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## U.S. OFFICE OF PERSONNEL MANAGEMENT SES ONBOARDING SURVEY

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**Please answer the survey questions specifically regarding the department/agency that most recently onboarded you into the SES.** Your responses will contribute to the continued enhancement of SES onboarding across the Federal government.

**Instructions:** The survey will take approximately 10-15 minutes to complete. Your participation is voluntary and your responses will be confidential; only aggregated information will be reported. Your progress will be indicated by a bar and a percentage that appears at the bottom of each page. You may re-enter the survey at any point during the open period using your personal survey link and password.

**Important:** When navigating through the survey, do not use your browser's Back and Forward buttons. Instead, use the buttons at the bottom of the survey pages. It is recommended that you save frequently as you enter data.

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	Very Effective	Effective	Neither Effective nor Ineffective	Ineffective	Very Ineffective	N/A
Other types of assessments (e.g., DISC, Myers-Briggs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteer-based experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In-person training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic degree programs/professional certifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you selected "Other," please specify the developmental experience:

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2. Please select the **top three reasons** why you wanted to become a member of the Senior Executive Service. (*Program survey to only allow three responses*)

- Compensation
- Benefits
- Prestige
- Commitment to public service
- Greater scope of responsibility
- Greater opportunity for creativity and innovation
- Increased autonomy in decision making
- Increased authority
- Professional development
- Career mobility
- Other, please specify: \_\_\_\_\_

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3. Were you actively recruited and encouraged to apply for your Senior Executive Service position?

- Yes
- No

4. Did anyone at the agency (e.g., HR Specialist) provide information or support to help you navigate the hiring process?

- Yes
- No

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### **SES Onboarding Experiences**

In this section, please provide information about your onboarding experiences, from your pre-boarding experiences to your first 90-day on the job.

5. I received information on the following during pre-boarding:

(Please select all that apply)

- Biographies and/or resumes of direct reports
- Required applications and forms (e.g., ethics information, travel card application)
- Work-Life programs
- Benefits and transit subsidy information
- Required training information (e.g., IT security, ethics, No Fear Act, performance management, employee and labor relations, Hatch Act, EEO, diversity awareness)
- List of recurring meetings
- Maps and building information
- Payroll calendar
- Information of personal interest (e.g., information packet on local schools and realtors)
- None of the above

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6. During onboarding, I received information on the following: *[Selected “Yes, I received the information” responses from Q6 will pipe into matrix in Q6a with “Day 1/Week 1,” “First 30 days,” “First 90 days,” “6-9 months,” “1 year,” “Not sure,” as response options]*

	Yes, I received the information	No, I didn't receive it at all	No, I already worked in the agency and was familiar with this	Not sure, if the information was received
Employee Viewpoint Survey scores (i.e., team and agency scores)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgets and any pertinent financial issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influential networks <b>outside</b> of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influential networks <b>inside</b> of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standards of ethics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Important statutes, regulations, and policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency organization chart	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive development opportunities and leadership assessment tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duties and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal systems and procedures needed to perform my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SES pay and leave information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace flexibilities and work-life programs available to the SES	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal rules of my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Priorities in my department/agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The political environment and legislative issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency's strategic plan and its metrics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Yes, I received the information	No, I didn't receive it at all	No, I already worked in the agency and was familiar with this	Not sure, if the information was received
Information about my direct reports/team (e.g., position descriptions, performance plans, work hours, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information on key personnel policies (e.g., pay and leave, telework, labor management practices)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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6a. At what point did you receive information on the following? *[If selected “Yes, I received the information” from Q6, option choices will appear in this question.]*

	Day 1/Week 1	First 30 days	First 90 days	6-9 months	1 year	Not sure
Employee Viewpoint Survey scores (i.e., team and agency scores)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgets and any pertinent financial issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influential networks <b>outside</b> of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influential networks <b>inside</b> of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standards of ethics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Important statutes, regulations, and policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency organization chart	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive development opportunities and leadership assessment tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duties and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal systems and procedures needed to perform my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SES pay and leave information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace flexibilities and work-life programs available to the SES	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal rules of my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Priorities in my department/agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The political environment and legislative issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency's strategic plan and its metrics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about my direct reports/team (e.g., position descriptions, performance plans, work hours, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information on key personnel policies (e.g., pay and leave, telework, labor management practices)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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7. The executive performance management system was explained to me.

- Yes
- No

8. I collaborated with my supervisor to develop my **Senior Executive Performance Plan**.

- Yes
- No

9. I collaborated with my supervisor to create a written **Executive Development Plan (EDP)**.

- Yes
- No

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Considering your **first 90 days on the job**, please indicate the extent to which you agree or disagree with the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
10. My supervisor checked with me regularly to answer my questions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I received helpful feedback on my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My onboarding experience was tailored to meet my individual needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. My onboarding experience was effective at getting me up to speed as quickly as possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Senior leadership demonstrated the importance of supporting executive onboarding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My onboarding experience provided me with opportunities to build relationships (i.e., internally and externally).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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16. I was offered an executive coach as part of onboarding.

- Yes
- No (skip to #17)

Destination: **Page 13** (Set in 16 (No))

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16a. Did you use your executive coach during your onboarding experience?

- Yes
- No (skip to #17)

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16b. How effective was your executive coach in helping you transition into your new role?

- Very Effective
- Effective
- Neither Effective nor Ineffective
- Ineffective
- Very Ineffective

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17. Overall, how satisfied were you with your onboarding experience into the Senior Executive Service?

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

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**Preparation for the Senior Executive Service**

In this section, please provide your qualitative input regarding your executive onboarding experience.

18. As a new executive, what was most helpful about your executive onboarding experience?

1. (please use the space below)

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19. What would be most helpful to improve the executive onboarding experience?

1. (please use the space below)

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## U.S. OFFICE OF PERSONNEL MANAGEMENT SES ONBOARDING SURVEY

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### **Background/Demographics**

In this section please provide information about your background and demographics. Your submission is optional and will only be reported in an aggregated confidential format.

20. Please select your current agency.

- Department of Agriculture
- Department of Commerce
- Department of Defense
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Housing and Urban Development
- Department of Justice
- Department of Labor
- Department of State
- Department of the Interior
- Department of the Treasury
- Department of Transportation
- Department of Veterans Affairs
- Broadcasting Board of Governors
- Environmental Protection Agency
- Equal Employment Opportunity Commission
- Federal Communications Commission
- Federal Energy Regulatory Commission
- Federal Trade Commission
- General Services Administration
- National Aeronautics & Space Administration
- National Archives & Records Administration
- National Labor Relations Board
- National Science Foundation
- Nuclear Regulatory Commission
- Office of Management & Budget
- Office of Personnel Management
- Office of the U.S. Trade Representative
- Small Business Association
- Social Security Administration
- U.S. Agency for International Development

20a. If you do not see your agency in the previous list, please provide the full name of your agency below (no acronyms):

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20b. Do you work in an Office of the Inspector General?

- Yes
- No

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21. What type of appointment do you hold?

- Career
- Non-Career
- Limited Term
- Limited Emergency

22. Prior to your current executive appointment, where did you hold your previous position?

- Federal Government
- State or local government
- Private sector
- Military service (non-civilian)
- Academia
- Other. Please specify: \_\_\_\_\_

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23. How long did you work for the Federal Government prior to entry into the Senior Executive Service? *(Will only be seen if "Federal Government" is selected for Q22)*

- No prior Federal experience
- Less than one year
- 1-3 years
- 4-5 years
- 6-10 years
- 11-20 years
- More than 20 years

24. How long have you worked in your current agency prior to becoming a member of the Senior Executive Service? *(Will only be seen if "Federal Government" is selected for Q22)*

- I did not work in my current agency prior to becoming a member of the Senior Executive Service
- Less than one year
- 1-3 years
- 4-5 years
- 6-10 years
- 11-20 years
- More than 20 years

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25. What is your veteran status?

- No prior military service
- Currently in the National Guard or Reserves
- Retired
- Separated or Discharged

26. What is your age group?

- Under 40
- 40-49
- 50-59
- 60 or older

27. What is your gender?

- Male
- Female

28. Are you Hispanic or Latino?

- Yes
- No

29. Please select the racial category or categories with which you most closely identify (select all that apply):

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races
- Other

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**Thank you for your participation! Your input is tremendously important and appreciated.**

**If you have any questions, please contact OPM's Work-Life & Leadership and Executive Development office at [SESDevelopment@opm.gov](mailto:SESDevelopment@opm.gov).**

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