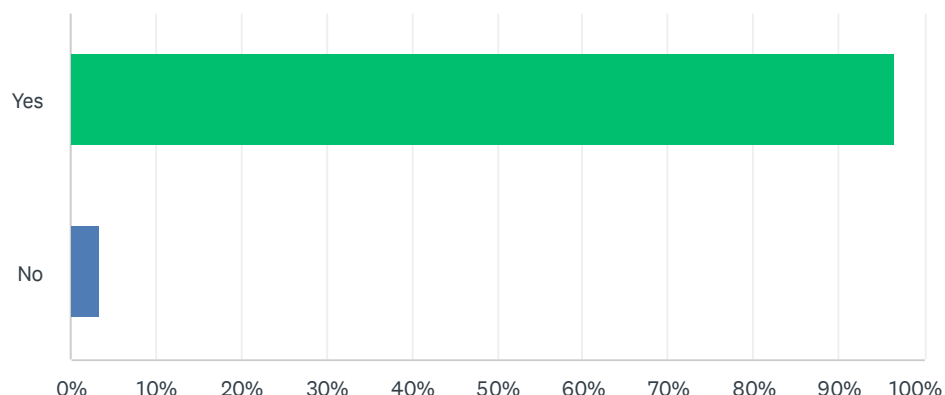


Q1 Before you begin the survey, please review the required informed consent below. * You must be 18 years or older to participate in this survey.* It will take approximately 45-60 minutes to complete the survey depending upon your level of engagement.* Your participation is completely voluntary. There is no compensation, financial or otherwise, for your participation.* Your participation in the research is confidential. No one, other than the researcher, will ever know the names of individuals participating in this survey.* Your name will not be associated with your answers. All survey data will be reported in the aggregate.* Data will not be coded in any identifiable way.* Information gathered in this survey may be used in presentations and publications.* Individual survey responses will be accessible only to Team Training Associates (Dr. Eric Murray).* Risks of participation in the survey are not greater, considering probability and magnitude, than those ordinarily encountered in daily life. * You may choose not to complete the survey. You may decline to accept this Informed Consent, ending this web session before the survey begins, OR you may close your web browser at any time during the process of taking the survey, in which case your answers will not be recorded.* By participating in this survey, you may add to the existing knowledge base concerning the command climate within law enforcement organizations.I wish to continue with the survey

Answered: 237 Skipped: 0

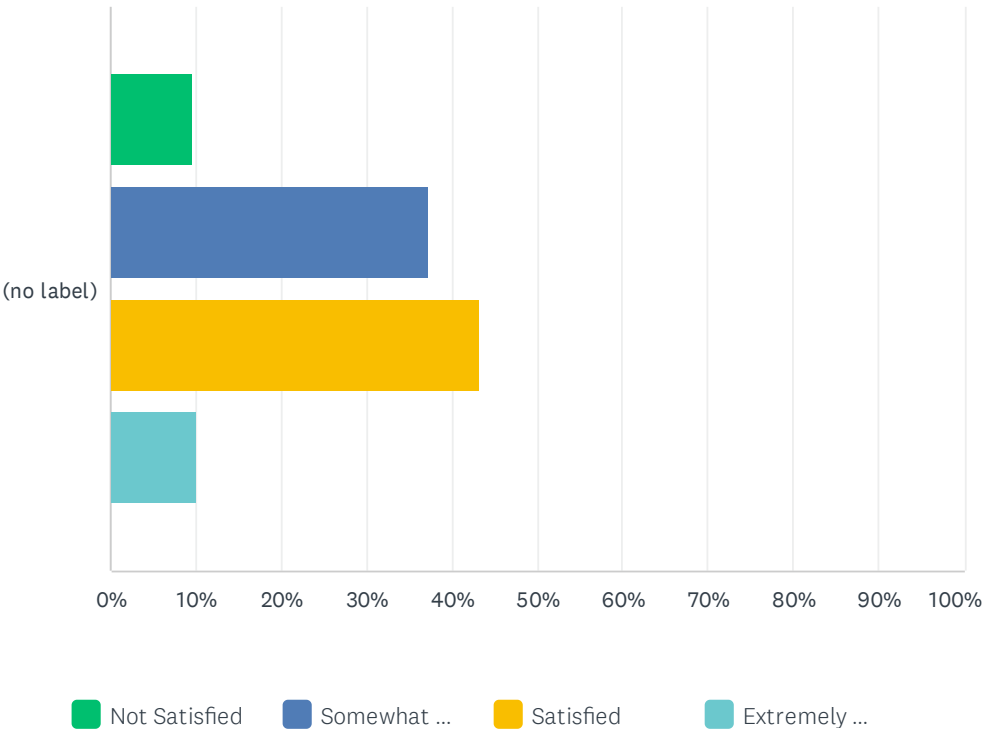


Montana Highway Patrol- Organizational Climate Assessment-2024

ANSWER CHOICES	RESPONSES	
Yes	96.62%	229
No	3.38%	8
TOTAL		237

Q4 Are you satisfied at this stage of your career.....?

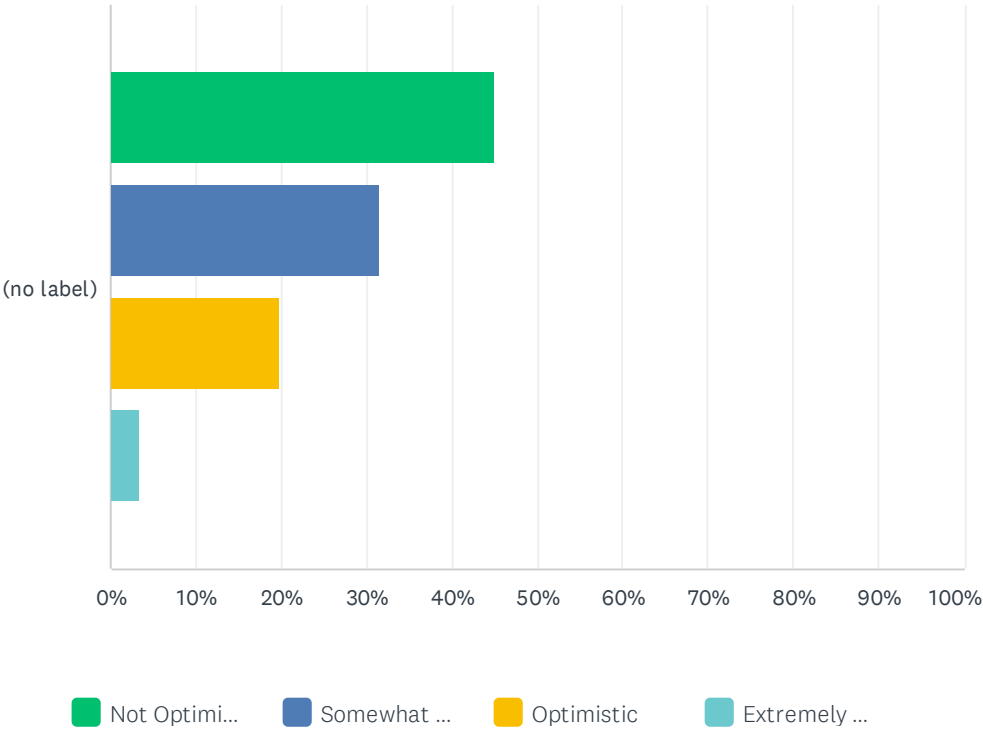
Answered: 231 Skipped: 6



	NOT SATISFIED	SOMEWHAT SATISFIED	SATISFIED	EXTREMELY SATISFIED	TOTAL	WEIGHTED AVERAGE
(no label)	9.52% 22	37.23% 86	43.29% 100	9.96% 23	231	1.54

Q5 Rate your level of Optimism for the current leadership and direction of the agency.

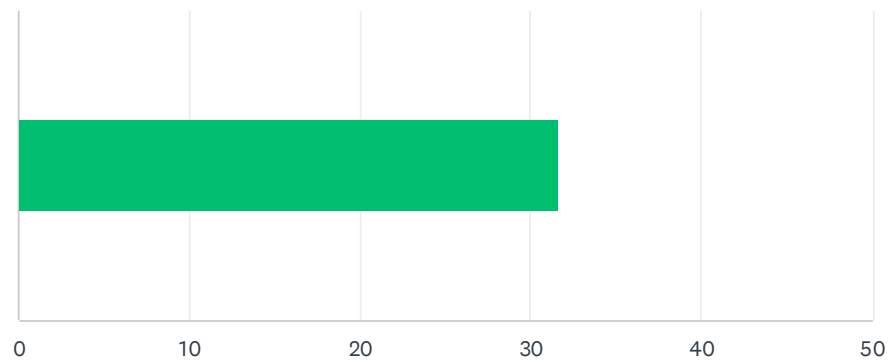
Answered: 231 Skipped: 6



	NOT OPTIMISTIC	SOMEWHAT OPTIMISTIC	OPTIMISTIC	EXTREMELY OPTIMISTIC	TOTAL	WEIGHTED AVERAGE
(no label)	45.02% 104	31.60% 73	19.91% 46	3.46% 8	231	0.82

Q6 On a scale of 1-10 how would you rate your current work unit's overall leadership effectiveness? 1 = Very Poor 10 = Extremely Effective

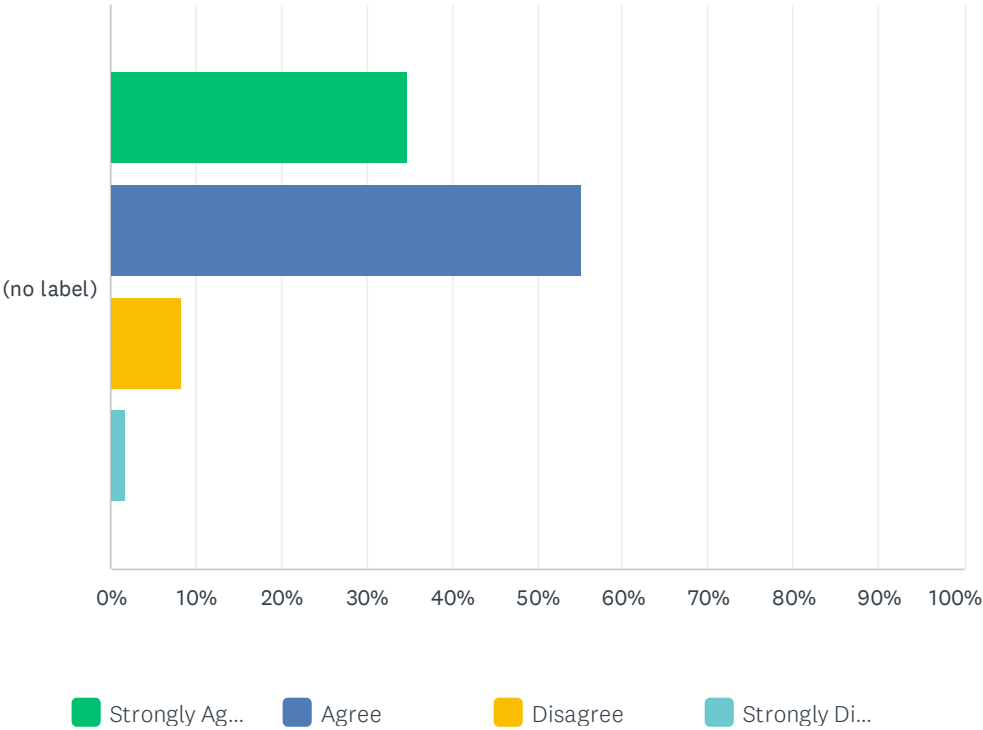
Answered: 230 Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6.7	1,541	230
Total Respondents: 230			

Q7 Select the choice that represents your level of agreement.I know what is expected of me at my work unit.

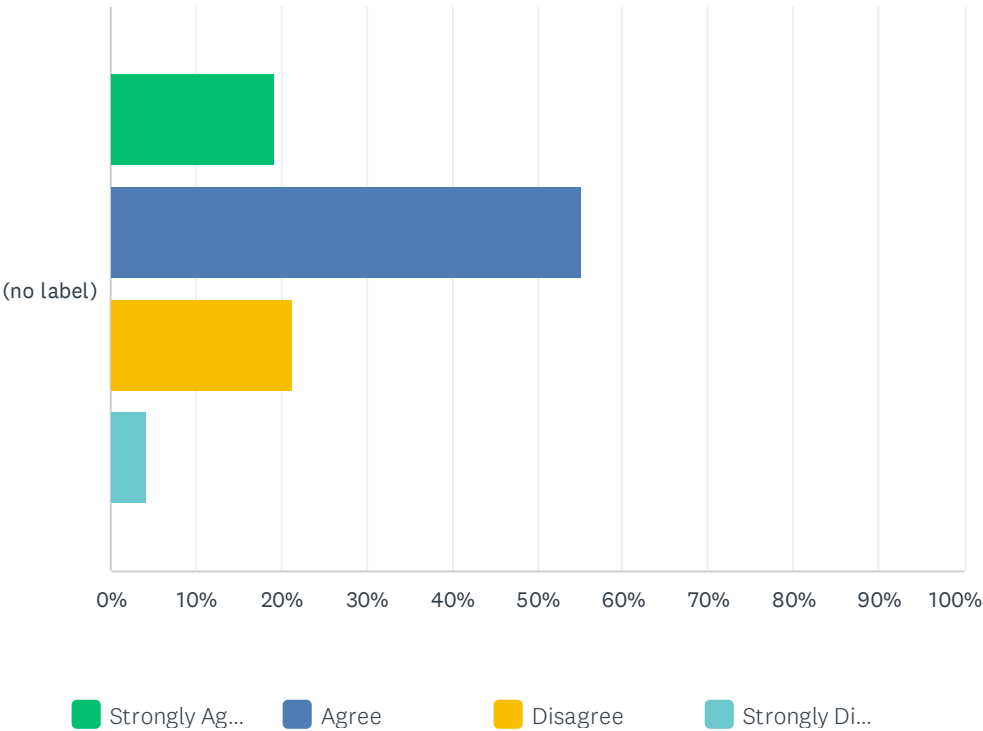
Answered: 230 Skipped: 7



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	34.78% 80	55.22% 127	8.26% 19	1.74% 4	230	2.23

Q8 My work unit supervisor helps me set work unit goals and objectives.

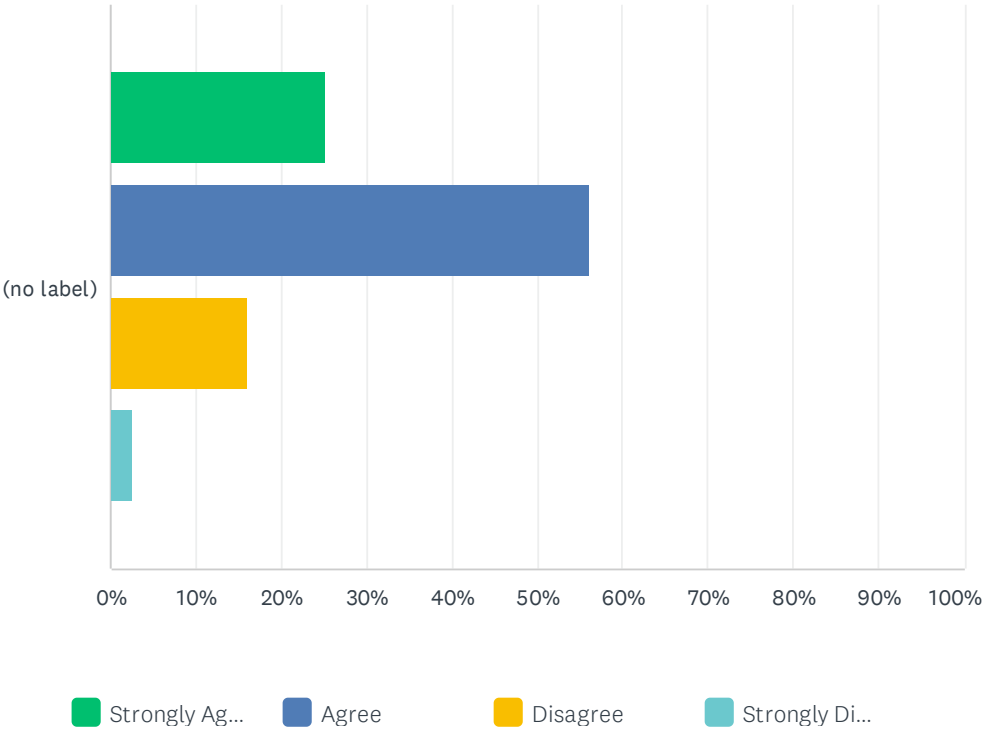
Answered: 230 Skipped: 7



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	19.13% 44	55.22% 127	21.30% 49	4.35% 10	230	1.89

Q9 I receive feedback from my work unit supervisor in relation to my work performance based upon expectations.

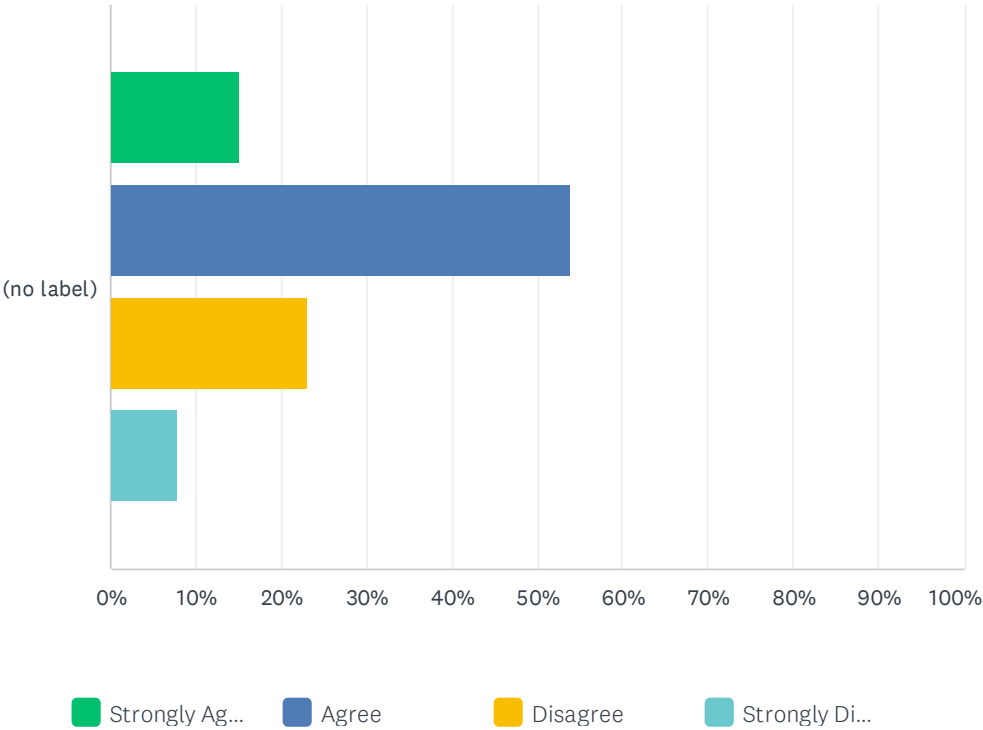
Answered: 230 Skipped: 7



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	25.22%	56.09%	16.09%	2.61%		
	58	129	37	6	230	2.04

Q10 Others in my work unit receive feedback and are held accountable for their actions.

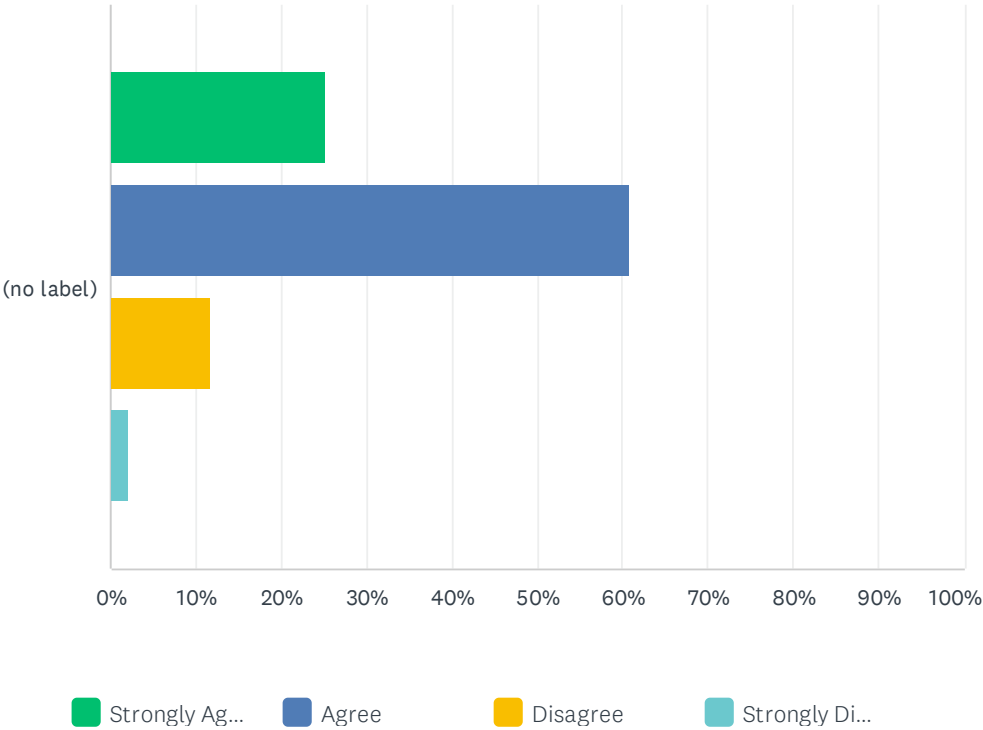
Answered: 230 Skipped: 7



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	15.22%	53.91%	23.04%	7.83%	230	1.77
	35	124	53	18		

Q11 My work unit supervisors and commander recognize and use the chain of command appropriately.

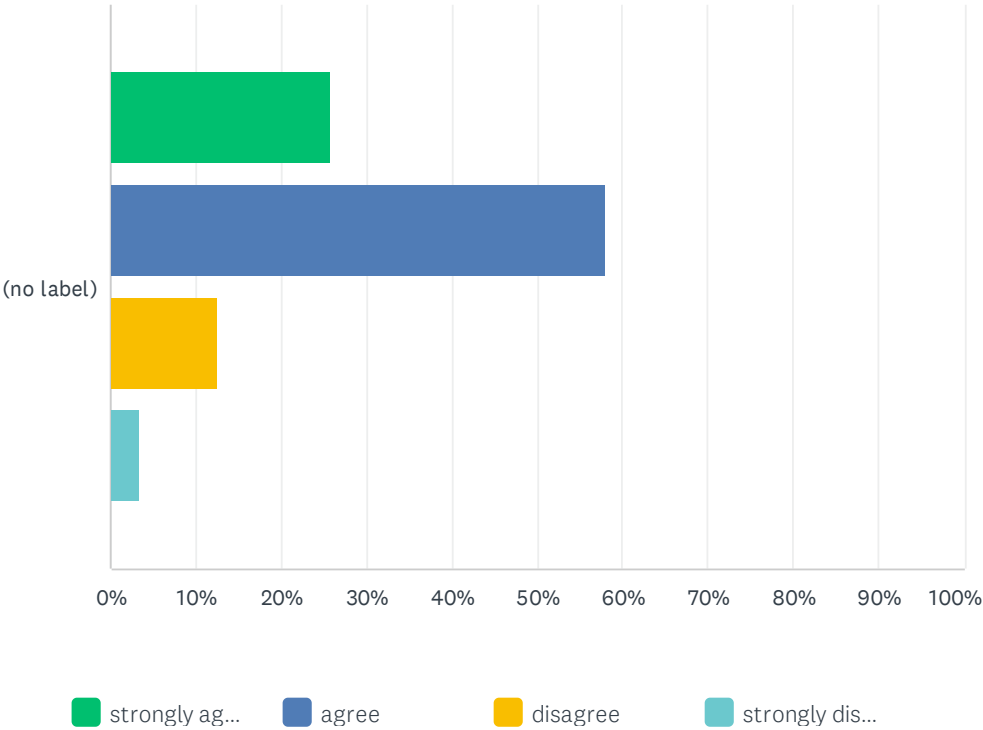
Answered: 230 Skipped: 7



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	25.22%	60.87%	11.74%	2.17%		
	58	140	27	5	230	2.09

Q12 Members in my work unit cooperate with each other in alignment with the mission.

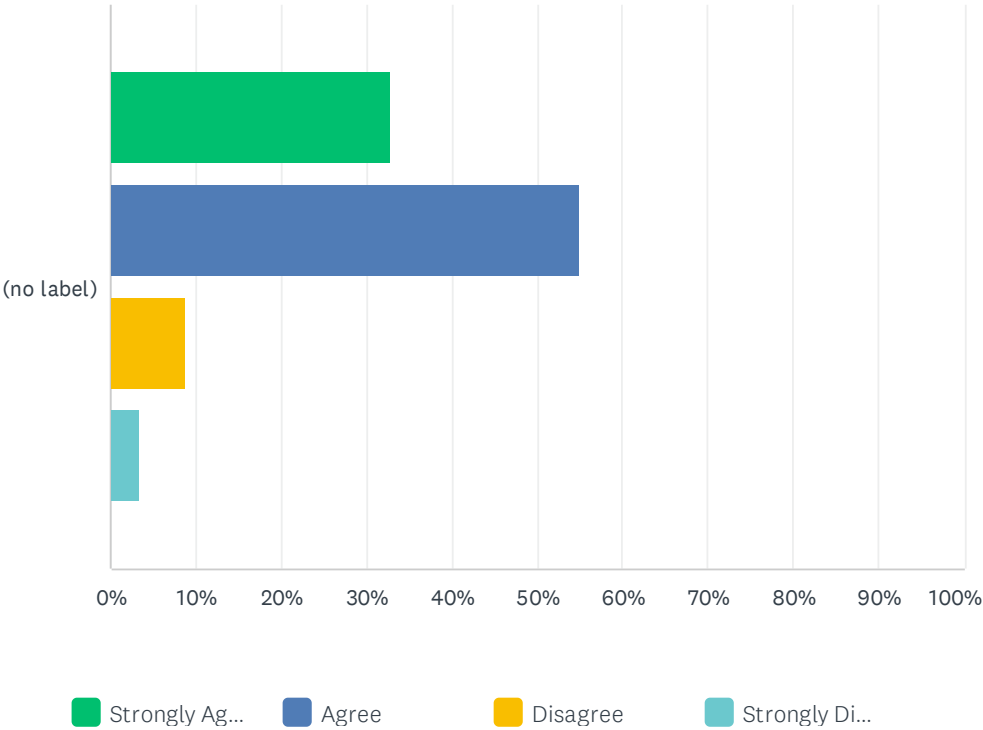
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	25.76%	58.08%	12.66%	3.49%	229	2.06
	59	133	29	8		

Q13 Generally speaking, my work unit peer group is trustworthy (can be counted on, what they say is true) with each other.

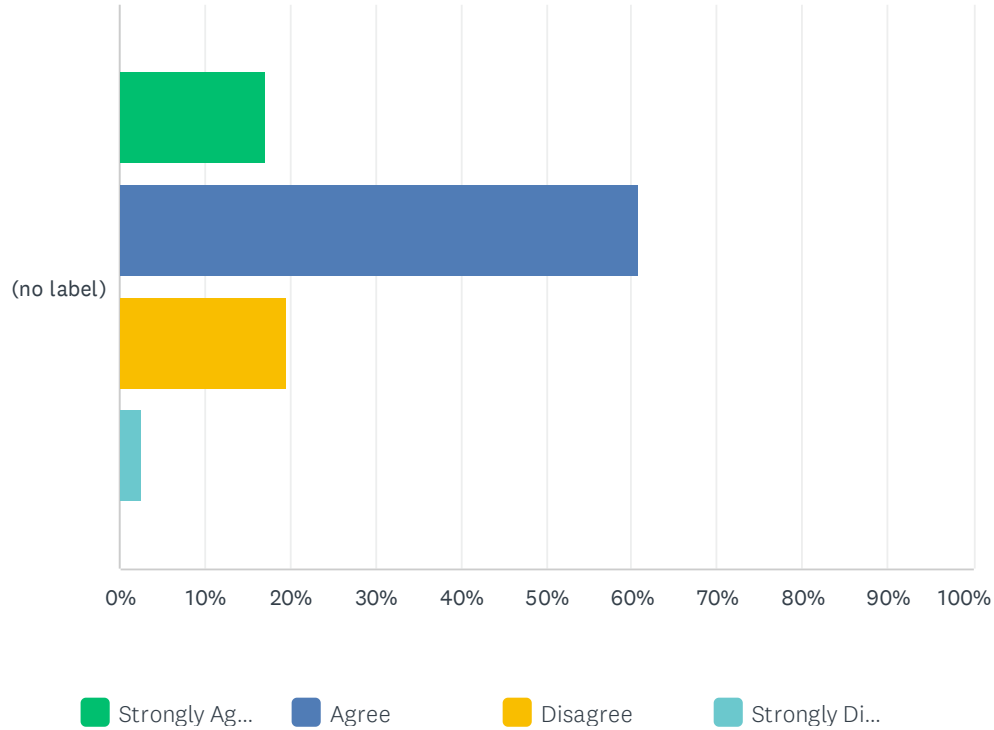
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	32.75% 75	55.02% 126	8.73% 20	3.49% 8	229	2.17

Q14 Others in my work unit demonstrate loyalty (provide positive support, allegiance, adhere to directives) to their superiors

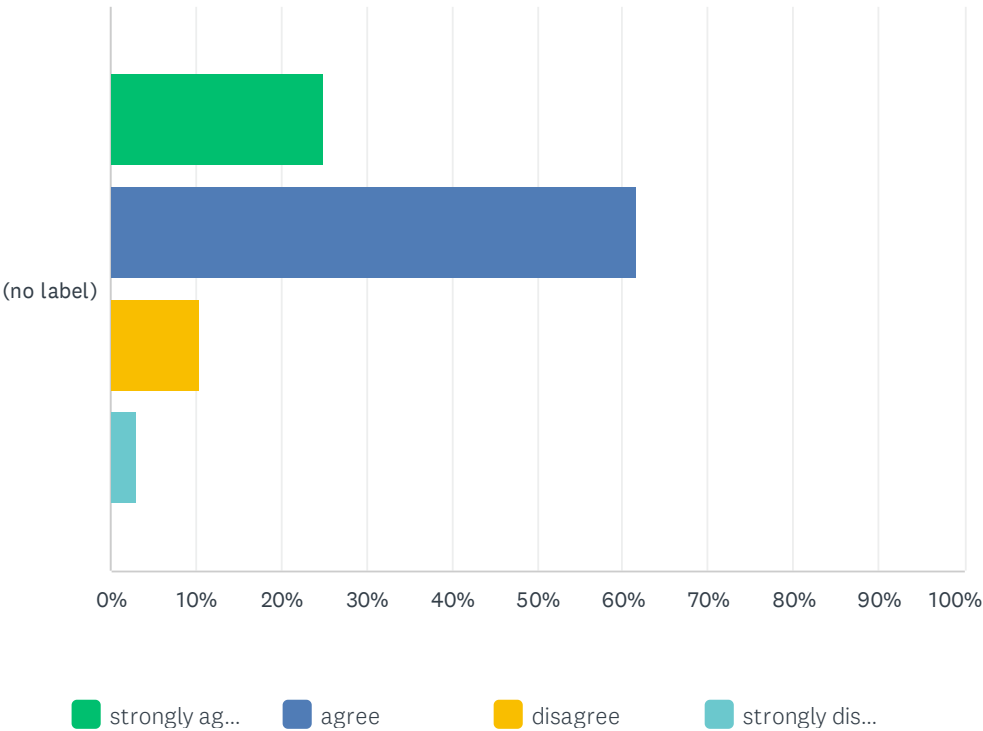
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	17.03%	60.70%	19.65%	2.62%	229	1.92
	39	139	45	6		

Q15 In the last year, I had opportunities to learn and grow at my work unit.

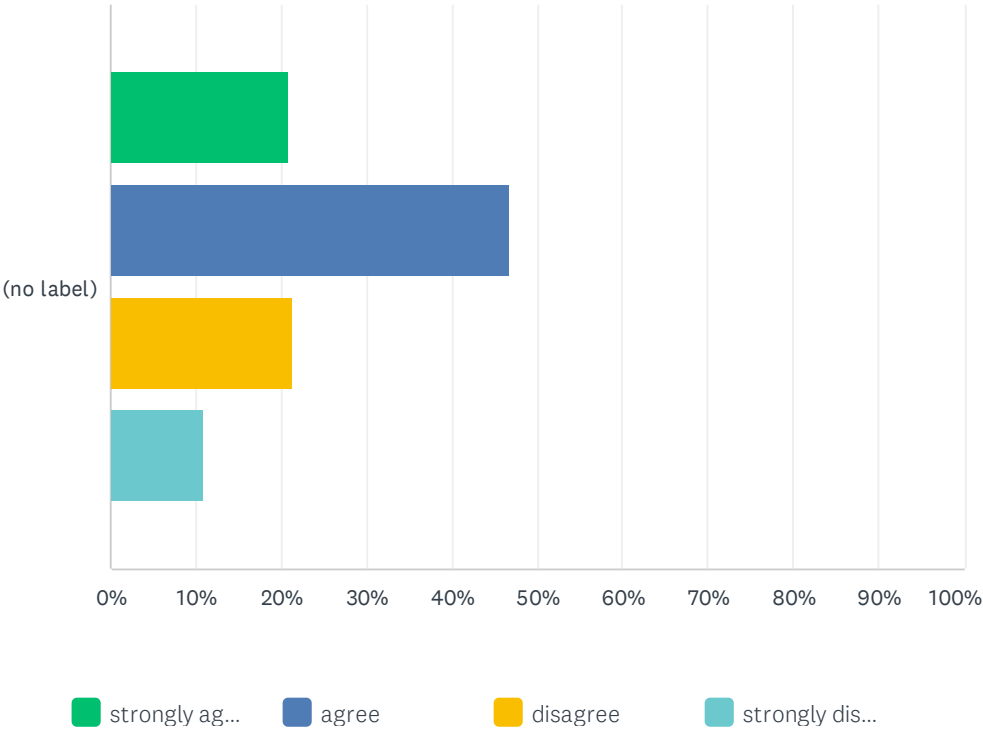
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	24.89% 57	61.57% 141	10.48% 24	3.06% 7	229	2.08

Q16 I feel supported and encouraged to continue my professional development and/or formal education.

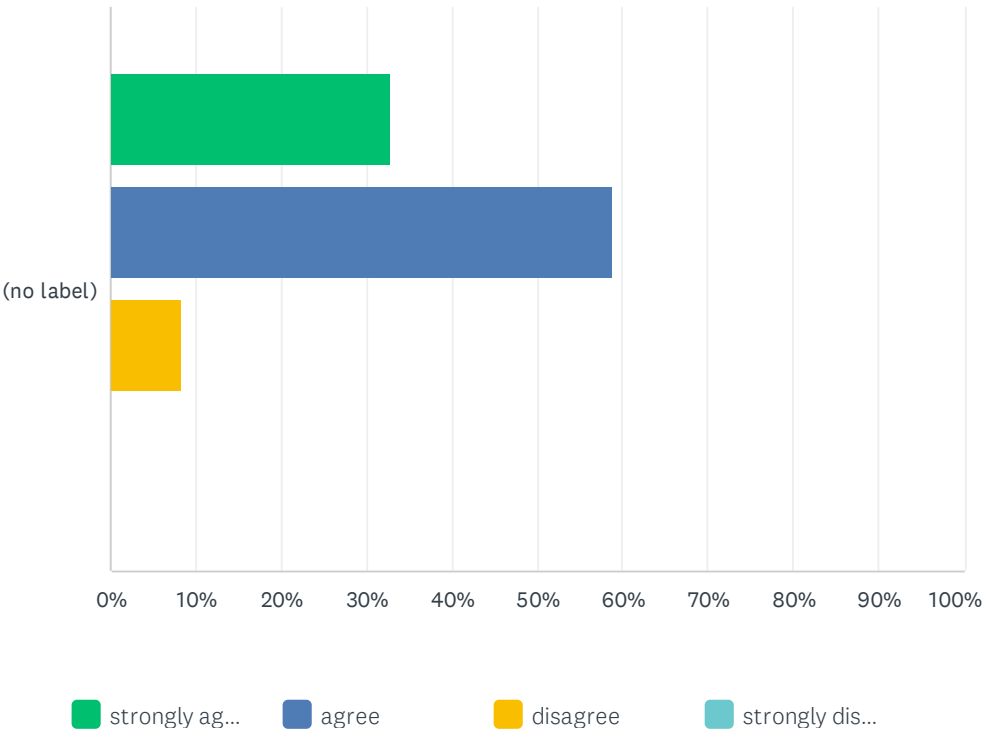
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	20.96% 48	46.72% 107	21.40% 49	10.92% 25	229	1.78

Q17 I seek out opportunities to improve my own professional development

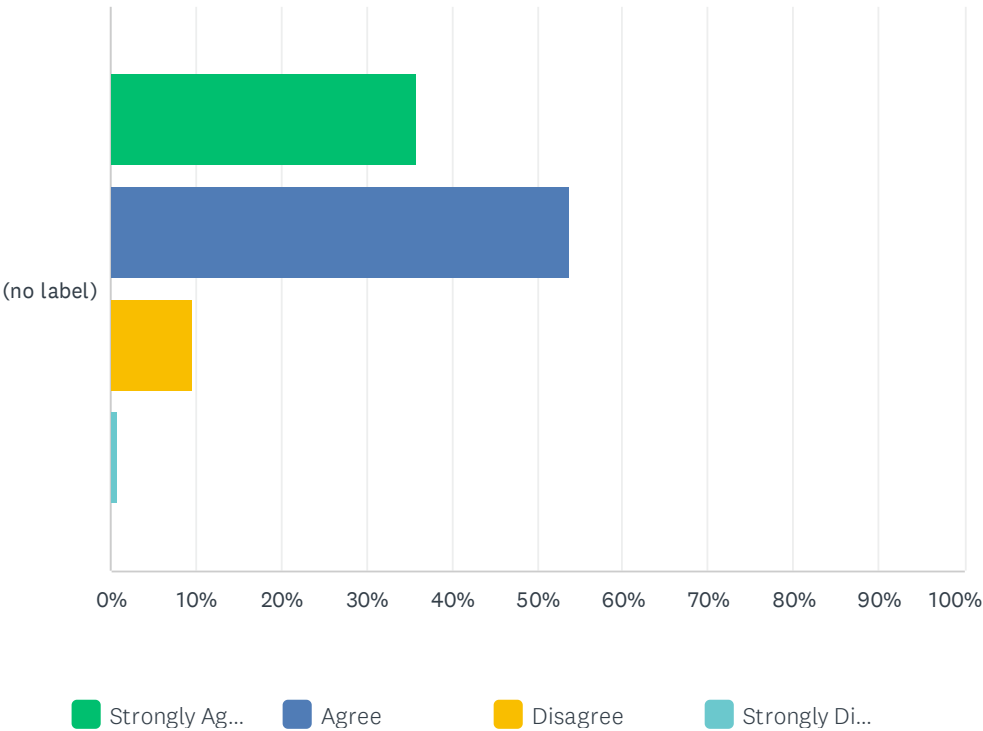
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	32.75% 75	58.95% 135	8.30% 19	0.00% 0	229	2.24

Q18 Members of my work unit demonstrate integrity on a regular basis.

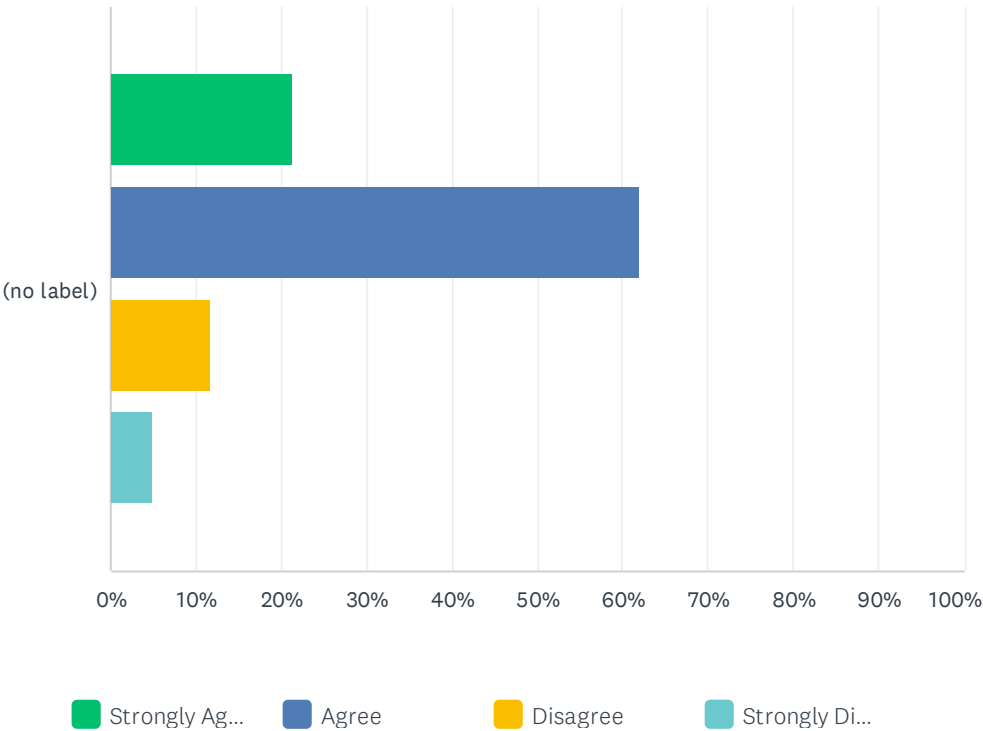
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	35.81% 82	53.71% 123	9.61% 22	0.87% 2	229	2.24

Q19 Members of my work unit demonstrate respect for each other.

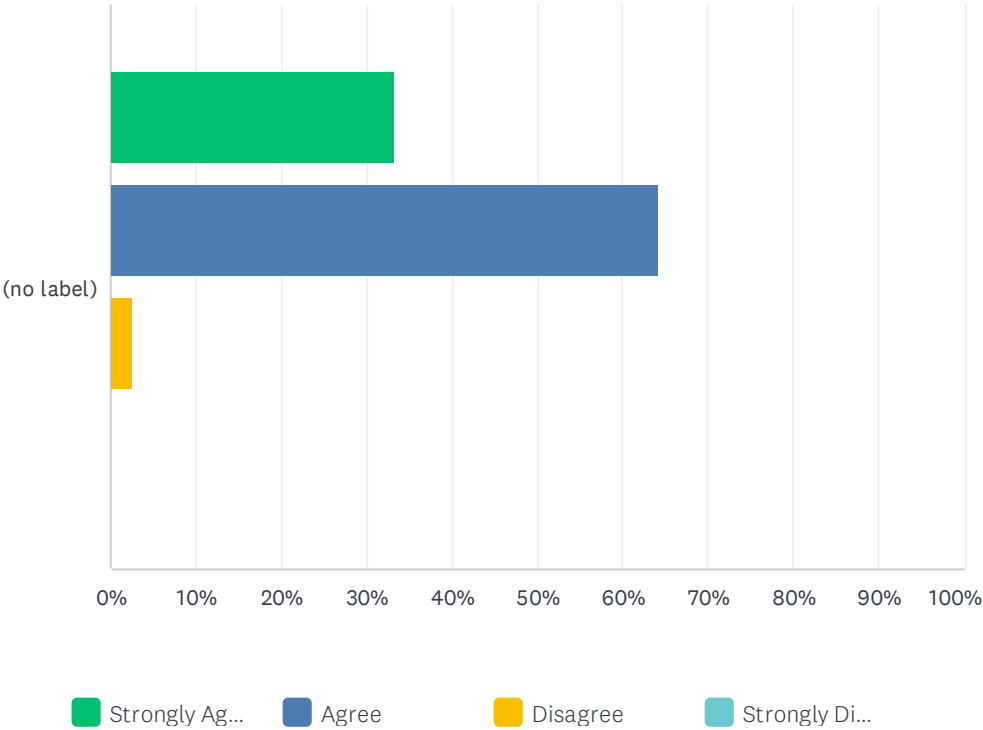
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	21.40% 49	62.01% 142	11.79% 27	4.80% 11	229	2.00

Q20 Members of my work unit demonstrate integrity, service, and respect for the public and other public safety partners.

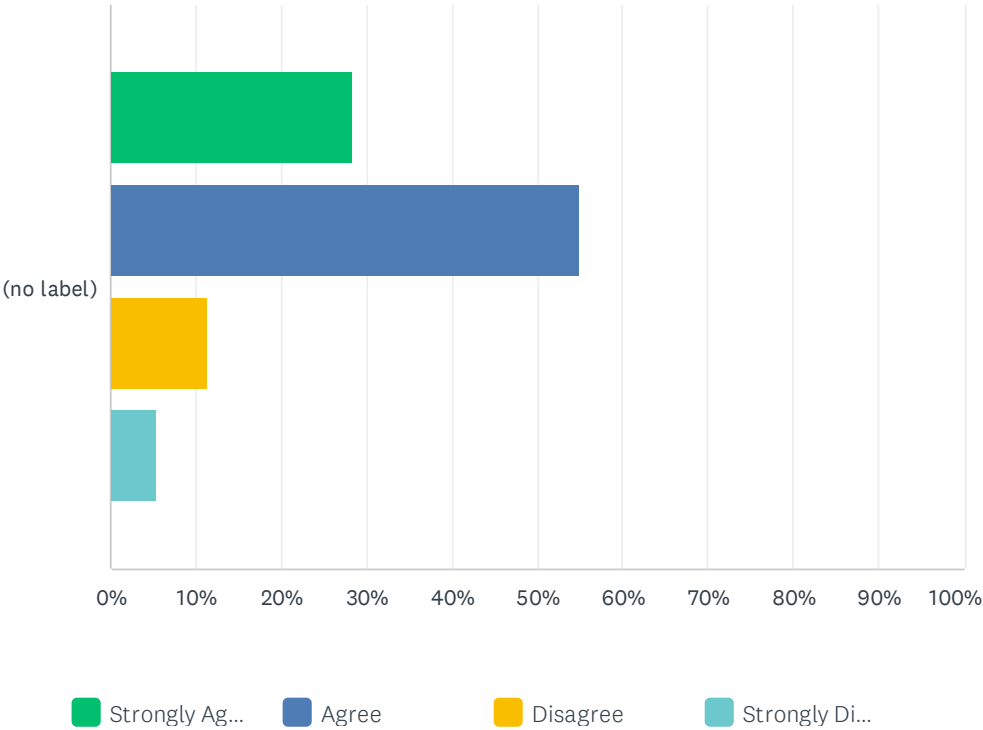
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	33.19%	64.19%	2.62%	0.00%		
	76	147	6	0	229	2.31

Q21 Leaders at my work unit demonstrate respect and professionalism for the members.

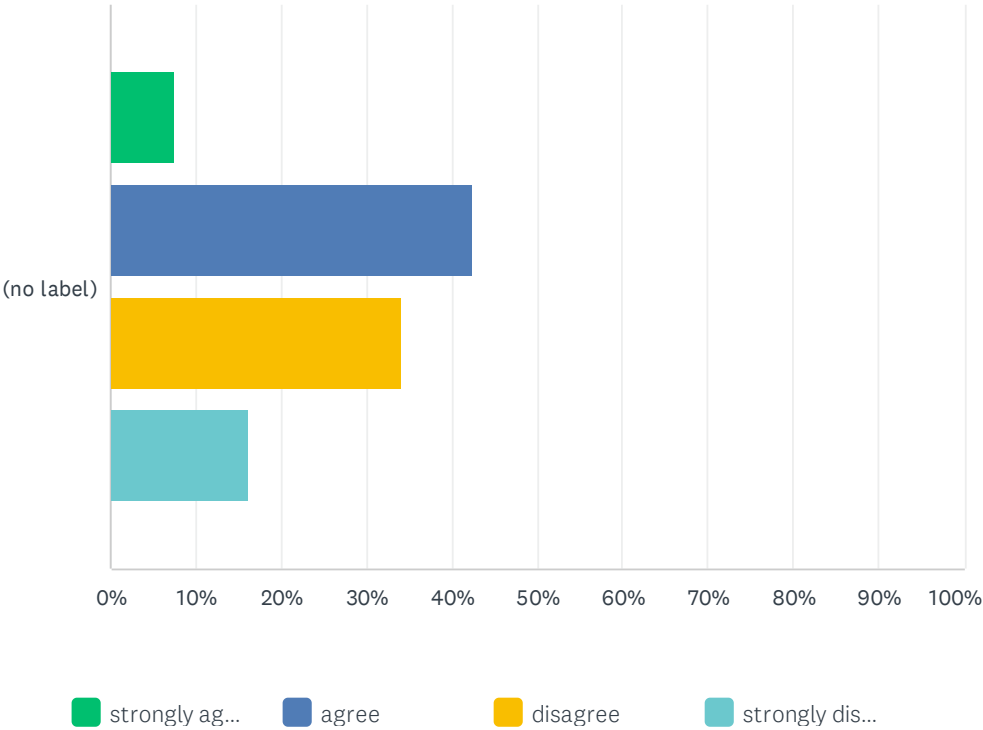
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	28.38%	55.02%	11.35%	5.24%	229	2.07
	65	126	26	12		

Q22 The agency adequately addresses and supports efforts to help me maintain my mental and physical well-being.

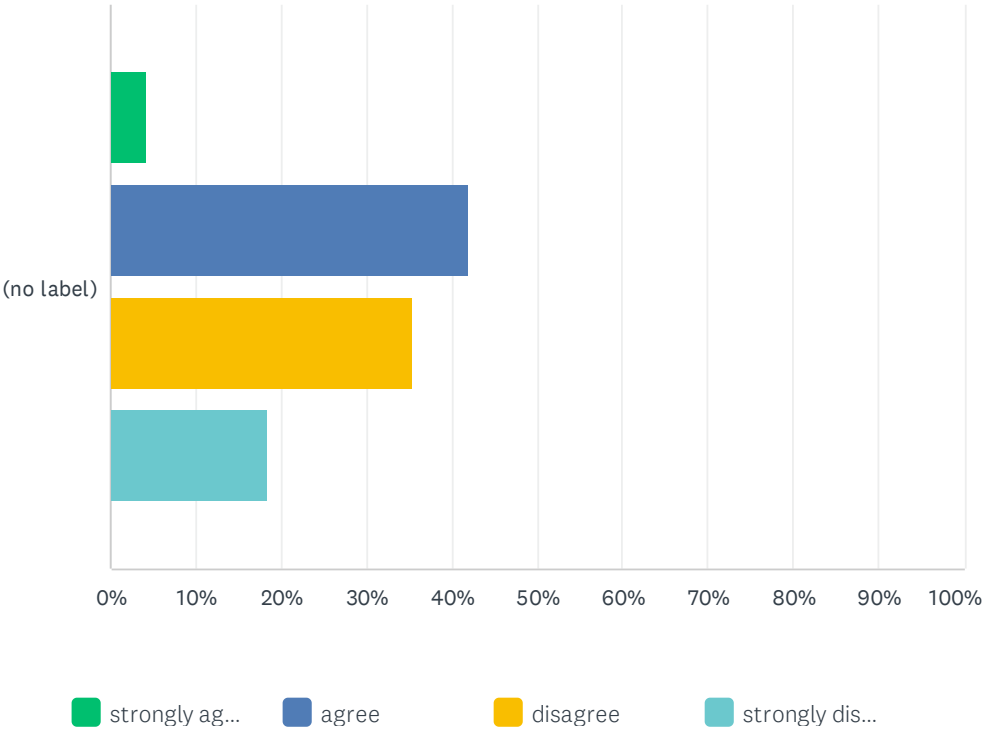
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	7.42% 17	42.36% 97	34.06% 78	16.16% 37	229	1.41

Q23 The agency provides adequate supports/resources to help my family manage the stressors of the job should they need it.

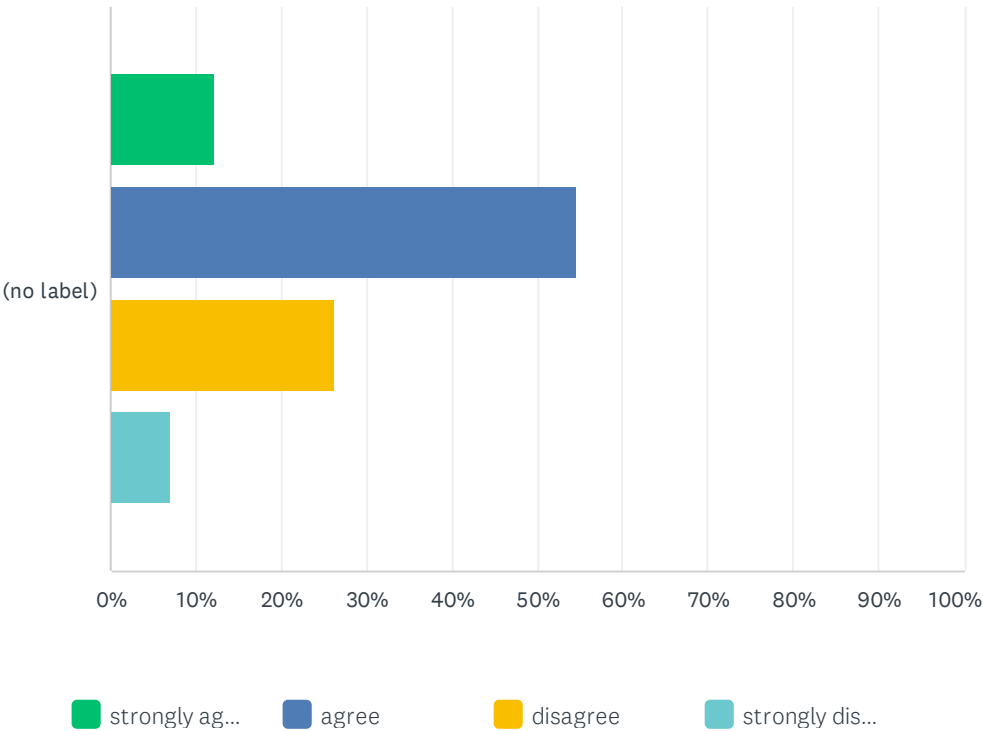
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.37%	41.92%	35.37%	18.34%	229	1.32
	10	96	81	42		

Q24 My overall sense of personal job satisfaction is high at my work unit.

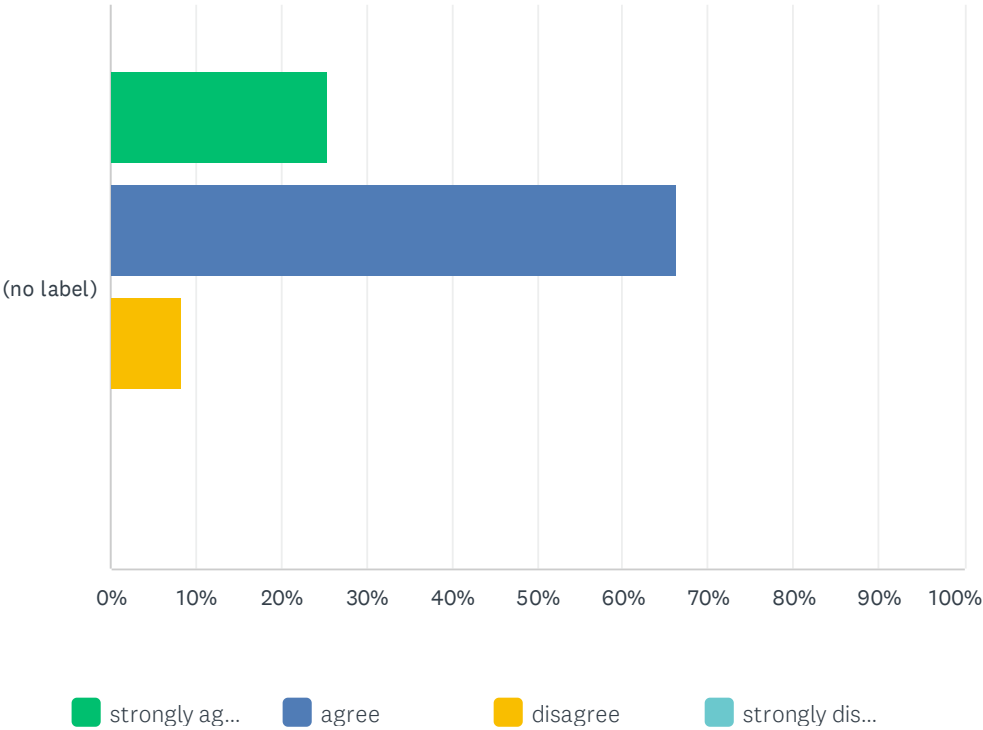
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.23% 28	54.59% 125	26.20% 60	6.99% 16	229	1.72

Q25 Members in my work unit conduct themselves as professionals with each other and the public.

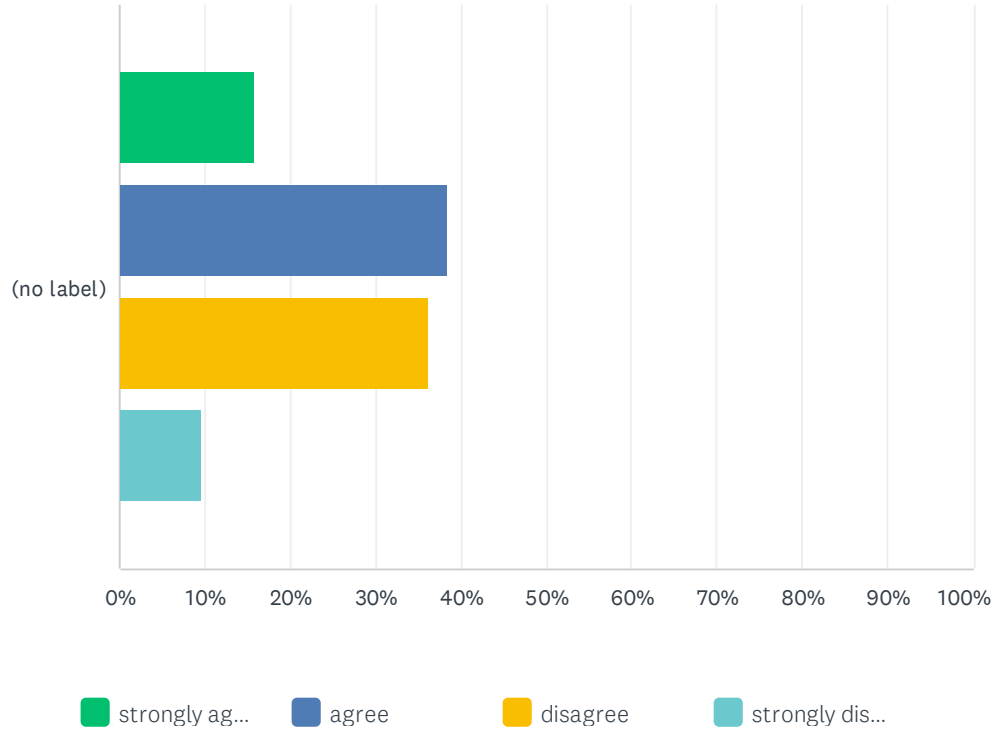
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	25.33%	66.38%	8.30%	0.00%		
	58	152	19	0	229	2.17

Q26 I have observed leaders in my work unit speak negatively about other agency members and/or the organization.

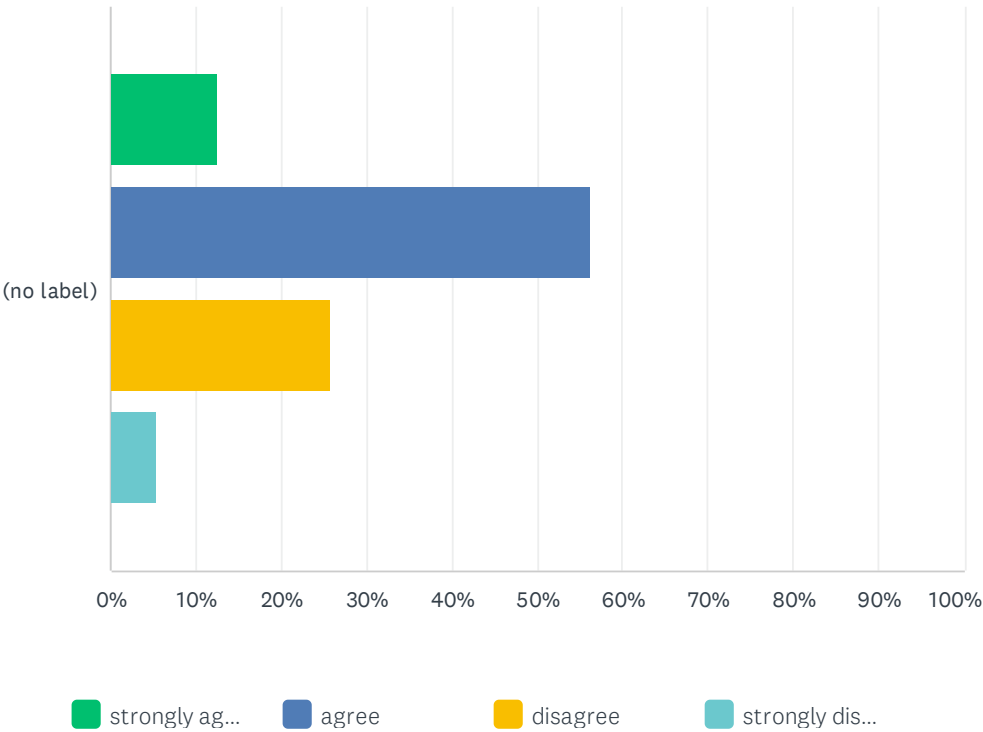
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	15.72% 36	38.43% 88	36.24% 83	9.61% 22	229	1.40

Q27 I have no problem speaking up when I observe other work unit members speaking poorly about the agency or other co-workers.

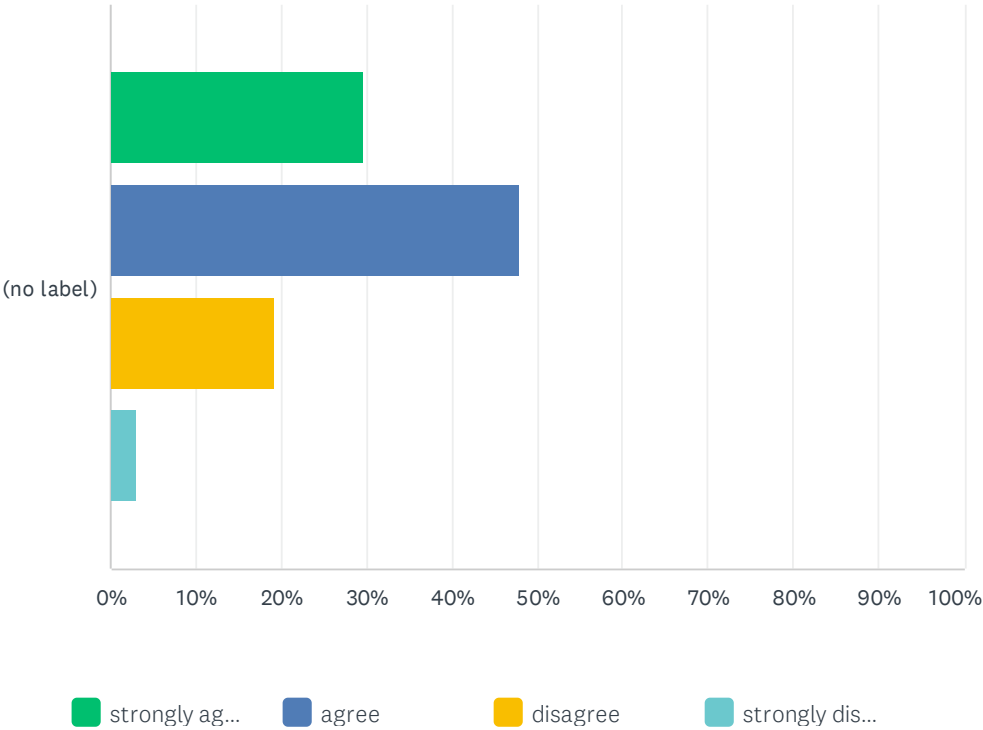
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.66% 29	56.33% 129	25.76% 59	5.24% 12	229	1.76

Q28 My work unit supervisor demonstrates proficiency in the way they manage and lead.

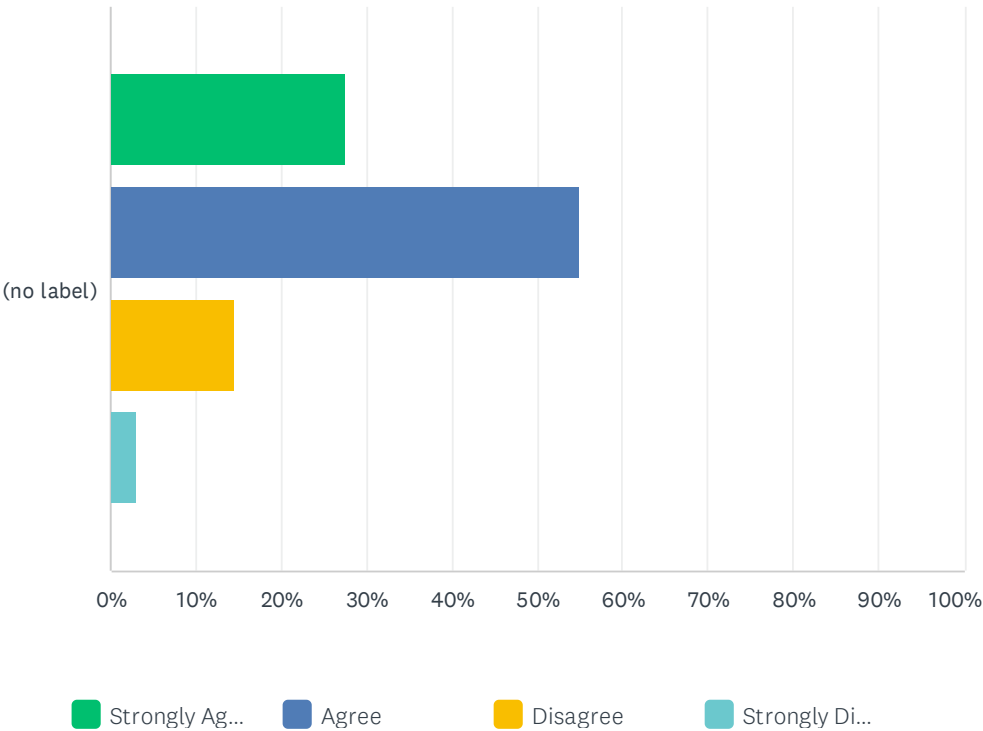
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	29.69% 68	48.03% 110	19.21% 44	3.06% 7	229	2.04

Q29 Work unit leaders support my ongoing professional development.

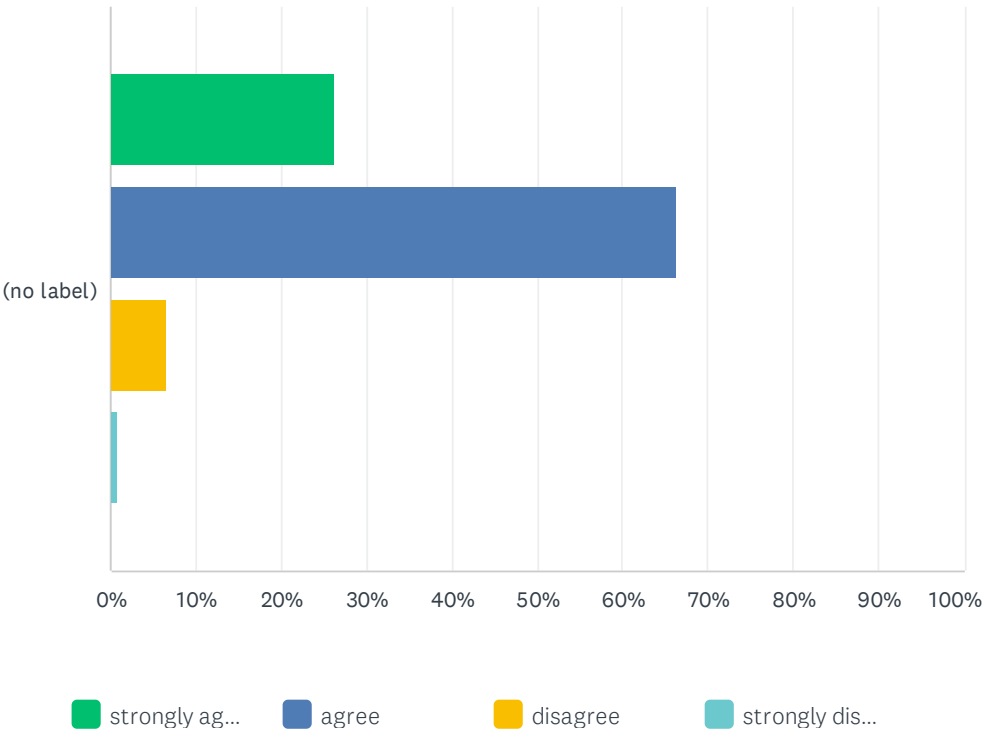
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	27.51% 63	55.02% 126	14.41% 33	3.06% 7	229	2.07

Q30 The people that I work with demonstrate technical expertise in their areas of responsibility

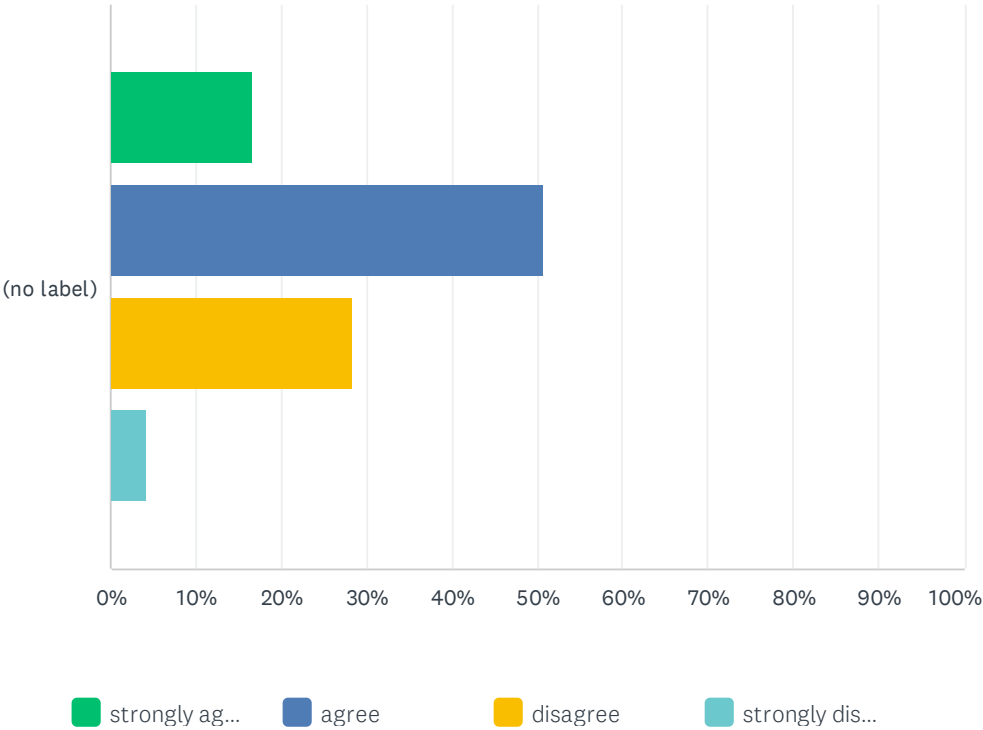
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	26.20%	66.38%	6.55%	0.87%	229	2.18
	60	152	15	2		

Q31 I receive relevant training on a regular basis that helps me do my job better.

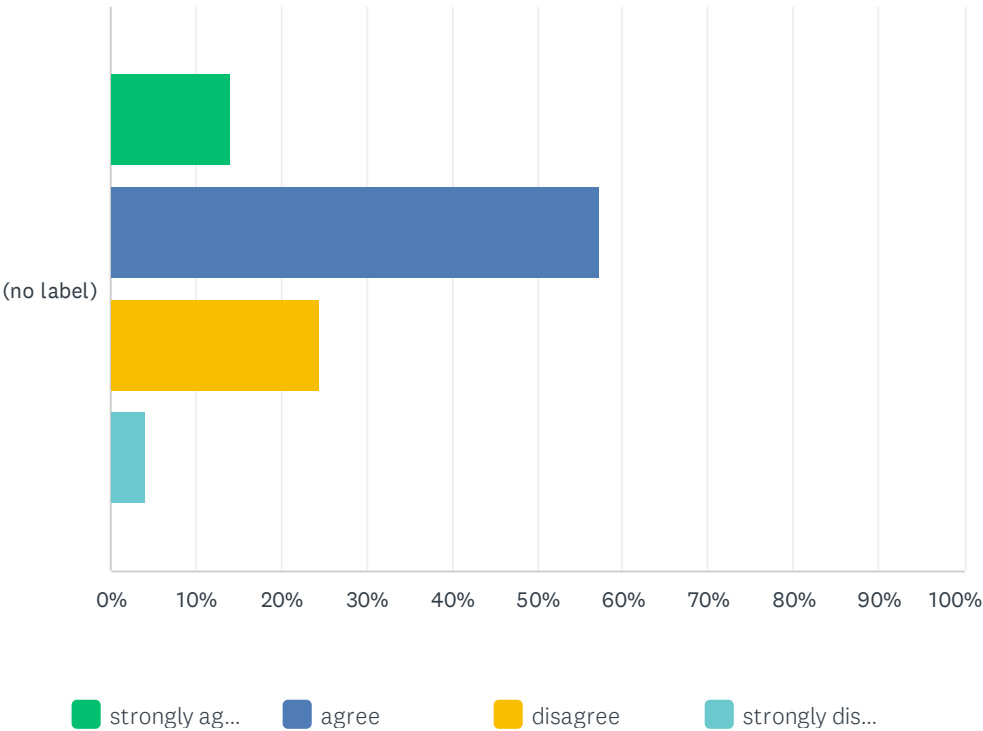
Answered: 229 Skipped: 8



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	16.59%	50.66%	28.38%	4.37%	229	1.79
	38	116	65	10		

Q32 I receive adequate mission-relevant information to do my job.

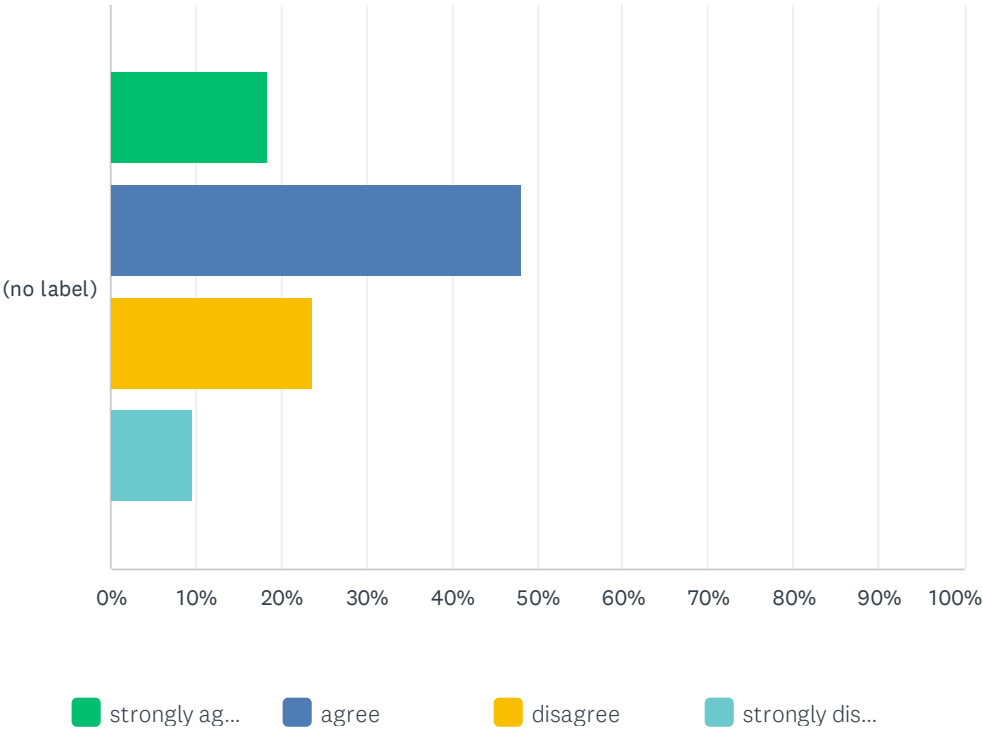
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.04% 32	57.46% 131	24.56% 56	3.95% 9	228	1.82

Q33 People in my work unit are comfortable bringing up controversial issues

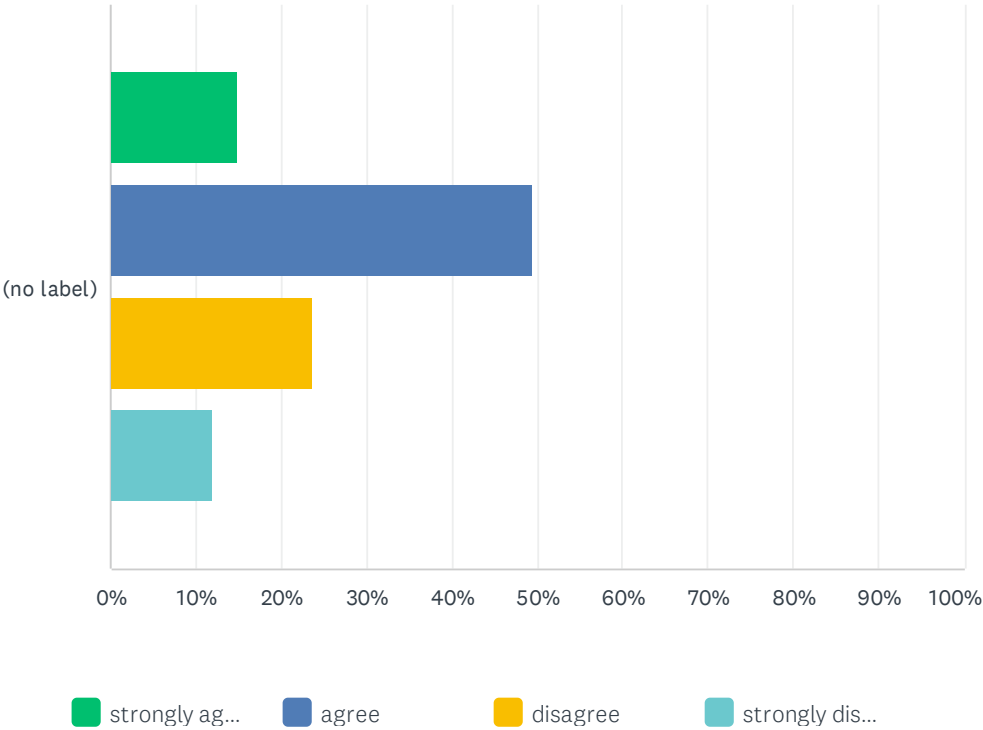
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	18.42%	48.25%	23.68%	9.65%	228	1.75
	42	110	54	22		

Q34 I have a professionally safe workplace where my input is respected and valued.

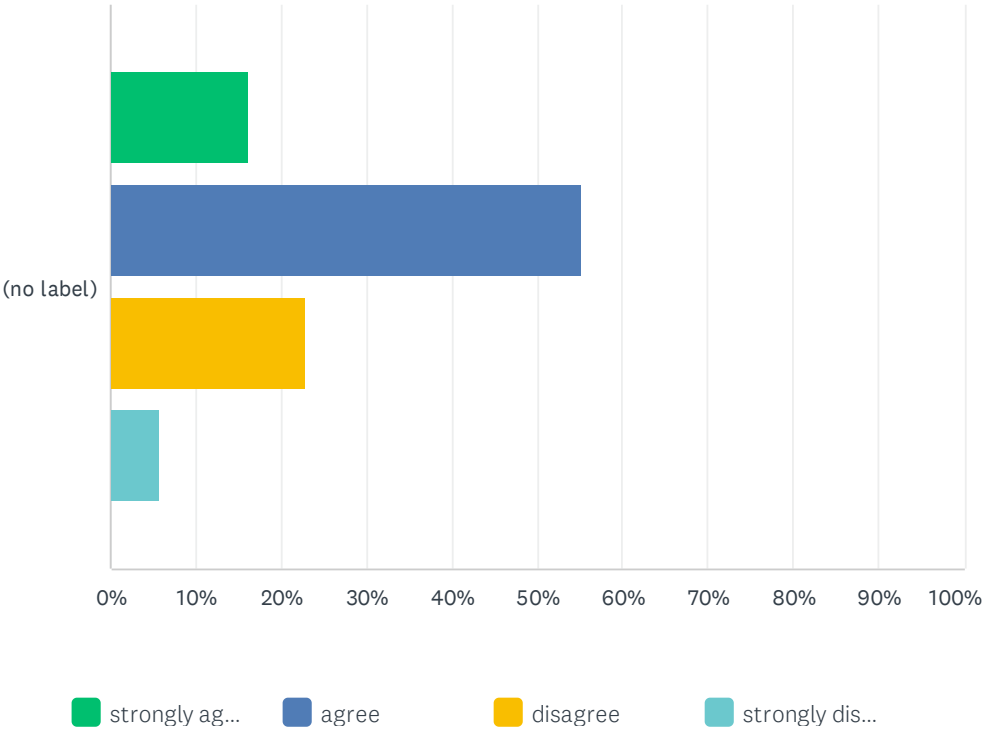
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.91%	49.56%	23.68%	11.84%	228	1.68
	34	113	54	27		

Q35 My work unit supervisor lets me know how my work contributes to the organization's overall mission and goals

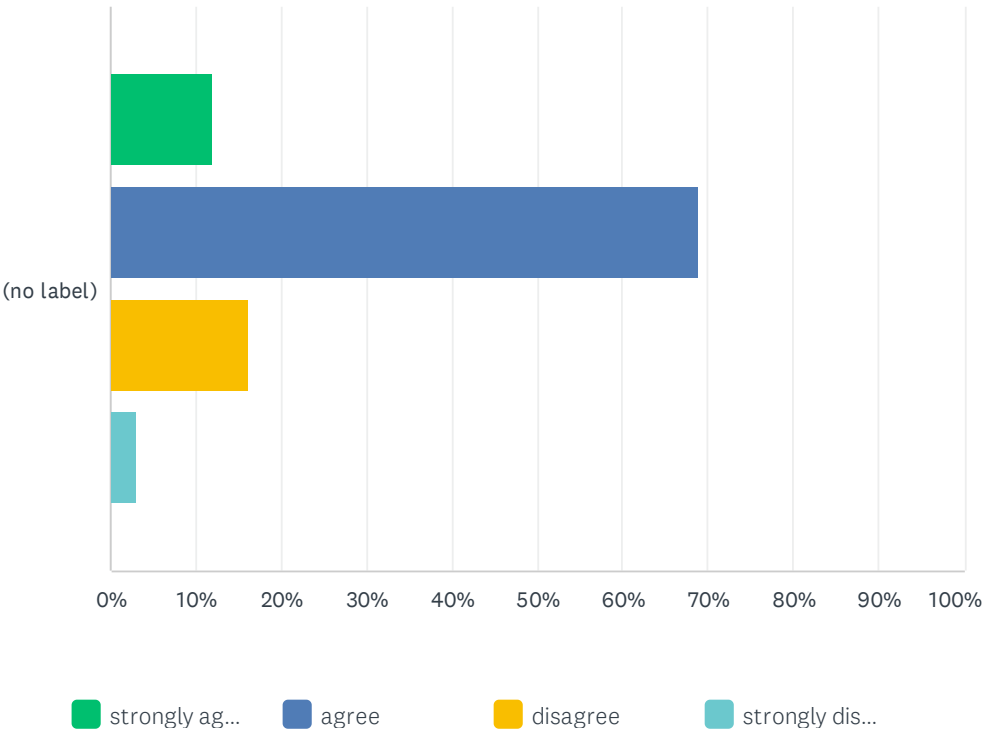
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	16.23%	55.26%	22.81%	5.70%	228	1.82
	37	126	52	13		

Q36 Members of my work unit provide accurate and timely information up the chain of command so our leaders can make good decisions.

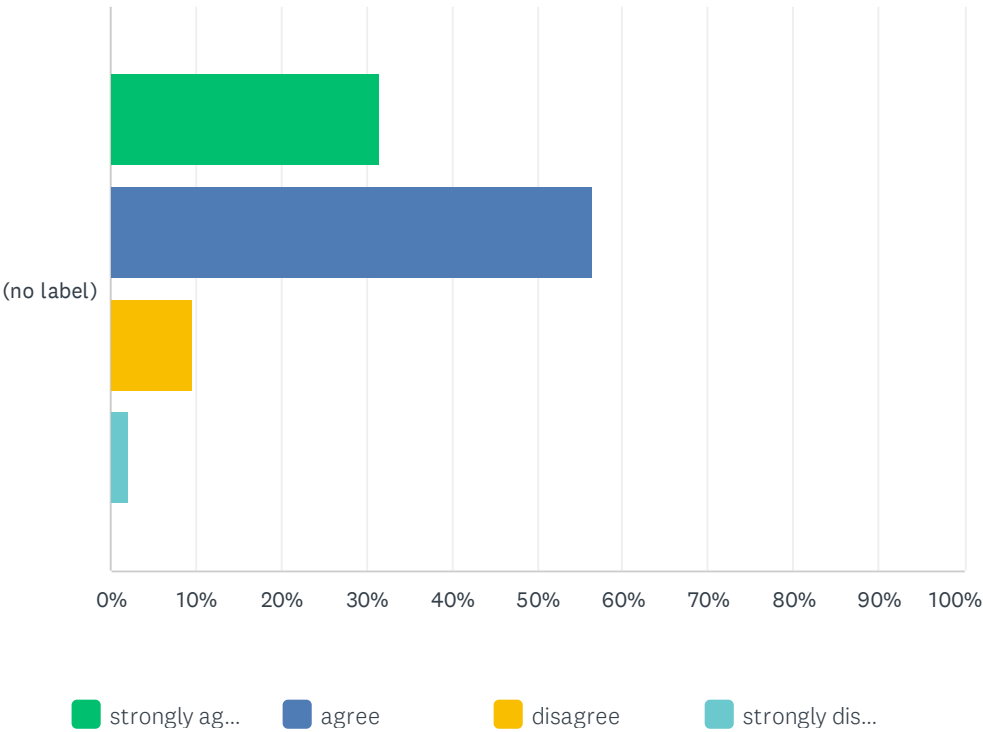
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	11.84%	68.86%	16.23%	3.07%	228	1.89
	27	157	37	7		

Q37 I am comfortable seeking feedback from senior work unit personnel and look for opportunities to learn and develop

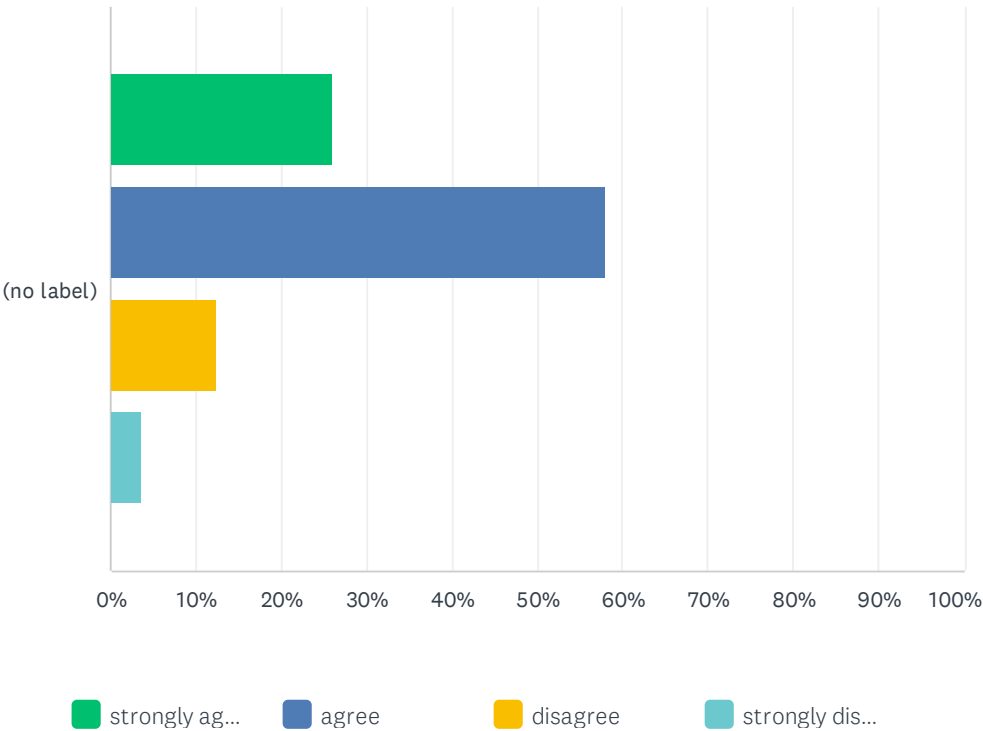
Answered: 228 Skipped: 9



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	31.58%	56.58%	9.65%	2.19%	228	2.18
	72	129	22	5		

Q38 I have the materials and equipment to do my job right at my work unit.

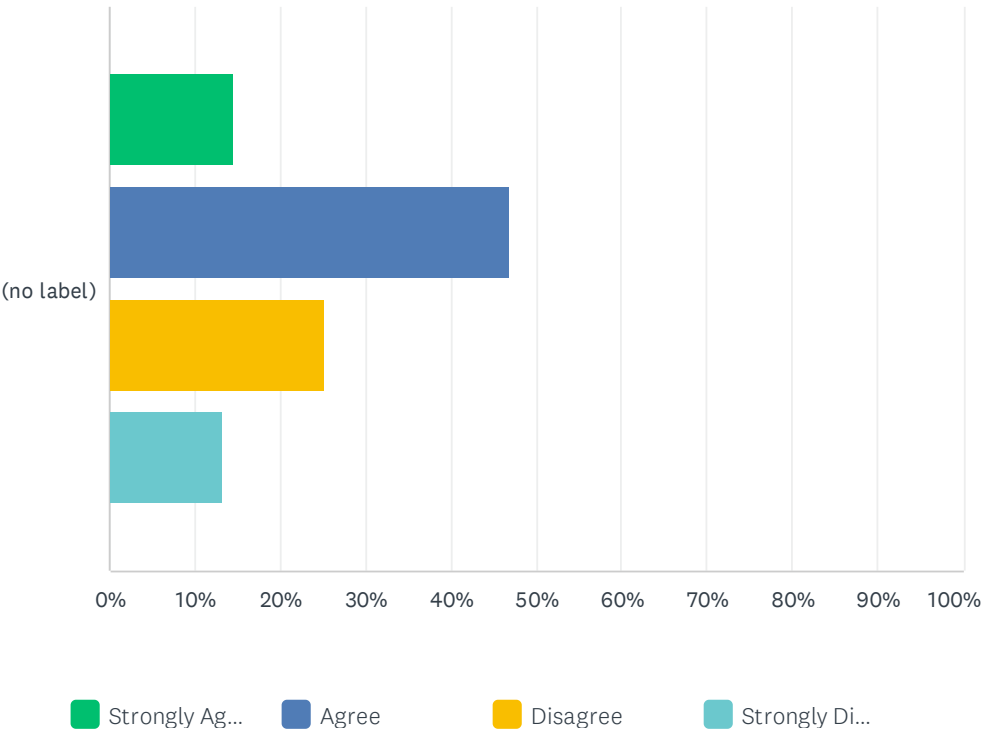
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	26.11% 59	57.96% 131	12.39% 28	3.54% 8	226	2.07

Q39 I receive regular recognition or praise for doing good work

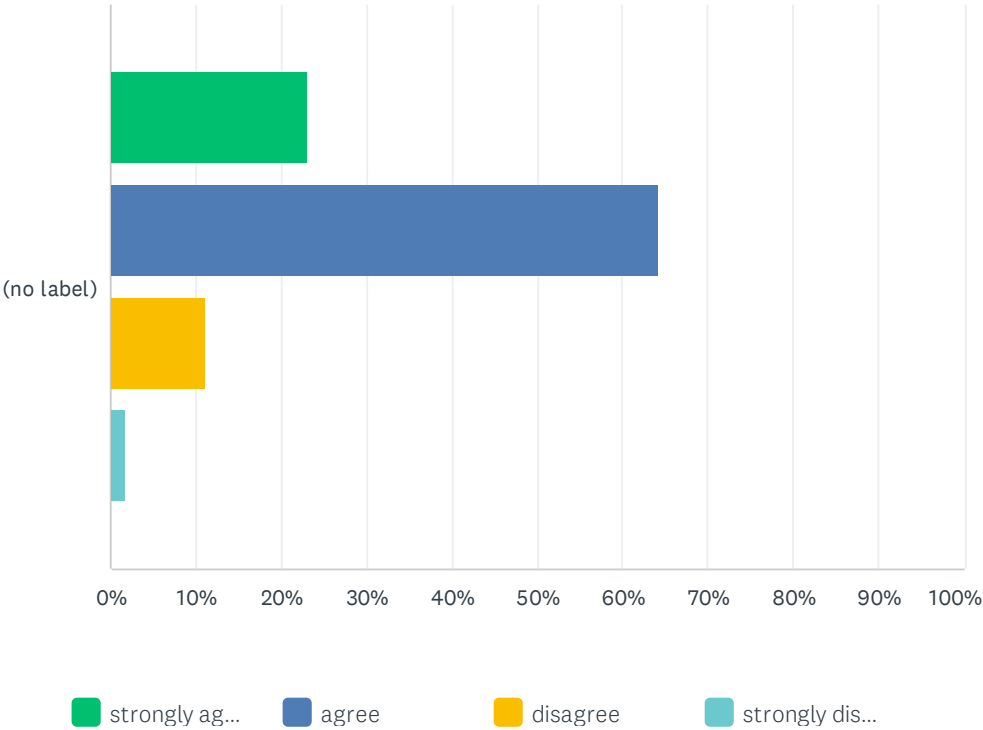
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.60% 33	46.90% 106	25.22% 57	13.27% 30	226	1.63

Q40 My work unit supervisor creates a work environment that helps me do my job

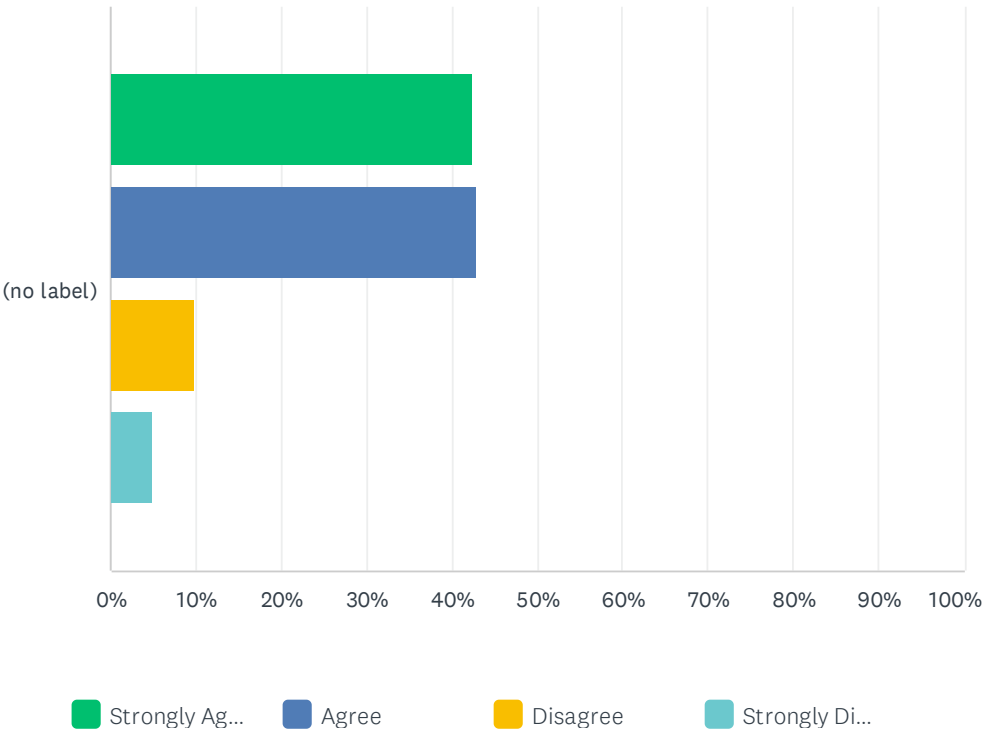
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	23.01%	64.16%	11.06%	1.77%		
	52	145	25	4	226	2.08

Q41 I have an overall sense of trust towards my immediate work unit supervisor

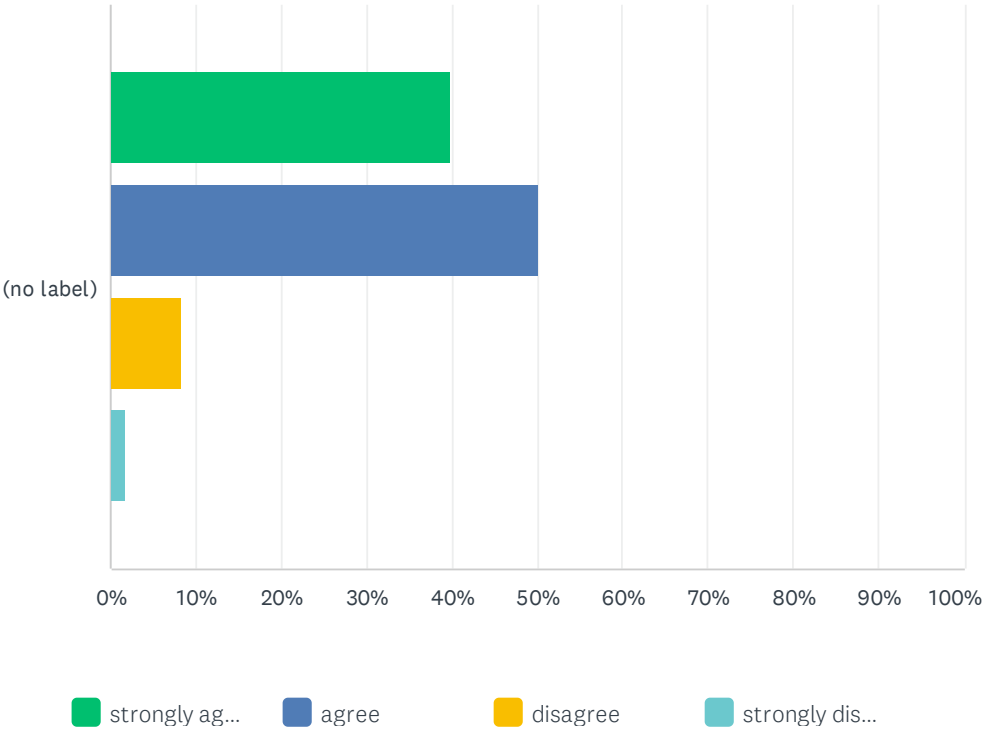
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	42.48% 96	42.92% 97	9.73% 22	4.87% 11	226	2.23

Q42 My work unit supervisor acts in authentic ways (what they say and do are credible and believable) in carrying out assigned duties.

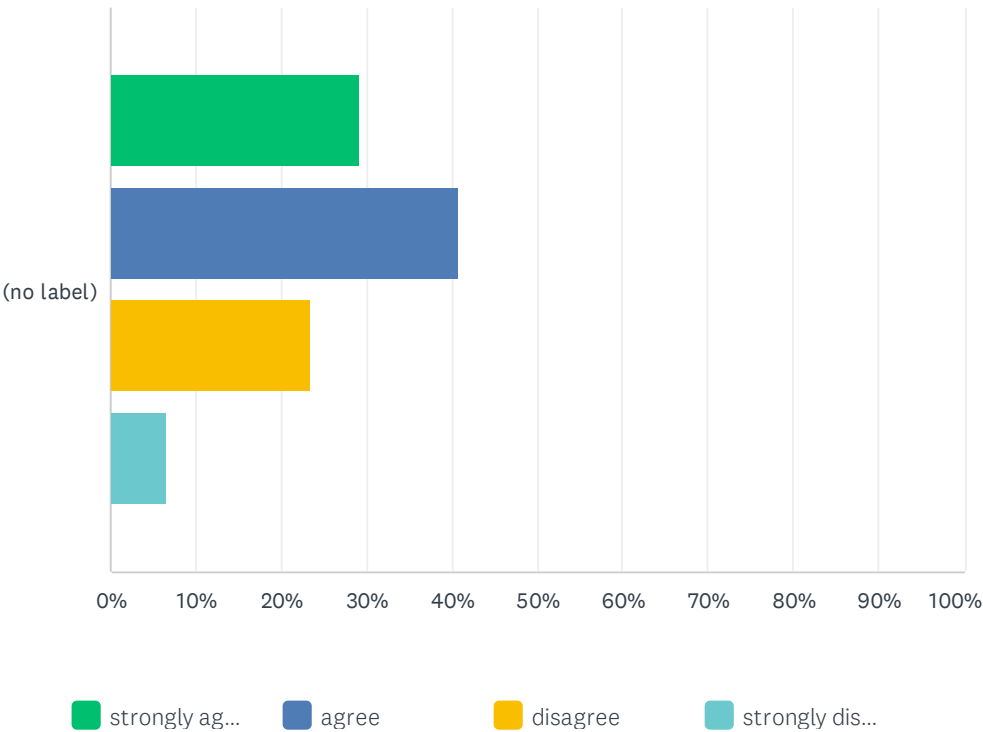
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	39.82% 90	50.00% 113	8.41% 19	1.77% 4	226	2.28

Q43 My work unit supervisor acts in transformational ways (charismatic, leads by great example, influential, visionary, and empowering) in carrying out assigned duties.

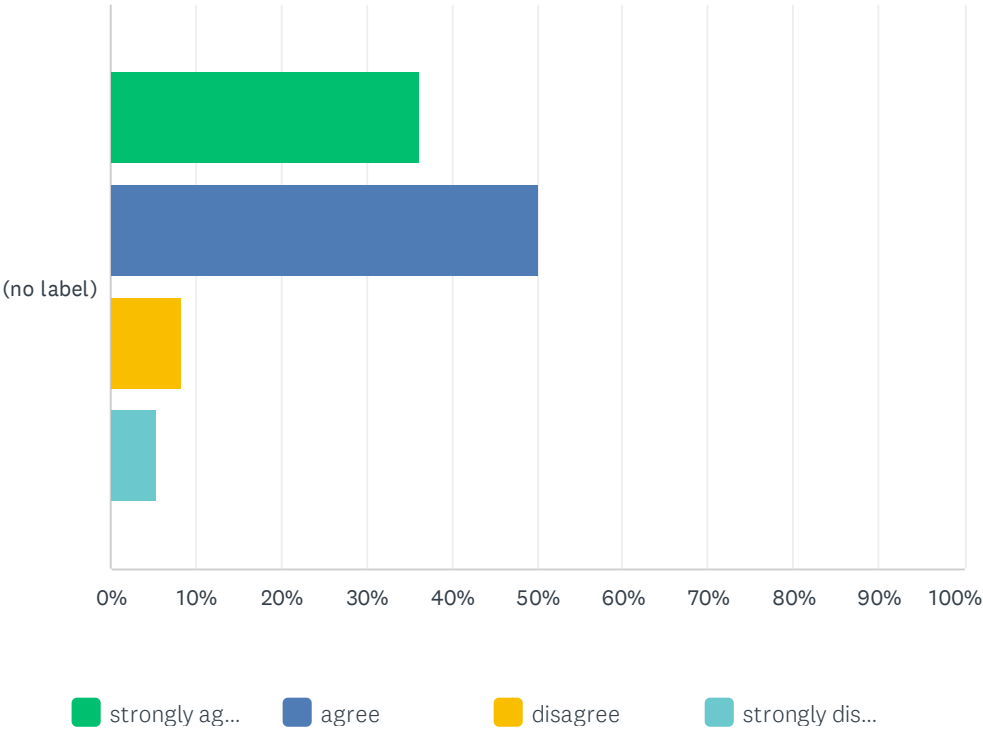
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	29.20% 66	40.71% 92	23.45% 53	6.64% 15	226	1.92

Q44 My work unit commander acts in authentic ways (what they say and do are credible and believable) in carrying out assigned duties.

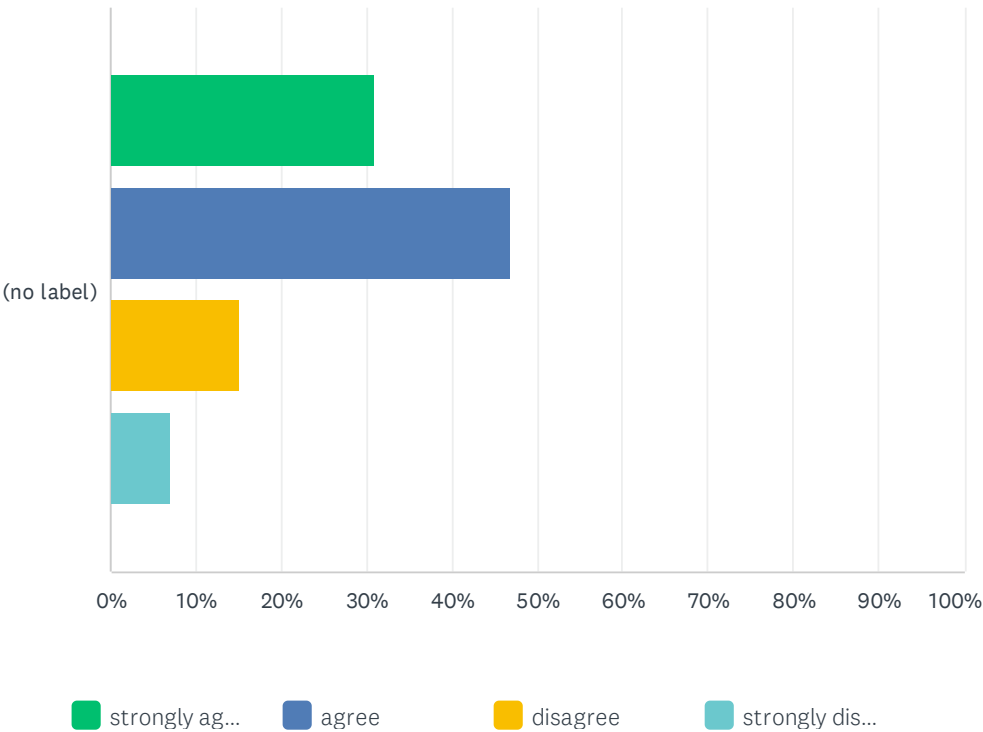
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	36.28%	50.00%	8.41%	5.31%	226	2.17
	82	113	19	12		

Q45 My work unit commander acts in transformational ways (charismatic, leads by great example, influential, visionary and empowering) in carrying out assigned duties.

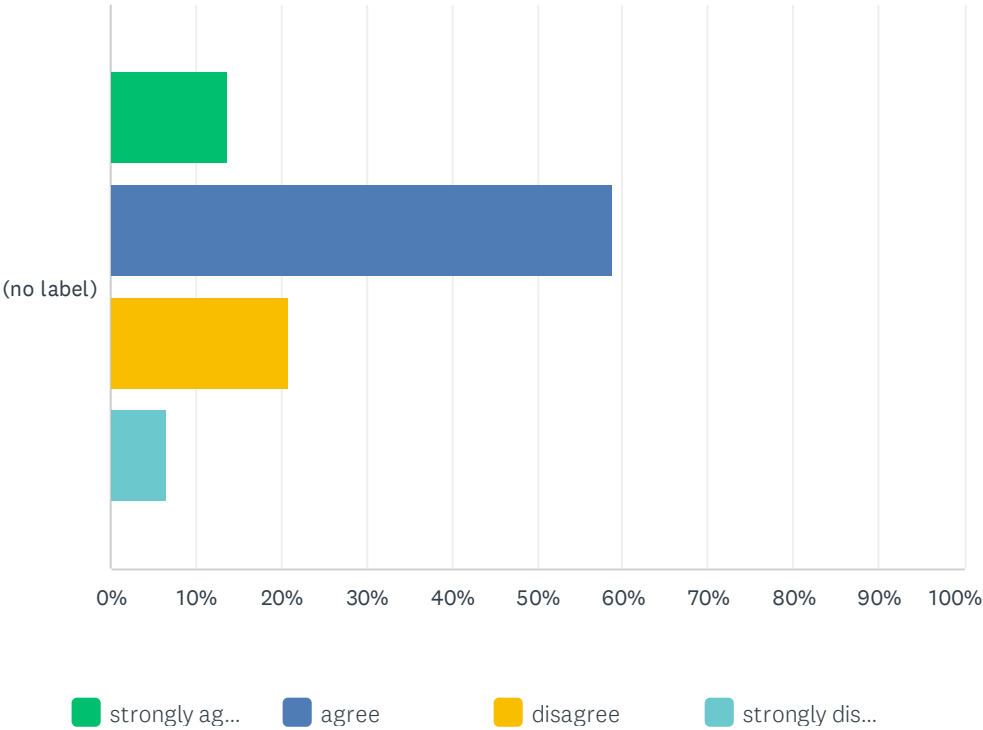
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	30.97% 70	46.90% 106	15.04% 34	7.08% 16	226	2.02

Q46 People in my work unit are comfortable bringing up controversial issues

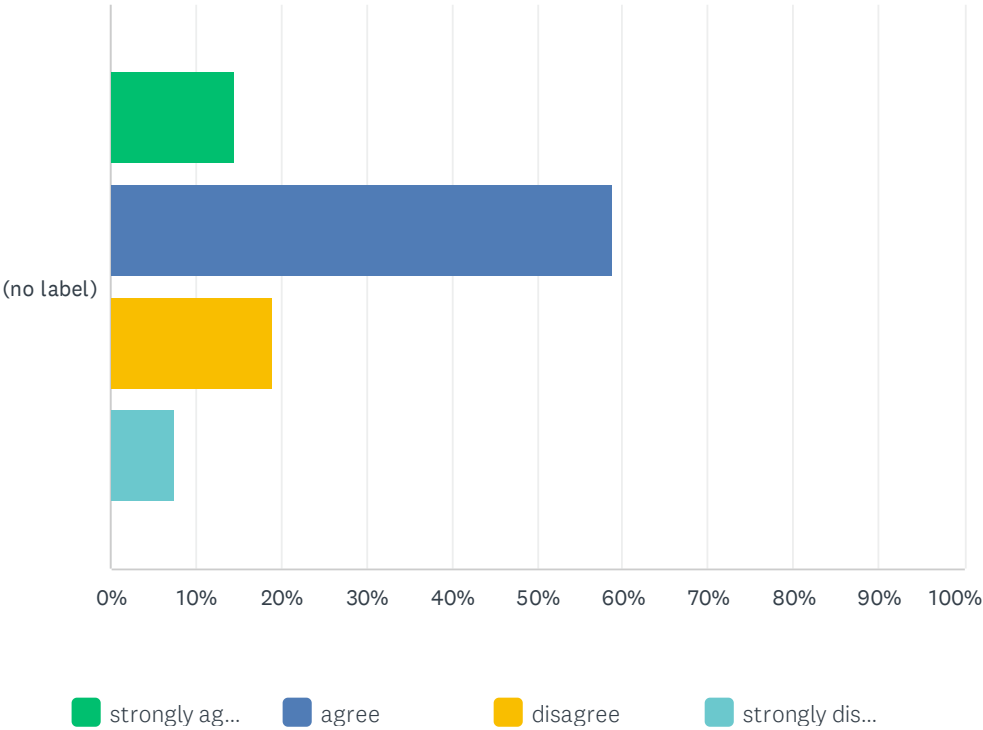
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	13.72%	58.85%	20.80%	6.64%	226	1.80
	31	133	47	15		

Q47 The people that I work for create an environment that supports diversity, fairness, dignity, and compassion.

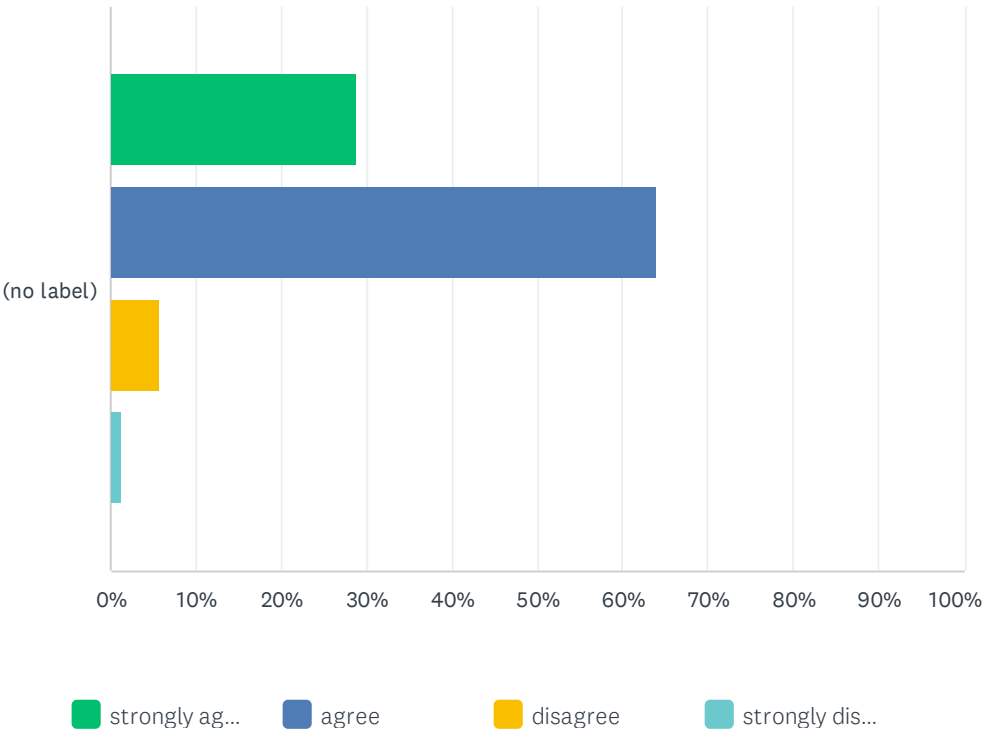
Answered: 226 Skipped: 11



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.60%	58.85%	19.03%	7.52%	226	1.81
	33	133	43	17		

Q48 My work unit members are committed to doing quality work

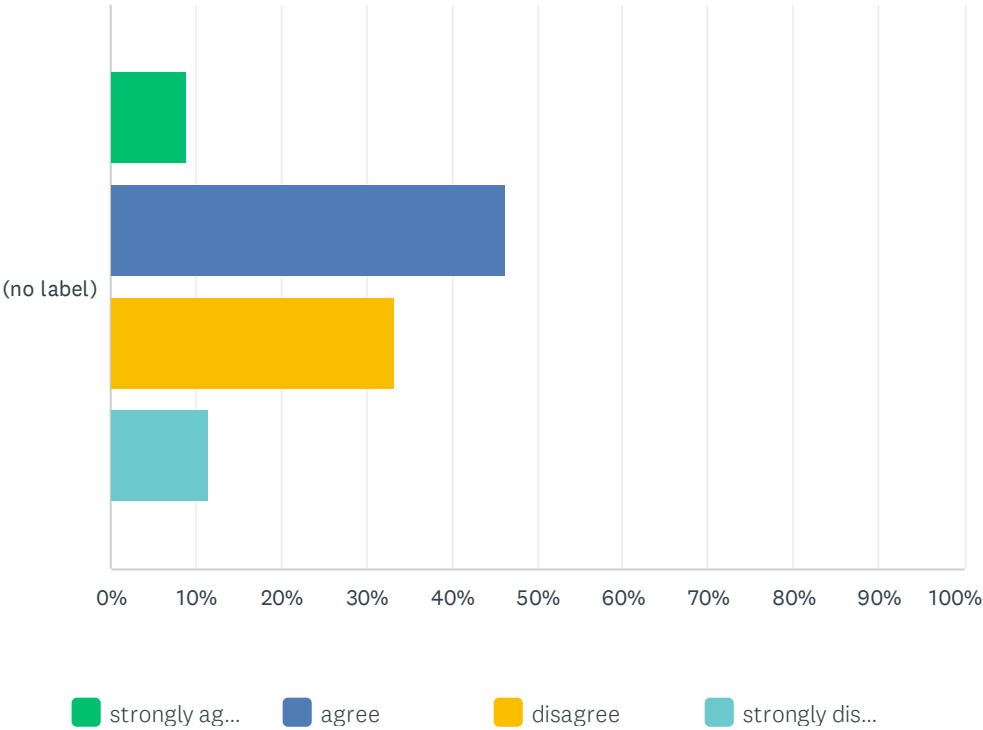
Answered: 225 Skipped: 12



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	28.89% 65	64.00% 144	5.78% 13	1.33% 3	225	2.20

Q49 Members of my agency minimize conflict by building strong work relationships with each other

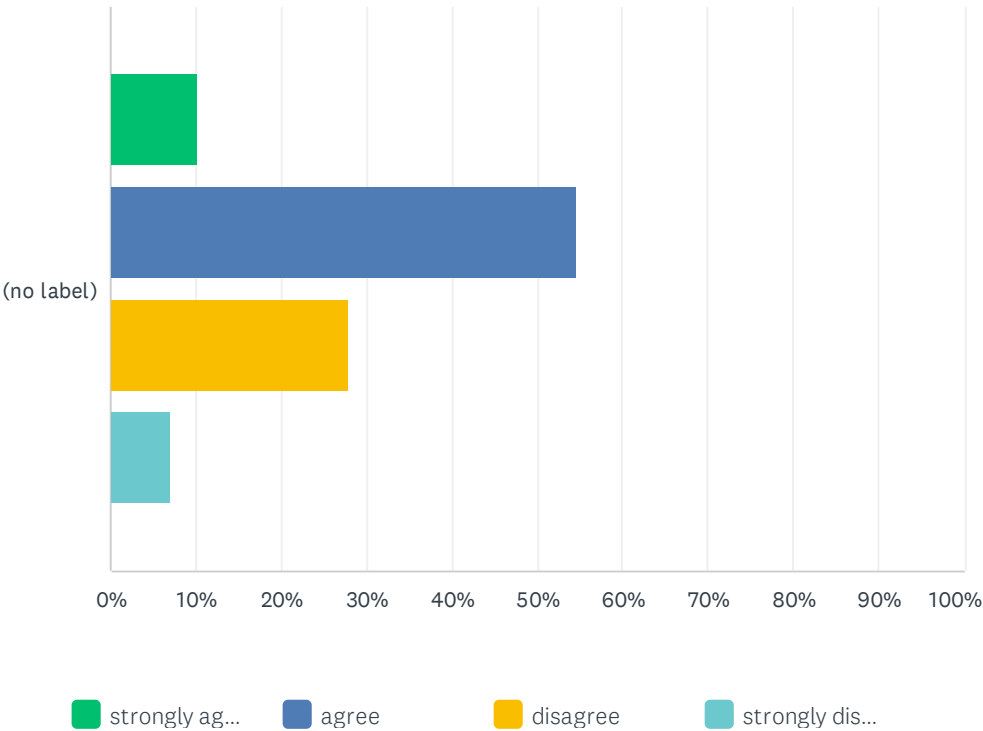
Answered: 225 Skipped: 12



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	8.89% 20	46.22% 104	33.33% 75	11.56% 26	225	1.52

Q50 The members at my work unit take pride in the organization

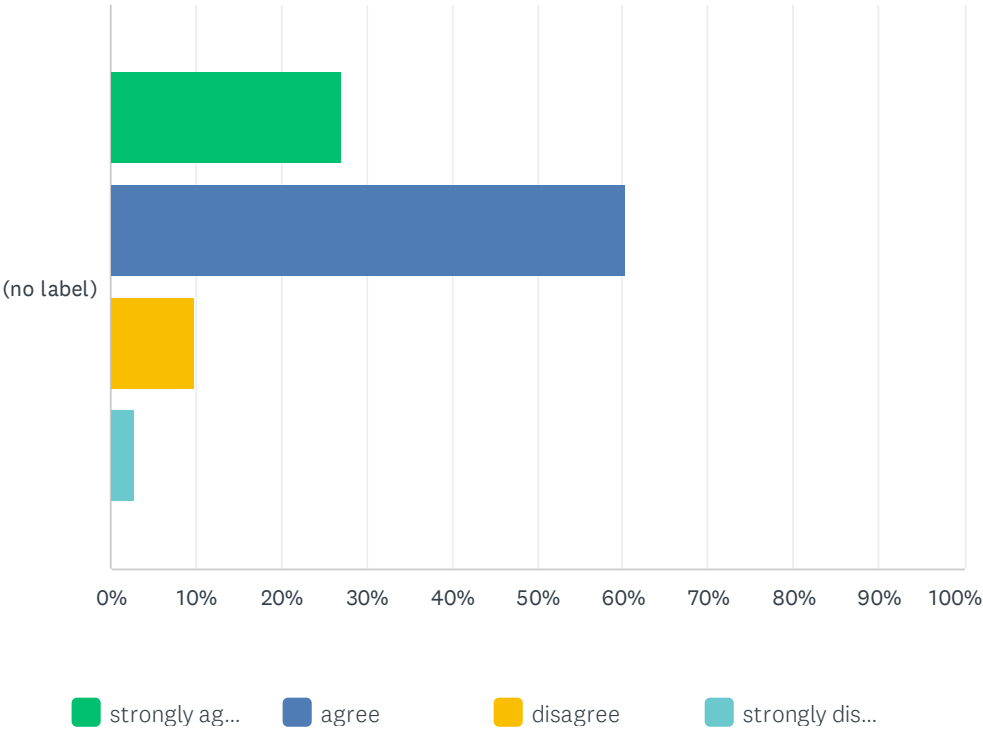
Answered: 225 Skipped: 12



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	10.22% 23	54.67% 123	28.00% 63	7.11% 16	225	1.68

Q51 The people that I work with cooperate and work as a team to accomplish the mission

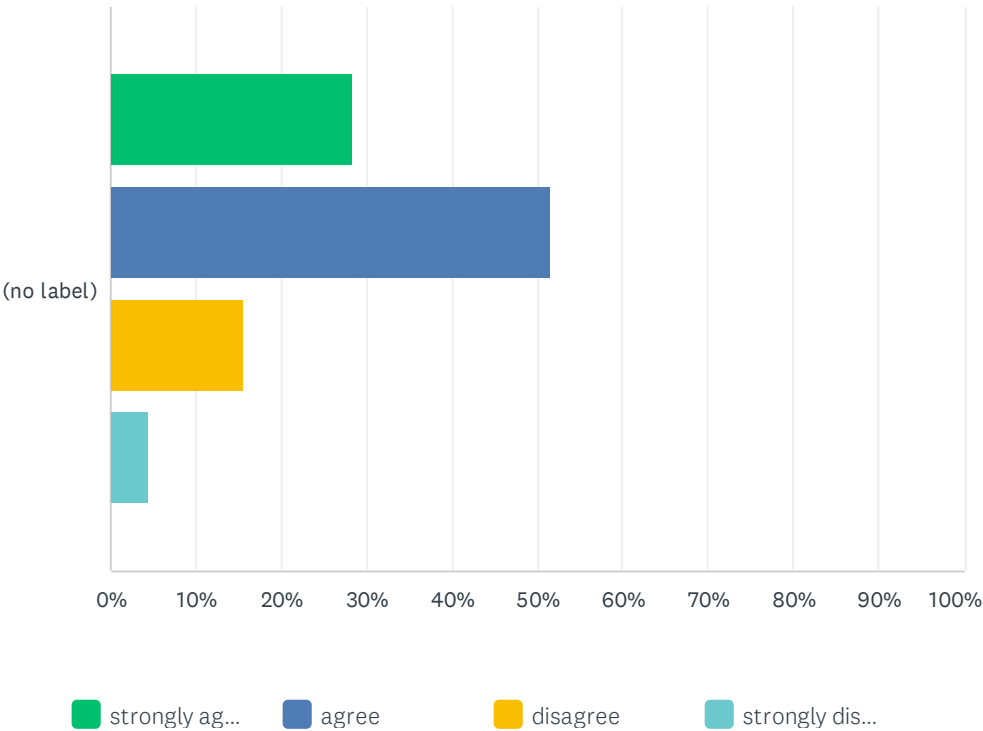
Answered: 225 Skipped: 12



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	27.11%	60.44%	9.78%	2.67%		
	61	136	22	6	225	2.12

Q52 My work unit supervisor is an effective team leader

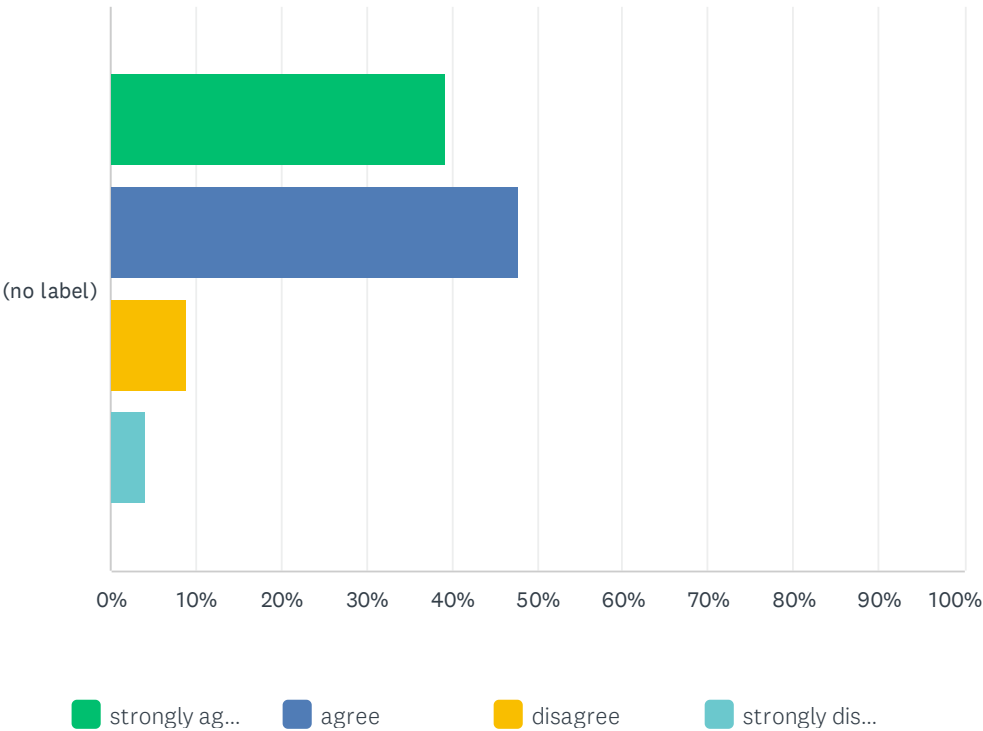
Answered: 225 Skipped: 12



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	28.44% 64	51.56% 116	15.56% 35	4.44% 10	225	2.04

Q53 My work unit supervisor seems to care about me as a person

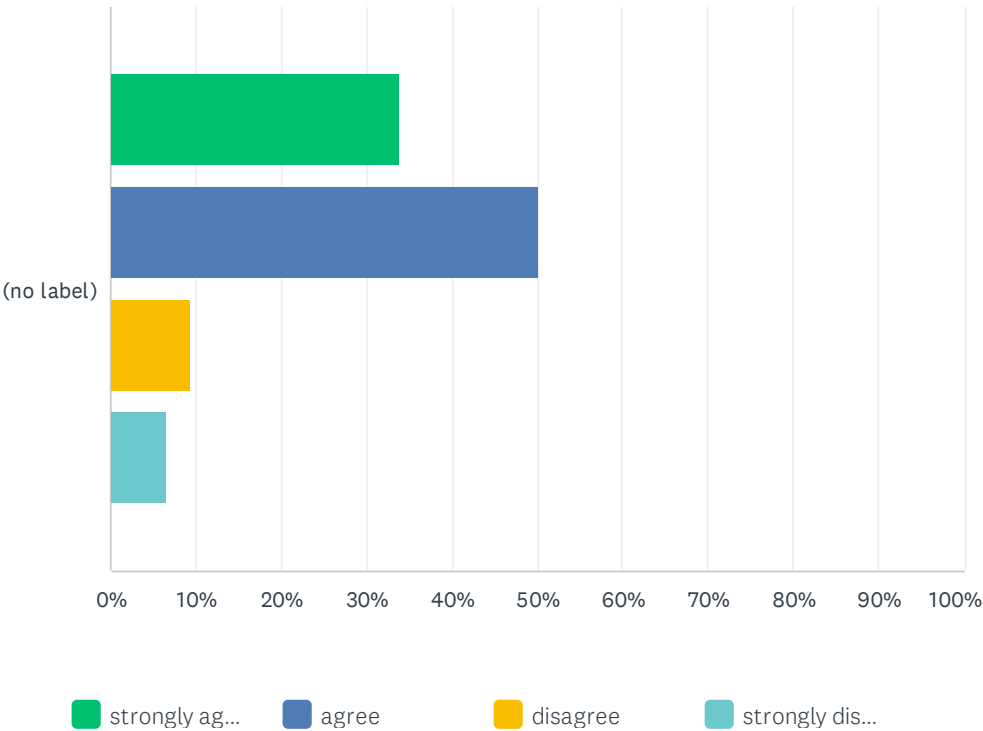
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	39.29% 88	47.77% 107	8.93% 20	4.02% 9	224	2.22

Q54 My work unit commander seems to care about me as a person.

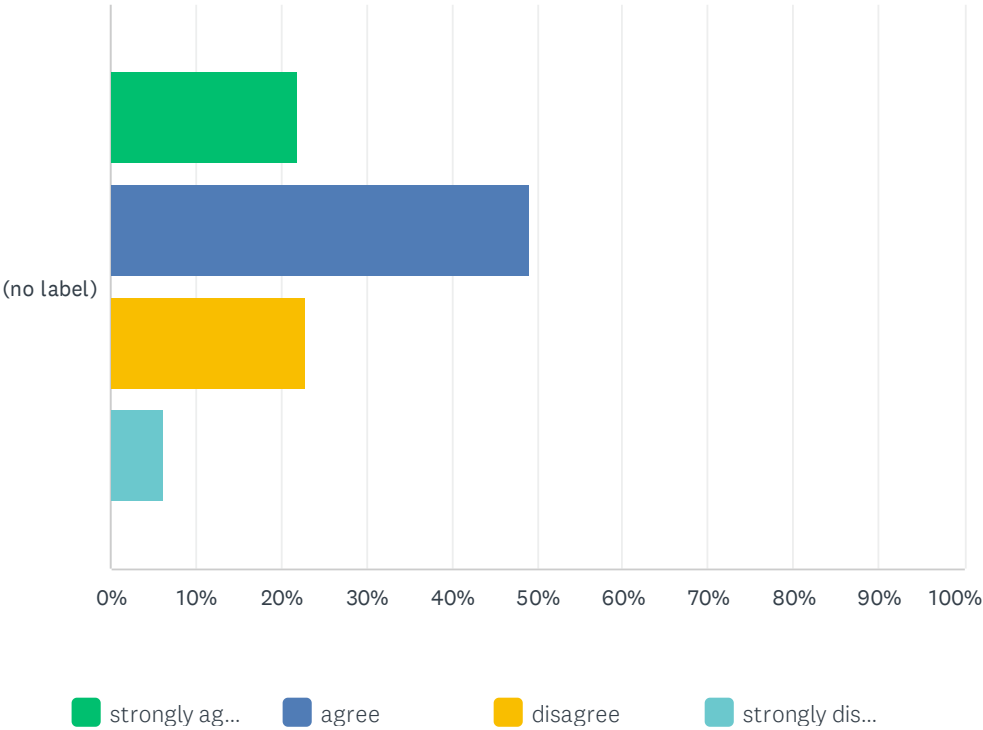
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	33.93% 76	50.00% 112	9.38% 21	6.70% 15	224	2.11

Q55 I receive useful professional career guidance from my work unit supervisor and/or commander.

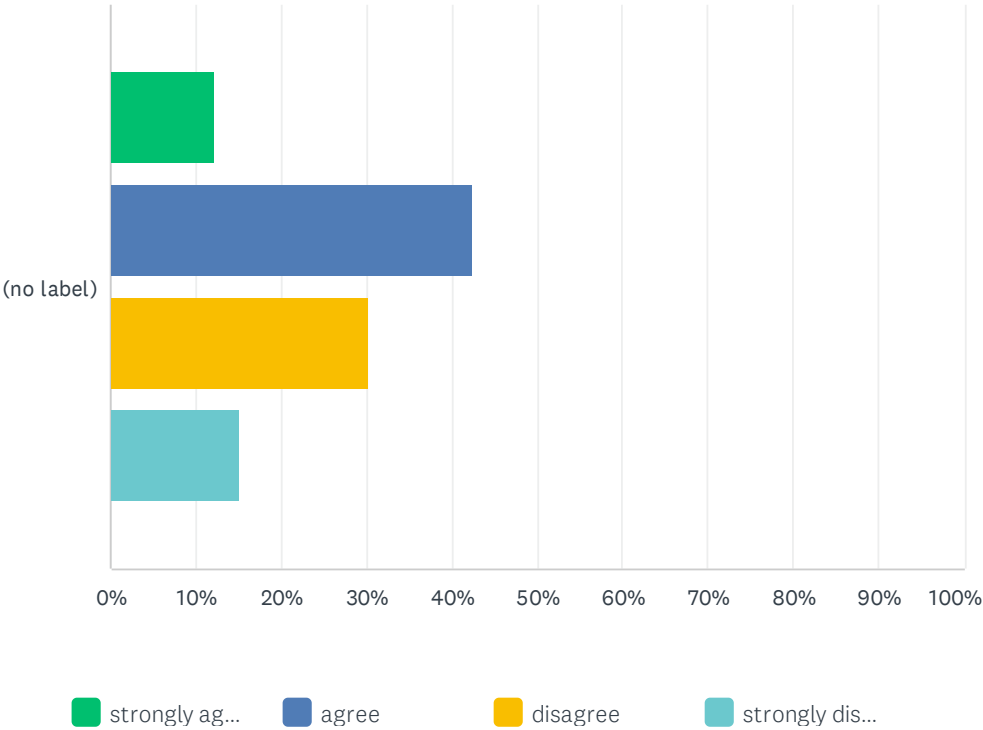
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	21.88% 49	49.11% 110	22.77% 51	6.25% 14	224	1.87

Q56 Leaders in my work unit recognize my efforts and use reward systems effectively and fairly

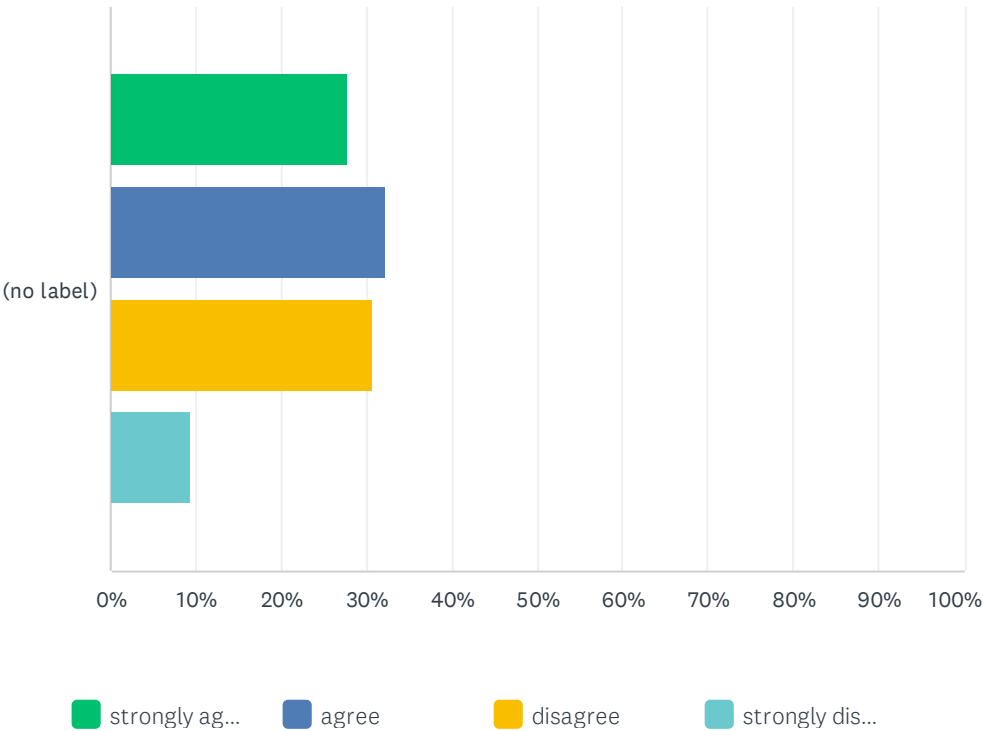
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.05% 27	42.41% 95	30.36% 68	15.18% 34	224	1.51

Q57 I have a best friend at work.

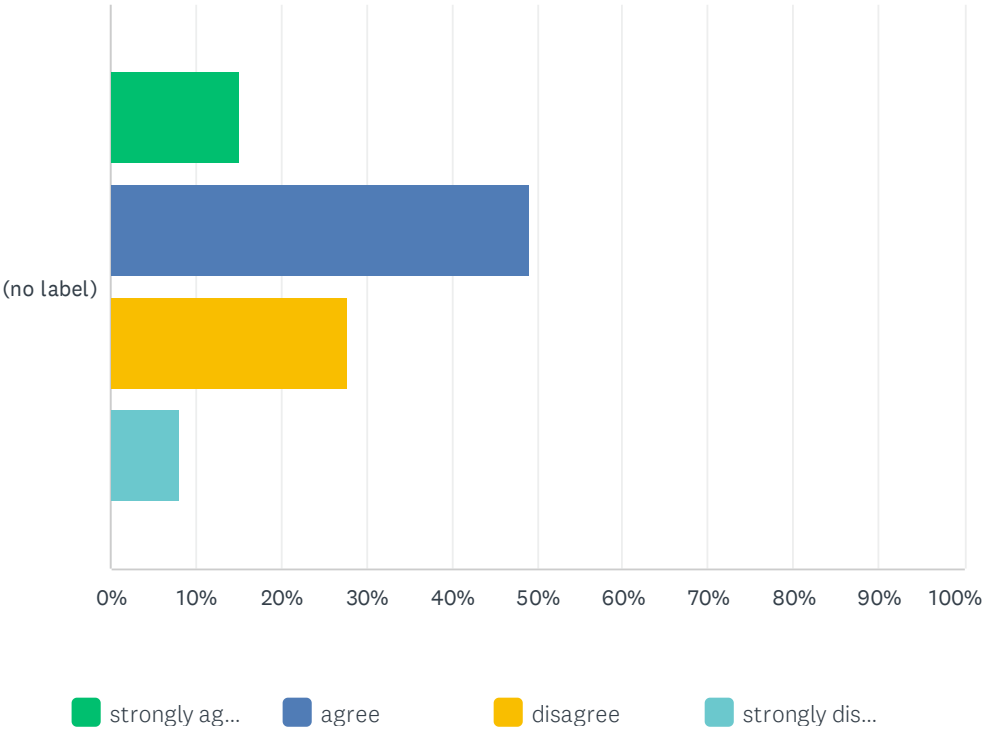
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	27.68% 62	32.14% 72	30.80% 69	9.38% 21	224	1.78

Q58 In the last six months, someone at work talked to me about my progress.

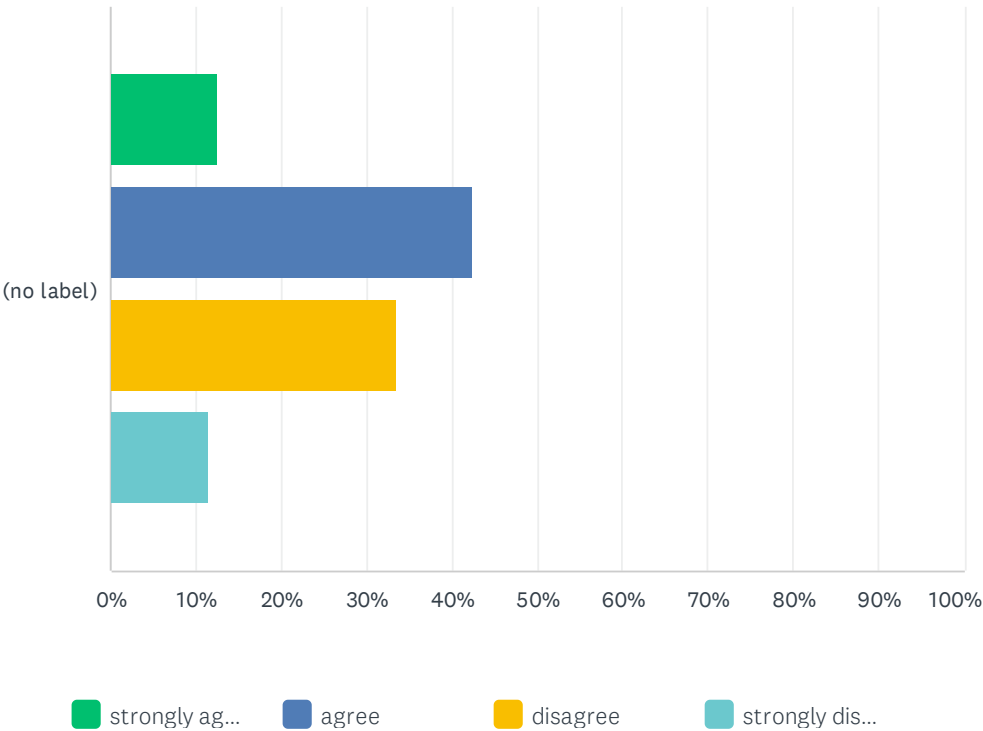
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	15.18%	49.11%	27.68%	8.04%	224	1.71
	34	110	62	18		

Q59 I receive useful professional career guidance

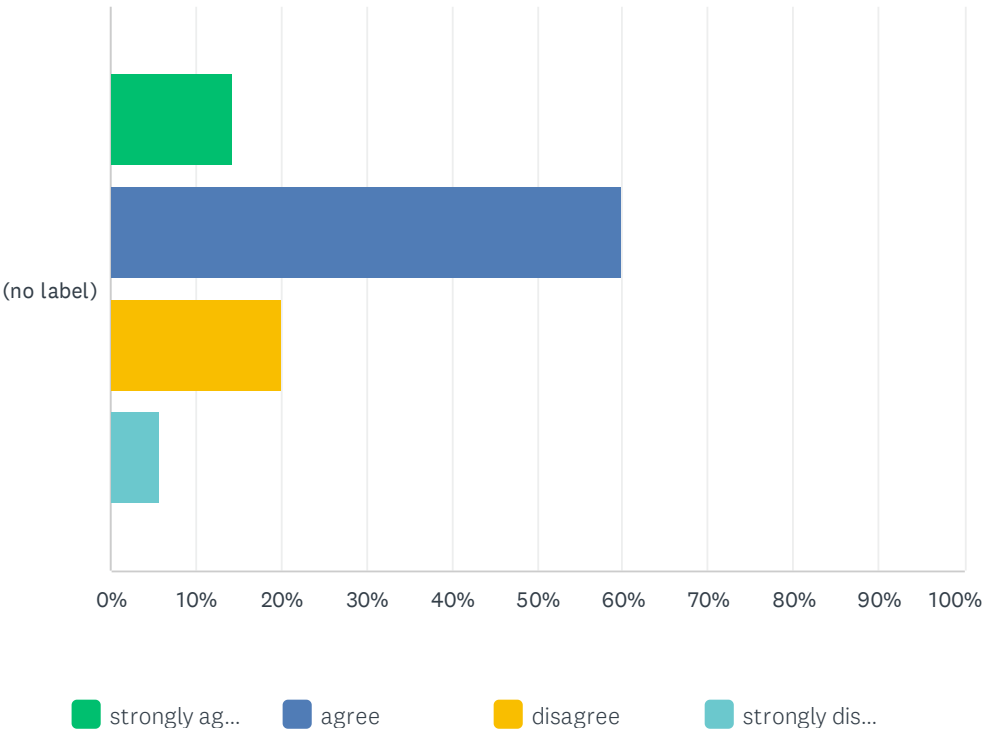
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.50% 28	42.41% 95	33.48% 75	11.61% 26	224	1.56

Q60 New members receive adequate orientation to the agency, mission, and values.

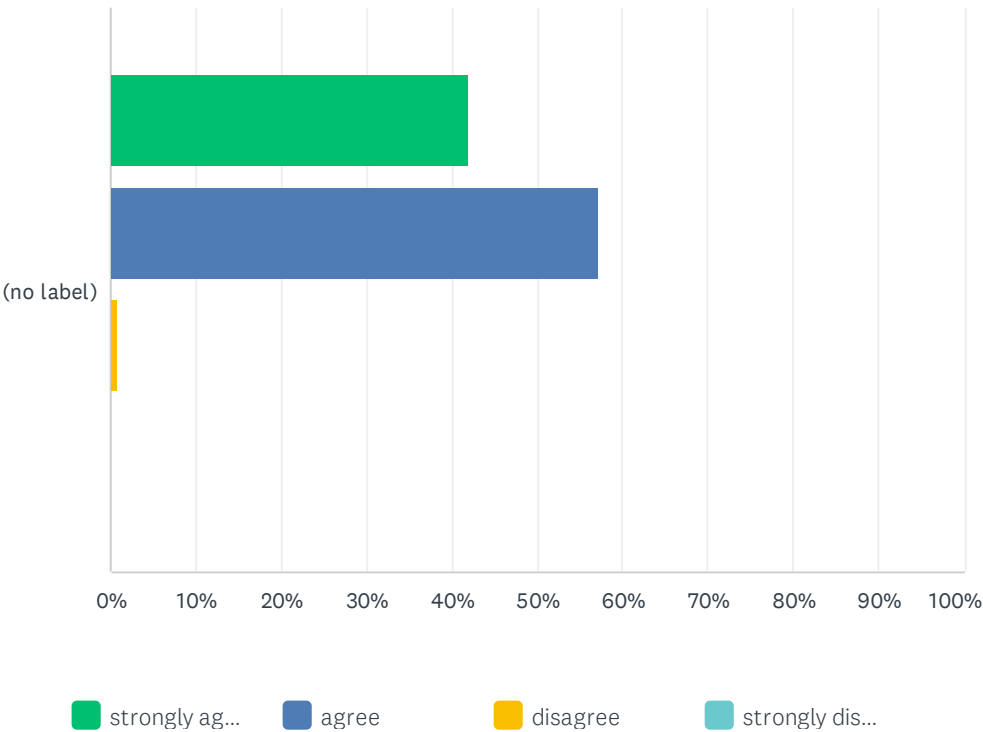
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.29%	59.82%	20.09%	5.80%	224	1.83
	32	134	45	13		

Q61 I know who my customers are (depending upon your specific job, customers may be the general public, other agencies or other members of your organization)

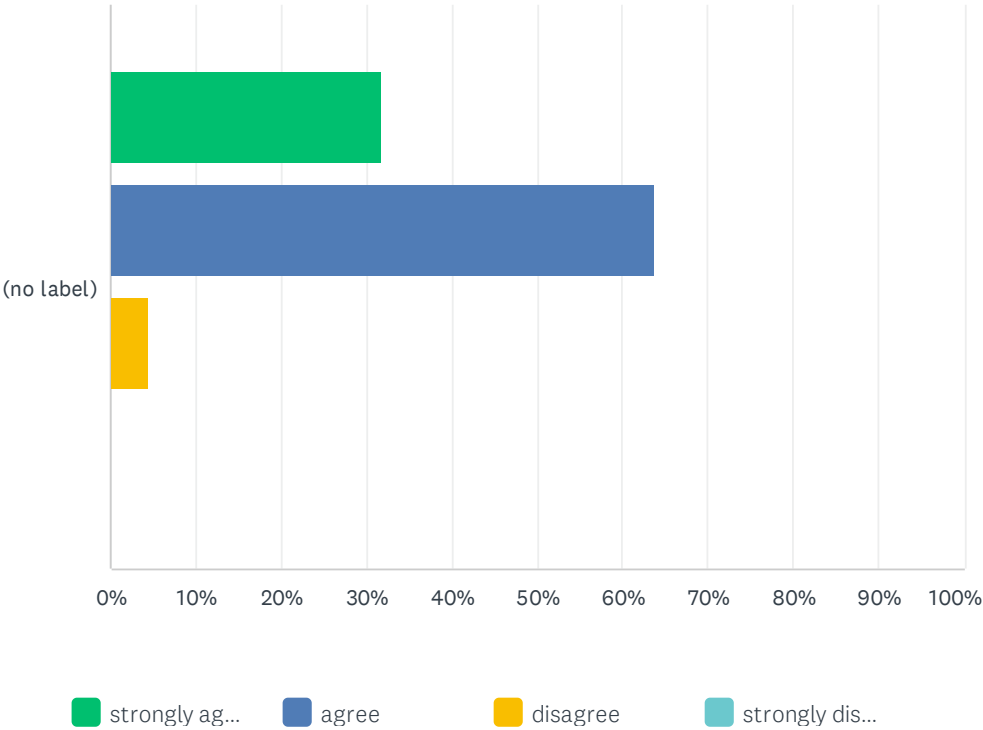
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	41.96% 94	57.14% 128	0.89% 2	0.00% 0	224	2.41

Q62 Members of my work unit demonstrate integrity, service, and respect for the public and other public safety partners

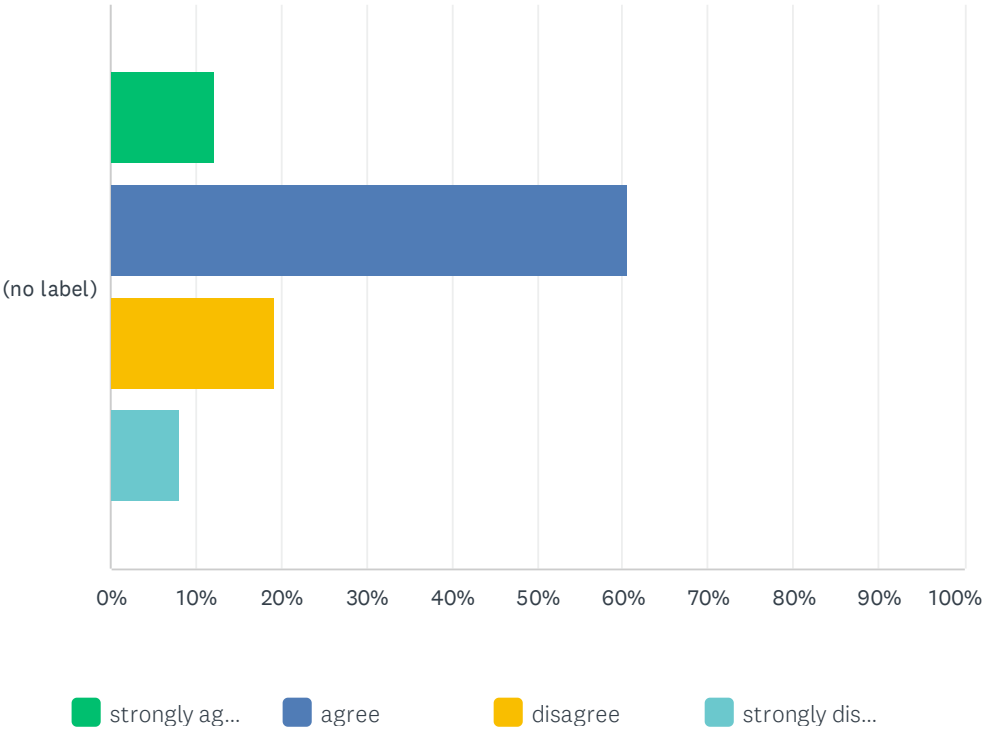
Answered: 224 Skipped: 13



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	31.70%	63.84%	4.46%	0.00%		
	71	143	10	0	224	2.27

Q63 Leaders in my work unit evaluate the impact of their decisions on people and the mission.

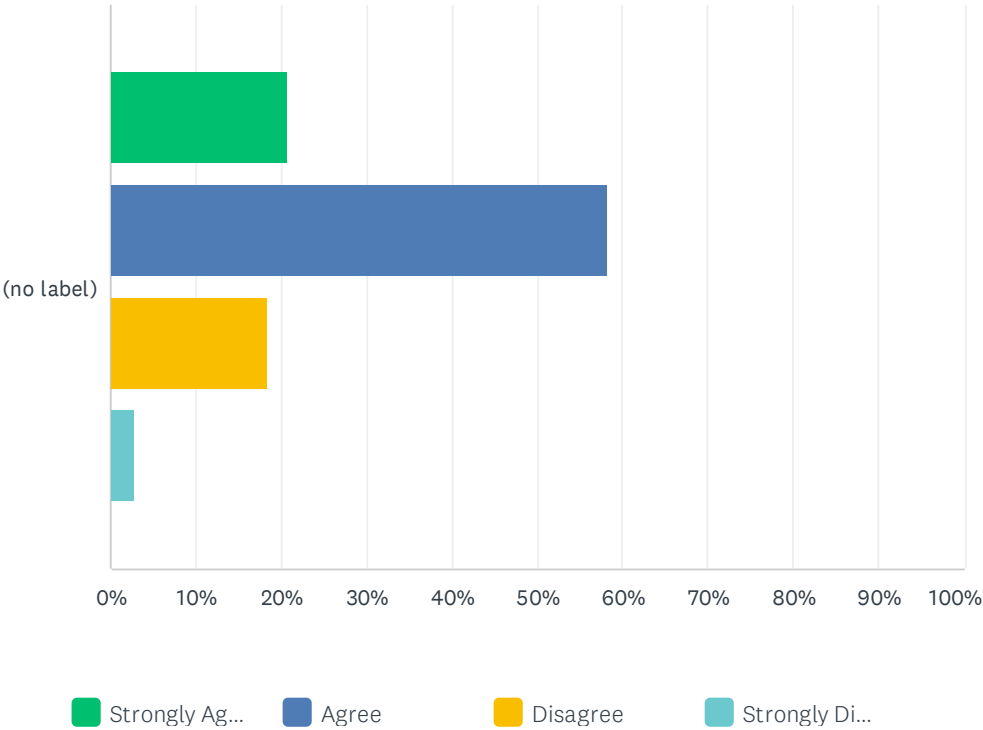
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.11% 27	60.54% 135	19.28% 43	8.07% 18	223	1.77

Q64 My work unit supervisor manages and supports better ways to do work.

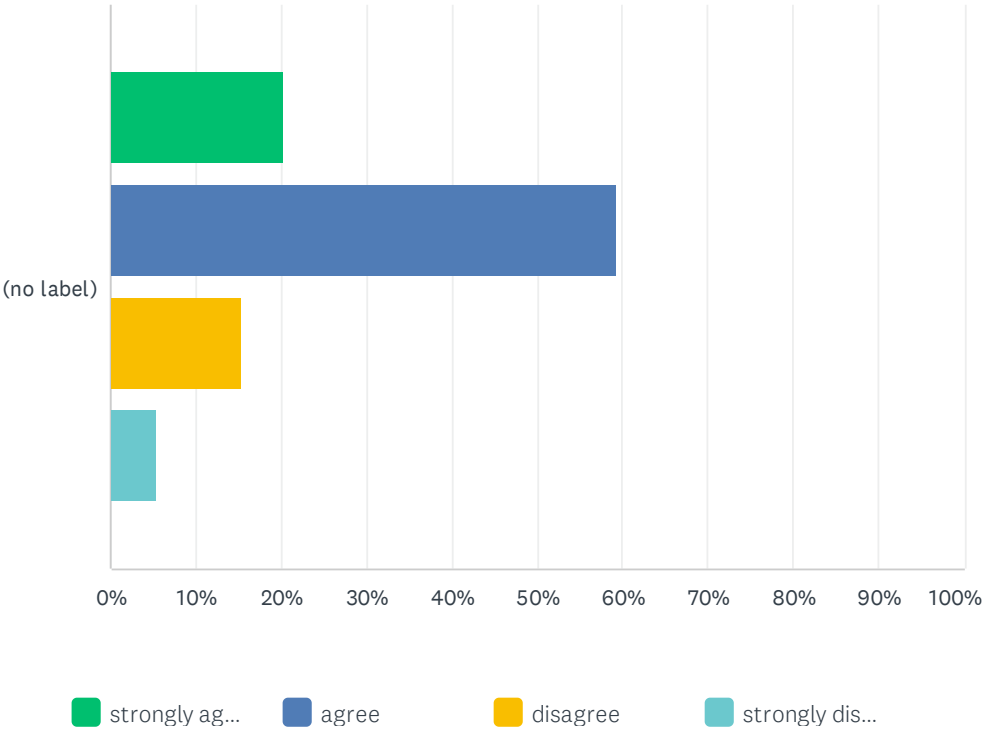
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	20.63%	58.30%	18.39%	2.69%	223	1.97
	46	130	41	6		

Q65 My work unit commander manages and supports better ways to do work.

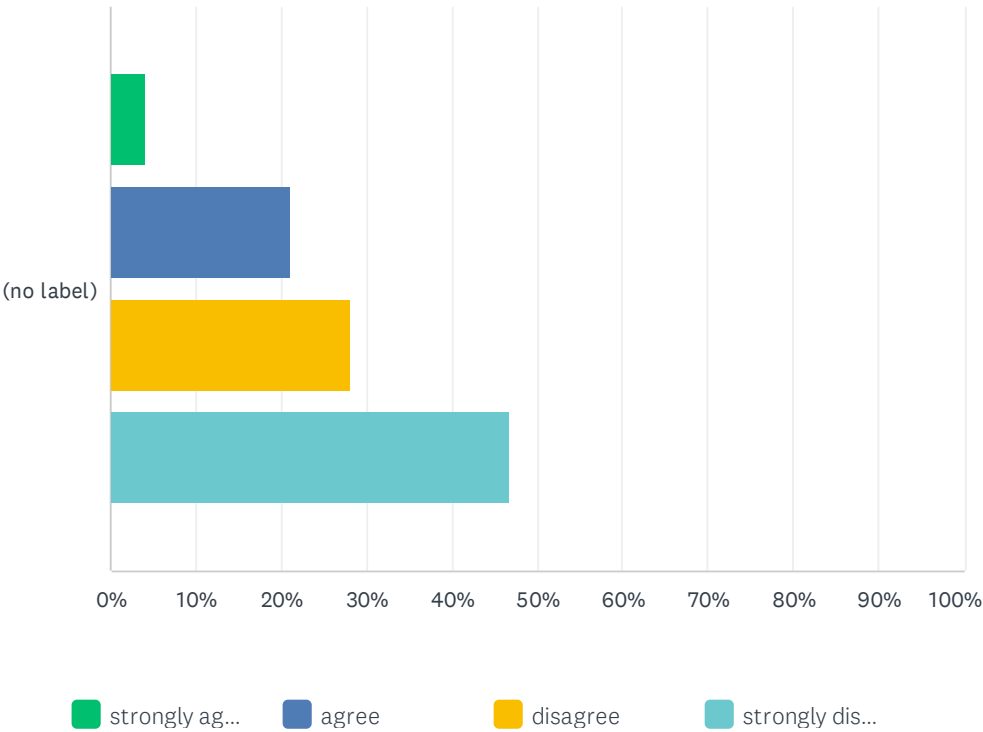
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	20.18%	59.19%	15.25%	5.38%	223	1.94
	45	132	34	12		

Q66 The promotional process is transparent, fair, and designed to identify the most effective candidate for promotion.

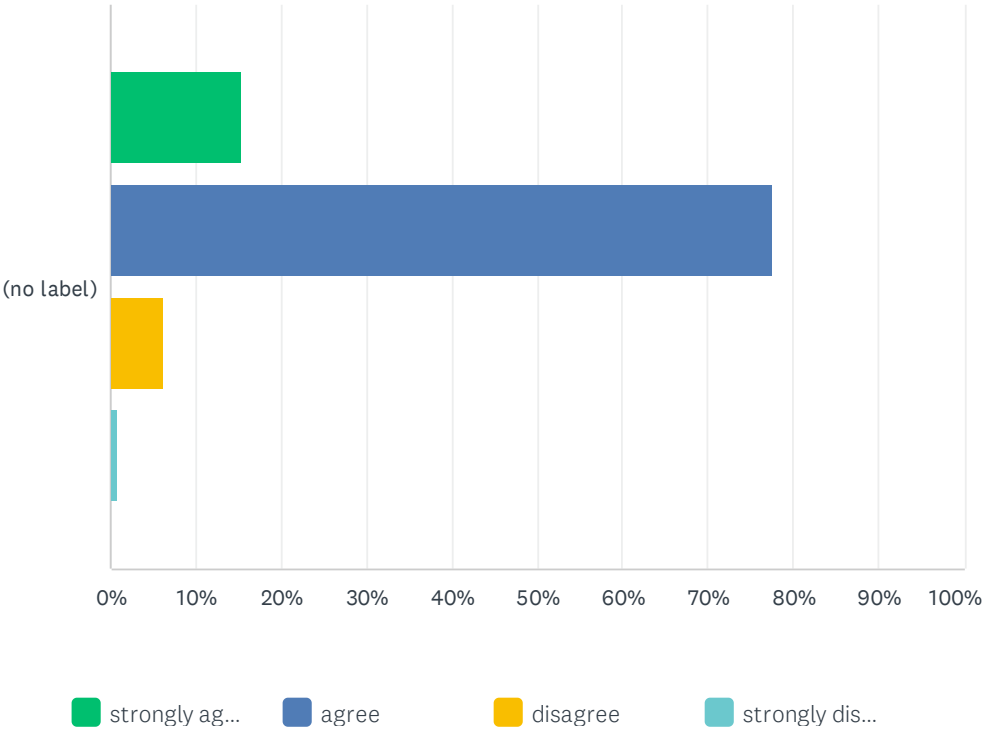
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.04%	21.08%	28.25%	46.64%	223	0.83
	9	47	63	104		

Q67 Members in my work unit identify and analyze problems to make effective decisions

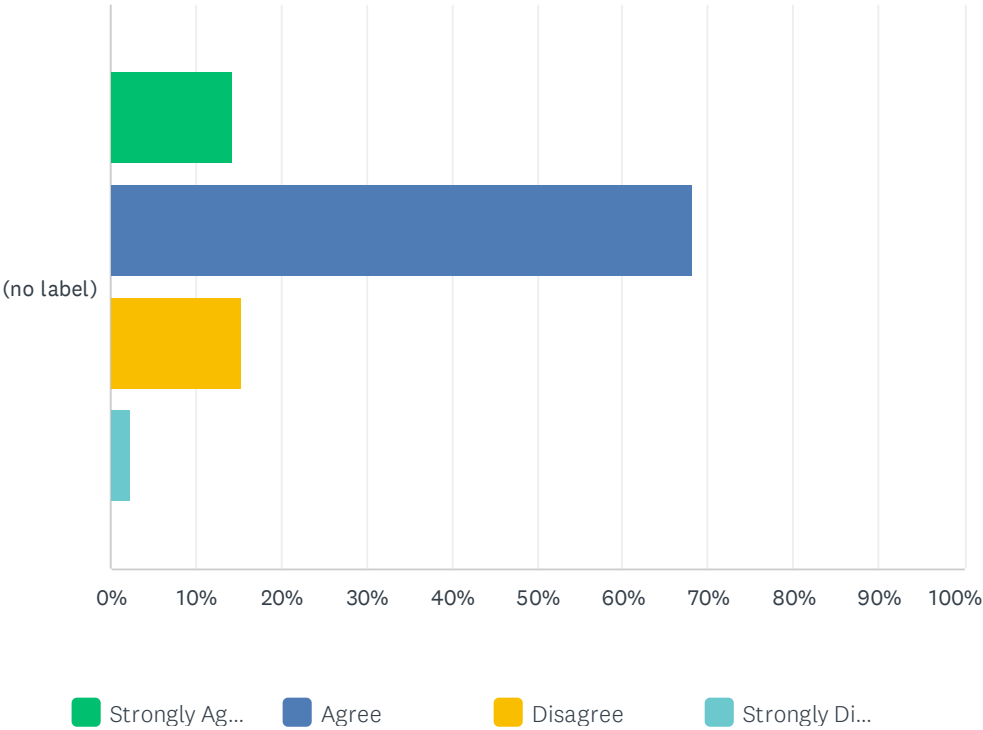
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	15.25%	77.58%	6.28%	0.90%	223	2.07
	34	173	14	2		

Q68 My work unit supervisor encourages me to explore alternative solutions to problems

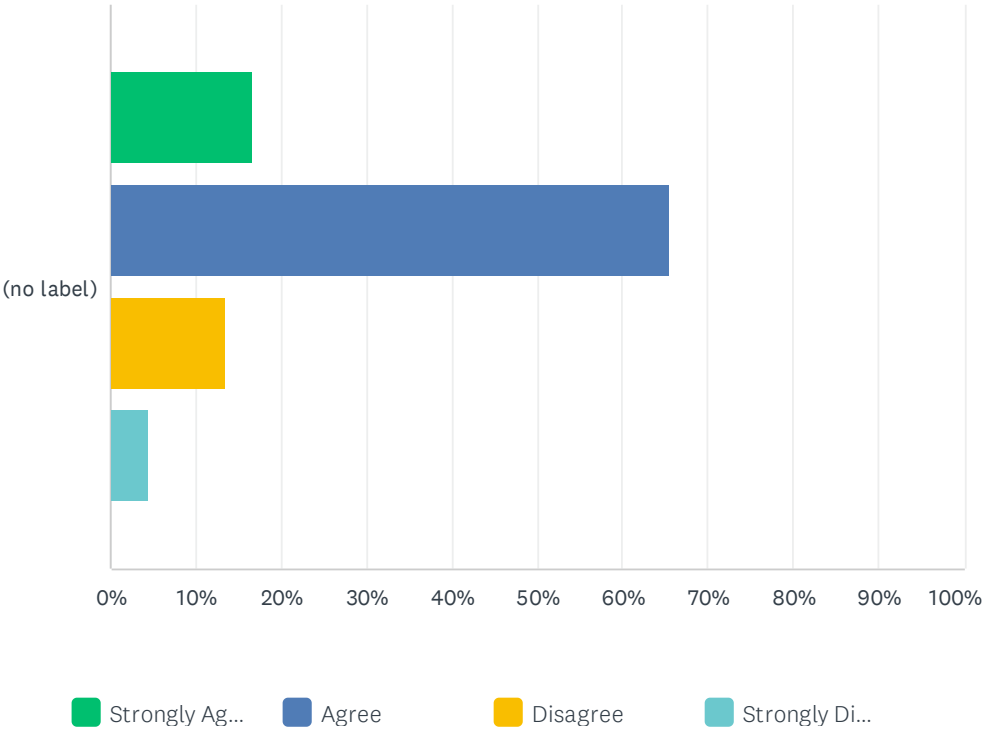
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.35%	68.16%	15.25%	2.24%	223	1.95
	32	152	34	5		

Q69 During crisis situations, leaders in my work unit make effectively sound and timely decisions.

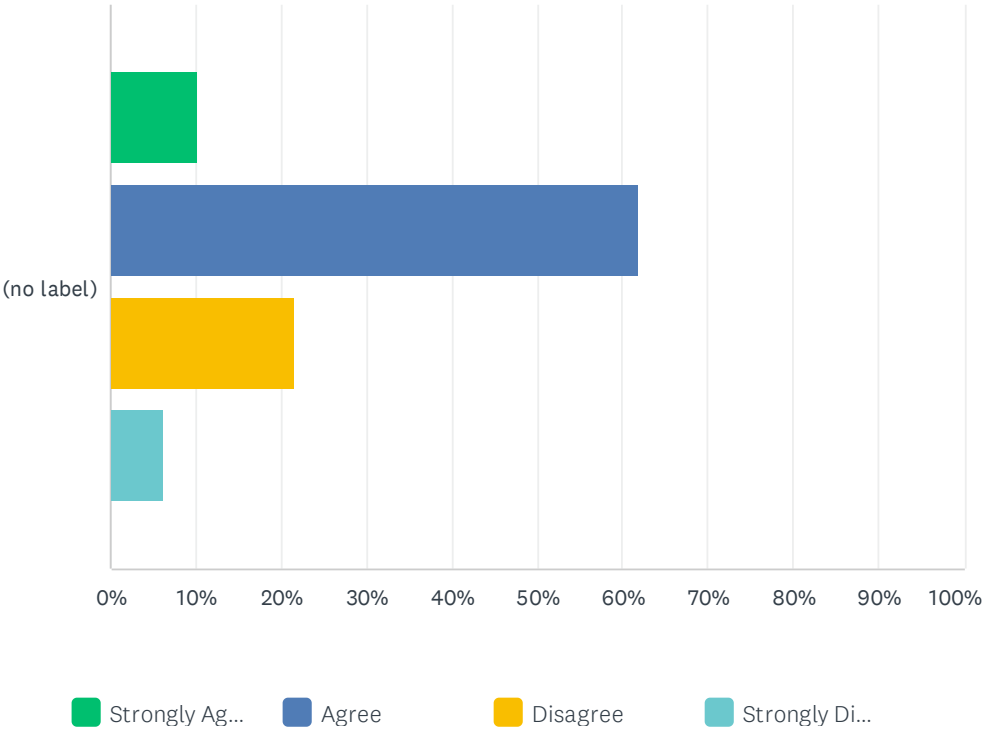
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	16.59%	65.47%	13.45%	4.48%	223	1.94
	37	146	30	10		

Q70 Members in my work unit are comfortable bringing up controversial issues

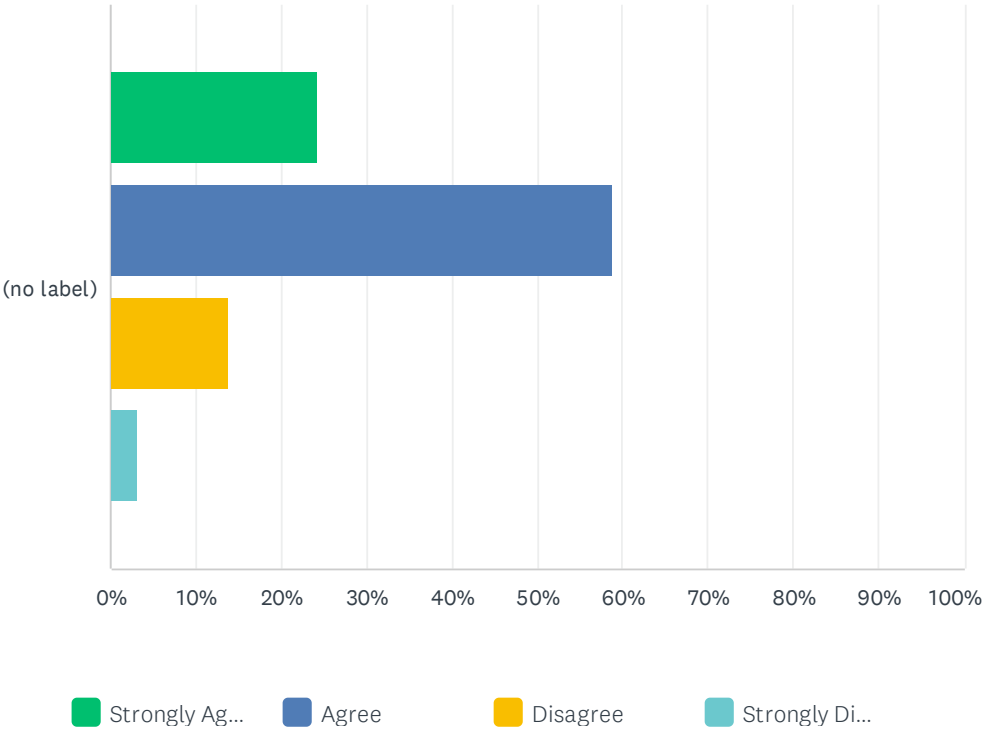
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	10.31%	61.88%	21.52%	6.28%	223	1.76
	23	138	48	14		

Q71 I am comfortable bringing up controversial issues with my work unit supervisor.

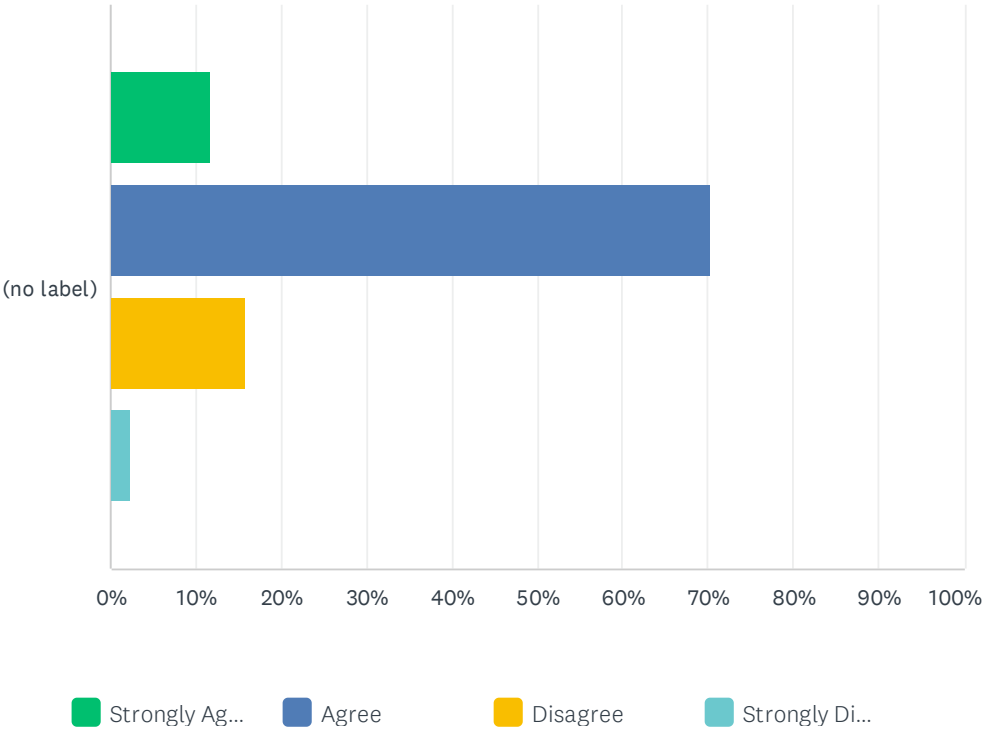
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	24.22%	58.74%	13.90%	3.14%		
	54	131	31	7	223	2.04

Q72 When there is conflict in my work unit, members are able to effectively manage it and accomplish the mission.

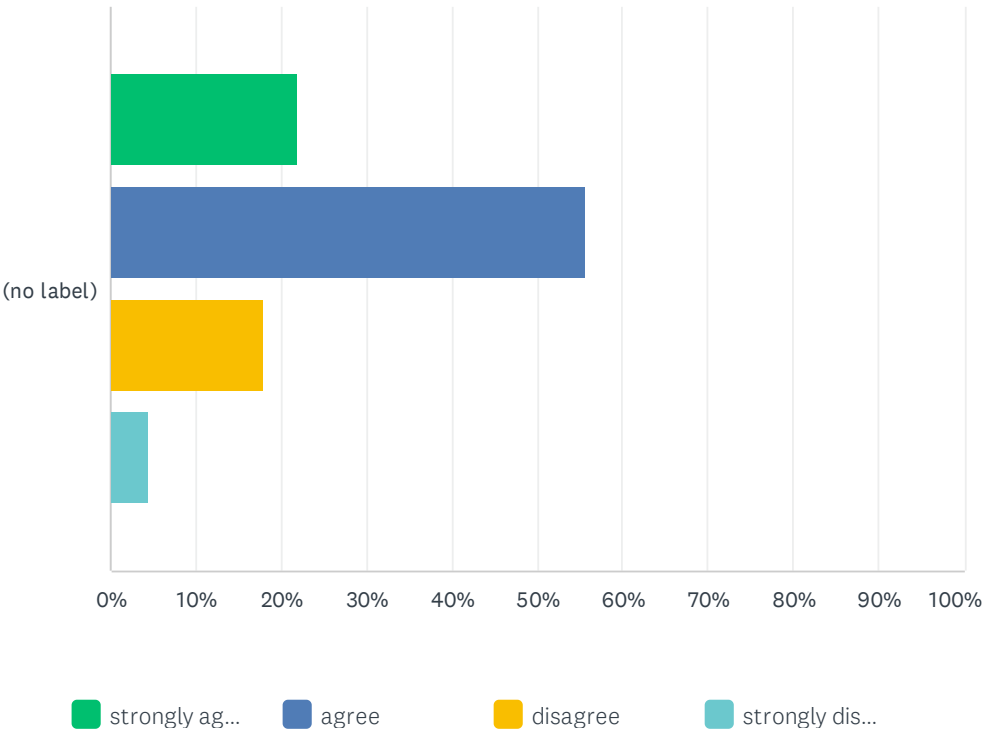
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	11.66%	70.40%	15.70%	2.24%		
	26	157	35	5	223	1.91

Q73 At work, I have the opportunity to do what I do best every day

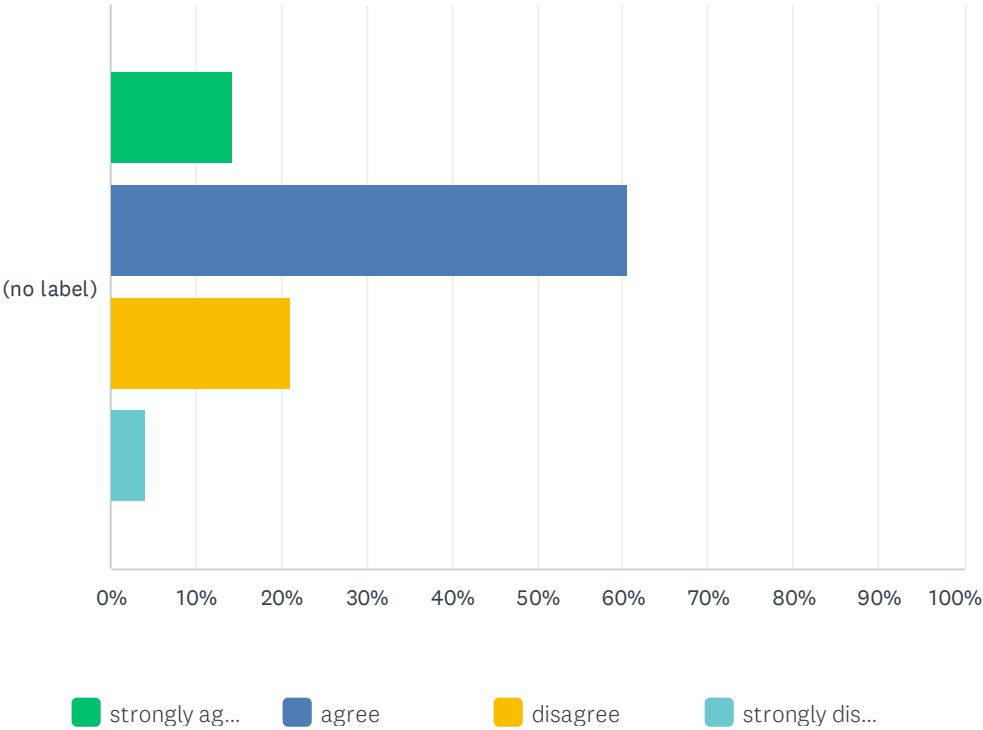
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	21.97% 49	55.61% 124	17.94% 40	4.48% 10	223	1.95

Q74 My work unit environment encourages creative thinking and innovation

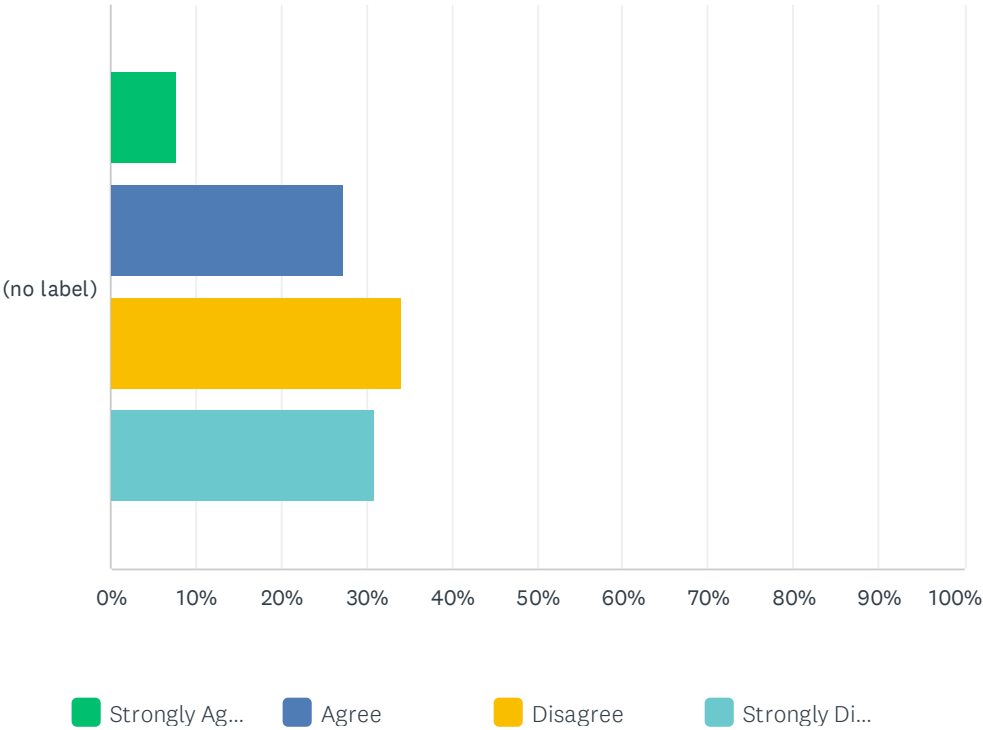
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.35%	60.54%	21.08%	4.04%	223	1.85
	32	135	47	9		

Q75 My organization has an inspiring long-term vision and is understood by me.

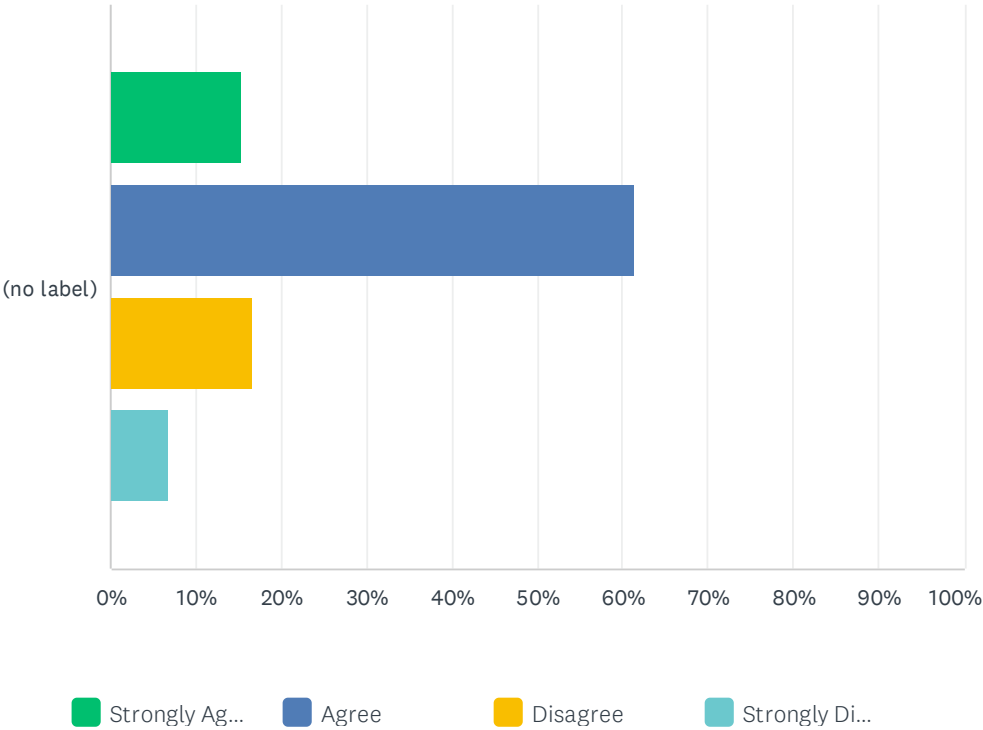
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	7.62% 17	27.35% 61	34.08% 76	30.94% 69	223	1.12

Q76 The mission/purpose of my agency makes me feel my work is important

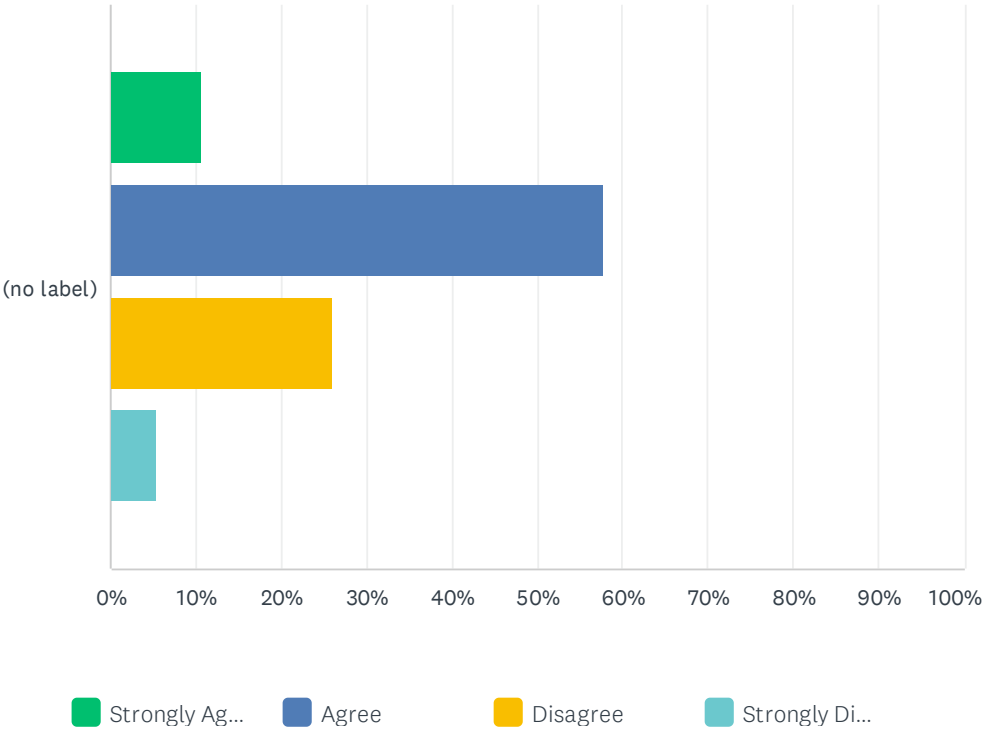
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	15.25% 34	61.43% 137	16.59% 37	6.73% 15	223	1.85

Q77 My work unit supervisor let members know how my work contributes to the organization's overall mission and goals.

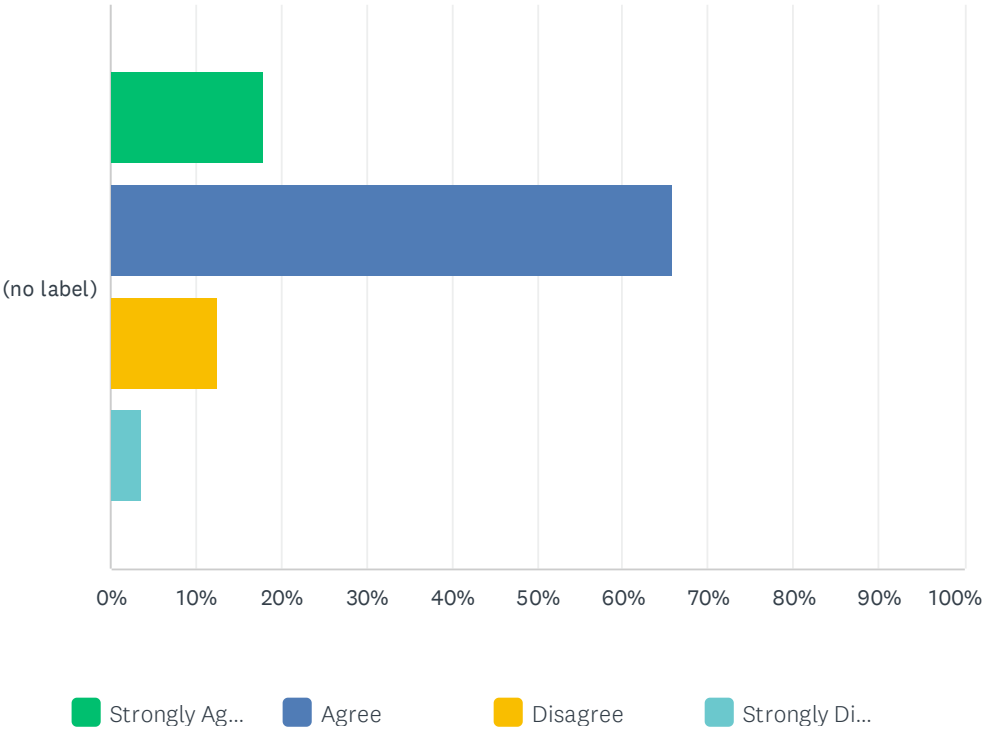
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	10.76%	57.85%	26.01%	5.38%	223	1.74
	24	129	58	12		

Q78 I feel confident contributing to discussions about how to improve my areas of responsibility at work.

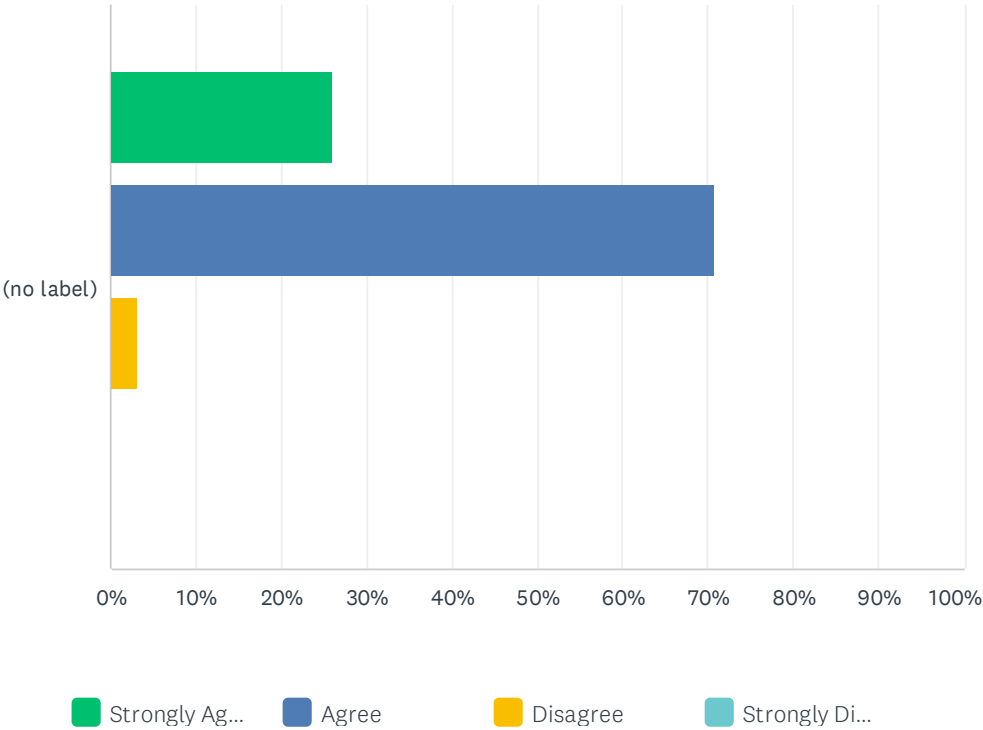
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	17.94%	65.92%	12.56%	3.59%	223	1.98
	40	147	28	8		

Q79 When I’m faced with a complex problem at work, I could think of many ways to solve it.

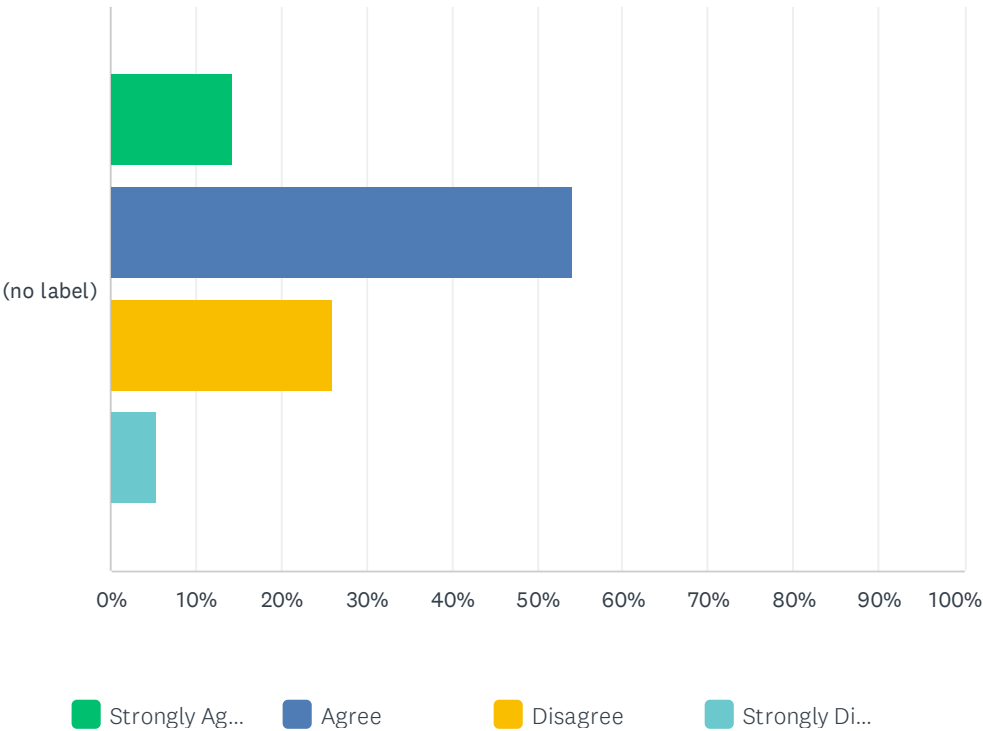
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	26.01% 58	70.85% 158	3.14% 7	0.00% 0	223	2.23

Q80 At the present time, I am energetically pursuing my work goals.

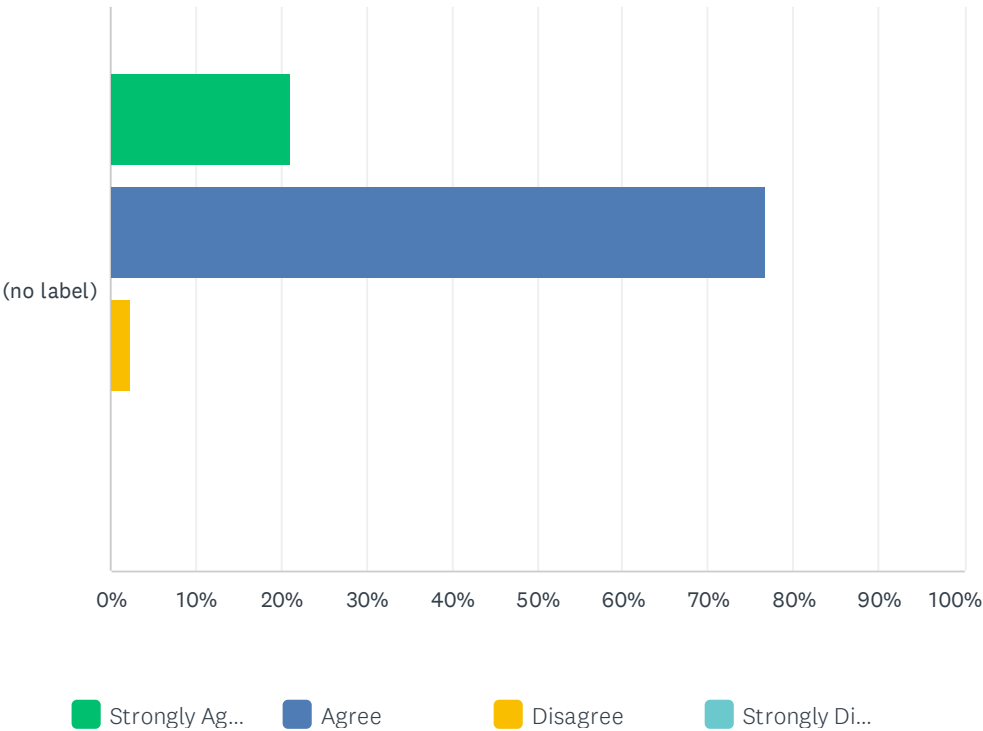
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	14.35% 32	54.26% 121	26.01% 58	5.38% 12	223	1.78

Q81 I find many ways to work through problems.

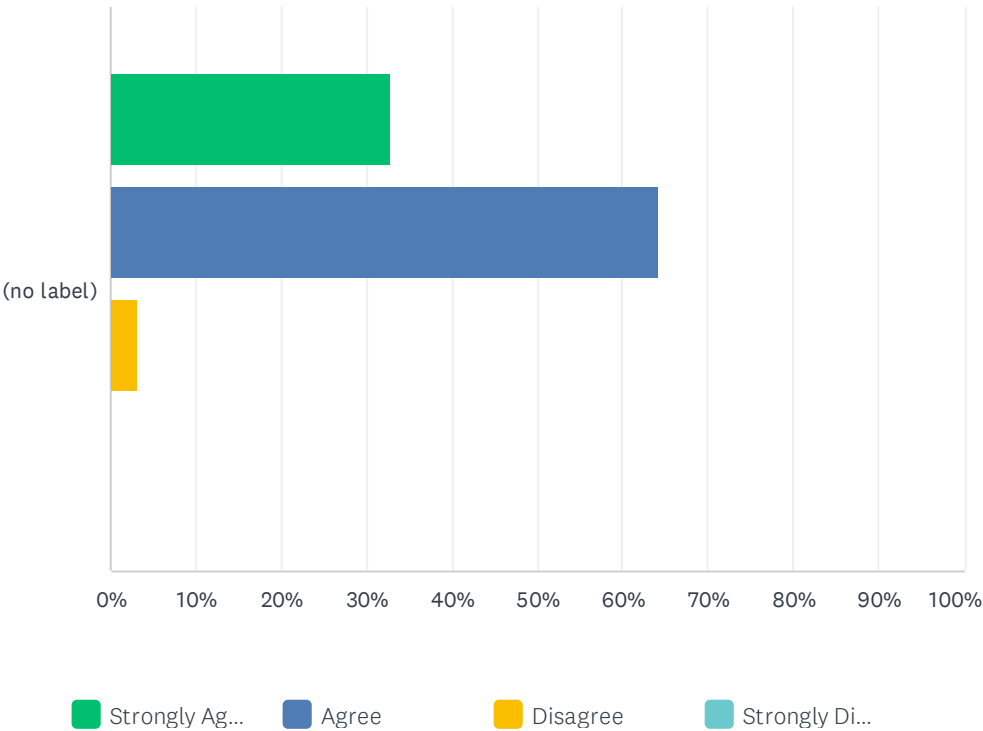
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	21.08%	76.68%	2.24%	0.00%		
	47	171	5	0	223	2.19

Q82 I know I do good work and represent it to others

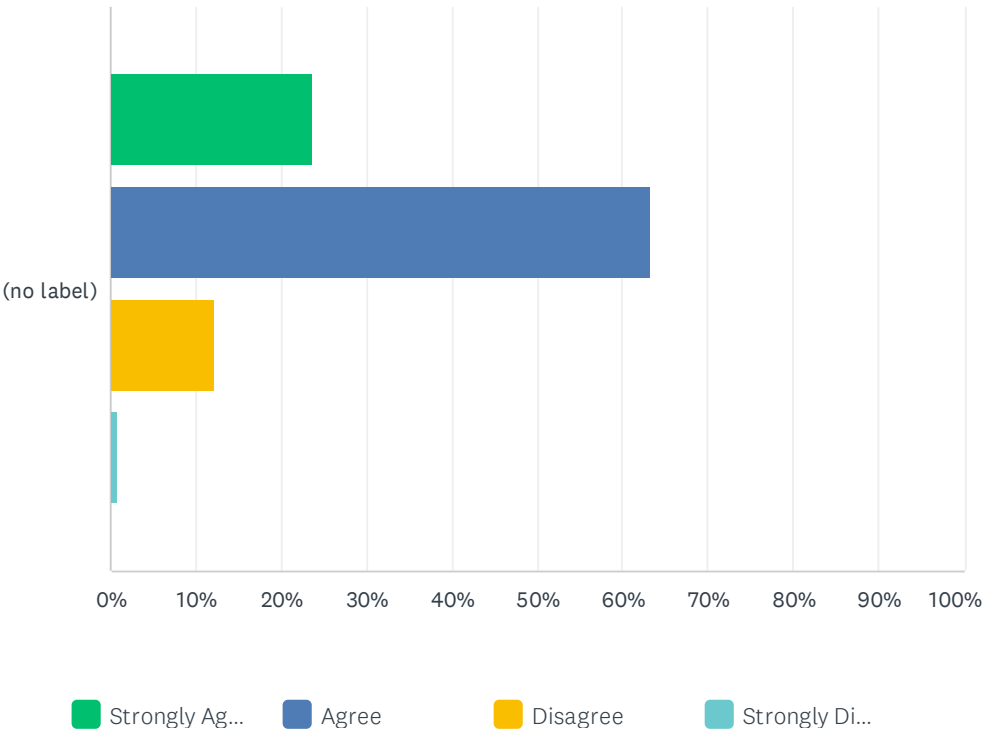
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	32.74% 73	64.13% 143	3.14% 7	0.00% 0	223	2.30

Q83 Right now, I see myself as being pretty successful at work

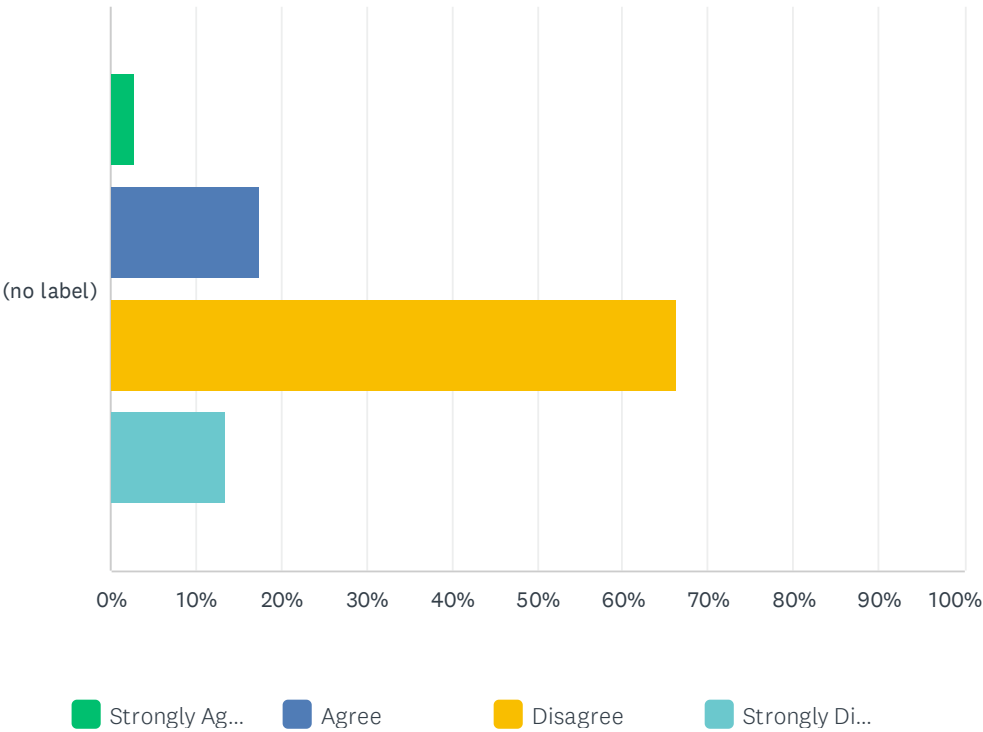
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	23.77% 53	63.23% 141	12.11% 27	0.90% 2	223	2.10

Q84 When I have a setback at work, I have trouble recovering from it, and moving on.

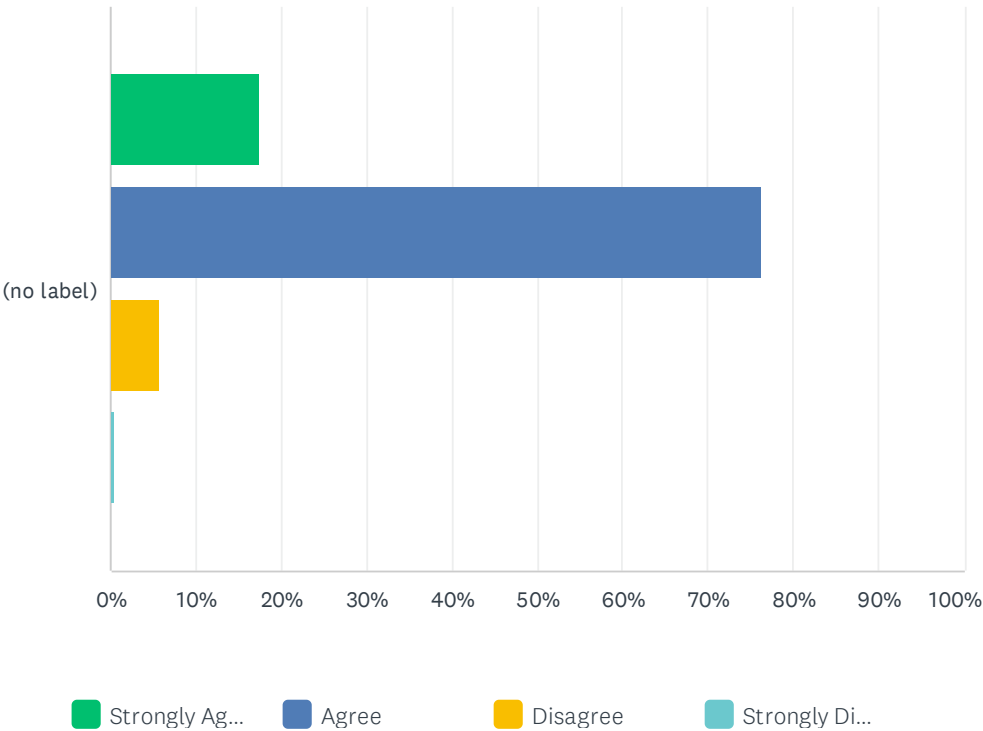
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2.69%	17.49%	66.37%	13.45%	223	1.91
	6	39	148	30		

Q85 I usually take stressful situations at work in stride.

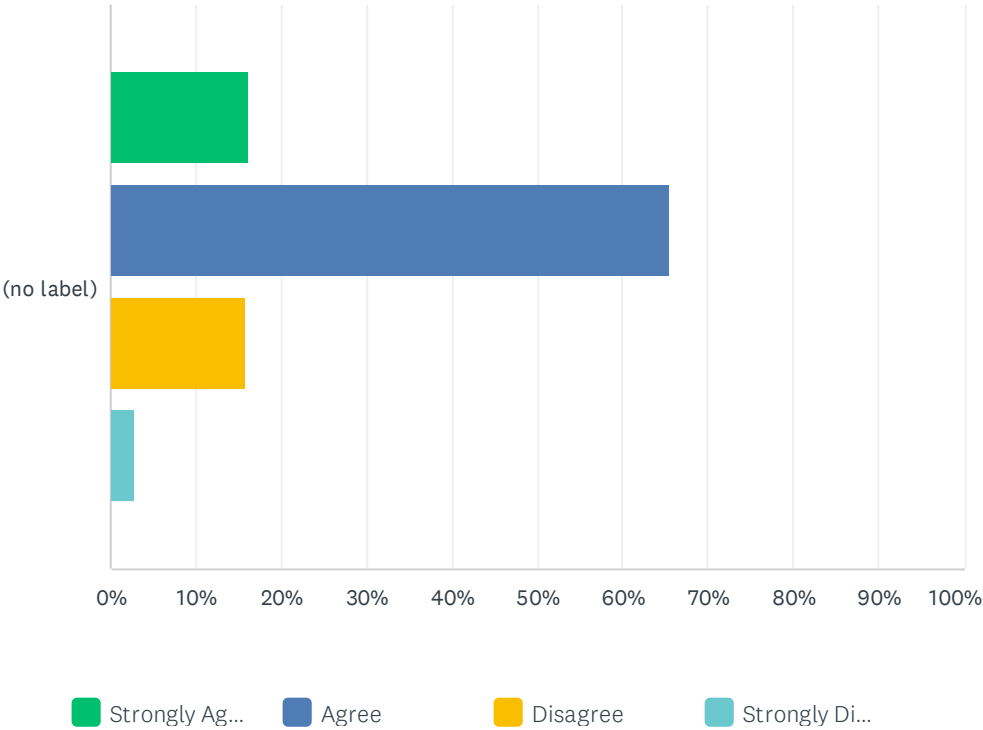
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	17.49% 39	76.23% 170	5.83% 13	0.45% 1	223	2.11

Q86 I can handle all of my work assignments while maintaining my overall wellness.

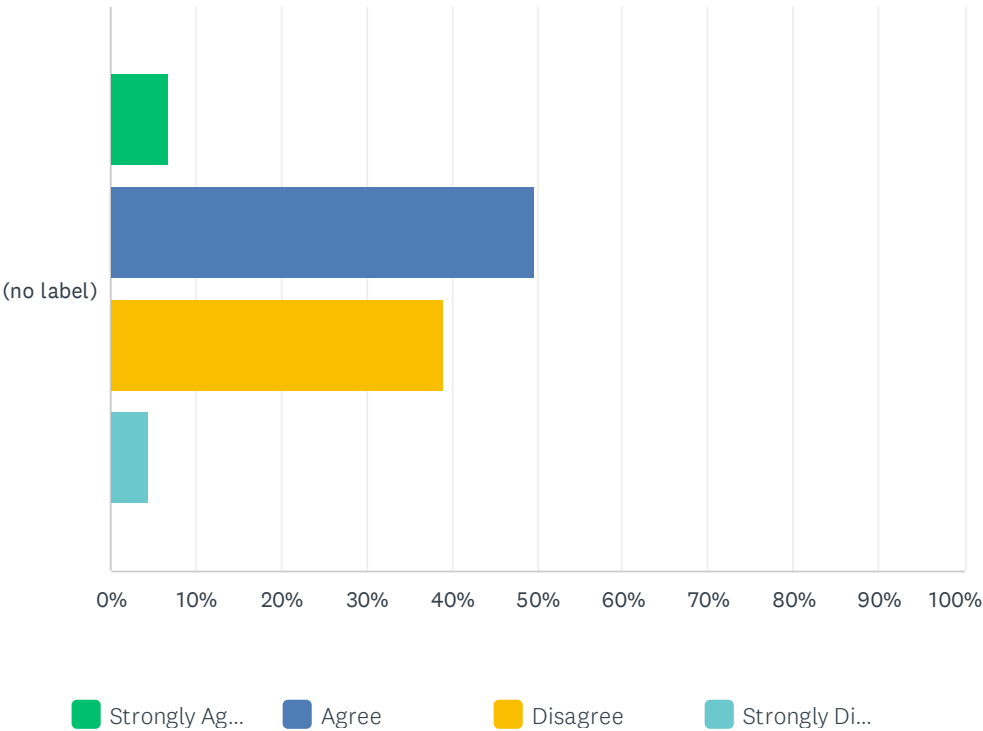
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	16.14%	65.47%	15.70%	2.69%	223	1.95
	36	146	35	6		

Q87 When I face uncertainty at work, I usually expect the best.

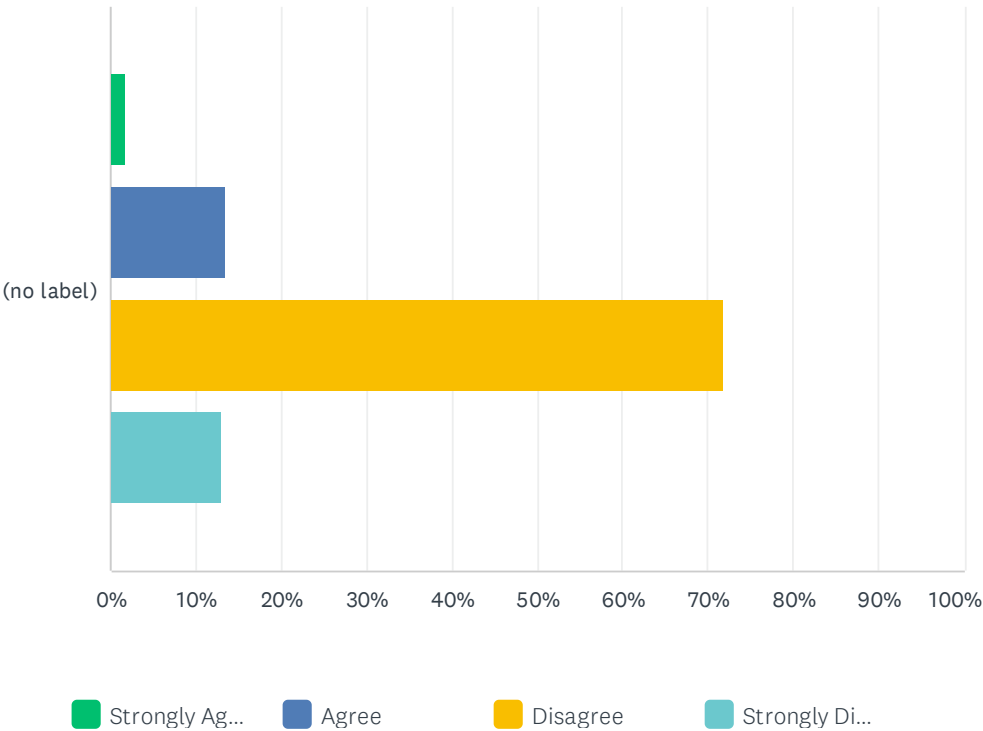
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	6.73% 15	49.78% 111	39.01% 87	4.48% 10	223	1.59

Q88 “In this job, things never work out the way I want them to.”

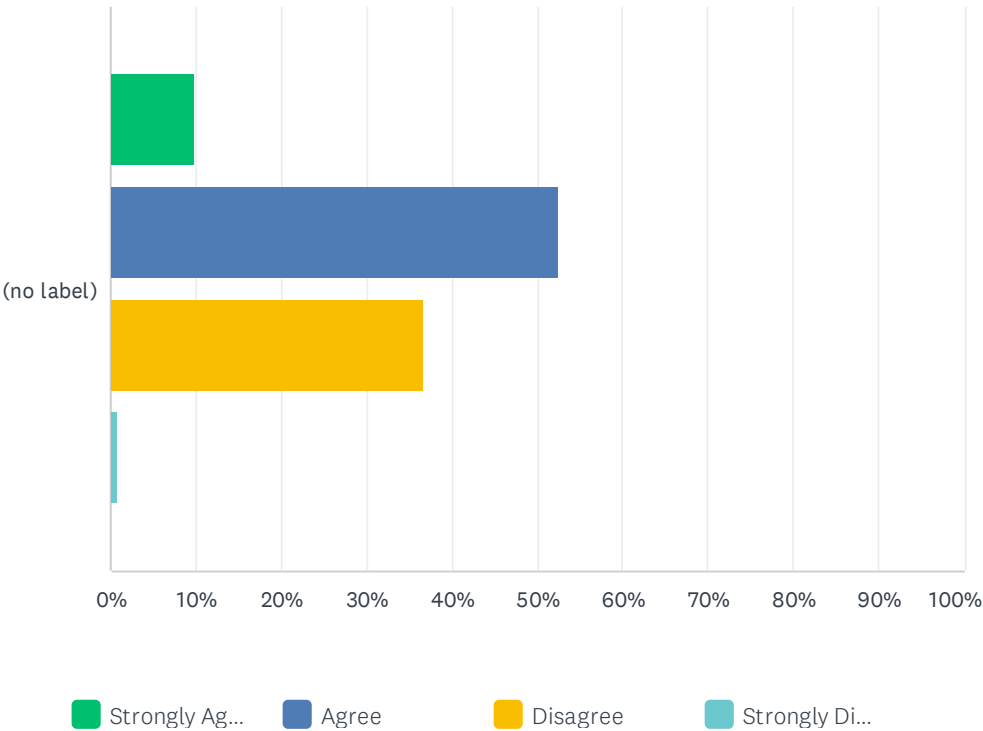
Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.79% 4	13.45% 30	71.75% 160	13.00% 29	223	1.96

Q89 “I always look at the bright side regarding my job.”

Answered: 223 Skipped: 14



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	9.87% 22	52.47% 117	36.77% 82	0.90% 2	223	1.71