



VA All Employee Survey

Facility Culture Survey

Frequently Asked Questions

WHAT IS THE FACILITY CULTURE SURVEY? The Facility Culture Survey is an assessment instrument designed to measure employee perceptions of the general values and “way of doing things” in their facility. It consists of 18 questions and is a shortened form of a measure that has been used in several studies of organization culture in private sector healthcare organizations. The Facility Culture Survey was administered as a component of the 2006, 2007, 2008, and 2009 VA All Employee Surveys.

WHO SHOULD TAKE THE FACILITY CULTURE SURVEY? The Facility Culture Survey is designed for administration to all current employees of the Department of Veterans Affairs.

WHAT WILL HAPPEN TO THE RESULTS OF THE SURVEY?

The aggregate results will be made available to all employees of the VA via the intranet. In order to maintain individual confidentiality, no data from groups smaller than ten (10) will be released. The results of the measurement will be used by local organizations to update their strategic plans.

WHO WILL SEE MY SURVEY RESULTS?

The VHA National Center for Organization Development (NCOD) is responsible for maintaining the confidentiality of the data gathered from the Facility Culture Survey. No one outside the team that developed the instrument will have access to individual results.

WILL MY RESULTS BE TIED TO MY PERFORMANCE APPRAISAL? No, your results are confidential within NCOD and will not be shared with anyone outside the team that developed the instrument. No results from a group smaller than ten will be shared. In other words, your privacy and confidentiality are secure.

IS THE WEB SITE SECURE? Yes. The site is outside the VA system and only anonymous results will be stored in a separate database at the HPDM National Office and the VHA National Center for Organization Development.

HOW LONG DOES IT TAKE TO FILL-OUT THE SURVEY? The Facility Culture Survey generally takes about 10 minutes or less to complete. When combined with the other elements of the 2010 VA All Employee Survey, the Job Satisfaction Index and the Organizational Assessment Inventory, the entire survey takes about 30 minutes to complete. Once the responses are collected, your organization should receive results within 6 to 8 weeks.

HOW DO I SIGN-UP TO TAKE THE FACILITY CULTURE SURVEY? The Facility Culture Survey is scheduled to be administered nationally every year. If you would like your work group to be assessed more frequently, you may contact the VHA National Center for Organization Development at 513.247.4680.