

National Institute of Mental Health (NIMH) Employee Engagement Survey

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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]

2. 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)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities to advance my position at NIMH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workplace flexibility (e.g., Telework and flexible schedules)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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]				

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

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

4. 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	<input type="checkbox"/>
Opportunities for innovation/creativity	<input type="checkbox"/>
Being treated with respect by my direct supervisor (e.g., branch chief)	<input type="checkbox"/>
Being treated with respect by my second-level supervisor (e.g., Division/Office Director)	<input type="checkbox"/> <input type="checkbox"/> N/A

Having my work valued by my leadership chain	<input type="checkbox"/>
Opportunities for professional development (such as leadership programs, coaching, mentoring)	<input type="checkbox"/>
More telework	<input type="checkbox"/>
More flexible work schedule (e.g., AWS, maxiflex)	<input type="checkbox"/>
Responsibilities matching my skill level	<input type="checkbox"/>
Opportunities for workplace socializing/networking	<input type="checkbox"/>
None of the above - All my needs for job satisfaction are met	<input type="checkbox"/>
More recognition/reward	<input type="checkbox"/>
More opportunities for growth within my position	<input type="checkbox"/>
Other	<input type="text"/>
None of the Above	<input type="checkbox"/>

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

	Very Unlikely	Unlikely	Neutral	Likely	Very Likely
Now	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within the next 6-12 months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within the next 1-2 years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Longer term (>2 years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. 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	<input type="checkbox"/>
Commute	<input type="checkbox"/>
Career change	<input type="checkbox"/>
Pursuing Full-time education	<input type="checkbox"/>
Work/Life Programs (e.g., telework, AWS options, child or elder care)	<input type="checkbox"/>
Appointment expired	<input type="checkbox"/>
Conflict of interest/Ethics issues	<input type="checkbox"/>
For a higher income	<input type="checkbox"/>
For greater growth potential elsewhere	<input type="checkbox"/>
Lack of mentorship/career path guidance	<input type="checkbox"/>
Lack of recognition	<input type="checkbox"/>
Dissatisfaction with Supervisor	<input type="checkbox"/>
Poor fit with colleagues/coworkers or the organizational culture	<input type="checkbox"/>
Too many work responsibilities	<input type="checkbox"/>

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]	[]

7. 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]

8. What NIMH Division are you in?

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

9. 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

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