NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA

SUPPLEMENTAL TO JOINT APPLIED PROJECT (1 OF 2: APPENDIX B: SURVEY COMMENTS AND COMMENTS RESOLUTION MATRIX)

DEVELOPMENT OF AN RDECOM WORKFORCE MOTIVATIONAL SURVEY INSTRUMENT

September 2016

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DoD Acquisition Engineers Retention Motivation Factors

Survey Questionnaire for Generation Y Workforce

Q#	# Comments Received	Original Survey Question	Original Response Choices	Revised Survey Question (Apr 16)	Revised Response Choices (Apr 16)	Revision Rationale
Demographic Information						
1	0	Are you: Male or Female?	• Female • Male	Are you: Male or Female?	• Female • Male	No changes
Work Experience and Recognition						
2	3	The diversity of work tasks required to perform are interesting?	• Yes • No	My work assignments are interesting and challenging.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Changed the question and response type to clarify the intent. Will move this question to section 2 "Work Empowerment and Task Assignment" for final survey.
3	2	Overall I am satisfied with the organization at the present time?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	I am satisfied with my organization at the present time.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Updated phrasing of question.
4	4	Receiving constant positive feedback, verbal or written gratitude, and fair reflection of performance by supervisor or manager is important to you?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Receiving supervisor feedback on job performance is important to me.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Removed ambiguous term "constant" and re-phrased the question
5	0	What is your choice of recognition? Rank Questions	• Time-off award • Cash bonus • Commander's coin • Letter of Commendation <blank space> • Other	What is your choice of recognition? Rank Questions	• Time-off award • Cash bonus • Commander's coin • Letter of Commendation <blank space> • Other	We will verify the ability to rank the response in Survey Monkey. No other changes identified.
6	2	What changes would you like to see that incentivize the workforce within your organization?	Open Response	What changes would you like to see that incentivize you within your organization	Open Response	Updated the question to be more focused on a response related to the individual. Leaving the question in this location to try to get people to answer and not skip all "open response questions" at the end of the survey.
7	4	When first hired, were you assigned a mentor? If no skip Q8 and Q9, go to Q10	• Yes • No	When first hired, were you formally assigned or offered a mentor? If no skip Q8 and Q9."	• Yes • No	We added the word "formally" to the question because it indicates it was organizationally endorsed and part of a person's job function to mentor new hires rather than a "when you have time, help this person out.' We also added "offer" to the question as some might have been offered but declined a mentor.
8	2	I was assigned a quality level of mentor?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	My mentor was a valuable resource for getting me oriented during my first year of Government service.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Removed the word "quality" as it was too subjective. Essentially trying to identify if the mentor was successful at their job.
9	0	Did they influence you to remain in your Army (job) position?	• Yes • No	Did they influence you to remain in your Army (job) position?	• Yes • No	No changes
10	1	Having mentor is important?	• Yes • No	Having mentor is important?	• Yes • No	Delete question. Questions 7, 8, & 9 provide enough information.
11	3	I am satisfied with the current GS pay scale (General Schedule)?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	My current pay scale is satisfactory in relation to my job requirements.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	The change takes out "GS" to allow this question to be applied to any pay series in the future. It also associates a person's monetary compensation to current job functions and requirements.
Workforce Empowerment and Task Assignments						
12	5	I would be more satisfied with my job if I were given direct engineering work to accomplish.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	I am satisfied with the amount of engineering work I am given.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	The survey is intended to completed by engineers (0800 Series) and thus, trying to determine if a coded engineer is satisfied with the amount of actual engineering work tasked. The question was re-phrased to a more clear statement.
13	6	Within my organization employees are empowered and given ownership to work with little oversite with respect to the work task assigned?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	My supervisor trusts me to complete my work accurately and on time with the appropriate amount of supervision.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	The comments on this question were in relation to qualitative aspect of "little oversight". The re-phrase attempts to address the original intent more clearly.
14	2	I am satisfied in my job when given ownership of tasks.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	When given ownership of tasks, I am more satisfied with my job.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Updated phrasing of question.
Professional Development/Continuing Education						
15	4	Programs such as mentorships, leadership programs, cohorts, lunch and learns, rotational assignments and other professional developments are an important consideration to me to stay an employee in the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Having professional development opportunities available to me is an important factor for me to stay an Army civilian.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Re-phrasing of question
	n/a	NEW QUESTION		Please select which developmental programs are of interest. Select all that apply.	• Formal Mentorships • Leadership Programs and Cohorts • Lunch and Learns • Rotational Assignments • Technical certifications • Advanced Degree (Masters, PhD) Programs • Other <fill in the blank>	Allows for understanding (not ranking) of what programs are of interest to a person.
16	1	Education opportunities that I can earn certifications, masters degrees, PHDs are an important consideration for me to stay an employee of the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Education opportunities that I can earn certifications, masters degrees, PHDs are an important consideration for me to stay an employee of the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Delete this question. The new question above supersedes this.

DoD Acquisition Engineers Retention Motivation Factors

Survey Questionnaire for Generation Y Workforce

Q#	# Comments Received	Original Survey Question	Original Response Choices	Revised Survey Question (Apr 16)	Revised Response Choices (Apr 16)	Revision Rationale
17	2	My education is used well and commensurate with job tasks in the workplace?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	I am able to apply my engineering education within my job position.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Re-phrasing of question
Telework/Flex Work Schedule						
18	0	Telework opportunities are an important consideration for me to stay an employee in the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Telework opportunities are an important consideration for me to stay an Army civilian.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	No changes
19	3	There is a telework policy in place?	• Yes • No	There is a telework policy in place?	• Yes • No	Delete this question.
20	1	Telework is provided to me as a work option by my first and second line supervisor?	• Yes • No	I have the option to telework.	• Yes • No	Re-phrasing of question
21	1	If no to above question, why is it not provided to you.	Open Response	If no to above question, why is it not provided to you.	Open Response	No changes
22	1	Do you telework currently?	• Yes • No	Do you telework currently?	• Yes • No	Delete this question. No relevant action can be taken upon the answer
23	1	A flexible work schedule is an important consideration for me to stay an employee in the Army and is considered benefit to remain in the Government?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	A flexible work schedule (such as Alternative Work Schedule, flexible hours) is an important considerations for me to stay an Army civilian.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Clarified what "flexible work schedule" means in relation to this survey.
24	1	As a GS acquisition engineer are you satisfied with the policy of earning time-off, annual leave, sick leave and ability to use as necessary?	• Yes • No If no, why?	I am satisfied with the amount of annual and sick leave I accrue annually.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Clarified the intent of the question. The response is intended to provide insight into whether a person thinks the amount of leave they earn annually is enough (versus industry).
Technology/Resources Availability						
25	5	Working for an organization that has unique capabilities is important to you when selecting a career?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Working for the U.S. Army and supporting the mission of National Defense is an important consideration to me to stay an Army Civilian.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Question re-phrased to clarify what was intended to be "unique capability." Will move this question to the last section under "additional factors."
26	1	It is important to me that my organization provides me choices of the most modern capabilities including tools, resources and information technologies to do my job.	• Yes • No	It is important to me that my organization provides me access to the most modern capabilities including tools, resources and information technologies to do my job	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Re-phrasing of question
27	1	Additional social media resources i.e. use of chat applications via wireless communication (Wi-Fi) devices increase work task accomplishment and decrease time to accomplish activities?	• Yes • No	Provision of additional social media resources i.e. use of chat applications via wireless communication (Wi-Fi) devices increases my work efficiency.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Re-phrasing of question
28	0	What other technologies or resources would you like to see being used in your Army job? (e.g. telecommunications devices: Blackberry, iPhone, Android Smartphones, etc.)	Open Response	What other technologies or resources would you like to see being used in your Army job? (e.g. telecommunications devices: Blackberry, iPhone, Android Smartphones, etc.)	Open Response	No changes
29	6	What is your communication preference with supervisors, coworkers, intra and interagency departments?	• Face-to-face • Telephonically • Email • Text • Video teleconference • Online web conference (webinar) • Social media applications	Rank your preferences for general communication.	• Face-to-face • Telephonically • Email • Text • Video teleconference • Online web conference (webinar) • Social media applications	Made the question more generic as we might expect communication preference might be different depending on who one is working with. We will verify this is a rank response in survey monkey. Add "Other"
Additional Factors in Retaining You as an Army GS Acquisition Engineering Employee						
30	0	It is important to me when choosing a career to remain a close distance to family, friends and other close relationships.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	It is important to me when choosing a career to remain a close distance to family, friends and other close relationships.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	No changes
31	1	It is important to me to have work life balance in the Government as a positive lifestyle choice. *Definition: Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of "lifestyle choice."*	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	It is important to me to have work life balance as a positive lifestyle choice. *Definition: Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of "lifestyle choice."*	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Removed "in the Government" as it does not directly add to the question. The intent is to determined if work/life balance is a positive attribute to someone.
32	0	It is important to me to have job security.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	It is important to me to have job security.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	No changes
33	1	It is important to me to have the opportunity to move to other Army organizations to attain new job experiences and maintain pay grade, time in service, or accrued leave.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	It is important to me to have the flexibility to move within Army organizations while maintaining my current benefits (i.e. pay grade, time in service, accrued leave, retirement benefits).	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Changed "opportunity" to "flexibility" and clarified the question. The intent is to see if the flexibility to move within Army organizations (even geography disparate ones, i.e. TARDEC to AMRDEC) is important to a person due to the fact they will retain current Army Civilian benefits.
34	4	The length (timing and pace) of the DoD acquisition process play a role in retaining you as a Government Army employee.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	The length (timing and pace) of the DoD acquisition process play a role in retaining you as a Government Army employee.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Delete this question. It doesn't affect the work/life balance. It is relevant but not something that can be changed/fixed through motivational initiatives within an organization
35	5	The increase in annual mandatory training affects retaining you as a Government civilian employee (example: SHARP, TARP, Ethics, US Constitution, Cybersecurity)	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	The increase in annual mandatory training affects retaining you as a Government civilian employee (example: SHARP, TARP, Ethics, US Constitution, Cybersecurity)	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Delete this question. It doesn't affect the work/life balance. It is relevant but not something that can be changed/fixed through motivational initiatives within an organization.

DoD Acquisition Engineers Retention Motivation Factors

Survey Questionnaire for Generation Y Workforce

Q#	# Comments Received	Original Survey Question	Original Response Choices	Revised Survey Question (Apr 16)	Revised Response Choices (Apr 16)	Revision Rationale
36	0	Are you satisfied with the opportunities for advancement and promotion within Government Service?	• Yes • No	Are you satisfied with the opportunities for advancement and promotion within Government Service?	• Yes • No	No changes
37	0	If not satisfied, what would make you satisfied?	Open Response	If not satisfied, what would make you satisfied?	Open Response	No changes
38	4	I am more inclined to remain in Government Service with respect to opportunities for promotion than in industry.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	I am more likely to remain an Army Civilian rather than leave for opportunities in industry.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Re-phrased to make the question more generic. A promotion might mean different things to different people (opportunity, money, power) so by leaving it generic, is sufficient for this level survey.
39	4	Please provide additional comments on what is important to your job satisfaction and retaining you as an Army Acquisition GS engineer.	Open Response	Please provide additional comments on what is important to your job satisfaction and retaining you as an Army Acquisition GS engineer.	Open Response	Will switch order of question 39 and question 40
40	6	How long do you plan on remaining a Government civilian?	• 0-3 Years • 5-8 Years • 9-12 Years • 13-16 Years • Other	I project that I will remain an Army Civilian for the following time frame.	• 0-3 Years • 4-8 Years • 9-12 Years • 13-16 Years • Other	Re-phrased question to ask projected time from now and not including time already spend as an Army Civilian. Will switch order of question 39 and question 40.

DoD Acquisition Engineers Retention Motivation Factors

Survey Questionnaire for Generation Y Workforce

			Comments to Language and Phrasing of Question										Comments to question relevancy				
Q#	Original Survey Question	Original Response Choices	1	2	3	4	5	6	7	8	9	10	3	4	7	8	10
	Demographic Information																
1	Are you: Male or Female?	• Female • Male								None						None	
	Work Experience and Recognition																
2	The diversity of work tasks required to perform are interesting?	• Yes • No			The sentence is not a question, consider re-phrasing		I believe the wording is difficult. Suggest establish whether or not the job has diversity of tasks first, then solicit whether or not that diversity is interesting.		My work assignments are interesting and challenging .	Question (is it a question?) is phrased strangley. Suggest re-wording.	Change to "Does the diversity of work tasks make your job interesting"						
3	Overall I am satisfied with the organization at the present time?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			The sentence is not a question, consider re-phrasing				I might move this question to the end of this section and add a question like - My supervisor trusts me to complete my work accurately and on time.	What organization?						This question is very generic. It doesn't seem to fit the overall theme. Suggest deleting it.	
4	Receiving constant positive feedback, verbal or written gratitude, and fair reflection of performance by supervisor or manager is important to you?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree		How important is supervisor feedback to you? How frequently do you desire feedback?	Reads awkward, consider changing to "Is receiving constant…by supervisor or manager important to you?"				Is constant necessary ?	None						None	
5	What is your choice of recognition? Rank Questions	• Time-off award • Cash bonus • Commander's coin • Letter of Commendation <blank space> • Other								I don't recall being able to rank these							
6	What changes would you like to see that incentivize the workforce within your organization?	Open Response							The survey is personal until this question and than it refers to the workforce.					This is a big question and I personally left it blank because I didn't have an immediate answer			
7	When first hired, were you assigned a mentor? If no skip Q8 and Q9, go to Q10	• Yes • No		Was there an on-boarding process to familiarize you with the job and organization? Is or would have an on-boarding process been important to you?			I am curious whether or not when someone was first hired, if they were invited to and attended an orientation. I am also curious whether or not that orientation was beneficial. At ECBC, the topic is "mentors" is discussed and mentors are offered, but, I am not sure whether or not all Federal agencies/organizations have formal new hire/transfer orientation and the quality of that orientation. Also, some folks				Have you ever been assigned a mentor						
8	I was assigned a quality level of mentor?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			The sentence is not a question, consider re-phrasing "Were you assigned a quality mentor?"		Suggest adding your "baseline definition or "yardstick" for "quality" to aid you getting the information you are seeking.			I don't know what this means. Suggest re-wording to something like: My mentor was actively engaged during the first year of my employment.						Not sure what you are trying to get at here. Are you asking whether the mentor was any good? May also want to ask a question regarding continued mentorship…	
9	Did they influence you to remain in your Army (job) position?	• Yes • No															
10	Having mentor is important?	• Yes • No			Reads awkward, consider changing to "Is having a mentor important?" or, "In your opinion is having a mentor …"												
11	I am satisfied with the current GS pay scale (General Schedule)?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree					Suggest asking a question whether or not they have always been in he GS series. If someone was in other then GS series, they would be able to provide you a comparison. Also, some years ago the leadership shifted a large portion of the technicians from wage-grade to GS and I wonder if we should validate it was a good thing. I believe it was.			Delete			Will this survey be given to employees in other pay systems besides GS?			Wow…this is generic. What are you trying to get at? Also, not everyone is on the GS pay scale…right?	
	Workforce Empowerment and Task Assignments																
12	I would be more satisfied with my job if I were given direct engineering work to accomplish.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	Is the survey target engineers? That is mentioned in the last section. If not then the questions should target their professional area. If it is I would put something regarding engineering up front	Consider changing "engineering" to "technical"???		This questions is phrased such that it assuming everyone answering this survey is an engineering and not doing engineering work.			As compared to what project or program management?		define "direct engineering"		Should there be a question preceding that asks if they feel they are given enough direct engineering work in their current position?				
13	Within my organization employees are empowered and given ownership to work with little oversite with respect to the work task assigned?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	You might consider another question to get reaction regarding the level oversite.	Change "little" to "appropriate"?	The sentence is not a question, consider rephrasing or removing question mark. "Oversite" should be changed to "Oversight"				Not sure I like the switch between workforce and personal focused questions	Oversight, not oversite.							Recommend using "appropriate oversite" instead of "little". Little oversite can be negative if the employee feels she is left alone on a island.
14	I am satisfied in my job when given ownership of tasks.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree		I have responsive support when requested for delegated task that I have ownership of?			Question seems leading. Suggest more neutral wording.										
	Professional Development/Continuing Education																
15	Programs such as mentorships, leadership programs, cohorts, lunch and learns, rotational assignments and other professional developments are an important consideration to me to stay an employee in the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			change to "…are an important consideration **for** me to stay…", reads awkward	That's a long list of different programs, probably better to structure as a multiple selection or ranking of which programs are important to you.			You might start with a question that asks if these types of programs are offered - Also do you want to ask a question about relevance of developmental opportunities to job performance ?	"of" the Army							
	NEW QUESTION															Suggest adding a button for "I don't know"	
16	Education opportunities that I can earn certifications, masters degrees, PHDs are an important consideration for me to stay an employee of the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			consider changing to "Education opportunities **where** I can earn…" reads awkward												
17	My education is used well and commensurate with job tasks in the workplace?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			The sentence is not a question, consider rephrasing.									Related to question 12?			
	Telework/Flex With Schedule																
18	Telework opportunities are an important consideration for me to stay an employee in the Army.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree								"of" the Army							
19	There is a telework policy in place?	• Yes • No			The sentence is not a questions, consider rephrasing. "Is there a telework policy in place at your organization?" or "There is a telework policy in place at my organization"					My organization has a telework policy.				I don't think this matters; I would reduce the number of telework questions. Suggest keeping Q22 and adding a third option for "I want to but am not allowed"			
20	Telework is provided to me as a work option by my first and second line supervisor?	• Yes • No			The sentence is not a questions, consider rephrasing.												

DoD Acquisition Engineers Retention Motivation Factors

Survey Questionnaire for Generation Y Workforce

Q#	Original Survey Question	Original Response Choices	1	2	3	4	5	6	7	8	9	10		3	4	7	8	10
21	If no to above question, why is it not provided to you.	Open Response												If Q19 is rewritten this question may be made irrelevant and can be changed to "If there is a telework policy in place at your organization and you answered no to Q20 please explain why telework is not available/provide to you"				
22	Do you telework currently?	• Yes • No							If they answer no to question 20 this question is not relevant									
23	A flexible work schedule is an important consideration for me to stay an employee in the Army and is considered benefit to remain in the Government?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree			The sentence is not a question. Considering rephrasing or remove question mark.					insert "a" between considered and benefit. Also, is this about staying in the government or the Army?								
24	As a GS acquisition engineer are you satisfied with the policy of earning time-off, annual leave, sick leave and ability to use as necessary?	• Yes • No If no, why?							Perhaps leave should be a separate category and include Family Friendly Leave and Maternity Leave	Not all are GS....								
								Technology/Resources Availability										
25	Working for an organization that has unique capabilities is important to you when selecting a career?	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree		Change "selecting" to "applying"	The sentence is not a question. Considering rephrasing to "I= working for..unique capabilities important to you..."	Is this related to IT type equipment or laboratory facilities?	Maybe suggest a follow-on open response on their concept of "unique capabilities". The diversity of concept of "unique capabilities might effect the response		Unique capabilities may mean different things to different people	This is a very open ended question. "Unique" is quite broad and subjective. If you are talking about unique technologies/labs/etc, then state that.	Define Unique capibilities more							
26	It is important to me that my organization provides me choices of the most modern capabilities including tools, resources and information technologies to do my job.	• Yes • No																recommend using "access to" instead of "choices of".
27	Additional social media resources i.e. use of chat applications via wireless communication (Wi-Fi) devices increase work task accomplishment and decrease time to accomplish activities?	• Yes • No			The sentence is not a question. Consider rephrasing or removing question mark.					This question is worded awkwardly. I had to read it a couple of times to understand the phrasing.								
28	What other technologies or resources would you like to see being used in your Army job? (e.g. telecommunications devices: Blackberry, iPhone, Android Smartphones, etc.)	Open Response								Suggest deleting "Army job" and replacing with "organization". Also, suggest tailoring the question to get toward communications technologies versus non-comms (i.e. 3D printers).								
29	What is your communication preference with supervisors, coworkers, intra and interagency departments?	• Face-to-face • Telephonically • Email • Text • Video teleconference • Online web conference (webinar) • Social media applications			When I took the survey it was not immediately clear that I was supposed to rank the order of preference for interactions.		Pam Barrett did a great study comparing the communication preferences between "Greatest Generation, Baby Boomers, Millennials, X-generation, Y-generation", and so on. I wonder if you should add a questions on "age ranges" and "what generation do you believe you belong too" and than based on your survey complete the analysis between their age/generation and communication preference.		Communications is worthy of it's own section		Put the word Ranking; need to put what number is high and what is low.	Need to use the word Rank in question. "Rank your preferences for communicating with supervisor, coworkers...."	This section could possibly be expanded to rank order for 3-4 situations, the order could depend on the type of interaction (meeting, casual, perf review, etc...)	I don't see the relevancy to this question.			
								Additional Factors in Retaining You as an Army GS Acquisition Engineering Employee										
30	It is important to me when choosing a career to remain a close distance to family, friends and other close relationships.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree									Define "close distance" possibly local commuting distance							
31	It is important to me to have work life balance in the Government as a positive lifestyle choice. *Definition: Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of "lifestyle choice."*	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree				Phrasing is confusing, could remove "in the government"				Change from "to me" to "for me". Add a hyphen between work and life. Suggest re-wording to state: It is important for me to have a healthy work-life balance.								
32	It is important to me to have job security.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree								Change from "to me" to "for me".								
33	It is important to me to have the opportunity to move to other Army organizations to attain new job experiences and maintain pay grade, time in service, or accrued leave.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree		Change "maintain" to "enhanced"						Change from "to me" to "for me".								
34	The length (timing and pace) of the DoD acquisition process play a role in retaining you as a Government Army employee.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree				Are you referencing the time it takes to hire an Army employee or the frustrations of the acquisition type work?	Wow! Loaded question. This could be a survey of itself. Suggest focusing only on the information you are interested. Suggest you solicit what part of the "DoD Acquisition Process" is a major component of your job, than solicit whether or not it affects the quality of your job and/or your decision to stay or go		Not clear to me but I assume it will be to Acquisition Corps members	Change from "a Government Army employee" to "an Army employee".	Could delete	Not sure what question is asking. Are you talking about the length of time it takes to develop Acquisition Systems in DoD?				This question came from left field for me. I think the overall bueracracy of the government/Army would be a better question.	
35	The increase in annual mandatory training affects retaining you as a Government civilian employee (example: SHARP, TARP, Ethics, US Constitution, Cybersecurity)	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree		Does this need some wording to illicit positive or negative effect?			Question seems leading. Suggest more neutral wording.		This question seems odd here				I do not understand this question. Is the implication that the increase in this type of training has a negative impact on retention?		Not sure that this is relevant given the nature of the other questions	So...what do you do with this info? How does this question influence changing the way the Army retains people?	
36	Are you satisfied with the opportunities for advancement and promotion within Government Service?	• Yes • No								Change from "Government Service" to "the Army"								
37	If not satisfied, what would make you satisfied?	Open Response																
38	I am more inclined to remain in Government Service with respect to opportunities for promotion than in industry.	• Strongly Agree • Agree • Undecided • Disagree • Strongly Disagree	I am struggling with this. Just not sure of the intent. Please call me if you want to discuss. 443 243 8548.		When mentioning industry is it implied that the same promotion opportunities referenced for government would be available?	The "with respect to opportunities for promotion" clarifier is confusing.				Change to "the Army". Question is worded awkwardly. Not sure if you are asking about Army promotions v. industry promotions OR Army incentives in general v. industry promotions	Confusing "opportunities for promotion"					Should the focus of this question be salary satisfaction compared to industry		
39	Please provide additional comments on what is important to your job satisfaction and retaining you as an Army Acquisition GS engineer	Open Response								GS only?								
40	How long do you plan on remaining a Government civilian?	• 0-3 Years • 5-8 Years • 9-12 Years • 13-16 Years • Other		Do you plan to leave gov't service for the private sector and return to gov?? would a long term training with industry, about 1 year, increase likelihood of remaining with the gov??	Some people may not understand the term civilian means employee - may want to rephrase.					Change to "an Army". Why not add 17-25 years? Make it a career?		Need to clarify if this total time the employee plans to spend in the Government including time already spent or going forward from today? You are also missing 4 years as an option. Other should just be "17 or more)						