

PEO EIS Climate Survey

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Dear PEO EIS Colleague:

The success of PEO EIS depends on its greatest resource...you! Our workforce must possess the skills, tools, and supporting culture to meet EIS's ever-changing and challenging missions, and it is leadership's job to make sure you have everything you need. To do that, we are implementing this annual Climate Survey.

The PEO EIS Climate Survey is our instrument to measure workforce mission-readiness, leadership engagement, and the supportive organizational culture to build and sustain our organization's strategic goals.

The PEO EIS Climate Survey provides a confidential mechanism for employees to share feedback on your work environment, with results that will help leaders better understand the environment and engage in thoughtful, data-driven discussions to inform action and improve our collective performance. Your responses will help us understand where we need to improve our organizational culture and management practices. Your opinion counts!

Your participation in this survey is voluntary. Your privacy and confidentiality are guaranteed throughout this process. The milSuite survey tool will hold your identity confidential and will not provide PEO EIS with your name or any other individually identifying information.

On average, the survey will take about 30 minutes to complete, and you may use duty time to take it. If you have any questions about the nature of this survey, please contact the Survey Team at Tara Clements, tara.a.clements.civ@army.mil. If you need technical assistance with the survey or other questions, please contact milsuite@mail.mil.

Your input is extremely valuable and will help the overall organizational culture at PEO EIS. Thank you for your participation and honest feedback.

Your Voice is Our Future!

AGENCY DISCLOSURE NOTICE

The public reporting burden for this collection of information, 0702-0153, is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

L: English

SECTION A: Work Units

Please indicate your work unit. **The term “work unit” refers to the Product Office or Division that you support; specifically, the unit that includes your first-line supervisor and the employees reporting to your first-line supervisor.** This work unit will be your perspective for completing this survey. Please mark only one.

- PEO EIS HQ
- ARDAP
 - ADP
 - LIS
 - GFIM
 - EBS-C
 - ATIS
- DIBS
 - ACWS
 - GCSS-A
 - GFEBBS
 - LMP
 - AIE
 - HAES
- IPPS-A
 - IPSAA-II
 - MC4
 - RCASMS
- IEN
 - WESS
 - GENMA
 - GENMO
 - BECS
- DCO
 - CAD
 - CPS
 - TAO
 - AIT
- ES
 - ALTESS
 - AESMS
 - HRS
 - CHESS
 - EC
 - EC2M
 - ICAM
- AHRIS

SECTION B: Organizational Culture

This section of the survey presents a set of statements that describe different aspects of an organization's culture. **Organizational culture is the shared values, beliefs, assumptions, and practices learned and reinforced over time...or the way things are done around here.** As you respond to the survey items, think about the ways in which you see work getting done in your work unit. **Work unit refers to your immediate work unit; specifically, the unit that includes your first-line supervisor and the employees reporting to your first-line supervisor.** We are looking to receive your perspective on your day-to-day work life.

Fill in the circle that indicates if you (1) Strongly Disagree (2) Disagree (3) Agree (4) Strongly Agree (5) Choose not to answer, unless otherwise noted below.

1. I understand how my work supports the PEO EIS mission.
2. There is a clear and consistent set of values that governs the way we do business.
3. When teleworking, I am as productive as I am when working in the office.
4. The "bench strength" (capability of people) is constantly improving.
5. I have trust and confidence in my supervisor.
6. My direct government lead treats me with respect and dignity.
7. I am satisfied with the information I receive from my management (supervisor / government lead / PEO EIS leadership) about what's going on around the organization.
8. Overall, I am satisfied in my role at PEO EIS.
9. I am well informed about agency-wide news and information.
10. I feel my direct leaders are invested in my development.
11. My direct government lead positively contributes to the morale in my immediate work area.

12. What can the organization do to support your work/life balance? Mark yes/no for each item.

- a. Provide more resources (support for fitness/wellness programs, etc.)
- b. Reduce workload
- c. Flexible work hours
- d. Respect work/life boundaries
- e. Work from office more (vs. telework) to help separate spaces
- f. Other. Please specify.

13. Please select up to 3 options that best describe your primary source of information for agency-wide news, initiatives, and other PEO EIS information.

- ① PEO EIS SharePoint
- ② Social media channels (Facebook, YouTube, Twitter, LinkedIn)
- ③ <https://www.eis.army.mil/> (public website)
- ④ Supervisors (town halls, all hands, staff meetings, etc.)
- ⑤ Co-workers (e.g., "water cooler" conversations)

⑥ Email

⑦ Information posted in workplace common areas (e.g., break room, electronic virtual share drive, on-site bulletin board, etc.)

⑧ OTHER (please list) *Please do not include any personally identifiable information (PII) in your response, like your name or the names of those you work with.*

Write-In Comments

Please note write-in comments are limited to 1500 characters including spaces and punctuation.

Please do not include any personally identifiable information (PII) in your response, like your name or the names of those you work with.

14. The single thing PEO EIS does best as an organization:

15. The single thing PEO EIS could most improve as an organization:

Demographic Information

16. How long have you been with PEO EIS?

- a. Less than one year
- b. 1 year to less than 4 years
- c. 4 years to less than 6 years
- d. 6 years to less than 11 years
- e. 11 years to less than 15 years
- f. 15 years to less than 21 years
- g. 21 years to less than 26 years

- h. 26 years to less than 31 years
- i. 31 years or more

17. Are you considering leaving PEO EIS within the next year, and if so, why?

- ① No
- ② Yes, to retire
- ③ Yes, to take another job within the Federal Government
- ④ Yes, to take another job outside the Federal Government
- ⑤ Yes, other

18. Please select the category that best describes your status:

- ① Military
- ② Government Civilian
- ③ Contractor