

About the Survey (cont'd)

A survey completion period of two weeks was established. The survey opened on Friday, June 15 and closed on Friday, June 29. It was re-opened on Tuesday, July 3 at 3p.m. E.S.T. until midnight on Wednesday, July 4, to accommodate requests from FS Officers who were not able to complete the survey during the initial period.

Response Rate: Of the approximately 1,047 potential participants, 837 responded to the survey, a response rate of 80%. This is considered a high response rate for an Employee Opinion Survey, and supports a high degree of reliability in the results.

Survey Analysis and Reporting: Survey data was compiled and reviewed by William M. Mercer. In accordance with the project parameters established by the FS Study Team, three data books (sets) were produced as follows.

- 1) Total respondents
- 2) Single respondents
- 3) Married respondents

In addition, Mercer produced a data set for all respondents who answered "Strongly agree" or "Agree" to question 3.1b "I intend to leave the Foreign Service within the next year or at the end of my current assignment." The fact that nearly 25% of respondents agreed or strongly agreed with the above statement, and a further 24% responded that they were undecided, provided a compelling reason to produce a separate data set in order identify key gap areas.

Respondents had the opportunity to provide written comments to 2 questions:

- 1) If you answered disagree or strongly disagree to the statement "My department will take action on the findings of this survey", what would it take to change your opinion
- 2) The most important action that could be taken in the next year to support retention of Foreign Service Officers is . . .

These comments are included in appendices 1 and 2 respectively.