

**Goddard Space Flight Center
2007 IDP Survey Results
Year 4 of 4**

IDP Survey: Implementation

In accordance with the class action Settlement Agreement, the FY07 IDP was designed to obtain candid views from GSFC Civil Servant employees on the IDP process, including whether:

- The supervisor has offered and provided a full and fair opportunity to establish an IDP to the employee.
- The process was interactive and the supervisor provided information and guidance about opportunities available and appropriate to serve the employee's career objectives; and
- To what extent opportunities and job assignments were available that were consistent with the provisions of the IDP

The Center has conducted this survey annually since 2004.

For the 2007 Survey,

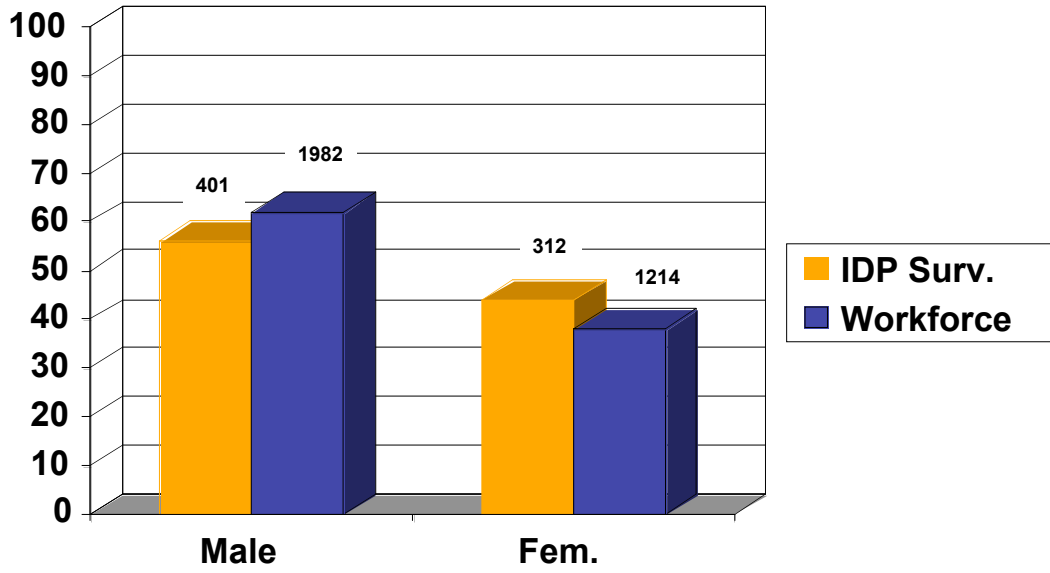
- The Survey was open between March 13 through April 6, 2007
- The Survey was available electronically only
- The Survey contained questions 4 supervisory, 12 employee
- The Survey was distributed to 3,196 full and part-time civil servants
- 713 responded by 4/6/06 =>Response rate of 22.3%

Aggregated Results

Comparison of IDP Survey Sample Demographics With GSFC Workforce

N = 713 (Survey)
N = 3196 (Workforce)

Gender

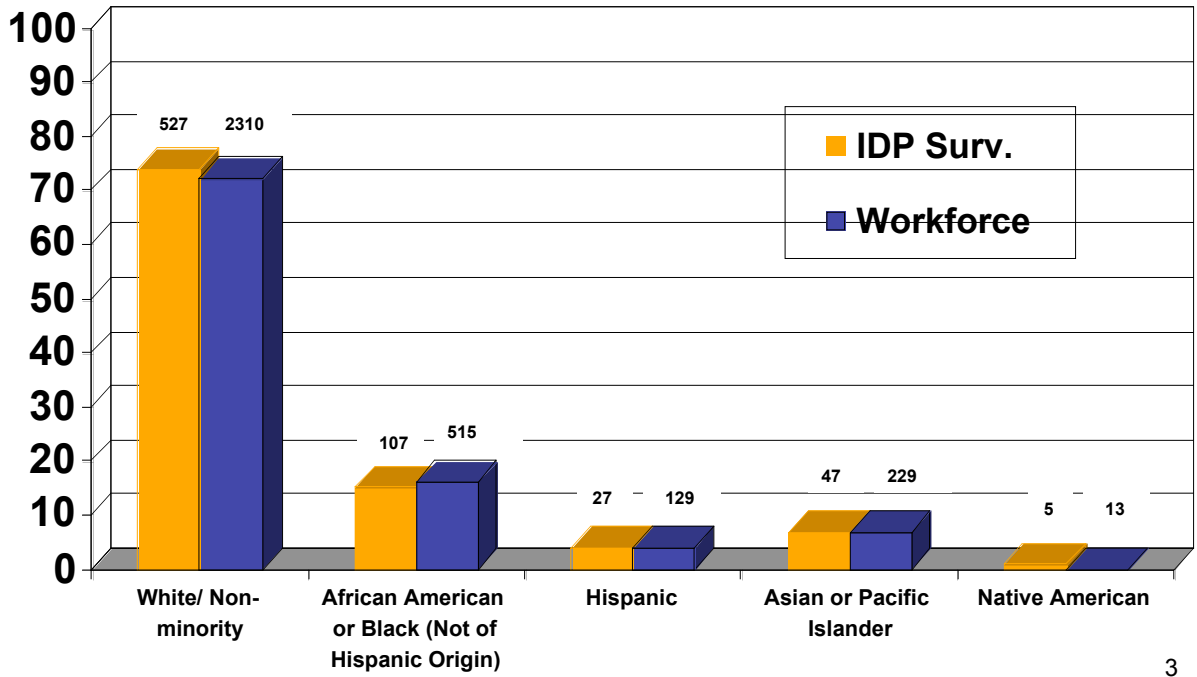


Comparison of IDP Survey Sample Demographics With GSFC Workforce

N = 713 (Survey)

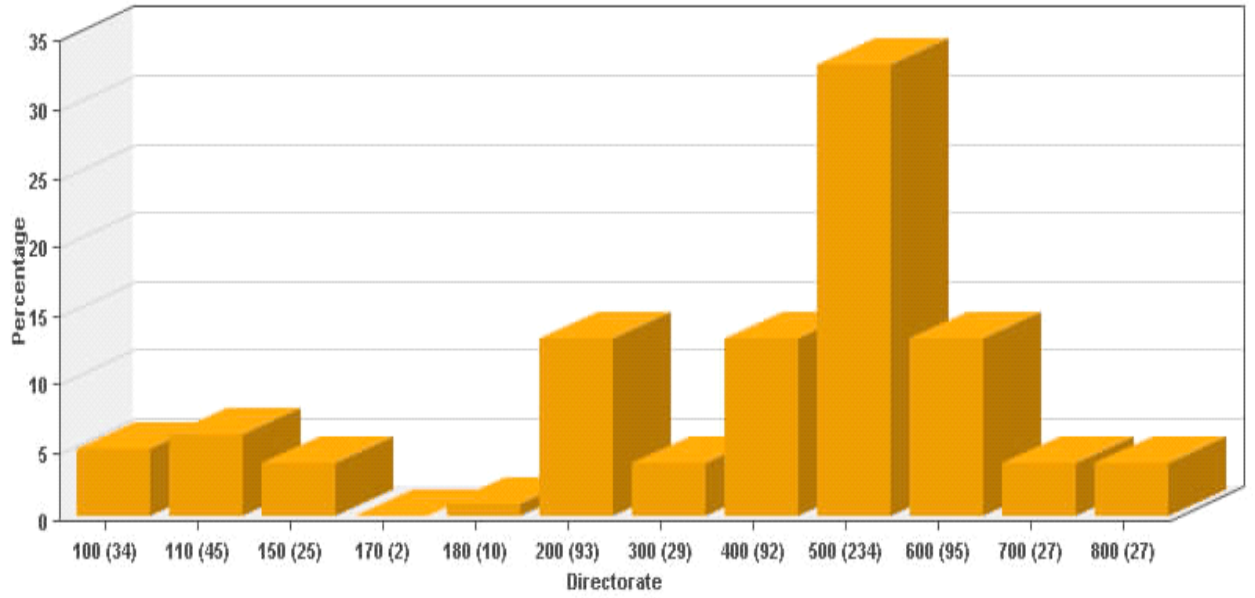
N = 3196 (Workforce)

Race/Ethnicity



IDP Survey Sample Demographics
N = 713

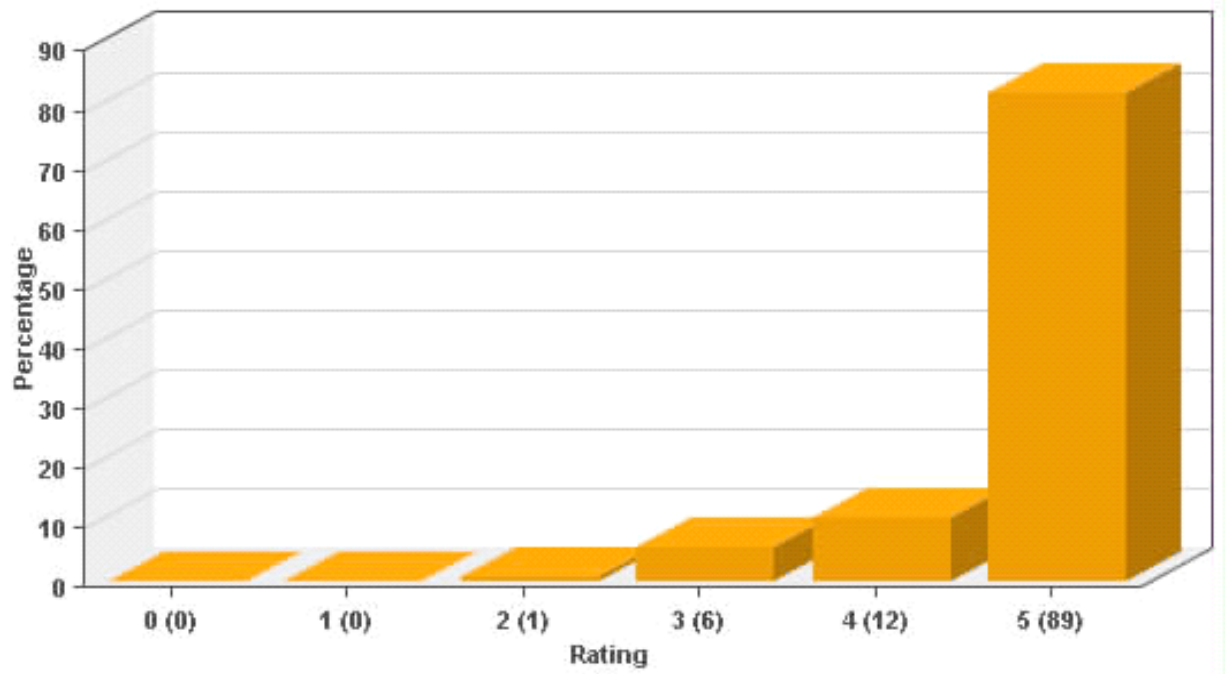
Directorate Breakout.



Code All

N = 108

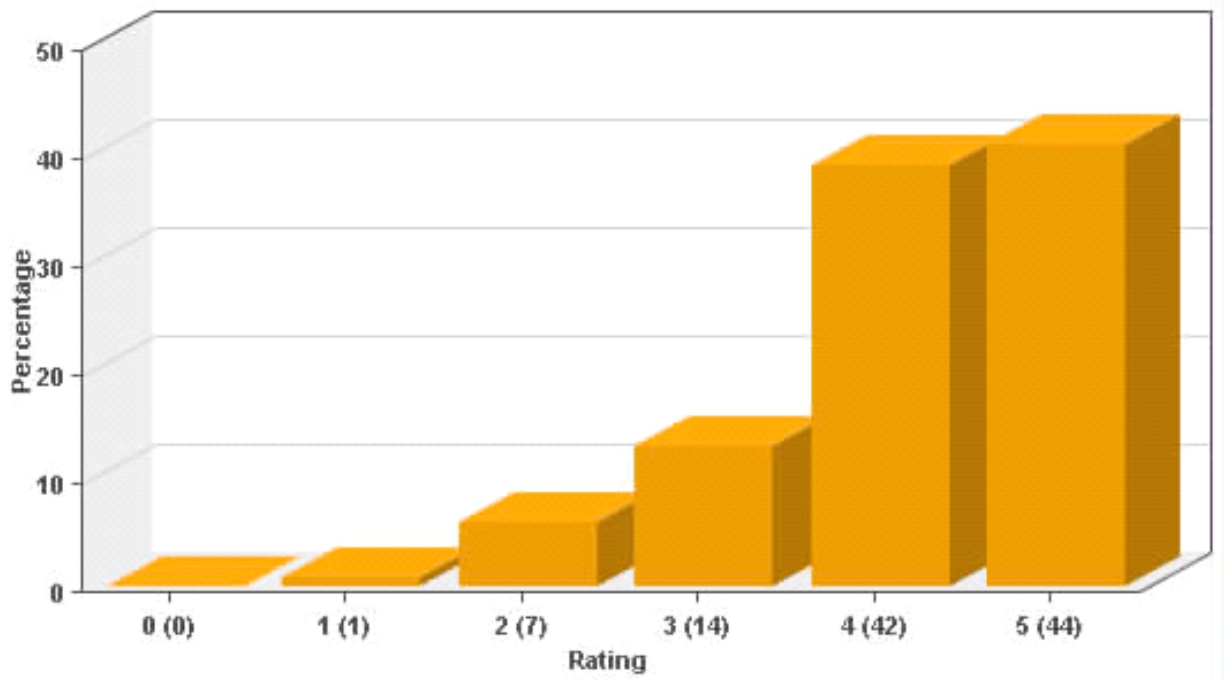
I am Knowledgeable about how the IDP process can be useful for employees.



Code All

N = 108

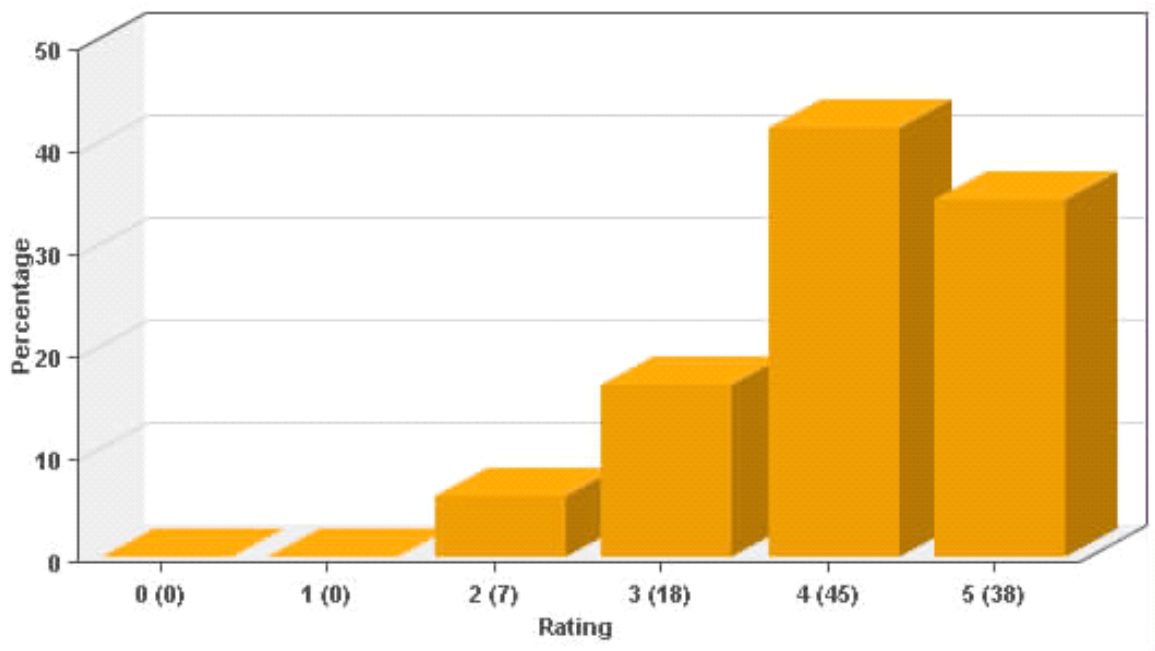
I am able to coach employees through the IDP process.



Code All

N = 108

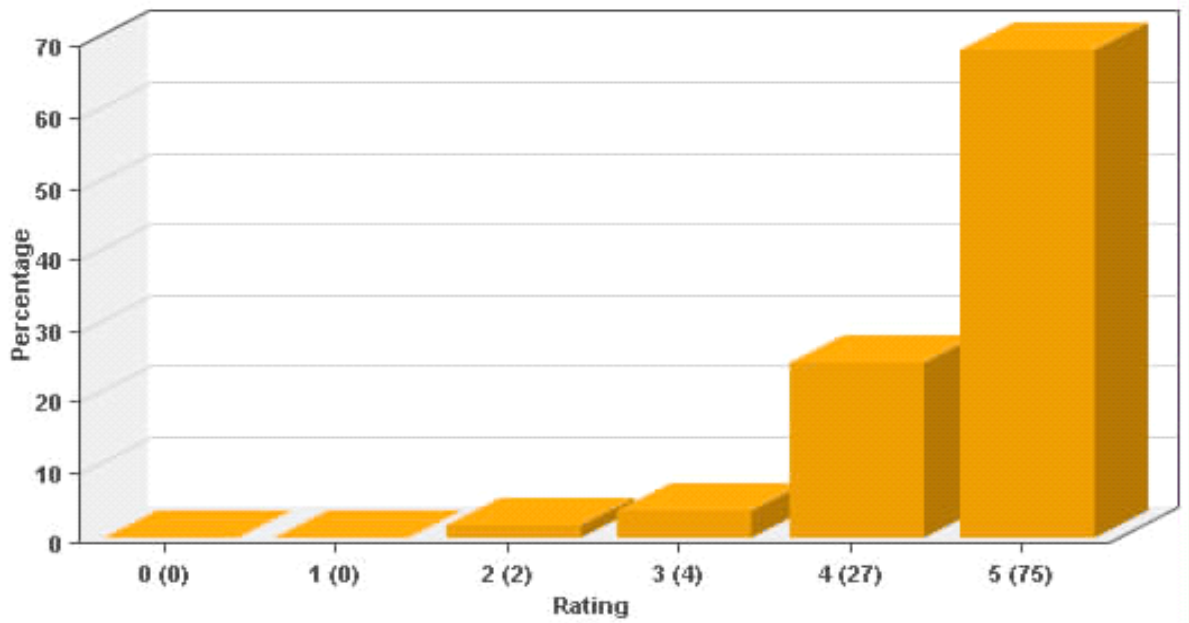
I am skilled at helping employees develop their IDP.



Code All

N = 108

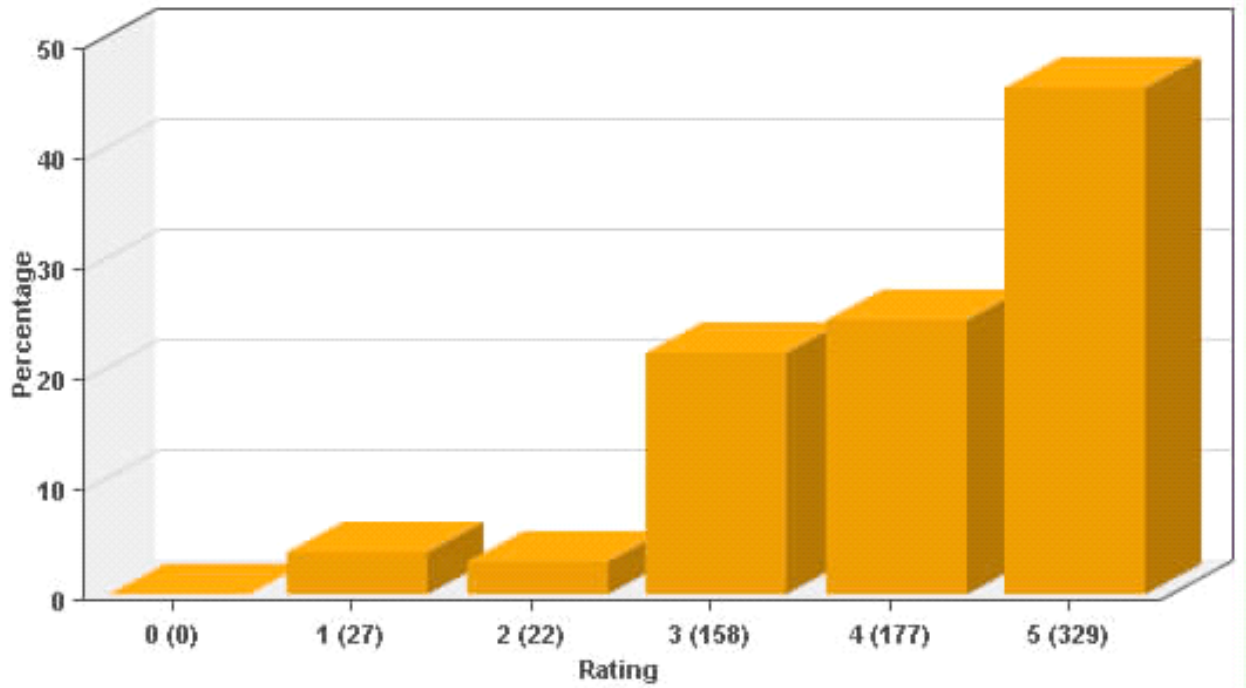
I openly share information about Training and Development opportunities with all of my employees.



Code All

N = 713

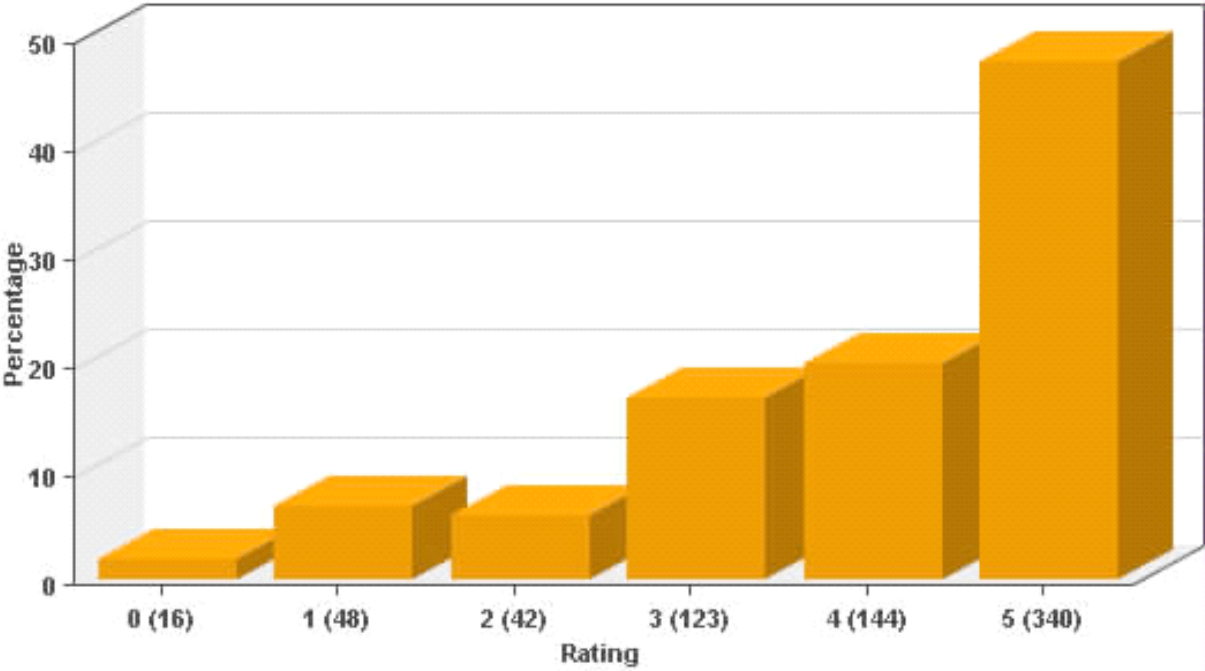
I am knowledgeable about the Individual Development Plan (IDP) process.



Code All

N = 713

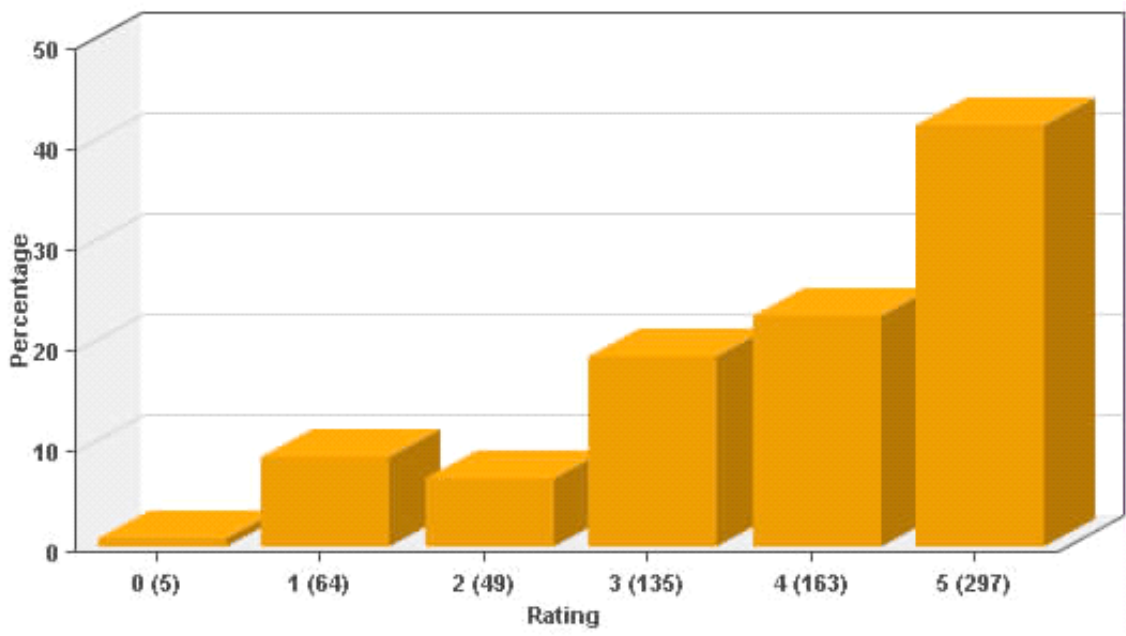
I know where to obtain the IDP form.



Code All

N = 713

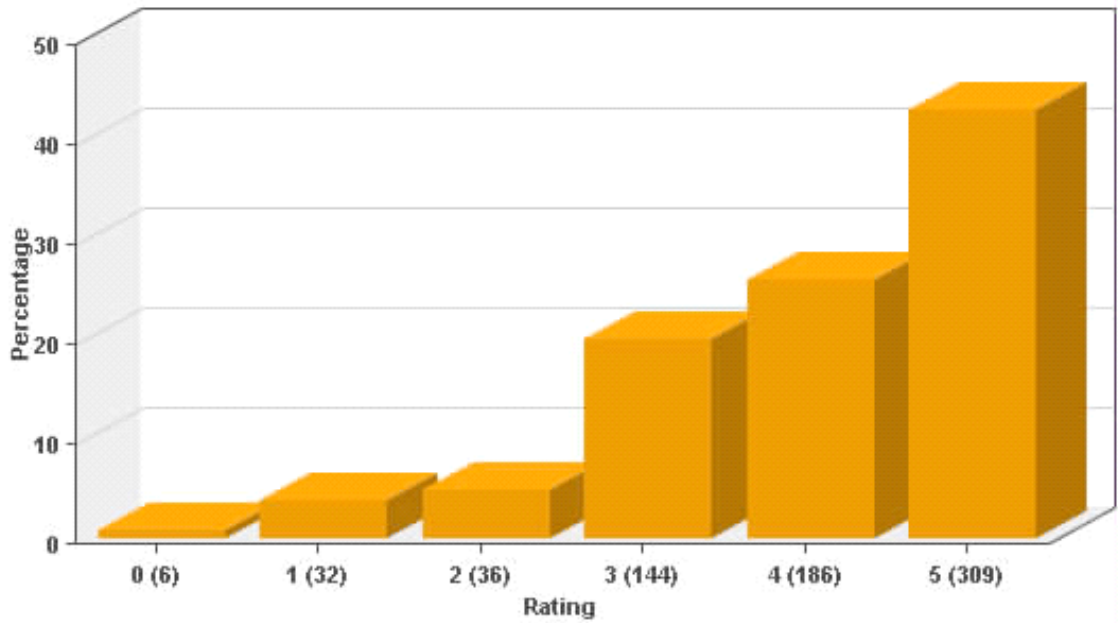
I know how to complete an IDP.



Code All

N = 713

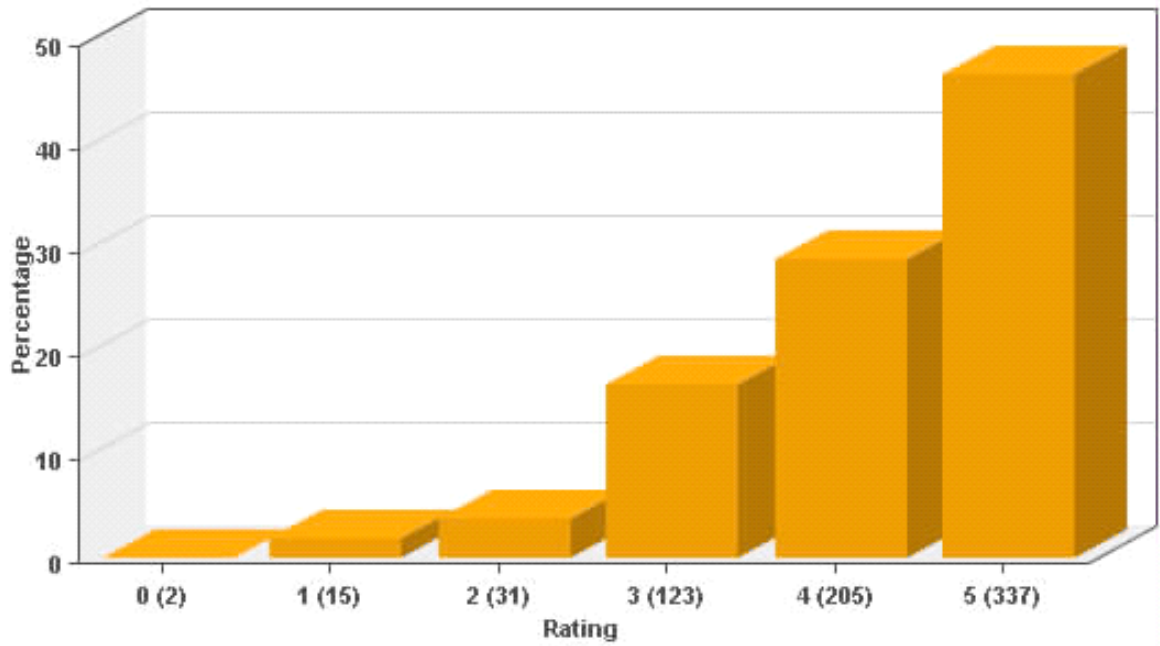
I am Knowledgeable about resources (training, workshops, web -based tools, Career Coaches) available at GSFC to explain the IDP process.



Code All

N = 713

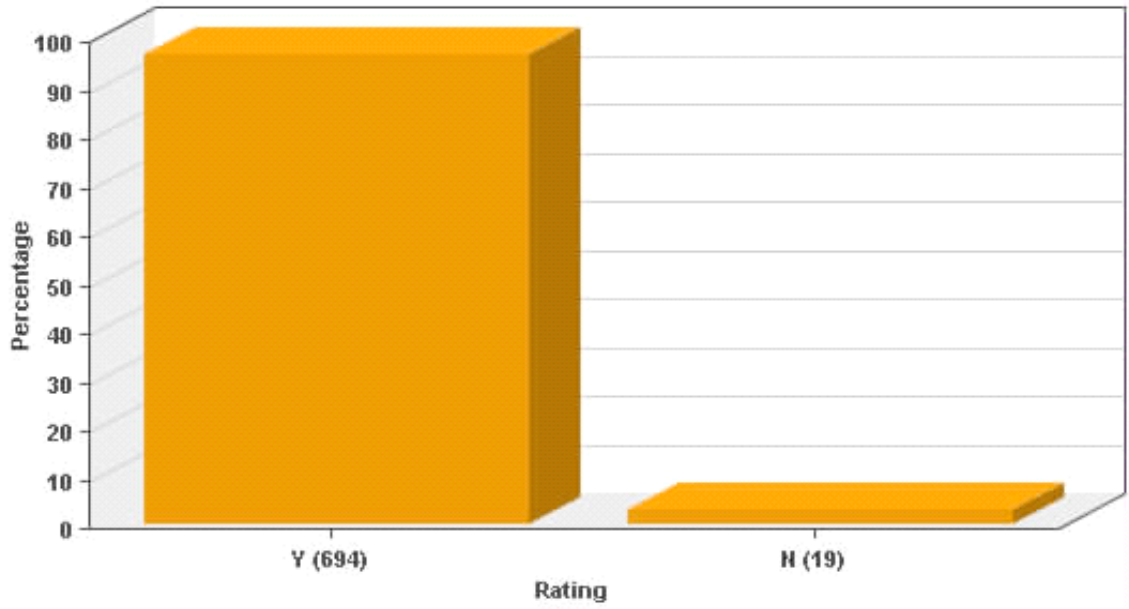
I am Knowledgeable about training and Development opportunities available to me.



Code All

N = 713

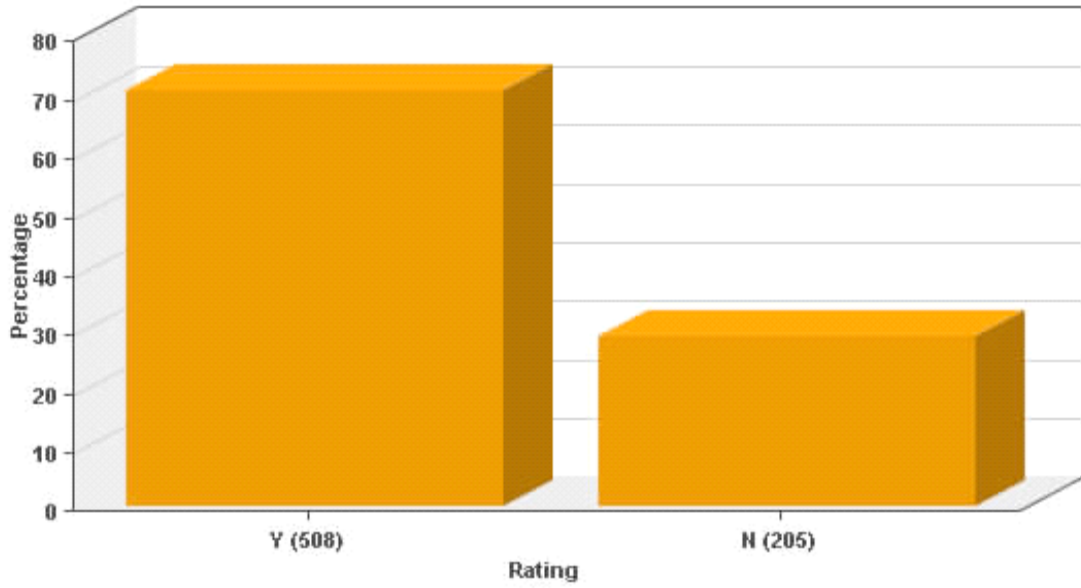
My Supervisor has offered and provided me a full and fair opportunity to establish an IDP within the last 12 months.



Code All

N = 713

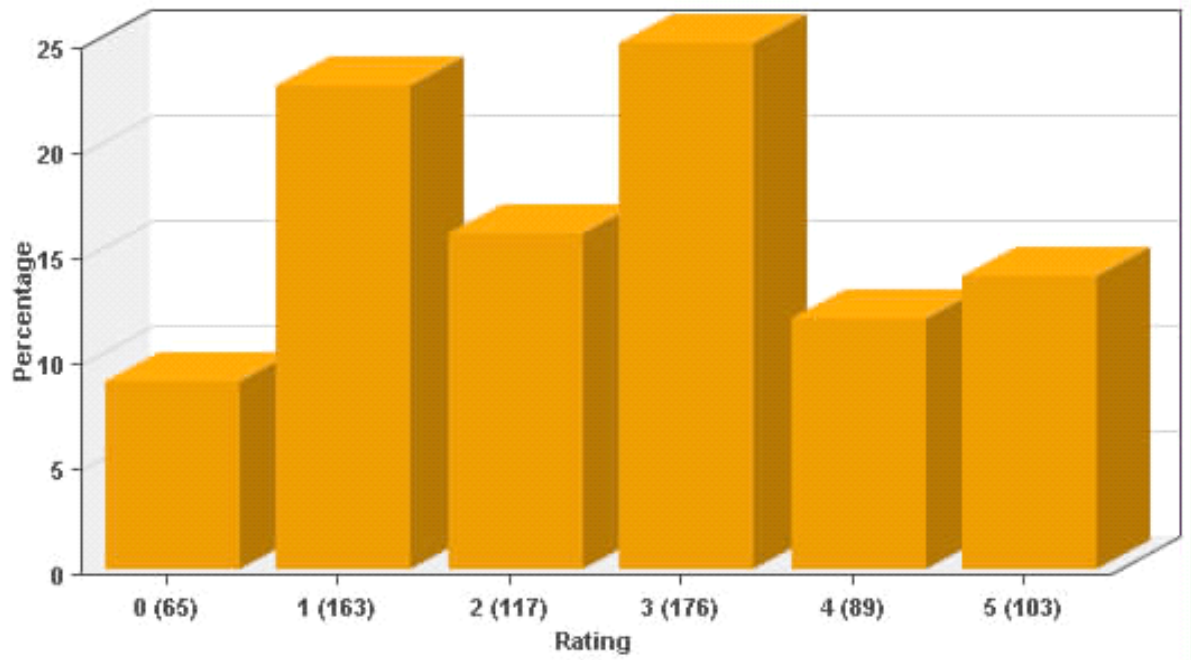
I successfully use (or have used) an IDP to plan for my professional training and development for my current position.



Code All

N = 713

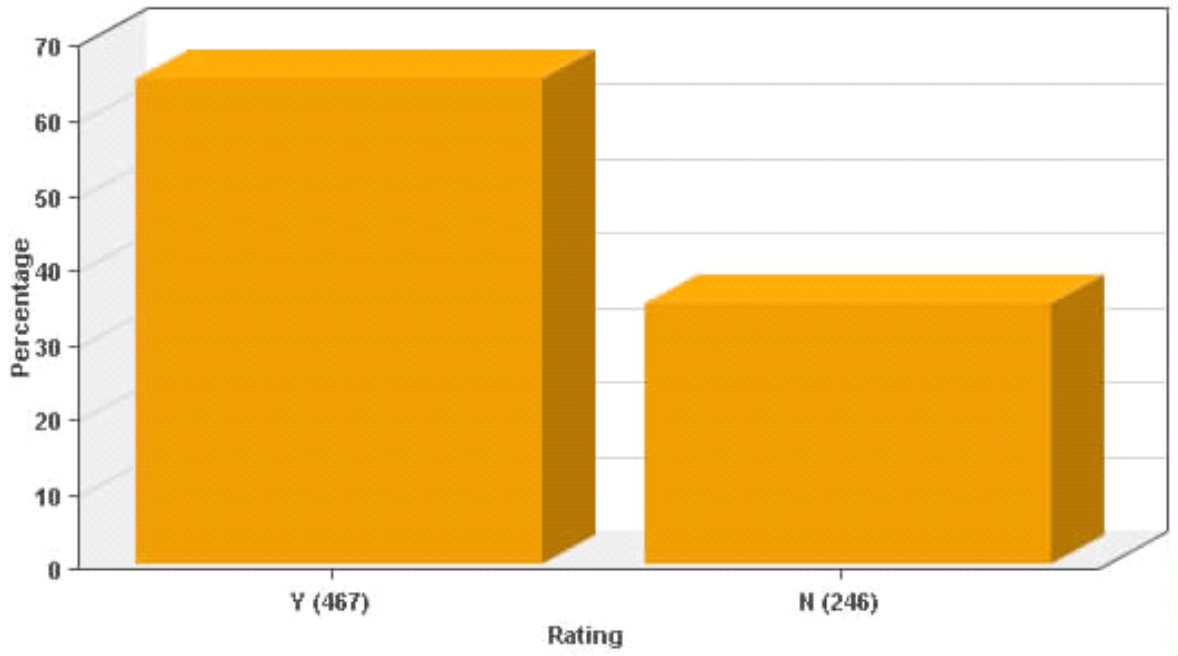
The IDP is useful to me in planning and implementing my career development.



Code All

N = 713

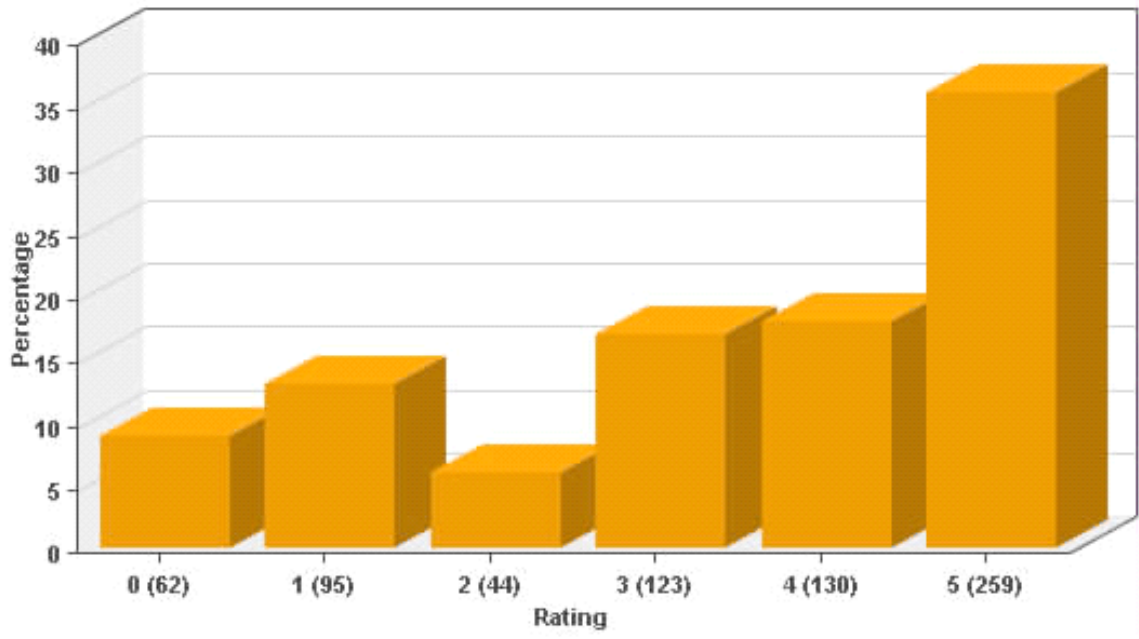
I have an IDP that was developed within the last 12 months.



Code All

N = 713

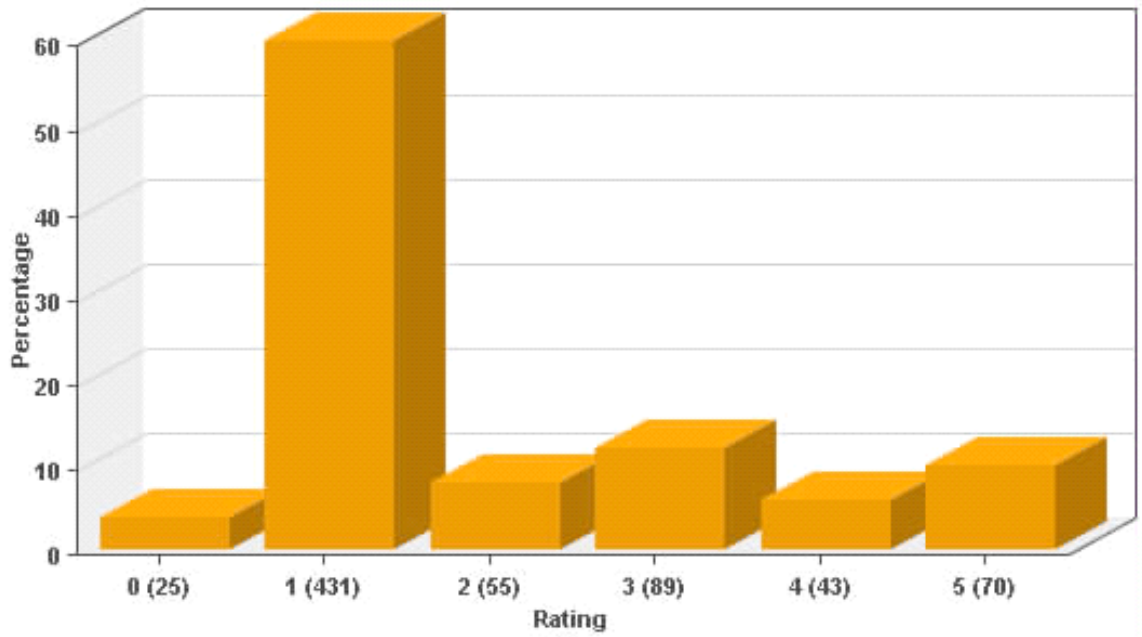
My supervisor has provided support and resources that will enable the execution of the IDP.



Code All

N = 713

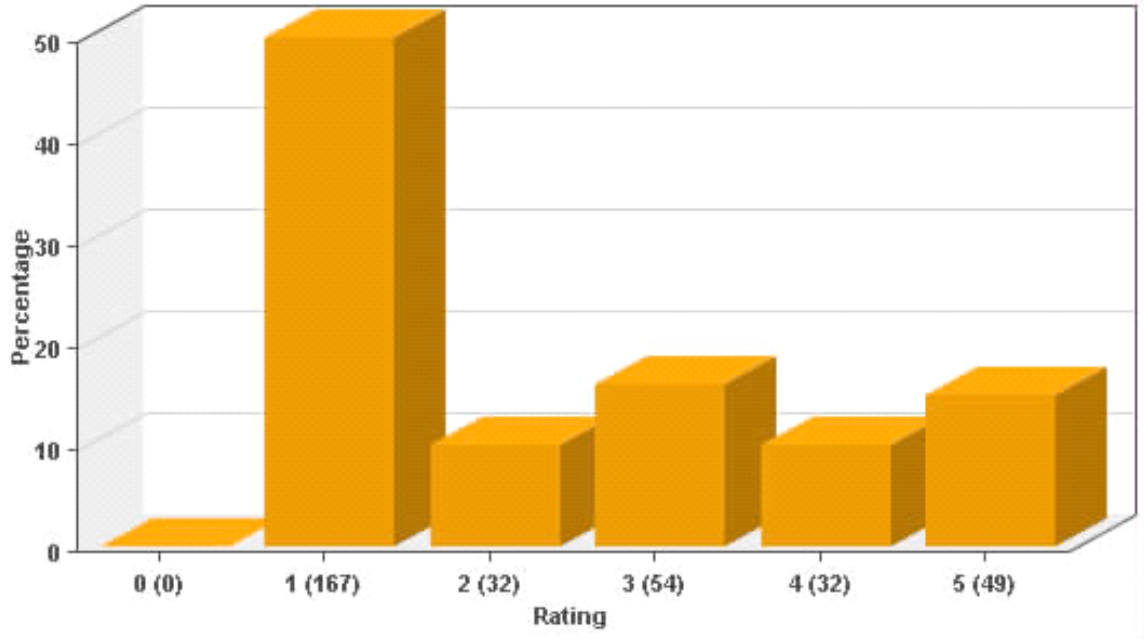
I have implemented and successfully completed my IDP.



Code All

N = 334

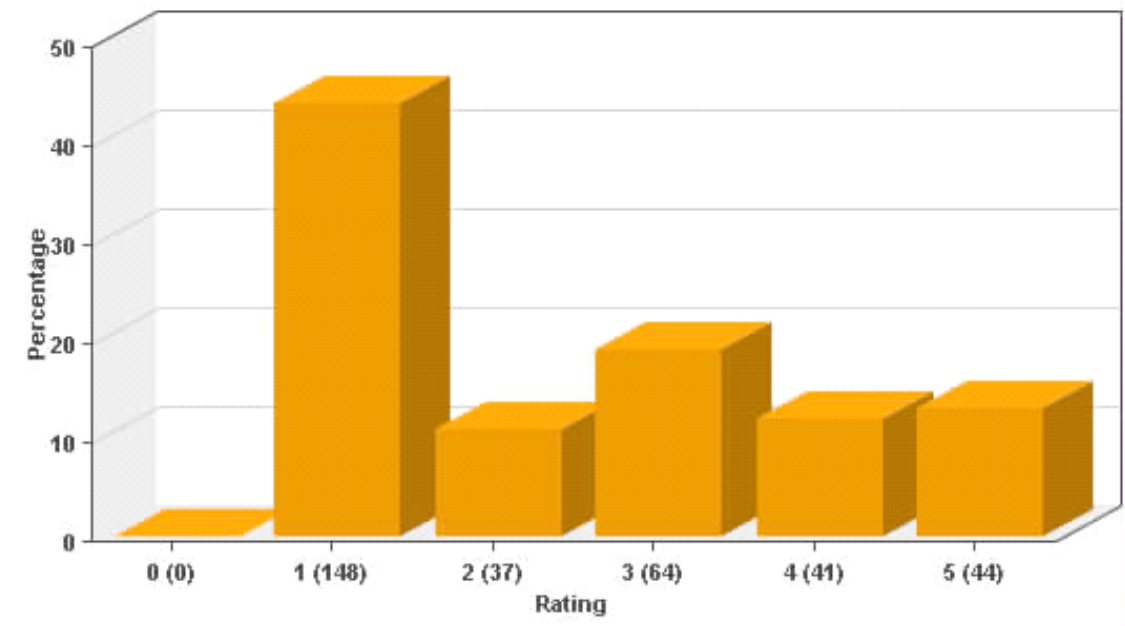
The following factors impacted my ability to complete my IDP - Supervisor Support.



Code All

N = 334

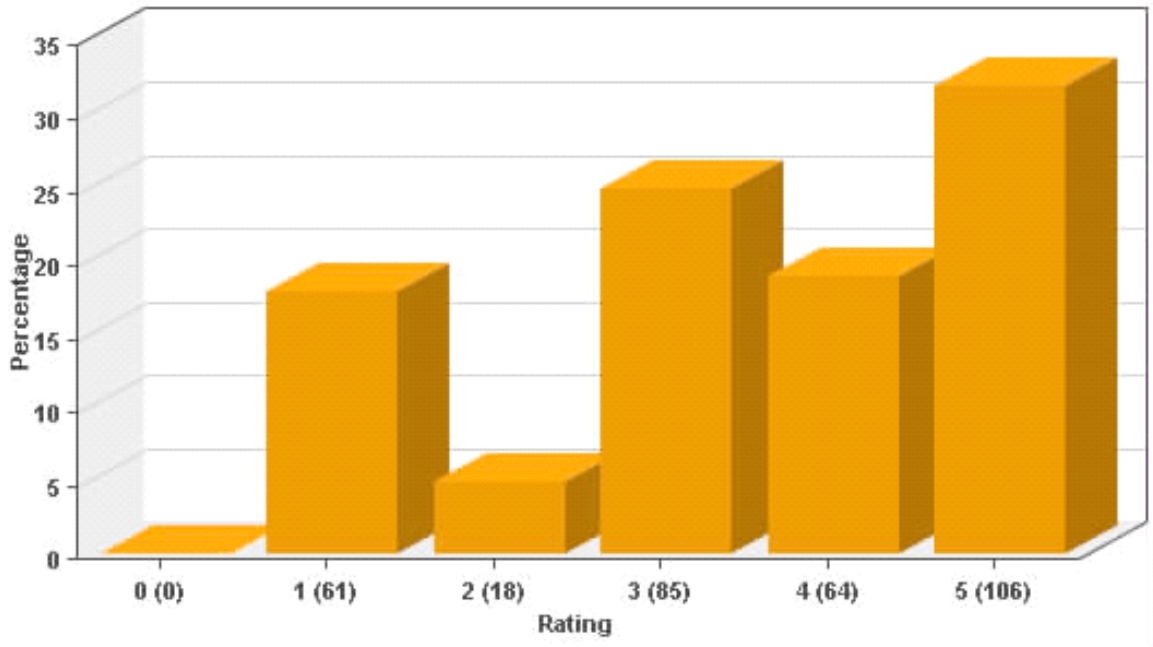
The following factors impacted my ability to complete my IDP - Resources.



Code All

N = 334

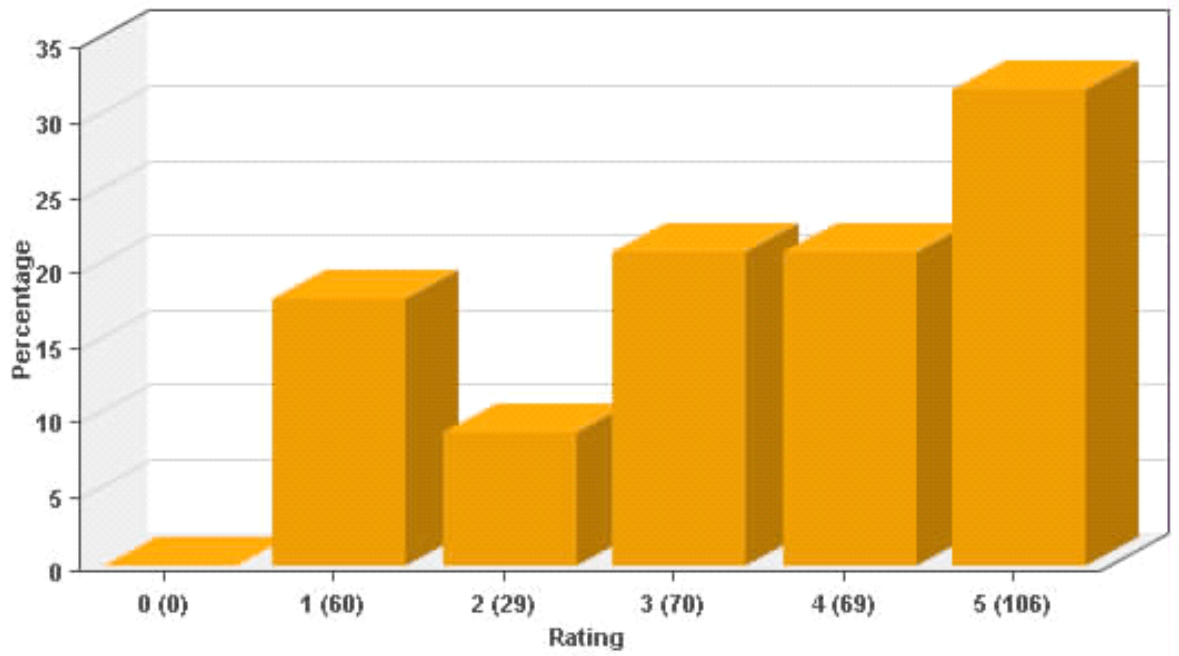
The following factors impacted my ability to complete my IDP - Time.



Code All

N = 334

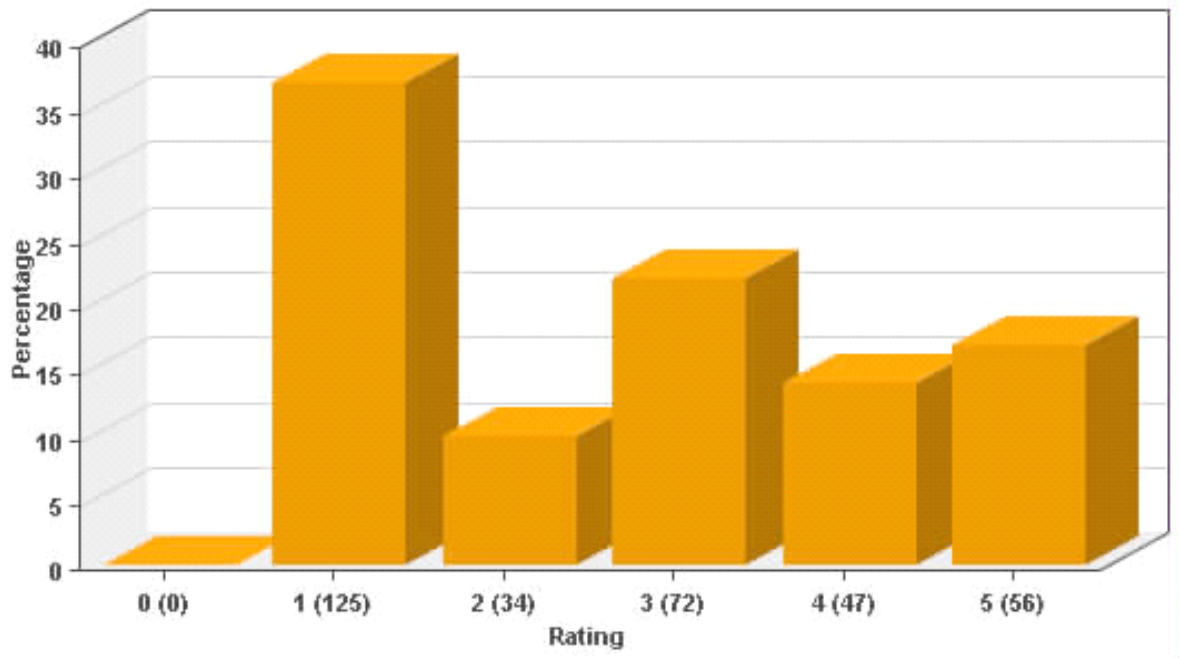
The following factors impacted my ability to complete my IDP - WorkLoad .



Code All

N = 334

The following factors impacted my ability to complete my IDP - Position In Organization.



Code All

N = 334

The following factors impacted my ability to complete my IDP - Other.

