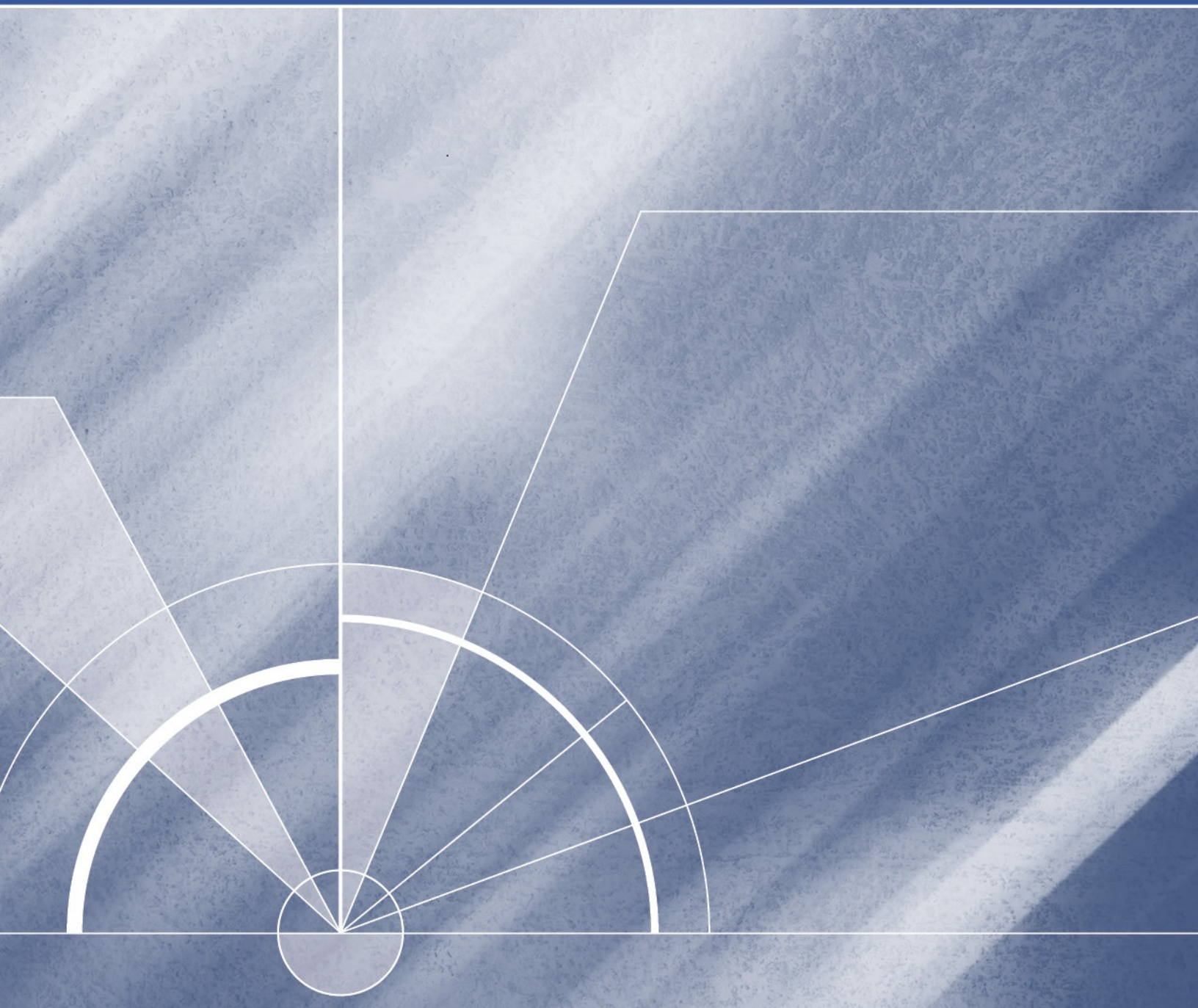


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Report

OSD, Agencies and Activities
NCR MEDICAL DIRECTORATE



OSD, Agencies and Activities NCR MEDICAL DIRECTORATE *3rd Level Subagency Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Department of Defense	70,693	30.3%
OSD, Agencies and Activities	15,922	36.7%
Defense Health Agency	662	28.9%
NCR MEDICAL DIRECTORATE	358	21.2%

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.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

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.

OSD, Agencies and Activities
NCR MEDICAL DIRECTORATE
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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

93.3%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
91.7%	I am constantly looking for ways to do my job better. (Q.8)
90.8%	The work I do is important. (Q.13)
86.9%	I like the kind of work I do. (Q.5)
82.0%	I am held accountable for achieving results. (Q.16)
80.2%	I know how my work relates to the agency's goals and priorities. (Q.12)
79.8%	My organization has prepared employees for potential security threats. (Q.36)
78.7%	How would you rate the overall quality of work done by your work unit? (Q.28)
78.0%	Employees are protected from health and safety hazards on the job. (Q.35)
75.5%	I know what is expected of me on the job. (Q.6)



Highest Percent Negative

60.1%	Pay raises depend on how well employees perform their jobs. (Q.33)
48.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
47.9%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
47.9%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
47.9%	Creativity and innovation are rewarded. (Q.32)
47.3%	Promotions in my work unit are based on merit. (Q.22)
45.7%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
40.9%	My work unit is able to recruit people with the right skills. (Q.21)
40.8%	Employees are recognized for providing high quality products and services. (Q.31)
40.7%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)

OSD, Agencies and Activities
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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Defense Health Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

 NCR MEDICAL DIRECTORATE
 Defense Health Agency

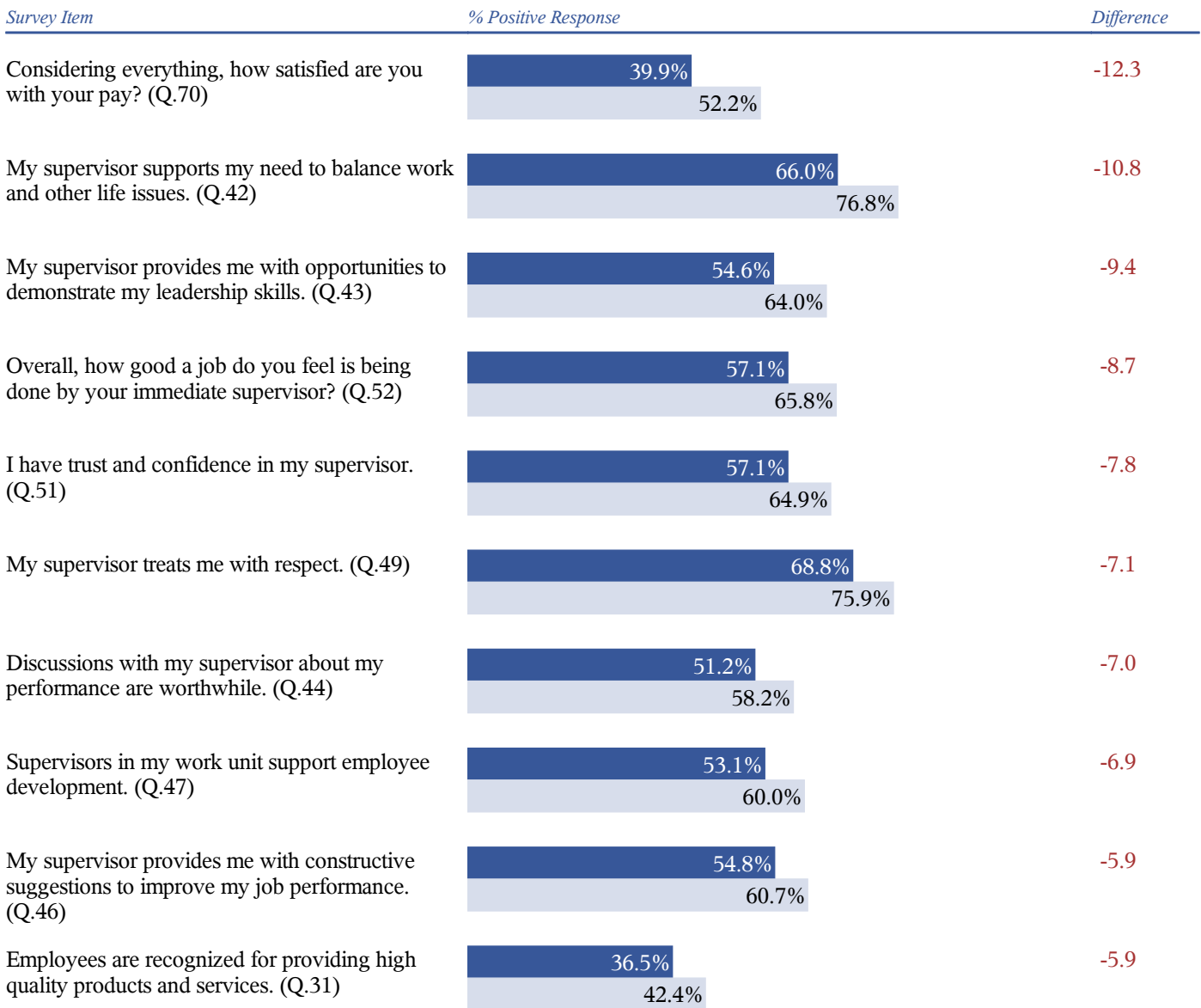
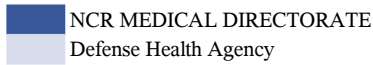
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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You have no items in this category

OSD, Agencies and Activities NCR MEDICAL DIRECTORATE 3rd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Defense Health Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



OSD, Agencies and Activities
NCR MEDICAL DIRECTORATE
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My Work Experience

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

	N	Positive	Neutral	Negative
Department of Defense	70,558	66.6%	15.4%	18.0%
OSD, Agencies and Activities	15,894	65.2%	15.6%	19.2%
Defense Health Agency	658	57.8%	14.0%	28.3%
NCR MEDICAL DIRECTORATE	356	52.5%	15.2%	32.3%

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

	N	Positive	Neutral	Negative
Department of Defense	70,396	72.4%	14.2%	13.5%
OSD, Agencies and Activities	15,855	69.6%	14.8%	15.5%
Defense Health Agency	660	66.5%	14.4%	19.2%
NCR MEDICAL DIRECTORATE	356	64.6%	14.4%	21.0%

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

	N	Positive	Neutral	Negative
Department of Defense	70,135	63.2%	17.0%	19.7%
OSD, Agencies and Activities	15,806	61.8%	16.2%	22.0%
Defense Health Agency	658	55.3%	16.2%	28.5%
NCR MEDICAL DIRECTORATE	357	52.2%	16.9%	30.9%

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

	N	Positive	Neutral	Negative
Department of Defense	70,337	71.4%	14.8%	13.8%
OSD, Agencies and Activities	15,852	69.7%	14.8%	15.5%
Defense Health Agency	658	69.7%	13.5%	16.8%
NCR MEDICAL DIRECTORATE	356	68.9%	12.1%	19.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Defense	70,153	82.8%	11.1%	6.1%
OSD, Agencies and Activities	15,795	80.5%	12.1%	7.4%
Defense Health Agency	657	84.2%	10.4%	5.4%
NCR MEDICAL DIRECTORATE	356	86.9%	8.2%	4.9%

OSD, Agencies and Activities
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Defense	70,070	79.3%	11.2%	9.5%
OSD, Agencies and Activities	15,771	78.6%	11.6%	9.8%
Defense Health Agency	656	74.9%	13.4%	11.7%
NCR MEDICAL DIRECTORATE	354	75.5%	13.3%	11.2%

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

	N	Positive	Neutral	Negative
Department of Defense	70,311	95.9%	2.7%	1.4%
OSD, Agencies and Activities	15,835	95.6%	2.8%	1.6%
Defense Health Agency	659	94.4%	3.2%	2.4%
NCR MEDICAL DIRECTORATE	355	93.3%	4.3%	2.4%

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

	N	Positive	Neutral	Negative
Department of Defense	70,333	91.8%	6.7%	1.4%
OSD, Agencies and Activities	15,838	91.5%	6.7%	1.8%
Defense Health Agency	661	92.4%	5.6%	2.0%
NCR MEDICAL DIRECTORATE	357	91.7%	6.1%	2.3%

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	70,434	49.0%	16.0%	35.0%	109
OSD, Agencies and Activities	15,863	53.1%	15.9%	30.9%	28
Defense Health Agency	659	42.3%	12.4%	45.2%	2
NCR MEDICAL DIRECTORATE	355	40.1%	12.0%	47.9%	2

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Defense	70,246	60.8%	15.9%	23.2%	113
OSD, Agencies and Activities	15,828	62.9%	14.8%	22.3%	29
Defense Health Agency	659	56.7%	17.4%	25.9%	1
NCR MEDICAL DIRECTORATE	355	56.5%	16.8%	26.7%	1

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
Department of Defense	69,354	61.5%	16.0%	22.5%	287
OSD, Agencies and Activities	15,623	58.7%	16.2%	25.1%	67
Defense Health Agency	652	56.2%	14.9%	28.9%	2
NCR MEDICAL DIRECTORATE	353	56.2%	13.9%	30.0%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	70,041	84.5%	9.2%	6.3%	214
OSD, Agencies and Activities	15,801	84.5%	8.6%	6.9%	42
Defense Health Agency	660	80.5%	9.5%	10.0%	0
NCR MEDICAL DIRECTORATE	356	80.2%	8.7%	11.1%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Defense	69,796	89.5%	7.4%	3.1%	199
OSD, Agencies and Activities	15,718	88.5%	7.9%	3.7%	47
Defense Health Agency	658	90.8%	6.9%	2.3%	0
NCR MEDICAL DIRECTORATE	357	90.8%	7.2%	2.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	70,217	66.4%	13.9%	19.8%	170
OSD, Agencies and Activities	15,808	71.9%	11.7%	16.4%	42
Defense Health Agency	657	63.5%	12.1%	24.5%	3
NCR MEDICAL DIRECTORATE	355	63.4%	11.1%	25.5%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	69,100	74.0%	14.3%	11.7%	1,325
OSD, Agencies and Activities	15,626	71.7%	14.5%	13.8%	249
Defense Health Agency	645	72.4%	16.6%	11.0%	14
NCR MEDICAL DIRECTORATE	343	68.2%	19.0%	12.8%	12

OSD, Agencies and Activities
NCR MEDICAL DIRECTORATE
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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Defense	69,937	83.6%	11.2%	5.2%	295
OSD, Agencies and Activities	15,767	84.8%	10.2%	5.0%	55
Defense Health Agency	656	83.4%	11.0%	5.6%	3
NCR MEDICAL DIRECTORATE	352	82.0%	11.7%	6.3%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,221	68.1%	15.8%	16.1%	2,031
OSD, Agencies and Activities	15,277	65.7%	16.4%	17.9%	557
Defense Health Agency	632	61.6%	18.5%	19.9%	27
NCR MEDICAL DIRECTORATE	337	58.7%	18.8%	22.6%	19

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Defense	69,830	56.2%	22.3%	21.5%	528
OSD, Agencies and Activities	15,746	55.6%	22.1%	22.3%	117
Defense Health Agency	653	45.6%	22.5%	31.8%	6
NCR MEDICAL DIRECTORATE	351	44.7%	25.1%	30.1%	4

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

	N	Positive	Neutral	Negative	NBJ
Department of Defense	68,164	70.5%	14.4%	15.0%	2,410
OSD, Agencies and Activities	15,547	73.7%	11.7%	14.6%	356
Defense Health Agency	632	74.5%	11.0%	14.5%	30
NCR MEDICAL DIRECTORATE	335	72.7%	10.6%	16.7%	23

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Defense	70,518	75.7%	12.8%	11.6%
OSD, Agencies and Activities	15,894	73.5%	12.6%	13.9%
Defense Health Agency	660	68.4%	14.2%	17.4%
NCR MEDICAL DIRECTORATE	357	64.8%	15.4%	19.8%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,335	42.4%	26.0%	31.6%	2,217
OSD, Agencies and Activities	15,333	44.5%	25.8%	29.7%	557
Defense Health Agency	642	37.2%	23.1%	39.7%	17
NCR MEDICAL DIRECTORATE	345	38.0%	21.0%	40.9%	11

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	65,843	36.6%	29.0%	34.3%	4,463
OSD, Agencies and Activities	14,784	36.9%	27.7%	35.4%	1,058
Defense Health Agency	600	25.6%	30.6%	43.8%	56
NCR MEDICAL DIRECTORATE	324	25.7%	27.0%	47.3%	29

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	64,580	30.5%	28.5%	41.0%	5,767
OSD, Agencies and Activities	14,331	31.1%	27.9%	41.0%	1,519
Defense Health Agency	605	28.8%	26.4%	44.8%	52
NCR MEDICAL DIRECTORATE	332	29.1%	23.1%	47.9%	22

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	66,883	37.3%	28.9%	33.9%	3,459
OSD, Agencies and Activities	14,954	39.1%	27.1%	33.8%	898
Defense Health Agency	627	29.4%	29.4%	41.2%	32
NCR MEDICAL DIRECTORATE	341	29.3%	25.0%	45.7%	15

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	66,460	45.1%	25.1%	29.8%	3,777
OSD, Agencies and Activities	14,794	47.8%	23.3%	28.9%	1,026
Defense Health Agency	603	36.8%	28.8%	34.4%	55
NCR MEDICAL DIRECTORATE	326	34.2%	27.1%	38.7%	29

OSD, Agencies and Activities
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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	70,050	73.2%	13.9%	12.8%	261
OSD, Agencies and Activities	15,800	72.1%	13.6%	14.3%	38
Defense Health Agency	658	65.9%	14.2%	19.9%	0
NCR MEDICAL DIRECTORATE	355	64.1%	14.4%	21.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,282	56.3%	27.6%	16.0%	2,117
OSD, Agencies and Activities	15,325	57.4%	26.2%	16.3%	539
Defense Health Agency	640	45.3%	32.8%	21.9%	21
NCR MEDICAL DIRECTORATE	343	43.1%	32.0%	24.9%	15

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

	N	Positive	Neutral	Negative
Department of Defense	70,404	83.5%	13.4%	3.0%
OSD, Agencies and Activities	15,860	81.4%	15.0%	3.6%
Defense Health Agency	659	79.5%	14.6%	5.9%
NCR MEDICAL DIRECTORATE	357	78.7%	15.5%	5.7%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,371	71.9%	16.3%	11.8%	813
OSD, Agencies and Activities	15,415	70.2%	16.7%	13.1%	202
Defense Health Agency	641	63.3%	17.5%	19.2%	4
NCR MEDICAL DIRECTORATE	345	60.9%	18.4%	20.7%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	67,843	50.4%	24.5%	25.1%	1,272
OSD, Agencies and Activities	15,303	49.0%	23.1%	27.8%	293
Defense Health Agency	633	40.2%	23.9%	35.9%	14
NCR MEDICAL DIRECTORATE	340	39.1%	20.2%	40.7%	7

OSD, Agencies and Activities
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	67,899	54.0%	22.5%	23.5%	1,124
OSD, Agencies and Activities	15,292	54.0%	21.7%	24.3%	285
Defense Health Agency	631	42.4%	23.6%	34.0%	15
NCR MEDICAL DIRECTORATE	338	36.5%	22.7%	40.8%	9

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Defense	66,974	43.8%	28.7%	27.6%	1,988
OSD, Agencies and Activities	15,072	44.2%	27.3%	28.5%	501
Defense Health Agency	625	30.5%	29.6%	39.9%	21
NCR MEDICAL DIRECTORATE	339	29.2%	22.9%	47.9%	8

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	64,046	25.9%	29.4%	44.8%	4,870
OSD, Agencies and Activities	14,426	25.1%	28.8%	46.0%	1,121
Defense Health Agency	572	20.4%	29.0%	50.6%	70
NCR MEDICAL DIRECTORATE	304	16.4%	23.5%	60.1%	39

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	64,084	59.3%	27.7%	13.0%	4,918
OSD, Agencies and Activities	14,605	61.3%	24.3%	14.4%	963
Defense Health Agency	599	47.0%	31.2%	21.8%	46
NCR MEDICAL DIRECTORATE	326	48.0%	29.3%	22.7%	21

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,434	81.3%	11.2%	7.6%	606
OSD, Agencies and Activities	15,395	83.1%	9.8%	7.1%	192
Defense Health Agency	636	80.7%	11.2%	8.1%	11
NCR MEDICAL DIRECTORATE	342	78.0%	12.5%	9.6%	4

OSD, Agencies and Activities
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,352	85.1%	9.8%	5.0%	430
OSD, Agencies and Activities	15,421	84.8%	9.5%	5.8%	104
Defense Health Agency	639	80.3%	10.7%	8.9%	5
NCR MEDICAL DIRECTORATE	342	79.8%	11.4%	8.8%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	65,840	57.4%	21.7%	21.0%	3,037
OSD, Agencies and Activities	14,785	55.2%	21.4%	23.4%	768
Defense Health Agency	615	51.5%	23.3%	25.1%	30
NCR MEDICAL DIRECTORATE	331	54.2%	20.2%	25.6%	15

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Department of Defense	63,948	71.2%	17.2%	11.6%	4,759
OSD, Agencies and Activities	14,317	68.6%	18.3%	13.1%	1,198
Defense Health Agency	587	65.5%	19.1%	15.3%	58
NCR MEDICAL DIRECTORATE	316	62.3%	18.0%	19.7%	29

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,127	81.1%	13.7%	5.2%	861
OSD, Agencies and Activities	15,338	78.3%	14.5%	7.2%	243
Defense Health Agency	636	69.8%	18.1%	12.0%	9
NCR MEDICAL DIRECTORATE	339	71.7%	13.9%	14.3%	7

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

	N	Positive	Neutral	Negative
Department of Defense	68,937	66.6%	19.7%	13.7%
OSD, Agencies and Activities	15,568	65.2%	19.3%	15.5%
Defense Health Agency	648	54.4%	23.0%	22.5%
NCR MEDICAL DIRECTORATE	346	52.2%	24.4%	23.4%

OSD, Agencies and Activities
NCR MEDICAL DIRECTORATE
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	62,998	38.2%	29.3%	32.5%	6,041
OSD, Agencies and Activities	14,475	45.4%	25.7%	28.9%	1,108
Defense Health Agency	597	38.3%	25.6%	36.1%	51
NCR MEDICAL DIRECTORATE	323	34.2%	30.0%	35.8%	23

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,533	81.9%	9.7%	8.4%	347
OSD, Agencies and Activities	15,488	81.2%	9.2%	9.6%	63
Defense Health Agency	642	76.8%	11.0%	12.3%	2
NCR MEDICAL DIRECTORATE	341	66.0%	15.5%	18.5%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	68,488	68.5%	16.3%	15.1%	266
OSD, Agencies and Activities	15,468	67.2%	15.8%	16.9%	52
Defense Health Agency	643	64.0%	13.1%	22.9%	1
NCR MEDICAL DIRECTORATE	341	54.6%	15.5%	29.9%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	67,680	65.0%	18.3%	16.6%	839
OSD, Agencies and Activities	15,297	65.0%	17.1%	17.9%	179
Defense Health Agency	632	58.2%	20.8%	20.9%	10
NCR MEDICAL DIRECTORATE	337	51.2%	21.7%	27.2%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	63,797	70.0%	21.0%	9.0%	4,798
OSD, Agencies and Activities	14,407	70.2%	19.2%	10.6%	1,087
Defense Health Agency	603	64.7%	21.8%	13.5%	41
NCR MEDICAL DIRECTORATE	323	59.8%	21.1%	19.1%	20

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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
Department of Defense	68,212	63.2%	19.4%	17.4%	358
OSD, Agencies and Activities	15,416	63.9%	17.8%	18.3%	78
Defense Health Agency	639	60.7%	18.0%	21.4%	4
NCR MEDICAL DIRECTORATE	339	54.8%	21.2%	24.0%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Defense	67,781	68.6%	17.2%	14.3%	908
OSD, Agencies and Activities	15,310	67.6%	16.6%	15.9%	209
Defense Health Agency	636	60.0%	18.8%	21.2%	8
NCR MEDICAL DIRECTORATE	341	53.1%	17.8%	29.1%	2

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

	N	Positive	Neutral	Negative
Department of Defense	68,721	78.3%	11.5%	10.2%
OSD, Agencies and Activities	15,520	76.8%	11.5%	11.8%
Defense Health Agency	644	73.1%	12.1%	14.8%
NCR MEDICAL DIRECTORATE	343	68.5%	11.3%	20.2%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Defense	68,553	83.0%	9.4%	7.6%
OSD, Agencies and Activities	15,488	81.4%	9.3%	9.3%
Defense Health Agency	644	75.9%	11.1%	13.0%
NCR MEDICAL DIRECTORATE	343	68.8%	13.4%	17.8%

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

	N	Positive	Neutral	Negative
Department of Defense	68,557	76.7%	10.1%	13.2%
OSD, Agencies and Activities	15,483	77.9%	9.2%	12.9%
Defense Health Agency	643	71.7%	8.9%	19.5%
NCR MEDICAL DIRECTORATE	342	70.1%	7.5%	22.4%

OSD, Agencies and Activities
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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Defense	68,589	69.8%	15.4%	14.9%
OSD, Agencies and Activities	15,506	68.1%	15.5%	16.4%
Defense Health Agency	643	64.9%	12.6%	22.5%
NCR MEDICAL DIRECTORATE	343	57.1%	14.4%	28.6%

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

	N	Positive	Neutral	Negative
Department of Defense	68,643	71.9%	17.1%	11.0%
OSD, Agencies and Activities	15,500	70.7%	17.0%	12.2%
Defense Health Agency	642	65.8%	18.7%	15.4%
NCR MEDICAL DIRECTORATE	343	57.1%	21.9%	21.0%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	66,796	47.0%	24.4%	28.5%	1,448
OSD, Agencies and Activities	15,164	46.3%	22.2%	31.6%	276
Defense Health Agency	630	41.1%	22.1%	36.8%	9
NCR MEDICAL DIRECTORATE	333	39.8%	21.2%	39.0%	6

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	64,641	59.8%	22.2%	18.0%	3,503
OSD, Agencies and Activities	14,527	57.1%	22.9%	20.1%	889
Defense Health Agency	600	53.6%	23.8%	22.6%	38
NCR MEDICAL DIRECTORATE	314	52.2%	24.6%	23.2%	24

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Defense	65,250	70.7%	18.7%	10.7%	2,530
OSD, Agencies and Activities	14,725	68.2%	19.5%	12.3%	611
Defense Health Agency	605	60.8%	23.8%	15.4%	25
NCR MEDICAL DIRECTORATE	322	55.1%	23.0%	21.9%	12

OSD, Agencies and Activities
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	66,872	62.8%	19.6%	17.6%	1,010
OSD, Agencies and Activities	15,161	63.5%	18.1%	18.4%	174
Defense Health Agency	630	57.5%	19.8%	22.7%	5
NCR MEDICAL DIRECTORATE	335	55.2%	19.9%	24.8%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	63,697	63.4%	22.6%	13.9%	4,139
OSD, Agencies and Activities	14,496	64.1%	21.0%	15.0%	854
Defense Health Agency	605	55.0%	22.6%	22.3%	28
NCR MEDICAL DIRECTORATE	324	55.3%	21.3%	23.4%	14

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	65,655	57.4%	21.3%	21.3%	2,222
OSD, Agencies and Activities	14,955	55.9%	19.8%	24.3%	423
Defense Health Agency	618	47.9%	22.1%	30.0%	16
NCR MEDICAL DIRECTORATE	325	45.7%	21.6%	32.7%	11

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	65,732	61.1%	21.1%	17.8%	2,227
OSD, Agencies and Activities	14,957	59.3%	19.8%	20.9%	420
Defense Health Agency	620	51.8%	21.9%	26.3%	14
NCR MEDICAL DIRECTORATE	326	48.6%	21.7%	29.7%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	64,638	61.9%	22.3%	15.8%	3,348
OSD, Agencies and Activities	14,726	60.5%	21.6%	17.9%	672
Defense Health Agency	589	51.9%	24.7%	23.4%	46
NCR MEDICAL DIRECTORATE	310	50.3%	24.8%	24.9%	27

OSD, Agencies and Activities
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	67,170	59.8%	22.5%	17.7%	851
OSD, Agencies and Activities	15,216	58.4%	22.8%	18.8%	169
Defense Health Agency	624	54.7%	23.8%	21.5%	9
NCR MEDICAL DIRECTORATE	330	54.9%	24.5%	20.7%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Defense	63,138	61.5%	23.9%	14.7%	4,896
OSD, Agencies and Activities	14,528	63.4%	21.4%	15.2%	873
Defense Health Agency	581	54.8%	25.2%	20.0%	55
NCR MEDICAL DIRECTORATE	298	49.3%	25.9%	24.8%	38

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Defense	67,793	56.4%	21.8%	21.8%
OSD, Agencies and Activities	15,343	54.5%	21.8%	23.6%
Defense Health Agency	636	48.3%	20.7%	31.0%
NCR MEDICAL DIRECTORATE	337	45.9%	20.8%	33.3%

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

	N	Positive	Neutral	Negative
Department of Defense	67,696	52.1%	23.0%	24.9%
OSD, Agencies and Activities	15,341	53.3%	21.5%	25.2%
Defense Health Agency	636	44.9%	23.7%	31.4%
NCR MEDICAL DIRECTORATE	337	41.4%	25.8%	32.8%

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

	N	Positive	Neutral	Negative
Department of Defense	67,582	51.0%	24.4%	24.6%
OSD, Agencies and Activities	15,295	51.9%	22.6%	25.5%
Defense Health Agency	635	41.8%	24.8%	33.5%
NCR MEDICAL DIRECTORATE	337	37.5%	23.3%	39.1%

OSD, Agencies and Activities
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Defense	67,505	49.1%	28.7%	22.2%
OSD, Agencies and Activities	15,289	48.5%	26.6%	24.8%
Defense Health Agency	631	39.3%	32.0%	28.7%
NCR MEDICAL DIRECTORATE	333	38.1%	35.3%	26.6%

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

	N	Positive	Neutral	Negative
Department of Defense	67,632	37.3%	27.9%	34.8%
OSD, Agencies and Activities	15,310	37.7%	25.9%	36.4%
Defense Health Agency	634	22.1%	32.2%	45.6%
NCR MEDICAL DIRECTORATE	336	22.4%	29.0%	48.6%

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

	N	Positive	Neutral	Negative
Department of Defense	67,568	54.8%	23.0%	22.2%
OSD, Agencies and Activities	15,312	54.8%	22.0%	23.2%
Defense Health Agency	634	43.4%	27.2%	29.5%
NCR MEDICAL DIRECTORATE	335	42.6%	22.2%	35.2%

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

	N	Positive	Neutral	Negative
Department of Defense	67,601	68.2%	16.8%	14.9%
OSD, Agencies and Activities	15,309	66.6%	17.1%	16.3%
Defense Health Agency	635	61.3%	16.3%	22.3%
NCR MEDICAL DIRECTORATE	336	56.6%	15.3%	28.1%

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

	N	Positive	Neutral	Negative
Department of Defense	67,661	63.1%	17.3%	19.6%
OSD, Agencies and Activities	15,328	66.5%	15.8%	17.7%
Defense Health Agency	635	52.2%	18.8%	29.0%
NCR MEDICAL DIRECTORATE	337	39.9%	20.4%	39.7%

OSD, Agencies and Activities
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Defense	67,694	60.7%	20.8%	18.5%
OSD, Agencies and Activities	15,336	60.4%	20.0%	19.6%
Defense Health Agency	633	47.4%	23.7%	29.0%
NCR MEDICAL DIRECTORATE	336	46.8%	20.3%	33.0%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Department of Defense	67,482	37.6%	22.8%	30.9%	8.7%
OSD, Agencies and Activities	15,240	68.5%	12.4%	14.3%	4.8%
Defense Health Agency	634	52.5%	19.5%	22.5%	5.5%
NCR MEDICAL DIRECTORATE	335	23.1%	31.3%	37.4%	8.2%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Department of Defense	67,043	2.2%	8.7%	4.2%	14.4%
OSD, Agencies and Activities	15,276	10.2%	25.5%	6.1%	17.8%
Defense Health Agency	633	4.8%	20.0%	9.0%	15.3%
NCR MEDICAL DIRECTORATE	333	0.8%	6.9%	2.2%	9.0%

(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
Department of Defense	67,043	27.1%	5.7%	22.8%	15.0%
OSD, Agencies and Activities	15,276	15.8%	2.7%	10.0%	11.9%
Defense Health Agency	633	22.3%	2.4%	16.7%	9.6%
NCR MEDICAL DIRECTORATE	333	41.2%	2.6%	28.4%	8.9%

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

	N	Yes	No	Not Available To Me
Department of Defense	67,431	38.8%	43.5%	17.7%
OSD, Agencies and Activities	15,253	41.3%	44.8%	13.9%
Defense Health Agency	634	45.0%	39.3%	15.8%
NCR MEDICAL DIRECTORATE	335	38.1%	35.5%	26.3%

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
Department of Defense	67,324	31.4%	57.3%	11.3%
OSD, Agencies and Activities	15,251	45.2%	47.6%	7.3%
Defense Health Agency	634	30.3%	62.7%	7.1%
NCR MEDICAL DIRECTORATE	334	21.5%	67.1%	11.3%

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

	N	Yes	No	Not Available To Me
Department of Defense	67,062	10.1%	83.6%	6.3%
OSD, Agencies and Activities	15,181	13.2%	82.5%	4.3%
Defense Health Agency	625	10.4%	85.4%	4.2%
NCR MEDICAL DIRECTORATE	330	14.0%	81.2%	4.9%

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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
Department of Defense	67,234	4.7%	82.5%	12.8%
OSD, Agencies and Activities	15,223	3.5%	82.8%	13.7%
Defense Health Agency	628	3.1%	84.0%	12.9%
NCR MEDICAL DIRECTORATE	330	5.0%	79.0%	16.0%

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
Department of Defense	67,282	2.0%	83.7%	14.3%
OSD, Agencies and Activities	15,226	2.0%	83.8%	14.2%
Defense Health Agency	631	1.5%	84.7%	13.8%
NCR MEDICAL DIRECTORATE	332	2.4%	81.3%	16.3%

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

	N	Positive	Neutral	Negative	NBJ
Department of Defense	21,850	74.9%	14.2%	10.9%	1,027
OSD, Agencies and Activities	10,292	81.1%	10.1%	8.8%	143
Defense Health Agency	299	77.0%	9.1%	13.9%	6
NCR MEDICAL DIRECTORATE	76	67.0%	18.5%	14.5%	5

**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
Department of Defense	26,416	90.7%	6.5%	2.8%	442
OSD, Agencies and Activities	7,038	92.5%	5.1%	2.4%	81
Defense Health Agency	287	91.8%	4.7%	3.5%	3
NCR MEDICAL DIRECTORATE	134	87.4%	7.3%	5.3%	2

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

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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
Department of Defense	21,177	83.9%	12.7%	3.4%	1,195
OSD, Agencies and Activities	6,006	90.0%	8.0%	2.0%	241
Defense Health Agency	177	85.6%	13.9%	0.6%	7
NCR MEDICAL DIRECTORATE	66	86.5%	13.5%	0.0%	5

**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
Department of Defense	5,876	75.7%	20.5%	3.8%	1,236
OSD, Agencies and Activities	1,612	80.0%	16.0%	4.0%	261
Defense Health Agency	59	70.8%	26.0%	3.2%	11
NCR MEDICAL DIRECTORATE	35	62.7%	35.6%	1.7%	8

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

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
Department of Defense	2,449	76.4%	19.1%	4.5%	797
OSD, Agencies and Activities	316	71.3%	21.8%	6.9%	136
Defense Health Agency	15	72.8%	23.0%	4.2%	8
NCR MEDICAL DIRECTORATE	12	65.8%	28.2%	5.9%	6

**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
Department of Defense	1,070	65.3%	32.7%	2.0%	658
OSD, Agencies and Activities	222	61.6%	36.7%	1.7%	120
Defense Health Agency	11	31.6%	68.4%	0.0%	4
NCR MEDICAL DIRECTORATE	8	49.9%	50.1%	0.0%	4

**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	170	52.3%
Field	155	47.7%

What is your supervisory status?

	N	%
Non-Supervisor	192	57.5%
Team Leader	60	18.0%
Supervisor	56	16.8%
Manager	18	5.4%
Senior Leader	8	2.4%

Are you:

	N	%
Male	122	36.6%
Female	211	63.4%

Are you Hispanic or Latino?

	N	%
Yes	32	9.8%
No	296	90.2%

Race

	N	%
American Indian or Alaska Native	4	1.2%
Asian	25	7.8%
Black or African American	104	32.3%
Native Hawaiian or Other Pacific Islander	10	3.1%
White	164	50.9%
Two or more races	15	4.7%

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	7	2.1%
Trade or Technical Certificate	6	1.8%
Some College (no degree)	49	14.8%
Associate's Degree (e.g., AA, AS)	24	7.3%
Bachelor's Degree (e.g., BA, BS)	88	26.7%
Master's Degree (e.g., MA, MS, MBA)	101	30.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	55	16.7%

What is your pay category/grade?

	N	%
Federal Wage System	4	1.2%
GS 1-6	27	8.2%
GS 7-12	205	61.9%
GS 13-15	91	27.5%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	1	0.3%
Other	3	0.9%

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

	N	%
Less than 1 year	18	5.4%
1 to 3 years	61	18.4%
4 to 5 years	25	7.5%
6 to 10 years	87	26.2%
11 to 14 years	54	16.3%
15 to 20 years	37	11.1%
More than 20 years	50	15.1%

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	29	8.8%
1 to 3 years	82	24.8%
4 to 5 years	34	10.3%
6 to 10 years	93	28.1%
11 to 20 years	65	19.6%
More than 20 years	28	8.5%

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

	N	%
No	158	47.6%
Yes, to retire	16	4.8%
Yes, to take another job within the Federal Government	110	33.1%
Yes, to take another job outside the Federal Government	14	4.2%
Yes, other	34	10.2%

I am planning to retire:

	N	%
Within one year	10	3.0%
Between one and three years	38	11.6%
Between three and five years	42	12.8%
Five or more years	239	72.6%

What is your US military service status?

	N	%
No Prior Military Service	178	54.1%
Currently in National Guard or Reserves	4	1.2%
Retired	82	24.9%
Separated or Discharged	65	19.8%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	72	21.7%
No	260	78.3%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	9	2.5%
30-39	46	12.8%
40-49	108	30.2%
50-59	118	33.0%
60 or older	77	21.5%

Note: Percentages for demographic questions are unweighted.