2020 Pulse Survey Questions

Page 1: Instructions and Demographics

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 approximately 15 minutes to complete. Responding to this survey is voluntary, you can skip questions you prefer not to answer, and you can stop participating at any time. However, maximum participation is encouraged so the data will be complete and representative. All responses to the survey are confidential to the extent permitted by law and data will only be reported in the aggregate; responses will not be linked to individuals.

<div style="text-align:center">

Pulse Survey (Contractor Version)
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Instructions: *Thank you for taking the Pulse Survey! This <u>anonymous</u> tool is vital to helping Policy leadership identify specific areas for improvement. It consists of 27 questions and should take less than 10 minutes to complete. Please avoid personally identifiable comments. Contractors do <u>not</u> need to complete this survey.*

- All members of the Policy team may participate: DoD civilians (career and political); military members; Intergovernmental Personnel Act (IPA); details 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.

Q - My office is: *(Select from dropdown menu)*
Q - I am a: *(DoD Civilian, Military Member, IPA/Detail; Boren/PMF/Intern, Contractor)*
Q - I have worked in Policy for: *(<1 year, 1-3 years, 4-6 years, 7-10 years, 11-20 years, >20 years)*

Q1: My office is:
(options: USDP/PDUSDP FO, ASPA FO, APC, EAS, SSEA, ISA FO, AFR, EUR, ME, RUE, WHA, HD&GS FO, HDI&DSCA, DC&MA, CWMD, Cyber, Space, SOLIC FO, CN&GT, SHA, SO&CT, SPC FO, STR & FD, PLN, Sec Coop, NMD, PMO, ODP)

Q2: I am a:
(options: DoD Career Civilian, Military Member, Political Appointee, Contractor, IPA/Detail/Other)

Q3: I have been with Policy for:
(options: Less than 1 year, 1-3 years, 4-10 years, more than 10 years)

Q4: My work gives me a feeling of personal accomplishment.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q5: GOVERNMENT ONLY

These questions are rated on the following scale: *Strongly Disagree; Disagree; Agree; Strongly Agree; and Not Enough Information.*

Page 2: Personal Experience

Q1 – My work gives me a feeling of personal accomplishment.

Q2 – I am able to take advantage of opportunities to grow professionally.

Q3 – I am able to have a healthy work-life balance.

Q4 – My supervisor provides regular feedback on my performance.

Q5 – *(OPEN ENDED)* In the past year, have you considered switching offices in Policy? If so, Please do not include any personally identifiable information.

Q6 – (*OPEN ENDED*) In the past year, have you considered leaving Policy? If so, why?

Q6: I am able to have a healthy work-life balance.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q7: The office director in my assigned office provides regular customer feedback on my support to the mission of the office.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q8: In the past year, have you considered leaving Policy?
(No, Yes)

Q9: GOVERNMENT ONLY

Page 3: My Office

Q7 – The people in my office cooperate effectively to get the job done.

Q8 – Other Policy offices cooperate effectively with my office to get the job done.

Q9 – Creativity and innovation are rewarded.

Q10 – My office is able to recruit people with the right skills.

Q11 – In our office, steps are taken to deal with poor performance.

Q12 – My office has an important voice in Departmental and interagency policymaking.

Q13 – *(OPEN ENDED)* What are two things your office could do to improve?

Q10: 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)

Q11: Creativity and innovation are encouraged.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q12: My assigned office staffs its personnel (government and contractors) with the right skills.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q13: In my assigned office, steps are taken to deal with a poor performer (government or contractor) who cannot or will not improve.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q14: What are two things your office could do to improve?
[Open comment box]

Q15: 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)

Q16: 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)

Page 4: Policy

Q14 – I know how my work relates to Policy's goals and priorities.

Q15 – 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).

Q16 – Policy senior leadership provides regular feedback on the quality of our products.

Q17 – Policy provides the training necessary for effective and efficient work.

Q18 – Policy provides the technology necessary for effective and efficient work.

Q19 – Policy provides the processes necessary for effective and efficient work.

Q20 – Policy senior leadership prioritizes our work and de-emphasizes less important tasks.

Q21 – (*OPEN ENDED)* What are two things Policy should stop doing and two things Policy should start doing?

Page 5: Leadership (Strongly Disagree; Disagree; Agree; Strongly Agree; Not Enough Information; and Not Applicable (N/A))

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

Q22 – My Director provides effective leadership, management, and communication.

Q23 – My PD provides effective leadership, management, and communication.

Q24 – My DASD provides effective leadership, management, and communication.

Q25 – My PDASD provides effective leadership, management, and communication.

Q26 – My ASD provides effective leadership, management, and communication.

Q27 – DUSDP provides effective leadership, management, and communication.

Q28 – USDP provides effective leadership, management, and communication.

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

Q24: Overall, the ASD provides effective management and communication.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q25: Overall, PDUSDP provides effective management and communication.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Q26: Overall, USDP provides effective management and communication.
(1 Strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree, N/A)

Page 6: Any Other Feedback? Thank you for participating!

Q29 – *(OPEN ENDED)* Do you have any additional feedback to share?

Q27: Any additional feedback?
[Open comment box]