

Organizational Health Employee Feedback Survey

In response to OMB Memo M-23-15 (<https://www.whitehouse.gov/wp-content/uploads/2023/04/M-23-15.pdf>) and to gain insight into the agency's organizational performance and health, we ask for your feedback on workplace flexibilities and what meaningful in-person work means to you.

Responses to this survey will be anonymous and will be compiled and analyzed in the aggregate. Once analyzed, the survey results will be shared agency wide. High-level demographic information is requested to help in taking follow-up action at the Regional or Office level, as appropriate.

This short survey should only take a few minutes to complete. Participation is voluntary, but the more people respond, the better we will be able to support you. Thank you in advance for your input!

* Required

1. **Have workplace flexibilities, including telework and remote work, helped you be more productive? ***

☐ Yes

☐ No

2. What types of practices would make working in-person in-office more meaningful to you? (Please select no more than three responses.) *

Please select at most 3 options.

- ☐ Having managers and staff in my work unit in the office on the same day
- ☐ Having in person training
- ☐ Attending all staff meetings in person
- ☐ Mentoring
- ☐ Coaching
- ☐ Collaborating
- ☐ Networking
- ☐ Getting to know my colleagues
- ☐ Supporting new staff by being available to answer questions, in-person mentoring
- ☐ Meetings with visitors/customers
- ☐ Hallway conversations
- ☐ None of the above
- ☐ Something not listed. If you would like to make Senior Leadership aware of what is missing, please email futureofwork@epa.gov with the subject "Question 2-Something not listed"

3. **Have you been able to effectively collaborate with your colleagues while using workplace flexibilities, such as telework and remote work?**

*

☐ Yes

☐ No

4. When deciding whether to work in person in-office or at alternate work location/residence, which of the following are most important to you? (Please select no more than five responses.) *

Please select at most 5 options.

- ☐ Commute time
- ☐ Transportation costs (e.g., fuel, tolls, public transportation)
- ☐ Health (physical)
- ☐ Health (mental)
- ☐ Physical safety
- ☐ Stress
- ☐ Productivity
- ☐ Work-life balance
- ☐ Time with family
- ☐ Expectations of professional attire
- ☐ Interacting with colleagues
- ☐ Workplace distractions (e.g., noise, interruptions, impromptu discussions)
- ☐ Flexibility (e.g., work schedule, structure of my day)
- ☐ Diversity, Equity, Inclusion, Accessibility (DEIA) concerns
- ☐ Interpersonal relationships with colleagues or supervisor
- ☐ Interpersonal conflict with colleagues or supervisor (e.g., disagreements, misunderstandings)
- ☐ My work-from-home setup (e.g., home office or work area)

☐ Overall wellbeing

☐ EPA facilities/office space/equipment to perform my work

☐ Something not listed. If you would like to make Senior Leadership aware of what is missing, please email futureofwork@epa.gov with the subject "Question 4-Something not listed"

5. Will you experience personal hardships if telework and remote work are reduced? *

☐ Yes

☐ No

6. How can EPA best continue to support you? (Please select no more than three) *

Please select at most 3 options.

- ☐ Communication
- ☐ Training on working in a hybrid environment
- ☐ Technology/IT equipment/resources
- ☐ Technology/IT troubleshooting
- ☐ Wellness/Work-Life Balance resources
- ☐ In-person opportunities to connect with colleagues
- ☐ Mentoring
- ☐ Coaching
- ☐ Gyms or Gym Membership
- ☐ Increased Commuting Subsidies
- ☐ Something not listed. If you would like to make Senior Leadership aware of what is missing, please email futureofwork@epa.gov with the subject "Question 6-Something not listed"

7. **Would you consider leaving the Agency if current workplace flexibilities (telework and remote work) were reduced?** *

☐ Yes

☐ No

8. **Regardless of their physical work location, employees in my work unit meet the needs of our customers.**

*

☐ Strongly Agree

☐ Agree

☐ Not sure

☐ Disagree

☐ Strongly disagree

9. **Do you believe diversity, equity, inclusion, and accessibility will be negatively impacted if telework or remote work is reduced?** *

☐ Yes

☐ No

10. How would you rate your overall job satisfaction at the EPA? *

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Not Sure
- ☐ Dissatisfied
- ☐ Very dissatisfied

Demographic Questions

11. Select your Organization

- ☐ AO
- ☐ OAR
- ☐ OCSP
- ☐ OCFO
- ☐ OECA
- ☐ OGC
- ☐ OIG
- ☐ OITA
- ☐ OLEM
- ☐ OMS
- ☐ ORD
- ☐ OW
- ☐ OEJECR
- ☐ Region 1
- ☐ Region 2
- ☐ Region 3
- ☐ Region 4
- ☐ Region 5

☐ Region 6

12. I was hired at EPA

- ☐ Prior to 2020
- ☐ In 2020 or after

13. Are you a Supervisor, SES or SL/ST?

- ☐ Yes
- ☐ No

14. What is your current Bargaining Unit status at EPA?

- ☐ Bargaining Unit
- ☐ Non-Bargaining Unit

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