



A values-based organization allows us to be energized, engaged, productive, happy, and successful, impacting our personal well-being and our effectiveness as a team. Each of us has a stake and a role in our Program's culture, and we have an opportunity to affect that culture by living our Core Values.

The annual IV&V Program Values Survey is one tool we use to understand how well we are all doing at achieving a culture that's in sync with our Core Values.

As you take the survey, please remember:

- The survey is anonymous.
- Results are analyzed for themes and patterns and discussed to determine needed actions.

Please take a moment to read the descriptions of each value at the beginning of each section and keep those descriptions in mind as you answer the questions.

Comment boxes are included throughout the survey for you to share your thoughts and experiences pertaining to each value. Please share with us:

- Your suggestions for how the Program can help resolve any concerns that you may have.
- What you feel is working and what we are doing that is good and yielding positive results that we need to continue doing.

Click the 'Next' button below to begin the survey.

For more information about NASA IV&V Program Values, visit:

<https://confluence.ivv.nasa.gov:8445/pages/viewpage.action?pageId=58886063>

This information collection meets the requirements of 44 U.S.C 3507, as amended by section 2 of the Paperwork Reduction Act of 1995. You do not need to answer these questions unless we display a valid Office of Management and Budget control number. The OMB control number for this information collection is \_\_\_\_\_ and it expires on \_\_\_\_\_. We estimate that it will take about twenty (20) minutes to read the instructions, gather the facts, and answer the questions. You may send comments on our time estimate above to [jeffrey.r.northey@nasa.gov](mailto:jeffrey.r.northey@nasa.gov). Send only comments relating to our time estimate to this address.



1. The NASA IV&V Program engages me by fostering involvement and participation, providing constructive suggestions for improvement, and effectively communicating goals and priorities at all levels within the organization.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Comments about the IV&V Program's level of engagement with you regarding our program values are welcome. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.



### Safety

We consider protecting ourselves and others from unnecessary harm as a cornerstone to success. We are committed, individually and as a team, to protecting the safety and health of the public, our team members, and those assets that the Nation entrusts to the Agency. With safety first, our commitment to all other values can be achieved.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Do I promote a safe environment, both at work and at home?
- Does the Program promote a safe work environment by responding to concerns in a timely and appropriate manner?
- Do I actively contribute to a safe environment by being aware and reporting concerns timely and appropriately?
- Do I/we encourage others to behave in safe ways?
- Do I/we protect resources and assets appropriately?

2. While considering the statements above regarding **Safety**, please indicate how you rate the IV&V Program's commitment to, and achievement of, a physically safe work environment.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I work Safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am empowered to be safe and raise Safety concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Please share any comments you have regarding physical Safety at NASA's IV&V program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.

3. While considering the statements above regarding **Safety**, please indicate how you rate the IV&V Program's commitment to, and achievement of, an emotionally and psychologically safe work environment.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to emotional and psychological Safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IV&V Program achieves a culture of emotional and psychological Safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am committed to maintaining an emotionally and psychologically safe work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am empowered to raise emotional and psychological Safety concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you have regarding emotional and psychological Safety at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.



### Integrity

Our success is built on an environment of trust and ethical behavior. We exhibit sincerity and truthfulness in all actions.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Am I true to my word and do I honor my promises? Do I feel others are true to their word and honor their promises?
- Do I hold myself accountable for fulfilling my individual and team commitments?
- Do I/we consistently deliver work as promised?
- Do I perform to the best of my ability even when nobody is watching? Do I feel others do?
- Am I honest in my assessments and authentic in my day to day activities (i.e. work schedule, travel, etc.)? Do I feel others are honest in their assessments?

4. Considering the above statements about **Integrity**, please indicate below how you rate the IV&V Program's commitment to Integrity.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I always behave with Integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am empowered to uphold my own level of Integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed others disregard integrity. <i>Please note that the positive/negative responses to this statement are opposite of the previous statements (i.e., a positive response is a "disagree" response).</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you may have regarding Integrity at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.

5. What is the frequency with which you have witnessed others disregard integrity?

Never

Rarely

Occasionally

Often

Please share any comments you may have regarding the incident(s) that you are referring to.

6. In regards to your response to the previous question, how impactful were the incident(s)?

Not at all

Slightly

Moderately

Significantly

N/A

Please share any comments you may have regarding the incident(s) that you are referring to.



**Respect**

We respect ourselves and each other, appreciating the creativity and broader perspective of a diverse team. This diversity is vital to our success.

**Before answering the survey questions pertaining to this value, personally consider the following questions.**

- Is everyone treated fairly and do I treat others as I wish to be treated?
- Do I/we share accolades in public and constructive criticism in private?
- Do I/we value all constructive input, regardless of badges or roles?
- Do I/we credit people for their work?
- Do I/we encourage and tolerate diversity?

7. Considering the above statements about **Respect**, please indicate below how you rate the IV&V Program's commitment to Respect.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I behave Respectfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NASA IV&V Program promotes a culture of Respect between me and my colleagues, regardless of rank or standing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am empowered to encourage Respectful behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I feel safe calling out or reporting disrespectful behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you may have regarding Respect at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.



**Inclusion**

We are committed to a culture of diversity, inclusion, and equity, where all employees feel welcome, respected, and engaged. To achieve the greatest mission success, we embrace hiring, developing, and growing a diverse and inclusive workforce in a positive and safe work environment where individuals can be authentic. This value will enable us to attract the best talent, grow the capabilities of the entire workforce, and empower everyone to fully contribute.

**Before answering the survey questions pertaining to this value, personally consider the following questions.**

- Do I/we include intentionally?
- Do I/we champion diversity?
- Do I/we build diverse teams?
- Do I/we adapt to differences?
- Do I/we mitigate barriers?
- Do I/we make all employees feel welcome?
- Do I/we embrace hiring, developing, and growing a diverse and inclusive workforce?
- Do I/we create a safe work environment where all individuals can be authentic?

8. Considering the above statements about **Inclusion**, please indicate below how you rate the IV&V Program's commitment to Inclusion.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I behave Inclusively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NASA IV&V Program promotes a culture of Inclusiveness between me and my colleagues, regardless of rank or standing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am empowered to encourage Inclusive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I feel safe calling out or reporting exclusive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you may have regarding Inclusion at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.





### Teamwork

We understand and believe that thinking, planning, decision-making and actions are better when done cooperatively. We recognize, and even assimilate, the belief that "none of us is as good as all of us." We recognize that our function exists to serve the bigger picture.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Do I/we help others to learn and improve?
- Am I constantly striving towards my team's success?
- Do I/we seek opportunities to celebrate team success?
- Are constructive alternatives and observations encouraged and accepted?
- Do I support team decisions, even if I do not agree with them?

9. Considering the above statements about **Teamwork**, please indicate below how you rate the IV&V Program's commitment to Teamwork.

	Strongly Agree	Agree	Disagree	Strongly Disagree
<input type="radio"/> The IV&V Program shows a commitment to Teamwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> The IV&V Program achieves a culture of Teamwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> I am committed to practicing Teamwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> I always demonstrate Teamwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/> I feel empowered to engage in Teamwork effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you have regarding Teamwork at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.



**Balance**

We believe in the importance of meaningful daily achievement and enjoyment in each of our four life quadrants: Work, Family, Friends, and Self.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Am I able to set priorities for myself?
- Do I stay focused without letting the urgent, the convenient, and the immediate distract me from the important?
- Do I arrange my activities so that all aspects of life receive the consideration needed?
- Do I/we recognize and honor others' priorities?
- Am I able to prioritize health or family when needed? Do I arrange my activities so that all aspects of life receive the consideration needed?

10. Considering the above statements about **Balance**, please indicate below how you rate the IV&V Program's commitment to Balance.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Balance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Balance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Balance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I achieve work/life Balance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am empowered to Balance my workload with the other aspects of my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you have regarding Balance at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.



### Innovation

We cultivate creativity and seek knowledge that will strengthen our team and ourselves. We recognize innovation as a way to energize our motivation and performance, leading to a sense of pride and personal accomplishment.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Do I/we look for innovative ways to address challenges?
- Do I have opportunities to collaborate with my peers to improve efficiency and effectiveness?
- Do we encourage innovative ideas that help us achieve our mission?
- Do I look inward for areas of improvement?
- Do I have time to innovate and do I take advantage of opportunities to brainstorm innovative ideas?

11. Considering the above statements about **Innovation**, please indicate below how you rate the IV&V Program's commitment to Innovation.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Innovation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Innovation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Innovation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I Innovate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am empowered to Innovate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments you may have regarding Innovation at NASA's IV&V Program. Some specific questions to consider:

\* What are barriers to innovation within the Program?

\* How can we overcome these barriers?

\* Thinking about specific examples where innovation has been successfully performed within the Program, what are some takeaways or lessons learned that we could apply to foster innovation more widely throughout the Program?



**Excellence**

We consistently look for ways to improve ourselves and our organization by promoting continual growth, learning and diversity of experience. We believe in providing high quality services that bring long term value to our customers.

Before answering the survey questions pertaining to this value, personally consider the following questions.

- Do I/we continuously evaluate my/our actions/behaviors, and the products/services that I/we produce to ensure they consistently represent excellence?
- Do I look within myself to be a creative, skilled problem solver who can think critically using sound principles and concepts?
- Do I/we share accountability for successes and failures?
- Are we proactive and engaged at all levels?
- Do I/we manage work so that there is little wasted time and effort?

12. Considering the above statements about **Excellence**, please indicate below how you rate the IV&V Program's commitment to Excellence.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The IV&V Program shows a commitment to Excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The IV&V Program achieves a culture of Excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am committed to practicing Excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I achieve Excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/> I am empowered to strive for Excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Please share any comments you may have regarding Excellence at NASA's IV&V Program. Include ideas for how the Program could resolve any concerns that you may have and highlight actions and activities that are yielding positive results that we need to continue doing.

Consider each of the IV&V Program's Values, and think back to how you responded to this survey in April/May 2020. Please rate how you feel we're doing with regard to upholding our values as indicated below. If you joined the Program after last year's survey, please indicate that these are not applicable to you.

13. Since the last Values Survey (April/May 2020), in what direction do you perceive the IV&V Program's values heading?

	Declining	About the same	Improving	Not applicable to
Physical Safety	<input type="radio"/>	<input type="radio"/> <input type="radio"/>		
Emotional Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<input type="radio"/>			Inclusion	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>		
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<input type="radio"/>			Balance	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>		
Innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<input type="radio"/>			Excellence	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>		

14. Please provide any additional comments you may have about what is working with respect to the core values in the box below (Optional).

15. Please rate the following statements.

Strongly Agree    Agree    Neutral    Disagree    Strongly Disagree    N/A



In the last 7 days, I have received recognition or praise for doing good work.

At work, my opinions seem to count.

There is someone at work who encourages my development.

This last year, I have had opportunities at work to learn and grow.

In the last 6 months, someone at work has talked to me about my progress.

16. Do you have a person or group (e.g., a D&I committee member, the D&I Anonymous Feedback Form, someone on your team, your management, someone from the "Who You Gonna Call?" list, etc.) that you feel safe going to to raise concerns?

Yes

No

If yes, please share who that is (in non-specific terms, if you'd prefer). If no, do you have a suggestion for a safe place to discuss your concerns?

17. Which of the following best describes your role in the IV&V Program?

\* 18. Which of the following describes you?



EVS Questions for Contractors

The following items originated from the Employee Viewpoint Survey (EVS). The EVS is a federal government survey used to determine areas of potential action and to determine “Best Place to Work” results that often receive public attention. However, the EVS is only deployed to federal employees, which is not representative of our entire workforce, so we’re including these items here.

For standard definitions of terms used in this set of questions, go here:

<https://feedback.opm.gov/Community/files/Definitions.htm>

19. Please rate the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
My supervisor supports my need to balance work and other life issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My supervisor/team leader listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor/team leader treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My supervisor/team leader is committed to a workforce representative of all segments of society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers promote communication among different work units (for example: about projects, goals , needed resources).	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
I feel encouraged to come up with new and better ways of doing things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My talents are used well in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
In my work unit, differences in performance are recognized in a meaningful way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
My organization's senior leaders maintain high standards of honesty and integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a high level of respect for my organization's senior leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Diversity & Inclusion

20. Please specify your level of agreement with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I feel that diversity and inclusion are important to a healthy culture at IV&V.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a positive impact from the NASA IV&V D&I Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. The D&I Committee's focus is to help promote a positive work experience for all employees. What are the top three things that make or could make for your positive employee experience?

22. Do you know what the Anonymous Feedback Form is? (Note: status of anonymous feedback submissions can be found here: <https://confluence.ivv.nasa.gov:8445/display/DI/Anonymous+Feedback+Form+-+More+Information> .)

- Yes
- No

23. You indicated that you know what the Anonymous Feedback Form is. Do you feel it is valuable?

24. What topics would you like to see NASA IV&V D&I Committee address over the next year?

2021 NASA IV&V Program Values Survey

D&I Anonymous Feedback Form



Final Comments

**25. Please provide additional comments you may have in the box below (Optional).**