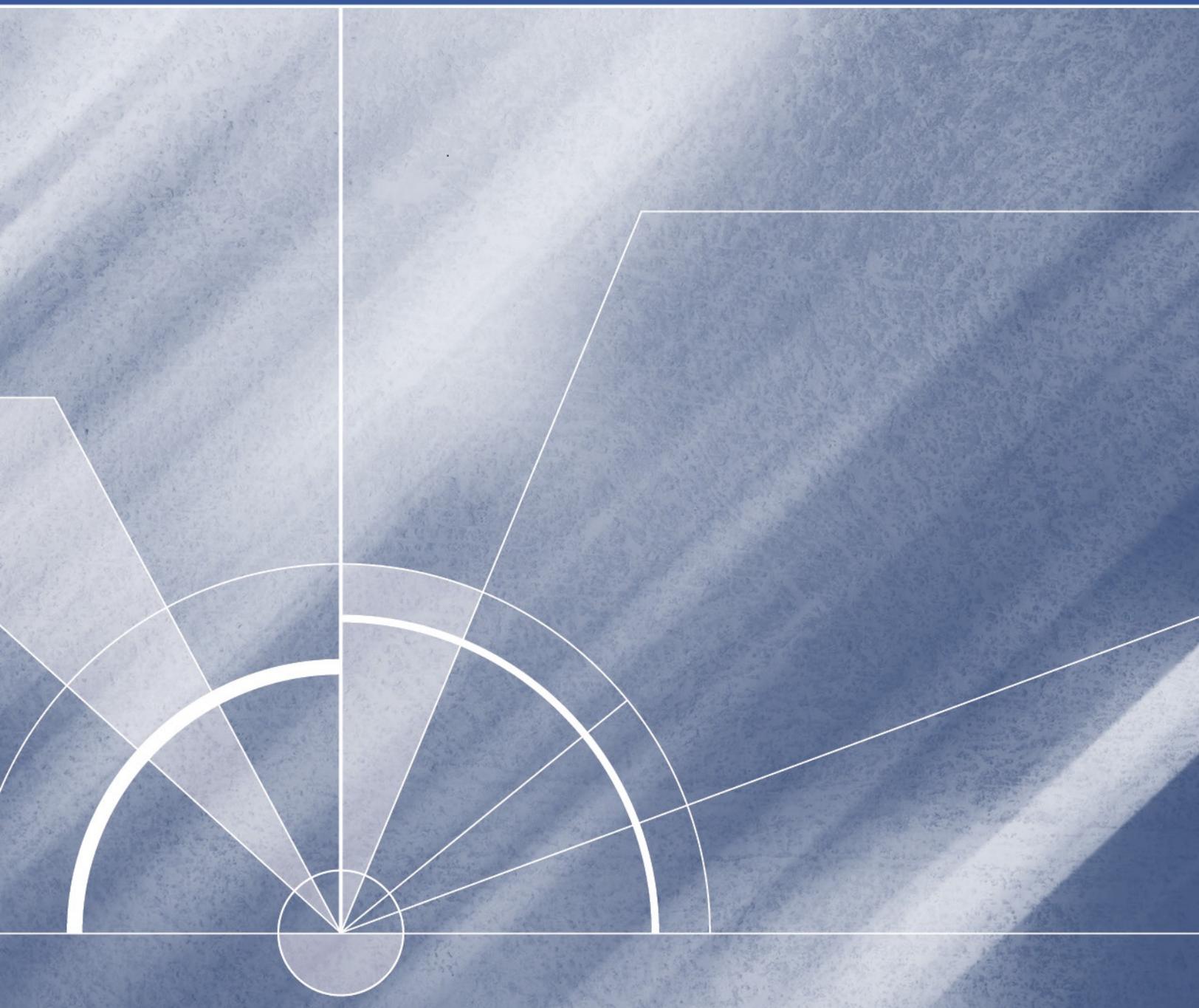


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

5th Level
Subagency
Comparison
Report

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER



OSD, Agencies and Activities

WR NATIONAL MILITARY MEDICAL CENTER

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%
WR NATIONAL MILITARY MEDICAL CENTER	225	22.1%
WR ASST CHIEF OF STAFF	17	36.2%
DIRECTOR FOR SURGERY	20	14.8%
DIRECTOR FOR MEDICINE	34	22.1%
DIRECTOR FOR BEHAVIORAL HLTH	23	34.8%
DIRECTOR FOR CLINICAL SPT	23	14.7%
DIRECTOR FOR NURSING	13	13.7%
DIRECTOR FOR DENTISTRY	<10	--
DIRECTOR FOR HLTHCARE OPS	11	26.8%
DIRECTOR FOR ED TNG & RSCH	20	44.4%
DIRECTOR FOR ADMINISTRATION	30	19.0%
NICOE	15	40.5%
DIRECTOR FOR RESOURCE MGT	14	35.0%

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
WR NATIONAL MILITARY MEDICAL CENTER
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My Work Experience

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,894	65.2%	15.6%	19.2%
NCR MEDICAL DIRECTORATE	356	52.5%	15.2%	32.3%
WR NATIONAL MILITARY MEDICAL CENTER	224	51.3%	14.5%	34.2%
WR ASST CHIEF OF STAFF	17	50.3%	19.9%	29.8%
DIRECTOR FOR SURGERY	20	47.7%	9.0%	43.4%
DIRECTOR FOR MEDICINE	34	44.2%	12.2%	43.6%
DIRECTOR FOR BEHAVIORAL HLTH	23	46.2%	30.4%	23.4%
DIRECTOR FOR CLINICAL SPT	23	67.8%	3.9%	28.4%
DIRECTOR FOR NURSING	13	27.6%	20.8%	51.6%
DIRECTOR FOR HLTHCARE OPS	11	29.1%	10.8%	60.1%
DIRECTOR FOR ED TNG & RSCH	20	39.4%	2.5%	58.1%
DIRECTOR FOR ADMINISTRATION	30	62.0%	20.3%	17.7%
NICOE	15	65.8%	9.8%	24.5%
DIRECTOR FOR RESOURCE MGT	13	54.8%	26.9%	18.3%

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%
WR NATIONAL MILITARY MEDICAL CENTER	224	62.7%	16.9%	20.3%
WR ASST CHIEF OF STAFF	17	60.3%	27.1%	12.6%
DIRECTOR FOR SURGERY	20	44.9%	41.8%	13.4%
DIRECTOR FOR MEDICINE	33	60.6%	15.5%	23.9%
DIRECTOR FOR BEHAVIORAL HLTH	23	66.2%	14.6%	19.1%
DIRECTOR FOR CLINICAL SPT	23	74.8%	14.6%	10.6%
DIRECTOR FOR NURSING	13	52.9%	9.4%	37.6%
DIRECTOR FOR HLTHCARE OPS	11	35.1%	0.0%	64.9%
DIRECTOR FOR ED TNG & RSCH	20	53.7%	23.4%	23.0%
DIRECTOR FOR ADMINISTRATION	30	65.8%	14.8%	19.4%
NICOE	15	89.2%	0.0%	10.8%
DIRECTOR FOR RESOURCE MGT	14	61.9%	16.8%	21.4%

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,806	61.8%	16.2%	22.0%
NCR MEDICAL DIRECTORATE	357	52.2%	16.9%	30.9%
WR NATIONAL MILITARY MEDICAL CENTER	224	48.2%	18.3%	33.5%
WR ASST CHIEF OF STAFF	17	57.0%	18.3%	24.7%
DIRECTOR FOR SURGERY	19	35.7%	18.9%	45.4%
DIRECTOR FOR MEDICINE	34	52.0%	6.4%	41.7%
DIRECTOR FOR BEHAVIORAL HLTH	23	43.4%	26.3%	30.4%
DIRECTOR FOR CLINICAL SPT	23	51.5%	26.4%	22.1%
DIRECTOR FOR NURSING	13	45.3%	25.8%	28.9%
DIRECTOR FOR HLTHCARE OPS	11	11.1%	28.5%	60.4%
DIRECTOR FOR ED TNG & RSCH	20	48.5%	14.6%	36.9%
DIRECTOR FOR ADMINISTRATION	30	50.3%	26.2%	23.6%
NICOE	15	56.2%	5.8%	38.0%
DIRECTOR FOR RESOURCE MGT	14	50.2%	8.4%	41.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	223	65.1%	12.8%	22.1%
WR ASST CHIEF OF STAFF	17	51.1%	30.5%	18.3%
DIRECTOR FOR SURGERY	20	57.1%	18.0%	24.8%
DIRECTOR FOR MEDICINE	34	63.9%	10.6%	25.5%
DIRECTOR FOR BEHAVIORAL HLTH	21	78.8%	11.6%	9.7%
DIRECTOR FOR CLINICAL SPT	23	75.6%	8.4%	16.1%
DIRECTOR FOR NURSING	13	61.8%	3.7%	34.5%
DIRECTOR FOR HLTHCARE OPS	11	51.0%	6.0%	43.0%
DIRECTOR FOR ED TNG & RSCH	20	63.3%	11.1%	25.6%
DIRECTOR FOR ADMINISTRATION	30	61.4%	13.6%	25.0%
NICOE	15	84.4%	9.8%	5.8%
DIRECTOR FOR RESOURCE MGT	14	50.2%	21.4%	28.5%

OSD, Agencies and Activities
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My Work Experience (continued)

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%
WR NATIONAL MILITARY MEDICAL CENTER	225	89.1%	6.1%	4.8%
WR ASST CHIEF OF STAFF	17	84.1%	10.9%	5.0%
DIRECTOR FOR SURGERY	20	96.1%	3.9%	0.0%
DIRECTOR FOR MEDICINE	34	84.9%	2.1%	13.1%
DIRECTOR FOR BEHAVIORAL HLTH	23	97.4%	0.0%	2.6%
DIRECTOR FOR CLINICAL SPT	23	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	13	100.0%	0.0%	0.0%
DIRECTOR FOR HLTHCARE OPS	11	93.1%	0.0%	6.9%
DIRECTOR FOR ED TNG & RSCH	20	81.8%	10.2%	8.0%
DIRECTOR FOR ADMINISTRATION	30	72.1%	23.5%	4.4%
NICOE	15	88.5%	5.8%	5.7%
DIRECTOR FOR RESOURCE MGT	14	91.6%	8.4%	0.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	223	72.9%	14.1%	13.0%
WR ASST CHIEF OF STAFF	17	65.3%	26.7%	8.0%
DIRECTOR FOR SURGERY	20	60.3%	33.3%	6.4%
DIRECTOR FOR MEDICINE	34	71.7%	4.1%	24.2%
DIRECTOR FOR BEHAVIORAL HLTH	22	81.4%	6.8%	11.9%
DIRECTOR FOR CLINICAL SPT	23	77.7%	15.6%	6.7%
DIRECTOR FOR NURSING	13	85.1%	3.1%	11.8%
DIRECTOR FOR HLTHCARE OPS	11	50.7%	17.1%	32.2%
DIRECTOR FOR ED TNG & RSCH	20	74.9%	14.8%	10.2%
DIRECTOR FOR ADMINISTRATION	29	83.1%	15.1%	1.8%
NICOE	15	59.0%	17.3%	23.7%
DIRECTOR FOR RESOURCE MGT	14	52.8%	24.7%	22.6%

OSD, Agencies and Activities
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,835	95.6%	2.8%	1.6%
NCR MEDICAL DIRECTORATE	355	93.3%	4.3%	2.4%
WR NATIONAL MILITARY MEDICAL CENTER	224	92.7%	4.4%	2.9%
WR ASST CHIEF OF STAFF	17	90.8%	9.2%	0.0%
DIRECTOR FOR SURGERY	19	96.2%	3.8%	0.0%
DIRECTOR FOR MEDICINE	34	87.7%	4.1%	8.2%
DIRECTOR FOR BEHAVIORAL HLTH	23	100.0%	0.0%	0.0%
DIRECTOR FOR CLINICAL SPT	23	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	13	79.8%	3.1%	17.1%
DIRECTOR FOR HLTHCARE OPS	11	93.1%	6.9%	0.0%
DIRECTOR FOR ED TNG & RSCH	20	100.0%	0.0%	0.0%
DIRECTOR FOR ADMINISTRATION	30	91.2%	8.8%	0.0%
NICOE	15	92.8%	7.2%	0.0%
DIRECTOR FOR RESOURCE MGT	14	87.0%	13.0%	0.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	225	90.8%	6.7%	2.5%
WR ASST CHIEF OF STAFF	17	80.8%	14.2%	5.0%
DIRECTOR FOR SURGERY	20	98.5%	1.5%	0.0%
DIRECTOR FOR MEDICINE	34	90.7%	3.2%	6.1%
DIRECTOR FOR BEHAVIORAL HLTH	23	86.7%	13.3%	0.0%
DIRECTOR FOR CLINICAL SPT	23	100.0%	0.0%	0.0%
DIRECTOR FOR NURSING	13	88.2%	0.0%	11.8%
DIRECTOR FOR HLTHCARE OPS	11	89.2%	10.8%	0.0%
DIRECTOR FOR ED TNG & RSCH	20	92.7%	3.7%	3.7%
DIRECTOR FOR ADMINISTRATION	30	84.0%	16.0%	0.0%
NICOE	15	92.8%	7.2%	0.0%
DIRECTOR FOR RESOURCE MGT	14	87.0%	13.0%	0.0%

OSD, Agencies and Activities
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,863	53.1%	15.9%	30.9%	28
NCR MEDICAL DIRECTORATE	355	40.1%	12.0%	47.9%	2
WR NATIONAL MILITARY MEDICAL CENTER	222	41.7%	11.5%	46.8%	2
WR ASST CHIEF OF STAFF	17	41.8%	0.0%	58.2%	0
DIRECTOR FOR SURGERY	20	33.4%	16.0%	50.6%	0
DIRECTOR FOR MEDICINE	33	28.8%	6.9%	64.3%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	41.0%	12.7%	46.3%	0
DIRECTOR FOR CLINICAL SPT	23	49.9%	26.7%	23.4%	0
DIRECTOR FOR NURSING	13	15.6%	6.8%	77.6%	0
DIRECTOR FOR HLTHCARE OPS	10	19.3%	11.6%	69.1%	1
DIRECTOR FOR ED TNG & RSCH	20	46.2%	10.2%	43.6%	0
DIRECTOR FOR ADMINISTRATION	29	59.9%	9.7%	30.4%	1
NICOE	15	66.1%	5.8%	28.1%	0
DIRECTOR FOR RESOURCE MGT	14	36.3%	16.8%	46.9%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	223	57.4%	17.0%	25.6%	1
WR ASST CHIEF OF STAFF	17	57.8%	21.8%	20.5%	0
DIRECTOR FOR SURGERY	20	44.8%	16.1%	39.1%	0
DIRECTOR FOR MEDICINE	34	55.6%	16.2%	28.2%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	57.7%	11.0%	31.2%	0
DIRECTOR FOR CLINICAL SPT	23	70.9%	19.7%	9.4%	0
DIRECTOR FOR NURSING	13	27.7%	20.7%	51.6%	0
DIRECTOR FOR HLTHCARE OPS	11	29.1%	39.6%	31.3%	0
DIRECTOR FOR ED TNG & RSCH	20	64.1%	10.3%	25.6%	0
DIRECTOR FOR ADMINISTRATION	28	66.9%	19.0%	14.1%	1
NICOE	15	78.6%	17.3%	4.1%	0
DIRECTOR FOR RESOURCE MGT	14	53.1%	16.8%	30.1%	0

OSD, Agencies and Activities
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My Work Experience (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	222	53.7%	13.2%	33.1%	1
WR ASST CHIEF OF STAFF	17	41.1%	35.0%	23.9%	0
DIRECTOR FOR SURGERY	20	40.2%	28.5%	31.2%	0
DIRECTOR FOR MEDICINE	34	52.0%	9.7%	38.4%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	50.2%	11.6%	38.2%	0
DIRECTOR FOR CLINICAL SPT	23	66.1%	7.9%	26.0%	0
DIRECTOR FOR NURSING	13	33.4%	11.9%	54.7%	0
DIRECTOR FOR HLTHCARE OPS	10	44.7%	0.0%	55.3%	0
DIRECTOR FOR ED TNG & RSCH	20	52.2%	11.1%	36.7%	0
DIRECTOR FOR ADMINISTRATION	29	72.0%	15.6%	12.4%	1
NICOE	15	60.4%	6.8%	32.9%	0
DIRECTOR FOR RESOURCE MGT	14	53.2%	5.4%	41.4%	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
WR NATIONAL MILITARY MEDICAL CENTER	223	80.0%	8.0%	12.0%	0
WR ASST CHIEF OF STAFF	17	93.3%	0.0%	6.7%	0
DIRECTOR FOR SURGERY	20	67.8%	25.8%	6.4%	0
DIRECTOR FOR MEDICINE	34	70.1%	7.2%	22.7%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	80.1%	7.3%	12.6%	0
DIRECTOR FOR CLINICAL SPT	23	90.6%	6.0%	3.4%	0
DIRECTOR FOR NURSING	13	79.4%	0.0%	20.6%	0
DIRECTOR FOR HLTHCARE OPS	11	78.9%	0.0%	21.1%	0
DIRECTOR FOR ED TNG & RSCH	20	89.8%	3.6%	6.6%	0
DIRECTOR FOR ADMINISTRATION	29	84.6%	9.2%	6.3%	0
NICOE	15	83.0%	0.0%	17.0%	0
DIRECTOR FOR RESOURCE MGT	13	72.5%	18.3%	9.2%	0

OSD, Agencies and Activities
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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
WR NATIONAL MILITARY MEDICAL CENTER	224	88.9%	8.8%	2.3%	0
WR ASST CHIEF OF STAFF	17	98.3%	0.0%	1.7%	0
DIRECTOR FOR SURGERY	20	87.9%	12.1%	0.0%	0
DIRECTOR FOR MEDICINE	34	87.5%	8.5%	4.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	93.5%	6.5%	0.0%	0
DIRECTOR FOR CLINICAL SPT	23	96.6%	0.0%	3.4%	0
DIRECTOR FOR NURSING	13	82.9%	17.1%	0.0%	0
DIRECTOR FOR HLTHCARE OPS	11	75.2%	10.8%	14.0%	0
DIRECTOR FOR ED TNG & RSCH	20	92.7%	3.6%	3.7%	0
DIRECTOR FOR ADMINISTRATION	29	81.4%	18.6%	0.0%	0
NICOE	15	94.2%	5.8%	0.0%	0
DIRECTOR FOR RESOURCE MGT	14	83.2%	8.4%	8.4%	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
WR NATIONAL MILITARY MEDICAL CENTER	223	61.4%	9.2%	29.5%	2
WR ASST CHIEF OF STAFF	17	64.5%	25.5%	10.0%	0
DIRECTOR FOR SURGERY	20	59.6%	9.6%	30.8%	0
DIRECTOR FOR MEDICINE	34	52.1%	12.3%	35.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	70.5%	4.2%	25.3%	0
DIRECTOR FOR CLINICAL SPT	22	74.4%	10.0%	15.6%	1
DIRECTOR FOR NURSING	13	65.5%	0.0%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	11	58.0%	6.9%	35.1%	0
DIRECTOR FOR ED TNG & RSCH	20	59.2%	3.7%	37.2%	0
DIRECTOR FOR ADMINISTRATION	29	62.4%	17.0%	20.5%	1
NICOE	15	67.1%	4.1%	28.8%	0
DIRECTOR FOR RESOURCE MGT	14	50.2%	0.0%	49.8%	0

OSD, Agencies and Activities
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My Work Experience (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	215	67.0%	20.5%	12.5%	8
WR ASST CHIEF OF STAFF	14	80.3%	19.7%	0.0%	2
DIRECTOR FOR SURGERY	19	54.3%	35.6%	10.1%	1
DIRECTOR FOR MEDICINE	31	64.7%	25.6%	9.8%	2
DIRECTOR FOR BEHAVIORAL HLTH	23	72.4%	7.9%	19.7%	0
DIRECTOR FOR CLINICAL SPT	22	69.2%	17.5%	13.3%	1
DIRECTOR FOR NURSING	13	62.4%	3.1%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	10	46.8%	26.5%	26.6%	1
DIRECTOR FOR ED TNG & RSCH	20	71.3%	13.8%	14.8%	0
DIRECTOR FOR ADMINISTRATION	30	73.4%	22.0%	4.6%	0
NICOE	14	88.0%	12.0%	0.0%	1
DIRECTOR FOR RESOURCE MGT	14	47.4%	42.6%	10.0%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	220	80.7%	13.4%	5.8%	2
WR ASST CHIEF OF STAFF	17	79.2%	20.8%	0.0%	0
DIRECTOR FOR SURGERY	20	73.1%	20.5%	6.4%	0
DIRECTOR FOR MEDICINE	33	87.4%	12.6%	0.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	23	85.4%	10.2%	4.5%	0
DIRECTOR FOR CLINICAL SPT	22	74.0%	13.5%	12.5%	0
DIRECTOR FOR NURSING	13	82.6%	5.6%	11.8%	0
DIRECTOR FOR HLTHCARE OPS	10	51.8%	32.3%	15.9%	0
DIRECTOR FOR ED TNG & RSCH	20	92.0%	8.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	29	80.0%	20.0%	0.0%	0
NICOE	14	88.0%	12.0%	0.0%	1
DIRECTOR FOR RESOURCE MGT	14	83.2%	0.0%	16.8%	0

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,277	65.7%	16.4%	17.9%	557
NCR MEDICAL DIRECTORATE	337	58.7%	18.8%	22.6%	19
WR NATIONAL MILITARY MEDICAL CENTER	212	57.9%	17.4%	24.7%	11
WR ASST CHIEF OF STAFF	17	80.3%	5.8%	13.9%	0
DIRECTOR FOR SURGERY	18	47.4%	26.6%	26.0%	2
DIRECTOR FOR MEDICINE	33	61.6%	10.8%	27.5%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	61.4%	17.9%	20.6%	1
DIRECTOR FOR CLINICAL SPT	22	67.3%	9.9%	22.8%	0
DIRECTOR FOR NURSING	13	42.1%	11.9%	46.0%	0
DIRECTOR FOR HLTHCARE OPS	11	40.2%	28.5%	31.2%	0
DIRECTOR FOR ED TNG & RSCH	17	67.9%	24.4%	7.7%	3
DIRECTOR FOR ADMINISTRATION	29	53.7%	32.4%	13.9%	1
NICOE	13	75.1%	13.9%	10.9%	2
DIRECTOR FOR RESOURCE MGT	12	31.7%	15.6%	52.7%	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
WR NATIONAL MILITARY MEDICAL CENTER	220	44.7%	22.5%	32.8%	3
WR ASST CHIEF OF STAFF	17	28.4%	31.8%	39.8%	0
DIRECTOR FOR SURGERY	20	34.7%	31.4%	33.9%	0
DIRECTOR FOR MEDICINE	33	41.0%	21.1%	37.9%	1
DIRECTOR FOR BEHAVIORAL HLTH	23	35.6%	30.8%	33.7%	0
DIRECTOR FOR CLINICAL SPT	21	58.1%	23.6%	18.3%	1
DIRECTOR FOR NURSING	13	62.4%	5.6%	32.0%	0
DIRECTOR FOR HLTHCARE OPS	11	22.1%	28.8%	49.0%	0
DIRECTOR FOR ED TNG & RSCH	20	38.5%	19.1%	42.4%	0
DIRECTOR FOR ADMINISTRATION	28	58.9%	16.1%	25.0%	1
NICOE	15	54.1%	21.4%	24.6%	0
DIRECTOR FOR RESOURCE MGT	14	24.2%	30.5%	45.2%	0

OSD, Agencies and Activities
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	15,547	73.7%	11.7%	14.6%	356
NCR MEDICAL DIRECTORATE	335	72.7%	10.6%	16.7%	23
WR NATIONAL MILITARY MEDICAL CENTER	213	69.6%	13.1%	17.3%	12
WR ASST CHIEF OF STAFF	15	64.1%	35.9%	0.0%	2
DIRECTOR FOR SURGERY	20	70.0%	14.1%	15.9%	0
DIRECTOR FOR MEDICINE	32	74.4%	6.8%	18.8%	2
DIRECTOR FOR BEHAVIORAL HLTH	23	69.4%	4.2%	26.4%	0
DIRECTOR FOR CLINICAL SPT	20	76.9%	8.1%	14.9%	3
DIRECTOR FOR NURSING	12	78.8%	9.0%	12.2%	1
DIRECTOR FOR HLTHCARE OPS	10	42.4%	0.0%	57.6%	1
DIRECTOR FOR ED TNG & RSCH	19	76.4%	19.7%	3.9%	1
DIRECTOR FOR ADMINISTRATION	29	69.4%	18.3%	12.3%	1
NICOE	14	68.9%	25.1%	6.0%	1
DIRECTOR FOR RESOURCE MGT	14	47.4%	25.9%	26.7%	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%
WR NATIONAL MILITARY MEDICAL CENTER	224	62.6%	11.9%	25.5%
WR ASST CHIEF OF STAFF	17	78.6%	13.9%	7.5%
DIRECTOR FOR SURGERY	20	54.8%	22.4%	22.8%
DIRECTOR FOR MEDICINE	34	53.9%	9.9%	36.2%
DIRECTOR FOR BEHAVIORAL HLTH	23	80.8%	6.2%	13.0%
DIRECTOR FOR CLINICAL SPT	22	65.5%	6.0%	28.4%
DIRECTOR FOR NURSING	13	64.8%	0.0%	35.2%
DIRECTOR FOR HLTHCARE OPS	11	52.9%	21.9%	25.2%
DIRECTOR FOR ED TNG & RSCH	20	55.7%	18.4%	25.9%
DIRECTOR FOR ADMINISTRATION	30	66.0%	13.6%	20.4%
NICOE	15	71.9%	11.5%	16.6%
DIRECTOR FOR RESOURCE MGT	14	54.8%	16.8%	28.5%

OSD, Agencies and Activities
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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,333	44.5%	25.8%	29.7%	557
NCR MEDICAL DIRECTORATE	345	38.0%	21.0%	40.9%	11
WR NATIONAL MILITARY MEDICAL CENTER	215	37.0%	20.1%	42.8%	8
WR ASST CHIEF OF STAFF	16	28.2%	10.1%	61.7%	0
DIRECTOR FOR SURGERY	20	42.9%	20.4%	36.7%	0
DIRECTOR FOR MEDICINE	32	34.9%	15.6%	49.4%	2
DIRECTOR FOR BEHAVIORAL HLTH	23	33.0%	12.7%	54.3%	0
DIRECTOR FOR CLINICAL SPT	22	62.2%	23.7%	14.1%	1
DIRECTOR FOR NURSING	12	17.3%	9.3%	73.5%	1
DIRECTOR FOR HLTHCARE OPS	11	18.1%	38.7%	43.2%	0
DIRECTOR FOR ED TNG & RSCH	20	35.2%	26.6%	38.2%	0
DIRECTOR FOR ADMINISTRATION	26	25.2%	29.4%	45.4%	4
NICOE	15	65.8%	13.0%	21.3%	0
DIRECTOR FOR RESOURCE MGT	13	18.7%	47.5%	33.8%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	201	22.8%	24.8%	52.4%	21
WR ASST CHIEF OF STAFF	15	36.9%	31.3%	31.8%	2
DIRECTOR FOR SURGERY	19	20.3%	11.7%	68.0%	1
DIRECTOR FOR MEDICINE	30	20.3%	34.1%	45.6%	3
DIRECTOR FOR BEHAVIORAL HLTH	23	14.0%	21.7%	64.3%	0
DIRECTOR FOR CLINICAL SPT	19	38.3%	27.9%	33.7%	3
DIRECTOR FOR NURSING	12	22.1%	6.6%	71.3%	1
DIRECTOR FOR HLTHCARE OPS	11	11.1%	18.0%	70.9%	0
DIRECTOR FOR ED TNG & RSCH	16	37.4%	17.3%	45.3%	4
DIRECTOR FOR ADMINISTRATION	25	20.5%	31.5%	48.0%	4
NICOE	12	7.4%	41.8%	50.8%	3
DIRECTOR FOR RESOURCE MGT	14	19.6%	33.6%	46.8%	0

OSD, Agencies and Activities
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My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
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
WR NATIONAL MILITARY MEDICAL CENTER	210	29.2%	22.7%	48.1%	12
WR ASST CHIEF OF STAFF	15	31.6%	29.7%	38.7%	1
DIRECTOR FOR SURGERY	19	51.5%	4.0%	44.5%	0
DIRECTOR FOR MEDICINE	33	22.7%	31.1%	46.2%	1
DIRECTOR FOR BEHAVIORAL HLTH	23	27.5%	26.1%	46.3%	0
DIRECTOR FOR CLINICAL SPT	21	31.5%	12.3%	56.2%	2
DIRECTOR FOR NURSING	12	29.4%	27.0%	43.6%	1
DIRECTOR FOR HLTHCARE OPS	11	18.0%	18.0%	64.0%	0
DIRECTOR FOR ED TNG & RSCH	19	41.2%	3.7%	55.0%	1
DIRECTOR FOR ADMINISTRATION	25	24.4%	33.9%	41.8%	4
NICOE	13	18.9%	32.1%	49.0%	2
DIRECTOR FOR RESOURCE MGT	14	22.2%	30.5%	47.2%	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
WR NATIONAL MILITARY MEDICAL CENTER	215	28.6%	22.7%	48.7%	9
WR ASST CHIEF OF STAFF	16	28.9%	36.5%	34.5%	1
DIRECTOR FOR SURGERY	19	43.9%	18.3%	37.8%	1
DIRECTOR FOR MEDICINE	34	14.4%	18.1%	67.5%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	23.5%	26.7%	49.8%	0
DIRECTOR FOR CLINICAL SPT	22	42.3%	36.9%	20.8%	1
DIRECTOR FOR NURSING	12	45.2%	15.1%	39.8%	0
DIRECTOR FOR HLTHCARE OPS	11	11.1%	24.9%	64.0%	0
DIRECTOR FOR ED TNG & RSCH	18	33.4%	12.3%	54.3%	2
DIRECTOR FOR ADMINISTRATION	28	29.2%	23.6%	47.2%	2
NICOE	13	25.5%	28.8%	45.7%	2
DIRECTOR FOR RESOURCE MGT	14	13.8%	25.2%	61.0%	0

OSD, Agencies and Activities
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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
WR NATIONAL MILITARY MEDICAL CENTER	204	34.4%	24.1%	41.5%	19
WR ASST CHIEF OF STAFF	15	48.5%	32.2%	19.2%	1
DIRECTOR FOR SURGERY	19	35.7%	31.6%	32.7%	1
DIRECTOR FOR MEDICINE	30	32.0%	20.4%	47.6%	4
DIRECTOR FOR BEHAVIORAL HLTH	23	28.6%	30.5%	40.9%	0
DIRECTOR FOR CLINICAL SPT	21	45.0%	24.1%	30.9%	2
DIRECTOR FOR NURSING	11	34.4%	4.0%	61.6%	2
DIRECTOR FOR HLTHCARE OPS	11	11.1%	38.0%	50.9%	0
DIRECTOR FOR ED TNG & RSCH	17	50.5%	12.0%	37.4%	2
DIRECTOR FOR ADMINISTRATION	28	36.7%	23.4%	39.9%	2
NICOE	10	25.0%	42.5%	32.5%	5
DIRECTOR FOR RESOURCE MGT	14	22.2%	22.6%	55.2%	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
WR NATIONAL MILITARY MEDICAL CENTER	222	62.1%	12.5%	25.4%	0
WR ASST CHIEF OF STAFF	17	81.5%	6.7%	11.8%	0
DIRECTOR FOR SURGERY	20	55.4%	27.5%	17.2%	0
DIRECTOR FOR MEDICINE	32	55.3%	13.7%	31.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	23	86.4%	7.0%	6.5%	0
DIRECTOR FOR CLINICAL SPT	23	74.0%	13.3%	12.7%	0
DIRECTOR FOR NURSING	13	55.6%	12.4%	32.0%	0
DIRECTOR FOR HLTHCARE OPS	11	45.9%	0.0%	54.1%	0
DIRECTOR FOR ED TNG & RSCH	20	63.1%	7.3%	29.6%	0
DIRECTOR FOR ADMINISTRATION	29	59.9%	9.2%	30.9%	0
NICOE	15	62.0%	21.4%	16.6%	0
DIRECTOR FOR RESOURCE MGT	14	54.8%	8.4%	36.8%	0

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,325	57.4%	26.2%	16.3%	539
NCR MEDICAL DIRECTORATE	343	43.1%	32.0%	24.9%	15
WR NATIONAL MILITARY MEDICAL CENTER	215	40.7%	28.3%	31.0%	10
WR ASST CHIEF OF STAFF	17	31.6%	40.0%	28.5%	0
DIRECTOR FOR SURGERY	18	48.8%	26.7%	24.4%	2
DIRECTOR FOR MEDICINE	32	34.4%	24.5%	41.1%	2
DIRECTOR FOR BEHAVIORAL HLTH	23	41.9%	33.8%	24.3%	0
DIRECTOR FOR CLINICAL SPT	22	51.6%	20.7%	27.6%	1
DIRECTOR FOR NURSING	13	24.0%	17.7%	58.4%	0
DIRECTOR FOR HLTHCARE OPS	11	29.1%	17.1%	53.8%	0
DIRECTOR FOR ED TNG & RSCH	18	48.3%	27.6%	24.1%	2
DIRECTOR FOR ADMINISTRATION	29	37.0%	37.1%	25.9%	1
NICOE	14	34.1%	54.0%	12.0%	1
DIRECTOR FOR RESOURCE MGT	13	63.9%	14.2%	21.9%	1

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%
WR NATIONAL MILITARY MEDICAL CENTER	224	77.3%	15.5%	7.3%
WR ASST CHIEF OF STAFF	17	87.4%	12.6%	0.0%
DIRECTOR FOR SURGERY	20	70.7%	29.3%	0.0%
DIRECTOR FOR MEDICINE	34	72.7%	9.6%	17.6%
DIRECTOR FOR BEHAVIORAL HLTH	23	93.5%	0.0%	6.5%
DIRECTOR FOR CLINICAL SPT	22	82.9%	17.1%	0.0%
DIRECTOR FOR NURSING	13	65.5%	34.5%	0.0%
DIRECTOR FOR HLTHCARE OPS	11	57.0%	36.1%	6.9%
DIRECTOR FOR ED TNG & RSCH	20	83.2%	16.8%	0.0%
DIRECTOR FOR ADMINISTRATION	30	74.8%	11.8%	13.4%
NICOE	15	73.0%	27.0%	0.0%
DIRECTOR FOR RESOURCE MGT	14	79.9%	0.0%	20.1%

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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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
WR NATIONAL MILITARY MEDICAL CENTER	218	59.6%	15.1%	25.3%	1
WR ASST CHIEF OF STAFF	17	61.4%	16.8%	21.8%	0
DIRECTOR FOR SURGERY	20	50.6%	27.7%	21.7%	0
DIRECTOR FOR MEDICINE	32	56.3%	6.7%	37.1%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	67.9%	18.1%	13.9%	0
DIRECTOR FOR CLINICAL SPT	22	65.1%	16.4%	18.5%	0
DIRECTOR FOR NURSING	13	44.8%	9.3%	46.0%	0
DIRECTOR FOR HLTHCARE OPS	11	52.9%	0.0%	47.1%	0
DIRECTOR FOR ED TNG & RSCH	19	63.4%	16.4%	20.2%	0
DIRECTOR FOR ADMINISTRATION	28	69.4%	15.8%	14.9%	0
NICOE	15	66.1%	18.3%	15.6%	0
DIRECTOR FOR RESOURCE MGT	14	54.8%	28.5%	16.8%	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
WR NATIONAL MILITARY MEDICAL CENTER	214	40.0%	17.4%	42.7%	4
WR ASST CHIEF OF STAFF	17	49.3%	21.0%	29.7%	0
DIRECTOR FOR SURGERY	20	30.7%	30.3%	39.0%	0
DIRECTOR FOR MEDICINE	33	39.3%	10.7%	50.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	29.8%	22.1%	48.2%	0
DIRECTOR FOR CLINICAL SPT	22	54.0%	7.7%	38.2%	0
DIRECTOR FOR NURSING	12	25.8%	14.3%	59.8%	0
DIRECTOR FOR HLTHCARE OPS	11	11.1%	6.9%	82.0%	0
DIRECTOR FOR ED TNG & RSCH	19	45.0%	23.1%	31.9%	0
DIRECTOR FOR ADMINISTRATION	27	46.7%	20.9%	32.4%	1
NICOE	15	43.3%	11.5%	45.2%	0
DIRECTOR FOR RESOURCE MGT	13	36.5%	32.5%	31.1%	1

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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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
WR NATIONAL MILITARY MEDICAL CENTER	214	34.7%	19.6%	45.7%	6
WR ASST CHIEF OF STAFF	17	36.1%	29.2%	34.7%	0
DIRECTOR FOR SURGERY	20	32.8%	19.4%	47.8%	0
DIRECTOR FOR MEDICINE	32	35.5%	15.2%	49.3%	2
DIRECTOR FOR BEHAVIORAL HLTH	21	25.1%	33.5%	41.4%	1
DIRECTOR FOR CLINICAL SPT	22	40.9%	10.2%	48.9%	0
DIRECTOR FOR NURSING	13	32.9%	3.1%	64.0%	0
DIRECTOR FOR HLTHCARE OPS	11	11.1%	18.0%	70.9%	0
DIRECTOR FOR ED TNG & RSCH	17	56.1%	16.6%	27.3%	2
DIRECTOR FOR ADMINISTRATION	27	39.7%	24.0%	36.4%	1
NICOE	15	31.7%	33.7%	34.6%	0
DIRECTOR FOR RESOURCE MGT	14	19.6%	33.6%	46.8%	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
WR NATIONAL MILITARY MEDICAL CENTER	214	28.2%	22.7%	49.0%	6
WR ASST CHIEF OF STAFF	17	36.1%	24.2%	39.7%	0
DIRECTOR FOR SURGERY	19	30.7%	9.6%	59.7%	1
DIRECTOR FOR MEDICINE	33	19.9%	24.7%	55.4%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	17.4%	32.3%	50.3%	0
DIRECTOR FOR CLINICAL SPT	22	40.8%	18.6%	40.6%	0
DIRECTOR FOR NURSING	13	32.9%	3.1%	64.0%	0
DIRECTOR FOR HLTHCARE OPS	11	11.1%	28.8%	60.1%	0
DIRECTOR FOR ED TNG & RSCH	19	41.2%	26.1%	32.7%	0
DIRECTOR FOR ADMINISTRATION	26	36.0%	32.7%	31.2%	2
NICOE	14	18.3%	30.9%	50.8%	1
DIRECTOR FOR RESOURCE MGT	13	24.3%	24.2%	51.5%	1

OSD, Agencies and Activities
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My Agency (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	188	16.9%	20.1%	62.9%	28
WR ASST CHIEF OF STAFF	15	25.0%	25.9%	49.0%	2
DIRECTOR FOR SURGERY	20	3.8%	20.0%	76.1%	0
DIRECTOR FOR MEDICINE	27	17.8%	16.1%	66.2%	6
DIRECTOR FOR BEHAVIORAL HLTH	19	9.6%	20.3%	70.1%	3
DIRECTOR FOR CLINICAL SPT	20	40.0%	9.7%	50.3%	2
DIRECTOR FOR NURSING	13	20.8%	6.3%	72.9%	0
DIRECTOR FOR HLTHCARE OPS	11	0.0%	46.8%	53.2%	0
DIRECTOR FOR ED TNG & RSCH	13	19.4%	35.2%	45.4%	6
DIRECTOR FOR ADMINISTRATION	23	21.6%	28.4%	50.0%	4
NICOE	11	14.6%	22.6%	62.8%	4
DIRECTOR FOR RESOURCE MGT	13	6.0%	27.5%	66.6%	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	14,605	61.3%	24.3%	14.4%	963
NCR MEDICAL DIRECTORATE	326	48.0%	29.3%	22.7%	21
WR NATIONAL MILITARY MEDICAL CENTER	203	48.9%	31.9%	19.1%	16
WR ASST CHIEF OF STAFF	16	77.9%	11.1%	11.0%	1
DIRECTOR FOR SURGERY	20	43.8%	29.9%	26.3%	0
DIRECTOR FOR MEDICINE	29	27.9%	47.9%	24.3%	5
DIRECTOR FOR BEHAVIORAL HLTH	22	45.4%	32.0%	22.6%	0
DIRECTOR FOR CLINICAL SPT	20	68.0%	14.4%	17.6%	2
DIRECTOR FOR NURSING	13	64.3%	20.2%	15.4%	0
DIRECTOR FOR HLTHCARE OPS	11	46.2%	14.0%	39.9%	0
DIRECTOR FOR ED TNG & RSCH	17	59.6%	32.0%	8.5%	2
DIRECTOR FOR ADMINISTRATION	26	47.6%	39.1%	13.3%	2
NICOE	13	74.4%	19.2%	6.4%	2
DIRECTOR FOR RESOURCE MGT	11	35.1%	43.5%	21.3%	2

OSD, Agencies and Activities
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My Agency (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	217	78.5%	12.1%	9.4%	2
WR ASST CHIEF OF STAFF	17	81.1%	8.0%	10.9%	0
DIRECTOR FOR SURGERY	20	88.5%	3.2%	8.2%	0
DIRECTOR FOR MEDICINE	32	73.4%	19.7%	6.8%	2
DIRECTOR FOR BEHAVIORAL HLTH	22	80.2%	9.0%	10.8%	0
DIRECTOR FOR CLINICAL SPT	22	85.9%	3.5%	10.6%	0
DIRECTOR FOR NURSING	12	74.6%	6.8%	18.6%	0
DIRECTOR FOR HLTHCARE OPS	11	64.0%	10.8%	25.2%	0
DIRECTOR FOR ED TNG & RSCH	19	79.7%	20.3%	0.0%	0
DIRECTOR FOR ADMINISTRATION	28	68.8%	21.6%	9.6%	0
NICOE	15	88.4%	11.6%	0.0%	0
DIRECTOR FOR RESOURCE MGT	14	70.2%	8.4%	21.4%	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
WR NATIONAL MILITARY MEDICAL CENTER	215	81.2%	10.0%	8.9%	1
WR ASST CHIEF OF STAFF	17	76.9%	18.0%	5.0%	0
DIRECTOR FOR SURGERY	20	89.9%	6.4%	3.8%	0
DIRECTOR FOR MEDICINE	33	78.8%	8.0%	13.2%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	93.0%	7.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	21	88.7%	4.4%	6.8%	0
DIRECTOR FOR NURSING	13	84.6%	0.0%	15.4%	0
DIRECTOR FOR HLTHCARE OPS	11	70.9%	7.2%	21.9%	0
DIRECTOR FOR ED TNG & RSCH	19	79.7%	9.5%	10.7%	0
DIRECTOR FOR ADMINISTRATION	25	76.9%	23.1%	0.0%	0
NICOE	15	77.7%	16.5%	5.8%	0
DIRECTOR FOR RESOURCE MGT	14	66.4%	16.8%	16.8%	0

OSD, Agencies and Activities
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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
WR NATIONAL MILITARY MEDICAL CENTER	207	51.4%	21.7%	26.9%	13
WR ASST CHIEF OF STAFF	16	59.1%	22.8%	18.1%	1
DIRECTOR FOR SURGERY	20	52.2%	16.6%	31.2%	0
DIRECTOR FOR MEDICINE	27	40.4%	22.4%	37.1%	7
DIRECTOR FOR BEHAVIORAL HLTH	21	66.1%	5.7%	28.2%	1
DIRECTOR FOR CLINICAL SPT	21	71.8%	20.8%	7.4%	1
DIRECTOR FOR NURSING	13	55.6%	25.8%	18.6%	0
DIRECTOR FOR HLTHCARE OPS	11	40.0%	28.8%	31.2%	0
DIRECTOR FOR ED TNG & RSCH	18	63.8%	11.1%	25.1%	1
DIRECTOR FOR ADMINISTRATION	27	36.9%	45.1%	18.0%	1
NICOE	15	61.5%	5.8%	32.7%	0
DIRECTOR FOR RESOURCE MGT	13	21.4%	32.5%	46.1%	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	14,317	68.6%	18.3%	13.1%	1,198
NCR MEDICAL DIRECTORATE	316	62.3%	18.0%	19.7%	29
WR NATIONAL MILITARY MEDICAL CENTER	201	62.7%	15.5%	21.8%	18
WR ASST CHIEF OF STAFF	17	78.6%	15.5%	5.9%	0
DIRECTOR FOR SURGERY	19	78.9%	13.0%	8.2%	1
DIRECTOR FOR MEDICINE	29	40.9%	18.6%	40.5%	5
DIRECTOR FOR BEHAVIORAL HLTH	19	80.1%	12.1%	7.8%	2
DIRECTOR FOR CLINICAL SPT	21	79.3%	13.3%	7.4%	1
DIRECTOR FOR NURSING	13	61.2%	3.1%	35.7%	0
DIRECTOR FOR HLTHCARE OPS	10	49.9%	19.2%	30.9%	1
DIRECTOR FOR ED TNG & RSCH	16	75.2%	19.2%	5.6%	3
DIRECTOR FOR ADMINISTRATION	27	55.6%	21.3%	23.1%	1
NICOE	14	73.9%	6.1%	19.9%	1
DIRECTOR FOR RESOURCE MGT	11	25.0%	43.0%	32.0%	3

OSD, Agencies and Activities
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My Agency (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	213	66.5%	15.9%	17.6%	6
WR ASST CHIEF OF STAFF	17	76.6%	16.6%	6.7%	0
DIRECTOR FOR SURGERY	20	70.0%	19.9%	10.1%	0
DIRECTOR FOR MEDICINE	33	52.3%	11.8%	35.9%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	76.7%	7.0%	16.3%	0
DIRECTOR FOR CLINICAL SPT	21	81.7%	14.7%	3.6%	1
DIRECTOR FOR NURSING	13	58.7%	8.8%	32.5%	0
DIRECTOR FOR HLTHCARE OPS	10	54.8%	18.1%	27.1%	1
DIRECTOR FOR ED TNG & RSCH	19	72.9%	20.2%	6.9%	0
DIRECTOR FOR ADMINISTRATION	26	62.4%	27.3%	10.3%	1
NICOE	15	71.5%	24.5%	4.1%	0
DIRECTOR FOR RESOURCE MGT	12	65.8%	14.0%	20.2%	2

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%
WR NATIONAL MILITARY MEDICAL CENTER	219	52.3%	22.4%	25.3%
WR ASST CHIEF OF STAFF	17	56.1%	26.3%	17.6%
DIRECTOR FOR SURGERY	20	56.6%	27.5%	15.9%
DIRECTOR FOR MEDICINE	34	43.7%	16.4%	39.9%
DIRECTOR FOR BEHAVIORAL HLTH	22	72.9%	3.8%	23.3%
DIRECTOR FOR CLINICAL SPT	22	66.5%	23.5%	9.9%
DIRECTOR FOR NURSING	13	38.5%	25.8%	35.7%
DIRECTOR FOR HLTHCARE OPS	11	32.9%	28.8%	38.2%
DIRECTOR FOR ED TNG & RSCH	19	59.3%	14.5%	26.2%
DIRECTOR FOR ADMINISTRATION	27	52.8%	30.7%	16.5%
NICOE	15	53.2%	29.9%	17.0%
DIRECTOR FOR RESOURCE MGT	14	36.4%	25.4%	38.1%

OSD, Agencies and Activities
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
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
WR NATIONAL MILITARY MEDICAL CENTER	208	34.3%	30.5%	35.2%	11
WR ASST CHIEF OF STAFF	15	50.6%	14.6%	34.8%	2
DIRECTOR FOR SURGERY	18	29.4%	49.3%	21.3%	2
DIRECTOR FOR MEDICINE	32	40.2%	34.5%	25.3%	2
DIRECTOR FOR BEHAVIORAL HLTH	22	23.0%	41.2%	35.8%	0
DIRECTOR FOR CLINICAL SPT	21	45.5%	13.5%	41.0%	1
DIRECTOR FOR NURSING	13	29.6%	23.8%	46.6%	0
DIRECTOR FOR HLTHCARE OPS	11	18.1%	28.8%	53.1%	0
DIRECTOR FOR ED TNG & RSCH	17	36.0%	16.4%	47.6%	2
DIRECTOR FOR ADMINISTRATION	26	32.7%	46.2%	21.1%	1
NICOE	14	47.0%	16.6%	36.4%	1
DIRECTOR FOR RESOURCE MGT	14	22.2%	16.8%	61.0%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	215	65.4%	13.7%	20.8%	1
WR ASST CHIEF OF STAFF	16	81.6%	10.1%	8.3%	0
DIRECTOR FOR SURGERY	19	58.2%	21.4%	20.4%	1
DIRECTOR FOR MEDICINE	34	67.9%	9.7%	22.4%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	76.8%	15.9%	7.2%	0
DIRECTOR FOR CLINICAL SPT	22	75.7%	14.2%	10.1%	0
DIRECTOR FOR NURSING	12	47.4%	0.0%	52.6%	0
DIRECTOR FOR HLTHCARE OPS	11	43.0%	10.8%	46.2%	0
DIRECTOR FOR ED TNG & RSCH	19	67.9%	17.5%	14.6%	0
DIRECTOR FOR ADMINISTRATION	27	57.8%	19.5%	22.7%	0
NICOE	15	84.3%	15.7%	0.0%	0
DIRECTOR FOR RESOURCE MGT	14	56.5%	18.4%	25.2%	0

OSD, Agencies and Activities
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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
WR NATIONAL MILITARY MEDICAL CENTER	217	50.1%	17.8%	32.1%	0
WR ASST CHIEF OF STAFF	17	56.9%	24.2%	18.9%	0
DIRECTOR FOR SURGERY	20	38.0%	28.9%	33.1%	0
DIRECTOR FOR MEDICINE	34	47.0%	7.8%	45.1%	0
DIRECTOR FOR BEHAVIORAL HLTH	22	50.6%	20.5%	28.9%	0
DIRECTOR FOR CLINICAL SPT	22	65.2%	20.7%	14.2%	0
DIRECTOR FOR NURSING	12	44.1%	0.0%	55.9%	0
DIRECTOR FOR HLTHCARE OPS	11	22.1%	23.8%	54.1%	0
DIRECTOR FOR ED TNG & RSCH	19	58.7%	28.9%	12.4%	0
DIRECTOR FOR ADMINISTRATION	27	47.9%	19.7%	32.4%	0
NICOE	15	60.0%	18.7%	21.4%	0
DIRECTOR FOR RESOURCE MGT	14	52.8%	24.7%	22.6%	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
WR NATIONAL MILITARY MEDICAL CENTER	212	46.9%	24.3%	28.8%	5
WR ASST CHIEF OF STAFF	17	61.2%	19.9%	18.9%	0
DIRECTOR FOR SURGERY	19	38.7%	19.6%	41.7%	1
DIRECTOR FOR MEDICINE	32	38.8%	28.0%	33.2%	2
DIRECTOR FOR BEHAVIORAL HLTH	21	55.7%	27.3%	17.0%	0
DIRECTOR FOR CLINICAL SPT	22	48.5%	27.2%	24.3%	0
DIRECTOR FOR NURSING	12	34.8%	30.7%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	11	22.1%	17.7%	60.1%	0
DIRECTOR FOR ED TNG & RSCH	18	62.2%	14.5%	23.3%	1
DIRECTOR FOR ADMINISTRATION	27	49.5%	26.0%	24.5%	0
NICOE	14	63.2%	7.1%	29.7%	1
DIRECTOR FOR RESOURCE MGT	14	48.1%	35.1%	16.8%	0

OSD, Agencies and Activities
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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
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
WR NATIONAL MILITARY MEDICAL CENTER	201	55.9%	23.4%	20.7%	16
WR ASST CHIEF OF STAFF	17	66.5%	19.9%	13.5%	0
DIRECTOR FOR SURGERY	19	40.9%	32.4%	26.6%	1
DIRECTOR FOR MEDICINE	29	47.1%	31.9%	21.0%	4
DIRECTOR FOR BEHAVIORAL HLTH	22	83.7%	6.6%	9.7%	0
DIRECTOR FOR CLINICAL SPT	20	66.4%	29.8%	3.8%	2
DIRECTOR FOR NURSING	12	58.9%	6.7%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	10	30.9%	26.3%	42.7%	1
DIRECTOR FOR ED TNG & RSCH	15	75.4%	13.6%	10.9%	4
DIRECTOR FOR ADMINISTRATION	26	44.8%	19.8%	35.4%	1
NICOE	14	74.5%	18.0%	7.5%	1
DIRECTOR FOR RESOURCE MGT	13	40.3%	54.1%	5.6%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	213	51.4%	22.3%	26.3%	2
WR ASST CHIEF OF STAFF	17	62.8%	18.3%	18.9%	0
DIRECTOR FOR SURGERY	20	46.1%	23.2%	30.7%	0
DIRECTOR FOR MEDICINE	34	43.4%	28.0%	28.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	66.3%	16.7%	17.0%	0
DIRECTOR FOR CLINICAL SPT	22	55.1%	17.2%	27.8%	0
DIRECTOR FOR NURSING	12	56.2%	24.1%	19.7%	0
DIRECTOR FOR HLTHCARE OPS	10	24.8%	27.7%	47.4%	0
DIRECTOR FOR ED TNG & RSCH	19	52.7%	32.0%	15.3%	0
DIRECTOR FOR ADMINISTRATION	26	53.4%	16.1%	30.4%	0
NICOE	13	54.4%	20.4%	25.2%	2
DIRECTOR FOR RESOURCE MGT	14	46.9%	33.6%	19.6%	0

OSD, Agencies and Activities
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My Supervisor (continued)

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
WR NATIONAL MILITARY MEDICAL CENTER	216	50.6%	19.2%	30.3%	1
WR ASST CHIEF OF STAFF	17	57.8%	34.7%	7.6%	0
DIRECTOR FOR SURGERY	20	45.7%	11.6%	42.7%	0
DIRECTOR FOR MEDICINE	32	48.5%	14.6%	36.8%	1
DIRECTOR FOR BEHAVIORAL HLTH	22	69.5%	11.1%	19.4%	0
DIRECTOR FOR CLINICAL SPT	22	59.8%	25.4%	14.8%	0
DIRECTOR FOR NURSING	12	34.8%	30.7%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	11	39.9%	23.9%	36.3%	0
DIRECTOR FOR ED TNG & RSCH	19	48.1%	8.5%	43.4%	0
DIRECTOR FOR ADMINISTRATION	27	46.5%	24.2%	29.3%	0
NICOE	15	58.9%	18.3%	22.8%	0
DIRECTOR FOR RESOURCE MGT	14	41.0%	33.6%	25.4%	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%
WR NATIONAL MILITARY MEDICAL CENTER	217	65.3%	12.4%	22.3%
WR ASST CHIEF OF STAFF	16	65.2%	16.7%	18.1%
DIRECTOR FOR SURGERY	20	49.6%	12.1%	38.3%
DIRECTOR FOR MEDICINE	34	57.7%	11.7%	30.5%
DIRECTOR FOR BEHAVIORAL HLTH	22	83.7%	3.9%	12.4%
DIRECTOR FOR CLINICAL SPT	22	82.3%	14.2%	3.6%
DIRECTOR FOR NURSING	12	87.5%	0.0%	12.5%
DIRECTOR FOR HLTHCARE OPS	11	29.1%	10.8%	60.1%
DIRECTOR FOR ED TNG & RSCH	19	70.0%	10.7%	19.3%
DIRECTOR FOR ADMINISTRATION	27	52.7%	30.8%	16.5%
NICOE	15	83.0%	0.0%	17.0%
DIRECTOR FOR RESOURCE MGT	14	66.4%	16.8%	16.8%

OSD, Agencies and Activities
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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%
WR NATIONAL MILITARY MEDICAL CENTER	217	66.5%	12.8%	20.7%
WR ASST CHIEF OF STAFF	16	75.7%	11.4%	12.8%
DIRECTOR FOR SURGERY	20	63.6%	4.5%	31.9%
DIRECTOR FOR MEDICINE	34	57.0%	14.6%	28.4%
DIRECTOR FOR BEHAVIORAL HLTH	22	79.8%	10.5%	9.7%
DIRECTOR FOR CLINICAL SPT	22	83.6%	6.4%	10.0%
DIRECTOR FOR NURSING	12	69.4%	0.0%	30.6%
DIRECTOR FOR HLTHCARE OPS	11	46.9%	17.1%	36.0%
DIRECTOR FOR ED TNG & RSCH	19	70.0%	21.4%	8.6%
DIRECTOR FOR ADMINISTRATION	27	54.4%	24.3%	21.3%
NICOE	15	83.0%	11.3%	5.8%
DIRECTOR FOR RESOURCE MGT	14	66.4%	25.2%	8.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	217	65.8%	8.3%	25.9%
WR ASST CHIEF OF STAFF	16	76.2%	17.6%	6.2%
DIRECTOR FOR SURGERY	20	52.5%	9.1%	38.4%
DIRECTOR FOR MEDICINE	34	59.6%	11.2%	29.2%
DIRECTOR FOR BEHAVIORAL HLTH	22	75.6%	6.6%	17.8%
DIRECTOR FOR CLINICAL SPT	22	77.4%	2.5%	20.1%
DIRECTOR FOR NURSING	12	77.0%	3.3%	19.7%
DIRECTOR FOR HLTHCARE OPS	11	47.2%	17.7%	35.1%
DIRECTOR FOR ED TNG & RSCH	19	93.1%	6.9%	0.0%
DIRECTOR FOR ADMINISTRATION	27	59.6%	8.0%	32.4%
NICOE	15	65.8%	9.9%	24.4%
DIRECTOR FOR RESOURCE MGT	14	55.3%	8.4%	36.3%

OSD, Agencies and Activities
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My Supervisor (continued)

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%
WR NATIONAL MILITARY MEDICAL CENTER	217	54.5%	16.4%	29.1%
WR ASST CHIEF OF STAFF	16	55.5%	38.3%	6.2%
DIRECTOR FOR SURGERY	20	43.2%	21.8%	35.0%
DIRECTOR FOR MEDICINE	34	50.0%	10.8%	39.2%
DIRECTOR FOR BEHAVIORAL HLTH	22	79.8%	3.9%	16.3%
DIRECTOR FOR CLINICAL SPT	22	61.5%	24.3%	14.1%
DIRECTOR FOR NURSING	12	31.5%	19.8%	48.7%
DIRECTOR FOR HLTHCARE OPS	11	22.1%	17.7%	60.1%
DIRECTOR FOR ED TNG & RSCH	19	67.8%	0.0%	32.2%
DIRECTOR FOR ADMINISTRATION	27	51.7%	22.1%	26.2%
NICOE	15	78.6%	11.5%	9.9%
DIRECTOR FOR RESOURCE MGT	14	50.2%	28.5%	21.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	217	56.4%	21.7%	21.9%
WR ASST CHIEF OF STAFF	16	71.8%	22.0%	6.2%
DIRECTOR FOR SURGERY	20	47.0%	14.8%	38.3%
DIRECTOR FOR MEDICINE	34	50.5%	29.5%	20.0%
DIRECTOR FOR BEHAVIORAL HLTH	22	72.8%	13.6%	13.6%
DIRECTOR FOR CLINICAL SPT	22	59.4%	26.5%	14.1%
DIRECTOR FOR NURSING	12	46.3%	19.8%	33.9%
DIRECTOR FOR HLTHCARE OPS	11	22.1%	35.8%	42.0%
DIRECTOR FOR ED TNG & RSCH	19	59.3%	23.1%	17.6%
DIRECTOR FOR ADMINISTRATION	27	54.4%	24.3%	21.3%
NICOE	15	84.3%	5.8%	9.9%
DIRECTOR FOR RESOURCE MGT	14	56.5%	26.7%	16.8%

OSD, Agencies and Activities
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Leadership

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,164	46.3%	22.2%	31.6%	276
NCR MEDICAL DIRECTORATE	333	39.8%	21.2%	39.0%	6
WR NATIONAL MILITARY MEDICAL CENTER	210	40.5%	20.7%	38.8%	4
WR ASST CHIEF OF STAFF	16	54.3%	11.4%	34.3%	0
DIRECTOR FOR SURGERY	19	35.0%	19.4%	45.6%	0
DIRECTOR FOR MEDICINE	34	42.7%	11.6%	45.7%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	32.2%	17.9%	49.9%	1
DIRECTOR FOR CLINICAL SPT	22	40.9%	23.7%	35.4%	0
DIRECTOR FOR NURSING	12	32.0%	33.5%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	10	35.4%	0.0%	64.6%	0
DIRECTOR FOR ED TNG & RSCH	19	51.9%	14.6%	33.6%	0
DIRECTOR FOR ADMINISTRATION	26	42.3%	44.2%	13.5%	1
NICOE	15	55.9%	5.8%	38.3%	0
DIRECTOR FOR RESOURCE MGT	11	27.2%	40.5%	32.3%	2

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
WR NATIONAL MILITARY MEDICAL CENTER	196	51.2%	27.6%	21.2%	18
WR ASST CHIEF OF STAFF	15	69.4%	17.6%	12.9%	1
DIRECTOR FOR SURGERY	18	46.3%	29.6%	24.1%	1
DIRECTOR FOR MEDICINE	29	53.1%	25.9%	21.0%	5
DIRECTOR FOR BEHAVIORAL HLTH	19	46.1%	33.5%	20.4%	3
DIRECTOR FOR CLINICAL SPT	22	58.2%	21.8%	20.0%	0
DIRECTOR FOR NURSING	11	32.6%	47.1%	20.4%	1
DIRECTOR FOR HLTHCARE OPS	9	37.9%	20.5%	41.7%	1
DIRECTOR FOR ED TNG & RSCH	17	76.3%	8.5%	15.2%	2
DIRECTOR FOR ADMINISTRATION	26	44.0%	39.1%	16.8%	1
NICOE	14	77.6%	0.0%	22.4%	1
DIRECTOR FOR RESOURCE MGT	11	33.7%	46.0%	20.2%	2

OSD, Agencies and Activities
WR NATIONAL MILITARY MEDICAL CENTER
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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
WR NATIONAL MILITARY MEDICAL CENTER	202	54.4%	23.6%	22.0%	11
WR ASST CHIEF OF STAFF	15	55.3%	32.1%	12.7%	1
DIRECTOR FOR SURGERY	19	52.2%	14.4%	33.4%	0
DIRECTOR FOR MEDICINE	29	50.2%	18.7%	31.1%	4
DIRECTOR FOR BEHAVIORAL HLTH	19	71.4%	8.1%	20.5%	3
DIRECTOR FOR CLINICAL SPT	22	64.6%	31.8%	3.6%	0
DIRECTOR FOR NURSING	12	37.4%	42.9%	19.7%	0
DIRECTOR FOR HLTHCARE OPS	9	38.2%	32.8%	29.1%	1
DIRECTOR FOR ED TNG & RSCH	18	66.9%	7.2%	26.0%	1
DIRECTOR FOR ADMINISTRATION	27	43.8%	35.4%	20.8%	0
NICOE	14	75.7%	13.8%	10.5%	1
DIRECTOR FOR RESOURCE MGT	13	46.5%	41.2%	12.4%	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
WR NATIONAL MILITARY MEDICAL CENTER	212	55.5%	18.9%	25.6%	0
WR ASST CHIEF OF STAFF	16	49.5%	31.2%	19.3%	0
DIRECTOR FOR SURGERY	19	39.7%	11.9%	48.5%	0
DIRECTOR FOR MEDICINE	33	46.9%	26.0%	27.2%	0
DIRECTOR FOR BEHAVIORAL HLTH	22	64.8%	17.8%	17.4%	0
DIRECTOR FOR CLINICAL SPT	22	68.1%	6.4%	25.5%	0
DIRECTOR FOR NURSING	12	56.2%	27.4%	16.4%	0
DIRECTOR FOR HLTHCARE OPS	10	35.7%	18.4%	45.9%	0
DIRECTOR FOR ED TNG & RSCH	19	63.4%	4.8%	31.9%	0
DIRECTOR FOR ADMINISTRATION	26	62.5%	24.2%	13.4%	0
NICOE	15	78.5%	17.4%	4.1%	0
DIRECTOR FOR RESOURCE MGT	13	40.6%	26.6%	32.7%	0

OSD, Agencies and Activities
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	14,496	64.1%	21.0%	15.0%	854
NCR MEDICAL DIRECTORATE	324	55.3%	21.3%	23.4%	14
WR NATIONAL MILITARY MEDICAL CENTER	206	53.8%	21.2%	25.1%	7
WR ASST CHIEF OF STAFF	16	48.1%	38.7%	13.1%	0
DIRECTOR FOR SURGERY	17	38.3%	13.0%	48.7%	2
DIRECTOR FOR MEDICINE	32	42.1%	30.2%	27.8%	2
DIRECTOR FOR BEHAVIORAL HLTH	21	61.4%	28.6%	10.1%	0
DIRECTOR FOR CLINICAL SPT	21	66.0%	15.1%	18.9%	1
DIRECTOR FOR NURSING	12	50.1%	15.4%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	10	35.7%	26.1%	38.2%	0
DIRECTOR FOR ED TNG & RSCH	19	75.0%	4.8%	20.2%	0
DIRECTOR FOR ADMINISTRATION	27	56.7%	25.6%	17.7%	0
NICOE	15	84.4%	15.6%	0.0%	0
DIRECTOR FOR RESOURCE MGT	11	38.7%	15.9%	45.4%	2

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
WR NATIONAL MILITARY MEDICAL CENTER	203	43.8%	21.4%	34.8%	8
WR ASST CHIEF OF STAFF	16	58.6%	14.9%	26.5%	0
DIRECTOR FOR SURGERY	19	45.4%	15.0%	39.5%	0
DIRECTOR FOR MEDICINE	29	28.8%	26.4%	44.7%	5
DIRECTOR FOR BEHAVIORAL HLTH	21	39.5%	25.6%	35.0%	0
DIRECTOR FOR CLINICAL SPT	22	64.4%	13.0%	22.6%	0
DIRECTOR FOR NURSING	12	38.1%	27.4%	34.5%	0
DIRECTOR FOR HLTHCARE OPS	9	40.4%	0.0%	59.6%	0
DIRECTOR FOR ED TNG & RSCH	19	58.7%	12.4%	28.8%	0
DIRECTOR FOR ADMINISTRATION	26	41.6%	42.0%	16.4%	0
NICOE	14	53.2%	12.3%	34.5%	1
DIRECTOR FOR RESOURCE MGT	11	37.5%	10.3%	52.3%	2

OSD, Agencies and Activities
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	14,957	59.3%	19.8%	20.9%	420
NCR MEDICAL DIRECTORATE	326	48.6%	21.7%	29.7%	10
WR NATIONAL MILITARY MEDICAL CENTER	205	46.7%	20.8%	32.6%	7
WR ASST CHIEF OF STAFF	15	61.1%	17.4%	21.5%	1
DIRECTOR FOR SURGERY	18	43.3%	13.9%	42.8%	1
DIRECTOR FOR MEDICINE	30	34.6%	20.7%	44.7%	3
DIRECTOR FOR BEHAVIORAL HLTH	22	43.7%	27.2%	29.2%	0
DIRECTOR FOR CLINICAL SPT	22	60.3%	18.9%	20.9%	0
DIRECTOR FOR NURSING	11	36.0%	28.3%	35.7%	0
DIRECTOR FOR HLTHCARE OPS	10	35.7%	18.4%	45.9%	0
DIRECTOR FOR ED TNG & RSCH	19	56.6%	23.1%	20.2%	0
DIRECTOR FOR ADMINISTRATION	26	57.3%	26.0%	16.7%	1
NICOE	15	57.3%	9.9%	32.8%	0
DIRECTOR FOR RESOURCE MGT	12	37.8%	29.2%	33.0%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,726	60.5%	21.6%	17.9%	672
NCR MEDICAL DIRECTORATE	310	50.3%	24.8%	24.9%	27
WR NATIONAL MILITARY MEDICAL CENTER	198	50.6%	24.1%	25.3%	14
WR ASST CHIEF OF STAFF	13	86.9%	6.0%	7.1%	2
DIRECTOR FOR SURGERY	17	49.9%	12.4%	37.7%	2
DIRECTOR FOR MEDICINE	33	32.2%	31.3%	36.5%	1
DIRECTOR FOR BEHAVIORAL HLTH	21	64.8%	19.5%	15.8%	1
DIRECTOR FOR CLINICAL SPT	21	50.8%	26.6%	22.7%	1
DIRECTOR FOR NURSING	10	49.9%	10.7%	39.4%	1
DIRECTOR FOR HLTHCARE OPS	9	35.6%	35.1%	29.3%	1
DIRECTOR FOR ED TNG & RSCH	18	69.0%	28.1%	2.8%	1
DIRECTOR FOR ADMINISTRATION	24	48.6%	37.2%	14.2%	3
NICOE	14	71.5%	24.1%	4.3%	1
DIRECTOR FOR RESOURCE MGT	13	38.4%	22.6%	39.0%	0

OSD, Agencies and Activities
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	15,216	58.4%	22.8%	18.8%	169
NCR MEDICAL DIRECTORATE	330	54.9%	24.5%	20.7%	4
WR NATIONAL MILITARY MEDICAL CENTER	205	54.1%	21.7%	24.2%	4
WR ASST CHIEF OF STAFF	14	67.6%	12.8%	19.6%	1
DIRECTOR FOR SURGERY	17	51.8%	20.3%	27.9%	2
DIRECTOR FOR MEDICINE	34	52.7%	24.9%	22.4%	0
DIRECTOR FOR BEHAVIORAL HLTH	21	58.2%	12.4%	29.4%	1
DIRECTOR FOR CLINICAL SPT	22	53.3%	36.7%	10.0%	0
DIRECTOR FOR NURSING	11	62.0%	0.0%	38.0%	0
DIRECTOR FOR HLTHCARE OPS	10	35.4%	25.6%	39.0%	0
DIRECTOR FOR ED TNG & RSCH	19	66.0%	23.3%	10.7%	0
DIRECTOR FOR ADMINISTRATION	25	47.6%	33.2%	19.2%	0
NICOE	14	63.5%	10.9%	25.6%	0
DIRECTOR FOR RESOURCE MGT	13	52.2%	12.4%	35.5%	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
WR NATIONAL MILITARY MEDICAL CENTER	184	48.6%	22.7%	28.8%	28
WR ASST CHIEF OF STAFF	13	63.7%	28.5%	7.8%	2
DIRECTOR FOR SURGERY	13	39.6%	18.0%	42.5%	6
DIRECTOR FOR MEDICINE	30	38.3%	22.8%	38.9%	4
DIRECTOR FOR BEHAVIORAL HLTH	18	43.8%	25.0%	31.2%	4
DIRECTOR FOR CLINICAL SPT	22	53.3%	24.7%	22.0%	0
DIRECTOR FOR NURSING	11	55.1%	3.5%	41.5%	0
DIRECTOR FOR HLTHCARE OPS	9	33.5%	32.8%	33.7%	1
DIRECTOR FOR ED TNG & RSCH	14	76.7%	3.6%	19.7%	5
DIRECTOR FOR ADMINISTRATION	24	61.8%	24.3%	13.8%	3
NICOE	14	46.5%	39.8%	13.8%	1
DIRECTOR FOR RESOURCE MGT	11	37.4%	32.3%	30.4%	2

OSD, Agencies and Activities
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	15,343	54.5%	21.8%	23.6%
NCR MEDICAL DIRECTORATE	337	45.9%	20.8%	33.3%
WR NATIONAL MILITARY MEDICAL CENTER	212	41.6%	24.5%	33.9%
WR ASST CHIEF OF STAFF	15	40.1%	33.3%	26.6%
DIRECTOR FOR SURGERY	19	27.3%	39.3%	33.4%
DIRECTOR FOR MEDICINE	34	45.3%	16.0%	38.7%
DIRECTOR FOR BEHAVIORAL HLTH	22	33.1%	20.2%	46.7%
DIRECTOR FOR CLINICAL SPT	22	54.0%	15.4%	30.6%
DIRECTOR FOR NURSING	11	48.1%	22.7%	29.2%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	0.0%	76.2%
DIRECTOR FOR ED TNG & RSCH	19	47.7%	15.4%	36.9%
DIRECTOR FOR ADMINISTRATION	27	46.9%	32.7%	20.4%
NICOE	15	32.9%	39.2%	27.9%
DIRECTOR FOR RESOURCE MGT	13	32.7%	34.9%	32.3%

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%
WR NATIONAL MILITARY MEDICAL CENTER	212	41.2%	24.5%	34.3%
WR ASST CHIEF OF STAFF	15	62.4%	17.2%	20.4%
DIRECTOR FOR SURGERY	19	39.0%	20.2%	40.8%
DIRECTOR FOR MEDICINE	34	20.7%	27.5%	51.8%
DIRECTOR FOR BEHAVIORAL HLTH	22	27.5%	35.9%	36.7%
DIRECTOR FOR CLINICAL SPT	22	60.5%	18.9%	20.6%
DIRECTOR FOR NURSING	11	51.6%	32.0%	16.4%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	11.6%	64.6%
DIRECTOR FOR ED TNG & RSCH	19	51.9%	4.8%	43.4%
DIRECTOR FOR ADMINISTRATION	27	49.9%	29.3%	20.8%
NICOE	15	49.1%	17.3%	33.6%
DIRECTOR FOR RESOURCE MGT	13	40.3%	35.8%	23.9%

OSD, Agencies and Activities
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	15,295	51.9%	22.6%	25.5%
NCR MEDICAL DIRECTORATE	337	37.5%	23.3%	39.1%
WR NATIONAL MILITARY MEDICAL CENTER	212	36.0%	24.0%	40.0%
WR ASST CHIEF OF STAFF	15	38.2%	24.2%	37.6%
DIRECTOR FOR SURGERY	19	24.0%	47.9%	28.2%
DIRECTOR FOR MEDICINE	34	36.9%	10.9%	52.2%
DIRECTOR FOR BEHAVIORAL HLTH	22	27.6%	33.0%	39.4%
DIRECTOR FOR CLINICAL SPT	22	34.5%	20.7%	44.8%
DIRECTOR FOR NURSING	11	32.8%	32.0%	35.3%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	15.0%	61.2%
DIRECTOR FOR ED TNG & RSCH	19	41.2%	17.1%	41.7%
DIRECTOR FOR ADMINISTRATION	27	55.1%	20.4%	24.5%
NICOE	15	43.3%	38.0%	18.7%
DIRECTOR FOR RESOURCE MGT	13	17.7%	23.9%	58.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	209	37.4%	35.2%	27.4%
WR ASST CHIEF OF STAFF	15	40.1%	33.9%	26.0%
DIRECTOR FOR SURGERY	19	30.9%	43.2%	25.9%
DIRECTOR FOR MEDICINE	33	27.6%	42.4%	29.9%
DIRECTOR FOR BEHAVIORAL HLTH	22	19.2%	50.8%	30.0%
DIRECTOR FOR CLINICAL SPT	21	49.5%	29.7%	20.8%
DIRECTOR FOR NURSING	11	48.7%	38.3%	13.0%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	0.0%	76.2%
DIRECTOR FOR ED TNG & RSCH	19	48.8%	22.9%	28.3%
DIRECTOR FOR ADMINISTRATION	27	45.4%	33.8%	20.8%
NICOE	15	55.9%	21.3%	22.8%
DIRECTOR FOR RESOURCE MGT	12	34.4%	31.6%	34.0%

OSD, Agencies and Activities
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	15,310	37.7%	25.9%	36.4%
NCR MEDICAL DIRECTORATE	336	22.4%	29.0%	48.6%
WR NATIONAL MILITARY MEDICAL CENTER	211	21.6%	29.7%	48.7%
WR ASST CHIEF OF STAFF	15	32.7%	26.8%	40.6%
DIRECTOR FOR SURGERY	19	21.9%	27.7%	50.4%
DIRECTOR FOR MEDICINE	33	13.9%	22.1%	64.1%
DIRECTOR FOR BEHAVIORAL HLTH	22	16.4%	34.4%	49.3%
DIRECTOR FOR CLINICAL SPT	22	38.4%	20.9%	40.7%
DIRECTOR FOR NURSING	11	10.5%	32.0%	57.6%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	19.0%	57.2%
DIRECTOR FOR ED TNG & RSCH	19	31.1%	27.2%	41.7%
DIRECTOR FOR ADMINISTRATION	27	27.1%	37.8%	35.1%
NICOE	15	27.1%	38.5%	34.3%
DIRECTOR FOR RESOURCE MGT	13	8.9%	43.8%	47.3%

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%
WR NATIONAL MILITARY MEDICAL CENTER	211	42.8%	20.0%	37.2%
WR ASST CHIEF OF STAFF	15	43.7%	6.5%	49.8%
DIRECTOR FOR SURGERY	19	27.8%	32.0%	40.2%
DIRECTOR FOR MEDICINE	34	50.2%	12.0%	37.9%
DIRECTOR FOR BEHAVIORAL HLTH	22	64.7%	13.9%	21.3%
DIRECTOR FOR CLINICAL SPT	22	47.3%	20.9%	31.8%
DIRECTOR FOR NURSING	11	11.0%	19.5%	69.5%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	30.0%	46.2%
DIRECTOR FOR ED TNG & RSCH	19	40.6%	12.9%	46.4%
DIRECTOR FOR ADMINISTRATION	26	44.9%	29.0%	26.1%
NICOE	15	57.3%	17.2%	25.5%
DIRECTOR FOR RESOURCE MGT	13	21.2%	31.5%	47.3%

OSD, Agencies and Activities
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	15,309	66.6%	17.1%	16.3%
NCR MEDICAL DIRECTORATE	336	56.6%	15.3%	28.1%
WR NATIONAL MILITARY MEDICAL CENTER	211	55.0%	16.0%	29.0%
WR ASST CHIEF OF STAFF	15	52.2%	26.8%	21.0%
DIRECTOR FOR SURGERY	18	58.2%	13.3%	28.5%
DIRECTOR FOR MEDICINE	34	51.6%	10.1%	38.3%
DIRECTOR FOR BEHAVIORAL HLTH	22	62.8%	13.9%	23.3%
DIRECTOR FOR CLINICAL SPT	22	57.5%	12.5%	30.0%
DIRECTOR FOR NURSING	11	43.1%	25.0%	31.8%
DIRECTOR FOR HLTHCARE OPS	10	30.3%	23.5%	46.2%
DIRECTOR FOR ED TNG & RSCH	19	55.5%	19.2%	25.3%
DIRECTOR FOR ADMINISTRATION	27	54.5%	24.1%	21.3%
NICOE	15	65.7%	15.7%	18.7%
DIRECTOR FOR RESOURCE MGT	13	38.4%	13.7%	47.8%

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%
WR NATIONAL MILITARY MEDICAL CENTER	212	36.8%	21.4%	41.8%
WR ASST CHIEF OF STAFF	15	39.9%	22.5%	37.6%
DIRECTOR FOR SURGERY	19	36.3%	28.3%	35.4%
DIRECTOR FOR MEDICINE	34	22.5%	25.1%	52.4%
DIRECTOR FOR BEHAVIORAL HLTH	22	18.2%	27.2%	54.6%
DIRECTOR FOR CLINICAL SPT	22	49.5%	14.3%	36.2%
DIRECTOR FOR NURSING	11	55.1%	0.0%	44.9%
DIRECTOR FOR HLTHCARE OPS	10	31.0%	37.4%	31.5%
DIRECTOR FOR ED TNG & RSCH	19	48.1%	15.4%	36.5%
DIRECTOR FOR ADMINISTRATION	27	37.5%	27.4%	35.1%
NICOE	15	59.7%	17.4%	23.0%
DIRECTOR FOR RESOURCE MGT	13	49.2%	8.9%	41.9%

OSD, Agencies and Activities
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	15,336	60.4%	20.0%	19.6%
NCR MEDICAL DIRECTORATE	336	46.8%	20.3%	33.0%
WR NATIONAL MILITARY MEDICAL CENTER	211	44.5%	20.1%	35.3%
WR ASST CHIEF OF STAFF	15	50.3%	23.7%	26.0%
DIRECTOR FOR SURGERY	19	30.9%	32.1%	37.0%
DIRECTOR FOR MEDICINE	34	33.0%	15.0%	52.0%
DIRECTOR FOR BEHAVIORAL HLTH	22	54.3%	22.4%	23.3%
DIRECTOR FOR CLINICAL SPT	22	55.8%	20.7%	23.5%
DIRECTOR FOR NURSING	11	55.1%	3.5%	41.5%
DIRECTOR FOR HLTHCARE OPS	10	23.8%	23.2%	53.0%
DIRECTOR FOR ED TNG & RSCH	19	45.0%	15.5%	39.5%
DIRECTOR FOR ADMINISTRATION	26	46.4%	28.2%	25.4%
NICOE	15	67.4%	15.6%	17.0%
DIRECTOR FOR RESOURCE MGT	13	32.7%	30.1%	37.2%

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%
WR NATIONAL MILITARY MEDICAL CENTER	210	24.8%	30.1%	34.5%	10.5%
WR ASST CHIEF OF STAFF	15	83.2%	16.8%	0.0%	0.0%
DIRECTOR FOR SURGERY	19	27.4%	22.8%	33.6%	16.2%
DIRECTOR FOR MEDICINE	34	2.6%	29.6%	48.3%	19.5%
DIRECTOR FOR BEHAVIORAL HLTH	21	7.7%	37.5%	49.7%	5.0%
DIRECTOR FOR CLINICAL SPT	22	39.6%	37.8%	22.6%	0.0%
DIRECTOR FOR NURSING	11	0.0%	35.6%	47.3%	17.1%
DIRECTOR FOR HLTHCARE OPS	9	46.3%	27.0%	26.7%	0.0%
DIRECTOR FOR ED TNG & RSCH	19	31.9%	20.2%	44.1%	3.8%
DIRECTOR FOR ADMINISTRATION	27	28.0%	33.0%	30.9%	8.1%
NICOE	15	29.3%	49.3%	9.8%	11.6%
DIRECTOR FOR RESOURCE MGT	13	76.1%	0.0%	6.1%	17.7%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	209	1.4%	7.3%	3.0%	7.9%
WR ASST CHIEF OF STAFF	15	0.0%	24.2%	15.8%	25.0%
DIRECTOR FOR SURGERY	19	0.0%	0.0%	7.5%	15.1%
DIRECTOR FOR MEDICINE	33	0.0%	0.0%	0.0%	1.3%
DIRECTOR FOR BEHAVIORAL HLTH	21	0.0%	2.9%	0.0%	0.0%
DIRECTOR FOR CLINICAL SPT	22	12.8%	0.0%	0.0%	15.5%
DIRECTOR FOR NURSING	10	0.0%	0.0%	0.0%	0.0%
DIRECTOR FOR HLTHCARE OPS	10	0.0%	7.5%	0.0%	7.4%
DIRECTOR FOR ED TNG & RSCH	19	0.0%	15.5%	0.0%	26.3%
DIRECTOR FOR ADMINISTRATION	27	0.0%	18.8%	3.2%	0.0%
NICOE	15	0.0%	16.5%	0.0%	11.5%
DIRECTOR FOR RESOURCE MGT	13	0.0%	17.7%	19.4%	8.9%

(continued)

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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	15,276	15.8%	2.7%	10.0%	11.9%
NCR MEDICAL DIRECTORATE	333	41.2%	2.6%	28.4%	8.9%
WR NATIONAL MILITARY MEDICAL CENTER	209	42.4%	2.4%	26.9%	8.7%
WR ASST CHIEF OF STAFF	15	0.0%	0.0%	16.8%	18.2%
DIRECTOR FOR SURGERY	19	40.4%	4.8%	24.6%	7.7%
DIRECTOR FOR MEDICINE	33	66.8%	1.5%	26.6%	3.8%
DIRECTOR FOR BEHAVIORAL HLTH	21	70.1%	0.0%	23.0%	4.0%
DIRECTOR FOR CLINICAL SPT	22	34.3%	0.0%	28.6%	8.9%
DIRECTOR FOR NURSING	10	95.7%	0.0%	4.3%	0.0%
DIRECTOR FOR HLTHCARE OPS	10	19.6%	0.0%	11.9%	53.5%
DIRECTOR FOR ED TNG & RSCH	19	11.2%	0.0%	39.3%	7.6%
DIRECTOR FOR ADMINISTRATION	27	22.4%	1.8%	41.9%	11.8%
NICOE	15	45.8%	0.0%	14.7%	11.5%
DIRECTOR FOR RESOURCE MGT	13	0.0%	12.4%	32.7%	8.9%

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%
WR NATIONAL MILITARY MEDICAL CENTER	210	34.8%	40.6%	24.6%
WR ASST CHIEF OF STAFF	15	34.2%	45.4%	20.4%
DIRECTOR FOR SURGERY	19	31.9%	54.5%	13.6%
DIRECTOR FOR MEDICINE	34	20.3%	36.8%	42.9%
DIRECTOR FOR BEHAVIORAL HLTH	21	60.6%	32.1%	7.3%
DIRECTOR FOR CLINICAL SPT	22	13.0%	60.6%	26.4%
DIRECTOR FOR NURSING	11	36.2%	3.5%	60.3%
DIRECTOR FOR HLTHCARE OPS	10	49.1%	39.0%	11.9%
DIRECTOR FOR ED TNG & RSCH	19	58.1%	35.0%	6.9%
DIRECTOR FOR ADMINISTRATION	26	40.9%	35.0%	24.2%
NICOE	15	46.9%	53.1%	0.0%
DIRECTOR FOR RESOURCE MGT	13	46.0%	45.1%	8.9%

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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	15,251	45.2%	47.6%	7.3%
NCR MEDICAL DIRECTORATE	334	21.5%	67.1%	11.3%
WR NATIONAL MILITARY MEDICAL CENTER	209	22.3%	68.0%	9.6%
WR ASST CHIEF OF STAFF	15	29.0%	69.1%	1.9%
DIRECTOR FOR SURGERY	19	23.3%	70.5%	6.2%
DIRECTOR FOR MEDICINE	34	20.2%	61.5%	18.3%
DIRECTOR FOR BEHAVIORAL HLTH	21	20.9%	71.8%	7.3%
DIRECTOR FOR CLINICAL SPT	22	19.2%	80.8%	0.0%
DIRECTOR FOR NURSING	11	36.2%	44.6%	19.2%
DIRECTOR FOR HLTHCARE OPS	10	11.9%	81.6%	6.5%
DIRECTOR FOR ED TNG & RSCH	19	24.4%	64.9%	10.7%
DIRECTOR FOR ADMINISTRATION	25	19.1%	75.7%	5.2%
NICOE	15	0.0%	94.2%	5.8%
DIRECTOR FOR RESOURCE MGT	13	65.1%	34.9%	0.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	207	12.9%	81.6%	5.4%
WR ASST CHIEF OF STAFF	14	6.1%	93.9%	0.0%
DIRECTOR FOR SURGERY	18	20.1%	79.9%	0.0%
DIRECTOR FOR MEDICINE	34	10.9%	74.8%	14.3%
DIRECTOR FOR BEHAVIORAL HLTH	21	4.9%	92.3%	2.9%
DIRECTOR FOR CLINICAL SPT	22	6.4%	93.6%	0.0%
DIRECTOR FOR NURSING	11	25.2%	51.5%	23.3%
DIRECTOR FOR HLTHCARE OPS	10	11.9%	88.1%	0.0%
DIRECTOR FOR ED TNG & RSCH	19	6.9%	86.2%	6.9%
DIRECTOR FOR ADMINISTRATION	25	31.0%	69.0%	0.0%
NICOE	15	0.0%	100.0%	0.0%
DIRECTOR FOR RESOURCE MGT	13	8.9%	91.1%	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%
WR NATIONAL MILITARY MEDICAL CENTER	206	4.9%	78.6%	16.5%
WR ASST CHIEF OF STAFF	15	5.7%	87.8%	6.5%
DIRECTOR FOR SURGERY	19	0.0%	81.6%	18.4%
DIRECTOR FOR MEDICINE	33	6.6%	65.6%	27.8%
DIRECTOR FOR BEHAVIORAL HLTH	21	8.9%	88.2%	2.9%
DIRECTOR FOR CLINICAL SPT	21	0.0%	86.4%	13.6%
DIRECTOR FOR NURSING	11	0.0%	55.6%	44.4%
DIRECTOR FOR HLTHCARE OPS	10	11.9%	81.6%	6.5%
DIRECTOR FOR ED TNG & RSCH	18	0.0%	92.6%	7.4%
DIRECTOR FOR ADMINISTRATION	25	12.0%	79.4%	8.6%
NICOE	15	0.0%	87.4%	12.6%
DIRECTOR FOR RESOURCE MGT	13	8.9%	82.3%	8.9%

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%
WR NATIONAL MILITARY MEDICAL CENTER	209	2.7%	81.9%	15.4%
WR ASST CHIEF OF STAFF	15	5.7%	87.8%	6.5%
DIRECTOR FOR SURGERY	19	0.0%	88.4%	11.6%
DIRECTOR FOR MEDICINE	34	3.2%	70.0%	26.9%
DIRECTOR FOR BEHAVIORAL HLTH	21	4.9%	92.3%	2.9%
DIRECTOR FOR CLINICAL SPT	22	0.0%	92.3%	7.7%
DIRECTOR FOR NURSING	11	0.0%	52.2%	47.8%
DIRECTOR FOR HLTHCARE OPS	10	0.0%	93.5%	6.5%
DIRECTOR FOR ED TNG & RSCH	19	6.9%	86.2%	6.9%
DIRECTOR FOR ADMINISTRATION	25	6.8%	84.6%	8.6%
NICOE	15	0.0%	93.2%	6.8%
DIRECTOR FOR RESOURCE MGT	13	0.0%	91.1%	8.9%

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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	10,292	81.1%	10.1%	8.8%	143
NCR MEDICAL DIRECTORATE	76	67.0%	18.5%	14.5%	5
WR NATIONAL MILITARY MEDICAL CENTER	47	61.8%	26.7%	11.5%	4
WR ASST CHIEF OF STAFF	10	64.5%	35.5%	0.0%	0
DIRECTOR FOR SURGERY	5	69.7%	30.3%	0.0%	0
DIRECTOR FOR MEDICINE	1	100.0%	0.0%	0.0%	1
DIRECTOR FOR BEHAVIORAL HLTH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	6	68.6%	31.4%	0.0%	0
DIRECTOR FOR NURSING	0	--	--	--	1
DIRECTOR FOR HLTHCARE OPS	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	8	57.9%	16.5%	25.6%	0
DIRECTOR FOR ADMINISTRATION	6	51.4%	26.8%	21.9%	0
NICOE	3	51.8%	48.2%	0.0%	1
DIRECTOR FOR RESOURCE MGT	5	47.7%	13.1%	39.2%	1

**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	7,038	92.5%	5.1%	2.4%	81
NCR MEDICAL DIRECTORATE	134	87.4%	7.3%	5.3%	2
WR NATIONAL MILITARY MEDICAL CENTER	77	84.6%	8.5%	6.9%	2
WR ASST CHIEF OF STAFF	5	100.0%	0.0%	0.0%	0
DIRECTOR FOR SURGERY	5	82.8%	17.2%	0.0%	1
DIRECTOR FOR MEDICINE	6	64.2%	20.2%	15.6%	0
DIRECTOR FOR BEHAVIORAL HLTH	12	87.1%	0.0%	12.9%	1
DIRECTOR FOR CLINICAL SPT	3	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	5	100.0%	0.0%	0.0%	0
DIRECTOR FOR HLTHCARE OPS	5	76.4%	0.0%	23.6%	0
DIRECTOR FOR ED TNG & RSCH	11	81.5%	11.8%	6.6%	0
DIRECTOR FOR ADMINISTRATION	11	81.5%	11.4%	7.1%	0
NICOE	8	84.7%	15.3%	0.0%	0
DIRECTOR FOR RESOURCE MGT	6	100.0%	0.0%	0.0%	0

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

OSD, Agencies and Activities
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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	6,006	90.0%	8.0%	2.0%	241
NCR MEDICAL DIRECTORATE	66	86.5%	13.5%	0.0%	5
WR NATIONAL MILITARY MEDICAL CENTER	46	83.3%	16.7%	0.0%	2
WR ASST CHIEF OF STAFF	4	77.5%	22.5%	0.0%	0
DIRECTOR FOR SURGERY	5	56.0%	44.0%	0.0%	0
DIRECTOR FOR MEDICINE	5	89.8%	10.2%	0.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	4	23.2%	76.8%	0.0%	0
DIRECTOR FOR CLINICAL SPT	5	78.2%	21.8%	0.0%	0
DIRECTOR FOR NURSING	4	100.0%	0.0%	0.0%	1
DIRECTOR FOR HLTHCARE OPS	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	4	100.0%	0.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	6	100.0%	0.0%	0.0%	1
NICOE	0	--	--	--	0
DIRECTOR FOR RESOURCE MGT	8	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
WR NATIONAL MILITARY MEDICAL CENTER	22	72.0%	28.0%	0.0%	4
WR ASST CHIEF OF STAFF	2	46.5%	53.5%	0.0%	0
DIRECTOR FOR SURGERY	4	44.9%	55.1%	0.0%	1
DIRECTOR FOR MEDICINE	3	100.0%	0.0%	0.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR NURSING	2	100.0%	0.0%	0.0%	0
DIRECTOR FOR HLTHCARE OPS	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	6	53.4%	46.6%	0.0%	3
NICOE	0	--	--	--	0
DIRECTOR FOR RESOURCE MGT	1	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)

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
WR NATIONAL MILITARY MEDICAL CENTER	9	63.6%	27.2%	9.1%	4
WR ASST CHIEF OF STAFF	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR SURGERY	0	--	--	--	0
DIRECTOR FOR MEDICINE	0	--	--	--	1
DIRECTOR FOR BEHAVIORAL HLTH	2	54.5%	0.0%	45.5%	0
DIRECTOR FOR CLINICAL SPT	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR NURSING	0	--	--	--	0
DIRECTOR FOR HLTHCARE OPS	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ED TNG & RSCH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	3	71.4%	28.6%	0.0%	2
NICOE	0	--	--	--	0
DIRECTOR FOR RESOURCE MGT	0	--	--	--	1

**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
WR NATIONAL MILITARY MEDICAL CENTER	6	58.8%	41.2%	0.0%	2
WR ASST CHIEF OF STAFF	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR SURGERY	0	--	--	--	0
DIRECTOR FOR MEDICINE	1	0.0%	100.0%	0.0%	0
DIRECTOR FOR BEHAVIORAL HLTH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR CLINICAL SPT	0	--	--	--	0
DIRECTOR FOR NURSING	0	--	--	--	0
DIRECTOR FOR HLTHCARE OPS	0	--	--	--	0
DIRECTOR FOR ED TNG & RSCH	1	100.0%	0.0%	0.0%	0
DIRECTOR FOR ADMINISTRATION	2	49.8%	50.2%	0.0%	2
NICOE	0	--	--	--	0
DIRECTOR FOR RESOURCE MGT	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	117	56.8%
Field	89	43.2%

What is your supervisory status?

	N	%
Non-Supervisor	125	59.5%
Team Leader	36	17.1%
Supervisor	36	17.1%
Manager	11	5.2%
Senior Leader	2	1.0%

Are you:

	N	%
Male	70	33.5%
Female	139	66.5%

Are you Hispanic or Latino?

	N	%
Yes	15	7.4%
No	189	92.6%

Race

	N	%
American Indian or Alaska Native	1	0.5%
Asian	18	8.9%
Black or African American	61	30.0%
Native Hawaiian or Other Pacific Islander	6	3.0%
White	108	53.2%
Two or more races	9	4.4%

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	4	1.9%
Trade or Technical Certificate	4	1.9%
Some College (no degree)	29	13.9%
Associate's Degree (e.g., AA, AS)	16	7.7%
Bachelor's Degree (e.g., BA, BS)	60	28.7%
Master's Degree (e.g., MA, MS, MBA)	60	28.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	36	17.2%

What is your pay category/grade?

	N	%
Federal Wage System	4	1.9%
GS 1-6	18	8.7%
GS 7-12	135	64.9%
GS 13-15	49	23.6%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	1	0.5%
Other	1	0.5%

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

	N	%
Less than 1 year	8	3.8%
1 to 3 years	42	20.2%
4 to 5 years	14	6.7%
6 to 10 years	54	26.0%
11 to 14 years	35	16.8%
15 to 20 years	27	13.0%
More than 20 years	28	13.5%

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	17	8.1%
1 to 3 years	53	25.4%
4 to 5 years	14	6.7%
6 to 10 years	52	24.9%
11 to 20 years	51	24.4%
More than 20 years	22	10.5%

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

	N	%
No	90	43.3%
Yes, to retire	10	4.8%
Yes, to take another job within the Federal Government	75	36.1%
Yes, to take another job outside the Federal Government	10	4.8%
Yes, other	23	11.1%

I am planning to retire:

	N	%
Within one year	8	3.8%
Between one and three years	23	11.1%
Between three and five years	22	10.6%
Five or more years	155	74.5%

What is your US military service status?

	N	%
No Prior Military Service	119	57.5%
Currently in National Guard or Reserves	2	1.0%
Retired	44	21.3%
Separated or Discharged	42	20.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	36	17.2%
No	173	82.8%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	7	3.1%
30-39	26	11.6%
40-49	71	31.6%
50-59	63	28.0%
60 or older	58	25.8%

Note: Percentages for demographic questions are unweighted.