

OFFICE OF THE CHIEF HUMAN CAPITAL OFFICER
Performance-Based Culture Survey

Improving our performance-based culture and promoting the continuous development and growth of our employees is a top human capital priority for the Department. As many of you know, the Department volunteered last year to be a part of the Federal Government's Goals-Engagement-Accountability-Results (GEAR) Pilot Initiative. Participation in this pilot provides us with an excellent opportunity to enhance our current performance management programs and achieve an effective, sustainable performance-based culture.

In 2012, the Office of the Chief Human Capital Officer (OCHCO), administered a survey to establish a baseline for how employees felt the Department's performance management process was working. Follow-on focus groups were conducted to get a better understanding of the reasons behind the survey results. The survey and focus group results contributed to the implementation of the following changes to improve the overall performance process: 1) job aids such as the "Performance Counseling Checklist," "Progress Assessment Tool," and "Tips for Preventing Poor Performance;" 2) the DOE Supervisory Training Framework for all supervisors, managers, executives, and employees; and 3) systems that support monitoring of the Department's progress towards improving the performance-based culture of the Department.

It has been a year since we did the initial baseline survey. It is time to gauge where we are now at with performance management and what areas need our further attention by seeking your input. Please complete a very brief and anonymous online survey by May 10, 2013 available at:

<http://www.surveymethods.com/EndUser.aspx?93B7DBC296D3CFC390>.

Please note, this survey is completely voluntary, but your participation will aid the OCHCO in improving DOE management systems and processes. If you have any questions, please contact Ms. Lorrenda Buckner by e-mail at Lorrenda.Buckner@hq.doe.gov or by telephone at (202) 586-8451.