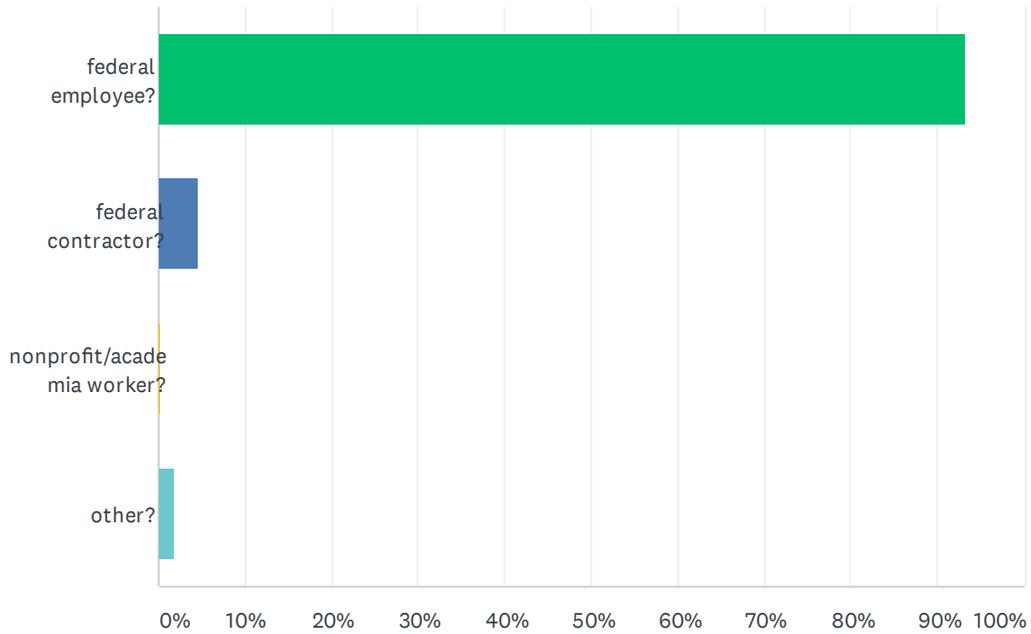


## Q1 Are you a ...

Answered: 1,182 Skipped: 0



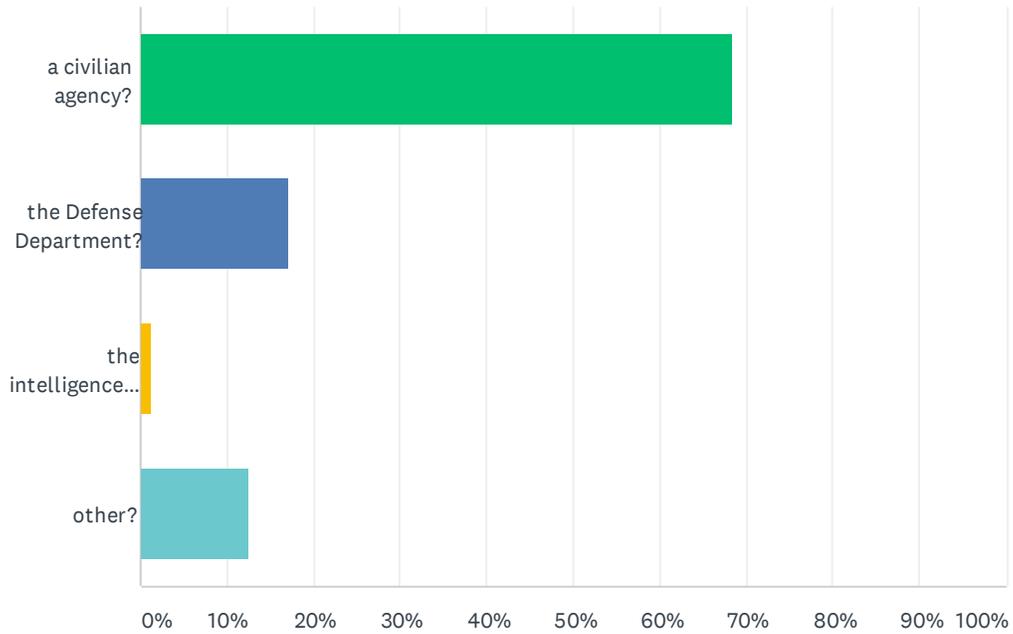
ANSWER CHOICES	RESPONSES	
federal employee?	93.23%	1,102
federal contractor?	4.65%	55
nonprofit/academia worker?	0.25%	3
other?	1.86%	22
<b>TOTAL</b>		<b>1,182</b>

Survey: Teleworking during the pandemic

#	COMMENTS	DATE
1	Local Government employee	5/1/2020 12:46 PM
2	State Worker	5/1/2020 11:37 AM
3	State employee	5/1/2020 11:23 AM
4	state government	5/1/2020 9:53 AM
5	I am a court reporter	5/1/2020 9:03 AM
6	Work for city agency, HUD funding	5/1/2020 8:59 AM
7	Benefit Authorizer with Social Security in a payment center.	5/1/2020 8:58 AM
8	non profit funded by congressional appropriation	5/1/2020 8:56 AM
9	MPO employee	5/1/2020 8:45 AM
10	I go to office 1-2 days a week to work classified issues. I'm able to have full days teleworking though.	5/1/2020 8:30 AM
11	State employee	5/1/2020 8:22 AM
12	NYS employee	5/1/2020 8:13 AM
13	DC Government employee	5/1/2020 8:10 AM
14	DoD	5/1/2020 8:09 AM
15	state government employee	5/1/2020 8:03 AM
16	State Government	5/1/2020 8:02 AM
17	I work for a large private data company.	4/29/2020 5:50 PM
18	All my fellow workers and I agree it has been a bonus for the Government with unnecessary interruptions we get more done. I don't think you will hear complaints from anyone. Except maybe management. But my supervisor is very pleased with the work output.	4/24/2020 10:00 AM
19	State of VA	4/24/2020 7:21 AM
20	County employee	4/23/2020 9:51 PM

## Q2 Do you work for, or have a contract supporting ...

Answered: 1,115 Skipped: 67



ANSWER CHOICES	RESPONSES	
a civilian agency?	68.34%	762
the Defense Department?	17.22%	192
the intelligence community?	1.35%	15
other?	12.65%	141
<b>TOTAL</b>		<b>1,115</b>

Survey: Teleworking during the pandemic

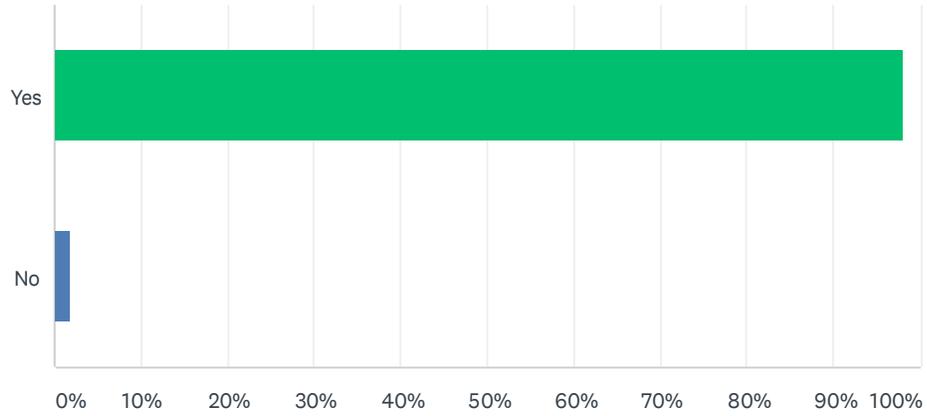
#	COMMENTS	DATE
1	USDA	5/1/2020 12:39 PM
2	DON specifically	5/1/2020 12:26 PM
3	No	5/1/2020 11:37 AM
4	State agency with federal grants	5/1/2020 11:23 AM
5	HUD - Ginnie Mae	5/1/2020 10:42 AM
6	No.	5/1/2020 10:40 AM
7	work for the treasury department	5/1/2020 10:07 AM
8	Health and Human Services/ Centers for Disease Control and Prevention	5/1/2020 9:58 AM
9	state government	5/1/2020 9:53 AM
10	dept veterans affairs	5/1/2020 9:50 AM
11	VHA	5/1/2020 9:41 AM
12	VHA	5/1/2020 9:30 AM
13	DHHS	5/1/2020 9:23 AM
14	I have a contract supporting my agency.	5/1/2020 9:22 AM
15	work for department of veterans affairs	5/1/2020 9:10 AM
16	DHS FEMA	5/1/2020 9:06 AM
17	contract with a corporate entity	5/1/2020 9:02 AM
18	federal court	5/1/2020 9:01 AM
19	FAA	5/1/2020 8:56 AM
20	VHA	5/1/2020 8:47 AM
21	Legislative Branch	5/1/2020 8:38 AM
22	VA	5/1/2020 8:36 AM
23	The National Institutes of Health	5/1/2020 8:34 AM
24	VHA	5/1/2020 8:28 AM
25	Law Enforcement	5/1/2020 8:17 AM
26	The National Institutes of Health	5/1/2020 8:14 AM
27	US Postal Service	5/1/2020 8:14 AM
28	Office of General Services	5/1/2020 8:13 AM
29	n/a	5/1/2020 8:12 AM
30	DC agency	5/1/2020 8:10 AM
31	DHS	5/1/2020 8:09 AM
32	TSA	5/1/2020 8:05 AM
33	child support	5/1/2020 8:03 AM
34	No	5/1/2020 8:02 AM
35	Department of Homeland Security	5/1/2020 3:10 AM
36	VHA	4/30/2020 3:13 PM
37	SSA	4/30/2020 2:33 PM

Survey: Teleworking during the pandemic

38	Dept of Housing	4/30/2020 1:49 PM
39	Both Civilian and DoD	4/30/2020 1:26 PM
40	national laboratory	4/30/2020 12:57 PM
41	none	4/29/2020 5:50 PM
42	US Customs and Border Protection	4/29/2020 12:09 PM
43	VA	4/28/2020 11:07 PM
44	Law Enforcement	4/28/2020 9:43 AM
45	VHA	4/28/2020 9:24 AM
46	Census	4/27/2020 9:13 PM
47	Usda	4/27/2020 5:02 PM
48	Usda	4/26/2020 4:59 PM
49	VA CENTRAL PLAINS CPAC	4/24/2020 10:36 PM
50	USAID	4/24/2020 3:06 PM
51	USDA FS	4/24/2020 1:32 PM
52	no	4/24/2020 1:25 PM
53	oig	4/24/2020 12:59 PM
54	FDA	4/24/2020 11:53 AM
55	Aviation Manager	4/24/2020 10:23 AM
56	GSA-The administrator has been excellent towards her employees. GSA has developed enough IT support that it did not impact operations. Tele-work was a huge success.	4/24/2020 10:00 AM
57	Air Force	4/24/2020 8:32 AM
58	Social Security Admin	4/24/2020 8:28 AM
59	no, vha	4/24/2020 8:16 AM
60	VA	4/24/2020 8:07 AM
61	Work for public library. Only get 4 hrs a day in conjunction with 80 hrs paid leave. Then I move to 8 weeks unpaid ADA leave...then I'm out. Being forced to retire with 29 1/2 years of knowledge. Sad comment on our county in Arizona	4/23/2020 9:51 PM

### Q3 Are you currently teleworking?

Answered: 1,182 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		98.05%	1,159
No		1.95%	23
TOTAL			1,182

## Survey: Teleworking during the pandemic

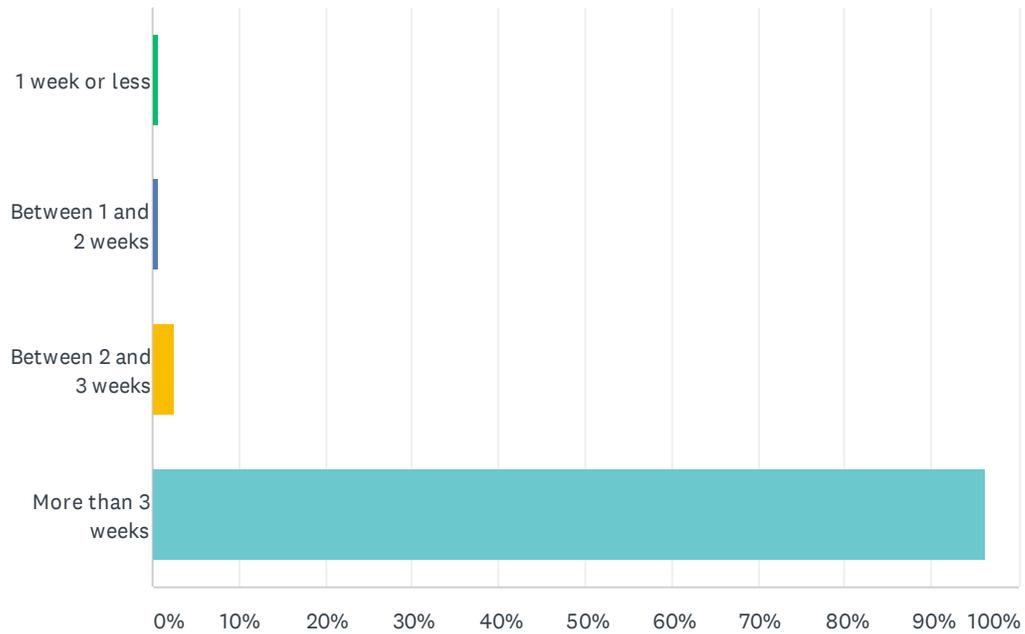
#	COMMENTS	DATE
1	Yes & No telework a day or two a week	5/1/2020 11:13 AM
2	part time	5/1/2020 11:02 AM
3	On a limited basis.	5/1/2020 10:50 AM
4	daily	5/1/2020 10:42 AM
5	Went from 2-3 days a week teleworking to full-time.	5/1/2020 10:04 AM
6	When we don't have trials, I am easily able to do all of my work by teleworking. It is great! I'm more efficient and less stressed without the commute.	5/1/2020 9:03 AM
7	2 days a week. Other 3 days in the office	5/1/2020 8:56 AM
8	Full time TW during this pandemic; otherwise, I am not on a fixed TW schedule normally (due to disapproval of second-line supervisor)	5/1/2020 8:52 AM
9	I have access to Acquisition & acctg systems, so I am able to work from home without challenges.	5/1/2020 8:41 AM
10	Thoroughly enjoying it	5/1/2020 8:34 AM
11	2-3 days per week	5/1/2020 8:32 AM
12	I was in a non telework position, but with COVID the org policy is "telework to the maximum extent possible." We took training, signed agreements, and came up with a work plan.	5/1/2020 8:30 AM
13	Telework is productive for me and as our team is located throughout the region...we have virtual meetings every day. This has been extremely helpful.	5/1/2020 8:25 AM
14	Have been teleworking for 45 days.	5/1/2020 8:24 AM
15	I work for DOT which went to remote work due to COVID on 3/16/20.	5/1/2020 8:10 AM
16	I was able to telework 3 days/week before COVID	5/1/2020 8:07 AM
17	Teleworking 2 days out of the week and working onsite the other days.	5/1/2020 3:10 AM
18	My location is working a combination of ad-hoc/situational telework and administrative leave/weather & safety. I have to use my personal equipment to stay updated using webmail and respond to requests for information in my area of expertise since laptops and phones were never issued. I have flexibility to report the times I'm working and times on admin leave, but it's been very confusing. For example, we were told it was strictly forbidden to forward business phones to personal phones to conduct government business, yet I was told I had to call into teleconferences to conduct official business on my personal phone. I could not and still do not understand the difference other than convenience of the supervisor. My biggest issue besides the conflicting guidance is being told to conduct official business without being provided the resources or reimbursement of my privately owned phone/computer/internet. I feel guilty feeling this way, but that's how I feel.	4/30/2020 8:55 PM
19	50/50 2 weeks telework/ 1 week on site	4/30/2020 3:13 PM
20	Telework VPN has improved exponentially in the last six weeks. Our IT coworkers are doing a great job.	4/30/2020 1:54 PM
21	The maximum telework program at my small-mid sized agency (~3200) has gone well. We had wide spread partial telework prior to March, so the max telework is really an expansion of our common practice. We did have some IT issues with large numbers of users for the first couple days, but the system had worked well to a great extent.	4/30/2020 1:44 PM
22	Been teleworking for over a year. Easy but takes extra focus and dedication.	4/29/2020 5:50 PM
23	There are many benefits such as ability to focus better and accomplish much more without distractions	4/29/2020 2:18 PM
24	I have been so focused with no distractions and am getting all my work done whoooooo	4/29/2020 1:24 PM
25	LOVE IT	4/28/2020 11:07 PM

## Survey: Teleworking during the pandemic

26	1 day/pay priod	4/28/2020 5:36 AM
27	Yes, however I work in our building once a week as part of a skeleton crew	4/27/2020 2:31 PM
28	3 days a week telework	4/27/2020 12:54 PM
29	I love it. I think it should be full time and reduce our carbon footprints at the same time	4/27/2020 10:30 AM
30	I have teleworked in the past.	4/24/2020 11:44 PM
31	Part time	4/24/2020 10:52 PM
32	Most of us are scare of face to face contacts and know that CDC guideline will not be placed immediatly and it will put us at risk	4/24/2020 7:45 PM
33	Being much more efficient, + grateful to be safer.	4/24/2020 3:01 PM
34	Going into the office once per week.	4/24/2020 12:07 PM
35	Every other week, 1 week telework, 1 week in the office	4/24/2020 10:13 AM
36	We were working two days a week and i the office 3 days a week to begin with, sure threr has been expenses on the part of the tele-worker but the expenses far outweigh the product output.	4/24/2020 10:00 AM
37	My agency had analysts and managers start telework immediatly. However, as a front-line employee, I was sent home March 25 when our building closed. I spent a month being paid to do nothing. I went back to the building on April 22 to pick up a laptop and get access to the necessary systems to work remotly. (Mostly extra wrap-around malware, I think.) We wasted a month where only administrative people were working before the actual workers were enabled to work. The agency culture is that telework is a reward for joining the non-bargaining-unit side of the organization. Front-line employees are not trusted to work without close supervision. The plan is still that telework is a temporary emergency stopgap, not a way to eliminate commutes and allow people quiet focused time to do more complex tasks.	4/24/2020 9:24 AM
38	Been an excellent experience. The DoD entity has been flexible and able to adapt quickly given the pandemic. Also, this situation has resulted in less traffic, more productivity, and legitimate discussions about telework on a full-time basis for some personnel after the pandemic is over. The goodness from teleworking outweighs the bad so long as the internet and VPN connections are strong/stable.	4/24/2020 7:46 AM
39	I hate it.	4/24/2020 7:44 AM
40	TW was approved too late in COVID19 pandemic. Confirm that 1 co-worker has died soon after being physically at work.	4/24/2020 6:42 AM
41	100% and want to stay that way. OPM needs to do away with the 2-day in office per period rule.	4/23/2020 5:19 PM

## Q4 If yes, for how long have you been teleworking due to the coronavirus pandemic?

Answered: 1,149 Skipped: 33



ANSWER CHOICES	RESPONSES
1 week or less	0.61% 7
Between 1 and 2 weeks	0.61% 7
Between 2 and 3 weeks	2.44% 28
More than 3 weeks	96.17% 1,105
TOTAL	1,149

## Survey: Teleworking during the pandemic

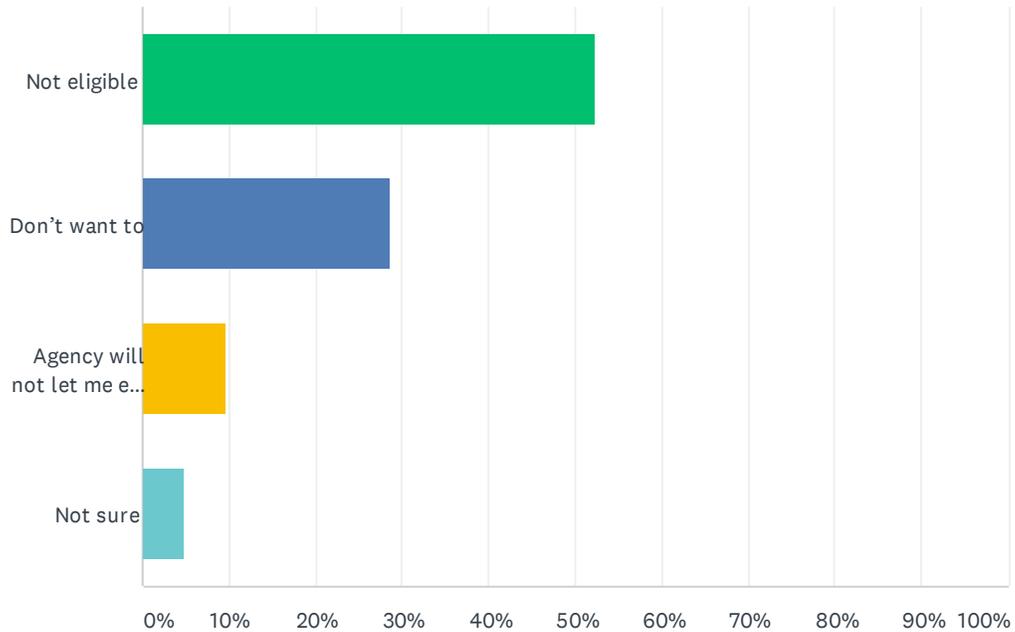
#	COMMENTS:	DATE
1	Prior to the pandemic, I teleworked three days per week. Now it's every day. Not much of a change.	5/1/2020 12:46 PM
2	over two months at this point	5/1/2020 12:27 PM
3	though i still go into the office one day a week	5/1/2020 11:59 AM
4	7 weeks	5/1/2020 11:58 AM
5	This adjustment could have been a lot easier, (better) had we had telework experience prior to the current need for emergency need for it.	5/1/2020 11:34 AM
6	I was teleworking full-time for two years before the pandemic began	5/1/2020 10:54 AM
7	Since March 13th	5/1/2020 10:40 AM
8	Have been teleworking for several years. But previously required to go into office once a week.	5/1/2020 10:28 AM
9	Since March 16th	5/1/2020 10:28 AM
10	Finishing week 7	5/1/2020 10:18 AM
11	just finishing week 7	5/1/2020 9:41 AM
12	Since March 13	5/1/2020 9:19 AM
13	It has worked out very very well and proves that most employees can telework if given the opportunity	5/1/2020 9:04 AM
14	I was permitted to telework before the pandemic	5/1/2020 9:02 AM
15	Have to go into the office periodically.	5/1/2020 9:01 AM
16	Out of my team of 15 people, only 4 are teleworking, and all of us started very recently.	5/1/2020 9:00 AM
17	finishing week 7	5/1/2020 8:57 AM
18	At first, stayed at home. Then the high risk changed and came back for a week, now 2 days a week telework (NO LAPTOP!)	5/1/2020 8:57 AM
19	More productive. Work longer hours. Federal Government should never return to employees being in a Federal building 5 days a week. Telework makes good business sense and creates a more productive workforce	5/1/2020 8:51 AM
20	No problems - agency IT responded to the increased demand very well.	5/1/2020 8:46 AM
21	7 weeks	5/1/2020 8:45 AM
22	I am sick and tired of teleworking with no idea when we can return to the office. And it sucks!	5/1/2020 8:39 AM
23	I started teleworking on 17 Mar, but go to office 1-2 days per week.	5/1/2020 8:30 AM
24	7 weeks so far	5/1/2020 8:24 AM
25	I am actually enjoying teleworking. I get more done, don't have a 2+ hr R/T commute and I'm less stressed!	5/1/2020 8:21 AM
26	since March 16	5/1/2020 8:20 AM
27	This has been convenient for me since i travel total 7 hours to get to work. I have to take public transits and I have health issues and my husband suffered his second stroke. I was able to take him to the hospital.	5/1/2020 8:16 AM
28	Since March 17th	5/1/2020 8:14 AM
29	Since March 12, 2020	5/1/2020 8:14 AM
30	We are finishing up our 7th week today.	5/1/2020 8:13 AM
31	Full-time remote work since 3/16/20.	5/1/2020 8:11 AM
32	I have been teleworking for 4 years	5/1/2020 8:07 AM

## Survey: Teleworking during the pandemic

33	Started March 17	5/1/2020 8:05 AM
34	2 days a week for the past 6 weeks.	5/1/2020 3:10 AM
35	average 2 days/week telework	4/30/2020 5:02 PM
36	Last day physically at the office was Fri 3/13. Building closed since Wed 3/18/20.	4/30/2020 1:04 PM
37	since March 17 so going on 8 weeks	4/29/2020 9:11 PM
38	since March 17	4/29/2020 9:00 PM
39	I started teleworking FT on Monday, March 9, 2020 because I am in a high risk category due to a pre-existing condition. My supervisor approved me to telework full time before the decision was made agency wide.	4/29/2020 2:00 PM
40	In 7th week	4/29/2020 1:57 PM
41	My agency started March 10	4/29/2020 1:57 PM
42	Telework 3days a week	4/29/2020 1:25 PM
43	I was teleworking before COVID-19	4/29/2020 12:28 PM
44	Not teleworking full-time; work requires periodic office presence	4/29/2020 12:51 AM
45	Maximum telework started March 16, 2020.	4/28/2020 12:41 PM
46	Wonderful!	4/27/2020 5:39 PM
47	Last day in the office was March 19.	4/27/2020 12:53 PM
48	began March 17, 2020	4/27/2020 10:31 AM
49	Since March 18	4/27/2020 9:49 AM
50	Sorta lost count, shortly before st Patrick's day I think.	4/24/2020 10:36 PM
51	I also telework regularly before vivid	4/24/2020 6:31 PM
52	full-time teleworker	4/24/2020 10:04 AM
53	Three weeks with little or no impact. I could not do any better at work actually, I have been productive	4/24/2020 10:01 AM
54	Full-time telework started March 16 at my agency	4/24/2020 9:43 AM
55	I started a brand new job the week the agency put maximum telework in place.	4/24/2020 8:39 AM
56	I am a full-time teleworker who only came in the office two days per pay period. They quickly dropped the tw day requirement.	4/24/2020 8:17 AM
57	Great experience. Although I miss the physical office location being near colleagues, I have been incredibly productive from home teleworking (as have many others).	4/24/2020 7:47 AM
58	Loving every minute of it	4/24/2020 7:43 AM
59	Had to beg for this	4/23/2020 9:59 PM
60	Telework to maximum extent possible even before the pandemic	4/23/2020 5:20 PM

## Q5 If no, why?

Answered: 21 Skipped: 1,161

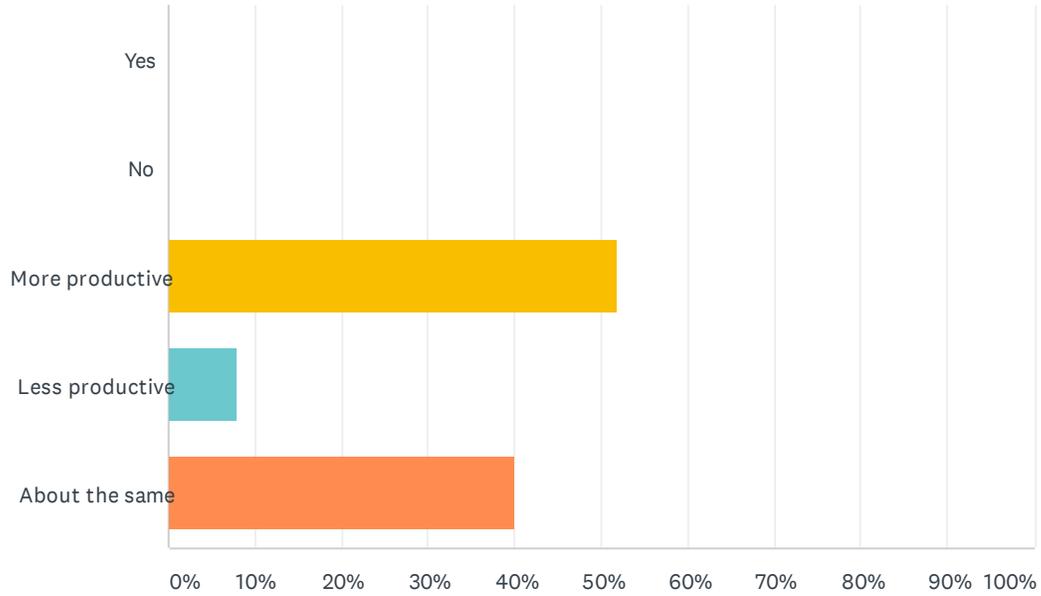


ANSWER CHOICES	RESPONSES	
Not eligible	52.38%	11
Don't want to	28.57%	6
Agency will not let me even though I'm eligible	9.52%	2
Not sure	4.76%	1
<b>TOTAL</b>		<b>21</b>

#	COMMENTS:	DATE
1	Emergency Essential	5/1/2020 10:39 AM
2	Need access to certain systems and info for most work efforts.	5/1/2020 9:34 AM
3	I'm required to go to the office for COVID-19 response operations.	4/29/2020 11:03 PM
4	Essential	4/29/2020 4:44 PM
5	The teaching I do for the Army is in-person work.	4/24/2020 11:45 PM
6	Mission Essential	4/24/2020 9:46 AM

## Q6 Now that I'm teleworking, I am:

Answered: 1,141 Skipped: 41



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	0.00%	0
More productive	51.97%	593
Less productive	7.98%	91
About the same	40.05%	457
<b>TOTAL</b>		<b>1,141</b>

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	Quiet and application and internet access has been as good through VPN as in the office. Our IT staff has been very supportive.	5/1/2020 1:41 PM
2	distracted due to caring for my child, network cuts in and out preventing tasks from being accomplished quickly	5/1/2020 12:48 PM
3	Fewer distractions.	5/1/2020 12:46 PM
4	It just depends on workload and what has to be done. Sometimes more productive because there are no interruptions, and other times a little less or same.	5/1/2020 12:44 PM
5	I'm in a cubicle in an open concept floor plan when on site. At home I have fewer distractions. The downside is that I also tend to work later because I am already home and don't have to worry about traffic etc. at my usual quitting time.	5/1/2020 12:41 PM
6	Nothing can replace face-to-face exchanges for effective communication and performing work that requires greater exchanges among participants where personalities, character traits, biases, etc can interfere with true communication.	5/1/2020 12:29 PM
7	Before: telework 2 days per Pay Period -- After: ALL telework; Initially, slightly less productive; improved over time.	5/1/2020 12:02 PM
8	I never miss a train or METRO, I have no traffic snarls. My restroom is 8 steps away. A nutritious lunch is on flight of stairs away and so is the coffee. No one stops me in the hallway for a chat. My printer / scanner is right next to my desk. I don't have to wander the hallways trying to find a private space to make a call for a doctor's appointment. Meeting start and end on time and more people are showing up.	5/1/2020 11:59 AM
9	I have less distractions and I am able to get more sleep which in turn makes me do better work	5/1/2020 11:38 AM
10	And could be more productive had I been better set-up and had previous experience with Teleworking.	5/1/2020 11:36 AM
11	Our daycare closed. Balancing daycare and work.	5/1/2020 11:24 AM
12	I live in a small 1 bedroom apartment and only have a cubby hole (4 feet wide) to work. There is very little room to work.	5/1/2020 11:17 AM
13	I have run out of work and my agency has been unable to provide more so I am currently doing "personal development "	5/1/2020 11:09 AM
14	not permitted to take unclass software and hardware home.	5/1/2020 11:03 AM
15	Less distractions.	5/1/2020 10:59 AM
16	I was already teleworking 3 days a week so my productivity was already higher than when I go into the office.	5/1/2020 10:56 AM
17	It is a joy not to have to deal with traffic and office politics any more	5/1/2020 10:55 AM
18	I was always productive and disciplined. I see improvement in productivity and accountability from others in my division. Since it's daily now due to pandemic, staff has to do everything remotely. They figure out how to get things done vs. waiting to the next day when their back in the office. Operations in our agency must continue daily, there is no ability to stop. Thus everyone must be productive daily and accessible.	5/1/2020 10:45 AM
19	I have been able to get the boring, time consuming things done on my To Do List.	5/1/2020 10:39 AM
20	Due to my workload, I'm productive whether I'm teleworking or in the office.	5/1/2020 10:37 AM
21	My increase in productivity since beginning telework has been exceptional as is the productivity of my entire branch. Efficiency and effectiveness are off the charts and there have been zero concerns about meeting mission.	5/1/2020 10:33 AM
22	Less interruptions and folks are more available than when in the office.	5/1/2020 10:32 AM
23	I find myself doing work when I'm supposed to be off.	5/1/2020 10:27 AM
24	work is slow due to most businesses are closed	5/1/2020 10:08 AM

## Survey: Teleworking during the pandemic

25	You tend to work longer days while teleworking .	5/1/2020 10:04 AM
26	My computer crashed-got a new one but apps were missing and most of my information because IT cannot retrieve my information until we can go back to the office. Cannot mail items out and until last week had no printer-still have no paper.	5/1/2020 9:57 AM
27	But significantly increased workload, partially a result of others not being able to physically see that you are busy, inability to easily contact local and state regulatory staff at their "office phone number". Getting inundated with joining Skype/MS Teams meetings, and periodically having dropped connections or other technical hurdles with Skype/MS Teams.	5/1/2020 9:57 AM
28	not as many interruptions so it's easier to concentrate on work efforts	5/1/2020 9:54 AM
29	due to pandemic it a little slow, but expect it to pick up after lockdown is over	5/1/2020 9:51 AM
30	I used to telework one day a week which was very productive to get things done without all the office interruptions. but now that we are into week 7, I'm slowing becoming less productive. It's hard to keep this up day in and day out with no change.	5/1/2020 9:46 AM
31	I get a lot more done, we have a very cohesive team and we all know what we need to do and how to do it, working from home there are much less distractions, plus - your computer is on from morning until evening and I'm constantly answering emails and taking care of details, I enjoy it - and we did have a pretty solid telework policy in place before all this crap hit the fan	5/1/2020 9:44 AM
32	Productivity is about the same, but I don't have the 90 min each way commute!	5/1/2020 9:38 AM
33	I am more productive because I am working longer hours. My workdays are often 10 or more hours. Not just because of more work, which there is, but also because as a "new to telework" manager, I haven't quite mastered the practice of "when work ends, and home-life begins"	5/1/2020 9:34 AM
34	I work in the media relations division of my agency, the volume of media inquiries has dropped dramatically as almost all interest is in COVID related stories. With that decrease in workload, we're shifting to long term projects such as revamping training materials, rewriting/updating SOPs, reviewing policy, and other matters that often get placed on the back burner in because of the "tyranny of the now." As a manager I sense from leadership that more items require my personal touch/involvement than if we were in the office. Those tasks interrupt my flow on the long term projects, which makes me feel less productive.	5/1/2020 9:26 AM
35	The tech I have at home to do my job is not as robust as what I have on my desktop PC. Some basic tasks take excruciatingly long to do on my USG-issued Chrome laptop.	5/1/2020 9:11 AM
36	We should be clear that this "teleworking" is not the same that's done on a regular basis. For those of us with small children, it is virtually impossible to manage "work" productivity and attending to and teaching our children at the same time. Agencies need to understand this is not teleworking or business as usual.	5/1/2020 9:10 AM
37	I work with people in Alaska and DC (I'm in TX). I save 2 hours driving and use that (and more) working instead.	5/1/2020 9:09 AM
38	I was a full virtual teleworker before the pandemic started, so business as usual for my duties, except that there has been an increasing flow of communications/messages.	5/1/2020 9:09 AM
39	We have all the tools necessary to work from anywhere. I can get almost any file I need. Our only limitation appears full use of Adobe due to limitations placed on the software by the agency.	5/1/2020 9:07 AM
40	I do not have to deal with the stress of commuting early in the morning and arriving back home after 7 p.m. I have greatly appreciated the opportunity to telework and would like to continue to telework in the future. I would also like to be given the opportunity to telework if we have inclement weather, rather than having to take annual leave.	5/1/2020 9:06 AM
41	Unable to access other computer networks	5/1/2020 9:05 AM
42	I spend less time commuting to and from work	5/1/2020 9:03 AM
43	I routinely telework. The pandemic caused an increase in workload, but my team and I handled it without any glitches.	5/1/2020 9:03 AM
44	I have fewer interruptions, but I don't have permission to print anything work-related. In my job it was sometimes helpful to make handwritten notes. I can use editing tools on PDF, but it's	5/1/2020 9:03 AM

## Survey: Teleworking during the pandemic

	cumbersome and that slows me down.	
45	Fewer interruptions permit more focus.	5/1/2020 9:01 AM
46	working longer hours	5/1/2020 8:57 AM
47	Have available "off-line" work, but not full connectivity.	5/1/2020 8:57 AM
48	Much more productive! My commute is 60 seconds verses 1.5 hours each way.	5/1/2020 8:52 AM
49	I work for Health and Human Services/ Health Resources and Services Administration. I am busier than I have ever been!	5/1/2020 8:51 AM
50	We are gearing up for the year end audit, so there are a lot of meetings. We are utilizing ZOOM and Microsoft Teams. The work will increase when we start the sample retrievals. So far the network is performing well.	5/1/2020 8:49 AM
51	fewer distractions. more tasks seem to get done but collaboration is diminished resulting in some decrease in work efficiency as well	5/1/2020 8:48 AM
52	Previously telecommuted two days a week anyway. It's a myth that workers are less productive when working from home.	5/1/2020 8:47 AM
53	There is less time spent on commuting, moving between buildings, etc. Calls and meetings are now back-to-back-to-back without breaks in between, so less time that is unproductive.	5/1/2020 8:45 AM
54	The thing I dislike about teleworking is that I end up working more hours because I have issues from work when my work hours are over. It's easier getting work done because there are less distractions or interruptions.	5/1/2020 8:44 AM
55	Was teleworking prior to COVID-19 to save rent expenses and support "reduce the footprint" initiative.	5/1/2020 8:44 AM
56	Everything takes longer. I have two monitors at the office and using my laptop only slows me down considerably when having to toggle between applications to complete work.	5/1/2020 8:43 AM
57	I could be more productive when I don't have the hour commute each way...though I find I spend all my day on conference calls now (especially given the COVID-19 crisis) and have less time to actually get my work done...and my work day is noticeably longer...	5/1/2020 8:43 AM
58	It is depressing to have to be stuck at home under lock down imposed by the DMV governments. We should have done what Sweden did, stay open and protect the at risk population. Half of Maryland's COVID deaths occurred in nursing homes. With that said, why am I locked up?	5/1/2020 8:41 AM
59	Less distractions from people that walk by my desk and engage me for no reason, or get loud in nearby cubes.	5/1/2020 8:38 AM
60	I teleworked 3 days a week before all this started.	5/1/2020 8:37 AM
61	I am a clinician, but also have administrative duties. I am more productive from home addressing and completing administrative duties.	5/1/2020 8:33 AM
62	When I've got to write something, the concentration is easier since there is no chit chat interruptions. It takes a bit longer to get feedback or answer to my questions since I'm not sitting within arm's reach of the source.	5/1/2020 8:33 AM
63	I have always been a 40% teleworker; now 100% due to the virus	5/1/2020 8:32 AM
64	I had already been teleworking multiple days a week, so this is not a huge change.	5/1/2020 8:31 AM
65	I tend to work more hours, and get more done.	5/1/2020 8:24 AM
66	I don't have the "walk-in" interruptions or a lot of the workplace drama (issues with trash removal; elevators, scents in the workplace, etc.). I have enjoyed teleworking for lots of reasons and I have stopped for lunch every day. I rarely stop when in the office.	5/1/2020 8:23 AM
67	There isn't the constant influx of people to distract. I am able to focus much better. I have all the tools that I need at home to perform my job. I get more rest not having to dress up for work and not having to commute which results in me being more productive.	5/1/2020 8:21 AM
68	I normally telework 4 days a week. Since the pandemic, I have added 1 extra day per week to	5/1/2020 8:21 AM

## Survey: Teleworking during the pandemic

	telework.	
69	I would be more productive, if I had childcare. Right now I am working 12 hours a day to keep up with regular and added workload.	5/1/2020 8:20 AM
70	Productivity has remained fairly constant, but coordination is much more difficult.	5/1/2020 8:18 AM
71	minus - impromptu conversations when meet people, plus without long commute less tired and tense, easier to attend sudden late meetings in the day	5/1/2020 8:18 AM
72	Teleworking allows me to get more work done efficiently and without interruptions. It allows me to concentrate on more important things.	5/1/2020 8:18 AM
73	I can get a tremendous amount of work done via telework -- much more than if I go to the office. After running over 400 webinars, mostly from the office, and for Government employees and members of the public, I can seamlessly host virtual meetings from my office at home so that participants have no idea I'm not in a Federal Government building. Please, please, please -- if you have any way of letting Federal management know -- many positions have significantly higher productivity while working at home. Some employees will always have to go into an office or laboratory, or do field work, as the nature of their work requires. But, please improve efficiency by allowing folks to telework more often that have positions that can be done in home offices.	5/1/2020 8:17 AM
74	I am way more productive and much less stressed working from home. Save a ton of time (and money) not having to commute to work	5/1/2020 8:15 AM
75	There was an adjustment period of 1-2 weeks	5/1/2020 8:14 AM
76	Able to multitask while in meetings. Can not do this at the office sitting in meetings	5/1/2020 8:14 AM
77	I am able to get more done because I don't have to stop working at 3:30 to catch my vanpool. I find myself working later since I don't have to quit at a set time.	5/1/2020 8:13 AM
78	In the office I work in a communal cube environment, all of the background chatter and noise is removed in my home office and I feel I have been more productive at home due to less distraction and less social interactions that tend to occur in our work environment.	5/1/2020 8:12 AM
79	Working more hours	5/1/2020 8:10 AM
80	Prior to the pandemic I teleworkers regularly (2/3 days per week)	5/1/2020 8:08 AM
81	I have always believed that if managed properly, there should be no difference in productivity whether I'm teleworking or in the office.	5/1/2020 8:07 AM
82	Teleworking saves me over 4 hours commuting time each way. Without having to be concerned about buses and Metro, I work longer hours	5/1/2020 8:06 AM
83	Connectivity issues and very slow accessing servers. When I have to go into the office, it is much better than at home. And I have decent internet service!	5/1/2020 8:06 AM
84	less distraction than the office	5/1/2020 8:05 AM
85	fewer interruptions, longer hours	5/1/2020 8:04 AM
86	I actually feel more connected to my team using the collaboration platforms provided by our CIO team. I don't feel I've missed a beat and I would defy my superiors to tell me how I could be more effective/productive in the office.	5/1/2020 8:04 AM
87	Same to more productive.	5/1/2020 8:03 AM
88	Since I have to use my privately owned equipment (phone/laptop/internet) I am not able to connect by VPN to my work network, where many of my resources are located. I've had to recreate many of my resources at home using open source information. I am able to use my DOD CAC on many sites to continue to operate at home. Let's talk DPMAP, though. We are right in the middle of our annual appraisal period closeout period. This system does not have access outside the "official" network. So neither my supervisor nor I can complete my appraisal without going in and physically sitting at our workstations in order to close out my appraisal. This is a significant hardship and oversight of this appraisal system. I can authenticate, from home, to my pay system, publications system, even my agency's Sharepoint system, and lots more, but not the DCPDS Portal (which is more than just the appraisal element).	4/30/2020 9:08 PM

## Survey: Teleworking during the pandemic

89	some of my work is portable, but at this point, non-bargaining employees (management in our agency) have to go in the office on a rotational basis to handle clerical duties like mailing out applications, notices, work incoming mail and process payments and returned checks, etc. This all has to be hands-on	4/30/2020 5:08 PM
90	When I first started teleworking, the VPN connections were very slow and unreliable. The VPN connections have improved exponentially in the last six weeks. I can't say enough good things about our IT coworkers.	4/30/2020 1:58 PM
91	As a supervisor, I was comfortable with my staff teleworking. While I miss the ability to personally interact with my staff, we have been able to effectively connect by computer teleconference.	4/30/2020 1:46 PM
92	I started out being more productive with less distractions. Going into the 7th week, I'm now having withdrawal from my work family and my customers.	4/30/2020 1:08 PM
93	From what I have heard from my employees and coworkers, people say that they think that they are doing more work now that they are teleworking. Some of it may be due to constant and easy access to work around the clock instead of the mental switch performed between moving from office to home.	4/30/2020 1:07 PM
94	Productivity is equivalent. Work flow has decreased somewhat.	4/30/2020 1:06 PM
95	I credit our Dept's recent change from Google to Microsoft Office for tools that allow for more effective online communication and increased productivity during our mandatory telework.	4/30/2020 1:06 PM
96	Am actually working longer hours to account for impacts of occasionally slow network and working from a laptop instead of desktop with two (large) monitors. Collaboration is also made more difficult, as I cannot just walk over to a co-worker for a quick chat or response to a question.	4/30/2020 12:52 PM
97	Not being able to conduct stakeholder outreach and communicate at large meetings is a significant hurdle to productivity and advancing mission	4/30/2020 11:18 AM
98	More time in the day to work that was otherwise spent commuting.	4/29/2020 6:02 PM
99	Some days I am more productive	4/29/2020 5:50 PM
100	Maybe a little less productive, as there are a lot more meetings that I'm required to attend.	4/29/2020 3:51 PM
101	My calendar is now chunked into 30 minute increments which is a change from when in the office where you can walk to a colleagues' office for a 5 minute chat. These now seem to take place in 30 minute timeframes. Also meetings can not run over as they but into the next 30 minute increment of time.	4/29/2020 1:12 PM
102	Fewer interruptions. Better coffee and a cleaner bathroom.	4/29/2020 12:57 PM
103	Same but in other ways.	4/28/2020 9:31 PM
104	I feel more pressure to be productive as we are being more scrutinized. I can waste more time at office with no concern. Also its ok to telework when it benefits the agency/admins but not when telework benefits the employee.	4/28/2020 3:32 PM
105	I tend to work longer hours	4/28/2020 1:15 PM
106	It is a balancing act since I have a young child at home due to school closer.	4/28/2020 12:42 PM
107	It's hard to be productive when we have no work due to the fact that my job is telework compatible.	4/27/2020 7:56 PM
108	When I have to travel to my office I waste 2 of the most productive hours of the day just getting to the workplace. When I get to the workplace more reproductivity is wasted before I can get to work. Teleworking, I am productive from moment one. At the end of the day I finish strong as opposed to expending more valuable energy as I face another long commute.	4/27/2020 5:29 PM
109	Some technological problems --- IT has been unable to fix VPN issue so have to use less functional alternative. Too, home setup is less than office setup (fewer monitors, ad hoc desk, etc.).	4/27/2020 1:04 PM
110	No printer, using my own supplies.	4/27/2020 11:58 AM

## Survey: Teleworking during the pandemic

111	My job involves classified systems, so it is mostly busy work and online training from home. But my immediate management has convinced those up the chain that this is acceptable. And they are actively engaging with other offices to convince the other offices that only mission critical work is worth us going into the office. I can feel my work ethic being slowly eroded.	4/27/2020 9:51 AM
112	Only less productive due to childcare issues. My wife and I are both feds and expected to work full time and provide fulltime daycare for a 3 year old and a 11 month old.	4/27/2020 9:17 AM
113	Telework coincided with a detail to a new office.	4/26/2020 1:24 AM
114	More meetings, but cannot do some work without access to classified systems	4/25/2020 9:36 PM
115	More productive because I don't have to deal with the stress of a hour and half one way commute, have the option of maxi flex schedule and saving almost 500 a month in car maintenance, tolls and gas.	4/25/2020 9:24 PM
116	I can focus more, but I miss some of the "drive by" work and knowledge that comes from being around others.	4/25/2020 9:16 AM
117	Watching my toddler-aged daughter makes it harder to focus. It feels like I'm working two jobs.	4/25/2020 7:16 AM
118	More work	4/24/2020 11:50 PM
119	The environment, etc are fine at home, but due to the nature of my job, there is not much to do	4/24/2020 11:00 PM
120	It's harder though. We used to be every other day. The challenge of bandwidth was handled and then alternate TOD to range from 6am til 1230am. I changed from 7-330 to 12-830pm and it was the worst choice for me. I didn't realize that my internal clock was going to be so messed up with being at a computers screen so late, making and eating dinner after age 40 is not the same as doing it as a 20 year old! I can't sleep at night. So I am finally falling asleep in the early morning, not eating normal meals, Having to wake up mid morning to eat and do a few chores, needing a nap before I log on at noon, nap during my 30 min lunch, snack all day cuz dinner after can cause me to digestively hurt when I want to go to bed. The soonest I can change back is after 2 pay periods and I'm only just now done with one pay period. I may die from this torture! Aside from this, I have developed really bad tennis elbow that I need to have seen but no doctors are seeing people for non emergent issues. Yikes.	4/24/2020 10:42 PM
121	Less productive because I am also full time parenting a scared and sad 5 year old	4/24/2020 5:16 PM
122	We are expected to do more and more work every week. Previously was teleworking 1-2 times per week.	4/24/2020 3:23 PM
123	too many distractions, no access to necessary materials and equipment, such as a printer.	4/24/2020 1:38 PM
124	Because we giving LIVE Webinars and Virtual Office Hours re: SBA EIDL & PPP loans instead of our regular work. We are also answering a large volume of phone calls and emails related to disaster assistance.	4/24/2020 1:14 PM
125	I started in my job 2 months before the pandemic hit. The lagtime in my productivity is due to onboarding and new work spinning up.	4/24/2020 1:01 PM
126	I've discovered powers of concentration that I never knew I had ... once I was able to stop obsessing over the news, that is.	4/24/2020 12:51 PM
127	Fewer interruptions. My work is primarily with remote people anyway. So working from home or working from the office is all teleconferences, collaboration systems and emails anyway	4/24/2020 11:59 AM
128	My job,while there is a lot of trainings, testing, etc does not normally consist of telework. I work in Trades & Crafts. Grateful they've allowed us to telework.	4/24/2020 10:45 AM
129	No commuting gets me more sleep, I am more relaxed, and even have time to exercise. I don't have the noise distractions of the office as well (different ones, but they are not constant).	4/24/2020 10:38 AM
130	I work longer hours to accomplish my primary duties along with COVID-19 mitigation operation plans for our firefighting air crews, for the up coming fire season.	4/24/2020 10:25 AM
131	Generally more productive when teleworking, but less with kids at home now	4/24/2020 10:22 AM
132	For the most part my overall productivity is the same. I teleworked 3x a week before this hit so I already had a good home office setup. In the first weeks of full-time telework I found myself in a constant state of distraction from the news reports coming in all day about covid-19. Turning off	4/24/2020 10:16 AM

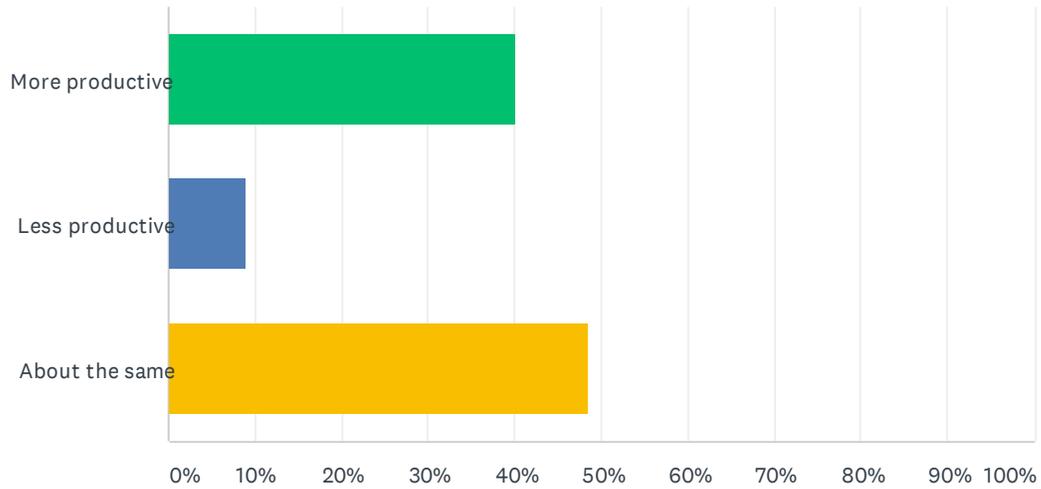
## Survey: Teleworking during the pandemic

news alerts on my phone helped keep that at bay and I settled back into a routine. The biggest distraction now is my spouse, who is also working full time from home. We each think the other is too loud during phone calls, but in a two-bedroom condo, there are only so many places you can go to escape distractions.

133	full-time teleworker	4/24/2020 10:05 AM
134	More productive by far. No commute, no stress, more production and in some cases longer productivity. If anything I think this is a win win for employees and the agency. While some in management may not agree I think those that don't are the problems and not the solutions. Time for them to go.	4/24/2020 10:03 AM
135	Fewer interruptions and I used what use to be commute time to work and organize myself.	4/24/2020 9:58 AM
136	I used to have 2 monitors and a laptop monitor. Now, just the laptop. It's harder to work off a single monitor.	4/24/2020 9:58 AM
137	I've needed to work longer hours due to handling emergency funding requests. Because I don't have to endure the 3+ hours of daily commuting, I am more rested and able to focus more intently without interruptions. Even working longer hours, I am more rested and handling the stress better.	4/24/2020 9:47 AM
138	Workload in general has decreased because new projects are on hold until after COVID-19.	4/24/2020 9:44 AM
139	There was a setup/learning curve. There are parts of the organization that are still offline, so I can't do certain things that rely on those areas. However, I can concentrate for extended periods of time. People aren't constantly dropping into my cubicle to chat. With e-mail or even Skype, there's an assumption that I will finish my current task, then get back to my coworker. In person, there was an assumption that I would immediately drop everything to solve their issue. It takes time to get back into a complex task after the flow is interrupted. I think this will be harder for the extroverts, but I've talked with a couple introverts who are loving it.	4/24/2020 9:31 AM
140	Was teleworking before COVID-19 in support of "reduce the footprint".	4/24/2020 9:08 AM
141	The "Groundhog Day" syndrome of the current environment does wear on mental health, so the time working is more productive, but I do take more breaks to make sure to get out and exercise.	4/24/2020 8:58 AM
142	VPN keeps going down and you lose work so I work longer hours to get things accomplished. My portfolio has doubled with the new covid awards and there are lots of questions.	4/24/2020 8:44 AM
143	As I stated, I started a new job, so I have nothing to base this on.	4/24/2020 8:40 AM
144	I'm less distracted to focus on my task although I prefer working on two computer monitors than one laptop. I do need to conduct occasional site walks for inspections and confirm work is getting done, but I can call upon my essential co-workers customers for help in verifications.	4/24/2020 8:30 AM
145	Teleworking allows me to cover some times in the day where I would normally be gone from the office. I have responsibilities with people on the West Coast who are 3 hours behind so I get a chance to look at my computer a couple of times after my work shift is over in case something actionable comes in.	4/24/2020 8:20 AM
146	Hands down. Hopefully this is a long-term solution for some personnel.	4/24/2020 7:48 AM
147	I don't have children at home, so I have far fewer distractions here at home	4/24/2020 7:34 AM
148	I cannot due my actual job, but have been tasked with training and background research. In all reality it is busy work.	4/24/2020 7:23 AM
149	Stress from world and state events due to vivid 19 - plus am in highest risk group. Assigned more than can be completed daily. Required to write 3 separate documents with certain information on classes, my reviews, what I learned, etc. Classes redundant with overlapping info. They want quantity without any real learning taking place.	4/23/2020 10:04 PM
150	the productivity is the same but there a few tasks that only can be done on-site. Ex filing hardcopy land records. These tasks have to wait until we are allowed access to the office again.	4/23/2020 6:13 PM
151	Way more productive teleworking than when in office.	4/23/2020 5:20 PM

## Q7 My coworkers who are teleworking are:

Answered: 1,149 Skipped: 33



ANSWER CHOICES	RESPONSES
More productive	40.12% 461
Less productive	8.96% 103
About the same	48.56% 558
TOTAL	1,149

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	I dont really know for sure but this is my assumption because most co-workers have children at home	5/1/2020 1:15 PM
2	Those with kids at home to card for are less productive. Those without youngsters are probably more productive.	5/1/2020 12:47 PM
3	I am basing this on their comments. I have no actual proof.	5/1/2020 12:42 PM
4	There is general consensus that work suffers. For efforts that require classified review/support, this is very problematic. When an incident occurs within a lab, the lab is shut down.	5/1/2020 12:30 PM
5	Most of my coworkers were teleworking more than I was before it became mandatory	5/1/2020 12:04 PM
6	Not sure how all this would have worked as well as it does if we did not have Microsoft Teams. What a great IT tool!	5/1/2020 11:38 AM
7	no way to tell or know	5/1/2020 11:37 AM
8	I really don't know	5/1/2020 11:28 AM
9	Hard to know but the ones I have talked to say more productive	5/1/2020 11:24 AM
10	Their daycares and schools are closed	5/1/2020 11:24 AM
11	They are also running out of work	5/1/2020 11:09 AM
12	Coworkers were also teleworking several days a week before COVID-19 so we are all fairly highly productive as teleworkers.	5/1/2020 10:57 AM
13	They have to get things done remotely vs. waiting until the next day in office when teleworking. Prior to pandemic we had 2 day a week allowed telework. Some would just put things off until their next day in office. Not an option now. Better problem solving has resulted from 100% telework.	5/1/2020 10:47 AM
14	I can't speak for my coworkers so I selected "About the same"	5/1/2020 10:42 AM
15	Those who have always been productive are still productive while teleworking and those who are not productive in the workplace still are not productive while teleworking.	5/1/2020 10:39 AM
16	N/A	5/1/2020 10:38 AM
17	dont know. I have not observed any poblem with work flow	5/1/2020 10:16 AM
18	I can't speak for others	5/1/2020 10:10 AM
19	I don't know	5/1/2020 10:08 AM
20	I am not sure how to measure there productivity as I don't supervise them.	5/1/2020 10:00 AM
21	I have no simple way to judge their productivity before versus during the pandemic.	5/1/2020 9:58 AM
22	Unknown	5/1/2020 9:57 AM
23	Some are more, some are less, it depends on their duties	5/1/2020 9:56 AM
24	I don't really know. This is a guess.	5/1/2020 9:52 AM
25	Some never want to return to the office	5/1/2020 9:38 AM
26	A bit of a guess on my part.	5/1/2020 9:35 AM
27	Especially less productive are parents who have to "home-school" their children.	5/1/2020 9:32 AM
28	One was put on a 3pm-11pm shift	5/1/2020 9:31 AM
29	If there is a decrease in productivity, it's more related to the decrease in our agency's operational tempo (travel restrictions that forestall onscene accident investigations) rather than an effect of teleworking	5/1/2020 9:27 AM
30	There are less distractions and less social atmosphere. For reports and logging, they are more productive during the reduced maintenance. Once we have projects and other activities start back up, they will be less productive.	5/1/2020 9:21 AM

## Survey: Teleworking during the pandemic

31	Having kids home and having to teach while working. If regular telework, then it would be the same.	5/1/2020 9:19 AM
32	For those who don't have children, it seems to be business as usual. Meanwhile, those of us with little kids are drowning.	5/1/2020 9:11 AM
33	I can only speak to my direct team who is, by need, producing a LOT	5/1/2020 9:10 AM
34	I don't really know.	5/1/2020 9:04 AM
35	don't know	5/1/2020 9:02 AM
36	mixed; some more some less.	5/1/2020 8:58 AM
37	We are all working all the time, around the clock it seems -- answering emails, etc at all hours	5/1/2020 8:53 AM
38	I'm not sure. I think a lot of my coworkers have family challenges (e.g., small children at home) that I don't have, which may be impacting their productivity through no fault of their own.	5/1/2020 8:51 AM
39	don't really know their details	5/1/2020 8:48 AM
40	It's a mix. Some parts are busier due to COVID response, others less busy.	5/1/2020 8:46 AM
41	Diversified team with already established collaboration tools.	5/1/2020 8:45 AM
42	It's harder for some as they have to try to balance being teachers and day care providers in addition to their day jobs...	5/1/2020 8:44 AM
43	Don't know	5/1/2020 8:43 AM
44	My coworkers are as upset about the current working conditions as I am. When your best work friend calls you up for help on an adobe connect event and starts yelling at you, well , you know its bad.	5/1/2020 8:42 AM
45	My branch's workload has increased.	5/1/2020 8:41 AM
46	If my coworkers do not have kids at home, they are more productive. My friends from work with school-age children are struggling to keep their kids caught up on schoolwork and get their own work done. So far they have not been allowed to use the 2/3 pay leave from the FFCRA listed on the DOL website. They have been forced to use LWOP or annual leave.	5/1/2020 8:31 AM
47	No access to certain networks.	5/1/2020 8:25 AM
48	unknown	5/1/2020 8:25 AM
49	I would say the same is true for them...more hours	5/1/2020 8:25 AM
50	Some are like me and feel more productive, but some have children that cause interruptions and would prefer to be in the office.	5/1/2020 8:22 AM
51	Complaints about technology not as effectively fixed without hands-on capability	5/1/2020 8:17 AM
52	based on what I see	5/1/2020 8:15 AM
53	Working at all hours of the day. Working more hours than at the office because it is right there.	5/1/2020 8:15 AM
54	Don't know	5/1/2020 8:14 AM
55	unknown	5/1/2020 8:10 AM
56	I have no idea how productvie my coworkers are. We are all disconnected now.	5/1/2020 8:09 AM
57	due to environmental home issues such as dependant care, work schedules are staggered and responses are delayed, semi productive would be the terminology at this time.	5/1/2020 8:09 AM
58	Same issues	5/1/2020 8:06 AM
59	Same to more productive. We have two locations and had lots of telework prior to this.	5/1/2020 8:04 AM
60	I think we're a pretty high performing team as it is, or was. We're getting some seriously good work done.	5/1/2020 8:04 AM
61	I don't know	5/1/2020 12:14 AM

## Survey: Teleworking during the pandemic

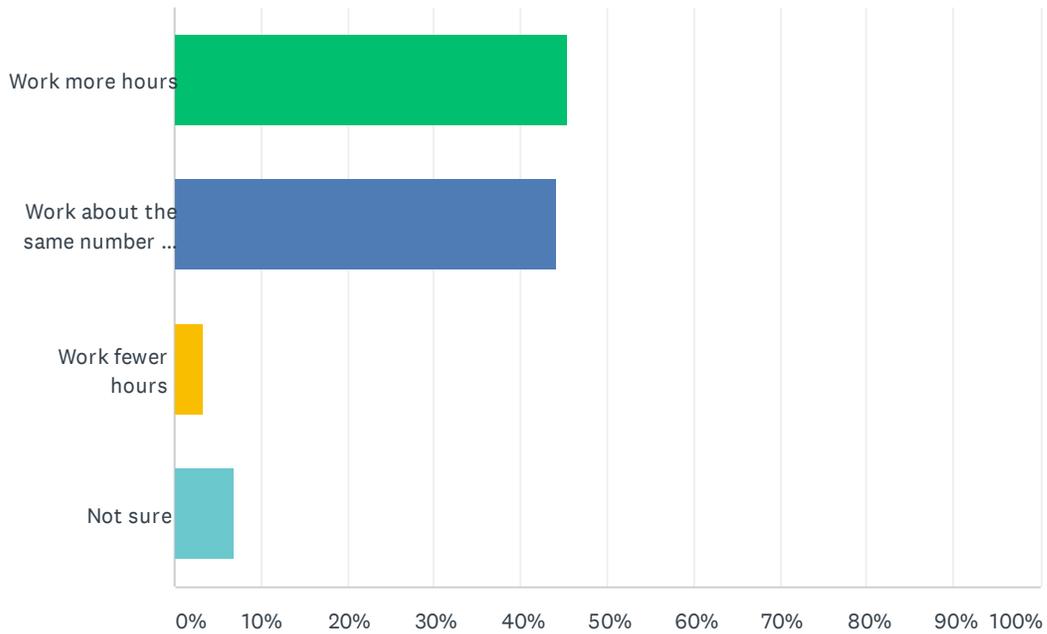
62	We all have the same problems as noted on previous question.	4/30/2020 9:08 PM
63	I really don't know.	4/30/2020 4:22 PM
64	I don't know	4/30/2020 2:34 PM
65	Productivity is getting better every day as the VPN connections get faster	4/30/2020 2:02 PM
66	They have told me they are more productive and they also credit our new Microsoft Office tools. (I don't work for MS; just a fact! LOL)	4/30/2020 1:07 PM
67	Notice that everyone is stressed and finding it difficult to complete projects on time.	4/30/2020 12:53 PM
68	can't give a definitive answer; some seem as productive as ever, some less so	4/30/2020 12:49 PM
69	Not real sure on this question	4/30/2020 10:04 AM
70	Not sure	4/29/2020 7:42 PM
71	For the first couple of weeks my employees were doing great and getting me lots of documents. That has changed dramatically over the past week. Largely though my stars continue to be stars and my less than productive staff I wonder if they still have a pulse.	4/29/2020 5:19 PM
72	Some the same, support staff are definitely less busy, so not as productive.	4/29/2020 3:43 PM
73	I have no idea	4/29/2020 1:46 PM
74	Really don't know - how can you tell when you are not there to see.	4/29/2020 1:01 PM
75	Some people are more productive and some are less. High correlation between having young kids and productivity.	4/27/2020 11:34 PM
76	Yeah	4/27/2020 10:50 PM
77	For the same reasons.	4/27/2020 5:29 PM
78	Don't know	4/27/2020 4:47 PM
79	Am not sure	4/27/2020 1:05 PM
80	How the hell would I know?????	4/27/2020 11:58 AM
81	We often work late and sometimes on weekends now. While it's not good on an everyday basis. Sometimes its less stressful to finish instead of having it hang over your head all night.	4/27/2020 10:32 AM
82	See earlier comment on requiring classified computer systems.	4/27/2020 9:52 AM
83	Depends on the situation (Kids vs. no kids, caring for family member, etc.)	4/27/2020 9:17 AM
84	estimated same	4/26/2020 1:25 AM
85	May agency has been teleworking since 2013 Many of us 4 days a week	4/25/2020 5:34 PM
86	With limited access to our classified materials our work has changed, we had to identify more unclassified tasks. The hard workers still work hard and the ones who try to get over still do that.	4/25/2020 9:44 AM
87	Employees seem to be happier too	4/25/2020 12:42 AM
88	Not totally sure. We don't talk nearly as much.	4/24/2020 10:42 PM
89	Not Sure	4/24/2020 10:07 PM
90	Many do not have as much work they can perform remotely	4/24/2020 6:29 PM
91	It depends.. Those of us juggling young kids are having a harder time	4/24/2020 5:17 PM
92	Can't really assess.	4/24/2020 3:24 PM
93	Unknown	4/24/2020 2:18 PM
94	don't know	4/24/2020 1:25 PM
95	I don't know specifically, but I would have to say "at least the same." Everything is getting done	4/24/2020 12:52 PM

## Survey: Teleworking during the pandemic

	on schedule.	
96	No others	4/24/2020 12:45 PM
97	We already worked in different remote offices.	4/24/2020 10:39 AM
98	Tough to say, normal is not where we are. COVID-19 pre planning is very time consuming. Other normal training and preparation is not the current priority.	4/24/2020 10:28 AM
99	Honestly I have no idea, just assuming	4/24/2020 10:17 AM
100	telework is normal part of our business unit	4/24/2020 10:05 AM
101	I cannot say because I am not in a SUpervisors position but I talk to me Supervisor at least once a day and he can measure the work by the output of eamils that are copied to him.	4/24/2020 10:04 AM
102	None of close co-workers have young children in the house,	4/24/2020 9:59 AM
103	We have fewer large generic meetings so are able to focus better.	4/24/2020 9:48 AM
104	I don't know how I could evaluate this. My manager probably knows.	4/24/2020 9:31 AM
105	Don't know My job is to answer their questions which are a few more	4/24/2020 8:45 AM
106	unknown	4/24/2020 8:43 AM
107	New job, can't judge.	4/24/2020 8:40 AM
108	not sure	4/24/2020 8:31 AM
109	never allowed anyone to telework	4/24/2020 8:18 AM
110	really don't know	4/24/2020 8:07 AM
111	Don't know	4/24/2020 8:05 AM
112	dont know	4/24/2020 7:58 AM
113	Some of my work can be done from home, theirs not so much	4/24/2020 7:35 AM
114	Only have contact with one. Not assigned what I am. She can choose classes.	4/23/2020 10:05 PM
115	No idea	4/23/2020 5:21 PM

## Q8 Now that I'm teleworking or my colleagues are teleworking, I/they tend to:

Answered: 1,077 Skipped: 105



ANSWER CHOICES	RESPONSES	
Work more hours	45.50%	490
Work about the same number of hours	44.20%	476
Work fewer hours	3.34%	36
Not sure	6.87%	74
<b>TOTAL</b>		<b>1,077</b>

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	logging in earlier and staying on later to "make up" time for child care, network issues, and co-workers/customers/contractors thinking we are available 24/7	5/1/2020 12:59 PM
2	To clarify, my output is the same or probably more overall than before, but it takes me working more hours to achieve that. The additional hours I'm working are about the equivalent of the time I used to spend commuting, but that means what I used to do during my commute time (read, respond to personal email) has been sacrificed now that I'm telecommuting daily.	5/1/2020 12:54 PM
3	again, it depends on the assignments or what needs to be done.	5/1/2020 12:51 PM
4	I have more productive hours because there are no meetings for the sake of meetings or interruptions. And I routinely stay after hours to finish up that last email or section of a paper because I don't have to run to catch a train.	5/1/2020 12:07 PM
5	I confess to more hours. I may not work 8 hrs. in a row. But I note that I get work done without the distractions of the office environment.	5/1/2020 11:49 AM
6	This may be due to the nature of our business and the covid-19 outbreak	5/1/2020 11:44 AM
7	I am working about the same number of hours during telework that I was when spending 5 days a week in the office, which has far exceeded 40 hours per week for the last few years, however I am so much more productive while teleworking. I am confident this level of continued productivity will also afford me the time to implement additional process improvements that will benefit productivity more than telework already has.	5/1/2020 11:19 AM
8	Initially we were working more hours but the hours were reduced to excessive OT to 8 hours only.	5/1/2020 11:16 AM
9	I am more efficient and can take walks. I am mentally healthier.	5/1/2020 11:13 AM
10	we find ourselves working harder and longer and focused on tasks.	5/1/2020 11:02 AM
11	I've always been a more than 40 hour a week worker. My responsibilities and projects require additional time and effort beyond an 8 hour day regularly. My co-workers are putting in hours when necessary - maybe/maybe not be more than 8 a day always but they also have to work at hours outside of the typical 9-5 because things need to get done, checked, process approved and pushed on whenever it's available now. We are adapting to the needs of getting the job done 100% remotely	5/1/2020 11:02 AM
12	Since I have a young child, I'm working the same number of hours.	5/1/2020 10:56 AM
13	I attempt to work the same amount of hours although I get my work done sooner.	5/1/2020 10:54 AM
14	Trying to keep to a regular schedule.	5/1/2020 10:44 AM
15	N/A	5/1/2020 10:40 AM
16	While teleworking, I never take any breaks and tend to work longer than normal.	5/1/2020 10:39 AM
17	I'm working ~ 50+hour weeks, so that's 10+ hours of donated time to keep work moving along.	5/1/2020 10:15 AM
18	No commute time. and more flexible time.	5/1/2020 10:12 AM
19	My team is spread throughout the country and normally teleworks 4 days a week.	5/1/2020 10:07 AM
20	But get less done	5/1/2020 10:02 AM
21	Coffee, kids, repairmen, folding clothes, old reruns of bad Oprah shows...you get the idea.	5/1/2020 9:52 AM
22	Work same number of hours, but in different shifts. Instead of just 9-5, some people do early morning or late at night so they can do other things during the day (like take care of school aged kids).	5/1/2020 9:49 AM
23	I don't have to plan to make meals, pack for work and manage the metro to get to work. I don't feel as exhausted from getting to and from work, so feel I am more efficient and productive, while working. If I need to work longer for a project, then I notify my supervisor and do so.	5/1/2020 9:46 AM
24	Normally my daily round trip commute is 3 hours by car and VRE train. I use some of that time and extra energy to work.	5/1/2020 9:41 AM

## Survey: Teleworking during the pandemic

25	Home life and work life are blending overly much and I find I'm starting earlier, returning to work in the evening, and working weekends. I'm sitting all day, going from one zoom right into the next, and people are calling more vs just a quick doorway conversation.	5/1/2020 9:39 AM
26	No turn off switch. On calls early, late and weekends	5/1/2020 9:35 AM
27	Since I don't have to catch my commuter public-transportation to get to and from work, I spend some of that commuting time working to finish assignments.	5/1/2020 9:34 AM
28	probably fewer	5/1/2020 9:33 AM
29	I and my staff previously enjoyed 2 scheduled days of telework per week, so the additional telework days really don't change our mindset on responsiveness. Given that we work in media relations, we're pretty well connected most of the time.	5/1/2020 9:33 AM
30	It depends what is happening with the work. I'm more likely to get more done without having to factor in the commute, impromptu deskside conversations that, while necessary, I can't organize and address questions at a better time, thus interrupts my concentration and takes little longer to get back to what I was working on. Whereas with answering emails, I can prioritize them and address them more efficiently. Telecons seem to work just as well to accomplish meetings, provided there is enough bandwidth to accommodate.	5/1/2020 9:29 AM
31	Our tour of duty and rules for using leave are the same. I don't think those of us who volunteered to work have small children or sick/elderly relatives, so that wouldn't reduce our hours.	5/1/2020 9:29 AM
32	We are involved in the COVID-19 response, so are working continuously including evenings and weekends.	5/1/2020 9:22 AM
33	I feel like I'm working more, but some of my coworkers might feel like they have less to do w/out the field component of their duties.	5/1/2020 9:15 AM
34	In the beginning I was definitely working more hours but I began to make sure I "unplugged" at my normal time and only worked my 8 hours to ensure I was given myself permission to be offline as I normally would. Occasionally, when there has been a deadline, I have worked longer (as I normally would) to get the job done.	5/1/2020 9:10 AM
35	Unable to connect during normal working hours. Need to log in around 430am and work until the connection is dropped. Need to log in again after 5pm to finish work.	5/1/2020 9:07 AM
36	Happy to put in a little more time instead of commuting for hours	5/1/2020 9:06 AM
37	I tend to work the time I used to spend commuting and tend to take less breaks.	5/1/2020 9:04 AM
38	I work more hours, not sure about others.	5/1/2020 9:03 AM
39	Those with small or school aged children are challenged to put in the same number of hours. Those without children or older children do not see the issue.	5/1/2020 9:02 AM
40	Teleworking is hard because there can be so many distractions.	5/1/2020 9:02 AM
41	I have gained about three hours to my day. I am working at least one additional hour every day - sometimes more (3+ hours). But I also am able to more routinely take time every day for personal pursuits (e.g., working out).	5/1/2020 9:01 AM
42	I am more than qualified for my position and rarely have had to work overtime, whether telecommuting or not.	5/1/2020 8:59 AM
43	I have been regularly working 10.5 hrs.	5/1/2020 8:58 AM
44	want to finish my tasks	5/1/2020 8:54 AM
45	In my role I'm part of my agency's response to the pandemic, as well as performing typical duties.	5/1/2020 8:53 AM
46	work about the same hours but if a critical request comes in "after hours" team members ensure the info is created and distributed as quickly as possible (real estate / facility management type work).	5/1/2020 8:50 AM
47	There is the temptation to work more; however, I try not to. There must be a balance between work and life.	5/1/2020 8:49 AM

## Survey: Teleworking during the pandemic

48	This should be two questions. I know about me, not about my coworkers.	5/1/2020 8:47 AM
49	Less time commuting.	5/1/2020 8:47 AM
50	Available for more hours in the day, but not fully engaged for all hours due to telework distractions such as children, elder care, chores, deliveries, etc.	5/1/2020 8:47 AM
51	I start earlier and then get cleaned up and restart. I have a tendency to stay online longer and get online to check email even during off hours.	5/1/2020 8:46 AM
52	I work more hours. Many of my coworkers with children are working less and using leave.	5/1/2020 8:41 AM
53	unless they have school-aged children at home and get up to 20 hours paid per week to care from them as special compensation	5/1/2020 8:37 AM
54	Working in the building is a 10-11 hour day. Working at home I quit at 9 hours, but some days go longer. I don't have the commute either so seems shorter.	5/1/2020 8:37 AM
55	The hours just tend to be split up due to child care arrangements.	5/1/2020 8:33 AM
56	I tend to work more at times when I lose track of time. I am not certain about my co-workers	5/1/2020 8:31 AM
57	I have to guess here. More emails flying around but business does not equate to productivity.	5/1/2020 8:27 AM
58	Work through lunch breaks, work during regular commuting times	5/1/2020 8:26 AM
59	I have tried to keep with a routine. I am at the computer in my home office around my normal start time and try to stick with signing off around my normal stop time unless working on a high-priority task. Very similar to when I was in the office without the extra time commuting to and from the office.	5/1/2020 8:25 AM
60	It varies daily. I never work less. At least three days out of the week, I definitely work more hours.	5/1/2020 8:24 AM
61	While not a supervisor, I have no way of knowing who is actually working on my team. We have icons that show when people are available, away, in meetings, offline, etc., but that's the extent of it.	5/1/2020 8:22 AM
62	You save a lot of time commuting so even though you work more, it still seems like you work less overall and are less fatigued because you do not have to fight traffic.	5/1/2020 8:22 AM
63	More hours but with flexibility to when those hours work best with home schedules	5/1/2020 8:22 AM
64	A few have child care obligations that cut into their hours, but they find a way to get the job done. So a few are working the same or a little less, but their productivity is high.	5/1/2020 8:19 AM
65	As I cannot accrue credit leave or comp time while teleworking, I am stuck into an 8 hour day. Traditionally, during this time of year, I will work 45-50 hours per week, 40 regular time and 5-10 in either credit leave or comp time status to keep up with the workload. If allowed, I would work 1-1.5 hours per day extra in order to keep up with workload.	5/1/2020 8:18 AM
66	I say it averages out. There are some stereotypical government teleworkers who say they are "available" but not necessarily working the entire time. Others are definitely working more and being productive	5/1/2020 8:18 AM
67	It's evenly divided among more/same/fewer	5/1/2020 8:17 AM
68	Except when this first begun, we were mostly all working 60-70 hr weeks	5/1/2020 8:16 AM
69	Each person is different and should be given authority to telework based on their performance. It's hard to tell when people are working or not.	5/1/2020 8:15 AM
70	I think we're over-compensating to prove our effectiveness while not in the office.	5/1/2020 8:14 AM
71	Teleworking to some seems to mean you are available anytime of the day or night.	5/1/2020 8:13 AM
72	Although I work a 9 hour day, I tend no to spend all 9 hours on "work"	5/1/2020 8:12 AM
73	Without commuting the co-workers I am in regular communication with all agree that it is easier and preferable to work additional hours when needed and it is without any additional compensation. It is a personal choice.	5/1/2020 8:11 AM

## Survey: Teleworking during the pandemic

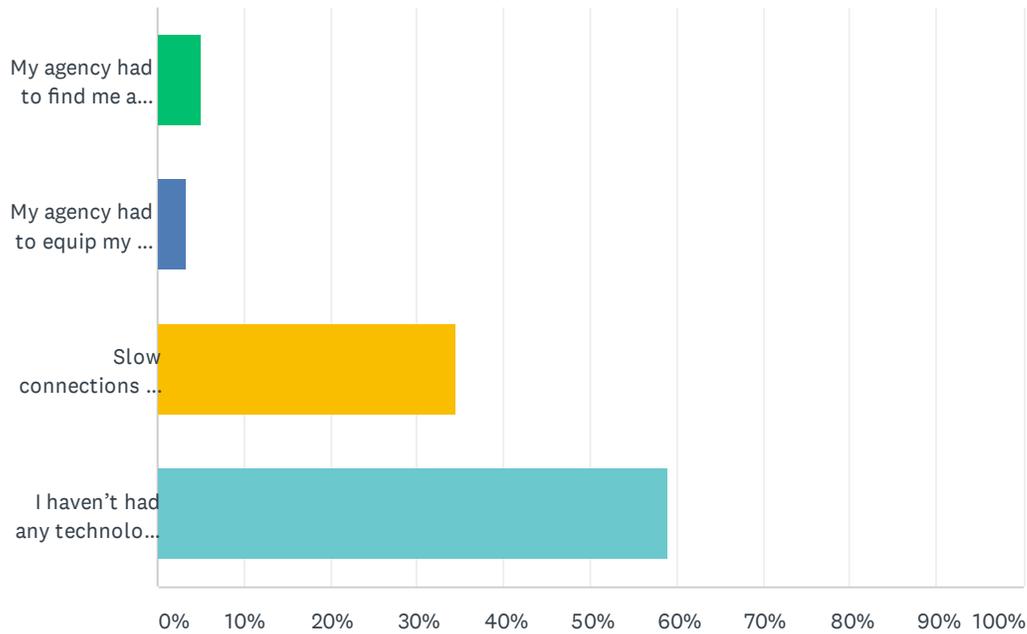
74	just key personnel; many others are slacking	5/1/2020 8:10 AM
75	It's too easy to just stay at the computer and continue working. At least when you are at work, you can leave it all behind.	5/1/2020 8:09 AM
76	But are more flexible. We are not allowed to work more hours but can vary them during the day.	5/1/2020 8:07 AM
77	Talking with colleagues, we have tended to extend work over more of the day, working more hours more flexibly.	5/1/2020 2:59 AM
78	This is a direct result of my agency's decision to not purchase laptops for all employees that can be taken home in an event such as this. The fallout is that we've been told to use our own personal equipment to try and keep things running.	4/30/2020 9:15 PM
79	I'm taking annual leave one day every two-week pay period.	4/30/2020 4:25 PM
80	Some have struggled "stopping work," but the more experience we have, the better turning off the workplace is going.	4/30/2020 1:50 PM
81	don't know about others but my hours are about the same; I am taking less leave than usual	4/30/2020 12:57 PM
82	hard to say, as COVID is bringing many more duties than 'normal'	4/30/2020 11:20 AM
83	It's been constant 12+ hour days. It's been great to show management that telework CAN work but the long hours may be starting to take a toll on folks.	4/30/2020 8:50 AM
84	Our agency watches work hours very closely, claiming any hours over the standard 80 per 2-week pay period is strongly discouraged if not denied outright.	4/29/2020 9:16 PM
85	Not having to commute for 2 hours a day I find I am more apt to working longer days	4/29/2020 2:24 PM
86	but I get more done in those hours.	4/29/2020 1:07 PM
87	because of no commute time.. this is saving about 3 hours a day.	4/28/2020 2:27 PM
88	Worked more while getting adjusted but now settling into what works pretty well	4/27/2020 3:42 PM
89	I think our hours are more fluid...instead of a straight 8 hour work day, it may be a little less at one point in the day, but working in evening well after I may have normally left the office.	4/27/2020 12:23 PM
90	When not teleworking, traffic is a concern for me. The later in the day that i leave, the worse the traffic situation. So, I really try to leave on time from work. Not applicable with teleworking.	4/27/2020 10:35 AM
91	No call to do any extra, since we don't have a lot of work that involves unclassified systems.	4/27/2020 10:00 AM
92	flexibility to spread hours towards later in morning & evening	4/26/2020 1:34 AM
93	Not commuting two hours a day gives me more time to work.	4/25/2020 5:00 PM
94	More hours because we are providing support and need to work longer hours	4/24/2020 7:07 PM
95	I work more; most colleagues less	4/24/2020 6:30 PM
96	Now that I don't need to commute, I can start work earlier and end work earlier.	4/24/2020 4:28 PM
97	Hard to switch off when work is building up so quickly during the pandemic.	4/24/2020 2:21 PM
98	Without a commute, it's easier to work extra time.	4/24/2020 1:25 PM
99	Working within established telework agreement hours	4/24/2020 12:48 PM
100	I get a lot more evening and weekend communications	4/24/2020 12:06 PM
101	there is no commute to and from work to deal with. I don't mind working extra hours, it's great not to have the extra 2 hours driving	4/24/2020 11:58 AM
102	We're working about the same hours, but those hours are not necessarily coming in 8 hour blocks. From what I understand, coworkers with children are getting their hours in any way they can - doesn't matter when as long as they hit 80 hours in a 2 week pay period.	4/24/2020 10:18 AM
103	They worker longer and harder to accomplish their objectives	4/24/2020 10:14 AM
104	It's easier to finish up a project or paper because not having to run out to catch the train at a specific time.	4/24/2020 10:06 AM

## Survey: Teleworking during the pandemic

105	If in the Operations Center; I work 12 hour shifts; when not assigned to the Operations Center I work 8 hours during Steady State.....	4/24/2020 10:01 AM
106	With fewer calls and interruptions, a 6-hour telework day is at least as productive as an 8-hour in-the-office day.	4/24/2020 9:48 AM
107	There are some days that the end of the day comes and goes, but a few tasks need to be completed. Since there are no restrictions on commuting (missing a train or meeting up with a carpool), the end of the day typically extends beyond normal hours. However, I try to balance it out by checking out earlier on other days.	4/24/2020 9:03 AM
108	ALJs typically work over 40+ per week	4/24/2020 8:45 AM
109	Working more hours, but don't mind it. I will trade my two hour commute for two additional hours working from home any day of the week. Not commuting has been the "cherry on top" of the current work situation.	4/24/2020 7:53 AM
110	We are given a specific amount of weather and safety leave and are expected to fill in with telework.	4/24/2020 7:30 AM
111	In the office, I have to leave at a specific time each day because I carpool. At home, I don't just stop at my "off" time - sometimes going an hour or more afterwards. Makes it much harder to leave work behind.	4/24/2020 7:20 AM

### Q9 What technological hurdles, if any, have you or your coworkers who are teleworking experienced? (check all that apply)

Answered: 1,076 Skipped: 106



ANSWER CHOICES	RESPONSES	
My agency had to find me a laptop, phone or other device	5.11%	55
My agency had to equip my own device with the software necessary to connect remotely	3.25%	35
Slow connections to my agency's networks	34.57%	372
I haven't had any technology hurdles	59.01%	635
Total Respondents: 1,076		

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	I have connection issues with agency network everyday.	5/1/2020 1:19 PM
2	Despite slowness connecting to the primary agency network, the IT department has greatly expanded existing cloud services and provided secure access to many network resources, so a direct connection is not necessary for many.	5/1/2020 1:08 PM
3	It's hard not being able to print anything	5/1/2020 12:51 PM
4	In the beginning the VPN wasn't equipped to handle the volume of users and I had issues getting in. It appears to have been resolved after the first week. My agency did have some work arounds in the interim. I do use my own monitor because the government laptop screen is tiny.	5/1/2020 12:50 PM
5	The VPN could not handle the increased workload.	5/1/2020 12:48 PM
6	Initial problems but better now.	5/1/2020 12:33 PM
7	NMCI CONNECTIVITY ISSUE - SLOW OR HAR TO GET CONNECTED OR NEED TO REBOOT ALL THE TIME	5/1/2020 12:19 PM
8	This was only the first week. It's gotten much better and is no longer an issue.	5/1/2020 12:07 PM
9	call quality has suffered when on VPN (we're on VOIP)	5/1/2020 11:55 AM
10	My agency already had an established telework program, where almost all employees teleworked one or more days per week.	5/1/2020 11:49 AM
11	I did notice a fix in place after about a week for the agency in full telework mode.	5/1/2020 11:49 AM
12	Need printer for telework use	5/1/2020 11:45 AM
13	We ran out of vpn addresses on the IT segment so we had to add another newtwork/ip range	5/1/2020 11:44 AM
14	minimal hiccups	5/1/2020 11:34 AM
15	I do not have access to the agency network, but, it hasn't been an issue. I work around that by asking someone who does have access to send me what I need.	5/1/2020 11:31 AM
16	bad policy	5/1/2020 11:24 AM
17	We had a few hurdles with remote tools like WebEx, Jabber, and network load.	5/1/2020 11:22 AM
18	I have a very old laptop and it tends to freeze up several times a day. I have contacted IT and they have not contacted me back.	5/1/2020 11:21 AM
19	Slow and quirky VPN connections were an issue during the first 2 weeks of telework , which was expected due to the sudden and significant increase in the number of users connecting via VPN. Network management was able to upgrade VPN capabilities and since those upgrades were completed my PC has performed better than it ever has in the office. I rely on a rural Internet service provider for connection services too, and my PC and VPN performance has been incredible. I am able to utilize 2 larger sized side-by-side monitors, my personal printer and personal cell phone for business matters (per my signed telework agreement) and have been able to organize my home office to mimick my office space at work. This has allowed me to maximize productivity.	5/1/2020 11:19 AM
20	speed seems to be improving, if slowly.	5/1/2020 11:13 AM
21	I've have routinely teleworked for 2 days a weeks since 2013. Have an agency issued laptop which is only device I use to access agency network. Issues I encounter are resolved by the helpdesk.	5/1/2020 11:02 AM
22	However, a couple of my coworkers have had connection issues or needing new laptops to work remotely. Those problems are now resolved.	5/1/2020 10:51 AM
23	Specific software that is supposed to allow me to use the computer to call coworkers like a phone call do not work consistently.	5/1/2020 10:44 AM
24	Unable to access certain systems	5/1/2020 10:39 AM
25	Initially slow connections at the Govt. Gateways, but, those were resolved by upgrades in bandwidth.	5/1/2020 10:38 AM

## Survey: Teleworking during the pandemic

26	Only because my existing agency laptop stop working	5/1/2020 10:36 AM
27	This is over my time teleworking even before pandemic. Currently, connection is fine.	5/1/2020 10:34 AM
28	I don't have a printer and sometimes it's needed because my laptop screen is too small for several spreadsheets to be open.	5/1/2020 10:33 AM
29	The first two days everybody was teleworking our Agency had issues with the Comcast connections. They worked to resolve it and now Comcast customers who are teleworking do not have issues.	5/1/2020 10:23 AM
30	access to classified systems has been impossible.	5/1/2020 10:15 AM
31	Spent hours on my own time troubleshooting MS Teams app installation; worked with IT helpline and remote tie-in - and they were unable to resolve. I'm guessing a registry file is corrupted.	5/1/2020 10:15 AM
32	cisco softphones suck	5/1/2020 10:12 AM
33	not enough Citrix Licenses to support the amount of teleworkers.	5/1/2020 10:08 AM
34	My agency made great strides in: 1) expanding the number of available VPN connections and 2) finding a good work-around for expiring PIV cards, while maintaining multi-factor authentication for security.	5/1/2020 10:07 AM
35	We initially encountered challenges with accessing the VPN in the first few days of 100% teleworking but that was resolved.	5/1/2020 10:06 AM
36	only with certain applications	5/1/2020 10:05 AM
37	The ability to print would be helpful	5/1/2020 10:04 AM
38	Printer , new computer, install applications we use, etc.	5/1/2020 10:02 AM
39	initially IT WAS SLOW AS I HAD MY OWN LAPTOB. ONCE I RECEIVED MY WORK COMPUTER FROM OFFICE, I HAVE HAD NO ISSUES. WORKING AS IF IN OFFICE.	5/1/2020 10:02 AM
40	The slowness are initial when mass number of teleworking started and for me, only seen during first week to two. Have not had issues for several weeks.	5/1/2020 10:00 AM
41	VPN connects have improved. Just a slight lag now.	5/1/2020 9:59 AM
42	I was teleworking before this.	5/1/2020 9:59 AM
43	VPN has gone down once or twice, not an overwhelming problem	5/1/2020 9:58 AM
44	Actually, this is a highlight. Connectivity and connectedness seem to be a high priority and are working well. Maybe too many options, but well.	5/1/2020 9:52 AM
45	once in a while the VPN will have difficulty connecting but it's a little here or there, more of a nuisance than a hurdle	5/1/2020 9:49 AM
46	I have heard about these types of problems from others, not in my office.	5/1/2020 9:46 AM
47	VPN is slower and we cannot use the network to conduct Skype calls.	5/1/2020 9:41 AM
48	An extra screen would be helpful. I have two screens normally but one at home now.	5/1/2020 9:41 AM
49	I had a laptop, needed access to phone.	5/1/2020 9:33 AM
50	My agency had to loan the actual desktop I was using to take home for telework. Now when I do have to go into the office I have to work from a different office.	5/1/2020 9:29 AM
51	I've been teleworking regularly for years 1 day a week.	5/1/2020 9:29 AM
52	There are days when the computer is mysteriously slow and other days it works fine. That was true at the physical location also. We suspect that we lose significant speed and productivity every time a software update is running in the background. Management does not seem concerned.	5/1/2020 9:29 AM
53	I randomly teleworked before this started so I already was set up.	5/1/2020 9:28 AM
54	I was already teleworking on an ad-hoc basis with a laptop. I brought home most of my work	5/1/2020 9:28 AM

## Survey: Teleworking during the pandemic

devices (large monitors, keyboards, mice) so I could replicated my work environment. I am using my personal wifi router and internet connection.

55	Fine during normal telework but system overwhelmed with maximum telework.	5/1/2020 9:22 AM
56	Only one day it was noticeably slow.	5/1/2020 9:20 AM
57	The only "hurdle" was the same one I had before: I have to use and pay for my personal cell phone. It's worth it so I don't care but it would be nice for lower graded employees/those starting out if something could be worked out	5/1/2020 9:19 AM
58	My home network is having a difficult time keeping up	5/1/2020 9:18 AM
59	While there aren't having much of technical hurdles, working with small laptop screen is taking a toll on the eyes and causing stress and fatigue.	5/1/2020 9:18 AM
60	Issues with bridgelines and Skype	5/1/2020 9:13 AM
61	I had to buy my own equipment ie computer and piv reader	5/1/2020 9:13 AM
62	Not being able to print from my GFE. Printers not approved by the Agency are not allowed to be connected.	5/1/2020 9:10 AM
63	In the beginning there were connection issues but within 7-10 days of starting they had most of those ironed out and sent us headphones to use for teleconferences. Being able to print and not having two screens has been the biggest irritation but I have managed.	5/1/2020 9:10 AM
64	Discussed technology hurdles previously.	5/1/2020 9:09 AM
65	I wish my agency, EPA, was more supportive of telework under normal workplace conditions.	5/1/2020 9:08 AM
66	Once in a while I have network issues but overall it's been fine since we already had a telework policy	5/1/2020 9:07 AM
67	learning new software where video conferencing with ability to share data/docs simultaneously is possible.	5/1/2020 9:06 AM
68	Internet connection did improve over time.	5/1/2020 9:04 AM
69	There have been some disconnections, but that happens at work also.	5/1/2020 9:04 AM
70	It's gotten better	5/1/2020 9:02 AM
71	a few glitches for folks getting used to video conferences; some staff don't have strong enough wifi at home	5/1/2020 9:01 AM
72	I only have OWA, no network connections	5/1/2020 9:01 AM
73	My agency has been fantastic. I have experienced very few technological disruptions and tech support has been amazing. I really have been incredibly impressed with how my agency has handled moving to 100% remote work. I feel incredibly thankful that we are able to continue to do the work we do for US taxpayers.	5/1/2020 9:01 AM
74	The Agency bandwidth for VPN access had to be adjusted and expanded.	5/1/2020 8:59 AM
75	My equipment at home is better than the GFE I have to use when I work at the office.	5/1/2020 8:59 AM
76	Soft phone to reach out to beneficiaries and head sets.	5/1/2020 8:58 AM
77	GSA is a leader in ensuring all workforce members are position to perform their jobs regardless of location.	5/1/2020 8:57 AM
78	HRSA was well situated to transition to full time telework. It has been very smooth.	5/1/2020 8:54 AM
79	i need a printer	5/1/2020 8:54 AM
80	I have been teleworking for years	5/1/2020 8:53 AM
81	My agency (GSA) was telework ready and has fantastic TW infrastructure in place. The transition was seamless across the agency.	5/1/2020 8:53 AM
82	I was already teleworking 2 days a week.	5/1/2020 8:53 AM

## Survey: Teleworking during the pandemic

83	Some but not all encrypted emails will open	5/1/2020 8:52 AM
84	Perhaps slightly slower at times and have had to learn to live without printouts, but no big hurdles	5/1/2020 8:51 AM
85	Printing, when needed, is not allowed. I email to my personal account, in order to print. Of course, pii cannot be sent out of my .gov domain.	5/1/2020 8:51 AM
86	The MS Teams capability has been life saving! It has really enhanced productivity for us to be able to share information more easily	5/1/2020 8:50 AM
87	We already did a lot of telework as an agency, so we were well prepared for the shift.	5/1/2020 8:49 AM
88	My agency has invested heavily in remote work tools and enhanced the bandwidth and capacity of existing tools to ensure all agency staff can work remotely.	5/1/2020 8:49 AM
89	My home ISP has been choking here and there.	5/1/2020 8:48 AM
90	Agency already had a strong VPN network / capacity, but we have reduced video to manage bandwidth with more telework.	5/1/2020 8:47 AM
91	It has gotten better over time	5/1/2020 8:47 AM
92	As the need for remote work increased, the demand on the infrastructure increased. IT has filled this demand over time and increased the capacity as needed - very responsive to the changing environment.	5/1/2020 8:47 AM
93	Missing office set up with two monitors to complete work.	5/1/2020 8:46 AM
94	The first week was slow connectivity but after that.. has been fine	5/1/2020 8:46 AM
95	I had given myself a new desktop computer for Christmas with updated software (Win10) so I was ready to telework. However, I had to download Office365 and its apps. Office365 is not user-friendly and some function is always changing. It's very frustrating.	5/1/2020 8:46 AM
96	VPN went down in the beginning but has been successful for the last 7 weeks.	5/1/2020 8:44 AM
97	Remote access connections were increased shortly after telework began. It is much better now. And definitely better than my network in the office.	5/1/2020 8:42 AM
98	Only at first but I don't detect any issues as of late.	5/1/2020 8:41 AM
99	The agency provided us with phones, which is really nice. Prior to this, we had to use our personal cell phones for agency business on telework. We also send and receive a lot of faxes. This has forced the agency to come up with workarounds to send faxes without a fax machine. I hope they expand the email-to-fax capabilities and the list of secure email partners. It would be great if we permanently eliminated fax machines.	5/1/2020 8:41 AM
100	My agency is not providing me with all of the technology and supplies I need, which compromises my ability to do my job as effectively as possible. For example, I cannot participate in web conferences via my laptop. I am expected to pay for my own printer ink and use my own printer.	5/1/2020 8:41 AM
101	Extra software had to be loaded on my agency-issued laptop.	5/1/2020 8:39 AM
102	Although things were very sporadic in the beginning, upgrades have been made that have made our connections much more consistent and reliable.	5/1/2020 8:39 AM
103	lack of print and scan	5/1/2020 8:37 AM
104	connections were slow at first but was fixed within a week	5/1/2020 8:37 AM
105	It was slow at first trying to get us all the tools, but it smoothed out after 2 weeks.	5/1/2020 8:37 AM
106	some slight delays or busy lines for call-in; trying to start meetings at off times to alleviate on the hour call-in volume.	5/1/2020 8:36 AM
107	Slowed network on rare occasions	5/1/2020 8:35 AM
108	Our agency fixed this within the first week and I haven't had many problems since.	5/1/2020 8:33 AM
109	Rarely have issues logging into VANTS meetings. Skype (audio) has been a problem for	5/1/2020 8:33 AM

## Survey: Teleworking during the pandemic

	months so no change there.	
110	The Library of Congress' OCIO has to push through major network changes and upgrades to support the increased VPN demand to access work email and applications.	5/1/2020 8:32 AM
111	because I live in the country sometimes connections can be slow and viewing videos from work seem to take forever to stream.	5/1/2020 8:31 AM
112	Only disruptions due to my home wifi connection.	5/1/2020 8:29 AM
113	Slow in the beginning, and occasional glitches with reboots required, but basically, no major issues.	5/1/2020 8:28 AM
114	My directorate was caught completely off guard. No one in my office is authorized to telework. All were forced to sign telework agreements or we had to use personal leave.	5/1/2020 8:27 AM
115	My agency was already teleworking up to four days a week so we were well prepared for this.	5/1/2020 8:26 AM
116	The agency fixed the network problems in the first week of teleworking	5/1/2020 8:26 AM
117	Our CIO office has been amazing at scaling up to meet the demand of suddenly thousands of teleworkers. There were some minor VPN connectivity issues the first week, but it has been smooth sailing since then.	5/1/2020 8:25 AM
118	Transition to full teleworking has been very smooth.	5/1/2020 8:24 AM
119	DOD has quickly implemented best practices that they have lagged on with regard to telecommuting. MS Teams has been a huge asset.	5/1/2020 8:23 AM
120	Hurdles the first week, but DOD and DON reacted incredible fast and improved all the IT services. Seamless now.	5/1/2020 8:22 AM
121	Only challenge is access to a good scanner/copier and software upgrades to Acrobat Pro DC which allows more secure digital signing and editing.	5/1/2020 8:21 AM
122	We encountered slow connections in the beginning, but the issue was addressed and is much better now.	5/1/2020 8:20 AM
123	My agency was already in a mobile work environment prior to the pandemic	5/1/2020 8:18 AM
124	I currently have high speed internet service at my home, which is my teleworking duty station. The 8 hours I am on the internet presses my service, as it is capped.	5/1/2020 8:18 AM
125	Peak times are challenging throughout the nation, internet dependencies show the need for more robust and secure traffic for all.	5/1/2020 8:18 AM
126	My agency had already offered teleworking 1 day per week, so we were already prepared. We haven't had any network issues, etc. with close to 1000 employees logging in at the same time	5/1/2020 8:18 AM
127	Had to forward office phone to my personal cell phone. Not problem with incoming since I have unlimited minutes, however if I miss a call and have to return it, I'm unable to block them from seeing my personal number. This is a privacy issue for me.	5/1/2020 8:17 AM
128	My agency had to find devices for hundreds of employees and adopt security measures to protect those devices and data.	5/1/2020 8:13 AM
129	Lack of print capability and slow/poor internet connection from home.	5/1/2020 8:12 AM
130	Initially our agency had slower connections and issues. However, servers and equipment were upgraded and those issues have been resolved.	5/1/2020 8:12 AM
131	Getting everything set up. Lost time in learning new systems when plans changed.	5/1/2020 8:10 AM
132	DCMA	5/1/2020 8:10 AM
133	Very few issues. I do plan my hours so I can use the network when it is less crowded when I do work where I need it. Finding some issues not having a large monitor and have to hook up my own.	5/1/2020 8:10 AM
134	Slow connections first week then after adjustments to the network and VPN servers much better.	5/1/2020 8:08 AM

## Survey: Teleworking during the pandemic

135	Resolved within the first week.	5/1/2020 8:07 AM
136	Only in the beginning.	5/1/2020 8:06 AM
137	Our office and specifically my division already did a lot of telework. We had pretty much everything online already. The transition to full time telework was pretty seamless. Except for the in person interaction, it is business as usual.	5/1/2020 8:06 AM
138	Applications (Outlook, Skype, BigEdge, VPN) constantly goes down requiring reboot at least 3x a day. Too many people on the network	5/1/2020 8:06 AM
139	There is a backlog of computers for new employees due to laptop demand. Our agency's information office seems taxed. Networks were unreliable in March but stable now.	5/1/2020 2:59 AM
140	Slow in the beginning but issues have been fixed	5/1/2020 12:23 AM
141	None of these apply. My agency did nothing to equip my own device(s). Only asked me to find my own solutions and get the tasks done.	4/30/2020 9:15 PM
142	Have monitor bandwidth use so not alot of video conferencing	4/30/2020 5:37 PM
143	There have been mild to serious capacity issues with the VPN into the agency.	4/30/2020 5:33 PM
144	Initially but now its ok	4/30/2020 4:41 PM
145	Agency networks occasionally down	4/30/2020 2:40 PM
146	The VPN connections get better every day	4/30/2020 2:10 PM
147	Initially we had some VPN and other challenges, but for the last 4 weeks it has been working well.	4/30/2020 1:50 PM
148	Issues with being able to have face to face meetings about official government business. We have just been authorized to use webcams at home; however, we are still researching venues where we can and are able to use them to have VTC capability.	4/30/2020 1:12 PM
149	on Tuesday 4/28 our LAN had connectivity issues; SSA had to install software to enable us to hold and record disability hearings by phone	4/30/2020 12:57 PM
150	The agency fixed it fairly rapidly, however.	4/30/2020 7:59 AM
151	Conference line issues. These were solved after 2 weeks of teleworking.	4/30/2020 7:04 AM
152	We're only able to do voice teleconferences as network is too slow for any VTC	4/29/2020 7:06 PM
153	slow internet in general, plus my house has 2-prong electrical outlets instead of 3-prong	4/29/2020 5:56 PM
154	We have slow network connection when in the office so it is most time better at home.	4/29/2020 5:52 PM
155	VPN ISSUES	4/29/2020 5:11 PM
156	They have mainly fixed it but some systems haven't caught up	4/29/2020 4:43 PM
157	There have been a few slow times and dropped connections, but mostly business as usual.	4/29/2020 3:54 PM
158	The first 3 days I teleworked I had connectivity issues but these have since been resolved	4/29/2020 2:28 PM
159	My agency was well-prepared for telework	4/29/2020 2:05 PM
160	I have no access to the agency's secret enclave	4/29/2020 1:50 PM
161	Relocated my work station to home. It would be great to have a printer/scanner, but otherwise what I have now is the same as what I had in the office.	4/29/2020 1:29 PM
162	Support has been overwhelmed and the paperwork to get telework approval was less than easy.	4/29/2020 1:07 PM
163	working off a smaller monitor has been a hurdle	4/29/2020 11:48 AM
164	connection issues have improved since start of telework	4/28/2020 11:14 PM
165	Already teleworking 3 days a week, no change for me	4/28/2020 2:27 PM
166	Minor huddlers were mitigated early on.	4/28/2020 12:54 PM

## Survey: Teleworking during the pandemic

167	I haven't had technology hurdles because I teleworked a day a week before, but one category of employees at my agency was made "newly eligible" for telework because otherwise they would have just gotten leave and they faced hurdles because a lot of them did not have home computers.	4/28/2020 12:08 PM
168	They fixed the problem.	4/27/2020 11:31 PM
169	Intermittent hiccups, but nothing long term.	4/27/2020 9:05 PM
170	My agency didn't do much to help me. They just said come pick up your computer and equipment. My manager was no help.	4/27/2020 7:59 PM
171	Our agency recently discontinued a telework program and we were able to reestablish quickly.	4/27/2020 5:44 PM
172	Working with Animals	4/27/2020 5:04 PM
173	inadequate functionality of provided tools (eg MS Teams doesn't support calling in by phone)	4/27/2020 4:09 PM
174	Switching from google to MS collaboration software a few months has led to many frustrations, all overcome with time/effort but slowing me down	4/27/2020 3:42 PM
175	I have been teleworking for 10 years, at least two days a week.	4/27/2020 3:29 PM
176	Kicks off of network frequently.	4/27/2020 12:55 PM
177	The start of teleworking in March had rough patches with connectivity, but after the initial week we've done very well that way. I don't feel entirely comfortable though with things like webex, Skype for business, etc.	4/27/2020 12:23 PM
178	The agency's computer system has issues on a snow day, it is worse now with freezes and dropped connections. It has gotten better now that we can log in in the morning. Coworkers who got agency laptops have had to deal with numerous issues, some requiring them to go back into the office for computer support to actual work on the machines.	4/27/2020 10:00 AM
179	This has improved since the initial weeks of full-time teleworking.	4/27/2020 9:07 AM
180	Hurdles have all been old style management that doesn't know how to manage by goals	4/26/2020 10:27 PM
181	Agency bandwidth or available connections. I'm on my own dime to buy supporting items to make telework better like a conferencing headset, and a used monitor.	4/26/2020 1:34 AM
182	Slowness was due to volume of employees teleworking.	4/25/2020 9:03 AM
183	connections to skype and webex have been horrible. we have had to use multiple methods to meet virtually.	4/25/2020 8:18 AM
184	Agency wasn't able to handle the load at first (especially conference call capacity) but they've been able to fix it over time.	4/24/2020 4:28 PM
185	Our VDI periodically has problems. It originally was created on the cheap with inadequate capacity. Capacity has been increased, but there are still issues.	4/24/2020 3:27 PM
186	Mandatory teleworkers were not issued promptly additional equipment. While my agency has a robust full time telework program available, those not participating in that program at the time of mandatory telework were not issued additional hardware but still expected to meet full performance and productivity goals.	4/24/2020 3:26 PM
187	Thank you USAID CIO !!	4/24/2020 3:14 PM
188	I do have to use my personal cell phone as I wasn't issued an official one. Some employees use only their official e-mail and do not take calls - presumably they do not have a government-issued phone.	4/24/2020 2:26 PM
189	I needed VPN software installed but this was done at our office, days before our mandatory telework began.	4/24/2020 2:25 PM
190	poor or interrupted connections to agency network as well as online platforms (WebEx, Zoom, etc)	4/24/2020 2:21 PM
191	connections frequently don't work. Rarely have access to everything at the same time.	4/24/2020 1:44 PM
192	We are not allowed to print on our personal printers but the agency hasn't supplied us with	4/24/2020 1:37 PM

## Survey: Teleworking during the pandemic

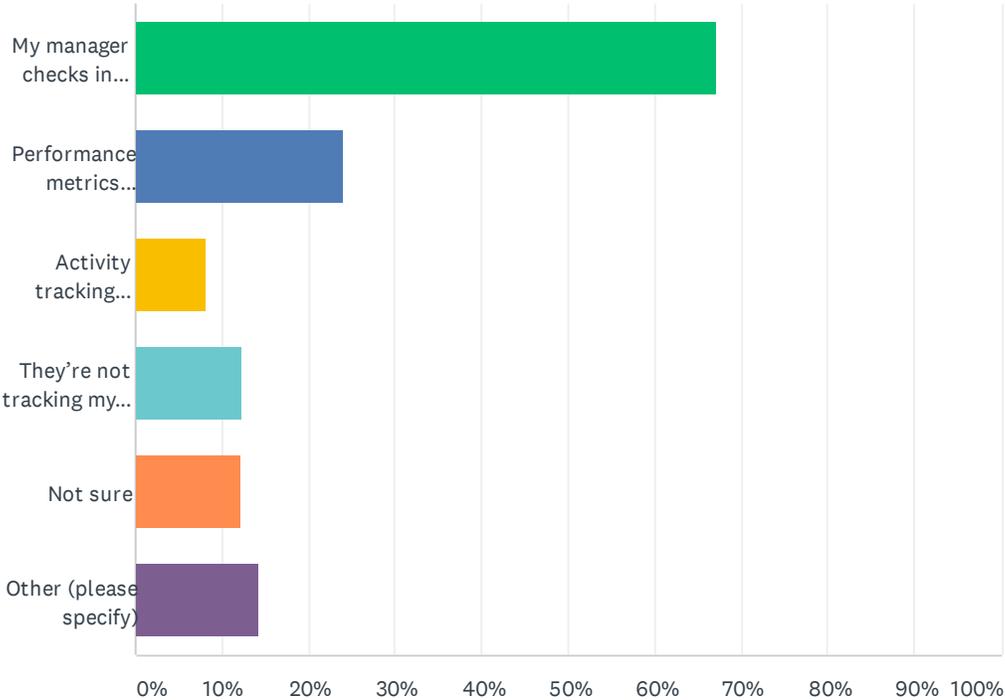
	acceptable printers.	
193	Connection to the VPN was intermittent in the beginning (mid-March). Since then, it's gotten better and issues have stabilized.	4/24/2020 1:03 PM
194	With the caveat that I was already teleworking 2-3 days per week. Quite prepared and used to navigation of VPN etc.	4/24/2020 12:28 PM
195	My only issue has been some slowness and a few days of unreliability from my home ISP. The work infrastructure has been just fine.	4/24/2020 12:06 PM
196	Don;t have privileges to connect my home printer to my government laptop	4/24/2020 11:20 AM
197	My home's internet now has to support 4 people at once, several of whom are using Zoom (w/video). The Agency network seems to be fine for me.	4/24/2020 10:43 AM
198	Our readiness was high	4/24/2020 10:24 AM
199	VPN overloaded	4/24/2020 10:21 AM
200	I work for GSA and have had less problems working from home than in the office.	4/24/2020 10:14 AM
201	The first week of mass teleworking strained the VPN, but IT shop upgraded and now it's been pretty seamless.	4/24/2020 10:06 AM
202	The agency's budget has been starved for years. Employees share both desks and computers. We have a mix of desktop and laptop computers. The only reason the agency can send laptops home is because a lot of us aren't working. Also, the agency receives large amounts of mail. For some work areas the mail is scanned. The agency has always said that it can't afford to scan all the mail for all functional areas. So mailroom employees and employees who work from physical paper can't work from home.	4/24/2020 10:00 AM
203	Occasional interruptions of the VPN.	4/24/2020 9:51 AM
204	Our IT department already had most of the infrastructure in place for the agency to telework, although they did have to ramp up licenses and cloud capacity for some services.	4/24/2020 9:48 AM
205	VPN connections sometimes stutter	4/24/2020 9:24 AM
206	Had to reduce screen sharing due to load on VPN.	4/24/2020 9:12 AM
207	The first few weeks were rough, but the agency has done a remarkable job of getting us up to speed.	4/24/2020 9:03 AM
208	My own WiFi and work location within my house is my biggest technology challenge.	4/24/2020 8:51 AM
209	Expected with increased volume of data traffic	4/24/2020 8:45 AM
210	At times they slow down, when I believe they are adding more teleworkers to the system.	4/24/2020 8:30 AM
211	Getting email all working took about a day. They have moved from platform to platform for communication which takes first getting everyone the message when there is not one established official form of communication, and second setting up and learning new platforms. The changes have been good, but take time.	4/24/2020 8:12 AM
212	finding a quite place to work at home.	4/24/2020 8:02 AM
213	Only issue has been with VPN bandwidth since more personnel are teleworking full-time at the moment. DoD entity has been excellent with customer support and handling personnel IT-related issues.	4/24/2020 7:53 AM
214	initially, limited use of Skype video and online video training	4/24/2020 7:43 AM
215	It was also difficult to configure my Mac to be able to access my agency systems	4/24/2020 7:37 AM
216	The first couple of weeks the VPN connections were slow or sometimes disconnected. The bandwidth to the Internet has been increased and the VPN licenses increased and it has worked well since then.	4/24/2020 7:35 AM
217	We were already equipped to telework but the VPN has had a hard time handling the increased load.	4/24/2020 7:32 AM

## Survey: Teleworking during the pandemic

218	Accessibility issues, overworked networks, and compatibility issues with networks. I had too personally purchase software to make my computer work with my agencies network and training sites.	4/24/2020 7:30 AM
219	When we were told that we had to prepare to possibly telework for a long period my agency was able to get me connected within a short period of time.	4/24/2020 7:11 AM
220	this is not a COVID19 related issue. My agency has latency issues even during the best of times. And this occurs TW or working in the HQ building.	4/24/2020 6:50 AM
221	Except at the beginning there were some connectivity issues, but the FAA fixed those pretty quickly. Teleconference lines have been a little of an issue - getting into the system.	4/23/2020 9:54 PM
222	have trouble accessing all required websites while at home	4/23/2020 7:27 PM
223	approved collaboration tools are not consistent within and across agencies (e.g. Mural, Stormboard, InVision, etc.)	4/23/2020 4:14 PM

### Q10 How is your agency tracking your or your co-workers' productivity while teleworking? (check all that apply)

Answered: 1,078 Skipped: 104



ANSWER CHOICES	RESPONSES	
My manager checks in regularly via email, phone, chat, etc.	67.16%	724
Performance metrics (completed casework, number of customer service calls taken, etc.)	24.03%	259
Activity tracking software	8.16%	88
They're not tracking my productivity	12.34%	133
Not sure	12.15%	131
Other (please specify)	14.19%	153
Total Respondents: 1,078		

## Survey: Teleworking during the pandemic

#	OTHER (PLEASE SPECIFY)	DATE
1	Weekly log of activities	5/1/2020 1:16 PM
2	Weekly all-hands virtual meetings with office director, as well as frequent calls with direct supervisor.	5/1/2020 1:08 PM
3	must provide daily log to manager describing accomplishments for the day	5/1/2020 12:59 PM
4	We have reports to fill out and our timesheet	5/1/2020 12:51 PM
5	Senior leve program manager who self reports	5/1/2020 12:38 PM
6	I have a highly independent position and my productivity and visible and tracked by me and reported every 2 weeks.	5/1/2020 12:07 PM
7	use of event capture	5/1/2020 12:01 PM
8	NOT SURE IF THEY ARE TRACKING Computer usage>	5/1/2020 11:49 AM
9	If we are not being productive our systems would fall apart rapidly	5/1/2020 11:44 AM
10	intense crisis workload along with daily collaboration conferences , reporting requirements a;so provides factual info on organizational productivity	5/1/2020 11:43 AM
11	We now must keep a time log daily of what we do. It is general and not hour by hour.	5/1/2020 11:31 AM
12	Monday check in listing health status and work load for the week.	5/1/2020 11:29 AM
13	Email shows project status and productivity	5/1/2020 11:23 AM
14	Project Review meetings, Microsoft Teams, Weekly Customer meetings, Demo Requests	5/1/2020 11:22 AM
15	Weekly team telecons; daily check in and check out emails to branch head including a run down of things accomplished during the day.	5/1/2020 11:19 AM
16	Online repository of casework	5/1/2020 11:16 AM
17	Time cards	5/1/2020 11:10 AM
18	My work products and meeting timelines reflect productivity - essentially these are performance metrics. If I'm not productive, activities are not completed or continue to advance to the next phase/process. Others in my group have steps in a process or are operations support. If they don't get it done/are not productive the process will stop and a break down in regularly scheduled and time sensitive activities will not be completed.	5/1/2020 11:02 AM
19	If you are a good worker in the office, you are a good worker when you telework	5/1/2020 10:58 AM
20	At the end of each day, we are required to submit a summary of the tasks that were completed. However, I don't believe that they always review the summaries.	5/1/2020 10:56 AM
21	Daily and Weekly Task Reports	5/1/2020 10:55 AM
22	I know that we are being tracked but I am not completely sure as to how. Probably some activity tracking software but again, not sure...	5/1/2020 10:51 AM
23	We have regular staff meetings.	5/1/2020 10:44 AM
24	Agency Telework Tracker	5/1/2020 10:44 AM
25	weekly staff meetings	5/1/2020 10:33 AM
26	I send daily updates via email and weekly update telecon	5/1/2020 10:19 AM
27	weekly conference calls with office staff for work updates	5/1/2020 10:11 AM
28	Skype	5/1/2020 10:07 AM
29	Weekly staff meetings	5/1/2020 10:07 AM
30	My work is quantifiable, both before and during the pandemic.	5/1/2020 10:06 AM
31	Application for tracking work status plans on a daily basis	5/1/2020 10:00 AM

## Survey: Teleworking during the pandemic

32	We provide a weekly progress report and hold bi-weekly meetings	5/1/2020 9:49 AM
33	we have daily team meetings and we all know what we're doing - we do a lot every day and any slack is quite noticable.	5/1/2020 9:49 AM
34	meetings/huddles/touch bases with different groups	5/1/2020 9:46 AM
35	I have my projects and commitments done on time and right the first time. Otherwise I pretty much manage myself.	5/1/2020 9:40 AM
36	Dedicated SLACK channels are a primary connection with my bosses.	5/1/2020 9:34 AM
37	We still have jobs to perform with logging and metrics that have to be met. We also have reports and other tasks that have due dates that must be performed.	5/1/2020 9:28 AM
38	Same as before.	5/1/2020 9:22 AM
39	I don't know how my co-workers are "tracked". I know we are required to be available, be on skype/ocs, respond promptly to emails, answer our phones, enter time daily, etc.	5/1/2020 9:19 AM
40	Daily activity logs	5/1/2020 9:10 AM
41	Submitting daily accomplishments report to supervisor	5/1/2020 9:10 AM
42	detail work completed each day	5/1/2020 9:08 AM
43	Little to no communication from management	5/1/2020 9:07 AM
44	GSA's philosophy is work is what you do, not where you sit. Productivity is managed the same for all employees regardless of where they sit.	5/1/2020 9:05 AM
45	We are required to submit daily telework reports.	5/1/2020 9:04 AM
46	Same as non-telework Normal methods, metrics	5/1/2020 8:59 AM
47	documenting moved cases on a spread sheet sent in everyday.	5/1/2020 8:58 AM
48	Activity Tracking-completed activities	5/1/2020 8:58 AM
49	call in	5/1/2020 8:54 AM
50	I have weekly, bi-weekly and monthly reports I have to provide, which is the same method of checking productivity pre-pandemic	5/1/2020 8:53 AM
51	Weekly planned and actually performed reports	5/1/2020 8:53 AM
52	I email sign on and off times	5/1/2020 8:52 AM
53	Would love to see a survey that goes deeper on performance. I expect this to be a missing link for federal teleworking..	5/1/2020 8:51 AM
54	Business as usual - regularly scheduled TW is now extended full-time	5/1/2020 8:50 AM
55	I check in with my manager and submit a summary of accomplishments and projected activities.	5/1/2020 8:49 AM
56	Already have performance based metrics so expectation is that things that have planned will be completed.	5/1/2020 8:49 AM
57	productivity isn't a function of telework, getting the job done is the responsibility of the worker / employee completing their assignments	5/1/2020 8:47 AM
58	We enter all telework time into hour time and labor system	5/1/2020 8:44 AM
59	Submit a Log Sheet with completed tasks	5/1/2020 8:44 AM
60	End of day on projects worked on or completed.	5/1/2020 8:42 AM
61	We have one system we use on Tuesdays and Thursdays to report we're teleworking. No one knows why, and why those days.	5/1/2020 8:41 AM
62	We are having bi-weekly video teleconferences to discuss what everyone is doing, our challenges, and address any issues that we may have or assistance that we need.	5/1/2020 8:39 AM

## Survey: Teleworking during the pandemic

63	Daily reports - manual entry	5/1/2020 8:36 AM
64	same as when in office	5/1/2020 8:36 AM
65	We meet regularly with our team and report daily to managers what we have completed during the day.	5/1/2020 8:33 AM
66	Muster email in the morning and Telework report required at the end of the day. each day.	5/1/2020 8:33 AM
67	Weekly reports	5/1/2020 8:31 AM
68	skype meetings	5/1/2020 8:31 AM
69	on-line meetings, measures, reports - all the same things as before the pandemic started.	5/1/2020 8:27 AM
70	each person is asked to provide a end of day status report, can be a simple as 3-4 bullets	5/1/2020 8:27 AM
71	Daily worklog	5/1/2020 8:25 AM
72	Daily log on and log off email to my manager	5/1/2020 8:25 AM
73	My boss is managing us the way she always has, mostly hands-off unless we need her to step in. We have twice weekly video calls to check-in and to stay connected.	5/1/2020 8:25 AM
74	Status reports	5/1/2020 8:24 AM
75	If projects, tasks, etc. get completed. Answer emails, action items, etc.	5/1/2020 8:23 AM
76	I post pre and post day reports of activities	5/1/2020 8:22 AM
77	I am project based, so my projects progressing is the best metric.	5/1/2020 8:22 AM
78	Continuous interaction like at the office. Nothing different for tracking needed.	5/1/2020 8:22 AM
79	Every morning check in with manager and highlight activities for the day. When quit send in follow-up email. Manager is working more than 10 hours per day and I am working at least 9 hours. Work load seems to have increased.	5/1/2020 8:21 AM
80	Microsoft Communicator seems to be the tool of choice...green working...	5/1/2020 8:18 AM
81	My manager trusts us to do what needs to be done and we all appreciate that. Teleworking is no different than being physically in the office	5/1/2020 8:18 AM
82	We submit daily updates	5/1/2020 8:16 AM
83	tracking sign ins to the vpn	5/1/2020 8:16 AM
84	Weekly Status Meetings	5/1/2020 8:15 AM
85	daily and weekly reports	5/1/2020 8:10 AM
86	we all skype full time and keep an active room open	5/1/2020 8:09 AM
87	Is the job getting done?	5/1/2020 8:06 AM
88	If the work is getting done, productivity is fine. People try to make this too complicated.	5/1/2020 8:06 AM
89	outlook emails start and end of telework day, to supervisor	5/1/2020 8:06 AM
90	Log	4/30/2020 9:07 PM
91	Automated daily check-ins/outs	4/30/2020 3:48 PM
92	We report daily and weekly production to our Flight Chief	4/30/2020 2:10 PM
93	Telework Spreadsheet	4/30/2020 1:16 PM
94	a daily status email	4/30/2020 1:11 PM
95	in SSA/OHO we are required to submit a daily log of our activities	4/30/2020 12:57 PM
96	productivity tracking is identical to that taking place in the workplace	4/30/2020 11:20 AM
97	Status reports	4/30/2020 10:19 AM

## Survey: Teleworking during the pandemic

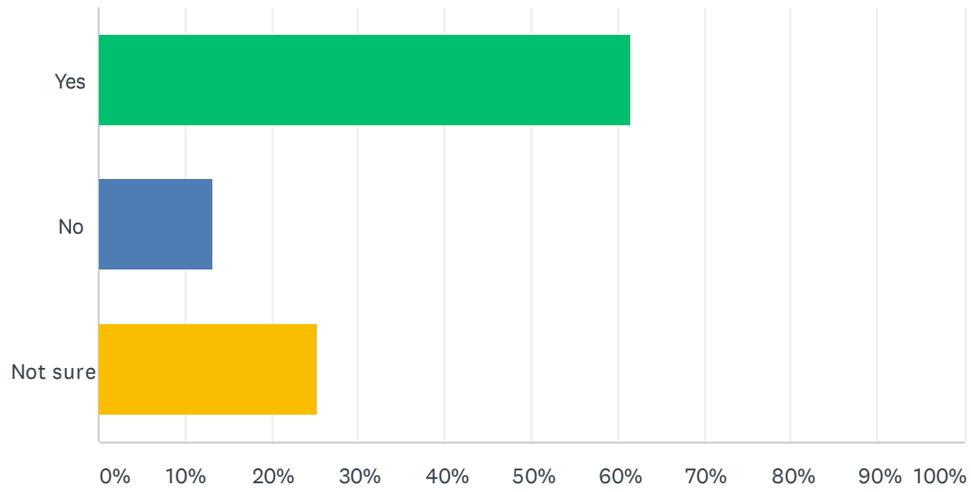
98	Status reports, PMRs, conference calls	4/30/2020 9:59 AM
99	3 status reports, 2 weekly branch meetings, 1 on 1 meeting, and countless, emails and skype messages.	4/30/2020 7:04 AM
100	Responsiveness and Completed assignments	4/29/2020 11:13 PM
101	Daily report	4/29/2020 8:45 PM
102	I submit a weekly status report.	4/29/2020 6:39 PM
103	Staff meetings, weekly accomplishments	4/29/2020 5:11 PM
104	Status report	4/29/2020 4:41 PM
105	Daily email status checks	4/29/2020 4:02 PM
106	Nothing formal, my boss assigns me work and I do it.	4/29/2020 3:54 PM
107	self-assessment sheet completed and submitted each day	4/29/2020 2:28 PM
108	work products are used to determine productivity. Are the work products that need to be produced being produced? To what quality? On time? Are we able to produce a larger quantity or better quality of work product?	4/29/2020 2:04 PM
109	Status reports	4/29/2020 1:59 PM
110	Periodic staff meetings	4/29/2020 1:29 PM
111	daily status report	4/29/2020 1:18 PM
112	daily accounting form i fill out	4/29/2020 1:16 PM
113	Skype/Teams has to be active while on-duty	4/29/2020 1:07 PM
114	Email w/ list of work did	4/29/2020 7:20 AM
115	I email my boss what I'm doing during the day. He is hard to get a hold of though.	4/28/2020 12:08 PM
116	Mandatory daily input of timekeeping	4/28/2020 7:22 AM
117	Weekly Telework Summary	4/28/2020 7:16 AM
118	I check in with my supervisor	4/27/2020 11:31 PM
119	Majority of the time all I do is development courses	4/27/2020 7:59 PM
120	Results	4/27/2020 5:44 PM
121	We charge our time to what we'e working on and bi-weekly reports.	4/27/2020 5:34 PM
122	N	4/27/2020 5:12 PM
123	manager checks in daily but is not monitoring my productivity	4/27/2020 4:09 PM
124	we summarize at end of day what we worked on in email	4/27/2020 3:40 PM
125	Daily reports	4/27/2020 12:57 PM
126	Self-reporting	4/27/2020 12:26 PM
127	Not expected to be productive due to lack of classified computer systems	4/27/2020 10:00 AM
128	We fill out 3 different online time sheets	4/26/2020 10:27 PM
129	4/27 we switch to a summary log of types of work done with no metrics besides number of hours worked that day.	4/25/2020 9:03 AM
130	Within time cards	4/25/2020 8:51 AM
131	Weekly touch point meetings using Microsoft Teams.	4/25/2020 6:07 AM
132	Daily reports	4/24/2020 11:54 PM
133	Reporting	4/24/2020 11:53 PM

## Survey: Teleworking during the pandemic

134	Inconsistent within the agency; depends on each supervisor's preference and personality.	4/24/2020 4:28 PM
135	Endless meetings and taskers demonstrate level of engagement for everyone	4/24/2020 12:15 PM
136	Daily accountability check-in for both federal employees and contractors.	4/24/2020 12:15 PM
137	If you meet your deadlines and the expectations you are showing your productivity	4/24/2020 11:58 AM
138	Log	4/24/2020 11:23 AM
139	status reports	4/24/2020 10:31 AM
140	I typically check in with my supervisor on where I'm at. But that's something I did regularly before the pandemic.	4/24/2020 10:18 AM
141	I am in contact daily with my Supervisor and co-workers.	4/24/2020 10:14 AM
142	My work is very visible and I keep my boss in the loop. No change from when I was in office.	4/24/2020 10:06 AM
143	We have to send daily emails telling him what we plan to work on at the start of the day. And then an email at the end of the day saying what we actually did.	4/24/2020 10:03 AM
144	Weekly or twice-weekly written status reports	4/24/2020 8:33 AM
145	Daily logs of work	4/24/2020 8:26 AM
146	daily and weekly reporting of what we have accomplished. If there is something like a certificate from completing a class they want to see it.	4/24/2020 8:12 AM
147	submit a report every day on work performed	4/24/2020 8:02 AM
148	DAILY LOGS	4/24/2020 7:56 AM
149	Training supposedly is tracked by certificates sent to HD. The rest I record and hand in at some point in the future.	4/24/2020 7:30 AM
150	Daily reports are sent to our supervisor at the end of the shift.	4/24/2020 7:11 AM
151	EAGLE timekeeping	4/24/2020 6:50 AM
152	Weekly Workload Reports	4/23/2020 7:55 PM
153	Electronic sign in	4/23/2020 4:50 PM

## Q11 Do you think you or your coworkers will continue to telework once things go back to normal?

Answered: 1,078 Skipped: 104



ANSWER CHOICES		RESPONSES	
Yes		61.41%	662
No		13.17%	142
Not sure		25.32%	273
TOTAL			1,078

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	Recently agency restricted telework. Would like to see continued flexibility	5/1/2020 1:42 PM
2	I hope that there are more options available for telework and that it's much more prevalent. We've shown that it can be done effectively. Reduced real estate costs will lead to more funding for the programs that need it.	5/1/2020 1:29 PM
3	Im not sure if my agency will allow the liberal use of teleworking.	5/1/2020 1:18 PM
4	Many already teleworked ~1 day a week, but I expect that will go up substantially, both the number of people that do it, and the number of days per week.	5/1/2020 1:08 PM
5	We did always provide this option, but only for a max of 1 day/week. I foresee increased teleworking for the rest of 2020 due to schools being closed for the rest of this year so parents needing to stay at home with them and because our state is going to do a slow-dial, phased-in process but keeping as much social distancing in place until a vaccine is found.	5/1/2020 12:54 PM
6	It's upper management's call and they don't really like telework. They prefer a physical presence.	5/1/2020 12:50 PM
7	My agency already had an established telework program, where almost all employees teleworked one or more days per week.	5/1/2020 11:49 AM
8	Probably won't be allowed to.	5/1/2020 11:49 AM
9	I will go back to my two days a week teleworking schedule	5/1/2020 11:48 AM
10	We already telework once a week as an option.	5/1/2020 11:44 AM
11	Occasionally	5/1/2020 11:43 AM
12	I hope they will allow it.	5/1/2020 11:31 AM
13	I think most of us will follow the guidance from CDC and the Governors within our state to telework until they say its safe with precaution instructions.	5/1/2020 11:22 AM
14	Before this issue I only teleworked Mon. & Fri.	5/1/2020 11:21 AM
15	I do believe everyone in my branch will continue to telework to some degree, once we are able to safely return to work. This will be dependent upon individual circumstances.	5/1/2020 11:19 AM
16	if so minimally	5/1/2020 11:16 AM
17	Not sure if this will be option. I certainly hope so.	5/1/2020 11:13 AM
18	the agency allows regular telework for work life balance. I expect it will continue.	5/1/2020 11:02 AM
19	Telework eliminates stress and improves quality of work and life.	5/1/2020 10:58 AM
20	My team already teleworked 1-2 days/week before COVID, but I expect we'll telework more frequently in the future.	5/1/2020 10:57 AM
21	We all have a regular telework schedule.	5/1/2020 10:56 AM
22	Even during this time my agency is making us come in three time a week despite the stay at home orders. They don't trust we are doing our work.	5/1/2020 10:54 AM
23	I think we will continue teleworking...but would not be surprised if it stopped due to current leadership in government.	5/1/2020 10:51 AM
24	Our office is converting to an 80% telework schedule.	5/1/2020 10:44 AM
25	on a part-time basis	5/1/2020 10:44 AM
26	They should because the pandemic is not over.	5/1/2020 10:40 AM
27	Not sure if that will be an option. If so, I would take advantage of it, even though I never did before.	5/1/2020 10:39 AM
28	We may go to a 1 or 2 day a week telework schedule.	5/1/2020 10:38 AM
29	we will go back to one day a week	5/1/2020 10:33 AM

## Survey: Teleworking during the pandemic

30	I am so hopeful the option to telework full-time will exist. I am more productive and my quality of life is improved without commute time.	5/1/2020 10:24 AM
31	I hope so.	5/1/2020 10:23 AM
32	to get to 100% productivity, we need to interact with partners	5/1/2020 10:15 AM
33	we gain a lot from in person collaboration and we need to train new hire staff - that's a little hard to do remotely.	5/1/2020 10:15 AM
34	Again, I cannot speak for coworkers but for me, telework is a contingency, not normally part of my work schedule.	5/1/2020 10:12 AM
35	If still there are new cases of inflection and died of coronavirus, teleworking will be safer.	5/1/2020 10:12 AM
36	We can already telework one day/week. Depends on management decision.	5/1/2020 10:11 AM
37	We will revert back to once a week as it was before the pandemic. Prior to this administration we were teleworking 3 days a week.	5/1/2020 10:06 AM
38	we were teleworking partially before COVID-19	5/1/2020 10:05 AM
39	I currently telework 2 days a week prior to the pandemic	5/1/2020 10:04 AM
40	We had telework arrangements available before COVID-19. We'll continue to telework in some capacity, but probably not to the extent we are right now.	5/1/2020 10:03 AM
41	I won't. Have no place to lock up records and have to work on my kitchen table with no monitor.	5/1/2020 10:02 AM
42	I WOULD LIKE TO CONTINUE WORKING FROM HOME, BUT AGENCY HAS RULE THAT MY JOB CAN NOT QUALIFY FOR TELEWORK	5/1/2020 10:02 AM
43	telework eligible employees could telework some pre-coronavirus	5/1/2020 10:00 AM
44	Lot of improvement for everyone as we get more experience.	5/1/2020 9:59 AM
45	We were teleworking half time before this.	5/1/2020 9:59 AM
46	I would like to	5/1/2020 9:54 AM
47	Anyone who doesn't like getting paid to do less will clamor to return to the office. Otherwise...	5/1/2020 9:52 AM
48	Many of us telework at least 1 day a week but with this virus, what will "normal" look like? There will need to be a NEW normal.	5/1/2020 9:49 AM
49	we have been 2 days a week, and now it be more when we return to the "new normal"	5/1/2020 9:49 AM
50	Yes but not everyday	5/1/2020 9:48 AM
51	but may return to partial telework and partial in office work; some are full-time virtual workers	5/1/2020 9:46 AM
52	Normally telework is not an option for us. I hope they change their minds.	5/1/2020 9:41 AM
53	Some want to telework full time	5/1/2020 9:40 AM
54	But at a lesser amount	5/1/2020 9:35 AM
55	My co-workers will continue because they have been teleworking for years. I never wanted to do it, and would prefer to work in the office. However if this pandemic lingers, I would like to telework -- I prefer that to getting infected, frankly.	5/1/2020 9:34 AM
56	Even though I have proven that I am responsible to telework, I have been singled out by our clerk (through direct eye contact) in a room with other coworkers that "We absolutely will NOT be teleworking after the pandemic." I have an hour and a half commute to and from my duty station. When we don't have court scheduled or the judges are gone or there is inclement weather, there is absolutely no reason teleworking should not be offered. It is a power-and-control situation and one that my clerk has despised giving up during this pandemic because she feels she doesn't have control. I would relish the opportunity to continue to telework when there is no court scheduled, but I will not be surprised to see random little hearings pop up on the court schedule, just to control any possibility of working at home.	5/1/2020 9:34 AM
57	not full time but probably more often than before	5/1/2020 9:33 AM

## Survey: Teleworking during the pandemic

58	Only one person was approved for telework due to hours being 3pm-11pm	5/1/2020 9:33 AM
59	Our boss (an IG) is a terrible leader so I expect she will ignore the opportunity to reevaluate her policies based on our experience. Ironic in the extreme, since she shirks from home all the time, much to the embarrassment of those of us who have to make excuses for her complete lack of integrity and leadership.	5/1/2020 9:33 AM
60	I believe we will return to our scheduled telework days, but I don't see any of us greatly expanding our telework as we return to normal. I do believe we will phase into our normal schedules, with some of us continuing to maximize telework until the "new normal" is established.	5/1/2020 9:33 AM
61	Hope so!	5/1/2020 9:29 AM
62	Most of our team was already teleworking.	5/1/2020 9:29 AM
63	I've been teleworking regularly for years 1 day a week.	5/1/2020 9:29 AM
64	If permitted to by the agency. That's still in question.	5/1/2020 9:29 AM
65	Historically, my organization only allowed telework on an ad-hoc basis, although exceptions are made for some individuals. Managers may allow or disallow telework without justification.	5/1/2020 9:28 AM
66	Until we are all tested, I think this will be the norm	5/1/2020 9:23 AM
67	We are on FT telework until June 1. It is unclear what the the plan will be other than "flexible" for return to work.	5/1/2020 9:22 AM
68	For reduced number of days.	5/1/2020 9:18 AM
69	Many will continue to telework, I believe. Several were teleworking before the pandemic.	5/1/2020 9:17 AM
70	Some may, but most won't. The nature of our fieldwork precludes frequent telework.	5/1/2020 9:15 AM
71	Yes, but not on a full time basis.	5/1/2020 9:10 AM
72	concerned about repopulation of work place too early.	5/1/2020 9:08 AM
73	Most want to continue because we are scared	5/1/2020 9:07 AM
74	My agency had just taking our telework away the week before the Cov and then had to give it back on an everyday bases. So no I don't think we will continue after the pandemic	5/1/2020 9:07 AM
75	We teleworked 50% before this happened	5/1/2020 9:06 AM
76	USDA- administrator dislikes employees- will do President 's bidding- eliminate teleworking as much as possible	5/1/2020 9:06 AM
77	If it is allowed	5/1/2020 9:05 AM
78	Although I want to...I had not been on a fixed TW schedule before due to disapproval of second-line supervisor. Hopefully all of us teleworking this situation will prove that we "can be trusted" and don't need to show our faces in the office EVERY...SINGLE...DAY.	5/1/2020 9:05 AM
79	We had been teleworking 1 to 2 days per week. That would probably be our baseline.	5/1/2020 9:04 AM
80	Our Dept hates telework	5/1/2020 9:03 AM
81	We were teleworking several days a week prior to the COVID-19 Pandemic.	5/1/2020 9:03 AM
82	Depends on agency policy	5/1/2020 9:02 AM
83	I am hoping they change the current restrictive and punitive telework policy at USDA once this is over. We have more than proven the assumptions that led to that policy to be unfounded.	5/1/2020 9:01 AM
84	We have always provided staff w/ ability to request telework 1 day/week. My guess is more folks will now request that option. Personally, I miss comraderie and believe I work better around others. I find it especially hard to manage my staff remotely.	5/1/2020 9:01 AM
85	I've learned that I don't think I'd like to telework 100% of the time; but it would be nice to be able to do it more frequently.	5/1/2020 9:01 AM
86	A few of us were already doing a day or two a week but more would be ideal.	5/1/2020 9:00 AM

## Survey: Teleworking during the pandemic

87	We could telework 2x/week prior to COVID19	5/1/2020 8:59 AM
88	Expect to return to previous telecommuting schedule of two days per week.	5/1/2020 8:59 AM
89	I work for SSA and we were the first to get cut out of teleworking completely under operations.	5/1/2020 8:58 AM
90	Prior to virus we were teleworking 2 days per week. I doubt if it will be full time, previous request were denied.	5/1/2020 8:58 AM
91	i would like to continue	5/1/2020 8:54 AM
92	Our agency is well-equipped for telework, and amid ongoing concerns about employee safety I expect employees will opt to telework a bit more than usual in the foreseeable future, where job duties and mission accomplishment allow it. Our leadership is taking a thoughtful approach to the question of returning to federal facilities. Again, our transition to agency-wide telework has been seamless, with no negative impact to productivity.	5/1/2020 8:53 AM
93	We will revert back to our original telework schedules - most hope to get an additional day per week	5/1/2020 8:53 AM
94	but to a lesser degree. Perhaps 1-2 days per week telework	5/1/2020 8:52 AM
95	My agency already allowed telework and telework eligible employees (99.9%) were fully equipped with laptops	5/1/2020 8:51 AM
96	hoping this has changed the resistance to telework	5/1/2020 8:50 AM
97	Think it will be a gradual shift back to "normal" with some things being done differently, more virtually as a result of this experience.	5/1/2020 8:49 AM
98	Previously I teleworked 2 days a week. I expect that will continue once things go back to normal.	5/1/2020 8:49 AM
99	We already had telework policy in place	5/1/2020 8:47 AM
100	I suspect they may look to add more telework to their routines	5/1/2020 8:47 AM
101	There will be an increase in telework over the metrics prior to Covid-19 due to medical necessity (at risk individuals). Some jobs do not require physical presence. The factor will be if the employee is responsible and able to be as productive as they are in the office.	5/1/2020 8:47 AM
102	I am not interested in regular teleworking but others might	5/1/2020 8:46 AM
103	will be allowed to telework minimal when we go back. EPA-AFGE was one that removed virtually all telework.	5/1/2020 8:46 AM
104	I will resume my normal schedule and travel to my office in DC three times a week and telework two days a week. Honestly, I WANT MY LIFE BACK!	5/1/2020 8:46 AM
105	What is the definition of normal?	5/1/2020 8:44 AM
106	I would love to because there is no distractions and I do more work and work more hours.	5/1/2020 8:44 AM
107	We are only allowed 2 days a pay period of necessary. With the restrictions from Perdu it won't change. We can prove we do more and it would save the government money on office space if we did this regularly. Mail hasn't even built up during this time.	5/1/2020 8:43 AM
108	I intend to request more telework. I had been teleworking regularly approx. 2 days per week.	5/1/2020 8:42 AM
109	We already were anyway.	5/1/2020 8:41 AM
110	We teleworked in a limited capacity up until our new Commissioner eliminated it for us in November. I hope, given the money they invested in telework equipment, we will continue to telework after the COVID-19 situation is over.	5/1/2020 8:41 AM
111	We had limited telework in the past. I believe that will continue, but do not know if it might be expanded.	5/1/2020 8:41 AM
112	Once things are back to normal, we will go back to our regular telework schedule	5/1/2020 8:39 AM
113	If given the option, I would love to telework at least twice a week.	5/1/2020 8:39 AM
114	they should- doesn't make sense to stop	5/1/2020 8:37 AM

## Survey: Teleworking during the pandemic

115	It will not be 100%.	5/1/2020 8:36 AM
116	Normal will have to be redefined going forward.	5/1/2020 8:36 AM
117	Prior to COVID we were able to telework one day per week. Hopeful that will continue but very doubtful it will ever be more than one day per week. Leadership prefers face to face.	5/1/2020 8:33 AM
118	I was already teleworking on Wednesdays.	5/1/2020 8:33 AM
119	Unfortunately no per our management	5/1/2020 8:31 AM
120	if teleworking is within their contracts or agreements then yes. Some aren't able to normally.	5/1/2020 8:31 AM
121	Our Agency is within the Department of Agriculture -- who took away the vast majority of our teleworking days. Our staff was 30% more productive when most of us teleworked three to four days a week -- someone actually studied it after more telework was granted to us. Then, we lost all but one day of telework every week or two, or lost it completely. Now that we are teleworking due to coronavirus concerns, we are productive again. I sincerely hope our Department doesn't take our telework days away from us again.	5/1/2020 8:30 AM
122	Our agency lost telework earlier this year. We are only teleworking because of COVID-19.	5/1/2020 8:28 AM
123	I hope so. There is no reason why our office cannot work remotely. The old parochial attitude in the office has prevented us from doing so. I did the same job with Air Force and we teleworked 4 days per week - Army believes it has a better idea.	5/1/2020 8:27 AM
124	Hope so	5/1/2020 8:26 AM
125	Back in March 2018 the USDA changed the policy to 1 telework day a week. Before that change employees could telework the entire week but had to come to the office 1 day a pay period.	5/1/2020 8:26 AM
126	Only if policy changes	5/1/2020 8:25 AM
127	We were told we would go back to one day a week, once this is over.	5/1/2020 8:25 AM
128	Several coworkers are at higher risk — they will see if they can return later than the larger mass of employees	5/1/2020 8:25 AM
129	We all regularly teleworked once per week before COVID. I would imagine we will telework more frequently after this as it has shown that we can all manage day to day remotely.	5/1/2020 8:25 AM
130	Depends on management decisions	5/1/2020 8:24 AM
131	We were teleworking one day per week prior to Covid-19. I expect they will make us go back to one day per week, although we've proved we can do quite well while teleworking full time.	5/1/2020 8:24 AM
132	I honestly believe even after this our leadership's ossified opinion of what constitutes effective work will prevent meaningful continuance of telework programs.	5/1/2020 8:23 AM
133	I was already teleworking two days per week.	5/1/2020 8:22 AM
134	We are already a heavy telework agency. The question will be how many days a week.	5/1/2020 8:22 AM
135	Telework is not not for everyone and some folks are clearly struggling. I think it is easier for people that have had telework positions before to make the transition.	5/1/2020 8:22 AM
136	My agency has seen many benefits and will continue with maximum flexibility with telework	5/1/2020 8:22 AM
137	I hope telework is an option once things are back to normal. In my position, I do not meet with clients/applicants and ALL work is done via computer. I am MUCH MORE productive and have few interruptions during the course of the day.	5/1/2020 8:21 AM
138	The Agency was already teleworking two days a week.	5/1/2020 8:20 AM
139	Our regular agency policy hasn't changed; we can only telework 1 day per week.	5/1/2020 8:19 AM
140	I hope so even though our agency (EPA) last year adopted a very restrictive telework policy requiring employees to be in the office 4 days a week. Happy employees = productive employees.	5/1/2020 8:18 AM
141	It's part of a number established work schedules already.	5/1/2020 8:18 AM

## Survey: Teleworking during the pandemic

142	Hoping we may be able to expand from 1 day a week to hopefully 2 or 3	5/1/2020 8:18 AM
143	Co-workers that usually do. I never do by choice.	5/1/2020 8:17 AM
144	I hope so. Work life balance is so much better teleworking.	5/1/2020 8:16 AM
145	i certainly hope so! my agency's rationale for limiting telework prior to this event is just ridiculous now.	5/1/2020 8:16 AM
146	If authorized, for sure.	5/1/2020 8:15 AM
147	I plan to request becoming a completely virtual employee.	5/1/2020 8:14 AM
148	Hopefully we will be allowed to increase telework to 4 days per week. Only allowed 1-day per week.	5/1/2020 8:13 AM
149	We had single tele work days before and will continue to telework as it is productive and cost effective for our work to take one day to complete and follow up on paperwork and reports. The question doesn't take into account that the only change is the amount of teleworking and not that it continues or doesn't.	5/1/2020 8:13 AM
150	Some will, some will not continue to telework. I know I won't continue to telework.	5/1/2020 8:12 AM
151	Not full time but some of the time	5/1/2020 8:12 AM
152	Hopefully	5/1/2020 8:11 AM
153	probably more than before	5/1/2020 8:10 AM
154	We will not be allowed	5/1/2020 8:09 AM
155	Some will. Have heard rumors that this is the new normal!	5/1/2020 8:09 AM
156	I sure hope at least part of the week	5/1/2020 8:09 AM
157	We all want to, management most likely will not allow it. My group all have positions that do not require being in the office to do our jobs. Management won't let us work from home full time.	5/1/2020 8:07 AM
158	I'm having a hard time, based on the results so far, figuring out why we need to be in the office at all after this.	5/1/2020 8:06 AM
159	We teleworked once to 2x a week previously, and hopefully we will be allowed but there are still those against Feds teleworking	5/1/2020 8:06 AM
160	Most of our work requires us to be on site.	5/1/2020 3:12 AM
161	We were able to telework before the pandemic too	5/1/2020 12:23 AM
162	I think there is opportunity, and I plan to provide lessons learned to my leadership once return to work...if given the opportunity.	4/30/2020 9:15 PM
163	They will want to, but the Agency may not allow it. They had cancelled all telework before.	4/30/2020 5:18 PM
164	I don't like it.	4/30/2020 4:25 PM
165	Normally not permitted	4/30/2020 3:16 PM
166	I was previously teleworking 3 days	4/30/2020 2:40 PM
167	Our Agency already had a telework program in place, with most staff teleworking at least one day per week and several two days. When we return to "normal" I anticipate staff who are able to be productive while teleworking will ask for three days (or more) per week.	4/30/2020 2:26 PM
168	I think the agency will have to accept more telework flexibility	4/30/2020 1:50 PM
169	We had just reduced from 2 days per week to 1 before we began teleworking full-time. I hope we will be able to go back to 2 days.	4/30/2020 1:11 PM
170	I already teleworked 4-6 days/month before this, probably will expand that after if I have the flexibility to do so	4/30/2020 12:57 PM
171	Occasionally	4/30/2020 12:54 PM

## Survey: Teleworking during the pandemic

172	Boss does not believe in telework in normal conditions.	4/30/2020 11:07 AM
173	No, because our Agency only allows one day per week.	4/30/2020 10:09 AM
174	My agency only allows one day per week.	4/30/2020 10:03 AM
175	It's hard to predict what the "new normal" will look like; I anticipate that that the IC agency I support will be more flexible with allowing uncleared work to be performed remotely after this experience.	4/30/2020 9:59 AM
176	Part-time telework will continue as before	4/30/2020 8:57 AM
177	As much as I hope the success of our transition to telework will change minds and hearts I have a feeling we will be going back to business as usual once this is over.	4/30/2020 8:50 AM
178	Prior to pandemic we only has sporadic telework authorized, nothing regular.	4/30/2020 7:16 AM
179	Our agency took away one day of telework from us before the pandemic, so I do not trust them to give it back once it is over.	4/30/2020 7:04 AM
180	Hopefully, my agency's telework policy was stripped down to 1 day per pay period last year. A gift from executive orders. Unfortunately, teleworking additional days may not be allowed.	4/29/2020 9:17 PM
181	We're all hoping to return to our previous schedules, teleworking 1-2 days per week, however agency management does not believe in telework and has curtailed it as much as they can. They are forced to allow it by Departmental management.	4/29/2020 9:16 PM
182	Employees in the CDC-defined high-risk group, should remain teleworking until vaccinated against the virus.	4/29/2020 9:00 PM
183	I hope so!	4/29/2020 7:17 PM
184	Everybody should be allowed to try telework if they want to. If you goofed off at the office, then you'll goof off at home. If you are a good worker while they're watching then you will continue to be that good worker at home. It's not magic.	4/29/2020 6:39 PM
185	Management brain says no because of loss of control. Most of us should though.	4/29/2020 4:43 PM
186	My agency already encouraged telework - most people do it 1-2 a week.	4/29/2020 3:54 PM
187	Our Commissioner is dead set against tele-working so I doubt this current situation will continue	4/29/2020 2:28 PM
188	We were teleworking regularly before the pandemic but not full time. I do not think we will be teleworking full time when this is over but I do think that telework will be more accepted to a larger number of managers in my agency.	4/29/2020 2:04 PM
189	I certainly hope the telework flexibilities are allowed to continue.	4/29/2020 1:57 PM
190	my agency frowns on telwork	4/29/2020 1:50 PM
191	An on-going discussion at all levels of the Agency.	4/29/2020 1:29 PM
192	Definitely I no longer trust this Administration to be honest. Lives have been lost.	4/29/2020 1:28 PM
193	The question is: Will management allow them to do so?	4/29/2020 1:07 PM
194	I certainly won't. Do not like teleworking at all. Couldn't say about co-workers but many telework already and given the opportunity would probably do even more than the agency-limited number per pay period	4/29/2020 1:05 PM
195	Partial telework and partial time in the office.	4/29/2020 12:30 PM
196	i think we could and should, at least on a rotating basis. telework has been excellent for improved stress and mental health	4/28/2020 11:14 PM
197	But the administration is trying to reduce our telework days and hours available. Even though it has been extremely beneficial in employee retention and satisfaction.	4/28/2020 3:35 PM
198	Already was teleworking several days a pay period and will continue	4/28/2020 1:18 PM
199	The agency doesn't quite operate as a unit. Other divisions are permitted to telework three times a week while other divisions can do so twice a week. Telework flexibilities should be expanded and should be per employee and not as a group.	4/28/2020 12:54 PM

## Survey: Teleworking during the pandemic

200	My agency hates telework and has been trying to eliminate it for the few of us who had been deemed eligible. They only expanded it to other employees for this because the other option was to give them leave. I fully expect when we go back to the office management will say we all have to report to the office every day to make up for lost time and they'll rescind telework for all of us. Also, given the higher unemployment rate, they'll see this as an opportunity to limit telework because employees will have fewer options to get a new job so we're all going to be stuck.	4/28/2020 12:08 PM
201	I've never been offered telework before but I would like to continue	4/28/2020 8:29 AM
202	Telework was not an option due to our duties	4/28/2020 5:38 AM
203	Management hates telework.	4/28/2020 1:29 AM
204	Probably partially	4/27/2020 6:54 PM
205	They should increase telework. Beneficial program for employees. Grateful, to have it especially during the pandemic.	4/27/2020 6:04 PM
206	That will depend on whether they agency learns the lesson that telework is a critical element of a world-class organization's business continuity posture. Too often telework is viewed as an employee perk and the significant benefits accrued to the organization overlooked.	4/27/2020 5:44 PM
207	We were allowed 3x/week teleworking prior to going full-time teleworking. I'm sure those who were teleworking will continue to after we go back to the office.	4/27/2020 5:34 PM
208	I hope too but my boss did not permit telework in the before times so we'll see	4/27/2020 4:09 PM
209	Would love to have agency realize telework helps/does not hinder productivity while allowing substantial potential quality of life benefits	4/27/2020 3:42 PM
210	Our agency management doesn't believe in telework. Their view is unrelated to actual productivity, saved costs in (no) commuting, fuel costs, pollution emissions, costs to maintain the building as if all personnel worked there 100% of the time. Fugeddabout how about much telework improves quality of life for employees.	4/27/2020 1:47 PM
211	Most of my team were regular teleworkers and that won't change.	4/27/2020 12:55 PM
212	We already have a telework program in place, with "regular" telework days. I expect we'll return eventually to that, but maybe slowly get there. I would like to start with one day in the office, with staff staggered working one day a week and we don't have a full office until we know more about how COVID-19 works.	4/27/2020 12:23 PM
213	Not once it is totally back to normal, as our job requires access to classified computer systems.	4/27/2020 10:00 AM
214	Until a permanent vaccine or therapeutics are in place, no need for serious danger to share/spread	4/27/2020 9:20 AM
215	As allowed. We were allowed two days per week prior to the pandemic.	4/27/2020 9:07 AM
216	Our agency was trying to get rid of modern workplace prior to this. I've seen no evidence that they have learned anything	4/26/2020 10:27 PM
217	"Normal" needs to be defined. If it is significantly still risky to return to the physical office, that will give some people pause.	4/26/2020 1:34 AM
218	Supervisors at DOI are not allowed to telework which is absolutely STUPID!!	4/25/2020 7:42 PM
219	Yes, if they will let us.	4/25/2020 5:00 PM
220	If I had an actual say, yes, I believe we should continue with maximum telework after this.	4/25/2020 11:41 AM
221	We have had the option but I was never interested in telework. Now I am interested in doing it occasionally.	4/25/2020 9:51 AM
222	Some, situationally. Just as in the past.	4/25/2020 9:18 AM
223	Our commissioner doesn't believe in telework.	4/25/2020 9:03 AM
224	Would love to do this all the time	4/25/2020 8:51 AM
225	Administration won't allow it.	4/25/2020 8:21 AM

## Survey: Teleworking during the pandemic

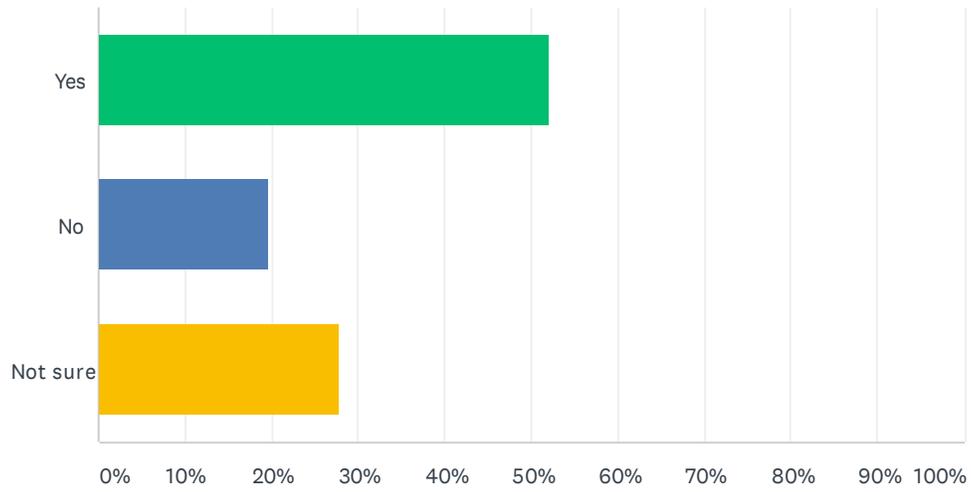
226	But not as much.	4/25/2020 2:22 AM
227	I would like to, but my supervisor likely won't support it	4/25/2020 12:03 AM
228	Want to but likely won't be allowed	4/24/2020 11:54 PM
229	Perdue doesn't like telework and seems to not trust his department with it.	4/24/2020 11:53 PM
230	But not the same amount of days	4/24/2020 10:21 PM
231	Yes, to some level in order to maintain social distancing within the office.	4/24/2020 6:29 PM
232	Though not full time	4/24/2020 5:19 PM
233	In person conversations in the office setting are critical to getting the job done, instead of inundating us with back and forth emails.	4/24/2020 4:28 PM
234	Employing agency has been a consistent supporter of telework options.	4/24/2020 3:27 PM
235	Was already teleworking 3-4 days a week	4/24/2020 2:21 PM
236	Not full time.	4/24/2020 1:44 PM
237	I expect to go back to my normal telework schedule.	4/24/2020 1:37 PM
238	I hope so. I am able to be just as productive while working from home (I have a very telework-adaptable job), so nothing is lost -- and I feel more sane and balanced than I have in a LONG time. I do miss seeing my coworkers in person, but I definitely do not miss the commute. I feel blessed to have more hours for LIFE in the day.	4/24/2020 12:59 PM
239	I hope so. It makes much more sense since all of our customers are remote. We have been much more productive while teleworking	4/24/2020 12:06 PM
240	It is already in discussions to rotate on a telework schedule within my department	4/24/2020 12:03 PM
241	If the USDA Allows it.	4/24/2020 11:47 AM
242	I think we will be working a rotation schedule to lessen employees on the work site soon.	4/24/2020 10:47 AM
243	We already have the office infrastructure; but I think this means when our office becomes full, we will have a better standing for sharing office spaces rather than having to get more space so everyone can be there at the same time. I hope.	4/24/2020 10:43 AM
244	limited	4/24/2020 10:31 AM
245	USDA cut telework drastically, it will remain to be seen if they allow us to continue or return to their antiquated way of thinking.	4/24/2020 10:17 AM
246	I really hope so, but my work place has really been against it. I was never allowed to telework before, but I have proven I can do half of my work remotely.	4/24/2020 10:16 AM
247	It proves that you can fully function at home even if you have a sick person, new born, or other problematic circumstance.	4/24/2020 10:14 AM
248	Our management hates telework, and we only had it as ad hoc.	4/24/2020 10:03 AM
249	It's been made clear that this is a temporary emergency tactic. The agency does not trust us and doesn't have the resources to support telework for all its employees.	4/24/2020 10:00 AM
250	I hope it will be an option to those such as myself who want it, but not forced on those like my coworkers who do not.	4/24/2020 9:39 AM
251	Supervisors at DOI are not allowed to telework...I'm sure once this is over, they will again make us go into the office every day.	4/24/2020 9:21 AM
252	SSA has been restricting telework. We expect to go back to that situation (max of 1 day/week for my component)	4/24/2020 8:33 AM
253	We have been teleworking two days for a few years, All additional request for increase have been denied.	4/24/2020 8:26 AM
254	But not as frequently. It is too isolating.	4/24/2020 8:23 AM

## Survey: Teleworking during the pandemic

255	I prefer going to the office	4/24/2020 8:02 AM
256	It would make good business sense relative to the positive outcomes seen during this pandemic period.	4/24/2020 7:53 AM
257	Yes, but back to only one to two days a week.	4/24/2020 7:45 AM
258	Maybe not full time but hopefully more regularly than we were before.	4/24/2020 7:35 AM
259	We've successfully shown that teleworking actually works.	4/24/2020 7:32 AM
260	All of my staff had normal telework schedules in place. That saved us from any issues with transitioning to full telework.	4/24/2020 7:20 AM
261	The formerly regular teleworkers will go back to their telework schedules. Those of us who rarely teleworked can't wait to get back into the office to personally interact with each other -- even if we need to have more physical distance.	4/24/2020 7:06 AM
262	Never can tell with our "leadership". Publicly they claim to be pro-telework. But actions suggest (strongly) that they are anti-telework.	4/24/2020 6:50 AM
263	Won't be allowed and we will be back to numerous time wasting meetings and other unnecessary time wasting office events.	4/24/2020 1:24 AM
264	I believe the risk will continue into next calendar year.	4/23/2020 8:21 PM
265	Wish we could full-time telework.	4/23/2020 7:55 PM
266	I wish we could though.	4/23/2020 5:44 PM

## Q12 Do you think the way your agency views the value of telework will change because of the pandemic?

Answered: 1,075 Skipped: 107



ANSWER CHOICES	RESPONSES	
Yes	52.19%	561
No	19.63%	211
Not sure	27.81%	299
TOTAL		1,075

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	Top down restrictions occurred just prior to outbreak	5/1/2020 1:42 PM
2	Our agency has been very pro-TW	5/1/2020 1:24 PM
3	Telework has been fully supported in pockets, but I think that will broaden substantially.	5/1/2020 1:08 PM
4	The Agency yes...upper management at the state level no.	5/1/2020 12:50 PM
5	Hope it supports telework more in the future.	5/1/2020 12:10 PM
6	my antiquated leadership thinks people don't work when teleworking. But I think they don't have a choice now with the pandemic.	5/1/2020 11:55 AM
7	My agency already had an established telework program, where almost all employees teleworked one or more days per week and allowing agencywide, full-time telework has been part of its emergency continuity of operations for a long time.	5/1/2020 11:49 AM
8	You can't teach old, arrogant dogs new tricks; a reasonable amount of telework should be mandated,	5/1/2020 11:49 AM
9	reduces emissions and helps with social distancing.	5/1/2020 11:44 AM
10	I hope so!	5/1/2020 11:31 AM
11	I hope so. I know within my group the work continued smoothly as we transitioned from on premise to telework.	5/1/2020 11:22 AM
12	I 100% think my agency's view of telework will change for the better, due to the pandemic. We have proved, without a shadow of a doubt, that telework works and we have been incredibly successful. So much so that leadership has requested my branch to initiate a model for how to telework successfully. This is very exciting. What I don't expect to change are the views of some supervisors who have always frowned upon telework. There are numerous possible reasons for this including but not limited to: permitting telework requires additional work for supervisors in order to support their staff who wish to telework; some people are simply averse to change; some people refuse to entertain the idea of trusting their staff; some people insist on micro managing their staff. In my opinion, all of these reasons are unsat. People are our greatest asset & we need to take care of them.	5/1/2020 11:19 AM
13	Distributive operations have always been available but not fully tested, now that it has more distributive operations are likely.	5/1/2020 11:16 AM
14	It is working well for most people in our office. I think once kids are back in school it will be a more viable and attractive option for many people. And our agency has proved that they can provide the needed IT support remotely.	5/1/2020 11:03 AM
15	Our immediate SVP has a more positive demeanor about telework because of the productivity and continued operations that has occurred throughout the pandemic. The entire division met daily for first two weeks and then went to 3 times a week. An am meeting to check in and we all share what we are doing/working on. Seeing that we can get it done consistently and accurately outside the office. Hopefully all recognize the improvements in pollution, air quality and waterways from our reduced commuting or actually sitting in traffic.	5/1/2020 11:02 AM
16	They will encourage more telework	5/1/2020 10:58 AM
17	GSA already embraced TW but will do so even more, in the future, as it will allow those who need to be onsite to have better distancing ability.	5/1/2020 10:57 AM
18	Some managers did not see the benefit of teleworking and would limit or discourage their employee's participation in the program.	5/1/2020 10:56 AM
19	I hope so...but again, would not be surprised if it didn't.	5/1/2020 10:51 AM
20	The military leadership and the old guard civilian leadership are against telework.	5/1/2020 10:44 AM
21	Hopefully	5/1/2020 10:44 AM
22	My Govt. agency had telework built in to its COOP plans, but we had never really tested it on this kind of scale until now.	5/1/2020 10:38 AM

## Survey: Teleworking during the pandemic

23	this agency does not like telework	5/1/2020 10:33 AM
24	I hope so.	5/1/2020 10:23 AM
25	Yes, my immediate agency values telework, but the federal government as a whole does not appear to value it based on pre-pandemic actions to restrict or eliminate telework as an option. If certain individuals are abusing the telework program - it's the immediate supervisor's job to address the issue - that's what I was taught in supervisor school. It doesn't make sense to punish everyone for the lack of discipline of a few individuals.	5/1/2020 10:15 AM
26	Hope so!	5/1/2020 10:11 AM
27	I think they may allow more people to telework more.	5/1/2020 10:07 AM
28	I think office leadership has seen how productive staff is while teleworking 100%. We've made greater use of video teleconferencing as well.	5/1/2020 10:03 AM
29	They should. our secretary has a dim view and has restricted telework dramatically and most feel unnecessarily given our ability to perform fully remotely	5/1/2020 10:00 AM
30	I hope so. The ability to focus on work without the hassle of traffic, time to get to work, etc has certainly increased time to spend on a task/project.	5/1/2020 10:00 AM
31	I hope so	5/1/2020 9:54 AM
32	Agency was a proponent of telework prior, so that doesn't change. The push to telework is artificial and counterproductive to agency goals and efficiency. So it's kind of like a sugar coated poison pill. To be "correct" we will endeavor to telework and then lament our inability to perform basic services for the public.	5/1/2020 9:52 AM
33	My leadership has a better understanding of how much work can be completed from teleworking, but it will be a larger decision, as well.	5/1/2020 9:46 AM
34	I hope so	5/1/2020 9:41 AM
35	I really hope they see it in a more positive light.	5/1/2020 9:41 AM
36	I definitely hope so!! It makes for less stress and a happier work environment. It saves our communities by less travel, less congestion on highways, less pollution, less electricity for office space, more time with family. There are so many benefits to teleworking!	5/1/2020 9:34 AM
37	I hope so	5/1/2020 9:33 AM
38	our agency relies a great deal on remote workers and has been rather forward leaning with telework, I believe the pandemic reinforce that as a best practice.	5/1/2020 9:33 AM
39	Our best employees are the ones who volunteered to work, so I suspect we are making it look good. Employees who did not volunteer are either employees who have difficulty with new technology or employees who had absenteeism problems. I think management will be less trusting that those employees will be productive from home. I just don't know.	5/1/2020 9:29 AM
40	I think our managers are generally uncomfortable with telework. I think we don't have consistent, fair policies.	5/1/2020 9:28 AM
41	I'm not sure because I don't know how other business divisions are handling this. If the majority of us are performing the same or better, then absolutely. If people are taking advantage, then no.	5/1/2020 9:19 AM
42	Teleworkoing was a common practice at my agency before the pandemic.	5/1/2020 9:17 AM
43	Telework was flexible and structured before the pandemic. Will probably resume to close normal once the social distancing relaxes.	5/1/2020 9:10 AM
44	Agency does not value telework - does not trust people to work	5/1/2020 9:07 AM
45	Hoping scheduled also continue to remain flexible to accommodate families.	5/1/2020 9:07 AM
46	I'm hopeful but, the agency was really add to not allow us to work telework outside of two days per month.	5/1/2020 9:07 AM
47	puppet to president	5/1/2020 9:06 AM

## Survey: Teleworking during the pandemic

48	I'm desperately praying it will	5/1/2020 9:05 AM
49	They have always been open to it.	5/1/2020 9:03 AM
50	I pray it does.	5/1/2020 9:01 AM
51	Would hope so.	5/1/2020 9:00 AM
52	Most people at my agency do not normally telework, its been a cultural change.	5/1/2020 8:59 AM
53	Agency already realizes value of telework.	5/1/2020 8:59 AM
54	This has to be a humbling moment for Commissioner Saul. I'm sure if he could have us all back in the office asap, he would. I honestly think that we could rock this and he still would not bring back teleworking.	5/1/2020 8:58 AM
55	Management seems to think things will get out of hand. I think if management modified how they managed they may feel more comfortable. I observed that employees who don't work in the office, are the same ones who don't work at home.	5/1/2020 8:58 AM
56	I hope so. We could go to 80-90% teleworking in the future and save a lot of money on physical space.	5/1/2020 8:54 AM
57	Our transition to TW has been seamless, and has demonstrated the value of TW to leadership.	5/1/2020 8:53 AM
58	Definitely!!	5/1/2020 8:53 AM
59	My direct supervisor has been made it much more challenging for me to get telework authorization for my team than others in my position have experienced across our VISN	5/1/2020 8:52 AM
60	Though Value is likely to more valued for COOP. Productivity has continued; maybe even increased.	5/1/2020 8:51 AM
61	i heard one senior manager say that he was opposed to telework for his teams previously, but now he realizes that work can, in fact, continue, and at a highly productive rate.	5/1/2020 8:50 AM
62	We are learning and seeing what works and what doesn't. I think some things will stick.	5/1/2020 8:49 AM
63	Yes I think my agency and leadership at all levels are even more supportive of telework now than they were before. We are starting to change the mindset that all meetings need to have everyone in the same physical room and that everyone needs to work in the same physical building at the same. We're entering the 21st century!	5/1/2020 8:49 AM
64	We already do telework. We know it's value.	5/1/2020 8:47 AM
65	I think more of our work will become "telework eligible".	5/1/2020 8:47 AM
66	They will see who performs and who does not. They will also see that some job functions or activities do not require physical presence while other tasks or assignments DO require physical presence.	5/1/2020 8:47 AM
67	Agency has always supported telework	5/1/2020 8:46 AM
68	I would hope so. Many of us have been work engine while on telework and keeping things moving.	5/1/2020 8:46 AM
69	It will however be to the agencies detriment. Human contact at the office is an important part of life. I miss seeing my coworkers, especially the tall blonde handsome one. He always makes me smile.	5/1/2020 8:46 AM
70	We have always been allowed to telework based on our work position	5/1/2020 8:44 AM
71	My agency SSA does not view the value in Teleworking. They have an antiquated way of running the agency.	5/1/2020 8:44 AM
72	I really hope so. We could help so many more people since we get so much more done.	5/1/2020 8:43 AM
73	CDC seemed to be okay with it in general before all of this.	5/1/2020 8:41 AM
74	I hope so!	5/1/2020 8:41 AM
75	My agency has always had a positive view on the value of telework.	5/1/2020 8:39 AM

## Survey: Teleworking during the pandemic

76	I sure hope they do.	5/1/2020 8:39 AM
77	I hope so, its ridiculous how archaic managers are	5/1/2020 8:37 AM
78	Not sure, but it should; my office has not missed a beat and has been business as usual for the most part	5/1/2020 8:36 AM
79	Their views should change, but we will still have managers that believe if they can not see you, you are not working.	5/1/2020 8:36 AM
80	We are pro-telework agency however, they are and will be rethinking telework for some groups/functions that previously did not.	5/1/2020 8:36 AM
81	I really hope so	5/1/2020 8:31 AM
82	maybe. health is very important I think and if it means having to telework more, it would surely be on a case by case review.	5/1/2020 8:31 AM
83	Hopefully they will	5/1/2020 8:29 AM
84	Most of our managers are remote (not co-located with us) so they are used to not seeing us on a daily basis. The mindset that we have to be in the office will change. We have continued to be successful in meeting the needs of our employees and customers from afar!	5/1/2020 8:27 AM
85	I hope so. Some in our office have compelling family issues that telework provides them a better worklife balance alternative with no commute time invested in the workday. To date leadership has refused to talk about remotely working when the issue has been brought up.	5/1/2020 8:27 AM
86	While we were already teleworking, most managers were not teleworking as much as the rest of the staff. They have come to realize they (and we) can still work away from the office.	5/1/2020 8:26 AM
87	The employees and front line supervisors do value telework extremely positive. I am filling out this survey while teleworkin. But managers and SES staff at USDA HQ are the ones who changed the telework policy. The employees and front line mangers did not request that.	5/1/2020 8:26 AM
88	Many "front line" managers have been resistant to allow telework.	5/1/2020 8:25 AM
89	Their was reluctance on the part of our upper management to fully embrace telework before COVID, I think this has shown them that not only can people be productive from home, they might actually be more productive from home in many cases.	5/1/2020 8:25 AM
90	Hopefully some of the old school types that look at telework negatively will realize the work still gets done when employees telework and start allowing more telwork days per week.	5/1/2020 8:24 AM
91	I hope so. Our OCFO was not very telework supportive before this and was a face-to-face type person and thought we couldn't be productive teleworking. Hopefully this shows him differently.	5/1/2020 8:23 AM
92	Most government supervisors create a low trust/no trust environment, so the archaic mentality is that everyone is lazy unless you sit on them, but it is the supervisors that are the problem and always have been.	5/1/2020 8:22 AM
93	I hope it does.	5/1/2020 8:21 AM
94	This should be an eye opening experience for those that made it a mission to eliminate telework. It was the wrong move and this proves it even more. An agency needs a strong remote work/ telework component and they need to practice it. In other words, it needs to be part of their regular work week.	5/1/2020 8:19 AM
95	Not until a change in administration	5/1/2020 8:19 AM
96	Their perspective has become more positive since they have had to telework too	5/1/2020 8:18 AM
97	See above	5/1/2020 8:18 AM
98	Telework has been the dinosaur in the room for a long time. This pandemic has opened the eyes to management that staff can perform and produce remotely.	5/1/2020 8:18 AM
99	But our agency was already very telework friendly	5/1/2020 8:17 AM
100	again, i really hope so, but given how entrenched leadership was about limiting telework, i'm pretty pessimistic.	5/1/2020 8:16 AM

## Survey: Teleworking during the pandemic

101	I hope so.	5/1/2020 8:15 AM
102	I would like to think my superiors would find the benefits undeniable. However ....	5/1/2020 8:14 AM
103	our agency had conducted a remote work pilot prior to the pandemic and now indicates that remote work will be an option for all, to some extent	5/1/2020 8:10 AM
104	They are very much against it	5/1/2020 8:09 AM
105	They weren't too fond of it before but now, not sure how they feel.	5/1/2020 8:09 AM
106	This is the new norm. Our production has gone up, but their are the old school people that need to see faces at desks.	5/1/2020 8:09 AM
107	I hope so. We've proven it works!	5/1/2020 8:08 AM
108	For some reason they don't like teleworking unless they favor you and you threaten to leave.	5/1/2020 8:07 AM
109	hope so.	5/1/2020 8:06 AM
110	There is a drive to reduce office space due to high building rents. Safety and lower pollution from less commuting may also be a consideration.	5/1/2020 2:59 AM
111	My agency already values telework but I feel like it will be valued more because we are experiencing paced teleworkers and can model for other govt agencies.	4/30/2020 6:30 PM
112	They are not supportive of telework	4/30/2020 2:40 PM
113	My agency has a significant shortfall in GOE, which pays for office rent, utilities, and salaries, among other items. More extensive telework and remote duty could reduce total office space requirements and save significant amounts of money that could be applied to salaries.	4/30/2020 2:26 PM
114	i would hope so!	4/30/2020 1:52 PM
115	because our work is continuing to get done, the secretary is able to see that telework is a valuable component to our work/life balance.	4/30/2020 1:13 PM
116	Our agency's management is impressed with the amount of work being done in a telework environment.	4/30/2020 1:12 PM
117	They sure better since they were trying to get rid of it completely.	4/30/2020 1:11 PM
118	My agency already valued telework, at least on an ad hoc basis.	4/30/2020 1:09 PM
119	I hope so. We have all gotten every task assigned completed and to the same standard as before.	4/30/2020 12:57 PM
120	SSA was cutting back on telework before this; I certainly hope their attitude has changed! Perceived productivity of staff likely will be a significant factor.	4/30/2020 12:57 PM
121	I hope so!	4/30/2020 10:03 AM
122	I believe they will go back to business as usual.	4/30/2020 7:16 AM
123	The upper management is looking for reasons to prove that telework does not work during this time. I heard a rumor that one AC said "The only reason this is working so well is because everyone is doing it 100%, but if people had different telework day it would fail."	4/30/2020 7:04 AM
124	Telework was already highly valued. That's why we were fairly well-prepared.	4/29/2020 11:13 PM
125	I hope so	4/29/2020 8:32 PM
126	Artificial restrictions on how many employees can telework should be removed. It either works for you or it doesn't, but imposing artificial limits is just stupid and doesn't fool anyone.	4/29/2020 6:39 PM
127	With the continued wins and successes, hopefully this changes the telework stigma that some employees previously held.	4/29/2020 6:07 PM
128	Politicals do not want telework right now because they want to make the government a worse place to work and downsize. Non politicals yes	4/29/2020 4:43 PM
129	I seriously doubt it given the Commissioner's attitude/opinion about telework	4/29/2020 2:28 PM

## Survey: Teleworking during the pandemic

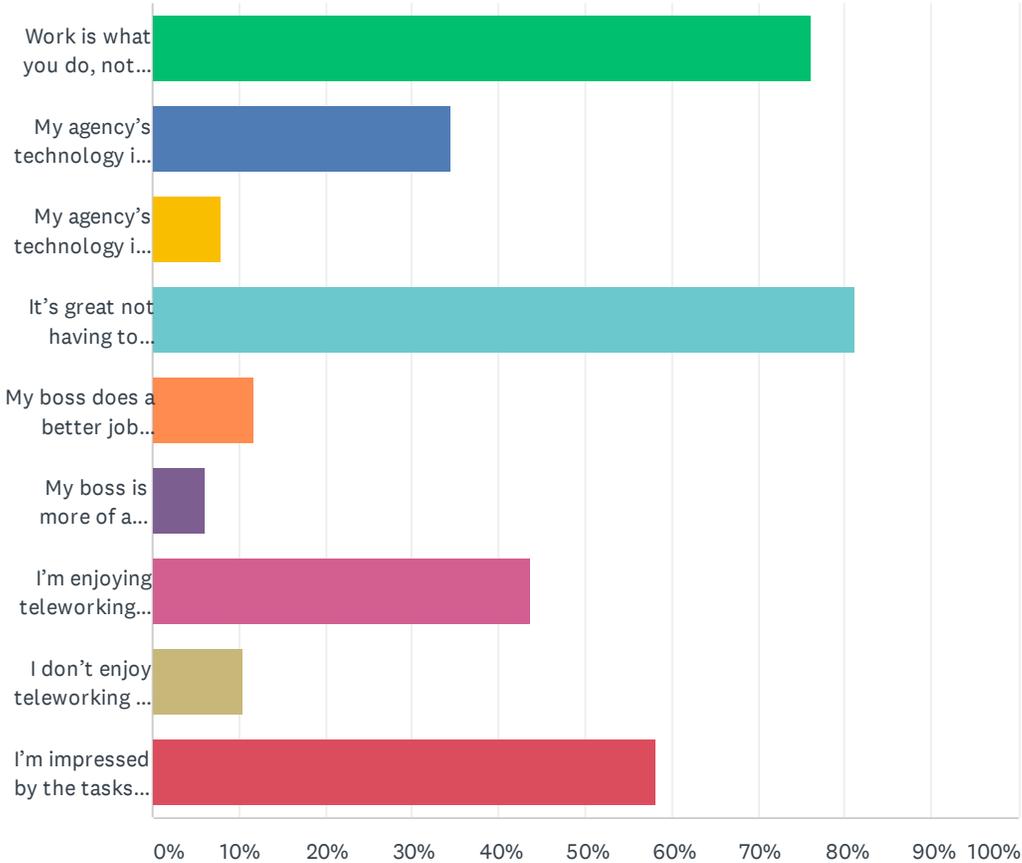
130	We have always valued telework.	4/29/2020 2:00 PM
131	I hope the crisis changes the agency's views on telework.	4/29/2020 1:50 PM
132	For the better.	4/29/2020 1:29 PM
133	I think government in general will begin to loosen the grip on much of the work being performed in the DC area. Now it is proven that work can happen and be productive anywhere in the country.	4/29/2020 1:15 PM
134	I'm not holding my breath.	4/29/2020 1:07 PM
135	USDA has a draconian view of telework	4/29/2020 1:01 PM
136	I doubt it... but i hope so	4/29/2020 9:55 AM
137	The agency head won't change his opinion as that would me he was wrong.	4/28/2020 3:35 PM
138	might include more telework in the future.	4/28/2020 2:27 PM
139	Leadership are not big fans of telework and so it's hard to tell. If telework flexibilities are not expanded, I plan to actively look for a job elsewhere -- a telework friendly organization.	4/28/2020 12:54 PM
140	They hated it before and they'll hate it in the future. I'm in a team lead position, so quasi-management, and I don't get it.	4/28/2020 12:08 PM
141	USDA	4/28/2020 11:44 AM
142	Commissioner Saul has shown SSA how much he hates telework prior to the pandemic.	4/27/2020 7:30 PM
143	There seems to be an ideological attitude that people don't work unless observed at proximity. The lesson of this time should be unassailable, but attitudes are often insoluble.	4/27/2020 5:44 PM
144	Our current and past SESs didn't want us to telework. Now they'll see that we able to continue to do our work at home.	4/27/2020 5:34 PM
145	The agency has ignored research on value of telework before, don't expect that to change	4/27/2020 3:42 PM
146	I hope so.	4/27/2020 3:29 PM
147	But it would be nice if they take notice that productivity is up due to telework.	4/27/2020 1:47 PM
148	Agency has both pushed telework but also allowed managers to not approve telework.	4/27/2020 1:15 PM
149	We already have a fairly robust teleworking program in place.	4/27/2020 12:37 PM
150	I think seeing a pretty seamless transition to telework, and the work still getting done, will help the managers who insist on seeing you, or the managers who think we're all just lying around watching TV all day while teleworking, realize we're actually working.	4/27/2020 12:23 PM
151	Because the secretary of Agriculture does not like teleworking. We need new leadership	4/27/2020 12:21 PM
152	We have leveraged Telework for several years.	4/27/2020 10:21 AM
153	They already valued telework, but I think it will force more senior leaders into teleworking.	4/27/2020 10:00 AM
154	Hope agency can take advantage of all of the ingenuity that has gone into working remotely and apply lessons learned to the physical office.	4/26/2020 1:34 AM
155	It SHOULD	4/25/2020 7:42 PM
156	We started teleworking back in 2013	4/25/2020 5:36 PM
157	Current Administration took telework away.	4/25/2020 8:21 AM
158	I wish, but it won't	4/25/2020 2:22 AM
159	I hope so, but I'm not confident anything will change.	4/24/2020 11:21 PM
160	I am hoping they will become more open to telework for out workforce as it has become a hot topic for retention of employees and work satisfaction too.	4/24/2020 6:29 PM
161	Depends largely on the agency's political leadership (or lack thereof).	4/24/2020 4:28 PM

## Survey: Teleworking during the pandemic

162	It will definitely change USAID's view of telework, but in a positive way of thinking ahead.	4/24/2020 3:14 PM
163	They gutted telework last year for no good reason. Really hoping this wakes them up.	4/24/2020 3:03 PM
164	I hope so.	4/24/2020 12:59 PM
165	Agency was always supportive, and was one of the first agencies to go 100% telework in mid-March	4/24/2020 12:15 PM
166	Not sure. We were a leader in telework until a few years ago when the Agency did an abrupt about face. Now we are squeezed into tiny spaces at the office and have tons of interruptions because everyone is on the phone all the time. It's chaotic at the office. Works way better from home.	4/24/2020 12:06 PM
167	Prior to this some senior management assumed if you weren't in the office you weren't doing anything. That attitude has now changed	4/24/2020 12:03 PM
168	FAA is already used to people working at different places across the US -- 2 major data centers, HQ (DC), and then people who support smaller sites or just live other places. Most meetings are telcons already.	4/24/2020 10:43 AM
169	It has worked well	4/24/2020 10:24 AM
170	USDA drastically reduced telework in 2018 and normally I can only telework once every 2 weeks due to a flex day. I hope they will see how productive everyone has been and that we continue to support our customers and stakeholders with no drop off. Not only does telework provide for a better work-life balance, it reduces our carbon footprint and congestion. If they return to their antiquated way of thinking, the employee morale will drop even further.	4/24/2020 10:17 AM
171	But I hope so, look what it saves. natural resources, less stress, more productivity, you will require less office space for employees and "the overall carbon footprint" will be reduced significantly.	4/24/2020 10:14 AM
172	My agency was in support of frequent telework for those positions which could handle responsibilities remotely.	4/24/2020 9:12 AM
173	I hope so.	4/24/2020 9:03 AM
174	Cost savings for taxpayers, employees, etc. Makes good business sense to adapt to the modern environment.	4/24/2020 7:53 AM
175	our Federal agency has already bought into the benefit of extensive employee telework, thus we'll maintain our aggressive stance toward this	4/24/2020 7:41 AM
176	Many people who normally were not allowed to telework are now teleworking full time. They've proved that they can do their jobs this way now.	4/24/2020 7:20 AM
177	My agency encouraged telework prior to the pandemic.	4/24/2020 7:06 AM
178	I think the anti-telework ethos runs deep with leadership. The idea that "if I can't see you sitting in your cubical, how do I know if you are working..." is a big hurdle to overcome.	4/24/2020 6:50 AM
179	My agency already had a robust telework program.	4/23/2020 8:21 PM
180	I think DOI will go back to the policy that was in place the implemented by this administration when they took office and before the social distancing relaxed the telework policy.	4/23/2020 6:29 PM
181	Telework has always been a priority.	4/23/2020 5:24 PM

### Q13 What are some of the big lessons you and your co-workers have learned about your experiences so far teleworking on a full-time or majority of the time basis? (check all that apply)

Answered: 1,073 Skipped: 109



ANSWER CHOICES	RESPONSES	
Work is what you do, not where you do it	76.23%	818
My agency's technology is better than I thought	34.48%	370
My agency's technology is worse than I thought	7.92%	85
It's great not having to commute into the office	81.17%	871
My boss does a better job managing remotely	11.65%	125
My boss is more of a micro-manager when he/she works remotely	6.15%	66
I'm enjoying teleworking more than I thought I would	43.80%	470
I don't enjoy teleworking as much as I thought I would	10.53%	113
I'm impressed by the tasks we're able to accomplish remotely	58.15%	624
Total Respondents: 1,073		

## Survey: Teleworking during the pandemic

#	COMMENTS:	DATE
1	It has not been difficult and I feel completely connected to my manager and workgroup. Just miss the in person - Will be good to go in a day or two a week.	5/1/2020 1:44 PM
2	Outside of the pandemic, I have a regular weekly telework schedule that I enjoy and can successfully accomplish tasks with because my child is in daycare and it is not a daily occurrence. I think a few days a week of teleworking can be successful, however, full-time teleworking does not work for me. I find it beneficial to be able to have face-to-face meetings and interactions with co-workers.	5/1/2020 12:59 PM
3	I do believe employees are less connected and tend to not be as cohesive	5/1/2020 12:51 PM
4	Less distractions so have make a point of taking breaks.	5/1/2020 12:38 PM
5	Less distractions working at home	5/1/2020 12:19 PM
6	Due to planned virtual "coffee breaks" I am getting to know my colleagues so much better and developing more "complex" bonds. A big surprise bonus.	5/1/2020 12:07 PM
7	I previously teleworked 2 days a week and since the pandemic am now teleworking 4-5 days a week - I realize how important coming to the office is for my sanity.	5/1/2020 11:56 AM
8	As I predicted, everyone is productive and not abusing the situation. Our leadership believes otherwise, which is sad and one reason no one wants to work here, antiquated views.	5/1/2020 11:55 AM
9	Some employees are more productive while teleworking. Telework policy needs to be more flexible at managers discretion.	5/1/2020 11:52 AM
10	I was already working in another location than my office unit so that didn't change. I see them more online than I ever did before! I miss the other department staff at my location but they are not in my unit and i can connect virtually.	5/1/2020 11:31 AM
11	My direct boss is doing a good job managing remotely. Its upper management that is the challenge. It seems upper management has more free time to dive deeper into the daily operations, which is upsetting agreed upon policies and procedures, which forces the team to explain things in details. This causes a slow down in the work.	5/1/2020 11:22 AM
12	Not having the daily commute is a huge plus. It gives time back into your life.	5/1/2020 11:21 AM
13	I am over the moon about how successful telework has gone for my branch and for me, individually. We have struggled with a manpower shortage for the last few years while seeing a constant increase in requirements and due outs. Things had become very stressful for me working on average 60 hours a week trying to meet mission in a cubicle city-like environment that is not conducive to productivity. I often found myself waiting for the floor to empty out at the end of day before devoting time and attention to tasks requiring my undivided attention because it simply wasn't possible for me to do so during normal work day hours. While not an ideal solution, that did allow me to get things accomplished, even if it meant arriving home from work at midnight. Despite the fact that I love my job and what it stands for, I was getting to the point of not being able to do it anymore, though. It was affecting every other aspect of my life including my quality of life and time with my family. Teleworking has allowed me to be more productive on a daily basis than I've been for years. My stress level has dropped from over the top to little to no stress at all. My blood pressure has decreased and remains within normal limits, withOUT medication. My significant increase in productivity during telework gives me a sense of accomplishment when things are completed on schedule and at a normal working pace vice reacting to a fire, which has been normal within my branch for a number of years, and it's this sense of accomplishment that has greatly improved my morale. I'm much more happy and energized about the work day, the mission, my work and remember why it is I chose to serve in the first place.	5/1/2020 11:19 AM
14	Everyone does not have the capabilities my work has, bringing in outside help and resources may not align with access and capabilities provided to internal staff.	5/1/2020 11:16 AM
15	It's not as easy to do while also having to be a babysitter and/or teacher at the same time, but it will be interesting to see what the productivity looks like when the kids are back in school.	5/1/2020 11:03 AM
16	We're all productive and I actually know more about what individuals are doing because of the check in and each sharing what we've accomplished. I don't have time to check in with each co-	5/1/2020 11:02 AM

## Survey: Teleworking during the pandemic

worker. The set meeting has us all there at same time and with no specific agenda we have time for each individual to speak about what their doing.

17	Telework is the reason I have not retired even thou I am eligible	5/1/2020 10:58 AM
18	I've always teleworked twice a week, but I was not sure how I would like working from home for an extended period. I've discovered that I truly like it!	5/1/2020 10:56 AM
19	My manager is such a micro-manager that this is killing them that we are not in the office.	5/1/2020 10:54 AM
20	I do have to give kudos to my agency for keeping the infrastructure intact due to the sudden and massive increase in people working remotely.	5/1/2020 10:51 AM
21	Being forced to use the existing technology has taught coworkers & managers that it can be done & it is not as scary as they thought.	5/1/2020 10:44 AM
22	I can begin work fresh without the wear and tear of the morning commute.	5/1/2020 10:38 AM
23	try to keep work in a separate area of the home	5/1/2020 10:33 AM
24	Telework is a great option. If I were too sick to come into work, and didn't want to spread germs, or if one of my limbs were in a cast I could still telework and be productive versus taking several days or weeks off on leave. Its a win-win situation ...if properly managed.	5/1/2020 10:15 AM
25	Telework will now be an expectation for employees not a privilege.	5/1/2020 10:13 AM
26	We were already equipped and practiced. No real lessons, except that we were perhaps a bit better prepared that we thought.	5/1/2020 10:12 AM
27	I enjoy teleworking, but I also need the office interaction with staff. It's not as easy to get information and make decisions without the personal interactions that come with physical meetings and discussions.	5/1/2020 10:11 AM
28	The IT tech team really helped as we all did this mandatory shift.	5/1/2020 10:07 AM
29	Having greater flexibility is great. I miss the social aspect of daily interaction with my co-workers. I have enjoyed teleworking in some aspects, but I don't have access to all of my hard copy reference materials in the office. I miss using the two large computer monitors in my office. I don't miss paying express lane fees to get to the office. It'd be great if this experience leads to an understanding that we needn't all be in the office at the same time.	5/1/2020 10:03 AM
30	THIS PROVES THAT MY JOB CAN BE DONE FROM HOME AND SHOULD BE ELIGIBLE FOR TELEWORK.	5/1/2020 10:02 AM
31	we have learned to use new technology to work full-time remotely. very effective!	5/1/2020 10:00 AM
32	Several items we we during on paper can be done remotely.	5/1/2020 9:59 AM
33	My manager seems less stressed. Thank goodness!	5/1/2020 9:59 AM
34	This is a weird question. The lesson is how to get paid to do less, claim you did more, and thump your chest as to what a dedicated public servant you are and ask for a bonus and an award for doing less than you were, but under "trying" circumstances.	5/1/2020 9:52 AM
35	The biggest advantage is avoiding the monster commute of 3 hours a day.	5/1/2020 9:41 AM
36	Adding to the technology, not a big fan or OWA specifically the amount of times I have to input my CAC card number. Inputting my number at least 5-10 times per email or normal working.	5/1/2020 9:37 AM
37	I thought the technology would be awful, so the fact that it's okay, means it's better than I thought it would be.	5/1/2020 9:34 AM
38	Anyone given the opportunity to telework and being given a great benefit and most would not abuse it.	5/1/2020 9:34 AM
39	I commute 45 minutes to an hour each way to work.	5/1/2020 9:33 AM
40	I'm the director of a scientific laboratory at NOAA, so much of what we typically do (field work, lab work) is not getting done, although some are more productive than usual writing scientific papers. At the lab, I try to walk around once a week just to interact with staff, and we have social events, as well as give seminars on work. I find it incredibly difficult to connect with people now, even just to see how they're doing, let alone about their productivity level. We have	5/1/2020 9:33 AM

## Survey: Teleworking during the pandemic

instituted other ways of connecting, though, like a Google doc exercise competition and some after hours happy hours.

41	I absolutely don't miss the commute from Woodbridge VA to DC and back, amazing what you can get done when you're given that commute time back...but I do miss the routine of the office and in-person collaboration.	5/1/2020 9:33 AM
42	Our agency's work is extremely interdependent on many different functional areas. There is work we are holding instead of routing to the appropriate area because those areas still work physical paper instead of scanned copies. We can't send letters because the employees who move paper from the giant printer to the giant envelope stuffing machine are still off work. Eventually we will work through all the letters and tax returns already scanned. If our mailroom and scanning employees aren't back, we will be out of work. --- RE enjoying more or less - I feel isolated but I used to waste a lot of time talking to people who were basically talking to kill time - I don't like commuting but did like the mental and physical separation between work and home. It's different, not better or worse.	5/1/2020 9:29 AM
43	When you can focus an employee without distractions, they are able to complete training faster and also remain focused on logging and reports. Downfall is the bonding and sharing of ideas that occurs daily when in the office.	5/1/2020 9:28 AM
44	I've been teleworking full-time for 14 years. Nothing changed for me when the pandemic hit. 55% of the Patent and Trademark Office was full-time teleworking at the time, now 100% of the Office is teleworking full time.	5/1/2020 9:17 AM
45	I realized that as much as I like the new telework situation, I do not want to telework full time. Prefer to go into the office at least twice a week.	5/1/2020 9:10 AM
46	While I love being able to telework there is something to be said for F2F work environment and the sociology behind being able to interact with people even if just a few days a week.	5/1/2020 9:10 AM
47	We do not need an office to do our job	5/1/2020 9:07 AM
48	Except for just one day that sticks out in my mind, I've found that the technology has been about the same as in the office. Same kinds of latency issues we were already used to so it hasn't really adversely affected what I do from home	5/1/2020 9:05 AM
49	No significant difference in professional team performance. Since everyone was telecommuting two days a week before the pandemic, the transition was transparent.	5/1/2020 8:59 AM
50	I think its more relaxed because it is harder to have you management breath down your neck even though they are tracking our work more than normal. Also for the trainee's, they are having to learn how to explain their situations for their instructors because communication is mostly through messaging or email.. They understand this could help them be a better technician because they have to better think through the situation.	5/1/2020 8:58 AM
51	I telework normally more than half of the pay period so it is nice to be able to show the agency on a large scale that work can be accomplished remotely and that people are working hard to be accountable during these unprecedented times.	5/1/2020 8:58 AM
52	We already had a very telework-friendly culture, and almost everybody teleworked 2 days/week, with excellent technology. We are now using the time to explore new apps like MS Teams and Zoom. We are just as productive remotely. I would love to not go back into the office until there is a vaccine.	5/1/2020 8:54 AM
53	video calls really help with feeling connected.	5/1/2020 8:54 AM
54	can concentrate more, i live alone	5/1/2020 8:54 AM
55	I would like to have additional equipment such as I have in the office. I miss having a fast printer and double monitors.	5/1/2020 8:53 AM
56	Fear going back to 1.8 hr public transportation commute which is light rail and subway.	5/1/2020 8:50 AM
57	I'm fortunate, I work for an agency that was preparing for an eventual pandemic and the majority of all staff had laptops prior to this change in status to remote work. My agency really has expanded the technical capabilities of remote connection and work. Before during storms the network would get overwhelmed, now it rarely has any issues at all.	5/1/2020 8:49 AM
58	New commute: bed => toothbrush => coffee pot => desk.	5/1/2020 8:47 AM

## Survey: Teleworking during the pandemic

59	I never wanted to telework and this has not changed my mind.	5/1/2020 8:46 AM
60	I have always said you can accomplish twice that amount of work as when going to office.	5/1/2020 8:46 AM
61	I would be happier if Office 365 were more friendly. Some of it is probably due to the security controls, but it's very frustrating. I can't interact with and manipulate documents and files the way I can in the office.	5/1/2020 8:46 AM
62	We communicate better when teleworking and we have helped a lot more families during this time with our programs.	5/1/2020 8:43 AM
63	I'm really frustrated that I was not provided a work phone and the email-to-fax procedures when I teleworked prior to COVID-19. This just shows that my agency could have better supported telework and obstinately refused to do so.	5/1/2020 8:41 AM
64	Your options seem biased in favor of telework. There are hidden costs to teleworking. For example, addressing ergonomic issues. I, and others, have purchased office chairs and larger monitors at our own expense. Additionally, my agency does not provide or allow us to bring equipment from the office that would make extended teleworking easier, e.g. docking stations. We are expected to pay for our own printers and printer ink. Our laptops have had microphones and speakers disabled, which prevents us from video-conferencing using our laptops.	5/1/2020 8:41 AM
65	My office team actually miss the occasional face to face of our in office days.	5/1/2020 8:39 AM
66	With the type of work I do, it is just as easily done at home. I think there are times when being in the office would be necessary for meetings and such, but the majority of work can be done remotely.	5/1/2020 8:39 AM
67	Its amazing how much time I spend working remotely. I spend 2 hours a day commuting, now I spend 4 hours doing more work because I am not as tired and the commute isn't interfering with my workday. Sometimes I get up in the middle of the night when I have an idea and start working. This doesn't happen in an office setting. Also I love no unnecessary interruptions, no one chatting, taking my time away. I supervise 5 employees, all teleworking, we are shining right now, moving stuff very quickly.	5/1/2020 8:37 AM
68	Teleworking every day is very difficult mentally. Being in the office several days a week is good mentally, we all need human interaction with more than just our family or the grocery store worker.	5/1/2020 8:35 AM
69	My commute is 55 minutes so I am at work earlier.	5/1/2020 8:33 AM
70	Until the Library's OCIO allows Library laptops to work with our home printers and scanners we will never achieve full productivity.	5/1/2020 8:32 AM
71	We all work effectively regardless of location. I believe current technology satisfies are needs to accomplish our tasks efficiently.	5/1/2020 8:31 AM
72	Members of the public and stakeholders who call, e-mail, or connect via virtual meeting or webinar have no idea I'm not in my office; all my files are electronic, so I am able to do all my work from home without having to go to the office. Think of all the resources saved -- space, electricity, building security, janitorial services, lack of workers' comp and accident claims -- that are saved while teleworking. It's in the public's best interest to incorporate more telework. We cannot, 'goof-off', while teleworking -- there are too many checks and balances in place to ensure we all get our work done.	5/1/2020 8:30 AM
73	See comments in #11 as well	5/1/2020 8:27 AM
74	All in all I believe people in the office tend to stay connected longer now they have no commute. For some in the office it is a 3-4 hour savings on a daily basis. Good worklife balance.	5/1/2020 8:27 AM
75	Not every job in an office can be done remotely, but the ones that can have been done like this before the 2018 telework policy change.	5/1/2020 8:26 AM
76	This time of teleworking has been an excellent proving of how productive, and trustworthy most people are. Business has been able to continue on. There is enough technology now to support this. Communicating using video technology has been an excellent tool, and helps people to feel more connected.	5/1/2020 8:25 AM
77	Remote management of IT equipment needs improvement.	5/1/2020 8:25 AM

## Survey: Teleworking during the pandemic

78	Teleworking is a win-win for both the employee and employer, however, there are still some negative assumptions about teleworking from many leaders/managers. Constant education must continue to remove the hostility and toxicity in the workplace regarding teleworking. I believe DoD should implement a more "must allow" employee to telework policy to remove the continued harassment, micro-management, maltreatment so many employees are still facing while teleworking.	5/1/2020 8:24 AM
79	IM and webex do not make up for quiet interpersonal visits but do help. People do NOT like cameras.	5/1/2020 8:22 AM
80	I was new to my agency, but not the government. I found it is extremely difficult to ramp-up corporate knowledge and properly onboard while in a telecommuting status. It was rather stressful.	5/1/2020 8:22 AM
81	I used to telework 2 days per week. Teleworking full time is socially more isolating but keep up with closest colleagues and friends. The health safety issue is critical since I have an external biliary drain and need to be careful about infection. I car pool with 5 other people each of whom have kids which increases risk of infection.	5/1/2020 8:21 AM
82	As a manager i will say work unit has been off the charts with productivity!	5/1/2020 8:19 AM
83	We're all working hard on high priority activities to support the country during the pandemic. While it's exhausting to be on video calls a lot of the day, everyone is working hard and we're getting the work done. Our team is strong and that has continued into full-team telework. We are having weekly 1/2 hour optional "chats" just to check in and see how everyone is doing. Our managers are very supportive of work/life balance and the need to take care of ourselves and our families.	5/1/2020 8:19 AM
84	Trust and Accountability has been 2 main issues that I have seen for years. Hopefully it will foster a more productive Teams and improve the work life balance for all.	5/1/2020 8:18 AM
85	Agency successfully scaled up the technology to support mass telework. Full-time telework got old after the first couple weeks ... home office ergonomics not ideal.	5/1/2020 8:17 AM
86	I can do everything from home that I do at my desk in the office.	5/1/2020 8:13 AM
87	I've enjoyed the additional teleworking days. THE problem is that I deal with management of our data center. I find that not being right there to deal with issues or have details answered is not practical. So, this is where I can state that an additional day for me would still be productive but being "locked out" all week, is not.	5/1/2020 8:13 AM
88	My work involves a lot of interaction with others. teleworking makes this more difficult and makes it harder to establish the networks to accomplish the work.	5/1/2020 8:12 AM
89	While there are so many positive experiences I gained during this teleworking period especially not having to be dragged into my boss's face to face meetings, the experience may change when there is a mix of teleworking and non-teleworking situations, just like before the maximum telework posture. The maximum telework posture allows an equal footing for all of us to manage workloads including meetings etc.	5/1/2020 8:12 AM
90	Attrition rate has dropped and performance is up	5/1/2020 8:12 AM
91	My boss is remote anyway. One advantage - for all hands meetings, we start more quickly because our IG can see when everyone is on by the total number of connections!	5/1/2020 8:10 AM
92	ACF made the necessary technical adjustments quickly and effectively.	5/1/2020 8:08 AM
93	More approved telework for the federal government makes sense for many reasons.	5/1/2020 8:06 AM
94	Boundaries are hard to set but key to avoiding burnout and exhaustion.	5/1/2020 2:59 AM
95	Teleworkers is fine and we are getting things done, but I miss going to the office. I like the structure and having an end/beginning. I didn't take work home before the pandemic and now it is...always there.	5/1/2020 12:23 AM
96	Productivity is impacted by people's emotional reaction to the crisis situation which is different for everybody depending on how they are impacted.	4/30/2020 3:48 PM
97	There is no reason for me to be in the office and I'm more productive when I don't have a long commute	4/30/2020 2:40 PM

## Survey: Teleworking during the pandemic

98	As I said, productivity is getting better as the VPN connections are getting faster and I think everyone has adapted to our new working environments.	4/30/2020 2:10 PM
99	teleworking has forced us to learn new online meeting software such as MS Teams for our meetings	4/30/2020 1:13 PM
100	I like teleworking but wouldn't want to do it 100% of the time. It's nice to go to the office every so often. Some of my duties also are done more effectively in the office.	4/30/2020 12:57 PM
101	I am able to work longer hours because I avoid the commute. The downside is I do not bother to get out of my pajamas or fix my hair... and this is every day. My boss does not believe in telework so my office will not be allowed to do it under normal conditions. However, it would be nice to do it 2 - 3 days per week, so I could get dressed once in awhile.	4/30/2020 11:07 AM
102	same productivities, communicate more with boss and coworkers	4/29/2020 8:45 PM
103	Some people have a hard time focusing so it tells me it isn't for everyone. I believe it has to be accessed according to the individual and role	4/29/2020 2:24 PM
104	My agency needs to get with the times. My agency is behind in technology!!!	4/29/2020 1:50 PM
105	Like that management gets to see the options that telecommuting provides. It was a forced test. With a good evaluation of pros and cons, remote work should be able to used efficiently in the future, reducing impact to roads, helping with personal schedules, inserting flexibility into the work day, and what work does need to be in the office.	4/29/2020 1:06 PM
106	I am fine with never going back to the office!	4/29/2020 12:02 PM
107	My boss is an even worse manager when working remotely.	4/28/2020 12:08 PM
108	Some of the patient care I provide can be done well remotely, but some of it is less effective than in-person care	4/27/2020 6:54 PM
109	Remote fix of laptop technology is less adept than technician hands on.	4/27/2020 1:15 PM
110	I'm saving a lot of money on gas and not eating out as much, but I miss the folks in the office.	4/27/2020 12:55 PM
111	I am surprised that there hasn't been more pressure to go in and do our classified job. But I think it has hurt our ability to fill vacancies, as there aren't people screaming about the lack of work being completed.	4/27/2020 10:00 AM
112	Important to break up your day in some fashion in lieu of a commute which used to provide that space and perhaps involved walking, too.	4/26/2020 1:34 AM
113	DoD rolling out Microsoft Teams was a lifesaver – made teleworking much easier and more effective	4/25/2020 8:21 AM
114	You are in the phone most of the day because you need to talk to people to get work done	4/24/2020 10:21 PM
115	Knew the benefits of teleworking before, and knew that we could accomplish a lot via teleworking. Some of our star employees were already working remotely 100%.	4/24/2020 3:27 PM
116	No change noted from previous situational teleworking. We are all trusted employees who already tried doing our best whether on-site or remotely.	4/24/2020 2:26 PM
117	I have a 50-minute commute to the office, one way. I will miss a no-commute.	4/24/2020 1:03 PM
118	The novelty of telework wore off pretty quickly. We're adapting the best we can, but I feel pretty useless on telework.	4/24/2020 12:15 PM
119	I Hate the DC commute, so this is great!	4/24/2020 10:43 AM
120	I think the answers speak for themselves.	4/24/2020 10:14 AM
121	Our boss has changed how she communicates and is taking time to "bond" with us. I've learned more about my team members in 3 weeks than I learned in 4 years. We have very short "check ins" using group texts. There's more esprit d'corps than we've ever had.	4/24/2020 10:06 AM
122	My boss is awesome. He' supportive regardless of where we are working. My computer is running better than it sometimes does in our building. The agency does not have an adequate budget for IT, so when everyone is working we have server and systems issues because the system doesn't have as much capacity as it should. It's always run better early in the morning	4/24/2020 10:00 AM

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or before and after a holiday weekend. With so many people not working, it runs well all day long.

123	We were initially much more productive with days freed up for actual work. However, the calendar has gradually filled up again with back-to-back meetings, just now they are video calls rather than in person meetings.	4/24/2020 9:39 AM
124	Amazed at the creativity to accomplish unusual tasks virtually - like hiring new employees without face-to-face interactions.	4/24/2020 9:12 AM
125	The connectivity technology was upgraded during the past several weeks therefore making it possible for us to be effective.	4/24/2020 8:36 AM
126	We coordinate the financial statement audit/internal controls. Our work is pretty standard.	4/24/2020 8:26 AM
127	for techonology: My agency has great technology, but it is not especially appropriate for teleworking. They have been investigating the cloud for a while and I think this will help push that forward.	4/24/2020 8:12 AM
128	far less communications with my peers and boss by teleworking. don't like the software tracking that is done nor the work reporting	4/24/2020 8:02 AM
129	Many of us find ourselves working longer hours since there's not a bus or train schedule telling us we need to stop for the day. This is actually causing a lot of added stress because there's an expectation that, since you don't have to run to pick up the kids from daycare or catch that bus, that you have the extra time to finish the task that normally would have waited for another day.	4/24/2020 7:41 AM
130	I will have to make up all the work after 18 March 20.	4/24/2020 7:30 AM
131	Telework should be maximized post-COVID19 if only for the savings to the Government via office space downsizing/elimination of Gov't leases, etc.	4/24/2020 6:50 AM
132	I feel we that myself and my coworkers have actually kept in better touch and we are communicating more. Yet, there are less distractions overall, and have helped productivity - increased.	4/23/2020 9:54 PM
133	My boss is not managing me and my colleagues what so ever. A huge difference from the office where she is watching our attendance - not necessarily our output and productivity - like a hawk.	4/23/2020 6:29 PM

## Q14 Any other comments about your telework experience?

Answered: 294 Skipped: 888

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#	RESPONSES	DATE
1	It has been very positive. IT support good. Manager interaction is good.	5/1/2020 1:44 PM
2	Our division is mature with a decade of experience teleworking. Had recently retreated to requiring 5 days/PP in office. Not sure if policy will resume or expand.	5/1/2020 1:36 PM
3	Not sure if the company is aware of the amount of time that is wasted due to technology.	5/1/2020 1:19 PM
4	I enjoy not going to the office, but my work requires collaboration with others, contact with the public, etc., so telework will never be a full time option	5/1/2020 1:18 PM
5	Leadership needs to be more understanding and accommodating during this global pandemic. These are not "normal" teleworking conditions - families are home, resources are scarce, networks are finicky, parents need to care for children, their home, provide schooling, and the stress of grocery shopping alone and potentially putting one's family at risk puts added pressure on people. The quality of work during these times may not be what leadership is used to seeing from people, and I do not think this environment is a fair representation of people's work ethic, priorities, or abilities to accomplish tasks effectively, efficiently, and quickly.	5/1/2020 12:59 PM
6	I do think it is important to go into the office on a normal basis, even if it's only once a week	5/1/2020 12:51 PM
7	I think upper management could change their negative stance on teleworking if there was a way (system generated or otherwise) to show what tasks were completed and visibly track productivity.	5/1/2020 12:50 PM
8	It's been great. I love microsoft teams and we have been using it regularly for meetings	5/1/2020 12:46 PM
9	It is so cost effective, less stressful and more hours to work due to not spending time sitting in the traffic.	5/1/2020 12:19 PM
10	Communication is key, but working remotely can make effective communication challenging.	5/1/2020 12:09 PM
11	I've been teleworking since 2000. The technology available today supports the full scope of my work needs and teleworking full-time should be wholeheartedly pursued to support the environment, reduce expenses for office space and commuting. Let this be a good thing that comes out of the pandemic.	5/1/2020 12:07 PM
12	Grateful we are able to telework. When all this is over, I'm hoping to return to my previous schedule teleworking 2 days a week instead of my current 4-5 days a week. For me, telework is much better if it's not fulltime telework.	5/1/2020 11:56 AM
13	My agency already had an established telework program, where almost all employees teleworked one or more days per week and allowing agencywide, full-time telework has been part of its emergency continuity of operations for a long time. Most employees could already telework up to 80 percent of a 10-day pay period, so the transition to full-time telework wasn't that dramatic or cumbersome.	5/1/2020 11:49 AM
14	Since i have always teleworked at least two days a week, going to 5 days a week is not a big deal for me. I'm just keeping my same routine.	5/1/2020 11:48 AM
15	I was already a partial teleworker. Going to full-time telework was not an issue. It was a seamless transition.	5/1/2020 11:34 AM
16	My answers may be influenced because I am at the end of my career. For a number of years, our location has wanted to telecommute as we are a satellite office.	5/1/2020 11:31 AM
17	Telework is a good thing if the federal agency have all the right tools available to support the effort. Telework is what the agency makes of it. So, if distrust is rooted in telework, management will never believe the average employee is doing the work. So, I say trust the employee and trust the telework tools. If an agency is cheap with the telework tools and capabilities, then the quality of work will be less.	5/1/2020 11:22 AM
18	Now that we have proven the effectiveness of telework, we should expand it once things get back to normal.	5/1/2020 11:21 AM
19	Old computer, small workspace and no way to secure my cases other than to lock the front door does not make telework productive or fun.	5/1/2020 11:21 AM
20	My biggest realization with the sudden shift from working in the office 5 days a week to 100%	5/1/2020 11:19 AM

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telework, is how complacent we tend to become. We need to keep challenging ourselves by asking how we can make things better and how we can keep our people happy. Often times it's the little things that matter most to people so we need to ask those questions and show them they matter and we're supportive. Just because some other way is how we've done things for decades doesn't mean it still applies. We need to be innovative & think outside the box with the way we do business and we need to embrace change, not shun it. It's unfortunate that the world is dealing with a pandemic and I am truly saddened over the losses due to COVID-19, but there is a lesson in everything. What we do with the information going forward is what will matter in the long run. We have proven we can be successful during telework so it's time for it to be much more widely accepted.

21	I believe there will be a major cultural change due to this experience.	5/1/2020 11:13 AM
22	It is easier to focus while teleworking and obviously safer overall.	5/1/2020 11:06 AM
23	If we could actually move to reduce providing electricity to buildings (actually shut them down because we don't need to be there). Implement a hoteling approach to being at the office it would help the environment and planet so much. I watched the documentary The Planet of the Humans and it's a wake up call probably too late. Our demands for power/electricity, fossil fuels, bio fuels etc. is so great and the sources are not infinite. If we use the things we have - current buildings more efficiently and stop putting up new ones that would help. Implement hoteling practices so an agency doesn't need multiple buildings or to lease additional space beyond the headquarters. Additional buildings require heat, ac, lights etc. Teleworking can help mother earth immensely.	5/1/2020 11:02 AM
24	I'm happy to telework for the rest of my federal career! (2-4 years)	5/1/2020 10:57 AM
25	For me, teleworking has eased a lot of the anxiety associated with the pandemic. Also, my agency (CMS) had a great contingency plan in place and was prepared for this unfortunate occurrence.	5/1/2020 10:56 AM
26	Need wider access to tools like MS Teams or Webex as well as mics/speakers for desktops for those that do not have a government laptop.	5/1/2020 10:55 AM
27	I will be searching for another job when this is over based on the reaction my office took during this pandemic.	5/1/2020 10:54 AM
28	We should have been doing 100% telework long before the pandemic arrived.	5/1/2020 10:51 AM
29	Some work will never be conducive to telework. Physical files need to be maintained for example.	5/1/2020 10:44 AM
30	For deeply technical products it is hard to get the free flow of information. Nothing beats sitting in a conference room working on a white board. The personal interactions are deeply missed as well.	5/1/2020 10:43 AM
31	Teleworking under COVID-19 brought in some new daily variables, concerns, & stresses that were not present in the prior teleworking environment. One would assume the overall impact of COVID-19 and the thought/time that we now put into our daily activities and schedules has also played a role performance measurement. Overall, I'm thankful for my job (& not being furloughed), the ability to be a teleworker, the flexibility of my Agency's teleworking policies and the Agency's concern for the safety of my family and me.	5/1/2020 10:41 AM
32	It really lends to more flexibility in getting your work done. It's a boost to managing work-life balance.	5/1/2020 10:36 AM
33	I feel that, even with video conferencing, employees lose inter-personal skills not having some face-to-face interaction.	5/1/2020 10:34 AM
34	no	5/1/2020 10:33 AM
35	Like/hate the teleworking. Like the flexibility and not having to worry about the commute, weather, etc. Hate it because you do not take breaks/walk to meetings, get the exercise needed because you are glued to the computer for meetings back to back, etc. Sometime lunch is dinner.	5/1/2020 10:32 AM
36	Having spouse & kids teleworking strains home resources.	5/1/2020 10:25 AM
37	Leadership shares more information and we have more meetings now that we are teleworking so we can keep informed and connected. There has been an emphasis on our quality of life	5/1/2020 10:23 AM

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and stress relief tactics because our workload and hours have increased so much much during the pandemic.

38	I'm more productive when I telework - less interruptions from people stopping by my desk.	5/1/2020 10:18 AM
39	Many young parents are trying to telework and coordinate childcare with their significant other at the same time (daycare centers are closed). One acquaintance said it's the hardest thing she has ever experienced - trying to work and take care of two toddlers.	5/1/2020 10:15 AM
40	Employees seem to be more available and action oriented.	5/1/2020 10:13 AM
41	It seems quite possible that I, and more than a few of my colleagues, will never go to the office again. Too high a risk for the foreseeable future is the most recent official guidance from our HR.	5/1/2020 10:12 AM
42	I've been more productive, but the isolation is starting to take its toll. I would like to have the option of teleworking 2-3 times a week when this mess is over with. This experience should show management that work does get done and staff aren't just goofing off during their telework day.	5/1/2020 10:11 AM
43	I feel less connected to colleagues	5/1/2020 10:09 AM
44	Glad to not be in my large office building where multiple COVID cases were found.	5/1/2020 10:07 AM
45	I ENJOY TELWORD & WILL BE ABLE TO GET MORE WORK DONE, BECAUSE OF LESS INTERUPTIONS.	5/1/2020 10:02 AM
46	For the type of work that I perform, the ability to conduct business and meet the needs of the customers, teleworking does not hinder my ability to do my job. In my opinion, due to some stresses relieved, I am more prepared to do my job every work day.	5/1/2020 10:00 AM
47	We are offered a class once a week called Mindfulness Mondays with Dr. Ruth Zaplin. It helps me stay centered.	5/1/2020 9:59 AM
48	Our team does a conference call twice a week. And we stay informed with each other through emails. I believe teleworking is working great for our team.	5/1/2020 9:54 AM
49	Telework is not a serious response to serve citizens and increase productivity. In fact, it should serve as a way to determine all the things we were doing that don't matter and rather than returning to that framework, we should be eliminating redundant and unnecessary work and cutting the workforce to actually produce a better and more economical government "for the people."	5/1/2020 9:52 AM
50	I would like for ALL of the Agencies to ensure that it safe for us to return to work....and consider a new way of doing business by increasing telework options for the foreseeable future. We can see that telework IS doable on a more frequent and long term basis!	5/1/2020 9:51 AM
51	Yes. Teleworking is harder the longer we do this. My first few weeks, I was super productive, but week 7 it's getting harder. Many of my coworkers feel the same. Especially since we're not sure for how long we'll be doing this.	5/1/2020 9:49 AM
52	i do miss being able to collaborate with multiple spreadsheets/papers on wall	5/1/2020 9:47 AM
53	no	5/1/2020 9:44 AM
54	I've never worked from home before. I think I get more done, stay focused longer, and don't deal with 3 hours of commuting every day. It's been very positive for me.	5/1/2020 9:42 AM
55	It's fantastic to be able to telework.	5/1/2020 9:41 AM
56	The office environment is difficult to replicate when it comes to some tools we need to do the job. Also, telework still leaves a void when it comes to face to face client engagement. And staff engagement as well. Zoom, webex, Microsoft TEAMS, and the like, notwithstanding.	5/1/2020 9:41 AM
57	Many will never get back on Metrorail or MARC/VRE until/unless there is a proven/safe vaccine.	5/1/2020 9:40 AM
58	My organization was already promoting telework, so we were prepared to go to full time telework without much change in what we do.	5/1/2020 9:40 AM
59	My commute takes roughly 2-3 hours per day. I would rather work those hours than being stuck	5/1/2020 9:34 AM

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in traffic or in a train/bus. Telework is a win:win option. At the same time, I can also communicate with folks from the west coast at later hours and vice-versa. Teleworking should be the way-of-the-future (similar to paper-based vs computers environments).

60	This telework experience is so much more than just teleworking. It's teleworking during an all-pervasive crisis. In measuring telework productivity and satisfaction for this period I think you've also got to factor how the teleworkers mental / emotiona state is impacting the telework experience. ve	5/1/2020 9:34 AM
61	I believe the COVID-19 pandemic, although deadly and devastating to our work force, has taught our country/world that life is so valuable and opened our eyes that being with family is so precious. I think we have learned that we can live on less and spend more time with family. Teleworking has given us that opporutnity.	5/1/2020 9:34 AM
62	colleagues miss seeing each other and the camaraderie, but we are developing ways to do that remotely as well	5/1/2020 9:33 AM
63	Love it.	5/1/2020 9:33 AM
64	Much is lost by not having people in the office. Some telework is okay, but the synergies of working with people directly are completely lost when one never sees one's colleagues. Remember, a huge percentage of communication is based non-verbal....and email is a horrible substitute (although a perfect method for some people to avoid interpersonal interactions).	5/1/2020 9:33 AM
65	We talk on the phone more frequently	5/1/2020 9:29 AM
66	Less distractions, easier to prioritize, no dry cleaning, actually get more work done in the same hours spent on commute/work time. Sometimes get so involved with what I'm doing, I end up working more.	5/1/2020 9:29 AM
67	I think there is a place and time for it and it could be utilized more than previously thought, but it still should be limited and managed as some could get isolated or left out not being seen.	5/1/2020 9:28 AM
68	I think our agency should normalize telework, and provide consist support and guidance to all OU's. Everyone should get the same equipment. Employees should probably connect with government-furnished-and-paid-for mobile hotspots, unless the employee lives somewhere with substandard mobile access. Employees should be re-imbursed if they have to use their own Internet connection. Employees should only be connecting to a government-furnished wired or wireless access point.	5/1/2020 9:28 AM
69	I believe that telework should continue if employees are productive and are accomplishing mission goals and objectives.	5/1/2020 9:26 AM
70	I would be more productive teleworking if I did not also have to homeschool and care for my toddler at the same time. In normal settings, they would be in school and daycare. This survey isn't taking into account these factors in my ability to maintain productivity while teleworking.	5/1/2020 9:20 AM
71	There is more synergy. Because our job is directly impacted by COVID the commitment and thinking outside the box has been really impressive. And the speed by which answers are give and responded to are faster than before. We have stepped up as an agency and answered the call. Telework is seamless as it should be. CMS/HHS.	5/1/2020 9:20 AM
72	In my position teleworking is the same as being in the office. I am able to complete 100% of my work teleworking and it limits the office chatting and distractions. It's a shame the federal government was restricting telework so severely the past couple of year until the Coronavirus epidemic hit. Unfortunately I doubt this will change anything and once social distancing is over then teleworking will be restricted again. Such a shame.	5/1/2020 9:19 AM
73	Just that anyone dealing with taxpayers (IRS) has to have resolution to the encrypted email issue soon. In order to truly resolve working remotely and excellent taxpayer service, we need to be able to email taxpayers when they agree to it	5/1/2020 9:19 AM
74	zoom cannot replace face to face meetings with coworkers. It is incredibly difficult to sit in front of a computer screen all day long.	5/1/2020 9:18 AM
75	Very nice to not have to commute anymore.	5/1/2020 9:17 AM
76	My civilian agency was well prepared for employee telework. Many were teleworking already and there were exercises where all employees,managers, and even executives had to experience telework at least once long before this pandemic occurred. Systems were already in	5/1/2020 9:17 AM

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place to handle the workload associated with a large number of associates teleworking simultaneously.

77	None	5/1/2020 9:13 AM
78	Once we return to "normal" and school/childcare becomes available, I expect most of us who have been balancing will return to be more productive workers.	5/1/2020 9:12 AM
79	There seems to be a deeper focus on work and better collaboration since full time telework started.	5/1/2020 9:10 AM
80	Having a space designated for work (and only work) is important both for setting boundaries for family but also for yourself.	5/1/2020 9:10 AM
81	I am significantly more productive when teleworking because there are fewer in-person distractions (by not being in the office), I am more awake and productive because of lack of commuting, and the appropriate technology is present. I recommend that agencies allow all telework-eligible employees to telework as much as they desire. It benefits the agency and employee.	5/1/2020 9:10 AM
82	Slow internet and slow work network connectivity is a huge downside	5/1/2020 9:08 AM
83	Many are scared to go back. I care for my mother and also have a child with closed school and no summer care. Being flexible has made me feel appreciated.	5/1/2020 9:07 AM
84	Since I'm not spending an hour going into work in the AM and 1 1/2 hours going home in the PM, I do find that I stay online and work longer some days but I feel less stressed about it. I don't mind since I don't have that commute in front of me. This has been great for my stress levels and my entire office are always in contact throughout the day so we can still interact and bounce things off of each other as well as our customers still being able to reach us and get responses (without them having to line up at our doors to ask questions in person when most issues can be discussed/resolved by email and phone, as needed)	5/1/2020 9:05 AM
85	We have been teleworking for 7 weeks	5/1/2020 9:03 AM
86	Telework is a productive tool for Agencies. Especially in areas where there are long commutes and employees who have child or elder care issues, as well as their own health issues.	5/1/2020 9:01 AM
87	Overall, it has really been good. I'm thankful that I work at a fantastic agency.	5/1/2020 9:01 AM
88	Work, family and personal life is much better as a result of the increase in telework for many.	5/1/2020 9:00 AM
89	As the largest healthcare org in the country, the agency has really stepped up to meet its forth mission (hint, hint)	5/1/2020 8:59 AM
90	It's good to get together with the team live and in person at the office, but with today's technology, that's hardly necessary to maintain high productivity and work quality.	5/1/2020 8:59 AM
91	Staff meetings should be structured so manager is comfortable about the work....	5/1/2020 8:58 AM
92	Very smooth at my agency. Put the money into laptops, networks, and software/security, and save money on renting buildings and office equipment. This is a tremendous opportunity moving forward.	5/1/2020 8:54 AM
93	i expected to hate it, but i like it very much more than i thought i would	5/1/2020 8:54 AM
94	I would like to telework at least 3-4 days and come in the office 1-2 days in the future.	5/1/2020 8:53 AM
95	I did not realize how much I would miss the interaction.	5/1/2020 8:53 AM
96	Federal agencies can reduce their building costs (a significant expense in the federal budget, over any reasonable period)	5/1/2020 8:51 AM
97	It's great - same work processes just full-time now. No stress of exposure and more time to handle family life.	5/1/2020 8:50 AM
98	telework is an advanced way to do the job, which is saving money, saving time and more effective.	5/1/2020 8:49 AM
99	I believe there is some value to in person interaction to build professional relationships with colleagues and co-workers however it is amazing the capacity for remote work and connection via video conference. This remote telework status is a necessity , a new normal, and is	5/1/2020 8:49 AM

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something that will be with us for a while to come and will likely be back at some point in the future. Staff and all federal agencies need to adapt to this reality as much as is possible based on the mission and work of their agencies.

100	Telework is not new, nor is it a silver bullet. There are workers that do not perform in the office just like they do not perform during telework. Individual performance is a function of supervisory management and employee responsibility. With more telework, better individual performance planning is needed to manage work assigned and completed.	5/1/2020 8:47 AM
101	Don't miss the commute at all, nor even thinking about what to wear, what food to prepare to take. I miss interacting personally with co-workers, being able to go talk to someone (face-to-face) when needed or just for a break, going out to lunch.	5/1/2020 8:46 AM
102	I am hating it big time.	5/1/2020 8:46 AM
103	I really enjoy it. If I need to complete something after my work hours then I can just continue working without having to worry about what the traffic will be like if I stay late.	5/1/2020 8:45 AM
104	Our agency (NRC) has done an excellent job in keeping the staff informed.	5/1/2020 8:44 AM
105	It should be looked at permanently. It could save millions on office space and would create happier employees.	5/1/2020 8:43 AM
106	Like I've said, in the job I've had the last 8 months, I was already teleworking 3 days a week. My old job wasn't that way but those of us in the Atlanta area are surely grateful for the lack of a commute!	5/1/2020 8:41 AM
107	I would like to telework full-time even after COVID-19 is over. I would take less pay for the ability to telework full-time. I hope my agency continues to expand technology to support teleworking.	5/1/2020 8:41 AM
108	Staff and mid-level managers seem very willing to make adjustments to make telework successful; senior staff seem to view it with suspicion and skepticism.	5/1/2020 8:41 AM
109	Its great being able to balance work/life so effortlessly. The commute to my office was an hour and a half each day, so not driving as much has been a real bonus also. My child is out of school and I am in charge of his online learning caseload as well.	5/1/2020 8:39 AM
110	I have definitely enjoyed it. I know that others have met challenges due to lack of WIFI in there homes, but were able to resolve those issues through their cell phones.	5/1/2020 8:39 AM
111	The federal government should do more to REQUIRE agencies to allow full-time telework. Telework should be based on the employees performance, not the performance of the team. Under performing telework employees should be disciplined, not the team.	5/1/2020 8:37 AM
112	I believe the federal govt and managers needs to innovate and come to terms with the new way of doing business. The new generation is very equipped to work from home, they are fast and very computer literate. I am amazed at the virtual meetings we've had, the productivity is outstanding.	5/1/2020 8:37 AM
113	For people who deal with words and information, there is virtually nothing that cannot be done via telework given today's technology. Productive people will be productive regardless if they are home or in the office... and crappy employees will be crappy employees as well, regardless of their environment.	5/1/2020 8:36 AM
114	Managers who close their doors all day but want their employees sitting in their cubicals rather than teleworking need to get over themselves and learn to trust their workers and view their work rather than view them sitting at their keyboards.	5/1/2020 8:36 AM
115	It's been very positive for myself and the staff that I oversee	5/1/2020 8:35 AM
116	An annoyance and an source of stress occurred when my CAC expired. I had to go to the DEERS office to get my card renewed. Since my laptop would not authenticate me with the new card, I had to go into the office and plug into the network there to get it working. I thought my wife was going to make me sleep in the garage. There should be a better way to handle the CAC issue.	5/1/2020 8:33 AM
117	The lack of understanding by DC based staff and managers for the challenges of rural internet (or lack thereof) is exceptionally frustrating	5/1/2020 8:32 AM

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118	I am working more hours, about 10-14 hour days.	5/1/2020 8:32 AM
119	I would rather be able to telework a few times a week because of my health issues and my husbands issues. Travel time is ridiculous and financially telework would be more beneficial since I support our family. I produce better when I can get more rest and not have to get up so early (1:45 am)to travel by train and metro. I hope to be able to telework more often.	5/1/2020 8:31 AM
120	DOD needs to maintain the CVR and other collaboration tools that were spun up for this response. This "test" has proven its value.	5/1/2020 8:30 AM
121	Telework has made my life much easier -- I'm wheelchair bound due to an elevator accident I was in at work -- and my supervisor forces me to take leave without pay whenever I'm in the hospital or when I cannot come into the office, as he refuses to grant me advanced leave that my Agency allows. I can work and provide for my children when I can telework more. He won't allow me to telework more than three days a week even though I have a doctor's note stating I cannot go to the office but can telework five days a week. My supervisor wanted to only pay me for three days a week even during the coronavirus full-time telework, and I had to fight for the right to get five days a week. I value telework so I can do my job. After all -- I was hurt at work, while on duty. I just want to do my work, but feel I'm being punished for it.	5/1/2020 8:30 AM
122	There should be a quantifiable method across the government to measure productivity and cost avoidances/savings.	5/1/2020 8:29 AM
123	Our team teleworked 90% pre-COVID-19, only going in to an office 2 days a month. The extra 10% isn't a change for any of us.	5/1/2020 8:29 AM
124	I think the government could save tons of money on GSA rent if they allowed everyone to telework at least part time and share office space.	5/1/2020 8:29 AM
125	I love teleworking.	5/1/2020 8:29 AM
126	Employees are much happier teleworking. The community benefits too: Less traffic, less fuel consumption.	5/1/2020 8:28 AM
127	I would like to see our telework policy expanded to include more than 2 days per week.	5/1/2020 8:27 AM
128	I have been free from stress and headaches during teleworking	5/1/2020 8:27 AM
129	This is the "new" Government which means a new way of doing business and thinking. The days of being co-located with a manager and everyone in the office are gone. Technology has allowed us to stay connected and continue to work without holding hands, per se. I have worked for the Government over 35 years so I've seen it all.	5/1/2020 8:27 AM
130	Our office needs to treat us like the adults we are. The old anti-telework mindset needs to be broken and hopefully this will do it.	5/1/2020 8:27 AM
131	Given the freedom, I feel workers are more productive	5/1/2020 8:26 AM
132	I hope that the USDA telework policy will be changed back to what it was before the March 2018. But I fear that the SES in USDA HQ will continue making decisions without employee input and or after action report.	5/1/2020 8:26 AM
133	This has been a great experience in what has been a difficult time. I have known for years that I could be doing my work from home, most of the people I interact with daily are in another state where the data center for the system I work on is located, this has just given me an opportunity to prove to myself and management that my presence in a defined work space is not required to get my job done. It has also shown us new tools we already had to help us stay connected like MS Teams and Skype for video.	5/1/2020 8:25 AM
134	We have a lot of virtual meetings. This is important, but some of them can be accomplished with an email.	5/1/2020 8:24 AM
135	It's been wonderful. I hate the thought of returning to the old routine of long commutes. I would much rather work at home and work longer hours than work shorter days combined with a long commute.	5/1/2020 8:24 AM
136	Very positive experience especially when I don't usually telework as a supervisor, even though I always highly encourage my subordinates to telework - I get way more out of them...	5/1/2020 8:24 AM
137	Telework does require transition assistance in the form of tools and techniques as well as	5/1/2020 8:22 AM

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cultural change to make it effective, but more can get done without the usual water cooler gossip and constant interruptions one gets in the office.

138	This is the exact scenario we needed to show older, more old fashion managers how successful remote working actually is. Now that some of the old dogs are learning new tricks they are onboard with the opportunities telework provides	5/1/2020 8:22 AM
139	Teleworking has been a great experience and I hope it continues.	5/1/2020 8:21 AM
140	Thank goodness we have this option. In spite of all the problems work has gone on as usual and the team has pulled together with at least as good and probably more productivity.	5/1/2020 8:21 AM
141	It is the 21st century, if we can monitor astronauts in deep space, managers can monitor employees that work remotely.	5/1/2020 8:20 AM
142	Teleworking is better when it's once in a while	5/1/2020 8:20 AM
143	We need telework for so many reasons, but none more important than for health, safety and national security!	5/1/2020 8:19 AM
144	I live 80 miles one way from my office. I've been able to be much more available and productive on full-time telework. I wish our agency would allow us to telework, say, 2 days a week. (I miss seeing my team in person and I wouldn't want to telework full time forever.)	5/1/2020 8:19 AM
145	Miss physical interaction with colleagues and I don't get as much exercise as I used to	5/1/2020 8:18 AM
146	Most employees at my work place cannot telework due to needed systems at the office. These systems cannot be recreated at home	5/1/2020 8:18 AM
147	Commuting in the major metropolitan areas is stressful, expensive and non productive. Telecommuting affords agencies to save on rent, utilities and absenteeism.	5/1/2020 8:18 AM
148	I'm getting a lot more sleep. I'm re-connecting with my family. I'm working out more and really enjoying being home.	5/1/2020 8:17 AM
149	i love it! i'd love to have 100% telework all.the.time, and this pandemic proves that there's no reason not to.	5/1/2020 8:16 AM
150	I would prefer to telework all the time. Teleworking saves the federal government on leases, utilities, cleaning fees, transportation costs and employees being out sick due to other employees infecting one another with various diseases. In addition, the environment improves due to less pollution to cause climate change and more carbon emissions.	5/1/2020 8:16 AM
151	I've been teleworking full time for 2 years due to a disability and have earned the Gears of Government award while doing so. It's not where you work but how you work.	5/1/2020 8:15 AM
152	It's hard to turn off. When you leave an office, that's usually a pretty good "off" switch. Teleworking I just feel I need or want to finish "one more."	5/1/2020 8:14 AM
153	Although I miss my co-workers, it's nice not to overhear gossip or have visitors at your desk that don't leave. More time is wasted in the office.	5/1/2020 8:13 AM
154	I think we are spending premium dollars for real estate that is not truly needed just so managers can feel comfortable looking at a person's face. It is a waste of money and a crutch for poor management. If you have productivity standards in place and with simply market tools, you can easily manage a telework workforce.	5/1/2020 8:12 AM
155	I won't return to the office until testing or vaccines are widely available, and I encourage my coworkers to do the same. We care for elderly at-risk relatives.	5/1/2020 8:12 AM
156	Noticed a more efficient use of meeting times during this period of maximum telework posture. Everyone dialed in and covered topics much more quickly and efficiently, and jumped off calls as scheduled.	5/1/2020 8:12 AM
157	technology provides many more options today than it did in the past. Some examples Zoom, Teams, O365. Collaboration is now documented	5/1/2020 8:12 AM
158	It is much easier to be relaxed and much less stressed for me when working from home.	5/1/2020 8:11 AM
159	Updating my office with a printer and chair cost more than I saved in commute costs. So I went \$ in the hole.	5/1/2020 8:11 AM

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160	Before, I teleworked 4 out of every 5 days.	5/1/2020 8:10 AM
161	I'm one of the few who come to work to work, so I don't miss the socializing aspect that others take a lot of work time to do.	5/1/2020 8:10 AM
162	Missing my large monitors!	5/1/2020 8:10 AM
163	No	5/1/2020 8:09 AM
164	This proves we don't need to come in which saves money on commuting, rent, utilities, etc.	5/1/2020 8:08 AM
165	I have never enjoyed teleworking, and didn't take advantage of elective teleworking privileges. I still don't care for telework, even though my team is functioning and adapting very well.	5/1/2020 8:08 AM
166	My agency needs to revamp their in in office work procedures to adapt to teleworking.	5/1/2020 8:07 AM
167	It is a shame that this isn't permanent. I would move out of this area faster than the speed of light.	5/1/2020 8:07 AM
168	I think it should continue.	5/1/2020 8:06 AM
169	Saves a lot on resources and keeps everyone safe	5/1/2020 8:06 AM
170	I am thankful to have the opportunity to work and stay employed during this unique time. I am proud of my organisation and the efforts of my superiors and colleagues.	5/1/2020 12:23 AM
171	Federal employees are a dedicated bunch. We understand mission accomplishment and will leap hurdles to do what needs to be done. Even at our own expense.	4/30/2020 9:15 PM
172	I telework 3 days a week normally. With full time telework I do miss the routine of going to the office and seeing humans in person.	4/30/2020 6:30 PM
173	Although it's better than I thought, I still don't like it.	4/30/2020 4:25 PM
174	none	4/30/2020 3:16 PM
175	I hope I am able to telework 5 days indefinitely.	4/30/2020 2:40 PM
176	It's been great because it's not new to me.	4/30/2020 2:18 PM
177	Management should base employee productivity on work accomplished not on seeing a person in a seat!	4/30/2020 1:52 PM
178	I was already teleworking days a week so no issues going to full time.	4/30/2020 1:29 PM
179	Mainly dealing with bandwidth issues and slow speeds. Internet is slow due to increase usage with everyone being home. Also worries about family and spouse being furloughed are weighing on me and I'm less productive.	4/30/2020 1:28 PM
180	My agency's technology infrastructure does not have the bandwidth to go from roughly a few hundred to a few thousand teleworkers - after 5 weeks, we continue to have trouble connecting to the VPN, and we continue to have dropped connections during video meetings. On the plus side, my ability to concentrate has increased substantially, since I am no longer continually interrupted by passers-by at work who stop in to chat. I also have more freedom to work outside normal business hours, rather than cramming it all in to 8:30 to 5:00. If I have an idea about work at 6:30 am or 9:30 pm, I can jump on to my computer and document/start it!	4/30/2020 1:25 PM
181	I've usually only teleworked when it benefited me, because I like being around the people I work with and because somethings are more easily accomplished in the office. But I've learned to adapt. My commute is via commuter train, with walking on both ends, and I do miss the built-in exercise.	4/30/2020 1:09 PM
182	Needs to continue...	4/30/2020 1:02 PM
183	Teleworking helps me to stay focused on task and put in additional hours that I'd otherwise be spending stuck in traffic. Not having to make the commute improves my disposition overall.	4/30/2020 12:50 PM
184	Our agency was and is very disorganized	4/30/2020 10:31 AM
185	Just that its been a very positive one	4/30/2020 10:09 AM
186	I love teleworking 100%. I don't miss being on-site, except for seeing coworkers in person.	4/30/2020 10:03 AM

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187	I think the big lesson learned as far as the IC goes is that just because we all need a clearance to work in the building, that should not be an indicator that all of the work needs to be performed onsite. Significant investments will be required to all employees and contractors to work offsite and access unclassified but secure networks for file sharing and collaboration.	4/30/2020 9:59 AM
188	I would leave the job if I couldn't telework. You can't close schools and camps and put parents in a position of having to choose between work and our children. I'm disgusted by the failure of our leaders to recognize this.	4/30/2020 8:57 AM
189	If it weren't for having to homeschool my child at the same time I am working, it would be great! Because of him, however, I am ready to return to work.	4/30/2020 7:59 AM
190	My work/life balance is vastly improved	4/30/2020 7:23 AM
191	I can be more productive teleworking due to the not being bothered by other personnel stopping by and interrupting ongoing work.	4/30/2020 7:16 AM
192	This is the new norm	4/29/2020 10:50 PM
193	Hope we do this forever. Imagine the money we'd save on rent!	4/29/2020 9:52 PM
194	same accomplishment using Video/Audio teleconferencing instead of traveling. Save travel budgets	4/29/2020 8:45 PM
195	For me, I'm MORE productive, but I live alone. For co-workers with a working spouse (also home), plus home schooling and taking care of toddlers, they are less productive.	4/29/2020 7:06 PM
196	I don't currently work for the government nor a contractor so I hope you don't mind my answering your survey about teleworking. :-)	4/29/2020 5:56 PM
197	I hope Agencies will learn from this experiment and continue to support maximum telework after the pandemic is over.	4/29/2020 4:41 PM
198	Not able to complete tasks because lack support and equipment.	4/29/2020 3:05 PM
199	Hopefully, the Commissioner and the Agency will see the benefits of and the increased productivity possible because of telework	4/29/2020 2:28 PM
200	I am hopeful after the pandemic that employers/companies continue to promote remote working which will have a huge impact on the DC area.	4/29/2020 2:24 PM
201	Would be easier if the rest of the family wasn't here	4/29/2020 2:18 PM
202	I am more productive, no stress from commuting and no interruptions from others to slow down my work day. Also not stressed about getting infected by co-workers that could be symptomatic or asymptomatic! No expenses for dry cleaning, gas or car maintenance, less expense for food. This is also a great global solution for the environment, less traffic, less pollution, and less traffic makes it easier for road and other construction to be completed faster. Can't think of one downside.	4/29/2020 2:08 PM
203	My agency has had telework available for years, including allowing for majority telework, which I have been doing. My manager also has done this. The only change for me and my manager was that we are no longer in the office one day a week. So, little has changed.	4/29/2020 2:05 PM
204	Before the maximum telework was put into place my agency allowed only one day per week of telework. I hope that the past few weeks has proven that we can be just as productive teleworking 2-3 days per week as we are in the office. The amount of stress that has been lifted by not having to commute to the office has been huge. I along with many of co-workers are hoping that this becomes the norm and things don't go back to the way they were previously.	4/29/2020 1:59 PM
205	It is easier to work without all the background noise of the office, but I miss face-to-face interactions.	4/29/2020 1:52 PM
206	I think the level of cooperation within our office has improved by being more timely.	4/29/2020 1:29 PM
207	So glad I don't have a 2 hour commute to MD from WV so much more productive	4/29/2020 1:28 PM
208	Frees up 90 to 120 minutes of my day. That's 60 8-hour days per year I get back without doing anything different (2Hours*5Days*48Weeks/8hours)	4/29/2020 1:07 PM
209	My daughter is much happier with me at home. She is 15, and my hours away from home	4/29/2020 1:05 PM

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affected her more than I ever realized. I have an additional 2 1/2 to 3 three hours a day to work out or spend time with my husband and daughter. I'm also getting about two more hours of sleep at night. I feel great and have more energy. I don't miss commuting at all.

210	The same work is more exhausting on telework because of being unable to walk around to meet in multiple locations; the blur between work and home life is daunting	4/29/2020 12:40 PM
211	Managing via telework is more time and labor intensive and reduces my overall productivity as a manager. We have reduced focus to only core operations meaning many projects and initiatives are on the backburner but accumulating to be dealt with at some future time. My agency is not addressing the impact of pandemic stress on staff especially managers that have people to micromanage or lash out at. Working remotely allows bad behavior to be hidden and go unaddressed.	4/29/2020 7:15 AM
212	i love my officemates but everyone is crammed into offices with multiple other people. we all speak to patients and it is very loud. bad moods impact your mood. overall, the work is stressful enough.. a stressful environment heightens it	4/28/2020 11:14 PM
213	I appreciate having the ability to telework at this time. However being a full time employee, mother of 2 and teacher while kids are out of school is starting to wear on me a lot. My husband still working full time and being cautious of asking my parents for help due to their health.	4/28/2020 9:28 AM
214	I hope when we all go back to work that teleworking gong forward will not revert back to the old way of thinking about employees productivity while teleworking.	4/28/2020 8:34 AM
215	It has been great and I feel our agency has been very successful in continuing our daily operations	4/28/2020 8:29 AM
216	It's going to be tough when the mandatory telework is over. I'm not looking forward to returning to bad drivers during the commute (too fast AND too slow) or having to get up an hour earlier to start work at the same time.	4/28/2020 7:22 AM
217	There is a massive difference between folks with children and without. Our office is very busy and highly productive; teleworking is a necessity but there is going to be massive burnout soon for those with children. It is exhausting balancing everything!	4/28/2020 1:53 AM
218	It's going to kill me when I have to give up telework and go back in the office everyday.	4/28/2020 1:29 AM
219	I think telework is the best thing they came up with. I don't telework unless I have a doctor's appt. That is because my doctor's ofc is close to home and work is not. Since, COVID 19 is so wide spread, I am so glad my agency offers it because I have an autoimmune disease, and teleworking makes it a little less stressful.	4/27/2020 11:31 PM
220	Slow connection to the network!	4/27/2020 10:39 PM
221	I've been teleworking for years. Nothing new.	4/27/2020 10:19 PM
222	Telework offers withered availability to balance work multitask which leads to more productivity	4/27/2020 9:16 PM
223	Best experience. I hope to never go back to the office. I find there is more teamwork and more productivity amongst my colleagues.	4/27/2020 7:30 PM
224	I love everything about telework period.	4/27/2020 6:04 PM
225	Thanks for keeping this issue top of mind.	4/27/2020 5:44 PM
226	My boss pretty much said he needed to be at work, even through he has teleworked 3-4 days a week.	4/27/2020 3:11 PM
227	When a position can be done exactly the same way as teleworking as it is in an federal office, why is the government wasting money on having the employee fill a desk (space is money) and commute (i.e. subsidy) into the office.	4/27/2020 3:10 PM
228	1. Microsoft Teams provides connections to colleagues and makes virtual meetings possible. We would not be able to manage the remote work environment without something like Teams. 2. Loss of social connectivity in the remote work environment. It has affected most of us. 3. CIO's network upgrades and new data center made remote work environment a success during pandemic. 4. Agency needs to evaluate next standards for laptops, monitors, etc. to make the remote work environment more productive for the next time. 5. Agency successfully transitioned	4/27/2020 2:31 PM

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processes and procedures to enable 99 percent of the workforce to meet most mission requirements in the remote environment. Impressive.

229	Luckily, the majority of the work that I perform can be accomplished remotely. Just need a computer and access to files.	4/27/2020 2:13 PM
230	I already teleworked 3-4 days/week so this hasn't been as big an adjustment for me as others. The biggest adjustment has been the other people claiming to be my wife and kids that are also home during the day.	4/27/2020 12:37 PM
231	I wish we could do more teleworking once things get back to normal	4/27/2020 12:21 PM
232	I like not having to see my boss.	4/27/2020 12:14 PM
233	Definitely improves your quality of life.	4/27/2020 10:35 AM
234	Our technology has worked flawlessly	4/27/2020 10:21 AM
235	This has proven we do not need to sit in a cubicle in an office building to do our jobs. Government agencies could save a lot in lease payments by downsizing their office buildings and allowing near full-time telework where possible. Many of us are more productive at home than in the office. More teleworking would also reduce traffic, helping to slow global-warming, and reducing the over-crowding of our ground transportation systems. In my case, it also allows me to recover over two hours per day wasted in travelling to and from work.	4/27/2020 9:07 AM
236	Our agency constantly touts how we are modernizing IT by spending millions on Amazon but they've totally failed to modernize how we work. Might as well install punch card machines by the doors. Teleworking works despite the efforts of management	4/26/2020 10:27 PM
237	It's working well for many employees, but some are gaming the system and overall federal work productivity will take a hit because of these people.	4/26/2020 8:38 PM
238	Way more efficient than I expected. No boss trying to take over every job that I am hired to do.	4/26/2020 5:01 PM
239	It's the best!!	4/26/2020 11:27 AM
240	Making the best of it, to serve to the best of my ability.	4/26/2020 1:34 AM
241	I was teleworking 4 days a week and now its 5 days. Hopefully my agency will adapt nd we only have to come in once a month	4/25/2020 5:36 PM
242	Would like to continue to telework 3 or more days a week after we go back to work. Less time in the office for social contact due to Covid19	4/25/2020 1:51 PM
243	It wasn't nearly as easy to be productive until we defined tasks. In this scenario we are forced to account for our work, whereas in the office I think leaders are less aware of who is carrying the load, so I became aware of team strengths. It is a useful option I want at all in favor of beforehand, now I can see doing some projects from home on occasion.	4/25/2020 9:51 AM
244	I've just been able to realize how much more productive I am when I telework. Before, my "backlog" would range from 30-80, and now it's consistently staying around 10	4/25/2020 9:45 AM
245	I social needs were met outside the office so I don't feel like I lost out on that either during the time.	4/25/2020 8:51 AM
246	Teleworking creates a better work life balance. I start and finish my work day earlier which allows more family time after work.	4/25/2020 8:21 AM
247	I probably wouldn't be as efficient if everywhere else wasn't locked down because I'd be tempted to leave home while working.	4/25/2020 8:21 AM
248	the hardest adjustment is the amount of "life" interruptions and juggling schedules with people with children in the home.	4/25/2020 8:18 AM
249	Hardest part of this is being a parent and working at the same time.	4/25/2020 7:21 AM
250	It is absolutely fabulous for work/life balance. I do not miss my 4.5 hr daily commute! I am happier, more productive, more engaged, and able to take care of my home responsibility more easily too.	4/25/2020 1:15 AM
251	Should be able to do it the majority of the time in a regular basis. Shouldn't be so micromanaged.	4/24/2020 10:55 PM

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252	Difficult with kids home, but otherwise I love it.	4/24/2020 10:43 PM
253	It isn't positive and negative. Nice not to commute but I am working more hours due to connectivity issues and also because I am on the phone more	4/24/2020 10:21 PM
254	Telework works!	4/24/2020 8:50 PM
255	This time is not a fair assessment of telework. Life is not normal, it is stressful and chaotic right now. No one should be judged based on how they perform right now, not should agencies base future decisions on telework entirely based on this time.	4/24/2020 5:19 PM
256	My family members think I should be available to address family issues, disputes, squabbles, etc. during my telework hours.	4/24/2020 4:28 PM
257	While full-time telework enables us to continue to accomplish missions, it comes at a steep price. Task completion takes longer and is harder to accomplish. Inadequate network bandwidth and infrastructure, the avalanche of additional email, and the difficulty finding common times to schedule conference calls/virtual meetings (personal priorities have to compete with colleagues' priorities and the availability of IT resources) make finishing tasks more difficult and less efficient. Additionally, while it is absolutely essential to support non-traditional work hours during this unprecedented time to accommodate staff's personal needs, it is exceedingly difficult to manage workloads and assign tasks. Despite these new realities, work is nevertheless getting done, just not as effectively and efficiently as before.	4/24/2020 3:21 PM
258	I'm having an awesome experience teleworking from home @ USAID.	4/24/2020 3:14 PM
259	Telework allows me to do my job while staying safe at home.	4/24/2020 2:53 PM
260	It took a couple weeks to get technically up and operating. Also I have had to mentally work at regular hours and efficiency. I would probably balance work at home and in the office	4/24/2020 1:36 PM
261	Our regular work has fallen behind because we have strictly been focused on small business disaster assistance due to COVID-19. I am extremely stressed out about how we will be evaluated on our regular work falling behind.	4/24/2020 1:17 PM
262	I think people would be less stressed if they could work without having to deal with traffic and/or an overcrowded Metro system. I don't know if metrics exist for the effect on air quality in Washington DC, but I would have to suspect it's improved as well.	4/24/2020 12:59 PM
263	Will be extremely hard going back to waking up at 4am to commute into work.	4/24/2020 12:15 PM
264	I think the fact that most of the government is on telework and the show has continued to go on shows how bloated we've become as a workforce. Everybody is on "telework" but all the critical functions are still happening.	4/24/2020 12:15 PM
265	It has been positive.	4/24/2020 12:06 PM
266	No	4/24/2020 11:23 AM
267	Enjoy: sleeping later, listening to music/radio over speakers, ability to escape outside for breaks, no in-person distractions. Cons: work is more intense, managing more/longer email threads, can't just go discuss things with my team at any time.	4/24/2020 11:20 AM
268	My boss is handling full-time teleworking more poorly than the people she manages, and I expect her to resist allowing us to telework any more than the little bit we were allowed earlier.	4/24/2020 10:50 AM
269	I was previously a skeptic of telework but our productivity has surprised me. One downside is that it's hard to separate work from personal and turn off work. Working way more hours - need to be intentional about better managing that. Some of that might be that we've been pretty much on call 24x7 so have felt that you can't take a break.	4/24/2020 10:24 AM
270	I have always liked to telework and this has been a dream to be able to do it full time. I don't mind going into the office but would rather do it only 1 or 2 days a week. I also find that I am much more productive because I'm not worn out from getting up earlier and arriving home later due to commuting. We have the technology so let's continue to use it to our advantage.	4/24/2020 10:17 AM
271	I have been able to assist my disabled spouse alot more during breaks and at luntime. The commute alone saves time. almost 45min a day!	4/24/2020 10:14 AM
272	Have successfully teleworked for many years	4/24/2020 10:07 AM

## Survey: Teleworking during the pandemic

273	I already lead virtual teams in 5 time zones and work with every state. Telework allows me to be available for western states and not have to take conference calls on the METRO/MARC.	4/24/2020 10:06 AM
274	I teleworked in my previous position with the VA. I am now with Dept. of Energy. The telework attitudes are different (more accepting at VA). And it was easier b/c the software was better and easier to work with. Telework attitudes affect how we plan our software/hardware, etc.	4/24/2020 10:03 AM
275	Except for a few platforms that we can't access except at the work station, I could do this forever. Only meetings where a face-to-face interaction and networking is important is compromised.	4/24/2020 9:51 AM
276	I'm enjoying it more and accomplishing more.	4/24/2020 9:24 AM
277	As a group of IT introverts, we are all loving it in my group. I could keep doing this for the rest of my 2.5 years remaining without issue.	4/24/2020 9:21 AM
278	LOVE IT!!	4/24/2020 9:07 AM
279	I love it teleworking. I can't print from home printer, but I can print documents to work printer and get it later during normal telework times. I can save many things electronically anyway.	4/24/2020 8:43 AM
280	Telecommuting insulates me from office politics and time-wasting meetings. Productivity is greatly improved.	4/24/2020 8:14 AM
281	I have learned I can do more of my job than I thought I could at home, however, not being able to go into the office at all is a great hinderance. For instance I have done research that I cannot implement, or I realize I need a file I don't have. I am fully convinced that routine teleworking would be a good thing and very doable, but you do need access to the office too!	4/24/2020 8:12 AM
282	I do not like my home being my work place.	4/24/2020 7:46 AM
283	I love it! The transition to telework was pretty seamless for me, and I feel I have all the tools and technology needed to do my work and stay connected with my team and agency. Being at home in my own controlled environment has provided peace of mind during the pandemic. I hope my leadership will take note of our successes during this period of maximized telework and allow more telework flexibility in the future.	4/24/2020 7:40 AM
284	It is not a substitute for my normal/daily job. I cannot access data or information via the internet.	4/24/2020 7:30 AM
285	I hope our Secretary views the advantage of having employees telework and see that we can be as or even more productive, by working remotely.	4/24/2020 7:22 AM
286	My work lends itself to Telework, but I choose to go into the office normally. Our Agency only permits us to normally Telework 2 days a week, so the value is diminished. If I could work at home 3 or more days a week normally, I would. But for now, it's 5 days a week... and it's OK.	4/24/2020 7:10 AM
287	TW is effective, efficient and provides maximum value to the tax payer. Downsize the physical space of the Gov't long term to reduce costs. Aggressively look at office sharing/hoteling to reduce Gov't footprint and costs. Force "leadership" to embrace TW, and attend TW training focused on utilizing existing technology to reduce their discomfort.	4/24/2020 6:50 AM
288	Teleworking is allowing the employees to be more productive and having better focused results. In the regular office environment there are a lot of time wasting events such as meetings, office chit chat, time wasting work, unproductive projects, etc..	4/24/2020 1:24 AM
289	It's working.	4/24/2020 12:17 AM
290	I think those positions that are telework ready and managers can manage and monitor productivity - should telework more often. We have been much more productive overall.	4/23/2020 9:54 PM
291	I miss personally interfacing with co-workers.	4/23/2020 8:21 PM
292	I hope they allow more telework, rather than less, after this is all over. Full-time telework is preferable. Saves fuel, environment cleaner, more time with family instead of commuting time.	4/23/2020 7:55 PM
293	It would be nice if the IT helpdesk was more responsive but as an introvert I really like this experience a lot more than having to go to the office every single day.	4/23/2020 6:29 PM
294	Working more hours is leading to burnout. Boundaries need to be outline. Also, it is hard for working parents with children at home to work and home school. Management expectation is	4/23/2020 5:09 PM

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that we are 100% capacity to do the work and workload is actually increasing. This is not realistic since parents have to set time during the day to home school.

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