

Intelligence Community Annual Employee Climate Survey



When complete, please return this survey using these addresses:

FOR FEDEX RETURN TO:
 DNI
 Wayne Baughman
 M/CHCO 6G00 OHB
 Gate 5
 1000 Colonial Farm Road
 McLean VA 22101

FOR US POSTAL SERVICE RETURN TO:
 DNI/M/CHCO
 Wayne Baughman
 6G00 OHB
 Washington DC 20511

IMPORTANT: To ensure your anonymity, do not write anything on this survey or the return materials that would identify you personally.

Privacy Act Statement (U) In accordance with Public Law 93-579 (Privacy Act of 1974) providing personal information is completely voluntary. Collection of this information is authorized by the National Security Act of 1947, as amended; the Intelligence Reform and Terrorism Prevention Act of 2004; Executive Order 12333, as amended; and other applicable provisions of law.

- (U) Your responses to this survey are voluntary and will be held in the strictest confidence. No individual responses will be reported, nor will data or results be disclosed or displayed in any way that could potentially be used to identify individual respondents.
- (U) There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative.
- (U) The purpose for collecting this information is to study and report attitudes and perceptions of the Intelligence Community (IC) workforce regarding their work environments, with a focus on various management policies and practices that affect them. The results will help your organization develop strategies to improve the quality of that work environment – one of the goals of your senior leadership and the Director of National Intelligence.
- (U) Only ODNI staff (or individuals under their supervision) who are responsible for collecting or analyzing the information will have access to completed surveys. The information you provide will be aggregated and reported for the IC workforce as a whole, for each IC organization, and for certain subgroups (e.g., S&T, analysis, collection).

Definitions	Agency	An executive agency as defined in 5 U.S.C.105.
	Executives	Members of the Senior Executive Service or equivalent (e.g., SIS; DISL)
	Leaders	An agency's management team. This includes anyone with supervisory or managerial duties.
	Managers	Those individuals in management positions who typically supervise one or more supervisors.
	Organization	An agency, office, or division.
	Supervisors	First-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of their leave.
	Team Leaders	Those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.
	Work Unit	An immediate work unit, headed by an immediate supervisor.

INSTRUCTIONS: Unless otherwise directed, respond to the survey in your **currently assigned** position and organization. For example, an NSA civilian **currently assigned** to work at CIA would answer from a CIA perspective. An Army intelligence officer **currently assigned** to NRO would answer from an NRO perspective.

Begin survey on next page

		STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	
(circle answer)							
PERSONAL WORK EXPERIENCES							
1	The people I work with cooperate to get the job done.	1	2	3	4	5	
2	I am given a real opportunity to improve my skills in my organization.	1	2	3	4	5	
3	My work gives me a feeling of personal accomplishment.	1	2	3	4	5	
4	I like the kind of work I do.	1	2	3	4	5	
5	I have trust and confidence in my supervisor.	1	2	3	4	5	
		VERY GOOD	GOOD	FAIR	POOR	VERY POOR	
(circle answer)							
6	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	1	2	3	4	5	
RECRUITMENT, DEVELOPMENT & RETENTION							
(circle answer)		STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	
						DO NOT KNOW	
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	X	1	2	3	4	5
8	My work unit is able to recruit people with the right skills.	X	1	2	3	4	5
9	My work unit is able to retain people with the right skills.	X	1	2	3	4	5
10	I know how my work relates to the agency's goals and priorities.	X	1	2	3	4	5
11	The work I do is important.	X	1	2	3	4	5
12	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	X	1	2	3	4	5
13	Supervisors/team leaders in my work unit support employee development.	X	1	2	3	4	5
14	My talents are used well in the workplace.	X	1	2	3	4	5
15	My training needs are assessed.	X	1	2	3	4	5
16	In my work unit, more experienced employees share their knowledge and experience with less experienced employees.	X	1	2	3	4	5
PERFORMANCE CULTURE							
17	Promotions in my work unit are based on merit.	X	1	2	3	4	5
18	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	X	1	2	3	4	5
19	Creativity and innovation are rewarded.	X	1	2	3	4	5
NO BASIS TO JUDGE							
(circle answer)		STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	
20	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	X	1	2	3	4	5
DO NOT KNOW							
(circle answer)		STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	
						DO NOT KNOW	
21	In my work unit, differences in performance are recognized in a meaningful way.	X	1	2	3	4	5
22	Pay raises depend on how well employees perform their jobs.	X	1	2	3	4	5
23	My performance appraisal is a fair reflection of my performance.	X	1	2	3	4	5
24	Discussions with my supervisor/team leader about my performance are worthwhile.	X	1	2	3	4	5
25	Managers/supervisors/team leaders work well with employees of different backgrounds.	X	1	2	3	4	5
26	My supervisor supports my need to balance work and family issues.	X	1	2	3	4	5
LEADERSHIP							
27	I have a high level of respect for my organization's senior leaders.	X	1	2	3	4	5
28	In my organization, leaders generate high levels of motivation and commitment in the workforce.	X	1	2	3	4	5
29	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	X	1	2	3	4	5
30	Employees are protected from health and safety hazards on the job.	X	1	2	3	4	5
31	Employees have a feeling of personal empowerment with respect to work processes.	X	1	2	3	4	5

32	My workload is reasonable.	X	1	2	3	4	5
33	Managers communicate the goals and priorities of the organization.	X	1	2	3	4	5
34	My organization has prepared employees for potential security threats.	X	1	2	3	4	5

VERY SATISFIED

SATISFIED

(circle answer)

NEITHER SATISFIED NOR DISSATISFIED

DISSATISFIED

VERY DISSATISFIED

JOB SATISFACTION

35	How satisfied are you with the information you receive from management on what's going on in your organization?		1	2	3	4	5
36	How satisfied are you with your involvement in decisions that affect your work?		1	2	3	4	5
37	How satisfied are you with your opportunity to get a better job in your organization?		1	2	3	4	5
38	How satisfied are you with the recognition you receive for doing a good job?		1	2	3	4	5
39	How satisfied are you with the policies and practices of your senior leaders?		1	2	3	4	5
40	How satisfied are you with the training you receive for your present job?		1	2	3	4	5
41	Considering everything, how satisfied are you with your job?		1	2	3	4	5
42	Considering everything, how satisfied are you with your pay?		1	2	3	4	5

STRONGLY AGREE

AGREE

(circle answer)

NEITHER AGREE NOR DISAGREE

DISAGREE

STRONGLY DISAGREE

IC TRANSFORMATION

43	I feel a sense of community (i.e., shared mission and values) with other employees across the IC.		1	2	3	4	5
44	I have the opportunity to work directly with members of other IC agencies or components when necessary.		1	2	3	4	5

AT LEAST ONCE A DAY

LESS THAN ONCE A DAY, BUT AT LEAST ONCE A WEEK

(circle answer)

LESS THAN WEEKLY, BUT AT LEAST MONTHLY

SOME, BUT LESS THAN ONCE A MONTH

NOT AT ALL

45	How often do you share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?		1	2	3	4	5
----	--	--	---	---	---	---	---

EXTREMELY EASY

EASY

(circle answer)

NEITHER EASY NOR DIFFICULT

DIFFICULT

EXTREMELY DIFFICULT

NO OUTSIDE COLLABORATION (only work within an IC component)

46	How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	X	1	2	3	4	5
----	--	---	---	---	---	---	---

STRONGLY AGREE

AGREE

(circle answer)

NEITHER AGREE NOR DISAGREE

DISAGREE

STRONGLY DISAGREE

NO OUTSIDE COLLABORATION (only work within an IC component)

47	My work products are improved when I can collaborate with colleagues from other IC agencies or components.	X	1	2	3	4	5
----	--	---	---	---	---	---	---

STRONGLY AGREE

AGREE

(circle answer)

NEITHER AGREE NOR DISAGREE

DISAGREE

STRONGLY DISAGREE

48	Our mission depends on IC agencies and components sharing knowledge and collaborating.		1	2	3	4	5
49	My leadership encourages and respects alternative points of view and recommendations.		1	2	3	4	5
50	I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background.		1	2	3	4	5

Continue to last page

This part of the survey asks for information that describes your background and employment. Providing any of this information is voluntary; your answers will help us understand how different groups of employees view the quality of the IC work environment

51. Where do you work? (circle one)

- A HEADQUARTERS
- B FIELD

52. What is your supervisory status (circle one)?

- A NON-SUPERVISOR: You do not supervise other employees.
- B TEAM LEADER: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.
- C SUPERVISOR: You are responsible for employees' performance appraisals and approval of their leave, but do not supervise other supervisors.
- D MANAGER: You are in a management position and supervise one or more supervisors.
- E EXECUTIVE: Member of the Senior Executive Service or equivalent.

53. Are you (circle one):

- A MALE
- B FEMALE

54. Are you Hispanic or Latino (circle one)?

- A YES
- B NO

55. Please select the racial category or categories with which you most closely identify (Please circle one or more).

- A WHITE
- B BLACK OR AFRICAN AMERICAN
- C NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- D ASIAN
- E AMERICAN INDIAN OR ALASKA NATIVE

56. What is your age group (circle one)?

- A 25 OR YOUNGER
- B 26-29
- C 30-39
- D 40-49
- E 50-59
- F 60 OR OLDER

57. Are you (circle one)?

- A CIVILIAN
- B MILITARY
- C CONTRACTOR

58. What is your pay category/grade (circle one)?**CIVILIAN**

- A FEDERAL WAGE SYSTEM (ex., WB, WD, WG, WL, WM, WS, WY)
- B GS 1-6 OR EQUIVALENT
- C GS 7-12 OR EQUIVALENT
- D GS 13-15 OR EQUIVALENT
- E SENIOR EXECUTIVE SERVICE OR EQUIVALENT
- F SENIOR LEVEL (SL) SCIENTIFIC OR PROFESSIONAL (ST) OR EQUIVALENT
- G OTHER

MILITARY

- H E1—E4
- I E5—E9
- J WO1—WO5
- K O1—O2
- L O3 OR HIGHER

59. How long have you been with the Federal Government (excluding military service)?

- A NO CIVILIAN SERVICE (military service only)
- B LESS THAN 1 YEAR
- C 1 TO 3 YEARS
- D 4 TO 5 YEARS
- E 6 TO 10 YEARS
- F 11 TO 20 YEARS
- G MORE THAN 20 YEARS

60. How long have you served in the military (circle one)?

- A NO MILITARY SERVICE (civilian service only)
- B LESS THAN 1 YEAR
- C 1 TO 3 YEARS
- D 4 TO 5 YEARS
- E 6 TO 10 YEARS
- F 11 TO 20 YEARS
- G MORE THAN 20 YEARS

61. To which agency or organization are you currently assigned (circle one)?

- A AIR FORCE
- B ARMY
- C CENTRAL INTELLIGENCE AGENCY
- D COAST GUARD
- E COUNTERINTELLIGENCE FIELD AGENCY
- F DEFENSE INTELLIGENCE AGENCY
- G DEPARTMENT OF ENERGY
- H DEPARTMENT OF HOMELAND SECURITY
- I DEPARTMENT OF STATE
- J DEPARTMENT OF THE TREASURY
- K DRUG ENFORCEMENT ADMINISTRATION
- L FEDERAL BUREAU OF INVESTIGATION
- M MARINE CORPS
- N NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
- O NATIONAL RECONNAISSANCE OFFICE
- P NATIONAL SECURITY AGENCY
- Q NAVY
- R OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE
- S UNDERSECRETARY OF DEFENSE FOR INTELLIGENCE
- X OTHER

62. To which occupational group (to what kind of work) are you currently assigned (circle one)?

- A ACQUISITION AND PROGRAM MANAGEMENT
- B ADMINISTRATIVE SUPPORT
- C ANALYSIS
- D BUDGET AND FINANCE
- E HUMAN RESOURCES AND/OR TRAINING
- F INFORMATION TECHNOLOGY
- G LOGISTICS AND INSTALLATIONS
- H RESEARCH AND DEVELOPMENT
- I SECURITY (physical; personnel)
- J TECHNICAL COLLECTION
- K COLLECTION OTHER THAN TECHNICAL COLLECTION
- X OTHER

63. Which is your home agency or organization (circle one)?

- A AIR FORCE
- B ARMY
- C CENTRAL INTELLIGENCE AGENCY
- D COAST GUARD
- E COUNTERINTELLIGENCE FIELD AGENCY
- F DEFENSE INTELLIGENCE AGENCY
- G DEPARTMENT OF ENERGY
- H DEPARTMENT OF HOMELAND SECURITY
- I DEPARTMENT OF STATE
- J DEPARTMENT OF THE TREASURY
- K DRUG ENFORCEMENT ADMINISTRATION
- L FEDERAL BUREAU OF INVESTIGATION
- M MARINE CORPS
- N NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
- O NATIONAL RECONNAISSANCE OFFICE
- P NATIONAL SECURITY AGENCY
- Q NAVY
- R OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE
- S UNDERSECRETARY OF DEFENSE FOR INTELLIGENCE
- X OTHER

64. How long have you been with your home agency or organization (circle one)?

- A LESS THAN 1 YEAR
- B 1 TO 3 YEARS
- C 4 TO 5 YEARS
- D 6 TO 10 YEARS
- E 11 TO 20 YEARS
- F MORE THAN 20 YEARS