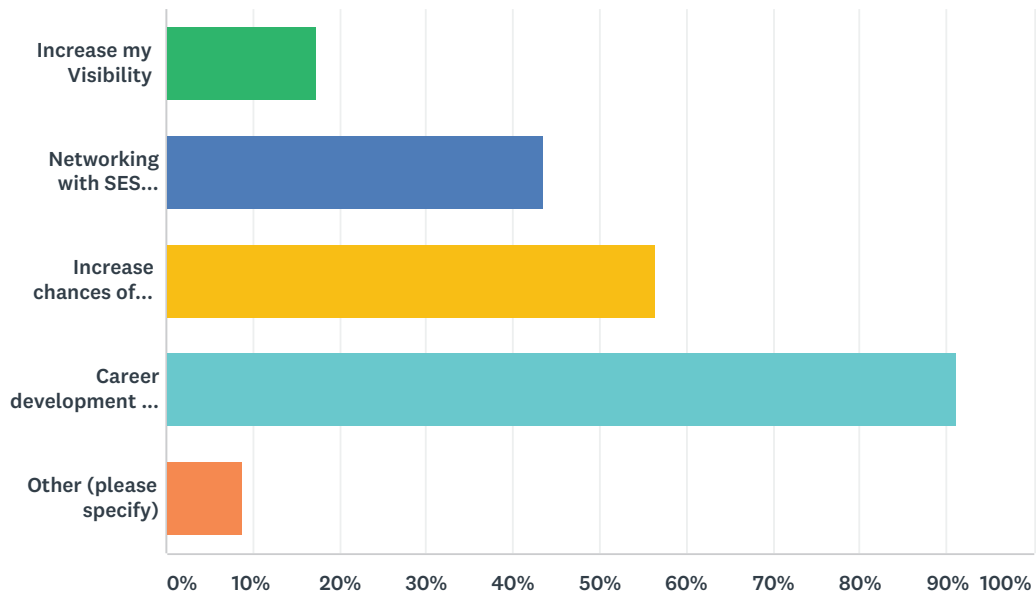


Q1 What were your motivations to join the AAGEN SES Development Program? (Select all that apply)

Answered: 23 Skipped: 1

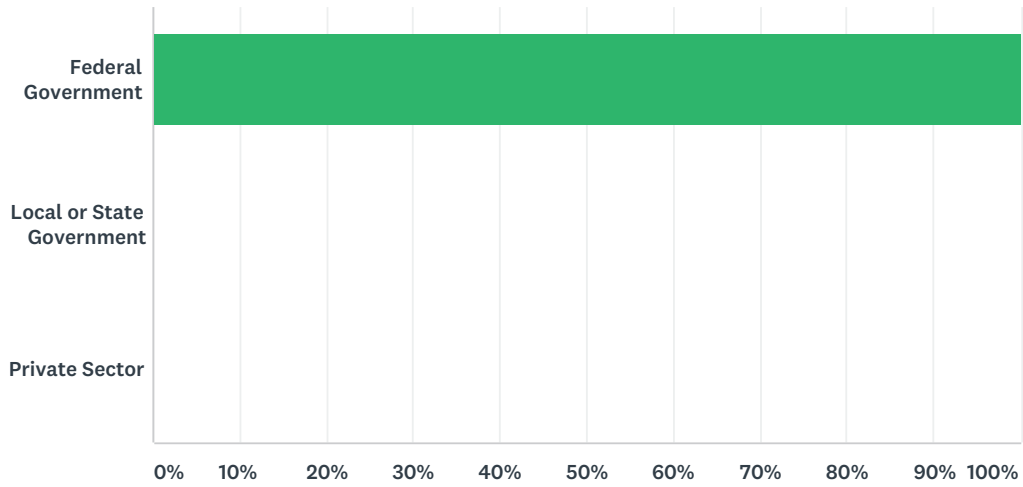


ANSWER CHOICES	RESPONSES
Increase my Visibility	17.39% 4
Networking with SES community	43.48% 10
Increase chances of promotion	56.52% 13
Career development and coaching advise	91.30% 21
Other (please specify)	8.70% 2
Total Respondents: 23	

#	OTHER (PLEASE SPECIFY)	DATE
1	Hoping the SESDP would become a certification program or at least be accepted for some of the standard requirements	3/23/2018 6:13 PM
2	Interact with distinguished peers, mentors and coordinators Learn more about the process of becoming SES	3/23/2018 5:32 PM

Q2 During the time of your AAGEN SES Development application, you worked for:

Answered: 22 Skipped: 2



ANSWER CHOICES	RESPONSES	
Federal Government	100.00%	22
Local or State Government	0.00%	0
Private Sector	0.00%	0
TOTAL		22

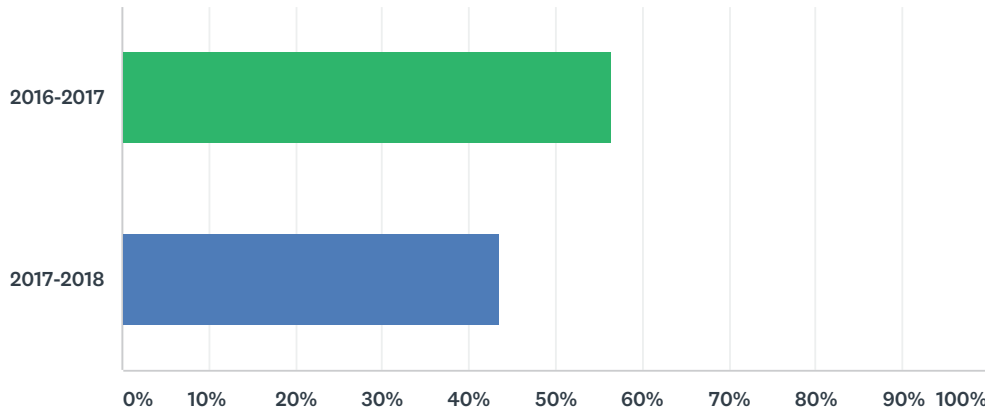
Q3 If you were a Federal employee at the time of application, what was your GS level?

Answered: 22 Skipped: 2

#	RESPONSES	DATE
1	15	4/17/2018 9:35 AM
2	15	4/6/2018 8:40 AM
3	15	4/5/2018 4:15 PM
4	15	4/5/2018 3:50 PM
5	GS-15	4/2/2018 8:34 PM
6	GS15	4/1/2018 9:59 PM
7	GS15	4/1/2018 4:30 PM
8	GS-15	3/28/2018 11:04 AM
9	15	3/28/2018 8:27 AM
10	GS-15	3/27/2018 2:05 PM
11	GS-15	3/27/2018 1:33 PM
12	15	3/27/2018 1:26 PM
13	GS-15	3/26/2018 9:19 AM
14	GS-15	3/26/2018 8:03 AM
15	O-5, GS-14 and 15 equivalent	3/25/2018 3:26 PM
16	15	3/24/2018 1:23 AM
17	15	3/23/2018 11:42 PM
18	GS-15	3/23/2018 6:31 PM
19	15	3/23/2018 6:13 PM
20	15	3/23/2018 5:32 PM
21	14	3/23/2018 4:00 PM
22	O-6	3/23/2018 3:24 PM

Q4 Which year(s) did you participate in the program? (Select all that apply)

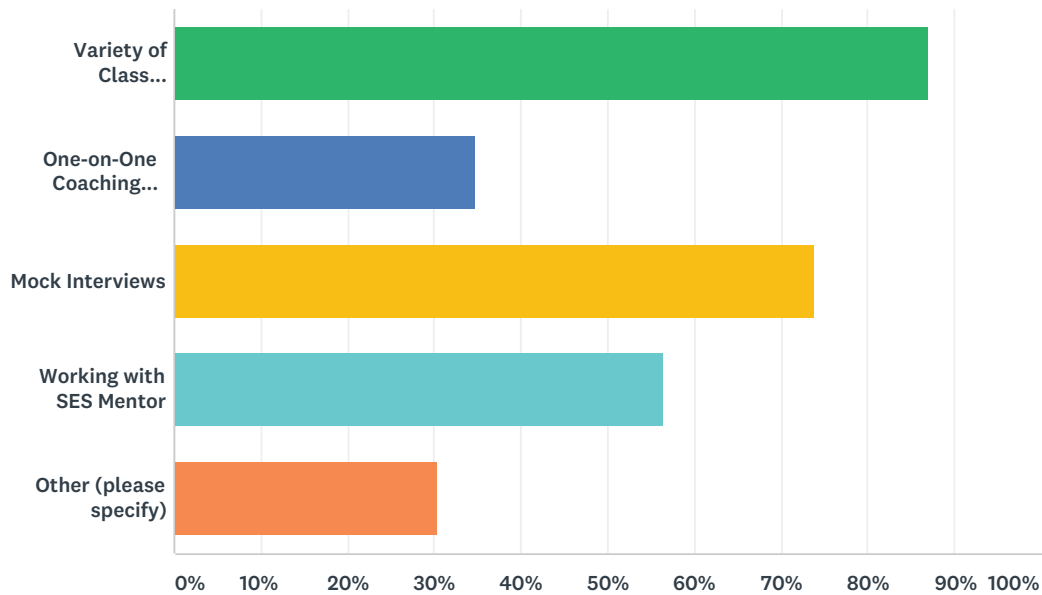
Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES
2016-2017	56.52% 13
2017-2018	43.48% 10
Total Respondents: 23	

Q5 What did you appreciate most from the AAGEN SES Development Program? (Select all that apply)

Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES
Variety of Class Discussions	86.96% 20
One-on-One Coaching Sessions	34.78% 8
Mock Interviews	73.91% 17
Working with SES Mentor	56.52% 13
Other (please specify)	30.43% 7
Total Respondents: 23	

#	OTHER (PLEASE SPECIFY)	DATE
1	Projects that exercise leadership skills and adds value to AAGEN	4/17/2018 9:35 AM
2	Networking with other Federal employees	4/1/2018 4:30 PM
3	OPM presentation on ECQ strategies; opportunity to hear practical advice and perspectives from SES presenters	3/27/2018 1:33 PM
4	Ellen Law's support on Resume and ECQ development	3/27/2018 1:26 PM
5	I was not able to make the mock interviews but heard they were the most important part of the program.	3/26/2018 9:19 AM
6	the involvement and enthusiasm of Vivian and David teaching the courses	3/26/2018 8:03 AM
7	Team activities with peers in cohort Interacting after hours with peers Being inspired by SES presentors	3/23/2018 5:32 PM

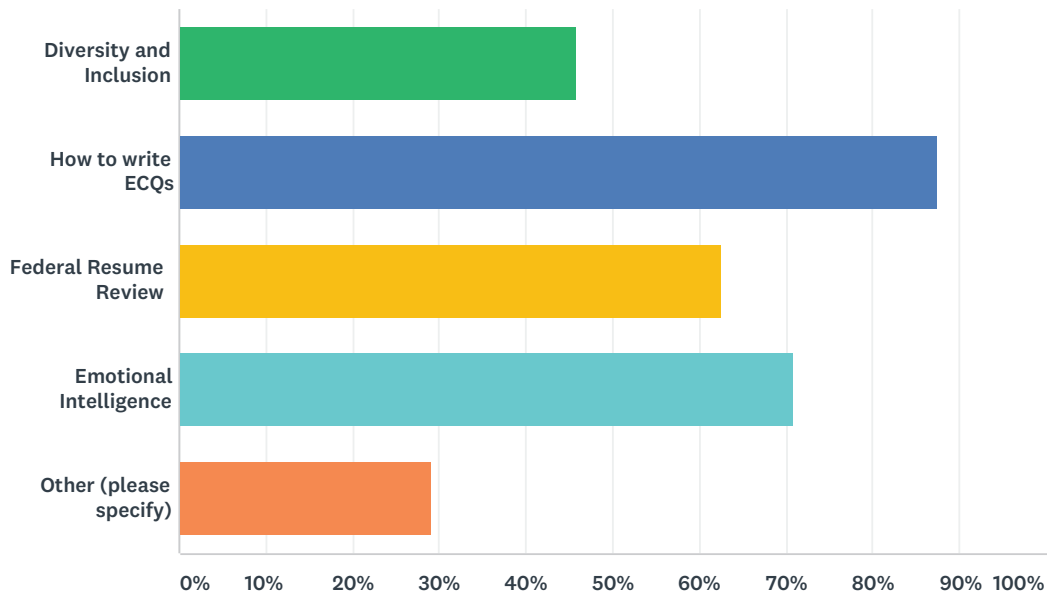
Q6 List some of the key take-away messages you received from the training.

Answered: 22 Skipped: 2

#	RESPONSES	DATE
1	Leadership is service CCAR Method for ECQs and answering interview questions Networking and sharing ideas helps a lot	4/17/2018 9:35 AM
2	seek cooperation	4/6/2018 8:40 AM
3	The dedications of AAGEN affiliated SES to the program and their availability for mock interviews are highly appreciated.	4/5/2018 4:15 PM
4	You are more than qualified for an SES position. The AAGEN program has placed more graduates in SES positions than the OPM-Certified SES programs that cost \$10K.	4/5/2018 3:50 PM
5	Lead the change.	4/2/2018 8:34 PM
6	Reaching consensus among all parties;Trust in those who deliver for you.	4/1/2018 9:59 PM
7	Process is sometimes as important or more important at then outcomes. Silence is not concurrence.	3/29/2018 2:27 PM
8	Be mindful of the bamboo ceiling, but never give up.	3/28/2018 11:04 AM
9	Be prepared; practice your pitch; keep your ECQs up to date and use the CCAR method	3/28/2018 8:27 AM
10	Always be available when opportunities are presented. And be persistent in both developmental goals, assignments, and applying for opportunities	3/27/2018 2:05 PM
11	Getting to SES is as much of a process as a goal; it is about applying persistently and not getting hung up on any one particular position.	3/27/2018 1:33 PM
12	Mostly from the Mock Interview Process.	3/27/2018 1:26 PM
13	Be willing to help others succeed makes one a good leader and everything else will fall into place in due time.	3/26/2018 9:19 AM
14	Excellent interview techniques The confidence and encouragement to become an SES by my trainings and SES member coaches	3/26/2018 8:03 AM
15	Experiences need to be recent	3/25/2018 3:26 PM
16	Answer in CcAR format Tough mock interviews an great direct feedback. Get Ses experience to prepare for Ses position	3/24/2018 1:23 AM
17	Networking is key.	3/23/2018 11:42 PM
18	Great advice with ECQ and interviews	3/23/2018 6:31 PM
19	Each ECQ was well covered	3/23/2018 6:13 PM
20	- How to write ECQs - How to build consensus - Inclusion and Diversity - Team building activities	3/23/2018 5:32 PM
21	A LOT of preparation goes into the SES interview There are stereotypical perceptions regarding ethnicity. Make yourself indispensable to leadership Leadership is about how smart you make others	3/23/2018 4:00 PM
22	Importance of network. Methodology to USAJobs application process, ECQs, etc.	3/23/2018 3:24 PM

Q7 What courses would you recommend for future cohorts? (Select all that apply)

Answered: 24 Skipped: 0

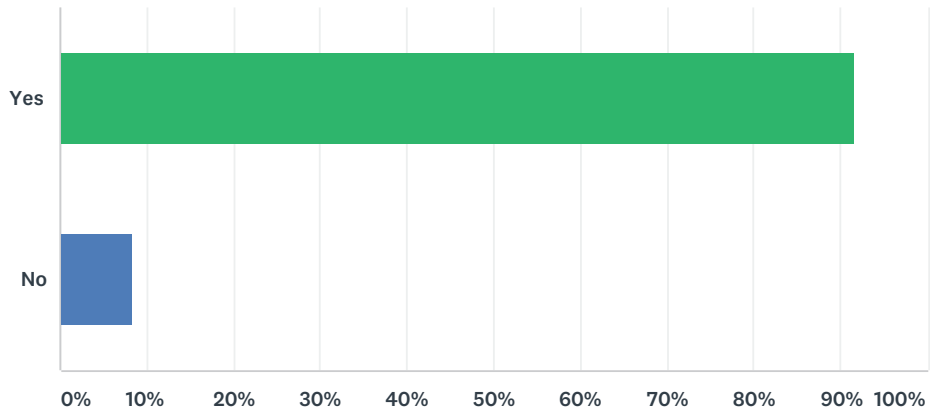


ANSWER CHOICES	RESPONSES
Diversity and Inclusion	45.83% 11
How to write ECQs	87.50% 21
Federal Resume Review	62.50% 15
Emotional Intelligence	70.83% 17
Other (please specify)	29.17% 7
Total Respondents: 24	

#	OTHER (PLEASE SPECIFY)	DATE
1	Interview techniques and mock interviews.	4/5/2018 4:15 PM
2	Networking	4/5/2018 3:50 PM
3	I especially benefited from the mentor coaching session with Ms. Jean Pao.	3/28/2018 11:04 AM
4	Media	3/28/2018 8:27 AM
5	Communication skills, relationship building skills, organizational awareness and "savvy"	3/27/2018 1:33 PM
6	Consensus building	3/23/2018 5:32 PM
7	OPM Leadership Course	3/23/2018 3:24 PM

Q8 Overall, were your expectations met from the program?

Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	91.67%	22
No	8.33%	2
TOTAL		24

AAGEN SES Development Program Survey

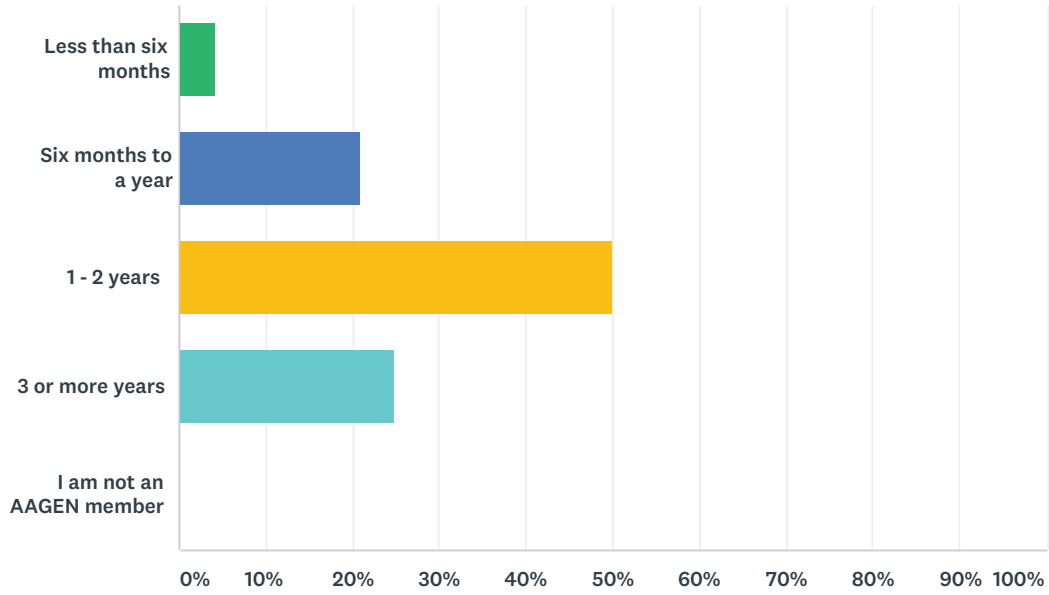
Q9 How could we improve the program?

Answered: 21 Skipped: 3

#	RESPONSES	DATE
1	Take note of this survey, prioritize items, and implement for next class	4/17/2018 9:35 AM
2	More outreach and fund raising effort for the program so that administrative assistance can be hired to relief burdens from senior executive volunteers. The class graduates should be recruited to assist with future classes on a rolling basis. Make this a learning experience for them as well as future classes.	4/5/2018 4:15 PM
3	Facilitate and secure rotational assignments for candidates and make it a required part of the program even if it takes the person into the next cohort season. That rotational assignment, actually doing the SES work, is paramount.	4/5/2018 3:50 PM
4	Get the candidates to be more involved with AAGEN.	4/2/2018 8:34 PM
5	scheduling various presenter seems to be a challenge, it would be nice to have a schedule online allowing presenter to view and book presentation slot months ahead.	4/1/2018 9:59 PM
6	Include more leadership courses	4/1/2018 4:30 PM
7	More organized agenda and lead time for training dates.	3/29/2018 2:27 PM
8	Get the OPM certification.	3/28/2018 11:04 AM
9	Assign mentors earlier in the process; have class materials ahead of time.	3/28/2018 8:27 AM
10	The ultimate enhancement would be the certification from OPM	3/27/2018 2:05 PM
11	Be even clearer about the different tracks of leadership - at a minimum, SES vs. ST/SL, but perhaps even political appointee	3/27/2018 1:33 PM
12	ECQ review and approval process with OPM	3/27/2018 1:26 PM
13	I believe it is well done.	3/26/2018 8:03 AM
14	Mentorship was done late and therefore, inadequate	3/25/2018 3:26 PM
15	Connect all the alumni Certify the program	3/24/2018 1:23 AM
16	More speakers from various agencies or outside the government.	3/23/2018 11:42 PM
17	Continue working with OPM to receive accreditation	3/23/2018 6:31 PM
18	Obtain support from agencies to at least recognize some aspects of the program as meeting OPM requirements	3/23/2018 6:13 PM
19	Some of the presentations could be trimmed, and more time allowed for interactions with peers, and presentors during each training day Getting the program certified with OPM Invite successful SESers from previous cohorts to speak to class on their application/interview experiences	3/23/2018 5:32 PM
20	n/a	3/23/2018 4:00 PM
21	More social interaction with other SES DP community	3/23/2018 3:24 PM

Q10 How long have you been an AAGEN member?

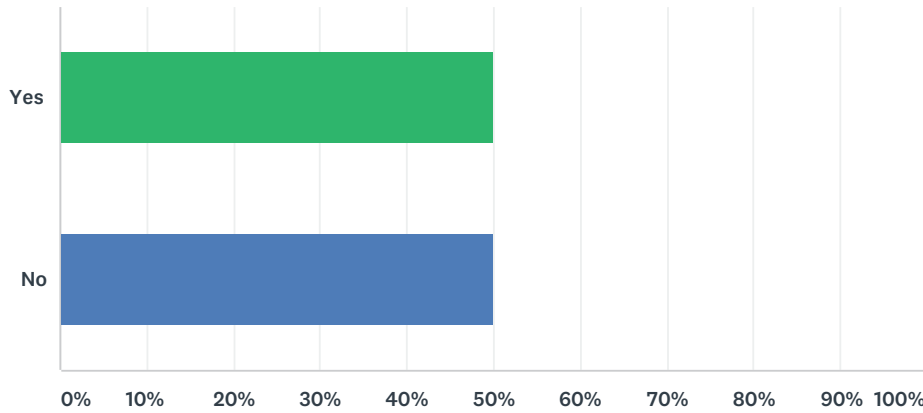
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than six months	4.17%	1
Six months to a year	20.83%	5
1 - 2 years	50.00%	12
3 or more years	25.00%	6
I am not an AAGEN member	0.00%	0
TOTAL		24

Q11 Did you apply for the SES/SL/ST position since graduation? (If you answered no, please skip question 12 to 16 and go to question 17)

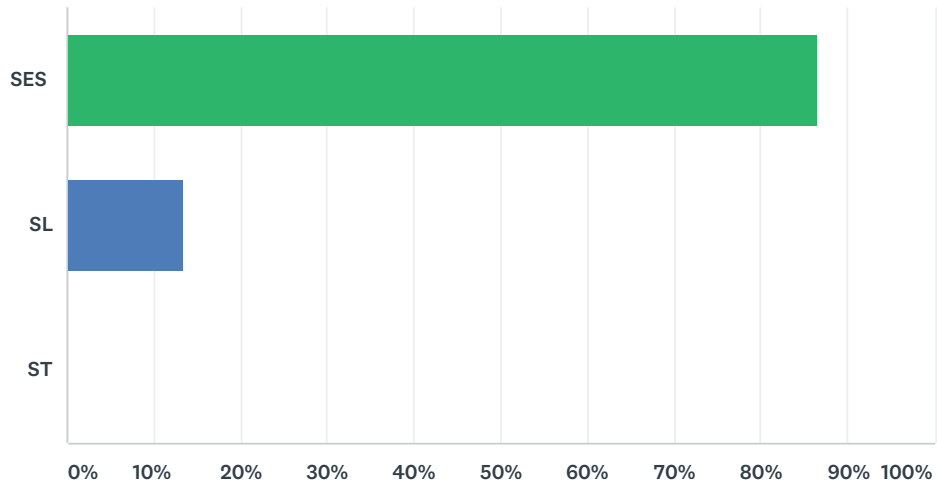
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.00%	12
No	50.00%	12
TOTAL		24

Q12 If yes, which job series did you apply for?

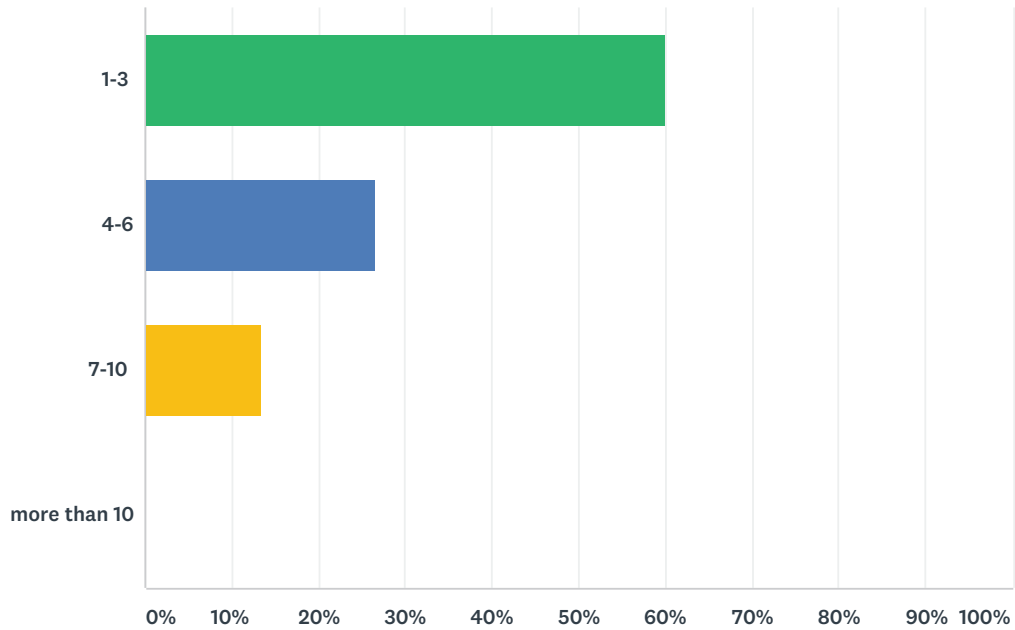
Answered: 15 Skipped: 9



ANSWER CHOICES	RESPONSES	
SES	86.67%	13
SL	13.33%	2
ST	0.00%	0
TOTAL		15

Q13 How many times did you apply for the SES, SL, ST position?

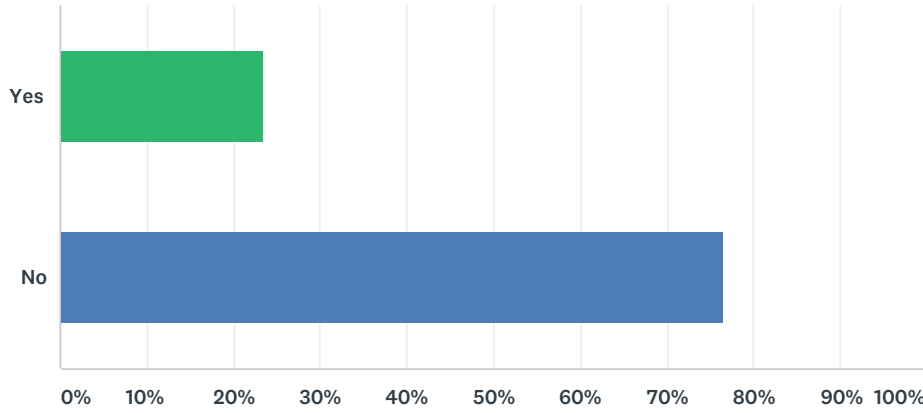
Answered: 15 Skipped: 9



ANSWER CHOICES	RESPONSES	
1-3	60.00%	9
4-6	26.67%	4
7-10	13.33%	2
more than 10	0.00%	0
TOTAL		15

Q14 Do you currently hold a SES, SL, ST position?

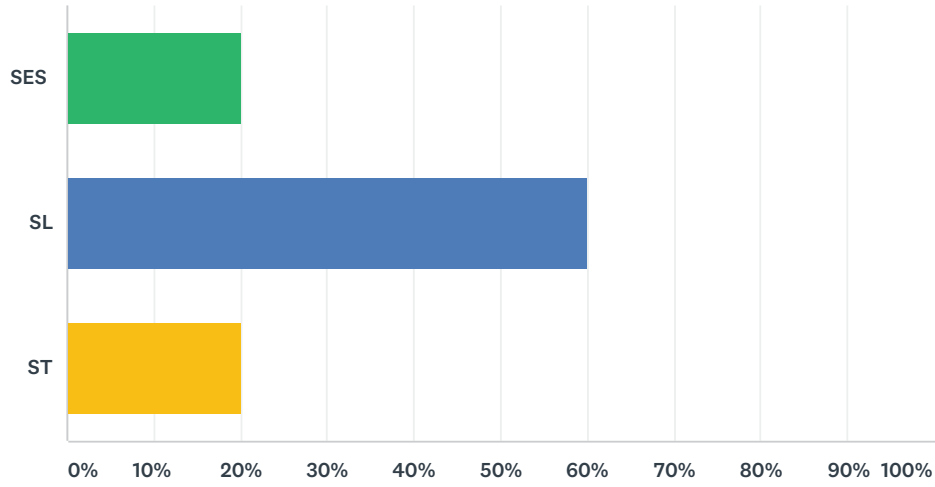
Answered: 17 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	23.53%	4
No	76.47%	13
TOTAL		17

Q15 If yes, please select the position you hold now?

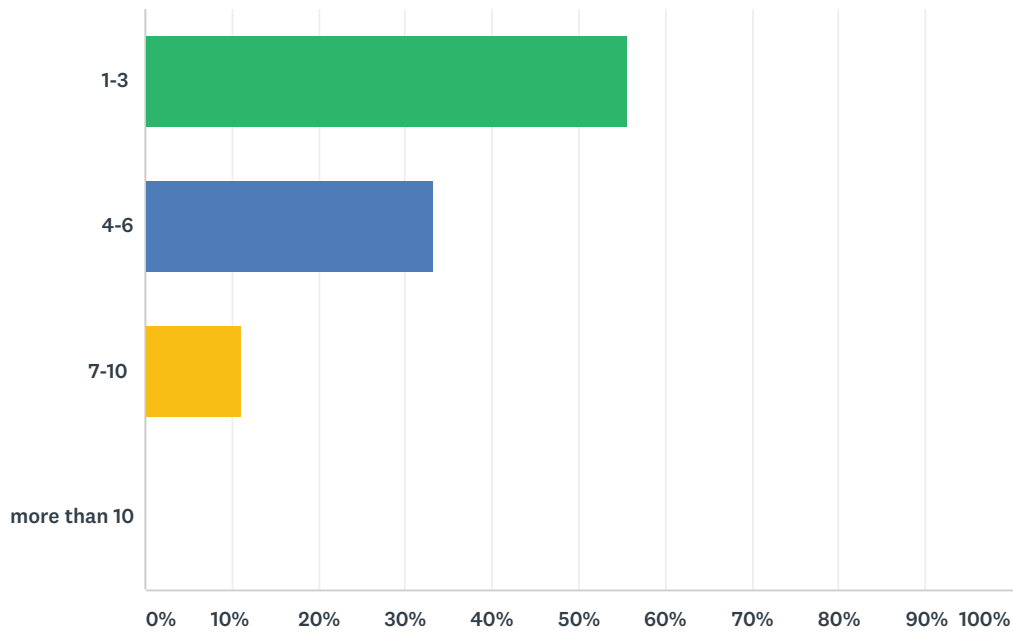
Answered: 5 Skipped: 19



ANSWER CHOICES	RESPONSES	
SES	20.00%	1
SL	60.00%	3
ST	20.00%	1
TOTAL		5

Q16 Since joining AAGEN SESDP training, how many interviews did you undergo prior to getting a SES/SL/ST position?

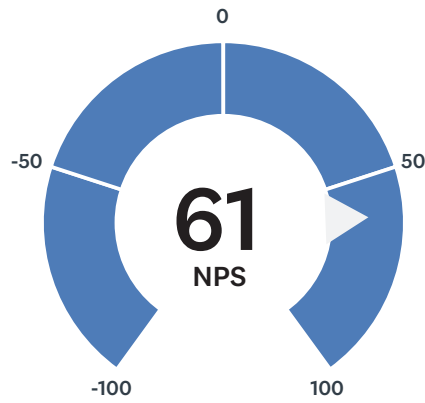
Answered: 9 Skipped: 15



ANSWER CHOICES	RESPONSES	
1-3	55.56%	5
4-6	33.33%	3
7-10	11.11%	1
more than 10	0.00%	0
TOTAL		9

Q17 How likely is it that you would recommend the SES Development Program to a friend or colleague?

Answered: 23 Skipped: 1



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
13% 3	13% 3	74% 17	61

Q19 Please provide any further feedback that you would like to share.

Answered: 13 Skipped: 11

#	RESPONSES	DATE
1	good program. very helpful	4/6/2018 8:41 AM
2	I realized that SES was not something that I wanted after completing the program. I left the government in August 2017 to start my own grief coaching practice.	4/5/2018 3:51 PM
3	None at this time.	4/2/2018 8:34 PM
4	n/a	4/1/2018 10:00 PM
5	A great program. one-to-one mentoring, SES mentor, mock interviews, and networking are greatest benefits for me.	4/1/2018 4:33 PM
6	Peer sharing and support are priceless.	3/29/2018 2:28 PM
7	None - This survey is extremely difficult to navigate through and IMPOSSIBLE to CLOSE.	3/28/2018 11:05 AM
8	This has been a great experience and I would recommend this program to anyone who is thinking of becoming a SES	3/26/2018 8:04 AM
9	It would have been great to communicate with supervisors of the participants. My own chain of command did not support me financially and may not have appreciated the quality and content of the training.	3/25/2018 3:26 PM
10	Vivian and Dave rock!	3/24/2018 1:24 AM
11	This program is extremely invaluable and highly recommended.	3/23/2018 6:31 PM
12	This is a great program with opportunities to learn hands on with mentors and colleagues, many SES in various federal agencies to become a better leader. I am more inspired than ever to be a Fed! The website needs to be trimmed and have less but more effective information Continued opportunities to be involved with future cohorts and training would be wonderful Thanks to bottomless energy and time invested by organizers notably Vivian Chen and Dave Chien, as well as Van Tran in coordinating several training days. Many of us would like to help in getting the AAGEN SESDP certified. Would appreciate how we can help with that. Thank you.	3/23/2018 5:33 PM
13	Wonderful experience and outstanding immersion. Although SES did not work out for me, I am grateful for the experience. Highly recommend other DoD uniformed military AAPI participate in this program.	3/23/2018 3:24 PM