

# COMMAND CLIMATE SURVEY

## (TDA Version 2.0)

SURVEY APPROVAL AUTHORITY:  
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Survey Control Number: DAPE-ARI-AO-05-11  
RCS: MILPC-3

### 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.

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



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	

29. To what extent does your directorate encourage creative solutions to work problems?      A B C D E F

30. To what extent are you satisfied with the amount of involvement you have in decisions that affect your work?      A B C D E F

31. To what extent do supervisors in your directorate treat you with respect?      A B C D E F

32. To what extent are employees treated fairly with regard to discipline in your directorate?      A B C D E F

33. To what extent do persons of different racial/ethnic groups get along well in your directorate?      A B C D E F

34. To what extent do males and females get along well in your directorate?      A B C D E F

35. To what extent do military and civilian employees get along well in your directorate?      A B C D E F

36. To what extent do military/civilians and contractors get along well in your directorate?      A B C D E F

37. Rate the overall work performance of your directorate.

- 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, emails, 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

**Sexual assault refers to offenses of a sexual nature committed without the lawful consent of the victim. Sexual assault includes rape, forcible sodomy, indecent assault, and carnal knowledge as defined by Articles 120, 125, and 134 of the Uniform Code of Military Justice (UCMJ). Attempts to commit any of the aforementioned offenses under Article 80 are also considered sexual assault (AR 600-20).**

**48. During the last 12 months, have YOU been sexually assaulted (attempted or completed) by someone in your directorate?**

- A. Yes
- B. No (**Go to Question 52 below.**)

**49. Did you report the sexual assault incident?**

- A. Yes
- B. No (**Go to Question 52 below.**)

**50. If you reported the sexual assault incident, was any action taken?**

- A. Yes
- B. No
- C. Don't know

**Use the scale below to answer Questions 51 – 54:**

				No basis to judge					
				Strongly disagree					
				Disagree					
			Neither agree nor disagree						
			Agree						
			Strongly agree						

**51. The Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Program is actively supported in my directorate.**

A B C D E F

**52. Sexual harassment is actively discouraged in my directorate.**

A B C D E F

**53. I can make/file a complaint without fear of reprisal.**

A B C D E F

**54. I am confident that appropriate actions would be taken in my directorate if I filed a complaint.**

A B C D E F

## 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. GSWG/NA 8 or below / NF 3 or below
- B. GSWG/NA 9-12 / NF 4
- C. GSWG/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!***