

Professional Growth and Empowerment Working Group 2022 Workforce Survey



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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
2. 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
4. **If answered yes**, how long did you work in industry and where?
5. 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

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6. 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) _____
7. 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)
8. My supervisor clearly communicates Columbia Class Program Office-level updates in a timely manner.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Neutral
 - ☐ Disagree
 - ☐ Strongly Disagree
9. Do you think your feedback, suggestions, and concerns are shared with leadership?
- ☐ Yes
 - ☐ No
10. How do you share feedback, suggestions, and concerns with leadership (e.g., email, call, office drop by)?

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11. PMS 397 leadership clearly and effectively communicates Columbia Class Program Office-level updates in a timely manner.
- ☐ Strongly Agree
 - ☐ Agree
 - ☐ Neutral
 - ☐ Disagree
 - ☐ Strongly Disagree
12. How often does PMS 397 leadership interpret feedback accurately to inform future decisions?
- ☐ Always
 - ☐ Very Frequently
 - ☐ Occasionally
 - ☐ Very Rarely
 - ☐ Rarely
 - ☐ Never
13. 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
14. How often does PMS 397 leadership explain when they cannot take action or make certain changes?
- ☐ Always
 - ☐ Very Frequently
 - ☐ Occasionally
 - ☐ Rarely
 - ☐ Very Rarely
 - ☐ Never
15. 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

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

17. 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) _____

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

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21. 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

22. 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]

23. How familiar are you with Level Up?

- ☐ Extremely familiar
- ☐ Very familiar
- ☐ Moderately familiar
- ☐ Slightly familiar
- ☐ Not at all familiar

24. How familiar are you with Honorary DOLPHINS Program?

- ☐ Extremely familiar
- ☐ Very familiar
- ☐ Moderately familiar
- ☐ Slightly familiar
- ☐ Not at all familiar

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

- ☐ Extremely familiar
- ☐ Very familiar
- ☐ Moderately familiar
- ☐ Slightly familiar
- ☐ Not at all familiar

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26. How has the current hybrid/telework environment impacted your professional development?

27. There are opportunities for promotion within the Columbia Class Program Office.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

28. There are opportunities for promotion within Team Submarine.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

29. **List three words** that describe our Columbia Class Program Office work culture.

30. Do you have a mentor?

- ☐ Yes
- ☐ No

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

32. *Optional*: Who is your current mentor?

33. The current Columbia Class Program Office awards program(s) is timely.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

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

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

35. 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.