



PH WINS Pulse Survey 2026

Section 1: Repeat questions (2 minutes)	3
Section 2: New questions (3 min)	6
Section 3: Identifying changes in key demographics (1-2 min)	8

Public Health Workforce Interests and Needs Survey (PH WINS) Pulse Check 2026

About the Survey

You are receiving this survey because you participated in the 2024 fielding of the Public Health Workforce Interests and Needs Survey (PH WINS). This is intended as a brief follow-up to PH WINS to inform future public health workforce development initiatives. The survey is being conducted by the de Beaumont Foundation in partnership with the Association of State and Territorial Health Officials (ASTHO). **The survey should take approximately 5 minutes of your time.**

Your participation is voluntary, and your responses will be confidential. We hope you will participate. Your feedback and unique perspective is important to improve the public health worker experience in your organization and across the nation.

Instructions for Completing the Survey

The survey should be completed in one sitting. The survey link is unique to you, please do not share it with others or delegate it. As a reminder, your responses are completely confidential. Clicking “continue” will be interpreted as your informed consent to participate and that you affirm that you are at least 18 years of age.

Need Help?

If you have questions about the survey, please email phwins@debeaumont.org or visit [the PH WINS frequently asked questions webpage](#). If you have any questions about your rights as a participant, you may contact WCG Clinical at 855-818-2289 or clientcare@wgcclinical.com.

Thank you, we couldn't do this work without you!

Section 1: Repeat questions (2 minutes)

1. The following items relate to how you perceive your work day-to-day. Please indicate how often, if at all, you have generally felt that way about your work over the last month.

	Never	Rarely	Sometimes	Usually	Almost Always	Always
I love my job.						
I am treated fairly at work.						
I can achieve a healthy balance between my work and life outside of work.						
I am paid fairly for the job that I do.						
I am happy with how much input I have in decisions that affect my work.						
I can easily manage the demands of my job.						
I feel psychologically safe at work.						
I can voice concerns at work without getting into trouble.						

2. My organization does not tolerate arbitrary action, favoritism, or political coercion against employees.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

3. Please rate your level of agreement with the following statements.

	Strongly disagree	Disagree	Agree	Strongly agree
I have felt bullied, threatened, or harassed by individuals outside of the health department because of my role as a public health professional.				
I have felt my public health expertise was undermined or challenged by individuals outside of the health department.				

4. Are you considering leaving your organization within the next year?

- Yes
- No

4b. If yes, what are you planning to do?

- Retire
- Pursue further education
- Take another governmental job in public health
- Take another governmental job not in public health
- Take a non-governmental job in public health
- Take a non-governmental job not in public health
- Leave the workforce

[Display for those staying in Q4]

5. Please select the most important reason(s) why you are staying at your organization.

- Acknowledgement/recognition for your work
- Benefits (e.g., retirement contributions/pensions, health insurance)
- Exciting and challenging work
- Flexible work schedule (e.g., flex hours)
- Job satisfaction
- Job stability
- Lack of stress
- Mentorship opportunities
- Opportunities for advancement
- Organizational climate/culture
- Pay
- Pride in the organization and its mission
- Remote work policies
- Satisfaction with your agency's leadership (e.g., Health Commissioner, Senior Deputy, etc.)
- Satisfaction with your supervisor
- Support from coworkers
- Training opportunities
- Unsatisfactory opportunities outside of the agency

- Other (please specify)

[Display for those leaving in Q4]

5a. Please select the most important reason(s) why you are considering leaving your organization.

- Better opportunities outside of the agency
- Job instability (e.g., loss of funding, reduction in force (RIF), layoffs)
- Job satisfaction
- Lack of acknowledgement/recognition
- Lack of flexible work schedule (e.g., flex hours)
- Lack of opportunities for advancement
- Lack of support from coworkers
- Lack of training
- Leadership changeover
- Organizational climate/culture
- Pay
- Reasons unrelated to my job (e.g., family obligations, health reasons, lack of affordable child-care options, moving, etc.)
- Remote work policies
- Retirement
- Satisfaction with your supervisor
- Stress
- Weakening of benefits (e.g., retirement contributions/pensions, health insurance)
- Work overload / burnout
- Other (Please Specify)

6. I am planning to retire in:

- 2026
- 2027
- 2028
- 2029
- 2030
- 2031
- I am not planning to retire before 2031

Section 2: New questions (3 min)

The questions in the next section ask you to compare your job now to what it was like in the fall of 2024, which is the last time this survey was fielded.

Some of the items are related to your mental and emotional health and well-being. Your responses will remain completely anonymous. If you are in need of mental or emotional health support, you can find resources at <https://suicidepreventionlifeline.org>.

7. Compared to the fall of 2024, would you say your job, overall, is:
- Much better
 - Somewhat better
 - About the same
 - Somewhat worse
 - Much worse

8. Compared to the fall of 2024, how would you describe your:

*Add as hover over definition for burnout:

Burnout is a state of physical, mental, and emotional exhaustion caused by excessive stress, particularly in the workplace. It is characterized by a range of symptoms including: physical symptoms (exhaustion, fatigue, or headaches), mental symptoms (depression, excessive worrying, or frustration), or behavioral symptoms (short temper or quiet quitting).

	Much better	Some what better	About the same	Some what worse	Much worse
Mental health					
Stress level					
Feelings of burnout					

9. Compared to the fall of 2024, how would you describe your:

	Much better	Somewhat better	About the same	Somewhat worse	Much worse
Satisfaction with your job					
Satisfaction with your work unit					
Satisfaction with your organization					

10. Compared to the fall of 2024, how would you describe your:

	Much better	Somewhat better	About the same	Somewhat worse	Much worse
Pay					
Benefits					
Work-life balance					
Opportunities for advancement					
Interest in your work					
Level of autonomy to do your work					

11. Compared to the fall of 2024, would you say each of the following is better, the same, or worse:

	Much better	Somewhat better	About the same	Somewhat worse	Much worse	Do not know/ N/A
Your agency's ability to do its work						
Your work unit's ability to do its work						
Your work unit's budget						
Influence of outside politics on your work unit's activities						
Your agency's communications with the public						
Your agency's interactions with policymakers						
Information coming from federal public health agencies						

12. If you wish, you may provide comments about how your experience at your job is better, the same, or worse compared to the fall of 2024. *[Open ended]*

Section 3: Identifying changes in key demographics (1-2 min)

13. We would like to confirm some demographic information from your 2024 responses. Please check the corresponding box if your information has changed and you will be able to update your response on the following page.

[Pipe in]

	You said:	Has something changed?
Supervisory status	Non-supervisor	Same; Changed
Job	Epidemiologist	Same; Changed
Primary program area	Epidemiology Surveillance	Same; Changed
Employment status	Permanent staff employed directly by the health department	Same; Changed
Bargaining unit/union status	Non-union	Same; Changed
Current work situation	Fully in-person	Same; Changed
Preferred work situation	Fully remote	Same; Changed

13a. What is your supervisory status?

- Non-supervisor: you do not supervise other employees
- Supervisor: you are responsible for employees' performance appraisals and approval of their leave, but you do not supervise other supervisors
- Manager: you are in a management position and supervise one or more supervisors
- Executive: member of Senior Executive Service or equivalent

13b. Please identify the classification that best represents your current role in the organization. This question refers to the type of role you serve in. This is NOT the same as your union/civil service title. The classifications have been organized by category to make it easier to find your role. You will be asked about your program area in the next question. Some job classifications are listed differently than you'd expect. For example, Epidemiologist can be found under the Data/Computer Sciences category.

- Attorney or Legal Counsel (139)
- Business Support - Accountant/Fiscal (141)
- Business Support Services - Administrator (142)
- Clerical Personnel - Administrative Assistant (144)
- Clerical Personnel - Secretary (145)
- Custodian (147)
- Customer Service/Support Professional (198)

- Facilities or Operations Worker (174)
- Grants or Contracts Specialist (157)
- Human Resources Personnel (161)
- Quality Improvement Worker (190)
- Medical/Vital Records Staff (202)
- Other Business Support Services (173)
- Emergency Medical Technician/Advanced Emergency Medical Technician/Paramedic (152)
- Home Health Aide (170)
- Medical Examiner (169)
- Mental Health or Substance Abuse Counselor (227)
- Nutritionist or Dietitian (171)
- Pharmacist (197)
- Physician Assistant (178)
- Physical/Occupational/Rehabilitation Therapist (206)
- Public Health Dentist (184)
- Public Health/Preventive Medicine Physician (186)
- Public Health Veterinarian (187)
- Other Health Professional/Clinical Support Staff (204)
- Licensed Practical or Vocational Nurse (201)
- Nurse Practitioner (203)
- Registered Nurse - Public Health or Community Health Nurse (191)
- Registered Nurse - Unspecified (192)
- Health Communications Specialist (228)
- Public Information Specialist (189)
- Public Information Officer (220)
- Other Health Communications Professional (221)
- Community Health Worker (146)
- Health Educator (158)
- Health Navigator (159)
- Other Community Health Professional (222)
- Application/Software Developer (218)
- Database Manager/Data Storage Architect (229)
- Data or Research Analyst (199)
- Data Scientist (219)
- Economist (151)
- Epidemiologist (156)
- Information Systems Manager/Information Technology Specialist (163)
- Public Health Informatics Specialist (188)
- Statistician (195)
- Other Data/Computer Scientist (223)
- Laboratory Aide or Assistant (164)
- Laboratory Technician (165)
- Laboratory Quality Control Worker (166)
- Laboratory Scientist/Medical Technologist (167)
- Other Laboratory Professional (224)
- Health Officer (160)
- Public Health Agency Director (183)
- Department/Bureau Director (149)

- Deputy Director (150)
 - Other Executive Leadership (225)
 - Program Coordinator (230)
 - Program Director (181)
 - Program Evaluator (182)
 - Public Health Manager or Program Manager (185)
 - Other Program Staff (205)
 - Animal Control Worker (138)
 - Disease Intervention Specialist/Contact Tracer (148)
 - Emergency Preparedness/Management Worker (153)
 - Engineer (154)
 - Environmental Science and Protection Specialist (231)
 - Environmental Science and Protection Technician (232)
 - Licensure/Regulation/Enforcement Worker (168)
 - Peer Counselor (177)
 - Policy Analyst (179)
 - Population Health Specialist (180)
 - Sanitarian or Inspector (193)
 - Student, Professional or Scientific (196)
 - Other Public Health Science Professional (226)
 - Disability Claims/Benefits Examiner or Adjudicator (200)
 - Social Worker/Social Services Professional (194)
 - Other (please specify) (172)
-

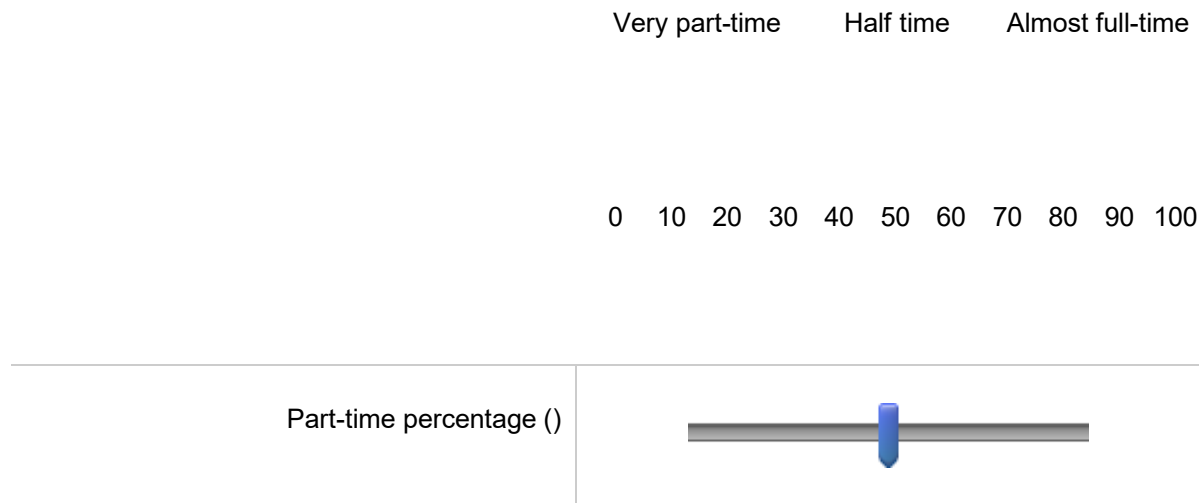
- 13c. Which of the following best describes your current employment status?
- Permanent staff employed directly by the health department (2)
 - Contractor providing third party services to the health department (1)
 - Temporary staff employed directly by the health department (4)
 - Intern employed directly by the health department (3)
 - Federal employee detailed to the health department (5)
 - Public Health AmeriCorps member serving at the health department (6)
- 13d. Is your current position a bargaining unit (union) position?
- Yes (1)
 - No (0)
- 13e. Which of the following best describes your **current** work situation?
- Completely in-person (1)
 - Mostly in-person, with some remote work (2)
 - Mostly remote, with some in-person work (3)
 - Completely remote (4)
- 13f. Considering your role, which of the following best describes your **preferred** work situation?
- Completely in-person (1)
 - Mostly in-person, with some remote work (2)

- Mostly remote, with some in-person work (3)
- Completely remote (4)

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14. Display if Q5_19=0]

Please indicate what percent time you are working at the public health department. (e.g., 50% for half-time [.5 FTE], 100% for full-time [1.0 FTE])



15. Please specify your **current program area(s)**. **Select all that apply**. The program areas have been organized by category to make it easier to find your program(s).

- Emergency Preparedness, Planning, and Response (583)
- Community Health Assessment/Planning (581)
- Disability Services, including disability determinations (609)
- Enforcement/Inspection/Licensing/Certification of Facilities (620)
- Epidemiology Surveillance (585)
- Informatics (589)
- Medical Examiner (594)
- Public Health Genetics (599)
- Public Health Laboratory (600)
- Vital Records (603)
- Health Promotion/Wellness (588)
- Injury/Violence Prevention (590)
- Non-Communicable Disease/Chronic Disease (596)
- COVID-19 Recovery (608)
- HIV (577)
- Influenza (606)
- STI (578)

- Tuberculosis (579)
 - Viral Hepatitis (607)
 - Other Communicable/Infectious Disease (580)
 - Health Education (587)
 - Communications/Public Information (621)
 - Animal Control (574)
 - Environmental Health (584)
 - Children and Youth with Special Health Care Needs (605)
 - Family Planning (592)
 - Maternal, Child, and Adolescent Health (591)
 - WIC (593)
 - Administration/Administrative Support (573)
 - Equity/Health Equity (616)
 - Financial Management, Contract, and Procurement (622)
 - Information Technology (IT) Services (614)
 - Policy, Legislation, and Government Affairs (618)
 - Program Evaluation (598)
 - Training/Workforce Development (602)
 - Clinical Services (excluding TB, STD, family planning) (575)
 - Emergency Medical Services (582)
 - Immunizations - clinical services (576)
 - Immunizations - non-clinical (612)
 - Mental and Behavioral Health (595)
 - Oral Health/Clinical Dental Services (597)
 - School Health (617)
 - Substance Abuse, including tobacco control programs (601)
 - Global Health (586)
 - Other Program Area (specify) (604)
-

16. Items shown are those you selected in the previous question. Please estimate the % time you currently serve in each of those program areas. (Your total should add up to 100%, regardless of whether you are a full-time or part-time employee.)

Emergency Preparedness, Planning, and Response : _____ (583)
 Community Health Assessment/Planning : _____ (581)
 Disability Services, including disability determinations : _____ (609)
 Enforcement/Inspection/Licensing/Certification of Facilities : _____ (620)
 Epidemiology Surveillance : _____ (585)
 Informatics : _____ (589)
 Medical Examiner : _____ (594)
 Public Health Genetics : _____ (599)
 Public Health Laboratory : _____ (600)
 Vital Records : _____ (603)
 Health Promotion/Wellness : _____ (588)
 Injury/Violence Prevention : _____ (590)
 Non-Communicable Disease/Chronic Disease : _____ (596)
 COVID-19 Recovery : _____ (608)
 HIV : _____ (577)
 Influenza : _____ (606)
 STI : _____ (578)

Tuberculosis : _____ (579)
Viral Hepatitis : _____ (607)
Other Communicable/Infectious Disease : _____ (580)
Health Education : _____ (587)
Communications/Public Information : _____ (621)
Animal Control : _____ (574)
Environmental Health : _____ (584)
Children and Youth with Special Health Care Needs : _____ (605)
Family Planning : _____ (592)
Maternal, Child, and Adolescent Health : _____ (591)
WIC : _____ (593)
Administration/Administrative Support : _____ (573)
Equity/Health Equity : _____ (616)
Financial Management, Contract, and Procurement : _____ (622)
Information Technology (IT) Services : _____ (614)
Policy, Legislation, and Government Affairs : _____ (618)
Program Evaluation : _____ (598)
Training/Workforce Development : _____ (602)
Clinical Services (excluding TB, STD, family planning) : _____ (575)
Emergency Medical Services : _____ (582)
Immunizations - clinical services : _____ (576)
Immunizations - non-clinical : _____ (612)
Mental and Behavioral Health : _____ (595)
Oral Health/Clinical Dental Services : _____ (597)
School Health : _____ (617)
Substance Abuse, including tobacco control programs : _____ (601)
Global Health : _____ (586)
Other Program Area (specify) : _____ (604)
Total : _____