

Policy Pulse Survey Screen Shots

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Pulse Survey 2020

Policy Pulse Survey

Agency Disclosure Notice:


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OMB Control Number: **0704-0570**
Expiration Date: 01/31/2021

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 29 questions and should take less than 15 minutes to complete.

- All members of the Policy team may participate: DoD civilians (career and political); military members; Intergovernmental Personnel Act (IPA); detailed personnel from other departments and agencies; Boren Fellows/Presidential Management Fellows (PMFs)/interns; and contractors.
- Demographic data regarding employee type and tenure will not be shared in the reports issued to individual offices; it will be aggregated and reviewed on a Policy-wide level.
- Do not provide any Personally Identifiable Information (PII).
- Defense Agencies and Field Activities (DAFAs) conduct their own workforce surveys, thus DAFA Members may not participate in this survey.

Page 1 of 6 - 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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These questions are rated on the following scale: *Strongly Disagree; Disagree; Agree; Strongly Agree; and Not Enough Information.*

Page 2 of 6 - Personal Experience

1. My work gives me a strong feeling of personal accomplishment.

1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

2. I am able to take advantage of opportunities to grow professionally.

1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

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

1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

4. My supervisor provides regular feedback on my performance.

1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

5. In the past year, have you considered switching offices in Policy? If so, why?

6. In the past year, have you considered leaving Policy? If so, why?

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

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

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

8. Other Policy offices cooperate effectively with my office to get the job done.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

9. Creativity and innovation are rewarded.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

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

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

11. In our office, steps are taken to deal with poor performance.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

12. My office has an important voice in Departmental and interagency policymaking.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

13. What are two things your office could do to improve?

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

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

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

15. I know how my work relates to the Department's lines of effort (restore military readiness as we build a more lethal force; strengthen alliances and attract new partners; and bring business reforms to the Department of Defense).

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

16. Policy senior leadership provides regular feedback on the quality of our products.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

17. Policy provides the training necessary for effective and efficient work.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

18. Policy provides the technology necessary for effective and efficient work.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

19. Policy provides the processes necessary for effective and efficient work.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

20. Policy senior leadership prioritizes our work and de-emphasizes less important tasks.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information

21. What are two things Policy should stop doing and two things Policy should start doing?

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Instructions: Answer the question based on the individual who is currently performing the duties of the role referenced; select N/A if the role is vacant. Select N/A if you are in the role referenced. If you have any questions, please reference the [Pulse Survey Leadership Guide](#) or contact osd.lod@mail.mil for additional guidance.

Page 5 of 6 - Leadership and Other Feedback

22. My Director provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

23. My PD provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

24. My DASD provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

25. My PDASD provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

26. My ASD provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

27. DUSDP provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

28. USDP provides effective leadership, management, and communication.

- 1 Strongly Disagree 2 Disagree 3 Agree 4 Strongly Agree 5 Not Enough Information N/A

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Please ensure all required fields are completed before submitting your survey.

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Page 6 of 6 - Any other Feedback? Thank you for participating!

29. Do you have any additional feedback to share?

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