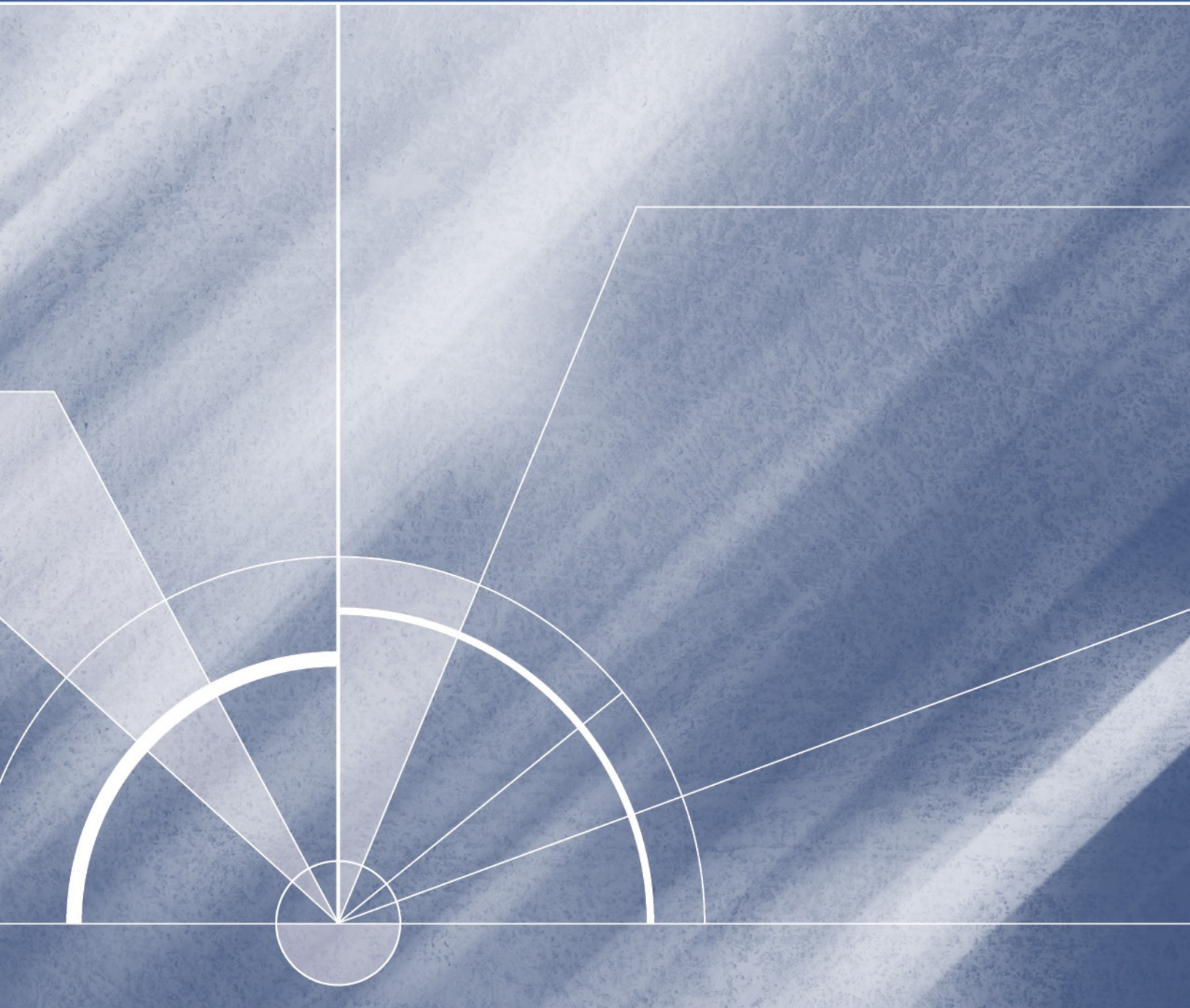


2018

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
California Area



Department of Health and Human Services

California Area

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%
California Area	66	52.0%
OFFICE OF THE AREA DIRECTOR	66	52.0%

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.

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%
California Area	66	76.6%	16.1%	7.3%
OFFICE OF THE AREA DIRECTOR	66	76.6%	16.1%	7.3%

Department of Health and Human Services
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My Work Experience (continued)

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%
California Area	66	77.2%	16.2%	6.6%
OFFICE OF THE AREA DIRECTOR	66	77.2%	16.2%	6.6%

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%
California Area	65	66.6%	19.7%	13.7%
OFFICE OF THE AREA DIRECTOR	65	66.6%	19.7%	13.7%

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%
California Area	66	82.2%	8.5%	9.3%
OFFICE OF THE AREA DIRECTOR	66	82.2%	8.5%	9.3%

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%
California Area	65	96.1%	2.6%	1.3%
OFFICE OF THE AREA DIRECTOR	65	96.1%	2.6%	1.3%

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%
California Area	66	88.3%	8.3%	3.3%
OFFICE OF THE AREA DIRECTOR	66	88.3%	8.3%	3.3%

Department of Health and Human Services
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,887	96.9%	2.2%	0.9%
INDIAN HEALTH SERVICE	4,978	95.7%	3.5%	0.8%
California Area	66	100.0%	0.0%	0.0%
OFFICE OF THE AREA DIRECTOR	66	100.0%	0.0%	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%
California Area	66	93.4%	6.6%	0.0%
OFFICE OF THE AREA DIRECTOR	66	93.4%	6.6%	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
California Area	65	54.9%	20.8%	24.4%	1
OFFICE OF THE AREA DIRECTOR	65	54.9%	20.8%	24.4%	1

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
California Area	65	72.5%	12.3%	15.2%	1
OFFICE OF THE AREA DIRECTOR	65	72.5%	12.3%	15.2%	1

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
California Area	65	67.5%	19.0%	13.5%	1
OFFICE OF THE AREA DIRECTOR	65	67.5%	19.0%	13.5%	1

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My Work Experience (continued)

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
California Area	65	93.8%	3.0%	3.3%	1
OFFICE OF THE AREA DIRECTOR	65	93.8%	3.0%	3.3%	1

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
California Area	65	98.1%	1.9%	0.0%	1
OFFICE OF THE AREA DIRECTOR	65	98.1%	1.9%	0.0%	1

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
California Area	65	89.0%	7.7%	3.4%	1
OFFICE OF THE AREA DIRECTOR	65	89.0%	7.7%	3.4%	1

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
California Area	65	85.3%	10.1%	4.5%	1
OFFICE OF THE AREA DIRECTOR	65	85.3%	10.1%	4.5%	1

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
California Area	65	85.7%	10.3%	4.1%	1
OFFICE OF THE AREA DIRECTOR	65	85.7%	10.3%	4.1%	1

Department of Health and Human Services
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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
California Area	63	58.9%	28.7%	12.5%	3
OFFICE OF THE AREA DIRECTOR	63	58.9%	28.7%	12.5%	3

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
California Area	65	51.6%	33.0%	15.3%	1
OFFICE OF THE AREA DIRECTOR	65	51.6%	33.0%	15.3%	1

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
California Area	64	88.3%	7.8%	4.0%	2
OFFICE OF THE AREA DIRECTOR	64	88.3%	7.8%	4.0%	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%
California Area	66	62.5%	29.8%	7.7%
OFFICE OF THE AREA DIRECTOR	66	62.5%	29.8%	7.7%

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
California Area	65	44.3%	39.7%	16.0%	1
OFFICE OF THE AREA DIRECTOR	65	44.3%	39.7%	16.0%	1

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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
California Area	58	48.0%	30.7%	21.3%	8
OFFICE OF THE AREA DIRECTOR	58	48.0%	30.7%	21.3%	8

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
California Area	59	29.3%	31.0%	39.7%	6
OFFICE OF THE AREA DIRECTOR	59	29.3%	31.0%	39.7%	6

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
California Area	60	31.7%	40.3%	28.0%	6
OFFICE OF THE AREA DIRECTOR	60	31.7%	40.3%	28.0%	6

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
California Area	58	42.9%	38.2%	18.9%	8
OFFICE OF THE AREA DIRECTOR	58	42.9%	38.2%	18.9%	8

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
California Area	64	70.6%	23.1%	6.3%	1
OFFICE OF THE AREA DIRECTOR	64	70.6%	23.1%	6.3%	1

Department of Health and Human Services

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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
California Area	65	63.2%	28.3%	8.5%	1
OFFICE OF THE AREA DIRECTOR	65	63.2%	28.3%	8.5%	1

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%
California Area	66	88.4%	11.6%	0.0%
OFFICE OF THE AREA DIRECTOR	66	88.4%	11.6%	0.0%

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
California Area	65	85.6%	8.3%	6.1%	1
OFFICE OF THE AREA DIRECTOR	65	85.6%	8.3%	6.1%	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
California Area	65	51.6%	30.2%	18.2%	1
OFFICE OF THE AREA DIRECTOR	65	51.6%	30.2%	18.2%	1

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
California Area	65	56.8%	30.9%	12.3%	1
OFFICE OF THE AREA DIRECTOR	65	56.8%	30.9%	12.3%	1

Department of Health and Human Services
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My Agency (continued)

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
California Area	63	37.1%	42.1%	20.8%	2
OFFICE OF THE AREA DIRECTOR	63	37.1%	42.1%	20.8%	2

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
California Area	60	31.3%	33.6%	35.1%	6
OFFICE OF THE AREA DIRECTOR	60	31.3%	33.6%	35.1%	6

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
California Area	58	44.3%	40.8%	15.0%	8
OFFICE OF THE AREA DIRECTOR	58	44.3%	40.8%	15.0%	8

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
California Area	65	74.5%	15.6%	9.8%	1
OFFICE OF THE AREA DIRECTOR	65	74.5%	15.6%	9.8%	1

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
California Area	64	70.1%	22.8%	7.0%	2
OFFICE OF THE AREA DIRECTOR	64	70.1%	22.8%	7.0%	2

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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
California Area	60	49.9%	29.5%	20.7%	6
OFFICE OF THE AREA DIRECTOR	60	49.9%	29.5%	20.7%	6

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
California Area	59	62.0%	23.8%	14.2%	7
OFFICE OF THE AREA DIRECTOR	59	62.0%	23.8%	14.2%	7

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
California Area	65	71.4%	21.1%	7.5%	1
OFFICE OF THE AREA DIRECTOR	65	71.4%	21.1%	7.5%	1

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%
California Area	65	70.7%	22.9%	6.4%
OFFICE OF THE AREA DIRECTOR	65	70.7%	22.9%	6.4%

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
California Area	62	41.4%	33.8%	24.8%	4
OFFICE OF THE AREA DIRECTOR	62	41.4%	33.8%	24.8%	4

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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
California Area	65	89.5%	5.6%	4.9%	1
OFFICE OF THE AREA DIRECTOR	65	89.5%	5.6%	4.9%	1

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
California Area	65	81.8%	8.4%	9.8%	1
OFFICE OF THE AREA DIRECTOR	65	81.8%	8.4%	9.8%	1

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
California Area	65	83.0%	9.4%	7.6%	1
OFFICE OF THE AREA DIRECTOR	65	83.0%	9.4%	7.6%	1

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
California Area	60	69.5%	26.4%	4.2%	6
OFFICE OF THE AREA DIRECTOR	60	69.5%	26.4%	4.2%	6

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
California Area	65	71.0%	13.6%	15.4%	1
OFFICE OF THE AREA DIRECTOR	65	71.0%	13.6%	15.4%	1

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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
California Area	63	78.6%	12.9%	8.5%	3
OFFICE OF THE AREA DIRECTOR	63	78.6%	12.9%	8.5%	3

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%
California Area	65	82.4%	12.2%	5.5%
OFFICE OF THE AREA DIRECTOR	65	82.4%	12.2%	5.5%

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%
California Area	65	86.9%	5.5%	7.6%
OFFICE OF THE AREA DIRECTOR	65	86.9%	5.5%	7.6%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,245	82.2%	9.2%	8.6%
INDIAN HEALTH SERVICE	4,825	69.7%	16.1%	14.2%
California Area	65	74.5%	13.4%	12.1%
OFFICE OF THE AREA DIRECTOR	65	74.5%	13.4%	12.1%

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%
California Area	64	76.3%	16.6%	7.1%
OFFICE OF THE AREA DIRECTOR	64	76.3%	16.6%	7.1%

Department of Health and Human Services

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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%
California Area	65	83.8%	10.8%	5.5%
OFFICE OF THE AREA DIRECTOR	65	83.8%	10.8%	5.5%

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
California Area	61	49.3%	35.7%	15.0%	2
OFFICE OF THE AREA DIRECTOR	61	49.3%	35.7%	15.0%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,371	61.8%	22.5%	15.7%	2,659
INDIAN HEALTH SERVICE	4,588	48.2%	28.7%	23.1%	213
California Area	60	62.2%	26.5%	11.3%	4
OFFICE OF THE AREA DIRECTOR	60	62.2%	26.5%	11.3%	4

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
California Area	60	75.8%	17.1%	7.0%	4
OFFICE OF THE AREA DIRECTOR	60	75.8%	17.1%	7.0%	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
California Area	62	80.2%	7.9%	11.9%	2
OFFICE OF THE AREA DIRECTOR	62	80.2%	7.9%	11.9%	2

Department of Health and Human Services
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Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,561	68.5%	19.9%	11.7%	2,439
INDIAN HEALTH SERVICE	4,571	55.6%	26.8%	17.6%	216
California Area	62	66.7%	22.7%	10.5%	2
OFFICE OF THE AREA DIRECTOR	62	66.7%	22.7%	10.5%	2

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
California Area	63	68.4%	19.3%	12.3%	1
OFFICE OF THE AREA DIRECTOR	63	68.4%	19.3%	12.3%	1

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
California Area	62	63.2%	22.7%	14.0%	1
OFFICE OF THE AREA DIRECTOR	62	63.2%	22.7%	14.0%	1

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
California Area	61	77.1%	13.4%	9.5%	2
OFFICE OF THE AREA DIRECTOR	61	77.1%	13.4%	9.5%	2

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
California Area	63	71.5%	15.2%	13.3%	1
OFFICE OF THE AREA DIRECTOR	63	71.5%	15.2%	13.3%	1

Department of Health and Human Services

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Leadership (continued)

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
California Area	60	60.8%	26.2%	13.0%	4
OFFICE OF THE AREA DIRECTOR	60	60.8%	26.2%	13.0%	4

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%
California Area	63	58.5%	18.9%	22.5%
OFFICE OF THE AREA DIRECTOR	63	58.5%	18.9%	22.5%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,871	57.8%	21.7%	20.5%
INDIAN HEALTH SERVICE	4,763	47.0%	27.2%	25.8%
California Area	64	52.7%	31.0%	16.3%
OFFICE OF THE AREA DIRECTOR	64	52.7%	31.0%	16.3%

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%
California Area	64	60.7%	15.2%	24.1%
OFFICE OF THE AREA DIRECTOR	64	60.7%	15.2%	24.1%

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%
California Area	64	49.1%	34.6%	16.3%
OFFICE OF THE AREA DIRECTOR	64	49.1%	34.6%	16.3%

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%
California Area	63	41.0%	26.9%	32.1%
OFFICE OF THE AREA DIRECTOR	63	41.0%	26.9%	32.1%

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%
California Area	64	62.0%	18.1%	19.9%
OFFICE OF THE AREA DIRECTOR	64	62.0%	18.1%	19.9%

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%
California Area	63	82.1%	11.3%	6.6%
OFFICE OF THE AREA DIRECTOR	63	82.1%	11.3%	6.6%

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%
California Area	64	52.3%	17.1%	30.7%
OFFICE OF THE AREA DIRECTOR	64	52.3%	17.1%	30.7%

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%
California Area	63	73.8%	14.2%	12.0%
OFFICE OF THE AREA DIRECTOR	63	73.8%	14.2%	12.0%

Department of Health and Human Services

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Work/Life

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

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Department of Health and Human Services	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%
California Area	64	9.7%	0.0%	18.5%	0.0%	8.9%
OFFICE OF THE AREA DIRECTOR	64	9.7%	0.0%	18.5%	0.0%	8.9%

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	41,700	14.0%	1.9%	6.0%	8.3%
INDIAN HEALTH SERVICE	4,673	45.7%	5.0%	17.8%	15.7%
California Area	64	27.4%	2.9%	18.1%	14.6%
OFFICE OF THE AREA DIRECTOR	64	27.4%	2.9%	18.1%	14.6%

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

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
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
California Area	39	43.2%	34.8%	22.0%	4	19	2
OFFICE OF THE AREA DIRECTOR	39	43.2%	34.8%	22.0%	4	19	2

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)

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
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
California Area	48	76.4%	14.4%	9.2%	4	7	4
OFFICE OF THE AREA DIRECTOR	48	76.4%	14.4%	9.2%	4	7	4

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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
California Area	54	50.0%	38.8%	11.1%	0	5	4
OFFICE OF THE AREA DIRECTOR	54	50.0%	38.8%	11.1%	0	5	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
California Area	43	46.5%	49.7%	3.8%	8	2	11
OFFICE OF THE AREA DIRECTOR	43	46.5%	49.7%	3.8%	8	2	11

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
California Area	24	24.2%	71.5%	4.3%	11	11	18
OFFICE OF THE AREA DIRECTOR	24	24.2%	71.5%	4.3%	11	11	18

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
California Area	20	14.7%	85.3%	0.0%	10	11	23
OFFICE OF THE AREA DIRECTOR	20	14.7%	85.3%	0.0%	10	11	23

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Demographic Questions

Where do you work?

	%
Headquarters	6.3%
Field	93.8%

What is your supervisory status?

	%
Non-Supervisor	65.6%
Team Leader	9.4%
Supervisor	15.6%
Manager	--
Senior Leader	--

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

Are you:

	%
Male	39.1%
Female	60.9%

Are you Hispanic or Latino?

	%
Yes	14.1%
No	85.9%

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

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

Note: All results are suppressed when any single demographic category has 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	0.0%
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	0.0%
Some College (no degree)	15.6%
Associate's Degree (e.g., AA, AS)	10.9%
Bachelor's Degree (e.g., BA, BS)	32.8%
Master's Degree (e.g., MA, MS, MBA)	34.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

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

What is your pay category/grade?

	%
Federal Wage System	--
GS 1-6	--
GS 7-12	64.1%
GS 13-15	20.3%
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	7.8%

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	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--

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

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	14.1%
1 to 3 years	28.1%
4 to 5 years	6.3%
6 to 10 years	17.2%
11 to 20 years	26.6%
More than 20 years	7.8%

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

	%
No	71.4%
Yes, to retire	--
Yes, to take another job within the Federal Government	17.5%
Yes, to take another job outside the Federal Government	--
Yes, other	6.3%

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

I am planning to retire:

	%
Within one year	--
Between one and three years	--
Between three and five years	--
Five or more years	--

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

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.

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Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	20.3%
No	79.7%

What is your age group?

	%
25 and under	--
26-29	--
30-39	29.7%
40-49	32.8%
50-59	25.0%
60 or older	9.4%

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

Note: Percentages for demographic questions are unweighted.