

# Bureau for Humanitarian Assistance Office of Middle East, North Africa, and Europe Organizational Culture Pulse Survey

## *Paperwork Reduction Act Statement*

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**PRIVACY NOTICE:** This Bureau for Humanitarian Assistance (BHA) Office of Middle East, North Africa, and Europe (MENA E) Organizational Culture Pulse Survey is administered by Training Resources Group, Inc. (TRG).

This survey aims to assess your perceptions and experiences regarding leadership and organizational culture within MENAE. Your responses are confidential and will be used solely for the purpose of helping MENAE leadership shape an effective and supportive workplace environment. For the purposes of this survey, MENAE leadership is defined as: office director, deputy office directors, division chiefs, regional director, deputy regional director, office directors (overseas), and team leads (United States based). The results of the survey, including aggregated datasets, may be shared with relevant leadership.

Completion of this survey is voluntary. You may choose to respond to all or any of the questions. Your participation will help ensure adequate representation of your preferences in the results and outcomes. If you agree to participate, you may withdraw your participation in the survey at any time by simply exiting the survey.

Please do not enter any **unsolicited** personally identifying information (PII) for yourself or others in your responses below.

For more information, please contact the MENAE Management & Integration Team (MIT): [{BHA.MENAE.MIT@usaid.gov}](mailto:BHA.MENAE.MIT@usaid.gov).

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\* Indicates required question

## 1. Work Location: \*

*Mark only one oval.*

☐ United States based

☐ Field based

## 2. Role: \*

*Mark only one oval.*

☐ Supervisor

☐ Non-Supervisor

In answering the first five questions, please rate your level of agreement with the statement. From Strongly Agree to Strongly Disagree.

## 3. 1. Leaders in MENAE set a clear vision and direction.

*Mark only one oval.*

☐ Strongly Agree

☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

## 4. 2. Leaders communicate well with staff.

*Mark only one oval.*

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

## 5. 3. Leaders are open to feedback and willing to make changes based on that feedback.

*Mark only one oval.*

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

## 6. 4. Leadership in MENAE supports staff, and makes clear efforts, to align its values and behaviors with its stated mission and vision.

*Mark only one oval.*

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

7. 5. Leaders prioritize creating a workplace that effectively balances individual life needs and organizational needs.

*Mark only one oval.*

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

In answering the following question, please rate your level of agreement with the statement. From Excellent to Very Poor.

8. 6. Overall, how would you rate the organizational culture of MENAE?

*Mark only one oval.*

- ☐ Excellent
- ☐ Good
- ☐ Satisfactory
- ☐ Poor
- ☐ Very Poor

Open Text Section:

9. 7. What type of leadership and organizational culture do you feel would be most effective for MENAE and help leadership to succeed in 2024?

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10. 8. What additional comments would you like to share?

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