

Proposed 2023 Pulse Survey Questions

[Note: Text in black is identical to the last Pulse Survey instrument; text in **purple** are proposed new questions.]

Page 1: Instructions and Demographics

Instructions: Thank you for taking the Pulse Survey! This confidential tool is vital to helping Policy leadership identify specific areas for improvement. It consists of **35** questions and should take approximately **20** minutes to complete.

- All members of the Policy team may participate: DoD civilian employees (career and political); military members; personnel serving under an Intergovernmental Personnel Act (IPA) arrangement; detailees from other departments and agencies; Boren Fellows/**McCains**/Presidential Management Fellows (PMFs)/interns; and contractor personnel.
- Demographic data 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 directly identifying information, including sensitive 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/**McCain**/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)*

Q. I am: Female, Male.

Q. I am: Hispanic or Latino; Not Hispanic or Latino.

Q. I am (you may pick more than one): White; Black or African American; American Indian or Alaska Native; Asian; Native Hawaiian or Other Pacific Islander.

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

Page 2: Personal Experience

Instructions: Do not provide any directly identifying information, including sensitive Personally Identifiable Information (PII) in Open Ended responses.

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, why?

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

Page 3: My Office

Deliberative Document: For discussion purposes only. Draft working papers. Not subject to FOIA release.

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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?

Page 4: Policy

Instructions: Do not provide any directly identifying information, including sensitive Personally Identifiable Information (PII) in Open Ended responses.

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. **Do not provide any directly identifying information, including sensitive Personally Identifiable Information (PII) in Open Ended responses.**

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.

Page 6: Diversity, Equity and Inclusion

Instructions: Do not provide any directly identifying information, including sensitive Personally Identifiable Information (PII) in Open Ended responses.

Using the following Definitions, please answer the following questions:

- **Diversity:** the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
- **Equity:** the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
- **Inclusion:** means the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
- **Q29 –Assessing Policy’s diversity, I see people like myself in leadership positions. (1. Strongly disagree, 2. Disagree, 3. Neither agree nor disagree; 4. Agree, or 5. Strongly agree.)**
- **Q30 – I personally assess that personnel decisions, to include hiring, performance appraisals, awards and recognition, promotion, and discipline, are fair and impartial. (1. Strongly disagree, 2. Disagree, 3. Neither agree nor disagree; 4. Agree, or 5. Strongly agree.)**
- **Q31 – I personally feel included in Policy, that is I have realistic opportunities to participate in Policy’s training, governance structures, decision-making, and other processes. (1. Strongly disagree, 2. Disagree, 3. Neither agree nor disagree; 4. Agree, or 5. Strongly agree.)**
- **Q32 – (OPEN ENDED) Name one thing you would recommend Policy do to make Policy a more diverse, equitable and inclusive place to work.**

Page 7: Any Other Feedback? Thank you for participating!

Instructions: Do not provide any directly identifying information, including sensitive Personally Identifiable Information (PII) in Open Ended responses.

Q33 – (OPEN ENDED) Do you have any additional feedback to share?