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## A State Wide Survey of New Space Professionals

- MY COMMENTS AND/OR SUGGESTIONS FOR YOUR CONSIDERATION ARE WRITTEN IN BOLD TEXT AND PLACED IN BOXES AROUND THE RELEVANT QUESTIONS.
- ANY CHANGES (ADDITIONS, OMISSIONS, CHANGES) ARE NOTED BY RED TEXT.
- I PLAYED AROUND WITH THE FORMATTING SO YOU CAN SEE HOW IT WILL LOOK.

We can talk more about the motivations for asking other questions when we meet. I think we're almost there.

**A. TELL US ABOUT YOURSELF**

- Gender  M  F
- Age:  20s  30s  40s  50s  60+ (align w/ AIA's age group)
- Are you a US Citizen? (FOR STATISTICAL PURPOSES ONLY)  Yes\*  No  
 \*If yes, WERE YOU born in the US or Naturalized?  Naturalized  Born

• Race/Ethnicity (CHECK ALL THAT APPLY):  African American  Asian  Pacific Islander  
 Latino  Native American  Caucasian  
 Other: \_\_\_\_\_

- Highest level of education completed: \_\_\_\_\_ AREA of STUDY OR expertise: \_\_\_\_\_
- In what state (or country, if outside the U.S.) did you obtain your HIGHEST degree or certification? \_\_\_\_\_

• What is the highest level of education achieved by an immediate family member? (Mother, Father, or sibling)  
 • What is the highest level of education achieved by an extended family member?  
**THERE'S NOTHING YOU CAN DO TO INFLUENCE THIS SO THERE'S NO POINT IN ASKING.**

- How many years have you worked in California space enterprise? \_\_\_\_\_

• WHAT IS YOUR salary range (i.e. 20K, 30K, etc.)? \_\_\_\_\_  
**????THIS ALSO ISN'T NECESSARY FOR YOUR NEEDS????**

• Number of people employed by your company or organization nationally (if unsure, what's your best estimate):  
 <100  100 – 499  500-999  1000-4999  5000-10000  >10000

**1) WHICH OF THE FOLLOWING BEST DESCRIBES THE AREA(S) YOU CURRENTLY WORK IN (CHOOSE ALL THAT APPLY):**

- Space Science  Launch Services  Ground Operations  Technology Development
- Design  Test  Manufacturing  Business Development
- Gov. Relations  Public Relations  Other (PLEASE SPECIFY): \_\_\_\_\_

**2) DO YOU CURRENTLY WORK IN THE SAME FIELD/AREA IN WHICH YOU WERE TRAINED IN SCHOOL?  YES  NO**

**B. How Did You Get Your Job?**

**3) WHEN** did you first become interested in having a space-related career?  
 Before Elementary School  Elementary School  Middle School  High School  
 College  After College  Other: \_\_\_\_\_

**4) What or who had the greatest influence on your decision to become a space professional?**



5) What skill, trait, professional experience, or other factor do you feel was most responsible for your being offered your current position?

6a) WHAT ADVICE WOULD YOU GIVE YOUNG PEOPLE WHO WANT TO WORK IN SPACE ENTERPRISE?

OR

6b) KNOWING WHAT YOU KNOW NOW, WOULD YOU STILL WORK IN AEROSPACE? WOULD YOU CHANGE ANYTHING? WOULD YOU HAVE DONE ANYTHING DIFFERENTLY?

**C. Job Satisfaction**

7) Rank top three of the following that are important when making career/employment choices

- \_\_\_ Career growth
- \_\_\_ Bonus/401K
- \_\_\_ Domestic partner benefits
- Location
- Technological intellectual challenge
- Reputation of company/agency leaders
- Compensation/Salary
- Dependent benefits
- Health insurance
- OTHER:** \_\_\_\_\_

8) PLEASE RATE YOUR LEVEL OF AGREEMENT WITH EACH OF THE FOLLOWING STATEMENTS ABOUT TECHNOLOGICAL CHALLENGE:

	strongly agree	agree	neutral	disagree	strongly disagree
My company/agency encourages innovation in creative approaches to work and problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the tools, learning and technology to do my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is challenging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work makes good use of my skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9) PLEASE RATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS ABOUT LEADERSHIP:

	strongly agree	agree	neutral	disagree	strongly disagree
My company/agency is a great place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am motivated to do my best work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Management recognizes good work</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
My company has a clear mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10) PLEASE RATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS ABOUT VALUING THE INDIVIDUAL:



	Strongly agree	agree	neutral	disagree	strongly disagree
I contribute to my company/agency's success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My ideas are heard/sometimes acted upon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have flexibility with regards to work arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management treats everyone fairly regardless of age, gender, sexual orientation, job title and background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11) PLEASE RATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS ABOUT PROFESSIONAL DEVELOPMENT

	strongly agree	agree	neutral	disagree	strongly disagree
My company/agency provides opportunities for career growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have access to training/education to better myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am fairly considered for promotions and assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12) Do you feel a sense of *ownership* to the projects you work on and with the success of your organization?  YES  NO

13a) What IS the most exciting aspect of your job?

13b) What IS the most challenging aspect of your job?

14) What change in your job function would most increase your level of interest in your work?

- Opportunities to WORK IN different positions within your organization
- More hands-on work
- More variety
- More independence
- Less independence
- More responsibility
- Less responsibility
- Other: \_\_\_\_\_

15a) Since entering the space industry, have you had a mentor that affected your experience as a new professional?

YES\*  NO

If yes, was the mentor an officially assigned mentor, or an unofficial one?  OFFICIAL  UNOFFICIAL

15b) HOW BENEFICIAL WAS THAT RELATIONSHIP TO YOU PERSONALLY (I.E. SELF CONFIDENCE, MOTIVATION)?

1	2	3	4	5
NOT AT ALL				INCREDIBLY

15c) HOW BENEFICIAL WAS THAT RELATIONSHIP PROFESSIONALLY? (I.E. UNDERSTANDING THE ORGANIZATION, YOUR DUTIES, ETC.)

1	2	3	4	5
NOT AT ALL				INCREDIBLY

16) Since becoming a space professional, have you ever considered seeking a job outside of California?  YES  NO  
Why or why not? \_\_\_\_\_

17) What are you looking for in your career that you feel might be easier to find outside of the space enterprise community? **From your experience, what can the industry most improve upon regarding the work environment.**

- Variety
- Flexibility
- More challenge
- Better job security
- Higher salary or other incentives
- Clearer career path to management positions
- Faster promotion to management role
- More serious work environment
- More fun in work environment
- Shorter product design cycle
- Higher visibility of personal contributions
- Diverse career paths
- Other: \_\_\_\_\_

18) Please rank the top two things you like **most** about space enterprise industry:

- a. \_\_\_ The history, legacy and/or future of space exploration
- b. \_\_\_ Contributing to national defense and homeland security
- c. \_\_\_ Technical challenges
- d. \_\_\_ Work environment
- e. \_\_\_ Corporate culture
- f. \_\_\_ The tools of the trade
- g. \_\_\_ Other: \_\_\_\_\_

**D. The Future**

19a) How long do you expect to CONTINUE WORKING in space enterprise?

- Less than 1 year
- 1-5 YEARS
- 5-10 YEARS
- 10-20 YEARS
- Until I retire
- Uncertain

19b) Where do you see yourself in five years?

20. Overall, on a scale of 1-5, do you enjoy your work?

**Follow up**

**WE MAY WANT TO FOLLOW UP WITH SOME RESPONDENTS TO GET MORE DETAILED INFORMATION ABOUT YOUR EXPERIENCES AS A NEW PROFESSIONAL IN THE SPACE ENTERPRISE. If you wouldn't mind us contacting you, please provide US YOUR FIRST NAME AND PHONE NUMBER. Your identity will be kept in the strictest of confidentiality:**

Name: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

EMAIL ADDRESS (not a work address): \_\_\_\_\_

**ONLY ASK FOR FIRST NAME AND PHONE NUMBER AND/OR EMAIL (NOT A WORK ADDRESS).**