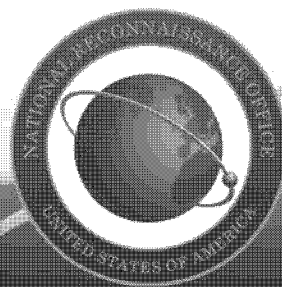


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**(U) 2017 NRO Climate Survey
Office of Equal Employment
Opportunity & Diversity Management
(OEEO&DM)**

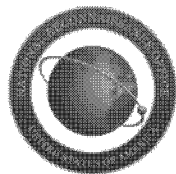
August 2017



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(U) Survey Overview

Purpose & Content

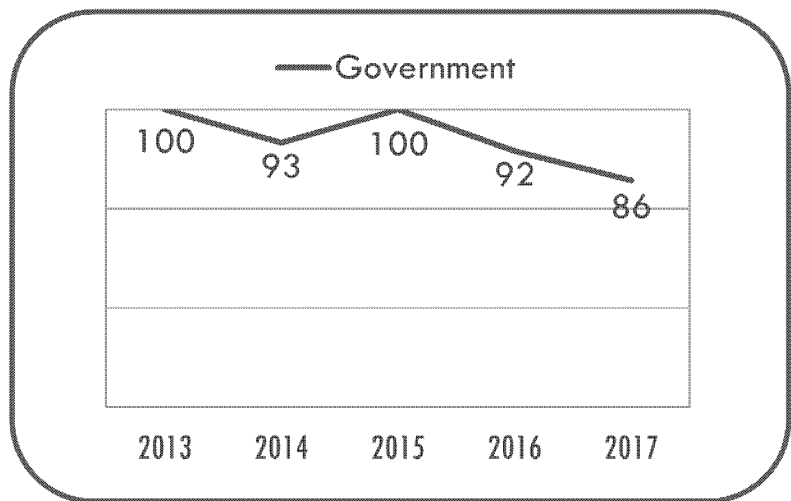
Purpose Assess organizational climate, employee satisfaction, and employee engagement

Content

- Development & Training
- Diversity & EEO
- Employee Engagement
- Performance Management
- Inclusion Quotient
- Leadership
- Innovation
- My Job
- Work Unit

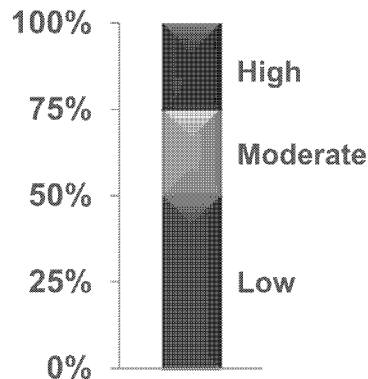
Timeframe 1 May – 2 June 2017

OEEO&DM Response Rates



Reporting & Interpreting the Data

The 5-point response scale is collapsed into 3 categories and reported in terms of percent favorable, which combines the "Agree" and "Strongly Agree" responses.

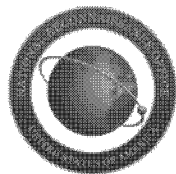


What's new for 2017?

- Significance Testing
- Five Year Trend
- Inclusion Quotient

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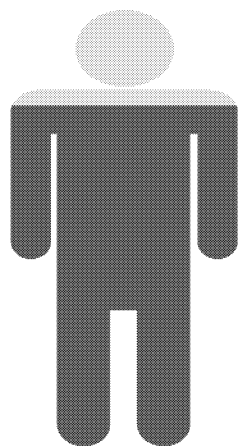


(U) Dashboard Summary (Government Only)

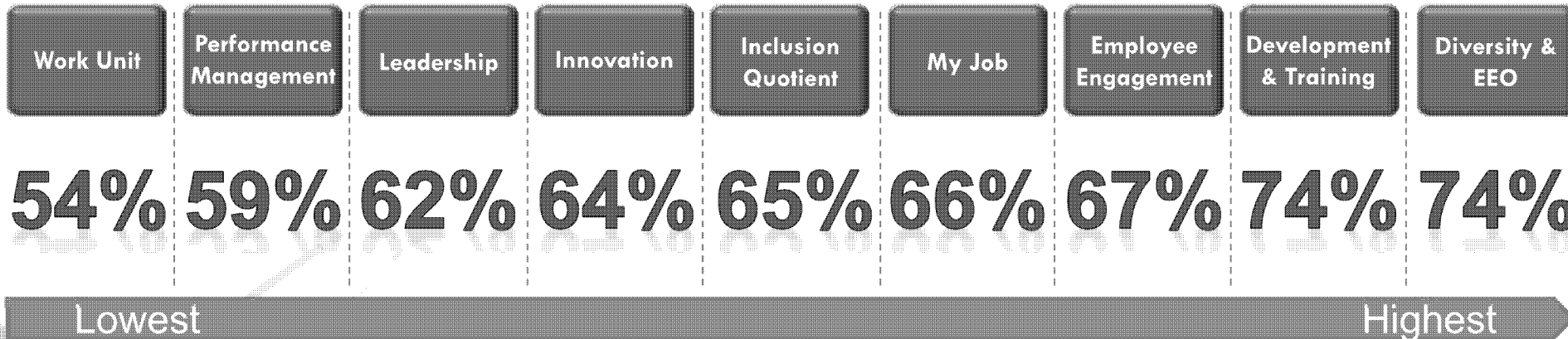
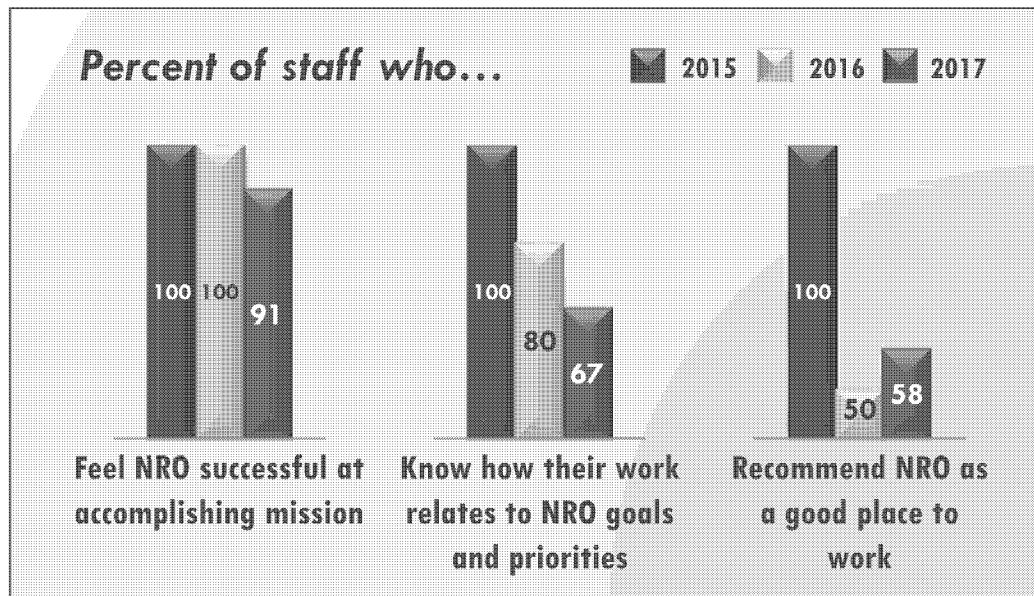
Timeframe: 1 May – 2 June 2017

(b)(3)

OEEO&DM Government Response Rate

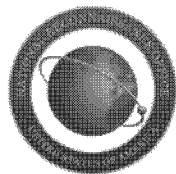


86%

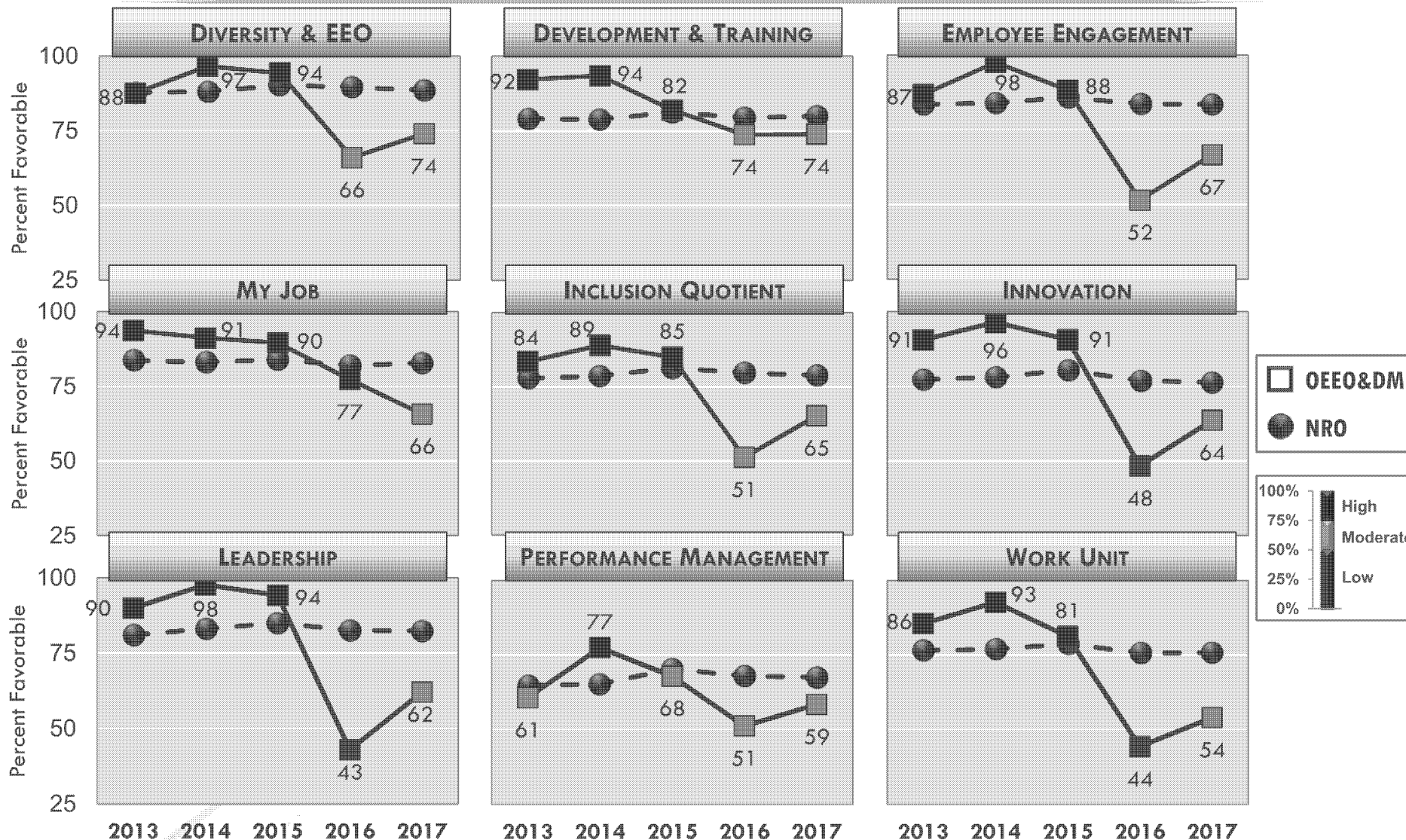


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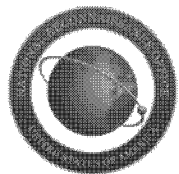
(U) Index Trends (Government Only)



Graphics are U//~~FOUO~~

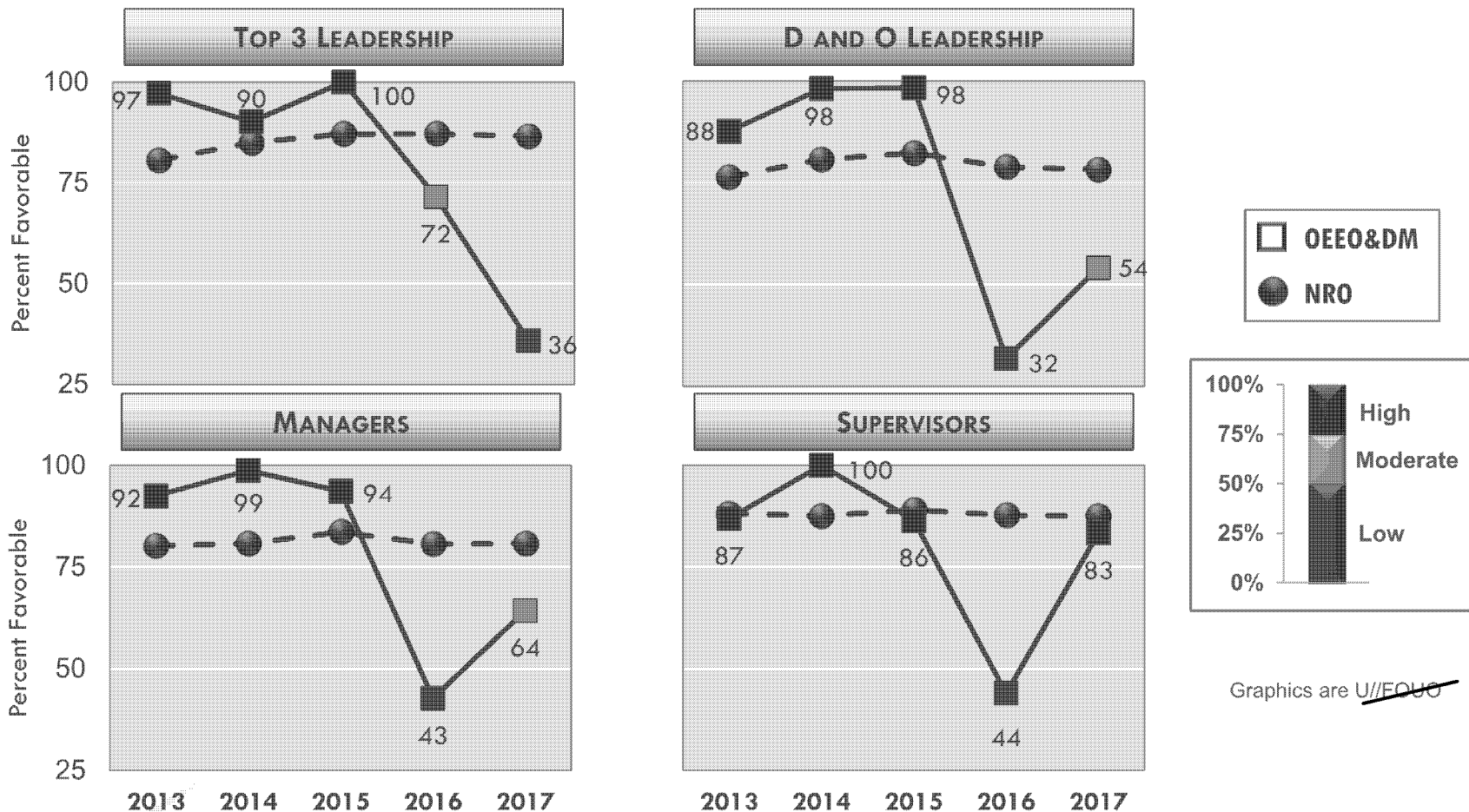
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(U) Multiple Levels of Leadership (Government Only)

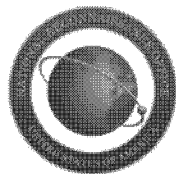
- (U) The survey captures perceptions regarding multiple levels of leadership at the NRO.



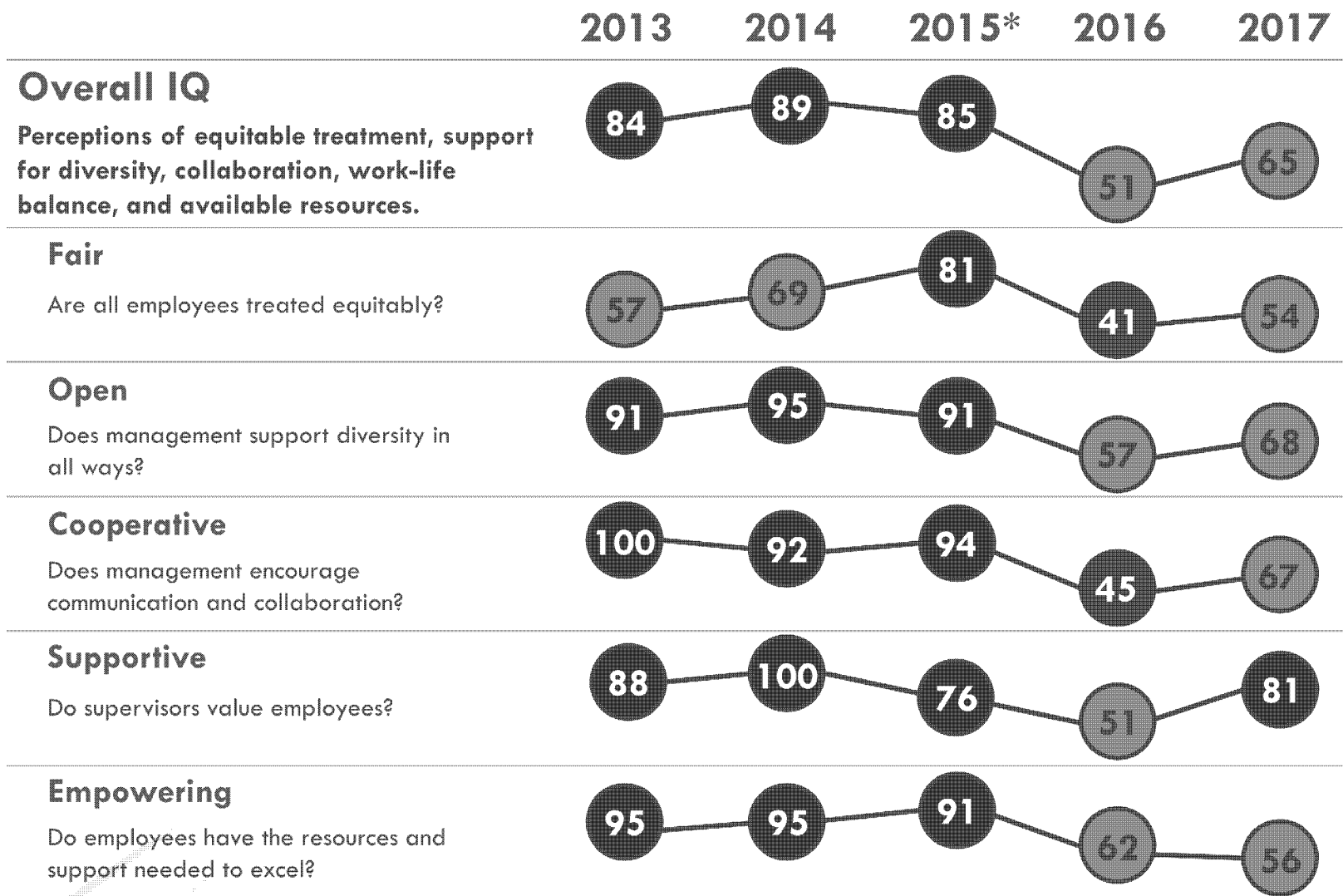
Graphics are U//~~FOUO~~

(U//~~FOUO~~) With the exception of Supervisors, all leadership sub-indices fall substantially below the NRO scores.

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(U) The Inclusion Quotient (IQ)

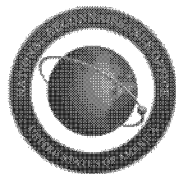


*(U) Note: Four new items were added to the index in 2015 (within the Cooperative, Supportive, and Fair subcategories).

Graphic is U//~~FOUO~~

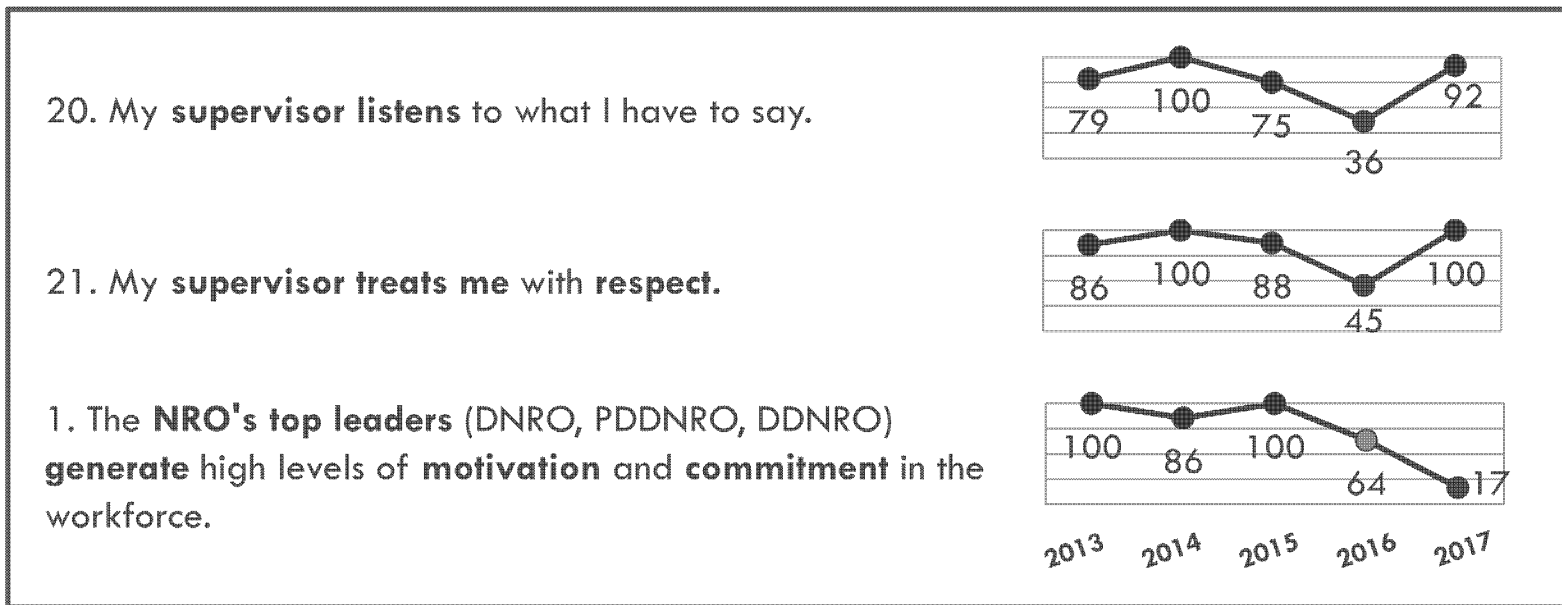
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(U) Greatest Significant Differences (Government Only)

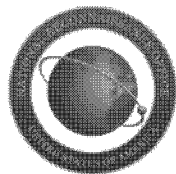
- (U) Analyses were conducted to determine statistically significant differences between items in 2016 and 2017. Trend data is provided as a reference.
- (U//~~FOUO~~) There were only three items that demonstrated a statistically significant difference from 2016 to 2017.



Graphic is U//~~FOUO~~

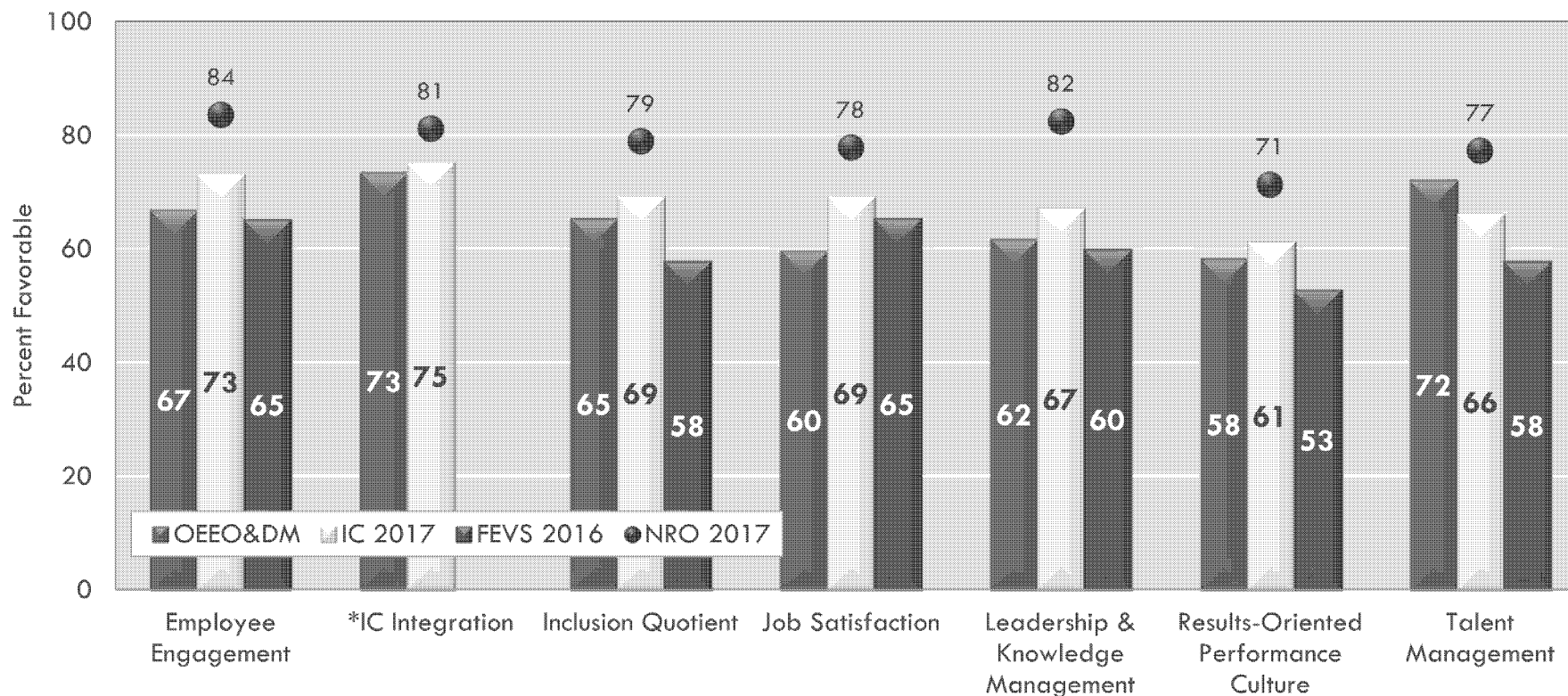
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(U) Climate Survey Benchmarks

- (U) The IC Employee Climate Survey and Federal Employee Viewpoint Survey (FEVS) are administered to government staff annually.



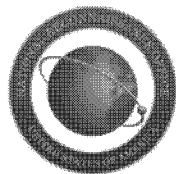
Graphic is U//~~FOUO~~

(U) Note: Data will be updated for FEVS when available.

(U) *IC Integration is not included in the FEVS.

(U//~~FOUO~~) OEEO&DM falls below all IC 2017 scores with the exception of Talent Management.

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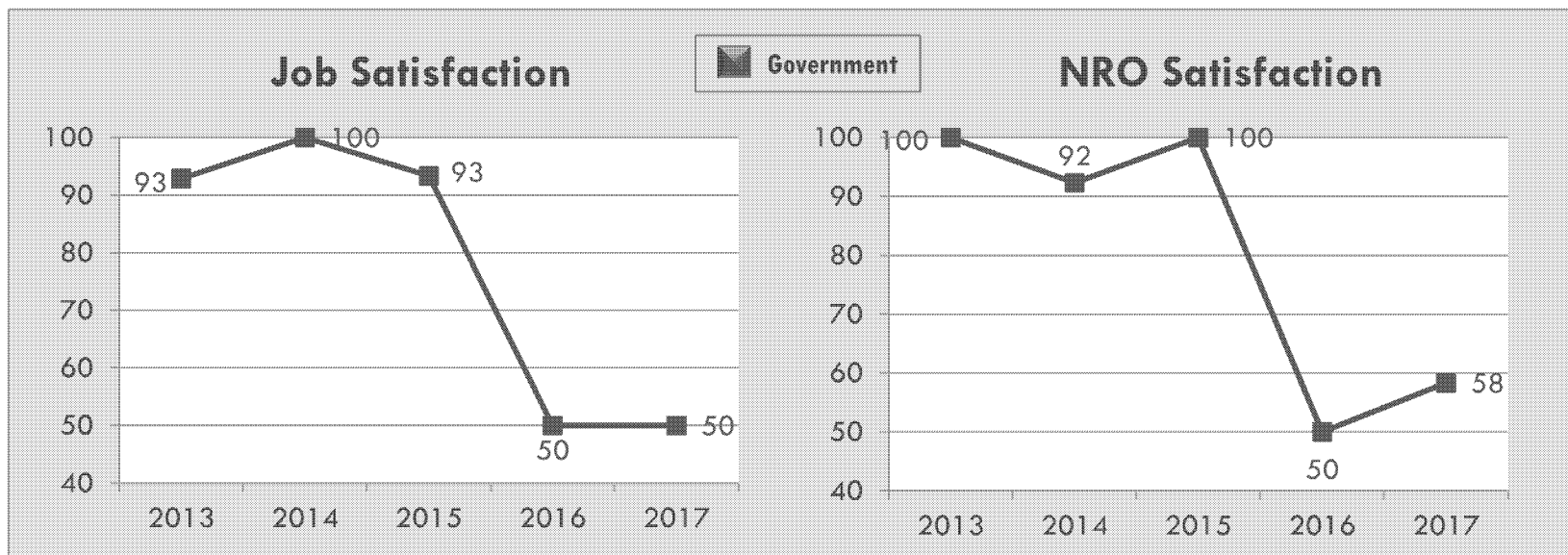


(U) Conclusion

- (U//~~FOUO~~) The majority of OEEO&DM's scores fall below the 2017 IC indices.
- (U//~~FOUO~~) Job and NRO satisfaction scores remain significantly lower in 2017 than in 2015.
- (U//~~FOUO~~) 45 percent of employees recommend OEEO&DM as a good place to work, a decrease of 55 percentage points since 2013.



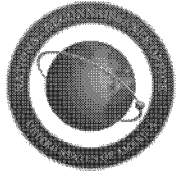
(b)(5)



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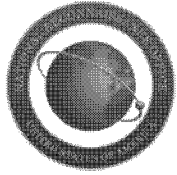


(U) Next Steps

- (U) Disseminate survey results to your workforce.
- (U) Launch Action Planning process in September by selecting **one or two target areas** from the survey.
 - Dig deeper to understand the focus area(s).
 - Brainstorm actionable solutions.
 - Complete Progress Checks as requested.
- (U) Performance Management will be the focus area for enterprise-wide Action Planning.

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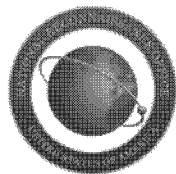
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(U) Backup Slides

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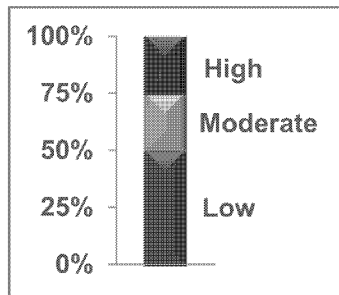
(U) Lowest Scoring Index

Work Unit – Government Only

Work Unit Items	2013	2014	2015	2016	2017
34. The people I work with cooperate to get the job done.	93	100	94	45	67
38. Employees in my work unit share job knowledge with each other.	100	100	88	73	67
39. My work unit produces high quality products and services.	86	100	100	73	67
35. My work unit is able to recruit people with the right skills.	75	86	69	20	50
37. The skill level in my work unit has improved in the past year.	73	85	56	36	50
40. I recommend my D and O as a good place to work.	100	100	100	27	45
36. My work unit is able to retain people with the right skills.	73	79	63	36	33
Index Score	86	93	81	44	54

- (U//~~FOUO~~) Items are ranked from highest to lowest based on their 2017 score.
- (U//~~FOUO~~) The Work Unit index increased in 2017 and now scores in the “moderate” range.
- (U//~~FOUO~~) The item with the largest increase (+30%) between 2016 and 2017 pertained to recruiting employees with the right skills.

Table is U//~~FOUO~~



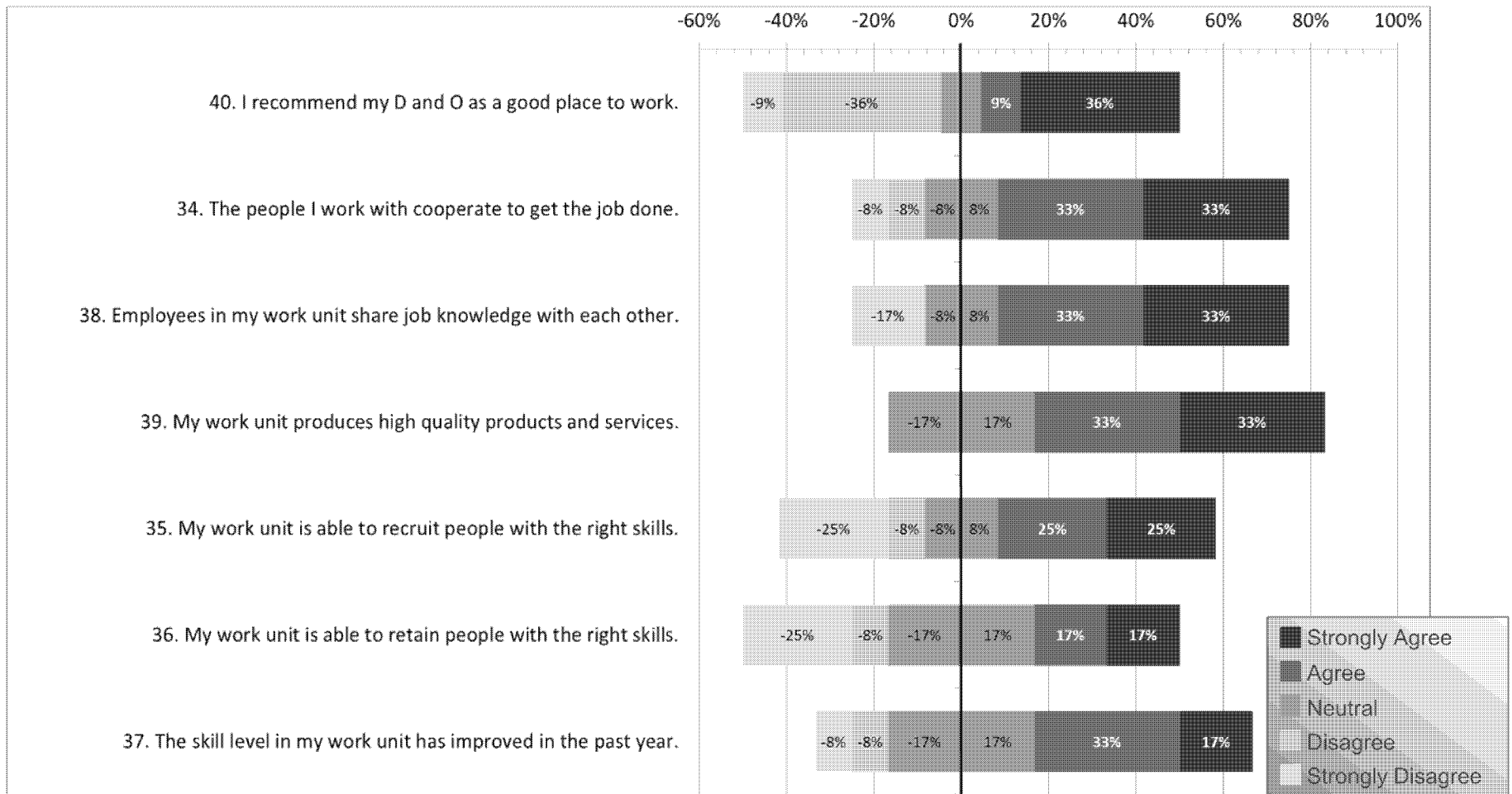
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(U) Lowest Scoring Index

Work Unit – Government Only

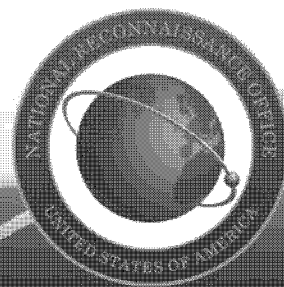


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