## Department of Health Pulse Survey 2022 Q3 Divisional Breakdown

Number of Regulatory Commission   Number of Responders   Source   Needs & Contributions   Needs & Co									
Cons Svcs & HC Regulatory Commission   139	All Commissions		Pulse	Basic		Teamwork &	Growth &	•	
Health & Human Services Commission   132   3.97   3.99   3.96   3.93   4.01   2.49   3.37   2.40   2.67   3.79   0ffice of the Chief Medical Officer   22   3.98   3.83   3.98   3.98   4.15   2.20   3.65   3.79   0ffice of the Chief Medical Officer   104   3.88   4.12   3.79   3.72   3.79   4.13   2.20   3.85   3.53   3.58   0ffice of the Commissioner   103   4.07   4.07   3.88   4.12   3.79   3.72   3.89   4.13   2.60   3.88   2.53   3.53   3.58   2.53   3.5	7 an Commissionic	Respondents	Score	Needs		Belonging	Potential		
Laboratoy Services Commission   53   4.10   4.30   4.13   3.94   4.05   2.26   3.79   0.01	Cons Svcs & HC Regulatory Commission	139	4.05	4.22	4.03	3.93	4.02	2.28	3.77
Office of the Chief Medical Officer         22         3,98         3,88         3,98         4,15         2,20         3,65         Office of the Deputy Health Commissioner         104         3,88         4,12         3,79         3,72         3,89         2,53         3,53         3,53         3,53         3,53         3,53         3,53         3,53         3,53         3,53         3,59         4,13         2,20         3,38         3,38         3,88         3,89         4,13         2,20         3,38         3,38         3,88         3,89         4,21         2,20         3,38         3,38         3,99         4,13         2,20         3,38         3,38         3,88         3,88         3,88         4,21         2,20         3,38         3,38         3,89         4,21         2,20         3,38         3,88         3,88         3,88         4,21         2,20         3,38         3,88         3,88         3,88         3,88         4,21         4,20         3,38         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3,88         3	Health & Human Services Commission	132	3.97	3.99	3.96	3.93	4.01	2.49	3.37
Office of the Commissioner         104         3.88         4.12         3.79         3.27         3.89         2.53         3.33           Office of the Deputy Health Commissioner         103         4.07         4.17         3.99         4.13         2.60         3.38           Public Health Protection Commission         Number of Respondents         Public Respondents         Score         Basic Survival         Individual Needs & Relonging         Teamwork & Belonging         Growth & Potential         Iplan to leave the State of Indiana as an employer within the next year         State of Indiana as a great place to work           Acute & Continuing Care (all)         22         3.91         4.29         3.75         3.80         3.81         2.24         3.57           Complaints & Incidents         4         3.42         3.63         3.13         3.31         3.61         2.22         3.67           Frogram Performance & Development         6         4.14         4.33         4.44         4.10         4.00         5.22         3.87           Porgram Performance & Development         6         4.14         4.33         4.65         4.00         3.35         4.00         1.83         3.50           Cons Sva & HC Reg Admin / HC Engineering         3         4.46         4.50<	Laboratory Services Commission	53	4.10	4.30	4.13	3.94	4.05	2.26	3.79
Mumber of Regulatory Commissioner   103   4.07   4.17   3.97   3.99   4.13   2.60   3.38	Office of the Chief Medical Officer	22	3.98	3.83	3.98	3.98	4.15	2.20	3.65
Public Health Protection Commission   109   3.94   4.05   3.84   3.82   4.07   2.50   3.39	Office of the Commissioner	104	3.88	4.12	3.79	3.72	3.89	2.53	3.53
Part	Office of the Deputy Health Commissioner	103	4.07	4.17		3.99	4.13		3.38
Respondents	Public Health Protection Commission	109	3.94	4.05	3.84	3.82	4.07	2.50	3.39
Respondents   Respondents   Score   Needs	Consumer Services & Healthcare	Number of	Pulsa	Rasic		Teamwork &	Growth &	I plan to leave the State of	I would recommend the
Acute & Continuing Care (all)   22   3.91   4.29   3.63   3.13   3.80   3.81   2.24   3.57					Needs &			Indiana as an employer	State of Indiana as a
Complaints & Incidents	Regulatory commission	respondents	Ocorc	Necus	Contributions	Delonging	roteritiai	within the next year	great place to work
Home & Community-Based Care   29	Acute & Continuing Care (all)	22	3.91	4.29	3.75	3.80	3.81	2.24	3.57
Long Term Care (all)         67         4.12         4.36         4.14         4.10         4.05         2.22         3.87           Program Performance & Development         6         4.14         4.33         4.38         3.67         4.17         2.00         4.00           Radiology, Weights & Measures         6         3.90         3.75         4.00         3.92         4.50         1.61         4.67           Wealth & Human Services Commission         Number of Respondents         Pulse Score         Basic Score         Individual Needs & Contributions         Teamwork & Potential         Growth & Potential         I plan to leave the State of Indiana as a great place to work           Fatality Review & Prevention         9         3.98         4.28         4.19         4.00         3.44         2.67         would recommend the State of Indiana as a remployer within the next year         Mount of State of Indiana as a great place to work           Fatality Review & Prevention         9         3.98         4.28         4.19         4.00         3.44         2.67         3.00           Children's Special Health Care Services         12         4.24         4.25         4.13         4.13         4.33         4.26         2.41         4.02         4.24         4.25         4.13         3.26 </td <td>Complaints &amp; Incidents</td> <td>4</td> <td>3.42</td> <td>3.63</td> <td>3.13</td> <td>3.31</td> <td>3.63</td> <td>2.75</td> <td>4.00</td>	Complaints & Incidents	4	3.42	3.63	3.13	3.31	3.63	2.75	4.00
Program Performance & Development   6	Home & Community-Based Care	29	4.01	4.03	4.05	3.86	4.10	2.52	3.62
Radiology, Weights & Measures         6         3.90         3.75         4.00         3.75         4.00         1.83         3.50           Cons Svo & HC Reg Admin / HC Engineering         3         4.46         4.50         4.00         3.92         4.50         1.67         Model 76           Health & Human Services Commission         Number of Respondents         Pulse Score         Basic Vontributions         Teamwork & Belonging         Growth & Iplan to leave the State of Indiana as an employer within the next year         Indiana as an employer within the next year         1 would recommend the State of Indiana as an employer within the next year           Fatality Review & Prevention         9         3.98         4.28         4.19         4.00         3.44         2.67         3.00           Children's Special Health Care Services         12         4.24         4.25         4.23         4.13         4.38         2.25         3.42           Chronic Disease, Primary Care, Rural Health         25         3.76         3.64         3.22         3.71         3.86         2.48         3.22           Chronic Disease, Primary Care, Rural Health         25         3.78         4.13         3.28         3.72         4.00         4.02         4.02         4.02         2.14         4.00         4.02 <td< td=""><td>Long Term Care (all)</td><td>67</td><td>4.12</td><td></td><td></td><td></td><td>4.05</td><td></td><td>3.87</td></td<>	Long Term Care (all)	67	4.12				4.05		3.87
Number of Respondents   Number of Respondents   Pulse   Respondents   Number of Nu		6							
Health & Human Services Commission         Number of Respondents         Pulse Score         Basic Vontributions         Individual Needs & Delonging         Teamwork & Belonging         Growth & Potential         I plan to leave the State of Indiana as an employer within the next year         I would recommend the State of Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I plan to leave the State of Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I plan to leave the State of Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I plan to leave the State of Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer within the next year         I would recommend the Indiana as an employer with									
Health & Human Services Commission   Respondents   Score   Respondents   Score   Respondents   Res	Cons Svc & HC Reg Admin / HC Engineering	3	4.46	4.50	4.00	3.92	4.50	1.67	4.67
Respondents		NIl	Dulas	D ' -	Individual		0 0	I plan to leave the State of	I would recommend the
Fatality Review & Prevention  9 3.98 4.28 4.19 4.00 3.44 2.67 3.00 Children's Special Health Care Services 12 4.24 4.25 4.23 4.13 4.38 2.25 3.42 Chronic Disease, Primary Care, Rural Health 25 3.76 3.64 3.82 3.71 3.86 2.248 3.32 Center for Deaf & Hard of Hearing Education 8 3.78 4.13 3.28 3.72 4.00 2.88 2.75 HHS Admin / Women's Health 6 4.00 3.92 4.00 4.00 4.00 4.08 2.17 4.00 Maternal & Child Health 27 3.93 3.74 3.88 4.03 4.07 2.44 3.30 Maternal & Child Health 8 4.26 4.31 4.25 4.06 4.19 2.38 3.55 Trauma & Injury Prevention 16 4.14 4.28 4.09 4.02 4.16 2.44 3.81 Women Infants & Children  18 Augusta Admin / Women's Health 19 2.38 3.35 Trauma & Injury Prevention 10 4.14 4.28 4.09 4.02 4.16 2.44 3.81 Women Infants & Children  10 Number of Respondents 10 Number of Respondents 11 4.25 4.09 4.02 4.16 2.49 1.81 Needs & Belonging 10 Potential Micro & Environ Virology 10 Augusta Admin + Ready and a semployer within the next year great place to work 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 11 3.95 4.09 4.02 3.89 3.82 4.29 2.14 3.43 Chemistry Laboratories 31 4.44 4.25 4.26 4.01 4.27 2.29 4.00 Chaboratory Admin 4.27 2.29 4.00 Chaboratory Admin 4.27 2.29 4.00	Health & Human Services Commission				Needs &			Indiana as an employer	State of Indiana as a
Children's Special Health Care Services         12         4.24         4.25         4.23         4.13         4.38         2.25         3.42           Chronic Disease, Primary Care, Rural Health         25         3.76         3.64         3.82         3.71         3.86         2.48         3.32           Center for Deaf & Hard of Hearing Education         8         3.78         4.13         3.28         3.72         4.00         2.88         2.75           HHS Admin / Women's Health         6         4.00         3.92         4.00         4.08         2.17         4.00           Maternal & Child Health         27         3.93         3.74         3.88         4.03         4.07         2.44         3.30           Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.09         4.02         4.06         4.08         2.58         3.42           Lab Services Comm         Number of Respondents		Respondents	Score	neeas	Contributions	Belonging	Potentiai	within the next year	great place to work
Chronic Disease, Primary Care, Rural Health         25         3.76         3.64         3.82         3.71         3.86         2.48         3.32           Center for Deaf & Hard of Hearing Education         8         3.78         4.13         3.28         3.72         4.00         2.88         2.75           HHS Admin / Women's Health         6         4.00         3.92         4.00         4.08         2.17         4.00           Maternal & Child Health         27         3.93         3.74         3.88         4.03         4.07         2.44         3.30           Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.09         4.08         4.08         2.58         3.42           Lab Services Comm         Number of Respondents         Pulse Basic Score         Reds & Contributions         Teamwork & Potential         I plan to leave the State of Indiana as an employer within the next year         State of Indiana as an employer within the next year	Fatality Daviess 0 December								
Center for Deaf & Hard of Hearing Education         8         3.78         4.13         3.28         3.72         4.00         2.88         2.75           HHS Admin / Women's Health         6         4.00         3.92         4.00         4.00         4.08         2.17         4.00           Maternal & Child Health         27         3.93         3.74         3.88         4.03         4.07         2.44         3.30           Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.06         4.08         2.58         3.42           Lab Services Comm         Number of Respondents         Pulse Score         Basic Score         Individual Needs & Contributions         Feamwork & Belonging         Growth & Potential         I plan to leave the State of Indiana as a memployer within the next year         State of Indiana as a great place to work         4.29         3.82         4.29         2.24         2.14         3.43           Chemistry Laboratories	ratality Review & Prevention	9	3.98	4.28	4.19	4.00	3.44	2.67	3.00
HHS Admin / Women's Health         6         4.00         3.92         4.00         4.00         4.08         2.17         4.00           Maternal & Child Health         27         3.93         3.74         3.88         4.03         4.07         2.44         3.30           Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.09         4.02         4.16         2.44         3.81           Lab Services Comm         Number of Respondents         Pulse Score         Basic Needs & Contributions         Teamwork & Potential         Growth & Potential         I plan to leave the State of Indiana as a memployer within the next year         State of Indiana as a great place to work           Biothreat Clinical Micro & Environ Virology         7         4.21         4.43         4.29         3.82         4.29         2.14         3.43           Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91 <td>•</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	•								
Maternal & Child Health         27         3.93         3.74         3.88         4.03         4.07         2.44         3.30           Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.06         4.08         4.08         2.58         3.42           Lab Services Comm         Number of Respondents         Pulse Score         Basic Needs & Contributions         Individual Needs & Belonging         Teamwork & Belonging         Growth & Potential         I plan to leave the State of Indiana as a memployer within the next year         State of Indiana as a great place to work           Biothreat Clinical Micro & Environ Virology         7         4.21         4.43         4.29         3.82         4.29         2.14         3.43           Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91         3.82           Environmental Microbiology         24         4.23         4.38         4.26         4.01	Children's Special Health Care Services	12	4.24	4.25	4.23	4.13	4.38	2.25	3.42
Nutrition & Physical Activity         8         4.26         4.31         4.25         4.06         4.19         2.38         3.50           Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.06         4.08         2.58         3.42           Lab Services Comm         Number of Respondents         Pulse Score         Basic Needs & Contributions         Individual Needs & Belonging         Individual Needs & Contributions         Individual Potential         Individual Needs & Potential         Indiana as an employer within the next year         State of Indiana as a great place to work           Biothreat Clinical Micro & Environ Virology         7         4.21         4.43         4.29         3.82         4.29         2.14         3.43           Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91         3.82           Environmental Microbiology         24         4.23         4.38         4.26         4.01         4.27         2.29         4.00           Laboratory Admin         3         4.44         4.67         4.75         4.3	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health	12 25	4.24 3.76	4.25 3.64	4.23 3.82	4.13 3.71	4.38 3.86	2.25 2.48	3.42 3.32
Trauma & Injury Prevention         16         4.14         4.28         4.09         4.02         4.16         2.44         3.81           Women Infants & Children         12         4.15         4.21         4.23         4.06         4.08         2.58         3.42           Lab Services Comm         Number of Respondents         Pulse Score         Basic Score         Individual Needs & Contributions         Teamwork & Potential         Growth & Indiana as an employer within the next year         I would recommend the State of Indiana as a great place to work           Biothreat Clinical Micro & Environ Virology         7         4.21         4.43         4.29         3.82         4.29         2.14         3.43           Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91         3.82           Environmental Microbiology         24         4.23         4.38         4.26         4.01         4.27         2.29         4.00           Laboratory Admin         3         4.44         4.67         4.75         4.33         4.00         2.67         4.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education	12 25 8	4.24 3.76 3.78	4.25 3.64 4.13	4.23 3.82 3.28	4.13 3.71 3.72	4.38 3.86 4.00	2.25 2.48 2.88	3.42 3.32 2.75
Women Infants & Children124.154.214.234.064.082.583.42Lab Services CommNumber of RespondentsPulse ScoreBasic ScoreIndividual Needs & ContributionsTeamwork & BelongingGrowth & PotentialI plan to leave the State of Indiana as an employer within the next yearI would recommend the State of Indiana as a great place to workBiothreat Clinical Micro & Environ Virology74.214.434.293.824.292.143.43Chemistry Laboratories113.954.094.023.893.821.913.82Environmental Microbiology244.234.384.264.014.272.294.00Laboratory Admin34.444.674.754.334.002.674.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health	12 25 8 6	4.24 3.76 3.78 4.00 3.93	4.25 3.64 4.13 3.92 3.74	4.23 3.82 3.28 4.00 3.88	4.13 3.71 3.72 4.00 4.03	4.38 3.86 4.00 4.08 4.07	2.25 2.48 2.88 2.17 2.44	3.42 3.32 2.75 4.00 3.30
Lab Services CommNumber of RespondentsPulse ScoreBasic Needs & NeedsIndividual Needs & ContributionsTeamwork & BelongingGrowth & PotentialI plan to leave the State of Indiana as an employer within the next yearI would recommend the Indiana as an employer within the next yearBiothreat Clinical Micro & Environ Virology74.214.434.293.824.292.143.43Chemistry Laboratories113.954.094.023.893.821.913.82Environmental Microbiology244.234.384.264.014.272.294.00Laboratory Admin34.444.674.754.334.002.674.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity	12 25 8 6 27 8	4.24 3.76 3.78 4.00 3.93 4.26	4.25 3.64 4.13 3.92 3.74 4.31	4.23 3.82 3.28 4.00 3.88 4.25	4.13 3.71 3.72 4.00 4.03 4.06	4.38 3.86 4.00 4.08 4.07 4.19	2.25 2.48 2.88 2.17 2.44 2.38	3.42 3.32 2.75 4.00 3.30 3.50
Lab Services Comm Respondents Score Respondents Number of Respondents Responde	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention	12 25 8 6 27 8 16	4.24 3.76 3.78 4.00 3.93 4.26 4.14	4.25 3.64 4.13 3.92 3.74 4.31 4.28	4.23 3.82 3.28 4.00 3.88 4.25 4.09	4.13 3.71 3.72 4.00 4.03 4.06 4.02	4.38 3.86 4.00 4.08 4.07 4.19 4.16	2.25 2.48 2.88 2.17 2.44 2.38 2.44	3.42 3.32 2.75 4.00 3.30 3.50 3.81
Respondents   Score   Needs   Contributions   Belonging   Potential   Indiana as an employer   within the next year   great place to work	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention	12 25 8 6 27 8 16	4.24 3.76 3.78 4.00 3.93 4.26 4.14	4.25 3.64 4.13 3.92 3.74 4.31 4.28	4.23 3.82 3.28 4.00 3.88 4.25 4.09	4.13 3.71 3.72 4.00 4.03 4.06 4.02	4.38 3.86 4.00 4.08 4.07 4.19 4.16	2.25 2.48 2.88 2.17 2.44 2.38 2.44	3.42 3.32 2.75 4.00 3.30 3.50 3.81
Biothreat Clinical Micro & Environ Virology         7         4.21         4.43         4.29         3.82         4.29         2.14         3.43           Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91         3.82           Environmental Microbiology         24         4.23         4.38         4.26         4.01         4.27         2.29         4.00           Laboratory Admin         3         4.44         4.67         4.75         4.33         4.00         2.67         4.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention	12 25 8 6 27 8 16 12	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21	4.23 3.82 3.28 4.00 3.88 4.25 4.09 4.23	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42
Chemistry Laboratories         11         3.95         4.09         4.02         3.89         3.82         1.91         3.82           Environmental Microbiology         24         4.23         4.38         4.26         4.01         4.27         2.29         4.00           Laboratory Admin         3         4.44         4.67         4.75         4.33         4.00         2.67         4.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children	12 25 8 6 27 8 16 12	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21	4.23 3.82 3.28 4.00 3.88 4.25 4.09 4.23	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42
Environmental Microbiology         24         4.23         4.38         4.26         4.01         4.27         2.29         4.00           Laboratory Admin         3         4.44         4.67         4.75         4.33         4.00         2.67         4.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children	12 25 8 6 27 8 16 12	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21	4.23 3.82 3.28 4.00 3.88 4.25 4.09 4.23 Individual Needs &	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58 I plan to leave the State of Indiana as an employer	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42
Laboratory Admin <b>3</b> 4.44 4.67 4.75 4.33 4.00 2.67 4.33	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children  Lab Services Comm	12 25 8 6 27 8 16 12 Number of Respondents	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15 Pulse Score	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21 Basic Needs	4.23 3.82 3.28 4.00 3.88 4.25 4.09 4.23 Individual Needs & Contributions	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06 Teamwork & Belonging	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08 Growth & Potential	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58  I plan to leave the State of Indiana as an employer within the next year	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42  I would recommend the State of Indiana as a great place to work
,	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children  Lab Services Comm  Biothreat Clinical Micro & Environ Virology	12 25 8 6 27 8 16 12 Number of Respondents	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15 Pulse Score	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21 Basic Needs	4.23 3.82 4.00 3.88 4.25 4.09 4.23 Individual Needs & Contributions	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06 Teamwork & Belonging	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08 Growth & Potential	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58  I plan to leave the State of Indiana as an employer within the next year 2.14	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42 I would recommend the State of Indiana as a great place to work 3.43
Virology & Serology         8         3.73         4.13         3.53         3.75         3.50         2.63         3.25	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children  Lab Services Comm  Biothreat Clinical Micro & Environ Virology Chemistry Laboratories	12 25 8 6 27 8 16 12 Number of Respondents	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15 Pulse Score 4.21 3.95	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21 Basic Needs 4.43 4.09	4.23 3.82 3.28 4.00 3.88 4.25 4.09 4.23 Individual Needs & Contributions 4.29 4.02	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06 Teamwork & Belonging	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08 Growth & Potential	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58  I plan to leave the State of Indiana as an employer within the next year 2.14 1.91	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42 I would recommend the State of Indiana as a great place to work 3.43 3.82
	Children's Special Health Care Services Chronic Disease, Primary Care, Rural Health Center for Deaf & Hard of Hearing Education HHS Admin / Women's Health Maternal & Child Health Nutrition & Physical Activity Trauma & Injury Prevention Women Infants & Children  Lab Services Comm  Biothreat Clinical Micro & Environ Virology Chemistry Laboratories Environmental Microbiology	12 25 8 6 27 8 16 12 Number of Respondents	4.24 3.76 3.78 4.00 3.93 4.26 4.14 4.15 Pulse Score 4.21 3.95 4.23	4.25 3.64 4.13 3.92 3.74 4.31 4.28 4.21 Basic Needs 4.43 4.09 4.38	4.23 3.82 4.00 3.88 4.25 4.09 4.23 Individual Needs & Contributions 4.29 4.02 4.26	4.13 3.71 3.72 4.00 4.03 4.06 4.02 4.06 Teamwork & Belonging 3.82 3.89 4.01	4.38 3.86 4.00 4.08 4.07 4.19 4.16 4.08 Growth & Potential 4.29 3.82 4.27	2.25 2.48 2.88 2.17 2.44 2.38 2.44 2.58  I plan to leave the State of Indiana as an employer within the next year  2.14 1.91 2.29	3.42 3.32 2.75 4.00 3.30 3.50 3.81 3.42 I would recommend the State of Indiana as a great place to work 3.43 3.82 4.00

Office of Chief Medical Officer	Number of Respondents	Pulse Score	Basic Needs	Individual Needs & Contributions	Teamwork & Belonging	Growth & Potential	I plan to leave the State of Indiana as an employer within the next year	I would recommend the State of Indiana as a great place to work
Tobacco Prevention & Cessation	7 12	4.23 3.87	4.36 3.50	4.14 3.94	4.07 3.96	4.36 4.08	2.14 2.17	3.71 3.67
Oral Health / Health Disparities & Minority Wellness  Office of the Deputy Commissioner	Number of Respondents	Pulse Score	Basic Needs	Individual Needs & Contributions	Teamwork & Belonging	Growth & Potential	I plan to leave the State of Indiana as an employer within the next year	I would recommend the State of Indiana as a great place to work
Epidemiology Resource Center	38	4.05	4.30	3.90	3.93	4.05	2.50	3.24
HIV, STD & Viral Hepatitis	55	4.13	4.17	4.06	4.10	4.20	2.65	3.45
Public Health Perf Mgmt	9	3.81	3.61	3.83	3.72	4.06	2.78	3.44
Public Health Protection Commision	Number of Respondents	Pulse Score	Basic Needs	Individual Needs & Contributions	Teamwork & Belonging	Growth & Potential	I plan to leave the State of Indiana as an employer within the next year	I would recommend the State of Indiana as a great place to work
Emergency Preparedness	38	3.89	4.01	3.75	3.77	4.01	2.87	3.16
Environmental Public Health	21	3.78	3.90	3.64	3.82	3.74	2.52	3.19
Food Protection	17	4.08		4.23	3.86	4.47	1.94	3.88
Immunization	16	4.33	4.38	4.27	4.17	4.50	2.25	3.44
Lead & Healthy Homes	8	3.99	4.25	3.94	3.84	3.94	2.13	4.00
Vital Records	8	3.55	4.25	3.00	3.19	3.75	2.88	3.50
Office of the Commissioner	Number of Respondents	Pulse Score	Basic Needs	Individual Needs & Contributions	Teamwork & Belonging	Growth & Potential	I plan to leave the State of Indiana as an employer within the next year	I would recommend the State of Indiana as a great place to work
OPA / Legislative Aff / LHD Outreach / Admin Svc	10	4.03	4.15	4.00	3.75	4.20	1.90	4.00
Tech & Cybersecurity	12	3.82	4.13	3.60	3.73	3.83	2.42	3.50
Data & Analytics	20	3.86	4.15	3.78	3.65	3.88	2.70	3.25
Legal Affairs	6	4.13	4.17	4.38	3.96	4.00	2.17	3.83
Finance	16	3.63	3.81	3.39	3.36	3.72	2.81	3.19
Office of the Commissioner	34	3.96	4.22	3.92	3.96	3.90	2.50	3.74