

Work Environment Pulse Survey

PAPER WORK REDUCTION ACT STATEMENT

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 OMB Control Number. The approved OMB Control Number for this information collection is 0412-0609 (expires 04/30/2024). Without this approval, we could not conduct this survey. Public reporting for this survey is estimated to be approximately 8 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.

PRIVACY ACT STATEMENT

Authorities:

Executive Order (EO) M-23-15: Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments

Purpose:

USAID is conducting this survey on workforce culture and work environment to inform B/IO/M action planning and to measure progress on meeting the goals of returning to the office in person three days a week.

This survey is optional and anonymous. Aggregated results if more than 10 people respond will be shared with management officials in each operating unit. They will not be published.

Routine Uses:

USAID recognizes it's important to protect the privacy of its workforce members and secure the information you provide. Consistent with Federal privacy laws, regulations and USAID policy, only a limited number of staff who have a business "need-to-know" to perform their official job duties have access to personally identifiable information (PII). All USAID staff must: adhere to USAID privacy and security policies; complete Annual Privacy and Security Awareness Training; follow physical, administrative, and technical safeguards against unauthorized access, disclosure, and improper use of information; and maintain data accuracy and integrity.

Disclosure:

Participation is voluntary. However, by participating you will help USAID operating units improve their work culture and work environment. If you have any questions about the survey or USAID's efforts to improve our work environment, please contact workenvironment@usaid.gov.

* Indicates required question

1. Please select your Bureau, Independent Office, or Operating Unit. *

Mark only one oval.

- ☐ Office of the Administrator (A/AID)
- ☐ Office of Policy (POL)
- ☐ Office of Chief Economist (OCE)
- ☐ Office of Civil Rights (OCR)
- ☐ Office of the Executive Secretariat (ES)
- ☐ Office of the General Counsel (GC)
- ☐ Office of Human Capital and Talent Management (HCTM)
- ☐ Office of Security (SEC)
- ☐ Office of Small and Disadvantaged Business Utilization (OSDBU)
- ☐ Bureau for Humanitarian Assistance (BHA)
- ☐ Bureau for Conflict Prevention and Stabilization (CPS)
- ☐ Bureau for Inclusive Growth, Partnership and Innovation (IPI)
- ☐ Bureau for Democracy Rights and Governance (DRG)
- ☐ Bureau for Foreign Assistance (FA)
- ☐ Bureau for Global Health (GH)
- ☐ Bureau for Legislative and Public Affairs (LPA)
- ☐ Bureau for Management (M)
- ☐ Bureau for Planning, Learning, and Resource Management (PLR)
- ☐ Bureau for Resilience, Environment and Food Security (REFS)
- ☐ Bureau for Africa (AFR)
- ☐ Bureau for Asia (ASIA)
- ☐ Bureau for Europe and Eurasia (E&E)
- ☐ Bureau for Latin America and the Caribbean (LAC)
- ☐ Bureau for Middle East (ME)
- ☐ Afghanistan
- ☐ Albania
- ☐ Angola
- ☐ Antigua and Barbuda
- ☐ Armenia
- ☐ Azerbaijan

- ☐ Bangladesh
- ☐ Barbados
- ☐ Belarus
- ☐ Benin
- ☐ Bosnia and Herzegovina
- ☐ Botswana
- ☐ Brazil
- ☐ Burkina Faso
- ☐ Burma
- ☐ Burundi
- ☐ Cabo Verde
- ☐ Cambodia
- ☐ Cameroon
- ☐ Central African Republic
- ☐ Central Asia (Regional Office)
- ☐ Chad
- ☐ China
- ☐ Colombia
- ☐ Comoros
- ☐ Costa Rica
- ☐ Côte d'Ivoire
- ☐ Cuba
- ☐ Cyprus
- ☐ Democratic Republic of the Congo
- ☐ Djibouti
- ☐ Dominica
- ☐ Dominican Republic (Mission)
- ☐ Dominican Republic (Regional)
- ☐ East Africa
- ☐ Eastern and Southern Caribbean (Regional Component)
- ☐ Ecuador
- ☐ Egypt

- ☐ El Salvador (Mission)
- ☐ El Salvador (Regional)
- ☐ Equatorial Guinea
- ☐ Eswatini
- ☐ Ethiopia
- ☐ Fiji
- ☐ Gabon
- ☐ Georgia
- ☐ Georgia (Regional Component)
- ☐ Ghana
- ☐ Greenland
- ☐ Grenada
- ☐ Guatemala
- ☐ Guinea
- ☐ Guinea Bissau
- ☐ Guyana
- ☐ Haiti
- ☐ Honduras
- ☐ India
- ☐ Indonesia
- ☐ Iraq
- ☐ Jamaica
- ☐ Jordan
- ☐ Kazakhstan
- ☐ Kenya
- ☐ Kiribati
- ☐ Kosovo
- ☐ Kosovo (Regional Component)
- ☐ Kyrgyz Republic
- ☐ Laos
- ☐ Lebanon
- ☐ Lesotho

- ☐ Liberia
- ☐ Libya
- ☐ Madagascar
- ☐ Malawi
- ☐ Malaysia
- ☐ Mali
- ☐ Marshall Islands
- ☐ Mauritania
- ☐ Mauritius Mozambique
- ☐ MERP (including M/OSO, all of Frankfurt Support Center)
- ☐ Mexico
- ☐ Micronesia
- ☐ Moldova
- ☐ Mongolia
- ☐ Morocco
- ☐ Myanmar
- ☐ Namibia
- ☐ Nauru
- ☐ Nepal
- ☐ Nicaragua
- ☐ Niger
- ☐ Nigeria
- ☐ North Macedonia
- ☐ Pakistan
- ☐ Palau
- ☐ Papua New Guinea
- ☐ Paraguay
- ☐ Peru
- ☐ Peru (Regional Components)
- ☐ Philippines (Mission)
- ☐ Philippines (Regional)
- ☐ RDMA

- ☐ Republic of the Congo
- ☐ Rwanda
- ☐ Sahel Regional Office
- ☐ Samoa
- ☐ Sao Tome and Principe
- ☐ Senegal
- ☐ Serbia
- ☐ Seychelles
- ☐ Sierra Leone Somalia
- ☐ Solomon Islands
- ☐ South Africa
- ☐ South Sudan
- ☐ Southern Africa
- ☐ Sri Lanka and Maldives
- ☐ St. Kitts and Nevis
- ☐ St. Lucia
- ☐ St. Vincent and the Grenadines
- ☐ Sudan
- ☐ Suriname
- ☐ Swaziland
- ☐ Syria (SSAP)
- ☐ Syria (START)
- ☐ Tajikistan
- ☐ Tanzania
- ☐ Thailand
- ☐ The Gambia
- ☐ Timor-leste
- ☐ Togo
- ☐ Tonga
- ☐ Trinidad and Tobago
- ☐ Tunisia
- ☐ Turkey

- ☐ Turkmenistan
- ☐ Tuvalu
- ☐ Uganda
- ☐ Ukraine (Bilateral)
- ☐ Ukraine (Regional Component)
- ☐ Uzbekistan
- ☐ Vanuatu
- ☐ Venezuela
- ☐ Vietnam
- ☐ West Africa
- ☐ West Bank and Gaza
- ☐ Yemen
- ☐ Zambia
- ☐ Zimbabwe
- ☐ Other

2. What is your total tenure at USAID (i.e. if you worked for USAID, left the agency and then came back)? *

Mark only one oval.

- ☐ > 1 year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 10+ years

3. Please identify your staffing mechanism. *

Mark only one oval.

- ☐ US Direct Hire (GS, FS, FSL, SES, SL/ST, SLG)
- ☐ Political Appointee
- ☐ US Personal Service Contractor
- ☐ Institutional Support Contractor
- ☐ Cooperating Country National or Foreign Service National
- ☐ Third Country National
- ☐ Other

4. What is your working posture? *

Mark only one oval.

- ☐ Remote worker
- ☐ Hybrid (e.g., 3 days In-Person Presence/Office, 2 days Telework or compressed schedule)
- ☐ Full Time in Office

5. Compared to three months ago, how is your work-life balance? *

Mark only one oval.

- ☐ Worse
- ☐ About the Same
- ☐ Better
- ☐ N/A

6. How satisfied are you with the level of collaboration with your colleagues? *

Mark only one oval.

- ☐ Dissatisfied
- ☐ Somewhat satisfied
- ☐ Satisfied

7. How important is face-to-face interaction for your job/role? *

Mark only one oval.

- ☐ Not Important at All
- ☐ Slightly Important
- ☐ Important
- ☐ N/A

8. How satisfied are you with the reliability of the IT systems and tools provided to support your work in the hybrid work environment? *

Mark only one oval.

- ☐ Unsatisfied
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ N/A

9. How satisfied are you with your access to conference/meeting rooms? *

Mark only one oval.

- ☐ Unsatisfied
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ N/A

10. If I make a mistake on my team, it is often held against me. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

11. Members of my team are able to bring up problems and tough issues. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

12. People on my team sometimes reject others for being different. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

13. It is safe to take a risk on my team. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

14. It is difficult to ask other members of my team for help. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

15. Members on my team deliberately act in a way that undermines my efforts. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

16. My unique skills and talents are valued and utilized by my team. *

Mark only one oval.

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ NA

17. Please provide any additional feedback or context you would like to share below.
Please do not provide any personally identifiable information.

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