

CSD Spring 2014 Survey

Overview

Dates: March 31-April 15 (16 days)

Architect & Manager: Chris Ennis

Survey population: All full and part-time staff in CSD (NOAA, CIRES, contractors, and others)

Format: Anonymous (via Survey Monkey); multiple choice answers with opportunities for free response on each question & overall

Purpose: To gather input on the level of satisfaction with the

- individual employee experience
- CSD work environment
- CSD management

Purpose is also to gain insight into some issues raised in the 2013 Federal Employee Viewpoint Survey (we focused on some problem areas it identified)

Response Rate: 66/120

Strong Points

(more than 66% positive)

	Agree or Strongly Agree
Individual Employee Experience	
1 My performance appraisals are fair.	97 %
2 Feedback from my supervisor/science advisor is useful.	80 %
3 I am included in the design of my work plan and how it is executed.	87 %
12 CSD supports opportunities for improving my skills.	67 %
13 My job is well aligned with my skills.	88 %
8 CSD lab management supports my need for work/life balance.	77 %
CSD Work Environment	
9 My physical work environment is conducive to a high level of performance.	85 %
10 The CSD work environment with colleagues is cooperative and conducive to a high level of performance	89 %
CSD Management	
7 CSD lab management encourages & rewards creativity/innovation.	67 %
16 CSD lab management exhibits high standards of honest and integrity.	79 %

Less Than 50% Positive

Agree or Strongly Agree
Neutral
Disagree or Strongly Disagree

Individual Employee Experience

4	Excellence in performance is recognized in meaningful ways.	42	36	21
5	Problems with poor performers are addressed in useful/timely way.	27	55	19
6	Promotions, raises, and awards in my work unit are based on merit.	44	37	18
15	I am satisfied with the opportunities that are available to me for job advancement in CSD.	37	29	34

CSD Work Environment

14	My work unit is able to recruit and retain individuals with the needed skills.	39	32	29
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CSD Management

17	CSD management effectively communicates about CSD priorities/goals and activities.	39	35	26
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Gray Area—Room for Improvement
(more than 50% positive, but we will strive to do better)

CSD Work Environment

11 I have sufficient resources (people/materials/\$\$) to get my job done.	58	18	23
20 CSD group leaders promote communication and collaboration within CSD.	56	25	19
21 I am satisfied with the policies and practices of CSD.	55	31	14

CSD Management

18 CSD management instills enthusiasm & commitment for CSD priorities/goals.	50	25	15
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Overall satisfaction with policies and practices of...

21. CSD	55	31	14
22. OAR and NOAA	20	49	31

Usefulness of Survey

S	19	CSD will use it to make my lab a better place to work.	53	39	8
**	23	NOAA and/or OAR will use the results of the federal survey to make my agency a better place to work.	18	55	26