

TRAINEE CLIMATE SURVEY

OMB Number: 0925-0299

Expiration Date: 31 May 2024

Burden Time: 20 minutes

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Q1 PERCEPTIONS OF YOUR RESEARCH GROUP Thank you for taking the time to fill out this survey. The survey should take approximately 20 minutes to complete.

Your responses will be completely anonymous, and your identity will not be disclosed.

Feel free to reach out to Dr. Sharon Milgram (sharon.milgram@nih.gov) to discuss your experience at NIH. Also, visit <https://www.training.nih.gov> to learn more about career and personal development resources for NIH trainees and <https://hr.nih.gov/working-nih/civil> to learn more about the NIH Anti-harassment Program. Click on the forward arrow below to continue.

Q2 Are you a trainee?

- ☐ Yes
- ☐ No

Q3 Who is your PI?

Q4 The next set of questions pertain to you and your research or lab group. When answering the questions, please consider your interactions and experiences within your research group. We will ask specific questions about your PI later, so just think about your research group.

Q5 My research group has a collegial atmosphere.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q6 I understand the goals and mission of our research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q7 All members of the research group are encouraged to be actively involved in lab matters.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q8 My research group members are **respectful** of each other.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q9 My research group members are **supportive** of each other.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q10 I am able to work well with other members of my research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q11 Safety procedures are followed in my work area.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q12 My research group members are supportive of people of all backgrounds, races, cultures, genders, sexual orientations, countries, and disabilities, etc.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Display This Question:

If Q12 = Slightly disagree

Or Q12 = Disagree

Or Q12 = Strongly disagree

Q13 You've indicated that your research group members are not supportive of people of all *backgrounds, races, cultures, genders, sexual orientations, countries, and disabilities, etc.* Please select which group(s) is/are not supported: (select all that apply then click on the forward arrow to continue.)

- ☐ Backgrounds
 - ☐ Races
 - ☐ Cultures
 - ☐ Genders
 - ☐ Sexual orientation
 - ☐ Countries of origin
 - ☐ Age
 - ☐ Disability
 - ☐ Other, please specify _____
-

Q14 We have regular lab meetings (or regular branch meetings).

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q15 Our lab/branch meeting is a safe place to present and share ideas.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q16 I have been encouraged to present my work at group and/or Lab/Branch meetings.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q17 I have strong collaborations with others in my research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q18 I have been taught new skills and techniques in my research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q19 My research group has a culture that values a work-life balance.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q20 I have witnessed someone being bullied or harassed in my research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q21 Someone in my research group has bullied or harassed me.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q22 Someone in my group has inappropriately touched me.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q23 Someone in my research group makes inappropriate comments and/or jokes that make me uncomfortable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q24 Someone in my research group sends or shares inappropriate texts, pictures, videos, or memes that make me uncomfortable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q25 I feel like an outsider in my research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q26 I feel like my research group members accept me.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q27 For the next set of questions, consider your work. When answering the questions, please consider your perceptions of work.

Q28 I have enough resources (e.g., space, equipment, supplies) work effectively.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q29 I find my work to be interesting.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q30 I find my work to be challenging.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q31 I feel comfortable expressing my ideas in group meetings.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q32 My work deadlines are reasonable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q33 I have some flexibility in my work schedule.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Display This Question:
If Q2 = Yes

Q34 I have been given adequate time to apply and interview for school/job positions.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q35 I have been given the opportunity to attend conferences (or workshops) on campus.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q36 I have been given the opportunity to attend conferences off campus (national or international research meetings).

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q37 I have been encouraged to take professional development trainings (if staff) or FAES or other courses (if trainee).

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q38 I am encouraged to attend seminars, lectures, and IC or campus-wide events.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q39 I have strong collaborations with others at NIH.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q40 For the next set of questions, consider your interactions and experiences your PI. When answering the questions, please consider you and your PI only.

Q41 My PI encourages me to develop my own projects/ideas.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q42 My PI shows respect to other members of the research group.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q43 I am treated fairly by my PI.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q44 My PI provides me with the right amount of scientific direction. (for trainees and scientific staff)

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q45 My PI and I communicate effectively.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q46 My PI communicates with me about my strengths and weaknesses.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q47 My PI provides clear, helpful feedback.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q48 My PI provides guidance regarding my educational or future career goals.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q49 My PI helps me to set research goals.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q50 My PI helps me to reach my research goals.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q51 My PI provides help and guidance regarding my scientific progress. (or work process if non-scientific staff)

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q52 My PI gives me timely feedback on manuscripts, abstracts, and other written documents.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Display This Question:
If Q2 = Yes

Q53 My PI offered assistance with the school/job application process.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q54 My PI does NOT allow me to attend career development workshops.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q55 My PI has helped me set up collaborations with others outside of our group and Branch.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q56 I find my PI approachable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q57 I feel comfortable expressing concerns and complaints to my PI.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q58 My PI helps the group resolve conflicts in a calm manner.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q59 I feel I can discuss personal issues or stresses with my PI.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q60 My PI is supportive of my personal and/or family needs.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q61 My PI yells and demeans individuals when upset.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q62 My PI has threatened me in some way (e.g., termination, recommendation letters or loss of authorship, etc).

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q63 My PI has bullied or harassed me.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q64 My PI has inappropriately touched me.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q65 My PI makes inappropriate comments and/or jokes that make me uncomfortable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q66 My PI sends or shares inappropriate texts, pictures, videos, or memes that make me uncomfortable.

- ☐ Strongly agree
 - ☐ Agree
 - ☐ Slightly agree
 - ☐ Slightly disagree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Not Applicable
-

Q67 I have witnessed my PI bullying or harassing someone in my research group.

- ☐ Strongly agree
- ☐ Agree
- ☐ Slightly agree
- ☐ Slightly disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not Applicable

Q68 My PI is supportive of people of *all backgrounds, races, cultures, genders, sexual orientations, countries, and disabilities, etc.*

- ☐ Strongly agree
- ☐ Agree
- ☐ Slightly agree
- ☐ Slightly disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not Applicable

Display This Question:

If Q68 = Slightly disagree

Or Q68 = Disagree

Or Q68 = Strongly disagree

Q69 You've indicated that your PI is not supportive of people of all backgrounds, races, cultures, genders, sexual orientations, countries, and disabilities, etc. Please select which group(s) is/are not supported: (select all that apply then click on the forward arrow to continue.)

- ☐ Backgrounds
- ☐ Races
- ☐ Cultures
- ☐ Genders
- ☐ Sexual orientations
- ☐ Countries of origin
- ☐ Age
- ☐ Disability
- ☐ Other

Q70 I would recommend my PI to friends and colleagues who are seeking mentors.

- ☐ Strongly agree
- ☐ Agree
- ☐ Slightly agree
- ☐ Slightly disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not Applicable

Q71 Almost there! This section asks about your overall experience at NIH.

Display This Question:

If Q2 = Yes

Q72 How would you rate the overall quality of your research training at NIH?

- ☐ Excellent
 - ☐ Very good
 - ☐ Good
 - ☐ Fair
 - ☐ Poor
-

Q73 Overall, how would you rate your experiences at work/in lab?

- ☐ Very positive
 - ☐ Positive
 - ☐ Neither positive or negative
 - ☐ Negative
 - ☐ Very negative
-

Q74 How many hours per week do you work, on average? (please fill in the blank below with the number of hours)

Q75 How often do you work weekends and Holidays in a typical month? (please fill in the blank below with days per month. If none, enter 0)

Q76 Do you ever feel pressured by your supervisor to work in the evenings, on weekends, or on holidays?

- ☐ Always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Occasionally
 - ☐ Never
-

Q77 Do you feel that you are able to take sick and personal days as needed?

- ☐ Yes
 - ☐ Maybe
 - ☐ No
-

Q78 What are the most positive aspects of the mentoring you received at NIH? Or if staff, what is the most positive aspect of work and work environment at NIH?

Q79 What aspects of the mentoring you received at NIH need improvement? Or if staff, what aspects of work and work environment at NIH need improvement?

Q80 Please provide any additional comments relevant to your views of your research group and supervisor that you feel were not covered or covered in sufficient depth. *(This survey is anonymous and no identifying information will be disclosed)*

Q81 This final section is optional. It contains 9 questions related to your mental health at work, and how work is making you feel. It helps us understand trainees' stressors at work and the impact the work could have on you. Would you like to complete this section?

- ☐ Yes
- ☐ No

Skip To: End of Survey If Q81 = No

Q82 The following questions concern the impact your work could have had on you. Please read each statement and indicate how often you experienced the problems mentioned over the PAST TWO WEEKS. Use the scale provided to respond: **0** = never or almost never **1** = a few days only **2** = more than half the days **3** = nearly every day Here is an example: "I felt anxious because of my job." • If you did NOT feel anxious because of your job, select **0**. • If you felt anxious for reasons that you consider UNCONNECTED TO YOUR JOB (personal problems, marital problems, family problems, health problems, etc.), select **0** as well. • If you felt anxious but don't know why, again select **0**. • If it is clear for you that YOUR JOB caused you to feel anxious, select **1**, **2** or **3** to indicate how often that happened.

Click on the forward arrow to continue.

Q83 Indicate how often you experienced the problems mentioned below over the past two weeks.

My work was so stressful that I could not enjoy the things that I usually like doing.

- ☐ Nearly everyday
- ☐ More than half the days
- ☐ A few days only
- ☐ Never or almost never

Q84 Indicate how often you experienced the problems mentioned below over the past two weeks.

I felt depressed because of my job.

- ☐ Nearly everyday
- ☐ More than half the days
- ☐ A few days only
- ☐ Never or almost never

Q85 Indicate how often you experienced the problems mentioned below over the past two weeks.

The stress of my job caused me to have sleep problems (I had difficulties falling asleep or staying asleep, or I slept much more than usual).

- ☐ Nearly everyday
- ☐ More than half the days
- ☐ A few days only
- ☐ Never or almost never

Q86 Indicate how often you experienced the problems mentioned below over the past two weeks.

I felt exhausted because of my work.

- ☐ Nearly everyday
- ☐ More than half the days
- ☐ A few days only
- ☐ Never or almost never

Q87 Indicate how often you experienced the problems mentioned below over the past two weeks.

I felt my appetite was disturbed because of the stress of my job (I lost my appetite, or the opposite, I ate too much).

- ☐ Nearly everyday
 - ☐ More than half the days
 - ☐ A few days only
 - ☐ Never or almost never
-

Q88 Indicate how often you experienced the problems mentioned below over the past two weeks.

My experience at work made me feel like a failure.

- ☐ Nearly everyday
 - ☐ More than half the days
 - ☐ A few days only
 - ☐ Never or almost never
-

Q89 Indicate how often you experienced the problems mentioned below over the past two weeks.

My job stressed me so much that I had trouble focusing on what I was doing (e.g., reading a newspaper article) or thinking clearly (e.g., to make decisions).

- ☐ Nearly everyday
 - ☐ More than half the days
 - ☐ A few days only
 - ☐ Never or almost never
-

Q90 Indicate how often you experienced the problems mentioned below over the past two weeks.

As a result of job stress, I felt restless, or the opposite, noticeably slowed down—for example, in the way I moved or spoke.

- ☐ Nearly everyday
 - ☐ More than half the days
 - ☐ A few days only
 - ☐ Never or almost never
-

Q91 If you have encountered at least some of the problems mentioned above, do these problems lead you to consider leaving your current job or position?

- ☐ Yes
 - ☐ No
 - ☐ I don't know
-