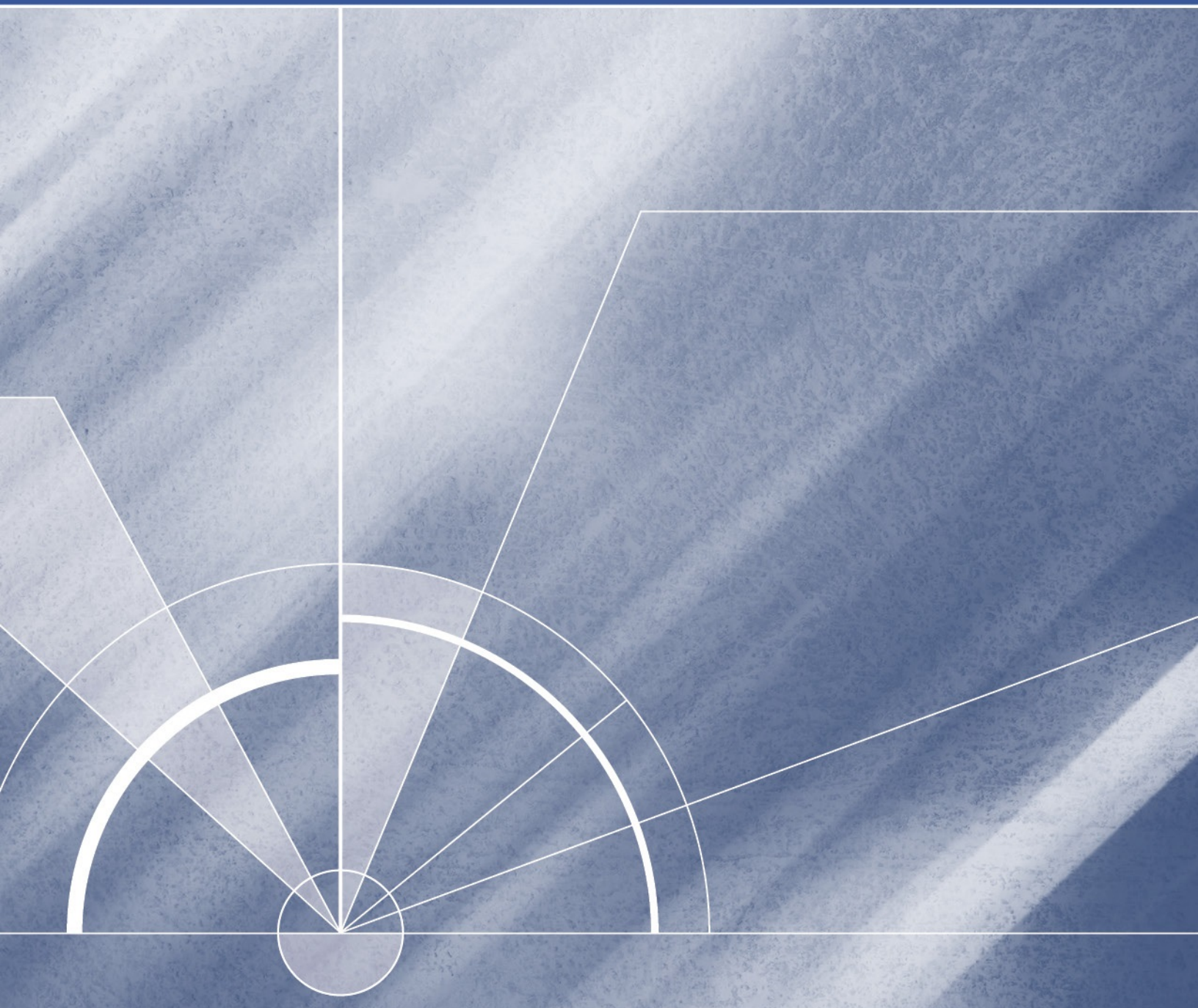


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE



Department of Health and Human Services

PHOENIX AREA INDIAN HEALTH SERVICE

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%
PHOENIX AREA INDIAN HEALTH SERVICE	757	32.0%
COLORADO RIVER SERVICE UNIT	55	32.0%
FORT YUMA SERVICE UNIT	23	43.4%
IPA / MOA PROVIDER GROUP	<10	--
KEAMS CANYON SERVICE UNIT	38	22.0%
OEH & E GROUP	27	40.9%
OFC OF ADMIN & MGMT	30	50.0%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	66.7%
OFC OF HEALTH PROGRAMS	10	45.5%
OFC OF HUMAN RESOURCES	<10	--
OFC OF MEDICAL CENTER SERVICES	<10	--
OFC OF PLANNING, EVALUATION & INFORMATION RESOURCES	<10	--
OFC OF THE AREA DIR - PHOENIX	<10	--
OFC OF TRIBAL ACTIVITIES	<10	--
OWYHEE SERVICE UNIT	12	34.3%
PHOENIX SERVICE UNIT	355	32.0%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	38.0%
REGIONAL TREATMENT CENTER	27	56.3%
SAN CARLOS SERVICE UNIT	<10	--
SCHURZ SERVICE UNIT	107	23.0%
UINTAH & OURAY SERV UNIT	19	52.8%

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
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	749	64.3%	17.7%	18.0%
COLORADO RIVER SERVICE UNIT	55	51.2%	14.3%	34.5%
FORT YUMA SERVICE UNIT	23	37.3%	26.3%	36.4%
KEAMS CANYON SERVICE UNIT	38	53.1%	19.7%	27.3%
OEH & E GROUP	27	87.6%	6.2%	6.2%
OFC OF ADMIN & MGMT	29	50.0%	16.1%	33.9%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	68.0%	25.4%	6.6%
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%
OWYHEE SERVICE UNIT	12	73.0%	10.0%	17.0%
PHOENIX SERVICE UNIT	350	65.2%	18.4%	16.4%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	56.3%	13.2%	30.5%
REGIONAL TREATMENT CENTER	27	51.7%	35.7%	12.6%
SCHURZ SERVICE UNIT	106	75.4%	13.7%	11.0%
UINTAH & OURAY SERV UNIT	19	52.9%	27.3%	19.8%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	752	69.8%	15.9%	14.3%
COLORADO RIVER SERVICE UNIT	55	53.2%	19.8%	27.0%
FORT YUMA SERVICE UNIT	23	45.8%	31.0%	23.2%
KEAMS CANYON SERVICE UNIT	37	68.6%	20.0%	11.4%
OEH & E GROUP	27	83.0%	13.9%	3.1%
OFC OF ADMIN & MGMT	30	62.9%	18.9%	18.1%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.3%	28.1%	6.6%
OFC OF HEALTH PROGRAMS	10	63.3%	36.7%	0.0%
OWYHEE SERVICE UNIT	12	66.0%	17.0%	17.0%
PHOENIX SERVICE UNIT	353	73.0%	14.4%	12.6%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	50.6%	19.2%	30.2%
REGIONAL TREATMENT CENTER	26	68.5%	15.5%	16.0%
SCHURZ SERVICE UNIT	106	73.0%	14.7%	12.3%
UINTAH & OURAY SERV UNIT	19	64.7%	4.2%	31.1%

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	743	62.4%	18.0%	19.6%
COLORADO RIVER SERVICE UNIT	55	46.0%	20.2%	33.8%
FORT YUMA SERVICE UNIT	23	42.6%	21.3%	36.0%
KEAMS CANYON SERVICE UNIT	38	53.0%	25.7%	21.4%
OEH & E GROUP	27	84.0%	16.0%	0.0%
OFC OF ADMIN & MGMT	30	52.8%	22.6%	24.6%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	50.0%	30.5%	19.6%
OFC OF HEALTH PROGRAMS	10	71.6%	21.4%	7.0%
OWYHEE SERVICE UNIT	12	75.9%	7.0%	17.0%
PHOENIX SERVICE UNIT	345	64.5%	16.8%	18.7%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	46.8%	20.2%	33.0%
REGIONAL TREATMENT CENTER	27	62.3%	25.3%	12.4%
SCHURZ SERVICE UNIT	104	64.6%	15.8%	19.6%
UINTAH & OURAY SERV UNIT	18	72.1%	8.3%	19.6%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	753	73.2%	14.3%	12.4%
COLORADO RIVER SERVICE UNIT	55	72.6%	12.1%	15.3%
FORT YUMA SERVICE UNIT	23	68.9%	10.2%	20.9%
KEAMS CANYON SERVICE UNIT	38	65.3%	15.9%	18.8%
OEH & E GROUP	26	85.7%	11.1%	3.2%
OFC OF ADMIN & MGMT	30	61.8%	13.4%	24.8%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	86.3%	13.7%	0.0%
OFC OF HEALTH PROGRAMS	10	93.0%	0.0%	7.0%
OWYHEE SERVICE UNIT	12	77.5%	22.5%	0.0%
PHOENIX SERVICE UNIT	353	71.3%	15.5%	13.2%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	73.1%	3.9%	23.0%
REGIONAL TREATMENT CENTER	27	66.2%	27.2%	6.6%
SCHURZ SERVICE UNIT	106	79.4%	13.9%	6.7%
UINTAH & OURAY SERV UNIT	19	73.1%	13.0%	13.8%

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

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,822	86.3%	9.3%	4.4%
INDIAN HEALTH SERVICE	4,961	90.0%	7.6%	2.4%
PHOENIX AREA INDIAN HEALTH SERVICE	750	88.0%	9.2%	2.8%
COLORADO RIVER SERVICE UNIT	55	85.4%	14.6%	0.0%
FORT YUMA SERVICE UNIT	23	75.5%	15.7%	8.8%
KEAMS CANYON SERVICE UNIT	38	92.4%	5.1%	2.5%
OEH & E GROUP	27	90.7%	6.2%	3.1%
OFC OF ADMIN & MGMT	30	80.2%	17.3%	2.5%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	92.9%	7.1%	0.0%
OFC OF HEALTH PROGRAMS	10	100.0%	0.0%	0.0%
OWYHEE SERVICE UNIT	12	100.0%	0.0%	0.0%
PHOENIX SERVICE UNIT	350	86.7%	10.4%	2.9%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	94.2%	0.0%	5.8%
REGIONAL TREATMENT CENTER	27	81.1%	15.5%	3.3%
SCHURZ SERVICE UNIT	105	90.9%	5.4%	3.7%
UINTAH & OURAY SERV UNIT	19	95.4%	4.6%	0.0%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	753	85.5%	9.0%	5.5%
COLORADO RIVER SERVICE UNIT	55	77.5%	8.3%	14.1%
FORT YUMA SERVICE UNIT	23	77.5%	8.1%	14.5%
KEAMS CANYON SERVICE UNIT	38	86.4%	6.6%	7.0%
OEH & E GROUP	27	88.8%	8.1%	3.1%
OFC OF ADMIN & MGMT	30	84.8%	8.9%	6.3%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	76.9%	23.1%	0.0%
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%
OWYHEE SERVICE UNIT	12	81.4%	10.0%	8.6%
PHOENIX SERVICE UNIT	353	86.1%	9.4%	4.5%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	82.0%	9.3%	8.7%
REGIONAL TREATMENT CENTER	27	87.7%	12.3%	0.0%
SCHURZ SERVICE UNIT	105	89.0%	5.5%	5.5%
UINTAH & OURAY SERV UNIT	19	95.4%	0.0%	4.6%

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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%
PHOENIX AREA INDIAN HEALTH SERVICE	753	95.8%	3.1%	1.1%
COLORADO RIVER SERVICE UNIT	54	98.5%	1.5%	0.0%
FORT YUMA SERVICE UNIT	23	100.0%	0.0%	0.0%
KEAMS CANYON SERVICE UNIT	38	97.5%	0.0%	2.5%
OEH & E GROUP	27	96.9%	3.1%	0.0%
OFC OF ADMIN & MGMT	30	93.8%	3.7%	2.5%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	81.2%	7.1%	11.7%
OFC OF HEALTH PROGRAMS	10	100.0%	0.0%	0.0%
OWYHEE SERVICE UNIT	12	100.0%	0.0%	0.0%
PHOENIX SERVICE UNIT	353	94.6%	4.0%	1.4%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	100.0%	0.0%	0.0%
REGIONAL TREATMENT CENTER	27	96.9%	3.1%	0.0%
SCHURZ SERVICE UNIT	106	96.4%	3.6%	0.0%
UINTAH & OURAY SERV UNIT	19	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%
PHOENIX AREA INDIAN HEALTH SERVICE	751	91.9%	7.4%	0.7%
COLORADO RIVER SERVICE UNIT	55	96.8%	3.2%	0.0%
FORT YUMA SERVICE UNIT	23	95.6%	4.4%	0.0%
KEAMS CANYON SERVICE UNIT	38	87.5%	10.0%	2.5%
OEH & E GROUP	27	96.9%	3.1%	0.0%
OFC OF ADMIN & MGMT	30	93.4%	4.1%	2.5%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.8%	27.8%	6.3%
OFC OF HEALTH PROGRAMS	10	100.0%	0.0%	0.0%
OWYHEE SERVICE UNIT	12	91.5%	8.5%	0.0%
PHOENIX SERVICE UNIT	351	90.5%	9.2%	0.2%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	100.0%	0.0%	0.0%
REGIONAL TREATMENT CENTER	27	90.6%	9.4%	0.0%
SCHURZ SERVICE UNIT	106	92.9%	6.1%	1.0%
UINTAH & OURAY SERV UNIT	19	95.4%	4.6%	0.0%

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

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,579	56.7%	15.7%	27.6%	104
INDIAN HEALTH SERVICE	4,924	49.8%	18.7%	31.5%	21
PHOENIX AREA INDIAN HEALTH SERVICE	742	47.0%	16.5%	36.5%	7
COLORADO RIVER SERVICE UNIT	54	46.7%	7.7%	45.7%	0
FORT YUMA SERVICE UNIT	23	43.1%	17.0%	39.9%	0
KEAMS CANYON SERVICE UNIT	38	56.1%	17.9%	26.0%	0
OEH & E GROUP	27	52.5%	11.8%	35.7%	0
OFC OF ADMIN & MGMT	30	47.2%	12.3%	40.5%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	43.2%	7.1%	49.7%	0
OFC OF HEALTH PROGRAMS	10	46.1%	24.2%	29.7%	0
OWYHEE SERVICE UNIT	11	68.9%	0.0%	31.1%	1
PHOENIX SERVICE UNIT	345	42.9%	18.8%	38.3%	4
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	56.0%	11.1%	32.9%	0
REGIONAL TREATMENT CENTER	27	39.5%	27.7%	32.8%	0
SCHURZ SERVICE UNIT	105	57.1%	13.0%	29.9%	1
UINTAH & OURAY SERV UNIT	18	11.3%	50.0%	38.8%	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
PHOENIX AREA INDIAN HEALTH SERVICE	749	60.9%	18.1%	21.0%	0
COLORADO RIVER SERVICE UNIT	54	57.3%	11.6%	31.2%	0
FORT YUMA SERVICE UNIT	23	65.5%	1.6%	32.9%	0
KEAMS CANYON SERVICE UNIT	38	70.3%	15.6%	14.1%	0
OEH & E GROUP	26	56.6%	21.9%	21.5%	0
OFC OF ADMIN & MGMT	30	50.1%	23.1%	26.7%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	51.9%	16.4%	31.7%	0
OFC OF HEALTH PROGRAMS	10	58.9%	31.2%	9.9%	0
OWYHEE SERVICE UNIT	12	63.0%	10.0%	27.0%	0
PHOENIX SERVICE UNIT	350	59.6%	20.3%	20.1%	0
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	67.0%	14.9%	18.1%	0
REGIONAL TREATMENT CENTER	27	46.2%	23.8%	30.1%	0
SCHURZ SERVICE UNIT	106	68.5%	14.6%	16.9%	0
UINTAH & OURAY SERV UNIT	19	66.3%	10.6%	23.1%	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
PHOENIX AREA INDIAN HEALTH SERVICE	738	61.5%	21.1%	17.4%	4
COLORADO RIVER SERVICE UNIT	54	48.0%	31.4%	20.6%	1
FORT YUMA SERVICE UNIT	22	48.6%	19.3%	32.1%	0
KEAMS CANYON SERVICE UNIT	37	68.8%	17.2%	14.0%	1
OEH & E GROUP	25	80.9%	15.8%	3.3%	0
OFC OF ADMIN & MGMT	30	39.2%	25.8%	35.0%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	56.6%	36.8%	6.6%	0
OFC OF HEALTH PROGRAMS	10	63.3%	29.7%	7.0%	0
OWYHEE SERVICE UNIT	12	74.3%	8.5%	17.1%	0
PHOENIX SERVICE UNIT	343	59.6%	22.5%	17.8%	2
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	70.8%	9.7%	19.5%	0
REGIONAL TREATMENT CENTER	26	47.2%	25.6%	27.2%	0
SCHURZ SERVICE UNIT	107	71.3%	14.9%	13.8%	0
UINTAH & OURAY SERV UNIT	19	72.6%	22.8%	4.6%	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
PHOENIX AREA INDIAN HEALTH SERVICE	746	83.8%	11.2%	5.1%	4
COLORADO RIVER SERVICE UNIT	55	86.0%	5.8%	8.1%	0
FORT YUMA SERVICE UNIT	23	81.4%	9.5%	9.1%	0
KEAMS CANYON SERVICE UNIT	38	89.2%	5.6%	5.2%	0
OEH & E GROUP	26	96.8%	3.2%	0.0%	0
OFC OF ADMIN & MGMT	30	76.0%	13.8%	10.2%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	63.1%	36.9%	0.0%	0
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%	0
OWYHEE SERVICE UNIT	11	90.7%	9.3%	0.0%	1
PHOENIX SERVICE UNIT	349	82.7%	12.7%	4.5%	3
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	86.4%	3.5%	10.2%	0
REGIONAL TREATMENT CENTER	26	76.8%	23.2%	0.0%	0
SCHURZ SERVICE UNIT	106	85.7%	9.4%	4.9%	0
UINTAH & OURAY SERV UNIT	19	77.2%	13.0%	9.8%	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
PHOENIX AREA INDIAN HEALTH SERVICE	753	94.4%	3.8%	1.8%	0
COLORADO RIVER SERVICE UNIT	55	90.1%	9.9%	0.0%	0
FORT YUMA SERVICE UNIT	23	87.1%	4.3%	8.6%	0
KEAMS CANYON SERVICE UNIT	38	100.0%	0.0%	0.0%	0
OEH & E GROUP	27	96.9%	3.1%	0.0%	0
OFC OF ADMIN & MGMT	29	79.5%	13.9%	6.6%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	92.9%	7.1%	0.0%	0
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%	0
OWYHEE SERVICE UNIT	12	100.0%	0.0%	0.0%	0
PHOENIX SERVICE UNIT	353	96.0%	1.9%	2.1%	0
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	93.8%	6.2%	0.0%	0
REGIONAL TREATMENT CENTER	27	91.7%	8.3%	0.0%	0
SCHURZ SERVICE UNIT	107	96.5%	2.9%	0.6%	0
UINTAH & OURAY SERV UNIT	19	87.5%	12.5%	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
PHOENIX AREA INDIAN HEALTH SERVICE	750	62.2%	14.5%	23.3%	4
COLORADO RIVER SERVICE UNIT	53	72.5%	10.8%	16.7%	0
FORT YUMA SERVICE UNIT	23	43.7%	8.6%	47.7%	0
KEAMS CANYON SERVICE UNIT	38	77.3%	15.8%	6.8%	0
OEH & E GROUP	27	68.3%	17.4%	14.3%	0
OFC OF ADMIN & MGMT	30	64.3%	9.7%	25.9%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	81.2%	7.1%	11.7%	0
OFC OF HEALTH PROGRAMS	10	71.6%	19.8%	8.7%	0
OWYHEE SERVICE UNIT	12	67.4%	15.5%	17.1%	0
PHOENIX SERVICE UNIT	351	55.6%	16.6%	27.8%	3
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	79.3%	9.7%	11.0%	0
REGIONAL TREATMENT CENTER	27	68.1%	15.1%	16.8%	0
SCHURZ SERVICE UNIT	107	68.1%	12.2%	19.7%	0
UINTAH & OURAY SERV UNIT	18	33.5%	9.9%	56.5%	1

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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
PHOENIX AREA INDIAN HEALTH SERVICE	743	66.4%	16.4%	17.1%	9
COLORADO RIVER SERVICE UNIT	53	67.9%	8.0%	24.1%	2
FORT YUMA SERVICE UNIT	22	70.2%	25.3%	4.5%	0
KEAMS CANYON SERVICE UNIT	38	53.4%	16.6%	30.0%	0
OEH & E GROUP	27	71.5%	24.9%	3.6%	0
OFC OF ADMIN & MGMT	30	73.8%	10.4%	15.8%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	74.9%	25.1%	0.0%	0
OFC OF HEALTH PROGRAMS	10	57.1%	21.6%	21.4%	0
OWYHEE SERVICE UNIT	12	57.3%	15.7%	27.0%	0
PHOENIX SERVICE UNIT	348	61.3%	19.1%	19.6%	4
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	65.4%	13.6%	20.9%	0
REGIONAL TREATMENT CENTER	24	72.5%	13.3%	14.1%	2
SCHURZ SERVICE UNIT	107	77.6%	13.3%	9.1%	0
UINTAH & OURAY SERV UNIT	18	91.1%	0.0%	8.9%	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
PHOENIX AREA INDIAN HEALTH SERVICE	750	80.7%	14.7%	4.6%	3
COLORADO RIVER SERVICE UNIT	55	81.3%	17.3%	1.5%	0
FORT YUMA SERVICE UNIT	23	82.3%	17.7%	0.0%	0
KEAMS CANYON SERVICE UNIT	38	76.7%	11.4%	11.9%	0
OEH & E GROUP	27	87.0%	6.2%	6.8%	0
OFC OF ADMIN & MGMT	30	83.5%	9.7%	6.8%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	57.7%	42.3%	0.0%	0
OFC OF HEALTH PROGRAMS	10	84.3%	15.7%	0.0%	0
OWYHEE SERVICE UNIT	12	82.9%	8.6%	8.5%	0
PHOENIX SERVICE UNIT	351	78.7%	16.7%	4.6%	2
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	68.7%	25.0%	6.2%	0
REGIONAL TREATMENT CENTER	27	76.7%	18.8%	4.5%	0
SCHURZ SERVICE UNIT	105	87.3%	9.2%	3.5%	1
UINTAH & OURAY SERV UNIT	19	87.8%	4.3%	7.9%	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
PHOENIX AREA INDIAN HEALTH SERVICE	738	60.9%	19.0%	20.2%	12
COLORADO RIVER SERVICE UNIT	55	62.4%	12.4%	25.2%	0
FORT YUMA SERVICE UNIT	23	44.7%	20.7%	34.6%	0
KEAMS CANYON SERVICE UNIT	38	57.0%	25.6%	17.4%	0
OEH & E GROUP	27	78.5%	18.4%	3.1%	0
OFC OF ADMIN & MGMT	29	53.3%	16.9%	29.8%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	74.6%	18.8%	6.6%	0
OFC OF HEALTH PROGRAMS	10	49.7%	29.0%	21.4%	0
OWYHEE SERVICE UNIT	12	56.0%	25.5%	18.5%	0
PHOENIX SERVICE UNIT	342	60.3%	20.6%	19.1%	7
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	42.4%	22.5%	35.1%	1
REGIONAL TREATMENT CENTER	25	56.7%	20.1%	23.2%	2
SCHURZ SERVICE UNIT	106	67.5%	13.1%	19.4%	1
UINTAH & OURAY SERV UNIT	19	60.0%	19.5%	20.5%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	748	55.8%	21.7%	22.4%	7
COLORADO RIVER SERVICE UNIT	53	48.5%	17.7%	33.9%	1
FORT YUMA SERVICE UNIT	23	37.6%	39.5%	22.9%	0
KEAMS CANYON SERVICE UNIT	38	49.5%	26.1%	24.4%	0
OEH & E GROUP	27	86.2%	9.2%	4.6%	0
OFC OF ADMIN & MGMT	30	33.0%	29.7%	37.3%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	49.9%	29.4%	20.8%	0
OFC OF HEALTH PROGRAMS	10	63.1%	19.9%	17.0%	0
OWYHEE SERVICE UNIT	12	54.5%	19.9%	25.5%	0
PHOENIX SERVICE UNIT	352	56.6%	20.5%	22.9%	3
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	61.8%	0.0%	38.2%	1
REGIONAL TREATMENT CENTER	25	55.2%	44.8%	0.0%	1
SCHURZ SERVICE UNIT	107	60.3%	23.2%	16.6%	0
UINTAH & OURAY SERV UNIT	18	55.6%	19.6%	24.8%	1

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Health and Human Services	42,342	73.9%	12.3%	13.8%	575
INDIAN HEALTH SERVICE	4,910	76.0%	12.4%	11.6%	76
PHOENIX AREA INDIAN HEALTH SERVICE	743	74.1%	12.6%	13.4%	12
COLORADO RIVER SERVICE UNIT	53	67.0%	10.2%	22.8%	2
FORT YUMA SERVICE UNIT	23	79.6%	12.2%	8.2%	0
KEAMS CANYON SERVICE UNIT	38	57.4%	23.6%	19.0%	0
OEH & E GROUP	26	95.3%	4.7%	0.0%	1
OFC OF ADMIN & MGMT	30	83.8%	6.8%	9.4%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	74.9%	25.1%	0.0%	0
OFC OF HEALTH PROGRAMS	10	78.6%	0.0%	21.4%	0
OWYHEE SERVICE UNIT	12	57.3%	7.0%	35.6%	0
PHOENIX SERVICE UNIT	348	70.7%	13.6%	15.7%	6
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	70.5%	15.3%	14.1%	0
REGIONAL TREATMENT CENTER	25	77.8%	14.8%	7.4%	1
SCHURZ SERVICE UNIT	106	83.7%	11.1%	5.2%	1
UINTAH & OURAY SERV UNIT	19	85.7%	9.4%	5.0%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,866	79.8%	11.2%	9.0%
INDIAN HEALTH SERVICE	4,971	63.8%	18.8%	17.5%
PHOENIX AREA INDIAN HEALTH SERVICE	751	63.0%	18.9%	18.1%
COLORADO RIVER SERVICE UNIT	55	60.7%	15.8%	23.5%
FORT YUMA SERVICE UNIT	23	50.8%	16.7%	32.5%
KEAMS CANYON SERVICE UNIT	38	64.2%	17.7%	18.2%
OEH & E GROUP	27	70.0%	17.4%	12.6%
OFC OF ADMIN & MGMT	30	75.9%	17.7%	6.4%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.5%	34.5%	0.0%
OFC OF HEALTH PROGRAMS	10	88.9%	11.1%	0.0%
OWYHEE SERVICE UNIT	12	55.9%	17.0%	27.1%
PHOENIX SERVICE UNIT	351	59.2%	21.4%	19.4%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	41.4%	24.2%	34.4%
REGIONAL TREATMENT CENTER	26	65.3%	14.2%	20.5%
SCHURZ SERVICE UNIT	106	73.9%	13.1%	13.0%
UINTAH & OURAY SERV UNIT	19	57.4%	19.4%	23.2%

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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
PHOENIX AREA INDIAN HEALTH SERVICE	739	41.3%	26.1%	32.5%	14
COLORADO RIVER SERVICE UNIT	52	27.1%	18.8%	54.1%	2
FORT YUMA SERVICE UNIT	23	30.0%	27.4%	42.5%	0
KEAMS CANYON SERVICE UNIT	37	33.5%	38.2%	28.3%	1
OEH & E GROUP	26	39.3%	24.7%	36.0%	1
OFC OF ADMIN & MGMT	30	41.1%	26.8%	32.0%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	24.0%	28.6%	47.4%	0
OFC OF HEALTH PROGRAMS	10	58.9%	11.1%	30.0%	0
OWYHEE SERVICE UNIT	11	34.8%	26.3%	38.9%	1
PHOENIX SERVICE UNIT	346	42.0%	27.9%	30.1%	7
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	46.3%	14.0%	39.7%	0
REGIONAL TREATMENT CENTER	26	39.2%	37.0%	23.8%	0
SCHURZ SERVICE UNIT	107	51.1%	20.7%	28.1%	0
UINTAH & OURAY SERV UNIT	18	42.2%	19.0%	38.8%	1

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
PHOENIX AREA INDIAN HEALTH SERVICE	715	38.0%	30.6%	31.4%	36
COLORADO RIVER SERVICE UNIT	51	30.6%	31.7%	37.7%	4
FORT YUMA SERVICE UNIT	22	29.6%	33.1%	37.3%	1
KEAMS CANYON SERVICE UNIT	34	35.3%	24.3%	40.4%	3
OEH & E GROUP	25	46.8%	37.3%	15.8%	1
OFC OF ADMIN & MGMT	29	31.7%	33.5%	34.7%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	31.7%	21.0%	0
OFC OF HEALTH PROGRAMS	9	56.2%	15.7%	28.1%	1
OWYHEE SERVICE UNIT	11	26.1%	24.5%	49.4%	1
PHOENIX SERVICE UNIT	341	35.9%	31.1%	33.0%	11
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	16	36.8%	29.7%	33.5%	3
REGIONAL TREATMENT CENTER	24	39.8%	27.3%	33.0%	2
SCHURZ SERVICE UNIT	103	46.8%	27.9%	25.3%	4
UINTAH & OURAY SERV UNIT	18	45.8%	25.3%	28.9%	1

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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
PHOENIX AREA INDIAN HEALTH SERVICE	717	27.8%	26.8%	45.3%	32
COLORADO RIVER SERVICE UNIT	54	21.2%	22.3%	56.5%	1
FORT YUMA SERVICE UNIT	21	24.8%	25.7%	49.6%	0
KEAMS CANYON SERVICE UNIT	33	35.5%	13.4%	51.1%	4
OEH & E GROUP	25	38.7%	39.6%	21.7%	2
OFC OF ADMIN & MGMT	25	36.4%	24.5%	39.1%	5
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	31.4%	47.5%	21.0%	0
OFC OF HEALTH PROGRAMS	8	34.5%	30.9%	34.6%	2
OWYHEE SERVICE UNIT	12	23.3%	14.0%	62.7%	0
PHOENIX SERVICE UNIT	341	27.0%	27.4%	45.6%	10
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	5.8%	26.8%	67.4%	0
REGIONAL TREATMENT CENTER	24	38.0%	30.7%	31.2%	3
SCHURZ SERVICE UNIT	104	29.7%	23.0%	47.3%	2
UINTAH & OURAY SERV UNIT	18	17.8%	35.9%	46.3%	1

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
PHOENIX AREA INDIAN HEALTH SERVICE	734	36.4%	29.5%	34.1%	17
COLORADO RIVER SERVICE UNIT	53	23.4%	33.1%	43.5%	2
FORT YUMA SERVICE UNIT	22	29.1%	29.6%	41.2%	0
KEAMS CANYON SERVICE UNIT	36	33.0%	36.7%	30.3%	1
OEH & E GROUP	27	45.2%	32.7%	22.1%	0
OFC OF ADMIN & MGMT	29	28.2%	37.2%	34.6%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	52.2%	26.8%	21.0%	0
OFC OF HEALTH PROGRAMS	10	16.0%	56.9%	27.2%	0
OWYHEE SERVICE UNIT	12	38.9%	15.5%	45.6%	0
PHOENIX SERVICE UNIT	345	36.0%	28.2%	35.9%	8
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	16.2%	44.2%	39.6%	0
REGIONAL TREATMENT CENTER	23	52.3%	29.6%	18.1%	3
SCHURZ SERVICE UNIT	104	41.6%	23.5%	34.8%	3
UINTAH & OURAY SERV UNIT	19	43.6%	33.6%	22.7%	0

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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
PHOENIX AREA INDIAN HEALTH SERVICE	725	41.3%	27.6%	31.1%	27
COLORADO RIVER SERVICE UNIT	51	31.1%	19.8%	49.0%	4
FORT YUMA SERVICE UNIT	23	33.1%	27.4%	39.5%	0
KEAMS CANYON SERVICE UNIT	36	31.3%	31.1%	37.6%	2
OEH & E GROUP	27	61.6%	26.0%	12.4%	0
OFC OF ADMIN & MGMT	29	29.7%	36.1%	34.2%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	43.4%	9.4%	0
OFC OF HEALTH PROGRAMS	9	33.2%	49.6%	17.2%	1
OWYHEE SERVICE UNIT	10	27.0%	28.8%	44.3%	2
PHOENIX SERVICE UNIT	341	41.5%	26.7%	31.8%	11
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	17	52.6%	24.0%	23.4%	2
REGIONAL TREATMENT CENTER	24	55.6%	13.9%	30.5%	2
SCHURZ SERVICE UNIT	107	42.4%	29.6%	28.0%	0
UINTAH & OURAY SERV UNIT	17	30.8%	39.7%	29.5%	2

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
PHOENIX AREA INDIAN HEALTH SERVICE	751	61.6%	21.0%	17.4%	5
COLORADO RIVER SERVICE UNIT	55	62.3%	21.7%	16.0%	0
FORT YUMA SERVICE UNIT	23	41.1%	27.5%	31.4%	0
KEAMS CANYON SERVICE UNIT	38	58.1%	28.0%	13.9%	0
OEH & E GROUP	27	84.6%	9.1%	6.3%	0
OFC OF ADMIN & MGMT	30	50.3%	17.2%	32.5%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	39.8%	13.0%	0
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%	0
OWYHEE SERVICE UNIT	12	65.8%	17.0%	17.1%	0
PHOENIX SERVICE UNIT	351	60.5%	21.2%	18.2%	3
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	29.6%	45.4%	25.0%	0
REGIONAL TREATMENT CENTER	25	62.7%	16.3%	21.0%	2
SCHURZ SERVICE UNIT	107	69.2%	16.6%	14.3%	0
UINTAH & OURAY SERV UNIT	19	54.1%	32.2%	13.8%	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
PHOENIX AREA INDIAN HEALTH SERVICE	740	57.5%	25.1%	17.4%	12
COLORADO RIVER SERVICE UNIT	55	45.0%	21.8%	33.2%	0
FORT YUMA SERVICE UNIT	23	47.2%	21.7%	31.1%	0
KEAMS CANYON SERVICE UNIT	37	57.2%	31.5%	11.3%	1
OEH & E GROUP	27	71.8%	22.0%	6.1%	0
OFC OF ADMIN & MGMT	30	50.2%	29.7%	20.1%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	34.8%	0.0%	0
OFC OF HEALTH PROGRAMS	9	71.9%	18.6%	9.5%	1
OWYHEE SERVICE UNIT	12	50.4%	41.1%	8.5%	0
PHOENIX SERVICE UNIT	345	58.5%	24.5%	17.0%	6
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	17	46.2%	28.9%	24.9%	2
REGIONAL TREATMENT CENTER	25	66.2%	14.9%	18.9%	2
SCHURZ SERVICE UNIT	106	53.9%	29.1%	17.0%	0
UINTAH & OURAY SERV UNIT	19	77.8%	9.2%	13.0%	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%
PHOENIX AREA INDIAN HEALTH SERVICE	754	75.5%	21.0%	3.5%
COLORADO RIVER SERVICE UNIT	55	75.3%	15.3%	9.4%
FORT YUMA SERVICE UNIT	23	61.0%	25.7%	13.2%
KEAMS CANYON SERVICE UNIT	38	76.5%	23.5%	0.0%
OEH & E GROUP	27	79.9%	20.1%	0.0%
OFC OF ADMIN & MGMT	29	94.3%	5.7%	0.0%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	68.3%	31.7%	0.0%
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%
OWYHEE SERVICE UNIT	12	65.8%	25.7%	8.5%
PHOENIX SERVICE UNIT	354	72.5%	23.9%	3.6%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	55.5%	44.5%	0.0%
REGIONAL TREATMENT CENTER	27	75.4%	24.6%	0.0%
SCHURZ SERVICE UNIT	106	85.9%	11.4%	2.7%
UINTAH & OURAY SERV UNIT	19	82.0%	13.8%	4.2%

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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
PHOENIX AREA INDIAN HEALTH SERVICE	745	76.0%	16.5%	7.6%	8
COLORADO RIVER SERVICE UNIT	55	74.2%	13.9%	11.9%	0
FORT YUMA SERVICE UNIT	23	65.3%	12.2%	22.5%	0
KEAMS CANYON SERVICE UNIT	38	76.4%	19.0%	4.6%	0
OEH & E GROUP	27	76.3%	23.7%	0.0%	0
OFC OF ADMIN & MGMT	29	75.7%	18.9%	5.4%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	61.7%	25.4%	12.9%	0
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%	0
OWYHEE SERVICE UNIT	11	90.7%	0.0%	9.3%	1
PHOENIX SERVICE UNIT	349	75.6%	16.7%	7.6%	4
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	61.8%	19.9%	18.3%	0
REGIONAL TREATMENT CENTER	27	62.3%	24.6%	13.2%	0
SCHURZ SERVICE UNIT	103	86.6%	9.1%	4.3%	3
UINTAH & OURAY SERV UNIT	19	69.0%	31.0%	0.0%	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
PHOENIX AREA INDIAN HEALTH SERVICE	731	46.0%	29.8%	24.2%	11
COLORADO RIVER SERVICE UNIT	55	31.8%	29.8%	38.4%	0
FORT YUMA SERVICE UNIT	21	25.5%	30.6%	43.9%	0
KEAMS CANYON SERVICE UNIT	37	40.9%	39.6%	19.5%	1
OEH & E GROUP	25	57.8%	31.2%	11.0%	1
OFC OF ADMIN & MGMT	29	48.1%	19.3%	32.6%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	40.5%	59.5%	0.0%	0
OFC OF HEALTH PROGRAMS	10	62.9%	11.4%	25.6%	0
OWYHEE SERVICE UNIT	12	40.5%	25.4%	34.0%	0
PHOENIX SERVICE UNIT	341	47.3%	29.6%	23.1%	6
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	31.5%	38.7%	29.9%	0
REGIONAL TREATMENT CENTER	24	38.1%	42.8%	19.1%	2
SCHURZ SERVICE UNIT	106	51.3%	25.1%	23.7%	0
UINTAH & OURAY SERV UNIT	18	46.1%	25.5%	28.3%	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
PHOENIX AREA INDIAN HEALTH SERVICE	721	42.8%	26.2%	31.0%	18
COLORADO RIVER SERVICE UNIT	55	30.4%	22.0%	47.6%	0
FORT YUMA SERVICE UNIT	21	31.9%	22.1%	46.0%	0
KEAMS CANYON SERVICE UNIT	38	41.3%	38.4%	20.4%	0
OEH & E GROUP	25	53.4%	30.2%	16.4%	1
OFC OF ADMIN & MGMT	27	27.5%	27.8%	44.7%	2
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.5%	46.5%	0.0%	0
OFC OF HEALTH PROGRAMS	9	59.3%	31.2%	9.5%	1
OWYHEE SERVICE UNIT	11	18.7%	54.8%	26.4%	1
PHOENIX SERVICE UNIT	337	44.3%	24.6%	31.2%	9
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	40.9%	30.0%	29.1%	0
REGIONAL TREATMENT CENTER	25	46.8%	18.8%	34.5%	1
SCHURZ SERVICE UNIT	102	45.8%	25.0%	29.1%	2
UINTAH & OURAY SERV UNIT	18	56.9%	10.4%	32.8%	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
PHOENIX AREA INDIAN HEALTH SERVICE	707	33.7%	32.4%	33.9%	28
COLORADO RIVER SERVICE UNIT	52	18.4%	31.4%	50.2%	2
FORT YUMA SERVICE UNIT	21	27.3%	13.6%	59.1%	0
KEAMS CANYON SERVICE UNIT	38	26.3%	48.4%	25.3%	0
OEH & E GROUP	25	43.6%	41.2%	15.2%	1
OFC OF ADMIN & MGMT	28	23.7%	33.4%	42.9%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	53.1%	18.6%	28.3%	0
OFC OF HEALTH PROGRAMS	9	23.0%	59.8%	17.2%	1
OWYHEE SERVICE UNIT	12	17.1%	58.8%	24.1%	0
PHOENIX SERVICE UNIT	329	35.6%	30.9%	33.6%	15
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	13.8%	33.4%	52.7%	0
REGIONAL TREATMENT CENTER	24	34.6%	28.0%	37.4%	2
SCHURZ SERVICE UNIT	99	39.9%	31.0%	29.0%	5
UINTAH & OURAY SERV UNIT	18	43.8%	36.7%	19.6%	1

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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
PHOENIX AREA INDIAN HEALTH SERVICE	694	29.0%	33.5%	37.5%	44
COLORADO RIVER SERVICE UNIT	51	21.1%	31.3%	47.6%	3
FORT YUMA SERVICE UNIT	18	29.1%	28.9%	42.0%	3
KEAMS CANYON SERVICE UNIT	34	33.2%	33.7%	33.0%	4
OEH & E GROUP	24	24.2%	39.3%	36.6%	2
OFC OF ADMIN & MGMT	27	15.0%	38.0%	47.0%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	33.8%	56.2%	10.0%	0
OFC OF HEALTH PROGRAMS	9	43.6%	26.6%	29.8%	1
OWYHEE SERVICE UNIT	12	30.2%	35.7%	34.0%	0
PHOENIX SERVICE UNIT	330	29.4%	32.3%	38.3%	17
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	15	31.1%	49.4%	19.6%	4
REGIONAL TREATMENT CENTER	21	31.9%	39.4%	28.6%	4
SCHURZ SERVICE UNIT	101	30.7%	29.7%	39.6%	5
UINTAH & OURAY SERV UNIT	19	27.7%	28.4%	43.8%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	700	49.2%	33.1%	17.6%	41
COLORADO RIVER SERVICE UNIT	50	50.3%	27.6%	22.0%	5
FORT YUMA SERVICE UNIT	19	39.3%	24.9%	35.8%	2
KEAMS CANYON SERVICE UNIT	35	48.9%	30.0%	21.0%	3
OEH & E GROUP	22	56.9%	22.4%	20.6%	4
OFC OF ADMIN & MGMT	29	31.3%	33.5%	35.3%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	59.2%	40.8%	0.0%	0
OFC OF HEALTH PROGRAMS	9	71.6%	28.4%	0.0%	1
OWYHEE SERVICE UNIT	12	40.4%	42.6%	17.0%	0
PHOENIX SERVICE UNIT	329	46.5%	35.3%	18.2%	17
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	31.9%	50.8%	17.3%	0
REGIONAL TREATMENT CENTER	24	54.4%	38.3%	7.3%	3
SCHURZ SERVICE UNIT	101	61.2%	25.8%	13.0%	4
UINTAH & OURAY SERV UNIT	18	52.8%	30.0%	17.2%	1

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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
PHOENIX AREA INDIAN HEALTH SERVICE	736	75.6%	15.6%	8.8%	3
COLORADO RIVER SERVICE UNIT	55	88.0%	6.9%	5.1%	0
FORT YUMA SERVICE UNIT	21	71.3%	4.8%	23.9%	0
KEAMS CANYON SERVICE UNIT	38	88.1%	9.4%	2.5%	0
OEH & E GROUP	26	83.7%	12.4%	3.8%	0
OFC OF ADMIN & MGMT	29	67.4%	21.7%	10.9%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	92.9%	7.1%	0.0%	0
OFC OF HEALTH PROGRAMS	10	91.3%	8.7%	0.0%	0
OWYHEE SERVICE UNIT	12	66.1%	27.0%	7.0%	0
PHOENIX SERVICE UNIT	341	69.8%	18.9%	11.3%	2
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	68.9%	21.4%	9.7%	0
REGIONAL TREATMENT CENTER	27	78.0%	13.3%	8.7%	0
SCHURZ SERVICE UNIT	106	82.4%	13.9%	3.7%	0
UINTAH & OURAY SERV UNIT	19	62.5%	15.8%	21.7%	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
PHOENIX AREA INDIAN HEALTH SERVICE	732	67.4%	17.8%	14.8%	6
COLORADO RIVER SERVICE UNIT	55	78.5%	8.0%	13.5%	0
FORT YUMA SERVICE UNIT	21	65.7%	25.1%	9.2%	0
KEAMS CANYON SERVICE UNIT	37	64.4%	27.0%	8.6%	1
OEH & E GROUP	26	66.2%	28.7%	5.2%	0
OFC OF ADMIN & MGMT	28	60.4%	17.8%	21.7%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	68.3%	31.7%	0.0%	0
OFC OF HEALTH PROGRAMS	10	66.5%	33.5%	0.0%	0
OWYHEE SERVICE UNIT	11	51.7%	29.5%	18.8%	0
PHOENIX SERVICE UNIT	340	58.3%	20.2%	21.5%	4
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	55.1%	22.9%	22.1%	0
REGIONAL TREATMENT CENTER	27	89.1%	6.4%	4.5%	0
SCHURZ SERVICE UNIT	106	90.9%	8.2%	0.9%	0
UINTAH & OURAY SERV UNIT	18	60.7%	15.6%	23.7%	0

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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
PHOENIX AREA INDIAN HEALTH SERVICE	708	49.0%	25.3%	25.8%	32
COLORADO RIVER SERVICE UNIT	53	56.7%	13.2%	30.1%	2
FORT YUMA SERVICE UNIT	21	35.4%	22.6%	42.0%	0
KEAMS CANYON SERVICE UNIT	35	39.0%	32.7%	28.3%	2
OEH & E GROUP	25	51.8%	34.0%	14.2%	1
OFC OF ADMIN & MGMT	26	30.3%	37.3%	32.5%	3
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	53.8%	46.2%	0.0%	1
OFC OF HEALTH PROGRAMS	9	79.6%	10.9%	9.5%	1
OWYHEE SERVICE UNIT	12	59.0%	15.6%	25.4%	0
PHOENIX SERVICE UNIT	333	48.5%	25.2%	26.4%	13
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	23.6%	31.8%	44.6%	0
REGIONAL TREATMENT CENTER	21	58.7%	32.6%	8.8%	5
SCHURZ SERVICE UNIT	103	52.9%	21.6%	25.5%	3
UINTAH & OURAY SERV UNIT	19	40.2%	27.4%	32.4%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	692	57.2%	27.6%	15.2%	46
COLORADO RIVER SERVICE UNIT	51	60.6%	22.3%	17.1%	4
FORT YUMA SERVICE UNIT	18	46.3%	31.7%	22.0%	2
KEAMS CANYON SERVICE UNIT	35	47.8%	34.8%	17.3%	3
OEH & E GROUP	22	56.2%	37.4%	6.4%	3
OFC OF ADMIN & MGMT	25	34.1%	39.2%	26.6%	4
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	71.6%	28.4%	0.0%	1
OFC OF HEALTH PROGRAMS	9	81.4%	10.9%	7.7%	1
OWYHEE SERVICE UNIT	12	66.0%	25.5%	8.5%	0
PHOENIX SERVICE UNIT	325	57.1%	27.8%	15.1%	19
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	42.1%	38.7%	19.2%	1
REGIONAL TREATMENT CENTER	22	67.1%	22.4%	10.5%	5
SCHURZ SERVICE UNIT	104	58.9%	24.9%	16.2%	2
UINTAH & OURAY SERV UNIT	19	68.1%	17.1%	14.8%	0

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	721	61.6%	27.1%	11.3%	17
COLORADO RIVER SERVICE UNIT	53	43.2%	32.9%	24.0%	1
FORT YUMA SERVICE UNIT	21	51.0%	25.3%	23.7%	0
KEAMS CANYON SERVICE UNIT	38	54.4%	30.1%	15.6%	0
OEH & E GROUP	26	76.6%	23.4%	0.0%	0
OFC OF ADMIN & MGMT	28	38.7%	45.7%	15.6%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	69.5%	30.5%	0.0%	0
OFC OF HEALTH PROGRAMS	10	76.6%	7.7%	15.7%	0
OWYHEE SERVICE UNIT	12	76.0%	15.5%	8.5%	0
PHOENIX SERVICE UNIT	331	60.8%	27.3%	11.9%	13
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	38.7%	49.0%	12.3%	0
REGIONAL TREATMENT CENTER	25	66.4%	26.4%	7.2%	1
SCHURZ SERVICE UNIT	105	73.5%	24.3%	2.2%	1
UINTAH & OURAY SERV UNIT	19	69.9%	8.9%	21.3%	0

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%
PHOENIX AREA INDIAN HEALTH SERVICE	732	63.1%	24.0%	12.9%
COLORADO RIVER SERVICE UNIT	55	58.3%	30.4%	11.3%
FORT YUMA SERVICE UNIT	21	36.6%	24.0%	39.4%
KEAMS CANYON SERVICE UNIT	37	55.7%	27.3%	17.1%
OEH & E GROUP	26	84.5%	15.5%	0.0%
OFC OF ADMIN & MGMT	29	40.7%	41.7%	17.5%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	28.1%	6.6%
OFC OF HEALTH PROGRAMS	10	84.3%	8.7%	7.0%
OWYHEE SERVICE UNIT	12	66.1%	16.9%	17.0%
PHOENIX SERVICE UNIT	342	64.0%	23.1%	12.9%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	39.2%	48.3%	12.5%
REGIONAL TREATMENT CENTER	25	53.2%	18.8%	28.0%
SCHURZ SERVICE UNIT	103	72.5%	19.1%	8.4%
UINTAH & OURAY SERV UNIT	19	60.4%	30.4%	9.2%

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PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	658	48.6%	25.9%	25.5%	77
COLORADO RIVER SERVICE UNIT	47	36.9%	22.3%	40.8%	8
FORT YUMA SERVICE UNIT	19	43.4%	19.9%	36.6%	2
KEAMS CANYON SERVICE UNIT	34	51.9%	27.8%	20.4%	3
OEH & E GROUP	22	23.8%	34.7%	41.4%	4
OFC OF ADMIN & MGMT	26	51.2%	10.8%	38.0%	3
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	35.9%	39.0%	25.0%	1
OFC OF HEALTH PROGRAMS	8	49.2%	29.3%	21.5%	2
OWYHEE SERVICE UNIT	11	44.9%	45.7%	9.5%	1
PHOENIX SERVICE UNIT	308	48.0%	29.3%	22.6%	35
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	47.3%	24.1%	28.6%	1
REGIONAL TREATMENT CENTER	22	45.2%	17.3%	37.5%	4
SCHURZ SERVICE UNIT	95	60.0%	16.4%	23.6%	9
UINTAH & OURAY SERV UNIT	18	49.2%	41.4%	9.3%	1

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
PHOENIX AREA INDIAN HEALTH SERVICE	730	69.4%	14.2%	16.4%	4
COLORADO RIVER SERVICE UNIT	53	69.1%	10.5%	20.4%	1
FORT YUMA SERVICE UNIT	21	69.5%	17.1%	13.4%	0
KEAMS CANYON SERVICE UNIT	36	57.6%	26.0%	16.4%	0
OEH & E GROUP	26	96.8%	3.2%	0.0%	0
OFC OF ADMIN & MGMT	28	64.4%	14.8%	20.8%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	71.9%	16.4%	11.7%	0
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%	0
OWYHEE SERVICE UNIT	12	74.5%	8.5%	17.0%	0
PHOENIX SERVICE UNIT	342	67.5%	14.4%	18.1%	1
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	75.2%	9.9%	14.9%	0
REGIONAL TREATMENT CENTER	25	63.1%	30.2%	6.7%	0
SCHURZ SERVICE UNIT	106	70.0%	14.3%	15.7%	0
UINTAH & OURAY SERV UNIT	18	73.7%	5.4%	20.9%	1

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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
PHOENIX AREA INDIAN HEALTH SERVICE	729	62.3%	19.9%	17.8%	6
COLORADO RIVER SERVICE UNIT	54	61.1%	17.9%	21.0%	0
FORT YUMA SERVICE UNIT	21	45.3%	24.7%	30.0%	0
KEAMS CANYON SERVICE UNIT	36	56.0%	30.4%	13.6%	0
OEH & E GROUP	26	95.5%	1.3%	3.3%	0
OFC OF ADMIN & MGMT	29	47.4%	16.7%	35.9%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.6%	22.8%	11.7%	0
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%	0
OWYHEE SERVICE UNIT	12	64.5%	18.5%	17.0%	0
PHOENIX SERVICE UNIT	340	61.7%	20.1%	18.2%	4
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	43.0%	24.8%	32.2%	0
REGIONAL TREATMENT CENTER	25	67.1%	29.5%	3.5%	0
SCHURZ SERVICE UNIT	105	61.0%	21.2%	17.8%	1
UINTAH & OURAY SERV UNIT	18	71.2%	19.1%	9.7%	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
PHOENIX AREA INDIAN HEALTH SERVICE	723	61.5%	19.1%	19.4%	8
COLORADO RIVER SERVICE UNIT	51	56.2%	11.7%	32.1%	2
FORT YUMA SERVICE UNIT	21	45.3%	24.8%	29.9%	0
KEAMS CANYON SERVICE UNIT	36	47.2%	34.5%	18.4%	0
OEH & E GROUP	26	96.7%	3.3%	0.0%	0
OFC OF ADMIN & MGMT	28	56.4%	18.4%	25.2%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.9%	23.1%	18.0%	0
OFC OF HEALTH PROGRAMS	10	73.0%	19.9%	7.0%	0
OWYHEE SERVICE UNIT	12	57.5%	7.0%	35.5%	0
PHOENIX SERVICE UNIT	340	61.6%	19.3%	19.2%	2
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	41.6%	31.9%	26.5%	0
REGIONAL TREATMENT CENTER	25	71.5%	25.1%	3.5%	0
SCHURZ SERVICE UNIT	104	60.4%	18.8%	20.8%	2
UINTAH & OURAY SERV UNIT	18	67.2%	23.1%	9.7%	1

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	693	58.6%	23.9%	17.5%	39
COLORADO RIVER SERVICE UNIT	48	59.6%	24.7%	15.7%	5
FORT YUMA SERVICE UNIT	21	50.3%	31.2%	18.5%	0
KEAMS CANYON SERVICE UNIT	35	53.2%	31.8%	15.0%	0
OEH & E GROUP	25	85.8%	6.8%	7.4%	1
OFC OF ADMIN & MGMT	27	51.5%	22.3%	26.2%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	52.8%	0.0%	0
OFC OF HEALTH PROGRAMS	8	65.4%	25.7%	8.9%	2
OWYHEE SERVICE UNIT	12	57.5%	25.5%	17.0%	0
PHOENIX SERVICE UNIT	326	57.1%	23.6%	19.3%	18
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	43.6%	38.8%	17.5%	1
REGIONAL TREATMENT CENTER	23	64.1%	32.1%	3.8%	2
SCHURZ SERVICE UNIT	99	60.0%	19.5%	20.5%	7
UINTAH & OURAY SERV UNIT	18	60.5%	18.6%	20.9%	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
PHOENIX AREA INDIAN HEALTH SERVICE	728	59.1%	19.6%	21.3%	6
COLORADO RIVER SERVICE UNIT	54	47.6%	23.5%	29.0%	0
FORT YUMA SERVICE UNIT	21	37.7%	34.2%	28.1%	0
KEAMS CANYON SERVICE UNIT	34	56.1%	31.1%	12.8%	1
OEH & E GROUP	26	86.9%	9.9%	3.2%	0
OFC OF ADMIN & MGMT	29	61.6%	12.2%	26.2%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.5%	39.8%	6.6%	0
OFC OF HEALTH PROGRAMS	10	73.0%	19.9%	7.0%	0
OWYHEE SERVICE UNIT	12	57.5%	17.0%	25.5%	0
PHOENIX SERVICE UNIT	341	58.1%	18.6%	23.3%	3
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	35.8%	22.6%	41.7%	0
REGIONAL TREATMENT CENTER	25	66.7%	26.2%	7.1%	0
SCHURZ SERVICE UNIT	105	60.8%	16.9%	22.3%	1
UINTAH & OURAY SERV UNIT	18	71.7%	10.3%	18.0%	1

Department of Health and Human Services
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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
PHOENIX AREA INDIAN HEALTH SERVICE	718	59.7%	19.7%	20.6%	13
COLORADO RIVER SERVICE UNIT	52	49.1%	22.6%	28.3%	2
FORT YUMA SERVICE UNIT	21	38.9%	22.5%	38.6%	0
KEAMS CANYON SERVICE UNIT	36	40.7%	41.5%	17.9%	0
OEH & E GROUP	26	88.3%	6.6%	5.2%	0
OFC OF ADMIN & MGMT	29	57.4%	17.4%	25.2%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	34.8%	0.0%	0
OFC OF HEALTH PROGRAMS	10	74.2%	9.9%	15.9%	0
OWYHEE SERVICE UNIT	12	64.5%	18.5%	17.0%	0
PHOENIX SERVICE UNIT	333	58.8%	20.1%	21.1%	8
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	46.7%	18.4%	34.9%	0
REGIONAL TREATMENT CENTER	24	55.8%	36.8%	7.4%	1
SCHURZ SERVICE UNIT	105	66.7%	10.8%	22.5%	0
UINTAH & OURAY SERV UNIT	17	64.0%	21.0%	15.0%	2

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%
PHOENIX AREA INDIAN HEALTH SERVICE	728	69.4%	15.7%	14.9%
COLORADO RIVER SERVICE UNIT	53	65.5%	12.6%	21.8%
FORT YUMA SERVICE UNIT	21	69.4%	6.6%	24.1%
KEAMS CANYON SERVICE UNIT	36	68.1%	17.3%	14.6%
OEH & E GROUP	25	90.3%	6.3%	3.5%
OFC OF ADMIN & MGMT	29	68.5%	6.3%	25.2%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	62.9%	25.4%	11.7%
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%
OWYHEE SERVICE UNIT	11	61.1%	29.5%	9.3%
PHOENIX SERVICE UNIT	342	68.8%	17.0%	14.2%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	64.2%	9.0%	26.8%
REGIONAL TREATMENT CENTER	25	67.0%	29.5%	3.5%
SCHURZ SERVICE UNIT	105	66.6%	16.3%	17.0%
UINTAH & OURAY SERV UNIT	19	76.8%	13.6%	9.6%

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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%
PHOENIX AREA INDIAN HEALTH SERVICE	730	73.7%	13.2%	13.1%
COLORADO RIVER SERVICE UNIT	54	76.3%	11.4%	12.3%
FORT YUMA SERVICE UNIT	21	66.5%	14.5%	19.0%
KEAMS CANYON SERVICE UNIT	36	68.4%	19.6%	11.9%
OEH & E GROUP	25	96.6%	3.4%	0.0%
OFC OF ADMIN & MGMT	29	64.7%	18.2%	17.1%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	71.9%	28.1%	0.0%
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%
OWYHEE SERVICE UNIT	11	61.1%	29.5%	9.3%
PHOENIX SERVICE UNIT	343	73.8%	11.6%	14.6%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	73.8%	9.4%	16.8%
REGIONAL TREATMENT CENTER	25	77.7%	14.3%	8.0%
SCHURZ SERVICE UNIT	106	70.9%	15.3%	13.8%
UINTAH & OURAY SERV UNIT	18	67.7%	22.2%	10.0%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	729	68.4%	17.0%	14.7%
COLORADO RIVER SERVICE UNIT	53	63.8%	12.3%	23.9%
FORT YUMA SERVICE UNIT	21	68.0%	18.0%	14.0%
KEAMS CANYON SERVICE UNIT	36	56.4%	28.9%	14.8%
OEH & E GROUP	24	100.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	29	62.1%	21.8%	16.1%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	81.2%	7.1%	11.7%
OFC OF HEALTH PROGRAMS	10	67.6%	25.4%	7.0%
OWYHEE SERVICE UNIT	11	72.1%	0.0%	27.9%
PHOENIX SERVICE UNIT	343	67.4%	18.5%	14.1%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	52.6%	14.5%	33.0%
REGIONAL TREATMENT CENTER	25	67.6%	17.3%	15.1%
SCHURZ SERVICE UNIT	106	69.3%	15.4%	15.3%
UINTAH & OURAY SERV UNIT	19	73.1%	26.9%	0.0%

Department of Health and Human Services
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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,222	73.7%	13.6%	12.6%
INDIAN HEALTH SERVICE	4,832	62.8%	18.6%	18.7%
PHOENIX AREA INDIAN HEALTH SERVICE	731	60.6%	19.6%	19.8%
COLORADO RIVER SERVICE UNIT	54	50.2%	20.7%	29.1%
FORT YUMA SERVICE UNIT	21	46.2%	25.2%	28.6%
KEAMS CANYON SERVICE UNIT	36	54.6%	22.7%	22.7%
OEH & E GROUP	25	83.5%	16.5%	0.0%
OFC OF ADMIN & MGMT	29	56.8%	10.6%	32.6%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	68.0%	32.0%	0.0%
OFC OF HEALTH PROGRAMS	10	81.9%	11.1%	7.0%
OWYHEE SERVICE UNIT	11	61.1%	0.0%	38.9%
PHOENIX SERVICE UNIT	344	60.8%	21.2%	18.0%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	40.9%	42.3%	16.8%
REGIONAL TREATMENT CENTER	25	67.0%	20.9%	12.1%
SCHURZ SERVICE UNIT	105	62.1%	13.4%	24.5%
UINTAH & OURAY SERV UNIT	19	53.3%	19.9%	26.8%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	732	61.8%	23.4%	14.7%
COLORADO RIVER SERVICE UNIT	54	52.7%	21.6%	25.7%
FORT YUMA SERVICE UNIT	21	50.9%	24.0%	25.1%
KEAMS CANYON SERVICE UNIT	36	62.0%	19.6%	18.4%
OEH & E GROUP	26	90.2%	9.8%	0.0%
OFC OF ADMIN & MGMT	29	63.8%	18.5%	17.7%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	34.8%	0.0%
OFC OF HEALTH PROGRAMS	9	80.4%	12.0%	7.6%
OWYHEE SERVICE UNIT	11	61.1%	10.9%	27.9%
PHOENIX SERVICE UNIT	344	59.5%	25.5%	15.1%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	36.9%	56.9%	6.2%
REGIONAL TREATMENT CENTER	25	81.3%	15.2%	3.5%
SCHURZ SERVICE UNIT	106	64.3%	22.8%	13.0%
UINTAH & OURAY SERV UNIT	19	63.4%	18.5%	18.1%

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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
PHOENIX AREA INDIAN HEALTH SERVICE	705	39.9%	31.2%	28.9%	21
COLORADO RIVER SERVICE UNIT	52	26.1%	30.9%	43.0%	1
FORT YUMA SERVICE UNIT	21	27.4%	22.8%	49.8%	0
KEAMS CANYON SERVICE UNIT	33	47.2%	31.9%	20.9%	2
OEH & E GROUP	26	46.2%	24.2%	29.6%	0
OFC OF ADMIN & MGMT	29	36.9%	24.4%	38.7%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	40.5%	31.8%	27.7%	0
OFC OF HEALTH PROGRAMS	10	65.5%	18.8%	15.7%	0
OWYHEE SERVICE UNIT	12	31.9%	51.1%	17.0%	0
PHOENIX SERVICE UNIT	323	36.8%	33.7%	29.5%	15
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	29.0%	28.2%	42.8%	0
REGIONAL TREATMENT CENTER	25	46.8%	28.2%	25.0%	0
SCHURZ SERVICE UNIT	104	46.0%	31.7%	22.2%	2
UINTAH & OURAY SERV UNIT	19	69.1%	12.9%	18.0%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	688	46.8%	30.4%	22.8%	37
COLORADO RIVER SERVICE UNIT	51	34.9%	24.1%	41.0%	2
FORT YUMA SERVICE UNIT	21	29.1%	22.3%	48.6%	0
KEAMS CANYON SERVICE UNIT	33	38.8%	36.8%	24.4%	1
OEH & E GROUP	24	60.8%	26.0%	13.2%	2
OFC OF ADMIN & MGMT	27	37.1%	28.9%	34.0%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.9%	34.8%	6.3%	0
OFC OF HEALTH PROGRAMS	8	68.3%	11.4%	20.3%	2
OWYHEE SERVICE UNIT	12	38.9%	37.1%	24.0%	0
PHOENIX SERVICE UNIT	319	45.6%	31.0%	23.4%	21
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	37.1%	38.5%	24.4%	1
REGIONAL TREATMENT CENTER	24	58.3%	26.5%	15.3%	1
SCHURZ SERVICE UNIT	101	53.2%	33.8%	13.0%	5
UINTAH & OURAY SERV UNIT	18	67.7%	13.5%	18.8%	0

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	689	56.1%	25.6%	18.2%	33
COLORADO RIVER SERVICE UNIT	50	53.3%	31.2%	15.5%	2
FORT YUMA SERVICE UNIT	21	32.3%	35.2%	32.5%	0
KEAMS CANYON SERVICE UNIT	35	52.9%	33.7%	13.3%	0
OEH & E GROUP	25	73.1%	17.9%	9.0%	1
OFC OF ADMIN & MGMT	25	43.3%	38.7%	18.0%	4
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	34.8%	18.0%	0
OFC OF HEALTH PROGRAMS	10	84.3%	15.7%	0.0%	0
OWYHEE SERVICE UNIT	12	54.5%	18.5%	27.0%	0
PHOENIX SERVICE UNIT	320	56.1%	23.1%	20.8%	18
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	45.2%	26.5%	28.3%	1
REGIONAL TREATMENT CENTER	24	56.8%	31.2%	12.0%	1
SCHURZ SERVICE UNIT	98	57.7%	26.5%	15.8%	5
UINTAH & OURAY SERV UNIT	18	71.3%	11.6%	17.2%	1

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
PHOENIX AREA INDIAN HEALTH SERVICE	706	49.3%	27.0%	23.7%	16
COLORADO RIVER SERVICE UNIT	52	33.2%	27.4%	39.4%	1
FORT YUMA SERVICE UNIT	20	41.3%	14.4%	44.3%	0
KEAMS CANYON SERVICE UNIT	34	49.5%	34.7%	15.9%	0
OEH & E GROUP	26	75.2%	21.6%	3.3%	0
OFC OF ADMIN & MGMT	28	35.1%	27.8%	37.1%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	41.1%	11.7%	0
OFC OF HEALTH PROGRAMS	10	84.3%	0.0%	15.7%	0
OWYHEE SERVICE UNIT	12	57.5%	25.4%	17.0%	0
PHOENIX SERVICE UNIT	325	49.1%	27.8%	23.1%	11
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	38.4%	34.1%	27.5%	0
REGIONAL TREATMENT CENTER	25	46.8%	33.6%	19.7%	0
SCHURZ SERVICE UNIT	104	47.9%	26.9%	25.3%	2
UINTAH & OURAY SERV UNIT	19	64.6%	9.0%	26.4%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	681	50.5%	26.9%	22.6%	44
COLORADO RIVER SERVICE UNIT	47	33.4%	31.0%	35.6%	5
FORT YUMA SERVICE UNIT	20	30.9%	19.3%	49.7%	1
KEAMS CANYON SERVICE UNIT	33	48.4%	27.8%	23.8%	2
OEH & E GROUP	25	72.4%	17.3%	10.3%	1
OFC OF ADMIN & MGMT	29	40.2%	23.2%	36.6%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	34.8%	18.0%	0
OFC OF HEALTH PROGRAMS	10	73.2%	11.1%	15.7%	0
OWYHEE SERVICE UNIT	11	52.0%	38.7%	9.3%	1
PHOENIX SERVICE UNIT	315	51.2%	27.4%	21.4%	24
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	39.4%	37.7%	22.8%	0
REGIONAL TREATMENT CENTER	23	57.4%	23.7%	18.9%	2
SCHURZ SERVICE UNIT	98	52.4%	26.9%	20.7%	7
UINTAH & OURAY SERV UNIT	19	60.3%	17.5%	22.2%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	697	46.4%	26.8%	26.8%	29
COLORADO RIVER SERVICE UNIT	52	25.5%	30.0%	44.6%	1
FORT YUMA SERVICE UNIT	20	30.9%	14.4%	54.7%	1
KEAMS CANYON SERVICE UNIT	34	41.7%	36.3%	22.0%	1
OEH & E GROUP	26	71.0%	19.3%	9.8%	0
OFC OF ADMIN & MGMT	28	38.4%	24.2%	37.4%	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.9%	22.8%	18.3%	0
OFC OF HEALTH PROGRAMS	10	73.2%	11.1%	15.7%	0
OWYHEE SERVICE UNIT	11	62.8%	27.9%	9.3%	1
PHOENIX SERVICE UNIT	319	47.0%	27.4%	25.5%	20
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	30.4%	24.5%	45.1%	0
REGIONAL TREATMENT CENTER	24	46.0%	32.5%	21.5%	1
SCHURZ SERVICE UNIT	103	45.1%	27.5%	27.4%	3
UINTAH & OURAY SERV UNIT	19	60.4%	13.2%	26.4%	0

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	685	47.7%	27.0%	25.3%	26
COLORADO RIVER SERVICE UNIT	52	24.1%	34.5%	41.4%	1
FORT YUMA SERVICE UNIT	19	26.3%	20.6%	53.1%	1
KEAMS CANYON SERVICE UNIT	34	40.4%	34.1%	25.5%	1
OEH & E GROUP	26	72.3%	11.1%	16.5%	0
OFC OF ADMIN & MGMT	27	40.3%	25.1%	34.6%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.9%	29.4%	11.7%	0
OFC OF HEALTH PROGRAMS	10	84.3%	0.0%	15.7%	0
OWYHEE SERVICE UNIT	11	55.2%	35.5%	9.3%	0
PHOENIX SERVICE UNIT	314	49.2%	26.7%	24.1%	16
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	29.3%	31.4%	39.3%	0
REGIONAL TREATMENT CENTER	22	50.3%	23.1%	26.6%	1
SCHURZ SERVICE UNIT	101	46.0%	32.8%	21.2%	4
UINTAH & OURAY SERV UNIT	18	57.7%	9.5%	32.8%	0

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
PHOENIX AREA INDIAN HEALTH SERVICE	673	52.1%	27.8%	20.1%	52
COLORADO RIVER SERVICE UNIT	51	37.6%	26.2%	36.2%	2
FORT YUMA SERVICE UNIT	20	29.4%	34.6%	36.1%	0
KEAMS CANYON SERVICE UNIT	32	46.0%	35.7%	18.3%	3
OEH & E GROUP	26	69.2%	10.5%	20.3%	0
OFC OF ADMIN & MGMT	28	48.6%	26.7%	24.7%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	11	73.9%	26.1%	0.0%	1
OFC OF HEALTH PROGRAMS	10	74.4%	18.6%	7.0%	0
OWYHEE SERVICE UNIT	11	33.7%	38.0%	28.4%	1
PHOENIX SERVICE UNIT	303	50.2%	29.9%	19.9%	35
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	50.0%	21.1%	28.9%	0
REGIONAL TREATMENT CENTER	23	59.0%	32.6%	8.4%	2
SCHURZ SERVICE UNIT	99	57.9%	25.5%	16.7%	7
UINTAH & OURAY SERV UNIT	19	69.4%	12.1%	18.5%	0

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	702	54.1%	27.8%	18.1%	22
COLORADO RIVER SERVICE UNIT	51	50.9%	19.3%	29.8%	1
FORT YUMA SERVICE UNIT	20	25.1%	44.3%	30.6%	0
KEAMS CANYON SERVICE UNIT	33	52.5%	28.1%	19.4%	2
OEH & E GROUP	26	56.0%	26.3%	17.8%	0
OFC OF ADMIN & MGMT	28	45.7%	18.8%	35.5%	1
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	34.8%	0.0%	0
OFC OF HEALTH PROGRAMS	10	63.8%	29.1%	7.0%	0
OWYHEE SERVICE UNIT	12	47.5%	35.4%	17.1%	0
PHOENIX SERVICE UNIT	323	51.0%	31.3%	17.7%	16
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	58.4%	23.6%	18.0%	0
REGIONAL TREATMENT CENTER	25	67.7%	22.1%	10.1%	0
SCHURZ SERVICE UNIT	104	65.2%	19.5%	15.3%	1
UINTAH & OURAY SERV UNIT	18	56.1%	28.8%	15.1%	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
PHOENIX AREA INDIAN HEALTH SERVICE	651	47.6%	32.8%	19.7%	72
COLORADO RIVER SERVICE UNIT	50	28.4%	43.2%	28.4%	3
FORT YUMA SERVICE UNIT	17	24.5%	26.5%	49.0%	3
KEAMS CANYON SERVICE UNIT	30	54.7%	23.6%	21.7%	5
OEH & E GROUP	24	45.0%	30.9%	24.1%	2
OFC OF ADMIN & MGMT	26	42.2%	31.9%	25.9%	3
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	34.8%	0.0%	0
OFC OF HEALTH PROGRAMS	9	46.5%	45.8%	7.7%	1
OWYHEE SERVICE UNIT	12	38.9%	43.9%	17.1%	0
PHOENIX SERVICE UNIT	299	47.9%	32.6%	19.5%	38
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	18	44.4%	32.0%	23.6%	1
REGIONAL TREATMENT CENTER	23	46.7%	23.2%	30.1%	2
SCHURZ SERVICE UNIT	97	56.1%	30.4%	13.5%	8
UINTAH & OURAY SERV UNIT	17	49.4%	39.5%	11.2%	2

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
3rd Level Subagency Comparison Report

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%
PHOENIX AREA INDIAN HEALTH SERVICE	724	51.0%	25.0%	24.0%
COLORADO RIVER SERVICE UNIT	53	39.1%	14.6%	46.3%
FORT YUMA SERVICE UNIT	20	37.4%	39.7%	22.8%
KEAMS CANYON SERVICE UNIT	35	44.5%	31.5%	24.0%
OEH & E GROUP	26	65.9%	27.5%	6.6%
OFC OF ADMIN & MGMT	29	45.0%	38.2%	16.8%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.9%	46.1%	0.0%
OFC OF HEALTH PROGRAMS	10	50.5%	23.8%	25.6%
OWYHEE SERVICE UNIT	12	39.6%	34.7%	25.7%
PHOENIX SERVICE UNIT	338	51.0%	23.8%	25.2%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	41.8%	22.2%	36.0%
REGIONAL TREATMENT CENTER	25	43.7%	25.9%	30.5%
SCHURZ SERVICE UNIT	105	58.8%	24.0%	17.2%
UINTAH & OURAY SERV UNIT	19	62.5%	18.5%	19.0%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	723	45.0%	26.7%	28.2%
COLORADO RIVER SERVICE UNIT	53	33.9%	30.3%	35.8%
FORT YUMA SERVICE UNIT	20	22.1%	24.3%	53.6%
KEAMS CANYON SERVICE UNIT	35	23.1%	47.2%	29.7%
OEH & E GROUP	26	60.2%	27.4%	12.4%
OFC OF ADMIN & MGMT	29	28.2%	19.8%	52.1%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.5%	29.8%	11.7%
OFC OF HEALTH PROGRAMS	10	83.0%	0.0%	17.0%
OWYHEE SERVICE UNIT	12	47.5%	35.5%	17.0%
PHOENIX SERVICE UNIT	338	45.2%	26.1%	28.7%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	50.0%	15.1%	34.9%
REGIONAL TREATMENT CENTER	25	47.2%	31.3%	21.5%
SCHURZ SERVICE UNIT	104	51.5%	25.4%	23.1%
UINTAH & OURAY SERV UNIT	19	54.5%	17.3%	28.2%

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	723	43.6%	27.9%	28.5%
COLORADO RIVER SERVICE UNIT	53	27.0%	28.7%	44.3%
FORT YUMA SERVICE UNIT	20	37.9%	24.5%	37.6%
KEAMS CANYON SERVICE UNIT	35	24.6%	48.0%	27.3%
OEH & E GROUP	26	53.2%	25.9%	20.9%
OFC OF ADMIN & MGMT	29	36.9%	24.5%	38.6%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	46.9%	46.5%	6.6%
OFC OF HEALTH PROGRAMS	10	54.4%	17.5%	28.1%
OWYHEE SERVICE UNIT	12	40.4%	33.9%	25.7%
PHOENIX SERVICE UNIT	337	44.5%	28.7%	26.8%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	36.4%	15.4%	48.2%
REGIONAL TREATMENT CENTER	25	62.8%	22.1%	15.1%
SCHURZ SERVICE UNIT	105	47.4%	22.7%	30.0%
UINTAH & OURAY SERV UNIT	19	39.9%	36.1%	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%
PHOENIX AREA INDIAN HEALTH SERVICE	721	40.4%	34.7%	24.9%
COLORADO RIVER SERVICE UNIT	53	31.8%	25.0%	43.2%
FORT YUMA SERVICE UNIT	20	33.1%	33.1%	33.8%
KEAMS CANYON SERVICE UNIT	34	31.3%	46.2%	22.5%
OEH & E GROUP	26	38.1%	40.4%	21.5%
OFC OF ADMIN & MGMT	29	22.4%	41.9%	35.7%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	47.2%	52.8%	0.0%
OFC OF HEALTH PROGRAMS	10	41.7%	42.6%	15.7%
OWYHEE SERVICE UNIT	12	31.9%	51.1%	17.0%
PHOENIX SERVICE UNIT	336	37.7%	36.2%	26.1%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	31.0%	32.9%	36.1%
REGIONAL TREATMENT CENTER	25	69.9%	20.3%	9.8%
SCHURZ SERVICE UNIT	105	52.1%	28.5%	19.4%
UINTAH & OURAY SERV UNIT	19	57.5%	24.0%	18.5%

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PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	719	40.4%	33.6%	26.0%
COLORADO RIVER SERVICE UNIT	52	34.9%	22.8%	42.3%
FORT YUMA SERVICE UNIT	20	22.7%	38.0%	39.3%
KEAMS CANYON SERVICE UNIT	35	29.5%	45.1%	25.3%
OEH & E GROUP	26	46.1%	43.6%	10.3%
OFC OF ADMIN & MGMT	27	37.2%	28.1%	34.7%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.5%	28.1%	18.3%
OFC OF HEALTH PROGRAMS	10	41.7%	42.6%	15.7%
OWYHEE SERVICE UNIT	11	44.1%	35.7%	20.2%
PHOENIX SERVICE UNIT	338	41.8%	33.3%	24.9%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	41.8%	16.5%	41.6%
REGIONAL TREATMENT CENTER	25	51.7%	23.2%	25.1%
SCHURZ SERVICE UNIT	104	39.1%	36.4%	24.5%
UINTAH & OURAY SERV UNIT	19	40.4%	45.9%	13.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,795	62.1%	22.1%	15.8%
INDIAN HEALTH SERVICE	4,761	52.7%	26.1%	21.3%
PHOENIX AREA INDIAN HEALTH SERVICE	721	51.6%	26.9%	21.5%
COLORADO RIVER SERVICE UNIT	53	31.0%	30.8%	38.2%
FORT YUMA SERVICE UNIT	20	36.9%	21.2%	41.9%
KEAMS CANYON SERVICE UNIT	34	40.4%	30.9%	28.6%
OEH & E GROUP	25	78.5%	14.6%	6.9%
OFC OF ADMIN & MGMT	28	35.3%	28.0%	36.8%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.5%	46.5%	0.0%
OFC OF HEALTH PROGRAMS	10	54.4%	29.7%	15.9%
OWYHEE SERVICE UNIT	12	47.4%	19.9%	32.7%
PHOENIX SERVICE UNIT	338	51.5%	29.0%	19.5%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	58.1%	3.9%	38.0%
REGIONAL TREATMENT CENTER	25	59.6%	16.9%	23.5%
SCHURZ SERVICE UNIT	105	64.7%	22.7%	12.6%
UINTAH & OURAY SERV UNIT	19	44.7%	33.4%	21.9%

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	721	69.5%	19.5%	11.0%
COLORADO RIVER SERVICE UNIT	52	65.1%	19.9%	15.0%
FORT YUMA SERVICE UNIT	19	54.9%	15.6%	29.5%
KEAMS CANYON SERVICE UNIT	35	65.9%	22.5%	11.6%
OEH & E GROUP	26	80.8%	7.7%	11.4%
OFC OF ADMIN & MGMT	28	64.1%	18.9%	17.1%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	58.6%	28.1%	13.3%
OFC OF HEALTH PROGRAMS	10	74.4%	18.6%	7.0%
OWYHEE SERVICE UNIT	12	73.0%	18.5%	8.5%
PHOENIX SERVICE UNIT	339	68.0%	21.9%	10.1%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	64.2%	17.6%	18.2%
REGIONAL TREATMENT CENTER	25	61.9%	27.3%	10.8%
SCHURZ SERVICE UNIT	104	78.4%	12.2%	9.4%
UINTAH & OURAY SERV UNIT	19	74.1%	21.3%	4.6%

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%
PHOENIX AREA INDIAN HEALTH SERVICE	721	55.4%	21.0%	23.7%
COLORADO RIVER SERVICE UNIT	53	52.2%	16.7%	31.1%
FORT YUMA SERVICE UNIT	19	54.2%	17.3%	28.5%
KEAMS CANYON SERVICE UNIT	35	39.4%	32.2%	28.5%
OEH & E GROUP	26	72.7%	15.9%	11.4%
OFC OF ADMIN & MGMT	28	64.8%	21.9%	13.2%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	65.2%	23.1%	11.7%
OFC OF HEALTH PROGRAMS	10	80.2%	19.8%	0.0%
OWYHEE SERVICE UNIT	12	47.5%	16.9%	35.6%
PHOENIX SERVICE UNIT	338	51.8%	22.2%	26.0%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	40.3%	30.7%	28.9%
REGIONAL TREATMENT CENTER	25	47.1%	24.9%	28.1%
SCHURZ SERVICE UNIT	104	65.8%	16.5%	17.7%
UINTAH & OURAY SERV UNIT	19	68.2%	4.2%	27.6%

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	714	56.4%	25.7%	17.9%
COLORADO RIVER SERVICE UNIT	52	39.4%	28.2%	32.4%
FORT YUMA SERVICE UNIT	20	37.3%	30.5%	32.2%
KEAMS CANYON SERVICE UNIT	34	57.5%	24.3%	18.2%
OEH & E GROUP	26	72.5%	24.2%	3.3%
OFC OF ADMIN & MGMT	29	51.6%	19.7%	28.7%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	53.5%	28.1%	18.3%
OFC OF HEALTH PROGRAMS	10	74.4%	18.6%	7.0%
OWYHEE SERVICE UNIT	12	56.0%	27.0%	17.0%
PHOENIX SERVICE UNIT	334	55.6%	26.7%	17.8%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	58.4%	20.4%	21.2%
REGIONAL TREATMENT CENTER	24	59.3%	26.3%	14.4%
SCHURZ SERVICE UNIT	102	61.6%	25.4%	13.0%
UINTAH & OURAY SERV UNIT	19	64.8%	18.5%	16.8%

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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%
PHOENIX AREA INDIAN HEALTH SERVICE	711	4.6%	1.7%	2.9%	0.9%	3.1%
COLORADO RIVER SERVICE UNIT	52	0.0%	2.8%	0.0%	0.0%	0.0%
FORT YUMA SERVICE UNIT	19	6.2%	0.0%	0.0%	0.0%	0.0%
KEAMS CANYON SERVICE UNIT	34	5.8%	0.0%	1.1%	0.0%	3.0%
OEH & E GROUP	25	13.4%	4.7%	5.0%	0.0%	0.0%
OFC OF ADMIN & MGMT	29	6.7%	0.0%	6.1%	0.0%	0.0%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	11.7%	6.6%	22.8%	0.0%	0.0%
OFC OF HEALTH PROGRAMS	10	31.2%	0.0%	60.6%	8.2%	0.0%
OWYHEE SERVICE UNIT	12	0.0%	0.0%	0.0%	0.0%	0.0%
PHOENIX SERVICE UNIT	336	2.1%	1.6%	1.4%	1.3%	5.1%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	0.0%	0.0%	5.8%	0.0%	0.0%
REGIONAL TREATMENT CENTER	25	0.0%	0.0%	0.0%	0.0%	7.7%
SCHURZ SERVICE UNIT	100	6.3%	1.9%	1.7%	0.9%	0.9%
UINTAH & OURAY SERV UNIT	18	5.8%	8.9%	0.0%	0.0%	4.5%

(continued)

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
3rd Level Subagency Comparison Report

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%
PHOENIX AREA INDIAN HEALTH SERVICE	711	48.9%	5.8%	20.6%	11.5%
COLORADO RIVER SERVICE UNIT	52	61.8%	8.6%	16.9%	9.9%
FORT YUMA SERVICE UNIT	19	55.7%	5.3%	27.6%	5.2%
KEAMS CANYON SERVICE UNIT	34	53.1%	2.9%	21.6%	12.6%
OEH & E GROUP	25	25.6%	2.9%	39.0%	9.5%
OFC OF ADMIN & MGMT	29	16.2%	10.4%	41.4%	19.2%
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	12	42.0%	0.0%	16.9%	0.0%
OFC OF HEALTH PROGRAMS	10	0.0%	0.0%	0.0%	0.0%
OWYHEE SERVICE UNIT	12	77.5%	0.0%	14.0%	8.5%
PHOENIX SERVICE UNIT	336	50.1%	5.3%	21.6%	11.7%
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	19	56.7%	6.2%	26.9%	4.4%
REGIONAL TREATMENT CENTER	25	58.9%	3.6%	6.9%	22.9%
SCHURZ SERVICE UNIT	100	54.4%	8.5%	14.5%	10.9%
UINTAH & OURAY SERV UNIT	18	40.3%	9.9%	15.4%	15.3%

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
PHOENIX AREA INDIAN HEALTH SERVICE	214	31.4%	51.4%	17.2%	32	385	72
COLORADO RIVER SERVICE UNIT	14	0.0%	85.1%	14.9%	1	26	11
FORT YUMA SERVICE UNIT	2	54.7%	45.3%	0.0%	1	17	0
KEAMS CANYON SERVICE UNIT	11	37.8%	53.1%	9.1%	0	18	6
OEH & E GROUP	9	35.5%	38.0%	26.5%	1	14	2
OFC OF ADMIN & MGMT	15	25.8%	46.1%	28.1%	2	9	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	8	44.8%	42.5%	12.8%	0	4	0
OFC OF HEALTH PROGRAMS	8	76.8%	13.0%	10.2%	1	0	0
OWYHEE SERVICE UNIT	4	47.6%	52.4%	0.0%	1	6	1
PHOENIX SERVICE UNIT	85	28.9%	50.7%	20.4%	14	197	32
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	4	24.9%	75.1%	0.0%	0	12	2
REGIONAL TREATMENT CENTER	10	39.8%	60.2%	0.0%	1	10	4
SCHURZ SERVICE UNIT	28	29.9%	49.1%	21.0%	5	59	8
UINTAH & OURAY SERV UNIT	6	19.6%	80.4%	0.0%	1	6	6

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
3rd Level Subagency Comparison Report

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
PHOENIX AREA INDIAN HEALTH SERVICE	404	54.4%	28.7%	16.9%	39	211	53
COLORADO RIVER SERVICE UNIT	35	64.3%	25.5%	10.2%	2	11	4
FORT YUMA SERVICE UNIT	3	56.6%	0.0%	43.4%	0	14	3
KEAMS CANYON SERVICE UNIT	20	57.5%	37.6%	4.9%	1	9	3
OEH & E GROUP	6	24.6%	18.0%	57.4%	0	16	4
OFC OF ADMIN & MGMT	19	65.7%	15.6%	18.8%	3	7	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	6	30.5%	56.1%	13.4%	1	5	0
OFC OF HEALTH PROGRAMS	7	55.8%	30.8%	13.4%	2	1	0
OWYHEE SERVICE UNIT	10	60.5%	0.0%	39.5%	1	0	0
PHOENIX SERVICE UNIT	176	46.0%	35.6%	18.4%	22	107	27
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	7	56.1%	33.9%	9.9%	1	8	2
REGIONAL TREATMENT CENTER	18	49.4%	26.2%	24.5%	0	2	4
SCHURZ SERVICE UNIT	68	65.5%	20.9%	13.6%	2	26	4
UINTAH & OURAY SERV UNIT	15	72.0%	15.2%	12.8%	1	1	2

Department of Health and Human Services
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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
PHOENIX AREA INDIAN HEALTH SERVICE	619	65.4%	26.1%	8.5%	24	45	29
COLORADO RIVER SERVICE UNIT	47	63.5%	22.9%	13.6%	1	3	1
FORT YUMA SERVICE UNIT	15	37.0%	56.1%	6.8%	1	4	0
KEAMS CANYON SERVICE UNIT	32	74.1%	21.7%	4.2%	0	2	1
OEH & E GROUP	16	76.6%	13.2%	10.2%	1	5	4
OFC OF ADMIN & MGMT	26	71.1%	25.8%	3.2%	2	1	0
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	10	82.6%	17.4%	0.0%	1	1	0
OFC OF HEALTH PROGRAMS	8	89.7%	0.0%	10.3%	1	0	0
OWYHEE SERVICE UNIT	12	64.5%	35.5%	0.0%	0	0	0
PHOENIX SERVICE UNIT	283	58.4%	30.6%	11.0%	11	26	16
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	17	58.4%	29.0%	12.5%	0	0	2
REGIONAL TREATMENT CENTER	23	68.9%	27.2%	3.9%	0	1	1
SCHURZ SERVICE UNIT	93	77.4%	17.1%	5.4%	5	0	4
UINTAH & OURAY SERV UNIT	18	73.8%	26.2%	0.0%	1	0	0

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	512	50.2%	43.1%	6.6%	103	27	75
COLORADO RIVER SERVICE UNIT	43	41.7%	50.0%	8.3%	7	2	1
FORT YUMA SERVICE UNIT	14	42.2%	51.9%	6.0%	3	2	1
KEAMS CANYON SERVICE UNIT	22	55.0%	41.3%	3.7%	5	3	5
OEH & E GROUP	11	65.4%	34.6%	0.0%	4	2	9
OFC OF ADMIN & MGMT	22	50.4%	44.7%	4.9%	4	1	2
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	9	65.8%	34.2%	0.0%	3	0	0
OFC OF HEALTH PROGRAMS	9	71.3%	28.7%	0.0%	1	0	0
OWYHEE SERVICE UNIT	9	11.2%	68.4%	20.4%	1	0	1
PHOENIX SERVICE UNIT	235	50.4%	44.6%	4.9%	46	14	41
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	15	42.7%	31.5%	25.8%	2	0	1
REGIONAL TREATMENT CENTER	22	63.8%	31.5%	4.7%	2	0	1
SCHURZ SERVICE UNIT	76	50.5%	38.5%	11.1%	15	2	9
UINTAH & OURAY SERV UNIT	9	41.3%	58.7%	0.0%	5	1	4

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	263	23.4%	65.7%	10.9%	107	165	184
COLORADO RIVER SERVICE UNIT	18	6.9%	81.9%	11.2%	6	15	14
FORT YUMA SERVICE UNIT	3	30.4%	69.6%	0.0%	5	7	5
KEAMS CANYON SERVICE UNIT	11	42.4%	49.2%	8.4%	5	8	11
OEH & E GROUP	2	0.0%	100.0%	0.0%	6	7	11
OFC OF ADMIN & MGMT	12	0.0%	92.1%	7.9%	5	7	5
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	5	0.0%	82.5%	17.5%	4	1	2
OFC OF HEALTH PROGRAMS	2	0.0%	100.0%	0.0%	3	2	3
OWYHEE SERVICE UNIT	3	0.0%	61.1%	38.9%	4	2	3
PHOENIX SERVICE UNIT	127	29.0%	59.7%	11.4%	44	78	87
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	12	0.0%	82.3%	17.7%	1	2	3
REGIONAL TREATMENT CENTER	13	24.7%	62.3%	13.0%	0	4	8
SCHURZ SERVICE UNIT	40	27.3%	64.2%	8.5%	16	21	26
UINTAH & OURAY SERV UNIT	5	23.4%	76.6%	0.0%	2	7	5

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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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
PHOENIX AREA INDIAN HEALTH SERVICE	258	23.9%	64.6%	11.5%	102	156	204
COLORADO RIVER SERVICE UNIT	22	18.0%	72.8%	9.2%	6	13	12
FORT YUMA SERVICE UNIT	3	67.7%	32.3%	0.0%	4	9	4
KEAMS CANYON SERVICE UNIT	13	42.4%	50.2%	7.4%	2	8	12
OEH & E GROUP	3	0.0%	100.0%	0.0%	7	7	9
OFC OF ADMIN & MGMT	11	0.0%	74.1%	25.9%	5	6	7
OFC OF ENVIRONMENTAL HEALTH & ENGINEERING	5	0.0%	100.0%	0.0%	4	1	2
OFC OF HEALTH PROGRAMS	2	0.0%	100.0%	0.0%	2	2	4
OWYHEE SERVICE UNIT	3	0.0%	27.5%	72.5%	4	1	4
PHOENIX SERVICE UNIT	123	27.5%	61.7%	10.8%	43	73	98
PHS INDIAN HEALTH CENTER, PEACH SPRINGS, AZ	11	7.3%	73.3%	19.4%	1	2	4
REGIONAL TREATMENT CENTER	12	40.8%	45.2%	14.0%	0	4	9
SCHURZ SERVICE UNIT	35	22.1%	66.7%	11.2%	18	22	28
UINTAH & OURAY SERV UNIT	6	19.8%	80.2%	0.0%	2	5	6

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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Demographic Questions

Where do you work?

	%
Headquarters	7.6%
Field	92.4%

What is your supervisory status?

	%
Non-Supervisor	65.6%
Team Leader	13.4%
Supervisor	14.1%
Manager	4.7%
Senior Leader	2.1%

Are you:

	%
Male	29.0%
Female	71.0%

Are you Hispanic or Latino?

	%
Yes	6.0%
No	94.0%

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

	%
American Indian or Alaska Native	60.9%
Asian	2.7%
Black or African American	1.7%
Native Hawaiian or Other Pacific Islander	1.1%
White	27.5%
Two or more races	6.0%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
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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	3.5%
GS 1-6	23.4%
GS 7-12	50.5%
GS 13-15	14.8%
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	7.3%

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	3.2%
1 to 3 years	17.2%
4 to 5 years	9.4%
6 to 10 years	18.9%
11 to 14 years	13.6%
15 to 20 years	14.5%
More than 20 years	23.2%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
PHOENIX AREA INDIAN HEALTH SERVICE
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	6.0%
1 to 3 years	22.3%
4 to 5 years	10.7%
6 to 10 years	18.1%
11 to 20 years	23.6%
More than 20 years	19.2%

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

	%
No	64.7%
Yes, to retire	8.1%
Yes, to take another job within the Federal Government	15.5%
Yes, to take another job outside the Federal Government	4.8%
Yes, other	6.9%

I am planning to retire:

	%
Within one year	4.1%
Between one and three years	13.0%
Between three and five years	9.3%
Five or more years	73.7%

What is your US military service status?

	%
No Prior Military Service	84.4%
Currently in National Guard or Reserves	1.0%
Retired	2.1%
Separated or Discharged	12.5%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
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Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	7.9%
No	92.1%

What is your age group?

	%
25 and under	0.8%
26-29	2.5%
30-39	16.9%
40-49	28.2%
50-59	31.3%
60 or older	20.3%

Note: Percentages for demographic questions are unweighted.