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## OHR Climate Survey

As a member of the Office of Human Resources (OHR) at the National Institutes of Health (NIH), you are invited to take part in the 2017 OHR Climate Survey. Your feedback is extremely important, and will be used to better your experience as an employee or contractor of OHR.

The survey will take about 5-10 minutes to complete and your input will remain anonymous. Responses will be compiled and summarized by the Survey Team in HR Systems, Analytics, and Information Division, and aggregate reports will be provided to the OHR Leadership Team. Please note that although responses to the open-ended questions at the end of the survey will be reported, your name will not be attached to your responses. However, if you include personally identifying information or characteristics in open text response(s), the anonymity of your information may be compromised.

Please only submit one response. If you need to finish the survey in another session, use the “save and continue later” feature found on the top of the screen.

By completing this survey, you are helping to make OHR a stronger, more effective organization!

If you encounter technical difficulties with the survey please contact: <http://intrahr.od.nih.gov/helpdeskform.htm>

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**NOTES: Text in purple box represent survey logic. It will not be visible to respondents.**

**Contractors will take an abbreviated version of the survey. Questions highlighted in yellow are ones available to contractors. Respondents will take the survey electronically and survey logic has been set up so that contractor respondents will only see the questions available to them.**

### Organization

#### 1) What is your OHR Division?\*

- CPD
- CSD
- DSSEM
- HR SAID
- OD (includes SIG)
- OIMP (includes OHR Interns)
- WRD
- WSDD

**Logic: Hidden unless: Question "What is your OHR Division?" #1 is one of the following answers ("CSD")**

**Please select your CSD Branch.**

- A
- B
- C
- D
- E
- F
- G
- H
- I
- J
- IOOB
- OD (includes Division Director & Deputies)

**Logic: Hidden unless: Question "What is your OHR Division?" #1 is one of the following answers ("HR SAID")**

**Please select your HR SAID Branch.**

- OD (includes Division Director & Deputy)
- SSIMB
- WAPOB
- WSLB

**Logic: Hidden unless: Question "What is your OHR Division?" #1 is one of the following answers ("WRD")**

**Please select your WRD Branch.**

- BPLB
- ERLR
- OD (includes Division Director & Deputy)

**Logic: Hidden unless: Question "What is your OHR Division?" #1 is one of the following answers ("WSDD")**

**Please select your WSDD Branch.**

- NIHTC
- OD (includes Division Director & Deputy)
- WEB

**Logic: Show/hide trigger exists.**

2) Are you a contractor?\*

Yes

No

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**Work Unit**

3) Please indicate your agreement with the following:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My Division Director has the skills necessary to guide my Division.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My Division actively collaborates across OHR Divisions to accomplish work objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My thoughts and opinions are heard by my Division Director via the communication in place within my Division.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My leadership chain ensures I am aware of policy, procedure, and practice changes in a timely manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am involved in the decision making for my Division.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am involved in the decision making for my Branch.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would recommend my Division as a great place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4) Please indicate your agreement level with the following:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I do not know/am not aware
My Division Director appreciates the work that I do.	( )	( )	( )	( )	( )	( )
My Branch Chief appreciates the work that I do.	( )	( )	( )	( )	( )	( )
Promotions in my Division are fair.	( )	( )	( )	( )	( )	( )
Promotions in my Branch are fair.	( )	( )	( )	( )	( )	( )

### Supervisor/OHR Senior Leadership

Logic: Hidden unless: Question "Are you a contractor?" #2 is one of the following answers ("No")

5) Please rate your agreement in the following statements regarding your immediate supervisor.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My immediate supervisor encourages my development.	( )	( )	( )	( )	( )
My immediate supervisor values my input.	( )	( )	( )	( )	( )

Logic: Hidden unless: Question "Are you a contractor?" #2 is one of the following answers ("No")

6) I'd prefer that my immediate supervisor...

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7) Please indicate your agreement with the following regarding OHR Director and Deputy Director.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I do not know/ am not aware
OHR Director and Deputy Director have the skills to guide OHR.	( )	( )	( )	( )	( )	( )
OHR Director and Deputy Director appreciate the work that I do.	( )	( )	( )	( )	( )	( )
My thoughts and opinions are heard by OHR Director and Deputy Director via the communication chain in place with my Division.	( )	( )	( )	( )	( )	( )

## Job & Work

8) Please indicate your agreement with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have a good working relationship with customers.	( )	( )	( )	( )	( )
I feel excited to come to work.	( )	( )	( )	( )	( )
I get a sense of	( )	( )	( )	( )	( )

belonging with my work group/coworkers.					
The work I do supports the OHR mission.	( )	( )	( )	( )	( )
I feel that my job is important to NIH's mission.	( )	( )	( )	( )	( )
I am committed to my Division.	( )	( )	( )	( )	( )
My professional interests align with my work.	( )	( )	( )	( )	( )

**Logic: Hidden unless: Question "My professional interests align with my work." is one of the following answers ("Strongly Disagree", "Disagree", "Neutral")**

**What could be done to better align your professional interests with your work? (Select up to 2)**

- Career Change
- Cross Training
- Detail
- Special Project
- Other (Please Specify): \_\_\_\_\_

**9) I feel that my workload is:**

- Too Light
- Just Right
- Too Heavy

**10) Please indicate your agreement with the following statements.**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
My team members are committed to doing quality work.	( )	( )	( )	( )	( )

Work is distributed evenly and fairly in my work unit.	( )	( )	( )	( )	( )
I have adequate backup support when I am out of the office.	( )	( )	( )	( )	( )
I have sufficient resources (for example, people, materials, budget) to get my job done.	( )	( )	( )	( )	( )

**Logic: Hidden unless: Question "I have sufficient resources (for example, people, materials, budget) to get my job done." is one of the following answers ("Strongly Disagree", "Disagree", "Neutral")**

**What specific resources are needed the most? (Select up to 3)**

- Additional funding or budget
- Additional knowledge and guidance resources
- Additional staff
- Functional equipment
- More skilled/capable staff
- Office supplies
- Training
- Other (Please Specify): \_\_\_\_\_

**Page entry logic: This page will show when: Question "Are you a contractor?" #2 is one of the following answers ("No")**

**Training & Developmental Opportunities**

**11) Please rate the extent to which you agree with the following statements.**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have access to training and developmental	( )	( )	( )	( )	( )

opportunities.					
The training I receive helps me to better do my job.	( )	( )	( )	( )	( )

12) Please rate the extent to which you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	NA/I do not know/I am not aware
I am able to complete the items on my IDP.	( )	( )	( )	( )	( )	( )
I understand my career path opportunities.	( )	( )	( )	( )	( )	( )

Page entry logic: This page will show when: Question "Are you a contractor?" #2 is one of the following answers ("No")

## Retention Questions

13) What is the likelihood that you would consider leaving NIH OHR within the next...

	Very Unlikely	Unlikely	Neutral	Likely	Very Likely
12 months?	( )	( )	( )	( )	( )
1-3 years?	( )	( )	( )	( )	( )
4-10 years?	( )	( )	( )	( )	( )

14) What current factors would cause you to consider leaving OHR? (Select the top 3)

- Career Change
- Child Care
- Commute
- Conflict of Interests/Ethics Issues
- Continued Education

- Learning/Developmental Opportunities
- Division Senior Leadership
- Elder/Adult Dependent Care
- Immediate Supervisor
- Organizational Changes
- Organizational Culture
- Parking
- Promotion/Advancement Potential
- Recognition
- Relocation/Moving
- Retirement
- Work Duties or Responsibilities
- Workload
- Workplace Conflict
- Work Schedule Flexibility (e.g. Flexible/Compressed Schedule, Telework)
- Other (Please Specify): \_\_\_\_\_

**15) How influential have the following factors been in your decision to remain with NIH OHR?**

	<b>Not at all Influential</b>	<b>Slightly Influential</b>	<b>Moderately Influential</b>	<b>Very Influential</b>	<b>Extremely Influential</b>
Connection to the NIH Mission	( )	( )	( )	( )	( )
Coworkers	( )	( )	( )	( )	( )
Current Pay	( )	( )	( )	( )	( )
Developmental Opportunities	( )	( )	( )	( )	( )
Growth Potential	( )	( )	( )	( )	( )
Immediate Supervisor	( )	( )	( )	( )	( )
Organizational Culture	( )	( )	( )	( )	( )
Promotion Potential	( )	( )	( )	( )	( )
Recognition for/Appreciation of Work	( )	( )	( )	( )	( )

Type of Work	( )	( )	( )	( )	( )
Workplace Flexibility (e.g. Flexible/Compressed Schedule, Telework)	( )	( )	( )	( )	( )

## Satisfaction

16) Please indicate your satisfaction with the following:

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Support from your immediate supervisor.	( )	( )	( )	( )	( )
Support from your coworkers.	( )	( )	( )	( )	( )
Communication received from immediate supervisor.	( )	( )	( )	( )	( )
Recognition for your accomplishments at work.	( )	( )	( )	( )	( )
Opportunities at work to learn or grow.	( )	( )	( )	( )	( )
Overall satisfaction with your job.	( )	( )	( )	( )	( )
Overall satisfaction with NIH OHR.	( )	( )	( )	( )	( )
Overall satisfaction with my Division.	( )	( )	( )	( )	( )
Overall satisfaction with my Branch.	( )	( )	( )	( )	( )

17) What motivates you at work?

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**18) Please describe a current challenge that you are facing in your job/work.**

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## Organizational Change and Workforce Preparedness

**19) Please rate the extent to which you agree with the following statements.**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable/I am not aware
I am comfortable with upcoming change(s) to our workplace.	( )	( )	( )	( )	( )	( )
I am kept informed of upcoming changes in the organization.	( )	( )	( )	( )	( )	( )
My Division is prepared for work-related change (workforce changes; how we do work; new technologies).	( )	( )	( )	( )	( )	( )
Overall, my Division leads, manages, and supports change in an effective way.	( )	( )	( )	( )	( )	( )

## Demographics & Additional Comments

Logic: Hidden unless: Question "Are you a contractor?" #2 is one of the following answers ("No")

20) What grade level are you?

- GS11 or below
- GS12-GS12, or equivalent C.O.
- GS14 or above, or equivalent C.O.

21) How long have you worked in NIH OHR?

- Less than 1 year
- 1-3 years
- 4-7 years
- 8-15 years
- Greater than 15 years

**OPTIONAL. If you have any additional comments, please elaborate in the space below.**

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If you have completed your responses for this survey, click the 'Submit' button below. If you would like to change or add information in the survey, click the 'Back' button below.

Please only submit one survey. Thank you!

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**Thank You!** Thank you for taking our survey. Your response is very important to us.