

UNIT CLIMATE PROFILE QUESTIONNAIRE

For use of this form, see DA PAM 600-69; the proponent agency is DCSPER

In this questionnaire, the word "unit" means your battery, or troop.

[DO NOT BEGIN UNTIL INSTRUCTED TO DO SO]

01. Do the officers in your unit care about the needs of their soldiers?

[+ 2]		Very much
[+ 1]		Much
[0]		Somewhat
[- 1]		Little
[- 2]		Very little, or not at all

02. Do the officers in your unit treat you with respect?

[+ 2]		Very often, or always
[+ 1]		Often
[0]		Sometimes
[- 1]		Seldom
[- 2]		Very Seldom, or never

03. As a leader, how is your unit commander?

[+ 2]		Very good
[+ 1]		Good
[0]		Borderline
[- 1]		Bad
[- 2]		Very Bad

04. As leaders, how are the other officers in your unit?

[+ 2]		Very good
[+ 1]		Good
[0]		Borderline
[- 1]		Bad
[- 2]		Very Bad

05. Do you respect the officers in your unit?

[+ 2]		Very much
[+ 1]		Much
[0]		Somewhat
[- 1]		Little
[- 2]		Very little, or not at all

06. Do the NCOs in your unit care about the needs of their

[+ 2]		Very much
[+ 1]		Much
[0]		Somewhat
[- 1]		Little
[- 2]		Very little, or not at all

07. As leaders, how are your unit's NCOs?

[+ 2]		Very good
[+ 1]		Good
[0]		Borderline
[- 1]		Bad
[- 2]		Very Bad

08. Do the NCOs in your unit treat you with respect?

[+ 2]		Very often, or always
[+ 1]		Often
[0]		Sometimes
[- 1]		Seldom
[- 2]		Very seldom, or never

09. Do you respect the NCOs in your unit?

[+ 2]		Very much
[+ 1]		Much
[0]		Somewhat
[- 1]		Little
[- 2]		Very little, or not at all

10. Does your immediate leader explain things clearly to you?

[+ 2]		Very often, or always
[+ 1]		Often
[0]		Sometimes
[- 1]		Seldom
[- 2]		Very seldom, or never

11. How well does your immediate leader let you know what is expected of you on the job?

[+ 2]		Very well
[+ 1]		Well
[0]		Borderline
[- 1]		Poorly
[- 2]		Very poorly

12. Is your immediate leader willing to discuss your ideas and suggestions about the job?

[+ 2]		Very willing
[+ 1]		Willing
[0]		Borderline
[- 1]		Unwilling
[- 2]		Very unwilling

13. Does your immediate leader do a good job in supervising soldiers?

[+ 2]		Very good
[+ 1]		Good
[0]		Borderline
[- 1]		Bad
[- 2]		Very bad

14. How does your immediate leader treat you?

[+ 2]		Very well
[+ 1]		Well
[0]		Borderline
[- 1]		Badly
[- 2]		Very badly

15. Do you respect your immediate leader?

[+ 2]	_____	Very much
[+ 1]	_____	Much
[0]	_____	Somewhat
[- 1]	_____	Little
[- 2]	_____	Very little, or not at all

16. Is it easy or hard for soldiers in your unit to get to see the senior NCOs to discuss problems?

[+ 2]	_____	Very Easy
[+ 1]	_____	Easy
[0]	_____	Borderline
[- 1]	_____	Hard
[- 2]	_____	Very hard

17. How are soldiers in your unit treated when they go to a senior NCO to discuss problems?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Badly
[- 2]	_____	Very badly

18. Is it easy or hard for soldiers in your unit to get to see the unit commander to discuss personal problems?

[+ 2]	_____	Very easy
[+ 1]	_____	Easy
[0]	_____	Borderline
[- 1]	_____	Hard
[- 2]	_____	Very hard

19. How are soldiers in your unit treated when they go to the unit commander to discuss personal problems?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Badly
[- 2]	_____	Very badly

20. Does getting promoted in your unit depend upon doing a good job?

[+ 2]	_____	Very much
[+ 1]	_____	Much
[0]	_____	Somewhat
[- 1]	_____	Little
[- 2]	_____	Very little, or not at all

21. Is the promotion policy in your unit fair to ethnic or racial minority soldiers?

[+ 2]	_____	Very fair
[+ 1]	_____	Fair
[0]	_____	Borderline
[- 1]	_____	Unfair
[- 2]	_____	Very unfair

22. Is the promotion policy in your unit fair to non-minority soldiers?

[+ 2]	_____	Very fair
[+ 1]	_____	Fair
[0]	_____	Borderline
[- 1]	_____	Unfair
[- 2]	_____	Very unfair

23. Overall, how do you feel about the promotion policy in your unit?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

24. Do soldiers in your unit who perform well on the job ever receive praise, recognition, or reward?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

25. When a soldier in your unit makes an honest mistake on the job, is that soldier treated fairly?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

26. In your unit are corrections for careless or intentional poor performance made fairly?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

27. How is the physical training in your unit?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

28. How is the MOS training in your unit?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

29. How is the combat training in your unit?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

30. Is training time in your unit ever wasted by your having to wait around with nothing useful to do?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

31. Is it easy or hard to get the tools, equipment, or supplies needed for your job?

[+ 2]	_____	Very easy
[+ 1]	_____	Easy
[0]	_____	Borderline
[- 1]	_____	Hard
[- 2]	_____	Very hard

32. In what condition are the tools, equipment, or supplies you usually work with?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

33. Is the work you do most of the time useful?

[+ 2]	_____	Very useful
[+ 1]	_____	Quite useful
[0]	_____	Somewhat useful
[- 1]	_____	Slightly useful
[- 2]	_____	Not at all useful

34. Is your work interesting?

[+ 2]	_____	Very interesting
[+ 1]	_____	Quite interesting
[0]	_____	Somewhat interesting
[- 1]	_____	Slightly interesting
[- 2]	_____	Not at all interesting

35. How do other soldiers you know in your unit feel about their work?

[+ 2]	_____	Like a lot
[+ 1]	_____	Like
[0]	_____	Borderline
[- 1]	_____	Dislike
[- 2]	_____	Dislike a lot

36. How do you feel about your work?

[+ 2]	_____	Like a lot
[+ 1]	_____	Like
[0]	_____	Borderline
[- 1]	_____	Dislike
[- 2]	_____	Dislike a lot

37. How would you rate overall job satisfaction in your

[+ 2]	_____	Very high
[+ 1]	_____	High
[0]	_____	Borderline
[- 1]	_____	Low
[- 2]	_____	Very low

38. While on the job, do you feel harassed by higher-ranking personnel?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

39. Does "obeying the rules" ever make it hard to get the job done?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

40. Are you made to work unnecessary extra hours?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

41. Does "pulling details" seriously interfere with your primary job?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

42. While off duty, are soldiers in your unit harassed by "mickey-mouse" ("dumb," or unnecessary) unit rules?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

43. While off duty, do you feel harassed by the higher-ranking personnel in your unit?

[+ 2]	_____	Very seldom, or never
[+ 1]	_____	Seldom
[0]	_____	Sometimes
[- 1]	_____	Often
[- 2]	_____	Very often, or always

44. How well are rules, regulations, and policies enforced in your unit?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

45. How well are the rules, regulations, and policies obeyed by the soldiers in your unit?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

46. How high are the standards of military courtesy in your unit?

[+ 2]	_____	Very high
[+ 1]	_____	High
[0]	_____	Borderline
[- 1]	_____	Low
[- 2]	_____	Very low

47. How do you feel about the standards of military courtesy in your unit?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

48. How high are the standards of discipline in your unit?

[+ 2]	_____	Very high
[+ 1]	_____	High
[0]	_____	Borderline
[- 1]	_____	Low
[- 2]	_____	Very low

49. How do you feel about the standards of discipline in your unit?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

50. Do the officers in your unit treat soldiers fairly without regard to race, ethnic background, or sex?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

51. Do the NCOs in your unit treat soldiers fairly without regard to race, ethnic background, or sex?

[+ 2]	_____	Very often
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

52. Does your immediate leader treat soldiers fairly without regard to race, ethnic background, or sex?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

53. How are human relations problems handled by the soldiers in your unit?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

54. In general, how are human relations among the soldiers in your unit?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

55. How well do the soldiers in your unit work together?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

56. Do you respect the soldiers you work with?

[+ 2]	_____	Very much
[+ 1]	_____	Much
[0]	_____	Somewhat
[- 1]	_____	Little
[- 2]	_____	Very little, or not at all

57. Do the soldiers in your unit make each other feel like doing a good job?

[+ 2]	_____	Very much
[+ 1]	_____	Much
[0]	_____	Somewhat
[- 1]	_____	Little
[- 2]	_____	Very little, or not at all

58. Do you think the soldiers in your unit would "stick together" during times of combat?

[+ 2]	_____	Definitely yes
[+ 1]	_____	Probably yes
[0]	_____	Maybe
[- 1]	_____	Probably no
[- 2]	_____	Definitely no

59. How many of the soldiers in your unit really want to do their jobs well?

[+ 2]	_____	Very many, or all
[+ 1]	_____	Many
[0]	_____	About half
[- 1]	_____	Few
[- 2]	_____	Very few, or none

60. How many soldiers in your unit do you think are good soldiers?

[+ 2]	_____	Very many, or all
[+ 1]	_____	Many
[0]	_____	About half
[- 1]	_____	Few
[- 2]	_____	Very few, or none

61. How many soldiers in your unit are such poor soldiers that the unit would be better off without them?

[+ 2]	_____	Very few, or none
[+ 1]	_____	Few
[0]	_____	About half
[- 1]	_____	Many
[- 2]	_____	Very many, or all

62. Overall, how well do the soldiers you work with do their jobs?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

63. How do you feel about the amount of time your unit devotes to sports activities?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

64. How do you feel about the kinds of sports activities in your unit?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

65. How do you feel about the amount of time your unit devotes to social activities?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

66. How do you feel about the kinds of social activities in your unit?

[+ 2]	_____	Very satisfied
[+ 1]	_____	Satisfied
[0]	_____	Borderline
[- 1]	_____	Dissatisfied
[- 2]	_____	Very dissatisfied

67. In your opinion, does your unit have any problems caused by the use of too much alcohol by unit personnel (either officer or enlisted)?

[+ 2]	_____	Very few, or none
[+ 1]	_____	Few
[0]	_____	Some
[- 1]	_____	Many
[- 2]	_____	Very many

68. In your opinion, does your unit have any problems caused by the use of illegal drugs or abuse of other substances by unit personnel (either officer or enlisted)?

[+ 2]	_____	Very few, or none
[+ 1]	_____	Few
[0]	_____	Some
[- 1]	_____	Many
[- 2]	_____	Very many

69. Do you get enough to eat in your dining facility?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

70. How good is the food in your dining facility?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

71. Do you get enough to eat when you are in the field?

[+ 2]	_____	Very often, or always
[+ 1]	_____	Often
[0]	_____	Sometimes
[- 1]	_____	Seldom
[- 2]	_____	Very seldom, or never

72. How good is the food you get in the field?

[+ 2]	_____	Very good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

73. Overall, how well do you think your unit "gets the job done"?

[+ 2]	_____	Very well
[+ 1]	_____	Well
[0]	_____	Borderline
[- 1]	_____	Poorly
[- 2]	_____	Very poorly

74. Do you think your unit would do a good job during times of combat?

[+ 2]	_____	Definitely yes
[+ 1]	_____	Probably yes
[0]	_____	Maybe
[- 1]	_____	Probably no
[- 2]	_____	Definitely no

75. Overall, how would you rate your unit?

[+ 2]	_____	Very Good
[+ 1]	_____	Good
[0]	_____	Borderline
[- 1]	_____	Bad
[- 2]	_____	Very bad

76. If you had a choice, would you rather be in a different unit?

[+ 2]	_____	Definitely no
[+ 1]	_____	Probably no
[0]	_____	Maybe
[- 1]	_____	Probably yes
[- 2]	_____	Definitely yes

77. How has *your* morale been lately?

[+ 2]	_____	Very high
[+ 1]	_____	High
[0]	_____	Borderline
[- 1]	_____	Low
[- 2]	_____	very low

78. How is the morale of the *other* soldiers in your unit?

[+ 2]	_____	Very high
[+ 1]	_____	High
[0]	_____	Borderline
[- 1]	_____	Low
[- 2]	_____	Very low

79. Overall, how do you feel about Army life?

[+ 2]	_____	Like a lot
[+ 1]	_____	Like
[0]	_____	Borderline
[- 1]	_____	Dislike
[- 2]	_____	Dislike a lot

80. Would you encourage civilian friends to enlist in the Army?

[+ 2]	_____	Definitely yes
[+ 1]	_____	Probably yes
[0]	_____	Maybe
[- 1]	_____	Probably no
[- 2]	_____	Definitely no

81. How do you feel at this time about reenlisting in the Army?

[+ 2]	_____	Strongly for
[+ 1]	_____	Somewhat for
[0]	_____	Borderline
[- 1]	_____	Somewhat against
[- 2]	_____	Strongly against

82. Do you think your unit commander will try to use the information from this survey to improve your unit?

[+ 2]	_____	Definitely yes
[+ 1]	_____	Probably yes
[0]	_____	Maybe
[- 1]	_____	Probably no
[- 2]	_____	Definitely no