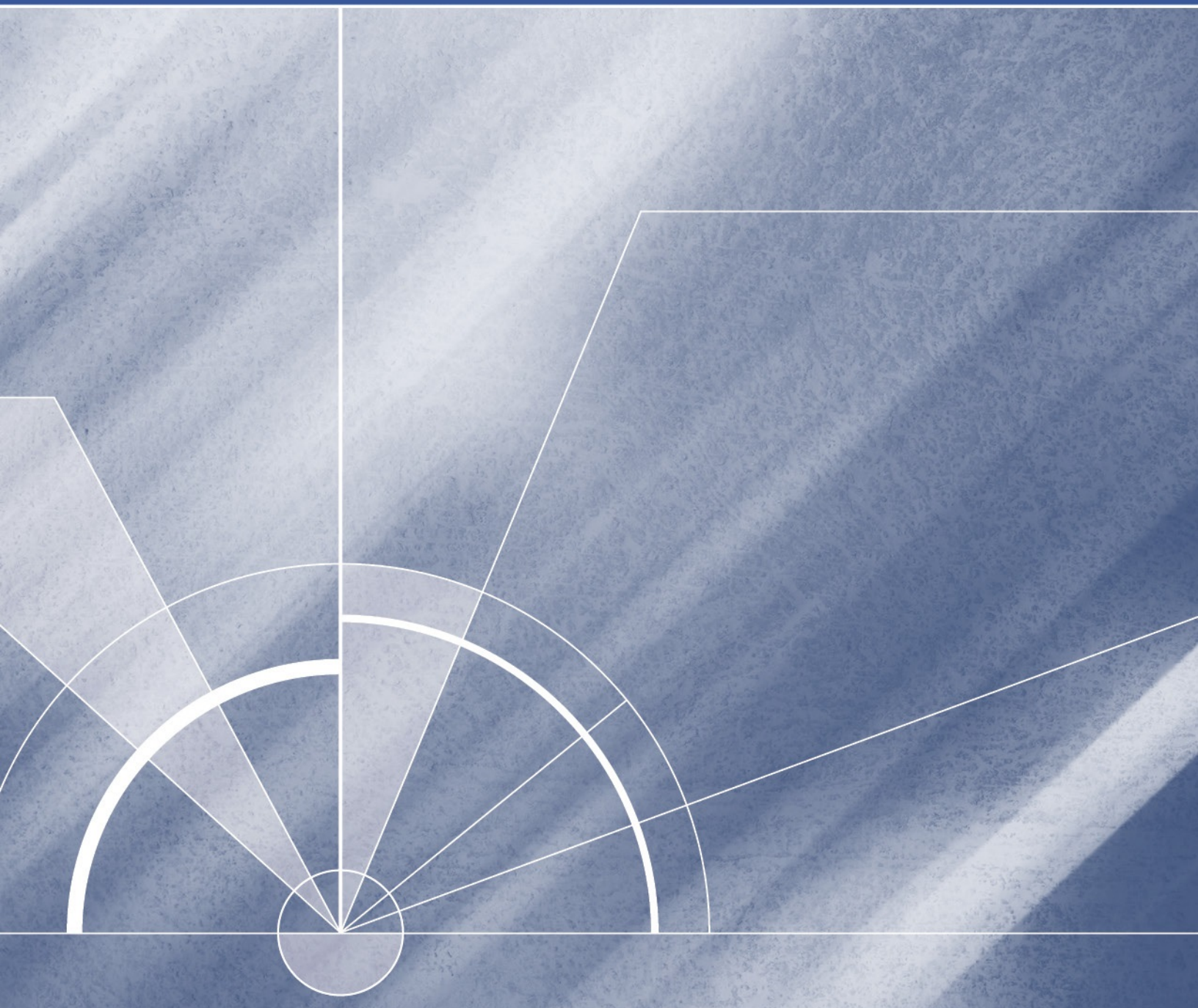


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
Bemidji Area Office



Department of Health and Human Services
Bemidji 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%
Bemidji Area Office	309	59.2%
CASS LAKE HOSPITAL	96	60.8%
IPA / MOA PROVIDER GROUP	<10	--
OEH & E GROUP	18	41.9%
OFFICE OF CLINICAL SUPPORT	11	78.6%
OFFICE OF PROGRAM SUPPORT	16	72.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	92.9%
REDLAKE HOSPITAL	66	47.5%
WHITE EARTH SERV UNIT	88	69.3%

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"*

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
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,760	72.9%	13.5%	13.6%
INDIAN HEALTH SERVICE	4,949	64.8%	17.8%	17.4%
Bemidji Area Office	305	72.5%	14.7%	12.8%
CASS LAKE HOSPITAL	95	65.6%	18.9%	15.5%
OEH & E GROUP	17	100.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	11	71.1%	19.0%	9.8%
OFFICE OF PROGRAM SUPPORT	16	87.4%	0.0%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	93.1%	6.9%	0.0%
REDLAKE HOSPITAL	66	69.5%	14.3%	16.2%
WHITE EARTH SERV UNIT	86	70.9%	16.9%	12.2%

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%
Bemidji Area Office	308	75.9%	14.0%	10.0%
CASS LAKE HOSPITAL	96	71.2%	20.1%	8.8%
OEH & E GROUP	18	88.8%	11.2%	0.0%
OFFICE OF CLINICAL SUPPORT	11	50.7%	19.0%	30.3%
OFFICE OF PROGRAM SUPPORT	16	82.0%	0.0%	18.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	66	77.7%	13.0%	9.3%
WHITE EARTH SERV UNIT	87	75.7%	12.8%	11.4%

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%
Bemidji Area Office	305	72.4%	16.1%	11.5%
CASS LAKE HOSPITAL	95	60.7%	20.3%	19.0%
OEH & E GROUP	18	65.5%	25.3%	9.2%
OFFICE OF CLINICAL SUPPORT	11	82.7%	7.5%	9.8%
OFFICE OF PROGRAM SUPPORT	16	87.4%	0.0%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	93.1%	6.9%	0.0%
REDLAKE HOSPITAL	65	75.6%	18.4%	6.0%
WHITE EARTH SERV UNIT	86	77.1%	13.6%	9.3%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience (continued)

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%
Bemidji Area Office	307	78.7%	12.4%	9.0%
CASS LAKE HOSPITAL	96	76.7%	15.2%	8.1%
OEH & E GROUP	18	86.7%	13.3%	0.0%
OFFICE OF CLINICAL SUPPORT	11	71.1%	7.5%	21.4%
OFFICE OF PROGRAM SUPPORT	16	87.4%	0.0%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	85.1%	14.9%	0.0%
REDLAKE HOSPITAL	65	85.4%	4.9%	9.7%
WHITE EARTH SERV UNIT	87	72.3%	17.5%	10.2%

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%
Bemidji Area Office	308	88.9%	9.1%	1.9%
CASS LAKE HOSPITAL	96	89.2%	7.8%	3.0%
OEH & E GROUP	18	88.4%	11.6%	0.0%
OFFICE OF CLINICAL SUPPORT	11	68.0%	20.5%	11.6%
OFFICE OF PROGRAM SUPPORT	16	93.6%	6.4%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	66.1%	33.9%	0.0%
REDLAKE HOSPITAL	66	86.7%	12.0%	1.3%
WHITE EARTH SERV UNIT	87	95.8%	3.4%	0.8%

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%
Bemidji Area Office	308	84.8%	10.5%	4.7%
CASS LAKE HOSPITAL	96	84.0%	9.8%	6.2%
OEH & E GROUP	18	100.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	11	77.2%	13.0%	9.8%
OFFICE OF PROGRAM SUPPORT	16	82.0%	5.5%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	66	86.3%	11.0%	2.7%
WHITE EARTH SERV UNIT	87	80.7%	15.4%	3.9%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,887	96.9%	2.2%	0.9%
INDIAN HEALTH SERVICE	4,978	95.7%	3.5%	0.8%
Bemidji Area Office	307	96.3%	3.5%	0.3%
CASS LAKE HOSPITAL	96	95.4%	4.6%	0.0%
OEH & E GROUP	18	100.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	11	90.2%	9.8%	0.0%
OFFICE OF PROGRAM SUPPORT	16	100.0%	0.0%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	91.7%	8.3%	0.0%
REDLAKE HOSPITAL	66	95.9%	2.7%	1.4%
WHITE EARTH SERV UNIT	86	97.5%	2.5%	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%
Bemidji Area Office	306	93.7%	5.6%	0.7%
CASS LAKE HOSPITAL	95	91.0%	6.8%	2.2%
OEH & E GROUP	18	94.1%	5.9%	0.0%
OFFICE OF CLINICAL SUPPORT	11	90.2%	9.8%	0.0%
OFFICE OF PROGRAM SUPPORT	16	100.0%	0.0%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	83.6%	16.4%	0.0%
REDLAKE HOSPITAL	66	95.9%	4.1%	0.0%
WHITE EARTH SERV UNIT	86	95.8%	4.2%	0.0%

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
Bemidji Area Office	305	53.4%	17.2%	29.4%	1
CASS LAKE HOSPITAL	95	49.5%	21.5%	29.1%	0
OEH & E GROUP	18	59.8%	15.7%	24.5%	0
OFFICE OF CLINICAL SUPPORT	11	37.5%	17.3%	45.2%	0
OFFICE OF PROGRAM SUPPORT	16	64.8%	14.0%	21.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	67.1%	26.5%	6.5%	0
REDLAKE HOSPITAL	65	46.6%	14.2%	39.2%	0
WHITE EARTH SERV UNIT	86	59.0%	14.3%	26.7%	1

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience (continued)

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
Bemidji Area Office	307	61.0%	15.5%	23.5%	0
CASS LAKE HOSPITAL	95	66.0%	13.0%	21.0%	0
OEH & E GROUP	18	67.8%	16.7%	15.5%	0
OFFICE OF CLINICAL SUPPORT	11	47.4%	7.5%	45.2%	0
OFFICE OF PROGRAM SUPPORT	16	72.6%	21.9%	5.5%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	67.8%	25.3%	6.9%	0
REDLAKE HOSPITAL	65	58.4%	10.0%	31.6%	0
WHITE EARTH SERV UNIT	88	53.8%	20.6%	25.6%	0

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
Bemidji Area Office	301	69.9%	18.9%	11.2%	0
CASS LAKE HOSPITAL	94	67.2%	21.5%	11.3%	0
OEH & E GROUP	18	75.4%	15.5%	9.1%	0
OFFICE OF CLINICAL SUPPORT	9	66.1%	8.8%	25.1%	0
OFFICE OF PROGRAM SUPPORT	16	82.0%	0.0%	18.0%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	74.3%	18.8%	6.9%	0
REDLAKE HOSPITAL	66	68.0%	20.2%	11.9%	0
WHITE EARTH SERV UNIT	84	70.4%	21.0%	8.5%	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
Bemidji Area Office	307	89.7%	8.3%	2.0%	1
CASS LAKE HOSPITAL	96	88.5%	10.6%	0.9%	0
OEH & E GROUP	18	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	90.2%	0.0%	9.8%	0
OFFICE OF PROGRAM SUPPORT	16	93.6%	6.4%	0.0%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	81.2%	18.8%	0.0%	0
REDLAKE HOSPITAL	65	89.7%	6.2%	4.1%	0
WHITE EARTH SERV UNIT	87	89.4%	8.9%	1.8%	1

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,700	92.3%	5.7%	2.1%	93
INDIAN HEALTH SERVICE	4,964	95.3%	3.7%	0.9%	5
Bemidji Area Office	305	94.3%	5.2%	0.5%	0
CASS LAKE HOSPITAL	95	92.2%	6.1%	1.6%	0
OEH & E GROUP	17	91.2%	8.8%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	100.0%	0.0%	0.0%	0
OFFICE OF PROGRAM SUPPORT	16	93.6%	6.4%	0.0%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	81.3%	18.7%	0.0%	0
REDLAKE HOSPITAL	65	92.3%	7.7%	0.0%	0
WHITE EARTH SERV UNIT	87	100.0%	0.0%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,663	73.3%	12.5%	14.2%	196
INDIAN HEALTH SERVICE	4,964	66.9%	14.9%	18.2%	18
Bemidji Area Office	306	65.8%	15.3%	19.0%	1
CASS LAKE HOSPITAL	96	68.3%	17.0%	14.8%	0
OEH & E GROUP	18	82.8%	17.2%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	34.0%	0.0%	66.0%	0
OFFICE OF PROGRAM SUPPORT	16	77.8%	12.9%	9.3%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	51.1%	27.2%	21.7%	0
REDLAKE HOSPITAL	64	58.0%	18.5%	23.5%	1
WHITE EARTH SERV UNIT	88	68.6%	11.7%	19.7%	0

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
Bemidji Area Office	306	78.4%	10.2%	11.4%	2
CASS LAKE HOSPITAL	94	73.1%	15.8%	11.1%	2
OEH & E GROUP	18	90.0%	5.0%	5.0%	0
OFFICE OF CLINICAL SUPPORT	11	75.2%	15.0%	9.8%	0
OFFICE OF PROGRAM SUPPORT	16	81.3%	6.2%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	66	75.2%	7.9%	16.8%	0
WHITE EARTH SERV UNIT	87	80.9%	8.3%	10.9%	0

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Experience (continued)

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
Bemidji Area Office	307	84.9%	10.2%	4.8%	2
CASS LAKE HOSPITAL	94	81.1%	14.0%	5.0%	2
OEH & E GROUP	18	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	75.2%	17.3%	7.5%	0
OFFICE OF PROGRAM SUPPORT	16	81.3%	6.2%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	93.1%	6.9%	0.0%	0
REDLAKE HOSPITAL	66	85.6%	8.9%	5.5%	0
WHITE EARTH SERV UNIT	88	86.3%	9.6%	4.1%	0

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
Bemidji Area Office	300	69.5%	15.3%	15.2%	7
CASS LAKE HOSPITAL	93	62.7%	18.9%	18.4%	3
OEH & E GROUP	18	90.9%	4.1%	5.1%	0
OFFICE OF CLINICAL SUPPORT	10	65.2%	0.0%	34.8%	1
OFFICE OF PROGRAM SUPPORT	16	62.7%	30.9%	6.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	74.9%	25.1%	0.0%	1
REDLAKE HOSPITAL	65	69.1%	15.1%	15.8%	0
WHITE EARTH SERV UNIT	85	74.2%	11.1%	14.8%	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
Bemidji Area Office	305	60.2%	23.6%	16.2%	3
CASS LAKE HOSPITAL	92	57.9%	25.5%	16.6%	3
OEH & E GROUP	18	90.9%	9.1%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	47.3%	0.0%	52.7%	0
OFFICE OF PROGRAM SUPPORT	16	67.1%	21.0%	11.9%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	77.4%	10.6%	12.0%	0
REDLAKE HOSPITAL	66	57.1%	18.7%	24.1%	0
WHITE EARTH SERV UNIT	88	56.0%	34.0%	10.0%	0

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	301	77.8%	10.6%	11.6%	7
CASS LAKE HOSPITAL	94	71.3%	12.4%	16.3%	2
OEH & E GROUP	18	84.1%	10.9%	5.0%	0
OFFICE OF CLINICAL SUPPORT	11	75.2%	24.8%	0.0%	0
OFFICE OF PROGRAM SUPPORT	14	92.9%	0.0%	7.1%	2
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	65	75.9%	11.3%	12.7%	1
WHITE EARTH SERV UNIT	85	79.3%	9.5%	11.2%	2

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%
Bemidji Area Office	309	70.3%	13.6%	16.2%
CASS LAKE HOSPITAL	96	65.1%	21.4%	13.4%
OEH & E GROUP	18	94.1%	5.9%	0.0%
OFFICE OF CLINICAL SUPPORT	11	63.7%	19.0%	17.3%
OFFICE OF PROGRAM SUPPORT	16	72.5%	15.6%	11.9%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	79.7%	0.0%	20.3%
REDLAKE HOSPITAL	66	64.3%	4.2%	31.5%
WHITE EARTH SERV UNIT	88	74.5%	14.1%	11.5%

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
Bemidji Area Office	303	41.2%	22.9%	35.9%	4
CASS LAKE HOSPITAL	95	41.4%	26.1%	32.5%	0
OEH & E GROUP	18	25.1%	36.7%	38.2%	0
OFFICE OF CLINICAL SUPPORT	11	17.3%	15.0%	67.7%	0
OFFICE OF PROGRAM SUPPORT	16	57.5%	16.2%	26.3%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	41.4%	36.4%	22.2%	0
REDLAKE HOSPITAL	64	38.2%	14.7%	47.1%	2
WHITE EARTH SERV UNIT	85	47.1%	23.0%	29.9%	2

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Unit (continued)

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
Bemidji Area Office	290	42.2%	31.3%	26.5%	17
CASS LAKE HOSPITAL	88	42.3%	33.2%	24.5%	6
OEH & E GROUP	17	41.8%	32.8%	25.4%	1
OFFICE OF CLINICAL SUPPORT	10	26.0%	39.3%	34.8%	1
OFFICE OF PROGRAM SUPPORT	16	45.5%	40.2%	14.3%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	46.5%	20.7%	32.8%	0
REDLAKE HOSPITAL	64	44.0%	26.8%	29.1%	2
WHITE EARTH SERV UNIT	81	42.1%	31.4%	26.5%	7

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
Bemidji Area Office	299	34.9%	26.2%	38.9%	10
CASS LAKE HOSPITAL	92	25.2%	27.2%	47.7%	4
OEH & E GROUP	17	33.9%	51.2%	14.9%	1
OFFICE OF CLINICAL SUPPORT	10	24.7%	20.0%	55.3%	1
OFFICE OF PROGRAM SUPPORT	16	30.1%	30.5%	39.3%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	33.1%	34.0%	32.9%	0
REDLAKE HOSPITAL	66	41.0%	10.3%	48.7%	0
WHITE EARTH SERV UNIT	84	44.8%	31.4%	23.8%	4

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
Bemidji Area Office	300	43.9%	26.8%	29.3%	8
CASS LAKE HOSPITAL	94	35.7%	32.2%	32.1%	2
OEH & E GROUP	18	64.8%	30.2%	5.1%	0
OFFICE OF CLINICAL SUPPORT	10	44.7%	16.2%	39.2%	1
OFFICE OF PROGRAM SUPPORT	16	60.7%	18.9%	20.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	11	51.3%	16.9%	31.8%	1
REDLAKE HOSPITAL	66	47.0%	10.5%	42.5%	0
WHITE EARTH SERV UNIT	84	42.5%	37.2%	20.3%	4

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	294	47.0%	29.8%	23.2%	14
CASS LAKE HOSPITAL	89	40.3%	34.7%	25.1%	7
OEH & E GROUP	18	50.6%	40.3%	9.1%	0
OFFICE OF CLINICAL SUPPORT	10	24.7%	32.5%	42.8%	1
OFFICE OF PROGRAM SUPPORT	16	73.4%	6.2%	20.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	59.7%	23.4%	17.0%	1
REDLAKE HOSPITAL	65	48.1%	24.3%	27.7%	1
WHITE EARTH SERV UNIT	83	49.2%	32.2%	18.7%	4

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
Bemidji Area Office	308	71.9%	14.1%	13.9%	1
CASS LAKE HOSPITAL	96	67.2%	19.8%	13.0%	0
OEH & E GROUP	18	94.1%	5.9%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	43.3%	0.0%	56.7%	0
OFFICE OF PROGRAM SUPPORT	16	81.1%	6.4%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	66	60.4%	21.4%	18.2%	0
WHITE EARTH SERV UNIT	87	79.1%	9.6%	11.3%	1

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
Bemidji Area Office	301	64.1%	25.9%	10.0%	5
CASS LAKE HOSPITAL	92	56.7%	33.3%	10.0%	3
OEH & E GROUP	17	80.9%	19.1%	0.0%	1
OFFICE OF CLINICAL SUPPORT	11	56.7%	33.5%	9.8%	0
OFFICE OF PROGRAM SUPPORT	16	61.0%	32.6%	6.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	77.8%	22.2%	0.0%	0
REDLAKE HOSPITAL	66	60.8%	26.4%	12.9%	0
WHITE EARTH SERV UNIT	85	70.9%	16.8%	12.2%	1

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Work Unit (continued)

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%
Bemidji Area Office	308	82.9%	13.4%	3.7%
CASS LAKE HOSPITAL	96	77.0%	19.7%	3.3%
OEH & E GROUP	18	94.1%	5.9%	0.0%
OFFICE OF CLINICAL SUPPORT	11	58.1%	32.0%	9.8%
OFFICE OF PROGRAM SUPPORT	16	87.4%	6.2%	6.4%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	85.1%	14.9%	0.0%
REDLAKE HOSPITAL	65	78.9%	15.1%	6.1%
WHITE EARTH SERV UNIT	88	92.4%	5.3%	2.3%

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
Bemidji Area Office	307	82.3%	11.4%	6.2%	1
CASS LAKE HOSPITAL	96	81.8%	14.3%	3.9%	0
OEH & E GROUP	18	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	11	47.1%	30.1%	22.8%	0
OFFICE OF PROGRAM SUPPORT	16	87.4%	6.2%	6.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	80.0%	20.0%	0.0%	0
REDLAKE HOSPITAL	64	81.2%	9.9%	8.9%	1
WHITE EARTH SERV UNIT	88	84.1%	8.9%	7.0%	0

My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,289	56.1%	22.5%	21.4%	1,150
INDIAN HEALTH SERVICE	4,799	47.4%	28.1%	24.6%	91
Bemidji Area Office	297	53.5%	24.3%	22.1%	6
CASS LAKE HOSPITAL	93	43.6%	30.3%	26.1%	2
OEH & E GROUP	18	89.1%	10.9%	0.0%	0
OFFICE OF CLINICAL SUPPORT	9	37.2%	9.2%	53.6%	0
OFFICE OF PROGRAM SUPPORT	16	80.7%	6.7%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	50.6%	42.4%	6.9%	0
REDLAKE HOSPITAL	63	49.1%	27.6%	23.3%	1
WHITE EARTH SERV UNIT	84	56.8%	20.8%	22.4%	3

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	299	50.4%	24.3%	25.3%	4
CASS LAKE HOSPITAL	92	40.0%	29.8%	30.2%	2
OEH & E GROUP	18	68.1%	20.8%	11.2%	0
OFFICE OF CLINICAL SUPPORT	9	34.2%	12.1%	53.8%	0
OFFICE OF PROGRAM SUPPORT	16	73.4%	14.0%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	11	40.5%	42.5%	17.0%	1
REDLAKE HOSPITAL	65	48.5%	30.1%	21.4%	0
WHITE EARTH SERV UNIT	87	58.5%	16.2%	25.2%	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
Bemidji Area Office	301	44.2%	33.1%	22.7%	2
CASS LAKE HOSPITAL	93	34.8%	37.5%	27.7%	1
OEH & E GROUP	18	43.9%	44.8%	11.3%	0
OFFICE OF CLINICAL SUPPORT	10	23.0%	40.8%	36.1%	0
OFFICE OF PROGRAM SUPPORT	16	73.4%	14.0%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	37.3%	48.9%	13.8%	0
REDLAKE HOSPITAL	64	52.9%	27.5%	19.5%	0
WHITE EARTH SERV UNIT	86	46.8%	30.6%	22.6%	1

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
Bemidji Area Office	288	34.7%	25.6%	39.7%	17
CASS LAKE HOSPITAL	85	29.8%	27.2%	43.0%	10
OEH & E GROUP	16	39.3%	28.2%	32.6%	1
OFFICE OF CLINICAL SUPPORT	10	25.7%	8.3%	66.0%	0
OFFICE OF PROGRAM SUPPORT	16	29.8%	29.8%	40.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	19.8%	27.1%	53.1%	0
REDLAKE HOSPITAL	65	42.7%	26.8%	30.5%	0
WHITE EARTH SERV UNIT	82	37.9%	23.8%	38.3%	6

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Agency (continued)

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
Bemidji Area Office	292	50.0%	33.9%	16.1%	14
CASS LAKE HOSPITAL	91	44.9%	42.1%	12.9%	4
OEH & E GROUP	18	69.2%	21.5%	9.3%	0
OFFICE OF CLINICAL SUPPORT	10	34.1%	13.0%	53.0%	0
OFFICE OF PROGRAM SUPPORT	16	69.2%	12.7%	18.0%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	46.4%	24.8%	28.8%	1
REDLAKE HOSPITAL	62	52.4%	36.6%	11.0%	3
WHITE EARTH SERV UNIT	82	48.9%	32.8%	18.4%	6

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
Bemidji Area Office	305	77.7%	14.4%	7.8%	0
CASS LAKE HOSPITAL	95	75.2%	14.4%	10.4%	0
OEH & E GROUP	18	88.7%	11.3%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	49.2%	25.1%	25.7%	0
OFFICE OF PROGRAM SUPPORT	16	93.8%	0.0%	6.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	74.3%	6.9%	18.8%	0
REDLAKE HOSPITAL	64	69.7%	22.7%	7.6%	0
WHITE EARTH SERV UNIT	88	84.6%	12.1%	3.3%	0

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
Bemidji Area Office	304	78.1%	12.5%	9.4%	0
CASS LAKE HOSPITAL	95	69.4%	17.6%	13.0%	0
OEH & E GROUP	18	84.6%	15.4%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	53.0%	21.4%	25.7%	0
OFFICE OF PROGRAM SUPPORT	16	85.8%	0.0%	14.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	74.3%	25.7%	0.0%	0
REDLAKE HOSPITAL	64	77.4%	9.1%	13.5%	0
WHITE EARTH SERV UNIT	87	89.2%	7.9%	2.9%	0

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	297	58.5%	17.8%	23.7%	8
CASS LAKE HOSPITAL	91	47.2%	24.9%	27.9%	4
OEH & E GROUP	18	90.9%	0.0%	9.1%	0
OFFICE OF CLINICAL SUPPORT	10	50.9%	0.0%	49.1%	0
OFFICE OF PROGRAM SUPPORT	16	81.1%	12.5%	6.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	64.6%	21.6%	13.8%	0
REDLAKE HOSPITAL	63	56.2%	14.5%	29.3%	2
WHITE EARTH SERV UNIT	85	60.8%	19.1%	20.1%	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
Bemidji Area Office	286	67.7%	20.5%	11.9%	16
CASS LAKE HOSPITAL	90	62.0%	26.0%	12.0%	3
OEH & E GROUP	18	94.9%	5.1%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	42.5%	16.8%	40.7%	0
OFFICE OF PROGRAM SUPPORT	16	80.7%	6.7%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	54.2%	30.4%	15.4%	1
REDLAKE HOSPITAL	57	68.8%	17.5%	13.6%	7
WHITE EARTH SERV UNIT	82	69.5%	21.7%	8.8%	5

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
Bemidji Area Office	300	71.1%	19.8%	9.1%	3
CASS LAKE HOSPITAL	94	62.9%	26.8%	10.3%	1
OEH & E GROUP	18	100.0%	0.0%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	50.9%	21.4%	27.7%	0
OFFICE OF PROGRAM SUPPORT	16	82.4%	11.4%	6.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	72.9%	20.3%	6.9%	0
REDLAKE HOSPITAL	64	67.7%	21.4%	10.9%	1
WHITE EARTH SERV UNIT	84	76.5%	16.5%	7.0%	1

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Agency (continued)

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%
Bemidji Area Office	303	72.0%	20.5%	7.5%
CASS LAKE HOSPITAL	94	70.1%	23.4%	6.6%
OEH & E GROUP	18	89.1%	10.9%	0.0%
OFFICE OF CLINICAL SUPPORT	10	67.6%	21.4%	11.0%
OFFICE OF PROGRAM SUPPORT	16	87.4%	12.6%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	66.2%	26.9%	6.9%
REDLAKE HOSPITAL	64	67.2%	24.0%	8.8%
WHITE EARTH SERV UNIT	87	72.1%	17.5%	10.3%

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
Bemidji Area Office	291	44.5%	30.7%	24.8%	13
CASS LAKE HOSPITAL	89	37.8%	38.1%	24.1%	5
OEH & E GROUP	18	48.8%	32.8%	18.4%	0
OFFICE OF CLINICAL SUPPORT	9	32.4%	21.2%	46.4%	1
OFFICE OF PROGRAM SUPPORT	15	36.1%	35.3%	28.6%	1
OFFICE OF THE AREA DIRECTOR - Bemidji	12	37.1%	32.6%	30.4%	1
REDLAKE HOSPITAL	64	53.8%	20.0%	26.2%	1
WHITE EARTH SERV UNIT	83	48.8%	30.5%	20.7%	4

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
Bemidji Area Office	304	81.0%	13.5%	5.5%	0
CASS LAKE HOSPITAL	94	81.8%	13.4%	4.8%	0
OEH & E GROUP	18	94.9%	5.1%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	61.4%	24.0%	14.6%	0
OFFICE OF PROGRAM SUPPORT	16	83.1%	6.2%	10.7%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	100.0%	0.0%	0.0%	0
REDLAKE HOSPITAL	65	82.8%	12.1%	5.1%	0
WHITE EARTH SERV UNIT	87	74.6%	18.8%	6.6%	0

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	303	67.5%	19.4%	13.1%	1
CASS LAKE HOSPITAL	93	60.8%	24.5%	14.7%	1
OEH & E GROUP	18	85.9%	14.1%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	59.3%	0.0%	40.7%	0
OFFICE OF PROGRAM SUPPORT	16	64.6%	16.8%	18.5%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	81.1%	18.9%	0.0%	0
REDLAKE HOSPITAL	65	71.7%	18.2%	10.1%	0
WHITE EARTH SERV UNIT	87	67.2%	18.9%	13.9%	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
Bemidji Area Office	302	70.6%	17.8%	11.6%	1
CASS LAKE HOSPITAL	93	64.1%	25.2%	10.7%	0
OEH & E GROUP	18	85.1%	14.9%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	59.2%	8.4%	32.4%	0
OFFICE OF PROGRAM SUPPORT	16	63.1%	14.0%	22.9%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	91.9%	8.1%	0.0%	0
REDLAKE HOSPITAL	64	73.5%	16.0%	10.5%	1
WHITE EARTH SERV UNIT	87	72.2%	14.8%	13.0%	0

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
Bemidji Area Office	290	67.4%	22.9%	9.7%	14
CASS LAKE HOSPITAL	87	61.3%	26.1%	12.6%	7
OEH & E GROUP	18	91.7%	8.3%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	50.9%	16.7%	32.4%	0
OFFICE OF PROGRAM SUPPORT	15	80.4%	6.4%	13.1%	1
OFFICE OF THE AREA DIRECTOR - Bemidji	13	69.3%	20.0%	10.6%	0
REDLAKE HOSPITAL	62	68.7%	25.2%	6.2%	3
WHITE EARTH SERV UNIT	84	66.6%	25.9%	7.6%	3

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Supervisor (continued)

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
Bemidji Area Office	303	66.4%	22.4%	11.2%	0
CASS LAKE HOSPITAL	93	56.4%	30.7%	13.0%	0
OEH & E GROUP	18	75.1%	24.9%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	34.0%	46.6%	19.4%	0
OFFICE OF PROGRAM SUPPORT	16	71.0%	6.2%	22.9%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	88.0%	12.0%	0.0%	0
REDLAKE HOSPITAL	65	70.6%	19.5%	9.8%	0
WHITE EARTH SERV UNIT	87	72.1%	16.8%	11.1%	0

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
Bemidji Area Office	303	71.5%	18.7%	9.9%	1
CASS LAKE HOSPITAL	94	65.5%	23.7%	10.8%	0
OEH & E GROUP	18	95.9%	4.1%	0.0%	0
OFFICE OF CLINICAL SUPPORT	10	42.5%	29.8%	27.7%	0
OFFICE OF PROGRAM SUPPORT	16	83.1%	6.2%	10.7%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	81.1%	12.0%	6.9%	0
REDLAKE HOSPITAL	65	69.9%	17.4%	12.6%	0
WHITE EARTH SERV UNIT	86	73.8%	19.2%	7.0%	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%
Bemidji Area Office	300	76.0%	15.0%	9.0%
CASS LAKE HOSPITAL	92	64.9%	26.4%	8.7%
OEH & E GROUP	18	87.9%	12.1%	0.0%
OFFICE OF CLINICAL SUPPORT	10	76.0%	13.0%	11.0%
OFFICE OF PROGRAM SUPPORT	16	77.1%	6.2%	16.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	12	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	65	80.0%	10.8%	9.2%
WHITE EARTH SERV UNIT	86	79.3%	10.2%	10.6%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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%
Bemidji Area Office	301	82.9%	10.9%	6.2%
CASS LAKE HOSPITAL	92	79.4%	14.2%	6.5%
OEH & E GROUP	18	100.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	10	76.0%	13.0%	11.0%
OFFICE OF PROGRAM SUPPORT	16	77.1%	6.2%	16.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	12	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	65	84.5%	11.4%	4.1%
WHITE EARTH SERV UNIT	87	81.8%	11.4%	6.8%

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%
Bemidji Area Office	300	75.2%	14.8%	10.1%
CASS LAKE HOSPITAL	92	67.7%	23.8%	8.5%
OEH & E GROUP	17	93.8%	0.0%	6.2%
OFFICE OF CLINICAL SUPPORT	10	67.6%	0.0%	32.4%
OFFICE OF PROGRAM SUPPORT	16	66.7%	11.6%	21.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	12	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	65	83.7%	8.4%	7.9%
WHITE EARTH SERV UNIT	87	72.5%	17.0%	10.5%

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%
Bemidji Area Office	301	69.5%	18.3%	12.2%
CASS LAKE HOSPITAL	92	62.9%	19.1%	18.0%
OEH & E GROUP	18	84.1%	15.9%	0.0%
OFFICE OF CLINICAL SUPPORT	10	59.2%	29.8%	11.0%
OFFICE OF PROGRAM SUPPORT	16	69.2%	20.0%	10.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	12	100.0%	0.0%	0.0%
REDLAKE HOSPITAL	65	68.6%	19.5%	11.9%
WHITE EARTH SERV UNIT	87	71.3%	17.8%	10.8%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Supervisor (continued)

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%
Bemidji Area Office	304	68.2%	21.0%	10.9%
CASS LAKE HOSPITAL	94	59.5%	27.1%	13.4%
OEH & E GROUP	18	80.0%	20.0%	0.0%
OFFICE OF CLINICAL SUPPORT	10	50.8%	25.2%	24.0%
OFFICE OF PROGRAM SUPPORT	16	69.2%	14.0%	16.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	89.4%	10.6%	0.0%
REDLAKE HOSPITAL	65	67.5%	22.3%	10.2%
WHITE EARTH SERV UNIT	87	74.4%	15.8%	9.8%

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
Bemidji Area Office	296	46.2%	26.5%	27.3%	7
CASS LAKE HOSPITAL	91	33.7%	33.0%	33.3%	3
OEH & E GROUP	18	64.6%	14.8%	20.6%	0
OFFICE OF CLINICAL SUPPORT	10	25.7%	8.4%	65.9%	0
OFFICE OF PROGRAM SUPPORT	16	71.7%	15.7%	12.6%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	40.0%	34.2%	25.7%	0
REDLAKE HOSPITAL	63	60.8%	20.1%	19.1%	1
WHITE EARTH SERV UNIT	84	44.5%	30.3%	25.2%	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
Bemidji Area Office	292	54.4%	27.0%	18.7%	11
CASS LAKE HOSPITAL	90	44.0%	35.9%	20.1%	4
OEH & E GROUP	16	81.1%	13.3%	5.6%	2
OFFICE OF CLINICAL SUPPORT	10	42.5%	29.8%	27.7%	0
OFFICE OF PROGRAM SUPPORT	16	76.8%	16.8%	6.4%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	57.5%	26.8%	15.7%	1
REDLAKE HOSPITAL	62	62.2%	19.6%	18.1%	2
WHITE EARTH SERV UNIT	85	52.3%	25.7%	22.1%	2

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	288	71.1%	19.8%	9.1%	14
CASS LAKE HOSPITAL	89	65.4%	24.7%	9.9%	5
OEH & E GROUP	17	82.8%	17.2%	0.0%	1
OFFICE OF CLINICAL SUPPORT	10	42.5%	38.1%	19.4%	0
OFFICE OF PROGRAM SUPPORT	15	81.6%	11.7%	6.7%	1
OFFICE OF THE AREA DIRECTOR - Bemidji	12	84.3%	7.8%	7.8%	1
REDLAKE HOSPITAL	62	77.6%	8.4%	14.0%	2
WHITE EARTH SERV UNIT	82	69.7%	24.5%	5.8%	4

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
Bemidji Area Office	295	61.3%	22.4%	16.4%	8
CASS LAKE HOSPITAL	93	52.7%	26.1%	21.2%	1
OEH & E GROUP	18	77.8%	17.1%	5.1%	0
OFFICE OF CLINICAL SUPPORT	9	9.2%	51.4%	39.5%	1
OFFICE OF PROGRAM SUPPORT	16	63.6%	24.5%	11.9%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	74.3%	12.0%	13.8%	0
REDLAKE HOSPITAL	61	74.3%	15.0%	10.7%	3
WHITE EARTH SERV UNIT	84	62.8%	21.2%	16.0%	3

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
Bemidji Area Office	284	64.3%	23.4%	12.3%	16
CASS LAKE HOSPITAL	89	57.0%	26.6%	16.5%	4
OEH & E GROUP	17	81.9%	18.1%	0.0%	1
OFFICE OF CLINICAL SUPPORT	9	37.2%	9.2%	53.6%	1
OFFICE OF PROGRAM SUPPORT	16	50.8%	33.0%	16.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	84.3%	7.8%	7.8%	1
REDLAKE HOSPITAL	59	75.5%	19.7%	4.9%	3
WHITE EARTH SERV UNIT	82	64.5%	25.3%	10.2%	5

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Leadership (continued)

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
Bemidji Area Office	293	52.5%	27.6%	19.9%	10
CASS LAKE HOSPITAL	93	46.0%	33.7%	20.3%	1
OEH & E GROUP	17	81.9%	11.5%	6.6%	1
OFFICE OF CLINICAL SUPPORT	9	18.3%	21.2%	60.4%	1
OFFICE OF PROGRAM SUPPORT	16	57.2%	26.6%	16.2%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	59.6%	24.7%	15.7%	1
REDLAKE HOSPITAL	63	56.9%	23.8%	19.3%	1
WHITE EARTH SERV UNIT	83	52.9%	27.9%	19.1%	4

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
Bemidji Area Office	290	57.1%	26.4%	16.5%	9
CASS LAKE HOSPITAL	93	53.5%	26.3%	20.2%	0
OEH & E GROUP	16	76.5%	23.5%	0.0%	1
OFFICE OF CLINICAL SUPPORT	9	46.4%	23.4%	30.3%	1
OFFICE OF PROGRAM SUPPORT	16	57.2%	30.9%	11.9%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	84.9%	7.3%	7.8%	1
REDLAKE HOSPITAL	63	59.7%	25.1%	15.1%	1
WHITE EARTH SERV UNIT	81	52.8%	30.3%	16.9%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,793	67.8%	19.7%	12.5%	2,181
INDIAN HEALTH SERVICE	4,421	52.9%	27.5%	19.6%	366
Bemidji Area Office	275	55.8%	29.5%	14.7%	26
CASS LAKE HOSPITAL	83	44.8%	38.7%	16.6%	11
OEH & E GROUP	15	87.1%	12.9%	0.0%	3
OFFICE OF CLINICAL SUPPORT	8	14.3%	49.5%	36.2%	1
OFFICE OF PROGRAM SUPPORT	14	65.7%	22.1%	12.3%	2
OFFICE OF THE AREA DIRECTOR - Bemidji	13	75.6%	24.4%	0.0%	0
REDLAKE HOSPITAL	61	61.0%	23.1%	15.9%	3
WHITE EARTH SERV UNIT	80	57.8%	26.6%	15.6%	6

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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
Bemidji Area Office	299	56.2%	32.6%	11.3%	3
CASS LAKE HOSPITAL	94	44.2%	42.3%	13.5%	0
OEH & E GROUP	18	79.4%	11.3%	9.3%	0
OFFICE OF CLINICAL SUPPORT	10	27.8%	44.4%	27.7%	0
OFFICE OF PROGRAM SUPPORT	16	63.8%	25.5%	10.7%	0
OFFICE OF THE AREA DIRECTOR - Bemidji	13	55.6%	36.4%	8.1%	0
REDLAKE HOSPITAL	62	72.3%	23.0%	4.6%	2
WHITE EARTH SERV UNIT	85	56.2%	31.2%	12.6%	1

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
Bemidji Area Office	276	53.5%	34.6%	12.0%	26
CASS LAKE HOSPITAL	85	44.9%	41.7%	13.4%	9
OEH & E GROUP	16	68.3%	26.1%	5.6%	2
OFFICE OF CLINICAL SUPPORT	10	36.2%	29.8%	34.0%	0
OFFICE OF PROGRAM SUPPORT	15	88.8%	6.6%	4.6%	1
OFFICE OF THE AREA DIRECTOR - Bemidji	13	78.2%	21.8%	0.0%	0
REDLAKE HOSPITAL	60	64.6%	27.6%	7.7%	3
WHITE EARTH SERV UNIT	77	42.2%	42.3%	15.5%	10

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%
Bemidji Area Office	303	57.6%	27.3%	15.2%
CASS LAKE HOSPITAL	94	50.7%	32.9%	16.5%
OEH & E GROUP	18	84.6%	15.4%	0.0%
OFFICE OF CLINICAL SUPPORT	10	42.5%	27.8%	29.7%
OFFICE OF PROGRAM SUPPORT	16	68.6%	18.9%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	57.9%	35.2%	6.9%
REDLAKE HOSPITAL	64	62.5%	29.0%	8.5%
WHITE EARTH SERV UNIT	87	55.2%	22.8%	22.0%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
Bemidji Area Office	303	48.3%	27.2%	24.5%
CASS LAKE HOSPITAL	94	40.5%	28.6%	30.9%
OEH & E GROUP	18	77.8%	22.2%	0.0%
OFFICE OF CLINICAL SUPPORT	10	0.0%	40.8%	59.2%
OFFICE OF PROGRAM SUPPORT	16	62.7%	16.8%	20.4%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	51.5%	40.5%	8.1%
REDLAKE HOSPITAL	64	56.8%	22.8%	20.4%
WHITE EARTH SERV UNIT	87	48.1%	28.6%	23.3%

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%
Bemidji Area Office	302	48.8%	26.5%	24.6%
CASS LAKE HOSPITAL	93	42.7%	29.5%	27.8%
OEH & E GROUP	18	58.8%	25.1%	16.2%
OFFICE OF CLINICAL SUPPORT	10	23.0%	25.1%	51.9%
OFFICE OF PROGRAM SUPPORT	16	69.1%	0.0%	30.9%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	44.2%	33.6%	22.2%
REDLAKE HOSPITAL	64	57.5%	31.0%	11.6%
WHITE EARTH SERV UNIT	87	47.8%	23.9%	28.3%

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%
Bemidji Area Office	302	48.7%	34.4%	16.8%
CASS LAKE HOSPITAL	94	38.4%	39.8%	21.8%
OEH & E GROUP	18	58.6%	41.4%	0.0%
OFFICE OF CLINICAL SUPPORT	10	34.1%	16.8%	49.1%
OFFICE OF PROGRAM SUPPORT	16	83.1%	6.2%	10.7%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	51.0%	34.0%	15.0%
REDLAKE HOSPITAL	64	56.0%	32.4%	11.6%
WHITE EARTH SERV UNIT	86	48.1%	35.6%	16.3%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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%
Bemidji Area Office	303	42.9%	34.4%	22.7%
CASS LAKE HOSPITAL	94	36.2%	40.7%	23.1%
OEH & E GROUP	18	52.8%	32.9%	14.3%
OFFICE OF CLINICAL SUPPORT	10	42.5%	8.4%	49.1%
OFFICE OF PROGRAM SUPPORT	16	62.9%	18.6%	18.5%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	50.6%	23.3%	26.1%
REDLAKE HOSPITAL	64	47.3%	27.2%	25.5%
WHITE EARTH SERV UNIT	87	40.5%	40.1%	19.4%

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%
Bemidji Area Office	303	61.1%	21.1%	17.8%
CASS LAKE HOSPITAL	94	58.2%	23.7%	18.1%
OEH & E GROUP	18	82.5%	17.5%	0.0%
OFFICE OF CLINICAL SUPPORT	10	44.6%	8.4%	47.0%
OFFICE OF PROGRAM SUPPORT	16	82.0%	5.5%	12.6%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	81.2%	18.8%	0.0%
REDLAKE HOSPITAL	64	53.0%	26.3%	20.8%
WHITE EARTH SERV UNIT	87	60.1%	20.4%	19.5%

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%
Bemidji Area Office	303	72.7%	16.7%	10.6%
CASS LAKE HOSPITAL	94	70.9%	16.8%	12.3%
OEH & E GROUP	18	82.5%	17.5%	0.0%
OFFICE OF CLINICAL SUPPORT	10	59.2%	16.8%	24.0%
OFFICE OF PROGRAM SUPPORT	16	87.4%	12.6%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	83.6%	16.4%	0.0%
REDLAKE HOSPITAL	64	70.0%	18.2%	11.8%
WHITE EARTH SERV UNIT	87	71.2%	16.5%	12.3%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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%
Bemidji Area Office	303	54.7%	23.7%	21.7%
CASS LAKE HOSPITAL	94	54.4%	25.9%	19.7%
OEH & E GROUP	18	54.7%	26.1%	19.2%
OFFICE OF CLINICAL SUPPORT	10	59.2%	19.4%	21.4%
OFFICE OF PROGRAM SUPPORT	16	79.6%	12.6%	7.9%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	62.6%	16.4%	21.0%
REDLAKE HOSPITAL	64	56.2%	19.0%	24.8%
WHITE EARTH SERV UNIT	87	46.5%	28.1%	25.3%

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%
Bemidji Area Office	302	64.0%	22.3%	13.8%
CASS LAKE HOSPITAL	94	58.6%	23.7%	17.7%
OEH & E GROUP	18	89.1%	10.9%	0.0%
OFFICE OF CLINICAL SUPPORT	10	50.9%	25.1%	24.0%
OFFICE OF PROGRAM SUPPORT	16	78.1%	21.9%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	64.8%	35.2%	0.0%
REDLAKE HOSPITAL	64	65.9%	17.3%	16.8%
WHITE EARTH SERV UNIT	86	61.6%	24.7%	13.7%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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%
Bemidji Area Office	301	2.5%	1.2%	1.0%	0.9%	1.5%
CASS LAKE HOSPITAL	94	3.7%	1.6%	0.9%	1.9%	3.7%
OEH & E GROUP	18	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CLINICAL SUPPORT	10	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF PROGRAM SUPPORT	16	0.0%	6.2%	0.0%	0.0%	0.0%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	8.3%	0.0%	0.0%	0.0%	0.0%
REDLAKE HOSPITAL	64	3.3%	1.4%	3.4%	0.0%	0.0%
WHITE EARTH SERV UNIT	85	1.1%	0.0%	0.0%	1.1%	1.1%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	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%
Bemidji Area Office	301	51.6%	4.1%	20.8%	16.4%
CASS LAKE HOSPITAL	94	62.5%	0.9%	13.7%	11.1%
OEH & E GROUP	18	10.8%	20.9%	25.5%	42.8%
OFFICE OF CLINICAL SUPPORT	10	8.4%	0.0%	72.2%	19.4%
OFFICE OF PROGRAM SUPPORT	16	22.6%	0.0%	37.7%	33.5%
OFFICE OF THE AREA DIRECTOR - Bemidji	13	21.4%	0.0%	36.7%	33.6%
REDLAKE HOSPITAL	64	56.0%	8.6%	13.9%	13.3%
WHITE EARTH SERV UNIT	85	60.0%	3.0%	20.8%	12.9%

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Work/Life (continued)

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
Department of Health and Human Services	33,959	78.7%	13.8%	7.5%	1,867	4,679	609
INDIAN HEALTH SERVICE	1,660	35.8%	47.3%	16.8%	263	2,232	476
Bemidji Area Office	91	29.9%	44.9%	25.2%	16	160	29
CASS LAKE HOSPITAL	25	36.3%	52.3%	11.4%	5	54	7
OEH & E GROUP	7	0.0%	37.5%	62.5%	2	8	0
OFFICE OF CLINICAL SUPPORT	6	14.6%	48.2%	37.2%	2	1	0
OFFICE OF PROGRAM SUPPORT	9	48.2%	31.9%	19.9%	1	6	0
OFFICE OF THE AREA DIRECTOR - Bemidji	5	36.8%	33.3%	29.9%	1	6	1
REDLAKE HOSPITAL	14	42.2%	31.2%	26.6%	3	39	8
WHITE EARTH SERV UNIT	25	20.1%	53.6%	26.3%	2	45	13

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
Bemidji Area Office	192	61.3%	25.1%	13.6%	11	78	15
CASS LAKE HOSPITAL	54	65.0%	25.9%	9.1%	4	28	7
OEH & E GROUP	17	83.4%	16.6%	0.0%	1	0	0
OFFICE OF CLINICAL SUPPORT	10	76.0%	11.0%	13.0%	0	0	0
OFFICE OF PROGRAM SUPPORT	14	100.0%	0.0%	0.0%	0	1	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	92.5%	7.5%	0.0%	1	0	0
REDLAKE HOSPITAL	37	61.4%	27.3%	11.3%	3	18	5
WHITE EARTH SERV UNIT	47	24.1%	41.7%	34.2%	2	31	3

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Work/Life (continued)

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
Bemidji Area Office	263	61.7%	28.3%	10.0%	6	18	14
CASS LAKE HOSPITAL	79	53.8%	33.0%	13.3%	2	7	5
OEH & E GROUP	16	69.5%	24.5%	6.0%	1	0	1
OFFICE OF CLINICAL SUPPORT	7	26.0%	26.0%	48.1%	0	2	1
OFFICE OF PROGRAM SUPPORT	15	76.4%	11.6%	12.0%	0	1	0
OFFICE OF THE AREA DIRECTOR - Bemidji	12	78.9%	21.1%	0.0%	0	0	1
REDLAKE HOSPITAL	57	66.5%	30.4%	3.1%	1	4	2
WHITE EARTH SERV UNIT	76	62.5%	27.7%	9.8%	2	4	4

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
Bemidji Area Office	215	50.1%	42.6%	7.3%	45	9	33
CASS LAKE HOSPITAL	66	47.8%	46.0%	6.2%	13	3	12
OEH & E GROUP	11	24.5%	57.8%	17.7%	5	0	2
OFFICE OF CLINICAL SUPPORT	9	39.5%	21.2%	39.3%	0	0	1
OFFICE OF PROGRAM SUPPORT	9	58.3%	41.7%	0.0%	4	0	3
OFFICE OF THE AREA DIRECTOR - Bemidji	8	76.0%	24.0%	0.0%	2	0	3
REDLAKE HOSPITAL	48	62.0%	30.1%	7.9%	9	3	4
WHITE EARTH SERV UNIT	64	45.6%	51.4%	3.0%	12	3	7

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Work/Life (continued)

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
Bemidji Area Office	105	14.7%	69.0%	16.3%	46	79	71
CASS LAKE HOSPITAL	29	20.1%	67.3%	12.5%	13	29	23
OEH & E GROUP	6	0.0%	68.0%	32.0%	3	5	4
OFFICE OF CLINICAL SUPPORT	6	0.0%	79.7%	20.3%	3	0	1
OFFICE OF PROGRAM SUPPORT	5	0.0%	100.0%	0.0%	3	3	5
OFFICE OF THE AREA DIRECTOR - Bemidji	5	0.0%	100.0%	0.0%	2	2	4
REDLAKE HOSPITAL	22	16.2%	62.2%	21.7%	7	20	15
WHITE EARTH SERV UNIT	32	18.4%	64.6%	17.0%	15	19	19

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
Bemidji Area Office	98	14.1%	74.7%	11.2%	44	83	74
CASS LAKE HOSPITAL	28	12.1%	81.8%	6.1%	11	30	24
OEH & E GROUP	6	0.0%	68.0%	32.0%	3	5	4
OFFICE OF CLINICAL SUPPORT	7	0.0%	82.7%	17.3%	1	1	1
OFFICE OF PROGRAM SUPPORT	5	0.0%	100.0%	0.0%	3	3	5
OFFICE OF THE AREA DIRECTOR - Bemidji	4	0.0%	100.0%	0.0%	2	2	5
REDLAKE HOSPITAL	18	25.4%	69.5%	5.1%	8	22	14
WHITE EARTH SERV UNIT	30	19.6%	62.9%	17.5%	16	19	21

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Demographic Questions

Where do you work?

	%
Headquarters	3.0%
Field	97.0%

What is your supervisory status?

	%
Non-Supervisor	66.7%
Team Leader	9.9%
Supervisor	16.5%
Manager	5.0%
Senior Leader	2.0%

Are you:

	%
Male	31.0%
Female	69.0%

Are you Hispanic or Latino?

	%
Yes	2.3%
No	97.7%

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

	%
American Indian or Alaska Native	48.2%
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	0.0%
White	40.8%
Two or more races	10.0%

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

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

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	2.0%
GS 1-6	27.5%
GS 7-12	50.7%
GS 13-15	9.9%
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	9.3%

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

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

	%
Less than 1 year	5.3%
1 to 3 years	17.7%
4 to 5 years	10.0%
6 to 10 years	21.0%
11 to 14 years	16.3%
15 to 20 years	11.0%
More than 20 years	18.7%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Demographic Questions (continued)

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

	%
Less than 1 year	6.6%
1 to 3 years	20.3%
4 to 5 years	11.0%
6 to 10 years	21.9%
11 to 20 years	25.6%
More than 20 years	14.6%

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

	%
No	72.8%
Yes, to retire	6.0%
Yes, to take another job within the Federal Government	11.0%
Yes, to take another job outside the Federal Government	5.0%
Yes, other	5.3%

I am planning to retire:

	%
Within one year	3.7%
Between one and three years	8.0%
Between three and five years	14.7%
Five or more years	73.6%

What is your US military service status?

	%
No Prior Military Service	--
Currently in National Guard or Reserves	--
Retired	--
Separated or Discharged	--

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

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Bemidji Area Office
3rd Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	7.0%
No	93.0%

What is your age group?

	%
25 and under	3.0%
26-29	3.4%
30-39	24.2%
40-49	24.2%
50-59	31.3%
60 or older	13.8%

Note: Percentages for demographic questions are unweighted.