

## Sample of Locally Developed Questions List

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

- Totally Agree
- Moderately Agree
- Neither Agree Nor Disagree
- Moderately Disagree
- Totally Disagree

**NOTE:** 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.

### **Physical Health/Well-being**

- A mandatory structured physical training program should be implemented in my unit.
- 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.
- Alcohol consumption is a problem in this command.
- Illegal drug use is a problem in this command.
- Alcohol abuse by the members of this command is a problem.

### **Fairness**

- Additional duties are assigned fairly.
- Deployments are distributed fairly throughout the organization.
- The leave policy is administered fairly.
- I am afforded opportunities to take leave.
- 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.
- Correctional training for poor performance is enforced fairly 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.
- My commander takes steps to ensure I am treated with respect.
- I am treated with dignity and respect in this command.
- I am harassed by higher ranking personnel while on duty.
- I am harassed by higher ranking personnel while off duty.
- My command enforces the standards of military courtesy.
- 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.
- Differences among individuals (e.g., gender, race, religion, age, disability) are respected and valued in this organization.
- My command values the rights of its members to practice their respective religion.

- This command is committed to creating an environment of human respect and dignity.
- My commander takes appropriate action to prevent harassment of any member of this command.

**Physical Environment**

- Adequate parking is provided for me when I arrive at work.
- I am satisfied with the physical surroundings of my work area.
- Work areas are accessible to persons with disabilities.

**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.
- I view contract employees as a part of the team.
- Military managers supervise civilian personnel as effectively as they supervise military personnel.

**Communication/Flow of Information**

- Commander's Calls effectively pass on information I need to know.
- Communication between platoons is good.
- Communication flow down 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 within my section is effective.
- Communication within the chain of command is timely.
- I am satisfied with the communication flow in my unit.
- Important information moves freely up and down the chain.
- My supervisor disseminates information that has been presented in the weekly staff meeting.
- The unit orientation program is adequate for new employees.
- 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 command keeps an updated EO/ EEO bulletin board with upcoming cultural events, policy letters, complaint procedures and general EO/ EEO information.
- I am familiar with our extremist organization and activities policy letter.
- I know what is expected of me at work.

**Available Resources and Support**

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

**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.
- My command allows me to participate in or attend special observance programs.
- My command supports special observance programs.

- In my command, special observances are conducted to enhance cross cultural awareness among all service members, civilians employees, and families.

**Teamwork/Team Cohesion/Morale**

- I believe this unit works as a team.
- I am encouraged to participate in unit functions.
- 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 very high.
- The overall health of this unit is better now than one year ago.

**Autonomy and Innovation**

- I am able to make decisions to resolve customer issues on the spot without fear of reprisal.
- I am encouraged to present new ideas to our current workplace procedures.
- I am encouraged to think of new ways to accomplish my unit's mission.
- Innovative ideas are highly encouraged.

**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.

**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 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.
- The commander frequently visits my duty section.
- The commander is accessible.
- The commander shows an interest in my welfare.
- Officers in this command care about what happens to their service members.
- NCOs in this command care about what happens to their service members.
- 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 leaders in my command show a real interest in the welfare of single service members.
- The Commander is very accessible to his/her members.
- 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.

**Feedback and Recognition**

- 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 in community service is recognized.
- The unit recognition program enhances our ability to perform our mission.
- I am recognized for contributing to a positive atmosphere in my workplace.
- I am rewarded for contributing to a positive atmosphere in my workplace.

**Training, Knowledge, and Professional Development**

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

**Family Support**

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

**Leadership Effectiveness**

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

**Interpersonal Relations/Social Interactions**

- My work environment is free from unprofessional behavior.
- Relationships at work are professional in nature.
- I have experienced or witnessed hazing while assigned to this command.
- Participation in community service is highly encouraged.
- Human relations problems are handled correctly in this command.

- My command devotes a reasonable amount of time for social activities.
- I have seen extremist group behavior or propaganda in my work place.

**Sexual Harassment/Sexual Assault**

- I understand how to report a sexual assault.
- If I were sexually assaulted I would be reluctant to report it.
- My chain of command encourages sexual assault victims to report sexual assaults.
- My work area is free of sexual misconduct.
- The installation's zero tolerance policy on sexual assault is clear.
- Unit leadership addresses allegations of sexual harassment and/or unlawful discrimination in a prompt manner.
- I have received training on the Sexual Assault Prevention and Response program.

**Job Satisfaction/Dissatisfaction**

- I experience a high level of stress in this command.
- I like my job.

**Enforcement/Obedience of Rules**

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