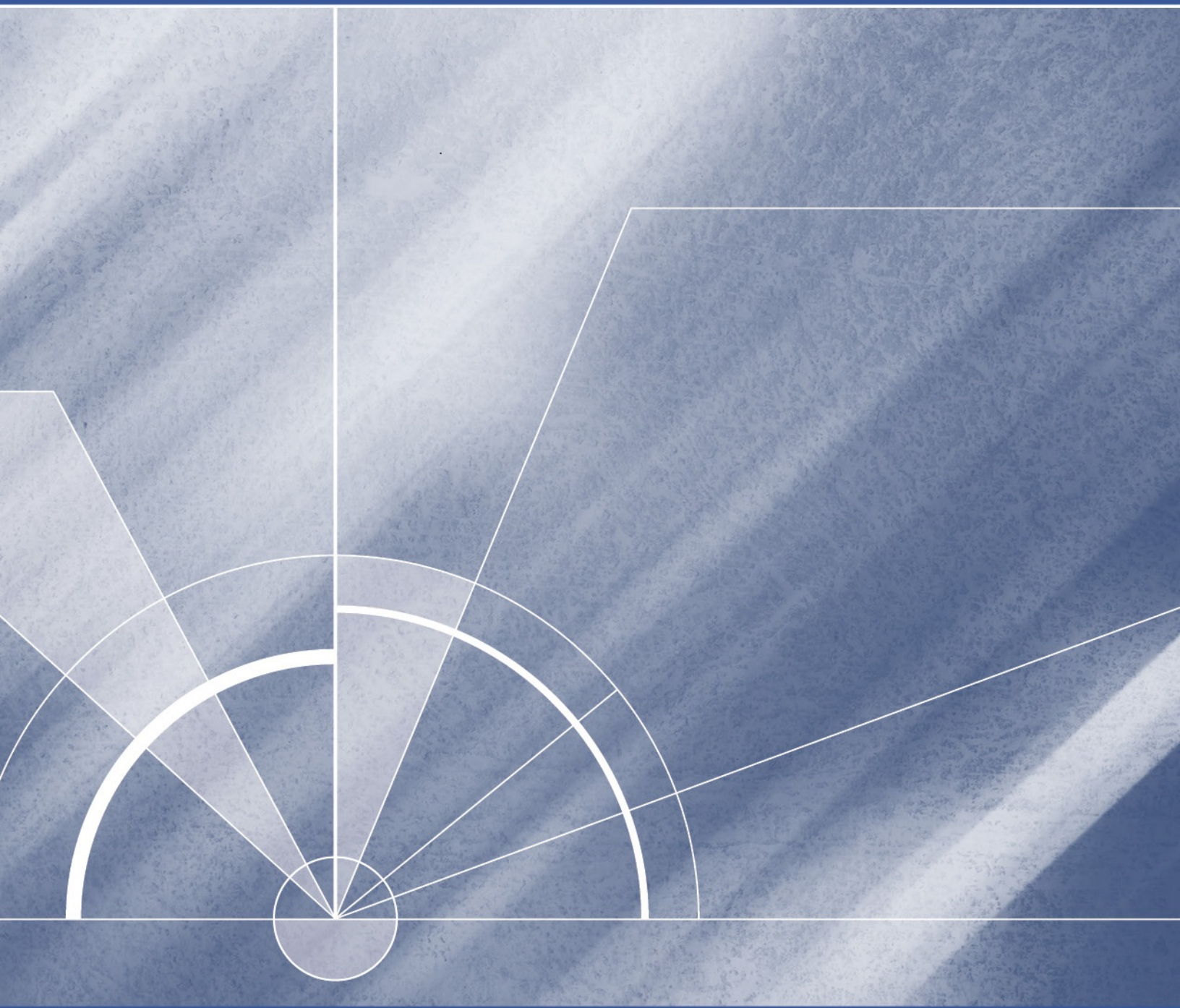


2017

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

5th Level  
Subagency  
Comparison  
Report

OSD, Agencies and Activities  
FT BELVOIR COMMUNITY HOSPITAL



# OSD, Agencies and Activities

## FT BELVOIR COMMUNITY HOSPITAL

### *5th Level Subagency Comparison Report*

This 2017 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	15,922	36.7%
NCR MEDICAL DIRECTORATE	358	21.2%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>16.8%</b>
FBCH ASST CHIEF OF STAFF	<10	--
DIRECTOR FOR SURGERY	<10	--
DIRECTOR FOR MEDICINE	<10	--
DIRECTOR FOR BEHAVIORAL HLTH	18	32.1%
DIRECTOR CLINICAL SPT	14	12.0%
DIRECTOR FOR NURSING	10	15.4%
DIRECT FOR HCOPS & DETR	20	50.0%
DIRECTOR FOR ADMINISTRATION	16	10.6%
DIRECTOR FOR RESOURCE MGT	<10	--

#### Your Data

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 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**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	15,894	65.2%	15.6%	19.2%
NCR MEDICAL DIRECTORATE	356	52.5%	15.2%	32.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>49.9%</b>	<b>16.8%</b>	<b>33.3%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	81.4%	0.0%	18.6%
DIRECTOR CLINICAL SPT	14	44.6%	26.4%	29.0%
DIRECTOR FOR NURSING	10	40.8%	34.1%	25.1%
DIRECT FOR HCOPS & DETR	20	68.0%	8.8%	23.3%
DIRECTOR FOR ADMINISTRATION	16	36.1%	15.8%	48.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,855	69.6%	14.8%	15.5%
NCR MEDICAL DIRECTORATE	356	64.6%	14.4%	21.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>67.1%</b>	<b>8.8%</b>	<b>24.0%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.8%	8.9%	5.2%
DIRECTOR CLINICAL SPT	14	77.7%	17.5%	4.9%
DIRECTOR FOR NURSING	10	79.4%	8.0%	12.5%
DIRECT FOR HCOPS & DETR	20	68.0%	8.8%	23.3%
DIRECTOR FOR ADMINISTRATION	16	57.7%	8.3%	34.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,806	61.8%	16.2%	22.0%
NCR MEDICAL DIRECTORATE	357	52.2%	16.9%	30.9%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>56.1%</b>	<b>14.5%</b>	<b>29.4%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	76.1%	5.2%	18.6%
DIRECTOR CLINICAL SPT	14	49.2%	28.2%	22.6%
DIRECTOR FOR NURSING	10	34.8%	52.7%	12.5%
DIRECT FOR HCOPS & DETR	20	72.8%	6.4%	20.9%
DIRECTOR FOR ADMINISTRATION	16	39.5%	15.2%	45.3%

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,852	69.7%	14.8%	15.5%
NCR MEDICAL DIRECTORATE	356	68.9%	12.1%	19.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>75.9%</b>	<b>12.7%</b>	<b>11.4%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	93.9%	0.0%	6.1%
DIRECTOR CLINICAL SPT	14	71.8%	10.5%	17.7%
DIRECTOR FOR NURSING	10	67.6%	19.8%	12.5%
DIRECT FOR HCOPS & DETR	20	79.1%	10.4%	10.5%
DIRECTOR FOR ADMINISTRATION	16	74.2%	10.8%	15.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,795	80.5%	12.1%	7.4%
NCR MEDICAL DIRECTORATE	356	86.9%	8.2%	4.9%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>98</b>	<b>86.2%</b>	<b>11.3%</b>	<b>2.6%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	93.9%	6.1%	0.0%
DIRECTOR CLINICAL SPT	14	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	10	87.1%	12.9%	0.0%
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%
DIRECTOR FOR ADMINISTRATION	15	75.9%	19.8%	4.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,771	78.6%	11.6%	9.8%
NCR MEDICAL DIRECTORATE	354	75.5%	13.3%	11.2%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>79.7%</b>	<b>13.3%</b>	<b>7.1%</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	100.0%	0.0%	0.0%
DIRECTOR CLINICAL SPT	14	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	9	86.3%	0.0%	13.7%
DIRECT FOR HCOPS & DETR	20	74.3%	12.6%	13.1%
DIRECTOR FOR ADMINISTRATION	16	53.6%	22.6%	23.7%

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**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	15,835	95.6%	2.8%	1.6%
NCR MEDICAL DIRECTORATE	355	93.3%	4.3%	2.4%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>93.6%</b>	<b>5.1%</b>	<b>1.3%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	100.0%	0.0%	0.0%
DIRECTOR CLINICAL SPT	14	86.4%	13.6%	0.0%
DIRECTOR FOR NURSING	10	79.1%	12.9%	8.0%
DIRECT FOR HCOPS & DETR	20	93.6%	6.4%	0.0%
DIRECTOR FOR ADMINISTRATION	16	91.4%	3.9%	4.7%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,838	91.5%	6.7%	1.8%
NCR MEDICAL DIRECTORATE	357	91.7%	6.1%	2.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>94.1%</b>	<b>4.4%</b>	<b>1.6%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	94.8%	5.2%	0.0%
DIRECTOR CLINICAL SPT	14	86.4%	8.7%	4.9%
DIRECTOR FOR NURSING	10	100.0%	0.0%	0.0%
DIRECT FOR HCOPS & DETR	20	89.3%	6.4%	4.3%
DIRECTOR FOR ADMINISTRATION	16	95.3%	4.7%	0.0%

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,863	53.1%	15.9%	30.9%	28
NCR MEDICAL DIRECTORATE	355	40.1%	12.0%	47.9%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>36.4%</b>	<b>12.7%</b>	<b>50.9%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	50.6%	3.7%	45.7%	0
DIRECTOR CLINICAL SPT	14	43.9%	22.3%	33.8%	0
DIRECTOR FOR NURSING	10	47.3%	0.0%	52.7%	0
DIRECT FOR HCOPS & DETR	20	25.3%	14.6%	60.1%	0
DIRECTOR FOR ADMINISTRATION	16	37.9%	0.0%	62.1%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,828	62.9%	14.8%	22.3%	29
NCR MEDICAL DIRECTORATE	355	56.5%	16.8%	26.7%	1
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>98</b>	<b>53.1%</b>	<b>17.1%</b>	<b>29.8%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	59.3%	19.5%	21.2%	0
DIRECTOR CLINICAL SPT	13	84.6%	6.0%	9.4%	0
DIRECTOR FOR NURSING	10	72.4%	20.6%	7.0%	0
DIRECT FOR HCOPS & DETR	20	42.1%	6.4%	51.5%	0
DIRECTOR FOR ADMINISTRATION	16	58.5%	10.8%	30.6%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,623	58.7%	16.2%	25.1%	67
NCR MEDICAL DIRECTORATE	353	56.2%	13.9%	30.0%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>57.3%</b>	<b>17.0%</b>	<b>25.6%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	83.8%	12.6%	3.6%	0
DIRECTOR CLINICAL SPT	13	53.9%	30.9%	15.1%	1
DIRECTOR FOR NURSING	9	57.0%	14.3%	28.7%	0
DIRECT FOR HCOPS & DETR	20	76.7%	12.8%	10.5%	0
DIRECTOR FOR ADMINISTRATION	16	41.9%	8.1%	50.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,801	84.5%	8.6%	6.9%	42
NCR MEDICAL DIRECTORATE	356	80.2%	8.7%	11.1%	0
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>79.1%</b>	<b>11.6%</b>	<b>9.3%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	96.4%	3.6%	0.0%	0
DIRECTOR CLINICAL SPT	14	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	10	74.9%	0.0%	25.1%	0
DIRECT FOR HCOPS & DETR	20	85.4%	10.4%	4.3%	0
DIRECTOR FOR ADMINISTRATION	16	58.0%	8.6%	33.4%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**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	15,718	88.5%	7.9%	3.7%	47
NCR MEDICAL DIRECTORATE	357	90.8%	7.2%	2.1%	0
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>93.9%</b>	<b>4.3%</b>	<b>1.8%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	100.0%	0.0%	0.0%	0
DIRECTOR CLINICAL SPT	14	95.1%	4.9%	0.0%	0
DIRECTOR FOR NURSING	10	95.1%	4.9%	0.0%	0
DIRECT FOR HCOPS & DETR	20	85.4%	10.3%	4.3%	0
DIRECTOR FOR ADMINISTRATION	16	80.8%	10.4%	8.8%	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	15,808	71.9%	11.7%	16.4%	42
NCR MEDICAL DIRECTORATE	355	63.4%	11.1%	25.5%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>98</b>	<b>73.6%</b>	<b>11.4%</b>	<b>15.0%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	66.7%	15.8%	17.5%	0
DIRECTOR CLINICAL SPT	14	89.5%	5.7%	4.9%	0
DIRECTOR FOR NURSING	10	79.4%	12.5%	8.0%	0
DIRECT FOR HCOPS & DETR	20	63.2%	10.4%	26.5%	0
DIRECTOR FOR ADMINISTRATION	16	66.0%	6.2%	27.8%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,626	71.7%	14.5%	13.8%	249
NCR MEDICAL DIRECTORATE	343	68.2%	19.0%	12.8%	12
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>96</b>	<b>68.1%</b>	<b>18.1%</b>	<b>13.8%</b>	<b>3</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	77.8%	22.2%	0.0%	1
DIRECTOR CLINICAL SPT	14	68.5%	26.7%	4.9%	0
DIRECTOR FOR NURSING	9	100.0%	0.0%	0.0%	1
DIRECT FOR HCOPS & DETR	20	72.3%	15.5%	12.2%	0
DIRECTOR FOR ADMINISTRATION	15	79.5%	5.0%	15.5%	1

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**5th Level Subagency Comparison Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,767	84.8%	10.2%	5.0%	55
NCR MEDICAL DIRECTORATE	352	82.0%	11.7%	6.3%	3
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>98</b>	<b>84.5%</b>	<b>7.5%</b>	<b>8.0%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.9%	8.8%	5.2%	0
DIRECTOR CLINICAL SPT	14	95.1%	0.0%	4.9%	0
DIRECTOR FOR NURSING	10	79.4%	8.0%	12.5%	0
DIRECT FOR HCOPS & DETR	20	89.3%	6.4%	4.3%	0
DIRECTOR FOR ADMINISTRATION	15	66.1%	13.7%	20.3%	1

**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	15,277	65.7%	16.4%	17.9%	557
NCR MEDICAL DIRECTORATE	337	58.7%	18.8%	22.6%	19
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>60.3%</b>	<b>18.6%</b>	<b>21.1%</b>	<b>6</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	80.1%	10.4%	9.5%	1
DIRECTOR CLINICAL SPT	13	60.1%	14.9%	25.0%	1
DIRECTOR FOR NURSING	8	49.1%	24.8%	26.1%	2
DIRECT FOR HCOPS & DETR	20	60.4%	31.3%	8.3%	0
DIRECTOR FOR ADMINISTRATION	15	49.1%	0.0%	50.9%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,746	55.6%	22.1%	22.3%	117
NCR MEDICAL DIRECTORATE	351	44.7%	25.1%	30.1%	4
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>45.2%</b>	<b>26.0%</b>	<b>28.8%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	68.9%	6.3%	24.8%	0
DIRECTOR CLINICAL SPT	14	53.3%	22.6%	24.1%	0
DIRECTOR FOR NURSING	10	33.8%	45.6%	20.6%	0
DIRECT FOR HCOPS & DETR	20	39.2%	18.8%	42.0%	0
DIRECTOR FOR ADMINISTRATION	15	38.6%	8.2%	53.2%	1



**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**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	15,547	73.7%	11.7%	14.6%	356
NCR MEDICAL DIRECTORATE	335	72.7%	10.6%	16.7%	23
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>75.2%</b>	<b>7.2%</b>	<b>17.6%</b>	<b>9</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	87.6%	6.2%	6.2%	3
DIRECTOR CLINICAL SPT	14	77.2%	0.0%	22.8%	0
DIRECTOR FOR NURSING	8	84.9%	0.0%	15.1%	2
DIRECT FOR HCOPS & DETR	18	71.2%	6.8%	21.9%	2
DIRECTOR FOR ADMINISTRATION	16	70.1%	0.0%	29.9%	0

**My Work Unit**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,894	73.5%	12.6%	13.9%
NCR MEDICAL DIRECTORATE	357	64.8%	15.4%	19.8%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>64.7%</b>	<b>22.7%</b>	<b>12.6%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	87.5%	8.8%	3.7%
DIRECTOR CLINICAL SPT	14	67.7%	23.4%	9.0%
DIRECTOR FOR NURSING	10	84.4%	15.6%	0.0%
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%
DIRECTOR FOR ADMINISTRATION	16	45.3%	25.2%	29.4%

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,333	44.5%	25.8%	29.7%	557
NCR MEDICAL DIRECTORATE	345	38.0%	21.0%	40.9%	11
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>38.6%</b>	<b>26.0%</b>	<b>35.4%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	62.7%	11.4%	25.9%	0
DIRECTOR CLINICAL SPT	14	51.7%	17.5%	30.8%	0
DIRECTOR FOR NURSING	10	25.8%	48.8%	25.4%	0
DIRECT FOR HCOPS & DETR	20	39.6%	21.2%	39.2%	0
DIRECTOR FOR ADMINISTRATION	16	35.4%	3.4%	61.2%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
**5th Level Subagency Comparison Report**

**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,784	36.9%	27.7%	35.4%	1,058
NCR MEDICAL DIRECTORATE	324	25.7%	27.0%	47.3%	29
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>28.0%</b>	<b>31.1%</b>	<b>40.9%</b>	<b>5</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	20.7%	40.4%	38.9%	3
DIRECTOR CLINICAL SPT	14	31.7%	49.0%	19.3%	0
DIRECTOR FOR NURSING	9	23.2%	38.0%	38.7%	1
DIRECT FOR HCOPS & DETR	20	47.8%	27.4%	24.8%	0
DIRECTOR FOR ADMINISTRATION	16	33.3%	6.3%	60.4%	0

**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	14,331	31.1%	27.9%	41.0%	1,519
NCR MEDICAL DIRECTORATE	332	29.1%	23.1%	47.9%	22
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>30.7%</b>	<b>18.8%</b>	<b>50.5%</b>	<b>8</b>
DIRECTOR FOR BEHAVIORAL HLTH	16	31.8%	18.0%	50.2%	2
DIRECTOR CLINICAL SPT	12	52.3%	10.0%	37.8%	1
DIRECTOR FOR NURSING	10	13.3%	34.1%	52.7%	0
DIRECT FOR HCOPS & DETR	17	51.3%	7.4%	41.3%	3
DIRECTOR FOR ADMINISTRATION	16	27.9%	33.4%	38.7%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,954	39.1%	27.1%	33.8%	898
NCR MEDICAL DIRECTORATE	341	29.3%	25.0%	45.7%	15
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>94</b>	<b>30.8%</b>	<b>28.0%</b>	<b>41.2%</b>	<b>4</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	48.3%	16.8%	34.9%	1
DIRECTOR CLINICAL SPT	14	36.6%	26.2%	37.2%	0
DIRECTOR FOR NURSING	10	26.1%	48.8%	25.1%	0
DIRECT FOR HCOPS & DETR	20	41.1%	19.3%	39.6%	0
DIRECTOR FOR ADMINISTRATION	16	15.4%	36.5%	48.1%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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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
OSD, Agencies and Activities	14,794	47.8%	23.3%	28.9%	1,026
NCR MEDICAL DIRECTORATE	326	34.2%	27.1%	38.7%	29
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>32.7%</b>	<b>32.3%</b>	<b>34.9%</b>	<b>7</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	50.6%	24.3%	25.1%	3
DIRECTOR CLINICAL SPT	14	45.3%	26.2%	28.5%	0
DIRECTOR FOR NURSING	9	23.8%	48.9%	27.3%	1
DIRECT FOR HCOPS & DETR	19	43.9%	29.7%	26.4%	0
DIRECTOR FOR ADMINISTRATION	16	12.9%	37.0%	50.1%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,800	72.1%	13.6%	14.3%	38
NCR MEDICAL DIRECTORATE	355	64.1%	14.4%	21.5%	0
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>67.5%</b>	<b>16.7%</b>	<b>15.7%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	83.8%	3.6%	12.6%	0
DIRECTOR CLINICAL SPT	14	67.9%	23.4%	8.7%	0
DIRECTOR FOR NURSING	10	87.5%	12.5%	0.0%	0
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%	0
DIRECTOR FOR ADMINISTRATION	16	59.6%	8.1%	32.2%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,325	57.4%	26.2%	16.3%	539
NCR MEDICAL DIRECTORATE	343	43.1%	32.0%	24.9%	15
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>97</b>	<b>46.8%</b>	<b>35.3%</b>	<b>17.9%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	67.8%	19.1%	13.0%	1
DIRECTOR CLINICAL SPT	14	66.9%	13.6%	19.5%	0
DIRECTOR FOR NURSING	9	32.9%	67.1%	0.0%	1
DIRECT FOR HCOPS & DETR	20	60.4%	18.8%	20.9%	0
DIRECTOR FOR ADMINISTRATION	16	41.2%	31.0%	27.8%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,860	81.4%	15.0%	3.6%
NCR MEDICAL DIRECTORATE	357	78.7%	15.5%	5.7%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>99</b>	<b>81.1%</b>	<b>15.4%</b>	<b>3.4%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	83.8%	16.2%	0.0%
DIRECTOR CLINICAL SPT	14	85.6%	14.4%	0.0%
DIRECTOR FOR NURSING	10	93.0%	7.0%	0.0%
DIRECT FOR HCOPS & DETR	20	95.7%	0.0%	4.3%
DIRECTOR FOR ADMINISTRATION	16	72.0%	8.9%	19.0%

**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	15,415	70.2%	16.7%	13.1%	202
NCR MEDICAL DIRECTORATE	345	60.9%	18.4%	20.7%	1
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>61.8%</b>	<b>26.7%</b>	<b>11.5%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	92.6%	0.0%	7.4%	0
DIRECTOR CLINICAL SPT	13	65.8%	34.2%	0.0%	0
DIRECTOR FOR NURSING	9	47.4%	52.6%	0.0%	0
DIRECT FOR HCOPS & DETR	20	55.5%	27.6%	16.9%	0
DIRECTOR FOR ADMINISTRATION	16	57.7%	8.3%	34.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,303	49.0%	23.1%	27.8%	293
NCR MEDICAL DIRECTORATE	340	39.1%	20.2%	40.7%	7
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>37.5%</b>	<b>26.1%</b>	<b>36.3%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	70.5%	7.6%	22.0%	1
DIRECTOR CLINICAL SPT	13	36.6%	39.3%	24.0%	0
DIRECTOR FOR NURSING	9	24.3%	42.3%	33.4%	0
DIRECT FOR HCOPS & DETR	20	45.4%	21.2%	33.4%	0
DIRECTOR FOR ADMINISTRATION	16	29.3%	8.1%	62.5%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,292	54.0%	21.7%	24.3%	285
NCR MEDICAL DIRECTORATE	338	36.5%	22.7%	40.8%	9
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>38.3%</b>	<b>30.5%</b>	<b>31.2%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	49.9%	29.0%	21.0%	1
DIRECTOR CLINICAL SPT	13	41.8%	24.6%	33.5%	0
DIRECTOR FOR NURSING	9	51.8%	24.2%	23.9%	0
DIRECT FOR HCOPS & DETR	20	57.9%	16.6%	25.5%	0
DIRECTOR FOR ADMINISTRATION	16	14.4%	39.7%	45.9%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,072	44.2%	27.3%	28.5%	501
NCR MEDICAL DIRECTORATE	339	29.2%	22.9%	47.9%	8
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>27.5%</b>	<b>22.3%</b>	<b>50.1%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	51.3%	33.1%	15.6%	1
DIRECTOR CLINICAL SPT	13	27.3%	42.6%	30.1%	0
DIRECTOR FOR NURSING	9	17.5%	44.2%	38.3%	0
DIRECT FOR HCOPS & DETR	20	47.4%	10.7%	41.9%	0
DIRECTOR FOR ADMINISTRATION	16	7.1%	3.4%	89.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,426	25.1%	28.8%	46.0%	1,121
NCR MEDICAL DIRECTORATE	304	16.4%	23.5%	60.1%	39
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>86</b>	<b>18.1%</b>	<b>29.4%</b>	<b>52.6%</b>	<b>7</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	39.4%	27.3%	33.3%	3
DIRECTOR CLINICAL SPT	12	50.8%	26.5%	22.7%	1
DIRECTOR FOR NURSING	7	0.0%	49.5%	50.5%	1
DIRECT FOR HCOPS & DETR	19	10.0%	35.1%	54.9%	1
DIRECTOR FOR ADMINISTRATION	16	18.8%	19.9%	61.3%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Agency (continued)**

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,605	61.3%	24.3%	14.4%	963
NCR MEDICAL DIRECTORATE	326	48.0%	29.3%	22.7%	21
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>44.7%</b>	<b>26.4%</b>	<b>28.8%</b>	<b>4</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	60.8%	29.7%	9.5%	1
DIRECTOR CLINICAL SPT	13	80.1%	10.4%	9.5%	0
DIRECTOR FOR NURSING	7	39.4%	42.9%	17.7%	2
DIRECT FOR HCOPS & DETR	20	34.5%	29.8%	35.7%	0
DIRECTOR FOR ADMINISTRATION	16	41.7%	4.2%	54.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,395	83.1%	9.8%	7.1%	192
NCR MEDICAL DIRECTORATE	342	78.0%	12.5%	9.6%	4
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>76.7%</b>	<b>15.7%</b>	<b>7.6%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	81.7%	14.6%	3.7%	0
DIRECTOR CLINICAL SPT	13	84.5%	5.2%	10.4%	0
DIRECTOR FOR NURSING	9	53.8%	23.9%	22.3%	0
DIRECT FOR HCOPS & DETR	19	77.8%	17.6%	4.6%	1
DIRECTOR FOR ADMINISTRATION	16	61.8%	15.1%	23.1%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,421	84.8%	9.5%	5.8%	104
NCR MEDICAL DIRECTORATE	342	79.8%	11.4%	8.8%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>80.1%</b>	<b>14.6%</b>	<b>5.3%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	87.5%	8.9%	3.6%	0
DIRECTOR CLINICAL SPT	13	80.1%	14.7%	5.2%	0
DIRECTOR FOR NURSING	9	100.0%	0.0%	0.0%	0
DIRECT FOR HCOPS & DETR	20	87.0%	8.8%	4.3%	0
DIRECTOR FOR ADMINISTRATION	16	53.5%	21.3%	25.2%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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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
OSD, Agencies and Activities	14,785	55.2%	21.4%	23.4%	768
NCR MEDICAL DIRECTORATE	331	54.2%	20.2%	25.6%	15
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>59.2%</b>	<b>17.8%</b>	<b>23.0%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	81.0%	19.0%	0.0%	0
DIRECTOR CLINICAL SPT	12	59.2%	30.8%	10.1%	0
DIRECTOR FOR NURSING	8	84.2%	0.0%	15.8%	1
DIRECT FOR HCOPS & DETR	19	60.2%	15.8%	24.0%	1
DIRECTOR FOR ADMINISTRATION	16	23.7%	24.2%	52.2%	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
OSD, Agencies and Activities	14,317	68.6%	18.3%	13.1%	1,198
NCR MEDICAL DIRECTORATE	316	62.3%	18.0%	19.7%	29
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>86</b>	<b>58.8%</b>	<b>22.5%</b>	<b>18.6%</b>	<b>7</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	70.1%	19.5%	10.4%	1
DIRECTOR CLINICAL SPT	13	71.6%	28.4%	0.0%	0
DIRECTOR FOR NURSING	6	100.0%	0.0%	0.0%	3
DIRECT FOR HCOPS & DETR	19	69.4%	13.1%	17.6%	1
DIRECTOR FOR ADMINISTRATION	15	32.6%	26.2%	41.2%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,338	78.3%	14.5%	7.2%	243
NCR MEDICAL DIRECTORATE	339	71.7%	13.9%	14.3%	7
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>79.5%</b>	<b>12.0%</b>	<b>8.5%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	92.6%	7.4%	0.0%	0
DIRECTOR CLINICAL SPT	12	89.7%	10.3%	0.0%	0
DIRECTOR FOR NURSING	9	85.7%	14.3%	0.0%	0
DIRECT FOR HCOPS & DETR	20	80.6%	8.8%	10.7%	0
DIRECTOR FOR ADMINISTRATION	16	65.9%	27.3%	6.8%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,568	65.2%	19.3%	15.5%
NCR MEDICAL DIRECTORATE	346	52.2%	24.4%	23.4%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>93</b>	<b>51.0%</b>	<b>31.4%</b>	<b>17.6%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	71.5%	18.7%	9.8%
DIRECTOR CLINICAL SPT	13	59.6%	35.2%	5.2%
DIRECTOR FOR NURSING	9	53.8%	38.3%	8.0%
DIRECT FOR HCOPS & DETR	20	57.8%	25.3%	16.9%
DIRECTOR FOR ADMINISTRATION	16	25.9%	44.8%	29.3%

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,475	45.4%	25.7%	28.9%	1,108
NCR MEDICAL DIRECTORATE	323	34.2%	30.0%	35.8%	23
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>84</b>	<b>36.1%</b>	<b>27.4%</b>	<b>36.5%</b>	<b>9</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	46.7%	33.0%	20.3%	3
DIRECTOR CLINICAL SPT	13	56.0%	23.5%	20.5%	0
DIRECTOR FOR NURSING	8	17.7%	33.9%	48.4%	1
DIRECT FOR HCOPS & DETR	18	36.7%	44.3%	18.9%	2
DIRECTOR FOR ADMINISTRATION	15	20.4%	18.6%	60.9%	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	15,488	81.2%	9.2%	9.6%	63
NCR MEDICAL DIRECTORATE	341	66.0%	15.5%	18.5%	1
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>67.4%</b>	<b>17.5%</b>	<b>15.1%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	87.8%	6.1%	6.1%	0
DIRECTOR CLINICAL SPT	13	86.9%	13.1%	0.0%	0
DIRECTOR FOR NURSING	9	76.5%	23.5%	0.0%	0
DIRECT FOR HCOPS & DETR	20	66.6%	29.1%	4.3%	0
DIRECTOR FOR ADMINISTRATION	15	47.1%	18.0%	34.9%	0



**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,468	67.2%	15.8%	16.9%	52
NCR MEDICAL DIRECTORATE	341	54.6%	15.5%	29.9%	1
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>60.1%</b>	<b>11.8%</b>	<b>28.1%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	70.2%	14.8%	15.0%	0
DIRECTOR CLINICAL SPT	13	69.9%	14.7%	15.3%	0
DIRECTOR FOR NURSING	9	76.5%	23.5%	0.0%	0
DIRECT FOR HCOPS & DETR	20	72.8%	12.7%	14.5%	0
DIRECTOR FOR ADMINISTRATION	15	51.8%	0.0%	48.2%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,297	65.0%	17.1%	17.9%	179
NCR MEDICAL DIRECTORATE	337	51.2%	21.7%	27.2%	5
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>53.6%</b>	<b>17.8%</b>	<b>28.6%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	73.7%	15.0%	11.4%	0
DIRECTOR CLINICAL SPT	13	60.4%	0.0%	39.6%	0
DIRECTOR FOR NURSING	9	68.5%	31.5%	0.0%	0
DIRECT FOR HCOPS & DETR	20	47.9%	29.1%	23.1%	0
DIRECTOR FOR ADMINISTRATION	14	52.0%	9.7%	38.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,407	70.2%	19.2%	10.6%	1,087
NCR MEDICAL DIRECTORATE	323	59.8%	21.1%	19.1%	20
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>64.8%</b>	<b>17.5%</b>	<b>17.7%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	79.8%	14.1%	6.1%	0
DIRECTOR CLINICAL SPT	13	90.5%	9.5%	0.0%	0
DIRECTOR FOR NURSING	8	75.0%	25.0%	0.0%	1
DIRECT FOR HCOPS & DETR	19	57.6%	33.5%	8.8%	1
DIRECTOR FOR ADMINISTRATION	15	48.0%	17.1%	34.9%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,416	63.9%	17.8%	18.3%	78
NCR MEDICAL DIRECTORATE	339	54.8%	21.2%	24.0%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>59.6%</b>	<b>20.3%</b>	<b>20.1%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	83.4%	10.5%	6.1%	0
DIRECTOR CLINICAL SPT	13	60.6%	18.6%	20.8%	0
DIRECTOR FOR NURSING	9	77.7%	22.3%	0.0%	0
DIRECT FOR HCOPS & DETR	20	55.5%	15.0%	29.5%	0
DIRECTOR FOR ADMINISTRATION	15	43.7%	22.8%	33.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,310	67.6%	16.6%	15.9%	209
NCR MEDICAL DIRECTORATE	341	53.1%	17.8%	29.1%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>56.1%</b>	<b>16.5%</b>	<b>27.4%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	86.5%	0.0%	13.5%	0
DIRECTOR CLINICAL SPT	13	64.8%	5.2%	30.1%	0
DIRECTOR FOR NURSING	9	76.5%	23.5%	0.0%	0
DIRECT FOR HCOPS & DETR	20	55.5%	25.2%	19.3%	0
DIRECTOR FOR ADMINISTRATION	15	43.7%	22.8%	33.5%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,520	76.8%	11.5%	11.8%
NCR MEDICAL DIRECTORATE	343	68.5%	11.3%	20.2%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>72.7%</b>	<b>10.1%</b>	<b>17.1%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.0%	8.9%	6.1%
DIRECTOR CLINICAL SPT	13	84.7%	15.3%	0.0%
DIRECTOR FOR NURSING	9	100.0%	0.0%	0.0%
DIRECT FOR HCOPS & DETR	20	57.9%	15.2%	26.9%
DIRECTOR FOR ADMINISTRATION	15	60.5%	0.0%	39.5%

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,488	81.4%	9.3%	9.3%
NCR MEDICAL DIRECTORATE	343	68.8%	13.4%	17.8%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>73.4%</b>	<b>11.5%</b>	<b>15.1%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	80.8%	13.1%	6.1%
DIRECTOR CLINICAL SPT	13	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	9	100.0%	0.0%	0.0%
DIRECT FOR HCOPS & DETR	20	66.6%	22.9%	10.5%
DIRECTOR FOR ADMINISTRATION	15	59.0%	13.4%	27.6%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,483	77.9%	9.2%	12.9%
NCR MEDICAL DIRECTORATE	342	70.1%	7.5%	22.4%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>75.5%</b>	<b>5.6%</b>	<b>18.8%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	91.2%	3.6%	5.2%
DIRECTOR CLINICAL SPT	13	66.5%	14.5%	19.1%
DIRECTOR FOR NURSING	9	92.0%	0.0%	8.0%
DIRECT FOR HCOPS & DETR	19	71.1%	6.8%	22.1%
DIRECTOR FOR ADMINISTRATION	15	56.2%	8.9%	34.9%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,506	68.1%	15.5%	16.4%
NCR MEDICAL DIRECTORATE	343	57.1%	14.4%	28.6%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>62.9%</b>	<b>9.5%</b>	<b>27.7%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	64.2%	20.8%	15.0%
DIRECTOR CLINICAL SPT	13	81.2%	9.3%	9.5%
DIRECTOR FOR NURSING	9	92.0%	8.0%	0.0%
DIRECT FOR HCOPS & DETR	20	54.0%	12.7%	33.3%
DIRECTOR FOR ADMINISTRATION	15	39.2%	16.8%	44.0%

**OSD, Agencies and Activities**  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,500	70.7%	17.0%	12.2%
NCR MEDICAL DIRECTORATE	343	57.1%	21.9%	21.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>92</b>	<b>57.5%</b>	<b>21.3%</b>	<b>21.2%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.0%	15.0%	0.0%
DIRECTOR CLINICAL SPT	13	56.3%	34.2%	9.5%
DIRECTOR FOR NURSING	9	77.7%	22.3%	0.0%
DIRECT FOR HCOPS & DETR	20	62.7%	14.3%	23.1%
DIRECTOR FOR ADMINISTRATION	15	65.6%	4.6%	29.8%

**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	15,164	46.3%	22.2%	31.6%	276
NCR MEDICAL DIRECTORATE	333	39.8%	21.2%	39.0%	6
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>89</b>	<b>35.6%</b>	<b>22.8%</b>	<b>41.6%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	41.9%	21.9%	36.2%	0
DIRECTOR CLINICAL SPT	12	34.8%	22.7%	42.5%	1
DIRECTOR FOR NURSING	8	49.1%	8.9%	42.1%	1
DIRECT FOR HCOPS & DETR	20	49.4%	35.3%	15.3%	0
DIRECTOR FOR ADMINISTRATION	15	21.2%	21.2%	57.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,527	57.1%	22.9%	20.1%	889
NCR MEDICAL DIRECTORATE	314	52.2%	24.6%	23.2%	24
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>84</b>	<b>51.3%</b>	<b>22.2%</b>	<b>26.5%</b>	<b>6</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	70.6%	15.1%	14.4%	1
DIRECTOR CLINICAL SPT	10	68.6%	12.3%	19.1%	3
DIRECTOR FOR NURSING	7	54.7%	27.6%	17.7%	2
DIRECT FOR HCOPS & DETR	19	72.8%	20.0%	7.1%	0
DIRECTOR FOR ADMINISTRATION	15	21.2%	15.0%	63.8%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,725	68.2%	19.5%	12.3%	611
NCR MEDICAL DIRECTORATE	322	55.1%	23.0%	21.9%	12
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>87</b>	<b>57.2%</b>	<b>20.3%</b>	<b>22.5%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	79.0%	17.2%	3.8%	0
DIRECTOR CLINICAL SPT	13	70.8%	14.7%	14.5%	0
DIRECTOR FOR NURSING	8	66.4%	16.8%	16.8%	0
DIRECT FOR HCOPS & DETR	19	55.2%	29.3%	15.5%	1
DIRECTOR FOR ADMINISTRATION	15	36.2%	17.9%	45.9%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,161	63.5%	18.1%	18.4%	174
NCR MEDICAL DIRECTORATE	335	55.2%	19.9%	24.8%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>89</b>	<b>50.9%</b>	<b>24.5%</b>	<b>24.6%</b>	<b>2</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.4%	9.4%	5.2%	0
DIRECTOR CLINICAL SPT	13	51.4%	28.1%	20.5%	0
DIRECTOR FOR NURSING	8	57.9%	26.1%	15.9%	1
DIRECT FOR HCOPS & DETR	19	42.4%	31.1%	26.5%	1
DIRECTOR FOR ADMINISTRATION	15	41.1%	31.7%	27.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,496	64.1%	21.0%	15.0%	854
NCR MEDICAL DIRECTORATE	324	55.3%	21.3%	23.4%	14
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>86</b>	<b>56.1%</b>	<b>23.5%</b>	<b>20.4%</b>	<b>5</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	85.0%	9.7%	5.2%	0
DIRECTOR CLINICAL SPT	10	76.5%	23.5%	0.0%	3
DIRECTOR FOR NURSING	8	49.1%	24.8%	26.1%	1
DIRECT FOR HCOPS & DETR	19	68.3%	18.1%	13.6%	1
DIRECTOR FOR ADMINISTRATION	15	49.9%	22.8%	27.3%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,955	55.9%	19.8%	24.3%	423
NCR MEDICAL DIRECTORATE	325	45.7%	21.6%	32.7%	11
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>88</b>	<b>45.9%</b>	<b>23.0%</b>	<b>31.1%</b>	<b>3</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	74.0%	20.8%	5.2%	0
DIRECTOR CLINICAL SPT	12	52.6%	24.8%	22.7%	1
DIRECTOR FOR NURSING	8	49.1%	24.8%	26.1%	1
DIRECT FOR HCOPS & DETR	19	38.3%	28.6%	33.0%	1
DIRECTOR FOR ADMINISTRATION	15	50.6%	12.4%	37.0%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,957	59.3%	19.8%	20.9%	420
NCR MEDICAL DIRECTORATE	326	48.6%	21.7%	29.7%	10
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>87</b>	<b>48.5%</b>	<b>23.7%</b>	<b>27.9%</b>	<b>3</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	60.6%	30.5%	8.9%	0
DIRECTOR CLINICAL SPT	12	63.1%	24.5%	12.4%	1
DIRECTOR FOR NURSING	8	49.1%	24.8%	26.1%	1
DIRECT FOR HCOPS & DETR	18	66.0%	20.1%	13.9%	1
DIRECTOR FOR ADMINISTRATION	15	46.2%	8.0%	45.8%	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
OSD, Agencies and Activities	14,726	60.5%	21.6%	17.9%	672
NCR MEDICAL DIRECTORATE	310	50.3%	24.8%	24.9%	27
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>80</b>	<b>48.1%</b>	<b>30.5%</b>	<b>21.4%</b>	<b>11</b>
DIRECTOR FOR BEHAVIORAL HLTH	15	65.8%	22.0%	12.3%	3
DIRECTOR CLINICAL SPT	10	61.6%	38.4%	0.0%	3
DIRECTOR FOR NURSING	8	49.1%	40.7%	10.2%	1
DIRECT FOR HCOPS & DETR	18	48.6%	20.1%	31.3%	2
DIRECTOR FOR ADMINISTRATION	15	38.2%	29.5%	32.4%	0

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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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
OSD, Agencies and Activities	15,216	58.4%	22.8%	18.8%	169
NCR MEDICAL DIRECTORATE	330	54.9%	24.5%	20.7%	4
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>54.6%</b>	<b>33.6%</b>	<b>11.7%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	68.4%	17.5%	14.2%	0
DIRECTOR CLINICAL SPT	13	61.3%	28.4%	10.4%	0
DIRECTOR FOR NURSING	9	44.2%	32.2%	23.5%	0
DIRECT FOR HCOPS & DETR	20	60.4%	35.3%	4.3%	0
DIRECTOR FOR ADMINISTRATION	15	33.7%	49.6%	16.7%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,528	63.4%	21.4%	15.2%	873
NCR MEDICAL DIRECTORATE	298	49.3%	25.9%	24.8%	38
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>80</b>	<b>46.3%</b>	<b>35.1%</b>	<b>18.6%</b>	<b>10</b>
DIRECTOR FOR BEHAVIORAL HLTH	17	53.8%	23.7%	22.5%	1
DIRECTOR CLINICAL SPT	11	65.0%	10.8%	24.2%	1
DIRECTOR FOR NURSING	5	56.9%	43.1%	0.0%	4
DIRECT FOR HCOPS & DETR	19	62.0%	31.1%	6.9%	1
DIRECTOR FOR ADMINISTRATION	14	35.3%	33.0%	31.7%	1

**My Satisfaction**

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,343	54.5%	21.8%	23.6%
NCR MEDICAL DIRECTORATE	337	45.9%	20.8%	33.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>53.0%</b>	<b>11.8%</b>	<b>35.1%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	71.5%	8.9%	19.5%
DIRECTOR CLINICAL SPT	13	56.8%	0.0%	43.2%
DIRECTOR FOR NURSING	9	47.8%	28.7%	23.5%
DIRECT FOR HCOPS & DETR	20	51.6%	17.4%	31.0%
DIRECTOR FOR ADMINISTRATION	15	42.8%	22.9%	34.3%

**OSD, Agencies and Activities**  
**FT BELVOIR COMMUNITY HOSPITAL**  
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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,341	53.3%	21.5%	25.2%
NCR MEDICAL DIRECTORATE	337	41.4%	25.8%	32.8%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>39.9%</b>	<b>26.5%</b>	<b>33.6%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	45.7%	45.4%	8.9%
DIRECTOR CLINICAL SPT	13	37.2%	22.4%	40.4%
DIRECTOR FOR NURSING	9	37.9%	38.6%	23.5%
DIRECT FOR HCOPS & DETR	20	55.5%	15.0%	29.5%
DIRECTOR FOR ADMINISTRATION	15	32.6%	22.1%	45.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,295	51.9%	22.6%	25.5%
NCR MEDICAL DIRECTORATE	337	37.5%	23.3%	39.1%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>40.8%</b>	<b>20.2%</b>	<b>38.9%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	41.9%	37.9%	20.3%
DIRECTOR CLINICAL SPT	13	55.2%	5.2%	39.6%
DIRECTOR FOR NURSING	9	47.1%	24.2%	28.7%
DIRECT FOR HCOPS & DETR	20	41.6%	18.8%	39.6%
DIRECTOR FOR ADMINISTRATION	15	15.8%	22.6%	61.6%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,289	48.5%	26.6%	24.8%
NCR MEDICAL DIRECTORATE	333	38.1%	35.3%	26.6%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>38.4%</b>	<b>35.4%</b>	<b>26.2%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	36.8%	42.9%	20.3%
DIRECTOR CLINICAL SPT	13	37.5%	42.8%	19.7%
DIRECTOR FOR NURSING	9	29.9%	32.2%	37.9%
DIRECT FOR HCOPS & DETR	20	51.7%	33.8%	14.6%
DIRECTOR FOR ADMINISTRATION	14	34.6%	8.9%	56.4%



**OSD, Agencies and Activities**  
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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
OSD, Agencies and Activities	15,310	37.7%	25.9%	36.4%
NCR MEDICAL DIRECTORATE	336	22.4%	29.0%	48.6%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>20.2%</b>	<b>30.8%</b>	<b>49.0%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	23.5%	54.2%	22.3%
DIRECTOR CLINICAL SPT	13	22.2%	27.9%	49.9%
DIRECTOR FOR NURSING	9	37.9%	9.2%	52.9%
DIRECT FOR HCOPS & DETR	20	26.3%	34.1%	39.6%
DIRECTOR FOR ADMINISTRATION	15	18.7%	8.0%	73.4%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,312	54.8%	22.0%	23.2%
NCR MEDICAL DIRECTORATE	335	42.6%	22.2%	35.2%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>40.3%</b>	<b>26.0%</b>	<b>33.7%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	56.2%	21.4%	22.3%
DIRECTOR CLINICAL SPT	13	50.3%	18.6%	31.1%
DIRECTOR FOR NURSING	9	39.8%	45.9%	14.3%
DIRECT FOR HCOPS & DETR	20	33.5%	47.2%	19.3%
DIRECTOR FOR ADMINISTRATION	15	38.2%	0.0%	61.8%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,309	66.6%	17.1%	16.3%
NCR MEDICAL DIRECTORATE	336	56.6%	15.3%	28.1%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>55.9%</b>	<b>17.2%</b>	<b>26.9%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	62.1%	22.0%	15.9%
DIRECTOR CLINICAL SPT	13	61.3%	14.7%	24.0%
DIRECTOR FOR NURSING	9	56.6%	29.1%	14.3%
DIRECT FOR HCOPS & DETR	20	66.6%	20.5%	12.9%
DIRECTOR FOR ADMINISTRATION	15	38.2%	8.9%	52.9%

**OSD, Agencies and Activities**  
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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,328	66.5%	15.8%	17.7%
NCR MEDICAL DIRECTORATE	337	39.9%	20.4%	39.7%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>44.0%</b>	<b>20.7%</b>	<b>35.3%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	63.8%	13.1%	23.1%
DIRECTOR CLINICAL SPT	13	46.4%	23.8%	29.8%
DIRECTOR FOR NURSING	9	61.4%	9.5%	29.1%
DIRECT FOR HCOPS & DETR	20	47.8%	25.4%	26.8%
DIRECTOR FOR ADMINISTRATION	15	17.5%	31.4%	51.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,336	60.4%	20.0%	19.6%
NCR MEDICAL DIRECTORATE	336	46.8%	20.3%	33.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>50.6%</b>	<b>20.6%</b>	<b>28.8%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	60.5%	18.3%	21.2%
DIRECTOR CLINICAL SPT	13	65.6%	10.4%	24.0%
DIRECTOR FOR NURSING	9	47.4%	38.3%	14.3%
DIRECT FOR HCOPS & DETR	20	61.7%	19.0%	19.3%
DIRECTOR FOR ADMINISTRATION	15	36.3%	22.6%	41.1%

**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	15,240	68.5%	12.4%	14.3%	4.8%
NCR MEDICAL DIRECTORATE	335	23.1%	31.3%	37.4%	8.2%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>8.8%</b>	<b>38.4%</b>	<b>47.2%</b>	<b>5.7%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	14.9%	53.4%	25.6%	6.1%
DIRECTOR CLINICAL SPT	13	9.3%	46.4%	29.8%	14.5%
DIRECTOR FOR NURSING	9	0.0%	76.5%	23.5%	0.0%
DIRECT FOR HCOPS & DETR	20	18.6%	20.6%	48.4%	12.4%
DIRECTOR FOR ADMINISTRATION	15	12.1%	28.2%	59.7%	0.0%

**OSD, Agencies and Activities**  
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**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	15,276	10.2%	25.5%	6.1%	17.8%
NCR MEDICAL DIRECTORATE	333	0.8%	6.9%	2.2%	9.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>0.0%</b>	<b>4.6%</b>	<b>1.4%</b>	<b>0.3%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	0.0%	0.0%	0.0%	0.0%
DIRECTOR CLINICAL SPT	13	0.0%	9.3%	0.0%	0.0%
DIRECTOR FOR NURSING	8	0.0%	0.0%	0.0%	0.0%
DIRECT FOR HCOPS & DETR	20	0.0%	12.4%	6.2%	0.0%
DIRECTOR FOR ADMINISTRATION	15	0.0%	4.4%	0.0%	2.6%

*(continued)*

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
OSD, Agencies and Activities	15,276	15.8%	2.7%	10.0%	11.9%
NCR MEDICAL DIRECTORATE	333	41.2%	2.6%	28.4%	8.9%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>44.7%</b>	<b>3.6%</b>	<b>35.1%</b>	<b>10.4%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	69.6%	0.0%	20.8%	9.6%
DIRECTOR CLINICAL SPT	13	63.4%	0.0%	8.7%	18.6%
DIRECTOR FOR NURSING	8	83.3%	0.0%	16.7%	0.0%
DIRECT FOR HCOPS & DETR	20	16.3%	4.0%	35.9%	25.2%
DIRECTOR FOR ADMINISTRATION	15	24.3%	0.0%	68.7%	0.0%

**OSD, Agencies and Activities**  
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**Work/Life (continued)**

**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	15,253	41.3%	44.8%	13.9%
NCR MEDICAL DIRECTORATE	335	38.1%	35.5%	26.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>39.9%</b>	<b>23.8%</b>	<b>36.2%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	37.5%	19.4%	43.1%
DIRECTOR CLINICAL SPT	13	23.2%	24.6%	52.1%
DIRECTOR FOR NURSING	9	34.7%	33.1%	32.2%
DIRECT FOR HCOPS & DETR	20	68.0%	27.7%	4.3%
DIRECTOR FOR ADMINISTRATION	15	47.2%	36.7%	16.1%

**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	15,251	45.2%	47.6%	7.3%
NCR MEDICAL DIRECTORATE	334	21.5%	67.1%	11.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>91</b>	<b>22.2%</b>	<b>62.4%</b>	<b>15.4%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	5.2%	74.0%	20.8%
DIRECTOR CLINICAL SPT	13	31.7%	48.6%	19.7%
DIRECTOR FOR NURSING	9	38.2%	43.9%	17.9%
DIRECT FOR HCOPS & DETR	20	18.6%	73.1%	8.3%
DIRECTOR FOR ADMINISTRATION	15	8.1%	84.9%	7.0%

**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	15,181	13.2%	82.5%	4.3%
NCR MEDICAL DIRECTORATE	330	14.0%	81.2%	4.9%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>15.7%</b>	<b>79.2%</b>	<b>5.0%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	6.1%	84.5%	9.4%
DIRECTOR CLINICAL SPT	13	27.9%	72.1%	0.0%
DIRECTOR FOR NURSING	9	18.8%	81.2%	0.0%
DIRECT FOR HCOPS & DETR	19	6.4%	89.2%	4.4%
DIRECTOR FOR ADMINISTRATION	15	0.0%	100.0%	0.0%

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**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	15,223	3.5%	82.8%	13.7%
NCR MEDICAL DIRECTORATE	330	5.0%	79.0%	16.0%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>90</b>	<b>5.9%</b>	<b>76.3%</b>	<b>17.8%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	0.0%	73.1%	26.9%
DIRECTOR CLINICAL SPT	12	10.3%	73.5%	16.2%
DIRECTOR FOR NURSING	9	0.0%	82.1%	17.9%
DIRECT FOR HCOPS & DETR	20	12.4%	77.1%	10.5%
DIRECTOR FOR ADMINISTRATION	15	0.0%	100.0%	0.0%

**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	15,226	2.0%	83.8%	14.2%
NCR MEDICAL DIRECTORATE	332	2.4%	81.3%	16.3%
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>89</b>	<b>1.4%</b>	<b>77.4%</b>	<b>21.2%</b>
DIRECTOR FOR BEHAVIORAL HLTH	18	0.0%	73.1%	26.9%
DIRECTOR CLINICAL SPT	12	10.3%	73.5%	16.2%
DIRECTOR FOR NURSING	8	0.0%	90.7%	9.3%
DIRECT FOR HCOPS & DETR	20	0.0%	79.3%	20.7%
DIRECTOR FOR ADMINISTRATION	15	0.0%	100.0%	0.0%

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	10,292	81.1%	10.1%	8.8%	143
NCR MEDICAL DIRECTORATE	76	67.0%	18.5%	14.5%	5
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>6</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	0	--	--	--	0
DIRECTOR CLINICAL SPT	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	0	--	--	--	1
DIRECT FOR HCOPS & DETR	3	100.0%	0.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	2	100.0%	0.0%	0.0%	0

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

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**Work/Life (continued)**

**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	7,038	92.5%	5.1%	2.4%	81
NCR MEDICAL DIRECTORATE	134	87.4%	7.3%	5.3%	2
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>38</b>	<b>89.7%</b>	<b>5.7%</b>	<b>4.7%</b>	<b>0</b>
DIRECTOR FOR BEHAVIORAL HLTH	7	83.7%	16.3%	0.0%	0
DIRECTOR CLINICAL SPT	4	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	3	100.0%	0.0%	0.0%	0
DIRECT FOR HCOPS & DETR	13	90.6%	9.4%	0.0%	0
DIRECTOR FOR ADMINISTRATION	7	61.2%	0.0%	38.8%	0

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

**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	6,006	90.0%	8.0%	2.0%	241
NCR MEDICAL DIRECTORATE	66	86.5%	13.5%	0.0%	5
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>14</b>	<b>92.3%</b>	<b>7.7%</b>	<b>0.0%</b>	<b>3</b>
DIRECTOR FOR BEHAVIORAL HLTH	1	100.0%	0.0%	0.0%	0
DIRECTOR CLINICAL SPT	3	58.5%	41.5%	0.0%	0
DIRECTOR FOR NURSING	2	100.0%	0.0%	0.0%	1
DIRECT FOR HCOPS & DETR	3	100.0%	0.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	2	100.0%	0.0%	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	1,612	80.0%	16.0%	4.0%	261
NCR MEDICAL DIRECTORATE	35	62.7%	35.6%	1.7%	8
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>8</b>	<b>47.8%</b>	<b>52.2%</b>	<b>0.0%</b>	<b>3</b>
DIRECTOR FOR BEHAVIORAL HLTH	1	100.0%	0.0%	0.0%	0
DIRECTOR CLINICAL SPT	2	0.0%	100.0%	0.0%	0
DIRECTOR FOR NURSING	2	100.0%	0.0%	0.0%	0
DIRECT FOR HCOPS & DETR	1	0.0%	100.0%	0.0%	1
DIRECTOR FOR ADMINISTRATION	0	--	--	--	0

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

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**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	316	71.3%	21.8%	6.9%	136
NCR MEDICAL DIRECTORATE	12	65.8%	28.2%	5.9%	6
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>3</b>	<b>69.9%</b>	<b>30.1%</b>	<b>0.0%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	0	--	--	--	0
DIRECTOR CLINICAL SPT	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR NURSING	0	--	--	--	0
DIRECT FOR HCOPS & DETR	1	100.0%	0.0%	0.0%	1
DIRECTOR FOR ADMINISTRATION	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	222	61.6%	36.7%	1.7%	120
NCR MEDICAL DIRECTORATE	8	49.9%	50.1%	0.0%	4
<b>FT BELVOIR COMMUNITY HOSPITAL</b>	<b>1</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>1</b>
DIRECTOR FOR BEHAVIORAL HLTH	0	--	--	--	0
DIRECTOR CLINICAL SPT	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR NURSING	0	--	--	--	1
DIRECT FOR HCOPS & DETR	0	--	--	--	0
DIRECTOR FOR ADMINISTRATION	0	--	--	--	0

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

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	29	34.1%
Field	56	65.9%

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

	N	%
Non-Supervisor	50	55.6%
Team Leader	19	21.1%
Supervisor	15	16.7%
Manager	4	4.4%
Senior Leader	2	2.2%

***Are you:***

	N	%
Male	34	37.4%
Female	57	62.6%

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

	N	%
Yes	10	11.0%
No	81	89.0%

***Race***

	N	%
American Indian or Alaska Native	1	1.2%
Asian	6	7.0%
Black or African American	30	34.9%
Native Hawaiian or Other Pacific Islander	4	4.7%
White	39	45.3%
Two or more races	6	7.0%

Note: Percentages for demographic questions are unweighted.



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**Demographic Questions (continued)**

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	3	3.4%
Trade or Technical Certificate	1	1.1%
Some College (no degree)	13	14.8%
Associate's Degree (e.g., AA, AS)	7	8.0%
Bachelor's Degree (e.g., BA, BS)	22	25.0%
Master's Degree (e.g., MA, MS, MBA)	30	34.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12	13.6%

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

	N	%
Federal Wage System	0	0.0%
GS 1-6	9	10.0%
GS 7-12	58	64.4%
GS 13-15	23	25.6%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	9	9.9%
1 to 3 years	16	17.6%
4 to 5 years	7	7.7%
6 to 10 years	23	25.3%
11 to 14 years	13	14.3%
15 to 20 years	8	8.8%
More than 20 years	15	16.5%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than 1 year	8	8.9%
1 to 3 years	22	24.4%
4 to 5 years	16	17.8%
6 to 10 years	28	31.1%
11 to 20 years	11	12.2%
More than 20 years	5	5.6%

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

	N	%
No	50	54.9%
Yes, to retire	4	4.4%
Yes, to take another job within the Federal Government	24	26.4%
Yes, to take another job outside the Federal Government	4	4.4%
Yes, other	9	9.9%

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

	N	%
Within one year	2	2.3%
Between one and three years	9	10.2%
Between three and five years	12	13.6%
Five or more years	65	73.9%

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

	N	%
No Prior Military Service	47	52.8%
Currently in National Guard or Reserves	1	1.1%
Retired	24	27.0%
Separated or Discharged	17	19.1%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Yes	31	34.4%
No	59	65.6%

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

	N	%
25 and under	0	0.0%
26-29	2	2.0%
30-39	18	18.2%
40-49	29	29.3%
50-59	37	37.4%
60 or older	13	13.1%

Note: Percentages for demographic questions are unweighted.