

2015 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI
Mission and Organization Engagement	4.33	4.25	4.31	4.42	4.30	4.44	4.35	4.29	4.38	4.40	4.38
I am proud to work for the FBI	4.63	4.59	4.52	4.67	4.55	4.65	4.61	4.52	4.68	4.62	4.65
(Reverse) I am cynical about the FBI	4.04	3.72	3.93	4.08	3.98	4.11	3.97	3.95	4.00	4.02	4.02
I believe in the mission of the FBI	4.69	4.64	4.57	4.67	4.59	4.68	4.64	4.59	4.73	4.70	4.67
I recommend the FBI as a good place to work	3.97	4.03	4.20	4.25	4.11	4.33	4.18	4.14	4.10	4.25	4.20
Workplace Engagement	3.64	3.59	3.74	3.97	3.82	3.98	3.84	3.82	3.79	3.93	3.84
My morale at work is good	3.71	3.69	3.93	4.08	3.92	4.14	3.90	3.93	3.91	4.06	3.94
(Reverse) I feel frustrated at work	3.42	3.24	3.45	3.71	3.56	3.77	3.56	3.62	3.51	3.68	3.62
I look forward to going to work	3.79	3.82	3.85	4.12	4.01	4.05	4.05	3.92	3.95	4.06	3.98
Work Engagement	4.07	3.95	4.01	4.23	4.05	4.20	4.11	4.21	4.08	4.16	4.13
My work gives me a feeling of personal accomplishment	4.19	4.18	4.08	4.34	4.17	4.35	4.22	4.24	4.19	4.26	4.27
I like the kind of work I do	4.25	4.23	4.24	4.40	4.27	4.34	4.26	4.36	4.26	4.33	4.27
(Reverse) I feel burned out from the work that I do	3.79	3.47	3.72	3.94	3.73	3.93	3.84	4.05	3.80	3.87	3.86
FBI Leadership	4.02	4.00	4.18	4.22	3.99	4.20	3.95	4.01	4.11	4.08	4.11
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.15	4.14	4.35	4.34	4.10	4.29	4.07	4.09	4.24	4.22	4.28
(O)The FBI's senior executives maintain high standards of honesty and integrity	3.95	4.04	4.01	4.15	3.99	4.18	3.96	4.04	4.11	4.00	4.06
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.95	3.96	4.18	4.17	3.94	4.18	3.87	3.95	4.02	4.01	4.00
Division Leadership	3.48	3.26	3.82	3.98	3.81	4.11	3.75	3.81	3.92	3.86	3.67
My Division leadership works together as a team	3.46	3.01	3.55	4.01	3.80	4.08	3.58	3.54	3.88	3.81	3.58
How satisfied are you with the decisions and policies of your Division's leadership?	3.27	3.06	3.65	3.80	3.62	3.98	3.68	3.71	3.73	3.71	3.42
Employee morale is important to my Division leadership	3.32	3.14	3.83	3.81	3.50	4.00	3.56	3.84	3.75	3.61	3.43
Results are important to my Division leadership	3.98	4.00	4.20	4.29	4.35	4.37	4.13	4.09	4.39	4.29	4.19
Division leadership has a positive impact on our Division performance	3.28	3.06	3.86	3.98	3.89	4.12	3.77	3.88	3.93	3.92	3.67
Supervisory Leadership	4.00	4.13	4.10	4.27	4.25	4.28	4.21	4.21	4.16	4.23	4.08
Supervisor/team leaders in my work unit support employee development	3.92	4.09	4.06	4.24	4.07	4.15	4.05	4.14	3.99	4.13	4.01

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My supervisor supports my need to balance work and other life issues	4.30	4.24	4.31	4.46	4.42	4.42	4.36	4.42	4.36	4.37	4.27
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	3.94	4.18	4.11	4.25	4.35	4.38	4.32	4.21	4.25	4.32	4.12
I have trust and confidence in my supervisor as a leader	3.85	4.02	3.89	4.14	4.22	4.18	4.14	4.09	4.06	4.20	3.96
Communication- Dissemination	3.62	3.37	3.85	3.89	3.81	4.09	3.85	3.90	3.92	3.82	3.70
Division leadership communicates strategic objectives and threat priorities	3.85	3.63	3.89	4.01	3.99	4.25	3.97	4.10	4.09	3.98	3.86
My Division leadership communicates context and explanations regarding decisions and initiatives	3.50	3.18	3.73	3.80	3.66	4.06	3.78	3.94	3.88	3.72	3.56
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.52	3.33	3.93	3.93	3.83	4.01	3.85	3.70	3.86	3.78	3.62
Communication - Voice	3.28	3.20	3.65	3.68	3.54	3.81	3.54	3.76	3.70	3.57	3.42
How satisfied are you with your involvement in decisions that affect your work?	3.26	3.19	3.46	3.63	3.53	3.74	3.48	3.72	3.55	3.53	3.36
Division leadership is receptive to negative information and bad news	3.16	3.12	3.66	3.64	3.54	3.77	3.49	3.71	3.64	3.54	3.33
Leaders in my Division listen to what employees have to say	3.35	3.21	3.82	3.79	3.55	3.94	3.68	3.89	3.91	3.65	3.49
Colleagues - Competence, Collaboration, and Professionalism	3.75	3.85	4.08	4.03	3.99	4.07	4.04	3.99	4.08	4.02	3.98
The employees here are competent and know how to get the job done	3.78	3.84	3.94	3.96	3.90	4.02	3.95	4.00	4.04	3.95	3.92
The people in my Division conduct themselves in a professional manner	3.70	3.74	4.14	3.98	3.94	4.08	4.00	3.92	4.06	4.03	3.97
(O) Employees in my work unit share job knowledge with each other	3.99	4.08	4.02	4.18	4.16	4.12	4.18	4.19	4.16	4.08	4.06
This is a friendly and cooperative place to work	3.51	3.77	4.23	4.03	4.00	4.14	4.04	3.92	4.05	4.03	3.95
Counterproductive Work Behaviors	2.59	2.58	3.05	3.05	2.91	3.23	2.93	3.05	3.04	3.00	2.92
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	2.43	2.65	3.11	3.14	2.99	3.17	2.92	3.12	3.19	3.04	2.81
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.41	2.31	2.80	2.91	2.71	3.02	2.71	2.89	2.96	2.89	2.88

2015 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI
(Reverse) Arbitrary action and personal favoritism are tolerated	2.80	2.58	3.07	3.04	2.97	3.31	3.01	3.12	3.03	3.02	2.95
Formal Performance Management	3.20	3.21	3.30	3.51	3.41	3.54	3.34	3.49	3.42	3.41	3.35
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	2.82	2.90	3.21	3.30	3.23	3.23	3.13	3.33	3.26	3.25	3.03
(O) My performance appraisal is a fair reflection of my performance	3.93	3.86	3.76	4.11	4.14	4.03	4.05	4.03	4.02	3.96	3.84
Discussions about performance are seen as important and worthwhile	3.44	3.43	3.55	3.75	3.70	3.87	3.52	3.72	3.69	3.70	3.64
Promotions in my work unit are based on merit	2.93	2.84	3.30	3.29	3.15	3.41	3.10	3.31	3.15	3.17	3.12
In my work unit, differences in performance are recognized in a meaningful way	3.06	3.26	3.35	3.45	3.37	3.55	3.29	3.47	3.43	3.38	3.25
Awards in my units/squad depend on how well employees perform their jobs	3.13	3.40	3.24	3.47	3.44	3.48	3.33	3.56	3.28	3.44	3.32
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	2.83	2.90	3.10	3.24	3.09	3.34	3.12	3.25	3.31	3.19	3.14
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.76	3.66	3.72	4.01	3.98	3.94	3.95	3.97	3.94	3.85	3.75
(O) Pay raises depend on how well employees perform their jobs	2.47	2.45	2.33	2.72	2.57	2.89	2.40	2.71	2.54	2.47	2.60
Informal Performance Management	3.35	3.46	3.64	3.64	3.57	3.67	3.53	3.78	3.58	3.66	3.54
(O) Employees are recognized for providing high quality products and services to customers	3.29	3.28	3.56	3.59	3.49	3.66	3.43	3.70	3.51	3.57	3.37
(O) Creativity and innovation are rewarded	3.09	3.16	3.51	3.46	3.39	3.53	3.28	3.65	3.32	3.44	3.27
How satisfied are you with the recognition you receive for doing a good job?	3.19	3.33	3.52	3.51	3.52	3.60	3.50	3.67	3.45	3.57	3.43
In the last six months, my supervisor has talked with me about my performance	3.84	4.05	3.90	4.01	3.99	4.07	3.90	4.08	4.05	4.00	3.95
Training and Career Development	3.57	3.65	3.68	3.83	3.66	3.84	3.62	3.91	3.62	3.74	3.64
How satisfied are you with your career opportunities at the FBI?	3.57	3.58	3.78	3.77	3.61	3.92	3.54	3.83	3.50	3.72	3.53
(O) My training needs are assessed	3.45	3.48	3.36	3.59	3.47	3.55	3.36	3.75	3.48	3.48	3.40
I am given a real opportunity to improve my skills	3.72	3.85	3.85	4.10	3.89	4.05	3.89	4.14	3.89	3.96	3.90

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Job and Role Characteristics	3.82	3.88	3.86	4.09	3.99	4.08	3.95	4.04	3.95	4.02	3.96
Considering everything, how satisfied are you with your job?	3.99	4.06	4.05	4.20	4.05	4.23	4.03	4.07	4.00	4.15	4.06
Employees have a feeling of personal empowerment with respect to work	3.30	3.53	3.74	3.85	3.70	3.86	3.66	3.84	3.71	3.74	3.61
The work I do makes a difference	4.13	4.15	4.08	4.32	4.23	4.28	4.25	4.26	4.21	4.27	4.28
Employees in other jobs or positions value the work I do	3.95	3.80	3.90	4.03	4.01	4.08	3.94	3.99	3.98	4.03	4.06
My workload is reasonable	3.63	3.58	3.58	3.95	3.78	3.88	3.74	3.89	3.73	3.83	3.67
I am clear on what is expected of me on a daily basis	4.11	4.24	4.00	4.31	4.30	4.27	4.26	4.35	4.31	4.27	4.29
My talents are used well in the workplace	3.57	3.83	3.65	4.00	3.92	4.03	3.76	3.92	3.78	3.84	3.73
Inclusion and Fairness	3.70	3.65	3.79	3.77	3.73	3.91	3.79	3.76	3.75	3.79	3.76
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.34	4.24	4.40	4.26	4.31	4.35	4.42	4.32	4.33	4.30	4.38
People in my Division are treated in a fair and consistent manner	3.47	3.48	3.85	3.84	3.87	3.98	3.82	3.77	3.90	3.88	3.72
Leaders work well with employees of different backgrounds	3.95	4.00	4.09	4.13	4.08	4.24	4.15	4.09	4.06	4.11	4.02
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.94	4.00	3.84	4.08	4.04	4.13	4.05	4.07	4.04	4.04	3.97
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.82	3.87	3.84	3.93	3.86	4.02	3.85	3.94	3.90	3.84	3.82
(Reverse) Who you know is more important than what you know what you can do	2.66	2.32	2.59	2.39	2.38	2.71	2.37	2.50	2.41	2.46	2.47
Prohibited personnel practices are not tolerated	3.81	3.79	4.02	3.94	3.83	4.08	3.95	3.91	3.90	3.96	3.98
Integrity	4.26	4.31	4.38	4.40	4.38	4.46	4.41	4.41	4.45	4.37	4.38
Following the law is just as important as accomplishing the mission	4.44	4.54	4.54	4.58	4.50	4.55	4.58	4.60	4.63	4.56	4.59
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.09	4.07	4.23	4.22	4.27	4.36	4.22	4.20	4.28	4.17	4.15
Compliance	3.71	3.81	3.81	3.85	3.81	4.05	3.90	3.91	3.79	3.88	3.88
Employees report misconduct to the appropriate authorities	3.60	3.70	3.85	3.81	3.67	3.95	3.80	3.81	3.72	3.76	3.76

2015 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.56	3.87	3.88	3.88	3.78	4.08	3.91	3.79	3.78	3.88	3.84
My organization has prepared employees for potential security threats	3.91	3.91	3.77	3.89	3.94	4.12	3.97	4.06	3.86	4.00	3.95
Intelligence Community Collaboration	3.56	3.73	3.70	3.87	3.82	3.80	3.71	3.83	3.68	3.75	3.77
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.74	3.82	3.70	3.96	3.97	3.97	3.75	4.02	3.88	3.90	3.96
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.20	4.19	4.19	4.32	4.29	4.26	4.21	4.39	4.25	4.23	4.27
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.13	3.87	3.85	4.17	4.17	4.11	4.07	4.19	4.04	4.01	4.10
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.00	4.01	4.06	4.14	4.11	4.04	4.03	4.13	4.16	4.09	4.06
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.42	3.60	3.45	3.70	3.70	3.57	3.58	3.66	3.32	3.43	3.60
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.44	2.74	2.78	2.92	2.93	2.81	2.85	2.79	2.57	2.67	2.81
External Collaboration	3.50	4.01	3.86	3.94	3.95	3.97	3.73	4.14	4.06	3.99	3.92
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	2.73	3.87	3.50	3.67	3.73	3.76	3.34	3.97	3.92	3.82	3.55
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.17	4.13	4.13	4.15	4.14	4.15	4.08	4.29	4.20	4.14	4.21
Tools, Technology, and Resources	3.37	3.23	3.13	3.48	3.48	3.43	3.26	3.71	3.28	3.56	3.36
I have sufficient resources (eg, people, budget) to get my job done	3.29	3.24	3.14	3.59	3.50	3.40	3.39	3.71	3.36	3.60	3.39
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.46	3.20	3.11	3.37	3.45	3.47	3.15	3.71	3.20	3.51	3.33

2015 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI
Work Environment	3.93	3.94	3.62	3.95	3.93	4.17	3.63	3.86	4.04	4.13	4.14
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.80	3.83	3.26	3.85	3.87	4.11	3.35	3.74	3.93	4.07	4.13
Employees are protected from health and safety hazards on the job	4.12	4.07	4.03	4.05	4.01	4.27	3.91	4.01	4.15	4.20	4.16
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.32	3.19	3.27	3.35	3.23	3.47	3.16	3.41	3.03	3.39	3.41
Considering everything, how satisfied are you with your pay?	3.43	3.90	3.83	3.80	3.74	3.92	3.51	3.90	3.68	3.81	3.88
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.45	3.64	3.32	3.45	3.32	3.23	3.29	3.45	3.38	3.57	3.38
I've seen or heard the results from last years survey	3.90	3.46	3.99	3.16	3.62	4.00	3.72	3.70	3.74	2.95	3.29
I'm interested in seeing or hearing the results from this years survey	4.36	4.36	4.15	4.25	4.13	4.28	4.19	4.19	4.27	4.14	4.02
Other											
Leaders support collaboration across work units to accomplish work objectives	3.90	3.90	3.96	4.00	4.00	4.10	3.98	4.03	3.91	3.99	3.84
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.91	3.82	3.84	3.99	3.86	4.15	3.88	4.03	3.98	3.93	3.95
(O) The FBI is able to recruit people with the right skills	3.59	3.43	3.64	3.81	3.64	3.76	3.67	3.79	3.75	3.70	3.70
(O) The skill level in my work unit has improved in the past year	3.63	3.86	3.86	3.86	3.78	3.86	3.73	3.89	3.86	3.81	3.80
Considering everything, how satisfied are you with the FBI?	4.14	4.03	4.11	4.21	4.10	4.33	4.03	4.13	4.13	4.21	4.14
(O) I feel encouraged to come up with new and better ways of doing things	3.62	3.73	3.78	3.82	3.83	3.92	3.75	3.94	3.75	3.79	3.71

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
Mission and Organization Engagement	4.46	4.56	4.40	4.19	4.30	4.28	4.36	4.39	4.50	4.54	4.29
I am proud to work for the FBI	4.67	4.72	4.62	4.48	4.59	4.50	4.63	4.63	4.68	4.74	4.53
(Reverse) I am cynical about the FBI	4.20	4.34	4.08	3.74	3.87	3.99	3.98	4.02	4.25	4.29	3.86
I believe in the mission of the FBI	4.71	4.74	4.66	4.60	4.60	4.53	4.72	4.68	4.71	4.75	4.66
I recommend the FBI as a good place to work	4.26	4.46	4.24	3.97	4.12	4.10	4.08	4.23	4.39	4.40	4.09
Workplace Engagement	3.96	4.22	3.91	3.50	3.78	3.82	3.70	3.90	4.06	3.99	3.61
My morale at work is good	4.10	4.34	4.00	3.56	3.86	3.89	3.82	3.99	4.12	4.07	3.78
(Reverse) I feel frustrated at work	3.72	3.97	3.72	3.26	3.53	3.60	3.44	3.69	3.93	3.75	3.22
I look forward to going to work	4.10	4.35	4.03	3.68	3.94	3.96	3.85	4.02	4.14	4.15	3.84
Work Engagement	4.17	4.35	4.21	3.91	4.09	4.17	4.07	4.17	4.23	4.26	4.01
My work gives me a feeling of personal accomplishment	4.24	4.49	4.33	4.02	4.21	4.26	4.26	4.28	4.31	4.36	4.12
I like the kind of work I do	4.33	4.49	4.40	4.15	4.31	4.29	4.32	4.31	4.37	4.44	4.24
(Reverse) I feel burned out from the work that I do	3.94	4.09	3.93	3.57	3.75	3.96	3.62	3.91	4.03	3.99	3.73
FBI Leadership	4.14	4.20	4.16	3.95	3.98	3.99	4.17	4.15	4.17	4.30	4.12
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.23	4.19	4.28	4.06	4.13	4.13	4.28	4.31	4.24	4.40	4.30
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.21	4.26	4.11	3.89	3.98	3.99	4.06	3.96	4.16	4.28	3.98
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.02	4.19	4.12	3.89	3.86	3.86	4.16	4.16	4.15	4.24	4.10
Division Leadership	4.26	4.11	3.99	3.24	3.76	3.91	3.47	3.70	4.07	4.09	3.18
My Division leadership works together as a team	4.27	3.94	3.98	2.75	3.50	3.87	3.20	3.57	3.86	3.97	2.89
How satisfied are you with the decisions and policies of your Division's leadership?	4.10	4.02	3.79	3.13	3.67	3.76	3.36	3.55	3.91	4.01	2.99
Employee morale is important to my Division leadership	4.14	4.01	3.82	3.09	3.62	3.73	3.35	3.50	3.93	3.96	3.09
Results are important to my Division leadership	4.46	4.43	4.38	4.03	4.22	4.21	4.03	4.14	4.49	4.33	3.80
Division leadership has a positive impact on our Division performance	4.40	4.12	4.00	3.05	3.81	3.99	3.42	3.72	4.16	4.16	3.02
Supervisory Leadership	4.33	4.34	4.28	4.03	4.10	4.10	3.98	4.14	4.40	4.20	3.95
Supervisor/team leaders in my work unit support employee development	4.17	4.23	4.21	3.95	4.08	3.99	3.89	4.08	4.33	4.13	3.86

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
My supervisor supports my need to balance work and other life issues	4.50	4.46	4.42	4.26	4.33	4.38	4.13	4.37	4.55	4.49	4.10
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.40	4.40	4.33	4.05	4.06	4.05	4.00	4.10	4.41	4.18	4.03
I have trust and confidence in my supervisor as a leader	4.27	4.27	4.20	3.92	3.96	4.01	3.90	4.03	4.32	4.02	3.85
Communication- Dissemination	4.25	4.11	3.97	3.42	3.72	3.97	3.63	3.70	4.02	4.07	3.33
Division leadership communicates strategic objectives and threat priorities	4.34	4.30	4.16	3.66	3.90	4.16	3.89	3.93	4.13	4.17	3.63
My Division leadership communicates context and explanations regarding decisions and initiatives	4.22	4.10	3.89	3.35	3.66	3.98	3.56	3.60	3.91	4.02	3.25
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	4.21	3.96	3.87	3.27	3.66	3.82	3.38	3.58	4.05	3.99	3.06
Communication - Voice	3.96	3.96	3.63	3.14	3.54	3.67	3.27	3.45	3.76	3.86	3.05
How satisfied are you with your involvement in decisions that affect your work?	3.85	3.87	3.56	3.24	3.44	3.63	3.25	3.50	3.65	3.74	3.00
Division leadership is receptive to negative information and bad news	4.01	3.97	3.63	3.00	3.50	3.66	3.18	3.40	3.76	3.88	3.03
Leaders in my Division listen to what employees have to say	4.09	4.02	3.72	3.12	3.69	3.74	3.37	3.47	3.93	3.97	3.12
Colleagues - Competence, Collaboration, and Professionalism	4.19	4.23	4.16	3.86	3.95	3.93	3.86	4.01	4.23	3.96	3.97
The employees here are competent and know how to get the job done	4.15	4.19	4.10	3.89	3.92	3.81	3.89	3.95	4.18	3.86	4.00
The people in my Division conduct themselves in a professional manner	4.20	4.17	4.16	3.84	3.88	3.94	3.78	3.97	4.21	3.90	3.95
(O) Employees in my work unit share job knowledge with each other	4.20	4.26	4.24	4.05	4.11	4.03	3.92	4.12	4.31	4.08	4.08
This is a friendly and cooperative place to work	4.24	4.31	4.18	3.67	3.91	3.94	3.84	4.00	4.25	3.99	3.84
Counterproductive Work Behaviors	3.00	3.18	3.01	2.66	2.79	2.77	2.74	2.90	3.18	2.96	2.93
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	2.85	3.08	3.04	2.58	2.82	2.74	2.83	2.94	3.13	2.88	2.96
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.75	2.95	2.91	2.59	2.64	2.55	2.67	2.75	3.06	2.67	2.86

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
(Reverse) Arbitrary action and personal favoritism are tolerated	3.25	3.39	3.00	2.63	2.82	2.84	2.65	2.94	3.18	3.15	2.84
Formal Performance Management	3.57	3.73	3.51	3.19	3.29	3.36	3.28	3.42	3.56	3.53	3.21
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.38	3.48	3.33	2.89	3.10	3.07	2.95	3.23	3.37	3.27	2.87
(O) My performance appraisal is a fair reflection of my performance	4.14	4.31	4.03	3.89	3.90	3.95	3.87	3.99	4.19	4.18	3.76
Discussions about performance are seen as important and worthwhile	3.96	3.97	3.84	3.35	3.50	3.64	3.50	3.66	3.80	3.94	3.30
Promotions in my work unit are based on merit	3.39	3.55	3.30	2.90	2.97	3.13	3.06	3.18	3.46	3.36	2.88
In my work unit, differences in performance are recognized in a meaningful way	3.56	3.72	3.49	3.11	3.26	3.28	3.19	3.41	3.60	3.55	3.09
Awards in my unitsquad depend on how well employees perform their jobs	3.58	3.59	3.49	3.25	3.34	3.23	3.17	3.46	3.54	3.36	3.17
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.24	3.42	3.26	3.03	2.92	3.04	3.09	3.15	3.29	3.20	3.02
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.00	4.34	3.97	3.72	3.84	3.93	3.93	3.89	3.98	4.01	3.57
(O) Pay raises depend on how well employees perform their jobs	2.70	2.86	2.70	2.43	2.51	2.76	2.61	2.66	2.74	2.78	2.61
Informal Performance Management	3.81	3.88	3.67	3.38	3.52	3.61	3.47	3.62	3.73	3.66	3.49
(O) Employees are recognized for providing high quality products and services to customers	3.73	3.85	3.57	3.30	3.36	3.38	3.38	3.54	3.69	3.60	3.34
(O) Creativity and innovation are rewarded	3.60	3.73	3.46	3.13	3.17	3.34	3.10	3.41	3.60	3.42	3.22
How satisfied are you with the recognition you receive for doing a good job?	3.72	3.78	3.52	3.19	3.49	3.54	3.35	3.57	3.66	3.58	3.33
In the last six months, my supervisor has talked with me about my performance	4.17	4.17	4.13	3.93	3.93	4.10	3.98	3.92	4.02	3.88	3.93
Training and Career Development	3.78	3.95	3.76	3.47	3.66	3.71	3.54	3.76	3.89	3.76	3.54
How satisfied are you with your career opportunities at the FBI?	3.71	3.85	3.70	3.43	3.67	3.65	3.57	3.70	3.90	3.65	3.51
(O) My training needs are assessed	3.60	3.81	3.63	3.25	3.42	3.52	3.27	3.58	3.69	3.61	3.33
I am given a real opportunity to improve my skills	3.99	4.19	3.95	3.69	3.85	3.91	3.76	3.94	4.05	3.93	3.71

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
Job and Role Characteristics	4.09	4.19	4.07	3.80	3.94	4.00	3.88	4.05	4.10	4.12	3.84
Considering everything, how satisfied are you with your job?	4.14	4.34	4.16	3.86	4.12	4.12	3.92	4.13	4.22	4.22	3.90
Employees have a feeling of personal empowerment with respect to work	4.02	3.99	3.89	3.34	3.60	3.71	3.43	3.71	3.97	3.82	3.35
The work I do makes a difference	4.25	4.44	4.34	4.13	4.19	4.20	4.26	4.33	4.33	4.47	4.23
Employees in other jobs or positions value the work I do	4.07	4.20	4.12	3.86	3.95	3.99	4.04	4.06	4.07	4.13	3.97
My workload is reasonable	3.99	3.89	3.77	3.72	3.74	3.88	3.54	3.84	3.79	4.00	3.69
I am clear on what is expected of me on a daily basis	4.31	4.39	4.32	4.13	4.23	4.22	4.17	4.35	4.38	4.30	4.17
My talents are used well in the workplace	3.91	4.09	3.93	3.55	3.74	3.88	3.80	3.87	3.94	3.81	3.55
Inclusion and Fairness	3.88	3.96	3.81	3.53	3.67	3.73	3.69	3.77	3.96	3.75	3.64
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.40	4.43	4.29	4.08	4.28	4.24	4.24	4.27	4.53	4.21	4.19
People in my Division are treated in a fair and consistent manner	4.09	4.10	3.87	3.33	3.68	3.68	3.65	3.83	4.09	3.84	3.51
Leaders work well with employees of different backgrounds	4.25	4.23	4.16	3.81	3.99	4.04	3.97	4.08	4.30	4.13	3.85
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.11	4.18	4.12	3.88	3.88	4.06	3.93	3.95	4.21	4.03	3.79
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	4.04	4.02	3.91	3.73	3.84	3.83	3.83	3.91	4.01	3.96	3.71
(Reverse) Who you know is more important than what you know what you can do	2.47	2.65	2.45	2.30	2.36	2.45	2.49	2.50	2.75	2.42	2.57
Prohibited personnel practices are not tolerated	4.06	4.12	4.06	3.77	3.77	3.89	3.88	3.93	4.12	3.93	3.80
Integrity	4.60	4.47	4.46	4.08	4.31	4.40	4.33	4.32	4.55	4.53	4.15
Following the law is just as important as accomplishing the mission	4.69	4.62	4.63	4.42	4.50	4.56	4.57	4.54	4.64	4.66	4.48
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.51	4.33	4.29	3.73	4.10	4.24	4.09	4.08	4.47	4.38	3.81
Compliance	3.98	4.07	3.98	3.74	3.79	3.80	3.74	3.87	3.96	3.93	3.76
Employees report misconduct to the appropriate authorities	3.91	3.90	3.88	3.61	3.65	3.70	3.73	3.70	3.83	3.76	3.71

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.97	3.99	3.89	3.72	3.78	3.77	3.63	3.77	3.93	3.81	3.66
My organization has prepared employees for potential security threats	4.10	4.27	4.17	3.88	3.88	3.92	3.89	4.09	4.04	4.13	3.85
Intelligence Community Collaboration	3.60	3.79	3.75	3.65	3.65	3.73	3.77	3.83	3.66	3.83	3.67
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.78	3.97	3.87	3.70	3.72	3.80	3.87	4.01	3.75	4.12	3.77
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.19	4.29	4.18	4.19	4.16	4.14	4.27	4.34	4.14	4.38	4.22
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.85	4.06	4.06	3.99	3.95	4.11	4.07	4.12	3.96	4.07	3.90
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.97	4.01	4.03	4.00	3.99	4.07	4.09	4.17	4.06	4.15	4.04
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.40	3.83	3.62	3.43	3.39	3.54	3.74	3.59	3.47	3.55	3.34
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.37	2.74	2.72	2.80	2.68	2.70	2.84	2.71	2.61	2.54	2.61
External Collaboration	4.25	4.22	4.22	3.71	3.98	3.85	3.80	3.96	4.07	4.01	3.83
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	4.16	4.09	4.16	3.32	3.76	3.46	3.49	3.68	3.85	3.65	3.52
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.34	4.31	4.26	3.99	4.15	4.11	4.02	4.17	4.22	4.31	4.03
Tools, Technology, and Resources	3.73	3.76	3.61	3.41	3.36	3.47	3.37	3.60	3.44	3.58	3.24
I have sufficient resources (eg, people, budget) to get my job done	3.79	3.73	3.57	3.44	3.43	3.46	3.27	3.56	3.52	3.51	3.16
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.66	3.79	3.66	3.39	3.30	3.48	3.48	3.63	3.36	3.64	3.33

2015 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
Work Environment	4.06	4.18	4.15	4.06	3.79	4.03	4.05	4.06	4.08	4.07	3.93
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.95	4.04	4.09	3.97	3.70	3.94	4.00	3.97	3.98	3.98	3.84
Employees are protected from health and safety hazards on the job	4.18	4.34	4.24	4.18	3.90	4.13	4.13	4.17	4.23	4.21	4.03
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.42	3.50	3.49	3.23	3.20	3.41	3.19	3.41	3.51	3.56	3.03
Considering everything, how satisfied are you with your pay?	3.91	3.93	3.91	3.65	3.91	3.89	3.65	3.97	3.90	3.86	3.81
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.34	3.34	3.48	3.31	3.36	3.40	3.43	3.55	3.40	3.37	3.54
I've seen or heard the results from last years survey	4.06	3.90	3.70	3.81	3.80	3.60	4.02	3.91	3.13	3.65	3.63
I'm interested in seeing or hearing the results from this years survey	4.06	4.22	4.19	4.33	4.12	4.18	4.45	4.26	4.33	4.41	4.31
Other											
Leaders support collaboration across work units to accomplish work objectives	4.17	4.21	4.12	3.75	3.78	4.05	3.81	3.92	4.06	4.09	3.72
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.13	4.19	4.06	3.66	3.81	3.94	3.84	3.92	4.07	3.96	3.74
(O) The FBI is able to recruit people with the right skills	3.79	3.85	3.75	3.55	3.49	3.65	3.40	3.72	3.75	3.89	3.64
(O) The skill level in my work unit has improved in the past year	3.91	3.89	3.86	3.63	3.68	3.82	3.66	3.76	3.88	3.82	3.62
Considering everything, how satisfied are you with the FBI?	4.25	4.32	4.18	3.88	4.12	4.09	4.05	4.19	4.30	4.33	4.00
(O) I feel encouraged to come up with new and better ways of doing things	3.88	4.12	3.87	3.60	3.62	3.80	3.70	3.84	3.98	3.94	3.59

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
Mission and Organization Engagement	4.34	4.50	4.34	4.48	4.36	4.33	4.42	4.40	4.40	4.44	4.37
I am proud to work for the FBI	4.59	4.69	4.62	4.69	4.57	4.62	4.65	4.69	4.64	4.70	4.57
(Reverse) I am cynical about the FBI	4.00	4.23	3.96	4.27	4.16	3.85	4.12	4.04	4.06	4.02	4.12
I believe in the mission of the FBI	4.60	4.71	4.64	4.65	4.62	4.68	4.70	4.67	4.71	4.73	4.59
I recommend the FBI as a good place to work	4.18	4.38	4.11	4.32	4.13	4.17	4.21	4.21	4.17	4.34	4.22
Workplace Engagement	3.91	4.07	3.70	4.11	3.85	3.83	4.11	3.97	3.88	3.86	3.93
My morale at work is good	4.10	4.28	3.80	4.25	3.91	3.91	4.21	4.09	3.92	4.00	3.96
(Reverse) I feel frustrated at work	3.60	3.75	3.43	3.94	3.73	3.52	3.83	3.66	3.70	3.52	3.82
I look forward to going to work	4.01	4.19	3.89	4.15	3.96	4.07	4.27	4.16	4.02	4.04	4.04
Work Engagement	4.10	4.20	4.07	4.34	4.09	4.02	4.20	4.21	4.19	4.14	4.14
My work gives me a feeling of personal accomplishment	4.22	4.31	4.15	4.37	4.12	4.14	4.29	4.37	4.33	4.30	4.23
I like the kind of work I do	4.30	4.36	4.23	4.53	4.27	4.26	4.34	4.44	4.37	4.33	4.28
(Reverse) I feel burned out from the work that I do	3.79	3.97	3.83	4.10	3.91	3.67	3.96	3.81	3.88	3.80	3.92
FBI Leadership	4.21	4.36	4.08	4.31	4.02	4.03	4.12	3.97	4.15	4.08	4.16
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.33	4.45	4.26	4.34	4.17	4.12	4.25	4.06	4.29	4.21	4.28
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.12	4.34	3.97	4.31	4.03	3.99	4.07	3.89	4.06	4.10	4.11
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.20	4.34	4.02	4.30	3.91	3.99	4.07	3.94	4.11	3.97	4.10
Division Leadership	3.97	4.20	3.49	4.32	3.86	3.84	4.14	3.87	3.93	3.86	3.83
My Division leadership works together as a team	3.97	4.14	3.46	4.40	3.88	3.75	4.08	3.83	3.85	3.76	3.79
How satisfied are you with the decisions and policies of your Divisions leadership?	3.79	4.11	3.37	4.16	3.75	3.80	4.06	3.68	3.77	3.71	3.73
Employee morale is important to my Division leadership	3.75	4.17	3.14	4.27	3.80	3.67	4.10	3.78	3.82	3.64	3.76
Results are important to my Division leadership	4.39	4.43	4.08	4.46	4.06	4.12	4.33	4.21	4.28	4.38	4.14
Division leadership has a positive impact on our Division performance	4.02	4.19	3.32	4.35	3.93	3.92	4.17	3.84	3.95	3.84	3.80
Supervisory Leadership	4.28	4.32	4.14	4.46	4.06	4.17	4.37	4.28	4.11	4.18	4.07
Supervisor/team leaders in my work unit support employee development	4.19	4.26	4.02	4.48	4.00	4.13	4.28	4.16	3.99	4.13	4.01

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
My supervisor supports my need to balance work and other life issues	4.40	4.43	4.33	4.62	4.25	4.41	4.40	4.39	4.29	4.46	4.21
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.35	4.34	4.13	4.41	4.04	4.09	4.41	4.37	4.13	4.14	4.09
I have trust and confidence in my supervisor as a leader	4.18	4.26	4.06	4.37	3.94	4.03	4.37	4.21	4.06	4.05	4.02
Communication- Dissemination	3.92	4.18	3.50	4.30	3.82	3.87	4.10	3.86	3.92	3.78	3.84
Division leadership communicates strategic objectives and threat priorities	4.10	4.23	3.80	4.37	3.95	4.08	4.18	4.02	4.13	3.98	3.95
My Division leadership communicates context and explanations regarding decisions and initiatives	3.86	4.16	3.41	4.30	3.84	3.88	4.06	3.80	3.88	3.81	3.79
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.79	4.18	3.24	4.22	3.72	3.69	4.04	3.75	3.71	3.58	3.85
Communication - Voice	3.70	3.97	3.29	4.12	3.60	3.62	3.93	3.56	3.57	3.54	3.60
How satisfied are you with your involvement in decisions that affect your work?	3.64	3.87	3.41	3.99	3.57	3.56	3.84	3.50	3.47	3.51	3.59
Division leadership is receptive to negative information and bad news	3.67	4.00	3.16	4.08	3.62	3.61	3.95	3.59	3.60	3.47	3.58
Leaders in my Division listen to what employees have to say	3.82	4.09	3.23	4.25	3.65	3.69	3.98	3.63	3.68	3.70	3.65
Colleagues - Competence, Collaboration, and Professionalism	4.14	4.14	3.92	4.37	3.80	4.07	4.15	4.13	3.97	4.10	3.92
The employees here are competent and know how to get the job done	4.14	4.12	3.85	4.37	3.70	3.95	4.01	4.07	3.91	3.91	3.82
The people in my Division conduct themselves in a professional manner	4.10	4.11	3.87	4.41	3.76	4.08	4.09	4.07	3.94	4.04	3.93
(O) Employees in my work unit share job knowledge with each other	4.16	4.19	4.17	4.34	3.89	4.14	4.31	4.21	4.09	4.32	4.04
This is a friendly and cooperative place to work	4.18	4.15	3.82	4.35	3.82	4.11	4.24	4.18	3.94	4.18	3.91
Counterproductive Work Behaviors	3.01	3.03	2.92	3.39	2.90	2.91	3.09	3.00	2.81	2.94	3.01
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	3.04	2.83	2.84	3.32	2.78	2.99	3.16	3.00	2.90	3.03	3.03
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.89	2.82	2.78	3.07	2.74	2.62	2.89	2.78	2.77	2.82	2.75

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
(Reverse) Arbitrary action and personal favoritism are tolerated	3.05	3.34	2.95	3.54	2.98	2.98	3.19	3.10	2.79	2.92	3.17
Formal Performance Management	3.43	3.54	3.36	3.75	3.40	3.32	3.58	3.43	3.39	3.30	3.38
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.14	3.32	3.24	3.73	3.13	3.23	3.53	3.31	3.14	2.90	3.17
(O) My performance appraisal is a fair reflection of my performance	4.07	4.10	3.98	4.17	3.95	3.93	4.09	4.07	3.91	3.67	3.90
Discussions about performance are seen as important and worthwhile	3.71	3.98	3.46	4.23	3.77	3.63	3.91	3.73	3.82	3.68	3.68
Promotions in my work unit are based on merit	3.22	3.45	3.17	3.50	3.22	2.99	3.35	3.09	3.12	3.04	3.23
In my work unit, differences in performance are recognized in a meaningful way	3.43	3.55	3.35	3.87	3.28	3.35	3.60	3.41	3.34	3.32	3.41
Awards in my unitsquad depend on how well employees perform their jobs	3.44	3.42	3.38	3.72	3.28	3.43	3.67	3.49	3.31	3.38	3.34
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.19	3.33	3.08	3.45	2.99	2.92	3.42	3.15	3.11	3.22	3.14
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.93	3.95	3.86	4.17	3.93	3.84	4.06	4.01	3.83	3.67	3.89
(O) Pay raises depend on how well employees perform their jobs	2.71	2.78	2.55	2.85	2.82	2.44	2.45	2.44	2.58	2.45	2.81
Informal Performance Management	3.73	3.77	3.60	3.91	3.47	3.57	3.80	3.61	3.59	3.63	3.61
(O) Employees are recognized for providing high quality products and services to customers	3.69	3.63	3.46	3.86	3.40	3.41	3.68	3.45	3.49	3.58	3.52
(O) Creativity and innovation are rewarded	3.56	3.56	3.28	3.71	3.34	3.25	3.52	3.29	3.27	3.36	3.41
How satisfied are you with the recognition you receive for doing a good job?	3.57	3.78	3.53	3.90	3.43	3.49	3.83	3.57	3.44	3.49	3.59
In the last six months, my supervisor has talked with me about my performance	4.05	4.16	4.06	4.15	3.76	4.02	4.15	4.11	3.98	4.05	3.97
Training and Career Development	3.74	3.85	3.68	4.04	3.62	3.71	3.90	3.74	3.58	3.70	3.77
How satisfied are you with your career opportunities at the FBI?	3.62	3.82	3.69	3.90	3.56	3.74	3.98	3.88	3.51	3.64	3.73
(O) My training needs are assessed	3.60	3.73	3.53	3.88	3.44	3.38	3.55	3.41	3.36	3.50	3.56
I am given a real opportunity to improve my skills	3.96	4.07	3.81	4.38	3.87	3.96	4.09	3.89	3.83	3.92	3.99

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
Job and Role Characteristics	4.04	4.09	3.93	4.27	3.95	3.96	4.17	4.06	4.04	3.99	4.03
Considering everything, how satisfied are you with your job?	4.05	4.20	3.98	4.32	4.01	4.04	4.28	4.23	4.08	4.15	4.14
Employees have a feeling of personal empowerment with respect to work	3.85	3.94	3.58	4.19	3.61	3.76	3.92	3.74	3.62	3.66	3.76
The work I do makes a difference	4.32	4.30	4.16	4.40	4.30	4.10	4.39	4.35	4.35	4.29	4.33
Employees in other jobs or positions value the work I do	4.05	3.96	3.91	4.23	4.01	3.99	4.18	4.11	4.06	3.99	4.04
My workload is reasonable	3.83	3.87	3.82	4.09	3.81	3.75	3.95	3.71	3.89	3.78	3.83
I am clear on what is expected of me on a daily basis	4.27	4.38	4.24	4.48	4.25	4.29	4.41	4.32	4.37	4.31	4.24
My talents are used well in the workplace	3.89	4.04	3.84	4.13	3.71	3.79	4.01	3.96	3.85	3.78	3.90
Inclusion and Fairness	3.77	3.92	3.70	4.04	3.69	3.80	3.97	3.83	3.76	3.73	3.71
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.34	4.40	4.24	4.56	4.22	4.32	4.47	4.37	4.20	4.28	4.13
People in my Division are treated in a fair and consistent manner	3.84	4.04	3.71	4.34	3.79	3.99	4.18	4.02	3.82	3.70	3.70
Leaders work well with employees of different backgrounds	4.18	4.28	3.99	4.45	4.02	4.20	4.34	4.20	3.96	4.04	4.02
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.00	4.20	3.99	4.24	3.98	4.12	4.24	4.04	4.09	4.00	3.90
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.95	4.03	3.85	4.02	3.90	3.95	4.01	3.96	4.02	3.93	3.83
(Reverse) Who you know is more important than what you know what you can do	2.40	2.60	2.40	2.42	2.38	2.24	2.57	2.34	2.32	2.32	2.58
Prohibited personnel practices are not tolerated	3.79	4.14	3.87	4.21	3.69	3.89	4.01	3.96	3.97	3.99	3.95
Integrity	4.40	4.57	4.24	4.52	4.30	4.49	4.58	4.45	4.39	4.45	4.39
Following the law is just as important as accomplishing the mission	4.60	4.67	4.47	4.64	4.44	4.68	4.69	4.63	4.56	4.63	4.56
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.18	4.45	3.98	4.42	4.15	4.29	4.45	4.26	4.21	4.28	4.24
Compliance	3.84	3.98	3.85	4.08	3.76	3.84	3.93	3.81	3.75	3.86	3.79
Employees report misconduct to the appropriate authorities	3.75	3.89	3.70	3.88	3.59	3.72	3.88	3.70	3.65	3.64	3.75

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.85	3.96	3.75	4.02	3.62	3.95	4.03	3.83	3.68	3.73	3.85
My organization has prepared employees for potential security threats	3.98	4.13	4.03	4.25	4.00	3.82	3.89	3.88	3.86	4.15	3.85
Intelligence Community Collaboration	3.72	3.86	3.79	3.83	3.45	3.93	4.11	3.54	3.82	3.74	3.56
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.87	4.00	3.79	4.13	3.65	4.08	4.11	3.58	4.06	4.02	3.64
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.12	4.36	4.29	4.28	4.10	4.33	4.50	3.87	4.43	4.31	4.14
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.97	4.08	4.04	4.14	3.60	4.28	4.46	3.82	4.07	4.05	3.87
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.98	4.11	4.13	4.13	3.64	4.26	4.46	3.83	4.21	4.09	3.96
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.64	3.55	3.40	3.69	3.53	3.50	3.70	3.52	3.32	3.49	3.50
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.70	2.73	2.68	2.75	2.29	3.04	3.34	2.49	2.65	2.73	2.33
External Collaboration	4.19	4.17	3.81	4.40	4.07	4.07	3.85	3.78	4.02	3.70	4.05
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	4.17	4.00	3.55	4.35	3.90	4.02	3.42	3.46	3.80	3.31	3.86
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.20	4.31	4.00	4.45	4.14	4.15	4.21	4.09	4.14	4.04	4.24
Tools, Technology, and Resources	3.49	3.65	3.40	3.81	3.67	3.18	3.27	3.04	3.44	3.60	3.29
I have sufficient resources (eg, people, budget) to get my job done	3.63	3.63	3.44	3.87	3.61	3.13	3.36	3.07	3.44	3.61	3.33
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.36	3.68	3.37	3.75	3.72	3.22	3.17	3.00	3.45	3.59	3.28

2015 FO/HQ Climate	KC	KX	LV	LR	LA-Admin	LA-CI	LA-CT	LA-CID	LA-Intel	LS	ME
Work Environment	3.67	3.97	3.94	4.33	3.70	3.68	3.85	3.78	3.67	4.15	3.56
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.38	3.85	3.89	4.24	3.63	3.61	3.72	3.63	3.64	4.02	3.28
Employees are protected from health and safety hazards on the job	3.95	4.07	4.03	4.42	3.79	3.71	3.95	3.93	3.71	4.28	3.87
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.38	3.40	3.32	3.48	3.75	3.02	3.14	2.90	3.52	3.12	3.43
Considering everything, how satisfied are you with your pay?	3.69	3.92	3.57	4.06	3.57	3.52	3.82	3.62	3.62	3.86	3.74
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.18	3.50	3.76	3.50	3.62	3.39	3.37	3.37	3.69	3.01	3.22
I've seen or heard the results from last years survey	4.15	4.06	3.18	3.95	3.28	3.69	3.19	3.34	3.35	4.28	4.05
I'm interested in seeing or hearing the results from this years survey	4.11	4.29	4.41	4.20	4.06	4.23	4.02	4.20	4.33	4.37	4.23
Other											
Leaders support collaboration across work units to accomplish work objectives	4.00	4.17	3.89	4.30	3.80	3.92	4.20	4.02	3.96	3.95	3.98
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.00	4.14	3.84	4.34	3.73	3.91	4.02	3.95	3.92	4.07	3.99
(O) The FBI is able to recruit people with the right skills	3.68	3.90	3.56	3.94	3.52	3.58	3.93	3.81	3.54	3.82	3.62
(O) The skill level in my work unit has improved in the past year	3.89	3.94	3.75	4.10	3.68	3.81	3.95	3.74	3.83	3.65	3.72
Considering everything, how satisfied are you with the FBI?	4.10	4.29	4.06	4.27	4.21	4.08	4.26	4.16	4.17	4.21	4.24
(O) I feel encouraged to come up with new and better ways of doing things	3.85	3.93	3.75	4.02	3.75	3.61	3.96	3.77	3.86	3.70	3.72

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
Mission and Organization Engagement	4.44	4.22	4.30	4.42	4.41	4.38	4.26	4.27	4.36	4.33	4.38
I am proud to work for the FBI	4.70	4.45	4.53	4.65	4.63	4.64	4.48	4.59	4.64	4.62	4.65
(Reverse) I am cynical about the FBI	4.10	3.88	3.92	4.09	4.10	3.99	4.04	3.87	3.90	3.97	4.02
I believe in the mission of the FBI	4.70	4.54	4.62	4.66	4.71	4.68	4.50	4.65	4.71	4.61	4.70
I recommend the FBI as a good place to work	4.29	4.02	4.10	4.28	4.21	4.21	4.06	4.00	4.17	4.14	4.15
Workplace Engagement	4.02	3.65	3.85	4.04	3.93	3.99	3.77	3.67	3.92	3.98	3.89
My morale at work is good	4.09	3.80	4.02	4.12	4.06	4.16	3.86	3.68	4.03	4.04	3.91
(Reverse) I feel frustrated at work	3.80	3.35	3.53	3.88	3.67	3.67	3.57	3.51	3.61	3.69	3.69
I look forward to going to work	4.17	3.78	4.01	4.13	4.08	4.16	3.89	3.82	4.11	4.22	4.07
Work Engagement	4.27	4.12	4.13	4.24	4.16	4.26	3.96	3.91	4.10	4.23	4.16
My work gives me a feeling of personal accomplishment	4.38	4.24	4.25	4.34	4.31	4.35	4.06	3.89	4.18	4.40	4.21
I like the kind of work I do	4.41	4.34	4.33	4.35	4.37	4.41	4.07	4.02	4.30	4.45	4.31
(Reverse) I feel burned out from the work that I do	4.02	3.77	3.81	4.03	3.83	4.03	3.78	3.82	3.83	3.84	3.95
FBI Leadership	4.07	3.86	4.05	4.28	4.28	4.06	3.98	3.80	3.90	3.88	4.05
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.21	4.02	4.12	4.38	4.38	4.11	4.14	3.94	4.07	3.99	4.21
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.02	3.72	3.99	4.18	4.22	4.07	3.98	3.85	4.01	3.84	4.03
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.03	3.82	4.08	4.28	4.28	4.02	3.87	3.61	3.66	3.80	3.92
Division Leadership	3.85	3.55	3.94	4.28	4.01	3.98	3.79	3.57	3.83	3.74	3.72
My Division leadership works together as a team	3.56	3.35	3.86	4.23	3.89	3.99	3.72	3.57	3.83	3.74	3.65
How satisfied are you with the decisions and policies of your Division's leadership?	3.77	3.31	3.83	4.08	3.84	3.73	3.65	3.42	3.66	3.56	3.51
Employee morale is important to my Division leadership	3.82	3.45	3.92	4.36	4.10	3.99	3.68	3.27	3.55	3.58	3.45
Results are important to my Division leadership	4.25	4.14	4.15	4.53	4.34	4.25	4.10	4.09	4.19	4.05	4.20
Division leadership has a positive impact on our Division performance	3.84	3.39	3.95	4.27	3.93	4.03	3.78	3.54	3.95	3.83	3.78
Supervisory Leadership	4.27	4.07	4.17	4.40	4.26	4.30	3.96	4.19	4.22	4.31	4.21
Supervisor/team leaders in my work unit support employee development	4.17	3.96	4.03	4.43	4.19	4.22	3.88	4.04	4.03	4.18	4.14

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
My supervisor supports my need to balance work and other life issues	4.42	4.18	4.33	4.53	4.47	4.44	4.11	4.38	4.38	4.44	4.41
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.30	4.14	4.25	4.42	4.28	4.30	4.00	4.29	4.33	4.40	4.21
I have trust and confidence in my supervisor as a leader	4.19	4.00	4.11	4.29	4.09	4.22	3.85	4.13	4.15	4.22	4.06
Communication- Dissemination	3.91	3.71	3.91	4.15	4.07	3.90	3.68	3.73	3.82	3.69	3.74
Division leadership communicates strategic objectives and threat priorities	4.10	3.96	4.02	4.35	4.25	4.08	3.83	3.84	3.88	3.74	3.92
My Division leadership communicates context and explanations regarding decisions and initiatives	3.92	3.59	3.86	4.20	4.08	3.86	3.68	3.71	3.73	3.60	3.58
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.70	3.56	3.90	3.97	3.88	3.79	3.61	3.66	3.83	3.74	3.69
Communication - Voice	3.60	3.45	3.72	4.04	3.73	3.72	3.53	3.39	3.58	3.45	3.38
How satisfied are you with your involvement in decisions that affect your work?	3.60	3.42	3.62	3.88	3.61	3.61	3.51	3.31	3.41	3.40	3.29
Division leadership is receptive to negative information and bad news	3.54	3.34	3.67	4.01	3.75	3.78	3.51	3.39	3.63	3.46	3.38
Leaders in my Division listen to what employees have to say	3.69	3.52	3.90	4.25	3.88	3.79	3.63	3.47	3.71	3.50	3.44
Colleagues - Competence, Collaboration, and Professionalism	3.97	3.97	4.00	4.07	4.08	4.08	3.89	4.03	4.03	4.12	3.97
The employees here are competent and know how to get the job done	3.94	3.87	3.97	3.99	4.04	4.00	3.93	3.99	3.93	4.03	3.82
The people in my Division conduct themselves in a professional manner	3.93	3.97	3.97	3.98	4.11	4.00	3.92	4.10	4.08	4.17	4.00
(O) Employees in my work unit share job knowledge with each other	4.13	4.18	4.06	4.29	4.15	4.20	3.94	4.05	4.07	4.12	4.05
This is a friendly and cooperative place to work	3.91	3.86	3.99	4.07	4.06	4.10	3.82	4.00	4.04	4.16	3.98
Counterproductive Work Behaviors	2.84	2.92	2.82	3.21	3.14	3.05	3.03	3.02	2.86	3.02	3.04
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	2.94	2.83	2.80	3.13	3.16	3.13	3.07	3.11	2.86	3.19	3.08
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.73	2.80	2.61	2.98	3.13	2.92	2.90	2.79	2.56	2.79	2.91

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
(Reverse) Arbitrary action and personal favoritism are tolerated	2.81	2.95	2.87	3.26	3.08	3.06	3.04	3.03	2.97	3.02	3.00
Formal Performance Management	3.47	3.31	3.34	3.73	3.46	3.56	3.43	3.32	3.34	3.39	3.48
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.32	3.13	2.96	3.56	3.11	3.36	3.29	3.23	3.33	3.29	3.29
(O) My performance appraisal is a fair reflection of my performance	4.00	3.83	4.06	4.12	4.06	4.19	3.95	3.96	3.90	4.15	4.02
Discussions about performance are seen as important and worthwhile	3.69	3.47	3.71	4.12	3.68	3.79	3.71	3.50	3.58	3.61	3.71
Promotions in my work unit are based on merit	3.22	3.07	3.12	3.65	3.21	3.33	3.28	2.98	3.04	3.15	3.27
In my work unit, differences in performance are recognized in a meaningful way	3.49	3.30	3.33	3.90	3.36	3.57	3.43	3.26	3.30	3.38	3.43
Awards in my unitsquad depend on how well employees perform their jobs	3.61	3.34	3.19	3.54	3.46	3.56	3.30	3.41	3.52	3.55	3.53
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.25	3.05	3.08	3.49	3.18	3.38	3.28	3.02	3.02	3.07	3.22
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.98	3.77	3.91	3.96	3.98	4.04	3.81	3.99	3.79	4.03	3.95
(O) Pay raises depend on how well employees perform their jobs	2.69	2.57	2.46	2.88	2.73	2.71	2.59	2.26	2.36	2.26	2.65
Informal Performance Management	3.71	3.62	3.56	3.90	3.68	3.76	3.47	3.58	3.59	3.66	3.60
(O) Employees are recognized for providing high quality products and services to customers	3.70	3.53	3.51	3.80	3.62	3.72	3.42	3.39	3.47	3.43	3.55
(O) Creativity and innovation are rewarded	3.50	3.21	3.31	3.70	3.51	3.49	3.28	3.21	3.41	3.42	3.38
How satisfied are you with the recognition you receive for doing a good job?	3.66	3.50	3.49	3.76	3.58	3.76	3.43	3.51	3.55	3.64	3.48
In the last six months, my supervisor has talked with me about my performance	3.98	4.07	3.92	4.22	4.07	4.10	3.61	4.12	3.92	4.09	4.07
Training and Career Development	3.75	3.68	3.69	4.01	3.71	3.84	3.57	3.51	3.65	3.69	3.58
How satisfied are you with your career opportunities at the FBI?	3.72	3.59	3.70	3.92	3.63	3.78	3.49	3.40	3.67	3.65	3.48
(O) My training needs are assessed	3.54	3.47	3.49	3.81	3.58	3.68	3.42	3.31	3.42	3.45	3.37
I am given a real opportunity to improve my skills	3.93	3.95	3.87	4.23	3.90	4.02	3.76	3.72	3.82	3.92	3.80

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
Job and Role Characteristics	4.10	3.84	3.96	4.11	4.02	4.08	3.89	3.83	4.02	4.07	3.94
Considering everything, how satisfied are you with your job?	4.25	3.90	4.15	4.18	4.13	4.12	3.89	3.87	4.09	4.18	4.03
Employees have a feeling of personal empowerment with respect to work	3.81	3.44	3.83	4.04	3.77	3.82	3.67	3.56	3.76	3.91	3.71
The work I do makes a difference	4.37	4.19	4.17	4.36	4.29	4.29	4.14	3.98	4.25	4.35	4.22
Employees in other jobs or positions value the work I do	4.11	4.01	3.84	4.19	4.05	4.07	3.89	3.77	4.04	4.15	3.81
My workload is reasonable	3.92	3.55	3.70	3.75	3.78	3.96	3.82	3.84	3.99	3.72	3.78
I am clear on what is expected of me on a daily basis	4.36	3.99	4.23	4.29	4.24	4.35	4.19	4.22	4.25	4.28	4.30
My talents are used well in the workplace	3.90	3.79	3.78	3.96	3.90	3.94	3.64	3.57	3.74	3.92	3.76
Inclusion and Fairness	3.73	3.72	3.75	3.91	3.79	3.85	3.64	3.78	3.78	3.84	3.76
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.33	4.29	4.32	4.37	4.27	4.32	4.16	4.38	4.38	4.41	4.32
People in my Division are treated in a fair and consistent manner	3.69	3.81	3.81	4.01	3.74	3.96	3.77	4.01	3.99	4.09	3.97
Leaders work well with employees of different backgrounds	4.07	3.93	4.10	4.25	4.07	4.16	3.99	4.14	4.18	4.27	4.15
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.08	3.97	3.89	4.20	4.14	4.09	3.87	3.97	3.95	4.09	4.00
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.94	3.69	3.81	4.13	4.01	3.80	3.90	3.83	3.87	3.87	3.91
(Reverse) Who you know is more important than what you know what you can do	2.30	2.51	2.53	2.54	2.57	2.67	2.27	2.36	2.21	2.43	2.37
Prohibited personnel practices are not tolerated	3.93	3.95	3.84	4.06	3.94	4.06	3.78	3.93	3.87	3.87	3.80
Integrity	4.39	4.38	4.44	4.58	4.42	4.48	4.11	4.36	4.40	4.37	4.36
Following the law is just as important as accomplishing the mission	4.57	4.58	4.59	4.69	4.62	4.63	4.27	4.54	4.58	4.52	4.52
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.21	4.16	4.28	4.49	4.21	4.35	3.95	4.17	4.23	4.23	4.20
Compliance	3.80	3.84	3.84	4.02	3.88	3.87	3.70	3.77	3.72	3.83	3.80
Employees report misconduct to the appropriate authorities	3.68	3.73	3.68	3.88	3.73	3.76	3.60	3.64	3.70	3.76	3.73

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.79	3.82	3.80	4.10	3.84	3.73	3.55	3.76	3.71	3.79	3.79
My organization has prepared employees for potential security threats	3.91	3.93	4.00	4.01	3.98	4.08	3.89	3.86	3.75	3.89	3.84
Intelligence Community Collaboration	3.71	3.73	3.71	3.71	3.70	3.65	3.57	3.82	3.95	3.46	3.66
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.90	3.86	3.82	3.95	3.75	3.75	3.84	3.90	3.94	3.62	3.82
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.12	4.32	4.32	4.29	4.31	4.16	4.16	4.34	4.42	3.84	4.35
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.07	4.07	3.96	4.01	4.12	4.09	3.70	4.23	4.38	3.77	3.91
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.11	4.11	4.03	4.05	4.09	4.02	3.87	4.08	4.23	3.89	4.10
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.55	3.63	3.35	3.67	3.51	3.53	3.38	3.47	3.52	3.37	3.22
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.71	2.68	2.75	2.54	2.57	2.62	2.32	2.99	3.36	2.51	2.62
External Collaboration	3.99	4.08	4.02	4.25	4.07	3.72	4.03	4.02	4.19	3.99	4.12
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.82	4.02	3.91	4.16	4.01	3.22	3.91	3.77	4.20	3.91	4.11
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.14	4.16	4.13	4.31	4.11	4.11	4.10	4.17	4.17	4.07	4.16
Tools, Technology, and Resources	3.51	3.38	3.27	3.47	3.57	3.49	3.59	3.41	3.26	3.01	3.24
I have sufficient resources (eg, people, budget) to get my job done	3.56	3.29	3.34	3.46	3.54	3.61	3.56	3.50	3.30	3.06	3.30
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.47	3.46	3.20	3.46	3.61	3.39	3.64	3.33	3.23	2.96	3.17

2015 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
Work Environment	4.13	4.01	3.90	4.13	3.98	4.19	3.69	3.69	3.68	3.49	3.42
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	4.14	3.90	3.80	4.04	3.91	4.11	3.59	3.64	3.44	3.24	3.21
Employees are protected from health and safety hazards on the job	4.13	4.15	4.02	4.24	4.09	4.30	3.84	3.75	3.89	3.75	3.63
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.46	3.16	3.26	3.52	3.43	3.23	3.71	3.26	3.16	3.06	3.48
Considering everything, how satisfied are you with your pay?	3.90	3.83	3.89	3.80	3.62	3.63	3.23	3.23	3.25	3.27	3.52
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.58	3.54	3.30	3.70	3.52	3.28	3.67	3.36	3.54	3.27	3.73
I've seen or heard the results from last years survey	3.85	3.46	3.93	3.88	3.93	4.10	3.14	3.33	3.28	3.19	3.45
I'm interested in seeing or hearing the results from this years survey	4.30	4.31	4.21	4.19	4.38	4.24	4.12	4.18	4.19	4.09	4.25
Other											
Leaders support collaboration across work units to accomplish work objectives	3.96	3.88	3.92	4.19	4.09	4.10	3.77	3.94	3.93	3.94	3.94
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.93	3.89	3.87	4.15	4.12	4.08	3.82	3.80	3.78	3.81	3.83
(O) The FBI is able to recruit people with the right skills	3.72	3.57	3.67	4.00	3.85	3.73	3.53	3.57	3.76	3.76	3.46
(O) The skill level in my work unit has improved in the past year	3.83	3.65	3.74	3.98	3.85	3.90	3.77	3.75	3.64	3.76	3.79
Considering everything, how satisfied are you with the FBI?	4.33	4.00	4.14	4.29	4.17	4.14	4.11	4.01	4.02	4.08	4.11
(O) I feel encouraged to come up with new and better ways of doing things	3.83	3.66	3.76	3.93	3.89	3.84	3.62	3.69	3.60	3.74	3.77

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
Mission and Organization Engagement	4.32	4.43	4.30	4.35	4.34	4.41	4.44	4.39	4.36	4.30
I am proud to work for the FBI	4.58	4.63	4.55	4.57	4.54	4.62	4.69	4.57	4.60	4.57
(Reverse) I am cynical about the FBI	3.96	4.14	3.98	3.97	4.00	4.13	4.04	4.06	4.03	3.91
I believe in the mission of the FBI	4.60	4.65	4.62	4.59	4.60	4.66	4.71	4.65	4.67	4.60
I recommend the FBI as a good place to work	4.12	4.30	4.06	4.25	4.25	4.21	4.33	4.28	4.15	4.16
Workplace Engagement	3.85	4.01	3.71	3.87	3.95	3.88	3.90	3.95	3.81	3.80
My morale at work is good	3.86	4.06	3.82	4.01	4.06	3.95	3.99	4.03	3.91	3.89
(Reverse) I feel frustrated at work	3.66	3.82	3.43	3.62	3.66	3.67	3.70	3.69	3.57	3.51
I look forward to going to work	4.03	4.16	3.87	4.00	4.14	4.01	4.02	4.11	3.99	3.98
Work Engagement	4.18	4.21	4.02	4.22	4.19	4.15	4.18	4.16	4.10	4.03
My work gives me a feeling of personal accomplishment	4.25	4.29	4.08	4.31	4.33	4.23	4.30	4.28	4.23	4.13
I like the kind of work I do	4.38	4.34	4.24	4.39	4.35	4.33	4.36	4.31	4.29	4.25
(Reverse) I feel burned out from the work that I do	3.94	3.99	3.74	3.95	3.91	3.91	3.87	3.90	3.76	3.71
FBI Leadership	3.90	4.15	4.16	4.13	4.05	4.01	4.07	4.04	4.06	4.00
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.05	4.25	4.29	4.29	4.10	4.12	4.16	4.21	4.08	4.16
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.03	4.13	4.08	4.11	4.07	4.04	4.05	4.04	4.15	3.89
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.72	4.07	4.18	4.01	4.01	3.92	4.03	3.94	3.96	4.01
Division Leadership	3.71	3.91	3.61	3.77	3.95	3.95	3.74	3.96	3.96	3.65
My Division leadership works together as a team	3.71	3.85	3.41	3.67	3.73	4.04	3.56	3.93	3.89	3.67
How satisfied are you with the decisions and policies of your Division's leadership?	3.56	3.82	3.47	3.56	3.99	3.73	3.62	3.80	3.79	3.46
Employee morale is important to my Division leadership	3.45	3.79	3.52	3.66	3.90	3.76	3.66	3.86	3.85	3.36
Results are important to my Division leadership	4.10	4.20	4.12	4.23	4.18	4.28	4.19	4.36	4.28	4.14
Division leadership has a positive impact on our Division performance	3.80	3.93	3.40	3.80	3.99	4.04	3.70	4.00	4.02	3.55
Supervisory Leadership	4.19	4.22	4.13	4.18	4.26	4.30	4.19	4.29	4.20	4.16
Supervisor/team leaders in my work unit support employee development	4.02	4.14	4.05	4.06	4.26	4.15	4.11	4.27	4.11	4.03

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
My supervisor supports my need to balance work and other life issues	4.28	4.41	4.40	4.41	4.43	4.43	4.43	4.42	4.36	4.35
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.33	4.25	4.12	4.24	4.24	4.39	4.18	4.34	4.24	4.19
I have trust and confidence in my supervisor as a leader	4.17	4.13	4.02	4.05	4.12	4.25	4.06	4.16	4.11	4.11
Communication- Dissemination	3.65	3.90	3.67	3.75	4.03	3.91	3.76	3.96	3.99	3.73
Division leadership communicates strategic objectives and threat priorities	3.74	3.99	3.87	3.94	4.06	4.05	3.90	4.15	4.09	3.87
My Division leadership communicates context and explanations regarding decisions and initiatives	3.62	3.81	3.51	3.60	3.91	3.84	3.63	3.91	3.91	3.53
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.67	3.91	3.70	3.72	4.13	3.91	3.75	3.84	3.97	3.79
Communication - Voice	3.42	3.67	3.42	3.49	3.91	3.70	3.51	3.69	3.68	3.43
How satisfied are you with your involvement in decisions that affect your work?	3.38	3.67	3.43	3.51	3.89	3.62	3.48	3.58	3.58	3.42
Division leadership is receptive to negative information and bad news	3.47	3.67	3.29	3.40	3.88	3.79	3.46	3.66	3.69	3.49
Leaders in my Division listen to what employees have to say	3.43	3.74	3.50	3.58	3.97	3.79	3.58	3.91	3.80	3.42
Colleagues - Competence, Collaboration, and Professionalism	4.00	4.10	3.92	4.13	4.18	4.06	4.10	4.12	4.10	4.07
The employees here are competent and know how to get the job done	3.89	4.05	3.83	4.03	4.04	4.03	4.01	4.10	4.00	3.90
The people in my Division conduct themselves in a professional manner	4.03	4.08	3.82	4.12	4.15	4.03	4.08	4.09	4.13	4.04
(O) Employees in my work unit share job knowledge with each other	4.03	4.17	4.14	4.15	4.40	4.16	4.19	4.15	4.16	4.16
This is a friendly and cooperative place to work	4.03	4.12	3.87	4.24	4.16	4.05	4.13	4.13	4.12	4.17
Counterproductive Work Behaviors	2.98	2.99	2.79	3.05	3.03	3.09	2.85	3.21	3.03	2.95
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	3.01	2.99	2.85	3.11	2.83	3.13	2.80	3.25	3.04	3.10
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.78	2.71	2.62	2.79	2.86	2.92	2.77	3.07	2.85	2.80

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
(Reverse) Arbitrary action and personal favoritism are tolerated	3.13	3.17	2.85	3.12	3.31	3.16	2.90	3.29	3.06	2.88
Formal Performance Management	3.38	3.53	3.35	3.47	3.59	3.47	3.30	3.52	3.37	3.35
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.27	3.33	3.03	3.11	3.37	3.27	3.01	3.37	3.10	3.07
(O) My performance appraisal is a fair reflection of my performance	4.08	4.18	4.04	4.13	4.26	4.03	4.01	4.01	3.96	3.92
Discussions about performance are seen as important and worthwhile	3.65	3.82	3.52	3.72	3.82	3.74	3.49	3.90	3.67	3.58
Promotions in my work unit are based on merit	3.06	3.25	3.05	3.15	3.49	3.27	3.04	3.38	3.08	3.11
In my work unit, differences in performance are recognized in a meaningful way	3.38	3.49	3.25	3.37	3.56	3.49	3.26	3.55	3.33	3.35
Awards in my unitsquad depend on how well employees perform their jobs	3.28	3.41	3.32	3.43	3.51	3.57	3.32	3.46	3.40	3.34
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.13	3.32	3.12	3.18	3.37	3.29	2.98	3.31	3.10	3.13
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.05	4.10	3.97	4.03	4.17	3.88	3.89	3.83	3.91	3.86
(O) Pay raises depend on how well employees perform their jobs	2.45	2.60	2.62	2.75	2.74	2.54	2.52	2.76	2.51	2.52
Informal Performance Management	3.56	3.69	3.57	3.64	3.81	3.67	3.58	3.73	3.61	3.61
(O) Employees are recognized for providing high quality products and services to customers	3.42	3.56	3.40	3.48	3.67	3.55	3.52	3.64	3.58	3.49
(O) Creativity and innovation are rewarded	3.31	3.44	3.32	3.30	3.61	3.43	3.31	3.57	3.36	3.39
How satisfied are you with the recognition you receive for doing a good job?	3.53	3.60	3.43	3.56	3.74	3.62	3.48	3.62	3.43	3.48
In the last six months, my supervisor has talked with me about my performance	3.90	4.03	4.03	4.01	4.20	4.00	3.98	4.04	3.99	4.09
Training and Career Development	3.54	3.81	3.70	3.79	3.90	3.63	3.73	3.78	3.69	3.67
How satisfied are you with your career opportunities at the FBI?	3.36	3.77	3.69	3.74	3.82	3.60	3.67	3.72	3.64	3.66
(O) My training needs are assessed	3.45	3.63	3.51	3.57	3.78	3.35	3.51	3.56	3.44	3.40
I am given a real opportunity to improve my skills	3.81	3.99	3.89	3.95	4.09	3.84	3.95	4.03	3.91	3.86

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
Job and Role Characteristics	3.97	4.06	3.85	4.03	4.09	4.01	4.02	4.02	4.00	3.93
Considering everything, how satisfied are you with your job?	3.96	4.14	4.02	4.11	4.11	4.07	4.14	4.14	4.03	4.13
Employees have a feeling of personal empowerment with respect to work	3.68	3.81	3.53	3.70	3.97	3.87	3.76	3.82	3.73	3.70
The work I do makes a difference	4.28	4.22	4.15	4.25	4.22	4.22	4.29	4.28	4.24	4.20
Employees in other jobs or positions value the work I do	3.97	4.07	3.75	4.07	4.06	3.96	4.00	4.03	4.07	3.92
My workload is reasonable	3.79	3.95	3.57	3.88	3.87	3.90	3.73	3.75	3.79	3.67
I am clear on what is expected of me on a daily basis	4.33	4.34	4.25	4.26	4.35	4.23	4.26	4.29	4.33	4.16
My talents are used well in the workplace	3.78	3.92	3.66	3.91	4.04	3.87	3.90	3.85	3.78	3.77
Inclusion and Fairness	3.77	3.88	3.74	3.83	3.94	3.80	3.77	3.85	3.82	3.71
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.36	4.36	4.24	4.36	4.52	4.31	4.34	4.34	4.38	4.25
People in my Division are treated in a fair and consistent manner	3.88	4.00	3.65	3.79	4.02	3.94	3.86	4.01	3.94	3.73
Leaders work well with employees of different backgrounds	4.14	4.24	3.94	4.20	4.32	4.11	4.09	4.14	4.15	4.09
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.14	4.11	4.03	4.04	4.22	4.12	3.97	4.08	4.02	3.95
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.84	4.02	3.92	3.99	4.15	3.89	3.81	3.93	3.85	3.80
(Reverse) Who you know is more important than what you know what you can do	2.35	2.57	2.57	2.54	2.52	2.51	2.39	2.65	2.43	2.45
Prohibited personnel practices are not tolerated	3.87	3.97	3.83	3.95	4.10	3.91	4.01	3.96	4.08	3.92
Integrity	4.35	4.41	4.39	4.39	4.48	4.39	4.39	4.45	4.47	4.33
Following the law is just as important as accomplishing the mission	4.51	4.54	4.61	4.59	4.59	4.56	4.61	4.59	4.57	4.54
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.18	4.28	4.17	4.20	4.37	4.21	4.16	4.31	4.38	4.12
Compliance	3.73	3.88	3.91	3.92	3.97	3.89	3.93	3.92	4.00	3.92
Employees report misconduct to the appropriate authorities	3.67	3.77	3.79	3.82	3.75	3.84	3.79	3.78	3.92	3.86

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.71	3.86	4.03	3.87	3.99	3.92	3.90	3.80	4.04	3.89
My organization has prepared employees for potential security threats	3.79	3.99	3.89	4.07	4.07	3.96	4.10	4.11	4.02	4.01
Intelligence Community Collaboration	3.49	3.67	3.81	3.62	3.78	3.65	3.77	3.74	3.64	3.66
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.75	3.81	3.79	3.85	3.94	3.76	3.87	3.94	3.68	3.78
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.14	4.12	4.32	4.24	4.16	4.14	4.33	4.28	4.26	4.24
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.76	3.98	4.06	3.98	4.07	3.99	4.11	4.06	3.84	3.92
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.99	4.04	4.09	3.98	4.03	4.05	4.12	4.10	4.00	4.03
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.16	3.41	3.55	3.43	3.76	3.43	3.50	3.42	3.31	3.28
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.24	2.63	2.74	2.55	2.77	2.47	2.83	2.63	2.58	2.64
External Collaboration	4.01	3.83	3.93	3.94	4.16	4.04	3.90	4.19	4.00	4.11
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.98	3.41	3.77	3.69	4.02	3.86	3.57	4.11	3.81	4.03
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.07	4.19	4.06	4.18	4.29	4.20	4.12	4.26	4.15	4.20
Tools, Technology, and Resources	3.29	3.53	3.23	3.53	3.71	3.30	3.50	3.66	3.47	3.30
I have sufficient resources (eg, people, budget) to get my job done	3.26	3.57	3.39	3.65	3.72	3.40	3.50	3.61	3.58	3.36
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.31	3.48	3.08	3.42	3.70	3.22	3.49	3.70	3.36	3.26

2015 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH
Work Environment	3.56	4.02	4.11	3.93	4.25	3.61	4.09	3.87	4.05	4.09
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.61	3.92	4.04	3.87	4.15	3.36	4.06	3.73	3.94	3.98
Employees are protected from health and safety hazards on the job	3.52	4.13	4.20	4.00	4.35	3.87	4.14	4.03	4.17	4.21
Administrative Workload										
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.60	3.49	3.23	3.42	3.47	3.32	3.40	3.47	3.28	3.16
Considering everything, how satisfied are you with your pay?	3.09	3.60	3.73	3.82	3.76	3.72	3.78	3.77	3.83	3.77
Organizational Change										
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.52	3.43	3.45	3.39	3.36	3.47	3.31	3.91	3.45	3.42
I've seen or heard the results from last years survey	3.12	3.23	4.18	2.73	2.94	3.49	4.03	3.68	3.60	3.61
I'm interested in seeing or hearing the results from this years survey	4.04	4.26	4.44	4.27	4.05	4.22	4.21	4.10	4.18	4.18
Other										
Leaders support collaboration across work units to accomplish work objectives	3.80	4.04	3.83	3.91	4.08	4.04	3.90	4.06	4.07	3.91
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.68	3.96	3.93	3.85	3.95	3.98	3.93	3.98	3.99	3.86
(O) The FBI is able to recruit people with the right skills	3.35	3.79	3.36	3.71	3.67	3.64	3.59	3.76	3.57	3.60
(O) The skill level in my work unit has improved in the past year	3.79	3.84	3.80	3.71	3.92	3.86	3.81	3.84	3.94	3.75
Considering everything, how satisfied are you with the FBI?	4.01	4.20	4.05	4.15	4.11	4.14	4.16	4.20	4.11	4.10
(O) I feel encouraged to come up with new and better ways of doing things	3.79	3.84	3.81	3.75	3.89	3.88	3.73	3.90	3.81	3.67

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
Mission and Organization Engagement	4.36	4.16	4.42	4.35	4.36	4.38	4.24	4.36	4.41	4.42	4.34
I am proud to work for the FBI	4.57	4.43	4.67	4.63	4.57	4.57	4.59	4.59	4.63	4.65	4.54
(Reverse) I am cynical about the FBI	4.03	3.72	4.03	3.95	4.02	4.12	3.78	4.03	4.11	4.10	4.07
I believe in the mission of the FBI	4.64	4.49	4.68	4.70	4.66	4.62	4.65	4.65	4.69	4.66	4.61
I recommend the FBI as a good place to work	4.22	4.00	4.31	4.12	4.20	4.21	3.95	4.17	4.25	4.29	4.20
Workplace Engagement	3.88	3.64	3.92	3.78	3.95	3.75	3.71	3.96	4.04	4.00	3.84
My morale at work is good	3.97	3.74	4.03	3.88	4.07	3.79	3.86	4.10	4.18	4.11	3.99
(Reverse) I feel frustrated at work	3.67	3.40	3.63	3.52	3.68	3.49	3.33	3.69	3.80	3.73	3.62
I look forward to going to work	4.00	3.79	4.09	3.95	4.09	3.98	3.91	4.10	4.13	4.15	3.93
Work Engagement	4.14	4.02	4.16	4.11	4.13	4.13	4.04	4.25	4.16	4.16	4.03
My work gives me a feeling of personal accomplishment	4.26	4.12	4.28	4.23	4.25	4.24	4.19	4.26	4.24	4.29	4.14
I like the kind of work I do	4.33	4.23	4.34	4.32	4.34	4.34	4.27	4.37	4.30	4.35	4.22
(Reverse) I feel burned out from the work that I do	3.82	3.72	3.86	3.78	3.81	3.80	3.66	4.11	3.93	3.82	3.79
FBI Leadership	4.13	3.84	4.15	4.21	4.10	4.07	4.04	4.17	4.07	4.02	4.02
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.26	3.96	4.25	4.30	4.16	4.26	4.17	4.16	4.19	4.18	4.23
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.04	3.75	4.01	4.03	4.12	4.00	3.92	4.10	4.10	4.06	3.96
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.09	3.83	4.15	4.26	4.02	3.97	4.03	4.28	3.99	3.87	3.93
Division Leadership	3.85	3.39	3.86	3.45	4.02	3.35	3.61	3.98	3.89	3.91	3.72
My Division leadership works together as a team	3.88	3.32	3.74	3.14	3.94	3.17	3.31	3.74	3.82	3.84	3.66
How satisfied are you with the decisions and policies of your Division's leadership?	3.63	3.22	3.71	3.27	3.84	3.16	3.43	3.84	3.74	3.85	3.60
Employee morale is important to my Division leadership	3.67	3.07	3.74	3.44	3.98	2.94	3.48	4.15	3.82	3.75	3.56
Results are important to my Division leadership	4.24	3.98	4.26	3.95	4.29	4.11	4.23	4.21	4.19	4.25	4.11
Division leadership has a positive impact on our Division performance	3.84	3.33	3.88	3.38	4.12	3.26	3.54	3.93	3.86	3.96	3.80
Supervisory Leadership	4.19	4.10	4.13	4.21	4.21	3.90	4.22	4.30	4.24	4.19	4.06
Supervisor/team leaders in my work unit support employee development	4.09	3.98	4.08	4.10	4.17	3.72	4.12	4.21	4.17	4.08	3.97

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
My supervisor supports my need to balance work and other life issues	4.36	4.25	4.30	4.36	4.41	4.11	4.29	4.54	4.39	4.32	4.20
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.21	4.19	4.14	4.27	4.17	3.96	4.31	4.26	4.27	4.25	4.13
I have trust and confidence in my supervisor as a leader	4.12	4.02	4.01	4.15	4.12	3.81	4.17	4.18	4.13	4.12	3.97
Communication- Dissemination	3.87	3.59	3.86	3.50	4.02	3.42	3.75	3.98	3.86	3.97	3.69
Division leadership communicates strategic objectives and threat priorities	4.07	3.72	4.01	3.75	4.15	3.68	3.89	4.09	3.97	4.10	3.87
My Division leadership communicates context and explanations regarding decisions and initiatives	3.75	3.58	3.90	3.39	3.95	3.34	3.72	3.92	3.84	3.94	3.74
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.79	3.46	3.71	3.37	3.98	3.29	3.61	3.91	3.81	3.95	3.57
Communication - Voice	3.55	3.25	3.59	3.28	3.72	3.10	3.37	3.76	3.70	3.71	3.49
How satisfied are you with your involvement in decisions that affect your work?	3.46	3.29	3.51	3.32	3.60	3.07	3.32	3.63	3.61	3.59	3.52
Division leadership is receptive to negative information and bad news	3.59	3.18	3.57	3.23	3.75	3.06	3.34	3.61	3.71	3.67	3.48
Leaders in my Division listen to what employees have to say	3.63	3.31	3.67	3.30	3.92	3.12	3.46	3.99	3.79	3.89	3.50
Colleagues - Competence, Collaboration, and Professionalism	4.07	3.94	4.07	3.99	4.14	3.75	4.06	4.08	4.14	4.06	3.90
The employees here are competent and know how to get the job done	3.95	3.98	4.00	3.91	4.00	3.68	3.99	4.03	4.09	3.96	3.87
The people in my Division conduct themselves in a professional manner	4.06	3.84	4.08	3.96	4.16	3.68	4.04	4.06	4.08	4.09	3.84
(O) Employees in my work unit share job knowledge with each other	4.19	4.09	4.08	4.12	4.19	3.96	4.17	4.18	4.24	4.10	4.04
This is a friendly and cooperative place to work	4.08	3.86	4.13	3.98	4.20	3.68	4.06	4.06	4.19	4.12	3.90
Counterproductive Work Behaviors	3.09	2.87	3.00	2.83	3.06	2.74	2.87	3.18	3.00	2.97	3.29
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	3.02	2.98	3.13	2.90	3.06	2.94	2.94	3.17	2.95	2.89	3.49
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.96	2.70	2.88	2.73	2.82	2.56	2.73	3.10	2.78	2.74	3.21

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
(Reverse) Arbitrary action and personal favoritism are tolerated	3.16	2.85	2.94	2.79	3.14	2.61	2.82	3.20	3.09	3.11	3.17
Formal Performance Management	3.41	3.22	3.39	3.33	3.44	3.22	3.31	3.49	3.51	3.46	3.52
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.29	2.97	3.15	3.12	3.25	2.81	3.06	3.27	3.33	3.30	3.35
(O) My performance appraisal is a fair reflection of my performance	3.86	3.89	3.94	4.01	4.03	3.73	3.97	4.02	4.08	4.05	4.02
Discussions about performance are seen as important and worthwhile	3.66	3.39	3.70	3.48	3.73	3.41	3.44	3.80	3.73	3.77	3.71
Promotions in my work unit are based on merit	3.31	3.00	3.09	3.09	3.21	2.86	3.07	3.24	3.19	3.20	3.28
In my work unit, differences in performance are recognized in a meaningful way	3.39	3.07	3.33	3.27	3.41	3.09	3.31	3.54	3.48	3.46	3.46
Awards in my unitsquad depend on how well employees perform their jobs	3.41	3.21	3.32	3.32	3.46	3.12	3.18	3.46	3.60	3.39	3.52
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.24	3.00	3.15	3.12	3.23	2.95	3.10	3.25	3.26	3.14	3.28
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.68	3.75	3.81	3.88	3.88	3.67	3.81	3.91	3.98	3.95	4.02
(O) Pay raises depend on how well employees perform their jobs	2.58	2.56	2.76	2.53	2.55	2.73	2.51	2.77	2.80	2.59	3.04
Informal Performance Management	3.65	3.47	3.57	3.53	3.63	3.39	3.54	3.67	3.69	3.63	3.59
(O) Employees are recognized for providing high quality products and services to customers	3.54	3.37	3.47	3.46	3.54	3.21	3.38	3.57	3.63	3.53	3.58
(O) Creativity and innovation are rewarded	3.39	3.20	3.37	3.24	3.34	3.03	3.27	3.50	3.58	3.42	3.47
How satisfied are you with the recognition you receive for doing a good job?	3.59	3.27	3.47	3.42	3.56	3.21	3.42	3.62	3.58	3.54	3.53
In the last six months, my supervisor has talked with me about my performance	4.00	4.08	3.87	3.97	4.04	3.81	4.01	4.01	4.03	4.05	3.82
Training and Career Development	3.75	3.57	3.74	3.61	3.71	3.53	3.61	3.79	3.79	3.76	3.62
How satisfied are you with your career opportunities at the FBI?	3.72	3.46	3.63	3.52	3.68	3.51	3.59	3.74	3.72	3.68	3.47
(O) My training needs are assessed	3.53	3.41	3.54	3.39	3.46	3.21	3.32	3.70	3.56	3.61	3.62
I am given a real opportunity to improve my skills	3.92	3.81	3.97	3.91	3.95	3.76	3.87	3.96	4.06	4.00	3.77

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
Job and Role Characteristics	3.98	3.88	4.01	3.98	4.04	3.90	3.88	4.00	4.06	4.03	4.02
Considering everything, how satisfied are you with your job?	4.12	3.95	4.13	4.04	4.15	4.11	3.96	4.13	4.18	4.13	3.98
Employees have a feeling of personal empowerment with respect to work	3.78	3.54	3.77	3.73	3.84	3.39	3.57	3.73	3.88	3.73	3.68
The work I do makes a difference	4.19	4.12	4.25	4.27	4.24	4.20	4.19	4.21	4.27	4.27	4.34
Employees in other jobs or positions value the work I do	4.00	3.87	4.09	4.09	4.08	4.03	3.94	4.02	4.04	4.06	4.12
My workload is reasonable	3.72	3.70	3.70	3.75	3.74	3.58	3.59	3.83	3.87	3.87	3.92
I am clear on what is expected of me on a daily basis	4.30	4.20	4.31	4.26	4.30	4.24	4.17	4.28	4.28	4.30	4.27
My talents are used well in the workplace	3.78	3.76	3.82	3.75	3.91	3.70	3.71	3.82	3.90	3.86	3.86
Inclusion and Fairness	3.78	3.67	3.79	3.74	3.83	3.54	3.75	3.85	3.80	3.81	3.65
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.30	4.13	4.31	4.27	4.40	4.07	4.25	4.28	4.39	4.35	4.12
People in my Division are treated in a fair and consistent manner	3.87	3.56	3.92	3.69	4.03	3.35	3.75	3.92	3.86	3.93	3.77
Leaders work well with employees of different backgrounds	4.08	3.95	4.12	4.07	4.21	3.69	4.03	4.06	4.10	4.10	3.93
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.01	3.96	4.03	4.02	4.02	3.82	4.09	4.07	4.09	3.98	4.01
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.88	3.81	3.98	3.86	3.91	3.76	3.80	3.98	4.03	3.97	3.81
(Reverse) Who you know is more important than what you know what you can do	2.44	2.45	2.38	2.49	2.39	2.35	2.46	2.67	2.39	2.49	2.32
Prohibited personnel practices are not tolerated	3.96	3.85	4.02	3.94	3.97	3.68	3.95	4.05	4.01	4.01	3.94
Integrity	4.42	4.21	4.42	4.34	4.44	4.00	4.38	4.52	4.49	4.41	4.20
Following the law is just as important as accomplishing the mission	4.56	4.43	4.58	4.60	4.56	4.30	4.56	4.67	4.62	4.55	4.38
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.27	4.01	4.25	4.08	4.33	3.72	4.21	4.36	4.34	4.27	4.04
Compliance	3.87	3.75	3.90	3.76	3.91	3.58	3.87	4.02	4.00	3.86	3.76
Employees report misconduct to the appropriate authorities	3.80	3.63	3.78	3.64	3.83	3.46	3.72	3.98	3.83	3.75	3.70

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.87	3.70	3.85	3.74	3.95	3.52	3.87	4.00	3.97	3.87	3.63
My organization has prepared employees for potential security threats	3.94	3.88	4.04	3.84	3.94	3.68	3.94	4.08	4.14	3.93	3.87
Intelligence Community Collaboration	3.79	3.67	3.76	3.75	3.70	3.63	3.85	3.57	3.75	3.81	3.50
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.92	3.83	3.94	3.84	3.80	3.75	3.93	3.66	3.93	3.95	3.87
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.23	4.18	4.21	4.27	4.25	4.10	4.40	4.25	4.21	4.19	4.06
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.13	4.00	4.05	4.06	4.06	3.87	4.18	3.95	4.00	4.08	3.83
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.11	4.00	4.09	4.09	4.10	3.99	4.13	4.02	4.07	4.15	3.87
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.59	3.44	3.55	3.49	3.40	3.35	3.50	3.33	3.44	3.66	3.57
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.76	2.66	2.78	2.86	2.65	2.63	2.81	2.52	2.81	2.99	2.39
External Collaboration	4.11	3.77	3.98	4.05	4.09	3.83	4.01	3.84	3.94	4.05	4.06
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.97	3.41	3.81	3.84	3.94	3.66	3.77	3.60	3.66	3.85	3.92
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.22	4.05	4.13	4.19	4.17	3.96	4.20	4.05	4.16	4.21	4.12
Tools, Technology, and Resources	3.33	3.43	3.44	3.43	3.33	3.10	3.11	3.49	3.71	3.62	3.76
I have sufficient resources (eg, people, budget) to get my job done	3.26	3.40	3.45	3.41	3.41	3.01	3.19	3.56	3.75	3.68	3.72
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.40	3.46	3.42	3.43	3.25	3.15	3.03	3.43	3.67	3.56	3.81

2015 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin
Work Environment	3.86	3.96	4.09	4.09	3.89	3.24	3.97	4.05	4.14	4.12	3.92
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.70	3.86	4.02	4.03	3.74	3.03	3.84	3.85	4.01	4.13	3.86
Employees are protected from health and safety hazards on the job	4.05	4.12	4.16	4.14	4.06	3.45	4.10	4.22	4.31	4.14	4.01
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.44	3.14	3.28	3.24	3.41	3.44	2.96	3.41	3.44	3.35	3.74
Considering everything, how satisfied are you with your pay?	3.63	3.72	3.70	3.63	3.37	3.81	3.69	3.75	3.69	3.77	3.60
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.70	3.41	3.45	3.43	3.49	3.62	3.67	3.73	3.51	3.29	3.35
I've seen or heard the results from last years survey	3.81	3.90	3.95	4.14	3.78	2.61	3.54	4.16	3.71	3.57	3.82
I'm interested in seeing or hearing the results from this years survey	4.22	4.09	4.36	4.35	4.27	4.42	4.24	4.47	4.23	4.17	4.17
Other											
Leaders support collaboration across work units to accomplish work objectives	4.05	3.90	3.95	3.86	3.97	3.69	3.97	4.07	4.08	3.98	3.85
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.98	3.84	3.95	3.88	3.97	3.72	3.85	4.16	4.02	4.01	3.80
(O) The FBI is able to recruit people with the right skills	3.73	3.52	3.71	3.54	3.54	3.60	3.36	3.80	3.87	3.85	3.72
(O) The skill level in my work unit has improved in the past year	3.80	3.80	3.87	3.74	3.89	3.64	3.82	3.76	3.97	3.82	3.79
Considering everything, how satisfied are you with the FBI?	4.16	3.91	4.24	4.13	4.15	4.13	3.93	4.13	4.22	4.19	4.14
(O) I feel encouraged to come up with new and better ways of doing things	3.77	3.65	3.74	3.68	3.83	3.64	3.69	3.86	3.86	3.82	3.82

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
Mission and Organization Engagement	4.28	4.36	4.36	4.30	4.36
I am proud to work for the FBI	4.57	4.67	4.67	4.59	4.61
(Reverse) I am cynical about the FBI	3.85	3.83	3.87	3.85	4.01
I believe in the mission of the FBI	4.59	4.76	4.71	4.68	4.65
I recommend the FBI as a good place to work	4.12	4.16	4.22	4.06	4.18
Workplace Engagement	3.74	3.66	3.92	3.63	3.86
My morale at work is good	3.84	3.73	4.00	3.66	3.96
(Reverse) I feel frustrated at work	3.44	3.31	3.65	3.35	3.61
I look forward to going to work	3.94	3.94	4.10	3.87	4.02
Work Engagement	4.04	3.98	4.17	4.01	4.13
My work gives me a feeling of personal accomplishment	4.16	4.19	4.34	4.13	4.24
I like the kind of work I do	4.25	4.26	4.37	4.23	4.31
(Reverse) I feel burned out from the work that I do	3.71	3.53	3.79	3.68	3.85
FBI Leadership	4.02	3.98	3.87	4.00	4.07
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.12	4.04	3.96	4.16	4.19
(O)The FBI's senior executives maintain high standards of honesty and integrity	3.95	3.97	3.91	3.95	4.04
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.98	3.91	3.78	3.90	4.02
Division Leadership	3.63	3.37	3.60	3.56	3.80
My Division leadership works together as a team	3.53	3.30	3.61	3.40	3.70
How satisfied are you with the decisions and policies of your Division's leadership?	3.45	3.18	3.27	3.28	3.64
Employee morale is important to my Division leadership	3.44	2.93	3.31	3.28	3.66
Results are important to my Division leadership	4.07	4.11	4.20	4.23	4.21
Division leadership has a positive impact on our Division performance	3.66	3.38	3.67	3.56	3.80
Supervisory Leadership	4.05	4.12	4.34	4.12	4.19
Supervisor/team leaders in my work unit support employee development	3.89	3.91	4.24	3.94	4.10

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
My supervisor supports my need to balance work and other life issues	4.21	4.37	4.48	4.29	4.36
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.13	4.15	4.35	4.23	4.22
I have trust and confidence in my supervisor as a leader	3.99	4.06	4.29	4.04	4.10
Communication- Dissemination	3.62	3.60	3.69	3.60	3.82
Division leadership communicates strategic objectives and threat priorities	3.78	3.80	3.85	3.85	3.98
My Division leadership communicates context and explanations regarding decisions and initiatives	3.53	3.39	3.57	3.45	3.76
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.52	3.59	3.65	3.48	3.74
Communication - Voice	3.39	3.08	3.43	3.14	3.57
How satisfied are you with your involvement in decisions that affect your work?	3.28	3.18	3.45	3.01	3.51
Division leadership is receptive to negative information and bad news	3.38	3.06	3.41	3.14	3.54
Leaders in my Division listen to what employees have to say	3.49	2.99	3.40	3.24	3.65
Colleagues - Competence, Collaboration, and Professionalism	3.94	4.13	4.21	3.90	4.03
The employees here are competent and know how to get the job done	3.86	4.08	4.11	3.78	3.97
The people in my Division conduct themselves in a professional manner	3.97	4.15	4.23	3.90	4.01
(O) Employees in my work unit share job knowledge with each other	3.97	4.17	4.28	4.04	4.13
This is a friendly and cooperative place to work	3.97	4.13	4.22	3.91	4.03
Counterproductive Work Behaviors	2.96	2.98	2.98	2.86	2.97
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	3.11	3.16	3.28	3.01	3.00
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.83	2.78	2.89	2.72	2.81

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
(Reverse) Arbitrary action and personal favoritism are tolerated	2.89	2.93	2.83	2.78	3.01
Formal Performance Management	3.32	3.37	3.53	3.13	3.41
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.15	3.28	3.39	2.81	3.20
(O) My performance appraisal is a fair reflection of my performance	4.02	4.07	4.15	3.85	4.00
Discussions about performance are seen as important and worthwhile	3.61	3.40	3.70	3.48	3.68
Promotions in my work unit are based on merit	2.98	3.06	3.29	2.82	3.18
In my work unit, differences in performance are recognized in a meaningful way	3.26	3.25	3.53	2.97	3.39
Awards in my unitsquad depend on how well employees perform their jobs	3.38	3.54	3.64	3.08	3.40
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	2.98	3.06	3.35	2.82	3.16
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.88	3.91	4.03	3.78	3.91
(O) Pay raises depend on how well employees perform their jobs	2.45	2.41	2.43	2.35	2.60
Informal Performance Management	3.53	3.54	3.82	3.37	3.62
(O) Employees are recognized for providing high quality products and services to customers	3.42	3.46	3.74	3.21	3.52
(O) Creativity and innovation are rewarded	3.28	3.31	3.58	3.13	3.38
How satisfied are you with the recognition you receive for doing a good job?	3.40	3.46	3.71	3.09	3.53
In the last six months, my supervisor has talked with me about my performance	3.98	3.87	4.09	4.09	4.01
Training and Career Development	3.48	3.55	3.86	3.29	3.70
How satisfied are you with your career opportunities at the FBI?	3.43	3.53	3.87	3.05	3.65
(O) My training needs are assessed	3.26	3.30	3.57	3.20	3.50
I am given a real opportunity to improve my skills	3.66	3.75	4.08	3.60	3.92

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
Job and Role Characteristics	3.85	3.88	4.11	3.80	3.99
Considering everything, how satisfied are you with your job?	3.89	3.99	4.19	3.91	4.09
Employees have a feeling of personal empowerment with respect to work	3.51	3.49	3.97	3.43	3.72
The work I do makes a difference	4.13	4.22	4.34	4.21	4.25
Employees in other jobs or positions value the work I do	3.86	3.97	4.14	3.81	4.01
My workload is reasonable	3.75	3.50	3.83	3.62	3.78
I am clear on what is expected of me on a daily basis	4.13	4.15	4.35	4.12	4.27
My talents are used well in the workplace	3.64	3.85	3.97	3.51	3.83
Inclusion and Fairness	3.70	3.79	3.87	3.67	3.78
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.27	4.32	4.43	4.23	4.31
People in my Division are treated in a fair and consistent manner	3.87	3.88	4.04	3.70	3.84
Leaders work well with employees of different backgrounds	4.02	4.10	4.25	3.99	4.10
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.98	4.10	4.19	4.01	4.04
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.79	3.94	3.83	3.85	3.90
(Reverse) Who you know is more important than what you know what you can do	2.17	2.33	2.31	2.24	2.45
Prohibited personnel practices are not tolerated	3.86	4.08	4.06	3.88	3.94
Integrity	4.25	4.41	4.49	4.35	4.39
Following the law is just as important as accomplishing the mission	4.41	4.60	4.67	4.51	4.56
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.08	4.21	4.29	4.19	4.21
Compliance	3.77	3.84	3.91	3.71	3.86
Employees report misconduct to the appropriate authorities	3.72	3.85	3.83	3.71	3.75

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.68	3.87	3.88	3.68	3.83
My organization has prepared employees for potential security threats	3.86	3.78	3.95	3.77	3.96
Intelligence Community Collaboration	3.72	4.04	3.62	3.59	3.72
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.79	4.14	3.76	3.69	3.86
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.26	4.45	4.07	4.34	4.24
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.00	4.41	3.97	3.93	4.03
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.05	4.39	4.00	4.08	4.06
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.33	3.62	3.56	3.16	3.50
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.92	3.44	2.58	2.56	2.70
External Collaboration	3.86	4.02	4.01	3.93	3.99
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.63	3.84	3.82	3.75	3.78
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	3.95	4.15	4.17	4.01	4.16
Tools, Technology, and Resources	3.17	3.21	3.31	3.11	3.42
I have sufficient resources (eg, people, budget) to get my job done	3.25	3.16	3.37	3.10	3.44
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.09	3.24	3.24	3.11	3.40

2015 FO/HQ Climate	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average
Work Environment	3.87	4.05	4.15	3.78	3.93
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.84	3.99	4.11	3.69	3.82
Employees are protected from health and safety hazards on the job	3.88	4.09	4.21	3.88	4.05
Administrative Workload					
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.27	3.07	3.10	3.36	3.34
Considering everything, how satisfied are you with your pay?	3.53	3.84	3.73	3.38	3.70
Organizational Change					
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.48	3.41	3.42	3.64	3.46
I've seen or heard the results from last years survey	3.70	3.76	3.69	3.72	3.63
I'm interested in seeing or hearing the results from this years survey	4.25	4.46	4.28	4.38	4.23
Other					
Leaders support collaboration across work units to accomplish work objectives	3.87	4.01	4.03	3.94	3.97
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.79	3.71	4.03	3.71	3.93
(O) The FBI is able to recruit people with the right skills	3.67	3.79	3.75	3.48	3.67
(O) The skill level in my work unit has improved in the past year	3.81	3.85	3.77	3.75	3.81
Considering everything, how satisfied are you with the FBI?	4.04	4.07	4.19	3.94	4.14
(O) I feel encouraged to come up with new and better ways of doing things	3.79	3.82	3.93	3.68	3.79

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
Mission and Organization Engagement	4.35	4.43	4.20	4.30	4.39	4.44	4.25	4.31	4.30	4.27	4.20
I am proud to work for the FBI	4.51	4.67	4.39	4.52	4.65	4.69	4.56	4.49	4.52	4.52	4.45
(Reverse) I am cynical about the FBI	4.14	4.08	3.91	4.10	4.00	4.00	3.89	4.09	3.99	3.91	3.80
I believe in the mission of the FBI	4.53	4.71	4.46	4.62	4.71	4.77	4.62	4.58	4.61	4.62	4.60
I recommend the FBI as a good place to work	4.22	4.28	4.02	3.97	4.21	4.29	3.96	4.08	4.08	4.02	3.95
Workplace Engagement	3.69	3.71	3.50	3.50	3.84	3.90	3.44	3.23	3.58	3.55	3.43
My morale at work is good	3.83	3.86	3.61	3.66	3.96	4.05	3.59	3.33	3.67	3.67	3.43
(Reverse) I feel frustrated at work	3.54	3.50	3.32	3.23	3.64	3.62	3.14	3.08	3.37	3.33	3.26
I look forward to going to work	3.69	3.78	3.58	3.61	3.93	4.02	3.60	3.26	3.71	3.64	3.62
Work Engagement	3.97	3.97	3.80	3.84	4.04	4.11	3.77	3.61	4.00	3.83	4.08
My work gives me a feeling of personal accomplishment	4.07	4.08	3.87	4.06	4.16	4.33	3.90	3.73	4.18	3.89	4.16
I like the kind of work I do	4.14	4.11	4.02	4.06	4.20	4.37	3.95	3.79	4.22	4.02	4.27
(Reverse) I feel burned out from the work that I do	3.71	3.73	3.51	3.39	3.76	3.64	3.47	3.32	3.59	3.58	3.84
FBI Leadership	3.99	4.06	3.90	4.10	4.08	4.13	4.05	3.97	3.79	3.92	3.82
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.21	4.21	4.06	4.29	4.25	4.29	4.20	4.27	3.93	4.07	4.03
(O)The FBI's senior executives maintain high standards of honesty and integrity	3.97	3.97	3.80	4.04	4.05	4.04	4.00	3.98	3.91	3.89	3.78
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.80	3.97	3.81	3.96	3.94	4.07	3.94	3.76	3.59	3.82	3.63
Division Leadership	3.77	3.81	3.44	3.76	3.89	3.75	3.64	3.45	3.41	3.56	2.91
My Division leadership works together as a team	3.71	3.75	3.38	3.58	3.80	3.54	3.39	3.30	3.18	3.45	2.95
How satisfied are you with the decisions and policies of your Division's leadership?	3.65	3.57	3.31	3.57	3.68	3.56	3.40	3.26	3.23	3.39	2.70
Employee morale is important to my Division leadership	3.57	3.50	3.26	3.60	3.67	3.62	3.49	3.14	3.10	3.40	2.51
Results are important to my Division leadership	4.12	4.41	3.90	4.33	4.39	4.22	4.37	4.23	4.07	4.08	3.66
Division leadership has a positive impact on our Division performance	3.86	3.78	3.38	3.74	3.94	3.80	3.58	3.32	3.43	3.44	2.69
Supervisory Leadership	4.13	3.98	3.88	3.94	4.26	4.13	3.88	3.84	4.05	3.96	4.04
Supervisor/team leaders in my work unit support employee development	4.01	3.83	3.74	4.00	4.16	4.01	3.88	3.78	3.91	3.93	3.95

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
My supervisor supports my need to balance work and other life issues	4.29	4.04	4.05	4.07	4.41	4.27	4.04	3.97	4.30	4.15	4.17
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.19	4.09	3.95	3.93	4.30	4.20	3.86	3.92	4.05	3.98	4.13
I have trust and confidence in my supervisor as a leader	4.04	3.95	3.78	3.80	4.19	4.09	3.75	3.69	3.97	3.78	3.95
Communication- Dissemination	3.69	3.70	3.50	3.73	3.91	3.79	3.69	3.56	3.42	3.61	3.15
Division leadership communicates strategic objectives and threat priorities	3.88	3.89	3.75	3.92	4.10	3.89	3.97	3.86	3.50	3.80	3.51
My Division leadership communicates context and explanations regarding decisions and initiatives	3.73	3.65	3.51	3.77	3.81	3.73	3.65	3.60	3.28	3.62	3.07
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.51	3.56	3.24	3.48	3.83	3.78	3.52	3.24	3.47	3.43	2.90
Communication - Voice	3.51	3.47	3.20	3.50	3.55	3.46	3.26	3.09	3.12	3.28	2.70
How satisfied are you with your involvement in decisions that affect your work?	3.44	3.38	3.17	3.42	3.44	3.36	3.16	3.03	3.20	3.16	2.81
Division leadership is receptive to negative information and bad news	3.53	3.48	3.19	3.41	3.51	3.46	3.11	3.03	2.99	3.21	2.60
Leaders in my Division listen to what employees have to say	3.58	3.58	3.27	3.66	3.70	3.60	3.51	3.18	3.13	3.44	2.62
Colleagues - Competence, Collaboration, and Professionalism	3.88	3.96	3.73	3.78	4.14	4.08	3.96	3.65	3.90	3.89	3.88
The employees here are competent and know how to get the job done	3.89	3.89	3.67	3.75	4.07	3.98	3.91	3.69	3.97	3.83	3.90
The people in my Division conduct themselves in a professional manner	3.77	4.06	3.66	3.86	4.15	4.07	4.05	3.57	3.91	3.86	3.83
(O) Employees in my work unit share job knowledge with each other	4.03	4.10	3.88	3.87	4.22	4.20	4.01	3.91	3.93	4.06	4.08
This is a friendly and cooperative place to work	3.87	3.83	3.70	3.66	4.13	4.09	3.88	3.46	3.78	3.81	3.67
Counterproductive Work Behaviors	2.88	2.89	2.90	2.80	3.00	3.07	2.86	2.81	2.82	2.81	2.92
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	2.86	3.01	3.05	2.73	3.04	3.15	2.97	2.79	2.86	2.94	2.93
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.76	3.06	2.82	2.82	2.93	3.16	2.82	2.88	2.70	2.79	2.89

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
(Reverse) Arbitrary action and personal favoritism are tolerated	2.93	2.74	2.78	2.83	2.94	2.93	2.69	2.69	2.83	2.63	2.84
Formal Performance Management	3.41	3.42	3.27	3.37	3.45	3.41	3.33	3.23	3.27	3.37	3.33
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.18	3.03	3.02	3.07	3.28	3.40	3.19	2.91	3.13	3.13	3.08
(O) My performance appraisal is a fair reflection of my performance	3.90	3.95	3.83	3.76	4.02	3.88	4.05	3.65	3.91	3.90	3.88
Discussions about performance are seen as important and worthwhile	3.68	3.76	3.46	3.66	3.68	3.59	3.47	3.52	3.42	3.49	3.28
Promotions in my work unit are based on merit	3.18	3.51	2.98	3.26	3.21	3.39	3.08	2.94	3.12	3.18	3.17
In my work unit, differences in performance are recognized in a meaningful way	3.38	3.32	3.21	3.35	3.44	3.34	3.22	3.06	3.10	3.22	3.23
Awards in my units/squad depend on how well employees perform their jobs	3.35	3.39	3.09	3.24	3.43	3.41	3.39	3.16	3.25	3.44	3.27
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.13	3.08	3.11	3.21	3.25	3.28	3.00	3.03	2.89	3.07	3.10
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.85	3.73	3.81	3.60	3.87	3.84	3.76	3.66	3.72	3.84	3.79
(O) Pay raises depend on how well employees perform their jobs	2.94	2.87	2.74	3.03	2.61	2.62	2.67	3.01	2.72	2.78	2.87
Informal Performance Management	3.54	3.64	3.29	3.49	3.62	3.55	3.52	3.32	3.45	3.52	3.40
(O) Employees are recognized for providing high quality products and services to customers	3.48	3.63	3.28	3.43	3.67	3.52	3.56	3.23	3.44	3.53	3.25
(O) Creativity and innovation are rewarded	3.39	3.56	3.06	3.45	3.47	3.49	3.37	3.05	3.25	3.29	3.20
How satisfied are you with the recognition you receive for doing a good job?	3.43	3.58	3.17	3.22	3.50	3.46	3.41	3.15	3.33	3.37	3.19
In the last six months, my supervisor has talked with me about my performance	3.90	3.79	3.64	3.88	3.85	3.83	3.70	3.72	3.72	3.88	3.93
Training and Career Development	3.57	3.54	3.38	3.56	3.52	3.55	3.49	3.40	3.46	3.38	3.40
How satisfied are you with your career opportunities at the FBI?	3.39	3.50	3.17	3.40	3.30	3.67	3.37	3.31	3.30	3.15	3.40
(O) My training needs are assessed	3.59	3.24	3.38	3.42	3.31	3.13	3.26	3.31	3.27	3.29	3.14
I am given a real opportunity to improve my skills	3.76	3.84	3.58	3.82	3.90	3.80	3.78	3.50	3.77	3.69	3.59

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
Job and Role Characteristics	3.89	3.94	3.66	3.76	3.98	3.96	3.66	3.57	3.87	3.78	3.83
Considering everything, how satisfied are you with your job?	3.92	4.00	3.62	3.68	3.99	4.06	3.76	3.63	3.91	3.78	3.89
Employees have a feeling of personal empowerment with respect to work	3.55	3.49	3.30	3.50	3.79	3.77	3.42	3.07	3.53	3.38	3.25
The work I do makes a difference	4.26	4.33	4.04	4.25	4.26	4.39	3.98	4.03	4.27	4.14	4.24
Employees in other jobs or positions value the work I do	3.89	4.04	3.63	3.94	4.11	4.14	3.91	3.60	4.12	3.80	3.94
My workload is reasonable	3.79	3.74	3.50	3.29	3.82	3.26	3.32	3.25	3.49	3.68	3.60
I am clear on what is expected of me on a daily basis	4.19	4.16	4.08	4.09	4.17	4.23	3.75	4.09	4.09	4.13	4.13
My talents are used well in the workplace	3.61	3.85	3.46	3.62	3.73	3.87	3.49	3.29	3.70	3.53	3.67
Inclusion and Fairness	3.68	3.65	3.52	3.63	3.78	3.77	3.71	3.46	3.67	3.56	3.56
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.22	4.20	4.01	4.10	4.32	4.30	4.32	3.94	4.28	4.04	4.10
People in my Division are treated in a fair and consistent manner	3.66	3.58	3.45	3.49	3.91	3.88	3.79	3.21	3.65	3.49	3.32
Leaders work well with employees of different backgrounds	3.96	3.98	3.77	3.92	4.17	4.15	3.97	3.67	3.94	3.85	3.80
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.95	4.01	3.76	3.98	4.04	4.02	3.99	3.78	3.89	3.90	3.98
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.94	3.78	3.68	3.86	3.88	3.77	3.87	3.76	3.80	3.81	3.83
(Reverse) Who you know is more important than what you know what you can do	2.39	2.25	2.39	2.49	2.32	2.37	2.28	2.42	2.44	2.24	2.49
Prohibited personnel practices are not tolerated	3.81	3.81	3.63	3.78	3.95	4.00	3.89	3.59	3.85	3.75	3.70
Integrity	4.15	4.23	3.96	4.09	4.41	4.29	4.23	4.03	4.19	4.23	3.97
Following the law is just as important as accomplishing the mission	4.35	4.46	4.22	4.30	4.57	4.49	4.46	4.32	4.45	4.48	4.39
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.94	4.01	3.67	3.89	4.24	4.10	4.00	3.75	3.94	3.96	3.59
Compliance	3.92	3.83	3.66	3.80	3.83	3.92	3.79	3.69	3.73	3.74	3.67
Employees report misconduct to the appropriate authorities	3.73	3.86	3.58	3.59	3.75	3.86	3.69	3.62	3.63	3.68	3.58

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.75	3.75	3.54	3.62	3.86	3.93	3.77	3.63	3.70	3.66	3.62
My organization has prepared employees for potential security threats	4.21	3.90	3.82	4.04	3.90	3.98	3.87	3.80	3.85	3.85	3.80
Intelligence Community Collaboration	3.59	3.82	3.38	3.40	4.09	4.16	4.05	3.43	3.65	3.65	3.47
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.87	4.26	3.59	3.72	4.06	4.07	4.13	3.64	3.94	3.87	4.01
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.12	4.33	3.93	4.10	4.54	4.46	4.51	4.03	4.17	4.26	4.24
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.75	4.22	3.62	3.80	4.39	4.46	4.33	3.61	4.04	3.93	4.03
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.93	4.22	3.85	3.86	4.30	4.34	4.29	3.81	4.07	4.12	4.16
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.50	3.70	3.34	3.44	3.71	3.80	3.72	3.32	3.45	3.34	3.42
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.66	2.43	2.29	2.27	3.69	3.80	3.55	2.46	2.50	2.61	2.07
External Collaboration	4.01	4.20	3.87	4.11	4.20	4.21	4.13	3.93	4.10	3.98	3.97
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.82	4.08	3.72	4.01	4.02	4.01	4.06	3.84	3.96	3.82	3.71
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.09	4.25	3.93	4.15	4.29	4.27	4.15	3.95	4.13	4.03	4.02
Tools, Technology, and Resources	3.80	3.59	3.18	3.28	3.38	2.91	3.05	3.46	3.37	3.31	3.24
I have sufficient resources (eg, people, budget) to get my job done	3.76	3.61	3.10	3.16	3.40	3.01	2.97	3.44	3.17	3.27	3.14
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.84	3.57	3.26	3.39	3.37	2.79	3.13	3.47	3.55	3.37	3.33

2015 FO/HQ Climate	CJIS	INSD	SecD	FD	CT	IOD	Cyber	RMD	OTD	DI	TD
Work Environment	3.73	3.83	3.69	3.77	3.97	3.74	3.82	3.27	3.81	3.48	3.38
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.55	3.81	3.57	3.56	3.85	3.58	3.65	3.07	3.66	3.37	3.22
Employees are protected from health and safety hazards on the job	3.94	3.89	3.80	3.99	4.11	3.93	4.04	3.47	3.96	3.62	3.57
Administrative Workload											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.79	3.82	3.64	3.62	3.60	3.35	3.36	3.68	3.54	3.69	3.63
Considering everything, how satisfied are you with your pay?	3.76	4.03	3.22	3.68	3.81	3.82	3.75	4.16	3.88	3.92	4.07
Organizational Change											
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.72	3.93	3.55	3.95	3.89	3.89	4.16	3.76	3.47	3.97	4.04
I've seen or heard the results from last years survey	3.76	3.73	2.86	3.37	2.85	3.29	3.53	3.74	3.59	3.71	3.74
I'm interested in seeing or hearing the results from this years survey	3.99	4.49	4.20	4.32	4.30	4.38	4.43	4.20	4.09	4.36	4.44
Other											
Leaders support collaboration across work units to accomplish work objectives	3.81	3.91	3.57	3.81	4.06	3.97	3.96	3.52	3.72	3.83	3.70
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.85	3.93	3.58	3.75	3.89	3.82	3.68	3.83	3.54	3.75	3.65
(O) The FBI is able to recruit people with the right skills	3.60	3.72	3.44	3.36	3.67	3.82	3.11	3.65	3.27	3.53	3.52
(O) The skill level in my work unit has improved in the past year	3.72	3.86	3.47	3.72	3.82	3.76	3.77	3.57	3.58	3.76	3.64
Considering everything, how satisfied are you with the FBI?	4.15	4.18	3.94	3.99	4.14	4.17	3.96	4.11	4.04	4.06	3.95
(O) I feel encouraged to come up with new and better ways of doing things	3.72	3.92	3.57	3.77	3.89	3.90	3.72	3.38	3.76	3.66	3.67

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
Mission and Organization Engagement	4.37	4.39	4.39	4.27	4.33	4.43	4.31	4.35	4.34	4.31
I am proud to work for the FBI	4.53	4.58	4.57	4.53	4.48	4.66	4.48	4.60	4.59	4.53
(Reverse) I am cynical about the FBI	4.20	4.13	4.07	3.86	4.12	4.09	4.05	4.00	3.97	4.02
I believe in the mission of the FBI	4.60	4.64	4.66	4.63	4.59	4.76	4.59	4.70	4.66	4.63
I recommend the FBI as a good place to work	4.18	4.20	4.25	4.05	4.11	4.18	4.13	4.12	4.16	4.05
Workplace Engagement	3.80	3.61	3.83	3.70	3.49	3.39	3.61	3.76	3.73	3.50
My morale at work is good	3.92	3.70	3.88	3.86	3.65	3.57	3.75	3.88	3.88	3.57
(Reverse) I feel frustrated at work	3.60	3.41	3.64	3.47	3.24	3.08	3.41	3.51	3.49	3.29
I look forward to going to work	3.88	3.70	3.97	3.79	3.55	3.54	3.67	3.91	3.81	3.64
Work Engagement	4.10	4.08	4.17	3.90	3.69	3.71	3.94	4.11	4.01	4.02
My work gives me a feeling of personal accomplishment	4.21	4.20	4.25	3.95	3.71	3.91	4.11	4.23	4.09	4.15
I like the kind of work I do	4.27	4.31	4.36	4.09	3.74	3.95	4.10	4.29	4.19	4.27
(Reverse) I feel burned out from the work that I do	3.82	3.71	3.91	3.67	3.61	3.28	3.61	3.81	3.76	3.64
FBI Leadership	3.84	4.10	4.01	4.02	3.97	3.81	4.02	4.05	4.04	3.97
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.05	4.29	4.11	4.20	4.15	3.91	4.25	4.19	4.16	4.14
(O)The FBI's senior executives maintain high standards of honesty and integrity	3.81	4.06	4.04	4.01	3.91	3.95	3.91	3.99	4.03	4.03
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.69	3.96	3.91	3.87	3.82	3.64	3.92	3.99	3.96	3.78
Division Leadership	3.55	3.56	3.76	3.92	3.73	3.55	3.69	3.85	3.74	3.52
My Division leadership works together as a team	3.51	3.48	3.64	3.74	3.54	3.55	3.66	3.69	3.64	3.43
How satisfied are you with the decisions and policies of your Division's leadership?	3.40	3.36	3.56	3.79	3.60	3.35	3.46	3.61	3.57	3.25
Employee morale is important to my Division leadership	3.34	3.38	3.54	3.84	3.66	3.40	3.50	3.77	3.56	3.28
Results are important to my Division leadership	3.96	3.96	4.25	4.31	4.10	3.98	4.24	4.31	4.19	4.16
Division leadership has a positive impact on our Division performance	3.52	3.62	3.85	3.93	3.71	3.46	3.64	3.88	3.73	3.47
Supervisory Leadership	4.09	3.75	4.06	4.17	4.08	3.96	4.02	4.20	4.08	4.07
Supervisor/team leaders in my work unit support employee development	3.98	3.64	3.93	4.20	4.06	3.98	4.00	4.17	4.04	3.99

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
My supervisor supports my need to balance work and other life issues	4.21	3.88	4.23	4.34	4.29	4.12	4.28	4.32	4.25	4.33
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	4.18	3.83	4.11	4.13	4.07	3.97	4.03	4.23	4.11	4.06
I have trust and confidence in my supervisor as a leader	4.00	3.63	3.98	4.06	3.91	3.80	3.86	4.13	3.95	3.92
Communication- Dissemination	3.46	3.50	3.75	3.87	3.79	3.62	3.69	3.84	3.69	3.36
Division leadership communicates strategic objectives and threat priorities	3.56	3.69	3.88	4.15	3.77	3.77	3.81	4.04	3.82	3.55
My Division leadership communicates context and explanations regarding decisions and initiatives	3.41	3.60	3.65	3.79	3.80	3.50	3.68	3.79	3.60	3.26
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.41	3.37	3.75	3.68	3.83	3.58	3.61	3.71	3.68	3.25
Communication - Voice	3.30	3.39	3.45	3.58	3.54	3.35	3.39	3.57	3.42	3.23
How satisfied are you with your involvement in decisions that affect your work?	3.24	3.29	3.38	3.49	3.38	3.19	3.30	3.50	3.38	3.14
Division leadership is receptive to negative information and bad news	3.26	3.35	3.43	3.56	3.59	3.35	3.43	3.51	3.41	3.20
Leaders in my Division listen to what employees have to say	3.39	3.52	3.53	3.70	3.75	3.50	3.48	3.72	3.53	3.32
Colleagues - Competence, Collaboration, and Professionalism	3.95	3.81	4.09	3.93	3.79	3.92	3.93	4.04	4.02	3.90
The employees here are competent and know how to get the job done	3.90	3.82	4.17	3.80	3.63	3.88	3.92	3.97	3.91	3.95
The people in my Division conduct themselves in a professional manner	3.95	3.83	4.08	3.96	3.86	3.94	3.85	4.07	4.03	3.89
(O) Employees in my work unit share job knowledge with each other	4.10	3.87	4.09	3.91	3.81	4.08	4.16	4.15	4.17	3.97
This is a friendly and cooperative place to work	3.90	3.71	4.03	4.01	3.86	3.80	3.86	4.00	3.98	3.78
Counterproductive Work Behaviors	3.09	2.99	3.00	2.77	3.03	2.91	3.01	2.99	2.92	2.82
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	3.17	3.03	3.05	2.75	3.26	2.95	3.16	3.16	3.02	2.78
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	3.01	2.96	2.97	2.54	2.97	2.71	2.98	3.02	2.85	2.75

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
(Reverse) Arbitrary action and personal favoritism are tolerated	3.03	2.98	2.93	2.91	2.94	2.92	2.90	2.80	2.85	2.82
Formal Performance Management	3.53	3.29	3.37	3.43	3.45	3.29	3.50	3.52	3.40	3.35
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.47	3.07	3.14	3.31	3.29	3.23	3.39	3.41	3.31	3.16
(O) My performance appraisal is a fair reflection of my performance	3.99	3.81	4.05	3.96	3.93	3.88	4.08	4.07	4.00	3.93
Discussions about performance are seen as important and worthwhile	3.61	3.63	3.67	3.65	3.53	3.51	3.66	3.68	3.59	3.56
Promotions in my work unit are based on merit	3.35	3.13	3.14	3.24	3.41	3.24	3.45	3.41	3.24	3.18
In my work unit, differences in performance are recognized in a meaningful way	3.44	3.22	3.33	3.42	3.30	3.15	3.34	3.49	3.31	3.19
Awards in my unitsquad depend on how well employees perform their jobs	3.49	3.19	3.31	3.39	3.45	3.18	3.47	3.66	3.40	3.35
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.32	3.08	3.02	3.07	3.21	2.98	3.24	3.27	3.15	3.00
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.95	3.67	3.95	3.92	3.84	3.66	3.94	3.88	3.82	3.77
(O) Pay raises depend on how well employees perform their jobs	3.02	2.91	2.71	2.69	2.96	2.69	3.00	2.73	2.64	2.79
Informal Performance Management	3.50	3.41	3.60	3.60	3.53	3.43	3.40	3.64	3.56	3.56
(O) Employees are recognized for providing high quality products and services to customers	3.46	3.43	3.59	3.60	3.58	3.48	3.50	3.65	3.55	3.49
(O) Creativity and innovation are rewarded	3.36	3.26	3.44	3.29	3.34	3.24	3.32	3.46	3.39	3.40
How satisfied are you with the recognition you receive for doing a good job?	3.39	3.26	3.52	3.53	3.38	3.15	3.28	3.59	3.48	3.40
In the last six months, my supervisor has talked with me about my performance	3.77	3.74	3.83	3.95	3.79	3.78	3.64	3.88	3.82	3.91
Training and Career Development	3.55	3.50	3.69	3.48	3.55	3.52	3.56	3.63	3.61	3.54
How satisfied are you with your career opportunities at the FBI?	3.56	3.40	3.63	3.25	3.20	3.28	3.42	3.52	3.56	3.29
(O) My training needs are assessed	3.31	3.45	3.52	3.27	3.62	3.50	3.31	3.35	3.34	3.48
I am given a real opportunity to improve my skills	3.73	3.63	3.93	3.84	3.80	3.72	3.85	3.96	3.85	3.80

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
Job and Role Characteristics	3.91	3.85	4.02	3.86	3.65	3.78	3.88	3.95	3.91	3.87
Considering everything, how satisfied are you with your job?	4.05	3.91	4.08	3.79	3.47	3.65	3.87	4.01	3.97	3.84
Employees have a feeling of personal empowerment with respect to work	3.53	3.38	3.76	3.67	3.43	3.48	3.50	3.75	3.66	3.52
The work I do makes a difference	4.21	4.21	4.33	4.11	3.87	4.12	4.26	4.22	4.17	4.27
Employees in other jobs or positions value the work I do	4.07	4.17	4.18	3.97	3.74	4.00	4.08	4.10	4.01	4.05
My workload is reasonable	3.69	3.49	3.74	3.77	3.54	3.49	3.45	3.75	3.80	3.65
I am clear on what is expected of me on a daily basis	4.03	4.13	4.19	4.10	4.11	4.09	4.16	4.14	4.05	4.08
My talents are used well in the workplace	3.80	3.66	3.89	3.63	3.46	3.62	3.79	3.79	3.70	3.68
Inclusion and Fairness	3.70	3.54	3.76	3.71	3.59	3.70	3.65	3.76	3.69	3.70
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.25	3.99	4.34	4.27	4.02	4.16	4.15	4.31	4.19	4.24
People in my Division are treated in a fair and consistent manner	3.86	3.56	3.92	3.86	3.67	3.80	3.66	3.92	3.84	3.63
Leaders work well with employees of different backgrounds	3.98	3.71	4.06	4.05	3.87	3.90	3.92	4.10	3.95	4.02
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.86	3.71	3.98	3.99	3.94	3.92	4.06	4.08	3.92	3.92
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.82	3.69	3.85	3.79	3.74	3.88	3.90	3.90	3.80	3.90
(Reverse) Who you know is more important than what you know what you can do	2.44	2.51	2.41	2.24	2.23	2.43	2.26	2.18	2.27	2.46
Prohibited personnel practices are not tolerated	3.76	3.77	3.91	3.80	3.90	3.93	3.81	3.94	3.96	3.88
Integrity	4.15	4.06	4.29	4.26	4.18	4.25	4.05	4.40	4.36	4.25
Following the law is just as important as accomplishing the mission	4.36	4.27	4.48	4.46	4.28	4.47	4.28	4.58	4.56	4.54
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.92	3.86	4.10	4.11	4.08	4.03	3.80	4.21	4.15	3.97
Compliance	3.80	3.75	3.87	3.80	3.81	3.82	3.77	3.81	3.84	3.77
Employees report misconduct to the appropriate authorities	3.69	3.61	3.72	3.69	3.64	3.71	3.64	3.75	3.72	3.67

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.67	3.57	3.80	3.77	3.86	3.81	3.62	3.74	3.79	3.70
My organization has prepared employees for potential security threats	3.96	3.99	4.06	3.90	3.92	3.84	3.99	3.98	3.98	3.95
Intelligence Community Collaboration	3.29	3.35	3.77	3.92	3.21	3.50	3.27	3.98	3.73	3.59
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.75	3.78	3.95	3.91	3.52	3.81	3.70	4.02	3.78	3.77
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	3.91	3.95	4.29	4.43	4.14	4.33	4.12	4.43	4.20	4.22
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.65	3.69	4.13	4.21	3.91	3.75	3.67	4.33	4.15	3.84
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.72	3.80	4.22	4.32	4.00	4.00	3.88	4.20	4.17	4.08
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.37	3.47	3.66	3.59	3.44	3.25	3.57	3.64	3.57	3.32
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.27	2.03	2.64	3.23	2.19	2.28	2.00	3.45	2.79	2.44
External Collaboration	3.91	3.94	4.24	4.17	3.91	4.00	4.05	4.16	4.12	4.16
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	3.73	3.55	3.92	3.96	3.82	3.74	3.88	3.95	4.00	4.12
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	3.97	4.02	4.31	4.21	3.93	4.08	4.09	4.25	4.18	4.20
Tools, Technology, and Resources	3.36	3.42	3.40	3.43	3.50	3.13	3.33	3.37	3.43	3.41
I have sufficient resources (eg, people, budget) to get my job done	3.16	3.27	3.34	3.55	3.36	3.05	3.22	3.39	3.44	3.37
I have the technology needed (e.g. software, hardware, etc.) to get my job done	3.53	3.57	3.45	3.32	3.64	3.18	3.44	3.35	3.43	3.46

2015 FO/HQ Climate	IT- Infrastructure	FLSD	CIRG	WMD	IT-CRM	ITADD	HRD	CI	CID	LAB
Work Environment	3.72	3.84	3.87	3.59	3.86	3.67	3.69	3.74	3.85	3.83
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.64	3.81	3.78	3.41	3.75	3.51	3.64	3.63	3.69	3.59
Employees are protected from health and safety hazards on the job	3.82	3.87	3.98	3.78	3.98	3.83	3.80	3.87	4.00	4.08
Administrative Workload										
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.68	3.59	3.64	3.46	3.48	3.31	3.81	3.50	3.43	3.57
Considering everything, how satisfied are you with your pay?	3.95	3.79	3.93	3.88	3.81	3.71	3.96	3.97	3.88	4.00
Organizational Change										
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	4.20	3.86	3.82	3.73	4.02	4.01	3.60	3.95	3.83	3.89
I've seen or heard the results from last years survey	3.09	3.09	3.82	3.38	3.80	3.37	3.59	3.75	3.67	3.49
I'm interested in seeing or hearing the results from this years survey	4.12	4.27	4.28	4.26	4.32	4.36	4.37	4.34	4.37	4.26
Other										
Leaders support collaboration across work units to accomplish work objectives	3.77	3.66	3.97	3.93	3.79	3.87	3.88	4.06	3.93	3.75
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.67	3.65	3.85	3.92	3.82	3.75	3.85	3.92	3.77	3.80
(O) The FBI is able to recruit people with the right skills	3.47	3.51	3.78	3.54	3.34	3.17	3.64	3.61	3.61	3.54
(O) The skill level in my work unit has improved in the past year	3.65	3.48	3.78	3.74	3.59	3.72	3.81	3.83	3.82	3.62
Considering everything, how satisfied are you with the FBI?	4.15	4.23	4.20	3.92	3.99	4.12	4.04	4.07	4.13	4.03
(O) I feel encouraged to come up with new and better ways of doing things	3.79	3.60	3.89	3.83	3.60	3.71	3.83	3.91	3.74	3.72

2015 FO/HQ Climate	OGC	RPO	TSC	Average
Mission and Organization Engagement	4.35	4.52	4.45	4.33
I am proud to work for the FBI	4.63	4.72	4.61	4.54
(Reverse) I am cynical about the FBI	4.05	4.22	4.28	4.04
I believe in the mission of the FBI	4.74	4.83	4.67	4.62
I recommend the FBI as a good place to work	4.00	4.32	4.25	4.14
Workplace Engagement	3.37	3.79	3.97	3.63
My morale at work is good	3.40	4.00	4.04	3.74
(Reverse) I feel frustrated at work	3.22	3.67	3.90	3.43
I look forward to going to work	3.50	3.72	3.98	3.71
Work Engagement	3.96	3.97	4.15	3.96
My work gives me a feeling of personal accomplishment	4.12	4.16	4.17	4.08
I like the kind of work I do	4.18	4.13	4.27	4.15
(Reverse) I feel burned out from the work that I do	3.58	3.60	4.00	3.66
FBI Leadership	4.10	4.45	4.20	4.00
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.24	4.57	4.30	4.18
(O)The FBI's senior executives maintain high standards of honesty and integrity	4.07	4.48	4.20	3.98
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.02	4.30	4.12	3.85
Division Leadership	3.56	4.15	4.13	3.66
My Division leadership works together as a team	3.11	4.15	4.03	3.55
How satisfied are you with the decisions and policies of your Division's leadership?	3.24	3.84	3.96	3.48
Employee morale is important to my Division leadership	3.79	3.66	4.13	3.46
Results are important to my Division leadership	4.15	4.85	4.51	4.16
Division leadership has a positive impact on our Division performance	3.42	4.22	4.05	3.65
Supervisory Leadership	4.06	4.34	4.27	4.06
Supervisor/team leaders in my work unit support employee development	4.06	4.47	4.29	3.98

2015 FO/HQ Climate	OGC	RPO	TSC	Average
My supervisor supports my need to balance work and other life issues	4.35	4.32	4.42	4.23
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	3.98	4.29	4.19	4.09
I have trust and confidence in my supervisor as a leader	3.86	4.36	4.16	3.95
Communication- Dissemination	3.49	4.22	4.17	3.65
Division leadership communicates strategic objectives and threat priorities	3.56	4.46	4.27	3.83
My Division leadership communicates context and explanations regarding decisions and initiatives	3.53	4.16	4.13	3.62
(Reverse) My Division leadership often distorts information or doesn't tell "the whole story"	3.39	4.09	4.13	3.53
Communication - Voice	3.41	3.78	3.92	3.38
How satisfied are you with your involvement in decisions that affect your work?	3.20	3.79	3.78	3.32
Division leadership is receptive to negative information and bad news	3.47	3.51	3.94	3.35
Leaders in my Division listen to what employees have to say	3.58	3.96	4.03	3.48
Colleagues - Competence, Collaboration, and Professionalism	3.82	4.30	4.20	3.92
The employees here are competent and know how to get the job done	3.81	4.03	4.19	3.90
The people in my Division conduct themselves in a professional manner	3.79	4.37	4.23	3.90
(O) Employees in my work unit share job knowledge with each other	4.11	4.57	4.15	4.04
This is a friendly and cooperative place to work	3.60	4.29	4.24	3.86
Counterproductive Work Behaviors	2.76	3.52	3.47	2.92
(Reverse) In your Division, to what extent are employees who instigate conflict or with whom it is difficult to work tolerated?	2.63	3.55	3.40	2.96
(Reverse) In your Division, to what extent are employees who put little effort into their work tolerated?	2.71	3.65	3.31	2.86

2015 FO/HQ Climate	OGC	RPO	TSC	Average
(Reverse) Arbitrary action and personal favoritism are tolerated	2.81	3.34	3.62	2.88
Formal Performance Management	3.28	3.91	3.75	3.39
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.12	3.85	3.74	3.20
(O) My performance appraisal is a fair reflection of my performance	3.96	4.14	4.12	3.93
Discussions about performance are seen as important and worthwhile	3.43	4.09	3.93	3.60
Promotions in my work unit are based on merit	3.22	4.05	3.70	3.21
In my work unit, differences in performance are recognized in a meaningful way	3.16	3.83	3.64	3.31
Awards in my unitsquad depend on how well employees perform their jobs	3.33	4.03	3.69	3.35
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	2.86	3.84	3.63	3.12
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.75	4.15	3.93	3.82
(O) Pay raises depend on how well employees perform their jobs	2.67	3.20	3.10	2.82
Informal Performance Management	3.50	3.96	3.76	3.52
(O) Employees are recognized for providing high quality products and services to customers	3.40	4.08	3.94	3.50
(O) Creativity and innovation are rewarded	3.18	3.71	3.72	3.35
How satisfied are you with the recognition you receive for doing a good job?	3.33	3.66	3.66	3.40
In the last six months, my supervisor has talked with me about my performance	4.02	4.35	3.83	3.83
Training and Career Development	3.47	3.71	3.82	3.53
How satisfied are you with your career opportunities at the FBI?	3.24	3.33	3.64	3.38
(O) My training needs are assessed	3.41	3.55	3.77	3.39
I am given a real opportunity to improve my skills	3.73	4.18	4.04	3.78

2015 FO/HQ Climate	OGC	RPO	TSC	Average
Job and Role Characteristics	3.87	3.95	4.06	3.86
Considering everything, how satisfied are you with your job?	3.82	3.91	4.01	3.88
Employees have a feeling of personal empowerment with respect to work	3.50	4.01	3.83	3.54
The work I do makes a difference	4.30	4.28	4.40	4.21
Employees in other jobs or positions value the work I do	4.20	4.13	4.14	3.97
My workload is reasonable	3.36	3.28	3.88	3.62
I am clear on what is expected of me on a daily basis	4.18	4.31	4.26	4.13
My talents are used well in the workplace	3.74	3.82	3.81	3.65
Inclusion and Fairness	3.63	3.86	3.90	3.67
I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background	4.24	4.43	4.41	4.20
People in my Division are treated in a fair and consistent manner	3.47	4.12	4.16	3.68
Leaders work well with employees of different backgrounds	3.93	4.24	4.26	3.96
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.91	4.10	4.06	3.94
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.76	3.98	4.01	3.85
(Reverse) Who you know is more important than what you know what you can do	2.56	2.16	2.36	2.37
Prohibited personnel practices are not tolerated	3.74	4.15	4.20	3.84
Integrity	4.30	4.59	4.47	4.21
Following the law is just as important as accomplishing the mission	4.49	4.67	4.59	4.43
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.11	4.50	4.36	3.99
Compliance	3.77	4.13	4.02	3.81
Employees report misconduct to the appropriate authorities	3.66	4.17	3.86	3.70

2015 FO/HQ Climate	OGC	RPO	TSC	Average
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.74	4.28	4.02	3.74
My organization has prepared employees for potential security threats	3.90	4.05	4.16	3.98
Intelligence Community Collaboration	3.76	3.36	4.14	3.71
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.98	3.55	4.18	3.90
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.31	4.40	4.53	4.26
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.19	4.00	4.33	4.04
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.02	4.13	4.39	4.09
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.50	3.13	3.85	3.55
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.79	1.86	3.80	2.86
External Collaboration	4.08	4.39	4.29	4.08
Employees in my Division are able to work effectively with the US Attorneys Office as needed by the job	4.07	3.94	4.00	3.92
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.09	4.41	4.39	4.14
Tools, Technology, and Resources	2.82	3.20	3.97	3.42
I have sufficient resources (eg, people, budget) to get my job done	2.77	3.32	3.93	3.37
I have the technology needed (e.g. software, hardware, etc.) to get my job done	2.87	3.08	4.01	3.47

2015 FO/HQ Climate	OGC	RPO	TSC	Average
Work Environment	3.63	3.70	4.29	3.73
Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.51	3.53	4.26	3.59
Employees are protected from health and safety hazards on the job	3.81	3.89	4.36	3.90
Administrative Workload				
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.40	4.00	3.96	3.63
Considering everything, how satisfied are you with your pay?	3.73	3.22	3.91	3.84
Organizational Change				
I've experienced significant change at work in the last year (e.g. reorganization, changes to job role)	3.42	3.77	4.17	3.81
I've seen or heard the results from last years survey	4.11	4.07	3.92	3.55
I'm interested in seeing or hearing the results from this years survey	4.39	4.53	4.19	4.24
Other				
Leaders support collaboration across work units to accomplish work objectives	3.85	4.35	4.17	3.84
Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.69	4.15	4.10	3.79
(O) The FBI is able to recruit people with the right skills	3.49	3.27	3.83	3.55
(O) The skill level in my work unit has improved in the past year	3.46	4.13	4.04	3.70
Considering everything, how satisfied are you with the FBI?	4.01	4.24	4.29	4.09
(O) I feel encouraged to come up with new and better ways of doing things	3.63	4.28	3.99	3.74