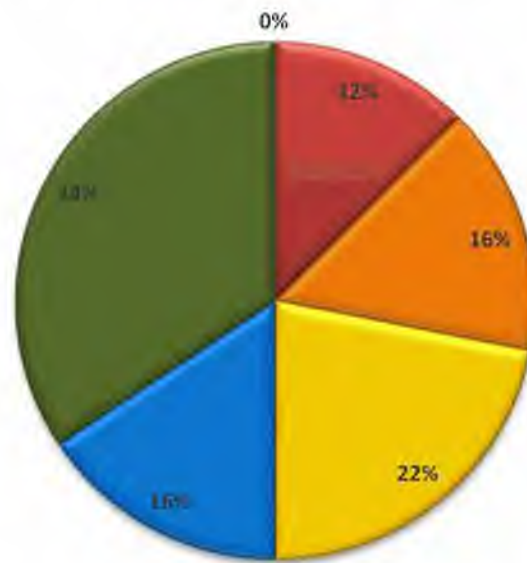


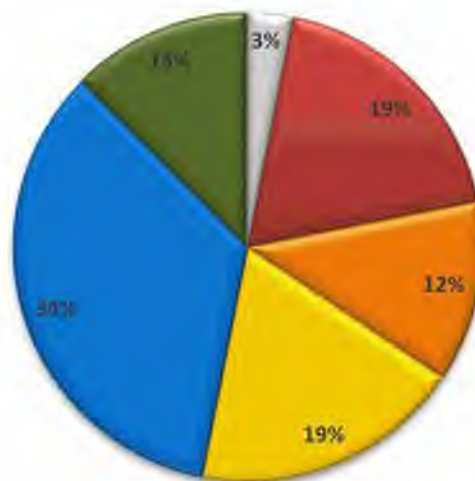
	A&M	CEP	CPO	DPO	Sum		
My office is: [Select from dropdown menu]	6	1	8	17	0		
I am a: [DoD Civilian, Military, IPA/Detail/Other]	DoD Civilian 21	Military 11			Sum 32		
I have worked in PA for: (<1 year, 1-3 years, 3-10 years, >10 years)	Less than 1 year 4	1 - 3 Yrs 13	4 - 10 Yrs 11	> 10 Yrs 4	Sum 32		
	N/A	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Sum
Q1 My work gives me a feeling of personal accomplishment.	0	4	5	7	5	11	32
Q2 I am able to take advantage of opportunities to grow professionally.	1	6	4	6	11	4	32
Q3 I am able to have a healthy work-life balance.	1	6	4	2	14	5	32
Q4 My supervisor provides regular feedback on my performance.	1	7	4	4	7	9	32
	No	Yes - Switching Offices	Yes - Leaving PA	Yes - Both			
Q5 In the past year, have you considered switching offices or leaving PA?	10	4	8	10			32
Q6 If you have considered leaving PA or switching office, please tell us why.							19 Total comments
	N/A	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Q7 The people in my office cooperate to get the job done.	0	0	3	3	10	16	32
Q8 Creativity and innovation are rewarded.	0	4	6	10	6	6	32
Q9 My office is able to recruit people with the right skills.	0	6	2	7	10	7	32
Q10 In our office, steps are taken to deal with a poor performer who cannot or will not improve.	4	6	5	12	4	1	32
Q11 What are two things your office could do to improve?							23 Total comments
Q12 I know how my work relates to PA's goals and priorities.	0	3	5	7	12	5	32
Q13 Sr. leadership provides regular feedback on the quality of our products.	0	9	8	7	6	2	32
Q14 PA provides the training, technology, and processes for efficient work.	0	5	5	12	9	1	32
Q15 Sr. leadership prioritizes our work and de-emphasizes less important tasks.	0	13	8	5	5	1	32
Q16 What are two things PA could do to improve?							20 Total comments
Q17 My Director provides effective management and communication.	0	5	4	7	5	11	32
Q18 My talents are used well in the workplace.	0	4	5	6	10	7	32
Q19 Managers/supervisors/team leaders work well with employees of different backgrounds.	0	3	1	10	7	11	32
Q20 My workload is reasonable.	0	3	8	4	15	2	32
	N/A	Very Unsatisfied	Unsatisfied	Neutral	Satisfied	Very Satisfied	
Q21 How satisfied are you with the information you receive from management on what's going on in your organization?	1	8	7	7	8	1	32
Q22 How satisfied are you with your involvement in decisions that affect your work?	0	6	4	11	8	3	32
Q23 How satisfied are you with the recognition you receive for doing a good job?	0	3	5	9	11	4	32
Q24 How satisfied are you with the policies and practices of your senior leaders?	0	11	8	4	7	2	32
Q25 How satisfied are you with the training you receive for your present job?	3	7	2	12	8	0	32
Q26 Considering everything, how satisfied are you with your job?	0	6	5	9	5	7	32
	N/A	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Q27 My Director enables me to have a satisfactory work-life balance.	0	4	4	4	8	12	32
Q28 My Director provides me with coaching and mentoring to help guide my career.	1	9	6	4	3	9	32
Q29 My Director helps me prioritize my work to reflect strategic priorities.	1	7	5	4	6	9	32
Q30 My Director clearly communicates how to develop products that deliver superior results	1	5	5	7	4	10	32
Q31 My Director helps me carve out time to think strategically about issues related to my portfolio.	1	7	4	8	4	8	32
Q32 My Director creates an environment where I feel comfortable providing constructive upward feedback.	1	5	1	7	7	11	32
Q33 My Director provides me with timely and meaningful feedback on my performance.	1	7	3	7	5	9	32
Q34 My Director provides me with timely feedback on the impact of my work.	0	4	5	8	5	10	32
Q35 My Director supports my professional development.	1	5	3	6	8	9	32
Q36 My Director makes an effort to eliminate unnecessary steps and/or bureaucratic requirements.	0	8	1	6	7	10	32
Q37 Please provide your recommendations to improve OSD, Public Affairs							18 Total comments

**My work gives me a feeling of personal accomplishment.**



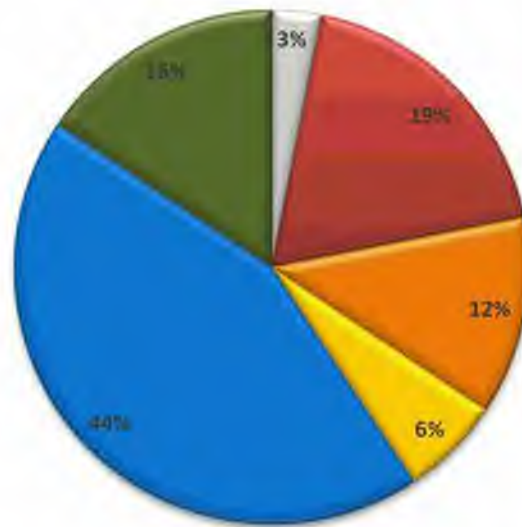
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**I am able to take advantage of opportunities to grow professionally.**



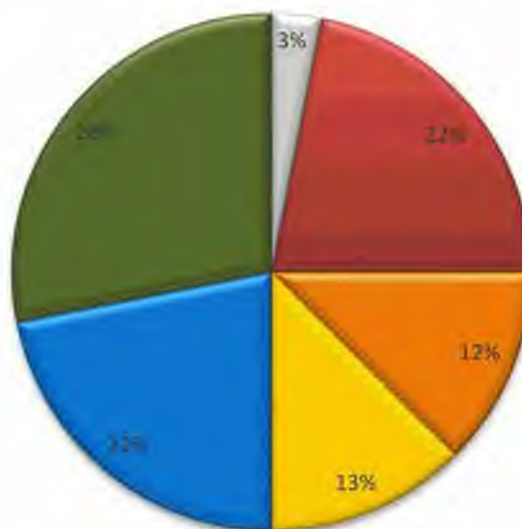
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

I am able to have a healthy work-life balance.



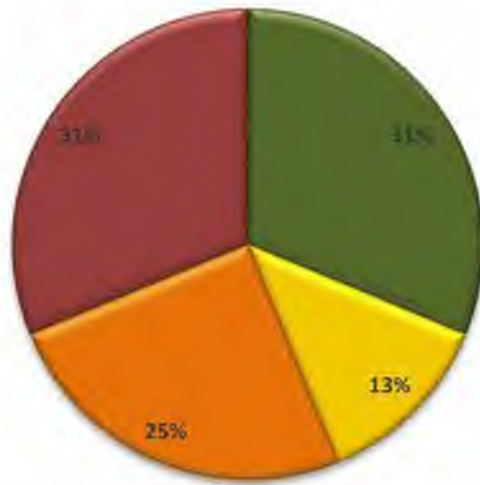
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

My supervisor provides regular feedback on my performance.



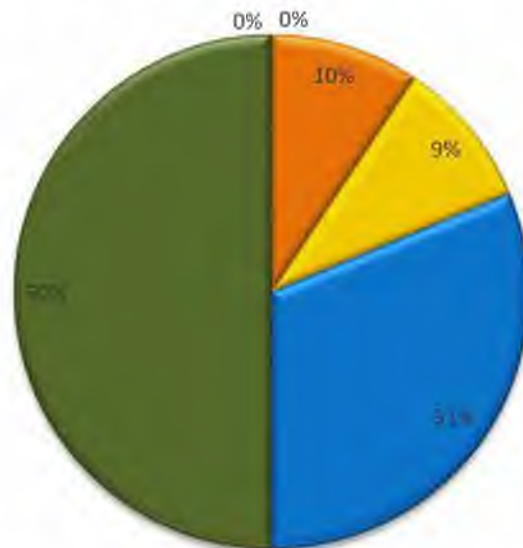
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

In the past year, have you considered switching offices or leaving PA?



No Yes - Switching Offices Yes - Leaving PA Yes - Both

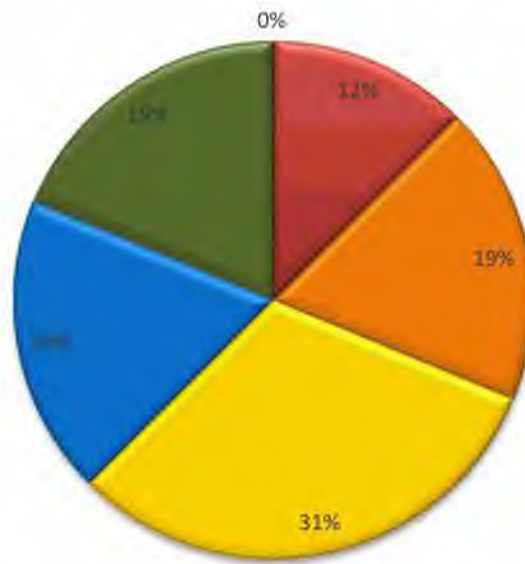
The people in my office cooperate to get the job done.



N/A Strongly Disagree Disagree Neutral Agree Strongly Agree

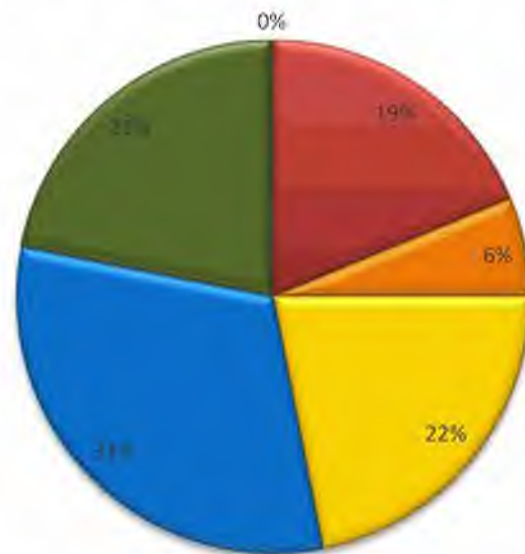


### Creativity and innovation are rewarded.



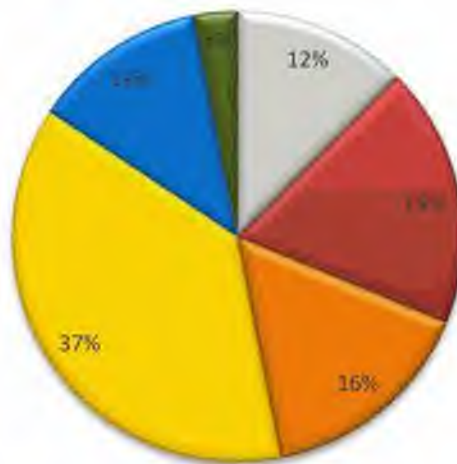
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

### My office is able to recruit people with the right skills.



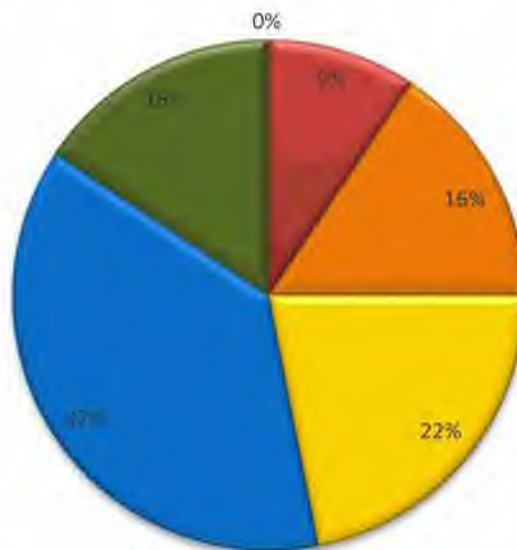
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**In our office, steps are taken to deal with a poor performer who cannot or will not improve.**



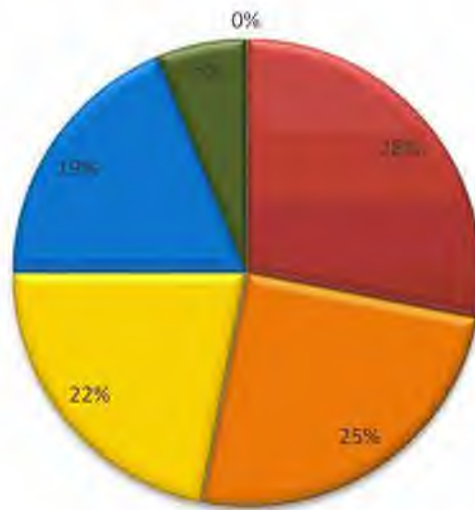
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**I know how my work relates to PA's goals and priorities.**



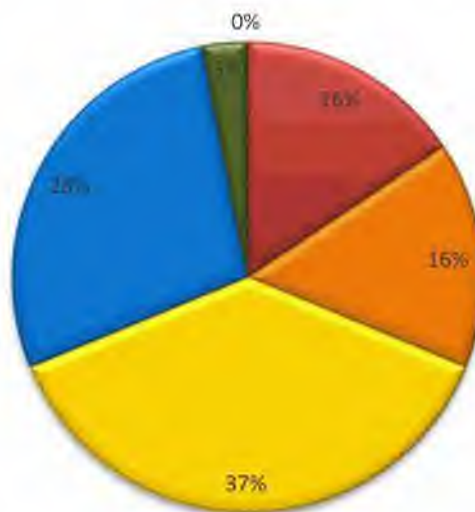
■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree ■

**Sr. leadership provides regular feedback on the quality of our products.**



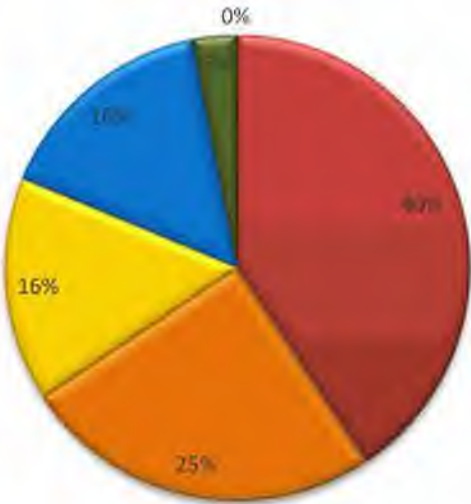
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**PA provides the training, technology, and processes for efficient work.**



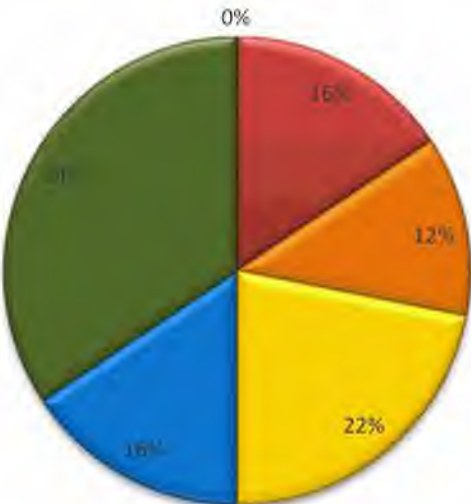
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**Sr. leadership prioritizes our work and de-emphasizes less important tasks.**



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

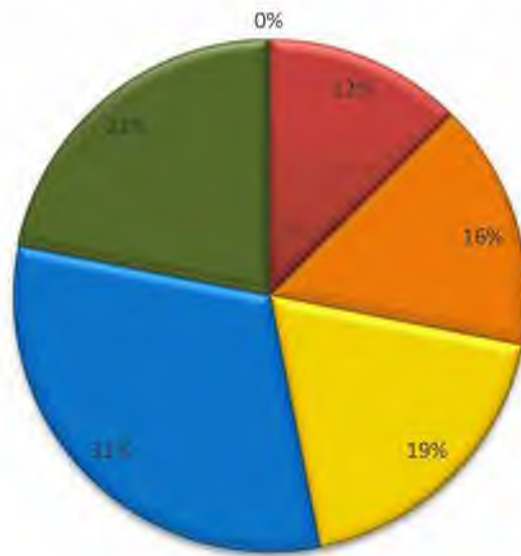
**My Director provides effective management and communication.**



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree



### My talents are used well in the workplace.



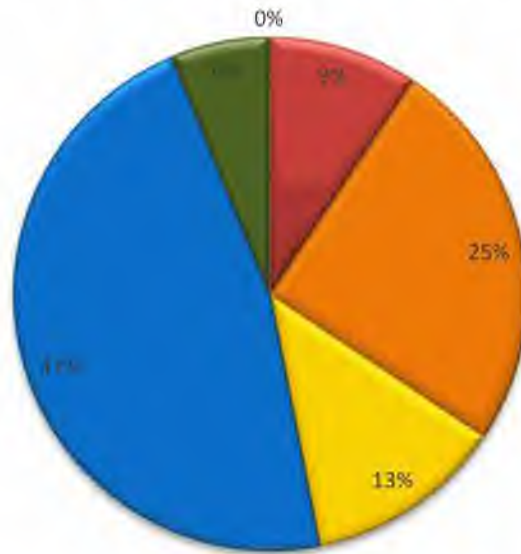
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

### Managers/supervisors/team leaders work well with employees of different backgrounds.



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

### My workload is reasonable.



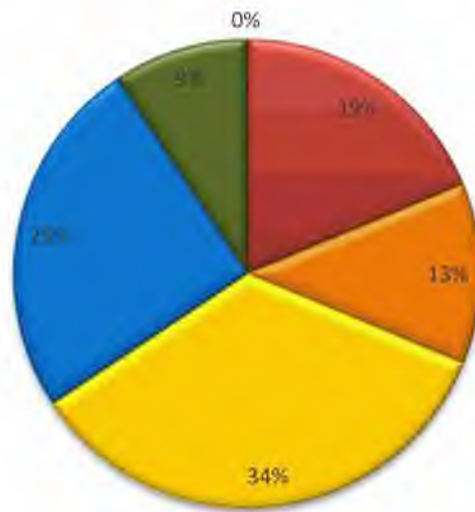
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

### How satisfied are you with the information you receive from management on what's going on in your organization?



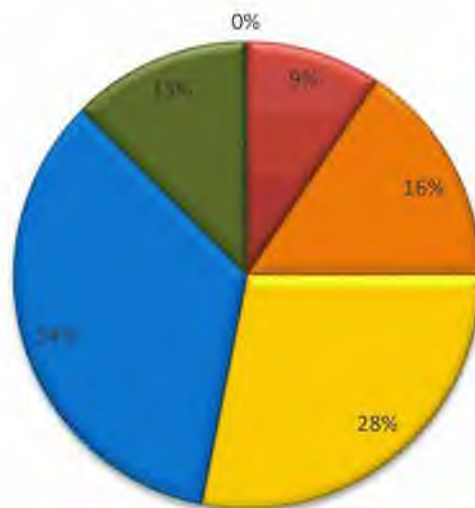
■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

### How satisfied are you with your involvement in decisions that affect your work?



■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

### How satisfied are you with the recognition you receive for doing a good job?



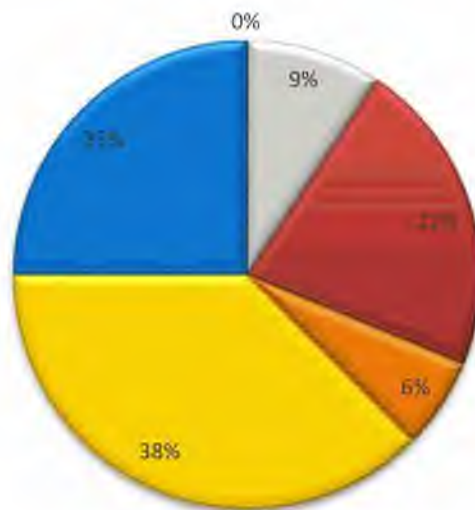
■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

### How satisfied are you with the policies and practices of your senior leaders?



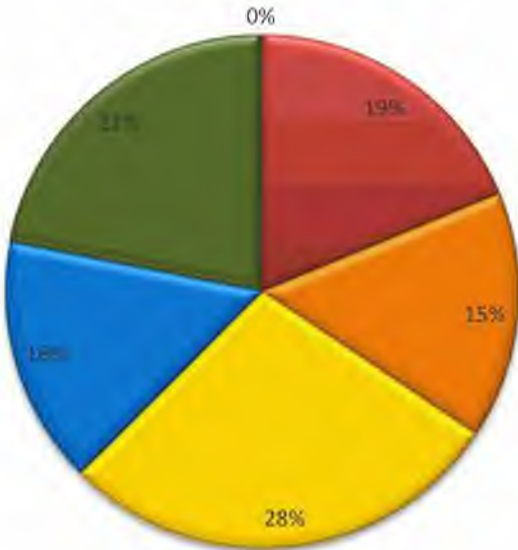
■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

### How satisfied are you with the training you receive for your present job?



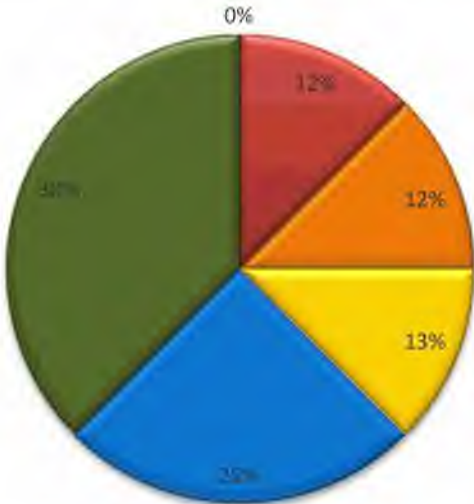
■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

**Considering everything, how satisfied are you with your job?**



■ N/A ■ Very Unsatisfied ■ Unsatisfied ■ Neutral ■ Satisfied ■ Very Satisfied

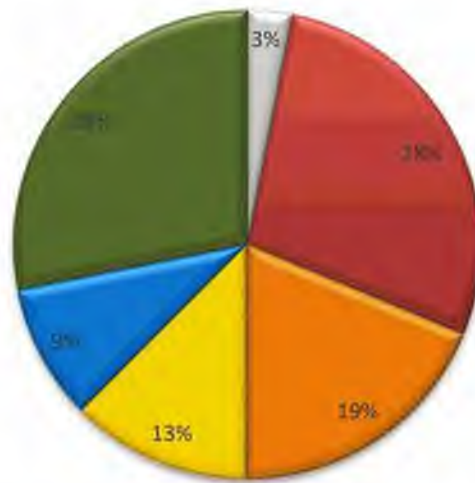
**My Director enables me to have a satisfactory work-life balance.**



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

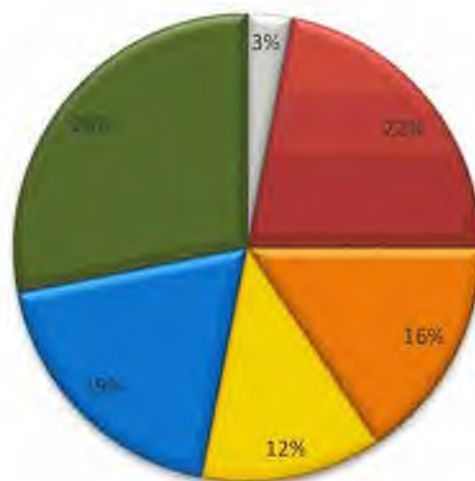


**My Director provides me with coaching and mentoring to help guide my career.**



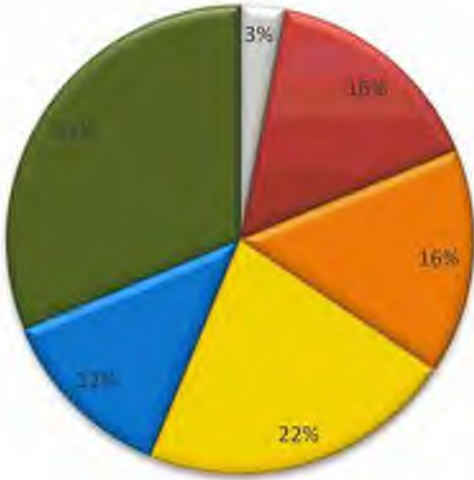
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director helps me prioritize my work to reflect strategic priorities.**



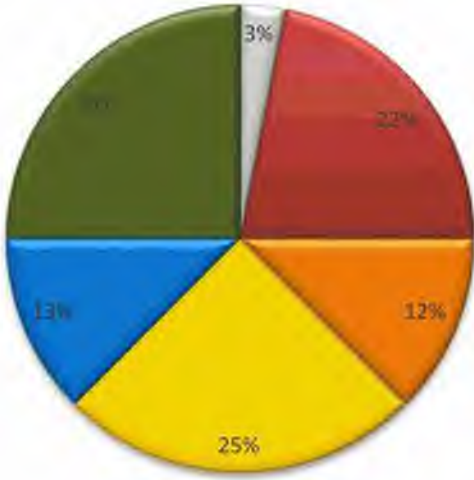
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director clearly communicates how to develop products that deliver superior results.**



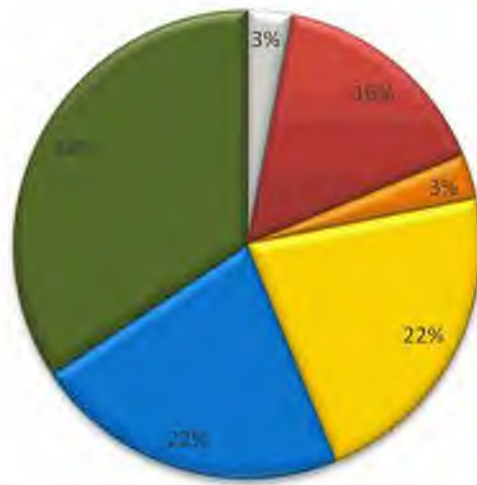
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director helps me carve out time to think strategically about issues related to my portfolio.**



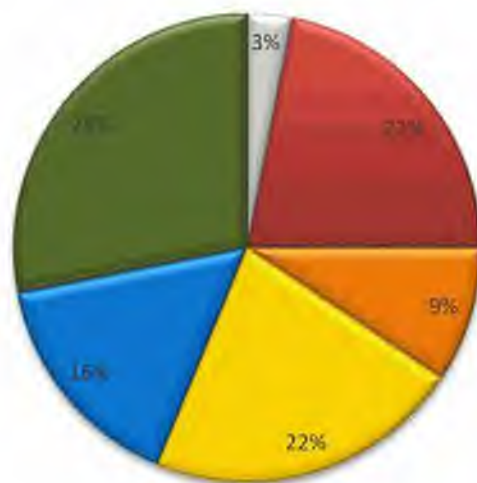
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director creates an environment where I feel comfortable providing constructive upward feedback.**



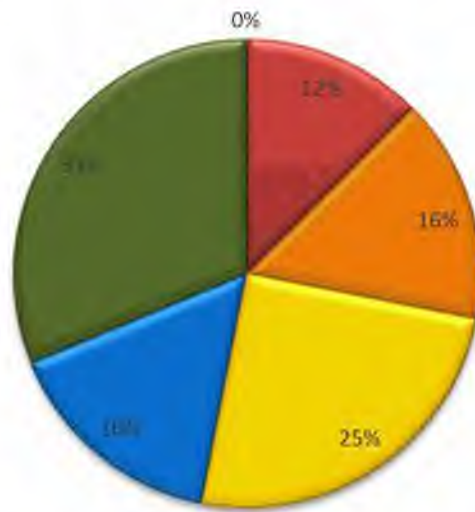
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director provides me with timely and meaningful feedback on my performance.**



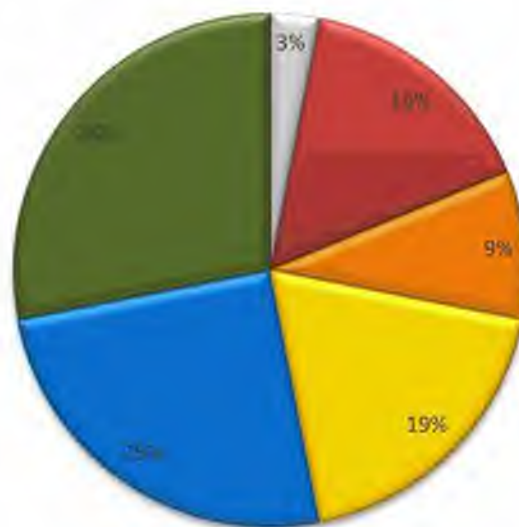
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director provides me with timely feedback on the impact of my work.**



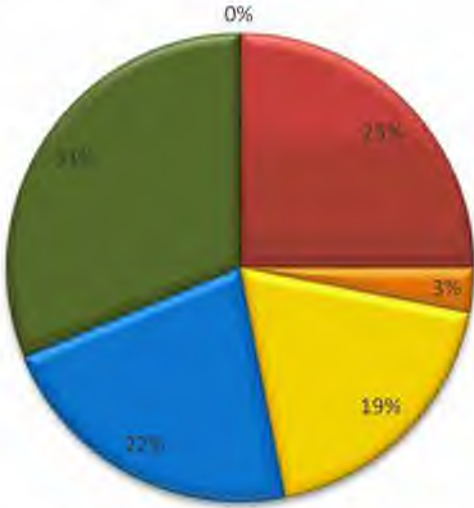
■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director supports my professional development.**



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree

**My Director makes an effort to eliminate unnecessary steps and/or bureaucratic requirements.**



■ N/A ■ Strongly Disagree ■ Disagree ■ Neutral ■ Agree ■ Strongly Agree



4 April 2016

(b)(6) **COMMAND CLIMATE SURVEY**

"The climate survey results were from an internal P&R survey. It was not a Department of Defense climate survey. We defer specific questions about the survey to (b)(6) and his staff."

In addition, an official DEOCS survey was not and will not be conducted.

**Source/Coord:**

**A/O:**