A values-based organization allows us to be energized, engaged, productive, happy, and

successful, impacting our personal well-being and our effectiveness as a team. Each of us has

a stake and a role in our Program's culture, and we have an opportunity to affect that culture

by living our Core Values.

The annual IV&V Program Values Survey is one tool we use to understand how well we are all

doing at achieving a culture that's in sync with our Core Values.

As you take the survey, please remember:

The survey is anonymous.

Results are analyzed for themes and patterns and discussed to determine needed

actions.

**Please take a moment to read the descriptions of each value at the beginning of**

**each section and keep those descriptions in mind as you answer the questions.**

**Comment boxes are included throughout the survey for you to share your**

**thoughts and experiences pertaining to each value. Please share with us:**

**Your suggestions for how the Program can help resolve any concerns that you**

**may have.**

**What you feel is working and what we are doing that is good and yielding**

**positive results that we need to continue doing.**

Click the 'Next' button below to begin the survey.

For more information about NASA IV&V Program Values, visit:

https://confluence.ivv.nasa.gov:8445/pages/viewpage.action?pageId=58886063

This information collection meets the requirements of 44 U.S.C 3507, as amended by section 2

of the Paperwork Reduction Act of 1995. You do not need to answer these questions unless we

display a valid Office of Management and Budget control number. The OMB control number for

this information collection is 2700-0153 and it expires on 7/31/2024. We estimate that it will

take about twenty (20) minutes to read the instructions, gather the facts, and answer the

questions. You may send comments on our time estimate above to

jeffrey.r.northey@nasa.gov. Send only comments relating to our time estimate to this

address.

2023 NASA IV&V Program Values Survey

2023 NASA IV&V Program Values Survey

Please share any comments you have regarding engagement at NASA's IV&V Program. Include ideas on how

the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

1. The NASA IV&V Program promotes engagement by fostering

involvement and

participation, providing constructive suggestions for

improvement, and effectively communicating goals and

priorities at all levels within the organization.

Strongly Agree

Agree

Disagree

Strongly Disagree

2. Since the last Values Survey, in what direction do you see

engagement heading?

Greatly Improving

Improving

About the Same

Declining

None of the above

We consider protecting ourselves and others from unnecessary harm as a cornerstone to

success. We are committed, individually and as a team, to protecting the safety and health of

the public, our team members, and those assets that the Nation entrusts to the Agency. With

safety first, our commitment to all other values can be achieved.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Do I promote a safe environment, both at work and at home?

Does the Program promote a safe work environment by responding to concerns in a

timely and appropriate manner?

Do I actively contribute to a safe environment by being aware and reporting concerns

timely and appropriately?

Do I/we encourage others to behave in safe ways?

Do I/we protect resources and assets appropriately?

**Safety**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to Safety.

The IV&V Program achieves a culture of Safety.

I am committed to practicing Safety.

I work Safely.

I am empowered to be safe and raise Safety

concerns.

Please share any comments you have regarding physical Safety at NASA's IV&V program. Include ideas for

how the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

3. While considering the statements above regarding **Safety**,

please indicate how you rate the IV&V Program's commitment

to, and achievement of, a physically safe work environment.

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to

emotional and psychological Safety.

The IV&V Program achieves a culture of emotional

and psychological Safety.

I am committed to maintaining an emotionally and

psychologically safe work environment.

I am empowered to raise emotional and

psychological Safety concerns.

Please share any comments you have regarding emotional and psychological Safety at NASA's IV&V

Program. Include ideas for how the Program could resolve any concerns that you may have and highlight

actions and activities that are yielding positive results that we need to continue doing.

4. While considering the statements above regarding **Safety**,

please indicate how you rate the IV&V Program's commitment

to, and achievement of, an emotionally and psychologically

safe work environment.

Our success is built on an environment of trust and ethical behavior. We exhibit sincerity and

truthfulness in all actions.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Am I true to my word and do I honor my promises? Do I feel others are true to their word

and honor their promises?

Do I hold myself accountable for fulfilling my individual and team commitments?

Do I/we consistently deliver work as promised?

Do I perform to the best of my ability even when nobody is watching? Do I feel others do?

Am I honest in my assessments and authentic in my day to day activities (i.e. work

schedule, travel, etc.)? Do I feel others are honest in their assessments?

**Integrity**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to Integrity.

The IV&V Program achieves a culture of Integrity.

I am committed to practicing Integrity.

I consistently behave with Integrity.

I am empowered to uphold my own Integrity.

I have witnessed others disregard integrity. *Please*

*note that the positive/negative responses to this*

*statement are opposite of the previous statements*

*(i.e., a positive response is a “disagree” response).*

Please share any comments you may have regarding Integrity at NASA's IV&V Program. Include ideas for

how the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

5. Considering the above statements about **Integrity**, please

indicate below how you rate the IV&V Program's commitment

to Integrity.

Never Rarely Occasionally Often

Please share any comments you may have regarding the incident(s) that you are referring to.

6. What is the frequency with which you have witnessed others

disregard integrity?

Not at all Slightly Moderately Significantly N/A

Please comment on the associated incident(s).

7. Regarding your response to the previous question, how

impactful was/were the incident(s)

We respect ourselves and each other, appreciating the creativity and broader perspective of a

diverse team. This diversity is vital to our success.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Is everyone treated fairly and do I treat others as I wish to be treated?

Do I/we share accolades in public and constructive criticism in private?

Do I/we value all constructive input, regardless of badges or roles?

Do I/we credit people for their work?

Do I/we encourage diversity?

**Respect**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to Respect.

The IV&V Program achieves a culture of Respect.

I am committed to practicing Respect.

I behave Respectfully.

The NASA IV&V Program promotes a culture of

Respect between me and my colleagues, regardless

of rank or standing.

I am empowered to encourage Respectful behavior.

I feel safe calling out or reporting disrespectful

behavior.

Please share any comments you may have regarding Respect at NASA's IV&V Program. Include ideas for how

the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

8. Considering the above statements about **Respect**, please

indicate below how you rate the IV&V Program's commitment

to Respect.

We are committed to a culture of diversity, inclusion, and equity, where all employees feel

welcome, respected, and engaged. To achieve the greatest mission success, we embrace

hiring, developing, and growing a diverse and inclusive workforce in a positive and safe work

environment where individuals can be authentic. This value will enable us to attract the best

talent, grow the capabilities of the entire workforce, and empower everyone to fully contribute.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Do I/we include intentionally?

Do I/we champion diversity?

Do I/we build diverse teams?

Do I/we adapt to differences?

Do I/we mitigate barriers?

Do I/we make all employees feel welcome?

Do I/we embrace hiring, developing, and growing a diverse and inclusive workforce?

Do I/we create a safe work environment where all individuals can be authentic?

**Inclusion**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to

Inclusion.

The IV&V Program achieves a culture of Inclusion.

I am committed to practicing Inclusion.

I behave Inclusively.

The NASA IV&V Program promotes a culture of

Inclusiveness between me and my colleagues,

regardless of rank or standing.

I am empowered to encourage Inclusive behavior.

I feel safe calling out or reporting exclusive

behavior.

There is a positive impact from the NASA IV&V

Program D&I Committee

Please share any comments you may have regarding Inclusion at NASA's IV&V Program. Include ideas for

how the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

9. Considering the above statements about **Inclusion**, please

indicate below how you rate the IV&V Program's commitment

to Inclusion.

We understand and believe that thinking, planning, decision-making and actions are better

when done cooperatively. We recognize, and even assimilate, the belief that "none of us is as

good as all of us." We recognize that our function exists to serve the bigger picture.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Do I/we help others to learn and improve?

Am I constantly striving towards my team's success?

Do I/we seek opportunities to celebrate team success?

Are constructive alternatives and observations encouraged and accepted?

Do I support team decisions, even if I do not agree with them?

**Teamwork**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to

Teamwork.

The IV&V Program achieves a culture of Teamwork.

I am committed to practicing Teamwork.

I demonstrate Teamwork.

I feel empowered to engage in Teamwork

effectively.

Please share any comments you have regarding Teamwork at NASA's IV&V Program. Include ideas for how

the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

10. Considering the above statements about **Teamwork**,

please indicate below how you rate the IV&V Program's

commitment to Teamwork.

We believe in the importance of meaningful daily achievement and enjoyment in each of our

four life quadrants: Work, Family, Friends, and Self.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Am I able to set priorities for myself?

Do I stay focused without letting the urgent, the convenient, and the immediate distract

me from the important?

Do I arrange my activities so that all aspects of life receive the necessary consideration?

Do I/we recognize and honor others' priorities?

Am I able to prioritize health or family when needed? Do I arrange my activities so that all

aspects of life receive the necessary consideration?

**Balance**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to Balance.

The IV&V Program achieves a culture of Balance.

I am committed to practicing Balance.

I achieve work/life Balance.

I am empowered to Balance my workload with the

other aspects of my life.

Please share any comments you have regarding Balance at NASA's IV&V Program. Include ideas for how the

Program could resolve any concerns that you may have and highlight actions and activities that are yielding

positive results that we need to continue doing.

11. Considering the above statements about **Balance**, please

indicate below how you rate the IV&V Program's commitment

to Balance.

We cultivate creativity and seek knowledge that will strengthen our team and ourselves. We

recognize innovation as a way to energize our motivation and performance, leading to a sense

of pride and personal accomplishment.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Do I/we look for innovative ways to address challenges?

Do I have opportunities to collaborate with my peers to improve efficiency and

effectiveness?

Do we encourage innovative ideas that help us achieve mission success?

Do I look inward for areas of improvement?

Do I have time to innovate and do I take advantage of opportunities to brainstorm

innovative ideas?

**Innovation**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to

Innovation.

The IV&V Program achieves a culture of Innovation.

I am committed to practicing Innovation.

I Innovate.

I am empowered to Innovate.

Please share any comments you may have regarding Innovation at NASA's IV&V Program. Some specific

questions to consider:

\* What are barriers to Innovation within the Program?

\* How can we overcome these barriers?

\* Thinking about specific examples where Innovation has been successfully performed within the Program,

what are some takeaways or lessons learned that we could apply to foster innovation more widely

throughout the Program?

12. Considering the above statements about **Innovation**,

please indicate below how you rate the IV&V Program's

commitment to Innovation.

We consistently look for ways to improve ourselves and our organization by promoting

continual growth, learning and diversity of experience. We believe in providing high quality

services that bring long term value to our customers.

Before answering the survey questions pertaining to this value, personally consider the

following questions.

Do I/we continuously evaluate my/our actions/behaviors, and the products/services that

I/we produce to ensure that they are consistently excellent?

Do I look within myself to be a creative, skilled problem solver who can think critically

using sound principles and concepts?

Do I/we share accountability for successes and failures?

Are we proactive and engaged at all levels?

Do I/we manage work so that there is little wasted time and effort?

**Excellence**

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree

The IV&V Program shows a commitment to

Excellence.

The IV&V Program achieves a culture of Excellence.

I am committed to practicing Excellence.

I achieve Excellence.

I am empowered to strive for Excellence.

Please share any comments you may have regarding Excellence at NASA's IV&V Program. Include ideas for

how the Program could resolve any concerns that you may have and highlight actions and activities that are

yielding positive results that we need to continue doing.

13. Considering the above statements about **Excellence**,

please indicate below how you rate the IV&V Program's

commitment to Excellence.

Consider each of the IV&V Program's Values, and think back to how you responded to this survey in

July/August 2022. Please rate how you feel we're doing with regard to upholding our values as indicated

below. If you joined the Program after last year's survey, please indicate that these are not applicable to

you.

2023 NASA IV&V Program Values Survey

Declining About the same Improving Not applicable to me

Physical Safety

Emotional Safety

Integrity

Respect

Inclusion

Teamwork

Balance

Innovation

Excellence

14. Since the last Values Survey (July/August 2022), in what

direction do you perceive the IV&V Program's values heading?

15. Please provide any additional comments you may have

about what is working with respect to the core values

(Optional).

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Disagree

Strongly

Disagree N/A

In the last 7 days, I have received recognition or praise for

doing good work.

At work, my opinions seem to count.

There is someone at work who encourages my development.

This last year, I have had opportunities at work to learn and

grow.

In the last 6 months, someone at work has talked to me

about my progress.

16. Please rate the following statements.

If yes, please share who that is (in non-specific terms, if you’d prefer). If no, do you have a suggestion for a

safe place where you could discuss your concerns?

17. Do you have a person or group (e.g., a D&I committee

member, the D&I Anonymous Feedback Form, someone on

your team, your management, someone from the "Who You

Gonna Call?" list, etc.) with whom you feel safe raising

concerns?

Yes

No

18. Which of the following best describes your role in the IV&V

Program?

Analyst/Engineer

Manager/Lead

Support staff

\* 19. Which of the following describes you?

Civil Servant

Contractor

The following items originated from the Employee Viewpoint Survey (EVS). The EVS is a federal

government survey used to determine areas of potential action and to determine “Best Place

to Work” results that often receive public attention. However, the EVS is only deployed to

federal employees, which is not representative of our entire workforce, so we’re including

these items here.

EVS Questions for Contractors

2023 NASA IV&V Program Values Survey

Strongly

Agree Agree Neutral Disagree

Strongly

Disagree N/A

My supervisor supports my need to balance work and

other life issues.

My supervisor/team leader listens to what I have to say.

My supervisor/team leader treats me with respect.

My supervisor/team leader is committed to a workforce

representative of all segments of society.

Managers promote communication among different

work units (for example: about projects, goals , needed

resources).

I feel encouraged to come up with new and better ways

of doing things.

My talents are used well in the workplace.

In my work unit, differences in performance are

recognized in a meaningful way.

In my organization, senior leaders generate high levels

of motivation and commitment in the workforce.

My organization's senior leaders maintain high

standards of honesty and integrity.

I have a high level of respect for my organization's

senior leaders.

20. Please rate the following statements.

Final Comments

2023 NASA IV&V Program Values Survey

21. **Please provide additional comments you may have**

**(Optional).**