# National Institute of Mental Health (NIMH) Employee Engagement Survey

# Public reporting burden for this collection of information is estimated to average 5 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate, or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, Maryland 20892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

1. **Which of the following items has the most positive influence on your personal job satisfaction:**

|  |  |
| --- | --- |
| Achieving the NIMH Mission | [ ] |
| Supervisory support | [ ] |
| Non-supervisory relationships/mentoring | [ ] |
| My colleagues | [ ] |
| Organizational leadership | [ ] |
| Training and Development | [ ] |
| Job duties/work portfolio | [ ] |
| Work/Life Balance | [ ] |
| Rewards/recognition | [ ] |
| Other | [Text box] |

1. **Please rate your level of satisfaction with the following:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied |
| Non-monetary recognition for your accomplishments at work (e.g., Thank You note, Time-off award, lunch with the senior management)  **(both formal and informal)** | [ ] | [ ] | [ ] | [ ] | [ ] |
| Support from your coworkers | [ ] | [ ] | [ ] | [ ] | [ ] |
| Support from your supervisor(s) | [ ] | [ ] | [ ] | [ ] | [ ] |
| Opportunities to advance my position at NIMH | [ ] | [ ] | [ ] | [ ] | [ ] |
| Workplace flexibility (e.g., Telework and flexible schedules) | [ ] | [ ] | [ ] | [ ] | [ ] |
| Please offer suggestions for improving any of the above areas, or other areas that you are not currently satisfied with: | [Text box to allow respondents to add suggestions] | | | | |

1. **Which of the following forms of recognition would you appreciate receiving the most? (Select up to three)**

|  |  |
| --- | --- |
| A thank you note from my supervisor | [ ] |
| Frequent positive feedback | [ ] |
| A chance to be on an exciting project | [ ] |
| A cash award | [ ] |
| A time-off award | [ ] |
| Public praise from senior leadership (e.g., email to community from OD, acknowledgement at all hands/council) | [ ] |
| Public praise from Division/Office leadership (e.g., email to Branch/Division from D/O director or Branch Chief, acknowledgement at Branch/Division meeting) | [ ] |
| An opportunity to work with people from other parts of the organization | [ ] |
| The ability to attend a seminar, conference, or training class | [ ] |
| Other (please specify): | [text box to allow respondents to specify] |

1. **Of the following options, which do you believe need(s) greater attention for optimizing your job satisfaction?  (Choose your top three)**

|  |  |
| --- | --- |
| Good alignment of my job tasks with my skills | [ ] |
| Opportunities for innovation/creativity | [ ] |
| Being treated with respect by my direct supervisor (e.g., branch chief) | [ ] |
| Being treated with respect by my second-level supervisor (e.g., Division/Office Director) | [ ]  [ ] N/A |
| Having my work valued by my leadership chain | [ ] |
| Opportunities for professional development (such as leadership programs, coaching, mentoring) | [ ] |
| More telework | [ ] |
| More flexible work schedule (e.g., AWS, maxiflex) | [ ] |
| Responsibilities matching my skill level | [ ] |
| Opportunities for workplace socializing/networking | [ ] |
| None of the above - All my needs for job satisfaction are met | [ ] |
| More recognition/reward | [ ] |
| More opportunities for growth within my position | [ ] |
| Other | [Text box] |
| None of the Above | [ ] |

1. **What is the likelihood that you would consider leaving NIMH:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Unlikely | Unlikely | Neutral | Likely | Very Likely |
| Now | [ ] | [ ] | [ ] | [ ] | [ ] |
| Within the next 6-12 months | [ ] | [ ] | [ ] | [ ] | [ ] |
| Within the next 1-2 years | [ ] | [ ] | [ ] | [ ] | [ ] |
| Longer term (>2 years) | [ ] | [ ] | [ ] | [ ] | [ ] |

1. **If you indicated in the above question that you are considering leaving NIMH, please select up to three top factors that could influence your decision to look for a new job.**

|  |  |
| --- | --- |
| Retirement | [ ] |
| Commute | [ ] |
| Career change | [ ] |
| Pursuing Full-time education | [ ] |
| Work/Life Programs (e.g., telework, AWS options, child or elder care) | [ ] |
| Appointment expired | [ ] |
| Conflict of interest/Ethics issues | [ ] |
| For a higher income | [ ] |
| For greater growth potential elsewhere | [ ] |
| Lack of mentorship/career path guidance | [ ] |
| Lack of recognition | [ ] |
| Dissatisfaction with Supervisor | [ ] |
| Poor fit with colleagues/coworkers or the organizational culture | [ ] |
| Too many work responsibilities | [ ] |
| Work responsibilities do not match well with my strengths/expertise | [ ] |
| Feeling that work is not impactful | [ ] |
| Feeling that work is not valued by leadership | [ ] |
| Job is not what I thought it would be | [ ] |
| Lack of promotion/advancement potential within the institute | [ ] |
| Lack of developmental/growth opportunities | [ ] |
| Other (please specify): [Text box here to allow respondents to specify] | [ ] |

1. **What strategies do you recommend NIMH adopt/increase to retain employees (pick top three)**

|  |  |
| --- | --- |
| Stay interviews to identify things that drive employees to remain at NIMH | [ ] |
| Increased non-monetary recognition | [ ] |
| Greater opportunities for professional growth within current job | [ ] |
| More opportunities to collaborate with /learn from colleagues outside my division/office | [ ] |
| Increased transparency/communication from Leadership | [ ] |
| Increased work flexibility (e.g., telework, AWS) | [ ] |
| Increased transparency about currently available positions within the institute | [ ] |
| Other | [Text box] |

1. **What NIMH Division are you in?**

* Intramural Research Program (IRP)
* Extramural Research Program (ERP)

1. **Please indicate your GS-grade/job category:**

* GS 1-8
* GS 9-12
* GS 13-15
* Title 42 FTE
* IRTA Trainee
* Prefer not to indicate

1. **If you have additional comments on job satisfaction and/or retention issues, please let us know here:  [Text box]**