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Instructions: Thank you for taking the Pulse Survey! This anonymous tool is vital to helping Policy leadership identify specific areas for improvement. It consists of 26 questions and should take less than 15 minutes to complete. Do not provide any Personally Identifiable Information (PII).

Page 1 of 5 - Instructions and Demographics

My office is:

I am a:

I have been with Policy for:

Please ensure all required fields are completed before moving on to the next page.

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Policy Pulse Survey**Page 2 of 5 - Personal Experience****My work gives me a strong feeling of personal accomplishment.**

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

I am able to take advantage of opportunities to grow professionally (GOVERNMENT ONLY).

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

I am able to have a healthy work-life balance.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

My supervisor provides regular feedback on my performance.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

In the past year, have you considered switching offices or leaving Policy? (GOVERNMENT ONLY)

No Yes - Switching Offices Yes - Leaving Policy Yes - Both

If you have considered leaving Policy or switching offices, please tell us why (Do not provide any Personally Identifiable Information (PII)): GOVERNMENT ONLY[Previous](#)

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Page 3 of 5 - My Office

The people in my office cooperate to get the job done.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

Creativity and innovation are rewarded.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

My office is able to recruit people with the right skills.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

In our office steps are taken to deal with a poor performer who cannot or will not improve.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

What are two things your office could do to improve (Do not provide any Personally Identifiable Information (PII))?

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Page 4 of 5 - Policy

I know how my work relates to Policy's goals and priorities.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

Sr. leadership provides regular feedback on the quality of our products.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

Policy provides the training, technology, and processes for efficient work.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

Sr. leadership prioritizes our work and de-emphasizes less important tasks.

1 Strongly Disagree
 2 Disagree
 3 Neutral
 4 Agree
 5 Strongly Agree
 N/A

What are two things Policy could do to improve (Do not provide any Personally Identifiable Information (PII))?

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Page 5 of 5 - Leadership and Other Feedback

Overall, my Director provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my PD provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my DASD provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my PDASD provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my ASD provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my PDUSDP provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Overall, my USDP provides effective management and communication.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

Any additional feedback (Do not provide any Personally Identifiable Information (PII))?

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Policy Enterprise Information Services
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