.8%
SANTA FE SERVICE UNIT	51	51.2%	33.4%	15.4%
TAOS PICURIS SERVICE UNIT	15	44.5%	5.4%	50.1%
UTE MOUNTAIN UTE HEALTH CENTER	11	91.1%	0.0%	8.9%
ZUNI RAMAH SERVICE UNIT	68	58.3%	25.8%	15.8%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,865	78.4%	12.2%	9.4%
INDIAN HEALTH SERVICE	4,976	75.3%	14.1%	10.5%
Albuquerque Area Office	372	73.4%	16.9%	9.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	63.8%	18.0%	18.2%
ALBUQUERQUE SERVICE UNIT	28	79.5%	17.0%	3.5%
MESCALERO SERVICE UNIT	11	92.7%	7.3%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	85.4%	14.6%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	77.6%	12.5%	9.9%
OFFICE OF OPERATIONAL SUPPORT	27	76.0%	12.1%	11.9%
OFFICE OF THE EXECUTIVE OFFICER	12	83.9%	16.1%	0.0%
SANTA FE SERVICE UNIT	51	73.5%	24.3%	2.2%
TAOS PICURIS SERVICE UNIT	15	44.5%	25.4%	30.1%
UTE MOUNTAIN UTE HEALTH CENTER	11	65.7%	25.4%	8.9%
ZUNI RAMAH SERVICE UNIT	68	75.7%	15.0%	9.3%

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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	42,822	86.3%	9.3%	4.4%
INDIAN HEALTH SERVICE	4,961	90.0%	7.6%	2.4%
Albuquerque Area Office	373	92.5%	5.6%	1.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	91.2%	5.2%	3.6%
ALBUQUERQUE SERVICE UNIT	28	92.4%	7.6%	0.0%
MESCALERO SERVICE UNIT	11	91.1%	0.0%	8.9%
OFFICE OF CLINICAL PROGRAMS	18	85.2%	14.8%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	90.6%	9.4%	0.0%
OFFICE OF OPERATIONAL SUPPORT	28	95.6%	4.4%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	13	100.0%	0.0%	0.0%
SANTA FE SERVICE UNIT	52	94.6%	3.0%	2.3%
TAOS PICURIS SERVICE UNIT	15	86.2%	6.7%	7.1%
UTE MOUNTAIN UTE HEALTH CENTER	10	100.0%	0.0%	0.0%
ZUNI RAMAH SERVICE UNIT	67	92.8%	4.6%	2.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,829	83.2%	9.7%	7.1%
INDIAN HEALTH SERVICE	4,982	85.5%	9.0%	5.6%
Albuquerque Area Office	376	86.9%	8.6%	4.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	80.5%	13.6%	5.9%
ALBUQUERQUE SERVICE UNIT	28	88.1%	11.9%	0.0%
MESCALERO SERVICE UNIT	11	91.1%	0.0%	8.9%
OFFICE OF CLINICAL PROGRAMS	18	78.6%	21.4%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	91.5%	8.5%	0.0%
OFFICE OF OPERATIONAL SUPPORT	28	92.0%	0.0%	8.0%
OFFICE OF THE EXECUTIVE OFFICER	13	100.0%	0.0%	0.0%
SANTA FE SERVICE UNIT	52	86.9%	6.6%	6.5%
TAOS PICURIS SERVICE UNIT	15	79.6%	6.6%	13.8%
UTE MOUNTAIN UTE HEALTH CENTER	11	92.5%	7.5%	0.0%
ZUNI RAMAH SERVICE UNIT	68	85.4%	8.9%	5.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,887	96.9%	2.2%	0.9%
INDIAN HEALTH SERVICE	4,978	95.7%	3.5%	0.8%
Albuquerque Area Office	376	95.7%	4.0%	0.3%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	94.4%	5.6%	0.0%
ALBUQUERQUE SERVICE UNIT	28	96.5%	3.5%	0.0%
MESCALERO SERVICE UNIT	11	100.0%	0.0%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	89.8%	10.2%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	95.8%	4.2%	0.0%
OFFICE OF OPERATIONAL SUPPORT	28	100.0%	0.0%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	13	100.0%	0.0%	0.0%
SANTA FE SERVICE UNIT	52	97.0%	3.0%	0.0%
TAOS PICURIS SERVICE UNIT	15	93.3%	6.7%	0.0%
UTE MOUNTAIN UTE HEALTH CENTER	11	100.0%	0.0%	0.0%
ZUNI RAMAH SERVICE UNIT	68	95.5%	4.5%	0.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,871	92.7%	6.2%	1.1%
INDIAN HEALTH SERVICE	4,971	91.8%	7.3%	0.8%
Albuquerque Area Office	375	90.9%	7.9%	1.2%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	84.5%	13.8%	1.7%
ALBUQUERQUE SERVICE UNIT	28	93.0%	3.5%	3.6%
MESCALERO SERVICE UNIT	11	100.0%	0.0%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	95.6%	4.4%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	90.0%	8.4%	1.6%
OFFICE OF OPERATIONAL SUPPORT	28	97.0%	3.0%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	12	92.3%	7.7%	0.0%
SANTA FE SERVICE UNIT	52	92.1%	7.9%	0.0%
TAOS PICURIS SERVICE UNIT	15	93.3%	6.7%	0.0%
UTE MOUNTAIN UTE HEALTH CENTER	11	91.1%	8.9%	0.0%
ZUNI RAMAH SERVICE UNIT	68	91.4%	7.4%	1.2%

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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	42,579	56.7%	15.7%	27.6%	104
INDIAN HEALTH SERVICE	4,924	49.8%	18.7%	31.5%	21
Albuquerque Area Office	372	51.0%	18.0%	31.0%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	23.1%	31.3%	45.6%	0
ALBUQUERQUE SERVICE UNIT	28	45.8%	21.4%	32.8%	0
MESCALERO SERVICE UNIT	11	58.6%	0.0%	41.4%	0
OFFICE OF CLINICAL PROGRAMS	18	72.0%	10.2%	17.7%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	50.0%	19.2%	30.9%	1
OFFICE OF OPERATIONAL SUPPORT	28	71.7%	12.2%	16.1%	0
OFFICE OF THE EXECUTIVE OFFICER	11	91.4%	8.6%	0.0%	0
SANTA FE SERVICE UNIT	52	49.9%	18.3%	31.8%	0
TAOS PICURIS SERVICE UNIT	15	39.5%	0.0%	60.5%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	40.5%	16.8%	42.6%	0
ZUNI RAMAH SERVICE UNIT	68	60.4%	16.6%	23.0%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,697	62.4%	16.1%	21.5%	60
INDIAN HEALTH SERVICE	4,956	59.8%	18.5%	21.7%	11
Albuquerque Area Office	373	65.2%	15.1%	19.8%	0
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	56.9%	20.5%	22.6%	0
ALBUQUERQUE SERVICE UNIT	27	67.5%	17.3%	15.1%	0
MESCALERO SERVICE UNIT	10	75.1%	0.0%	24.9%	0
OFFICE OF CLINICAL PROGRAMS	18	73.6%	15.5%	10.9%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	72.7%	18.5%	8.8%	0
OFFICE OF OPERATIONAL SUPPORT	28	48.9%	14.0%	37.1%	0
OFFICE OF THE EXECUTIVE OFFICER	12	76.0%	7.9%	16.2%	0
SANTA FE SERVICE UNIT	52	79.2%	12.2%	8.7%	0
TAOS PICURIS SERVICE UNIT	15	30.5%	13.4%	56.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	83.7%	7.5%	8.8%	0
ZUNI RAMAH SERVICE UNIT	68	63.2%	11.1%	25.7%	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	42,424	65.4%	15.8%	18.8%	142
INDIAN HEALTH SERVICE	4,920	65.9%	18.5%	15.6%	20
Albuquerque Area Office	368	68.7%	17.5%	13.7%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	54.2%	22.9%	22.8%	0
ALBUQUERQUE SERVICE UNIT	28	74.2%	13.9%	11.9%	0
MESCALERO SERVICE UNIT	10	82.3%	9.7%	8.0%	0
OFFICE OF CLINICAL PROGRAMS	18	89.6%	5.8%	4.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	78.5%	16.0%	5.5%	0
OFFICE OF OPERATIONAL SUPPORT	28	66.4%	18.3%	15.2%	0
OFFICE OF THE EXECUTIVE OFFICER	12	83.5%	8.7%	7.9%	0
SANTA FE SERVICE UNIT	51	56.6%	26.9%	16.5%	0
TAOS PICURIS SERVICE UNIT	15	61.8%	5.4%	32.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	83.5%	16.5%	0.0%	0
ZUNI RAMAH SERVICE UNIT	65	69.5%	18.0%	12.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,708	88.5%	7.5%	4.0%	89
INDIAN HEALTH SERVICE	4,952	87.2%	9.2%	3.6%	16
Albuquerque Area Office	372	88.9%	9.1%	1.9%	2
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	82.7%	13.9%	3.4%	0
ALBUQUERQUE SERVICE UNIT	28	86.0%	14.0%	0.0%	0
MESCALERO SERVICE UNIT	11	92.7%	7.3%	0.0%	0
OFFICE OF CLINICAL PROGRAMS	18	94.2%	5.8%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	97.4%	2.6%	0.0%	0
OFFICE OF OPERATIONAL SUPPORT	27	92.6%	4.1%	3.3%	1
OFFICE OF THE EXECUTIVE OFFICER	12	83.5%	16.5%	0.0%	0
SANTA FE SERVICE UNIT	52	92.9%	7.1%	0.0%	0
TAOS PICURIS SERVICE UNIT	15	87.9%	6.7%	5.4%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	100.0%	0.0%	0.0%	0
ZUNI RAMAH SERVICE UNIT	68	81.7%	14.6%	3.8%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,700	92.3%	5.7%	2.1%	93
INDIAN HEALTH SERVICE	4,964	95.3%	3.7%	0.9%	5
Albuquerque Area Office	375	96.1%	3.7%	0.2%	0
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	93.6%	6.4%	0.0%	0
ALBUQUERQUE SERVICE UNIT	28	100.0%	0.0%	0.0%	0
MESCALERO SERVICE UNIT	11	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL PROGRAMS	18	89.8%	10.2%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	94.8%	5.2%	0.0%	0
OFFICE OF OPERATIONAL SUPPORT	28	95.6%	4.4%	0.0%	0
OFFICE OF THE EXECUTIVE OFFICER	12	100.0%	0.0%	0.0%	0
SANTA FE SERVICE UNIT	52	97.9%	2.1%	0.0%	0
TAOS PICURIS SERVICE UNIT	15	93.3%	6.7%	0.0%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	92.1%	7.9%	0.0%	0
ZUNI RAMAH SERVICE UNIT	68	98.6%	1.4%	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	42,663	73.3%	12.5%	14.2%	196
INDIAN HEALTH SERVICE	4,964	66.9%	14.9%	18.2%	18
Albuquerque Area Office	372	63.4%	18.3%	18.4%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	53.3%	24.9%	21.8%	0
ALBUQUERQUE SERVICE UNIT	27	59.0%	12.1%	29.0%	0
MESCALERO SERVICE UNIT	11	66.1%	25.8%	8.1%	0
OFFICE OF CLINICAL PROGRAMS	18	64.9%	17.9%	17.2%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	66.0%	18.5%	15.6%	0
OFFICE OF OPERATIONAL SUPPORT	28	54.1%	23.3%	22.6%	0
OFFICE OF THE EXECUTIVE OFFICER	12	92.1%	0.0%	7.9%	0
SANTA FE SERVICE UNIT	52	67.6%	14.6%	17.8%	0
TAOS PICURIS SERVICE UNIT	15	62.3%	25.4%	12.3%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	54.6%	19.6%	25.7%	0
ZUNI RAMAH SERVICE UNIT	68	66.0%	19.9%	14.1%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,514	76.0%	11.9%	12.1%	322
INDIAN HEALTH SERVICE	4,921	70.9%	14.4%	14.8%	49
Albuquerque Area Office	370	70.3%	13.5%	16.2%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	56.8%	17.2%	26.0%	0
ALBUQUERQUE SERVICE UNIT	27	63.8%	8.0%	28.2%	0
MESCALERO SERVICE UNIT	11	66.8%	9.0%	24.2%	0
OFFICE OF CLINICAL PROGRAMS	16	86.6%	13.4%	0.0%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	78.1%	15.6%	6.3%	1
OFFICE OF OPERATIONAL SUPPORT	28	77.7%	11.1%	11.2%	0
OFFICE OF THE EXECUTIVE OFFICER	12	100.0%	0.0%	0.0%	0
SANTA FE SERVICE UNIT	52	68.9%	12.6%	18.5%	0
TAOS PICURIS SERVICE UNIT	15	54.9%	18.7%	26.5%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	83.2%	7.9%	8.9%	0
ZUNI RAMAH SERVICE UNIT	68	74.1%	15.4%	10.5%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,655	87.3%	9.4%	3.3%	149
INDIAN HEALTH SERVICE	4,956	81.5%	13.6%	4.9%	23
Albuquerque Area Office	374	82.3%	12.7%	4.9%	1
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	69.9%	20.0%	10.1%	0
ALBUQUERQUE SERVICE UNIT	28	79.0%	16.9%	4.1%	0
MESCALERO SERVICE UNIT	11	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL PROGRAMS	18	94.2%	5.8%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	88.7%	9.6%	1.7%	0
OFFICE OF OPERATIONAL SUPPORT	28	89.4%	7.1%	3.5%	0
OFFICE OF THE EXECUTIVE OFFICER	12	100.0%	0.0%	0.0%	0
SANTA FE SERVICE UNIT	52	92.1%	6.2%	1.7%	0
TAOS PICURIS SERVICE UNIT	15	67.2%	20.4%	12.4%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	83.2%	7.9%	8.9%	0
ZUNI RAMAH SERVICE UNIT	68	76.1%	18.4%	5.5%	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	40,691	67.7%	17.8%	14.5%	2,129
INDIAN HEALTH SERVICE	4,871	59.6%	19.3%	21.1%	102
Albuquerque Area Office	366	56.6%	22.1%	21.3%	9
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	47.6%	25.4%	27.0%	1
ALBUQUERQUE SERVICE UNIT	28	39.1%	28.8%	32.2%	0
MESCALERO SERVICE UNIT	11	51.9%	23.8%	24.3%	0
OFFICE OF CLINICAL PROGRAMS	16	88.4%	6.5%	5.2%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	64.6%	18.8%	16.6%	1
OFFICE OF OPERATIONAL SUPPORT	27	54.3%	26.0%	19.7%	1
OFFICE OF THE EXECUTIVE OFFICER	12	68.5%	23.6%	7.9%	0
SANTA FE SERVICE UNIT	51	64.3%	20.0%	15.8%	1
TAOS PICURIS SERVICE UNIT	15	39.0%	6.6%	54.4%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	65.8%	16.4%	17.8%	0
ZUNI RAMAH SERVICE UNIT	66	53.2%	27.7%	19.1%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,489	58.5%	21.9%	19.6%	350
INDIAN HEALTH SERVICE	4,937	53.4%	24.2%	22.3%	41
Albuquerque Area Office	372	51.0%	28.5%	20.6%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	40.9%	32.5%	26.5%	0
ALBUQUERQUE SERVICE UNIT	28	48.0%	20.1%	31.9%	0
MESCALERO SERVICE UNIT	11	58.6%	14.9%	26.5%	0
OFFICE OF CLINICAL PROGRAMS	17	74.0%	16.4%	9.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	50.4%	34.0%	15.7%	0
OFFICE OF OPERATIONAL SUPPORT	28	56.4%	27.6%	16.0%	0
OFFICE OF THE EXECUTIVE OFFICER	12	65.8%	34.2%	0.0%	0
SANTA FE SERVICE UNIT	52	49.8%	31.5%	18.7%	0
TAOS PICURIS SERVICE UNIT	15	56.9%	12.1%	31.0%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	48.9%	33.3%	17.8%	0
ZUNI RAMAH SERVICE UNIT	68	54.9%	26.1%	19.0%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Health and Human Services	42,342	73.9%	12.3%	13.8%	575
INDIAN HEALTH SERVICE	4,910	76.0%	12.4%	11.6%	76
Albuquerque Area Office	372	78.8%	13.3%	7.9%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	71.9%	20.3%	7.7%	0
ALBUQUERQUE SERVICE UNIT	28	79.6%	14.1%	6.3%	0
MESCALERO SERVICE UNIT	11	76.5%	7.3%	16.1%	0
OFFICE OF CLINICAL PROGRAMS	17	82.7%	17.3%	0.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	73.8%	16.2%	10.0%	1
OFFICE OF OPERATIONAL SUPPORT	28	81.8%	7.6%	10.6%	0
OFFICE OF THE EXECUTIVE OFFICER	13	100.0%	0.0%	0.0%	0
SANTA FE SERVICE UNIT	51	84.7%	7.4%	7.9%	0
TAOS PICURIS SERVICE UNIT	14	80.3%	12.6%	7.1%	1
UTE MOUNTAIN UTE HEALTH CENTER	11	83.2%	7.9%	8.9%	0
ZUNI RAMAH SERVICE UNIT	68	82.3%	12.8%	4.9%	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	42,866	79.8%	11.2%	9.0%
INDIAN HEALTH SERVICE	4,971	63.8%	18.8%	17.5%
Albuquerque Area Office	374	62.4%	17.7%	19.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	38.8%	23.9%	37.4%
ALBUQUERQUE SERVICE UNIT	28	47.6%	39.3%	13.1%
MESCALERO SERVICE UNIT	11	85.1%	14.9%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	85.1%	0.0%	14.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	80.6%	14.5%	4.9%
OFFICE OF OPERATIONAL SUPPORT	28	62.0%	21.7%	16.3%
OFFICE OF THE EXECUTIVE OFFICER	13	77.3%	12.6%	10.1%
SANTA FE SERVICE UNIT	51	64.0%	15.4%	20.6%
TAOS PICURIS SERVICE UNIT	15	62.4%	0.0%	37.6%
UTE MOUNTAIN UTE HEALTH CENTER	11	40.4%	33.9%	25.7%
ZUNI RAMAH SERVICE UNIT	68	65.7%	13.3%	21.0%

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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	41,473	51.1%	23.5%	25.4%	1,380
INDIAN HEALTH SERVICE	4,891	41.9%	27.9%	30.2%	79
Albuquerque Area Office	366	42.0%	27.4%	30.5%	8
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	30.2%	29.0%	40.8%	1
ALBUQUERQUE SERVICE UNIT	28	33.7%	41.8%	24.5%	0
MESCALERO SERVICE UNIT	11	37.6%	30.6%	31.8%	0
OFFICE OF CLINICAL PROGRAMS	18	68.1%	10.8%	21.1%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	50.2%	32.8%	17.0%	2
OFFICE OF OPERATIONAL SUPPORT	27	53.1%	19.7%	27.2%	1
OFFICE OF THE EXECUTIVE OFFICER	13	54.2%	28.3%	17.5%	0
SANTA FE SERVICE UNIT	51	40.1%	18.4%	41.5%	1
TAOS PICURIS SERVICE UNIT	15	34.2%	11.2%	54.6%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	32.6%	49.4%	18.0%	1
ZUNI RAMAH SERVICE UNIT	66	36.9%	32.8%	30.3%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,434	47.5%	27.3%	25.3%	3,356
INDIAN HEALTH SERVICE	4,673	40.2%	31.7%	28.2%	298
Albuquerque Area Office	350	40.8%	32.5%	26.7%	25
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	27.9%	32.7%	39.4%	2
ALBUQUERQUE SERVICE UNIT	25	24.2%	35.1%	40.7%	3
MESCALERO SERVICE UNIT	9	25.7%	44.0%	30.3%	2
OFFICE OF CLINICAL PROGRAMS	16	60.9%	33.9%	5.2%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	43.4%	37.4%	19.3%	4
OFFICE OF OPERATIONAL SUPPORT	25	54.9%	32.3%	12.8%	3
OFFICE OF THE EXECUTIVE OFFICER	12	65.5%	23.5%	10.9%	1
SANTA FE SERVICE UNIT	49	50.9%	23.8%	25.4%	3
TAOS PICURIS SERVICE UNIT	15	32.6%	30.6%	36.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	28.6%	53.0%	18.4%	1
ZUNI RAMAH SERVICE UNIT	65	37.7%	32.4%	29.9%	3

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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	37,622	39.1%	29.7%	31.3%	5,204
INDIAN HEALTH SERVICE	4,736	32.1%	28.3%	39.5%	226
Albuquerque Area Office	354	30.2%	30.5%	39.3%	21
ACOMA CANONCITO LAGUNA SERVICE UNIT	55	18.3%	28.8%	52.8%	5
ALBUQUERQUE SERVICE UNIT	27	23.2%	32.7%	44.1%	1
MESCALERO SERVICE UNIT	11	46.7%	37.8%	15.4%	0
OFFICE OF CLINICAL PROGRAMS	17	40.5%	30.9%	28.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	31.5%	42.0%	26.5%	6
OFFICE OF OPERATIONAL SUPPORT	26	44.2%	22.1%	33.7%	2
OFFICE OF THE EXECUTIVE OFFICER	13	55.3%	19.7%	25.0%	0
SANTA FE SERVICE UNIT	51	24.1%	25.9%	50.0%	1
TAOS PICURIS SERVICE UNIT	14	24.1%	32.2%	43.7%	1
UTE MOUNTAIN UTE HEALTH CENTER	11	29.7%	37.1%	33.3%	0
ZUNI RAMAH SERVICE UNIT	65	27.7%	27.3%	45.0%	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	39,871	45.6%	27.7%	26.7%	2,940
INDIAN HEALTH SERVICE	4,815	37.8%	29.8%	32.4%	158
Albuquerque Area Office	359	38.9%	29.3%	31.8%	16
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	24.6%	31.7%	43.7%	1
ALBUQUERQUE SERVICE UNIT	26	31.8%	29.9%	38.3%	2
MESCALERO SERVICE UNIT	11	37.9%	28.3%	33.8%	0
OFFICE OF CLINICAL PROGRAMS	18	49.8%	29.0%	21.1%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	43.9%	29.5%	26.7%	5
OFFICE OF OPERATIONAL SUPPORT	25	49.6%	23.1%	27.3%	3
OFFICE OF THE EXECUTIVE OFFICER	12	67.7%	21.4%	10.9%	1
SANTA FE SERVICE UNIT	50	43.5%	29.8%	26.7%	1
TAOS PICURIS SERVICE UNIT	14	42.7%	17.9%	39.5%	1
UTE MOUNTAIN UTE HEALTH CENTER	11	29.7%	36.1%	34.2%	0
ZUNI RAMAH SERVICE UNIT	67	35.0%	30.3%	34.8%	1

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,934	54.5%	23.8%	21.7%	2,858
INDIAN HEALTH SERVICE	4,769	43.9%	27.6%	28.5%	203
Albuquerque Area Office	353	45.4%	27.4%	27.2%	20
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	32.6%	38.0%	29.4%	2
ALBUQUERQUE SERVICE UNIT	26	29.6%	31.9%	38.5%	1
MESCALERO SERVICE UNIT	11	58.1%	32.4%	9.5%	0
OFFICE OF CLINICAL PROGRAMS	17	61.1%	16.4%	22.4%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	50.7%	25.6%	23.7%	6
OFFICE OF OPERATIONAL SUPPORT	24	53.4%	28.7%	17.9%	3
OFFICE OF THE EXECUTIVE OFFICER	12	74.5%	14.6%	10.9%	1
SANTA FE SERVICE UNIT	48	48.5%	19.7%	31.8%	3
TAOS PICURIS SERVICE UNIT	14	54.1%	20.1%	25.7%	1
UTE MOUNTAIN UTE HEALTH CENTER	10	36.9%	34.0%	29.2%	1
ZUNI RAMAH SERVICE UNIT	68	40.0%	28.3%	31.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,613	76.9%	12.5%	10.6%	224
INDIAN HEALTH SERVICE	4,944	61.5%	20.1%	18.4%	33
Albuquerque Area Office	373	56.1%	21.5%	22.4%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	43.5%	25.5%	31.0%	1
ALBUQUERQUE SERVICE UNIT	28	38.4%	32.0%	29.6%	0
MESCALERO SERVICE UNIT	11	65.4%	16.2%	18.4%	0
OFFICE OF CLINICAL PROGRAMS	17	78.1%	17.0%	4.9%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	72.0%	16.8%	11.2%	1
OFFICE OF OPERATIONAL SUPPORT	28	67.5%	12.8%	19.8%	0
OFFICE OF THE EXECUTIVE OFFICER	13	70.2%	19.7%	10.1%	0
SANTA FE SERVICE UNIT	52	57.7%	25.0%	17.3%	0
TAOS PICURIS SERVICE UNIT	15	62.4%	6.3%	31.3%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	29.7%	36.1%	34.2%	0
ZUNI RAMAH SERVICE UNIT	68	48.1%	21.5%	30.4%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,255	62.9%	25.4%	11.7%	1,526
INDIAN HEALTH SERVICE	4,861	59.6%	26.0%	14.4%	104
Albuquerque Area Office	361	55.3%	28.5%	16.2%	15
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	41.8%	33.7%	24.5%	2
ALBUQUERQUE SERVICE UNIT	27	45.1%	39.9%	15.0%	1
MESCALERO SERVICE UNIT	11	60.7%	23.8%	15.4%	0
OFFICE OF CLINICAL PROGRAMS	16	84.5%	10.3%	5.2%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	53.4%	32.0%	14.6%	5
OFFICE OF OPERATIONAL SUPPORT	26	67.7%	19.9%	12.4%	2
OFFICE OF THE EXECUTIVE OFFICER	13	61.8%	21.2%	16.9%	0
SANTA FE SERVICE UNIT	50	56.2%	29.4%	14.5%	2
TAOS PICURIS SERVICE UNIT	14	54.5%	6.7%	38.9%	1
UTE MOUNTAIN UTE HEALTH CENTER	11	54.6%	18.7%	26.7%	0
ZUNI RAMAH SERVICE UNIT	68	60.1%	25.3%	14.7%	0

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	42,824	87.8%	10.1%	2.1%
INDIAN HEALTH SERVICE	4,972	76.7%	19.2%	4.1%
Albuquerque Area Office	376	74.8%	21.4%	3.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	58.7%	33.1%	8.2%
ALBUQUERQUE SERVICE UNIT	28	63.3%	32.7%	4.1%
MESCALERO SERVICE UNIT	11	87.9%	12.1%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	85.1%	4.4%	10.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	52	79.6%	17.6%	2.8%
OFFICE OF OPERATIONAL SUPPORT	28	77.7%	22.3%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	13	78.8%	21.2%	0.0%
SANTA FE SERVICE UNIT	52	82.7%	15.6%	1.7%
TAOS PICURIS SERVICE UNIT	15	65.5%	34.5%	0.0%
UTE MOUNTAIN UTE HEALTH CENTER	11	65.7%	34.3%	0.0%
ZUNI RAMAH SERVICE UNIT	68	78.8%	18.5%	2.7%

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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	42,509	84.1%	10.2%	5.7%	340
INDIAN HEALTH SERVICE	4,929	75.4%	16.7%	7.9%	44
Albuquerque Area Office	367	73.0%	18.8%	8.2%	8
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	55.0%	27.6%	17.4%	1
ALBUQUERQUE SERVICE UNIT	28	61.6%	38.4%	0.0%	0
MESCALERO SERVICE UNIT	11	91.9%	0.0%	8.1%	0
OFFICE OF CLINICAL PROGRAMS	17	95.1%	0.0%	4.9%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	75.5%	19.9%	4.6%	1
OFFICE OF OPERATIONAL SUPPORT	27	70.6%	16.2%	13.3%	1
OFFICE OF THE EXECUTIVE OFFICER	13	75.0%	14.9%	10.1%	0
SANTA FE SERVICE UNIT	50	70.9%	23.3%	5.8%	2
TAOS PICURIS SERVICE UNIT	14	54.5%	31.5%	14.1%	1
UTE MOUNTAIN UTE HEALTH CENTER	11	91.1%	0.0%	8.9%	0
ZUNI RAMAH SERVICE UNIT	67	85.6%	10.0%	4.3%	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	41,289	56.1%	22.5%	21.4%	1,150
INDIAN HEALTH SERVICE	4,799	47.4%	28.1%	24.6%	91
Albuquerque Area Office	356	45.5%	31.5%	22.9%	10
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	28.1%	45.2%	26.7%	1
ALBUQUERQUE SERVICE UNIT	24	18.8%	47.3%	33.9%	1
MESCALERO SERVICE UNIT	11	37.6%	54.3%	8.1%	0
OFFICE OF CLINICAL PROGRAMS	17	72.8%	22.3%	4.9%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	60.5%	26.1%	13.5%	3
OFFICE OF OPERATIONAL SUPPORT	26	50.6%	28.6%	20.7%	1
OFFICE OF THE EXECUTIVE OFFICER	11	62.9%	16.7%	20.4%	0
SANTA FE SERVICE UNIT	51	47.3%	27.6%	25.1%	1
TAOS PICURIS SERVICE UNIT	13	48.4%	21.8%	29.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	54.1%	36.1%	9.8%	1
ZUNI RAMAH SERVICE UNIT	67	42.5%	25.1%	32.4%	1

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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	41,638	61.9%	19.6%	18.6%	799
INDIAN HEALTH SERVICE	4,807	45.8%	25.3%	28.9%	86
Albuquerque Area Office	357	44.5%	28.6%	26.9%	10
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	33.9%	37.8%	28.3%	1
ALBUQUERQUE SERVICE UNIT	25	24.5%	36.2%	39.2%	0
MESCALERO SERVICE UNIT	11	37.9%	28.3%	33.8%	0
OFFICE OF CLINICAL PROGRAMS	17	78.8%	6.6%	14.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	47.2%	34.2%	18.6%	4
OFFICE OF OPERATIONAL SUPPORT	26	57.7%	17.5%	24.7%	1
OFFICE OF THE EXECUTIVE OFFICER	11	70.3%	9.3%	20.4%	0
SANTA FE SERVICE UNIT	51	48.4%	28.1%	23.5%	1
TAOS PICURIS SERVICE UNIT	13	49.2%	23.1%	27.7%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	49.3%	24.0%	26.7%	0
ZUNI RAMAH SERVICE UNIT	67	33.8%	30.7%	35.5%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,006	52.5%	25.9%	21.6%	1,303
INDIAN HEALTH SERVICE	4,726	36.5%	32.2%	31.3%	137
Albuquerque Area Office	349	33.8%	35.9%	30.3%	15
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	20.7%	45.8%	33.5%	2
ALBUQUERQUE SERVICE UNIT	25	16.8%	35.1%	48.1%	0
MESCALERO SERVICE UNIT	10	51.1%	31.1%	17.8%	1
OFFICE OF CLINICAL PROGRAMS	16	58.4%	26.5%	15.1%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	41.9%	34.4%	23.7%	2
OFFICE OF OPERATIONAL SUPPORT	25	49.6%	28.7%	21.7%	2
OFFICE OF THE EXECUTIVE OFFICER	11	82.3%	9.3%	8.4%	0
SANTA FE SERVICE UNIT	50	28.1%	38.5%	33.5%	2
TAOS PICURIS SERVICE UNIT	13	21.0%	34.7%	44.3%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	44.3%	17.8%	37.9%	1
ZUNI RAMAH SERVICE UNIT	66	24.8%	41.7%	33.5%	2

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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	38,364	38.2%	30.0%	31.8%	4,036
INDIAN HEALTH SERVICE	4,594	34.5%	30.1%	35.4%	291
Albuquerque Area Office	337	37.4%	28.5%	34.1%	29
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	21.6%	36.3%	42.1%	2
ALBUQUERQUE SERVICE UNIT	24	23.7%	38.8%	37.5%	1
MESCALERO SERVICE UNIT	10	33.0%	31.2%	35.9%	1
OFFICE OF CLINICAL PROGRAMS	17	62.5%	27.9%	9.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	45	32.9%	31.4%	35.7%	6
OFFICE OF OPERATIONAL SUPPORT	23	52.8%	32.9%	14.2%	4
OFFICE OF THE EXECUTIVE OFFICER	10	77.5%	0.0%	22.5%	1
SANTA FE SERVICE UNIT	45	42.9%	21.1%	36.1%	6
TAOS PICURIS SERVICE UNIT	13	19.7%	41.2%	39.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	9	43.1%	15.0%	42.0%	2
ZUNI RAMAH SERVICE UNIT	65	40.4%	22.7%	36.9%	3

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	39,295	62.7%	24.5%	12.8%	3,126
INDIAN HEALTH SERVICE	4,629	50.3%	32.7%	17.0%	260
Albuquerque Area Office	339	50.4%	32.9%	16.7%	27
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	36.0%	39.3%	24.7%	3
ALBUQUERQUE SERVICE UNIT	24	37.5%	43.0%	19.4%	0
MESCALERO SERVICE UNIT	10	41.2%	33.3%	25.5%	1
OFFICE OF CLINICAL PROGRAMS	17	84.9%	15.1%	0.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	69.8%	20.0%	10.3%	5
OFFICE OF OPERATIONAL SUPPORT	23	59.6%	27.2%	13.2%	4
OFFICE OF THE EXECUTIVE OFFICER	11	61.9%	17.7%	20.4%	0
SANTA FE SERVICE UNIT	47	41.0%	41.4%	17.5%	5
TAOS PICURIS SERVICE UNIT	12	43.3%	17.6%	39.1%	1
UTE MOUNTAIN UTE HEALTH CENTER	8	53.1%	46.9%	0.0%	3
ZUNI RAMAH SERVICE UNIT	65	45.1%	42.2%	12.7%	3

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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	41,551	83.1%	11.3%	5.6%	925
INDIAN HEALTH SERVICE	4,862	75.9%	15.0%	9.1%	28
Albuquerque Area Office	363	73.4%	14.5%	12.1%	3
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	64.3%	27.8%	7.9%	0
ALBUQUERQUE SERVICE UNIT	25	63.5%	20.3%	16.1%	0
MESCALERO SERVICE UNIT	11	75.8%	7.3%	17.0%	0
OFFICE OF CLINICAL PROGRAMS	17	81.7%	13.4%	4.9%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	69.4%	16.7%	13.9%	0
OFFICE OF OPERATIONAL SUPPORT	27	65.9%	25.8%	8.3%	0
OFFICE OF THE EXECUTIVE OFFICER	11	71.2%	16.8%	12.0%	0
SANTA FE SERVICE UNIT	52	88.2%	0.0%	11.8%	0
TAOS PICURIS SERVICE UNIT	13	77.5%	0.0%	22.5%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	56.4%	26.8%	16.8%	0
ZUNI RAMAH SERVICE UNIT	65	80.8%	7.9%	11.3%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,625	78.7%	14.0%	7.4%	736
INDIAN HEALTH SERVICE	4,840	72.3%	16.8%	10.8%	40
Albuquerque Area Office	363	66.4%	22.1%	11.5%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	53.6%	31.9%	14.5%	0
ALBUQUERQUE SERVICE UNIT	25	71.2%	21.2%	7.6%	0
MESCALERO SERVICE UNIT	11	83.9%	7.3%	8.9%	0
OFFICE OF CLINICAL PROGRAMS	17	73.6%	26.4%	0.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	70.8%	19.1%	10.1%	1
OFFICE OF OPERATIONAL SUPPORT	26	60.7%	27.0%	12.3%	1
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	20.4%	0.0%	0
SANTA FE SERVICE UNIT	52	73.4%	19.5%	7.2%	0
TAOS PICURIS SERVICE UNIT	13	70.2%	14.7%	15.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	64.3%	27.2%	8.5%	0
ZUNI RAMAH SERVICE UNIT	67	63.3%	18.5%	18.3%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,540	61.4%	20.4%	18.3%	2,870
INDIAN HEALTH SERVICE	4,724	48.9%	24.5%	26.6%	156
Albuquerque Area Office	353	49.3%	24.7%	26.0%	12
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	32.1%	32.1%	35.7%	2
ALBUQUERQUE SERVICE UNIT	25	31.8%	27.2%	41.0%	0
MESCALERO SERVICE UNIT	11	49.9%	16.2%	33.8%	0
OFFICE OF CLINICAL PROGRAMS	18	74.7%	25.3%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	60.4%	24.9%	14.7%	4
OFFICE OF OPERATIONAL SUPPORT	25	42.9%	19.1%	38.0%	1
OFFICE OF THE EXECUTIVE OFFICER	10	68.2%	9.3%	22.5%	1
SANTA FE SERVICE UNIT	52	51.1%	23.4%	25.5%	0
TAOS PICURIS SERVICE UNIT	12	44.2%	15.5%	40.3%	1
UTE MOUNTAIN UTE HEALTH CENTER	9	54.9%	23.7%	21.5%	1
ZUNI RAMAH SERVICE UNIT	66	48.4%	27.1%	24.4%	2

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,275	72.0%	17.5%	10.6%	4,081
INDIAN HEALTH SERVICE	4,594	58.9%	24.1%	17.1%	278
Albuquerque Area Office	345	60.4%	24.7%	14.8%	21
ACOMA CANONCITO LAGUNA SERVICE UNIT	56	44.7%	34.4%	21.0%	5
ALBUQUERQUE SERVICE UNIT	24	55.1%	16.2%	28.7%	1
MESCALERO SERVICE UNIT	11	58.9%	16.8%	24.3%	0
OFFICE OF CLINICAL PROGRAMS	18	85.1%	10.2%	4.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	61.8%	30.9%	7.2%	5
OFFICE OF OPERATIONAL SUPPORT	25	48.4%	37.2%	14.5%	2
OFFICE OF THE EXECUTIVE OFFICER	10	90.4%	9.6%	0.0%	1
SANTA FE SERVICE UNIT	51	60.0%	29.6%	10.5%	1
TAOS PICURIS SERVICE UNIT	12	52.7%	24.2%	23.2%	1
UTE MOUNTAIN UTE HEALTH CENTER	10	81.6%	18.4%	0.0%	1
ZUNI RAMAH SERVICE UNIT	63	62.0%	18.4%	19.5%	4

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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	41,781	81.8%	13.5%	4.7%	664
INDIAN HEALTH SERVICE	4,806	64.8%	24.8%	10.4%	78
Albuquerque Area Office	361	66.3%	24.5%	9.1%	6
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	44.1%	39.3%	16.6%	0
ALBUQUERQUE SERVICE UNIT	25	50.7%	31.1%	18.2%	0
MESCALERO SERVICE UNIT	11	75.8%	7.3%	17.0%	0
OFFICE OF CLINICAL PROGRAMS	17	90.2%	9.8%	0.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	72.8%	22.6%	4.6%	1
OFFICE OF OPERATIONAL SUPPORT	26	73.6%	22.9%	3.4%	1
OFFICE OF THE EXECUTIVE OFFICER	11	70.3%	17.7%	12.0%	0
SANTA FE SERVICE UNIT	51	79.1%	13.7%	7.2%	1
TAOS PICURIS SERVICE UNIT	13	33.8%	32.1%	34.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	83.2%	16.8%	0.0%	0
ZUNI RAMAH SERVICE UNIT	66	63.9%	31.7%	4.4%	2

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,415	75.1%	15.8%	9.1%
INDIAN HEALTH SERVICE	4,867	64.3%	24.0%	11.7%
Albuquerque Area Office	365	64.5%	25.3%	10.2%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	37.0%	46.6%	16.4%
ALBUQUERQUE SERVICE UNIT	24	58.4%	32.5%	9.1%
MESCALERO SERVICE UNIT	11	54.2%	28.9%	17.0%
OFFICE OF CLINICAL PROGRAMS	18	80.5%	19.5%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	72.7%	18.3%	9.0%
OFFICE OF OPERATIONAL SUPPORT	26	64.3%	23.0%	12.6%
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	20.4%	0.0%
SANTA FE SERVICE UNIT	52	72.6%	20.8%	6.6%
TAOS PICURIS SERVICE UNIT	13	55.2%	21.5%	23.3%
UTE MOUNTAIN UTE HEALTH CENTER	11	74.3%	25.7%	0.0%
ZUNI RAMAH SERVICE UNIT	68	74.8%	16.1%	9.1%

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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	39,657	54.8%	25.3%	19.9%	2,791
INDIAN HEALTH SERVICE	4,477	48.4%	28.2%	23.4%	393
Albuquerque Area Office	324	51.3%	29.2%	19.4%	40
ACOMA CANONCITO LAGUNA SERVICE UNIT	57	36.0%	41.5%	22.5%	3
ALBUQUERQUE SERVICE UNIT	22	55.3%	30.4%	14.3%	2
MESCALERO SERVICE UNIT	10	51.3%	21.3%	27.4%	1
OFFICE OF CLINICAL PROGRAMS	16	69.4%	20.2%	10.3%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	44	59.1%	30.2%	10.7%	7
OFFICE OF OPERATIONAL SUPPORT	22	48.8%	25.0%	26.2%	4
OFFICE OF THE EXECUTIVE OFFICER	11	62.9%	28.7%	8.4%	0
SANTA FE SERVICE UNIT	44	53.7%	25.1%	21.2%	8
TAOS PICURIS SERVICE UNIT	11	60.8%	0.0%	39.2%	2
UTE MOUNTAIN UTE HEALTH CENTER	10	53.8%	37.9%	8.3%	1
ZUNI RAMAH SERVICE UNIT	59	48.5%	30.6%	21.0%	9

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	42,174	83.9%	8.3%	7.7%	184
INDIAN HEALTH SERVICE	4,821	71.1%	14.0%	15.0%	30
Albuquerque Area Office	357	65.3%	15.2%	19.5%	5
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	46.5%	26.0%	27.5%	0
ALBUQUERQUE SERVICE UNIT	23	55.9%	22.9%	21.1%	1
MESCALERO SERVICE UNIT	10	72.9%	17.5%	9.6%	0
OFFICE OF CLINICAL PROGRAMS	17	84.2%	6.2%	9.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	77.4%	10.9%	11.8%	0
OFFICE OF OPERATIONAL SUPPORT	26	70.3%	14.7%	15.0%	0
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	0.0%	20.4%	0
SANTA FE SERVICE UNIT	51	63.6%	12.5%	23.9%	1
TAOS PICURIS SERVICE UNIT	13	55.0%	14.1%	30.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	82.2%	8.9%	8.9%	0
ZUNI RAMAH SERVICE UNIT	66	61.5%	17.7%	20.7%	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	42,140	73.8%	13.6%	12.5%	191
INDIAN HEALTH SERVICE	4,819	63.7%	19.1%	17.2%	32
Albuquerque Area Office	357	58.6%	23.6%	17.8%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	40.7%	36.5%	22.8%	1
ALBUQUERQUE SERVICE UNIT	24	53.0%	16.7%	30.2%	0
MESCALERO SERVICE UNIT	10	64.2%	17.5%	18.3%	0
OFFICE OF CLINICAL PROGRAMS	18	85.1%	5.8%	9.1%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	71.8%	18.6%	9.6%	1
OFFICE OF OPERATIONAL SUPPORT	26	59.7%	26.8%	13.5%	0
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	8.4%	12.0%	0
SANTA FE SERVICE UNIT	51	58.4%	22.6%	19.0%	1
TAOS PICURIS SERVICE UNIT	13	53.3%	23.9%	22.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	80.5%	0.0%	19.5%	0
ZUNI RAMAH SERVICE UNIT	66	54.6%	26.2%	19.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,972	71.0%	15.2%	13.7%	339
INDIAN HEALTH SERVICE	4,798	62.2%	19.7%	18.1%	45
Albuquerque Area Office	352	59.9%	20.6%	19.4%	8
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	42.5%	32.2%	25.3%	1
ALBUQUERQUE SERVICE UNIT	23	36.3%	20.5%	43.1%	1
MESCALERO SERVICE UNIT	10	42.2%	30.9%	26.9%	0
OFFICE OF CLINICAL PROGRAMS	18	79.3%	16.1%	4.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	49	68.7%	19.5%	11.9%	2
OFFICE OF OPERATIONAL SUPPORT	24	74.2%	12.9%	12.8%	2
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	8.4%	12.0%	0
SANTA FE SERVICE UNIT	50	61.1%	19.9%	19.0%	1
TAOS PICURIS SERVICE UNIT	13	60.7%	23.1%	16.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	82.2%	8.9%	8.9%	0
ZUNI RAMAH SERVICE UNIT	65	61.7%	15.6%	22.7%	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	39,337	75.1%	17.1%	7.8%	2,951
INDIAN HEALTH SERVICE	4,621	61.5%	23.7%	14.8%	226
Albuquerque Area Office	344	59.6%	24.8%	15.7%	18
ACOMA CANONCITO LAGUNA SERVICE UNIT	57	36.5%	41.4%	22.1%	4
ALBUQUERQUE SERVICE UNIT	24	38.0%	37.6%	24.4%	0
MESCALERO SERVICE UNIT	10	60.1%	31.2%	8.8%	0
OFFICE OF CLINICAL PROGRAMS	18	80.1%	15.2%	4.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	44	69.7%	19.5%	10.8%	7
OFFICE OF OPERATIONAL SUPPORT	25	71.5%	20.5%	8.0%	1
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	8.4%	12.0%	0
SANTA FE SERVICE UNIT	49	66.4%	19.8%	13.8%	3
TAOS PICURIS SERVICE UNIT	13	55.0%	30.8%	14.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	73.3%	26.7%	0.0%	0
ZUNI RAMAH SERVICE UNIT	65	55.0%	23.0%	22.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,097	69.6%	16.5%	14.0%	218
INDIAN HEALTH SERVICE	4,816	60.2%	20.7%	19.1%	30
Albuquerque Area Office	357	55.9%	23.3%	20.7%	4
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	31.3%	35.6%	33.1%	1
ALBUQUERQUE SERVICE UNIT	23	38.4%	23.5%	38.1%	1
MESCALERO SERVICE UNIT	10	59.2%	22.7%	18.1%	0
OFFICE OF CLINICAL PROGRAMS	16	89.9%	0.0%	10.1%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	65.0%	18.8%	16.3%	0
OFFICE OF OPERATIONAL SUPPORT	26	55.3%	28.6%	16.1%	0
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	8.4%	12.0%	0
SANTA FE SERVICE UNIT	52	55.1%	26.5%	18.5%	0
TAOS PICURIS SERVICE UNIT	13	53.9%	31.0%	15.1%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	73.3%	8.9%	17.8%	0
ZUNI RAMAH SERVICE UNIT	66	60.8%	19.6%	19.7%	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	41,714	74.6%	14.2%	11.2%	601
INDIAN HEALTH SERVICE	4,783	61.3%	20.1%	18.7%	67
Albuquerque Area Office	352	56.4%	24.3%	19.3%	10
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	35.7%	35.7%	28.7%	2
ALBUQUERQUE SERVICE UNIT	23	44.4%	29.0%	26.6%	1
MESCALERO SERVICE UNIT	9	44.8%	36.1%	19.1%	1
OFFICE OF CLINICAL PROGRAMS	17	85.4%	4.9%	9.6%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	61.0%	22.3%	16.6%	1
OFFICE OF OPERATIONAL SUPPORT	24	63.2%	18.5%	18.4%	2
OFFICE OF THE EXECUTIVE OFFICER	11	79.6%	8.4%	12.0%	0
SANTA FE SERVICE UNIT	52	56.4%	28.6%	14.9%	0
TAOS PICURIS SERVICE UNIT	13	55.2%	6.6%	38.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	65.4%	7.9%	26.7%	0
ZUNI RAMAH SERVICE UNIT	65	56.2%	27.7%	16.1%	1

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,258	80.9%	10.2%	9.0%
INDIAN HEALTH SERVICE	4,826	69.2%	16.5%	14.4%
Albuquerque Area Office	361	64.3%	19.3%	16.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	47.0%	28.9%	24.1%
ALBUQUERQUE SERVICE UNIT	24	33.3%	32.3%	34.4%
MESCALERO SERVICE UNIT	10	59.2%	40.8%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	89.6%	0.0%	10.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	77.1%	13.4%	9.5%
OFFICE OF OPERATIONAL SUPPORT	25	67.3%	19.4%	13.2%
OFFICE OF THE EXECUTIVE OFFICER	11	70.5%	17.5%	12.0%
SANTA FE SERVICE UNIT	52	69.5%	14.2%	16.3%
TAOS PICURIS SERVICE UNIT	13	70.4%	13.3%	16.2%
UTE MOUNTAIN UTE HEALTH CENTER	11	73.3%	8.9%	17.8%
ZUNI RAMAH SERVICE UNIT	66	59.5%	23.8%	16.8%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,230	84.3%	8.4%	7.3%
INDIAN HEALTH SERVICE	4,829	74.2%	13.7%	12.1%
Albuquerque Area Office	360	71.1%	16.4%	12.5%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	60.6%	26.8%	12.6%
ALBUQUERQUE SERVICE UNIT	24	45.3%	21.0%	33.7%
MESCALERO SERVICE UNIT	10	49.6%	40.8%	9.6%
OFFICE OF CLINICAL PROGRAMS	18	89.6%	0.0%	10.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	81.9%	6.5%	11.6%
OFFICE OF OPERATIONAL SUPPORT	24	75.4%	16.2%	8.4%
OFFICE OF THE EXECUTIVE OFFICER	11	82.5%	17.5%	0.0%
SANTA FE SERVICE UNIT	52	74.5%	18.6%	6.8%
TAOS PICURIS SERVICE UNIT	13	83.8%	0.0%	16.2%
UTE MOUNTAIN UTE HEALTH CENTER	11	82.2%	8.9%	8.9%
ZUNI RAMAH SERVICE UNIT	66	64.5%	18.8%	16.7%

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	42,245	82.2%	9.2%	8.6%
INDIAN HEALTH SERVICE	4,825	69.7%	16.1%	14.2%
Albuquerque Area Office	361	67.1%	17.1%	15.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	57.3%	21.0%	21.7%
ALBUQUERQUE SERVICE UNIT	24	55.1%	23.7%	21.3%
MESCALERO SERVICE UNIT	10	81.1%	18.9%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	89.6%	5.8%	4.6%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	70.9%	14.0%	15.1%
OFFICE OF OPERATIONAL SUPPORT	25	82.9%	5.5%	11.6%
OFFICE OF THE EXECUTIVE OFFICER	11	70.5%	9.1%	20.4%
SANTA FE SERVICE UNIT	52	75.0%	13.4%	11.6%
TAOS PICURIS SERVICE UNIT	13	56.4%	37.0%	6.5%
UTE MOUNTAIN UTE HEALTH CENTER	11	91.1%	8.9%	0.0%
ZUNI RAMAH SERVICE UNIT	66	57.0%	18.7%	24.3%

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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	42,222	73.7%	13.6%	12.6%
INDIAN HEALTH SERVICE	4,832	62.8%	18.6%	18.7%
Albuquerque Area Office	361	58.4%	23.0%	18.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	61	38.6%	33.6%	27.8%
ALBUQUERQUE SERVICE UNIT	24	38.2%	15.2%	46.6%
MESCALERO SERVICE UNIT	10	68.8%	31.2%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	74.3%	15.2%	10.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	70.9%	19.6%	9.5%
OFFICE OF OPERATIONAL SUPPORT	25	57.4%	30.4%	12.2%
OFFICE OF THE EXECUTIVE OFFICER	11	82.5%	8.4%	9.1%
SANTA FE SERVICE UNIT	52	61.7%	21.4%	16.9%
TAOS PICURIS SERVICE UNIT	13	44.2%	33.0%	22.8%
UTE MOUNTAIN UTE HEALTH CENTER	11	65.4%	16.8%	17.8%
ZUNI RAMAH SERVICE UNIT	66	58.3%	25.3%	16.4%

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	42,203	76.2%	14.6%	9.2%
INDIAN HEALTH SERVICE	4,835	63.5%	21.1%	15.4%
Albuquerque Area Office	359	57.3%	27.0%	15.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	42.4%	32.3%	25.2%
ALBUQUERQUE SERVICE UNIT	24	41.9%	42.1%	16.0%
MESCALERO SERVICE UNIT	10	59.3%	40.7%	0.0%
OFFICE OF CLINICAL PROGRAMS	18	73.0%	16.6%	10.4%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	68.4%	19.9%	11.8%
OFFICE OF OPERATIONAL SUPPORT	26	56.2%	36.2%	7.5%
OFFICE OF THE EXECUTIVE OFFICER	11	70.5%	29.5%	0.0%
SANTA FE SERVICE UNIT	51	55.0%	25.3%	19.7%
TAOS PICURIS SERVICE UNIT	13	57.6%	6.8%	35.7%
UTE MOUNTAIN UTE HEALTH CENTER	10	80.5%	9.8%	9.8%
ZUNI RAMAH SERVICE UNIT	66	57.6%	28.3%	14.1%

Department of Health and Human Services
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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	40,991	54.0%	23.6%	22.5%	1,035
INDIAN HEALTH SERVICE	4,676	43.0%	28.9%	28.2%	111
Albuquerque Area Office	338	41.8%	34.5%	23.6%	11
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	34.2%	38.4%	27.4%	0
ALBUQUERQUE SERVICE UNIT	22	33.9%	47.5%	18.6%	1
MESCALERO SERVICE UNIT	10	31.8%	38.7%	29.5%	0
OFFICE OF CLINICAL PROGRAMS	15	49.7%	42.7%	7.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	44.9%	31.6%	23.5%	3
OFFICE OF OPERATIONAL SUPPORT	25	39.4%	32.1%	28.4%	1
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	10.3%	22.6%	0
SANTA FE SERVICE UNIT	48	54.2%	27.3%	18.4%	3
TAOS PICURIS SERVICE UNIT	13	42.4%	34.4%	23.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	40.4%	33.9%	25.7%	0
ZUNI RAMAH SERVICE UNIT	59	34.7%	38.8%	26.5%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,371	61.8%	22.5%	15.7%	2,659
INDIAN HEALTH SERVICE	4,588	48.2%	28.7%	23.1%	213
Albuquerque Area Office	333	49.6%	29.4%	21.1%	18
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	31.1%	38.4%	30.5%	1
ALBUQUERQUE SERVICE UNIT	22	21.6%	49.9%	28.5%	1
MESCALERO SERVICE UNIT	9	49.2%	30.6%	20.2%	0
OFFICE OF CLINICAL PROGRAMS	15	70.9%	29.1%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	52.7%	28.4%	18.9%	5
OFFICE OF OPERATIONAL SUPPORT	25	62.6%	29.2%	8.2%	1
OFFICE OF THE EXECUTIVE OFFICER	9	74.8%	0.0%	25.2%	1
SANTA FE SERVICE UNIT	49	58.7%	20.1%	21.2%	2
TAOS PICURIS SERVICE UNIT	12	45.4%	38.3%	16.3%	1
UTE MOUNTAIN UTE HEALTH CENTER	10	70.7%	9.8%	19.5%	1
ZUNI RAMAH SERVICE UNIT	58	49.5%	27.6%	23.0%	5

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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	39,867	72.0%	17.8%	10.2%	2,051
INDIAN HEALTH SERVICE	4,587	58.6%	25.3%	16.1%	185
Albuquerque Area Office	338	58.7%	25.0%	16.3%	12
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	43.4%	30.6%	26.0%	2
ALBUQUERQUE SERVICE UNIT	21	46.1%	23.7%	30.2%	2
MESCALERO SERVICE UNIT	10	49.6%	40.8%	9.6%	0
OFFICE OF CLINICAL PROGRAMS	15	74.5%	18.0%	7.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	54.7%	32.1%	13.2%	5
OFFICE OF OPERATIONAL SUPPORT	25	67.8%	19.6%	12.6%	1
OFFICE OF THE EXECUTIVE OFFICER	10	77.4%	9.3%	13.3%	0
SANTA FE SERVICE UNIT	49	64.6%	22.7%	12.7%	0
TAOS PICURIS SERVICE UNIT	13	61.8%	7.4%	30.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	74.3%	16.8%	8.9%	0
ZUNI RAMAH SERVICE UNIT	61	62.0%	26.0%	12.0%	2

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,299	68.8%	17.7%	13.4%	676
INDIAN HEALTH SERVICE	4,674	54.9%	25.7%	19.4%	113
Albuquerque Area Office	343	52.2%	30.5%	17.3%	9
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	40.2%	39.4%	20.4%	1
ALBUQUERQUE SERVICE UNIT	22	49.7%	21.8%	28.5%	1
MESCALERO SERVICE UNIT	10	59.2%	30.5%	10.3%	0
OFFICE OF CLINICAL PROGRAMS	15	68.4%	31.6%	0.0%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	49	45.1%	39.0%	15.8%	2
OFFICE OF OPERATIONAL SUPPORT	26	65.2%	17.7%	17.1%	0
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	19.6%	13.3%	0
SANTA FE SERVICE UNIT	49	61.1%	28.2%	10.7%	2
TAOS PICURIS SERVICE UNIT	13	49.2%	21.0%	29.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	65.4%	8.9%	25.7%	0
ZUNI RAMAH SERVICE UNIT	61	47.8%	30.7%	21.5%	2

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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	39,561	68.5%	19.9%	11.7%	2,439
INDIAN HEALTH SERVICE	4,571	55.6%	26.8%	17.6%	216
Albuquerque Area Office	336	53.8%	31.1%	15.1%	15
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	39.6%	42.0%	18.4%	2
ALBUQUERQUE SERVICE UNIT	21	57.8%	27.6%	14.7%	2
MESCALERO SERVICE UNIT	9	55.3%	44.7%	0.0%	1
OFFICE OF CLINICAL PROGRAMS	15	73.8%	18.6%	7.6%	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	47	54.5%	31.4%	14.1%	4
OFFICE OF OPERATIONAL SUPPORT	24	59.4%	26.8%	13.8%	2
OFFICE OF THE EXECUTIVE OFFICER	9	74.8%	0.0%	25.2%	1
SANTA FE SERVICE UNIT	51	59.8%	33.5%	6.6%	0
TAOS PICURIS SERVICE UNIT	13	49.2%	21.0%	29.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	71.0%	9.7%	19.3%	0
ZUNI RAMAH SERVICE UNIT	60	45.7%	34.4%	19.9%	3

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	40,756	63.0%	19.5%	17.6%	1,298
INDIAN HEALTH SERVICE	4,631	49.4%	26.5%	24.1%	162
Albuquerque Area Office	338	47.4%	29.0%	23.5%	14
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	29.5%	39.1%	31.5%	2
ALBUQUERQUE SERVICE UNIT	21	33.8%	41.0%	25.2%	2
MESCALERO SERVICE UNIT	9	80.8%	8.6%	10.6%	1
OFFICE OF CLINICAL PROGRAMS	14	57.6%	34.4%	8.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	50.1%	26.2%	23.7%	3
OFFICE OF OPERATIONAL SUPPORT	26	56.1%	22.9%	21.0%	0
OFFICE OF THE EXECUTIVE OFFICER	9	74.8%	0.0%	25.2%	1
SANTA FE SERVICE UNIT	51	53.8%	30.4%	15.8%	0
TAOS PICURIS SERVICE UNIT	13	49.2%	27.6%	23.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	71.7%	0.0%	28.3%	1
ZUNI RAMAH SERVICE UNIT	60	36.8%	33.1%	30.1%	3

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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	40,629	66.7%	18.7%	14.6%	1,189
INDIAN HEALTH SERVICE	4,593	51.3%	27.3%	21.4%	156
Albuquerque Area Office	337	50.0%	30.2%	19.8%	14
ACOMA CANONCITO LAGUNA SERVICE UNIT	56	35.8%	38.2%	26.0%	3
ALBUQUERQUE SERVICE UNIT	21	37.7%	32.4%	29.9%	2
MESCALERO SERVICE UNIT	10	72.2%	27.8%	0.0%	0
OFFICE OF CLINICAL PROGRAMS	14	64.0%	28.0%	8.0%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	54.5%	30.9%	14.6%	3
OFFICE OF OPERATIONAL SUPPORT	26	56.1%	22.9%	21.0%	0
OFFICE OF THE EXECUTIVE OFFICER	9	74.8%	10.4%	14.8%	1
SANTA FE SERVICE UNIT	50	54.8%	33.5%	11.6%	1
TAOS PICURIS SERVICE UNIT	13	49.2%	21.0%	29.8%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	56.5%	16.8%	26.7%	0
ZUNI RAMAH SERVICE UNIT	60	42.0%	31.7%	26.3%	3

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	39,793	67.8%	19.7%	12.5%	2,181
INDIAN HEALTH SERVICE	4,421	52.9%	27.5%	19.6%	366
Albuquerque Area Office	321	52.1%	31.3%	16.5%	31
ACOMA CANONCITO LAGUNA SERVICE UNIT	57	29.3%	38.3%	32.5%	3
ALBUQUERQUE SERVICE UNIT	22	36.9%	44.0%	19.1%	1
MESCALERO SERVICE UNIT	10	48.7%	33.0%	18.3%	0
OFFICE OF CLINICAL PROGRAMS	13	73.5%	26.5%	0.0%	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	46	64.0%	29.8%	6.2%	5
OFFICE OF OPERATIONAL SUPPORT	25	64.2%	27.7%	8.1%	1
OFFICE OF THE EXECUTIVE OFFICER	8	74.5%	13.3%	12.2%	2
SANTA FE SERVICE UNIT	46	51.2%	40.7%	8.1%	5
TAOS PICURIS SERVICE UNIT	13	62.7%	14.1%	23.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	56.5%	34.6%	8.9%	0
ZUNI RAMAH SERVICE UNIT	53	53.1%	25.0%	21.9%	10

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	41,284	65.7%	20.4%	14.0%	645
INDIAN HEALTH SERVICE	4,658	56.8%	25.3%	18.0%	122
Albuquerque Area Office	339	60.8%	26.0%	13.3%	13
ACOMA CANONCITO LAGUNA SERVICE UNIT	57	38.4%	34.0%	27.6%	3
ALBUQUERQUE SERVICE UNIT	22	40.8%	44.1%	15.1%	1
MESCALERO SERVICE UNIT	10	71.4%	10.3%	18.3%	0
OFFICE OF CLINICAL PROGRAMS	14	60.5%	33.5%	5.9%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	77.5%	15.5%	7.0%	3
OFFICE OF OPERATIONAL SUPPORT	26	70.3%	26.3%	3.4%	0
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	19.6%	13.3%	0
SANTA FE SERVICE UNIT	49	70.2%	24.3%	5.6%	2
TAOS PICURIS SERVICE UNIT	13	62.7%	14.1%	23.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	11	66.7%	25.3%	7.9%	0
ZUNI RAMAH SERVICE UNIT	60	59.7%	26.2%	14.2%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,629	66.9%	21.6%	11.5%	3,323
INDIAN HEALTH SERVICE	4,312	48.1%	32.8%	19.2%	463
Albuquerque Area Office	308	45.9%	34.3%	19.8%	42
ACOMA CANONCITO LAGUNA SERVICE UNIT	53	26.5%	46.0%	27.5%	6
ALBUQUERQUE SERVICE UNIT	19	24.3%	58.4%	17.3%	4
MESCALERO SERVICE UNIT	10	54.3%	27.4%	18.3%	0
OFFICE OF CLINICAL PROGRAMS	13	46.2%	39.0%	14.8%	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	42	59.6%	21.9%	18.5%	9
OFFICE OF OPERATIONAL SUPPORT	22	58.7%	26.2%	15.1%	4
OFFICE OF THE EXECUTIVE OFFICER	8	71.9%	0.0%	28.1%	2
SANTA FE SERVICE UNIT	46	45.2%	38.1%	16.6%	5
TAOS PICURIS SERVICE UNIT	13	49.1%	28.7%	22.2%	0
UTE MOUNTAIN UTE HEALTH CENTER	10	62.6%	27.7%	9.7%	1
ZUNI RAMAH SERVICE UNIT	56	51.5%	29.1%	19.4%	7

Department of Health and Human Services
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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	41,867	60.4%	20.6%	19.0%
INDIAN HEALTH SERVICE	4,772	53.3%	26.7%	20.0%
Albuquerque Area Office	351	54.5%	28.2%	17.3%
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	41.0%	32.3%	26.8%
ALBUQUERQUE SERVICE UNIT	23	43.0%	43.4%	13.5%
MESCALERO SERVICE UNIT	10	40.9%	33.0%	26.2%
OFFICE OF CLINICAL PROGRAMS	14	70.9%	15.1%	13.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	51	64.4%	29.2%	6.3%
OFFICE OF OPERATIONAL SUPPORT	26	65.4%	26.3%	8.3%
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	19.6%	13.3%
SANTA FE SERVICE UNIT	51	56.3%	26.8%	17.0%
TAOS PICURIS SERVICE UNIT	13	41.3%	19.3%	39.4%
UTE MOUNTAIN UTE HEALTH CENTER	11	74.3%	7.9%	17.8%
ZUNI RAMAH SERVICE UNIT	64	50.7%	29.5%	19.8%

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	41,871	57.8%	21.7%	20.5%
INDIAN HEALTH SERVICE	4,763	47.0%	27.2%	25.8%
Albuquerque Area Office	350	46.8%	30.6%	22.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	37.8%	32.1%	30.1%
ALBUQUERQUE SERVICE UNIT	23	24.8%	41.3%	34.0%
MESCALERO SERVICE UNIT	10	49.6%	30.5%	19.8%
OFFICE OF CLINICAL PROGRAMS	14	66.4%	19.7%	13.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	52.6%	39.7%	7.8%
OFFICE OF OPERATIONAL SUPPORT	26	48.4%	35.0%	16.6%
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	10.3%	22.6%
SANTA FE SERVICE UNIT	50	50.8%	26.3%	22.9%
TAOS PICURIS SERVICE UNIT	13	47.9%	12.8%	39.3%
UTE MOUNTAIN UTE HEALTH CENTER	11	46.1%	36.1%	17.8%
ZUNI RAMAH SERVICE UNIT	64	43.6%	30.1%	26.3%

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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	41,832	59.9%	20.6%	19.5%
INDIAN HEALTH SERVICE	4,767	45.5%	27.2%	27.2%
Albuquerque Area Office	351	46.7%	25.4%	27.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	34.4%	25.8%	39.8%
ALBUQUERQUE SERVICE UNIT	23	20.6%	32.9%	46.5%
MESCALERO SERVICE UNIT	10	53.9%	7.9%	38.3%
OFFICE OF CLINICAL PROGRAMS	14	73.8%	12.3%	13.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	56.7%	21.0%	22.2%
OFFICE OF OPERATIONAL SUPPORT	26	59.6%	28.2%	12.2%
OFFICE OF THE EXECUTIVE OFFICER	10	57.3%	10.3%	32.5%
SANTA FE SERVICE UNIT	51	47.5%	24.6%	28.0%
TAOS PICURIS SERVICE UNIT	13	28.0%	47.9%	24.2%
UTE MOUNTAIN UTE HEALTH CENTER	11	57.8%	24.4%	17.8%
ZUNI RAMAH SERVICE UNIT	64	46.5%	28.9%	24.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,774	53.5%	28.2%	18.3%
INDIAN HEALTH SERVICE	4,764	45.6%	32.3%	22.1%
Albuquerque Area Office	348	45.0%	34.2%	20.8%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	24.1%	40.1%	35.8%
ALBUQUERQUE SERVICE UNIT	22	22.8%	57.8%	19.5%
MESCALERO SERVICE UNIT	10	40.9%	40.8%	18.3%
OFFICE OF CLINICAL PROGRAMS	14	60.7%	25.4%	13.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	48.5%	38.5%	13.1%
OFFICE OF OPERATIONAL SUPPORT	25	60.7%	31.1%	8.2%
OFFICE OF THE EXECUTIVE OFFICER	10	67.1%	10.3%	22.6%
SANTA FE SERVICE UNIT	51	50.7%	35.5%	13.8%
TAOS PICURIS SERVICE UNIT	13	33.9%	42.4%	23.6%
UTE MOUNTAIN UTE HEALTH CENTER	11	66.7%	8.9%	24.4%
ZUNI RAMAH SERVICE UNIT	64	48.7%	25.6%	25.8%

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	41,793	43.3%	29.2%	27.5%
INDIAN HEALTH SERVICE	4,757	41.5%	33.1%	25.5%
Albuquerque Area Office	350	39.5%	34.2%	26.3%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	26.9%	37.0%	36.1%
ALBUQUERQUE SERVICE UNIT	23	21.9%	41.3%	36.8%
MESCALERO SERVICE UNIT	10	40.9%	40.8%	18.3%
OFFICE OF CLINICAL PROGRAMS	14	59.9%	25.4%	14.7%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	41.9%	27.8%	30.3%
OFFICE OF OPERATIONAL SUPPORT	26	59.3%	24.7%	16.1%
OFFICE OF THE EXECUTIVE OFFICER	10	57.3%	10.3%	32.5%
SANTA FE SERVICE UNIT	50	39.9%	40.9%	19.2%
TAOS PICURIS SERVICE UNIT	13	20.2%	42.1%	37.6%
UTE MOUNTAIN UTE HEALTH CENTER	11	47.9%	26.3%	25.7%
ZUNI RAMAH SERVICE UNIT	64	41.5%	34.1%	24.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,795	62.1%	22.1%	15.8%
INDIAN HEALTH SERVICE	4,761	52.7%	26.1%	21.3%
Albuquerque Area Office	351	52.3%	29.4%	18.3%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	32.8%	35.9%	31.3%
ALBUQUERQUE SERVICE UNIT	23	49.7%	34.2%	16.2%
MESCALERO SERVICE UNIT	10	53.9%	27.8%	18.3%
OFFICE OF CLINICAL PROGRAMS	14	55.6%	29.7%	14.7%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	57.0%	27.3%	15.7%
OFFICE OF OPERATIONAL SUPPORT	26	64.5%	18.8%	16.6%
OFFICE OF THE EXECUTIVE OFFICER	10	47.9%	28.9%	23.1%
SANTA FE SERVICE UNIT	51	55.2%	37.5%	7.3%
TAOS PICURIS SERVICE UNIT	13	57.1%	12.8%	30.1%
UTE MOUNTAIN UTE HEALTH CENTER	11	74.6%	7.9%	17.4%
ZUNI RAMAH SERVICE UNIT	64	55.8%	26.4%	17.7%

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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	41,819	74.1%	14.9%	10.9%
INDIAN HEALTH SERVICE	4,760	70.8%	18.7%	10.5%
Albuquerque Area Office	349	70.0%	22.3%	7.7%
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	59.3%	32.7%	8.0%
ALBUQUERQUE SERVICE UNIT	23	73.2%	8.8%	17.9%
MESCALERO SERVICE UNIT	10	73.8%	17.4%	8.8%
OFFICE OF CLINICAL PROGRAMS	14	94.1%	0.0%	5.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	50	68.3%	29.9%	1.7%
OFFICE OF OPERATIONAL SUPPORT	26	78.4%	18.1%	3.4%
OFFICE OF THE EXECUTIVE OFFICER	10	77.4%	9.3%	13.3%
SANTA FE SERVICE UNIT	51	66.4%	29.2%	4.4%
TAOS PICURIS SERVICE UNIT	13	55.2%	22.8%	22.0%
UTE MOUNTAIN UTE HEALTH CENTER	11	92.1%	0.0%	7.9%
ZUNI RAMAH SERVICE UNIT	63	75.3%	16.3%	8.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,785	65.6%	16.6%	17.8%
INDIAN HEALTH SERVICE	4,749	59.0%	19.6%	21.4%
Albuquerque Area Office	348	54.2%	20.8%	25.1%
ACOMA CANONCITO LAGUNA SERVICE UNIT	59	42.9%	31.3%	25.8%
ALBUQUERQUE SERVICE UNIT	23	52.1%	21.1%	26.8%
MESCALERO SERVICE UNIT	10	53.9%	0.0%	46.1%
OFFICE OF CLINICAL PROGRAMS	14	71.3%	7.4%	21.3%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	49	62.6%	21.8%	15.6%
OFFICE OF OPERATIONAL SUPPORT	26	78.4%	4.3%	17.2%
OFFICE OF THE EXECUTIVE OFFICER	10	57.3%	19.6%	23.1%
SANTA FE SERVICE UNIT	51	42.0%	29.7%	28.3%
TAOS PICURIS SERVICE UNIT	13	65.8%	6.5%	27.6%
UTE MOUNTAIN UTE HEALTH CENTER	10	50.7%	21.9%	27.4%
ZUNI RAMAH SERVICE UNIT	64	56.4%	20.0%	23.5%

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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	41,703	70.0%	17.9%	12.1%
INDIAN HEALTH SERVICE	4,728	59.4%	24.6%	16.0%
Albuquerque Area Office	348	57.8%	28.3%	13.9%
ACOMA CANONCITO LAGUNA SERVICE UNIT	60	34.6%	43.0%	22.4%
ALBUQUERQUE SERVICE UNIT	23	38.8%	33.6%	27.6%
MESCALERO SERVICE UNIT	10	63.6%	18.1%	18.3%
OFFICE OF CLINICAL PROGRAMS	14	80.1%	13.9%	5.9%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	48	71.1%	22.9%	6.0%
OFFICE OF OPERATIONAL SUPPORT	26	80.2%	16.4%	3.4%
OFFICE OF THE EXECUTIVE OFFICER	10	77.4%	9.3%	13.3%
SANTA FE SERVICE UNIT	50	57.1%	32.1%	10.8%
TAOS PICURIS SERVICE UNIT	13	40.7%	29.6%	29.7%
UTE MOUNTAIN UTE HEALTH CENTER	11	57.8%	33.3%	8.9%
ZUNI RAMAH SERVICE UNIT	64	59.7%	27.9%	12.4%

Work/Life

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

	N	Telework				
		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	41,700	14.6%	7.3%	37.1%	7.6%	3.2%
INDIAN HEALTH SERVICE	4,673	5.1%	1.4%	3.3%	1.6%	4.4%
Albuquerque Area Office	344	3.7%	0.7%	1.9%	0.0%	2.6%
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	4.4%	2.3%	0.0%	0.0%	7.7%
ALBUQUERQUE SERVICE UNIT	22	4.5%	0.0%	0.0%	0.0%	9.1%
MESCALERO SERVICE UNIT	9	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CLINICAL PROGRAMS	14	0.0%	0.0%	7.4%	0.0%	0.0%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	49	5.7%	0.0%	5.3%	0.0%	0.0%
OFFICE OF OPERATIONAL SUPPORT	25	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF THE EXECUTIVE OFFICER	10	8.3%	0.0%	0.0%	0.0%	10.5%
SANTA FE SERVICE UNIT	51	2.3%	0.0%	0.0%	0.0%	1.6%
TAOS PICURIS SERVICE UNIT	13	0.0%	0.0%	0.0%	0.0%	6.6%
UTE MOUNTAIN UTE HEALTH CENTER	11	12.4%	8.9%	8.9%	0.0%	0.0%
ZUNI RAMAH SERVICE UNIT	63	4.7%	0.0%	2.5%	0.0%	0.0%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	41,700	14.0%	1.9%	6.0%	8.3%
INDIAN HEALTH SERVICE	4,673	45.7%	5.0%	17.8%	15.7%
Albuquerque Area Office	344	46.4%	3.7%	18.0%	23.2%
ACOMA CANONCITO LAGUNA SERVICE UNIT	58	44.5%	3.0%	17.9%	20.2%
ALBUQUERQUE SERVICE UNIT	22	60.9%	7.8%	9.3%	8.5%
MESCALERO SERVICE UNIT	9	48.7%	11.4%	0.0%	39.9%
OFFICE OF CLINICAL PROGRAMS	14	31.5%	5.6%	50.4%	5.1%
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	49	29.6%	3.7%	25.7%	30.0%
OFFICE OF OPERATIONAL SUPPORT	25	17.1%	4.6%	40.9%	37.4%
OFFICE OF THE EXECUTIVE OFFICER	10	39.2%	0.0%	13.3%	28.8%
SANTA FE SERVICE UNIT	51	70.1%	0.0%	16.1%	9.9%
TAOS PICURIS SERVICE UNIT	13	84.9%	0.0%	0.0%	8.5%
UTE MOUNTAIN UTE HEALTH CENTER	11	50.2%	8.9%	0.0%	10.7%
ZUNI RAMAH SERVICE UNIT	63	48.8%	5.6%	7.7%	30.7%

73. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
INDIAN HEALTH SERVICE	1,660	35.8%	47.3%	16.8%	263	2,232	476
Albuquerque Area Office	71	25.2%	54.8%	20.0%	26	192	53
ACOMA CANONCITO LAGUNA SERVICE UNIT	15	26.1%	54.4%	19.4%	3	30	10
ALBUQUERQUE SERVICE UNIT	4	49.7%	25.9%	24.4%	0	15	3
MESCALERO SERVICE UNIT	2	48.5%	51.5%	0.0%	0	8	0
OFFICE OF CLINICAL PROGRAMS	6	0.0%	46.3%	53.7%	0	7	1
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	9	43.4%	35.5%	21.2%	7	24	10
OFFICE OF OPERATIONAL SUPPORT	5	0.0%	33.8%	66.2%	3	15	3
OFFICE OF THE EXECUTIVE OFFICER	2	100.0%	0.0%	0.0%	1	6	1
SANTA FE SERVICE UNIT	8	36.7%	44.1%	19.3%	3	25	11
TAOS PICURIS SERVICE UNIT	3	0.0%	100.0%	0.0%	0	10	0
UTE MOUNTAIN UTE HEALTH CENTER	4	0.0%	100.0%	0.0%	1	4	2
ZUNI RAMAH SERVICE UNIT	9	25.9%	74.1%	0.0%	5	38	10

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	27,464	76.3%	17.0%	6.7%	7,207	5,300	1,253
INDIAN HEALTH SERVICE	2,781	59.5%	26.2%	14.3%	271	1,274	318
Albuquerque Area Office	168	55.3%	24.8%	19.9%	16	121	35
ACOMA CANONCITO LAGUNA SERVICE UNIT	30	42.1%	38.3%	19.6%	2	21	6
ALBUQUERQUE SERVICE UNIT	5	41.9%	20.2%	37.9%	1	14	3
MESCALERO SERVICE UNIT	4	22.8%	32.4%	44.8%	0	5	0
OFFICE OF CLINICAL PROGRAMS	9	55.7%	29.7%	14.6%	0	5	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	22	71.6%	9.7%	18.7%	7	17	3
OFFICE OF OPERATIONAL SUPPORT	18	51.8%	17.0%	31.1%	0	4	2
OFFICE OF THE EXECUTIVE OFFICER	2	100.0%	0.0%	0.0%	1	4	2
SANTA FE SERVICE UNIT	22	49.2%	29.3%	21.6%	1	20	7
TAOS PICURIS SERVICE UNIT	5	59.3%	21.9%	18.7%	0	7	1
UTE MOUNTAIN UTE HEALTH CENTER	8	78.1%	21.9%	0.0%	0	2	1
ZUNI RAMAH SERVICE UNIT	31	57.2%	28.8%	14.0%	4	20	7

75. 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	35,973	77.5%	17.4%	5.2%	3,203	1,406	1,050
INDIAN HEALTH SERVICE	4,038	64.8%	24.9%	10.2%	114	347	216
Albuquerque Area Office	290	58.2%	29.0%	12.8%	9	26	20
ACOMA CANONCITO LAGUNA SERVICE UNIT	53	60.3%	28.7%	11.0%	1	3	2
ALBUQUERQUE SERVICE UNIT	19	78.0%	10.7%	11.4%	0	2	2
MESCALERO SERVICE UNIT	7	44.3%	43.7%	12.0%	0	1	0
OFFICE OF CLINICAL PROGRAMS	13	63.6%	27.7%	8.6%	0	1	0
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	42	53.5%	39.1%	7.4%	3	4	1
OFFICE OF OPERATIONAL SUPPORT	23	55.4%	30.3%	14.2%	0	0	3
OFFICE OF THE EXECUTIVE OFFICER	7	85.9%	14.1%	0.0%	1	0	2
SANTA FE SERVICE UNIT	41	43.3%	32.2%	24.6%	1	4	5
TAOS PICURIS SERVICE UNIT	13	78.1%	15.4%	6.5%	0	0	0
UTE MOUNTAIN UTE HEALTH CENTER	10	91.7%	8.3%	0.0%	0	1	0
ZUNI RAMAH SERVICE UNIT	48	52.6%	29.5%	17.9%	2	8	3

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Work/Life (continued)

76. 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	25,148	56.8%	38.3%	4.9%	11,779	696	4,023
INDIAN HEALTH SERVICE	3,322	47.1%	45.2%	7.7%	624	219	569
Albuquerque Area Office	240	43.0%	47.6%	9.4%	47	11	51
ACOMA CANONCITO LAGUNA SERVICE UNIT	41	41.5%	51.7%	6.8%	7	1	10
ALBUQUERQUE SERVICE UNIT	14	53.3%	33.2%	13.5%	5	0	4
MESCALERO SERVICE UNIT	6	30.1%	53.8%	16.1%	2	1	0
OFFICE OF CLINICAL PROGRAMS	10	57.4%	42.6%	0.0%	1	1	2
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	32	46.3%	51.0%	2.6%	6	3	9
OFFICE OF OPERATIONAL SUPPORT	21	48.6%	45.5%	5.9%	2	1	2
OFFICE OF THE EXECUTIVE OFFICER	6	49.1%	32.6%	18.3%	2	0	2
SANTA FE SERVICE UNIT	30	30.6%	55.9%	13.5%	8	2	11
TAOS PICURIS SERVICE UNIT	8	73.5%	26.5%	0.0%	3	0	2
UTE MOUNTAIN UTE HEALTH CENTER	7	47.4%	52.6%	0.0%	1	1	2
ZUNI RAMAH SERVICE UNIT	52	39.4%	45.6%	15.0%	8	0	4

77. 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, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	17,227	41.0%	51.2%	7.9%	16,540	3,800	4,102
INDIAN HEALTH SERVICE	1,855	23.6%	62.0%	14.3%	640	1,210	1,027
Albuquerque Area Office	120	22.1%	60.5%	17.4%	50	91	88
ACOMA CANONCITO LAGUNA SERVICE UNIT	24	32.7%	55.2%	12.1%	5	14	16
ALBUQUERQUE SERVICE UNIT	6	21.0%	48.4%	30.6%	7	4	6
MESCALERO SERVICE UNIT	5	34.7%	46.7%	18.6%	2	2	0
OFFICE OF CLINICAL PROGRAMS	6	0.0%	58.2%	41.8%	1	4	3
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	16	33.1%	61.9%	5.0%	11	7	16
OFFICE OF OPERATIONAL SUPPORT	9	20.3%	65.5%	14.2%	2	8	7
OFFICE OF THE EXECUTIVE OFFICER	4	22.1%	49.9%	28.0%	1	3	2
SANTA FE SERVICE UNIT	17	17.5%	60.2%	22.2%	3	19	12
TAOS PICURIS SERVICE UNIT	3	31.9%	68.1%	0.0%	5	3	2
UTE MOUNTAIN UTE HEALTH CENTER	4	24.9%	49.2%	26.0%	1	5	1
ZUNI RAMAH SERVICE UNIT	21	13.0%	67.3%	19.7%	8	18	17

Department of Health and Human Services
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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	14,131	34.1%	60.5%	5.5%	16,603	3,316	7,576
INDIAN HEALTH SERVICE	1,772	24.4%	62.8%	12.8%	584	1,121	1,246
Albuquerque Area Office	114	26.7%	60.7%	12.6%	48	90	96
ACOMA CANONCITO LAGUNA SERVICE UNIT	24	32.7%	58.6%	8.7%	4	15	16
ALBUQUERQUE SERVICE UNIT	8	39.4%	37.1%	23.5%	5	4	6
MESCALERO SERVICE UNIT	5	61.4%	20.0%	18.6%	2	2	0
OFFICE OF CLINICAL PROGRAMS	6	0.0%	80.0%	20.0%	1	4	3
OFFICE OF ENVIRONMENTAL HEALTH & ENGINEERING	16	27.1%	67.9%	5.0%	10	6	18
OFFICE OF OPERATIONAL SUPPORT	7	25.2%	74.8%	0.0%	2	8	9
OFFICE OF THE EXECUTIVE OFFICER	3	66.8%	33.2%	0.0%	1	4	2
SANTA FE SERVICE UNIT	15	21.2%	73.9%	4.9%	5	17	14
TAOS PICURIS SERVICE UNIT	2	49.0%	51.0%	0.0%	5	3	3
UTE MOUNTAIN UTE HEALTH CENTER	3	33.6%	31.3%	35.1%	1	4	2
ZUNI RAMAH SERVICE UNIT	21	17.7%	58.6%	23.7%	8	18	17

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Demographic Questions

Where do you work?

	%
Headquarters	5.6%
Field	94.4%

What is your supervisory status?

	%
Non-Supervisor	69.0%
Team Leader	11.6%
Supervisor	12.5%
Manager	4.9%
Senior Leader	2.0%

Are you:

	%
Male	26.9%
Female	73.1%

Are you Hispanic or Latino?

	%
Yes	6.1%
No	93.9%

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

	%
American Indian or Alaska Native	74.6%
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	1.2%
White	19.6%
Two or more races	3.5%

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

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	%
Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

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

What is your pay category/grade?

	%
Federal Wage System	5.8%
GS 1-6	31.7%
GS 7-12	45.5%
GS 13-15	9.2%
Senior Executive Service	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	7.8%

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

	%
Less than 1 year	2.3%
1 to 3 years	12.1%
4 to 5 years	8.3%
6 to 10 years	16.7%
11 to 14 years	9.8%
15 to 20 years	16.1%
More than 20 years	34.8%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	%
Less than 1 year	3.2%
1 to 3 years	18.8%
4 to 5 years	9.1%
6 to 10 years	17.6%
11 to 20 years	24.1%
More than 20 years	27.1%

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

	%
No	65.8%
Yes, to retire	8.3%
Yes, to take another job within the Federal Government	13.8%
Yes, to take another job outside the Federal Government	6.6%
Yes, other	5.5%

I am planning to retire:

	%
Within one year	5.2%
Between one and three years	15.4%
Between three and five years	10.5%
Five or more years	68.9%

What is your US military service status?

	%
No Prior Military Service	88.0%
Currently in National Guard or Reserves	2.0%
Retired	1.2%
Separated or Discharged	8.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	6.1%
No	93.9%

What is your age group?

	%
25 and under	--
26-29	--
30-39	--
40-49	--
50-59	--
60 or older	--

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