

# DTSA 2012 Employee Survey

**Instructions: Please respond to each question only once. The purpose of this survey is to capture the climate, ideas, and recommendations of the DTSA workforce so the Director can maintain what is already great about DTSA and change (within his realm of control) what is not. Survey responses will be anonymous.**

## Demographic Information

1. In which Directorate do you work?

Executive Office

International Security

Licensing

Management

Policy

Space

Technology

2. How many years have you been in Government service?

0 – 5

6 – 15

16 – 25

26 – 35

36 +

3. How many years have you been with DTSA?

0 – 3

4 – 6

7 – 10

11 – 15

16 – 26

4. How many years do you have before you are eligible for retirement?

0 – 3

- 4 – 6
- 7 – 10
- 11 – 15
- 16 – 26
- 27 +

General Assessment

The following questions are broken into two parts. Answers to part A of each question represent how you rate the current status of each area (e.g., Excellent to Poor). Answers to part B of each question represent how you rate DTSA's trend in each area (i.e., over the course of the last five years).

5. A. Your overall assessment of DTSA as a great place to work has been/is:

- Excellent
- Very Good
- Good
- Fair
- Poor

5. B. As a trend, you believe it's getting:

- Significantly Better
- Better
- Neutral
- Worse
- Significantly Worse

6. A. Your overall relationship with management has been/is:

- Excellent
- Very Good
- Fair
- Poor

6. B. As a trend, you believe it's getting:

- Significantly Better
- Better
- Neutral
- Worse

Significantly Worse

7. A. Your overall relationships with your coworkers have been/are:

Excellent

Very Good

Good

Fair

Poor

7. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

8. A. Your overall professional relationships within DTSA have been/are:

Excellent

Very Good

Good

Fair

Poor

8. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

9. A. Your overall sense of job security at DTSA is:

Excellent

Very Good

Good

Fair

Poor

9. B. As a trend, you feel it's getting:

- Significantly Better
- Better
- Neutral
- Worse
- Significantly Worse

#### Detailed Assessment

The following questions are broken into two parts. Answers to part A of each question represent how you rate the current status of each area (e.g., Excellent to Poor or Strongly Agree to Strongly Disagree). Answers to part B of each question represent how you rate DTSA's trend in each area (i.e., over the course of the last six years).

If your time is constrained, please rate the top ten question areas you feel most relevant for making DTSA a great place to work.

10. A. Diversity (age, race) within DTSA has been/is:

- Excellent
- Very Good
- Good
- Fair
- Poor
- No opinion

10. B. As a trend, you feel it's getting:

- Significantly Better
- Better
- Neutral
- Worse
- Significantly Worse
- No opinion

11. A. Subject Matter Expertise resident in DTSA employees has been/is:

- Excellent
- Very Good
- Fair

- Poor
- No opinion
- 11. B. As a trend, you feel it's getting:
  - Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
- 12. A. Overall, you enjoy your job:
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
  - No opinion
- 12. B. As a trend, you feel it's getting:
  - Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
- 13. A. Overall, you support the DTSA mission:
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- 13. B. As a trend, you believe the importance of the DTSA mission is getting:
  - Significantly Better

Better  
Neutral  
Worse  
Significantly Worse  
No opinion

14. A. Overall, you enjoy working with your coworkers:

Strongly Agree  
Agree  
Neither Agree nor Disagree  
Disagree  
Strongly Disagree

14. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse  
No opinion

15. A. You feel overall communication between peers and/or up-down the chain of command within DTSA has been/is:

Excellent  
Very Good  
Fair  
Poor  
No opinion

15. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse

- No opinion
16. A. You feel the atmosphere in DTSA is professional and respectful:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
16. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
17. A. You feel the training opportunities in DTSA have been/are:
- Excellent
  - Very Good
  - Good
  - Fair
  - Poor
17. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
18. A. Opportunities for travel in DTSA have been/are:
- Excellent
  - Very Good
  - Good

- Fair
- Poor
- 18. B. As a trend, you feel it's getting:
  - Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
- 19. A. The resources you have available to you to accomplish your job have been/are:
  - Excellent
  - Very Good
  - Good
  - Fair
  - Poor
- 19. B. As a trend, you feel it's getting:
  - Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
- 20. A. The work schedule options (CWS, Flex, standard, telework, etc.) in DTSA have been/are:
  - Excellent
  - Very Good
  - Good
  - Fair
  - Poor
  - Not applicable/available
- 20. B. As a trend, you feel it's getting:
  - Significantly Better

Better  
Neutral  
Worse  
Significantly Worse  
No opinion

21. A. Your perception of fair and reasonable treatment in DTSA has been/is:

Excellent  
Very Good  
Good  
Fair  
Poor

21. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse  
No opinion

22. A. You feel that equitable treatment of employees has been/is consistent:

Strongly Agree  
Agree  
Neither Agree nor Disagree  
Disagree  
Strongly Disagree

22. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse  
No opinion

23. A. Overall, DTSA management/leadership has been/is:
- Excellent
  - Very Good
  - Good
  - Fair
  - Poor
23. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
24. A. The level of trust you have in DTSA management/leadership has been/is:
- Excellent
  - Very Good
  - Good
  - Fair
  - Poor
24. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
25. A. The 'rumor mill' at DTSA has an impact on you directly:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree

Strongly Disagree

25. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

No opinion

26. A. Promotion opportunities in DTSA have been/are:

Excellent

Very Good

Good

Fair

Poor

26. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

No opinion

27. A. DTSA's management visibility in the workplace has been/is:

Excellent

Very Good

Good

Fair

Poor

27. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

- Worse
  - Significantly Worse
  - No opinion
28. A. There are office favorites in DTSA:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
28. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
29. A. There are opportunities to excel in DTSA:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
29. B. As a trend, you feel it's getting:
- Significantly Better
  - Better
  - Neutral
  - Worse
  - Significantly Worse
  - No opinion
30. A. There is a concern for employees' well-being:
- Strongly Agree

Agree  
Neither Agree nor Disagree  
Disagree  
Strongly Disagree

30. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse  
No opinion

31. A. Rotational duty opportunities have been/are:

Excellent  
Very Good  
Good  
Fair  
Poor

31. B. As a trend, you feel it's getting:

Significantly Better  
Better  
Neutral  
Worse  
Significantly Worse  
No opinion

32. A. Opportunities for recognition within DTSA (process and ability to participate) have been/are:

Excellent  
Very Good  
Good  
Fair  
Poor

32. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

No opinion

Post-move to the Mark Center questions

33. A. The physical spaces within DTSA (safety, accommodations, technology, support) here at the Mark Center are:

Excellent

Very Good

Good

Fair

Poor

33. B. As a trend, you feel it's getting:

Significantly Better

Better

Neutral

Worse

Significantly Worse

No opinion

34. A. The time required for your morning commute to the Mark Center has:

Increased

Decreased

Remained the same

34. B. If your morning commuting time has changed, by how much?

Less than 5 minutes

5 – 10 minutes

10 – 15 minutes

15 – 25 minutes

- 30 minutes or more
35. A. The time required for your evening commute to the Mark Center has:
- Increased
  - Decreased
  - Remained the same
35. B. If your evening commuting time to the Mark Center has changed, by how much?
- Less than 5 minutes
  - 5 – 10 minutes
  - 10 – 15 minutes
  - 15 – 25 minutes
  - 30 minutes or more
36. The Mark Center's proximity to mass transit and/or the interstate highways is:
- Excellent
  - Very Good
  - Good
  - Fair
  - Poor
37. In general, your commute to the Mark Center is acceptable.
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
38. In general, the amenities at the Mark Center are satisfactory.
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
39. In general, the move to the Mark Center was not as bad as I thought/expected.
- Strongly Agree

Agree

Neither Agree nor Disagree

Disagree

Strongly Disagree

40. In general, the Grass Roots Council (GRC) plays an important role for the DTSA-wide community.

Strongly Agree

Agree

Neither Agree nor Disagree

Disagree

Strongly Disagree

41. What could the GRC be doing for DTSA that they aren't doing now?  
(comments are limited to 2000 characters)

42. If you were Director, DTSA, what would be the one thing (over which you have control) you would change?  
(comments are limited to 2000 characters)