

USAID Bureau for Inclusive Growth, Partnerships, and Innovation Pulse Check

Dear Bureau for Inclusive Growth, Partnerships, and Innovation (IPI) Staff,

IPI Bureau leadership values your opinions and insights, as they are crucial to our continuous improvement initiatives. This survey aims to gather valuable feedback on various aspects of our organization, and we encourage you to share your honest thoughts.

Thank you for taking the time to participate in our survey!

A Federal agency may not conduct or sponsor an information collection subject to the requirements of the Paperwork Reduction Act unless the information collection has a currently valid Office of Management and Budget (OMB) Control Number. The approved OMB Control Number for this information collection is 0412-0630 (expires 05/31/2027). Without this approval, we could not conduct this survey. Public reporting for this survey is estimated to be approximately 5 minutes per response. All responses to this survey are voluntary. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden to icrteam@usaid.gov.

Rest assured that your anonymity will be preserved throughout the survey process. To maintain confidentiality, we kindly request that you refrain from including any personal information that could identify you in your written responses. Demographic information as well work status in Section One will be used for data analysis and aggregation.

Privacy Notice

The survey is administered by the Building Evidence for Decision Making (BE4D) activity on behalf of the IPI Front Office. The information provided will be used to inform Bureau leadership priorities. Only BE4D will have access to the raw data. Individual responses will never be shared, and category-specific responses will not be shared unless three or more responses can be aggregated. Results aggregated at the Bureau as well as Center/Hub/Office level alone or by hiring mechanism alone may be shared with all IPI Staff. However, your individual responses will not be attributed or linked to you. Your



participation is voluntary, and your feedback will play a crucial role in shaping our future strategies and initiatives. We understand that your time is valuable, and we appreciate your candid responses. You may choose to respond to all or any of the questions. If you agree to participate, you may withdraw your participation in the survey at any time by simply exiting the form. Your participation will help ensure adequate representation of your views in the final results and outcomes. Please do not enter any personally identifying information for yourself or others in your responses. For more information, please contact Linda Leary lleary@usaid.gov.

mbevins@enviroincentives.com [Switch account](#)



 Not shared

* Indicates required question

Section One

Please select your status *

- IPI/AA senior staff (this includes all staff that report directly to the senior deputy assistant administrator)
- Center/Hub/Office director or deputy
- Other supervisor
- Non-supervisory team lead
- Non-supervisory staff



What is your current staffing mechanism? *

- Foreign Service
- Civil Service - including Presidential Management Fellow and Senior Executive Service
- Foreign Service Limited
- Institutional Support Contractor
- United States Personal Services Contractor
- Intern
- Other:

What is your Hub/Center/Office? *

- Office of the Assistant Administrator
- Office of Administrative Management Services
- Program Office
- Center for Education
- Center for Economics and Market Development
- Innovation, Technology, and Research Hub
- Private Sector Engagement Hub
- Gender Equality and Women's Empowerment Hub
- Inclusive Development
- Local, Faith, and Transformative Partnerships



What is your work location status? *

- Fully remote
- Routine telework (average two days/week)
- Full-time in-person
- Other:

Section Two

How clear are you with the strategic direction of ...

	Not clear at all	Somewhat unclear	Neutral/Partially clear	Somewhat clear	Extremely clear	Have not been here long enough to know
Your Center/Hub/Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Bureau	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



How would you describe your workload?

- Extremely poor: My workload is overwhelming, and I constantly feel overburdened with tasks.
- Poor: My workload is heavy, and I often struggle to keep up with the demands of my job.
- Neutral: I am neither satisfied nor dissatisfied with my workload; it could be better balanced.
- Good: My workload is manageable, and I am able to complete tasks without feeling overly stressed.
- Excellent: My workload is light, and I have ample time to complete tasks effectively while maintaining a healthy work-life balance.
- Have not been here long enough to know

How easy is it to access the information you need to perform your job?

- Extremely difficult
- Difficult
- Neutral
- Easy
- Very easy
- Have not been here long enough to know



How would you describe your work-life balance?

- Extremely poor: My work-life balance is extremely poor, and I struggle to find time for personal activities or relaxation.
- Poor: My work-life balance is generally poor, and I often feel overwhelmed by work responsibilities.
- Neutral: I am neither satisfied nor dissatisfied with my work-life balance; it could be better.
- Good: My work-life balance is generally good, and I am able to balance work and personal life reasonably well.
- Excellent: My work-life balance is excellent, and I am able to prioritize both work and personal life effectively.
- Have not been here long enough to know

Please rate your experience of the below statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Have not been here long enough to know
I believe that if I express a concern, something will be done about it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can be authentic without fear of negative self-image, status, or career consequences in my Center/Hub/Office.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



How satisfied are you with where IPI is in creating a respectful, inclusive, and safe work environment for everyone?

- Extremely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Extremely satisfied
- Have not been here long enough to know

How intentional is your direct supervisor in providing leadership to enhance Diversity, Equity, Inclusion, and Accessibility (DEIA)?

- Extremely unintentional
- Unintentional
- Neutral
- Intentional
- Very intentional
- Have not been here long enough to know

What is the most important action that the Bureau needs to take to accelerate DEIA for a more respectful, inclusive, and safe work environment?

Your answer



How important are the following to you:

	Not important	Slightly important	Neutral	Important	Very important	Have not been here long enough to know
Camaraderie and a sense of belonging in my operating unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camaraderie and a sense of belonging within the Bureau (One IPI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling accomplishment in my day-to-day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowing I am contributing to a bigger mission (telling our story and vision)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What aspects of working in hybrid teams have been effective, and what additional support or enhancements are needed to enhance collaboration and productivity?

Your answer



Is there anything else you would like to share?

Your answer

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