

# NIST MML Employee and Guest Researcher Engagement Survey

OMB Control No. 0693-0033

Expiration Date: 03/31/2016

GP20			Lead-In Text	Questions	Framework Dimension	R1	R2	R3	R4	R5	R6
GP03	1	1	To what extent do you agree or disagree with each of the following statements?	I feel motivated to go beyond my formal job responsibilities	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	2	2	To what extent do you agree or disagree with each of the following statements?	NIST motivates me to contribute more than is required	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	3		To what extent do you agree or disagree with each of the following statements?	My Division motivates me to contribute more than is required	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	4		To what extent do you agree or disagree with each of the following statements?	My Group motivates me to contribute more than is required	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	5	3	To what extent do you agree or	I feel proud to work in MML	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable:

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			disagree with each of the following statements?					Disagree: 0			missing
IV03	6	4	To what extent do you agree or disagree with each of the following statements?	I would recommend NIST to family or friends as a place to work	Employee Engagement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
GP07	7	5	To what extent do you agree or disagree with each of the following statements?	Given your choice, how long would you plan to continue working for NIST?	Employee Engagement	Less Than 1 Year: -	1-2 Years: -	3-5 Years: 0	More Than 5 Years (or Until Retirement): +		
QS02	8	6	To what extent do you agree or disagree with each of the following statements?	Conditions in my job allow me to be about as productive as I can be	Employee Enablement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
QS03	9	7	To what extent do you agree or disagree with each of the following statements?	There are no significant barriers at work to doing my job well	Employee Enablement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
QS01	10	8	To what	My job provides	Employee	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't

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			extent do you agree or disagree with each of the following statements?	me the opportunity to do challenging and interesting work	Enablement	Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
GP19	11	9	To what extent do you agree or disagree with each of the following statements?	My job makes good use of my skills and abilities	Employee Enablement	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
GP18	12	10	To what extent do you agree or disagree with each of the following statements?	I have a good understanding of NIST's strategy and goals	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	13		To what extent do you agree or disagree with each of the following statements?	I have a good understanding of my Division's strategy and goals	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	14		To what extent do you agree or disagree with each of the following	I have a good understanding of my Group's strategy and goals	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing

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			statements?								
ST01	15	11	To what extent do you agree or disagree with each of the following statements?	I believe that my Division's strategy and goals are the right ones for us at this time	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	16		To what extent do you agree or disagree with each of the following statements?	I believe that the my Group's strategy and goals are the right ones for us at this time	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 1	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
IV02	17	12	To what extent do you agree or disagree with each of the following statements?	I understand the relationship between my job and NIST's strategy and goals	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	18		To what extent do you agree or disagree with each of the following statements?	I understand the relationship between my job and my Division's strategy and goals	Clear & Promising Direction	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
GP10	19	13	How would you rate the Division on the	Its business prospects over the next 2-3 years	Clear & Promising Direction	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing

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			following?								
DI03	20	14		How would you rate MML on being open and honest in communications to employees?	Confidence in Leaders	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	21			How would you rate your Division on being open and honest in communications to employees?	Confidence in Leaders	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	22			How would you rate your Group on being open and honest in communications to employees?	Confidence in Leaders	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
LD04	23	15		All in all, MML is effectively managed and well-run	Confidence in Leaders	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	24			All in all, my Division is effectively managed and well-run	Confidence in Leaders	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	25			All in all, my Group is effectively managed and well-run	Confidence in Leaders	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing

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								0			
SD03	26	16		How would you rate the overall trust and confidence you have in NIST's senior management team (OU Directors, Director and Associate Directors)?	Confidence in Leaders	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
SD04	27	17	How would you rate NIST on the following?	The quality of the research, products and/or services produced by NIST?	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	28		How would you rate your Division on the following?	The quality of the research, products and/or services produced by your Division?	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
SD05	29	18	How would you rate the NIST on the following?	The quality of customer support (i.e., responsiveness, flexibility, turnaround) provided by NIST	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	30		How would you rate your Division on the following?	The quality of customer support (i.e., responsiveness, flexibility,	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing

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				turnaround) provided by your Division							
	31	19	How would you rate NIST on the following?	Being customer focused (seeking to understand and meet its customers' needs and requirements)	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	32		How would you rate your Division on the following?	Being customer focused (seeking to understand and meet its customers' needs and requirements)	Quality & Customer Focus	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	33	20		The people in my Group are committed to delivering high quality research, products and services	Quality & Customer Focus	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	34			The people in my Division are committed to delivering high quality research, products and services	Quality & Customer Focus	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	35	21	To what extent do you agree or disagree with	NIST demonstrates care and concern for its employees	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree:	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing

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			each of the following statements?					0			
	36			MML demonstrates care and concern for its employees	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	37			My Division demonstrates care and concern for its employees	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	38			My Group demonstrates care and concern for its employees	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	39	22	To what extent do you agree or disagree with each of the following statements?	MML supports me in achieving a reasonable balance between my work life and my personal life	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	40			My Division supports me in achieving a reasonable balance between my work life and my personal life	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	41			My Group	Respect &	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't



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				supports me in achieving a reasonable balance between my work life and my personal life	Recognition	Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
	42	23	To what extent do you agree or disagree with each of the following statements?	At NIST, I am treated with respect as an individual	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	43	24	To what extent do you agree or disagree with each of the following statements?	I receive recognition when I do a good job	Respect & Recognition	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	44	25	How would you rate each of the following?	Your opportunities to achieve your personal career objectives at NIST	Development Opportunities	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	45			Your opportunities to achieve your personal career objectives in MML	Development Opportunities	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	46	26	How would you rate each of the following?	Your opportunities for learning and development	Development Opportunities	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	47	27	To what	My immediate	Development	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't

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			extent do you agree or disagree with each of the following statements?	supervisor coaches me in my development	Opportunities	Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
	48	28	To what extent do you agree or disagree with each of the following statements?	I believe I am paid fairly for the work I do	Pay & Benefits	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
GP12	49	29	To what extent do you agree or disagree with each of the following statements?	I believe my pay is fair considering the pay of people doing similar work in other companies and agencies	Pay & Benefits	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
MV07	50	30	To what extent do you agree or disagree with each of the following statements?	NIST provides employee benefits that meet my needs	Pay & Benefits	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	51	31	To what extent do you agree or disagree with each of the following	I understand the results expected of me in my job	Performance Management	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing

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			statements?								
	52	32	To what extent do you agree or disagree with each of the following statements?	MML expects a high level of performance from its employees	Performance Management	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	53			My Division expects a high level of performance from its employees	Performance Management	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
SP48	54	33	To what extent do you agree or disagree with each of the following statements?	My supervisor gives me clear and regular feedback on how well I do my work	Performance Management	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
SP04	55	34	To what extent do you agree or disagree with each of the following statements?	The better my performance, the better my pay will be	Performance Management	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
SP12	56	35	How would you rate MML on the following?	I am encouraged to come up with new or better ways of doing things	Authority & Empowerment	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	57		How would	I am encouraged	Authority &	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't

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			you rate your Division on the following?	to come up with new or better ways of doing things	Empowerment	Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
	58		How would you rate your Group on the following?	I am encouraged to come up with new or better ways of doing things	Authority & Empowerment	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
LD09	59	36	To what extent do you agree or disagree with each of the following statements?	I have enough authority to carry out my job effectively	Authority & Empowerment	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
LD10	60	37	To what extent do you agree or disagree with each of the following statements?	I have opportunities to have my ideas adopted and put into use	Authority & Empowerment	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
SP45	61	38	To what extent do you agree or disagree with each of the following statements?	There are enough people to do the work in our area	Resources	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
IV04	62	39	To what extent do you agree or	I have the information I need to do my job well	Resources	Strongly Agree: +	Agree: +	Neither Agree Nor	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable:

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			disagree with each of the following statements?					Disagree: 0			missing
DM02	63	40	To what extent do you agree or disagree with each of the following statements?	I have the resources I need to do my job effectively	Resources	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
VC04	64	41	To what extent do you agree or disagree with each of the following statements?	My Division provides training so that I can handle my present job well and safely	Training	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
DC11	65	42	To what extent do you agree or disagree with each of the following statements?	My job leaves adequate time to take advantage of job-related training opportunities	Training	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
RE01	66	43	To what extent do you agree or disagree with each of the following statements?	New employees receive the training they need to do their jobs well and safely	Training	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
ER01	67	44	To what	Cooperation and	Collaboration	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't

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			extent do you agree or disagree with each of the following statements?	sharing of ideas and resources across MML is encouraged		Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
	68			Cooperation and sharing of ideas and resources across my Division is encouraged	Collaboration	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
DC21	69	45	To what extent do you agree or disagree with each of the following statements?	My Group receives high quality support from other units on which we depend	Collaboration	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	70			My Division receives high quality support from other units on which we depend	Collaboration	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
RC01	71	46	To what extent do you agree or disagree with each of the following statements?	There is good cooperation and teamwork within my Group	Collaboration	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	72			There is good cooperation and	Collaboration	Strongly Agree: +	Agree: +	Neither Agree	Disagree: -	Strongly Disagree: -	Don't Know/Not

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				teamwork within my Division				Nor Disagree: 0		-	Applicable: missing
WS03	73	47	How would you rate MML on the following?	Being effectively organized and structured	Work, Structure, & Process	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	74		How would you rate your Division on the following?	Being effectively organized and structured	Work, Structure, & Process	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
DM04	75	48	How would you rate your Division on the following?	Being innovative in how work is done (using new technologies or creative approaches to improve internal effectiveness)	Work, Structure, & Process	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	76		How would you rate MML on the following?	Being innovative in how work is done (using new technologies or creative approaches to improve internal effectiveness)	Work, Structure, & Process	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
DM18	77	49	To what extent do you agree or disagree with each of the	The work is well organized in my Group	Work, Structure, & Process	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing

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			following statements?								
	78	50	To what extent do you agree or disagree with each of the following statements?	MML leadership makes decisions in a timely manner	Speed of decision making	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	79			Division leadership makes decisions in a timely manner		Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	80	51	To what extent do you agree or disagree with each of the following statements?	When changes are made in MML, communications are usually handled well	Communication around changes	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	81			When changes are made in my Division, communications are usually handled well		Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	82	53	How would you rate your immediate supervisor on each of the following?	Being a good people manager	Training for people managers	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing



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	83	54	How would you rate your immediate supervisor on each of the following?	Being supportive and helpful	Training for people managers	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	84	55	How would you rate your immediate supervisor on each of the following?	Exhibiting strong leadership skills	Training for people managers	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	85	56	How would you rate your immediate supervisor on each of the following?	Having good technical skills	Confidence in managers' technical skills	Very Good: +	Good: +	So-So: 0	Poor: -	Very Poor: -	Don't Know/Not Applicable: missing
	86	57	To what extent do you agree or disagree with each of the following statements?	I am comfortable approaching management to discuss technical problems	Trust in managers-ability to see them about technical problems without fear	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	87	58	To what extent do you agree or disagree with each of the following statements?	My immediate supervisor encourages me to take advantage of opportunities for job-related training	Immediate managers' support of training	Strongly Agree: +	Agree: +	Neither Agree Nor Disagree: 0	Disagree: -	Strongly Disagree: -	Don't Know/Not Applicable: missing
	88	59	To what	Employees are	Risk taking,	Strongly	Agree:	Neither	Disagree: -	Strongly	Don't

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			extent do you agree or disagree with each of the following statements?	encouraged to take reasonable risks (try new ideas, new ways of doing things) in an attempt to increase the effectiveness of the organization (or, people who take reasonable risks are supported)	allowed to fail	Agree: +	+	Agree Nor Disagree: 0		Disagree: -	Know/Not Applicable: missing
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