

Bureau for Global Health (GH) Workforce Engagement Survey - July 2024

The Bureau for Global Health (GH) invites the workforce across all staffing mechanisms to complete the GH Workforce Engagement Survey.

The GH Workforce Engagement Survey is intended to facilitate in-depth exploration of issues identified through the bimonthly GH Pulse Surveys.

Privacy Notice

The survey is administered by GH. The information provided will be used to help guide GH Front Office's efforts to ensure a respectful, supportive, and productive workplace. Aggregated responses and key themes will be shared with the entire Bureau, while individual responses will be kept confidential.

The survey is administered by the GH Office of the Assistant Administrator. **Completion of this survey is voluntary.** You may choose to respond to all or any of the questions. Your participation will help ensure adequate representation of your views in the final results and outcomes.

If you agree to participate, you may withdraw your participation in the survey at any time by simply exiting the survey.

For more information, please contact gh.pulsecheck@usaid.gov. As a reminder, please do not include any unsolicited personally identifiable information in response(s).

Demographics

1. Where do you currently work?

Mark only one oval.

- Center for Innovation and Impact
- Office of the Assistant Administrator
- Office of Country Support
- Office of Health Systems
- Office of HIV/AIDS
- Office of Infectious Disease (excluding Malaria Division)
- US President's Malaria Initiative (including Malaria Division)
- Office of Maternal and Child Health and Nutrition
- Office of Policy, Programs, and Planning
- Office of Population and Reproductive Health
- Office of Professional Development and Management Support

2. What is your current role?

Mark only one oval.

- Team Member
- Manager/Supervisor (Division Chief, Branch Chief, Team Lead)
- Senior Leadership (GH Front Office, Office Director/Deputy)
- Prefer Not to Answer

3. What is your staffing mechanism?

Mark only one oval.

- US Direct Hire (DH) (e.g., Civil Service (CS), Foreign Service (FS), Foreign Service Limited (FSL), Administratively Determined (AD), Schedule A, Temporary Detailee etc.)
- US Non-Direct Hire (e.g., U.S. Personal Service Contract (USPSC), Participating Agency Service Agreement (PASA), Intergovernmental Personnel Act (IPA), etc.)
- Institutional Support Contractor
- Other (Fellow, Intern, etc.)
- Prefer Not to Answer

Workload

4. On a scale of 1 to 10, how would you describe your current workload?

[Note: for all linear scale questions in this survey, please consider "1" as the most negative extreme, "10" as the most positive extreme, "5" as relatively neutral, and the other integers as representing various degrees in either a positive or negative direction.]

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Too Too much

For each of the statements below, please indicate your level of agreement.

5. I am satisfied with my work/life balance.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

6. Workload is evenly distributed across my team/the team I work on.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

7. Too much of my day is spent in meetings.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

8. I have seen improvements in balancing my workload over the past six months.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

Satisfaction & Engagement

9. How do you feel about working in the Bureau for Global Health?

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly positive

10. How likely are you to recommend working in the Bureau for Global Health?

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Unlil Likely

For each of the statements below, please indicate your level of agreement.

11. I feel a strong sense of accomplishment from my work.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

12. I would like to still be working at Global Health in two years.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

13. At work, I have the opportunity to do what I do best every day.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

14. My supervisor (DH, USPSC, PASA, IPA) or USAID point of contact (POC) (ISC, Fellow, Intern) seems to care about me as a person.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

15. I have had opportunities to grow professionally (skills, participation in events, learning opportunities, details, work travel, promotions, etc.) over the past six months.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

Processes, Tools, and Resources in GH

For each of the statements below, please indicate your level of agreement.

16. Many of our rules and procedures need to be streamlined.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

17. The onboarding process within GH is effective.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

18. The return to work process and expectations have been clearly communicated, and the transition to hybrid work and flexible schedules is going well.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

19. GH's efforts to reduce bureaucratic inefficiencies have been effective.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

20. Select the **top two** areas you see as most critical to tackle right away. The most impactful change we can make for the bureau right now is...

Check all that apply.

- Creating efficiencies across Offices
- Communicating priorities to set vision and to manage workload
- Improving mid-long term workforce planning
- Streamlining bureaucratic, budget and procurement pain points
- Creating an overall strategic vision for Bureau
- Clarifying office roles and responsibilities

Bureau Leadership & Priorities

For each of the statements below, please indicate your level of agreement.

21. I know what is expected of me at work.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

22. I have a clear understanding of the Bureau’s strategic priorities.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

23. I understand how my work relates to the success of the Bureau’s strategic priorities.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

24. I feel that I have a good understanding of what is going on with other offices in GH.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

Culture & Behavior & Accountability

For each of the statements below, please indicate your level of agreement

25. The people I work with treat me with respect and appreciation.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

26. I have witnessed or experienced inappropriate behavior from a supervisor or coworker in the last month.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

27. Steps are taken to address unproductive or disrespectful behaviors within GH.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

Diversity, Equity, Inclusion, and Accessibility

For each of the statements below, please indicate your level of agreement.

28. I can be my authentic self at work because I am not concerned that aspects of my identity (e.g., gender, race, sex, ethnicity, age, sexual orientation, ability, religion, culture etc.) could interfere with my career progression within GH.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

29. I am confident that my supervisor (DH, USPSC, PASA, IPA) or USAID POC (ISC, Fellow, Intern) would take appropriate action, should I report incidents of discrimination and/or bias in the workplace.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

30. My supervisor (DH, USPSC, PASA, IPA) or USAID POC (ISC, Fellow, Intern) demonstrates a commitment to diversity, equity, inclusion, and accessibility (DEIA).

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

31. The Bureau's efforts to promote an inclusive and collaborative culture have been effective.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

32. At work, my opinions seem to count.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Stro Strongly Agree

33. Promotion, career advancement, and detail opportunities within GH are fair and transparent.

Mark only one oval.

1 2 3 4 5 6 7 8 9 10

Strongly Disagree Strongly Agree

[Optional] Additional Feedback

34. Please feel free to use this space to share any other feedback not captured in the questions above.

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