Welcome to the CTL Survey!

This is your opportunity to share your perceptions, beliefs and experiences of the culture and work environment of CTL since the reorganization.

This survey takes approximately 15 minutes. We appreciate your time and input!

You must be 18 to participate.

Your Participation is Confidential and Voluntary.

By continuing you are consenting to participate.

You may decline to answer any question.

 Click forward arrow to take the survey!

Vision and Communication of CTL

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I have the information I need to do my job	○	○	○	○	○
I feel informed about my immediate work group	○	○	○	○	○
I feel informed about others across CTL	○	○	○	○	○
I feel informed about others across NIST	○	○	○	○	○
I am able to quickly and easily find information about CTL when required	○	○	○	○	○
I understand how my project(s) contributes to CTL's goals	○	○	○	○	○
Senior CTL leaders provide effective communication	○	○	○	○	○
My supervisor provides effective communication	○	○	○	○	○

List one or more things that would improve communication or information exchange.

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Collaborative Nature of CTL

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I have opportunities to collaborate with colleagues in other divisions within CTL	○	○	○	○	○
Information about projects and opportunities across CTL are shared with me	○	○	○	○	○
Information about projects and opportunities across NIST are shared with me	○	○	○	○	○
Group leadership actively promotes/encourages team-building/collaboration	○	○	○	○	○
Division leadership actively promotes/encourages team-building/collaboration	○	○	○	○	○
Senior CTL leadership actively promotes/encourages team-building/collaboration	○	○	○	○	○

Collaborative Nature of CTL

I feel I have a voice in:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My work	◯	◯	◯	◯	◯
Programmatic change	◯	◯	◯	◯	◯
Organizational change	◯	◯	◯	◯	◯

Describe one or more things that can improve collaboration among CTL staff.

Processes: Budgeting and Project Planning

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I understand the project planning and budget process	○	○	○	○	○
I understand my role in the project planning and budget process	○	○	○	○	○
I am informed about CTL strategic goals	○	○	○	○	○

I believe the goals of the project planning and budget process are to:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A
Allow me to communicate the goals of my work	○	○	○	○	○	○
Allow me to communicate the expected impact of my work to leaders and others in CTL	○	○	○	○	○	○
Justify my work	○	○	○	○	○	○
Provide the opportunity to set new directions/evolve research	○	○	○	○	○	○
Expand capacity (including people, equipment, etc)	○	○	○	○	○	○

Processes: Budgeting and Project Planning

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A
I am appropriately included in decisions that affect my work	○	○	○	○	○	○
Opportunities to work on projects outside my current projects are available to me	○	○	○	○	○	○
I can take advantage of opportunities to work on projects outside my current projects	○	○	○	○	○	○
I have the support of my leadership to take advantage of opportunities to work on projects outside my current projects	○	○	○	○	○	○
Planning and budgeting decisions are made at the appropriate level in CTL	○	○	○	○	○	○

Describe one or more things that could improve CTL planning and budgeting processes.

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Values – Trust, Respect, Diversity

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Workforce diversity is valued within CTL	○	○	○	○	○
My job is valued by my coworkers	○	○	○	○	○
I feel my contributions are valued	○	○	○	○	○
I receive recognition from my supervisor	○	○	○	○	○
I believe I have opportunities for advancement	○	○	○	○	○
I feel respected by my immediate coworkers	○	○	○	○	○
I feel respected by my supervisor	○	○	○	○	○
I feel respected by CTL leaders	○	○	○	○	○
I feel comfortable speaking up about problems/issues in the workplace with my supervisor	○	○	○	○	○
I feel like I belong here and can bring my whole self to work	○	○	○	○	○
CTL culture supports employees' health and wellbeing	○	○	○	○	○

What change(s) could improve diversity, equity, inclusiveness, and accessibility in CTL?

Agility and Innovation

How much do you agree or disagree with the following statements?

Note: Organizational agility is defined as the ability of an organization to renew itself, adapt, change quickly, and succeed in response to rapidly changing and ambiguous changes in its environment

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
CTL is an agile organization	○	○	○	○	○
I am rewarded for innovating/taking risks in achieving goals	○	○	○	○	○
I am rewarded for embracing change	○	○	○	○	○

My skill set/competency can be applied to changing:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Research/technical directions	○	○	○	○	○
Business processes	○	○	○	○	○
Organizational structure needs	○	○	○	○	○

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Strongly Disagree	Disagree
Group leaders are open to my ideas for improvements	○	○	○	○	○
Division chiefs are open to my ideas for improvements	○	○	○	○	○
Senior CTL leaders are open to my ideas for improvement	○	○	○	○	○
My supervisor is flexible and works with me to achieve work/life balance	○	○	○	○	○
I recommend CTL as a great place to work	○	○	○	○	○

Identify one or more changes that could make CTL more agile and supportive of innovation.

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Final Open-ended Questions

If you could change one thing in CTL, what would it be?

Demographics

To best understand the levels of satisfaction across different groups of employees to better serve everyone within CTL, we'd like to understand a bit more about you and where you sit in the organization.

All demographic data will be aggregated to prevent identification of respondents. Any demographic category with fewer than 5 respondents will not be included in the analysis.

You may decline to answer any question.
What is your current gender?
- Female ◯
- Male ◯

My career track is:
- Research/technical ◯
- Administrative ◯

My division is:

- Lab Office ○
- Public Safety Communications Research ○
- RF Technology ○
- Wireless Networks ○
- Smart Connected Systems ○
- Spectrum Technology and Research ○

My age group is:

- 18 to 29 years old ○
- 30 to 54 years old ○
- Over 55 years old ○