

2016

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

5th Level  
Subagency  
Comparison  
Report

Department of Defense  
WR NATIONAL MILITARY MEDICAL CENTER



**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
***5th Level Subagency Comparison Report***

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

**Response Summary**

	Surveys Completed	Response Rate
OSD, Agencies and Activities	13,597	37.2%
NCR MEDICAL DIRECTORATE	404	19.2%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>261</b>	<b>22.0%</b>
DIRECTOR FOR ADMINISTRATION	48	24.6%
DIRECTOR FOR BEHAVIORAL HLTH	21	26.3%
DIRECTOR FOR CLINICAL SPT	30	18.5%
DIRECTOR FOR DENTISTRY	14	20.0%
DIRECTOR FOR ED TNG & RSCH	16	41.0%
DIRECTOR FOR HLTHCARE OPS	8	17.8%
DIRECTOR FOR MEDICINE	32	21.5%
DIRECTOR FOR NURSING	22	11.8%
DIRECTOR FOR RESOURCE MGT	13	24.5%
DIRECTOR FOR SURGERY	28	20.4%
NICoE	14	40.0%
WR ASST CHIEF OF STAFF	15	42.9%

**New for 2016**

An embedded Microsoft® Excel® file containing your results. 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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,565	64.4%	15.2%	20.5%
NCR MEDICAL DIRECTORATE	401	49.8%	19.1%	31.1%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>258</b>	<b>50.1%</b>	<b>18.2%</b>	<b>31.7%</b>
DIRECTOR FOR ADMINISTRATION	46	49.8%	19.1%	31.1%
DIRECTOR FOR BEHAVIORAL HLTH	21	50.5%	18.3%	31.3%
DIRECTOR FOR CLINICAL SPT	30	64.3%	6.9%	28.9%
DIRECTOR FOR DENTISTRY	13	50.2%	14.7%	35.1%
DIRECTOR FOR ED TNG & RSCH	16	27.3%	10.4%	62.3%
DIRECTOR FOR MEDICINE	32	52.5%	29.1%	18.4%
DIRECTOR FOR NURSING	22	46.1%	12.3%	41.6%
DIRECTOR FOR RESOURCE MGT	13	34.0%	33.9%	32.1%
DIRECTOR FOR SURGERY	28	47.0%	16.2%	36.8%
NICoE	14	50.1%	15.3%	34.6%
WR ASST CHIEF OF STAFF	15	63.2%	22.5%	14.2%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,492	69.9%	14.7%	15.4%
NCR MEDICAL DIRECTORATE	401	71.3%	11.1%	17.6%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>259</b>	<b>71.1%</b>	<b>10.4%</b>	<b>18.5%</b>
DIRECTOR FOR ADMINISTRATION	48	66.0%	9.4%	24.5%
DIRECTOR FOR BEHAVIORAL HLTH	21	81.0%	9.9%	9.0%
DIRECTOR FOR CLINICAL SPT	30	82.3%	9.9%	7.8%
DIRECTOR FOR DENTISTRY	14	77.4%	4.1%	18.5%
DIRECTOR FOR ED TNG & RSCH	16	56.0%	29.1%	14.9%
DIRECTOR FOR MEDICINE	31	69.4%	7.2%	23.4%
DIRECTOR FOR NURSING	21	82.7%	6.0%	11.3%
DIRECTOR FOR RESOURCE MGT	13	57.0%	33.0%	10.0%
DIRECTOR FOR SURGERY	28	73.9%	3.7%	22.5%
NICoE	14	72.0%	16.5%	11.5%
WR ASST CHIEF OF STAFF	15	51.0%	22.5%	26.4%

**Department of Defense**  
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**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,400	58.9%	17.6%	23.6%
NCR MEDICAL DIRECTORATE	393	53.4%	20.7%	25.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>256</b>	<b>53.6%</b>	<b>21.1%</b>	<b>25.3%</b>
DIRECTOR FOR ADMINISTRATION	46	43.0%	22.2%	34.9%
DIRECTOR FOR BEHAVIORAL HLTH	21	59.2%	11.7%	29.1%
DIRECTOR FOR CLINICAL SPT	30	66.1%	18.2%	15.7%
DIRECTOR FOR DENTISTRY	14	36.3%	31.9%	31.9%
DIRECTOR FOR ED TNG & RSCH	16	47.0%	29.2%	23.7%
DIRECTOR FOR MEDICINE	31	55.2%	23.4%	21.4%
DIRECTOR FOR NURSING	22	50.8%	24.4%	24.8%
DIRECTOR FOR RESOURCE MGT	13	50.9%	17.0%	32.1%
DIRECTOR FOR SURGERY	27	54.4%	16.9%	28.7%
NICoE	14	54.1%	22.4%	23.5%
WR ASST CHIEF OF STAFF	14	61.0%	23.9%	15.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,491	69.8%	14.8%	15.4%
NCR MEDICAL DIRECTORATE	397	70.5%	12.5%	17.0%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>259</b>	<b>73.1%</b>	<b>11.3%</b>	<b>15.6%</b>
DIRECTOR FOR ADMINISTRATION	48	69.4%	5.0%	25.6%
DIRECTOR FOR BEHAVIORAL HLTH	21	71.5%	6.7%	21.9%
DIRECTOR FOR CLINICAL SPT	29	71.8%	7.8%	20.4%
DIRECTOR FOR DENTISTRY	14	60.0%	26.7%	13.3%
DIRECTOR FOR ED TNG & RSCH	16	81.1%	10.1%	8.9%
DIRECTOR FOR MEDICINE	32	74.7%	13.8%	11.5%
DIRECTOR FOR NURSING	21	74.0%	11.8%	14.2%
DIRECTOR FOR RESOURCE MGT	13	67.4%	21.8%	10.8%
DIRECTOR FOR SURGERY	28	77.5%	11.1%	11.3%
NICoE	14	83.2%	10.2%	6.6%
WR ASST CHIEF OF STAFF	15	90.9%	0.0%	9.1%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

**5. I like the kind of work I do.**

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,400	81.8%	11.5%	6.7%
NCR MEDICAL DIRECTORATE	397	90.5%	5.3%	4.2%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>256</b>	<b>92.8%</b>	<b>4.3%</b>	<b>2.9%</b>
DIRECTOR FOR ADMINISTRATION	48	85.5%	8.3%	6.2%
DIRECTOR FOR BEHAVIORAL HLTH	21	73.8%	21.1%	5.1%
DIRECTOR FOR CLINICAL SPT	28	91.2%	1.3%	7.5%
DIRECTOR FOR DENTISTRY	14	100.0%	0.0%	0.0%
DIRECTOR FOR ED TNG & RSCH	15	95.3%	0.0%	4.7%
DIRECTOR FOR MEDICINE	32	99.2%	0.0%	0.8%
DIRECTOR FOR NURSING	22	100.0%	0.0%	0.0%
DIRECTOR FOR RESOURCE MGT	13	84.3%	15.7%	0.0%
DIRECTOR FOR SURGERY	27	91.7%	5.3%	3.0%
NICoE	13	92.6%	7.4%	0.0%
WR ASST CHIEF OF STAFF	15	100.0%	0.0%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,441	77.7%	11.7%	10.6%
NCR MEDICAL DIRECTORATE	400	85.6%	6.9%	7.5%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>258</b>	<b>86.5%</b>	<b>6.2%</b>	<b>7.2%</b>
DIRECTOR FOR ADMINISTRATION	48	89.3%	4.0%	6.8%
DIRECTOR FOR BEHAVIORAL HLTH	20	84.7%	4.1%	11.2%
DIRECTOR FOR CLINICAL SPT	30	88.8%	4.3%	6.9%
DIRECTOR FOR DENTISTRY	14	90.7%	0.0%	9.3%
DIRECTOR FOR ED TNG & RSCH	15	84.1%	5.0%	10.9%
DIRECTOR FOR MEDICINE	32	94.0%	1.2%	4.8%
DIRECTOR FOR NURSING	22	95.2%	4.8%	0.0%
DIRECTOR FOR RESOURCE MGT	13	79.1%	16.1%	4.8%
DIRECTOR FOR SURGERY	28	84.7%	6.9%	8.5%
NICoE	14	76.5%	11.9%	11.5%
WR ASST CHIEF OF STAFF	14	54.0%	30.3%	15.7%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,504	95.9%	2.6%	1.5%
NCR MEDICAL DIRECTORATE	399	95.6%	2.7%	1.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>256</b>	<b>96.5%</b>	<b>1.6%</b>	<b>1.9%</b>
DIRECTOR FOR ADMINISTRATION	46	98.1%	1.9%	0.0%
DIRECTOR FOR BEHAVIORAL HLTH	21	97.0%	3.0%	0.0%
DIRECTOR FOR CLINICAL SPT	30	94.6%	0.0%	5.4%
DIRECTOR FOR DENTISTRY	14	100.0%	0.0%	0.0%
DIRECTOR FOR ED TNG & RSCH	16	100.0%	0.0%	0.0%
DIRECTOR FOR MEDICINE	31	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	22	100.0%	0.0%	0.0%
DIRECTOR FOR RESOURCE MGT	13	89.1%	10.9%	0.0%
DIRECTOR FOR SURGERY	27	88.8%	2.2%	9.0%
NICoE	14	100.0%	0.0%	0.0%
WR ASST CHIEF OF STAFF	15	88.4%	11.6%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,526	91.7%	6.6%	1.7%
NCR MEDICAL DIRECTORATE	400	90.6%	6.8%	2.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>258</b>	<b>89.6%</b>	<b>7.0%</b>	<b>3.4%</b>
DIRECTOR FOR ADMINISTRATION	48	93.0%	7.0%	0.0%
DIRECTOR FOR BEHAVIORAL HLTH	21	90.1%	9.9%	0.0%
DIRECTOR FOR CLINICAL SPT	30	93.4%	1.3%	5.4%
DIRECTOR FOR DENTISTRY	13	100.0%	0.0%	0.0%
DIRECTOR FOR ED TNG & RSCH	16	90.8%	9.2%	0.0%
DIRECTOR FOR MEDICINE	31	86.0%	6.7%	7.4%
DIRECTOR FOR NURSING	22	93.7%	6.3%	0.0%
DIRECTOR FOR RESOURCE MGT	12	87.8%	12.2%	0.0%
DIRECTOR FOR SURGERY	28	75.6%	15.9%	8.5%
NICoE	14	100.0%	0.0%	0.0%
WR ASST CHIEF OF STAFF	15	100.0%	0.0%	0.0%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,511	52.2%	16.3%	31.5%	40
NCR MEDICAL DIRECTORATE	401	39.1%	15.7%	45.2%	0
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>259</b>	<b>39.1%</b>	<b>15.1%</b>	<b>45.8%</b>	<b>0</b>
DIRECTOR FOR ADMINISTRATION	48	32.6%	11.8%	55.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	47.3%	4.0%	48.8%	0
DIRECTOR FOR CLINICAL SPT	28	39.2%	29.1%	31.7%	0
DIRECTOR FOR DENTISTRY	14	36.0%	9.3%	54.8%	0
DIRECTOR FOR ED TNG & RSCH	16	26.1%	19.3%	54.6%	0
DIRECTOR FOR MEDICINE	32	30.7%	6.8%	62.5%	0
DIRECTOR FOR NURSING	22	45.5%	20.2%	34.3%	0
DIRECTOR FOR RESOURCE MGT	13	50.0%	21.8%	28.2%	0
DIRECTOR FOR SURGERY	28	51.0%	19.3%	29.8%	0
NICoE	14	59.4%	5.3%	35.3%	0
WR ASST CHIEF OF STAFF	15	39.3%	17.4%	43.2%	0

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,498	61.6%	14.9%	23.5%	23
NCR MEDICAL DIRECTORATE	400	59.9%	16.7%	23.4%	0
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>259</b>	<b>62.8%</b>	<b>14.8%</b>	<b>22.4%</b>	<b>0</b>
DIRECTOR FOR ADMINISTRATION	47	52.9%	19.8%	27.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	20	67.2%	15.2%	17.7%	0
DIRECTOR FOR CLINICAL SPT	30	67.8%	14.8%	17.5%	0
DIRECTOR FOR DENTISTRY	14	77.4%	9.3%	13.3%	0
DIRECTOR FOR ED TNG & RSCH	16	72.9%	22.7%	4.4%	0
DIRECTOR FOR MEDICINE	32	53.8%	14.2%	31.9%	0
DIRECTOR FOR NURSING	22	74.0%	15.5%	10.5%	0
DIRECTOR FOR RESOURCE MGT	13	60.9%	16.9%	22.2%	0
DIRECTOR FOR SURGERY	28	71.9%	11.1%	17.0%	0
NICoE	14	66.4%	5.7%	27.9%	0
WR ASST CHIEF OF STAFF	15	51.3%	10.6%	38.1%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

***11. My talents are used well in the workplace.***

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,205	57.8%	16.0%	26.2%	61
NCR MEDICAL DIRECTORATE	391	58.8%	14.3%	26.9%	0
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>251</b>	<b>60.6%</b>	<b>12.2%</b>	<b>27.2%</b>	<b>0</b>
DIRECTOR FOR ADMINISTRATION	46	40.8%	22.9%	36.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	51.6%	7.4%	41.1%	0
DIRECTOR FOR CLINICAL SPT	28	61.5%	24.2%	14.3%	0
DIRECTOR FOR DENTISTRY	14	86.7%	0.0%	13.3%	0
DIRECTOR FOR ED TNG & RSCH	16	57.0%	14.5%	28.5%	0
DIRECTOR FOR MEDICINE	30	72.9%	1.3%	25.8%	0
DIRECTOR FOR NURSING	22	57.5%	16.6%	25.9%	0
DIRECTOR FOR RESOURCE MGT	12	51.8%	18.0%	30.1%	0
DIRECTOR FOR SURGERY	26	69.3%	7.5%	23.2%	0
NICoE	14	67.4%	5.5%	27.1%	0
WR ASST CHIEF OF STAFF	14	54.0%	19.1%	26.9%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,436	83.4%	9.6%	6.9%	43
NCR MEDICAL DIRECTORATE	399	81.9%	11.4%	6.7%	1
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>257</b>	<b>82.9%</b>	<b>10.9%</b>	<b>6.2%</b>	<b>1</b>
DIRECTOR FOR ADMINISTRATION	48	82.8%	5.2%	12.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	77.8%	14.8%	7.4%	0
DIRECTOR FOR CLINICAL SPT	30	88.2%	6.4%	5.4%	0
DIRECTOR FOR DENTISTRY	12	75.4%	14.5%	10.1%	1
DIRECTOR FOR ED TNG & RSCH	15	100.0%	0.0%	0.0%	0
DIRECTOR FOR MEDICINE	31	80.5%	15.4%	4.1%	0
DIRECTOR FOR NURSING	22	82.4%	6.9%	10.7%	0
DIRECTOR FOR RESOURCE MGT	13	78.3%	16.9%	4.8%	0
DIRECTOR FOR SURGERY	28	83.2%	14.0%	2.8%	0
NICoE	14	77.6%	22.4%	0.0%	0
WR ASST CHIEF OF STAFF	15	94.9%	5.1%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,318	88.8%	7.7%	3.5%	45
NCR MEDICAL DIRECTORATE	393	92.2%	6.0%	1.8%	0
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>254</b>	<b>92.6%</b>	<b>5.4%</b>	<b>2.1%</b>	<b>0</b>
DIRECTOR FOR ADMINISTRATION	45	93.6%	2.8%	3.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	85.2%	10.9%	4.0%	0
DIRECTOR FOR CLINICAL SPT	30	88.0%	6.7%	5.4%	0
DIRECTOR FOR DENTISTRY	14	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	16	95.6%	0.0%	4.4%	0
DIRECTOR FOR MEDICINE	32	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	21	95.7%	4.3%	0.0%	0
DIRECTOR FOR RESOURCE MGT	11	82.1%	17.9%	0.0%	0
DIRECTOR FOR SURGERY	28	83.4%	13.8%	2.8%	0
NICoE	13	100.0%	0.0%	0.0%	0
WR ASST CHIEF OF STAFF	15	100.0%	0.0%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,505	71.4%	12.5%	16.0%	37
NCR MEDICAL DIRECTORATE	401	59.5%	14.0%	26.5%	1
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>260</b>	<b>59.5%</b>	<b>12.3%</b>	<b>28.1%</b>	<b>0</b>
DIRECTOR FOR ADMINISTRATION	48	69.9%	9.0%	21.1%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	71.6%	7.3%	21.1%	0
DIRECTOR FOR CLINICAL SPT	30	62.4%	9.3%	28.3%	0
DIRECTOR FOR DENTISTRY	14	50.4%	13.3%	36.3%	0
DIRECTOR FOR ED TNG & RSCH	16	43.3%	18.8%	37.9%	0
DIRECTOR FOR MEDICINE	32	37.8%	23.0%	39.2%	0
DIRECTOR FOR NURSING	22	75.1%	2.7%	22.2%	0
DIRECTOR FOR RESOURCE MGT	13	62.1%	27.9%	10.0%	0
DIRECTOR FOR SURGERY	28	72.8%	5.3%	22.0%	0
NICoE	14	43.4%	10.8%	45.8%	0
WR ASST CHIEF OF STAFF	15	73.1%	10.6%	16.3%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,329	72.9%	12.9%	14.2%	206
NCR MEDICAL DIRECTORATE	393	71.2%	13.1%	15.7%	7
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>256</b>	<b>74.4%</b>	<b>10.6%</b>	<b>15.0%</b>	<b>4</b>
DIRECTOR FOR ADMINISTRATION	48	75.3%	9.9%	14.8%	0
DIRECTOR FOR BEHAVIORAL HLTH	20	84.1%	7.1%	8.8%	1
DIRECTOR FOR CLINICAL SPT	29	82.2%	8.8%	9.0%	1
DIRECTOR FOR DENTISTRY	13	90.3%	0.0%	9.7%	1
DIRECTOR FOR ED TNG & RSCH	16	81.6%	4.8%	13.7%	0
DIRECTOR FOR MEDICINE	32	67.5%	10.0%	22.5%	0
DIRECTOR FOR NURSING	22	83.7%	5.8%	10.5%	0
DIRECTOR FOR RESOURCE MGT	11	66.7%	6.1%	27.2%	1
DIRECTOR FOR SURGERY	28	67.1%	13.5%	19.4%	0
NICoE	14	66.1%	29.0%	4.9%	0
WR ASST CHIEF OF STAFF	15	78.5%	21.5%	0.0%	0

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,426	83.9%	11.0%	5.1%	50
NCR MEDICAL DIRECTORATE	398	79.8%	12.5%	7.7%	3
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>257</b>	<b>83.3%</b>	<b>10.1%</b>	<b>6.6%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	48	78.4%	14.0%	7.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	91.2%	4.3%	4.5%	0
DIRECTOR FOR CLINICAL SPT	30	88.8%	5.8%	5.4%	0
DIRECTOR FOR DENTISTRY	12	73.9%	4.7%	21.4%	1
DIRECTOR FOR ED TNG & RSCH	16	95.6%	0.0%	4.4%	0
DIRECTOR FOR MEDICINE	31	84.2%	9.1%	6.7%	0
DIRECTOR FOR NURSING	22	84.8%	6.7%	8.5%	0
DIRECTOR FOR RESOURCE MGT	13	67.0%	27.8%	5.2%	0
DIRECTOR FOR SURGERY	27	83.2%	7.8%	9.0%	1
NICoE	14	72.6%	27.4%	0.0%	0
WR ASST CHIEF OF STAFF	15	100.0%	0.0%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**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
OSD, Agencies and Activities	12,999	63.2%	17.6%	19.3%	511
NCR MEDICAL DIRECTORATE	381	64.1%	13.7%	22.2%	15
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>244</b>	<b>64.7%</b>	<b>14.7%</b>	<b>20.6%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	47	54.2%	15.8%	30.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	65.5%	6.3%	28.2%	0
DIRECTOR FOR CLINICAL SPT	29	76.3%	9.0%	14.8%	0
DIRECTOR FOR DENTISTRY	13	49.8%	14.7%	35.5%	0
DIRECTOR FOR ED TNG & RSCH	14	82.6%	0.0%	17.4%	2
DIRECTOR FOR MEDICINE	29	64.1%	17.5%	18.5%	1
DIRECTOR FOR NURSING	19	51.0%	17.8%	31.2%	2
DIRECTOR FOR RESOURCE MGT	12	45.0%	36.6%	18.4%	1
DIRECTOR FOR SURGERY	24	77.4%	12.5%	10.1%	3
NICoE	13	75.2%	10.9%	13.9%	1
WR ASST CHIEF OF STAFF	15	73.8%	11.6%	14.6%	0

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,402	56.2%	21.6%	22.2%	115
NCR MEDICAL DIRECTORATE	398	50.0%	18.7%	31.3%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>257</b>	<b>52.4%</b>	<b>17.8%</b>	<b>29.8%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	48	41.8%	15.5%	42.8%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	52.5%	10.4%	37.1%	0
DIRECTOR FOR CLINICAL SPT	30	74.3%	18.9%	6.8%	0
DIRECTOR FOR DENTISTRY	13	76.0%	9.3%	14.7%	0
DIRECTOR FOR ED TNG & RSCH	16	48.8%	12.8%	38.4%	0
DIRECTOR FOR MEDICINE	32	40.2%	24.2%	35.5%	0
DIRECTOR FOR NURSING	22	77.0%	6.0%	16.9%	0
DIRECTOR FOR RESOURCE MGT	12	32.8%	38.0%	29.2%	1
DIRECTOR FOR SURGERY	27	62.8%	12.8%	24.5%	1
NICoE	13	35.3%	6.0%	58.7%	1
WR ASST CHIEF OF STAFF	15	28.3%	44.6%	27.1%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	13,282	71.6%	12.1%	16.3%	291
NCR MEDICAL DIRECTORATE	384	72.2%	9.5%	18.3%	19
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>72.7%</b>	<b>9.5%</b>	<b>17.8%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	46	58.0%	8.3%	33.7%	1
DIRECTOR FOR BEHAVIORAL HLTH	18	83.7%	7.8%	8.4%	3
DIRECTOR FOR CLINICAL SPT	29	79.8%	9.3%	10.9%	1
DIRECTOR FOR DENTISTRY	13	86.1%	4.3%	9.7%	1
DIRECTOR FOR ED TNG & RSCH	14	72.7%	11.4%	16.0%	2
DIRECTOR FOR MEDICINE	30	72.1%	5.2%	22.7%	2
DIRECTOR FOR NURSING	22	75.5%	1.3%	23.1%	0
DIRECTOR FOR RESOURCE MGT	12	58.6%	23.4%	18.0%	1
DIRECTOR FOR SURGERY	28	81.7%	13.7%	4.6%	0
NICoE	14	66.2%	10.4%	23.5%	0
WR ASST CHIEF OF STAFF	15	84.4%	11.6%	4.0%	0

**My Work Unit**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,570	72.9%	13.5%	13.6%
NCR MEDICAL DIRECTORATE	401	65.2%	15.9%	18.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>261</b>	<b>67.1%</b>	<b>14.0%</b>	<b>18.9%</b>
DIRECTOR FOR ADMINISTRATION	48	56.1%	18.1%	25.7%
DIRECTOR FOR BEHAVIORAL HLTH	21	75.7%	20.3%	4.0%
DIRECTOR FOR CLINICAL SPT	30	64.8%	26.2%	9.0%
DIRECTOR FOR DENTISTRY	14	41.1%	27.0%	31.9%
DIRECTOR FOR ED TNG & RSCH	16	82.6%	4.8%	12.6%
DIRECTOR FOR MEDICINE	32	72.5%	4.9%	22.6%
DIRECTOR FOR NURSING	22	52.2%	24.6%	23.2%
DIRECTOR FOR RESOURCE MGT	13	61.7%	10.9%	27.4%
DIRECTOR FOR SURGERY	28	77.3%	2.7%	20.0%
NICoE	14	67.2%	16.4%	16.4%
WR ASST CHIEF OF STAFF	15	89.4%	5.1%	5.5%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Unit (continued)**

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,088	43.9%	26.2%	29.9%	479
NCR MEDICAL DIRECTORATE	396	41.8%	19.0%	39.2%	6
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>255</b>	<b>42.6%</b>	<b>22.3%</b>	<b>35.1%</b>	<b>4</b>
DIRECTOR FOR ADMINISTRATION	48	24.5%	16.7%	58.8%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	60.2%	20.9%	18.8%	0
DIRECTOR FOR CLINICAL SPT	29	67.5%	19.6%	12.8%	0
DIRECTOR FOR DENTISTRY	13	43.2%	37.5%	19.3%	1
DIRECTOR FOR ED TNG & RSCH	15	52.1%	25.1%	22.8%	1
DIRECTOR FOR MEDICINE	32	26.4%	25.6%	48.0%	0
DIRECTOR FOR NURSING	22	42.8%	12.6%	44.7%	0
DIRECTOR FOR RESOURCE MGT	12	31.7%	55.7%	12.5%	1
DIRECTOR FOR SURGERY	27	54.0%	20.4%	25.5%	0
NICoE	13	45.5%	17.2%	37.3%	1
WR ASST CHIEF OF STAFF	15	56.1%	18.0%	25.8%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,600	35.2%	27.7%	37.2%	899
NCR MEDICAL DIRECTORATE	368	26.2%	30.4%	43.4%	30
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>240</b>	<b>26.5%</b>	<b>30.7%</b>	<b>42.9%</b>	<b>17</b>
DIRECTOR FOR ADMINISTRATION	47	27.0%	26.2%	46.8%	1
DIRECTOR FOR BEHAVIORAL HLTH	19	18.1%	26.7%	55.2%	2
DIRECTOR FOR CLINICAL SPT	28	42.4%	30.3%	27.3%	1
DIRECTOR FOR DENTISTRY	11	59.9%	5.3%	34.9%	3
DIRECTOR FOR ED TNG & RSCH	12	41.9%	38.8%	19.4%	4
DIRECTOR FOR MEDICINE	31	12.9%	37.3%	49.7%	1
DIRECTOR FOR NURSING	22	7.2%	30.9%	61.9%	0
DIRECTOR FOR RESOURCE MGT	11	23.3%	35.8%	41.0%	2
DIRECTOR FOR SURGERY	26	30.8%	30.7%	38.6%	1
NICoE	12	39.3%	19.2%	41.5%	1
WR ASST CHIEF OF STAFF	13	38.0%	38.8%	23.2%	1

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**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
OSD, Agencies and Activities	12,219	30.3%	28.1%	41.6%	1,295
NCR MEDICAL DIRECTORATE	374	27.3%	29.8%	42.8%	28
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>243</b>	<b>26.5%</b>	<b>31.3%</b>	<b>42.2%</b>	<b>16</b>
DIRECTOR FOR ADMINISTRATION	45	20.4%	37.6%	42.0%	3
DIRECTOR FOR BEHAVIORAL HLTH	19	38.2%	23.3%	38.4%	2
DIRECTOR FOR CLINICAL SPT	28	40.8%	26.1%	33.1%	1
DIRECTOR FOR DENTISTRY	13	22.9%	20.3%	56.8%	1
DIRECTOR FOR ED TNG & RSCH	11	8.7%	56.0%	35.2%	4
DIRECTOR FOR MEDICINE	31	22.7%	33.2%	44.1%	1
DIRECTOR FOR NURSING	21	13.6%	35.6%	50.8%	1
DIRECTOR FOR RESOURCE MGT	12	38.0%	24.5%	37.5%	1
DIRECTOR FOR SURGERY	27	31.5%	29.7%	38.8%	1
NICoE	13	13.7%	23.8%	62.5%	1
WR ASST CHIEF OF STAFF	15	51.0%	20.7%	28.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,768	36.9%	27.7%	35.4%	760
NCR MEDICAL DIRECTORATE	386	30.4%	28.5%	41.0%	16
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>29.9%</b>	<b>29.3%</b>	<b>40.8%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	47	30.6%	26.1%	43.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	19	19.6%	24.7%	55.7%	2
DIRECTOR FOR CLINICAL SPT	28	47.2%	17.3%	35.4%	2
DIRECTOR FOR DENTISTRY	13	27.5%	15.8%	56.8%	1
DIRECTOR FOR ED TNG & RSCH	14	30.5%	52.1%	17.4%	2
DIRECTOR FOR MEDICINE	30	21.5%	37.5%	41.1%	1
DIRECTOR FOR NURSING	22	20.4%	41.7%	37.9%	0
DIRECTOR FOR RESOURCE MGT	12	25.8%	31.3%	42.9%	1
DIRECTOR FOR SURGERY	27	39.8%	14.4%	45.8%	1
NICoE	13	7.4%	54.0%	38.6%	1
WR ASST CHIEF OF STAFF	15	37.8%	34.7%	27.5%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,584	44.3%	24.6%	31.0%	912
NCR MEDICAL DIRECTORATE	375	34.6%	29.9%	35.4%	23
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>242</b>	<b>36.8%</b>	<b>30.3%</b>	<b>32.9%</b>	<b>15</b>
DIRECTOR FOR ADMINISTRATION	46	39.9%	21.4%	38.7%	1
DIRECTOR FOR BEHAVIORAL HLTH	19	32.4%	34.3%	33.2%	2
DIRECTOR FOR CLINICAL SPT	27	52.8%	27.2%	20.0%	2
DIRECTOR FOR DENTISTRY	13	33.6%	19.3%	47.1%	1
DIRECTOR FOR ED TNG & RSCH	13	38.8%	41.7%	19.5%	3
DIRECTOR FOR MEDICINE	29	39.1%	29.8%	31.1%	1
DIRECTOR FOR NURSING	22	17.9%	42.0%	40.1%	0
DIRECTOR FOR RESOURCE MGT	11	27.3%	33.1%	39.7%	2
DIRECTOR FOR SURGERY	27	30.5%	32.7%	36.8%	1
NICoE	12	46.8%	24.7%	28.5%	2
WR ASST CHIEF OF STAFF	15	39.5%	37.7%	22.8%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,478	71.9%	13.9%	14.2%	47
NCR MEDICAL DIRECTORATE	399	65.8%	17.4%	16.8%	3
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>257</b>	<b>68.7%</b>	<b>17.4%</b>	<b>13.9%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	47	60.9%	22.5%	16.6%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	30	63.6%	22.5%	13.9%	0
DIRECTOR FOR DENTISTRY	12	60.9%	0.0%	39.1%	0
DIRECTOR FOR ED TNG & RSCH	15	71.2%	19.1%	9.6%	1
DIRECTOR FOR MEDICINE	32	68.7%	20.2%	11.1%	0
DIRECTOR FOR NURSING	22	81.6%	7.8%	10.5%	0
DIRECTOR FOR RESOURCE MGT	13	50.8%	34.0%	15.2%	0
DIRECTOR FOR SURGERY	28	70.7%	16.8%	12.5%	0
NICoE	14	72.6%	15.9%	11.5%	0
WR ASST CHIEF OF STAFF	15	69.1%	20.3%	10.6%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,061	56.2%	26.2%	17.5%	478
NCR MEDICAL DIRECTORATE	394	49.0%	24.4%	26.5%	10
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>253</b>	<b>50.4%</b>	<b>23.5%</b>	<b>26.0%</b>	<b>8</b>
DIRECTOR FOR ADMINISTRATION	47	42.3%	23.0%	34.8%	1
DIRECTOR FOR BEHAVIORAL HLTH	20	58.2%	34.7%	7.1%	1
DIRECTOR FOR CLINICAL SPT	29	66.5%	17.4%	16.1%	1
DIRECTOR FOR DENTISTRY	14	54.8%	9.3%	35.9%	0
DIRECTOR FOR ED TNG & RSCH	14	43.1%	28.8%	28.2%	2
DIRECTOR FOR MEDICINE	32	54.7%	18.7%	26.6%	0
DIRECTOR FOR NURSING	22	30.1%	26.4%	43.5%	0
DIRECTOR FOR RESOURCE MGT	12	32.8%	36.7%	30.6%	1
DIRECTOR FOR SURGERY	28	56.6%	23.5%	19.9%	0
NICoE	13	48.4%	32.6%	18.9%	1
WR ASST CHIEF OF STAFF	15	48.9%	40.6%	10.6%	0

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,560	82.4%	14.2%	3.4%
NCR MEDICAL DIRECTORATE	401	77.1%	15.4%	7.5%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>259</b>	<b>79.9%</b>	<b>10.9%</b>	<b>9.2%</b>
DIRECTOR FOR ADMINISTRATION	48	70.0%	11.3%	18.7%
DIRECTOR FOR BEHAVIORAL HLTH	21	100.0%	0.0%	0.0%
DIRECTOR FOR CLINICAL SPT	30	84.3%	4.9%	10.7%
DIRECTOR FOR DENTISTRY	14	68.1%	18.5%	13.3%
DIRECTOR FOR ED TNG & RSCH	16	100.0%	0.0%	0.0%
DIRECTOR FOR MEDICINE	32	72.3%	16.6%	11.1%
DIRECTOR FOR NURSING	21	79.2%	12.1%	8.6%
DIRECTOR FOR RESOURCE MGT	12	57.0%	37.1%	5.8%
DIRECTOR FOR SURGERY	28	94.1%	4.1%	1.8%
NICoE	14	88.5%	11.5%	0.0%
WR ASST CHIEF OF STAFF	15	89.2%	5.1%	5.7%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Agency**

***29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.***

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,174	69.1%	17.2%	13.7%	178
NCR MEDICAL DIRECTORATE	389	68.6%	14.8%	16.6%	3
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>253</b>	<b>70.7%</b>	<b>12.5%</b>	<b>16.8%</b>	<b>1</b>
DIRECTOR FOR ADMINISTRATION	48	61.3%	5.0%	33.7%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	62.9%	24.0%	13.0%	0
DIRECTOR FOR CLINICAL SPT	29	80.3%	11.2%	8.5%	0
DIRECTOR FOR DENTISTRY	12	44.1%	28.1%	27.7%	0
DIRECTOR FOR ED TNG & RSCH	15	74.4%	5.3%	20.3%	1
DIRECTOR FOR MEDICINE	32	71.7%	10.3%	18.0%	0
DIRECTOR FOR NURSING	20	83.1%	13.2%	3.8%	0
DIRECTOR FOR RESOURCE MGT	12	65.5%	34.5%	0.0%	0
DIRECTOR FOR SURGERY	28	76.3%	10.8%	12.9%	0
NICoE	14	76.8%	5.3%	17.9%	0
WR ASST CHIEF OF STAFF	14	54.0%	28.8%	17.2%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,058	45.6%	24.2%	30.2%	272
NCR MEDICAL DIRECTORATE	386	39.4%	22.1%	38.5%	8
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>250</b>	<b>42.5%</b>	<b>21.5%</b>	<b>36.0%</b>	<b>6</b>
DIRECTOR FOR ADMINISTRATION	47	30.1%	18.2%	51.7%	1
DIRECTOR FOR BEHAVIORAL HLTH	20	40.9%	8.3%	50.8%	1
DIRECTOR FOR CLINICAL SPT	29	64.9%	13.2%	22.0%	0
DIRECTOR FOR DENTISTRY	13	28.7%	21.5%	49.8%	0
DIRECTOR FOR ED TNG & RSCH	15	50.0%	14.2%	35.9%	1
DIRECTOR FOR MEDICINE	30	30.8%	28.7%	40.6%	1
DIRECTOR FOR NURSING	21	48.0%	37.7%	14.3%	0
DIRECTOR FOR RESOURCE MGT	12	47.2%	24.5%	28.4%	1
DIRECTOR FOR SURGERY	28	47.1%	20.9%	32.0%	0
NICoE	13	52.2%	11.8%	36.0%	1
WR ASST CHIEF OF STAFF	14	43.9%	17.0%	39.1%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Agency (continued)**

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,035	50.8%	22.3%	26.9%	275
NCR MEDICAL DIRECTORATE	389	43.4%	21.3%	35.3%	6
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>253</b>	<b>47.8%</b>	<b>20.9%</b>	<b>31.2%</b>	<b>4</b>
DIRECTOR FOR ADMINISTRATION	47	48.8%	20.0%	31.2%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	43.1%	15.3%	41.6%	0
DIRECTOR FOR CLINICAL SPT	29	55.3%	17.1%	27.6%	0
DIRECTOR FOR DENTISTRY	13	54.7%	10.2%	35.1%	0
DIRECTOR FOR ED TNG & RSCH	15	35.2%	33.3%	31.5%	1
DIRECTOR FOR MEDICINE	31	34.2%	15.8%	50.1%	1
DIRECTOR FOR NURSING	21	67.3%	22.0%	10.7%	0
DIRECTOR FOR RESOURCE MGT	12	35.5%	42.2%	22.3%	1
DIRECTOR FOR SURGERY	28	54.0%	25.1%	20.9%	0
NICoE	14	56.4%	32.7%	10.8%	0
WR ASST CHIEF OF STAFF	14	59.8%	5.4%	34.8%	0

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,860	40.7%	27.3%	31.9%	435
NCR MEDICAL DIRECTORATE	383	32.7%	25.4%	41.9%	13
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>246</b>	<b>33.3%</b>	<b>25.2%</b>	<b>41.4%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	44	39.6%	22.0%	38.5%	3
DIRECTOR FOR BEHAVIORAL HLTH	20	23.3%	15.8%	60.9%	1
DIRECTOR FOR CLINICAL SPT	30	44.5%	19.5%	36.0%	0
DIRECTOR FOR DENTISTRY	13	40.0%	0.0%	60.0%	0
DIRECTOR FOR ED TNG & RSCH	14	32.2%	34.5%	33.3%	2
DIRECTOR FOR MEDICINE	30	23.7%	18.6%	57.7%	2
DIRECTOR FOR NURSING	21	49.7%	31.0%	19.3%	0
DIRECTOR FOR RESOURCE MGT	10	42.7%	29.1%	28.2%	3
DIRECTOR FOR SURGERY	28	28.8%	31.0%	40.2%	0
NICoE	14	6.6%	53.8%	39.6%	0
WR ASST CHIEF OF STAFF	14	41.8%	42.5%	15.7%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Agency (continued)**

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,309	21.3%	28.7%	49.9%	961
NCR MEDICAL DIRECTORATE	367	17.5%	29.1%	53.4%	25
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>238</b>	<b>21.7%</b>	<b>25.9%</b>	<b>52.4%</b>	<b>17</b>
DIRECTOR FOR ADMINISTRATION	45	15.1%	32.6%	52.3%	3
DIRECTOR FOR BEHAVIORAL HLTH	20	23.1%	15.7%	61.2%	1
DIRECTOR FOR CLINICAL SPT	30	18.4%	41.1%	40.4%	0
DIRECTOR FOR DENTISTRY	11	23.9%	24.0%	52.1%	2
DIRECTOR FOR ED TNG & RSCH	11	36.6%	32.5%	30.9%	5
DIRECTOR FOR MEDICINE	29	17.2%	11.6%	71.1%	1
DIRECTOR FOR NURSING	20	21.2%	40.1%	38.7%	1
DIRECTOR FOR RESOURCE MGT	10	16.7%	46.0%	37.2%	3
DIRECTOR FOR SURGERY	27	32.2%	12.8%	55.0%	1
NICoE	13	19.6%	23.8%	56.5%	0
WR ASST CHIEF OF STAFF	14	36.4%	36.7%	26.9%	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
OSD, Agencies and Activities	12,337	60.2%	25.5%	14.3%	975
NCR MEDICAL DIRECTORATE	366	52.0%	30.3%	17.7%	26
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>235</b>	<b>54.1%</b>	<b>28.7%</b>	<b>17.2%</b>	<b>21</b>
DIRECTOR FOR ADMINISTRATION	44	48.4%	36.4%	15.1%	4
DIRECTOR FOR BEHAVIORAL HLTH	19	53.4%	12.1%	34.5%	2
DIRECTOR FOR CLINICAL SPT	29	52.5%	32.3%	15.2%	0
DIRECTOR FOR DENTISTRY	11	50.0%	22.5%	27.5%	1
DIRECTOR FOR ED TNG & RSCH	15	73.9%	26.1%	0.0%	1
DIRECTOR FOR MEDICINE	30	53.6%	30.2%	16.2%	2
DIRECTOR FOR NURSING	17	54.7%	32.5%	12.8%	4
DIRECTOR FOR RESOURCE MGT	10	31.7%	38.0%	30.2%	3
DIRECTOR FOR SURGERY	26	63.4%	19.7%	16.9%	2
NICoE	12	34.1%	38.8%	27.0%	2
WR ASST CHIEF OF STAFF	14	88.8%	11.2%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,138	82.8%	10.6%	6.6%	176
NCR MEDICAL DIRECTORATE	392	75.3%	14.4%	10.3%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>254</b>	<b>77.6%</b>	<b>14.2%</b>	<b>8.2%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	47	76.7%	9.5%	13.8%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	85.7%	10.3%	4.0%	0
DIRECTOR FOR CLINICAL SPT	29	78.9%	20.1%	1.0%	1
DIRECTOR FOR DENTISTRY	12	67.8%	21.4%	10.7%	0
DIRECTOR FOR ED TNG & RSCH	15	56.6%	15.3%	28.1%	1
DIRECTOR FOR MEDICINE	32	75.5%	20.9%	3.6%	0
DIRECTOR FOR NURSING	21	70.7%	18.1%	11.1%	0
DIRECTOR FOR RESOURCE MGT	13	83.9%	16.1%	0.0%	0
DIRECTOR FOR SURGERY	28	89.8%	2.1%	8.0%	0
NICoE	14	93.4%	6.6%	0.0%	0
WR ASST CHIEF OF STAFF	14	67.3%	15.5%	17.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,171	85.2%	9.3%	5.6%	114
NCR MEDICAL DIRECTORATE	384	81.3%	12.0%	6.7%	7
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>82.2%</b>	<b>11.0%</b>	<b>6.8%</b>	<b>5</b>
DIRECTOR FOR ADMINISTRATION	48	83.2%	3.5%	13.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	80.0%	7.0%	13.0%	0
DIRECTOR FOR CLINICAL SPT	29	84.5%	12.4%	3.1%	0
DIRECTOR FOR DENTISTRY	11	77.5%	11.3%	11.3%	1
DIRECTOR FOR ED TNG & RSCH	16	89.6%	0.0%	10.4%	0
DIRECTOR FOR MEDICINE	29	78.2%	17.9%	3.9%	2
DIRECTOR FOR NURSING	21	76.4%	14.3%	9.3%	0
DIRECTOR FOR RESOURCE MGT	13	78.2%	21.8%	0.0%	0
DIRECTOR FOR SURGERY	26	87.6%	6.4%	6.0%	1
NICoE	12	88.3%	11.7%	0.0%	1
WR ASST CHIEF OF STAFF	14	76.9%	23.1%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,547	52.9%	22.2%	24.9%	735
NCR MEDICAL DIRECTORATE	378	50.8%	24.3%	24.9%	16
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>245</b>	<b>55.6%</b>	<b>22.0%</b>	<b>22.4%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	46	45.1%	14.2%	40.6%	2
DIRECTOR FOR BEHAVIORAL HLTH	19	75.1%	8.6%	16.4%	2
DIRECTOR FOR CLINICAL SPT	30	56.2%	34.8%	9.0%	0
DIRECTOR FOR DENTISTRY	12	47.7%	9.4%	42.9%	0
DIRECTOR FOR ED TNG & RSCH	14	65.7%	17.0%	17.4%	2
DIRECTOR FOR MEDICINE	32	54.8%	18.3%	26.9%	0
DIRECTOR FOR NURSING	19	52.4%	42.8%	4.8%	2
DIRECTOR FOR RESOURCE MGT	12	38.2%	38.0%	23.7%	1
DIRECTOR FOR SURGERY	27	67.1%	10.7%	22.2%	1
NICoE	14	55.7%	32.8%	11.5%	0
WR ASST CHIEF OF STAFF	12	55.6%	18.8%	25.6%	1

**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
OSD, Agencies and Activities	12,103	67.7%	18.2%	14.2%	1,122
NCR MEDICAL DIRECTORATE	363	67.6%	16.1%	16.3%	30
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>235</b>	<b>73.4%</b>	<b>13.1%</b>	<b>13.6%</b>	<b>19</b>
DIRECTOR FOR ADMINISTRATION	46	57.3%	10.1%	32.6%	1
DIRECTOR FOR BEHAVIORAL HLTH	20	71.2%	15.3%	13.4%	1
DIRECTOR FOR CLINICAL SPT	27	81.6%	14.2%	4.2%	2
DIRECTOR FOR DENTISTRY	11	63.1%	17.3%	19.6%	1
DIRECTOR FOR ED TNG & RSCH	13	87.1%	0.0%	12.9%	3
DIRECTOR FOR MEDICINE	30	79.8%	9.7%	10.5%	1
DIRECTOR FOR NURSING	19	73.5%	24.2%	2.3%	2
DIRECTOR FOR RESOURCE MGT	9	34.4%	49.0%	16.6%	4
DIRECTOR FOR SURGERY	27	83.3%	8.0%	8.7%	1
NICoE	12	86.2%	0.0%	13.8%	2
WR ASST CHIEF OF STAFF	13	58.3%	37.1%	4.5%	1

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Agency (continued)**

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,068	76.6%	16.3%	7.1%	233
NCR MEDICAL DIRECTORATE	386	72.6%	18.8%	8.6%	6
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>251</b>	<b>77.5%</b>	<b>15.6%</b>	<b>6.9%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	47	67.5%	12.7%	19.9%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	75.2%	20.8%	4.0%	0
DIRECTOR FOR CLINICAL SPT	29	82.9%	10.6%	6.5%	0
DIRECTOR FOR DENTISTRY	11	46.7%	53.3%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	16	90.8%	4.8%	4.4%	0
DIRECTOR FOR MEDICINE	30	79.7%	15.3%	5.0%	1
DIRECTOR FOR NURSING	21	78.7%	19.3%	2.0%	0
DIRECTOR FOR RESOURCE MGT	13	73.0%	27.0%	0.0%	0
DIRECTOR FOR SURGERY	27	90.1%	6.3%	3.7%	1
NICoE	14	87.7%	12.3%	0.0%	0
WR ASST CHIEF OF STAFF	14	66.2%	28.4%	5.4%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,329	64.1%	20.1%	15.8%
NCR MEDICAL DIRECTORATE	393	52.7%	22.0%	25.3%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>256</b>	<b>56.5%</b>	<b>20.4%</b>	<b>23.1%</b>
DIRECTOR FOR ADMINISTRATION	48	44.9%	24.8%	30.3%
DIRECTOR FOR BEHAVIORAL HLTH	21	67.6%	11.0%	21.4%
DIRECTOR FOR CLINICAL SPT	30	69.9%	9.1%	20.9%
DIRECTOR FOR DENTISTRY	12	36.9%	20.2%	42.9%
DIRECTOR FOR ED TNG & RSCH	16	51.0%	30.5%	18.4%
DIRECTOR FOR MEDICINE	32	47.0%	28.3%	24.7%
DIRECTOR FOR NURSING	21	67.2%	24.9%	7.9%
DIRECTOR FOR RESOURCE MGT	12	51.8%	24.5%	23.8%
DIRECTOR FOR SURGERY	28	61.7%	13.9%	24.3%
NICoE	14	76.5%	11.5%	11.9%
WR ASST CHIEF OF STAFF	14	49.0%	29.5%	21.5%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**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
OSD, Agencies and Activities	12,368	47.1%	25.8%	27.1%	972
NCR MEDICAL DIRECTORATE	352	39.1%	24.4%	36.6%	41
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>227</b>	<b>39.9%</b>	<b>24.6%</b>	<b>35.4%</b>	<b>28</b>
DIRECTOR FOR ADMINISTRATION	45	26.0%	30.4%	43.6%	3
DIRECTOR FOR BEHAVIORAL HLTH	20	22.2%	33.4%	44.4%	1
DIRECTOR FOR CLINICAL SPT	26	59.6%	28.6%	11.9%	4
DIRECTOR FOR DENTISTRY	10	52.0%	13.7%	34.3%	2
DIRECTOR FOR ED TNG & RSCH	14	41.4%	25.9%	32.7%	2
DIRECTOR FOR MEDICINE	24	42.8%	13.1%	44.1%	8
DIRECTOR FOR NURSING	21	43.2%	24.6%	32.2%	0
DIRECTOR FOR RESOURCE MGT	10	37.1%	41.6%	21.4%	2
DIRECTOR FOR SURGERY	25	31.0%	30.4%	38.7%	2
NICoE	11	50.0%	0.0%	50.0%	3
WR ASST CHIEF OF STAFF	13	38.4%	30.4%	31.2%	1

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,263	78.9%	10.0%	11.1%	65
NCR MEDICAL DIRECTORATE	389	70.8%	14.8%	14.4%	3
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>252</b>	<b>70.6%</b>	<b>15.9%</b>	<b>13.4%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	47	84.1%	8.3%	7.6%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	71.2%	24.8%	4.0%	0
DIRECTOR FOR CLINICAL SPT	30	75.1%	17.1%	7.8%	0
DIRECTOR FOR DENTISTRY	11	50.0%	33.8%	16.2%	1
DIRECTOR FOR ED TNG & RSCH	16	80.4%	14.9%	4.8%	0
DIRECTOR FOR MEDICINE	32	57.0%	24.6%	18.4%	0
DIRECTOR FOR NURSING	21	71.3%	9.4%	19.3%	0
DIRECTOR FOR RESOURCE MGT	12	62.7%	31.4%	5.8%	0
DIRECTOR FOR SURGERY	28	70.1%	2.9%	27.0%	0
NICoE	13	87.2%	12.8%	0.0%	0
WR ASST CHIEF OF STAFF	13	70.3%	23.9%	5.8%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Supervisor (continued)**

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,214	67.1%	16.4%	16.5%	81
NCR MEDICAL DIRECTORATE	388	62.2%	14.1%	23.7%	3
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>251</b>	<b>58.5%</b>	<b>17.5%</b>	<b>24.0%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	47	62.8%	9.2%	27.9%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	45.6%	13.0%	41.3%	0
DIRECTOR FOR CLINICAL SPT	30	64.6%	23.2%	12.1%	0
DIRECTOR FOR DENTISTRY	11	33.8%	27.5%	38.7%	1
DIRECTOR FOR ED TNG & RSCH	16	67.1%	4.4%	28.5%	0
DIRECTOR FOR MEDICINE	32	54.5%	24.1%	21.3%	0
DIRECTOR FOR NURSING	20	69.0%	17.6%	13.5%	0
DIRECTOR FOR RESOURCE MGT	12	44.9%	19.1%	36.0%	0
DIRECTOR FOR SURGERY	28	64.0%	13.9%	22.0%	0
NICoE	13	53.8%	11.8%	34.4%	0
WR ASST CHIEF OF STAFF	14	66.9%	27.7%	5.4%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,042	64.1%	17.8%	18.1%	175
NCR MEDICAL DIRECTORATE	376	58.0%	20.9%	21.1%	7
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>246</b>	<b>60.1%</b>	<b>21.0%</b>	<b>18.9%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	44	51.5%	22.3%	26.2%	2
DIRECTOR FOR BEHAVIORAL HLTH	21	63.5%	22.6%	13.9%	0
DIRECTOR FOR CLINICAL SPT	30	69.3%	14.1%	16.6%	0
DIRECTOR FOR DENTISTRY	12	47.7%	15.4%	36.9%	0
DIRECTOR FOR ED TNG & RSCH	16	67.7%	8.2%	24.1%	0
DIRECTOR FOR MEDICINE	31	58.3%	27.9%	13.7%	0
DIRECTOR FOR NURSING	20	73.5%	15.2%	11.3%	0
DIRECTOR FOR RESOURCE MGT	11	52.8%	20.5%	26.7%	1
DIRECTOR FOR SURGERY	26	56.9%	23.2%	19.9%	0
NICoE	13	65.6%	12.8%	21.6%	0
WR ASST CHIEF OF STAFF	14	66.2%	33.8%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,173	69.2%	20.5%	10.3%	1,107
NCR MEDICAL DIRECTORATE	360	62.2%	21.6%	16.2%	28
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>233</b>	<b>63.5%</b>	<b>23.2%</b>	<b>13.3%</b>	<b>18</b>
DIRECTOR FOR ADMINISTRATION	43	66.4%	12.2%	21.4%	4
DIRECTOR FOR BEHAVIORAL HLTH	19	55.8%	26.4%	17.9%	2
DIRECTOR FOR CLINICAL SPT	29	72.5%	17.2%	10.2%	0
DIRECTOR FOR DENTISTRY	10	28.7%	29.6%	41.7%	2
DIRECTOR FOR ED TNG & RSCH	13	94.5%	0.0%	5.5%	3
DIRECTOR FOR MEDICINE	30	60.6%	27.8%	11.6%	1
DIRECTOR FOR NURSING	20	61.5%	27.2%	11.3%	0
DIRECTOR FOR RESOURCE MGT	12	57.6%	19.0%	23.4%	0
DIRECTOR FOR SURGERY	27	62.4%	34.7%	2.9%	1
NICoE	8	77.2%	13.1%	9.7%	5
WR ASST CHIEF OF STAFF	14	52.5%	47.5%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,180	62.8%	18.1%	19.0%	88
NCR MEDICAL DIRECTORATE	387	55.3%	21.1%	23.6%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>250</b>	<b>56.1%</b>	<b>22.3%</b>	<b>21.7%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	47	57.4%	14.1%	28.5%	1
DIRECTOR FOR BEHAVIORAL HLTH	20	53.7%	27.9%	18.5%	1
DIRECTOR FOR CLINICAL SPT	30	67.3%	21.8%	10.9%	0
DIRECTOR FOR DENTISTRY	11	45.1%	16.2%	38.7%	1
DIRECTOR FOR ED TNG & RSCH	16	62.1%	8.2%	29.7%	0
DIRECTOR FOR MEDICINE	31	54.2%	27.9%	17.9%	0
DIRECTOR FOR NURSING	20	68.2%	20.4%	11.3%	0
DIRECTOR FOR RESOURCE MGT	12	51.6%	24.9%	23.4%	0
DIRECTOR FOR SURGERY	28	46.4%	26.4%	27.2%	0
NICoE	13	47.9%	23.4%	28.7%	0
WR ASST CHIEF OF STAFF	14	66.2%	33.8%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Supervisor** (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,074	66.9%	17.2%	15.9%	209
NCR MEDICAL DIRECTORATE	386	56.2%	17.7%	26.2%	5
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>250</b>	<b>58.0%</b>	<b>18.2%</b>	<b>23.8%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	45	47.8%	17.4%	34.8%	3
DIRECTOR FOR BEHAVIORAL HLTH	21	55.2%	10.9%	34.0%	0
DIRECTOR FOR CLINICAL SPT	30	62.1%	16.5%	21.4%	0
DIRECTOR FOR DENTISTRY	12	47.7%	15.4%	36.9%	0
DIRECTOR FOR ED TNG & RSCH	16	47.7%	27.3%	24.9%	0
DIRECTOR FOR MEDICINE	32	53.9%	30.9%	15.1%	0
DIRECTOR FOR NURSING	19	74.6%	17.5%	7.9%	0
DIRECTOR FOR RESOURCE MGT	12	51.8%	17.6%	30.6%	0
DIRECTOR FOR SURGERY	28	75.1%	0.0%	24.9%	0
NICoE	13	58.8%	12.0%	29.2%	0
WR ASST CHIEF OF STAFF	14	60.1%	35.7%	4.3%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,290	75.0%	12.3%	12.7%
NCR MEDICAL DIRECTORATE	390	72.4%	13.3%	14.4%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>252</b>	<b>74.4%</b>	<b>13.8%</b>	<b>11.9%</b>
DIRECTOR FOR ADMINISTRATION	48	74.2%	9.4%	16.4%
DIRECTOR FOR BEHAVIORAL HLTH	20	73.6%	26.4%	0.0%
DIRECTOR FOR CLINICAL SPT	29	84.5%	11.1%	4.4%
DIRECTOR FOR DENTISTRY	12	41.7%	32.2%	26.2%
DIRECTOR FOR ED TNG & RSCH	16	85.1%	10.1%	4.8%
DIRECTOR FOR MEDICINE	31	76.3%	10.9%	12.8%
DIRECTOR FOR NURSING	20	75.7%	13.0%	11.3%
DIRECTOR FOR RESOURCE MGT	12	58.5%	30.3%	11.2%
DIRECTOR FOR SURGERY	28	75.0%	5.7%	19.4%
NICoE	14	83.2%	11.9%	4.9%
WR ASST CHIEF OF STAFF	14	76.6%	23.4%	0.0%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Supervisor** (continued)

***49. My supervisor treats me with respect.***

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,255	79.8%	10.8%	9.4%
NCR MEDICAL DIRECTORATE	388	75.1%	13.4%	11.5%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>250</b>	<b>77.3%</b>	<b>11.1%</b>	<b>11.5%</b>
DIRECTOR FOR ADMINISTRATION	48	73.3%	9.5%	17.2%
DIRECTOR FOR BEHAVIORAL HLTH	20	80.8%	4.6%	14.6%
DIRECTOR FOR CLINICAL SPT	29	79.8%	14.4%	5.7%
DIRECTOR FOR DENTISTRY	12	73.8%	10.7%	15.4%
DIRECTOR FOR ED TNG & RSCH	16	80.7%	4.4%	14.9%
DIRECTOR FOR MEDICINE	30	76.0%	11.1%	12.9%
DIRECTOR FOR NURSING	20	86.5%	2.2%	11.3%
DIRECTOR FOR RESOURCE MGT	12	58.5%	30.3%	11.2%
DIRECTOR FOR SURGERY	27	81.7%	9.3%	9.0%
NICoE	14	95.1%	0.0%	4.9%
WR ASST CHIEF OF STAFF	14	71.2%	28.8%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,262	75.6%	10.9%	13.4%
NCR MEDICAL DIRECTORATE	387	70.6%	11.1%	18.3%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>72.9%</b>	<b>10.1%</b>	<b>17.0%</b>
DIRECTOR FOR ADMINISTRATION	47	61.5%	8.2%	30.3%
DIRECTOR FOR BEHAVIORAL HLTH	20	62.4%	6.9%	30.8%
DIRECTOR FOR CLINICAL SPT	28	81.8%	13.9%	4.3%
DIRECTOR FOR DENTISTRY	12	64.4%	9.4%	26.2%
DIRECTOR FOR ED TNG & RSCH	15	65.7%	19.1%	15.2%
DIRECTOR FOR MEDICINE	32	77.2%	6.1%	16.7%
DIRECTOR FOR NURSING	20	82.6%	3.7%	13.6%
DIRECTOR FOR RESOURCE MGT	12	57.6%	36.6%	5.8%
DIRECTOR FOR SURGERY	28	82.2%	3.9%	13.9%
NICoE	14	70.8%	12.3%	16.8%
WR ASST CHIEF OF STAFF	13	63.9%	36.1%	0.0%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Supervisor** (continued)

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,269	67.6%	15.4%	17.0%
NCR MEDICAL DIRECTORATE	388	60.3%	17.8%	21.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>252</b>	<b>62.1%</b>	<b>17.5%</b>	<b>20.4%</b>
DIRECTOR FOR ADMINISTRATION	48	51.1%	25.1%	23.8%
DIRECTOR FOR BEHAVIORAL HLTH	20	52.1%	19.2%	28.7%
DIRECTOR FOR CLINICAL SPT	29	58.6%	24.4%	17.0%
DIRECTOR FOR DENTISTRY	12	47.7%	15.4%	36.9%
DIRECTOR FOR ED TNG & RSCH	16	75.9%	4.4%	19.6%
DIRECTOR FOR MEDICINE	31	66.7%	12.0%	21.3%
DIRECTOR FOR NURSING	20	73.4%	15.3%	11.3%
DIRECTOR FOR RESOURCE MGT	12	51.8%	30.3%	17.9%
DIRECTOR FOR SURGERY	28	63.6%	11.2%	25.2%
NICoE	14	83.2%	5.3%	11.5%
WR ASST CHIEF OF STAFF	14	65.5%	34.5%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,274	70.4%	16.8%	12.8%
NCR MEDICAL DIRECTORATE	388	63.8%	16.8%	19.4%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>252</b>	<b>63.8%</b>	<b>18.7%</b>	<b>17.5%</b>
DIRECTOR FOR ADMINISTRATION	48	57.9%	20.4%	21.6%
DIRECTOR FOR BEHAVIORAL HLTH	20	64.0%	36.0%	0.0%
DIRECTOR FOR CLINICAL SPT	30	59.6%	25.3%	15.0%
DIRECTOR FOR DENTISTRY	12	47.7%	15.4%	36.9%
DIRECTOR FOR ED TNG & RSCH	16	71.5%	8.9%	19.6%
DIRECTOR FOR MEDICINE	32	66.6%	12.1%	21.3%
DIRECTOR FOR NURSING	19	68.8%	19.2%	12.0%
DIRECTOR FOR RESOURCE MGT	11	51.2%	36.1%	12.8%
DIRECTOR FOR SURGERY	28	67.4%	10.0%	22.5%
NICoE	14	83.2%	11.9%	4.9%
WR ASST CHIEF OF STAFF	14	82.0%	18.0%	0.0%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,016	43.9%	24.1%	32.0%	199
NCR MEDICAL DIRECTORATE	382	43.0%	19.3%	37.7%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>247</b>	<b>43.8%</b>	<b>21.1%</b>	<b>35.0%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	48	32.5%	16.6%	51.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	30.6%	17.0%	52.4%	0
DIRECTOR FOR CLINICAL SPT	29	56.4%	28.2%	15.4%	0
DIRECTOR FOR DENTISTRY	11	38.8%	11.3%	50.0%	1
DIRECTOR FOR ED TNG & RSCH	15	36.6%	48.2%	15.2%	1
DIRECTOR FOR MEDICINE	31	44.1%	16.6%	39.3%	0
DIRECTOR FOR NURSING	17	36.1%	37.8%	26.0%	1
DIRECTOR FOR RESOURCE MGT	12	38.2%	24.4%	37.5%	0
DIRECTOR FOR SURGERY	28	63.7%	15.0%	21.2%	0
NICoE	13	23.7%	17.6%	58.7%	0
WR ASST CHIEF OF STAFF	14	40.3%	17.9%	41.7%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,441	55.0%	23.1%	21.8%	746
NCR MEDICAL DIRECTORATE	365	55.8%	21.0%	23.3%	19
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>235</b>	<b>59.3%</b>	<b>20.5%</b>	<b>20.3%</b>	<b>14</b>
DIRECTOR FOR ADMINISTRATION	47	40.3%	24.8%	34.9%	1
DIRECTOR FOR BEHAVIORAL HLTH	19	32.9%	25.4%	41.7%	2
DIRECTOR FOR CLINICAL SPT	29	74.2%	11.6%	14.2%	0
DIRECTOR FOR DENTISTRY	12	41.7%	26.2%	32.2%	0
DIRECTOR FOR ED TNG & RSCH	12	72.7%	21.0%	6.3%	3
DIRECTOR FOR MEDICINE	29	67.0%	26.9%	6.2%	2
DIRECTOR FOR NURSING	15	58.4%	19.8%	21.9%	2
DIRECTOR FOR RESOURCE MGT	11	46.7%	33.2%	20.2%	1
DIRECTOR FOR SURGERY	27	72.7%	12.7%	14.6%	1
NICoE	13	46.9%	11.4%	41.7%	1
WR ASST CHIEF OF STAFF	13	64.8%	16.5%	18.8%	1

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,473	64.5%	21.7%	13.9%	630
NCR MEDICAL DIRECTORATE	368	57.3%	22.6%	20.1%	17
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>239</b>	<b>62.2%</b>	<b>21.1%</b>	<b>16.8%</b>	<b>11</b>
DIRECTOR FOR ADMINISTRATION	45	53.9%	23.0%	23.1%	3
DIRECTOR FOR BEHAVIORAL HLTH	20	42.5%	42.0%	15.5%	1
DIRECTOR FOR CLINICAL SPT	29	67.9%	19.5%	12.6%	0
DIRECTOR FOR DENTISTRY	12	36.9%	41.6%	21.4%	0
DIRECTOR FOR ED TNG & RSCH	12	79.8%	6.7%	13.5%	3
DIRECTOR FOR MEDICINE	30	58.7%	25.3%	16.0%	1
DIRECTOR FOR NURSING	18	65.4%	5.4%	29.2%	0
DIRECTOR FOR RESOURCE MGT	12	51.8%	29.9%	18.4%	0
DIRECTOR FOR SURGERY	27	75.0%	10.4%	14.5%	1
NICoE	13	76.9%	17.2%	6.0%	1
WR ASST CHIEF OF STAFF	13	69.1%	30.9%	0.0%	1

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,035	62.9%	19.0%	18.1%	134
NCR MEDICAL DIRECTORATE	382	60.6%	16.4%	22.9%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>245</b>	<b>63.8%</b>	<b>14.1%</b>	<b>22.1%</b>	<b>4</b>
DIRECTOR FOR ADMINISTRATION	46	55.4%	8.5%	36.1%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	58.1%	7.0%	34.9%	0
DIRECTOR FOR CLINICAL SPT	29	73.6%	13.8%	12.6%	0
DIRECTOR FOR DENTISTRY	11	41.4%	29.3%	29.3%	1
DIRECTOR FOR ED TNG & RSCH	15	72.8%	20.9%	6.3%	1
DIRECTOR FOR MEDICINE	31	65.4%	11.8%	22.7%	0
DIRECTOR FOR NURSING	17	64.0%	21.9%	14.1%	0
DIRECTOR FOR RESOURCE MGT	11	47.7%	26.0%	26.3%	1
DIRECTOR FOR SURGERY	28	80.2%	12.4%	7.4%	0
NICoE	14	50.4%	5.3%	44.3%	0
WR ASST CHIEF OF STAFF	14	48.2%	21.9%	29.9%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,412	63.9%	21.3%	14.8%	726
NCR MEDICAL DIRECTORATE	358	60.5%	22.9%	16.6%	24
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>232</b>	<b>62.0%</b>	<b>24.4%</b>	<b>13.5%</b>	<b>15</b>
DIRECTOR FOR ADMINISTRATION	46	51.0%	24.7%	24.2%	2
DIRECTOR FOR BEHAVIORAL HLTH	20	63.2%	28.2%	8.6%	1
DIRECTOR FOR CLINICAL SPT	29	61.8%	25.6%	12.6%	0
DIRECTOR FOR DENTISTRY	11	41.4%	41.3%	17.3%	1
DIRECTOR FOR ED TNG & RSCH	13	69.9%	23.2%	6.9%	2
DIRECTOR FOR MEDICINE	29	69.8%	14.2%	16.0%	1
DIRECTOR FOR NURSING	16	71.7%	25.2%	3.1%	2
DIRECTOR FOR RESOURCE MGT	11	47.7%	31.7%	20.6%	1
DIRECTOR FOR SURGERY	25	69.8%	28.2%	2.0%	1
NICoE	11	53.5%	14.4%	32.1%	3
WR ASST CHIEF OF STAFF	13	64.8%	29.0%	6.2%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,827	54.0%	21.7%	24.3%	348
NCR MEDICAL DIRECTORATE	375	52.6%	20.3%	27.2%	11
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>244</b>	<b>55.8%</b>	<b>18.8%</b>	<b>25.4%</b>	<b>6</b>
DIRECTOR FOR ADMINISTRATION	47	44.7%	12.3%	43.1%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	44.0%	21.3%	34.7%	0
DIRECTOR FOR CLINICAL SPT	29	56.3%	27.5%	16.2%	0
DIRECTOR FOR DENTISTRY	11	41.4%	41.3%	17.3%	1
DIRECTOR FOR ED TNG & RSCH	14	55.7%	17.0%	27.3%	2
DIRECTOR FOR MEDICINE	31	69.1%	15.6%	15.3%	0
DIRECTOR FOR NURSING	18	49.6%	20.3%	30.1%	0
DIRECTOR FOR RESOURCE MGT	11	47.7%	18.7%	33.6%	1
DIRECTOR FOR SURGERY	27	67.4%	16.3%	16.2%	1
NICoE	13	31.7%	5.5%	62.8%	1
WR ASST CHIEF OF STAFF	14	64.7%	23.9%	11.5%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Leadership (continued)**

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,768	57.6%	21.8%	20.6%	406
NCR MEDICAL DIRECTORATE	366	51.5%	24.2%	24.3%	18
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>236</b>	<b>54.6%</b>	<b>22.9%</b>	<b>22.4%</b>	<b>12</b>
DIRECTOR FOR ADMINISTRATION	46	48.0%	15.9%	36.1%	2
DIRECTOR FOR BEHAVIORAL HLTH	21	52.0%	21.6%	26.4%	0
DIRECTOR FOR CLINICAL SPT	28	57.1%	21.4%	21.5%	0
DIRECTOR FOR DENTISTRY	11	33.8%	48.9%	17.3%	1
DIRECTOR FOR ED TNG & RSCH	13	68.4%	19.5%	12.1%	3
DIRECTOR FOR MEDICINE	29	56.6%	22.3%	21.2%	2
DIRECTOR FOR NURSING	17	67.4%	14.1%	18.6%	0
DIRECTOR FOR RESOURCE MGT	11	40.5%	38.9%	20.6%	1
DIRECTOR FOR SURGERY	25	63.5%	28.1%	8.4%	2
NICoE	13	31.7%	11.8%	56.5%	1
WR ASST CHIEF OF STAFF	14	54.0%	33.8%	12.2%	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
OSD, Agencies and Activities	12,629	59.3%	22.9%	17.8%	569
NCR MEDICAL DIRECTORATE	364	54.0%	22.4%	23.6%	20
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>239</b>	<b>57.1%</b>	<b>21.8%</b>	<b>21.1%</b>	<b>10</b>
DIRECTOR FOR ADMINISTRATION	46	50.3%	23.7%	26.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	20	49.4%	26.9%	23.6%	0
DIRECTOR FOR CLINICAL SPT	28	65.1%	26.1%	8.8%	1
DIRECTOR FOR DENTISTRY	10	56.4%	0.0%	43.6%	2
DIRECTOR FOR ED TNG & RSCH	16	86.5%	13.5%	0.0%	0
DIRECTOR FOR MEDICINE	30	57.7%	18.2%	24.1%	2
DIRECTOR FOR NURSING	18	52.1%	29.2%	18.7%	0
DIRECTOR FOR RESOURCE MGT	11	43.5%	21.6%	34.9%	0
DIRECTOR FOR SURGERY	27	56.7%	19.9%	23.4%	1
NICoE	12	39.9%	19.3%	40.7%	2
WR ASST CHIEF OF STAFF	14	77.7%	22.3%	0.0%	0

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,052	56.6%	23.2%	20.2%	140
NCR MEDICAL DIRECTORATE	382	50.7%	24.3%	25.1%	2
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>247</b>	<b>51.8%</b>	<b>24.2%</b>	<b>23.9%</b>	<b>1</b>
DIRECTOR FOR ADMINISTRATION	48	47.3%	26.4%	26.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	19	29.6%	19.8%	50.6%	0
DIRECTOR FOR CLINICAL SPT	29	63.2%	29.9%	6.9%	0
DIRECTOR FOR DENTISTRY	12	47.7%	26.2%	26.2%	0
DIRECTOR FOR ED TNG & RSCH	16	71.8%	14.5%	13.7%	0
DIRECTOR FOR MEDICINE	31	37.6%	26.7%	35.7%	1
DIRECTOR FOR NURSING	18	50.4%	26.4%	23.3%	0
DIRECTOR FOR RESOURCE MGT	11	57.9%	27.8%	14.3%	0
DIRECTOR FOR SURGERY	28	65.9%	19.0%	15.0%	0
NICoE	13	34.9%	12.6%	52.5%	0
WR ASST CHIEF OF STAFF	14	78.1%	16.5%	5.4%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,540	61.5%	23.0%	15.5%	662
NCR MEDICAL DIRECTORATE	361	46.4%	27.4%	26.2%	20
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>230</b>	<b>47.8%</b>	<b>28.8%</b>	<b>23.4%</b>	<b>17</b>
DIRECTOR FOR ADMINISTRATION	48	47.9%	22.1%	30.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	16	18.8%	49.6%	31.6%	3
DIRECTOR FOR CLINICAL SPT	28	53.3%	22.6%	24.1%	1
DIRECTOR FOR DENTISTRY	10	38.1%	31.0%	31.0%	2
DIRECTOR FOR ED TNG & RSCH	13	59.2%	35.3%	5.5%	3
DIRECTOR FOR MEDICINE	29	38.2%	32.2%	29.6%	1
DIRECTOR FOR NURSING	15	57.6%	17.3%	25.1%	3
DIRECTOR FOR RESOURCE MGT	10	62.0%	29.7%	8.2%	1
DIRECTOR FOR SURGERY	27	46.3%	32.4%	21.3%	1
NICoE	13	55.1%	24.2%	20.7%	1
WR ASST CHIEF OF STAFF	13	63.5%	36.5%	0.0%	1

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Satisfaction**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,121	52.7%	22.4%	24.9%
NCR MEDICAL DIRECTORATE	381	45.8%	23.3%	30.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>247</b>	<b>45.6%</b>	<b>24.5%</b>	<b>30.0%</b>
DIRECTOR FOR ADMINISTRATION	48	43.0%	23.2%	33.8%
DIRECTOR FOR BEHAVIORAL HLTH	19	38.7%	16.5%	44.9%
DIRECTOR FOR CLINICAL SPT	29	46.1%	32.3%	21.5%
DIRECTOR FOR DENTISTRY	12	36.9%	15.4%	47.6%
DIRECTOR FOR ED TNG & RSCH	15	42.5%	36.0%	21.5%
DIRECTOR FOR MEDICINE	31	42.5%	30.9%	26.6%
DIRECTOR FOR NURSING	18	48.0%	22.7%	29.3%
DIRECTOR FOR RESOURCE MGT	12	44.9%	35.7%	19.4%
DIRECTOR FOR SURGERY	28	58.3%	12.0%	29.7%
NICoE	14	39.1%	10.4%	50.5%
WR ASST CHIEF OF STAFF	13	51.5%	25.2%	23.4%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,100	50.9%	23.1%	26.0%
NCR MEDICAL DIRECTORATE	382	45.2%	22.1%	32.6%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>45.7%</b>	<b>22.7%</b>	<b>31.6%</b>
DIRECTOR FOR ADMINISTRATION	48	46.1%	13.2%	40.7%
DIRECTOR FOR BEHAVIORAL HLTH	19	40.6%	16.7%	42.7%
DIRECTOR FOR CLINICAL SPT	29	55.1%	25.8%	19.1%
DIRECTOR FOR DENTISTRY	11	38.8%	0.0%	61.2%
DIRECTOR FOR ED TNG & RSCH	16	62.1%	13.8%	24.1%
DIRECTOR FOR MEDICINE	32	40.9%	30.3%	28.8%
DIRECTOR FOR NURSING	18	48.6%	29.9%	21.5%
DIRECTOR FOR RESOURCE MGT	12	38.2%	37.0%	24.8%
DIRECTOR FOR SURGERY	28	47.3%	23.2%	29.6%
NICoE	14	17.1%	38.3%	44.7%
WR ASST CHIEF OF STAFF	13	71.1%	0.0%	28.9%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,068	48.4%	23.9%	27.6%
NCR MEDICAL DIRECTORATE	383	38.5%	26.8%	34.6%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>42.5%</b>	<b>28.0%</b>	<b>29.5%</b>
DIRECTOR FOR ADMINISTRATION	48	46.2%	34.7%	19.1%
DIRECTOR FOR BEHAVIORAL HLTH	20	33.1%	15.4%	51.5%
DIRECTOR FOR CLINICAL SPT	29	39.8%	35.1%	25.2%
DIRECTOR FOR DENTISTRY	12	41.7%	10.7%	47.6%
DIRECTOR FOR ED TNG & RSCH	16	52.7%	18.8%	28.5%
DIRECTOR FOR MEDICINE	31	44.2%	21.0%	34.8%
DIRECTOR FOR NURSING	18	51.9%	18.4%	29.7%
DIRECTOR FOR RESOURCE MGT	12	37.9%	38.2%	23.9%
DIRECTOR FOR SURGERY	28	46.7%	32.9%	20.4%
NICoE	14	17.5%	39.2%	43.4%
WR ASST CHIEF OF STAFF	13	37.9%	51.3%	10.8%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,065	45.5%	28.1%	26.5%
NCR MEDICAL DIRECTORATE	383	43.6%	24.2%	32.2%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>47.3%</b>	<b>22.5%</b>	<b>30.2%</b>
DIRECTOR FOR ADMINISTRATION	47	31.0%	30.5%	38.5%
DIRECTOR FOR BEHAVIORAL HLTH	20	42.1%	14.8%	43.2%
DIRECTOR FOR CLINICAL SPT	29	57.0%	34.7%	8.3%
DIRECTOR FOR DENTISTRY	12	41.7%	21.4%	36.9%
DIRECTOR FOR ED TNG & RSCH	16	57.0%	23.7%	19.3%
DIRECTOR FOR MEDICINE	31	45.0%	14.0%	41.0%
DIRECTOR FOR NURSING	18	58.6%	12.2%	29.2%
DIRECTOR FOR RESOURCE MGT	12	38.2%	43.5%	18.4%
DIRECTOR FOR SURGERY	28	59.0%	17.8%	23.1%
NICoE	14	33.6%	4.9%	61.5%
WR ASST CHIEF OF STAFF	13	38.2%	56.0%	5.8%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Satisfaction** (continued)

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,077	36.6%	25.9%	37.5%
NCR MEDICAL DIRECTORATE	380	24.6%	25.5%	49.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>245</b>	<b>27.6%</b>	<b>26.1%</b>	<b>46.3%</b>
DIRECTOR FOR ADMINISTRATION	48	28.3%	20.4%	51.2%
DIRECTOR FOR BEHAVIORAL HLTH	20	23.3%	12.0%	64.7%
DIRECTOR FOR CLINICAL SPT	29	38.2%	35.9%	26.0%
DIRECTOR FOR DENTISTRY	12	30.2%	26.2%	43.7%
DIRECTOR FOR ED TNG & RSCH	12	31.3%	19.3%	49.4%
DIRECTOR FOR MEDICINE	31	24.1%	27.1%	48.8%
DIRECTOR FOR NURSING	18	11.9%	23.2%	64.9%
DIRECTOR FOR RESOURCE MGT	12	32.4%	37.1%	30.4%
DIRECTOR FOR SURGERY	28	31.3%	17.2%	51.6%
NICoE	14	28.2%	54.9%	16.8%
WR ASST CHIEF OF STAFF	13	18.5%	32.5%	49.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,084	55.3%	21.7%	22.9%
NCR MEDICAL DIRECTORATE	384	42.3%	26.8%	30.9%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>250</b>	<b>47.2%</b>	<b>22.6%</b>	<b>30.1%</b>
DIRECTOR FOR ADMINISTRATION	48	47.9%	12.7%	39.4%
DIRECTOR FOR BEHAVIORAL HLTH	20	44.8%	19.8%	35.4%
DIRECTOR FOR CLINICAL SPT	29	69.7%	14.3%	15.9%
DIRECTOR FOR DENTISTRY	12	30.2%	28.2%	41.6%
DIRECTOR FOR ED TNG & RSCH	16	38.1%	34.8%	27.1%
DIRECTOR FOR MEDICINE	32	52.4%	20.3%	27.3%
DIRECTOR FOR NURSING	18	20.2%	53.8%	26.0%
DIRECTOR FOR RESOURCE MGT	12	39.4%	24.5%	36.1%
DIRECTOR FOR SURGERY	28	53.2%	20.2%	26.7%
NICoE	14	27.4%	22.2%	50.4%
WR ASST CHIEF OF STAFF	13	31.7%	49.8%	18.5%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,089	66.6%	16.8%	16.6%
NCR MEDICAL DIRECTORATE	383	58.7%	20.6%	20.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>63.9%</b>	<b>18.0%</b>	<b>18.1%</b>
DIRECTOR FOR ADMINISTRATION	47	53.5%	21.9%	24.6%
DIRECTOR FOR BEHAVIORAL HLTH	20	57.6%	16.4%	26.0%
DIRECTOR FOR CLINICAL SPT	29	73.7%	6.5%	19.8%
DIRECTOR FOR DENTISTRY	12	73.8%	15.4%	10.7%
DIRECTOR FOR ED TNG & RSCH	16	81.9%	8.9%	9.2%
DIRECTOR FOR MEDICINE	32	60.5%	22.0%	17.5%
DIRECTOR FOR NURSING	18	74.1%	15.2%	10.8%
DIRECTOR FOR RESOURCE MGT	12	57.6%	24.5%	17.9%
DIRECTOR FOR SURGERY	28	70.1%	19.7%	10.2%
NICoE	14	60.8%	17.5%	21.8%
WR ASST CHIEF OF STAFF	13	44.1%	32.8%	23.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,094	63.0%	17.1%	19.8%
NCR MEDICAL DIRECTORATE	382	43.1%	18.6%	38.3%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>44.5%</b>	<b>19.4%</b>	<b>36.0%</b>
DIRECTOR FOR ADMINISTRATION	48	41.2%	24.8%	34.0%
DIRECTOR FOR BEHAVIORAL HLTH	20	28.5%	34.0%	37.5%
DIRECTOR FOR CLINICAL SPT	29	49.8%	13.8%	36.4%
DIRECTOR FOR DENTISTRY	12	58.4%	0.0%	41.6%
DIRECTOR FOR ED TNG & RSCH	16	66.6%	9.3%	24.1%
DIRECTOR FOR MEDICINE	31	36.4%	15.9%	47.7%
DIRECTOR FOR NURSING	18	46.0%	29.9%	24.1%
DIRECTOR FOR RESOURCE MGT	12	69.6%	24.6%	5.8%
DIRECTOR FOR SURGERY	28	29.4%	26.7%	44.0%
NICoE	14	89.5%	0.0%	10.5%
WR ASST CHIEF OF STAFF	13	44.1%	38.6%	17.3%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,106	58.4%	20.4%	21.2%
NCR MEDICAL DIRECTORATE	383	48.3%	21.0%	30.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>50.1%</b>	<b>22.0%</b>	<b>27.9%</b>
DIRECTOR FOR ADMINISTRATION	48	41.9%	23.4%	34.7%
DIRECTOR FOR BEHAVIORAL HLTH	20	49.8%	15.8%	34.5%
DIRECTOR FOR CLINICAL SPT	29	66.4%	19.0%	14.7%
DIRECTOR FOR DENTISTRY	12	41.7%	21.4%	36.9%
DIRECTOR FOR ED TNG & RSCH	16	61.4%	19.3%	19.3%
DIRECTOR FOR MEDICINE	31	32.2%	35.3%	32.5%
DIRECTOR FOR NURSING	18	40.6%	18.4%	41.0%
DIRECTOR FOR RESOURCE MGT	12	64.0%	12.2%	23.8%
DIRECTOR FOR SURGERY	28	64.6%	12.9%	22.5%
NICoE	13	58.2%	29.2%	12.6%
WR ASST CHIEF OF STAFF	13	57.3%	17.7%	25.0%

**Work/Life**

**72. Have you been notified whether or not you are eligible to telework?**

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
OSD, Agencies and Activities	13,082	65.8%	13.0%	16.1%	5.1%
NCR MEDICAL DIRECTORATE	381	20.4%	30.3%	40.6%	8.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>21.8%</b>	<b>30.6%</b>	<b>39.4%</b>	<b>8.2%</b>
DIRECTOR FOR ADMINISTRATION	47	20.1%	23.6%	46.7%	9.7%
DIRECTOR FOR BEHAVIORAL HLTH	21	27.6%	42.1%	17.3%	13.0%
DIRECTOR FOR CLINICAL SPT	29	16.4%	25.9%	45.1%	12.6%
DIRECTOR FOR DENTISTRY	12	6.8%	39.6%	53.6%	0.0%
DIRECTOR FOR ED TNG & RSCH	16	43.5%	0.0%	33.9%	22.5%
DIRECTOR FOR MEDICINE	32	3.7%	47.0%	39.9%	9.5%
DIRECTOR FOR NURSING	18	9.8%	33.3%	52.4%	4.5%
DIRECTOR FOR RESOURCE MGT	11	77.6%	22.4%	0.0%	0.0%
DIRECTOR FOR SURGERY	28	13.1%	33.5%	50.1%	3.4%
NICoE	14	55.2%	27.3%	11.9%	5.5%
WR ASST CHIEF OF STAFF	13	68.6%	6.2%	25.2%	0.0%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**73. Please select the response below that BEST describes your current teleworking situation.**

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
OSD, Agencies and Activities	13,054	9.1%	23.6%	6.1%	18.1%
NCR MEDICAL DIRECTORATE	375	0.0%	4.6%	2.4%	8.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>245</b>	<b>0.0%</b>	<b>5.4%</b>	<b>2.9%</b>	<b>6.9%</b>
DIRECTOR FOR ADMINISTRATION	48	0.0%	7.4%	3.9%	3.3%
DIRECTOR FOR BEHAVIORAL HLTH	21	0.0%	11.3%	0.0%	13.0%
DIRECTOR FOR CLINICAL SPT	29	0.0%	0.0%	0.0%	16.1%
DIRECTOR FOR DENTISTRY	12	0.0%	0.0%	6.8%	0.0%
DIRECTOR FOR ED TNG & RSCH	14	0.0%	11.6%	12.5%	5.5%
DIRECTOR FOR MEDICINE	32	0.0%	3.7%	0.0%	0.0%
DIRECTOR FOR NURSING	17	0.0%	0.0%	0.0%	0.0%
DIRECTOR FOR RESOURCE MGT	10	0.0%	16.2%	0.0%	8.9%
DIRECTOR FOR SURGERY	27	0.0%	0.0%	2.8%	5.9%
NICoE	14	0.0%	15.8%	6.6%	16.5%
WR ASST CHIEF OF STAFF	13	0.0%	23.4%	26.7%	6.2%

*(continued)*

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
OSD, Agencies and Activities	13,054	15.8%	3.2%	11.9%	12.2%
NCR MEDICAL DIRECTORATE	375	41.2%	6.9%	28.6%	7.7%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>245</b>	<b>43.7%</b>	<b>7.6%</b>	<b>25.2%</b>	<b>8.4%</b>
DIRECTOR FOR ADMINISTRATION	48	22.6%	11.6%	41.6%	9.6%
DIRECTOR FOR BEHAVIORAL HLTH	21	59.9%	0.0%	12.5%	3.3%
DIRECTOR FOR CLINICAL SPT	29	42.9%	0.0%	34.2%	6.9%
DIRECTOR FOR DENTISTRY	12	56.3%	26.2%	0.0%	10.7%
DIRECTOR FOR ED TNG & RSCH	14	10.8%	0.0%	35.6%	23.9%
DIRECTOR FOR MEDICINE	32	63.2%	15.3%	11.8%	6.0%
DIRECTOR FOR NURSING	17	52.5%	10.5%	28.6%	8.4%
DIRECTOR FOR RESOURCE MGT	10	9.1%	7.7%	33.1%	25.0%
DIRECTOR FOR SURGERY	27	59.3%	0.0%	28.3%	3.6%
NICoE	14	31.8%	4.9%	18.8%	5.7%
WR ASST CHIEF OF STAFF	13	12.5%	5.8%	13.1%	12.3%

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	13,059	41.9%	43.2%	15.0%
NCR MEDICAL DIRECTORATE	380	34.8%	42.6%	22.6%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>32.2%</b>	<b>45.4%</b>	<b>22.4%</b>
DIRECTOR FOR ADMINISTRATION	48	26.9%	46.6%	26.5%
DIRECTOR FOR BEHAVIORAL HLTH	20	53.0%	47.0%	0.0%
DIRECTOR FOR CLINICAL SPT	29	35.3%	30.0%	34.7%
DIRECTOR FOR DENTISTRY	12	4.7%	17.5%	77.8%
DIRECTOR FOR ED TNG & RSCH	16	65.2%	34.8%	0.0%
DIRECTOR FOR MEDICINE	32	15.2%	51.4%	33.4%
DIRECTOR FOR NURSING	17	29.9%	43.4%	26.7%
DIRECTOR FOR RESOURCE MGT	12	63.8%	30.8%	5.4%
DIRECTOR FOR SURGERY	28	35.9%	55.4%	8.7%
NICoE	14	43.4%	56.6%	0.0%
WR ASST CHIEF OF STAFF	13	31.7%	62.6%	5.8%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	13,033	44.4%	48.1%	7.5%
NCR MEDICAL DIRECTORATE	381	20.9%	66.5%	12.5%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>247</b>	<b>18.9%</b>	<b>67.4%</b>	<b>13.8%</b>
DIRECTOR FOR ADMINISTRATION	48	24.5%	61.9%	13.6%
DIRECTOR FOR BEHAVIORAL HLTH	21	19.3%	73.1%	7.6%
DIRECTOR FOR CLINICAL SPT	29	9.2%	74.4%	16.5%
DIRECTOR FOR DENTISTRY	12	4.0%	32.9%	63.1%
DIRECTOR FOR ED TNG & RSCH	16	18.1%	81.9%	0.0%
DIRECTOR FOR MEDICINE	31	20.7%	67.0%	12.3%
DIRECTOR FOR NURSING	18	26.8%	53.8%	19.4%
DIRECTOR FOR RESOURCE MGT	11	23.3%	62.9%	13.8%
DIRECTOR FOR SURGERY	28	18.9%	73.4%	7.6%
NICoE	14	10.2%	72.3%	17.5%
WR ASST CHIEF OF STAFF	12	19.0%	74.8%	6.2%

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	12,919	14.4%	80.9%	4.6%
NCR MEDICAL DIRECTORATE	378	12.3%	82.5%	5.1%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>248</b>	<b>13.8%</b>	<b>81.1%</b>	<b>5.0%</b>
DIRECTOR FOR ADMINISTRATION	48	19.2%	74.9%	5.9%
DIRECTOR FOR BEHAVIORAL HLTH	21	10.1%	89.9%	0.0%
DIRECTOR FOR CLINICAL SPT	29	3.8%	90.6%	5.5%
DIRECTOR FOR DENTISTRY	12	0.0%	52.4%	47.6%
DIRECTOR FOR ED TNG & RSCH	15	20.4%	79.6%	0.0%
DIRECTOR FOR MEDICINE	31	27.3%	71.4%	1.2%
DIRECTOR FOR NURSING	18	10.8%	76.8%	12.5%
DIRECTOR FOR RESOURCE MGT	12	0.0%	100.0%	0.0%
DIRECTOR FOR SURGERY	28	7.6%	90.6%	1.8%
NICoE	14	11.2%	88.8%	0.0%
WR ASST CHIEF OF STAFF	13	5.8%	88.4%	5.8%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	13,061	4.3%	80.9%	14.7%
NCR MEDICAL DIRECTORATE	380	5.7%	79.5%	14.8%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>247</b>	<b>6.0%</b>	<b>78.1%</b>	<b>16.0%</b>
DIRECTOR FOR ADMINISTRATION	48	10.2%	76.3%	13.4%
DIRECTOR FOR BEHAVIORAL HLTH	21	7.0%	77.3%	15.7%
DIRECTOR FOR CLINICAL SPT	29	3.3%	79.4%	17.3%
DIRECTOR FOR DENTISTRY	12	0.0%	52.4%	47.6%
DIRECTOR FOR ED TNG & RSCH	16	4.4%	80.6%	15.0%
DIRECTOR FOR MEDICINE	30	11.8%	67.1%	21.1%
DIRECTOR FOR NURSING	18	5.4%	77.8%	16.8%
DIRECTOR FOR RESOURCE MGT	11	0.0%	86.2%	13.8%
DIRECTOR FOR SURGERY	28	2.1%	87.3%	10.6%
NICoE	14	0.0%	100.0%	0.0%
WR ASST CHIEF OF STAFF	13	5.8%	88.4%	5.8%

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	13,060	2.8%	82.0%	15.2%
NCR MEDICAL DIRECTORATE	382	2.2%	81.8%	16.0%
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>249</b>	<b>2.9%</b>	<b>80.6%</b>	<b>16.5%</b>
DIRECTOR FOR ADMINISTRATION	48	3.4%	75.1%	21.4%
DIRECTOR FOR BEHAVIORAL HLTH	21	0.0%	87.6%	12.4%
DIRECTOR FOR CLINICAL SPT	28	0.0%	82.2%	17.8%
DIRECTOR FOR DENTISTRY	12	0.0%	63.1%	36.9%
DIRECTOR FOR ED TNG & RSCH	16	0.0%	89.6%	10.4%
DIRECTOR FOR MEDICINE	32	7.1%	74.9%	18.0%
DIRECTOR FOR NURSING	18	5.4%	71.4%	23.2%
DIRECTOR FOR RESOURCE MGT	12	0.0%	87.9%	12.1%
DIRECTOR FOR SURGERY	28	2.1%	87.1%	10.8%
NICoE	14	0.0%	93.4%	6.6%
WR ASST CHIEF OF STAFF	13	5.8%	88.4%	5.8%

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	8,715	78.9%	10.4%	10.7%	149
NCR MEDICAL DIRECTORATE	76	58.9%	20.4%	20.7%	8
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>54</b>	<b>66.7%</b>	<b>14.0%</b>	<b>19.3%</b>	<b>5</b>
DIRECTOR FOR ADMINISTRATION	10	60.7%	10.3%	29.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	6	83.6%	0.0%	16.4%	0
DIRECTOR FOR CLINICAL SPT	6	100.0%	0.0%	0.0%	1
DIRECTOR FOR DENTISTRY	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	3	78.3%	0.0%	21.7%	3
DIRECTOR FOR MEDICINE	3	53.8%	0.0%	46.2%	0
DIRECTOR FOR NURSING	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR RESOURCE MGT	5	28.2%	28.2%	43.7%	0
DIRECTOR FOR SURGERY	2	100.0%	0.0%	0.0%	1
NICoE	6	43.3%	42.4%	14.3%	0
WR ASST CHIEF OF STAFF	7	88.9%	0.0%	11.1%	0

\*The results for this item only include employees who indicated that they participated in this program.

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	5,708	92.6%	5.0%	2.4%	84
NCR MEDICAL DIRECTORATE	134	92.5%	5.6%	1.9%	2
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>78</b>	<b>93.1%</b>	<b>5.2%</b>	<b>1.7%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	9	100.0%	0.0%	0.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	10	86.4%	13.6%	0.0%	0
DIRECTOR FOR CLINICAL SPT	11	100.0%	0.0%	0.0%	0
DIRECTOR FOR DENTISTRY	0	--	--	--	0
DIRECTOR FOR ED TNG & RSCH	9	85.3%	7.3%	7.3%	0
DIRECTOR FOR MEDICINE	5	100.0%	0.0%	0.0%	1
DIRECTOR FOR NURSING	8	100.0%	0.0%	0.0%	0
DIRECTOR FOR RESOURCE MGT	7	80.8%	19.2%	0.0%	0
DIRECTOR FOR SURGERY	10	84.8%	9.3%	5.9%	1
NICoE	5	100.0%	0.0%	0.0%	0
WR ASST CHIEF OF STAFF	2	100.0%	0.0%	0.0%	0

\*The results for this item only include employees who indicated that they participated in this program.

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	4,871	89.8%	8.4%	1.9%	224
NCR MEDICAL DIRECTORATE	79	73.6%	23.4%	3.1%	4
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>44</b>	<b>79.0%</b>	<b>21.0%</b>	<b>0.0%</b>	<b>4</b>
DIRECTOR FOR ADMINISTRATION	8	82.9%	17.1%	0.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	4	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	3	100.0%	0.0%	0.0%	1
DIRECTOR FOR DENTISTRY	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	3	76.2%	23.8%	0.0%	0
DIRECTOR FOR MEDICINE	5	100.0%	0.0%	0.0%	1
DIRECTOR FOR NURSING	3	100.0%	0.0%	0.0%	1
DIRECTOR FOR RESOURCE MGT	4	62.6%	37.4%	0.0%	0
DIRECTOR FOR SURGERY	5	43.8%	56.2%	0.0%	0
NICoE	2	100.0%	0.0%	0.0%	0
WR ASST CHIEF OF STAFF	4	75.9%	24.1%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	1,472	80.8%	16.9%	2.3%	308
NCR MEDICAL DIRECTORATE	47	72.1%	20.8%	7.1%	7
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>30</b>	<b>74.8%</b>	<b>21.3%</b>	<b>3.9%</b>	<b>3</b>
DIRECTOR FOR ADMINISTRATION	8	65.6%	34.4%	0.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR DENTISTRY	0	--	--	--	0
DIRECTOR FOR ED TNG & RSCH	3	75.2%	24.8%	0.0%	1
DIRECTOR FOR MEDICINE	7	85.1%	14.9%	0.0%	1
DIRECTOR FOR NURSING	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR RESOURCE MGT	0	--	--	--	0
DIRECTOR FOR SURGERY	3	72.2%	27.8%	0.0%	0
NICoE	1	0.0%	0.0%	100.0%	0
WR ASST CHIEF OF STAFF	1	100.0%	0.0%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Work/Life (continued)**

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	297	79.9%	17.2%	3.0%	130
NCR MEDICAL DIRECTORATE	21	46.1%	29.6%	24.3%	6
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>15</b>	<b>37.1%</b>	<b>33.4%</b>	<b>29.5%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	4	32.6%	37.8%	29.7%	1
DIRECTOR FOR BEHAVIORAL HLTH	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR DENTISTRY	0	--	--	--	0
DIRECTOR FOR ED TNG & RSCH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR MEDICINE	3	0.0%	48.1%	51.9%	1
DIRECTOR FOR NURSING	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR RESOURCE MGT	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR SURGERY	1	0.0%	100.0%	0.0%	0
NICoE	0	--	--	--	0
WR ASST CHIEF OF STAFF	1	100.0%	0.0%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	188	72.1%	26.1%	1.8%	121
NCR MEDICAL DIRECTORATE	6	36.6%	63.4%	0.0%	5
<b>WR NATIONAL MILITARY MEDICAL CENTER</b>	<b>5</b>	<b>31.6%</b>	<b>68.4%</b>	<b>0.0%</b>	<b>2</b>
DIRECTOR FOR ADMINISTRATION	1	100.0%	0.0%	0.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	0	--	--	--	0
DIRECTOR FOR CLINICAL SPT	0	--	--	--	1
DIRECTOR FOR DENTISTRY	0	--	--	--	0
DIRECTOR FOR ED TNG & RSCH	0	--	--	--	0
DIRECTOR FOR MEDICINE	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR NURSING	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR RESOURCE MGT	0	--	--	--	0
DIRECTOR FOR SURGERY	1	0.0%	100.0%	0.0%	0
NICoE	0	--	--	--	0
WR ASST CHIEF OF STAFF	1	100.0%	0.0%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	128	53.6%
Field	111	46.4%

***What is your supervisory status?***

	N	%
Non-Supervisor	127	51.6%
Team Leader	50	20.3%
Supervisor	54	22.0%
Manager	13	5.3%
Senior Leader	2	0.8%

***Are you:***

	N	%
Male	96	39.5%
Female	147	60.5%

***Are you Hispanic or Latino?***

	N	%
Yes	15	6.3%
No	225	93.8%

***Race***

	N	%
American Indian or Alaska Native	2	0.8%
Asian	20	8.4%
Black or African American	69	29.0%
Native Hawaiian or Other Pacific Islander	4	1.7%
White	137	57.6%
Two or more races	6	2.5%

Note: Percentages for demographic questions are unweighted.

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
***5th Level Subagency Comparison Report***

**Demographic Questions (continued)**

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	7	2.8%
Trade or Technical Certificate	5	2.0%
Some College (no degree)	36	14.6%
Associate's Degree (e.g., AA, AS)	17	6.9%
Bachelor's Degree (e.g., BA, BS)	61	24.8%
Master's Degree (e.g., MA, MS, MBA)	83	33.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	37	15.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	3	1.2%
GS 1-6	24	9.8%
GS 7-12	154	62.6%
GS 13-15	64	26.0%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.4%

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

	N	%
Less than 1 year	17	6.9%
1 to 3 years	24	9.7%
4 to 5 years	19	7.7%
6 to 10 years	78	31.5%
11 to 14 years	36	14.5%
15 to 20 years	26	10.5%
More than 20 years	48	19.4%

Note: Percentages for demographic questions are unweighted.

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
**5th Level Subagency Comparison Report**

**Demographic Questions (continued)**

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

	N	%
Less than 1 year	21	8.5%
1 to 3 years	39	15.7%
4 to 5 years	30	12.1%
6 to 10 years	77	31.0%
11 to 20 years	51	20.6%
More than 20 years	30	12.1%

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

	N	%
No	126	51.4%
Yes, to retire	15	6.1%
Yes, to take another job within the Federal Government	83	33.9%
Yes, to take another job outside the Federal Government	7	2.9%
Yes, other	14	5.7%

***I am planning to retire:***

	N	%
Within one year	7	2.9%
Between one and three years	20	8.2%
Between three and five years	24	9.8%
Five or more years	194	79.2%

***What is your US military service status?***

	N	%
No Prior Military Service	134	54.9%
Currently in National Guard or Reserves	5	2.0%
Retired	59	24.2%
Separated or Discharged	46	18.9%

Note: Percentages for demographic questions are unweighted.

**Department of Defense**  
**WR NATIONAL MILITARY MEDICAL CENTER**  
***5th Level Subagency Comparison Report***

**Demographic Questions (continued)**

***Are you an individual with a disability?***

	N	%
Yes	41	16.8%
No	203	83.2%

***What is your age group?***

	N	%
25 and under	0	0.0%
26-29	2	0.8%
30-39	35	13.4%
40-49	79	30.3%
50-59	96	36.8%
60 or older	49	18.8%

Note: Percentages for demographic questions are unweighted.