

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](mailto:jeffrey.r.northey@nasa.gov). Send only comments relating to our time estimate to this address.

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?

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?

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?

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?

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?

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?

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?

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?

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.

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).

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.

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.

**21. Please provide additional comments you may have (Optional).**