Sample of Locally Developed Questions List

Questions selected or self-created will be added to the survey during the request process.
Requesting organizations can select up to ten locally developed questions.

All questions will be answered using the following four-point scale.

Strongly Disagree
Disagree
Agree
Strongly Agree

Available Resources and Support

Administrative Support Staff meets my needs.
Commander's Support Staff efficiently meet my needs.
I am provided with the resources I need to do my job effectively.
I am provided with the tools, equipment, or supplies necessary to perform my job.
I have sufficient time in my duty day to conduct my core duties.
The functional experts I work with assist me in my success.

Communication/Flow of Information

Commander's Calls/All hands effectively pass on information I need to know.
Communication between platoons is good.
Communication flow from the chain of command is good.
Communication flows freely from senior leadership to all levels of the organization.
Communication from my direct leadership is clear.
Communication from the chain of command is timely.
Communication within my section is effective.
I am familiar with the extremist organization and activities policy letter.
I am satisfied with the communication flow in my unit.
I know what is expected of me at work.
Important information moves freely up and down the chain.
My command keeps an updated EO/EEO bulletin board with upcoming cultural events, policy letters, complaint procedures and general EO/EEO information.
My immediate supervisor explains things clearly to me.
My immediate supervisor is willing to discuss my ideas and suggestions with regards to my job.
My supervisor shares information that has been presented during staff meetings.
The unit orientation program is adequate for new personnel/employees.

Enforcement/Obedience of Rules

My command displays high standards of discipline.
Rules, regulations and policies are enforced in this command.
Rules, regulations and policies are obeyed in this command.
**Fairness**

Additional duties are assigned fairly.
Correctional training for poor performance is enforced fairly in this command.
Deployments are distributed fairly throughout the organization.
I am afforded opportunities to take leave.
The leave policy is administered fairly.
The promotion policy is fair to everyone, regardless of ethnic or racial background.
When making an honest mistake on the job, members of this command are corrected fairly.

**Family Support**

If I were to deploy, my family members would have adequate resources on base to be taken care of.
The leaders in my command show a real interest in the welfare of families.
This unit takes an active role in caring for the needs of family members of deployed unit personnel.

**Feedback and Recognition**

I am recognized for contributing to a positive atmosphere in my workplace.
I am rewarded for contributing to a positive atmosphere in my workplace.
I am rewarded for my duty performance.
I am satisfied with my latest one-on-one rater feedback session with my rater.
I receive periodic formal feedback from my rater.
Participation for community service is recognized.
The unit recognition program enhances our ability to perform our mission.

**Hazing**

Hazing activities do not occur at this unit.
I have not experienced or witnessed hazing while assigned to this command.
Newcomers are subjected to initiation rituals prior to being accepted into the group.
Newcomers in this unit are dared to engage in potentially harmful activities.
Unit leadership discourages hazing.
Unit leadership does not tolerate hazing.
Unit leadership has published a policy that prohibits hazing.
Unit leadership would punish anyone who hazes others.
While at this unit, I have never been hazed.
While at this unit, I have never witnessed hazing activity.

**Interpersonal Relations/Social Interactions**

Human relations problems are handled correctly in this command.
I have seen extremist group behavior or propaganda in my work place.
My command devotes a reasonable amount of time for social activities.
My work environment is free from unprofessional behavior.
Participation in community service is encouraged.
Relationships at work are professional in nature.

**Leadership Accessibility/Openness**

I am comfortable approaching the Commander/Director with any issue.
I am comfortable discussing issues with my Commander/Director.
I am comfortable going to my direct supervisor with work-related topics.
I can express my opinion within this organization without fear of reprisal.
I can raise concerns about issues that affect my job without fear of reprisal.
I would seek the assistance of my Commander/Director.
I would seek the assistance of my First Sergeant.
I would seek the assistance of my flight chief.
I would seek the assistance of my supervisor.
I would seek the assistance of the superintendent.
It is easy for service members in this command to meet with the Commander about problems.
It is easy for service members in this command to see the senior enlisted NCO.
NCOs in this command care about what happens to their service members.
Officers in this command care about what happens to their service members.
The Commander frequently visits my duty section.
The Commander is accessible.
The Commander is very accessible to his/her members.
The Commander shows an interest in my welfare.
The leaders in my command show a real interest in the welfare of single service members.

**Leadership Effectiveness**

I feel that the Commander/Director will use the information from this survey to improve the command.
I trust management/leadership to handle complaints, problems, or issues seriously.
My Commander is a competent leader.
My immediate supervisor sets the right example with his/her actions.
The Commander understands what my job entails.
The leaders in my command deal effectively with adversity or conflict within the command.

**Military-Civilian Relations**

Civilian managers supervise military personnel as effectively as they supervise civilian personnel.
Civilians are treated as valued members of the unit by leadership.
Contract employees are viewed as part of the team.
Military managers supervise civilian personnel as effectively as they supervise military personnel.
Operational Stress Control

I experience a high level of stress in this command.
In the past 30 days, I have been able to control important things in my life.
In the past 30 days, I have felt confident about my ability to handle my personal problems.
In the past 30 days, I have felt things were going my way.
In the past 30 days, I have not felt that difficulties were piling up so high that I could not overcome them.

Physical Environment

I am satisfied with the physical surroundings of my work area.
Parking is available at work.
Work areas are accessible to persons with disabilities.

Physical Health/Well-being

A mandatory structured physical training program should be implemented in my unit.
Alcohol abuse by the members of this command is not a problem.
Alcohol consumption is not a problem in this command.
I am given adequate time to maintain my physical conditioning.
I am given the time I need in my duty day to comply with the mandatory fitness program.
I receive the required time to participate in personal fitness.
Illegal drug use is not a problem in this command.

Respect for Individuals

All unit personnel receive the same level of respect from leadership.
An atmosphere of respect exists in my work area.
Contributions of all career fields are respected in my squadron.
Differences among individuals (e.g., gender, race, religion, age, disability) are respected and valued in this organization.
I am not harassed by higher ranking personnel while off duty.
I am not harassed by higher ranking personnel while on duty.
I am treated with dignity and respect in this command.
My command enforces the standards of military courtesy.
My command values the rights of its members to practice their religion.
My commander takes appropriate action to prevent harassment of any member of this command.
My Commander takes steps to ensure I am treated with respect.
My supervisor encourages respect in the workplace. Discrimination with regard to race, color, gender, age, physical or mental disability, or national origin is not tolerated in the workplace.
Sexual, racial or other offensive comments or material are not tolerated in my work area.
This command is committed to creating an environment of human respect and dignity.
**Sexual Harassment/Discrimination**

Coworkers challenge discriminatory and sexual harassing behaviors.
Leadership takes allegations of sexual harassment seriously.
Unit leadership addresses allegations of sexual harassment and/or unlawful discrimination in a prompt manner.
Your chain of command provides equal opportunity regardless of one's sex.

**Skill Utilization/Appropriate Level of Assigned Duties**

Additional duties are not interfering with my ability to perform my primary mission.
I am assigned duties that are commensurate with my grade.
I am being fully utilized in my work center.
I am challenged by my job.
I am challenged in my duties.
I am given responsibility commensurate with my rank.
I do not feel overburdened with additional duties.

**Special Observances/Cultural Celebrations**

Cultural heritage celebrations such as Black History Month and Hispanic Heritage Month help bring unit members closer together as a team.
In my command, special observances are conducted to enhance cross cultural awareness among all service members, civilians employees, and families.
My command allows me to participate in or attend special observance programs.
My command supports special observance programs.

**Teamwork/Team Cohesion/Morale**

I am encouraged to participate in unit functions.
I believe this unit works as a team.
Junior enlisted service members care about what happens to each other.
Members of this command work together as a team.
The current level of morale in my command is high.
The overall health of this unit is better now than one year ago.

**Training, Knowledge, and Professional Development**

Correctional training given to members of my command directly corresponds to the deficiency.
I am aware of my EO/EEO rights as a Federal employee.
I have adequate opportunity to pursue off-duty education.
I have received the necessary training to accomplish my job.
I have the resources necessary to accomplish my job.
I know how to contact an EO/EEO counselor.
I know the complaint procedure process.
I know what actions to take if someone expresses a desire to do harm to themselves or others. 
I receive adequate support from my immediate supervisor to pursue off-duty education. 
I receive the counseling and coaching needed to advance in my career. 
I receive the training needed to perform my job well. 
I understand how my platoon supports the mission of the overall unit. 
My command is well prepared to perform its wartime duties. 
My command provides diversity training to its members. 
My present assignment motivates me to continue a career in the military.