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

Pre-pandemic:
- Main Office: 88%
- Offsite/Client Office: 6%
- Working Remote: 1%
- Other CNRA Sites: 3%

Desire:
- Main Office: 57%
- Offsite/Client Office: 1%
- Working Remote: 34%
- Other CNRA Sites: 1%
### Work Patterns – Pre-Pandemic

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

<table>
<thead>
<tr>
<th>Location</th>
<th>Overall (2408)</th>
<th>Other CNRA Sites</th>
<th>Main Office</th>
<th>Job Site or Field</th>
<th>Offsite/Client Office</th>
<th>Working Remote</th>
</tr>
</thead>
<tbody>
<tr>
<td>CALFIRE (260)</td>
<td>83%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California Natural Resources Agency (54)</td>
<td>90%</td>
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</tr>
<tr>
<td>CWC - California Water Commission (5)</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DFW - Department of Fish and Wildlife (445)</td>
<td>87%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOC - Department of Conservation (252)</td>
<td>94%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DPR - Department of Parks and Recreation (362)</td>
<td>88%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DWR - Department of Water Resources (976)</td>
<td>88%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FGC - Fish and Game Commission (12)</td>
<td>95%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of Energy Infrastructure Safety (4)</td>
<td>93%</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>WCB - Wildlife Conservation Board (33)</td>
<td>85%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (5)</td>
<td>67%</td>
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</tr>
</tbody>
</table>
Desired Work Patterns

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

<table>
<thead>
<tr>
<th>Location</th>
<th>CALFIRE (260)</th>
<th>California Natural Resources Agency (54)</th>
<th>CWC - California Water Commission (5)</th>
<th>DFW - Department of Fish and Wildlife (445)</th>
<th>DOC - Department of Conservation (252)</th>
<th>DPR - Department of Parks and Recreation (362)</th>
<th>DWR - Department of Water Resources (976)</th>
<th>FGC - Fish and Game Commission (12)</th>
<th>Office of Energy Infrastructure Safety (4)</th>
<th>WCB - Wildlife Conservation Board (33)</th>
<th>Other (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Main Office</td>
<td>37%</td>
<td>37%</td>
<td>48%</td>
<td>31%</td>
<td>34%</td>
<td>37%</td>
<td>33%</td>
<td>34%</td>
<td>24%</td>
<td>35%</td>
<td>7%</td>
</tr>
<tr>
<td>Offsite/ Client Office</td>
<td>52%</td>
<td>56%</td>
<td>52%</td>
<td>60%</td>
<td>60%</td>
<td>54%</td>
<td>58%</td>
<td>61%</td>
<td>73%</td>
<td>56%</td>
<td>79%</td>
</tr>
<tr>
<td>Job Site or Field</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Other CNRA Sites</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Working Remote</td>
<td>6%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Desired Work Patterns

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

- **Job Site or Field** 6%
- **Offsite/ Client Office** 1%
- **Working Remote** 57%
- **Other CNRA Sites** 1%
- **Main Office** 34%

% of respondents wanting to spend > 50% of time working remote:

- CALFIRE (260): 50%
- California Natural Resources Agency (54): 50%
- CWC - California Water Commission (5): 60%
- DFW - Department of Fish and Wildlife (445): 60%
- DOC - Department of Conservation (252): 62%
- DPR - Department of Parks and Recreation (362): 51%
- DWR - Department of Water Resources (976): 59%
- FGC - Fish and Game Commission (12): 67%
- Office of Energy Infrastructure Safety (4): 67%
- WCB - Wildlife Conservation Board (33): 58%
- Other (5): 100%
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

- Strongly Disagree: 9%
- Disagree: 15%
- Agree: 25%
- Strongly Agree: 17%

I am proud to bring visitors to my workplace

- Strongly Disagree: 8%
- Disagree: 16%
- Agree: 21%
- Strongly Agree: 18%

My workplace expresses the CNRA mission and brand

- Strongly Disagree: 6%
- Disagree: 14%
- Agree: 22%
- Strongly Agree: 19%

My workplace has access to spaces for focused work

- Strongly Disagree: 10%
- Disagree: 17%
- Agree: 29%
- Strongly Agree: 26%

My workplace has access to collaborative workspaces

- Strongly Disagree: 5%
- Disagree: 12%
- Agree: 35%
- Strongly Agree: 29%

My workplace allows me to spontaneously interact with colleagues

- Strongly Disagree: 4%
- Disagree: 8%
- Agree: 31%
- Strongly Agree: 44%
# Overall Evaluation of Workplace

<table>
<thead>
<tr>
<th>Department</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>CALFIRE (260)</td>
<td>3.2</td>
<td>3.3</td>
<td>3.3</td>
<td>3.5</td>
<td>3.7</td>
<td>4.0</td>
<td>3.7</td>
</tr>
<tr>
<td>California Natural Resources Agency (54)</td>
<td>3.1</td>
<td>2.9</td>
<td>3.1</td>
<td>2.9</td>
<td>3.0</td>
<td>4.0</td>
<td>3.2</td>
</tr>
<tr>
<td>CWC - California Water Commission (5)</td>
<td>4.0</td>
<td>3.8</td>
<td>3.3</td>
<td>4.3</td>
<td>4.5</td>
<td>4.8</td>
<td>4.2</td>
</tr>
<tr>
<td>DFW - Department of Fish and Wildlife (445)</td>
<td>3.1</td>
<td>3.3</td>
<td>3.3</td>
<td>3.3</td>
<td>3.7</td>
<td>4.1</td>
<td>3.3</td>
</tr>
<tr>
<td>DOC - Department of Conservation (252)</td>
<td>3.4</td>
<td>3.5</td>
<td>3.3</td>
<td>3.6</td>
<td>3.8</td>
<td>4.1</td>
<td>3.5</td>
</tr>
<tr>
<td>DPR - Department of Parks and Recreation (362)</td>
<td>3.3</td>
<td>3.2</td>
<td>3.3</td>
<td>3.4</td>
<td>3.7</td>
<td>3.9</td>
<td>3.3</td>
</tr>
<tr>
<td>DWR - Department of Water Resources (976)</td>
<td>3.3</td>
<td>3.2</td>
<td>3.4</td>
<td>3.5</td>
<td>3.8</td>
<td>4.1</td>
<td>3.4</td>
</tr>
<tr>
<td>FGC - Fish and Game Commission (12)</td>
<td>3.6</td>
<td>3.6</td>
<td>3.5</td>
<td>4.1</td>
<td>4.3</td>
<td>4.0</td>
<td>3.8</td>
</tr>
<tr>
<td>Office of Energy Infrastructure Safety (4)</td>
<td>3.3</td>
<td>3.0</td>
<td>3.3</td>
<td>3.0</td>
<td>3.7</td>
<td>4.0</td>
<td>3.4</td>
</tr>
<tr>
<td>WCB - Wildlife Conservation Board (33)</td>
<td>3.3</td>
<td>3.5</td>
<td>3.5</td>
<td>2.9</td>
<td>3.5</td>
<td>3.7</td>
<td>3.3</td>
</tr>
<tr>
<td>Other (5)</td>
<td>2.8</td>
<td>2.6</td>
<td>2.7</td>
<td>4.0</td>
<td>3.0</td>
<td>4.4</td>
<td>3.2</td>
</tr>
</tbody>
</table>
## Work from Office vs. Work from Home Satisfaction

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access work files and materials when I need them</td>
<td>20%</td>
</tr>
<tr>
<td>Coach, mentor or manage other people</td>
<td>16%</td>
</tr>
</tbody>
</table>
Concentrate for extended periods of time working alone
Engage in private / confidential work or conversations
Think in creative / innovative ways (as an individual)
Service and support my customers (internal or external)
Access work files and materials when I need them

Collaborate / work with others
Coach, mentor or manage other people
Get timely information / answers / decisions from others
Stay aware of team priorities and goals
Stay aware of what’s going on in the organization

individual work

Work
Home
% satisfied
### 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
  - Strongly Agree: 4%
  - Agree: 9%
  - Disagree: 32%
  - Strongly Disagree: 43%
  - Total Agree: 75%

- I have high quality collaboration with remote colleagues
  - Strongly Agree: 3%
  - Agree: 5%
  - Disagree: 34%
  - Strongly Disagree: 43%
  - Total Agree: 77%

- I feel closely connected to my teammates regardless of where we are working
  - Strongly Agree: 6%
  - Agree: 11%
  - Disagree: 31%
  - Strongly Disagree: 30%
  - Total Agree: 61%

- The physical equipment I use when working remotely is suitable for the work that I do (computer, monitor, chair, field tools, etc.)
  - Strongly Agree: 6%
  - Agree: 13%
  - Disagree: 29%
  - Strongly Disagree: 35%
  - Total Agree: 63%

- I have access to all the necessary software applications/programs I need to work remotely
  - Strongly Agree: 3%
  - Agree: 6%
  - Disagree: 27%
  - Strongly Disagree: 54%
  - Total Agree: 81%

- I am proficient in using web / video-conferencing tools (Microsoft Teams, Zoom, etc.)
  - Strongly Agree: 1%
  - Agree: 3%
  - Disagree: 26%
  - Strongly Disagree: 61%
  - Total Agree: 88%

- I am proficient in using electronic document management storage (Box, OneDrive, SharePoint, etc.)
  - Strongly Agree: 2%
  - Agree: 6%
  - Disagree: 30%
  - Strongly Disagree: 49%
  - Total Agree: 79%
Overall Evaluation of Working From Home

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

What is your 1-way commute time?

<table>
<thead>
<tr>
<th>Time Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 15 minutes</td>
<td>16%</td>
</tr>
<tr>
<td>16 to 30 minutes</td>
<td>34%</td>
</tr>
<tr>
<td>31 to 45 minutes</td>
<td>25%</td>
</tr>
<tr>
<td>46 to 60 minutes</td>
<td>17%</td>
</tr>
<tr>
<td>61 to 90 minutes</td>
<td>6%</td>
</tr>
<tr>
<td>Greater than 90 minutes</td>
<td>1%</td>
</tr>
</tbody>
</table>

Average time respondents spend commuting (2 way) 66 mins
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.