

COMMAND CLIMATE SURVEY

(TDA Version 2.0)

SURVEY APPROVAL AUTHORITY:
U.S. Army Research Institute for the Behavioral and Social Sciences
Arlington, VA 22202-3926
Telephone (703) 602-7877, DSN 332-7877
e-mail: ARI APSO@hqda.army.mil
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Instructions

1. **Read each question and all possible responses** carefully before selecting your answer.
2. **Circle the letter** that matches your choice for each question.
3. **Your responses are anonymous** -- you do NOT provide your name or Social Security number by which you can be identified. Only group statistics will be reported.
4. **Your participation is needed.** Failure to respond will not result in any penalty to you. However, your full participation is encouraged so that the data will be complete and representative.
5. **After completing the survey**, place it in the envelope provided, seal it, and drop it off at the designated location.

Alternate Command Climate Survey Forms Available.

- (1) **TDA and TO&E Versions.** The TDA survey is intended for use by units that contain BOTH military and civilian personnel. For units with military personnel ONLY, a TO&E version of the survey exists. Both versions can be downloaded from the ARI Web site (www.hqda.army.mil/ari).
- (2) **Automated Versions.** Both the TDA and TO&E surveys can be administered via computer, with responses automatically tallied. The survey program can be downloaded from the ARI Web site (www.hqda.army.mil/ari).

Your Work

Use the scale below to answer Questions 1 – 11:

No basis to judge/Not applicable

Strongly disagree						
Disagree						
Neither agree nor disagree						
Agree						
Strongly agree						

- | | |
|--|--------------------|
| <p>1. I am performing the type of work I should be doing, according to my civilian job classification or military AOC/MOS.</p> | <p>A B C D E F</p> |
| <p>2. I know what is expected of me on the job.</p> | <p>A B C D E F</p> |
| <p>3. I have the proper equipment and materials I need to perform my job well.</p> | <p>A B C D E F</p> |
| <p>4. The physical conditions of my workplace (for example, noise level, temperature, lighting, cleanliness) allow me to perform my job well.</p> | <p>A B C D E F</p> |
| <p>5. I have too much work to do my job properly.</p> | <p>A B C D E F</p> |
| <p>6. My work provides me with a sense of personal accomplishment/pride.</p> | <p>A B C D E F</p> |
| <p>7. I feel my office/work unit procedures and rules help me to complete work efficiently and on time.</p> | <p>A B C D E F</p> |
| <p>8. I feel my work performance is evaluated fairly.</p> | <p>A B C D E F</p> |
| <p>9. I receive the training I need to perform my job properly (for example, on-the-job training, classroom instruction, conferences, workshops).</p> | <p>A B C D E F</p> |
| <p>10. I have enough training and other developmental opportunities to advance in my career.</p> | <p>A B C D E F</p> |
| <p>11. All in all, I am satisfied with my job.</p> | <p>A B C D E</p> |

Your Work Group/Work Unit

Your “work group” or “work unit” is where you perform the majority of your work. It includes the persons assigned to your unit with whom you regularly work.

Use the scale below to answer Questions 12 – 23:

			No basis to judge/Not applicable			
			Strongly disagree			
			Disagree			
		Neither agree nor disagree				
		Agree				
		Strongly agree				
12. When awards are given in my work group/work unit, they go to the people who earned them.	A	B	C	D	E	F
13. Work productivity in my work group/work unit is hurt by a lack of planning.	A	B	C	D	E	F
14. There are too few people in my work group/work unit to get the work done.	A	B	C	D	E	F
15. Compared to other work units, my work group/work unit is a good place to work.	A	B	C	D	E	F
16. People in my work group/work unit are working hard.	A	B	C	D	E	F
17. In terms of work habits and on-the-job behavior, supervisors in my work group/work unit set a good example by their actions during the work day.	A	B	C	D	E	F
18. The overall organization of my work group/work unit is appropriate for getting the work done.	A	B	C	D	E	F
19. Persons in my work group/work unit work effectively as a team.	A	B	C	D	E	F
20. The people I work with do a good job.	A	B	C	D	E	F
21. The workload is distributed effectively among members of my work group/work unit.	A	B	C	D	E	F
22. Products and services in my work group/work unit are improved based on customer input.	A	B	C	D	E	F
23. Customers are satisfied with the products/services my work group/work unit provides.	A	B	C	D	E	F

- 24. What is the level of morale in your work group/work unit?**
- A. Very high
 - B. High
 - C. Moderate
 - D. Low
 - E. Very low
 - F. No basis to judge
- 25. Overall, how satisfied are you with your work group/work unit?**
- A. Very satisfied
 - B. Satisfied
 - C. Neither satisfied nor dissatisfied
 - D. Dissatisfied
 - E. Very dissatisfied
 - F. No basis to judge

Your Directorate

Usually, "Your Directorate" is (at least) the next higher level in your organization/command. You may be working in a branch or division, but your working rules may be set at the next higher level – your "directorate."

Use the scale below to answer Questions 26 – 28:

		No basis to judge				
		Not at all				
		Slight extent				
		Moderate extent				
		Great extent				
		Very great extent				
26. To what extent do work units within your directorate coordinate their work actions/efforts, when appropriate?	A	B	C	D	E	F
27. To what extent does your directorate have a good reputation with those who use its products/services?	A	B	C	D	E	F
28. To what extent does your directorate try to resolve conflicts and differences instead of ignoring or working around them?	A	B	C	D	E	F

Use the scale below to answer Questions 29 – 36:

No basis to judge/Not applicable

				Not at all	
				Slight extent	
				Moderate extent	
				Great extent	
				Very great extent	

- | | |
|--|--------------------|
| <p>29. To what extent does your directorate encourage creative solutions to work problems?</p> | <p>A B C D E F</p> |
| <p>30. To what extent are you satisfied with the amount of involvement you have in decisions that affect your work?</p> | <p>A B C D E F</p> |
| <p>31. To what extent do supervisors in your directorate treat you with respect?</p> | <p>A B C D E F</p> |
| <p>32. To what extent are employees treated fairly with regard to discipline in your directorate?</p> | <p>A B C D E F</p> |
| <p>33. To what extent do persons of different racial/ethnic groups get along well in your directorate?</p> | <p>A B C D E F</p> |
| <p>34. To what extent do males and females get along well in your directorate?</p> | <p>A B C D E F</p> |
| <p>35. To what extent do military and civilian employees get along well in your directorate?</p> | <p>A B C D E F</p> |
| <p>36. To what extent do military/civilians and contractors get along well in your directorate?</p> | <p>A B C D E F</p> |
| <p>37. Rate the overall work performance of your directorate.</p> <ul style="list-style-type: none"> A. Excellent B. Very good C. Good D. Fair E. Poor F. No basis to judge | |

Human Relations

The U.S. Army will provide EO and fair treatment for military personnel and family members without regard to race, color, gender, religion, national origin, and provide an environment free of unlawful discrimination and offensive behavior (AR 600-20).

- 38. During the last 12 months, have YOU been subjected to discrimination in your directorate?**
- A. Yes
 - B. No (**Go to Question 43 on page 7.**)
- 39. During the last 12 months, what type of discrimination have YOU experienced by someone in your directorate? SELECT ALL THAT APPLY.**
- A. Racial
 - B. Gender (sex)
 - C. Religious
 - D. National origin
 - E. Physical/mental disability
 - F. Age
- 40. During the last 12 months, in which of these areas did the discrimination YOU experienced have an impact? SELECT ALL THAT APPLY.**
- A. Promotions
 - B. Job/project assignments
 - C. Awards
 - D. Performance rating
 - E. Training
 - F. Work environment
 - G. Other
- 41. Did you report the discrimination incident?**
- A. Yes
 - B. No (**Go to Question 43 on page 7.**)
- 42. If you reported the discrimination incident, was any action taken (e.g., management spoke to the offending person)?**
- A. Yes
 - B. No
 - C. Don't know

Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders (AR 600-20).

- 43. During the last 12 months, have YOU been sexually harassed by someone in your directorate?**
- A. Yes
 - B. No (**Go to Question 48 on page 8.**)
- 44. During the last 12 months, what type of sexual harassment have YOU experienced by someone in your directorate? SELECT ALL THAT APPLY.**
- A. Sexual teasing, jokes, remarks, or questions
 - B. Sexual looks, staring, or gestures
 - C. Letters, phone calls, or materials of a sexual nature
 - D. Pressure for dates
 - E. Deliberate touching, leaning over, cornering, or pinching
 - F. Pressure for sexual favors
 - G. Stalking or invasion of personal residence
- 45. During the last 12 months, in which of these areas did the sexual harassment YOU experienced have an impact? SELECT ALL THAT APPLY.**
- A. Promotions
 - B. Job/project assignments
 - C. Awards
 - D. Performance rating
 - E. Training
 - F. Work environment
 - G. Other
- 46. Did you report the sexual harassment incident?**
- A. Yes
 - B. No (**Go to Question 48 on page 8.**)
- 47. If you reported the sexual harassment incident, was any action taken (e.g., management spoke to the offending person)?**
- A. Yes
 - B. No
 - C. Don't know

Background Questions

55. To which organizational element are you currently assigned?

- A. F.
- B. G.
- C. H.
- D. I.
- E. J.

56. What is your current civilian grade or military rank?

- A. GS/WG/NA 8 or below / NF 3 or below
- B. GS/WG/NA 9-12 / NF 4
- C. GS/WG/NA 13-15 / SES / NF 5-6
- D. PV1-CPL/SPC
- E. SGT-SSG
- F. SFC-CSM
- G. W01-CW5
- H. 2LT-CPT
- I. MAJ-GEN
- J. Does not apply (contractor)

57. Are you?

- A. A nonsupervisory employee
- B. A team leader
- C. A supervisor

58. Are you male or female?

- A. Male
- B. Female

59. Are you Spanish/Hispanic/Latino?

- A. No, not Spanish/Hispanic/Latino
- B. Yes, Chicano, Cuban, Mexican, Mexican American, Puerto Rican, or other Spanish/Hispanic/Latino

60. Which ONE best describes your racial background?

- A. Black or African American
- B. White
- C. Other (e.g., American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander)

Survey Comments

Please list **THREE** things that are good or going well at this activity/unit/installation.

Please list **THREE** things that need improvement at this activity/unit/installation.

Thank you for your assistance and cooperation!