

Group 1 Members

- Joe Seger - Enterprise Information Deputy Chief
- Emily Fort - National Climate Adaptation Science Center Data, Communications, and IT Coordinator
- Paul Buono - New England WSC Administrative Officer
- Mindi Dalton - Program Coordinator - Water Availability and Use Science Program
- Ken Krauss - Research Ecologist, Wetland and Aquatic Research Center
- Mike McHale – New York WSC Supervisory Research Hydrologist

Evaluating and Maintaining the Health of the Workforce in a Stressful Budget Environment

ELT Champion: Craig Robinson, Associate Director Office of Scientific Quality and Integrity

Sponsor: Eleanour Snow, National Youth and Education in Science Program Manager, OSQI

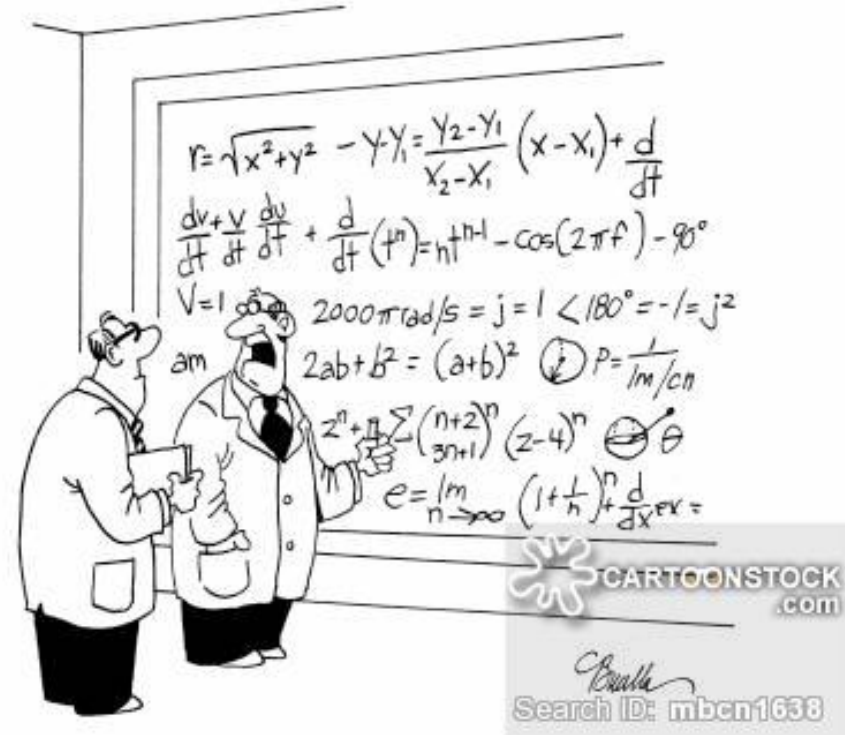
Coach: Randy Orndorff, Research Geologist

Original Issue/Challenges

- How can we better support one another?
- How can we be proactive and address these stressors before they become problems?
- How can supervisors be aware of these stressors and discern challenging (but appropriate) work expectations?
- How do we identify and hire the best talent in emerging science areas?
- How do we make sure they want to stay and build a career here?

Points & Evidence

- How is workforce health defined?
- Is workforce health really a problem? Perception of ELT members may be biased. FEVS scores don't reflect employee satisfaction changing.
- Always stressors - like budget - outside of our control, what can we control?
- Issue at heart is that, in general, employees feel that they have limited influence over work environment



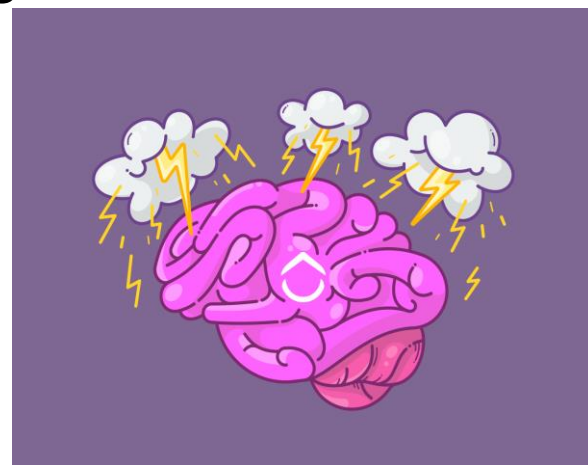
"It's a government funded study to find out how many wrongs make a right."

Employee Empowerment at the Center Level

How did we get here?

Tools & Process

- ZIZO - Scale matters
- Polarities - Individual vs Organizational, Present vs Future
- Thinking Hats - only 1 matters
- Brainstorming - idea generation
- Converging Grids - refined brainstorming into themes
- 5 Hows and a Wow (aka, 5 Why's and a How) - hard to get started but helped hone in on employee empowerment
- Whack Pack - stress relief
- Word Cloud

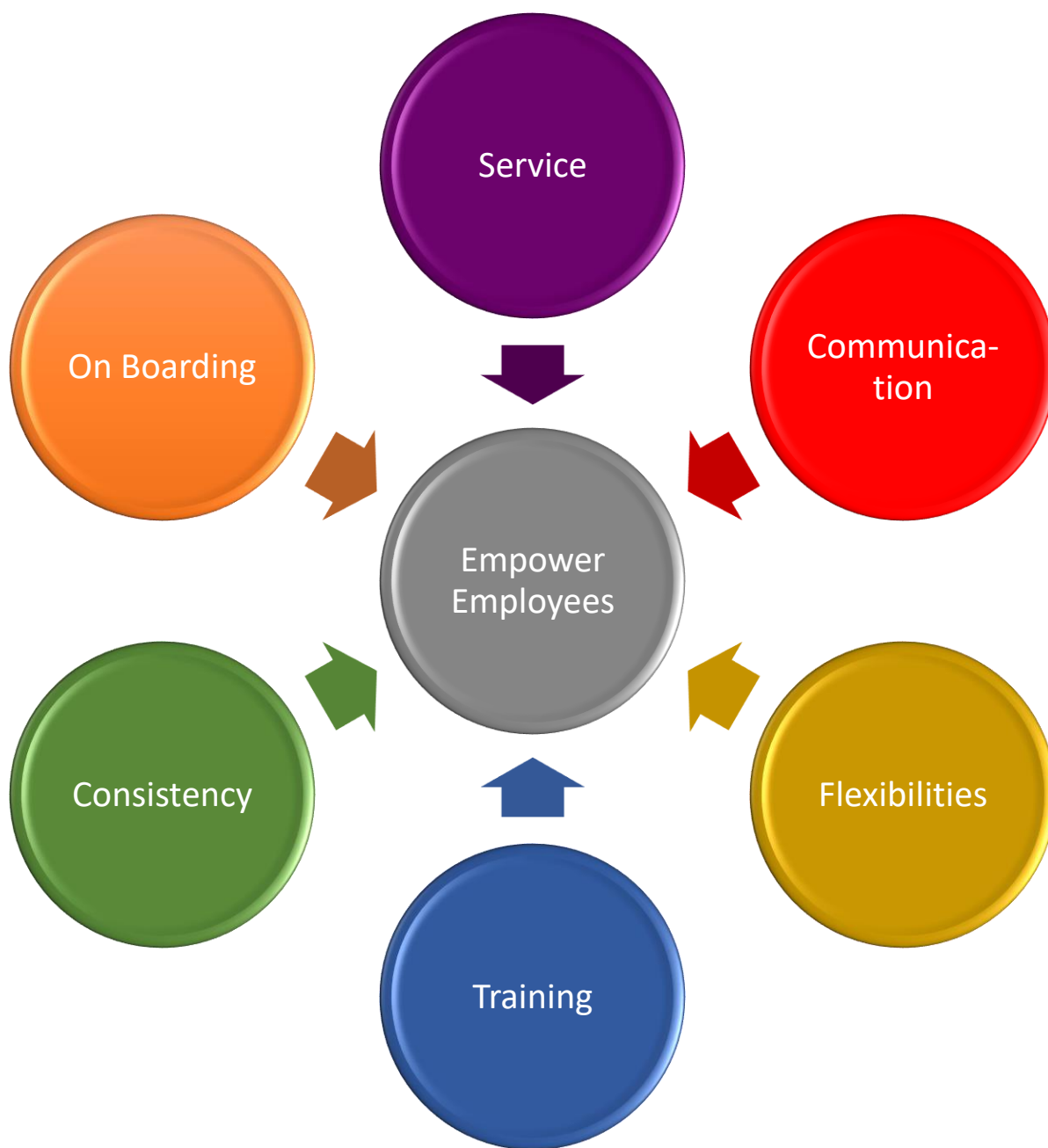


Charge was a Paradigm Shift

- Are we looking for a big initiative?
- Are we looking for new tool development?
- Are we looking for a new policy?
- What is our paradigm shift?

Scale is the Paradigm Shift

Solutions



Recommendations

- On boarding video
- Fellowship Program for Career Development Opportunities
- Business training for Center Directors
- People skills training for Center managers and supervisors
- Consistent policy on promotion at Center level
- Consistent policy on performance review at Center level

IMAGINE

- Employees involved in all aspects of a Center
- New employees understanding the Bureau and their role within it
- Employees engaged in service

Imagine the possibilities of a fully engaged workforce