

NOAA Workforce Burnout Survey - 6/2022

Corporate Staff Office Analysis

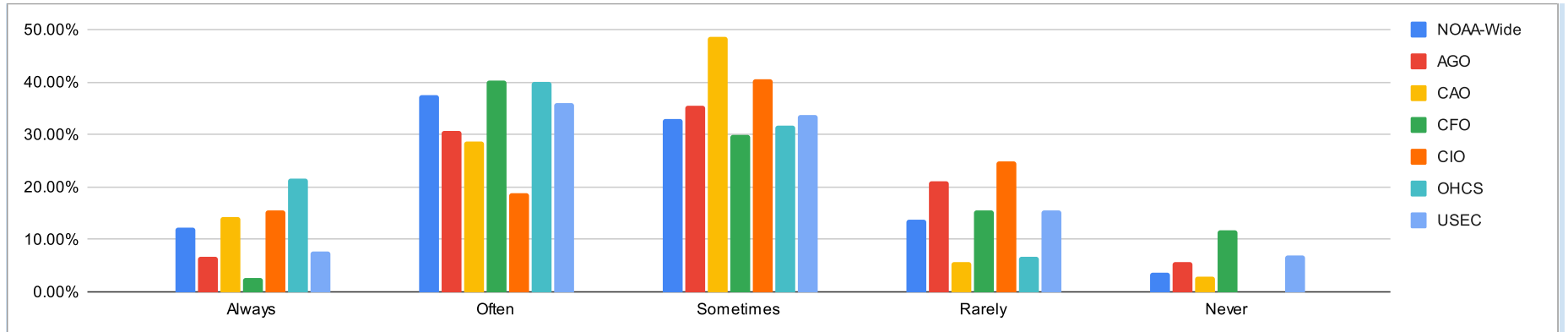


LO/SO	Number of Responses	Percentage of Total Responses	Total Eligible Responses	Percentage of Eligible Responses
AGO	104	2.28%	265	39.25%
CAO	35	0.77%	138	25.36%
CFO	77	1.69%	184	41.85%
CIO	32	0.70%	127	25.20%
OHCS	60	1.32%	119	50.42%
OICR	4	0.09%	8	50.00%
USEC	128	2.81%	275	46.55%
SO/USEC Total	440	9.66%	1,116	12191
NOAA Total	4,553	100.00%	12,191	12191

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Total Number of Responses	4553	104	35	77	32	60	128
Total Possible Responses	12191	265	138	184	127	119	275
Response Rate	37.35%	39.25%	25.36%	41.85%	25.20%	50.42%	46.55%

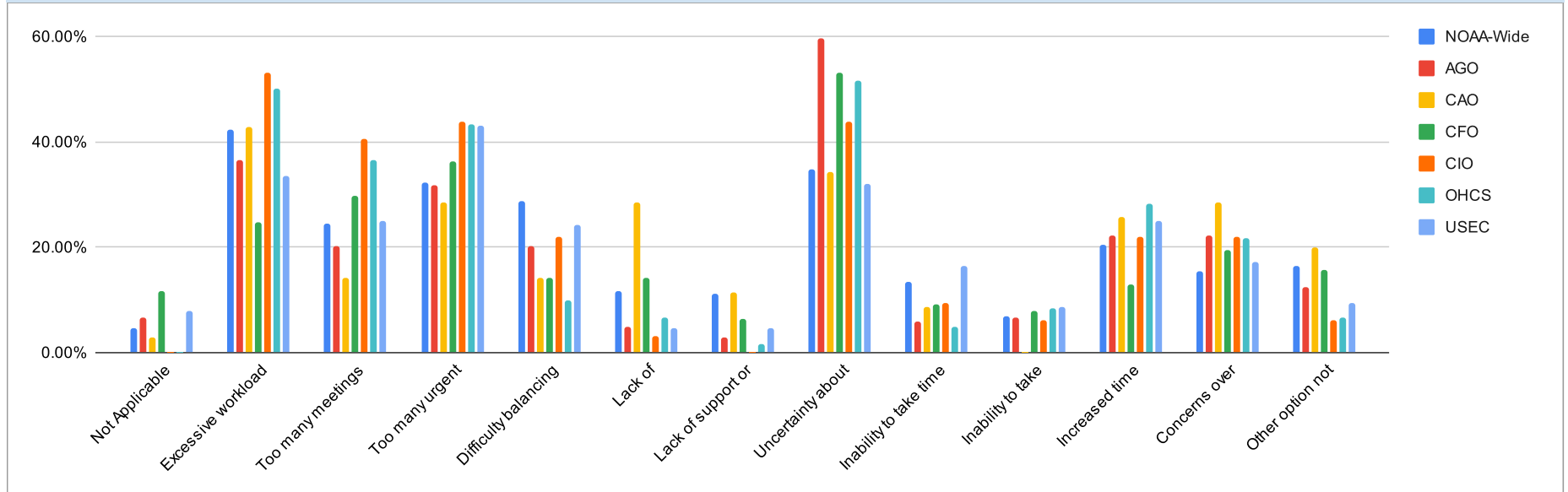
Q1 - Have you experienced burnout?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Always	12.15%	6.73%	14.29%	2.60%	15.63%	21.67%	7.81%
Often	37.43%	30.77%	28.57%	40.26%	18.75%	40.00%	35.94%
Sometimes	32.90%	35.58%	48.57%	29.87%	40.63%	31.67%	33.59%
Rarely	13.84%	21.15%	5.71%	15.58%	25.00%	6.67%	15.63%
Never	3.69%	5.77%	2.86%	11.69%	0.00%	0.00%	7.03%



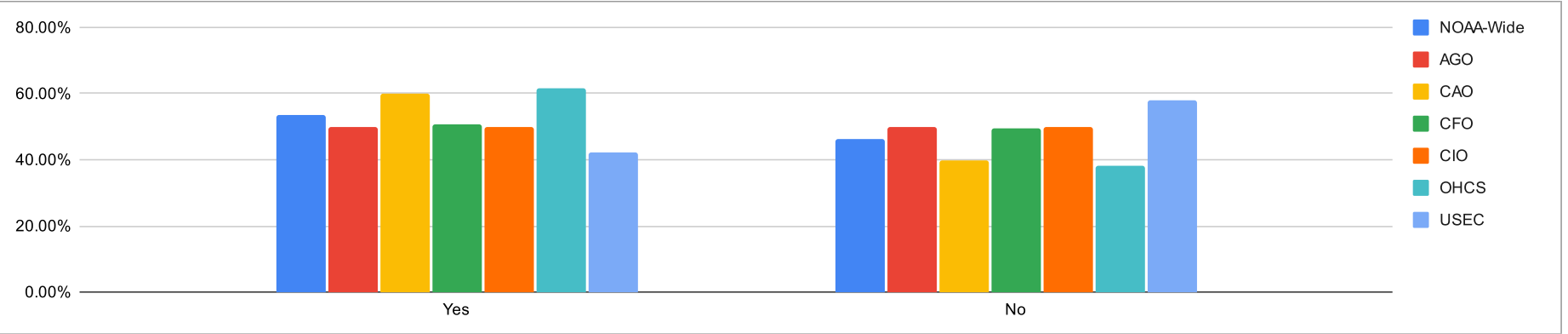
Q2 - What are the reasons for your burnout?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Not Applicable	4.55%	6.73%	2.86%	11.69%	0.00%	0.00%	7.81%
Excessive workload	42.24%	36.54%	42.86%	24.68%	53.13%	50.00%	33.59%
Too many meetings	24.49%	20.19%	14.29%	29.87%	40.63%	36.67%	25.00%
Too many urgent deadlines/quick turnaround requests	32.40%	31.73%	28.57%	36.36%	43.75%	43.33%	42.97%
Difficulty balancing personal responsibilities	28.75%	20.19%	14.29%	14.29%	21.88%	10.00%	24.22%
Lack of communication from office or NOAA Leadership	11.66%	4.81%	28.57%	14.29%	3.13%	6.67%	4.69%
Lack of support or recognition from your immediate manager	11.05%	2.88%	11.43%	6.49%	0.00%	1.67%	4.69%
Uncertainty about the future of the workplace, including telework and remote work flexibilities	34.83%	59.62%	34.29%	53.25%	43.75%	51.67%	32.03%
Inability to take time off from work	13.42%	5.77%	8.57%	9.09%	9.38%	5.00%	16.41%
Inability to take breaks during the working day	7.01%	6.73%	0.00%	7.79%	6.25%	8.33%	8.59%
Increased time sitting at my computer without breaks to complete my work or participate in meetings	20.56%	22.12%	25.71%	12.99%	21.88%	28.33%	25.00%
Concerns over COVID	15.55%	22.12%	28.57%	19.48%	21.88%	21.67%	17.19%
Other option not listed	16.49%	12.50%	20.00%	15.58%	6.25%	6.67%	9.38%



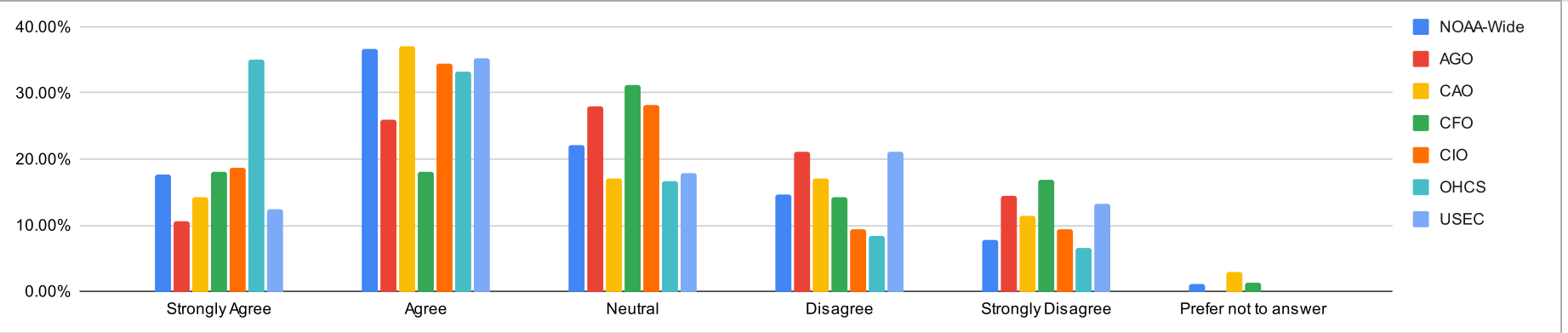
Q3 - Have you considered seeking a new position or leaving NOAA specifically because of burnout?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Yes	53.66%	50.00%	60.00%	50.65%	50.00%	61.67%	42.19%
No	46.34%	50.00%	40.00%	49.35%	50.00%	38.33%	57.81%



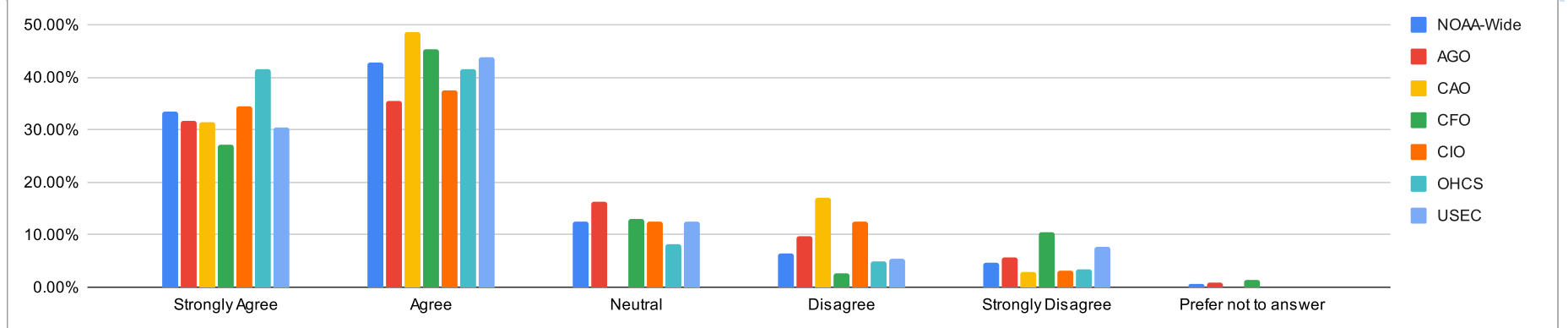
Q4 - Please indicate the extent to which you agree with this statement: Burnout has had a significant effect on my job performance.

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Strongly Agree	17.66%	10.58%	14.29%	18.18%	18.75%	35.00%	12.50%
Agree	36.70%	25.96%	37.14%	18.18%	34.38%	33.33%	35.16%
Neutral	22.14%	27.88%	17.14%	31.17%	28.13%	16.67%	17.97%
Disagree	14.72%	21.15%	17.14%	14.29%	9.38%	8.33%	21.09%
Strongly Disagree	7.73%	14.42%	11.43%	16.88%	9.38%	6.67%	13.28%
Prefer not to answer	1.05%	0.00%	2.86%	1.30%	0.00%	0.00%	0.00%



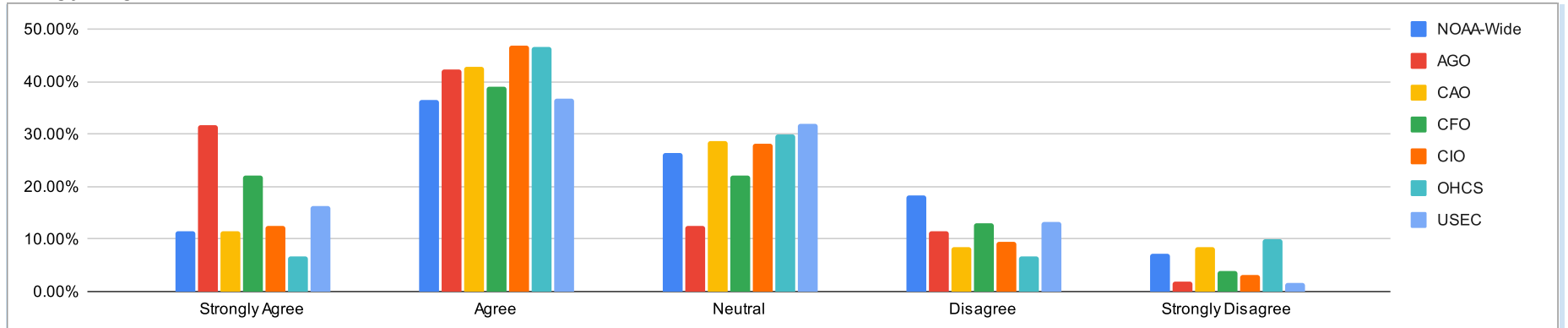
Q5 - Please indicate the extent to which you agree with this statement: Burnout has had a significant effect on my emotional wellbeing

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Strongly Agree	33.41%	31.73%	31.43%	27.27%	34.38%	41.67%	30.47%
Agree	42.76%	35.58%	48.57%	45.45%	37.50%	41.67%	43.75%
Neutral	12.39%	16.35%	0.00%	12.99%	12.50%	8.33%	12.50%
Disagree	6.37%	9.62%	17.14%	2.60%	12.50%	5.00%	5.47%
Strongly Disagree	4.55%	5.77%	2.86%	10.39%	3.13%	3.33%	7.81%
Prefer not to answer	0.53%	0.96%	0.00%	1.30%	0.00%	0.00%	0.00%



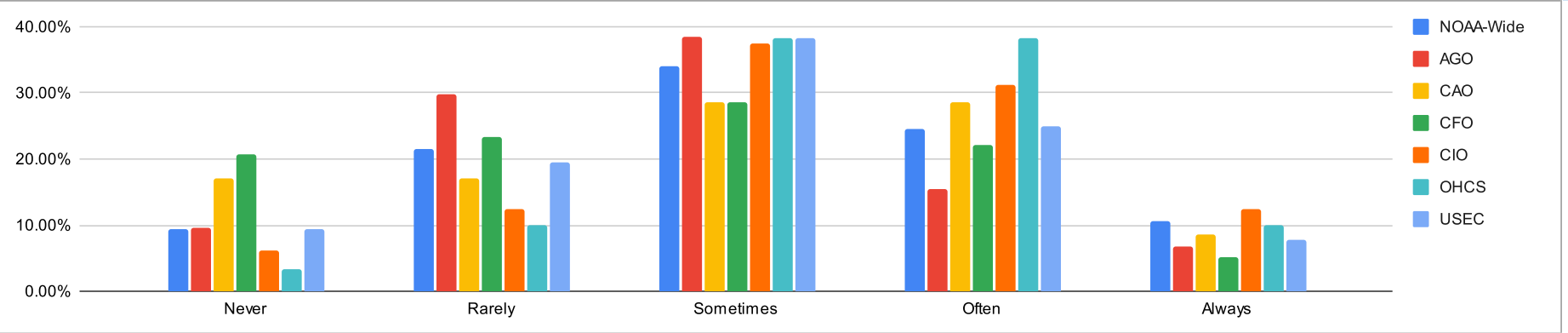
Q6 - *NOAA's organizational culture supports and encourages employees to take needed time off

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Strongly Agree	11.53%	31.73%	11.43%	22.08%	12.50%	6.67%	16.41%
Agree	36.50%	42.31%	42.86%	38.96%	46.88%	46.67%	36.72%
Neutral	26.38%	12.50%	28.57%	22.08%	28.13%	30.00%	32.03%
Disagree	18.34%	11.54%	8.57%	12.99%	9.38%	6.67%	13.28%
Strongly Disagree	7.25%	1.92%	8.57%	3.90%	3.13%	10.00%	1.56%



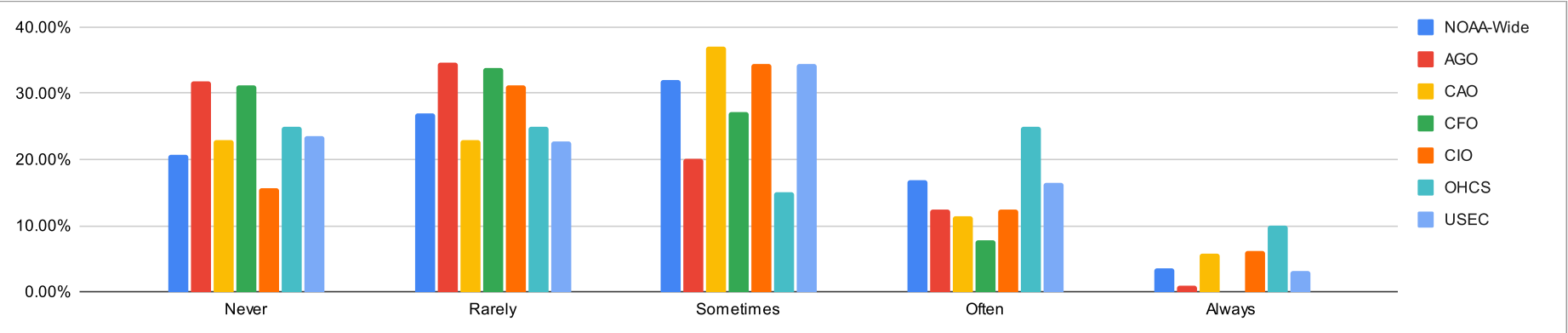
Q7 - How often have you felt unable to complete your necessary daily assignments within a given workday over the past year?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Never	9.36%	9.62%	17.14%	20.78%	6.25%	3.33%	9.38%
Rarely	21.50%	29.81%	17.14%	23.38%	12.50%	10.00%	19.53%
Sometimes	34.04%	38.46%	28.57%	28.57%	37.50%	38.33%	38.28%
Often	24.47%	15.38%	28.57%	22.08%	31.25%	38.33%	25.00%
Always	10.63%	6.73%	8.57%	5.19%	12.50%	10.00%	7.81%



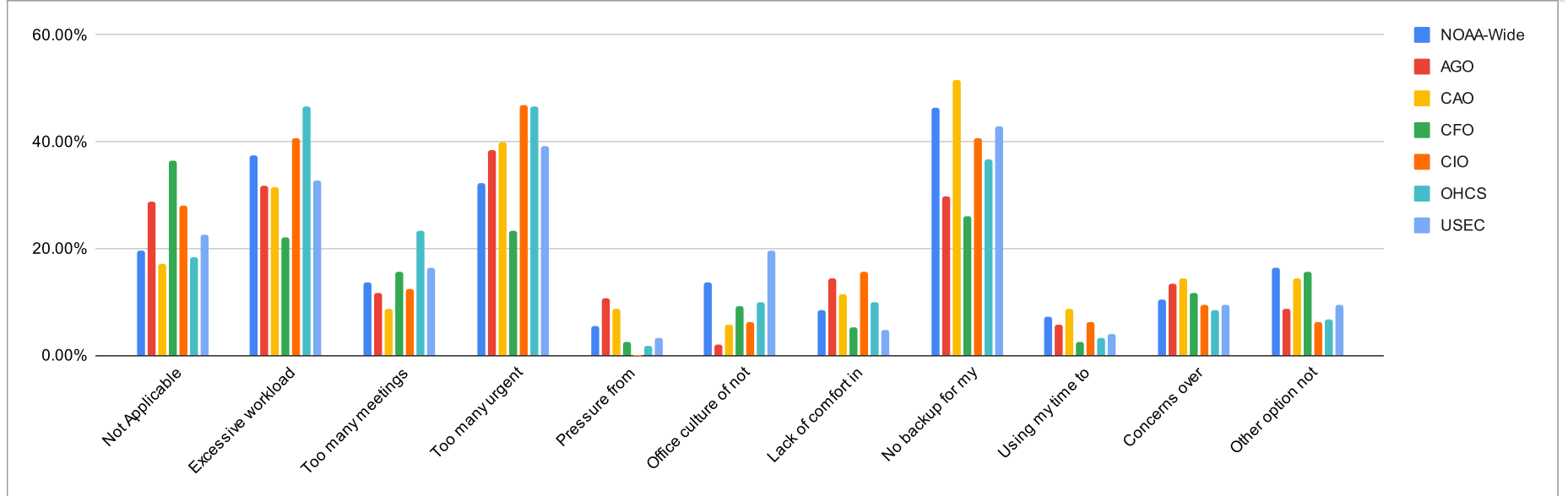
Q8 - How often have you felt unable to take leave over the past year?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Never	20.67%	31.73%	22.86%	31.17%	15.63%	25.00%	23.44%
Rarely	26.93%	34.62%	22.86%	33.77%	31.25%	25.00%	22.66%
Sometimes	32.04%	20.19%	37.14%	27.27%	34.38%	15.00%	34.38%
Often	16.91%	12.50%	11.43%	7.79%	12.50%	25.00%	16.41%
Always	3.45%	0.96%	5.71%	0.00%	6.25%	10.00%	3.13%



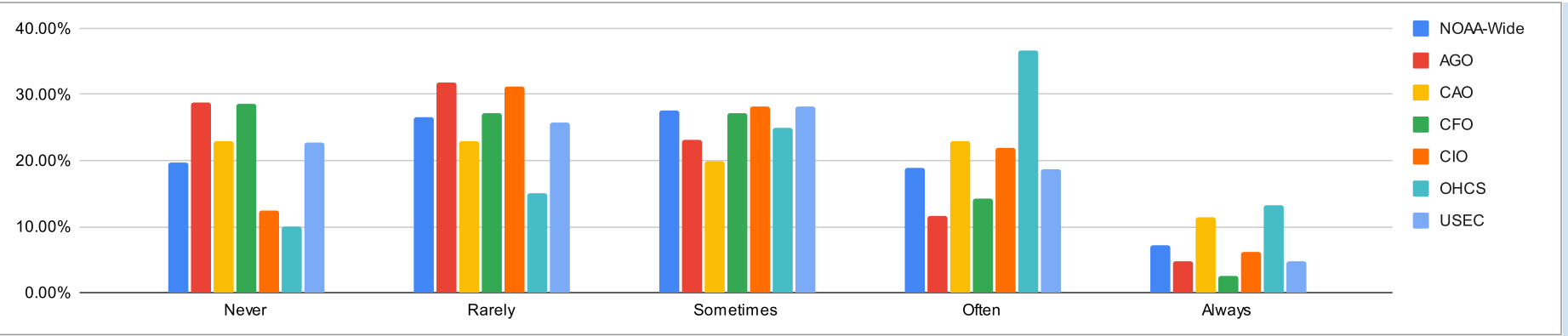
Q9 - What, if anything, has prevented you from taking time off from work over the last year?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Not Applicable	19.61%	28.85%	17.14%	36.36%	28.13%	18.33%	22.66%
Excessive workload	37.51%	31.73%	31.43%	22.08%	40.63%	46.67%	32.81%
Too many meetings	13.60%	11.54%	8.57%	15.58%	12.50%	23.33%	16.41%
Too many urgent deadlines/quick turnaround requests	32.20%	38.46%	40.00%	23.38%	46.88%	46.67%	39.06%
Pressure from management around taking leave	5.56%	10.58%	8.57%	2.60%	0.00%	1.67%	3.13%
Office culture of not taking leave or disengaging from work	13.75%	1.92%	5.71%	9.09%	6.25%	10.00%	19.53%
Lack of comfort in requesting extensions on project deadlines	8.50%	14.42%	11.43%	5.19%	15.63%	10.00%	4.69%
No backup for my position and/or functions	46.41%	29.81%	51.43%	25.97%	40.63%	36.67%	42.97%
Using my time to meet career goals	7.18%	5.77%	8.57%	2.60%	6.25%	3.33%	3.91%
Concerns over COVID	10.48%	13.46%	14.29%	11.69%	9.38%	8.33%	9.38%
Other option not listed	16.41%	8.65%	14.29%	15.58%	6.25%	6.67%	9.38%



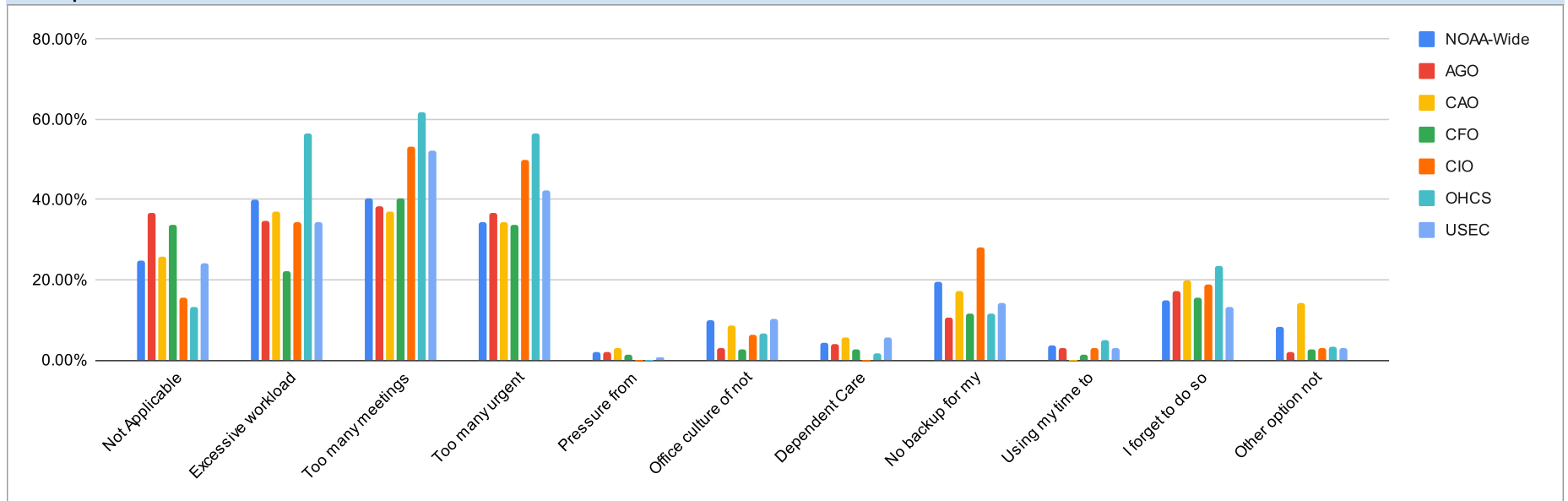
Q10 - how often have you felt unable to take authorized breaks during the workday over the past year?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Never	19.79%	28.85%	22.86%	28.57%	12.50%	10.00%	22.66%
Rarely	26.62%	31.73%	22.86%	27.27%	31.25%	15.00%	25.78%
Sometimes	27.54%	23.08%	20.00%	27.27%	28.13%	25.00%	28.13%
Often	18.87%	11.54%	22.86%	14.29%	21.88%	36.67%	18.75%
Always	7.18%	4.81%	11.43%	2.60%	6.25%	13.33%	4.69%



Q11 - What, if anything, has prevented you from taking your lunch or other authorized breaks during the workday over the last year?

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Not Applicable	24.82%	36.54%	25.71%	33.77%	15.63%	13.33%	24.22%
Excessive workload	39.84%	34.62%	37.14%	22.08%	34.38%	56.67%	34.38%
Too many meetings	40.19%	38.46%	37.14%	40.26%	53.13%	61.67%	52.34%
Too many urgent deadlines/quick turnaround requests	34.31%	36.54%	34.29%	33.77%	50.00%	56.67%	42.19%
Pressure from management around taking a break	1.93%	1.92%	2.86%	1.30%	0.00%	0.00%	0.78%
Office culture of not taking a break	9.88%	2.88%	8.57%	2.60%	6.25%	6.67%	10.16%
Dependent Care Issues	4.26%	3.85%	5.71%	2.60%	0.00%	1.67%	5.47%
No backup for my position and/or functions	19.35%	10.58%	17.14%	11.69%	28.13%	11.67%	14.06%
Using my time to meet career goals	3.58%	2.88%	0.00%	1.30%	3.13%	5.00%	3.13%
I forget to do so	14.74%	17.31%	20.00%	15.58%	18.75%	23.33%	13.28%
Other option not listed	8.21%	1.92%	14.29%	2.60%	3.13%	3.33%	3.13%



Q12 - What actions may NOAA take to reduce burnout in the workforce and/or promote self care? Feel free to include additional comments as well.

Q12a - Written Comment Analysis - Total Comments

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Total Comments	3,242	64	27	48	24	46	79
Percentage of Total Responses	71.21%	61.54%	77.14%	62.34%	75.00%	76.67%	61.72%

Q12b - Written Comment Analysis - Response Bins

	NOAA-Wide	AGO	CAO	CFO	CIO	OHCS	USEC
Remote Work/Telework	17.61%	25.00%	17.14%	27.27%	21.88%	16.67%	19.53%
Resources/Staffing	27.28%	16.35%	17.14%	16.88%	28.13%	33.33%	14.84%
Management Engagement/ Office Culture	27.67%	15.38%	37.14%	22.08%	37.50%	30.00%	25.00%
Workforce Expectations	18.14%	7.69%	20.00%	14.29%	18.75%	20.00%	9.38%
Workday Policy Changes	27.12%	14.42%	25.71%	20.78%	18.75%	25.00%	21.88%