

NOAA Workforce Burnout Survey - 6/2022

Line Office Analysis

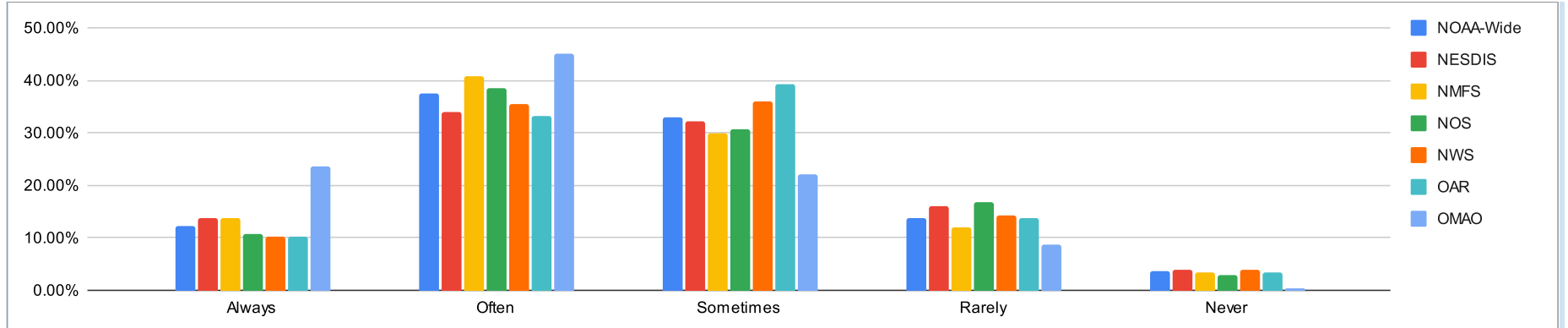


LO/SO	Number of Responses	Percentage of Total Responses	Total Eligible Responses	Percentage of Eligible Responses
NESDIS	248	5.45%	821	30.21%
NMFS	1364	29.96%	2995	45.54%
NOS	462	10.15%	1142	40.46%
NWS	1485	32.62%	4453	33.35%
OAR	325	7.14%	792	41.04%
OMAO	217	4.77%	824	26.33%
Staff Offices/USAO/Unlisted	452	9.93%	1164	38.83%
Total	4553	100.00%	12191	12191

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Total Number of Responses	4553	248	1364	462	1485	325	217
Total Possible Responses	12191	821	2995	1142	4453	792	824
Response Rate	37.35%	30.21%	45.54%	40.46%	33.35%	41.04%	26.33%

Q1 - Have you experienced burnout?

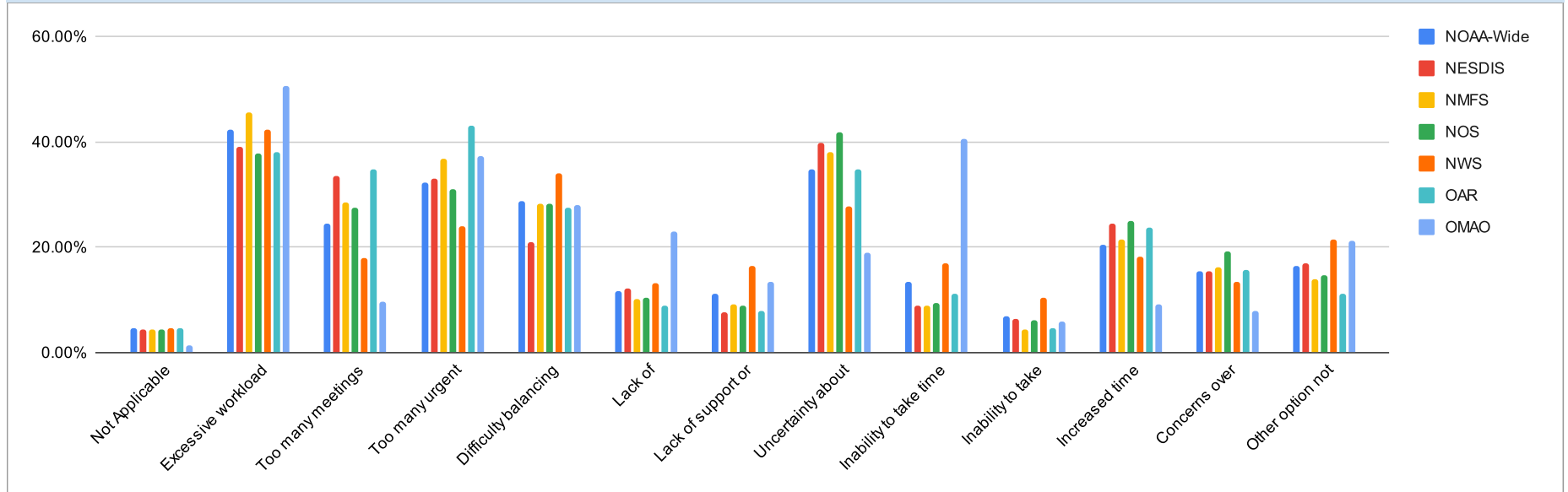
	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Always	12.15%	13.71%	13.86%	10.82%	10.17%	10.15%	23.50%
Often	37.43%	33.87%	40.76%	38.53%	35.42%	33.23%	45.16%
Sometimes	32.90%	32.26%	29.84%	30.74%	36.09%	39.38%	22.12%
Rarely	13.84%	16.13%	12.10%	16.88%	14.34%	13.85%	8.76%
Never	3.69%	4.03%	3.45%	3.03%	3.97%	3.38%	0.46%



Workforce Burnout Survey - Analysis Dashboard

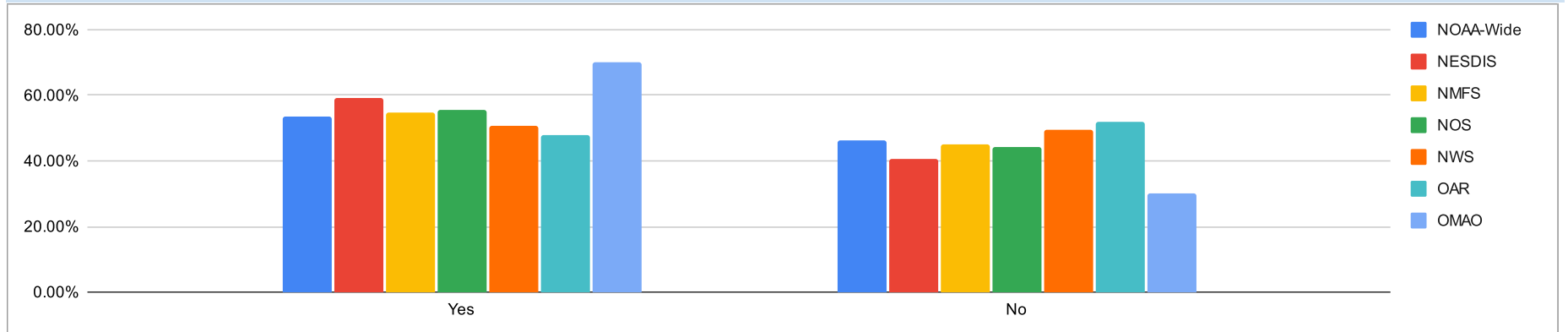
Q2 - What are the reasons for your burnout?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Not Applicable	4.55%	4.44%	4.33%	4.33%	4.71%	4.62%	1.38%
Excessive workload	42.24%	39.11%	45.53%	37.88%	42.29%	38.15%	50.69%
Too many meetings	24.49%	33.47%	28.52%	27.49%	17.85%	34.77%	9.68%
Too many urgent deadlines/quick turnaround requests	32.40%	33.06%	36.88%	30.95%	24.04%	43.08%	37.33%
Difficulty balancing personal responsibilities	28.75%	20.97%	28.30%	28.14%	33.94%	27.38%	28.11%
Lack of communication from office or NOAA Leadership	11.66%	12.10%	10.04%	10.39%	13.13%	8.92%	23.04%
Lack of support or recognition from your immediate manager	11.05%	7.66%	9.16%	8.87%	16.36%	8.00%	13.36%
Uncertainty about the future of the workplace, including telework and remote work flexibilities	34.83%	39.92%	38.12%	41.77%	27.81%	34.77%	18.89%
Inability to take time off from work	13.42%	8.87%	8.94%	9.52%	16.97%	11.08%	40.55%
Inability to take breaks during the working day	7.01%	6.45%	4.40%	6.06%	10.37%	4.62%	5.99%
Increased time sitting at my computer without breaks to complete my work or participate in meetings	20.56%	24.60%	21.55%	24.89%	18.11%	23.69%	9.22%
Concerns over COVID	15.55%	15.32%	16.28%	19.26%	13.40%	15.69%	7.83%
Other option not listed	16.49%	16.94%	13.93%	14.72%	21.35%	11.08%	21.20%



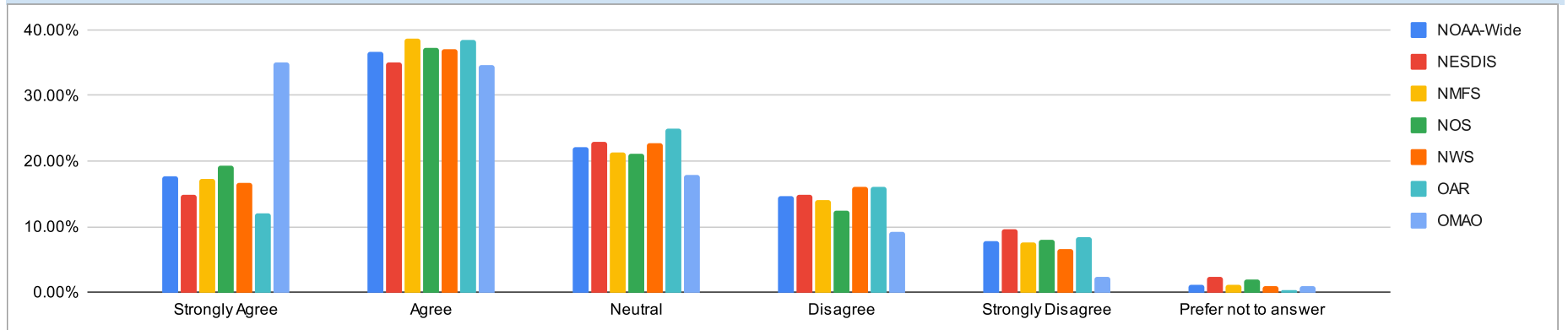
Q3 - Have you considered seeking a new position or leaving NOAA specifically because of burnout?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Yes	53.66%	59.27%	54.91%	55.63%	50.51%	48.00%	70.05%
No	46.34%	40.73%	45.09%	44.37%	49.49%	52.00%	29.95%



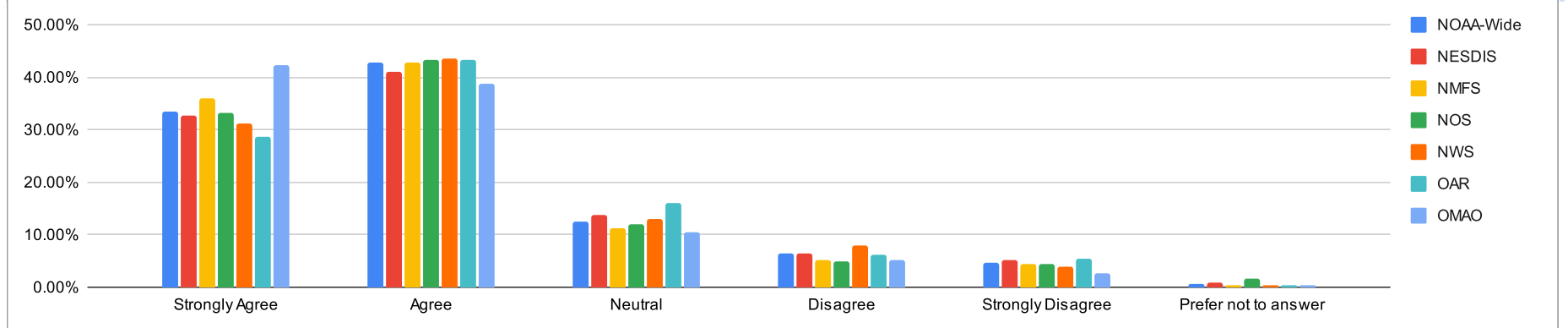
Q4 - Please indicate the extent to which you agree with this statement: Burnout has had a significant effect on my job performance.

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Strongly Agree	17.66%	14.92%	17.30%	19.26%	16.70%	12.00%	35.02%
Agree	36.70%	35.08%	38.64%	37.23%	37.04%	38.46%	34.56%
Neutral	22.14%	22.98%	21.33%	21.21%	22.76%	24.92%	17.97%
Disagree	14.72%	14.92%	14.00%	12.34%	16.03%	16.00%	9.22%
Strongly Disagree	7.73%	9.68%	7.62%	8.01%	6.60%	8.31%	2.30%
Prefer not to answer	1.05%	2.42%	1.10%	1.95%	0.88%	0.31%	0.92%



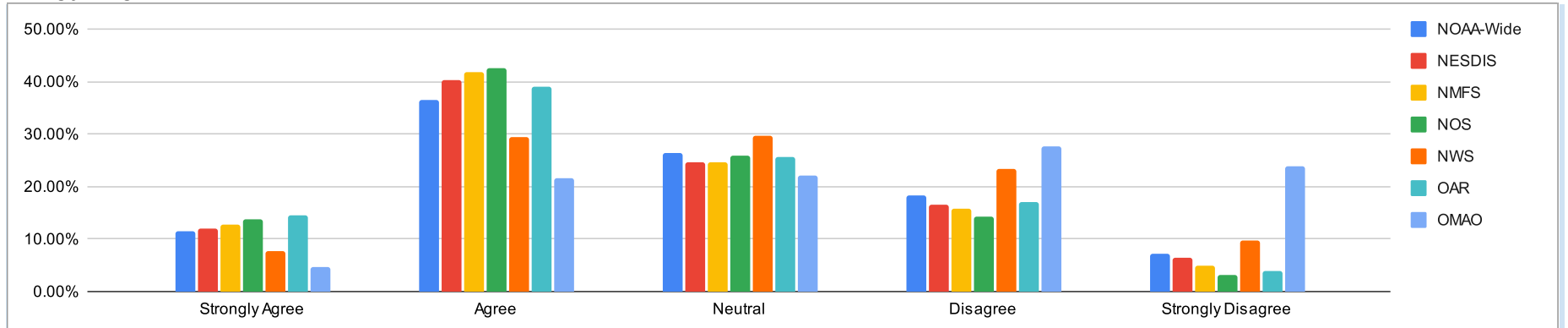
Q5 - Please indicate the extent to which you agree with this statement: Burnout has had a significant effect on my emotional wellbeing

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Strongly Agree	33.41%	32.66%	36.00%	33.33%	31.25%	28.62%	42.40%
Agree	42.76%	41.13%	42.74%	43.29%	43.64%	43.38%	38.71%
Neutral	12.39%	13.71%	11.22%	12.12%	12.93%	16.00%	10.60%
Disagree	6.37%	6.45%	5.06%	4.98%	8.01%	6.15%	5.07%
Strongly Disagree	4.55%	5.24%	4.55%	4.55%	3.91%	5.54%	2.76%
Prefer not to answer	0.53%	0.81%	0.44%	1.73%	0.27%	0.31%	0.46%



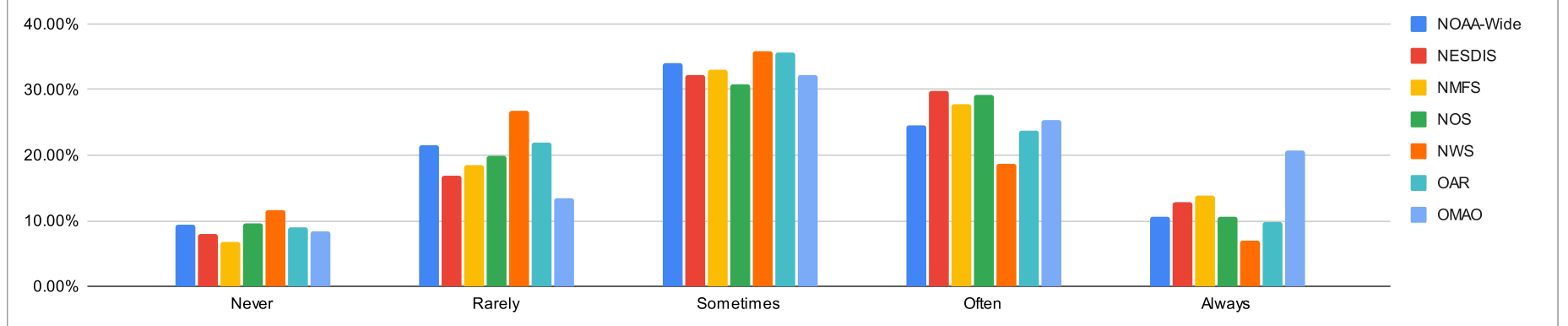
Q6 - *NOAA's organizational culture supports and encourages employees to take needed time off

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Strongly Agree	11.53%	12.10%	12.76%	13.85%	7.74%	14.46%	4.61%
Agree	36.50%	40.32%	41.86%	42.64%	29.36%	39.08%	21.66%
Neutral	26.38%	24.60%	24.56%	25.97%	29.76%	25.54%	22.12%
Disagree	18.34%	16.53%	15.84%	14.29%	23.30%	16.92%	27.65%
Strongly Disagree	7.25%	6.45%	4.99%	3.25%	9.83%	4.00%	23.96%



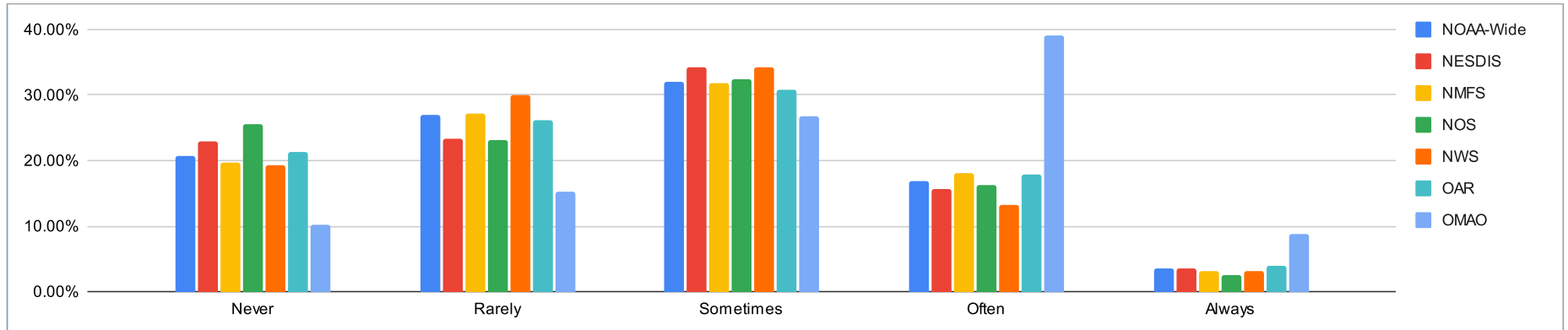
Q7 - How often have you felt unable to complete your necessary daily assignments within a given workday over the past year?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Never	9.36%	8.06%	6.82%	9.52%	11.72%	8.92%	8.29%
Rarely	21.50%	16.94%	18.55%	19.91%	26.80%	21.85%	13.36%
Sometimes	34.04%	32.26%	32.99%	30.74%	35.82%	35.69%	32.26%
Often	24.47%	29.84%	27.79%	29.22%	18.72%	23.69%	25.35%
Always	10.63%	12.90%	13.86%	10.61%	6.94%	9.85%	20.74%



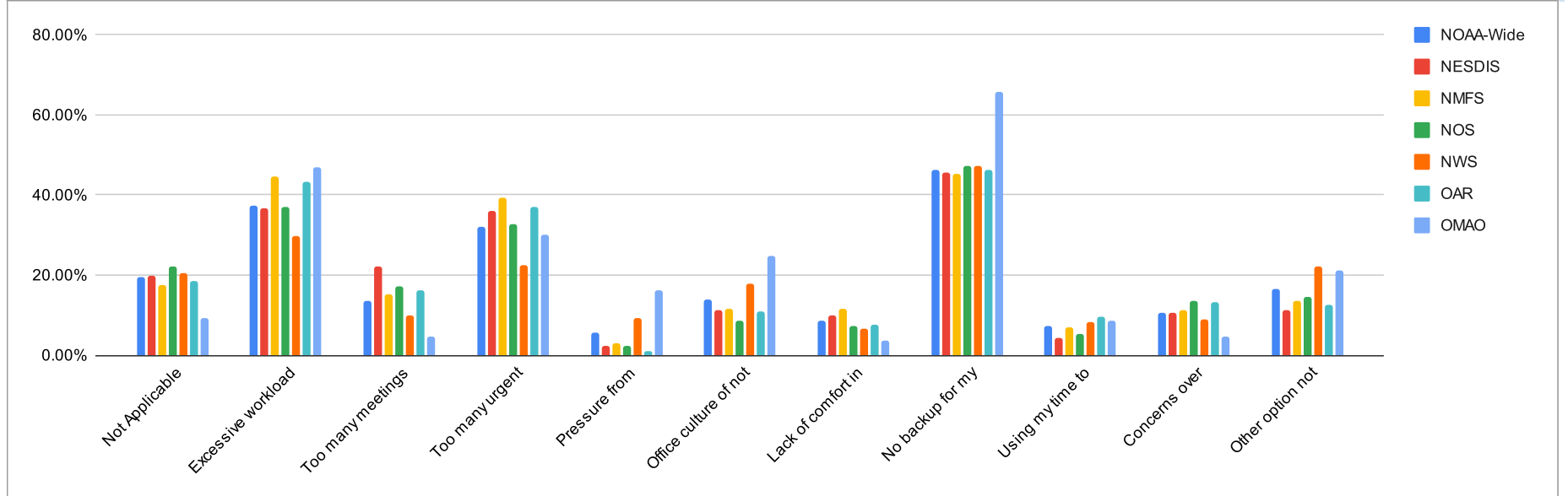
Q8 - How often have you felt unable to take leave over the past year?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Never	20.67%	22.98%	19.79%	25.54%	19.26%	21.23%	10.14%
Rarely	26.93%	23.39%	27.13%	23.16%	30.03%	26.15%	15.21%
Sometimes	32.04%	34.27%	31.82%	32.47%	34.28%	30.77%	26.73%
Often	16.91%	15.73%	18.18%	16.23%	13.33%	17.85%	39.17%
Always	3.45%	3.63%	3.08%	2.60%	3.10%	4.00%	8.76%



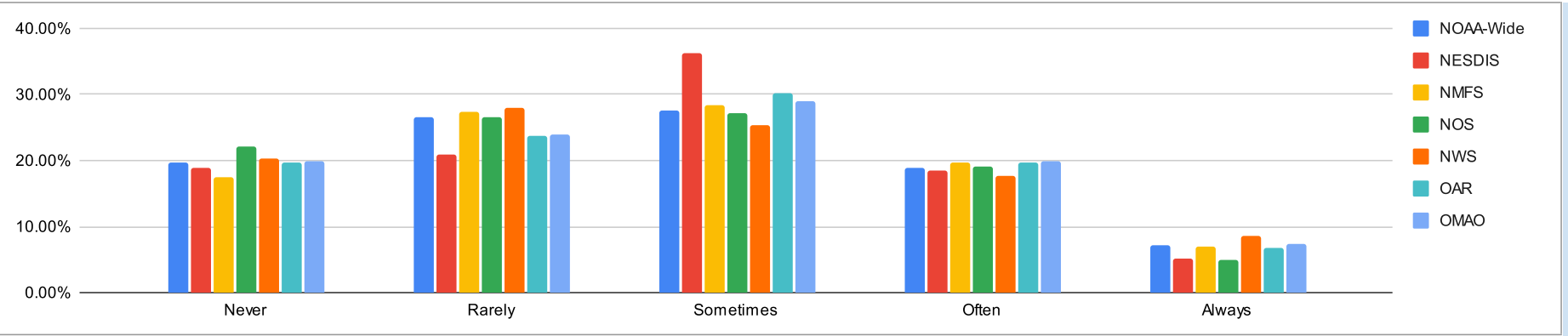
Q9 - What, if anything, has prevented you from taking time off from work over the last year?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Not Applicable	19.61%	19.76%	17.60%	22.29%	20.61%	18.46%	9.22%
Excessive workload	37.51%	36.69%	44.57%	37.01%	29.90%	43.38%	47.00%
Too many meetings	13.60%	22.18%	15.10%	17.32%	10.03%	16.31%	4.61%
Too many urgent deadlines/quick turnaround requests	32.20%	35.89%	39.30%	32.68%	22.42%	36.92%	29.95%
Pressure from management around taking leave	5.56%	2.42%	2.86%	2.16%	9.36%	0.92%	16.13%
Office culture of not taking leave or disengaging from work	13.75%	11.29%	11.66%	8.66%	17.78%	11.08%	24.88%
Lack of comfort in requesting extensions on project deadlines	8.50%	10.08%	11.51%	7.36%	6.46%	7.69%	3.69%
No backup for my position and/or functions	46.41%	45.56%	45.23%	47.40%	47.27%	46.15%	65.90%
Using my time to meet career goals	7.18%	4.44%	7.04%	5.19%	8.35%	9.54%	8.76%
Concerns over COVID	10.48%	10.48%	11.14%	13.42%	9.09%	13.23%	4.61%
Other option not listed	16.41%	11.29%	13.71%	14.50%	22.29%	12.62%	21.20%



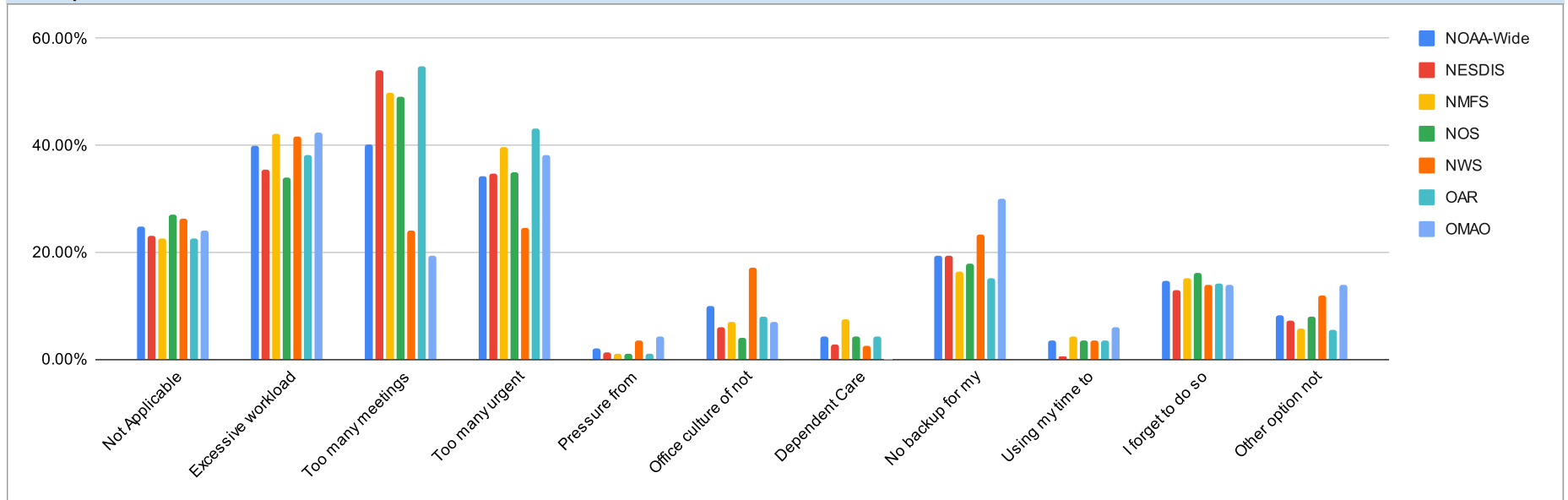
Q10 - how often have you felt unable to take authorized breaks during the workday over the past year?

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Never	19.79%	18.95%	17.45%	22.08%	20.40%	19.69%	19.82%
Rarely	26.62%	20.97%	27.35%	26.62%	28.08%	23.69%	23.96%
Sometimes	27.54%	36.29%	28.45%	27.27%	25.25%	30.15%	29.03%
Often	18.87%	18.55%	19.72%	19.05%	17.71%	19.69%	19.82%
Always	7.18%	5.24%	7.04%	4.98%	8.55%	6.77%	7.37%



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

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Not Applicable	24.82%	22.98%	22.65%	27.06%	26.40%	22.46%	23.96%
Excessive workload	39.84%	35.48%	42.08%	33.98%	41.55%	38.15%	42.40%
Too many meetings	40.19%	54.03%	49.93%	49.13%	24.11%	54.77%	19.35%
Too many urgent deadlines/quick turnaround requests	34.31%	34.68%	39.74%	35.06%	24.51%	43.08%	38.25%
Pressure from management around taking a break	1.93%	1.21%	0.88%	1.08%	3.43%	0.92%	4.15%
Office culture of not taking a break	9.88%	6.05%	6.89%	3.90%	17.10%	8.00%	6.91%
Dependent Care Issues	4.26%	2.82%	7.48%	4.11%	2.42%	4.31%	0.00%
No backup for my position and/or functions	19.35%	19.35%	16.42%	17.97%	23.30%	15.08%	29.95%
Using my time to meet career goals	3.58%	0.40%	4.33%	3.46%	3.37%	3.38%	5.99%
I forget to do so	14.74%	12.90%	15.03%	16.02%	13.94%	14.15%	13.82%
Other option not listed	8.21%	7.26%	5.65%	8.01%	11.92%	5.54%	13.82%



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	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Total Comments	3,242	179	976	314	1,085	221	179
Percentage of Total Responses	71.21%	72.18%	71.55%	67.97%	73.06%	68.00%	82.49%

Q12b - Written Comment Analysis - Response Bins

	NOAA-Wide	NESDIS	NMFS	NOS	NWS	OAR	OMAO
Remote Work/Telework	17.61%	25.40%	18.77%	20.56%	13.74%	20.00%	10.14%
Resources/Staffing	27.28%	20.16%	28.08%	19.91%	31.52%	19.69%	43.78%
Management Engagement/ Office Culture	27.67%	27.02%	28.81%	26.19%	28.01%	26.15%	29.49%
Workforce Expectations	18.14%	17.34%	22.58%	21.86%	14.48%	19.08%	18.43%
Workday Policy Changes	27.12%	21.37%	23.97%	25.54%	33.33%	23.69%	32.26%