

The 2022 NOAA Burnout Survey was open May 13, 2022 - June 3, 2022. Approximately 37% of the workforce responded (~4500 individuals).

Key issues identified

- Asked to increasingly do more with less
- Have too many demands (workload and responding to numerous and frequent short-term taskings)
- Insufficient staff and resources to meet the demands
- Lack of flexibility
- Inability to take time off

Burnout and impacts

Have you experienced burnout over the last year?

49.5% responded always or often

Burnout has had a significant impact on my job performance.

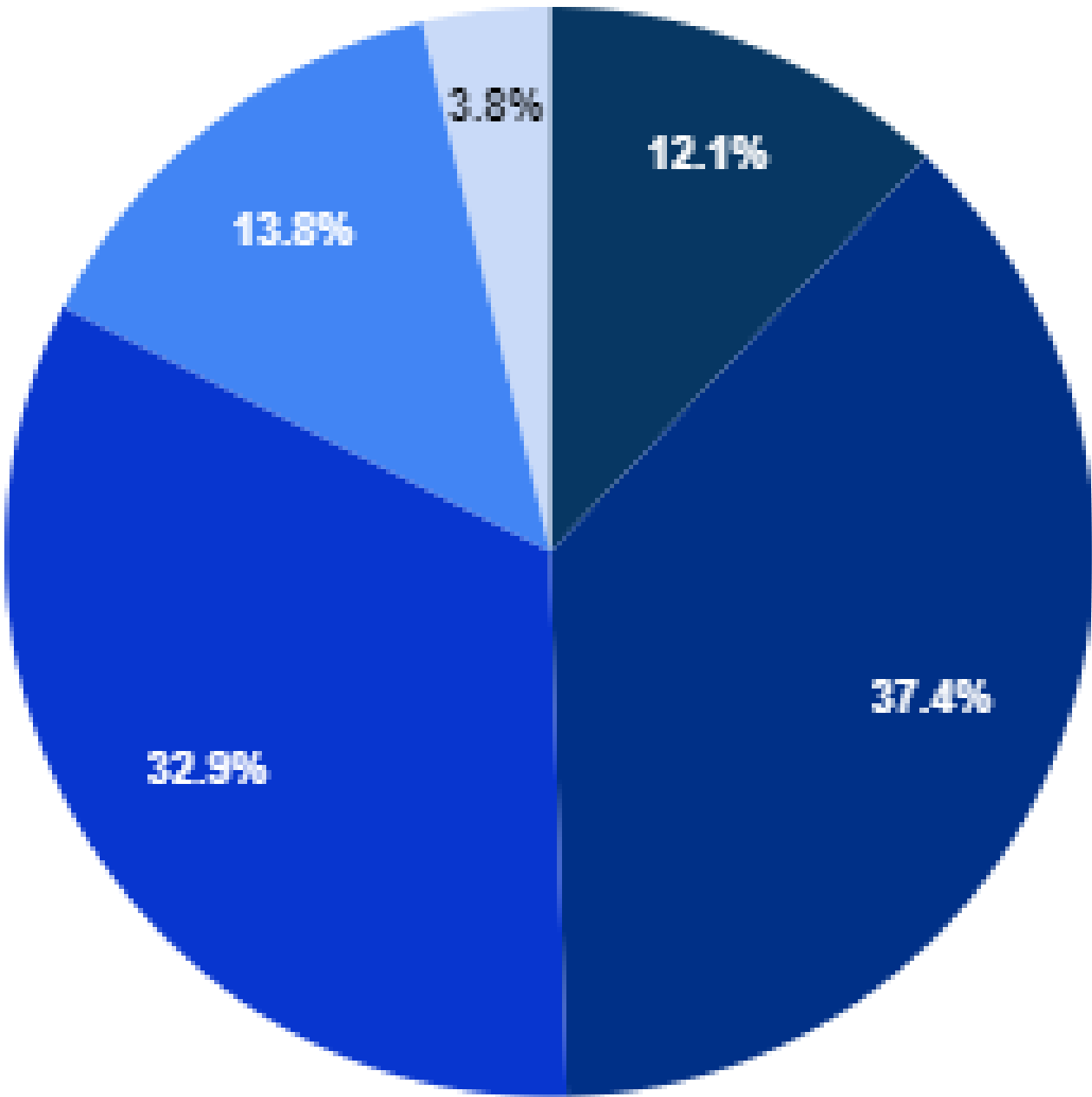
54.4% strongly agree or agree

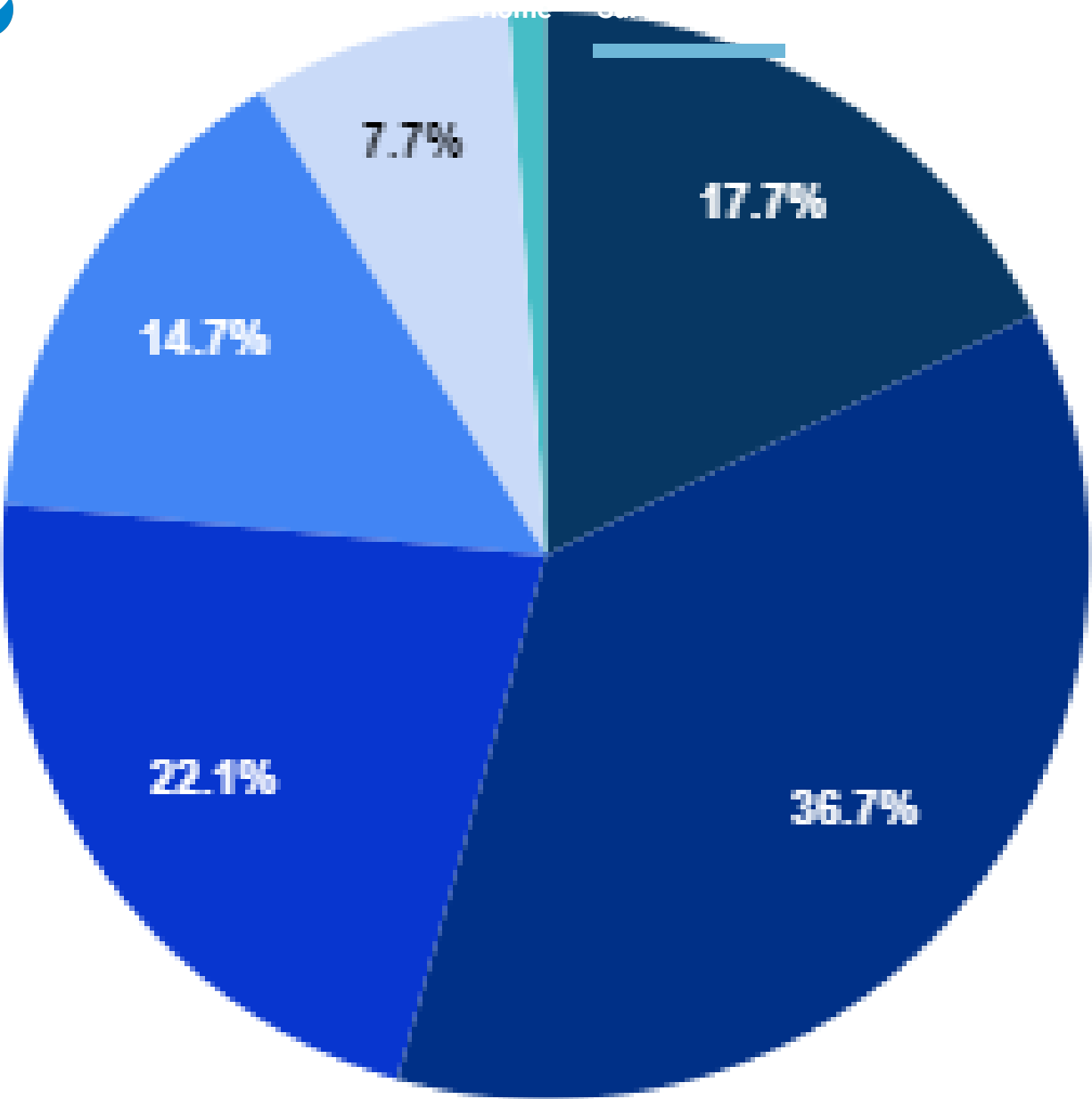


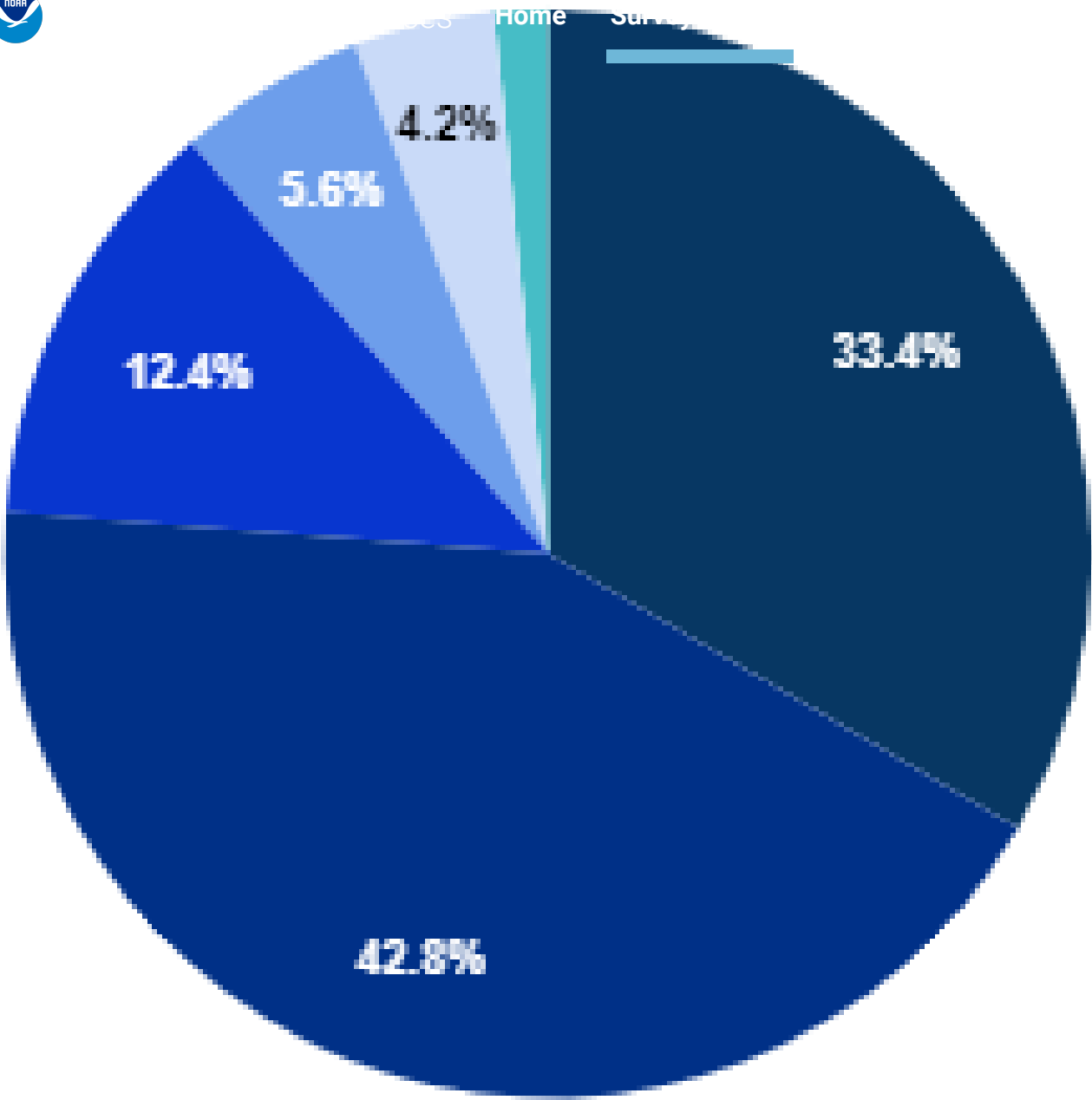


Burnout has had a significant effect on my emotional wellbeing.

76.2% strongly agree or agree







Always Often Sometimes Rarely Never

Strongly agree Agree Neutral Disagree Strongly disagree
Prefer not to answer

53.7% have considered seeking a new position or leaving NOAA specifically because of burnout.



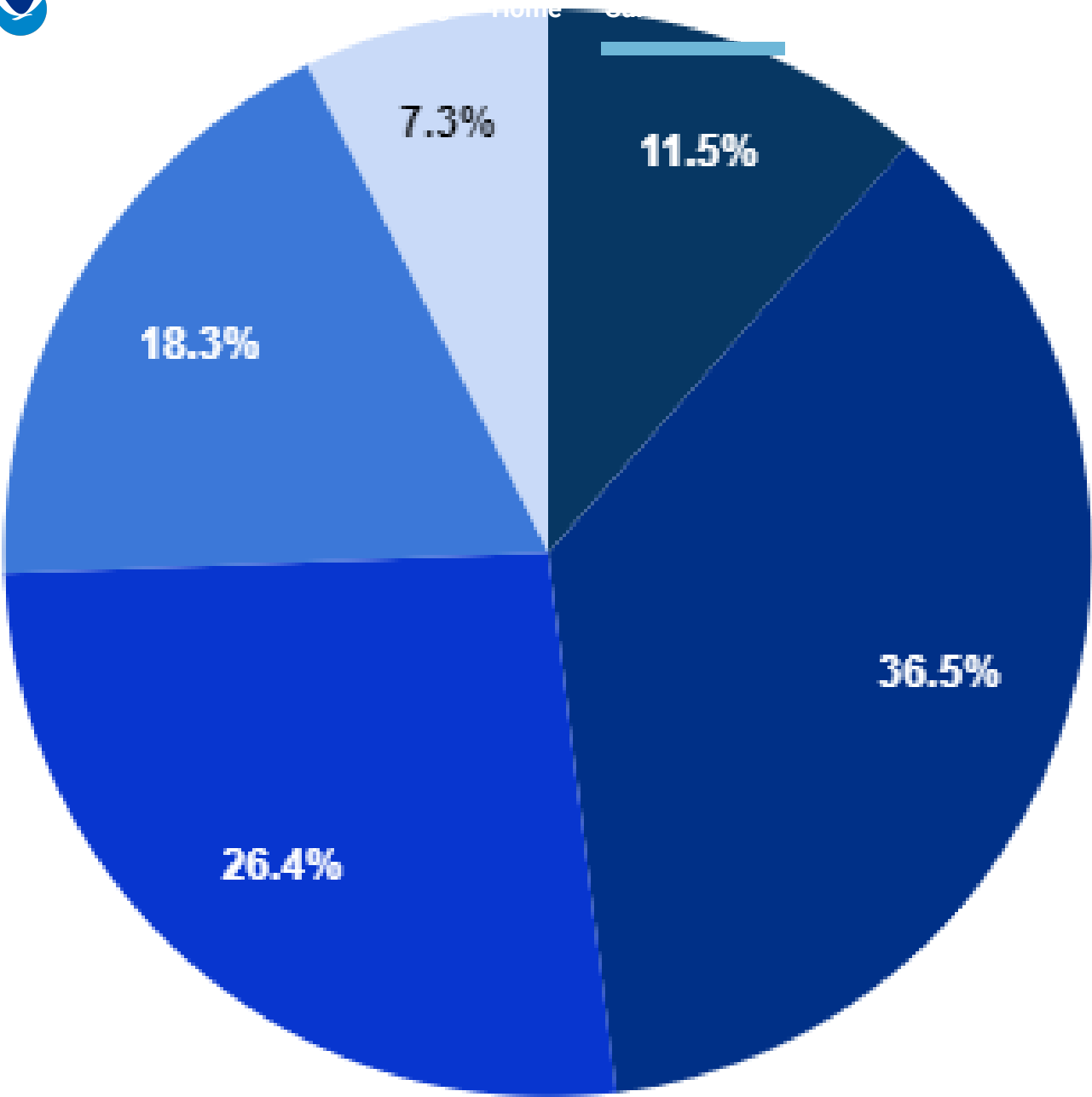
Top reasons for burnout

- Excessive Workload (42.2%)
- Uncertainty about future workplace telework/remote work flexibility (34.8%)
- Too many urgent deadlines/quick turnaround requests (32.4%)

Leave and breaks from work

NOAA's organizational culture supports and encourages employees to take needed leave.



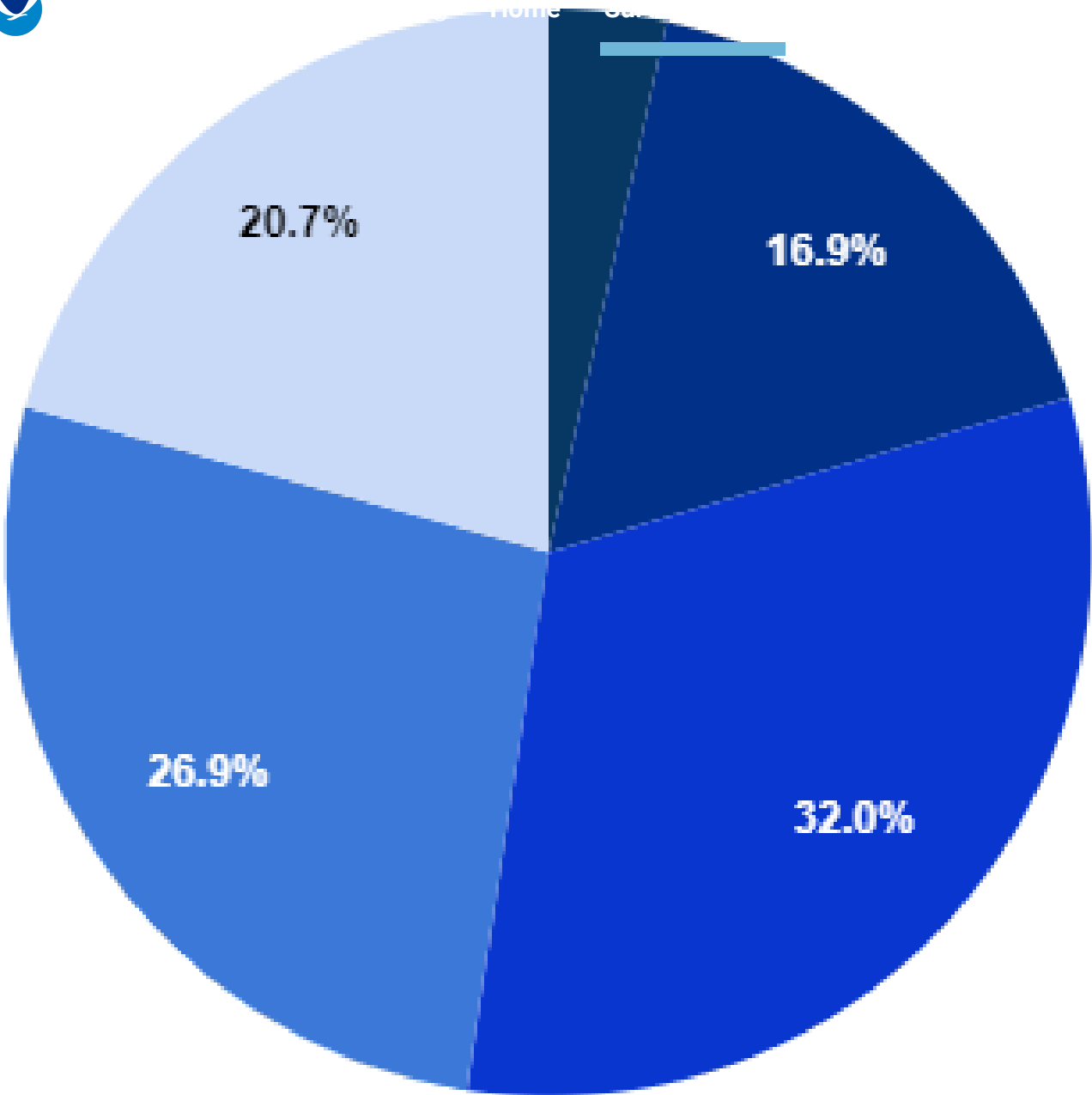


- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Prefer not to answer

48% feel encouraged and supported when taking leave (strongly agree or agree)

Do you feel you are unable to take leave from work?





Always Often Sometimes Rarely Never

47.6% feel they are able to take leave from work (never or rarely feel unable to take leave)

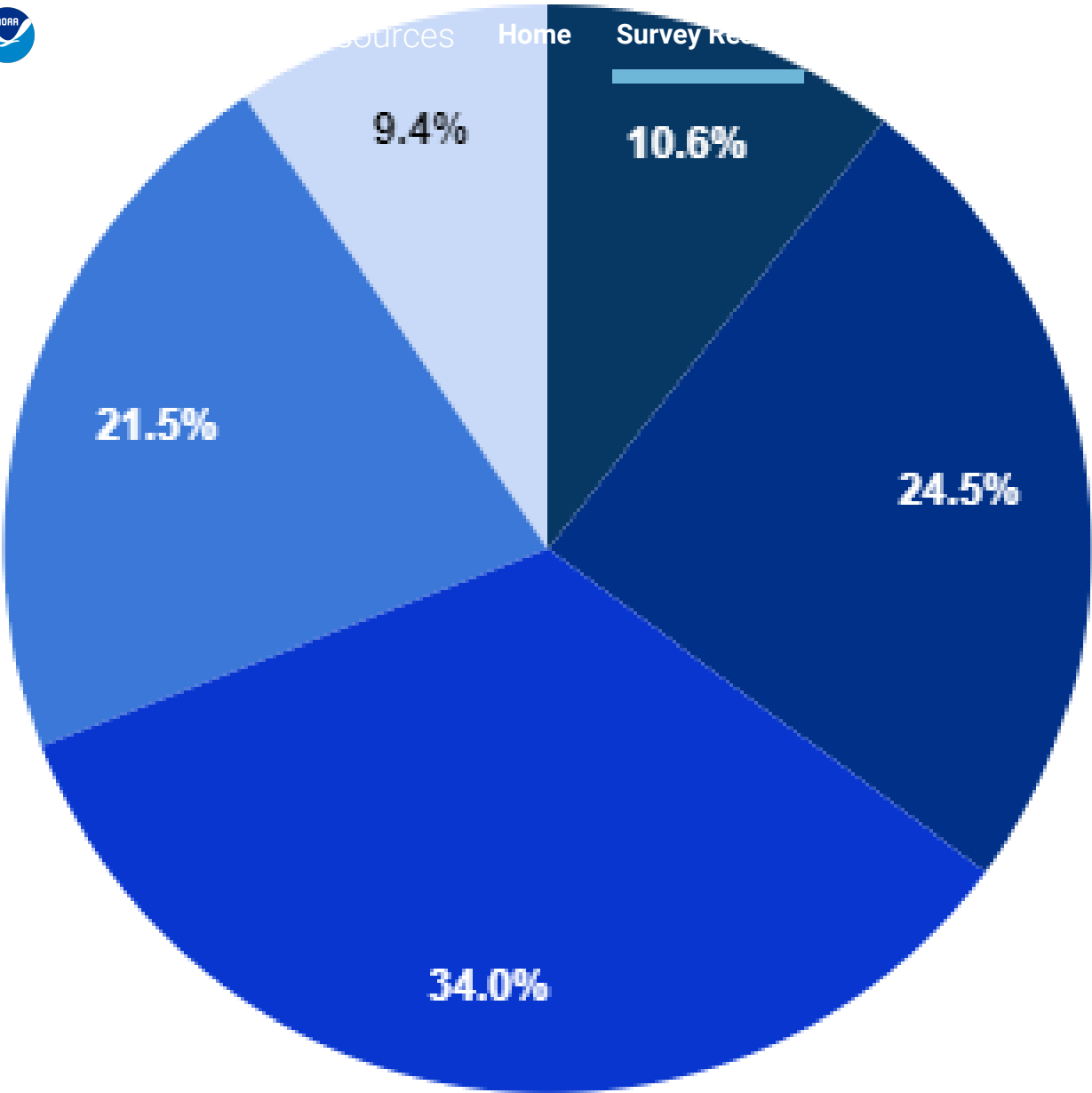


Top sons for not taking leave

- No backup for my position (46.4%)
- Excessive workload (37.5%)
- Too many urgent deadlines (32.2%)

Do you feel that you need more than a standard workday to complete your daily assignments?



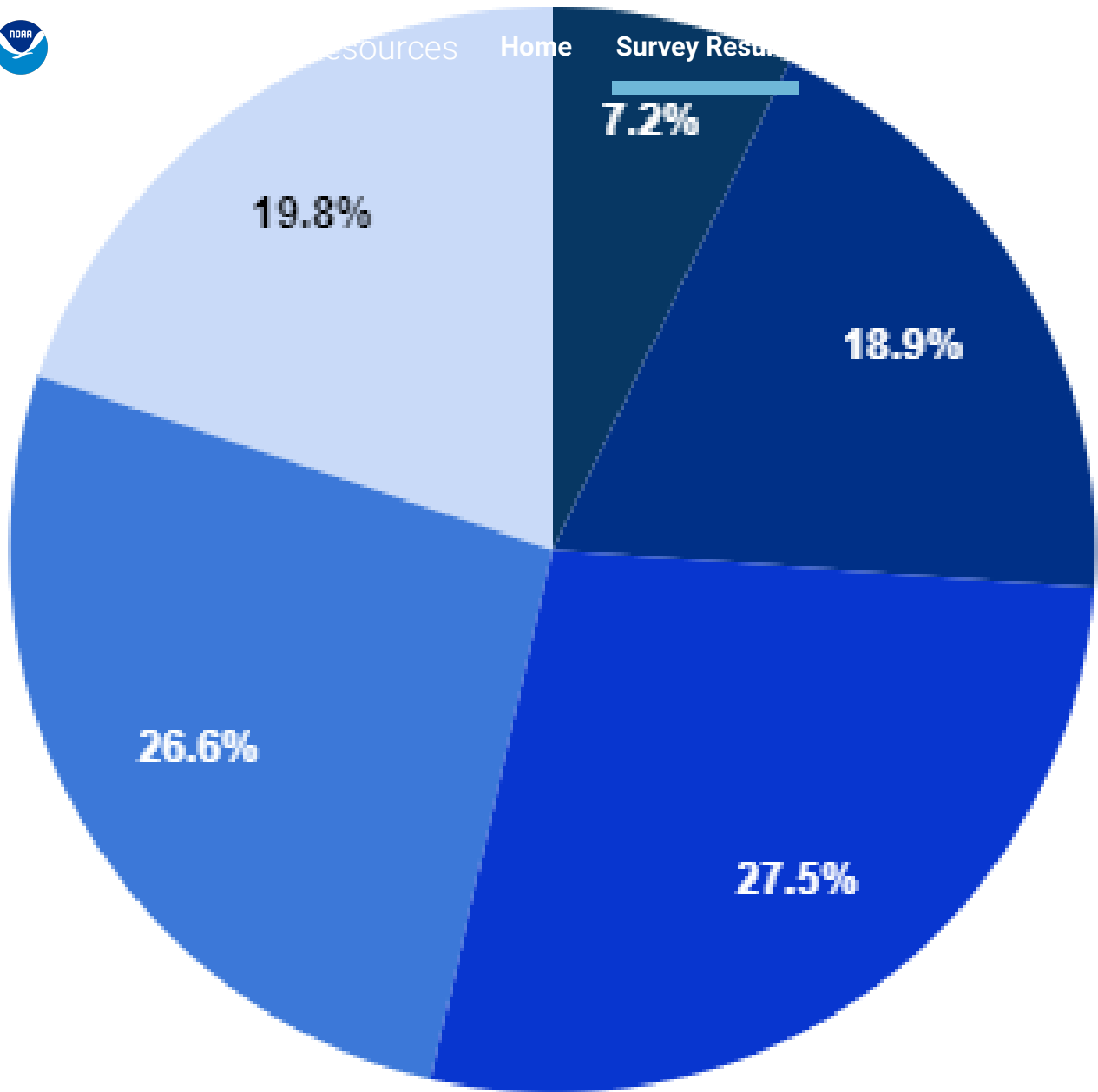


Always Often Sometimes Rarely Never

30.9% responded always or often

Do you feel you are able to take lunch or other authorized breaks during the workday?





● Always ● Often ● Sometimes ● Rarely ● Never

46.6% rarely or never take lunch or breaks

Top reasons for not taking lunch or other authorized breaks

- Too many meetings (40.2%)
- Excessive workload (39.8%)
- Too many urgent deadlines or quick turnaround requests (34.3%)





What actions may NOAA take to reduce burnout in the workforce and/or promote self-care?

Top 5 response categories

- Management Engagement/Culture - 1,260
- Resources/Staffing - 1,242
- Workday Policy Changes - 1,236
- Workforce Expectations - 826
- Remote Work/Telework - 802

These responses help shape how we will create a workforce structure that allows NOAA to sustainably achieve mission objectives in a manner to reduce existing and avoid creating workforce burnout.

Thank you to everyone who responded
to the 2022 NOAA Burnout Survey!

Contact email:

noaa.bo@noaa.gov

NOAA corporate office Intranet sites

- [AGO - Acquisition & Grants Office](#)
- [OCAO - Office of the Chief Administrative Officer](#)
- [OCFO - Office of the Chief Financial Officer](#)
- [OCIO - Office of the Chief Information Officer](#)
- [OHCS - Office of Human Capital Services](#)
- [OICR - Office of Inclusion and Civil Rights](#)



Quick links



NOAA Burnout Resources

[Home](#)[Survey Results](#)[Tools for Offices](#)[Employee](#)

- [myEPP](#)
- [eOPE](#)
- [Commerce Learning Center](#)
- [Staff Directory](#)
- [Employee Check-In](#)



