



2022 Brookhaven National Laboratory DeepDive Survey

Jan 13, 2022 - Feb 3, 2022

TIME PERIOD

193

RESPONDENTS

74

RESPONSE RATE

SURVEYS

**2022 Brookhaven National
Laboratory DeepDive Survey**
RESPONDENTS: 193

TARGET GROUP

A

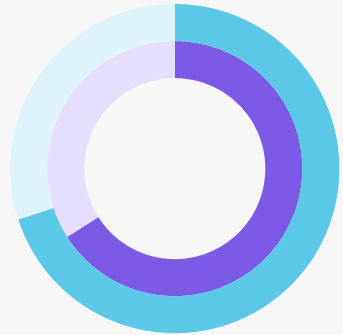
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Dept: PO
Directorate: ALD,Env, Biol Nuc Sc
& Nonprof, ALD, Nuclear &
Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory DeepDive
Survey
RESPONDENTS: 193

COMPARISONS

B

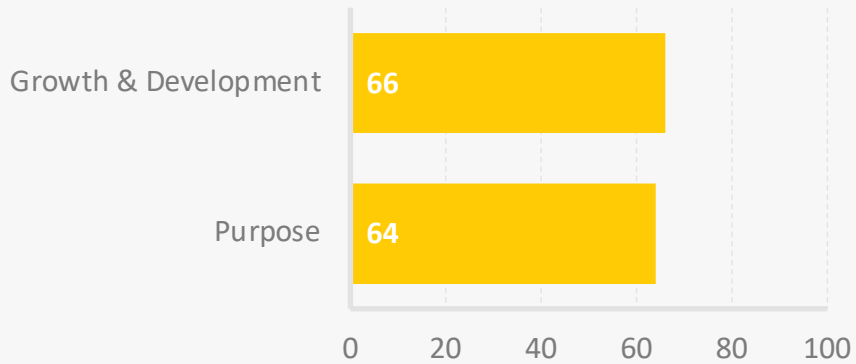
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Dept (Workgroup): POAN
Directorate: ALD,Env, Biol Nuc Sc &
Nonprof, ALD, Nuclear & Particle Phys.
Surveys: 2022 Brookhaven National
Laboratory DeepDive Survey
RESPONDENTS: 17

Engagement and Inclusion



- 70 Diversity, Equity & Inclusion (DEI)
- 66 Engagement

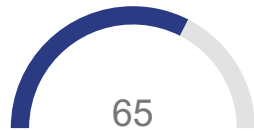
Strongest Drivers of Engagement



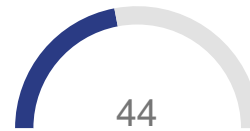
Accountability



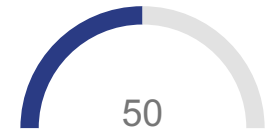
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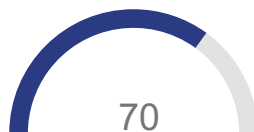
Communication



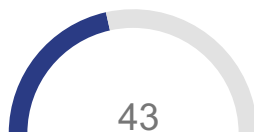
Curiosity



Diversity, Equity & Inclusion (DEI)



Efficiency & Agility



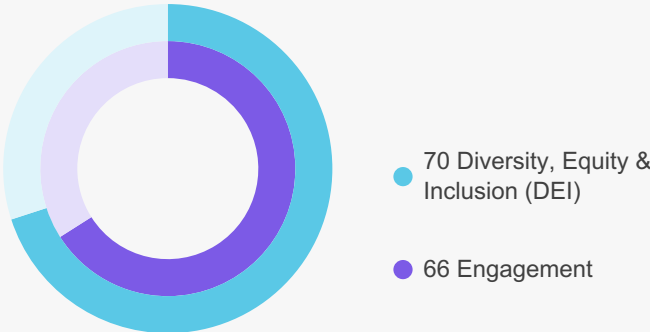
Engagement



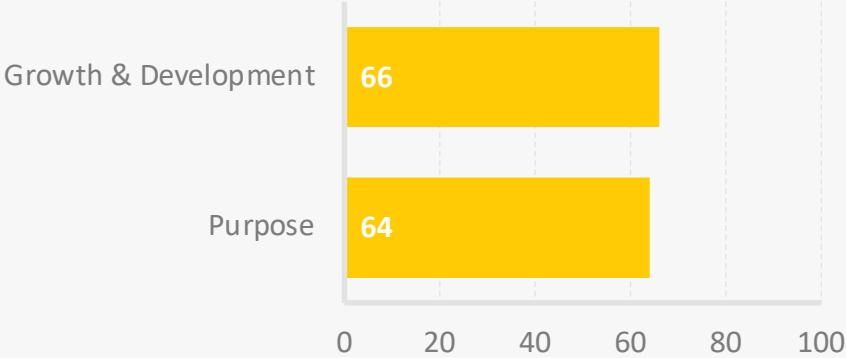
Growth & Development



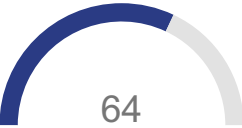
Engagement and Inclusion



Strongest Drivers of Engagement



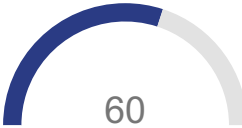
Purpose



Safety



Well-Being



Highest & Lowest Scores Relative to Filter B

HIGHEST SCORES

Relative to Filter B

A

B

Item

The people in my work group adapt easily to new ways of doing things. - Efficiency & Agility **65** 47 (+18)

The people I work with cooperate to get the job done. - Collaboration **81** 65 (+16)

My manager insists that safety rules and procedures are carefully followed even if it means that work is slowed down. - Safety **88** 82 (+6)

I see cooperation across different directorates and departments. - Collaboration **39** 35 (+4)

LOWEST SCORES

Relative to Filter B

A

B

Item

Senior leadership acts in ways consistent with what they say. - Accountability **54** 88 (-34)

BNL adapts well to changes that affect how we operate. - Efficiency & Agility **32** 65 (-33)

At BNL, people are encouraged to take appropriate risks to improve BNL's performance. - Curiosity **33** 65 (-32)

Communication at BNL is open and honest. - Communication **52** 82 (-30)

I am very confident in the future success of BNL. - Engagement **61** 88 (-27)

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A

n = 193

B

n = 17

Dimension Summary



Dimension	Positive	Neutral	Negative	A	B
Accountability	72	19	10	72	87 (-15)
Collaboration	65	23	12	65	61 (+4)
Communication	44	29	27	44	62 (-18)
Curiosity	50	29	21	50	74 (-24)
Diversity, Equity & Inclusion (DEI)	70	19	11	70	82 (-12)
Efficiency & Agility	43	31	26	43	57 (-14)
Engagement	66	23	11	66	87 (-21)
Growth & Development	66	21	13	66	72 (-6)
Purpose	64	21	15	64	72 (-8)

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 Brookhaven National
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Safety

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 Surveys: 2022
 Brookhaven National
 Laboratory DeepDive



n = 193



n = 17

Dimension Summary (continued)

Dimension ■ Positive ■ Neutral ■ Negative A B

Well-Being 60 21 20 60 71 (-11)

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A

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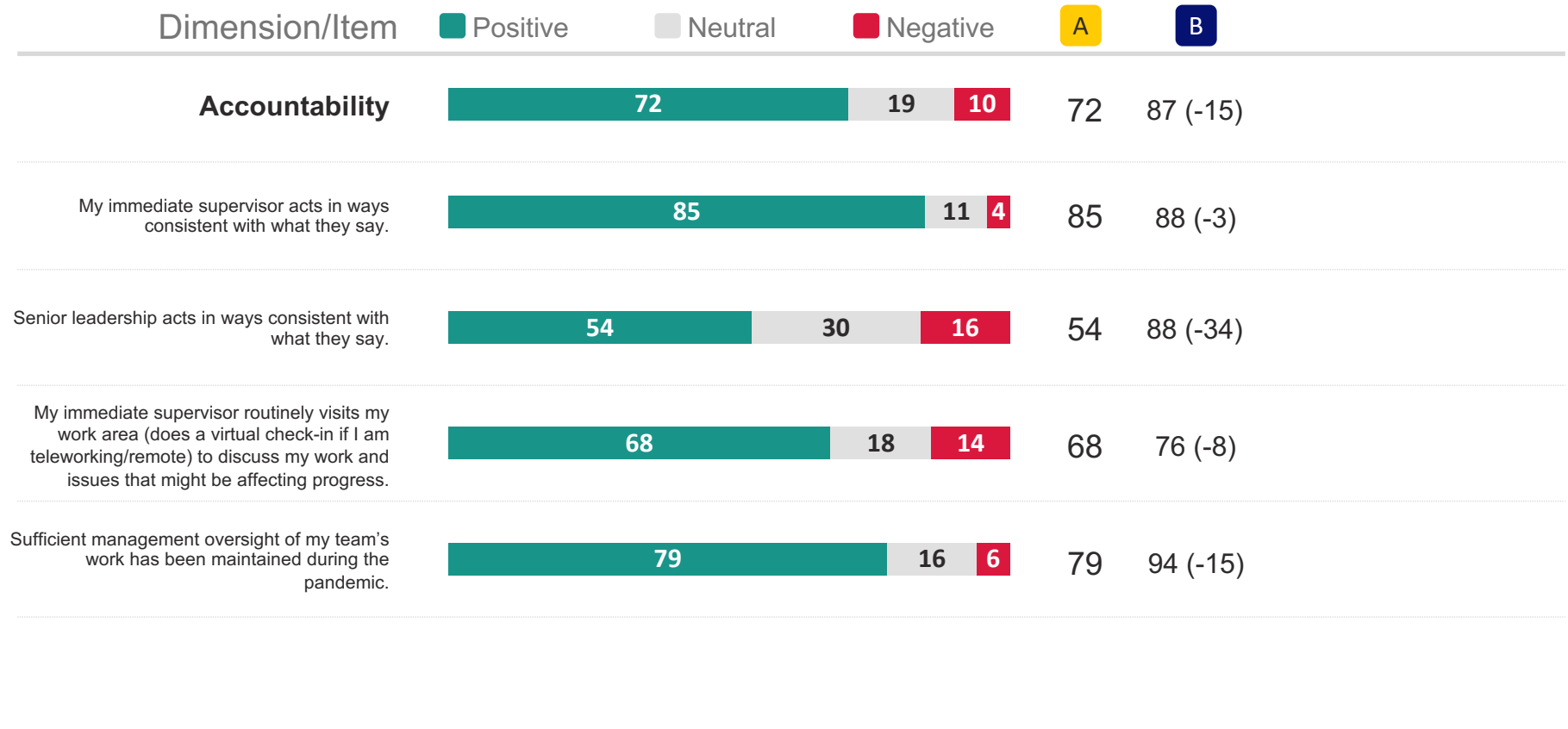
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Dimension Details -- Accountability



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Dimension Details -- Collaboration



Dimension/Item	Positive	Neutral	Negative	A	B
Collaboration	65	23	12	65	61 (+4)
I trust the people I work with to put the work group's goals before their own goals.	69	23	9	69	69 (0)
The people I work with cooperate to get the job done.	81	12	7	81	65 (+16)
People willingly share what they know with those from other parts of BNL.	70	19	12	70	76 (-6)
I see cooperation across different directorates and departments.	39	38	23	39	35 (+4)

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 Surveys: 2022
 Brookhaven National



n = 193

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 Phys.
 Surveys: 2022
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n = 17

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Dimension Details -- Communication



Dimension/Item	Positive	Neutral	Negative	A	B
Communication	44	29	27	44	62 (-18)
Communication at BNL is open and honest.	52	28	20	52	82 (-30)
Senior leadership's actions show that they trust employees.	37	31	32	37	53 (-16)
The environment at BNL makes it safe to challenge the status quo.	38	32	30	38	53 (-15)
Overall, there is a free exchange of views at BNL; people are not afraid to say what they really think.	49	23	28	49	59 (-10)
Sufficient effort is made to get the opinions and thinking of people who work here.	45	30	25	45	65 (-20)

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 Phys.
 Surveys: 2022
 Brookhaven National



n = 193

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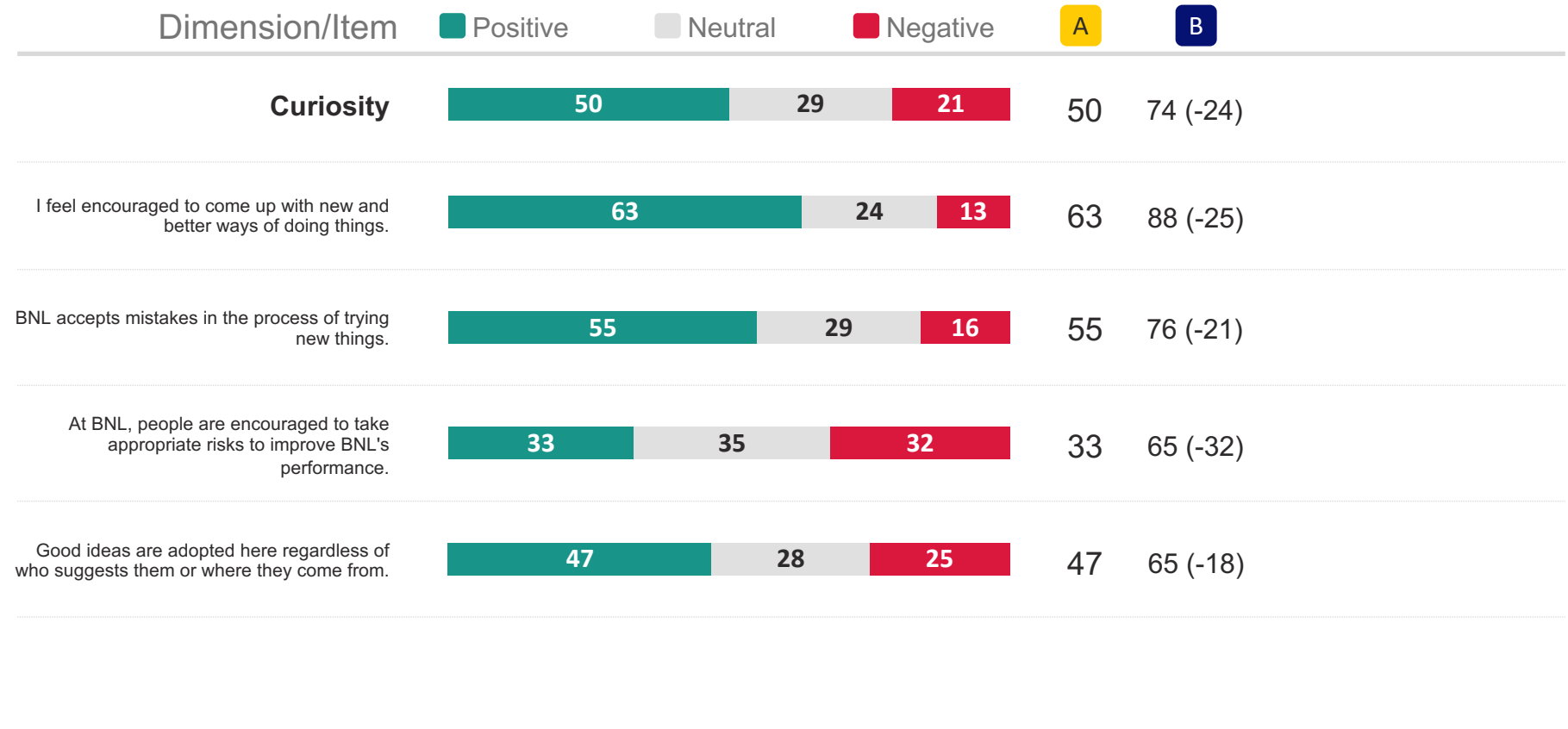
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Dimension Details -- Curiosity





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Dimension Details -- Diversity, Equity & Inclusion (DEI)



Dimension/Item	Positive	Neutral	Negative	A	B
Diversity, Equity & Inclusion (DEI)	70	19	11	70	82 (-12)
People at all levels in BNL are treated with respect.	64	18	18	64	76 (-12)
BNL encourages and promotes diversity of backgrounds, talents, and perspectives.	65	24	11	65	82 (-17)
At BNL, I don't have to hide who I really am in order to be accepted.	71	18	11	71	94 (-23)
My immediate supervisor encourages an environment where individual differences are valued.	84	11	5	84	88 (-4)
At BNL, differing viewpoints are sought out and valued when we make decisions.	47	30	23	47	65 (-18)
The people I work with are in favor of efforts to promote diversity and inclusion at BNL.	80	17	3	80	82 (-2)

 A n = 193	 B n = 17
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 Phys.
 Surveys: 2022
 Brookhaven National
 Laboratory DeepDive

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 Phys.
 Surveys: 2022
 Brookhaven National
 Laboratory DeepDive

Dimension Details -- Diversity, Equity & Inclusion (DEI) (continued)





Dimension/Item	Positive	Neutral	Negative	A	B
Diversity, Equity & Inclusion (DEI)	70	19	11	70	82 (-12)
People of all backgrounds (e.g., race/ethnicity, sexual orientation, gender, culture, veteran status, age, religion) can succeed at BNL.	79	14	7	79	82 (-3)

 A n = 193	Dept: PO Directorate: ALD,Env, Biol Nuc Sc & Nonprof, ALD, Nuclear & Particle Phys. Surveys: 2022 Brookhaven National Laboratory DeepDive Survey	 B n = 17	Dept (Workgroup): POAN Directorate: ALD,Env, Biol Nuc Sc & Nonprof, ALD, Nuclear & Particle Phys. Surveys: 2022 Brookhaven National Laboratory DeepDive Survey
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Dimension Details -- Efficiency & Agility



Dimension/Item	Positive	Neutral	Negative	A	B
Efficiency & Agility	43	31	26	43	57 (-14)
At BNL we anticipate changes taking place in the external environment before they happen.	42	48	10	42	56 (-14)
The people in my work group adapt easily to new ways of doing things.	65	23	12	65	47 (+18)
Decisions impacting my work are made without unnecessary delay.	51	28	21	51	65 (-14)
Process changes are made efficiently at BNL.	22	38	40	22	35 (-13)
BNL adapts well to changes that affect how we operate.	32	41	28	32	65 (-33)
I am empowered to make decisions that enable me to do my job effectively.	71	17	12	71	94 (-23)

 A n = 193	 B n = 17
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 Surveys: 2022
 Brookhaven National Laboratory DeepDive Survey

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 Surveys: 2022
 Brookhaven National Laboratory DeepDive Survey

Dimension Details -- Efficiency & Agility (continued)

Dimension/Item	Positive	Neutral	Negative	A	B
Efficiency & Agility	43	31	26	43	57 (-14)
Our work processes are well organized and efficient.	44	31	25	44	65 (-21)
BNL does a good job minimizing or eliminating unnecessary bureaucracy.	10	25	66	10	29 (-19)
When I'm busier than usual, I am given clear direction on what tasks are most and least important.	52	30	18	52	56 (-4)

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 Phys.
 Surveys: 2022
 Brookhaven National



n = 193

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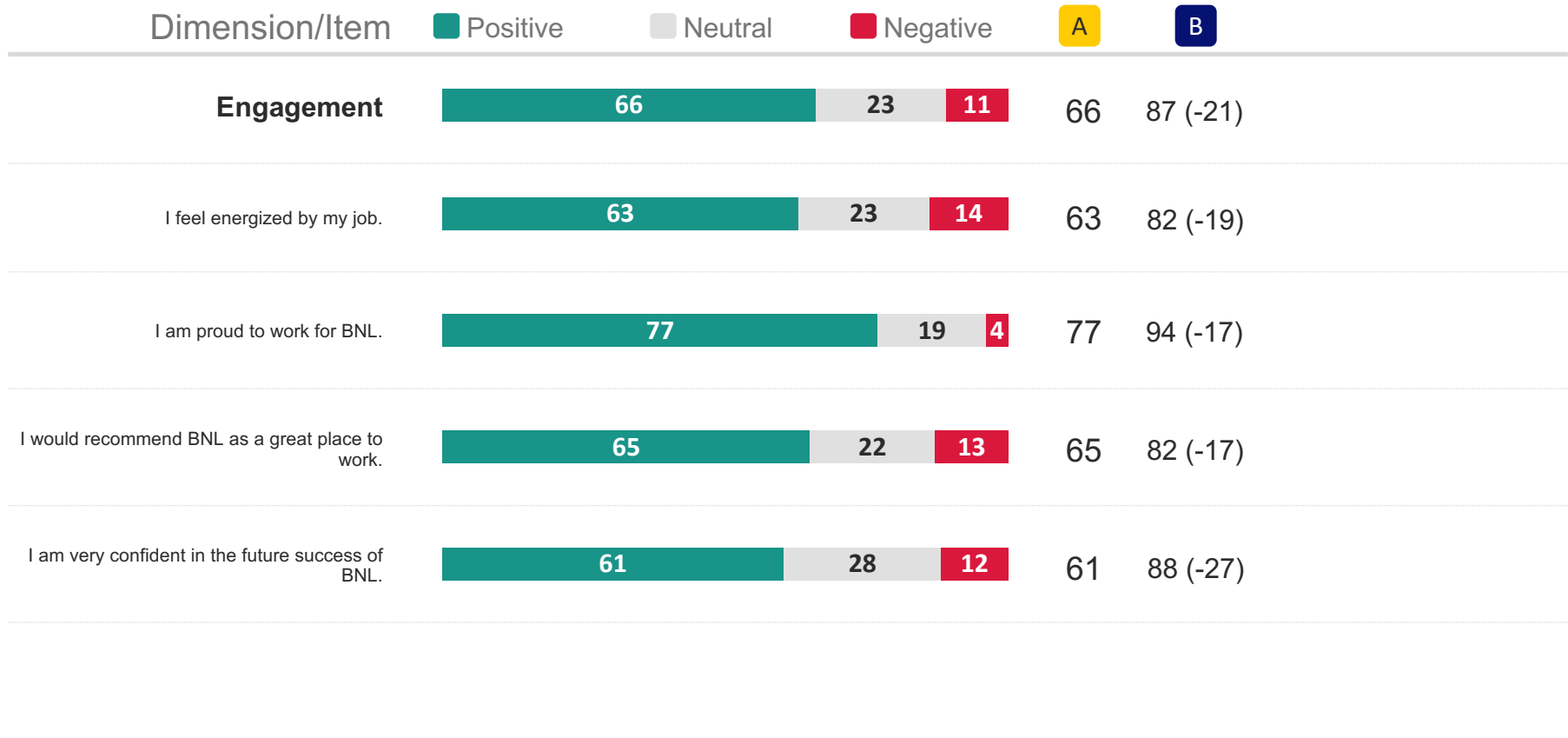
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 Brookhaven National



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Dimension Details -- Engagement



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 Surveys: 2022
 Brookhaven National



n = 193

Laboratory DeepDive

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 ALD, Nuclear & Particle
 Phys.
 Surveys: 2022
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n = 17

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Dimension Details -- Growth & Development



Dimension/Item	Positive	Neutral	Negative	A	B
Growth & Development	66	21	13	66	72 (-6)
BNL offers job opportunities that match my career goals.	61	24	15	61	71 (-10)
I receive ongoing feedback that helps me improve my performance.	58	30	12	58	59 (-1)
When I do an excellent job, my accomplishments are recognized.	67	16	18	67	71 (-4)
My job makes good use of my skills and abilities.	79	13	7	79	88 (-9)

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 Phys.
 Surveys: 2022
 Brookhaven National



n = 193

Laboratory DeepDive

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 Phys.
 Surveys: 2022
 Brookhaven National



n = 17

Laboratory DeepDive

Dimension Details -- Purpose



Dimension/Item	Positive	Neutral	Negative	A	B
Purpose	64	21	15	64	72 (-8)
BNL has an important purpose that inspires me.	83	13	5	83	94 (-11)
I can see how the work I do contributes to BNL's purpose.	87	9	3	87	94 (-7)
At BNL, we are aligned around a common purpose.	55	26	19	55	59 (-4)
Senior leadership's decisions are driven by BNL's purpose.	48	29	23	48	65 (-17)
Senior leadership effectively communicates BNL's goals and objectives.	45	30	25	45	47 (-2)

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 Surveys: 2022
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n = 193

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 Phys.
 Surveys: 2022
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n = 17

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Dimension Details -- Safety



Dimension/Item	Positive	Neutral	Negative	A	B
Safety	88	11		88	90 (-2)
BNL provides me with a healthy and safe place to work.	81	16	4	81	82 (-1)
My manager insists that safety rules and procedures are carefully followed even if it means that work is slowed down.	88	11		88	82 (+6)
It is clear that safety is a priority with my immediate supervisor.	92	7		92	94 (-2)
Management provides a sufficient level of oversight for work that presents safety risks.	82	15	3	82	94 (-12)
My work group follows safe work practices without taking short cuts.	96	4		96	100 (-4)

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 ALD, Nuclear & Particle
 Phys.
 Surveys: 2022
 Brookhaven National



n = 193

Laboratory DeepDive

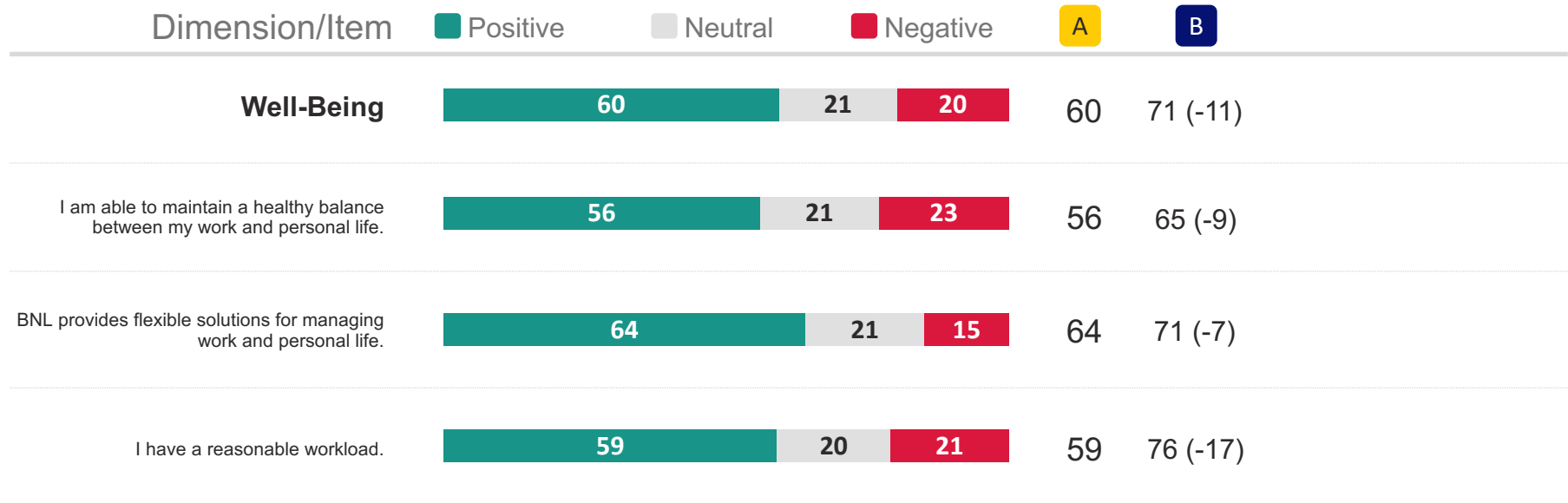
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n = 17

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Dimension Details -- Well-Being



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 Brookhaven National



n = 193

Laboratory DeepDive

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 ALD, Nuclear & Particle
 Phys.
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n = 17

Laboratory DeepDive

Score Grid (No Breakouts)

	Respondents	Recipients	Response Rate	Accountability	Collaboration	Communication	Curiosity	Diversity, Equity & Inclusion (DEI)
Filter A	193	262	74	72	65	44	50	70

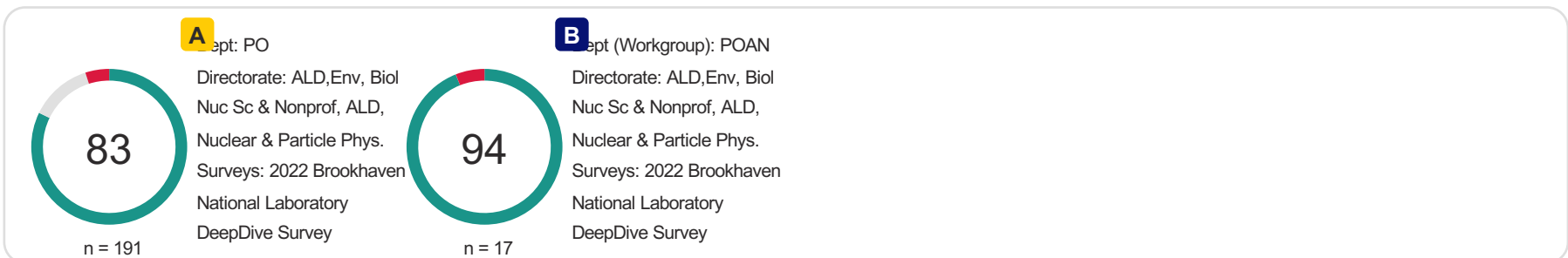
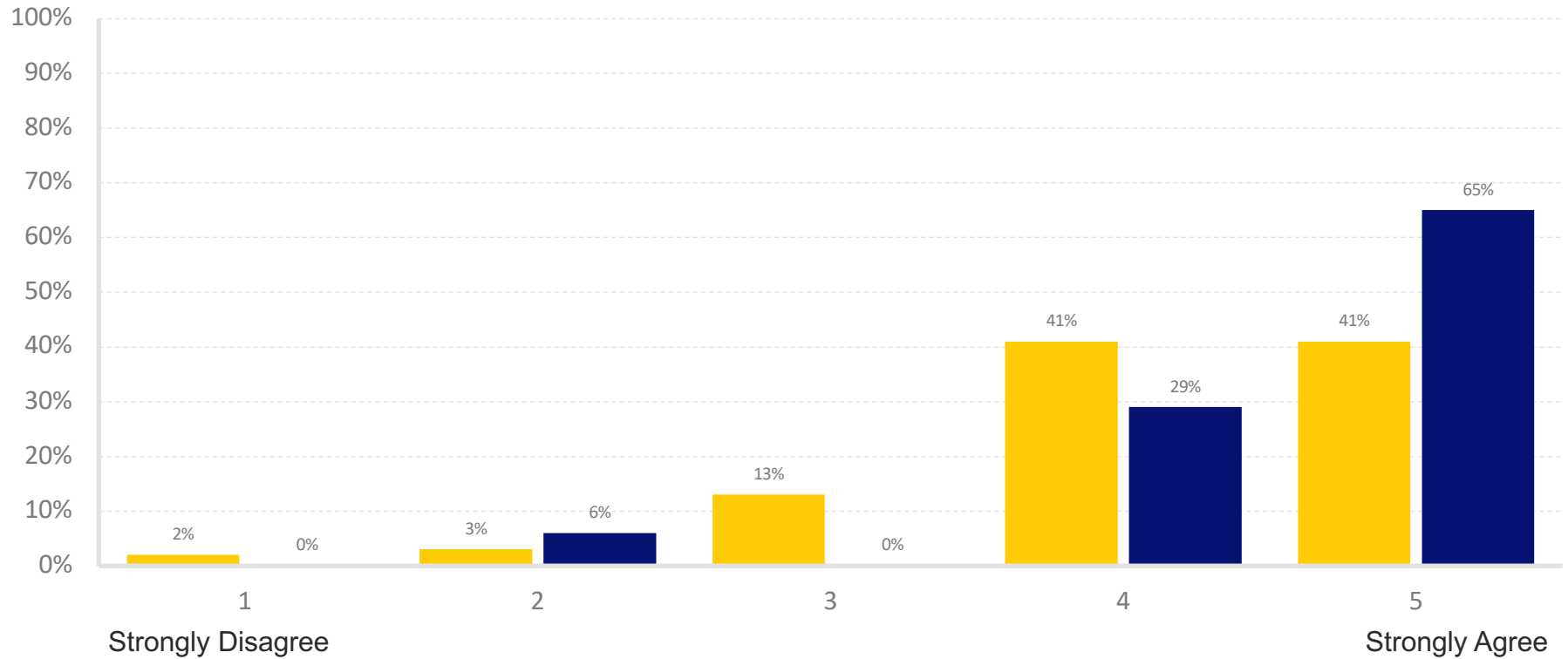
A Dept: PO
 Directorate: ALD, Env, Biol Nuc Sc &
 Nonprof, ALD, Nuclear & Particle
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Score Grid (No Breakouts)

	Efficiency & Agility	Engagement	Growth & Development	Purpose	Safety	Well-Being		
Filter A	43	66	66	64	88	60		

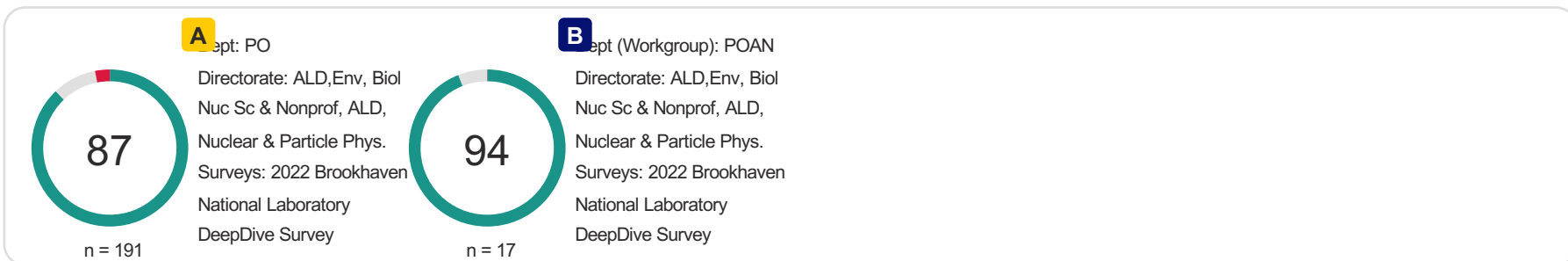
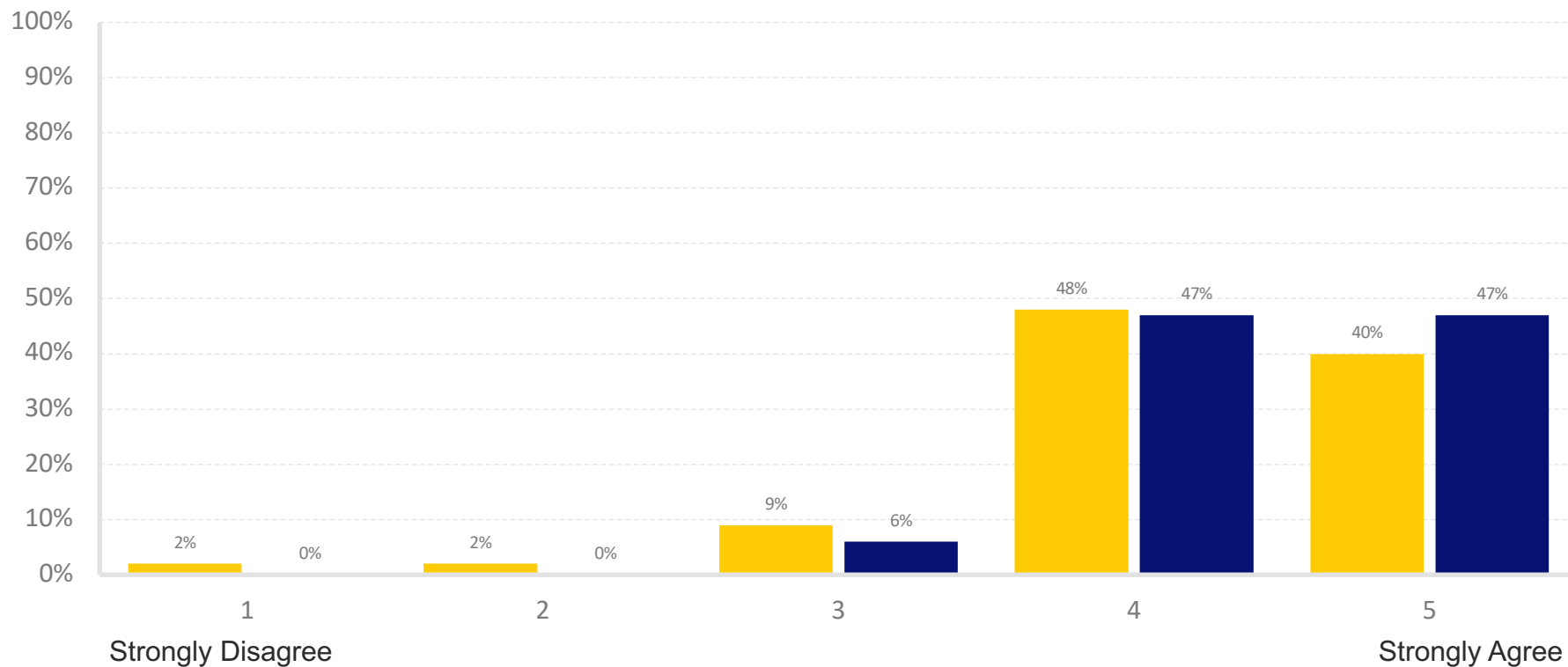
A Dept: PO
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Purpose

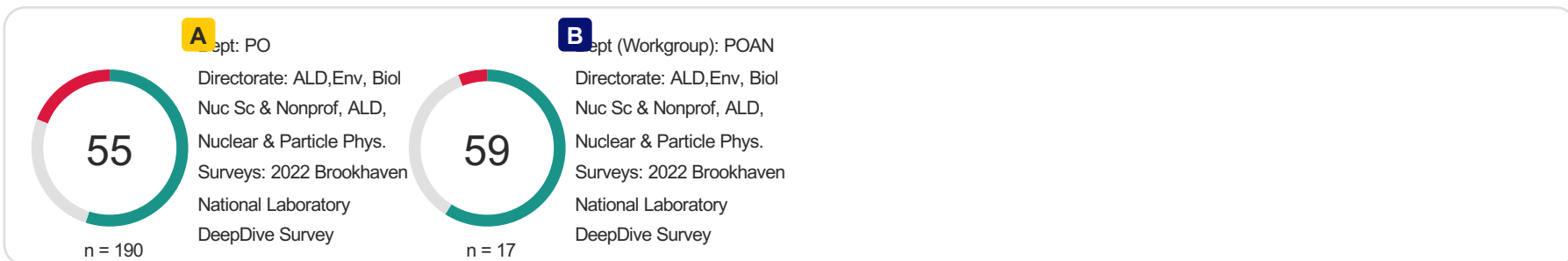
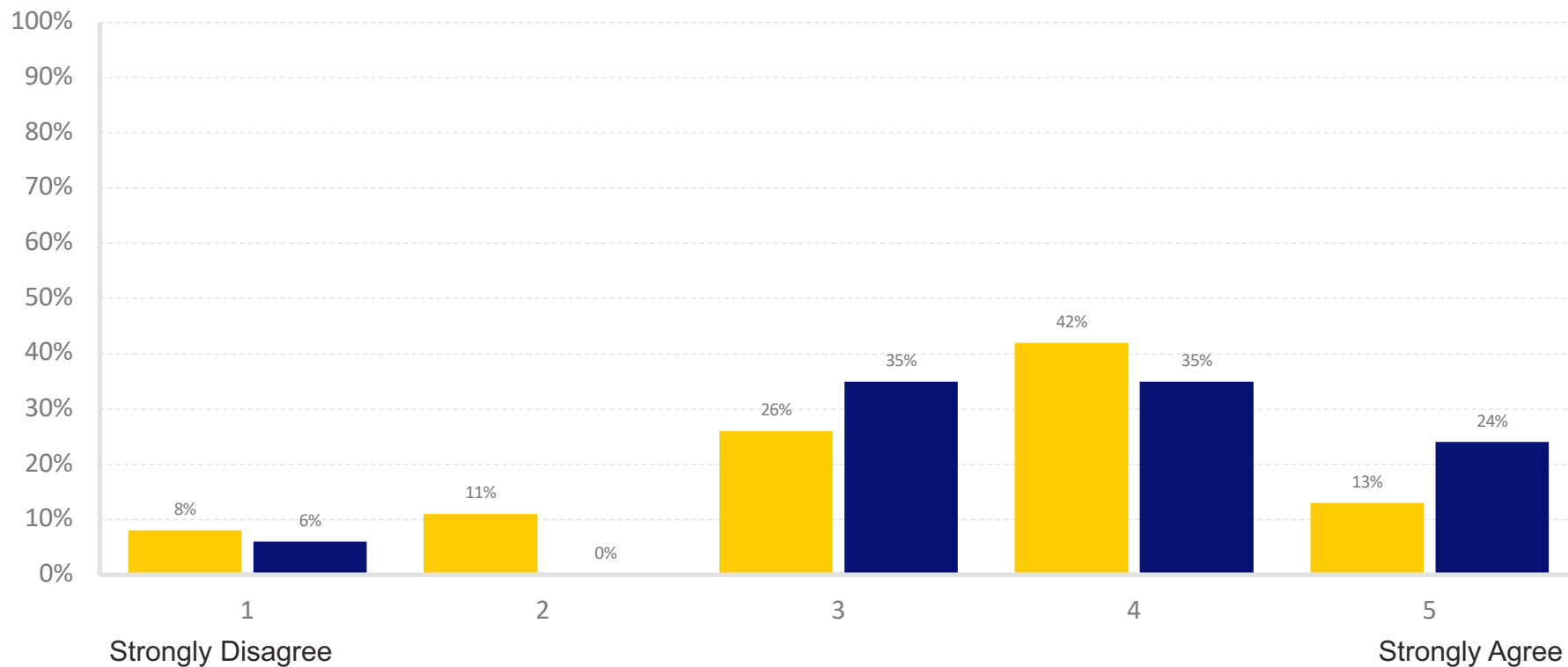


I can see how the work I do contributes to BNL's purpose.

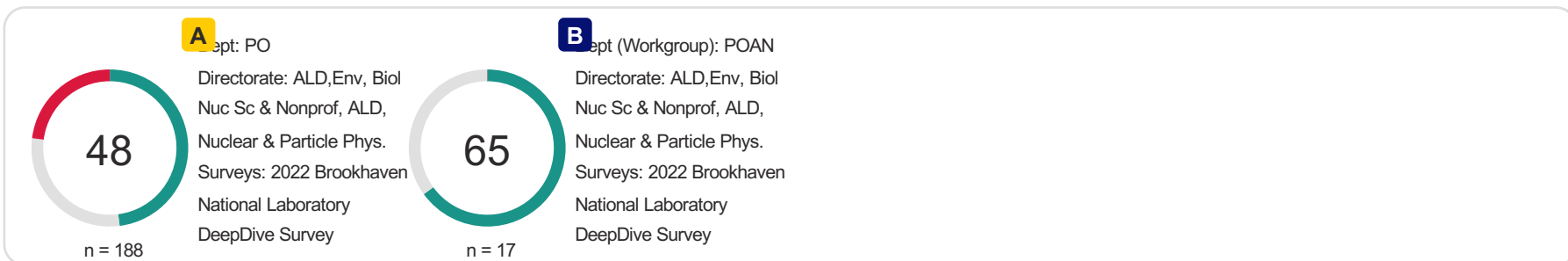
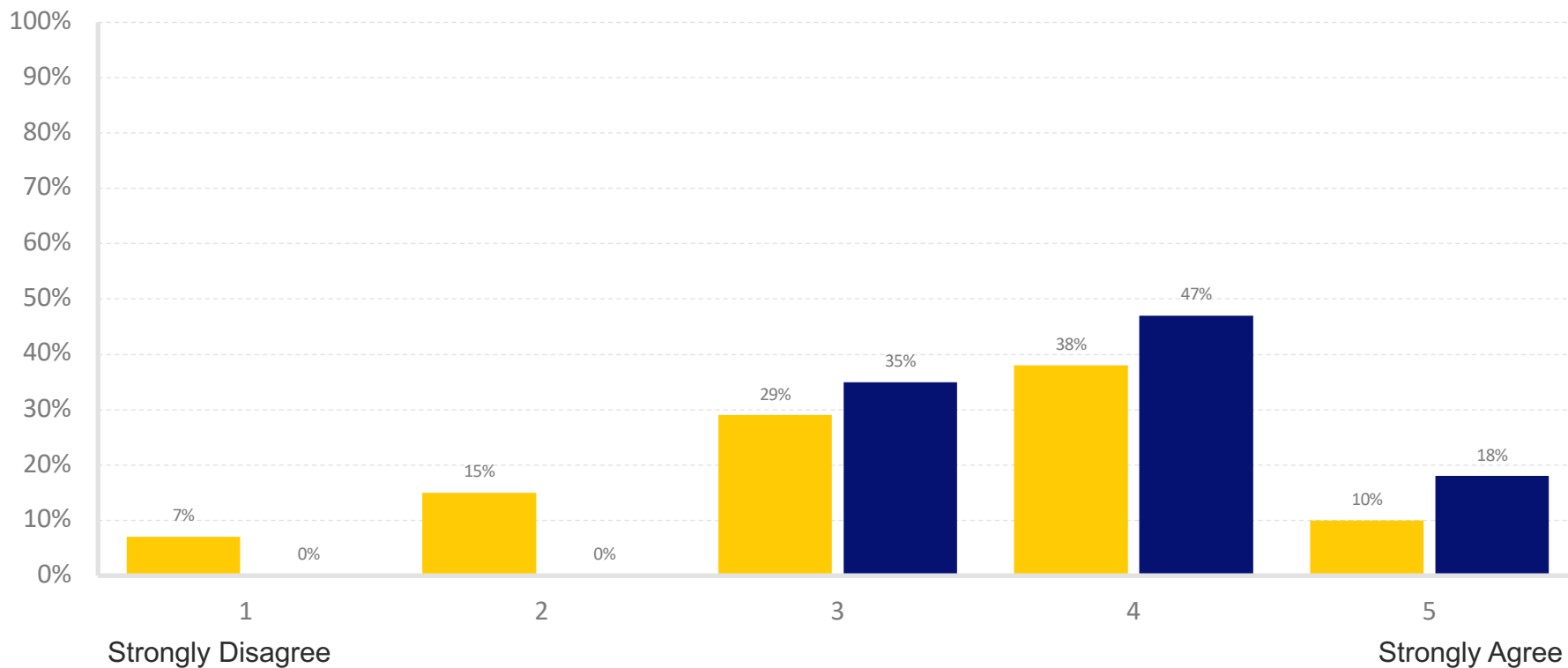
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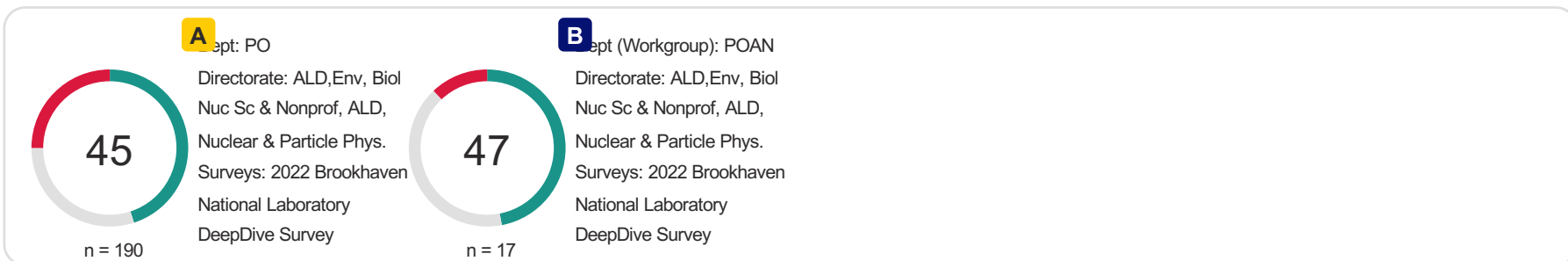
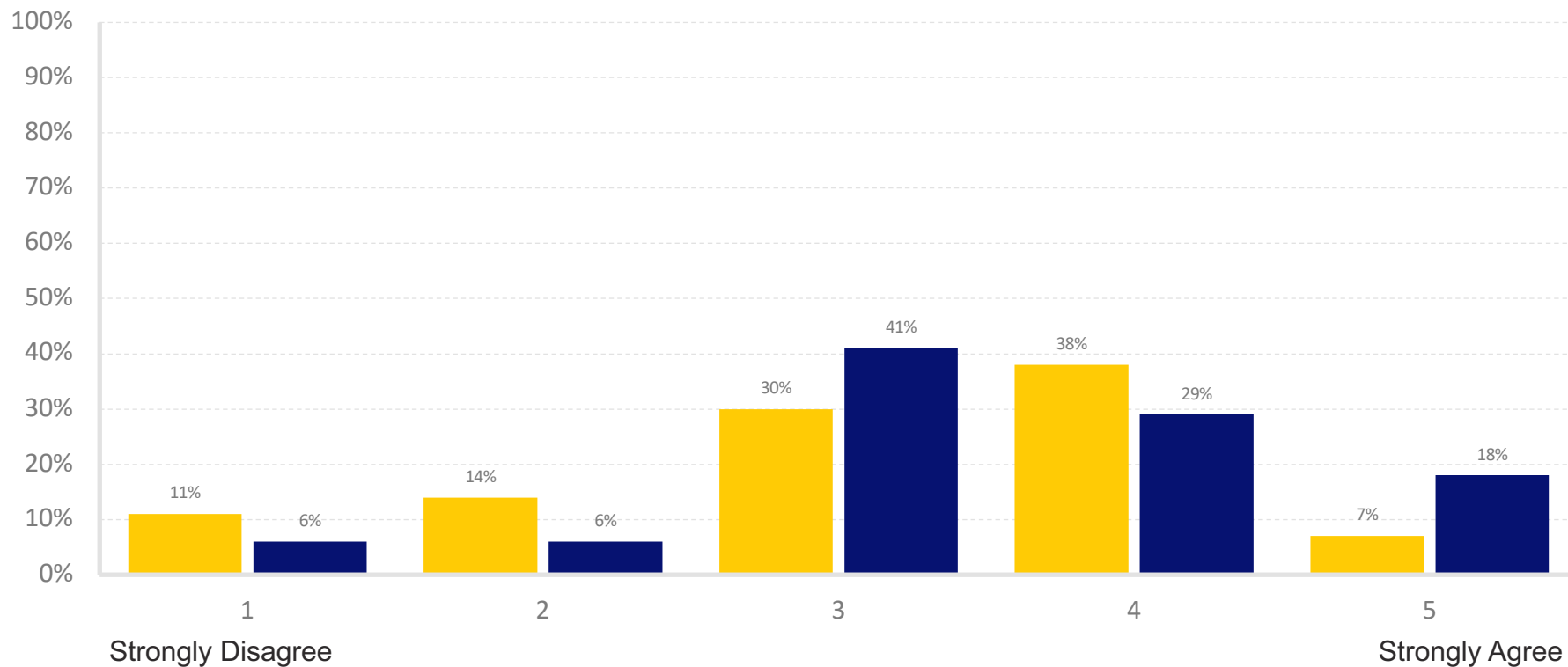
Purpose



Purpose

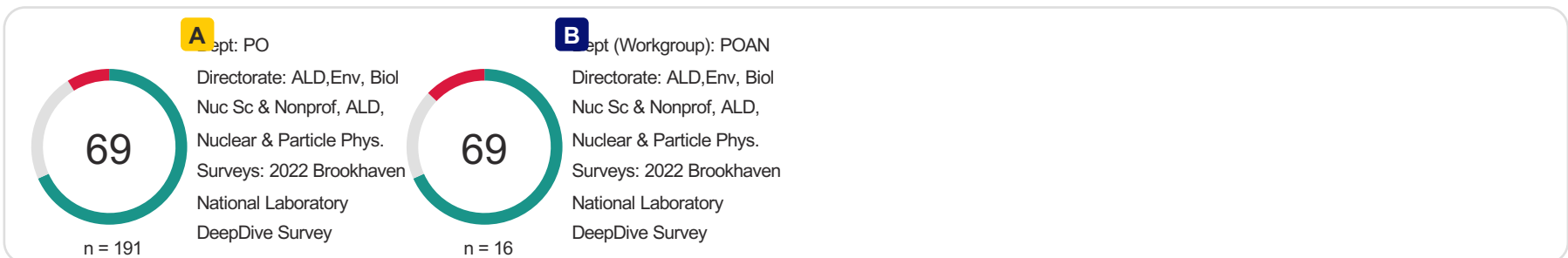
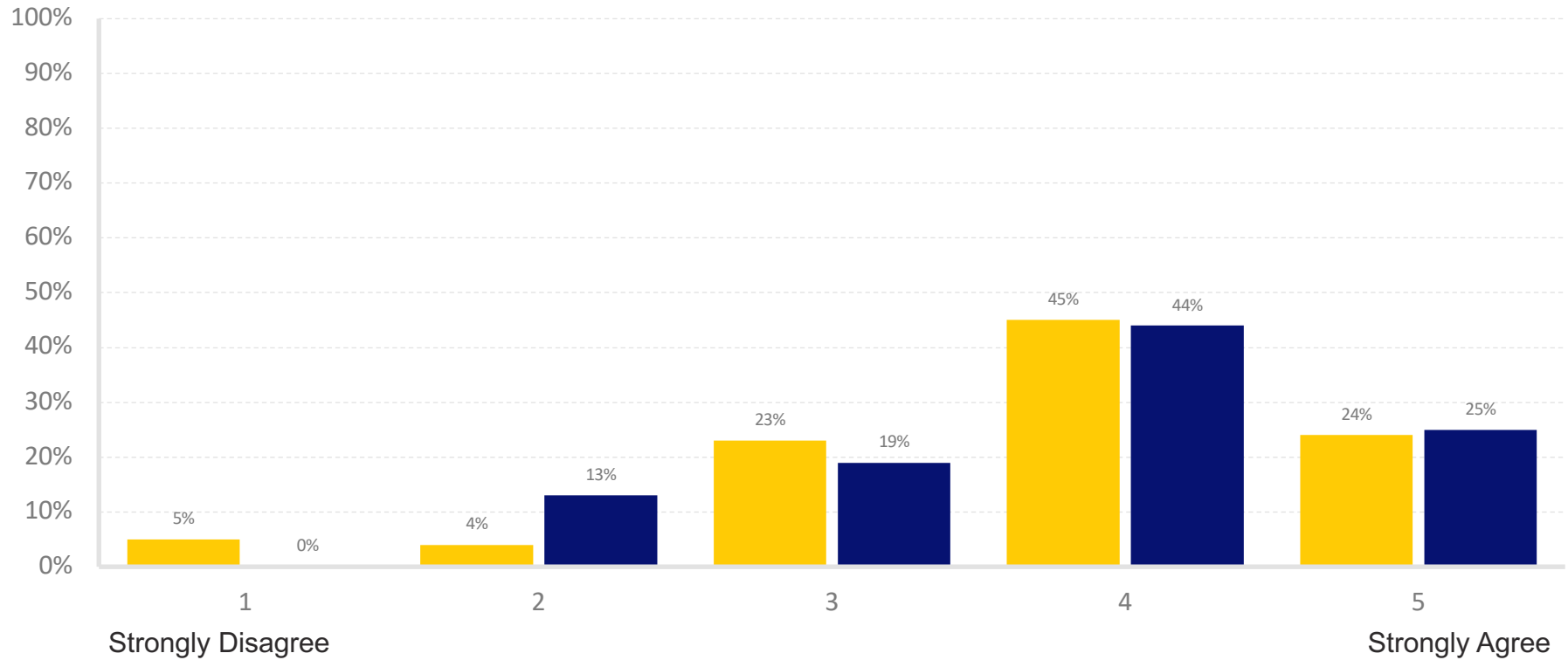


Purpose



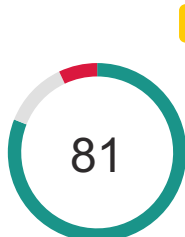
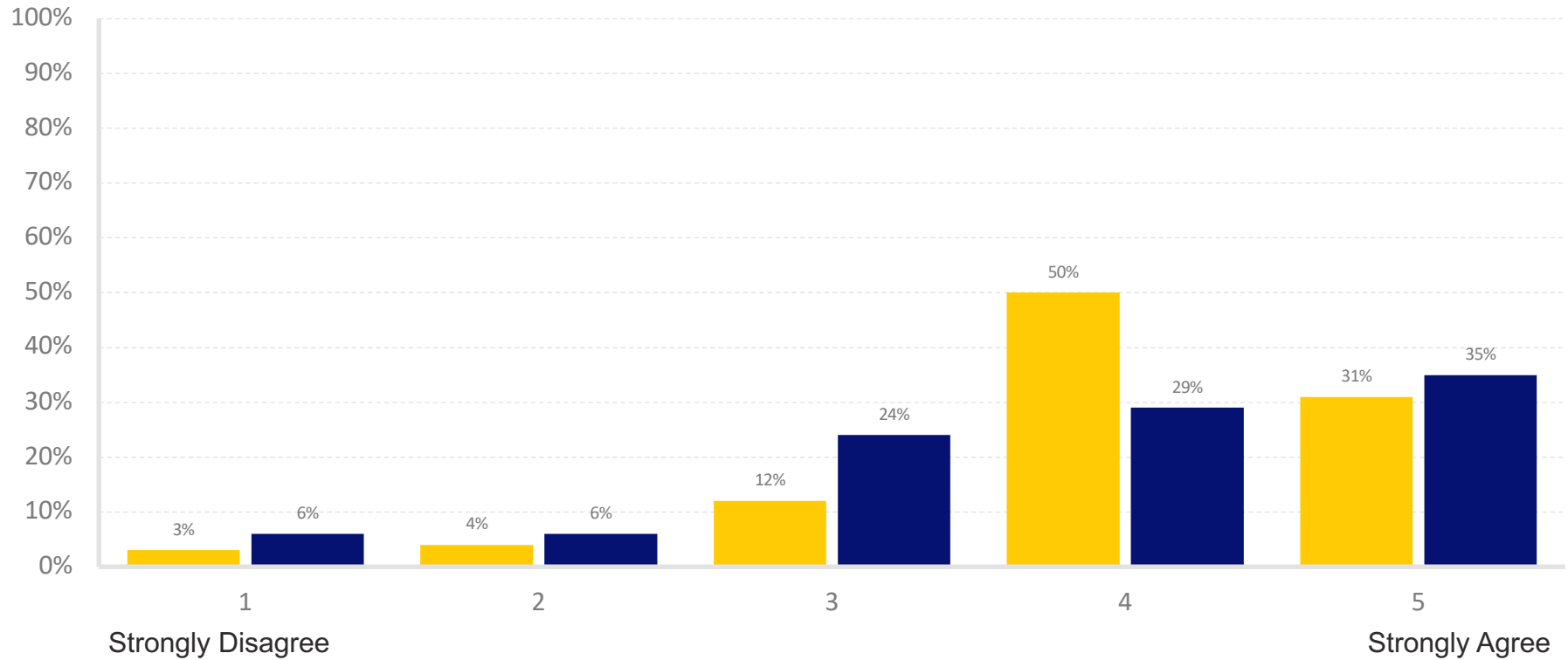
I trust the people I work with to put the work group's goals before their own goals.

Collaboration



The people I work with cooperate to get the job done.

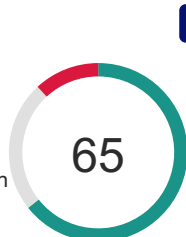
Collaboration



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81

n = 192

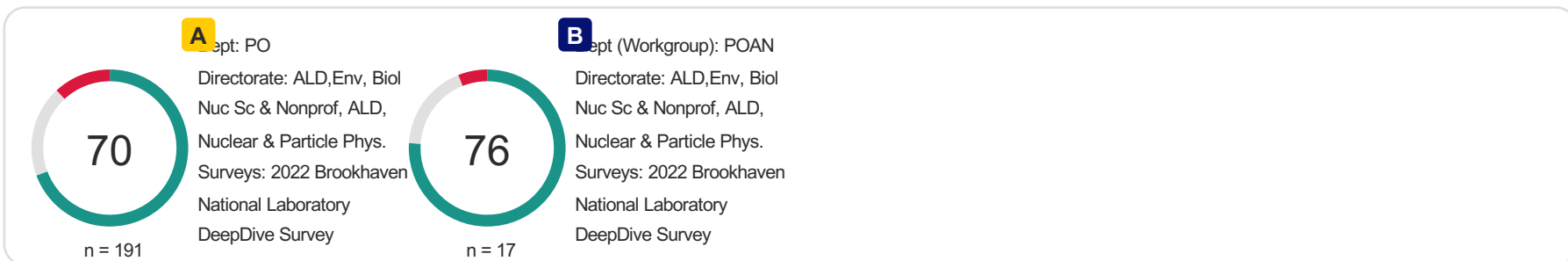
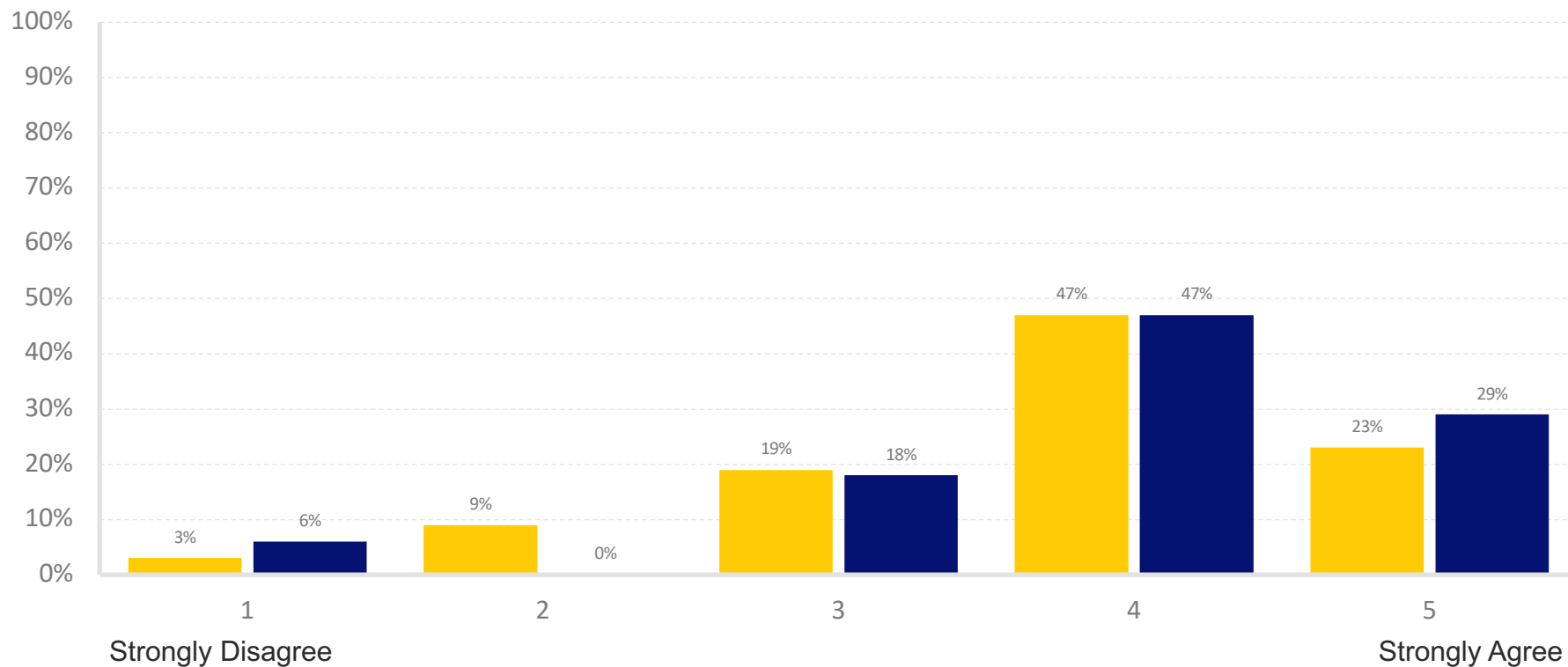


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65

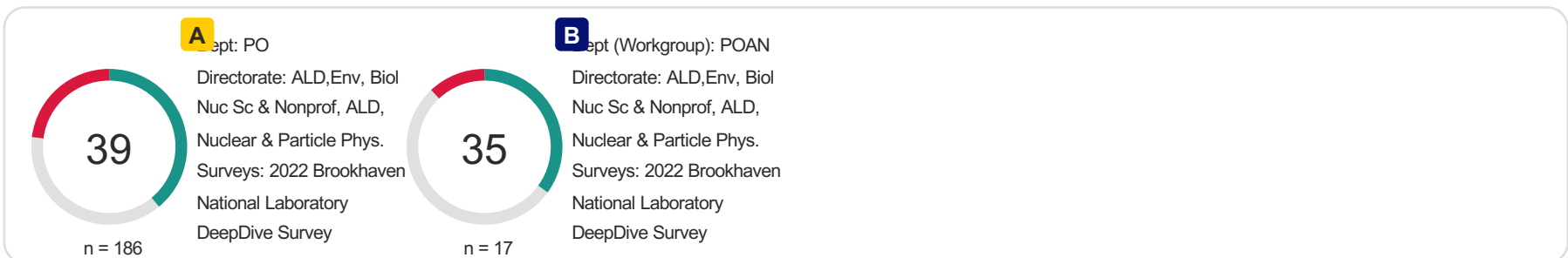
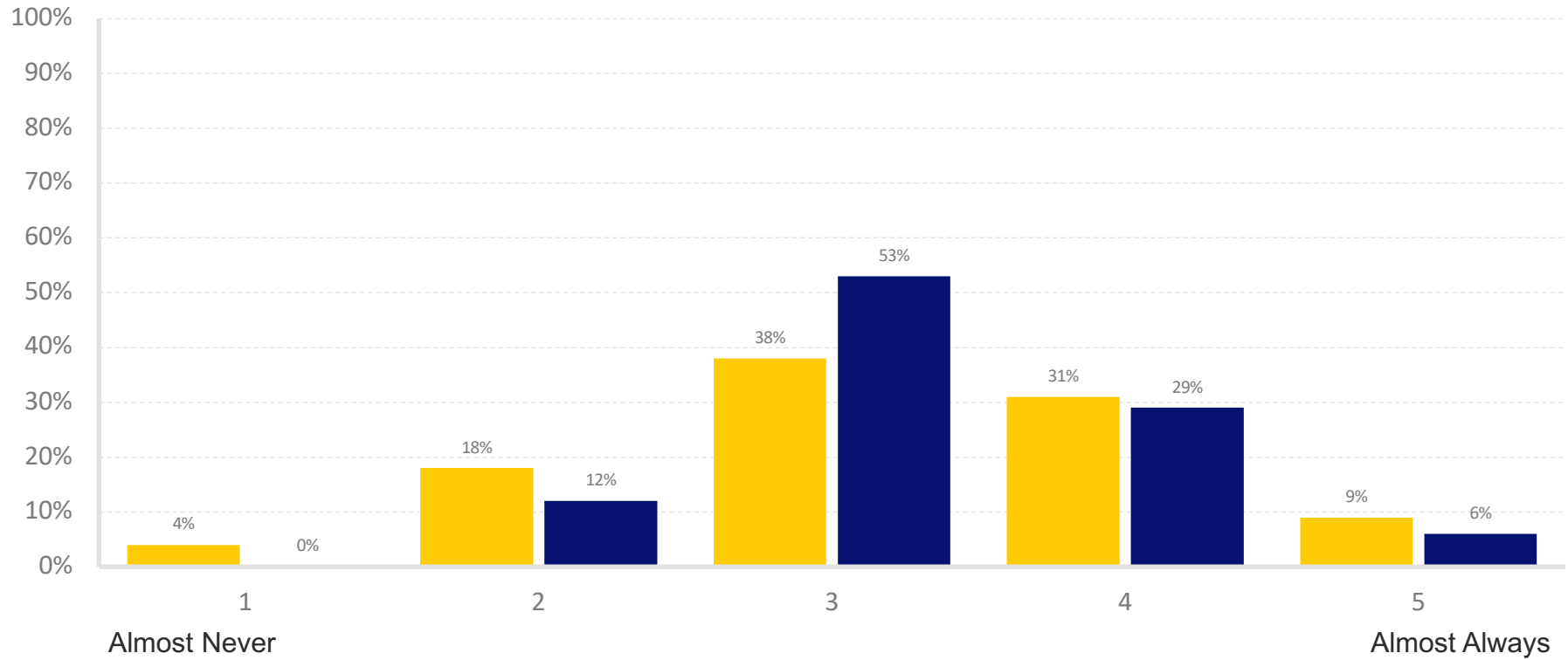
n = 17

Collaboration

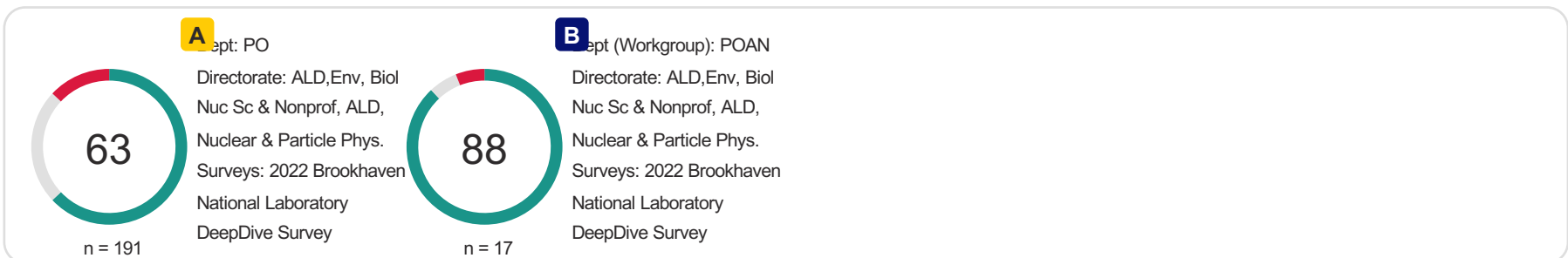
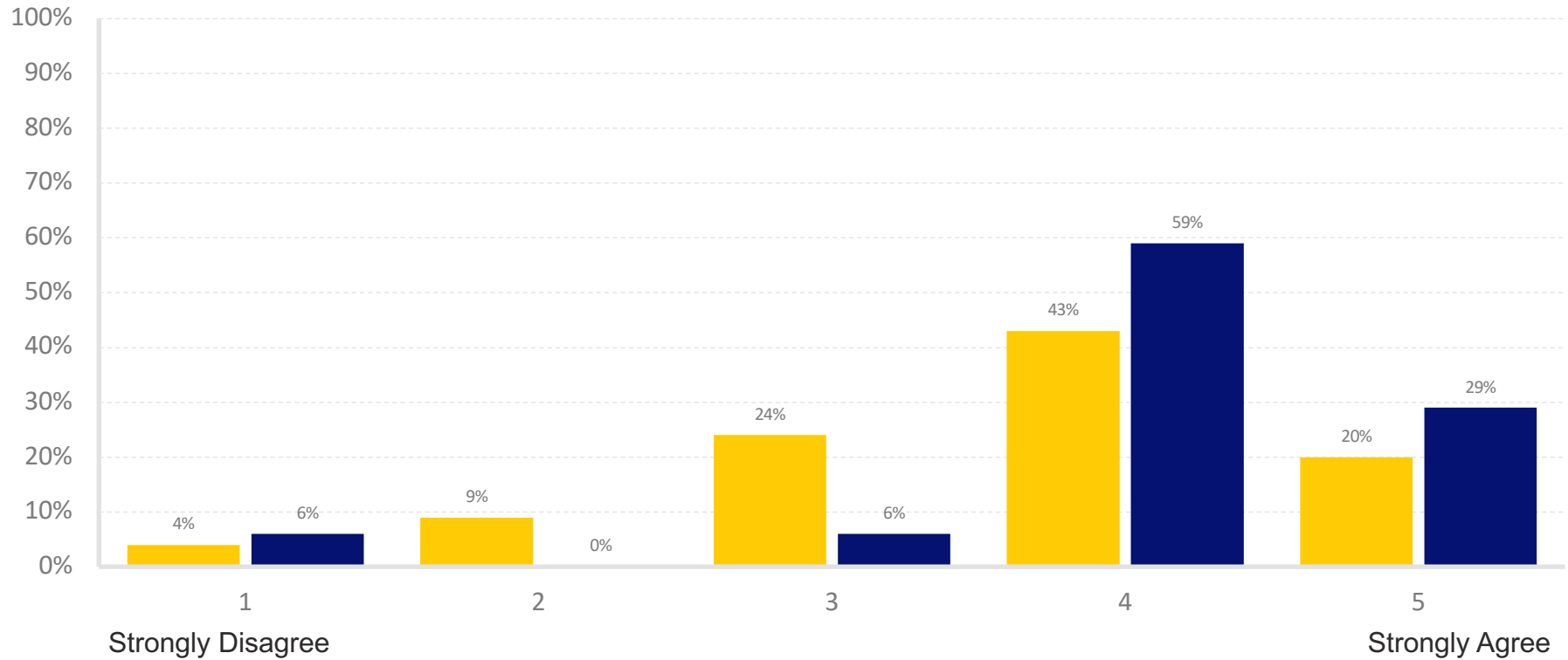


I see cooperation across different directorates and departments.

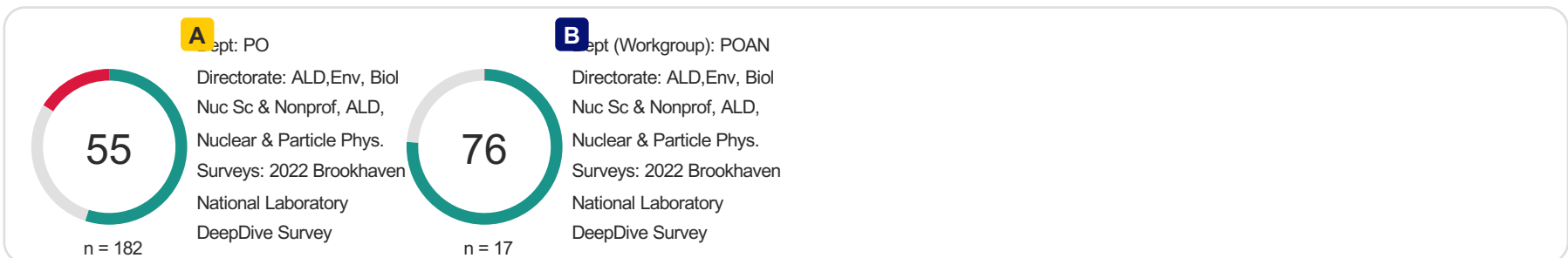
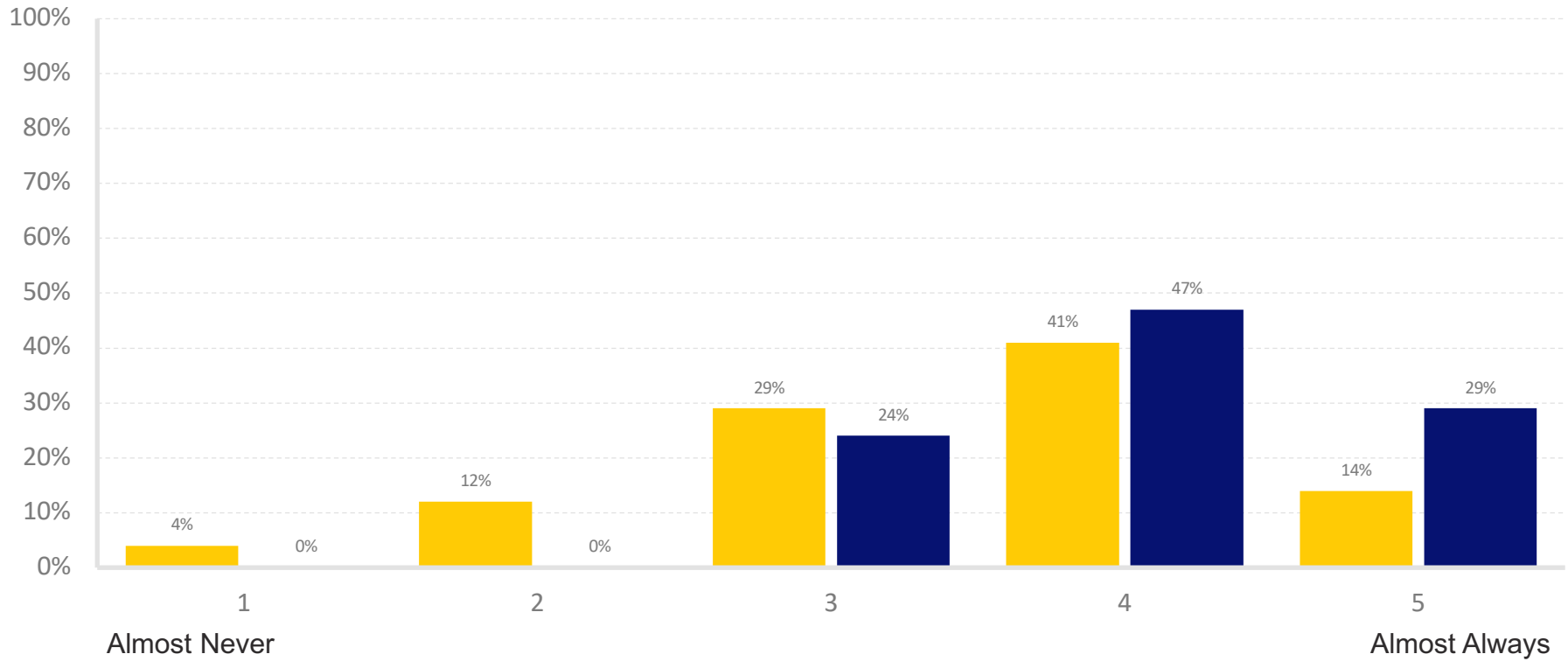
Collaboration



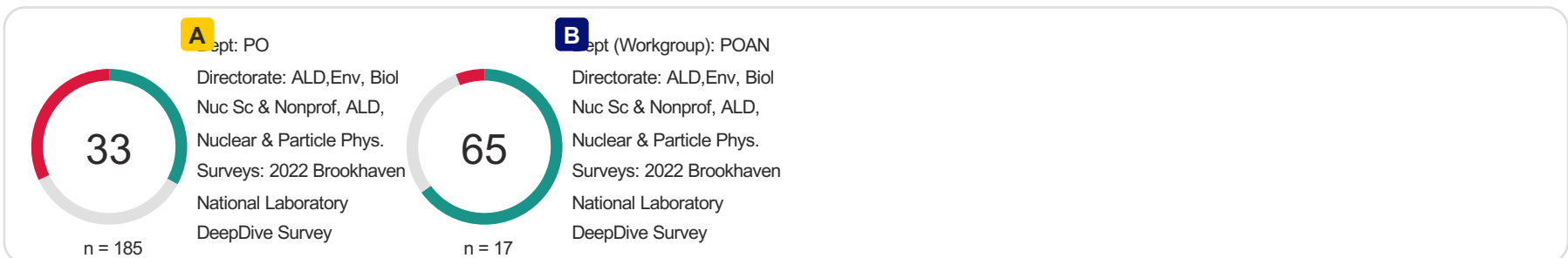
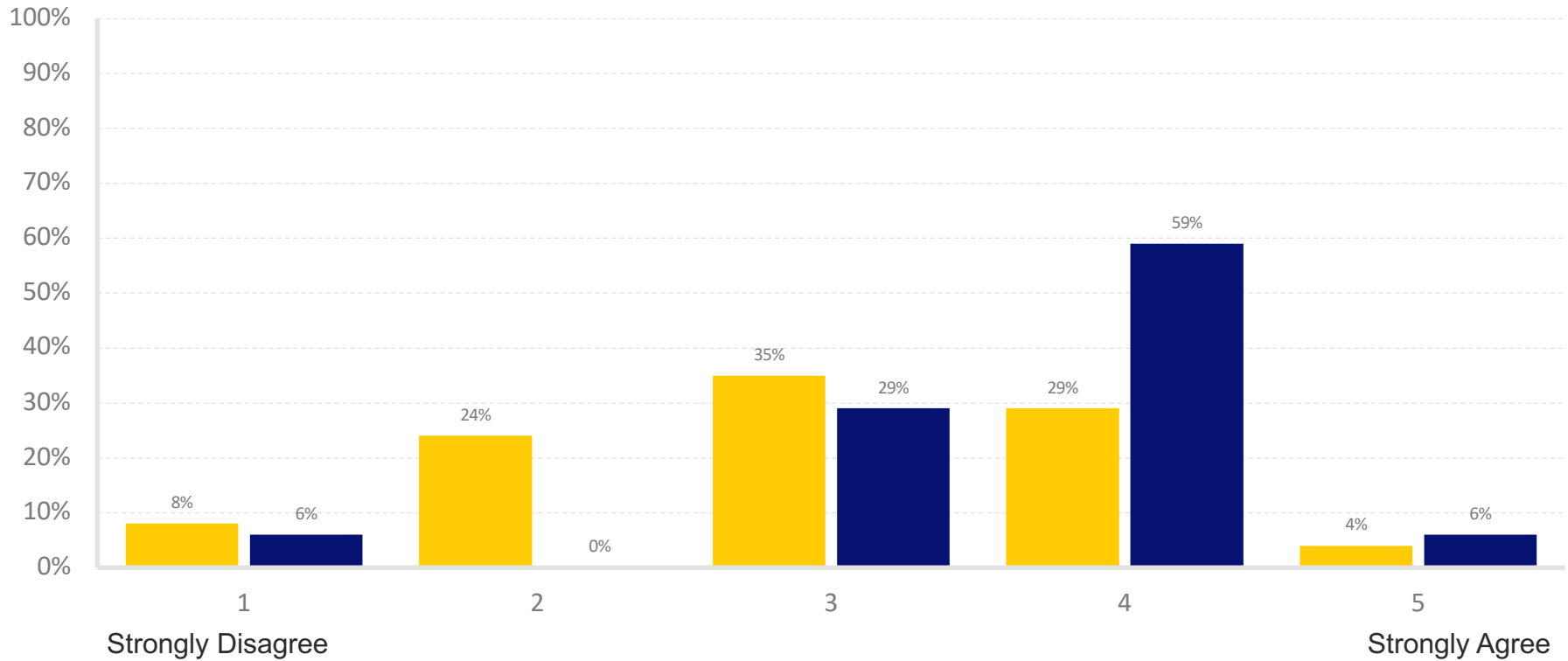
Curiosity



Curiosity

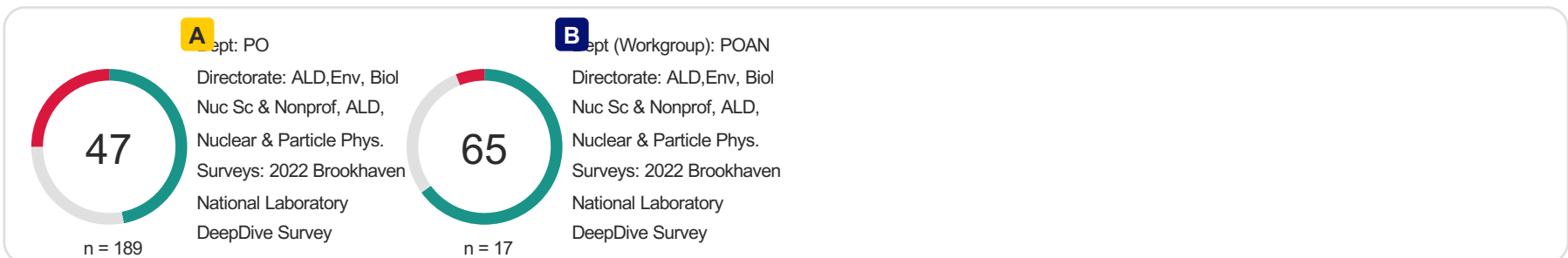
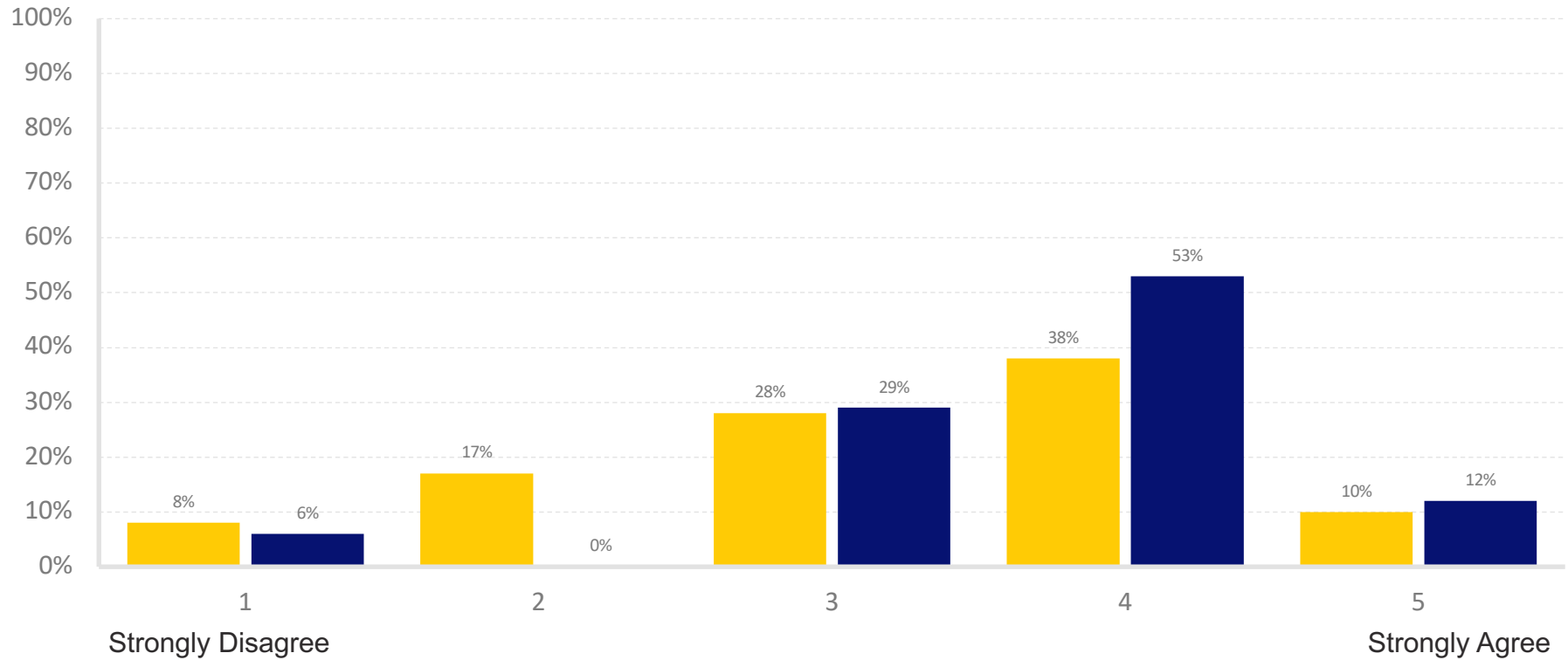


Curiosity

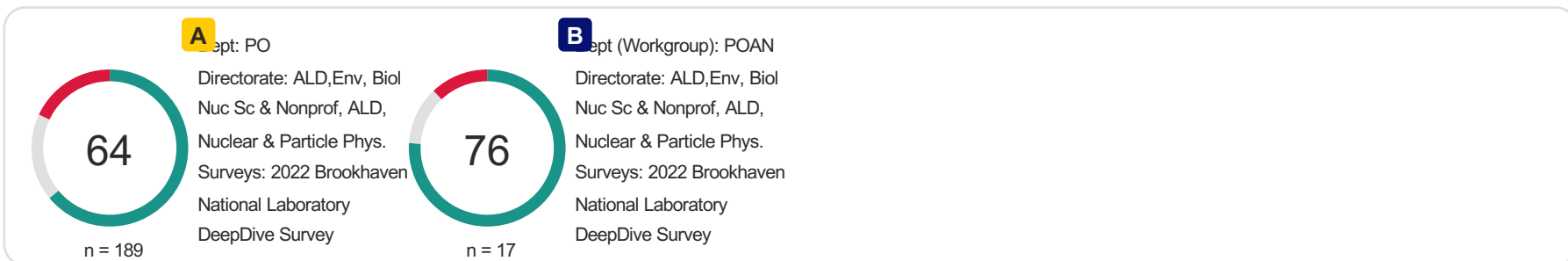
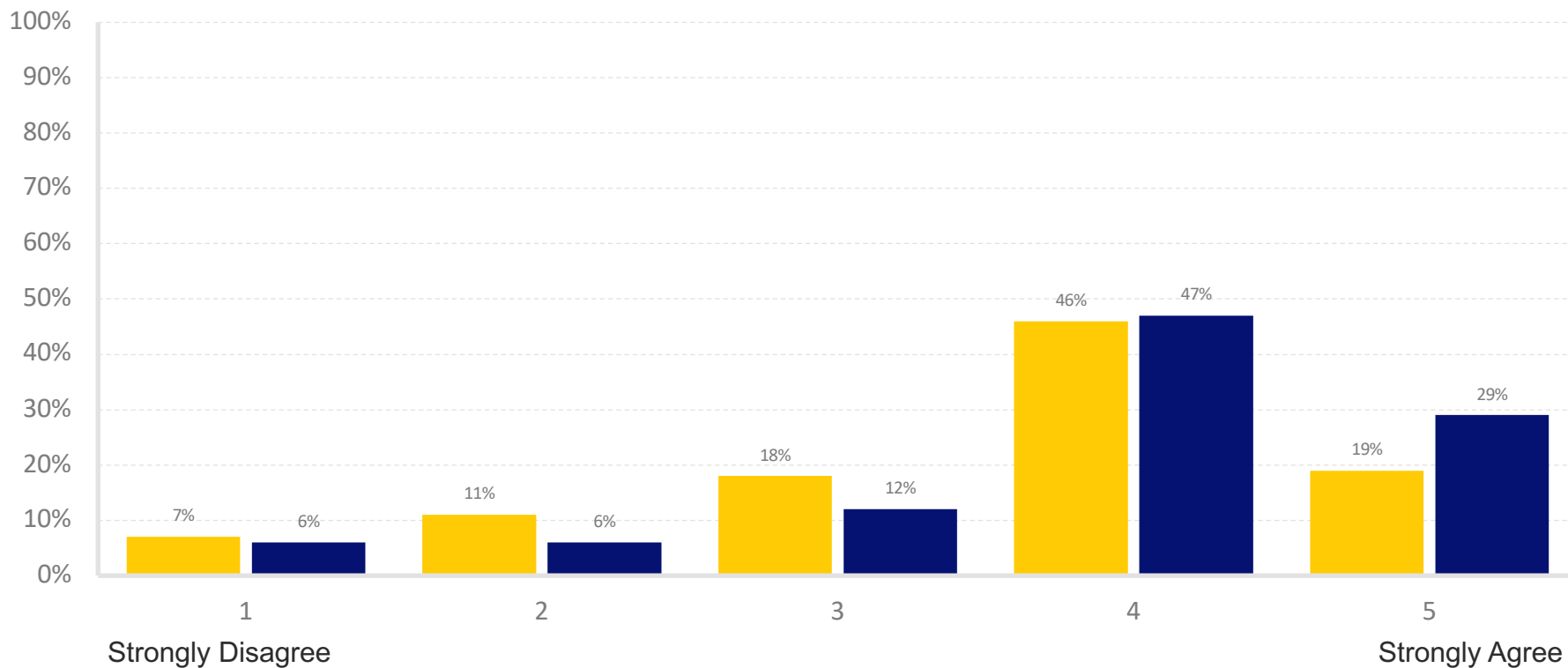


Good ideas are adopted here regardless of who suggests them or where they come from.

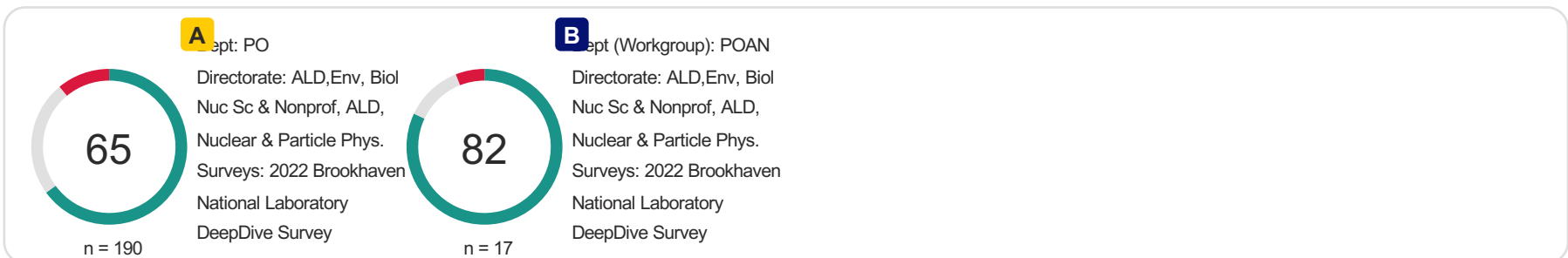
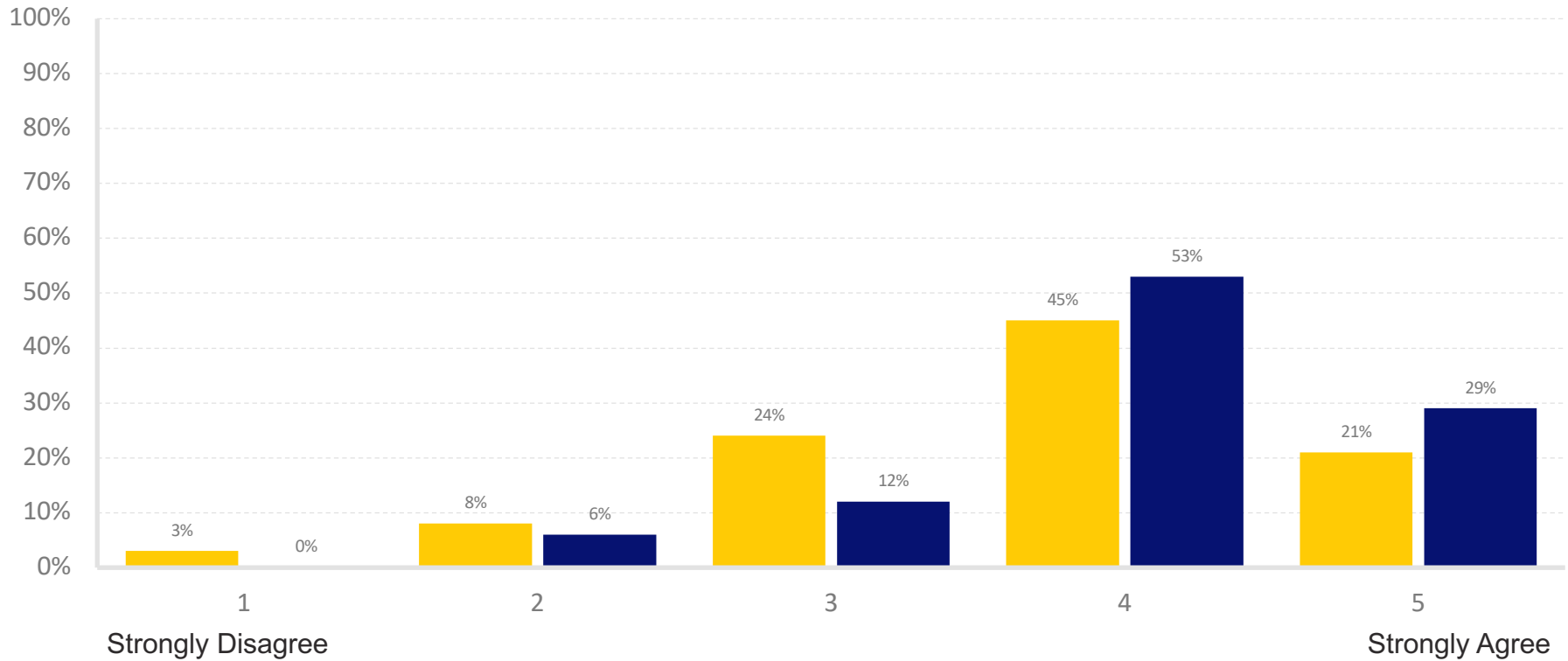
Curiosity



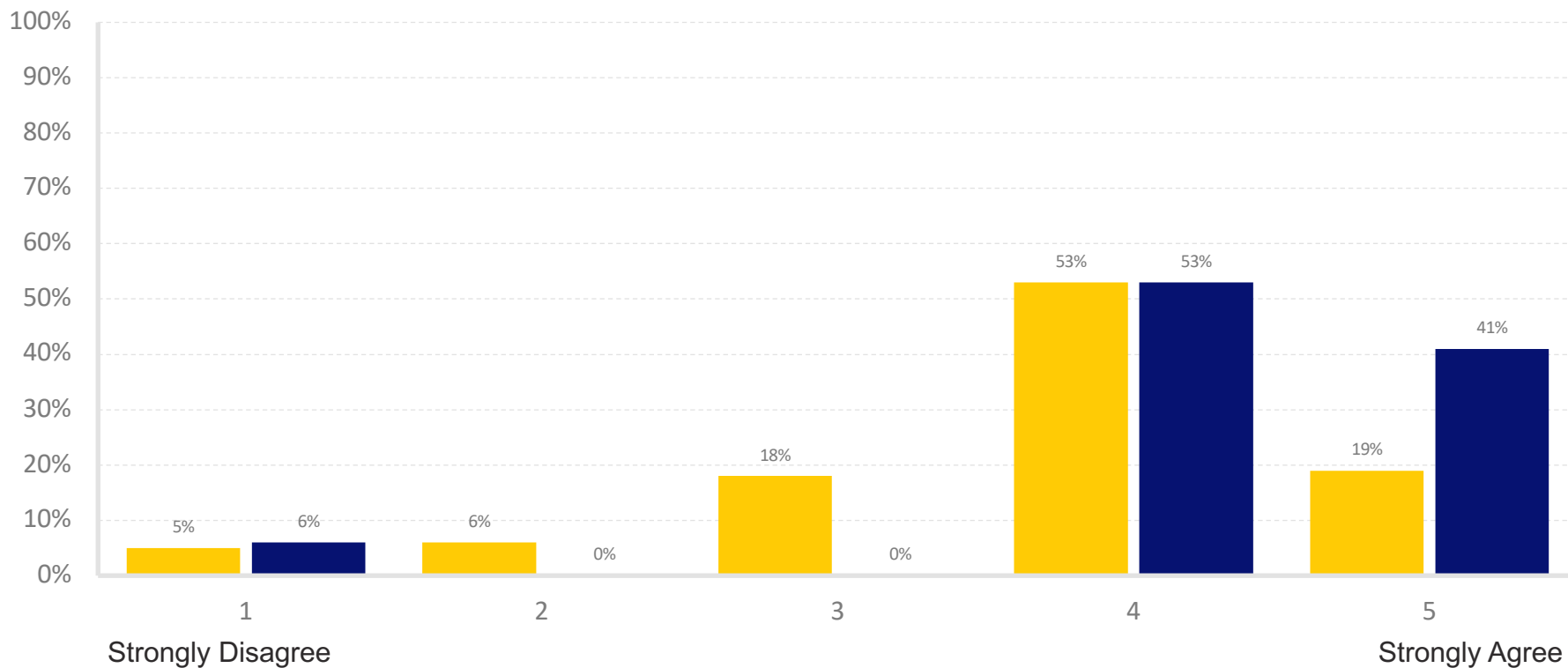
Diversity, Equity & Inclusion (DEI)



Diversity, Equity & Inclusion (DEI)



Diversity, Equity & Inclusion (DEI)



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

71

n = 189

B Dept (Workgroup): POAN

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

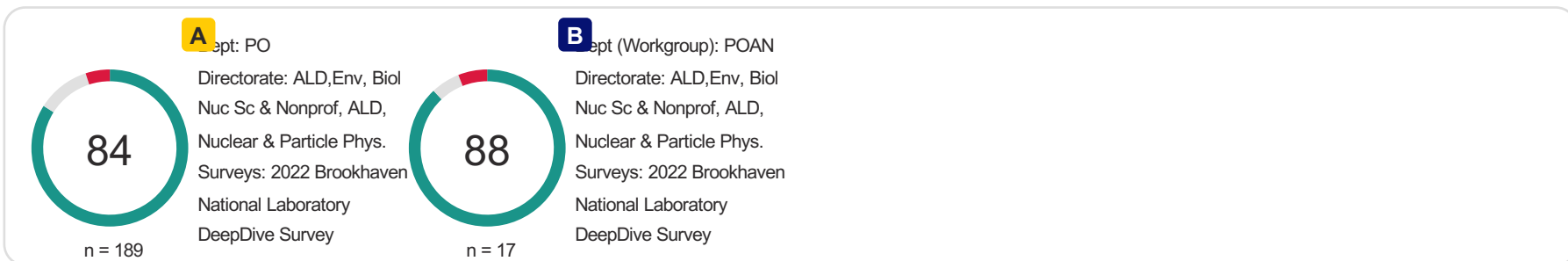
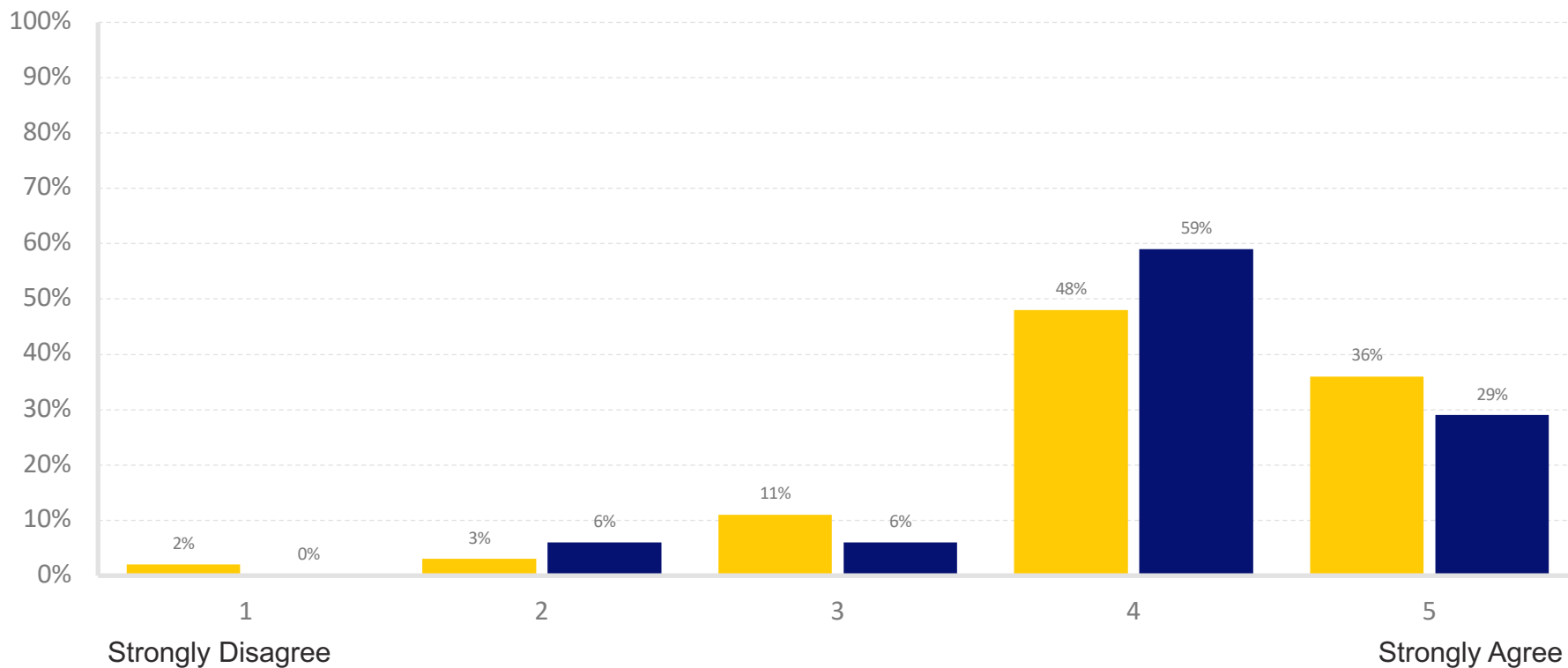
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

94

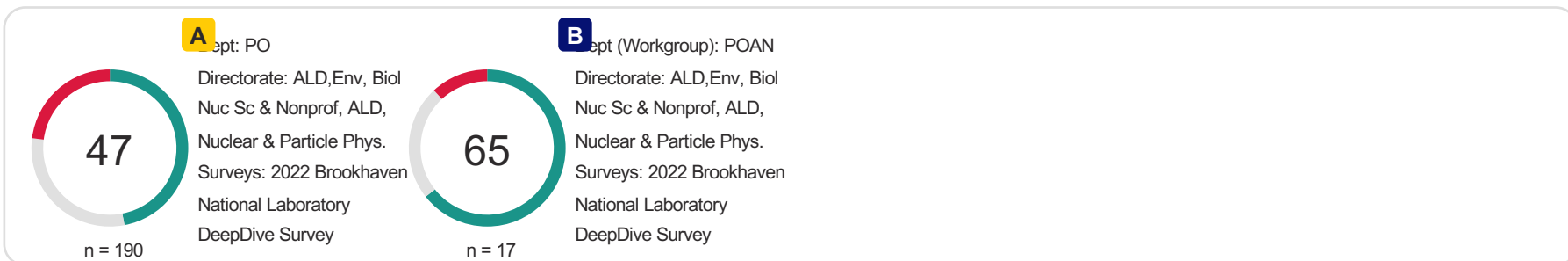
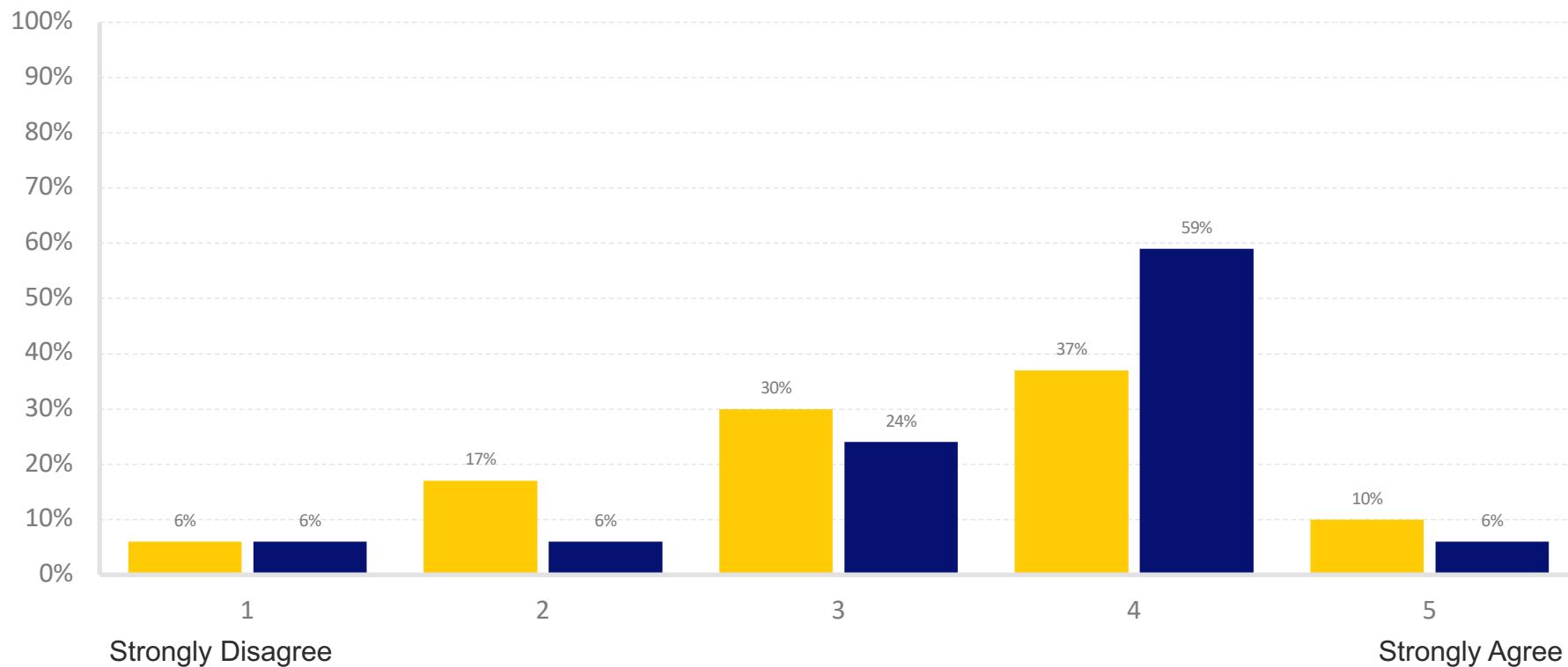
n = 17

My immediate supervisor encourages an environment where individual differences are valued.

Diversity, Equity & Inclusion (DEI)



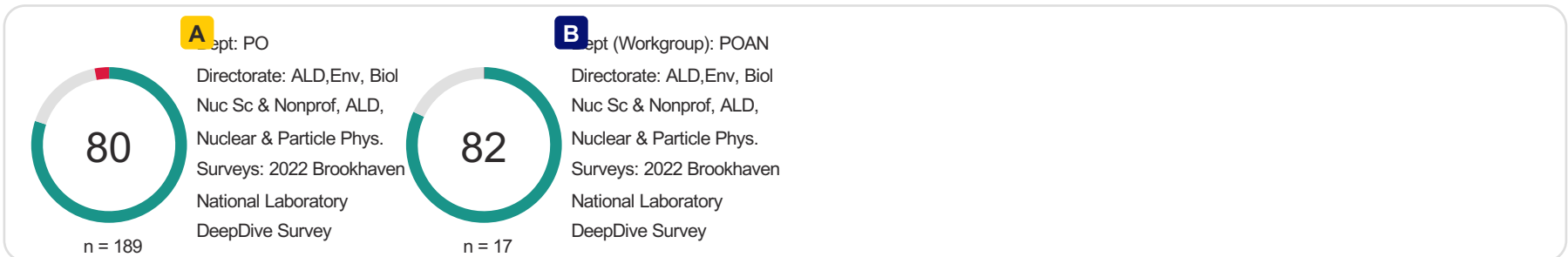
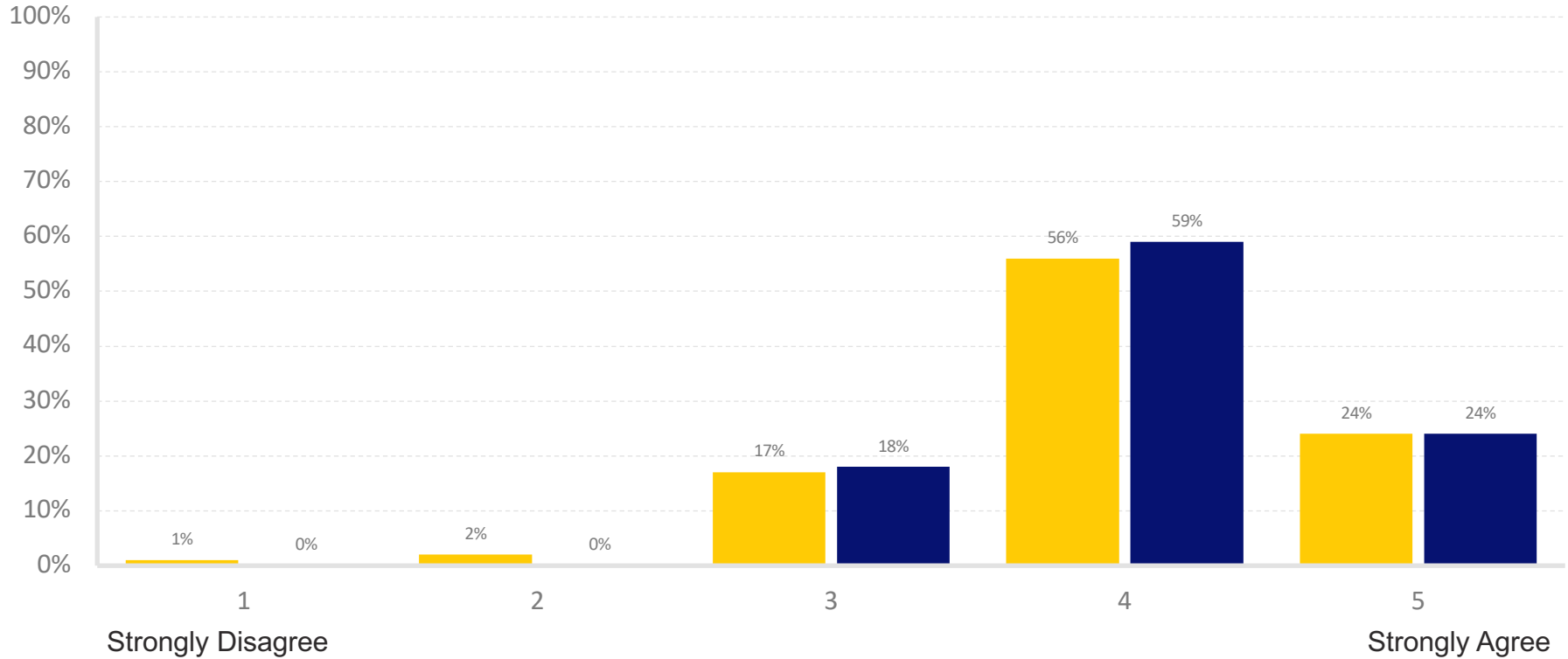
Diversity, Equity & Inclusion (DEI)



The people I work with are in favor of efforts to promote diversity and inclusion at BNL.



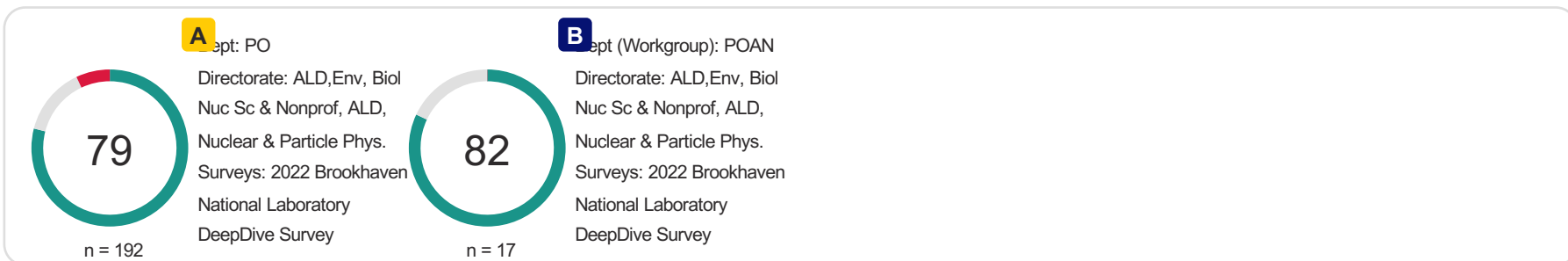
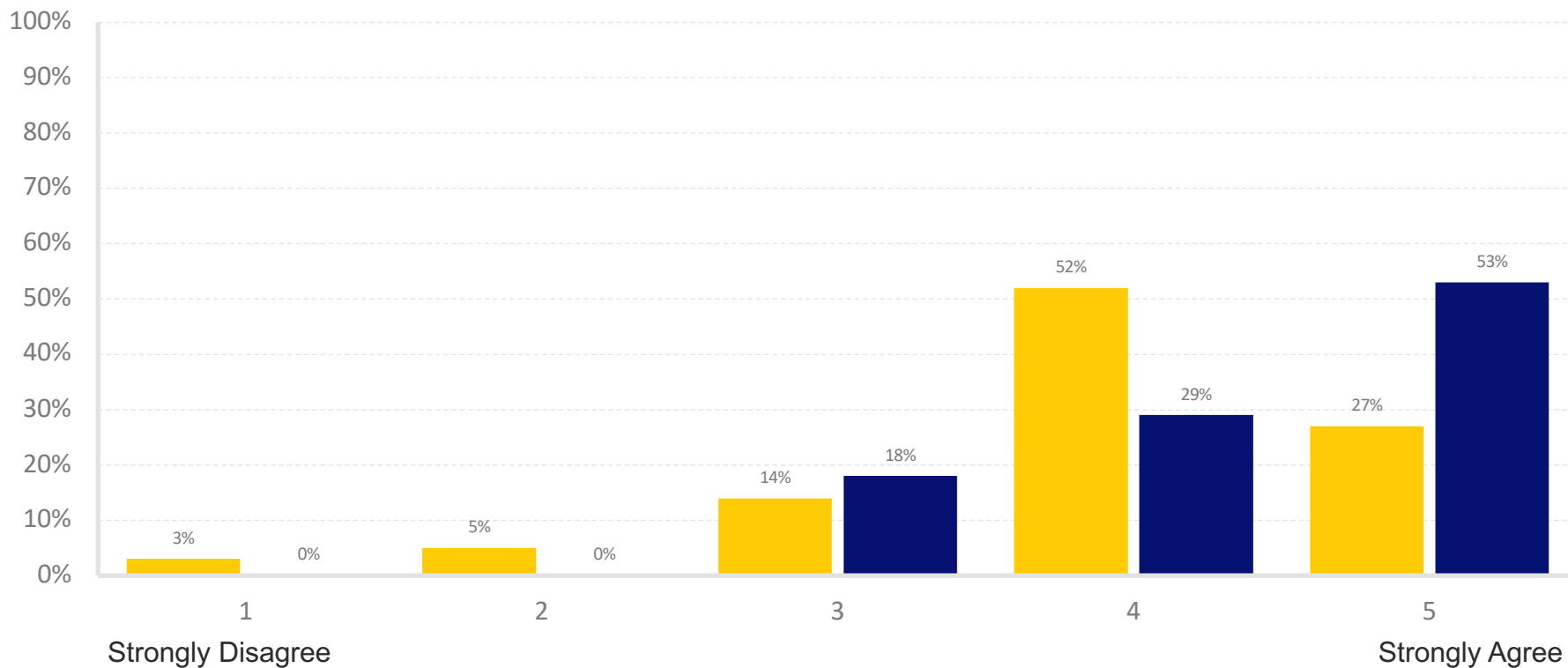
Diversity, Equity & Inclusion (DEI)



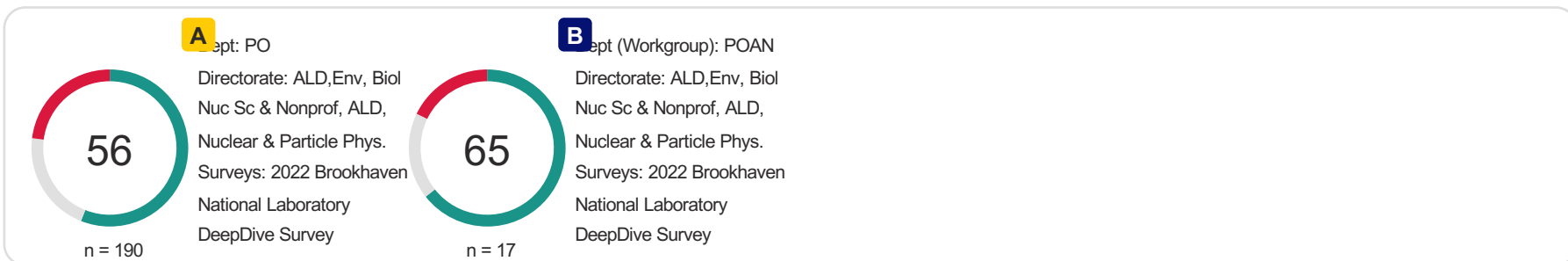
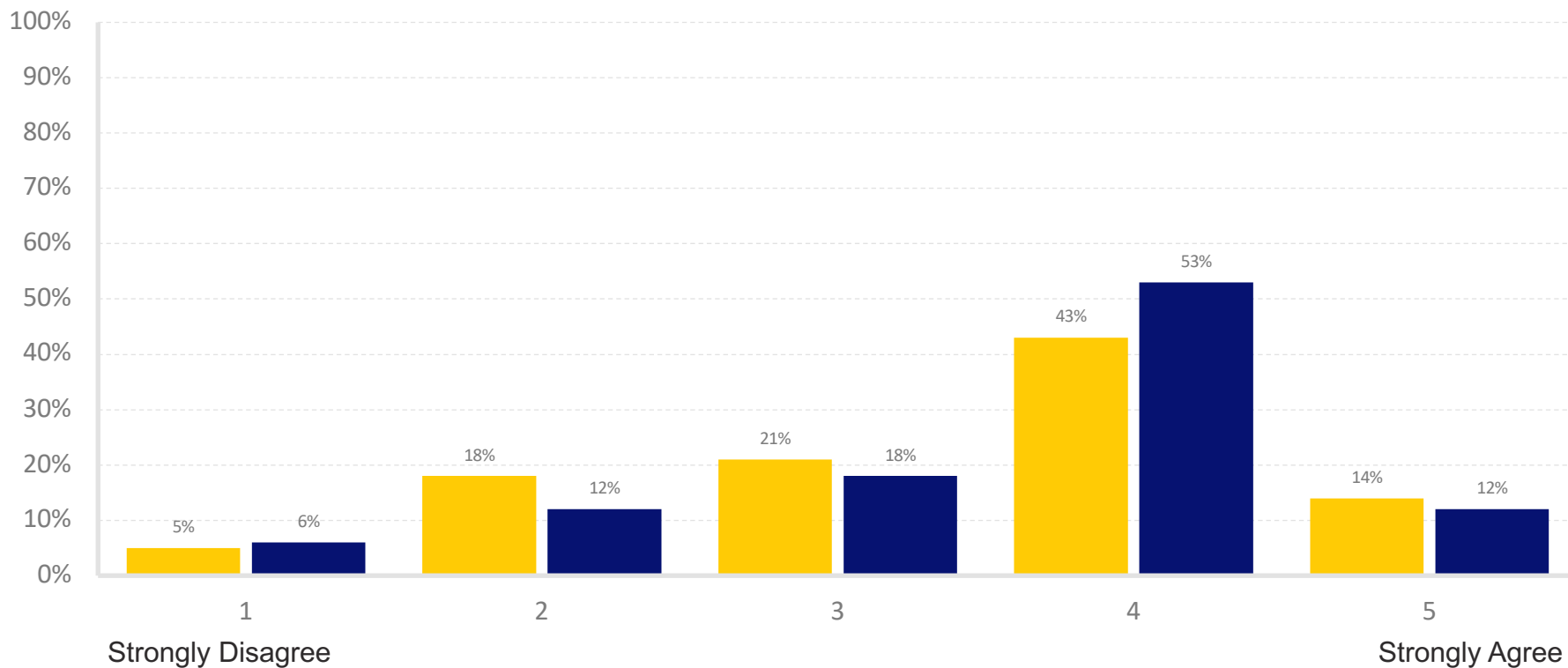
People of all backgrounds (e.g., race/ethnicity, sexual orientation, gender, culture, veteran status, age, religion) can succeed at BNL.



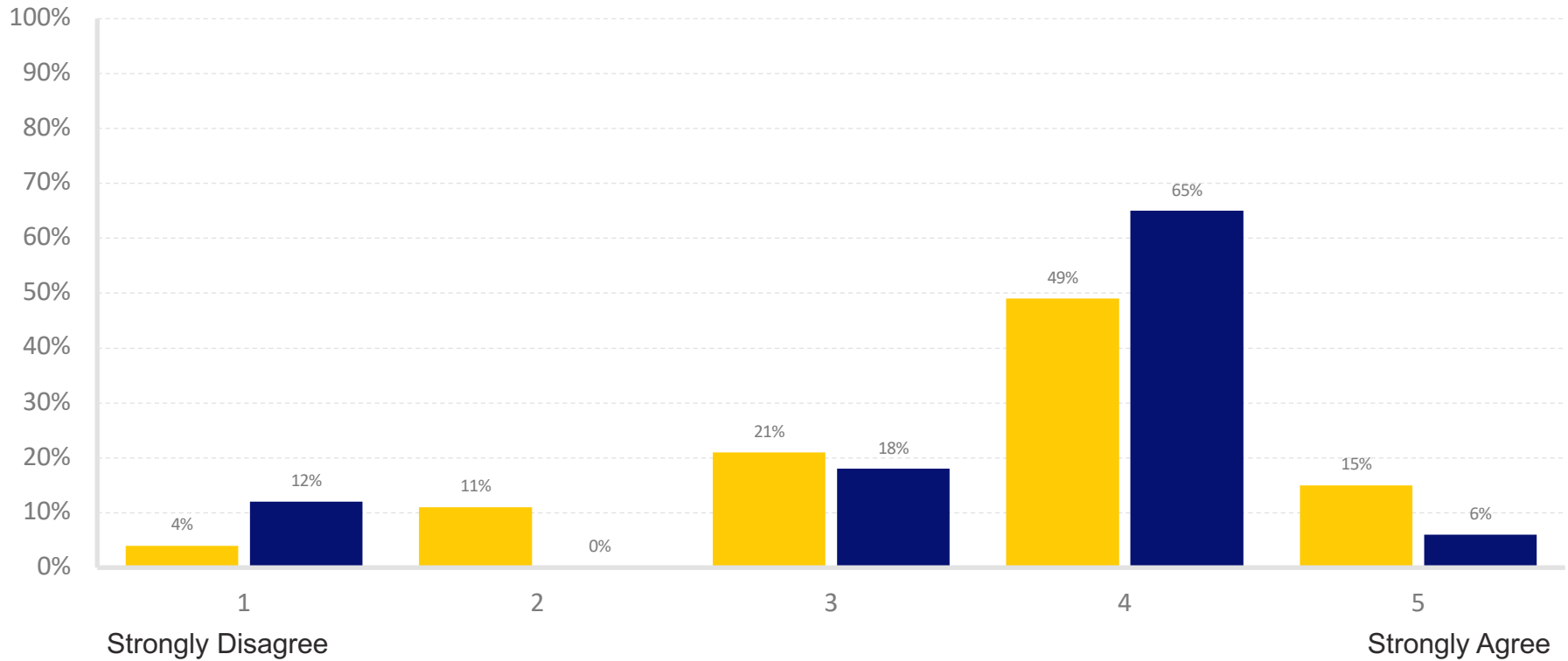
Diversity, Equity & Inclusion (DEI)



Well-Being



Well-Being



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 190

B Dept (Workgroup): POAN

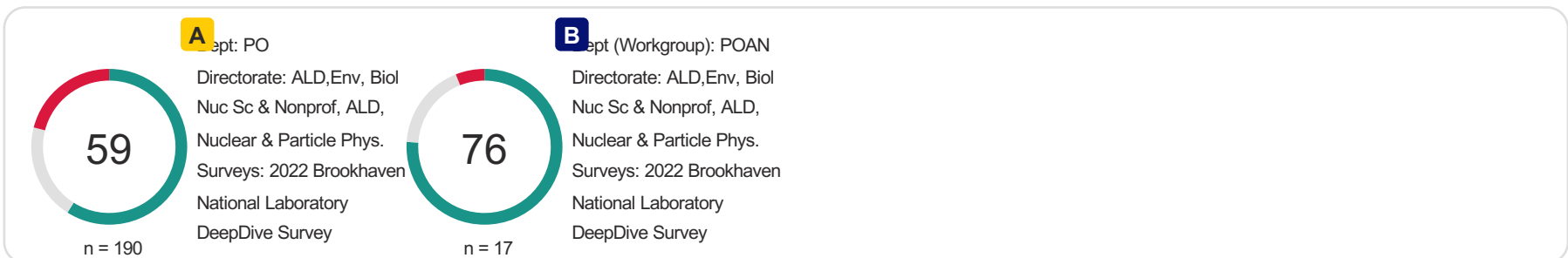
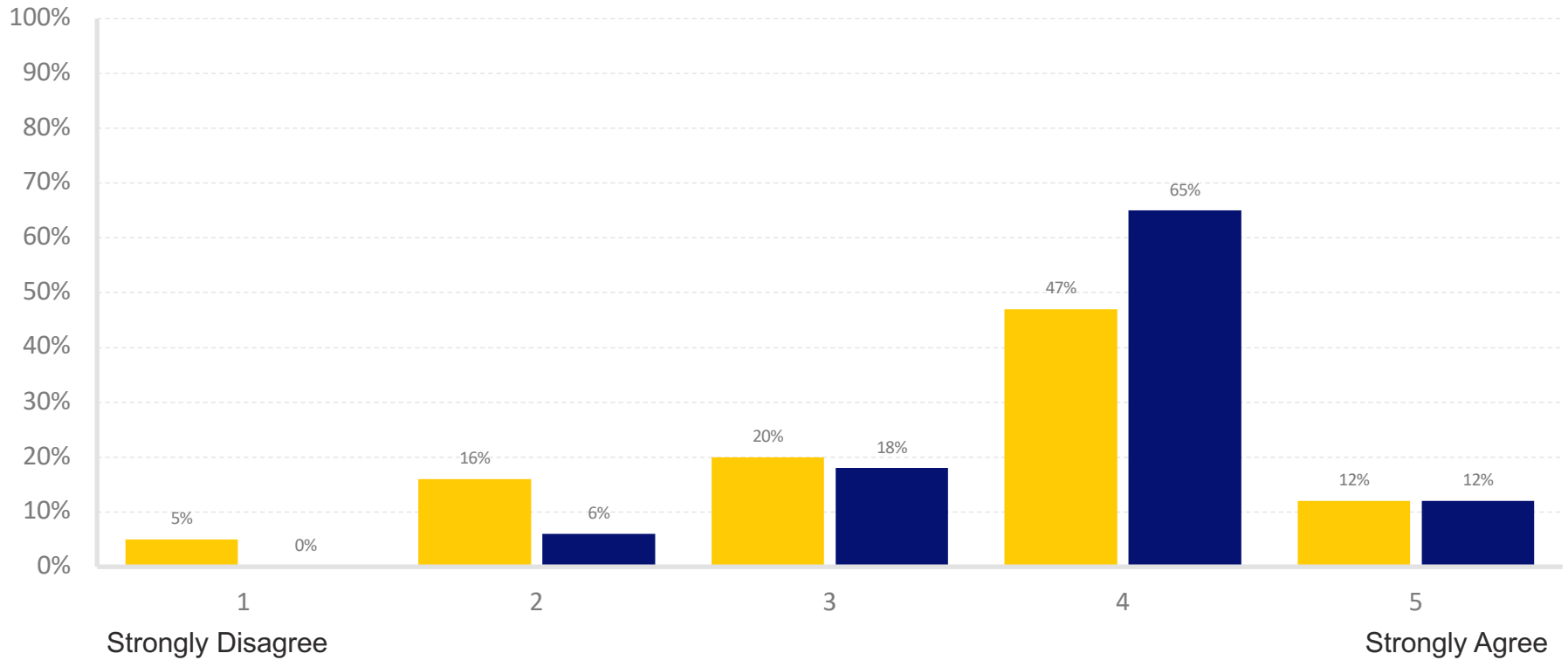
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 17

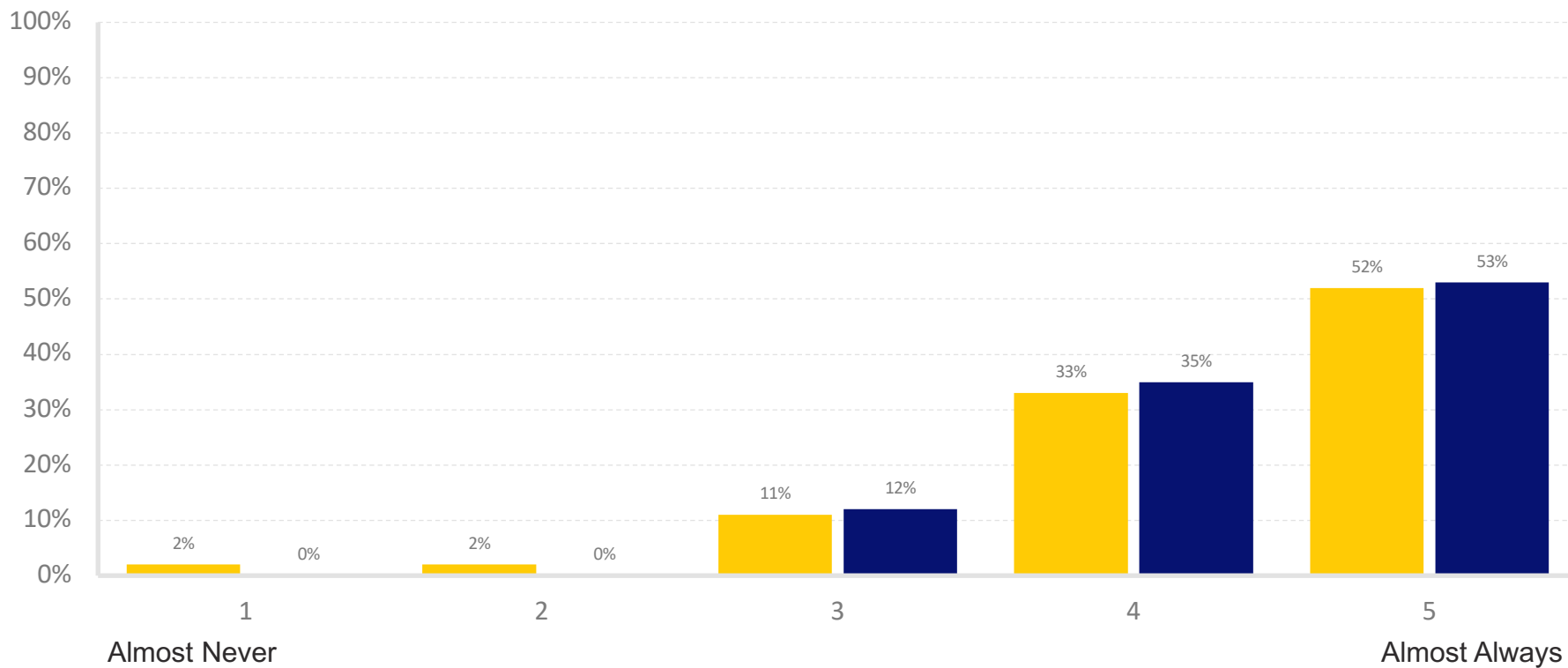
I have a reasonable workload.

Well-Being



My immediate supervisor acts in ways consistent with what they say.

Accountability



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

85

n = 187

B Dept (Workgroup): POAN

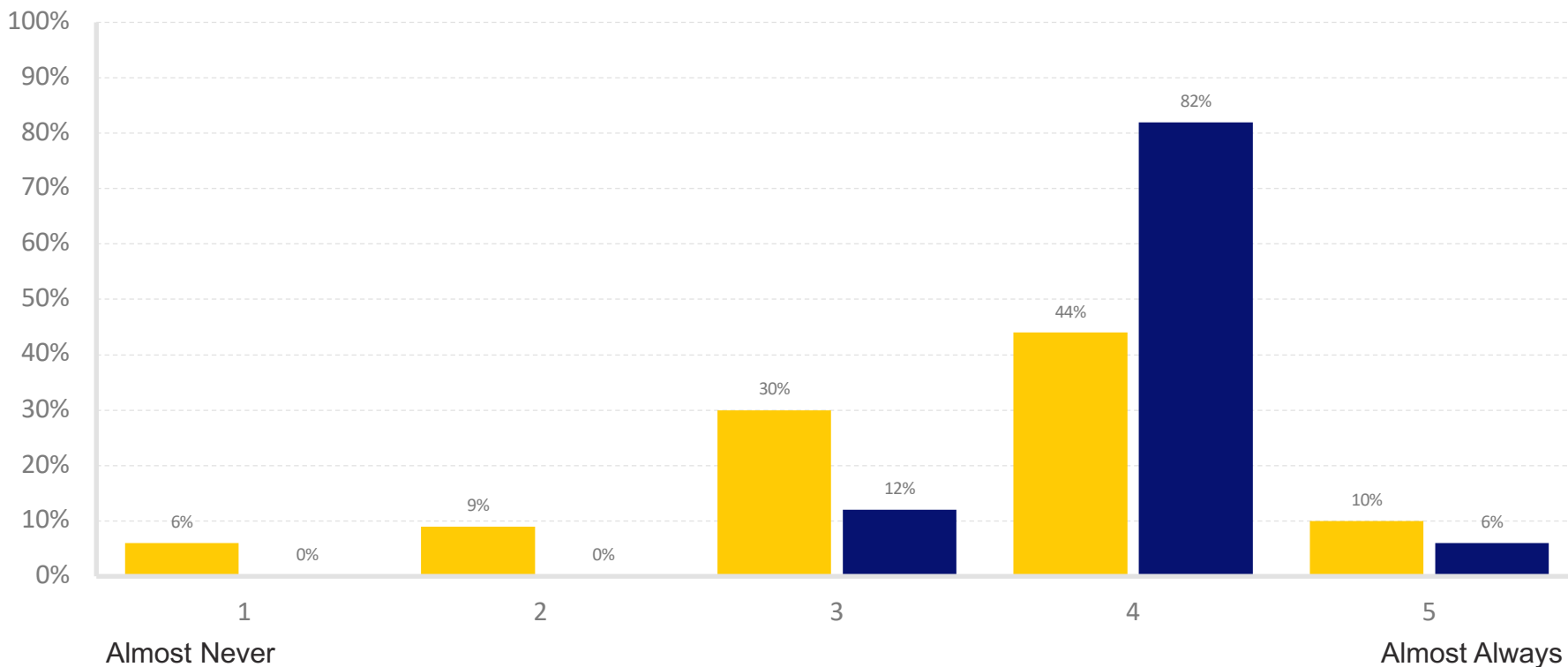
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

88

n = 17

Accountability



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 185

B Dept (Workgroup): POAN

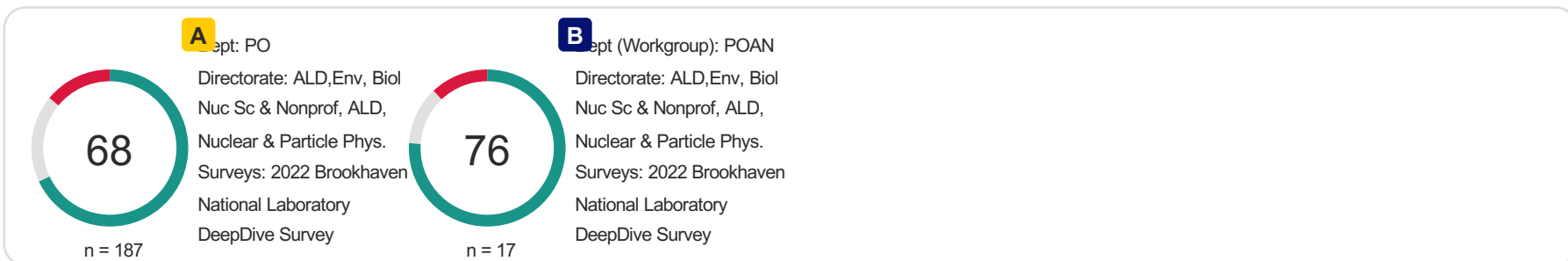
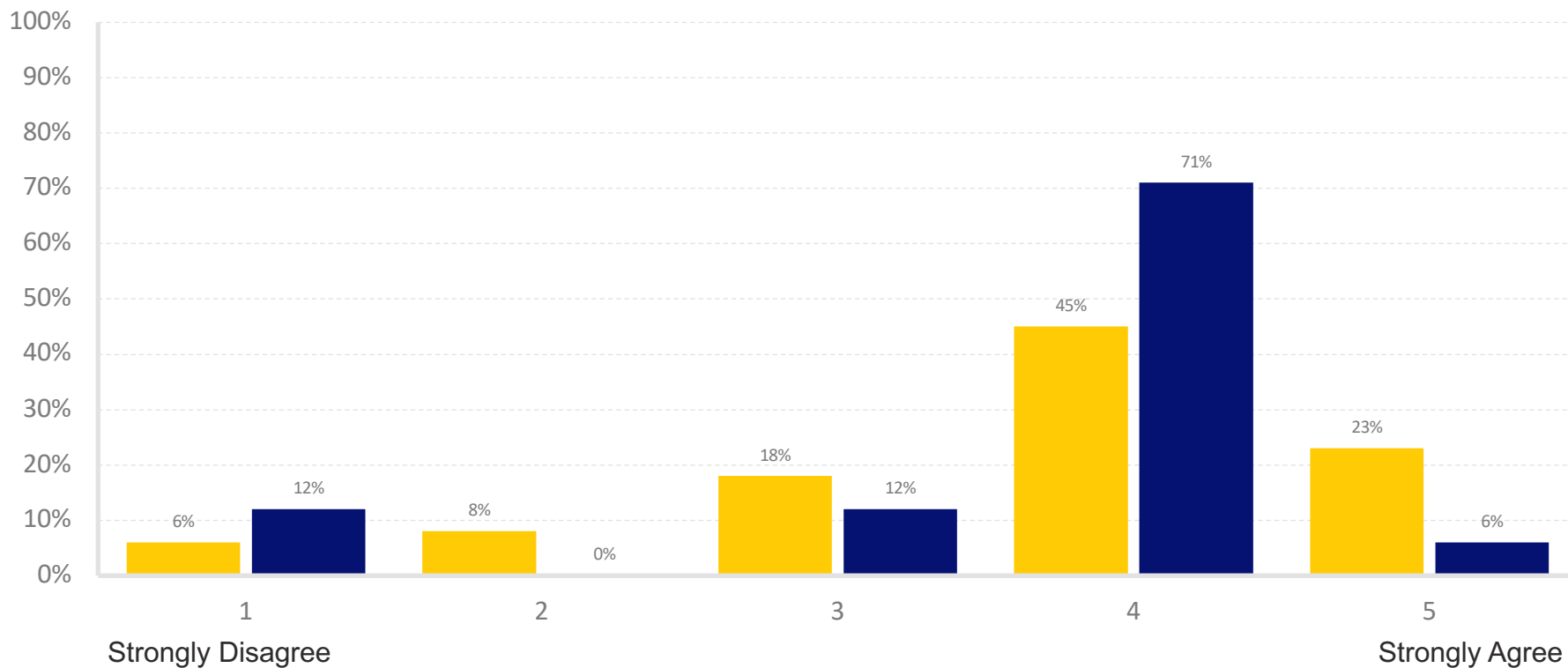
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 17

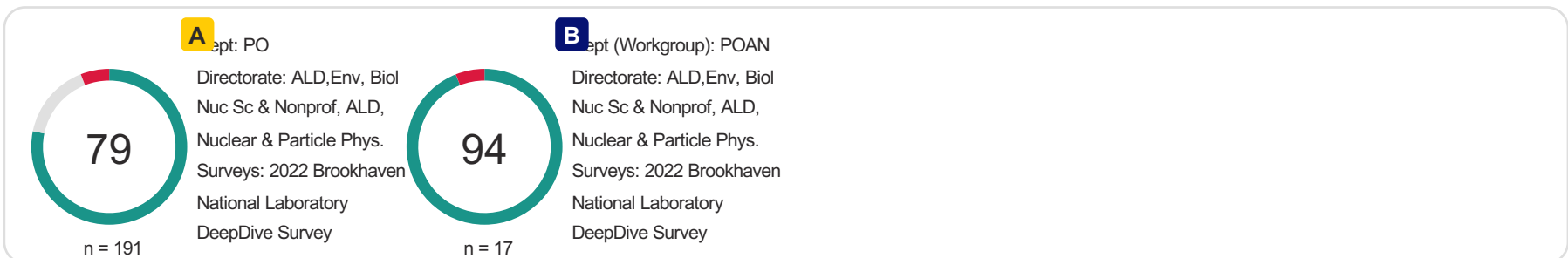
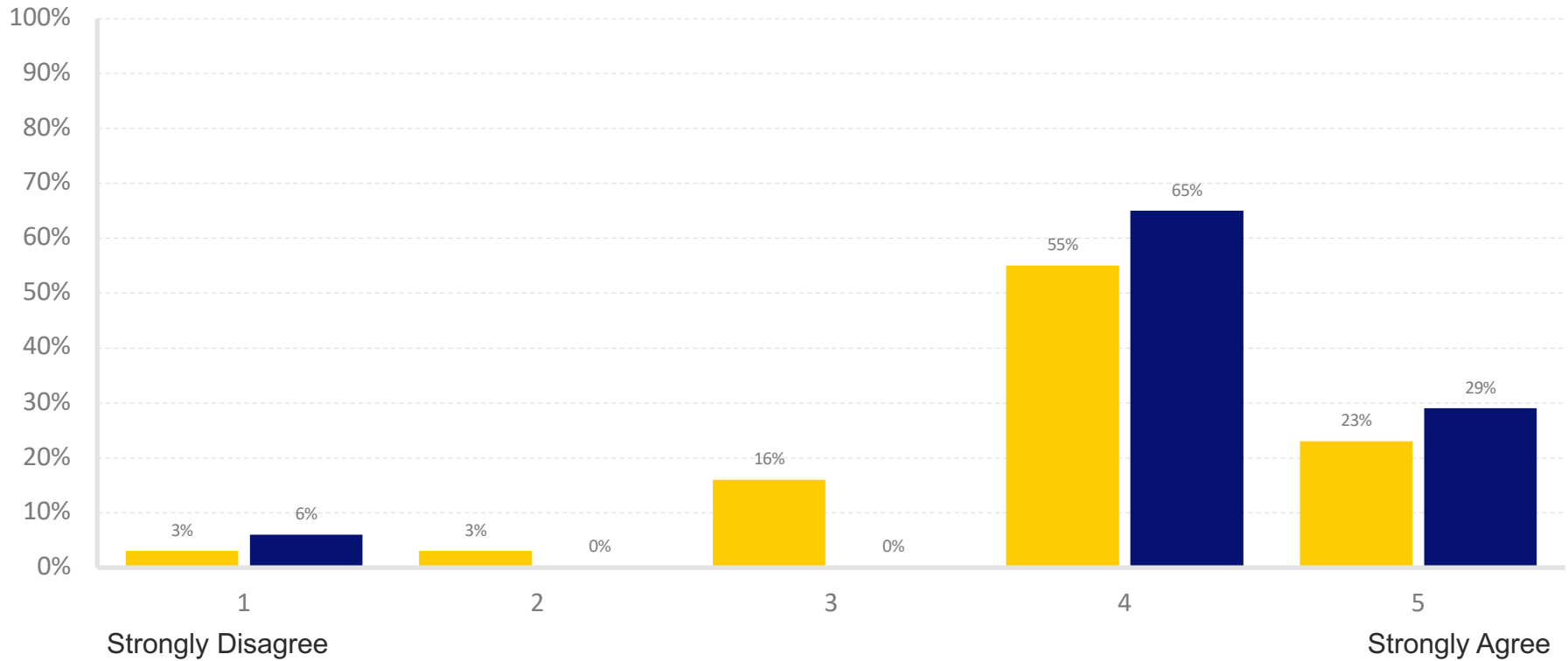
My immediate supervisor routinely visits my work area (does a virtual check-in if I am teleworking/remote) to discuss my work and issues that might be affecting progress.

Accountability

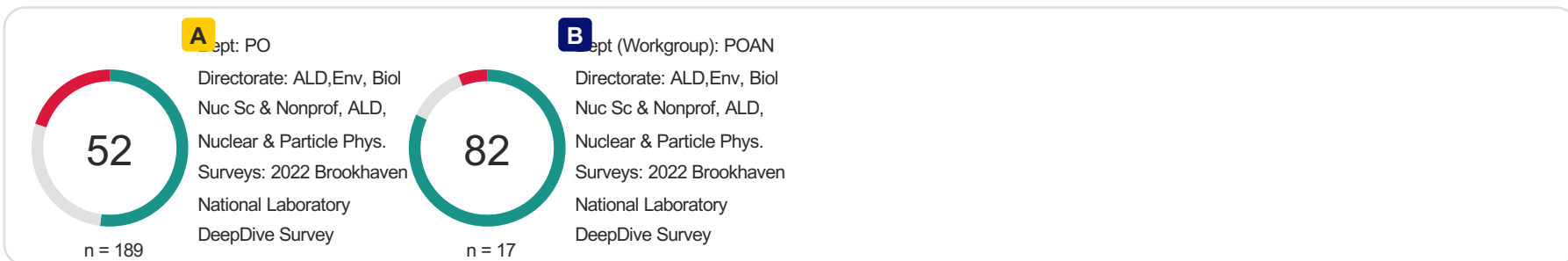
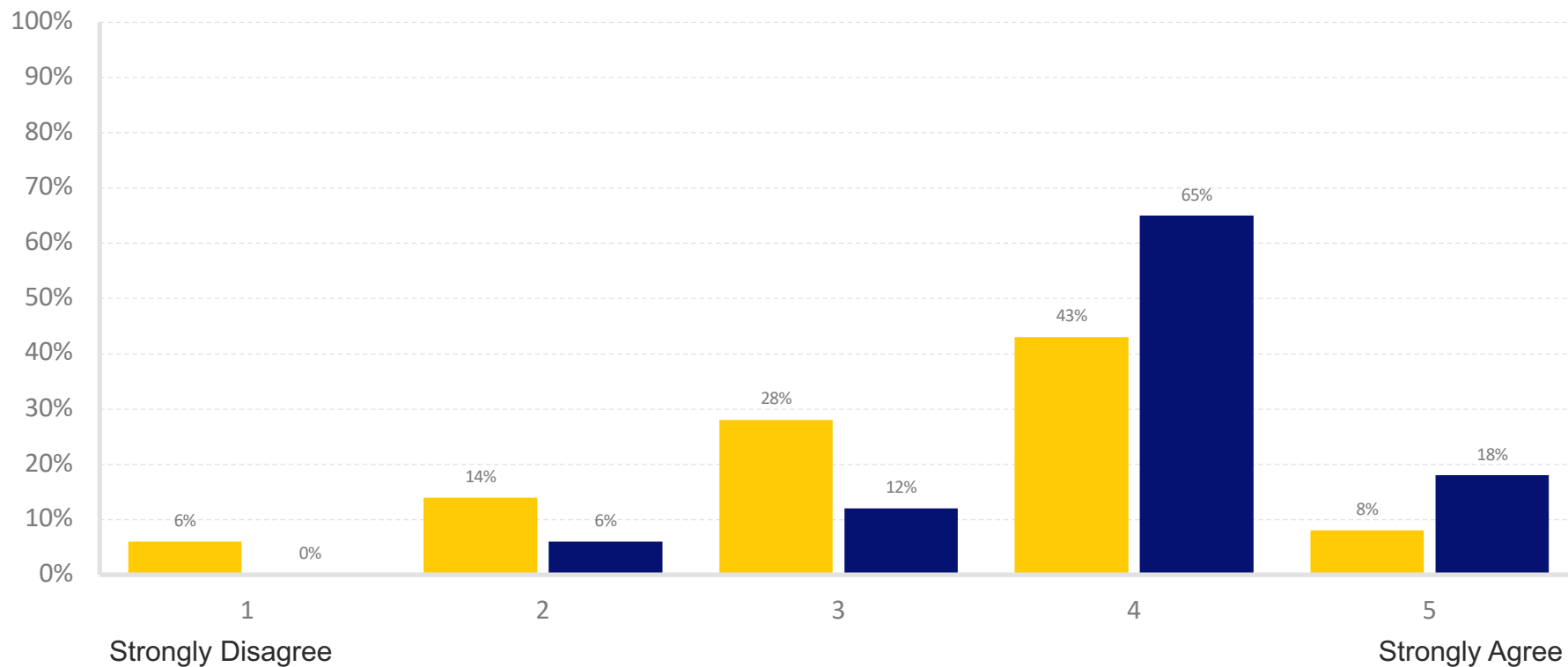


Sufficient management oversight of my team's work has been maintained during the pandemic.

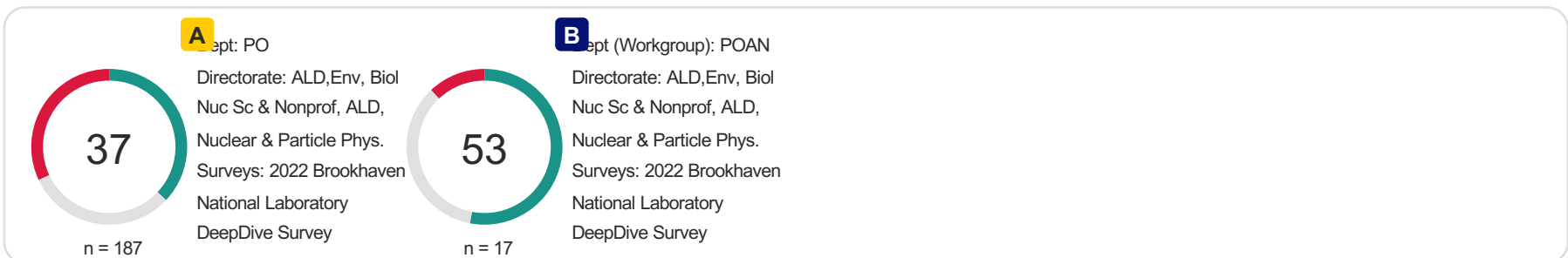
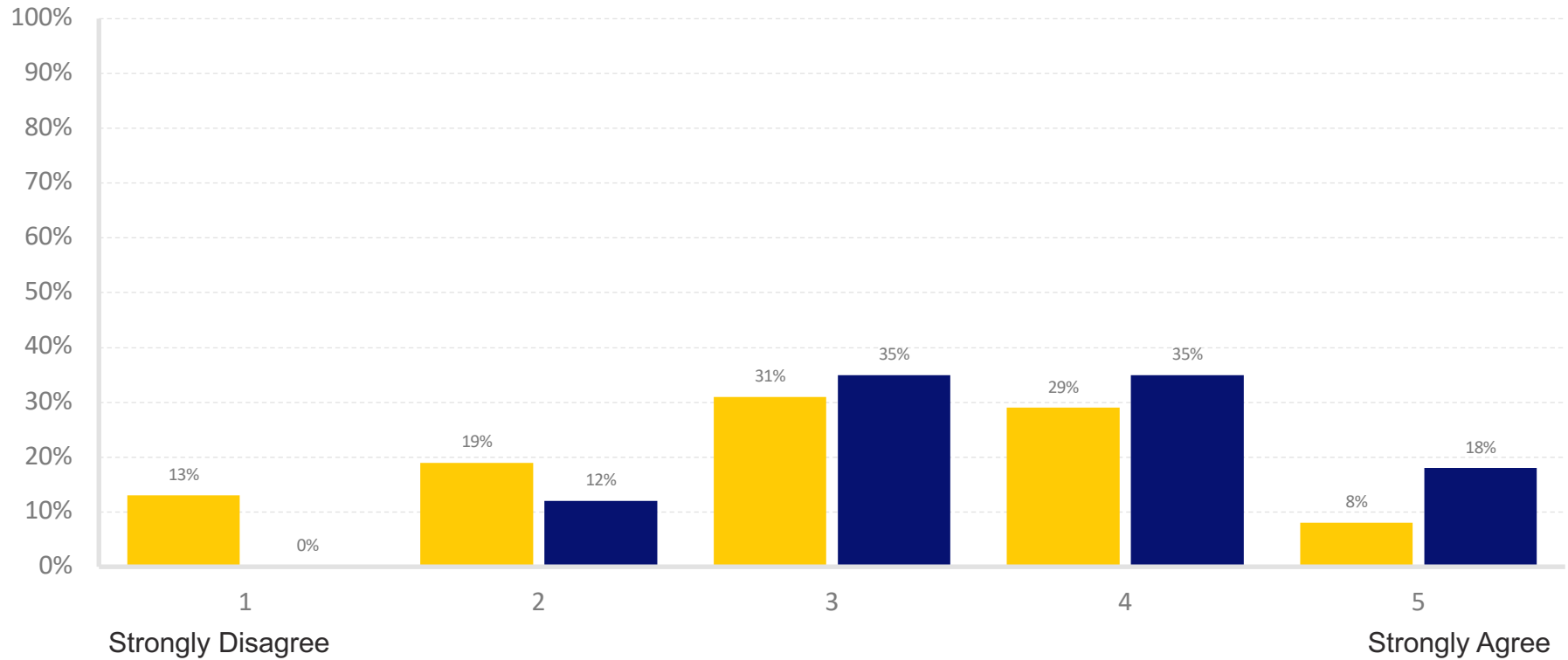
Accountability



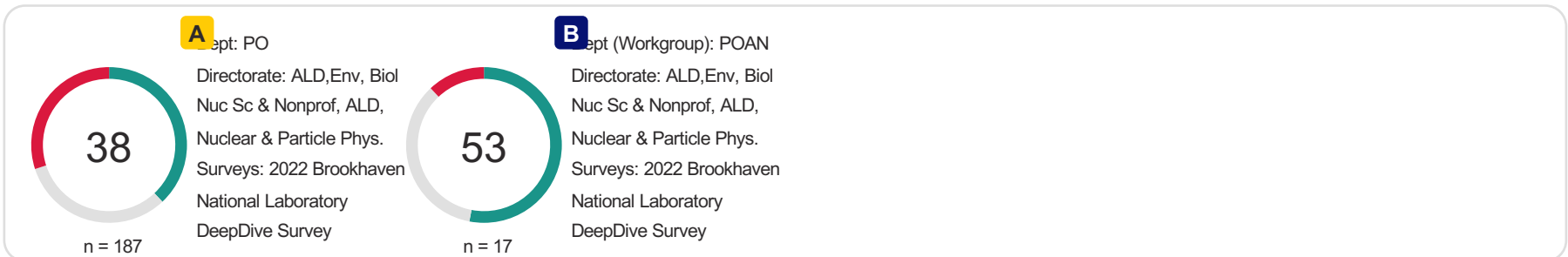
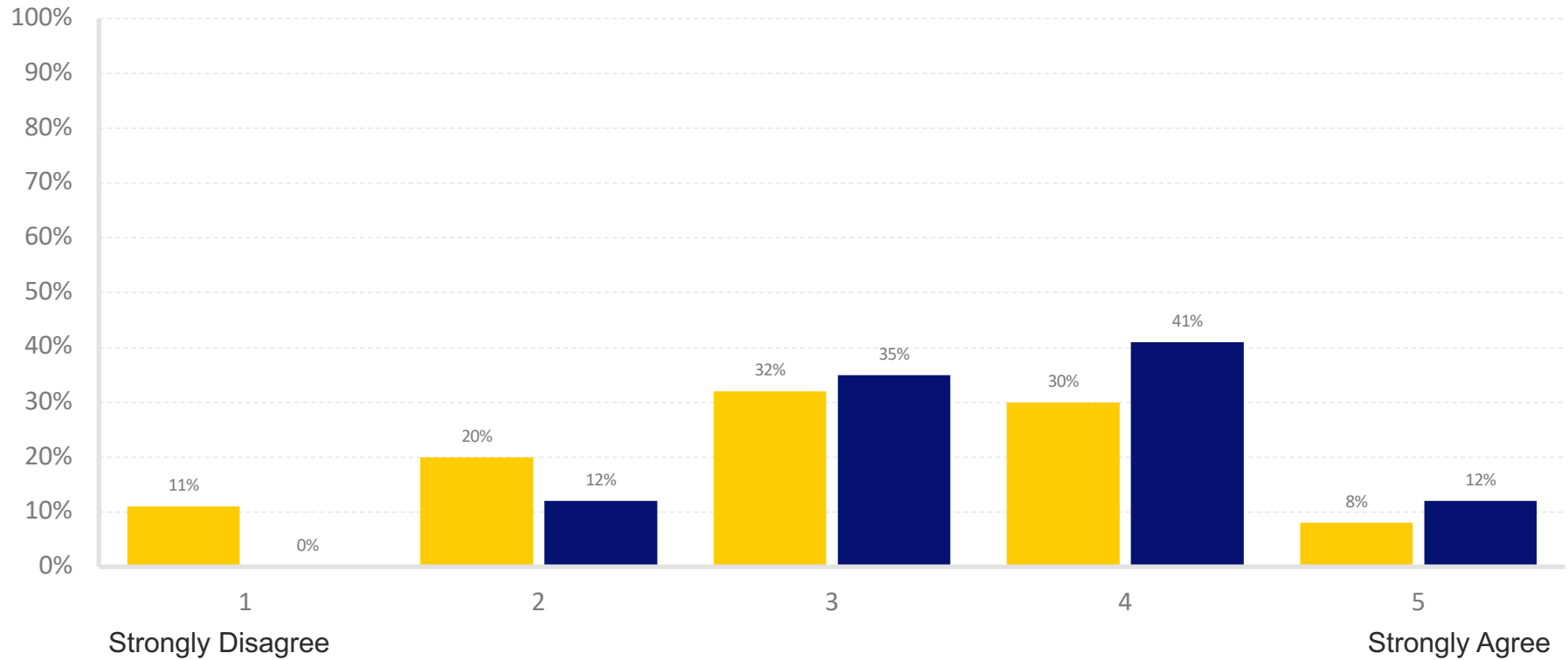
Communication



Communication

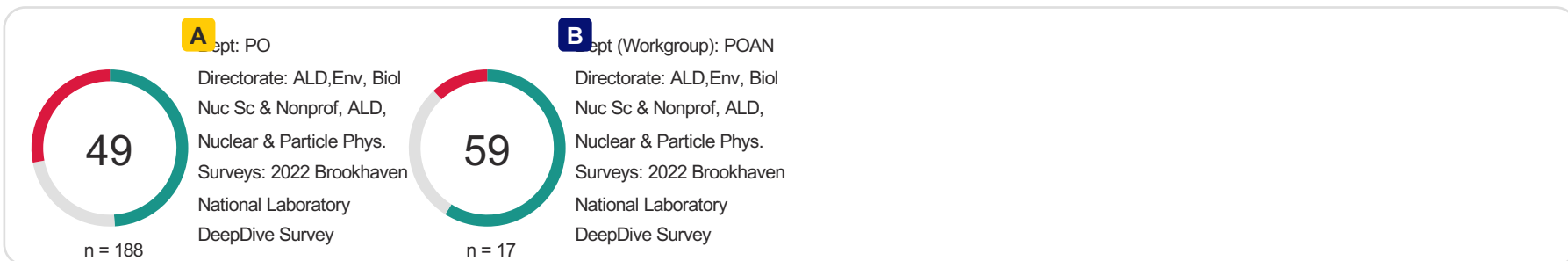
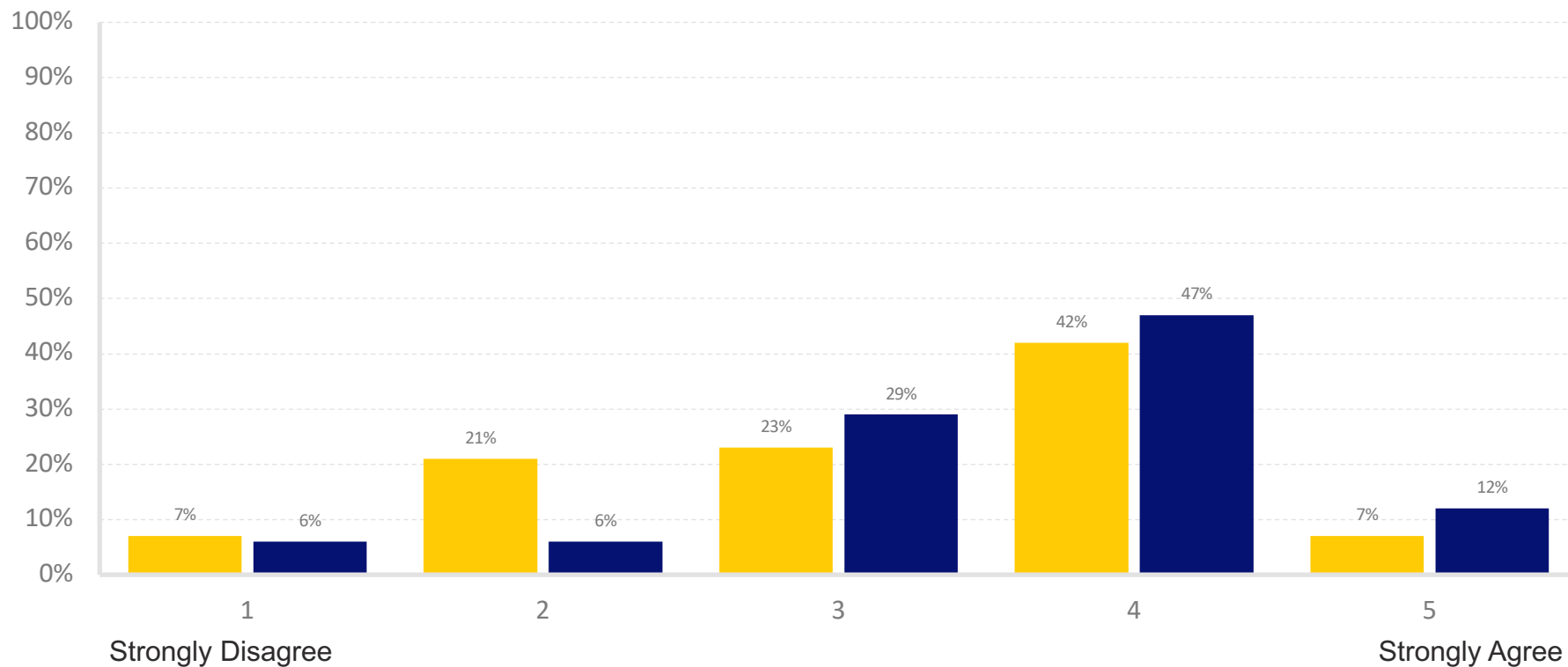


Communication



Overall, there is a free exchange of views at BNL; people are not afraid to say what they really think.

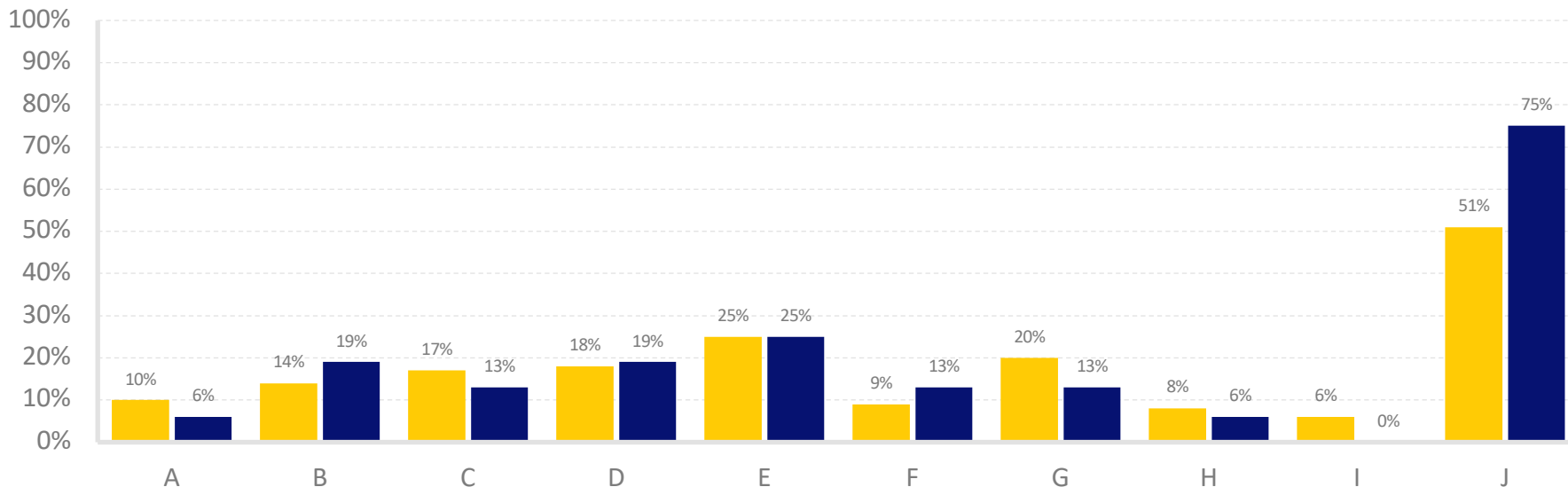
Communication



We strive to have an environment where employees feel safe speaking up about concerns. Please indicate in which of the following situations you would not feel comfortable (safe)



speaking up. (Check all that apply.)

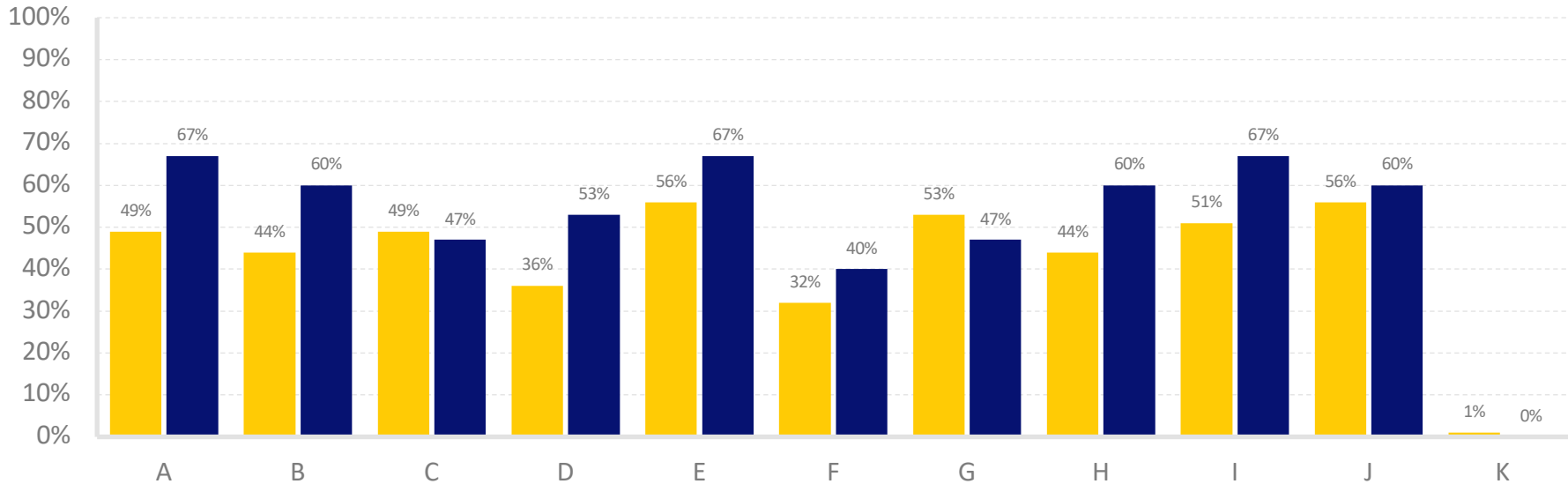


- A. Sharing an idea to improve a work process
- B. Giving a peer feedback on something they could improve
- C. Giving feedback to your immediate supervisor on how they could better support you
- D. Disagreeing with the majority when making a work-related decision during a team meeting
- E. Raising a concern about a colleague's behavior that you feel is inappropriate or counterproductive
- F. Alerting your immediate supervisor about something that has gone wrong on a project or assignment
- G. Sharing a suggestion that may help improve the culture at Brookhaven
- H. Raising a concern about work-related safety
- I. Other (please explain in the comment box below)
- J. None of the Above

A Dept: PO
 Directorate: ALD, Env, Biol
 Nuc Sc & Nonprof, ALD,
 Nuclear & Particle Phys.
 Surveys: 2022 Brookhaven
 National Laboratory
 DeepDive Survey
 n = 175

B Dept (Workgroup): POAN
 Directorate: ALD, Env, Biol
 Nuc Sc & Nonprof, ALD,
 Nuclear & Particle Phys.
 Surveys: 2022 Brookhaven
 National Laboratory
 DeepDive Survey
 n = 16

What would make you feel comfortable (safe) speaking up about a concern? (Check all that apply.)



- A. Hearing other colleagues speak up with concerns
- B. Seeing BNL leaders praising others who have spoken up or voiced a concern
- C. Hearing examples of how colleagues spoke up and created positive change
- D. Greater awareness and understanding of BNL's process for reporting concerns
- E. Being assured I will remain anonymous when reporting a concern (if I choose to report anonymously)
- F. Having my immediate supervisor directly ask me if I have any concerns to raise
- G. Knowing my immediate supervisor will support me when my concerns are escalated
- H. Knowing my supervisor has heard and understood the basis for what I said
- I. Hearing back from my immediate supervisor about how and why my feedback was or was not addressed
- J. Hearing back from my BNL leadership about how and why my feedback was or was not addressed
- K. Other (please explain in the comment box below)

E Being assured I will remain anonymous when reporting a concern (if I choose to report anonymously)

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

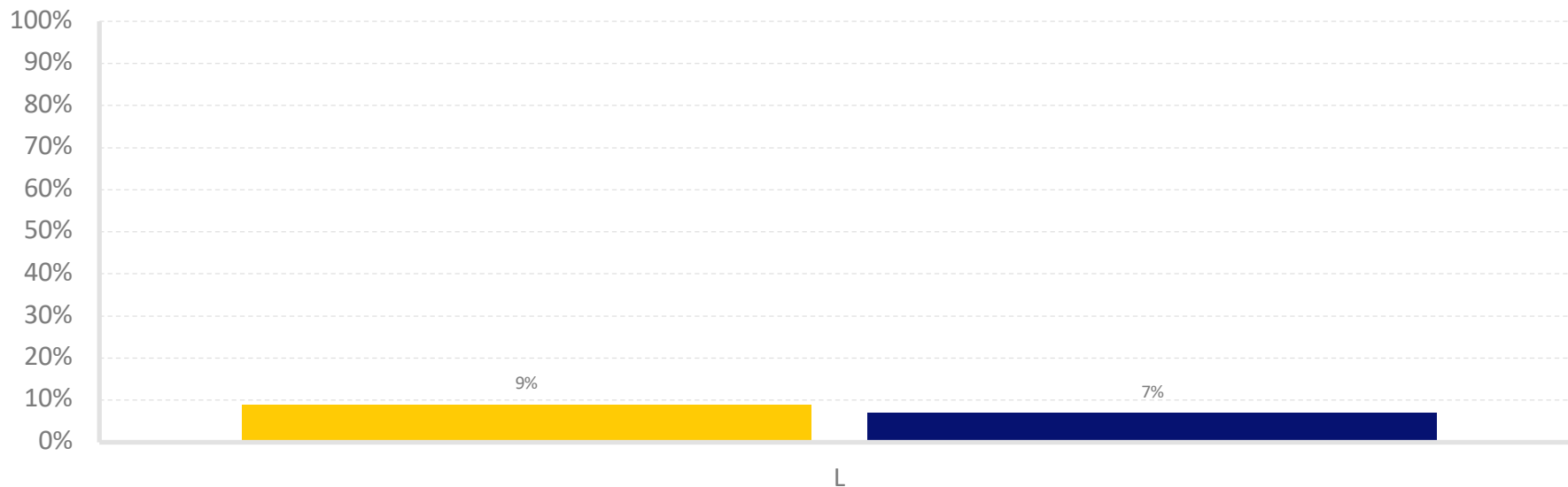
n = 170

A Seeing BNL leaders praising others who have spoken up or voiced a concern

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 15

What would make you feel comfortable (safe) speaking up about a concern? (Check all that apply.) (continued)



L. None of the Above

A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 170

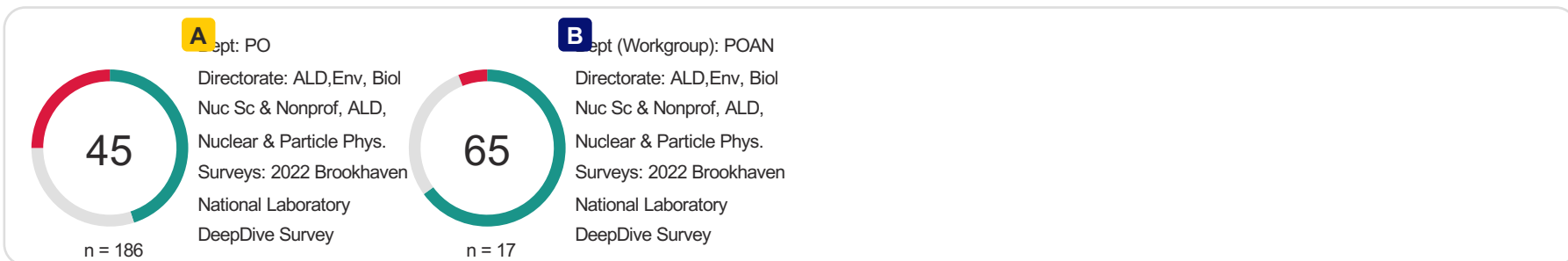
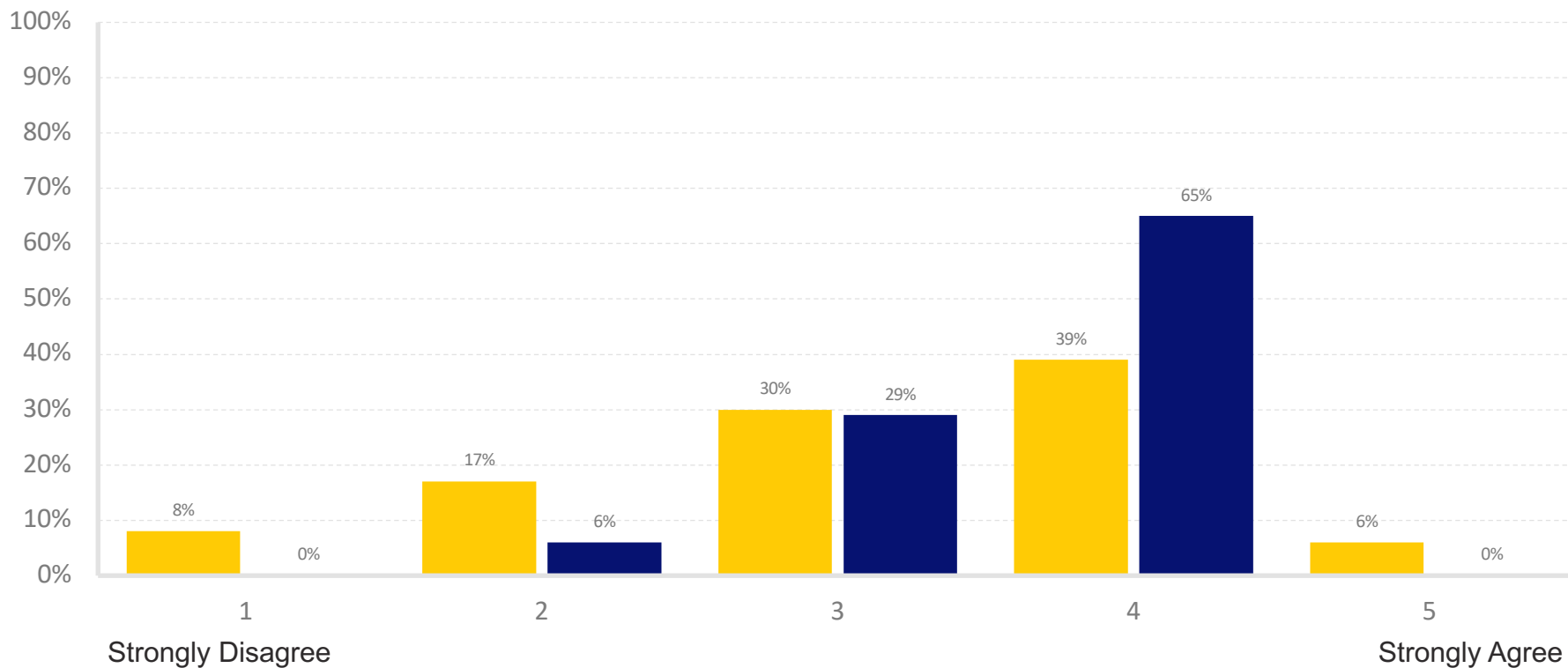
B Dept (Workgroup): POAN

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

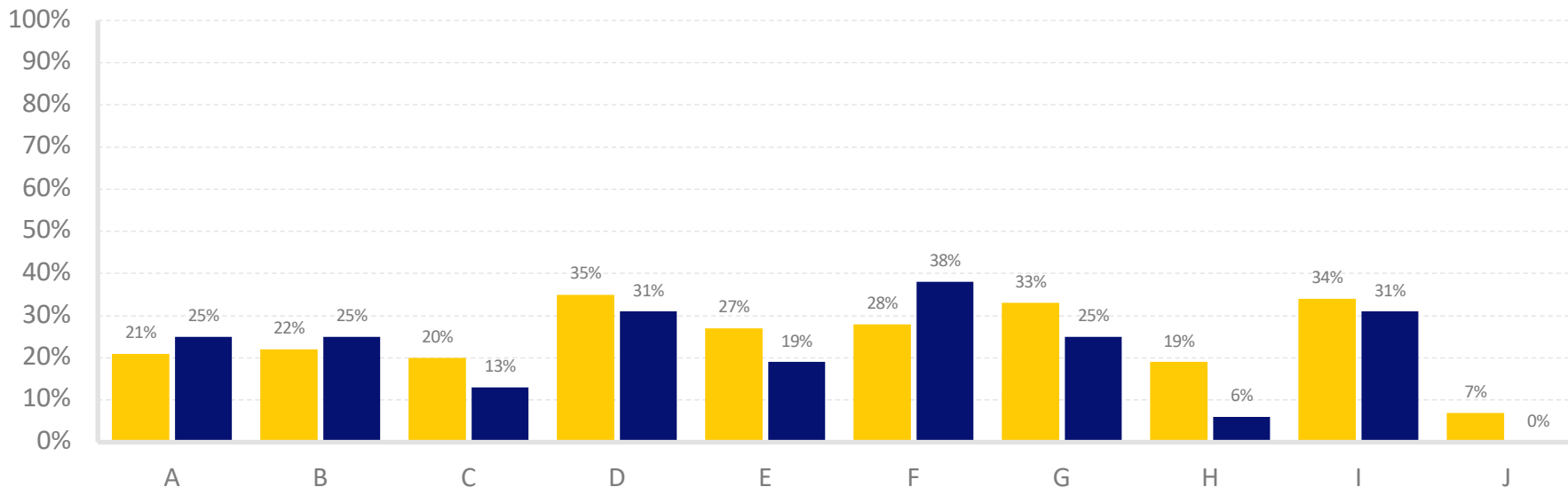
n = 15

Communication



How could BNL, as an organization, more effectively solicit input from employees? (Select up to 3)

Communication



- A. Supporting employee groups to make suggestions on topics that are important to their members
- B. Asking employees for suggestions regularly at team meetings
- C. Asking employees for suggestions regularly at department meetings
- D. Reporting more frequently how other employees' suggestions have been implemented for improvements
- E. Using small surveys to solicit suggestions on specific topics throughout the year
- F. Hosting forums to discuss policy decisions
- G. Acting on my feedback and sharing back with me how it was addressed or why it was not
- H. Providing digital solutions to solicit employee input (i.e., electronic suggestion box, bulletin board, blog)
- I. Providing opportunities for staff to provide input anonymously
- J. Other (please explain in the comment box below)

A Dept: PO

D

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 165

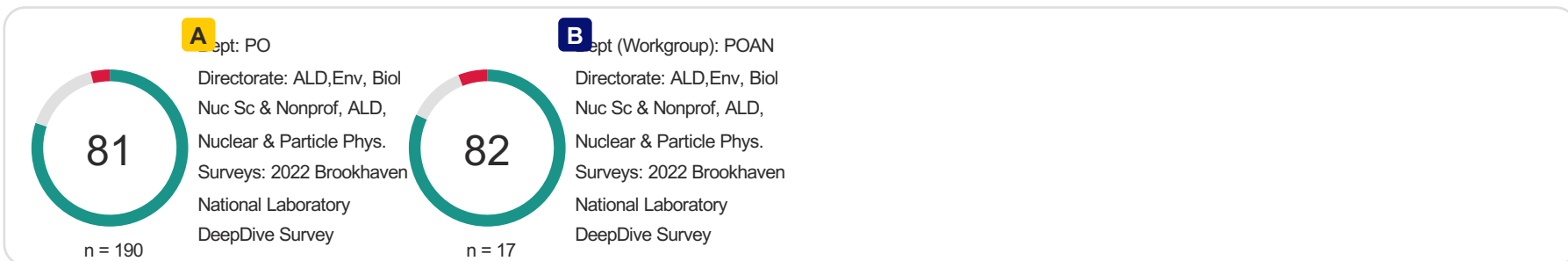
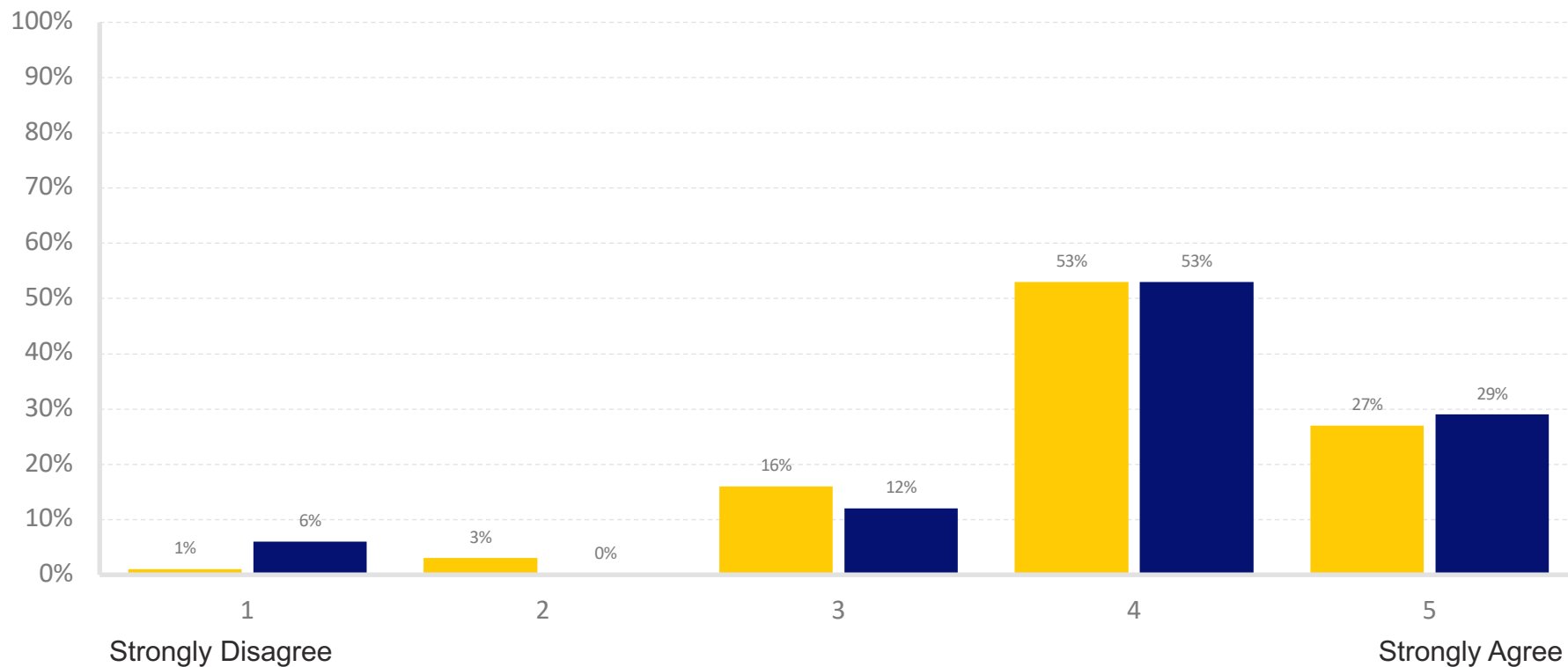
B Dept (Workgroup): POAN

F

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

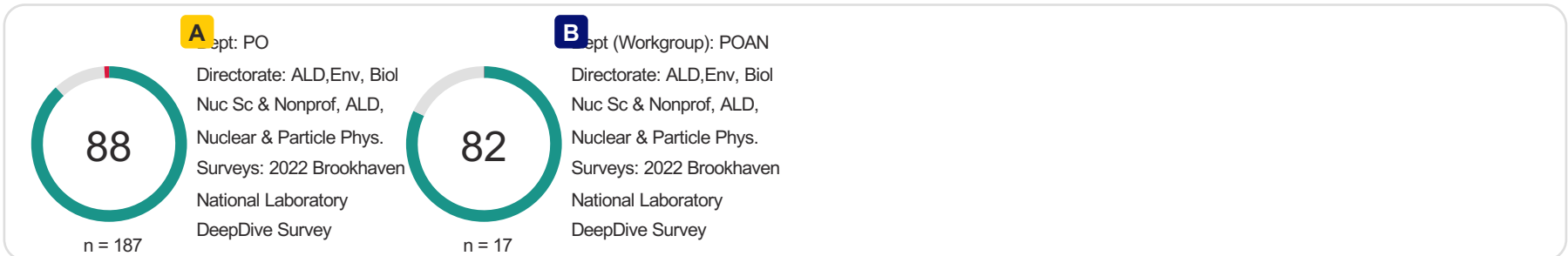
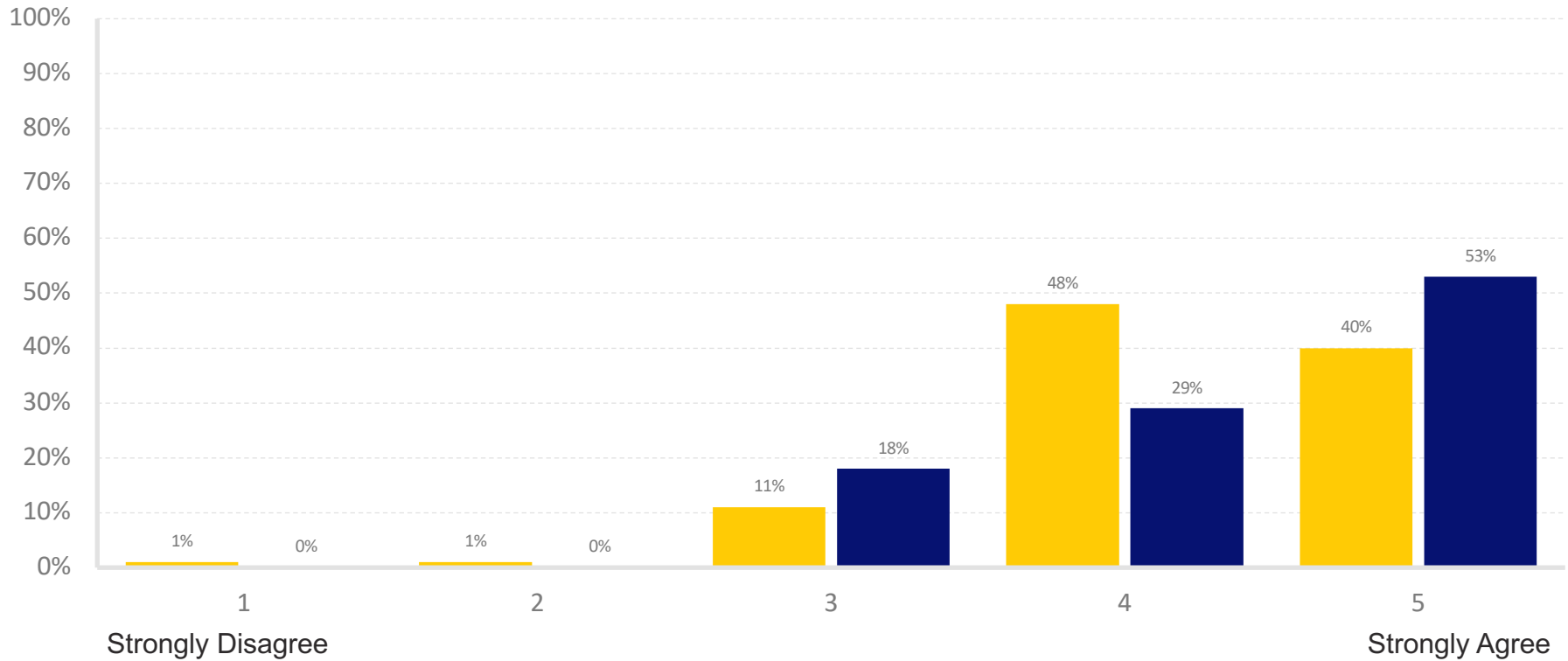
n = 16

Safety



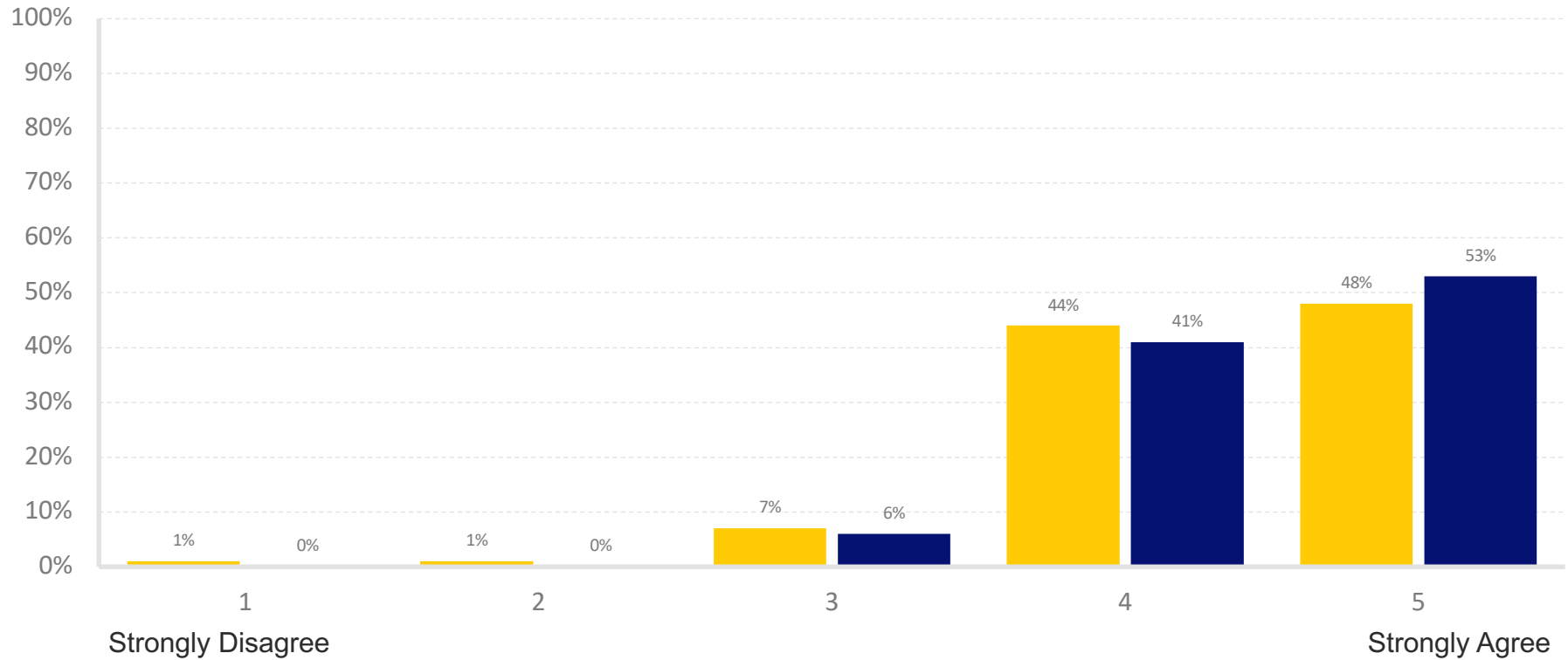
My manager insists that safety rules and procedures are carefully followed even if it means that work is slowed down.

Safety



It is clear that safety is a priority with my immediate supervisor.

Safety

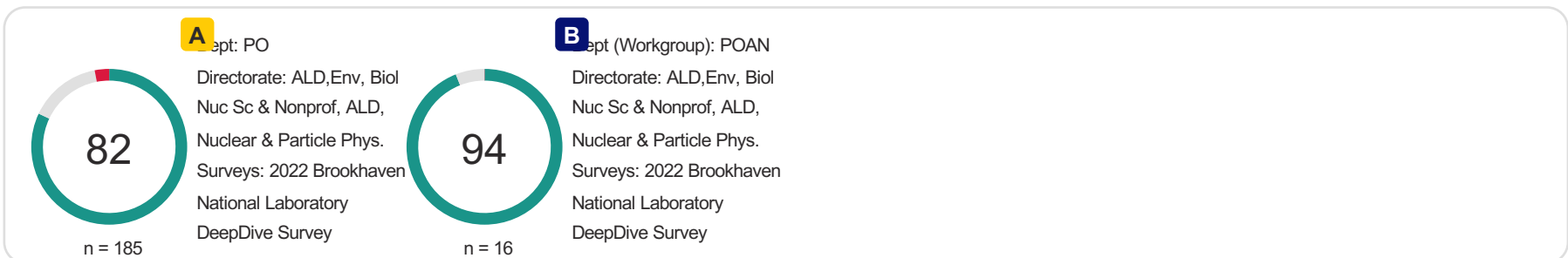
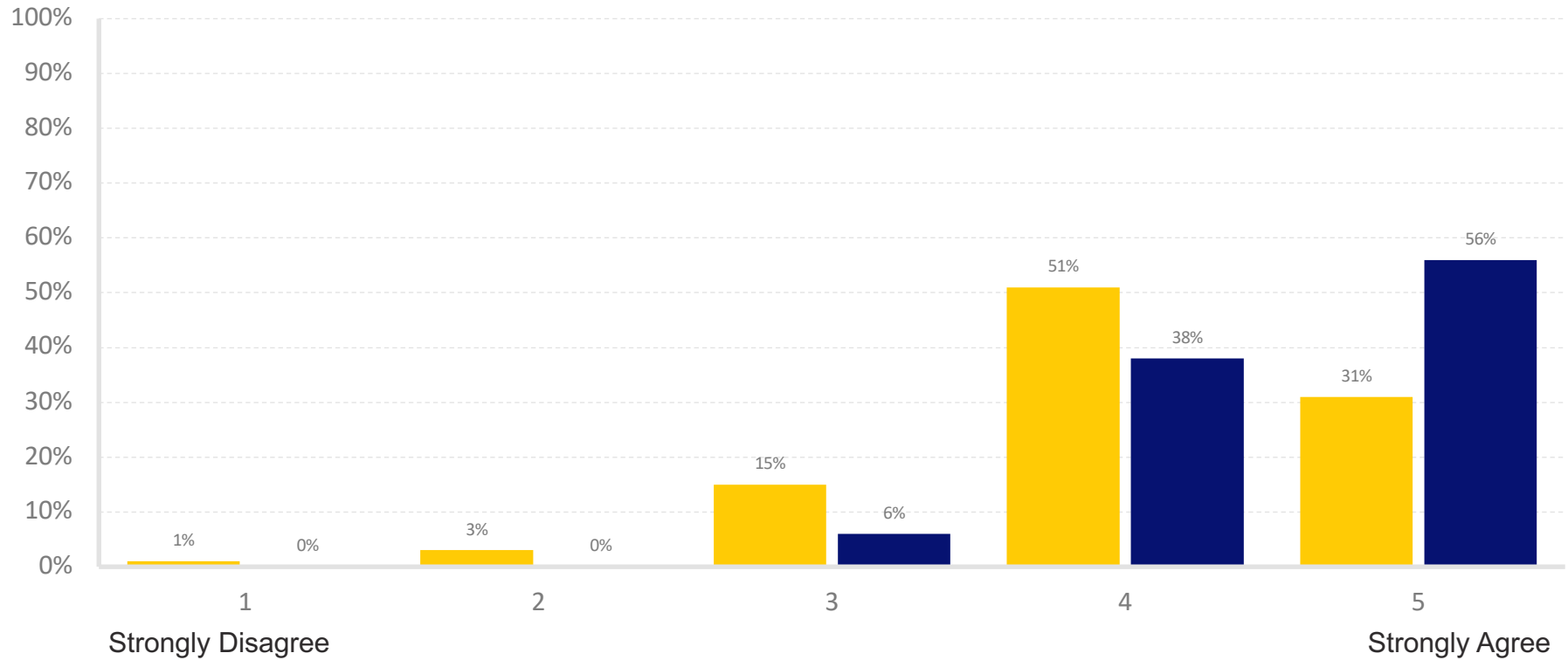


A Dept: PO
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey
n = 191

B Dept (Workgroup): POAN
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey
n = 17

Management provides a sufficient level of oversight for work that presents safety risks.

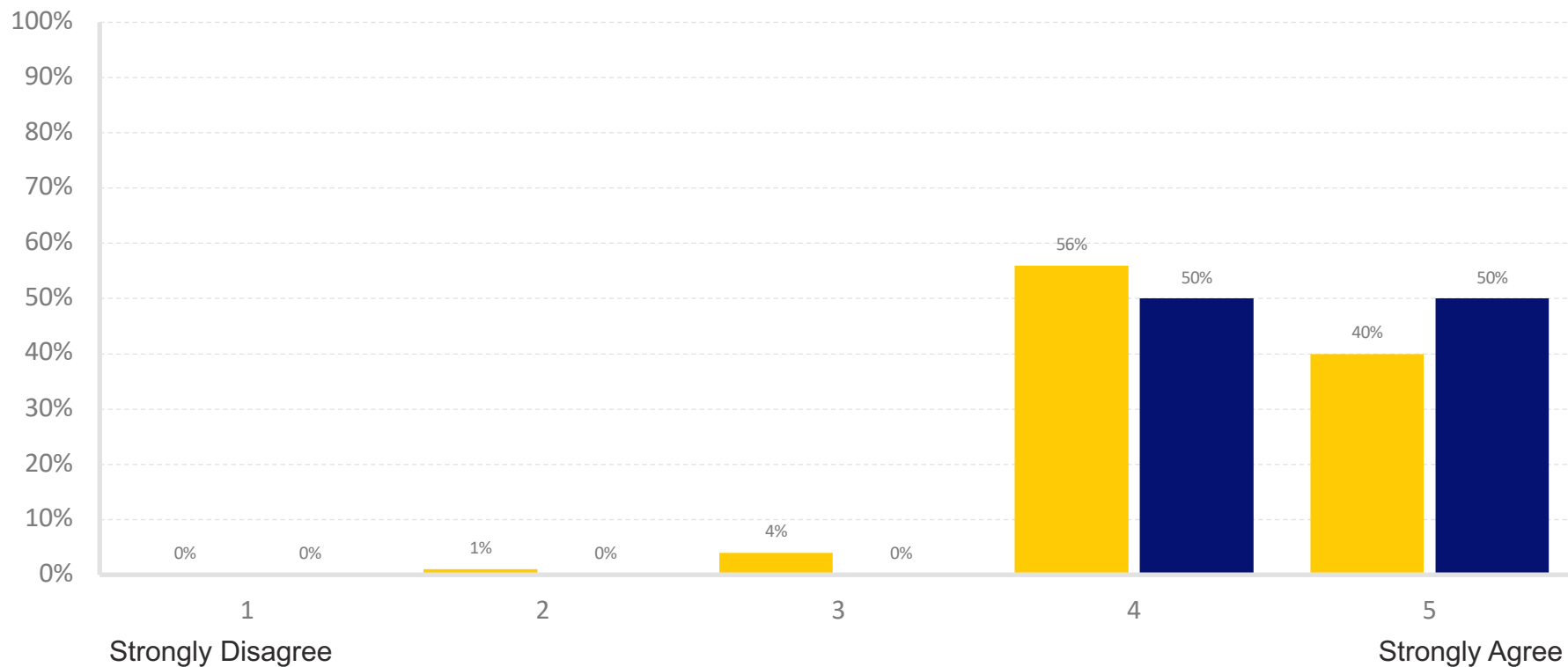
Safety



My work group follows safe work practices without taking short cuts.

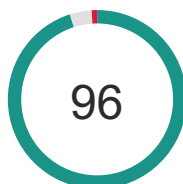


Safety



A

Dept: PO



n = 189

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

B

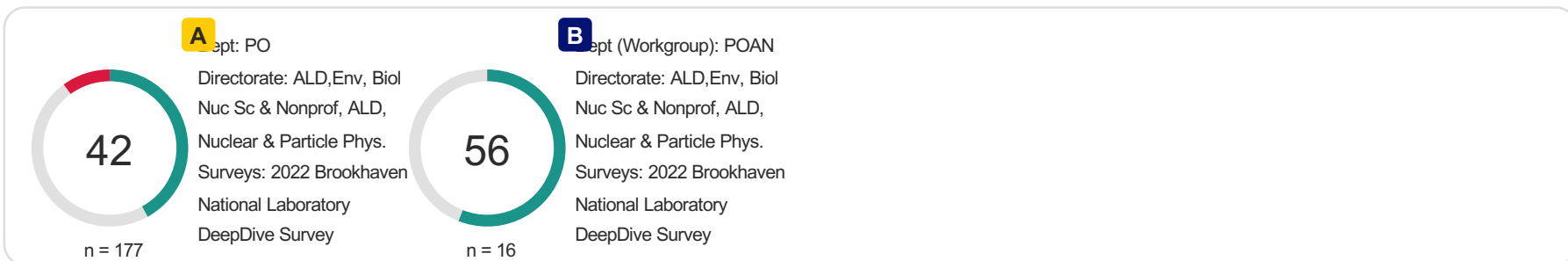
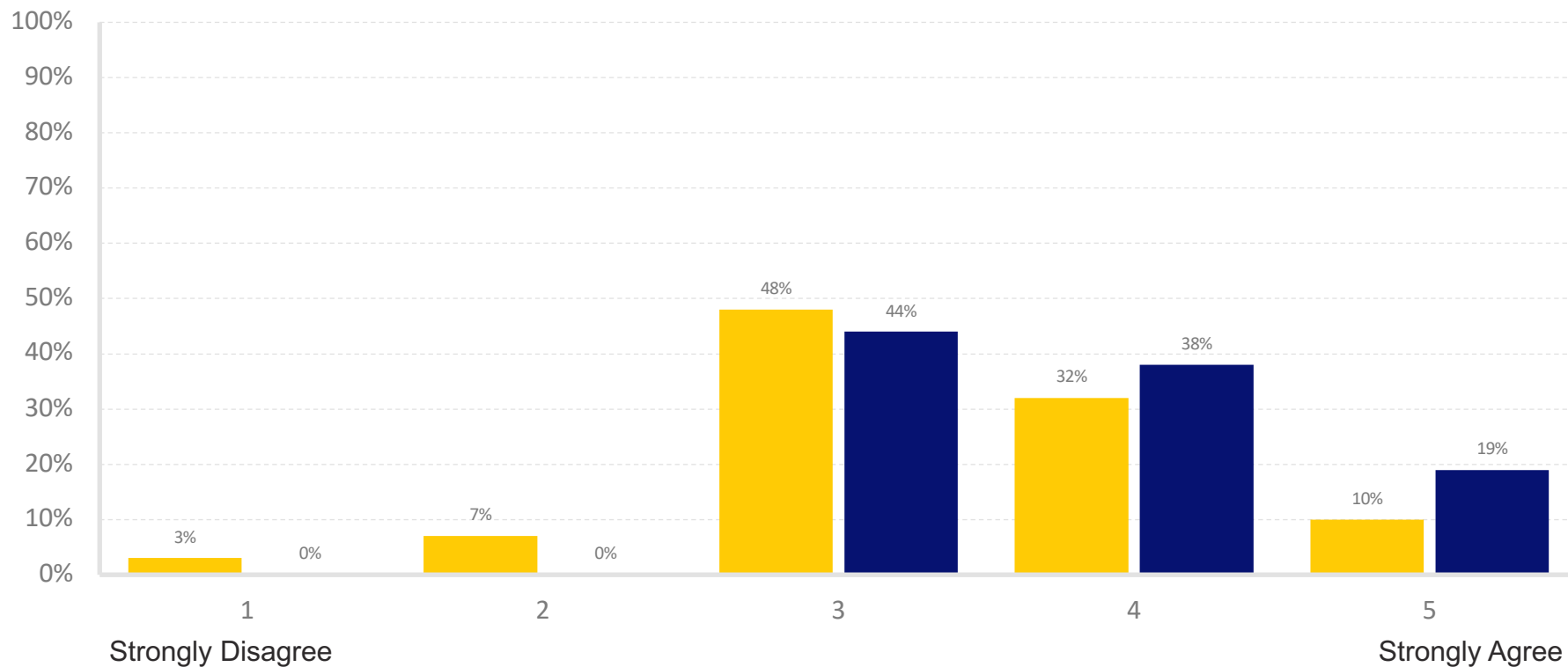
Dept (Workgroup): POAN



n = 16

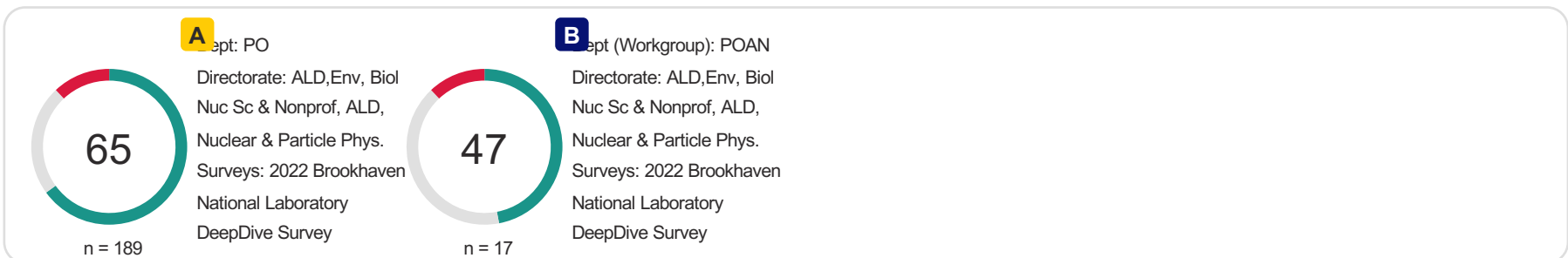
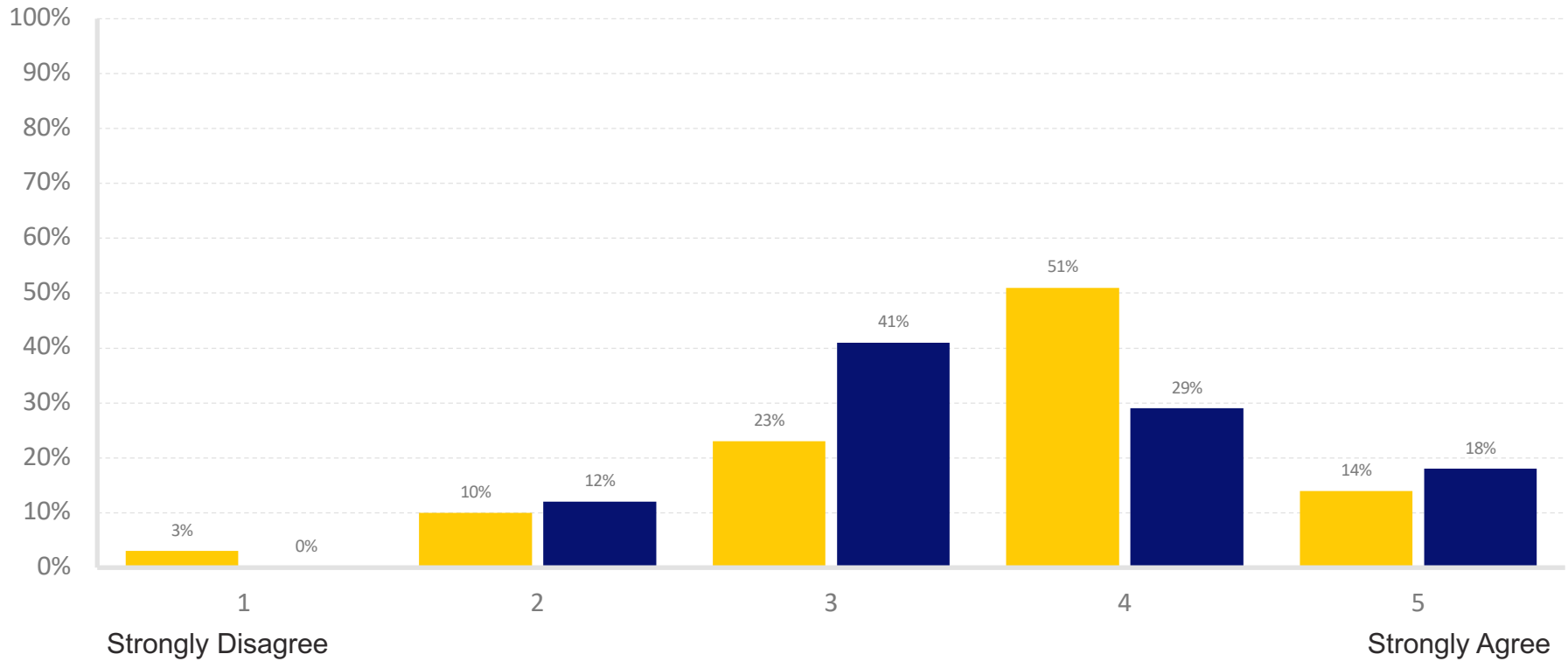
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

Efficiency & Agility

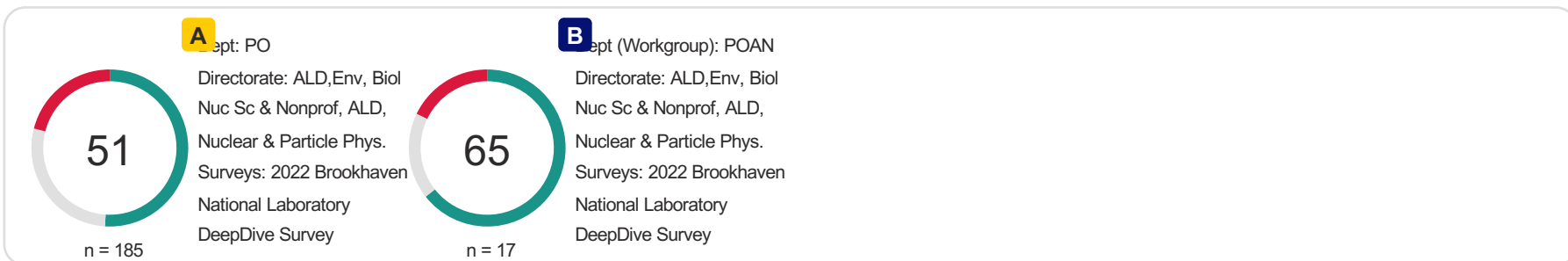
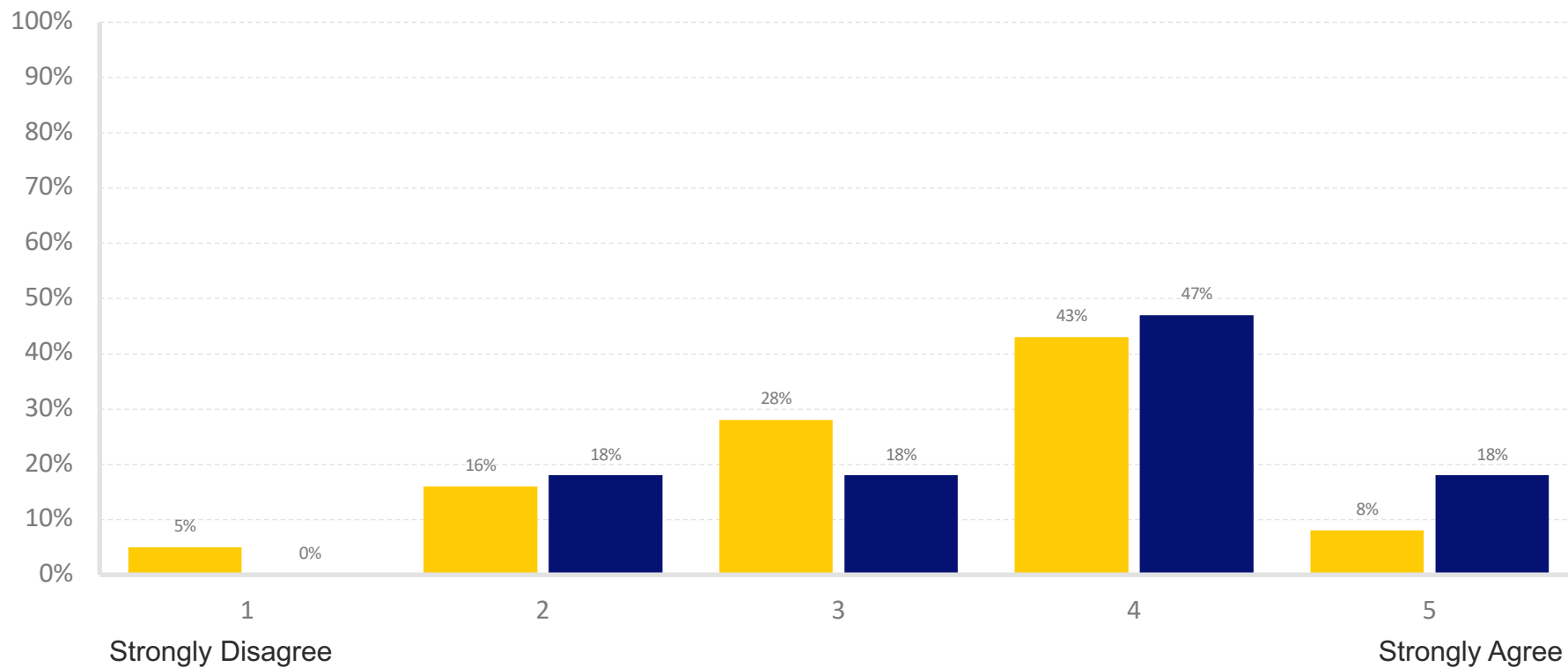


The people in my work group adapt easily to new ways of doing things.

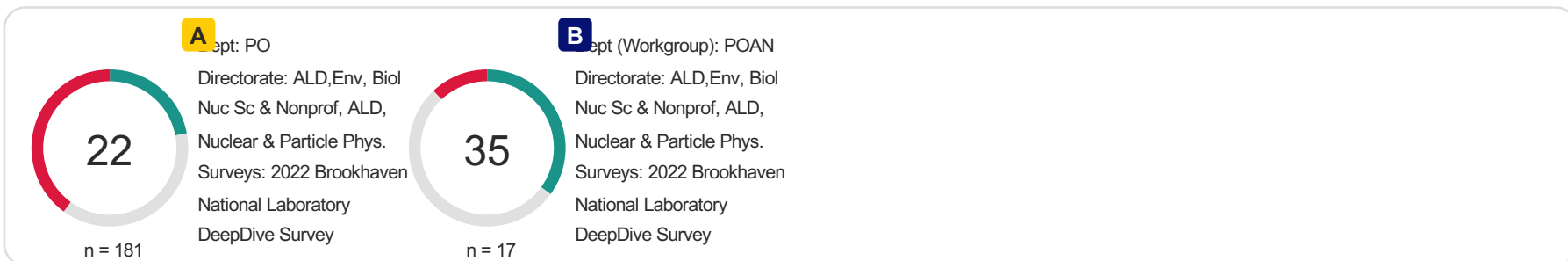
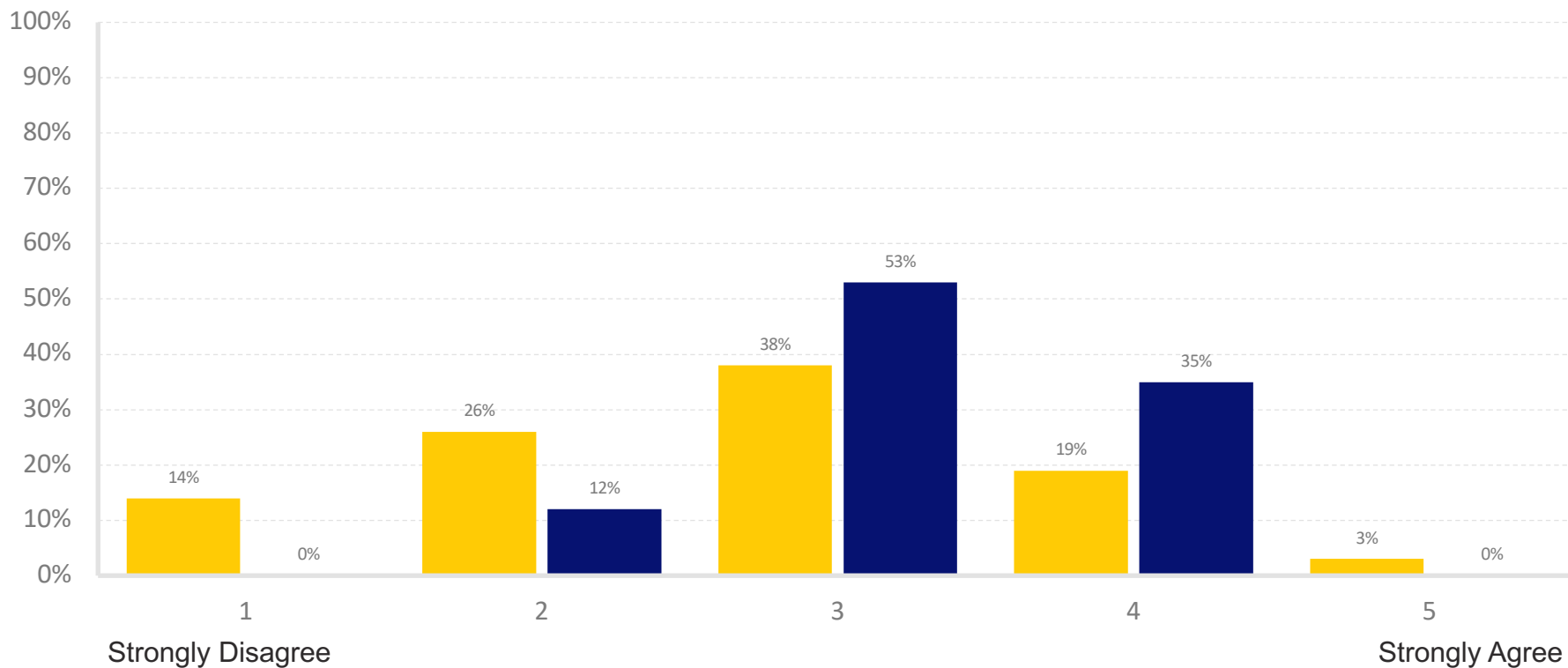
Efficiency & Agility



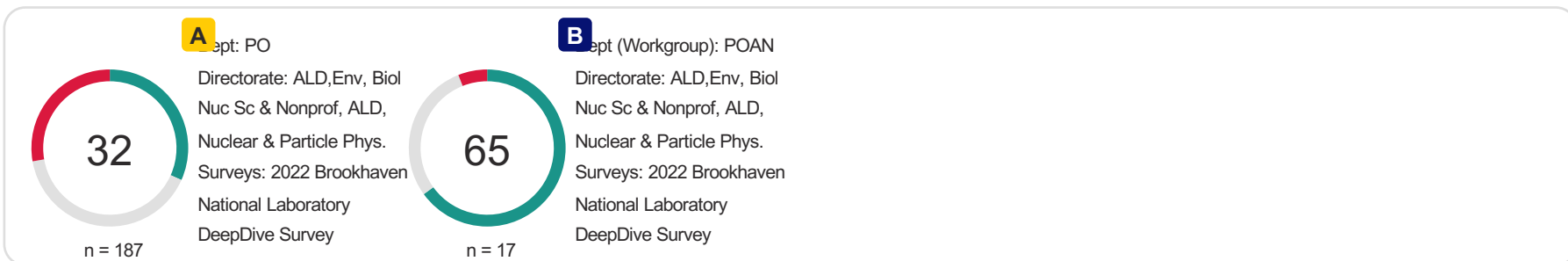
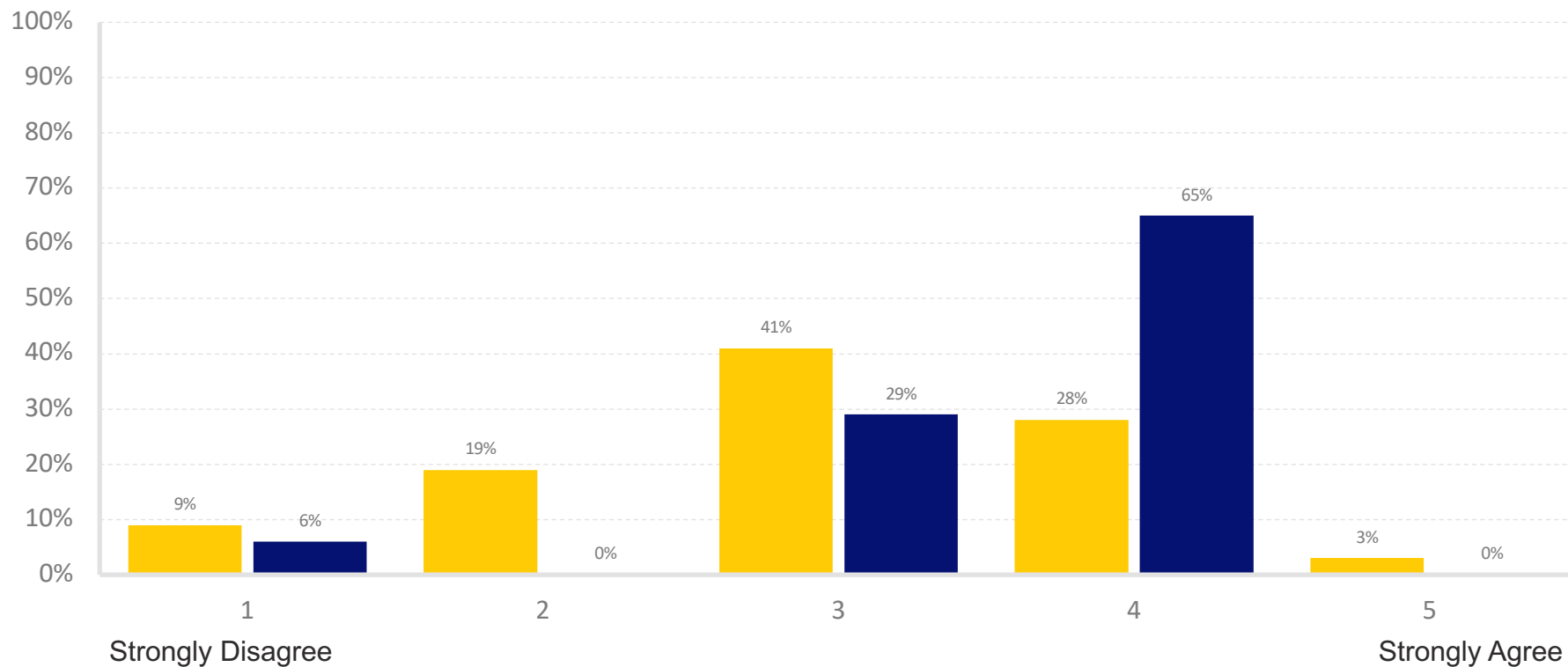
Efficiency & Agility



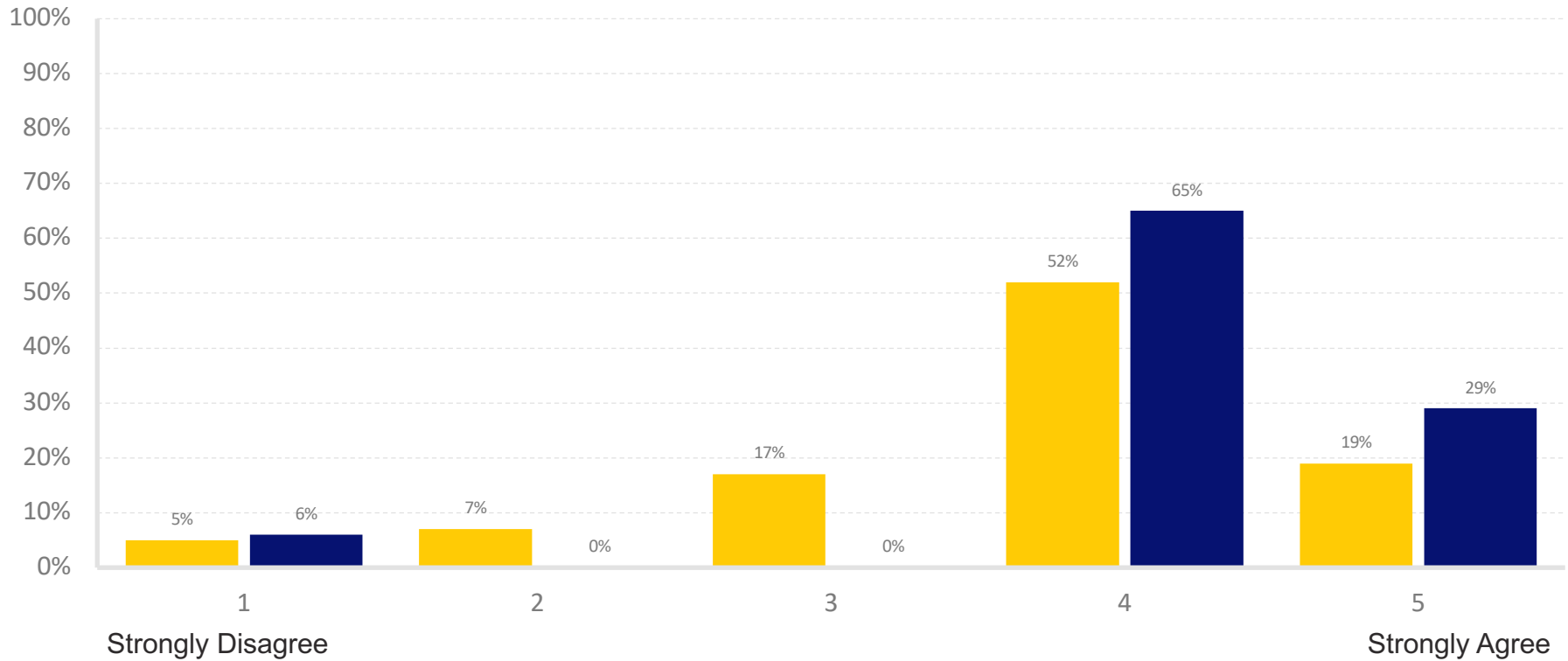
Efficiency & Agility



Efficiency & Agility



Efficiency & Agility



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

71

n = 187

B Dept (Workgroup): POAN

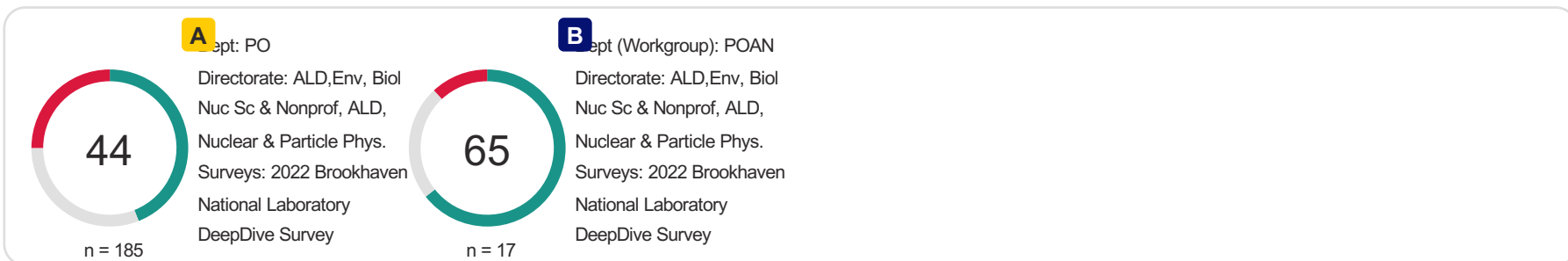
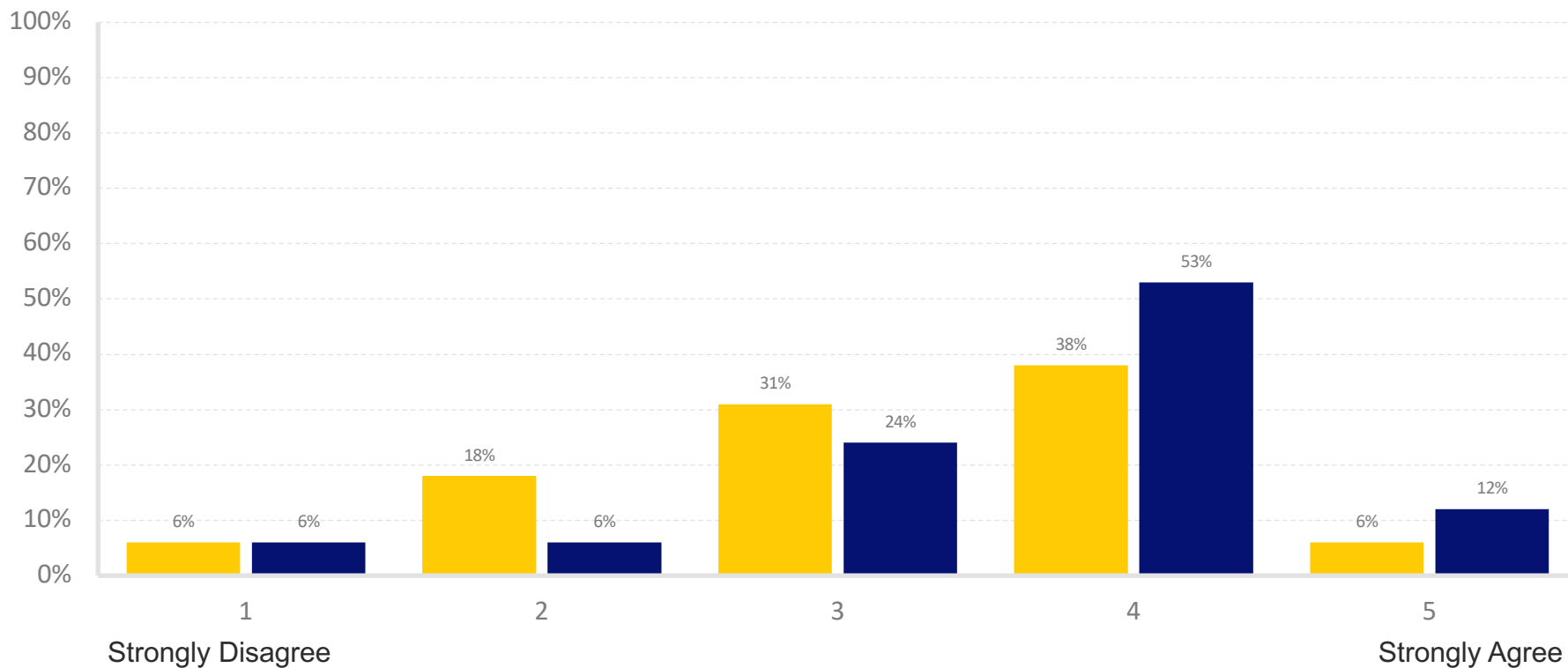
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

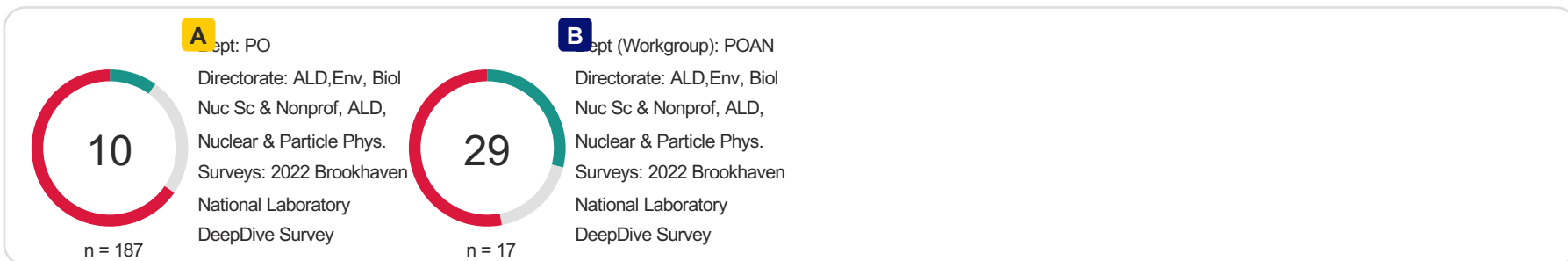
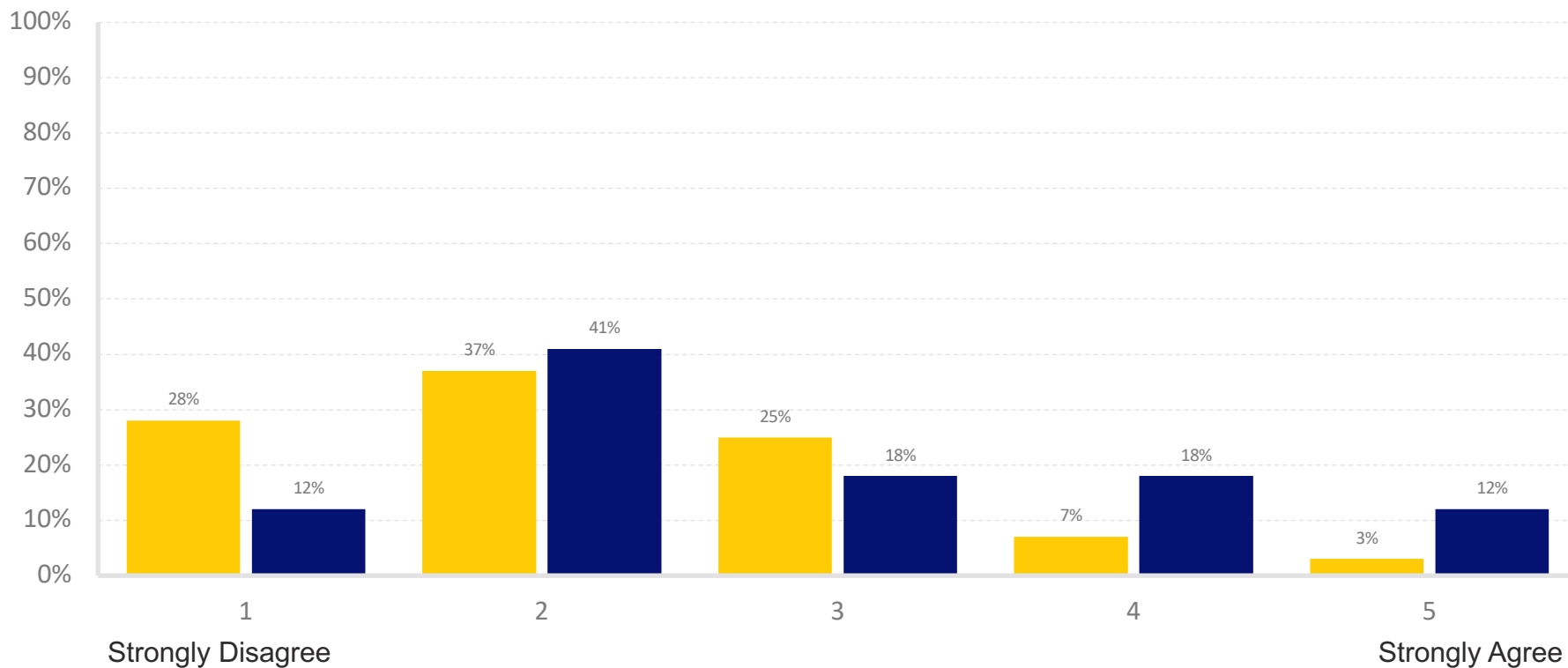
94

n = 17

Efficiency & Agility

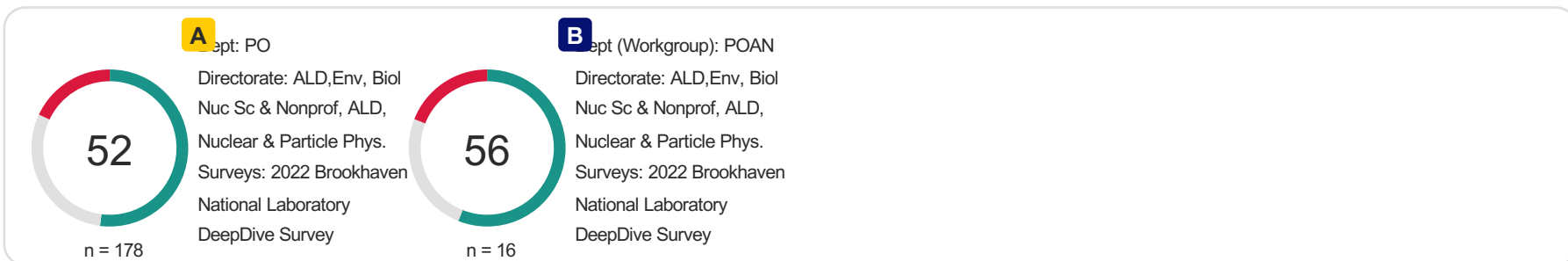
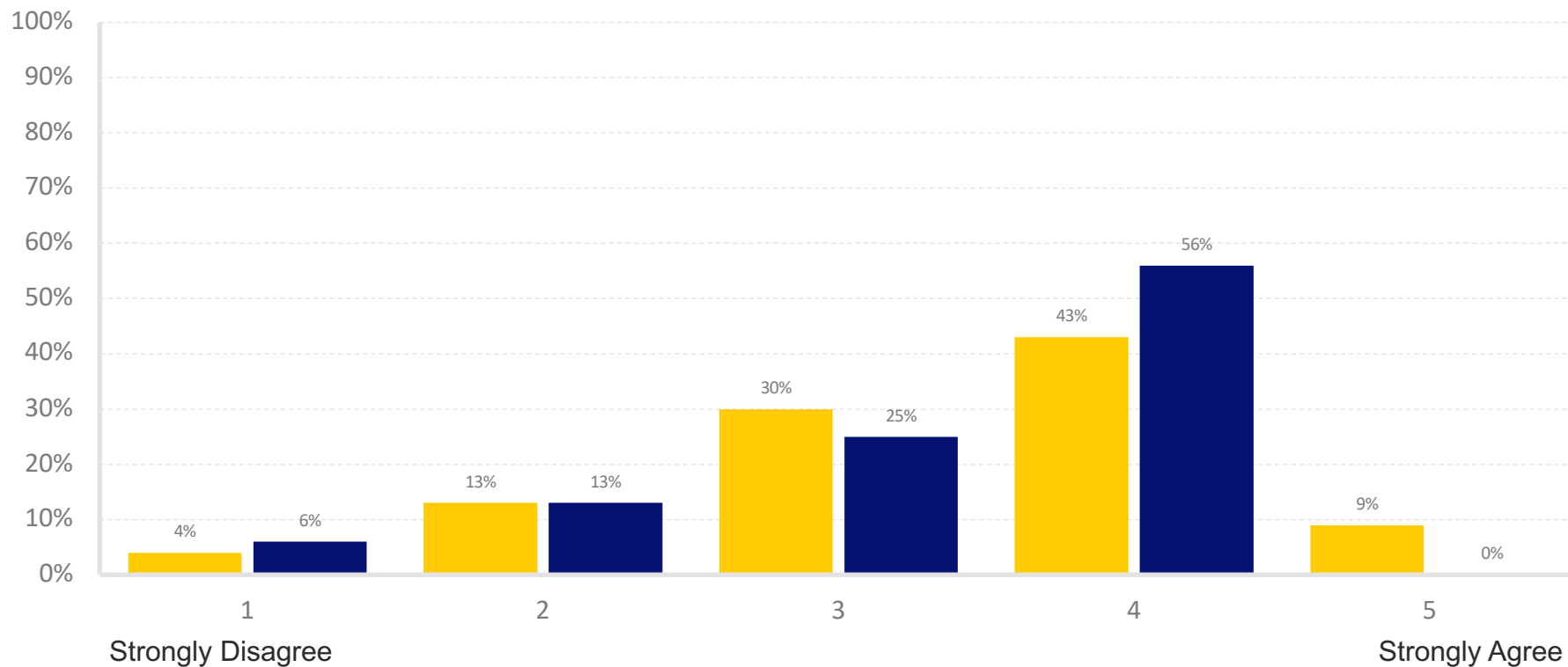


Efficiency & Agility

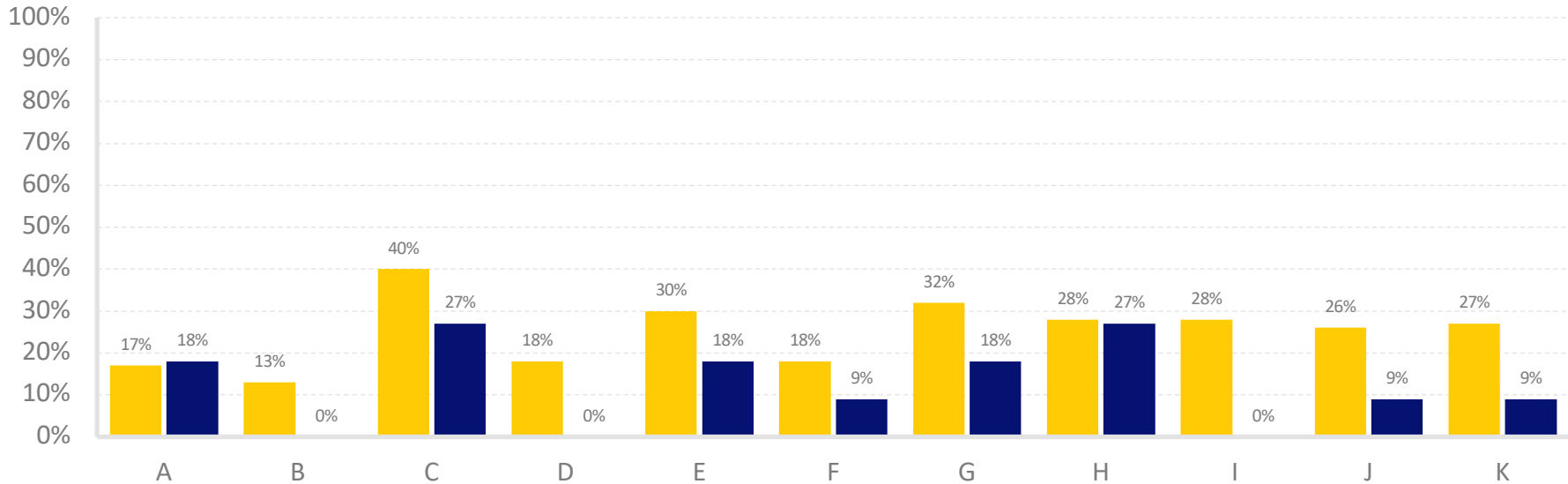


When I'm busier than usual, I am given clear direction on what tasks are most and least important.

Efficiency & Agility



Feedback on the September Pulse survey indicated that BNL has an opportunity to improve efficiency and agility. When your work group has trouble making needed changes or improvements, what are some of the most common reasons? (Check all that apply.)



- A. Team members don't think changes are necessary and are unwilling to take action
- B. The group has trouble agreeing on what changes will be most effective
- C. Plans to change are made without consulting employees who have the most relevant experience, knowledge, and expertise
- D. Changes are not anticipated early enough to fully plan for them
- E. Team members doubt BNL's commitment to certain changes and, therefore, wait and see
- F. Changes being implemented seem inconsistent with other BNL goals or priorities
- G. The benefits of changes are not clearly communicated
- H. Processes for changes are not defined or
- I. Employees do not have the tools, resources (including time) or equipment to successfully implement a change
- J. The changes have unanticipated consequences that have not been thought through in advance
- K. Regulatory or contractual requirements limit our ability to make the changes we'd like to make

C

n = 149

M

n = 11

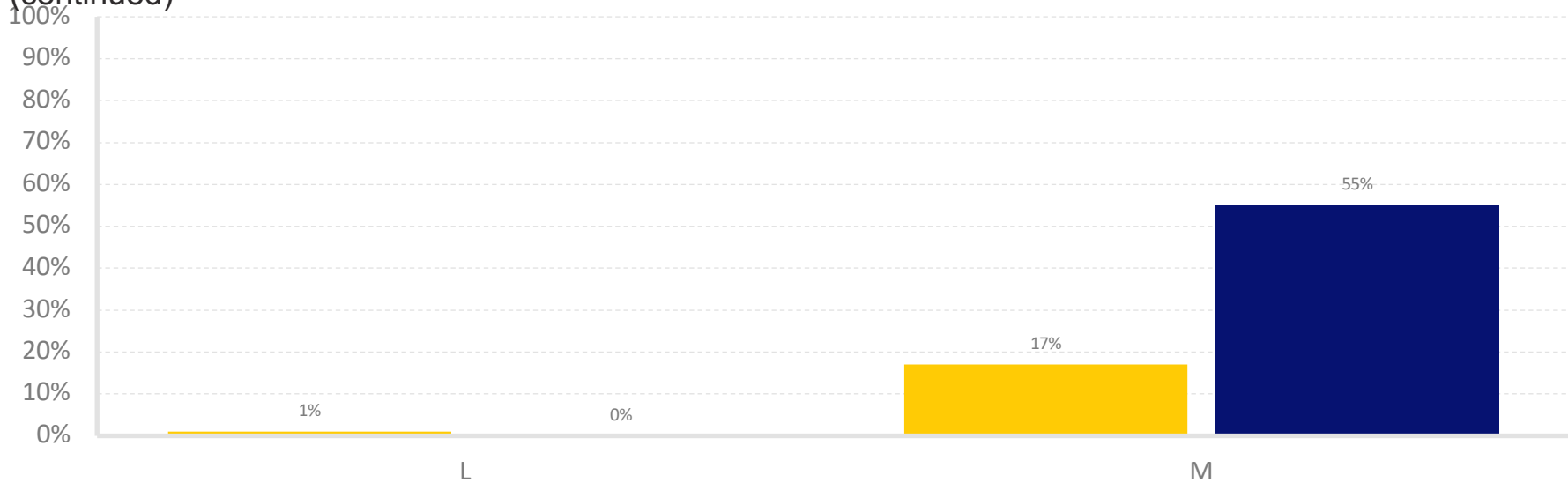
A not anticipated early enough to fully plan for them
 Dept: PO
 Directorate: ALD, Env, Biol
 Nuc Sc & Nonprof, ALD,
 Nuclear & Particle Phys.
 Surveys: 2022 Brookhaven
 National Laboratory
 DeepDive Survey

B communicated clearly, so employees don't know what to do and when
 Dept (Workgroup): POAN
 Directorate: ALD, Env, Biol
 Nuc Sc & Nonprof, ALD,
 Nuclear & Particle Phys.
 Surveys: 2022 Brookhaven
 National Laboratory
 DeepDive Survey

Feedback on the September Pulse survey indicated that BNL has an opportunity to improve efficiency and agility. When your work group has trouble making needed changes or improvements, what are some of the most common reasons? (Check all that apply.)



(continued)



- L. Other (please explain in the comment box below)
- M. None of the Above

A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 149

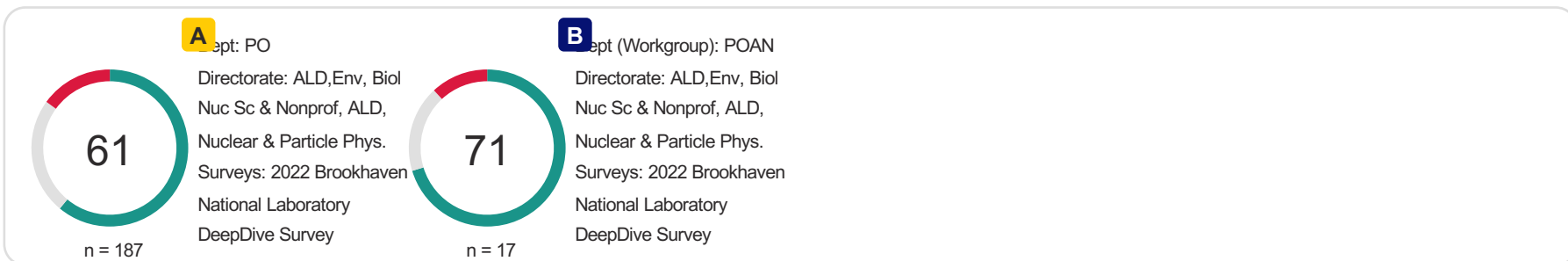
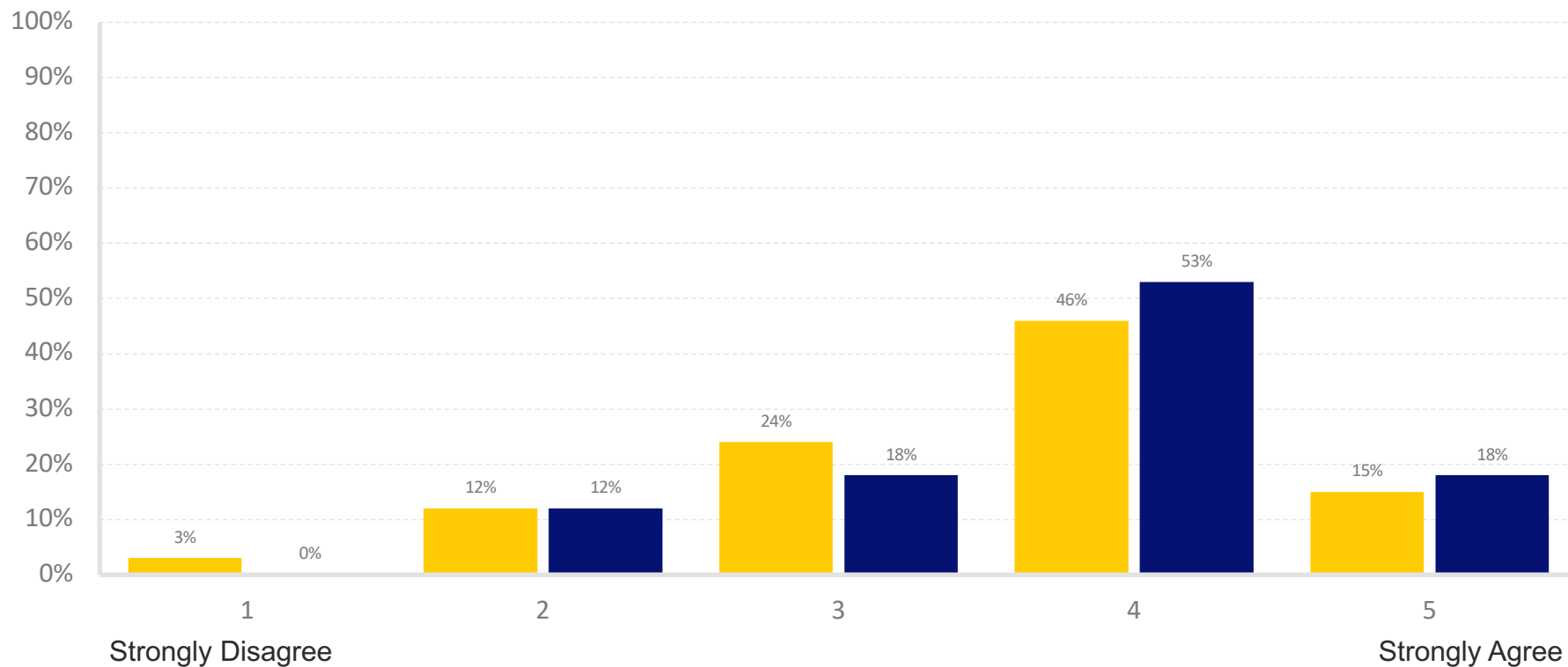
B Dept (Workgroup): POAN

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

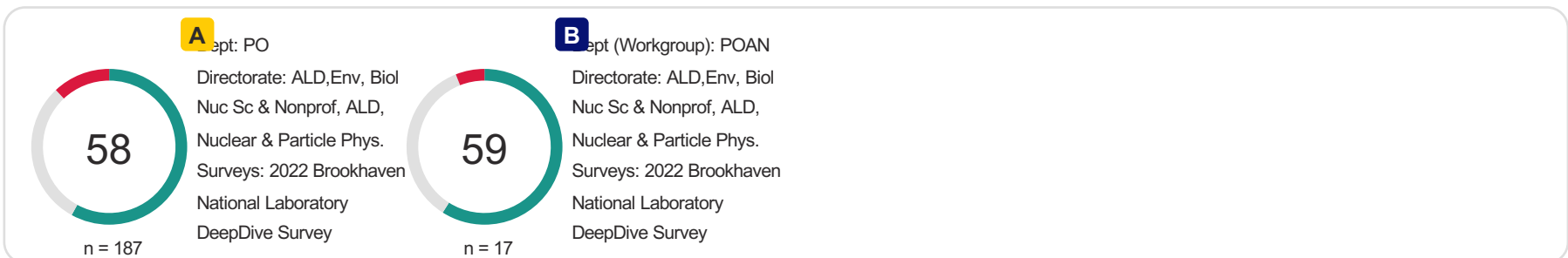
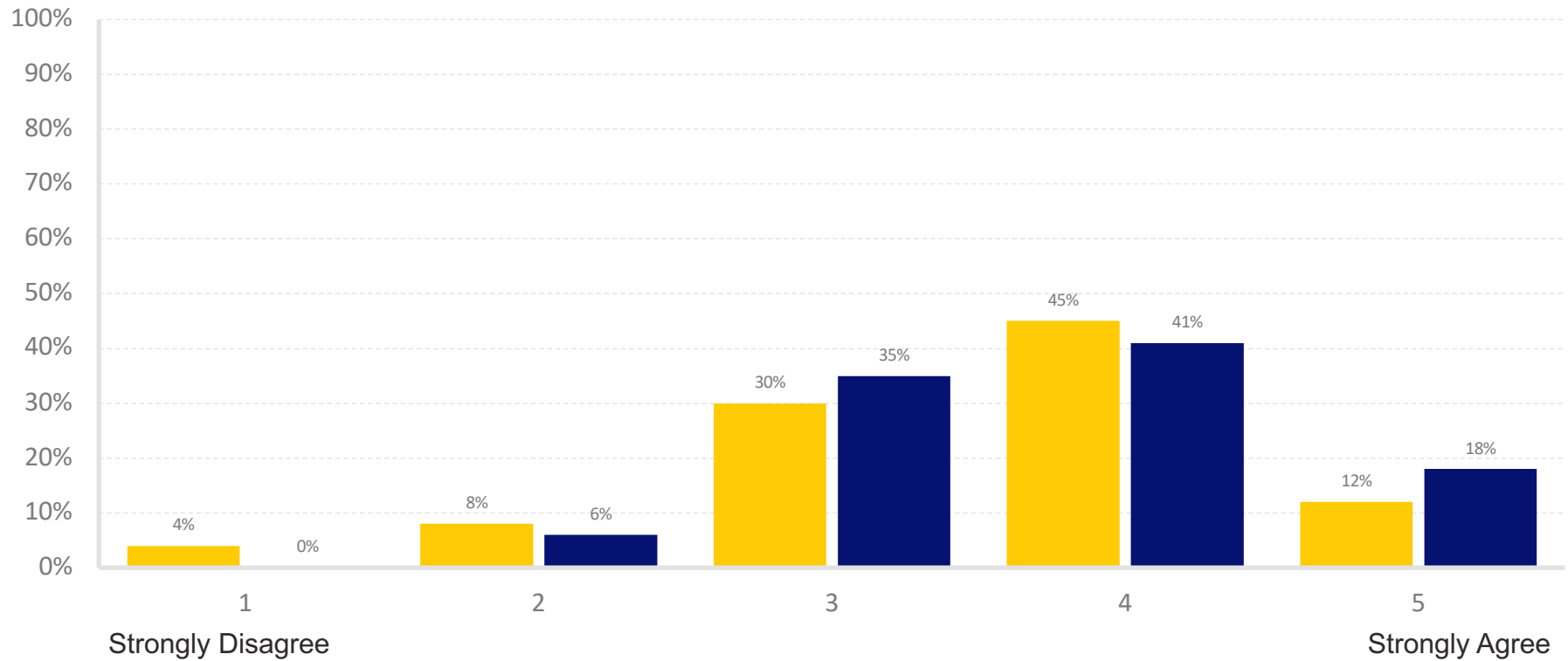
n = 11

Growth & Development



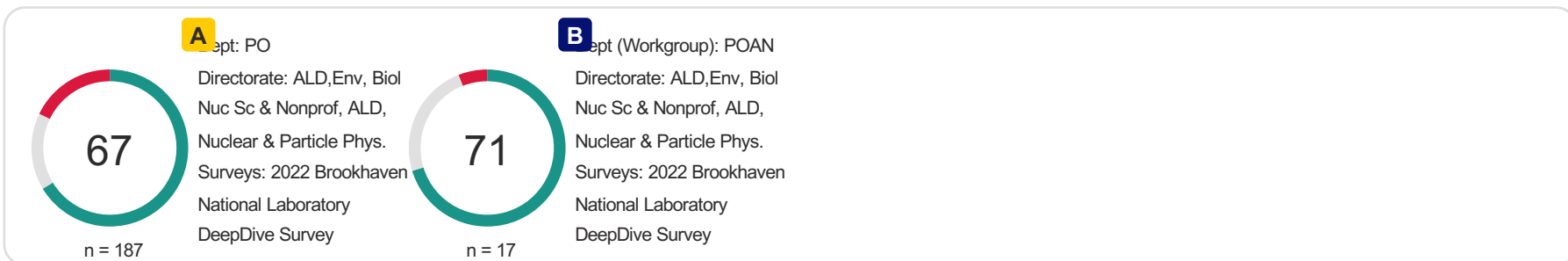
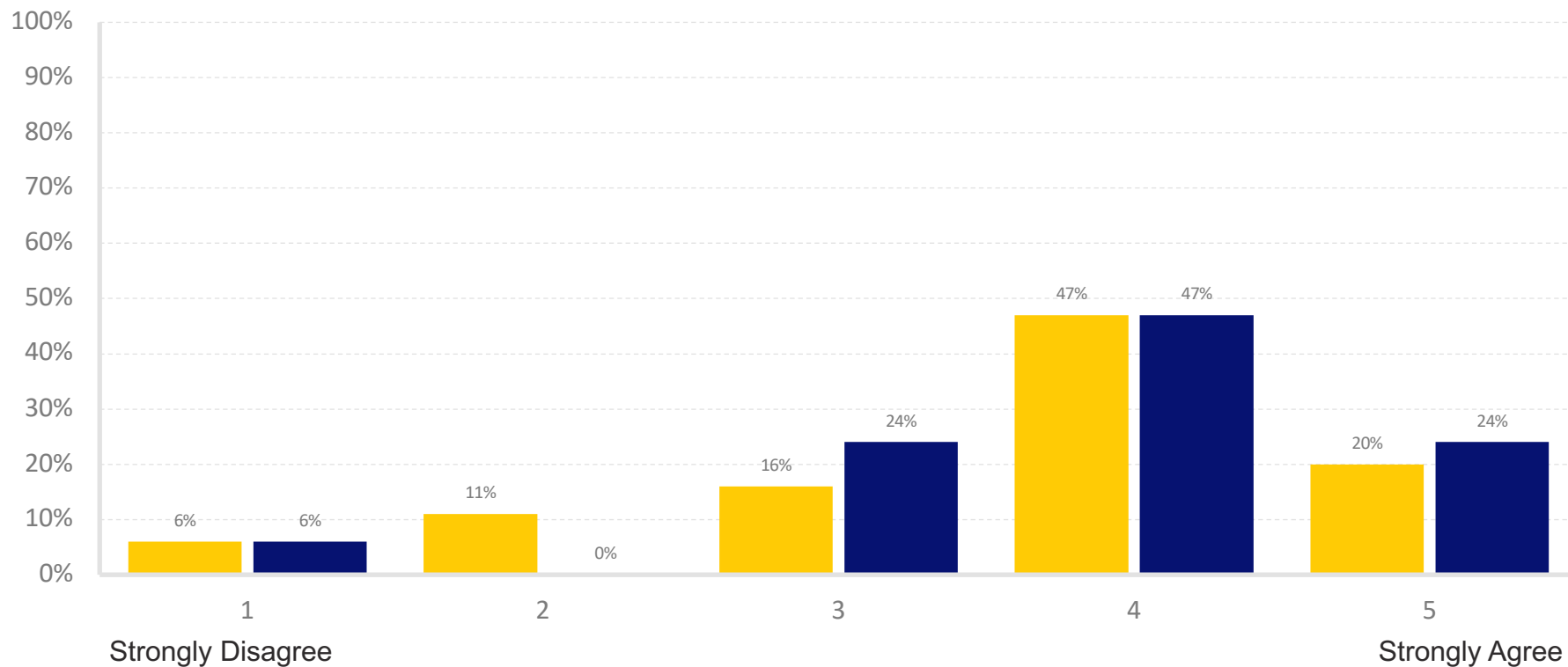
I receive ongoing feedback that helps me improve my performance.

Growth & Development

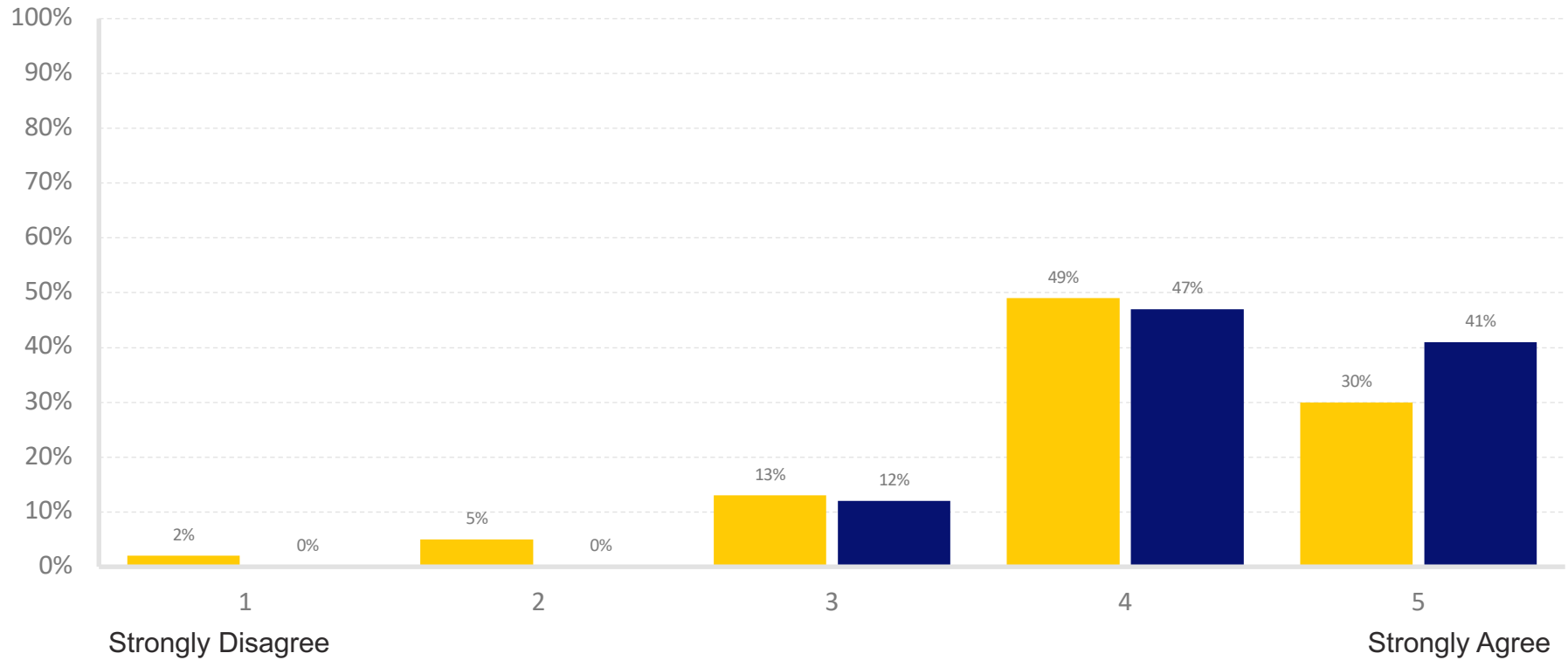


When I do an excellent job, my accomplishments are recognized.

Growth & Development



Growth & Development



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

79

n = 188

B Dept (Workgroup): POAN

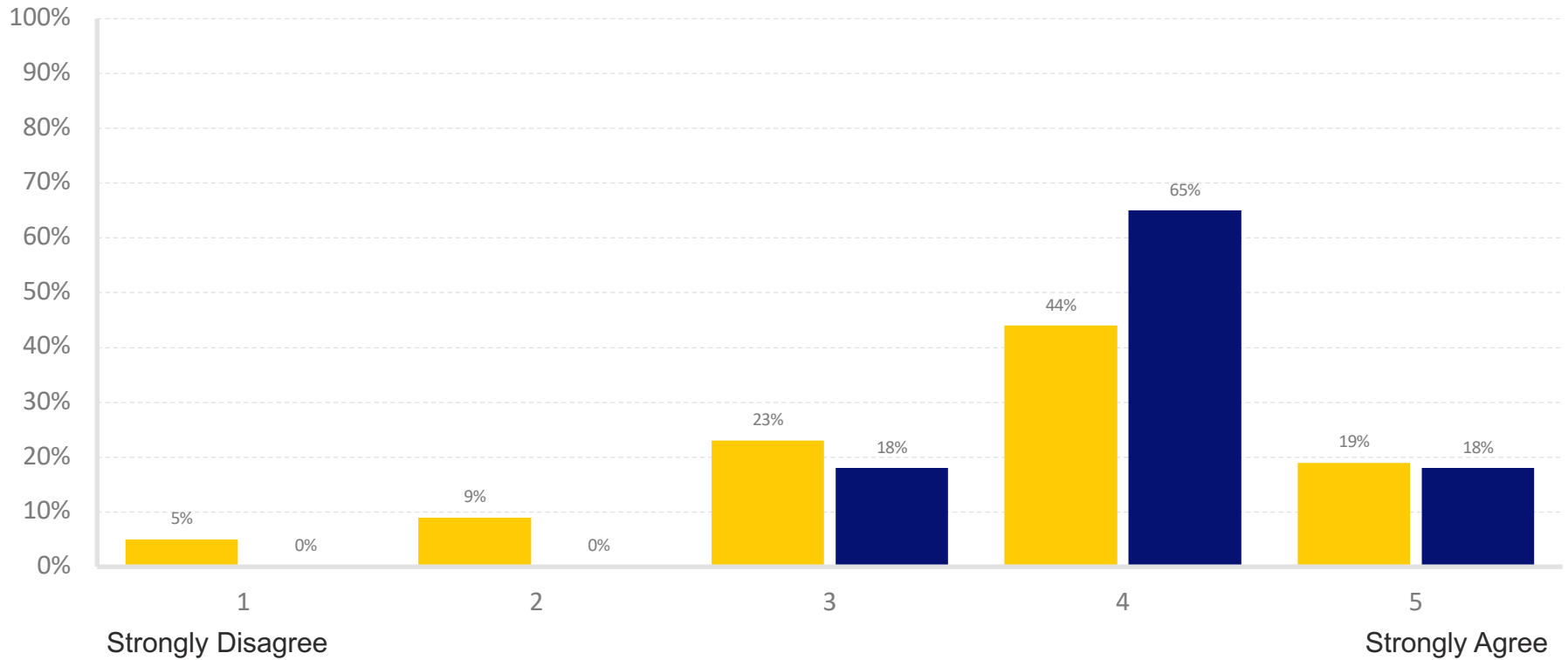
Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

88

n = 17

Engagement



A Dept: PO

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 187

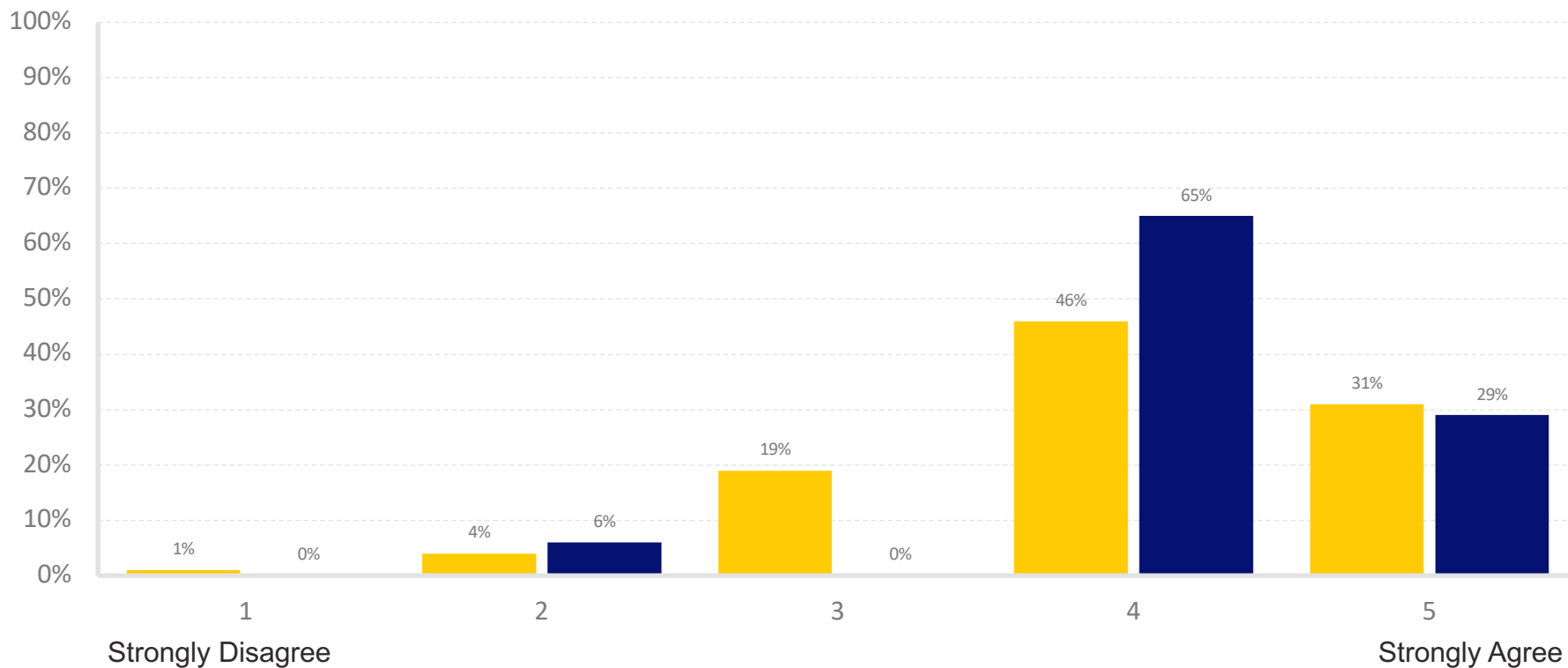
B Dept (Workgroup): POAN

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.

Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

n = 17

Engagement



A Dept: PO

77

n = 191

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

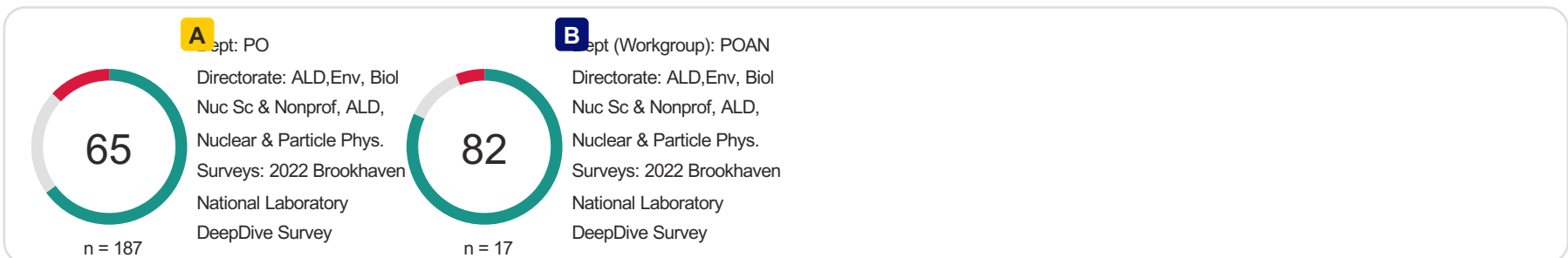
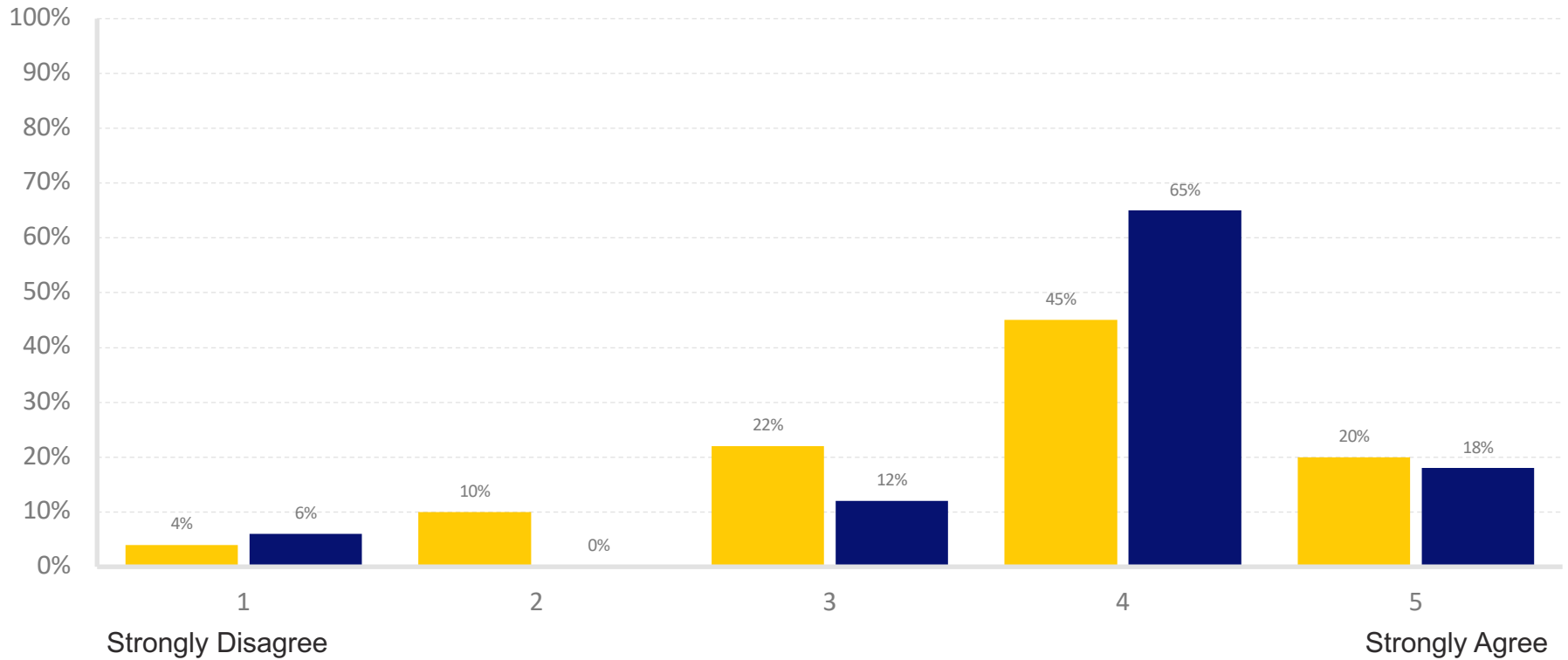
B Dept (Workgroup): POAN

94

n = 17

Directorate: ALD, Env, Biol
Nuc Sc & Nonprof, ALD,
Nuclear & Particle Phys.
Surveys: 2022 Brookhaven
National Laboratory
DeepDive Survey

Engagement



Engagement

