

## **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 five-point scale.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

### **Available Resources and Support**

Administrative Support Staff meets my needs.  
Commander's Support Staff efficiently meet my needs.  
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.  
I am familiar with the extremist organization and activities policy letter.  
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 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.

### **Engagement**

At my job I always persevere, even when things do not go well.  
I am proud of the work that I do.  
I can continue working for long periods at a time.  
I feel happy when I am working intensely.  
I find the work that I do full of meaning and purpose.  
I get immersed in my work.  
My work inspires me.  
My work is challenging to me.  
When I am working, I forget everything else around me.  
When I get up in the morning, I feel like going to work.

### **Exhaustion**

I feel emotionally worn out.  
I feel mentally worn out.  
I feel physically worn out.

### **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.  
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.

### **Favoritism**

Favoritism involving job opportunities does not occur in my work area.  
Favoritism involving personal relationships does not occur in my work area.  
Favoritism involving race/sex/national origin differences does not occur in my work area.  
People in my work area do not practice favoritism.

### **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**

I have not experienced or witnessed hazing while assigned to this command.  
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.

### **Help Seeking Behaviors**

Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).  
Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.  
Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.

### **Inclusion**

Awards in my workgroup depend on how well employees perform their jobs.  
Coworkers allow each other to express their opinions.  
I am encouraged to offer ideas on how to improve operations.  
I have good relationships with members of my workgroup.  
In my workgroup, I have to pretend to be like everyone else to feel like I belong.  
In this workgroup, I am comfortable being myself.  
In this workgroup, I am comfortable discussing my background.  
In this workgroup, people's differences are respected.  
In this workgroup, people's ideas are judged based on their quality.  
My coworkers treat me as a part of the workgroup.  
My input is sought out before making important decisions.  
My workgroup is accepting of individuals with diverse backgrounds.  
The process for determining who gets developmental opportunities in my workgroup is fair.  
This workgroup allows me to be honest about who I am.  
This workgroup allows me to be true to my core values.  
This workgroup encourages me to share about myself.  
This workgroup makes me feel like I belong.  
This workgroup treats me as an insider.

### **Intention to Stay**

I would definitely leave my current career after completion of current obligation or within the next couple of years.  
I would probably leave my current career after completion of current obligation or within the next couple of years.

Provided the opportunity, I would definitely stay in my current career the next several years, but not until retirement.

Provided the opportunity, I would definitely stay in my current career until retirement. Provided the opportunity, I would probably stay in my current career until retirement.

### **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 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.

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.

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 steps to ensure I am treated with respect.

### **Sexual Harassment/Discrimination**

Coworkers challenge discriminatory and sexual harassing behaviors.

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.  
Junior enlisted service members care about what happens to each other.  
The current level of morale in my command is high.  
The current level of morale 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 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.