OMB CONTROL NUMBER: 0704-0553

OMB EXPIRATION DATE: 05/31/2025

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*Your answers are confidential and will only be reported in aggregate.*

1. What type of employee are you?

* Military member
* Government civilian
* Contractor

1. How long have you worked for the NAVSEA enterprise (e.g., NAVSEA Headquarters, Warfare Centers, Public Shipyards, Supervisor of Shipbuilding)?

* <1 year
* 1-2 years
* 3-5 years
* 6-10 years
* 11-15 years
* >15 years

3. Do you have prior industry experience (e.g., Electric Boat, Lockheed Martin, Northrup Grumman)?

* Yes
* No

1. **If answered yes**, how long did you work in industry and where?
2. How long have you worked in Columbia Class Program Office?

* <1 year
* 1-2 years
* 3-5 years
* 6-10 years
* 11-15 years
* >15 years

1. What Columbia Class Program Office group are you a part of?

* T Group
* W Group
* E Group
* A Group
* L Group
* C Group
* Front Office
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. How do you typically hear about organizational changes and/or updates ? **[check all that apply]**

* All Hands meeting
* Word-of-mouth
* End-of-Day Teams Calls
* Microsoft Teams Channels
* Program Office Leadership
* Direct supervisor
* Front Office team
* I don't typically hear about organizational changes and/or updates
* Other (please specify)

1. My supervisor clearly communicates Columbia Class Program Office-level updates in a timely manner.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. Do you think your feedback, suggestions, and concerns are shared with leadership?

* Yes
* No

1. How do you share feedback, suggestions, and concerns with leadership (e.g., email, call, office drop by)?
2. PMS 397 leadership clearly and effectively communicates Columbia Class Program Office-level updates in a timely manner.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. How often does PMS 397 leadership interpret feedback accurately to inform future decisions?

* Always
* Very Frequently
* Occasionally
* Very Rarely
* Rarely
* Never

1. How often does PMS 397 leadership take action when they can based on workforce feedback, suggestions, and concerns?

* Always
* Very Frequently
* Occasionally
* Rarely
* Very Rarely
* Never

1. How often does PMS 397 leadership explain when they cannot take action or make certain changes?

* Always
* Very Frequently
* Occasionally
* Rarely
* Very Rarely
* Never

1. What are the methods of communication in which you receive this information?

* End-of-Day Emails
* End-of-Day Teams Calls
* Branch Meetings
* All Hands Meetings
* Weekly All Hands Calls
* I do not receive this information
* Other

1. During full-time telework, I was able to build relationships across the Columbia Class Program Office.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. What professional development activities have you engaged in within the past two years? **[check all that apply]**

* Operation Rising Tide (ORT)
* Team Submarine Functional Leadership Program (TSFLP)
* Honorary DOLPHINS Program
* Level Up
* Team Submarine University
* Professional certifications
* None
* Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Paths for professional development and advancement within Columbia Class Program Office are clearly defined.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. Professional growth opportunities (e.g., rotations, training, etc.) are available to me.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. My supervisor communicates development opportunities (e.g., upcoming courses, rotational opportunities) relevant to my career goals.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. Please select **up to four areas** of professional development most interesting to you and your near-term career goals.

* Written communication
* Oral communication/public speaking
* Analytical/critical thinking
* Time management
* Problem solving
* Emotional intelligence
* Leadership skills

1. What training format do you prefer? [select multiple]

* Instructor-led in-person
* Instructor-led virtual
* Instructor-led Hybrid (in-person and virtual)
* Q&A sessions
* Panel discussions
* How-to guides
* Self-paced online
* None of the above
* Other [type response here]

1. How familiar are you with Level Up?

* Extremely familiar
* Very familiar
* Moderately familiar
* Slightly familiar
* Not at all familiar

1. How familiar are you with Honorary DOLPHINS Program?

* Extremely familiar
* Very familiar
* Moderately familiar
* Slightly familiar
* Not at all familiar

1. How familiar are you with Team Submarine Functional Leadership Program (TSFLP)?

* Extremely familiar
* Very familiar
* Moderately familiar
* Slightly familiar
* Not at all familiar

1. How has the current hybrid/telework environment impacted your professional development?
2. There are opportunities for promotion within the Columbia Class Program Office.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. There are opportunities for promotion within Team Submarine.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. **List three words** that describe our Columbia Class Program Office work culture.
2. Do you have a mentor?

* Yes
* No

1. **If answered yes,** my mentor has added value to my professional development.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. *Optional*: Who is your current mentor?
2. The current Columbia Class Program Office awards program(s) is timely.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. The current Columbia Class Program Office awards program(s) makes me feel appreciated for my work.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

1. While on telework status, I am recognized for my contributions.

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree

***Thank you for completing the 2022 Workforce Survey.***