

California Natural Resources Agency

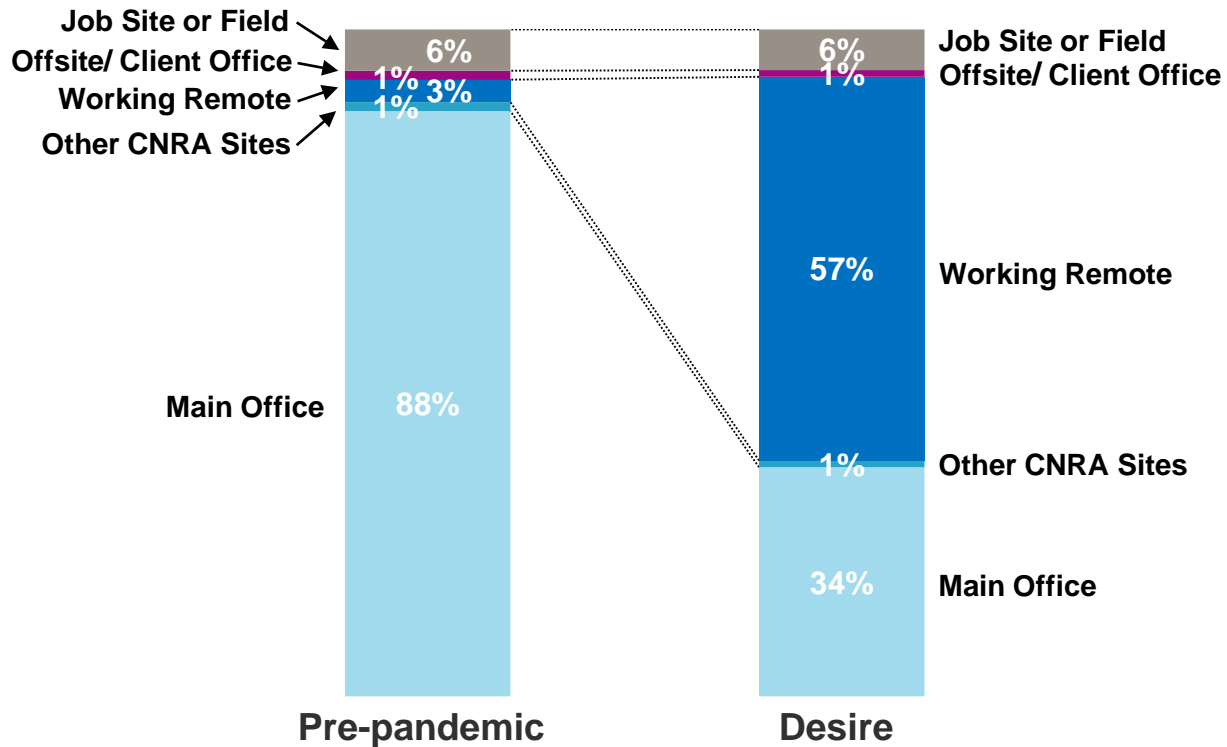
THE FUTURE OF **workplace**
Transformation Survey Report



About the Survey Data

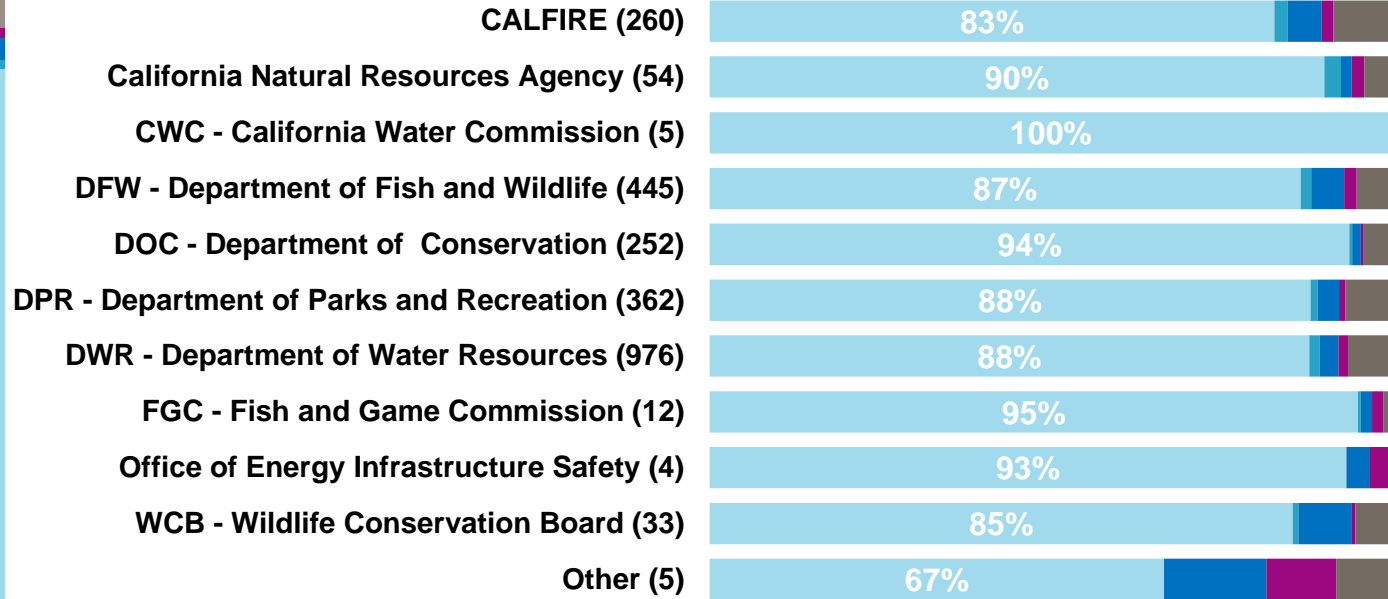
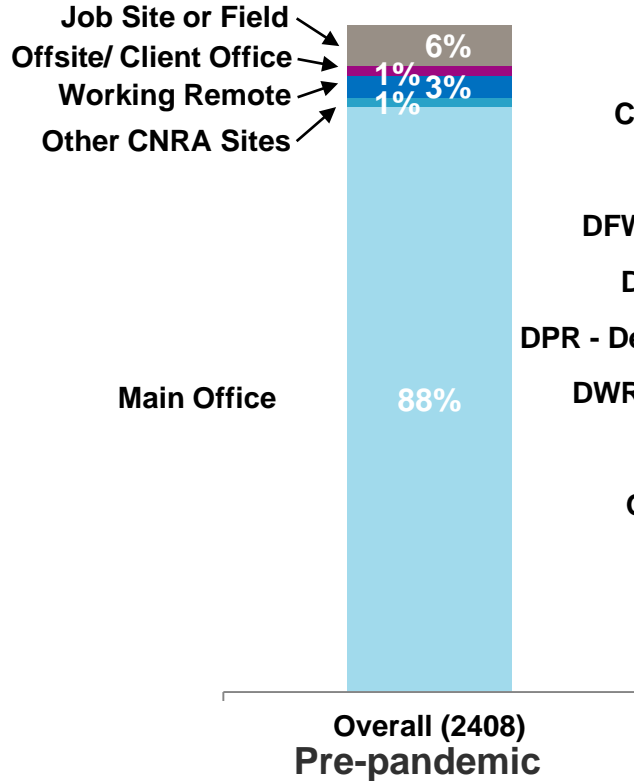
- Nine California Natural Resources Agency departments surveyed
- Survey targeted at organizations relocating to the New Natural Resources Headquarters Building
- Survey was conducted during the time period of October 19th to November 2nd of 2020
- Survey received a ~60% response rate

Work Patterns



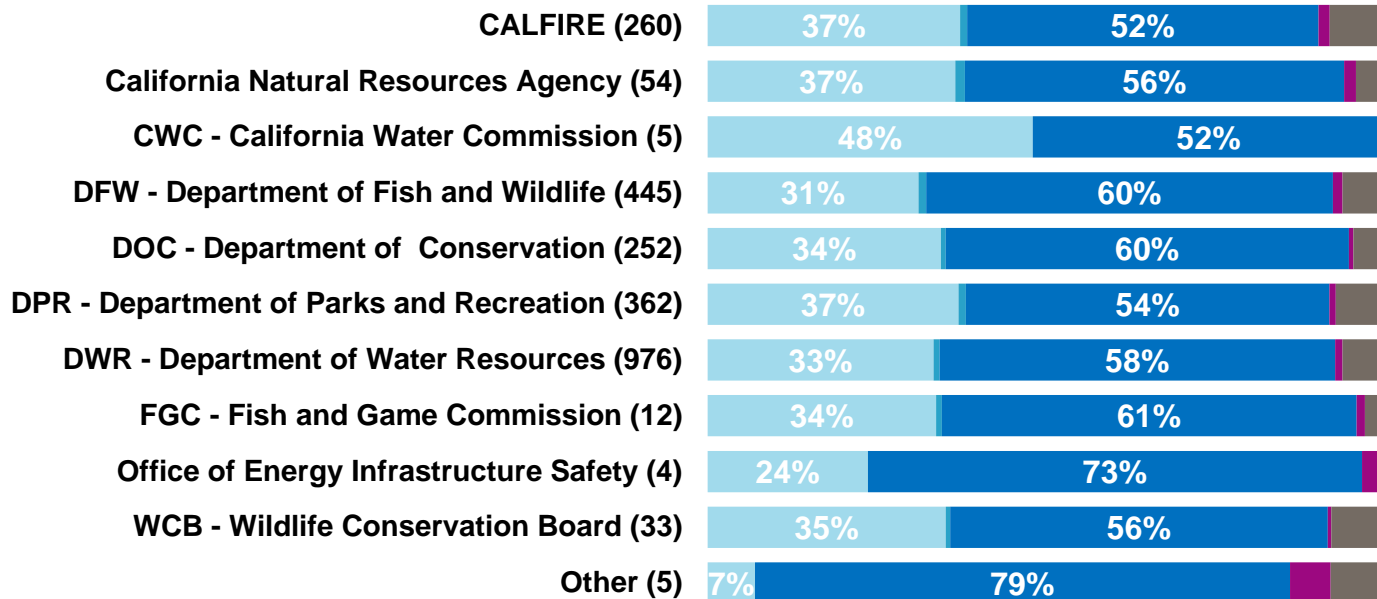
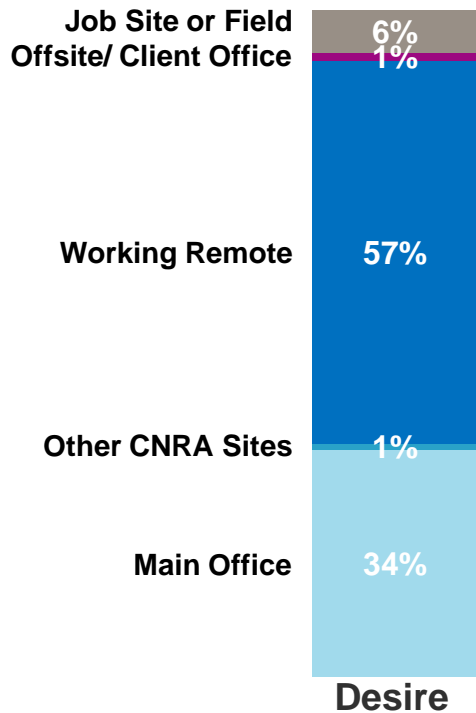
Work Patterns – Pre-Pandemic

What was your pre-pandemic pattern for a typical work week?



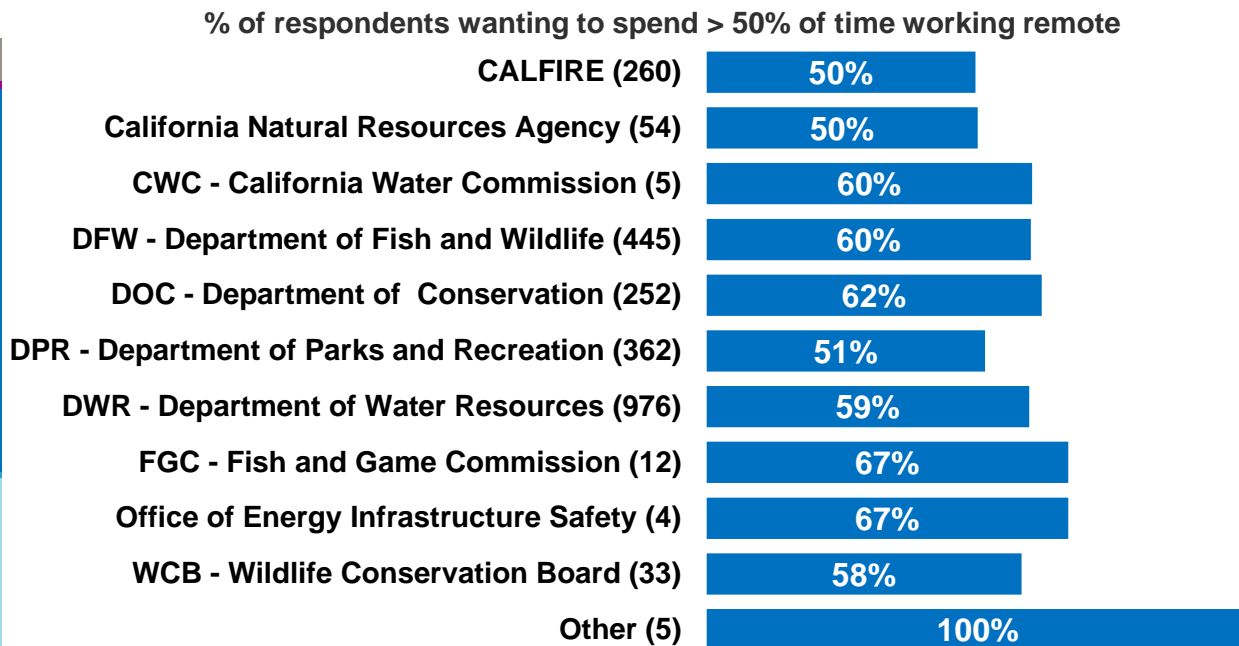
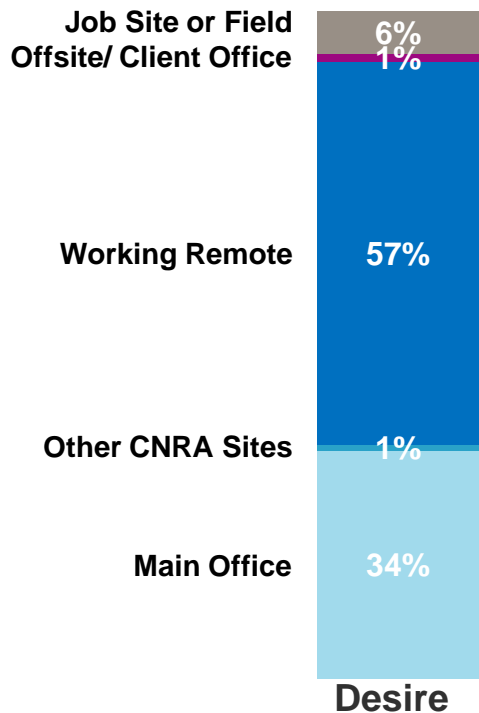
Desired Work Patterns

During an ideal week what percentage of your time would you want to work in the following locations?



Desired Work Patterns

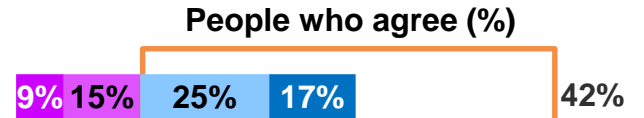
During an ideal week what percentage of your time would you want to work in the following locations?



Overall Evaluation of Workplace

Tell us how much you agree or disagree with the following statements about your pre-pandemic (prior to February 2020) workplace?

My workplace makes me feel energized



I am proud to bring visitors to my workplace



My workplace expresses the CNRA mission and brand



My workplace has access to spaces for focused work



My workplace has access to collaborative workspaces



My workplace allows me to spontaneously interact with colleagues



Overall Evaluation of Workplace

| | My workplace makes me feel energized | I am proud to bring visitors to my workplace | My workplace expresses the CNRA mission and brand | My workplace has access to spaces for focused work | My workplace has access to collaborative workspaces | My workplace enables me to spontaneously interact with colleagues |
|---|--------------------------------------|--|---|--|---|---|
| CALFIRE (260) | 3.2 | 3.3 | 3.3 | 3.5 | 3.7 | 4.0 |
| California Natural Resources Agency (54) | 3.1 | 2.9 | 3.1 | 2.9 | 3.0 | 4.0 |
| CWC - California Water Commission (5) | 4.0 | 3.8 | 3.3 | 4.3 | 4.5 | 4.8 |
| DFW - Department of Fish and Wildlife (445) | 3.1 | 3.3 | 3.3 | 3.3 | 3.7 | 4.1 |
| DOC - Department of Conservation (252) | 3.4 | 3.5 | 3.3 | 3.6 | 3.8 | 4.1 |
| DPR - Department of Parks and Recreation (362) | 3.3 | 3.2 | 3.3 | 3.4 | 3.7 | 3.9 |
| DWR - Department of Water Resources (976) | 3.3 | 3.2 | 3.4 | 3.5 | 3.8 | 4.1 |
| FGC - Fish and Game Commission (12) | 3.6 | 3.6 | 3.5 | 4.1 | 4.3 | 4.0 |
| Office of Energy Infrastructure Safety (4) | 3.3 | 3.0 | 3.3 | 3.0 | 3.7 | 4.0 |
| WCB - Wildlife Conservation Board (33) | 3.3 | 3.5 | 3.5 | 2.9 | 3.5 | 3.7 |
| Other (5) | 2.8 | 2.6 | 2.7 | 4.0 | 3.0 | 4.4 |

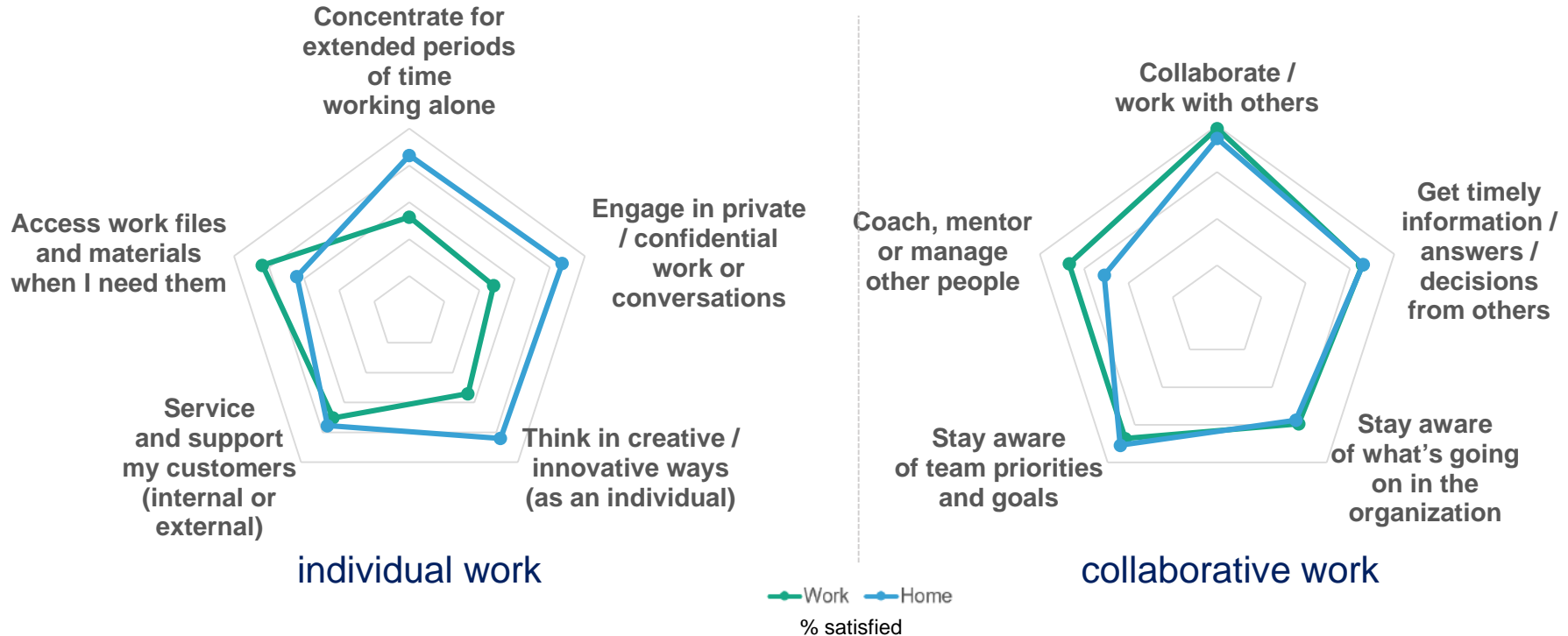
Work from Office vs. Work from Home Satisfaction

Biggest Gap in Satisfaction Between Working in the Office and Working from Home

Access work files and materials when I need them 20%

Coach, mentor or manage other people 16%

Work from Office vs. Work from Home Satisfaction



Overall Evaluation of Working From Home

Tell us how much you agree or disagree with the following statements:

I have access to everything I need to be successful working remotely

I have high quality collaboration with remote colleagues

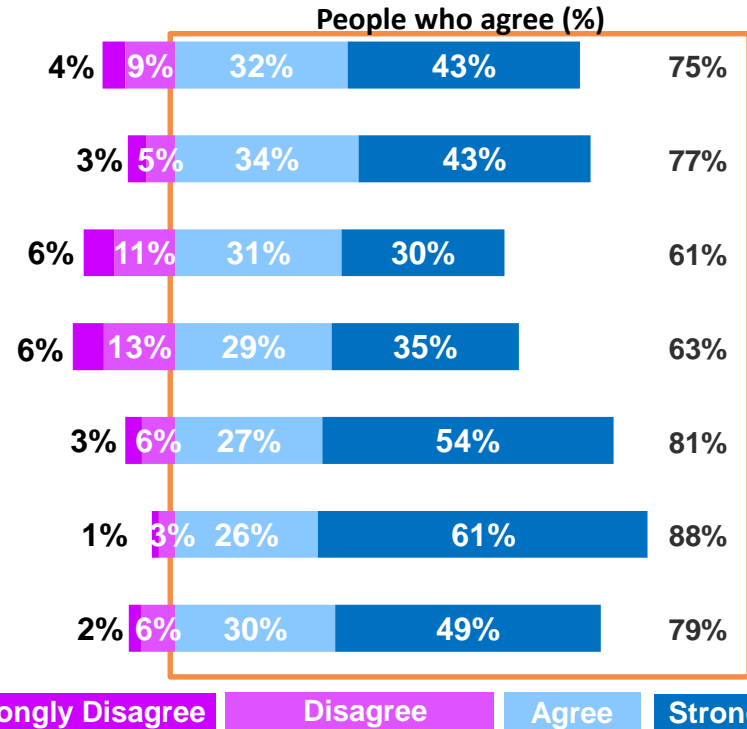
I feel closely connected to my teammates regardless of where we are working

The physical equipment I use when working remotely is suitable for the work that I do (computer, monitor, chair, field tools, etc.)

I have access to all the necessary software applications/ programs I need to work remotely

I am proficient in using web / video-conferencing tools (Microsoft Teams, Zoom, etc.)

I am proficient in using electronic document management storage (Box, OneDrive, SharePoint, etc.)

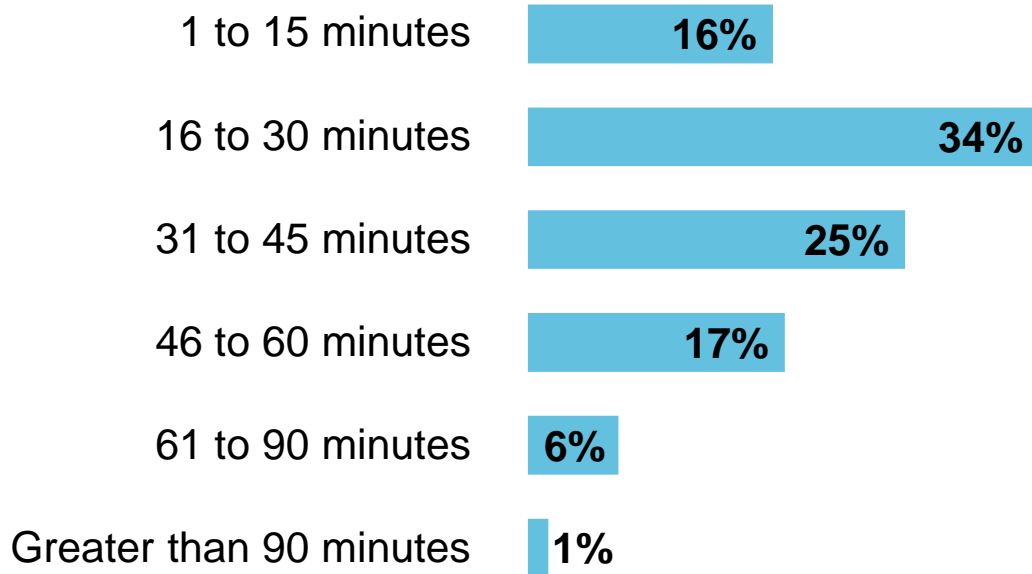


Overall Evaluation of Working From Home

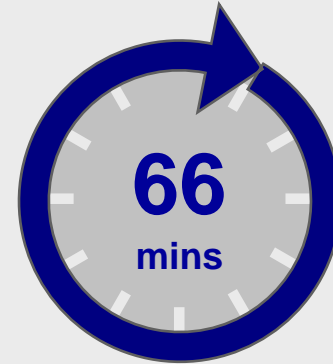
| | I have access to everything I need to be successful working remotely | I have high quality collaboration with remote colleagues | I feel closely connected to my teammates regardless of where we are working | The equipment I use working remotely is suitable for the work that I do (PC, chair, monitor, etc.) | I have access to all the software applications / programs I need to work remotely | I am proficient in using web/video-conferencing tools (Microsoft Teams, Zoom, etc.) | I am proficient using electronic document management storage (Box, OneDrive, SharePoint, etc.) |
|---|--|--|---|--|---|---|--|
| CALFIRE (260) | 4.2 | 4.1 | 3.9 | 4.0 | 4.3 | 4.5 | 4.2 |
| California Natural Resources Agency (54) | 4.0 | 4.1 | 3.6 | 3.6 | 4.3 | 4.5 | 4.2 |
| CWC - California Water Commission (5) | 4.2 | 4.0 | 3.2 | 3.0 | 4.6 | 5.0 | 4.8 |
| DFW - Department of Fish and Wildlife (445) | 4.1 | 4.2 | 3.8 | 3.8 | 4.3 | 4.5 | 4.2 |
| DOC - Department of Conservation (252) | 3.9 | 4.1 | 3.6 | 3.7 | 4.1 | 4.4 | 4.2 |
| DPR - Department of Parks and Recreation (362) | 3.6 | 3.8 | 3.4 | 3.7 | 3.8 | 4.3 | 3.9 |
| DWR - Department of Water Resources (976) | 4.1 | 4.1 | 3.7 | 3.7 | 4.4 | 4.4 | 4.3 |
| FGC - Fish and Game Commission (12) | 3.5 | 3.9 | 3.9 | 3.4 | 4.5 | 4.8 | 4.3 |
| Office of Energy Infrastructure Safety (4) | 4.7 | 3.7 | 4.0 | 4.3 | 4.7 | 4.7 | 5.0 |
| WCB - Wildlife Conservation Board (33) | 4.0 | 4.1 | 3.8 | 3.7 | 4.4 | 4.3 | 4.0 |
| Other (5) | 4.6 | 5.0 | 4.6 | 4.4 | 4.8 | 4.6 | 4.6 |

Commute

What is your 1-way commute time?



Average time respondents spend commuting (2 way)

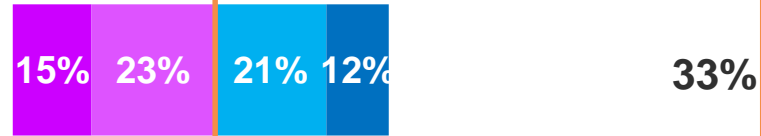


New CNRA HQ

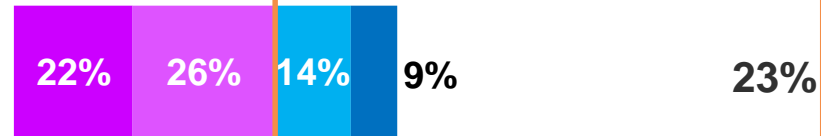
Tell us how much you agree or disagree with the following statements

People who agree (%)

I have heard sufficient and ongoing information about the New Natural Resources Headquarters (NNRH) building and related relocation efforts.



I have received sufficient and ongoing information on how I will be impacted by any possible relocations.



Strongly Disagree Disagree Agree Strongly Agree